

# **Committee on Women in Psychology**

## **Annual Report**

### **January – December 2010**

#### ***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 2010 – December 2010.

#### **Membership/Meetings:**

CWP's 2010 members are Jane M. Simoni, PhD (Chair); Thema S. Bryant-Davis, PhD (Vice-Chair); Cynthia de las Fuentes, PhD; Nancy M. Sidun, PsyD, ABPP, ATR; Kathy A. McCloskey, PhD, PsyD, ABPP; and Sandra L. Shullman, PhD.

CWP met twice in 2010 during the consolidated committee meetings on March 19-21, 2010 and September 24-26, 2010. 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. CWP also reviewed the new APA Mission Statement (approved August 2008) and APA Vision Statement (approved by the Council of Representatives on February 21, 2009). Members proposed the following four initiatives that will help the association accomplish its strategic goals and initiatives: the Leadership Institute for Women in Psychology, a one-day conference on Health Disparities, the Trans-creation of APA Tools, and the Implementation of Science Initiative.

CWP expresses thanks to the following liaisons and guests who attended committee meetings and provided valuable input: Carol D. Goodheart, PhD, (APA President); Melba J.T. Vasquez, PhD (APA President-elect); James H. Bray, PhD (APA Past President); Paul L. Craig, PhD (APA Treasurer); Rosie Phillips Bingham, PhD (Board of Directors Liaison); Nadine Kaslow, PhD (Board of Directors Liaison); Lula Beatty, PhD (Liaison from Division 35/ Society for the Psychology of Women); Amy Fineburg, PhD (Chair, National Standards Working Group); Irene Lopez, PhD (Monitor, Committee on Socioeconomic Status); Jennifer Eno Loudon, PhD (Division 41/ American Psychology – Law Society); Chris Morrison, PhD (Liaison from Division 40/Clinical Neuropsychology); Ethel Tobach, PhD (Division 34/ Population and Environmental Psychology and Division 48/Society for the Study of Peace, Conflict and Violence: Peace Psychology Division); Julie Williams, PsyD (Monitor, Committee on Disability Issues in Psychology); Steven Breckler, PhD (Executive Director, Science Directorate); Diane L. Elmore, PhD, MPH (Senior Officer, Legislative and Federal Affairs, PI – Government Relations Office); Krysta N. Jones (Senior Officer, Legislative and Federal Affairs, PI – Government Relations Office); Nancy Moore, PhD (Executive Director, Governance Affairs); and Leo Rennie (Senior Officer, Legislative and Federal Affairs, PI – Government Relations Office).

The committee also expresses its gratitude and thanks to Norman B. Anderson, PhD (Executive Vice President and Chief Executive Officer); L. Michael Honaker, PhD (Chief Operating Officer); and Gwendolyn Puryear Keita, PhD (Executive Director, Public Interest) for their continued support 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 2010, the Committee includes one African American woman, one Latina, and four White women, two of whom are openly identified 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 to encourage submissions from individuals with disabilities and/or expertise in disability issues and with expertise in international issues.

### ***Highlights of 2010 CWP Activities***

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

In March 2010, the Committee on Women and Psychology and the Women's Programs Office convened a follow-on workshop for the participants of the 2009-2010 class of the CWP Leadership Institute for Women in Psychology (LIWP) in Washington, DC to provide further leadership training, including a presentation on Managing Fiscal Resources by APA Deputy CFO Susan Graves.

On June 23, 2010, CWP and the WPO hosted a Webinar "NGOs at the United Nations: A Tradition of Strong Women" for LIWP participants. Dr. Merry Bullock, Senior Director of the APA International Affairs Office, led the discussion on the role of psychology at the United Nations and leadership in the global context.

On August 10 – 11, 2010, CWP and the WPO convened the third annual CWP Leadership Institute for Women in Psychology (LIWP), which was expanded to a second day, in San Diego, California. The 2010-2011 LIWP focused on the leadership training needs of 25 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. CWP was especially pleased that Dr. Pamela T. Reid, President, Saint Joseph College, addressed this year's LIWP on August 11, 2010. In addition, the CWP hosted a reunion breakfast for the members of 2008, 2009, 2010 classes for members to network and learn about the LIWP Fund, which is being established through the American Psychological Foundation (APF) to ensure the LIWP is available to women psychologists in all employment sectors in the future.

On December 17, CWP and the WPO hosted a webinar, "Working With You is Killing Me" for LIWP participants. Drs. Karen Wyche and Susan McDaniel provided participants with an opportunity to explore difficult relationships that inevitably show up in the workplace and to discuss how to cope with them as a leader, a peer, or a supervisee.

Planning is underway for the fourth annual LIWP, which will convene on August 2-3, 2011. This 2011 LIWP will focus on the leadership and training needs of mid-career psychologists in academic/academic medical and clinical and consulting settings.

For additional information, please contact Dr. Shari Miles-Cohen at [smiles@apa.org](mailto:smiles@apa.org) or Ms. Kari Hill at [Khill@apa.org](mailto:Khill@apa.org).

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

The Public Interest (PI) - Government Relations Office solicits input from all PI Committees on issues related to federal advocacy goals. CWP reviewed the 2010 PI Advocacy Goals addressing women's issues.

Additionally, CWP Member Kathy A. McCloskey, PhD, PsyD, ABPP attended the United Nations NGO Commission on the Status of Women meeting in New York, March 1 - 9, 2010. A written summary of Dr. McCloskey's observations can be found on the WPO Web site at <http://www.apa.org/pi/women>.

For additional information, please contact Dr. Shari Miles-Cohen at [smiles@apa.org](mailto:smiles@apa.org).

### ***Trafficking of Women***

CWP, under the leadership of Dr. Thema S. Bryant-Davis, is writing an article for submission to the *American Psychologist* on psychological perspectives and trafficking of women. Members developed a preliminary outline and each took responsibility for drafting a particular section of the article. Dr. Bryant-Davis also provided members with a list of citations on human trafficking to jump start the literature review. The final draft will be submitted in December 2010.

In October 2010, the Board for the Advancement of Psychology in the Public Interest (BAPPI) approved a request from CWP to establish an APA Task Force on Trafficking of Women and Girls, with staff minimal support provided by the Women's Programs Office (WPO). In November 2010, a call for nominations for individuals interested in participating on the Task Force was disseminated with a December 13, 2010 deadline. More than 70 nominations were received and await CWP's review.

CWP and WPO submitted a proposal to the U.S. State Department seeking funding support for the Task Force. CWP and WPO will continue to seek outside funding to support this initiative.

Also, CWP submitted a proposal for 2011 convention programming hours to convene a symposium, "The Modern Day Epidemic: Human Trafficking" (see below).

For additional information, please contact Dr. Shari Miles-Cohen, at [smiles@apa.org](mailto:smiles@apa.org) or Ms. Tanya Burrwell at [tburrwell@apa.org](mailto:tburrwell@apa.org).

## ***Governance Survey***

CWP, WPO, and Center for Workforce Studies (CWS) staff continued 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, lesbian, gay, bisexual, and transgender individuals, and individuals with disabilities serving on and running for office in APA governance. CWP will revisit this item during the Spring 2011 meeting.

For additional information, please contact Dr. Shari Miles-Cohen at [smiles@apa.org](mailto:smiles@apa.org).

## ***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 editors has increased over time, and CWP noted that real progress has been made. CWP members 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 their mentoring and support activities have encouraged a number of individuals to apply.

As part of their initiative to increase the number of women as journal editors, CWP and the WPO, in collaboration the Publications and Communications Board (P&C) and the Council of Editors (CoE), convened the second annual “How We Did It – Discussions with Women APA Journal Editors” during the APA convention in San Diego. The panel, which was chaired by Dr. Kathy McCloskey, PhD, CWP Vice Chair-elect included presenters Irene Frieze, PhD (*Sex Roles*), Janet Hyde, PhD (former editor, *Psychology of Women Quarterly*), Jennifer Kelly, PhD, ABPP (*Professional Psychology: Research and Practice*), Janice Yoder, PhD (*Psychology of Women Quarterly*), and Randi Martin, PhD (*Journal of Experimental Psychology: Learning, Memory, and Cognition*).

Disappointingly, the roundtable was not well attended. CWP will continue to work with staff on strategies to increase attendance at future sessions.

Dr. McCloskey is also working with staff to develop a factsheet/resource for women interested in the editorial process and seeking editorships from the thoughts and experiences shared by the editors during the roundtable, in addition to a possible article for submission to the Division 35 and Association for Women in Psychology newsletters.

For additional information, please contact Ms. Tanya Burrwell at [tburrwell@apa.org](mailto:tburrwell@apa.org).

## ***2010 Convention Programming:***

3rd Annual APA Leadership Institute for Women in Psychology (LIWP)  
Tuesday, August 10, 8:00 a.m. – 6:50 p.m., Wednesday, August 11, 8:00 a.m. – 12:00 p.m.,  
Torrey Room 1 and 2 and Torrey 3 (Tuesday only), San Diego Marriott Hotel

Chair: Helen L. Coons, PhD, ABPP, LIWP Executive Committee Chair

Leadership Strategies for Midcareer Women in Independent Clinical and Consulting Practices  
Thursday, August 12, 12:00 p.m. – 3:50 p.m., Ballroom 6E, San Diego Marriott Hotel.

Chair: Helen L. Coons, PhD, ABPP, LIWP Executive Committee Chair

Business Meeting: Committee on Women in Psychology Network Breakfast

Friday, August 13, 8:00 a.m. – 9:50 p.m., Madeleine Room A/B, Manchester Grand Hyatt Hotel

Chair: Nancy M. Sidun, PsyD, ABPP, ATR, CWP Chair-elect

*How We Did It* --- Discussions with Women APA Journal Editors

Friday, August 13, 2:00 p.m. – 3:50 p.m., Madeleine Room C/D, Manchester Grand Hyatt Hotel

Chair: Kathy A. McCloskey, PhD, PsyD, ABPP

Symposium: Health Disparities among Women – Social Science Perspectives

Friday, August 13, 12:00 p.m. – 1:50 p.m., San Diego Convention Center, Room 30C

Chair: Jane M. Simoni, PhD, CWP Chair

Leadership Institute for Women in Psychology: LIWP Reunion Breakfast

Saturday, August 14, 8:30 a.m. – 10:30 a.m., Public Interest Suite, Manchester Grand Hyatt Hotel

Chair: Shari E. Miles-Cohen, PhD, Senior Director, Women's Programs Office

Research and Training Funding --- Discussions with Representatives from Federal Agencies

Saturday, August 14, 11:00 a.m. – 12:50 p.m., Madeline Room C/D, Manchester Grand Hyatt Hotel

Chair: Charlene E. Le Fauve, PhD, Special Assistant to the Deputy Director, Center for Substance Abuse Prevention, Substance Abuse and Mental Health Services Administration (SAMHSA)

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)  
Teach-in

Saturday, August 14, 2:00 p.m. - 4:00 p.m., Public Interest Suite, Manchester Grand Hyatt Hotel

Chair: Shari E. Miles-Cohen, PhD, Senior Director, Women's Programs Office

Division 35 Social Hour/ 2010 CWP Leadership Awards

Saturday, August 14, 5:00 p.m. – 6:50 p.m., Salon 2, San Diego Marriott Hotel

Presented by: Jane M. Simoni, PhD, CWP Chair

### **2011 Convention Programming:**

CWP has submitted the following programming for the 2011 convention in Washington, DC:

The Sexual Oppression of Women: Social Science and Justice Perspectives

Chair: Nancy Sidun, PsyD, ABPP

Presenters: Kathy McCloskey, PhD, PsyD, ABPP, Julie Williams, PsyD, Vic Muñoz, EdD,

Discussants: Thema Bryant-Davis, Ph.D. and Sandra L. Shullman, PhD

Sponsors: Board for the Advancement of Psychology in the Public Interest, Committee on Women in Psychology (CWP), Committee on Disability Issues in Psychology (CDIP), and Committee on Lesbian, Gay, Bisexual, and Transgender Concerns (CLGBT)  
(This program was awarded one (1) programming hour from the Board for the Advancement of Psychology in the Public Interest)

Aftermath of the Gulf Oil Spill: Environmental Justice at the Intersections of Class, Race and Gender

Chair: Nancy Sidun, PsyD, ABPP

Presenters: Susan Clayton, PhD; Faye A Reimers, PhD; Jill B Bloom, PhD

Discussant: Karen F. Wyche, PhD

Sponsors: Divisions 45 and 48

The Modern Day Epidemic: Human Trafficking

Chair: Nancy Sidun, PsyD, ABPP, Presenters: Thema Bryant-Davis, PhD; Oksana Yakushko, PhD; Cindy Miller-Perrin, PhD; Julie Williams, PsyD; and Kathy McCloskey, PhD, PsyD., ABPP; Michelle Contreras, MA

Discussant: Jill Betz Bloom, PhD

Sponsors: TBD

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

The *Report of the APA Task Force on the Sexualization of Girls* was released February 2007. WPO worked with a consultant to complete the draft curriculum for teachers to address issues discussed in the report. CWP is currently reviewing the draft curriculum. WPO continues to work to secure external funding to promote the report further. The report is available at <http://www.apa.org/pi/wpo/sexualization.html>.

Additionally, the WPO in collaboration with Girls Inc., created a brief, adolescent-friendly tip sheet “What Girls Can Do” that is based on the *Report of the APA Task Force on the Sexualization of Girls*. The one-page factsheet is a consumer education and empowerment resource tool for adolescent girls to use to combat sexualized images in the media is available online at <http://www.apa.org/pi/women/programs/girls/tips-for-girls.pdf>.

For additional information, please contact Dr. Shari Miles-Cohen at [smiles@apa.org](mailto:smiles@apa.org).

### ***Women in the American Psychological Association***

CWP members Cynthia de las Fuentes, PhD and Nancy M. Sidun, PsyD, ABPP, ATR are working with staff to review the 2011 edition of *Women in the American Psychological Association*, which provides data on the numbers of women participating as members and serving in leadership roles in psychology, including in divisions; in state associations; on the boards and committees that make up APA’s governance structure; in the publications process as editors, associate editors and reviewers; and in APA’s central office.

For additional information, please contact Ms. Tanya Burrwell at [tburrwell@apa.org](mailto:tburrwell@apa.org).

**Women's Health Initiative: Intimate Partner Violence**

CWP is working with staff to develop a consumer-friendly brochure and/or factsheet highlighting the mental health consequences of intimate partner violence including information on prevalence, screening/recognizing the signs, and local and national resources.

For additional information, please contact Ms. Tanya Burrwell at [tburrwell@apa.org](mailto:tburrwell@apa.org).

**Submitted by Jane M. Sinoni, PhD, Chair and Nancy M. Sidun, PsyD, ABPP, ATR, Chair-elect, Committee on Women in Psychology**