

Open-Ended Response--SECOND-CLASS CITIZENSHIP

Please describe any experiences you have had with second-class citizenship in your work as a band director.

- 1 During the last year I was repeatedly left out of a “boys” group chat and Google drive simply due to being female, I am repeatedly talked over/ignored.
- 2 every job I've had someone has referred to my male colleague or student as the director and assumes I'm the assistant, not included in social events because they are distinctly male focused (smoking cigars, golfing, etc.), not being talked to directly in meetings or given space to contribute, not respected by students because I'm not a man
- 3 Examples: being ignored, not being listened to, being talked over feeling underestimated [Assumptions of Inferiority] or not respected being mistaken for an assistant director, color-guard instructor, etc. perception of a “good old boys club” in band directing profession.
- 4 Even in my role as an administrator of band teachers now, often the male band directors stop talking when I am around. I can tell they do not always take my instructional suggestions to heart. Can see in there [sic] faces and have heard oh that's cute and that's how you teach.
- 5 **I was told by my department chair as a first year teacher that because I was a flute player, I was a “ditz” [Sexist Language]. My ideas were always dismissed until the guys I worked with said the same thing I did. When I would have my band critiqued by male professors, I only had one person treat me like a colleague. The others were very demeaning and dismissive. I was completely underestimate [sic] and disrespected when I was at the high school level [Assumptions of Inferiority]. Once I moved to middle school, I have been completely respected by my peers and I have no desire to go back to the toxic high school environment.**
- 6 I'm constantly talked over, and when we go to meet other directors at football games they introduce themselves to only the male directors and not me.
- 7 Male band directors in my conference sometimes wouldn't talk to me during games or district band functions. People speak over me all the time in meetings. Boosters would sometimes ignore me at meetings.
- 8 People will shake my male colleague's hand and ignore mine. I'm constantly not listened to, someone else will bring up the same concern and it's "so and so has a concern", not me.
- 9 All mentioned above - ignored, not listened to talked over, not respected, mistaken for assistant in my own program, definitely dealt with the good old boys club over the years.
- 10 All of the examples have been prevalent in my teaching. I can't seem to ever be good enough.
- 11 All of these: being ignored, not being listened to, being talked over feeling underestimated or not respected being mistaken for an assistant director, color-guard instructor, etc. perception of a “good old boys club” in band directing profession
- 12 Everything listed above! My current new position has a male head director and he constantly brushes off my suggestions but when a male colleague suggests it it's the best idea ever
- 13 I've experienced all of these. Add ‘band mom’ [sic] when working campus events
- 14 Literally all of the examples provided I have experienced.
- 15 A past director participating in all of the above. I almost quit over it. But he ended up being let go for other reasons.

16 All of the above has occurred in varied places, but most often in drum corps. I was the brass caption head for a DCA corps. The other staff had meetings without me (I was the only caption head left out), made decisions without me, talked over me and undermined my rehearsals/authority with my section. At honor bands or high school competitions, when directors get together they talk to each other as if I'm not present in the group. This includes handshaking everyone except me, asking everyone about their program (except me), not making eye contact, and generally ignoring me. Sometimes they make sexist jokes, and I feel like I have to ignore it for the sake of networking and not being labeled as a b**** [Restrictive Gender Roles]. When I've tried to suggest ideas in different settings (mostly high school), I'm talked over or instantly shot down.

17 Being ignored, not listened to, and criticized for making choices that are different than other directors locally. When I taught in MI there ABSOLUTELY was a "good ol' boys club"!

18 being ignored/someone not responding when I try to say something, being talked over, being dismissed, ideas being dismissed, being figuratively pushed aside when a problem comes up and I try to step up to help solve it, experiencing a good old boys club group

19 I am constantly ignored at conferences, and older band directors talk over me. Iowa's band politics definitely have a good old boys club of 50+ year old male directors.

20 I am the only female in the wind band conducting program at my school [Environmental Microaggressions]. I'm aware of it everyday. For the most part, my male colleagues are chill, but sometimes I feel like they don't listen to me, or they think my voice is less than theirs. I definitely feel the "good ol boys club" perception, and I try to forget it most of the time and just push through.

21 My jazz band consisted of about 20 boys and 3 girls. I felt disrespected by the group most of the time. I believe the girls in the group also felt that way. Two of them quit at the semester and the other barely spoke in class. Regarding the 'old boys club': that feeling was one of the reasons why I decided to pursue elementary general music as my desired teaching area rather than high school band. When I started my undergraduate degree, I had every intention of being a high school band director. The most jarring experience was at a jazz festival; when the male clinician said exactly what I had been saying for months in rehearsals, the band listened and followed exactly what he said. When I had said those things in rehearsals, I was scoffed at or ignored.

22 Sometimes I'll get talked over or ignored, especially around older men. There is definitely a huge perception of the "boys club" in the band directing world.

23 The Midwest clinic is many wonderful things, but attending as a young woman it VERY much felt like an old boy's club. In my experience, I observed female presenters more frequently asked to justify their research and assertions, while male presenters were taken at their word and research credentials.

24 There is always a "good old boys" club. Every state has one...definitely the ideas being ignored/talked over.

25 I have been mistaken for a student, a student teacher. I have had people address my male student teachers assuming they were the director, I don't often get recognition for what I am doing or my achievements or my students' achievements, I feel like my concerns are dismissed by higher level administration (less now that many of them are female), I am routinely talked over by male staff members, sometimes even those teaching with me (though not my current orchestra and choir colleagues)etc

26 I get passed over for opportunities for males when I have better qualifications. My opinions get ignored in meeting or worse a male will make the same suggestion as myself but will only be listened to because they are male.

27 I have often have not been taken seriously. I've been ignored for help from clinicians. I've been treated unfairly, have been put in positions to purposefully sabotage me. Have been passed over for jobs. I've had high school directors not come to my middle school classes to teach because they didn't like my lesson plans, etc.

28 Not honoring requests that come from me, but given to my male colleagues. Experience not credited or taken seriously. Often overlooked to be able to be able [sic] to answer or provide direction.

29 Always looked over when someone needs the "the real band director", constantly being mistaken for color guard instructor or assistant director. Even when I'm asked for help or my opinion, staff/admin ignores my recommendations and then tells me I'm too aggressive when I ask why they went another direction. And typically, when their plans don't hold out, they come back and ask me why I didn't say speak up about their idea possibly failing.

30 Being asked everywhere I take the band if I am the color guard [sic] Director, ignored or talked over in meetings, usually being the only woman "in the room" [Environmental Microaggressions]

31 Being ignored and talked over, feeling disrespected by colleagues, being asked where the band director is when I am the only person in the room, being asked if I can be a band director because I am female

32 Co workers assuming that I would make copies and do all necessary paperwork for a joint performance [Restrictive Gender Roles]. As the lead teacher at a school, I was frequently talked over or outright ignored by the administrator. He would speak directly to my male colleague instead of me, and look to him for decisions, even though he was the assistant director.

33 I am at best assumed to be a drum major but usually assumed to be a band student at contests and concerts. The Director of bands has held his hand in my face to tell me to stop talking in meetings in front of others. I used to frequently bring ideas to better the program to my head director and he would act like he was listening and never act on it. We recently hired a male director in my same position with a very similar background to myself. He has begun bringing up the same ideas to our DOB. Many of them have already been implemented and the rest have plans made to implement in the future. In region meetings my arguments for or against bylaws are frequently ignored or dismissed and I was informed that our district always votes in the same way regardless of personal opinion on policies as decided by the male head directors.

34 I constantly feel like I am not heard when around other directors. I don't usually get asked what I think. I've been mistaken for the guard sponsor. I've been greatly underestimated [Assumptions of Inferiority].

35 I was once involved in a brass band with an incredibly sexist instructor. When we would all go out afterward, he would ask opinions of other (male) band directors in the group, and would laugh off everything I said. When a male director had the same exact feedback I gave, it was suddenly taken seriously. Also, when going into critique for marching band shows, I am often spoken to as if I am a color guard instructor.

36 I was the director of my school's [sic] competitive marching band as well as the drill writer and arranger. Judges would frequently only make eye contact with or speak with my assistant or percussion instructor (men) even after they would direct judges towards me. One percussion judge told me "your drum line needs more dynamics, you know- Louds and softs?" [Assumptions of Inferiority] My voice was frequently ignored or talked over in directors' meetings. I always felt the need to work twice as hard so I could be respected [Assumptions of Inferiority] and prepared. There is so much more but I can't even begin to type it all out.

37 I've been talked over, ignored, and people have asked where the "real director" is.

38 My husband (percussion director) is constantly being mistaken as the head director. I am also talked over consistently during parent teacher conferences by male parents. My one male admin consistently underestimates me and treats me like I'm stupid.

39 Often, I am asked where the director is, even when my shirt or nametags say DIRECTOR in large lettering. Upon beginning my new position, I quickly noticed that the male director would not speak to me when we were in the office, but the minute another Male showed up he couldn't stop talking. He will call other Male directors in the area for help before including me in something involving our shared program. When we do talk and I offer suggestions to issues he is facing that I have had experience with, talks down to me to tell me my idea is stupid and wouldn't work. Almost two weeks later, consistently, it is suddenly his idea, and it is somehow the most brilliant thing that everyone should hear about. It is never mentioned that I brought it up earlier. I've stopped sharing ideas.

40 On my own staff, I feel ignored often when it comes to "large scale" discussions (show design, music research, etc), and it is disrespectful and comes from a place that feels as though there is not trust, there is disrespect, and that I am inferior [Assumptions of Inferiority]. I have been mistaken for a colorguard director or woodwind player countless times, despite being a trumpet player. Being on an all-male staff that does not want to hear my ideas, I do not feel as though I have a seat at the table quite often, or when I do speak up, they immediately disregard anything I say.

41 This is a very common occurrence as a female band director. Particularly being mistaken as a parent instead of a director, being talked over, and especially being ignored.

42 A head director that I worked for previously would often talk to students with more respect than he talked to me with. My concerns regarding students and procedures were often dismissed.

43 Again in my student teaching experience, there were times when I would have ideas or questions and they were completely ignored or talked over because the HBD didn't want me "worrying about that".

44 Almost every band Director in my district is a male, I've only met 4 female band directors, it makes me feel like the profession is gatekept. Also my school, the men in my area treat me different/ignore me/ don't take me seriously.

45 At the collegiate level, the good old boys club is real! I feel that many doubt my abilities and that I don't gain the respect until people watch me conduct [Assumptions of Inferiority], then all of a sudden, everyone is lining up to talk to me

46 Being talked over or ignored. The assumption is that I only teach elementary general music and cannot handle the high school [Assumptions of Inferiority]

47 Colleague CONSTANTLY interrupting me. He would change the plans for his part of the concert and not tell me until the last minute trying to make me look bad in front of our other colleagues on campus. All it did was hurt the department as a whole and reinforce admin's prejudice that "musicians" were flakey. Very toxic environment.

48 Constantly happens at conventions/meetings; happened everyday at my last job (talked over, ideas laughed at, ignored, etc).

49 Definitely talked over, ignored, ideas and suggestions put down

50 Former head band director would pretend I wasn't speaking, ignore any attempts to communicate, would only appreciate my input if I had another male director present my ideas as if they were his.

51 I worked for a number of years with a male head band director who constantly made me feel like my opinions and work were not valid or respected. Interestingly enough he also admitted to me at times that he was intimidated by me because he sometimes felt I was a better musician than him. It was an interesting work dynamic, as we were actually friends before we began working together, and still were basically on good terms outside school, but work was tense. I was in that situation for seven years and am thankful that he moved on to a new school and I now work with a head director who actually makes me feel valued and appreciated!

52	In our FBA meetings, women get talked over or just skipped over when it's time for commentary. It's especially tough when the women are at low income schools or in developing programs. You just feel like the big dogs are there duking it out and your voice gets lost in the chaos
53	In prior job perceived as inferior, despite more education. At current job, treated as inferior by 1 staff member repeatedly. [Assumptions of Inferiority] Being constantly snapped at by this staff member for no reason, when did not do similar behavior with any other director.
54	In some cases, what should matter to build, or include musical ideas for the program have been scoffed.
55	Often being over spoken, can't be part of the conversation, being told I need more presence in the classroom because I was female [Assumptions of Inferiority].
56	often ignored and/or talked over, especially in settings with athletic administration.
57	Often not acknowledged in conversations with men in this profession, ignored, my opinion on the matter doesn't matter.
58	Talked over often. I had a head director that wouldn't return my "good morning."
59	Very often talked over or ignored. My opinions and ideas are not taken seriously by the men in this field.
60	We have "job alike" meetings monthly which is the only time I get to interact with the other full time secondary music teachers in our district. Typically the conversation is dominated by the same male teachers and there is not any room for other discussion. They do not leave space for others.
61	Talked over in district meeting or when I do speak being seen as annoying, not being asked to do higher level tasks, definitely feeling like there's a good old boys club at events and conferences- not being included in band director chats
62	If I let it bother me, I would retire. I am older than my associate, but he often gets mistaken as being the head director. Sometimes, the male directors make me feel welcome; other times, I am not in their club. Being ignored or talked over happens sometimes, but I have to assert myself in the conversation and make my opinion heard (at the risk of being called a pushy bitch) [Restrictive Gender Roles]
63	Emails being addressed to "gentlemen," my opinion being dimissed, yet when voiced by the male director, accepted. Being mistaken for an assistant, especially as a jazz director, not getting called even though I qualified as a marching band judge.
64	Everyone thinks my male assistant marching band director is the head director. In college, our professor would invite all the male music Ed students to eat, get coffee, etc. and never include the females. In district meetings, I am frequently talked over when I begin speaking.
65	I am often not spoken directly to when in a circle of band directors (always men). They don't make eye contact, and they don't make space for me to weigh in. I wasn't invited to my band professor's office for one-on-one "shop talks" like my male cohorts were.
66	I feel like I'm never asked to hang out with the masculinr [sic] directors when they go out for beer after concerts and things. I mostly feel out of the loop. I have 8 years of marching band experience and feel like no one would take me seriously as a tech for their band.
67	When I make a suggestion it is ignored but when my male assistant director makes the same suggestion it is considered to be revolutionary, only men get invited to some meetings so I have less decision-makering opportunities
68	Previous high school feeder director would speak over me, step in front of me to begin speaking or directing the band, there is definitely a perception of the "good old boys club." And it's been assumed numerous times that I am an assistant director, color-guard instructor, or simply a parent volunteer.
69	Being talked over, perception of a good old boys club at district and state meetings,

70 Good ol' boys club in other band directors and in a lot of admin, being interrupted a lot, or when asked about opinions that often follows with male who is asking, telling me his opinions that I should also have or agree with. Instead of open communication on varying viewpoints, males tend to get very defensive when "not on their side"

71 I do not attend things like Midwest music conference and I hate work assignments in other districts because the old boys club treats me like a child.

72 I have been talked over lots of times; agree with the perception of band directors as a boys club.

73 I have frequently had male colleagues interrupt me or try to "man-splain" [Assumptions of Inferiority]. I don't usually put up with that. I would also say that general classroom teachers (male and female) are guilty of this kind of speech because they consider music teachers as less-important than "real" teachers (i.e. classroom teachers). Administrators I've worked with have also underestimated my teaching skills or importance. I have had some experience with the "good ol' boys" kind of discrimination too.

74 I've had female and male ensemble members try to tell me what to do. In band director meetings, there is definitely a sense of the "good old boys club" and somehow I need to drink more beer/whiskey to fit in. Being talked over is also a huge hurdle.

75 I've often felt the awkward pause in a conversation after I make a statement, almost like I'm not allowed to have an opinion or a thought on these issues. Or my approach isn't good because of my gender [Assumptions of Inferiority]. The judges in my state are for the most part a good old boys club

76 Often our collaboration or PD I have felt like my opinion didn't matter. Or, I've voiced a suggestion that was repeated by a male and the male was recognized. Band Directing has often felt like a "good ol' boys" club.

77 The bands in the state of South Carolina are a massive "good old boys club". My coaching teacher in my student teaching acknowledged that he was a part of it, but sort of figured out how to play the system. It seems that many of the judges for festival are old white men who have old fashioned beliefs about what this profession should be. My percussion director was frequently recognized as the band director for my school at marching band competitions. Again, I do think this has to do with my young age (first year teacher here) in addition to my gender. I am frequently talked over by my male students and am having a hard time winning their respect.

78 The high school director (white male, not married or children of his own) is constantly talking down to me, telling me how I should run my program [Assumptions of Inferiority], and doesn't listen to my opinions. It's his way or no way in his mind. It is also very much the "good old boys club" in MSBOA. If you put your family first you are thought of as a bad director. [Restrictive Gender Roles]

79 Being talked over/ignored because my job isn't as important as the "core" subjects.

80 I am often ignored for opportunities to work within my cluster and within my region. Once, when finally allowed to help choose a new set of region music, the music selected by my group (all women) was later thrown out and replaced by our region chair because he felt we (as brass players) poorly picked the music and he (as a sax player) replaced it with "more appropriate" selections.

81 I am the only female director in my district out of 10 directors [Environmental Microaggressions]. I am frequently spoken over, had things "mansplained" because it's been assumed I can't be as knowledgeable as my male colleagues [Assumptions of Inferiority], and I am often overlooked when the lead HS director wants input on something his program is doing.

82 Not considered for High School Band, overlooked for an opening by a male colleague with less experience in the district. Getting talked over by loud males as if my opinion doesn't hold weight.

83 Working with 2 other males in meetings it becomes apparent that I do not know as much as them even though I have taught as long and in more places.

84 1) A new admin came into my room while I was being observed by a male colleague. The admin assumed that the male colleague was the band teacher and mistook me for a student teacher. 2) I am often talked over or interrupted in meetings with parents/guardians, as well as in meetings with other (male) directors in my conference.

85 Assuming my colleague, who is a male, receives all of the recognition for the success of the high school band. It feels like it doesn't make sense in people's minds to consider me as the lead marching band director who writes and makes 90% of the decisions for the show and rehearsal process. I feel regularly talked over. I'm definitely thought of as the assistant rather than co-Director. I have been mistaken as the Color Guard instructor or a volunteer mom.

86 being confused for a student, not a band director. Feeling uncomfortable asserting myself in groups or for leadership positions because I didn't think I would be taken seriously.

87 Being treated as an assistant in a co-teaching situation because of gender, being talked over/dismissed regularly

88 I can't possibly list all the ways that male directors are taken more seriously, but it is especially evident when speaking with judges at band shows. They have never met us and assume I must be the guard instructor because I am a woman

89 I used to be bothered and now I'm just so used to it that it's funny. My husband volunteers on my staff, and guides and judges always address him first, and he's quick to correct them. And I've certainly never been taken as seriously by people in the marching band world. In concert band, male judges and directors often are shocked by how good my band is [Assumptions of Inferiority]. Unclear how much of that is because I'm a woman, or because I'm at a poor rural school that's small.

90 I've had other people go to my assistant instead of me because he is a man. This happens more than anything. My assistant has also talked over me a few times when he feels comfortable.

91 Most instances of this occur from men outside of the profession/education, but do include being mistaken for an aid/assistant, being talked over, and being told how surprised a man is that a woman can do this job [Assumptions of Inferiority].

92 Parade organizers will look for a male chaperone even if I'm standing in front of them with a whistle around my neck introducing myself as the director. I informally run a regional music teachers PLC- most of my role is helping the women to get a word in edgewise when the male directors dominate the airtime.

93 Principal not listening to me, but my assistant who is a man (even though we said the same thing. AD talking to asst instead of me.

94 Region meetings were difficult because the men were constantly talking over women present. I have never had experience in color guard, and I would frequently get asked to run guard rehearsals... even though we had a specialist on staff.

95 There are colleagues outside of the music department who will ignore my answers about things like stage/auditorium management until my make [sic] teaching partner tells them the same thing. Our co-teaching situation is also misconstrued as me being the assistant a fair amount. At the MS, it took 7 years for one teacher to remember that I'm not the choir teacher.

96 Trying to advocate for more female and minority representation in guest directors, particularly for jazz honor ensembles and being criticized for stating that it is important that every student be able to see themselves in these honored and advanced roles and not just white men. Also been mistaken for the guard coach more times than can be counted and assumptions of my male assistants being in charge instead of me regularly at new venues and some regularly attended ones also.

97 When I have ideas during marching season, the kids, parents, and some directors I've worked with have ignored what I've said until the male director says it as his own idea. If I am running a rehearsal or logistical thing like unloading equipment, site hosts will come to me to ask where the person in charge is.

98 When I'm with my staff, assumptions are the males are the director. Or, being asked to "go get your director." During music organization meetings, not being listened to when speaking.

99 When taking my band to honor bands, I am often mistaken for a student. In my school, I am also routinely talked over and have received remarks from colleagues about how music teachers aren't "real" teachers

100 Ideas not valued

101 100% this is why I left teaching HS. Now if someone tries to talk over me I am less docile.

102 **Again, with my colleague at the middle school, my ideas and opinions are often dismissed. Because my husband is the high school band director, he has brought my same ideas up at meetings and then he listens to them with interest.**

103 Always being talked over, I have to be loud in order to be heard.

104 **At my previous position where I was the only female music teacher in the district, my ideas were always ignored unless they were reiterated by one of the male teachers.**

105 Being talked over, my ideas not being taken seriously. Or being ridiculed because I wanted music from a diverse set of composers in the program.

106 During Covid, I was told that my thoughts on getting modified face masks were just "me worrying as a woman" [Restrictive Gender Roles] so my opinions were ignored by the rest of the directors (all male) in my county.

107 Getting yelled at during a performance/on camera by a male college student, talked over or told how to direct by male counterparts [Assumptions of Inferiority], having other teachers grab my baton and mock band directing

108 I am constantly talked over and my ideas are not as valued.

109 I am still frequently talked over and the joke is that if we want something done, we have a male teacher do it because they listen to him.

110 **I am talked over frequently by a male assistant band director and by a male assistant principal. I've also brought up issues at region meetings regarding scheduling, had a male director say exactly what I said in the meeting. I very loudly said, "I'm pretty sure I said the exact same thing ten minutes ago, but it must sound prettier out of his mouth because he has a penis."**

111 I have felt talked over many times amongst male band directors.

112 I have had this experience more in my state [OH] music association more than in my teaching position. Most of the leadership roles are held by men and they are not always respectful or open to hearing ideas from women. I have also been called 'pushy' by people at this level.

113 I worked with a man who took my opinions into consideration zero percent of the time. In many cases, he would flip to my suggestions eventually, but never admit that I was right. It was to the detriment of the kids and the curriculum. I was so frustrated, I left that job. I had doubled the enrollment of the band program and was paid as a .75 compared to the other band director who was male. They said they couldn't justify a full-time wage for me, although I was working full-time hours. It was an elite private school.

114 I'm currently president of our state's band director association and myself and the immediate past president (also a cisgendered [sic] woman) both find ourselves getting talked over or ignored at meetings on occasion, mostly by a small group of male directors who are either retired or very close to retirement.

115 I'm often not taken seriously or heard in my opinions when it comes to large group conversations.
116 I've been talked over a few times by male colleagues but I have always either called them out on it or the spot or just kept talking even louder.
117 in a room (virtual or in person) with other band directors in my district, I feel talked over and not listened to. I'm not sure if it's because I'm a female or because I'm new but it's very upsetting
118 Just this marching season, we were making music changes and it directly impacted my percussion section. I requested a slightly different change that worked better. I was told no by the head director. When I asked the other male director to help me, he made the same request and it was approved. This has happened more times than I can count.
119 Male colleagues are often heard more often and praised more often for sharing their ideas than myself
120 Many times I suggest something and it's ignored. A male colleague will say it then everyone listens.
121 Many times in past situations collaborating with cis-male professionals, I am talked over and interrupted. In the past, I have made good suggestions and have had good ideas. When I said them, they were ignored. When a cis-male professional heard and repeated the idea, he was listened to and praised for his idea.
122 Most of the band directors in my area are men, my principal doesn't listen to women the same way he listens to men
123 My comments about the all-male jazz band at the District Festival were shrugged off [Denial of the Reality of Sexism]
124 My opinions are sometimes not taken seriously by other directors in the conference.
125 not taking ideas seriously until a male says same thing
126 Opinions not being taken as seriously as my male colleagues.
127 People assume that I am an elementary music teacher and often feel put off to the side with all of the other male directors. My students don't respect me near as much as they apparently did the last male band director.
128 Students/parents questioning my abilities to do things, my suggestions being ignored during department meetings
129 The 2 HS band directors are men and me and another female are the middle school band directors. If we say something at the middle school, no one really listens, but if the HS directors say it, it is a wonderful idea.
130 We had an assistant superintendent who was the worst at taking the ideas of any woman and presenting them to the men as his own.
131 We merged sports with a neighboring school. This meant talks about marching band as well. I was repeatedly talked over in meetings and the administration - all men - sided with the other band director, also male. The decisions they made, based on the goals they set forth, totally oppose each other but it's what the other male director wanted.
132 This happens often. When I go to contest, conventions, honor bands, etc I typically leave very frustrated because I feel like it's a boys club and I get left out of conversations. I sometimes wonder if it's the males not respecting me or if they are just bragging and seeking attention or validation from others. Almost always, they are trying to get validation from the other male band directors. I also am concerned that when we host contest or festivals, that females are underrepresented as clinicians. [Environmental Microaggressions]

133 Both male high school band directors I have worked with did not share important information with me about county and state programs. They referenced that I didn't need to know, but it was part of the "boys club" that the information was coming from. I was often given tasks which they did not want to perform (ie: cataloging music or typing up the new curriculum) [Restrictive Gender Roles]. The reason given was that they had more important paperwork to have to fill out and it was something I could handle [Assumptions of Inferiority].

134 I always felt out of place at professional events that were strictly limited to HS Band directors, as it seemed to be a boys' club. Many times when I was addressed, it was specifically tied to my gender (vocabulary and conversational content changed when addressing me and did not include anything professional). I also did not feel as though my professional knowledge was valued or respected in those settings.

135 I definitely see a "good ok' [sic] boys" club in my region. I have been ignored in places where I have had to share important information, or overlooked when I am in the chain of command.

136 In [state] as a university faculty member in music education, I perceive a good-ole-boys club mentality among many male band directors. I also know my female alums have been failed to be introduced or included in conversations when standing with groups of male directors.

137 This issue is running rampant in our district of the state organization right now. There is a crew of 6-8 good ole boys that get along well with the chair, and they have been unilaterally making decisions for the last four years. In our district meetings we are supposed to raise our hands to speak, and sometimes a woman (this has happened to me and my female colleagues) will raise their hand and wait multiple minutes to be called on while the men converse without regard for others. This was bad during in person meetings, but only got worse when meetings went virtual due to covid. Most of the female directors in the district are middle school teachers, and at a recent meeting we were voting on a middle school change that was proposed last minute before a last minute meeting, and when we pointed out that their was inadequate representation in the room to vote on this matter we were shut down and the vote proceeded anyways. At the high school that I teach marching band (four years) I am often over there 5+ days a week. The principal there would come up to the staff regularly to chat and has not once had a conversation with me. He literally walks up and turns his back to me to have a conversation with my two male colleagues. This has happened at professional events consistently for the last four years. This person is now second in command for the division, and my boss.

138 When our high school marching band travels, there are always at least 6 staff on board - 5 of which are men, 1 of which is me. Whenever we get to where we're going (parade, Spring travel trip, etc.), nine times out of ten, the men will get the handshakes and I will get a hug or just be ignored. Also, then men I work with tell me I should be happy that they consider me "one of the boys."

139 I included some of these on the previous page but will again include them: I have been assumed to be the assistant director when the actual assistant director was male while I was the head director; I have not been introduced at conferences or professional events by male directors until I was "aggressive" and introduced myself; I have been omitted from social gatherings of male directors; I hear many male directors use a different "tone of voice" with me when speaking (higher pitched and demeaning)

140 Being placed as a guard director. Frequently left out of planning meetings. Being 100% ignored.

141 In marching band critique OFTEN being assumed to be the color guard instructor because I was the woman; and not the head director. Judges speaking to the males and not to me.

142 When attending games as a head director, men would ask where the head director was - even while I wore a shirt with my title embroidered on it. At my second position, the band director would ignore me completely, but turn into a ball of talkative energy any time any one of the boys club walked into the same room. . HS principal and athletic director will ask for the head director, but won't want to "worry me" with the details.

143 Generally ignored by band directors from other schools. Not included in communication, collegiality.

144 **I have always felt like an outsider in this profession. Early in my career I tried to get to know the band directors at state conventions or adjudicated events but eventually stopped because year after year the people I would meet would forget me the next year. After having my first child I stopped teaching marching band, and a couple years later I stopped teaching high school band altogether. The high school band teacher was talking to booster parents about how I wasn't as committed to the band program as I used to be. The high school band director and I had a falling out at one point - I was invited to be on a hiring committee, and he was not. The person he wanted to be hired was not the person the committee selected, and from there he refused to talk with me or be professional. That winter his HS wind ensemble performed at OMEA convention, and before the last piece he stated in front of the audience (I am paraphrasing, it has been a while) "I am proud of what these students have overcome in their previous music education." I'm not sure if he said that because he's a man or because he's an asshole, but he got away with it. I went to admins and I brought a union member in to talk with him about it and he had no ramifications. Also, in my experience, he was able to get away with saying inappropriate things and outright saying abusive language to students in a way that I don't think a woman ever would. He would curse in rehearsals and just say demeaning things to kids. Yell and throw things and get furious. I truly believe a woman would have gotten in trouble for acting mildly like he did [Restrictive Gender Roles].**

145 I have assisted with the high school marching band. I was not treated as a true assistant by other high school directors. I was mainly ignored.

146 I have said hi to some colleagues and not even been acknowledged. I have talked about gender issues with a colleague who brought it up with a college professor who flat out ignored the conversation, and did not even interact with me [Denial of the Reality of Sexism]. I have also had many male band directors surprised that I am teaching in a larger school, surprised at how big my program is and surprised at how well we perform at district and state festivals [Assumptions of Inferiority]. Male directors often do their bonding and trading secrets over beers, and I just don't want to spend that much time in bars.

147 It is actually younger music directors both male and female. I feel more of an age bias now. It was gender bias 20 years ago. I worked with several directors at festivals that didn't talk to me for the first 7 years

148 My fine arts director is a male as well as my athletic director. Both have tried to use their sex over me. Along with that, all of the high and middle band directors in my district are males [Environmental Microaggressions]. Only 1 of the high directors communicates with me. The others don't acknowledge me.

149 **Recently (this past marching band festival in October), I was talking to one of the judges. Another male director walked in and joined our conversation but the judge completely turned to him and finished talking to him, turning completely away from me. He never faced my way again. I left. This has happened before too. Probably too often to count. The times when I walked in with a group of male directors and judges shake their hands and not mine. This probably happens the most. Being ignored or not acknowledged as a band director.**

150 This is the worst. At events, all the male band directors sit together and the female directors sit separately. They run the show and our music supervisor allows it.

151 This was huge for me. Even though I headed up the 5-8th grade band programs I was the assistant in the band program. I lead 4 of the 6 concert band programs and was not given much thought or consideration on making decisions for the band program as a whole. My last year I taught, our District hired in a former alumni and friend of our head director. They were supposed to teach the high school choir and 4-6 music at one of the elementary buildings. They didn't want to do this, so he reworked the position to allow them to stay at the high school and then assist at the middle school, and took away all my in school elementary band time with students so that I could cover the 5-6 music classes (and placing the 4th grade classes on another elementary music teacher in the district). I had no say in my program.

152 Although it has improved through the years, I have experienced being ignored in the predominantly male field and the 'good old boys club'.

153 business. Am constantly undermined by male administration. They do not take me seriously and do not respect what I do. I am not an equal because I am not "one of the boys"

154 I am/was very aware of the "good ole boys" club. My assistant band director was a retired male director that was well known and I would often be ignored from other directors who would instead go to him even though he was only a part time person and assisting

155 I have definitely perceived the good old boys club since undergrad. I've attended a few state and regional Band PD events and was basically ignored by former male classmates. This has led me to not want to attend these events again.

156 I often feel like I am overlooked and not respected for being female at state wide band events. The good ole boys club attitude is very prevalent in the community in which I work

157 Ignored by the good ole boys club band directors, treated disrespectfully by the Athletic Director

158 Old boys club is very present in my state marching community, not respected in the marching community, ideas being ignored

159 The profession feels like a "boy's club" at times, and I feel I would be more respected if I were a man

160 There is definitely an ole boys club here in the band world of Wisconsin. often times people just dismiss or ignore your thoughts or ideas because you aren't part of the "fraternity group"

161 I feel women in general are passed over and ignored at music conferences (presenters).

162 I have had a collegiate director assume I was a first year teacher without asking how many years I have been teaching first. (That was pretty good for a first year teacher!) The same collegiate director did it [sic] shake my hand after my band won a marching state championship but shook the hand of the head band director and percussion director (both male and we were all standing around together).

163 **I have requested the same materials/technology/resources as male colleagues in my district and they get the materials without question and I have been denied multiple times. My supervisor has also only hired male music teachers the last five years and refuses to allow me to sit on an interview panel for elementary music positions but allows the middle school band director, who is a male, to sit on the panel. I have too many examples of "second-class citizenship" to list here and is a huge reason why I am planning on leaving my district at the end of this year. My male colleagues constantly get praised for doing the minimum requirements for their jobs but me and my female coworkers have gotten state and nationally recognized for things and we are not once acknowledged.**

164 I was once given a personal letter at a Festival that told me I should "invite a male director into my class in order for them to teach the children better than I was" [Assumptions of Inferiority]. I often find myself wondering what ratings my band would receive if I was male (I use my male colleague to my benefit now and have him conduct the more "technical" pieces at festival - once they couldn't make it through the piece (had to stop/reset) and we still received a first division. I feel confident that if it was just me, I would have received a third or even fourth division. I also had a year at festival where I received a first, second, and third division respectively from a female, male, and male adjudicator [Assumptions of Inferiority].

165 Not being invited to be part of the judging team early in my career when men were invited to join. Being ignored when men were together "talking shop."

166 The first time I felt that my choice to be a band director was something "odd" for a female was college. I had no idea the struggle. I saw male students being given attention as though they were the ones that were going to continue on. I proved them wrong pretty quickly after I earned my degree. :)

167 We have tested this before, we get different discussions or outcomes from situations if I ask for something versus if my husband (assistant director) asks for the same thing.

168 Assumed to be color guard director or parent. Mansplained about instrument assembly/repair [Assumptions of Inferiority]. After dealing with months of professional bullying from another director, wife accused me of causing it by being competent [sic?]. Was gaslighted by same colleague. People still surprised when I say I teach band.

169 Assumptions when I taught high school of only teaching freshmen- not true. When teaching high school, no respect from others since I wasn't the "head" teacher.

170 At nearly every marching band event, hosts or officials who didn't know me would approach my male assistant and he would have to immediately direct them to me. It became an eye rolling and expected situation. I have always felt like I had a voice in within my professional circles in Michigan, however I have not always felt this way in my school district. There have been situations where central administrators or other men in positions of authority have been condescending and treated me differently than I think they would have treated a male.

171 Continually mistaken for color guard coach, opinions and frustrations left out of conversations

172 Definitely have experienced being mistaken for the choir director (male), or in my earlier days, as a student. This year, I've had trouble getting paid for my extra duty stipend by HR, and it only was fixed when my male superiors intervened on my behalf.

173 Directors of other schools assuming my husband (who isn't even a musician) is the head director, a director at another school refused to shake my hand because I didn't call him before a game (they were the away team and I had tried)

174 I am regularly mistaken for the assistant director and often not taken seriously by our athletic staff.

175 In parades, when I have male chaperones assisting the band, they've often been assumed by parade organizational staff to be the band director. In addition, I feel that sometimes, parents and school administration either ignore me or make statements to me in certain situations (when they desire a certain outcome) that they would not make to a male band director.

176 Most adults who enter my room for the first time assume my assistant (male) is the head director, and that I'm his assistant. As a beginning teacher, I (middle school assistant) wasn't allowed to communicate directly with the head high school director since it wasn't my place.

177 My husband is also a band director, though he teaches high school. When we are together at conferences, it's often assumed that I'm "just the wife" by people who don't already know us. I once saw a mutual acquaintance at an honor band and asked where registration was, and the acquaintance looked confused and kind of waved me in the direction. He saw me again later and apologized for not recognizing me without my husband. I once got invited to Midwest to be a shopping partner for another band director's wife, even though I am a director myself [Restrictive Gender Roles]. At a previous position as a middle school director, I was on staff with the high school marching band. I was 5 minutes late because it was the first time my husband and I had left our newborn with anyone other than us (we both had a contest that day). Anything I said to the band for the rest of the morning rehearsal was immediately reworded to the students by the head director, often to be the opposite of what I said. But the head director did not speak to me directly until after the band's performance that afternoon.

178 People assume my husband is the band director. I've been asked more times than I care to admit if I am a students [sic] mother when speaking with college representatives. My current head director has actively not answered my questions and had actively ignored me and walked away. Many times I must talk louder or shout just to be heard with this person.

179 When I taught HS marching band and we had a critique session afterward, the judges would sometimes look to speak to the male members of my staff instead of addressing me. Now, as a MB judge, some male directors have no problem questioning my decision making / qualifications - and that's when I judge music. I judge percussion, some older percussion instructors/band directors LOSE their minds when they don't like what I have to say. One of the main reason for this is there are SO FEW female music judges, and I'm the ONLY female percussion judge that I've ever come across in my neck of the country.

180 1. In the 20-21 school year the principal changed the schedule and removed band from being a class. Around Jan. I started talking to the principal about changing the schedule back so kids could have band class. I met with him twice and he said he'd talk to other teachers about it. When I brought it up again in our March staff meeting he didn't remember anything about my plan and had no clue what I was talking about. 2. I ran into my principal in public and greeted him. He said, "Look at you, so good at recognizing people." and keep walking. He clearly wasn't able to identify me out of context. 3. I sent a message out to parents letting them know about a board meeting and encouraging them to speak on behalf of how much their students miss band. This angered my principal, he wrote me a nasty email and told me that, "You need help." He then sent out a message to ALL of my students telling them they had to meet with me at 2:00 that day without checking with me. I had messaged all my students about an hour before that telling them that we had Memorial day practice at 1:30. This caused chaos. 4. After YEARS of advocating the district finally included building a band room in a capital project. The architects and admin met without me and the other music teacher and sent us designs that were built without music in mind. When we requested to be a part of the design meetings we were told that it wasn't possible because the architects were in Buffalo. The next day we received an email from the superintendent saying the architects were going to be at school at noon. I showed up for the meeting and no one was there. The super got the date wrong for the meeting and never acknowledged it. 5. For this renovation, the admin requested a list of the "needs" for the new band room. I had already sent it twice. 6. At the bottom of the list I put in all caps "NO CARPET." The next meeting they came in with carpet square samples. 7. The principal was talking about having class meetings in the auditorium during a staff meeting. I raised my hand and requested that he does them on a day that I'm teaching at the middle school. He responded with, "You teach in the auditorium all day?" He either didn't know I give lessons or that the aud is the only classroom space I am provided. 8. I keep track of all the emails that my principal has ignored/not responded to. There's about 15.

181 A visiting college band director would constantly ignore me and refuse to see me as a co-director of my band program. Made comments that I was lucky to be directing the top ensemble.
182 Administration and athletic director won't take my work or concerns seriously; it's "just the band"! I ask for information or details and receive no follow up.
183 Another music teacher, the head director I work with, myself, and our AP were all talking. Every time I chimed into the conversation, I was ignored. The Head Director Said "yeah, me and the other Music teacher had to learn all of the instruments so we can play them all."
184 As previously stated my superintendent sidelined me from leadership. I have also felt age bias, which make me feel like a second-class citizen from young band directors in my district, both male and female. At festivals they don't talk with me and ignore my comments. They [sic] young hang together, but do talk to the older male directors.
185 at a jazz competition my ensemble was performing on stage and all of the other men were chatting about my group - they performed fabulous - another male directors group did not, yet he was told he was moving mountains, and all I was told was if I slept my way into my job [Assumptions of Inferiority and/or Sexual Objectification] - the position I help [sic] was a coveted one in the area
186 At conventions or meetings I feel men are automatically more respected by colleagues even if they are new and haven't proved themselves when the women are treated more politely rather than with respect, I feel I have to work harder to be looked at as an expert on my instrument being a woman low brass player, I see more men presenting at meetings and conferences [Environmental Microaggressions] but this may be because more men apply for this and not enough women.
187 At district band meetings, rarely do new colleagues introduce themselves to me. They do so to the men I am standing next to, however.
188 Being asked if I am "qualified" to have my job (do I have enough degrees or training).
189 being blatantly ignored in school and in public for being a colleague (at state music conventions, in meetings and professional development sessions, etc)
190 Being invisible, ignored, underestimated [Assumptions of Inferiority]
191 Early this fall I asked for permission to use Donors Choose and was denied because the district had a policy against crowdfunding. Two months later the new Ag teacher had a Donors Choose fundraiser posted on the school page. I guess the district policy must have changed? I had two concerts scheduled for the fall, which my predecessor scheduled last spring before she retired. Both concerts were rescheduled within two weeks of the original performance date due to sporting events being rescheduled at the last minute, leaving the gym double booked for the night. One concert was later cancelled altogether due to scheduling conflict. I was told that it is easier to move a concert than a basketball or volleyball game, so if (and when) this happens in the future the concert will probably be rescheduled again. When I discussed this with my admin, I was asked to "just cooperate with other people" and he felt that he "had to walk on eggshells around me." My students do not respect me and my admin does not respect me, and I can't tell if it's because music isn't valued in the community or if it's because I'm a 24 year old female-presenting director.
192 Feeling underestimated [Assumptions of Inferiority] and not respected for my broad experience in the music world. I worked in arts management and arts press companies for a decade before I turned to public school teaching. I'm glad I did, because it gave me a great perspective about every work related issues.
193 I am constantly being ignored, not listened to, etc. Every day. I know I keep putting the same answers, but it is true. EVERY DAY
194 I am constantly ignored by administrators when decisions are made about concert dates and other things pertaining to my program. I am also highly underestimated as my program suffered a huge lose [sic] of numbers due to the former director retiring and COVID restrictions right when I started.

195	<p>I am ignored by male colleagues at the state music conference that I work with closely during out [sic] local honor band festival. When I met the president of the state marching band board, he shook the hands of every man in the room and completely ignored my existence when I reached out my hand. None of my male colleagues noticed or thought it was an issue.</p>
196	<p>I am seen as inferior and disrespected by staff at my current school—even other women. In both schools I joined that previously had male directors, I was assumed and outright told I wasn't going to be as good [Assumptions of Inferiority]. I was also not treated with as much respect as those men despite having more experience and expertise as them. I also was treated with more respect on the few days I decided to wear make up (I usually don't) [Sexual Objectification].</p>
197	<p>I experience this in some form or fashion either in the classroom or out EVERY SINGLE DAY. It's done by both students and co-workers/other adults. The amount of disrespect that comes with talking over me or not believing in my full abilities for a job [Assumptions of Inferiority] that I was selected for is astronomical. If you didn't think I could do the job, why was I hired?</p>
198	<p>I felt ignored as a young female teacher - I tried to always wear pants [Leaving Gender at the Door]. I thought it was harder for me to get other band directors' attention as a promising job applicant because I was female and looked especially young.</p>
199	<p>I get ignored often.</p>
200	<p>I have been in many meetings where my opinion was either ignored, or I was considered too aggressive with my suggestions [Restrictive Gender Roles]. I began to question all of my ideas, and I struggled with ways to deliver them without "bothering" my male colleagues.</p>
201	<p>I have had male colleagues who assumed they could bully me by yelling at me or posturing themselves in intimidating ways.</p>
202	<p>I often get talked down on, or ignored by other adults. Most students don't treat me this way.</p>
203	<p>I walked into a music educators' wind ensemble rehearsal with 2 male colleagues, 1 in front of me, 1 behind me. The male conductor greeted both other male teachers and shook their hands and completely ignored me. (among other things, that's just the most blatant example I remember.)</p>
204	<p>I was a student of many of the band directors in the music district I teach in. I attribute this to still being seen as a student, but my idea to have college students in need of observation hours create instructional videos for students during distance learning was ignored until almost March last year.</p>
205	<p>I work with an all male staff. I am often ignored when I offer suggestions or try to contribute to the decision making process. Often, I will be trying to make the others aware of a situation and get absolutely no response from them. I feel Invisible.</p>
206	<p>I'm quiet anyway, so the ignoring part happens all the time in some fashion. Way too many examples to mention.</p>
207	<p>Ignored by athletic director.</p>
208	<p>Ignored in band music meetings.</p>
209	<p>Ignored in large committee meetings</p>
210	<p>In secondary music district meetings, administration always lets first year male teachers speak longer than me. I am the only female secondary teacher, but have the same amount of experience as others, if not more.</p>
211	<p>It is exhausting and discouraging feeling like respect and authority isn't a given and for some of my male colleagues it is.</p>
212	<p>Kids don't seem to want to listen to me, but when my male colleague walks in the room they quiet immediately. This may be unrelated to my gender - maybe it's because I'm young or new.</p>
213	<p>Lack of respect from non-band high school students</p>
214	<p>Male assistant director makes comments at/to head female director [Assumptions of Inferiority]</p>

215	Male counterparts are able to approach male school administrators for requests in a casual, drop in meeting. I've had to formally request meetings, give presentations to committees to get similar goals met.
216	Men discussing my position/role in front of me without letting me enter the conversation.
217	My admin team has went around me to the high school band director (male, also employed at a different school) concerning problems they had with me instead of addressing them to me in the first place. The high school band director is in no way my superior but they still approached him to get to me despite me working at the school all day with them.
218	My husband is also a band director. When we are in conversations with people, they often ignore me and defer to him.
219	My husband is also a band director. When we go to the Midwest clinic, vendors will talk to him and ignore me if we approach them together.
220	My male co-teacher would never shake my hand even though he would always shake the hand of our male student teacher and other colleagues.
221	My students are so disrespectful towards me. I have to be a b word in order to gain their respect. The first homecoming I went to I had to bite a mino [sic] in half even though I didn't want to in front of k-12 students, staff and faculty members because my principal said I had to. I get underestimated [Assumptions of Inferiority] and disrespected everyday. I live in [city], MI where the town is mostly conservative [sic]. I am the longest female band director to stay in the position here.
222	Never in the school I worked in. When we would be at District or Conference meetings it was apparent that the men who had the biggest programs had the most important opinions. It was obnoxious.
223	Not being seen as an equal capable individual.
224	Not from colleagues or fellow directors but from community members who are disrespectful
225	Often times in my role as a drum major, I have received information from a man that was not my superior. I have been set aside during a work conversation when a man joins.
226	Only being asked to speak in a meeting when I was defending myself. Always being told I wasn't motherly enough and was too strict on the students. Too aggressive. [Restrictive Gender Roles]
227	Other male band directors refusing to reply back to my emails regarding football game schedules because "women shouldn't be in charge"
228	Our district would have "band director meetings," and the female directors always sat at one end of the table, and the male directors at the other end. The male directors would almost intentionally talk in a way that we (the females) couldn't hear or have input. Or, if we had input, it would have lesser weight since the female directors were all coincidentally teaching at the K-8 schools in that district, which included general music PLUS band.
229	People over look me ALL THE TIME. Directors often forget my name, and ask if it's my first year. I also get talked down to often.
230	Principal or Superintendent talks to male teaching partner, ignores me, does not know my name. They are buddies, I'm no one.
231	Since I'm new, I mostly have only interacted with other coaches within my school and directors within my county. Most of the coaches are cool, but the ones who aren't are REALLY not. I do not get any respect from them, including the athletic director. And they're all men. The other directors in my county are great, but that's just because they're cool dudes. They're my feminist buds.
232	Sometimes men will not look me in the eye when they are speaking to me.
233	Talk down, ignore, tell our previous students we don't know what we are doing.
234	The male director is the default person for communication with pretty much everyone including admin, other teachers, parents, and students.

235 The other band director that I worked with at the time was a male-- I never had a say in any of the decision making . Although we were peers, he kept saying he was the boss and in charge. I was young and often told that I really didnt know what I was doing [Assumptions of Inferiority]

236 There are so many experiences with this one. Ex: I had a new principal talk to my assistant (while I was sitting right there) asking him questions about me. Again, I was sitting right there. My assistant awkwardly pointed and said why don't you ask her yourself?

237 There are still many older band directors (primarily old white men) who completely do not know how to speak to women and completely underestimate us on a regular basis [Assumptions of Inferiority]. This is still a prevalent (and gross) part of band director culture at large.

238 This is becoming less with each year. While in my district this has never been an issue-- all directors are women-- it has been an issue at the state association level, particularly in the older male teachers. I have had experiences where I have to prove [sic] I know something someone else does not know in order to earn respect of the older band directors. I do not see my male colleagues having to do the same.

239 underestimated [Assumptions of Inferiority], not respected -these happen, but not by everyone. Not all of the "old guys" are dismissive. Not all of the "young guys" are respectful. It's a mixed bag. I go out of my way to talk to the less polite ones - to remind them that I am present!

240 Upon initial meetings with colleagues I feel overlooked and underestimated [Assumptions of Inferiority]

241 Was only female high school director in my local area. Meetings within this group were always uncomfortable as a result. I often felt intimidated and unwilling to contribute as much as I would have liked to.

242 When a student was removed from my class for making inappropriate comments, he was placed in my male colleagues class. My principal reached out to my colleague and praised him for taking this student. At no point did my principal check in with me to make sure I was ok after the incidents. I was very hurt by this.

243 This happened a lot early in my career. I was the only female band director in the city and there was very much a "good old boys club" mentality. I was not considered for positions because I was a woman. Once I had a position, I was often called my male colleague's secretary or male directors would walk away and not speak with me. My colleague nominated me for membership in professional groups but I was not accepted because as a woman I couldn't do as good of a job. [Assumptions of Inferiority]

244 During competitions, they go to the closest male, in which it is normally a band parent, not included or welcomed into the regional band directors due to not being a male-left out and forgotten,

245 **I think I mentioned this in previous comments - but having judges/referees/etc assume that my middle school counterpart (when I was teaching high school) was in charge. I've even had Festival hosts/judges approach male students and assume they are the director before me. There is a DEFINITE 'good old boys club' mentality in the area where I teach. In fact - on such group of guys have a Thursday night "PLC" where they go grab drinks together called "Thursday Thunder". It's generally hostile towards women at worst and uninviting at best. They even made ribbons to put on their WMEA convention badges for Thursday Thunder.**

246 I've never been invited to golf or drink the the other large school band teachers in our area. It's clear it's a good old boys club. Even as our regional band chair, it has been difficult to establish the norms where people raise their hand and wait to be called on by me and don't just blurt out whatever they are thinking when they want. I have been told that I am taking personal man-hating issues out on them by asking for them to wait to be called upon. I routinely get assumed to be a staff member other than a head director. Several years ago it was so bad that my staff jokingly made shirts - theirs said "I just work here" and mine said "I'm the boss lady."

247	It's been assumed that I am the color guard instructor many times; there was a gathering of many in my circle at Midwest that I was not invited to because they literally called it "boys' steak night"
248	Leading my band to the warm up field, I have been stopped numerous times (by uninformed parent volunteers at a marching tournament) to find my color guard in another location. Each time I politely tell them I'm the director, to only see shock and sometimes the response "but you're a girl". That one usually has me snap. 😊 I've also been told that I don't belong. That I'm interrupting the boys club. It just makes me work harder as there's a constant "thing" to prove.
249	75% of the time I would walk into marching band critique unless I knew the judges; there is a strong "good ol' boys club" here in Maryland with little chapters throughout the state that I have always been excluded from; I struggled to be respected by students, parents, teachers, and admin at my high school because my predecessor was a male and left to become the music supervisor. It was the hardest thing I have ever done in my entire life.
250	Definitely deal with the "Good Old Boys Club" issue...mostly just excluded from activities.
251	Definitively felt I'd never be in with "the guys"
252	District or regional events. The male band directors will seclude themselves and create a persona of "you are not good enough to join" feeling among the women.
253	I can speak freely with my admin., but since I'm not in the boys club, I don't get an opinion on any events before they are decided.
254	I saw this frequently. My father was a well-respected band director in my state. I grew up around the culture and saw what it was like for him in the band world. He absolutely belonged to the "good ole' boys club", though he wasn't proud of it. I've benefitted from being his daughter, so I haven't felt the effects of second-class citizenship as badly as some of my other feminine-presenting colleagues. One of the big arenas I've seen and felt it is golf. All the good ole boys is a golfer. At our state music educator conference, many directors go early to golf. One of the big conference sponsors will usually pay for them. Golf is for well-off white men. I didn't have the time or money to devote to golfing when I was a college student or a first-year teacher. There are so many informal things that happen on the golf course in business, and it's true for mentorship in music too.
255	In particular the conferences I have attended (VMEA, Midwest) often feel like a good old boys club, and anyone "other" feels unwelcome. VMEA has people actively trying to improve this- but those people are the women, not the good old boys. When you look around the room at inclusion-focused sessions- it's not the people who need to hear it who attend.
256	not included in conversations/gatherings because of gender, not party [sic] of the "good old boys club"
257	See the comments from the previous section [The vast majority of directors at the high school level are men and sometimes give off the "boys club vibe" where I didn't feel like I was welcome to be a part of the group at events such as the state convention]
258	The "good old boys club" was very much felt at state-level conferences. I've felt out of place not wanting to drink or smoke cigars on the balcony with male directors.
259	The band director colleagues I associate myself with are not like this, but there is definitely the "Boys club" of band directors in my state. There is even talk of a secret organization those directors are part of that rarely includes women. While in college I absolutely felt underestimated in comparison to my male colleagues. [Assumptions of Inferiority]

260 On more than one occasion after concert festival performances, people have walked up to my husband, with me standing next to him, and congratulated him on how great the band was. Thankfully, he always said he had nothing to do with it. The male director with whom I currently work does not speak to me during the day. I find out information on events and schedules by asking kids or reading the weekly newsletter. When I am asked a question, no matter my responses, I am told what will happen. Last year I learned that my colleague had told another director how much a certain section was struggling, but he never once offered to help them even though that section is his primary instrument. This year I got to write my first marching band show, but only because he "didn't have time to fool with it." [Assumptions of Inferiority] In general, I am doing the lions share of the work at school, but he gets all the credit.

261 I am the only female director on staff of a combined marching band [Environmental Microaggressions]. The men talk on a regular basis outside of rehearsals, and I am not privy to those discussions. They make decisions on these phone calls without consulting me. I am not nominated for awards ad recognitions because I have children, and it is assumed that I cannot participate [Restrictive Gender Roles].

262 In my area, a male music fraternity rules the career field. I have often been overlooked for opportunities in exchange for a fraternity member. My career really started taking off when I married a fraternity member. I was known as his wife for the first seven years of my career, even though he never worked a day as a band director. I finally started receiving offers for judging opportunities, clinic work, and leadership opportunities after our marriage.

263 Tons of experience with this at festivals, MidWest, and other events. Excluded from conversations or leadership potential even with my students achieving highly and receiving feedback that I am a respectful and friendly colleague to work with. Fears of me in groups making wives angry limits traveling with groups of directors.

264 I have been mistaken as a student or an assistant at competitions. Also as a newer band director, I sometimes feel left out of information.

265 Every time I walk in on a room of gentlemen of a certain age, the conversation stops. It's very annoying.

266 Frequently do not feel as if I'm "equal" to male director colleagues. Never truly belonging to a group of male directors despite being in the same profession.

267 Given traditional women roles like uniforms [Restrictive Gender Roles], and excluded from planning as part of the team

268 I am not sure I can describe it as much as I know when it is taking place. Not being invited to be at the table when decisions are being made type of stuff.

269 I am on my district band board. Even so, decisions are often made without me by the men on the board, then presented as board decisions.

270 I am the only woman high school director in my district and I don't believe there are many others in the state [Envrionmental Microaggressions]. When the district organization meets I am usually not included in conversations unless I input myself into them. Also, most of the high school directors are now at least a generation younger than I am.

271 I feel most of these bullet points when at band competitions or conventions like SCMEA, however it has gotten better as I have gotten to know a wider range of band directors over my 2 years teaching. My current school is amazing at making me not feel any of these, however, my first school underestimated me [Assumptions of Inferiority] and talked to my head director and never once talked to me individually about my teaching or band.

272 I gave [sic] occasionally been annoyed when male band directors stand around and talk. More later in my career, I've felt part of the conversation however.

273	I generally feel this way when I attend a band director conference - the majority of the group is made up of men who don't go out of their way to speak to me or engage professionally.
274	I have had other directors stand directly in front of me when speaking and blocking me out of the circle or the line of sight of the students.
275	I have to fight for a seat at the table (literally) every time my colleagues meet.
276	Many other directors assume the role is less dominant. Being left out of work meetings off school grounds due to location. (i.e Hooters or other "breastaraunts") [Sexual Objectification]
277	My administrators will only tell my male coworker about students/situations even when it involves my class.
278	My first year as a band teacher I was left completely in the dark about how I needed to register my students for District band auditions, and only one of several men I talked to was at all willing to be helpful or understanding about my situation.
279	My superintendent unilaterally decided to "extend our band program" to include 5th grade band (we had previously started in 6th grade). This decision was made without consulting myself or my colleague to discuss feasibility of time in the schedule, resources, or what would be sacrificed for this change. When I sent him an email asking for help with additional resources, he responded by telling me that I sounded "passive aggressive" [Restrictive Gender Roles].
280	Not being invited out for drinks after a district event, having all the male directors talk about their plans to go golfing together in front of me then invite me as an afterthought.
281	not being invited to non-work gatherings, "surprise" that I played trumpet instead of flute or clarinet, surprise that I had any jazz knowledge at all
282	Not communicated with on the District level due to relationship between my co-director and our VAPA chair.
283	This one is hard to deal with as the assistant band director. The head band director and I team teach every ensemble, but there are times when he does not communicate information to me. It's hard to know if I'm overstepping the line of my position by asking to be included.
284	Though my colleague and I function as co-directors, he has been here longer than I have, so the consistent assumption is that he's in charge and I report to him. Though I am assigned as a high school teacher, I teach 4 classes at the middle school each day, so I'm often forgotten on email chains, etc. One year, my colleague and I each took our concert bands to contest: mine in class B and his in AA. We had the same adjudicators. The quality/content of the adjudicators' comments for both bands was similar, but my band earned a mix of ratings, while my colleague's band earned straight superior ratings. Even the nature of my comments was condescending and lacking respect. [Assumptions of Inferiority]
285	when directors/judges at festivals leave you out of the conversation
286	When I first began teaching on long island - I was one of 3 competitive marching band directors who were female - and one was retiring. I was working with all men from different districts and it took a lot for me to break into that group. . I had to prove myself for years [Assumptions of Inferiority] - and I was considered by some while doing that.
287	When something needs to be fixed, like an instrument, people ask the men (but I'm actually the one that knows how to fix things) [Assumptions of Inferiority] The men in the department often go out to eat together without inviting me.
288	"Good old boys club" is a definite issue with high school directors. I notice that many excellent women directors get nominated for awards much less frequently than men.
289	(See prior comment.) I also cannot get a job because of the "good old boys club" - the men need the big high school jobs and women need to be stuck in elementary or rural schools with failing programs.

290 band director meetings especially in my first job, I was the only female hs director and others told me not to let the good ol boys run over me, I had some good relationships that helped me through that time period; getting anywhere in the band world as a female seems almost impossible especially on the state level, seems to be more open the higher you go but I've been trying for 4 years to move upward and I'm not having much luck

291 Being mistaken for the assistant director, being yelled at by admin without getting to explain my side of the story, presence of the "good old boys club" both with teachers/admin and within county music organizations

292 I've been asked where the head director was more than a few times. I was also a pawn in a "good old boys" issue (non band directing issue, but involved at school)

293 Many times when I take my students on field trips and being where the band director is after I introduce myself and my students to the performance sights [sic]. A lot of times I am not taken seriously by the high school male directors as they push their agenda and concerns and ignore the middle school issues. I have been told to not even apply to high school band director positions because the principal is a "boys club only" leader and would not even consider a woman.

294 My co-director is male, much taller than me, and much more outgoing. Even though I have been here ten years longer than him, whenever we are at a conference/festival/competition together, EVERYONE automatically assumes I am his assistant. The only reason I didn't put "Very" above is because he is awesome and actively takes steps to counter this perception. Unrelated, but the "good old boys club" is big in my area in general.

295 My husband, who is the associate director at my school, has been contacted first because it is assumed he is the head director. New parents & colleagues assume I am a parent or staff unless I am wearing a badge or school shirt. The "good old boy" system is alive and well in Florida, where most HS Directors are men [Environmental Microaggressions].

296 This is a constant battle. There have been several times that other adults have walked up to some of my older male students and started talking to them like they are the band director. It is never assumed that I am the band director. There 100% is a good old boys club in Alabama, but it isn't everyone. I have 100% seen this directed at other women at conferences, etc. as well. Even when I am wearing a director's polo or dressed up way more than the students, I am never assumed to be the band director.

297 Administration tends to be "boys club" like, but I normally just hop in the conversation without being invited. After 6 years I feel comfortable around admin. It was tricky in the beginning, but I think I've figured it out ;)

298 All the time! I can't break in to things because I'm not part of the good old boys club. My husband and I co-chair a committee, and even though I sign the emails and everything, most responses go to my husband with no recognition of me being a part of it.

299 Always being asked to teach color guard, ability to be a judge in TX (have to be in with the good old boys to be considered)

300 Good old boys all the time

301 Good old boys club

302 Good ole boys club is still a problem; however, success over the years has started to break down that barrier. I think getting older helps with younger men as they may have more respect for someone [sic] their mother's age.

303 Good ole' boys club is strong in Colorado and making much needed progress.

304 I am sure this has happened but I do not recall specifics. I have always been very bold in making a place for myself in discussions, stepping into "the boys club", etc. I have assumed I would be treated as I expected to be treated and made a lace [sic] for myself.

305 I definitely felt like there was an old boys club early in my teaching career. but there were women in that club too. The only significant disrespect I have felt in my profession from other directors is that middle level directors don't seem to be taken as seriously as high school directors. I also felt that way early in my career, but honestly I don't think I have earned the respect yet. Now, 20+ years in, I don't feel that level of disrespect often if ever anymore.

306 I definitely felt there was a "good old boys club" in the MSBOA district I taught in. I don't discount the fact that it felt like that because most directors were male, and many knew each other well and had known each other well for a long time. Additionally I think one of my colleagues (male, HS, 20 years older than me) framed our county that way (and he was not part of the club because our bands weren't successful enough at festival).

307 I feel second class in my school culture because I am both female (there is definitely a "good old boys" club among the male staff and male admin) and also because I teach band (which is viewed as a less important subject).

308 I have definitely seen the disconnect between the old-man band director community and my own presence. This exists in many of the conferences/festivals I attend.

309 I have noticed the "good old boys club" mentality. When I taught in Michigan, it felt like there were so few women in secondary school band positions and at MMC [state conference] [Environmental Microaggressions].

310 I perceive there to be a good old boys club in my field within my region and state. However, I do not let it hold me back, rather I try to be outstanding in my field.

311 I'm definitely not in the boy's club

312 It is sort of a good old boys club - we are very outnumbered

313 Just a few instances early on of the Good old boys club. Once I proved myself at festivals, it was no longer a problem...but why should women have to prove themselves first? [Assumptions of Inferiority]

314 Mostly negotiating the "Good Ol' Boys" network

315 My state has a good old boys club, that I work very hard to break down.

316 Not in my district but when we gather with band directors in our conference, their conversations revolve around the good ole boys and their boy club.

317 Our district level music ed association is extremely sexist. It is truly a "good old boys club."

318 See previous comment. [From 2000-2015 I was excluded from work on a state committee because I was not part of the "old boy" network.]

319 So many conversations among men that don't bother to include me even if I don't give a shit about what they're talking about

320 Sometimes it is hard to get your voice heard, but again, it is way worse as a gig musician (jazz and shows). I'm pretty assertive because of this, so I have no issue exerting my will.

321 The "good old (white) boys club" is very prevalent in Arkansas.

322 The field is very much a boys club in my area

323 The good old boys club is real and active. My students just have to perform better than theirs - that usually shuts them up.

324 The jazz festivals are like good ole' boys clubs

325 The old boys club is on its way out. It was definitely a thing when for many years.

326 The perception that band directing is a "good ole boys club" is there because of the predominance of men in those positions. However, I am not bothered by it because I have not personally witnessed an incident where a female was denied the opportunity to become a band director at the expense of a male [Denial of the Reality of Sexism].

327	There are very few female band directors in my state [Environmental Microaggressions] and the state band organization is predominately male and a "good old boys" club.
328	This is one of the primary reasons I walked away from my role as a band director with little regret. The good old boys club was tiresome and it was a part of every interaction I ever had from professional conferences, to professional development sessions, to one-to-one interactions.
329	We began a group for band directors at independent schools in my urban area. Most of the directors were men, and after one or two meetings I no longer attended. The guys just sat around telling stories and it was a total boys club, a real waste of my time.
330	When I first began teaching 28 years ago there was a DEFINITE good old boys feeling among AZ high school directors - I was at the time one of only six high school band directors in the state. That has since improved and I don't notice it teaching middle school.
331	When I first started teaching at my current school district, I definitely felt like it was a boys only club. That has changed particularly in the last 5 years with the hiring of another female band teacher at our school.
332	When I was invited to our state Bandmasters' group, it very much felt like the "good old boys club" until my mentor (one of the boys) invited me to join conversations and asked my opinions.
333	While I am a part of a group of strong women band directors, I have often been told and experienced the "good old boys" club mentality.
334	Constantly asked if I am the CG instructor. I'm skipped over for opportunities while younger male counterparts are chosen instead.
335	I am frequently mistaken for the guard director or cheer coach. I don't get called as frequently as male colleagues with similar skill sets for judging roles, playing gigs, etc.
336	I have been mistaken as a parent chaperone vs the band director as they refer to the he/him pronouns when looking for the director. I often feel invisible, and some of my teaching, service and scholarship activities are never recognized, not even in a quick personal email or a chat in the hallway. And some of these accomplished activities have never been achieved by my male counterparts in similar roles.
337	Mistaken as the guard person or assistant. Not respected for my accomplishments. 2nd thought in terms of clinician.
338	Not being invited for honors groups or asked advice. Occasionally being mistaken for someone else (not head band directors) because I'm small blonde and look younger
339	When you show up at an event to check in and the person checking you in immediately makes a move to speak to your male assistant. Being asked in an interview, what makes you capable of leading a band program when the interviewer had just outlined and talked about how all of the previous directors were male.
340	A male colleague of mine who is in the same studio as myself is often given the "hard roles" such as, playing most of the more challenging repertoire, leading rehearsals/sectionals, given leadership roles based only on his skill as a man instead of his desire or qualifications.
341	Being passed over for things for men to take a role they aren't qualified for
342	I taught all the music and wasn't allowed to conduct by my boss. When I quit the extra curricular due to this, a new man was hired and allowed to conduct
343	Men have been chosen over me for many jobs
344	My husband and I have an extremely similar résumé. She [sic] was getting interview after interview when we graduated from college while I was not. It wasn't until he already had his job and was called for yet another interview and he suggested the school called me that I received my first serious interview and subsequently got the job.

345	Often the scale at which we are awarded recognition is not equally yoked in regards to The scale that the comparison is being made between honorable work mean honorable work hard work and what you have to work with.
346	Playing at many events and not being recognized until later when I mention that the band was not recognized. Assuming that I will be able to attend everything needed for everyone then being recognized more when I am not there.
347	The assumption that I could never be a high school director; the mirroring assumption that I'm exactly where I should be as an elementary director. The fact that NO women have ever been high school band directors in my district despite applying. [Assumptions of Inferiority]
348	This happens daily. Women often work twice as hard to receive half the recognition. It's difficult to narrow it down to one or two examples. Right now I work as an assistant to a male band director. He's a great kid but he has four years experience with a track record of two years of superior performances. I was passed over and I had 26 years experience, 23 years superior ratings, a master's degree in education and National Board Certification. [Assumptions of Inferiority]
349	What's wrong with assistant band directors? I have been bypassed because I am both a woman and an assistant band director. Both seem to make me a lesser authority on all things band [Assumptions of Inferiority]. I can think of situations where most of the above applied.
350	"where is the band director?" When I'm standing in front of them wearing a shirt that says band director on it.
351	Again, asked to talk to 'real/ main' band director
352	Again, being asked where the band director is.
353	Again, it is always assumed that I am the color guard director. I have had principals call my male choral director to confirm that the decisions I was making were the best decisions.
354	Always mistaken for an assistant, and sometimes mistaken for a student!
355	As a first year teacher, assisting a female high school director, a male director in a neighboring district said "I didn't know a group of girls could put together a show like that" at a marching band competition [Assumptions of Inferiority]; Currently my assistant is a 6 foot male - everywhere we go with the band, he is approached first under the assumption that he is the director; When I was hired into my current role as head director I had several people in the district and community tell me they "never thought they would hire a female director"
356	As a marching band director stepping off the bus, parents will think that one of my male colleagues is the director.
357	As a marching band director, I employ men on my staff. I have lost count of the number of times at critique when the judge addresses one of the men on my staff over me. It generally comes as a shock because I feel fairly well respected in my position in my community and region.
358	As a young director, I had a parent that would drive one bus for contests and I would drive the other. He would often be talked to as being the band director. He was always very gracious and made a very big deal about the fact that he was not a band director and he had no clue what was going on. He enjoyed making the people who talked to him feel very stupid because of their assumption that he was the band director because he is a male.
359	Assistant director assumptions, assumptions that I work at a school with a bad program [Assumptions of Inferiority]
360	Assumed at being a band booster in a festival lunch room by the judges who HEARD ME ANNOUNCE the bands. Not being recognizable from my students in some people's eyes
361	Assumption that I'm a band parent and not the assistant director

362	At a marching band critique I attended while tech-ing for a school during college, I was assumed to be the color guard instructor. I look young. Part of the reason why I cut my hair short was to be taken more seriously and to look older.
363	At a PD conference and being asked whose wife I was.
364	At any festival or marching band competition, I am in the minority. Most of the directors are men. Sometimes I am the only woman director [Environmental Microaggressions]. Sometimes my male band volunteers (adult chaperones) are mistaken for the director when I am standing right there.
365	At every contest I took my marching band this season, my male assistant director and male percussion instructor were addressed first and assumed to be the head director. I was greeted with shock and an "oh YOU'RE the director" for 4 weekends in a row.
366	At marching band events, judges would look past me when looking for the director - they'd assume I was part of the color guard staff.
367	Being called assistant at the junior high where I am the head director. Assumptions from others that I am the bus driver or a band parent before realizing I'm the director.
368	Being mistaken for a student, being mistaken for color guard coach, being mistaken for assistant director, being underestimated [Assumptions of Inferiority], assumptions that my partner (cis male band director) should have applied for my job
369	Being mistaken for someone's mother!
370	Being mistaken for the choir director (see previous answer). Was mistaken for a middle school student my first year teaching. At large-group contest, female directors often receive lower scores than their male counterparts [Assumptions of Inferiority]. While I feel this is improving greatly, it is still a stigma in my state.
371	Being overlooked for a male colleague, students assuming male colleagues are superior [Assumptions of Inferiority]
372	Constantly being assumed to be the assistant director
373	Early in my career, I would be questioned as to whether I was the teacher at festivals. I would try to wear clothes that made me look older than I was.
374	Even though I am well-known in the community, when we are at parades or other functions, the people organizing always insist on giving instructions or information to the male chaperones who are helping out. They always have to direct them back to me.
375	Even though I had just conducted the concert, I had parents who would come up to my husband and tell him good job. It used to drive me crazy. Or the bus driver on the field trips that would look at him and ask, "So where we off to today?"
376	Frequently am mistaken for color guard director or choir teacher.
377	Going to band competitions, the hosts would assume the male percussion or guard instructors were the directors.
378	I "just teach songs," band is a "break for students" during the day, mistaken for the color guard, chorus, or lower grade level teacher
379	I am always assumed to be the assistant or colorguard director. I have more degrees and experience than my assistant but he is am [sic] older man. Infact it just happened again 3 hours ago.
380	I am frequently assumed to be an assistant director or dance team/color guard coach. A judge at a marching band competition once looked at me and said, "I assume you're the color guard instructor." Male volunteers are often approached first and assumed to be the band director. I once had a male band director tell me, prior to my change in teaching position, that the open position should not be filled by a woman because a woman wouldn't be successful in this school district [Assumptions of Inferiority].

381 I am often confused as a staff member at my own marching events. People tend to not even think I could be the director. Even today at a performance, someone looked at me standing with all of my students and still asked who the director was, because apparently I didn't fit the stereotype of what a band director "should" look like.

382 I am often mistaken for the assistant director while my male percussion assistant is assumed to be the head director.

383 I am often mistaken for the assistant, or a clinician.

384 I am often overlooked as the band director. At contests, people often go straight to my percussion instructor and assume they are the band director...even if I am standing right next to him dressed professionally and he is wearing jeans.

385 I am the assistant marching band director and often other male band directors will assume I teach guitar or elementary school and couldn't possibly be the assistant director.

386 I feel like I definitely have to try to prove myself more [Assumptions of Inferiority] and when we are out performing I also get the "wait which one is the band teacher" also partially because I look like a high schooler still. I honestly don't get talked down to very often, but I feel like it's because I asserted dominance in my role right away. The most I have received is boomers or other parents who think they can tell me how to do my job because they were in band one time when they were 12.

387 I had the word "director" embroidered on my jackets and polos because my helper (male choir director) is usually approached first at contests.

388 I have a male co-worker who is our music tech teacher and our evaluator has told me to check with him for learning target language and various things. He also did this when we were both displaced from our normal assignments to teach music on a cart and taught the same thing (they didn't let me teach band last year). The admin told me to check with my male co-worker on something and we had the same stuff word for word for our learning targets and success criteria.

389 I have been mistaken for a student numerous times... so much so I now wear my keys on me and have attached a bell so people know I am a teacher

390 I have been mistaken for an assistant/intern/parent chaperone, I am regularly talked over and around by my male AP, my administrators underestimate what I can do even after 20 years of teaching [Assumptions of Inferiority]. Some of this is being a woman, and some of this is due to teaching a non-tested subject.

391 I have been taken as an assistant in my own program.

392 I have had judges talk over my head to my male staff behind me and make eye contact with them as I'm answering questions. I have had marching band site volunteers approach my pit crew chief looking to speak to the "person in charge". All of my marching band staff members have been approached as the director for questions. I've had staff for other marching bands ask which guard is mine. My marching band scores jump wildly from show to show and I notice that I am the only female director within my division or all of the divisions [Environmental Microaggressions].

393 I mentioned previously that I get looker [sic] over as the band director for my boyfriend because I'm a short feminine-looking person. My school is incredibly small and rural so the admin is pretty old and set in their ways as well. I'm the first "female" band director this school has ever had, and my decisions are constantly analyzed analyzed ridiculed when I know that never happened for the men before me.

394 I was never seen as band director until I got a female assistant

395 I was once asked if I was the significant other of a male colleague at a marching band conference. Assuming I wouldn't be there as a director myself.

396	I was once told by a male colleague I wouldn't have a problem with doing my job because I "have the balls to make it." [Sexist Language] I'm also a brass player, so that's also a "boys instrument." During judging panels, I have had judges look and talk directly to my male staff members before me.
397	I've been mistaken as the student and/or parent of a student instead of the teacher.
398	I've been to many music festivals where I was asked "where's the director?" and where people talk to the assistant directors or my husband even though I'M RIGHT THERE and have told them I'm in charge.
399	I've had people assume a male parent or my male intern is the director when the band is out on trips or performances multiple times. My first time also sounds like it could be male even though it's spelled the way a female would (I at the end instead of Y) and people ask me where Mr. Director is because of that.
400	I've often been overlooked when it was assumed I was not the director of the marching band.
401	It has very rarely happened that I'm mistaken as the assistant and only through phone calls. I have a unisex name so when someone calls and doesn't know me already, they may picture a man and are confused when I answer the phone. They'll either ask if I'm me or just straight out say for me to get the band director on the phone.
402	Judges table: always asked when the director will arrive.
403	Labeled as the "Clarinet coach" by adjudicators at an event that I was hosting. Others speaking to my male assistant before coming to me.
404	Many have asked "Where is the head band director?" when they meet me
405	Many time, assumption that male assistant is in charge
406	My assistant is often assumed to be the head because I am a petite woman and can still blend in visually with the students.
407	My assistant, a male, has definitely been addressed more frequently by directors in our cluster and by the public as the initial contact and are sometimes taken back when I respond to them first.
408	My favorite game to play with my marching band staff is to get off the bus at competitions and wait for the host team to see who they approach as the band director. We make bets each event to see who it will be. The host school never picks me and usually assumes I'm the guard coach because I dress feminine at events.
409	My husband (a guidance counselor) is approached as the director in professional settings when we are both dressed professionally.
410	My younger male assistant is often approached as the person in charge.
411	Never acknowledged as a director during marching season, a statement that having the middle school run by a female was "good because it's maternal" [Restrictive Gender Roles].
412	Occasionally being assumed to be an assistant director, when in reality I teach my own class
413	often mistaken for assistant, majorette instructor etc.
414	Often, during marching band competitions, I have been passed by or ignored as the DIRECTOR while people go right to the tall male staff member. Luckily, he handles that by directing them to me immediately and correcting the person.
415	Our music department is 7 females and one male. We have a female department chair who has been there longer than the male and been department chair for years. The male still gets emails that are meant for the department chair. People assume he's our department chair because he's male.
416	People automatically assume I'm the assistant or the choir director because I'm a female and the choir director is a male. They switch us all the time.
417	People on my campus very frequently think that I am the choir teacher and that the male choir teacher is actually the band director. The football and basketball coaches will often email the male choir director about band related things when he has no say over my program.

418	People sometimes assume I am the choir director who ironically is male
419	Repeatedly having male chaperones assumed as the director even at events where the host director has previously met me.
420	State marching band meeting - I was the only female director in the room. I was told to go down the hall to the colorguard meeting. This meeting was for the men.
421	The current assistant director frequently takes credit for the success of the band program. He does not play a band instrument, nor teach any concepts. When the high school band travels, other directors will go to the assistant before coming to me. At a conference one year, I took the elevator down from my hotel room to the convention center. An older band director was also on the elevator, he asked if I was one of the child care workers. I was wearing a name tag identifying me as a band director.
422	The most egregious incident I can recall is going to band festival, professionally dressed and speaking with one of my burly band dads who was moving equipment. I was giving instructions to him about where things needed to be set up when our hosts immediately went to him and said, "Hi sir, you'll need this for your band and they'll need to go here, etc." as if he were the director.
423	The superintendent of my school district, after being introduced to me, and hearing my band perform, still looked at my assistant and congratulated him for being in charge of such a great band. I was standing right next to my assistant as he did this.
424	This mostly applies when I am around other directors in the huge County I teach in. I am younger and look younger and have been mistaken for a student, color guard instructor, and technician before.
425	When I judge marching competitions, people assume I am judging color guard if the [sic] do not know me when I am not a color guard specialist.
426	When I taught high school, at the games the stadium staff would always assume that the percussion instructor was the band director. And I was not never supported by administration for any decisions that I would make with the program. I was very micromanaged when I know the previous director who was male and the one that came after me which is male was not. I was always accused of allowing my emotions to get in the way [Restrictive Gender Roles] when I made simple decisions regarding the program that some did not agree with.
427	When I was a head director I was mistaken for an assistant all the time by men and students at contests
428	NONE GENDER RELATED: Teaching elementary/beginning band, in my experience, is treated as a "second-class" in the band directing world.
429	I noticed this more as a young teacher. Age and experience has helped this become less.
430	Administration dismisses my concerns. For example- 1- I asked if I was following all of the proper protocols. They said that I was doing the best that I could (even without masks and six feet spacing) and that "students just have to be willing to take that risk" (Winter 2021). My opinions were never asked for. We were the most lax in the area. Am I to let them know that I don't feel safe in a very conservative community that doesn't fully believe in covid? 2- "Just assume that they are lying to you" (Fall 2021), when asking a student a question. How does that build any kind of relationship? OLDER STAFF have also dismissed concerns- I asked my RESA mentor teachers how to motivate a group of students. They said, "This group? There's nothing that you can do to motivate them. All they do is go home and play video games" (Fall 2018). I went to the same group of teachers asking what skills the students could do to make them not stressed since they were breaking down in class every day over the homework they had due. I had the students write down why they were stressed and what they needed more of in the classroom. Their responses were: Need more examples. A lot of homework. More time. Too much pressure. After school (at home) commitments and chores. The teachers responded with "they have no reason to be stressed" (Spring 2021). Another staff member nearby was in on the conversation and after said "I know that is not the answer that you wanted to hear..."

431 again very much when I was down south
432 Again, it is mostly questions of "why do you need" and "can't you just....." befitting the needs of the program
433 ALL THE TIME!!! It is getting better as I have more experience in my area to Michigan but far too often there is a lot of that throughout the state. I think my previous response also hits on this. I am always looked at as being "too young" to talk to.
434 As a female running a music program of 95% men.
435 At our state conference, we have an annual meeting for competitive marching band directors. Each year for that meeting, I feel the need to wear my best suit, fix my hair and makeup perfectly, and stand extra tall to be taken seriously [Assumptions of Inferiority and/or Leaving Gender at the Door]. I have just now reached a point where I feel like I belong in that room.
436 At regional nafme meetings
437 Early in my career this was an issue, not so much as time passed and my reputation grew [Assumptions of Inferiority].
438 extreme mistreatment from athletic director and football staff
439 Feel have to work harder to network
440 Feel submissive to co worker
441 feeling out of place at after-work get-togethers involving alcohol
442 Happened more when I first came to America. Again the newer generation seem to do better with this. Comments regarding this were generally not in
443 I felt a lot of this in my previous job teaching middle school, but currently I do not feel this is relevant to my elementary job.
444 I get this more dye [sic] to being in middle school vs gender bias.
445 I have been told that I am a lesser band teacher because the men in my department are better than I am [Assumptions of Inferiority].
446 I have encountered and worked with admin who viewed music as second class and women who teach it as much below that
447 I have only had this experience with (non-music) administration-never with music educators within my career or district. 30 years ago, with my supervising teacher at the university level, a female supervisor did say I needed to "wear more dresses and fix my hair (cut, style).
448 I have received emails addressed to and have been announced at competitions with a common male name similar to my name. On the other side, I am fortunate to work in an area that has several strong music school districts. We have a comradery and friendship and I feel respected and listened to by those colleagues.
449 I honestly can't even begin to name the times I've experienced this in the three school districts I've worked in over the course of my 8 year career thus far. I took an admin role after 4 years of teaching, and I don't even know where to begin with this question because it happens ALL the time.
450 I only really felt that way in my previous position and sometimes in professional circles, but once again, the more I teach the less this has been a problem. Though admittedly it may be less of a problem because I know who to avoid and not talk to now.
451 I student taught under a relatively younger (mid 30s) male. Although I learned a lot from him and his program, I couldn't help but feel that I was doing more clerical work (working in the music library, making copies, running errands) than actually teaching [Restrictive Gender Roles].
452 I think I feel this more as a music/band teacher when it comes to core subject teachers assuming I'm dumb and that's why I have this job more than being female

453	I think this happens more so because I am a young female who is not tenured, but my boss loves to remind me that I am a non tenured teacher and I think he doesn't remind the male non tenured teacher as much about this fact.
454	I try not to take things personally since I am younger than a lot of my colleagues so I'm not sure if my experiences are based on my gender or on my age.
455	I use [sic] to feel this way a lot, but I have built up enough experience in my city to be influential and respected in my community of music colleagues.
456	I was told that I was too old to make mistakes. That the district doesn't hire "people like me". That I must do what they (three older men) say. I have to run all my ideas and thoughts past them before I could implement anything in my program (I was the elementary teacher; they taught high school/middle/and orchestra).
457	I've learned to keep moving forward and to try to ignore these experiences. Sometimes you just can't prove people wrong
458	I've been told I was "number 2" aka assistant from the head band director. But he is kind of a jerk as a person and I knew I was a better band director anyway. So as annoying as that was, I know it was him, not me.
459	I've had other directors say things like "what did you do to earn this office". (Etc) [Assumptions of Inferiority]
460	In certain peer groups such as marching band, it was always assumed I could handle guard or dance just because I was a girl. I have never been on a colorguard or dance team.
461	In my previous job, I was limited as to what I could do, and it was because I was a woman. Yet, my superiors thought it was okay to single me out.
462	In these cases, I've found that demonstrating confidence, sticking to my guns, and increasing of visibility of myself in these roles allows the men to be more comfortable. Many of the discomforts/differences I felt at the beginning have disappeared completely over time.
463	Listed previously
464	Long story about the female teachers being called back first to teach in person last school year
465	Most music people care about level of musicianship more than anything else. Sometimes it does feel like higher ratings go to male-led ensembles, but since a lot of that is a subjective assessment it's hard to pin it down [Assumptions of Inferiority].
466	Most of my second-class citizenship stems from being young, not from being female.
467	Mostly working in the high school competitive circuits and festivals were where these assumptions were made, and I felt like a second-class citizen. In the orchestra realm, it wasn't the same - neither in choral. But the band world, has certain assumptions - even as we are trying to change that. Look at the number of highly competitive marching bands that are led by women directors - not many. There are possibly many reasons for it, but some of it for sure is the stress of the microaggressions and opportunity. Specifically I can recall a job interview I went for, that was for a large band program - there were two positions available at this new school - and the principal assumed I was coming in for the assistant band director positions because of the time commitment and overall difficulty of running a program that size - because I was a woman [Restrictive Gender Roles and/or Assumptions of Inferiority]. He literally asked me if I was sure I wanted to be considered for the position, because he thought I would be best in the assistant position under the circumstances. .
468	MSBOA VERY MUCH SO, some occurrences during student teaching
469	My colleague has a master's and I have a doctorate. He gets called "Dr." frequently, and I'm just as frequently called "Miss." [Sexist Language]

470	My job is the only half-time position in the district. It's hard not to feel less important, but I'm not sure if that's related to my gender.
471	My statement from the previous page can also be used here.
472	Not being given the results for my students at a contest because I "couldn't be their director"
473	Once again, early in my teaching this happened often with the older male band directors. After I have established myself in the profession, it doesn't happen much at all.
474	Opinion not as valued as other disciplines
475	Playing while I'm talking.
476	President if [sic] my local music educator chapter does this OFTEN!
477	Sadly, I have felt this more in my own district than outside of it. It seems to be more a function of the other members of my department than the fact that I am female.
478	See previous comment about organizing the band festival.
479	Shorter classes, less staff development time, smaller budgets, no administrative presence at events, Excluded from school decisions or important meetings
480	Students do not always respect me. Band directors in our area are often men, but there are a good number of women, too. This is not really a big deal now, although it may have been more likely earlier in my career.
481	Superintendent wanted a male at the HS level and removed me from my position. The man given my position was right out of college and way less experience [Assumptions of Inferiority]. My job wasn't even posted for me to apply
482	The longer I'm in, the more it happens.
483	There has been a feeling of lack of representation in state and national positions in the band director field. It has always felt like women are perceived as general music teachers and not secondary. I can't think of any male general music teachers that I know. [Restrictive Gender Roles]
484	These are too many to list. The number of times that it has been assumed that I can't do something or I won't do something because I'm female is too many to list. [Assumptions of Inferiority]
485	This doesn't happen to me very often inside the school setting, but anytime I have to venture outside of the district to plan or facilitate community events I run into this. Additionally, I work as a percussion director at the local high school and am often questioned by other schools' staff.
486	This had also changed with time- as I get older, have more experience, and more respect I experience this less. This leads me to question if experiencing this when I was younger had more to do with my age and inexperience than my gender
487	This happened more in the beginning of my career when working with someone who was in their last years of teaching.
488	this happens more at conferences and conventions
489	This happens to me during the marching band season. I used to get very upset, but now I ignore it, take care of my students, and know who not to call for advice or help and who to ignore when they come to me for advice or help. I'm done educating men. If they won't save a spot for me at the table, I'll build my own table.
490	This has the biggest effect on joining other band directors on the county and district level! I have more examples than I can count and it's reoccurring. I've had conversations with directors I trust and they simply stick to these views!
491	This is just a regular part of teaching as a woman. It's a big reason why I substitute for now unless I find a more respectful and inclusive work environment.
492	Underestimated happens a lot [Assumptions of Inferiority], it's frustrating
493	When I first started this was an issue but as I've established myself it is no longer an issue

494	When I was younger I got a good deal of "mansplaining" [Assumptions of Inferiority]
495	Working with Catasauqua's marching band staff of all men
496	All good, citizenship equal here.
497	I've always been respected by other band directors - most of which have been male. I feel very fortunate for this.
498	My work spoke for itself.
499	N/A
500	N/a
501	N/a
502	N/a
503	NA
504	Na
505	Never
506	none
507	None
508	none
509	None
510	None
511	None
512	None
513	Not something I have experienced
514	Prefer not to say
515	When I moved back to Georgia I was fortunate to teach in a system that valued expertises over sex.

Open-Ended Response--RESTRICTIVE GENDER ROLES

Please describe any experiences you have had with restrictive gender roles in your work as a band director.

1 Competitive programs "couldn't" have women directors because they may have children and won't be focused on their job, are the "kinder/gentler sex" and therefore cannot hold authority, (even as early as high school - told that "women aren't able to command a field" (speaking for marching band - lost center podium because I was a woman) [Assumptions of Inferiority]. When I was a co-director, the other director was a male and expected me to do all of the secretarial jobs of uniform/concert attire, music library, copies, newsletters, announcements, and community/Booster meetings - because he had the serious work to do. I have had principals ask me if I had any plans (during hiring or just after) for starting a family and whether I was married or not. As previously stated, I have been mistaken several times as a staff member or color guard instructor in the marching band world [Second-Class Citizenship]. When breaking barriers - being the first woman band director to be [position of honor] - people didn't realize I was there and not on staff for NAfME but as an honoree - when pictures came, etc. [Second-Class Citizenship] When I was a strong leader and had to make some tough decisions and follow through with those consequences, etc. - I was often seen as being a bossy bitch, and aggressive. I couldn't raise my voice in meetings with other directors, especially in high school music meetings because I was seen as being bossy, egotistical, etc. I really have to watch my tone in public - because I will get feedback from parents, etc. that I should be kinder, nicer, etc..

2	Often called on to run 'housekeeping' roles; all of these: being asked to provide hospitality or do clerical tasks (e.g., make copies, serve as secretary) assumptions that women should teach elementary or middle school because it better fits their personality (e.g., nurturing) being criticized for being too aggressive, bossy, loud, etc. or not being warm/nice enough inquiries about your plans to have children or get married being asked about your family before being asked about your job/program
3	I can not count how many times I have been asked when I will start a family. I am not even a year into my marriage and not only am I asked but my husband will be asked if he is at a concert to support me. Aggressive, bossy, too loud are all complaints I've received from men in my district about how I am. Many times it is assumed that I will do the clerical work but in meetings where data is needed only my male codirector will be allowed to attend. When he refers district personnel and DOB's to me they just move on and suddenly don't need the data anymore. I have been criticized for being firm with boundaries in my classroom and not being warm and motherly enough.
4	All of the examples listed. At the private school I taught at, I had to give a presentation and talk to all 7th and 8th graders on sexual harassment and abuse. I wasn't trained, but because some kids confided in me and because I was "easy to talk to" and "young" and just a good listener, it became my job.
5	All of your listed examples I've encountered. From being asked in my interview for the school district if I'd prefer middle school instead of high school to my principal asking me when I was going to get married and have a family after that happened. All of it has been inappropriate in the workplace.
6	Clinician at conducting workshop: "So you teach elementary." When I told him I teach high school he laughed [Assumptions of Inferiority]. When people found out I was engaged (to another band director) colleagues asked if I was going to stop working. When I offer my professional opinion about things related to my program my boss (who is a former chemistry teacher) has accused me of being arrogant. I frequently have aspects of my job explained to me by male colleagues [Assumptions of Inferiority] (for example, "I teach both middle and high school, so it's really hard" from a new male teacher in the area. He was not interested in the fact that I also teach both... and chorus and general music. Parade organizers who won't talk to me directly- they pass messages through a male colleague [Second-Class Citizenship]. I watched a new male band director hand a pile of music to a veteran female director who stopped in to offer support and tell her "here, copy these." My husband is a middle school band director and when we're together most of the time questions are directed at him [Second-Class Citizenship].
7	I have experienced everything you have listed regarding microaggressions in restrictive gender roles, including, but certainly not limited to my first day in graduate school for conducting when the professor told me he expected his coffee ready and waiting for him at 7am. I told him he better arrive at 6:45. This was the first of thousands of inappropriate and disturbing interactions. He was a disgusting person.
8	I've experienced everything listed in the description!
9	In the 1990's, it was daily. In the early 2000's, it was weekly. It is still frequent today since my personality is bold. Examples: being asked to provide hospitality or do clerical tasks (e.g. serve as secretary); assumptions that women should teach elementary or middle school because it better fits their personality and life plans; being criticized for being too aggressive, bossy; inquiries about your plans to have children or get married; being asked about your family before being asked about your job/program; assumption that I can't lift tubas, string basses, and marching band equipment (I'm 5'9" and fit so it's not size) [Assumptions of Inferiority]; assumption that I can't manage unruly high school male students; the list is too long.

10	It has been assumed that I will easily agree to menial tasks at the drop of a pin on several occasions (sometimes even large favors). I was told by various professors that I should consider middle school instead of high school because I would be "too nice." On the flip side, I am much more easily scrutinized when I uphold the standard for being too aggressive. It is often assumed I have plans to have children and a family, despite being a single woman in this field.
11	It took me MANY years to get to actually conduct as an assistant. I was treated as a secretary. A principal called me out at a concert telling the audience that my unexpected pregnancy would be my "last one, right?" Losing seniority because they kept postponing my evaluation until after my due date, so I lost a semester of seniority due to a 6-week maternity leave. Being told I was being too aggressive about wanting to conduct and that I should go "down to middle school"
12	The first four of five bullet points defining restrictive gender roles have occurred in my experience at least once.
13	This has been pervasive my entire career. I literally can hit every single bullet point listed more than once.
14	How many male high school band directors are expected to hem and alter their own band's uniforms? Yeah, none. But that was an expectation placed on me, as well as the laundering and care of said uniforms. Being the 'mom' figure and being warm and extra kind is expected and I have been described as 'scary and mean' for not falling all over myself to be extra super nice. When I left my high school position, it was assumed that I must want to have more kids and that rumor was spread like wildfire.
15	Asked about family plans in interview, as an assistant band director in charge of all clerical duties, being "bossy" or a "bitch" when taking charge
16	Parents and other teachers/ directors often ask questions directly about my desires to have children, especially once I got engaged. Some say that I can't be a good teacher until I have children, many men say things about how men make better directors because they aren't worried about children or maternity leave. I've been privy to conversations where they downgrade a band program led by a woman and say it's a lesser program because she took maternity leave. I struggled to be recognized as a director in many circumstances, where people would approach me and ask where the band director was, looking for a man to be in charge [Second-Class Citizenship]. I am criticized by parents and other directors for being too loud and mean when I raise my voice to be heard, even though I have not yelled at the students. My first day at my new job, I had 3 years of head director experience, and I was sent away to make copies and pick up someone I didn't know from the airport. When I protested, I was told that my "car was probably cleaner." In addition, male directors have assigned female students specific jobs such as cleaning or working with younger students, because they'd "be better at it than the boys."
17	When partnering with other schools or in groups to host, I'm giving the task of taking notes and hosting due to my organized nature, I'm seen as a threatening teacher because I have expectations higher than the previous male director and seen as too strict and mean, I get asked all the time by parents and colleagues when I am having kids or if it is my plan to have kids, I get questioned on my loyalty to my program since I will have a family to take care of at some point in time
18	Always expected to make the copies. Being stern was viewed as "having a meltdown" whereas men saying the same thing were viewed as being appropriately demanding. Told during senior year of college that I should teach middle school because I'm a short woman. This list could honestly go on for a very long time.
19	Being asked to take minutes at meetings, being told that I'm at the band entrance and that band parents need to go to the front of the building, told that I need to say things differently, told that my expectations for students are too high, told that I'm too aggressive

20	"I often have assistants that have a lighter hand with student discipline". This was said about me by a colleague I used to work with. First of all, the associate position at all schools is a co-director title, meaning that we are the same. Assistant teacher or assistant director leaves me with a bad taste in my mouth. At least try for associate, that is the professional way to say: the second band director. Why is having a lighter hand a negative? Why does discipline in the classroom have to be punitive or masculine to be considered effective? Because in white person culture we deal with patriarchy not matriarchy. So in a field that is dominated by white men of course when a woman has to be the one to deal out the discipline or the classroom expectation it's either automatically made fun or light of by the male or the male students, or isn't taken seriously. Therefore I learned a long time ago that if I want kids to listen to me, be kind, be kind, and be kind. The relationship building tactic is considered a light handed approach, but my kids listen to me and when I need them to get serious, they do. Another experience I had, before I even got to working with a friend and colleague that I presently work with, was having a conversation with him about equal clerical work loads. I told him that I do not want to be seen as a secretary. That's happened to me too much in my past. Every person I talked to told me this was going to be what happened, that he would be working my groups and I would be in the office doing all of the clerical work. I sat down, we laid out ground rules, and we have never had a problem because we both share the workload equally. This is the only time I've ever had an equal workload with my colleague and it's refreshing. I'm glad to have had the initial conversation with him, but the result of it is what I am most happy with because he's told me he has no intention of doing anything that other people in my district have told me will happen.
21	being delegated to do clerical tasks, being told to be less strict, being told that it was surprising that I was a female percussionist
22	Criticized for being outspoken or voluntold to do organizational work
23	Earlier in my career, it was expected that I was in charge of hospitality/food tasks and clerical duties. If I was loud in class or on the field, I was a bossy bitch. The male director could yell and not get the criticism.
24	I am often assigned clerical tasks and told that I am too bossy. My male counter part acts similarly, if not more aggressively, but everyone accepts his behavior.
25	I get called bossy because I like to get things done. I often do clerical things because I'm good at them compared to colleagues, and I like making sure it's done well.
26	When I taught middle school band, my AP would always tell me I was too harsh or aggressive with my students and that it was unreasonable for me to have high expectations; I was also always pushed over by my boosters and band parents because I was a female and they thought they could walk all over me; my principal at the high school, also a female, saw me as a threat and anytime I stood up for myself or my students, I was wrong and written up for insubordination; I am also a founder and VP of the [State] Marching Band Association where I do 80% of the clerical and hospitality work to make sure that the entire organization functions, especially during the marching season, and I am never recognized for my work, even though the organization would not function without me and the president and secretary (both male) get all of the credit [Second-Class Citizenship]
27	Being asked about my family plans, being told that I should teach younger grades because I am a woman, asked to focus on clerical tasks, criticized for "not being nice enough"

28	In college, my mued professor would assume every female student was planning to teach elementary unless told otherwise; I had to write notes at booster meetings; when I assisted hs band I mostly did secretarial work instead of teaching; I had to pick up after my hs director after he was done teaching in my classroom (coffee cups, loose drumsticks, paperwork); when I announced my engagement my principal asked me if I was going to quit my job and move because "that's what they all do"; co-workers and admin didn't believe me when I told them I didn't want kids - they would nod/wink and say "riiight"; I was told to smile more and my hs director would tell the kids that "Ms. W is happy on the inside"
29	Been told several times that I can't be a good teacher until I have children. (I don't want them.) I am the only female director in my cluster - I'm expected to coordinate the group for meetings. I'm OFTEN told to "fix my face", and be more pleasant.
30	Family involvement has always been a part of interview process. One job, the parents did not like me having family at events and tried to hold a meeting with principle regarding my family at football games and concerts. Most every job I've had, I was the mom of the staff and held on to documents, records, medical kits and even took care of feminine hygiene for the girls. One job, I was specifically told that I was the secretary for the high school and had to spend my off period at the high school to handle paperwork, filing and copying while the high school director watched youtube videos of HS, College and DCI groups to get ideas for his next show. I also taught and handled all middle school by myself because women are more nurturing to younger kids.
31	asked to make coffee, asked to stay late to lock up while other directors went to a conference out of town, asked if I had situations that would make it challenging to relocate (sounded like kids or significant other), told I had to teach middle school several years before applying to high school jobs even though other men were hired right out of their undergrad programs [Assumptions of Inferiority]
32	Everything you mentioned except the bossy/loud. Many many assumptions about my abilities to teach marching band. Also assuming I wouldn't be able to teach the auditorium managing class because I wouldn't be strong enough (though I didn't want to teach it so it wasn't something I pushed back on) [Assumptions of Inferiority].
33	Former colleague refused to do paperwork or make copies, and would leave paperwork on my desk to copy for him; new colleague assumed I was a middle school director and sent me to a middle school meeting; I am frequently asked if I have a family by student & parents.
34	I had a male principal tell me I should think about elementary school after my second year of teaching. My job had been cut due to budget and I wanted a full time band director gig. The only thing I found in [state] was choir full time. I declined that after accepting a position as a middle school head director in [another state]. In [the second state], I was asked often if I moved here because of my husband's job. He and I were not married at the time and he actually followed me and got a job as a percussion director the following year. Since being married, I have tons of co-workers and family and friends that want to know when we are having children. We have no intention. Our AP who just resigned definitely had a list of things he did not think women should do. He thought he was displaying chivalry. Our male coaches travel without admin regularly but he asked me why I was taking my students to a concert without admin. I have also been given tasks that are not the real work, like food and snacks.
35	In my first several years at my current job, I was working alongside a senior male director who was my former teacher. I was always making copies, creating documents, or any other clerical tasks he felt like delegating to me. These tasks were all given to me under the guise of mentorship, but it went on for several years until he retired. On the previous page I mentioned my now-retired principal who told me I wasn't cut out for the high school job. It had nothing to do with my abilities but entirely centered around the fact I had just given birth to twins that year.

36	Questions about my family plans, assumptions that I am better suited to middle school, the impression that I am too frail to handle the demands of high school, being given clerical tasks have all contributed to a significant feeling of lesser-ness.
37	Constant questions about when I'm going to get pregnant, how can my husband stand me being away so much, called "motherly" rather than "effective" at my job, making copies, being called too young to work with high schoolers (when I'm the same age as male colleagues in the room)
38	Many times I have been asked to deal with "hospitality, clerical, or 'Motherly'" tasks. It's been assumed that I would not want to teach high school because I am a female. Inquiries by other directors, that I am not close with, and parents have been made in regards to my dating, plans for children, and plans to marry.
39	- I was assigned Uniform Maintenance as part of my responsibilities at my previous job. - During my first round of interviews after graduating from college, a principal asked me: "you're not gonna get pregnant and just leave like the last one did are ya?"
40	Asked if I had a boyfriend, been talked over in rehearsal as if I was not rehearsing the group effectively [Second-Class Citizenship and/or Assumptions of Inferiority], frequently asked to do "bitch" work during marching band season especially.
41	Being asked about family plans in a job interview, doing "book work", not being allowed in front of the band as much as other male directors in same position [Second-Class Citizenship]
42	During my student teaching experience I was exclusively given clerical duties. It took over a month to be able to start instructing students. This was spring 2020, so it wasn't too long after my opportunity to teach came along when COVID shut everything down and I was no longer involved in the program. It seemed like the head director didn't want me there (white male). Now that I'm married, people ask my husband and I all the time what our plans for the future are. Of course the answer they expect is kids, but we know that we want to wait a few years (like 5-10) for me to get my career going before we start making kids.
43	Every time I have worked for a male band director (band camps, student teaching), I always became their secretary (making copies, clerical work, etc.). In addition, I'm always asked my relationship status, my future plans to be married, and to have children.
44	I am frequently asked when I will have children, told that I'm not qualified to teach since I'm not a mom, given organization tasks since "women are better at those things", and many other instances where my success or mistakes are attributed to gender role.
45	I am frequently asked why I don't have kids. I am also left to do all of the paperwork and organizing in my department.
46	I have been asked by students why I'm not married or don't have kids. Colleagues are genuinely supportive. I often get asked to do clerical work but that's because it's my strength.
47	I live in a super conservative area and frequently get asked why I'm not married, if I want to have kids, etc. The women in my school often times are responsible for the planning of all events including meals for staff.
48	I was once told that if I wanted to get a job at a "good school" I would have to step it up, simply because I am a woman [Assumptions of Inferiority]. I have also often been asked about my relationship status, even as young as 19 at my first tech job. I was often put to do "creative" tasks (i.e making posters/graphics) when I was hired to teach marching. The current job I hold in a music program involves me making graphics and doing clerical tasks, and for as long as I can remember, this job has only been held by a woman.

49	In an interview I was asked if I had plans to get married and have children; Before I had children, I was told that I didn't understand their behaviors when I told a student and parents about classroom behavior, I have been given secretarial tasks when others were available; I was told that since I did not yet have a family that I would be able to cover more duties than a my male co-worker; I have received many "gentle" handshakes while observing the same person give professional handshakes to males; I have been thanked for food duties above being thanked for or asked about professional roles; I have been assumed to be the assistant director over my male assistant director when I was the head director many times [Second-Class Citizenship]
50	It would be nice if people didn't give a shit about my future and instead focused on the good work I am doing in the present moment. I've [sic] had to assert my abilities more often than not in order to not fall into the "secretary" role.
51	Judging for state auditions, females were normally monitors in the brass, percussion, and sax rooms and judges were men [Second-Class Citizenship and/or Environmental Microaggressions], when decisions were made for social events I'd be expected to provide food or organize food with comments on being a wife (this was in a very rural district)
52	Often asked about when I'm going to have kids. Often told I'll change my mind when I say I'm not. I'm told I'll be a better teacher if I'm a mother. Choir teacher asked me to cook meals for the drama students. Some of the male staff call me "holly homemaker" because I pack leftovers for lunch. I've been told by parents that I should be available at any time "because I don't have a family to take care of"
53	The retired band director I replaced asked me to make copies for him and deliver them to his house for another position he was in, ALL of the time. I did it bc I didn't want to be labeled difficult or as a bitch. The small town was super connected and my reputation mattered to me. I was asked about my marital status and children constantly.
54	When applying for band director jobs in [county in Maryland] I was regularly asked about my plans to have children, if I had children, if I planned on becoming pregnant in the near future. During summer festivals, when working with men who had equal or lesser teaching qualifications, I was asked to be a secretary and the male colleagues were asked to run ensemble rehearsals when the regularly scheduled conductor was taken ill and not able to attend, though my experience level qualified me for the task over my male counterpart.
55	When I was a high school regional band chairperson I was told I would make the coffee for the group, even though I indicated that I don't drink it and had never made it before. I was the only female band director in our region at the time. (I made the coffee - from what I understand it was horrendous!) I've had clinicians tell me that I conduct like a man, "your body doesn't bounce around like most women while conducting." [Sexual Objectification] I've had male superiors ask "How many kids do you have now?" completely out of context. I was once told I was "too pretty" to teach marching band, that it was a mans [sic] job..
56	As the assistant band doctor I was asked by the band director to keep all of the files, organize all the student accounts, and manage all of the recordkeeping. However I was not permitted to make any purchases or collect money. I have also been identified as only a middle school director, or not the band director because I am female. That's super common.
57	Even as a head director, my male assistant expected e [sic] to file his music and organize things that he was finished with because "his brain didn't work that way." I have watched many women be told they should teach Elementary Music because it is more suited to them.
58	I am almost always the one that has [sic] to do clerical tasks, I'm also the one that's asked to entertain guests when we have them. In my previous position, all of the mail [sic] directors were at the high school level and all of the female directors were at the junior high. That was very intentional.

59	I haven't experienced it in my time at the high school level, however when I taught middle school as an assistant I did. I felt like my head director would sometimes treat me like his secretary instead of his partner.
60	I serve as the instrumental music librarian at my university, where I am often responsible for printing and distributing music/other menial clerical tasks. To my knowledge, there has never been a male in my position, or any of the other librarian positions within the department. I have also been told that I would work better teaching in a middle school because i have the "perfect personality for it."
61	I was once called out of a training to help trouble shoot the state executive meeting. The problem was solved when I arrived, so they asked me to get cookies. I am always assumed to be the elementary director or color guard instructor.
62	I've been asked to count fundraising money instead of teaching. Make copies if [sic] music, get breakfast and comments about women usually teach elementary and not band.
63	In my entire music career people always assumed I was going to teach elementary general music when my goal is to be a high school band director. Even though I am not in a band position, the public is always shocked when I even say I am a high school teacher. In my band student teaching position, I was often given copying work or told to balance the check book with the band moms. I do not know for sure if my experience was different than his male student teachers, but it definitely felt like I was being given the "woman's work"
64	Being given jobs within organization that other directors (all male) feel are better suited to a woman: medical/illness tasks, distribution of meals, making sure of dietary needs, creating first aid kit, giving direction to students about proper health management, helping students maintain optimal mental health.
65	Being the one to take care of the crying kids who were upset and other clerical jobs like taping and copying music.
66	Having to do a lot of copies and have to be emotionally available 24/7 for my kids since the other two band directors don't want to "deal with it"
67	Hospitality, clerical tasks, nurturing, students thinking I'm a lesbian just because I teach band
68	I am always doing the emotional support for kids, I do first aid and medical checks and clerical work.
69	I am referred to as the "band mom" by make [sic] colleagues when tasks like ordering snacks or arranging for food or handling sick students. These colleagues are my equals.
70	I deal with secretarial work, student social emotional, uniforms, and booster planning more than the male directors.
71	I work as an assistant alongside a male director. I feel that clerical tasks fall to me simply because that's more of an "assistant's position," not really because I'm a woman. However, students generally tend to see me for more personal matters (bathroom breaks, friend drama, etc.), and I think that it's because I'm a woman. I'm not sure that would classify as a restrictive gender role. I also work with our high school's marching band and am the only woman on staff with 5 men. Any student needing minor medical attention (Band-aids, Tylenol, feminine needs) usually falls to me regardless of who the student initially sought help from.
72	Off color "jokes" about PMS and stereotypical behaviors. Also asked to do clerical activities and/or more sensitive duties (i.e. talking to students on a non aggressive level)
73	Only dealing with attendance in the classroom or only dealing with medical issues since I'm the female teacher.
74	When I was a high school assistant (marching band, concert band) I was often asked to make copies, run errands. I was only ever trusted to run rehearsal when the head back director couldn't be there. On trips I was always the person who went with sick kids to urgent cares or sat with kids who were injured.

75	A male band director asked me to get him coffee once and show him how to use the microwave. A choir teacher who subsequently was fired for being a sexual predator, sent me a very inappropriate email about how he was going to have his way with me [Sexual Objectification].
76	Always asked to do refreshments
77	As a graduate student, and the only female in the conducting studio, I was asked to set up hospitality things for when we had visitors. There was one instance where I had pretty much had enough. They were looking for someone to go downstairs to get plates and napkins. We were at a long conference table with the guest, and everyone turned and looked at me. Every single person in the room, all male-identifying. I just sat there and stared back. Someone else ended up doing it that time.
78	Asked to help colorguard apply false eyelashes - assumption that I would know how to do that.
79	Being an organizational parent to a vet teacher of 30 years
80	Being asked to fetch coffee for a judge at a contest who was my equal in the district
81	Being assigned clerical duties
82	Being expected to take on clerical/organizational parts of a job. Watching men then jump in at the end when it's public. I ran single handedly a program and watched a male teacher "volunteer" on the last day to conduct knowing it was being taped.
83	Being the only one to deal with health and first aid
84	Being treated as a secretary by male colleagues. Being put down in front of students by male colleague. Being treated like a lesser musician because of teaching at the middle school level by male colleague. [Assumptions of Inferiority]
85	clerical work assigned to only me
86	Constantly being asked to perform clerical tasks rather than teach students
87	Constantly looked over at state level judging panels. Was a door monitor for years even though I had vastly more experience than the selected panel. My husband is also in music education on (same instrument/specialism) and I have more experience in our field, yet I'm constantly overlooked. He is more likely to get asked to clinic and then sometimes I'm asked to come along to help [Second-Class Citizenship].
88	Definitely been asked to make copies, organize and clean areas.
89	For the majority of my career I have been asked to do many tasks that are more administrative in nature and less geared toward teaching and conducted. It has improved in the past few years. I've been told that I am "too transparent".
90	Forced to do the clean up and planning of the reception as the only woman band director
91	Former male coworker has me to do clerical duties ALL THE TIME...
92	I am constantly the one who makes copies, prepares deposits, fills out paperwork, etc
93	I am nurturing by nature, so I will freely admit that I probably don't notice these microaggressions as often. I have only been asked to complete clerical tasks a few times unless it is part of a non-gendered rotation (e.g., alphabetical by last name).
94	I have lost out on high school band jobs to men every time [Second-Class Citizenship and/or Assumptions of Inferiority]. I tend to serve in an organizational capacity in any committee I'm on.
95	I often am expected to do clerical work for the high school program that I teach marching band with after school. Across our division (five middle, two high) there are two of us women and we are often seen as the chief planners for events that include all 7 schools. We are often called to answer for the scheduling/plans of the two male high school directors, because our boss knows that we will actually answer the phone and have the accurate information. When we host events, sometimes others assume that we are band parents, and not band directors/staff.

96	I was always the host, coffee getter, had to "provide" for the clinicians we brought in, etc
97	I was the youngest and female of a staff of all males when I first started teaching. I was given many secretarial jobs and busy work. I always felt less than in that environment [Second-Class Citizenship]. As soon as I moved to a middle school and worked with all females, my confidence completely changed.
98	I was treated as a personal assistant/secretary at my previous position (high school band) that I left midyear.
99	I've had certain tasks assigned to me because I'm female. Issuing uniforms, filling out and submitting paperwork for various things like fundraisers, write up forms, etc.
100	In a previous position, I was tasked with re-cataloguing the music library during rehearsal time. In my current position, I have been asked never to make comments during rehearsal because it is seen as "calling out" my male colleague [Second-Class Citizenship]. Additionally, my responsibilities have been delegated based on what the male director would prefer not to deal with- color guard, low performing students, ACT prep, etc.
101	In my current position I was assigned "uniform duty" for the marching band; a role that is typically fulfilled by parents, not a director.
102	In my first 2 years I was an assistant to a man who had been a director for almost 20 years. I had to do all the paperwork, entering groups for contest, copies, etc.
103	Inputing [sic] computer grades instead of my mentor teacher, lots of copying when he sits drinking his coffee next to me.
104	Literally being asked to do hospitality for guest clinicians at regional festivals.
105	Most of my experiences here pertain to being asked/assumed that I would take over all of the "clerical" work because I am a woman.
106	Often asked to make copies by former head of high school program. We share space. I am a part time teacher, so if it seemed like I had nothing to do, I was asked to help with clerical duties.
107	One of the schools I taught, I was an assistant director and always had to do office related tasks while the head director, a man, would teach the class. I got very little teaching experience during those years and chose to look for another job quickly.
108	Other female on staff is basically the secretary and uniform crew.
109	The female can take notes at the meetings.
110	The most bothersome aspect is the assumption that I'm there for the clerical work. My husband is a band director, and when we are together, he is regarded much more seriously than I am [Second-Class Citizenship].
111	This happens less now that there are two female band directors and one male director in my school. Earlier in my career when I was the only female, I was often asked to make the copies and do other clerical things to help the men prepare for rehearsal.
112	I've been criticized for being aggressive, bossy, not smiling enough. ALWAYS was asked why I wasn't married, many times asked why I was teaching high school (isn't that a man's job?)
113	I have been brought to the principal's office numerous times for "not being kind enough toward students" while the male cisgender football coaches yell obscenities at players during rehearsal, being described as "bossy" and "aggressive" in my evaluations, told by band parents that I'm "away from my babies", being asked at an interview if I planned on having children or not, being shunned by other band directors for being a working cisgender female mom (sometimes I think it would be easier if I were not cis)
114	Assumed I would teach elementary music, told to leave band and teach elementary when experiencing stress, told I don't smile enough, and that I am too mean

115	I wanted to apply for a high school position and was told by my administrator that I was 'better suited' to younger grades. I was told by another administrator that I needed to use my 'nice mom voice'. I'm constantly criticized for being too loud and aggressive- One colleague suggested that I should consider a job in politics.
116	Being told that I come off as aggressive or argumentative when I am just trying to get things accomplished or find a solution to a problem; being told to smile more often.
117	I've had a few people tell me that I was too bossy or I should smile more. They would not have said that if I were male [sic].
118	Some parents, administrators and coaches have commented on how "aggressive" I can be. I've been told I need to "smile more."
119	"You can [sic?] be a band director and a good mom" "are you planning on having kids soon?" "How does your husband feel about you being a band director?" "You don't want to teach elementary? High school will walk all over you" [Assumptions of Inferiority] students considering me aggressive and "bitchy" when I get on to them but my head director who is a male intimidating and respectable for the same thing
120	As previously mentioned, I am regularly mis-titled as Mrs. [Surname] instead of Ms. and people frequently ask about my husband Mr. [Surname]. Mr. [Surname] was my father and I am unmarried. My entire life, I have been criticized for being too bossy and too loud. I have had assumptions that I love teaching elementary and that I want to have children. I have been told I "would be a great elementary teacher because I love my students so much" as if I can't share that same love with older children who need a great experience in the arts and a supportive teacher in times where students are often overwhelmed by the pressures of school and life. I've been asked "What does your husband do?" and "Do you have a boyfriend?" more times than I can count.
121	At competitions they always approached my much younger visual staff instead of me when looking for the director [Second-Class Citizenship], being left out of conversations about decision making [Second-Class Citizenship], asked about my marital status and how my husband deals with me being gone so much, when I have kids will I stay as a HS director, asked by a HS principal if I was married in my job interview, told by same principal I won't stay long because "my husband will move me somewhere", and being told I'm feisty and overbearing
122	I am the only single woman working in my school. I am asked all the time (daily) by parents/students/colleagues when I will be getting married and having kids because "it is not good for a woman to be alone." In college, I was asked how long I was planning to work before I got married and quit my job to have babies. When I was interviewing for jobs last year (around 30 positions interviewed for) I was told on multiple occasions that while I was a "very qualified candidate," administration just didn't think I would be able to fulfill the role of band director "in the way that their students needed" because they wanted a "more coach-like" figure. Another time when I was in college, I was told that when I got a job, I needed to make sure I kept my voice down because "nobody wants to be around a loud woman". In the same conversation by my primary professor, I was told that I needed to make sure to always listen to the men in the room and make sure my opinions fit in with theirs if I wanted to ensure that I kept my job [Second-Class Citizenship].

123	I get a lot of demeaning/patronizing language used around me. A lot of it comes from the students, who think of their female teachers as being overly demanding, bossy, or bitches whereas their male teachers are "so cool," well-respected, and generally are viewed as the ones who run the school. My students complain about me being too demanding and tell me that they don't take my classes seriously. All staff and students assume I'm married, and I've been interrogated about being 24 and unmarried. While in my undergrad, all of my male classmates were assumed to be future secondary teachers and my female classmates were assumed to be future elementary teachers. My female classmates all went to elementary schools as part of their student teaching placements, but few of my male classmates were placed below middle school. I knew secondary education was a male dominated field, but I didn't think it would be this bad.
124	I have been told I should not teach high school, that I should be more concerned with my family, that I'm too hard on kids because [sic] I set high expectations (the men with the same expectations are not told this), been asked when I'm having children or why I'm not a mom (I'm not having children and it's none of anyone's business). When I have been out with my students people have assumed I'm an intern or assistant or a parent chaperone instead of the band director. People have been surprised to find out I'm the band director, and people are surprised that my bands are as accomplished as they are and that I have a jazz program (as if only men can have talented, accomplished bands or teach jazz).
125	I was told by my supervisor that I should consider working at the middle school if I want to have a family. Often criticized for being bossy. I definitely feel in the minority whenever I am at an event as one of very few females.
126	I was told by several male colleagues that women serve elementary general music positions better because we are more nurturing and women would not do well in high school band director positions due to wanting to be a mother. When others hear that I wanted to be a middle school/high school band director when I began teaching I was talked down by many men that I should stay in elementary so I can have a family even though I do not want children. I was overlooked for several reputable band director positions in my old district for being a woman. I was told by the marching band staff in my old district that I was too bossy and aggressive when I was the only staff member with a plan of action to help the students succeed and it was my job as a Caption Head to create that plan.
127	I was told I should be a middle/elementary band director because a woman can't be a high school band director. I was also told I needed to keep my future family in mind with how time consuming being a high school director is. I was criticized for being "bossy" when just getting control of my class. And I am consistently compared to the male director that came before me because I do not do things the way he did them.
128	I was told it was a good thing that I wanted to teach middle school so future maternity leaves wouldn't mess with HS marching band schedules. I was told I would never be taken seriously as a HS director because I'm a woman and only men can run "real" band programs. I loudly advocated for my students in need and was told I was too demanding and "in the face" of my school for asking for what my students needed.
129	Many students and their parents take issue with my tone and demeanor being too aggressive when I say the same things my male assistant has said. I was told by multiple professors in college I should just teach elementary music as I wouldn't "fit" in a high school job. I am often asked by other faculty members at school if I ever plan to get married, have kids, and/or asked why I do not already have kids or am married.

130	Throughout my college years, my professors and peers told me I would be a better elementary teacher than high school band director. In job interviews, I've been told that my personality is better suited for elementary music. In a job interview an administrator said that women are not capable of being a head director (emotional stress, performance stress, long hours, away from home a lot, etc). After I got married many staff members asked when I was going to have children. In an interview I was asked when I was going to have children because they didn't want the new hire to go on maternity leave. The current assistant director is an older white male, and every time we go to a new performance venue people assume he is in charge. Parents of students gravitate to the assistant director when they have questions. One administrator at a previous school told me I was too bossy.
131	Told I should teach middle school, told I was too aggressive, inquiries about my plans about having children from students, being told I should get pregnant, being told I shouldn't get pregnant.
132	Aggressive. Mean. Bossy. Scary. Sometimes ask if I have children, not too often.
133	Asked about family in a job interview. Labeled bossy or mean
134	asked about getting married/kids (as it relates to my ability to do my job), criticized for being too strong/bossy/loud instead of soft/demure
135	Asked about when I would get married by numerous coworkers. Told my personality was brash by a principal after a parent screamed at me and threatened to hit me. Many more incidents.
136	Asking about my family and people describing other women as bossy or loud.
137	How are you going to manage having children and working? I'm called opinionated because I speak up. I'm called confrontational because I approach people when I have a problem. And so many more.
138	I frequently get asked how I'm going to have kids and teach high school band or when I'm going to have kids (I don't want any). I get called aggressive or a bitch from athletic staff when I need to get assertive about certain things.
139	I get a lot more push back from students and staff about my decisions or teaching style because I am assertive. Nobody has ever outright said it, but the reactions I get speak for themselves. The amount of times I've heard "when you have children" or a rendition of that is very frequent. I do not want kids and will not have kids, so it is always annoying to either have to nod along or have to declare that I don't want kids and everything that comes with making that statement.
140	I get asked about family life nearly everyday even in meetings pertaining to my job duties. It is also often assumed that I am a vocalist or flutist because I am female, often times people are shocked to hear that I play trumpet and tuba. Although I have not heard it directly I often see people being critical of my "loud" or "aggressive" style and that I am not quieter or more reserved, especially when fighting to bring my music program back from the dead.
141	I have a close colleague who is having a child- I often get asked when I will do the same (I don't believe I can have children). I also recently got engaged, and constantly get asked about wedding plans and why I will not be taking my partner's last name. I have a louder voice, so I have been accused of being bossy or loud frequently.
142	I have been called "a curmudgeon" because of my occasionally serious demeanor, I have been asked what my husband does, and how many children do I have?
143	I have been frequently asked when I'm getting married and starting a family. I have also been called a bitch if I'm too strict. I was coordinating an honor band and was told I was "too emotional" because people started finding conductors without my approval. I served as regional board president of a band director's association, and my region had meetings without my consent or knowledge because "a woman couldn't get it done".

144	I have had administrators tell me that I was "disturbing the students" by "yelling at them" because I have a loud voice and I was speaking to the back of my very large band room. I often get asked why I'm not married, if I'm ever going to be or if I have/want kids.
145	I ran a "tight ship" and was very regimented when I was the head director/music department chair. It was very irritating to some. Also, I wasn't married or had any children at the time and was asked frequently or it was suggested that I should hurry up before I got too old.
146	I've been called not maternal enough and also too strict. At my previous placement I was asked how a relationship might impact my work (inquiring if I plan to get married or have children).
147	I'm often asked about plans to get married and have children. And I am ALWAYS told that I'm too loud, too bossy, and too aggressive
148	Interview process always includes "do you have/plan on having children" if the intent is to build a program. "Why are YOU teaching marching band?" Rolling eyes or comments about how female directors automatically have worse marching programs [Assumptions of Inferiority]. When I had an assistant band director who presented male, he would defer to me but everyone else would defer to him; judges, students, parent volunteers, etc. [Second-Class Citizenship] "You're being way too loud/mean" when trying to direct my students across an entire football field or if tone was anything resembling stern.
149	Oddly - I have only had this from other women. When I was an assistant HS director at a previous school, and made a comprehensive plan for warmups and scales to pitch to the middle school director (who wasn't doing scales or warm ups), she told me scathingly that "You go girl. Once you have kids, you'll never be able to do any of this." I had a band parent who told me I was dismissive of bullying against her child (I wasn't) because "You don't have kids, so you don't understand how to feel towards them." She actually verbally attacked me enough that the police were called and she was banned from school grounds for a month. And I had a principal at that first school who told me that I should defer my decisions about the band to the head director because he was the head and a man. Both the head director and I were horrified that she said that. And I left that school soon after. My current principal (a man) told me after a large meeting where I was trying to change his mind on something he wanted me to do that he "didn't like my attitude" because I came to the meeting prepared with reasons and rationales and solutions. But that was the only instance from a male. And the middle school principal (also a male) stepped in and said, "That's not an appropriate thing to say at all, and you're new here - she's the last person I would ever say has a bad attitude. I wouldn't push this, because she knows what she's doing."
150	Often in a parade/performance situation I have been asked where the band director is. It has been assumed my male assistant was the band director [Second-Class Citizenship]. I have been accused of being a loud, unlady like person, called Mr instead of Ms or Mrs. and was asked with each pregnancy if I was ready to stop being a band director to be a mom.
151	People ask all the time about whether or not I'm going to have kids even though I'm older. I'm also absolutely told that I'm too assertive or too aggressive by my colleague.
152	The choir director that I work with frequently states "one day, you will have children" or "one day, I will be showing you how to put car seats in your car" or "I can see you driving a minivan a few years from now". I feel I am often torn coming off as too soft and coming off as too aggressive while managing my classroom.
153	This is so common. The most common questions/comments I receive are: Are you married? How will you balance having children and being a female conductor? Isn't wearing nail polish distracting? Isn't wearing jewelry distracting to the musicians? [Sexual Objectification and/or Leaving Gender at the Door] You come off as bitchy or bossy. You have serious mom-energy.

154	Told I was too aggressive, bossy, difficult, etc. Being asked about family, someone actually said to me in 2014, "But you're a WOMAN!" When I said I was the high school band director [Second-Class Citizenship].
155	Was asked in an interview for a high school band position if I was going to have kids in the future. I have been called bossy and loud. Constantly asked if I will ever have kids. I won't be a good teacher until I have kids.
156	When I was pregnant, I was repeatedly asked if I was "coming back" after maternity leave, a question my husband (also a music teacher) was never asked. I also frequently feel dismissed/slighted by one of my principals (a male) when I am assertive about the needs of my program and my students, something my male co-director does not get from him.
157	you are too aggressive, you're not hard enough, you're a bitch, you can't lift the equipment [Assumptions of Inferiority], you can't be married with children and do this job,
158	All of the women teachers in the district teach the lower grades, the men teach the upper grades. I have definitely been deemed bossy or a nuisance for fighting for my program before when the males have not.
159	Being placed with the color guard for marching band because I am female. Frequently told I need to "cooperate" more often.
160	Being told I'm too bossy. Middle and high school students saying I don't belong in their school because I can't handle the job or the behaviors [Assumptions of Inferiority]
161	CONSTANTLY told I am too loud!! Have been told that I should teach elementary or middle school because "a woman just can't handle the responsibilities of running a marching band program" [Assumptions of Inferiority].
162	Fundraiser rep assuming (3 times in 1 meeting after being corrected) that I (female) was the choir director and the male was the band director when it was the opposite. I have also felt often that I must use a more gentle tone of voice because I am a female whereas a male speaking exactly as I do would be fine.
163	I did not get a job early in my career because they did not feel that a woman could handle a high school band. I have also been told I am too loud for a woman and that women should stick to middle school.
164	I've always been pushed to teach elementary rather than high school. Granted, I enjoy teaching elementary, but I often feel that I'm not respected as much as my male colleagues when teaching high school students. I was also told I was "too intense" after my first year of teaching marching band. I did not do anything different than my male colleagues, but was not invited back the next year to teach because of that.
165	I've been in a situation where I was assumed to teach colorguard because I am a woman. I've also been told I'm too aggressive, bossy and loud. I've also been told that someone was surprised I could hold a head director job.
166	In my current job, I constantly am compared to my male predecessor. I've been told I don't work hard enough or that I shouldn't be teaching high school. In every position I've had, I've been accused of being too aggressive and creating a "hostile work environment" simply because I stood my ground about my working conditions. My predecessor is still active in the music program's booster organization. During these meetings, parents will almost always address my male predecessor and ask for his opinion before they ask for mine.
167	Parent asking if I have children, being told I'm too tough, assuming I am the color guard instructor at a band competition

168	Was told I was "borderline insubordinate" for helping try to find a schedule that works for the music department. Being assumed as the choir teacher instead of the band teacher when out with my colleagues or by subs. Considered a "bitch" for having high expectations.
169	While interning, my coordinating teacher (the only band director for the district) often told me that my ambition of being a high school/collegiate level director was 'probably not going to happen'. He made me in charge of the lower level students even though the other intern (a male) often talked about wanting to work with lower level ensembles. I also have been told numerous times that I am cold, distant, and unapproachable because of my lack of a bubbly personality while teaching.
170	As my role of assistant during marching band, I am often expected to be the "nurturing" one to the students. More times than I can count, people consider me "mean" for having high expectations. I have watched male band directors respond harshly to students with no negative response from the students. If I respond in a similar way, or even calmer, I am considered mean and aggressive.
171	100% have been criticized for being "bossy" or "aggressively assertive".
172	A lot of the situations where I've been told not to be assertive have been from both men and women.
173	A parent once told me that I would be a better teacher if I were a parent. I have high standards and expect a lot out of the kids. This has made me "bitchy," "mean," "strict," etc. I think that if a man has the same expectations as me, it is fine. Also, when I talk loud, my voice sounds like I am yelling. I often use a microphone so the students won't think I am angry with them even if I am just trying to speak so everyone can hear.
174	Aggressive/bossy/loud but only early on in career- less than 5 yrs teaching.
175	As a young teacher, parents of band members and some supervisors made comments regarding being too aggressive for a woman.
176	Being called emotional or bitchy when I have strong opinions.
177	Being labeled [sic] as difficult or bossy for standing up for expectations and expecting that I have the authority over my program [sic]
178	Being told I was a task master. Being criticized, punished and bullied by admin for advocating for my program.
179	Bossy and loud
180	Called a drill sergeant and just doing what any man I've seen done
181	Constantly being told by admin./staff/parents/community members that I'm too aggressive and intimidating and that's not how female should "behave". I'm the first ever female head director at my school and despite being the head, my knowledge and skills aren't "as good" or "needed" as the other male heads of department [Assumptions of Inferiority].
182	Frequently perceived as aggressive or bitchy when the same behaviors or less would be labeled as assertive or leadership for male directors
183	I am held to a different standard than male counterparts. I am criticized for the "harsh language" I use with my students (a lie) while male coaches can drop the F bomb during a game or match and not be reprimanded.
184	I do get criticized for being aggressive. It sucks
185	I feel like this mostly happens with the students. They will think I'm grumpy, mean etc. just for trying to get something done, move quickly, or whenever I'm not in a joking around mood. If I yell even once (for behavior issues amongst students) some students will think I'm being aggressive. But reality is, I'm just controlling my classroom?
186	I feel most of what I say in my demeanor would be interpreted differently if it came from a man

187	I get this more from the dads that I encounter. They step in the bandroom and see me sitting but when I stand up (there is a reason I wear the 3 inch heels to parent night) and stretch to almost 6 foot, being on eye level helps; I have always been told I was too harsh/high expectations with my band program but I was just doing what I thought was best for the students, sometimes modeling good programs run by males that were offered as examples to me
188	I had to leave a marching band tech position because I was told I was being a bitch when instructing because I was raising the volume of my voice to be heard on the field while the main director had no issues belittling the students and insulting them regularly.
189	I had to work hard with my high school students to balance the "bossy woman" stereotype when I was hard on them or held them to high standards in my first few years at this job. In fact, when I did a teaching demonstration as part of my interviews, feedback from the HS students included "she was good, but women can't be band directors."
190	I have been in more than a few situations where colleagues have felt I was bossy when I was just doing my job - but ironically many (maybe even most) of these times the other party was female.
191	I have been told my loud, blunt, straightforward personality is unprofessional, makes me uncomfortable, and my way of discipline students is unacceptable.
192	I have been told to put down equipment that was "too heavy" and "let a man handle it." [Assumptions of Inferiority] I have been talked over, criticized for being "too bossy" and praised for being "warm."
193	I have felt in the past that some students responded differently to my male counterpart, especially when it came to behavior and discipline.
194	I have heard that I can be "aggressive" when I try to do what is best for my students. It has also been difficult to get information I need sometimes.
195	I have often been excused of being aggressive by my superior and some students. There are plenty of male teachers that never get called on any of this and are in my opinion get away with it at my high school
196	I often am greeted with surprise when I tell people that I am the high school director and told "oh you don't look like a band director!" I also have had parents and students complain that I am either too nice ("she smiles all the time," "why are you always smiling?") and simultaneously that I'm too bossy/mean.
197	I was called into the female principals [sic] office once after a student smarted off in band. I told the students we were playing a certain line and the student felt he didn't need to play since he "already knew it." So I asked if he wanted to teach the class. He said no and class resumed. That afternoon I received an e-mail from the AP that she needed to meet with me over a parent concern. She took me into her office and the head principal followed us in. They closed the door and described the situation. I was honestly shocked that I was in there with 2 principals- I didn't even have a rude tone with the student. They asked how long I had taught sixth grade- 14 years- because they didn't think I had ever taught 6th grade. And they also told me to be "less abrasive." A male colleague later told me he thought he said way worse things than me. A student once told me he didn't like the way I said things. I asked how that mattered because I really didn't say things that different from the head director. He said he didn't know, but it was different, so he didn't like doing what he was told. I have noticed kids listen to the male band directors on staff more than me, despite my demonstration of knowledge and correct practices. Despite proving I am just as capable musically, and despite my advanced degree.
198	I've been told that I'm "mean" and "not patient enough."

199	I've found that quite a few of the issues I have encountered that have directly related to my gender have come from student/parent perception. In general, my more educated colleagues or superiors have treated me as a professional separate from gender. I have felt, in my last male leadership dominated work place, that I could not be as forceful as my male counterparts. I had to learn how to work the system that I was in.
200	I'm told I walk with too much authority and it turns people off, makes me look too intense
201	I've been called a bitch so many times! Apparently standing up for myself and advocating for my students is only ok for men...
202	I've had co workers, parents and students criticize me for beingg bc [sic] to [sic] aggressive and bossy with all the rules I have. Also during my senior internship, students anonymously wrote what they thought about my teaching. One student wrote that while I was giving feedback, I had some "attitude problems".
203	If students are held accountable (for their behavior, grades, etc) I'm considered outrageous, bossy, and even a bitch while my male counterparts don't receive any kickback. I even had a student walk in on a group of teachers discussing how awful I was because they "heard" I was benching students who were non-eligible. (1. We do require students to meet OHSAA eligibility standards, 2. I hadn't mentioned to ANY student that I was even going to look at grades. I had NO plans of this.)
204	In staff meetings, all examples of teachers were referred to as "she and her" vs. all coaching examples were referred to as "he and his". I have been criticized for being strict; a "joy sucker".
205	It's a double standard. I need to be both sides at the same time. When I keep saying that I'm doing more and listing examples, I'm continuously met with "do it more", "try more new people", "spend more time here". More is never enough. The examples I give are continuously met with the word "more". And they're examples that have been used against me in the past. You tried reaching out to those people? Do it MORE. They're not the only ones. They want the same quality, with less amount of effort. And yet I'm supposed to expect things. But my first year, I couldn't expect people to come to practice; that was being too inflexible. And I could never yell or throw things like the past two before me have done. I can't yell across the hall at other students confronting them about their grades in front of others (Winter 2021). I can barely confront a student in private for skipping class. I was harassed online by another staff member (Fall 2019). They said they'd take care of it, but never followed up with me. I don't know what was actually done. They also seemed to show more concern for the other staff member saying, "I'm sure she won't handle it well". The other staff member continued to make small remarks that year such as "I better not say that right now" when I was passing by and she was cursing while talking to another student. I have been having anxiety attacks before events ever since this moment. They started to get worse in the Spring of 2021. In one of my first instances at disciplining a student, I was blamed for confronting them (Winter 2019). I never received an apology for the snarky question that was asked about "my relationship" with that student and that I was not the one at fault. My first year, I was told that my expectations were too high and that I "was too strict". This same person yelled in my face at the end of the year. They flung their hand too close to my face for me to feel safe. And now I'm supposed to set higher expectations? I'm afraid to do so. Administration continuously dismisses my concerns.
206	Men are considered to have high standards when they insist on students doing their best. Women are usually considered to be bitches when asking the same thing.
207	More as a gig musician, rarely as a band director, although you do occasionally get the side-eye when you are overly assertive.
208	Most of my negative experiences were in military, but have been criticized for having too aggressive nature

209	Mostly being told I'm intimidating - I'm actually ok with that, but I also think to myself that I'm not intimidating; they're just intimidated due to their own insecurities.
210	Often seen as "too loud/abrasive". Never looked on as the head director, often not asked about my input on decisions [Second-Class Citizenship].
211	Once the former high school band teacher said I was to [sic] aggressive and bossy. I politely told him that I wasn't as nearly or bossy as the former high school band teacher. Which was him.
212	Please see my previous answers. I am on my phone trying to type this, but this "bitch" didn't realize she would get so "emotional" and "overreact" to this survey. In all seriousness, I would be happy to follow up more properly Via email, if that would be helpful. Thanks, "sweetie" 😂
213	Sadly, I have felt most judged by other women. I've been told I'm too bossy, that I expect too much from people, and it's been suggested that I should be dressing in a way that will attract attention that I am not looking for. Phrases like, "use your assets"...
214	Similar behaviors by male colleagues are seen as "in charge" but for females as "bitchy"
215	Sometimes criticized for being assertive and outspoken
216	They assume because you're a woman that anything you say that is a leadership idea or an honest observation that you are just bitching about things and don't take you seriously
217	This happens especially in the marching band world. It is difficult to establish yourself as equal to male directors, coaches, and admin. I have been told that I'm "going roag" [sic] when I stand up for myself or my program, or take care of bussiness [sic].
218	Told by an administrator that I am loud and too intimidating
219	Told that I was too bossy
220	Told we are pushy by admin.
221	When advocating for my program, a department coordinator said I was coming off as "hostile" and expected an apology.
222	While a man would be seen as being assertive or a leader, I've been called bossy or outspoken while exhibiting those same traits.
223	Women are called bitchy - yelling - bossy - when being assertive. It happens to me all the time - but as long as my students know I love them - then the people who criticize on the outside don't bother me as much.
224	women aren't always seen as assertive leaders, rather (pardon my language) bitches
225	Have been accused of being too aggressive on a couple of occasions. I was once asked in an interview for a HS job if as a woman could I handle the job.
226	I have been told more than once that I would be good at elementary because of my patience and positive attitude. And on the flip side, I've been told to smile by men in my profession. I get asked often if I have children from other people in my profession from both genders. I don't have children and sometimes there are further comments on that which make me really uncomfortable. I don't understand why I have to justify why I don't have kids.
227	After I had a child, my admin team asked if I wanted to go part time because of the baby. I have had MANY people assume I was not up to a task because I was pregnant or postpartum. For 12 of my first 15 years of teaching I was the only woman out of 10 Middle/High School Band Directors [Environmental Microaggressions]. (During 3 of my teaching years, there was one other woman in a similar role.) This only changed after I pointed it out to the central office administration. Now there are two other women teaching middle school band (both are white). No women teach high school band in my school division [Environmental Microaggressions]. After presenting a PD on Diversity & Inclusion Strategies session at the state conference, a retired male director approached me and said "Nice session, but your information might be received better if you smiled more."

228	Before I had kids, I was told all of the time that I wouldn't understand teaching until I did. Now I am asked when I'm going to have more. I was just told last week that because I am a girl I needed to be warmer to students.
229	I am often asked whether I have a family when introducing myself to principals or staff at one of my schools. At my first position as a middle school director, I was criticized on a review for not seeming "warm" and "nice" enough, and that I lack rapport with my students because of it.
230	I've been told I should be nicer to a male coworker who was assumed to be more knowledgeable even though he had far less experience. I often get asked about when I plan to have kids- I don't.
231	I have been turned down for jobs solely on the basis of being female, most notably by a female principal who was concerned that "two powerful females in a school together may butt heads". I am OFTEN and REPEATEDLY told to smile, in situations that don't call for it.
232	Literature selections - restricted to the "fun" or novelty pieces, concerns that I wouldn't be able to get an ensemble to "achieve excellence" [Assumptions of Inferiority], advice from admin to smile more, etc.
233	"When you have kids, you'll feel differently about how much you want to work." "When are you having kids?" "You won't work once you have kids, right?" Most often, people assume I don't lead teach the high school marching band and regularly call me an assistant when I am lead director during marching season. I've been mistaken as the Color Guard instructor.
234	After a job interview, the principal at the school warned the interview committee that I'd probably be trying to have children soon, so they should think about that before hiring me. At marching band competitions, it is frequently assumed that I am the colorguard instructor rather than the assistant band director [Second-Class Citizenship].
235	Another teacher kept mentioning my children during an interview; childless person got job. Assuming my husband is the band director at conferences (he is not a teacher) [Second-Class Citizenship]. Assuming I can't lift heavy objects or cannot use tools, assemble equipment [Assumptions of Inferiority]. When I left HS to teach MS, everyone assumed it was because of my kids (people assumed it was for my kids. when another male director in district made the same choice the following year, he was praised for being such a great parent. "What a brave choice!"
236	As a strong, female HS director, my Principal (I believe ignorantly, without any ill will—again, old school-, made a HUGE deal to the rest of the staff that I was the first female HS director he had ever met. He mentioned that for the first three years that I worked for him. It made everyone else uncomfortable too! I get the "why don't you teach MS" all the time. I didn't get married until age 39. My marital and family status was always a discussion point when it shouldn't have been. My HS groups have earned Superior ratings (often perfect scores) at festivals each year that I've taught. When others find out, they always seem surprised at my "winning record" [Assumptions of Inferiority].
237	Asked to talk to the 'real' band director [Second-Class Citizenship] Asked personal questions
238	Asking about my family planning, asking why I'm [sic] not interviewing for elementary positions
239	Asking if I'd like to take over middle school since I have kids now and I'll need to have more time at home, being passed over for extra roles because of the assumption I won't be able to with a kid at home
240	Assumed by a judge that I had the younger high school band at a competition [Second-Class Citizenship]. Question of how good of a teacher I am even though I don't have children. Assuming I'm always available because I don't have children.
241	Early in my career, I was often the only female band director at region/state auditions and was consistently assumed to be there for choir adjudications or there as a "helper." [Second-Class Citizenship] When interviewing for a band director position at another high school, I was passed on for the other candidate because of their perception that my age and marital status meant that I would be leaving to have a baby within a few years of starting that position.

242	Early in my teaching, it was always assumed I would direct the guard due to me being a woman [Second-Class Citizenship]. When I was teaching HS, I received many comments that MS might be better suited for me. Some of these were in regard to me having young children at the time and some were in regard to my ability to recruit.
243	Even though all my experience has been in band, I've been asked whether or not I've thought about teaching elementary. I was also congratulated at an interview on my newly getting married and then was asked how long it was before I'd start pushing out some babies. I obviously didn't take that job.
244	I actually had my mom tell me that I shouldn't judge marching bands because no men do that (in her opinion). Also, I've had another band director tell me that I shouldn't apply for a high school job because I'm a mom and the work load would be too much. My own band colleague at the MS does not take my opinions and comments seriously. However, if I state the same comment as coming from a male director he will listen more intently and try an idea out. [Second-Class Citizenship]
245	I didn't realize how often this occurs until I read the question. Throughout student teaching I was criticized for not being bossy enough (I worked with a loud, aggressive band director). Based on comments from him and other band directors, I tried to be loud and bossy, matching their personalities. It wasn't until I learned how to embrace my natural personality and teaching style that I gained any respect or rapport from students. My dream job is high school band, with all the extracurriculars. Whenever I bring it up, I inevitably get comments about not being home to take care of kids (I don't have kids) and that it's a "young man's game". I've been told that if I want a family, I should stick to elementary because it's easier. Now that I'm married, I've had comments about when I'm planning to have kids/go on maternity leave (I'm not pregnant). I've been asked why I'm doing a Master's program in education when according to them, it's likely that I'll be a stay at home mom anyway (untrue assumption).
246	I think the biggest thing has been assuming that I am not the band director in situations. One instance in particular, a photographer for group photo in my first year at my current position thought on of my junior male students was the band director and not me because I "didn't look like a band director". I have also been asked several times from other people if I should move to general music. But this is almost always from people outside of my district and outside of the music field. I don't know if this fits in the category, but I am a mom as well and I feel as if I am still seen on the outside as the main caregiver for my children. My husband is very good about sharing this role with me, but my child's teachers will still only contact me and not him even though we have asked them to send information to both of us. In the past I have been made to feel as if I should be home more with my children by outside people. In a previous [sic] district, just after returning from the birth of my third child I was breast feeding exclusively and pumping, I was lucky that they gave me a place to do pump that wasn't a bathroom at the elementary school (I didn't have an office there like I did at the high school) but even though it was the same time every day and even though there was a sign posted and the door was locked, there would be a custodian who would walk in on me regularly. Although I will say the more I have been in teaching the less of these restrictive gender role experiences have happened. In my current district my admin and the staff community are very supportive. The community as a whole sometimes gives me a hard time being a female director especially not being "nice" enough or "fun" enough or even "not assertive enough because you are a female" but the actual school community is not that way.
247	I was told by my peers in college and that I was "too nice" to be a high school band director. In some of my high school band job interviews I was asked questions about my marital status, family planning, and ability to be tough enough for the band director position.

248	I'm college I was told to teach elementary because that's the best suited for being a wife and having kids. I have been referred to as "the directors wife" even though we are both directors (different schools). I was told to only take 1 band to assessment because "taking 2 is too much for a woman's stress levels." It is regularly assumed that I can't move a tuba or percussion equipment because I'm a woman [Assumptions of Inferiority].
249	I've been told I can't be a mom and a director at more than the middle school level.
250	I've been told I should teach middle school many times; that being a wife and a mother is incompatible with teaching high school, especially marching band.
251	In college, I was told that I'd make a great elementary or MS director by someone who barely knew me, let alone knew my skill as a communicator/teacher. I was asked twice about my plans for family. I was turned down for a job because I was "probably going to have kids".
252	In my first position, the high school band director told me directly that women should only teach general music or chorus because band is a "man's world" [Second-Class Citizenship]. He also treated me like a child and did not clue me in on important information in the department. He said that if it was something I needed to know, I would be able to find it out. In my third position, the high school director point blank told me that he did not want a woman in the job. He said that we had too many commitments to family and home life to be able to work the job in the full capacity it required for success.
253	In my job search and career I have been told my personality would fit best in the elementary or middle school level. In professional meetings I have been asked about my future family and once it was even assumed that I would give up my job to be a stay at home mom.
254	It was early on in my career and I had just gotten married so the question of when I was having children came up frequently. I was also suggested to [sic] move to elementary because I "expect the kids to respond to me when I tell them to do something" and was told that I didn't understand because my child was not old enough and I did not have enough experience as a parent.
255	Some Parents question my "commitment" to [sic] my program because I have kids (16 & 9), I've been told that middle school teaching would allow me better flexibility. I have been told I'm too critical of people who uphold stereotypes of band directors [Denial of the Reality of Sexism]. Some parents have commented that I don't schedule enough snack time/provide snacks for students during marching band (they get an hour lunch break & frequent water breaks)
256	Someone assuming that I was interested in an elementary band position so that I could have kids.
257	This was the worst. I once interviewed for a high school position, didn't get it, and then later got a middle school position in that high school's feeder pattern. After I'd been there for about a year, the head HS director told me that the fine arts director had asked him after my HS interview if they wouldn't benefit from having a woman in the HS band office. He responded that he didn't think that would be a good fit, given the way the all-male staff talks to each other all of the time. Later in this same position, a different woman got pregnant, and my male band colleague described her announcing it as "dropping a bomb on us." This may have been because her maternity leave would happen during a major contest. As a band director, I was definitely stereotyped as a good fit for middle school because I was warm and nurturing - words I had never used to describe myself as before.
258	Told HS Band is a "man's job" [Second-Class Citizenship]. Asked about family and family plans often during professional conversation.
259	When I was pregnant I was asked if I would return to the classroom after I gave birth while my male colleagues whose wives had given birth were not asked that. Similarly I get asked, "How do you do it all as a mom," so I reply, "The same way the dads do it." There have been comments made about more women teaching the middle grades over secondary.

260	My first week teaching I was asked when I was going to have a baby, since the previous music teacher had a baby and took maternity leave. Any male that came to visit the classroom, the students would always ask "Is that your boyfriend / fiance?" Remembering back to my time as a middle schooler, I did the same thing to my male band director just to be annoying. I have also been asked to be more nurturing/understanding of students, which in the context of that situation was absolutely called for and not a railroad into a gender role.
261	Questions about when I will have children, being responsible for feminine [sic] products
262	"Too nice", questions about having more children, comparison to former directors (all males)
263	Administration often makes comments about how they're shocked I'm still single
264	Administrator commented that she needed to stop hiring young women in the music department or we'll all have babies and leave at the same time. Comments from feeder director regarding personality and teaching style.
265	After my masters when I went to apply for my Doctorate one of my advisors asked me if I was going to get pregnant and waste the doctorate. When I was teaching middle school band and in District Band Director's meeting with two other female band directors, one of the younger male directors mentioned that he had been contacted by a well-known band director in the state and he said out load [sic]. "Now I am finally one of the bros" [Second-Class Citizenship] . I just looked at my female peers and had no words.
266	Again..This occurred early on. I was asked how can I continue to work after U have had children, that a woman should stay home, how can I be a female band director- I must be a lesbian because I worked in marching band..also girls cant play trumpet..
267	All of my experiences with restrictive gender roles have to do with my plans to have children. Band parents have made comments about how my busy schedule doesn't leave time for baby making, have asked if my husband and I have sex in the hallway when we're passing by each other at home, I have been told that I'll never get pregnant unless I put on more weight, etc. These comments came at a time when I was experiencing multiple miscarriages.
268	Almost always asked about plans for marriage and kids before anything else.
269	Always receiving comments about not having children or being married yet.
270	Asked about family plans (will I/when will I have children)
271	Asked about having kids
272	Asked about my plans to have children, and my plans to leave the area/position based off of my husbands [sic] career.
273	Asked why I go by "Ms." rather than "Miss". Asked about relationship status, most frequently in heteronormative context.
274	Asks about kids and/or marriage.
275	Before I had children, I would get asked constantly, many times a week, when I was going to have baby. Then as soon as I had one, I was constantly asked when I was going to have another one. I do not feel this is a micro aggression in my role as a band director, though; I was asked these questions in all contexts of my life by literally everyone I know. So I think this is a common micro aggression that ALL women face, regardless of profession. But yes it did happen at work too.
276	Being asked about plans for kids/marriage, being asked about my partner's (cis male, also band director and swim coach at another school) coaching before asked about my work/myself
277	Comments about "when you have children"... assuming I want to be a mother.
278	Comments about getting married/having children

279	Constantly being asked when I was getting married/having children. Was also told by a visiting director that it "must be nice to be driving the other directors [sic] vehicle" while warming up one of the ensembles.
280	Constantly being made to feel like taking care of my family is abandoning my job. Also, I feel that my professional opinion is not taken as seriously as some of my male colleagues [Second-Class Citizenship and/or Assumptions of Inferiority].
281	Had two children, both times as a normal response people were surprised that I continued to work. Took a new job that was supposed to start when my second child was born - I had to negotiate a six week maternity leave in my contract, and insist on a way that I could be put on the payroll during that time so that I could have insurance for myself, my newborn, and three-year old.
282	I am asked a lot about getting married or having kids. While my students and co workers mean no harm it does stress me out. They know I'm around the age that people traditionally get married around here but it doesn't apply to everyone and I'd rather not answer another question after class about why I'm not married.
283	I am asked a lot why I do not have children and told that I "have" to have children
284	I am asked all the time about when I am going to have more children. Male band directors often ask about my husband and what he is doing more than they ask about my program. I feel like I have to appease people and do what helps me fit in when talking with other band directors who are male. There is often a lot of boy talk about other women, or about inappropriate male issues.
285	I am child free by choice and I've been called selfish or was told I'll change my mind, by supervisors.
286	I am constantly having experiences like this. As someone who has chosen not to have children, colleagues, student guardians, and students have made negative comments on this choice. "Let the men do the heavy lifting" is a good quote that basically sums it all up. [Assumptions of Inferiority]
287	I am not asked to participate in Honorable positions because it is assumed that I cannot participate due to having children.
288	I am scared to have children because of the intense amount of work that is expected of a band director on top of being a teacher. I fear it would affect my image and my "hirability" - as if I am not good enough to do my job anymore while splitting time between my family. I have seen this fear lived by other female directors, and have spoken with them about it as well.
289	I feel like being a female limits my opportunities for higher education while wanting a family. Being asked about family when being interviewed.
290	I had to explain I had childcare in order to obtain my current job. The two men interviewing me had children the same age as mine and didn't have to explain their childcare situation.
291	I have been asked in an interview if the reason why I'm looking for a new job is because of my husband/boyfriend got a new job and I'm following him. They hadn't asked if I had a significant other, just assumed that I did.
292	I have been often asked about my plans to have a family, even before I started my job here. Many students also make the assumption that I intend to be married/have babies when I definitely do not. I have been fortunate to not receive negative commentary, directly to me at least, that includes criticism towards my personality or that I should be doing female-dominant tasks.
293	I have been told many times to "know when to back off and not ask for things", that its [sic] my job to get along with male coaches who treat me poorly, that the male football coach is in a much more stressful position that I am in [Second-Class Citizenship]. In a job interview once I was asked about my family and where we planned to live. A close colleague told me later I did not get the job because my family and I lived in another community.

294	I have been told women are too emotional to be a band director and I am constantly being asked when I will have children.
295	I have had interviewers ask me about my personal plans as to if I will get married or when I will have children. I have also been severely restricted with my job. I couldn't order ANYTHING without approval, and other male counterparts could order.
296	I have more experience than my co-teacher but he is ALWAYS assumed to be in charge. All the mail comes in his name (even though I've been there longer, have more experience, more degrees, more publications/professional presentations). Everyone always goes directly to him to talk/ask questions and just ignores me. People have walked up to me on several occasions and asked me "to speak to the band director" (my co-teacher). [Second-Class Citizenship] Before I had kids, parents often said "oh you'll understand when you have your own kids."
297	I was asked in an interview how I would be able to be a band director with 2 small children. I have been passed up for promotions that went to men with less experience and education [Assumptions of Inferiority].
298	I was frequently asked about my relationship status by colleagues and parents
299	I was not allowed to move into the head band director position because the Fine Arts director was concerned I had a young family at home
300	I'm often asked about whether or not I'm in a relationship or if I plan on having children.
301	I've been asked about when I will get married and have children while working late
302	I've been asked when I'm having children (never), turned down for high school positions twice in favor of men who were less qualified [Assumptions of Inferiority], had people look for the male band director or assume my male intern was the director instead of me when I take the band out of school [Second-Class Citizenship]. When I was interviewing for a position at an urban school the male principal told me that his school was no place for a woman because it was in a urban environment.
303	In Florida I did get a job teaching elementary band and orchestra. One principal was adamant that he did not want a female band teacher. Later on I became pregnant and he was irate that I was allowed to teach and wanted me fired. I was not.
304	In meeting male music colleagues, often a frequent topic is if I plan to get married and settle down in the rural area in which I teach. In these conversations the man usually lists other female directors and if/when they got married and implying that I should settle down soon. This is very frustrating and it crosses a line in my opinion because I want to be seen as a professional and not just asked about my single stage of life and when I'll settle down.
305	In the past, a cis-male coworker would always ask when I was getting married when my boyfriend came to meet me at a game or after a rehearsal. I have had cis-male professionals ask boys in class or other men to move equipment or pick up boxes/items instead of me because they are apparently stronger [Assumptions of Inferiority]. Many times when meeting a cis-male professional for the first time, they will assume I am married or be surprised that I'm not and express that surprise. One of my band director friends has a cis-male coworker (50+ yo) that asks about when she will have children whenever her wedding gets brought up.
306	Listed im [sic] first answer [I was told I couldn't be a band director because I was getting married and would want to have family. Later, when applying for a job, I was told that the administrator could see a problem. The problem was that I was pregnant. Later, I had to get NEA involved because I was being harassed by the male HS director. I was the [sic] only female director in the district. And finally, I was told that the [sic] former band director got whatever she wanted because she was sleeping with the principal. The principal was this director's husband.. I was told I wouldn't be getting everything I wanted because the principal and I wouldn't be sleeping together.]

307	LITERALLY EVERYONE ASKS ME WHEN I'M GETTING PREGNANT! Even my students! They are learning that it is not okay. Am I only a womb to you people?! Do I only exist to bring another miserable life to this world in the crap we're living in? Geez. Come on.
308	Many have asked me about my plans to have children.
309	many inquiries about family/children before work
310	Maternity leave inconveniences
311	Mostly while I was pregnant was this an issue.
312	My husband teaches music at the collegiate level. For several years when being introduced, one of my credentials was that I was married to a well-known "band guy".
313	My last school let me go due to budget cuts, but also in their talks with me, seemed to assume I was not strong enough to carry "heavy equipment" [Assumptions of Inferiority] and instruments and talked about my strength and possible future family life as reasons that I would not be suited to teach their marching band during the marching season. I had many similar talks to this with my principal and the administrative head.
314	My plans on my family have come up my frequently. The expectation of the other band directors in my district (who are all male), is that I will be the one to run it and solve all of the problems, but they get the credit for the work [Second-Class Citizenship].
315	Numerous parents asking about marriage, children etc. Ideas disregarded because I am a female, male directors would say the same thing and get praised. [Second-Class Citizenship]
316	People ask about my husband/kids when I'm not married and don't have kids.
317	People ask me about my family and plans to have more children, but it doesn't bother me at all because my family is extremely important to me.
318	People ask me all the time about my boyfriend, which I don't have, and why they find out why I'm single, they immediately say "I'm sure you'll find someone soon." Why do I need to be married or have a boyfriend? Why do people ask about that first instead of about my job/career?
319	People ask women about having a family because women biologically carry children. This is not a negative to me. I want children and haven't yet. I'd like to someday.
320	People asking me if I will be getting married soon, if I'm waiting on my fiancé to get a better job, if I want to be an "actual" band director instead of teaching middle school band
321	People at my school who don't have kids sometimes get treated as if their life outside of work is not as busy or important. This was mostly with a male principal that just left our district.
322	People comment all the time about when am I going to have my next child other directors, employees, etc. I feel overlooked often in meetings with other directors or when at festivals. Have said hi to male directors and been blatantly ignored [Second-Class Citizenship]. I feel like we have been scored down also because we "have a history" of not having a great program, but I have built a really good program over the years.
323	People were really curious about my plans to return to work once I announced I was pregnant with my first child. And for me this was understandable; I was the only 5th-8th director and they wanted to know how their own kids' education was going to be impacted. But I doubt that anyone in the community I taught would have asked something similar to a man, because (accurately) a man would have returned to work. It was awkward because I knew I wasn't returning but didn't want to announce a long maternity leave.
324	Students and coworkers are perplexed that I did not change my last name when I got married. They are also surprised when they learn that I do not plan to have children.

325	The biggest one that applies to me is when everyone is asking when I will have kids (am recently married). Or being told I get along with students better because I have a 'softer' approach *insert eye roll*
326	The day I announced I was pregnant in my third year of teaching, a student's parent asked if I would continue teaching after my baby was born. When I brought this to administration, he suggested that many find they do want to stay home after the baby arrives as a natural female instinct. I was very clear about my professional goals to continue teaching full time. This is just one example of many restrictive gender roles placed on me.
327	The Director I work with has referenced me having children many times, although I have never mentioned it at all. He has also questioned me about my last name as I'm getting married in 8 months.
328	The pressure to "get married and have kids" is always in conversations with other teachers (but not necessarily other band directors).
329	The worst situations was when I was teaching high school band and the band parents (mostly) would talk about my overall demeanor with students based on if I had a significant other at the time (they didn't say it quite that nicely). And no matter what scenario, I was always the bad one (i.e. if I had a boyfriend then I wasn't spending enough time with the students or I was crabby about working and didn't want to commit fully to the students; the opposite, if I was single, they would complain that I was too harsh on the students because I was sexually frustrated. I could never win.
330	There are too many to count, but the most frustrating is the treatment I have received, particularly from older moms of only children. I have on multiple occasions been told that it's not possible for me to be a good teacher because I don't have children of my own. That one is easily the most frustrating. I faced extra scrutiny from both students and parents in my first years and each position because I was a young woman, contrary to the older men that came before me. Also, as a queer woman, I always felt a ton of stress when asked about my family, especially before I came out to students.
331	Things like "oh, you must be a band mom" instead of accepting that I am the director [Second-Class Citizenship]. Being asked if I plan to change my job if I have children.
332	This happened often when I was applying for jobs early in my career --- I was asked How soon I planned to start a family and told the presumption was that I would quit at that time.
333	This happens ALL THE TIME. The worst is that people assume that I can't do events or handle certain things because I have children.
334	This kind of thing really does not bother me because a lot of "secretarial" work just comes with the job. However, I do get a little upset when people do not let me lift heavy things or ask if I can handle it when all I'm carrying are a couple reams of paper [Assumptions of Inferiority]...I'm fine...go away. I have been asked about children and starting a family before and I have responded with "it's none of your concern or business. Thank you."
335	This was something I expected as I planned to have a career as a female band director. I was passed over for a job because they thought I would just get married, have kids, and quit working.
336	Was asked about my fiancee in my interview because of the extreme rural location of my job.
337	Was asked in a job interview if I was married
338	Was removed as the high school band director after giving birth to my daughter. Was told they wanted someone who would give their full time to the program. And since I have a baby, I wouldn't be capable of doing this.
339	When am I going to have babies- asked that WAY too often
340	When I was first hired in 1985 I was asked for reassurance that I wouldn't get married and leave.

341	When I was younger especially, administration questioned my ability to get "teenage boys" to listen to me. I've also been questioned about if I could continue to be effective after becoming a mom.
342	When interviewing for an assistant director position, another director told the head director/lead interviewer not to hire me because I would just quit to stay home and have babies.
343	When interviewing for high school jobs, a principal asked if I had kids once he found out I was recently married. I later found out from a friend he was worried about hiring me because he thought I might be starting a family soon.
344	When my children were young, whenever I would be at an evening event (like a concert I was conducting) people would ask who was watching the children, as if their father was incapable.
345	I as the female band director was made to interview for the marching band director position twice where males in my role previously were not made to interview. At competitions as a marching band director it is always assumed that I am the color guard coach and my male color guard coach is assumed to be the band director. Students and parents expect me to be more understanding and motherly towards them than a male director. I have had a student suggest that I bring in the previous male marching band director to "scare" the students into working since they fearfully respected him more than they respected me.
346	I was told that I would be better at teaching the 12:1:1 general music classes after a male colleague got out of doing them because, "you're so nurturing, you'd be so good at it."
347	At music conventions when I stop by exhibitors booths they assume I teach middle school even though I teach college.
348	"Women are good middle school directors" "Elementary school/general music is where we assumed you'd want to go"
349	1. I was told by someone on my interview committee that there was a discussion about men vs. women as high school directors after my interview and I almost wasn't offered my current position. 2. On a day where coverage was short the admin canceled lessons for the chorus teacher (cis-female) and I without discussing it with us first, and made us cover for a business and English teacher. The orchestra teacher (cis-male) never responded to his email and didn't have his schedule interrupted.
350	A colleague once told me that I was not assertive enough to be a high school teacher.
351	A university colleague in my geographic area actually made the comment, "women shouldn't be high school band directors." [Assumptions of Inferiority] I am not the only female head director in my geographic area, but we are definite minority.
352	As one of two female directors in my Midwestern school, I have never experienced restrictive gender roles. During my time as a young director in the South, I was passed over for jobs I was experienced and qualified for and watched as they were given to male teachers with no experience [Second-Class Citizenship]. I was offered a job as an elementary general music teacher - something I was not qualified to do
353	As stated previously, often mistaken for someone other than the band director [Second-Class Citizenship]
354	As the head band director of my program, people often assume my assistant (male) is the head director [Second-Class Citizenship]
355	Assumption that I teach middle school because I am female
356	Assumptions of me being the color guard instructor instead of marching band director [Second-Class Citizenship], not being taken seriously by marching committee members, people at marching festivals talking to male parent volunteers or percussion instructor instead of me [Second-Class Citizenship].
357	Assumptions that the male with me (usually my husband) at band events was the director [Second-Class Citizenship].

358	Assumptions upon taking a high school position that I would not be capable of managing the full scope of the program (pep band, marching band) in the same manner as the male predecessor did [Assumptions of Inferiority].
359	At marching band competitions, there have been many times where I have been ignored or someone asked if I was the color guard instructor [Second-Class Citizenship]. The underlying assumption seems to be that people don't expect women to be high school band directors. In addition, a retired college professor once came to my classroom unannounced, watched my [sic] teach without my prior permission and told me I was "very competent" [sic] as if that should be a surprise to either of us and he seemed to indicate that he meant this as a compliment [Assumptions of Inferiority] (I have a master's degree; I should at least be competent).
360	At marching band competitions, volunteers will rarely approach me (and have even approached older male students). They rarely assume that I am a director, even though I am wearing a badge that says director. [Second-Class Citizenship]
361	At marching contests, I frequently get mistaken for a spouse instead of being identified as a director [Second-Class Citizenship].
362	Because I use the title Dr., people are often surprised to learn that I am the band director instead of my instructional assistant who is a man [Second-Class Citizenship].
363	College professor only brought up middle school teaching opportunities in spite of frequent insistence on wanting to teach high school.
364	During marching season my first year in my current district my colleague at the time, the male high school band director, was introducing me to all of the directors from the schools we were playing each football game. Several times, prior to introduction, these directors assumed I was the color guard instructor or that I was a student despite wearing the director uniform [Second-Class Citizenship]. In one specific instance, I was completely ignored by the other school's band director [Second-Class Citizenship].
365	Every competition or performance I go to, they always greet my assistant (a male) and assume he's the one in charge. He has to always direct them to me. Judges and other directors assume I'm not in charge just from initial meeting [Assumptions of Inferiority].
366	I and other female band/orchestra have been criticized and pushed out of our positions whereas the male band/orchestra teachers were praised and left alone as well as the female elementary music teachers.
367	I applied/interviewed for the current position I have now (Director of Bands) at my school district's high school twice in the span of 7 years before I was actually hired. In the meantime, there was a turnover of 3 male band directors in the Director of Bands position while I remained teaching middle school band and assisting with marching band at the high school level. While I cannot be sure that this was a result of restrictive gender roles, I saw it as a possibility.
368	I checked in county honor band students and directors for a festival in my region (Western [state]). Of 40 high school band directors, 5 were women. [Environmental Microaggressions] I had a professor say that, "You just don't see a lot of female band directors around here," when I was in school, studying to be a band director. My current position was described to me in the interview as mostly elementary band with "maybe one grade level" of general music. After I signed the contract, I learned that I would be teaching 5 grade levels of general music, and adapted music, in addition to my 4th, 5th, and 6th grade band duties.
369	I had several mentor teachers (men) tell me that I was better suited for elementary music because I was a woman despite my best teaching qualities being in high school band settings.

370	I have annually applied to high school band positions in our district. I see younger male teachers with little experience being promoted to the higher paying positions in the high school. The inequity makes me furious, and to top it off, our "director of fine arts" is a woman!
371	I have been told many times that I am better suited to teach middle or elementary school.
372	I have been told many times that women make better middle school teachers, and that the "bad ones" teach elementary school
373	I introduced myself at a marching band critique as the director. I was immediately asked if I taught the color guard.
374	I one time was told at a job interview for middle school band that I would be a better fit as an elementary school band director in their district.
375	I personally haven't had a lot of experience, but I had a friend who was a marching band music judge asked three times in one night if she was the Colorguard instructor.
376	I think this is a big one. I honestly feel being a women in band is tough. When looking for a job, I honestly think a lot of administrators automatically look for men. I was moved into a band position from an elementary music position due to redistricting of buildings and staff cuts. Even though I specialized in band, this was a change that was met with lots of challenges. For many reasons the co director ended up leaving, and even though I had a degree specialized in band and 6 years of teaching experience, they hired in one of the retired male directors to head all up and place me in the assistant role. He stayed on for the year and then the moved a male elementary music teacher into the head Director position the year after that. That new director is very sexist and I was always treated unequal in his eyes. It was a huge reason why after my second pregnancy i decided not to return to teaching.
377	I think this is a MAJOR issue in my state, and an issue that I'm not sure I have faith will be fixed in my career lifetime. I frequently "joke" with my female colleagues (who also teach MS band,) that we are seen as lesser because we have to fit the mold to teach MS. And we couldn't possibly have career desires beyond the MS level. I've felt this ever since coming into the field. Even my graduate professors pressed me to take a MS job, as well as focus on the MS job market as I was finishing my degree.
378	I was asked by a parade organizer, while I was warming up the band, where the band director was. It is always surprising to people when I help move percussion equipment up and down stairs. Usually some band dad will say, "Oh, I'll get that" [Assumptions of Inferiority].
379	I was assigned to teach kindergarten music despite my clearly saying I preferred upper elementary and band and my male music teacher colleague preferred lower elementary. It was so frustrating.
380	I work at a middle/high school and the other half of the music department is a man. His specialty is voice and he teaches middle and high school choir as well as high school band. Other teachers always assume that I am the vocalist of the two of us because I am a woman.
381	I've had male high school band directors tell me that I am in the 'wrong' area and should be teaching middle school or elementary. I'm too petite to handle the large equipment and other duties [Assumptions of Inferiority].
382	In my HS job it was made apparent to me that I was to fill a specific role as the female director from the male head director. I haven't experienced this as much since leaving that job. I do get asked at conferences what level I teach and there does seem to be some shock when I say collegiate.
383	It is accepted that I am the choir teacher at my school but not the band teacher. I am rarely referred to as the band teacher. Visitors ask me who the band teacher is. In district band meetings, my ideas have no weight until a male teacher agrees [Second-Class Citizenship].

384	Lots but especially people seeing middle school as a step down from high school directing and the high school director being "in charge"
385	Male band directors saying that women can't teach anything other than elementary and middle school. Color guard being seen as a female-only sport.
386	Many assume that I would be better off teaching elementary students, which I do not enjoy
387	More so Bothersome since I love teaching Middle School, but it's assumed since I'm a woman that's the reason
388	Music Ed prof in college: Told me I should teach elementary/ms band. Told me I'm "less assertive" because I'm a woman. School faculty told me before I was hired that they were worried about me because I'm small and young, "how will they ever respect you?" When I accepted my teaching position, my predecessor told me that he felt like I should be an assistant somewhere instead [Assumptions of Inferiority].
389	My collegiate advisor believes that women shouldn't teach at the high school level. The vast majority of directors at the high school level are men and sometimes give off the "boys club vibe" where I didn't feel like I was welcome to be a part of the group at events such as the state convention [Second-Class Citizenship]
390	My mentor and my high school band director, told me "women shouldn't teach HS band." It hurt. As he was judging me for festival
391	My situation was odd since I simultaneously taught high school jazz band and elementary general music. My high school students clearly didn't think I knew anything about jazz or band in general because I was mainly an elementary teacher.
392	My undergrad college advisor believed women should not be teaching high school band. I began my career with the view of proving him wrong.
393	New HS principal (male) reassigned me to elementary band without even discussing football, marching band, or the HS jazz band. Other "candidates" only discussed football and marching band. Being told by the elementary principal (female) that "I belong here" with the younger children.
394	Often being misidentified as the guard instructor at marching competitions. My college supervisor pushed me towards elementary music often, believing I was better suited for it as woman. Offering to take on leadership roles in organizations and being overlooked for male directors Second-Class Citizenship].
395	People on my campus always seem to expect that I'm the choir director. I'm one of two female HS band directors in our larger area. I've had to learn to "play with the boys" so to speak to be treated the same professionally and I feel like I've had to work harder to earn my reputation than cis males with similar programs. [Assumptions of Inferiority]
396	Previous district-4th grade music added to my schedule on top of 5-12th grade band. Was told it was nurturing.
397	Someone I graduated [university name] with said to quit this job and get a middle school job. I was so mad. I teach 4th-12th and I can honestly say I struggle with teaching middle school the most!
398	Typical attitude of women belong in middle school band, men belong in high school.
399	We have one female band director in a county with 23 high schools [Environmental Microaggressions]. A female student teacher I had was told that she would need to prove herself by teaching elementary while her male peers were recommended into high school positions.
400	When I first started teaching, I taught elementary band because of the perception women didn't teach high school. I got my first high school job ten years later.
401	When I told my high school band director that I wanted to be a band director, his reply was "girls don't do that. You're very talented--why don't you think about teaching elementary music?"

402	When I was a high school assistant band director, I was frequently asked which color guard or dance line was mine (not which band).
403	When introduced to another band director with my co-teacher, the other director immediately thought I was the assistant [Second-Class Citizenship]. I've been asked if I was the choir director.
404	When introducing myself to other male band directors, they assume I just do middle school. In Iowa, the expectation is that women teach middle school and men teach the high school positions.
405	While my admin team are extremely supportive and diverse, I've received the worst of this from parents. Especially being so young, I have had several parents make comments about my abilities as a teacher and how I may be better suited to general music or choir.
406	While teaching high school band, any time I would take students to our combined band and orchestra PMEA auditions, it was assumed that I was an orchestra teacher, or a volunteer (since women aren't assumed to teach HS band).
407	Assumptions about being nurturing.
408	I feel as though sometimes there is a "motherly" expectation that is placed on me, that I need to do everything for the students, and any sort of task that requires self sufficiency on their end, such as making sure they're dressed properly for the concert, is discouraged.
409	On the college level I was responsible for the "womanly" duties. Sick students, meals, etc.
410	People expect me to be more nurturing than a man, and not as strict.
411	People feel like they can put more on women. We're expected to be nurturing caretakers of our students while also doing the same work as our male peers. I can't be a mom to my students and also be their band director- I shouldn't have to be
412	"You conduct like a girl" etc [Assumptions of Inferiority and/or Leaving Gender at the Door]
413	After 30 years, I've learned to fight the good fight and advocate for myself when situations arise. I was only 1 of 3 women band directors when I started so I feel that I've hopefully paved a better way. I remind people that you can't ask those types of questions relating to these types of things.
414	again, a long time ago
415	Again, early in my career, this was more of a problem than it is now. Breaking in to a school band program was difficult, but that was partly due to inexperience. I worked in a very small rural school district with one vocal teacher (a man) and one instrumental teacher (myself) and we would often have calls from parents directed to the wrong person because of perceived gender/subject bias from office staff and parents themselves.
416	Always from the athletic director; never responds to emails; never tells me schedules; never updates changes; I feel like I'm a joke or a nuisance to him [Second-Class Citizenship]
417	As Director of Bands I was reprimanded for telling my assistant I would not be sharing students from the top ensemble to fill out his group. I didn't take into consideration his opinions and apparently should have done whatever he had wanted.
418	As usual with this sort of thing, I have no proof of this, but it seems to me that restrictive gender roles have limited my abilities to get a different job [Assumptions of Inferiority] (I'd like to leave my current district).
419	At a district honor's festival, a student had a broken flute. Flute is my main instrument. When the host director was looking for someone to fix it, I repeatedly volunteered. I was consistently ignored while they looked for a male to fix it, settling on a trombone player. While they were finding him, I took the girl's flute and fixed it. [Assumptions of Inferiority] I also watched a female guest conductor lead an honor's ensemble and the host mentioned to the group that this was the first time a woman had lead the group and that she "didn't do too bad of a job of it." [Assumptions of Inferiority]
420	Being asked how "little me" was going to discipline high school boys [Sexist Language].

421	Earlier in my career...
422	Generally ignored by colleagues from other schools. There is an "old boys" network that shares information, but regularly excludes me. [Second-Class Citizenship]
423	Having men stop talking to me when another man walks up, ignoring me to talk to the man. Not being invited to be part of the judging team in my early career when the men were invited. [Second-Class Citizenship]
424	Having things "Man-xplained" [sic] to me... [Assumptions of Inferiority]
425	Head director often does not give me any responsibilities to follow with, he makes all decisions, my opinions do not matter [Second-Class Citizenship]. I have equated this to being a 2nd year teacher, but it may also be the fact that I am a young women and he is an older man.
426	I am often told no to requests, but if my male colleague makes the same request, it will be granted to him [Second-Class Citizenship]. I often not the person who people will seek out when they have questions, even though I am the most senior person in my department at my building.
427	I applied for a job at a very large high school band program at a very prominent high school (where I graduated from). I got to the final round of the interview process. The students liked me, the faculty selection committee liked me, I was the top pick. The two administrators who were in charge did not pick me because I did not have "enough marching band experience." In the paperwork to apply, they specifically told me not to talk about marching band and that I was applying for the Wind Ensemble/concert bands director position. I have marching experience. I was a woman of color and they picked someone with less of a resume, but was a white male because he was staff for a drum corps. I would have liked the chance to work with students in their marching band.
428	I don't like having a gendered title (Ms.), but I don't feel like there's a good alternative. I don't really identify with she/her pronouns, but I don't want to rock the boat too much without tenure. Public school is relatively conservative compared to the urban summer programs that I teach at where kids and coworkers can just call me by my name and use non-gendered pronouns. It doesn't bother me a lot to go by Ms. or she/her, it's just not what I identify with. Almost like if people called me "[Name]" instead of "[Similar name with one letter different]." Not horribly wrong, but it's just not my name.
429	I get pushed into gender roles often, but I think male teachers need to be more caring, compassionate, and personable. Don't leave it to me to always be those things.
430	I have heard this director [sic] toward others, and to be honest, I think I've probably been guilty of this behavior myself. However, my experience with having a child and being a community band assistant director was completely positive. I felt very supported to do what I needed to do to balance my role as mother and director.
431	I have held assistant positions, but it was a good fit for me.
432	I have never been asked to work an outside show at the HS auditorium - only men.
433	I keep being asked by my district to teach a class at my feeder middle school because the current teacher over there is not doing his job properly. They think I can "fix it".
434	I mainly experience being discluded from conversations or not asked my opinion [Second-Class Citizenship]. I have been talked down to [Assumptions of Inferiority]. I definitely feel "less than" and not as valuable because I am a female. [Second-Class Citizenship]
435	I OFTEN get these comments, and situations. I do enjoy teaching MS band, however my HS kids are amazing and support me. My main issue is with other teachers and other band directors- even female.

436	I should note here that I worked as the lead junior high director for five years before holding my current high school position in the same district. I applied for the high school position THREE times (in five years) before getting the job. It was always given to men with less experience than me [Assumptions of Inferiority]. I was the assistant director. I knew the job like no one else. I got the job in 2020. How convenient for the high school administration.
437	I was asked in an interview how I would deal with the 6 foot tall boys who give me problems.
438	I was denied a High School position because the principal said that though I was their first choice they did not think the parents would accept a female band director
439	I was never given the position I should have received when I was initially hired over 20 years ago. I replaced a male head director who had moved to another school. Of the three band directors in that school, I was the only one with a PhD. I also had over 10 years more teaching experience than either of the males I worked with.
440	I was told early on in my career that I shouldn't get a masters degree because I'd have more education than my head director at the time [Second-Class Citizenship].
441	I was told in the past by my cooperating teacher while student teaching that "women should not be band directors" because we are too emotional.
442	I was told on my first day of student teaching with a large MS band program by my co-op that he had never "seen, heard of, or experienced a truly successful female band director," so in order to be considered "at least minimally adept," I was going to have to "prove him wrong." [Assumptions of Inferiority] He had handed me his own stack of student teaching assignments a week before I started with him that were "due to him" by the end of my placement. I handed them all to him, completed, in a binder on first day, to which he had nothing to say. I am very proud to say that he cried on my last day of the placement because I was "an irreplaceable force to be reckoned with in front of the MS band." This experience was stressful, but ultimately forced me to be powerful!
443	I'm not "feminine presenting" and I'm much more likely to be mistaken for a man. But there isn't much room for expansive identities.
444	I've been placed in a subordinate role to a male colleague even though I did all of the work and planning [Second-Class Citizenship].
445	In 1978 my teaching mentor questioned my choice of band directing as a profession and asked how I would handle "those big boys" in band. From 2000-2015 I was excluded from work on a state committee because I was not part of the "old boy" network [Second-Class Citizenship].
446	In addition to conducting, I was the VAPA Coordinator for our schools. I wrote curriculum and scheduled everything. A colleague did not like I had the job. He wanted it. He purposefully made my life hell and I had to file an HR complaint. I won, because I meticulously documented EVERYTHING.
447	In college, a lot of the language people used about what makes a good director was very masculine. "You must be [sic] have a commanding presence." Or "you have to be an authority."... This never addressed that for female people there exists a bias where people do not subconsciously think of us as authorities [Assumptions of Inferiority]
448	In general, women in our district are not listened to [Second-Class Citizenship]. We have a very male dominated administration.
449	In grad school all the time
450	In my first job, I was taken advantage of because I was seen as the non-confrontational female who would just do whatever was asked of me.
451	It still surprises me how predominantly male Jazz Education is, especially at the college level.
452	It was hard before transition, no problem now

453	It was more with older band directors when I first started. I'd get comments about "a girl" in the brass room with the other teachers.
454	Just felt not as respected in the profession [Second-Class Citizenship]
455	Lifting heavy equipment [Assumptions of Inferiority] for marching band from students, co workers, bus drivers
456	Male AD treated me differently than his other "coaches" because I was female, would talk down to me, try to micromanage [Assumptions of Inferiority]
457	male band director receiving (and accepting) credit for work I did, many times [Second-Class Citizenship]
458	Many alumni or older adult men who find out I am the band director will clarify that I work with the jazz band and marching band as well, as if surprised that I can teach those groups. I explain that I hold the roles all of the previous directors have held (I am the first woman head director my school has had. They have had a woman serve as an assistant director in the past, but never head director).
459	Many have asked "Where is the head director?" when they meet me [Second-Class Citizenship]
460	Many people in the band field act as if female directors automatically are worse at band than males [Assumptions of Inferiority]. Many times I will give a suggestion to the Male director, and he will tell me it's stupid. If the other Male assistant offers that suggestion 10 minutes later, it is suddenly the smartest thing in the world [Second-Class Citizenship].
461	More stressful the longer I've been in the field, and mostly from parents or administrators..not always from peers.
462	Mostly, again when I was younger, my musicianship usually opened doors for me.
463	my first year I had a couple parents try to take over some planning for a trip--not sure how much of this was me (female) or me (age 22) since they had older kids who were my age.
464	My husband is my assistant band director and it is constantly assumed that he is the head director because he is a male [Second-Class Citizenship]. I always have a feeling that I shouldn't be asking for things for my program or that I should let my principal handle everything pertaining to program requests because he is a male.
465	My job at the high school level was taken away from me and given to a MAN. Superintendent said the HS needed a change even though I receive a 4 on my evaluation.
466	My more masc presentation diverts people from treating me as poorly as a lot of more feminine presenting colleagues
467	my superintendent (an ex band director) told me that because I was a woman I shouldn't be a head band director implying that women were less than [Assumptions of Inferiority and/or Second-Class Citizenship], but that because they didn't have another person to hire they would give me a shot and see how well I did.
468	My superintendent has clear gender and age bias. He hires hot young girls and men. I was a teacher leader when he came, and he sidelined me so hard I gave up the position. Part of his issues are also he doesn't respect elective area teachers. He said as much to me.
469	My voice is often unheard because of male colleagues. Ideas that I share are usually restated by male colleagues and praised [Second-Class Citizenship]
470	No one will listen to my ideas unless a male director says the same thing as his idea. [Second-Class Citizenship]
471	Not advanced in career after success and years of experience. [Assumptions of Inferiority and/or Second-Class Citizenship]
472	Not allowed to move equipment [Assumptions of Inferiority]
473	Not being taken seriously. Had to prove myself [Assumptions of Inferiority]

474	Not capable of handling a full band. [Assumptions of Inferiority]
475	Not having the same opportunities or the same time on the podium as my male counterparts [Second-Class Citizenship], being told that men will be men when harassment will occur [Denial of the Reality of Sexism] or that it is a man's world [Second-Class Citizenship]
476	Oftentimes I get overlooked at being in charge of my band because I am a 5'4" tall feminine-presenting director. At football games I have had directors walk pass [sic] me (as I am actively giving my kids orders on what to do) and talk to my boyfriend who attends to support the band because they think he is the band director and I'm just his assistant [Second-Class Citizenship]. It's incredibly degrading and very annoying. Rumour through the grapevine is that our superintendent says there are "too many women" at our elementary school and that's the reason it's run so poorly/lacks any organization [Assumptions of Inferiority]. My school district is also super rural, so whenever something needs lifted only men are asked to help [Assumptions of Inferiority]. No one else seems to care, but it drives me insane.
477	One example is when I was teaching high school, my husband would help out with parades. Frequently, judges and parade coordinators would assume that he was the director, not me. He would often be given directions, score packets, etc. [Second-Class Citizenship]
478	Opportunities to Conduct at a higher level with honors level students or groups Or to be the lead director is restricted [Second-Class Citizenship]
479	Other adults in the school (parents, faculty, etc) struggle to view me as both an adult and non-binary, as if the two are mutually exclusive and only children are non-binary. Students are more likely than their parents or my colleagues to respect both my gender /and/ my position as an educator.
480	Overlooked for upward movement in-district, exclusion at functions. [Second-Class Citizenship]
481	Parents asking me where the band director is
482	Passed over for position as head director 3x, with the job going to less qualified men each time [Second-Class Citizenship and/or Assumptions of Inferiority]
483	People assume I can't lift heavy things, stand up for myself, and teach brass instruments or percussion. They often aren't as respectful to me and compare me a lot to their previous male band teachers.
484	People can't understand why I don't "move up" to the HS.
485	Same...male assistant director makes comments
486	See previous answer ["I've dealt with hysterical women before and you won't be the last hysterical woman I have to handle." I also get told I can't understand the electricity issues in our auditorium since I'm female. "Let the men handle it." [Assumptions of Inferiority]]
487	Similar to last, literally every day of my life...
488	Someone telling me at a doctoral audition that I was "lucky" to have the high school job I held. This would not have been said to a man. I have generally chosen to handle these situations with grace instead of calling people out on their behavior. Unfortunately, I believe doing otherwise would have hurt me professionally.
489	Stares or uncomfortable glances my way when wearing outfits traditionally considered more masculine
490	Students worry Band [sic] because they "just can't listen to a woman "
491	That same colleague who calls me "young lady" makes jokes about his current 8th graders having "that tough lady" as their teacher next year.
492	The bullet points above definitely describe them, and these comments typically come from other band directors.
493	The expectations of women to work harder and do more than make [sic]counter parts [Assumptions of Inferiority]. The defensiveness from others when you have other ideas, suggestions, say no, offer other help. When make [sic] teachers say no, or talk over you it's no big deal. Interrupted a lot as a female. [Second-Class Citizenship]

494	The most noticeable was when my husband (same job title) would be greeted with handshakes and I'd be hugged or ignored. [Second-Class Citizenship]
495	The position that I hold now was open a year before I was hired. It was open due to a retirement of a male teacher. I did apply the first time around and was interviewed but the job ultimately went to a male teacher. That teacher was a friend of an administrator. He was ultimately fired before the year was over and I was it I reapplied for the position and received it the following school year. I find I was not hired for multiple positions where the position went to a male teacher.
496	There was an opportunity for me to teach in my feeder program (7th grade band) this year. I was overlooked and the position was assigned to a new-hire male. Instead, I was assigned the choir class next door during the same class period as band. When I asked why he was teaching band, and I was teaching choir, I was told "we didn't want to make him teach choir." This male teacher and I have the same certification (K-12 secondary music- instrumental) but his preference was valued over mine. The fact that I've been teaching in the district for over a decade didn't matter. Unfortunately, my district has a history of favoring male teachers regarding assignment preference. [Second-Class Citizenship]
497	They often want me to help with guard, even though I am a brass player with NO guard experience
498	Told if I couldn't stand the heat to get out of the kitchen.
499	Was asked to be secretary of the jazz big band I played in I declined. Was told in a job interview that I could never teach high school (I have for the majority of my career). I was told by the first principal I worked for that he wouldn't have hired me if he'd been in town for the interview- "I wouldn't have hired a 22 year old girl for this job, but I guess I'm stuck with you".
500	Was passed up twice for a high school position in favor of a male teacher, it was in the same district where I have tenure, and it was expected (by other colleagues in the district) that I would get the job, but didn't. (Please don't get me wrong- I am happy with my current position with the middle school and am not complaining about this- but I can't help feeling it played a role)
501	When applying and interviewing for band jobs, I felt I needed to come across more masculine because men are stereotypically band directors, while women are stereotypically choral/general music teachers [Leaving Gender at the Door].
502	When I attend functions and my spouse accompanies [sic] me, people in charge often assume he is the director. [Second-Class Citizenship]
503	When I take my band to a marching contest, most of the time the judges, parents and band directors (who do not know me) want to talk to the head director they will usually approach my assistant, my guard instructor, or the college student who works with my band before me...because they are all men. [Second-Class Citizenship] My amazing staff has definitely got my back. As soon as someone comes up to talk to them...they just point to me and say she is in charge. :-)
504	When I took over as the band coordinator for our local honor band festival, several male directors tried to take the position even though the festival is hosted at my school. They claimed it was because of seniority, but the same directors do not acknowledge that I exist at the state music conference [Second-Class Citizenship].
505	When I volunteered for an honors band committee, I was told "sure, it would be nice to get a women's perspective on the committee".
506	while student teaching
507	With the surrounding programs (ROTC, gym, etc) they always want to impose their ideals on my classroom, how I should discipline my kids, and tell me that a woman should not hold a walkie talkie since I "cannot physically break up a fight" [Assumptions of Inferiority]
508	Working equally with a cisgender male, I am occasionally left off of communication from leadership at the District level. [Second-Class Citizenship]

509	Again, I just don't feel this has been an issue for me.
510	Cannot think of one.
511	Everyone has to make their own copies.
512	For the last 19 years I have worked in a district where all of the band directors are female. Additionally most of the district admin is female. I do not have these experiences happen. If anything, in past years I have been asked, and expected to do more extra tasks than my colleagues who have children.
513	Hasn't happened in my 20 years
514	I have a female principal so luckily I don't experience that.
515	I have never experienced this before.
516	I'm fortunate that my district is primarily women in band roles
517	I'm the only director in my district. I steer my own ship.
518	In my region, I have been treated equal to the men directors. We all pitch in for the good of our students. I have made copies and helped with hospitality but because I volunteered to and not because it was expected. I have also moved, set up ensembles, done instrument repair, been asked to conduct and other traditionally male tasks at festivals and in my own school. The male band directors I interact with have treated me as an equal.
519	Instead of simply pairing me with a strong band director for my student teaching, my male college band director told me he felt it was important to pair me with a female band director.
520	N/a
521	N/a
522	N/a
523	N/A
524	N/A
525	Na
526	NA
527	None
528	none
529	None
530	none
531	None
532	none
533	None
534	None
535	none
536	None I recall at the moment
537	None, everyone loves 2021.
538	Nope
539	This would be extremely bothersome to me if I had experienced it. I work at the elementary schools, so most of my colleagues are women
Open-Ended Response--ENVIRONMENTAL MICROAGGRESSIONS	
Please describe any experiences you have had with environmental microaggressions in your work as a band director.	
1	I know that myself and others have discussed the lower number of females at meetings, on boards, as judges, and as honor band directors of high school bands.

2 There are no female adjudicators in our region's performance assessment. The guest conductors brought into our region's honor bands are almost always male and when there is a female she is the junior high director not the senior high. Our region association's executive board is almost always male even when qualified females run for various offices.

3 1. Our county high school band is supposed to have a female director this year. It has been almost 20 years since a female directed our HS all county band. This made me realize that in all the all counties, area-all states, and all state that I attended I never had a female honor band director. 2. I never had or have seen a female brass judge for solo festivals. 3. Until last month, I've never had a female admin. There was only one in the district my first 4.5 years.

4 **I specifically requested working with a HS director who was a woman and there were a very few within my geographic range. I don't think I ever once had a woman judge at festival and that never even seemed strange (I've thought a LOT about festival and this literally never occurred to me until answering this question). The officers in our MSBOA district were often male. And I can't think of one female band director in the media.**

5 When I was initially teaching there was a definite lack of female representation among high school directors and in leadership in AZ. That has since improved, but it's still somewhat male dominated here. There is often a lack of female festival judges, aside from color guard.

6 Judges are almost exclusively male. The music we have to choose from for UIL is almost exclusively by male composers. Only a handful of women have served on the TBA board. There are no female HS head directors in my district of 12 high schools.

7 all of the above

8 All of the above

9 All of the above examples, except pay, would be microaggressions that have bothered me a great deal.

10 All of the descriptions above were typical throughout my career as a band director. In many places, it is still happening.

11 **All of the things you mentioned as examples. I am on a state level executive board for band directors and all of the leadership is male.**

12 All the above listed examples.

13 All three of the above points

14 **Female band directors in my area are outnumbered at every band director meeting. We are not represented within leadership in our district, and are outnumbered at the state level. We have brought up issues about lack of representation amongst adjudicators in our district. A committee was formed, but there are no women or POC on the committee. We planned an all city band event where the concert program was all music by female composers, and we have one coworker object because "we were discriminating against men." We won that fight.**

15 I've been gaslit that "I'm imagining things." I have been told that my concerns aren't really a big deal [Denial of the Reality of Sexism]. I've been told repeatedly there just aren't qualified women to serve, conduct, judge, hire or program [Denial of the Reality of Sexism].

16 Very few of the top directors are female in this area and people talk often about how much of an anomaly the ONE that has a family is. Judges are always all men, only recently did our hoard [sic] get a few women but the primary positions are men, and we have our second (I believe) female board president in history about to start her term

17 When I first began teaching there were few female role models, females in leadership, and female adjudicators. This has vastly improved.

18 Lack of women in leadership positions (e.g., organization officers, festival judges) consistent portrayal of band director as male in media images

19	Mostly all of our leadership is male and our judges are male. I don't feel that females are represented well at all
20	I am the first female director at my school (it opened in 1973). Within our county, we have 7 middle schools and three directors are women...but it hasn't always been so equally balanced. There are three high schools with two directors each, and only one of those is female. It's not that we earn less outright, but additional paid opportunities (judging gigs, consultants, honor bands) seem to more often go to men. Especially marching band judging in my area is skewed heavily male...if there's a female judge, she is usually judging drum majors or color guard. Even though I feel qualified to judge marching band, especially visual, because I teach middle school people organizing contests don't often think of me as qualified.
21	Lack of representation in composers, judges, conference presenters, university conducting faculty
22	Any movie/tv characters that are band directors are usually male. I had no female band directors from middle school--college. Judges/clinicians have been 90% male in any competitions my groups have participated in.
23	Our district, middle school and high school included, sits at about a 9:1 ratio of men to women. Minority representation is even worse. Because so much of our selection process for judging and clinic work comes from nominations, there are very few women nominated for these tasks and even fewer that win enough votes.
24	The high school closest to me has a female band director, and we keep in touch and are supportive of each other, but the area in general is still heavily saturated by male band directors and adjudicators at festivals are almost always old white men. I've never had female clinician at any festival or event.
25	I mentioned this earlier, but I feel that women are not being represented in the same way as males when it comes to contest judges and festival clinicians.
26	Lack of female judges or female guest clinicians.
27	Multiple online sessions with all white male panels, lack of women in leadership positions at festivals, lack of women band composers featured at festivals
28	I am the first high school band director at this school. Most of the marching competitions have little to no female representation as judges or even directors
29	People continue to be surprised at a female high school band director. Judges are consistently male.
30	There are very few female high school band directors, and many of those I have met were trying to embody the stereotypical "angry band director" personality or were trying to make conversations an ego battle. When I was training to be a [organization] judge, the majority of trainees/judges were white men. I had one wind ensemble conductor who was a female, in my Master's program in Horn Performance. It surprised how refreshing and different it was to play under a female role model and see my gender represented in leadership. At my day job, I haven't experienced intentional issues, but the teachers are majority women, with admin majority male.
31	There are more female music educators in my area, but they are often pushed down to the lower grade levels because of society's gender norms in relation to the time commitment of high school teaching in Nebraska [Restrictive Gender Roles]. I don't like this, but many men I know also leave the high school level for the same reasons the women I know do. However, WHY are there hardly women judges at events?
32	I earn less in stipends than male athletic head coaches at this school district. Festival judges are predominantly male as well.
33	"Minimally" only because I am so used to it. At the festival referenced in my precious [sic] answer, I literally teared up when I saw an all-female judging panel. I've played in or directed bands for 25 years and I had never seen that. It reminded me how much representation matters.

34	all white male judges at festivals and mostly men at conferences
35	Every band director in my district except for me is male. I rarely see female adjudicators at festivals and concerts. On the flip side the majority of my administrators have been female.
36	I am the first female band director EVER in the nearly 100 year history of my high school. There are no other female band directors within probably 100 miles of my school. My assistant director is the only female assistant. No female judges in [Organization] Region 13 band competitions this year.
37	I did not have any female role models to use as a guide in the early stages of my career (early-2000s). I only recall one occasion in which there was a female band adjudicator at a competition festival.
38	It is frustrating to be at a festival or convention and feel like an outsider. The vast majority of the band directors in my state, in my area, are men. When I see only white men at the head of OMEA leadership positions, or at the adjudicating tables behind me, or in the directors room at solo and ensemble events, I feel out of place.
39	There are never any female judges of the large band ensembles at district or state music festival. There are never female jazz adjudicators at district or state festival. There are no female band directors in the state of Montana in schools that are AA (1000+ students) at the high school or middle school level. I have had multiple men mansplain to me [Assumptions of Inferiority] how to do many things from get a bus, to detect natural gas in my classroom. I had a natural gas leak in my classroom for at least 3 years that was not dealt with until my female high school principal was hired and forced the superintendent and maintenance guy to look into it.
40	There aren't as many women to pool from to bring in as judges.
41	This has changed significantly over the course of my career. I was originally the only female on the [state organization] [region number] board a decade or so ago and when I left [state] last year there were more women than men on the board. I was also a state officer and that board was well balanced between men and women. However, I have never been on a b&o adjudication panel with another woman. I am now teaching in [other state] and am feeling like [other state] is at least 15 years behind [first state] in terms of progress in this area, and I have not been inclined to want to get involved with the professional organizations for this reason. Hopefully my perception is wrong; time will tell.
42	When I taught in Connecticut at the beginning of my career, it was almost completely male dominated. There were tons of judges that were exclusively male. It was very hard to break through the ceiling.
43	Women are underrepresented in our profession. I am often the only female adjudicator when I judge and often the gender minority wherever I go.
44	1 or less female judges at contests.
45	Adjudicators are almost always men
46	All of our contest judges have been male in the 14 years I have taught.
47	All the judges in our competitive circuit, except for the time keeping judge and the tabulator, are male.
48	Almost all male festival judges -- I've noticed that one. I've noticed that there is an imbalance of male band directors at the secondary level (way more) than elementary. I would also say that there is some lack of respect for elementary music educators in general from secondary music educators. I find that very annoying.
49	festival judges- sometimes there is a "token woman" but often there is not even that minimal effort toward inclusion.
50	Few adjudicators are cis female, few examples in media (video, pictures, etc) of female band directors
51	I can think of very few female marching band judges. Maybe 1 or 2 that were not color guard judges throughout my 9 seasons as a competitive marching band director.
52	I can't count the number of adjudication panels for marching, concert, and jazz festivals/competitions that are completely male.

53	I have never had a female festival judge.
54	I have not been to band contest with a female judge (other than color guard) in a LONG time.
55	I have tried to let go some of the stress over this, but women are not asked to judge large festival contests as much as men - solo and ensemble we can handle, but overall it is still male dominated even when the women have the same or more experience. It is an old boys club, and the media images of women are a throw in - not ever a true honest and authentic show...and where is the recruitment for women? Haven't seen many.
56	I saw one woman judging a festival this year and was very shocked. It was nice to see, but made me realize how underrepresented we are.
57	I've mainly worked for male bosses, seen mainly male band directors in advertising and usually see male judges
58	I've never had a female judge at contest. I've never had a person of another color as a judge either. Representation matters to me, but also to my kids. Anywhere we go, travel, near or far, to another state or just the town over, it's assumed I'm not the director [Second-Class Citizenship].
59	In my 16 years of being a band director, I have never had a female judge at concert festival.
60	It's rare that we see a female judges when we go to evaluation festivals. We do have female judges at solo festival.
61	Judges and clinicians are overwhelmingly white men. In one case women were tokenized and all conductors for our district band two years ago were women. However, we went back to all men after that.
62	Lack of female judges or married band director moms (Very few in our area.) either men with families or women without children
63	Mainly things like an all male or overwhelmingly male judging panel at marching festivals & contest.
64	Most adjudicators are male
65	Most judges are male, but my current area has some amazing female directors who are kicking butt
66	Most of our contest judges are older male directors.
67	mostly judges - I have yet to perform for a female judge in a band competition, or see one as the guest clinician at a festival. At the district level, women are well represented and lead several of our events.
68	Not that many judges that are women in our area for large group.
69	Now that you mention it, I don't think I've ever had a female festival judge.
70	There are never female judges at our assessments...
71	There were many years where none of my judges in marching band or concert band were women.
72	There's definitely not enough male [sic] judges
73	Very few portrayals in media. Nearly NO female judges at events that I attend. When I judge festivals, I am often thanked by female directors participating for being there. I know how hard it is to look out at the table and see only male judges. I did get judge a jazz fest one time that was all female judges - the male director running it wanted to make a difference in representation. On the surface, this seemed great. In reality, he got a lot of accolades for "picking women" instead of us being recognized as truly great judges. It was also a "one and done" situation. I never saw that level of representation again, but often/usually see all male panels.
74	Very rarely do female band directors serve as contest judges. It's almost always old, white men giving feedback. Sometimes valid, sometimes not.
75	We have two state judges that are women for marching band, and I have never had a woman judge for concert band. Ever.

76 When I started judging, most of the other female judges were for vocal and piano events. It was rare for me to find other women judging the band (especially brass) events.

77 always getting offered the second band in honor band experiences and a man has the top band, being expected to know what to do about family life balance when there were no women to ask questions to, seeing a sea of white men on banners at Midwest (this is changing), being in organizations and being the only or one of very few women

78 **At clinics, it is almost always a white man featured as the guest speaker. I have only met one woman of color, such as myself, that was a band director at all.**

79 I see this in advertisements for honor groups, conferences, and in the music JW Pepper promotes. I honestly can't think of a time I saw a female director highlighted for conducting honor groups, presenting at conferences, or in promotional material, and it's incredibly difficult to find music by female composers on JW Pepper. The leadership for my section of my state's music education association is all male except for the female director that teaches general music.

80 In my current district females hold more leadership positions in the form arts department and band department, but men still hold an automatic level of leadership with no hesitation. In my past districts men were the leaders, coaches (female and male sports), even down to the cheerleading squad, my male music colleague is given more leadership opportunities without hesitation even though he is a new teacher when my female colleague has asked but turned down and her teaching ability is incredible, she is not given the same opportunities and I have realized I have to ask and stay on their radar to get them (which I have but the effort to do it is (exhausting), leaders and pictures of my states [sic] band directors are mostly men, many of the national awards are given to men or those awards are the ones that are most publicized.

81 Lack of female representation across the profession, especially at hs level; I haven't seen any females as band directors in the media; there are a few women in leadership positions but mostly in elementary/assistant/jr high associated positions

82 **1. In 1991, as a new band director, there was regional meeting of 140 band directors. If you were a middle school director, you reported to the adjoining room. If you taught high school, you stayed in the main room. After the transition, I remained in the high school band director room with 55 men and ONE other women. She and I made eye contact and silently nodded to each other. 2. I started playing my band instrument in 1979. During those 43 years, there have been only two female presidents of our state Band and Orchestra association. Two.**

83 A majority of the high school band directors in my state are male. There is not much female representation for our state.

84 Again, we are just outnumbered. With that comes fewer leaders and role models. And people do tend to just assume a HS band director will be male.

85 At festivals and competitions, I am one of maybe a handful of women directing high school bands. There are only a handful of women in band leadership in the state.

86 I think there are maybe 7 female high school band directors in my state. Some of them are assistants at larger schools, but most schools in my state only have 1 director. I have some female role models in the profession, and I've joined a Facebook group for them, but most do not teach in my state. The good old *white* boys club in my state is a very real thing [Second-Class Citizenship] - there is a massive lack of diversity. There are some who are organization officers but the vast majority are men.

87 There are very few high school band directors that I know who are female. I can currently think of 1 out of the three states that I've lived in and been in the school system in. I also never see any females in leadership positions, they usually get put in the administrative roles.

88 There is a clear underrepresentation of women in the secondary band level and this is most recognized in who is being promoted to leadership positions within states and music organizations. This is partly why I went into administration to change this narrative.

89 In the first part of my career, this was a huge issue. However in the last decade, more women are being consider [sic] for adjudicators and even head high school positions at larger competitive schools (in Mississippi). Now that I have changed to a new state, I see some of the older issues where only men are high school directors, women are middle school and men dominate state boards and committees for various organizations.

90 State org. leadership is primarily white men. Women have roles like "secretary" and district chairperson, but not the norm for women to have the top roles. [Restrictive Gender Roles] A lot of times, it's members of certain professional clubs that are in the top ranks of state leadershi [sic]. There are about 25 women BDs in my area but only myself and 1 other are HS Marching Band directors. State org. social media often portrays women as elem teachers and men as the "marching band guy"

91 All of my superiors/authority figures are males, there has never been a female in the same position. This constantly reminds me of how uncommon it is for women to lead a college band and teach at the university level.

92 **Although it has gotten better in GA, there is an overwhelming number of men band directors compared to us. When asked about the best of the best, the answer is usually always a man. Our officers are typically always men. Comparatively, there are hardly any women who are hired as the head high school band director, it is almost always an assistant or middle school.**

93 lack of female representation in leadership, portrayals, even as professional instrumental musicians. Less pay.

94 I [sic] our local band district (all schools/bands from three counties), there are several women directors and we hold leadership positions. I feel like this is not the norm everywhere.

95 I am one female among 10 directors in my district. I earn as much as the head male directors on other campuses, but I have been passed over for positions on district committees, despite having seniority in the district and in years of experience. The assistant superintendent in my district often speaks down to me and will not accept input from me (he acts this way with all females) [Assumptions of Inferiority].

96 I am one of two female HS directors in my district, and the only woman director in my feeder pattern. Male counterparts have disproportionately held leadership positions in the Florida Bandmasters Association. I think I have seen two commercials of women band directors, both poorly done.

97 I have never had a woman band director, when I have been brought back to tech/give lessons, I have only been surrounded by men. The "big three" in my current organization are all men.

98 Lack of diversity in organizations, women only holding leadership positions in state organizations in orchestra or middle school, lack of female representation in pageantry (at all levels) in leadership. I had my first female music professor outside of instrument speciality at age 21. The closest marching band directly [sic] to me, who is also female, is 45 min away.

99 Lack of females in the profession and in leadership positions.

100 Part of the reason I decided to become a band director is because of the lack of female representation. Most of my undergrad professors are male, most of the band camps I've worked have been under male directors and a mostly male staff. I don't see women in positions of leadership in GMEA all that often

101 The lack of women in leadership positions, not having someone to look up to, was especially challenging. Also, not having a female to look up to generally who inspired me by their life choices has always been hard. I wanted to see a woman band teacher who had a family, a reasonable relationship with her work, and didn't adopt male qualities (aggressiveness for example) that were inauthentic to her in order to fit in. I never found that.

102	There are few female directors in the profession, so there are fewer female directors in leadership positions in my state.
103	there were only 2 women band directors serving as cooperating teachers. I was lucky to had student taught with one of the two. Texas Bandmasters Association has only had 2 women Presidents since 1948.
104	They applauded for the marching band organization to get their first female on the board in history, the amount of hs band directors that are female are very small in this area and aren't seen as equal or they are not good enough, small rural schools get the female band directors while bigger, better schools get the male directors,
105	As a female, I have been secretary of our band board for 2 terms, but when I asked about president, I was told it, "wasn't a good fit," and that I shouldn't run.
106	Band competitions "old boys club" [Second-Class Citizenship] all decision making for our state music organization is driven by men in regards to marching band.
107	Band is an old boys club [Second-Class Citizenship], especially in professional organizations.
108	Big wigs in Florida are mostly men. Women have to be extremely aggressive to get anywhere and that's not my attitude when dealing with peers. It's hard to connect with any women higher up due to such an aggressive outlook.
109	consistent portrayal of male band directors/ lack of women in leadership
110	I am fortunate to work with several strong females day-to-day. I wish I saw more female leadership at our district and state level.
111	I don't know when I have had representation of females leadership positions until the last 4-5years.
112	I only see men or women connected to men (eg wives, daughters) given opportunities for leadership in the band world here. I'm neither and feel very held back by my gender.
113	I see women as festival judges, usually concert and regionals over jazz or marching. I see few, but more than 20 years ago, women holding positions in AzMEA. While I think J.K. Simmons did an excellent job in "Whiplash," I think someone like Tiffany Haddish could have executed that role just as well if she'd been interested in that.
114	I've been involved with DCI for years and the representation of female leadership has been almost nonexistent
115	It seems women have to be harder and more strict as a band director or clinician to be taken seriously [Assumptions of Inferiority and/or Leaving Gender at the Door]. I've been told "this is a man's world" more than I can count on one hand [Second-Class Citizenship]. I would love to see a TMEA female president soon!
116	Lack of diversity in the committees and voted for and appointed positions in organizations
117	Lack of female band directors in leadership/media roles
118	lack of women in organizations, consistent portrayal of male directors
119	MSBOA
120	No women in leadership roles in my area for band
121	Only men in leadership, consistent image of male band directors enforced by students' curiosity at the fact that I teach band
122	Our region chairs always preplan who will be elected and preplan voting so that the men are represented and get what they want.
123	Our state organization tends to be male heavy, especially at the very top.
124	Thanks to Covid I'm now a respected part of the community conducting pool - prior to vaccine requirements, etc. I was not considered for community band leadership openings although I was at least as qulaified [sic] as those interviewed and selected.

125 The thing that's especially hard is that I have been in leadership positions in our area SPECIFICALLY to combat this. And honestly, it burned me out. I was treated like absolute garbage by a handful of men who made my life hell when I was serving without pay. In addition to this, most HS band teachers in my area do not have children. I am the only female HS band teacher who has a child in our region. Period. The juggling act has been unreal in order to assume one of these positions and I feel like I've done it for all the right reasons and I'll [sic] I got for it is an absolute load of garbage treatment from a small but very vocal minority.

126 There are far more women today than when I was a young teacher; the representation we had was small, but mighty. Leadership roles became more apparent as the years went on.

127 There are very little women in band leadership roles in my area of the state in which I live- and those who are in charge are described as "batty old women." One of the women who is in a position of leadership is currently dying of ovarian cancer, and gets described as one of those "batty old women," often.

128 There is only one female on the board of my states [sic] Bandmasters Association. Along with that, this group is notorious for being a "boys club" [Second-Class Citizenship]. It has become discouraging, but I have hope that my generation of female band directors in this state will be the ones to break the "boys club" trend.

129 I was one of two female high school directors in my state, and when I taught at the university one of two female band directors - I guest conducted at a State collegiate NBA band and was the first woman to do so - the women in the ensemble all wanted to know how I was able to teach at both the high school and university as a woman - it was an eye opening experience to be asked those questions

130 In Arizona I really feel this is the case. There are a LOT of hardworking women, and all are working hard to push these environmental barriers. There are not as many female high school band directors that I have seen being represented/recognized at AZMEA.

131 This happened mostly in high school...but especially for clinic gigs and in the marching arts

132 Men are always honored for their inferior work. Not enough women taking college roles or being offered college roles.

133 At conventions, I can always count the number of women in the room as less than 10% of the total attendance. When asking for more female oriented conference sessions, the men on the committees find reasons not to approve them. Women are disproportionately represented as conductors, presenters, and known experts in the band world.

134 Being in a community that is not very close to any large universities or colleges has resulted in it being difficult to find veteran female music educators to come clinic my high school group in preparation for contest. The two music store representatives that my school works with are older white men who seem to "know it all" and look down on me [Assumptions of Inferiority].

135 forms of recognition seem to go to mostly men [Second-Class Citizenship]. It is uncomfortable walking into band director meetings when there are only a few women in the meeting.

136 I notice that men are more often the guest conductors for festivals in my area.

137 I think representation for women as band directors and composers are very marginal. Nowadays, there's a push to be more inclusive, but I feel as if women are not at the forefront of leading those conversations. I often feel like majority of the web discussions and DEI seminars are lead by men, who I'm thankful for in their want to be more inclusive, but am scratching my head at for talking about the hardships women face in the workplace.

138 Lack of female role models, especially in marching and jazz, males getting the accolades and awards. At one BOA festival they made the point that it was the first time a female director made it to finals. As if that was a good thing. Mostly men in media portrayals and used as guest conductors

139	No female role models presenting at conferences or running in-services that I have ever been to. Women not being encouraged to make presentations about their work.
140	I noticed just this week that all the winners of our state convention band awards all went to men, even though there are many amazing women who teach in our state.
141	I seek out other women. So no issues there. I do wish women were asked to be conductors or honor bands, etc. more.
142	I was always told it didn't matter what gender/color a guest artist/clinician/etc was "good." [Denial of the Reality of Sexism] There was no value seen in what it would mean for my students to see women/POC in those roles and it drove me crazy.
143	Lack of female band directors being shown as just as gifted musical leaders is something we need to figure out how to approach in our profession.
144	Pretty much only white men conduct honor groups and all-state groups
145	This is most noticeable at our state conference when it is mostly men directing the bands selected to perform and mostly men presenting on band-related topics.
146	We need more female clinicians, festival chairpersons and guest conductors and All-County, Area All-State and NYSSMA Solo Festivals.
147	Although I do think this has gotten better, I do think there is a lack of representation of female band directors, especially at the secondary level. Personally, in my district all the secondary band and orchestra directors are male and 6/8 elementary music (we teach both general and band) teachers are male [sic?].
148	I feel more women need representation in the upper levels of teaching band. There's a fair amount of women with leading positions in organizations in our area though.
149	There just are not many woman band directors at a higher level—hs and beyond. I went to a prestigious school for my masters and there were no female conductors on faculty, and there are plenty of qualified women at that level.
150	The majority of the high school directors are male. In my region (including myself) there are only 3 female head directors. And most female high school directors I know conduct small school districts.
151	There are no lead female high school directors in band or orchestra in our district. All the lead directors are white cisgender men.
152	(Previously cited): I assisted with an honor band festival where 5 out of 40 high school band directors were women. When eating lunch, most of these women sat at one table together - they were not being included by their male colleagues [Second-Class Citizenship]. The only female mentor I have at the secondary level is a strings teacher.
153	Being the only female high school band director in the entire state of [State name] (1997)
154	High school band in Connecticut is dominated by men, but I have found 90% of men to be welcoming and supportive.
155	I am one of a few Female HS Band Directors in my state. I never had a female band director and honestly didn't know any "band heros" that were female until Grad School.
156	I am one of a single digit number of female high school band directors in my state band directors association.
157	I am one of three female marching band directors in our entire county of 12+ schools. The number has gone down in the last five years. This bothers me greatly because I believe the representation matters for students, communities, and our profession. It also makes me sad or makes me wonder about the conditions the other women experienced to make them leave being a high school director.
158	I am the only female HS band director in the county.

159 I have never once played in an ensemble directed by a woman, even all through high school and college with several festivals and guest conductors- never a woman. I was also once on a cavalcade of bands high school director meeting and only 3 out of over 70 attendees were women.

160 I never had a woman director as a role model in my life until I met Dr. Andrea Brown at Phantom Regiment, which wasn't until 2015. In college, I never had a woman director (although my directors are wonderful allies and some of my favorite human beings). I have never had a woman trumpet teacher. I had 1 woman brass instructor for the trumpets during my 4 years of drum corps. In my area, there are very few women as high school directors to befriend. It is evident that this career was built around the idea of men, and extremely frustrating for today's women.

161 I never realized (until I became a band director) how few women are in the high school band director world. We are supposed to be general music teachers-nurturing, loving, sweet [Restrictive Gender Roles].

162 I was asked in an interview "you would be the first female high school band director in this district. Can you handle this scenario?

163 I was the first female high school band director in my area and still am one of only handful in the region. I speak to the local universities each year and try to make sure I have a voice in music education throughout Southern [State].

164 I was the only female and mother high school band director in my district until I moved to middle school. There are still two female directors, neither of whom intend to have children. When I had a conversation with a former male assistant about why I was moving on and the 'mom guilt' his response was literally 'yeah, male band directors don't experience that'.

165 In 2016, I was not only the first female band director in the history of my high school, but in the history of my school district. Since I left, I am still the only one. Maryland is still male dominated in the band world. I interviewed for two high school band jobs this past summer and was turned down for two males to get the jobs.

166 It's getting better as time goes on, but especially early on I didn't see many examples of women in my field, particularly at the high school level and even more so in the competitive marching band world

167 It's troubling to see a lack of female representation among band directors, especially at the secondary level. Of my band director friends, few are women and none teach high school band.

168 Meetings where the words gentlemen or guys was used when I was clearly in the room. Usually I'm the only female HS director in meetings. I'm the only one in my district, and have been my whole career.

169 Most directors in my district are men. All of the high school directors and roughly half of the middle school directors are men. Meanwhile, the vast majority of elementary general music teachers are female.

170 Most high school band directors I have known and come in contact with are male. However, I find it refreshing that while most of the high school band directors I come in contact with are male, many are in a place where they feel comfortable coming "out" as gay, bisexual, etc.

171 **Most of the high school band directors are male that I have seen. I believe it is because of the after school demands and the demands women have outside of the workplace. The men I have worked with typically are not the ones caring for their children. They have a spouse who takes care of their kids. This allows more men to work at the high school level and limits women being in high school roles. I think the job demands need to change, so more women can acquire high school jobs and still feel like they can have a family, too.**

172 None of the middle/high band directors in my district are female. There are only a few elementary music teachers in the district. I have not met them yet. Luckily, the orchestra teacher at my school is a female so she is very helpful. But there is almost no female representation in the band world here (beside me).

173 There are fewer female directors in my district and even fewer high school directors. It has a vibe of every female for herself. Meanwhile, "the boys" go get meals together after events [Second-Class Citizenship]

174 There are so few female band directors in my state that I'm positive that I can be identified from this anonymous survey in about 5 minutes or less. I think I'm the only suburban female high school band director with 25+ years of experience in my entire state. Additionally, there are even fewer SUCCESSFUL female band directors so I've never had role models that I can really talk and relate to

175 There are very, very few female band directors in my area, ESPECIALLY in high school bands.

176 There was more in the beginning of my career; early in my life, female band directors were a rare breed, kinda laughed at or not taken seriously. Today, more female band directors are more prevalent and respected. Early in my career, female band directors were ok to teach in elementary or middle school programs but not trusted for high school [Assumptions of Inferiority]!!

177 This has occurred in large group festivals. My district does a good job with more equity in female directors at the MS level. They need to do a better job at the HS level.

178 This is my first position where there is a female director in the district at one of the high schools. It's my 4th district.

179 This was certainly more true in my earlier career, when I literally saw no female representation at the high school level. That has improved substantially over time.

180 Very male-dominated field, especially at secondary levels. Some of this is feeling inferior due to being a beginning band director rather than a high school band director.

181 Way too few women high school band directors in MSBOA and especially in MCBA. I have some great women colleagues at the middle school level that help a bit, but it's not the same.

182 When attending conference related activities I notice there are very few women HS band directors present

183 I was told by a (now former) youth music organization board member that they would not consider women for their high-school aged ensemble because they "didn't think high school boys would respect a woman."

184 There are maybe 6-7 female band directors I am aware of in my new community and they are ALL middle school. The high school positions are all held by white males. There is a boy's club feel to a lot of them in this district, and the ones who have communicated with me most aren't in the club [Second-Class Citizenship]. Other women band directors I know here have had this feeling and have been trying to dismantle it for years.

185 Am currently first and only female director of my college band. First female drum major was only recently appointed in last 3 years.

186 I can list the amount of female head directors in my state on one hand; the assistant number is higher but not by much. On the other hand, the male number is astronomical

187 I feel like I very rarely see women in 4A high school head band director positions, and if they are, they are often portrayed as mean and strict [Restrictive Gender Roles and/or Leaving Gender at the Door]. There is a lack of female representation in head director positions.

188 I just do not hear about many women conductors at a high level of profession (college and beyond).

189 More men in the profession. Very few female head directors.

190	Most of our head directors are male. Our district arts admin is male. I had to go out of my area in the state to find a mentor that wasn't a man.
191	My marching band is an HBCU-Style band, and many of my students follow HBCU bands for this reason. There are very, very few women who lead HBCU marching bands or HBCU bands in general.
192	No female band directors, even in college. No role models. Finally this year, have another female band director on staff that is amazing (and my former student). I hope to serve as a role model to my students
193	None of my college band professors were women.
194	Only 9% of college band directors are female (Baumanis, Farmer, Webb; 2021)
195	I am thankful to work in a building with female leadership, have many colleagues in my district who are female head directors, and we have a female fine arts director. This is rare but very neat to see. We do not have a female head high school director. I am looking to apply for some future openings, and my gender has definitely crossed my mind for what my potential might be.
196	I do not see this as a problem. I did not have female band directors in college, but there were many while I taught in the public schools. Although there are very few female college band directors in my current state, they are well-respected. There are many female 5-12 band directors. I do feel that colleges are actively searching for female representation and there are role models in the field, I personally have not worked with them.
197	Visibility/representation at the college band director level is disproportionately male
198	When I started out, female HS, college directors were rare; this made it difficult to get recognized
199	As I said I previously taught with a team of all men. I had one year less senior ready [sic] than the other youngest member so when Covid hit and we lost numbers I got pushed to elementary. I stopped being included in marching band duties even though I was previously an assistant Director. There is no conversation that took place. My paycheck was a third of my coworkers [sic]. The orchestra Director, who is the only other female in the secondary music department sent [sic] switched positions and they hired a young white male in her place. There is no female in secondary music anymore in my very large district.
200	I am constantly fighting for my stipend amount
201	I am the head director of my band program. My assistant receives the same stipend amount as I do, and I work at least twice as many hours as he does. When the assistant misses an after school function, and I inform administration, the attitude is "why do we care?" But when I miss, they become extremely agitated. When I asked for my contract to reflect the actual number of days I work, I was told no. I asked if I was still expected to work those days and not get paid, and my administration said they still expect me to work those days.
202	I am very bothered by the fact that most male colleagues still earn more than females for similar roles.
203	I found out the assistant band director (male) was making more than me and I have one more year of experience. All of his years were matched coming into the district and only 1 year of mine was matched. The union ended up settling this matter and I was paid the difference in a lump sum.
204	I know I make less than my male counterparts.
205	I teach at the 2nd smallest high school in the district. While all music teachers are supposed to be paid the same stipend, I am paid a smaller stipend because I have "less" concerts than other schools. However, this is because our audience size/class size is small enough to fit middle and high school band concerts on the same night, NOT because my school is less rigorous. All the larger schools are taught by male band directors.
206	Often bothered by images of male directors, especially in the high school setting and also that women should only play the flute or clarinet...

207	Again, as a "trail blazer", I have watched many more women take the reigns of bands but we are under-represented still.
208	Again, not a woman. But very hard in the profession not seeing a place for non-binary people. One of the reasons I left.
209	All of my band directors were men. There are very few female directors in my district. When I go to conferences there are way more men than women.
210	All of my educational role models are men and it is difficult to find a woman to look up to in the band director world. I guess it's annoying for me personally, but as long as I can be a strong role model for my students, it doesn't bother me too much.
211	Almost all the other directors in my conference and area are cis men, which is discouraging. There are more women in my field now than before, and I was lucky enough to have a female director as a role model when I was in school, but the band directors I see in my field are still overwhelmingly cisgender men.
212	Always being only female in room of men at meetings, only female at my job
213	Any female/feminine presenting director I have ever had has faced a lot of backlash. They are always called bossy, unreasonable, and indecisive by my colleagues [Restrictive Gender Roles]. I have only ever had male directors, except one female symphony director over 10 years ago. Every other ensemble I've performed in was fronted by a man. For all of the conferences, media campaigns, and advocacy we do for women directors, why has nothing changed? It's so discouraging. I don't see myself represented anywhere in my community.
214	As one of [sic] the first females in a band that was male only over 100 years
215	At ILMEA senior band meetings I am definitely in the minority and sometimes people ask me if I'm a high school choir director instead [Second-Class Citizenship].
216	At the beginning of my career there were far fewer female band teachers, but the percentages have improved greatly.
217	Band still has a very male-oriented vibe, but it's getting better. It helps to have an elementary band coworker who is female.
218	College had many examples of women band directors, but I have seen less woman representation in my jobs
219	early in my career I didn't know too many female band directors but in the last 10 years I've met some astounding female directors that help me realize it is possible to be a woman and a band director
220	Especially as a percussionist, I've been used to this for almost my entire musical life. I was very lucky to have strong female role models in my middle and high school experience, but as soon as I got to undergrad they became few and far between. Strangely, some of the worst environmental microaggressions have had to do with bathrooms. I've lost count of the number of times I've been at a band event, rehearsal, or other function where the women's bathroom was not unlocked [Leaving Gender at the Door and/or Second-Class Citizenship].
221	Going to conventions, it is mainly male. However, the one time there was a session on women's advocacy, I experienced worse acceptance and behavior from the women giving the presentation than the men in the room.
222	Growing up my parents were worried about me going into the profession because they never knew of a Hispanic female band director. To this day, I have never been under the baton of a Hispanic female director
223	I always hear about female band directors that are doing great things, but I never see them. I have one friend at a school close to me that is a more experienced female director, and she's great! But she's the only one I know for the next 4 counties over.

224 I am a non-binary aspiring band director and I have never met a trans or non-binary band director. There are not even any openly LGBT band directors that I know of in the area [in OR], but there are schools that I know of that don't allow pride or trans flags in classrooms. It is very intimidating and makes me feel unsafe and like I'll be unsupported if I face discrimination on the job.

225 I am currently one of two female band teachers in all of my area of the state. It's frustrating when I don't see myself represented in my profession around me.

226 I am currently the only female band director in our feeder pattern and one of few in our district. This can lead to feelings of isolation [Second-Class Citizenship].

227 I am currently the only female instrumental music teacher in my department with an ensemble responsibility.

228 I am lucky to have had some great female representation through college and work. My state has some incredible women in our leadership positions who are paving the way. Women are vastly outnumbered, but progress will continue in the future.

229 I am often told how rare it is to have a female band director in this position.

230 I am one of 3 female band directors in our competition circuit, and one of 7 in our entire district of our state music educators association.

231 I am the first "female" band director at my school ever. It was like, a big thing for me to be hired on. It's incredibly intimidating because I constantly feel like I'm being scrutinized by not only admin, but the community as well. I feel like my schools community is perpetually stuck in the 1950s.

232 I am the first female band director of this program and received a lot of remarks my first year about how "teaching band is a dude's job" [Second-Class Citizenship]

233 I am the first head college marching band director within [organization/state] I was the first female band director at every high school I worked at in [other state]. I have never had a female mentor and the ones that I tried to have, as soon as I began to achieve in my own career, they began to cut me out of their lives as though I was encrouaching on their territory. [Redacted for anonymity.]

234 I am the only female band director in my district. This is very isolating.

235 I didn't have a strong high school female band director I looked up to. I looked up to the strong teachers in band which were male. They encouraged me to do my best. I wish I was closer to a female band director and I have resources but I'm not as close to them as other band peers

236 I didn't know where to look for role models on how to be a band director AND a mom because I literally didn't know anyone who had done it. All of my female role models were childless.

237 I do seek out female/female-identifying band directors to follow on my social media, but I cannot think of an example of a female band director in movies/tv. I already mentioned the lack of woman band directors in MI from when I taught there (though that was 8-10 years ago).

238 I don't really feel this way in my own school district, but when I go to festivals or workshops it can feel this way.

239 I don't think I have any experience with this BUT when I student taught, I specifically asked to be placed in a district with a lot of female directors because I never learned / performed under one.

240 I feel rather lost with no role model.

241 I had never seen a woman conduct a band before I had done it myself.

242 I have accepted the fact that everywhere I go in my area the band directors in the neighboring counties are men. HOWEVER most of these men do understand the struggles and rarely show any microaggressions in my work. There are a couple of us female directors in the area so I feel lucky to be where I am at

243	I have experienced this, especially early on. My first time at State contest I was the only female in my class to receive super [sic] ratings. I do see this improving.
244	I have only seen one female jazz band director and two female marching band directors in my high school performing and teaching experience over 15 years. I rarely see examples of female conductors when showing my students orchestral recordings. Almost all of the university and music marketing brochures feature male conductors that I have seen.
245	I just feel like female band directors are never given the opportunities as male directors [Second-Class Citizenship], and that they are always a "surprise" when in a group of band directors, like we are rare
246	I know our state MEA and Band Directors Association have worked hard to diversify their boards both in gender and ethnic representation, but that's really only been in the last 10 years or so. There were VERY few successful female directors to look up to when I started my career.
247	I never had a female band director, nor was I exposed to any in my bringing up
248	I see this but it doesn't bother me as much. I have always been in the minority but there have been amazing female role models in MSBOA over the years.
249	I still to this day have never been in a band conducted by a woman
250	I think about this issue everyday. I'm the only woman in the wind band conducting area at my school. I constantly see posters on fb and instagram highlighting all of the male conductors in our field. I've never had a female mentor and I wonder if it would help me. I'm tired of fighting the "female" fight and honestly sometimes I just want to quit and let the men do it. My female students keep me going though! I know when they see me on the podium it gives them hope that they too can be conductors like me. I guess we lose if we all quit, right?
251	I was definately [sic] one of only a couple female band teachers in my area/state when I first started 25 years ago. I had no female band teacher role models. But it's better now. I also found role models in other teachers of other subjects.
252	I was just at a marching band competition and stood with the other directors waiting for our packets. Of the six people in the group, all were men. ALSO, I have a friend group of women band directors who all but one other 2/7 of us are high school band directors. It doesn't bother me in terms of causing stress, but it's noticeable!!
253	I was one of first in our area. No female role models
254	I was the only female band director in my class at university. Granted, it was a small program, but still. It was definitely a boys-club vibe and I felt uncomfortable occasionally, and second guessed my skill [Second-Class Citizenship].
255	I was the only female band director in West Texas and had a lot of trouble getting hired there.
256	I wish there were more female role models to learn from.
257	I work with very few women in all facets of secondary music in Michigan.
258	In my current county, I find that there is a better balance of male/female representation in the band profession than where I was in GA. Of course there are more men, but there is 1 female HS BD out of 3 high schools and 1 female MS BD (me) out of 5 middle schools. That is better than what I saw in college, not great, but better.
259	In my first job, I noticed that I was one of just a few female band directors in my MSBOA district. However, there are quite a few female band directors in my current MSBOA district.
260	In my region, a lot of band directors are male. They also have male assistants. I am the first female assistant band director in my district ever, and a lot of men in the surrounding schools don't interact with me [Second-Class Citizenship]. They are afraid to upset me because they assume that I will become emotional [Restrictive Gender Roles].

261	In my younger years, I was surrounded by male band directors. In recent years, there is a cohort I work with which includes 5 band directors, only one of which is male. It is really exciting where I work! Tha
262	In PD meetings, whenever our band program was mentioned, the fine arts director referred to he/him pronouns.
263	In the earlier years of my career and less often in recent years I have frequently been the only or one of a couple of women in a room of band directors. Thankfully, I have held state and National leadership roles in numerous organizations and have usually been well respected in spite of my mi Oriya status.
264	It is very difficult for my students to validate me as an authoritative figure when the remainder of our band staff is male, and in videos/recordings shown to them, my female identifying students do not feel that they are represented, especially across brass and percussion sections.
265	It's getting better, but lack of female representation within our district
266	Lack of female representation
267	Lack of female representation
268	Locally there are very few female band directors to bond with.
269	Locally, we have a lot of female leadership and directors. As I move throughout the state there is still major pockets of male dominance.
270	Looking around the room at meetings are realizing that 80%+ of the room is guys
271	Many times I look around the room at band director events and see significantly less women in the room.
272	Minimal female representation in area
273	My band colleagues in my district, all male, are awesome and consistently seek out and follow my advice. Sometimes in the larger band directors world, I feel the boys club attitude of it. [Second-Class Citizenship]
274	My current supervisor is doing a great job with trying to increase diversity with both race and gender. This has been an ongoing issue my entire career. I have no role models for being a wife, mother and high school band director.
275	My first year I was the ONLY woman band director at a festival we went to.
276	My mom wanted to be a high school band director, but when she was in college in the 1960s, she was told "that's not an appropriate career for a woman" so she became an English teacher. Having taught high school band for over 30 years, I have been a minority amongst my colleagues. Making babies, breast feeding, and raising kids as a mom in addition to teaching teenagers was a huge stressor, and the men who didn't have those same responsibilities couldn't relate to my struggles. I felt very alone for the first couple of decades I taught high school band. It's getting a LOT better now with more women doing this work and the ability to connect online to communities of female band directors. :)
277	My students once asked me why I was the only girl band director at the festival. We sat down the next day and talked about our band's music vs. everyone one else's and if it made a difference that I was a girl—if it made the music sound better or worse.
278	No other female band directors in area
279	Not having female band director peers in my area. Rarely seeing female percussionists become band or percussion directors unless they have DCI experience.
280	Not many women band directors

281 Not so much "WOMEN" but "MOTHERS". I have only a handful of other women I know that are teaching HS, and also have children. Children and our job just do not go together very well, and lots of women need to make a choice at some point in their careers. I went to a seminar at our state conference on "TIME MANAGEMENT" for band directors. All panelists were male, and they all talked about how they take time daily for personal reflection/lesson planning/etc. THEN, they mention their families, and how they have 4-5 kids at home. They have to "schedule" in family time. SO unrealistic for women in this profession. I was 6 months pregnant with my 2nd at the time... Thinking about how to "manage" my time between pumping, and getting my kids to daycare. Being a mother and female band director is INSANE. I walked out of the seminar since I would have started yelling at them if I hadn't. It was so incredibly frustrating.

282 Not so much personally, just the general lack of female role models.

283 Obviously there are more male band directors than female, although there are some nice role models out there. There are women's band director organizations out there. I don't have much info on that. I feel like I should.

284 Only female on staff

285 Our district and state were evenly represented but our school was not.

286 See previous answer, it fits here better! [I had my own assumptions of inferiority as an undergrad in music ed, and it led me to switch to and graduate with a performance degree after wanting to teach high school band since I had been in middle school. Due to a lack of women role models in the field I started doubting my abilities in college and made the switch, but then went back a year later to complete my certification. In my case it was very much a matter of my own perception rather than anything or anyone who made me feel that way, and it still is. At 41, as a single mom to an autistic 10-year-old, I still don't feel like I would be equipped to deal with the challenges and time commitment of running a high school program by myself, but I feel very confident in my teaching and directing abilities and am comfortable in my role running the program with another band director.] It no longer bothers me very much but definitely had a more negative effect on me when I was younger.

287 The head director at the high school I feed was replaced with two males who hired an all male marching band staff.

288 The lack of representation for anyone other than (cis) white men in the band world is disappointing

289 The profession is largely represented by men

290 There are few females in my area.

291 There are few women band directors as role models.

292 There are few women band directors. It is true because this job takes an insane number of hours. I am single and don't have children. If and when I do get married, I can see doing something else. Many women want children and doing both well is hard.

293 There are not many female band directors in my area and I refuse to attend conferences after many years of feeling ostracized and look [sic] down on

294 There is a clear imbalance between male/female representation in the band director field. I understand this to be true and I try to avoid it and focus on my own success.

295 There's just rarely ever females teaching band anywhere. Even rare to find a female of COLOR. Students notice too; they find out that I am a POC female band director & get excited in a positive way, but only because I am their first time encountering one.

296 There's not a ton of representation of female band directors or other female colleagues. In my district however, both of my principals and my superintendent are female, which is nice.

297 This definitely appears to be a "male" profession.

298 This has changed so very much since I started teaching 22 years ago. While it is easy for me to think of female identifying band and orchestra directors, I don't think they [sic] playing field is even. I am the first female conductor (assistant director and vice president) of the community band I grew up playing in. While it is gratifying in some ways to be the first, it is also sad. I am happy to be in that position and perhaps to be a role model.

299 This might be the biggest reason I moved from band directing to the music education classroom. Very few role models, very little in the way of professional community in the band director world where I was teaching.

300 this was especially true at my participation at jazz band festivals. There were few female directors and at times i felt as though my ensembles were talked doen [sic] to by the male adjudicator [Assumptions of Inferiority].

301 This was more common earlier in my career when there were even fewer female band directors. To be truthful, it was something I knew going into the profession as My goal was high school. I have never tried to be separate from my colleagues (ie a "female band director") and felt I would earn my spot. I feel I did.

302 Until I went to college, I never met any other females who wanted to be band directors. The only female music teachers I had were my elementary general music teacher and my college piano teacher. In my school district there are many more male directors than females, and I can't remember the last time I saw a portrayal of a band director as a female. In my graduate program, I didn't have any female professors until my last year, and there were none in the program until a year or 2 before I graduated.

303 Until this year, I have always worked with a majority male team, often being the only female, and the department head has, with the exception of this year, been male.

304 Wish there were more female role models. (Except for one one-day honor band in HS, I didn't have a female director until college.)

305 (Not in my school but in my community) there is a lack of women jazz musicians featured in the community. You typically only see women jazz musicians performing if they're singers-- the jazz community still tends to be an "old boys club" and very few women jazz musicians are given opportunities to perform.

306 A clinician once told me that they couldn't give me guidance because they couldn't imagine how THEY would address the band "as a lady director" [Second-Class Citizenship or Assumptions of Inferiority?].

307 A THOUSAND TIMES - THIS!!!! I am outraged that in this day and age we don't work harder to have representation in our required music lists for our state professional music organization.

308 Again, I find this most prevalent in the jazz education world.

309 All insults about me are macro, not micro

310 As a female trombone player I've just learned that I have to seek out my own role models and people to look up to and I have found many. As far as media portrayal of band directors, they can stay male because I haven't seen a completely positive one yet. My students refer to me as Ms. Frizzle, Ms. Honey, mom and Ms. Band. My students see me way more positively than any media portrayal can demonstrate my job.

311 As time as [sic] moved on, more women are entering the profession! Band Directors are still referred to as HE but it is changing.

312 Band Director's Group does seem to have a lot of "good ol' boys" in the profession that are highly opinionated [Second-Class Citizenship]. That can be quite bothersome, but I usually just end up ignoring it as well.

313 Band directors FB group - nothing more needs to be said

314	Change takes time.
315	Clothing and what's appropriate is hard. It's a fine balance between fitting into the already established boys club and being comfortable embracing my feminine side [Leaving Gender at the Door]
316	Consistent portrayal of band director as male in media images is exhausting and extremely aggravating.
317	Consistent portrayal of male band directors as having it all put together. I can attest to some pretty bad directors out there, and they can be any gender.
318	Early in my career (early 1990s) this was an issue. Not any longer
319	Early in my career all you saw were male band directors. There were no female role models in my city. I became that person who recruited and supported women so that they did not end up feeling disillusioned like I almost did and so that they knew they did not have to be treated like other male band directors had tried to treat me.
320	Female directors that hold high ranking positions rarely have children, or wait until their children are older to hold these positions.
321	Gender stereotypes on role or position within the band is seen all the time by not just fellow associates and parents, but outside staff, faculty and students.
322	Had to deal with a young male principal who I feel tried to run me out of the school until he got a new assistant who loved me
323	Having "spouse activites" [sic] at state conferences being clearly intended for old women spouses and not for any male spouses [Second-Class Citizenship]
324	I actually find it is female school administrators that have been the strongest with microaggressions. They view my strong personality as threatening to their own authority and thus feel a need to micromanage and attack the band program. They have not treated male faculty members with the same behaviors.
325	I agree this is an issue, but it was an issue when I started and will likely always be an issue, so it's just what I've come to expect.
326	I always could stand my ground.
327	I am so grateful my first director was a woman. It normalized the profession for my community and it allowed me to firmly cement this path as a profession BEFORE I faced any discrimination. I would love to see the image of the female director to be common place.
328	I am very lucky. I just served as president of [State] Band Directors Association and just passed the presidency to another women [sic]. I work with two women band directors and women band directors are noted leaders in [State]. Yes, we are still outnumbered, but we have a voice.
329	I did my master's thesis on women instrumental conductors and it's gotten a LOT better since 1993.
330	I do feel as a whole society tends to view men more frequently in the position of band director
331	I do feel this is getting better. I fortunately have some great female directors to look up to, but I also have seen what they have to go through to be respected.
332	I feel my state does a fairly great job bringing representation to its boards and panels, largely due to the successes of many women in the field in my state for decades past.
333	I find that even the women that have leadership roles in my district try too hard to be in the "good old boys" club [Second-Class Citizenship]. I was once told (after showing up to a meeting that I was a chairperson for my district) that they went with someone else because they wanted more people involved. I politely told the female president that it was not more, just different people becoming involved. I don't find this to be the case in other districts in MI, but in my district it's very evident. I'm glad to have a separate group of directors in my area that meet and collaborate without these types of feelings/assumptions.

334 I have this issue with race and sex. Not much representation anywhere. I think it's related to the "boys club" feel. Not truly welcoming to those outside of the already developed system [Second-Class Citizenship]

335 I only have one woman in my school that is in an administrative role. I do, however, have other female band directors in my local area as role models.

336 I said rarely because I have seen some microaggressions when I was younger, but when I found out where to look it no longer applied.

337 I taught in Oklahoma for the first 15 years of my career. I ran into this more often there. Since I moved to Texas, women are very prominent in the field and respected, thus I have ran into it much less.

338 I think my area of Michigan does really well with women in leadership positions. Now, these are all women without children... but, women.

339 I was blessed to have female band directors that I could look up to in college, but I do believe band directors are still portrayed mainly as male figures in media images.

340 I was lucky to have had 4 female band directors from beginning band through high school. To me, it was the norm!

341 I worry less about this for me and more for my students. There just aren't enough women that we see in the videos of the military bands, and don't even get me started on the lack of women of color. The majority of my female students are people of color but they have few role models in our profession.

342 **I've noticed that the only female directors in my area are either single with no children, or have divorced and have little interaction with their children. The women who have stuck in their high school positions have become "one of the boys" by going out and getting drunk with the men after events, and sharing in demeaning humor. They often make fun of other women.**

343 I've seen this improve over my career.

344 I'm really lucky that I went to [University name] and had two female band directors, along with having my high school private flute teacher be an accomplished high school band director. This is one area where I have not suffered this as much.

345 If the male judges are open minded - works great. If they are members of the "good old boy" club, doesn't work out [Second-Class Citizenship].

346 In my area, there are several female band directors at all levels (high school, middle school, elementary school), as well as women in leadership roles.

347 In my training, I've had many female band director role models, and when I was in graduate school, I felt the two male directors at the college did a great job of inviting female guest conductors for honor bands and such. However, as a music teacher educator, I do find it hard to provide examples and mentors of high school band director mothers to help show aspiring female music education majors that it's possible to happily manage both. (Honestly, I'm still figuring that out myself in the professional world, but I am not currently in a band director role.)

348 In nearly every conversation, catalog, webpage, or resource it is much more common to see men in the roles of band directors and conductors. As someone who would like to teach high school or pursue a career in conducting it is difficulty [sic] to find representation in the field and role models with media being pushed.

349 It bothers me that men make up most of the administration at my school. The only woman on the admin has a PHD. The men all have masters degrees, have DUIs and have "dropped" domestic violence charges. It bothers me that women in general in my school have to deal with these men.

350 It is not uncommon for people to be very confused as to how I can be a band director rather than just the color guard instructor. [Second-Class Citizenship]

351	Male portrayal makes it hard to dress for the position without having an outfit that makes you look like a man to be taken seriously. [Leaving Gender at the Door]
352	Men are everywhere when talking about band. I have noticed a push over the past few years to get more women in media.
353	My principal often talked about how the kids responded well to a "militant authority" or an "iron hand". She spoke with reverence of the previous male director who was known for his aggressive and strict demeanor. In college, the women we were told were the best directors often were women who learned to be super masculine and often times militant/aggressive [Leaving Gender at the Door].
354	Not having any literature in my 2000+ title music library by women other than Anne McGinty.
355	Not many honestly, but I feel like a lot of it has to do with working in a rural area where there are a lot more female band directors (probably because the urban positions are always male dominated). The southeast portion of rural Colorado is pretty even for male to female director ratio so I never have any problems with that. I also went to college having the one and only Dr. Rebecca Phillips, head of the CBA as a strong female role model, so I feel like that helped me believe in myself more that I could be a strong female band director too.
356	Often in print images or at conferences lots of visuals of men in suits in the past - this is improving somewhat
357	Our area in MN is blessed to have great female directors at all levels. This wasn't the case 20 years ago when I first moved here. It's good to see the positive change.
358	People always portray and assume men are band directors and women are elementary general music teachers
359	Posters we have to hang in our bandhall all have men as directors. I didn't care until the person who made the posters pointed it out and said it was just either [easier? sic] to put men on the posters.
360	Representation or lack of in media.
361	South Carolina has seen an increase in female representation in the profession and women in leadership positions, but there is still the "good old boys" club where you have to know a man in order to be invited into the conversation and considered as a "someone." [Second-Class Citizenship]
362	The 'good old boys club' is VERY prevalent in my area [in TX]. [Second-Class Citizenship]
363	The main BD constantly makes fun of other women BD's in the district, calling them mean and bossy [Restrictive Gender Roles]
364	The men got a bit nasty and sarcastic.
365	The only one I have seen is maybe the media images of only male directors. In my personal experience however, this is less and less an issue, at least where I am because there are so many more female band directors, and even female band directors who are head directors in large programs and hold leadership positions in our band director associations [in Kansas] and music teacher associations.
366	The women who were respected and could be a roll [sic] model seemed to look down upon other women too! They were only willing to help those women in the "click" [sic] circles or big schools.
367	There is a macho cowboy culture where i work [Second-Class Citizenship and/or Restrictive Gender Roles], you learn to live with it
368	There is rarely any acknowledgement of female band directors. And it is disheartening
369	This is changing- I am not alone anymore.
370	This isn't talked about at my school.
371	This was something that was pretty invisible to me, but I did hear stories about how the only successful women band directors were divorced, didn't have kids, and/or had nannies because there was no way for a woman to have a strong presence in the band directing world and at home.

372	When I am sending out District communication to all of the teachers I can't find (or really have to search) for pictures of female band directors, especially pictures of female band directors of color.
373	When I first started in my current position, I was the only woman band director in my district. I NEVER felt disrespected by those men in my district. We now only have 1 man and the rest of us are women. So, women were (are?) outnubered [sic], but I really don't see this as stressful or bothersome. There are so many of us now at both middle and high school that it doesn't feel like so much of a gender gap.
374	When I first started my career, I was the only woman. Now the women outnumber the men!
375	When I started, there were far less women than there are now; and in my county, there are several in leadership positions.
376	When searching for clipart pictures of band directors, almost all of them are male.
377	While I would like to see more women in music I actually see quite a good bit of representation. I am one of three female directors in my very rural southern county, I've seen female directors featured at some of the honor band's advertised to our program, in our statewide [AL] music education magazine I see many upper level female conductors writing articles and presenting their research about band. When I read older books and look at older magazines I definitely see a lack of representation. And when I hear specifically about the years my current program thrives in the past it's never when they had a female director I'm told. That makes me real upset because the program grew from the looks of it under a female director but no alumni looked fondly on that time or gave her credit. Makes me feel like it won't matter how hard I work here, my lasting effect won't be acknowledged like it would if I was a man.
378	Within my district and county I actually feel that there are more female then [sic] directors which does give support.
379	Working with [School's] marching band staff
380	Working [sic] to diversify out band like Brady [sic] is met with curiosity, unwillingness to see need.
381	You've pretty much explained it above, but it's gotten much better in terms of representation, in the past 25-30 years. It used to be WAY worse... now there a [sic] just more of us in the field.
382	I am blessed to live and work in a state and a district that has a lot of female representation at the upper levels of the band director world. Our state professional organizations are all led by women frequently and I have served on them myself. In my region there are multiple female head directors who are well-respected and do very well at state competitions
383	I am fortunate to follow in the footsteps of early women directors. They set the standard for band directors in my area, and I am proud to uphold their legacies.
384	I am fortunate to have many women band directors in my life.
385	I am fortunate to work in a district with other female band directors. I have also had several female student teachers and I am hoping that they do not feel these environmental microaggressions.
386	I am very lucky to work with many female/trans/lgbtq colleagues and women in positions of power.
387	I had a female band director and my positions have always been as a colleague to other strong female directors. Our district currently has 9 directors and 6 are women.
388	I have been fortunate to always have strong female band directors as role models.
389	I have had several female band directors and am one of several in our district
390	I have not experienced this enough to have an opinion.
391	I just do my thing
392	I was fortunate to have mentors who encouraged me, not discouraged me.
393	I was fortunate to work at a high school where the other band director, orchestra director, and one of the two choir directors were also women. I did at least feel represented in a district music department that was mostly women.

394	I'm lucky that I work with some really amazing female music teachers and feel that my opinions are heard by my male colleagues.
395	I'm lucky to be in an area where women band directors are very strong and supportive of each other, and involved in local and state music education associations.
396	I'm focused on myself.
397	I'm smart enough to understand that women statistically don't take my job because of its work load and they want to be at home and take less stressful jobs [Denial of the Reality of Sexism, Restrictive Gender Roles]. Therefore I understand why not as many women are represented in my job space. Most women work with younger ages because we are biologically suited to do that better than men can [Restrictive Gender Roles].
398	n/a
399	N/a
400	None
401	none
402	None
403	none
404	None
405	None
406	None
407	None, all music directors in my district are female.
408	None.
409	Population because of proclivity and lifestyle is not the same as a microaggression. Yes, there are more men in this profession. That does not mean there are microaggressions present. Stop with the victim crap!
410	Prefer not to say
411	Thankfully in my area, we have some really strong female band directors and representation
412	There are a number of females in leadership roles in my area.
413	There are lots of women in music. Especially in TX.
414	There are many male and female directors in my area and my school is actually a full female fine arts staff as we were the best candidates for the job
415	Throughout my 30 years, I have worked with and personally know many women band directors in my local region and statewide.
416	Very strong women role model
417	We do have all female band directors in my school.
418	Women are almost always given a voice in my professional organizations.
Open-Ended Response--ASSUMPTIONS OF INFERIORITY	
Please describe any experiences you have had with assumptions of inferiority in your work as a band director.	
1	each of the assumptions listed above
2	Faced all listed scenarios at various points.
3	I can also hit every single bullet point provided above on this. I had "You're a great conductor for a woman" said in front of my ensemble at clinic a few years ago. My students were positively STUNNED.
4	I've experienced literally every example listed above.
5	In a jazz setting, all of these behaviors happen very often.
6	Mansplained. Go to festival" Your band sounds amazing. You did a great job." Then score a II. Overlooked for a job for a man with less experience.

7 1. My one NYSSMA Majors experience was rated incredibly harsh. We were given a silver when I thought they earned a gold at least. 2. When I went to talk to HR about the way that younger females are treated well in our school he said, I hope that's not the case [Denial of the Reality of Sexism] and then talked about how important music is in our schools. 3. Even when I'm rehearsing in the auditorium people will reach out to the orchestra teacher (cis-male) to ask about using the auditorium. 3. I had a student not prepare for solo festival. We had worked together at lessons but they didn't practice it. They performed the solo at about half tempo. The male judge pulled me into the room and made me stand there as he played to [sic] solo at full tempo for me and then told me how I didn't prepare them well enough.

8 **Consistently mansplained. I ran this program as the assistant for 3 years before the head director retired. When my name was on the band, we took 5th place for the first time in history instead of 1-2nd place.**

9 Festival ratings and mansplaining. The mansplaining from the same colleague who tried to bully me.

10 I do feel my band got lower ratings than similarly skilled ensembles at Festival. I've been mansplained about many things, told I should do different repertoire that my kids could play quite well.

11 I have felt I have received lower ratings because I was a young woman. I have been experienced "mansplaining" from former male band parents and boosters.

12 I was diagnosed with MS as a Junior in college, and when people find it out now, they make comments about how I am going to have a hard time treating my illness, raising a family, and being a band director. I don't want children, and have a pretty good neurologist, so I think I'm OK. This past marching band season after COVID, I have had friends approach me saying that my marching band should have been placed higher than other bands lead by males. Judges will purposefully talk slower around me.

13 LOTS of mansplanation, definitely got lower ratings at competition when my co director was also a woman

14 Mansplaining happens a lot, and even more often I'll wonder if something is mansplaining or someone who thinks everyone is an idiot. I've felt like my groups get lower ratings sometimes. Their are certain judges that always do this when they see my groups (although maybe they just don't like how any of my groups sound) etc.

15 Even though I am more qualified and had more experience than the male colleague, he was selected and interviewed for the head director position. Then for the assistant position in the same district, even though I have more experience and was far more qualified than the second year teacher, HE got the job over me. I have often been the only one to receive 2's at festival and I'm also the only woman director at that site.

16 I applied for many jobs that hired younger, less experienced male directors, ABSOLUTELY seeing trends (especially among judges who are college buddies with my colleague) of ALL women directors at certain festivals getting lower ratings than men, many examples of "mansplaining"

17 **I was recently passed over for another High School position by a man with only 2 years teaching experience and none in full time high school. I do feel our band gets lower ratings at festivals than male led groups. One jazz festival - my band came in second. To my ears - we played equally as well, if not slightly better than the other group that was directed by a male. When I checked in with the judges later (because we DID have a better score than them in prelims) the answer was "it was so close... we just had to look at the programs as a whole" like... what does that even mean?!**

18 In one of the districts I taught in at festival, women directors for their wind ensembles would always get I's, but in their orchestras get II's - no matter how good they were at their job. Until we got a new Fine Arts Supervisor that put in place specific plans for who they got to judge, and how it would rotate. Then women were able to get a fair hearing for their ensembles. In another state/district I taught in - there were only 2 women out of 6 that would get high ratings at festival - and it was because they went to the same music school as the judges. Any female that came from out of state had to prove their worth over time, and work their way up to getting I's at festival and getting invited to meetings. The last interview I had for hiring my assistant band director, the principal didn't even consider the women going for the job in reality - because he said "two women would never have a successful program and wouldn't be taken seriously at a regional or state level."

19 In the 1970s, being told not to feel bad that I didn't get an interview - it was just that they didn't interview any women. I did feel like my bands had to play better for the same scores than bands led by men, but I don't have proof.

20 **Retired male director early in my position:** "So you're the new director in x. (Chuckle.) I bet the kids give you a hard time." When I told him no, just the adults, he said "Touché, my dear." At conducting workshops, I watch as outstanding women are ignored as soon as they get off the podium, but often mediocre men are approached by male clinicians encouraging them to apply for grad school in their conducting program. When I first started, several older female directors told me not to go to our state festival because as a young woman my band would never be treated fairly. (They were right.)

21 Being told I was pretty good for a woman, bands getting lower ratings, people assuming you cannot possibly be good at your job because you are a woman

22 As previously mentioned, a male director said "I didn't know a group of girls could put together a show like that." I have no doubt at all that women directors in my state get lower ratings than similarly skilled bands directed by men.

23 At our last normal band contest (shortly before COVID), my Wind Ensemble placed first at an adjudicated concert band festival for the first time ever. I just found out a few months ago that the festival organizer received MULTIPLE complaints that my band won, and the organizer outright told me that it's because I was the only female director at the festival. It may have played a role that the judging panel was amazingly entirely female, and they thought I was receiving some kind of preferential treatment? But the organizer told me he was on stage all day and heard every band play, and mine was clearly the best.

24 I did not get a job early in my career because they said that 'a woman cannot handle a high school band'. I have also been told that I am a good director for a woman and that women should stick to elementary and middle school [Restrictive Gender Roles]. I was also talked about when my children were younger and I brought them to games, etc. [Leaving Gender at the Door] For years, the 'good old boys club' ruled [Second-Class Citizenship]. My bands had to perform better to get the same rating. I have been teaching for 29 years and I see a big improvement now compared to when I started teaching. I feel I have had to earn respect, but still have to do better than a male with the same qualifications.

25 I was once told by a cooperating teacher that "there aren't too many women I would say should try to be HS band directors". I do believe my bands have received lower ratings than similarly-skilled bands..

26 It was pointed out that I was one of the only women to get positive scores at assessment, not that I was one of the only middle schools or programs to get them.

27 At festival I do feel like there have been times I have been judged less fairly than a male colleague. I've heard judges comment negatively on my music selection, and when listening to male colleagues recordings I've never heard that comment.

28 **From my 9 years in the music educations field , Band is still seen as a mans [sic]job. I do wonder that my one and only experience of taking kids to contest can be equated to that. They played so well and received a 3. It was my first experience, but I was shocked. The only feed back I got was they played too loud for the recital hall. No joke, that was it. After reading all the comments and listening to the tapes. They played too loud. The [sic] raved about their technique and cleanliness of playing, but received a 3.**

29 I believe in the ratings issue. I can't prove it but I co-taught at a school with a man. My ratings were lower. I still think they are even though I am at my own school.

30 I believe my band was denied the highest level of rating because of my gender.

31 I definitely feel like my bands are judged more critically. Also, when I was hired at my current job, the HR director made a whole thing about me being a female high school band director.

32 I definitely thought our band received lower scores because I was conducting.

33 I do often feel that my band receives lower ratings at competitions than those directed by men.

34 I feel at times that I have gotten lower scores at contest because of my gender when compared to bands of the same skill level directed by men.

35 I feel that there have been times that my bands received lower ratings in jazz festivals than were deserved, or bands who played of equal ability.

36 I have listened to Male Directors' bands in which, I believe they should have gotten a lesser rating at our state adjudication. I have also performed when I felt my group did really well, and then received a less rating.

37 I often felt at band festivals I was rated lower than my male counterparts. I can't prove it though.

38 I wore a dress to my first regional concert band competition and I look young for my age. The clinician and a male host on site asked how old I was, asked if I was in my first year teaching, and asked if it was a hard transition year taking over from my male colleague. My second year my band missed a superior rating by 1 point when another band we heard perform (with a male conductor) received the score even though they had several audible mistakes.

39 Most often, judges are retired men who grade younger directors and female directors lower, even with the same ensemble.

40 Passed over for high school job multiple times.

41 Received a low rating at a contest because of the judges [sic] desire to see a different instrument balance despite the music selections being tailored to my bands [sic] balance. No gender comments, but doubt they would have been made if I was male and/or 10+ years older.

42 **Receiving lower ratings at Festival than other groups directed by men; when several colleagues agreed that my ensemble played just as well or even better than the others**

43 **Scores being affected because I'm a women. Was proven by another female director and me. Judge isn't allowed to rate our bands anymore.**

44 See previous answer regarding feeling that my groups are rated lower at festivals/competitions because I am female. My choirs don't have the same results (theirs are better overall). [I was once given a personal letter at a Festival that told me I should "invite a male director into my class in order for them to teach the children better than I was". I often find myself wondering what ratings my band would receive if I was male (I use my male colleague to my benefit now and have him conduct the more "technical" pieces at festival - once they couldn't make it through the piece (had to stop/reset) and we still received a first division. I feel confident that if it was just me, I would have received a third or even fourth division. I also had a year at festival where I received a first, second, and third division respectively from a female, male, and male adjudicator.]

45 See previous answer regarding large-group contest. [Being mistaken for the choir director (see previous answer). Was mistaken for a middle school student my first year teaching. At large-group contest, female directors often receive lower scores than their male counterparts. While I feel this is improving greatly, it is still a stigma in my state.]

46 The "rumor mill" (and I know which older male director started it) once reported that my top ensemble only earned distinguished ratings because the assessment manager (another female director) cheated and adjusted my scores. FYI - allegations untrue.

47 Told I didn't know how to use tools. Told too heavy for a girl to carry. Really felt men judges didn't like a female in the job. At the time, I was the only one and feel it hurt my band in competition

48 Very frustrated with OMEA large group competition. I'm not in the good old boys club [Second-Class Citizenship] so my band gets lower ratings.

49 Within my district I've had the opposite experience. My school district moved the previous male head high school director to elementary music and made me the head high school band director. Over the six years I've been in my current position running the high school band, building and district level administrators have been very complementary of my work. The comments of inferiority have come from other band directors and those in the music industry. For example, the year my band placed in the top three at a competition other male directors issued complaints.

50 all of these: assumptions that women are less equipped to be band directors in general or high school directors specifically being told you're "pretty good for a woman" being overlooked for a job in favor of a man with less experience feeling that your band gets lower ratings at festival than similarly-skilled bands directed by men being "mansplained" to or having a man take over and "show you how it's done"

51 I am thankful that the male colleagues in my district respect my work and treat me as an equal. Outside of our professional group, I have been mansplained to, passed up for jobs by less experienced men, and had people be shocked. "Your [sic] not really a girl." I was told by a supervisor one time. He thought he was complementing me, but mostly he was saying, because you are not super girly, you are better at your job as if that has something to do with anything.

52 I have been told I was the best female director in my conference; I have been told that my softer side is a good balance to a male co-worker [Restrictive Gender Roles]; I don't know for sure if I've been overlooked for a job due to my gender, but I do feel that I have. I am currently looking for a new position and due to age and gender (?) I am finding younger males are getting the positions. I do feel there are confounding variables, too, so I could not say this for certain. I have been a victim of mansplaining on several occasions-- mainly in the last 5 years.

53 I was overlooked for many jobs for a man who was less qualified. Receiving the call that we were "virtually tied" but they happened to call the man first and he accepted. Or being told "I am not like other female band directors." Constantly being mansplained to even on my own instrument from someone who is not a percussion main. I was also the "token female" in many of my interviews. I was brought in against many men with much more experience.

54 I was overlooked for several jobs (as indicated in my previous answer) and two of my close male friends were applying for the same jobs I was applying for, and being offered them, even though my test scores, GPA, and all the other metrics were higher than theirs. I graduated summa cum laude and had the highest GPA in the whole music ed program at my university and still, many employers preferred "someone with a bit more presence" than I had. I have also been told "I'm doing pretty good for a woman" in my current position. I have also had men take over jobs I was told I was in charge of because "I was doing it wrong" and they have "more expertise" in that certain area. There are many more examples of all of these questions that I could give, but I would be writing a book.

55 There are two jobs I have interviewed for, and was told that I did interviewed [sic] "exceptionally well," but they didn't want to hire a woman. I cannot count the number of times this school year the assistant director at my school has tried to "mansplain" how to submit paperwork, teach tone, back marching with a bass drum...the list could go on and on. A family member told me that being the head of a program is a lot of work, and they "just can't think of any woman who could handle that stress."

56 Before I got this job as a MS BD, I had applied for every open HS position in the surrounding areas. I had several interviews but no offers for who knows what reasons. I'm glad I got the job I have because it's valuable experience, but I have had the retired former BD come in for the program and help with individual or section lessons. He is a wonderful resource, but he definitely does over-explain nearly everything I ask about...as if I didn't get a degree in Music Education. When that happens I have to hide my annoyance and push through because it's normally wasting my time preparing for the next class.

57 I am often told how to do my job by a man with no experience. I have been withheld from a position I am overqualified for, while it was given to a man who had little-to-no interest or experience. I was asked by that man to do parts of his job for him numerous times.

58 I applied for my old job back (after I went on a leave) and was never given the opportunity to interview. In the five years that I have been back in my district, two men in their early 20's have held my former job. I had a male colleague that would constantly interrupt me while I was on the podium teaching to mansplain... in front of students!

59 I have an AP who frequently "mansplains" or tries to tell me how to run my program. Twice I have been passed over for a high school position and the person who was hired was a male with less experience.

60 I have been told that women are meant to only teach elementary and middle school general music and band [Restrictive Gender Roles]. I have been overlooked for a few positions in my old district because I was a woman even though I was more qualified. I often have male colleagues who mansplain things to me that I already know.

61 I have definitely felt like there were assumptions of inferiority used against me in hiring practices for my current position. I initially applied for a high school position and interviewed with the principal and fine arts coordinator. I did not get that job but was called in a couple of weeks later when a middle school position opened up and interviewed for that position successfully. The fine arts coordinator then spent [sic] the next three years calling me on the phone when she needed to get in touch with the high school director because I was a "better planner and communicator." I have also had issues of mansplaining when I bring up issues at district meetings.

62 In the last five years, I've been overlooked or "come in 2nd" for jobs that were given to men with less experience. Excuses were made, or I wasn't told why I wasn't chosen at all. The first time was in 2018 when I interviewed for a position in a middle school. I saw the two men who interviewed before and after me and both looked older with experience, so I assumed one of them got the position, but even they were overlooked as the school hired a young man who had just graduated from the local university and had zero field experience outside of the internship. This year, I was passed up for two younger men for two positions. The first was for a man with the same amount of experience, but who lived in Florida still for an Oregon job. The second one I was told by the AP that I was not hired because I didn't have enough marching band experience (as a director), but they hired a 24 year old man right out of his grad degree who only had the experience as a T.A. and had never had his own program. I have witnessed many women be "shown how it's done" in the past by both men and women in the field who believe they are superior. I receive skepticism often that is related to my height and voice that doesn't project well.

63 It seemed like men were getting hired for every band job I applied to. I have dealt with lots of mansplaining.

64 Lots of mansplaining, told I am not tough enough to be director, not given same opportunities in grad school

65 This has happened in the past when hiring music teachers in my district. My friend who was overly qualified for the position and had great references was turned down for the job and a male applicant who had failed their student teaching the first time and had no student teaching experience was hired instead. I have also been "mansplained" to multiple times by my supervisor about music curriculum and beginning band instruction, which are my specialities because he is the high school band director and thinks/acts like I am inferior to him.

66 you're the best female conductor I've worked with, got offered an elementary general music job after applying the HS band position, can't even explain how many times I've been mansplained.

67 "pretty good for a woman". MANSPLAINING!!!

68 **Being assigned to MS all-county band instead of HS as a guest conductor when most of my experience is at the HS. Male band directors acknowledging that I am good at conducting then adding, not bad for a woman. I get mansplained to all the time by people who promote themselves way better than I do. I just sit and pretend to listen. Once was told my room felt too cold because I probably put lotion on my hands and that lotion made me feel cold. Was told I should find a suit like men wear as a conductor to look more like a man [Leaving Gender at the Door].**

69 Being explained the rules of football and when I'm allowed to have my band okay [sic]- at almost every game. Away game AD's, both home/away referee's, my dad parents wanting wanting to stay by my side "to help show me when to play and not", community members and some away band male directors saying how good my band is for having a female director, constantly asked how I get so many kids involved and such a good program being a female. (Which then goes back to comments like "well if I had a band director that looked like you, I would have been in band too" [Sexual Objectification])

70 **Being mansplained to or having a man take over my rehearsal happens far too often, and I am at a breaking point with these instances. I believe directors from other schools (that do not know me already) view me as less equipped to be a high school band director, despite my background and skillset. I feel that people are shocked when I tell them where I graduated from and marched, because they already made assumptions about my character based on being a woman that is smaller, blond, and friendly.**

71 I was once told that I was a good conductor for a woman because I didn't bounce around while doing so. I've definitely had people mansplain to me - bus drivers, athletic directors, and a few administrators.

72	Lots of mansplaining and being told I'm pretty good for a woman.
73	My choral colleague, a male, has "mansplained" sound equipment to me, which infuriated me. Additionally, joking comments such as "pretty good jazz group, considering chicks can't swing" and "she plays really well even though she is a girl." These comments are lesson common than 10 years ago, but still happen.
74	My coworker unknowingly mansplans [sic] things sometimes. Parents are surprised when I have good control over large group of kids.
75	The director I replaced would sub for me and leave me notes about how I could improve- the other director I worked with (a cis woman) assured me I was fine. I was told I was "pretty good for a little girl" on multiple occasions by band parents or older, male teachers.
76	These seem to happen less often now than at the beginning of my career, because I have been in the same place long enough that I have proven myself capable of doing my job well. However, I am often mansplained to by parents who "have a friend who plays guitar" or something similar. I am often offered "help" if something I'm carrying (usually drums or tubas or a euphonium in each hand) looks "too heavy" for me. My own father-in-law (who was briefly a band director himself, and whose wife was a band director for over half of her teaching career) often tells me that my band is pretty good for having a girl for a director.
77	This happened more in the beginning of my career. I had a lot of people that would come into the school try to tell me the "best way" when they were working with my group. I would get during the rehearsal a look from the podium like, "see, that's how you need to do it." Now when I bring people in, I have built up the program enough they don't give me those looks, more the look of surprise on how this small school that is 98% Title One could have a band program that sounds good. I have built a little more respect.
78	Conducting critiques...weak, because you're a girl
79	Recently a male director offered to take professional leave to come teach my band because he said that there is a "woman respect" problem at my school. Which is true, students at my school view women as inferior and test boundaries way more than men
80	I get mansplained music theory and instrumental pedagogy to me as an instructional leader by my male band directors all of the time and I have a doctorate in music education and many more years of teaching experience than the men. The most telling is that I have District music leaders that train cohorts of teachers District wide. All of my leaders for the band high school cohort have been female and they have all quit because they felt demeaned [sic] and belittled by the male band directors. In fact in all District wide meeting the male band directors tend to sit on their own and the female band directors sit on their own [Second-Class Citizenship].
81	A colleague likes to take over in meetings. It's very frustrating.
82	A old white jazz judge once made it clear that I didn't know my craft because I was a woman.
83	A particular time that stands out was when someone was mansplaining trombone intonation (my primary instrument) and they were complaining about "D" in first position being flat. Of course it is; it is a fifth partial note. Fifth partial notes are flat. I've also been told that I'm playing out of tune as lead trombone player when the bass trombone player in the section never bothered tuning his instrument. I'll take the criticism, but don't tell me I'm finally in tune when I had to adjust down a little over a half step. Fix the bass trombone player!
84	Administrators have "hashed out" simple, normal teaching situations without allowing me to share my own plan of action. The assumption of me "needing help" was made first.

85 As a traveling band teacher, I was not afforded the adequate travel time between buildings, thus arriving late to the 2nd school. Multiple male administrators "explained" how I could turn right on red to get to the 2nd school sooner. (As if I don't know how traffic laws work!)

86 As current elementary band teacher tries to mansplain after concert about what he would have done. I nicely put him in his place, then thank him for his insight into the performance.

87 Assuming that I don't understand and then being "Mansplained" to.

88 Assumptions that I should be home with my family/kids (I don't have kids) instead of at high school extracurriculars [Restrictive Gender Roles]. I got comments from the DCA corps about being pretty young, and not as assertive as the male caption heads in other corps (no comments about my pedagogy, only age and gender). I've had band directors and school administrators overly explain simple tasks or "pre-teach" when I didn't ask for help and wasn't confused.

89 At a conducting workshop, the guest conductor persistently belittled me in front of other students, not because of my abilities but because I wasn't showing him enough emotion. And to be clear, he made it his mission to make each female conductor cry on the podium. I guess he didn't realize that not everyone cries when they are being treated poorly.

90 Band directors mainsplain [sic] things all the time. One time I had kids getting fitted for instruments and a bunch of retired band directors were there and they told me about how they were in Kappa Kappa Psi and how it was a men's fraternity. I told them it's co-Ed now and I was the president of it at my college.

91 being mansplained to, having a man take over to "get the task done right"

92 During a rehearsal with students and directors from other schools, a male director kept making comments about things that needed to be fixed with the band while I was on the podium working with the ensemble. He didn't do it to any of the male directors.

93 Frequent "mansplaining" especially from retired "good ole boy" educators in positions of power in my state's music association/

94 Having my conducting and rehearsal techniques criticized more frequently than male coworkers. Being asked to instruct the beginner band instead of more advanced students at a joint performance. I have had basic instrument repair mansplained to me, as well as proper care for my primary instrument (percussion) by a trumpet specialist.

95 I am a young teacher but that same colleague mansplaines [sic] a lot. I think it's both because I'm young and because I'm a female.

96 I am constantly "mansplained" to about how to recruit for my program by my male administrators (who have no music experience at all).

97 I am mansplained often.

98 I am often talked over, "mansplained" and my ideas aren't taken seriously [Second-Class Citizenship].

99 I am the beginning band director in an elementary school because the male middle school band director decided the beginners were too much on his plate. He tries to micromanage recruitment every year because he "understands how it's done." I direct the entire beginning band program in one day each week, while teaching my truly five day k-5 general music/choral position in four days because he didn't want to teach beginners anymore (but please, show me how it's done).

100 I do not appreciate people assuming I need help completing a task or that I don't know what I am doing. When I am finally given the space to work, my product is reliable and quality

101 I finally changed piano tuners because he constantly mansplained me regarding proper use of school pianos.

102 I get mansplained quite a bit day to day by colleagues. People also assume that I can't lift ir [sic] operate things, which is entirely untrue.

103	I get told things like, "I'm proud of you" or "My students are afraid of me....you might want to take a lesson from me." "Let me know if you need help with.....(things that we score better than him in)
104	I had a judge who felt he had to mainsplain sight reading to me, and it was done in front of the band in a very derogatory manner.
105	I had a Male director argue with in front of my entire ensemble me about a vibraphone fitting through a door, who told me "sweetie, we'll make it fit, men are good at these things. " It did not fit, as I had informed him it wouldn't, and he had to lift it on to the stage. My Male colleague made comments about how he wanted a man to be hired for my job, and makes me feel as though my band is less because I am a woman. He often attempts to explain things to me in demeaning, mansplaining ways, even though he knows far less about instrument repair.
106	I had a very experienced band director tell me once, in regards to a student of mine he taught privately, that I just didn't "know better" regarding a decision I had made early in my career. Also, a local music store, early in my career, would tell my students tht beginners don't start with the things I requested and would sell them different things (reeds, SAXOPHONES, etc)
107	I hate being mansplained, and it happens a lot. I also get "age"-splained by women that are older than me and think poorly of me (especially community ensemble members). I have have [sic] unwavering boundaries with these folks.
108	I have been "mansplained" many times by male band director colleagues. More than I can count.
109	I have been "mansplained" to many times. I have ADHD and sometimes it is hard for me to process information on the first try. Just because I process something slower than the person who has explained something to me (who has at least a basic background knowledge on that topic) doesn't mean I am incapable.
110	I have been talked down to on tapes and in marching critique. I have been mansplained how to do my job by brand new directors. I have been "advised" by colleagues with FAR fewer accomplishments than mine and my groups.
111	I have experienced the idea of the good ole boys club at festivals and audition situations [Second-Class Citizenship] where men band directors wanted to let me know how it is done rather than asking for input or different perspectives. I also early on in my career was not taken seriously because I was a woman [Second-Class Citizenship] in a secondary band position and was often being told what I should do from an experienced man.
112	I have had a few male individuals (not musicians) explain how to best teach/fix an instrument or use tools within instrument related circumstances.
113	I have had colleagues "mansplain" to me about aspects of my job that they know nothing about.
114	I have had things mansplained by male colleagues in my district.
115	I have only experienced this once via email. Language used was like, "...if you read the previous email..." and went on to re-explain. The frustrating part is that it wasn't relevant to my question/concern.
116	I have started to laugh off the mansplaining but experience it daily. Told that I'd be better not teaching music because it's a man's job [Second-Class Citizenship]
117	I often feel "mansplained" too, especially when talking about marching band/prop design, etc. Again, I try not to let it bother me because I'm only in my 9th year teaching.

118 I was working at the middle school I was assigned to as the co-director of bands and the director of bands had to go on leave for the last two months of the school year. So the district found a long term substitute for his position. The sub they had was fresh out of undergrad from [local university] and had been gigging in the area professionally and as a sub. I was running the program on the 3 days a week that I was at my assignment while still doing my other 3 assignments. One day we were rehearsing a medley and we were moving through a spot in cut time. I was conducting and the sub didn't agree with how I was conducting the section. So he said, "hey step off the podium and let me show you how it's done". This is literally one of the most insulting things that has happened to me, along with being told, "Let me show you how to teach a march".

119 I've been hosting region auditions for 13 years and was mansplained how to host those auditions by a previously mentioned AP who has no idea what the audition process is or what it looks like.

120 I've been mansplanned [sic] by my fine arts coordinator. People assume my assistant is the head director (he is a male) [Second-Class Citizenship]. When we were given our new band truck last year, a board member asked me if I had a list of dads to drive it for marching season. I told him I would be driving it and he asked "are you sure".

121 I've had instances of older, male colleagues from other districts completely disregard my input [Second-Class Citizenship] or suggestions or try to tell me how to do my job. In one case, I was chairing an ensemble at a festival and another band director decided my set up was wrong and started to re-do it the second I stepped out of the room.

122 I've had male directors mansplain something to me that I've shown knowledge of previously

123 In the 1990's and early 2000's, it was frequent. Despite my cultural changes, my age/experience, and skill, I still get "mansplained" by males who do not know my reputation.

124 It doesn't happen any more but at the beginning of my career I was mansplained to a lot and I found out my first head director hired me because I seemed "easy to manipulate because I was (am) a small woman"

125 Male directors frequently feel that they need to "undo" or "redo" the work I have done with an ensemble just so that it can be taught their way - it makes my work feel completely invalidated.

126 Male high school band directors thinking that they need to "help" me do my job because I'm not "strict" enough because I'm a woman [Restrictive Gender Roles]

127 mansplaining

128 Mansplaining from colleagues, judges, other directors that I don't see happening to make [sic] directors

129 Mansplaining from the male HS band director at my old job. Lots of him assuming I didn't know what I was doing, even after working together for 6 years. Not sure if this was a gender thing or just a personality thing though.

130 Mansplaining happens in almost every instance of band PD.

131 mansplaining has been a problem when asking clarifying questions about my job or program

132 Mansplaining has happened several times

133 Mansplaining is an issue I deal with often right now.

134 Mansplaining is my biggest experience in this category. Men on campus who were in band in high school think they have the authority to give me feedback or comments on my teaching or my instrumentation choices. Men frequently have the audacity to make comments about my program without knowing an iota of the work I do.

135 Mansplaining is the biggest thing I've experienced!

136 Mansplaining.

137	Mansplaning [sic] shas become an everyday occurrence. I've learned to just respond with "no shit, I'm not stupid."
138	Many comments about strictness with the band "for a woman." [Restrictive Gender Roles] Male colleague often explains the information I just presented.
139	Marching band competition - multiple times in the judges meeting I have been "mansplained" on how to make my show better. Or how to write better drill, etc.
140	Men assuming I don't know how to set up a PA system
141	Men, especially older men in the profession, mansplain and/or talk down to me.
142	My assistant director thought he knew EVERYTHING and I knew nothing because he was older than me. He did not get a degree in music education. He did not even get a degree in education. He is not a good teacher, but he still felt it necessary to tell me how to do my job and step over me all the time. Needless to say, he is no longer my assistant director.
143	My assistant principal does this all of the time. I have been here 7 years, he has been here 2 and everything from homecoming and parent night to pep rally's he steps in to "streamline" things that already work and ends up mucking things up like he doesn't think I can handle my job.
144	My district hires a man to come in and teach my primary and secondary instruments instead of letting me teach them at the high school level. Many of those students are my beginners and take private lessons from me because they don't learn anything from the person that is brought in. Students who only take one on one lessons with the other tutor are consistently placing lower in region and state auditions. I have brought this up only to be told I didn't know what I was talking about.
145	My HS student teaching experience was terrible. The director at the time (no longer there) would consistently interrupt me, tell me I wasn't doing a good job, tell me I couldn't teach high school and more. His male student teacher the following year had no problems of this sort.
146	My own High School directors often mansplain why I need to allow them to change the way I have things set up because they have needs that aren't being met.
147	Occasionally I've felt I've been mansplained to about tasks by colleagues.
148	Often it's difficult to get a word in or to express express any new ideas or tools or exercises exercises to a group of colleagues due to the overall is the overpowering arrogant nature that I have experienced from the older more experiencedmale [sic] directors [Second-Class Citizenship]. There is an air of belittling in these settings settings [sic] when one speaks out or tries to add to the you the overall conversation.
149	Once had an bass player attempt to tell me how to play a triangle.
150	One of my colleagues constantly mansplains me and takes up hours of my time when I never ask him his opinion or to explain to me how to do something. He does this constantly. Every conversation. My husband works with him at a different building and has been teaching the same amount of time as I have. My colleague does not mansplain my husband.
151	One of my female coworkers is an incredibly talented band director. She had a male student teacher that observed and learned from both of us. Many times, this student teacher took it upon himself to explain simple concepts to us that we were already well aware of.
152	Other assistant will constantly mansplain things to me or talk over me, saying how he would've done it differently, in front of our students.
153	People ALWAYS assume I've never done ANYTHING before. You have no idea how often my male coworkers tell me the same story over and over because they can't remember which piece of unsolicited advice they already gave me.
154	Percussion instructor telling me how to do things; thinking I did not know what I was doing because I was a woman

155	Same... [Male assistant director makes comments at/to head female director]
156	See my previous response. [I am the only female director in my district out of 10 directors. I am frequently spoken over, had things “mansplained” because it’s been assumed I can’t be as knowledgeable as my male colleagues, and I am often overlooked when the lead HS director wants input on something his program is doing.]
157	Speaking to me as if I didn’t know something or I wasn’t exposed to the same levels of high executing groups.
158	Stressful? No, bothersome and frustrating? Yes! I am mansplained about class management, sports, marching band (even though I taught alone with no assistants for 7 years with bands who won against those with several directors) mansplained about field trips and camps, even fair grading....my building does not have many males but they are the “experts” in most areas in our school.
159	The current high school director does this to me often and will give me advice on things like how to handle middle school students or how to complete simple tasks.
160	The high school male directors often come over to “help” and will talk over me, interrupt my instruction when I am actively speaking, or be visibly annoyed when I make a comment to my own students.
161	The mansplaining is insane. I offered to write the seating chart for an all-district festival, and a HS director starting saying “well remember, the flutes go here, the clarinets go here, etc...” and it was often assumed I play woodwind instruments and not brass, since women “can’t handle the horn.”
162	The only inferiority (as listed) I experienced was the lack of delegation. There was no middle ground - it was assumed I didn’t know how to do it and it was mansplained to me or my hs director would just do the task himself behind my back making me look bad.
163	The previous director at my current job was teaching for 40 years and still lives in [sic] town. He sometimes shows up to my classroom or at events and backseat drives constantly.
164	The way I was talked with was different than my male counterparts. When we would have clinicians come in, the clinicians were typically male and would be more respectful than with me. They assumed I didn’t know anything.
165	This happened a lot in my first year of teaching. I taught at a middle school that fed two high schools. The male-identifying directors at the HS were highly competitive with one another and wanted things done their way, and really wanted a say in what happened at the middle school. They would regularly show up unannounced to observe me and show me how recruiting should be done on parent night. It’s hard to say if they were just naturally jerks and would have treated any new teacher this way, or if being female added to it. That is probably a fairly socialized view of me to take; I suspect it had everything to do with me being female.
166	This isn’t something I really see regularly. Typically, the mansplaining I get comes from young men who are not used to having a women in a position of authority. I generally assume that they are trying out a role for whatever reason. As a young director I definitely felt as though men judging my groups made assumptions about my abilities. I now question whether they as old retired guys were looking at me as a female, as a kid, or both. I tend to think it was both. I found myself in a position to advise a young female trombone player to switch colleges because her trombone professor told her that women should not play the trombone. At the time, her private teacher and I agreed that he should be the one to call this professor out for bad behavior as a letter from me would be meaningless to the offender.
167	This used to bother me SO much. Whether it was having male directors literally ignore me at conferences or talk down to me at festivals, it was clear that I was not part of the good old boys’ club [Second-Class Citizenship].

168 Until my most recent principal who's a real man-splainer it wasn't an issue. In fact, my male colleagues who are above me in the food chain more often than not go with whatever opinion I have. That's probably because I have more experience, though, and we all value one another.

169 Was often mansplained on comment tapes by adjudicators

170 Was talked down to at one competition by older mad [sic]. Not so much anymore

171 When people believe they know more about teaching band than I do even though they are not musicians or band directors.

172 When teaching within a group of my peers, if I present information that is seen as well-thought out or credible, a male in the group will often repeat exactly what I said, but with more words, and receives most, if not all, of the credit.

173 Yes, mansplained [sic] to a lot. I look young therefore am not taken as serious or that I know what I'm doing. I have long blonde hair and am often asked if I'm the choir teacher instead. I'm also small in stature, and a big thing I've noticed is how others think because you're smaller, your personal space is smaller to. So they will literally stand closer, talk closer, take up my space physically with their body. Drives. Me. Crazy.

174 Younger less experienced men mansplaining marching band to me when I know exactly what I am doing and have been teaching since they were in middle school. Administrators refusing to collaborate on scheduling with me, a woman, and then making the requested accommodations IMMEDIATELY for my male replacement.

175 "pretty good for a girl", percussion is a "man's instrument", overlooked for job

176 I have been the assistant director for a high school band for 17 years ago. The new director one year turned to me and said "You know, you would be pretty good at this."

177 I lost a job to a brand new teacher after getting my Masters (he ended up leaving teaching), but heard them talking golf in the interview... Was told several times that I'm pretty good for a woman as a performer.

178 I was an experienced teacher passed over for a "lateral move" (middle school to middle school) for a first year teacher who was male. I was actually told that the hiring committee felt a man was better suited for the position. I was shocked that could have still been said out loud in 2009 (the year this happened). Although no one has said it out loud to me, I know in several festival circumstances the male clinicians have been surprised at the high level of musicianship I've directed. I thought for sometime it was because I looked young as a director to them, I am sure. But in more recent years in reflecting back on the experiences, I've felt more it was tied to their bias in what they thought they would hear when they saw a woman take the podium and then feeling "pleasantly surprised" that the band was good.

179 Other directors asking men for advice but not me, not being hired despite a more impressive resume, always being told "you'd [sic] actually doing pretty well", men always saying if you need my help just let me know even when I haven't asked for it

180 Walking off stage after my band blows away every other group and the music supervisor saying :that was pretty good...for a woman. ALWAYS the feeling of how the group has to sound twice as good to get the respect a man's group gets. I also was once told that the reason I didn't get the job was that he needed more men on campus. When the man backed out of the position, the principal called me and used1 [sic] that as the explanation of why I wasn't their first choice. I still took the job and of course lasted longer than he did.

181 My male students don't perceive me as being proficient in my field. They correct me on technique, playing position, and other music content knowledge. During my undergrad, I definitely felt that many women were being underestimated in certain circles. My classmates, far more often than any professor, would choose their male classmates over female classmates for combos, recitals, group projects. That's how I usually experience the "boys club" atmosphere [Second-Class Citizenship]. I think my own internalized misogyny has set me up for failure many times. I have passed myself over in favor of more successful men more times than I can count.

182 Students have questioned my ability to teach because of my gender. Admin have done the same. I have been passed over for deserved positions in favor of men with no experience in the field

183 After an interview (Summer 2018), a colleague told me that I did not get the position because they wanted a male.

184 After taking a short 4 week maternity leave, and only missing 15 days of school due to holiday breaks, I was told that the program was failing because of my inability to work. I have been in the running for a few jobs, where the male gets the position, even though they did not fully fit the description of whom they were looking for (ie: woodwind/brass/percussion specialist).

185 **As mentioned I have applied for many positions that ultimately have gone to men who have had less experience or less time out of school mainly getting their position as men. These positions would then be open within the next two years as the men would only use it as a stepping stone.**

186 Because I was not a man I was not considered a "figure head" and a man was hired to take the position I wanted

187 Being looked over for jobs for a man with less qualifications

188 being overlooked for a job in favor of a man with less experience, jokes made about my short stature

189 Being overlooked when I had more experience, more degrees, and more awards.

190 Being passed over for a job that was given to a less experienced man.

191 Currently a non-music male sub is in the HS band director role. I put in for the position in August but never even got a meeting/interview for a transfer.

192 Getting interviews for HS jobs

193 I am married to a band director and he is more often asked to take opportunities more than I am. He has one more year of experience in the classroom and is an associate director at a high school.

194 I do not know that I have not received a position in place of a male candidate, but I do feel like it is not a coincidence that the only job I have been offered was a choral position-where female directors are much more common.

195 I get passed over for opportunities for males when I have better qualifications. When I tell people I teach at my school, I often get asked if I'm the assistant. [Second-Class Citizenship]

196 I had 6 years of experience and had gotten ones at contest every year and was passed over for a job to a male 1st year teacher. I worked in a school district with over 15 high school band positions and NONE of them were women. [Environmental Microaggressions]

197 I have only been interviewed for 2 secondary band positions. In both cases, I did not advance. One district hired a male alumnus of the district who had no experience. He later went to prison for having sexual relations with a student.

198 I KNOW I was passed over for a job because I am a woman. Truthfully, I am glad they didn't hire me! I wouldn't want to work for someone who felt that way.

199 I once got passed over for a job because I "didn't seem like I could take control" even though it was a part time assistant job. Also I've gotten passed up for a new grad because his dad is a band director and his best friend's dad who was the high school band director sat in on the interview. I had 4 years of experience, he had none.

200 I was a high school director with a female middle school director. We often heard comments about being a female duo-interesting pair. I was also passed over for a position to a male who had more [sic?] experience. The principal suggested he was interested in hiring me for the position but the current high school director preferred to go with the male candidate, who he knew.

201 I was Overlooked for a head band director position. It was given to a man with no experience and no master degree. I have a master's and 5 years experience of being a head director.

202 I was overlooked for a high school job by a young man with less than half the experience because they thought I presented as just a good middle school Director

203 I was overlooked for a job once in my career, early on and in the South.

204 I was passed over for a head director job because the unofficial word was they wanted a man in charge

205 I was passed over for a job for a man with much less experience, but I always thought it was because the district did not want to pay steps. Who knows.

206 I was passed over for a job in favor of a man who had far less experience.

207 I was passed over for an admin job I feel because of age and gender.

208 I was pushed out of my high school job by admin and a small group of parents for an alumni of the program (my male assistant director) to be the director after he graduated college and was hired by the district

209 I was told that a job I interviewed for was given to a man with no experience because I was a woman and pretty so I wouldn't be able to do as good of a job.

210 I was told that I was not the right person for a position within a top-level drum corps, despite my unique background, skill set and qualifications; instead I was given the consolation "prize" of being asked out to dinner by the corps director. (Which, of course, I declined). [Sexual Objectification]

211 I was told unofficially I didn't get a high school job because they isn't [sic] want someone to go on maternity leave in the next few years, and you know how "they" are meaning women getting pregnant [Restrictive Gender Roles].

212 I was turned down for 2 high school positions in favor of men who are less qualified.

213 I was turned down for a job; the person hired was a younger man with much less experience than me, but with a dad who was a well-known band director in the area.

214 I worked for 2 years to find another band job. With 20 years of teaching experience behind me, often I was told I "wasn't the right fit" for a position (usually a head director job)

215 **I'm triggered now - I have gotten beat out BY MEN TWO YEARS OUT OF COLLEGE FOR MULTIPLE HIGH SCHOOL POSITIONS. I can't break through, and then I get told I need to "gain experience" teaching 5-12. After the last two years, I will NEVER teach middle school again. I have NO IDEA how to get a high school position and it's made me INSANELY depressed, especially when I see men FRESH out of school getting jobs that I "don't have enough experience for".**

216 I've been passed over many jobs and they all went to men.

217 I'm 99% positive I was passed over for the head director job at my school because I am a woman, despite the fact I spent a successful six months(this was COVID year and we didn't get to finish face to face) as the interim head director. The band displayed the same high level of musicianship and accomplishments as the former head director.

218 In applying for college positions specializing in band education, I do wonder if my female identity is a negative factor. I've routinely seen male presenting people get hired for positions that I did not receive.

219 It has taken me years to break into the clinician circuit. I also frequently have to give my resume before being treated equally.

220 It took 6 years of applying and interviewing for high school jobs to finally land where I am now. In every case, I was passed over for a male. On two occasions as a middle school director, the director position at the high school I fed opened up. Once I was given an interview, but not the second time and both times men from outside the system were chosen over me.

221 It's harder to get a job

222 leadership roles among other music teachers

223 Many of my experiences with this were in losing jobs to others. This was also tied in with homophobia because although I never brought up my sexuality I dress more masc. I have also seen a lot of sexism towards more feminine women in the profession

224 My current school is great, but my last school let me go due to budget cuts, but when the head director there quit the same year, they hired a man with 0 years experience rather than hire me who had taught a year with the students at that school. In the interview (yes I had to interview for my own job back) they focused heavily on the hardships of being a "weak" woman with heavy instruments and how my "family life" would get in the way of marching band even though I do not have any children [Restrictive Gender Roles].

225 My husband , with less experience was given a job I wasn't even interviewed for.

226 My immediate predecessor in my current position as Director of Bands (who was hired over me at the time) had a much lower grade point average and less years of experience than I did. He was an [sic] Black cisgender male and was given the position over me when I had been in this same district already for 13 years as their middle school band director.

227 Not ready to be in charge

228 one of the first jobs I interviewed for I found out later they were impressed with my knowledge and experience but wanted to go with someone they had worked with before who was male and every director at the school was male, I've always wondered if being female cost me that job; carrying equipment always elicits some comment from someone about how they are surprised I'm able to lift a tuba; being pregnant and taking a group to festival everyone thought I was crazy

229 One of the hardest cases of this happened during my student teaching; while I conducted one small piece at a single concert, I was never allowed to conduct when my school's band went to festival. Sitting there in the audience, watching my mentor teacher get all of the feedback and praise for work that I had done hurt so badly, and that was just one of many times.

230 Only at one school was this an issue. I was passed over one job in which the staff wanted me but the school district wanted a man for the position (which the staff did not submit as an option at the time). The school board wanted to hire a family member that was a piano major to teach the beginner band, middle school and guard. The staff found a suitable male for the position they needed to fill.

231 Please see my comments before. The reason I was given was that I was a good "hinge" to the entire k-12 program by working as the primary junior high director. [I should note here that I worked as the lead junior high director for five years before holding my current high school position in the same district. I applied for the high school position THREE times (in five years) before getting the job. It was always given to men with less experience than me. I was the assistant director. I knew the job like no one else. I got the job in 2020. How convenient for the high school administration.]

232 Previous BD recsinded [sic] retirement after he found out i applies [sic]. Said "no one qualified" so he stayed

233 Prior to being approved as the marching band director, while I was still the assistant director, I had a school board member approach my male staff member, who had no degree in music, to ask if he wanted to be the head band director because they didn't want to hire a female for the position.

234 see above [Not considered for High School Band, overlooked for an opening by a male colleague with less experience in the district. Getting talked over by loud males as if my opinion doesn't hold weight.]

235 See above entry - many of these are interconnected. [In my area, a male music fraternity rules the career field. I have often been overlooked for opportunities in exchange for a fraternity member. My career really started taking off when I married a fraternity member. I was known as his wife for the first seven years of my career, even though he never worked a day as a band director. I finally started receiving offers for judging opportunities, clinic work, and leadership opportunities after our marriage.]

236 See previous responses. [I applied for a job at a very large high school band program at a very prominent high school (where I graduated from). I got to the final round of the interview process. The students liked me, the faculty selection committee liked me, I was the top pick. The two administrators who were in charge did not pick me because I did not have "enough marching band experience." In the paperwork to apply, they specifically told me not to talk about marching band and that I was applying for the Wind Ensemble/concert bands director position. I have marching experience. I was a woman of color and they picked someone with less of a resume, but was a white male because he was staff for a drum corps. I would have liked the chance to work with students in their marching band.]

237 Superintendent wanted a male at the HS level and removed me from my position. The man given my position was right out of college and way less experience. My job wasn't even posted for me to apply

238 Tenure review had to be rebutted and had to obtain external references and sources with older male professors claiming that the ensemble was "of lower quality" because of my work and my inclusion of diverse composers.

239 The superintendent [sic] comment also applies to this when I was told I shouldn't be a head director because I was a woman, but I was also constantly reminded of how easy it was to be put into the "bad band director box" because I was a woman. If I wasn't considered amazing, I would be looked over and considered less than. [my superintendent (an ex band director) told me that because I was a woman I shouldn't be a head band director implying that women were less than, but that because they didn't have another person to hire they would give me a shot and see how well I did.]

240 There have been numerous accounts of me applying and interviewing well, receiving compliments from administrators and others on interview panel, but then being passed over for a man with much fewer years of experience. People have made comments about how I wouldn't want to do high school because I am a women. I have had adjudicators make comments about how I and my band "look" rather than how we sound.

241 There was a highly respected female band director in our district that I knew fairly well because she was my brother's trumpet teacher and the wife of my HS band director. She was an assistant for years at a large suburban HS and stayed an assistant even when the head director job opened up. Each time it went to a man. The year she won our MSBOA Band Director of the Year award, she was moved by her district to a choir position. She took early retirement. I don't know the whole story but my impression has always been that she was limited in her career because she was a woman.

242 This has not really happened while speaking with other band directors and never has it happened at my current job. But in past experience in professional settings like interviews or upper level classes it has happened a good amount. I've definitely been passed up for a man with the same experience and women with references that were male band directors while mine included female directors. (One or more being people I graduated from college with and had the exact same teaching experience.)

243 Undergrad professor approached male students to complete tasks before female students, especially in the context of instrument repair and mechanics.

244 Was not picked to open up a school and instead was told not to choose me because I'm too young and inexperienced, even though I was chosen by the principal, my fine arts director said no. Instead out me on the south side of town. Once I became a success at the south side school, I was transferred to the new school after a year to head the program. I headed that program for 9 years after that.

245 Was passed over for a conducting position in favor of an older man

246 When applying for a "head" director position [sic], it will almost always go to a man even now

247 Women were not even asked to interview for the last open position at the high school.

248 **Being told-not bad from admin due to being a woman, being asked for in interviews due to a gender neutral first name, then barely taking time to speak with me, having other people do the same thing for me as I was going to do but they do it better because they have more strength and authority**

249 I went to the my middle school feeder's Spring Concert, I had taken over at the high school the previous fall. A middle school parent stopped me and said they had heard lots of good things about me. Which would have been great if they left it there. But they went on to say they had been worried about how the high school program was going to be after they heard Mr. [Surname] had left and a woman had taken over!!!

250 Last year everyone assumed I would be a worse director than my male predecessor. I recruited the biggest band they've ever had, had an amazing concert and jazz concert... But everyone had a tone of surprise when they saw the results. It was like they assumed I was inferior bc I sometimes wore dresses and never screamed at the kids like the last director often did...

251 Male directors are often surprised at how many students I have in my program, and how well we perform at festivals. I have had them reserve space for our pep band at tournaments and had to move spectators because they did not reserve a big enough space. I have had male students treat me like I know less than them, and I have had to tell them "trust me I have a 5 year degree in music and have been playing music for over 20 years." I have had younger male colleagues act like they are better than me, and not want to interact with me, whereas younger female colleagues are eager to interact with me.

252 "...and they have a woman director" is a comment that I hear regularly.

253 Choir director actually told me that I am "pretty good for a young woman" my first year teaching. And that I'm "not like other female directors he has encountered"

254 Definitely have received comments from parents or community members about "I didn't expect the hadn't [sic] sound that great" especially at a new position but also because I was preceded by all male band teachers.

255 During my first round of interviews after graduating college, a principal literally said "I'm a chauvinist pig" and made several comments about the previous director having had a baby and leaving. He said "even though you're a girl, you're one of my top two choices." He ended up hiring the guy. This was a school in a very rural community in [County name], AL.

256 Have been told I was pretty good for a woman

257 I am still a young director, but I had other directors not give me credit or tell me that I had to work harder because I am a female director. While never being directly told that I am good for a girl, it has been applied [sic] in many conversations.

258 I have absolutely been told I am a good band director for a woman.

259 I have occasionally had responses of surprise when others learned that I was a college band director, which I began in 1984 and continued for 35 years.

260 I literally had the comment "pretty good for a woman" on a festival adjudication sheet (we got a superior). Early in my career I had someone ask me "are you married?" When I said "yes," SHE said, "shouldn't you be home cooking dinner for your husband?" [Restrictive Gender Roles] I've had judges question my musical interpretations of orchestral transcriptions.

261 I was around an older male director that made the statement "I have never met a successful female band director".

262 I'm rarely mansplained because I have a very strong commanding personality. But I have often been at the receiving end of surprised that my program is as good as it is. Again - some of that I attribute to the small rural school aspect as well.

263 It has happened a few times, when I was in Pennsylvania - I have not been in [other state] long enough to really tell. In PA I frequently had older colleagues remark how skilled my ensemble was considering I was teaching it *another insert eye roll*

264 Just recently I've had judges say to me "wow and you have a four month old baby- how are you holding up?" While I appreciate the concern I, the assumption that women struggle to do both roles as a mother and director is infuriating. [Restrictive Gender Roles]

265 Male band directors saying "she's pretty good for a girl".

266 My coworker was pissed when my bad [sic] sounded better than his at a concert and he didn't talk to me for two weeks

267 Other directors (especially men) seem to regularly have low expectations of my teaching skill and are often surprised when they realized I'm effective.

268 People are often shocked I am a band director

269 People surprised when they hear my groups. Less of a problem as I have aged and built a reputation.

270 Same instance as above. [As a strong, female HS director, my Principal (I believe ignorantly, without any ill will—again, old school-, made a HUGE deal to the rest of the staff that I was the first female HS director he had ever met. He mentioned that for the first three years that I worked for him. It made everyone else uncomfortable too! I get the "why don't you teach MS" all the time. I didn't get married until age 39. My martial and family status was always a discussion point when it shouldn't have been. My HS groups have earned Superior ratings (often perfect scores) at festivals each year that I've taught. When others find out, they always seem surprised at my "winning record".] [Once I proved myself at festivals, it was no longer a problem...but why should women have to prove themselves first?]

271 Sometimes it lets you sneak up and surprise those underestimating you.

272 Staff being shocked at my abilities as a drum major coordinator, drill writer, and composer.

273 Too many to describe in a little box. But boy is it irritating when people act shocked when I do something successfully

274 Again, a lot of this is mixed into my age so sometimes it's hard to differentiate what is age specific and gender specific. There were a lot of assumptions from my students that I would suck as a teacher at first until they got to know me.

275 Again, most egregious actually came from students who did not think I was as adequate as my male predecessor. It wasn't until they saw that I am intelligent and well connected that they stopped questioning me. Additionally, I have had to boldly call them out on it. My colleagues don't mansplain over me.

276 Again, woman band director is not as strong [sic] as a man attitude.

277 Earlier in my career, a male interviewee suggested that I wouldn't be able to lead an all-male band because it takes an amount of authority and discipline that only a man could administer.

278 I have a male high school student who frequently disrespects me in class and doesn't treat me with respect. This was not a problem in previous years with the male director that preceded me and he has a problem with women in authority. I feel this is magnified because of my job as the band director. He doesn't trust my judgement or respect my decisions but instead he talks down to me even though I am the teacher.

279 I knew that I was being compared to the previous (male) band director and looked down upon because I spent more time teaching at the elementary level. Band parents also implied that they felt that I was not equipped to teach high school.

280 Mostly from newer administrators or coaches. Took some teaching to get them to understand that I knew what I was doing.

281 Parents sometimes tell me I am "too nice," implying they would prefer a stern man teach their child [Restrictive Gender Roles].

282 Parents will complain that I'm "not as good" as previous male directors. Even though the program has grown in numbers as well as musically.

283 People generalize that my program is less than my male colleagues for many reasons, one of which I feel is because they have a female teacher.

284 Please refer to answer above. Also, I'm not pretty good for a woman...I'm just good. [I experience this in some form or fashion either in the classroom or out EVERY SINGLE DAY. It's done by both students and co-workers/other adults. The amount of disrespect that comes with talking over me or not believing in my full abilities for a job that I was selected for is astronomical. If you didn't think I could do the job, why was I hired?]

285 This again goes back to the district in which the women teaching elementary music were left alone but the instrumental music educators were scrutinized and the males were praised.

286 This mostly happened at the beginning of my career. The more I have taught the less this has happened. When I was still getting my degree I worked as a color guard coach, the head director was very respectful to me, but two of the assistant directors were not at all, even almost completely ignoring me in conversations [Second-Class Citizenship]. I also once had someone tell me that classroom management would be harder for me because I was a female band director and certain problems wouldn't happen if I was a male.

287 Usually male parents assume I don't know as much as they think I do.

288 When I took over as head director for the retiring director they did not plan to hire a replacement due to a rif. There was a widespread belief that I couldn't do the job as well because I was a woman.

289 When I was hired at the college level, the students whispered..."it's a girl"

290 When receiving feed back in college one of my peers told every woman that they didn't seem like they knew what they were doing on the podium with no constructive criticism

291 (see previous story)

292 A principal once told me that women can't be band directors because they don't have military experience.

293 AD did not come to me with problems he contacted the high school director. I was head middle school director but he always contacted the male high school director. State wide meetings I always felt inferior not only because I just a middle school director but because I was female.

294 Administration encouraged parents not to speak with me if there was any sort of problem. The preferred way was for parents to complain about issues to admin, and then admin would tell me I was doing things wrong and to fix it. I rarely had the opportunity to communicate directly with parents and work out solutions to problems.

295	Again, I've had other band directors tell me that I shouldn't apply for a high school position because the after school duties would impact me being a mom. As stated earlier, I even had my mom tell me that I shouldn't judge marching bands because that isn't something "a woman does".
296	Always being told that someone will lift things for me.
297	As a female percussionist, I am frequently ignored or considered inferior at our annual honor band auditions. The band directors judge at these events and every year, I sit and listen to the male directors talk about various percussion stuff as I am ignored or talked over [Second-Class Citizenship].
298	As a young new teacher I received a note after competition saying I didn't belong as the director. I was 23
299	Assumptions that I am not a hs director [Second-Class Citizenship?]
300	Being a woman and assistant director has lead to assumptions that I'm not equipped to handle all things band.
301	being called a first year teacher when I actually had 9 years of prior experience, just not as a full-time band director
302	Being told by a man who hadn't gotten an interview that the reason I got my university job was because I was a woman.
303	Being told by my principal I need to get my emotions in check to be a good woman band director [Restrictive Gender Roles]. People asking the choir director for our district (who is male) about band things before me, because they assume he's the one in charge. When we go to festivals, people assume that my percussion instructor (who is male) is the head director [Second-Class Citizenship]. It's annoying but I've gotten used to it which is sad.
304	Comments from feeder director about teaching style, comments about age, height, gender at assessments
305	Earlier in my career
306	For many years, we've had three female directors of bands at the high schools in our district. This is wonderful-- but it grew tiresome hearing people point it out as if it were some kind of miracle.
307	Generally, this happens when people first meet me, they underestimate me. But when they see what I do and my results, I earn their respect.
308	Happened ALL THE TIME. Especially when lifting anything heavy was involved. I mean, yes, I will get underneath a tour bus to load equipment while in concert black & heels.
309	I answer questions asked by parents or admin, and then they ask the same questions of the head director, who gives the same answers. Again it's hard to know if that is happening based on my job title or my gender.
310	I do not remember this happening exactly but I am sure it has.
311	I don't feel assumptions of inferiority, however I feel like I have to work twice as hard to make sure that the people around me take me seriously. The men in my studio can slack off and be unprepared, but if I were to do that, I feel like I would let down the whole female band director community because I can't make women look bad.
312	I experienced much of this in my early years when working alongside an older director who is now retired.
313	I feel that my head director will ask my opinion on things but then not listen/just go with his ideas.
314	I feel that my opinions are not as valued as my male colleagues [Second-Class Citizenship]
315	I find this in student/parent perception. "I can't believe we are going to have a female band director." - HS parent "Wow, I've never had a female band director before, this will be weird." -student

316 I had it doubly bad - I taught band in urban high school and am a cisgender female. Both of those situations don't fit the "mold" of a "successful high school band program", and therefore I have been ignored, dismissed, etc. [Second-Class Citizenship] Now that I teach MS general music and have had the SAME position as my male cis colleagues, I get ignored for having more experience than them. Example: at a recent music teacher meeting in our district, I presented a strategy to help students with online learning. I was ignored. A male cis colleague said EXACTLY the same thing, and he was actually applauded during the meeting for saying what he said. [Second-Class Citizenship]

317 I had my own assumptions of inferiority as an undergrad in music ed, and it led me to switch to and graduate with a performance degree after wanting to teach high school band since I had been in middle school. Due to a lack of women role models in the field [Environmental Microaggressions] I started doubting my abilities in college and made the switch, but then went back a year later to complete my certification. In my case it was very much a matter of my own perception rather than anything or anyone who made me feel that way, and it still is. At 41, as a single mom to an autistic 10-year-old, I still don't feel like I would be equipped to deal with the challenges and time commitment of running a high school program by myself, but I feel very confident in my teaching and directing abilities and am comfortable in my role running the program with another band director.

318 I have been repeatedly told that my job is inferior to the high school band director, and it has always been a male that has said so.

319 I have experienced this as a director at large group festivals where all the judges are male and only welcome, chat, etc. with other men directors [Environmental Microaggressions].

320 I have experienced this less as a band director (or at least I didn't notice it in that role) than I have in other music settings, particularly as a brass player, or in new settings where my performance and educational background isn't already known.

321 I have too many stories to recount as a female first year band director. The most recent example I can give is that I am working with my state bandmasters association on a project that connects more experienced band directors with younger directors. This project revolves around monthly meetings where we bring in a panel and discuss a topic. The panel that the head of the program brought in was all directors from larger (AA or AAA schools). Our target demographic is mostly smaller (A, B or C schools). Another well respected female band director tried to bring up this discrepancy with the head of the program but he did not respond [Second-Class Citizenship], so she asked me too since I student taught with him and feel that I have a good rapport with him. I reached out with the reasoning that our target demographic will not get much out of this meeting since the panel are band directors from huge schools, but he did not only respond but I also do not think that he opened the email [Second-Class Citizenship].

322 I teach middle school because I hate marching band. It is often assumed that it is because that is the most difficult music I can teach.

323 I tend to have to assert myself and shut behavior like this down as soon as I see it in order for it to stop. Would be really nice if it didn't happen at all though

324 I think if I worked with/for a male director that talked that way to me, I would have to stand my ground and leave the district at the end of the year. Early in my career (1980's) there weren't many women head directors even at middle schools. Yes, they assumed I wanted to be the assistant.

325 I think that the way I get around this is by taking on more of the "bitch" name - but no one questions me. My results are consistently of the highest caliber and I have had to put my own family on hold at times to make that happen.

326 I think there are times when you get passed over for an interview because of it, but you will never know that.

327	I was once told by a principal that he specifically wanted to hire a female band director. I was then controlled and berated in the position
328	I was one of two female band directors in the area - the other female loved being treated poorly and unfortunately lived up to the stereotypes
329	I was told "every band needs a guard instructor".
330	I will blatantly be overlooked and not spoken to when in the presence of my male colleagues [Second-Class Citizenship].
331	I've had people not believe me when I say I'm the director [Second-Class Citizenship].
332	I'm just weary of fighting for my band; recruiting for my program; promoting my program!
333	I've been told I should include a headshot on my resume. I did not, nor will I ever. I am self conscious about being less than because I am a female in a male-dominant subject [Second-Class Citizenship], especially the drum corps community.
334	If you want to have a family you should teach middle school [Restrictive Gender Roles]
335	Im always told about the way things used to be done, and not allowed to falter.
336	It hasn't happened often, but when I was student teaching, my cooperating teacher (a cis man) rarely let me teach lessons by myself, whether it was to a full band or a small group. He was a trombone player and I am a trumpet player, and when I asked if I could teach the trumpet small-group lessons, he refused.
337	It is assumed because I am petite that I should not be teaching high school.
338	It used to be much more stressful than it is now. I just get worried about getting a chance. We have moved to a new state. I don't have all the connections I have built and I have been getting a lot of, "Have you thought about Gen music?" It just really annoys me.
339	It's been a number of years since I felt this and I'm not sure if those times were gender based or experience based (younger than a clinician for example)
340	Listed earlier
341	most of the above examples
342	Most of the negativity that I have dealt with has come from the high school band director who has tried to make himself look better by putting me down in various situations.
343	Most of them come from my own insecurities, not anything I recall hearing or feeling from anyone else.
344	Most people comment that I'm "youthful looking", too pretty, short [Sexual Objectification]
345	Most recently, at a marching band competition the student volunteers kept coming up to my male staff member- a college student- to give updates because they didn't believe me when I told them that I was the band director - even though it was embroidered on my polo shirt and my name was on the band packet [Second-Class Citizenship]
346	My assumptions of inferiority are based on the massive inequalities in school funding in Ohio. Some bands can require their students to purchase only top brand instruments and take private lessons. I'm just happy if the hair tie holding our school sax together stays out for 15 minutes.
347	My coworker and I have been trying to restructure the teaching responsibilities in our buildings for a few years. He is a voice specialist and I am an instrumentalist, so we believe he should be responsible for all choirs and I should be responsible for all bands, but currently, he is also responsible for high school band. The middle school principal, a woman, has no problem with the new suggested arrangement. The high school principal, a man, is against it for unknown reasons. We think it may be because as a woman, I do not fit his idea of what a band director should be. My coworker firmly believes that I should be teaching high school band because he says I'm better at band than he is, which I appreciate, but the principal seems to be stuck with some kind of weird gender bias that is hurting our program.

348	My friendly demeanor has been called "ineffective" during rehearsal [Restrictive Gender Roles], but my management and discipline speaks for itself, with even parent commenting on my control of ensembles and management style.
349	My opinions are often overlooked when meeting as a cluster. (I am the only female.) [Second-Class Citizenship]
350	My school acknowledges I am better than my predecessor (cis male), but within the district director community, the "boys club" cannot hear or accept any other opinion unless all the female directors join together [Second-Class Citizenship].
351	My statement from the previous page can also be used here.
352	Not a "real teacher" not given leadership positions because of my content area
353	Not directly but I have been a self-advocate for a long time so I don't deal have many issues.
354	Not necessarily in my every day job, but I'm [sic] professional organizations.
355	Occasionally having my recommendations completely ignored despite what would be best. [Second-Class Citizenship]
356	Occasionally referred as the weak link of the staff
357	On fieldtrips if my husband is a chaperone he is typically the one that people try to check in with [Second-Class Citizenship].
358	only occurred very early in my split band career i.e. 1st 4 years jr high and elementary band next 20 or so years other occupations, last 9 years band
359	Overlooked at conferences, the agent preferring to talk to the men [Second-Class Citizenship].
360	People (maintenance, tech department, etc) always come in the room looking for my male high school band coworker. He's been there much longer and is full time, so it's hard to know if gender is involved.
361	People assume that I teach elementary music and that I can't keep up with the tasks of a band director.
362	People assuming I teach middle school just because I'm female.
363	People assuming I would not want to student teach at a high school. Advisors saying that it would take too much time, and that I would have to teach marching band. I student taught at a high school anyway.
364	People make assumptions, but it usually comes out that I was correct.
365	Previously described
366	Same as before [My collegiate advisor believes that women shouldn't teach at the high school level.]
367	Same.
368	See previous answer
369	See previous answer
370	See previous story
371	Students and parents treating me like male directors are my boss
372	Suggested that I got the job partly because the corporation needed to be more representative of both genders.
373	Thankfully this hasn't happened to me with my peers. It happens every once in a while with someone outside of the educational field who just is ignorant.
374	The biggest example of this came during my dissertation defense. The "neutral" professor (i.e., not one of my music professors) literally challenged my ability to be a conductor based on my gender.
375	The men didn't like that I was in a leadership role, especially when a man had the position prior.
376	The past five years I caught up with a team of all men. They were the first to receive emails in feedback from parents even when involved me. I was once told by a parent that I need to do a better job entertain your kid instead of them taking accountability for his behavior. My coworker had to follow up.
377	This doesn't happen very often anymore. The people I work with now are very courteous.

378 This happened at a few of my interviews, where someone actually said the female music teachers should not be teaching high school. How were they going to do a good job if you planned on having a family etc... [Restrictive Gender Roles]

379 This hasn't happened to me directly. I've heard it said about female presenters at band conferences.

380 This is more from a large school to small school perspective - the larger school directors (mostly men but women are well represented in our district) tend to brush off the smaller band directors, with comments such as "maybe you should only do solo and ensemble" or "how do you even play with those numbers".

381 This mostly comes from support staff and community members who assume I am unable to lift/carry equipment, are surprised I teach high school, and being told how to perform certain tasks that I know how to do (load a truck, drive a truck, repair equipment, use tools, etc.)

382 This was a bigger issue when I worked in a larger school district with quite a few older white men with more experience. I now work in a very small school district and all of the band directors happen to be women.

383 This was more of a problem in my earlier years. I feel like this has improved only because I have worked SO hard to have a reputation of quality. I feel like I have had to work harder at this than men do in my area.

384 Too many to list.

385 Usually from a micromanaging male principal.

386 We had to remove part of an outside door in order to get a large piece of equipment into the auditorium. One of the buildings and grounds workers took it apart--I watched as well as another male music teacher. When it was time to put the door back together, the buildings and grounds worker couldn't remember the exact order of steps and referred to my mail colleague for help. I remembered the steps and pointed out what needed to be done. Both ignored me and kept trying over and over again to reassemble the door. Finally they listened to me, did it my way and it worked! Imagine that!

387 When asking my head director if a list of songs were all previously used as stand tunes, my AP answered for him and said "yeah" in a very condescending tone.

388 when hanging with "the guys" [Second-Class Citizenship]

389 When I first moved to [urban area], I kept looking for MS/HS band jobs and the charity that I ended up working at did not take me seriously when I first said I wanted to teach band and while they did get me a position to do that eventually (in an elementary school), it took a lot of persistence on my end.

390 Women music educators at all county festivals are constantly overlooked in ensemble set up/stage changes. It's assumed that we can hand out the programs [Restrictive Gender Roles].

391 Work with an alpha male who is the technical director; makes concerts extremely difficult and stressful with no control over my own production

392 Would be bothersome if I experienced this regularly

393 Yup, constantly

394 Again my work spoke for itself.

395 I don't believe I've dealt with this

396 I feel that I have been quite supported among those in my profession.

397 I have never experienced this before.

398 I think I'm answering the questions wrong.

399 I think this might be rare, but I truly never experienced this.

400 I'm not inferior, sex life very active.

401 If this has occurred [sic], I have always felt it was because I teach middle school - not because I'm a woman. And to be honest - I'd be hard pressed to come up with any examples.

402	In the contexts that another band director (male) has shown me how to do something, it has either been because I asked, or there was a teachable moment. Not necessarily because something needed to be mansplained.
403	My own confidence has made this N/A, I think.
404	N/A
405	n/a
406	N/a
407	N/a
408	N/a
409	Na
410	None
411	None
412	None
413	none
414	None
415	None
416	None
417	None
418	None
419	None
420	None that I know of.
421	None yet.
422	nothing I can think of
423	Prefer not to say
424	This might happen more if I had more opportunities to interact with colleagues from other schools. Since I'm the only director at this school and we haven't been able to do any festivals due to COVID, it's likely this won't forever be my experience.

Open-Ended Response--SEXIST LANGUAGE

Please describe any experiences you have had with sexist language in your work as a band director.

1	Almost never called by my title (first name over Mrs. ____) sweetie, cutey, sexy, honey, little thing, fiesty
2	I find this annoying. Being called sweetheart and honey, and my colleague is referred to as Mr. _____. It happens a lot when the boys club gets together at S&E. For awhile I tried to brush it off like they may not know my name and are trying to do the southern polite thing, but when I taught in [other state] my colleagues and heads of our professional organizations called me [first name] or Ms. [Surname]. So why can't we do that in Michigan?
3	Previous high school feeder director would call me sweetie, honey, dear, or [First name] in front of students while requesting the students address him as Mr. (Surname)
4	Some "sweetie" type terms from people who didn't use them with everyone else. Also being referred to by first name when men in the room were Mr.....
5	"How do you handle this situation with you being a female and small in stature?" was a specific comment from an administrator early in my career. I regularly get called by my first name instead of Mrs. Last Name unlike my male assistant director.

6	I was referred to by my first name, while the males on staff that were the same age as me were called Mr. (last name). I was also told that I would have a hard time getting a job at a "good school" because I was a woman, so I had to step it up.
7	"Little lady" on recorded judge's comments, my bands performing well even with "a hardass chick" in charge.
8	A colleague refers to female students (and sometimes staff) as "sweetie" only when giving corrections, and does not use this or a different term for males. This colleague also has referred to various females either involved with the program or involved with band as a "bitch" for various reasons/on various occasions.
9	being called "kid", "honey", "sweetie", "hun" - witnesses other male cisgender band directors talk about "bitches" during a meeting where I was a part
10	Being called "the dress", and countless times being called "dear, honey, sweetie," etc.
11	Being called "sweetie" by older men in our transportation department; being called a "bitch" by students
12	Being called sweetie by older female coworkers, hearing that I was referred to as a bitch by one of my students, being called multiple other teacher's names as well as mom
13	Called a bitch for holding students accountable, called sweetie/honey
14	Called a bitch, called a "lady director" , "young lady" (in a condescending tone"
15	called bitch by students; called sweetie or honey by colleagues
16	Called honey by older men, bitch by male students
17	Choir co-worker calls me "Kiddo" and "Honey" Have heard him speak about other female directors as "Hard to work with bitches"
18	Especially at conferences, presentations, honoring assemblies, large competitions - showing up as the director, and then people saying "oh honey, where is your director? or sweetie, could you get your director please - we need to talk to him" [Second-Class Citizenship] - older generation of men calling me these things mostly. When I got two different gigs, the same couple of men I won the gigs over spread nasty rumors and made comments to area directors/on facebook about me (bitch was often there as the word to describe me being a strong director
19	female directors being called "girls," lesbian directors called "dykes," being called "dear"
20	Have been called a bitch by a male student and a male mentor. Often demeaning names come from male "elders" who are trying to be polite or sweet. My principal didn't learn my name for 2 years. This kind of language has been something I have dealt with my whole life, especially since choosing trumpet in the 6th grade (which at the time was a relatively gendered instrument, and I was the target of a lot of sexist language throughout school).
21	Hi guys starts about half of all band director emails, honey and dearest happened when I was younger, bitch happens now that I'm older
22	Honey, bitch, on my period, lesbian
23	I am called "honey" in school-wide staff meetings. I have been called "bitch" for having (totally normal) expectations.
24	I get called "doll" and the likes. It's weird but not too bothersome to me. I've heard through grapevines before that my decisions are "bitchy" even though male directors before me have made the same calls [Restrictive Gender Roles].
25	I get called honey by the folks who work in the main office at school, but I think this is more of a southern custom because of my age and the age of the women who work in the office. I was also called a bitch by a student.

26	I had a judge at festival write "pretty good for a woman" on an adjudicator sheet [Assumptions of Inferiority] (we got a superior rating). I've had a judge at a festival I was hosting ask me to make him a sandwich [Restrictive Gender Roles]. Too many times to count being called "sweetie, honey, bitch, etc."
27	I have been called "honey" or "sweetie" and observed other female band directors being called those names as well. I have also heard other female band directors being referred to as a "bitch."
28	I have been called a b----, greeted with "hey beautiful," I have observed other male directors calling other female directors (or others when with male directors) names concerning their size, clothing, hair, body parts as well as names like b----
29	I have been called honey, sweetheart, doll, bitch...
30	I have been called hun, tart, and sweetie by other men at my workplace and band directors at festivals. It didn't bother me when I was younger, but it does bother me now.
31	I have had a few experiences with festival judges calling me sweetie. I have also been referred to as a bitch many a time.
32	I have had students and colleagues call me "bitchy", and am regularly referred to as "honey" by non-school staff adults. My male colleagues do not use this language.
33	I have had students call me a bitch by maintaining my boundaries (like no hugs, or sticking to my expectations) [Restrictive Gender Roles]. I've also had older male teachers at my school refer to me as "Hon" or "Dear" instead of my name in any capacity. I mostly attributed this to my age, and not necessarily my gender.
34	I have students call me bitch all the time, at first it bothered me (especially at the high school I taught at because I wanted to be successful at the HS level and it wasn't working), I have had students call me Sir to try and rile me up; as for sweetie/honey/dear, that is so prevalent in Southern society it is hard to distinguish when it's used in an offensive manner
35	I was once introduced as a Lady Conductor to a full audience. I have often been called a bitch, although rarely if ever to my face.
36	I work with a lot of children of trauma who lash out when angry so I frequently am called a bitch. This bothers me less than when male staff members refer to me as "darling" or "dear," which happened a lot when I lived in Florida. I am also regularly mis-titled as Mrs. despite being unmarried. People also ask about Mr. Lyon as if that's my husband's name instead of my dad's name. This part annoys me far more than the other things. It happens more with adults of all genders than it does with my students.
37	I've been called a bitch, a broad, and sweetie.
38	I've been called all the pet names you can imagine. One of my colleagues has taught with me for 13 years and has not once spelled my name right - of course except when he's typing me an email. He knows it bothers me and he does it (and not because we're close and he's being funny). Unfortunately I'm often called a bitch or a man-hater when I stand up for myself, my students, or call out inappropriate behavior [Restrictive Gender Roles].
39	I've been called dear and sweetie, does not bother me. My students have called me a bitch, but I don't put much stock in teenagers' opinions of me. I notice things from my principal; he will give scenarios in staff meetings about when a kid does "x" and that kid is almost always referred to as a "he." That doesn't bother me but I have started to notice it more.
40	I'm not bothered by "sweetie" or "honey," because often it's not being used rudely by older men and women. It's a generational thing. Should they do it? No. Does it make me feel uncomfortable? Also no. I only get uncomfortable with "bitch" which has happened rarely.
41	I've been referred to as a bitch for having standards [Restrictive Gender Roles], called by the wrong first name by peers, and referred to as sweetheart.

42	I've had students call me a bitch because of how strict I am with rules and procedures [Restrictive Gender Roles]. My coworkers also call me sweetie or honey sometimes without realizing that it is demeaning.
43	It has become less prevalent over the years, but I have had clinicians call me terms like sweetie or honey while working with my bands. In the district (state) meetings, I have had male colleagues call me emotional or bitchy if I had strong opinions on the matters we were discussing [Restrictive Gender Roles].
44	It is very common, especially in my geographic area for any woman to be called "sweetie or honey." I have been called a "bitch" more times than I can count - mostly behind my back. What does it say about me when I just consider that "par for the course?"
45	Kiddo, sweetie, hon, bitch
46	Lots of sweetheart comments and "locker room talk"
47	Men telling inappropriate jokes. References to me as a "little lady" or "bitch"
48	Most men use some sort of demeaning name, and they think it is complimentary. When fighting for what my students need, men will tell me to calm down and "be less emotional honey." For the same interaction, men will call you a bitch for standing up for yourself. [Restrictive Gender Roles] A visiting male director once argued with me about a vibraphone fitting through a door that I told him it wouldn't fit through - he told me he'd "take care of it, sweetie," and proceeded to get it stuck in the doorway [Assumptions of Inferiority].
49	Names sweetie, honey, dear, etc by colleagues and administrators; hearing other colleagues/administrators call other women by derogatory names
50	Nicknames like honey, talk about other female band directors in the area -they used the word bitch.
51	often called by demeaning names (does not help that I am young and petite), definitely heard derogative talk (bitch specifically) before
52	Older band directors often used honey, sweetie and baby as a general reference to me. Often women band directors were discussed by men in reference to who they had sex with and added to their slut list. The women on this list were often considered party girls and always had men hanging around especially at drinking social events.
53	Once had a potential donor ask how a 'girl' directs a jazz band. I quit playing in a jazz big band with other teachers because of male band members calling each other "pussies" and saying "that's what she said" type comments. Often called "sweetie, honey" etc. Had folks assume that my male middle school counterpart is the "real" director and greeting/asking him questions first [Second-Class Citizenship].
54	Our male athletic director calls me "band lady" and I have also been described as a bitch when it comes to addressing issues male colleagues would be praised for [Restrictive Gender Roles]. I have been called honey and sweetie in a demeaning way when upset.
55	Previous AD consistently calling me "honey" "sweetheart" etc, and telling me I should leave the sport talk to the men [Restrictive Gender Roles]. Being told I don't understand football and the rules of when I'm allowed to play during games, referees explaining when I can play because I'm a female and probably don't know the rules, parents/community members not believing that I'm head of the department and wanting to talk to "the man in charge", being told I'm a "bitch" and too aggressive and should soften my image to be more motherly to students [Restrictive Gender Roles]
56	Previously described a director who called me bitch after being turned down repeatedly, hunny and sweetie type comments are not unheard of but relatively rare
57	Profanity used towards me, unwanted terms of endearment, often being told that I'm a woman so I'm not a band director

58	So many "honeys, sweethearts" etc. Conducting at a statewide school committee convention, the way I was introduced was "this is the x high school band, and that little girl is their teacher. Can you believe it?" I could not.
59	Sweetie, honey, dear by colleagues; bitch by students & parents
60	To me sweetie, honey, kid. About others who are just being leaders, bitch [Restrictive Gender Roles]
61	"you're not as good as MISTER so-and-so" "MISTER so-and-so doesn't teach that way" "why do you teach that way as a woman" "why do we have a women's playlist" "why are we studying women composers" "That's not how our last teacher did it. His way was better" Every female director I've ever worked with has been called a bitch for doing something out of the box or differently with their teaching.
62	Am called "Cute tranny-hussy"
63	As a all-county coordinator, was constantly called a bitch for being "too demanding" [Restrictive Gender Roles] when asking for materials from other directors to be turned in on time.
64	As an assertive confident person I am often called "bitch" or "bitchy" for presenting myself in the same way as a man who is considered "strong" or confident [Restrictive Gender Roles].
65	Been called a bitch a lot because I speak my mind [Restrictive Gender Roles]
66	Been called a bitch, heard diminutive language to reduce my presence, when I had ideas, males would take credit for them [Second-Class Citizenship].
67	Been called a bitchy band director.
68	Being called "shrill" or "bitchy" when giving commands [Restrictive Gender Roles], literally had a man tell me that "lower voices are psychologically more respected" so I have to "work harder to earn peoples' respect" [Leaving Gender at the Door]
69	Being called a bitch when being assertive by parents and students [Restrictive Gender Roles].
70	Being called a Karen on a regular basis when it came to mask mandates last year, when I was upset with something I would have others mention my cycle. Just general vulgarities, or the "oh you are a woman so you must be this way."
71	Being called cold or a bitch for not being overly excited, being told I have RBF [Restrictive Gender Roles]
72	Called a "bitch" by a parent. Asked if I was "the clarinet or flute coach" by an adjudicator at a band competition that I was hosting [Second-Class Citizenship].
73	Called bitch
74	Had a student call me a bitch
75	Have heard male teachers refer to female staff at other schools as bitches
76	Heard bitch all the time
77	I can't count the number of times I've been called a bitch or being "sassy" for having a dissenting opinion [Restrictive Gender Roles].
78	I feel like when I need to get serious with my students and reel their focus into class, they slipped into the idea that "I'm being a bitch", which my male colleagues would never say they've felt before [Restrictive Gender Roles]. My current high school student have never said this to my face, although at the previous middle school I worked at, a few male students lashed out and used that language.
79	I have been called a bitch for being a "demanding teacher" [Restrictive Gender Roles].
80	I have been called a bitch on multiple occasions. Too many to count, really.
81	I have heard many terms to describe other female colleagues- bitch, cunt, whore, etc. I myself have been called a few of these names by male colleagues.
82	I have occasionally been called a bitch by students. They didn't say it to my face, but I have found it written on notes a couple of times.
83	I have often been referred to as a "bitch". I have also been told that I am emotional or "passionate" when I advocate aggressively for my program [Restrictive Gender Roles].

84	I know I've been called a bitch numerous times.
85	I often hear the football coach employ misogynistic language in his feedback to football players, such as calling them "ladies" as an insult. Football practices happen within earshot of marching band practice, so it's always uncomfortable for me to hear a coach model that language in front of both his and my students.
86	I was once asked in a job interview when I planned on having children because they didn't want their new hire to take maternity leave [Restrictive Gender Roles]. Parents of students have frequently called me a bitch. After an interview for a job as an assistant band director, the head director came up to me and said, "If you had a penis, you would have been the best choice." [Assumptions of Inferiority and/or Second-Class Citizenship] At another interview in a low income area, the principal talked about the struggles the student population faced with food insecurity, reading ability, and single parents; then that principal asked how I was going to teach kids under those circumstances while "compensating for all that..." and motioned to me in my nice suit.
87	I was talked down-to and called things such as "little ant" at my previous job (high school band) that I left midyear.
88	I was told that in a hiring situation that if a man and a woman applied for the same job with the same qualifications that the man would be chosen because he would not leave for maternity leave [Restrictive Gender Roles]. called sexy too many times to count
89	I'm often called a bitch by my previous colleague any time I stood for what I believed in [Restrictive Gender Roles]. I am also continually confused with the orchestra teacher (we look nothing alike).
90	I've been called bitch numerous times...I was also known as "mom" to my students, which was endearing, yet made me feel like less of a band director [Restrictive Gender Roles]
91	I've been called derogatory terms by students. I've had a few male teachers use this language around and about me, making my students uncomfortable.
92	I've been teaching since 1991 so it was regular occurrence then. It is rare now due to cultural changes, my age, and my reputation. Examples: being called a demeaning name that is not culturally based; hearing a derogatory term used to refer to a woman (whore, bitch).
93	In general, I feel like I have been dismissed by male co-workers especially when I was younger and first started teaching because I was female [Second-Class Citizenship]. I have heard others being called a bitch multiple times.
94	jokes/sexual innuendos made by band directors at conferences
95	Lots of off color jokes, discussion of other women's physical appearance [Sexual Objectification]
96	Male co-workers referring to a colleague as a "bitch" behind her back daily.
97	Male students telling jokes ("make me a sandwich" type jokes) in class, but not directed at me [Restrictive Gender Roles].
98	Many of my secondary students refer to their other female teachers as bitches and complain about their workload.
99	Men who tell dirty jokes
100	Mostly telling jokes, among friends, not very bothersome because there was not hurtful intent.
101	Multiple male directors telling me I need to be a bitch in order to get respect from students
102	Often hear women being referred to as "bitch," a man is always asked to help out with the heavy lifting instead of asking everyone, have been told I won't be successful because I am a woman [Assumptions of Inferiority]
103	Overhearing sexual jokes and "being cool" so men felt comfortable saying inappropriate jokes about women around me.

104	Previously listed [I was told I couldn't be a band director because I was getting married and would want to have family. Later, when applying for a job, I was told that the administrator could see a problem. The problem was that I was pregnant. Later, I had to get NEA involved because I was being harassed by the male HS director. I was the [sic] only female director in the district. And finally, I was told that the former band director got whatever she wanted because she was sleeping with the principal. The principal was this director's husband.. I was told I wouldn't be getting everything I wanted because the principal and I wouldn't be sleeping together.]
105	Referring to a woman with boundaries or expectations as a "b*tch". Referring to women as emotional [Restrictive Gender Roles]. Referring to a woman's menstrual cycle as a reason why a woman is speaking with a more aggressive tone, or why she is upset. Judges on a judges tape saying, "Keep listening to your Band Director. He's telling you the right things." An upset community member came into the band room to speak to the Director. When asked who is in charge, I said "I am" and condescendingly he said, "YOU'RE in charge? Ok." [Second-Class Citizenship]
106	Rude jokes about women
107	Strong women are referred to as bitches [Restrictive Gender Roles]. Men often step in to "control" noisy students [Assumptions of Inferiority].
108	students/angry parents name calling "bitch" etc...
109	The female colorguard directors called very demeaning sexist names.
110	The language most common at my school is "femme Nazi" which students will say whenever upset at a female teacher (all content areas)
111	When assisting with the high school marching band I would frequently hear my colleagues (male directors) use derogatory terms or make jokes regarding females.
112	When I first started teaching, I would be called a bitch by students because I had expectations and didn't let them get away with things. Often times, male directors are considered assertive and "strong" when they have the same expectations. [Restrictive Gender Roles]
113	Women directors are mostly bitches and gay
114	"blondie" when referring to a colleague and demeaning names
115	"Can you believe [sic] this young woman is the band director over at the high school?"
116	"Hunny" "Sweetheart" "Ugh, women..."
117	1. For over a year my superintendent referred to me as "kid." 2. I asked a custodian for a clamp to attach a cow bell to the drum set. They winked and asked what the clamp was for. [Sexual Objectification] 3. I was moving a piano and a student came over to help and said, "let me move this for you, you're wearing heels" [Assumptions of Inferiority and/or Leaving Gender at the Door] 4. I was at a county meeting with other music teachers. Another teacher asked how you keep tuba players from leaning the tuba into their face. I, as a tuba major, suggest a tuba stand. They responded saying something like, "A tuba is like a woman, you have to hold it close and hug and kiss it." [Sexual Objectification] 5. I've been mistaken for a student multiple times. Once I was playing at graduation and when I walked in, a colleague asked where my cap and gown was. 6. I've been confused for the chorus teacher twice. We are about 6 in different in height, have different hair colors, she wears glasses and I don't. 7. Another teacher threw whipped cream pies in the auditorium, which is where I rehearse, for a homecoming event. When I approached my AP about how it wasn't cleaned up and there was still whipped cream on the stage, carpet, and curtains he told me and the principal that I was being emotional. [Restrictive Gender Roles]
118	1. Frequently being assumed to be the color guard director or choir teacher [Second-Class Citizenship] 2. Was called "little miss band director" on an OMEA adjudicator tape

119	A 5th grade student called me sir once, and then immediately apologized. I took it as a good sign, because I wasn't falling into the usual 2 categories a female leader can: a bitch or a pushover [Restrictive Gender Roles].
120	A colleague of mine decided to nickname me "heartless" because I have high standards for the people around me [Restrictive Gender Roles]. He thought it was hilarious and I was deeply offended. I felt like he wouldn't give a man that nickname...I asked him to stop calling me that and he did, but it makes me sad that this was a problem in the first place.
121	A coworker used to refer to me and the other female music teachers in the department as "girls." He would refer to the male teachers as "me" [sic] but we were always "girls." I ended up speaking with him and he has stopped since that conversation.
122	A lot of being called sweetie or honey.
123	A lot of people mixed me up with the orchestra director and we were both female. There is sometimes the use of sweetie by other directors, admin, etc.
124	Again coming from a community band with older adults, terms like "honey" and "dear" were common from both men and women. Another common phrase I've heard in the profession, especially as a brass player, is "play with more balls"
125	Again, in the first few years older male [sic] directors would sometimes use sweetie or something like that. Then they found out it doesn't fit me-ha!
126	As a young female band director and brass player, I have had many other band directors that are older than me call me sweetie or honey in a way that makes me uncomfortable
127	As described above; jokes, sweetie, etc.
128	At my first job, my principal (an older man), would refer to me as "honey."
129	At my previous job, the entire music department from elementary to high school level was male. I was often called "dear" or "young lady" and then promptly ignored for the rest of the meeting [Second-Class Citizenship].
130	At the beginning of my career, older gentlemen would use sweetie or honey. I am in the south and that was usually not meant or taken as demeaning.
131	Been called honey lots of times!
132	being called "girl" when I was 28 and married
133	Being called "honey" or "dear" has happened often.
134	being called "sweetie"
135	Being called "young lady" by a colleague in front of students
136	Being called a demeaning name, directed at me
137	Being called darling, or being told to smile more often [Restrictive Gender Roles].
138	Being called Dear/honey/sweetie when the men were called by their names.
139	Being called demeaning terms such as honey and dear, jokes about sexist stereotypes such as women not being able to understand sports [Restrictive Gender Roles], etc.
140	Being called honey, baby
141	Being called honey, dear, etc
142	Being called sweetheart or hun by band directors who don't know me.
143	Being consistently referred to as "hon" or "sweetie"
144	Being described as a "girl" while the males are "men"
145	Called "pet" names.
146	Called honey by male coworker even after I asked him to stop
147	Called sweetie, hun, honey at times
148	Demeaning names and derogatory terms heard - can't remember specific examples

149	Demeaning names are common - again, I have typically been the lone female on an adjudication panel, surrounded by older white men so this type of behavior is common and they never understand it to be demeaning or upsetting. I am constantly being called other names - often, an other name starting with the same letter as mine, but another name nonetheless. Honestly, I am almost always the only female around and yet no one can remember my name...
150	Demeaning names that are to be taken as endearing, but aren't.
151	Demeaning names, derogatory comments, being told what is going to happen or else
152	Demeaning names, ie honey, dear, sweetie
153	demeaning names, name calling
154	For about 10 years, one of the coaches here exclusively referred to me as "hon" or "babe." I wasn't sure if he knew my name. I didn't take it as an insult because early in my career, that was common language (especially from older men). The only times it made me upset was when parade or contest coordinators tried to argue with me about whether or not I was the director, and insisted on speaking to my supervisor.
155	Frequently called "dear" or "sweetheart."
156	From being referred to as a kid/little girl/pumpkin/sweetheart to being undermined because of my sex and gender [Assumptions of Inferiority], it is hard to account for everything in this small, scrolling box.
157	Fundraising reps calling me "honey"
158	General calls for "guys", condescending terms of endearment being used
159	get called "sweetie" and "dear" "princess"
160	Going to festivals and the facilitators calling me sweetheart
161	Have been called "honey" and "sweetie" by several male colleagues.
162	Have been called sweetie and honey multiple times, and have been told to smile by male coworkers [Restrictive Gender Roles]. Mostly from previous school district.
163	Have been called sweetie and little miss by repair tech. Called girl as well
164	Hearing sweetie, honey, etc., especially as a younger director, was a regular occurrence.
165	Hearing, "sweetie, sweetheart, darling," in others language. I often hear mean talk about women in demeaning and degrading ways
166	Hey sweetie, hey sunshine, hey band boss.
167	Honey and Dear are common "nicknames" from other teachers, admin, and even students' parents. My immediate colleague (a gay man), has described some men as "whining like a girl."
168	Honey, darling, sweetie, all from an adjudicator.
169	Honey, sweetie, "get your drum guys out here" (many females on the line)
170	I am called a different woman's name nearly every single day. I also get honey or comments on my appearance from older men, or comments about my weight.
171	I am frequently called another teacher's name; this teacher is not spoken of favorably by students or teachers. Sweetie, dear, honey happens frequently. Whenever I feel I am asserting myself I worry I come off as bitchy or cold [Restrictive Gender Roles].
172	I am frequently called sweetie by my administration.
173	I am referred to as young lady, kiddo, sweetheart. I am frequently told I need to calm down if I express even the slightest emotion when being yelled at [Restrictive Gender Roles]. I've been told that I am too sensitive for being offended at different things [Second-Class Citizenship]. I am frequently called a different female directors name. I am referred to as "difficult" and a "problem" frequently.
174	I am the first female band director in the history of my school (it opened in 1973). In the first visit from a local music store rep, I was called both "sweetheart" and "little lady". It completely put me off from that store and I actively sought a different store/rep to handle our needs.

175	I conversed with a truck delivery person about being involved with music where we talked about guitar. He replied with 'yea, I play some guitar' where I said "oh cool!" And he said 'yea I bet that turns you on and makes you excited' [Sexual Objectification]. He said this in front of a student teacher. I was horrified and didn't know how to respond. I told the ST this is not appropriate and how to handle comments like this in the future. I've had other males in school call me sweetie or hun
176	I get called "hon" or "young lady" a lot. (I'm 43.)
177	I get called "sweetie" or "honey" pretty frequently by older male colleagues, including my cooperating teacher when I was student teaching. I also get mixed up with other female teachers at my school.
178	I got called "honey" a lot, especially by older, male, "Good Ole Boy" directors from small towns. I didn't bother me too much - I would play into it and turn up my Texas drawl, because at least they weren't ignoring me.
179	I had a coworker years ago that made negative comments about how the "women" we're running the fine arts program at our school, and I've had an administrator whom I otherwise like that uses words like sweetie and dear with almost all of the female staff.
180	I hate it when other directors (always make) call me sweetie/honey. They are always older and, combined with their behavior when I bring up opinions/knowledge in meetings/rehearsals, is always demeaning and points to a lack of respect of my expertise [Assumptions of Inferiority and/or Second-Class Citizenship].
181	I have been called "sweetie, cutie pie, love, etc.). I also have experienced comments about my success being related to my looks [Assumptions of Inferiority, Sexual Objectification].
182	I have been called "sweetie" many times by men.
183	I have been called "sweetie," "honey," and have also been interrupted to be called these names [Second-Class Citizenship].
184	I have been called a different woman's name multiple times and if I had \$1 for everytime someone calls me "sweetheart" or "honey" I could pay off my student loans and take a trip around the world. It's so demeaning to me and I do not appreciate it one bit. I am a woman in a male dominated field and I'm pretty good at it. People needs to get over that.
185	I have been called honey and sweetie by older male judges at contest. I was referred to as "that girl who makes the programs" for several years by another director in my conference [Restrictive Gender Roles and/or Second-Class Citizenship].
186	I have been called sweetie on multiple occasions.
187	I have been called the name of other women multiple times, though sometimes I make this same mistake of just having a "brain fart" and messing up a name in speech. However I have been addressed as the incorrect name and title in emails and have been addressed as demeaning names such as "missy", "sweetheart", and "dear" many times; this especially occurred by the head director at my first full time teaching position where I served as an assistant director.
188	I have been referred to as "honey," "hon."
189	I have been referred to as "honey" or "dear" by some old-school tour guides on band trips, and by local parade organizers. Once, I was riding in a car with the trip tour guide because we had just dropped off a sick student with a family member, and were catching up with the band at Epcot. We parked in the normal parking lot, and he asked if I could walk that far. I was 37 and healthy at the time [Assumptions of Inferiority].
190	I have had diminutive terms applied to me when I was younger and worked in the South. Currently I usually only observe this being directed at my female students and not necessarily at myself
191	I have had older cis-male professionals (around 40+ yo only) refer to me as "sweetie" or "honey" instead of my name in a professional setting.

192	I have had people come in calling me "sweety"- and it's certainly a pet name I'd prefer was never used
193	I have had superiors call me pet names
194	I have heard "sweetie, honey, ect." often from older males in the profession. My husband is a band director and there were many moments that I was left out of conversations. We were at a dinner with a company both of us were researching and they asked my husband about his program but not once did they ask about mine [Second-Class Citizenship]. I told the company after the meeting how offend I was. They were "selling" him but completely ignored me. I notice far to [sic] often when he is in a room male judges or directors will talk to him before me, or sensor their language because of my female ears [Second-Class Citizenship].
195	I have heard inappropriate jokes by men as well as been called honey and sweetheart.
196	I have often been addressed as "Honey, sweetie, and dear" by male directors at Marching Band meetings. It happens less frequently now that there is more diversity among directors. I still occasionally hear these phrases coming from parents and grandparents in my community.
197	I have sometimes heard male directors discussing pregnancy using sexist thoughts and terminology.
198	I honestly don't think I can recall any specific instances of this. Certainly none that I found troublesome. The most I can remember is a principal early in my teaching career who may have said sweetie or something similar. But I honestly don't recall. I am aware of another female director in our district whose principal constantly uses those demeaning, honey, sweetie comments.
199	I occasionally get called honey, sweetie, or dear. Depending on who says it to me (from a female mentor doesn't bother me) from makes it bothers me. I am also small in stature and size and do not enjoy these comments because I want to be viewed as an adult and not a child.
200	I remember being called honey or sweetie early in my career by older male colleagues.
201	I was called "sweetie" or "honey" in my first job (by an all-women team admin team). I remember feeling annoyed but I didn't see it as sexist at the time; these women were about 20-40 years older than me and I felt that it was an age thing that highlighted my youth and inexperience. It felt like I was the kid still.
202	I was called the wrong name by administrators at both of my positions throughout my first year at the school. I have also been called honey;l, sweetheart, little missy, etc.
203	I'm called honey or dear by some older male colleagues.
204	I'm frequently called sweetie and dear by older male colleagues in the field. I may be a younger female band director but it bothers me when they call me by those names.
205	I've been called "dear and sweetie" in meetings.
206	I've been called "sweety and sweet heart". Most of the time I think it's out of endearment, but I still find it unprofessional.
207	I've been called babe, honey, doll and I've heard derogatory comments about other women that were demeaning.
208	I've been called honey a few times but that was twenty years ago. I'm almost always treated with respect.
209	I've been told I don't look like a band director, words like "honey" or derogatory language.
210	I've had male principals and colleagues call me "honey" and "dear"
211	I've had some older people in the teaching field call me demeaning names. But, it is also the deep South. It's not always meant in a demeaning way.
212	I've gotten looked down upon for both being a woman and young. Called "young lady" before in a professional setting by a coworker 3 times my age
213	I've often been called honey or sweetie or dear by older, male teachers.
214	In early career in Michigan, occasionally addressed with demeaning language by other directors I did not know well, in professional situations

215	In emails both myself and my assistant band director are commonly addressed as girls or ladies instead of using our names by an older music colleague that we work with. It's often used when we have questions that are responded to with short remarks.
216	in Tennessee everyone is sweetie or baby. Or darling.
217	In the beginning of my marching band career, the head judge at the end of the contest would say "Gentlemen gather around". It took 3 years, but I finally got through to the head judges committee to use "Director's gather around". I'm now leading this association. 😊 Other terms: honey, sweetie, etc. every once in a while, but I always say something to the person about their use of terms.
218	In the south, referring to someone as sweetie, honey, or dear...is not offensive. This question is biased against geographical social customs.
219	Incidents occurred at instrumental music conferences or professional development rather than in my regular workplace. In my experience, older white men leading conferences or PDs have used terms like "dear" to refer to female participants. It is discrediting because the men in the group will be asked their name and their name will be used. This has decreased as I've aged, but was much more common when I was in college and up until 25.
220	It is mostly a combination of my age and gender that gets people to use terms that talk down to me, like sweetheart. It is never from co workers except the older women occasionally. It's mostly from parents/community members/visiting teams community or coaches.
221	It's been a while, but I'd get comments when adjudicating solo/ensemble festivals. When I first started, I'd get comments about "a girl" in the judges' room [Second-Class Citizenship]. It was worse if I was assigned as a brass judge rather than woodwinds.
222	It's very much a boys club at my district [Second-Class Citizenship]. I've been called honey and youngin regularly, and not believed when I have thoughts such as telling the admin that another person is not doing their job. They immediately think you're easily offend able [sic] and will try to get you to just roll over and take things that are not right or good for the kids.
223	Judges have often referred to me as "sweet heart," "honey," or "darling" while I am chairing a state music adjudication event.
224	Let the girls work with the woodwinds is a commonly said during all-city band [Restrictive Gender Roles].
225	Lots of sweetie
226	Male parents have called me hun, darling or sweetheart. It bothers me.
227	Many of the people I work with have known me for most of my life, so there has been some familiarity language that has crept in, such as sweetheart
228	Many parents and colleagues will address me with demeaning names because I look very young for my age and do not take me professionally. Other veteran teachers would often talk down to me with sweetie and honey-like names when I was a new teacher.
229	More of the condescending "honey" type of thing than anything else.
230	Most of them have been the demeaning kind. Male coworkers saying things like, "Be a doll and do this for me, won't you?" It has been rare, but it has been present.
231	Most sexist language comes from colleagues who don't know my name, so they by default say "hon" "darlin'" "sweetheart" etc. This is a very southern thing as well, so it doesn't really bother me when this happens especially if I think the person doesn't know me. If I know full well they know my name, then we have a problem.
232	Mostly being called honey or sweetie in a negative/condescending way.
233	Mostly honey, hon, dear
234	Mostly in my first few years of teaching being called sweetie, little lady, honey, dear.

235	Mostly things like honey, or sweetie.
236	My boss or principals would often call me sweetie, Mija, honey or the worst one was "aren't you the cutest enchilada ever" and yes all I'm [sic] the workplace
237	My colleague calls me "young lady" a lot and I didn't think I cared until doing this survey.
238	My experience was mostly in the experience of "southern hospitality." Being called sweetie or honey or generally being treated differently than the other directors. Being treated as if I need to be taken care of rather than as one of the directors there to do the job.
239	My high school director would call me "dear" all the time
240	My name is changed - I have been called names - sweetheart. I have had someone refer to my "bedroom voice" - Again usually with marching band.
241	Nearly all directors older than me call me these terms instead of by name. They never refer to me by my last name to my students ("Ms. [Surname]") but always correctly address my male colleagues.
242	Nicknames such as babe, honey. Hearing other band directors use phrases like "balls to the wall" to indicate leaning back and playing as loudly as possible in marching band settings.
243	Of all the names, I am most often called "kiddo."
244	Off color jokes, "sweetie."
245	Office staff referring to me as sweetie, kiddo, honey...
246	Often called honey and sweetie
247	often had parents call me sweetie, once cutie, lots of honeys
248	Often I have been called demeaning names when I was in college. (Honey, Baby, Sweetheart, etc.) I have not experienced this in my workplace that I have noticed.
249	Oh honey you shouldn't try to get top level grades at contest. That might come a few years from now.
250	Older gentlemen calling me Honey or the like. Some it's ok and some it's bothersome - it depends how well I know them.
251	Older teachers tend to use the "honey", "sweetie" terms but I haven't heard these recently.
252	One example is when I was student teaching, the band director called me "kiddo".
253	One of the instrument repair people always refers to me as "honey" or something similar.
254	One supervisor would call me "hun" when I was a relatively new teacher.
255	Other directors have used demeaning names towards me in passing.
256	other male band directors and my superintendent would use phrases like honey or sweetie when speaking with me to address any type of issues
257	People mixing up my name with the orchestra director's name; being called "honey" and "sweetie" by the department coordinator
258	People often think I am a lot younger than I am, and I often get called "sweetie", "kiddo", etc. by the men on campus and in the music department.
259	Plenty of sweetie, honey, dear, etc; many people at contests assume that I'm the color guard instructor and not the director (talking to my visual or percussion instructors as if they are the director instead) [Second-Class Citizenship]
260	Primarily names (dear/honey)
261	Principal called me "dear" once
262	Referred to as "blonde", honey, eyc
263	Referred to as "honey" and "sweetie" by a student's father. Disproportionately disliked by non-band high school students for enforcing rules in study hall [Restrictive Gender Roles]
264	Referred to frequently as young girl by male band directors.
265	Same male colleague did a lot of sweetie/honey when he first met me. I set him straight there too.

266	Some faculty from other areas use sexist language frequently on campus. Most of these faculty are boomers or older and in the process of retiring or relearning speech patterns. I get called dear, sweetie, honey, etc. frequently at conferences and in professional group settings. Unless the language is combined with the snide tone of voice, I am generally able to ignore it.
267	Sweetheart, honey, rigid woman.
268	Sweetie & honey are terms often used by other band directors in my region -cismale/male-presenting band directors.
269	Sweetie and Honey used. "Please give this to your Band Director when HE arrives" [Second-Class Citizenship]
270	Sweetie, dear, those kinds of things.
271	Sweetie, honet
272	Sweetie, honey, kiddo quite a bit
273	Sweetie, Honey, mama
274	Sweetie, honey, sweetheart
275	Sweetie, Kiddo, Honey, etc.
276	Sweetie, sweet heart
277	The grounds director of my school referred to me as "girlfriend" or "honey" while also refusing to paint lines on my field prior to marching band camp, year after year. I finally bought a line painter with my own money and did it myself.
278	The honey, dear, or sweetie are the common terms. A related issue also deals with my title "Dr." Although it's posted everywhere, I'm often called Ms. or Mrs. whereas my male colleagues are consistently called "Dr."
279	The most common thing I have experienced is the demeaning language, and it has typically come from mostly male but sometimes female band parents. It happens less frequently now that I am older, but as a younger female director I felt it happened fairly often.
280	The term honey has been used but never in a derogatory way.
281	These experiences were mostly from interactions with a female principal (who called me "honey" when unfairly telling me I'd be out of my league applying for the high school band position that had opened in our district at the time) who is now retired and a male professional musician in the community who is now deceased and came from an older generation when all manner of terms were used to refer to women without any consequence.
282	This happens most often outside of my school when my band is performing out of town. I am often asked where the band director is and if I've seen "him." [Second-Class Citizenship] When an event contact is an older male it's not unusual for them to call me sweetie.
283	Until I had children, I was referred to as a sweetie or honey frequently, and often told that I would change my expectations once I had children of my own. Now that I have taught for awhile and had two children of my own, I am hearing less of this language.
284	Usually "sickly sweet" language or language that feels like I'm being spoken down to- "sweetie, honey, hun" this is especially hard on my self esteem as I have a very young looking face - it often feels like I'm being spoken to like a student.
285	Usually older male directors at honor bands or conferences...it is honey, darling, sweety
286	Very rarely happened except the "sweetie, honey, dear" which came more from other women.

287	We ran a HS band festival at my university and I was the coordinator for 40 school bands in 2 days: performance, workshop with a judge, and sightreading. Despite months of work to make it run as smoothly as possible, the adjudicators we hired couldn't be bothered to learn my name and only ever interacted with me to refill their coffee or sharpen their pencils [Restrictive Gender Roles]. They called me sweetie and dear, but never my name. I ran the festival for 3 years and they never bothered to learn my name, but were on joking terms with the male who was recording the performances [Second-Class Citizenship]. The judges told my director that it was ran incredibly smoothly but never mentioned it to me at all.
288	When a judge put his arm around my shoulders and said "honey, you should be careful about wearing skirts and dresses. You might give those sitting on the front row a thrill." [Sexual Objectification] Mind you, I was wearing an outfit that was knee length.
289	When advocating for kids and being firm, "well you've got a pair on you don't you." I have definitely been called a bitch or emotional because I stood up for myself [Restrictive Gender Roles]. I have been called dear and sweetie in a "sit down and let the men talk" kind of way [Assumptions of Inferiority and/or Second-Class Citizenship].
290	When I was a newer/younger teacher, a retired band director who had previously worked in my district was frequently in my building working as a substitute teacher. Whenever he had time, he would wander down to the band room and hang out while I was teaching, often correcting me in front of the students with statements like "here honey, let me help you out with that" or "this is a lot of equipment for a lady band director to move" [Assumptions of Inferiority]. I told my principal and she spoke to him about it. He stopped coming to my room after that.
291	When I was younger, I was called sweetie by a older male (non-music) colleague.
292	When this has happened, it's been pretty upsetting. I feel like I'm every bit as good as the male band directors, so commentary like "sweetie it's okay" can set me off.
293	"It's a good thing you want to teach middle school band. Women rarely get any other jobs." [Assumptions of Inferiority and/or Restrictive Gender Roles]
294	"Flute is a girls' instrument" [Restrictive Gender Roles]
295	"I'm surprised your [sic] not perky like other girl music teachers" [Restrictive Gender Roles] "you won't be able to be a good band director and a good mom" [Restrictive Gender Roles] "are you a flute player? You look like one" [Restrictive Gender Roles] "are you sure you want high school and not elementary? They'll walk all over a girl like you" [Assumptions of Inferiority and/or Restrictive Gender Roles]
296	"I've dealt with hysterical women before and you won't be the last hysterical woman I have to handle." [Restrictive Gender Roles] I also get told I can't understand the electricity issues in our auditorium since I'm female. "Let the men handle it." [Restrictive Gender Roles and/or Assumptions of Inferiority]
297	"You're awfully pretty to be a band director" [Sexual Objectification]
298	A coworker regularly refers to me using sexist language. This has been reported to administration many times but no action has been taken [Denial of the Reality of Sexism].
299	A lot of people just lump everyone in as "guys" when giving instructions (like at district).
300	A male sight-reading judge told me that "women should really make sure they look good from the back" when choosing clothing to conduct in at festival [Sexual Objectification].
301	A teacher telling me that women shouldn't be in charge [Assumptions of Inferiority].
302	Admin has been notorious for gaslighting this type of thing. Too "sensitive" (when advocating for the basic needs of the students and/or band program) or being dismissed entirely [Denial of the Reality of Sexism]
303	Adults talking about other adults

304	After I was hired, some parents of students told me they were hoping for a male band director so their sons could have made role models in the band world. I have also been told in the workplace that I don't look like a band Director or had another member of my marching band staff at shows mistaken for the director [Second-Class Citizenship].
305	Again, early in my career- I didn't even know that it was bad at that point
306	Again, I have been told that "I am fine looking" and also very young looking for my age.
307	Again, predominately [sic], the language has been associated with performing groups rather than in an educational setting. When I first started teaching in Kansas in 2007, it seemed more precedent than it does now ;in educational institutes, anyway) as many if the older generation are retiring.
308	Almost everyone at my current and past workplaces has assumed band directors are men [Second-Class Citizenship]
309	Amongst a group of male band directors I was asked everything I do "Highly accomplished teacher, bus driver, but can you cook is the main question" [Restrictive Gender Roles].
310	Anytime a student expresses any type of distress or emotional or physical need (injury), the director I work with asks me to take care of it. He said "I wanted to hire a 'female' assistant to be sort of a mom for them. I'm not good at that stuff." [Restrictive Gender Roles]
311	At conferences, male band directors and booth vendors have assumed I teach elementary general and were surprised to hear I was a secondary band director [Restrictive Gender Roles and/or Assumptions of Inferiority]. My husband has been mistaken for being the band director at events we had attended [Second-Class Citizenship].
312	Being called the incorrect name, being talked down as "the assistant" when I do the majority of the work, being called honey and sweetie
313	Being left out of conversation with admin [Second-Class Citizenship], being called other female's name
314	Being told to go deal with kid's emotions because females are more nurturing [Restrictive Gender Roles]
315	Belittling undertones [Assumptions of Inferiority]
316	Can only think of incidences of this when around other music teachers, never in my own school or with my own students.
317	Can't recall any from colleagues, but once a student did say that it was weird that I played my specific instrument because I was a woman.
318	Comments about legs, attire [Sexual Objectification] and attitude [Restrictive Gender Roles].
319	Coworker villianizing current hip hop artists
320	Coworkers often ignore me or refuse to come to me with questions and only want to talk to the main BD or the other male assistant and act like I don't know anything [Assumptions of Inferiority and/or Second-Class Citizenship].
321	Definitely called the wrong name a lot. I don't know that I remember any direct quotes, but it feels like sometimes things are said to me with the implication that I don't know something or am unable to do something (which I know and can do) [Assumptions of Inferiority]
322	Early in my career I was told I would be pretty good for a woman band director [Assumptions of Inferiority]
323	Early in my career-not in the past 10 years I would say
324	Especially when I worked down south as a college band director, the local high school male band directors were extremely sexist towards me
325	Exclusion, dismissive actions to comments or actions [Second-Class Citizenship] and objectification.
326	First year at our regional concert band competition, the clinician asked me if it had been a hard transition year for me taking over from a male predecessor in front of the students.

327	Frequently confused with another female band director, assumptions about director gender at festivals and events
328	Frequently confused with the other young music teacher in the district. Had a male principal tell me I was like his daughter that he needed to take care of.
329	From my principal and above, from my sister school's director, from parents who has only had male directors until me
330	From parent's [sic], teachers, and families of band members
331	general "for a girl/woman" [Assumptions of Inferiority]
332	Generally I hear this language in the teacher's lounge when older teachers are gossiping.
333	Generally it is from a disgruntled student, if ever.
334	Good ole boys club comments - when I won a job at this large school, a male director said to me 'welcome to the boys club' [Second-Class Citizenship]
335	Honey, darling, sweetheart
336	I am an official Band-Master, which historically is a gendered term. I have worked to replace "you guys" with a non-gendered group moniker so as to model that for students. Comments about female conductors must wear...etc.
337	I am constantly confused with the other female band teacher. We always get called each other's names.
338	I am in a building with fine arts and ROTC, and the instructors are all male. They very clearly make me feel less than with how they speak to me, saying "the men run this building," and that they've never seen a female work as hard as I do
339	I am unmarried and frequently get called Mrs.
340	I cannot recall specific incidents, but I know that there has been some.
341	I don't hear sexist language being used very often, but rather actions of being treated differently than my male colleagues [Second-Class Citizenship].
342	I don't experience it much now, but in my previous job, this was a major factor in my decision to leave for graduate school. There was a major power imbalance between the head director and myself, especially older male vs young female right out of college. I endured many sexist statements during my 4 years working there.
343	I feel that when I taught in TN this was more common. I also feel that as I get older, have more experience and respect this happens less frequently.
344	I have been a gig musician most of my life, it unfortunately comes with the territory. Usually language involving "a girl doing XYZ"
345	I have been asked if I'm the color guard instructor, whose mom I am, which child is mine in the band [Second-Class Citizenship]. At marching band competitions, I've had parent volunteers at the host site ask if "I'm sure I'm the director?" And had parent volunteers question my right to hand out an extra staff pass to one of my parent volunteers to help with the pit crew in front of my students and parents.
346	I have been called names both by colleagues and by students
347	I have often seen and heard band described as a male dominated field [Second-Class Citizenship], or I have heard specific musical instruments as being more for men rather than women. For example, a colleague of mine once described the trumpet as being a "man's instrument." [Restrictive Gender Roles]
348	I have only been called by other female teacher's names. This was mostly by students [sic], however.
349	I once had a principal shove a box of tissues at me when I was upset about a student bashing me on social media [Restrictive Gender Roles]. I was also once asked if I was pregnant by a principal and reminded that if I was, I would be fired [Restrictive Gender Roles].
350	I received a county band badge that said "Mrs." instead of "Ms."

351	I was frequently called a nickname that I disliked (and expressed that I disliked) by a male colleague repeatedly.
352	I was in jazz band in college. The same.
353	I was standing with a group of male band directors at an after hours type of event. One of them motioned for the group to walk to another direction and I followed because I was standing with them (the only female). He then said "this conversation isn't for you". (Speaking about sexual advances to an orchestra director) [Second-Class Citizenship, Sexual Objectification]
354	I work for a female principal who believes that male teachers should be strict and female teachers should be warm and fuzzy at all times [Restrictive Gender Roles].
355	I work on a all male staff and my boss is also male. Before I worked in high school I also worked on an all male staff. I constantly felt like I wasn't taken seriously, talked down to, and that my ideas/instruction didn't carry as much weight as the men. I felt belittled and I constantly felt like I had to fight for the same respect my colleagues had just walking in the door [Second-Class Citizenship]
356	I worked in a place where sexist language was used on every female teacher. It was awful. I didn't even realize that wasn't normal until I left my last school building.
357	I worked in a rural community where younger people and women were talked down to a lot [Assumptions of Inferiority].
358	I would say I probably gave it back at the guys. I have been treated as a colleague more than anything.
359	I've been called by our orchestra director's name many times, even though we don't look anything alike.
360	I've been told by many parents that the reason I cannot gain their child's respect is because I am a woman and women are just "not as good of teachers" as men [Assumptions of Inferiority]
361	I've been told that I'm "a pretty good band director for a woman." [Assumptions of Inferiority]
362	I've been called "girl" by male principals...been told that my assistant (an older male director) was easier to talk to, with no explanation as to why other than the principal was also male and Hispanic.
363	I've had former colleagues tell me that my presence as a female undermined their authority as a head director [Second-Class Citizenship and/or Assumptions of Inferiority] and that I was to remain silent and "do the paperwork" instead [Restrictive Gender Roles].
364	In undergraduate studies, this was always the worst during practicum/observations/student teaching. In my college drumline, this was almost a daily occurrence. During my student teaching, there was a classroom volunteer who would often insinuate that I was not as capable at teaching or performing as a man in my situation might be [Assumptions of Inferiority].
365	Interestingly, I've had sexist comments said to me more often by other women (even female conductors) than by men. I even had a female conducting professor describe me using sexist language. Oh, the irony!
366	It comes more from outside of the art world, especially athletics, who challenge my knowledge - it snit [sic] because I am a band director, it is because I am female, I simply experience it more because I have to deal with that group
367	It is frequent and ingrained in the culture. In an effort to reduce unwanted male attention in the professional field I had a breast reduction so that I could fit normal blouse tops. This did not stop the comments but comments were somewhat reduced [Sexual Objectification and/or Leaving Gender at the Door].
368	It is more comments made about how good I look etc. they say it jokingly, but you know that there is more too [sic] it. [Sexual Objectification]

369	It is often assumed that a male director is the head director. In my current situation, there are no assistants at the middle school or high school level but all the high school directors are male. All the middle school directors are female, implying that males are the only ones who can "handle" the hs positions [Assumptions of Inferiority]. Other entities such as administration and parents sometimes use language that assumes a man is the band director as well.
370	It is often assumed that I am the choir director because I am female [Second-Class Citizenship].
371	It usually pertains to my role versus any of the coaches
372	It was more towards the beginning of my career. Felt like I was being treated like a child by my all male administrators [Assumptions of Inferiority]
373	It was mostly from another female band director who was supposed to be a mentor.
374	It's always been older men and I don't think they meant it in a derogatory way. But I still didn't like it.
375	It's typically been only used by coworkers that I have a healthy relationship with so it has not bothered me. If someone I didn't know or weren't close with were to use this language with me it would be bothersome
376	It's the tone used when referring to female directors. It's the "lesser than" Director that doesn't have control or the demand of a man. It's the "she's sweet" vibe that you get because it's cute that you're wearing a hat unintended for you [Assumptions of Inferiority]
377	Just a few times. comments like "you don't look like a band director"
378	Just more attitudes from undergrads visiting my classroom.
379	Listed previously [sic], misgendering of the profession. Stereotyping and down talking by superiors [Assumptions of Inferiority]
380	Literally every day of my career I have had this
381	Male assistant director makes comments about female head and myself.
382	Many times students will not respect what I have to say or will contradict me because they do not believe I know as much as my mentor teacher who is male [Assumptions of Inferiority].
383	Men band directors telling kids to play music "like a man". Also telling kids not to wimp out "like a girl".
384	Men directors are constantly complaining about women at school, calling them names and derogatory terms. They often refer to my actions as a director as "cute," even when I'm dealing with serious issues [Second-Class Citizenship and/or Assumptions of Inferiority].
385	Most of these comments happened more when I was younger. It has been much less as I aged and became more respected and known in the profession.
386	Most of these experiences have happened in my first 3 years or so of teaching, but I do not hear this language as much anymore (the past year).
387	Mostly comments about students who are dressed "inappropriately"
388	Mostly it has consisted of generic use of terms such as "guys" to refer to a room full of band directors who are mostly or all male.
389	My assertive nature is often described as aggressive or militant [Restrictive Gender Roles]
390	My former head band director said women's sports aren't real sports [Assumptions of Inferiority].
391	My male high school feeder told me that "women can only be good band directors if they are gay or don't have a family." [Restrictive Gender Roles]
392	never from staff or admin
393	Not being identified as the director is the most common. I'm 32. I don't look like a teenager, but bit for some reason people can't tell me apart from my students. I doubt this would be a problem if I was wearing a tie.

394	Not direct experience. Just secondhand descriptions of other band directors' outdated opinions on female band directors and what they can or can't do [Assumptions of Inferiority]. Not personally distressing, just a bummer to know there are still people in the area who think like that.
395	Occasionally I'll hear students call me sir instead of ma'am.
396	Often the only female in the room and not acknowledged [Second-Class Citizenship]
397	One parent said to me; "When you were hired, I thought you were too pretty and too young to be effective, but you've actually done a pretty good job" [Assumptions of Inferiority]
398	Other directors often call male students "little girls" or "ladies" in order to get them to play stronger
399	Other people assuming I can't move equipment because I am a woman. Or that I couldn't direct a band as well as a man [Assumptions of Inferiority]
400	Other-ing language assuming male gender directors. [Second-Class Citizenship]
401	People have said that women are better suited for middle school positions than high school positions as band directors [Restrictive Gender Roles and/or Assumptions of Inferiority].
402	People will often ask me if I teach elementary music and ask my male partner where he directs [Second-Class Citizenship and/or Restrictive Gender Roles and/or Assumptions of Inferiority]. The irony is I direct high school ensembles and my partner is an elementary music [sic] teacher.
403	Pretty little thing, I could recognize that ass from your concerts, turn around- there, I recognize you from behind, I wouldn't be able to concentrate if you were my band teacher [Sexual Objectification]
404	Probably more just being female. Not necessarily colleagues
405	Random people making comments or assumptions about female percussionists not being as capable or good at specific things than male percussionists [Assumptions of Inferiority].
406	Rarely
407	Reference to the "boys club" and how only men can be high school band directors [Second-Class Citizenship and/or Assumptions of Inferiority].
408	Same as before, I am able to ignore since it's not often
409	See previous answer
410	Sexist language comes primarily from colleagues who are not involved in music. I think this is especially because I am a young teacher. I am fortunate that I do not spend time among the majority of my staff, being so specialized, that I do not face sexist language very frequently.
411	Sexist language is an issue I deal with often. So often that I don't even know how to describe it.
412	Sexist language is the norm. I've learned to gently correct those who may do this out of habit. Administration OFTEN uses sexist language. I have heard female colleagues say things like "You made great pancakes. You will make such an amazing wife one day" to the cheer team after they made pancakes for the staff [Restrictive Gender Roles]. Sexist language is something that I am continuously correcting, but sometimes it's too exhausting.
413	Since I've only been teaching for 6 months, I haven't really had any sexist language thrown at me. Boomers think that they can tell me how to do my job though which could very well be because of my age too.
414	social settings with other music teachers
415	Students occasionally will call me another teacher's name by accident (or mom), but I know my students well and do not believe this is rooted in sexism.
416	The beginning of my career was worse than current experiences. There was a "good old boys" club at the county music teacher level and all-county events were stressful until several older band teachers retired [Second-Class Citizenship]. It is no longer an issue for me at these events.

417	The first time I met 2 of the middle school band directors in my district, one of them said "oh, you must be the girl that is working at _____ now." They didn't even introduce themselves. [Second-Class Citizenship]
418	The language encountered typically comes from the athletic directors
419	The music education scene is very much a "boys club" [Second-Class Citizenship]. I heard a lot of inappropriate language used in the office by men during my professional experiences before entering the field. I have also lost jobs to less qualified cis men with all signs pointing to the principals not wanting to deal with me as someone who does not conform to gender norms
420	There is another female high school director in my district who happens to have the same color hair that I have. Many people (read: men) remark that we look alike and interchange outside titles and names. We do not look alike. We are females and we share a hair color, but the similarity stops there. One of my first trips with my High school band the hotel assumed my assistant was the director and I was 'the flag coach' because he was a man and I was a woman [Second-Class Citizenship].
421	There's so many, but it's things like colleagues saying that "you conduct pretty good for a girl" [Assumptions of Inferiority]
422	These do not bother me as much. Comments on being a HS band director and being a woman, being a good teacher even though I'm a woman [Assumptions of Inferiority], being called bossy or naggy [Restrictive Gender Roles], being a female tuba player brings a lot of inappropriate language and behavior from others, I've never been insulted or called derogatory names but assumptions and sexual comments that seem innocent have been made. I received these almost weekly when I taught HS.
423	This happened while I was student teaching and it has stuck with me throughout my life. After my first observation, my college supervisor said "Right now, you are the typical female band director."
424	This is stressful bringing it all back up again
425	This is very rare and as I get older, I have very few experiences with this.
426	This occurred in the early years of teaching instrumental music.
427	this was mostly during pregnancy being called a "condition"
428	Usually any other name but mine, including at festival, competitions, etc. especially in the marching arts...nobody thought I was the head director [Second-Class Citizenship and/or Assumptions of Inferiority].
429	Usually at festivals around older directors
430	When I first started my teaching career as a beginning/middle school band director, a fitter (a retired cisgender male band director) came to help fit and commented within my hearing distance that the band world was worse now that there were more female band directors [Assumptions of Inferiority].
431	When I started this position I was frequently compared to the previous male director. Parents would comment on their surprise I was doing "so well" at my job because I "am just a pretty little girl" [Assumptions of Inferiority].
432	When I taught high school jazz band, the other band director was a cis, out, lesbian woman with a partner that also taught in the district. I was sometimes called names, mainly when the mostly male students I taught thought I couldn't hear them. The other band director was targeted more often than I was.
433	When mentioning I'm having a bad day, automatically being asked by my all-male coworkers "what, your time of the month again?"
434	When student teaching in middle school, my cooperating teacher told me that I would never make a band director because I was too nice and too feminine. Early in my career, I would go to band director meetings with my male colleague and other male band directors would tease about him bringing his secretary with him [Restrictive Gender Roles].

435	Women band directors in my state are scrutinized more than male directors, and are often talked about in a very sexist way if they are not in charge of a thriving program. Women in struggling programs are often blamed that they are the reason their program is struggling as well. It's a complete double standard, and the way they are talked about is extremely sexist.
436	Worked at a school with a creed that was shouted at the end of each rehearsal. It ended with SIR, implying that only a man could be the leader of the band. I brought this up in 2015, suggested we update it, and was summarily dismissed as being too sensitive [Denial of the Reality of Sexism]
437	You were only hired because you're a woman [Assumptions of Inferiority], they hired another woman do to a man's job?, women shouldn't move like that on the podium [Leaving Gender at the Door], you're the band director? [Second-Class Citizenship], I didn't know cute women held this job [Sexual Objectification], it's hard to take women seriously in this role [Assumptions of Inferiority].
438	-
439	Being from the South, being called sweetie, honey, dear doesn't equate to sexist language. It can be terms of endearment and it can come from men and women.
440	Comments
441	Going to school and living in the south has ingrained in me that anyone could call you "sweetie" or "hon", so I can't recall a time where I found it offensive or harmful.
442	I am not bothered by terms like "Honey."
443	I have never experienced this before.
444	I have not experienced this from men, sometimes from close female colleagues but only as an endearing phrase like "hey darlin' how've you been?"
445	N/A
446	N/A
447	N/A
448	N/A
449	N/A
450	N/a
451	N/A
452	N/a
453	N/a
454	N/A
455	N/A
456	n/a
457	Na
458	never
459	None.
460	none
461	None.
462	None.
463	none
464	None.
465	None.
466	none
467	None.
468	None.

469	None.
470	None.
471	None.
472	None, because affectionate names that men call me is because they typically care for me, or desire my best interests. Microaggressions are Farcical.
473	None.
474	This I have not thankfully experienced.
475	While I am certain I have experienced this at some point in my career, I cannot recall a specific time.
Open-Ended Response--DENIAL OF THE REALITY OF SEXISM	
Please describe any experiences you have had with denial of the reality of sexism in your work as a band director.	
1	I can hit every single one of these bullet points in my own experiences.
2	I've been told sexism doesn't exist because all pay is equal on the salary guides and districts have to follow equal employment opportunities. I've been told that the reason more women aren't band directors is that they choose to stay home to become mothers. When discussing (with peers) my mentor teachers frequent comments on my clothing, personality and voice, I was told that they're "just trying to make sure I can do my job".
3	statements that sexism doesn't exist in the profession any more; being told that an experience with sexism was imagined; blaming the lack of female band directors on women
4	Majority of directors in state thinking it isn't a problem that there is limited representation for people not white/cis/male, being told women can't be HS directors bc of having a family
5	All female band directors I have talked with agree that Iowa has a double standard between their female and male directors. Male directors are expected to have the head director position and females the assistant or middle school. The denial comes from these head directors saying women choose to not have a job like theirs due to time commitment and having a family. It is assumed women choose not to take these positions rather than acknowledging the glass ceiling in Iowa. They also then tell you about the one female director they know that is in a very high position, but then we are told to emulate how that director teaches.
6	I have been told that sexism doesn't exist in the band world anymore, and that women don't want to be band directors because it's too much of a time commitment that takes away from their families.
7	I have heard many male colleagues say that women enjoy working with elementary school and that is why they are teaching there, not because of the difficulty of placing a secondary position. Some male colleagues have expressed that sexism does not exist and as long as you work hard and know the right people [Second-Class Citizenship], doors will open for you.
8	Look at other women who are succeeding in your field, it must not be about sexism.
9	Most of my professors in college were of the mentality of "band people are special... Sexism isn't a thing here." If my femininity presented a challenge for me it was criticized as a personal character flaw and I was often advised to replace that [sic] feminine characteristic with a masculine one [Leaving Gender at the Door].
10	My coworker completely denies sexism exists, even though he is a prime culprit of it. Anything I or society blames on sexism, he will refute it by saying something like "it's not 'cause she's a woman, it's just 'cause she sucks."
11	People do talk about how much better representation has gotten over time, which is definitely a positive. However, that is used to try to discredit how much the issue still exists. I have often heard people say that there are less women at the high school level because they have less ambition or drive and therefore belong in middle or elementary.

12	Professors telling female collegiate students that "if you work hard, there's no reason you won't be as successful as men." Older male directors telling young women that we are blaming our assessment scores on our gender when there's "no sexism in judging."
13	Regularly being told I or other women are too emotional and that's why we aren't as successful is a big one, especially for me who has cPTSD. I have been told I am probably overthinking it when I tell people I am concerned I was passed over for a job because of my gender. I often heard things like "they probably knew someone" or "they have more experience, right?" and other excuses. I also get a lot of "at least they didn't _____" instead of empathy when I have suspected sexism.
14	This was frequent in the 1990's but has improved although not been eliminated. I still hear: statements that sexism doesn't exist in the profession any more; blaming the lack of female band directors on women (e.g., their personalities, desires, motivation/work ethic)
15	While I was applying for jobs, and even now, I am often told that sexism is a thing of the past and now people are no longer biased toward women in this career. I am also told that the lack of women in leadership roles is because "women don't want them" and if more women worked as hard as men do, then they would be on an even playing field. Being gaslit is a real thing that happens often.
16	Women have children, they can't handle the pressure, yes there's no sexism
17	Especially with people, friends and family, not in the profession comments have been made that it's not as bad as I think or that females overall probably don't want to be high school directors because of the time commitment with marching band, and that I'm sure you weren't passed over for a position simply because of your gender.
18	I have often been told that there aren't more women band directors because we're not suited to it by personality or because we put our families first. I have had people brush off instances of sexism as not happening.
19	The idea that it isn't relevant or happening. It is my personality (which may be true) not the fact that I'm a woman. Or it's just how that person is; they're not being sexist, they're just a jerk.
20	My own husband discredited this characteristic with me simply being jealous of his program.
21	"Well, if women just worked harder and didn't have babies, they could teach HS!"
22	After I had my second child, I decided that I didn't want to teach high school band anymore and wanted a middle school position. I got what I wanted but the reaction was interesting. I had someone comment to me that Yes - I t [sic] was a good choice because the high school "deserved" a director without small children.
23	Being told that the reason women are not high school band directors is because women don't want to do it.
24	Constantly hearing that women ate [are] supposedly "equally proficient" just they don't pursue certain fields or positions as greatly.
25	Honestly, I don't think anyone was really talking about this with me at least when I was a band director. I suspect that many people may have held these beliefs, but the conversation wasn't even happening about hmm, why are men so well represented here? It was just accepted and not even a topic that came up. I do vaguely remember my otherwise excellent principal in the job I stayed longest saying something about hiring young women and how there could be more turnover because of marriage and motherhood.

26	I feel like this is the "quiet part out loud" for many male directors. They'd never actually say this, but they imply that they secretly believe it is because of women's own faults that they are not in higher positions of music. Just recently, in a forum discussion about a conference featuring 5 (white male) composers, a woman was flamed by the comments for asking why there was no female or PoC inclusion ("well what do you want me to do about it?" "can you even name a female composer in (insert state)?").
27	I have been told that if women band directors were just "better" they would get jobs over men, when I have seen overqualified women be turned away.
28	I have had mentor figures judge me as being lazy or not committed to my work because I've turned down jobs in areas discrimination is a known issue.
29	I have had superiors show surprise when I spoke about my career path to achieving a HS position. I have had my time commitment to my job questioned as it relates to parenting.
30	I have heard cis-male professionals in the past explain to others that the lack of female representation in band directing is due to the fact that a lot of women want to be stay at home moms.
31	I have heard so often that women music teachers go and teach elementary music so that they can go home to the kids after school (a valid personal choice) or because they just aren't as good and it's just playing games at that age. This really bothers me because behind every great high school ensemble is a fantastic middle school and elementary school music teacher. And also, those two teachers are probably doing way more physical teaching than the high school band director (my high school band director will admit this to me (she is female)). It frustrates me that that is said so often because those are the two music teaching jobs I see women get most often. And those are both foundation setting jobs, so if the middle and elementary person/ people are good at their job then the high school director can skip teaching so many things and focus on just rehearsing an ensemble. I'm over here making sure the kids know how to open a box correctly!
32	I only hear that women choose not to be high school directors due to family duties/expectations.
33	I think that some female band directors blame the system for their band not doing well for their band not earning superiors as assessment. Each time I've heard a woman complain that they didn't get a superior because they are young and women. It wasn't the case. The bands performed at an excellent level, not superior. I know there are women that have valid experiences, but it angers me that there are many women that use this as an excuse instead of an opportunity for professional growth.
34	I work with a lot of female music educators and am sad when I hear women say, "I really want to teach high school band, but I also want to be a mom, so I guess I'll teach middle school" because so many additional evening and weekend events make it so hard to do both.
35	I've been told since undergrad that women have ample opportunity to reach the highest levels in this profession, but that opting to get married or become a mother is why women opt not to.
36	I've often heard that there aren't more female directors because they didn't apply or because they aren't suited to be band directors.
37	In teaching college music majors, many come with the idea that they can't be band directors and have a family.
38	In the same band director association, I had colleagues tell me I wasn't getting jobs not because of my gender, but because of lack of ability - WHICH IS NOT TRUE. All of my high school groups in 5-12 have improved drastically with my work there.
39	It is hard to be a mother and a band director! It does put you in a different situation to many sis males. There is a discussion to be had about real life challenges versus perceived

40	It was told to my face by a previous fine arts director that if I wanted to have children they would have to move me down to teach elementary music. That a female Band Directors cannot have children and maintain the position.
41	Less for me, but I definitely feel like there's a bias against moms in the profession.
42	Men are admired for taking off work to take care of their children. Women are looked down on for putting their family first. [Restrictive Gender Roles]
43	Most from the lack of high school female directors. People are so hung up on females not having time, not having the right attributes, and not able to be a good parents if they are a hs director. They don't ask if you even want to be a parent, they just assume. And no one ever says men directors are bad dads because of their position, only women.
44	Motherhood is the issue. Motherhood interferes with a band career. Fatherhood does not. People do not recognize this as a problem.
45	motivation was mostly what was the reason that I heard as to why there were not many women at the high school level - that and the time commitment that high school directing takes. The family excuse was always there.
46	Sexism is rarely ever mentioned. It is swept under the rug; women directors talk about it to one another, and often, I've been told by my closer male friends that if I wanted things to change I needed to make sure I was respected and considered an excellent director first.
47	Some of what I experienced was actually from other women who were jealous of my position, indicating their belief that I was not qualified for that position
48	The conversations when I was working on a large staff was always inappropriate but then when it became taboo in the workplace, suddenly that never happened and nobody felt uncomfortable, right?! Also, I was told if I talked about having a family, it was too distracting for a highly competitive program, and I should give it up for someone who could devote all their time to it if that came to be the case.
49	The local narrative that there just aren't any females to direct bands in the area
50	The opportunities for women at the high school level hits the hardest, because I do plan on having kids in the future and I want to be a HS BD and I have been told by numerous colleagues (when I say I want to teach HS) that I would barely have a family/social life anymore and that my life would be the band program. A friend of mine just had a baby a month ago, but when she found out she was pregnant over summer she decided to leave her position as an assistant HS BD because the director said maternity leave wouldn't be long enough and it would be hard to get anything done with her being pregnant in the fall and taking care of the baby in the spring.
51	When I brought up the disparity in festival scores, I was told that if I didn't like it, I should get on the board and make changes, being told that motherhood was a choice I made that sacrificed my career trajectory
52	When I make a comment about the lack of female composers, head directors, or judges, I'm met by the comment "because there aren't many to choose from"
53	When people say that not as many women desire to be band directors because of their family lives, it's absolutely true. I never even applied for high school band directing jobs because of the time commitment. I know that is not true for all women, so it doesn't bother me when people say it because I know the truth.
54	College professor stated they did not believe this was an issue anymore. Suggested women were creating issues that didn't exist.
55	I am frequently told that "it is not bad or all is equal."
56	In my area, 11 of 13 high school band directors are male. At some points it has been 12/13. Whenever I bring it up, I'm given excuses with the implication that the issue is not real.

57	"It's not as bad as it used to be." Duh. But it still isn't good.
58	"Look at how many females there are here" when there are only a few out of a whole room of men
59	Consistently told gender doesn't have any bearing on choices to fill music director positions.
60	Denial itself - that it is women's fault for not having the opportunities or good programs, and denial that treatment of women is different from men, "sexism doesn't exist anymore, especially because of all the current movements"
61	I actually often hear things like this from my spouse. We have very similar jobs and the exact same kids, but nobody asks him about or expects him to achieve work-life balance. Last week it somehow came up that high school band directing can be an old boys club, and my (male) principal insisted that it wasn't still true.
62	I am told sexism doesn't exist anymore, opportunities are the same for everyone. Even though we all know that isn't true
63	I had a former mentor (female, successful director) who told me that I shouldn't waste my time with any women's organizations within the music field because sexism doesn't exist in this state anymore. The conversation happened 5 minutes after I had just been "escorted" out the door with an unnecessary hand on my back at the conference we were attending.
64	I have been told that employers are not biased but seen their prejudice firsthand
65	I have been told that sexism doesn't exist in the band world.
66	I have often heard that sexism doesn't exist
67	I try not to surround myself with people who deny the reality of sexism and other forms of oppression. I do see it, mostly from my male colleagues, and it's usually defended by them saying everyone has equal opportunity, or it's about the connections you make in a professional setting. They don't see how hard it is to make those connections with other directors when everyone assumes you're an "elementary person" because you teach K-12 [Second-Class Citizenship].
68	I was told by colleagues that sexism doesn't exist in hiring for band directors. That's hard to believe when the vast majority of directors in the area are male.
69	I was told in college that it is getting more difficult to be a band director as a male now a days because everyone is only "hiring women". This came from a faculty member.
70	I've been told all of the high schools have the same opportunities and that "I am supported just as much as the others". But the other schools have a middle school director that feeds into their program. My feeder school does not. My feeder director is not even the assistant to my band because he was fired before I started here. If I were supported like the other 2 high schools, there would be a new director at my feeder middle school.
71	I've been told that sexism isn't an issue anymore
72	Many colleagues claim that sexism is not a thing, but that is simply not the case. I believe many of their actions are not malicious, but rather learned behavior.
73	Many men I know think this sexism doesn't exist and claim that I "benefit" from it.
74	Men frequently state that UIL ratings are completely equal and women do just as well as men.
75	Men outright deny sexism exists in the field when it does
76	Men who deny it when women try to bring it up at district events.
77	Often times being told that because of one token female director in a top role, there is not sexism in this state. That one is sooooo common.
78	Other directors saying that sexism isn't present in our state in regards to band directors.
79	Prior assistant didn't believe it was around. New assistant is FANTASTIC! Super supportive.
80	Statements that sexism doesn't exist anymore because there are a small number of female band directors.

81	The high school band director made a comment just the other day that women have pushed for equality and now they have no problems.
82	The most interesting thing was being told by a female band director that sexism doesn't exist anymore and that gender should not matter on the podium.
83	This happens often. I try not to bring it up anymore, because I don't want to argue with people who use examples like "there are way more female band directors now than when I started teaching" to justify the sexism that still exists.
84	Various people sometimes comment on how little sexism there is in the workplace nowadays
85	While I myself have even answered these questions that one thing hardly happens here or only in some circumstances, I know it happens all the time. Whether blatant or obscure it still happens to me and I know my experience doesn't speak for everyone. Even though right now I don't deal with it often doesn't mean that won't change next year or the year after. I've mostly been told by people outside of my profession that there is no sexism in education because it's mostly female anyway. Which is of course a whole separate issue of men being deterred from teaching due to wages while women aren't. While those wages are low probably due to the whole professional being seen as babysitting and raising children which is « a woman's job ». I recently had someone insist to buy my food because they couldn't let a public school teacher pay. It's as if even though within education sexism is becoming rarer slowly, our society will still discriminate against the whole of education because they still don't fully respect women.
86	This is constant. "I didn't notice" "you're reading too much into this" are often the responses when I report unwanted or inappropriate behavior directed at me.
87	When I first got hired and experienced a lot of sexism in my new job, my male colleagues thought I was overreacting. That all stopped when a male parent tried to physically intimidate me at a football game. After my teaching partner left the band area to help a student, this dad physically blocked me in between a fence, garbage can, and his body to yell at me. He got mad when I wouldn't engage and insisted he move and then I went and got an administrator to keep him away from my students and I.
88	"well you teach choir too so it won't affect your job mobility"
89	1. I mentioned before when I talked to my HR director about how young women are treated different in our school he said, I hope that's not the case and then changed the subject. 2. Other teachers telling me I shouldn't be bothered by the super calling me "Kid."
90	Although it has improved, it definitely still exists; however, I have been told by men that we are just too sensitive and that it is no longer an issue.
91	Being asked why I don't teach elementary music and then being told women only want to teach little kids and be an assistant high school director because "our personalities" don't mix well with being in charge. Consistently having discussions about that there aren't many female head directors because we can't take criticism and get too emotional. Not being taken seriously and being told I need to "relax" or "loosen up" when talking about a situation dealing with sexism towards myself.
92	Being told that I'm reading into things too much when I mention the lack of female representation in the profession.
93	being told that if I file a complaint against a male colleague, it would look like I am bitter.
94	From other colleagues, it doesn't matter who you are you will never live up to this person, the previous director really put the kids in shape, do you realize that there aren't a lot of female directors that do as much as you do? Maybe you should relax and take a break. Admin blowing me off because I needed to think about my feelings as their are over the top, admin not following through with student behaviors because I'm overreacting and need some time to think about it, but will process other teachers remarks on the same subject.

95	I am constantly gaslighted when I express my opinion.
96	I am surrounded by male colleagues (many of whom are friends) and I often stop myself from saying how I really feel about why certain things happen (because of gender) because I don't want to be considered whiny or making excuses about it.
97	I get eye rolls when I talk about how I'm the only female band director in our athletic conference.
98	I haven't been explicitly told anything but I have been ignored completely at meetings with other directors [Second-Class Citizenship] or being told that I'm overreacting when I raise a question or concern, while my male colleagues have had their questions answered or concerns addressed.
99	I was being sexually harassed by another music teacher in my district. I was told by a female administrator that I should "make lemonade" from the situation.
100	I was told it wasn't a big deal when my supervisor would place his hand on my back constantly. I have been told it is my imagination that others get frustrated with my tone of voice/communication style because I am a woman.
101	Make [sic] chair telling me that constant badgering or questioning of my authority by a colleague isn't sexism, he's just feeling upset.
102	Mostly denial from peers or being dismissive.
103	My concerns get brushed off
104	My university denied sexism incidents for several years, or excuses were made to diminish what happened until a male reported it.
105	Someone I work with is blatantly sexist toward me and other colleagues shrug it off, as 'he's just an old man', 'he's from a different generation', and 'that's just how he is'.
106	There are many microaggressions from a male colleague that continue to prevail. The department chair continues to tell me "that is just the way he is", or "he had problems with the previous director so it is just PTSD so let it go"
107	Trying to address being called band mom is met with eye rolling.
108	Ugh! It's so bad! Being told to "lighten up, it's just a joke" "don't take things so seriously" etc when it's a truly sexist or offensive remark.
109	Very few men wish to see the systemic issues prevalent in our profession. They roll their eyes and say it is an imagined problem and quickly change the subject.
110	We have a staff member who makes inappropriate comments about trans students. When called out on if he acts like I am crazy.
111	When I tell female band directors my experiences, they confirm they are experiencing the same thing. When I tell male colleagues, I'm told I'm being too sensitive or misunderstood the situation.
112	When talking about sexual harassment in general, men usually say "it's not so bad! Just lighten up!" In my experience, most male colleagues don't understand how difficult it is to be passed up for multiple jobs because you're a woman and you know that.
113	When the assistant director at my school and I experience microaggressions [sic] in emails and conversations she often tells me not to worry about it, even though it is very frustrating to both of us. Since this particular man is older he is excused as being "old fashioned" and he does what he wants. Ugh. Not an excuse!! Many of the experiences I've had that were negative were with older retired male band directors and it's frustrating.
114	Before I became a band director I was talking to my male music friend about this and he denied that there was a disproportionate amount of females versus males in high school band positions and refused to believe me until I showed him a chart. This started because I told him I was nervous about accepting a high school job due to possible sexism that I may face.
115	Colleagues not believing claims of microaggressions

116	Even with my family members, they don't necessarily believe that some of the conversations that I retell actually have happened how I explained them.
117	I don't think I've had enough of these conversations to have an opinion here. When a colleague asked about my research interests and I talked about female band directors, he had a confused look on his face but the conversation ended there.
118	I don't think many of the males I have worked with even think about what opportunities women are missing out on. I don't think it is a priority for them because it doesn't affect them.
119	I feel that the times I have tried to speak up/out about sexism, it is brushed aside. Just because someone else doesn't feel it, especially a man, doesn't mean that it isn't happening.
120	I find it bothersome how dismissive men can be when we bring up things that are apparent and obvious to women. For instance lack of regular programming of women composers. The fact that commissions [sic] come to me because they want to commission a female composer, not because they like my music.
121	I get this from the good old boys club that there isn't a good old boys club. It's infuriating.
122	I had a male coworker that refused to see the issues of sexism, he isn't my coworker anymore.
123	I legitimately think we don't have many of these issues in my area. Women are very well represented in both hs and ms positions AND leadership positions around my region, though I know we are likely an anomaly.
124	I often have to explain to my husband why something has offended me or why something is sexist.
125	I was told by a white male that representation for genders and ethnic groups was not important and that people don't have to see themselves in roles to have confidence to become those positions.
126	It hasn't come up too often, occasionally I'll mention something and some male colleagues see it and some don't.
127	It's mainly just annoying when a man doesn't acknowledge our feelings: you don't have to do it/see it to acknowledge and accept that it is our reality whether or not you're a part of it.
128	Most people don't seem to be aware of it at all and are surprised when I bring it up
129	Mostly seems to be lack of empathy when discussing my experience.
130	Mostly the 4th bullet point. The people who think sexism no longer exists are typically men. Shocked, right?
131	My coteacher doesn't understand this concept. He never understands why he gets a different result from the men around him than I do when we ask the same questions.
132	People don't believe that men have said and done what they have. They question me and my integrity because I'm the female. I dressed too pretty and must've been flirting...
133	Recently, it has seemed worse in terms of denial of the reality of sexism. Male colleagues have denied that they have experienced privilege and they don't seem to understand what it means to be asked if you can handle a job as a female [Assumptions of Inferiority], yet not one has ever experienced a question regarding whether a man could handle a particular job. Admittedly, it has been mostly men in my generation with whom this has happened. I truly believe that younger men are more in tune with these issues than are those in the older generation.
134	There is a LOT of denial from those who don't experience it (white men). I see this in person at events as well as in the popular band-focused online forums.
135	When discussing a situation with another male colleague, it was dismissed until he witnessed it for himself
136	When I explain to people my experiences as a female band director many don't seem to believe it until they witness it themselves. A band dad/volunteer didn't realize how much sexism I experience until a parade official shook his hand and thanked him for bringing his band to the parade.

137	When I talk to men about issues of sexism, most of the time they have no idea this is happening. Sometime this is because sexist comments often occur when other men are not present or ideas are so common they do not see it.
138	When I tell people that I've been grabbed or cornered, and they don't believe me.
139	When my male colleagues have take the time to listen to some of my stories they have been mostly receptive. Unfortunately, I find most of the issues to be with older individuals in more administrative roles who are the issue. They are more removed so I think they have a harder time seeing the issues
140	When talking to trusted directors about my interview experiences, they have a hard time believing any of what I say is true. It is invalidating. Sexism is a really problem. Especially in Arkansas. Nearly every job interview I've been in has asked sexist questions.
141	While I am told that it isn't a barrier, that is not what I have experienced.
142	It's better than it used to be, that's positive! With DEI initiatives, it's much easier to be hired as a woman than a man. There are more women in this organization than I realized - that's great! (meanwhile it's less than 20%)
143	"I treat all of my students differently, but most of the time, the girls just can't handle the pressure."
144	"We just hire good people." [Denial of Individual Sexism]
145	(see story regarding superintendent) [My superintendent unilaterally decided to "extend our band program" to include 5th grade band (we had previously started in 6th grade). This decision was made without consulting myself or my colleague to discuss feasibility of time in the schedule, resources, or what would be sacrificed for this change. When I sent him an email asking for help with additional resources, he responded by telling me that I sounded "passive aggressive".]
146	A parent denied any sexism in the band program, and when I tried to explain to him some examples, he rolled his eyes. This parent was extremely sexist himself
147	A previous, non-band coworker would actively ignore my advice but welcome the exact same advice from my male assistant [Second-Class Citizenship].
148	After losing out on a job I wanted to a male, I heard from several colleagues that gender had nothing to do I'm with it
149	Again my co director was very sexist. And I found it wasn't just with me but all women, including how he chaired students and put them in leadership positions. He would never admit to this and I honestly don't think many men directors would.
150	All of the above descriptions have been said to me in passing or in conversations I have had or have overheard. Most of the comments were made by men, but sometimes by women, especially administrators or women who must have believed they would fit in better..
151	As a confident woman, I have never noticed this much and have never been bothered by it. (I feel you can make your own future.)
152	Being in the final round for a high school band position to only be beaten out by a man, who is younger and less experienced [Second-Class Citizenship and/or Assumptions of Inferiority].
153	Being told gender does not have an impact.
154	Being told that all employers "want" a male to teach that [sic] their high schools instead of a woman
155	Definitely feel like this stems from the collegiate level
156	Denial.
157	direct supervisors saying that there is no masculine favoritism
158	Especially since it comes from other women mainly, and most of those women are ones we look up to in the profession, the ones who could and SHOULD be role models for others. It's very invalidating to hear some of this from the very people who should be supporting the concerns and issues, not denying them or adding to the issue

159	Everywhere. all the time. Like racism, it's systemic and something we have continued to teach. Until questions are asked and reflections like this occur, change can't happen.
160	Gaslighting is not ok. A former colleague claimed he was a feminist, but he was pretty horrible to work with [Denial of Individual Sexism]. He did not so well under female leadership
161	Go to any staff meeting.....
162	guys just trying to be open that often are not
163	Heard it doesn't matter anymore n an interview, but then the next question was how would you as a female handle HS discipline.
164	I am described as a tough teacher, yet my male counterparts are just as "tough". [Restrictive Gender Roles]
165	I do hear these comments from time to time but not a lot
166	I don't really talk about it. Maybe I should more.
167	I don't think anybody denies it, but people disagree on how it manifests.
168	I feel like so much of it goes unspoken. I haven't heard anyone directly say sexism doesn't exist in the [state] band director world, but I have had other female directors act like I shouldn't speak up when there are clearly inequities happening. I started a women's jazz festival in our state, and one of the female directors I told my idea to was not thrilled and basically tried to hush me and discourage me from starting the festival. One of my male colleagues on the other hand, encouraged me and pushed me to follow this dream. And he did it in a non-demeaning, didn't take over the plan kind of way.
169	I feel not listened to/my experiences are invalidated because men don't want to admit sexism exists.
170	I find these comments frequently in band director internet groups.
171	I generally don't talk with other directors.
172	I get told these things so often I cannot pick out one instance in my mind.
173	I had to leave my previous position midyear when confronting constant microaggressions.
174	I have heard from older directors how they were treated. I [sic] my state woman have been directing bands, though primarily middle school, for some time.
175	I have not experienced this, but I know the denial is out there and that bothers me.
176	I hear these statements a lot.
177	I no longer pay attention
178	I often hear explanations from my male professors and colleagues how women are underrepresented in the band field and how they wish to change it, while simultaneously only hiring other males for director roles.
179	I refuse to have these conversations with male directors, so I haven't experienced the blatant denial of sexism. I wish I could safely have these conversations.
180	I think "top" jobs are not given to females more often than not.
181	I think having conversations with male colleagues about what is out there, is eye opening. I am lucky - the men colleagues in my life trust me and honor me, so they do believe me. But they are shocked that some of this happens.
182	I think that sexism in the profession is obvious, and even the males mostly admit it
183	I was told I was only hired because I was a female, but it was immediately taken back as "a joke".
184	I work in a catholic school. Gender norms are the way of the land here.
185	I'm maybe somewhat guilty of this myself. It's not often pressed on me from others, though.
186	It doesn't happen often in Seattle (at least people are not verbal about it here because they know they would get in trouble - we are a fairly progressive district in terms of talking about race and gender), but when it does happen it's VERY frustrating. I most often see this at conferences when we meet with people outside of our district.

187	It is NEVER spoken about despite the facts.
188	It's constant. Not just gender but also younger band directors being targeted for having different ideas.
189	Lack of representation [Environmental Microaggressions]
190	large group band contest judges being all old men [Environmental Microaggressions]
191	Listed earlier
192	Luckily, when I have explained my challenges in the field to my male colleagues, they listen and agree that it shouldn't be this way. They do not, however know how to make change or offer help to make change.
193	Male and female coworkers
194	Male colleagues not accepting advice or ignoring suggestions for the program [Second-Class Citizenship]
195	Men claim sexism isn't in the work place, but I see it every day. Administration at my school is male dominated. My building is 5 males to 1 female. There's only 2 high school band directors that are female in the district. There is inherent sexism in the hiring process alone, not only in the schools
196	Most people accept that it happens when I talk about it.
197	Music festivals. I get treated like I'm not in the room [Second-Class Citizenship]. I've chaired bands for festivals many times and that has changed nothing
198	My few experiences with this are more from men in suburban/rural communities.
199	No one I know would have the nerve to tell me that because I can tell them why it has made an impact, why it is important, and how really damn hard I had to fight to show that I was a good choice over a man. The women in my district who have followed me as head directors didn't have it as hard or difficult as I did.
200	Number of women in upper grades is not representative of the population.
201	Oh, it happens a lot, but I guess I've gotten use [sic] to it and ignore it.
202	One band director I know describes powerful women director as "bitches" [Restrictive Gender Roles] or only got that job bc they are a woman!
203	One of my undergraduate professors told our class "if anything it's an advantage to be a woman because teaching is a women's field." There are no female band directors at that university and very few female head directors in the area
204	Perception at every job that sexism doesn't exist, when it still does.
205	relates back to the previously referred to story
206	seeing more talented women be passed over for a less talented man to open new schools [Second-Class Citizenship]
207	Some directors will say they are not biased, yet they ignore my opinion at faculty meetings but listen to the male directors' opinions [Second-Class Citizenship].
208	Some of my male band director peers are in denial regarding the treatment and opportunities given to female band directors. It seems like all of the female band directors I know of have this almost "bitchy" attitude to attempt to appear more masculine because of them being forced to do so [Leaving Gender at the Door].
209	Someone saying that they treat everyone the same when they really do not [Denial of Individual Sexism].
210	The "boys" club with our reginal assiciation is extremely frustrating, and very hard to get involved [Second-Class Citizenship].
211	The head director at the high school denies the reality of sexism.

212	The intersectionality of being a woman and being an ethnic minority make me feel that I have a need to prove myself more than others. That being said, I feel it is easier to break-through the ethnic minority ceiling than the woman ceiling. Even in [State name], where the ethnic make-up of the directors is pretty diverse, it still feels like being a woman is a bigger barrier.
213	The local marching band competition circuit refuses to recognize that they have no female music judges. When female band directors who have who championships in the circuit train to become judges, they are acclaimed by WGI judges but the local band directors bully them, ask them if they're qualified to judge and protest them because of their tone of voice. They [sic] local competition circuit removed the judges even though their own rules state that they should be retrained.
214	The national Band Directors Facebook page.
215	The playing field is not level and I don't think it ever will be level. It's gotten better but women in this field will always be compared to the man who came before her. I witness it frequently with my own head director.
216	The younger people tend to think more this way.
217	These instances have been rare, but it has been pretty easy to write them off because the individuals who say things like this are fools.
218	This always comes from other directors.
219	This does not come up as a topic because many now realize it is taboo. However, it will come up in informal conversations. It is still noted that women tend to have the role of nurturing mother, middle school, assistant type roles in the realm of band [Restrictive Gender Roles]. There are women breaking the mold but it is still a man's world especially at the competitive high school band level [Second-Class Citizenship]. Most states will have fewer than a dozen most likely less than half dozen respected women band directors at competitive high schools [Environmental Microaggressions].
220	This happens every once in a while. I have worked at my current location for six years now. Prior to this job I had been seeking full time employment. I was passed up as one of two final candidates for every band job in TN. Most of the men they hired were not as experienced and ended up leaving a year later. They even hired a man at one that ended up getting arrested for video taping children changing. It was ridiculous. I was told after those rounds of interviews that it was not because I was a girl.
221	This happens mostly when talking about my career outside of work hours, on personal time.
222	This is 100% true and even my percussion director husband is guilty of it. I do have to say though, that I haven't really experienced this in teaching at the middle school level. It was a constant theme at the high school level. The only high school jobs I was initially offered were from female administrators - not a coincidence.
223	This is a conversation I have with my female students. I haven't had it much with colleagues. I did have a female mentor have a conversation with me about this and that was powerful for me to hear.
224	This is minimally frustrating to me because I am usually able to change my male colleagues minds on this matter.
225	This is not something that I personally have seen or experienced, however I understand it is still an issue and does still occur.
226	We are open about everything.
227	We just think teaching elementary school is a better fit for women.
228	When I have reported statements that a colleague said to me, they've always been swept under the rug. Previous male department chairs (I'm now the department chair) and administration have never done anything regarding my colleague's past comments.

229	When my drill writer was sending me inappropriate text messages (as I mentioned earlier), I told my music supervisor (who was also my predecessor and worked with him) and he couldn't/wouldn't help with anything.
230	Whenever I have tried to bring up my observations or concerns with male directors in my region I'm dismissed
231	Yes
232	Again, I know this is an issue in other places. I am incredibly fortunate to be involved in NHBDA, with males who acknowledge sexism in music and in my district which has only had female band directors for the last 18 years. Denial of sexism is certainly a thing, but not in my direct connections and professional community.
233	As a Lantina [sic] band director, I would not say that these statements are a "denial of the reality of sexism". This question is laid out in a way that cannot be looked at without bias and is negating the reality of those who have never experienced the above statements and believe them to be true because they have grown up under more female directors than male directors. I am surprised any time I see a survey like this because I must be very fortunate to not see much sexism against women in the workforce. I feel equal and somewhat advantaged over my male counterparts in this field right now because of the emphasis being placed on women and minorities. My success is based on my skills and abilities, therefore I will never be upset if a male or female with a higher skillset and ability level gets an opportunity over me.
234	Full on investigation and dismissal of male band mentor and also an investigation and mediation for another white male band director in which he was accused of harassment by many women
235	Hasn't happened.
236	Hmm I don't think I've experienced this. My coworker is a person of color where are open to these types of conversations
237	I am a professional and am treated as a professional.
238	I am comfortable with calling this situation bullshit when I see it but I'm lucky that I've never had it said to me or in my presence.
239	I didn't really deal with this but was in a district that was trail-blazed by two strong female high school band directors.
240	I don't recall anything, especially in the last 20 years.
241	I have never experienced this before.
242	I have never experienced this.
243	I have not had much experience with this as most of my colleagues in college were aware of the sexism. We often talked about how we appreciated that our wind ensemble and wind symphony directors (the top 2 director positions) were both female and how that is so different than the norm.
244	I have not personally experienced this.
245	I have not really experienced this.
246	I have not really experienced this.
247	I haven't experienced someone denying the fact that sexism isn't present. I have talked to plenty of male band directors that have mentioned the lack of female/feminine role models in the band world.
248	I haven't experienced this.
249	I honestly haven't experienced this one much, maybe because I don't seek it out or I'm just really good at avoiding it
250	I just haven't had any experience with these particular conversations.
251	I work with open-minded people.
252	I'm not as familiar with this.

253	I'm sure that some of this still exists, but I do not see it at this point. Things have improved immensely since the early days of my career. Now I see women band directors everywhere and women are considered for positions all the time. I see capable and qualified women conducting honor groups and leading our state professional organizations. Women appear to be respected as equal colleagues.
254	N/A
255	N/A
256	n/a
257	n/a
258	N/A
259	NA
260	Na
261	Never
262	none
263	None
264	none
265	None
266	None
267	None
268	none
269	None
270	None
271	None
272	None - I have not felt that being a woman has ever been a barrier to my involvement in the profession. I don't doubt that it has been a significant issue for many woman, but it has not been my experience.
273	none I can think of- but it would bother me to a degree
274	Other content teachers (english, history, etc) at my school who are CIS-male often reach out to female teachers at our school and ask how they can help counteract sexism in our school. They listen to our requests and ACT
275	This has not happened to me personally
276	This is a ridiculous premise.
277	This question feels bias [sic]

Open-Ended Response- SEXUAL OBJECTIFICATION

Please describe any experiences you have had with sexual objectification in your work as a band

- 1 "Honey, where's your director?" [Second-class Citizenship] I've had my breasts and butt grabbed by three different men (2 colleagues and a parent), I've received comments about my body from men who observed me conducting, and I've been asked "How do I get in line for that?" regarding requests for sexual acts.
- 2 "Wish you were MY director in school!" After seeing me. Hugs instead of handshakes. A vendor wanted to send all district female directors flowers.
- 3 A co-worker in my early years of teacher touched my hair, called me pet names, and repeatedly asked me out to dinner even though he knew I was married and never showed any interest.
- 4 A coach I didn't even know put his hand on my back to get my attention. A male band director put his arm over my shoulder. A music store representative(s) continued to hit on me after telling them no multiple times.
- 5 A lot of unwanted touching on shoulders and back, comments on my appearance that are unwanted and slightly sexual in nature.

6	Administration (who are recently single) will often make comments about how I am single and how shocked they are. Students will often tap my shoulder to try and get my attention even after multiple Reyes hints [raised hands?]
7	An 8th grade male student tried to chat me up and reached for my necklace when complimenting it, in an interaction that was more like him trying to flirt with me.
8	comments about my appearance, hands on upper arms and back, men staring at my chest while talking to me (I'm tall, wear heels, and have a large chest), one supervisor sexted me
9	comments like "if my band director looked like you, I never would have quit". Being told I was referred to as "the dress" by the fathers at band concerts. Many, many instances of a surprise hand on my back or waist.
10	Current admin telling me I should dress in baggier clothing and wear less makeup so then maybe students and parents won't make comments or stare at me [Leaving Gender at the Door]. Inappropriate comments by some staff members and principal about being my looks and size. Students/parents making up stories about having sexual relationships with me. Staff males putting their arm around me during conversations and commenting that their sexual comments are only jokes and I need to relax some [Denial of Individual Sexism].
11	Flirtatious comments, uninvited touching, comments
12	Got my ass slapped by the percussion instructor.
13	Having male band members tell me to sit on their lap, smile more, Gordin [sic] Goodwin saying that I should focus on getting married and having children rather than a career in band [Restrictive Gender Roles], inappropriate touches
14	I have had male students ask personal questions about my sex life. I once had a clinician in a sight reading room comment "nice bottom... you know, bass clarinets, bari sax, tuba." He clearly was not talking about the band and made the comment in front of my students. Lots of uninvited touch - hand on back, shoulder, etc or a hug greeting. Comments indicating that I had an inappropriate relationship with my male middle school director counterpart - untrue.
15	I was often greeted with hugs by band staff, while my peers received handshakes. I was told that having a good looking "girl" on staff might make the guys pay a little more attention.
16	I've been kissed on the lips Richard Dawson style by a guest conductor, the same man brushed the cheek of one of my female students (eek!); on a job interview the interviewer commented to his assistant director (male) and student teacher (male) on a female teacher as we were passing by saying "Look at her slapping those kids back in line. Honestly, I wouldn't I wouldn't mind if she slapped me in line" and they all collectively giggled about it in front of me.
17	I've been harassed and assaulted by students when I worked as an assistant director (slaps on the rear, sexually suggestive comments) and had my head (male) director laugh it off and refuse to take action. When I reported it to admin and wrote a referral I, I was instructed to recall it because (it was no big deal) [Denial of the Reality of Sexism].
18	I've had band parents, colleagues, and even guest clinicians hit on me in not so subtle ways. Plenty of hands on back, leg, etc.
19	In my first position, many references were made to my attire and how I looked. One co-worker constantly had a hand on my shoulder when explaining things to me, while another discussed how my appearance was a distraction to the males in the band program.
20	In my first year of teaching, a student yelled at the end of class "My friend wants to touch your boobs." I had a co worker who would always comment, let's run away together and hug me/kiss my top of my head.

21	My appearance has been commented on numerous times, including "I would've done band if my high school band director looked like you," "Oh, you teach high school? I bet the boys love you," etc. I have also experienced uninvited touching (hugs, arm around me, etc) from male colleagues.
22	Numerous remarks from audience members and colleagues about being a female and how they wished their teachers looked like me growing up (because they would be in my class every day to look at me). Students have made remarks about my body shape and said sexual comments. Men will always put their hand on my back or shoulder to talk to me or walk past rather than say excuse me.
23	Talk about clothing I should wear as a female director- unsolicited, uninvited touching, staring at chest, sexual advances-uninvited
24	The head director (male) was joking around and BIT me on the arm – twice!!! The male choir director constantly stared at my chest. A former professor remarked that we need to pay attention to how our asses look in a dress. Dirty jokes or sexual talk at meetings.
25	The usual for women in general: being touched excessively, being told what I was wearing was inappropriate when it was not, sexual comments made about me to me and behind my back
26	Touching, sexual innuendos, advances
27	Uninvited touching (hand on back), inappropriate comments on appearance, chest has been stared at, have been hit on by assistant football coach after a game
28	Uninvited touching, the staring, sexual advances. However, I address them head on in that moment and express that it is not appreciated or allowed. Happened much more frequently while in college as a drumline instructor. Very rarely happens now.
29	Early career comments and touching by non-music staff
30	I have worked with cis-male professionals in the past that put their hand on my lower back when passing behind me and touched my upper thigh to get my attention when I was sitting down. I have also had male coworkers discuss in front of me how objectively attractive I am and how male students may find me distracting. I have had female band director friends be told that they cannot wear school appropriate shorts to outdoor rehearsals by their cis-male coworkers. One of my band director friends has also had male professionals at a concert festival loudly comment on how she looked in her dress and how revealing it was, despite the fact that it was a perfectly professional dress.
31	When objectification happens at festivals or in professional environments I get outrageously frustrated. I have had many different instances of objectification at these clinics and concerts that are supposed to be about the students. From the way I look to unwanted touching and overly familiar contact. At the beginning of my career I had a lot of comments like, "you look just like the students" and sometimes touching my arm or putting their hand on the small of my back. When I was younger I never knew how to handle these situations. Now I get comments like not wearing tight fitting garments, or shirts that you can see that I have a body and a waist. It's very frustrating. Clothing fits the way it fits and my body looks the way it looks, and I do not buy or wear revealing clothing. One time I even had a judge touch my lower back and try to usher me into the directors lounge, and I looked at them and said, "please do not touch me." Their response was that of complete deflection: oh I was just trying to hold the door for you, you know chivalry. *eye roll* [Denial of the Reality of Sexism] The overly familiar touching is a problem, but now I've gotten to the point where I can say, "Do not hug me, we are at a festival." I just hate this even has to be something that is addressed, it drives me insane.

32	A director I worked with never spoke about an adult woman (not students, thank god) without mentioning her physical appearance. He also often stared at my body instead of my face/eyes while speaking to me. Another director was speaking about doing a throwback show and Britney Spear's song "hit me baby one more time" was mentioned. He talked about how the color guard should wear school girl uniforms to reference the songs music video. Another director asked what type of material my pants were and touched my leg without asking. All of these encounters were with middle aged, white, cis males.
33	A male judge at a jazz completion [sic] both touched me (shoulders) and moved my position in front of the band in a way they did not approach any man. This was done on stage in front of an audience.
34	A male middle school student hugged me
35	A retired band director placed his hands on me inappropriately.
36	A senior boy was very touchy feely my first year of teaching. I had to explicitly tell him it wasn't ok because I was his teacher. He was like that with everyone... male or female.
37	After reading the description, I remember a time at the GMEA Conference (I went to college in Georgia) where a man would continuously put his arms around my lower back or a hand on my arm. This person is a former drum corps staff person that I saw frequently throughout the marching season. I was young at the time and didn't realize it, but the majority of the male vision staff sexually objectified pretty much all the young women, especially me.
38	Another director kept readjusting my shirt when my bra strap was revealed
39	At a music service fraternity dinner/meeting, when I was being greeted and meeting everyone, some of the older gentlemen hugged me very tightly and looked at my breasts longer than most. They were in their 80s
40	Awkward shoulder rubs, hugs that last too long
41	Board member hand on my back, I was told I should wear a skirt when conducting at a festival
42	Bullying and rape of students, inappropriate comments about female bodies and appearances in daily instances, male coworkers making comments about beautification of female presenting directors/students, inappropriate or undesired touching from male directors
43	Colleagues/Other directors typically give the male band directors handshakes, female band directors hugs. For example, situations at conferences. These are people that I do not directly work with in my county.
44	Comments about my body, what to wear when conducting, unwanted touching, staring at my body
45	Comments about my clothing, hair, make-up. My undergrad conducting professor was gross with the way he leaned over my back and pressed his body against mine. Ewwwww...but I was too scared to say anything in the 1980s.
46	Comments on appearance, hand on back
47	Comments on my conducting attire. Comments on my makeup, specifically lipstick. Unwelcome touching (hand on back, arm, uninvited hugs).
48	Had a male coworker need to put his hand on my back whenever we were together.
49	Hand on back, elbow, shoulder
50	Hand resting on back for extended period of time, rubbing back, comments on my professional dress, glances at chest
51	Hands on back is a big one. This is the biggest one for me
52	Hands on back, being told I was too feminine in my conducting [Leaving Gender at the Door], from students: being less respected than colleagues
53	Hugs when not wanted, back rubs, comments

54	I am a field tech for a local marching band. At our state competition, a male member of a different staff grabbed my thigh two times while we were sitting next to each other. When I asked him to stop he told me that it was a complement [Denial of Individual Sexism].
55	I can't even begin to count the number of times I have had a male colleague put their hand on my back/arm/shoulder in the course of my career.
56	I had an administrator that would play with my hair when we had a meeting or in the hallway.
57	I have experienced men staring at only my chest, completely avoiding eye contact, when they speak to me in professional settings. I have also experienced unwanted touch.
58	I have had coworkers comment on my appearance, I've had people touch me without my consent (arm around the waist)
59	I have had numerous older gentlemen in my workplace make certain comments about being a female in this particular field. I have also had hand placements on my person that were not invited in any what whatsoever.
60	I have had things dumbed down for me [Assumptions of Inferiority] and often am told "those kids are lucky to have". Member of the "good ol boys club" [Second-Class Citizenship] also often grab my arm or make inappropriate comments.
61	I have mostly experienced comments about my appearance. I have also experienced male directors greeting each other with a handshake and then greeting me with a hug.
62	I still hear the occasional comment or see uninvited touching at conferences. I have not experienced them in my current position.
63	I went to competition and another high school band director put his arm around me. I didn't know him well at all and I felt uncomfortable. I knew if I were a male [sic] he would not do that.
64	I've had hugs that I felt awkward saying no to that I didn't feel were professional, or someone touching my back/shoulders when they would not have done that to a male colleague.
65	I've worked with a male head director who liked to touch me without invitation or cause
66	I've so far only had unwarranted touching my shoulder or back. Though I feel the people who do it may also do it to make colleagues I still feel it's wrong to just do it and I'm worried I'll come off as mean or irritable if I say « don't touch me » to them.
67	Inappropriate and uninvited touching has happened so many times - always by older men. Staring also happens. I recall many comments about my body particularly while I was pregnant and afterwards.
68	Inappropriate staring at my chest and unwanted touching/encroaching in my personal space
69	Inappropriate touching (hand on back), comments about chest size/appropriateness of clothes. My university advisor marked me down on an observation during student teaching because I was wearing a shirt that she deemed inappropriate even though it wasn't tight and showed no cleavage.
70	Inappropriate touching (patrick's [sic] not on the shoulder, touching of the back, etc), inappropriate comments about my outfits
71	It has mainly been just touching shoulder, back, arm, etc.
72	It usually is when a male band director places his hand at the small of my back as if to guide me.
73	Mainly during marching band. It was more prevalent when I first began teaching in my early 20's. I would be hugged, touched, hand on my back, rubbed my back while talking, meeting would be at bars. Even now, at times, it happens and usually with marching band - which I love BTW.
74	Male colleagues always go for a hug in their introduction instead of the handshake they use for their male colleagues. I often feel that my chest is being stared at by older male colleagues
75	Male colleagues at my school frequently put their hand on my back when they talk to me. They hug me instead of shaking hands like they do with the other men who teach at the school.

76	Male colleagues placing hand on the small of my back. Colleagues commenting on my concert/rehearsal dress.
77	Minor inappropriate physical contact
78	More times than I care to count, I have bit my tongue as men in meetings make objectifying comments about women in general, specific women, or even snide remarks about my body. I also had a supervisor during student teaching who always placed his hand on my lower back when speaking to me or moving past me. He never did this to any male students in my cohort.
79	Most of my experience has been with a hand on the back or side of the arm
80	Most of the experiences I had occurred during college. My professors told me to change my hair or wear different clothing. I also received a great deal of uninvited touching. This occurred less frequently once I graduated and held a position in a school.
81	Most of the objectification comes with inappropriate or uninvited touching. Men often like to touch my shoulders or my back when talking to me, so I step away to the side to continue the conversation. Usually they end up stepping closer when this happens. Teaching in Middle School, I've noticed some male students will look at my chest. (Not sure if this is important or not, but my chest is pretty proportional to my body... nothing unusual here.) When this happens, I just cross my arms to try to cover up.
82	Mostly in marching band settings or with older band directors. Being groped by fans, called "sweety" or "cutey" by colleagues [Sexist Language].
83	Not ever really. Maybe the arm touch or back touch.
84	Occasional hand on the back from male colleagues or guest artists.
85	One of my former Principals, who is now Superintendent had to always greet some people with a hug. I hate hugging and being touched in general. I would always put up my hands in protest when I saw him coming and he seemed generally offended.
86	One of my previous supervisors was super touchy.
87	Other male directors will stare at women or make comments about them to their friends. Since I am "one of the guys" I get to hear these comments and it's pretty gross and unnerving. I've had men put their hands on my back and hips before, even if it's just to slide pass me and it's weird to be touched like that when you're not expecting it, nor want it to happen.
88	past administrators touching inappropriately; inappropriate comments from gen-ed colleagues
89	Primarily as a young director it was stuff like hand on my back. It felt more like being treated as a child at the time more than a gender discrimination situation. However, I did wonder if I had been a guy if it would have happened.
90	Several times, my clothing choices have been questioned. My clothes are always appropriate, but it's mostly related to how my body looks in pants or suit jackets (I'm small, but I have curves). I have also been called "cute" or told I'm "too pretty" for the male students to listen or "pretty and that's why the male students listen." Often, men (mostly older) touch my shoulders.
91	Students have commented on my weight and breast size; other teachers have criticized my clothing choices for not being professional enough because I wore t-shirts to cover my breasts instead of dress shirts; male colleagues in the school and band director community have touched my back and shoulders.
92	Students talking about my butt, older men trying to hug me at work functions

93 The director of bands who is my supervisor felt the need to call me into his office to let me know I would be assigned a dress code for marching rehearsal. My shorts and T-shirt were not "appropriate". Every male teacher worn the same style of attire and other female directors wore shorter shorts than I did but because of my age and my size I needed the dress code. I have had multiple directors in my region move me by putting their hand on my back without saying anything first or attempting to get my attention. There have been countless comments on my appearance both "compliments" and negative comments.

94 The vast majority of the sexual objectification I've experienced is around male colleagues. I do have a co-band director who is male, and I am lucky that he is not predatory in any way. However, in any setting where multiple male directors are present (meetings, festivals, conference, etc), I have experienced frequent levels of sexual objectification. I.e. being told that the pants I was wearing made the performance "all about my ass", or unwanted shoulder massages, and being groped on the inside of my thigh. The more feminine my appearance is, the more likely I am to be objectified. Because of this, I make choices about my appearance based on my emotional bandwidth for objectification, despite having a very feminine identity [Leaving Gender at the Door]. The reason why I put "sometimes" is because my day-to-day teaching, thankfully, does not include frequent sexual objectification my my co-teacher or my wonderful students. However, if I am considering the percentage of time that I am surrounded by male colleagues, the answer would be often. I put moderately stressful/bothersome because I have been taught by my female mentors that this (being personally affected) is within my control. I have practiced this, and have gotten better at it. A bit of a "no one puts baby in a corner" mentality. Without this guidance, I'm not sure how sustainable the stress of sexual objectification would be in this career for me.

95 There was a director when I first started teaching that was very touchy and inappropriate in his verbal interactions; he has since retired.

96 Too many to write them all down. A few examples, having my butt pinched while climbing to marching tower; comments about wearing pant suits instead of dresses; male assistant asked instead of female head director [Second-Class Citizenship].

97 Touching another woman's shoulder/arm while talking

98 Uninvited touching (I have experienced this, but only mildly - not inappropriate in any way) [Denial of the Reality of Sexism!]; I have many times heard people make comments about a woman's body or appearance.

99 Uninvited touching is the most commonly experienced, especially as a younger woman on an all-male staff and being newer to the area.

100 Unwanted hand on the shoulder or back, comments about how I don't look like a band director.

101 When conversations with male administrators can get intense or emotional, I have been touched on my back and/or arm without consent. I have also had comments made about the size of my butt when I turn to walk away by male colleagues.

102 When I was in my third year of teaching, a male student grabbed my butt. When I turned and said something, he said, "You know you liked it." I told him I did not and walked away. I told a male colleague, and he said, "Oh that's just (student's name)." I felt like it was useless to take it further [Denial of the Reality of Sexism].

103 When I was pregnant, I had people want to touch my growing belly - even students.

104 When I was younger sometimes male coworkers would touch my back and shoulder.

105 "I've heard trumpet players are good kissers"

106	"You don't LOOK like a band teacher", "Band teachers didn't look like you when I was in school", "I wouldn't have quit band if my teacher looked like you", "He's only in band because he likes you", "you don't LOOK pregnant", "you're going on a field trip to a water park? In a swim suit? Sorry I'll miss it"
107	20 years ago as an Assistant HS Marching Band director there were male directors continuously making sexual jokes.
108	A college band director mentor told my male peers I "looked fuckable" and repeatedly tried to get me alone.
109	A coworker (the PE teacher) made comments about how I look, how I dress, comments like "you can come over to my house and take your pants off if you want" or "If I keep staring at you I am going to lose my job"
110	A female band parent told me she could see my underwear lines after a concert and that that was inappropriate. A male parent asked if he could send me flowers during a parent conference. My male feeder high school director told me my concert attire needed to "look more like a man's" because my suit jacket had feminine pleats [Leaving Gender at the Door].
111	A judge at festival who told my students they need to watch more, and why shouldn't they "I'm nice to look at". Another young male band director who continually hit on me, then repeatedly called me a bitch in public settings [Sexist Language] after being turned down.
112	A male band director from another district mentioned ("joked") that I could get any job I wanted if I was willing to "get on my knees".
113	A male student once told me "blow me" when he was upset about something I said.
114	A married man, who was my mentor, told me he had feelings for me. Basically, he was trying to have an affair. I have been stalked and taunted by men in a higher position than me as well.
115	A student approached me privately and told me they had a foot fetish specifically for me.
116	A student told me another student called me a "MILF."
117	Another director made multiple comments about the high heels I wore for professional events. The same director offered to share a hotel room with me at a conference if it was okay with my husband (with a wink and a nudge.) I have had multiple band director peers proposition me (I was married and the other directors were married too.) I
118	Another teacher telling me I have a nice ass. Saying students are lucky to have a view of me standing on a podium. Asking if like holding old [???] in my hand
119	As I have gotten older, it has bothered me more. I've had the "candy bar log" jokes, the "those pants make your ass like nice" as well as I was a student who was "chosen" as my band director as one to "play with".
120	At my first concert as a high school director, an audience member provocatively whistled at me when I walked on stage.
121	band parents making sexual advances, sexual jokes/innuendos made by band directors at conferences
122	Been asked out by band parent
123	Colleagues tend to flirt with me sometimes
124	Comments about "fingering"
125	Comments on my attire, staring and comments on my chest size, comments on being bossy in and outside the classroom with sexual innuendos
126	Conducting symposium clinician making unwanted advances, comments about clothing choices being cute or sexy when they're not!

127 Conducting workshop, well respected clinician said (in front of a roomful of mostly middle aged men) "So obviously the first question is how do you keep control of a high school classroom when you look like that? If I was a sixteen year old boy I'd probably be in love with you. 2. Liaison from the tour company on my first band trip as a director (in front of my students and parent chaperones) "You're the director? They keep getting younger and younger, and cuter too." Then encouraged me to "pick out a member of the Naval Academy Glee Club to take home as a door prize." 3. A director from another school to one of my colleagues: "That little blonde is the new director? I bet she's f***ing great in bed." 4. Two years of sexual pressure and harassment by a colleague. Couldn't report it because they were a well respected member of the community and I would've been fired (this was 20+ years ago- maybe times have changed?) Included some stalking behavior (parked at my apartment when I got home from a gig, etc.)

128 During my first band director conference, I was "hit on" by a coworker who I considered my mentor. He asked me to his room for sex.

129 HS Students talking in the stands/ at rehearsals about sexual situations

130 I had a student my first year of teaching who constantly made remarks about how hot I was and reportedly had plans to sexually assault me at the end of the school year.

131 I had an older band director my second year of teaching attempt to get access to my phone number. His goal was to date me. I was fortunate that the individual who was asked to share my number knew of his intentions and refused. However, this now retired band director would give me better scores at contest than he would other directors. I have seen his scoring change throughout a competition for myself and other young female band directors.

132 I have been around male band directors that speak sexually about other colleagues in joking ways and it has been very uncomfortable. n

133 I have been asked in front of students if I was having a baby, and have been whistled at while on stage conducting at a concert.

134 I have been told by another teacher "Oh you must have gotten your job on your back" eyes on chest then going to my eyes, comments about my butt when I am conducting

135 I have been told jokes about what I should wear to band events, implying I should wear something inappropriate.

136 I have been whistled at by othe [sic] school employees and I have had other band directors make inappropriate comments to me.

137 I have had a few male directors comment on my physical appearance, make unwanted sexual comments, and in 2 cases male colleagues ask to have sex, even though both were married.

138 **I have had a superintendent make comments about watching my class from behind me that have made me uncomfortable, and a school board member that inappropriately propositioned me on social media because of a picture I posted of myself wearing a sweatshirt. In both of these cases, I did not feel comfortable speaking out because I was a probationary teacher.**

139 I have had judges comment on my choice of clothing at festivals. They stated that band directors should not wear skirts [Leaving Gender at the Door]. I was dressed professionally and appropriately for a festival. Early in my career, a married colleague made advances and attempted to kiss me. He persisted even after I expressed that I had no interest.

140 I have had students ask inappropriate questions about my relationship status in response to me correcting them on my name (I do not go by Mrs.), as well as having heard male peers in my music education classes make lewd comments about my how my chest moves when I make large motions in my conducting.

141 I have had students take pictures as I walk away, admin tell me my pants are "too tight" even though I already sized up one, and couple of coworkers tell me I look too good to be a teacher

142	I have had students/colleagues stare at my chest, comment extensively on what I wear, and said inappropriate comments to me that I've had to immediately shut down.
143	I have witnessed and experienced critiques regarding women's professional attire, hairstyles (especially women who do not style their hair), hair color, performance attire, and other aspects of their appearance. This is at a disproportionate rate to men in the profession. I have also been told my classroom management works because "you're young and pretty", been told "I bet all the boys behave in your class", and have had male parents tell their child "she's hot".
144	I was hit on by a gym teacher while student teaching. I often am passed over by parents, other teachers in preference to my male colleagues [Second-Class Citizenship].
145	I was objectified a lot in my early career. At my first job, 4 of the marching band techs working for my school asked me out. I've gotten lots of gross comments, "Want a practice pickle?", Maybe they were looking at your boobs the whole time." etc. I'm VERY aggressive when people do it now, so the behavior usually stops right away.
146	I was offered help to get a coveted position by a colleague in return for sexual favors
147	I was told how to dress as a female band director, I was sexually harassed on many occasions. I was given lower competition scores [Assumptions of Inferiority, I was passed over for leadership positions [Second-Class Citizenship].
148	I was told I couldn't be a band director because I was getting married and would want to have family. Later, when applying for a job, I was told that the administrator could see a problem. The problem was that I was pregnant [Restrictive Gender Roles]. Later, I had to get NEA involved because I was being harassed by the male HS director. I was the only female director in the district. And finally, I was told that the [sic] former band director got whatever she wanted because she was sleeping with the principal. The principal was this director's husband.. I was told I wouldn't be getting everything I wanted because the principal and I wouldn't be sleeping together.
149	I was told that I'm "too young and hot" to teach. I was told kids would never listen to me because of having large breasts. A colleague often asked me questions about my dating life in front of students.
150	I wore a nice dress to my band's spring concert performance. It was not revealing and not very tight, but it was shimmery and showed off my body's shape. An older member of the audience sought me out after the concert to tell me that if I dressed like that for every rehearsal, he's join my band any day.
151	I work with the HS marching band and the president of the band parents organization made numerous sexual comments to me while we were alone
152	I've been teaching since 1991 so it was more frequent then. I have not experienced it in the last 20 years due to cultural changes, my age, and my reputation. Examples: comments regarding a woman's body or appearance having a part of a woman's body (e.g., chest) stared at sexual advances; comments regarding a woman's body or appearance
153	I've had a few moments of unwanted flirtation by other staff, but nothing aggressive or too bothersome.
154	I've had both high school and middle school kids cat call me. When I expressed my concern to other teachers they did nothing and did not feel concerned in the same way I did [Denial of the Reality of Sexism].
155	I've had principals, staff, parents/community members, and students not only make comments, but approach me with inappropriate desires. I have caught male co-workers gathered around, making inappropriate comments about my body. I have had all of the previously mentioned people not only say negative comments, but literally stalk me
156	I've heard students comment about my body as well as overhearing my boss saying he can "turn me straight"

157	<p>In my previous job, I was asked to flash the judges to make them calibrate the scores faster. The head Director of the program asked me to do this. I know it was said in a “joking” manner but it was not funny and it was very offensive.</p>
158	<p>In my undergraduate studies, I dealt with sexual objectification often enough for it to be both noticeable and frustrating; the worst of this was during college drumline, but I also dealt with small comments from colleagues about my body, clothing, or dating habits. I also had several professors/teaching assistants make advances to me while I was a student.</p>
159	<p>In staff meetings for marching band as an asst director comments were made, jokes made tat [sic] were super inappropriate, and insinuations how I got full time director [Assumptions of Inferiority]</p>
160	<p>Inappropriate comments from co-workers and/or administration. Glances at my chest.</p>
161	<p>Inappropriate conversations almost always when I'm attending a conference. Early in my career I was “hit on” often especially at conferences.</p>
162	<p>Inappropriate sexual jokes and language. Outwardly, I don't let them see that it bothers me.</p>
163	<p>It's been better lately, but at the start of my career I can remember it being said "What are her qualifications, other than the obvious?" I was wearing a V-cut tank top and they were alluding to my breasts. This was IN a regional band meeting.</p>
164	<p>Male coworker telling me that he liked the clothes I would wear and liked watching me walk away from him. The same coworker would regularly talk to me about his wish to cheat on his wife.</p>
165	<p>more from parents, I had one email me describing what they wanted to do, since it didn't happen too often and my principal was on my side, I was able to continue without too much of a problem</p>
166	<p>Most of the comments I get refer to being “hot for teacher” or “why couldn't my high school teachers look like you?”</p>
167	<p>Mostly comments from parents. Example: “If my teacher looked like you, Band would be my favorite subject, too!” Or “No wonder he loves coming to Band.” Or compliments on my appearance, but feel inappropriate.</p>
168	<p>Mostly inappropriate jokes, or comments about breast size regarding staff attire.</p>
169	<p>mostly the staring part, as well as occasional off hand jokes that apply to sexual objectification</p>
170	<p>My clarinet professor in college once made a comment at a dinner with other prominent music educators and faculty members of both the state and school that once myself and another female student would be eligible for him to date. Traveled to Clarinet Fest alone and attended seminars and meals with this professor, and could not help but feel incredibly uncomfortable with how he looked at me.</p>
171	<p>My color guard instructor once asked me if I wanted a “practice pickle”. I was also asked out by every male member of my marching band staff at my first job. I was once told never to wear v neck shirts because people will look down them while I am on the podium.</p>
172	<p>My coworkers, also trans/gender-queer hit on me, but it is cute</p>
173	<p>My drill writer/program coordinator for marching band sent me inappropriate drunk text messages calling me "sexy band director," etc.</p>
174	<p>My second year teaching, I worked with a married male director at one of my schools. He made sexist comments to me, left a cucumber carved into the shape of a penis for me in my office, and sexually propositioned me. He continued this behavior for three years, escalating to exhibiting it in front of students and other teachers. It only ended when he resigned over inappropriate interactions with a 7th grade female student. Other experiences are much milder - male teachers talking about my looks, etc.</p>
175	<p>No aggressive behavior but flirtatious when I was younger.</p>

176 One of the support staff at my school is known to make comments about women (their weight, hair style, overall appearance) and has on multiple occasions referred to me as the "hot new teacher" and stating "he would marry me if I was single"

177 Only when younger.... Jokes (winking type) and comments about my looks - "too bad your [sic] going home alone" type.

178 Other male directors often mentioned how females use their body to get ahead and use that information to objectify us in the profession. I've had students make comments about how I look and had people in positions of administration mention how I looked especially if I wasn't wearing makeup or dressed in a trendy way while men can wear khaki and a polo and not be blinked at.

179 Previous coworker and colleagues have made sexual advances toward me, asking for sexual favors and sending sexually related text messages. Comments were made about my appearance including hair, makeup and clothing even with carefully selected professional attire (non-revealing). One told me I owed him favors for getting me the job I had. In the region I taught and time, there were few women band directors. Extremely stressful.

180 Prior to moving to [State name] I worked in Tennessee. People had lots of opinions about what we should and shouldn't wear. I was called "Hot Major" working as a drum major instructor at a band camp in the area. I had several staff members at different camps make advances through social media. All things were verbal and there were and have been men in this profession I would never be in a room alone with.

181 Repeatedly being asked out by a coworker

182 Some of the older men in the community college band I work with will hit on me or make comments about how "pretty" I am.

183 Staring at my chest; sexual comments made in my presence but not directed at me, by colleagues.

184 Student teaching: my college TA assigned to observe me came on to me and asked me out. Festivals: was told what to wear while conducting (I wasn't wearing anything inappropriate).

185 Suggestive comments from a male colleague at a teacher convention.

186 The (male) general music teacher would make creepy comments and advances

187 This was in the 1990 - 2010's - at Midwest I had several room keys pressed into my hand by many prominent directors and university conductors, my "head director" at my school sexually abused me for the entirety of my career there and the administration knew about it [Denial of the Reality of Sexism].

188 Unwanted advance from the choir director at my school when we were both here alone one evening

189 Upon first taking the position, I received 3 comments from parents and staff members when they first saw me in person saying "oh, you are young and so cute you are going to have to watch out for those high school boys being inappropriate towards you". Luckily I haven't had any issues with students on that end.

190 Verbal inappropriate acknowledgements assumed by opposing parties implying that I have gained success or a good rapport with students and other colleagues due to being a woman, my beauty or body

191 Well, my first year, a student told me I looked like a pin-up model when I made a certain face. The same year, a colleague held a band director party and told everyone I was going to sit in the hot tub in a swimsuit.

192 When I was in college, we went on a tour and our hotel was across the street from a strip club that had a sign that said, "Tuesday Night is Amateur Night". My director made a comment to me about how it was a shame we wouldn't be there on Tuesday and winked at me.

193 When I was pregnant it was commented "at least we know she puts out"

194	While working a band camp, a high school band director said to me be sure to wear your "tight yoga pants tomorrow for the boys." That same director told other directors "the only thing I'm good for [Assumptions of Inferiority] is to recruit high school boys for my program."
195	Working with salesman; instrument rental companies; these people thought they could take advantage of me; one gentleman cornered me in his office and made an advancement toward me
196	"Fine lady band director" comments on festival sheets. A put a lot of concern on what I where [sic] for concerts because I don't want to be showing anything I shouldn't and don't want to be the focus of people at the concert.
197	"They didn't make band directors like that when I was in school." "How do you get your makeup to stay on for an entire competition?"
198	A lot of times, it's middle school kids. Whether they mean to or not, they stare.
199	A parent when talking with me, looks at my breasts instead of looking me in the eyes.
200	Administrators commenting on how I'm dressed at work. Male band directors shaking my hand and saying, "aren't you a pretty little thing" then after my work "pretty and you can conduct too" [Assumptions of Inferiority]. Being interrupted in meetings and explained things like I have no experience [Second-Class Citizenship]. Being dismisssd because I look young too.
201	Administrators staring at my chest while talking to me. It was only one and he's since moved on.
202	After a Music Performance Assessment (MPA), I was informed by a male colleague that one of the judges remarked that my attire was unprofessional. I was wearing long black pants with a long sleeved black shirt. My pants were 2 sizes too big (baggy) and it was said that my bottom was too distracting (my butt).
203	Always talking about what I would wear as a director - since I went to pant suit for my conducting uniform- "why aren't you showing off your femininity? Your silhouette," etc. Mostly though, during marching band rehearsals - comments, "breasts don't make marching band directors, they make color guard instructors" [Second-Class Citizenship] - comments along those lines
204	As a large-breasted woman, I have had my share of men (and male students) who could not look me in the eye. Ironically, I am short, so not looking me in the face when speaking to me is laughable.
205	As a young band director out of college I was occasionally told by older men "you look too good to be a band teacher."
206	as a younger director there were times with music vendors and sometimes directors from different school districts
207	Aside from occasional jokes from male colleagues, nothing major
208	asked in a job interview "what I would wear" to a football game
209	At a conducting session at our state band director conference, we were asked to partner up and conduct while, "staring at your partner's chest." Luckily, I was acquainted with my partner, but it was still super awkward. The session facilitator was one of those old-school-white-guy band directors; I'm sure you know the type.
210	At a previous position working as a middle school band director, my high school feeder director made multiple comments about mine and our choral director's appearance and dating lives.
211	Attendance at conventions & performances; attention to attire as a performer & conductor
212	Audience members will frequently comment on my appearance. They feel it is a compliment; it is not. More disturbing, I once had an audience member complain that the jacket I wear when conducting (in a pant suit) does not cover my butt. To be clear, I was wearing pants at the time, but this audience member felt I was dressed inappropriately because there wasn't fabric OVER my pants.
213	Being called a "lesbian" for appearances and how I act with my band. (Ex. Concert attire, sternness, discipline with students)

214	Being told I only got the job because " [superintendent] likes to be around pretty, young women." [Assumptions of Inferiority]
215	Casual comments about how other women look
216	Colleagues stare at my curves and sometimes make comments. I once had a choral colleague make comments about the size of my butt and how it looks when I am conducting and telling me to cover it up...all in front of students...
217	Colleagues staring at my chest, and commenting on my weight
218	Comment about how I look in my conducting attire.
219	Commenting on outfits and getting up and down looks from male directors
220	Comments about concert attire
221	Comments about dress to minimize female attributes
222	Comments about my appearance being beneficial to my status, succes [sic] and/or success.
223	Comments about my attire.
224	Comments about my body in what I wear when it is still very appropriate (polo/khakis), Coming into a room where I was when I was seen through a window because "they couldn't help but stop and see me when I was wearing that", Comments about my legs when wearing shorts at band camp, etc.
225	Comments about my body were a constant topic of conversation both at the high school and collegiate level. I already avoid button down shirts and V-necks to reduce the amount of eyes that stare at my chest, but it still comes back to my body somehow. Even other colleagues (behind my back) have made comments about my pants are too tight, or I should wear a jacket with a tail.
226	Comments about my dress and my body. Comments are unsolicited and coworker says he is just being "helpful".
227	Comments about my legs, butt, overall appearance, lack of height
228	Comments about my look from high schoolers as well as staff at my school.
229	Comments about what I wear (skirt, dress, heels), like asking me not to wear those clothes or suggesting that I won't get anything done wearing "that". All my clothing is professional, modest, appropriate and adheres to school dress codes. My shoes are designed for waitstaff in restaurants, and functional for school settings. I've only received these comments in high school or region festival/honor band settings.
230	Comments about what I wear at football games and what I wear during concerts.
231	Comments between colleagues
232	Comments by fathers of students
233	Comments from parents such as you don't "look" like a music teacher. "No wonder your program is so big, look at you." I am always assumed as a coach, or the wife of my co-director [Second-Class Citizenship]. I had more objectification as a performer, but it has continued in to teaching ever so slightly.
234	Comments have been made about what I eat, and about my body. By staff and students. One staff member said to me- "She's eating a donut? Glad to see that she's human like the rest of us" (Fall 2019). Students also tell me that other STUDENTS think I'm "hot" (Fall 2021).
235	Comments like "your students are lucky to have a pretty band director", comments about my butt when I'm conducting
236	Comments made about clothing choices, appearance, stared at, etc. mostly during my time teaching HS band at work, professional meetings, etc.
237	Comments on how I have dressed rather than how I direct. I have been treated much better since I stopped wearing concert dressed [sic] and switched to blazers and such [Leaving Gender at the Door].

238	Comments on how my pants were tight enough to show my underwear to the audience during a festival performance. (They were not.)
239	Comments on my appearance
240	Comments on my clothing and "perky" attitude by a male coworker. Continued after I told him to stop. He later became the head of a music program at another school.
241	Comments on my clothing, listening to male band directors speak about female band directors appearance and body, inappropriate greeting like "hey beautiful" [Sexist Language]
242	Comments on what I wore to rehearsal being appropriate or not
243	Comments regarding a woman's body and having a body part stained [sic] at
244	Comments regarding my body (size of chest etc..)
245	Comments were made by a parents to my department head about how I wear pants to concerts instead of a dress.
246	Community members commenting on my appearance at band events
247	Concerns that male students would not listen to "a director with tits".
248	Concert season seems to be a time to increase comments about appearance. Mostly negative in that I am not classically attractive. Many times these comments come from other women, so I do not think it is necessarily sexist as appearance-based objectification.
249	Constant comments about how "I wish my teachers had looked like you," comments that I don't know what I'm doing musically because I'm wearing a skirt or dress shoes [Assumptions of Inferiority]. Major issues with agreement of staff uniforms as the only female. Last year, the men wanted me to wear heels for football games, and an ascot tie as part of my uniform to adhere to their outfits of sport jackets and ties.
250	Coteacher staring, or making comments about what women wear. Especially about students who choose not to wear bras, or wear revealing clothing. He voices what he sees often. Goes out of his way to point out how women are choosing to present themselves.
251	Couldn't play a judge's tape for the class because the judge made an inappropriate comment about me in the recording.
252	Coworkers shared with me that our custodian told multiple male teachers "how hot" I was. Once I learned of this, I started noticing the custodian staring at my body.
253	Crowd members during parades commenting on my appearance - "Wow, if my band director looked like you in HS I would have stayed in band!". A judge at band festival (older female) asking why I didn't have nylons on with a skirt (to the knee) suit and telling me I should send someone to the store to get some before going onstage.
254	Decide [sic] comments about women /women's bodies
255	Description of female parts, defamatory remarks of women
256	During my student teaching experience, my cooperating teacher was a man and would call me and his other female staff members "hot" and try to set us up with his friends, implying we were too attractive to be single.
257	During student teaching, during practicum work, from fellow teachers,
258	Expressed that a male could do all of my jobs tasks easily because of the lack of being the primary caregiver at home [Restrictive Gender Roles].
259	Fellow teacher and school superintendent telling me how large my breasts has become because I was nursing
260	From students, not colleagues, unsolicited comments on my outfit and looks toward inappropriate areas of my body
261	Gawking, unwanted comments about my clothes and body.

262	General comments on appearance, told to quit playing with my hair on the podium.
263	Had a principal who would only talk to my chest
264	Had some substancial issues by a judge and had to create a case against them to have them not judge my ensembles any more
265	Happened while serving as HS band director; sexual objectification from choir director who had taught at school for years
266	Have been stared at before, Am able to ignore
267	having a part of my stared at by students or colleagues
268	Having body stared at by other staff in the building
269	Having my chest stared at
270	High schooler boys stared at and comment about my chest and body
271	Hormonal teenage students staring at my chest when speaking to me. Off color jokes about my breast size while teaching marching technique.
272	I cannot list any specifics but because of the general feeling I got teaching I changed my wardrobe to be as gender neutral/unfeminine as possible to lesson the opportunities for me to be sexually objectified [Leaving Gender at the Door]. I did this in college while doing practicums and leading sectional/camps.
273	I feel like it has been more about not taken as seriously as a director since I am a female [Assumptions of Inferiority]
274	I frequently get people who think that I am an elementary music teacher [Restrictive Gender Roles]. I mostly work with male band directors and sometimes feel alone [Second-Class Citizenship]. People also usually assume I can't play brass instruments or that I am not a percussionist [Assumptions of Inferiority].
275	I had a colleague once describe me as a "hot band teacher." I also had an adjudicator (male) comment on my appearance once.
276	I had a couple of comments about my looks made to me by the head director several years ago. He only stayed at my school 2 years.
277	I had an older teacher tell me after my first concert that the band sounded great, and he had a great view because of the dress pants I was wearing. Never wore those pants again, and I'm always self conscious about my attire and people staring at me while I'm conducting.
278	I had more when I was younger as I was performing in a predominantly male environment with man of old fashioned values. Since moving to the us from England, I have still been constantly overlooked for my achievements [Second-Class Citizenship] but not so directly objectified. I'd weather [sic] not discuss details of objectification examples
279	I had the person fired. He stalked me as well.
280	I have attended festivals where in the comments or clinic the adjudicator comments on my appearance instead of my band
281	I have been overlooked as people assume the band director is a man [Second-Class Citizenship]. I have had men look at my chest or make comments about my choice of clothing as we're having a professional conversation. I have observed the same things happening to other female band directors.
282	I have been told I should "wear dresses," I have been leered at (looked up and down).
283	I have been told on several occasions that my clothes weren't appropriate for a concert. Too short, too tight, too low cut, OR the complete opposite. That my clothes weren't "interesting, if you know what I mean".
284	I have been told that my work is "so much less difficult" than a high school band director, and I don't believe a man would have ever said that to a man. Also, I have been told that I have great legs and that "I look so fine" by older band directors. My appearance is very often commented on.

285	I have experienced male directors making fun of other women directors because of how they look, and their beauty standards.
286	I have had a colleague make in appropriate comments, as well as a male student make inappropriate comments. The student was removed from my class.
287	I have had a custodian make comments on my rear. I have had a co-director comment on what I was wearing for a performance. Countless times I've had my appearance commented on.
288	I have had a middle school student ask me if I had hair on my privates.
289	I have had male directors check out other female's (minors and adults) backsides which makes me keep my hands behind my back to avoid my backside being seen. I have also taught HS band where conversations felt like they belonged in a boy's locker room. There are a few others but these are in my mind most immediately.
290	I have had my body size and shape commented on by colleagues and band parents. I have been called "sweetheart" or "young lady" more than my first name [Sexist Language]. I have followed mostly male directors who have never been questioned but because I'm a woman, my decisions have been second-guessed [Assumptions of Inferiority].
291	I have had other staff members, most often support staff and occasionally administrators, make comments about my body and appearance. This happens when I am dressed professionally and completely covered up. It is almost always male staff who makes these comments, twice it was a female coworker.
292	I have had other teachers comment on my body in conducting clothes when I am conducting a concert.
293	I have had people comment on my concert attire and any skin exposed by it.
294	I have had students comment on my looks/appearance- especially during marching band season when wearing more athletic clothing when it is warmer out
295	I have had students stare at my breasts, other colleagues comment that I shouldn't wear heels when conducting on stage [Leaving Gender at the Door], and that I should be careful about outfits that I wear because of the size of my breasts.
296	I have had university teachers observing my student teacher tell to tell my student teacher to get rid of the "cat eyes" make up.
297	I have heard many comments from male colleagues about female conductor's body appearance. Example- breasts bouncing when conducting.
298	I have never experienced anything like that while teaching elementary band, but I have as a band teacher on a marching band staff.
299	I have only received a comment once that the administrator in charge of hiring thought that I was not capable of doing the job based on my height (and weight). That as a 5'2", 100 lb woman, 22 yr old female, I would not be capable of controlling high school boys. That was 42 yrs ago. Today, it would be grounds for sexula [sic] harassment.
300	I have seen men stare at my chest
301	I haven't worked as a band director for a long time, and nothing is coming to mind, but I feel pretty sure that can't really be how it was. I'd guess that there would have been some comments about appearance (mine or another woman's) but it may not have even registered because I would have heard it as "normal" almost 20 years ago.
302	I lost weight and inappropriate comments were made by men about a [sic] my new look
303	I mostly got stares from my principal and fathers of my students.
304	I often have high school boys staring at my chest. Especially when I want pregnant and breastfeeding.
305	I once walked in to my office to find a sticky note on my desk which read "nice rack". I brought this to the attention of administrators and no further action was taken [Denial of the Reality of Sexism].

306	I only experienced it as a student teacher. The cooperating teacher seemed to "check me out" once or twice. Not during my band student teaching--it was elementary general music.
307	I taught through my first two pregnancy's [sic]. I experience a lot of comments from other directors and students comments on my body both during pregnancy and after having the baby. There also seems to be this notion that whatever I wear or how I do my hair always seems to be something that people freely feel they can comment on. I don't think I ever heard my co directors or students talking about my ale [sic] colleagues [sic] appearance. Especially when you are tired with a newborn, to have co workers express that you "look tired" is never something you need to hear.
308	I think I felt more judged when I was younger. Marching band directors' meetings were the worst. I was repeatedly addressed as "honey, sweetie, and dear" by men who had no right to address me in that manner [Sexist Language]. I was generally one of less than 5 women in the room with over 50 band directors. I have also worked with women (administrators) who were more interested in making small talk about my clothing or jewelry than in discussing the needs for my program.
309	I worked in a rural area with lots of older directors who would stare or make comments.
310	I'm often told that I need to "fix my face" and "smile more" by my current principal [Restrictive Gender Roles].
311	I've been asked when I would be "fixed" because women in my position don't have children. Their job is their life.
312	I've had a student comment they wanted to be in band because the director was "hot" and similar experiences come up once in awhile.
313	I've heard about women being "too pretty" to be any good at their jobs.
314	I've noticed this more at concerts when I'm dressed up that I've been stared at or had uncomfortable comments
315	I've been present when male band directors took bets on who would be the first to touch our Fine Arts directors breast to find out if her breasts were real or implants.
316	I've had dads make me uncomfortable with comments about my body and watching me conduct, etc. None from inside my workplace.
317	In hiring I could tell there was no way they were going to hire a female [Assumptions of Inferiority]
318	In my first job, assistant principal would make comments about my looks
319	In my younger days, I interviewed for a high school position. I was told that I was the better candidate but did not get the job because I was young and good looking and the high school boys would hit on me.
320	Inappropriate comments by administrator, other male directors in the state
321	It happened most in college. When my school hosted ABA, many of the directors would comment on my appearance then ask if I was going to teach elementary music... [Restrictive Gender Roles]
322	It happens daily. Students, colleagues, parents, everyone i interact with professionally has commented on my appearance in a less than appropriate way at one time or another. I've been told to make myself less attractive to be 'taken more seriously' as well as told to dress and act 'more masculine' in order to command respect [Leaving Gender at the Door].
323	It typically came from older members of the community that were compelled to tell me about how a "pretty gal" like me is doing a good job teaching kids. In addition, after asking what I teach and hearing I am the director of bands at a high school, they do a double-take and ask me if I am serious [Assumptions of Inferiority].
324	It was during my student teaching, but I had an advisor repeatedly make comments about how the 8th grade boys were listening specifically bc I was a young attractive woman—very annoying.

325	It was mentioned to me that female band directors wear lesbian pant suits. The men I worked with also regularly discussed other women's appearances including female students.
326	it was mostly from students my first few years.
327	Just comments
328	Just glances from students; none from colleagues that I've noticed.
329	Lewd comments at social gatherings
330	Listening to male and female directors talking about the concert dress chosen by a female director at our state music education conference performances.
331	Main comments would be among students based off my appearance.
332	Mainly comes from Band Parents, and not directly from other colleagues.
333	Mainly early on my career. Professionals are much wiser now. I was 22 when I started teaching, thin, relatively attractive. No matter how professionally I dressed, my older male colleague would comment on the skirts I wore. I honestly think he didn't realize how inappropriate his comments were. He meant them to be a compliment. I'm a strong female, so I'd give him a piece of my mind right back. He learned to quit doing that really fast. But he seemed to forget that it's not appropriate to remind me of male students who were looking at my chest/rear. Like I wanted to know! Ugh.
334	Male band directors have often made comments about how I look/what parts they like. A parent once told me how much he liked watching me conduct from behind.
335	Male assistant director makes comments (not always directed at me).
336	Male colleague made a comment about how not only do I bake, like a real woman, but I'm also pretty [Restrictive Gender Roles]. Stranger said, "Wow, you don't see a lotta lady high school band directors, I'm glad they finally let you teach this, and you're not bad to look at, either."
337	Male colleague saying I was the head director's favorite because I had boobs
338	Male colleagues talking about women's bodies. Not sure if this applies here - male colleagues asking about what I would be wearing to a performance to make sure it was "appropriate"
339	Male collegiate band director would frequently stare at my chest (while in undergrad)
340	Male high school marching band students standing too close and acting too familiar with me.
341	Male parents frequently speak at my chest/breasts. I wear an undershirt so bra lines are never visible. Every shirt I wear has a neckline that goes above my collarbones. Other staff members have made comments about my weight. Several administrators have commented on my clothing not being "professional" when I am outside in August with my marching band.
342	Meh, Usually just a comment or 2 about what I look like
343	Men don't like if a female does the job better than them. [Assumptions of Inferiority]
344	Moat [sic] resent [sic] (hasn't happened since then though), I was sitting at a desk and there are cabinets in above me and my coworker leaned over me to check what was in those cabinets. But the most common one is talking about my size and how small I am any chance they get.
345	Most happened early in my career including an interview with a panel of older white male administrators that started by complimenting my appearance. At the time I felt it was a test I was supposed to pass to be considered for work within the district - no-uppity women comments from me. I don't think I was ever being considered for that job, but I did receive interviews shortly after for other district positions and was hired.
346	Most of my experiences actually happened in college, but there have been random comments about my body or other women's bodies that I have had from other directors.
347	mostly chest-staring
348	Mostly clothing comments, asking if I'm pregnant, asking me to turn around in a circle to see what I look like.

349	Mostly having to do with my choice of clothing for conducting purposes. A parent once spoke to a male colleague about why I did not wear a suit like they did [Leaving Gender at the Door].
350	Mostly men band directors talking about the looks of certain female directors. I've also been encouraged to wear pants to contest to make sure my legs didn't show from the podium (to not be a distraction) [Leaving Gender at the Door].
351	My former coworker would make statements about other females, however they were not necessarily always in a sexual manner.
352	My most vivid recollection of this is comments on my attire and my body. Things like "band directors don't wear high heels" [Leaving Gender at the Door] or "your ass looks too good in those pants when you're up there conducting"
353	My principal told me I could not wear high heels to my concerts because I was taller than him and it made him uncomfortable. Comments have been made that I am not a "typical" band director; I dress well and very feminine, as opposed to most "manly" female directors.
354	Normal occurrences for this type of issue is how people think I am a chaperone for the group or something similar [Second-Class Citizenship].
355	Not as a band director, but frequently as a gigging jazz musician.
356	Not considered to be equal or capable of handling a band [Second-Class Citizenship, Assumptions of Inferiority].
357	Not taken seriously. Called cute. Comments about my appearance, pretty, hot, etc.
358	Not towards me, but have witnessed co-teachers sexually objectifying women.
359	Nothing specific but there is a notated [sic] lack of respect for female teachers compared to male in the high school building [Second-Class Citizenship]. Other female teachers have made note of this.
360	Objectification has occurred at instrumental music conferences rather than in my regular workplace.
361	Occasional staring at chest from colleagues
362	Often mistaken as not the band director but the color guard instructor or the choir teacher [Second-Class Citizenship]
363	Once had a conducting teacher comment on my clothing (tank top) and said if I wanted to be taken seriously I should consider more closely what I was wearing.
364	One experience I had was early in my career when I was told the proper attire for female conductors. It was advised that I wear a skirt and a coat long enough to cover my butt. A skirt would make male judges take me seriously. This advice was given to me by a very prominent, retired, female band director from the area. For years, I was very self-conscious of the fact that a suit was not acceptable for me to conduct in.
365	Overall, it is difficult to have conversations with my male colleagues without being somewhat sexually objectified myself, or hearing my female peers sexually objectified.
366	People were shocked I was the band director because I look as young as a student and am short
367	Plenty of comments about my looks / appearance.
368	Presenters at conferences displaying inappropriate behaviors.
369	professor suggesting female DMA student's attire
370	Random comments (intended as jokes I think) which were minor enough not to remember specifics but I remember the icky feeling
371	Random comments about appearance
372	Really the only experiences I have had that would classify as sexual objectification are from discussions around what a woman should wear conducting. however, they never felt inappropriate to me. Just aware that women may have to think differently about how they dress than men in the profession do. Skirt length, panty lines, etc.

373	Self conscious about the bras I'm wearing while conducting. Mostly because I remember the guys in college objectifying our college wind ensemble director.
374	Simply comments on looking nice or liking an outfit.
375	social settings with other music teachers
376	Sometimes students tell me I look pretty, but it hasn't been a problem with other adults.
377	Sometimes you do not see them, but that doesn't mean it's not there.
378	Stared at
379	Staring at breast
380	Student commenting on the length of my dress and how it fit.
381	Students commenting on my body, female staff members' bodies, and female students' bodies
382	students made comments about body
383	Suggestions that I can't lift/do/be present at something because I'm too pretty/thin/pregnant/female [Assumptions of Inferiority].
384	Thankfully, it's really just been comments from older men who are too ignorant to know they can't make comments as they do
385	The band director I replaced (he retired) came back to substitute and he and another male teacher compared my body to that of another young female teacher. It was concluded that I was skinnier but she "had bigger boobs." I was also called "pretty little girl" and the [sic] like by men in the community of my rural PA school district.
386	The previous band director at my position is an older male who retired and he has made inappropriate [sic] comments that have made me uncomfortable. And to be completely honest, I feel like women are used to these things happening and I myself have probably been subject to this and I either block them out or may not even recognize that it is happening, especially earlier in my career.
387	The sexual objectification I was subjected to in my first job out of college forced me to consider other career options as a result.
388	The state jazz band organization board meetings were extremely uncomfortable due to the sexual objectification. I was the only female/female-presenting person at the table.
389	There are a lot of comments that men make towards female HS band directors. It has gotten better since the "Me too" movement, but still exists [sic].
390	There was a middle school band director that liked to talk down to and make unnecessary comments.
391	Typically inappropriate comments on my clothing.
392	Undergrad conducting prof made many comments about how women can't be good conductors because we have breasts [Assumptions of Inferiority].
393	Unwanted/unnecessary comments or compliments about my appearance
394	Unwarranted comments about appearance, formal wear, etc.
395	Usually being called "honey" or "darling" [Sexist Language]
396	Usually being told to smile [Restrictive Gender Roles]
397	Usually comments on my appearance.
398	Usually it is concerning what I or another female band director I'm hanging out with is wearing. This is especially true in concert settings. Commenting on how a pair of pants make my butt look when I'm conducting, commenting on my neckline or cleavage at conferences, or being told I should dress more feminine.
399	Very little to none

400	Welcoming a visiting band and the director telling me that he will talk with the band director [Second-Class Citizenship]. I told him very good and walked away. When I moved to Florida I was told they didn't hire women for high school positions but I was welcome to apply for elementary or junior high position [Assumptions of Inferiority and/or Restrictive Gender Roles].
401	When I was a graduate student there were many things that I was allowed to do but the male graduate student was allowed to do... like drive the band van to the stadium
402	When I was first out of college I would receive comments occasionally about being a woman, how I looked in a concert dree [sic], etc. but nothing overly distrubring.
403	When I was pregnant a music vendor said something about my body and my chest specifically in reference to how large I had gotten. It was awkward because this person had never really said anything like that to me. It wasn't necessarily sexual but it made me feel very uncomfortable.
404	When I was pregnant I had other teachers within the building there comments made.
405	When I was pregnant, a male coworker told me that another male coworker remarked about the size of my breasts. I have had male and female parents and colleagues say things about my legs when I wear skirts to work/concerts or shorts (during marching band practices).
406	When I was younger I had a student talk about my chest often. I know [sic] teach in a school where that wouldn't be tolerated and it doesn't happen.
407	When I wear dresses to conduct I can feel older cisgender men look at my body while they talk to me. The worst case of sexual objectification I've experienced, however, was when I was teaching middle school orchestra. The custodian constantly complimented the fit of my clothing and called me "little bit."
408	When teaching high school band, my (married) colleague would make comments about what I wore or how attractive I was
409	When working with a community band of older adults, I frequently hear comments from men about being "young and beautiful." They did not have bad intentions, in fact, I believe they intended to be complimentary, but it sometimes felt uncomfortable in the professional setting.
410	When working with men in my field, they often make comments about "wishing my teachers looked like that when I was in school." Comments about my outfit or personal appearance are sometimes made too willingly, even though they think it is a joke or compliment.
411	While I was student teaching I would see students and male teachers looking at my chest.
412	Yes too many to describe cogently. I didn't understand what was happening at the time and look back over my career at the many small moments of being objectified, harassed and bullied because I was 5' tall, Hispanic, female.
413	7uu
414	Everyone I have encountered has been very professional and respectful
415	I consider it compliments.
416	I do not believe I have experience this in the workplace.
417	I don't believe I have had any.
418	I have never been sexually objectified, but I'd really like to be!
419	I have never experienced this before
420	I have not had any experiences being sexually objectified as a band director.
421	I thankfully haven't.
422	N/A
423	N/A
424	N/A
425	N/A

426	N/A
427	N/a
428	N/A
429	N/a
430	N/a
431	N/a
432	N/A
433	N/A
434	N/A
435	N/A.
436	NA
437	NA
438	None
439	none
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449	None
450	none
451	None
452	None
453	None
454	None
455	None
456	None
457	none
458	None
459	None
460	none that I remember
461	None. This is because it's not tolerated in our education system
462	Thankfully none at all in my position.
463	Thankfully, This has never happened to me. In fact, I find I am treated with more respect as a band director than I am in most other settings.

Open-Ended Response--LEAVING GENDER AT THE DOOR

Please describe any experiences you have had with leaving gender at the door in your work as a band director.

- 1 I often feel the need to dress more masculinely for performances, professional meetings, and conferences to be taken seriously by my male colleagues. I feel as if I have to hide some of my carefree, lighthearted personality and be more serious and confident when talking about my band. I also feel the need to state that I do not want to be a mother in hopes that I will be considered for more professional roles [Restrictive Gender Roles].
- 2 all of the above
- 3 I am told not to be too nice to students, and I do dress more masculine for performances due to comments from a male adjudicator who thought [sic] seeing women's upper biceps is distracting. I have also found it easier to interact with male colleagues by adopting/mirroring more masculine speaking patterns.
- 4 I have many dresses in my closet and I always pick pants to wear to work. I constantly think about making myself look more authoritative. I also tend to show my emotions less and act more tough on the outside.
- 5 **It has been noted that the more feminine a woman appears, the less professional she is considered by men. Women with short hair styles, little or no makeup and pant suits are more respected in the field than a woman who wears makeup, does her hair and dresses femininely. I have never felt the pressure to act masculine but I have felt the need or encouraged to be less talkative.**
- 6 Told to dress masculine for concerts. Told to lower my voice to command respect. Told greeting kids in a "bubbly" demeanor isn't "good teaching". Told that wearing bright colors will cause people to not take me seriously.
- 7 Being asked to dress and act more masculinely. For example, being asked not to wear dresses/heels/skirt even when school appropriate and adhering to dress code. I was criticized during student teaching for not being loud enough and needing to use a lower voice. I obliged and would yell with a fake low voice until I realized that students respond better to authenticity, not faked "assertiveness". It seems they thought a teacher can't be assertive unless they are loud and aggressive.
- 8 Being told that I should dress in a black suit while conducting. Knowing that as a smaller person in stature, I have to project size, confidence, strength, power to stand a chance - and having that offend some people [Restrictive Gender Roles].
- 9 Different comments on my appearance when I dress more feminine, feeling the need to fit in with what the guys wear to be taken seriously, lowering my voice to be more commanding
- 10 Feeling the need to dress less feminine, feeling pressure to speak/write emails with less feminine aspects
- 11 I am naturally a more "masculine" type, but I have found that I have had to adjust so many things to fit into the "successful band director mold". Examples would be never wearing dresses or skirts, taking on crude humor and still having to work twice as hard as any man that is my age in similar jobs [Assumptions of Inferiority].
- 12 I am not a particularly feminine woman, but there's definitely an expectation that women try to act like men or dress like men. My feeder teacher expects me to teach just like him, an aggressive former military member, and makes comments about my ability and style. Feminine clothing feels discouraged at performances and events.
- 13 I chose to wear pants/suits be more "manly" in my dress when I was teaching high school because I did not want the comments that I had heard from other females in the profession. I also have always felt the need to be a "hard-ass" so that students and adults will take me seriously.

14 I don't know if this is exterior pressure or pressure I put on myself to achieve my goals. I put extensive thought into my clothing. I have always felt looking overly feminine could undermine my goal of presenting strong leadership. When I taught middle school, I felt that burden lifted. Teaching at the college level I would rarely wear a dress on campus. The power suit conveys a message. Younger students, no problem! Directing a choir? No problem. In front of a band, I put the pressure on myself to, while still looking feminine, do so in a more powerful way. I DO talk about mothering. In this case, it is my attempt to normalize the working mother image. The pandemic has been extremely painful as I have navigated the work and family load. I have chosen to risk being very open about my home life again, to normalize my own situation.

15 I dress and act fairly masculine on a daily basis. I'm still new at my job, so I try to make myself as much of an authority figure as possible.

16 I feel a strong need to leave gender at the door at the honor band festival and regional concert band competition. I feel the need to wear a band suit and ask [sic] masculine to fit in.

17 I feel extremely uncomfortable wearing skirts or dresses at school and usually try to dress androgynously. I'm also expected to act "tougher" in the classroom whenever I ask for help with behavioral problems.

18 I feel that students in my district sometimes only respond to "coaching". I have noticed different types of meeting interactions when I am wearing pants vs. dresses at school.

19 I have been to multiple clinic presentations where other female directors suggest to up-and-coming directors to dress less femininely for adjudicated events and that the "quiet" personality doesn't work.

20 I have been told to be careful how I dress, and that I should dress more like a man to be taken seriously. I have also had to act more masculine in my position to get my students to respect me.

21 I have stopped wearing dresses to any band occasion. This began when I was even in high school, and my solo judge commented on how I wore a dress while playing percussion rather than giving feedback on my performance. I have also learned to lower my voice a bit while talking to older band male band directors in order to keep their attention.

22 I think any pressure that I have felt to dress/act more masculine has come from myself and the construct of what I have come to see a high school band director as. I have never received any direct pressure from anyone. I do not feel as if I am an incredibly "feminine" person in appearance or mannerisms to begin with.

23 I was previously in the AF, so the staff and kids expect me to be tough all the time and often "challenge" me to some kind of physical test. Being told I need to dress in baggier clothing and wear less makeup

24 I was told to wear a lesbian pant suit for performances. I also had to change to a harder exterior to survive working with an all male high school staff. As a mother, I feel that I have more empathy than many of my male counterparts, but they see empathy as weakness. They think having empathy with students is being too "soft" and not having expectations, which could not be further from the truth.

25 **I've been told not to dress so feminine for performances because it is distracting. I try to act more "masculine" to get more respect in my position, but then am usually accused of being too aggressive or bossy.**

26 I've learned that the classroom management tactics that work for my male colleagues don't always work for me because society doesn't respond well when women employ those strategies [Restrictive Gender Roles]. I've adapted and it's more something I'm aware of than that bothers me at this point. I blame this for some of the vocal damage I've developed because of trying to lower my voice (subconsciously) to sound more authoritative. I don't prefer dresses, so the fact that I wear pants most of the time doesn't bother me. However I notice that I do that even more when my job is more high school and in the years I taught more elementary/middle school, I wore more skirts and dresses.

27 If I was perky and nurturing, I would be seen as the "nice mom of the band" and not as the respected band director. I don't wear dresses at performances, only suits. I've even been told to lower my voice when speaking so I don't come out too squeaky and perky.

28 My second band cooperating teacher was a woman, and I strongly felt she was dressing and behaving in a masculine manner to "validate" her position as a high school band director—and she pressured me to do the same. I switched from wearing dresses to dress pants, and makeup to bare-face. I lowered my voice to sound more commanding, and switched from a perky, positive teaching persona to a serious/focused, "commanding" one to meet her expectations. This is the biggest reason I left the field after only 6 months—I felt I had no role models for how I could actually be myself and be taken seriously (the kids wouldn't, because none of the adults would).

29 pant suits for concerts, acting like "one of the guys" to fit in

30 Pressure to act and dress a certain way.

31 Pressure to dress less feminine, talk and have feminine attributes, actively focused on speaking in a lower pitch at all times

32 This is more applicable for the acting more masculine and dressing more masculine. Part of this is due to the fact my other two colleagues at my school are men and they have a 'boomier' voice. And teaching High School as a younger teacher that very easily blends in with them, I am not allowing for any inappropriate anything. I also like baggier clothing - but buying pants is the biggest pain.

33 Throughout my training being told to speak lower lower and wear pants

34 Until very recently, my experience with "leaving gender at the door" was so bad that I had fully internalized some of the misogyny; what I mean by this is that in an attempt to fit in with the profession, I was sometimes even actively participating in the bashing of femininity in an attempt to not be "like other girls" (I know, ew). I have been criticized for not dressing formal enough, for dressing too formal, for having long hair, the list goes on. It was only recently that I started feeling secure enough in my position and abilities to actually start expressing my femininity. Ironically, one of my least favorite parts of this type of microaggression is the classifying of any woman percussionist as a "badass"; I always felt like it was secretly very diminutive to imply that I was some crazy badass just for teaching/playing percussion, when there were plenty of men doing so without fanfare. I also feel it is another attempt to masculinize me, implying that I cannot be soft and sensitive while doing my job.

35 Whenever I've led a band as a drum major or director, I've noticed that students generally are subconsciously more respectful when I dress and act masculinely. This has also been true at professional development with other directors and when I see other directors who play in the community band with me.

36 YES. I often feel strange to dress in a feminine way, however a lot of times I am doing a lot of fixing instruments and other messy tasks so I often dress in my oil stained khakis and a comfortable top. I also feel the need constantly to be more "aggressive"

37 When I dress more "manly" and have shorter hair, I always get better ratings. Furthermore, as a new mom, I was placed on an action plan for needing to pump at certain hours because it inconvenienced my assistant director.

38 being a mother makes me less than, especially in academia (parenting is seen as a positive for men, negative for women), just talking about attire at all is bothersome as men never need to talk about it, the constant need to keep appearances as a woman which is a totally different standard than men

39 I did feel pressure when I first started my job as a band director, but I have subsequently stopped getting myself down over clothing. I will dress femininely, and I will feel powerful. The worst comment I got was from a parent, he said to my principal that I didn't look dressed up enough for a 5th grade concert. I got annoyed and told my principal that my 6th month old daughter had been sick with a stomach bug and the only things that had gotten washed lately were hers and he never repeated any comments like that to me again. I feel also like if the male band directors can talk about their gross boy habits then I will talk about how horrible it was to breast feed and teach, and they can suck it up.

40 I do this everyday in every band teaching situation. It has become the norm for me except with a very few close friends who I completely trust. I dress to feel less female. I wear my hair [sic] back. I speak about topics that do not lead to gender-specific conversations (children, home-making). I tend to not ask for help (when I could use it) so that I can prove I am strong and able and can set a good example for students both male and female.

41 I mostly witness this with other women as I don't particularly fit the "feminine stereotype." I know many women who feel pressured to wear suits instead of skirts or dresses when they perform, and they feel they're not allowed to wear their hair down. One of my friends who has four children and now a fifth who was adopted very rarely talked about her family in the job and they are the center of her world. In a past job when I was subbing for a man, I had a fellow female band director come to visit and as she was leaving, the secretary asked her if she knew the guy I was subbing for. When she said no, but she and I were in many ensembles together, they continued to brag about what a great teacher and person he is despite me having worked there for three months and gone above and beyond to keep his program from failing.

42 I often have thought about how if I dressed a certain way (i.e. more masculine) I might be taken more seriously. As a petite, feminine dressing woman, it is often a struggle to feel heard. I often try and avoid talking about caregiving and other home responsibilities with other people in this career.

43 I wore pants most days and at every performance to try to reduce my femininity. I was terrified to have a baby as a band director - I was so exhausted already from working all the time, far more than a teacher should or is compensated for. I didn't even consider having a child until I moved into higher ed.

44 Told my suit jacket is too girlish, and being told talking about my future family plans would limit me in a job

45 When my son was little, I went through a divorce which meant becoming a single parent. He had to come to rehearsals and concerts with me. The high school director I worked with at the time wrote a letter to the principal asking that I be reprimanded for having my son at a concert as it was deemed unprofessional behavior. When I was younger, I didn't mind the more masculine type dress that often goes with band directing, especially during football season, but as I have gotten older and found more women in this profession, I make it a priority to dress differently as much as I can. I am proud to be a female director and I think I have a good opportunity to show students that you can be a female director and still look feminine.

46 1. I stopped wearing heels after the comment my student made about them. 2. As I mentioned before, I was actually criticized by a parents [sic] for not appearing feminine enough at concerts. 3. I keep my face the exact same when talking to my principal so I won't be called emotional again.

47 Other than being told women should not wear dresses on stage, I have never experienced this micro aggression directly. I have felt like I had to leave certain things out of discussions that were very important regarding teaching kids that might have been viewed as "too emotional".

48 "Band director outfits" are always male (polo and khakis - yuck - or a tux). I recently had to beg our Booster board to order us ladies cut staff polos and not "unisex" (aka male) even though 2/3 of our marching band staff is female. Also, generally being at band events where there is no consideration that females are present (appropriate bathroom facilities for that time of the month at marching band events, places to nurse - even at our state music Ed conference everyone looked at me like I was from another planet when I asked for a private non-bathroom space to pump).

49 A judge TOLD me not to wear a dress or heels at festival, definitely expected to be less feminine, or being called the "Band mom" Difficulty with no place or time to pump breast milk, and told that I should stop.

50 Finding appropriate attire has been a huge struggle. Particularly in the marching band realm. I don't want to look like a man wearing slacks and an I'll [sic] fitting t-shirt on the parade route, but I need an appearance that is professional but moveable. I still struggle with this! I had to travel with a breast pump on two major magnitude band trips and it was not something I felt I could be forthcoming about. It was a situation where I was trying to slip away from my role as discreetly as possible to pump and it was very taxing. I have male counterparts who can get away with confrontation with our activities director in a way women coaches and advisors cannot [Restrictive Gender Roles].

51 When I needed to take time off for a female need, my Male colleague boasted that he never had to take time off, ever. For the concert, I informed him that I would go change quickly after the concert to help clean up, and he commented that I didn't have to wear a dress and heels. I feel unable to dress up and do my hair because they tend to make fun of me for it.

52 Again, in my early years as a band director, I was pressured by my former co-director AND an assistant principal to dress in the school band uniform, which was a rigid, masculine band jacket that was ill-fitting and made me feel extremely uncomfortable. As soon as both had retired, I started dressing the way I wanted to for concerts.

53 All attire for every band I have worked for has been male clothes that have had only slight modifications initiated by me; I.e. a scarf instead of a tie with male blazer. All outerwear, etc are men's.

54 As a young director I felt pressure to dress more masculinely but then realized that was just my perception. I now dress however I'd like.

55 As I mentioned before, part of the reason why I cut my hair into a pixie cut was to look older/distinguish myself from students and to be taken more seriously as a director. I feel I should be wearing a suit jacket when conducting concerts because that is what my male directors did in high school and what my co-worker does now.

56 Attire as a female Band Directors is one of the most difficult things in my opinion about being in a job that is primarily seen as a man's job. Finding the appropriate things to wear on a daily basis, to marching band rehearsals, to contests etc. can be quite a challenge.

57 being concerned about my appearance (clothes, hair, shoes) at performances and rehearsals.

58 Being told by a more experienced male band director what to wear to be seen as more competent--fitting in.

59 Being told to make sure my outfit wasn't too tight on my butt during grad school,

60 Clothing in concerts for the adult group I play in.

61	Clothing wardrobe choices become a type of uniform to avoid drawing attention to my gender. I have pointed conversations with my students about feminine traits and the way women have been socialized to take up less space and be quiet.
62	College band director stating that the only appropriate professional dress for a woman is a pants suit.
63	Constantly being judged for dressing for concerts, Friday Night football games, competitions, festivals, etc.
64	director polos, concert dress
65	Dressing more masculine, although I prefer this.
66	Feeling the need to dress more masculinely to be taken seriously
67	Felt pressure to wear pants instead of feminine looking outfits. Finally rebelled against it and started wearing heels to EVERYTHING
68	Having to dress manly, given director shirt that had very prominent line across chest and not allowed to pick another option
69	I actually actively combat the lack of feminine representation by specifically dressing in a more feminine attire for performances. I am thankful that I do not feel the need to present myself any specific way at my school.
70	I actually feel more pressure to dress down (pant suit and cover up like a turtle neck)
71	I actually have always made it a point to wear a skirt when conducting, for this very reason.
72	I always attempted to dress more "masculine," especially for concerts. It wasn't until my 12th year of teaching that I wore a dress (instead of a suit) to a performance.
73	I always thought I needed a black suit for performances. It would never have occurred to me to dress otherwise. As someone who plays an instrument most commonly thought of as masculine, I think I felt fine to be feminine when I wanted to, because I played trombone. Trombone both gave me some masculine credibility (still does, even today) and then I could take it the other way and be like, well sure, I can play trombone and wear this dress.
74	I am always worried about what I should or shouldn't wear for performances, both as a conductor and as a performer in the ensemble. Mothering is not an issue as I don't have children and will not be having children.
75	I am naturally not the most traditionally feminine person so I rarely experience this. My main experience comes from my insistence on wearing a dress and makeup when conducting a concert. Many have remarked that I should consider a pant suit.
76	I am very comfortable in my femininity. I love wearing dresses, make-up, and painting my nails. This bothered me more when I was younger and felt I needed to wear a suit at games, performances, and competitions. At this point in my life, I do not care and wear what makes me feel good about myself.
77	I can see how this would occur in the way I dress, because I feel I get more respect when I don't dress as feminine
78	I constantly had to think about my attire and if it would bother any of the judges or other directors.
79	I definitely dress more masculine since becoming the head director.
80	I definitely got this when I was in college doing my observations and students teaching. My male observer spent more time on my observations critiquing how I was dressed because I was wearing polos and nice pants instead of what he thought was appropriate even after I had talked to the teachers I was working with about what was ok for me to wear. It wasn't until student teaching he finally realized I knew how to teach. But still spent time on how I was dressed.
81	I don't have to downplay my gender anymore in my current position, but in my HS gig I found I commanded more respect from my colleagues when I wore pant suits versus dresses.

82	I don't wear dresses to concerts or school. I constantly feel the need to wear a suit jacket. All feminine clothing items that I would enjoy wearing are not seen as school appropriate, so I often dress like a male in a button down and simple black pants.
83	I enjoy wearing dresses in my personal life, but feel as though I'm not respected when I wear them to teach.
84	I feel like I need to wear pants to be more respected by kids, but coworkers see me as a woman and that's all
85	I feel like this is mostly related to choice of attire. When I've conducted in dresses, I've been questioned more than when I wear a pantsuit.
86	I feel like wearing a dress or more feminine type clothes it [sic] considered a distraction. Not directly at school does this happen but in the professional setting with other band directors.
87	I feel pressure to wear masculine clothing when conducting concerts, attending festivals, and participating in workshops.
88	I feel pressured (mostly internally) to dress more masculinely in all aspects of my work . It doesn't entirely bother me, but I do feel like I would be taken less seriously if I wore a skirt/dress to a band competition. I mostly do it to try to avoid unwanted attention and to look older.
89	I feel that when I wear a dress or a skirt to work, people don't listen to my opinions as a director as much as when I dress less feminine.
90	I felt pressured with this to the point where I changed my entire wardrobe to be more masculine. It took me years before I would add a single dress to my "teaching clothes" and I do not believe I ever wore one in college practicums.
91	I frequently worry about how I dress will effect the way people view me and how I do my job.
92	I gained more respect at festivals if I dressed in a suit instead of a dress.
93	I get more respect when I dress/present myself in a more masculine manner. But it is also easier for me to complete the physical work in masculine clothing.
94	I gravitated to wearing golf polos, slacks and black shoes in hopes of blending in with the male role. If I did dress feminine, my work was much more difficult to navigate as it was distracting to both students and colleagues.
95	I had a superintendent who reprimanded me for wearing high heels on the job. "No band director I know of wears high heels."
96	I have accepted that in order for women to get respect in the band world, it is better to dress a particular way. I don't really fight that anymore
97	I have been told to not wear certain clothes at concerts.
98	I have had comments made about what I wear, how I look, and how I style my hair for concerts. I've also had master professors who critiqued rehearsal videos (not concerts) downgrade me because: my hair was down and distracting, I was wearing a colorful shirt, and I had part of my arms showing, that should have been covered up. A lot of masters candidates complained to the dean and we have grades reversed
99	I have never considered myself to be the most feminine person. I am always most comfortable in pants and a t shirt. But I do feel some level of pressure to not seem too feminine professionally to be seen as legitimate. Many students have drawn incorrect assumptions about my sexuality (I'm straight), based on the fact that I dress slightly more masculine.
100	I have noticed at our regional festivals that I'm taken more seriously when I wear slacks and a jacket than if I wear a skirt and jacket or a dress.
101	I have often felt pressure to dress in a more masculine style when conducting concerts or attending conferences/events.

102	I have this issue more with those in education, rather than music educators specifically. It seems as though there is no winning in these type of situations. As someone with an "hourglass figure," I feel as though I am always checking my outfits to avoid showing any signs of femininity
103	I just think this is silly. Someone told me they didn't get a job bc they wore their hair down—sounds like that's actually just somewhere I'd never want to teach.
104	I know dressing for concerts I have felt more a need to wear a suit- but it has not bothered me
105	I need to dress in a certain professional way to be taken seriously
106	I never wear dresses due to past experiences with body objectification.
107	I often feel that I need to dress "like the boys" in order to be listened to.
108	I only wear suits to shows or competitions
109	I prefer to wear pants for conducting, but I have definitely felt the need to create a more masculine look in my attire for judged performances.
110	I put this dress response on another one.
111	I sometimes take some extra time thinking about what I wear to festivals because I've heard other directors talk negatively about other female conductors' attire in the past.
112	I stopped feminine dressing due to male colleagues making comments, looking down my shirt [Sexual Objectification]. Concert dress is as conservative as possible.
113	I struggle with concerts around parents and knowing what to wear etc.
114	I suppose I have never thought about this before now because it has become so internalized, but whenever we have a performance I choose to wear dress slacks and a collared dress shirt to appear more "masculine" instead of wearing a dress because I feel like people will take me more seriously and recognize me as the band director. Eww maybe I should start wearing dresses to performances now just out of pure spite.
115	I used to find it difficult to choose my wardrobe. My personality is bright and vibrant as is my preferred color palate. If I'm conducting, I'll choose a neutral. If not, I now wear what I want to wear.
116	I was always worried about how I dressed, if I had cleavage showing and when I was pregnant I was bees [sic] self aware (somewhat ashamed) of my body and how clothes fit.
117	I was asked to wear a suit instead of a dress when conducting my university ensemble. The director didn't mention anything to the males in my program about what to wear (assuming they would wear their tuxes) but specifically asked me to not wear a dress to the performance.
118	I was discouraged from wearing dresses to school in favor of slacks/polos/blazers.
119	I was once told (by another woman band director who had experienced far more drama than myself) that I should dress on the podium in a tux or pants - not a skirt or dress. I understand why she said that, but I wear what I want. That having been said, I would not wear something low cut, really short, or super tight in the back because I don't think that's appropriate in this setting.
120	I was told it is more professional to wear a pantsuit to conduct concerts instead of dresses. I think that's dumb. I bought a beautiful black dress to wear instead. I have found in my school district, absolutely no one cares what I wear. They just care how I treat the students.
121	I was told not to wear open toed heels at contest. I've had other female band directors write posts about me (not directly naming me) but commenting that wearing a print dress (dress with blue and white...the schools colors) was distracting to the audience and that what I wore took away from the kids performance.
122	I wear my hair in a bun for performances bc it's less distracting on the podium and I feel like I would be flaunting my hair too much if it were long and down
123	I worry constantly about my appearance and avoiding coming off as too feminine. I avoid dresses and skirts, pastel colors, or styling my hair in a cute way.

124 I've been called in (many years ago) for not wearing dresses. Concert attire is a constant issue when talking with colleagues such as not looking too feminine or showing too much or too little skin.

125 I've been told to dress appropriately for concerts. No dresses or skirts but long black slacks....So I decided to wear dresses at all my spring concerts. But I did make sure they were always below the knee to not reveal anything from up stage.

126 I've only had 3 incidents where men or others thought it was ok to comment on what I dress and I simply redirected them. What I wear does not effect [sic] them!

127 I'm always concerned about what to wear for performances and going to conferences or interviews so I "look the part" rather than "look like a woman."

128 I've been told to leave the glitz/glam, it's summer why do I care how I look, if you dress more fluid, your kids won't objectify you [Sexual Objectification, Denial of the Reality of Sexism], maybe you should wear baggier clothes, check your neckline-it's too distracting-if you wore men's clothes, you wouldn't have that problem.

129 In a class one semester, my professor brought up multiple times that the "band director khaki's and polo" would become my go-to attire in the field. However, I don't wish to look like an early 2000s roblox character when I'm trying to teach band. I often observe that female presenting band directors often adopt the dress of their male counterparts because the way men dress is seen as the only acceptable form of "teacher clothes" in the competitive band world.

130 In college, my professors told me I would need to dress in a suit to be taken seriously as a young woman in the field.

131 In selecting concert attire or attire at professional conferences there is an emphasis on not being "feminine" Dress to be accepted and not to be objectified. I teach 1/2 orchestra now - and it is less of an issue in the strings world.

132 In the first question I stated my concert dress experience [Sexual Objectification]. I also struggle with wearing feminine clothes due to having to go outside for marching and fix instruments. I don't have the capability to walk all days in heels when you stand all day and switch buildings. I also need actual pockets for my keys and phone because I'm always on the go.

133 **In the instances at Festival where I received lower ratings, I dressed "sparkly" or more feminine. I realized that I would have to wear masculine clothing to portray the image.**

134 Many times, feeling as if I can't dress up because no one else in my profession dresses like me

135 **More time is spent talking about what to wear to a particular performance than the actual preparation for it. Comments are often made about what I choose to wear for a performance, and no matter what I pick, someone thinks I should have picked something different...or longer...or more masculine...or more feminine...or with more coverage...the list goes on and on.**

136 My (female) choral director colleague would talk about covering our rear ends while conducting. This didn't bother me when I was younger but once she mentioned it I became self conscious about wearing a dress or a long tunic when conducting.

137 My fine arts director told me that students would take me more seriously if I dressed more professionally. I had jeans on because it was spirit week and we were allowed to wear them while my head director had on sweatpants and a t shirt

138 My first couple of years I wore a business suit with a skirt for performances. After too many comments from male colleagues and parents of students, I switched to a pantsuit and the comments stopped. I've worn a pantsuit ever since.

139 **My first few times at contest I wore a beautiful concert black floor length dress. After observing successful veteran females, I decided to wear a suit and pull my hair back. My bands went to state every year after that.**

140	My first head director insisted that we all wear the same, awful men's shirts and wouldn't look at a design that included [sic] a women's fit
141	my first year teaching the principal called me in to tell me I wasn't dressing professionally enough, now I get told I dress too professionally for middle school, but when I dress like male directors in the county you have an issue with it, and so it goes round and round, I just dress to the nines and own it
142	My kids don't listen to me unless I'm dressed in more masc clothes, like wearing khaki pants instead of a dress
143	My only challenges in this area were to decide on what I would wear for conducting in concerts - I ultimately decided on black dress pants, a black blazer, and a comfortable but performance-appropriate blouse/tank underneath. I am more comfortable in pants/blazers in general, but did feel some pressure to conform to male fashion stereotypes because of my directorial role.
144	My outfits were constantly commented on
145	Once I went in for a second round job interview and demo lesson at a high school wearing one of my favorite dresses. It was very professional and business casual—nothing too short, nothing revealing, and I felt both cute and confident, which is important to me. I was told before going in that some of the current staff members would be in the room observing to help the administrator running the interviews make an informed decision. As soon as I walked into the band room, I heard one of the male teachers say to another one, "This one's definitely a girl." This experience not only left me completely turned off from that particular school, but it left me doubting myself. Should I have worn something more masculine for the demo? Why? Why should I pretend to be anything other than myself just to please a bunch of men in an interview? It was gross. I don't experience that often, but it was very disappointing.
146	Parents in boosters and just in schools have often told me that I am "a good mother-figure for not having children of my own" OR the opposite, that because I am a woman without children I can't understand their child's problem/issue/discipline/needs. I have also been told to act more "professional" by dressing in gender neutral attire (which is actually a pant suit) for important meetings, competitions [sic], etc.
147	some band director polos are made of a white material that lack enough opaqueness to adequately keep undergarments from showing through. also the use of suspenders in uniforms is problematic for top heavy women.
148	The most memorable one of these was again as a graduate student. I was told by one of my conducting professors after a concert, at which I wore a black skirt and top to conduct, that I looked nice but might be "more comfortable in pants next time." That has been more than 2 decades and I have NEVER forgotten it. I also have NEVER worn anything but a skirt or dress to conduct in since then.
149	The only example that I can give of this would be when dressing for a football game or competition when we are expected to wear khaki and a polo to fit in with the activity and rest of the coaches
150	The staff shirts and outfit coordination is frustrating when they plan to match but you can't because you don't own the same clothing, period. I have gotten over it mostly, and I tend to dress in suits, etc. more often anyway, but I can't help and wonder if that choice was subconscious while growing up to be taken seriously.
151	This happened in my first job, however does not happen in my current position. In my first job, I felt the need to dress in a pant suit only, to look more "the part".
152	This is still common for me. In the 1990's and early 2000's, I ALWAYS wore a black pants suit and pinned my hair to "blend-in" better with my male colleagues. I removed any feminine or sexual aspects of myself to make myself less of a target. That's decades of conditioning that I'll probably never be able to override.

153	This was a huge point of stress for me in my early career. Even now, I dress considerably less "feminine" than I normally do to avoid comments or harassment. I hate working with men.
154	Told I could not wear a floor length skirt to conduct in, because "band directors all wear pants."
155	Told not to wear makeup
156	We wear khaki pants and polos for our director uniform. That's really all I deal with in this category.
157	When I have to work with students, I have to use an entirely different wardrobe. This is all because I was once told I was "dressing too provocatively" when I was asked to join a high school band in their jazz performance, where the dress code was a Christmas sweater and jeans (I wore exactly that). This is particularly stressful as I enter the band director field, as I am expected to wear clothes that does not formally fit my body, when I simply cannot help the way that I am shaped. I have also yet to receive a description of what is appropriate clothing for a summer band rehearsal, I see my male colleagues wearing athletic shorts and tight shirts, and I know that simply cannot be the case for me. I have often had to wear jeans, or jeans that cut off at the knee because I do not want to hear comments about my figure or whether what I am wearing is appropriate or not.
158	When it comes to dressing for performances, I like to have some color (in appropriate situations) but I find it difficult to wear something that is "bland" and not "colorful" I have been told this when it comes to wearing clothes for festivals
159	Work-life balance is next to impossible because I am expected to give my all as a mother and a band director. Being told to wear a pants suit for performances.
160	Written parent complaint that I do not dress "professionally" during concert performances because I chose to wear a black skirt instead of pants suit. It was explicitly stated to me that the high school band director (a man) has the professionalism to wear a suit, and the parent expected the same of me.
161	I totally feel I have to act more masculine in order to be taken seriously. I also feel like I have to put my "mom hat" aside, which is odd, because many students call me "Mama".
162	If I bring up my children it's like I've yelled a slur. If I talk challenges or maternity leave or juggling the job or pregnancy, I'm a leper. Once colleagues were making raunchy jokes and when I walked in the room was told "we have to stop now so we don't get in trouble." I had to learn to drink beer and scotch so I would be invited to hang out.
163	I have been told that I am "dramatic" - and this was not a compliment. However, at this point, I have enough confidence in myself to be less bothered by such nonsense.
164	I often felt pressured to not be "too emotional". I agree that frequent outbursts of emotion aren't productive. I felt like I could so [sic] any emotion at all or I would be showing weakness. Emotions are part of the human experience, and it's okay to have them. Women are so unfairly portrayed as being hysterical the moment we show a sliver a [sic] strong emotion. It's disgusting.

165 Early in my band directing work I tried to emulate the traditional masculine characteristics that were not only modeled by the teachers I learned from, but that were taught to me. I tried to be aggressive and competitive and demanding and egotistical, and it always felt like I was trying to put on a show, trying to wear the band director costume. After getting married and becoming pregnant I felt myself soften- I wanted to be home more. When I had children of my own is when I really started to stop acting like a band director and started being myself in the classroom. I started seeing the kids in front of me as a mom, not as a band director. My relationships with students improved, my retention improved(marginally). Recently my district combined three middle schools into one, and I've been feeling uncomfortable in my own skin again. The two male band directors I work with have made it clear that they have issues with the way I teach, and they don't like that I am the only 8th grade band teacher this year and last year. We have had some hard conversations, but I still feel uncomfortable around them, even though I have more experience than they do combined, one of them was a student teacher of mine, and the other was a teacher that I co-taught with his first year. I recognize I'm not perfect, and as I type this I'm not sure I've ever really thought about this relationship from a gendered perspective, but perhaps there is something to the difference in gender.

166 I am a mother of 3 kids and my mother role is played into most aspects of my teaching and I don't mind that but it is difficult when my male colleagues say things about me being good at classroom management because I'm a woman, or the students like me more because I'm a woman, or my groups are big because I'm a young female, being a mom and a female has nothing to do with it, I'm a good educator. I see a lot of female colleagues behave differently in company of men then they do when it is just the woman in a professional setting, they speak more confidently and offer more of their experiences, I have been shushed [sic] in meetings by men and even repeated by men so others can "understand" when I'm saying better [Second-Class Citizenship], this doesn't happen often as I shut it down immediately. So I experience it but not horribly often as I feel I am very vocal about it.

167 **I believe I have created this scenario for myself. Having only learned from male directors, the only image I new [sic] to project on the podium was a masculine one. Sometimes I frustrate myself with this image and would prefer to be more like myself when teaching.**

168 I do think it is an issue that female band directors are expected to behave more masculine, but I'm a more masculine woman anyway, so I don't get those kinds of comments often.

169 I feel a tremendous amount of pressure to act more masculinely when teaching because I feel that it is the only way to get students and parents to take me seriously.

170 I feel as if sometimes I have to be more assertive than my male counterparts to show I am in charge.

171 I feel internal pressure to act like a man all the time. I'm pretty girly and that's caused me a lot of hate from the students.

172 I get told I'm "too soft" sometimes when the kids are in a bad place.

173 I sometimes feel the pressure to act more masculine in regards to having more discipline or structure in the classroom.

174 I think I am only not as bothered by this anymore because unfortunately, it has become normalized. I have always felt that I need to act more like a man to be respected.

175 I'm naturally a tomboy but I do notice to be taken seriously I have to be a little more masculine than I like to be.

176 I'm told I need to be more strict so that people will take me seriously

177 I've often felt like I need to act and present as more masculine in order to be accepted and valued.

178 Mainly comments about not being strict enough and being too nurturing with students.

179 More so just act tough but don't yell because then you are [sic] butch [sic], not just holding your own. Sometimes when teaching with a mostly male staff the need to blend in so we all look the same happens

180	When "out with the boys" at conferences, events, ordering less "girly" food or drinks.
181	When responding to emails, and addressing male colleagues (such as the athletic director) I tend to word things in a more masculine light (more direct & assured, less flowery). I'm sure there are more instances of this, but it is very ingrained in my professional behavior, so it would take a lot of reflection to pick out more.
182	It was very difficult for me to schedule my time appropriately when I was breast feeding to be able to pump when I needed to. I always felt like I was either short changing my students or my infant.
183	When I had to pump after having babies, colleagues were very, very rude about my absence. I was expected to attend Solo and Ensemble even though it was THREE DAYS after my due date, and I was penalized for not finding a sub. No accommodations were made when I had to step out of solo and ensemble another year to pump. When a district wide band concert was running late, I expressed my frustration due to my pumping schedule and no one cared or expressed sympathy.
184	"be sure to find child care" has been mentioned. Sometimes circumstances become unavoidable with babysitters. Life happens- and that's not due to my lack of planning or trying to be proactive.
185	All my band colleagues are men, and some are parents, but I never talk about my child around them.
186	Any discussions surrounding the difficulty of motherhood are quickly shut down at many conferences. This is not an issue with my current workplace, but I have several friends who face this issue.
187	Being the only Ferndale [sic] on staff and feeling like I can't choose my family over work. Ever.
188	Coworkers assume I want kids and will take a maternity leave one day.
189	I am currently pregnant and feel like this has made me a "lesser" band director
190	I basically made a decision to not have children because of my job.
191	I feel my job is too demanding for a women [sic] about to start a family, and male principals say it'll be fine.
192	I had a principal ask me why my band didn't play at more sporting events because "all the other directors did more." I asked him to notice all the other directors at the sporting events. Sure enough...they were all men. As a mom, I had a lot of mom-duties that I often felt guilty about because they interfered with my job.
193	I have an infant and don't want to work the afterschool music programs anymore but the school refuses to accept that
194	I purposely didn't put up pictures of my family like my male colleagues did because it made me look weak. Men who are band directors and who have families are "good family men" and women who do the same are "abandoning their family"
195	Ignoring the fact that I am the primary caregiver to my children
196	In our job, the lack of work/life balance often does not account for directors who are also parents, or if male, having a partner that does primary caregiving most of the school year. Being a mother means I'm both expected to be hands-on with my kids, while being told that my job means I'm not "home enough".
197	men are not interested in mothering issues as women are. Conversation needs to be appropriate to the context. Once you get to know someone better, family conversations become easier between genders.
198	My coworker often tells me he hopes I never have kids.
199	My former coworkers were all male, unmarried, and without children. I avoided talking about mothering because no one else had a similar life experience.
200	The need to not talk about mothering
201	The unspoken assumption that I am using motherhood as a means of getting "a day off" when my kid is sick, assumptions that I wouldn't be able to go on a band trip because "who would watch the kids", concerns that, as a single mom, I won't be able to do my job 100%.

202 At my first job, one of the principals who observed me told me I "wasn't very aggressive" and that all of the band directors he had seen before were like that (the implication was that I should be more like that). I was teaching at a city school where many of the students had experienced various forms of trauma, so I felt that a calm, reliable atmosphere was best for the students. I have no interest in trying to change my personality while teaching and I've seen the harm that it can do to students when certain band directors yell and are generally jerks to kids.

203 I do naturally dress very masculine so that doesn't apply, but I felt like I had to not be "too much" in regards to gender.

204 If you ever feel the need to get emotional, I feel very aware

205 Pressure to appear emotionless in situations which elicit an emotional response

206 As a mom who nursed her daughter to sleep for over two years. Concert nights and competitive marching band season were difficult around my house. After suffering through her first year I finally had to ask to reduce my marching band hours. But I never felt it was fully understood and since I have been struggling to be seen as competent or capable as my peers because I chose family and taking care of my baby first [Assumptions of Inferiority].

207 Had to pump my 2 month old at summer PD conference and made the host uncomfortable when asking for an accomodation.

208 You can never talk about female body issues around men, they get grossed out, which is super immature.

209 Again more as a performer not as a teacher.

210 Again, this was earlier in my career. I embrace who I am and rely on my reputation as an educator.

211 Aggression is considered bitchy [Restrictive Gender Roles].

212 **As a queer woman who presents more traditionally masculine in my mannerisms and dress, I am actually more frequently told to be more feminine in this profession.**

213 Concert dress is always a thought in my head. I'm not a dress wearer, but I feel like I should at concerts.

214 I actually feel pressure to dress more feminine than my typical style because my job is so public and I am worried people will have a problem with who I am

215 I actually share with my students about my struggles, to try and help them navigate their own time management issues.

216 I always have to stress what I wear at concerts because I am not the type to wear a dress

217 I am a fairly butch lesbian, so I don't get the really feminine comments made to me.

218 I am not a very feminine-inclined person anyway. No judgement to those who are. I just prefer to (for example) wear pants and flats, not deal with make-up, etc. I never feel like I should avoid talking about being a mother. I actually feel it's one of the strengths I brought to my leadership position - we always acknowledged those with new family members (which in this case was new DAD band directors). I feel like it should be public and celebrated, so I did. I actually feel I get more backlash for being less fluffy and nicey-nice and more direct. I have watched kids and adults take the exact same comment and delivery 100% in stride from a male colleague and get angry or sad or otherwise emotionally-charged when I said/did the exact same thing [Restrictive Gender Roles].

219 I am not super nurturing and students sometimes expect that from me [Restrictive Gender Roles].

220 I am openly bisexual so gender confirming actions was never brought to my attention by anyone.

221 I am sort of over what people expect of me now.

222 **I constantly deal with comments or concerns about how I must be a less effective teacher because I have chosen not to have children.**

223 I could acknowledge where this could happen but I think at this point I truly don't worry/care about how others perceive me.

224	I do not feel pressured to dress a certain way, I simply dress comfortably for my job, which most of the time means jeans and a school tshirt (as approved by school admin). I mostly experience comments from cis-male coworkers/professionals when they see me dressed up more than usual, which results in comments that are not necessarily inappropriate, but still objectifying [Sexual Objectification]. For example: "wow that dress looks great on you", "you usually look like a mom, haha!"
225	I don't feel the need to leave my gender at the door in most situations but I don't have a hugely feminine gender expression.
226	I dress comfortably, and I don't mind being the mother, especially this year.
227	I feel at judges critiques with marching band I need to be "quiet" to avoid coming up as an aggressive woman [Restrictive Gender Roles]. I've recently stopped caring about that and speaking up more.
228	I feel some pressure to dress more feminine at work. I don't shave my legs so I feel like wearing a dress/shorter pants is off-limits. Worried that dressing more masculine would be seen as unprofessional. I don't identify with my work clothes, but it's not a huge stressor. I just see it as playing a role, like how I play a role as a teacher. I try not to get too attached or hung up on any of my identities.
229	I feel these pressures, but I ignore them and do what I want/feel is best for me and my students.
230	I felt this more in my early years. I now am comfortable with who I am and what I have to offer with my perspective. Early on I did try to conform, but it didn't fit me.
231	I have always been more masculine, a "tom boy," and have a strong, leadership personality. I feel myself when I am in front of the band. The struggle I have is that view bleeds over into my personal life. I am straight, but I find that men are intimidated by this and finding a partner has been difficult.
232	I have always presented myself as feminine as I want no matter what.
233	I have had little to no experience with this.
234	I have not felt pressured to wear a certain outfit or look a certain way. I have been able to select for myself without comment or ridicule. Any pressure I have, I tend to place on myself.
235	I have started dressing how I want to dress to teach. I am a woman who is more comfortable in pants, so I have not experienced this as much as those who are more comfortable in skirts or dresses may have
236	I live in slacks. I don't wear make up. I'm as plain as they come to not draw attention to myself. I have noticed that more female band directors are looking more and more upscale, dressing more femininely, heels maybe even slightly provocative! And I've noticed my male counterparts falling over these women of our profession.
237	I prefer to wear suits and have no desire to wear a concert dress or heels when conducting.
238	I proudly dress and act very feminine in my career!
239	I really haven't ran into this much. I am a very fashionable, glitzy woman and own it!
240	I refuse to do it. I am proud of being a mom who carried her babies with to pep band, etc. yes, I received the looks, etc, but I will never not do this.
241	I refuse to do this!
242	I simply don't put up with it. Out of all the things in this survey so far, this is the first item that we as woman can control. We can't control how others treat us, talk about us, talk to us, think of us, etc, but we can control how we dress, how we act, and what we say. If we keep being ourselves, whatever that may be, keep controlling what we are able to, then change might begin to be made. We need to focus on ourselves and our own actions in order to try and persuade others to change. In the end, we can't do anything about others, only our own self.
243	I tend to gravitate to more traditionally "male" dress regardless of the situation. It makes me feel most comfortable

244	I think I have done a lot of personal work just separating myself from this stereotype and also living in a large city (Seattle) I think also helps. I wear dresses frequently to school and am not afraid of my feminine side, although I wouldn't consider myself naturally very feminine either.
245	I think I'm doing the opposite of this in my current position around my coworkers. At such a small, rural school I'm terrified of being outed as gay and nonbinary. Around my coworkers, I'm back in the closet chit chatting about kids, chores, whatever else. Around my students I don't feel the need to masquerade quite so much, but I hadn't made this connection until this survey pointed it out.
246	I think my natural leadership style is a little more "masculine"
247	I was a lesbian band director so trying to appear more feminine was always on my mind. I was also unable to talk about my personal life with students or colleagues.
248	I was criticized by a judge for wearing slacks to direct the band at a contest. He made his comments on the adjudication sheet.
249	I wear what makes me feel good, and I encourage my students to do the same. I define my own success, and I want my students to see that they can do the same.
250	I'm me, and I don't want to be any other way though I'm often asked to. I'm a great teacher, even in a skirt.
251	I'm non-binary so some men have felt challenged by my masculinity
252	I'm not sure if this is a societal pressure, or if it's something that I experience through interactions with colleagues.
253	I'm proud to be a woman band director and refuse to conduct in anything other than a skirt suit and heels.
254	I've had them, but they can suck an egg. I dress very femininely (I don't wear pants professionally), I am pretty assertive/cynical (so I guess masculine in behavior) and I have never backed down or hid that I have 2 kids and what I deal with as a parent. It is me, take it or leave it.
255	I've lived with this one my whole career in some ways.
256	It is hard to leave gender at the door when you are the "only" in the room
257	It took a long time before I had enough respect to not have to do these things. Early in my career, this was one of my biggest stresses.
258	It's a pre-established mans [sic] world [Second-Class Citizenship]. Where do I fit in? Especially as I get older and my "good looks" fade. I used to keep a mans [sic] interest bc if [sic] my looks, but I don't have the energy to play those games anymore. Mostly bc I shouldn't have to play those games in the first place
259	Many of my students actually call me "mom" and I wear that badge proudly as I pursue my masters degree in school counseling.
260	Marching band competitions, football games for [School] marching band
261	My gender is my work, never left at door
262	My male colleague will make comments [sic] about his wearing a shirt and tie because "the kids like it" compared to my attire. I dress professionally but in a comfortable way for me (tunic shirts/pants, or dresses) since I do a lot of moving around during lessons/rehearsals. My classroom/rehearsal space is always cold so I also need to dress for that environment.
263	Never had this happen but upset that it's a thing we're talking about
264	Often I felt pressure to dress "femininely" for concerts. This year, decided to be more comfortable in a blazer and dress pants!
265	Only comments by ignorant parents.
266	Placed on the boys' bus by a head director and expected to change clothes on said bus in a parking lot

267 Reminding my students that I am a mother helps me relate to them better and helps them to see me more as a human.

268 The only issue I have with this is that male band directors that need to be off for whatever reason (especially high school) do not take sick days. If I'm needed at home for my family, I will take the time off from work but I will ALWAYS fill out the appropriate paperwork for sick leave. Many male directors retire with numerous sick days simply because they never use them even though they may or may not show up when sick. They just don't get a sub so do not count those sick days. Sometimes those same people will make a female director feel guilty for being gone. It's just another example of a double standard.

269 The only time I dressed differently was in college I was the only female brass person in the department and felt al [sic] had to dress down, also I participated [sic] in a drum and bugle corps where theri [sic] were only three female brass players in the entire corps. The men often harassed us and gave us a hard time. I was given the opportunity to run a rehearsal one evening, and many of the men actually walked out because they felt a woman couldnt [sic] run a rehearsal [Assumptions of Inferiority].

270 The opposite, actually. I feel like I'm expected to dress like a woman at all times, etc.

271 There was a time I worried about attire and if it was too feminine or not but that stress stops at interviews. In my current job I may dress really feminine one day or masculine the next. I'm treated the same either way by students and co workers. It was only during interviews did I realize that how I dressed really mattered for getting the job, but not in a professional sense more than how feminine presenting I was. I was more successful with veering on the side of feminine for music jobs here in the south. If I dressed too masculine I realized the HR personnel or principal interviewing me acted less personable and brought up harsher questions all about discipline or dealing with multitasking many things at once. When wearing a dress or feminine blouse I was met with more friendly demeanors and questions about my vision for the program in the future and what my teaching philosophy was. It sort of upset me because I felt most professional in the suit and not the dress. I felt me stepping out of my feminine zone threatened them possibly or gave them negative assumptions about me.

272 This doesn't bother me as much, but I think that's because as a queer person, I'm constantly dabbling in both feminine and masculine presentations for myself depending on what feels comfortable. I take pride in it.

273 This is common. However I choose to dress very femininely.

274 **This is the reason I am not [sic] longer a high school director. I came to a point where for my mental health I had to choose between mothering my own child or teaching high school.**

275 This isn't a big deal for me because I'm not very traditionally "girly."

276 This may be because I tend to dress in pants and a blouse, so not masculine, but not essentially feminine either (dresses, skirts, etc.). I also talk regularly about having 200+ children - the mothering aspect doesn't bother me, but my male colleague is also called Dad by many of the HS students, so it's a part of our culture..

277 This one, for whatever reason, was never really a problem in my experience...

278 This rarely happens.

279 Used to doing this from time in the military

280 whatever

281 When I first had my son (I was 40)- balancing being both a mom and a director was really challenging.

282 When I've felt this it has been internal, and I'm not sure why I've felt that way.

283 -

284 After moving to Georgia where I taught for many years I don't think I experienced this.

285	Being the woman that I am, I enjoy dressing however I feel. I have performed concerts in full black dresses, a ball gown (choir), pants and a blazer. Personally, I'm a fan of whatever outfit makes me look the most powerful. However I have never been pushed one way or the other.
286	I always dress femininely for performances!
287	I always wear pants, as I'm personally uncomfortable in skirts and dresses. I wouldn't classify myself as a "girly girl," not necessarily that I don't act feminine but I'm not below cracking a fart joke to make my classroom laugh.
288	I am focused on my students. I carry myself in a way that students can see my identity and that I am comfortable with myself and who I am. I want to be that model for my students so I never try to hide my gender identity from them.
289	I am Marist at a Marist school - we embrace motherly love - and at the last district event, a dad band director brought his own kids, so no....this isn't true of my experience.
290	I can't recall an experience that qualifies.
291	I don't feel pressured about this one. I feel like I can be myself on and off the podium, personality wise or dress wise.
292	I don't. I am proud to be a woman band director and if anyone expects to act less feminine or be less me, they don't know me very well.
293	I dress and present myself exactly as I am and am not going to change that. I have dressed more femininely in my current position as the whole music department is fashionable women.
294	I feel supported by my supervisor to nurture my students.
295	I have never done this.
296	I have not personally experienced this. My preference is to wear suits to performances, however, I often wear dresses to school. I also do not have children so that experience does not impact my daily life.
297	I never experienced this - I embraced my feminine side
298	I personally prefer to dress more masculine because it's just my style, but I dress up very femininely for concerts and have no shame in doing so. Nobody ever comments on what I wear at concerts.
299	I'm not sure what this means.
300	I'm very girly and I own it. This isn't a concern for me.
301	N/A
302	N/A
303	N/A
304	N/A
305	N/A
306	N/a
307	N/a
308	NA
309	Na
310	Na
311	Nah, they wanted me to be in a "female" role.
312	None
313	None
314	None
315	none
316	none
317	None
318	None

319	None
320	none
321	None
322	None
323	None
324	None I dress the way I do for comfort
325	None that I recall. I'm not sure what you mean by "talking about mothering."
326	This has never been a problem.
327	This is not an issue for me. Oddly, me not having children sometimes makes me the outcast among female colleagues.
328	This is not something I've experienced.
Open-Ended Response--DENIAL OF INDIVIDUAL SEXISM	
Please describe any experiences you have had with denial of individual sexism in your work as a band director.	
1	A lot of band directors seem to think that because they have a female on staff, that's proof that they "aren't sexist". DEFINITELY occurs when programming music, the old "I play good music no matter who writes it" trope...not realizing that there are many excellent pieces written by women they just haven't sought out yet.
2	Being told that they don't see it that way because they had a female teacher In the past
3	I'm not sexist, I have lots of respect for (insert the name of one female collegiate director here)
4	Men commenting on posts and saying that this isn't an issue [Denial of the Reality of Sexism] and that "I've had man [sic] great female mentors, I can't possibly be sexist."
5	My main BD saying if he was sexist he wouldn't have hired me
6	Older directors tend to be the main ones to say this. But then are the exact ones who make sexist comments. I've mostly been told "I know lots of women directors, I don't see the problem"
7	When being targeted by a principal, being told "my wife was a band director, so I know how it works..." Uh, no you don't.
8	all of the above comments
9	All the above statements
10	I don't treat women different - I have a wife and daughter and they love how I treat them...
11	I have heard all of the statements above at one time or another
12	I have heard all of those sayings listed in the examples so many times that if I had a quarter each time I heard them, I could retire.
13	I haven't had a lot of experience with this, other than hearing people say things like what you described above.
14	I hear people say all of the above phrases all the time. Especially "I can't be sexist because I have a wife and daughters"
15	I've definitely been told "I don't see gender" and "I have a daughter..."
16	It is rare but there are specific individuals that have multiple occurrences of: "I don't see sex/gender"; "I'm not sexist. I have a wife and daughters; "I treat everyone the same" when they actually don't.
17	"Well I have a daughter and I wouldn't let her dress like that." Unfortunately have heard that about my clothing when I was wearing pants, a blouse, and a blazer [Sexual Objectification and/or Leaving Gender at the Door]

18	Being told I'm making things up and just being emotional about sexist comments [Denial of the Reality of Sexism]/situations by men who "have a wife/daughter" and that they understand women and respect them. When those same men are being called out for their comments/actions that are negative towards me.
19	Being told they have a wife and daughters so they aren't sexist
20	I have had students say they aren't sexist because they have a mother/sister.
21	Previous high school feeder director not only showed sexist behavior towards myself and our female choir director but also occasionally towards female students and when it was addressed he would become defensive and say how much he loved and supported women because he had a wife and a baby daughter.
22	The "I have daughters" one came up a lot, especially from older men who had daughters close to my age. I once told one of them that I hope they respect their daughters more than they seem to respect me, and I got written up for it.
23	The male band director I student taught with did this all the time. He had 3 daughters, so he would always tell me what he thought I should do if I was his daughter. He also told me to enjoy eating french fries while I was young because eventually my metabolism would slow down and it would go to my hips.
24	The person who told me I can't be successful as a woman unless I'm gay or don't have a family, stayed [sic] he wasn't sexist because he has a wife raising his kids and he values her.
25	There have been multiple occasion in which a male colleague of mine will unconsciously say something that is unmeaningly backhanded or is questionable, and after I respectful [sic] let them know that can be harmful, they get defensive and say examples like "I'm not sexist, I've never been sexist, I have a wife and daughter, etc".
26	This is the most frustrating because it is often the men participating in passive sexism that feel this way; they never directly contribute to the problem, but they also do nothing to stand up for others when it happens around them. One particularly awful experience of mine was with my college drumline instructor, who constantly made horrible sexist remarks to, about, and around me in a drumline full of other men. Several years later, he married a woman with daughters and I now see him preaching all over social media about how much he loves and supports women in music because of his step-daughters.
27	Working with other males, they state it all the time as I am not seen as an equal, but also am a strong female. I am changing a program for the better, and they always say that it was a woman's job to come change the program before I was there, now they say I'm the person to change the program. They use the wife/daughter excuse all the time—they hear me, see me, etc. because they have a wife and they have to listen to her.
28	"I don't see gender." I hate that.
29	"I don't see sex/gender"
30	"I treat you the way I would treat any new colleague". Even though the way my male predecessor was treated was vastly different.
31	Having teachers say they don't treat us different, but give more opportunities to men with the same qualifications [Second-Clas Citizenship].
32	I can only think of one example from my previous district when a department chair said that he didn't see gender when discussing the hiring for an open position.
33	I have had people say "I treat everyone the same" but that statement does not hold true.
34	I have not experinced this personally, but I have heard male directors say "I treat eberyone [sic] the same" but this was in reference to race and culture.
35	I have often heard people say "I treat everyone the same" while clearly doing exactly the opposite.

36	I teach in a rural area. I feel the most I feel this is in my booster program. The men in Leadership "think" they don't Treat me differently but I feel a little uncomfortable in our meetings... like I don't "understand" how things really work.
37	I was told it doesn't matter how many women are on an executive board for band directors [Denial of the Reality of Sexism].
38	I've heard the "I treat everyone equally regardless of gender" more times than I can count. Usually right before something sexist happens.
39	literally told "I treat everyone the same" by supervisors that DO NOT
40	Some of the much older male teachers will say they don't judge based on gender, but side comments they say (especially about teaching at the high school level) imply otherwise.
41	someone saying "I treat everyone the same" when they actually don't
42	The "i treat every one the same" then actually don't resonates with my experiences. I often feel like i get looked past or brushed over.
43	This happened quite frequently in college when I taught at band camps and led sectionals. The people that hired me told me that they didn't see gender, or that everyone is equal when they actually treated everyone differently based on their relationship and the scenario.
44	Ugh, I hear "I don't see gender" all the time.
45	being told "obviously you made it here. if people try hard enough they can make it."
46	Nobody wants to believe that their gender or their privilege has inherently given them a leg up.
47	"I'm not sexist," automatically thinking that any talk about sexism doesn't apply because said person in conversation "isn't sexist" or "hasn't seen it." [Denial of the Reality of Sexism]
48	A colleague has treated me very poorly. I believe that sexism is at least part of the problem. My complaint to admin have fallen on deaf ears [Denial of the Reality of Sexism].
49	Again - not sure I've had many of these conversations.
50	Again, I believe that sexism is not overt but something that is learned inadvertently through the behavior and actions of mentors.
51	Again, I don't think anyone has said anything because they just don't realize there is a difference.
52	Again, I have realized that I can't change anyone. I can only do my job to the best of my ability.
53	Again, most frequently happens at things like conferences that involve the whole state/country or in online forums.
54	Again, never been told explicitly those things like "I treat everyone the same", but actions speak louder than words. Being ignored at a staff meeting when I say exactly the same thing as a male colleague is pretty telling [Second-Class Citizenship].
55	Again, this is mostly coming from athletics (all guys) who treat everyone else as lower class.
56	Almost exclusively applies to men who are my age or older.
57	Also ridiculous.
58	And an awareness of how female any profession might feel
59	Another band director in my district is fairly religious and believes that a woman should be at home.... [Restrictive Gender Roles]
60	At a conference I was volunteered to take notes on a board for a presenter because I "probably had nice handwriting" [Restrictive Gender Roles]. I did not volunteer myself.
61	Being told "men will be men" [Denial of the Reality of Sexism] or it's a man's world [Second-Class Citizenship]
62	Being told I was aggressive when I was assertive [Restrictive Gender Roles]
63	Cannot think of any examples at this time, however, to say I have never seen it is not realistic
64	Comments/assumptions are not made by fellow directors

65	Denial.
66	Even among women directors, women often do not support each other.
67	Every job, and nearly every man I have worked with at these bands.
68	Fortunately, not by supervisors.
69	Having to explain to adult male educators that calling their male students "little girls" for playing wimpy while in front of ACTUAL little girls blasting on their own instruments is not okay [Sexist Language]. They don't see the issue.
70	I avoid these conversations so I don't have to experience these things, but wish I could have these conversations.
71	I did not ever confront my last school for their sexist statements and assumptions, so I do not know what their response would have been.
72	I doubt these conversations would have the opportunity to take place.
73	I feel as if this happens without the knowledge of others due to the fact there aren't many women in my role.
74	I find that some folks (primarily old white men) say these kinds of things without realizing their implicit bias. In other words their (weird) statements don't match their behavior.
75	I get compared to other working women who are spouses of males in my field. This usually happens when the wife does not work full time or has a less stressful or busy job and is more easily able to carry out duties at home.
76	I have been in the same position (by choice) for the past 16 years, so I haven't seen it much in the job search area. I have seen it more in the Region offices, etc.
77	I haven't seen this often. Maybe once or twice ever.
78	I hear this mainly from my students and coworkers within my district, so this response is less about the band world and more about my community. In a tiny rural school, I am one of the first and only people in my students' lives that will point out casual sexism. When I write up students for using slurs in my class and send them to the office, they are sent back to me in 5 minutes. I have not been brave enough to call out my coworkers' biases yet.
79	I ignore this.
80	I see this a lot on our state band Facebook page and in the personalities of people at state conference
81	I see this behavior more in students than adults
82	I think this has impacted me most in the classroom and trying to not be overly critical of male students. I want my students to have the freedom to be themselves while also following the rules and expectations. Male students have a disproportionate number of discipline reports in our district, so I try to be really aware that I'm holding all students to a similar accountability level. I was accused of being sexist early in my career by male students, so I think it's made me hyper-aware of my actions in the classroom.
83	I try to ignore those people.
84	I understand where you are coming from, but that's not what's happening [Denial of the Reality of Sexism].
85	I worked as an assistant director for a male head director who said that he isn't sexist, but that I would keep my job as the assistant director because "women aren't up to the task" of being a band director [Assumptions of Inferiority].
86	I'm leaving the profession early and this is partly the reason!
87	I'm not sure how I would recognize it.
88	I'm sure this happens more often than I've experienced it... because I just avoid those people as much as possible.

89	I've had a couple of colleagues claim not to be sexist, but they were using that as a defense after saying/doing something that demonstrated sexism.
90	I've had a male director from the high-school go sit in a practice room than to be in my rehearsal. Mocking me as I taught to another male director pretending to beat his head against the wall. [Assumptions of Inferiority and/or Second-Class Citizenship]
91	I've never confronted anyone about this other than the conversation with my HR director.
92	I've been told by a school secretary that my interview scores were the highest out of all the applicants but the principal really wanted a male. I didn't get the job. The male stayed there for 1 year and was a rotating door for a few years. The kids didn't like him. Karma.
93	In a past experience, a cis-male told me that although he doesn't discriminate on basis of sex, his ideal coworker would be a woman to help "relate to the students".
94	In all due faith; there is still this male privilege that exist [sic] to create an ignorance that sexism no longer exist [sic].
95	In our PLC group, I am the only female and there are male genital references or sexual innuendos made and it was shocking to hear someone who has a wife and daughter speak about women like that. I said something to a male colleague who I am more comfortable with and I believe he addressed it personally with that individual.
96	In the past 10 years my section of NYS has become much more accepting and gender neutral.
97	In working with other band directors - especially as a younger person
98	It is male administrators who I have had this experience with the most. Males are definitely favored over females and the way we are treated and communicated with differs greatly.
99	It's been a long time since it happened, but it's obvious when the good ol' boys treat women differently [Second-Class Citizenship].
100	It's irritating because it exists and rather than face it and move forward we deny it's there to appear "neutral."
101	It's a general refusal to see it's a systemic problem, or say the problem is too big that we can't do anything about it.
102	Lack of awareness in colleagues.
103	Mainly in parent teacher conferences and when speaking with family members
104	Most of the people that this is discussed with DO see that it happens. They are usually dealing with some one else in the hiring process who can not be challenged. The old school system of burning some one professionally is still very much alive in this field. If you chose to speak out against the issue, it will come back to haunt you.
105	My boss constantly questions me, my intelligence, and my experience. He never does this to my much younger coworker.
106	My boss only hires men to be in charge. When a woman was in charge for a while, he let her go.
107	My colleague believes he isn't sexist. I do not agree.
108	My colleague refers to me as the "female perspective" at times- I used to have my husband give him an idea to get something done quicker [Second-Class Citizenship].
109	My HS director frequently has to explain that it doesn't [sic] he's not being sexist.
110	My interactions with my school principal and colleagues. High school football coach would refer to me as "band lady" and said you do "okay" for a woman [Assumptions of Inferiority]
111	My MS colleague has no idea that he is sexist and denies any claims.
112	My principal idolized the previous middle school director of my position and targets me for every decision I make (even though they are the same as the previous director). She is much more critical of the female teachers than the males.

113	My principal often gives the male teachers more slack than me.
114	Not as a band director but I have seen this obviously in every day life.
115	One guy tried once, but I struck him.
116	One of my male colleagues often says he is not sexist or has anything against women, but proceeds to constantly bring up that he thinks only other men should be allowed to play his primary instrument.
117	Our superintendent is extremely sexist. He goes out of his way to target the women in the district, or at least it seems like it, but then pretends he has all of our backs. Though this is not just specific to being band director, it is a stressful part of my work.
118	Parents who complained all the time, and administartors [sic]
119	People have had problems that I have a strong personality. Men who are assertive are "leaders". Women who are assertive are "bitches" [Restrictive Gender Roles]
120	People use politics, generational gaps, and weird personalities to justify denial of individual sexism.
121	Previous school. One of the reasons I left.
122	Principal blatantly stated in an interview that I had courage going to apply to work in a man's field [Second-Class Citizenship]
123	Retired teacher spoke this way
124	Reverse? I had an administrator that liked/chose a colleague choir director (male) because he was male and could "encourage" more males to be in choir
125	Same a [sic] above
126	Same answer.
127	same as above
128	same as above
129	See above
130	Similar to above, some colleagues [sic] don't believe it [Denial of the Reality of Sexism], but anymore, they usually do.
131	Staff meetings, district inservice, music conventions
132	Thankfully, I have never had direct denial of individual sexism but I know many who have. They have outright been told they were being delusional or imagining things when they called out sexist behaviour [Denial of the Reality of Sexism].
133	The "typical" bandroom is sized for taller directors. As a petite woman, I see the lack of flexible space and equipment somewhat sexist and occurs with tall women interacting with smaller women.
134	The bully who yelled at me also yelled at other female colleagues. Totally a sexist act.
135	The denial of any sort of prejudice is a major issue in our society. People think just because they have an association with some thing they were being accused of being prejudiced toward that makes them clean and clear of that issue. That is not the case.
136	The director of fine arts at the district I am at, has said he does not hire women that talk too much because they are "annoying" [Restrictive Gender Roles] and he does not hire women that do not talk a lot because they "don't know anything," yet he continues to talk about how inclusive his programs are.
137	The male band director at the middle school will get funding while I ask for the same items and am denied [Second-Class Citizenship].
138	The officers in my state band directors organization claim to treat everyone fairly, but I know some of them privately hold sexist and non-inclusive beliefs. It doesn't affect me directly because I am not close with them.
139	The people who do this are equally blind about many of their character flaws. Sexism is just one example of their lack of self-awareness.

140	The two male head high school band directors are listened to by administration. They are seen as the only "important" folks to take seriously. It's incredibly frustrating. [Second-Class Citizenship]
141	These comments have been said over the years but you just stay quiet and do not believe the person.
142	This has happened with parents helping their students select an instrument. We are much better, but there definitely used to be "girl" and "boy" instruments.
143	this is incredibly bothersome, but it happens so often that I grow tired of speaking up
144	This is less than the previous because this is mainly from men who are trying, but are just doing it wrong. They want to help, they are trying to find ways to help, they are just on the wrong path of how to do so without making the issue worse (which they do by saying this stuff)
145	This is more with colleagues. I think they try but there is more growth to be had.
146	This is not as common, it's like one or two directors who are known for it
147	This is the worst of it. When they treat female band directors entirely differently and then deny it even when you name a specific incident and how they contributed.
148	This is very common in my school in general. In my experience at our school we can't bring up these topics.
149	Treating male staff members a different way than female staff members
150	Very few of my colleagues even want to approach the subject. It is too uncomfortable for them to discuss actual happenings. I find that women are more likely to talk freely about these experiences in front of other women and will almost never speak in front of men.
151	When people take the time to listen to my stories, they are usually very receptive
152	While I haven't necessarily experienced [sic] this personally, or had it directed at me, I know this attitude does exist
153	Denial that something exists is proof that it does?
154	eh
155	Have not had this happen.
156	Haven't had issues with this
157	I am lucky enough to not know anyone who would attempt to try this nonsense with me.
158	I can't think of a specific example at this time.
159	I can't think of a time where anyone has said any of those things to me.
160	I can't think of any examples right now!
161	I feel pretty confident that I never heard statements like these; I think they would have stuck with me.
162	I have never experienced this before.
163	I have never personally experienced this.
164	I have not experienced this.
165	I have not had experience with this to my knowledge
166	I have not really experienced this either. I have found most people around me now (maybe not earlier in my career) are acutely aware of the gender imbalance in the field.
167	I haven't experienced this (yet)
168	I haven't experienced this first hand. I guess I have been fortunate with who I have been surrounded by in the profession.
169	I haven't had much experience with this personally.
170	I haven't personally experienced this in a work setting.
171	I hear this more in terms of "color blindness" in regards to race. I can not think of a time that I have heard this in reference to gender.
172	I really haven't, because I feel like if I call them out I won't have a job.

173	I was lucky not to experience this type of sexism in my one year teaching band. I'm sure it would have cropped up if I had more years of experience as a band director, especially if I had continued teaching after having children.
174	Luckily, I have not experience this in my career.
175	My experiences have been validated, even by some male colleagues
176	My school district is incredibly diverse and the administration does a lot of work towards equality.
177	N/A
178	N/A
179	n/a
180	N/A
181	N/A
182	n/a
183	N/A
184	NA
185	Na
186	No direct experiences.
187	None
188	None
189	None
190	None
191	None
192	none
193	None
194	None
195	None that I've personally witnessed.
196	Sorry, not a conversation I've had. Rather than call people out, I have probably doubled-down on quality of effort.
197	This never happens at my school in my experience, though students tell me they've heard some male teachers say exactly this and that's upsetting.

Open-Ended Response

If there is anything else you would like to share about this topic or your experiences with gender in band directing, please feel free to do so below.

- 1 I absolutely love my job and there is nothing else I would rather do but I feel like I will never earn the full respect of certain people in my career field. [Second-Class Citizenship] I will try my hardest and give it my all yet it will never fully be enough.
- 2 **A big component that leads to sexism and the dividing lines in the band profession where I'm from is the demanding schedule. I was easily working 90 hours a week as a single female. However, my female friends with children often talked about finding another job outside of band in the music world because they felt guilty for sacrificing so much of their time away from their children. I've never heard that comment be made by a male director. I have several friends who went to elementary or out of the profession entirely because they were faced with splitting their time and chose their personal life to be more important than all the after school and competitiveness of band (specifically marching band)**

3 A lot of the micro aggressions on this topic begin at the college level. As a college student, I am met with instances everyday concerning my gender, that genuinely make me question whether I will be allowed a chance at success when I begin my career. Topics about appropriate clothing for an educator, for example, often are directed towards men in great detail, while the only things said about the female aspect is "you know what not to do." It is also very discouraging to know that there is blatant sexism that happens not only in the department that I am studying in, but the programs I am supposed to be student teaching in. What makes it worse is knowing that those who talk about inclusivity are aware of this matter, and do not actively seek out ways to change it. Knowing as a student that I have no say in whether I am placed in these programs makes me fear that my negative experiences will only increase.

4 After 26 years of teaching, I admit this sort of thing happened quite often when I began my career. I have not seen, or been a part of it in 15 years.

5 Arkansas is extremely sexist. Being a female band director in this state has been difficult. I feel like I have to work twice as hard to be seen, where the assistant director at my current school does nothing, but is frequently praised by administration. The assistant director does not have a degree in music education, does not teach any band classes, nor plays a band instrument, but always gets credit when the band gets a first division rating.

6 As a first year teacher, I've already experienced so many encounters.

7 **As I mentioned earlier, I think I have a unique relationship with my male co-director in the extent to which he actively tries to ensure I'm seen as equal (which often means him SIGNIFICANTLY backing off on things, making sure my name is first on everything even though alphabetically he is first, etc). This relationship has been a game changer for me and I wish it's something every female high school band director could have.**

8 As I've gotten older, I find age bias to be worse than gender issues

9 As someone who is currently doing research near this topic I might be a little biased in my responses in that I know what the research says. I laughed at myself - I clicked "very bothersome" for everything because it's all bothering me so much these days.

10 At the beginning of my career (1981), things were a LOT worse. Now, in Texas, female band directing leaders have made headway to overcome the situation.

11 At the beginning of my career, especially in the marching band world, I was often the only female in the room. It was intimidating but not hurtful. I was surrounded by a lot of great guys who treated me with respect. I got a few responses like "oh wow, she is a girl and she is doing this well" [Assumptions of Inferiority], but that was it. There are SO many more females in the profession now, it's nice.

12 Been teaching 20 years..I have noticed that things are starting to slowly change

13 Before I took this position there was a very small booster program here. The boosters all left after a year. It felt like because I am a woman they don't want to help. No one wants to help and I have felt abandoned because of my sex.

14 Before my student teaching experience, I had not once been exposed to a female teacher nor coached by one. [Environmental Microaggressions] This lead my career mission to be to inspire more young girls to follow their dreams to teach band. I know and have felt the gender bias in this profession, and have been extremely discouraged when placed in certain situations that prove the profession to be predominately male. I hope that one day this changes and the profession can be gender neutral.

15 **Being female in this profession, particularly in my state, is extremely difficult as a female. We are widely regarded as less than our male counterparts and are taught that this is so from day one. Trying to bust through those ceilings is exhausting.**

16 Being told what colors not to wear as a female director and how to dress

17	Come a long way from 1980's, but perceptions are still there.
18	Depending on the gender and position, sexual [sic] orientation can play a major factor as well. Some positions are more accepted by the less dominant gender if their orientation or even assumed orientation is aligned with that of the majority. Meaning if a lesbian female is in a majority straight male role, she is slightly more accepted than a straight female or a gay male.
19	During the span of my career I feel like the climate for female directors has improved-however, still not totally equitable.
20	Early in my career, gender bias was rampant [sic]. Band directing was a man's job. Women were meant for choir or general music ... maybe even orchestra. Over the years, strong women have taken on the challenge of showing that we are at least equal to men in teaching band and these strong women have become positive role models for other women. I see women getting positions and being treated as equals ... at least in my state.
21	Even older female directors have made comments about "not being a good mom if I teach there", "they'll eat you alive in hs", "make sure you dress a certain way". I hope my generation can start changing these perceptions.
22	Every band director in my district is female. There are only three of us.
23	Every female music education student I know has either been forced into elementary or middle school when they desperately wanted to teach high school, and it's usually due to their choices to have a family, which takes up their spare time after school.
24	Everything about this topic has changed considerably in my 30+ years in this field. When I was in high school and college, I had few women role models in my field. And we pretty much expected, as women, to be microaggresed in many ways frequently. Of course that word did not yet exist to describe it. Behavior of this sort was pretty much expected. It's so much better now!!
25	Feel free to contact me - my dissertation research was on gender and female band directors. I'm happy to help!
26	Feeling anxious about how I dress. There's a constant battle on what's "appropriate". I have a fuller bust. It's a struggle between feeling confident and attractive; and then not wanting to get judged for being too "provocative". I also genuinely don't want "the girls" to take a field trip when conducting.
27	Female/female "competition" is a much bigger problem. Some women see all other women as rivals and actively try to sabotage them professionally. I am just trying to survive one such instance currently. I am leaving the profession I love sooner than I want to in order to get away from a toxic situation created by a fellow female in my profession. It is disheartening.
28	For all minority groups, organizations need to do active outreach and recruitment. Simply waiting for women of all "types" and all people who are not white-cis men to just show up on your doorstep for a job interview isn't acceptable. Schools and Arts organizations need to do a much better job in this respect, or even just start doing it at all.
29	For me, being a female head band director has always had its challenges (I often feel like I have something to prove)...but I must say that my high school administration and colleagues have always been supportive. Band director leadership in my geographic area and my state have always been open to my ideas and are not dismissive.
30	Gender imbalances in the band teaching profession bother me way more now as an experienced educator than it did when I was younger. I can now look back and see some of the micro aggressions that I experienced but didn't really know it at the time.
31	Good luck with your study!
32	Good to see many great HS female band directors changing minds

33	Great topic!
34	Happy to have this being addressed!!
35	Having a successful program and the biggest program at my school, I thought, would be a good reflection of not only myself but the skills and knowledge I have for my field. As it turns out, the credit and hard work somehow goes to the previous director who left 5 years ago. On a positive note, I have seen a shift in numbers between gender in my program. When I first started at my current school, the middle and high school bands were mostly males, now it's almost more females than males. I've also noticed a shift in confidence in my female students since my first year. It's quite amazing and wonderful to see!
36	Here I am at the end of my career, and this is the FIRST time anyone has ever contacted me about this topic. It's too bad, but I am glad to have taken the survey.
37	Honestly, I sometimes felt that if I "hung out with" female directors that I would be thought less of as a band director and perhaps even respected less from my female colleagues. I don't know if I am biased or if I have not had good role models. I do believe if I had had a good role model at the collegiate level, that I would probably feel differently. The one female collegiate band director I had during my PhD, did not have the terminal degree and for various reasons, she was not well-respected by my mentors. Hmm, as I write this, I realize that I need to find a female mentor, even at my age. I am hoping to find a job where I can direct bands again and may need this boost. Thanks for getting me to re-visit these thoughts.
38	I
39	I almost left the profession because of my experience teaching HS band, not because of the students, but my direct male colleague. I decided to pursue my DMA instead and I am so thankful I did. I got to study with [NAME] and it was a fantastic experience.
40	I also teach HS choir. In the past 20 years the program I now teach has been majority women.
41	I am also in a unique situation where I am starting a music program at a small rural school. I am able to create the culture I want in the music room since I am the only music teacher in the building. I do believe if I taught at an established music program, my issues with discrimination would be much great [sic]. I also see more discrimination based on my (protected) disabilities than my gender
42	I am curious whether or not females experience more difficulty taking over established programs. In my case, I was perceived as weak and my Boosters tried to do things behind my back early on. [Assumptions of Inferiority] When I insisted on doing things differently, I experienced severe-- even violent--pushback. I am very fortunate to have had supportive administrators and colleagues who helped me navigate those first couple years.
43	I am extremely fortunate my male colleagues are AWESOME about recognizing my experience is different than theirs. The only time I face discrimination is from a small handful of older, white gentlemen in the field.

44 I am facing a lot of difficulty right now, and it's been hard to figure out why. I am a closeted gay first year female-presenting teacher in a community with a population under 900 that has not advocated for music in the last 30 years. Some of the struggles I'm having could be driven by sexism, or it could be because I'm 25 years younger than every other teacher, or it could be that I'm standing up for my program and my predecessor never did that. All year I thought I was having so much trouble with admin because I'm inexperienced, or that I haven't earned my students' respect because my predecessor was so well-loved, or that maybe I'm just a bad teacher. I would have never identified myself to be experiencing microaggressions or sexism or anything like that until this survey listed off possible examples and I saw myself in nearly all of them. I had always considered myself to be very self aware and very educated on inequities and injustices, but I haven't made the connection that I'm experiencing those inequities myself. Thank you for spelling things out so clearly in this survey, it has really opened my eyes to the things happening around me. I am so surprised I have let people treat me like this for so long.

45 I am generally an assertive person when it comes to experiencing micro aggressions. In my experiences these have never been earth crushing experiences but they are recognized and they do add up. In my experience as a band director, I find that unless I am constantly on top of my shit, knowing everything and being extremely organized, methodical, and intentional in my approach, the opportunity will exist for a supervisor or colleague to criticize me in a way that might assume a micro aggression. I notice that more slack is given to my male colleagues in this case. Right now the veil for this is that I am not yet tenured in my school district, but I'm curious to see if that will change when I am tenured.

46 I am not a music teacher anymore, and that's partially because I felt like I couldn't win due to things beyond my control (being a woman, being short, etc). I taught high school my last two years, and there was an overwhelming feeling of "oh, bless her heart" about the whole thing. This is my fifth year out of the profession, and this survey brought up a lot of feelings I haven't dealt with for a while, so I'm sorry if some explanations aren't great. I don't want to fully open the can of worms for now frustrated I was when I left.

47 I am pretty blessed to have worked at different locations that do not base my work on being a female.

48 I am sorry for those who experience this. I also have yet to meet anyone who expresses that they feel this way. I think we have made progress in the realms of equality to where this is not a huge issue anymore, at least in Northern, Western, and Southern Tier New York. Also, please stop using Latinx. We don't use it as it is a made-up word that degrades the cultural significance of the hispanic language. Additionally, I hope your study does investigate the findings between cis females and trans females as it would be quite interesting to know if there is a large difference in perceived experiences. This survey was written in a way that lead the surveyor through a narrative instead of truly allowing the surveyor to relay their thoughts and experiences.

49 I am specifically a young female director in the south so I feel like I probably receive a little more due to my age, but my experience isn't atypical for my state.

50 I am teaching in an independent school that is trying very hard to be inclusive and diverse. My colleagues are excellent and easy to work with. I am very interested to see how this breaks out by age. I wonder if the older folks here have different views than the younger folks.

51 I am the first female assistant band director to be hired in my district. I also teach 7-12 choir in this district. I would be interested to hear about this type of position (choir and asst. band) as it relates to gender-based micro aggressions.

52	I appreciate this so, SO much. This data needs to be collected and presented and understood by the world. We've made lots of of progress, and my current district is really progressive in this regard, but we still have a long way to go.
53	I believe strongly this is an issue. I do believe that the newer generation of band directors is more in tune with having female counterparts. I have had only one or two instances with band directors my age or younger. Most of these occurrences I can recall have been older people /good old boys club [Second-Class Citizenship]
54	I co-teach with a great female role model. I think it is really important for women to have other women to have a support system to bounce ideas off of and decompress
55	I definitely feel like there are times when being a female band director has some challenges that male directors do not have, especially the pressure of being a mother and seen as the primary caregiver of my own children [Restrictive Gender Roles] in addition to my position as the band director.
56	I did not follow the traditional path to band directing, so I think I missed some of the issues. I did experience all of these issues when I was pursuing a performing career before switching to band directing.
57	I didn't think until the very end about gendered instrument choices. It used to be a really big deal for girls to play low brass or boys to play upper winds.
58	I didn't tell this story in any other spots of the survey: Me walking into the teachers lounge and asking who the man was out in the hall. A male teacher telling me "he is looking for the horniest teacher and I told him it was you." [Sexual Objectification] No point in reporting incidents like this, because it would have been reported to the superintendent, who was terribly sexist and objectifying himself.
59	I do feel as though this was worse or happened more often when I was just starting out. I had to rely on people I knew to get me in the door and from there I proved myself. With competitive marching band, I surrounded myself with people I knew and trusted to help with the sexism that did exist in the early 2000's. I know that once you have a good reputation then people see you differently. Even now, I get "she's tough"
60	I do feel it is better than it was when I first started teaching due to many more women being in the field. It still is a challenge to be a "mother" and also be a well-respected band director. I did struggle more when my children were young due to the time away from my children or challenges of balancing their activities with my job. Sadly, it seems many women in the field feel they have to choose between having a family and having a career. [Restrictive Gender Roles]
61	I don't do these surveys often but this is a good subject and is relatively short. I am curious to read about your findings
62	I don't know if it is due to being in the field for so long (22 years) or if I'm "used to it now" or if sexism isn't "as bad" ... but I certainly had more issues when I was a younger teacher. I think I have proven myself at this point so I don't hear these things as much... but I suppose that proves your survey correct. Why should I say I have proven myself at this point?
63	I enjoy directing middle school more even though I find that falls into gendered expectations for the profession of being more nurturing. [Restrictive Gender Roles]

64 I experienced workplace harassment by a male band director because I was a young woman. He told me, in my first semester of my first job, that I was doing everything wrong, should never have been hired, and had no hope of being successful. [Assumptions of Inferiority] Meanwhile he praised the male first year directors in our area that had lower scores, lower enrollment numbers, and less classroom management skills. I should have reported it to HR or quit my job sooner but I was afraid he was going to tell people not to hire me.

65 I feel , when I started 30 years ago, there were many more issues about a woman band director, whether it was in middle school or high school, as a marching band clinician , I had to prove myself over and over again

66 **I feel I am a fairly successful band director, but I know there are still gender issues in this profession. Some other successful female band directors deny this issue exists, and it may not exist for them where they live, but it is very real for me.**

67 I feel like I have a double sensitivity going and I confuse myself on which each could be; 1) is a female director, 2.)Teaching in a small, poor, district. I say this because there have been many times that male directors from large, affluent district were very disrespectful and made me feel inferior. I always assumed it was because they thought my program was beneath them but it could of been because I was young and a female. It is interesting how many interactions I have just pushed off in my head that really thinking about has been because of my gender.

68 I feel like most of my negative experiences with band directing and gender came from my university experience. At my music school people were known for having big heads with nothing to back it up, so they just said a bunch of dumb stuff and had to deal with the consequences. The professors were much more mindful of it because one of the directors was essentially a trailblazer and has taught nothing but band since the 70s (60s?), so the professors were chill (and she's the one who held the students accountable for their sexism). I teach in an area where many kids won't have a male teacher until middle school (on average), so I feel like that works to my advantage because they've never questioned it. I also make sure to play for them so that they know I know what I'm doing and I make sure to show them performers from a background of varieties, so they're gonna be fine. The previous (well liked) person in my job was male and I do catch myself playing a mental game with myself where I question if I'm doing good enough and are the ensembles (I also teach choir) up to par with his, so this may be an internalized sexism or maybe it's just me projecting their fond words of him and turning it into my negative self talk because of anxiety. I don't know, but I hope your study goes well!

69 I feel like most scenarios, if I were a man, I would be listen to. But since I'm a woman, I feel like they see me as just emotional and don't always hear what I'm trying to say.

70 I feel like some of these questions are bias and going to undermine the intention of the survey.
Disappointing.

71 I feel like women are over shadowed. Every job I have applied for I lost to a man. The only reason I do band now is because I am the chorus teacher and the band director is under investigation and so I am interim until they hire someone else (I was offered the job but declined because I don't want to work at the school anymore and they need a director for longevity)

72 I feel lucky to be in [State name] now as it is much less of an issue than if I were still in MI. When I was in undergrad, I was almost placed with another female HS director so I could "learn". This was after I was questioned multiple times if I was sure secondary is what I wanted.

73 I feel many band directors are great about not being sexist, my main issues have been with principals or administration.

74 I feel that because of the prevalence of band programs in my state, mostly due to the popularity of football and the marching band, there are many more schools with band programs and opportunities for female conductors and directors. In other neighboring states it may be very different and much more exclusive. My state varies wildly from county to county where I would probably be receiving more micro aggression if I'd landed a job in the richer parts that run on good old boy systems and nepotism. I've heard plenty from my friends who experience this in their counties.

75 I feel that female band directors today have an easier road ahead of them than when I started 25+ years ago.

76 I feel that many men don't even realize that they are making a situation sexist sometimes. My husband has a bad habit of trying to take over a task from me sometimes. He has been told.

77 I feel that the more rural the area, the more bias I have encountered. I have held 3 positions as a band director. Two were in rural settings and one was in a major city. When working in the city, I found that I encountered many fewer gender biases, whereas in the rural districts, it was more pronounced.

78 I feel the qualifying of "gender" has gotten out of hand. I'd never heard of cisgender and had to look it up. Male/Female--it shouldn't be an issue. Maybe it's the era I come from. Thank you!!

79 I feel very fortunate that I have not experienced these things in my band life though I wholly recognize that this is not the case for many.

80 I feel very respected as a woman in my profession. I feel very safe and comfortable around fellow band directors and musicians. I feel more respected as a band director than I do as a woman going about my normal activities. Historically, the school district I teach in has had many female band directors in the past so I have felt very welcomed in my school.

81 I feel you missed some questions - gender bias in instrument selection. I have felt gender bias on the part of my students, when one parent comments on someone else's Child's instrument selection.

82 I get ignored quite often. Sometimes after I've given my opinion, a couple minutes later a male director will repeat what I said and pass it off as his own idea. It's incredibly frustrating.

83 I had a group of band parents who were after me the entire time I taught high school band. They got me in trouble through lies and half truths and I had a female principal who believed everything they said, except when they accused me of misappropriation of funds of my school band account, which means they were accusing her, too, because she signs those checks. One mother finally put the nail in the coffin and made a false accusation that put me on administrative leave. I was cleared of the accusation, but was being involuntarily transferred to elementary band and essentially trading positions with the teacher who was my assistant marching band director (I mentioned him earlier). In lieu of this transfer, I resigned midyear. I have since been blacklisted from teaching band and am in my second year of teaching elementary general music in a different district in Maryland. My reputation has been stained and I have been struggling to not only get back into the band world as a director, but my mental health has taken a huge toll that I am on anxiety meds and seeing a therapist. I would love to talk to you more about this experience.

84 I had planned to be a MS director ever since I was in MS myself. Unfortunately, My experiences in university (including all the incidents i mentioned, and others) caused me to change my trajectory and not go into teaching after all. I finished my MusEd degree and have found happiness working at a music store. I'm still only one of two females at the store and get looked over constantly because I am young and female (so what could I know about a director's broken instrument or the products they need?) [Restrictive Gender Roles] but I am happier to help kids get involved with music from the other side.

85 I had to consult a lawyer at one school since the superintendent was harassing me about wearing high heels while teaching. [Sexual Objectification] He said it was "against OSHA regulations for band directors to wear heels". Obviously, that is not true and the lawyer let him know of that fact.

86 I have always felt, once I became a high school Director of Bands, that I have to work ten times harder than a male band director, cisgender or otherwise, in order to prove myself and the worth of my band program. [Assumptions of Inferiority] No one has ever put direct pressure on me to do so. In fact, I speculate that I may have been "promoted" by my district from middle school to high school because they expected, mistakenly, that I would not "make waves" and advocate so strongly for the band program.

87 I have been an assistant director for a short amount of time. I have had football coaches refer to me as "pumpkin" and "sweetie" while screaming at me. [Sexist Language] My students and families were very upset and stood by me though.

88 I have been lucky in my professional career to always have been allowed to present how I want to at anytime without judgment from any other area director or my schools. The ideas in music education and education in general have changed a lot on this subject since 2000 when I knew I wanted to I wanted to teach and was scared I was going to have to be more feminine with long hair and covered up tattoos. I don't have to do any of that. Being able to not fit in that box has definitely made me a better teacher it has also given me stronger relationships with my students. I have also seen the population of my bands go from mostly male to mostly female the longer I have been at a school.

89 I have been passed over for jobs in my desired field in favor of men with less experience. [Assumptions of Inferiority] In two cases, the entire band staff in the school districts ended up being all male, even though the vacancy was created by a female. Female band students in these districts now have no immediate role models for success in music education beyond choral or general instruction. This is excessively frustrating to me.

90 I have been very interested in this topic for several years and am looking forward to the results! I do feel I have been fortunate in my positions that I have not had to deal with as much as other women. I wasn't sure where to put this, but I had a parent tell me that their teenage son thought I was "possible" to date when I was student teaching. I was engaged at the time and it made it very difficult for me to interact with the student as I didn't want him to think that way of me, but I also wanted to make sure he was learning.

91 I have done several workshops with [State music education organization] on "women in band directing". This is a topic close to my heart and along with a friend of mine, [NAME], we have presented and discussed these very topics with colleagues and students throughout the state and with WBDI (Women Band Directors International)

92 I have experienced more gender-based microaggressions as a female trombonist that as a band director. I work with some really wonderful people. Any gender complaints that I have come from administrators and parents - not colleagues.

93 I have for many years wondered if it was my gender preventing me from getting the job of my dreams. I'm tired of people saying that not everyone gets the high school band job they want. I have been told the usual - you need experience in rural schools before you get a high school job, women can't get the job done, etc. etc. etc. I'm triggered every single day because I'm doing a job I HATE because I can't get the job I want. I'm at the point where I may just quit entirely since there is no hope for me to get the job I've been dreaming about for 25 years. I apologize if this is a tangent or seems too heated, but I'm exhausted and miserable because of my experiences.

94 I have found that the people at the top of the fields of both education and conducting are more enlightened. Hence, the people who matter don't typically exhibit these behaviors.

95	I have had to work harder to be the face and head director of my program. My male colleague is still contacted by our principal for decision making questions rather than me or my decision always needs a confirmation.
96	I have not been in a band director position since 2007 and was in an urban environment.
97	I have not felt that my gender has had a negative impact on my career or career satisfaction. However, one of the things I have noticed recently in the profession is men with a low to moderate competency level getting celebrated as being heroic directors by non-music colleagues or admin who don't know any better. I also noticed my old district blatantly offering more opportunities to men with less experience than to women who were more established (not me, I was on my way out). [Second-Clas Citizenship]
98	I have not had any different experiences as a band director being female. I have been teaching for 26 years and I have been respected for my work. I do not see any issues with gender in my area.
99	I have really struggled with family planning because I haven't had many role models and have had a fear of missing promotion opportunity when there are other male directors with same experience
100	I have seen that high school directors are proportionately more male and there are not as many male beginning band directors
101	I honestly didn't realize how much of this I deal with until filling out this survey. It's crazy how "normal" can be so different simply due to gender!
102	I just wanted to clarify that when I checked N/A for how I feel about a certain topic that was primarily for instances where I hadn't experienced it personally in my line of work.
103	I love working in gender-inclusive environments
104	I mostly feel like this is a bigger issue with the more elderly members of the band community, although bit still is prevalent in the younger one
105	I never noticed how bad it was until I got into teaching high school.
106	I once was told I was showing off because I displayed my degree in my classroom. I am lucky in my district that there are currently more female band directors than male, so the tide is turning away from the "old boys club".
107	I only ended up teaching elementary music my first 6 years of teaching because i found it impossible to get my foot in the door with finding a band position. I have honestly thought that I was overlooked for interview because I was a women and didn't know anyone to help get me in the door (which was huge 15 years ago when I started teaching, before the teacher shortage we are starting to experience). It was very discouraging and I loved teaching elementary as well, so I just stuck with it. I was so pumped about getting the chance to move into a band position, but as I wrote in other statements it was a rough experience and one I decided to walk away from to focus on my family because it wasn't worth the stress.
108	I rarely experience gender-based micro aggressions in my current school district but experienced them often around older male band directors from other schools and during my undergrad years student teaching or staffing for marching bands in the summer.

109 I really feel like we need to hold out our hand to the next generation of young women. They are wanting to go into fields that have been traditionally male and I think they need some tools to help them be successful. I also experienced the most sexism and sexual harrassment in my college music program. A male student, who was my section leader, asked me out and when I told him no, proceeded to make my life a living hell in front of the rest of my section during sectional rehearsals. He also went out of his way to say sexist things about how women could never be good band directors when I was around. [Assumptions of Inferiority] He would also make sexist comments about my body and how I looked. [Sexual Objectification] It was terrifying to deal with as a young woman trying to make a good impression with my professors. I also had a male professor tell me that I played horribly at an audition that he didn't even hear to try to motivate me to play better. All it did was make me cry and lose complete faith in myself.

110 I recognize that my career experience has been very unusual, and I am aware that many others have not only experienced many of these issues, but have been damaged by them. Thank you for carrying out this important research, and all best to you!

111 I see it often women not having the same opportunities and being treated different, but I also see women treating THEMSELVES differently and apologizing for things "Im sorry, maybe it is because I'm female but," no, it isn't because your female, we must remove this from the equation ourselves to continue to move forward during meetings with colleagues. Stop excusing our expertise and success to being a woman.

112 I spent my whole life watching my mother fight an uphill battle as a female band director. Though we have come a long way from where we were in the profession when she was starting out 30 years ago, it shocks me and pains me that we have so many similar stories already

113 I started teaching in 1985 when the number of female band directors was much smaller than today. I have worked hard and always been respected for my work.

114 I student taught under a male director that would always call me honey and sweetie. [Sexist Language]

115 I think a consideration many do not take in thinking of gender issues in school teachers is that they are vast majority are female. If you are in the majority somewhere you are typically the benefactor of privileges. Though you may see less female band directors at colleges or of professional orchestras, as a public school teacher, women are certainly in the majority.

116 I think as an elementary school band director I do not experience the same gender issues that say a high school band director might. I also teach instrument lessons, not an ensemble so I am not really interacting with many other band directors or male band teachers during my job.

117 I think I covered most of it! Thank you so much for doing this work. It's really important!

118 I think it takes a very confident women to be successful in this career path. There will be many people who try to break you and tell you "you can't". It is especially prevalent when you are just starting. Being a young female band director is incredibly hard especially if you are teaching high school. I had a clinician ask me what my goals were and He asked me if I was going to go back to school to further my conducting because he thought I did an excellent job. When I said I just got married and wanted to start a family, I was looked at as a waste of talent. I had waited until I was 34 to get married and I was 35 by the time I had my first kid. Every day is a struggle to balance my work and home life, so adding more schooling after having a masters already would be unimaginable. It shouldn't make me less than as a teacher though.

119 I think our field has recognized its previous stereotypes and has mostly resolved them. I know many women in leadership roles at higher levels. I have only experienced some of these things from older individuals. I appreciate the attempt to keep us aware of the issue but I am also concerned that women often look for sexism and attribute problems to that when there may be other explanations. You find what you are looking for sometimes. Bias goes both ways.

120 I think that this is an issue that will only be solved by promoting community between women in music, especially in underrepresented instruments. Having strong female mentors and advocates for young college students and newer educators to the field can really make a difference in how they see and stand up for themselves. Additionally, all of this is even without the added aspect of sexual orientation, another thing that I feel is VERY discriminated against in the teaching profession via what is honestly a modern day "don't ask don't tell".

121 I think there is still work to be done on this front and having conversations with older generations in the field is helpful.

122 I think women can be equally or worse than men in micro-aggressions. Some of the worst sexist behavior I have experienced has been from other women. There is an assumption that you need to be a "certain way" from women as well.

123 I thought I would feel inspired by detailing how much the culture has improved since 1991. Instead, I just feel exhausted.

124 I was actually encouraged to become active in my organizations. This was in the 60's-70's and there weren't that many women band directors. Phi Beta Mu was a 'mens club' until finally a friend and I were elected.

125 I was once asked to speak with a lower voice - less high pitched. [Leaving Gender at the Door] Not sure where that fits but, figured I would mention it.

126 I was sexually harassed by a former colleague who was moved out of the position I currently occupy. He was moved to a general music position where he would not have performing ensembles. He kept saying I was an under qualified white woman in fact I was coming from a tenured position and had experience. He would go on to sexually harass me and get far too close for comfort several times and act out in an aggressive way in front of myself and students. He was eventually fired but this went on for years and I was not the only female band director that he targeted. My own middle school band director had sex with students and said sexual things to students daily. I chose this profession because I wanted to prove to myself it could be done without hurting children. My middle school general music teacher also slept with students. My elementary bad [sic] director was physically violent in front of students.

127 I was so fortunate to have an amazing female band director during my school band experience. I didn't even realize these stereotypes existed until I started my music ed degree in college.

128 I wasn't sure where to put this, but a lot of my negative experiences have come from other women. Mostly in talking about the way we should dress (what men sit around and talk about whether it's ok to wear tuxes with or without tails), how we wear our hair, how women should act on the podium, etc.

129 I will say I honestly feel this problem is getting better in many circles. I know it still exists but am grateful it's being talked about. If I'd realized what was being done to me when it was happening, and felt as though I could act on it, I might be a very different person now, possibly with a different job description. Thank you for making this the topic of your study.

130 I would also wonder how age plays into this equation. Since I am so close to my students age, they treat me more like a peer

131 I would be happy to talk about this or provide additional information. I started teaching in 1972 when there were fewer female directors than there are now, but I also believe that my leadership positions such as president of the Ohio MEA and president of NAffME really helped to minimize, if not eliminate some of these micro aggressions throughout my career.

132 I would be happy to talk more with the authors of this study if needed-- I think it's a highly interesting and important topic. Thank you!

133 I would be interested in reading the findings/research data from this study!

134 I would like to also include that because I have a very gender-neutral name, most cis-male professionals assume I am a male before meeting me.

135 I would LOVE to talk some more about my experiences with this, both in my previous positions and in my current position as a MS general music teacher who works with male colleagues who teach band at the same building.

136 I'd be happy to elaborate on anything if needed! Please reach out to my email address below :)

137 I'm 30 years old, but I'm petite and I'm told I still look very young. I get stopped sometimes on my way into the building because other teachers think I'm a student. I feel like I have to work at least twice as hard to be taken seriously because of my gender and my stature. I always imagined I'd struggle to garner respect from students because of either or both of these things, but it's really just colleagues.

138 I'm a petite woman and there have been a lot of comments around my size and my profession, I wasn't sure where to put those.

139 I'm not sure if the microaggressions I feel or deal with are in regards to being a beginning band director, or if it's due to being a female in a male-dominated field.

140 **I've always been fairly masculine, even in daily life, and so I get by with not really dealing with a lot of things that other female directors have to go through. I feel like I'm already in "the boys' club" because of this.**

141 I've experienced the opposite of the clothing/apparel expectation for women in performance. I was told to wear a dress or skirt and not pants because the girls in my band wore dresses as uniforms. I haven't worn a dress since I was a small child.

142 I've had way more negative experiences with administration than male colleagues

143 I've noticed that this occurs more at the elementary and specifically high school setting in my county.

144 I'm [sic] college I was told to switch to choral directing multiple times by multiple men

145 I'm happy to hear research is being done on this topic. I truly believe colleagues, parents, students, and administrators would change their behavior if there was scientific backing to this topic.

146 I'm happy to participate in the study as I believe these are important topics where society has room to grow. However please examine why and how you are asking the questions you are asking and framing them in the way that you are.

147 If my responses don't really fit as a non-binary person please throw them out

148 **If we want women to be taken seriously as equals in the profession we should stop worrying about nonsense like this.**

149 **If you are going to be overly concerned with microaggressions and whine about the fact that we as women are better at things men could never do and they are good at things we can't, then you are truly vapid. Women have the super power of bearing children and raising them in ways men cannot do alone. We as women can do hosts of things that men cannot and men can equally do things we cannot. If this is your job to sit here and whine about it, then maybe you're the issue with feminism. You devalue women because you think that our accomplishments or inabilities have to be explained away by in-opportunity. If this is your job while women like me are just simply showing that I can accomplish anything I put my mind to, just wow, find a better job. Rethink your life. It seems that you just want to whine while other women conquer the world.**

150 In 1979 I was one of a few female band directors, I felt I had to prove myself, which the men didn't seem to deal with this issue. After I took band to festival I never had that feeling again.

151 In addition to being female, I believe size/stature has a lot to do with the biases people experience. Being of small stature has been almost equal in the experience of microaggressions. Statistically, women are smaller than men, so of course this could be of some bearing. Being smaller than most however, has proven to be a sticking point for some people.

152 In middle school, all of my clinicians were female. I was not aware of the male domination of our field until I was in college. I was never discouraged from being a band director because of my gender.

153 In my experiences teaching in 3 different states ([State names]), I would say that these micro-aggressions are strongly tied to regions and generations. While I feel my state and my district does a fine job of respecting female directors, if you go back a generation of directors it was distinctly different here. There was a "good old boys club" here and it was well known. I'm happy to say that most all of those directors are now retired and the current leaders in our state - men and women - do not operate in this mindset.

154 It certainly seems there are less female band directors in higher positions/ older teaching positions. I do still feel there is a glass-ceiling being held; however, I don't think there are no opportunities to prove your ability as a female band director to do all positions with tact and intelligence. It is more a societal standard that hangs in the way than a "music education" problem.

155 It is extremely rampant in the band world and the culture is so far behind. I have thought about leaving SEVERAL times and have had to leave specific bands twice for my own safety. Something needs to change.

156 It is frustrating, but I am thankfully for supportive groups of female directors. I am excited for the future.

157 It seems like there are fewer women directors at high school level than at middle school.

158 It should be ok to take a few years off while children are babies and then return to the teaching field.

159 **It was hard to give concrete examples of micro-aggression because it is more of a feeling and body language of male directors. I can feel the "air" change when I walk into an all male meeting. it's also in the tone of their voice when they are talking to you. So the words may be ok but their body language and tone say you are less than. I use the words good old boy club with my Physical education instructional specialist II of the time because she has the same microaggressions when leading her male coaches/**

160 it's a mans field - in the area of jazz, I often the only female director

161 It's just so damn exhausting to be constantly fighting against all of this. My jazz band qualified for a national level contest - I was one of only 2 female directors there (out of 20 bands) and the "faculty band" of clinicians/judges was all male. My female students literally couldn't see themselves on stage. I'm fortunate that at this point in my career - after 19 years in the field, that I have great coworkers, allies, and colleagues that support women in tangible ways. But there are still situations on a very regular basis that are micro or blatant aggression/sexism that make me question my longevity in this career. How long can I stand this?

162 It's not anything specific but because I began band directing almost 20 years ago and my time in the field was from then until 2008, it's difficult for me to separate what was treatment because of my gender and what was treatment due to my age. I often attributed things to my age. I also grew up at a time when I was told that girls could do anything, so I wasn't good at recognizing sexism because I'd believed it was pretty much not a thing I'd have to deal with. I'm pretty sure I would see things much differently now.

163 It's worse in competitive bands and adjudication, and jazz

164 It's like you read my mind with question #2 on this page

165 Lack of non white male composers and/or lack of true cultural band and choir pieces for middle school.

166 Living in a rural area that is primarily Catholic, I have to work much harder than cis men to prove myself. I am always calling people out when they make comments. It's hard to make a point, when I have caught administration saying such things in the past

167 **Maternity leave is a big topic. I believe I was not offered a job because I was of child bearing age and they were replacing someone who just quit after a leave. Overheard the conversation prior to my follow up interview.**

168 Men don't understand how hard it is to work a band as a woman. If I try to be feminine, I'm overlooked, but if I try to be masculine, I'm mean and unapproachable.

169 Most f [sic] my band conducting was before my t4ansition [sic] (as a man), although I have conducted for some years as a woman since transitioning.

170 Most of my answers are from interactions with a male assistant director. I've had zero negative interactions with other male professionals.

171 My college conducting professor said I would never be hired as a female band director. That was in 1983. It did not discourage me, it made me more determined

172 My first year I taught high school (age 22) so it is hard for me to discern what behaviors toward me were due to my age and what were due to my gender. Later, when I taught middle school, ALL the MS band directors in my district were women so I heard their stories of sexism but didn't really experience it myself.

173 My mom was a high school band director in [City, State]. I grew up seeing this as a very normal thing. When I moved to Western PA, I was very saddened to find such a gender discrepancy with secondary band directors in the region. My mom said that she never noticed such a discrepancy in [City]. I believe that administrators have I confronted biases that make them think that the female candidates they encounter don't have the perceived "leadership qualities" they are looking for - which really translates to "male qualities."

174 My only experience has been observing that I am one of a smaller number of female high school band directors in Connecticut. However, I have never been discriminated against or harassed in my position.

175 My responses may not accurately reflect the role of female band director as a whole. My work environment is quite different. I work in a small K-8 Christian school and my "band" at its height had a total of 12 students.

176 N/A

177	N/A
178	N/A
179	NO
180	No.
181	None
182	Not much support or resources and/or networking with other female mom secondary band directors. Feel somewhat isolated as a mother of 4, wife and band director.
183	Not quite sure where this fits, but as a childless female my male assistant has said on more than one occasion he would help but doesn't have the time because he has kids.
184	One more example - another contest - a female director was not paying attention to the clinician, and he was getting very irritated, and when he left the stage he looked at me (my group was next) and said that women should not be band directors. Please feel free to reach out to me if you would like me to share more about my experiences - they were very traumatic and significantly affected my career path, marriage and life.
185	Overall in the junior high band world in Texas, I have felt like many women teach band. I do think that if I taught high school it would be slightly different
186	Part of my problem is my own biasness. I need to take the time to be more uplifting to female directors and vote for them in powerful positions. I am a natural challenger which doesn't always fit my gender and prefer to hang out with the men directors but sometimes feel uncomfortable if it could be portrayed as a single lady with married men.
187	People assume I am the choir director [Second-Class Citizenship]
188	Please check out my article and dissertation and let me know how I can help. As of right now, I am the only one who did a nationwide quantitative study on the overall experiences of female band directors and thus am the only one that has the statistical data to back up some of these items. Everything is in there! Just let me know how I can help!
189	Please reach out if you need access to either of my studies! I didn't comment but have a lot to say if you want to call, text, email, etc. My cell is XXX-XXX-XXXX. Thank you for doing this study. I found a lot of information regarding microaggressions in mine, so I am happy that someone is focusing on this very important topic!!
190	Recently there has been a push in WI competitive marching band to get more female judges, those judges were harsher on female directed groups than on male directed groups. While the representation of females in the judging is nice to see they should still be qualified not just checking a box. I am never recognized as the Band Director, I am constantly having to introduce myself. It is evident when we attend events and the guide is looking for a male even though he is carrying information that clearly states my name is X (not and [sic] easily misinterpreted non gender conforming name ie. Alex) my assistant who is male often receives instruction over me. I have been called a "little girl" that needs to earn her way in the profession.
191	Sometimes I feel as if my students view me as less competent as the previous director. Having student taught with him, I am able to see, first-hand, how they act different toward me compared to him (a cisgender man with 10+ years experience). Although they generally still respect me, there is still a difference with some students. I'm unsure if the reason is due to my gender, or me having less experience than him, which is why I did not include this information earlier on the survey.
192	Sorry, i don't know if what I put was helpful as after so many years of teaching the specifics span a wide variety of situations.

193 Thank you for asking these questions. I feel pretty confident about how I teach and my skills and generally don't let things get to me if I have had to deal with it. The issues I have had are mostly with my high school colleague who is younger and not a great musician. I quit my position as an assistant marching band director with him because I was done dealing with being put down and disrespected in front of the students and haven't looked back. I feel like must make himself feel better by treating me poorly - I don't think anyone deserves that. Not sure if it's even a gender based issue as much as an issue that he's not a nice person.

194 Thank you for conducting this study. I have definitely felt the presence of "good old boys clubs" in this field ever since college--more so after when my male college friends ignored me at conferences/PD events. I was fortunate in my first job in New York state as a 4-12 band director to be treated equally by colleagues. We also participated in a regional marching/concert competition and I truly felt that my groups received the ratings they deserved based on their performances, not my gender. I felt more gender bias in MICCA/MMEA situations (Massachusetts).

195 Thank you for doing this important research. I would love to read about the results of your study.

196 Thank you for doing this much needed research!!!

197 Thank you for doing this study. I suppressed so much as a band director - I don't want the female preservice teachers I work with now to have to deal with this as much as I did.

198 Thank you for doing this study. It's nice to feel heard on this subject as it often feels like an uphill battle with certain colleagues. I am glad that I don't hear this from my students and we just work to make great music :)

199 Thank you for doing this!

200 Thank you for doing this!!

201 Thank you for doing this.

202 Thank you for exploring this topic and gathering data; very much looking forward to your research!

203 Thank you for highlighting these issues, they are very prevalent in the field in my experience. As we move forward for gender equality, these need to be addressed and males need to be aware of the statistics.

204 Thank you for looking into this. I wanted to be a band director right out of high school, but a number of things changed my mind my first year in college. I think one of the factors was that there were all male band directors at my university at the time, aside from one graduate assistant (possible follow-up study for you there). I will also add that after my 1 year teaching high school jazz band, the other band director (cis, out lesbian) and myself were both replaced by the male middle school director. The district cut staffing to save money and combined the MS and HS position into one allowing a man with more seniority to take over a position split by two women. She and I had several chats about feeling pushed out of the job by the district. How much of that might have been motivated by gender biases, I don't know.

205 Thank you for researching this topic! In the last few years my students have started to realize that it's not the norm to have a female band director and I'm concerned about how that could potentially impact teaching/learning.

206 Thank you for studying this important topic!

207 Thank you for taking the time to study this topic. It is real and necessary to change. Keep fighting the good fight!

208 Thank you for your work on this topic.

209 Thank you for your work. Women in choral and orchestral music have more acceptance than the band world. In my district, all nine high school band directors are male. Three of the nine middle school band directors are women.

210 Thank you so much for doing this. I hope a lot of people complete this survey.

211 Thank you- I feel like this validated my experiences and made me feel less like I'm crazy or imagining things. Good luck with your research.

212 **Thank you! I have had a job dangled in front of me if I would do certain actions with the head director of a school I thought I wanted to be at, I've been sexualized and not taken seriously, at my previous job, the high school director was a female and played against females more often than not and made similar comments and would justify the male comments to fit in. Thank you for doing this survey!**

213 THANK YOU! This is such a crucial topic and I am so glad this is being studied.

214 Thank-you for conducting this study! It's important work!

215 Thanks for creating this survey. I hope that it can help change people's attitudes and cultures

216 Thanks for doing this!

217 Thanks!

218 The be [sic] for doing this important work!

219 **The biggest issue I encounter when it comes to gender in band directing, is that most band directors know that women are not given the same opportunities as men and do nothing about it. I'm tired of men telling me that we need to fix female representation in the field while also performing nearly all of these microaggressions toward the only women they know who are actually in the field. The hypocrisy is something I truly do not understand.**

220 The culture at my school and area is phenomenal. I have actually never thought about any of this in regards to my profession until reading this survey. I understand others may have different experiences but we truly don't have this issue at our school. I think it's also important to note the type of school we teach at. I'm at a small private school as compared to others in public school where the culture may be different. Thanks!

221 **The kids don't realize but it definitely feels like a fight to gain a space in the music education world. Even being a female musician in general allows for people to push common stereotypes about instrument selection, music listen choices, and more. Its difficult to fight against a problem that individuals will not acknowledge.**

222 The microaggressions and other gender based experiences are NOTHING compared to the difficulty I have encountered in my job after becoming a mother. Please think about adding some information on what it's like to be a mother in this profession.

223 The overwhelming number of experiences I've had in relationship with this topic were statements or behaviors from white men over the age of 50. Two years ago, a particularly bad instance occurred with a retired college professor who was trying to start a paid wind ensemble area. As a result of the information I reported to his board of directors, the retired college professor was terminated from his position with the wind ensemble (I did not ask for this, but the board determined it was the correct course of action independently).

224 **The structure of high school band directing as a job makes it hard for work life balance for anyone and that reinforces gender stereotypes. Women still are expected to be more on the home front and so some self select not to teach high school and men who do often fall on normal stereotypes as a survival mechanism because their job is so large. 2. I've spoken to college music education classes and nine times out of 10, they ask me to talk about work/life balance and how to teach and have a family as a woman. It's fine, but it would be nice to be asked about other topics too.**

225 The treatment I receive from the young band directors, both male and female, in my district I feel is targeted at my age. I'm 'old' in their eyes and have nothing to offer them.

226 There "types" women are expected to fit into to fit others expectation of how to see us in the profession. If you exist outside or challenge these types it is difficult to succeed. Finding a middle school or elementary role is just much easier than trying to cope with being a head band director and having home responsibilities. For someone to truly be successful in our profession as a head director one needs support at home. (Even for males the role of HS band director is TOO much and not conducive to a positive and happy existence for most people)

227 **There are legitimate reasons that there are more male directors in the high school level. Much of it does have to do with the time required for marching and the fact that many women do prefer to have a position which allows them to take care of their families. Just because there is a population discrepancy, doesn't mean that there is a victim/aggressor relationship.**

228 There are many men in this profession who do not like the Women's Band Director groups. There are some who deny the sexual aggression and there are some who say these groups help to keep the aggression going by having their own separate group. This has been a conversation I've dealt with often due to my acceptance of a board position within the state women band director's association. The argument was discussed by both men and women on both sides of the discussion. It is something to consider... are we keeping some of these issues going by having our own groups?

229 There is definitely still sexism in the band world. Honestly, in all music teaching it still exists.

230 There may be more women band directors now compared to 25 years ago. However, women are still undervalued and held back due to their gender.

231 There was a huge positive difference between my first band directing experiences 1970-1974 and my final experiences 2002-2011! I have (as a retiree) started a community band for adult beginners and refreshers where I experience the deepest respect and cooperation. I love it! and can't wait for covid to be over so I can get back to it.

232 There was a time when I am almost certain that my rating at concert band adjudication by one male adjudicator was based solely on the fact that he did not like my husband. It is one thing to give constructive criticisms, but it is another matter entirely to write "you need to find a method book and learn how to teach" on the sheet.

233 There's a band directors' facebook page that is used by SO MANY across the country. Sometimes the responses to female's questions are pretty nasty. Things like, "how do you not know this?" "You have a music degree?" A lot of mansplaining and missing the question. [Assumptions of Inferiority] For example, my ensemble was playing Steel by Standridge. There's a brake drum part. I posted asking for creative ideas of what to use to play the brake drum. At least five men responded with, "What ever you think sounds best." Completely missing the point.

234 These issues have not happened as much since I got my job, however, it was a huge issue when I was interviewing for positions. My county has a majority female/non-straight staff that has been amazing and supportive. The job I have was the only interview that felt like I was being treated as an equal instead of some non-experienced stranger.

235 These things carry across other musical areas (performing, research, gigging, etc).

236 This has been a very thought-provoking survey. I think one thing that I've encountered in band often is the idea that girls play certain instruments and boys play others. I firmly contend that a student can play whichever instrument they want, and I try really hard to interrupt any kind of discussions like that among students.

237 This is a daily struggle and I will fight everyday to be heard and to be treated the same.

238 This is a lame survey

239 This is a really interesting topic, I left my job as a band director 6 years ago, and while I still teach elementary band lessons, I miss it every day, while I do love my job now. Answering these questions has brought up a pile of memories, good and bad from that time and there are so many more stories I could share.

240 This is one of the reasons I left the profession. Male band directors, young and old, have been absolutely awful to me over the years, especially in Texas and Oregon.

241 This is still a major issue. Thank you for doing this!

242 This isn't only an issue in band directing. I have been facing these same issues as a woman percussionist since I began competing and participating in honor bands.

243 This may be less about the band directing profession specifically and more about society in general, but there are so many expectations that women be the caretakers of children and of the home that it impacts the number of women who are even able to maintain a high school band program, specifically if it includes marching band and its schedule demands.

244 Through experience I have learned how to call people out on this. I do find it futile with a lot of people. This is something I have dealt with my whole life so I never really thought about it being something that could be different.

245 To be honest the worst of my experience was in an elementary setting where the other music teacher was male. He would constantly condescend, talk over me, interrupt my classes, among many other things. When confronted he denied it and promised to change. Nothing changed and administration did nothing about it. It got to the point where I left that school because I couldn't stand the level of disrespect from him.

246 **We may be moving in the right direction, but we still have a LONG way to go.**

247 We need more professional development where women are actively sought to lead

248 When I first started (mid 90's) it was a different ball game. It has improved tremendously in my area. The festival judging in particular was definitely a boys club

249 While I don't experience a lot of gender-based microaggressions within my home district, I do see/feel it more when I'm elsewhere. I'm very lucky that my department is very supportive of each other.

250 While I think the landscape is changing because women are getting more opportunities to direct bands at all levels, I do think these perceptions and micro-aggressions continue to exist.

251 **Women have to be advocates for themselves and they have to find men who will also stand up for them. For years, I had an assistant who would undercut me to my peers and colleagues to make me look bad. I switched schools and am living the dream with a different male assistant who views me as a mentor and friend, rather than a rival. It's made all the difference in the world.**

252 Would love to see the results!

253 **Wyoming is a good old boys club. I have been able to break this down some, but it has taken the help of some male counterparts. I am not sure I could do it on my own.**