

# Equity, Diversity, and Inclusion (ED&I)

## Panel Discussion:

### *Challenging Conversations in the Art Room*

As art educators we have an opportunity to create an equitable, diverse, and inclusive classroom culture while using arts to have in-depth discussions around a variety of topics. This panel's goal is to have a conversation that encourages art educators to engage their students and community in developing safe and inclusive spaces within their classrooms. Join four friends, leaders in Arts Education, as they try to unpack some of OAEA's questions surrounding ED&I. How do we broach topics surrounding ED&I with colleagues and administrators who don't seem interested in the topic? Where can resources be found that will help teachers to address ED&I topics with all ages of students? How can you become a leader for change in your classroom, school, district, and/or community? How do you prepare to address ED&I topics in the classroom with your students? But most importantly, watch as these arts leaders model how to have sincere, empathetic and challenging conversations with each other.

To prepare yourself for this powerful panel discussion please review the following definitions of Equity, Diversity, and Inclusion developed by the NAEA Taskforce.

**Equity:** *Refers to conditions that support fairness and justness based on individual needs and circumstances whereas all members have opportunities to thrive and realize their best within the NAEA community. (adopted Dec 2017)*

**Diversity:** *The term 'diversity' describes both observable and non-observable individual differences (life experiences, work context, learning and working styles, personality types among others) and group/social differences (race, gender identity and expression, age, social class, country of origin, ability, beliefs, intellectual and cultural perspectives, among others) that can contribute to organizational vibrancy and a dynamic professional community. (adopted 2016)*

**Inclusion:** *The term 'inclusion' describes proactive, intentional, and thoughtful engagement with diversity to the extent that all have the ability to contribute fully and effectively throughout the NAEA community. (adopted 2016)*

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Here's a list of resources these panelists have been using recently:

1. How to be an Antiracist - by Ibram X. Kendi
2. White Fragility - by Robin DiAngelo
3. Teaching to Transgress: Education As The Practice of Freedom - by Bell Hooks  
Education for Socially Engaged Art - by Paulo Helguera
4. This Book is AntiRacist - by Tiffany Jewel
5. Pedagogy of the Oppressed - by Paulo Freire;
6. Culturally Responsive Teaching and the Brain - by Zaretta Hammond,
7. Stamped from the Beginning - by Ibram Kendi.
8. The Pedagogy of Confidence: Inspiring High Intellectual Performance in Urban Schools - by Yvette Jackson
9. Cultivating Genius - by Gholdy Muhammad
10. Nappyminded Ideology - by LaQuita D Middleton-Holmes
11. Art as Social Action - by Gregory Sholette, Chloe Bass
12. Social Practice Queens LGBTQ Diversity & Inclusion in Early Years Education - by Deborah Price & Kath Tayle
13. Pride & Joy: LGBTQ Artists, Icons, & Everyday Heroes - by Kathleen Archambeau
14. #DoTheWork - by Rachel Elizabeth Cargle (online resource; visit - <http://mailchi.mp/rachelcargle/dothework-course-all-30days> )
15. Strategies - Racial Equity Tools (online resource; visit - [www.racialequity.org](http://www.racialequity.org) )