

unsettling action framework

Can Gerrit Rietveld Academie and Sandberg Instituut become radically inclusive structures? This initiative works actively between and beyond the structures and discourses of the academy to unsettle the Rietveld and Sandberg from the roots up.

Through collaboration, confrontation, conversation and complication, unsettling Rietveld Sandberg aims to support existing initiatives, while also developing outreach programs, drawing in new perspectives, and making the context of the academy more inclusive to other voices, minds and bodies – those who are here and those who are not, yet.

Together with the dynamic input of students, staff, external advisors management, unsettling Rietveld Sandberg collectively generates this policy for equity and diversity in our institutes which aims to not only shift the ways we work together but also ask the question: who is the 'we' in the first place?

It's one of the first steps towards becoming an academy of the 21st century in Amsterdam – an interdependent space for brave ideas and unlearning.

This document is a collaborative one between the Board, students and staff with guidance from the unsettling team. We have crafted a policy on inclusion together

- a framework for action
- to reach our shared goals for radical inclusion.

We speak about inclusivity and not diversity, because we are committed to ensuring that new bodies and thoughts become a real component of our institutions. These goals are articulated into themes with a statement of what we are committed to work towards through the use of this framework for action. This is done through broadening networks, increasing exposure and changing mindsets and understanding of what is needed for an art academy to thrive.

This is the beginning of a conversation across the breadth and width of the Rietveld/Sandberg. We invite you to share your thoughts, suggestions and critique as we work together to build on this framework towards a radically inclusive institution!

Email us : unsettling@rietveldacademie.nl

→ **Admissions**
The Rietveld/Sandberg seeks to have a student population that reflects the city of Amsterdam and the wider world. This requires admissions and funding capabilities that allow for this broader representation and the engendering of an institution culture that encourages students to stay.

Evaluate potential students based on the additional skills that they bring to the institution, which may have been overlooked in the past.

Increase the exposure to a more diverse and non-Western art and practices and invite external experts who can offer this knowledge and experience to admissions committees.

Increase the number of visits to schools and areas in Amsterdam and throughout the Netherlands whose populations are currently not represented in the Rietveld and Sandberg.

Have student and staff feedback on a yearly basis to gradually improve assessments.

Broaden the criteria and forms of assessment and evaluation for students and staff that ensures that varied forms of teaching, doing and learning are validated.

→ **Assessment and Evaluation**
Departments should actively redress their assessment criteria of students and staff in terms of evidence of «talent» and the criteria for «skill» and «potential for growth». This includes taking in account more diverse and Non-Western ways of doing and knowledge.

→ **Protocols**
Evaluation and update of protocols on power abuse, mental health, sexism, racism and conflict resolution; and making them more accessible for consultation and feedback.

→ **Community**
Create a supportive environment for students and staff who are persons of colour, queer, less-abled or struggle with mental health.

Ensure that there are adequate mentors and spaces in which all students have a sense of community and feel safe.

→ **Departments**
This framework recognizes the specialisations and distinct approaches of each department in the Rietveld/Sandberg while also ensuring accountability in the processes of implementing unsettling shifts in curricula and assessments, teaching methodologies and the creation of diverse and supportive spaces for learning.

Open communication of the expectations and implementation possibilities of the framework for action communicated with department heads and check-ins for departmental listening and evaluation.

Departments should ensure that there is enough diversity in experience, identity and practice of staff to ensure that students can have the appropriate support needed.

→ **Curriculum**
The Rietveld/Sandberg seeks to have a curriculum in which multiple voices, formats and subjects are shared. This requires deliberate inclusion of more non-white, less-abled, female, and queer bodies and voices in the curricula and the exploration of topics that encompass mental health, disabilities and discrimination.

Creation of a toolbox for teachers at BA and MA studio practice and theory levels as a resource of diverse practices, references, texts and exercises.

→ **Administration, Facilities and Workshops...**
These departments are an integral aspect of support for students and faculty at the Rietveld/Sandberg and the move towards a more radically inclusive institution.

There will be space for open communication and dialogue with these departments to discuss and act on the framework, including a more diverse representation in staff members.

→ **Employment**
The Rietveld/Sandberg seeks to have a more representative staff body that reflects the diversity of the city and is inclusive in supporting staff members in terms of working conditions and professionalization to give tools and incentives to stay.

Vacancy announcements should include a paragraph that makes it clear that groups that are not yet represented are highly encouraged to apply.

Expansion of networks through outreach to reach a more diverse pool of possible job candidates.

Creation of employment protocols to encourage transparency and fairness in the application, interview and contract processes.

unsettlingly yours