

Frequently Asked Questions

Diverse Program Fund

Your question does not appear here? Then please write to us at gleichstellung@hfm-detmold.de. We update this document regularly.

Last amended 15 August 2021

Do I have to choose a composer from one of the lists provided?

- No. The links provided are only examples that can, but do not have to, be a starting point for your own research.

Do I have to explain in the concert why I have chosen the composer in question?

- No. We only ask for the person in question in the programme to facilitate our own research. The diverse composer does not have to be announced during the concert or in the concert programme.
- If you have questions about the funding notice, please do not hesitate to contact us directly at gleichstellung@hfm-detmold.de.

Is funding only provided for concert programmes that include a work by a female composer AND a work by a composer who identifies as LGBTIQ AND as PoC?*

- No. If you want to obtain funding by the Diverse Program Fund (which you do not have to, this is a voluntary offer), your concert programme only needs to meet ONE of the criteria.

What does PoC mean?

- PoC stands for people of colour and is a term from the Anglo-American world. In contrast to “coloured”, this is not a term created by the white majority population. People of colour (singular: person of colour) is the term used by the non-white minorities to describe themselves.

Translated from the German source: IKUD <https://www.ikud.de/glossar/people-of-color-poc-definition.html>
(accessed: 15/02/2021)

What does diversity mean?

- Diversity means variety. Diversity is understood as the variety of social situations and social affiliations, i.e. belonging to groups. Migration movements, gender relations and the variety of family forms are increasing in Western societies. They are more strongly addressed than before.

Translated from the German source: Gender Glossar <https://gender-glossar.de/d/item/48-diversity> (accessed: 15/02/2021)

What does LGBTIQ?*

- LGBTIQ is short for lesbian, gay, bi, trans, inter and queer. In addition, there are numerous variants of this abbreviation, which is sometimes also supplemented by an * or + to express diversity and extensibility.

Translated from the German source: Gleichstellung UZH
<https://www.gleichstellung.uzh.ch/de/angebote/lgbtiq.html> (accessed: 15/02/2021)

Why are diverse concert programmes interesting and important?

- Our university community is diverse, just like our society. One out of four persons in Germany has, for example, an immigration biography. For cultural professionals, it is therefore becoming increasingly important to respond to these changed and new realities. We want to promote diverse concert programmes to reflect our social realities and the remarkable diversity in music-making.

Why do the Equal Opportunities Commissioners fund concert programmes with EUR 150?

- The grant from the Diverse Program Fund is not a remuneration, but intended to help fund the sometimes costly research and preparatory work (e.g. research and purchase of music supplies and other materials that could be important for the realisation of the concert).

How can the Diverse Program Fund enrich my studies?

- In the last five years, diversity has become an increasingly important funding criterion in public cultural and music funding. For most public cultural sponsors (e.g. cultural offices, ministries, state foundations, etc.), it is becoming more and more important to respond to the changed realities of society with their tax-funded grants. We as Equal Opportunities Commissioners therefore want to encourage you and give you the opportunity to deal with this aspect of diversity.

Reading Tips (Selection)

Hannah Kristina Friedrich: „Hat die Klassik ein Rassismus-Problem? Weiße Dominanz in Orchestern“, in: ZDF – Zweites Deutsches Fernsehen, 4.10.2020, abrufbar unter:

<https://www.zdf.de/nachrichten/politik/klassik-musik-rassismus-100.html>

Frederik Hanssen: „Die alte Ungleichheit wächst sich aus. Frauenanteil in der Klassik“, in: Der Tagesspiegel, 2.3.2021, abrufbar unter: <https://www.tagesspiegel.de/kultur/frauenanteil-in-der-klassik-die-alte-ungleichheit-waechst-sich-aus/26967470.html>

Andreas Kolb: Migration, Pluralität, Diversität. Das Kölner Festival Forum wird zwanzig – Frank Kämpfer im Gespräch, in: neue musikzeitung, 2/2019, abrufbar unter:

<https://www.nmz.de/artikel/migration-pluralitaet-diversitaet>

Susanne Kübler: Hat die Klassik ein Rassismusproblem? Musik und Diversität, in: Zürichsee-Zeitung, 25.6.2020, abrufbar unter: <https://www.zsz.ch/wie-es-um-inklusion-in-der-klassik-steht-579998031879>

Dagmar Penzlin: „‘Du kämpfst gegen jemandes Fantasie’. Diversität in der Klassikszene“, in: Deutschlandfunk, 17.8.2021, abrufbar unter: https://www.deutschlandfunk.de/diversitaet-in-der-klassikszene-du-kaempfst-gegen-jemandes.1992.de.html?dram:article_id=498448

Alex Ross: „Women, Gays, and Classical Music“, in: The New Yorker, 3.10.2013, abrufbar unter:

<https://www.newyorker.com/culture/culture-desk/women-gays-and-classical-music>

Simon Tönies: „Die klassische Musik hat ein Sexismusproblem“, in: Süddeutsche Zeitung, 11.1.2017, abrufbar unter: <https://www.sueddeutsche.de/kultur/gender-debatte-die-geschlechterkluft-ist-tief-1.3325426>

Link Tips (Selection):

Spectrum Ensemble – music group, striving to increase visibility of talented queer musicians and composers: <https://www.spectrumensemble.org/>

Diversität – Was ist das? Eine kurze Einführung und Hintergrundinformationen des Fachbereichs Jugend und Soziales im Wetteraukreis: <https://vielfalt.wetterau.de/vielfalt/diversitaet-was-ist-das/>

Chineke! Orchestra – an orchestra to provide career opportunities for young Black and ethnically diverse classical musicians in the UK and Europe: <https://www.chineke.org/chineke-orchestra>

British Music Collection: Open Call. LGBTQ+ Composers:

<https://britishmusiccollection.org.uk/article/paid-opportunity-lgbtq-composers>