

**WHO
IS THE
STUDENT?**

**WHO
IS THE
TEACHER?**

- how would you define **diversity** within the student body at your institution?

- in which ways do you feel the **diversity** of your faculty reflects the diversity of your student body?

- are you aware of any efforts to **increase diversity** in the recruitment of your students?

- are you aware of any efforts to **increase diversity** in the recruitment of your faculty?

- what are the formal structures for students at your institution to provide **feedback** to the academic leadership team around the student experience?

- what are the formal structures for faculty at your institution to provide **feedback** to the academic leadership team around the faculty experience?

- are there any specific **offices** managing issues of diversity within the student body?
- if so, what are the main issues that they deal with, do you know?

- are there any specific **offices** managing issues of diversity within the faculty body?
- if so, what are the main issues that they deal with, do you know?

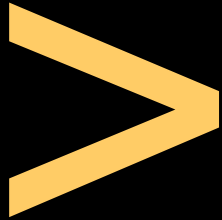
- what type of **support services** are offered to students at your institution?

- what type of **support services** are offered to faculty?
- is training provided to faculty as it pertains to these additional services?
- how is faculty encouraged to expect and embrace different learning approaches?

- **to what extent are complex issues of power relations/power abuse reflected upon in the decision-making processes at your institution?**
- **how are they approached?**

- **what values - pertaining to issues of diversity and inclusiveness - are your students left with after graduating from your institution?**
- **in what ways are they empowered and encouraged to embed these values and guiding principles in different aspects of their professional careers after graduation?**

- **how is faculty encouraged to embrace these values and embed them into the curricula and everyday practices of institutional culture?**



coffee break

- how would you

- in which ways do

who do you think might be left out based on your institution's understanding of diversity?

• are you aware of

• are you aware of

in what ways are these recruitment policies at your institution (both for students and faculty) connected to the strategic mission of your institution?

- what are the formal structures

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how does your institution take this feedback into consideration in their decision-making processes?

leadership team around the student experience?

leadership team around the faculty experience?

- are there any specific offices

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how does your institution take these issues into consideration in the development of institutional policies, strategies and curricula?

they deal with, do you know?

they deal with, do you know?

- what type of **support services** are offered to students at your

- what type of **support services** are offered to faculty?
- is training provided to

what resources (human, financial...) are deployed to provide these support structures?

and embrace different learning approaches?

what mechanisms are available at the moment to address these issues? how transparent are these mechanisms to all the individuals involved (students, faculty, staff) ?

- what values - pertaining

- how is faculty

are the existing principles that guide the curriculum and institutional culture in terms of diversity and inclusion at our institutions sufficient for the challenges that the future brings to the higher music education?

what areas are neglected or underdeveloped?
what areas need our immediate attention?

their professional
careers after
graduation?

how are wider social movements, and global political, social and environmental crises impacting:

- the sustainability of HMEIs?
- who is the student?
- who is the teacher?