

Gendered Specialisms

Siri and Mimi



Roundtable Introductions



Rationale for this theme

- Lack of gender diversity in particular instruments
- Lack of gender diversity in particular genres or disciplines



Research: Instruments

- UK study in 2008
- c. 391,000 students learning an instrument within the local authorities aged between 5-18
- Some highly gendered instruments were the:
 - Harp (90% f)
 - Flute (89% f)
 - Electric guitar (81% m)
 - Tuba (77% m)
 - French Horn (51% m)
 - Cello (66% f)

Hallam et al. 2008



Research: Discipline and Genre

- 6% of women make up sound engineers in the UK (Crockett, 2019)
- 5% of Jazz instrumentalists are women (Women in Jazz, n.d.)
- 5.5% of conductors represented by British agents are female (The Guardian, 2019)
- 6% of harpists in the top orchestras are male (Quartz, 2018)



Participant Reflection

Can you think of any instrument or disciplines that you feel are 'gendered'?

Does it actually matter?

Do gender specialisms and their potential dynamics have concrete effects within the conservatoire?

Can we benefit from specialisms not being gendered?



How to combat with concrete actions?



Bibliography

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Male #MeToo Response Using the Intercultural Development Continuum (IDC TM)



Intercultural

Mindset

"I will model, and hold others accountable, to model behaviors respectful of women"

"I will strive to learn the culture my behaviors create for women"

"I will treat women as I would expect to be treated"

"I will help women adapt to the system"

"I don't see the problem"

Denial

Minimization

Acceptance

Polarization

The Intercultural Development Continuum (IDC TM)

Adapted by Kevin A Carter,

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Adaptation

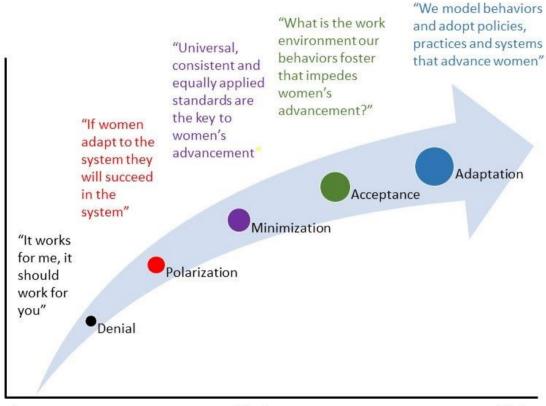
Monocultural Mindset © 2015-2017 IDI, LLC used with permission



Intercultural Development Inventory (IDI) vs Women's Engagement & Advancement

Mindset, and Behavior at IDI Stage

Low



Moderate High
Level of Women's Engagement & Advancement