

## **CHARTER FOR DIVERSITY AT THE ART SCHOOLS UNDER THE MINISTRY OF CULTURE – august 2023**

The higher artistic education programmes under the Ministry of Culture include The Schools of Visual Arts of The Royal Danish Academy of Fine Arts, The Royal Danish Academy of Music Aarhus/Aalborg, The Rhythmic Music Conservatory, The Royal Academy of Music, The Danish National Academy of Music, The Danish National School of Performing Arts and The National Film School of Denmark.

This charter marks a collective declaration of increased focus on diversity and inclusion. Partly because the art schools want to focus on equal access to and equal opportunities for higher artistic education, and partly because the art schools consider diversity as a creative and qualitative potential.

Diversity means plurality or variety and is based on the fact that people have different identity markers and that everyone is shaped by their individual backgrounds and experiences. Increased diversity should be understood as an increased focus on people, positions and experiences that have previously been underrepresented in the artistic field. This means consciously working with how identity markers such as gender identity, ethnicity, economic, social, and cultural conditions, geographical background, sexual orientation as well as individual mental and physical conditions can have an impact on admission to our programmes and participation in our artistic practices.

Art schools play an active role in shaping the arts and cultural life of the future. Increasing the diversity of people and experiences in the arts enriches and develops the overall arts and cultural life with a far greater variety of artistic expressions and voices. At the same time, increased diversity among students, teachers, staff and in the curriculum can be a resource and a creative potential for the art schools, which can strengthen the quality and relevance of the programmes.

### **THE ART SCHOOLS' OBJECTIVES FOR DIVERSITY**

Within the legal and financial framework that applies at any given time, the seven art schools will work to increase diversity in the artistic field by working determinedly with the following areas:

- Strengthen diversity among students at the art schools by working for increased variety in the recruitment to the programmes.
- Strengthen diversity among staff at the art schools by working for increased variety in the recruitment of staff and in the involvement of external teachers.
- Educate students and staff in the understanding of diversity, including challenging norms, language use, and cultural traditions.
- Develop concrete measures for working with unconscious barriers and bias in relation to admission requirements, auditions, assessments, exams, employments, and evaluations.
- Actively work with diversity in artworks, teaching materials, and the composition of the curriculum.

### **THE NEXT STEPS**

The seven artistic educational institutions agree on the above objectives. Specific initiatives are decided and implemented by the individual school.

The art schools will seek inspiration from other players and sectors - nationally and internationally - as well as share experiences and knowledge across the schools and initiate collective initiatives where it makes sense.

The art schools will annually evaluate the status of both the individual efforts and the collective work to ensure a continuous focus and a shared commitment.

Follow the art schools' work on diversity on the websites of the individual schools.

*Adopted by the Rectors of the Ministry of Culture (KUR) 25 May 2023.*