

Non-Binary and Trans Inclusion

Policy

MAWA's legal mandate is "to encourage and support the intellectual and creative development of women in the visual arts by providing an ongoing forum for education and critical dialogue." The organization was founded to help achieve equality for women in the visual arts.

In light of ongoing gender inequality, discrimination and misogyny, some MAWA programs and all Board of Director positions are reserved for women (cisgender and transgender) and non-binary folks who feel comfortable being included under the umbrella term "women" (regardless of appearance or gender assignment at birth).

Many MAWA programs and Committees welcome participants of all genders. MAWA recognizes the gender spectrum and each individual's right to self-identify or refuse to identify.

All MAWA participants are entitled to respectful treatment (see MAWA's Code of Conduct - Anti-Discrimination, Anti-Harassment and Respect Policy).

Procedure

MAWA program promotion will state which genders are welcome at each program. If not clearly stated, all genders are welcome.

MAWA never polices gender. Each individual can apply to and participate in programs according to their own self-identification.

MAWA strives to respect the pronouns of participants. When pronouns have not been established and an incorrect pronoun is used, MAWA staff and group leaders welcome correction or, if they are aware a mistake has been made, will correct those who have used the incorrect pronoun. All MAWA participants will be asked to respect an individual's stated pronoun. Participants who refuse to use correct pronouns will be asked to leave by staff or group leaders. Such incidents will be reported to the Executive Director.

MAWA has a gender-neutral washroom. When conducting events offsite, staff contacts the facility in advance to designate at least one washroom as gender-neutral.