

Underrepresentation of African American Males in Music Education: Does Diversity Matter?

- I. What is diversity?**
 - A. It's an existing state, or a way of living
 - B. By definition, diversity and inclusion are NOT two different things.

- II. American Public School System... IS Working**
 - A. Racial diversity was not originally intended.
 - B. Public schools and prisons funded by the U.S. Government

- III. Disproportion**
 - A. Numbers don't lie
 - B. Due to lack of career development and postsecondary options

- IV. Recruitment and Retention Factors**
 - A. Career Development
 - i. Shaped through role identity/role models
 - ii. Constructed images in media, home, environment, school
 - iii. See it, be it.
 - B. Postsecondary Options
 - i. We're teaching people, not just the subject matter.
 - ii. Offering other forms of musicing that peak current interest and encourage college/career readiness

- V. Systematic Exclusion**
 - A. Academics and test scores not flexible
 - B. Audition music standards exclude people
 - C. Multiculturalism? When mismanaged, becomes another form of othering

- VI. Solutions**
 - A. In House Branding
 - B. Who's in your class? Who's not?
 - C. Who's in your curriculum? Who's not?
 - D. Who's in music leadership? Who's not?
 - E. Disproving The "Butera Theory"

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