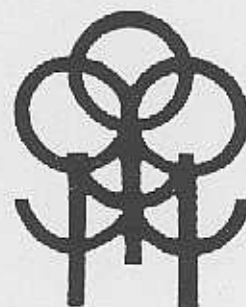


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# NEWSLETTER

OF THE CPA/SCP



SECTION ON WOMEN & PSYCHOLOGY  
SECTION : FEMMES ET PSYCHOLOGIE

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JANUARY 1991

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## TABLE OF-CONTENTS

1990-91 EXECUTIVE .....	1
1990-91 PROVINCIAL REPRESENTATIVES .....	2
COORDINATOR'S MESSAGE .....	4
1991 SWAP INSTITUTE .....	6
SWAP INSTITUTE - ACCOMMODATION .....	7
BOOK REVIEWS .....	9
NOTES AND NEWS .....	15
NEWS FROM ONTARIO .....	17
EMPLOYMENT OPPORTUNITIES .....	18
SWAP MEMBERSHIP LIST .....	21

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## COORDINATOR'S MESSAGE

Susan Hyde

Welcome to 1991, I hope everyone had a pleasant time with family and friends over the holidays and is ready to face the new year.

I have been in touch with many of you during the fall and have appreciated your help. Due to budget and time constraints I am not able to be in contact with most of you and would appreciate your responses to many of the issues I will be raising in this message.

First of all, a variety of business has been dealt with this fall. SWAP made a suggestion for an invited speaker to the CPA convention, but unfortunately our proposal was not selected. SWAP also agreed to sponsor a keynote address and roundtable with a Social and History sections of CPA. This has been entitled "Inter-Section - 1991: Social Psychology, Feminist Research, Theory and History". The keynote address would be given by Erica Apfelbaum, a social psychologist who is Director of Research with a research group on the Social and Gender Division of Labour and who also co-directs the Institute for Research on Contemporary Society of the French National Centre for Scientific Research in Paris. The discussant for SWAP will be Meredith Kimball (Simon Fraser University). The discussant for the Social Section will be SWAP member Lorraine Radtke (University of Calgary), and the discussant for the History Section will be Fran Cherry (Carleton University).

Another major item of business was the nomination of women as Fellow of CPA. Any member of CPA can submit names of Fellows and I had requested that SWAP members send me possible names this year. A few of you made suggestions and these names have been submitted. However, it would probably be useful to start thinking now about names for the 1992 Fellows.

A number of business items have come up this year from CPA. I am going to attempt to get these set up for the 1992 year and I would appreciate hearing from you on these matters. First, the Continuing Education Committee has requested each section appoint someone to sit on the Sponsor Review Committee, both to help identify existing sponsors of continuing education that may wish CPA approval, and to assist in the review and approval process. Would you please let me know if any of you are interested in taking this position or if you require any further information.

Second, the CPA Membership Directory will be listing the fields of interest of the members. At present there are no fields of interest specific to women's issues other than sex roles. Suggestions have been made for (1) feminist psychology or women's issues; (2) dissociative disorders; (3) sexual and/or physical abuse of women; (4) family violence; and (5) adult survivors of childhood sexual abuse and/or incest. If you have other suggestions please forward them to me.

Third, with regards to the convention the Sections are now being asked to appoint one or several people to review convention submissions which are relevant to their Section. Reviews must be done in a very tight time frame (between December 10 and January 10). If you are interested, I would like to develop a roster of SWAP members who would be willing to act as blind reviewers for the 1992 convention. Please contact me if you are interested.

Planning for SWAP activities for the 1991 convention are well under way. Sharon Crozier (University of Calgary), Coordinator for the SWAP Institute has arranged for Mary Field Belenky, one of the authors of "Women's Ways of Knowing", to be the keynote speaker and to offer a workshop. The Saturday Symposium entitled "Fear and Loathing in Academia: Women's Experience in the University" will bring together five women academics, at different points in their careers, to discuss their experience in the university.

Finally, we have just passed the anniversary of the Montreal Massacre and I am sure that all of us paused to remember the tragic deaths of the 14 women and of all the women who are killed in domestic violence in Canada. December 6th will serve as a reminder for years to come of the barriers that women experience in society and the violence they endure. In addition, I recently received a report called "Young Women in Nova Scotia" sponsored by the Nova Scotia Advisory Council on the Status of Women. This report highlights a disturbing finding that while young women are interested in a wide variety of occupations and professions, they expect that they will actually find themselves in a narrow spectrum of traditional jobs. While the reasons for this discrepancy between young women's desires and expectations and the realities they face are many and varied, it seems likely that they recognize that they face a variety of barriers in obtaining their goals in a sexist society. This serves as yet another reminder for the work that is yet to be done in gaining women's equality.

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**ELEVENTH INSTITUTE OF THE CANADIAN PSYCHOLOGICAL ASSOCIATION'S  
SECTION ON WOMEN AND PSYCHOLOGY**

Co-sponsored by the Psychologists' Association of Alberta's  
Women in Psychology Special Interest Group

**WOMEN, GIRLS AND ACHIEVEMENT**

Evening Keynote Address

Dr. Mary Belenky

**Ways of Knowing and Empowerment**

Mary Belenky, Ph.D., University of Vermont, and co-author of Women's Ways of Knowing.  
Dr. Belenky will also present a workshop: On Gaining Voice: Supporting the  
Development of Self, Voice, and Mind.

**Conference Theme**

Women are struggling to find their own definition of achievement as it applies to both their public and private lives. This involves recognizing women's unique contributions together with those conforming to traditional, male-defined categories of achievement. Feminist researchers and practitioners are striving to increase our understanding of achievement issues for women and girls in their lived experience, in the theoretical domain, and in the development of clinical practice.

Participants will have the opportunity to select from a range of workshops and papers sessions on topics such as achievement issues in educational and work settings, intrapsychic processes and achievement (e.g., achievement motivation, coping), redefining achievement to include female experience, sociological influences on women's achievement, balancing achievement with other values, women and creativity and issues of achievement in relationships.

**Date:** Wednesday, June 12, 1991

**Time:** 9:00 - 4:00 p.m. with evening Keynote Address

**Location:** Calgary Convention Centre, 120 - 9th Ave. S.E.

**Fee:** \$40.00 for students and \$70.00 for non-students

There will be a luncheon with entertainment and a reception following the keynote address. The cost is included in the registration fee.

For information contact: **Dr. Sharon Crozier**  
University Counselling Services  
MacEwan Student Center, Room 375  
University of Calgary, 2500 University Drive  
Calgary, Alberta T2N 1N4 (403) 220-5893

## SWAP INSTITUTE 1991

### ACCOMMODATION

To make your planning a little easier for attending the 1991 SWAP Institute, the conference committee have found some reasonable and affordable alternative accommodations. You may want to check the January edition of Psynopsis for accommodation organized by the CPA Conference Committee. This will probably include the Skyline Hotel, where the conference is being held and the University of Calgary Residence, in traditional residence style rooms (single or double rooms with shared bathrooms on each floor). We do not guarantee satisfaction but we have tried to find places which are clean, reasonably priced and close to the Convention Center or on the Light Rapid Transit Line, which has a stop one block away from the CPA Convention Center. We hope you will find this extra service helpful.

#### University of Calgary, Residence, Apartment Style

University of Calgary built apartment style residences for the 1988 Winter Olympics. These are very attractive apartments with kitchenette, bathroom, living room and bedrooms. You share your accommodation with either one or three individuals. You may determine your roommates by having one person book for all of the members, including the names of the other roommates and deposits for all. Otherwise, you will be put with other SWAP Institute participants who have also requested apartment style accommodations. Only the fridge is available for use in the kitchen. Meals and snacks are available in the campus cafeteria or at various food vendors on campus.

Room rates (with possible slight increase):

2 bedroom/2 people - \$37.00/per person

2 bedroom/4 people - \$24.00/per person

To guarantee space, book as soon as possible. Only limited space is available (20 beds) Book by telephone or send one night's deposit with names of group & dates of arrival and departures to:

Conference Housing  
018 Dining Center  
University of Calgary  
220-3201

#### Alternative Hotels

1. **Hotel Calgary Plaza** (Single/Double \$65-80)  
708 8th Avenue, S.W., T2P 1H2  
Phone: 263-7600  
- a few blocks from the Convention Center



2. **Prince Royal Inn** (Single/Double \$75-85)  
618 5th Avenue, S.W., T2P 0M7  
Phone: 263-0520  
- a few blocks from the Convention Center
3. **Lord Nelson Inn** (Single/Double \$55-65)  
1020 8th Avenue, S.W., T2P 1J2  
Phone: 269-8262  
- about 10 blocks from the Convention Center, right on the Light Rapid Transit Line
4. **Stanley Park Inn** (Single/Double \$60-70)  
4206 MacLeod Trail, S.W., T2G 2R7  
Phone: 287-2700  
- outside of the downtown core, south side of the city, about a 10 minute ride to the Convention Center, right on the Light Rapid Transit Line
5. **Relax Inn** (Single/Double \$45-55)  
9206 MacLeod Trail, S.W., T2J 0P5  
Phone: 253-7070  
- outside of the downtown core, south side of the city, about a 20 minute ride to the Convention Center, about 10 minute walk to the Light Rapid Transit Line
6. **YWCA** - 320 5 Avenue, S. W., T2G 0E5, Phone: 263-1550.

Single without bath \$25; Single with bath \$30; Twin with bath \$40  
- in the downtown area, about 4 blocks from the Convention Center

Note: you need to make reservations about 2 months in advance.  
(All hotels charge a 5% tax)

### **Bed & Breakfast Accommodation**

#### **Calgary Convention Center & Visitors Bureau**

237 8 Avenue, S.W.  
T2G 0K8

Phone: 263-8510

Toll Free Number: 1-800-661-1678

Has a variety of listings for Bed & Breakfasts in Calgary, many are located close to the downtown area.

Rates: Single \$25-35

Double \$40-60

Children \$10-15

These rates include your accommodations and a full breakfast.

## BOOK REVIEWS

### Healing Voices: Feminist Approaches to Therapy with Women

Laidlaw, Toni Ann, Malmo, Cheryl and Associates, 1990. San Francisco: Jossey-Bass Publishers Distributed to the trade by Macmillan. ISBN: 1-55542-225 - cost \$22.95 U.S.

Reviewed by Dr. Iris Jackson-Whaley, C.Psych. and Ms. Elizabeth Moore, M.A.

This book of 335 pages is a collection of descriptions of the practice of feminist therapy using a range of innovative techniques with some very difficult and painful problems. Each chapter begins with a description by the therapist of the approach that she has successfully used with her clients. The approach is described in practical detail, often including the words used, the typical sequence of events and strategies used when impasses are found. Each psychotherapist also attempts to describe a rationale for the approach and explain why she thinks it works. Following the therapist's discussion, a client with whom she has worked describes her experience of the particular therapeutic approach, including the reason why she sought therapy, what she experienced in the course of therapy and her retrospective thoughts and feelings about it. The sections by the clients are more than testimonials. They are painful, poignant, personal revelation that add depth and meaning to the explanations of the therapeutic approach under examination. In keeping with the format of this book, my review of the book (taken from a practitioner's perspective) is followed by a review by one of my former clients.

The addition of the client's voice to the therapist's has been demonstrated to be of use in the past. For example, books such as *I am Mary Barnes* alternated chapters by the therapist and the client in a Langian approach to the treatment of schizophrenia. However, it rests on a false dichotomy. Many psychotherapists practicing today, as in the past, have been through their own psychotherapy or analysis, and psychotherapy leads to an internalization of the process so that the client eventually becomes her own therapist. Also, many clients go on to gain professional credentials and become practitioners. Laidlaw and Malmo acknowledge this when they discuss the benefits of therapists having their own psychotherapy because a therapist cannot lead where she has not already gone. This reality is reflected in this review: the practitioner has had four years of psychoanalysis and several other shorter therapies of different types, and the client reviewing the book is in graduate school studying clinical psychology.

The problems presented in this book range across eating disorder, family violence, adult children of alcoholics, survivors of sexual abuse, childhood trauma and racial prejudice. The therapeutic approaches include group therapy of various types, using snapshots as tools for psychotherapy, Jungian dream analysis, hypnotherapy, native storytelling as metaphor, imagery, touch (massage) therapy and individual therapy.

All discussion rests on the basis of feminist theory. In a superb introduction, Laidlaw and Malmo articulate how feminist theory impacts on feminist therapy. Feminist therapists understand that women constitute an oppressed group in our culture and that

this oppression has psychological effects on women. Feminist therapists welcome inquiries about their values, orientations, and methods by potential clients. At appropriate times, feminist therapists may share pertinent parts of their own stories with their clients. Efforts are made to demystify the process of psychotherapy, and to minimize the distance and power imbalance between themselves to give perspective to the clients' experiences. There is a belief in the equal value of the therapists and the clients, and the clients have power over the content, choice of method (within the therapists' range of competence, of course) and the pacing of the therapeutic work. The clients' feelings, beliefs, intentions, and behaviour are validated and the therapists support their clients' movement toward healthy growth and change. Special support is given around the experience and expression of anger, healthy self-nurturing and the valuing of female friends.

Feminist therapists reject the adjustment model of mental health which encourages women to adapt to the *status quo*. They view therapy as incorporating internal and external change and play a social activist role in society. Their view of their role in their clients' lives extends outside of the office walls to the courtroom, other professionals' offices and the community. They are willing to act as their clients' advocates in the broadest sense of that word.

Laidlaw and Malmo share the view that healing work is accomplished in psychotherapy when "the client is engaged fully, when communication is established with both her conscious and unconscious mind, when both left-brain and right-brain functions are engaged, when both cognition and feelings are involved. In healing work, change takes place on an intrapsychic level (p. 5)... though the cause of the damage may be external (p. 8).

How is feminist theory and therapy different from other theories and therapies that have gone before? Although Laidlaw and Malmo at times point to some precursors to some of their thinking (Freud, Jung, Milton Erickson, Jerome Singer and so on), most of the references in this book are not to mainstream authors or even to refereed journal articles. This book is not meant to be a scholarly endeavour. Rather, it is meant to introduce and document some novel therapeutic approaches that appear to have been successful with clients who have had massive childhood trauma and have been traditionally been seen as difficult to help. This book also does not attempt to demonstrate any research reliability or validity to the approaches described. When there is some small effort to justify an approach (for example, phototherapy) with neurological theory it fails utterly. However, the book does describe the therapy techniques in sufficient detail that the **experienced** clinician could adopt some of the strategies and see how it works for herself, and herein lies the main strength of the book.

However, I think that it is possible to bridge feminist theory and therapy and other psychotherapy thought. Clinicians familiar with Rogers, for example, will have no trouble translating some of the comments on the importance of client affirmation with Roger's discussions of unconditional positive regard. Behaviourists will have no difficulty with the notions on imagery, successive approximations, client set goals, and so on. Social

learning theorists and therapists will see a similarity between the reframing explanations and self-statement modifications feminist therapists give their clients and the those given by social learning therapists. Psychoanalysts will have no difficulty translating the boundary issues and corrective emotional experiences described by the feminists to the same issues discussed by Kohut, Winnicott, and even Ferenczi, Fairbairn and most recently Bacal.

Indeed, Laidlaw, Malmo and their associates could easily have written the following (except for the use of noninclusive language), taken from Dr. Howard Bacal's article "Corrective Emotional Experience Revisited: (*Psychoanalytic Quarterly*, in press): "Optimal (therapeutic), responsiveness comprises the therapist's acts of communicating to his patient in ways that that particular patient experiences as usable for the cohesion, strengthening and growth of his self." It is based on the therapist's empathetic attentiveness, vicarious introspection, knowledge gained from the client and the therapist's education, training and theories. Bacal discusses the greatest problem is helping the client experience the analyst as a "good object" (i.e. benevolent, caring person). In view of the childhood trauma experienced by the clients described and writing in *Healing Voices*, Bacal's suggestion that it is difficult to help the client achieve this is an understatement.

The difference between feminist theory and therapy lies not in the issues previously discussed. Feminist therapy does not have a corner on the empathy market or the respect-for-client market or the empowerment market. What is new is the understanding of the relationship. Child psychologists studying the development of caretaker-child verbal and nonverbal communication came closest to touching on the interactive fluidity of the relationship that feminists talk about intuitively and indirectly. Jean Baker Miller, and A. G. Kaplan, along with others writing out of the Stone Center for Developmental Services and Studies articulate the self-in-relation issues and their implications for therapy. While they cite the work of the British objects relations school, they have moved, to a large extent, along their own track in elaborating how women in our society develop a sense of self that has unrecognized strengths that can be used to heal externally imposed wounds.

While *Healing Voices* did not set out to provide an historical or a broad review of current literature, anchoring the messages in this book to some of those landmarks would have made this book more accessible to a wider audience of professionals. Nonetheless, *Healing Voices* is highly recommended for clinicians of all ilk, and, if read with an open mind, will not fail to broaden our understanding of the important therapeutic issues for women in our society.

#### Client's Voice: Elizabeth M. Moore

The book *Healing Voices: Feminist Approaches to Therapy with Women* is well worth reading by both therapists and nontherapists alike. There are many things which make this book valuable such as the variety of approaches to therapy explored in the



pages and the format of giving a voice to both the therapist and the client.

The sheer variety of techniques presented helps to dispel the notion that all psychotherapy must be some sort of traditional "talk" therapy. Instead, anyone unfamiliar with therapy reading *Healing Voices* will quickly realize that any approach which aids in individual in the healing process is worthy of consideration. Every approach from role playing, massage, guided imagery and phototherapy is fully explored and explained in a separate chapter. Each technique examined although unique has as its foundation the respect for the client, the belief that the client knows what is best for herself, an awareness of the general context women find themselves in in North American society and how that affects the individual, the goal of helping women with such issues as incest and reclaiming feelings, and the importance of safety issues and personal intuition for women.

The authors should be commended for the format of *Healing Voices* as it serves many positive purposes for both therapists and nontherapists. By giving space to clients' experiences it provides readers considering therapy a better understanding of what therapy can be; it shows the hope, pain, strength and courage of women as they went through therapy and the healing process. This format also provides therapists the opportunity to view therapy as it is experienced by the client. By giving space to numerous mental health professionals, therapists are able to share with the reader the practical techniques involved in aiding in a positive therapeutic experience. As a woman who was a client in therapy it is refreshing to read a book which validates the client's experience as much as it validates the techniques and theory utilized by the therapist.

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### **Repression as Perfidious Fairy**

**Review of Alice Miller's *Banished Knowledge: Facing Childhood Injuries*  
New York, Doubleday, 1990. (212 pages)**

**Nalda D. Hyde, Ph.D., Reg. Psychologist.**

"No one's imagination is strong enough to visualize the horror that is inflicted on children every day in the real world." (p. 61) In this her sixth book, Alice Miller courageously once again takes up her pen to do battle with our culture and its institutions, including psychoanalysis and psychotherapy, that still, in large part, fail to hold parents responsible for the emotional, physical and sexual wounding that is inflicted on children daily. She describes the need for "enlightened witnesses" in each child's life who will see and name the abuse that the child is suffering and who will "unequivocally take the side of the child and protect him from power abuse on the part of adults." Only in this way will a child's abuse not remain invisible and be repressed into a state of "banished knowledge", only to surface and be acted out in violence against his or her

own children.

I consider this book required reading for every therapist and for many clients. For it struck me as I read this powerful book that we as therapists need to be "enlightened witnesses" for our clients. But we can only do that to the extent that we have remembered and experienced and felt our own childhood wounding and are not still caught in family loyalty, defending our parents' good intentions toward us, rationalizing their continuing abuse while telling clients they must learn to say no to abuse in their lives! Alice Miller's writing offers us some good role modelling for this pursuit. She writes openly and honestly about the "terrorism" exerted by her mother and describes as "soul mutilation" the effect on a baby of screams being ignored, the effect being "to repress his distress...for the result is an interference with his ability to feel, to be aware, and to remember." (p.2)

Later in the book she describes in some detail the psychotherapy that she discovered after some searching that enabled her to remember and reexperience and heal her own wounding. The description of this therapy seemed not unlike what many of us do each hour with our clients. But perhaps it is unusual in Europe where psychoanalysis still appears to reign supreme, although Alice Miller is a one-woman dynamo doing all she can to dismantle its tenets! She has a chapter entitled "Why I Reject Psychoanalysis" in which she says: "It is no coincidence that psychoanalysis has not yet undertaken any revision of its immanent pedagogy; it cannot do this, for as soon as the pedagogic scaffolding is removed the whole structure will collapse like a house of cards." (p. 182) And further: "...the method of free association, also known as the basic rule, reinforces intellectual resistance to feelings and reality; for as long as feelings can be talked about they cannot really be felt. And as long as feelings are not felt, the self-damaging blockages remain." (p. 183)

Miller's courage does not end with her taking on the whole of our "child inimical" culture and its institutions. She also tackles evil, its reality in the culture, as well as how it is generally whitewashed. The book jacket contains this powerful quotation:

"The Jungian doctrine of the shadow and the notion that evil is the reverse of good are aimed at denying the reality of evil. But evil is real. It is not innate but acquired, and it is never the reverse of good but rather its destroyer....It is not true that evil, destructiveness, and perversion inevitably form part of human existence, no matter how often this is maintained. But it is true that we are daily producing more evil and, with it, an ocean of suffering for millions that is absolutely avoidable. When one day the ignorance arising from childhood repression is eliminated and humanity has awakened, an end can be put to this production of evil." (pp. 142-3)

My one criticism of this book can be simply stated under the heading "I wish Alice Miller were a Feminist!" *Banished Knowledge* carries a publication date of 1988 and a translator's copyright of 1990 and yet it is written in sexist language, the kind of language usage we had prior to feminist consciousness raising in the early 1970's about the power



of language to keep women invisible through the use of the masculine pronoun exclusively. And that it is a translation offers no excuse, although the translator adds insult to injury by going to the trouble of quoting Ashley Montagu's struggle with his "awkwardness" at using "he or she" and resorting to what he is pleased to call "customary usage".

In the arena of gender relations, it seems that Miller, while clear and precise in naming her mother's wounding of her through "poisonous pedagogy", does not name her father's absence and lack of protection of her child self as abusive. She refers to him as her "kind father" (p.7), although later says, "My father avoided any confrontation with my mother and failed to see what was going on before his eyes....He never gave me the feeling that I had any rights at all; he never confirmed my observations and admitted my mother's cruelty." Why are these gross omissions by her father not named by her as cruelty? While I agree with her criticism that some feminists idealize and excuse mothers' abuse of their children by "understanding" its effects away, she seems to be making a similar error in relation to her father, as so many of our women clients do. Feminist theory after all readily accommodates the understanding that women are products of the patriarchy as well as men.

*Banished Knowledge* is an excellent book and needs to be mandatory reading for everyone engaged in the process of therapy either as therapist or as client, and certainly for graduate students who are in training to become mental health professionals. If it were also mandatory reading for parents or couples considering having children, there might be some hope that children would cease being the tragic victims of their parents' unconsciously projected rage and self-hatred. The last paragraph of her book is a powerful inspiration and challenge for all of us as therapists in our constant pursuit of honesty and integrity in our work. She states:

"The goal of therapy is to allow the once silenced child in us to speak and feel. Gradually the banishment of our knowledge is revoked, and in the course of this process, as the erstwhile torments and the still-existent prisons become evident, we also discover our history, our self, and our buried capacity for love. A therapy of this kind can be carried out only by a therapist, female or male, who no longer keeps the child in himself and that child's knowledge in a state of banishment or who at least is moving in that direction--because he wants at all costs to find out the truth about himself." (p. 189).

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### More Book Reviews?

If you would like to see book reviews in future issues of the Newsletter, please send suggestions for titles to be reviewed and reviewers (including yourself) to the Book Review Editor, Dr. Beth Percival, Department of Psychology, University of Prince Edward Island, 550 University Ave., Charlottetown, PEI, C1A 4P3.

## NOTES AND NEWS

Conference Call for Papers: **Interdisciplinary Approaches to Knowledge and Gender**, University of Calgary, June 26-28,1991. Theoretical papers as well as empirical studies which address the relationship between gender and knowledge are invited from scholars in all fields. Please send one-page abstracts by January 30,1991 to Dr.M.Osler, Department of History, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4 (Bitnet: MJOsler@UNCAMULT)

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**Contract Research Opportunity:** The Canadian Committee on Women in Engineering will be contracting out research that it hopes will explain the reasons why so few woman choose engineering as a career. As part of its two-year mandate, the Committee is examining secondary school education and socialization of young girls, the situation for female engineering students in Canadian universities, and the environment for working female engineers and barriers to their success in the workplace. The Committee is seeking researchers interested in conducting research in these areas. Interested researchers should contact Jeanne Inch, Canadian Committee on Woman in Engineering, c/o the Faculty of Engineering, University of New Brunswick, Fredericton, N.B., E3B 5A3, (506) 453-4515, FAX: (506) 453-4516.

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The American Association of University Women Educational Foundation announces **International Fellowships for 1991-92** for woman who are not citizens of the United States. These fellowships are for graduate study or research in the USA. Contact: AAUW Education Foundation, 1111 16th St. NW, Washington, DC USA 200036 (202)872-1430.

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**Qualitative Health Research** is a new international journal providing an interdisciplinary forum that will enhance health care further the development and understanding of qualitative research methods in health care settings. Health is used in its broadest context to include the various human responses to illness as well as the optimal condition of health. Each issue will contain both research and theoretical/methodological articles in the following areas: description and analysis of the illness experience, health and health-seeking behaviours, experiences of care givers, socio-cultural organization of health care and health care policy. For subscription information, contact Sage Publications, P.O. Box 5084, Newbury Park, CA 91359. For information on manuscript submission, contact Dr. J. Morse, Editor, Qualitative Health Research, Faculty of Nursing, University of Alberta, Edmonton, Alberta, T6G 2G3, Canada.

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## NOTES AND NEWS

Opportunity for **collaborative research in organisational/occupational psychology**. Dr. Beverly Metcalfe, University of Leeds would like to make contact with researchers interested in assessment and selection. She is currently conducting a pilot study using the Repertory Grid methodology to investigate the constructs that female and male managers hold of competence in management. She is keen to undertake a joint cross-cultural study with psychologists in North America and Europe. Interested individuals can contact Dr. Metcalfe at University of Leeds, Nuffield Institute for Health Service Studies, Leeds LS2 9PL, England.

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The conference **Women and Mental Health - Women in a Violent Society** will be held at the Banff Springs Hotel May 9th-12th. 1991. Keynote speakers include Andrea Dworkin, Rosemary Brown, Shirley Turcotte, Sandra Butler, Kate Millet and Carla McKague. For further information, contact Canadian Mental Health Association, Alberta North Central Region, 9th. Floor, 10050 - 112th. Street, Edmonton, Alberta T5K 2J1.

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## DEADLINE FOR MAY NEWSLETTER

Please note that items for the May issue of the Newsletter must be received by **April 5, 1991**. If possible, send submissions on diskette (IBM: WordPerfect or ASCII format preferred, but other formats are also acceptable; diskettes will be returned).

## NEWS FROM ONTARIO

In psychology and in other disciplines women have been increasingly frustrated by operating within the confines of the medical model in a hospital setting. Many of us have envisioned providing services from an overtly feminist perspective, and a few women have actually developed such services. Zelda Abramson, Micheline Bellacoso, Nancy Davis, Karin Jasper, Patricia McGillicuddy and Margaret Powel are among those women.

A little over a year ago Zelda, Karin, Patty and Margaret established a unique Women's Centre for Health Education and Counselling in Toronto. They believe that sensitivity to the sociocultural context in which we live and education are essential to restoring the power and control women need to make informed choices, and they are committed to providing an atmosphere where a woman can learn to nurture and strengthen herself. They specialize in sexual abuse, sexual assault, incest, eating disorders, body image, life transitions and the reproductive cycle, among other areas. They provide individual and couple counselling, consultation and education, and they offer groups on a variety of topics that are of special interest to women.

The **College Street Women's Centre** operates as an association of therapists, with a sliding fee scale. They see a number of clients with lower incomes, and they are looking for funding to subsidize clients who cannot afford to pay. If you have any information on possible sources of funding, or want to know more about this much needed service, please contact:

College Street Women's Centre  
517 College Street  
Toronto, Ontario, M6G 4A2  
(416) 929-1816

Eva Szekely, Ed.D., C.Psych.  
Ontario Provincial Representative

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# Department of Psychology

The Department of Psychology, University of Guelph has a vacancy for a tenure track appointment at the Assistant Professor level in Industrial/Organizational Psychology. The appointee will be expected to contribute to an active Master's Program in I/O Psychology and to a new Ph.D. program in collaboration with the University of Waterloo.

The successful candidate will be a graduate from a recognized program in I/O Psychology and should have established an active research program in the broad area of organizational psychology. The candidate should have teaching interests and expertise in at least one of organizational psychology, work attitudes, organizational development.

While the primary focus of the teaching will be at the graduate level in I/O Psychology, the candidate will also be expected to contribute teaching to the undergraduate program in one or more of the following areas: introductory, social psychology, statistics, tests and measurement, personality/individual differences. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents.

*The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. This appointment is subject to final budgetary approval.*

**Applications are invited for a senior level, tenure-track position in the area of Applied Development Psychology.** We are seeking an established scholar who will be a major contributor to a newly instituted Ph.D. program in Applied Developmental and Applied Social Psychology. Applications from all areas of research specialization within Applied Developmental Psychology and Clinical Child Psychology are encouraged.

The successful applicant will have a history of scholarly excellence, an active program of applied research, and a commitment to training graduate students for work in a variety of academic and non-academic settings. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents.

*The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. This appointment is subject to final budgetary approval.*

**Applications are invited for an Assistant Professor, tenure-track position in the area of Applied Developmental Psychology.** We are seeking a person who will be a major contributor to a newly instituted Ph.D. program in Applied Developmental and Applied Social Psychology. The ability to teach graduate-level courses in Assessment of Children, Intervention with Children and Families, learning Disabilities, or Social Policies for Children and Families would be an asset.

The successful applicant will have an active program of research, and a commitment to training graduate students for work in a variety of academic and non-academic settings.

*The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. A female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to final budgetary approval.*

Candidates should send a vitae and arrange for at least three letters of reference to be sent to:

Dr. Michael L. Matthews, Chair  
Department of Psychology,  
University of Guelph  
Guelph, Ontario, Canada  
N1G 2W1

UNIVERSITY  
of GUELPH

Closing date for applications and supporting material is **January 31, 1991.**

## **EMPLOYMENT OPPORTUNITIES**

Announcements for the following positions included statements of affirmative action or employment equity. For space purposes, only basic information is provided. Interested individuals are advised to obtain complete descriptions before submitting applications.

### **Mount Allison University**

One or more one-year term appointments, effective July 1, 1991, subject to budgetary approval. Teaching interests should include some of (but not necessarily limited to) the following: **RESEARCH DESIGN AND STATISTICS, COGNITION, LEARNING, HISTORY OF PSYCHOLOGY** and **INTRODUCTORY PSYCHOLOGY**. Closing date for receipt of applications is January 31, 1991 or until the positions are filled. For further information, contact Dr. Marvin Krank, Head and Chair of the Search Committee, Department of Psychology, Mount Allison University, Sackville, New Brunswick E0A 3C0.

### **Carleton University**

Two tenure-track appointments, subject to budgetary approval, at the rank of Assistant Professor in the **PSYCHOLOGY OF CRIMINAL BEHAVIOUR** and **COGNITIVE PSYCHOLOGY** commencing July 1, 1991. Closing date for applications is January 11, 1991. Applicants with a strong program of research should send their curriculum vitae and arrange to have referees forward supporting letters to Dr. Bill Jones, Chair, Department of Psychology, Carleton University, Ottawa, Ontario K1S 5B6.

### **The University of British Columbia**

One position at Assistant Professor level in **GENDER FAIR COUNSELLING**. Primary teaching responsibility in graduate level theory and practicum courses in Counselling Psychology. The successful applicant would be expected to engage in an on going program of research in gender fair counselling and supervise graduate student research in this area. For further information, contact Department of Counselling Psychology, Faculty of Education, University of British Columbia, 2125 Main Mall, Vancouver, B.C., V6T 1Z5.

### **Saint Mary's University**

A tenure-track position at the Assistant Professor level starting September 1, 1991. We seek an individual with the ability and commitment to teach courses in psychological **STATISTICS AND RESEARCH METHODS** at both the undergraduate and graduate levels. Candidates should have research interest in some aspect of **HUMAN BEHAVIOR**. Applications, which should include a curriculum vitae, copies of reprints or preprints, a letter describing teaching and research interests, and three letters of reference sent directly from referees, should be sent to Mr. Darryl Bruce, Chair, Department of Psychology, Saint Mary's University, Halifax, N.S., B3H 3C3.



## EMPLOYMENT OPPORTUNITIES

### York University

#### Department of Physical Education, Recreation and Athletics

A projected tenure-track appointment in **HEALTH PSYCHOLOGY** at entry level or higher. A Ph. D. is required with a background in Health Psychology relating to the promotion and health prevention of illness. An interest in the role of physical activity would be an advantage. The possibility exists of a cross - appointment to the Graduate Programme in Psychology for a suitably qualified candidate. Enquiries should be directed to Dr. Barry Fowler, Director, Graduate Programme in Exercise and Sport Science, 338 Bethune College, York University, 4700 Keele Street, North York, Ontario, M3J 1P3 (416) 736-5728.

### Luther College, University of Regina

A tenure-track position in Psychology at the Assistant Professor level starting July 1, 1991, subject to budgetary approval. Candidates should have an interest in some of the following areas: **SOCIAL AND DEVELOPMENTAL PSYCHOLOGY (FAMILY AND CHILD), GERONTOLOGY, or APPLIED CLINICAL COUNSELLING** with an orientation to humanistic psychology. Applications should include a curriculum vitae outlining disciplinary interests, teaching experience, examples of publication, and three letters of reference, which are to be sent to Dr. Arthur A. Krentz, Academic Dean, Luther College, University of Regina, Regina, Saskatchewan, S4S 0A2.

### University of Prince Edward Island

A tenure-stream position at the rank of Assistant Professor, subject to budgetary approval. Applications are invited from individuals with expertise in one or more of the following areas of psychology: **HUMANISTIC, COGNITIVE, PERCEPTUAL, PHYSIOLOGICAL, LEARNING and RESEARCH METHODS**. Closing date for receipt of applications and supporting material is March 15, 1991. Send letter of application, curriculum vitae, copies of recent publications, and three letters of reference to Dr. Philip Smith, Chair, Department of Psychology, University of Prince Edward Island, Charlottetown, PEI, C1A 4P3.

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