

Call for Nominations: Seeking Two Members to join the ELIA Equity, Diversity, Inclusivity (EDI) Working Group

ELIA calls upon its members to propose candidates interested in joining the [ELIA Equity, Diversity, Inclusivity \(EDI\) Working Group](#). The EDI Working Group is seeking to select two colleagues, from two ELIA member institutions, to join the Group and fill the two seats in the group that have recently become vacant.

Aim of the ELIA Equity, Diversity, Inclusivity (EDI) Working Group

ELIA has initiated the creation of several Working Groups to guarantee the development of activities arising from the [Strategic Focus](#) and to involve ELIA's members in content development and knowledge sharing,

Focusing on the strategic priority: [Excellence Through Diversities: Equal Opportunities and Inclusivity](#), the ELIA Representative Board supports an EDI Working Group. The ELIA Equity, Diversity, Inclusivity (EDI) Working Group facilitates ELIA's peer learning around this topic. The EDI Working Group was created to foreground events (online and in person), networking and training opportunities, content output (policy papers, etc.) that raise awareness within the Higher Arts Education Sector and beyond regarding the complex and intersectional aspects of antidiscrimination.

The EDI Working Group promotes good practices, strategies and initiatives, and shares experiences in order to help ELIA members:

- address equity, inclusion, and diversity within their institutions,
- raise awareness among leadership, staff and students,
- connect to other relevant organisations/parties dealing with EDI,
- help ELIA raise its voice against discrimination in the HAE sector and beyond.

Topics addressed can include but are not limited to identifying mechanisms of exclusion in higher arts education, anti-discriminatory HR strategies, anti-discriminatory inclusive pedagogy and didactics, mainstreaming gender and diversity in research and art practice, measures like gender budgeting, etc.

Who can apply

- individuals affiliated with ELIA member organisations who have specific expertise in the topic (EDI officers, diversity officers, lecturers with a specialism in this area etc.),
- individuals affiliated with ELIA member organisations who have a particular interest, experience and/or engagement, regardless of their position in the institution (leadership, academic staff, etc.).

Group composition

[ELIA's governance rules for Working Groups will apply to the EDI Working Group](#).

The EDI Working Group is chaired by Cecilia Roos, Professor in Artistic Practice at [Stockholm University of the Arts](#), Sweden. In addition, the current Working Group Members of this group are:

- Ankna Arockiam, [Royal Conservatoire of Scotland](#)
- Mata Ayoub, [Kingston University London, Kingston School of Art](#), United Kingdom (ELIA Representative Board)
- Egija Inzule, [Nida Art Colony Vilnius Art Academy](#), Lithuania

- Ali Şahin, [Willem de Kooning Academy / Rotterdam University of Applied Sciences](#), Netherlands
- Núria Sempere, [Escola Superior de Música de Catalunya \(ESMUC\)](#), Spain
- Ingrid Schacherl, [Academy of Fine Arts Vienna](#), Austria

The group is supported by Amalia Smyrnioti from the ELIA Team.

Role of the Working Group Members

The EDI Working Group conceives programmes and events – together with the ELIA team and Representative Board – to activate the topic within the ELIA membership and curates the ELIA EDI Community Hub. As such the Working Group often takes part in major ELIA events. It regularly hosts community hub gatherings in online, hybrid and in-person formats, with the support of the ELIA Team. Under normal circumstances, the Working Group is expected to curate one annual in-person gathering each time hosted by a different member institution, which every other year will be integrated in the ‘ELIA Day’ of the ELIA Biennial Conference.

The Working Group meets online at least on a bi-monthly basis and once per year in person, with an estimated average time investment of six to eight hours per month, depending on the planned activities of the group.

The Working Group advises and supports the ELIA Representative Board and Executive Group regarding advocacy initiatives related to diversity and inclusivity practices and actions.

Members attend meetings and contribute to the activities of the EDI Working Group. By taking part in a Working Group, members understand and agree that their participation and contribution is voluntary and unremunerated, and that any intellectual property created as part of the Working Group shall be owned by ELIA (but that a contributing member shall have the right to use such intellectual property for their own research and teaching purposes).

The Working Group may not incur any costs unless it has received the prior approval of the ELIA Executive Group for such expenditure.

Any travel and accommodation costs incurred by the members of the Working Group need to be covered by their own institutions. A letter of support from the institution is required to apply.

Selection Criteria

- The EDI Working Group seeks members from diverse fields of expertise, with knowledge and/or interest in promoting and developing EDI - Equity, Diversity, Inclusion in Higher Arts Education, and/or with experience knowledge.
- Only individuals associated with ELIA member organisations may become members of a Working Group.
- The EDI Working Group strives for geographical and gender balance in its composition, to reflect the diverse and dynamic character of the ELIA network.
- We are actively seeking nominations from marginalised and underrepresented communities, and nominations from countries not represented in the Working Group to better represent the broad ELIA Community. Please check the list of current members of the ELIA EDI Working Group before submitting your application. The broadest representation of regions, disciplines and gender, considering the representation reflected amongst members of the Working Group, should be taken into account during the elections.

Selection Process

Candidates will be selected based on their applications by a selection committee consisting of Representative Board members and ELIA staff members and will be formally approved by the Executive Group.

- The deadline for applications is **18 December 2024**.
- Follow-up interviews will be held with invited applicants **in January 2025**.
- All applicants will be notified of the first selection results by email no later than **3 January 2025**.

[Please apply HERE](#)

The selected applicant will be invited to join the **annual in-person** EDI Working Group meeting hosted by the Academy of Fine Arts in Vienna, held from **26-27 February 2025 in Vienna, Austria**.