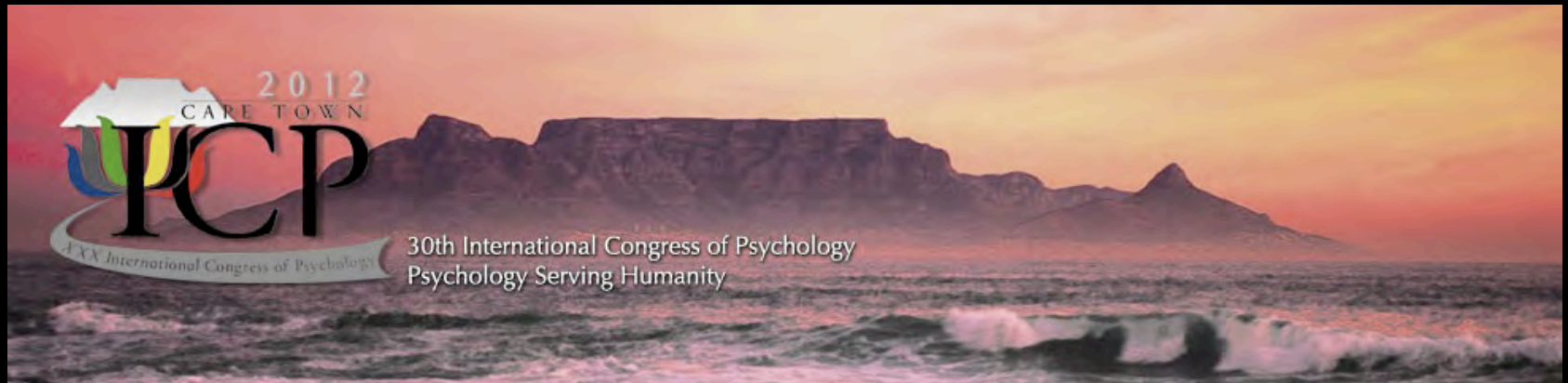




UTILIZING LEADERSHIP POSITIONS TO MODEL, ENCOURAGE, AND EMPOWER OTHERS

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Using the Leadership Role of Your Job

Are you willing to do what you have to do to accomplish your goals?

- Risks
- Sacrifices
- Rewards

What is the job and how does it move you toward your goals?

- Facilitation

Making a Difference

Self Assessment

- Strengths
- Weaknesses
- Environment Scan
 - Previous director
 - Great support

Resources

- Coalitions/Classes

Current Status

- Committee on Women in Psychology
- Division on the Psychology of Women
- Association of Women in Psychology
- Women's Caucus
- Strong Women Members
- Policy Office and Staff

Increasing Women's Leadership

- Document the situation
- Propose solutions
 - Task forces
 - Mentorship
 - Increasing knowledge
 - Convention How to/Information Sessions
 - Strategy Sessions – What matters
 - Growing numbers of women

Documentation

- Women in APA
- Women in Academe: Two Steps Forward, One Step Back

Representation of Women

Past Presidents

- 1905: Mary W. Calkins, AM
- 1921: Margaret Washburn, PhD
- 1972: Anne Anastasi, PhD
- 1973: Leona Tyler, PhD
- 1980: Florence Denmark, PhD
- 1984: Janet T. Spence
- 1987: Bonnie R. Strickland, PhD
- 1996: Dorothy W. Cantor, PsyD
- 2001: Norine G. Johnson, PhD
- 2004: Diane F. Halpern, PhD
- 2007: Sharon Brehm, PhD
- 2010: Carol Goodheart, PhD
- 2011: Melba J.T. Vasquez, PhD, ABPP
- 2012: Suzanne Bennett Johnson, PhD

Data through 2006 are from: Women's Programs Office, American Psychological Association. (2006). *Women in the American Psychological Association 2006* (pp. 11-12, Table g). Washington, DC: Author. Retrieved from <http://www.apa.org/pi/women/committee/wapa-2006.pdf>
Additional data are available from: Women's Programs Office, APA: tburrowell@apa.org or 202-336-6044.

Percentage of Women Members on the Board of Directors and Council of Representatives: 1979, 1989, 1999, 2009, 2010, 2011

Board of Directors

<u>1979</u>	<u>1989</u>	<u>1999</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
8.6	25.0	33.3	46.1	61.5	66.7

Council of Representatives

<u>1979</u>	<u>1989</u>	<u>1999</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
25.0	31.9	35.0	50.0	47.7	46.5

Data through 2006 are from: Women's Programs Office,
American Psychological Association (2006). *Women in the*

Proposing Solutions

- Surviving & Thriving in Academia: A Guide for Women and Ethnic Minorities
- Report of the Task Force on the Changing Gender Composition of Psychology (October 1995).
- Strong Public Policy

Changing Systems and Structures

- "...the aim is not simply to help women succeed in obsolete patriarchal institutions but rather to reconstruct those institutions. Today's women are not content with leveling the male-designed playing field—they want to reshape it to reflect their values and concerns (Astin & Cress, 1998).

Changing Conceptions of Diversity

- Women and Ethnic Minorities



- LGBTQ

- Aging



- Disabilities

- SES

Women's Leadership Institute

- Preparing Women to be Leaders for the Field
- What do We Need to Know