CWP

TWO DECADES OF CHANGE

1973-1993

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AMERICAN PSYCHOLOGICAL ASSOCIATION
COMMITTEE ON WOMEN IN PSYCHOLOGY

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American Psychological Association
Committee on Women in Psychology
Women's Programs Office
1993

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I do remember one meeting where I think we were getting a little tired or whatever and we started talking about the old days and of being on the forefront and making speeches and everybody sat up straighter and said yeah I remember that and look what's happened now and there was a bit of a sadness for that time because the late 60's, early 70's were fun times, you were active but things were happening and most of us on the committee had been involved in those days.
(V. Schein)

INTRODUCTORY THOUGHTS

Welcome to the Twentieth Anniversary Celebration of CWP! We would like to take this opportunity to remember our origins, acknowledge our foremothers and celebrate our accomplishments. We begin our third decade with high aspirations, strong energy, and good humor.

Sandra Tangri, Ph.D.
Chair, Committee on Women in Psychology, 1993-

As we celebrate the twentieth anniversary of the establishment of a standing Committee on Women in Psychology (CWP) by the American Psychological Association (APA), we should recall that the radical feminist proposals that led to its establishment were regarded as outrageous or laughable. What has now become institutionalized and normative, was established only as a consequence of aggressive, unpleasant, yes strident, demands by young, strong, very dissatisfied women. APA's response, though slow and measured, led eventually to the creation of CWP. Its accomplishments have been many and continue to grow and develop to this day. The chronology of CWP (on page 6) tells part of the story. The other piece is about the enthusiasm and dedication of those who did the work – without them, nothing would have happened.

Martha T. Mednick, Ph.D.
Chair, Committee on Women in Psychology, 1973-1974

The twentieth anniversary of CWP is indeed an occasion for celebration. The gains achieved resulted from the hard work of dedicated women – to whom all credit is due. If I helped to open the door, I am pleased by what followed. All the best for the celebration and cheers for the work that remains to be done.

Henry David, Ph.D.
Task Force on the Status of Women in Psychology

In terms of what needs to be accomplished, my feeling is that I think you need to talk to women. For me, I think we've made a lot of progress. It's the same way in racial relations, those of us who are white males can't judge what problems are going on, we have to rely on people with experience.

Wilbert McKeachie, Ph.D.
Task Force on the Status of Women in Psychology, ad hoc Committee on Women in Psychology, 1978-1980

CWP: INVOLVEMENT IN THE ISSUES

Following a stormy confrontation at the 1969 American Psychological Association Convention in Miami, Florida the impetus was begun which would eventually result in the formation of the Committee on Women in Psychology.

In October 1970, in response to issues raised by the Association for Women in Psychology (AWP), the American Psychological Association (APA) Council of Representatives established a Task Force to prepare a position paper on the status of women in psychology.

When the Task Force was discharged in December of 1972, an ad hoc Committee on Women was established by the Board of Directors to report to the newly formed Board of Social and Ethical Responsibility for Psychology (BSERP). In August of 1973, Council voted to establish a continuing Committee on Women in Psychology with the following mission:

> *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 means of promoting 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 Division of Psychology of Women, as well as to other relevant groups, such as the Association for Women in Psychology, the Federation of Organizations for Professional Women, and the National Council of Chairs 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.

The Committee shall consist of six members who are elected for staggered terms of three years. It shall report to Council through the Board for the Advancement of Psychology in the Public Interest (BAPPI).

During the more than two decades since the birth of the women's movement within the APA, CWP has taken the forefront on a number of issues affecting women and psychology. What follows is a sampling of some of the activities of the Committee since its inception.

Ethnic Minority Women

CWP has always been cognizant of the importance of encouraging diversity and cultural exchange within the field. Membership in the Committee is reflective of this emphasis. CWP has been involved in activities to foster increased participation by ethnic minority women in APA such as encouraging the Association to actively recruit ethnic minority women for positions within the APA and on Boards and Committees and identifying ethnic minority women for involvement in the APA governance structure. In conjunction with these efforts, CWP published a Directory of Hispanic Women Psychologists and a Directory of Black Women Psychologists.

CWP has incorporated issues concerning ethnic minority women into its convention agendas and advocates strongly for overall inclusion of ethnic minority issues in the APA convention program. The Committee has gone on record to encourage colleges and universities to actively recruit minorities for programs and provide networking and mentoring opportunities. CWP works with the Committee on Ethnic Minority Affairs to facilitate the inclusion of ethnic minorities at all levels within the association and the profession.

Nonsexist Language & Research

CWP has been a catalyst in helping to identify and eradicate sexist language in APA publications, reports, correspondences, and other printed materials. CWP provided suggestions and recommendations to support the inclusion of examples for avoiding nonsexist research in the APA Publications Manual.

Describe a particularly enjoyable or funny committee experience.

I think we didn't see a lot to laugh about, we were in a survival mode. (E. Kimmel)

What impact do you think the committee has had on APA?

Important watchdog. Raises issues and awareness. (R. Hare-Mustin)

It has kept APA on its toes! (S. Osipow)

A nuisance - a constant pressure to not ignore women's issues. (A. Kahn)

Added voice to involvement in social issues. (M. Pilisuk)

A great deal - really respected! (U. Delworth)

An ad hoc Committee on Nonsexist Research, composed of representatives of Board of Social and Ethical Responsibility in Psychology (BSERP), Board of Scientific Affairs (BSA), and CWP, developed Guidelines for Avoiding Sexism in Psychological Research to educate psychologists about ways to eliminate gender bias in research.

Equal Rights Amendment

CWP and the Women's Programs Office joined experts in the psychology of women representing 20 states to add a new dimension to the debate on the Equal Rights Amendment with the formation of the National Coalition of Psychologists for the Equal Rights Amendment in 1978. The mission of the Coalition was to articulate the positive benefits of equality for both sexes as well as the integrity of the family. Dr. Nancy Felipe Russo served as National Coordinator for the Coalition.

Reproductive Freedom

The Committee developed background information on APA's involvement in reproductive freedom issues. Recognizing that women's freedom of reproductive choice is appropriately considered a mental health and child welfare issue, CWP has worked over the years to implement and coordinate educational activities to foster better understanding of the issues surrounding this debate. CWP has supported the wide dissemination of the APA Reproductive Choice and Abortion Resource Packet, which was developed in 1990 and has also assisted in the development of Supreme Court Amicus Briefs by APA.

Lesbian Issues

The importance of representation in APA and the field of psychology by all facets of the community of women has been a consistent focus of the Committee. CWP developed a slate of openly-identified lesbians in order to insure their representation on the Committee as one strategy to increase the visibility of lesbian psychologists. CWP addressed child custody in lesbian parenting, and, working with the Committee on Lesbian and Gay Concerns, developed training materials.

Think of the time you served on the committee. What stands out as major accomplishments on behalf of women during your tenure on the committee?

I served from 1980-1982. We sure made the governance groups sit up and take notice that women were becoming a force to reckon with. (J. Goodchilds)

Mobilization of women for APA posts. (B. Bass)

Work on "If Sex Enters into the Psychotherapy Relationship"; establishment of leadership citations; attention to older women. (U. Delworth)

Changes in use of sexist language, publication policies, ethics. (R. Hare-Mustin)

The updated study of the status of women in psychology. (S. Osipow)

What were the issues when you were on the committee? What do you see as important issues today?

What I remember most was the non-passage of the voce on a board of women's issues: the (then) largest vote in APA history and the amendment was defeated by the largest margin ever. (E. Reese)

There is less bias all around but it sure is still there. (J. Sherman)

Then: Minority women and treament of women patients. Now: Education of both sexes about sexual harassment of women. (B. Bass)

Working with minorities - then and now; bringing women's values to the mainstream. (M. Pilisuk)

*Trying to sort out roles of AWP, Division 35, Women's Caucus of Council, CWP, Women's Programs Office; trying to be a voice **everywhere**. (E. Kimmel)*

DSM, most certainly - ongoing; diversity. (A. Kahn)

Intimacy Between Therapists and Clients

In response to the high incidence of sexual intimacy between therapists and clients, CWP developed strategies to address ethical questions of sexual conduct by therapists and to provide advice and support for the sexual victims of therapists. The Committee developed a consumer pamphlet, If Sex Enters Into the Psychotherapy Relationship, which continues to be widely disseminated.

Violence Against Women

Violence against women, including sexual harassment, has been a major focus of the Committee for many years. CWP provided feedback to the APA Public Affairs Office in the development of a brochure on sexual harassment. In 1992, an APA Task Force on Violence Against Women was established with a mandate to disseminate up-to-date information on prevalence, causes, and consequences of male violence against women and to describe treatments for, and solutions to, these pervasive social problems. Gwendolyn Keita, Ph.D., staff liaison to CWP, is a member of the Task Force and co-author of the Task Force's final report.

Women's Health

Extensive research has implicated behavioral and psychosocial factors in a number of major chronic diseases and conditions that influence women's health across the life span. It is critical that this important dimension of women's health is recognized in the examination of women's health including research, funding, and intervention. The Committee on Women in Psychology, with the support of APA, is planning a conference on women's health in May of 1994 titled: **"Psychosocial and Behavioral Factors in Women's Health: Creating an Agenda for the 21st Century."** The conference should add to the nation's understanding of women's health and demonstrate the importance of adequate funding for the prevention, early detection and treatment of the major health concerns of women.

CWP CHRONOLOGY

1969

Three symposia on the topic of "Women as Scientists and Subjects" presented during the APA convention in Washington DC resulted in the coming together of women representing Psychologists for Social Action, the New University Conference the National Organization for Women and various other liberation groups, with women previously uninvolved in issues of women's liberation, to focus on job discrimination and sexist practices at the APA Convention, in the academic and professional world in general, and on the contribution of psychological theory to the maintenance of the oppression of women.

On the third day of the Convention, direct action against anti-female discrimination was undertaken and a booth was set up near the Placement Center offering information on and handling complaints about the sexist employment practices of certain APA-member institutions.

Following a meeting with the APA Council, the APA Executive Officer agreed to shut down the booths of employers with clearly sex-discriminatory advertisements but refused to shut down the booths of those interviewers who had only revealed their discriminatory attitudes to prospective female interviewees.

The Association for Women in Psychology was formed at the 1969 APA convention by approximately 35 women and men supporters in response to women's unequal treatment in both psychological theory and the professional academic hierarchy.

1970

In response to issues raise by the Association of Women in Psychology, APA's Council of Representatives established an eight member task force to prepare a position paper on the status of women in psychology.

Task Force on the Status of Women in Psychology established.

1971

Survey of departments of psychology conducted to assess the status of women in the field.

1972

An ad hoc Committee on Women was established by APA's Board of Directors to report to the newly-established Board of Social and Ethical Responsibility for Psychology (BSERP).

Education and Training Board authorized the selection of a three member Study Panel on Sexism and Racism in Graduate Education in response to the recommendations of the Task Force on the Status of Women in Psychology.

1973

Council voted to establish a continuing Committee on Women in Psychology.

The APA Division of the Psychology of Women (35) is established at the recommendation of CWP.

1974

The Board of Professional Affairs established a Task Force on Sex Bias and Sex-Role Stereotyping in Psychotherapeutic Practice in response to a request from CWP.

The Committee organized training workshops on Sex Discrimination in Education and Employment at every regional psychological association meeting.

Convention Board responded positively to a Committee request that a task force be established to study the issue of child care.

1975

One of the first major conferences on the psychology of women is held. CWP facilitated the formation of a Task Force for a Conference on Women's Research Needs in Psychology that obtained funding from the National Institute of Mental Health and the Ford Foundation for the conference helping to establish the psychology of women as a legitimate field of study.

1976

CWP supported a bill to extend the time period for approval of the Equal Rights Amendment to the Constitution.

The Task Force on Non-Sexist Language was appointed by the Publications and Communications Board in response to CWP's request to eliminate sexist language from all APA publications.

1977

Women's Programs Office with full-time staff person established to respond to the magnitude of CWP tasks and the need for increased staff support for women's concerns.

CWP, in concert with Division 35 and AWP, worked to bring attention to the professional and public interest issues surrounding the Equal Rights Amendment.

Council of Representatives voted to hold meetings only in states that had ratified the Equal Rights Amendment to the US Constitution.

1978

In an effort to identify ways to increase the participation of qualified women and minorities in the manuscript review process, a questionnaire survey was conducted to assess journal policies on the selection of manuscript reviewers.

1979

CWP prepared a proposal for the establishment of a Board of Women's Issues in Psychology.

CWP expressed concern about the handling of the dismissal of visible women in the Carter Administration in a letter to the President.

APA Master Lecture Series devoted to research on sex and gender.

1980

CWP underscored the need to make the non-sexist language guidelines a mandatory component to APA's Publication Manual.

1981

Committee's proposal to establish a Board of Women's Issues in Psychology was defeated by the (then) largest vote and largest margin in APA history.

CWP voted to participate in the Coalition for Women and Girls in Education.

1982

In response to a request from CWP, the Publication and Communications Board established a joint ad hoc Committee with CWP on Underrepresented Groups in the Publications Process to identify strategies for increasing the participation of women and minorities in the publications process.

CWP went on record in support of the Committee on Gay Concerns' efforts on behalf of women. CWP developed a slate of openly-identified lesbians in order to insure their representation on CWP.

1983

CWP sponsored a continuing education workshop at the APA convention conducted by two members (Drs. Jackie Goodchilds and Dorothy Loeffler) which earned for the Committee $150 that was used to develop an annotated bibliography on Hispanic women's issues.

Committee voted unanimously to support the establishment of a continuing Committee on Children, Youth, and Families.

CWP sponsored the development of a Directory of Hispanic Women in Psychology that was so well received it went into a second printing. A directory of Black women in Psychology is developed.

1984

CWP developed a plan to sponsor its own Certificates of Appreciation for psychologists who contribute to the goals of the Committee.

CWP strongly supported strategies to increase underrepresented groups on the Council of Representatives.

Strategies for increasing visibility and activity of ethnic minority women in APA developed by CWP.

Session entitled "Women and Political Power at APA: How to Get it and What to Do with it When You Have It" sponsored by CWP at annual APA convention.

CWP suggested that a section about sexual harassment and exploitation be added to the APA publication Careers for Women in Psychology.

1985

CWP instituted award of Leadership Citations to women whose work had enhanced the understanding and development of women.

CWP concentrated its efforts on identifying more women to provide expert testimony as representatives of APA.

1986

Hill visits instituted by CWP members as a means of furthering CWP's advocacy agenda.

Older women's issues identified as a priority area by the Committee.

1987

CWP published a consumer pamphlet, If Sex Enters Into the Psychotherapy Relationship. The publication discussed whether sexual intimacy between a client and a therapist is ever appropriate and what a client can do if it occurs.

Guidelines for Avoiding Sexism in Psychological Research was completed. The Guidelines were developed by the ad hoc Committee on Nonsexist Research was formed in 1984 by BSERP at CWP's request. The report was adopted by the Council of Representatives in 1988.

1988

CWP prepared bibliographies on battered and abused women, battered and abused children and rape victims. A shorter, more easily understood version of If Sex Enters in the Psychotherapy Relationship was developed by CWP.

1989

CWP began work on a resource book for women in academia to address issues of tenure and promotion.

CWP opposed inclusion of Self-defeating Personality Disorder as a category of DSM-IV.

CWP urged the Board of Directors to take steps to ensure that women were represented in senior policy positions and that the atmosphere in the Central Office was conducive to the retention of minorities.

CWP reviewed gender and diversity issues in the accreditation process.

1990

CWP began exploring issues around new reproductive technologies and their impact on women.

CWP began to collect syllabi on ethnic minority women, women with disabilities, and lesbian issues for use in Psychology of Women courses.

1991

Due to a reorganization of the Public Interest Directorate, the CWP structure changed from a nine person to a six person committee.

A Task Force on the "Feminization" of Psychology was initiated by CWP to examine the issue of the changing sex ratios in psychology. (Renamed the Task Force on Changing Composition of Psychology in 1992).

CWP, in conjunction with the Committee on Lesbian and Gay Concerns, completed the publication, Expert Psychological Testimony in Child Custody Cases Involving Lesbian Mothers. This document provided a critical review of the research literature on this issue and included an annotated bibliography.

In an effort to overturn the "Gag Rule," CWP and Division 35 contacted APA members and provided information on writing their Congress and Senate representatives.

1992

CWP published Survival Guide to Academe for Women and Ethnic Minorities to address ways to maximize one's chances of gaining promotion and tenure.

Changing Herstory: Integrating Diversity into Teaching of Psychology, a collection of syllabi, reading lists, and other resources for curriculum development was compiled by CWP.

CWP supported the establishment of a Task Force on Violence Against Women to disseminate up-to-date information on the prevalence, causes, and consequences of male violence against women and to describe treatments for, and solutions to, these social problems.

1993

CWP plans major, interdisciplinary conferences to address psychology and women's health titled: **Psychosocial and Behavioral Factors in Women's Health: Creating an Agenda for the 21st Century.** The goal of the conference, which will be held at the Hyatt Regency in Washington DC, May 12-14, 1994, is to highlight the importance of psychosocial and behavioral factors in women's health research and the implications for treatment, prevention, and health policy.

ALUMNI LISTING:

COMMITTEE ON WOMEN IN PSYCHOLOGY
TASK FORCE ON THE STATUS OF WOMEN IN PSYCHOLOGY (TFSWP)
AD HOC COMMITTE ON WOMEN IN PSYCHOLOGY (AHCWP)

George Albee, PhD
1981, 1982, 1983

Hortensia Amaro, PhD
1983, 1984, 1985

Helen Astin, PhD
1973, 1974, TFSWP, AHCWP

Bernard Bass, PhD
1984, 1985

Donald Broverman, PhD
1977

Laura S. Brown, PhD
1984, 1985, 1986

Christine M. Browning, PhD

Anne K. Burlew, PhD
1992, 1993, 1994

Helena M. Carlson, PhD
1986, 1987, 1988, 1989

Rae Carlson, PhD
1979

Lillian Comas-Diaz, PhD
1992, 1993

Tena Cummings, PhD
1973, 1974, 1975, 1976, 1977,
TFSWP, AHCWP

Nancy Datan, PhD
1984, 1985

Henry David, PhD
TFSWP

James Deese, PhD
1974

Sheila R. Deitz, PhD
1987, 1988, 1989, 1990

Ursula Delworth, PhD
1984, 1985, 1986

Florence Denmark, PhD
1982, 1983, 1984

Lorraine Eyde, PhD
1978, 1979, 1980

Rona Fields, PhD
TFSWP

Jerri Frantzve, PhD
1986, 1987

Sheryle J. Gallant, PhD
1988, 1989, 1990, 1991, 1992

Jacqueline Gentry, PhD
1985, 1986, 1987, 1988

Jacqueline D. Goodchilds, PhD
1980, 1981, 1982

Kathleen Grady, PhD
1983, 1984, 1985

Rachel Hare-Mustin, PhD
1978, 1979, 1980

Mary Howard, PhD
1977, 1978, 1979

Arnold S. Kahn, PhD
1987, 1988, 1989

Ellyn Kashak, PhD
1981, 1982, 1983

Miriam Keiffler, PhD
1973, TFSWP, AHCWP

Gwendolyn Puryear Keita, PhD
1985, 1986

Ellen Kimmel, PhD
1974, 1975, 1976, 1977

Wanda Lee, PhD
1985, 1986, 1987

Sandra Levy, PhD
1983

Dorothy Loeffler, PhD
1979, 1980, 1981

Chalsa Loo, PhD
1988, 1989, 1990, 1991

Eleanor Maccaby, PhD
TFSWP

Wilbert McKeachie, PhD
1978, 1979, 1980, TFSWP, AHCWP

Martha Mednick, PhD
1973, 1974, 1975

Sarah D. Miyahira, PhD
1993

Tressie Muldrow, PhD
1974, 1975, 1976

Bianca Code Murphy, EdD
1993

Edith Aiko Oda, PhD
1980, 1981

Virginia E. O'Leary, PhD
1987

Sam Osipow, PhD
1977, 1978, 1979

Carolyn Payton, PhD
1980, 1981, 1982

Marc Pilisuk, PhD
1976

Ellen P. Reese, PhD
1979, 1980, 1981

Pamela T. Reid, PhD
1981, 1982, 1983, 1984

Paul Rosenkranz, PhD
1875, 1976

Lynne Bravo Rosewater, PhD
1987, 1988, 1989, 1990

Renee Royak-Schaler, PhD
1993

Eli Rubenstein, PhD
1973, TFSWP, AHCWP

Virginia Schein, PhD
1981, 1982

Lee Sechrest, PhD
1973

Irma Serrano-Garcia, PhD
1986, 1987, 1988, 1989

Julia Sherman, PhD
1975, 1976

Althea Smith, PhD
1988, 1989, 1990, 1991

Stephanie Stolz, PhD
1976, 1977, 1978

Sandra Schwartz Tangri, PhD
1990, 1991, 1992, 1993

Reiko True, PhD
1982, 1983, 1984

Melba J. T. Vasquez, PhD
1990, 1991

Lumbe Waston, PhD
1973

CWP LEADERSHIP CITATION RECIPIENTS

1985
Florence Denmark, PhD
Lorraine Edye, PhD
Carolyn Payton, PhD

1986
Anke Ehrhardt, PhD
Kathleen Grady, PhD
Nancy Felipe Russo, PhD

1987
Hannah Lerman, PhD
Martha Mednick, PhD
Barbara Wallston, PhD

1988
Helen Astin, PhD
Ursula Delworth, PhD
Michele Paludi, PhD

1989
Lillian Comas-Diaz, PhD
Phyllis Katz, PhD
Nancy Henley, PhD

1990
Laura Brown, PhD
Virginia O'Leary, PhD
Judith Worrell, PhD

1991
Hortensia Amaro, PhD
Bernice Lott, PhD
Rhoda Kesler, PhD

1992
Marilyn Safir, PhD
Bonnie Strickland, PhD
Lenore E. A. Walker, EdD