

Invitation for participants to the Stakeholder Assemblies on Power Relations in Higher Music Education project (PRIhME)



Dear HMEI community member,

You are invited to participate in a stakeholder assembly which will look at **power relations** in higher music education institutions in Europe.

What is a stakeholder assembly?

The stakeholder assembly is inspired by the citizen's assembly model: a body formed from people to deliberate on an issue or issues of local or national or international importance. The purpose is to employ a cross section of the public to formulate recommendations on that issue, based on the experience and opinions of all participants, and on information provided by experts. In Ireland for example, the citizens' assembly made recommendations on issues such as abortion and marriage equality (issues difficult for Ireland to address) which were subsequently passed into legislation.

The PRIhME stakeholder assembly will consist of 50 people with different backgrounds from 9 institutions across Europe to work together in a safe environment. The PRIhME stakeholder assembly will have a cross section of students, administration and faculty.

Power relations

The stakeholder assembly will formulate recommendations **around power relations in higher music education**. It has become known in recent decades that systemic power relations inequities are embedded in most higher music education institutions (HMEIs). Examples can include sexual harassment, bullying, intimidation and choices made in admissions, performance projects or repertoire choices. While some are clear breaches of the law or of codes of conduct, others may stem from traditions or norms that are not articulated and therefore cannot be addressed.

Method and results

Through the assemblies, you are asked to reflect on the ideas around why power relations exist in HME and what we can do to make our environment more safe and fair. You will engage in learning activities, with experts to teach you about the topics discussed, during which you will be able to ask questions and formulate your own opinion. You will then have the opportunity to work with your fellow members to develop resolutions and policies that will benefit the sector for generations to come.

PRIhME is the first attempt to address power relations inequities in higher music education that can adversely affect our culture and places of work and study. A key result of PRIhME is to give HMEIs a true understanding of the traditions and norms we perpetuate that can create power imbalance, by sharing the recommendations and other material (a publication and suite of policy documents, and training resources) with institutions across Europe. The longer term result of PRIhME will be a more diverse and socially integrated HME sector with increased levels of confidence and satisfaction in its stakeholders, offering the world creative and socially engaged performing artists who were trained in healthy and sustainable communities of learning.

Practicalities and Requirements

The PRIhME Stakeholder Assembly will come together eight times between June 2021 and April 2023. As a participant, you will need to take part in all 4 in-person stakeholder assemblies, and 4 additional online assemblies. The list of activities is mentioned in the *terms of reference* which you can find below.

There is a considerable investment in terms of your time and energy, but it will not be a financial burden as all costs related to your participation to the activities will be paid by your institution.

The composition of the assembly should allow a wide diversity of views and will ideally reflect the demographic representativeness of certain groups in Europe. We wish to ensure gender equality in the assembly, and also underrepresented groups such as LGBTQI, persons with disabilities and minority groups. Some additional funding is in place to assist assembly members with additional costs relating to their situation such as extra support, such as support by attendants (in case of disability) or child care during activities.

How to apply

Are you interested to join this first assembly on power relations in higher music education? Contact your institution about PRIhME before **April 25th 2021**, by sending e-mail to Mojca Piškor (Academy of Music Zagreb project coordinator) at mpiskor@muza.hr They will select a number of participants (maximum 6) to participate in the assembly, taking into account specific numbers regarding role (student, faculty and administration), gender balance and underrepresented groups. Please note, that as this is a project that is multi-annual, students who sign up must continue to be registered students until April 2023. For all the requirements, dates and information, please see the Terms of Reference.

The deadline for partner institutions to give their candidate names is Wednesday 28th April. In the beginning of May you will receive the final confirmation of all the members of the assembly.

If you have any questions regarding the stakeholder assembly PRIhME, do not hesitate to contact your institution (mpiskor@muza.hr), or by sending an e-mail to info@aec-music.eu

With kind regards,

Mojca Piškor, Academy of Music, University of Zagreb

Deborah Kelleher, director RIAM and Stefan Gies, CEO AEC

More about the organisation of the PRIhME stakeholder assembly:

PRIhME is a consortium of 9 conservatoires led by the Royal Irish Academy of Music (RIAM), with Association of European Conservatoires (AEC) as project manager. The consortium applied for Erasmus funding in 2020 and was granted €400,000 for this 3 year project. The AEC, as project manager of PRIhME, has dissemination tools that will reach its 300 conservatoire members and the means of ensuring that all members can engage with the themes and have their say during the project.

Partner Organisations include: Royal Irish Academy of Music, Dublin, Ireland (applicant); AEC (project coordinator); Popakademie Baden-Württemberg Mannheim, Germany; University of Music and Performing Arts Graz, Austria; Musikene San Sebastian, Spain; Saint Louis College of Music, Italy; Academy of Music Zagreb, Croatia; Kharkiv National University of Arts, Ukraine; Academy of Music Krakow, Poland; Malmö Academy of Music, Lund University, Sweden

Terms of Reference for participation in Stakeholder Assemblies:

Commitment:

Stakeholder Assembly participant should:

- Be affiliated with the project partner institution through an employment or student enrolment contract during the time of involvement in project activities
- Be willing and able to spend time and energy to participate in 4 Stakeholder Assemblies and related preparatory and follow up activities from June 2021 to April 2023
- Have a working English proficiency

Timeline of project activities:

When	Where	Format
2021		
June 2021	online	one day Assembly preparatory meeting + asynchronous discussions on an online platform
9-11 September 2021	Graz, Austria	first Stakeholder Assembly (<i>'What do we understand power relations to mean in the context of the HMEI?'</i>)
December 2021	online	one day Assembly follow up meeting + asynchronous discussions on an online platform
2022		
24-26 February 2022	Dublin, Ireland	second Stakeholder Assembly (topic TBC: <i>'How does a stakeholder's gender and sexual orientation affect their access to, and experience of, conservatoires?'</i>)
April 2022	online	one day Assembly meeting + asynchronous discussions on an online platform
June 2022	San Sebastian, Spain	third Stakeholder Assembly (topic TBC: <i>'How does a student's socioeconomic or geographical background as well as special needs affect their access to, and experience of conservatoires?'</i>) and multiplier event
September 2022	online	one day Assembly meeting + asynchronous discussions on an online platform
2023		
February 2023	Rome, Italy	fourth Stakeholder Assembly (topic TBC: <i>'How can conservatoires balance the need to aspire to high artistic standards with overcoming power imbalances?'</i>) and multiplier event
April 2023	online	one day Assembly meeting + asynchronous discussions on an online platform

Tasks:

Stakeholder Assembly participant is expected to:

- Attend and participate in all or, as a minimum, most of the planned activities
- Participate in online discussions in preparation of and as a follow up of the assemblies
- Prepare for assembly meetings by reading materials prepared by experts

Benefits:

Stakeholder Assembly participants will have the opportunity to:

- Learn about and discuss power relations in HME
- Outspoke the needs of underrepresented groups
- Contribute to the future developments in HME
- Build up a network of international relations
- Explore examples of good practice and new systems
- Meet new colleagues and explore new approaches in a creative atmosphere

Financing:

To be a participant of the Stakeholder Assembly is a voluntary activity.

- It is the responsibility of the partner institution who designated the participant to cover or reimburse the costs related to participation to the project activities:
 - Travel to cities where Stakeholder Assemblies are held that have been included into the official working plan/timetable
 - Accommodation costs for stay during the Stakeholder Assemblies
 - Local transportation costs from home addresses to airports/train stations and vice-versa, and from airports/train stations to hotels and vice-versa
 - Consumptions during travel and non-organized meals
 - Any other unexpected costs
- To a limited extent AEC is able to provide financial support in cases of hardship to make sure everyone has equal opportunities to participate in project activities

Code of Conduct

- Ensure that a fruitful dialogue takes place during meetings;
- Be committed to acting as members of a team at all times, i.e., to work cooperatively, under the direction of the Chair;
- Be free of perpetrating any form of discrimination.

These Terms of References might be further specified according to the specific requirements of the assemblies, but they shall not be suspended.