



# Perspectives on Diversity in Internationalization – sharing experiences and practices

Saturday, September 21st from 12:30 to 13:30





SMS project (Strengthening Music in Society)  
Working group 2:  
Diversity, identity and inclusiveness





## SMS project (Strengthening Music in Society) Working group 2: Diversity, identity and inclusiveness: Main themes

- Diversity amongst students and staff while maintaining high artistic standards
- Diversity of musical genres and new artistic programmes
- Making the institutions accessible
- Power relations within higher music education





## Actions and outcomes:

- Meetings with other WGs
  - 2019: Pop and Jazz Platform (PJP)
  - May 2019: WG network meeting in Riga
- Coming up in 2020 “Living” handbook with case studies
- Guidelines for more diverse institutions
- Workshops for AEC members
  - in AEC events
  - at institutions





# Living Statistics





Is this your first visit to Prague?







Is being an International co-ordinator  
your main role in your institution?





Does your institution offer programmes for students with *any* musical background?







Does your institution have a clearly published set of rules and processes regarding expectations around conduct (ie: inappropriate behavior, sexual harrassment, hate crimes, freedom of speech)





Are intercultural competences integrated into the curriculum in your institution?





Would you say the students 'from home' represent ethnic and cultural diversity?





Does your institution have students or staff with a refugee background?





Is it possible for students and staff to identify themselves with non-binary gender categories?





In your day-to-day work, do you face challenges arising from cultural differences?







In your day-to-day work, do you encounter students with mental health problems or physical disabilities?





Do you feel you need new skills in relation to questions of diversity and inclusion?





Do you feel that these are relevant issues for your institution?





### Code of conduct and support systems

- Senior management involved
- Easily available
- Communicated between partnership institutions

### Socialization into institutional culture

- What is expected legally and socially?
- Building trust takes time
- 'Overwhelming openness'

### Student advisory group

- Providing advice for management and staff
- Peer support for new students
- 'Trusted person'





**POLICY**

**COMMITMENT**

**REAL LIFE**





Zygmunt  
Bauman (2008):

”A willingness to  
co-operate is  
perhaps the most  
satisfying good that  
money can’t buy”.

