

## Diversity policy at the Rhythmic Music Conservatory April 2019

Rhythmic Music Conservatory (RMC) sees an active diversity policy as a prerequisite for realising its vision of being a pioneer among educational, academic and cultural institutions in contemporary music that educate the artistic innovators of the future.

The foundation for this is a broad, institutional recognition that RMC up until this point has relied on a narrow profile in relation to the institution's staff as well as its students. RMC wants to change this by creating better conditions for a more diverse profile going forward. Therefore, RMC has decided on initiating a diversity policy.

It is essential for the educational profile and quality of RMC to promote the widest possible representation of the institution's artistic and social work within the framework provided and established by RMC itself. This is not only applied in relation to gender, ethnicity and social conditions, but also, for example, musical forms of expression, age, geographical background, sexual orientation and individual mental and physical conditions.

With this policy, RMC commits to working purposefully to strengthen and encourage diversity in all aspects of the Conservatory's internal and external work. RMC aims to be an institution where everyone is part of the conversation. Only by establishing a shared awareness of our own and others' perspectives, assumptions and behaviour can we help diversity to flourish.

At the same time, RMC will focus on establishing efforts to support students' physical and mental well-being, as well as promoting greater openness about the unique challenges associated with life as a musician and especially minority.

RMC will create the best possible conditions for attracting and developing talents across genres and music environments. This will be done, among other things, by focusing on potential and current applicants' perception of RMC as a safe and respectful place before, during and after the application and admission processes. In continuation of this, RMC is continuously working on measures to challenge cultural barriers and raise awareness of any *unconscious biases* in connection with assessments.

RMC also aims to present and represent genres and artistic expressions regardless of cultural status, history and popularity. By focusing on strengthening the diversity of the academic backgrounds, and by recognising the differences in student self-understanding, RMC can help develop artists who can reflect on, install themselves in and influence broadly composed environments.

RMC will use diversity thinking as a tool in the establishment of censor panels as well as in collaboration with the actors acting as part of RMC's cultural institutional activities. This is based on the basic idea that cultural and working life have the best conditions for carrying a contemporary, democratic institution with a multitude of voices. By promoting a broad representation of musical identities, genres and artists, RMC will help expand the view of the music and thereby the community in which it acts.

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By including operational objectives in the framework agreement with the Ministry of Culture for the period 2019-2022, RMC ensures that diversity and diversity efforts remain an active and relevant topic on the agenda:

- During 2019, RMC will design and approve this diversity policy which will guide the concrete efforts for increased diversity.
- RMC initiates and completes 3 outreach projects focusing on the breadth of expression in contemporary music and gender
- The number of female applicants increases by a minimum of 4 percentage points from 2019 to 2022.

The diversity policy is reviewed annually and approved by the Conservatory Council on the recommendation of the Diversity Committee, which is a working group under the Council.

Once a year, in May, the Diversity Committee prepares a report on the previous year's efforts and achievements in the field with contributions from all the units of the Conservatory (Secretariat, Study Administration, Heads of programme, Management, etc.). The report is submitted to the Conservatory Council for discussion and opinion.

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The logo for the Royal Music Conservatory (RMC) is displayed in a large, bold, black, sans-serif font. The letters 'R', 'M', and 'C' are stylized and connected, with the 'C' having a distinctive shape. The logo is positioned in the bottom right corner of the page, above a horizontal line that spans the width of the page.