

Diversity and Inclusion Action Plan 2021

We strive towards an inclusive learning and work environment within the AHK, which forms the basis for quality, new ideas and creativity. In the inclusive environment that we envisage, you can be yourself completely and you are valued for everything that constitutes your identity.



About the Diversity Scan

In 2020, researchers from the Vrije Universiteit Amsterdam (VU) conducted a Diversity Scan within the AHK, whereby they also made a number of recommendations. The AHK programme committee of the Circles, the participants in the AHK management conference, and the Expertisecentrum Inclusief Onderwijs (Expertise Centre for Inclusive Education) also made recommendations about

the steps that we can take in order to become the inclusive university that we want to be. All academies have taken concrete steps recently, each in their own way, in order to increase the diversity and inclusion within the academy and are conscious of the fact that a lot still needs to be done.

action!

In concrete terms, that has led to the following actions:

1

Update on the D&I plans. To be completed by January 2022

All academies of the AHK drew up a Diversity and Inclusion (D&I) policy plan. The Executive Board requests that all directors give an update on that and to include students, employees, representative advisory bodies, the field of work and alumni in that. Subjects that should be addressed in the D&I policy plans should, in any case, include:

- The way in which the academy is increasing the bias awareness of employees and students, for example by offering training courses;
- The way in which the academy is getting a more diverse student intake; Where is talent scouted, what is the image projected on the website, who is on the selection committees and what is asked of the candidates?
- The way in which the academy is attracting more employees from groups that are still underrepresented at present;
- The way in which the teaching skills of teachers/lecturers are being developed in the field of diversity and inclusion;
- The way in which the educational programme (the curriculum) is evaluated and adjusted, with the aim being a broader representation of cultural movements;
- The way in which the advisory board is composed, with the aim being broader representation;
- The way in which D&I is being incorporated into the research programme and how this extends to the teaching;
- The way in which the library collection is updated and supplemented on the basis of an inclusive perspective;
- The way in which representative advisory bodies, students, employees, alumni and the field of work are involved in the revision of the D&I plan and in the shaping of the ambitions.



2

P&O policy

In the autumn of 2020, a target figure was determined by the Executive Board. In the case of vacancies, 25% will be filled by people who are an addition to the existing team in terms of their background. In addition, a guide has been drawn up for inclusive recruitment of employees: via which channels should we look for candidates and what image should we project on the website? In principle, filling vacancies should always take place via open procedures.

Training including interviews

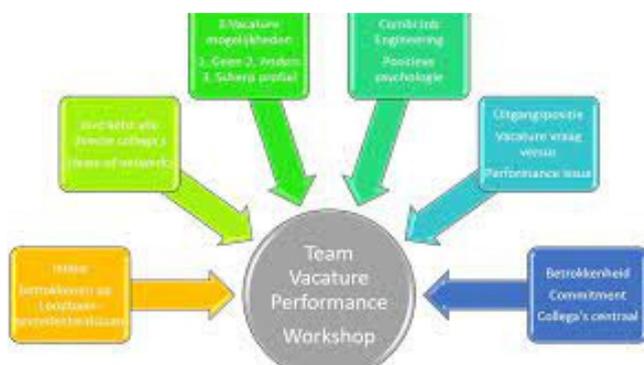
Since the autumn of 2020, training courses on conducting inclusive job interviews have been offered within the AHK. All P&O advisers have taken part in the training courses, as have a large proportion of the supervisors of the academies and the Service Bureau. The Executive Board has also taken the training course. The training course will remain available and we are keeping a record of how many people have taken the training course.

Working with an disability

An action plan has been drawn up for people with an occupational disability in order to create (more) jobs for this target group. A coordinator has been appointed who will take concrete steps herein together with an AHK-wide steering group.

Leadership programme

Finally, a new leadership programme will be introduced in 2022 with specific attention devoted to leadership styles that contribute to an inclusive climate where there is room for diversity.



Appreciation Strategy Humility
 Commitment Responsibility Listening
Leadership
 Honest Communication
 Values Purpose Determination
 Passion Principles
 Integrity

3

Increasing social safety

Social safety is a topical subject about which discussions must be continuously held in the education and in the work situation. Good teaching and research begins with a safe and inclusive learning and work environment. The AHK is doing everything it can to achieve this and partly for this reason is one of the initiators of the Social Safety Code (Code Sociale Veiligheid), which was signed by all arts universities in the Netherlands in June 2021. Action points for the AHK are:

- Increasing the visibility of the confidential advisers;
- Increasing participation in the educational training courses;
- Revising the study information brochure, which is distributed annually;
- Ensuring (continuing to ensure) that social safety is part of introduction programmes.



Since 2020, every new employee is asked to provide a Certificate of Conduct (Verklaring Omtrent Gedrag, VOG) on commencing employment. In addition, the Code of Conduct for Social Safety is distributed, which is signed for approval by new employees.

4

AHK-website & MyAHK

There is a greater awareness in the academies, the Service Bureau and the Executive Board that what we project on the website in terms of image and languages does not always correspond with the inclusive university that we strive to be, and that what is already happening within the institution is not always visible enough.

The following will be achieved in 2021:

- Greater visibility of existing initiatives in terms of D&I;
- Maintenance of the digital accessibility on the basis of the external advice that we received about this in 2020;
- A guide for inclusive and accessible language use, among other things with the help of the program Texamen;
- More extensive research into our desired
- identity and our image will follow in 2022. After that, a communications plan will be drawn up so we project who we want to be more effectively in our communications.

5

Interdisciplinary collaboration

Strengthening interdisciplinary collaboration is a means of securing new perspectives with teaching and research. Various steps have been taken in recent years.

The Executive Board will continue to stimulate and facilitate interdisciplinary collaboration, for example at the Marineterrein, via the Cross Academy Fund and the AiR programme.



6

Knowledge exchange and knowledge sharing

Since 2021, diversity and inclusion has been a permanent item on the agenda of various platforms, including the Communications platform, the Internationalisation platform, the Quality and Policy platform and the agendas of the Executive Board, the Supervisory Board and the Strategic Consultative Body.

As of the 2021-2022 academic year, AHK-wide meetings will be organised several times a year, in which employees and students from different academies will be able to exchange knowledge with each other in an accessible way regarding themes that relate to diversity and inclusion, including student wellbeing and social safety.

7 Social justice and diversity in the arts research group

In the autumn of 2021, a new lecture group will be set up. This Social justice and diversity in the arts research group will contribute to modernisation and professionalisation of the professional practice. The research will focus on the substantive added value of an inclusive working method and on new interdisciplinary and intersectional arts forms. In this way, these arts forms will become more visible.

The ambition of the research group is to contribute concretely to a systemic transformation into an inclusive arts and cultural sector and professional arts education, on the basis of research into the artistic work practice. In the coming months, five articles will be published on MyAHK that reflect on the process by which coordinator Mavis Carrilho has arrived at this direction of the research group.



Mavis Carrilho

8

New Strategic Plan 2023-2027

Both the researchers from the VU and the programme committee of the Circles recommend scrutinising the current mission and vision of the AHK and making the core value inclusion more visible. This will start in the 2021-2022 academic year as part of the process that will lead to a new Strategic Plan.

In addition to the employees and students, the field of work will also be involved in this review of the mission and vision.

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Finally...

The development into a more diverse and inclusive university is an important, intensive and ongoing process. We are all working on that: students, supervisors, employees and other relevant parties. We are doing this on the basis of the idea that we are a learning organisation, with a shared, urgent desire to be a diverse and inclusive university. We want the work of AHK graduates to provide inspiration and recognition to a broad and varied audience and that it ties in with what is going on within society.

