

Beyond the Buzzwords

Navigating Divisive Concepts in Our Instrumental Music Programs

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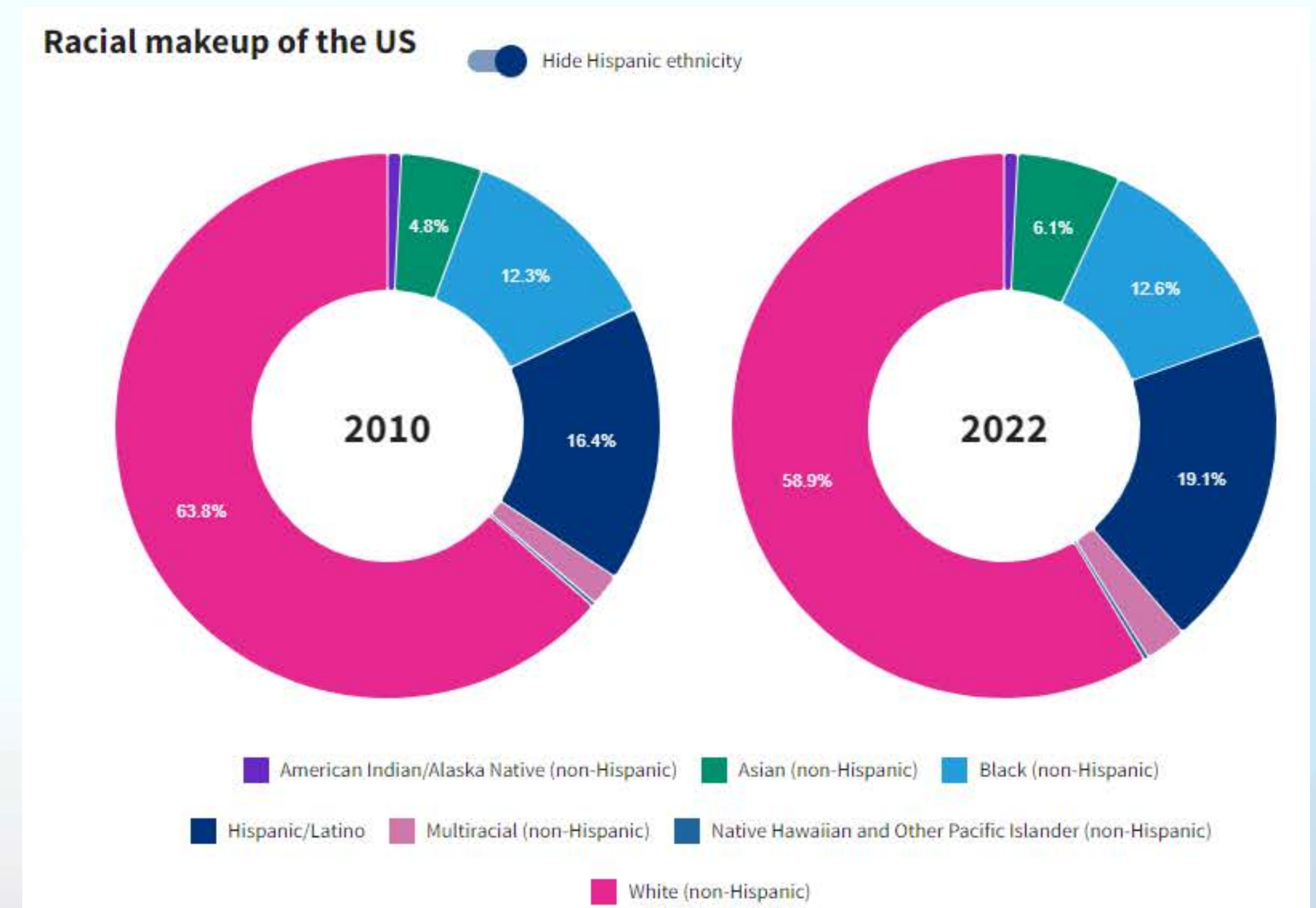
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The “What” and Our “Why”

- Our goal is not to get you fired and lose your health insurance!
- Goal: Empowerment! Operate from a place of confidence, not of fear.
- The US is becoming more diverse every year.
 - In 2022, the US was more diverse than it was in 2010. In 2022, the white (non-Hispanic) group made up 58.9% of the population compared with 63.8% in 2010.
 - Between 2010 and 2022, the share of the population that is Hispanic/Latino grew the most, increasing 2.7 percentage points to 19.1%. The white (non-Hispanic) population had the largest decrease dropping 4.9 percentage points to 58.9%.
- In the past 3 years, anti-diversity (DEIB) legislation has increased nationally.
- The music classroom has historically been a place to cultivate a sense of belonging and acceptance, regardless of identity.



Community Agreements

- Listen with curiosity and growth mindset
- Share the mic- W.A.I.T- why am I talking/why aren't I talking?
- Experience discomfort and stay engaged
- Hold one another and yourself accountable with care and kindness
- Two truths can be true at the same time
- Own your intention and impact
- Take care and communicate your needs
- Permission to speak in draft form

What is the "law"?

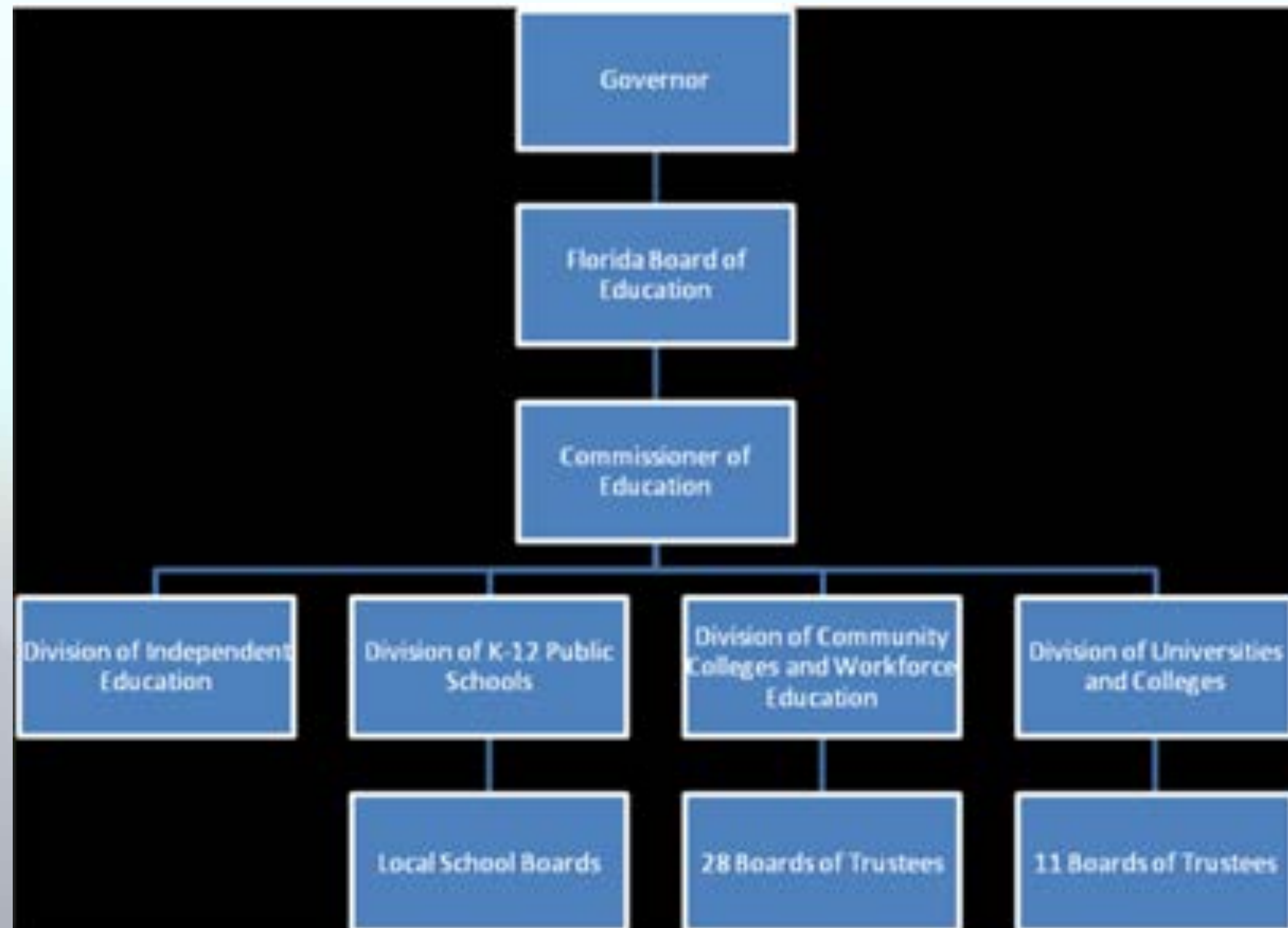
- Definition: the system of rules which a particular country or community recognizes as regulating the actions of its members and which it may enforce by the imposition of penalties. (Oxford Dictionary)
- One word: Control
- Just because it is legal, does not make it right.
- Learn to navigate/circumnavigate the law. (Know what the law says and what it does not say.)
- Statutes control EVERYTHING!
- Know the difference between "SHALL" and "MAY"
- Best form of advocacy: Education (yourself and your community)

Layers of the Onion

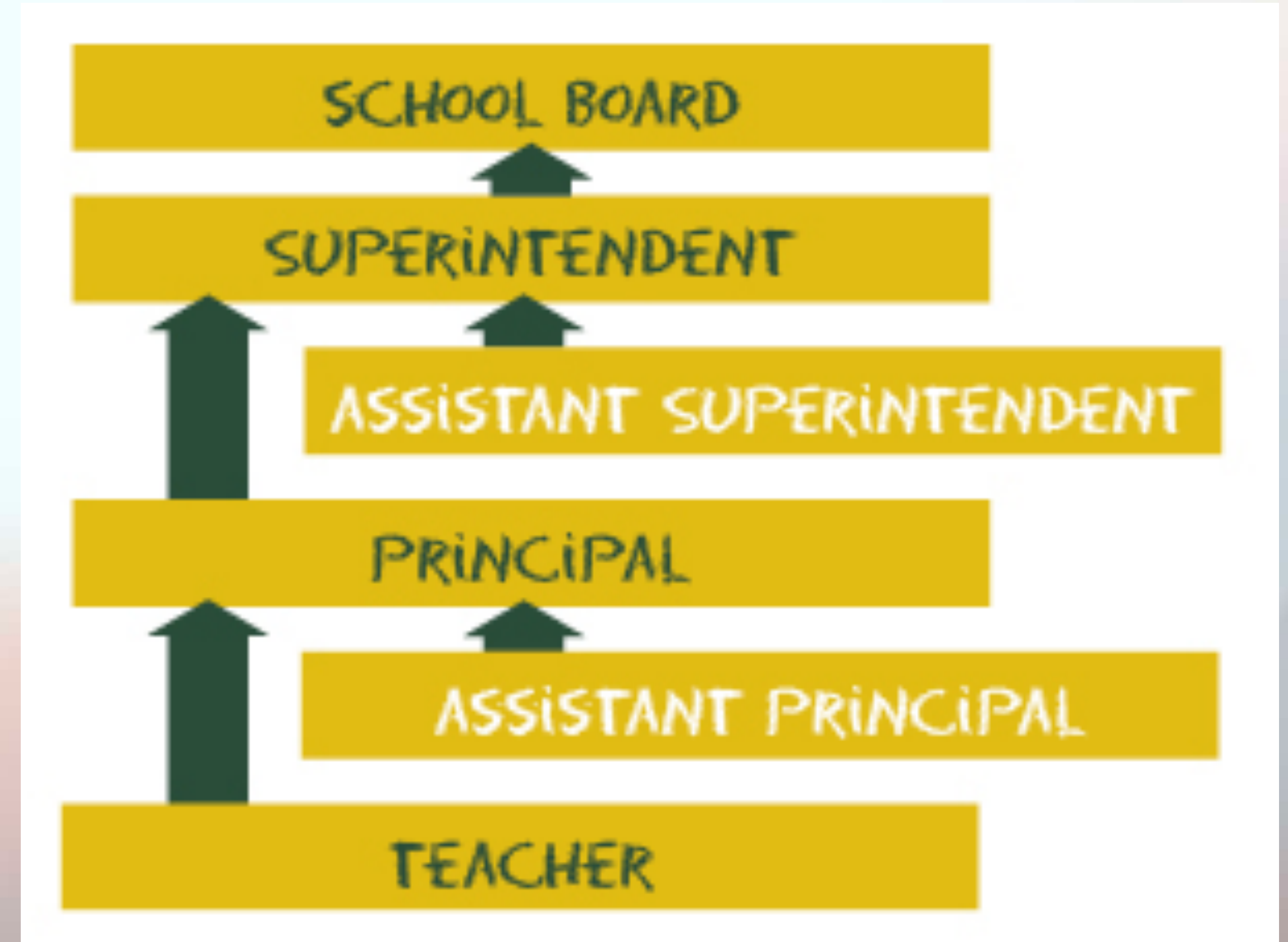
- How many branches of government are there?
 - 3
- What are the three branches of government?
 - Executive, Legislative, and Judicial
- Which branch includes the state Department of Education?
 - Executive
 - The DOE does not write the law
 - The DOE is responsible for carrying out and enforcing the law through the "rule-making" process
- State Laws/Statutes vs. State Rules
- Words matter! If you can change the mindset of a child, you can change the world!
- KNOW YOUR SYSTEM!!

Sample Systems

State



Local District



"Divisive Concepts" Legislation

- Definition: bills designed to limit discussion about racism, sexism, and discrimination in the classroom and/or the workplace.
- "Don't Say Gay" Bill or the "Stop WOKE Act"
- Many states have Anti-DEI laws in place (Over the last 3 years)
 - 1 - Alabama, California, Georgia, Idaho, Mississippi, New Hampshire, North Carolina, Oklahoma, South Dakota
 - 2 - Arizona, Arkansas, Indiana, Iowa, Kentucky, Louisiana, North Dakota, Tennessee, Texas, Utah
 - 4 - South Carolina
 - 5 - Florida
 - Pending - West Virginia - 7, South Carolina - 8, Missouri - 8
- PEN American Index of Divisive Concept Legislation

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BOOKMARKS Home | Dr. Dré Gra... Re-Imagining Equity... FMEA Emerging Lea... dregraham | Loop C... LifeWay Worship -... Daywind Tracks MultiTracks | Playback Media St... Gospel Performance... Save Movies MyReadingManga Dr. Dakeyan Graha...

PEN America Index of Educational ... Copy base

EGOs introduced since 2021 Other Higher Ed Bills of Concern Laws - EGOs only State Policies/Executive Orders

Views By State & Session Hide fields Filter Grouped by 2 fields Sort

Find a view By State & Ses...

	State	Bill Number	Hyperli...	Date Introduced	Status 4/4/24	Summary of relevant provisions	Explicitly Targets	Enforcement/Penalties
	STATE	Count 9						
	LEGISLATIVE SESSION	2						
	2024							
38	Florida	SB 1372/HB 1291	https://legis can.com/FL /bill/H1291 /2024	1/10/2024	Law	Prohibits teacher preparation programs in public and private colleges and universities from distorting "significant historical events or include a curriculum or instruction that teaches identity politics, violates [HB 7], or is based on theories that systemic racism, sexism, oppression, and privilege are inherent in the ...	Higher ed Private institutions	None specified
39	Florida	SB 470	https://legis can.com/FL /bill/S0470/ 2024	1/9/2024	Dead	Requires public colleges and universities to charge in-state students who "promote a foreign terrorist organization" at an out-of-state tuition rate. Students who promote such organizations are ineligible to recieve a fee waiver or any grant, scholarship, or aid. Foreign and exchange students shall be reported to th...	Higher ed	None specified
	LEGISLATIVE SESSION	4						
	2023							
40	Florida	HB 1223/SB 1320	https://legis can.com/FL /bill/H1223 /2023	2/28/2023	Dead	Prohibits public K-12 schools from asking any student about their preferred title or pronoun, where that title or pronoun does not correspond to their biological sex. Employees may not be required to refer to any person by a title or pronoun that does not correspond to their biological sex, nor are they permitted to ...	K-12 Private institutions Other	None specified
41	Florida	SB 244	https://legis can.com/FL /bill/S0244/ 2023	2/24/2023	Dead	Creates right of private action for students, teachers, and faculty who believe they have experienced discrimination under HB 7.	K-12 Higher ed	Other
42	Florida	HB 1069	https://legis can.com/FL /bill/H1069 /2023	2/22/2023	Law	All "materials" used by public K-12 schools to teach reproductive health, which may only take place in grades 6-12, must be approved by the Department of Education. This instruction must exclusively teach that sex is biological, stable, and determined at birth. School employees may not provide their own personal ...	K-12	None specified
43	Florida	SB 266/HB 999	https://legis can.com/FL /bill/S0266/ 2023	2/21/2023	Law	Public colleges and universities are prohibited from expending any state or federal funds on any program or campus activity that violates the Stop W.O.K.E. Act (HB 7), that advocates for diversity, equity, and inclusion, or that promotes or engages in political or social activism. Governing boards are required to review their ...	Higher ed	Professional discipline Monetary fine/loss of state f...

367 records

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Continuum of Severity of DCL

No restrictions Can't say SEL, etc. DEIB discussion isn't allowed Can't ask students how they are Fined/Recorded/Fired



Connection/Growth Opportunity

- Turn and Talk: What does this look like in your area of the country? What are you seeing? What are the limitations on specific topics such as:
 - Diversity, Equity, Inclusion, Access, and Belonging
 - Social Emotional Learning (SEL)
 - Growth Mindset
 - Gender Identity/Pronoun Use
 - LGBTQIA+

A Change in the Educational Landscape

- Fundamentally questions the role of education, teaching, and the teacher
- How is SEL relevant?
 - Identity
 - Belonging
 - Agency
- Sometimes it's just the term

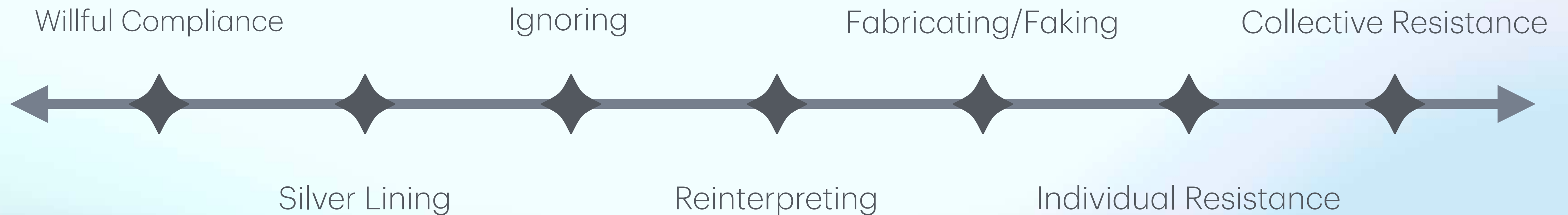
Navigating DCL

- "Advocacy" is an action
 - May also be identified by inaction
 - We best advocate when we show up as our authentic self
- 4 Steps for Navigating DCL (Salvador & Shaw, 2023)
 1. Know the exact language of the law or policy.
 2. Consider facts and ethics.
 3. Consider your options.
 4. Plan, communicate, and act.

Continuum of Advocacy

Acceptance

Overt Resistance



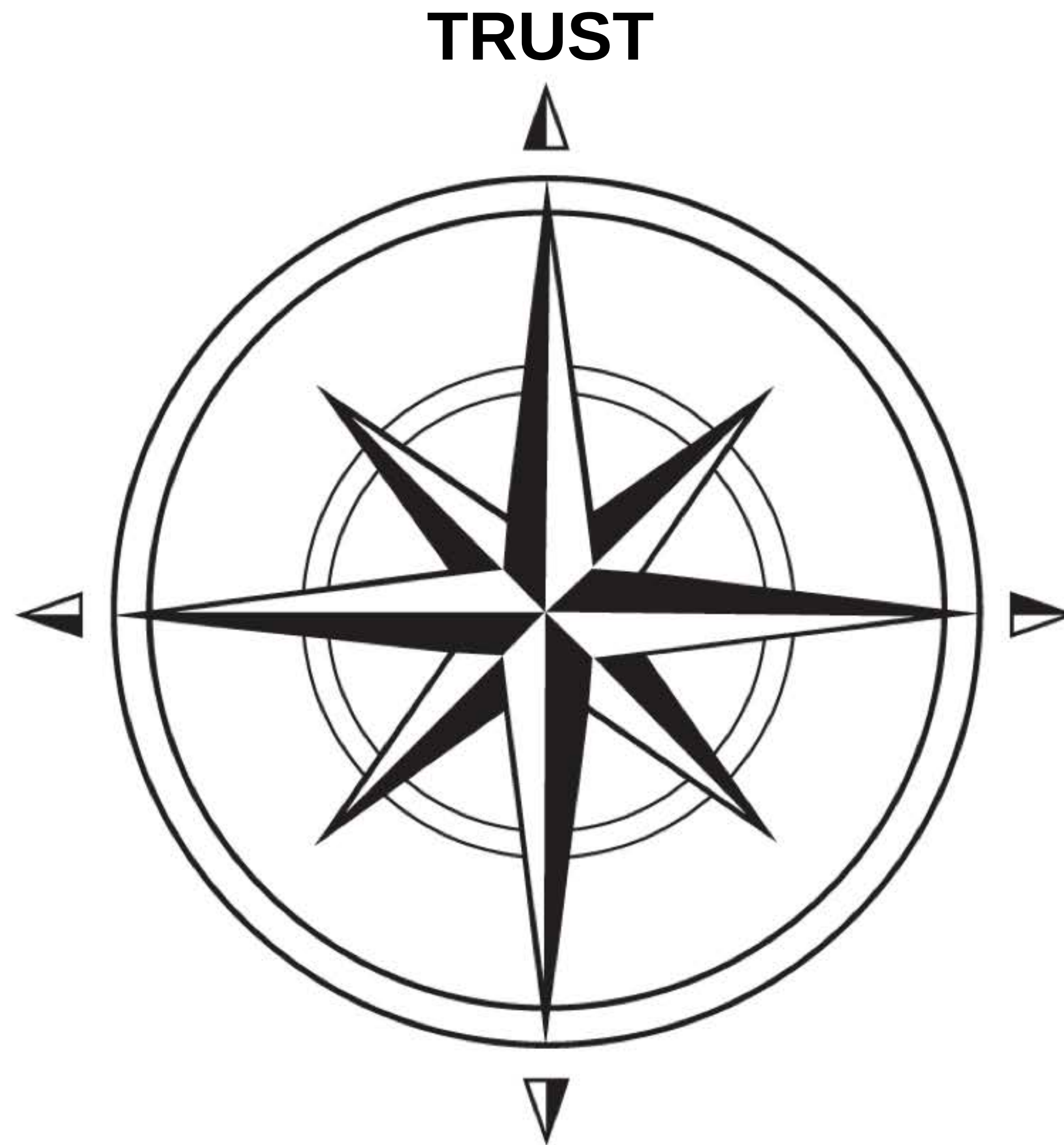
Covert Resistance

Elements for showing up Authentically

1. Clarity on Core beliefs and all action being in service of them
2. Using my expertise (my superpower)
3. Clarity of purpose for all you do - What am I doing and why?
4. WHOSE SHOULDERS AM I STANDING ON?
5. Self-focused TRUTH



**We need
push to
grow**



**Use the arts
to practice
and learn
life skills**

**Feel seen, heard
& valued**

Drum Power Pillars of Power

Discipline

**Using my
energy for
good things**

Community

**Supporting
my own
learning and
the learning
of others**

Leadership

**Doing the
right thing
even when I
have to do
so by
myself and
especially
when no
one is
watching**

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The Advocacy Formula

MY ROLE + MY WORK = ADVOCACY

(Authentic Self/Self Identity)

(Resources/Understanding)

(Ability to Articulate)

References

- <https://airtable.com/appg59iDuPhlPPFp/shrtwubfBUo2tuHyO/tbl49yod7l01o0TCk/viw6VOxb6SUYd5nXM?blocks=hide>
- <https://nafme.org/wp-content/uploads/2023/11/Navigating-Divisive-Concepts-Laws-by-Karen-Salvador-and-Ryan-D-Shaw.pdf>