

Research Activities in UK

Clara Greed who is a Reader in the Faculty of the Built Environment, University of the West of England, Bristol, UK, previously undertook research on 'women in surveying' (published as the book 'Surveying Sisters: women in a traditional male profession' by Routledge, 1990). Following this she researched the position of women in the town planning (urbanism) profession, and concluded that although this area was ostensibly more 'social' and less 'technical', with more women, in fact similar problems existed, and few women were in senior positions (as described in her book, 'Women and planning: creating gendered realities' published by Routledge 1994).

Since 1997 she has been broadened her work, undertaking ESRC (Economic and Social Research Council) funded research on 'the changing composition and culture of the construction industry'. She has found that attempts to increase the numbers of women and other minorities in the construction and built environment professions have met with limited success, because of the 'macho' dirty, aggressive and technological image of the industry (albeit a false image). Far from changing the culture of construction, new subcultural groups and minority organisations and professional practices have developed 'outside' the mainstream. Many women work in 'off-site', office based and self employed consultancy roles rather than being directly involved in the construction process.

But is this a matter of choice, or were they 'pushed'? In spite of at least 20 years of equal opportunities and feminist activities it would seem that little has changed, particularly not at the more senior levels, indeed clear 'employment segmentation' can be observed, and some male senior managers appear never to have heard of equal opportunities issues. More worryingly, numbers of applications from women for construction and surveying courses in higher education are dropping.

Yet many women want to enrol on 'vague' environmental, 'green' courses, which may lead to limited career opportunities, and, they do not seem to realise the importance of professions such as surveying in affecting environmental issues. Indeed some have informed me that they find both 'feminism' and the 'construction professions' BORING and of no interest or relevance to them.

Clearly there is need for further research on how this situation came about, and on how to change attitudes both within the industry and among women, so the work of the pioneer women is not in vain.

Whether this is a particularly 'English' problem is unclear, but possibly a similar situation manifests itself in different ways in different European countries, but overall the surveying profession remains more male across Europe than one would have

expected by now, relative to other professions, 100 years after the first women entered surveying. Clara discussed these issues with colleagues at two recent conferences in June 1998, namely the CIB (International Construction Conference) in Gavle, Sweden (nearly all men delegates) and the Eurofem (women urbanists) conference in Hammeenlina, Finland (nearly all female delegates) and it certainly seems that gender divisions are as strong as ever - but there are still a few exceptional women battling on and breaking down barriers in every country.

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MEMBERSHIP OF THE CONTRUCTION PROFESSIONS 1996 IN UK										
BODY	Student Members			Full Members			Total Membership			% of Whole Sector
	Total	Female	%	Total	Female	%	Total	Female	%	
Royal Town Planning Institute Σ	2196	957	43,0	13698	3025	22,0	17337	3972	23,0	6
Royal Institution of Chartered Surveyors	8193	1267	15,5	71865	4886	7,0	92772	8062	8,7	35
Institution of Structural Engineers	4358	586	13,4	10114	137	1,3	21636	951	4,4	5
Institution of Civil Engineers	8353	978	11,7	42658	767	1,8	79480	3425	4,3	26
Chartered Institution of Building	9859	620	6,2	10244	94	0,9	33143	903	2,7	5
Architects and Surveyors Institute	-	-	-	-	-	-	5046	130	2,5	2
Royal Institution of British Architects	3500	-	31,0	22670	1819	8,0	32000	-	12,0	11
Association of Building Engineers	327	34	10,4	2292	39	1,7	4577	104	2,3	2
Chartered Institute of Building Services Engineers	2196	116	5,3	6275	66	1,1	15264	319	2,0	3
Chartered Institute of Housing	4190	2654	63,0	8258	3465	41,0	13490	6375	47,0	4
Architects Registration Board, ARCUK, UK only	-	-	-	-	-	-	25153	2892	11,5	-
British Institute of Architectural Technology	-	-	-	-	-	-	5495	182	3,3	2
Approx Total for all	Of 1,3 million in construction 15 % are professional of these, 6 % are women: 0,9 % of total						195000	12000	6,0	

Fifteen Years of Affirmative Action in the American Congress on Surveying and Mapping, USA

BACKGROUND

The American Congress on Surveying and Mapping (ACSM) is the umbrella organization for the National Society of Professional Surveyors (NSPS). Total membership in ACSM, including NSPS and 3 other member organizations, has been fluctuating during this decade between 4000 and 8000, depending upon the national economy.

In 1981, ACSM commissioned a private firm to conduct a study of the ACSM membership. Published in the ACSM Bulletin later that year, the report of the membership study included many interesting items, including the fact that women made up only 2 percent of ACSM and only 1 percent of NSPS.

In 1992, ACSM President Robert Foster commissioned a new study of ACSM membership to specifically estimate the percentage of female involvement in the organization. The 1992 study was conducted by Dr. H. Joseph Straight and Dr. Nancy Boynton, both of the mathematics and computer science department at the State University of New York College at Fredonia.

By then, women had increased to 4 percent of the membership of ACSM and 2 percent of the membership of NSPS. Moreover, women had risen to positions of prominence in both organizations, with two women serving as presidents of ACSM and one woman serving as president of NSPS.

Several other women had taken places on the executive boards of both organizations, and many state affiliate organizations of ACSM/NSPS also had women surveyors serving in elected executive positions. Additionally, female surveyors were being named to their respective state licensing boards, the branch of government that oversees the professional registration and practice of land surveying in each state.

The situation for other traditionally under-represented persons in ACSM was not as bright. In 1992, it was estimated that less than 1 percent of ACSM was made up of African Americans and Native Americans. Hispanic Americans were estimated to make up about 2 percent of ACSM at that time.

ACSM INITIATIVES FOR STUDENTS

For many years, ACSM has sponsored student chapters at colleges and universities that offer surveying and mapping programs. Students are also offered discounted membership fees and discounted or free registration fees for national conventions; they are often recruited to assist in the day to day operations of the convention itself.

Also at its semi-annual conventions, ACSM conducts a career fair, in which recent graduates are offered the opportunity to connect with major firms that are looking for qualified employees.

Several college and university scholarships are offered through ACSM. They are given annually and based upon a selection process. Typically a student would apply for several ACSM scholarships at one time, checking a list of categories under which he or she is eligible.

Examples of eligibility criteria include region, type of school, grade point average, gender, area of specialization, and year of school. A committee of qualified judges then considers each applicant for all of the award categories in which he or she is eligible. Top students are selected for the highest awards, the next best students for the next best awards, and so on down the line.

In the early 1980s, several students from an ACSM student chapter wrote to ACSM to request that the "wives programs" at semi-annual conventions be renamed as the "guests programs." The students noted at that time that not all surveyors should be expected to be male, and not all of their guests to be female. This was the first affirmative action taken by members of ACSM, and it can be credited to students.

For the past five years, there have been one to three ACSM or NSPS scholarships specifically targeted toward women. Some of the credit for this can be given to the Forum for Women in Surveying, which was convened in 1983. Mary Feindt, LS of Michigan was elected as the first chair of the group, and there were originally 150 members.

The Forum was first created to produce a resolution combatting offensive advertising of surveying equipment. In 1983, for example, the primary American trade journal contained seven printed advertisements which featured, along with surveying equipment, women dressed in lace negligee or small swimsuits.

The Forum for Women in Surveying drafted an ACSM resolution calling for professional advertising in ACSM publications. It was hoped that if ACSM set a high example, then trade journals and state affiliate publications would follow that example.

The resolution was voted upon by the 150-member Forum by mail ballot. Upon its successful adoption at that level, the resolution was next adopted by NSPS and immediately thereafter adopted by ACSM.

Forum member Loyce Smith offered a test through which a printed advertisement could be judged: if a woman is pictured in a surveying equipment advertisement, one should imagine the same ad with a man of the same age and in similar but masculine attire. If the advertisement would appear ridiculous in such a scenario, then it is equally ridiculous with a woman in it.

For example, if an advertisement features a young woman in a small swimsuit standing next to surveying equipment, one may imagine the same advertisement picturing

a young man in a small men's swimsuit. If that would be inappropriate, then it is equally inappropriate with the young woman in the advertisement.

Gradually, surveying advertisement in the United States began to improve. Members of the Forum were pleased with the results of their accomplishment.

BACKLASH

There were repercussions, however. A small but vocal minority of NSPS members were angered by the Forum's initiative and labelled the group as a "negative" endeavor. The same thing was happening across the country. All forms of affirmative action were becoming known as "negative" or "reverse discrimination."

During the 1980s, more and more members of NSPS became convinced that the Forum was dangerous to the tradition of ACSM. For example, when the Forum introduced to ACSM a proposal for creating publications without a masculine gender bias, the Forum became known as a radical group.

Another problem arose when the Forum succeeded in a campaign to send an African American surveyor as part of the American delegation to the 1986 FIG congress in Toronto. At the same time, Forum members had protested a string of offensive advertisements that had recently appeared at ACSM conventions.

A group from NSPS cornered the African American woman in Toronto and coerced her to face a circle of men who scolded her for allowing other women to make the protest against the offensive advertisements. The Toronto incident launched a major NSPS move to smear the Forum and some of its most active participants.

By 1987, NSPS had rearranged the Forum from a large, self-governing body to a group of seven women specially selected by the NSPS president from the Forum's database. The other former members, numbering approximately 145 by that time, were officially dropped from the group and gradually became less active in ACSM.

The Forum newsletter was censored by the NSPS president, and soon there was no newsletter at all.

THE GOOD NEWS

A small group of protesters made certain that Forum activities did not die altogether. In order to appease them, NSPS and the remaining five to seven Forum members sponsored special events at annual conventions from 1987 through 1991.

At the first of such events, held in Reno, Nevada in 1987, the African American woman who had been scolded in To-

session for surveyors about equal opportunity requirements in government work. This session was well attended and provided a professional setting for learning about ways in which an individual surveying firm could conduct equal opportunity hiring and promotion.

At another session held in Cleveland, Ohio, NSPS allowed the Forum to sponsor an afternoon workshop for women surveyors. Many of the issues discussed involved the difficulties of being a minority in the surveying profession. Participants and speakers shared experiences. Helpful tips were presented to encourage women could stand up to difficulties.

In Baltimore, Maryland, the NSPS allowed the Forum to present a workshop for all surveyors. At this one-day session, participants learned business tips that would be helpful to any entrepreneur, male or female.

Most rewarding was a two-day session arranged by NSPS for women surveyors in Denver, Colorado. The original intent of the session had been for NSPS to instruct women about proper protocol to achieve positions of importance in the organization. The result, however, was that the women in the audience, who had previously known each other only through correspondence, enjoyed an opportunity to finally meet with one another and to solidify their network.

Although NSPS did not sponsor any major events for women after that, it was in Atlanta, Georgia the following year that NSPS proposed a scholarship for women. The scholarship took seven more years to become a reality, but meanwhile, the wife of a deceased surveying professor sponsored her own scholarship for women in surveying.

Most recently, in Baltimore, Maryland in March, 1998, the Forum was challenged by NSPS members Don Bender and Paul Lamoreaux to re-establish itself as a major presence in NSPS and ACSM. As a result, Mary Cummins of Hawaii, who has been the NSPS appointed chair of the Forum for many years, asked Anne Glasgow to help find women to participate in the upcoming ACSM convention in Fort Worth, Texas.

Glasgow is well positioned to assist Cummins, since Glasgow was the former administrative secretary for NSPS and currently serves in that same capacity for the NSPS affiliate in Texas. Together, Glasgow and Cummins have contacted more than forty women who are hoped to participate in Fort Worth.

ACSM PARTICIPATION AT FIG

Since the problem in Toronto in 1986, NSPS has been careful to make certain that at least one woman surveyor is included in the ACSM delegation to FIG. Mary Feindt has participated on many occasions, and most recently NSPS named Wendy Lathrop to the official delegation.

Lathrop was the first woman to serve as president of NSPS, and she was one of the women appointed by other NSPS presidents to lead the Forum for Women in Surveying for a few years after 1987. ACSM has also sent women from its other member organizations to FIG meetings.

and (3) minority-owned or women-owned companies that hire other minorities and women.

In the early 1990s, a few progressive members of NSPS requested that the Forum also include other persons who have been traditionally under-represented in ACSM. Consequently, the Forum has also operated as an Equal Opportunity committee, but to date no action has been taken in this regard other than to accept reports from employees of the federal Equal Opportunity program.

Many ACSM members hope for the time when the Forum and its Equal Opportunity subcommittee will assume an active stance in promoting the profession to traditionally under-represented persons other than just women. Scholarships and special events are some of the ways in which this could be accomplished.

MIS-USE OF GENDER DATA

As the anti-affirmative action contingent was gaining political ground in America, one ploy that was used to help cut government sponsored equal opportunity programs was to use data about the low numbers of women in certain professions to "prove" that those professions could not meet employment quotas that were aimed at balancing male-female participation in those professions.

The same thing happened at ACSM. The studies that indicated low numbers of women in the organization were not used to show that affirmative action was needed. Instead, they were used to demonstrate that male surveyors were victims of reverse discrimination if jobs were held for women.

PRIVATE AFFIRMATIVE ACTION

As governments and ACSM were being forced to cut their affirmative action programs, several individuals took it upon themselves to promote women and other under-represented persons in surveying and mapping. An example has been the affirmative action newsletter, which is produced bimonthly to inspire action where the organization cannot.

The newsletter, known as Progress and Perspectives: an Affirmative Action for Surveying and Mapping, has been published six times a year since 1987.

Although the newsletter formerly highlighted specific women in surveying, that purpose is no longer pursued for reasons of safety toward the readers. As affirmative action was seen more and more as a negative endeavor in America, women who were profiled in the newsletter were made to fear that they would be labelled as a radical.

Today, the newsletter only profiles those who are certain that they cannot be made to pay a high price for their known affiliation with an affirmative action publication. Articles focus on (1) the general outlook for equal opportunity in America, on (2) various actions of ACSM or NSPS, and (3) other professions and their affirmative action initiatives.

Other examples of private actions taken to promote equal opportunity are (1) scholarships endowed by individuals or families, (2) state sub-groups of women surveyors

THE WORST-CASE SCENARIO

In the past twenty-five years, women have joined the surveying profession primarily in one of three ways: (1) through a family member such as a father who had a surveying practice, (2) through a government-sponsored program, and (3) through a college or university that conducted affirmative action recruiting.

Due to the aforementioned nationwide backlash against equal opportunity initiatives for women and minorities, the second avenue is rapidly closing. Since there is also a nationwide proposal to eliminate all college and university affirmative actions, the third avenue may also close within the next five years.

This means that in the future, all affirmative action in America may be undertaken solely by individuals and by their surveying companies. Many people are concerned that surveying and mapping, and many other professions, will soon be as unwelcoming toward American women and minorities as they were thirty years ago.

Perhaps, however, the positive action initiative is now shifting to the international level. As FIG strives to make the surveying and mapping professions more open to those who have been traditionally excluded, the respective organizations of various countries may follow the FIG example.

The FIG endeavor is certain to face the same challenges that have been mounted here in America. There will be those who will maintain that affirmative action is a needless and/or negative expenditure.

Yet, as has been evidenced by the fact that so many women are now active in their state and national surveying organizations here in America, the profession can benefit by having an enlarged and diversified pool of practitioners.

As a male surveyor from Oklahoma is famously quoted as saying, "A man may be able to tell us HOW to do a job, but while he's talking, a woman will just go ahead and DO it."

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Equal Opportunity Prize 1997 School of Spatial Sciences Australia

The School of Spatial Sciences is committed to equal opportunity in all its forms and this is demonstrated in the School's activities and management policy.

Over the last five years the School has been increasingly concerned with the gender imbalance amongst its staff and students. During 1996 the School of Spatial Sciences made two ground-breaking appointments of female staff which attracted significant media attention. The present female:male ratio of the School's staff is higher than that typically found within the surveying and mapping industry. In addition, equal employment opportunity initiatives aimed at increasing diversity have meant that of the 13 full-time academic staff members employed by the School in 1996, the countries represented included Argentina, Australia, China, Greece, the United Kingdom and the United States of America. The School of Spatial Sciences has taken the initiative of advertising vacant positions as widely as possible both domestically and internationally in order to recruit the best persons available while adhering to Equal Employment Opportunities (EEO) guidelines.

To address the inadequate gender ratio in its courses, the School produced a promotional video "Make your Mark". The significance of this video will be realised in the longer term through analysis of gender ratios in future years. The translation of the School video by means of dubbing into languages other than English is another possibility. This would facilitate its distribution around the globe, thereby contributing to the University's goal of internationalisation. In the shorter term, however, the video represents a significant milestone in attempts to improve the number of females in non-traditional areas of study. In the surveying industry, this is the first video specifically targeted towards this objective and was funded by a Curtin University Equity and Access grant.

Other successful initiatives have included convening a symposium entitled The Land and the People to discuss the implications of the Mabo decision concerning indigenous land rights. The School is acutely aware of the relevance of this decision to the surveying and land information indus-

tries due to the implications for land tenure in Australia. Aboriginalisation of School courses is also an important issue. Material was introduced into two units, Land Planning and Survey Law/Ethics/Practice in accordance with EEO policies and Aboriginal Studies initiatives. These modifications included details of the impact of Aboriginal issues and culture on land use planning, boundaries and rights to property. A PhD student in the School is also conducting an investigation into Using Remote Sensing and GIS for the Assessment of Traditional Land Use in the Kimberley.

The School also rewards the efforts of EEO target groups and conducts an annual prize giving ceremony awarding prizes for special achievement. Altogether, 11 of the 17 prizes were awarded to female students in 1996, an excellent affirmative action outcome. The School nominated Ms Amy Hall for the prestigious ASA Medal in 1992. Her nomination was successful and Amy went on to achieve First Class Honours in the Bachelor of Science (Cartography). Ms Hall is presented as a role model for female students within the School, especially on speaking engagements to new students.

The Head of School is aware of Curtin University's Gender Balance on Committees policy and actively seeks to ensure that it is observed in all instances. In some cases, for example, this has resulted in the involvement of staff external to the University to participate in selection meetings within the School.

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Personalities



Gabriele Dasse (38), is chair of the FIG Task Force on „Under-represented Groups in Surveying“ since February 1998. She studied Surveying in Germany at the Polytechnics Hamburg with the main emphasis on Photogrammetry. After practising one year in a private company she started working for the Department for Geoinformation and Surveying in Hamburg. At the moment she is the head of a part of the customers' centre dealing with maps and aerial photographs. From 1991 to 1996 she held the office as equal right representative for the entire authority (both jobs 50 % part time) of 1600 employees (25 % women). Together with other equal right representatives Gabriele committed herself to the change of the equal rights law because in the State of Hamburg rights for equal right representatives are not yet established. The working conditions for these representatives only depend on the good will of the head of the authority. Contacts to the Green Party (GAL) grew out of these activities. They supported this concern by proposing a motion in the Hamburg Parliament. As one result of her activities Gabriele was nominated by GAL and elected as member of the Hamburg Parliament from 1993 to 1997. She was the speaker of women's affairs of the parliamentary party. Since 1990 Gabriele Dasse is on the active list of the working group "Women in Surveying" in the German association DVW (member of FIG) and since 1995 speaker of this group. She is very delighted to be the chair of the Task Force focussing her activities on this point. Gabriele: "There are so many various information and activities world-wide. It seems to be most important for me to report about this."

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1/98, month of issue: December

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