

Committee on Women in Psychology 2005 Annual Report

Mission

CWP was established by APA's Council of Representatives in 1973. CWP's mission, as given in Association Rule 150-2.1, is as follows:

There shall be a Committee on Women in Psychology that shall concern itself with furthering the major purpose of the APA -- "to advance psychology as a science and a profession and as a means of promoting health, education and human welfare" -- by ensuring that women achieve equality as members of the psychological community in order that all human resources be fully actualized. Its mission shall be that of functioning as a catalyst, by means of interacting with and making recommendations to the various parts of the APA's governing structure, to the APA's membership, and particularly to the Society for the Psychology of Women, as well as to other relevant groups, such as the Association of Women in Psychology, the Federation of Organizations for Professional Women, and the National Council of Graduate Departments of Psychology. Specifically, the committee will undertake the following priority tasks: (a) collection of information and documentation concerning the status of women; (b) continued development of recommendations and implementation of guidelines; (c) development of mechanisms to increase the participation of women in roles and functions of the profession; and (d) ongoing communications with other agencies and institutions regarding the status of women.

Following is the report of the activities and accomplishments for the Committee on Women in Psychology in 2005. Selected reports from CWP Network representatives on their 2005 activities are included in an appendix at the end.

Membership/Meetings:

CWP's 2005 members were Janet Shibley Hyde, PhD (Chair); Carla K. Bradshaw, PhD (Vice-Chair); Sari H. Dworkin, PhD; Mary P. Koss, PhD; Louise B. Silverstein, PhD (Chair-elect); and Veronica G. Thomas, PhD. Dr. Hyde and Dr. Bradshaw completed their terms of service on CWP on December 31, 2005. On January 1, 2006, Helen L. Coons, PhD, and Karen F. Wyche, PhD, will join CWP, appointed for 3-year terms by the Board for the Advancement of Psychology in the Public Interest (BAPPI) and the Board of Directors.

During 2005, CWP met with consolidated committees and boards on March 18-20 and September 30 to October 2. Chair-elect Dr. Silverstein met with BAPPI during their Fall meeting, November 4-6.

The committee expresses its gratitude and thanks to Sandra L. Shullman, PhD, Board of Directors Liaison, and to Ruperto M. Perez, PhD, BAPPI Liaison, for their advice and support during the year.

Diversity and Diversity Training

The Council of Representatives has requested governance groups to report on diversity training activities and representation on their respective groups. For the Council's information:

- * The 2005 membership of CWP included two women of color (one Asian American woman and one African American woman) and four White women, one of whom is a lesbian.
- * CWP works to ensure equity for *all* women in psychology, in all their diversity, including race and ethnicity, age, sexual orientation, and disability status. Encouraging a diversity of people and perspectives throughout APA activities is core to CWP's mission. The committee actively seeks diversity in its own membership: The committee's Policies and Procedures require that at least one third of the committee represents ethnic/racial diversity, and one seat is for a woman who is openly lesbian or who can address lesbian/gay concerns. CWP also seeks diversity more broadly, including governance experience, academic experience, clinical experience, and science experience, and in its call for nominations, welcomes candidates who are retired, employed less than full time, or work full time. They also regularly consider impact on and needs of women for those areas of diversity not represented among the current membership (e.g., impact on low-income women).

Implementing Strategic Goals

CWP functions as a catalyst, monitoring the status of women and issues that particularly affect women, identifying critical problems facing women, developing recommendations, and mobilizing appropriate responses. In this role, CWP has identified and continues to refine specific strategic goals that guide its work. In 2005, CWP added Goal VII to its strategic goals:

***CWP Strategic Goals:** In 2003, on its 30th anniversary, CWP reexamined its 1973 historical charter and reconfirmed its original mission. While women's numbers have increased in psychology, and there have been considerable advances, CWP recognizes that disparities in opportunities and access for women continue to exist. We therefore affirm the following goals.*

Goal I

Promoting the health and well-being of all women

Goal II

Identifying and eliminating discriminatory practices against all women

Goal III

Promoting the unique contributions of women to psychology

Goal IV

Enhancing women's leadership within and outside of APA

Goal V

Monitoring activities of groups within the APA to assess the impact on women

Goal VI

Collaborating with others as needed to achieve the empowerment of underrepresented groups

Goal VII

Promoting advocacy on public policy relevant to women

Highlights of 2005 Accomplishments

Following are highlights of CWP activities and accomplishments for 2005. For more information, follow the CWP link at <http://www.apa.org/pi/wpo/>

Addressing the Sexualization of Girls

At the recommendation of CWP, Council established the Task Force on the Sexualization of Girls in February 2005, to examine and summarize the best psychological theory, research, and clinical experience addressing the sexualization of girls via media and other cultural messages, including the prevalence of these messages and their impact on girls, and include attention to the role and impact of race/ethnicity and socioeconomic status.

Based on nominations from CWP, BAPPI appointed 6 psychologists plus a public member to this task force. Membership includes Eileen L. Zurbriggen, PhD (Chair); Rebecca L. Collins, PhD; Sharon Lamb, EdD; Tomi-Ann Roberts, PhD; Deborah L. Tolman, EdD; L. Monique Ward, PhD; and Jeanne Blake (Public Member). Jessica Henderson Daniel, PhD, serves as Liaison from the Board of Directors; Janet Shibley Hyde, PhD, serves as Liaison from CWP. Dr. Hyde attended and chaired the first meeting in June. Dr. Zurbriggen was selected to chair the task force beginning with the close of the first meeting. Task force members have developed the table of contents and drafted sections for the report. Two meetings are tentatively planned for 2006, the first in February. Board discretionary funds will support the first 2006 meeting, which needed to be scheduled before the Council February meeting. Council will consider a request from its discretionary funds for the second meeting. The task force will finalize its report, seek outside expert review, submit a revision for comment to APA boards and committees in the Fall of 2006, and submit a final report and recommendations for approval to the February 2007 Council.

Assessing the Status of Women in Psychology Today

In 2004, CWP celebrated its 30th anniversary. Its founding was an outcome of a process that began with the presentation of "52 Resolutions and Motions Regarding the Status of Women in Psychology" in 1970 by members of the Association for Women in Psychology. CWP is finalizing a paper examining the status of women in psychology today in the major areas identified in those original 52 demands and will submit the paper for publication when it is completed. CWP is also working with Women's Programs Office staff on the revision of *Women in the American Psychological Association*, which provides data on the participation of women in divisions and state and regional psychological associations, in APA boards and committees, in the journal publication process, in accreditation, and in the administration of APA's Central Office.

Increasing the Number of Journal Editors Who Are Women

CWP continues to see journal editorship as a critical leadership role for women. Journal editors, with associate editors and reviewers, play a critical role as gatekeepers for the

science of psychology. Increasing the number of editors who are women remains a priority. Planned initiatives include:

- * Memo to the Publications and Communications Board expressing appreciation for reductions in editorial workload and supporting continuing efforts to reduce the manuscript load still further.
- * CWP disseminates information about open journal editor positions each Fall, encouraging qualified colleagues to apply.
- * At the request of CWP, Dr. Jackie White and other former editors of *Psychology of Women Quarterly* wrote up their experiences with student editorial boards, which CWP is exploring as a means of socializing women into the publication process.
- * CWP is exploring development of a pool of mentors, consisting of former journal editors, who would encourage and address questions of women considering this role.

Improving the Teaching of Multiculturalism and Gender in Graduate Psychology Curricula

Anecdotal evidence suggests that multicultural topics, including gender, are not included in curricula as a matter of course. Anecdotal evidence also suggests that accreditation site visitors do not routinely and systematically ask about content relating to gender and multiculturalism.

CWP is working with BAPPI to develop a proposal for an APA Public Interest Award that would recognize graduate psychology programs that effectively integrate multiculturalism, feminism, gender, and other aspects of identity throughout the curriculum. CWP will also work with the Board of Educational Affairs on the continuing development of this proposal.

CWP is also working with staff on a web project to highlight graduate syllabi that do a good job of addressing and incorporating multiculturalism and gender, and will seek to collaborate with Division 35 on this project.

Advocating for Women and Women's Issues

CWP reviewed the proposed 2006 advocacy goals for the Public Policy Office and requested several revisions to the goals related to women. Incorporating CWP's recommendations, advocacy goals for 2006 include:

- * Women's Health and Mental Health Services
- * Reproductive Health
- * Violence Against Women
- * Poverty
- * Paid Family Leave
- * Employment and Child Care
- * Gender Equity in Education

CWP also received updates on APA's response to victims of Hurricanes Katrina and Rita. CWP suggested two issues they believed were critical to consider as these plans continue to be developed:

* Like much of disaster response in other parts of the world, CWP suggested APA should encourage more multi-family and community based interventions. Much of psychology's response currently is based on services to individuals. Even if temporary "communities" must be created, CWP believes this orientation should be folded into APA's response as a whole.

* CWP also commented that in addition to the stress that follows this kind of trauma, APA needs to acknowledge the historic rage and trauma of racism, which underlies the racial disparities in terms of which groups were most affected by the hurricanes.

Increasing the Visibility of Psychological Research on Women/Gender

Representatives of the CWP Network and members of CWP have expressed concerns that the presentation of issues related to women and gender in the media is not always an accurate, balanced, and complete reflection of research findings. The short- and long-term impact on women can be negative.

CWP submitted 10 classic research articles on gender for APA's <http://www.psychologymatters.org/> web site, which is a compendium of psychological research that demonstrates the application and value of psychological science in everyday lives. CWP felt that what is currently included under "gender" at that web site is insufficient. CWP is also working to identify more APA journal articles, on discrimination, as well as women and gender, which may be good candidates for press releases.

In a related discussion, CWP applauded the wide press coverage of "The Gender Similarities Hypothesis" by Dr. Hyde, which appeared in the *American Psychologist*. This is the kind of issue that catches the attention of the public, and CWP encouraged Public Communications to continue to aggressively "market" this kind of research.

Presenting Leadership Awards, Promoting Negotiating Skills, and Other APA Convention Activities

At the Division 35 social hour during the APA convention, CWP presented awards for Distinguished Leadership for Women in Psychology to Christine Courtois, PhD and to Ethel Tobach, PhD; CWP presented an award for Emerging Leadership for Women in Psychology to Lydia P. Buki, PhD.

With Division 35, CWP also sponsored an extremely successful symposium on negotiation skills for women. Over 75 attended, and CWP is resubmitting the proposal for consideration for 2006.

CWP also convened the annual meeting of the CWP Network, which provided a forum for Network representatives to report on activities and successes of their women's

committees and suggest issues for CWP discussion. In response to a recommendation raised at this meeting, CWP added a strategic goal focused on advocacy for women.

Implementing the APA Resolution on Culture and Gender Awareness in International Psychology

The APA Resolution on Culture and Gender Awareness in International Psychology was approved by Council in July 2004. This resolution calls on APA to advocate for research, research partnerships, and training to broaden psychologists' perspectives on gender and cultural bias and cultural variation of all forms and to increase awareness of the issues involved in the exportation of western psychology around the world.

CWP noted that awareness of the importance of international issues and of psychology's place in the world is growing at APA. CWP agreed to include in the next committee member call for nominations an interest in international perspectives. Also, CWP will meet with the Committee on International Relations in Psychology in April 2006 to explore possibilities further.

Monitoring Activities Relating to Women

CWP assigns committee members to monitor the agenda books and minutes of other groups, evaluate issues that may relate to women, and develop recommendations as appropriate to bring issues to other groups' attention. At the 2005 meetings, CWP monitors reported on the activities of their assigned groups.

CWP also devotes considerable meeting time to review of items submitted by other groups on the cross-cutting agenda for the consolidated meetings. CWP considers what issues for women, in all their diversity, each item presents; whether any existing differential impact for women is addressed; and whether the composition of groups working on an issue reflects women in all their diversity. CWP's meeting minutes provide details on CWP's discussions. A very few examples of comments recently submitted by CWP include:

* In reviewing the 2004 Policy and Planning Board 5-Year Report, CWP submitted extensive comments, including that recruiting minority students into psychology requires fellowship money, and to the degree that federal policies have reduced financial aid, APA should address this as a federal policy issue. CWP also suggested that all boards and committees, not just the Membership Committee, APAGS, and the Committee on Early Career Psychologists, should develop plans to increase the recruitment, engagement, and retention of minority groups. CWP commented that one strategy for attracting students to psychology is to promote and market the range of employment psychologists are involved with. CWP also raised concerns about referring to psychology primarily as a health care profession. While this is an important role psychologists fill, and one that APA needs to promote and advance, doing so to the near exclusion of other roles is detrimental to the long-term growth of the profession, for both students interested in health care and students interested in other avenues.

* In reviewing proposed Guidelines for the Undergraduate Psychology Major, CWP welcomed the inclusion of Goal 8 on Sociocultural and International Awareness. CWP recommended that gender and culture should be added to all the goals and also suggested explicit inclusion of the issue of power and privilege, greater attention to analyses at the societal level (e.g., in law), and awareness of one's own value

system and its impact on design and conclusions. CWP also noted that qualitative research methodology was an important complement to quantitative and should be included.

* In response to the report of the Board of Directors Work Group on the Recommendations of the Commission on Education and Training Leading to Licensure in Psychology, CWP recommended approval of the proposed APA policy statement contained in the report, including the new language: "The American Psychological Association recommends that for admission to licensure applicants demonstrate that they have completed two years of supervised experience, which can be completed prior or subsequent to the granting of the doctoral degree." CWP believes this revised policy will increase the attraction of the profession to students, who have many other options. CWP also believes that the extra year of training is costly to women. In addition, clients, many of whom are women, are not reimbursed if services are provided postdoctorate but before licensure. CWP drew attention also to the concern that anecdotal evidence is that many graduate departments of psychology do not adequately address gender and multiculturalism in their curricula; often this training comes after the doctorate is awarded. This gap needs to be addressed by graduate departments for students to be well-prepared to practice.

* CWP strongly supported and recommended approval of the proposed Guidelines for Psychological Practice with Girls and Women.

Submitted by Janet Shibley Hyde, PhD, Chair, and Louise B. Silverstein, PhD (Chair-elect), Committee on Women in Psychology

Appendix follows

**APPENDIX:
SELECTED 2005 REPORTS OF REPRESENTATIVES
OF THE COMMITTEE ON WOMEN IN PSYCHOLOGY NETWORK**

Rehabilitation Psychology (Division 22)

Submitted by Martha E. Banks, PhD (Banks@abackans.com)

Prior to 2005, Division 22 did not have a Women's Committee, Special Interest Group, or Task Force. However, in 2004, it became evident that women's issues needed to be addressed in a way that would ensure that women's issues are always represented on the Executive Committee. Through the efforts of about 30 women members of the division, a Section on Women's Issues in Rehabilitation Psychology was proposed and bylaws drafted. In April 2005, the Executive Committee of the division unanimously approved the formation of the Section on Women's Issues in Rehabilitation Psychology. Janet P. Niemeier, PhD, served as interim president until Section elections were held during the fall of 2005. The Chair/Presidential vote was tied between Marie A. DiCowden, PhD, and Marcia J. Scherer, PhD. They have agreed to serve as co-chairs for 2 years to get the section off the ground. The Treasurer/Secretary is Michelle Meade, PhD; the Membership Chair is Erica K. Johnson.

Clinical Neuropsychology (Division 40)

Submitted by Cynthia S. Kubu, PhD (KUBUC@ccf.org)

CWP continues to provide invaluable support to the Division 40 Women in Neuropsychology (WIN) special interest group. WIN was established to foster the professional development of women neuropsychologists at all stages of their careers. APA provides support for a WIN listserv with over 360 members. The listserv provides a forum for discussion of professional issues, dissemination of information from CWP, and notification regarding position and funding opportunities. WIN has been very active in supporting women applicants for leadership positions in the field. Currently, 6 of 12 members of the Division 40 Executive Council are women. WIN regularly hosts professional development events at the annual APA convention and the North American meeting of the International Neuropsychology Society (INS). In February 2005, WIN collaborated with the Division 40 Association for Neuropsychology Students in Training and hosted a round table mentoring session specifically geared toward students' needs. WIN collaborated with Division 40's Ethnic and Minority Affairs special interest group for the 2005 APA convention and hosted a discussion hour entitled "Harassment and Discrimination in the Workplace." The feedback from both events was very positive. WIN is hosting two activities at the upcoming INS meeting in February 2006. A panel discussion entitled "Women Pioneers in Neuropsychology: A Perspective from the Beginning" is scheduled and will be followed by a reception in honor of the discussants. WIN is hosting another panel discussion at INS entitled "Balancing Career and Family Responsibilities: Survival Tips." A research mentoring activity is planned for the upcoming APA annual convention. WIN continues to seek ways to increase the

participation of more mid-career and senior level women in WIN activities and there are plans to survey the listserv members to help identify topics of interest.

Maine Psychological Association

Submitted by Diana L. Prescott, PhD (dlprescott@emh.org)

In Maine, as the representative from the Maine Psychological Association (MePA) to the CWP Network, I have continued to forward the information circulated by the CWP on the listserv to a subgroup of MePA members interested in these issues. The women in Maine have identified professional isolation as their major struggle in their practices in Maine. To address this, the Bangor Area Women in Psychology has met on a monthly basis throughout the academic year for lunch. At the end of last spring, we met at the home of Dr. Imi Ganz for a celebration of the end of the year and the beginning of summer in Maine. We had a fantastic time laughing and catching up with each other. This fall, at the MePA Conference, we discussed reforming the Southern Maine Women in Psychology (Portland area). These women reorganized and scheduled a brunch meeting. They are planning to continue to meet on a regular basis.

National Council of Schools of Professional Psychology (NCSPP): Women's Issues Committee

Submitted by Lynn Horne-Moyer, PhD (lhornemoyer@argosyu.edu)

We discussed information shared from the CAPIC (California Psychology Internship Council) conference on half-time internships. We believe that increasing the number of half-time internships would be helpful, particularly for women, students of color, and students balancing family care with clinical training. We decided to have a joint meeting with ERDC (Ethnic and Racial Diversity Committee) and GLBC (Gay, Lesbian, and Bisexual) at the midwinter winter meeting, which will be focused on leadership. The Resource List Task Force (most recently Lynn Horne-Moyer, PhD and Suzanne M. Anthony, PhD) presented a resource list that will be posted on the WIC page of the NCSPP web site. We should feel free to add to this Resource List by sending resources to Lynn Horne-Moyer (lhornemoyer@argosyu.edu) or Suzi Anthony (santhony@argosyu.edu). There was a perceived need to address (1) improving the integration of women's issues across the curriculum, (2) investigation and encouragement of feminist leadership including mentoring, (3) a broader survey of students' concerns around gender issues, including family obligations and clinical training, and using that information to respond, and (4) addressing students' family needs. Most energy was around feminist leadership, including mentoring in our member programs and within NCSPP, as well as for students and outside agencies. Jean Lau Chin, EdD, will chair a task force and be joined by Kathleen Malloy, PhD, ABPP, Judith Gonzolez, PsyD, and Louise M. Baca, PhD.