

BY-LAWS OF THE NAEA'S WOMEN'S CAUCUS

- I. THE NAME: The name of the organization shall be the NAEA's Women's Caucus.
- II. THE PURPOSE: The NAEA's Women's Caucus shall represent and work to advance the concerns of women art educators and artists.
- 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 journal.
- IV. OFFICERS AS EXECUTIVE COMMITTEE:
 - A. The elected officers shall be a President, a President-Elect, a Secretary and a Treasurer.
 - B. The four elected officers and the Past President shall constitute an Executive Committee.
 - C. The term of office for those elected shall be for one year 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 journal 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 of 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.

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 previous year's Board of Directors.

- C. Those to be appointed may serve in the following positions or in others at the discretion of the President:
 A) Coordinator of Convention Local Arrangements, B) Editor of the journal, C) Coordinator of Publications, D) Coordinator of Research, E) Coordinator of Convention Program, F) 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.
- V. MEETING: An annual business meeting will be held during the NAEA's national convention.
- VI. AMENDMENTS: Amendment 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 serve to ratify an amendment.
- ***IV-D-2 Is an amendment submitted for approval at the 1976 business meeting.

OFFICIAL
 POSITION STATEMENT

NATIONAL ART EDUCATION ASSOCIATION'S WOMEN'S CAUCUS

The National Art Education Association's Women's Caucus exists to eradicate sexual discrimination in all areas of art education and to support women art educators in their professional endeavors.

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

We believe that 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 sexual 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 sexist attitudes and social patterns. Such practices maintain women in positions of limited power, achievement and aspiration.

- I. It is the role of the National Art Education Association's Women's Caucus to:
 1. Increase and support action on behalf of equality for women by:
 - A) increasing professional and public awareness of the contributions of women to the arts and art education professions.
 - B) making recommendations for action by the National Art Education Association on matters affecting the status of women in the profession and sexual discrimination in education.
 - C) monitoring the National Art Education Association in respect to the participation and leadership of women within the organization.
 - D) establishing relationships with other professional women's organizations.
 - E) encouraging research on the status of women.
 - F) supporting the concept of flexible job arrangements that permit women to continue in graduate school and professional service without penalty.
 - G) encouraging changes in education curricula to include the contributions of women and to eliminate sexual stereotyping.
 - H) demonstrating support for the activities of individuals in art education whose efforts on behalf of women have made targets for discrimination.
 2. Provide supportive services for women by:
 - A) helping women develop a sense of their own value in the job market place.
 - B) inspiring women to assume positions of leadership in art and art education.
 - C) fostering mutual support among women in the arts and art education professions.
 3. Provide educational service for women by:
 - A) surveying women membership for concerns and suggested activities and conducting programs on these concerns.
 - B) publishing a journal to report on the women's caucus and to provide a vehicle for recognition and advancement within the profession.

II. Recommendations for the National Art Education Association

1. Support equity for women within the organization by:
 - A) seeking greater participation of women in all its activities and ensuring equal representation at all decision-making and management levels.
 - B) following the principles of open hiring for all management positions in NAEA and adopting an open listing policy whereby those positions are listed in the NAEA News.
 - C) insuring equal access to announcement space in the NAEA News and other NAEA literature for Women's Caucus activities.
 - D) examining for and ensuring against discrimination in the awarding of the S.H.I.P. Scholarship.
 - E) supporting the Women's Caucus.
 - F) 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 does not take a stance discriminatory to women on pregnancy, maternity or other health issues.
 - G) arranging for the care of children of male and female members attending sessions at annual meetings.
 - H) 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 organization.
2. Be a public advocate for the elimination of sex discrimination and stereotyping in the art education profession by:
 - A) developing a national policy statement condemning sex stereotyping and discrimination.
 - B) 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.
 - C) encouraging regional, state and local branches of NAEA and state arts councils to sponsor workshops devoted to eliminating sex discrimination.

- D) making available at no costs the "Women's Caucus" position statement to all requesting individuals and institutions.
 - E) passing a resolution in support of Title IX. The Women's Education Equity Act and the Equal Rights Amendment, and disseminating this to the membership and to the appropriate legislative officers in each state where ERA is under consideration.
 - F) developing a resource file for referral of cases involving discrimination.
 - G) withdrawing recruiting privileges through the NAEA placement services from firms, corporations and institutions which discriminate against women.
 - H) holding the national meeting of NAEA only in those states that have ratified the Equal Rights Amendment.
 - I) funding the development of a slide presentation or film on women in Art Education and making it available to NAEA membership to increase membership awareness and to demonstrate role models to students.
3. Acting as an educational agent for positive change by:
- A) devoting an issue of Art Education every other year to topics such as contributions of women in art education, sex discrimination, bias free curriculums, etc.
 - B) working to eliminate discriminatory role expectations which direct males or females into specific levels of educational institutions.
 - C) establishing editorial guidelines against discriminatory language usage in all future NAEA Publications.