

Committee on Women in Psychology

2006 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 2006. Selected reports from CWP Network representatives on their 2006 activities are included in an appendix at the end.

Membership/Meetings:

CWP's 2006 members were Louise B. Silverstein (Chair); Helen L. Coons, PhD; Sari H. Dworkin, PhD; Mary P. Koss, PhD; Veronica G. Thomas, PhD (Vice-Chair); and Karen F. Wyche, PhD. As a result of changing work requirements and time constraints, Dr. Koss resigned following the Spring meeting, and Dr. Lula A. Beatty was appointed to fill the remainder of her term (through December 31, 2007).

Dr. Silverstein and Dr. Thomas completed their terms of service on CWP on December 31, 2006. On January 1, 2007, Lydia P. Buki, PhD, and Priscilla Dass-Brailsford, 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 2006, CWP met twice, April 7-9 and September 29-October 1. Chair-elect Dr. Dworkin met with BAPPI for their November 3-5 meeting.

The committee expresses its gratitude and thanks to Sandra L. Shullman, PhD, and Jessica Henderson Daniel, PhD, Board of Directors Liaisons, and to Irene W. Leigh, PhD, BAPPI Liaison, for their advice and support during the year.

CWP also expresses thanks to the following liaisons, who attended committee meetings and provided valued input: Cynthia S. Kubu, PhD, ABPP-CN (Liaison from Division 40); Lynn Horne-Moyer, PhD (Liaison from NCSPP); and Joan S. Rabin, PhD (Liaison from AWP). Before being appointed to complete Dr. Koss's term, Dr. Lula A. Beatty, PhD served as Liaison from Division 35.

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:

Through the April meeting, the 2006 membership of CWP included two women of color (two African American women) and four White women, one of whom openly identifies as bisexual. With the appointment of Dr. Beatty, the 2006 membership included three women of color (three African American women) and three White women, one of whom is openly identified as bisexual. With the appointment of Dr. Buki and Dr. Dass-Brailsford, CWP's 2007 membership will include two African American women, one Latina, one South African woman, and two White women, one of whom openly identifies as bisexual.

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, Caucasian American/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 calls for nominations recently to encourage nominees with disabilities and/or expertise in disability issues and with expertise in international issues.
- ***Strategic Goals and Committee Priorities:*** CWP reviews its strategic goals at each meeting, revising as needed to reflect ongoing priorities. At their Fall 2006 meeting, CWP incorporated international perspectives. Current committee priorities include: (1) improving the teaching of multiculturalism in graduate education; (2) instituting a leadership development program for women in psychology, which will involve women in all their diversity; (3) increasing the

number of journal editors who are women; and (4) monitoring diversity within APA (e.g., via the Governance Survey, *Women in the APA*, data on division leadership). Details on these and other committee activities follow.

Highlights of 2006 CWP Activities

Revising and Implementing Strategic Goals

CWP incorporated international perspectives into Strategic Goals I, II, and VII:

- **Goal I:** Promoting the health and well-being of all women, nationally and internationally
- **Goal II:** Identifying and eliminating discriminatory and exploitive practices against all women, nationally and internationally
- **Goal VII:** Promoting advocacy on public policy relevant to women, nationally and internationally

CWP also began draft revisions of the committee mission statement, to clarify, correct, and update outdated information.

Improving the Teaching of Multiculturalism in Graduate Psychology

Anecdotal information indicates that improvement in the teaching of multiculturalism in graduate psychology is a critical need. Under the leadership of Dr. Silverstein, a CWP working group has begun the process of collecting syllabi and developing a teaching module. The working group also developed a symposium for the APA convention. Ultimately, the group will post materials to a website hosted by the Women's Programs Office. Committee members also noted that it is important to coordinate related developing initiatives across APA, including the Task Force on Diversity in Course Content, Publications and Training Programs and the Task Force on Diversity Education Resources.

Developing Women in Leadership

CWP's Strategic Goal IV focuses on "enhancing women's leadership within and outside of APA," and CWP works to advance women in leadership in several ways. At the 2005 and 2006 APA conventions, CWP sponsored two well-received symposia on negotiating skills for women in practice, academia, and academic medicine. Under the leadership of Dr. Coons, a CWP working group, including CWP members, Dr. Sharon Brehm, Dr. Jessica Henderson Daniel, Dr. Sandra Shullman, Dr. Mary Casey Jacob, Dr. Nadine Kaslow, and Dr. Susan McDaniel, is developing plans for a leadership development program. This program would promote and build leadership skills, such as salary and contract negotiation skills, finances and budgeting, and networking. The program will involve women in all their diversity, including race/ethnicity, age, sexual orientation, and disability status. The working group is also considering the needs of women at different stages in their careers, with different career trajectories. A proposal for a symposium at APA focusing on early career psychologists was developed. Plans for a broader program are also in development.

Monitoring and Assessing the Status of Women in Psychology

CWP reviewed its work on the follow-up document for the "52 Resolutions" document prepared for the committee's 30th anniversary, which summarized APA Council actions responsive to the original 52 demands submitted by the Association for Women in Psychology (AWP). (Dr. Nancy Baker summarized much of this information in her Presidential Address for Division 35, which appeared in *Psychology of Women Quarterly* in 2006: "Feminist Psychology in the Service of Women: Staying Engaged Without Getting Married," Vol. 30, pp. 1-14.) Dr. Dworkin, on behalf of CWP, is presenting a paper on current progress on the status of women in psychology since the 52 Resolutions were presented. This presentation has been accepted by AWP for its national convention. As part of this review of what has been addressed in the past three decades, CWP is also identifying goals for the future. CWP will also discuss issues involved in an update to the 1995 *Report of the Task Force on the Changing Gender Composition of Psychology*.

Another critical aspect of CWP's role in monitoring developing policy is reviewing items on APA's cross-cutting agenda each meeting. The committee devotes a full day each meeting to reviewing and providing comments on these items, with the goal of ensuring that women and women's interests are fully and equitably represented. At the Fall meeting, for example, CWP reviewed and strongly supported adoption of the proposed *Guidelines for Psychological Practice with Girls and Women*. Committee members also provided comments on the following diverse items: Proposal for Establishment of a 5-Year Planning Process for the Association; Options for Council Action in Considering Task Force Reports; Report of the APA Working Group on Internationalizing the Undergraduate Curriculum; Addendum to Resolution on Anti-Semitic and Anti-Jewish Prejudice; Report of the APA Task Force on Multicultural Training; Resolution on Opposing Discriminatory Legislation and Initiatives; Resolution on Opposing Discriminatory Legislation and Initiatives; and Resolution on Religious, Religion-Based and/or Religion-Derived Prejudice. CWP also appointed a representative to attend an open meeting on proposed language changes to the Ethics Code related to psychological ethics and national security and provided comments, including suggestions for chapters to be included in the Casebook. (Details are available from the Women's Programs Office.)

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. While commending the Publications and Communications Board for its decision to reduce the workload from 120 manuscripts to 90, CWP still believes this workload expectation may be limiting the pool of individuals willing to consider the position. CWP members also continue to encourage colleagues to consider applying for journal editor positions, and the committee is gratified 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 2006 APA Convention:

Symposium: Negotiating Skills for Women--- Private Practice, Medical Settings, Academe (Chair: Sharon Brehm, PhD; Participants: Jessica Henderson Daniel, PhD; Dorothy Cantor, PsyD) Sponsored with Division 35

Symposium: From Muppet Thongs to Barbie Lingerie - The Sexualization of Girls (Chair: Sharon Lamb, EdD; Participants: Eileen Zurbriggen, PhD; Tomi-Ann Roberts, PhD; L. Monique Ward, PhD; Amy Strachman, MA) Sponsored with Division 35

CWP Chair Dr. Silverstein presented CWP Leadership Awards during Division 35's social hour to Asuncion M. Austria, PhD, Mary M. Brabeck, PhD, and Joan C. Chrisler, PhD, in recognition of their substantial contributions to women in psychology, in service provision, scholarship, public interest, and service to psychology, and their longstanding influence on women's issues and status.

CWP also held a CWP Network meeting and an informal committee meeting.

Advocating for Federal Policy Addressing Women's Issues

CWP members came in a day early for the Fall meeting, to participate in an advocacy workshop organized by the Public Policy Office and then to visit congressional representatives. CWP supports expanding this extremely productive initiative in future years, and also recommends including representatives from the CWP Network. The committee particularly wishes to thank APA's Public Policy staff for organizing this advocacy day so effectively. Several pieces of legislation that CWP and other committees advocated for during the advocacy day were later enacted, including the Lifespan Respite Care Act, the bill to reauthorize the Older Americans Act and the bill to reauthorize the Ryan White Care Act.

Task Force on the Sexualization of Girls

CWP reviewed the Report of the Task Force on the Sexualization of Girls, commended the work of the task force, and strongly recommended adoption of the report by Council. As CWP Chair, Dr. Silverstein chaired the conference committee meeting convened during the first round of consolidated meetings, and as CWP Chair-elect, Dr. Dworkin chaired the second round conference committee meeting.

Task Force on Mental Health and Abortion

CWP received an update on the first meeting of the Task Force on Mental Health and Abortion and agreed to submit to BAPPI a recommendation that two 2007 meetings of this task force be funded out of Council discretionary funds. At their Fall meeting, BAPPI approved this proposal and recommended to the Board of Directors and Council that this funding be allocated.

Submitted by Louise B. Silverstein, PhD, Chair, and Sari H. Dworkin, PhD, Chair-elect, Committee on Women in Psychology

Appendix follows

APPENDIX:
SELECTED 2006 REPORTS OF REPRESENTATIVES
OF THE COMMITTEE ON WOMEN IN PSYCHOLOGY NETWORK

Division 40 (Clinical Neuropsychology): Women in Neuropsychology (WIN)

Submitted by Cheryl A. Luis, PhD, ABPP-CN (cluis@rfdn.org)

CWP continues to provide invaluable support to the Division 40 Women in Neuropsychology (WIN) special interest group. WIN was established in 2000 to foster the professional development of women neuropsychologists at all stages of their careers via a listserv, mentoring program, and conference programming.

APA provides support for a WIN listserv with over 400 members, which provides a forum for discussion of professional issues, dissemination of information from CWP, introduction to our mentoring program, notification regarding position and funding opportunities, and promotion of upcoming WIN events. WIN has also been very active in supporting women applicants for leadership positions in the field. Currently, 5 of 12 members of the Division 40 Executive Council are women. WIN also supports women applicants to Division 40 Fellow status, which is also on the rise. WIN regularly hosts professional development events at the annual APA conference and the North American meeting of the International Neuropsychology Society (INS).

In February 2006, WIN hosted two panel discussions at the INS: "Women Pioneers in Neuropsychology: A Perspective from the Beginning" featuring Drs. Eileen Fennel, Barbara C. Wilson, and Barbara A. Wilson; and "Balancing Career and Family Responsibilities: Survival Tips." Feedback from both events was extremely positive. The topic for APA 2006 involved "Keeping Active in Research (Even When It Seems Impossible)." In an effort to seek increased participation of more mid-career and senior level women in WIN activities, WIN conducted a survey of listserv members in 2006 to help identify topics of interest. The upcoming topic for INS in Portland, OR (Feb. 2007) is entitled "The Dos and Don'ts of Career Development: What I Wish Someone Told Me." WIN is currently in the process of updating our mentoring interest list.

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

Submitted by Lynn Horne-Moyer, PhD (lmoyer@argosyu.edu) and Kathleen A. Gathercoal, PhD (kgatherc@georgefox.edu)

NCSPP's membership is comprised of 57 APA-accredited doctoral programs of professional psychology. The purpose of NCSPP is to advance the development of the highest quality of graduate education and training in professional psychology. NCSPP continues to actively engage in liaison relationships with APA boards and committees, as well as with other psychology organizations. Our annual conference, "Developing our Competencies in Clinical Training" will be held January 17-20, 2007 in Ft. Lauderdale, Florida. The Conference is designed so that each participant (through work groups)

contributes to a list of knowledge, skills and attitudes that NCSPP programs will expect students to demonstrate at 3 different levels of clinical training. The Women's Issues Committee (WIC) has developed interest groups for teaching psychology of women, and promoting women's interests in clinical training. We are involved in efforts to incorporate diversity into clinical training in a more integrative way, including sharing best practices, working with other diversity committees around issues of representation within NCSPP, and contributing to the diversity conference, planned for January 2008. WIC has a work group to write an article about women's issues in clinical training that will include data from the NCSPP self-study. Information about NCSPP, its committees, and its member schools and programs can be found at www.ncspp.info.

American Psychological Association of Graduate Students (APAGS)

Submitted by Amina Mahmood (Amina.mahmood@gmail.com)

Approximately 75% of the American Psychological Association of Graduate Students' (APAGS) members are women. APAGS has developed several programs and resources to better serve its female members. In 2005 APAGS collaborated with Division 35 "to make feminism relevant" for graduate students. Graduate students were selected to attend and write about feminist-relevant programming offered by Division 35 and APAGS at the APA convention. Further information about this collaboration is available at the APAGS website (<http://www.apa.org/apags/profdev/Div35project.html>). As the project was a success, Amina Mahmood (APAGS Member-at-Large Diversity-Focus) and Jessica Barnack (Student Representative, Division 35) are currently reviving it for the 2007 APA Convention in San Francisco. Additionally APAGS will be offering its "Women Mentoring Women" program at convention. This has become a well-attended annual event in which the program consists of a symposium-like presentation where panelists discuss their mentoring experiences, as well as a formal presentation discussing the importance of developing mentoring relationships by Dr. Carol Williams-Nickelson. This presentation is accessible via the APAGS website (<http://www.apa.org/apags>). In addition to the presentations the latter half of the program is a social hour which provides graduate students an opportunity to interact with prominent women psychologists and possibly begin forming mentoring relationships. Finally, Dr. Kristi Sands Van Sickle, APAGS Chair, has identified the promotion of personal and professional balance, a significant issue for many female graduate students and psychologists, as one of her chair initiatives. As such, she has written a column that addresses this issue (<http://gradpsych.apags.org/sep06/corner.html>), participated in and encouraged related Convention programming, and has proposed the development of a student resource guide which addresses self-care and balance issues.

District of Columbia Psychological Association (DCPA)

Submitted by Irene W. Leigh, PhD (Irene.Leigh@gallaudet.edu)

DCPA has undergone a reorganization, which also involved getting a website into operation, restarting its referral service, and initiating new continuing education course offerings. There are plans to start women-related initiatives, with particular attention to issues of violence.

Maine Psychological Association (MePA): Committee on Women in Psychology

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

In Maine, we have continued our monthly luncheons in the Bangor area (Bangor Area Women in Psychology). We have found that this connection has become very important over the past few years to those who attend. Our group has struggled with serious illness in self and other, and the group has provided a venue for support. The group also has provided a mechanism to connect new young professionals with the other women practicing in the area. In the Portland area, the women in psychology have followed suit, meeting on a regular basis. The Portland group has experimented with time and location to see what works best in the schedules of the majority of women in psychology practicing in this area.

Ohio Psychological Association: Ohio Women in Psychology (OWP)

Submitted by Bobbie Celeste, PhD (bceleste@ohpsych.org)

The Ohio Women in Psychology is an affiliate group of The Ohio Psychological Association. Our goal this year was to bring women's ways of knowing into the OPA Annual Convention in October 2006. To accomplish this, leaders from OWP presented a workshop entitled, Women's Issues of Loss: Resilience Through Connection. Four senior women psychologists told their stories and encouraged participants to share personal reflections and ethical coping strategies they used during times of suffering. On a related topic, another OWP member led a workshop entitled: Differences in the Way African American Men and Women Experience Stress.

Texas Psychological Association (TPA): Division of Women in Psychology

Submitted by Robbie N. Sharp, PhD (sharp@bcm.tmc.edu)

This Division was recognized in November 2004 at the Texas Psychological Association meeting and is celebrating its second year as a division. Dr. Selia Servín-López and Dr. Robbie N. Sharp continue as leaders of the Division.

Current projects include a needs assessment survey on the concerns, roles, work settings, and ethnicity for women in TPA (to be on the TPA website after the annual convention); a structured mentoring program involving women psychologists and students; development of a documentary of the steps and barriers women faced in becoming psychologists and how they overcame them to become strong leaders in psychology; exploring establishment of a Texas Psychological Foundation Award to acknowledge contributions to women's issues and increasing the visibility of member's projects and work through the listserve; and finally, a symposium to be planned for each year's annual convention to address women's issues.