

**Committee on Women in Psychology  
Annual Report  
January – December 2009**

***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 from January 2009 – December 2009.

**Membership/Meetings:**

CWP's 2009 members were Lydia P. Buki, PhD (Chair); Priscilla Dass-Brailsford, PhD (Vice-Chair); Thema Bryant-Davis, PhD; Jane Simoni, PhD; Nancy Sidun, PsyD; and Kathy McCloskey, PhD.

CWP met during the consolidated committee meetings on March 20-22, 2009. During that time, members reviewed an action plan developed during the Fall

2008 meeting. Members also reviewed the CWP mission statement, strategic goals (including current and/or completed initiatives) and laid out future initiatives/critical issues for women in psychology.

Because of APA's budgetary concerns, the 3-day Fall consolidated committee meetings normally held in Washington, DC were cancelled. Rather than cease operations, CWP conducted four conference calls to address committee business and review cross-cutting issues on September 18, September 25, October 2, and December 4, 2009.

CWP expresses thanks to the following liaisons and guests who attended committee meetings and provided valuable input: Carol D. Goodheart, PhD, (APA President-elect); Melba J.T. Vasquez, PhD (Board of Directors liaison); Sheri Turner, PhD (BAPPI liaison); Lula Beatty, PhD (Division 35/ Society for the Psychology of Women); Connie Matthews, PhD, NCC, LPC (Division 17, Society of Counseling Psychology/Monitor, Committee on Lesbian, Gay, Bisexual, and Transgender Issues); Kathleen Gathercoal, PhD (Liaison from National Council of Schools and Programs of Professional Psychology); and Chris Morrison, PhD (Liaisons from Division 40/Clinical Neuropsychology). CWP extends a special thank you to Joan S. Rabin, PhD for her many years of service to CWP as the liaison from the Association for Women in Psychology.

The committee also expresses its gratitude to Norman B. Anderson, PhD (Executive Vice President and Chief Executive Officer) and Gwendolyn Puryear Keita, PhD (Executive Director, Public Interest) for their continued support throughout the year. Finally, CWP acknowledges the Women's Programs Office staff and interns, Shari Miles-Cohen, PhD (Senior Director), Tanya Burrwell (Assistant Director), Josephine Gyamerah (Women's Programs Assistant), Gabe Twose (Graduate Intern), and Sunaina Bindra (Undergraduate Intern) for their able assistance throughout 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:

In 2009, the Committee included one African American woman, one Asian and African woman, one Latina, and three non-Latina White women, two of whom openly identify as lesbian psychologists.

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. In addition, 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 2009 CWP Activities**

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

In March 2009, CWP and the Women's Programs Office (WPO) convened a follow-up workshop for the participants of the inaugural CWP Leadership Institute for Women in Psychology (LIWP) in Washington, DC to provide further leadership and advocacy training.

On June 4, 2009, CWP and WPO hosted the first Webinar (web-conferencing call) for LIWP participants. Ms. Krysta Jones, Senior Legislative and Federal Affairs Officer for the PI-GRO, led the presentation on public policy process and lobbying. The CWP LIWP future activities include additional Webinars on topics of interest to the program participants.

The second annual CWP Leadership Institute for Women in Psychology (LIWP) convened on August 4, 2009 in Toronto, Ontario, Canada. As with the inaugural LIWP, the second LIWP focused on the leadership training needs of a select group of 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. Thirteen women were selected to participate in the Year Two program, including one psychologist from Toronto, Canada.

Finally, CWP and WPO are recruiting for Class III, whose Institute will be held August 10, 2010 in San Diego, CA. Application materials can be accessed from the WPO Web pages by visiting:

<http://www.apa.org/pi/women/programs/leadership/call.aspx>. For additional information, please contact Dr. Shari Miles-Cohen at [smiles@apa.org](mailto:smiles@apa.org).

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

The PI-Government Relations Office solicits input from all PI Committees on issues related to federal advocacy goals. CWP reviewed the 2009 Public Interest Advocacy Goals addressing women's issues. Recommending approval, CWP also made 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. Below is a summary of PI-GRO highlights related to women.

**2009 RECAP:** APA PI-GRO staff worked with Congress, the Administration, advocates and partners to move critical women's issues forward in 2009.

- In January, President Barack Obama signed the *Lilly Ledbetter Fair Pay Act* into law, which deters discriminatory practices in the workplace and ensures that wronged employees can receive fair compensation. APA, along with other advocates, urged Congress to pass this critical legislation.
- In early 2009, APA started a coalition that worked with Congress for more research, screening and education on postpartum depression (PPD). The House overwhelmingly passed the Melanie Blocker Stokes MOTHERS Act, which would expand PPD research, and PPD language is in the Senate health care reform bill.
- Based on the 2007 APA Sexualization of Girls Task Force report, APA worked with Rep. Tammy Baldwin (D-WI) to include language in her LGBT health bill to counter the perpetuation of narrow gender roles, including the sexualization of female children, adolescents, and adults.

The final Senate health care reform proposals would codify women's health offices at the Department of Health and Human Services Agencies; expand Health Resources and Services Administration guidelines on preventive care; and also prohibit plans from imposing cost-sharing for women.

### ***Moving into the Future – New Dimensions and Strategies for Women's Health Research for the National Institutes of Health***

The Committee reviewed and discussed the call to submit testimony during an Office of Research on Women's Health (ORWH) public hearing to update the Women's Health Research Agenda at NIH for the coming decade. The meeting will be co-hosted by the ORWH, Northwestern University, Feinberg School of Medicine, and Northwestern Memorial Hospital in Chicago, Illinois.

CWP members Drs Buki and Sidun drafted testimony for review and feedback by the committee, along with the Public Interest – Government Relations Office (PI-GRO) for insertion of APA priorities. On behalf of the CWP, PI-GRO submitted the finalized testimony. *Full text of the testimony can be found in the Fall 2009 CWP minutes.*

### ***Governance Survey***

CWP, WPO and Center for Workforce Studies (CWS) staff continue to discuss options for data collection and the future of the governance survey, which collects data on the level of representation of women, ethnic minorities, gay men, lesbians, and bisexuals, and individuals with disabilities serving on and running for office in APA governance. CWP is pleased that the Governance Survey now includes an explicit consent form, which clarifies that participation in the survey is voluntary.

### ***Increasing the Participation of Women in APA Governance***

With WPO support, CWP nominated approximately 49 women APA member psychologists for consideration to serve on APA governance groups (2009) as well as to a myriad of task forces and working groups. CWP has developed an ever-growing roster of APA member women psychologists by area of expertise so that the Committee can more effectively identify women psychologists for opportunities to sit on internal boards and committees and for APA awards.

### ***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 notes 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. CWP worked with WPO staff to coordinate the roundtable discussion, entitled “How We Did It: Discussions with Women APA Journal Editors,” at the 2009 APA convention in Toronto, Ontario, Canada (see below).

### ***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. CWP will offer consultation on the WPO dissemination plan developed for early 2010. Hard copies of the executive summary are available by contacting the WPO; a limited number of full-text copies will be distributed to key interests. The full text of the report is located at <http://www.apa.org/pi/women/programs/abortion/mental-health.pdf>.

Additionally, the Task Force has published an article in the December 2009 *American Psychologist* entitled "Abortion and Mental Health: Evaluating the Evidence" which updates the findings of the 2008 report. For additional information, please contact Ms. Tanya Burrwell at [tburrwell@apa.org](mailto:tburrwell@apa.org).

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

The Report of the APA Task Force on the Sexualization of Girls was released February 2007. WPO is completing a draft curriculum for teachers to address issues discussed in the report. CWP will be asked to review the curriculum once it is completed. The task force report is available at <http://www.apa.org/pi/wpo/sexualization.html>. For additional information, please contact Dr. Shari Miles-Cohen at [smiles@apa.org](mailto:smiles@apa.org).

### ***2009 Convention Programming***

CWP sponsored or co-sponsored the following programming at the 2009 APA Convention in Toronto, Canada:

#### **Second Annual APA Leadership Institute for Women in Psychology (LIWP)**

Faculty were Drs. Helen Coons (Chair), Lula Beatty, Jessica Henderson Daniel, Ruth Fassinger, Mary Casey Jacob, Nadine Kaslow, Susan McDaniel, Sandy Shullman, Karen Wyche, and Shari Miles-Cohen (staff liaison).

#### **Leadership Training Needs in Mid-Career and Senior Women Psychologists (Poster Session)**

Presenters were Shari E. Miles-Cohen, PhD and Helen L. Coons, PhD, ABPP

#### **How We Did It --- Discussions with Women APA Journal Editors (Roundtable)**

Chaired by Karen Wyche, PhD. Presenters were Nadine Kaslow, PhD, ABPP, Annette La Greca, PhD, and Susan McDaniel, PhD, ABPP

#### **Research and Training Funding --- Discussions with Representatives from Federal Agencies (Roundtable)**

Chaired by Lula Beatty, PhD, National Institute on Drug Abuse (NIDA). Participants were Charlene E. Le Fauve, PhD and Jorielle Brown, PhD (Substance Abuse and Mental Health Services Administration (SAMHSA)); and Jovier D. Evans, PhD National Institute of Mental (NIMH)

#### **Leadership Strategies for Mid-Career Women in Independent Clinical and Consulting Practices (Symposium)**

Chaired by Helen L. Coons, PhD, ABPP.

Dr. Lydia Buki presented CWP Distinguished **Leadership for Women in Psychology Awards** to Drs. Gail Wyatt, PhD, and Carol Zerke Enns, PhD; the

CWP Emerging Leadership for Women in Psychology Awards to Dawn Szymanski, PhD; and recognized the Society for the Psychology of Women for its 35 years of distinguished service.

Also at the 2009 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.

### ***2010 Convention Planning***

CWP is collaborating with the Committee on Socioeconomic Status (CSES) on a BAPPI convention symposium entitled, ***Health Disparities Among Women: Social Science Perspectives***. The presenters will examine health disparities among women from a social science perspective, provide research data on current disparities among sexual minority women and African American women focusing on physical health, substance use, interpersonal violence, and human trafficking. CWP will also co-sponsor a 2-hour workshop, "Leadership Strategies for Mid-Career Women in Independent Clinical and Consulting Practices."

**Respectfully submitted by Lydia P. Buki, PhD, Chair, and Jane Simoni, PhD, Chair-elect, Committee on Women in Psychology**