



NEWSLETTER OF THE CPA/SCP

Vol. 23 No. 2
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SECTION ON WOMEN & PSYCHOLOGY
SECTION: FEMMES ET PSYCHOLOGIE

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FOR SWAP
TRAVEL
BURSARIES FOR
STUDENTS, SWAP
STUDENT PAPER
AWARD INFO, and
C.R.I.A.W. 1997
REGISTRATION
FORM**

SWAP WELCOMES YOUR
INPUT. THE NEXT
NEWSLETTER IS IN MAY,
1997. THE DEADLINE FOR
SUBMISSIONS FOR THE NEXT
NEWSLETTER IS MAY 1, 1997.

1996-1997 EXECUTIVE

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Vacant

NOTICE SWAP requires an
Institute Coordinator.
If interested, please
contact Vivian Lalande [see above, left].

NEEDED E-mail addresses for
SWAP members.
We want to add
them to our mailing list to facilitate communication
among members. E-mail your address to the Editor
(hand@uvic.ca), and let us know if you would like to
receive your newsletter electronically. Thanks!

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NOTICE

S W A P
REQUIRES A PROVINCIAL
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YOU ARE INTERESTED, PLEASE
CONTACT VIVIAN LALANDE [see p. 1].

WEB

CPA WEBSITE
ADDRESSES

French: <http://www.cpa.ca/scp.html>
English: <http://www.cpa.ca/home.html>

COORDINATOR'S MESSAGE

As I review the fall activities in preparation to write this message, I realize how quickly time has passed and am reminded of the significant contributions SWAP continues to make. During the first term as coordinator, it has become increasingly obvious how well SWAP has been organized by the many members who have worked hard in the past, and the difference this Section has made in CPA and the field of psychology in Canada today. There is much to celebrate as we begin a new year and many reasons to feel encouragement for continued efforts.

One such accomplishment is my announcement that the vacancy on the CPA board has been filled by a SWAP member. Joanne Gallivan has been appointed to the position of Director (scientist) on CPA's board. Joanne has provided extensive service to SWAP, most notably as Coordinator in 1994-1995. She will be a great asset to the board and undoubtedly will be a strong advocate for SWAP and women's issues. Congratulations Joanne!

The CPA board also recently approved *The Ethical Guidelines for Non-Discriminatory Practice*. I would like to thank the following members for their hard work in developing the guidelines: Jean Pettifor, Sharon Crozier, Carolyn Larsen, Susan Harris, and a special thanks to Lynn Sloane who erroneously was omitted during the previous acknowledgement in the last issue of this newsletter. This is a second of two sets of ethical guidelines [see p. 8] which were developed by SWAP committees and quickly approved by the CPA board; a noteworthy accomplishment. Thanks also to Clare Porac who, as a member of the CPA board, supported the approval of these guidelines.

Preparations for the 1997 CPA conference in Toronto began very shortly after the end of the last conference. Mark your calendars for June 11-14 to attend; the SWAP program is looking very enticing. This year SWAP will sponsor a pre-conference workshop presented by Elizabeth Church and Eimar O'Neill. The full day workshop is titled *A Feminist Approach to Short-Term Dynamic Psychotherapy* and will provide a feminist relational framework for short-term psychotherapy. During the conference there also will be a SWAP-sponsored workshop presented by Jean Pettifor, Sharon Crozier, and Carrie Stark which will address the development of the guidelines for non-discriminatory practice. Through small group discussions and with participants from diverse backgrounds, the workshop will give participants an opportunity to evaluate the effectiveness of the guidelines in addressing services to clients.

CPA accepted the nomination by SWAP of Abigail Stewart as an invited speaker at the conference. The nomination is co-sponsored with the Counselling and Adult Development Sections [of CPA]. The topic of Dr. Stewart's

presentation is The Psychology of Middle Age for Women, and she will talk specifically about the way that social change may be altering women's experience of middle age. Dr. Stewart is the Director of the Institute for Research on Women and Gender, and Professor in Psychology and Women's Studies at the University of Michigan. Thanks to Meredith Kimball who suggested her as a possible speaker; Dr. Stewart will be an excellent addition to the conference program.

There are a number of changes in the SWAP executive and Provincial Representative positions [see pages 1 and 2 of this issue]. I would like to express my appreciation to all the SWAP members who have provided assistance and information during my first term as Coordinator. Please let me know if you have any suggestions, comments or news. I enjoy hearing from you and find your input helpful. Best wishes for a happy and prosperous New Year.

Vivian Lalande

EDITOR'S MESSAGE

Here in Victoria, the end of 1996 provided an opportunity for reflection and re-assessment of what life means in the 1990s. With the most amount of snowfall in living memory recorded on the island over a few days in December, everyday exchanges among family members and friends, neighbours and strangers, took on warmer and friendlier tones. Our "modern" rules for interaction, such as avoiding eye-contact and not taking the time to help others, were rare as folks assisted each other rather than waiting for the city's total of -- are you ready for this? -- three snowploughs to clear roadways.

The unanticipated arrival of the snow, I'll bet, did not elicit a great deal of sympathy from people in other parts of the country who are more accustomed to hearing Victorians count the number of flowers in winter months. But the snowfall-induced conditions made for a most interesting holiday. For example, colleagues who stayed in Victoria tend to describe their break in idyllic terms. It was "more restful" and "really peaceful" compared to years gone by. Walking from A to B, rather than relying on a vehicle, was common, and when one simply cannot rush around and do

100 errands or so in a day, one accepts the situation imposed by nature and finds the experience (*quelle surprise!*) to be an enjoyable one.

I learned many important lessons at the end of last year. Much of my holiday consisted of avalanches and treacherous road conditions on the journey back to Victoria from Alberta. For one, I am thrilled to have made it home safely. For another, there are perceptible benefits to initiating conversations with others, a task that is made much easier when a commonality (like the weather) can be identified. Not much of this is very surprising to me, but when we can combine lessons learned with future endeavours, then there is real progress.

I thought that I would share some ideas for change in 1997. How about introducing yourself to a co-worker or neighbour whom you've never really become acquainted with? When was the last time you did something small or large to help another person? Tell a friend or partner how much you appreciate them as an addition to your life. Finally, send us your e-mail address to facilitate communication among SWAP members all over Canada (be certain to indicate if you would like to receive the newsletter electronically to help us cut down on our paper use).

As the new year gets underway, I can report that the shovelling which awaited me upon my arrival is only just over. My work in the new term is starting to pick up momentum. Most importantly, however, I've got my sights ready for those blooming flowers.

Maria Barnes

Maria Barnes is SWAP's Editorial Assistant. Clare Porac, SWAP Editor, also survived the storm in Victoria and will return to this column next issue.

WELCOME

Heather Walters has agreed to be the new graduate student representative for SWAP. Maria Gurevich now is Nova Scotia's regional rep and SWAP's Abstract Review Coordinator. Thanks to you both for your involvement!

CONFERENCE INFORMATION

STRESS: VULNERABILITY AND RESISTANCE

March 23-26, 1997
The Banff Centre
Banff, AB

Call for Papers Deadline: 15 February 1997. Send abstracts to: K. Craig, Psychology Department, 2136 West Mall, Psychology, UBC, Vancouver, BC, V6T 1Z4

Advance registration fees (i.e., before 15 February) for this 3-day conference are \$255.00, or \$110.00 for students.

Topics include Posttraumatic Stress Disorder, Organizational Stress, and the Pragmatics of Stress Intervention.

WOMEN AND MENTAL HEALTH: RESPONSIVE PROGRAMS AND SERVICES

April 7-9, 1997
Tampa, Florida, USA

The conference is designed for professionals in research, clinical treatment, education, and service delivery fields related to mental health and substance abuse, and consumers of mental health in Florida. The focus of the conference will be on programs that respond to the heterogenous needs of women with mental health and/or substance abuse problems. Conference themes include:

*Women Helping Women: Innovations in Peers Support;
Mental Health Across the Life Span;
Women in the Community;
Responsive Clinical Practices; and
Women at Risk.*

CONFERENCE INFORMATION & BROCHURE:

Phone: (813) 974-1991
E-Mail: develan@hal.fmhi.usf.edu

**MENOPAUSE IN A CHANGING WORLD:
A MULTIDISCIPLINARY CONFERENCE**

May 7-10, 1997
Fantasyland Hotel
Edmonton, AB

Call for Papers Deadline: 8 January 1997

"Women and Choices", "Osteoporosis", "Women and Heart Disease, and "Health and Wellbeing" are among the areas addressed by international researchers and experts at this upcoming conference. The co-sponsors of this event, the Department of Obstetrics and Gynaecology and the Faculty of Education at the University of Alberta, are offering full (3-day) registration rates of \$300.00, a full student rate is \$100.00. Per day registration is \$125.00, and \$50.00 for student registrants.

CONFERENCE INFORMATION:

D. Duchesne
Phone: (403) 930-5817
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E-mail cmeade@admin.acadiau.ca

FEATURED ARTICLES

A Review of

*The Roles and Participation of Women in
Social Sciences Association in Canada: Final
Report*

*Douglas Thomson & Carrie Stark-Adamec
(Published by the Social Science Federation
of Canada)*

by Meredith Kimball

This document is a report of the second survey conducted by the Women's Issues Network (WIN) of the Social Science Federation of Canada (SSFC) in order to assess the participation of women in the professional associations of the social sciences in Canada in 1995. Twelve associations answered the questionnaire, including CPA. Through detailed analysis of data, some of which are summarized below, the authors' most important conclusion is "...that the time has not yet come for the merger or amalgamation of 'women's issues' into more general issues of concern to scholars" (p. 22). The need for continued work towards gender equity is amply demonstrated by the report.

The associations provided information concerning total membership; full and student membership by sex; percent of membership employed in academic and other settings; percentage of awards conferred on women; women's participation as presidents, members of executive committees, and members of other association committees; women's caucuses and committees; women's participation as editors, on editorial boards, and as reviewers for major journals; women's participation as authors of articles in the major journals; the publication of articles on women's and feminist issues; women's participation as convention chairs, chairs of convention sessions, and authors of convention presentations; and the convention presentations on women's or feminist issues.

In the following selection of information from the report I have chosen where possible to give the data for CPA as they compare to the data for the average of all reporting associations. For the average of all reporting associations, I have chosen to use the average that excludes the two organizations with almost 100% female membership and participation in governing bodies (Canadian Women's Studies Association, CWSA; and Canadian Association for Research in Home Economics, CARHE), and compare CPA figures to the average of associations with both male and female participation.

In comparison to other associations, CPA is larger (4200 members compared to the next largest association with 1003 members), has the smallest percentage of members in academic settings (40%), and has an equal number of males and females as full members, student members, and fellows. CPA is unusual among associations with both male and female participation in having an equal number of female and male members in all three categories.

As the authors point out, there is evidence in two areas for a continued "glass ceiling" effect in the Professional Associations (i.e., evidence of greater female participation rates as one moves away from the centre of power). The areas are association governance and editorial positions. In governance, women have held 23% of the presidencies (11% for CPA); currently hold 38% of executive committee positions (25% for CPA), and currently hold 42% of positions of all other committees (38% for CPA). In editorial positions, women have been 14% of journal editors; 48% of assistant editors; 38%

of editorial boards and 45% of reviewers. Comparable figures for CPA journals are: Canadian Psychology, 13% editors, 43% assistant editors, 50% editorial board, and 55% reviewers; Canadian Journal of Behavioural Science, 13% editors, 25% assistant editors, 47% editorial board, and 25% reviewers; Canadian Journal of Experimental Psychology, 0% editors, 40% assistant editors, 15% editorial board, and 40% of reviewers.

In terms of authorship of journal articles, currently women comprise 31% of sole authors and 35% of first authors in the journals published by the reporting associations. For the past five years the figures for women are 35% of sole authors and 21% of first authors. For the CPA journals the figures for women are: Canadian Psychology, current 19% sole and 70% first authors, and for the past five years 27% sole and 38% first authors; Canadian Journal of Behavioural Science, current 33% sole and 43% first authors, and for the past five years 37% sole and 25% first authors; Canadian Journal of Experimental Psychology, current 0% sole and 16% first authors, and for the past five years 3% sole and 18% first authors. Although women are quite active in publishing, relatively few articles are published in association journals on women's or feminist issues. Currently 8% of articles focus on women's issues and 8% focus on feminist issues. Figures are quite similar for the past five years, 11% on women's issues and 9% on feminist issues. Both Canadian Psychology and Canadian Journal of Behavioural Science report a relatively high percentage of articles on women's issues, between 12 and 22%; however only Canadian Psychology reports publishing articles on feminist issues with 15% currently and 20% in the past five years. A majority of the association journals have a gender inclusive language policy (66%) and a large minority (41%) report having non-sexist research policies. CPA has adopted both kinds of policies which apply to all three journals.

Although very few women have served as convention chairs in the history of the associations (13% overall, 2% CPA), women were active participants in the 1994 conventions sponsored by the reporting associations. Overall 29% of sessions were chaired by women (4% for CPA), 51% of convention presentations had female first authors (46% CPA), and 13% of the

SWAP STUDENT PAPER AWARD

In keeping with its goals of advancing the place of women in psychology and of promoting research of special relevance to women, the Section on Women and Psychology will offer a \$500.00 student paper award this year. The award will go to the best paper submitted to the Annual Convention of the Canadian Psychological Association, **which advances psychological knowledge about issues of particular concern to women.**

Submissions may be in French or English. Papers co-authored with another student, faculty member or non-faculty are acceptable, but the research must be primarily that of the applicant who must be first author.

Interested students should submit two (2) copies of a summary (approximately three (3) pages in length) of their paper or poster, with all identifying data as to the author's name and university omitted from the summary. If any of the authors are not students, this should be indicated. Submissions must be received no later than **April 18, 1997**. Selection will be by blind review, and selection criteria will include the following:

1. Scientific excellence/significant contribution to psychological knowledge
2. Absence of sexism
3. Clear and effective writing style

Students submitting papers for consideration for the award will automatically be considered for a SWAP Travel Bursary.

Address inquiries and submissions to:

Dr. Charlene Senn
Department of Psychology
University of Windsor
Windsor, Ontario
N9B 3P4

All entries must include the following signed declaration.

I declare that when I submitted my abstract to the Annual Convention (autumn 1996) I was registered as a student at _____ University.

Signature

N.B. In order to be eligible for this award you must have submitted an abstract to the Canadian Psychological Association Annual Convention through its Call for Submissions in the fall of 1996 and be planning to attend the conference in Toronto.

SWAP TRAVEL BURSARIES FOR STUDENTS

The Canadian Psychological Association Section of Women and Psychology is offering travel bursaries to students in psychology (and those individuals who have recently graduated) who are attending the 1997 Canadian Psychological Association Annual Convention in Toronto in June. Priority for the travel bursaries will be given to those students whose papers on topics of special relevance to women have been accepted for the Convention programme and who need the money to help defray their expenses.

Interested students should fill out the following application in French or English. Submissions must be received no later than April 18, 1996 and be sent to:

Dr. Charlene Senn
Department of Psychology
University of Windsor
Windsor, Ontario, N9B 3P4

APPLICATION FOR SWAP STUDENT TRAVEL BURSARY

Name: _____

Mailing Address: _____
(in May 1997) _____

Telephone: (H) _____ (W) _____

University: _____

_____ M.A. or M.Sc. candidate _____ Ph.D. candidate

Are you presenting at the Annual Convention? ____yes ____no

If you are presenting, is it a ____paper? ____poster?

Are you the senior author? ____yes ____no

Please attach a copy of your abstract(s) and the letter of acceptance from the conference organizers.

Are you a SWAP student member? ____yes ____no

Estimated Travel Costs: _____

Other considerations: Please continue on reverse if necessary.

All entries must include the following signed declaration.

I declare that when I submitted my abstract to the Convention (autumn 1996) I was registered as a student at _____ University.

Signature

OR

I declare that when I submitted my abstract to the Convention (autumn 1996) I was no longer registered as a student but had graduated from the Psychology program at _____ University in the past year.

Signature

Call for Voices

CRIAW97

Canadian Research Institute for the Advancement of Women

November 7-9, 1997

Fredericton, NB.

CRIAW97 is putting out a call for voices/papers on the theme **OUR BODIES / OUR LIVES**. We would like to invite papers, workshops, presentations, art work, poetry and performances dealing with the impact of the realities of the female body on our lives as women.

This theme is very broad in its application. Examples of topics could included: the pressures on young women to conform to an unrealistic ideal body type, and the attendant dangers of anorexia and bulimia; the international traffic in young women as sexual objects; the sexual readjustment of women who have undergone breast cancer surgery; sexuality in an aging population; female self-esteem in a society which judges women as sexual objects, etc.

We invite women of all ages and backgrounds to present research or community-based responses to the conference theme. Although, the conference committee invites submission on a wide range of issues, priority will be given to those papers or presentations on the conference theme.

Please send your proposal before **APRIL 1, 1997** to the program committee:

CRIAW97 Program Committee,
519 Beaverbrook Crt. Fredericton, NB., E3B 1X6 Canada
tel: 506-450-2632 fax: 506-451-8389
E-mail criaw97@brunswickmicro.nb.ca

Please specify in your proposal what kind of presentation you would like to make (e.g workshop, roundtable, panel, paper, art, poetry, performances).

REGISTRATION FORM CRIAW'97 Conference

OUR BODIES/OUR LIVES

November 7-9, 1997, Lord Beaverbrook Hotel, Fredericton, NB

REGISTRATION FEES: (all meals included)

☐ 195.- Regular (before 06/30/97) ☐ 225.- Regular ☐ 65.- Student/low income

PAYMENTS ENCLOSED:

☐ Cheque

☐ Money Order

Name: _____ Address: _____

City: _____ Province: _____ Tel: _____

Fax: _____ Email: _____

PERSONAL NEEDS:

Diet: ☐ Vegan ☐ Vegetarian ☐ No beef/pork ☐ Other _____

Day Care (specify the number of children): _____

☐ Friday ☐ Saturday am ☐ Saturday pm ☐ Saturday eve ☐ Sunday

Access needs (specify): _____

PRESENTATIONS

Presentations, in general, should be no longer than 20 minutes each. Each session, in general, will not have more than three presenters; however exceptions, if needed, can be made. If you need more time please indicate that clearly on the form.

The conference will have simultaneous sessions. You can propose an entire session with all the presenters or you can submit your own proposal (the program committee will organize the session). The program committee will try to accommodate all accepted presentations in an appropriate venue.

Other Presenters: ☐ I would like to present with: (name(s) and titles)

1. _____
2. _____

Type of presentation:

☐ Workshop ☐ Roundtable ☐ Panel ☐ Visual ☐ Paper ☐ Performance

Language, space and presentation needs: ☐ French ☐ English

☐ Circle ☐ Theater ☐ Overhead Projector ☐ TV & VCR ☐ Flip-chart

Return from to: CRIAW97, 519 Beaverbrook Crt. Fredericton, NB., Canada.
E3B 1X6 Tel: 506-450-2632 fax: 506-451-8389 Email criaw97@brunswickmicro.nb.ca

☐ Please consider me for sponsorship! (letter enclosed)

presentations focused on women's or feminist issues (25% CPA).

Although many organizations, including CPA, have women's caucuses such as SWAP or women's committees, none report having a written policy on gender equity. Given the lack of official gender equity policies, and much of the evidence presented in this report, the authors recommendations are well justified. They include: 1) That the new Humanities and Social Sciences Federation of Canada (HSSFC) include a Vice President for Women's Issues, a standing committee on women's issues, and a network of representatives from each of the member societies; and 2) That this survey be repeated to include the humanities associations as well as further document the position of women in the social science associations. The authors also recommend strategies for individual associations in which women's participation is not on par with their membership in the association. These include public recognition of contributions to the discipline, rotating designated seats on governing bodies, active recruitment of women, research on the status of women within the discipline, and written policies on gender equity. Given that women make up 50% of CPA membership on all levels and rarely are 50% of the participants in governing and editorial bodies, these strategies should be seriously considered.

Meredith Kimball

Women and Organizational Structures: An Avenue to Influence
S. W. Pyke & E. R. Greenglass
York University
North York, Ontario

The Early Years

The beginning of modern academic psychology in Canada was marked by the controversial appointment of Wundtian disciple James Mark Baldwin to the metaphysics department of the University of Toronto in 1889 (Hoff, 1992). (Baldwin may be better remembered as one of the 26 charter members who founded the American Psychological Association in 1892 [Wright, 1974]). However, psychology didn't really achieve independence as a discipline and a profession in Canada until the 1920's when at the Universities of Toronto and McGill, separate psychology departments were hived off from departments of philosophy (de la

Cour, 1987; Wright & Myers, 1982). At the University of Toronto, counterbalancing the establishment of the first psychology laboratory by Baldwin, was the creation of the Institute of Child Study which opened in 1926 and was primarily the domain of women, albeit both the Director and Assistant Director were men.

From 1930 to about 1945, at least at the University of Toronto, women students outnumbered the men by a considerable margin. de la Cour (1987) reports that more than 75% of the undergraduates in psychology during this period were women. In addition, women were reasonably well represented among the faculty (de la Cour, 1987). It should be kept in mind, however, that the absolute numbers are very low. Mary Wright (1974) estimates that in 1938 there were only about 53 psychologists in the whole country, of which perhaps no more than six or seven were women.

The War Years

As an outcome of the desire of Canadian psychologists to contribute to the war effort, the Canadian Psychological Association was founded in 1939 (Ferguson, 1992; Vipond & Richert, 1977; Wright, 1974; Wright & Myers, 1982). Of the 38 founding members (Adair, Paivio & Richie, 1996), seventeen percent were women (de la Cour, 1987). The activities undertaken by this fledgling organization during the years of World War II centered around the selection and training of military personnel and wartime information research (Wright, 1974). Accounts of these activities make no mention of the involvement of women psychologists.

During the war, and in the post-war period, Mary Wright (who was a graduate student at the time) tells us that at the University of Toronto, equality of the sexes was taken for granted and graduate students, female or male, were treated alike, including the level of financial support provided (Wright, 1992). de la Cour (1987) supports Wright's contention when she says, "Far from occupying a marginal existence, Toronto's women psychologists were a major and vital component of the profession from 1920 to 1945" (p. 44).

What were the women psychologists of the day doing? Although not stimulated or prompted by CPA, women also contributed significantly to the war effort through their provision of services relevant to

working mothers and their children. One of these initiatives involved the training of day care workers. "The need for women workers in the factories created a corresponding need for quality day care for their children." (Wright, 1974, p.119). Meeting this need required the training of teachers and child care workers. Canadian women psychologists provided courses in child study to British women who then operated nursery school units throughout the country. By 1943, over three thousand such centres had been established (de la Cour, 1987).

In spite of these substantive contributions of women psychologists CPA continued its marginalization of women. In the three decades, from its inception to 1970, of the 78 different individuals who served as officers of the Association, only 10% (n = 8) were women, a proportion far below their representation in the discipline. Indeed it was not until 1968 that CPA elected its first woman President, Mary Wright.

In the post-war period, women's participation rate underwent a sharp decline. "The number of women in graduate programs plummeted and female faculty in the Department of Psychology at the University of Toronto declined from 30% in 1930 to 11% by 1950." (de la Cour, 1987, p. 46).

CPA and the Seventies

The Renegade Symposium

In 1970, about a quarter of the CPA members were women (Pyke, 1992). However, the gate-keepers of Canadian psychology proved to be ignorant of, or disinterested in, or otherwise immune to new societal trends acknowledging women. Efforts of feminist psychologists to present their research at CPA meetings were singularly unsuccessful. In desperation, six York University psychologists - students and untenured faculty - (Ann Berens, Esther Greenglass, Sandra Pyke, Frances Ricks, Mary Stewart, Jean Turner-Simmons) organized a symposium and priding themselves on their political acumen, they persuaded the Past President, Dr. Virginia Douglas (the second woman to be elected as CPA President), to serve as symposium discussant. Once again, however, the 1972 Program Committee rejected the proposal which was entitled, "On women, by women" (Pyke & Stark-Adamec, 1981). The group decided to present their work independently and booked a meeting

room in a hotel adjacent to the convention site. A relatively short underground pedestrian thoroughfare connected the two hotels, hence the event came to be known as the "underground symposium".

Leaflets advertising the renegade symposium were distributed to convention delegates by symposiasts and their supporters. The event attracted huge interest among the rank and file and was so well-attended that there was standing room only for many in the audience. The event also received extensive press coverage (Vineberg, 1972) and the research was summarized in an issue of the *Ontario Psychologist*, guest edited by Esther Greenglass (Bowen, 1973).

The Task Force

In 1974, on the suggestion of Mary Wright, CPA established a Task Force on the Status of Women in Canadian Psychology in recognition of the declaration of 1975 as International Women's Year (IYW) by the United Nations. The Task Force, chaired by Dr. Barbara Wand, addressed four major issues: 1) the status of women within the discipline; 2) the education and training of women in psychology; 3) sex bias in psychological research; and 4) psychological services for women. Background papers on these topics were prepared and relevant recommendations generated. In April of 1976, the Task Force presented its Report, with almost 100 recommendations, to the CPA Board of Directors. In January of 1977, the Report in its entirety (i.e., with supporting papers included) was published in a special issue of the *Canadian Psychological Review* (Wand, 1977).

The Section on Women and Psychology

Among the recommendations of the Task Force was a proposal that a special interest group dealing with the psychology of women be formed. In June, at the 1976 Convention in Toronto, the Task Force organized a meeting to explore the creation of such an Interest Group. The inaugural meeting was attended by about 27 people (Pyke, 1976). There seemed to be general support for establishing such a group but issues such as a name for the group, the appropriate administrative structure and whether to admit male members, were subject to some debate. In the end it was decided that any psychologist was welcome to affiliate with the Interest Group. By June of 1977, there were 66 paid members (Pyke, 1977). Several of these members were

students in what may have been the first psychology of women course in Canada. It was offered at Dalhousie University and taught by Dr. Cannie Stark-Adamec.

The Institute

Dr. Cannie Stark-Adamec became the Coordinator of the Interest Group on Women and Psychology in June of 1977 and initiated the first Institute - a one-day pre-convention conference focussed on the presentation and discussion of research and practice issues relevant to women. Proceedings of this first Institute, which took place in 1978 in Ottawa, appeared in a book edited by Cannie Stark-Adamec (1980); papers presented at the 1980 and 1981 Institutes have been published in special issues of the *International Journal of Women Studies*, edited by Paula Caplan (1985) and a text edited by Gullivan, Crozier and Lalande, (1994) contains papers delivered at the 1991 Institute. For the first time in Canada, feminist psychologists had access to a legitimate large scale public forum. The theme of the Twelfth and most recent Institute, held in 1995 in Charlottetown, Prince Edward Island, was, "Hard times: Women's suffering, women's resilience, & women's coping".

The Status of Women Committee

The Task Force on the Status of Women in Canadian Psychology had enjoined CPA to appoint an individual to oversee implementation of their recommendations. In 1977, the Board designated a newly elected developmental psychologist from Simon Fraser University, Dr. Elinor Ames, to perform this function. Under her leadership, a number of extremely important legislative changes and changes in organizational structure were introduced which helped to ensure the increased representation of women on editorial boards, as officers of the Association, on Committees of the Board, and among Fellows of CPA (Ames, 1981). She was also instrumental in fostering research on the status of women which although documenting the lower salaries of women psychologists (Kalin & Grant, 1981) and their underrepresentation among the faculty in psychology departments (Ricks, Pyke, Ames, Parry & Duncan, 1980), revealed no discrimination in graduate admission policies and practices or in provision of financial aid (Ricks, et al., 1980; Williams, Zabrack & Harrison, 1980). Under the auspices of the Committee, Jean Pettifor and her colleagues, Lorna Cammaert and Carolyn Larsen

prepared a set of guidelines for therapy and counselling with women clients which was adopted by the Board of Directors (Canadian Psychological Association, 1980).

The Eighties and Later

The Status of Women Committee continued to be an extremely active force on behalf of women psychologists in the eighties. By 1983, the Committee had been instrumental in implementing about 60% of the Task Force recommendations (Stark-Adamec, 1983). Under the stewardship of Cannie Stark-Adamec, the CPA Board adopted guidelines for the elimination of sexual harassment (Byers & Price, 1986) and guidelines for the conduct of nonsexist research (Stark-Adamec & Kimball, 1984). Research continued to be a focus for the Committee as Percival (1984) investigated sex bias in introductory psychology textbooks and Leland and Nelson-Wernick (1983) explored practices related to the recruitment of faculty in Canadian psychology departments. Parenthetically it should be noted that in a massive restructuring exercise, prompted in part by financial concerns, the CPA Board has recently decided to dissolve the Status of Women Committee.

After 40 years with only two women Presidents of CPA (Mary Wright and Virginia Douglas), the eighties saw three women elected to the presidency, Vaira Vikis-Freibergs in 1981, Sandra Pyke in 1982 and Elinor Ames in 1985.

What was the situation for academic psychology in the eighties vis a vis women? For the 1985 Institute of the CPA Section on Women and Psychology Annabel Cohen organized a workshop on psychology of women courses and women's studies programmes across Canada. With respect to Ontario, Cohen reports 20 courses with content primarily related to women and psychology, albeit many of these courses were of the "special topics" variety.

The Council of Ontario Universities Committee on the Status of Women surveyed women's studies programmes in the province in 1989. Course listings for these programmes reveal relatively few offerings from Psychology Departments on the psychology of women or sex differences or sex or gender roles. Only nine such undergraduate courses were available across the province. By contrast, over twice as many courses on women, or sex or gender roles

were found in the curricula of Sociology Departments. Clearly this area of specialization has not developed within our discipline, at least in terms of course offerings. To illustrate, consider the situation at Simon Fraser University. The university mounted its first credit course on women in 1971. An undergraduate programme in Women's Studies commenced in 1975 and the first graduate programme in Canada in Women's Studies enrolled its first master's level students a decade later. Yet another decade passed before the first psychology of gender course was offered by the Psychology Department (Meredith Kimball, personal communication, July 1996). Or consider the situation in the Department of Psychology at York University. A psychology of women course did not appear on the curriculum until 1988/89 under a special topics rubric. It was not a regularized component of the curriculum until 1991/92.

Moving to the 1990's, we find that women are once more in the ascendancy numerically. In 1994/95 women constituted 68% of the doctoral students enrolled in full-time psychology programmes in Canada, a total of 1015 women (Canadian Association of University Teachers, 1996).

Representation of women in the CPA has grown accordingly. In 1995, of its 4,200 members, women comprised 49% of the full status, student and foreign affiliate members (Thomson & Stark-Adamec, 1996). In addition, two more women have served as President in the first half of this decade - Annie Stark-Adamec in 1992 and Jean Pettifor in 1994. And, on the initiative of the Education and Training Committee, the Association endorsed a number of progressive recommendations aimed at decreasing the frequency of sexual harassment and inappropriate sexual intimacy in learning environments (Pyke, 1996). Nevertheless, some disturbing trends are evident. Consider, for example, the demise of the Status of Women Committee or the declining membership figures for the Section on Women and Psychology. In 1990, SWAP, with a membership of 268, was one of the largest of CPA's 26 Sections (Pyke, 1992). However, the current member roster numbers only 152 (Newsletter of the CPA Section on Women and Psychology, 1996).

Scholarship

Prior to the seventies, little research focussed on women's issues in Canadian

psychology. However, a burgeoning literature soon developed produced by a relatively small number of women psychologists. Perhaps the first such pioneering author was Esther Greenglass (1976) who tackled a highly controversial topic in her treatise on abortion. Among the other early book authors were Lips and Colwill (1978) with their text on the psychology of sex differences, then, Lorna Cammaert and Carolyn Larson (1979) with their book on women's decision making. Esther Greenglass published a book on gender roles in 1982 which was recently translated into Japanese and German. Lips' first book on sex and gender appeared in 1988 with a second edition released in 1993. The text by Toni Laidlaw, Cheryl Malmo and Associates (1990) addresses important issues in feminist therapy. Books by Doan (1987) and Gee and Kimball (1987) focus on concerns associated with the aging process in women. Doan's popular book has been translated into French, Malaysian and Spanish. Also authored by Doan are works on pregnancy (1990) and menstruation (Doan & Morse, 1985). The two books on power written by Hilary Lips (1981;1991) were pioneering efforts on this important topic. Rave and Larson (1995) have recently edited a new book examining ethical decision making in therapy from a feminist perspective. Kimball's (1995) new volume on the gender differences/gender similarities polarization in feminist scholarship is a significant addition to the feminist library. Donald Dutton's (1995) book entitled, "The domestic assault of women" is an important contribution to our understanding of family violence. Last but certainly not least, no discussion of Canadian contributions to the psychology of women would be complete without reference to Paula Caplan's many books on various topics relevant to women (e.g., Caplan, 1981; 1985a; 1993; 1995; Caplan & Caplan, 1994) including women's masochism, women's relationships with each other, women's roles as mothers and professionals, and the bias against women as reflected in both research and practice.

Although the community of feminist scholars in psychology in Canada is small enough to permit identification of many of the books they have generated, clearly their numbers are too large and their productivity far too substantive to allow for an exposition of the vast array of articles and papers they

have produced.

Themes

An obvious theme in this analysis is the parallel with events in the United States relating to the development of the psychology of women. For example, the American Psychological Association (APA) formed a task force on the status of women in psychology in 1971, established a committee on women in psychology in 1972 and created Division 35, analogous to the CPA Section on Women and Psychology, in 1973. To some extent, the SWAP Institute serves some of the same purposes as the Association for Women in Psychology which formed in 1969.

A second theme is the emergence of organization structures which create opportunities for networking. In some sense, the development of these organizational units stimulated consciousness raising on a large scale. While women have long been aware of their marginal position in society, women psychologists across the country began to address the issue from a psychological perspective. What had heretofore been tolerated, or unnoticed, or regarded as normal, became abnormal and unacceptable. Allied to this change in perception is the legitimization (i.e., power) that such structures and policies provide which in turn facilitates integration and can attenuate discrimination. Without these recognized and accepted environmental supports it is unlikely that the advances would have been as dramatic or as rapid. Certainly, affirmative action policies and pay equity legislation have been far more effective in engendering change than persuasive argumentation alone. These organizational structures provided women with an opportunity to develop a constituency, to lobby this constituency and so to break through the hold on the Association established by the "old boys". Witness the startling success of women presidential candidates in the eighties and nineties within CPA. Clearly one avenue to achieving a position of governance within the Association was via the feminist route.

A third theme relates to the representation of women in the discipline. One barometer of the changing status of women in psychology in Canada is the fluctuation in the number of women entering the discipline. Less discrimination seems to have occurred when high proportions of women were entering the profession as was

the case during the war years and again in the seventies. Large numerical representation increases the probability that policies will be supported, that women will be elected to office, etc. But, clearly, organizational structures are needed to ensure equality of treatment and representation of women's interests.

The fourth theme has a bipolar or schizophrenic quality and reflects to some extent whether one sees the cup as half full or half empty. The astonishing decline in the membership of the Section on Women and Psychology as well as the uncontested dissolution of the Status of Women Committee can be interpreted as evidence that equality for women psychologists is not only accepted but by and large, has been achieved or soon will be; that the study of the psychology of women is now integrated into mainstream psychology and hence there is no longer any special need for constant monitoring and/or political activism. The optimists among us are confident that never again will Canadian psychology be able to ignore women's issues; never again will women have to be pseudo-men in order to survive and succeed. Instead, we have a discipline which has learned its lesson, which reveres diversity and consistently takes gender differences into account. On the other hand, examples of backlash abound suggesting that misogyny is alive and well in academe and elsewhere. Feminism and by extension, feminist psychology, have become pejorative terms in some circles and young colleagues keep their feminist sympathies in the back of the closet as they go on job hunting junkets. Hard won victories may be at risk as economic factors combine with these trends to bolster right wing, conservative or reactionary ideologies.

One final personal observation - working on this paper has reaffirmed and revitalized our admiration, appreciation and respect for our Canadian colleagues. This truncated list of achievements is a small part of the enormous and continually growing contributions of women in our discipline. For so few to have accomplished so much in such a short time frame is testament to the power and energy released through collective support. As our younger colleagues replace us and move forward into the future, may they not forget these lessons of the past. Although it is now a much better world for women, the time for complacency has not

yet arrived.

[This paper appeared in the Symposium "Evolution of the Status of Women in Psychology" at the XXVI meeting of the International Congress of Psychology, in Montreal, August, 1996. If you would like a copy of the references cited, please contact the newsletter Editor, see p. 1]

NOTE

In the last issue of this newsletter, we reported on *The Ethical Guidelines for Non-Discriminatory Practice* [see also Coordinator's Message, p. 2]. Non-discriminatory general guidelines, and gender guidelines were developed at the same time. At this stage, CPA only has approved the non-discriminatory guidelines. The CPA committee that has considered both sets of guidelines has invited SWAP to adopt the gender guidelines. The SWAP executive first will review the gender guidelines, and then will bring them forward for approval at the next AGM. Comments and concerns about the gender guidelines (as presented in the last issue of this newsletter) are welcome.

VIOLENCE AGAINST WOMEN

Despite increasing awareness of the extent to which Canadian women are subjected to violence, the facts and associated figures still are staggering. In this section, we summarise the prevalence of violence in women's lives, and highlight some recent changes in the federal government's action to combat violence against women. (Thanks to Vivian Lalonde for providing the *Fact Sheet compiled by Status of Women Canada for the National Day of Remembrance and Action on Violence Against Women, 6 December 1996*.)

FACTS AND FIGURES

➤ By the age of 16, 51% of all Canadian women have experienced at least one incident of physical or sexual violence.

➤ The estimated annual cost of sexual assault, abuse of girls and women in intimate relationships, and sexual abuse of children is between \$1.5 and \$4.2 billion.

➤ Women are at greater risk of violence by men they know, rather than a stranger. Acquaintances or relatives were responsible for 72% of the violent attacks on women.

➤ Women and girls who are discriminated against for reasons other than their gender are the targets of higher rates of abuse. For example, approximately 8/10 aboriginal women and women with a disability in Canada experience abuse.

➤ The World Bank estimates that sexual assault and domestic violence in industrialised countries will take away 1/5 lives of women aged 15-44.

ACTION

➤ On 5 December 1995, *The Firearms Control Act*, to strengthen control of firearms in Canada, received Royal Assent.

➤ Bill C-27, as an amendment to the *Criminal Code*, allowed the prosecution in Canada of Canadians who travel outside the country and sexually exploit children. The Bill also strengthens penalties for persons who exploit juvenile prostitutes, kill people whom they have stalked, and mutilate females' genitals.

➤ A second amendment to the *Criminal Code*, Bill C-46, currently is before the House of Commons. The Bill restricts the disclosure of complainants' confidential records in sexual offence prosecutions.

➤ A third amendment to the *Criminal Code*, Bill C-55, added a new long-term offender designation that targets sex offenders. These High Risk Offender provisions also permit supervisory periods of up to 10 years after release from prison, and allow controls to be applied to individuals who are at high risk of committing serious personal injury offences. Like Bill C-46, Bill C-55 presently is before the House of Commons.

➤ The Solicitor General is implementing some of the recommendations made by Madame Justice Arbour in her report on the treatment of women who were sentenced in Kingston's Prison for Women in April of 1994. Additionally, a Deputy Commissioner for Women's Corrections has been appointed to oversee all aspects of federally sentenced women's lives within the correctional system.

➤ The CRTC announced on 14 March 1996 new measures to fight violence on television. Among these are the V-chip classification system which allows parents to block out TV programming that exceeds a pre-set rating of what constitutes violence. ♀