

# GALE SIG Newsletter

Gender Awareness in Language Education Special Interest Group (JALT)

November 2011

At JALT 2011 Conference...

## GALE AGM

Sat. 6:45 PM - 7:45 PM in Room 308

## Best of JALT Reception

Sat. 7:15 PM - 8:30 PM

Take this opportunity to help honour two of our members for notable achievements in presentations over drinks and light refreshments.

**Gwyn Helverson:** *Performing the Gendered Body in Visual Art: My Grandmothers: Yanagi Miwa Challenges Japanese Society's Concept of Aging*

[Presented at International Gender and Language Association IGALA6 Conference September 2010].

**Folake Abass:** *Exposing Gender Stereotypes*  
[Presented KyotoJALT/GALE Conference July 2010]

## Raison d'être

GALE exists:

- to research gender and its implications for language learning, teaching, and training
- to improve pedagogical practices, develop language teaching materials
- to raise awareness of workplace and human rights issues related to gender
- to increase networking opportunities among language professionals interested in gender issues

## How to get involved in GALE:

- Volunteer to be on the executive board
- Become a member-at-large
- Join the Journal editorial board
- Organize a regional event

At JALT 2011 Conference...

## GALE PANEL DISCUSSION

*Colouring the Ivory Tower:  
Desperately Seeking Diversity and  
Equality in Japanese Academia*

Sat. November 19th,  
12:40 PM - 2:10 PM, Room 415

### PANEL ABSTRACT:

This panel seeks to address issues pertinent to equality and diversity in modern Japan, and at Japanese universities in particular. The papers themselves represent a broad but related spectrum of areas, including sexism within the English teaching profession in Japan, racialized and gendered recruitment practices at Japanese universities as well as an examination of the fallacies and fables used to excuse and propagate harassment in academia. In a modern era, where Japan strives towards ideals of equality and diversity, there is increased pressure on Japan to put its "internal house" in order. These papers reflect areas in higher education that need urgent critical attention in integrating and respecting the true diverse nature of its residents. It is hoped that through these presentations and the pursuant discussion we can create a theoretical and practical framework promoting diversity and equality within the academe.



Photo by Florence Smith JALT Conference 2008, Tokyo

**GALE Executive Officer's Reports [2010/2011]  
Full reports on GALE Website.**

**Co-Coordinator: Folake Abass**

**Co-Coordinator: Nancy Lee**

**2010-2011 Report**

GALE has had a great year and it has been a privilege for me to be the coordinator. We had a conference in May held at Kyoto University, which our co-coordinator, Nancy Lee, was able to arrange for us. This was our first conference since 2008 and we had a great venue for it. The conference was a great success and very well attended. There were twelve excellent presentations which included a panel of five presenters and our greatest feat of all, two presenters who came all the way from Pakistan. Our presenters from Pakistan faced many hurdles getting here but with their persistence and our help, they were both able to get visas, which allowed them to attend the conference and present.

In addition to this, we collaborated with Kyoto JALT again and held a one-day mini event in October. After the success of our collaboration with Kyoto JALT last year where we held the same kind of event, we decided that it would be great to have another one this year. For this event, we had two presenters Todd Squires and Gerry Yokota. This was a very nice intimate event with a few people coming from as far away as Chiba and another from Hiroshima. Also worthy of note is the fact that GALE has finally got a constitution. With the help of Jennifer Teeter and Taka Okazaki who worked very hard on the Japanese translation of the constitution, we have now got the approval of the JALT Executive Board. Once the constitution has been officially ratified at the GALE's AGM during the JALT National Conference 2011, we will then have the approval of the Tokyo Metropolitan Government.

So all in all, a great year for GALE and an even greater year for me as the coordinator. It has been an amazing growing and learning experience especially in terms of organising the conference and I'm very grateful for the experience. There were a few moments of frustration in the beginning especially during the planning stages but as everyone rallied around to pitch in and help, it all came together beautifully in the end.

Unfortunately, this is to be my last year as GALE coordinator and as part of the executive team. I first joined GALE as the Program Chair in November of 2008 and held that position for 3 years before becoming the coordinator last year. I had hoped to stay in this position longer but a whole new life awaits me as I will be leaving Japan at the end of my contract in March next year and venturing forth to new beginnings. It has been a pleasure and a privilege to be a part of GALE and I would like to express my deepest thanks to all of you for your support and well wishes during the course of my tenure.

**Treasurer: Dodi Levine**

**2010-2011 Report**

The GALE Shinsei account has a 562,060 yen balance, as of Oct. 31, 2010. We began the fiscal year with a 480,916 balance.

All records and documents passed the internal audit in May and as last year we are in tip-top shape. I will be leaving as treasurer after two years, and I'll be happy to help in the transition with the new officer. I will be reporting the GALE MAS to JALT through the period ending November 30th.

**Co-Program Chair: Michi Saki**  
**Co-Program Chair: Sandy Healy**  
**2010-2011 Report**

In May 2011, GALE held a one-day conference, "Gender Awareness in Language Education Conference: Exploring Gender and its Implications" at Kyoto University. The program chairs assisted with coordinating the presentations and panel discussions by GALE members, creation and distribution of conference's promotional materials, mailings, coordinating the registration desk and set up on conference day, etc.

In October 2011, Todd Squires and Gerry Yokota presented on gender as GALE members at the 2nd annual special joint event with Kyoto JALT at the Campus Plaza in Kyoto. The program chair liaised with Kyoto JALT to organize this meeting.

The program chairs assisted in promotional e-mails to GALE members to advertise the GALE Panel entitled, "Colouring the Ivory Tower: Desperately Seeking Diversity and Equality in Japanese Academia" at the JALT National Conference 2011. The program chairs also informed GALE members about the winners of the "Best of JALT" winners for GALE SIG (Gwyn Helverson) and Kyoto Chapter (Folake Abbas) by email.

**Membership Chair: Tina Ottman**  
**2010-2011 Report**

Over the 12 months since GALE's last AGM, GALE has seen a rise in its JALT membership from 55 members to 68 members, no doubt due to the hard work of coordinator Folake Abbas and other executive members. 8 members joined in May 2011, as a result of GALE's successful workshop.

Every month a new membership list is downloaded from the JALT internal website. Notification of membership data is sent to members of the GALE executive. New JALT members receive a welcome email from me detailing GALE activities, and encouraging them to contribute to the GALE all members mailing list at [Gale\\_allmembers@gale-sig.org](mailto:Gale_allmembers@gale-sig.org) and check out the GALE Website <http://gale-sig.org/>. JALT members in transition are encouraged to update their membership. They are sent an e-mail message by me asking them about their membership status and encouraging them to remain a part of GALE. A new informal discussion group for GALE members was created on Facebook in 2008 by the previous coordinator. The Facebook group <https://www.facebook.com/group.php?gid=20467073385> currently has 30 GALE members. We do not yet have a Twitter stream, but as this is a growing media perhaps it is worth consideration.

**Publication Chair: Salem Hicks**  
**2010-2011 Report**

This year I have been joined by Robert Ó'Móchain as co-editor of the GALE Journal. We published some excellent papers in volume 4 this Autumn and are presently working on the regular volume 5.1 and the Special Conference Proceedings volume 5.1 featuring papers presented at the GALE conference in May this year. We continue to have the help of an excellent editorial board who continues to dedicate their time and expertise to make the Journal a professional success each year. Also, a short newsletter has been produced for general information about GALE and short updates for distribution at conferences and events. See the website for more information and how to be part of the publications team for GALE.

If you would like to join the editorial board to review or proof-read papers, become an associate editor or help out in another way please contact us at [editor@gale-sig.org](mailto:editor@gale-sig.org).

**The Journal and Proceedings of the Gender Awareness in Language Education special interest group of JALT**  
**...affectionately known as "THE GALE JOURNAL"**

**Call for papers for GALE Journal Volume 6, Summer 2013**

**150-word abstract deadline: Nov. 1, 2012**  
**Completed Paper Deadline: Dec. 15, 2012**

**Submissions and inquires: [editor@gale-sig.org](mailto:editor@gale-sig.org)**  
**See website for archive Journals**



GALE members JALT 2010 Conference in Nagoya,

#### **GALE JALT SIG EXECUTIVES 2010-2011:**

**Co-Coordinators:**

Folake Abass/Nancy Lee: [coordinator@gale-sig.org](mailto:coordinator@gale-sig.org)

**Co-Program Chairs:**

Michi Saki/ Sandra Healy: [programchair@gale-sig.org](mailto:programchair@gale-sig.org)

**Treasurer:**

Dodi Levine: [treasurer@gale-sig.org](mailto:treasurer@gale-sig.org)

**Membership Chair:**

Tina Ottman: [membershipchair@gale-sig.org](mailto:membershipchair@gale-sig.org)

**Publications Chair:**

Salem K. Hicks: [publicationschair@gale-sig.org](mailto:publicationschair@gale-sig.org)

**Member(s)-at-Large:** Kristie Collins, Blake E. Hayes, Gerry Yokota, Jhana Bach, Joanna Hosoya  
[memberatlarge@gale-sig.org](mailto:memberatlarge@gale-sig.org)

## **Professional Development Scholarship**

GALE offers one Professional Development scholarship to each conference that GALE officially participates in. The purpose of the scholarship is to support research in the field of gender awareness and to help support GALE members who do not have research funding.

A grant for a maximum of 40,000 yen will be made available to the successful applicant. The funding is intended to be used to help defray transportation, accommodation and conference fee costs for the conference. This grant is only available to GALE members who do not have access to research funds or conference travel funds from any of their employer(s). In return, the successful applicant **MUST** give a presentation on a GALE related topic at the conference [under the content area of Gender in the case of JALT conferences] and commit to writing an academic research article based on that presentation to be published in the next edition of the GALE Journal and Proceedings.

Please send enquires to:  
[scholarship@gale-sig.org](mailto:scholarship@gale-sig.org)

## **JOINING GALE**

Although GALE is a special interest group of JALT, you do NOT have to be a member of JALT to be a subscriber of GALE. Subscribers have full access to members rights except they cannot become GALE executive board members. Those who wish to join GALE can either:

¥1,500 (JALT members) should be sent by post to the JALT office using a "furikae" form in "*The Language Teacher*" magazine. Please contact the JALT Central Office for more details.  
<jco@jalt.org>

¥2,000 (non-JALT members) should be sent to the GALE treasurer. Please contact the GALE membership chair for more details.

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Presentations will be 15-20 minutes each followed by lengthy participant discussion session. Please join us.

## GALE PANEL DISCUSSION

### ***Colouring the Ivory Tower: Desperately Seeking Diversity and Equality in Japanese Academia***

**Panelist:**

**Salem K. Hicks, Ritsumeikan University**

**Title: *Invisible Gender: Foreign Women Academics in Japan***

Although the TESOL profession is a largely "female" dominated occupation, in Japanese universities it is dominated by men. The difficulty foreign women face in acquiring even part-time tertiary faculty positions is substantial. In Japan, the Native-speaker ideal continues to be "white" male, and the exceptions to this norm face numerous barriers. This research used semi-structured interviews of foreign women, teaching in higher educational institutions, to describe their experiences as professionals in the Japan-based TESOL community. These interviews illuminated how foreign women negotiate some of the unique ideological and structural obstacles to equality within the male-dominated foreign sub-culture, as well as the broader Japanese culture. The obstacles identified in this double-layer of cultural negotiation are important in understanding how gender impacts on the unique landscape of the foreign TESOL community. Several ideologies and structures operating within the dual layers of culture were identified in the data: the male as breadwinner model of citizenship; representation of male as normative; informal homophilic networks linked to nepotism in hiring; social and professional isolation and exclusion; permissive attitudes towards power and sexual harassment; and the reckoning of mainstream feminist ideals within a conservative sub-culture.

**Panelist:**

**Blake E. Hayes, Ritsumeikan University**

***Racialized and Gendered Hiring Practices:  
Egalitarian Ideologies and Appropriate  
Affirmative Action***

Globalization and modernizing forces are influential in Japan's trajectory regarding gender and race egalitarianism, but they are also met with resistance when they conflict with national values. Methods for engineering social change regarding equality such as economic, organizational, political, and cultural policies can be thwarted by cultural ideologies that override

change toward egalitarianism, particularly regarding employment. Additionally, institutional constraints combined with a traditionally gender segregated labour market results in the juxtaposition of apparently contradictory ideologies: the separate spheres for women and men, private and public respectively, are in conflict with modernizing ideologies of increased equality for women in employment. This is intersected with a racialized ELT labour market, and affirmative action approaches including compensatory models, diversity models, discrimination-blocking, and integrative models are generally stymied by recalcitrant traditionalists. Using unstructured interviews, this research examined structural and ideological benefits and constraints that emerge in hiring processes in Japanese universities focusing on the intersection of race and gender and highlighting the tension between traditionalist cultural narratives and Japan's trajectory of change to egalitarian ideals.

**Panelist:**

**Fiona Creaser, Osaka University**

***The truth behind the harassment myth***

This paper examines the truth behind the harassment myth, by harassment myth I mean the fallacies and fables used to excuse and propagate harassment in academia in general and in Japan more specifically. Anecdotal evidence clearly indicates that harassment is alive and kicking on campuses throughout Japan, and people who are suffering from harassment often suffer in silence in spite of high profile harassment awareness campaigns. This paper will trace the trajectory of harassment awareness from the coining of the phrase sexual harassment in the 1970s by Lin Farley to the expansion and definition of other forms of harassment such as academic harassment, power harassment and the most recently coined moral harassment. The history of harassment policy in Japan will be discussed and the effectiveness of awareness policies analysed. Pertinent questions such as: why is harassment so prevalent on Japanese campuses; why is it still so difficult for victims of harassment to come forward and make a complaint; and finally why is there still so much ignorance about the effects harassment can have on a persons life and career, will be explored. Finally, some methods of breaking the myth apart and stopping the crippling isolation harassment causes will be discussed.