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SECTION ON WOMEN & PSYCHOLOGY
SECTION: FEMMES ET PSYCHOLOGIE

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COORDINATOR'S MESSAGE

Greetings from the Nation's Capital!

I thought I'd approach this column a little differently by telling you a wee truth about myself: I hate writing these "messages" to the SWAP membership. Maybe it's because, believe it or not, I'm a bit of an introvert and so I don't have much to say. Or maybe it's because I wait until I feel the wrenching crunch of the deadline churning in my stomach before I write them. Who knows, but in the past I dealt with the deadline [and my stomach] by looking at what previous Co-ordinators had written. That made writing this column super easy and quick – change the various titles, names and dates, say of the Institute and award winners, and use a few different adjectives and adverbs so it doesn't look totally plagiarized, and then, Viola! Another column done! Trust me, I'll do that in a minute. But first I thought I'd do another thing differently by sharing some of my thoughts about the devastating impact of hurricane Katrina on New Orleans.

It seems to me that the tragedy in New Orleans is, at least in part, a 'woman's issue.' I was struck by this possibility when, speaking of the hundreds, maybe thousands, who may have drowned in the flooding, a TV newscaster pretty much blamed the victims when he said something like, "They were told to evacuate the city, but chose to stay. Clearly, they should have left." At the time I thought, 'Why would they choose to stay?' 'Who would make that sort of choice?' According to the Globe and Mail (August 31, 2005, p. A10), where people who did not evacuate were referred to as "resisters," some people will stay in disaster areas for their pets. Others will stay because they don't know they are supposed to evacuate or believe their homes can withstand the force of a hurricane. Perhaps. But I had some very different ideas in response to that TV newscaster, thoughts like: 'I bet a lot of poor women with small children stayed in their homes. And I bet, in many ways, they didn't have a real choice.' Think about it. Anyone with any money probably left New Orleans and, because they had a car or money for bus fare, their decision was a choice. People with little money, on the other hand, could choose to take refuge with 9,000 others in the Louisiana Superdome. On the surface, that sounds pretty reasonable. But imagine being a poor, say single, woman with an infant, two or three small children and a frail aging mother. Would gathering up all the necessities for a family of five, making your way to the Superdome, and staying there for who knows how long seem like a reasonable choice? Would it be a choice at all? I fear not. It would be too difficult and too overwhelming. Where would they sleep? What would they eat? And just how crowded, chaotic, noisy and unsanitary would it be? If my thinking is on track, then, a disproportionate number of poor single mothers and poor older women, as well as their children, died in the tragedy that struck New Orleans. And they didn't die because they were 'resisters' who made the wrong choice. They died because, as poor single mothers and poor older women, they didn't have the material and social resources necessary to make a choice. And lest you think I'm pushing the feminist agenda too far, consider this quote from the Globe and Mail: "In Katrina's wake, there were reports of hundreds of such calls [to 911 from 'resisters']. 'Help!' was the plea from a person in a wheelchair." Now tell me that power[lessness] wasn't involved. Better yet, how about we, you and me, work a bit harder to end sexism, poverty and all those other isms, including racism.

Okay, that's probably enough of my own thoughts. As promised, here's the stuff I've plagiarized from earlier Co-ordinators:

SWAP Pre-CPA Convention Institute

The SWAP Pre-Convention Institute on "Qualitative Research and Women: Process and Content" was held in Montreal on June 8. In a mix of invited talks, paper presentations and workshops, a number of qualitative research methods were considered, including q-methodology, grounded theory, phenomenology, and

discourse analysis, and some key qualitative research issues were examined, in particular reflexivity. Dr. Frances Cherry from Carleton University gave the opening keynote talk, entitled "Exploring the Continuum of Qualitative Research in Talk and Texts," and Dr. Joanne Gallivan from the University College of Cape Breton gave the closing keynote on "The Madness in their Methods: What Qualitative Research Can Tell Us About Humour Appreciation that Dichotic Listening Hasn't." Not only were the presentations informative, people enjoyed the friendly and more intimate nature of the Institute. Many thanks to all of you who worked long and hard to make this year's Institute a success, including Suzanne Cooper for taking care of the details, Elizabeth Church and Karen Kranz for helping me along the way, the Institute participants who made the event happen, and the registrants, who made it financially viable.

2005 Convention

As usual, SWAP was an active contributor to this year's CPA convention in Montreal. With the Sections on the History and Philosophy of Psychology and Personality and Social Psychology, SWAP co-sponsored Dr. Rhoda Unger as an invited CPA speaker. In her presentation entitled *Dancing on the Edges: Marginality and Social Activism in Psychology*, Dr. Unger explored the factors that motivate psychologists' social activism, such as their awareness of the social construction of social problems and the need for structural, as opposed to person-focused, change. SWAP also sponsored Joane Turgeon from the Comité Priorité Violence Conjugale in Montréal as the SWAP Section Keynote Speaker. In a talk entitled *La Victimation Secondaire: Quant le Soutien Augmente la Souffrance*, Ms. Turgeon described her research examining the impact of being disbelieved on survivors of violence against women, a phenomenon she referred to as 'secondary victimization.'

SWAP sponsored a number of other presentations to the CPA Convention, including Theory Review sessions by Leeat Granek on *Imagining Osmosis: Fluid Female Embodiment and the Potential of Empathy*, Suzanne Cooper on *Restorative Justice in Cases of Violence Against Women: A Viable Alternative?* and Gordana Eljdupovic-Guzina on *Incarcerated Mothers' Construal of the Mother-Role: "I Wanted To, I Tried To, I Will Be a Good Mother."* There were also two symposia, one on *Psychological and Psychosocial Issues in Women's Health* moderated by Paula Barata and another on *Advancing Feminist Therapy: Research Contributions* moderated by Niva Piran, as well as a conversation session with Leah Puddester on *From Betrayal to Empowerment: Contemporary Feminine Perspectives on the Impacts of Romantic Relationship Infidelity*. Added to this, the SWAP poster session participants reported on the findings of research examining a range of topics, including women's social identity as women, women and leadership, violence toward women, birthing, beauty and self-objectification.

Added to this array of events, a number of awards were presented during the section business meeting. In particular, the 2005 SWAP Distinguished Member Award was presented to Dr. Sandi Byers of the University of New Brunswick, the Student Paper Award was given to Dara Chappell for her paper on *The Effects of Gender-Role Attitudes on Work-Family Conflict and Work-Family Guilt* and Travel and Conference Bursaries were given to Rachael Campbell, Lisa Faye, Regan Hart, Jacqueline Rhinas and Megan Tuttle. A big congratulations to each of you and thank you for a job well done! I was awarded SWAP's Feminist Mentoring Award, which I accept humbly and in the shadow of the feminists who made it possible for me to be in the position to mentor.

Finally, SWAP held its second formally scheduled convention Social Hour. Not surprisingly, the delicacies to nibble on and the good conversation made the Social Hour another wonderful success.

Changes in SWAP

At the Section Business Meeting, a reduction of the SWAP student fee rate was considered both merited and possible, and a motion to reduce the student fee rate from \$10 to \$5 was passed.

Call for Nominations for the 2006 SWAP Distinguished Member Award

I would like to invite SWAP members to recognize the distinguished contributions your colleagues have made to women and psychology by nominating them for consideration for the SWAP Distinguished Member

Award. Please do not hesitate to forward any thoughts regarding nominations to me or any other member of the Executive.

Call for Nominations for CPA Fellows

The CPA deadline for submitting nominations for election to the status of CPA Fellow is November 30. To be elected a Fellow, a CPA member must have made a distinguished contribution to the advancement of either the science or the profession of psychology, or have given exceptional service to national or provincial associations of psychologists. Anyone who knows of someone who meets one or more of these criteria, particularly as they pertain to women and/in psychology, is urged to contact me or another member of the Executive.

2006 Convention Plans

Planning for the 2006 CPA Convention in Calgary at the Westin Hotel, June 8 – 10, is underway. If you have any suggestions for speakers, workshops or symposia, please do pass them on to me or another member of the Executive. Also, now is the time to start thinking about any papers, posters, workshops or symposia that you might want to submit to SWAP. As exemplified by the titles of the papers presented this year in Montreal, SWAP is receptive to papers addressing a diversity of topics and using a variety of research methods. Submissions can be done on-line at <http://www.cpa.ca/submit/> and must be received by October 26th.

If anyone is interested in helping organize a SWAP Pre-CPA Convention Institute (i.e., on June 7 in Calgary), or has any related thoughts or suggestions, please feel welcome to contact me. Similarly, feel welcome to connect with me if you want to get involved in SWAP in some other way or have any suggestions about things that SWAP could or should do.

Cheerio, Connie K.

MINUTES OF SWAP AGM 2004

June 11, 2005
11:30 pm to 1:00 pm
Montreal, Quebec

Co-ordinator: Connie Kristiansen

Past Co-ordinator: Elizabeth Church

Co-ordinator Elect: Charlene Senn

The meeting was called to order by at 1:00. There were 19 members in attendance.

The Agenda: Presented by Connie Kristiansen. Moved by Elizabeth Church and seconded by Cannie Stark that the agenda be approved. The motion passed unanimously.

2. Minutes of the 2004 Annual General Meeting were distributed and read by the attendees. Changes were made to the number of Travel awards. A motion to accept the amended Minutes was made by Elizabeth Church and seconded by Suzanne Cooper. The motion passed unanimously.

3. Co-ordinator's report was made by Connie Kristiansen (the full text is reported in the Newsletter).

4. Treasurer's report. The 2004 financial report was presented by Noreen Stuckless. The Budget and Notes to the proposed 2005 Budget can be found in Newsletter.

The current membership is comparable to the last number of years. As of April 15, 2005 there are 159 paid up CPA members and 14 Associate Members.

A motion to accept the Treasurer's report was moved by Sandra Pyke and seconded by Olga Favreau. Passed unanimously.

5. Newsletter and Webmail Report: Paula Barata gave the Newsletter Editor's Report. The format is being changed. The Website is being revamped and photos can be added. Charlene Senn thanked Paula on behalf of SWAP for all her hard work. Suzanne Cooper moved and Olga Favreau seconded acceptance of the report. Passed Unanimously.

6. Graduate Student Report: Suzanne Cooper presented her first Graduate Student report. She focused on the SWAP award and the Pre-conference. E.B. Brownlie moved and Charlene seconded acceptance of the Report. Passed unanimously.

7. Status of Women Committee Report: Connie Kristiansen, Chair of the Committee, gave the Annual Report of the Status of Women Committee. Elizabeth suggested sending the draft report to the General Membership and then, when completed, to the CPA Board. Sandra Pyke suggested setting a deadline for responses. Olga Favreau volunteered her services. A number of suggestions were made for additional initiatives: (1)Guidelines for the elimination of sexual harassment;(2) Representation of women in the media. Sandra Pyke moved and Carmen Poulin seconded the acceptance of the report. Passed unanimously.

8. CPA Board Liaison report: Elizabeth Church presented her report. She reported, in part, that the website was being revived; that there will be additional support for Sections, and that the CPA rate is going up.

9. Division 35 Monitor Report: Joanne Gallivan is the Division 35 Liaison.

10. Proposed Executive Slate for 2005-2006

The following Proposed Executive Slate for 2005-2006 was presented.

Co-ordinator:	Connie Kristiansen
Past Co-ordinator:	Elizabeth Church
Co-ordinator Elect:	Charlene Senn
Chair, Status of Women Committee	Connie Kristiansen (will ask for a volunteer)
Treasurer/Secretary:	Noreen Stuckless
Newsletter Editor:	Paula Barata
Graduate Student Rep:	Suzanne Cooper
Web Mistress:	Connie Langille-Rowe
Student Paper and Travel Co-ordinator:	Charlene Senn (will ask for volunteer)
Abstract Review Co-ordinator:	Maria Gurevich
CPA Board Liaison:	Elizabeth Church
SWAP-Division 35 Liaison	Joanne Gallivan

Olga Favreau moved and Cannie Stark seconded a motion to adopt the proposed Executive Slate. The motion was passed unanimously.

11. Presentation of the 2005 Distinguished Member Award: Elizabeth Church presented the Distinguished Member Award to Dr. Sandra Byers. The citation can be found in the Newsletter.

12. Presentation of the 2005 Feminist Mentoring Award. Suzanne Cooper presented the award to Dr. Connie Kristiansen. The citation is in the Newsletter.

.13. Presentation and report for the 2005 Student Paper Award and Student Travel Bursaries: Charlene Senn presented the Student Paper Award (\$500) and five Travel Bursaries (\$200). The report is in the Newsletter. A number of the recipients were present to be given their awards and bursaries and all were extended congratulations.

14. Amendment of By-Laws; Student Fees; Duties of Coordinator-Elect/Past Coordinator.

Amendments were distributed to the members. These can be found in the May 2005 Newsletter. A motion was made by Charlene Senn and seconded by Cannie Stark to reduce Student Membership fees from \$10 to \$5 and that the By-laws be amended to reflect this reduction. Passed unanimously. A motion to change the terms of the Officers and Executive Committee was made by Sandra Byers and seconded by Elizabeth Church. Passed unanimously. A motion to change the description of Duties of the Coordinator –Elect/Past Coordinator was made by Suzanne Cooper and seconded by Olga Favreau. Passed unanimously.

15. Other business. A motion was made to add the position of a Membership Secretary to the Executive by Suzanne Cooper and seconded by Olga Favreau. Passed unanimously. A motion to add the position of Nominations Coordinator to the Executive was made by Cannie Stark and seconded by Elizabeth Church. Passed unanimously.

A SWAP Institute will be held in Calgary next year.

A discussion was held about the new logo designs.

Concern was voiced about the conflict scheduling at CPA. Connie will look into this.

16. Adjournment

Motion to adjourn was moved by Elizabeth Church and seconded by Olga Favreau. We adjourned at 2:40 pm.

**SWAP
DISTINGUISHED
MEMBER AWARD**

CPA SWAP DISTINGUISHED MEMBER AWARD

Dr. Sandra Byers

June, 2005

SWAP is delighted to announce that Dr Sandra Byers is this year's recipient of the SWAP Distinguished Member Award. Dr Byers is Professor and Chair of the Psychology Department at University of New Brunswick in Fredericton. She has developed an international reputation for her research, writing, and teaching on human sexuality, and has published scores of articles and book chapters on sexual communication, sexual harassment, sexual dysfunction, sexual and dating violence and cross-cultural studies of human sexuality. Her commitment to teaching and mentoring students has also been outstanding: she attracts graduate students from across Canada and abroad and has published extensively with them, many of whom have gone on to become researchers in the area of sexuality as well. Dr Byers has actively contributed to policy development: she was one of the authors of Guidelines for the Elimination of Sexual Harassment, which were adopted by CPA, and she and her colleagues are currently developing a provincial strategy for dating violence prevention in New Brunswick.

SWAP FEMINIST MENTORING AWARD

CPA SWAP FEMINIST MENTORING AWARD

Dr. Connie Kristiansen

June, 2005

Congratulations to Dr. Connie Kristiansen, Carleton University, who is the recipient of the 2005 SWAP Feminist Mentoring Award. The purpose of the SWAP Mentoring Award is to recognize feminist supervisors who have promoted the advancement of their students through exceptional mentoring. The award acknowledges that Dr. Kristiansen, through her work with survivors of violence against women and children, women in conflict with the law and qualitative methods, has been outstanding in promoting feminist scholarship, teaching, and practice. It also acknowledges that she has played a pivotal role in the experience of her graduate students, through supporting, encouraging and promoting their feminist research and facilitating their professional, personal, and career development. Dr. Kristiansen was presented with her award during the SWAP Section Business Meeting (June 11, 2005) at the Canadian Psychological Association Convention in Montreal.

SWAP STUDENT AWARDS

REPORT ON SWAP STUDENT PAPER AWARD/TRAVEL BURSARY AWARDS

Submitted by: Charlene Y. Senn, Student Award Coordinator

For the 2005 CPA convention, notices for the SWAP Student Paper Award and the SWAP Travel Bursaries were published in the SWAP Newsletter and mailed to all Canadian universities with a Chair in Psychology.

The submissions for the Student Paper Award are submitted for blind review to two reviewers with different training and interests. Again this year the papers submitted for the \$500 Student Paper Award were very interesting. The recipient of the 2005 SWAP Student Paper Award is Dara Chappell who has just completed her undergraduate degree at the University of Guelph. Ms. Chappell's submission was entitled ***Effects of Gender-role attitudes on work-family conflict and work-family guilt*** and was co-authored by Dr. Karen Korabik and Allyson McElwain. The abbreviated version of the paper is printed in this newsletter.

This year travel and conference bursaries, in the amount of \$200, were awarded to five students. The winners are: Rachel Campbell (University of Alberta), Lisa Faye (Memorial University of Newfoundland), Regan Hart (University of Regina), Jacqueline Rhinas (University of Saskatchewan), and Megan Tuttle (University of Regina).

Congratulations to all our winners.

Donations to the student award fund can be made at any time. Your generosity could help us keep the awards at this high level!

AWARD WINNING STUDENT PAPER

DARA B. CHAPPELL

(UNDERGRADUATE STUDENT/SWAP STUDENT PAPER AWARD APPLICANT)

KAREN KORABIK

ALLYSON MCELWAIN

UNIVERSITY OF GUELPH

GUELPH, ONTARIO

Summary for:

**EFFECTS OF GENDER-ROLE ATTITUDES ON
WORK-FAMILY CONFLICT AND WORK-FAMILY GUILT**

This research was designed to provide insight into two important issues that have been largely overlooked in the work-family literature, (1) the potential that guilt is an outcome of interrole conflict and, (2) the role of other gender-related attributes in the experience of interrole conflict. Therefore, we examined how guilt was related to the work-family interface, and how gender-role attitudes help to explain mixed findings in the experience of Work-Family Conflict (WFC) and gender.

Traditional gender role responsibilities are shifting in North America. Research has demonstrated that mothers are spending more time in the workforce (Statistics Canada, 2000, as cited in Johnson, Lero, & Rooney, 2001), while fathers are fulfilling more paternal responsibilities inside the home (Duxbury, Higgins, & Lee, 1994). This shift has resulted in what researchers have called WFC, which is conceptualized as an outcome resulting from the pressure of multiple-role demands (i.e., need to simultaneously be a parent, a spouse, and an employee) (Greenhaus and Beutell, 1985). As well, because WFC is bi-directional, employed parents may feel that their work is interfering with family (WIF) or that their family is interfering with their work (FIW).

Interestingly, some research has hinted that Work-Family Guilt (WFG) may also be a painful outcome of trying to balance work and family demands (Loscocco, 1997; Napholz, 1999; Simon, 1995). Therefore, it is probable that individuals who struggle to balance work and family will feel guilty when they are unable to meet the demands of these competing roles. Furthermore, because guilt is a painful emotion related to negative feelings about oneself (Kubany & Watson, 2003), it is important for researchers to understand the nature of guilt in the work-family interface through a quantitative investigation of its WIF and FIW properties. Therefore, both WIF and FIW conflict and guilt were the two dependent measures used in the present study.

As a second point of interest, mixed findings regarding the effects of gender in the work-family literature (Duxbury & Higgins, 1991; Fu & Schaffer, 2000, Gutek, Searle & Klepa, 1991; McElwain, 2003) have left researchers questioning why some women and men experience more or less WIF or FIW conflict than others. A potential explanation for this is that gender has not been examined for its multidimensionality (i.e., gender possesses trait, attitudinal and behavioral components) (Bem, 1993). As such, limiting gender-related work-family research to the examination of biological sex may be a methodological oversight, which has resulted in ambiguous findings. Therefore, it was believed that an examination of the individual's gender-role attitudes could help to explain why some individuals experience higher or lower levels of WIF and FIW conflict. In the present study gender-role attitudes were conceptualized as being either traditional (i.e., men should work to financially support the family and women should remain at home to care for the family) (Greenstein, 1995), or egalitarian (i.e., men and women should have equal opportunity to engage in paid employment and care for the family) (Kaufman, 2000). Research on a number of variables related to the work and family spheres (e.g., marital satisfaction, intention to have children, and intention to divorce) has demonstrated that gender-role attitudes do influence work-family variables (Greenstein, 1995, Kaufman &

Uhlenberg, 2000, Lye & Biblarz, 1993). Consequently, it was believed that egalitarian and traditional attitudes toward the division of labor would have a substantial impact on the extent to which individuals would experience FIW and WIF conflict and potentially WIF and FIW guilt. The individual's gender-role attitude was the independent variable in this study.

Participants were parents (13 men and 44 women) having at least one child 18 yrs or younger. They were also employed on a full-time basis and had a spouse or partner working full or part time. Our survey response rate was 38%. Demographic information was obtained through single item questions, WFC was examined using the Work-Family Conflict Scale (Carlson, Kacmar, & Williams, 2000), WFG was examined using the McElwain Work-Family Guilt Scale (McElwain, 2002), and a 15 item Sex-Role Egalitarianism Inventory was created to resemble the Sex-Role Egalitarianism Scale developed by King and King (1993). Individuals were recruited from Canadian corporations, and through a community snowball sample. Paper and pencil, as well as online surveys were distributed.

Data were analyzed using both multivariate and univariate analyses of variance. FIW guilt surfaced as a significant outcome variable. Results also revealed that egalitarian men reported experiencing more FIW conflict and guilt than traditional men, and egalitarian men also reported higher levels of FIW conflict and guilt than egalitarian women.

Findings suggest that guilt does exist in the work-family interface and is likely a painful outcome of interrole conflict. It also appeared that one's gender-role attitude is a precursor to the experience of WFC and WFG, or more specifically, reports that family is interfering with work. Specifically, possession of an egalitarian gender-role attitude has a diametrically opposed impact on men and women. Egalitarian men appear to be predisposed to FIW conflict and guilt, while egalitarian women appear to be buffered from feelings of FIW conflict and guilt.

A potential explanation for these findings may be that, men who reject traditional gender-role behavior struggle to find a balance between their own desire to participate in the family domain, and societal expectations that they should devote their efforts to paid work. Moreover, research has proposed that men may actually find it more difficult than women to keep home-related stress from interfering with their performance in the workplace (Bolger, DeLongis, Kessler, & Werthington, 1989, as cited in Greenhaus & Parasuraman, 1999). Therefore, egalitarian men who see themselves to have a primary role as both a parent and an employee (Kaufman, 2000), may lack the ability to place strong boundaries around work that prevent family from interfering. This results in feelings of conflict and guilt because their family responsibilities are interfering with their ability to engage in full-time employment.

Interestingly, women appear to benefit more than men from espousing egalitarian gender-role attitudes as indicated by reported lower levels of FIW conflict. It may be that espousing an egalitarian attitude for women enables them to place more trust their spouse or partner with the childcare and family responsibilities that would be traditionally expected of a woman. This then helps to lessen the perception that responsibilities in the family domain are interfering with their ability to engage in full-time work.

In sum, although guilt has been identified as an outcome of interrole conflict, its relationship to the work-family interface is still ambiguous. It is advised that researchers further investigate the nature of WFG so that they are able to recommend practical suggestions to help lessen its effects. As well, relationships found between gender-role attitudes and WFC and WFG, suggest that a more complete understanding of gender differences in the work-family literature may be gained from examining other gender-related variables. It appears that if biological sex has been used as a proxy for gender-role variables in previous research, incomplete conclusions may have been drawn. Research based on the theory that women will want to pursue family related activities and men will want to work outside the home (see Gutek, et al.,'s 1991 gender-role theory) may not be accurate. This is primarily due to the movement away from traditional gender-role behaviors. Therefore, it is likely that gender-role attitudes may be a better predictor than biological sex, of who will experience WIF and FIW conflict and guilt.

TREASURER'S REPORT

NOTES TO THE 2005 BUDGET

This year SWAP's financial situation was very good. For the past financial year we had a surplus of \$729.77 of expenditures over revenue instead of the predicted surplus of \$54. This is mainly due to the Institute profit of \$842.92. Thank you to the Institute Coordinators. Once again we had a modest increase in Associate Member dues and interest of \$99.99 (we had budgeted for \$100). We awarded students \$1500 for awards - the Paper Award (\$500) and Travel Bursaries (5X \$200). Our conference and miscellaneous expenses were less than budgeted and the Newspaper expenses were slightly greater than budgeted due to the one-time purchase of Adobe software. Thanks to Paula Barata for her work in updating our Newsletter.

For 2005 we have budgeted \$1500 for the Student Paper Award (\$500) and Student Travel Bursaries (5 x \$200). This maintains the full amounts for the Student Paper Award and Travel Bursaries. We have lowered the amount for the Newsletter to \$250 to cover mailing expenses. The projected conference expenses have been increased to \$1500 to include simultaneous translation and speaker expenses. We are once again budgeting for Associate Member dues of \$128 and bank interest of \$100. There is no budgeted amount for the Student Travel Fund since there were no donations this year. I contacted CPA again about making a directed donation but there is no form that enables such donations. Perhaps Elizabeth Church can bring that up with the CPA Foundation. We have donated \$300 to the New View Campaign. We project a deficit of around \$646 in 2005. However, again, this is offset by the unexpected 2004 Institute profit of \$842.92.

One item of uncertainty at this time is revenue/expenses associated with the 2005 SWAP Institute. In the past, Institutes have been a source of revenue. However, because of the unknown nature of attendance etc. the budget does not reflect either a surplus or deficit.

Our up-to-date financial situation is very good. At the end of April, 2005 we had assets of \$10,373.89. This includes \$4227.35 in the chequing account, \$5109.04 invested in a Business Premium Rate Savings Account that stipulates a minimum balance of \$5000, and accounts receivable of \$1037.50 in dues from CPA. Our monies payable for the Awards and Conference Expenses are budgeted for \$3000, which leaves a preliminary balance of \$7333.89 before any additional expenditures or deposits this year.

The current membership is comparable to the last number of years. As of April 15, 2005 there are 159 paid up CPA members and 14 Associate Members.

Noreen Stuckless

EDITOR'S MESSAGE

Hello everyone.

By now you should have noticed that the SWAP newsletter has undergone some changes. The hope is that the new format is easier to read on a computer screen. It certainly has been easier to edit! I have tried to maintain a familiar feel by keeping all of the same font styles and headings. I did, however, decide to put only the contents on the front page. I think this looks nicer and since most of you now receive the newsletter by e-mail the added page does not really increase our costs. Of course, if anyone has any suggestions, I would love to hear them.

More changes may still be coming as we are in the process of deciding on whether or not we want to use a new logo. See the "Notices" section for more details. And if any of you are feeling creative, please consider designing a logo for the SWAP membership to consider. The options are endless now that the new logo does not have to be black and white.

This month no one submitted anything for the new column "Recently Defended", which was started in the previous newsletter. I'm guessing that not a lot of work is defended in the lazy days of summer, but I'm hoping that a few students will send me their abstracts for the January newsletter (deadline December 31). The "Recently Defended" column is intended to showcase SWAP students' thesis and dissertation work. If you are a student who has recently defended your work please e-mail me a short abstract (150 –200 words). If you are faculty, please encourage your students to do this.

As always I welcome any notices, calls for papers or abstracts, suggestions for new columns, or anything else that you think SWAP members would be interested in reading. The deadline for submissions is December 31, 2005.

Paula Barata
Newsletter Editor
Paula.barata@uhn.on.ca

FEMINIST REVIEW

**RANKIN, L. P. & VICKERS, J. (WITH FIELD, A.) (2001). WOMEN'S MOVEMENTS AND STATE FEMINISM: INTEGRATING DIVERSITY INTO PUBLIC POLICY.
OTTAWA, ON: STATUS OF WOMEN CANADA. PP. 68.**

Reviewed by:
Jennifer A. Boisvert, M.A.

This document examines the relationship between women's movements and state feminism. The end-goal of this examination is the identification of gateways and barriers of integrating diversity into women's policy making in Canada. State feminist institutions' facilitation of women's movements and policy interventions incorporating diversity issues is addressed throughout this text. To illuminate better the importance of collaboration between state feminism and women's movements, case studies are presented and critiqued. Case studies and arguments together suggest the need for further integration of diversity issues into policy

that affects women, and stronger collaboration between feminists and feminist institutions in Canada.

Women's Movements and State Feminism: Integrating Diversity into Public Policy is divided into eight chapters (excluding the Introduction) that differently yet seamlessly focus on this topic. Collectively, these chapters create a broader picture of the interplay of bureaucracy, women's policy, and issues of diversity. Each chapter systematically builds onto the next, yielding arguments that are solid, rational, and logical. Unfortunately, this text is wrought with technical language and complicated sentence structure; the combination of which makes it difficult to read and understand the ideas conveyed. Greater use of simpler words and chapter summaries by the authors would have more clearly conveyed their central arguments.

The *Introduction* chapter lays the foundation for this document. The purpose of this "research project" was "to monitor the impact of changes in the political opportunity structure ...the effects of globalization and decentralization...and [to evaluate] the extent to which these trends are reshaping opportunities for feminists working with marginalized constituencies to achieve equality goals" (p. 2). More simply, this chapter articulates the need to examine more closely the mechanisms of women's participation in policy making, and reasons for the exclusion of diversity issues in public policies. This chapter sets the stage for a critique of the Canadian government's lack of response to social issues, specifically violence, of relevance to women. This chapter concludes by arguing that it is critical that the Canadian government takes greater responsibility for protecting women from violence given their "powerless" position in society.

Chapter One, *Defining the Parameters of Political Activity*, begins by surveying avenues for women's equality. Concepts of "official politics" and "state feminism," among others, are defined and their relevance for women's policy making is explained. State feminism is argued to represent state structures that exist to facilitate opportunities for social change for women. Opportunities include consultation with feminists, recognition of women's needs as articulated by women's organizations, or communication between feminists and feminist institutions. National and international developments (e.g., globalization) are noted as straining relationship between structures of state feminism and women's movements. Strained relationships are argued to influence the "political opportunity structure" of the Canadian government and the potential for restructuring "women's machinery federally." Historical, legal, and political perspectives, and case examples are skillfully interwoven to support the arguments made.

Chapter Two, *Government Structures: The Big Picture*, focuses on the controversy surrounding the detrimental effect of "federalism" on women's political activism. Political factors influencing the success or failure of women's advocacy are outlined. The more notable of these factors include governmental levels, globalization forces, international institutions, and governmental responses (or lack thereof) to globalization and decentralization forces. The importance of a women-centered perspective in policy making is emphasized through the description of "femocrat strategies." Traditional policy disciplines are argued as being disadvantageous to minority women due to their faulty assumption of "gender and diversity neutrality." The bureaucratic cultures of Canadian and Australian governments are compared. This comparative analysis is undertaken to assess which of these two governments better utilizes a femocrat strategy to public policy and hence, promotes women's advocacy of anti-violence.

Chapter Three, *Public Policy and the Integration of Gender*, outlines the policy making process and argues for the increasing integration of a feminist analysis into policy development and research, i.e., gender-based analysis. Gender-based analysis – its roots, key principles, benefits, and applications – is clearly described along with its value for promoting social change by challenging traditional policy discipline. Gender-based analysis is explored in national and international contexts. The benefits and applications of gender-based analysis are shown via policy examples. This chapter concludes with a description of gender-based analysis operationalization. However, this information appears displaced and thus detracts from otherwise strong arguments. Speculatively, earlier presentation of this information (in a previous chapter) would have clarified its relevance to the chosen topic and design of this research project.

Chapter Four, *It's All Very Well for the Majority*, is a brief commentary that encapsulates cogent arguments

launched in the previous chapter. The applications, implications, and merits of gender-based analysis are each outlined. Specific to its merits, gender-based analysis enhances women's quality of life by virtue of addressing their health and safety, namely their greater vulnerability to violence by men. It is pointedly argued that gender-based analysis is rarely applied in the scope of economic and technology policy making. Similarly, it is contended that this form of analysis is infrequently used to address deep structures of racism, poverty, or discrimination, all of which can heighten women's vulnerability to experience violence. In essence, this chapter brings to the fore the feminist philosophy "the personal is political." It convincingly argues that women's equality struggles, including protection against violence, are unresolved due to biases and assumptions espoused by bureaucratic federal policies in Canada.

Chapter Five, *What Works and What Doesn't: Anti-Violence as a Public Policy Debate*, further explores how women as a group are marginalized and discriminated in Canada (and abroad). This exploration leads to a poignant discussion of how women, be they in the category of majority or minority, are at greater risk than men to experience all forms of "public violence." Discrimination, be it due to race, sexuality, disability, poverty or age, is implicated as a critical factor in heightening women's vulnerability to suffer violence at the hands of men. Alongside discrimination are other sociopolitical factors such as sex differences affecting women's vulnerability to violence. Arguably, how women "think about" violence, and the socialization of violence in Canada, together teaches women to "take it," i.e., accept that violence towards women (or others) is a part of "man's nature." In quoting women activists, and citing feminist publications, this chapter shows how the feminist "personal is political" philosophy can be translated into action when there is strong collaboration between feminists and state institutions.

Chapter Six, *Successful Relationships with State Feminism*, presents case studies demonstrative of the relationship between state feminism and women's movements with a special focus on anti-violence campaigns and programs in Canada. As the "analytic lens," these case studies serve the function of illustrating the role of state feminism in preventing violence against women. The political focus and structural soundness of anti-violence organizations and agencies existing in Canada is examined with special attention paid to those in Quebec. This examination is grounded in case study "empirical findings" presented throughout this chapter. These findings suggest a traditional rather than a democrat strategic approach to public policy continues to be used by the Canadian government. Discussion of lesbians' experience of violence serves as an example of the Canadian government's failure to defend women's constitutional rights and thereby safeguard their welfare. Comparative analysis of Canadian versus Australian government structures shows how the latter of these two governments is more sensitive to diversity issues relevant to anti-violence strategies and hence better protects women.

Chapter Seven, *What do we Learn from These Case Studies?*, drives home the central message of this report: that women's groups must develop the skills necessary to access state feminist machinery if they are to be successful in achieving equality. In other words, women – as individual feminists and organizations – need to determine how to best go about implementing democrat strategies instead of relying on the Canadian government to ensure that future public policies incorporate gender and diversity issues. This chapter reviews recent developments of "status-of-women machinery" and their relationship to government transformations per forces of globalization and decentralization. This chapter revisits fundamental structural differences between Canadian and Australian governments, and the importance of state feminism for promoting women's welfare on national and international levels. National and international governmental issues such as feminist federalism and mobilization, and human rights are noted.

Chapter Eight, *Recommendations*, threads together arguments made throughout this text and suggests future directions for feminist activism generally and specific women's advocacy on anti-violence. Three main recommendations are proposed in recognition of the fact that the forces of globalization and decentralization affect the future of feminist federalism and activism. It is suggested that these recommendations, were they implemented by feminists, feminist organizations, and/or state feminist institutions, would create social change for women. Recommendations, however, are disappointingly brief and non-specific in their description. Moreover, they do not appear grounded in earlier arguments and as such leave the reader to question how the "empirical findings" garnered from case studies guided their formulation. The lack of a strong empirical rationale underlying all recommendations also leads the reader to question if and how

program evaluation occur to determine their effectiveness in promoting women's equality. Although this text has an endnote of optimism concerning the future of feminism, its fails to argue forcefully of the need to translate recommendations into action in the interest of serving and safeguarding the welfare of Canadian women in the new millennium.

In conclusion, this document convincingly argues that (minority) women's equality struggles in Canada are influenced by the forces of globalization and decentralization, the dynamics of federal bureaucracy, and the underpinnings of patriarchy. Many facets of the relationship between feminist mobilization and federalism are examined and illustrated as case examples. Historical, legal, and political perspectives offered throughout this text provide the reader with a broader perspective of the topic at hand. Despite drawbacks of an overly technical and dense writing style, which distracts the reader from clearly understanding the arguments, and the limitations of the recommendations, which are limited and not well-grounded in the arguments, this text inspires the reader to learn more about women's policy making. The bibliography and endnotes included in this text offer a launching point for those readers who are in learning more about the interplay of bureaucracy, women's policy, and issues of diversity. Altogether, the information presented in this document enable the reader to envision possible pathways for the restructuring of Canadian government bureaucracy and in turn, protecting the welfare of future (minority) women.

CALL FOR PAPERS

JOURNAL OF LESBIAN STUDIES

Deb Burgard, Ph.D., Guest Editor

Deadline October 1, 2005

Call for articles: Lesbian Body Images

Journal of Lesbian Studies seeks submissions for the upcoming "Lesbians and Body Image" Deb Burgard, Ph.D., Guest Editor, is welcoming one-page abstracts of articles addressing different aspects of the theme. Articles may raise more questions than they answer, and may range from research to theory, academic to personal, for example:

- Does loving a woman change your own body image?
- Are athletic lesbians more or less accepting of their bodies than non-athletic lesbians?
- How does growing up identifying more with boys affect body image?
- What differentiates body image situations where it is seen as desirable to change your attitude (i.e., "accept your body") vs. where it is seen as desirable to change your body (i.e., transsexual surgery)? What determines whether someone identifies as a butch lesbian or a FTM transsexual?
- How do the differences in attitudes toward weight in different communities (ethnic, class) intersect with differences in attitudes toward lesbianism?
- Would prevailing standards for women's beauty change if lesbians were in charge of the fashion and entertainment industries?
- What are the dynamics of weight issues in lesbian relationships? Do lesbians have less of a tendency to blame their bodies for interpersonal rejection than straight women or gay men?
- Are body image issues involved in "lesbian bed death"?
- Are the difference among older and younger lesbians in body image concerns more the result of age-specific concerns or more the result of changes in historical periods?
- Does having a minority sexuality make it more likely that you will experience your body as betraying you? Or does it make it more visible that other people's treatment of you is cultural?

- Do lesbians weigh more or do straight women weigh less?
- Why are so many leaders in the size acceptance movement lesbians? Are thin lesbians more or less likely to be allies in the size acceptance movement?
- Does the coming out process help in validating your body and improving body image?
- Does being a member of an already stigmatized group make it easier or harder to have a body that doesn't look like the culture says it should?
- Comparing lesbian and gay male culture: Is lesbian culture "more forgiving" re appearance? What are the gender, sexuality, and cultural issues such that gay male culture appears to be less forgiving than even mainstream culture?
- YOUR IDEAS HERE!

Please submit a one-page abstract (by email, please) by the **deadline of October 1, 2005** to Deb Burgard at: jls@spamex.com

If your abstract is selected you will receive further details on the requirements for the articles. The Journal of Lesbian Studies is published quarterly by Haworth Press, which usually publishes the issue as a book as well, for an interdisciplinary academic audience. Alas, NO FINANCIAL PAYMENT IS AVAILABLE for authors whose articles are published. Articles should be 10-15 pages, double-spaced, and submitted as Word document attachments by email to Deb Burgard at the address above. After your abstract has been accepted, all authors will need to sign a form transferring copyright to Haworth Press. Please do not send already published material unless you hold copyright or can obtain the rights to publish the material free of charge.

Thanks to all! Please feel free to re-post this call for articles wherever you think there are potential authors for this issue.

Deb Burgard, Ph.D.

jls@spamex.com

**FEMINIST AFRICA ISSUE 6:
Call for Submissions on Subaltern Sexualities,**
Elaine Salo & Pumla Gqola
Deadline September 30, 2005

In this issue of FA we propose to challenge the dominance of heteronormativity in our conceptualisation of sexuality, and surface the diversity of subaltern sexualities. We define subaltern sexualities as those sexualities that remain shrouded in secrecy and silence because they do not fall within the parameters of heteronormative sexuality. Yet such suppressed discourses and practices may inform the personhood and identities of many African people on the margins, or living beyond the boundaries of prescribed heterosexual masculinities and femininities on this continent. We know very little about what different cultural and economic resources such as social spaces, alternative discourses, or the body are marshalled to express, explore and perform these subaltern sexualities.

We seek contributions that explore the silencing or suppression of diverse sexualities: the sexualities of heterosexual women who do not necessarily limit themselves to sex with men; the sexualities of gay men, lesbian women, sex workers, of differently abled individuals, of people engaging in sex erotic practices that do not inform their personhood or gendered identities.

Contributors are invited to explore how hegemonic heterosexuality limits and constrains knowledge about the varied, textured and complex nature of sexualities; how alternative, subaltern sexualities still find expression in contemporary cultural practices, reworking the meanings of cultural resources in the process; and how

individuals with alternative gendered identities are able to exercise sexual agency.

Abstracts for features, standpoints, suggestions for organisational profiles, conversations, reviews of books or other cultural productions on the theme of sexuality are invited. If you are interested, write to us at editor@feministafrica.org before the end of Sept 2005!! (Completed feature articles for peer review must be in by end October).

Please note that Feminist Africa is accredited as a scholarly journal by the South African Department of Education.

Visit the Feminist Africa website at <http://www.feministafrica.org>

JOURNAL OF LGBT HEALTH RESEARCH

Seth L. Welles, Editor-in-Chief

We would like to invite you to submit manuscripts for publication in the Journal of LGBT Health Research - a new journal devoted to presenting and promoting cutting-edge public health research in the LGBT community. The Journal will be published by The Haworth Press, Inc., beginning in Spring 2006. The Haworth Press, Inc., (www.HaworthPress.com) is an independent publisher of academic and professional books and journals on a wide range of subjects focusing on contemporary issues.

The Journal of LGBT Health Research is a multidisciplinary scientific forum for the discussion of LGBT health and examines the current state and causes of social, psychobehavioral, and biologically based public health concerns, as well as methodologic research focused on public health studies in the LGBT community. Each issue includes detailed research reports, short communications, and letters from researchers in the field that focus on highlighting health disparities and public health problems specific to the LGBT community.

The journal also seeks to publish reports on scientific research that identify health-seeking behaviors and resiliencies in the LGBT community, focusing on both measuring rates and providing findings on the etiologies of positive health outcomes. Additionally, we encourage the submission of methodologic papers that evaluate sampling, epidemiologic, and biostatistical problems that are specific to LGBT public health research, but which may have applications to research in other marginalized communities.

The Journal of LGBT Health Research, a peer-reviewed journal, will be published in print format and electronically. Libraries subscribing to the print version of the journal will be provided with comprehensive, site-wide electronic access for any number of on-site users and for distance-learning programs -24 hours a day, 7 days a week, 365 days a year.

Yours sincerely,
Seth L. Welles
Editor-in-Chief, the Journal of LGBT Health Research

Seth L. Welles, ScD, PhD
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Boston, MA 02118
Tel: (617) 638-5471
Fax: (617) 638-4458

**"Teaching Methodologies in the Humanities and Sciences"
ACADEMIC EXCHANGE QUARTERLY V10 NO 2 (Summer 2006)**

Feature Editor:
Jennifer Way, PhD,
Associate Professor of Art History
Deadline: February 2006

For publication in a special section on Teaching Methodologies in the Humanities and Sciences, in Academic Exchange Quarterly 10 no 2 (Summer 2006).

Manuscripts from graduate students and college and university faculty are especially welcomed.

Submit manuscripts (2,000-3,000 words) no later than February 2006. Early submission is encouraged. For all details regarding the submission procedure, read <http://rapidintellect.com/AEQweb/rufen1.htm> or <http://www.higher-ed.org/AEQ/rufen1.htm>.

Feature Editor: Jennifer Way, PhD, Associate Professor of Art History, School of Visual Arts, University of North Texas, jway@unt.edu.

Description: Papers may explore any of the following themes or suggest others:

- What do methodologies courses contributing to the disciplines of the humanities and sciences share?
- How are we using methodologies to prepare students to work within and across disciplines and across the humanities and sciences?
- How are changes in disciplines constituting the humanities and sciences respectively impacting methodologies courses?
- For example, in the humanities, what is the impact of revisions to or the jettisoning of canons, or of the increased importance of theory in scholarship?
- How do methodologies courses in the humanities and sciences respectively deal with the multiplication of research materials in this age of ever-burgeoning information?
- In an era of multidisciplinarity, how do they address the multiplication of research methods?
- Are methodologies courses providing foundational preparation for proceeding to more advanced study in specific disciplines or in area, inter- and cross- disciplinary programs or cognates consisting of newly formed associations between long-standing and more recently configured fields?
- What contributions are methodologies courses expected to make to undergraduate and graduate programs?
- Are methodologies courses emphasizing intellectual content as distinct from or to the exclusion of teaching or practical information about professional practice?
- How do methodologies courses evaluate student learning?
- Are methodologies courses being asked to shoulder additional responsibilities in preparing and evaluating students, given the increasing institutional interest in and expectations regarding the evaluation of student learning?
- How does a department determine who teaches its methodologies courses?

Jennifer Way, PhD
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Fax: 940-565-4717

CALL FOR ABSTRACTS

THE FIRST WORLD CONGRESS ON GENDER-SPECIFIC MEDICINE MEN, WOMEN AND MEDICINE: "A NEW VIEW OF THE BIOLOGY OF SEX/GENDER DIFFERENCES AND AGING"

February 23-26, 2006
Berlin, Germany

Eminent experts will present the cutting edge information on this newly emerging field of gender-specific medicine. If you have questions on the differences between gender in etiology, signs and symptoms, therapy and prognosis, this congress is the place to be.

Some of the topics to be discussed:

- The State of Gender-Specific Medicine Throughout the World
- Pitfalls and Principles of Establishing a Gender-Specific Medical Center
- The Aging Male and Female
- Sex and Bone Metabolism
- Brain Sex
- Sexual Dysfunction
- Gender and Immunology
- Aging and the Brain
- Hormonal Therapy and Aging
- Improving Quality of Life
- The X and Y Chromosomes
- Stress and Gender
- Gender and the Cardiovascular System
- Sex-Specific Pharmacology
- Gender and Pain
- Gender and the Lung

The Congress is Being Endorsed by:

- The Partnership for Gender-Specific Medicine at Columbia University, New York
- The Center for Gender-Specific Medicine at the Karolinska Institutet, Sweden
- Japanese Society for Gender-Specific Medicine
- The Medical Faculty of Humboldt University
- Free University in Berlin, Germany

Registration fee before November 10th 2005: Euros 490

To send abstract online: <<http://www.gendermedicine.com/Abstract.asp>>

Abstracts will be published in Peer Review Journal "Gender Medicine" published by Elsevier.

Abstract Deadlines:

Oral Presentation: November 1st 2005

Poster Presentations: December 1st 2005

WOMEN, HEALTH AND EDUCATION

May 30 - June 1, 2006

York University, Toronto, ON

Deadline September 16, 2005

CASWE Institute 6th Bi-Annual Conference WOMEN, HEALTH and EDUCATION: Healthy girls, healthy women: Promoting health and healthy educational communities May 30 - June 1, 2006 York University, Toronto, CANADA

The organizers of the 6th Biannual Institute of the Canadian Association for the Study of Women and Education (CASWE) invite submissions that explore the intersection of health and education in the lives of diverse groups of girls and women.

This conference will bring together an international group of researchers, educators, health professionals, policy makers, community groups, and activists to explore the current debates, concerns, interventions, and initiatives around two central themes:

Toward Healthy Living for Women and Girls

Submissions in this category will reflect the multi-dimensional ways that women and girls learn, teach, produce and transfer knowledge about, and perform, promote, and protect their health as individuals and collectives. We welcome international submissions that cross disciplinary boundaries in exploring a broad spectrum of health education and health literacy issues. For examples of relevant topics, go to www.csse.ca/caswe/institute/institute.htm

Healthy Educational Communities for Girls and Women

Submissions in this category will reflect the complexity and multiplicity of gendered experiences in educational environments. We welcome international submissions that cross disciplinary boundaries in exploring formal education and informal educational communities as sites that shape, inform, regulate, and organize the health and wellbeing of diverse groups of women and girls. For examples of relevant topics, go to www.csse.ca/caswe/institute/institute.htm

The CASWE Institute has met every two years since 1996, immediately following the annual meetings of the Canadian Society for Studies in Education (CSSE). The institute will begin with registration and a meet and greet on the evening of May 30. Presentations continue throughout May 31 - June 1, 2006.

The CASWE Institute provides a forum for presenters to raise issues of interest and concern in traditional formats such as paper presentations, panels, and posters and in a variety of creative, interactive formats such as workshops, performance works, and visual arts. To facilitate healthy and critical engagement across diverse groups of participants, there will be plenary sessions, film screenings, lunchtime and evening events, fitness and nutrition breaks, and day care.

All proposals will be peer-reviewed and selected based on the quality of the proposal, and the contribution to critical and creative interdisciplinary feminist thought on women, education and health. A CD copy of the conference proceedings, nutrition breaks, and lunch on both days are included in the cost of registration. Students, seniors, and the unwaged may register at a reduced rate.

Submitting a Proposal Proposals must not exceed 2 pages double spaced and must explain clearly how each element (women, health and education) is central to their presentation. To facilitate anonymous peer review of proposals, name/s and affiliation/s and all other identifiers should appear only on the CASWE cover sheet available on the CASWE website. Submit e-copy of proposals and CASWE cover sheet to caswe@med.mun.ca. Presenters must be a CASWE member in good standing in May 2006. Deadline for submissions is September 16, 2005.

If you need further information about this conference, go to www.csse.ca/caswe/institute/institute.htm and follow the 'CASWE Institute 6th Bi-annual Conference' link or contact:

Diana L. Gustafson
Program Chair
CASWE Institute 6th BiAnnual Conference
www.csse.ca/caswe/institute/institute.htm
[caswe@med.mun.ca](mailto:cawse@med.mun.ca)

CONFERENCES

10TH INTERNATIONAL WOMEN AND HEALTH MEETING

September 21-25, 2005.
New Delhi, India

The 10th IWHM seeks to highlight resistance to such politics and related policies as issues of significance to women's health. The linkages and interconnections of these seemingly disparate phenomena and policies and their impact of women's health will be explored even as it will attempt to center-stage the issue of women's health as a fundamental right. The 10th IWHM provides a forum where the deliberations on these issues and the challenges that they pose for working towards operationalising health as a right. It will enable diverse range of participants to network, strategize and help in strengthening the women's health movement through sharing of experiences and skills.

Focal Themes include:

- Public Health
- Health Sector Reforms and Gender
- Reproductive and Sexual Health Rights
- Politics and Resurgence of Population
- Control Policies
- Women's Rights and Medical Technologies
- Violence (of State, Militarism, Family and Development) and Women's Health

For further information email Manisha Gupte masum@vsnl.com and/or Sarojini samasaro@vsnl.com

CALL FOR APPLICATIONS

Department of Psychology, Faculty of Arts, **York University** invites applications for **THREE** tenure-track appointments at the Assistant Professor level in the following areas:

- (1) **Developmental and Cognitive Processes**
- (2) **History & Theory of Psychology**
- (3) **Systems Neuroscience**

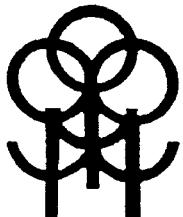
Details at <http://www.yorku.ca/acadjobs/index.htm>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/acadjobs/index.htm> or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

NOTICES

A NEW SWAP LOGO

SWAP is considering a new logo, and we would like your input.

Our current logo (below) appears on the first page of the newsletter and on our website, which, by the way is: <http://www.cpa.ca/swap/>



Jan Hennessey, who is a feminist graphics designer/ cartographer/ web site creator living in Peterborough Ontario, designed the two logos that appear below. She was browsing around the SWAP website and took it upon herself to make a new logo for SWAP. You'll notice that the only difference between the two is that the second one also says SWAP in purple letters. (For those of you who received the black and white version of the newsletter in the mail, the logo is purple and words are black in both versions.) Please let us know what you think of these logos by e-mailing Connie Kristiansen (connie_kristiansen@carleton.ca) or Paula Barata (paula.barata@uhn.on.ca) by December 31, 2005. We will print a summary of members' comments in the January newsletter.



These two logos were discussed at the business meeting in Montréal. However, a decision was not made because we felt that not enough time had been given to members to consider these logos and/or to design a different logo. If you want to design your own logo for members to consider, please e-mail it to Connie Kristiansen (connie_kristiansen@carleton.ca) or Paula Barata (paula.barata@uhn.on.ca) by December 31, 2005. All of the submitted logos will be printed in the January newsletter.

OUR NEW E-FORMAT NEWSLETTER

This is the first volume with the new newsletter format, which you have hopefully found easier to read on a computer screen. If you have any comments about the new layout send them to:

Paula Barata paula.barata@uhn.on.ca

Or

Connie Kristiansen

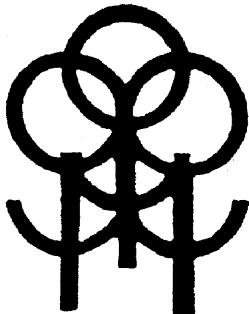
connie_kristiansen@carleton.ca

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The next newsletter will be printed in January 2006. The deadline for submissions for the next newsletter is December 31, 2005. Please send any items to the Newsletter Editor.

SWAP FINANCIAL STATEMENT (1 January 2004-31 December 2004)

	ACTUAL Jan-Dec 2004	PROPOSED BUDGET Jan-Dec 2005	INTERIM STATEMENT Jan 1-April 30/05
REVENUE			
CPA Dues	\$ 2670.00	\$ 2800	\$2700.00
Bank Interest	99.99	100	34.06
Institute Profit	824.92	0	0
Associate Member Dues	117.60	128	117.60
Donations to Student Travel Fund	0	0	0
TOTAL	\$3702.51	\$ 3028	\$2851.66
EXPENDITURES			
CPA Conference Expenses	\$ 854.30	\$1500	\$ 0
Institute	0	0	0
Newsletter	486.22	250	69.52
Award/Bursaries	1500.00	1500	0
Miscellaneous	108.22	400	300.00
Bank Charges	24.00	24	8.00
TOTAL	\$ 2972.74	\$ 3674	\$ 377.52
NET GAIN/(LOSS)	\$ 729.77	(646)	
Assets 30.04.0	\$ 9724.36		
Assets 31.12.04	\$ 7939.56		
Assets 30.04.05	\$ 4227.35 – Chequing Acc't 5109.04 Business Premium Rate Savings Acc't 1037.50 Accounts receivable (CPA dues) \$ 10,373.89		

Submitted by Noreen Stuckless, Secretary-Treasurer, June 2005



SWAP ASSOCIATE MEMBERSHIP APPLICATION FORM

Name: _____

Mailing Address: _____

Email address: _____

Annual Dues:

Please check one:	Associate Member	\$21.40
	Sustaining Associate Member	\$32.10
	Student Associate Member	\$5.35

Associate Members of SWAP receive our newsletter three times a year, and enjoy full rights and privileges of membership (except for the right to nominate or hold office). The membership year extends from January 1 to December 31.

According to section bylaws, Associate Membership is open to those persons who are not members of CPA, but who are involved in work or study relevant to the purposes of the Section on Women and Psychology. Please describe briefly how your interests relate to women and psychology:

Signature: _____ **Date:** _____

Please mail this form and cheque (made payable to CPA/SWAP) to Dr. Noreen Stuckless, Department of Psychology, Rm.209, BSB, York University, 4700 Keele St. Toronto ON M3J 1P3 Tel:(416) 736-5115 Ext 66231; Fax: (416) 736-5814; E-mail: stuckles@yorku.ca