

Pre-conference Workshop

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Inclusion, Diversity and Representation in Higher Music Education



Diversity



- What is the opposite of diversity?
- Diversity of what?
- What kind of diversity is needed and why?

Inclusion

- Who is including?
- Who should be included and why?
- What should be included and why?

Representation

- Which groups have representativity today?
- Is a broader representation relevant for your institution?
- If so, why?

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- A large, solid orange circle is positioned on the left side of the slide, partially cut off by the edge.
- Is work on inclusion and diversity important for your institution today?
 - Can you please describe it.
 - Write down 1-5 bullet points
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- A yellow dashed line is located in the bottom right corner of the slide, consisting of several short, curved segments.



Why is diversity
and inclusion
important in
your work?

Justice/equity?

Educational quality?

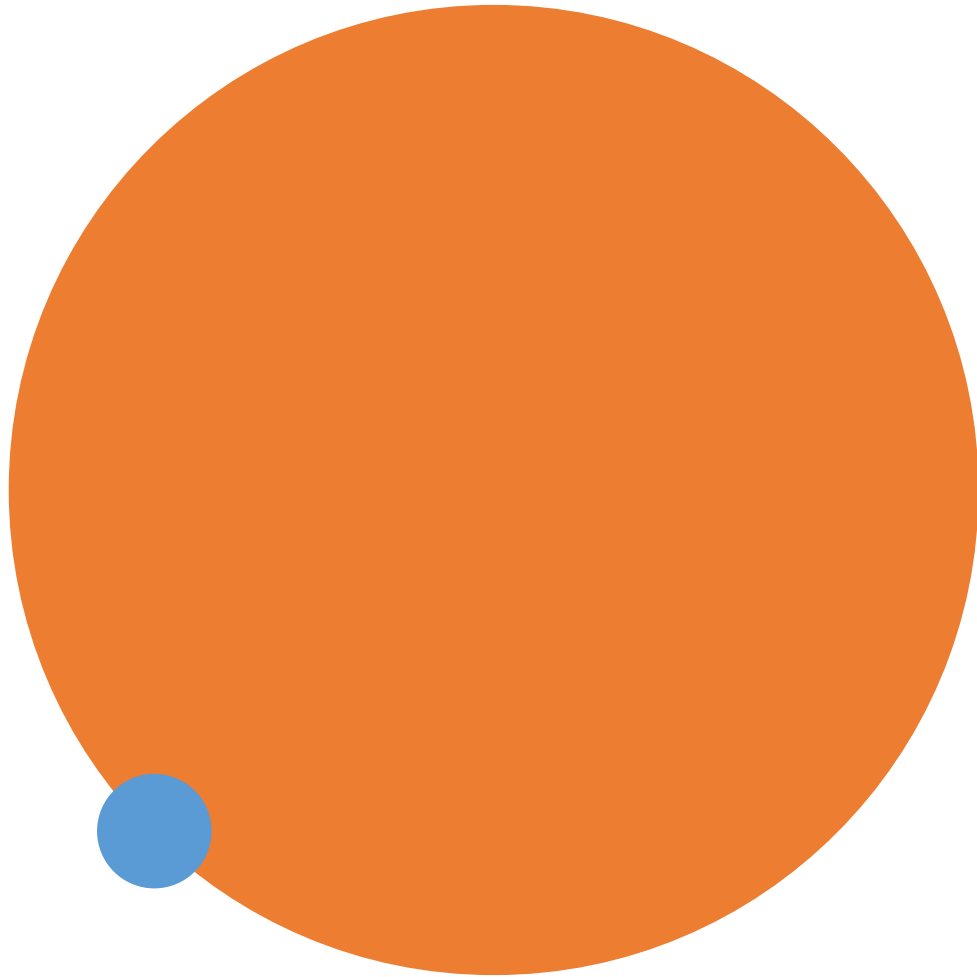
Artistic quality?

Following the guidelines?

Something else?



How could the strategies for diversity and inclusion work differ depending on the different "why's"?




- How would you describe the "ideal student"?
- What does this tell you about the normative values you might hold at your institutions that may be discriminatory and exclusive to underrepresented groups?



- What kind of systemic barriers or resistance for underrepresented groups do you identify in your educational institutions?
- Help each other come up with solutions and tips in how to overcome systemic barriers!



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- What kind of cultural or social barriers or resistance for underrepresented groups do you identify in your educational institutions?
 - Help each other come up with solutions and tips in how to overcome cultural or social barriers!

Checklist

1. Facilitate an institutional culture where everyone feels welcome and can thrive in their artistic and academic field.
2. The institution has to develop and change in order to keep up with a world that is more and more diverse and intercultural.
3. Put pressure on the management in your institutions to have proper anti-discrimination policies among the staff as well as for the students.
4. Sustainable diversity work lead to better representation in the long run. A broader representation among students will eventually lead to a broader representation among staff, artists, musicians, artistic development and research.
5. This is not charity. It is a question of quality.



6. Educate yourselves on minority stress. This can be imperative to support individuals that overcompensate to prove their worth, become too stressed and overworked or give up because they are faced with a too heavy burden. It can also help understand and prevent crises and conflicts.
7. Support student initiatives for separatist minority groups.
8. Educate yourselves on structural discrimination and social power relations like racism, colonialism, sexism, ableism and homophobia.
9. Do not use the only black student or hijabi student or the only student that rides as wheel chair to be your poster person to pretend that you are a more diverse institution than you actually are.
10. Become an ally even with those that you don't share experiences with. Expand your horizons through articles, art and social media.

