

Who Am I?

AN EXPLORATION OF THE ARTS COMMUNITY



KEY QUESTIONS.

What does diversity mean to you?

What has your experience of diversity in school, university or industry been like?

What does representation mean to you?

Do you feel like there is a lack of representation in the arts? Why/why not?

What are your future aspirations and how do you plan to achieve them?

What kind of projects do you see yourself working on in the future?

Have you ever had concerns about whether you will “fit in” in your industry?

Are you aware of the Arts Council's creative case?

How do you use your art to express yourself?

KEY TERMS.

Bigotry	Complete intolerance of any creed, belief, or opinion that differs from one's own
Black	A member of a dark-skinned people, especially one of African, Australian and Caribbean Aboriginal ancestry. A term used in certain countries, often in socially based systems of racial classification or of ethnicity.
Critical Race Theory	A theoretical framework in the social sciences focused upon the application of critical theory, a critical examination of society and culture, to the intersection of race, law, and power. CRT proposes that white supremacy and racial power are maintained over time, and that the law may play a role in this process and investigated the possibility of transforming the relationship between law and racial power.
Cultural Appreciation	Cultural Appreciation is learning about another culture with respect and courtesy. It is appreciating a certain culture enough to take time to learn about it, interact with people among the culture, and actually understand the culture
Cultural Appropriation	When a person of the dominate culture borrows something of cultural significance from minority groups, whilst lacking a contextual understanding of what makes the cultural symbols, art forms and modes of expression significant.
Diversity	Diversity is recognising, respecting and understanding the value of people's differences, and allowing their full potential by promoting an inclusive culture.
East-Asian	in general terms, consists of China, Hong Kong, Macao, Taiwan, Japan, South Korea and North Korea; sometimes, Mongolia and Vietnam are included in the definition.

Equality	a state in which all individuals or social groups are treated fairly, equally and no less favourably; be it by virtue of their race, gender, disability, religion or belief, sexual orientation or age. Equality stands for inclusion and is against discrimination.
Femininity	Repeated performances of the female gender; these performances reproduce and define the traditional categories.
Feminism	Fight for equality of genders.
Feminisms	Accounts for the intersectionality of the feminist movements and histories culturally and globally.
Gender	Gender is an expression of the reenactment of certain roles. It may differ from time to time.
Heteronormative	The belief that people can only fall into distinct and complementary genders (man and woman) with fixed traditional gender roles. It assumes that heterosexuality is the only sexual orientation or the only norm.
Intersectionality	A term coined by Kimberlé Crenshaw which examines how social identities are used as a way to discriminate against marginalised groups who experience multiple forms of oppression simultaneously. Specifically women of colour who suffer from both gender and racial discrimination.
Islamophobia	The prejudice, hatred, or bigotry directed towards Islam or Muslims.
Masculinity	The combination of socially-defined and biological factors, distinct from the definition of the male biological sex.
Masculinity Bias	Bias toward the observation of/interviews with males in a culture.
Non-Binary	A form of gender identity which rejects the gender binary.

Oppression	When a person or a group of people are subjected to unfair treatment by those in position of power.
POC	Person of colour
Prejudice	Hatred towards someone based on their identity. Example: An oppressed person of colour can be prejudice against privileged races but cannot be racist.
Privilege	A special right, advantage, or immunity granted or available only to a particular person or group.
Pronouns	A word that can function as a noun phrase used by itself and that refers either to the participants in the discourse. People with various gender identities choose pronouns they feel comfortable with; some people may have more than one pronoun.
Queer	An umbrella term for sexual and gender minorities that are not heterosexual and/or cisgender
Racism	The belief that all members of each race possess characteristics, abilities, or qualities specific to that race, especially so as to distinguish it as inferior or superior to another race or races.
Representation	Refers to equality in opportunity and visibility. For example, representative media is media that is reflective of the variety of races, cultures, genders or religions that its entire readership belongs to.
Self Defining women	A person who identifies as a woman, regardless of what gender was assigned for them at birth
Sex	Denotation of human females and males depending on biological features (chromosomes, sex organs, hormones and other physical features)
Sexual Orientations	A person's sexual identity in relation to the gender to which they are attracted

Sexuality	Refers to a person's sexual orientation/preferences in terms of sexual activities
Trans Feminine	A term used to describe transgender people who were assigned male at birth, but identify with femininity to a greater extent than with masculinity.
Trans Man	Trans man (Or FtM/MtM) is a term which describes someone who is both a man and transgender/transsexual. Trans men were assigned female at birth, but their gender identity is male. They also may be referred to as transmasculine. Trans men can have any sexual orientation.
Trans Masculine	A term used to describe transgender people who were assigned male at birth, but identify with masculinity to a greater extent than with femininity.
Trans Sexual	The term transsexual predates the term transgender, but has become less popular as it may imply that sex characteristics are more important than gender identity.
Trans Woman	A term which describes someone who is both a woman and transgender/transsexual. Trans women were assigned male at birth but their gender identity is female. They may also be referred to as transfeminine. Trans women can have any sexual orientation.
Transgender	The term transgender is an umbrella term for anyone whose internal experience of gender does not match the gender they were assigned at birth.
Transphobia	Prejudice against the Trans community

FURTHER READING.

Richards, Aisha & Finnigan, Terry. 'Embedding Equality and Diversity in the Curriculum: An Art and Design practitioner's Guide' <http://shadesofnoir.org.uk/wp-content/uploads/2015/06/EEDC-Art-and-Design-Hyperlinks-Footnoted_NM.pdf>

Bailey, D.A., I. Baucom and S. Boyce (eds), (2005), *Shades of Black: Assembling Black Arts in 1980s Britain*, Durham and London: Duke University Press.

Crenshaw, K., 1991. Mapping the margins: Intersectionality, identity politics, and violence against women of color. *Stanford law review*, pp.1241-1299.

GILROY, P. (1987). "There ain't no black in the Union Jack": the cultural politics of race and nation. London, Hutchinson.

Schiwy, F., 2007. Decolonization and the question of subjectivity: gender, race, and binary thinking. *Cultural studies*, 21(2-3), pp.271-294.

Strayhorn, T.L. and Mullins, T.G., 2012. Investigating Black Gay Male Undergraduates' Experiences in Campus Residence Halls. *Journal of College & University Student Housing*.

The Battle for British Islam: Reclaiming Muslim Identity from Extremism - 2016. Udgivet af Saqi Books. Bogens

HELPFUL ORGANISATIONS..

Arts Council

Grants for all creative practices, individuals and organisations

www.artscouncil.org.uk/

Disability Arts Online

Transforming and enriching arts and culture through nurturing creativity and discourse from a disability perspective.

<http://www.disabilityartsonline.org.uk/about>

Black Blossoms

Highlighting the Voices of Black Women

blackblossoms.org

Black British Girlhood

Connecting and showcasing Black British girls and young women in the arts. Sharing and archiving the narratives of black women.

<http://www.blackbritishgirlhood.com>

Runnymede Trust

The UK's leading independent race equality think tank. Generating intelligence for a multi-ethnic Britain through research, network building, leading debate, and policy engagement.

<http://runnymedetrust.org>