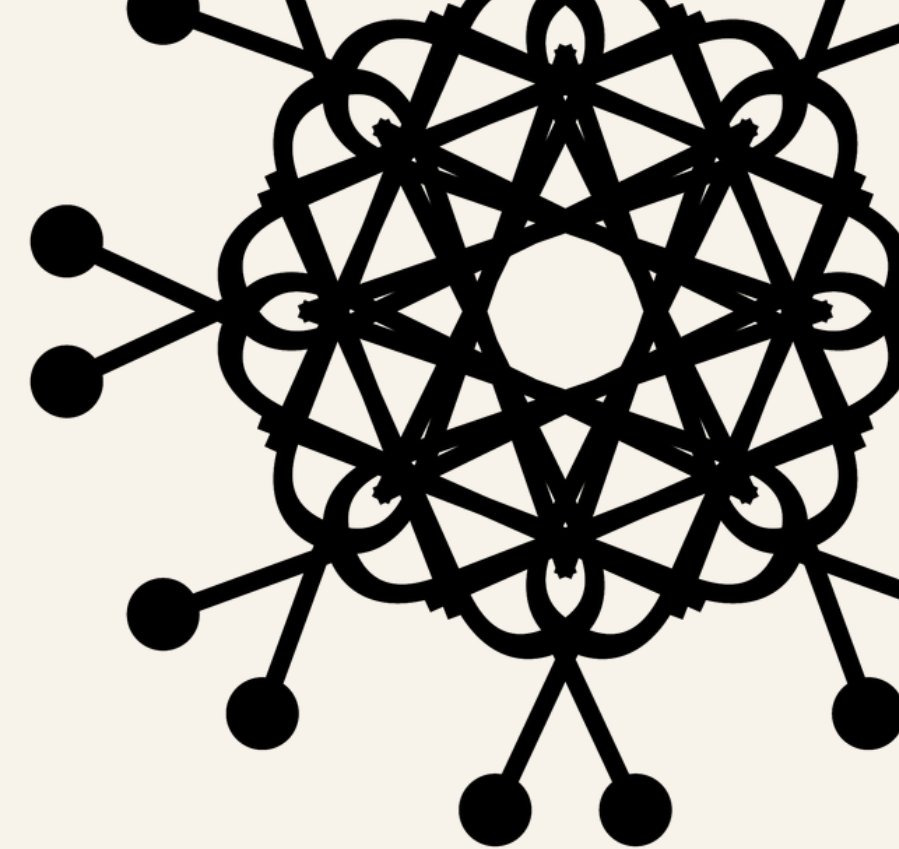


MAY 2026

DIVERSITY IN MUSIC



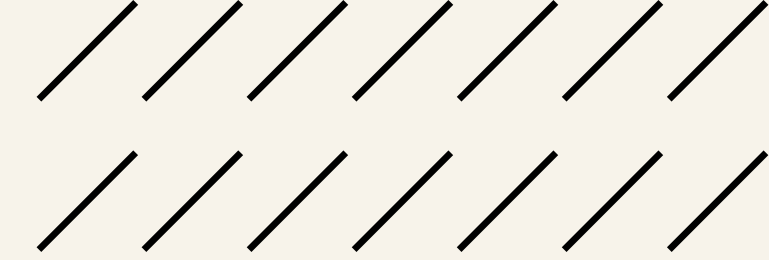
PREPARED BY

Louise Schrøder
DiM Working Group -
RAMA Aarhus/Aalborg

PRESENTED TO:

Assembly of Nordic Music Academies
Annual Meeting 2026, Stavanger





TIMELINE



1.0 / 2025	Mini Conference 2025: Kristiansand
1.0 / 2025	Development of the Toolbox
1.0 / 2025	Workshops: Aarhus, Aalborg (DK)
2.0 / 2026	Mini Conference: Malmö
2.0 / 2026	Further Development of the Toolbox
2.0 / 2026	Workshops: Odense, Esbjerg, Holstebro (DK) + BAIL (DK/EU)



INPUT

DiM Toolbox

Keynotes & Exercises from Conferences

Knowledge Sharing Across Institutions
... and Between Teachers/Students





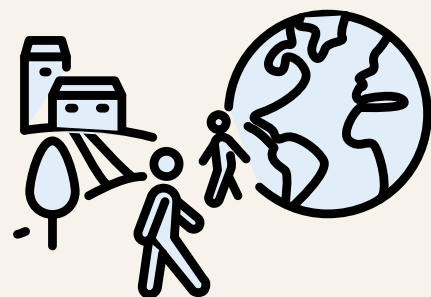
**SUPPORTING MENTAL
AND PHYSICAL HEALTH**



GOALS AND STATISTICS



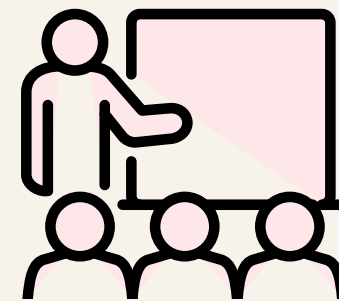
**PROMOTION AND
STUDENT RECRUITMENT**



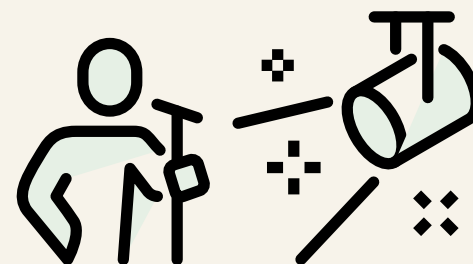
**DIVERSE LEARNING
ENVIRONMENTS**



**IMPROVING PHYSICAL
AND DIGITAL ACCESSIBILITY**



**ORGANISATIONAL STRUCTURE
AND POLICIES**



**AUDITIONS AND
INTAKE**

DiM Toolbox





WORKSHOPS

Teachers & Students as Presenters

To start Conversations & Reflections on Diversity, Representation, Inclusion and Accessibility in Music Education

Promotion of the DiM Toolbox

Enhance National Collaboration Across Institutions



AARHUS/AALBORG

Progress & Development

1.0 / 2025 2 Workshops - Local/Internal w. Partnership (Experts)

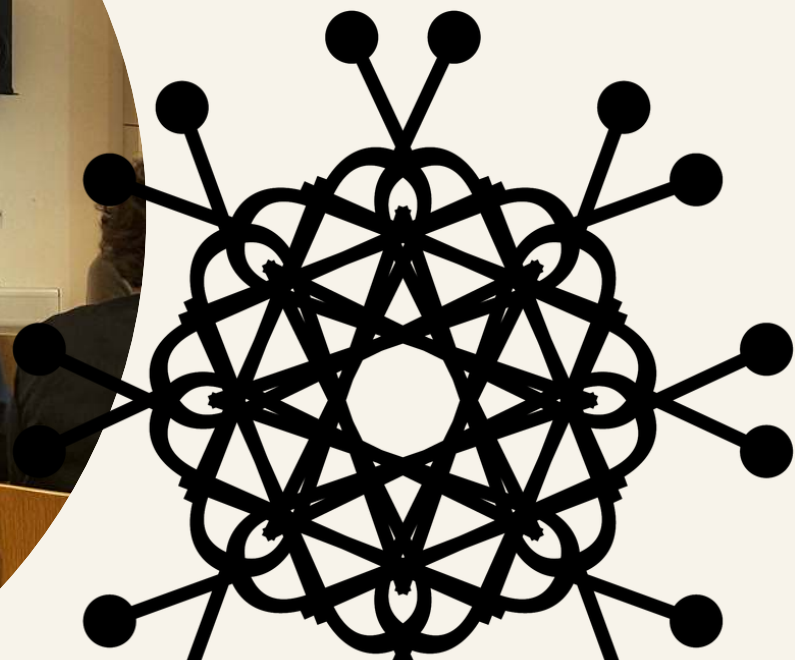
2.0 / 2026 4 Workshops - National/External w/o Partnership
(Own Experts)



Becoming “Experts”
Ourselves

Workshop Design

Methods & Exercises



AARHUS/AALBORG

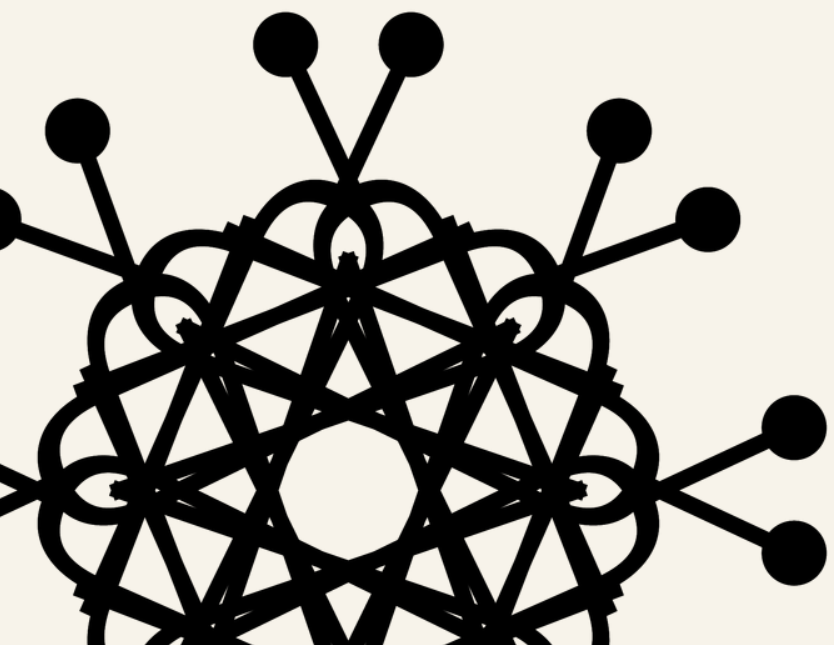
Output

Sparks Meaningful Conversations Across Power Levels

Strengthens Visibility of DEI Initiatives

Recruiting New People

New Connections for Future Collaborations



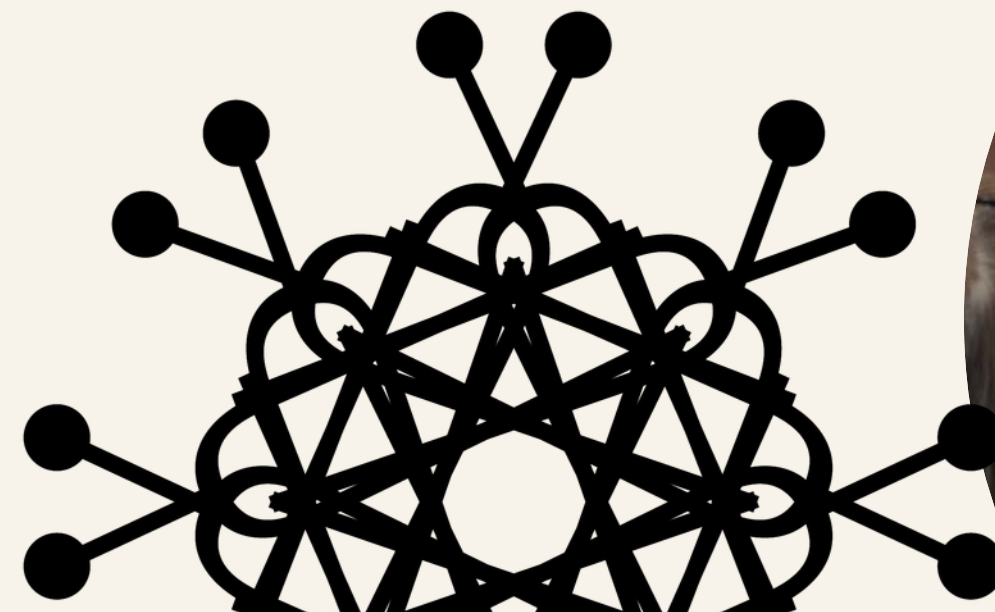
AARHUS/AALBORG

Highlight

Toolbox → Diverse Learning Environments
→ Building Safe Spaces →

Building Awareness of Your Own Norms and Assumptions

“ It seems to be working well when we don't start by focusing on the general issues or the structural challenges, but instead invite people to look at themselves through the norms/assumptions lens.”



3.0 Diversity in Music

“ We still see challenges related to diversity in HMEIs in the facts that it also occurs in earlier programmes. We wish to focus on the path from younger music education to higher music education.

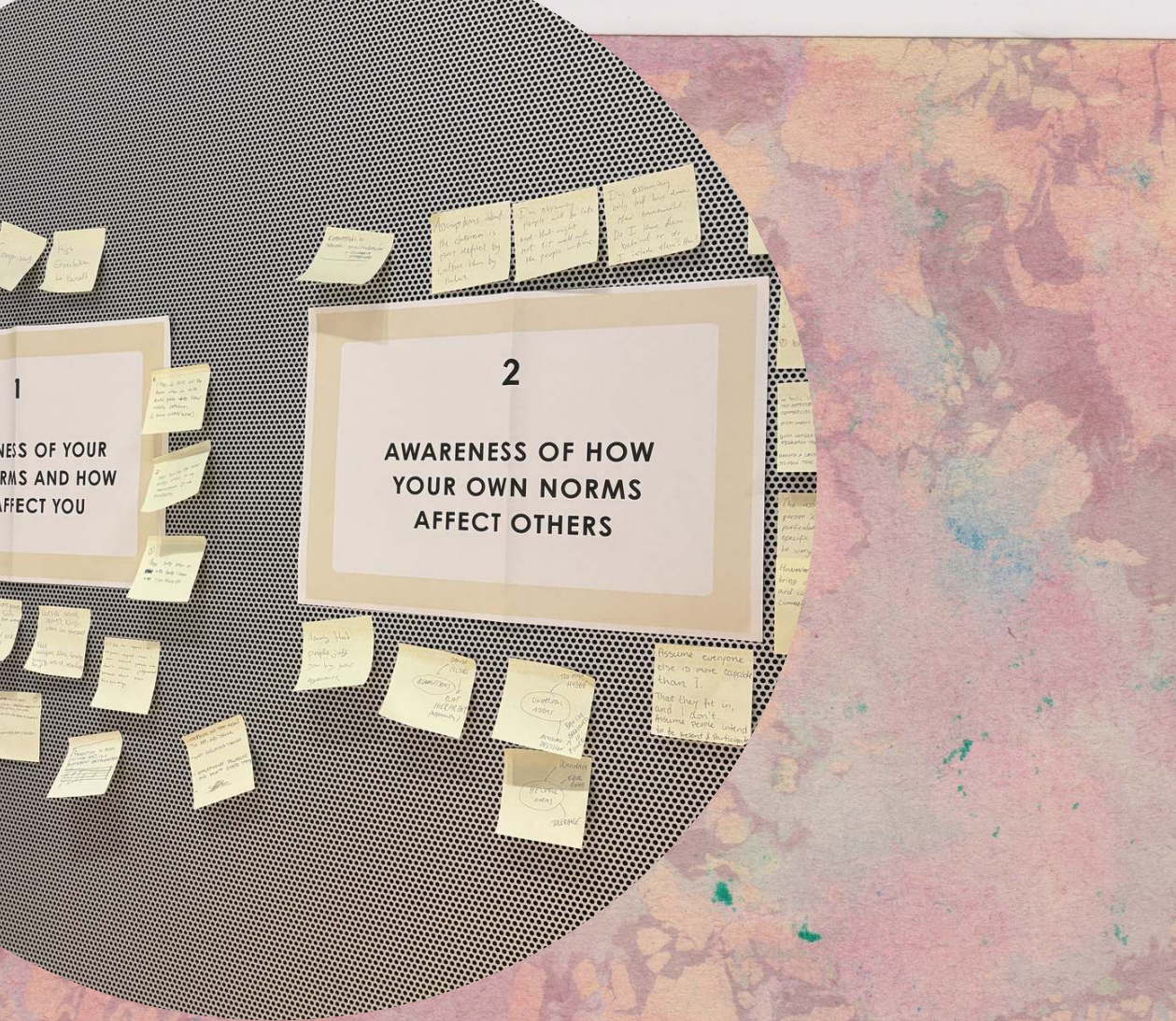
This Requires...

Mapping of local pathways

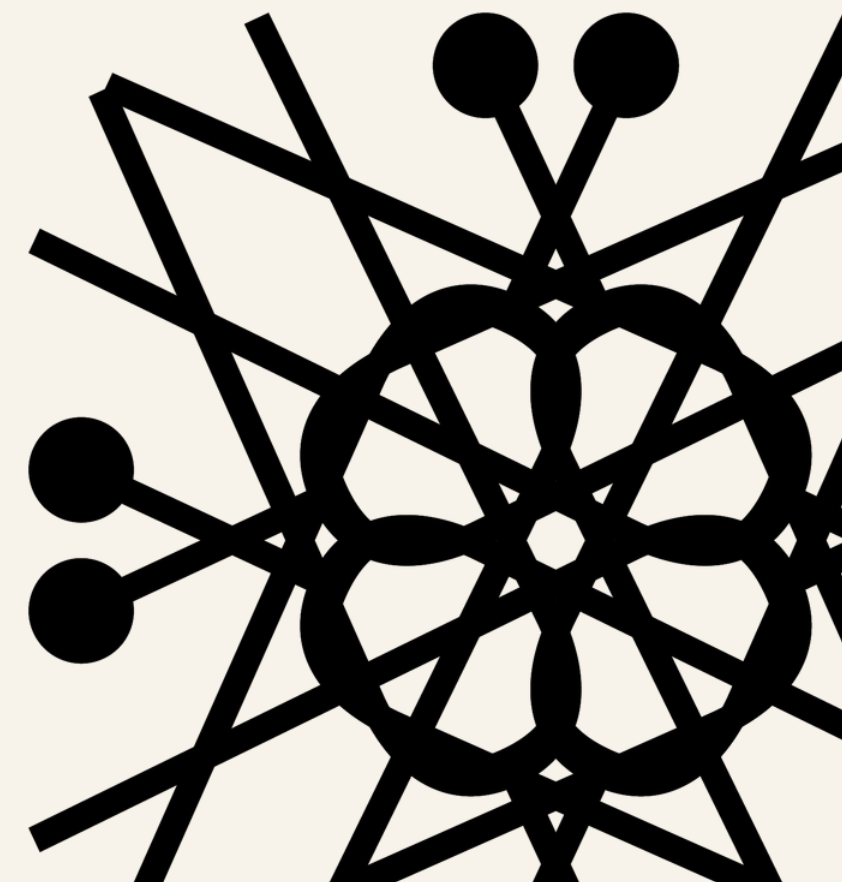
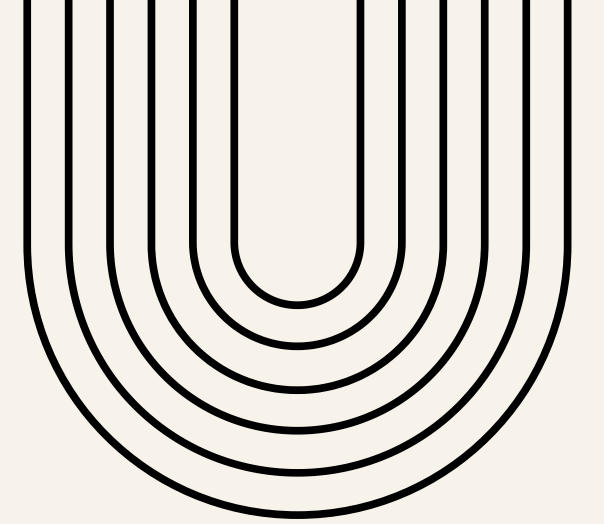
Reflection on where and why people fall out

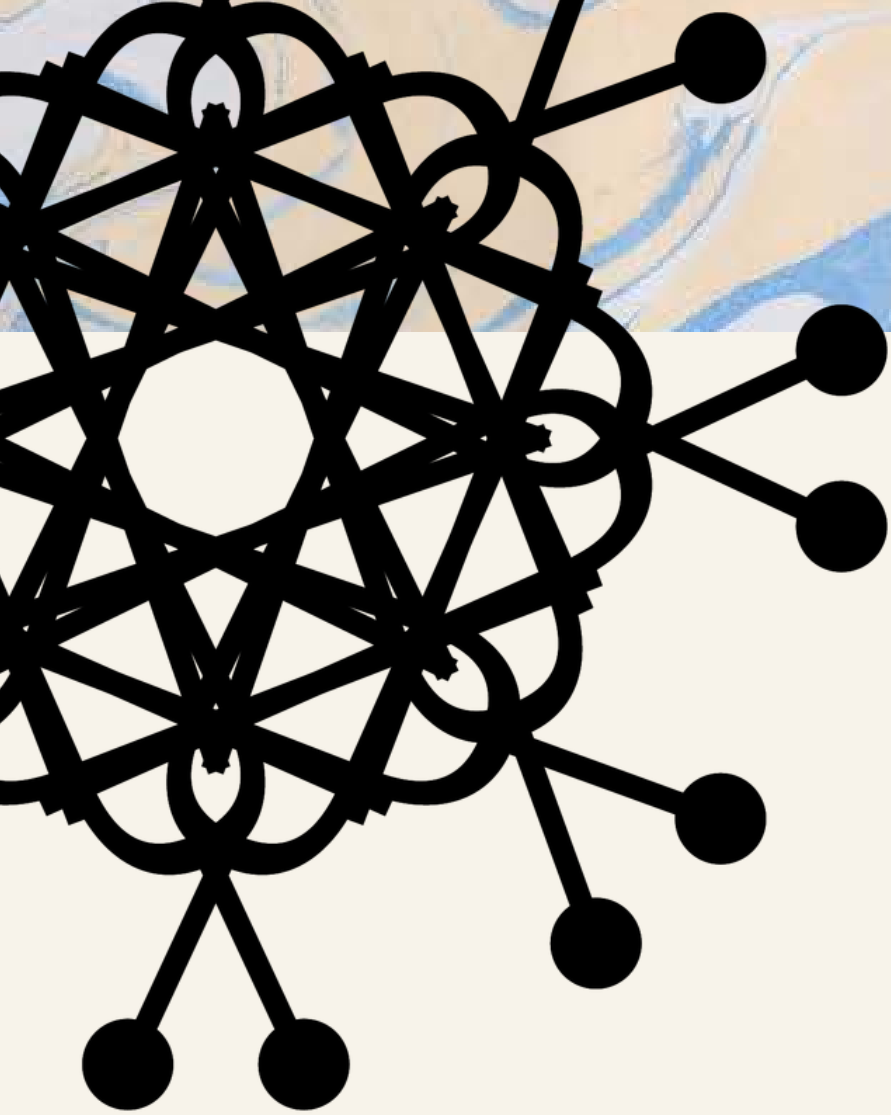
Reflection on communication and recruitment

Dialogue with relevant actors (pre academy programmes, culture schools, etc.)



Toolbox for Diversity in Higher Music Education





THANK YOU!

**DIVERSITY IN
MUSIC**

