

Commitment to anti-discrimination

On the 08.07.20, the TFM department passed a commitment to anti-discrimination, whereby it emphasises its responsibility to dismantle structural disadvantages and discrimination and to promote and facilitate the diversity of its students and staff on an institutional level, as well as with regard to the curriculum. The department recognises an engagement with sexism, racism, antisemitism, heteronormativity, class relations, ableism, coloniality and other power relations as a central aspect of theatre, film and media studies, which should be reflected accordingly in the curriculum. The department commits to actively work against the structural omission of these topics and positions and the omission of the work of structurally marginalised people.

In order to put this into practice, we aim to consider and discuss these issues every time we invite someone to speak, every time we appoint a new staff member, and every time we design a syllabus. As such, the department views this commitment as the beginning rather than the final outcome of a process, in which feedback and initiatives from students are welcome at all times.

The entire commitment can be read in German [here](#).

Anti-discrimination in the classroom

It is the joint responsibility of lecturers and students to create a respectful, non-exclusionary and attentive learning atmosphere. This includes remaining mindful of the different backgrounds, experiences, and positionalities among the people in the classroom, a sensitivity regarding discriminatory language and the willingness to be open to other perspectives and opinions.

The stated goal for our seminars is to create a space for everyone to participate by attempting to dismantle structural disadvantages and discrimination.

If there is ever any sense of unease regarding the atmosphere in your seminars, you can raise this in seminar discussions, speak to the teaching staff or contact the Gleichstellungsteam (first point of contact for issues surrounding anti-discrimination and equality, find their contact info [here](#)).

Accessibility in the classroom

Accessibility refers to the quality or characteristic of something that makes it possible to approach, enter, or use it with ease.

Things that can make online learning inaccessible (especially in times of digital teaching) may include lack of availability of certain technologies, lack of availability of quiet space, learning impairments, increased strain on mental health, added child care or work responsibilities, and well as repeated micro aggressions (i.e. through racist, sexist or otherwise discriminatory remarks).

If active participation in your program of study is impaired through structural discrimination or if you have any accessibility needs that should be accommodated, you can speak to the teaching staff directly or contact the Gleichstellungsteam (first point of contact for issues surrounding anti-discrimination and equality, find their contact info [here](#)).