

Women's Programs Office January – December 2019 Report

The Women's Programs Office (WPO) works to improve the health, education, well-being, and status of women psychologists and consumers of psychological services. WPO activities span the science, practice, education, and policy arenas. The Office works to:

- coordinate APA's efforts to ensure equal opportunities for women psychologists as practitioners, educators, and scientists;
- analyze initiatives and trends affecting women within APA and within psychology;
- eliminate gender bias in research, diagnosis and treatment, and education and training;
- promote the inclusion of women in research studies and encourage the analysis of sex and gender in the conduct and reporting of the results of research;
- improve women's access to health and mental health services and promote the inclusion of psychosocial and behavioral factors in women's health research and practice; and
- monitor the welfare of women as consumers of psychological services, analyze the impact of governmental initiatives on women, and promote the development and application of psychological knowledge.

B. Report on the activities of the committee for current reporting period-- The following report focuses on activities of the Women's Programs Office from January 2019 – December 2019.

Staffing:

The Women's Programs Office is staffed by Shari E. Miles-Cohen, PhD, Senior Director, Tanya Burrwell Dozier, Assistant Director, and Ms. Isabelle Orozco, WPO Assistant. In September 2019, the office welcomed Amanda Weber as the WPO Special Projects Manager.

Interns:

In January 2019, the office welcomed Ms. Jessica Izara-Rosales, a graduating senior in the psychology department at Trinity University, Washington, DC and Ms. Alexandra Abi-Mikhael, a graduating senior in the psychology department at Wichita State University, Wichita, KS. Additionally, in May, the office welcomed Ms. Tyra Franklin, a rising junior in psychology department at Tougaloo University, Tougaloo, MS. Ms. Franklin joins us by way of a partnership with the United Negro College Fund, Koch Scholars Program.

In September 2019, the office welcomed Ms. Hannah Parks, a junior in the psychology department at Simpson College in Indianola, Iowa for the fall semester.

WPO is **PSYCHED** about Women: Working with

Psychology collaborators in the areas of
Safety and Security,
Youth Empowerment,
Career Advancement,
Health and Wellness,
Education and Outreach, and
Diversity and Inclusion

Psychology Collaborators

Committee on Women in Psychology

The members of the 2019 Committee on Women in Psychology include Shannon Lynch, PhD (Chair), Diya Kallivayalil, PhD (Vice Chair); Lauren Stutts, PhD (2019 Chair-elect), Charlotte McCloskey, PhD (2019 Vice Chair-elect), Jameta N. Barlow, PhD, MPD, and Julie Koch, PhD. .

The Committee convened its Spring meeting on March 29 – 31, 2019 in Washington, DC. The Fall meeting was convened virtually on September 28, October 18, and November 8, 2019. In addition, CWP continues to conduct its business remotely via monthly phone call.

In February 2019, WPO has staffed CWP as it prepared the *Resolution on Campus Sexual Assault*, inclusion on the Council of Representatives agenda, which was adopted as APA policy. WPO continues to work with the Communications/Editorial and Design Services office to have to refine its draft dissemination plan.

In addition, staff presented interim reports on office activities to the February and August 2019 APA Council of Representatives Women's Caucus meetings, and the March and October 2019 **Committee on Women in Psychology** meetings, and the January and August 2019 Society for the Psychology of Women (SPW) Executive Committee meetings.

CWP Blog Series: Violence

CWP has initiated a blog series on the issue of violence against women and girls. The blogs will be posted on the Public Interest (PI) Directorate blog, *Psychology Benefits Society* to promote CWP initiatives and to facilitate the presence of a feminist sensibility in wider discussions.

The third blog in the series, "How Psychologists and Peer Mentors Can Work Together to Fight Human Trafficking in the United States" by Paola M. Contreras, PsyD (Asst. Professor, William James College) and Diya Kallivayalil, PhD (Asst. Professor, Harvard Medical School) <https://psychologybenefits.org/2019/01/15/how-psychologists-and-peer-mentors-can-work-together-to-fight-human-trafficking-in-the-united-states/>

The fourth blog in the series, "Layers and Layers of Grief upon Grief: The Epidemic of Missing and Murdered Indigenous Women" by Iva GreyWolf, PhD and Charlotte McCloskey, PhD will be published Summer 2019.

Previously published blogs include:

- “Hit, Hurt, and Distressed: How Violence and Trauma Put Women at Risk of Incarceration” by Shannon Lynch, PhD (Professor of Clinical Psychology, Idaho State University). <https://psychologybenefits.org/2018/07/24/hit-hurt-and-distressed-how-violence-and-trauma-put-women-at-risk-of-incarceration/>.
- “Stop the Abuse: Why We Can’t Neglect Women with Disabilities When We Talk about Interpersonal Violence” by Lauren Stutts, PhD (Assistant Professor, Davidson College and Member, APA Committee on Women in Psychology) was published on August 17th. <https://psychologybenefits.org/2018/08/14/stop-the-abuse-why-we-cant-neglect-women-with-disabilities-when-we-talk-about-interpersonal-violence/>.
- Cross-posting from The Conversation: “What’s the difference between sexual abuse, sexual assault, sexual harassment and rape?” and “The way we tell the story of Hollywood sexual assault and harassment matters” by Dr. Sarah Cook (Professor and Associate Dean, Georgia State University).

2019 Convention Programming:

CWP Chair Dr. Shannon Lynch invited a panel of journal editors to participate in a 2-hour symposium collaborative program, “Pathways to Editorship: Experiences and Insight from Women of Color in Editor Roles,” during the 2019 APA convention in Chicago, IL.

The panel, which will be chaired by Chief APA Publisher, Jasper Simon, includes presenters, Kerry Kawakami (Journal of Personality and Social Psychology), Sandra Mattar (Psych Trauma), Beverly Vandiver (Journal of Black Psychology), and Dolores Albarracín (Psych Bulletin).

Collaborators include the Publications and Communications Board, Committee on Ethnic Minority Affairs, and the Women’s Programs Office. This panel is sponsored by Division 35: Society for the Psychology of Women and Committee on Women in Psychology.

On Saturday, August 10, 11:00 – 11:50 a.m., Water Tower Room A and B, Marriott Marquis, the WPO will also host the annual discussion “An Insider’s Guide to Research and Training Funding: Talk with NIH Staff and Grantees (see below).

Safety and Security

Trafficking of Women and Girls

The full text of the Report of the APA Task Force on Trafficking of Women and Girls., as well as the Executive Summary, are available on the APA website at <http://www.apa.org/pi/women/programs/trafficking>. The WPO assisted with developing Psychologists in Health Care Settings: Identifying the Signs of Human Trafficking, which is currently available in hard copy. See hyperlink above.

Intimate Partner Violence and Abuse of Women with Disabilities

WPO’s *Intimate Partner Violence and Abuse of Women with Disabilities* (currently in its second printing) brochures are available in hard copy and online. The two brochures are also available in Spanish. *Violencia en Contra de la Pareja and Abuso de Mujeres con Discapacidad* are available on the APA Web site at <http://www.apa.org/topics/violence/violencia-pareja.aspx> and <http://www.apa.org/topics/violence/mujeres-discapacidades.aspx>.

Full text of the English brochures are also posted on the APA website at <http://www.apa.org/topics/violence/women-disabilities.aspx> and <http://www.apa.org/topics/violence/women-disabilities.aspx>.

Career Development: Pathways for Women in the Profession

An Insider's Guide to Research and Training Funding Opportunities: Talk with NIH Staff and Grantees

Each year, during the American Psychological Association's annual convention, WPO invites staff members from NIH and other federal agencies to participate in a research funding and information session. The purpose of the session is to meet with attendees individually or in small groups to present federal funding opportunities and to answer any specific questions of the attendees regarding research ideas, reviews, appropriate funding opportunities, and career development. The 2019 discussion, with co-chairs Cheryl Ann Boyce, PhD, National Heart, Lung, and Blood Institute (NHLBI) and Tanya Burrwell Dozier, Assistant Director, Women's Programs Office, was scheduled for Saturday, August 10. Unfortunately, due to an unforeseen scheduling change, the session was cancelled.

APA Leadership Institute for Women in Psychology (LIWP)

In August 2019, the Call for Applications for the 2020 LIWP was released, just in time for APA 2019. The Class 12 in-residence workshops will be held in Washington, DC on April 21-23, 2020 and November 16-17, 2020. In November 2019, the LIWP Advisory Committee selected 35 participants for the Class 12 of the LIWP. See <https://www.apa.org/pi/women/programs/leadership?tab=2> for more information.

In January 2019, the LIWP launched squarely focused on the 2017 plan to more intentionally nurture a community of women psychologists who will work individually and collectively to support each other to success, to benefit society and to improve lives (Miles-Cohen, 2017). We welcomed the 11th class with 36 Participant Leaders from around the US, a reinvigorated Advisory Committee, and a new cadre of Teaching Faculty.

The 2020 LIWP AC includes six new members who are also LIWP Alumnae, Drs Kim Balsam, Monique Jiménez-Herrera, Yo Jackson, Debra Kawahara, Anita Thomas, and Jodie Ullman. They joined continuing members Drs. Kathleen S. Brown (chair), Jean Lau Chin (vice chair), Carlotta Arthur, Jessica Henderson Daniel, Monica Kurylo, Carlota Ocampo, and Miles-Cohen (ex officio). Dr. Barbara Gault officially resigned from the AC and Drs. Ruth Fassinger, Nadine Kaslow and Jennifer Kelly have completed their AC service after more than 10 years on the committee. Drs. Fassinger and Kaslow will be formally recognized during the August reception in Washington, DC prior to APA2020. Additionally, LIWP alumna Dr. Mia A. Bergman is continuing as a member of the Program Development Subcommittee.

The **2017 plan** spotlight's three themes: Program Delivery, Measurement and Evaluation, and Alumnae Engagement.

Program Delivery: While maintaining attention to intrapersonal, interpersonal and systemic leadership competencies in the curriculum, we've also added a new competency beginning with the 2020 LIWP: organizational. We have continued to incorporate alumnae feedback by expanding last year's more learner-centered, values-driven, and project-based LIWP.

- Learner-Centered--we are acknowledging and leveraging the existing leadership experiences of our current Participant Leaders.
- Values-Driven--we are encouraging Participant Leaders to explore and interrogate their individual values to inform their leadership capability and to effect change.
- Project-Based—our curriculum invites Participant Leaders to develop their leadership practice by applying LIWP training to their real-world challenges and aspirations over the course of the program year.

The delivered modules will range from values and ethics to financial concepts to leading across generations. We will continue using the Microsoft TEAMS platform in 2020 to post monthly homework assignments and the Participant Leaders, with the 2020 Teaching Faculty, Coaches, and Mentors will use the platform to share their learning with each other in real time.

Measurement and Evaluation: We are checking with our alumnae annually via the *APA LIWP Participant Leaders: Annual Update Survey*. We publish an annual report of our alumnae's accomplishments in *LeadHERship: The Voice of Women Leaders in Psychology*. The 2020 survey will be deployed in January 2020. Dr. Miles-Cohen met in retreat with the LIWP Advisory Committee in September 2019 to align program metrics for success with *IMPACT APA*, the Strategic Plan adopted by the Council of Representatives earlier this year. At the 2019 Retreat, the LIWP Advisory Committee developed newly aligned measures for success and updated Institute goals and objectives:

1. Prepare mid-career women in psychology to have the knowledge and skills necessary to compete for leadership/senior management positions in academic, practice and other professional settings as well as APA and state, provincial or territorial psychological association (SPTA) governance.
 - Increase the diversity of women psychologists in academic, practice and other leadership positions as well as APA and SPTA governance.
2. Enhance the number and effectiveness of women psychologists holding leadership positions in academic, practice and other professional settings as well as APA and SPTA governance.
3. Create networks of women psychologists in leadership/senior management positions in varied and diverse professional settings and enhance women psychologists' ability in their roles as leaders to advocate for and educate others about the use and positive impact of psychological science.
4. Document the career movement, professional advancement and leadership accomplishments of the LIWP participant leaders to demonstrate their positive impact on society and critical societal issues.

Alumnae Engagement: LIWP alumnae have access to the LIWP listserv where they can share news, ask for professional advice and collaborate on similar initiatives. We also offered to our 366 alumnae ongoing programming such as a quarterly webinar series, alumni support on the listserv, and annual follow-up reports.

On March 6th, LIWP presented the first 2019 webinar *Personal Branding: Being Your Own CEO* by Jennefer Witter, a colleague of LIWP AC member Carlotta Arthur, PhD. On May 10th, *Get Up on the TED Stage* was presented by Ramani Durvasula, PhD, & Kim Gorgens, PhD, ABPP, both LIWP alumna. On October 22nd LIWP alumna Carlota Ocampo delivered an interactive webinar on the complexities of multicultural competence in leadership contexts titled *Inclusivity*,

Intersectionality, and Allyship: How Can the LIWP Best Create Platforms for Success for All Women?

As women move up the leadership ladder, we become more isolated. LIWP aims to buttress women leaders against this isolation. In the coming year, LIWP will offer alumnae:

1. substantive pre-convention program at APA 2020,
2. a limited number of virtual coaching hours each year,
3. host an enhanced annual reunion and reception,
4. provide tutorials on maximizing the utility of APA community building tools, and
5. invite alumnae and others to serve as Teaching Faculty, Advisory Committee and subcommittee members, and Coaches. The Calls for Nominations will be posted to the TEAMS site, the LIWP listserv, and on the LIWP web site in the fall of 2020.

In the midst of our program developments, we have amassed an ever-growing cheering section, including our CEO Dr. Evans and the APA Board of Directors, who made a significant investment in LIWP with the 2019 budget, and our other Donors, **especially SPW**, the LIWP Advisory Committee, Teaching Faculty, the LIWP Alumnae and Participant Leaders, and my WPO colleagues and others throughout the association.

Miles-Cohen, S. E. (2017). *APA LIWP (2018-2020).: Three-year plan*.

<https://www.apa.org/pi/women/programs/leadership/women-leadership-institute-plan.pdf>

Women with Disabilities in STEM Education

Dr. Miles-Cohen and Dr Dolores Cimini are completing work on a manuscript which they plan to submit for publication in early 2019.

Youth Empowerment

***I am Psyched!* Initiative**

I am Psyched! Inspiring Histories, Inspiring Lives is a multimedia initiative that explores the history and contemporary contributions of women of color in psychology as they engage in psychological science, practice, and social justice. The exhibit, which is currently on national tour, was created in response to an invitation from the Obama Administration's White House Council on Women and Girls and the Smithsonian Affiliates Program in 2016. APA's Women's Programs Office partnered with the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology and Psychology's Feminist Voices Oral History and Digital Archive Project to create the *I am Psyched!* exhibit to engage visitors, especially young women and girls of color, in exploring how psychology benefits daily life. Since then the exhibit has grown into a multidimensional project that aims to diversify all aspects of psychology to benefit society and improve people's lives. By communicating the topical diversity of the field and the racial, ethnic, and cultural diversity of psychologists themselves, we are encouraging young women and girls of color, and others, to consider careers in psychology, use psychology to improve their daily lives and create positive social change in their communities, and to be excited by the museum experience. <http://www.apa.org/pi/women/iampsyched/default.aspx>

National Tour

The 2019 tour included 17 sites, including the APA convention in Chicago, IL. The updated schedule of tour stops, and the project archive are currently posted online at <http://www.apa.org/pi/women/iampsyched/default.aspx>.

Requests for 2020 tour dates are being accepted through November 2019.

We would like to thank the Society for the Psychology of Women for supporting the *I am Psyched!* installation at the January 2019 National Multicultural Summit and Conference in Denver, CO.

2019 Heritage/Awareness Month Series

WPO is continued to host the Heritage/Awareness Month series to complement the *I am Psyched!* exhibit and to highlight women of color psychologists and their significant professional achievements. As part of this series, WPO is partnered with various PI Offices to highlight all our PI constituent groups over the course of 2019:

- ***I am Psyched! for Youth*** (May 4, 2019)

The Women's Office, in collaboration with the APA Children, Youth, and Families Office (CYFO), hosted *I am Psyched! for Youth*, an interactive event for DC area students (ages 12 and up) in celebration of National Children's Mental Health Awareness Day. The goal of this event was to create a learning experience for young people who are interested in STEM and social science.

The event, which was moderated by Carlotta Arthur, PhD, from the Henry Luce Foundation in New York, NY, included seven Girls Advisory Committee members who presented on how psychology makes a difference in issues impacting youth today. Each member selected an issue such as mental health stigma, body image and self-esteem, social media, peer pressure, and gentrification and class differences. The event convened with a networking reception, which allowed attendees an opportunity to network with each other and local psychologists invited to attend the event.

Dr. Miles-Cohen successfully submitted an abstract to the Call for Papers for *Girlhood Studies: An Interdisciplinary Journal*, Special Issue on Activism Networks by, for, and with Girls and Young Women. The manuscript, entitled "To Change the Narrative, We Must Change the Narrators: Creating an Activism Network with Girls and Young Women" will be co-authored by the seven GAC members who participated the May event, Adirah Abney, Jadyn D. Dixon, Olivia Laino, Koi McAfee, and Xia McAfee.

- ***I am Psyched! for Healthy Aging*** (October 1, 2019)

WPO collaborated with the APA Office on Aging to planning *I am Psyched! for Healthy Aging* in celebration of the 2019 International Day of Older Persons. The goal for this event was to invite psychologists provide an overview of the current research and its implications for healthy aging.

Our featured guests included: Renee J. Nash (Director of News and Public Affairs, Howard University Radio — WHUR 96.3 FM); Lisa Barnes Young, PhD (Rush University); Gayle Skawennio Morse, PhD (The Sage Colleges); Veronica Cardenas, PhD (University of California, San Diego); Hardeep Obhi, PhD (University of North Carolina-Chapel Hill); and Trinette Chase (Ms. Senior DC 2019).

- ***I am Psyched! at Gallaudet University*** (October 24, 2019)

In September 2019, WPO worked with Gallaudet University, Washington, DC to provide support and consultation for *I am Psyched!* to follow my Dreams at Gallaudet University, which linked past and present Deaf women of color in the field of psychology to encourage deaf youth of color to become change agents.

WPO Senior Director, Dr. Shari Miles-Cohen, delivered the welcome during the October 24 event, which included a keynote presentation, panel discussion, and poster session. The event featured Deaf/HH women of color and interactive booths geared to motivate young Deaf students to consider a career in the field of Psychology.

Curriculum Development and Publications

▪ Teachers Advisory Committee (TAC)

WPO is working with APA Editorial and Design Services to layout and produce teaching guides, classroom posters, and an interactive timeline for use in middle and high school classrooms that were produced with the help of the TAC. In addition, we are requesting and curating Video Selfies, brief video clips of diverse women psychologists describing what first sparked their interest in psychology and the work they do currently, that can be used by secondary teachers to introduce new subjects in their classrooms. Working with colleagues in the Education Directorate, WPO will seat a Faculty Advisory Committee (post-secondary faculty) in 2019 to begin to work on the postsecondary curricular materials.

Public Awareness Campaign: Traditional Media, Social Media and Digital Media

WPO is working hard with PR office partners to develop a suite of media tools to use to raise awareness about the past, present and future of women of color in psychology, and highlight their contribution into the field. In addition to publicizing the achievements of women of color in psychology, WPO staff also encourage the tour hosts to share *I am Psyched!* experience and reflections on social media platforms. Supporters are encouraged to use: Twitter and Instagram: #IamPsychedTour #WhyIamPsyched.

***I am Psyched!* Merchandise**

***I am Psyched!* T-shirts**

In March, the WPO released newly designed *I am Psyched!* t-shirts. 2019 “CHANGE MAKER” which includes the 2019 tour schedule on the back. Each shirt is available for \$20.00 (includes tax and shipping) (quantities limited).

Previous designs/styles: ‘I am the Future of Psychology’, ‘This is What a Psychologist Looks Like’, and ‘Inspiring History, Inspiring Lives’, are still currently available for \$7.50 each.

In December, the WPO released *I am Psyched* hooded sweatshirts and sweatpants. The sweatshirts are \$35, and sweatpants are \$35 (sold separately). If purchased together a sweatshirt/sweatpants set is \$65. (Includes tax and shipping).

***I am Psyched!* Postcard Series**

WPO unveiled the *I am Psyched! Series 2* postcards featuring women of color psychologists at APA2019 in Chicago, IL. The *Series 2* postcards features: Carolyn Barcus, Patricia Cowlings, Olivia Hooker, Reiko True, and Melba Vasquez.

The first series features: Mamie Phipps Clark, Estefania Aldaba-Lim, Martha E. Bernal, Carolyn Attneave, and Inez Beverly Prosser.

Each set is \$5.00 and includes 5 postcards (which includes tax and shipping). Order forms are now available at <http://www.apa.org/pi/women/iampsyched/order-form.pdf>.

Health and Wellness

WPO continues to engage with stakeholders re women's health and wellness. Please see Education and Outreach section for more information about dissemination of WPO materials on mental health and abortion, postpartum depression, and health and wellness of women with disabilities.

WPO is a participant in the ***HIV and Rural Health Disparities Initiative***, which is a collaborative partnership of the Health Disparities Office (HDO), the National Association of Rural Mental Health (NARMH), Office on Ethnic Minority Affairs (OEMA), Office on Socioeconomic Status (OSES), State Advocacy/ Practice Directorate, Public Interest- Government Relations Office (PI-GRO), and Public Interest Communications Team, as well as outside experts. The goal of the initiative is to address rural health and disparities in the U. S. such as the intersectionality of HIV, race/ethnicity, poverty, gender and location, highlighting such issues as stigma, substance use, trauma, etc.

Postpartum Depression (PPD) Brochure - Refresh

The WPO is currently working with Dr. Helen Coons to establish an Advisory Committee to refresh the consumer brochure on Postpartum Depression. The goal of the refresh is to expand the focus of the brochure to include information and resources on perinatal depression, anxiety disorders, and expand the list of resources, particularly for women of color.

WPO continues to receive requests and disseminate the current brochure to individuals and groups. The English, Spanish, Simplified Chinese, and French brochures are available at http://www.apa.org/pi/wpo/Postpartum%20Depression%20brochure_2007.pdf.

Mental Health and Abortion

WPO continues to work with APA Government Relations (GR) and the General Counsel's Office by providing updates on current research on women reproductive health status and care. In response to current legislation affecting women's reproductive health, the WPO, GR, and APA Communications worked together to produce a one-page fact sheet for information and advocacy purposes (available at <http://www.apa.org/about/gr/issues/women/mental-health-and-abortion.aspx>)

The 2008 Report of the Task Force on Mental Health and Abortion is still available at <http://www.apa.org/pi/wpo>.

Education and Outreach

WPO Consumer Materials

Intimate Partner Violence and Abuse of Women with Disabilities

WPO's Intimate Partner Violence and Abuse of Women with Disabilities (currently in its second printing) brochures are available in hard copy and online. The two brochures are also available in Spanish. Violencia en Contra de la Pareja and Abuso de Mujeres con Discapacidad are available on the APA Web site at <http://www.apa.org/topics/violence/violencia-pareja.aspx> and <http://www.apa.org/topics/violence/mujeres-discapacidades.aspx>.

Full text of the English brochures are also posted on the APA website at <http://www.apa.org/topics/violence/women-disabilities.aspx> and <http://www.apa.org/topics/violence/women-disabilities.aspx>.

Sexualization of Girls

The Report of the APA Task Force on the Sexualization of Girls was released February 2007. Now in its third printing, WPO has distributed thousands of copies of the report in the US and around the world. The report is available at <http://www.apa.org/pi/wpo/sexualization.html>.

The WPO worked with a consultant to transcreate "What Parents Can Do" a consumer education and empowerment resource for parents based on the report into Spanish. Both the English and Spanish language tip sheets are available in hardcopy and online at <http://www.apa.org/pi/women/programs/girls/report.aspx?item=2>.

Diversity

Community Engagement: The WPO or its staff hold memberships of the following organizations and coalitions:

American Association on Health and Disability
American Psychological Association
APA Division Association of Black Psychologists
Association for Women in Psychology
Association for Women in Science
International Leadership Association
Institute for Women's Policy Research
National Coalition Against Domestic Violence
National Coalition for Women and Girls in Education
Re: Gender (formerly National Council for Research on Women)
Rehabilitation Psychology
Society for the History of Psychology
Society for the Teaching of Psychology
Society for General Psychology
Society for the Psychology of Women
Society for the Psychological Study of Culture, Ethnicity Race
Society for the Psychological Study of Social Issues

