

Resistance - towards a more diverse environment in HMEIs

Friday, 11th of November 2022, from 11:45 to 12:15 CET

by Katja Thomson, Karolien Dons and Monica Vejgaard, from the ARTEMIS Diversity, Inclusion & Gender Equality (DIGE) Working Group

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On Friday 11 November, members of the [ARTEMIS Diversity, Inclusion & Gender Equality \(DIGE\) Working Group](#) will contribute to the main theme of this year's AEC Annual Congress '*Changing perspectives - Imagine new traditions*' by addressing the idea of **resistance**, and how difficult it is to deal with the resistance against institutional change towards a more diverse environment in Higher Music Education institutions (HMEIs).

From a management perspective, institutional change includes everything from how we teach and learn, to how we communicate, choose repertoire, assess and recruit; among many other aspects. In shaping these changes, diversity and inclusivity increasingly play an explicit role. Resistance to change at HMEIs is normally grounded in relevant concerns about maintaining high artistic standards, fears that our professional identities and arts will be undermined or devalued, and the dauntingly long time that such reforms will take.

In addition, making change happening at institutional level can feel like a long and slow process for peer-colleagues, teachers and students, for whom sometimes it even seems invisible. This can easily discourage HMEIs' population, leading to a misunderstanding that there is a resistance to change at the institutional level, when sometimes it might not be the case.

In this half-hour session, participants will have the opportunity to share experiences on how resistance, related to aspects of diversity, looks like at their home institutions, and will be encouraged to commit to taking at least one feasible approach when encountering resistance in future. Furthermore, institutions will be invited to consider how change can continually be made visible on the individual level during the longer process of achievement.