SECTION 1.0 the AAA and CoGEA

The most significant activity of 2010 was the renaming and expansion of the mission of the Committee on the Status of Women in Anthropology to that of the Committee on Gender Equity in Anthropology. In its 22 May 2010 meeting, the Executive Board of the AAA approved the re-authorization of the committee under the name of the Committee on Gender Equity in Anthropology, while recommending that it continues to monitor the promotion of women into higher ranks inside and outside of the academy, the status of women who are part of racialized minorities, and the status of the field as it becomes feminized.

Under the new charter, the CoGEA will continue to support the goals and mission of the American Anthropological Association in many ways. It remains aligned with the AAA’s mission to serve anthropologists by providing resources for evaluating and supporting professional and collegial conduct in regards to women, transgender individuals, and men in the discipline. It will continue in its role as a clearinghouse for information concerning workplace and disciplinary conduct.

The CoGEA serves to support the goal and mission of AAA’s Long Range Plan in one key capacity—in seeking to establish gender equity, it supports the opportunity for all anthropologists to teach, practice, and conduct rigorous, ethically sound research in professional, equitable, and collegial environments. Besides the change in name and mission, CoGEA contributed to this goal and mission in 2010 through:

- A double-panel invited session at the 2010 AAA Meetings entitled “Gendered Economies of Carework: Global and Local Dimensions of Theory and Practice,” organized by Dr. Jennifer Wies and including as panelists: Richa Dhanju (Texas A&M University), Jess Weinberg (New Mexico State University), Nanneke Winters (University of Antwerp, Belgium), Ellen Block (University of Michigan), Patti Meyer (U. of Kentucky), Connie M. Etter (Syracuse University), Felicity Aulino (Harvard University), Drucilla K. Barker (University of South Carolina), Shanshan Lan (Connecticut College), Margi Nowak (University of South Carolina), Aviva Sinervo (University of California), Mary Alice Scott (University of Kentucky), Jean Hunleth (Northwestern University), and Josh Fisher (High Point University).

- The offering of the 2010 CoGEA Award to Dr. Laura Nader, Emeritus Professor at UC Berkeley, for her tireless work on bringing attention to the issues of gender inequity in the field.

The CoGEA’s 2010 goal of beginning the development of an interactive tool that allows people to recognize and address scenarios of gender inequity in the field was not realized, but work will begin on the project in 2011.
SECTION 2.0 The CoGEA’s Plans for 2011

CoGEA sees 2011 as the year to redefine its role within the AAA as an advocate for the issues of gender equity. Its 2011 planned activities include to:

01 Begin the scenario development and digital media design of the Gender Equity Interactive Tool
02 Revitalize the CoGEA award
03 Organize a session for the 2011 meetings on the theme of “Tidemarks and Legacies” in feminist/gender anthropology.
04 Conduct more specific outreach to the Society of Gay, Lesbian, and Transgender Anthropologists, the Association of Feminist Anthropologists, and other AAA sections.
05 Support the role of gender equity in any Public Education campaign that the AAA chooses to pursue.

01 Details on CoGEA Gender Equity Interactive Tool

Taking COSWA/CoGEA’s extensive research reports and collected career histories, this project seek to transform them into interactive tools that enable women, men, and transgender individuals to identify gender inequity and be exposed to best practices in gender equity. Based on scenario-based learning, users of the tool would be able to select from a range of scenarios that demonstrate overt to subtle forms of gender inequity in anthropological industrial, academic, and student contexts. Users would walk through the various scenarios and gain insight to three potential perspectives: (1) of those who experience the inequity, (2) of those who perpetuate the inequity, and (3) of those whose roles require the management of anthropological work environments. The user would be able to select at specific decision points a path to resolve the equity issue raised in the scenario. The experience would conclude with resources the user can access for deeper understanding of the situations and approaches to resolving them. Users would have the opportunity to add new scenario outcomes based on their own successful strategies.

<table>
<thead>
<tr>
<th>Industry Context</th>
<th>Academic Context</th>
<th>Student Context</th>
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<tbody>
<tr>
<td><strong>Overt Scenario</strong></td>
<td>V1: Protagonist who experience inequity</td>
<td>V1: Protagonist who experience inequity</td>
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<tr>
<td></td>
<td>V2: Antagonist who perpetuates inequity</td>
<td>V2: Antagonist who perpetuates inequity</td>
</tr>
<tr>
<td></td>
<td>V3: Manager who must respond to inequity</td>
<td>V3: Manager who must respond to inequity</td>
</tr>
<tr>
<td><strong>Ambivalent Scenario</strong></td>
<td>V1: Protagonist who experience inequity</td>
<td>V1: Protagonist who experience inequity</td>
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<tr>
<td></td>
<td>V2: Antagonist who perpetuates inequity</td>
<td>V2: Antagonist who perpetuates inequity</td>
</tr>
<tr>
<td></td>
<td>V3: Manager who must respond to inequity</td>
<td>V3: Manager who must respond to inequity</td>
</tr>
<tr>
<td><strong>Subtle Scenario</strong></td>
<td>V1: Protagonist who experience inequity</td>
<td>V1: Protagonist who experience inequity</td>
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<td></td>
<td>V2: Antagonist who perpetuates inequity</td>
<td>V2: Antagonist who perpetuates inequity</td>
</tr>
<tr>
<td></td>
<td>V3: Manager who must respond to inequity</td>
<td>V3: Manager who must respond to inequity</td>
</tr>
</tbody>
</table>

Figure 1: Matrix of scenarios, contexts, and viewpoints

Funding: We are investigating funding options.

02 Details on Revitalizing the CoGEA Awards

To increase the visibility for the committee and solicit of greater numbers of applications for the award, CoGEA plans to:
- Adjust the deadline for nominations to May 1
- Increase the specificity of activities that would be applicable for nomination for the award
- Enhance our notification system to awardees and nominators
- Garner additional coverage of the award at the AAA meetings

05 Details on Supporting AAA Public Education Program

The CoGEA has proposed the gender be the next theme of the AAA’s Public Education Program and would be willing to facilitate the process. But if the AAA chooses another topic, we would suggest the analysis of gender play an important role and offer our expertise in this as well.
SECTION 3.0 Changes in Responsibilities and Objectives

Last year’s reauthorization reflected the changes in CoGEA’s responsibilities and objectives. The CoGEA’s new charter now reads as the following:


Responsibilities:
- To monitor all forms of gender discrimination within the discipline
- To pursue greater gender equity in the discipline by means of:
  o monitoring, including gathering information that illuminates issues that affect gender equity in anthropology as well as efforts to obtain existing comparable survey data,
  o advocating, including bringing findings before the Association's members, in the form of resolutions, when appropriate and
  o educating, including distributing brochures, meeting with department chairs, meeting with business representatives, setting up an interactive presence on the internet/web and writing periodic updates for the AN.
- To identify forms of sexual harassment and bullying in all settings where anthropologists work and learn including the varieties of biases that complicate issues regarding race/ethnicity, gender stereotyping and preferences, class, and disabilities.
- To interact on an ongoing basis with the Association's long range planning process on issues of gender parity.

SECTION 4.0 Issues for the Executive Board

The CoGEA has no outstanding issues for the AAA Executive Board, but does recommend the following two items:
01 Consider the Association’s needs with regards to gender equity data, reports, or other information and charge CoGEA with tasks as necessary.
02 Consider drawing from CoGEA to support the forthcoming Public Education initiative.
SECTION 5.0 the 2010 CoGEA Committee Members

Chair
Undesignated Seat 3
Elizabeth (Dori) Tunstall (E 08-11)
Faculty of Design
Swinburne University of Technology

Undesignated 1
Samantha Solimeo (E 08-11)
Department of Sociology & Anthropology-Box 8107
North Carolina State University

Undesignated 2
Holly Wardlow (E 07-10)
Department of Anthropology
University of Toronto

Undesignated Seat 4
Kira Hall
University of Colorado

Undesignated 6
Rita Wright
New York University

Undesignated 5
Stacie King (E 09-12)
Indiana University

Practicing/Professional
Jennifer Wies (E 09-12)
Eastern Kentucky University

Graduate Student
Hanna Garth (E 08-11)
UCLA Department of Anthropology

Ex-Officio
Virginia Dominguez (E 09-11)
University of Illinois
Department of Anthropology

Ex-Officio
Leith Mullings (E 09-11)
Department of Anthropology
CUNY Graduate Center