

AK: ANTIDISKRIMINIERUNG

- Do you identify as a BIPOC or a Person that has experienced racism?
- Would you like to join an effort against intersectional discrimination?
- Are you teaching at the University of Cologne?

THEN WE ARE LOOKING

for you

The BIPOC Referat is creating an independent student led Anti-Discrimination Agency at the University of Cologne. We are looking for confidants amongst the faculty.

If you can mediate conversations about racism with us empathically and have 3-8 hours / month on a voluntary basis, get in touch!

Write us an email at easing-bipoc@uni-koeln.de with the following information:

- Are you employed at the University of Cologne?
- Which faculty do you belong to?
- Do you know any students who would like to join our initiative?

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people power needed for an independent anti discrimination agency

Dear students, dear lecturers at the University of Cologne,

we, the BIPOC (Black, Indigenous & People of Color) Referat, are creating an independent Anti-Discrimination Agency at the University of Cologne.

The aim is to have a central and independent point of contact for reporting discrimination /and experiences of racism that take place at the University of Cologne. The BIPOC Referat acts as the first point of contact for those affected by experiences of racism. The process for reporting the racism experience would look like this:

- 1. The person concerned reports their experience to the BIPOC Referat. The incident will be anonymously documented in a special database set up for this purpose.*
- 2. Then the person concerned has the opportunity to meet with trained students of color to share experiences from their own faculties. This conversation takes place initially with students, from their own faculty, in order to break down the inhibition threshold for addressing racism.*
- 3. However, if the person concerned would like to take further steps, we will refer the person to a confidant amongst the lecturers of color at their faculty. Required steps will be taken together with white allied professors to enable a mediative conversation between X and Y.*

The subsequent discussion with the confidant is purely optional and not mandatory.

Those affected can also decide to "only" participate in the exchange with the trained students of their faculty. Regardless of which steps those affected decide: The incident is always documented and treated confidentially.

To successfully initiate this project, two students of color and confidants amongst lecturers of color are wanted for each faculty of the University of Cologne.

As a BIPOC student you are the first point of contact, if students at your faculty have experienced racism. Since you will be trained appropriately, you know how you can best approach affected people and support them in exchange.

As a confidant amongst the lecturers of Color, you support BIPOC students in their decision and take further action by partnering with a white faculty ally.

The time required by students and lecturers will be around 3-8 hours per month.

Autonomes BIPOC Referat
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