



As you enter ...

Scan this QR Code to listen to NPR's, "This Forgotten Women's Prison Helped Cement Greenwich Village's Queer Identity"



Scan this QR Code to view Jeffry Marsh's Blog and Video on Pronouns



Advancing LGBTQ+ Justice

Feedback

FEEDBACK

Community Agreements

- Awareness and Self-Knowledge
- Listen for Understanding
- Be Gracious
- Stay Engaged
- Be Open and Suspend Judgment
- Say "I"- tell your truth
- Seek Discomfort
- Reach for Empathy
- Expect non- Resolution and non-Closure



Today's Agenda

8:30 – 10:15 -- Review and expand on key concepts

10:15-10:30 -- Break

10:30 -12:00 --

12:00 -1:00 -- Lunch

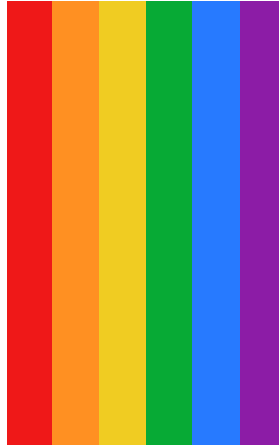
1:00 – 2:30 --

2:30 – 2:45 -- Break

2:45 - 4:15 --

4:15 – 4:30 -- Wrap Up and Reflect

4:30 – 5:00 -- Adult Choice Networking



Barb

Shared Identity

Gather around an identity of your choosing

Answer the following discussion questions:

- Why did you select this piece of your identity?
- What are some challenges of this identity?



Shared Identity

Debrief-

- What was something you learned about someone else?
- What was easy/hard about this activity?
- How safe did you feel sharing in this activity?



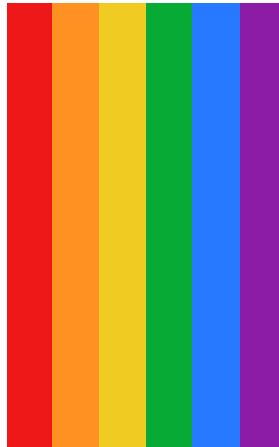
Key Ideas



Discreet identities bind us

We all have pre-conceptions that might not match an actual identity of another

We don't get to assign a person's identity for them



Jeny

Quiz Time!

SET-UP

1. Each person take 4 sticky notes.
2. Write one letter on each- "A", "B", "C", "D"
3. These will be your answer options for the quiz
4. For each question. Secretly select your answer.
5. WAIT FOR THE PRESENTER TO COUNT DOWN BEFORE PUTTING YOUR ANSWER IN THE AIR.



Terminology Quiz- Question 1

PRACTICE QUESTION:

What animal is the cutest pet

- a. Dog
- b. Cat
- c. Hamster
- d. Toad



Terminology Quiz- Answer 1

PRACTICE QUESTION:

What animal is the cutest pet

- a. Dog
- b. Cat
- c. Hamster
- d. Toad

Terminology Quiz- Question 2

1. This term is used to describe someone who doesn't have a gender
- a. Transgender
 - b. Gender Expression
 - c. Agender
 - d. Pansexual

Terminology Quiz- Answer 2

1. This term is used to describe someone who doesn't have a gender
- a. Transgender
 - b. Gender Expression
 - c. Agender
 - d. Pansexual

Terminology Quiz- Question 3

2. A cisgender woman who is in a relationship with a cisgender man is?
- a. Straight
 - b. Heterosexual
 - c. Unknown
 - d. Heteronormative

Terminology Quiz- Answer 3

2. A cisgender woman who is in a relationship with a cisgender man is?

- a. Straight
- b. Heterosexual
- c. **Unknown**
- d. Heteronormative

Terminology Quiz- Question 4

3. A man who is transgender can be...

- a. Bisexual
- b. Straight
- c. Queer
- d. All the Above

Terminology Quiz- Answer 4

3. A man who is transgender can be...

- a. Bisexual
- b. Straight
- c. Queer
- d. **All the Above**

Terminology Quiz- Question 5

4. A person who identifies as a woman and is attracted to women can be

- a. Gay
- b. Queer
- c. Lesbian
- d. Bisexual

Terminology Quiz- Answer 5

4. A person who identifies as a woman and is attracted to women can be

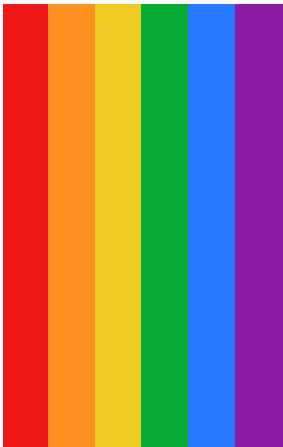
- a. Gay
- b. Queer
- c. Lesbian
- d. Bisexual

ALL THE ABOVE!

Key Ideas



- Identity is separate from who someone is in a relationship with
- Gender identity and sexual orientation are different!

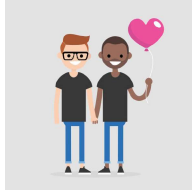


Sara

Digging into Key Terminology
102



What is Sexual Orientation?



Sexual orientation is who you are emotionally, romantically, and/or physically attracted to.
Sexual orientation is not dependent on your gender.



Sex vs. Gender

SEX

Biological attributes that include physical features, chromosomes, internal and external reproductive organs, hormones, and anatomy.

GENDER

VS.

A person's innermost, deeply held reality of self as male, female, both, in between or neither.



Gender

Gender Identity

How you feel. Female, male, both, or neither.

Gender Expression

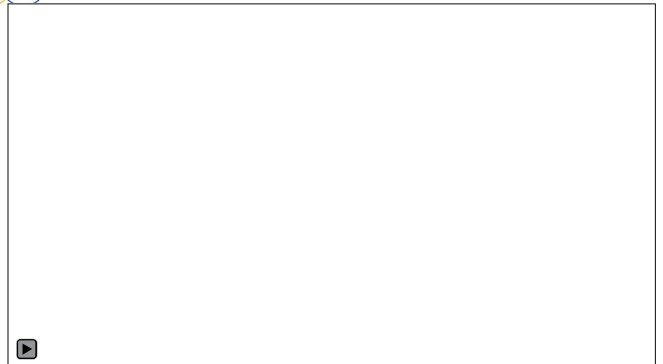
The ways you show your gender identity.

Gender Role

A social role based on a person's sex.



Explaining Gender Identity



Range of Gender Identities

Debrief



1. How many of you grew up thinking the only gender options were male or female?
2. Unlearning the gender binary takes a lot of work. What questions do we still have?
3. What is the difference between transgender and non-binary?



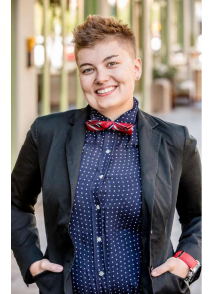
Gender Expression



A transgender woman in an office.



A transmasculine person in a winter coat.

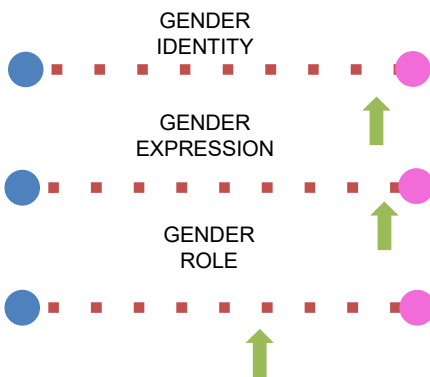


A gender-fluid woman on a city sidewalk.

Photos courtesy of the Gender Spectrum Collection.



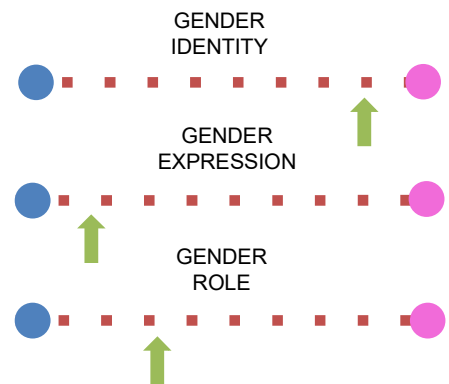
Remember, it is all a spectrum!



Reese Witherspoon as Elle Woods in the 2001 film, *Legally Blonde*.



Remember, it is all a spectrum!



Lea DeLaria, actress in *Orange Is the New Black*, 2013



Binary & Non-binary

Gender Identities

BINARY

MAN WOMAN

NON-BINARY

A person who does not identify exclusively as a woman or man. They may be both, somewhere in between, or outside the categories of woman and man.



Binary & Non-binary

NON-BINARY

"It's not that I don't fit into being a man or woman. I don't see a difference."



Non-binary Voices



Tilda Swinton
Academy Award
Winning Actress

"I don't know if I could ever really say that I was a girl—I was kind of a boy for a long time. I don't know, who knows? It changes."



Steven Tyler
Lead singer of
Aerosmith

"I've been misquoted as saying I'm more female than male. Let me set the record straight—it's more half and half."



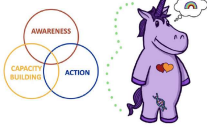
Non-binary voices



Alok Vaid-Menon
(they/them)

"Being non-binary isn't just about being defined by my absence (I am not a man or a woman), but also by my abundance (I am far too expansive to be encapsulated by the gender binary). Being non-binary is about embracing my fluidity, my becoming, my journey without a fixed destination."





Non-binary voices



"Throughout my life, I have made so many stops all along the gender and sexuality spectrums. Each one felt like home until it didn't. I'd stumble across a new shell and try it on. If it fit, I'd keep it, and leave my old one behind.



So I've been gay. I've been gender non-conforming. I've been queer. I've been genderqueer. And now I'm non-binary. And sometimes a demiwoman."

Karari Olvera Orozco (they/she)

Activist, writer, co-founder and former editor-in-chief of xQs! Magazine, an online LGBTQ Latin@ Multimedia Publication.

37

Key Ideas

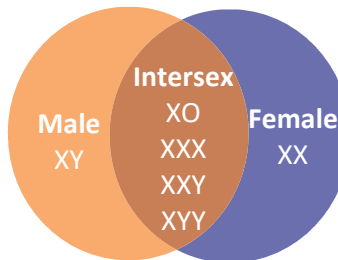


- Gender identities are constructed as binary, however, people's identities are much more fluid.
- People who identify as non-binary express their gender identity in many ways
- People's gender identity and sexual orientation can shift at different times.

"But science says..."



Intersex



Intersex is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't fit the typical definitions of female or male.

40



Trans identities

Trans woman
Trans girl

Someone assigned a male sex at birth who knows themselves to be a woman (or girl).

Trans man
Trans boy

Someone assigned a female sex at birth who knows themselves to be as a man (or boy).

Trans-feminine
Trans-masculine

Descriptive terms that transgender people use to explain where their gender expression lies.



Other Gender Identities



Gender Fluid

Genderqueer

Agender

Questions and Topics to Avoid

- Questions about genitalia or anatomy
It's not your business!
- Questions about sexual experiences
Also, not your business
- Any questions that imply someone should delay or stop transitioning
Are you sure you want to switch your pronouns this school year?
- Any comments on someone's transition
"I never would have known! You pass so well! You don't look trans!"
- Questions or comments about, or using a person's dead name
A dead name is the birth name of a transgender person who has changed their name
- Anything that assumes they are the expert on everything LGBTQ+
It's not their job to teach you or to speak for an entire, diverse community

TERMINOLOGY TO AVOID:

Don't use...	Because...	Use...
a Transgendered	Trans is not a noun! Trans is an adjective that helps describe someone's gender identity.	"Person who is Transgender" or the identity the person chooses for themselves!
Homosexual/ Homosexuality (unless someone chooses it for themselves)	This term comes across clinical and dog whistle-y	The identity someone chooses! LGBTQ+ as an umbrella.
"Sexual preference", "homosexual lifestyle"	These words have been co-opted as dog whistles to suggest gayness is a choice.	"Sexual Orientation"
"Sex Change", "Pre-op/Post-op"	These are antiquated and centralize surgeries and anatomy as a determining factor in gender identity.	"Transition" or "gender confirmation surgery"
"Biologically male/female"	It is rarely relevant what sex someone was assigned at birth and this suggests that trans women/men are not "real" women/men	IF NECESSARY... Assigned Female/Male at Birth (AFAB/AMAB)
"Hermaphrodite"	This is a super stigmatized word!	Intersex

Best Practice: People first terminology AND Ask (respectfully)

So...

What about “Queer”?



- There is a long history of language being weaponized to harm members of the LGBTQ+ community
- We must be intentional with our language and how we show up
- Again, a lot of this language is constantly changing, it is our responsibility to adjust and learn.

15 Minute Break!

Check out this site! It includes accurate and up to date maps that track LGBTQ+ policies across the nation. (We will revisit this map later)

https://www.lgbtmap.org/democracy-maps/ratings_by_state



Ellen and Ben



Intersectionality is a framework for understanding a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face.

I n d i v i d u a l	Internalized Oppression lies within individuals. These are our private beliefs and biases about others, influenced by our culture, that reside inside our minds .	S y s t e m i c	Institutional Oppression occurs within institutions and systems of power. It is the norms, policies and practices that are structured into political, societal and economic institutions that have the net effect of imposing oppressive conditions and denying rights, opportunity, and equality to identifiable groups.
	Interpersonal Oppression occurs between individuals . Once we bring our private beliefs into our interactions with others, we are now in the interpersonal realm.		Structural Oppression is bias across institutions and society . It's the cumulative and compounded effects of an array of factors that systematically privilege some and disadvantage others.



1. There are no hard and fast lines between the levels – and changing one can affect another.

While we believe that the individual is responsible for exploring personal bias

...

2. The way to effect change is by addressing institutionalized and structural oppression – this is where injustice lives.

UNDERSTANDING EXPRESSIONS OF OPPRESSION

Drawing on your knowledge base and experiences:

- Independently analyze the scenarios and determine the expression of oppression.
- Discuss at your tables and reach consensus about the expression of oppression in each scenario.
- TOTAL Report Out – 3 Minutes be prepared to report a 2 Sentence Summary of your scenario and the Consensus Decision about what level of oppression is being expressing and why.



What did you struggle with?

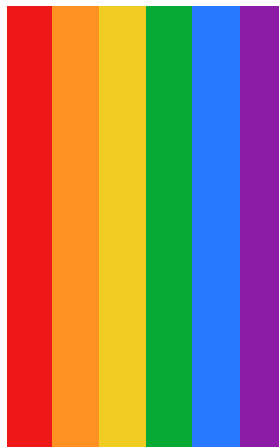
What was clear to you?

Key Ideas



There are not hard and fast lines between the levels – and changing one can affect another.

This framework helps us think about the size of the solution we need to fight the injustice at a particular level.



Grat

WHAT'S THE SIGNIFICANCE?

8.1 Million

TRUE OR FALSE

In my state, an employee can be fired for being transgender

TRUE OR FALSE

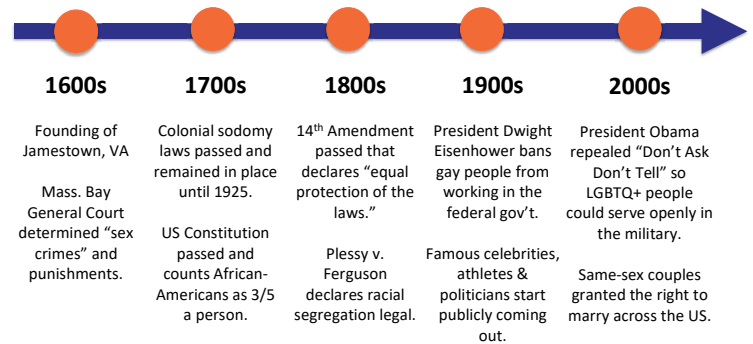
In my state, an employee can be fired for being a lesbian.

FALSE!

There are federal laws that protect LGBTQ+ workers from workplace discrimination in ALL states (yes, even yours).

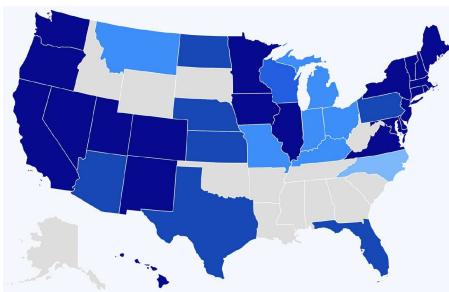
Federal Law

A NATION OF LAWS



A HISTORY OF BARRIERS

In 2019, Just 22 States + DC Prohibited Workplace Discrimination Based On Sexual Orientation And Gender Identity.

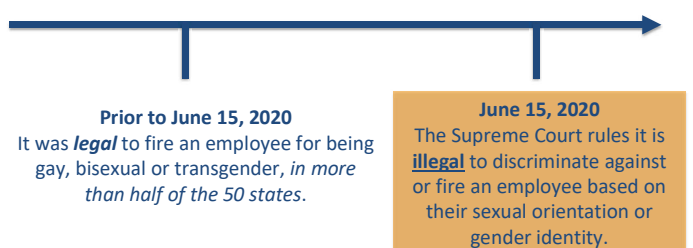


Source: Human Rights Campaign



A LANDMARK RULING

Bostock v. Clayton County





BOSTOCK V. CLAYTON COUNTY

Employment Discrimination is Illegal

Title VII of the 1964 Civil Rights Act prohibits employment discrimination based on race, color, religion, sex and national origin. **Bostock interprets “sex” to include gender identity and sexual orientation.**



BOSTOCK V. CLAYTON COUNTY

Discrimination in Educational Programs is Illegal

Title IX of the Education Amendments Act of 1972 states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."



ANTI-LGBTQ+ LEGISLATION

The following topics are currently being debated in state legislatures:

- Prohibiting healthcare for transgender youth
- Single-sex facility restrictions
- Excluding transgender youth from athletics
- Restrictions on identification documents
- Religious exemptions

Source: ACLU.org



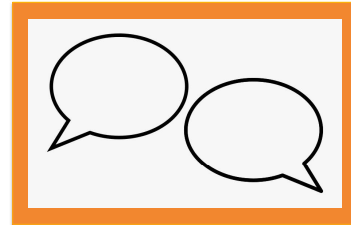
WHAT WE KNOW TODAY

- The Bostock ruling only applies to employment discrimination.
- Discrimination in other areas (e.g., housing) is still legal in many states.
- The Equality Act – a federal law currently stalled in Congress - would end discrimination across all areas for LGBTQ+ people.

Move it Move it



TURN & TALK



1. How have past and recent federal laws impacted LGBTQ+ individuals?
2. How does the Bostock ruling impact LGBTQ+ members? How does it impact the work of UniServ directors?

70

STATE & LOCAL LAWS ON THE RISE

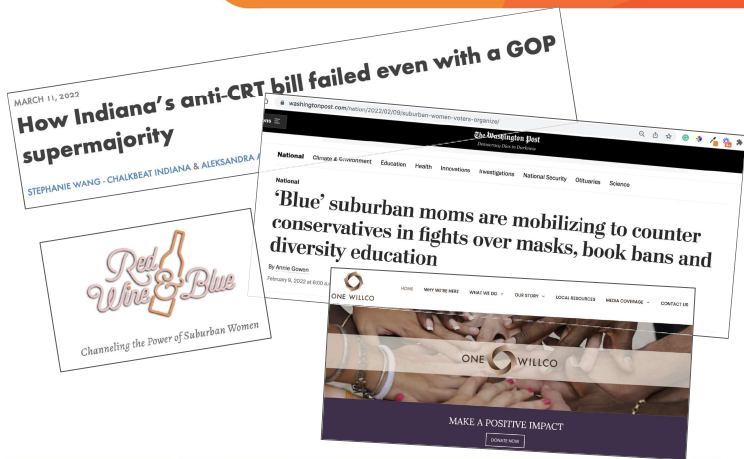
- In the absence of federal law that protects LGBTQ+ individuals, states are rushing to pass legislation.
- State laws range from being affirming to harmful of LGBTQ+ individuals & their families.
- Local School Boards have joined in passing policies that affirm or further marginalize/erase the history and lived experiences of LGBTQ+ and BIPOC students.



IMPACT ON EDUCATORS

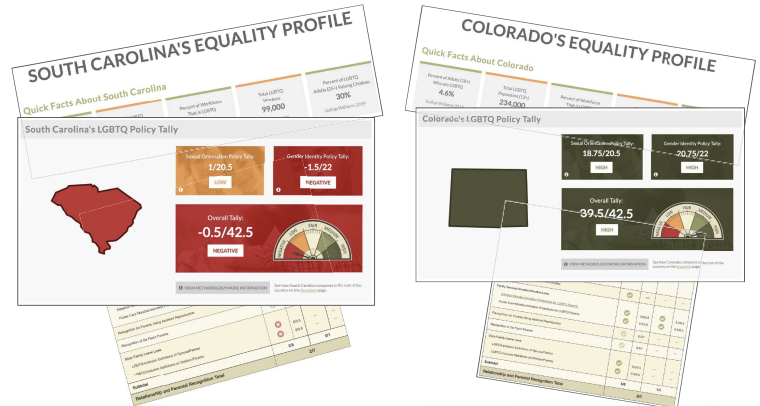


FIGHTING BACK



ACTIVITY #2

Review the Laws in Your State



Review the Laws in Your State

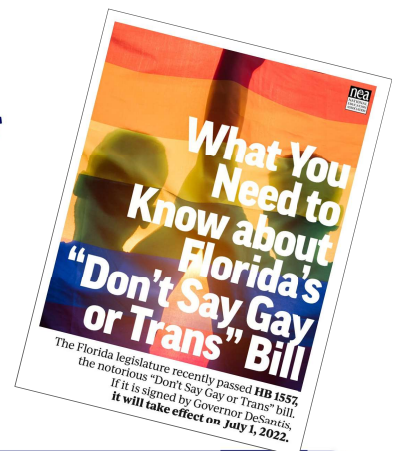
1. Go to www.lgbtqmap.org and Click Equality Maps or use the QR Code
2. Select "Choose a State" in the drop down menu.
3. Select a state and review the data.

How might this data impact members who are transitioning or transgender in your selected state?



NEA Partners

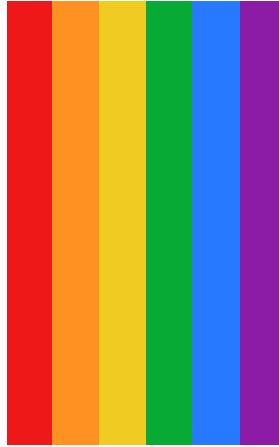
Legislative Trackers



Key Ideas



- At least for now, ALL LGBTQ+ workers are protected under Bostock.
- BUT Bostock is limited to Employment
- Affirming and destructive policies are popping up everywhere- The map resource is a good way to stay up to date.
- With the current Supreme Court, we don't know how long Bostock will survive



Jeny

Pg. 33 Pronoun Practice Exercise

Partner up

Share a story of a friend

Replace binary pronouns with **they/them**

Listener should correct every pronoun error



Key Ideas

- Using someone's correct pronouns is an important way to show respect.
- It is on us to get good at this.
- Using someone's name or neutral pronouns is the most respectful approach if you don't know.

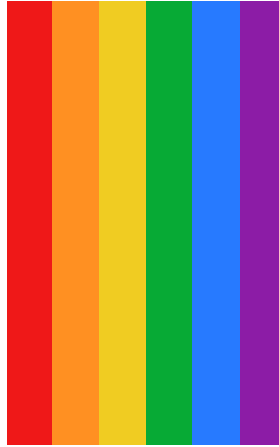
Lunch

1 hour for Lunch!



CUE IT UP!

Add the movie "Pride" to your to watch list. It is based on a true story about an LGBTQ+ group's solidarity with striking miners. A feel good union story, but make sure to have tissues handy!



Michelle

What Does It Mean To Transition?



Individuals May Go Through Various Transitions



Social Transition



Legal Transition



Physical Transition



SOCIAL TRANSITION

Social transition is when a transgender person makes others aware of their gender identity.



Theo Germaine, actor in Netflix's *The Politician*
They/Them and He/His



LEGAL TRANSITION

Legal transition is when a transgender person legally changes their existing documentation to match their gender identity.

These can be done by court order or state law.



PHYSICAL TRANSITION

Physical transition is when a transgender person undergoes medical treatments so that their sex characteristics better match their gender identity. **Before puberty, there are no medical interventions. Ever.**



Janet Mock (She/Her), Writer,
Director & Transgender Activist

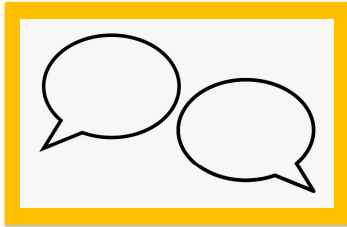
So, what about Drag?



Transgender refers to a personal gender identity and an authentic, lasting sense of self. In contrast, “drag” is a temporary and deliberate performance of gender.



TURN & TALK



1. Describe a time when you had to make a transition. Why did you want to make this change and did you face any barriers?
2. Based on what you know, what are some of the barriers members can face when transitioning?

Debrief and Key Ideas

BARRIERS TO TRANSITIONING

Not all trans people can transition as they would like to because of any number of factors, including:

- Financial cost
- Legislative rules/roadblocks
- Lack of access to competent healthcare
- Health problems
- Unhappy with options available
- Unsupportive family/family instability
- Homelessness/domestic violence
- Other personal reasons



SCENARIO: Supporting a Trans Educator

You are a Uniserv Director in a medium-sized conservative school district. A member reaches out to you and asks for your help. She explains to you that she is a returning employee who is transgender and began transitioning over the summer break. She is nervous about coming back in the fall and is asking for your help in navigating her return.

- What additional information would you need? How would you go about finding that information? What resources would you use or seek out?
- What would be your first steps?
- Knowing what we know now about transitioning and gender, what would you avoid doing?

15 minutes to answer the questions at your table.

One person from each group will report out on the questions.

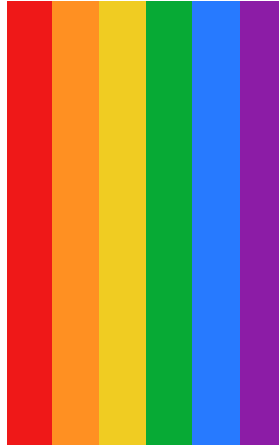
DEBRIEF pg 37

- What additional information would you need? How would you go about finding that information? What resources would you use or seek out?
- What would be your first steps?
- Knowing what we know now about transitioning and gender, what would you avoid doing?

KEY IDEAS



- We don't have to have all the answers immediately, but we have to know enough to find the information we need.
- We need to follow the lead of the trans individual however, it would be best to have some ideas of steps that can be taken.
- NEVER try to talk someone out of transitioning or question their decisions around their identity.



Linda

Pg 48

Building an equitable workplace

Family Meeting Time



Topic: Just how LGBTQ inclusive (or toxic?) is your workplace?

Content Warning

Content warning :
The next section discusses
microaggressions commonly
found in the workplace.



Building an equitable workplace

Microaggressions. They aren't just about race.



Building an equitable workplace

Microaggressions. They aren't just about race.



Building an equitable workplace

Microaggressions. They aren't just about race.



Turn and Talk



TYPES OF MICROAGGRESSIONS

TYPES OF MICROAGGRESSIONS

"You don't look _____"
Assuming "man"/"woman" roles in queer relationships
"It's a lifestyle"
Thinking you can "turn" someone
"No homo."
excluding family members
speaking for instead of letting speak
Invasive body part(s) questions
"I don't use singular 'they'"

WHAT to do when you witness a microaggression:

1. Assess the situation: are you able to respond
 - a. Environment
 - b. Physical/Employment Safety
 - c. Your own mental/emotional status
2. PAUSE. Breathe.
3. Ask the person to repeat what was said
 - a. "I don't understand the joke. Can you please repeat it so I can get what was funny?"
 - b. "Did you just say _____?"

WHAT to do when you witness a microaggression:

4. Take control of the situation.
 - a. "I don't find that funny."
 - b. "That type of language/question makes me uncomfortable, particularly in the workplace."
5. Offer a way to learn/grow (if you are in a place to do so with generosity, not passive aggressively).
6. Reflect: What information did you need to help educate the person OR to better understand the microaggression yourself?

Building an equitable workplace



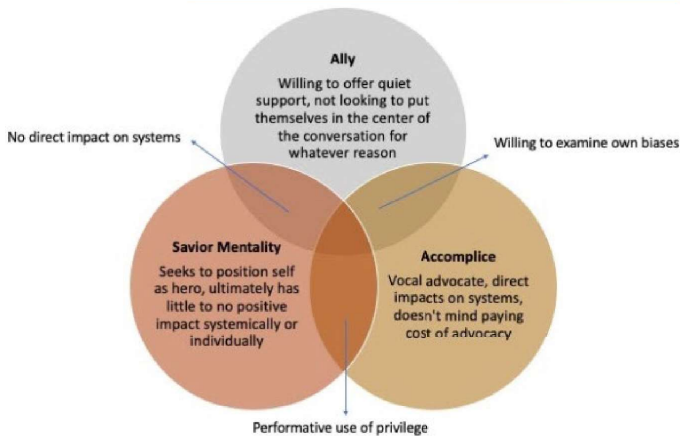
Be aware of:

- Context
- Environment
- Assessing whether or not the person directly affected wants the help or not.

Allyship means

- Allyship is the use of personal PRIVILEGE and proximity-to -power to advocate for change
- Allyship is a verb not a self-proclaimed identity
- Allyship is continuous
- Allyship means checking in not saving the day
- How do you incorporate allyship into your collegial and professional relationships?

From Savior to Ally to Accomplice



Building an equitable workplace

Turn and Talk:

Describe a time when you witnessed a microaggression against the LGBTQ+ community at work.

- How did you respond?
- Do you wish you could have handled it differently?
- What roadblocks exist to your most complete response?

Building an equitable workplace



What to do when YOU are called out ?

Building an equitable workplace

What to do when YOU are called out for a microaggression?

1. Apologize
 - a. Without "if" or "but"
 - b. context and excuse does not matter here
2. Make a commitment to be better in the future
3. Don't expect forgiveness without earning it
4. Don't apologize ad nauseum (it's just weird).
5. Don't expect the person to let you out of it.

Building an equitable workplace

Brainstorm: How to deal with the religiously grounded aggression?



Take a few minutes with your table to discuss how to respond when the microaggression is vocally rooted in faith or religion. Be prepared to share your table's thinking.

Key Ideas



1. Everyone deserves to work in an environment that is free of vocal indignities.
2. We each have a role in responding to microaggressions when we witness them, if we are in a place to do so safely and responsibly.
3. If we are responsible for the microaggression, an apology combined with a commitment to be better is essential for moving forward.

15 Minute Break!

During the break, continue
our earlier conversation
about intersectionality.

Check out the Human Rights Campaigns
report
“Black and African American LGBTQ
Youth Report” for more information
about the challenges experienced by
youth navigating multiple identities.



Barb

BUILDING AN ORGANIZING CAMPAIGN

Selecting a Scenario

- Take 2 minutes to review the Scenarios on page 52 of your handouts.
- Pick the scenario you want to work on!
- Move to the table that corresponds to that scenario



BREAKOUT SESSION

What Would You Do?

Scenario #1: Member disciplined for student's "about me" project which included pride flags

Scenario #2: Board policy issue and community outcry regarding treatment of transgender students

Scenario #3: Member disciplined for drag show on campus

**Why do you think that it is important that we address concerns around LGBTQ+ equity through an organizing model ?
(as opposed to relying solely on lawsuits and grievances?)**

Why an Organizing Approach



- Well-organized worksites and locals have a positive, visible presences
- Members feel that they have the collective power to solve their problems and see themselves as responsible for the win – not a third party (UD, Lawyer, Lobbyist).
- Builds power by continually increasing the amount of member leadership and ownership for the actions.

We cannot assume that the law/policy will always be on the side of LGBTQ+ equity!!!

What is an Organizing Campaign?

An action plan with a beginning, middle, and end, working towards a specific demand

- Involves a series of escalating actions (or tactics)
- Increases pressure on decision-makers
- Builds power by increasing engagement, developing leaders, and building capacity.
- Throughout the campaign we **identify milestones** that indicate we have enough power to try something **more** and something **bigger** and **win!**

- Issue
- Demand
- Target
- Tactics
- Escalation

STEP 1: Issue

PROBLEM vs. ISSUE

- **Campaigns** start with issues members care about.
- An **issue** is a slice of a workplace *problem*.
- Often a **problem** can have **different issues** depending on the perspective of the people we are working with.
- It is **KEY** to get enough input on what the *issues* are that make up the *problem* so that YOU do not drive the solution.

PROBLEM

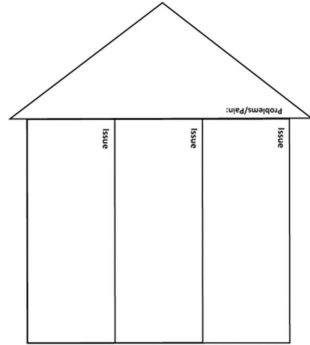


vs.

ISSUE



Issues are the small(er) actionable pieces that contribute to the larger problem
(Pg. 111)



EXAMPLE- Problem and Issue

PROBLEM -Our school is hostile to LGBTQ+ staff and students

- **Issue** – There are no gender inclusive bathrooms and/or transgender students are forced to use the wrong restroom
- **Issue** – Our healthcare and leave benefits do not cover non-“traditional” family structures or are not fully accessible to people with same-gender partners.
- **Issue** – Our administration forces us to “out” trans and queer students to their families.

SCENARIO WORK!

TIME: 10 Minutes

In your group, spend 10 minutes identifying the potential “Issues” in your scenario.



Assessing our Issues pg 110

What makes a good issue:

- It is widely felt and/or deeply felt.
- It is winnable.
- It builds the union and builds leaders.
- It has a connection to students and the public.

Assessing our Issues Pg 112

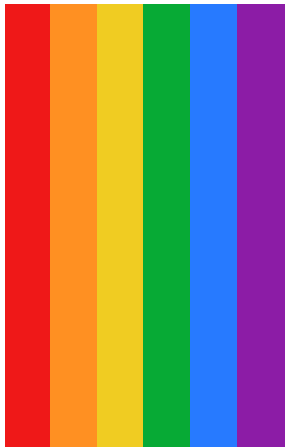
Sample chart
that can be used
to assess our
issues

Will the issue...	Issue #1	Issue #2	Issue #3
1. Result in a real improvement in people's lives?			
2. Give people a sense of their own power?			
3. Alter the relations of power?			
4. Be worthwhile?			
5. Be winnable?			
6. Be widely felt?			
7. Be deeply felt?			
8. Be easy to understand?			
9. Have a clear target?			
10. Have a clear timeframe that works for you?			
11. Be non-divisive?			
12. Build leadership?			
13. Set your organization up for the next campaign?			
14. Increase membership?			
15. Be consistent with your values and vision?			
16.			
TOTALS			

SCENARIO WORK!

TIME: 5 Minutes

In your group, spend 15 minutes evaluating
your issue using the chart in the handouts.



Sara

STEP 2:
Demand

Demand:

A demand is the **outcome** that **addresses the issue** that you are **making of a target**.

- Measurable
- Achievable

“Hey *Target’s Name*, we demand gender affirming bathrooms in every school!”

STEP 3: Target

Targets:

Is the person with the power to give you what you are demanding.

A single person:

- a name, face, & address

SCENARIO WORK!

TIME: 20 Minutes

In your group, spend 20 minutes deciding the following:

- Issue

revisit to make sure its the one you want!

- Demand

What do you want to win to solve your issue?

- Target

Who has the power to give you your demand?

(feel free to make up names and titles if your scenario doesn't have one!)

Advancing LGBTQ+ Justice



Grat
and Ellen with
the Spirit of
Anthony

Time to Talk

- How are you feeling?
- How are you thinking about the ways you will act differently to improve the systems that you work in?
- Questions?
- Concerns?



Ending It Right

Added Information
Evening Email
Feedback Forms



Choice Networking Time

“The opposite of
networking is
NOT working”

– Someone smart