

RMC's Diversity Policy

Rhythmic Music Conservatory (RMC) views an active diversity policy as a prerequisite for fulfilling its vision and strategy.

RMC's board has made it a strategic objective for RMC to "work towards a more diverse and healthy world of music." At the same time, the conservatory, along with other higher artistic educational institutions under the Danish Ministry of Culture, has developed a charter for diversity.

The conservatory's diversity policy is rooted in its strategy and the shared charter for diversity among the arts schools.

RMC actively works to increase diversity among people and experiences, both within the conservatory and in the broader arts and cultural field. This involves a focused effort to ensure equal access and opportunities and is based on the premise that diversity represents a creative and qualitative potential for RMC as an arts school.

Diversity also means multiplicity or variety and is based on the understanding that individuals possess varied identity markers and are shaped by their unique backgrounds and experiences. Increasing diversity involves increasing focus on people, perspectives, and experiences that are and have been underrepresented in the artistic field. This entails actively addressing how factors such as gender identity, ethnicity, economic, social, and cultural conditions, geographical background, sexual orientation, and individual psychological and physical conditions may influence admission to our programmes and participation in our artistic practices.

RMC plays an active role in shaping the future of arts and culture. Increasing diversity among people and experiences in the arts enriches and develops the overall artistic and cultural landscape, bringing a far wider variety of artistic expressions and voices. Furthermore, increased diversity among students, educators, staff, and curricula can be a resource and creative potential for RMC, enhancing both the quality and relevance of its programmes.

Aligned with the other Danish arts schools, RMC has established the following objectives for diversity:

- Strengthen diversity among students at the arts schools by working for increased variety in the recruitment to the programmes.
- Strengthen diversity among staff at the arts schools by working for increased variety in the recruitment of staff and in the involvement of external teachers.

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Rytmik Musikkonservatorium
Leo Mathisens Vej 1
1437 København K

+ 45 4188 2500
rmc@rmc.dk

rmc.dk



- Educate students and staff in the understanding of diversity, including challenging norms, language use, and cultural traditions.
- Develop concrete measures to continuously and dynamically address awareness of barriers and biases 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.
- Be aware of diversity and representation in both internal and external communication.

The management will implement concrete actions for each of the above objectives.

04/10/2024

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In addition to the initiatives derived from the shared objectives above, it is also a part of the conservatory's diversity efforts to engage in diversity issues in the music industry, of which the conservatory is an integral part.

The diversity policy is discussed in RMC Forum at least every three years. RMC Forum may propose changes. The management decides on any revisions to the policy.

Once a year, the management provides a status update on current diversity initiatives to RMC Forum.

RMC's management continuously monitors the diversity efforts and reports on the institution's efforts to Musiklivets Partnerskab for Bæredygtig Udvikling (The Partnership for Sustainable Development in Music) and to Kulturministeriets Rektorer (The Danish Ministry of Culture's Principals) as part of the follow-up on the shared charter for diversity at the arts schools under the Danish Ministry of Culture.

Approved by the management on 11 November 2024, following discussion in RMC Forum on 30 September 2024.

