

Exploring Prejudices and Bias in the Conservatoire: Student Experiences

Outcomes and Actions

14:50 - 15:35 CET
06.11.2020

The AEC Student Working Group

Rationale, Themes and Methodology

“You cannot enjoy the rhythm and ignore the blues”

Amanda Seales

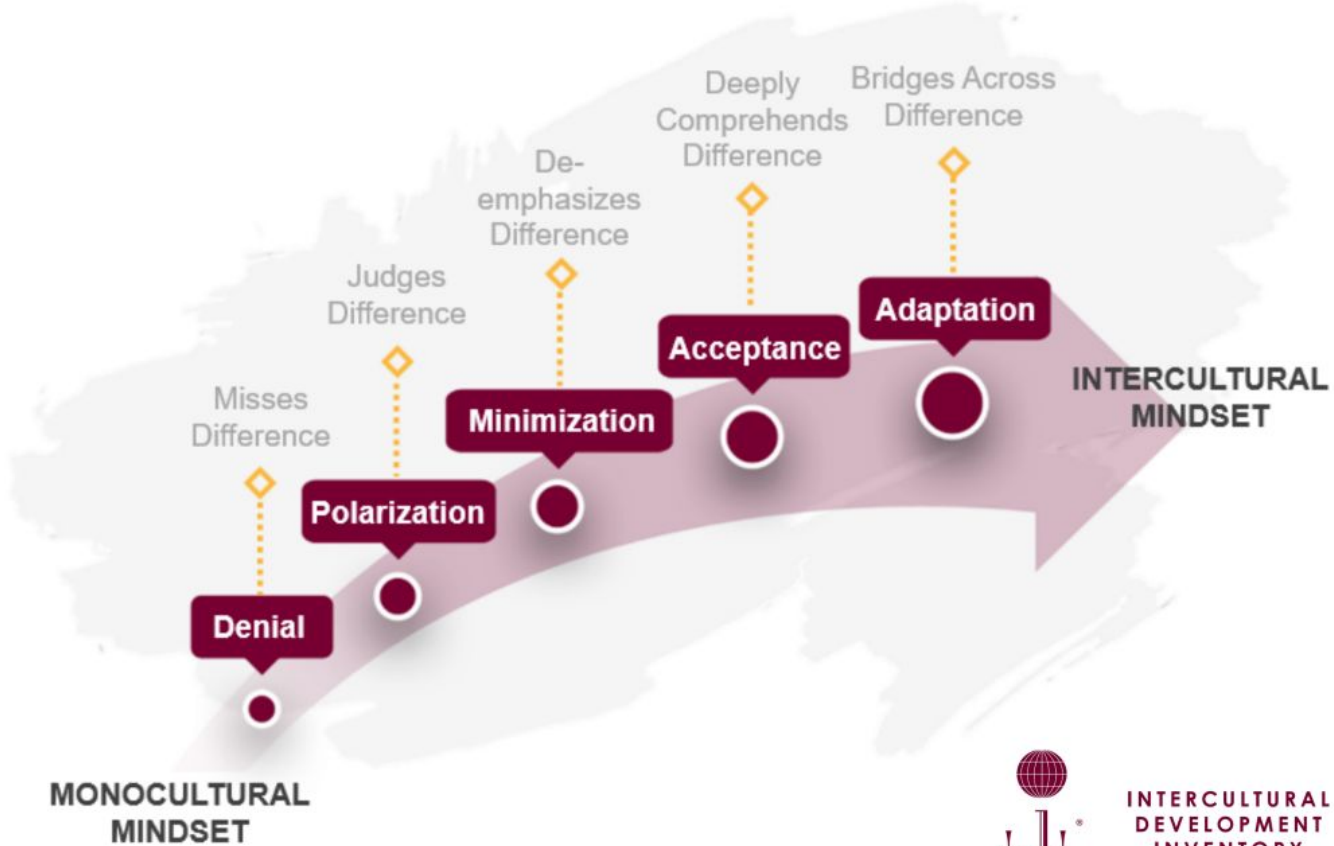


Methodology

- Mind mapped our own experiences and notions of prejudice and bias that we have encountered in conservatoires - whether directly or indirectly
- Aggregated and then reaggregated these into themes
- Selected two we felt were most relevant:
 - Diversity in the Curriculum (decolonising curriculum)
 - Gender Specialisms (gendered instruments, genres and disciplines)



Intercultural Development Continuum (IDC™)



Denial

“There is no need to diversify the curriculum”

“It’s not possible to offer everything: this is not our responsibility”

Polarisation

“Music from another culture is too ‘simple’ to be taught in HME”

“We cannot spend our time on that - it will only benefit a small group of people”

(us v them)

Minimisation

Universal values regarding music - music brings everyone together, it builds bridges, music is a universal language.

Acceptance

Students and staff choosing to attend voluntary modules on music from other cultures (taught by native teachers).

Management prioritising to offer these modules with relevant and diverse teaching staff.

Adaptation

Students, staff and management are aware not only of the music, but of the cultural context in which they perform and act accordingly.

They change their behaviour and read into the cultural context in an authentic way.

Workshop Outcomes

- Self Assessment checklist: in production
- Concrete actions: in production
- Potential EDI network for member institutions: peer led, peer support

EDI = equality, diversity and inclusion



Concrete actions include...

- Integrating EDI within strategies
- Creating committees
- EDI training
- Mentoring programmes
- Asking “who isn’t here?”
- Review curriculum content

EDI = equality, diversity and inclusion



Breakout Groups



Participant Reflection: Provocation 1

Diversity within the curriculum needs to change, to make graduates current and prepared for roles within modern society.



Participant Reflection: Provocation 2

Gendered specialisms are halting the advancement of genres and trends within the performing arts industries.



Participant Reflection: Provocation 3

Integrating EDI within an institution is easy.



Wrap Up and Next Steps...

