

NAEA WOMEN'S CAUCUS OFFICIAL POSITION STATEMENT
(with suggestions for change in italics: May 1992)

Adopted March 25, 1983

The National Art Education Association's Women's Caucus exists to eradicate gender discrimination in all areas of art education and 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 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 gender attitudes and social patterns. Such practices maintain women in positions of limited power, achievement, and aspiration.

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. Identifying areas of discrimination and implementing solutions are difficult tasks; yet our profession (*art education*) 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 genuine parity for women art 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. Supporting the concept of flexible job arrangements that permit women and men to continue in graduate school and professional service without penalty (*do we have the power to do this - should we consider dropping this item?*)
 7. Encouraging changes in education curricula to include the contributions of women and to eliminate gender stereotyping
 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
 - 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 journal 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

II. *The NAEA Women's Caucus recommends that:*

Recommendations for the National Art Education Association:

- 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. Supporting the Women's Caucus (*delete - too vague*)
 6. 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 (*good idea, but have we done this?*)
 7. Arranging for the care of children of male and female members attending sessions at annual meetings (*delete - is complicated and risky in a world filled with so much violence - don't know of any single group that has pulled it off successfully*)
 8. 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 (*this needs to be clarified - representatives need to know their responsibilities*)
- 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 Women's Caucus REPORT or other publications or Journal
 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. Keeping the goals of the ERA resolution alive while working for its future re-introduction and passage and disseminating this information to legislative officers of each state
delete the above and insert: 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
 8. 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 (*this can be deleted?*)
- C. *The NAEA Women's Caucus Acts* Acting 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. Working to eliminate discriminatory role expectations which direct males or females into specific levels of education institutions (*what does this mean - needs clarification*)
 3. 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, age, disability, or sexual preference.*

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DRAFT insert

We recognize that women's contributions to the field of art education may differ in theory, style, and content from men's. We believe in the right the voice, support and implement in theory and practice perspectives which reflect a feminist grounding and multicultural choices.

We also support and agree with the following Women's Caucus of Art "Statement of Purpose:"

WE ARE COMMITTED:

to educate

the general public about the contributions of women and people of color to the arts

to a non-racist, non-sexist approach

to art curricula at all educational levels.

to ensure the inclusion of the contributions

of women and people of color and discussions of gender-based issues in the history of art.

to expand

the dominant aesthetic to encompass all forms of creative expression.

to promote

a viable system that provides an opportunity for realistic economic survival in the arts, including financial parity and equal access to grants, funding and employment for women, people of color and differently-abled people.

to equal representation

and visibility for women's work in the art community

to the formulation and support

of legislation which contributes to the goals of the Women's Caucus for Art

(Notes to Kathy: We may want to rephrase the entire purpose to incorporate the WCA statement, which I think is more complete and powerful than ours. Let me know if you'd like me to work on integrating it more completely).

11/11/11