

BY-LAWS OF THE NAEA WOMEN'S CAUCUS

Revised - March 1997

I THE NAME: The name of the organization shall be the NAEA Women's Caucus.

II THE PURPOSE: The NAEA Women's Caucus shall represent and work to advance the concerns of women art educators and artists, and to address issues of gender in art and education.

III MEMBERSHIP: Membership in the NAEA's Women's Caucus is open to all members of the NAEA; however, only those who pay for subscriptions will receive copies of the Women's Caucus newsletter and scholarly journal. All members of the Women's Caucus must also be members of the National Art Education Association.

IV. OFFICERS AS EXECUTIVE COMMITTEE:

A. The elected offices shall be President, President-Elect, Secretary, and Treasurer.

B. The Executive Committee shall be comprised of the elected officers and the Past-President.

C. The term of office for those elected shall be for two years beginning the day after the annual NAEA Convention.

D. Nominations for officers shall be submitted at the annual business meeting by a Nominating Committee selected by the Executive Committee.

1. The Nominating Committee shall solicit names for officers in a caucus newsletter prior to the annual business meeting.
2. If the President should be nominated to serve a second term, the Nominating Committee may either (a) present a candidate who will serve two years as President-Elect before assuming the office of Presidency, or (b) may nominate no candidate to serve as President-Elect during the President's first year in office.

E. A simple majority of members attending the business meeting will serve to elect the officers.

F. Expenditures may be approved by any two members of the Executive Committee.

V. BOARD OF DIRECTORS:

A. The Executive Committee shall be members of the Board of Directors.

B. Other members of the Board of Directors shall be appointed for a one-year term by the President after consultation with the Board of Directors.

C. Those to be appointed may serve in the following positions or in others at the discretion of the President:

1. Coordinator of Convention Local Arrangements,
2. Editor of the journal [newsletter]
3. Coordinator of Publications
4. Coordinator of Research,
5. Coordinator of Convention Program
6. Coordinator of Public Relations.

D. The President shall arrange for a liaison with the "Women's Caucus for Art".

E. The President shall select a committee to write a position paper.

VI. ANNUAL MEETING: An annual business meeting will be held during the NAEA's national convention.

VII. AMENDMENTS: Amendments to the By-Laws may be proposed in a caucus journal prior to the annual business meeting and voted on at the meeting. Amendments may also be proposed from the floor at the business meeting in which case they will be posted at the registration table and voted on the last day of the convention. A simple majority of members voting shall ratify an amendment.

NAEA WOMEN'S CAUCUS

OFFICIAL POSITION STATEMENT

Adopted April 1976 revised March 25, 1983, May 1992, March 1997, April 1998

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 equality of outcome in their 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 strengthen the profession of art education and allow [replaces "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 in access and outcome for all designated groups. [replaces "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. Encouraging changes in educational organizations to eliminate discrimination and foster women's achievement
8. Demonstrating support for the activities of individuals in art education whose efforts on behalf of women have made them targets of discrimination
9. 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
 4. Providing women with information on discrimination in the workplace and classroom, and on alternative solutions

- 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 all [the] awards including the [of] SHIP scholarship

5. Subscribing and encouraging its members to subscribe only to those medical, retirement, disability or other insurance plans which do 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 gender discrimination, contributions of women in art education, bias-free curriculums, etc.
2. Establishing editorial guidelines against discriminatory language usage in all future NAEA publications

D. Collaborate [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

CRITERIA FOR NAEA WOMEN'S CAUCUS OFFICERS

This list of guidelines was compiled by Sandra Packard, Enid Zimmerman, and Gill Clark.

- FOR EVERY OFFICE**
1. Commitment to the women's movement and awareness of the issues involved in respect to art education and women's concerns.
 2. Cooperative attitude in working with other people (especially women).
 3. Willingness to help with tasks that may not be assigned.
 4. Professional person in appearance and demeanor.
 5. Willingness and intention to attend national meetings.

- PRESIDENT**
1. Takes initiative and responsibility for tasks and decisions and follows through.
 2. Has sustained commitment and interest in Women's Caucus Activities and the women's movement.
 3. Has had previous experience in leadership roles.
 4. Should have some position stature in terms of contributions to the field of art education.
 5. Politically astute - assertive but not aggressive.
 6. Ability to have discourse with diverse groups without evoking hostility from these groups.
 7. Strong individual - a mature person who will not take adversity personally.
 8. Strong organizational abilities.
 9. Major commitment to job as President with a full realization of the time needed for adequate leadership of the NAEAWC (about 10 hours per week).
 10. Access to secretarial and correspondence services.

- PRESIDENT-ELECT**
1. Same tasks as President with the following additions:
 2. Willingness to learn from and cooperate with the incumbent president.
 3. Time Commitment - willingness to serve as president-elect before becoming president.
 4. Views job as more a trainee role - specific tasks and responsibilities should be delegated to president-elect.

- TREASURER**
1. Experience in handling money matters in other organization(s).
 2. Mathematical skills - especially computation skills.
 3. Honest and reliable.
 4. Someone who meets deadlines.
 5. A person living in the States - access to A United States bank.

- SECRETARY**
1. Has had some professional and writing/corresponding experiences.
 2. Access to mailing facilities - from a school district and/or university.
 3. Access to a secretary for typing or willingness and ability to type letters by one's self.
 4. Access to correspondence reproduction facilities.

Enid
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