

52

Resolutions & Motions

***Regarding the Status of Women in
Psychology***

Chronicling 30 Years of Passion and Progress

**American Psychological Association
Committee on Women in Psychology
2004**

52 Resolutions and Motions Regarding the Status of Women in Psychology: Chronicle 30 Years of Passion and Progress

In 1969, during the height of activism, APA members frustrated over the sexism, and lack of sensitivity and representation within the association, formed the Association for Women Psychologists (AWP). Women were discouraged from graduate programs in psychology by listings that stated “MEN PREFERRED (Exhibit 1);” professional meetings continued to be scheduled in locations and establishments that discriminated against women; and women were greatly underrepresented on APA’s boards and committees - very few members were women.

In 1970 members from AWP presented a historic list of 52 resolutions that dealt with employment, education, child and health care facilities, psychological theories and practice, conventions, equity in decision-making, and the general status of women. Ultimately, these resolutions became the driving force behind the establishment of the Task Force on the Status of Women in Psychology in 1970, an Ad Hoc Committee on the Status of Women in Psychology in 1972, and ultimately in 1973, the Committee on Women in Psychology (CWP). CWP continues today to work to further the major purpose of the APA—“to advance psychology as a science and a profession and as a means of promoting health and human welfare” — by ensuring that women achieve equality as members of the psychological community in order that all human resources be fully actualized. More than three decades since the birth of the women’s movement within APA, CWP has been at the forefront on a number of issues affecting women and psychology.

This 30th anniversary provides an opportunity to look back at the progress of the past three decades: where women were in 1970, the current status of women, and the critical issues facing women in the future. This document outlines actions of APA’s Council of Representatives over the past 30 years to issues raised in the 52 resolutions.

In addition to actions taken by the Council of Representatives, are select other relevant APA documents. **Appendix B** contains a listing of relevant resolutions, actions and documents. The full text of the Council resolutions can be found on the main APA website at www.apa.org.

We would like to acknowledge the passion and sacrifices of all the women and men who fought, many putting their careers in jeopardy, on behalf of women in psychology.

THANK YOU!

Resolutions and Motions Regarding the Status of Women

*Presented to the American Psychological Association
by the Association for Women Psychologists*

September, 1970

I. Resolutions

A. General

WHEREAS the self-image and general mental health of countless numbers of women have been destroyed or otherwise damaged by written and unwritten laws restricting their freedom of choice and movement in society; and whereas a full reversal of the processes resulting in discrimination against women will not be possible without strong support and leadership from the Federal government; especially the Executive Branch,

I.A.1. BE IT RESOLVED that APA go on record endorsing the recommendations of the President's Task Force on Women's Rights and Responsibilities (as summarized below), and that the President be notified of this endorsement and urged to implement the recommendations.

SUMMARY of the Task Forces Report: The Task Force recommends that the President establish an office of Women's Rights and Responsibilities; call a White House conference on women's rights and responsibilities; bring sex discrimination before the public, calling on Congress, States, and private interests to act to remedy it; act within the Executive Branch to counter sex discrimination; and appoint more women to positions of top responsibility in the government.

WHEREAS APA has expressed its commitment to improving the social situation of black Americans in its "Statement on Being Concerned" passed by the Council of Representatives in October, 1969, and has allotted a substantial portion of its budget to implement its commitment, and whereas women have a similar claim of unequal treatment by society and by psychology as well,

I.A.2. BE IT RESOLVED that APA commit itself to doing for women whatever it has stated it will do for blacks.

APA Resolution – Discrimination Against Women (1970): APA affirms its commitment to continuing efforts to eliminate discrimination against women. To promote full utilization of their talents Council calls upon the APA President to appoint a task force to write a position paper on the status of women in psychology. Task force members to include members of APA who are also representatives from the Association for Women in Psychology.

APA Resolution - Equal Rights Amendment (1975): ...BE IT RESOLVED, that the American Psychological Association (a) asserts that arguments linking sex differences and their origins to the desirability of the Equal Rights Amendment are specious and without foundation; (b) deplores these misuses of psychological theories; (c) supports the passage of the Equal Rights Amendment (1975).

Ethical Principles of Psychologists and Code of Conduct (2003 revised, 2002 revised, 1993) - Principle E: Respect for People's Rights and Dignity
Psychologists respect the dignity and worth of all people, and the rights of individuals to privacy, confidentiality

and self-determination. Psychologists are aware that special safeguards may be necessary to protect the rights and welfare of persons or communities whose vulnerabilities impair autonomous decision making. Psychologists are aware of and respect cultural, individual, and role differences, including those based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, and socioeconomic status and consider these factors when working with members of such groups. Psychologists try to eliminate the effect on their work of biases based on those factors, and they do not knowingly participate in or condone activities of others based upon such prejudices.

3.01 Unfair Discrimination

In their work-related activities, psychologists do not engage in unfair discrimination based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status, or any basis proscribed by law.

Guidelines for the Employment of Psychologists (1972): Social Responsibility - Discriminatory Practice. A psychologist will not engage in discriminatory practices based on race, color, religion, sex, age, or national origin. ...A psychologist will not withhold services to a potential client on the basis of that client's race, color, religion, sex, age, or national origin. ...A psychologist will refuse to hire, promote, or train an individual, or deliberately select an individual for hire, promotion, or training, on the basis of race, sex, age, religion, or national origin. ...A psychologist employed in or working for an organization that practices discrimination on the basis of race, color, sex, age, religion, or national origin will make every effort to reduce or eliminate such discriminatory practices.

B. Employment

WHEREAS women psychologists are discriminated against in employment, being less likely to be hired, retained or promoted, receiving lower ranks and salaries than men, finding employment more often at less prestigious institutions, and being given harder and less satisfying tasks, with fewer facilities and benefits,

I.B.1. BE IT RESOLVED that APA give high priority to the hiring and promotion of women in psychology, endorsing the immediate goal of increasing the proportion of women at all ranks to that among psychology graduate students, and the long-range goal of increasing the proportion of women at all ranks to 50%.

I.B.2. BE IT RESOLVED that APA endorse the principle that no institution or department should discriminate against women as candidates for positions.

I.B.3. BE IT RESOLVED that APA endorse the principle that institutions and departments should act to have written or covert nepotism rules abolished.

I.B.4. BE IT RESOLVED that APA endorse the principle that salaries and fringe benefits for women should be the same as those for men in the same position and rank with similar qualifications.

I.B.5. BE IT RESOLVED that APA endorse the principle that no institutions or departments should discriminate against women in questions of retention, tenure, or promotion, or in the assignment of departmental monies, facilities, or duties.

WHEREAS prejudices against part-time employment have served to make it difficult for women to fill roles demanded of them by society and their professions; and whereas men who wish to fulfill both professional and family roles are prevented from doing so by rigid practices which demand full-time devotion to a profession and the relegation of family duties to their wives,

I.B.6. BE IT RESOLVED that APA endorse the principle of flexibility to guide the appointment and leave of both men and women, facilitating easy transitions between full- and part-time appointments.

I.B.7. BE IT RESOLVED that APA endorse the principle that part-time appointees receive salary proportional to the amount of time worked.

I.B.8. BE IT RESOLVED that APA endorse the principle that part-time appointees receive the same fringe benefits as do full-time ones.

I.B.9. BE IT RESOLVED that APA endorse the principle that part-time appointees count toward tenure and promotion.

I.B.10. BE IT RESOLVED that APA endorse the principle that institutions and firms not discriminate in the assignment of duties, facilities, or monies to part-time employees.

I.B.11. BE IT RESOLVED that APA endorse the principle of parenthood leave and family sick leave for all employees, faculty, and students.

APA Resolution on Avoiding Implicit Support of Discrimination Practices (1970): The American Psychological Association shall require that, as a condition of doing business with any firm coming under the provisions of the Federal laws, rules, and regulations in regard to nondiscriminatory practices in employment and conditions of employment, the organization agree in advance to a statement of nondiscrimination policies in the conduct of its business. This statement shall specify that the organization shall not discriminate in selection, promotion, or conditions of employment on the basis of race, sex, age, nationality or religion at all levels in the organization. A member of the APA Central Office staff will determine whether with nondiscriminatory practices form an organization with which APA does business can be the signature of the firm to a Federal affirmative action program, being a Plans for Progress Company, or similar evidence acceptable to the Federal Government as to the organization's nondiscriminatory status. Other evidence brought to the APA by members or human rights organizations will also be taken into account.

Guidelines for the Employment of Psychologists (1972):

Commitments to Employer. As far as possible, the principle of "equal pay for equal service" should apply to the service performed by psychologists employed in different settings. Psychologists support efforts to achieve equality of payment regardless of sex, color, race, age, religion, or national origin, and greater comparability between private and public salary schedules, taking into account differences in specific elements of such schedules, such as retirement and fringe benefits.

Guidelines for the Employment of Psychologists (1986):

Non-discrimination and Affirmative Action: APA supports equal opportunity employment practices. Recruitment, hiring, reappointments and promotion should be made without regard to color, sex, race, age, religion, national origin, political persuasion, physical handicap, sexual orientation and marital or parental status.

Employment Equity: APA supports efforts of psychologists to achieve equity in professional salaries. This includes efforts to achieve salary equity for all psychologists in equivalent positions. Salary equity should extend to compensation in retirement and other benefits.

Job Offers & Employment: Employers should ensure that special responsibilities do not place undue and unrecognized service demands on women and minorities.

Part-time, Temporary and Non-standard positions #2: APA encourages employers to provide permanent or tenure-track part-time employment and alternative work patterns such as job-sharing for those who want them. Employers should consider offering alternatives to the usual full-time schedule as part of their affirmative action plan.

APA Resolution – Employment Conditions for Psychologists (1986): Council voted to adopt as APA policy the March 1986 revised “Guidelines for Conditions of Employment of Psychologists”.

APA Resolution on Affirmative Action and Equal Opportunity (1999):

WHEREAS affirmative action is defined as a remedy for both past and continuing discrimination based on race, ethnicity and gender; and

WHEREAS affirmative action seeks to put in place voluntary and mandatory efforts by federal, state and local governments, private employers and schools; to combat discrimination, foster fair hiring and advancement of qualified individuals regardless of race, ethnicity and gender; and to promote equal opportunity in education and employment for all (Stephanopoulos and Edley, 1995 & Wilson, 1995); and

WHEREAS there is evidence that discrimination on the basis of race, ethnic background, gender, sexual orientation, age and disability continues to exist in employment and educational settings, despite years of effort to eliminate it; and clearly delineated institutional policies and procedures designed to assure fairness and equality can deter such discrimination (Report of the Federal Glass Ceiling Commission, 1995); and

WHEREAS affirmative action is one of the most effective ways to address the long-standing problems of racism and sexism in our country, thereby serving as a means of reaching America’s goal of equality of opportunity (Pratkanis and Turner, 1996); and

...THEREFORE BE IT RESOLVED that the American Psychological Association reaffirms its commitment to affirmative action. American Psychological Association supports equal opportunities for persons regardless of race, gender, age, religion, disability, sexual orientation and national origin.

Furthermore, the APA encourages psychological and public policy research that would illuminate sources of bias in institutional policies and practices that lead to discrimination against the aforementioned groups and favors research that suggests avenues for elimination of discrimination.

APA Policies and Procedures Manual - B1.03 Affirmative Action Responsibilities: The Equal Employment Opportunity Officer (EEO Officer) is appointed by the CEO to implement the EEO Policy and to administer APA’s Affirmative Action Plan. Human Resources assists the EEO Officer by providing training and support as necessary to implement and disseminate information related to APA’s EEO Policy.

APA Central Office Policies and Procedures Manual - B1.08 Affirmative Action: Gender and Race (STAFF)

APA takes affirmative action to recruit women and ethnic minorities for all jobs, especially for those that traditionally have not attracted large numbers of women and ethnic minorities. APA sponsored training programs, including on site and off site training, are made available to all employees without regard to an employee’s sex or race. Women and ethnic minorities are encouraged to participate in such programs to better enable them to perform their current jobs or to prepare them for advancement opportunities.

APA’s policies and practices in the area of sex and race discrimination reflect the basic principles of nondiscrimination and affirmative action as stated in APA’s Reaffirmation of Equal Employment Opportunity, which is included in the Affirmative Action Plan.

Equal employee benefits are provided to all employees without regard to an employee’s sex, marital status, or race.

APA is committed to providing for all staff members a work environment that is free of harassment or intimidation based on an employee’s sex. Sexual harassment is considered a violation of APA policy and is dealt with in accordance with the procedures set forth in Section B5.09, Complaint Procedures.

C. Supporting facilities

WHEREAS women cannot be freed from psychological and social bondage, either to work or study as psychologists, while bearing full responsibility for child care, and cannot readily or cheaply obtain child care as individuals, and whereas early experience in social groups is valuable for children’s social development, and whereas damaging sex-role stereotypes are introduced in pre-school years and dominate much of the activity in most child-care facilities,

I.C.1. BE IT RESOLVED that APA support and encourage the establishment of child care centers at all campuses and other institutions and firms employing psychologists.

I.C.2. BE IT RESOLVED that APA endorse the principle that child care centers be open to all faculty, students, employees, and nearby community (where space provided) of the institutions or firms where they are established.

I.C.3. BE IT RESOLVED that APA endorse the principle that facilities and funds for child care centers should be provided by the institution or firms where they are established.

I.C.4. BE IT RESOLVED that APA endorse the principle that final control of child care centers be in the hands of the parents of children using them.

I.C.5. BE IT RESOLVED that APA endorse the principle that staffing of the child care centers, either cooperatively or otherwise, be with both men and women.

I.C.6. BE IT RESOLVED that APA endorse the principle that child care centers work actively to counter damaging sex-role stereotypes from the society at large, and to create an atmosphere contributing to the development of positive self-images, attitudes, and behaviors in both sexes alike.

APA Resolution – Child Care (1977): Council voted that a child care facility be provided as a regular convention service, with APA's paying the unavoidable costs, but that no hourly fees be charged to students registered at the convention or to other convention registrants with annual family incomes under \$10,000. (Hourly rates for others will be according to a sliding scale based on annual family income.)

APA Resolution – Poverty and Socioeconomic Status (2000): THEREFORE, Be it resolved that the American Psychological Association ...15) Will support public policy that ensures for **all** working families access to affordable, high-quality child care, which is available year round, for the full day, and for all work shifts, as well as before- and after-school care.

APA Central Office Policies and Procedures Manual - B2.09 Family and Medical Leave (FML) (STAFF)

A. General Provisions

APA is covered by the Family and Medical Leave Acts of both the federal government and the District of Columbia. Under the District of Columbia act, employees are entitled to 16 weeks of family leave for the birth, adoption or foster care of a child, or to care for a seriously ill family member, and up to 16 weeks of medical leave to recover from a serious illness rendering the employee unable to work for a total of 32 weeks during a 24-month period. Under the federal act, employees are entitled to 12 weeks of leave during a 12-month period for the birth, foster care or adoption of a child or for a serious health condition of the employee or to care for a family member with a serious health condition. Eligible employees are entitled to use the most advantageous combination of leave. Because of the complex interplay of the two Acts, not all details can be provided here; please contact Human Resources regarding your specific situation. The leave may be paid, unpaid, or a combination of paid and unpaid, depending on the circumstances as specified in this policy.

WHEREAS mental crises are precipitated from the fear and birth of unwanted children, and are often followed by the psychic damage in the child itself, and whereas the sense of helplessness and frustration that comes from a lack of control over one's life and one's body causes mental harm to many women, and whereas women cannot freely choose employment in psychology if they are unable to plan their childbearing,

I.C.7. BE IT RESOLVED that APA support and encourage the establishment of health care programs, especially at firms and institutions employing psychologists, which make available to women patients information on contraception and abortion.

I.C.8. BE IT RESOLVED that APA endorse the principle that health care programs give free whatever contraceptive help is desired and most suited to the patient.

I.C.9. BE IT RESOLVED that APA endorse the principle that health care programs make abortion referrals where requested.

APA Resolution – Termination of Unwanted Pregnancies (1969):

...BE IT RESOLVED that termination of pregnancy be considered a civil right of the pregnant woman to be handled as other medical and surgical procedures in consultation with her physician, and to be considered legal if performed by a licensed physician in a licensed medical facility.

APA Resolution – The Right of Qualified Researchers to Conduct Appropriate Research (1980): ...

THEREFORE be it moved, that the APA, within the context of its traditional concern for human welfare and freedom of scientific research, affirms the right of qualified researchers to conduct appropriate research in all areas of fertility regulation as long as standards for ethical, scientific, and professional conduct are met.

APA Resolution – Psychological Issues in the Abortion Debate (1989):

THEREFORE BE IT MOVED that the Council of Representatives of the APA directs the Executive Vice President and Chief Executive Officer to undertake an immediate initiative to disseminate scientific information on reproductive freedom to policymakers, to the public, and to state psychological associations and APA divisions.

APA Resolution – Rust v. Sullivan (Supreme Court Decision) (1992):

THEREFORE BE IT RESOLVED that the American Psychological Association deplores the effects of the Title X regulations which prohibit health providers, including psychologists, who receive federal Title X funds, from informing women patients/clients of the availability of the alternative of abortion to terminate an unwanted pregnancy; FURTHER, the APA urges the Congress to enact legislation and to override Presidential vetoes, as needed, to both remedy this health hazard and to serve as a precedent to buttress against further erosion of the rights associated with *Roe v. Wade*.

FURTHER, APA will seek to inform Congress, the public and its own membership of its position and its recommendations through a public affairs and advocacy effort including but not limited to:

- 1) press conferences in several major cities
- 2) letter writing and mail campaigns
- 3) news releases
- 4) *APA Monitor* and other appropriate APA, Division and State Association publications

FURTHER, we direct the Chief Executive Officer of the American Psychological Association to activate the necessary mechanisms to ensure the accomplishments of the aims and goals of this resolution, including the capacity to respond to ongoing critical reproductive issues by participating in public information/media outreach efforts as necessary to help preserve a woman's right to choose.

APA Resolution – Poverty and Socioeconomic Status (2000): ...WHEREAS children of teenage pregnancy and single motherhood are at high risk for a life of poverty, and birth control is not covered by health insurance plans for a significant number of women;

...THEREFORE, Be it resolved that the American Psychological Association: ...12) Will support public policy that ensures access to comprehensive family planning in private and public health insurance coverage.

D. Education

WHEREAS women constitute only 23-25% of the population of psychologists, and whereas women who wish to do graduate work in psychology often find unnecessary structural barriers as well as antagonistic attitudes placed in their way, and whereas the reduction in funds available for graduate study is likely to lead, unchecked, to increased discrimination against women,

I.D.1 BE IT RESOLVED that APA give high priority to the recruitment of women into psychology, without bias concerning sex-typed subfields of psychology.

I.D.2. BE IT RESOLVED that APA endorse the principle that there be no quotas, overt or covert, restricting the enrollment of women in psychology departments, graduate or undergraduate.

I.D.3. BE IT RESOLVED that APA endorse the principle that assistantships and fellowships be given to graduate students regardless of sex, for both full- and part-time programs of study, with additional allowances for child support.

I.D.4. BE IT RESOLVED that APA endorse the principle that departments and individuals give careful scrutiny to their own and others' conscious or unconscious counseling procedures which channel women into certain areas of psychology.

WHEREAS the history, sociology, and psychology of women — indeed, all study concerning women — have been suppressed as topics for research or teaching, and whereas increased concern with the study of matters relating to women will broaden our knowledge and benefit psychology in general,

I.D.6. BE IT RESOLVED that APA support and encourage the development of courses on topics relating to women and the establishment of schools and departments to concentrate on these issues.

I.D.7. BE IT RESOLVED that APA support and encourage the incorporation of materials relating to women into existing courses and texts where appropriate.

APA Council Action/Policy – Psychology Departments and Others (1971)

Council accepted recommended Guidelines for Psychology Department Chairmen with respect to sex discrimination, including an antinepotism policy.

Council accepted recommended guidelines for the Education and Training Board, adding sex discrimination as a fifth criterion in their evaluation of clinical, counseling, and school psychology training programs, noting that this has already been adopted by the Education and Training Board as policy.

Council accepted recommendations for increased participation of women in formal activities of APA.

Council accepted recommendations that APA raise, with heads of appropriate government agencies, the issue of discrimination against women in terms of approving and funding research grant applications and in terms of their representation on scientific review committees.

Criteria for Accreditation Doctoral Training Programs and Internships in Professional Psychology (Adopted by Council January 1979):

The APA Council of Representatives voted the following resolution at its January 1979 meeting: "It is the sense of APA Council that APA accreditation reflect our concern that all psychology departments and schools should assure that their students receive preparation to function in a multi-cultural, multi-racial society. This implies having systemic exposure to and contact with a diversity of students, teachers, and patients or clients, such as, for example by special arrangement for interchange or contact with other institutions on a regular and organized basis." (**Incorporated as Footnote 3, amended by Council of Representatives, January 1980**)

Guidelines and Principles for Accreditation of Programs in Professional Psychology (1996, 2002) (formerly Criteria for Accreditation see above)

Domain A: Doctoral Graduate Programs, Section 5

5. The program engages in actions that indicate respect for and understanding of cultural and individual diversity.

Throughout this document, the phrase "cultural and individual diversity" refers to diversity with regard to personal and demographic characteristics. These include, but are not limited to, age, color, disabilities, ethnicity, gender, language, national origin, race, religion, sexual orientation, and social economic status. 2 Respect for and understanding of cultural and individual diversity is reflected in the program's policies for the recruitment, retention,

and development of faculty and students, and in its curriculum and field placements. The program has nondiscriminatory policies and operating conditions, and it avoids any actions that would restrict program access or completion on grounds that are irrelevant to success in graduate training or the profession.

Domain D: Cultural and Individual Differences and Diversity

The program recognizes the importance of cultural and individual differences and diversity in the training of psychologists.

1. The program has made systematic, coherent, and long-term efforts to attract and retain students and faculty from differing ethnic, racial, and personal backgrounds into the program. Consistent with such efforts, it acts to ensure a supportive and encouraging learning environment appropriate for the training of diverse individuals and the provision of training opportunities for a broad spectrum of individuals. Further, the program avoids any actions that would restrict program access on grounds that are irrelevant to success in graduate training.⁴ (see below for text of Footnote 4) 2. The program has and implements a thoughtful and coherent plan to provide students with relevant knowledge and experiences about the role of cultural and individual diversity in psychological phenomena as they relate to the science and practice of professional psychology. The avenues by which these goals are achieved are to be developed by the program.

⁴ This requirement does not exclude programs from having a religious affiliation or purpose and adopting an applying admission and employment policies that directly relate to this affiliation or purpose so long as: (1) Public notice has been made to applicants, students, faculty, or staff before their application or affiliation with the program; and (2) the policies do not contravene the intent of other relevant portions of this document or the concept of academic freedom. These policies may provide a preference for persons adhering to the religious purpose or affiliation of the program, but they shall not be used to preclude the admission, hiring, or retention of individuals because of the personal and demographic characteristics described in Domain A, Section 5 of this document and referred to as cultural and individual diversity). This footnote is intended to permit religious policies as to admission, retention, and employment only to the extent that they are protected by the United States Constitution. It will be administered as if the United States Constitution governed its application.

APA Resolution – Halftime Internships (February 1988)

Council voted to reaffirm the APA policy concerning halftime internships listed in the APA Criteria for Accreditation. Council also voted to approve the following resolution:

Many graduate school students and professional school students who are new parents or who must work part-time require greater flexibility from internship centers.

APA encourages internship centers to adapt their programs to the changing needs of selected students and not to discriminate against them: APA encourages internship centers to give consideration to these special cases.

APA Resolution – Halftime Internships (February 1994)

In accordance with existing Committee on Accreditation policy that all interns should receive appropriate stipends and that all internships can be full or halftime, Council reaffirms the existing APA policy on halftime internships by acknowledging, supporting and facilitating compliance with and implementation of this policy. In addition, the geographic areas where there is a shortage of halftime internships, Council encourages the development of halftime opportunities to meet such needs.

APA Resolution on Affirmative Action and Equal Opportunity (1999): WHEREAS there is evidence that discrimination on the basis of race, ethnic background, gender, sexual orientation, age and disability continues to exist in employment and educational settings, despite years of effort to eliminate it; and clearly delineated institutional policies and procedures designed to assure fairness and equality can deter such discrimination (Report of the Federal Glass Ceiling Commission, 1995); and

WHEREAS affirmative action is one of the most effective ways to address the long-standing problems of racism and sexism in our country, thereby serving as a means of reaching America's goal of equality of opportunity (Pratkanis and Turner, 1996); and

...THEREFORE BE IT RESOLVED that the American Psychological Association reaffirms its commitment to affirmative action. American Psychological Association supports equal opportunities for persons regardless of race, gender, age, religion, disability, sexual orientation and national origin.

Furthermore, the APA encourages psychological and public policy research that would illuminate sources of bias in institutional policies and practices that lead to discrimination against the aforementioned groups and favors research that suggests avenues for elimination of discrimination.

E. Practices of psychologists

WHEREAS unfounded assumptions regarding the biological determination of women's destiny, or of sex roles or personality, underlie the teaching and research of many psychologists, and whereas scholarship on any subject is valueless when it is uncritical, but in this area it carries the additional burden of causing grave psychological injury to countless women,

I.E.1. BE IT RESOLVED that APA urge psychologists to examine the assumptions on which their and others' definitions of sex roles are based and encourage research and study aimed at such examination; and, further, urge that the teaching of psychology reflect this examination.

WHEREAS therapy and counseling should reflect searching re-examination of old ideas, especially so since their influence is direct, immediate, and far-reaching, and whereas young women too often enter roles chosen for them by society, without encouragement to consider alternative roles; and whereas many women have been given the impression that their rejection of the wife-mother role is based on personality deficiencies that must be corrected by "adjustment,"

I.E.2. BE IT RESOLVED that APA urge clinical and counseling psychologists to review their conceptions regarding appropriate life styles for women, and carefully consider the philosophy of adjustment to an unjust social situation.

I.E.3. BE IT RESOLVED that APA urge that vocational guidance emphasize that all career possibilities are open to those with appropriate abilities, regardless of sex.

APA Policy – Psychology Departments and Others (1971) ...Council accepted recommendations that APA raise, with heads of appropriate government agencies, the issue of discrimination against women in terms of approving and funding research grant applications and in terms of their representation on scientific review committees.

APA Resolution - Equal Rights Amendment (1975): BE IT RESOLVED, that the American Psychological Association (a) asserts that arguments linking sex differences and their origins to the desirability of the Equal Rights Amendment are specious and without foundation; (b) deplors these misuses of psychological theories; (c) supports the passage of the Equal Rights Amendment (1975).

APA Policy – Head of Household (1976): Council Adopted the following resolution: Whereas, the term 'head of household' in the questionnaire and in the public tabulations of the U.S. Census is ambiguous, not currently descriptive of many households, and considered offensive by numbers of people, we urge that the Census Bureau implement alternative methods in time for the 1980 Census.

See APA Resolution on Affirmative Action and Equal Opportunity (1999):

F. Implementation

I.F.1. BE IT RESOLVED that APA urge its members and their institutions, firms, and departments to support and operate by the resolutions on women's status adopted by APA.

II. MOTIONS

(Please note: in the following section the explanation precedes the motion)

A. Status of women in psychology

Men and women who are seriously preparing for a career in psychology may have home or family responsibilities, which necessitate part-time study. They should not, because of these responsibilities, be barred from enjoyment of the privileges of membership in their professional association. However, under present APA Bylaws (II, 7): “Candidates for Associate status shall be devoting full time to professional or graduate work that is primarily psychological in nature.”

II.A.1. WE MOVE THAT the following amendment to APA Bylaws be submitted to the membership: that the last sentence of Article II, 7 read “Candidates for Associate status shall be engaged in professional or graduate work that is primarily psychological in nature.”

Executive Orders 11246 and 11375 specifically forbid discrimination with respect to sex at educational institutions, and Title VII of the Civil Rights Act of 1964 forbids job discrimination with respect to sex at other places of employment. If such discrimination is rampant in the educational and business worlds; and is instrumental in holding back any women from advancement in psychology, this association must lead, not follow, in assuring that members of this profession are not subject to illegal discriminatory practices.

II.A.2. WE MOVE THAT APA provide legal counsel for women psychologists who are receiving illegal discriminatory treatment because of their sex and who wish to file complaints or suits.

APA can show its commitment to advancing the status of women in psychology, and to making the profession of psychology intellectually and morally responsible regarding the psychology of women (considered in its broadest sense), by supporting the work of AWP toward these goals. In the area of professional status, it is increasingly evident that progress in assuring social justice for women requires a thorough understanding of their status in the professions as well as in the rest of society. Other professional organizations have committed themselves to supporting studies of the status of women in their profession, as an initial step towards equalizing opportunities for the sexes within the profession. AWP is willing to undertake the organization and administration required by such a project. Other activities which AWP sees as furthering the status of women include: information collection, analysis, and dissemination; employment referral; development of curriculum suggestions for existing and proposed courses and programs; serving as liaison when needed; advocacy and assistance in women's complaints of discrimination. To further psychological knowledge regarding women, research should be funded for studies of such topics as: sex-role concepts and socialization; antifeminist attitudes; counseling, therapy, and teaching of females; child care arrangements; women's self-concepts and feminine consciousness. In order to carry out these and similar projects, AWP would need more funds than it can raise by itself. Such funds would support an Administrative Secretary, with secretarial help, to handle recruitment and membership tasks, information requests, publication of a Newsletter, liaison with APA, and other coordinative work. \$30,000 would underwrite these administrative responsibilities of AWP; another \$10,000

would fund the status study, and \$50,000 would begin to fund psychological research related to women.

II.A.3. WE MOVE THAT APA allocate \$40,000 for support of the activities of the Association for Women Psychologists, including a study of the status of women in the profession.

II.A.4. WE MOVE THAT APA urge all institutions, departments, and firms employing psychologists, especially those accredited by APA, to furnish the information necessary to the study of the status of women in psychology.

II.A.5. WE MOVE THAT APA censure those institutions, departments, and firms which do not make available information requested for the study of the status of women in psychology.

II.A.6. WE MOVE THAT APA allocate space in its Washington offices to be used as offices for the Administrative secretariat of the Association for Women Psychologists.

II.A.7. WE MOVE THAT APA allocate \$50,000 for research in areas involving the psychology and status of women, to be administered by the Association for Women Psychologists.

Accreditation by APA attests the ability of a program to train psychologists according to certain standards required by the Association. A program administered by a department (or at an institution) which discriminates against women, however, must be judged to offer inadequate training, by virtue of the implicit or explicit instruction that women are inferior, that they are fitted only for certain roles, that dominant-submissive relationships (as in professor-secretary ones) are appropriate between men and women, and so on.

II.A.8. WE MOVE THAT APA withhold accreditation from departments judged to evidence discrimination on the basis of sex, until a program of affirmative action to eliminate sex discrimination is implemented in the department. (Evidence of sex discrimination will be presented to the Council of Representatives, which will act to recommend or not recommend withdrawal of accreditation.)

See APA Resolution – Discrimination Against Women (1970)

Establishment of the Task Force on the Status of Women in Psychology - Minutes of the Annual Meeting of the Council of Representatives, September 6, 1970 (Miami Beach Florida) and October 3-4, 1970 (Washington, DC) (see APPENDIX A for additional text)

...G. Upon recommendation of the Board of Directors, Council approved the following:

1. Whereas there is a felt need for a position paper on the status of women in psychology for the education of both psychologists and laymen, therefore be it resolved that the president appoint a task force to write a position paper on the status of women in psychology, including members of the APA who are also representatives from the Association for Women in Psychology.

Establishment of the Ad Hoc Committee on the Status of Women in Psychology - Minutes of the Annual Meeting of the Council of Representatives, September 5, 1972 (Honolulu, HI) and December 2-3, 1972 (Washington, DC)

3. In response to a recommendation that a continuing committee on the status of women in psychology be established, the Board expressed sympathy with the goals of the recommendation, although it felt that the establishment of such a continuing committee would be contrary to the policy adopted in early 1971 against a piecemeal approach to problems of discrimination and social injustice. The Board noted that the new Board of Social and Ethical Responsibility for Psychology will appropriately be concerned with many of the concerns of the

Task Force, and that the plans to work toward the establishment of a division concerned with status and problems of women may also result in attention to the concerns expressed by the Task Force. In order, however, to carry forward the excellent work begun by the Task Force until the alternative mechanisms are developed, the Board voted to establish an Ad Hoc Committee on the Status of Women in Psychology and to discharge the Task Force with thanks and strong commendation.

Establishment of the Continuing Committee on Women in Psychology – Minutes of the Annual Meeting of the Council of Representatives, August 27-31, 1973 (Montreal, Quebec, Canada) (see APPENDIX A for additional text)

Upon recommendation of the Ad Hoc Committee on the Status of Women in Psychology and the Board of Directors, Council at its August 1973 meeting voted to adopt the following new Rule of Council 60-13.1 establishing a continuing Committee on Women in Psychology, with the members of the Ad Hoc Committee to be retained through 1974 as members of the continuing committee.

Establishment of Division 35, Division on the Psychology of Women (subsequently renamed the Society for the Psychology of Women) (1973) – Minutes of the Annual Meeting of the Council of Representatives, March 30 – April 1, 1973 (Washington, DC), August 27-30, 1973 (Montreal, Quebec, Canada), and January, 18-20, 1974 (Washington, DC)

V. Divisions and State Associations; B. Council voted to approve the establishment of a new Division on Psychology of Women (Division 35), effective January 1974.

Establishment of the Women's Programs Office (1977) - Minutes of the Annual Meeting of the Council of Representatives, September 2-5, 1976 (Washington, DC) and January 28-30, 1977 (Washington, DC)

XIV. Central Office, F. The Annual Report of Division 35 (Psychology of Women) included a recommendation that an Office of Women's Programs be established in the APA Central Office, to be staffed by a full-time, senior-level psychologist whose specialty area is the psychology of women. The Council was sympathetic to the proposal, as was the Board, but did not wish to interfere with the Executive Officer's staffing authority by mandating "a position." The Executive Officer stated his intent to increase PhD staffing in the area, as well as to provide additional funding for the current women's program, in the 1978 budget cycle.

APA Resolution – Board of Women's Issues in Psychology (1981): Council approved the following resolution:

"Because the Council of Representatives was the body that placed the initiative before the membership [for creation of a Board of Women's Issues in Psychology], it is appropriate that Counsel respond. We want to express our disappointment with the outcome of the vote, and want to affirm our commitment to the development of structures that will support women in psychology. We choose to believe that the vote expresses a disagreement with the proposed mechanism and not the goals. We are grateful for the fact that the Committee on Women in Psychology continues its programs, and we look forward to its advice as to how we can best serve their goals."

See Guidelines and Principles for Accreditation of Programs in Professional Psychology (2002) Domain A: Doctoral Graduate Programs, Section 5

Guidelines to Reduce Bias in Language in APA Publication Manual — 1975 and 1977 change sheets, 1983, 1994, 2001

In November 1972, APA's Education and Training Board appointed the Task Force on Issues of Sexual Bias in Graduate Education to conduct a content analysis of textbooks in graduate education in psychology, looking at the issue of erroneous and harmful representations of either sex. The report of the Task Force — Guidelines for Nonsexist Use of Language — was published in the June 1975 American Psychologist. A first change sheet to the 1974 edition of the APA Publication Manual referred writers to this AP article; a second change sheet in June 1977 outlined the policy requiring the use of nonsexist language in APA journals. The third edition of the Publication Manual, published in 1983, incorporated these guidelines. Subsequent editions in 1994 and 2001 have included this policy and these guidelines in a major section called Guidelines to Reduce Bias in Language. These Guidelines address bias relating to gender, sexual orientation, racial and ethnic identity, disabilities, and age.

APA Resolution – Sexism in Research (1988): Adopted the revised "Guidelines for Avoiding Sexism in Psychological Research" as APA Policy.

...The elimination of gender bias in psychological research is an important concern for the discipline of psychology. Researchers should attempt to achieve the highest methodological and ethical standards. To help to enhance the quality of psychological research, the Board of Social and Ethical Responsibility for Psychology formed an Ad Hoc Committee on Nonsexist Research to develop materials to educate psychologists about ways to eliminate gender bias in research. This article was developed under the auspices of that committee, which was composed of representatives from the Board of Scientific Affairs, the Board of Social and Ethical Responsibility for Psychology, and the Committee on Women in Psychology.

APA Council Policy Action – Training to Include Women and Minority Groups (1988)

Council approved the following motion: Since NIMH recommended an expansion of the committee which developed a proposal for a conference on training in professional psychology to include women and members of minority groups at the time that NIMH approved and funded the grant, some of the members of the original group which prepared the proposal were dropped and new representatives were substituted. Since this is contrary to all rules of motivation, fairness, and use of available knowledge, not less than two of the original members who were dropped shall be added to the Steering Committee for the Conference on Levels and Patterns of Professional Training

B. Equity in decision-making

The fact that few women occupy decision-making posts within APA structure is often explained by the argument that few qualified women are available or that women are not interested in decision-making positions. However, it is surely true that qualified women exist in the proportion in which women exist within APA. Moreover, the more women are put into these positions, the more readily will others be found who wish to assume such roles. APA must not wait for volunteers for such positions, but must actively seek and nominate these women.

II.B.1. WE MOVE THAT APA investigate nominating committees which have not proposed a number of women candidates proportional to the percentage of women in APA and, given that no extenuating circumstances are found, the committees be censured.

II.B.2. WE MOVE THAT APA assign women in the proportion to which they exist in its membership to supervisory and decision-making capacities in its central staff.

II.B.3. WE MOVE THAT APA assign women in the proportion to which they exist in its membership to supervisory and decision-making capacities at conventions.

II.B.4. WE MOVE THAT APA have its male staff and convention workers share a proportional amount of the less rewarding tasks.

APA Resolution- Boards and Committees – (1975): Council approved the following recommendation dealing with the election of members of minority groups to boards and committees:

That the APA Central Office make available to the members of APA a yearly summary of the numbers of men, women, and minority groups (as defined by the U.S. Government and required on EEO-1 reports) who were nominated, and the numbers of men, women, and minority groups who were elected and/or appointed to all APA boards and committees. In addition, Council requested that the members of the Council of Editors include routinely in their annual reports a summary of the men, women, and minority groups serving as editors, associate editors, consulting editors, and reviewers. Further Council requested that the numbers of men, women, and minority groups who leave any of these positions be made available.

Governance Survey — 1999, 2000, 2001 [beginning 2003 data, collected every other year]

At the August 1998 meeting, the Council of Representatives directed staff to collect demographic data for governance members. For 1999, 2000, and 2001, governance members were surveyed by mail for data on age, gender, race/ethnicity, disability status, and sexual orientation. Beginning with the 2003 service year, data will be collected every other year.

C. Conventions

APA's Convention Committee should be instructed to arrange future conventions so that women as a class are neither inconvenienced nor insulted by the arrangements.

II.C.1. WE MOVE THAT APA hold no function—committee meetings, conventions or other activities—at facilities (hotels, restaurants, etc.) which openly discriminate against women.

II.C.2. WE MOVE THAT APA make group child care available at all future conventions, beginning in 1971.

II.C.3. WE MOVE THAT the Convention Committee be instructed to insure that convention child care facilities take care not to promote sex-role stereotypes.

See APA Resolution – Child Care (1977)

APA Council Action - Equal Rights Amendment (1977):

Council adopted the following resolution: "The Council reaffirms its action of January 1977 declaring that the APA shall not hold its conventions in states that have not ratified the Equal Rights Amendment (ERA). In view of ambiguities concerning the contractual status of agreements with Atlanta, New Orleans, and Las Vegas at the time of that vote, the Council now declares that the policy applies regardless of understandings and commitments undertaken prior to the establishment of this policy. The Board of Directors, with the advice of the Board of Convention Affairs, is instructed to implement this policy with practical regard for the necessary timing of commitments to alternate sites. Further, the Council directs the Board of Directors to terminate existing letters of agreement with the cities of Atlanta, New Orleans, and Las Vegas following the close of the next scheduled session of the Georgia Legislature and the winter 1978 or spring 1979 sessions of the Louisiana and Nevada Legislatures, should any or all of those state legislatures fail to ratify the Equal Rights Amendment."

The following motion said to have been adopted by unanimous consent at the August 1977 Council meeting was noted: "Assuming passage by a state of the ERA, and given that the APA is a national association, it is moved that the annual convention of the Association may be held in any state of the Union that has passed the ERA or, on occasion, in view of substantial relationship with Canada (Article, X11, Section 1 of the APA Bylaws states that 'the provinces of Canada are to be regarded as the equivalent of states'), in any major metropolitan areas of Canada."

APA Guidelines on Physical and Social Accessibility (1982): "...APA as an organization, has held as policy that it would convene only in cities that placed no barriers that were based on race, creed, color, or place of origin – all criteria that are irrelevant to professional contribution. APA, as an organization, also holds that barriers based on sex are equally irrelevant." (Task Force on Psychology and the Handicapped) (Adopted by the Board of Social and Ethical Responsibility for Psychology, June 1979. Approved by the Council of Representatives, January 1982.)

D. Relations with other organizations

The commitment to equality for women in psychology will be empty so long as this Association continues to support and cooperate with institutions and firms which subvert that goal by their perpetuation of traditional patterns of sex discrimination.

II.D.1. WE MOVE THAT APA conduct an investigation of the firms with which it has or plans substantial contracts, with regard to policies of sex (and other) discrimination.

II.D.2. WE MOVE THAT APA neither continue nor initiate contracts with firms showing evidence of sex (or other) discrimination, until such firms present evidence of a functioning program to eliminate discrimination.

APA has acted responsibly to remove discriminatory policies in its various placement services. Nevertheless, women continue to receive such treatment in recruitment interviews, being asked personal questions that are traditionally not asked of men. To say that such questions should then be asked of both men and women is merely to condone the rationalization offered by persons who would persist in persecuting women. Employers should take for granted that all persons, women as well as men, who apply for positions do so with intention to fulfill the requirements of the job and are capable of making whatever arrangements are necessary for this purpose.

II.D.3. WE MOVE THAT APA close the convention recruitment booth of any employer who questions either women or men concerning marital status, number or ages of children, family size plans, reproductive life-cycle stage, educational status of spouse, living arrangements, or family care arrangements.

APA Resolution – Discriminatory Practices and Vendor Program (1969): ... 3) To provide evidence of equal employment, vendors are to be asked to submit data on their personnel practices, including a breakdown of their employees at all job levels by sex, race, and age, demonstrating to the satisfaction of the Executive Committee of the Board of Directors that they are working actively to avoid underrepresentation of minority groups at all levels of their organizations.

See APA Resolution on Avoiding Implicit Support of Discrimination Practices (1970)

See APA Guidelines on Physical and Social Accessibility (1982)

Appendix A

Minutes of the Annual Meeting of the Council of Representatives, September 6, 1970 (Miami Beach Florida) and October 3-4, 1970 (Washington, DC)

...G. Upon recommendation of the Board of Directors, Council approved the following:

1. Whereas there is a felt need for a position paper on the status of women in psychology for the education of both psychologists and laymen, therefore be it resolved that the president appoint a task force to write a position paper on the status of women in psychology, including members of the APA who are also representatives from the Association for Women in Psychology.
2. The Council of Representatives calls attention of all APA boards and committees to the resolutions submitted by the Association for Women in Psychology and asks each board and committee to recommend and to take appropriate actions with respect to the resolutions relevant to its mission and to consider any other means to facilitate and accelerate the participation of women in psychology.
3. Referral to the indicated boards and committees of certain of the resolutions from the Association for Women in Psychology as follows:
 - a. To the Committee on Equality of Opportunity in Psychology, resolutions concerning President Nixon's Task Force on Women's Rights and Responsibilities, employment, supporting facilities, and legal counsel.
 - b. To the Education and Training Board and the Council of Graduate Chairmen, resolutions concerning education.
 - c. To the Board of Scientific Affairs and the Division of Teaching Psychology, a resolution concerning research on sex roles.
 - d. To the Divisions of Clinical Psychology, Consulting Psychology, Counseling Psychology, and Psychotherapy, resolutions concerning appropriate life styles for women and career possibilities.
 - e. To the Board of Convention Affairs resolutions concerning women and conventions.

H. After hearing statements from representatives of the Association for Women in Psychology, Council voted the following:

1. That an amendment to the Bylaws be submitted to the membership as follows:¹
ARTICLE II, Section 7 (last sentence): Candidates for Associate status shall be [devoting full time to] *engaged in* professional or graduate work that is primarily psychological in nature.
2. That APA provide, through the Task Force on Status of Women in Psychology, staff support for assisting the Association for Women in Psychology get outside funding, for their activities, including a survey of the status of women in psychology.
3. That APA make free group child care available at the 1971 Convention between 8 a.m. and 12 midnight on an experimental basis, with the costs to come from registration fees. These facilities shall be listed in the *Call for Programs* and in the *Convention Program*.
4. That instructions to employers using the APA Placement Service include a clear statement forbidding invasion of privacy of applicants, except when explicitly shown to be job related. Details are to be worked out by the Central Office staff in consultation with the Association for Women in Psychology.
5. To table a motion that would have APA allocate space in the Washington offices for an administrative secretariat for the Association for Women in Psychology; no space available at the present time.
6. Defeat a motion that would have APA investigate nominating committees which have not proposed a number of women candidates proportional to the percentage of women in APA and, given that no extenuating circumstances are found censure the committees.

I. Council expressed its appreciation to the Association for Women in Psychology for bringing before it issues that the profession has ignored for too many years, and it affirmed its commitment to continuing efforts to eliminate discrimination against women and to promote the full utilization of their talents.

J. In discussing the goals of the APA in relationship to the demands of the Association of Women in Psychology (AWP), the Board agreed that APA should be initiating and leading against discrimination generally, rather than responding to minority groups one by one. Kenneth B. Clark agreed to write a paper as a basis for Board discussion at a special meeting to be held in December on the role of psychology and social justice. Deferred for discussion at that meeting were many of the resolutions introduced by the AWP, as well as the following, submitted by Division 9 (SPSSI), the AWP, and by a Council Member from Division 9:

To promote full implementation of the 1969 resolution on equal employment, the APA shall (1) require every institution with which it has financial dealings to submit a complete yearly tabulation of its labor force, showing the number of employees, a teach job level, by sex and race (including where appropriate, Blacks, Mexican-Americans, Puerto Ricans, Indians, etc.), and (2) distribute yearly a written report to the membership listing all institutions involved, and indicating the employment experience of each.

Minutes of the Annual Meeting of the Council of Representatives, September 5, 1971 (Washington, DC) and December 4-5, 1972 (Washington, DC)

...G. Council received a number of recommendations from the Task Force on the Status of Women in Psychology and took the following actions with respect to them:

1. Voted to continue the Task Force in 1972, with a budget of \$5,000.
2. Referred to the Committee on Revisions of Test Standards a recommendation that the appropriate APA committees review the concept of masculinity and femininity as presently used in psychological assessment procedures, with the view of initiating whatever action may be needed for bringing this matter to the attention of researchers in the field.
3. Accepted recommended Guidelines for Psychology Department Chairmen with respect to sex discrimination, including an antinepotism policy.
4. Accepted a recommendation that a senior member of the APA Central Office staff continue to be designated as having primary responsibility for dealing with the issues of concern to women psychologists. In an earlier action, the Board had noted with approbation the services of Tena Cummings as staff liaison to the Task Force.
5. Referred to the Publications Board, with consensus endorsement, a recommendation that the evaluation of manuscripts for submission to APA journals should be done anonymously for a trial period of one year to see if this practice will eliminate any covert or overt prejudice against either sex or other irrelevant characteristics of the author. (See Item V11-D-6.)
6. Accepted recommended guidelines for the Education and Training Board, adding sex discrimination as a fifth criterion in their evaluation of clinical, counseling, and school psychology training programs, noting that this has already been adopted by the Education and Training Board as Policy.
7. Accepted recommendations for increased participation of women in the formal activities of the APA.
8. Accepted recommendations that APA raise, with heads of appropriate government agencies, the issue of discrimination against women in terms of approving and funding research grant applications and in terms of their representation on scientific review committee.
9. Rejected a recommendation calling for the development of a "Talent Bank" of APA women psychologists, on the grounds that APA should not make official qualitative judgments about competence (beyond those involved in the election to Fellow status), but that Manpower Office be urged to design the manpower system in such a way that special lists (such as women psychologists with certain objective characteristics) could be retrieved. The possibility was also mentioned that existing National Science Foundation Register data might be used to develop a list of women psychologists with certain high-level objective characteristics.

The possibility was also mentioned that existing National Science Foundation Register data might be used to develop a list of women psychologists with certain high-level objective characteristics.

10. The Task Force has also recommended that child care service become a regular service of Annual Convention, with parents participating in sharing costs, and with hotel arrangements to include space for such service. A child care center was authorized for the 1972 Convention. (See Item V-R.)
11. Council received with thanks reports prepared under the aegis of the Task Force concerning the “Status of the Sexes in Psychology” (in cooperation with Division 9 [SPSSI]), data on the numbers of women members in the APA and its divisions, and an analysis of student cohorts by sex.

Minutes of the Annual Meeting of the Council of Representatives, August 27-31, 1973 (Montreal, Quebec, Canada)

Upon recommendation of the Ad Hoc Committee on the Status of Women in Psychology and the Board of Directors, Council at its August 1973 meeting voted to adopt the following new Rule of Council 60-13.1 establishing a continuing Committee on Women in Psychology, with the members of the Ad Hoc Committee to be retained through 1974 as members of the continuing committee.

- 60-13.1 There shall be a committee on Women in Psychology which shall concern itself with furthering the major purpose of the Association—to advance psychology as a science and as a 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 Association’s governing structure, to the Association’s membership, and particularly to the Division of 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 Chairmen of Graduate Departments of Psychology. Specifically, the Committee will undertake the following priority tasks:
- The collection of information and documentation concerning the status of women;
 - The continued development of recommendations and implementation of guidelines;
 - The development of mechanisms to increase the participation of women in roles and functions of the profession;
 - The ongoing communication with other agencies and institutions regarding the status of women.

The Committee shall consist of seven members, to be elected for staggered terms of three years. It shall report to Council through the Board of Social and Ethical Responsibility for Psychology.

Appendix B

APA Resolutions/Policy

APA Resolution – Termination of Unwanted Pregnancies (1969)
APA Resolution – Discriminatory Practices and Vendor Program (1969)
APA Resolution – Discrimination Against Women (1970)
APA Resolution on Avoiding Implicit Support of Discrimination Practices (1970)
APA Council Action/Policy – Psychology Departments and Others (1971)
APA Resolution - Equal Rights Amendment (1975)
APA Resolution- Boards and Committees – (1975)
APA Council Action/Policy – Head of Household (1976)
APA Resolution – Child Care (1977)
APA Resolution – Equal Rights Amendment (1977)
APA Resolution – The Right of Qualified Researchers to Conduct Appropriate Research (1980)
APA Resolution – Board of Women’s Issues in Psychology (1981)
APA Guidelines on Physical and Social Accessibility (1982)
APA Resolution – Employment Conditions for Psychologists (1986)
APA Council Action/Policy – Training to Include Women and Minority Groups (1988)
APA Resolution – Sexism in Research (1988)
APA Resolution – Halftime Internships (February, 1988)
APA Resolution – Psychological Issues in the Abortion Debate (1989)
APA Resolution – Rust v. Sullivan (Supreme Court Decision) (1992)
APA Resolution – Halftime Internships (February, 1994)
APA Resolution on Affirmative Action and Equal Opportunity (1999)
APA Resolution – Poverty and Socioeconomic Status (2000)
Bylaws of the American Psychological Association (2002)

Committee/Task Forces/Working Groups

Task Force on the Status of Women (1970)
Ad Hoc Committee on Women in Psychology (1972)
Continuing Committee on Women in Psychology (1973)
Division 35, Society for the Psychology of Women (formerly Division on the Psychology of Women) (1973)
Task Force on Sex Bias and Sex-role Stereotyping in Psychotherapeutic Practice (1974) (established by the Board of Professional Affairs)
Task Force on Non-Sexist Language (1976)
Women’s Programs Office (1977)
Task Force on Women and Depression (1987)
Reproductive Choice Working Group
Task Force on the Changing Gender Composition of Psychology (1992) (formerly, Task Force on the Feminization of Psychology, 1991)
Task Force on Male Violence Against Women (1992)
Journal Editors Working Group (1996)
Task Force on Women in Academe (1998)

Publications

Reports

Report of the Task Force on the Status of Women in Psychology (1972)
Survey of Women Members of the American Psychological Association, 1971-1972 (1972)
Understanding the Manuscript Review Process: Increasing the Participation of Women (1982)
Directory of Black Women in Psychology (1984)
Directory of Hispanic Women in Psychology (1984)
Women in the American Psychological Association (1986, 1988, 1993, 1995, 1997, 1999, 2003)
If Sex Enters Into the Psychotherapy Relationship (1987) (shortened version, 1988)
Understanding the Manuscript Review Process (1988)
Models for Organizing Psychologists (1990)
Reproductive Choice and Abortion: A Resource Packet (1990)
Survival Guide to Academia for Women and Ethnic Minorities (1992)
CWP: Two Decades of Change, 1973-1993 (1993)
Changing Gender Composition of Psychology (1995)
Research Agenda for Psychosocial and Behavioral Factors in Women's Health (1996)
Surviving and Thriving in Academia: A Guide for Women and Ethnic Minorities (1998)
Graduate Faculty Interested in the Psychology of Women (1981, 1982-83, 1987, 1991, 1993, 1998)
Making 'Welfare to Work' Really Work (1998)
Older Psychologists Survey (1999)
Governance Survey (199, 2000, 2001)
Women in Academe: Two Steps Forward, One Step Back (2000)
Summit on Women and Depression: Proceedings and Recommendations (2002)

Books

McGrath, E., Keita, G.P., Strickland, B.R., & Russo, N.F. (Eds.) (1990). Women and depression: risk factors and treatment issues: final report of the American Psychological Association's Task Force on Women and Depression. American Psychological Association: Washington, DC.

Koss, M.P., Goodman, L.A., Browne, A., Fitzgerald, L.F., Keita, G.P., & Russo, N.F. (1994). No safe haven: male violence against women at home, at work, and in the community. American Psychological Association: Washington, DC.

Gallant, S.J., Keita, G.P., & Royak-Schaler, R. (Eds.) (1997). Health Care for Women: Psychological, Social, and Behavioral Influences. American Psychological Association: Washington, DC.

Articles

American Psychological Association. (1972). Guidelines for the employment of psychologists. American Psychologist, 331-334.

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Task Force on Sex Bias and Sex Role Stereotyping in Psychotherapeutic Practice. (1975). Report of the Task Force. American Psychologist, 30, 1169-1175.

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Russo, N.F. & Denmark, F.L. (1984). Women, psychology, and public policy: Selected issues American Psychologist, 39(10), 1161-1165.

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Denmark, F., Russo, N.F., Frieze, I.H., & Sechzer, J.A. (1988). Guidelines for avoiding sexism in psychological research. American Psychologist, 43, 582-585.

Committee on Women in Psychology. (1989). If sex enters into the psychotherapy relationship. Professional Psychology: Research and Practice, 20(2), 112-115.

Goodman, L., Koss, M.P., Browne, A., Fitzgerald, L., Russo, N.F., Biden, J.R., & Keita, G.P. (1993). Male violence against women: current research and future directions. American Psychologist, 48 (10), 1054-1087.

Kite, M.E., Russo, N.F., Brehm, S.S., Fouad, N.A., Hall, C.C.I., Hyde, J.S., & Keita, G.P. (2001). Women Psychologists in Academe: mixed progress, unwarranted complacency. American Psychologist, 56(12), 1080-1098.

Conferences/Workshops/Presentations

Training workshops on Sex Discrimination in Education and Employment. Presented at regional psychological association meetings. (1974)

(A. Brodsky) Race, class, & sex issues in psychotherapy research. Master Lecture Series presented at the 89th Annual Meeting of the American Psychological, Washington, DC.

Psychology of Women. G. Stanley Hall Lecture Series. Presented at the 90th Annual Convention of the American Psychological Association, Washington, DC. (1982).

Psychosocial and Behavioral Factors in Women's Health: Creating an Agenda for the 21st Century, May 11-14, 1994, Washington, DC.

Psychosocial and Behavioral Factors in Women's Health: Research Prevention, Treatment, and Service Delivery in Clinical and Community Settings, September, 19-21, 1996, Washington, DC.

Summit on Women and Depression, Wye River Conference Center, October 5-7, 2000, Queenstown, MD.

Enhancing Outcomes in Women's Health: Translating Psychosocial and Behavioral Research into Primary Care, Community Interventions, and Health Policy, February 21-23, 2002, Washington, DC.

Amicus Curiae Briefs

City of Akron v. Akron Center for Reproductive Health (1983): [U.S. Supreme Court/brief filed 8/27/82]—addresses the City of Akron’s adoption of an informed consent requirement for abortions which mandated that the individual to provide such pre-abortion counseling must be that woman’s attending physician (as opposed to other qualified professionals) and specified the kind and substance of the information to be provided.

Hartigan v. Zbaraz (1987): [U.S. Supreme Court/brief filed 2/12/87]—the constitutionality of the Illinois Parental Notice Abortion Act requiring a physician to give 24-hr. notice to both parents of a minor.

Hawthorne v. Florida (1985): [Florida District Court of Appeals/brief filed 2/11/83]—admissibility of expert testimony on battered women’s syndrome to help establish claims of self-defense in murder case. (Parallels case of New Jersey v. Kelly).

Hodgson v. Minnesota (1987) & (1990): [U.S. Supreme Court of Appeals for the Eighth Circuit & U.S. Supreme Court/brief filed 3/16/87 & 9/1/89]—concerns the state of Minnesota’s attempt to regulate minor’s access to abortions. The Minnesota statute at issue requires physicians to notify the parents of all unemancipated minors under the age of 18 at least 48 hours before performing an abortion.

New Jersey v. Kelly (1984): [Supreme Court/brief filed 12/17/83]—admissibility of expert testimony on battered women’s syndrome to help establish claims of self-defense in murder case. (Parallels case of Hawthorne v. Florida.)

Ohio v. Akron Center for Reproductive Health and Hodgson v. Minnesota (1990): [U.S. Supreme Court/brief filed 9/1/89]—the constitutionality of Minnesota and Ohio statutes which prohibit a physician from performing an abortion upon a minor unless notice has been provided to the minor’s parents. (The Minnesota statute requires that the minor notify both parents while Ohio statute required notification of one parent.)

Thornburgh v. American College of Obstetricians and Gynecologists (1986): [U.S. Supreme Court/brief filed 8/21/85]—addresses state law which required physicians to inform women, contemplating and abortion, the detrimental physical and psychological effects that are not accurately foreseeable.

Price Waterhouse v. Hopkins (1988): [U.S. Supreme Court/brief filed 6/18/88]—whether social psychological research and expert testimony regarding sex-role stereotyping is sufficient to support a finding of sex-discrimination in Title VII (mixed motivation) case.

Watson v. Ford Worth Bank and Trust (1987): [U.S. Supreme Court/brief filed 9/14/87]—provides a strong statement on the applicability of the APA testing Standards and Principles to subjective selection procedures such as interviews, performance appraisals, and experience requirements.

Webster v. Reproductive Health Services (1989): [U.S. Supreme Court/brief filed 3/30/89]—addresses the constitutionality of a state statute that would comprehensively regulate abortion – including sections which circumscribe professional discretion in the counseling context.