

Charter of Intercultural Understanding

Department of Advanced Masters Programs at TUB/CO TU Berlin Corporate (formerly TUBS GmbH)

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1. Preamble – The Purpose of our Charter of Intercultural Understanding

The purpose and overarching objectives of this Charter, i.e. our Mission Statement, are as follows:

- The Mission Statement serves as a framework and foundation for all our dealings with each other and our professional actions. “We all” here refers to all interaction partners in the academic environment, i.e. students, instructors, and support staff.
- We understand our Charter as a public and referable declaration of our values and our actions. It aims to create transparency regarding our shared identity, perspectives, aspirations, and goals, and ultimately how we interact with each other.
- Our aim is to avoid conflicts and, if they do exist or arise, to resolve them.
- An essential foundation for this is the commitment of everyone - instructors, support staff, and students - to our core values: equal opportunity, acceptance, cultural diversity, and inclusion. These values must be acknowledged, respected, upheld, and promoted.
- Building on the Mission Statement but also going beyond it, our Charta embodies a commitment to sustainability - one that we strive to implement in the best possible way from economic, ecological, technological, and social perspectives.

2. Our Principles and Values

Aligned with our core values, we define how we wish to be treated as individuals and how we intend to treat each other in our academic environment.

Key to us are:

- **Equal** opportunity,
- Freedom, and
- Integrity of every individual.

We pledge to one another in our interactions:

- Respect,
- Tolerance,
- Openness, and
- Empathy.

We promote:

- Openness to new ideas, and
- Enabling the independent resolution of challenges, as they arise within our context, i.e., within the framework of the practiced German academic culture.

We explicitly speak out against:

- Any form of discrimination based on gender, ethnic origin, racist and anti-Semitic attributions, religion and ideology, disability, chronic illness, age, language, sexual and gender identity, and social status.

We also firmly reject physical and psychological violence.

3. Our Commitment - Our Goals

Our commitment should always apply, and our actions continually aim to:

- Strive for the preservation, ongoing promotion, and constant development of a positive learning and working environment for students, instructors, and support staff, where cultural diversity is recognized and used as an asset, and a global perspective is integrated.
- Foster our collective development of social competence, benefiting both individual-personal growth and professional interactions.
- Value our diversity and prevent or resolve conflicts.
- Build an intercultural community with cohesion and shared experiences.
- Promote trust, integration, cultural exchange, and intercultural acceptance, while respecting our shared cultural diversity.
- Sustainably apply our core values together, continuously reinforcing them.

4. Our Reflection

We commit to continuously review and revise our objectives and the outcomes we strive for in this Charter and, if necessary, to update them. The review will take place through:

- Ongoing exchange among all parties, and the subsequent sharing of information about/monitoring of developments in the fields of action/responsibility,
- Consultation with each other at short notice,
- Regular, documented reflection/experience meetings involving representatives of all stakeholders (students, alumni, instructors, support staff) at the end of each calendar year.