

ABSTRACT

Bridging diversity: How to recruit and include diverse artists in your student / teacher population? How to facilitate? Which are the needs?

Friday 5th November from 10:15 to 11:30 CET - In presence

AEC Annual Congress 2021. Parallel Session I with SMS Diversity, Identity, Inclusiveness Working Group (leaders Joshua Dickson, Stefan Heckel), SMS Student Working Group (Baptiste Grandgirard, Mimi Harmer) and Wouter Hillaert, Royal Conservatoire Antwerp.

"If diversity and equality work is less valued by organizations, then to become responsible for this work can mean to inhabit institutional spaces that are also less valued."¹

The conservatory environment in Europe has changed significantly in the past 40 years. In addition to opening their doors to different musics of the world, Jazz, Popular Music as well as local traditional musics, the nature of the student and the teacher - and how they relate to each other and to their institutional environment - has changed. The collapse of the Soviet Union and Warsaw Pact, the expansion of the European Union and the Erasmus program have done much to dissolve intra-European borders; European conservatories have also increasingly attracted more highly talented students and faculty from beyond the geographical borders of Europe. These developments have led to a more diverse student and faculty body.

Some European HMEIs have engaged proactively with groups on whom they have not previously or normally focused. This includes refugees, under-represented parts of the student population as well as previously under-recognized areas of work or community. Other means of diversification include institutional policies that promote equality and facilitate access by a more diverse student and faculty body. Finally, some HMEIs have started to open up curricula to encourage collaborations between different musics and genres and to accommodate students with various under-represented cultural and/or educational backgrounds.

In this panel discussion, we explore possibilities of changing the institutional space by presenting some existing examples and imagining new paths.

¹ Ahmed, Sara. 2012. *On Being Included – Racism and Diversity in Institutional Life*. Durham, London: Duke University Press. Award winning British-Australian scholar in feminist, queer, critical race and postcolonial theory.