

Fostering Leadership, Diversity, and Inclusion within CPA's Section on Women and Psychology (SWAP):
Summary of Our Event and Next Steps

October 2021

Summary of SWAP's Leadership, Diversity, and Inclusion Event

During the CPA convention in June 2021, SWAP hosted a virtual social event on fostering leadership, diversity, and inclusion within SWAP and CPA. This event was attended by 35 people, and we worked in both the large virtual room and in small breakout rooms to discuss and brainstorm ways that SWAP can 1) support its members to advocate for issues that are important to them and 2) work to include diverse perspectives related to girls and women in Canadian Psychology.

In each small group and in the large group, a SWAP executive member took notes and sent them to me (Dr. Paula Barata, SWAP executive member). I have compiled these notes and summarize the suggestions that the groups provided below:

- 1) Discussion on fostering leadership in advocacy for girls and women:
 - Provide professional development, workshops, and networking events for students and early career psychologists of all kinds
 - Address the issues that prevent women from seeing their leadership potential
 - Build a mentoring program (perhaps targeted for Black, Indigenous, and People of Colour)
 - Invite women to take on leadership in supportive ways (don't rely on self-nominations)
 - Provide on-going anti-racism training
 - Increase sense of community and connection within SWAP (e.g., events throughout the year, dedicated time and space at CPA, actionable projects, etc.)
 - Demonstrate leadership on social issues (e.g., position statements, open letters etc.)
 - Reconceptualize leadership to help women recognize opportunities to provide a voice for feminist psychology
 - Create new positions or teams as springboards (e.g., assistant positions on SWAP executive)
 - Personally invite people to SWAP events (e.g., past award winners, students and colleagues doing relevant work)
 - Engage SWAP award winners (e.g., reception for past award winners)

- 2) Discussion on incorporating diverse perspectives in SWAP and in Canadian Psychology:
 - Need for representation of racialized and transgender women (e.g., in CPA and SWAP executive)
 - Increase visibility of intersectional feminist perspectives
 - Increase work on girls and adolescents
 - Provide training on how to mobilize knowledge
 - Incorporate community-based research and community perspectives
 - Host events outside CPA structure
 - Include perspectives from women outside clinical and academic circles
 - Increase international collaboration

- Increase collaboration with other CPA sections
- Advocate for transparency in SWAP and CPA
- Make space for women who have not been at the table
- Bridge the gap between CPA students with diverse identities and CPA full members with less diverse identities
- Make diverse perspectives visible in CPA and psychology more broadly
- Offer support when women take on new roles (e.g., shadowing, mentoring etc.)
- Provide opportunities for formal allyship
- Create subdivisions with SWAP
- Recognize and advocate to remedy financial barriers for traveling to CPA convention
- Capitalize on virtual connections (e.g., record meetings, hybrid meetings, on-line mentoring, etc.)
- Break down hierarchies (e.g., pair junior and senior members with complimentary expertise)

Next Steps: SWAP's Subcommittee on Leadership, Diversity, and Inclusion

As you can see, the discussions were very productive and generated many ideas. Several people told me that they found the event energizing, and SWAP would very much like to build on that energy. We've decided to take this on through a working group within our Status of Women Committee. The Status of Women Committee is led by Anita Shaw, but I have agreed to lead the work of this subcommittee on Leadership, Diversity, and Inclusion.

The first step will be to create this working group to prioritize, flesh out, and action the above suggestions. But I cannot do this alone. If something above speaks to you or if you have other ideas, I would love to hear from you!

Please e-mail me at pbarata@uoguelph.ca by November 15, 2021.

All are welcome to help including undergraduate and graduate students, new, seasoned, and retired psychologists of all kinds, those working in private practice, in academe, in the community, and elsewhere. Your commitment can be small or large, and we'll decide collectively on how to proceed. Right now, I just need you to let me know that you are interested in being involved in some way. The next step will be to have a virtual meeting with those who are interested to begin this work. I look forward to hearing from you!