

The Long Run Proposal...

Introduction

We are a group of students and teachers from across the Academy of Fine Arts, Munich, working together, sharing a vision to transform the institution, making it a more open and welcoming space for international students. Developing more inclusion, internationalization, equality and equal opportunities. Our main goals are Anti-racism, anti-discrimination, awareness and outreach. Our first steps have been the Long Run Seminar... a five day seminar in May 2024, that has been brainstorming these ideas in order to make this proposal.

Concept

We have been discussing Welcome Culture and how to make the academy a more accessible, transparent and readable place of learning for students and new staff members. This could be addressed by combining the existing Welcoming Week with an anti-racism workshop and the introduction of a **Companion System** - a support structure between new and established students. Introduced during a social get together that would include bonding activities, food, music and drinks.

The Companion System is the same as a Buddy or Tutor System, where a new student is assigned or chooses established students knowledgeable in the workings of the academy. Companions would have to have also been part of the **anti-discrimination workshop**, and would be mentors to the new students, helping them orientate themselves within the academy. Specific guidelines and parameters for this relationship would be developed in time.

We would like to develop and implement an **ongoing interdisciplinary seminar** that would further support this transformation process that would be part of the curriculum of the Art Pedagogy Department. This would begin in the winter semester 2024-25. Gathering, editing, designing and publishing **informational material** that would include a **Welcome Booklet**, to help incoming students to orientate themselves in the academy. This workshop would also develop videos, podcasts and sound material that will supplement the booklet online. Future seminars would include topics such as: de-colonising the classroom, Critical Whiteness and Brave Spaces.

One crucial dilemma that comes with the desire to make the Academy more international is the issue of **language** and the language criteria of the Bavarian State within education. We have been looking closely at what these requirements are and how we can make it easier for non-german speaking students to attain the required level of German. This would include: cooperation with the Institut für Deutsch als Fremdsprache of the LMU to bring student interns into the Academy to give more targeted German courses; to see whether learning German can become one of the criteria for the Urlaub Semester; and to use the money already allocated to in-house German courses to prevent students with legal status as refugees from being de-matriculated due to an insufficient level of German.

In addition, we think an **outreach program** is crucial to help diversify the Academy's student body. This would consist of a small team of students and teachers, possibly connected to the interdisciplinary seminar, who would visit and set up playful and creative workshops in Gymnasium, Realschule and Mittelschule. This workshop would develop videos, podcasts and sound material to be uploaded to the Academy's website, introducing a broad demographic of kids to the Academy.

Funding

For all of these activities funding should come internally from the Academy in order to fulfill its commitments to the Hochschulinnovationsvertrag 2023-2027.

Financial Plan – Rough estimate:

Interdisciplinary seminar: AdBK teaching staff/Lehrauftrag

Staff position to coordinate companion system: This could be the new anti-discrimination officer of the AdBK or Sinem Gökser, Referentin für Diversität und Inklusion.

International student language courses: € 3000.- per semester.

Staff anti-discrimination workshop: € 3000.- per year (5 sessions of 4 hours)
Facilitated by an external expert team

Student anti-discrimination workshop: € 2000.- per year (3 sessions of 4 hours)
Facilitated by an external expert team.

Outreach Program: Design, print, documentation materials: €2000

Additional funding could come from: private donors; corporate sponsorship; state and city migrant organisations; charity events; and university parties.

We would prefer structural funding over one-off or annual funding. Since we lack capacities to fundraise ourselves, we would also consider to cooperate with the future *Drittmittelbeauftragte* of AdBK.

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