

# **Committee on Women in Psychology 2008 Annual Report**

## ***Mission***

CWP was established by APA's Council of Representatives in 1973. In February 2008 the Council of Representatives approved the revised mission statement. 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 in all their diversity achieve equality within the psychological community and in the larger society, nationally and globally in order that all human resources be fully actualized. Its mission shall be to function 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, the Association for Women in Psychology, and other relevant organizations, including groups whose missions address the status of women. Specifically, the committee will undertake the following priority tasks: (a) collection of information and documentation concerning the status of women; (b) development of recommendations relevant to women; (c) monitoring the implementation of guidelines and recommendations from reports issued by APA that are relevant to women; (d) development of mechanisms to increase the participation of women in roles and functions both within and outside the profession; (e) ongoing communications with other agencies and institutions regarding the status of women; and (f) monitoring current issues relevant to the lives of women in order to inform policy.

Following is the report of the activities and accomplishments for the Committee on Women in Psychology in 2008.

## **Membership/Meetings:**

CWP's 2008 members were Karen F. Wyche, PhD (Chair); Helen L. Coons, PhD, ABPP (Vice-Chair); Lydia P. Buki, PhD; Thema Bryant-Davis, PhD; Priscilla Dass-Brailsford, PhD; and Jane Simoni, PhD. Dr. Wyche and Dr. Coons completed their terms of service on CWP on December 31, 2008.

During 2008, CWP met twice, March 27-29 and September 19-21. Chair-elect Dr. Buki met with BAPPI for their October 24-26 meeting.

During the fall 2008 meeting, the CWP dedicated 2 hours to a strategic planning session. Members reviewed the CWP mission statement, strategic goals (including current and/or completed initiatives) and laid out future initiatives/critical issues for women in psychology. A follow-up discussion and the development of an action plan will take place during the March 2009 meeting.

The committee expresses its gratitude and thanks to Alan Kazdin, PhD, Doug Haldeman, PhD, and Melba Vasquez, PhD, Board of Directors Liaisons, and to Martha Banks, PhD, BAPPI Liaison, for their advice and support during the year. CWP would also like to express thanks to Alan Kazdin, PhD, President, James Bray, PhD, President-elect, and Norman Anderson, PhD, CEO for their continued support throughout the year.

CWP also expresses thanks to the following liaisons and guests who attended committee meetings and provided valuable input: Lula Beatty, PhD (Division 35/ Society for the Psychology of Women); Donald W. Daughtry, PhD (Committee on Disability Issues in Psychology); Florence Denmark, PhD (Committee on Psychology and Aging); Kathleen Gathercoal, PhD (Liaison from National Council of Schools and Programs of Professional Psychology); Cheryl Luis, PhD and Chris Morrison, PhD (Liaisons from Division 40/Clinical Neuropsychology); and Joan S. Rabin, PhD (Liaison from Association for Women in Psychology).

### **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:

In 2008, the Committee included two African American women, one Asian and African woman, one Latina, and two non-Latina White women, one of whom openly identifies as lesbian psychologist.

CWP's mission and work focuses on ensuring equity for women in all their diversity, including race and ethnicity, age, sexual orientation, and disability status. CWP works at several levels to ensure diverse representation among committee members, to define committee strategic goals that frame the work of the committee, and to monitor activities across the Association, a key aspect of the committee's mission. For example:

- ***Committee Membership:*** CWP Operating Policies and Procedures require that at least 1/3 of the committee represents ethnic/racial diversity and one member is openly lesbian or bisexual. Also, academic experience, clinical experience, and science experience must be represented among the six members. CWP defines "ethnic/racial diversity" broadly, so that committee membership over time represents, for example, African American, Latina, Asian, non-Latina White, and other groups. When submitting rank-ordered slates to BAPPI, CWP reports the current demographic composition of the committee and the composition of the committee if the submitted slates are approved, as do all other BAPPI committees. CWP has revised its call for nominations recently to encourage submissions from individuals with disabilities and/or expertise in disability issues and with expertise in international issues.

## ***Highlights of 2008 CWP Activities***

### ***Leadership Institute for Women in Psychology (LIWP)***

CWP and the Women's Programs Office proudly convened the inaugural CWP Leadership Institute for Women in Psychology (LIWP) on August 12, 2008 in Boston, MA. The LIWP focused on the leadership training needs of 30 mid-career women psychologists who are APA members in good standing, at least 10 years post-PhD, PsyD, or EdD, and hold the rank of Associate Professor or above in academic and academic medical settings. Future LIWP's will focus on mid-career women psychologists who work in other professional settings and senior women psychologists. Drs. Helen Coons, Lula Beatty, Jessica Henderson Daniel, Ruth Fassinger, Nadine Kaslow, Susan McDaniel, Sandy Shullman, and Karen Wyche lectured on leadership concepts and models, negotiation skills, research and funding strategies, mentoring, and career development. The program evaluations were very positive and faculty and staff are planning follow-up activities including a virtual community, Webinars and a follow-up meeting of the inaugural class in March 2009 in Washington, DC to provide further leadership and advocacy training.

Planning has begun for the second LIWP, which will be convened in August 2009 in Toronto, Ontario, Canada, and will include 30 participants.

### ***Advocating for Federal Policy Addressing Women's Issues***

CWP members participated in a one-day advocacy training sponsored by the PI-Government Relations Office (PI-GRO) prior to the fall 2008 meeting. Members spent the afternoon visiting the offices of members of Congress. Areas of particular interest to committee members were: Funding for the Lifespan Respite Care Act; the Employment Non-Discrimination Act (ENDA), which provides basic protections against workplace discrimination on the basis of sexual orientation; and the Child Abuse Prevention and Treatment Act (CAPTA) reauthorization, which addresses child abuse and neglect; and the Melanie Blocker-Stokes MOTHERS Act, which provides adequate and timely prevention and mental health services for women at risk of postpartum depression and postpartum psychosis.

CWP members recommended approval of the proposed Public Interest Advocacy Goals for 2009, making specific suggestions for the following sections: Women's Health, Veterans and their Families, Disaster Relief and Emergency Preparedness, and Criminal Justice. The committee also added disability issues and lesbian, gay, bisexual and transgender issues to the list of legislative issues of interest to the committee.

### ***Governance Survey***

Dr. Jessica Kohout, Director of the Center for Workforce Studies (CWS) and CWS staff members Ariel Finno, Research Officer, and Daniel Michalski, Research Associate, joined CWP for a discussion regarding the survey during the September 2008 meeting.

Members raised concerns regarding the procedures used in conducting the Governance Survey, particularly the lack of an explicit consent form as the data could be linked to participants although the results are aggregated. CWP appreciated the opportunity to work with CWS and is pleased that the Governance Survey now includes an explicit consent form, which clarifies that the survey is completely voluntary. CWP will continue working with WPO and CWS staff to discuss options for data collection and the future of the survey.

### ***Increasing the Participation of Women as Journal Editors***

CWP continues to work on increasing the number of women serving as journal editors. The percentage of women has increased over time, and CWP noted that real progress has been made. CWP members also continue to encourage colleagues to consider applying for journal editor positions, which includes informing them about the substantial support APA provides to journal editors. The committee is pleased that this mentoring and support has encouraged a number of individuals to apply.

### ***Sponsoring APA Convention Programming***

CWP sponsored or co-sponsored the following programming at the 2008 APA Convention in Boston, MA:

#### ***The Impact of Criminalization on Women's Identity and Treatment Needs***

Co-Chaired by Lula Beatty, PhD and Scott Nolen, PhD. Presenters were Stacy Calhoun, MA, Randall E. Ehrbar, PsyD, and Donna L. Hubbard, AA.

#### ***Symposium: "Speed Mentoring for Women in Academic Positions: Bring Your Questions"***

Co-Chaired by Helen L. Coons, PhD, ABPP and Jessica Henderson Daniel, PhD, ABPP. Presenters were Jessica Henderson Daniel, PhD, ABPP; Nadine J. Kaslow, PhD, ABPP, and Karen F. Wyche, PhD.

#### ***Symposium: Partnering with Community Groups in Advocating for Low-Income***

*Communities* Chaired by Sari Dworkin, PhD. Presenters were Karen F. Wyche, PhD, Lydia P. Buki, PhD, Melissa Pearrow, PhD, and Nancy Guerra, PhD. The discussant was Heather E. Bullock, PhD.

Dr. Karen Wyche presented CWP Distinguished Leader for Women in Psychology Awards to Drs. Jessica Henderson Daniel and Carolyn Mazure, and the CWP Emerging Leader for Women in Psychology Award to Dr. Cheryl Gore-Felton.

***Research and Training Funding Session.*** Chaired by Lula Beatty, PhD, from the National Institute on Drug Abuse (NIDA). Presenters included representatives from the National Institute on Child Health and Development (NICHD), National Institute on Alcohol Abuse and Alcoholism (NIAAA), Substance Abuse and Mental Health Services Administration (SAMHSA), Office of Research on Women's Health (ORWH), and the National Institute on Mental Health (NIMH).

Also at the 2008 Convention, CWP convened its annual network meeting, where it obtained valuable input from individuals representing various Divisions and APA constituencies about a variety of issues affecting the optimal well being of women.

### ***2009 Convention Planning***

CWP is collaborating with the Committee on Socioeconomic Status (CSES), the Committee on Children, Youth, and Families (CYF), and the Committee on Ethnic Minority Affairs (CEMA) on a BAPPI convention proposal that will highlight innovative strategies, approaches, and models for reducing incarceration and recidivism. CWP's particular emphasis is on the effects of incarceration on women's lives.

CWP will also co-sponsor a 2-hour workshop, "Leadership Strategies for Mid-Career Women in Independent Clinical and Consulting Practices," and a poster presentation, "Leadership Training Needs in Mid-Career and Senior Women Psychologists."

### ***Task Force on the Sexualization of Girls***

The Report of the Task Force on the Sexualization of Girls has received approximately 800,000 hits on the website; an additional 3,500 copies of the report were reprinted this year. To date, approximately 2,600 copies have been distributed.

WPO is developing curricula for 8<sup>th</sup> grade students, which will be vetted by CWP. Dr. Miles-Cohen also met with the D.C. Charter School Board to discuss approval of curricula for the 2009-2010 school year.

### ***Task Force on Mental Health and Abortion***

The Report of the Task Force on Mental Health and Abortion was received by the APA Council of Representatives in August 2008. Task Force members and WPO staff worked with the Public and Member Communications Office to develop talking points for the report. Task force members and staff will also receive media training. Staff is working with PI-GRO to develop a dissemination plan for the report. The full text of the report is located at <http://www.apa.org/pi/wpo>.

***Submitted by Karen F. Wyche, PhD, Chair, and Lydia P. Buki, PhD, Chair-elect, Committee on Women in Psychology***