

1. Set up a glossary and code of conduct. AMFI communication as well as within the curriculum.
2. Check curriculum per dimension for any offensive images or language.
3. Communicate transparently to team & students about AMFI's work on D&I; steps being taken.
4. Be a sounding board within AMFI for how we take on matters regarding D&I. e.g. complaints from staff/students. But also interview requests on the topic.
5. Create a more diverse team when hiring freelancers, exam committee members, guest lecturers, etc.
6. More study material available diversity inclusion.
7. Do not use solely western materials.
8. Promote after school activities about non western cultures.
9. Non western film and documentaries recommendations.
10. Confidential counselor.
11. Create awareness of the situation at AMFI and in the HvA.
12. Talk with students and colleagues about their experiences within AMFI.
13. Discover what people within AMFI understand under inclusivity and diversity.
14. Make the taskforce visible and a part of AMFI.
15. Social safety within the entire AMFI system. Open and respectful towards each other.
16. Wellbeing of staff. How is everyone doing? Has this affected you? How are you dealing with it or not? Do people need support? I suggest one-on-one conversations with MT Dirk so we can have a healthy team that feels supported.
17. Implement issues that are happening in the world in our curriculum: Black Lives Matter.
18. Diversify AMFI team. Make an effort to get to know new people, don't assume that all people of colour are one and the same, we are individuals!
19. Implement cultural diversity in curriculum. We teach from a Western perspective, but I want to make sure when it comes to fashion that students know what has happened around the world and get an honest, diverse and global perspective when it comes to the history of fashion.
20. Obligate teachers to work from a more diverse and inclusive fashion perspective. In other words, students start assignments with research and inspiration in every dimension: add that 50% of them should not be Western anyway.
21. Inform teachers and start training.
22. Build a strategy to grow and change, - commitment to learn, grow and do better.
23. Self awareness, how we think, communicate and how we work together is a key element – we need to challenge our thinking so that we can make a shift even a small one will align itself with a great depth of field.
24. Identifying blind spots and reducing unconscious biases.
25. Review AMFI's current strategy and vision plan to see if it is in line with D&I, this is an opportunity to set a course for the future, new Curriculum, new ideas in response to changing times and circumstances while affirming AMFI's enduring values – we need to look at this to review it and see that it aligns to D&I.
26. Assess current policies and practices as fit for the purpose against best practices.
27. Formulating guidelines and implementing D & I processes and practices.
28. D&I educational programming, including AMFI community events and workshops.
29. Educational training opportunities to increase AMFI's understanding of the principles of D&I. – Conference – would be great with a keynote speaker. This could be for teachers but also students too to show/see commitment from AMFI and to try to form a real sense of community.
30. Emphasis on increasing AMFI's understanding of the principles of D&I.
31. In the 2nd year Curriculum Triptiek program was for 3 weeks where all students including my exchange students came together – something like this would be great to do but then around D&I build it into the AMFI curriculum. Use this space for a place to create understanding, educate. Students can be authentic but to open the space up for dialogue, there should be a place for others to say no I don't like Irish people etc. only then can you have these difficult but necessary conversations. Everyone should have a voice even if the voice is not right to grow and move forward and learn. Cancel Culture – I put this in as it's a phenomenon that exists to out and cancel people I think this is wrong as nobody learns from this (nobody wins) students should be allowed to have the space for this and then to grow and learn.
32. Interactive learning solutions on understanding unconscious bias, redesign the curriculum, intercultural sensitivity classes for students and teachers.
33. Commitment to addressing barriers.
34. AMFI need to show its commitment in the work of students, their visuals, new narratives, this will show us the way forward in their work. It would be nice to work with other artists and activists. Projects from groups/individual students to show case their work with topics related to D&I.
35. Look at our external Partners and see where we can work together gain ideas insights to strengthen our own D&I strategy moving forward. Link with projects – short term wins and long term ones.
36. AMFI to curate a series of open dialogue events involving students and this could result in an exhibition. – The exhibition can highlight the complexities of race, identity, gender, sexuality etc..
37. Evaluate AMFI's communication plans to see how we communicate both internally and externally.

## DIVERSITY & INCLUSION:

## LONG-TERM GOALS

1. Create a more diverse student body.
2. Create a diverse AMFI team.
3. Create an environment and curriculum that is safe and inclusive.
4. Change AMFI's image of it being a white and exclusive institution.
5. Set an example within the HvA, and for fashion education worldwide for inclusive (fashion) education.
6. To the outskirts of Amsterdam tell more about AMFI at secondary schools
7. More diverse teachers.
8. Curriculum 50/50 Western / non-Western.
9. Sustainability and diversity should be mediatory for each graduation project.
10. Training for current teachers.
11. To make inclusivity and diversity part of the AMFI DNA.
12. Change the AMFI image by visible changes and good practices
13. That the taskforce needs no introduction but is known and seen within AMFI and part of AMFI, not a tool of the MT or HvA
14. Respect for one another and safe environment for students and employee's.
15. Implement cultural diversity in curriculum. We teach from a Western perspective, but I want to make sure when it comes to fashion that students know what has happened around the world and get an honest, diverse and global perspective when it comes to the history of fashion.
16. Acknowledge different cultures, colours and identities as equal. Be curious and interested to learn more.
17. Make it a normality to have difficult and uncomfortable discussions.
18. Rebuild programs.
19. Teachers team more diverse.
20. Slowly change the influx of students by: providing information to the outside world, informing other schools (strengthening ties between MBOs, rebuilding image.
21. AMFI will have a reputation for its culture of dignity, respect and wellbeing for ALL.
22. Look at the Fashion Industry to see if we could share and learn best practices (there has to be one brand that we are proud of their work in D&I, if there is connect with them). Rethink our internships are these companies in line with best D&I etc.
23. Align ourselves with companies and partners who have the same set of values and D&I commitment as we have – interesting to discuss once this has so many possibilities for change etc.
24. AMFI need a new language (this means also the HvA) a language that allows us to paint mental pictures allowing more nuance and depth. Language shouldn't be an afterthought mails can be very mechanical and lacking in understanding even politeness. More empathy!
25. Deploy new words to capture new things (buzzwords for AMFI- reach GenZ).
26. Alumni – they too can change the companies they are in - bring them into the picture.
27. Improve the recruitment/Admissions/AMFI image processes and info for students to ensure there is a transparent process in place to attract students from all backgrounds and walks of life.