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NEWSLETTER

OF THE CPA/SCP



SECTION ON WOMEN & PSYCHOLOGY
SECTION : FEMMES ET PSYCHOLOGIE

January, 1989

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OFFICE OF THE DEAN
FACULTY OF GRADUATE STUDIES

SECTION ON WOMEN AND PSYCHOLOGY
1988-89 Executive
EDITORS' MESSAGES

THE EDITORS GRATEFULLY ACKNOWLEDGE THE GENEROUS FINANCIAL SUPPORT GIVEN FOR THE NEWSLETTER BY DEAN NANCY SHEEHAN OF THE UNIVERSITY OF BRITISH COLUMBIA.

We would like to remind all non-SWAP subscribers to the Newsletter to maintain their subscriptions up-to-date by sending \$5.00 per year to remain on the mailing list. Those interested in joining SWAP and receiving the Newsletter may write to the Canadian Psychological Association, 558 King Edward Avenue, Ottawa, Ontario, Canada K1N 7N6 for information. CPA members are also reminded to keep up their memberships to SWAP.

Please note that the deadline for reports, announcements, news, etc. for the May Newsletter is April 14, 1989. We welcome information and articles which would be of interest to our readers in either official language. Send submissions to your provincial representative or to:

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On aimerait rappeler à tous les abonnées non-SWAP du bulletin de bien vouloir envoyer \$5.00 si vous voulez continuer à recevoir le bulletin. Ceux qui désirent devenir membre de SWAP peuvent écrire à: Canadian Psychological Association, 558 King Edward Avenue, Ottawa, Ontario, Canada, K1N 7N6, pour des renseignements. On aimerait aussi rappeler aux membres du SCP des se réabonner a SFP.

Remarquez s'il vous plait la date limite pour les rapports, les annonces, les nouvelles, etc. Pour le bulletin de mai la date limite est le 14 avril, 1989. On invite de l'information et des articles qui seraient d'un intérêt à nos lecteurs. Ceci comprend des soumissions en français.

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ROLE OF SWAP PROVINCIAL REPRESENTATIVES

When I was in the process of locating people willing to serve as provincial representatives for 1988-89, the same questions kept coming up: "Why does SWAP have provincial representatives? What would I have to do as a provincial representative?" I tried to respond as best I could, mainly by emphasizing that the position entailed fairly minimal responsibilities so as not to deter potential volunteers. Based on my own experience as New Brunswick's representative a few years ago, this seemed a reasonable supposition. When pressed, however, I realized that my knowledge of the purpose of having provincial representatives was rather hazy. Presumably, when SWAP was established, there was thought to be a need to have a representative in each province. Since I could not find any description of the role of provincial representatives in the information passed on to me in the "Coordinator's file," I decided to collect my own thoughts on what this position might involve.

First of all, the provincial representative provides a contact person in each province for the SWAP executive as well as the membership. For instance, having contacts in each part of the country provides a useful network for gathering information about issues or topics of concern to the section. For example, a session at the 1985 Institute, organized by Annabel Cohen, involved presentations by each of the representatives about psychology of women courses offered by universities and colleges in their province.

A second function of the provincial representatives is to take note of activities with relevance to women and psychology that are taking place in their province or region. For instance, information about events, such as conferences, workshops, new programmes, etc., could be publicized or reported on in the SWAP Newsletter.

A third way in which provincial representatives can contribute to SWAP is by assisting with various section activities such as reviewing submissions to the Institute and judging papers submitted for the Student Award. In the last couple of years, provincial representatives also have been involved in nominating women as "Fellows" of CPA by identifying women psychologists in their province who should be recognized in this way.

Finally, by monitoring issues concerning women and psychology, both inside and outside CPA, provincial representatives can bring issues to the attention of SWAP members and suggest new areas for SWAP activities.

These are just some of the ways in which provincial representatives can contribute to, and participate in, SWAP. I am sure that others can offer additional suggestions. I welcome your feedback.

In the meantime, perhaps someone who is more familiar than I am with the history of SWAP could let me know what the original intention was of having provincial representatives.

Janet M. Stoppard
SWAP Coordinator

COORDINATOR'S MESSAGE

As Coordinator, I've become a little more aware of the practical side of SWAP activities -- in particular, that our organization depends, to some degree, on having a healthy financial base. SWAP is in the fortunate position of having a sizeable budget because we have a large number of members (close to 300 at last count). Thus, SWAP's healthy economy is determined by the number of people who indicate on their annual dues statement that they wish to renew their membership in SWAP. When the 1989 fee statements were prepared at CPA head office, a gremlin in the computer system led to section memberships being omitted from the printed information, with the result that members had to indicate the sections to which they wished to belong as well as adding the appropriate fee. This preamble is just by way of a reminder to those of you who have yet to renew your CPA membership to make sure that you list SWAP as one of your section memberships. (If you have already renewed your CPA membership in SWAP, I'm sure it is not too late to rectify this oversight.)

Although SWAP is in a healthy financial state, the fiscal crisis within CPA will soon have its impact on all of the sections. Beginning in 1990, CPA intends to levy a 10% processing fee based on each section's income. This fee is to cover the cost of processing invoices for membership renewals and providing membership lists. Some of you have already felt the impact of these financial stringencies more directly in the requirement that submissions to the 1989 Annual Convention be accompanied by a \$10.00 handling fee!

Other CPA news is more encouraging. In a recent letter to section coordinators, Lorna Cammaert, Chair of the CPA Committee on Sections, outlined developments since the 1988 convention with regard to the proposal for organizational restructuring. Those of you who attended the Annual Meeting in Montreal will recall that section representatives (including Rhona Steinberg, last year's SWAP Coordinator, who was an articulate spokesperson on our behalf) were among those most strongly opposed to the proposed plan as not adequately reflecting the interests of members. According to Lorna Cammaert, the concerns expressed by the sections have been taken seriously by the CPA Board and an additional member has been added to the Restructuring Committee to represent the scientist-practitioner position (one of the concerns voiced by SWAP). Apparently the Committee is conceptualizing issues related to restructuring more broadly than was the case before, so we may anticipate that the revised proposal, expected to come before the membership at the Annual Meeting in Halifax, will be one that SWAP can more readily endorse.

Lorna Cammaert also informs me that one of the outstanding women psychologists nominated by SWAP for consideration as an invited symposium presenter has been selected for this honour in 1989. Only three of the 27 sections were successful in having their nominees selected. In future years, it is planned to rotate the selection of symposium presenters among those nominated by the sections.

As the items discussed above indicate, one of the important functions of SWAP is to ensure that the voices of those concerned with women and psychology

issues are heard from within CPA. Another major function of SWAP is to provide a forum for discussion and dissemination of research and models of practice for, by, and about women. Over the years, I have found the SWAP Institute to provide a stimulating and supportive setting in which to share ideas and information with other psychologists with interests in women and psychology. The theme of the 1989 SWAP Institute, "Feminist Psychology in Canada: Retrospects and Prospects," seems particularly well-chosen. When I consider the range of work currently taking place in psychology, it seems to me that by far the most exciting and innovative research is being carried out by feminist psychologists.

Although the January 31st deadline for submission of papers for this year's Institute will probably have passed by the time you receive the newsletter, it is not too late to plan to attend. When I last spoke to Joanne Gallivan (University College of Cape Breton), who is organizing this year's Institute, she told me that the keynote speakers already are confirmed. Watch for more details about the Institute in the next newsletter.

Another way in which SWAP encourages research for, by, and about women is through the annual Student Paper Award. This award (\$500) is made to the best paper (or poster) submitted by a student to either the SWAP Institute or the CPA Annual Convention which advances psychological knowledge about an issue of particular concern to women. Submissions may be in French or English. While papers may be co-authored with another student or with a faculty member, the research must be primarily that of the applicant, who must be the first author. Potential applicants should note that, on the recommendation of last year's Coordinator of the Student Paper Award, the procedure for submission of papers has been changed. For the 1989 competition, applicants should submit two copies of a summary or abridged version of their paper (not exceeding 1,500 words) that includes a description of the aims, methodology, results, and discussions of findings of the research.

To be considered for the Student Paper Award, submissions should be mailed to Dr. Christine Storm, Psychology Department, Mount Allison University, New Brunswick, EOA 3C0. The deadline for submissions is May 15, 1989. A major reason for revising the procedures is to encourage more students to consider applying by having a later deadline and by eliminating the requirement for a full-length version of the paper. It was thought that the previous procedures might have deterred students in the midst of completing course or degree requirements from submitting their papers.

I would gladly welcome your ideas and suggestions about how SWAP can better respond to the interests and concerns of members. Write to me at UNB or if you have access to E-mail (BITNET), my address is STOPPARD@UNBMVS1

Best wishes for a healthy and happy 1989.

Janet M. Stoppard
SWAP Coordinator 1988-89

SWAP CALL FOR PAPERS

1989 INSTITUTE of the Canadian Psychological Association's SECTION ON WOMEN AND PSYCHOLOGY

Proposals for the ninth Institute of the Section on Women and Psychology (SWAP) of the Canadian Psychological Association (CPA) are now being solicited. The Institute will be held on Wednesday, June 7, 1989, the day immediately preceding the CPA annual meeting, at the World Trade and Convention Centre, Halifax, Nova Scotia. The theme will be Feminist Psychology in Canada: Retrospect and Prospects.

The Institute will focus on feminist approaches to psychological theory and research, therapy, teaching and our professional lives and professional development. Proposals presenting original research, reviews of theory or research, clinical issues, theoretical perspectives and therapeutic methods are welcome. The format can be a paper presentation, workshop or symposium. Workshops and symposia are especially welcome, but must be limited to one and one-half hours in length.

FORMAT

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

1. A cover sheet which lists the title of the proposal, the authors' names, professional affiliations, addresses and phone numbers and the approximate amount of time required for the presentation.
2. Three (3) copies of a 200-300 word abstract/summary.
3. Two (2) stamped, self-addressed envelopes.

PROPOSALS SHOULD BE MAILED TO:

Dr. Joanne Galliven
Department of Psychology
University College of Cape Breton
Sydney, NS V1P 6L2

BLIND REVIEW

All submissions will be subject to blind review. To ensure unbiased selection of proposals, please include the requested cover sheet. Do not include that information, except for the title, on any other sheet of your proposal. Take care to avoid giving clues to your identity within the abstract/summary.

WHO MAY SUBMIT PROPOSALS

Anyone may submit a proposal regardless of sex or membership (or lack thereof) in SWAP or CPA. Submissions may be made by people in disciplines other than Psychology.

DEADLINE

Proposals must be received by January 31, 1989. Notification of decisions about proposals will be made as soon as possible.

TRAVEL FUNDS

Unfortunately, SWAP does not have travel funds for presenters. However, anyone who also presents a paper at the CPA meeting is eligible for SSHRC travel funds distributed by CPA.

ADDITIONAL INFORMATION

If you have any questions about a proposal you may wish to submit, please contact Joanne Gallivan at (902) 539-5300.

SWAP STUDENT PAPER AWARD

In keeping with its goals of advancing the place of women in psychology and of promoting psychological research of special relevance to women, the Section on Women and Psychology will offer a \$500 student paper award this year. The award will go to the best paper submitted to the CPA Annual Convention which advances psychological knowledge about issues of particular concern to women.

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

Interested students should submit a copy of the abstract which they have submitted to the Experimental or Applied Division of CPA, as well as a three-page summary of their paper. If any of the authors are not students, this should be indicated. Submissions must be received no later than April 30, 1989. In May, a short list of applicants will be invited to submit their complete papers for selection. Selection at both stages will be by blind review, and selection criteria will include the following:

1. scientific excellence
2. significant contribution to psychological knowledge
3. absence of sexism
4. 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. Beth Percival
Department of Psychology
University of Prince Edward Island
Charlottetown, P.E.I.
C1A 4P3

SWAP TRAVEL BURSARIES FOR STUDENTS

The Canadian Psychological Association Section on Women and Psychology is offering travel bursaries to students in psychology who are interested in attending the Canadian Psychological Association Convention in Halifax, Nova Scotia in June 1989. Priority for the travel bursaries will be given to those students whose papers have been accepted for the CPA convention programme and who need the money to help defray their expenses.

Interested students should complete the following form and send it, along with a copy of their abstract and a brief statement delineating their reasons for wanting to attend the convention, to:

Dr. Beth Percival
Department of Psychology
University of P.E.I.
Charlottetown, P.E.I.
C1A 4P3

Submissions in either French or English should be sent no later than April 15, 1989.

APPLICATION FOR SWAP STUDENT TRAVEL BURSARY

Name: _____

Mailing Address: _____

Telephone: (H) _____ (W) _____

University: _____

_____ M.A. or M.Sc. candidate

_____ Ph.D. or Ed.D. candidate

Are you presenting at CPA? 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).

Are you presenting at the SWAP Institute? yes no

Are you attending the SWAP Institute yes no

Are you a CPA student member? yes no

Are you a SWAP student member? yes no

Estimated travel costs: _____

Other considerations? Please specify.

UPCOMING CONFERENCE: _____ Name:

"WOMEN AND MENTAL HEALTH: A SOCIAL, ECONOMIC, AND POLITICAL PERSPECTIVE"
_____ Mailing Address:

A conference sponsored by the Alberta Division of the
Canadian Mental Health Association

MAY 11 - 14, 1989 _____ Telephone: (H)
Banff, Alberta

University: _____

Speakers will include: Jean Baker Miller
Paula Caplan
Phyllis Chesler
Jeffrey Masson

Location: Banff Springs Hotel
(\$80.00 per day for accommodation + 3 meals)

For more information contact: _____

Renee Cochard
Suite 402
10240 - 124th Street
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T2N 3W4

1988 SWAF INSTITUTE - ABSTRACT OF PAPERS

EMPLOYMENT OPPORTUNITIES

YORK UNIVERSITY
DEPARTMENT OF PSYCHOLOGY
Faculty of Arts

1. A teaching position, 2 year contractually limited appointment, effective July 1, 1989 until June 30, 1991. Postdoctoral experience in clinical or counselling psychology required. Duties include teaching in both graduate and undergraduate programmes. Preference will be given to applicants with a record of research in the areas of Behavioural Medicine or Cognitive Behaviour Therapy. Closing date for applications is March 1, 1989. Enquiries and applications with C.V., three letters of reference, and relevant reprints should be addressed to: Dr. K. Koenig, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele St., North York (Toronto), Ont. M3J 1P3. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

2. A teaching position, 2 year contractually limited appointment, effective July 1, 1989 until June 30, 1991. Applicants should have a Ph.D. in Psychology with experience teaching statistics, research methods and research design to undergraduate and graduate students. Duties include consulting with students and faculty about data analysis as well as teaching in both the graduate and undergraduate programmes. Preference will be given to applicants with a record of research achievement. Closing date for applications is March 1, 1989. Enquiries and applications with three letters of reference, a curriculum vitae and relevant reprints should be sent to: Kathryn Koenig, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DIMENSIONS IN CULTURAL AND SOCIAL IDENTITY AND WOMEN'S IDENTITY

Workshop on lesbian identity: Homophobia, heterosexism, and feminism.

Jeri Dawn Wine

This workshop was intended primarily to provide a forum for lesbian women in psychology to address issues and questions relating to the development, maintenance and enhancement of their lesbian identities, though non-lesbian women were, of course, welcome. Some of the issues addressed in the workshop included:

- (1) the manifestations of homophobia (active hatred of gays and lesbians) and heterosexism (the assumption that everyone is and should be heterosexual and the consequent erasure of gay/lesbian existence) in our lives, with particular attention given to friends, family, workplace, academe, and to their manifestation in feminist studies and among feminist activists,
- (2) the difficulties in maintaining a strong, integrated sense of self since a profound split between one's private and public self is frequently an accompaniment of coping with homophobia and heterosexism,
- (3) as well as the enhancement of self often inherent in the woman-identification associated with being lesbian,
- (4) the special role that feminist activism and feminist studies play in many lesbians' lives in maintaining an integrated gynocentric sense of self,
- (5) the merits and problems of organizing on the basis of lesbian identity as contrasted to more general feminist organizing or organizing with gay men.

The workshop coordinator has conducted in depth interview studies with lesbian students and instructors in Canadian academe and used that data to inform the workshop coordination.

Immigrant women's identities: The problem of "culture as lived".

Eleni Skodra and Eva A. Szekely

In this paper we discussed and developed some of our ideas about what it is to be identified as, and to perceive oneself as having the identity of an 'immigrant woman.' Our work began with a study of issues in cross-cultural counselling, e.g., conflict around 'cultural identity.' Further examination of these conflicts led us to turn to the sources of these conflicts, i.e., the family and other institutional sites.

We then expanded our focus in order to elucidate the structure of culture as lived through the experiences of particular immigrant groups in Canada. It became increasingly evident that culture as lived can best be understood through a systematic exploration of women's multiple positioning in the family, workplace, educational institutions, mental health system, etc. Hence we are currently undertaking an in-depth study of women's lives in the multiplicities of these situations. Included in this study are descriptions of women's identities as mothers, wives, breadwinners, etc.

The specific purpose of our presentation was: (1) to share some of the findings of our work to date; e.g., how women's experiences in the mental health system affect their self-perceptions, (2) to introduce a framework from which we can explicate the construction(s) of 'immigrant women's' identities (including our own), and (3) to create a forum within which 'immigrant' and 'nonimmigrant' women can engage in a mutual exploration of selves.

Out of nowhere: Transient women, a new social identity.

Celine Mercier

The early eighties have seen the emergence of a new social problem, the homeless women. The "bag ladies" have gained more visibility. In the stream of concerns about the homeless mentally ill, services to both populations - men and women - are urgently needed.

From a literature review, it appears that homeless women have been around for a long time, but have only been studied for the last fifteen years. A review of the field reveals that homeless women and men have different characteristics. There are sex differences in the way they came to street life, and how they maintain their life-style. It also appears that homeless women are not a homogeneous group and that specific sub-groups can be identified.

These data have been corroborated by a survey done in a Detoxification Centre for transient women in Montreal. Data have been collected through 150 women in the context of an evaluation of the agency. Quantitative data are matched with qualitative material from interviews and participant observation in an effort to gain more understanding of these women and develop more adequate programs.

Implications of interpersonal relationships for women's identity and self concept.

Esther R. Greenglass

While most women marry and have children, recent research suggests that their primary emotional relationships are with other women, not men. Hite (1987) has recently argued on the basis of her research, that many women are disillusioned in their marital relationship because it fails to satisfy their emotional needs. Other research suggests that women are disappointed with marriage because it does not offer them equality with men. While women may seek egalitarian marriage, equality in marriage generally does not exist (Greenglass, 1985). Although employment benefits married women in some ways, in others it is a liability because married women who are employed also retain major responsibility for children and the home. Thus, it is not surprising that men report greater satisfaction with marriage than women. Reasons for this are that men obtain more "services" in marriage than do women and are more likely than their female counterparts to have in their spouse a willing listener or confidante in whom they can confide.

For many women it is not feasible to physically leave the marriage because of the responsibility of children, financial dependency, fear of being alone, fear of being stigmatized as a woman without a man, etc. So many women leave the marriage "emotionally." In their relationships with other women, women have a sense of a "special tie" or "common bond" with someone of the same sex (Woolsey, 1983). Despite the devaluation of females that has resulted in the devaluation of their relationships (Caplan, 1981), women may find in these relationships that they can share their feelings, have someone listen to them and get some of the nurturance and support they need.

Women may also seek emotional fulfillment in an affair with a man where they may act out a wish to be "rescued" emotionally by that elusive male. The wish to be "rescued" may be the result of an identification with the heroine who is rescued by the handsome prince in a seemingly endless stream of fairy tales such as Cinderella, Sleeping Beauty, Snow White, and Rose Red. These stories inculcate the belief that somewhere out there is a male who will satisfy the woman's emotional needs. In reality, however, men place less value on emotional communication and are less likely to want to discuss their feelings than are women. These differences cannot but affect the kinds of relationships women have with men and the feelings women develop about the significant males in their lives.

This paper discussed the way women cope with their feelings about their interpersonal relationships and the implications for women's identity and the way they view themselves.

REFERENCES

- Caplan, P.J. (1981). Between Women: Lowering the Barriers. Toronto: Personal Library.
- Greenglass, E.R. (1985). A social-psychological view of marriage for women. International Journal of Women's Studies, 8, 24-31.
- Woolsey, L.K. (1983). Bonds between Women and between Men, Part II: A Review of Research. Paper presented at the annual meeting of the Section on Women, Canadian Psychological Association, Winnipeg, Manitoba, June

PSYCHODYNAMIC APPROACHES AND THE DEVELOPMENT OF SELF

Women and the psychological development of self: A feminist's journey through object relations and self-in relation theories.

Nikki Gerrard

Emerging theories about female psychological development have focused on the intra-psyche understanding of the mother-daughter relationship. In this regard, such theorists as Chodorow, Dinnerstein, and Eichenbaum and Orbach have drawn heavily on objects relations theory. Another theory, called Self-in-Relation, is being developed at the Stone Centre for Developmental Services and Studies by Kaplan, Miller, and Surrey. In this paper I explore, compare, and contrast these two theories. The fundamental concepts of each theory are outlined.

The discussion of object relations theory leads me to raise some critical questions about the development of a sense of self. Such questions include 1) What is self? 2) Should the development of self be an ultimate goal of development? 3) To qualify as having a self, does one have to be a totally separate person? 4) What is meant by "separate"? 5) Does the development of self necessarily imply dependence?, etc.

It is also essential, in this analysis, to examine the theoretical underpinnings of the development of self and the political nature of the definition and concept of self.

I used two short experiential exercises in order to engage the listener in a self-exploration of how an aspect of each theory feels to them subjectively.

In conclusion, I proposed a number of points and questions to consider when developing any theory of psychological development of self.

Female psychological development from a modern psychoanalytic viewpoint and its clinical implications.

Liz Wootton

The paper is a review of some of the psychoanalytic literature on factors that contribute to the formation of a woman's identity, beginning very briefly with Freud and then passing on to much more current articles from the psychoanalytic journals, articles based on information gathered in therapy sessions as well as from direct observational research. The purpose of the paper is to show how much modern psychoanalytic thinking on both the development of normal women and those with problems differs from Freud's thinking and where the differences occur. Many modern theorists conclude, unlike Freud, that masochism, passivity, and unusual feelings of inferiority do not exist in all women, but that where found they signal problems often having to do with a woman's fear of her own feelings of aggression.

WOMEN'S STRUGGLES AND EXPERIENCES WITH THE MULTIPLICITY OF SELF

Development of feminist identity: Issues of sexuality, race, and class.

Jeri Dawn Wine

The paper addresses questions regarding the intersections among sexual, racial and class identities and how they are related to (1) the developing sense of oneself as a feminist, and (2) connections among, and tensions between women identified as feminist. Women faculty and students in women's studies, all of whom identified as feminist, were interviewed in depth regarding these issues. The participants included women who consider themselves heterosexual, lesbian, bisexual, celibate, and nonidentified, white, middle-class women (who constitute, of course, the majority of women in women's studies), as well as women of colour and those of working-class origin.

I consider the central, and equally important, projects of feminism to be: (1) to recognize and affirm differences in the experiences and identities of women, and (2) to work toward an inclusive feminism that recognizes the links among women's experience and seeks to dismantle the societal institutions and structures that keep women oppressed and separated from each other. The results of the research provide data that reflect usefully on both of these projects.

Women working collectively:...but what about our sense of self.

Janice Ristock

Working collectively is a common organizational form for many feminist agencies and groups. Collectives emphasize the sharing of knowledge, skills and information; and the value of women's experiences for fostering personal and political change. A collective structure also attempts to create an environment where women can feel strength through the provision of support and validation of one another. That is, through collectives women have attempted to create homogeneous work settings that keep us united.

Though our ideal of a collective work environment is a desirable one, many difficulties arise from the often prescriptive demands of the 'cohesive' collective's identity. Our focus on support, unity and empowerment seems to suspend our critical evaluation and recognition of diversity. All too often this has meant that women who are different cannot remain as part of the collective. Conflict often ensues and is explained as being due to "personality differences". Many women also leave because of "burn-out". Yet, this jargon of "personality differences" and "burn-out" merely individualizes the problem and ignores the social complexities that give rise to them.

This paper explores the following question: can we acknowledge and work with our differences and still build a successful collective? Interviews with collective workers are presented. The interviews examine the contradictions and complexities that women experience given their diverse identities (e.g., as lesbians, heterosexuals, white women, women of colour, etc.) and their multiple roles (e.g., as mothers, lovers, clients, workers, etc.) within the collective work structure.

Differences within: Multiple personality as a window on the complexity and contradictions of women's identity.

Margo Rivera

Women who develop multiple personalities as a result of severe and ongoing trauma in childhood (and nine out of ten therapy clients with multiple personalities are women) have two or more personalities that are not only different from each other but often conflicted and contradictory. The personalities' separate lives are walled off from each other's awareness by dissociative barriers, and often they do not realize that they share one body.

This paper looks at some of the differences in these separate states of consciousness within women with multiple personalities as a window on the multiple and often contradictory identities and values that exist within all women in our society. The complexities, conflicts and discontinuities that are so obvious and so extreme within women with multiple personalities are seen to be characteristic of the construction and elaboration of women's subjectivity in a patriarchal culture.

WOMEN IN MALE-DOMINATED OCCUPATIONS - RESEARCH AND POLICY ISSUES RELATED TO STRESS, PERSONALITY, AND RELATIONSHIPS.

Coping with stress in male-dominated occupations.

Sheollagh Fitzgerald

There is an apparent trend towards a greater number of females in what have traditionally been male-dominated professions (Marshall, 1987). Several professions remain male-dominated, amongst them, executive occupations. The stresses linked with such positions, particularly for women within these roles, can be traced to a number of factors. For example, women are often expected to assume major responsibility for home-based tasks while also carrying out fulltime work duties. The greater job stress they experience may not only reflect this dual role condition but also a lack of acceptance by the employing organization of women within higher status positions (Greenglass, 1987).

Stress is often investigated in terms of both internal and external factors which serve as buffers for stress-related illness. Personality factors such as hardiness (Kobasa, 1979) and anger expression (Gentry, Chesney, Gary, Hall, & Harburg, 1982) have been proposed as stress-coping mechanisms. Perceived social support continues to be investigated for its ability to buffer a range of physiological stress effects.

As the nature of stress for males and females is different, so their means of coping also differ. The potential buffering effects of social support on burnout have been implicated for females (Greenglass & Burke, 1986) whereas the opposite has been found for males (Burke, 1982). Support from one's boss, however, has tended to be utilized more by males rather than females (Greenglass, 1987). For female executives in particular, if a support system is not present within their organization, they will be required to obtain that support from other sources. Differences in the utilization of supports by Type A's and Type B's, for example, may reflect characteristics of the instrument rather than the population being examined. By not understanding the nature of the stress buffers being used by executives in particular, we could be furthering a response cycle which blames the victim of stress as opposed to the system within which the individual is required to participate.

Job burnout and personality scores of female and male Royal Canadian Mounted Police officers.

Gerry Stearns

Police work has often been identified as a stressful occupation and, in the last few years, there has been an increase in the amount of research studying its sources, consequences, and incidence in police officers. In general, researchers have found police work to be related to high levels of experienced stress. The majority of this research, however, has focussed on either American or British police groups and primarily male officers. Because policing is a male-dominated profession, it might be expected that such a career would be even more stressful for females and, in addition to the possibility that police work may be more stressful for women, it is likely that women may experience stress differently.

To begin to examine these hypotheses, we conducted a study comparing 27 female and 111 male RCMP officers and 80 female and 51 male RCMP recruits on the Maslach Burnout Inventory (MBI), the MMPI Ego-strength, Control, and K Scales, and the PRF Dominance Scale. Sex differences were found for experienced RCMP officers on Ego-strength, Dominance, and K Scales with males scoring significantly higher than females and male RCMP recruits scoring higher on the Ego-strength Scale than their female counterparts. Although there were no statistically significant sex differences on the MBI scales for experienced RCMP officers, there was a trend for females to score higher on all six scales. Similar comparisons for RCMP recruits showed that female recruits scored higher on Emotional Exhaustion Intensity than did their male counterparts.

These data will be discussed in the contexts of the problems facing women in male-dominated professions and of the tendency for others to "blame the victim".

Women, policing, and family life.

Belinda Crawford

Traditionally, the family has been expected to adapt to the work environment. Societal trends in family patterns, however, are making this adaptability problematic. Segal (1986) describes the present relationship between work and family as a "competition among greedy institutions."

The family-career conflict becomes particularly salient to women in policing. Numerous studies have shown the impact that the stresses of police work have upon family life. Maslach and Jackson (1979) found that, over time, many policemen's wives reported that their husbands became more tough and aggressive with their families. The women thought that their husbands were less trusting, and less capable of getting emotionally involved with the family. For female officers, personality changes associated with police work might be especially stressful since women have traditionally been expected to give precedence to the emotional needs of their families.

To begin to examine the ways in which female police officers try to fulfill the traditional expectations of being a good "girlfriend", wife or mother, and at the same time satisfy their own career goals in a male-dominated field we conducted a study of female and male officers and former officers from several urban police forces in Canada. Sixty-one men (40 current members and 21 ex-members) and 53 women (36 current members and 17 ex-members) were questioned on the type of support which they were receiving for their work, and the impact which their jobs had on family life. Significant sex differences were revealed along several dimensions. For those women who had left policing, many cited family-related concerns as the primary reason for leaving, as opposed to dissatisfaction with the job. Men, on the other hand, were more likely to express disillusionment/frustration with certain aspects of the job. These findings are particularly relevant given the increased numbers of women joining the ranks. The implications for administrative reforms in similar non-traditional occupations are discussed.

HUMOR, FICTION, AND TURNING THIRTY: OLD AND NEW IDENTITIES.

Women, humor, and women's humor.

Joanne Gallivan

Researchers in the field of psychology of humor generally recognize the need for their theories to account for the pervasive sex differences found in reactions to humor. In particular, consistent sex differences have been

reported in appreciation of sexual, sexist, and disparagement humor. These findings and their implications for current theoretical views on humor are summarized.

NEWS FROM ALBERTA

One fact that has been widely noted in the literature is that most of the humorous materials used in the studies mentioned (indeed, most humor) has been created by and for men. That raises the interesting question of what influences appreciation of humor created principally by and for women. Results of preliminary research by Stillion & White (1987) and the author indicate that appreciation of feminist humor is affected both by gender and by the extent of one's feminist sympathy. These results support the suggestion that group identification, rather than simply group membership, is important in determining one's humor preferences, and their implications for current general theories of humor appreciation are discussed in detail. It is argued that assessment of humor preferences can be used as a subtle form of attitude measurement, avoiding to some extent the effects of social desirability responding.

"Moi, à trente ans..."

Monique Lortier-Lussier

Comment des étudiantes de 18 à 25 ans se représentent-elles une journée typique de leur vie à l'âge de 30 ans? La technique de "l'agenda de l'avenir" (Baker, 1985) a été utilisée pour répondre à la question dans trois classes au début du cours de Psychologie différentielle des sexes à l'Université d'Ottawa. L'analyse des données de quelques 120 agendas révèle que toutes les étudiantes se voient dans l'exercice d'une profession que la grande majorité d'entre elles entendent combiner à la maternité. Celles-ci, pour la plupart, se voient mères de deux enfants font elles projettent d'assurer les soins à part égale avec le père. Les aspirations professionnelles des étudiantes s'inscrivent presque exclusivement dans les domaines de l'enseignement et de l'intervention psycho-sociale (psychothérapie, counselling, sexologie, criminologie, etc). Il ressort que les projections de l'identité professionnelle sont moins précises que celles de l'identité maternelle, qui traduit des attentes fortement idéalisées voire même irréalistes. Ces données sont analysées dans le contexte théorique de la contribution des rôles sociaux à la définition de l'identité. D'un point de vue appliqué, la présentation soulève des questions: dans quelle mesure et comment ces jeunes femmes peuvent-elles réaliser leurs projets de vie tout en étant amenées prendre conscience de l'idéalisation qu'elles en font? La communication se veut un point de départ pour la discussion sur le sujet.

Alberta Provincial Representative

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NEWS FROM ALBERTA

Another successful Women Helping Women Conference sponsored by the Calgary chapter of the special interest group, Women in Psychology of P.A.A., was held last May. This year the conference will not be held until October. This change is due to the many exciting conferences that will be held in Alberta in the spring.

You are probably already aware of the "Women and Mental Health: A Social, Economic, and Political Perspective" conference sponsored by the Canadian Mental Health Association. This exciting conference will be held in Banff, May 11-14 with keynote speakers including Jean Baker Miller, Paula Caplan, Phyllis Chesler, and Jeffrey Masson. Alberta women are pleased to be hosting this conference in our province and hope to see participation from women in psychology from across Canada. Further information is available from Renee Cochard, Suite 402, 10240 - 124th Street, Edmonton, Alberta, T2N 3W4.

Alberta is also pleased to host the "Eighth Annual Advanced Feminist Therapy Institute", sponsored by the Feminist Therapy Institute, Inc. The theme for the conference this year is Valuing Diversity. This is a participation conference and all individuals attending are expected to participate in some way, such as presenting a paper, an experiential presentation, presentation and discussion of a video or slide show, chair a panel or facilitate a group discussion. This is the first time this conference will be held in Canada and it is a wonderful opportunity for Canadian women of various ethnic/cultural backgrounds to join with their American counterparts. To participate in the conference you must be either a member of the AFTI or eligible for membership. Registration deadline is February 15, 1989. Information has been sent to all provincial representatives of SWAP or could be obtained from Dr. C. Larsen, University Counselling Services, University of Calgary, 2500 University Drive, Calgary, Alberta, Canada, T2N 1N4.

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