

NAEA WOMEN'S CAUCUS OFFICIAL POSITION STATEMENT

Adopted April 1976. Revised March 25, 1983, May 1992

The National Art Education Association's Women's Caucus exists to eradicate gender discrimination in all areas of art education, to support women art educators in their professional endeavors, and to educate the general public about the contributions of women in the arts.

We believe that *all* women and men, girls and boys, must have equal freedom and opportunity to participate in and benefit from the arts and teaching professions. Educational practices which encourage gender stereotyping in the practice of the arts and or which do not provide equal exposure to the contributions of women artists and art educators perpetuate negative gender attitudes and social patterns. Such practices maintain women in positions of limited power, achievement, and aspiration, *and negatively affect all members of society*.

We recognize that the present problems of women's roles in the art education profession are part of the problems of women's roles in contemporary society in general. Identifying areas of discrimination and implementing solutions are difficult tasks; yet the profession of art education will be strengthened by the full participation of all its members. It is the responsibility of the National Art Education Association's Women's Caucus to facilitate the removal of existing gender barriers and to help establish a genuine parity for women educators within the profession.

As we work toward goals of equity for women, we also support a viable system which will provide parity for people of color and differently abled individuals.

I. It is the role of the National Art Education's 'Women's Caucus to:

A. Increase and support action on behalf of equality for women by

1. Increasing professional and public awareness of the contribution of women to the visual arts and art education professions
2. Making recommendations for action by the National Art Education Association on matters affecting the status of women in the profession and gender discrimination in education
3. Monitoring the National Art Education Association in respect to participation and leadership of women within the organization
4. Establishing relationships with other professional women's organizations
5. Encouraging research on the status of women, on gender discrimination in classrooms and related areas of concern
6. Encouraging changes in education curricula to include the contributions of women and to eliminate gender stereotyping
7. Demonstrating support for the activities of individuals in art education whose efforts on behalf of women have made them targets of discrimination
8. Monitoring professional meetings of exchange and policy making to discourage gender discrimination regarding leadership and contributions

B. Provide supportive services for women by

1. Helping women develop a sense of their own value in the job market place

2. Inspiring women to assume positions of leadership in art and art education
3. Fostering mutual support among women in the arts and art education profession

C. Provide educational services for women by

1. Surveying women membership for concerns and suggested activities and conducting programs on these concerns
2. Publishing a *newsletter* to report on the Women's Caucus activities and a periodic scholarly publication which supports the goals of the Women's Caucus to provide a vehicle for recognition and advancement within the profession
3. Publishing an annual scholarly journal to encourage and promote an understanding of how gender and gender-related situations affect art, art knowledge and the learning process

II. The NAEA Women's Caucus recommends

A. Support for equity for women within the organization by

1. Seeking greater participation of women in all its activities and ensuring equal representation at all decision-making and management levels
2. Following the principles of open hiring for all management positions in NAEA and adopting an open listing policy whereby these positions are listed in NAEA News
3. Insuring equal access to announcement space in the NAEA News and other NAEA literature for Women's Caucus activities
4. Examining for and insuring against discrimination in the award of SHIP scholarship
5. Subscribing and encouraging its members to subscribe only to those medical, retirement, disability or other insurance plans which ensure equal benefits to women or their survivors and which do not take a stance discriminatory to women on pregnancy, maternity, or other health issues
6. Requesting that each state select a representative to attend the Women's Caucus business meetings and act as liaison between the Caucus and the states' art education organizations

B. Be a public advocate for the elimination of gender discrimination and stereotyping in the art education profession by

1. Developing a national policy statement condemning gender stereotyping and discrimination
2. Surveying the roles, status, and career patterns of women in all areas of art education (including comparison with male art educators) on a regular basis; and making the results public through the NAEA News or Journal. Women's Caucus **REPORT**, or other publications.
3. Encouraging regional, state, and local branches of NAEA and state arts councils to sponsor workshops devoted to eliminating gender discrimination
4. Making available at no cost the "Women's Caucus" position statement to all requesting individuals and institutions
5. Working with organizations such as unions, the national Organization for Women and the CAA women's Caucus for Art which lobby for women's rights and help to affect positive legislation on behalf of women

6. Developing a resource file for referral of cases involving discrimination, thereby assisting women who have been discriminated against
7. Withdrawing recruiting privileges through the NAEA Placement Service from firms, corporations and institutions which discriminate against women

C. The NAEA Women's Caucus Acts as an educational agent for positive change by

1. Devoting an issue of Art Education every other year to topics such as contributions of women in art education, gender discrimination, bias- free curriculums, etc.
2. Establishing editorial guidelines against discriminatory language usage in all future NAEA publications

D. Network with other organizations that have goals which support diversity, pluralization, justice and the eradication of discriminatory practices against individuals and groups for gender, race, age, disability, or sexual preference.