

NEWSLETTER

OF THE CPA/SCP



SECTION ON WOMEN & PSYCHOLOGY SECTION : FEMMES ET PSYCHOLOGIE

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MESSAGE FROM THE COORDINATOR

Welcome to another year of SWAP activities and the SWAP Newsletter! Our section continues to be one of the largest and most active within CPA. At the recent CPA annual meeting in Penticton, the Section held a symposium on Recovered Memories of Childhood Abuse and hosted a conversation hour on CPA'S Role in Making Women's Issues outdated. In addition, Connie Kristiansen's invited address on "Recovered memories of abuse: Fact, fantasy or fiction?" was one of the best-attended events of the convention, drawing a standing-room-only crowd. We owe thanks to all of those involved in those activities, but most especially to Naomi Holobow, who did a marvelous job at this and all the other things she did as our Coordinator for 1993-94.

This year also saw the publication by Captus Press of 'Women, Girls, and Achievement', selected proceedings from the 1991 Pre-convention Institute. SWAP and the Women in Psychology interest group of the Psychologists Association of Alberta provided funding for this project and will receive any royalties generated by book sales. There were no SWAP pre-convention Institutes the last two years and many people have suggested they've been missed. We are hoping to have one in Charlottetown next year. Colleen MacQuarrie and Heather Walters at Simon Fraser University have volunteered to serve on an Institute organizing committee and Beth Percival at UPEI has agreed to serve as an on-site liaison. Colleen and Heather are seeking an additional individual at their end of the country to complete the committee. If you are interested in helping or want further information on the Institute, check the Call for Proposals elsewhere in this issue of the Newsletter.

The people responsible for the Institute, the Student Paper and travel awards, the coordination of submission reviews for the CPA Convention, the Newsletter and the other activities which SWAP carries out can always use your help. Your participation eases the workload for everyone and makes sure the Section continues to be healthy and active. Let any of these people or any member of the Executive know if there is anything you're interested in helping with. Your assistance is ALWAYS appreciated!

Joanne Gallivan

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SWAP FINANCIAL STATEMENTS
PREPARED AND SUBMITTED BY Mary Ricketts, Ph.D., Secretary-Treasurer

STATEMENT OF REVENUES AND EXPENDITURES
For the period January 1, 1993 to December 31, 1993

Revenues

Balance, December 31, 1992	\$8,477.65
CPA dues	3,522.50
CPA contribution re: Rhoda Unger	300.00
Interest	72.87
Total	12,373.02

Expenditures

Newsletter	1,603.10
Bursaries/Prize	1,671.91
CPA Expenses	1,241.50
Miscellaneous	242.80
Total	4,759.31

Balance December 31, 1993**7,613.71**

STATEMENT OF REVENUES AND EXPENDITURES
For the period January 1, 1994 to April 30, 1994

Revenues

Balance, December 31, 1993	\$7,613.71
CPA dues	3,058.00
Interest	8.77
Total	10,680.48

Expenditures

Newsletter	342.36
Bursaries/Prize	1,500.00
Miscellaneous	250.00
Total	2,092.36

Balance April 30, 1994**8,588.12****HISTORICAL FINANCIAL PERFORMANCE**

	1988	1989	1990	1991	1992	1993
Year end balance	3440.80	4077.93	4783.58	6969.22	8,477.65	7,613.71
Net increase	1292.81	637.13	705.65	2185.65	1,508.43	-863.94
% growth	+60	+19	+17	+46	+22	-10
Institute profit	1043.37	917.31	2277.95	2736.93	644.85	0

FROM THE EDITOR

So, another year and a new volume of the SWAP newsletter begins. In this issue, you will find the text of the **1994 SWAP Student Award Paper by Linda Coates and Allan Wade**. We've also included the text of Dr. Sandra Pyke's presentation of the **SWAP Distinguished Member Award to Dr. Meredith Kimball**, as well as notes from the conversation hour **CPA's role in making women's issues outdated: Has full participation been achieved?**

If you have any suggestions, comments, or criticisms about the newsletter, please let me know - this is your forum. In the meantime, I hope you will find this issue informative and enjoyable (I'm hoping to find another shade of pink for volume 21 - after all, pink is for "girls" isn't it?).

ABOUT SWAP

Assuming the newsletter mailing list is correct, current membership in SWAP is 184, including 144 full and sustaining members, and 50 student members. Any member of CPA is eligible to join the SWAP Section. Fees vary as a function of class of membership: full member, student affiliates, foreign affiliates, and special affiliates.

Additional information and application forms are available from: *CPA, Vincent Road, Old Chelsea, Quebec, J0X 2N0, Telephone: 819-827-3727, FAX: 819-827-4639.*

BOOK REVIEWS

Thanks to those of you who responded to the plea for book/video reviewers. If you know of a book or video that might be of interest to SWAP members, please send relevant information to the editor. In addition, please feel free to submit your review of any timely and relevant book or video to the newsletter.

SUBMISSIONS TO THE NEWSLETTER:

Deadline for the January issue of the SWAP Newsletter is **December 9, 1994**. Items for the May newsletter must be received by April 5, 1995.

Whenever possible, please send your submissions on a floppy diskette (either 5 1/2" or 3 1/4") in Word Perfect for PC, DOS/ASCII text, or text composed on a Macintosh. Your diskette will be returned to you. Alternatively, you may submit items for inclusion in the Newsletter via e-mail. The least preferred (but still acceptable) mode is via hard copy, because it means that I, or one of our too-busy secretaries will have to retype the submission.

THANKS TO:

David DiBattista, Chair of the Department of Psychology at Brock University, and **William Webster**, Dean of the Faculty of Social Sciences for agreeing to provide financial and secretarial assistance; **Linda Pidduck**, for invaluable technical advice and assistance; and **those who submitted material** for inclusion in this newsletter.

CHANGE OF ADDRESS:

CPA does not immediately advise us of changes in address, so please notify the editor of the newsletter.

The opinions expressed in this newsletter are strictly those of the authors and do not reflect the opinions of the Canadian Psychological Association, its officers, directors, or employees

SWAP DISTINGUISHED MEMBER AWARD

Presented to Meredith Kimball, Ph.D. by Sandra Pyke, Ph.D..

I am both pleased and honoured to introduce to you this year's recipient of the SWAP Distinguished Member Award, Dr. Meredith Kimball. Time constraints will permit only the briefest of eulogies, which is most unfortunate, because Meredith is truly a maverick, a woman ahead of her time, a person whose behaviour is invariably consistent with her principles, a creative and complex colleague who defies categorization and pigeon holing. For example, how many of you would have predicted that Meredith spent some time living in a convent in West Vancouver? Some years ago, in describing the research on sex differences, I concluded that never had so much been said about so little. Given the time pressure today, we are faced with the reverse situation - never has so little been said about so much. So let me get on with the little there is time to say.

After obtaining her Ph. D. from the University of Michigan in 1970, Meredith accepted a position as an Assistant Professor at the University of British Columbia. At that time, Women's Studies as an area of academic focus didn't exist, a lacuna that Meredith was soon to correct. She spearheaded the development of the first women's studies course at UBC in 1973 and also taught a psychology of women course under the rubric of the Psychology of Sex Roles. She also, while still untenured, assumed the presidency of the Faculty Association at UBC at a time when unionization was being attempted. Concurrently with shaking up the highly conservative academic environment at UBC, she similarly eschewed tradition in her personal life, opting for a communal life style in preference to the more typical family structure. Are you starting to get a feel for the pioneering, maverick spirit that characterizes Dr. Kimball?

Meredith left UBC to join the faculty at Simon Fraser in 1976. She is currently an Associate Professor at SFU, cross-appointed to Psychology and Women's Studies. Her contribution to both departments has been truly outstanding. She served several terms as coordinator of the Women's Studies Program and, more recently, as Chair of the Department of Women's Studies.

Outside the university, Meredith has had her fingers in a variety of pies. She has been very active in the Canadian Research Institute for the Advancement of Women, serving on several committees as well as the Board of Directors. Similarly, she has been heavily involved in the CPA Status of Women Committee, serving as a member of the Committee for eight years and as Associate Chair for a two year stint. She has also been a long time member and contributor to the Association for Women in Psychology and to the Canadian Women's Studies Association.

But perhaps it is Meredith's contributions as a scholar that are particularly influential. She began researching and publishing her work on women as early as 1973, a time when most psychologists believed such a focus to be trivial or foolish or subversive. It was certainly politically incorrect. But Meredith has always had the courage of her convictions and never avoided the high road. Her first publication, entitled *Mothers, children, work, and guilt*, appeared in a special issue of the *Ontario Psychologist* on the theme *Women: A new psychological view*, guest edited by Esther Greenglass. Meredith's interests spanned a variety of topics including methodological concerns, such as the sexism in science, women and science, women, work and achievement, women and mental health, television, and sex role attitudes. She published a book with Ellen Gee on women and aging in 1987 and authored an extremely important article on women and achievement in mathematics, which appears in a 1989 issue of the prestigious APA journal, *Psychological Bulletin*. She is currently completing a second book for Haworth Press on gender similarities and differences, which, from what I've seen, promises to be a psychological best seller.

In a recent article on postmodernism in the *American Psychologist*, Brewster Smith said, and I quote: "Human lives seem most meaningful and satisfying when they are devoted to projects and guided by values that transcend the self" (1994, p. 407). Meredith is clearly an exemplar of someone whose personal and professional life has always been guided by feminist values. Few among us have been so faithful to the cause, so unrelentingly dedicated to the pursuit of equality for women. Her commitment to feminism has enriched all our lives and today's award, inter alia, is a heartfelt expression of thanks and appreciation to our distinguished colleague, Dr. Meredith Kimball.

REPORT ON SWAP STUDENT PAPER AWARD AND TRAVEL BURSARY AWARDS

Marion A. Cuddy, Ph.D.

For the 1994 convention, notices for the SWAP Student Paper Award and the SWAP Travel Bursaries were published in the SWAP Newsletter and mailed to all Canadian universities with a Chair in Psychology. This year we received many submissions for the travel bursaries and fewer applications for the Student Paper Award.

This year the Paper Award was shared by two doctoral candidates. The winners of the 1994 Student Paper Award were Linda Coates and Allan Wade, from the University of Victoria, who presented a paper entitled *Judges' use of psychological explanations in sexual assault trial judgements*. Their winning submission is included in this Newsletter.

Travel bursaries, in the amount of \$200, were awarded to Carolyn B. Allard, Kathleen Ackley Felton, Vaughan Miller, Elva McWaid, and Antoine Quenneville.

CONGRATULATIONS TO ALL OUR WINNERS!!

Notices of the Student Paper Award and Student Travel Bursaries for the 1995 CPA convention in Charlottetown, P. E. I. will be published in the next issue of the Newsletter.

After four years of co-ordinating the student awards, I am pleased to announce that **Dr. Charlene Senn**, of the University of Windsor, will be taking over for the 1995 convention. Charlene won the award in 1991, and has graciously agreed to assume this task. I have enjoyed my sojourn as the awards co-ordinator and wish Charlene success.

NOTE: The next issue of the newsletter comes out early in January, so if you (or someone you know) are interested in applying for one of these awards, please be sure to submit your Abstract to CPA in December.

1994 SWAP Student Paper Award

Judges' use of psychological explanations in sexual assault trial judgements. Linda Coates and Allan Wade, University of Victoria

In a recent report on gender equality and the law, the Law Society of British Columbia (1992) concluded that the justice system "is failing battered women and victims of sexual assault" (p. 3).

In an earlier study, we found that sexual assaults were described in trial court judgements as being "non-violent" (see Coates, Bavelas, & Gibson, 1994). In the present study, we concentrated on causal attributions contained in these judgements and how these attributions worked to minimize or discount the violence inherent in sexual assault.

Sample: We used Quick-Law (a computerized data base of written Canadian legal judgments) to draw all British Columbia (1986-1992) cases that contained the terms "sexual" and "assault". We then eliminated duplicate cases, appeal cases, and cases where the charge or focus of the case was other than sexual assault. From these cases, we then examined all of the 64 judgements where the offender was either found or pled guilty. (All offenders were male.)

Scoring Procedure: Two independent scorers reliably identified causal attributions in the sexual assault trial judgements. That is, they identified instances where the judgment contained descriptions or explanations of the cause of the assault (92% agreement).

Results: First, we found that judges frequently attributed sexualized violence to psychological causes, such as alcohol dependency, stress or trauma, dysfunctional family life, personality traits, and sexual appetite or arousal (see Table 1).

Second, judges considered these causal attributions to be mitigating factors that reduced the offender's responsibility for his violent behaviour. That is, rather than portraying the offender as freely choosing to engage in predatory and violent behaviour, these causal attributions portrayed the offender as an unwitting victim of his own "psychology". These "problems" robbed the offender of his control. He merely succumbed to forces which impelled him to

behave coercively in search of cathartic release. Accordingly, these "problems" (e.g., alcohol dependency, going through stress or trauma, etc.) rather than the offender's violent behaviour were viewed as the "real problem" that needed to be ameliorated. Thus, we argue that these attributions minimized the violence inherent in sexualized assault by displacing consideration of the offender's actual violent behaviour and its effects upon the victim.

Table 1. Examples of Psychological Explanations.

Alcohol Dependency:

"I think the **first step towards your rehabilitation** would be to undergo the rehabilitative program...for people who have an **alcoholic problem**."

"I take into account...that alcohol was involved, and that **insidious substance of course deprives** so many people of their **inhibitions and control**..."

Stress or trauma:

"I am told your life changed from law-abiding to otherwise after the **trauma** of your Vietnam battle experiences and your petty crimes accelerated to more serious ones after a failed marriage, a conviction for obscene telephone calls and the death of your father...you feel considerable responsibility for your father passing....**Those explanations can be accepted as partial explanations** for your conduct but can never be excuses."

Dysfunctional Family Background:

"He is to be commended particularly in view of the fact that his **own personal background is unfortunate**."

"He was **born** [name of city] **into a home** where chronic alcohol abuse was the norm and chronic physical neglect was part of that norm."

"I take into account on the **plus side**...that you've had an **unfortunate upbringing yourself**..."

Personality Traits:

"And lastly, I have **considered the psychological and psychiatric factors**...which indicate you have complex problems which require extensive and intensive treatment."

"It would appear that **this man is not a danger to the world** at large or to young girls at large, that **he became obsessed** with this eleven year old, although I have to bear in mind the indecent assault on the sister of this girl."

"[A psychologist] found [the Offender's] behaviour here may indeed be consistent with **a passive individual of his type being under the influence of alcohol**."

Sexual Appetite or Arousal:

"...His entire life has...been given over to the pursuit of young girls in order to **satisfy his deviant sexual appetite**."

"You have failed...to **control your sexual impulses**..."

"**The motive--by that I mean the monetary return and sexual gratification**..."

"Your counsel suggests that your primary motive in each of these three instances was robbery and that **the sexual assaults occurred from your arousal** when you removed the victim's undergarments to bind and tie them."

There is no question that the many social and personal factors underlying violent behaviour warrant careful investigation. However, in the context of strategic courtroom argument, there is a risk that psychological discourse may be deployed to excuse violent behaviour.

References

- Coates, L., Bavelas, J.B., Gibson, J. (1994). Anomalous language in sexual assault trial judgments. *Discourse and Society*, 5 (no. 2).

CPA'S ROLE IN MAKING WOMEN'S ISSUES OUTDATED: HAS FULL PARTICIPATION BEEN ACHIEVED?

Notes from a conversation hour at the annual meeting of CPA, June 1994, Penticton, BC.

Naomi Holobow, Co-ordinator, CPA Section on Women and Psychology, 1993-94.

Good morning, and thanks to all of you for attending one of the first sessions of CPA's Annual Convention here in Penticton. Bonjour à tout le monde. My name is Naomi Holobow, and this year I have been the coordinator of Section 16, the Section on Women and Psychology. I feel very honoured and privileged to be in the company of my fellow panel members who I'm sure are well known to you. They are pioneers, trail-blazers, distinguished scientists, tireless workers for women's issues, mentors, exceptional role models, and all are members of the Section on Women and Psychology. If I were to list the accomplishments of each of them, we would be here until tomorrow. Instead, may I just briefly introduce them in their roles for today's Conversation Hour as representatives: for the CPA Committee on Education and Training, Dr. Sandra Pyke; for the Social Science Federation of Canada Women's Issues Network, Dr. Carrie Stark-Adamec; and, as Chair of the CPA Committee on the Status of Women, Dr. Jean Pettifor.

When Jean first approached me with the idea of today's conversation hour, it was because apparently there has been some suggestion to the effect that perhaps two groups within CPA dealing with women's issues were not needed - that is both SWAP and the Committee on the Status of Women; and that maybe one of them could be eliminated.

After first recovering from my initial shock over this suggestion, I put on my good, rational hat and said, well is there in fact some duplication of effort and/or mandates? And what *are* the various advocacy roles of groups concerned with women's issues? Hence the title for today's session: CPA's Role in Making Women's Issues Outdated: Has Full Participation Been Achieved?

Structure of the Session: The way we have decided to structure the hour is that I will begin by discussing briefly the achievements of the Section on Women & Psychology and then talk a bit about where SWAP would like to go from here. Then Dr. Pyke will talk about CPA achievements and weather trends in academia. This will be followed by Dr. Stark-Adamec addressing the topic of CPA influence on Research and the Social Sciences. Dr. Pettifor will conclude by summarizing recommendations for CPA for the next decade. There should be time after for about 10-15 minutes for discussion before we move on to our next sessions. What we would really like to concentrate on are the roles and mechanisms within CPA for addressing issues of concern to women, rather than on details of discrimination and inequality. What has the Section on Women and Psychology Accomplished?

What has SWAP accomplished?

Well, as I mentioned before, look at my fellow panel members. Powerful, successful, accomplished women. In a sense, their accomplishments are also SWAP's accomplishments for all continue to be staunch allies and supporters of the Section. In fact, it was seventeen years ago that these courageous women banded together and held an "underground convention", separate from CPA, that presented research about and for women. This was the start of IGWAP, the Interest Group on Women and Psychology, as the Section on Women and Psychology was then known. (The section became known as SWAP four years after the formation of IGWAP.) The initial mandate of the section was "to ensure the representation of feminist perspectives at the Annual CPA Convention".

One has only to look at the abstracts of the main body of the convention over the last number of years to realize that the first major accomplishment of the section has been to fulfill this initial mandate. In fact, at our last annual Section Business Meeting, there was some discussion as to how often we should hold a pre-convention SWAP Institute, due to the large number of posters and papers currently being accepted in the main CPA Convention.

SWAP's goals have evolved, and focus on exploring new avenues for psychologists interested in women's experiences. SWAP is committed to ensuring that the voices of those concerned with women and psychology issues are heard from within CPA. It is

also committed to encouraging as well as providing a forum for the discussion and dissemination of research and models of practice for, by, and about women. We are responsible for promoting attention to pertinent gender issues in research and the practice of psychology, within the organization and at the Board level.

And how do we do this? Through our very structure and organization.

SWAP is currently one of the largest sections within CPA with a membership this year of 223 members. We have provincial representatives who provide a contact person in each province for the SWAP executive and membership, and act as a useful network for gathering information about issues or topics of concern to the Section.

As an organization, we nominate women to be invited speakers, fellows, and board members, we mentor (a role which I think is EXTREMELY important), we act as role models, we lobby, we share information, we provide a "safe" haven, especially for female graduate students just starting out, we promote research of special relevance to women, and we advance psychological knowledge about issues of particular concern to women.

The mechanisms we use are actually written in our by-laws. This includes the publication and distribution of a newsletter 3 times a year. We have also organized special symposia, and I think no one will forget the 1990 symposium which Julie Brickman organized on the Montréal Massacre. We have financially supported the publication of some of our pre-convention Institute's proceedings. We actively support graduate students, and confer an annual student paper award. We also give travel bursary awards so that students can benefit from the important networking activities that take place behind the scenes at conventions. I have noticed that many students go on to serve as provincial representatives, or on the executive of SWAP. We organize sessions at the convention that are of interest to our members, and we represent the interests of the Section within CPA through position papers, policy statements and special meetings. And finally, we liaise with the CPA Status of Women Committee and act jointly with the Committee when appropriate. In fact, if I think over the course of my mandate as coordinator of Section 16 this past year, I know that I relied heavily on Jean for direction, guidance, and also information and

feedback from the CPA Board meetings.

In short, what we have achieved can be summed up by saying that the "purpose of this Section is to promote the development of Women and Psychology as a special interest area in psychology."

Unfinished Business: So, with these long lists of accomplishments, you might ask, is there any unfinished business, or has full equality and participation been achieved? I think that as far as SWAP is concerned, its unfinished business IS, in a sense, its business. It needs to continue doing what it has been doing, for as long as there are female students wanting to pursue graduate degrees in the field of psychology, and as long as there continues to be a "chilly climate" for women in academia, we owe it to them to exist as an organization with power, a voice, and as individual mentors, role models, and supporters. Having spent many years of being "in the freezer" in academia, I am now, in industry, learning to appreciate the power an organized group can offer. Academia has the tendency to promote individualism at the expense of collaboration and teamwork. But the truth is that there is strength in numbers.

SWAP also needs to continue to support position papers, such as the one Dr. Pyke has written this year, and which should be going before the CPA Board right now. It is entitled "Sexual Harassment and Sexual Intimacy in Learning Environments" and I encourage all of you who have not yet had the opportunity to read it to do so. It includes a list of recommendations, which, if implemented would help go a "long way toward the achievement of more equitable learning environments for the men and women in our discipline". To quote from Susan Hyde, a past coordinator of SWAP, "it is important that SWAP members, as feminist scholars, researchers, professionals, and as individuals, continue to work for the equality of women within CPA, the discipline, and society at large."

Because, . . . we are not there yet.

Sandra Pyke, CPA Committee on Education and Training.

CPA Achievements and Weather Trends in Academe

My assignment for today's session was to present some of the accomplishments of the Canadian Psychological Association (CPA) vis à vis women and then to explore the question of how successful academic settings have been in terms of the creation of hospitable or welcoming environments for women. I'd like to begin by sharing with you some data on the representation of women both in the discipline generally and within CPA, and then identify a sample of actions within the Association which reflect its responsiveness to women's issues. Following a discussion of favourable and unfavourable portents in academe, I'll try to identify some of the barriers to the achievement of full gender equality and equity.

Representation of Women: Based on the 1990/91 university enrolments in Canada (Statistics Canada, 1990), the representation of women in psychology as compared with the representation in all disciplines combined is presented in Table 1.

Table 1. Representation of women (1990/91)

	Psychology		All Disciplines	
	N	%	N	%
Undergraduate	22537	77	312517	55
Graduate	2183	68	46961	45
Total	24720	76	359478	53

These data have generated some concern about the feminization of psychology (Ostertag & McNamara, 1991) with the attendant threat of a decline in the prestige of the discipline. This is analogous to the notion that when too many women move into the neighbourhood, property values drop. Ostertag and McNamara (1991) conclude at the end of their comprehensive analysis that, although there are a number of pluses and minuses associated with the changing sex ratio, there is little evidence of declining prestige.

A similar trend toward increased representation of women can be observed within CPA. In 1939, 17% of the founding members were women. In 1983, the

proportion of women had increased to 32%. Six years later, women constituted 39% of the **membership** of the Association. Currently, women comprise 47% of the total CPA membership of 4,003 (J. Raymond, personal communication, July 27, 1994).

Augmentation of the ranks of women among **Fellows** of the Association has proceeded at a much more sedate pace. In 1975, 14% of the Fellows were women. (The sexist language inherent in this title continues to be problematic.) This had increased to 18% by 1984 and to 25% by 1992. There has been no change since 1992 (J. Raymond, personal communication, July 27, 1994).

With respect to CPA **officers**, out of 54 Presidents (1940 to 1992), only 7 have been women (13%). Among Honourary Presidents (1940 to 1992), only 3 of 52 have been women (6%). Representation of women among Directors of the Association has been much higher, exceeding their representation in the membership. From 1977 to 1992, 23 of 35 Directors have been women (66%). Participation of women on CPA committees also appears to have been reasonably good. For example, with respect to committee composition in 1983, women comprised 41% of committee members (*Highlights*, 1983).

Two major **awards** were established by the Association in 1980 - the Distinguished Contributions to Psychology as a Profession Award and the Award for Distinguished Contributions to Psychology as a Science. From 1980 to 1993, only 5 women (19%) out of a total of 26 award recipients have been so honoured.

To illustrate the involvement of women in CPA **journals** over time, the representation of women on a number of selected indices derived from the *Canadian Psychologist* is presented in Table 2.

CPA Achievements: CPA has accumulated a highly credible record of achievements since the mid seventies illustrative of the generally high level of responsiveness within the Association to issues relevant to women (the scheduling of this session at 8:00 on the first morning of the conference notwithstanding). (See Pyke, 1992 for a more detailed account of many of these accomplishments, as well as relevant references). The CPA Task Force on the Status of Women in Canadian Psychology was established in 1974 and the report of the Committee

Table 2. Representation of Women - *Canadian Psychologist*.

	1993	1990	1986	1982
Editor	Male	Male	Female	Male
Editorial Committee	52%	38%	29%	29%
Editorial Consultants	40%	15%	30%	---
Article Content	8%	14%	9%	6%
Professional Issues	0%	9%	6%	11%
Authors	35%	23%	16%	35%

published in 1977. By June of 1982, almost 60% of the 93 recommendations generated by the Task Force had been implemented. In 1976, the Interest Group on Women and Psychology, now the Section on Women and Psychology, was founded. A year later the Association established the Status of Women Committee as a committee of the Board of Directors. In 1978, the first Institute on Women and Psychology was held.

In addition to these formal structures, CPA has endorsed policy statements in a number of areas relevant to women such as: sexual harassment; gender discrimination in employment; psychology of women courses and research; importance of female role models; discrimination against graduate students on the basis of marital or parental status; discrimination on the basis of sexual orientation in employment and education; use or misuse of scientific evidence justifying discrimination on the basis of gender, sexual preference, marital status, etc.; and, child care (Canadian Psychological Association, 1992).

CPA has similarly endorsed procedural policies, guidelines or recommendations pertaining to: blind review; use of nonsexist language; counselling and therapy with women; Handbook of Educational Resources for Therapy and Counselling with Women (Pettifor, 1982); sexual harassment; nonsexist research; assessment of sex bias and sex fairness in career interest inventories; and sexual harassment and sexual intimacy in learning environments (Pyke, 1994).

Within the CPA code of ethics (Canadian Psychological Association, 1992) there is specific reference to: discrimination and/or demeaning descriptions based on gender, sexual orientation, etc.; sexual harassment; use of nonsexist language; power differential in therapy and sexual intimacy with

therapy clients; sensitivity to the role of bias; and avoidance of dual relationships.

CPA, through the Status of Women Committee and/or the Section on Women and Psychology (SWAP) has stimulated or supported considerable scholarship on issues related to women. For example, articles have been published on gender based salary differentials; discrimination in academic settings; feminism and psychology; women in Canadian psychology; sex bias in introductory psychology texts. Proceedings of the Institute on Women and Psychology have appeared in special issues of the *International Journal of Women Studies* and in two books (Gallivan, Crozier & Lalande, 1994; Stark-Adamec, 1980).

Other activities include the active participation and influence of SWAP in convention arrangements concerning child care, invited speakers, allocation of programme time, the review process, etc.. The Association has also been active in external agencies and has contributed expertise and support to other organizations wishing to enhance their relevance and commitment to women (e.g., the Social Science Federation of Canada).

Weather Trends in Academe: In dramatic contrast to days of yore when women were not permitted inside the halls of academe, a number of recent events suggest that universities are becoming much more benign environments for women.

Most, if not all, universities in Canada have implemented policies and procedures with respect to employment equity, affirmative action, elimination of discrimination, sexual harassment, inappropriate relationships, use of nonsexist language, and so on. We have seen the creation of a more inclusive curriculum, including courses on the psychology of women, the psychology of gender, the psychology of sex roles, as well as the implementation of women's studies programmes at both the graduate and the undergraduate level. The first doctoral programme in Women's Studies in Canada, at York University, began admitting students in 1992.

The remarkable increase in the number of women students is a very favourable omen and is matched by a marginal increase in the number of women faculty. Women comprised 14% of all social science full time faculty at Ontario universities in 1980/81 as compared with 21% of all such faculty in 1990/91 (Ontario Ministry of Colleges and Universities, 1992).

The representation of women among the ranks of senior academic administrators has also shown a meteoric rise. Their numbers are now such that a professional organization was established in 1986 - The Senior Women Academic Administrators of Canada.

Feminist thought vis à vis science has also influenced practices in the sacred grove. There has been an enhanced awareness of the role of bias in psychological research (Gannon, Luchetta, Rhodes, Pardie & Segrist, 1992) and the problems of logical positivism, as well as an increase in the receptivity to qualitative methods. Moreover, a variety of new publication vehicles have surfaced to handle the burgeoning feminist scholarship which is everywhere in evidence.

On the other hand . . .

At the current rate of progress, it will take 1,920 years or 64 generations before women achieve equity as faculty, administrators, and role models in Canadian universities (Senior Women Academic Administrators of Canada, 1994).

...And, women faculty continue to be paid less than men at every rank.

...And, the increase of women faculty is disproportionately at the lower ranks.

...And, women continue to be plagued by chilly climate factors including frequent exposure to sexually harassing incidents.

...And, the effect of the establishment of policies and procedures designed to reduce the frequency of harassing behaviours has been minimal.

...And, we see few curricular offerings on feminist therapy or feminist methodology.

...And, Eichler (1988) suggests that there has been only a negligible impact of feminist scholarship on mainstream social science.

Barriers to Equality and Equity: That women have not yet achieved equality or equity within the public arena is no surprise. Significant barriers to the progress toward equality exist. One such is the denial of personal disadvantage phenomenon described by Crosby and her colleagues (Crosby,

Pufall, Snyder, O'Connell, & Whalen, 1989). Some individuals, while recognizing that sexism and discrimination occur in society, believe that they themselves have been exempt from any form of discrimination or disadvantage as a consequence of their sex. Commitment to the 'Just World' belief similarly precludes awareness and/or acceptance of ubiquitous discrimination. Presentation of examples of bias or sexual harassment on a case-by-case basis also militates against perception of discrimination and an appreciation of its prevalence.

The very ideology of equality assumes sameness (Gentry, 1989). Achievement of equality then, means that female/male differences must be eradicated, must disappear. So, in their efforts to obtain fair and equitable treatment, women become pseudo-men. Interestingly enough, in spite of the basic assumption of sameness, there is a nonreciprocal quality to equality as currently practiced. While women take on the public roles traditionally held by men, men are not rushing in to pick up the slack on the domestic front. And, of course, any claims that women are different from men, have different life experiences, and that such difference should be recognized and taken into account by institutions, promptly raises the spectre of deficit. Following a tradition firmly espoused by Freud, the male mold is the prototype, and any deviation is interpreted as "less than", as a deficiency of some sort.

Perhaps the clearest evidence of the unpopularity of gender equality can be seen in the myriad examples of backlash, anti-feminism and neosexism on and off university campuses. (See Pyke, 1991 and 1994 for specific reference citations). Examples include: responses to the date rape campaigns at Queen's and at the University of Waterloo; the comments trivializing gang rape and sexual assault in the student paper of the Agricultural Students' Association at the University of Saskatchewan; the assault on Women's studies Programmes in the *Alberta Report* and at the University of Lethbridge; the panty raids at Wilfrid Laurier University; the anti-women and anti-feminist graffiti at York University, the University of Waterloo and the University of Victoria; the Mary Warner case at Brock University; the subjection of female swimmers to ogling and leering at the University of Toronto; the threats of physical and sexual harassment received by women at the University of British Columbia. All of these examples are, of course, minor in comparison with the tragic events of December 1989 at L'Ecole

Polytechnique.

Feminist scholarship has been vilified as politically biased and privileging both women and experiential knowledge (McCormack, 1991) while the Freeman affair (Freeman, 1990; Stark-Adamec, 1993) illustrates the resilience of the patriarchal ideology and its resistance to forces for change. The most recent addition to common parlance, the construct of 'political correctness', trivializes efforts to eradicate sexism, racism, agism, homophobia, and the like, and such efforts are perceived as infringements on academic freedom and the product of narrow minds. So, the pursuit of fair and just treatment for all is no longer meritorious or a legitimate social value but, rather, reflects intolerance or authoritarianism or, at best, naiveté.

And now. Given these serious impediments to the achievement of equality and equity, the wonder is that organizations and institutions have shown a rather remarkable degree of responsiveness to pressures for change. Women have indeed made great strides in terms of enhancing their ability to adapt to androcentric environments. But, perhaps the greatest challenge is still ahead as women try to redesign and restructure organizations and institutions so that they are a better fit for our lives, our experience, our needs.

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Cannie Stark-Adamec, Vice-President, Women's Issues, SSFC; Former President, CPA

Women and Social Science Research

I have two primary questions, with preliminary answers, to start off this presentation. Then, after presenting some documentation, I'll conclude with another primary question and a suggestion for an answer.

First question: Is there a need for a women's research "ghetto"?

Preliminary answer: Perhaps, ideally, we should look forward to a day when all research by, about, and for women can be considered mainstream research. Perhaps. In an ideal world. Perhaps.

Second question: *Why bother* examining the role and status of women in social science research?

And a **supplemental question:** *Why bother* examining the role and status of women with respect to *psychological* research?

Preliminary answer: To be blunt, there's no point in doing so...

No point, that is, if you believe that women are adequately and appropriately recognized for their contributions to society, to the culture, to our institutions, professions, disciplines and Associations.

No point, if you believe that our way of knowing is appropriately valued.

No point, if you believe that we, and our sisters, are safe in society.

No point, if you believe that our work environments are safe, non-toxic, and conducive to productive collegiality--the pushing back of the frontiers of useful knowledge in a cooperative, non-destructive, healthy and productive way.

If that's what you believe, I hope that you have lots of jobs at your place to offer to all the other women in the social sciences in Canada.

But it is important to examine how women in social science research are doing.

Research on, by, and for women is at the heart of, and forms the basis for:

- true and creative advancement of our disciplines,
- increased accuracy in our understanding of human processes,
- increased potential for an accurate understanding of women and our situations,
- increased potential for an improvement in our status in society in general and within our paid-labour environments and Associations in particular.

There are a great many components to the research process and I'll be starting at what may seem like the end of the process, the end product, but which I see

as being at both the beginning and middle, viz., publishing.

As I mentioned at a Social Science Federation of Canada (SSFC) Conference, the Proceedings of which were published (Stark-Addamec, 1989), we have to publish--and we have to publish for many reasons.

We have to publish . . . because we have something to say.

We have to publish . . . because *what* we have to say is different from what our male colleagues have been saying.

Although I wish that the saying were "Cherish or perish" instead of "Publish or perish", we have to publish . . . because communicating with each other orally, like at the CPA Convention or at interdisciplinary conferences, doesn't reach enough people to effectively change the fact and nature of our disciplines--the face and nature of knowledge.

We have to publish . . . because oral histories and herstories are fragile and susceptible to loss.

And we have to publish . . . because if we don't, we won't be *allowed* to.

And if we don't publish, we won't get that first job.

And if we don't continue to publish, we won't get promoted.

If we don't continue to publish, we won't get tenure.

If we don't continue to publish, we won't get research grants to investigate questions that are important, the answers to which, if we publish them, will stand a chance of changing the knowledge base.

And if we don't publish . . . we won't get the opportunity to serve gatekeeper functions from which positions we can influence the policies that have made it so difficult for us to publish.

And it is difficult for us to publish.

Difficult . . . because we do double-shifting, holding more full-time jobs than our male colleagues--and we don't usually have the equivalent of a wife to take care of so many little details (like cooking and

cleaning) while we do our important science and publications.

Difficult . . . because some of what we want to publish goes against the grain, makes waves, rocks the boat and (heaven help us) may offend.

Difficult . . . because some granting agencies may not consider our questions important and some of our peers--*particularly* in psychology--may not consider our research methods valid.

And, difficult . . . because the probability is high that many of us won't have had a mentor to take us under her wing, show us the ropes, let us in on the unwritten rules.

My point here is that the issue of publishing is embedded in all the issues that affect the status of women. And, it's one of the ways of changing the status of women.

There was a time when CPA was playing a leadership role in terms of the advancement of women and the advancement of research on, by, and for women.

SSFC conducted a study of the status and participation of women in social science disciplines in Canada and published it in 1986 (Christiansen-Ruffman, Murphy, Stark-Adamec, & Davidson, 1986). As one of the authors of this report, I can attest to the fact that in all relevant spheres, including those related to research, CPA really served as a role-model Association.

In the 70s, we have that extremely influential document by Olga Favreau (1977) on sex bias in research, published in the *Canadian Psychological Review* as part of the *Report of the Task Force on the Status of Women in Canadian Psychology*. In the various professional roles that I've played, I've had many occasions to refer to and cite Olga's work.

Our concern that research about, by, and for women wasn't getting adequate coverage at the CPA Convention led to the mounting of the Pre-Convention Institutes on Women and Psychology. When I organized the first one, back in 1978, the reception I got at CPA Head Office was very frosty. But in the following 16 years, there've been only two that haven't had a Pre-Convention Institute. And, we've published the Proceedings of several of these

Institutes--two as books (Stark-Adamec, 1980; Gallivan, Crozier, & Lalande, 1994), and two as four special issues of the *International Journal of Women's Studies* (Caplan, Stark-Adamec, Adamec, & Graham, 1985; Caplan, Stark-Adamec, & Graham, 1985; Caplan, Stark-Adamec, Toukmanian, & Graham, 1985; Caplan, Stark-Adamec, Wine, & Graham, 1985).

Women were having trouble getting their research and publications on the psychology of women accorded the weight and respect of "real" research ("It's just a fad. Not real research. It'll pass, just go away, if we ignore it."), so we got the CPA Board of Directors to endorse a policy statement recognizing that the psychology of women is a legitimate part of the discipline.

And we developed, and had the Board endorse, policy statements regarding treatment of research participants and research employees, and regarding treatment of future researchers in terms of graduate fellowships and scholarships.

CPA journals had to report annually on the sex ratios of their editorial boards, of their reviewers, of the authors who submitted manuscripts and of the authors who had their manuscripts accepted, accepted with revisions for resubmission, or rejected. Submissions to our journals and to our Convention had to undergo blind review--although editors regularly challenge this requirement. And CPA adopted a non-sexist language policy for our publications and, supposedly, for our Convention presentations--although this is by no means well-monitored or adhered to. Eventually, first one of our journals (*Canadian Psychology*) and then a second (*Canadian Journal of Behavioural Science*) had female editors appointed.

One of the most significant accomplishments with respect to research was the endorsement, and adoption as policy, of our *Guidelines for the Conduct of Non-sexist Research* (Stark-Adamec & Kimball, 1984). This document underwent incredible scrutiny--practically every CPA Committee of the board of Directors was charged with examining it for flaws. Eventually, after literally years of being passed around from one critiquing body to another, this document was not only endorsed and adopted as policy, it was published in *Canadian Psychology*. We also developed a *checklist* for authors, reviewers, and editors. CPA published this *checklist*, in both official

languages, as a poster that was distributed to all Canadian Departments of Psychology and which should still be available today.

These educational *Guidelines* were endorsed, adopted as policy, and published **before** APA endorsed and published theirs, and, although we sent them a copy of ours, they never acknowledged their existence.

Closer to home, we sent these CPA *Guidelines* to a Canadian scholar in another discipline, who later published guidelines for the social sciences, modelled after our format exactly, and using our points, but without any acknowledgement whatsoever.

Despite this disappointing behaviour on the part of others, our *Guidelines* were, and remain, a very significant accomplishment.

All of these accomplishments were documented in the Christiansen-Ruffman et al. (1986) report to SSFC. They served as a model for other social science Associations, and contributed to the development of the SSFC Women's Issues Network and Vice-Presidency of Women's Issues--the position that I now hold with SSFC.

But all of this is somewhat ancient story-telling. ...Which leads me to my **third question**: Is it the case that there's nothing more that needs to be done?

What has CPA done lately to contribute to the advancement of research relating to women's issues?

How can CPA return to its glory days of serving as a model Association for the other social science disciplines?

Psychology has the well-earned reputation of being the most vicious and narrow-minded committee in the granting system. How can CPA re-educate psychologists so that they modify their behaviour--if not on the basis of ethics, values and attitudes, at least on the basis that their behaviour is counter-productive?

Preliminary answer: To give you a preliminary answer, I have to return to the question of the desirability of, or necessity for, a women's research ghetto.

Eleven years ago (i.e., 1983), SSHRCC inaugurated a Strategic Grants theme on *Women and Work*. The history and outcomes of this Strategic Grant theme has been documented in a little goldmine-of-information book by Christiansen-Ruffman, Descarries, and Stewart, published in 1993. This team of researchers, on the initiative of Carmen Lambert, the first Vice-President of Women's Issues of SSFC, took on, with SSHRCC support, an evaluation of the *Women and Work* programme.

One of the 24 recommendations stemming out of their non-traditional evaluation of this grants programme was that SSHRCC establish a new Strategic theme, either in *Women and Change* or *Women, Marginalization and Equality*. SSHRCC acted on this recommendation, and in May 1992, a thematic programme was established in *Women and Change*.

Response to the introduction of this theme has been **overwhelming**. What do I mean by **overwhelming**?

There were **146** applicants to the *Women and Change* programme that was adjudicated in 1993--**127 of whom were women**.

There were only **145** additional applicants to **all other Thematic Grant Programmes combined**--**37 of whom were women**.

Only 32 of the 146 *Women and Change* applications were funded, although an additional **34** were **approved-but-not-funded**.

Now there's something odd going on here: SSHRCC says that they can't increase the supply of funds to the *Women and Change* envelope just because the demand far outstrips the supply, that the 114 other Principal Investigators who were unsuccessful in this programme should perhaps have applied for a standard operating grant, that women shouldn't be relying on the Strategies to get their research funded.

Why would so many researchers be applying to a Strategic Grants programme related to women's issues **instead** of to the regular programme where they will have their ideas, their plans, their research methods, and their goals and purposes evaluated by their peers in their own disciplines?

Perhaps, just perhaps, they don't feel that they and

their ideas will get a fair hearing from their mainstream colleagues.

Perhaps we feel that we still need to locate in the ghetto, that the suburbs aren't safe for us yet.

One of the other important recommendations in the Christiansen-Ruffman et al. programme evaluation was that SSHRCC establish a *Women's Studies Discipline Committee* within the standard operating grant programme. Perhaps if we had a safe neighbourhood like this to move to, we could make it in the suburbs.

Perhaps one of the things that CPA could do for us--and for women in other social science disciplines and the humanities--would be to take a stand on this, and add your voice to SSFC's in lobbying SSHRCC to take action on the recommendation and establish such an adjudication committee.

I would also like to take this opportunity to invite you to contribute your ideas, concerns, suggestions, and good advice to the *Women's Issues Network* of the SSFC. Our annual meeting of the network will be taking place in the late fall this year, so you have some time, after the start of the fall semester, to communicate with us. Jean Pettifor is CPA's representative to the WIN, so you can write to her or to both of us.

One of SSFC's projects for the next year will be to develop ethical guidelines for social scientists. I'm chairing the Task Force that is working on these guidelines, so if you have a special interest in this area and can contribute some expertise, please let me know.

And, I'd like to remind you that SSFC will be publishing the Proceedings of our National Symposium on Violence and we expect to be able to get this book out by the winter of 1995.

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Jean Pettifor, WIN Representative and President-Elect, CPA

Women's Issues are Moral Issues.

The strongest justification for supporting women in their quest for equal opportunities in society lies in the moral principles which are reflected in both religious teachings and in professional codes of ethics. To evidence respect for all human beings and to serve the welfare of others requires a rejection of bias, discrimination, violence and oppression. Any population which is disadvantaged in society requires extra attention and caring in order to avoid, eliminate and correct injustice--be that discrimination based on gender, age, ethnicity, disability, sexual preference, or economics. Respect, caring, honesty, integrity, and social responsibility are virtues for citizens and obligations for professionals.

Women's issues are not about competition for power, because success does not require the destruction of others. Self-worth and empowerment for women do not require the denigration and disempowerment *per se* of others. There is neither virtue nor sin in power, only in the ways in which power is used and the purposes for which it is used. There is room for everyone in respectful, caring and sharing relationships.

Women's issues consist of the concerns of women for the consequences of the applications and misapplications of moral and ethical principles. Ethical principles also apply to the concerns of men, of children, of the elderly, of the sick, of refugees, and of the impoverished. Within the moral context, we identify the pain and oppression; the conditions, context, and causes; and the strategies for changing conditions and healing hurt. We respond to our own experience, we hear the voices of others, and we gather the empirical data to support responsible strategies of reform. Women's issues are clearly moral issues in the eternal struggle to improve the human condition.

I see the Women's Issues Network within the Social Science Federation of Canada as part of a moral landscape to utilize the social sciences in correcting injustice and improving quality of life.

There is a significant amount of Canadian psychological literature relating to women's issues. Over the past twenty years, the Canadian Psychological Association has taken a lead in raising the consciousness of members and the public on these issues. CPA's Section on the Status of Women (SWAP) frequently sponsors a one day pre-convention institute on women's issues which is always well attended. It also sponsors speakers and convention presentations. CPA's Board of Directors also has a Committee on the Status of Women which is responsible for many of the achievements listed above. Many members of CPA conduct workshops and make convention presentations in a variety of settings on these topics, although usually they have not been co-ordinated or formally sponsored by CPA. Despite the barriers of insufficient time, resources and co-ordination, the Canadian Psychological Association has a relatively good record in addressing women's issues.

SURVEY OF INITIATIVES TAKEN BY THE

CANADIAN PSYCHOLOGICAL ASSOCIATION RELATIVE TO WOMEN'S ISSUES

1975, November. CPA board of Directors approved the establishment of a Task Force on the Status of Women in Canadian Psychology.

1977. Publication of the Report of the Task Force on the Status of Women in Psychology in *The Canadian Psychological Review*, 18(1), 3-18.

Policy statements (1981-1993).

- 1981-1 Sexual Harassment
- 1981-2 Discrimination in Employment Areas.
- 1981-3 Psychology of Women.
- 1981-4 Female Role Models.
- 1981-5 Education of Graduate Students.
- 1982-1 Discrimination on Sexual Orientation.
- 1982-2 Sexual Orientation of Graduate Students.
- 1984-1 Prejudicial discrimination
- 1987-1 Child Care in Canada

1980. Adoption of *Guidelines for Therapy with Women*.

1983. Adoption of guidelines on *Science Free of Sexism*.

1984. Adoption and publication of *Therapy and Counselling with Women: A Handbook of Educational Materials*.

1985. Adoption of *Guidelines for the Elimination of Sexual Harassment*.

1989. Adoption of brochure *How to Tell if Your Therapist is Sexist: Consumer Guidelines*.

1991. Adoption of *A Canadian Code of Ethics for Psychologists* to replace the 1986 edition of the same document.

1992. Publication of *Companion Manual of a Canadian Code of Ethics for Psychologists*.

POLICIES ADOPTED BY THE CANADIAN PSYCHOLOGICAL ASSOCIATION RELATIVE TO WOMEN'S ISSUES.

1981-1. **Sexual harassment.** The Canadian Psychological Association endorses the principle that

psychologists do not condone or engage in sexual harassment in their relationships with clients, supervisors, colleagues, students, employees, or research participants.

1981-2. Discrimination in the employment areas.

The Canadian Psychological Association endorses the principle that there be equitable treatment (i.e., no discrimination on the basis of sex or gender, or on the basis of marital or parental status) in the areas of: (a) recruitment; (b) hiring; (c) salary; (d) promotion rate; (e) fringe benefits; (f) assignment of duties (e.g., in academia: course loads, community service, committee service).

1981-3. Psychology of Women. The Canadian Psychological Association recognizes that courses in and research on the psychology of women constitute a legitimate component of the discipline of psychology.

1981-4. Female role models. The Canadian Psychological Association recognizes the importance of female role models (i.e., women in senior faculty and administrative positions) for female graduate students and for women in junior staff positions.

1981-5. Education of graduate students. The Canadian Psychological Association endorses the principle that there be equitable treatment (i.e., no discrimination on the basis of marital or parental status) in the education of graduate students with respect to: (a) recruitment of graduate students; (b) acceptance of students into graduate programmes; (c) recommendation of students for scholarships, fellowships, loans, teaching assistantships and research assistantships.

1982-1. Discrimination on sexual orientation. The Canadian Psychological Association endorses the principle that there be no discrimination on the basis of sexual orientation in: (a) recruitment; (b) hiring; (c) salary; (d) promotion rate; (e) fringe benefits; (f) assignment of duties.

1982-2. Discrimination on sexual orientation of graduate students. The Canadian Psychological Association endorses the principle that there be no discrimination on the basis of sexual orientation in the education of graduate students with respect to: (a) recruitment of graduate students; (b) acceptance of students into graduate programmes; (c) recommendation of student scholarships, fellowships,

loans, teaching assistantships, and research assistantships.

1984-1. Prejudicial discrimination. The Canadian Psychological Association endorses the policy that use or misuse of current knowledge which implies that there is scientific evidence that justifies prejudicial discrimination against any individual based on age, sex, gender, socio-economic status, physical and mental abilities or handicaps, ethnic origin, marital status, parental status, and sexual preferences, are unethical.

1987-1. Child care in Canada. The Canadian Psychological Association supports the need in Canada for more child care, more affordable child care, and child care of higher quality.

STANDARDS AND GUIDELINES RELEVANT TO WOMEN'S ISSUES ADOPTED AND AVAILABLE FROM THE CANADIAN PSYCHOLOGICAL ASSOCIATION.

Available from: Canadian Psychological Association, Vincent Road, Old Chelsea, Quebec, J0X 2N0. Tel: 819-827-3927. FAX: 819-827-4639.

Illustration and Interpretation of the CPA Guidelines for Assessment of Sex Bias and Sex Fairness in Career Interest Inventories. (1978). 15 pages. \$2.00. These guidelines and interpretations are designed to help counsellors recognize sex bias in inventories, and provide recommendations on how to minimize the effects of bias when it is found.

Guidelines for Therapy and Counselling with Women. (1980). 11 pages. \$3.00. Prepared by J. L. Pettifor, C. C. Larsen, & L. P. Cammaert. The ten guidelines are illustrated by actual case examples. Cross referencing to the Canadian Code of Ethics for Psychologists and the Practice Guidelines for Providers of Psychological Services is possible.

Science Free of Sexism: A Psychologist's Guide to the Conduct of Nonsexist Research. (1983). 16 pages. \$3.00. Prepared by C. Stark-Adamec and M. Kimball. Also available in *Canadian Psychology*, 25(1), 23-34. This guide to the conduct of nonsexist research provides a checklist for researchers, editors, granting agencies, and reviewers. The position is taken that: (a) a lack of awareness of the issues and factors involved is primarily responsible for sexist

biases in research; (b) the persistence of sex bias in psychological research is largely unintentional sexism; (c) research so influenced is unscientific; and (d) given the implications of such research for women in particular - in terms of equal opportunity, quality of life, and psychological health - the support, conduct, and publication of sex-biased research is unethical.

Therapy and Counselling with Women: A Handbook of Educational Materials. (1984). 40 pages. \$3.00. Prepared by J. L. Pettifor, C. C. Larsen, & L. P. Cammaert. The purpose of the handbook is to assist professionals to conduct (and women consumers to receive) sex-fair therapy and counselling. The Handbook compiles information from Canada and the U.S. which is useful in providing educational experiences. It is hoped that increased awareness of bias, and strategies to bring about change, will benefit both individuals and society generally. The following topics are addressed:

(a) Guidelines; (b) Education in the Psychology of Women; (c) Resources and techniques for continuing education workshops; (d) Additional case studies; and (e) Listing of resources.

Guidelines for the Elimination of Sexual Harassment. (1985). 12 pages. \$2.50. Prepared by E. S. Byers and D. Price. A summarized version was published in *Canadian Psychology*, 27(4), 371. This document defines sexual harassment and provides guidelines for its elimination. This supports the CPA policy statement that psychologists do not condone or engage in sexual harassment in their relationships with clients, supervisors, colleagues, students, employees, or research participants, and they take responsible action to correct abuses.

CALL FOR PAPERS - 1995 SWAP INSTITUTE

You are invited to submit proposals for the Twelfth Institute of the Section on Women and Psychology (SWAP). The Institute will be held on Wednesday, June 14, 1995, the day immediately preceding the Canadian Psychological Association's Annual Meeting, to be held in Charlottetown, Prince Edward Island. The theme is **Hard Times: Women's Suffering, Women's Resilience, & Women's Coping.**

Hard times seems to be a particularly appropriate theme for a meeting in the Maritimes. On Canada's east coast, hard times are a way of life: current difficulties are exacerbated by reductions in federal government transfer payments, the loss of fisheries, and cuts in social and health programs. The ability of women to adapt, to cope, and our resilience in responding to life stressors is the focus of this year's Institute. A primary goal of the Institute is to recognize, discuss, and analyze the impacts of hard times on women's lives and to acknowledge and value the diverse ways women respond and adapt to difficult life circumstances.

The Institute will focus on feminist approaches to psychological theory and research, therapy, teaching, and to our professional lives and professional development. Original research papers, symposia, panels, round-table discussion, or workshops (research, theory development or clinical practice) are welcome. We expect the presentations to cover a broad range of topics. These may include, but are not limited to the following: counselling women (in hard times), cuts in universities (e.g. effects on women scholars, women students, women staff, Women's Studies, etc.), cuts in government (any and all levels) programs & services, economic hard times (government deficits and debts), homophobic appeals to "family values", services (e.g. availability and affordability of daycare; accessibility or lack thereof to abortion services, etc.), the neoconservative agenda (how it affects women in the home, in the workplace, etc.), the backlash against feminism, un/employment, violence against women, diversity (class, race, and ethnicity), stress & coping.

NOTE: Proposals on topics other than the conference theme but pertinent to the Psychology of Women will be considered.

Format: Please submit, for proposals of all types, the following:

1. A cover sheet listing the title of the proposal, the author's name(s), professional affiliations, addresses and phone numbers. For a symposium, names of moderators and/or discussants should be included with those of the presenters.
2. Three (3) copies of a 200-300 word abstract/summary with title. For a symposium, the submission should include a separate abstract for

each of the presentations within the symposium.

3. The amount of time you will require for your presentation should be indicated. Single papers should not exceed 30 minutes. Symposia, panel discussion or workshops should be limited to 1+ hours.
4. Audio-visual requirements, if any.
5. Two (2) stamped, self-addressed envelopes with each submission.

Blind Review: All submissions will be subject to blind review. To ensure unbiased selection of proposals, please restrict any identifying information to the cover sheet.

Who May Submit Proposals: Anyone may submit a proposal regardless of sex or membership (or lack thereof) in SWAP or CPA. Submissions by people in disciplines other than Psychology are welcome.

Deadline: Proposals must be received by January 6th, 1995. Notification of decisions will be made as soon as possible.

Forward Your Proposal To/Or Make Enquiries of:

Colleen MacQuarrie or Heather Walters
Psychology Department, Simon Fraser University
Burnaby, B.C., V5A 1S6
Fax: (604) 291-3427
e-mail: waltersa@sfu.ca
Phone: (604) 291-3354 (messages only)

CALL FOR PAPERS/PRESENTATIONS/POSTERS

DOMESTIC VIOLENCE: SOLUTIONS

National Conference, April 28 & 29, 1995.

Texas Woman's University will host a national conference, *Domestic Violence: Solutions*, on April 28 & 29, 1995 on the TWU campus in Denton, Texas. The conference will examine practical approaches to intervening/preventing domestic violence among all populations: children, women, the elderly, and the disabled. An interdisciplinary approach to the topic is planned.

Keynote and workshop presenters include: Jeffry Basen-Engquist, Michele Harway and Ken Segel-Evans, and Ed Gondolf.

Papers/poster presentations are being solicited from a variety of academic disciplines including:

Counseling, Law Enforcement, Social Work, Family Sciences/Studies, Nursing, Sociology, Gerontology, Physicians, Women's Studies, Health Sciences, Psychology.

The conference will focus on issues drawn from the broad topic areas of:

Abuse Through the Life Cycle, Advocacy, Aiding/Coping With Victims of Abuse in Various Social Settings (the workplace, the schools, the home, etc.), Assessment & Psychological Evaluation, Battering Intervention, Legal & Ethical Issues, Lesbian & Gay Violence, Therapies & Interventions that Have Demonstrated Effectiveness.

Individuals (or groups) interested in submitting a paper or poster presentation for consideration should use the following guidelines:

- Presentations are 20 minutes in length
- 6 copies of the proposal should be submitted
- The proposal should be no more than 4 pages long
- The presenter's name, address, and affiliation should be submitted on a separate page (only 1 copy of this page is needed)
- Proposals must be received no later than October 31, 1994

Address proposals to:

Silvia Jo Lesko, Texas Woman's University,
Office of Continuing Education, P.O. Box
22479, Denton, Texas 76204-0479, (817)
898-3411, Fax (817) 898-3416, E-Mail:
S_LESKO@venus.twu.edu

CALL FOR REVIEWERS

SWAP needs a roster of reviewers for submissions to the annual convention. Both practitioner and academic reviewers are needed. If you would be willing to help out, please complete the form below and forward to:

Dr. Elizabeth Church
Counselling Centre
Memorial University
St. John's, Newfoundland
A1C 5S7

Name: _____

Institutional Affiliation (if applicable): _____

Mailing Address: _____

Telephone: Work: _____ Home: _____

FAX: _____

Languages one can review: English _____ French _____

Willing to review submissions in following areas (e.g., psychology of women; theoretical models; violence against women; child sexual abuse; women and health; women and aging; clinical issues in assessing and treating women clients; women in the workplace):

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____