

FALL ISSUE | NOVEMBER 25TH, 2020

ASSOCIATION FOR WOMEN IN PSYCHOLOGY

A Feminist Voice Since 1969



Dear AWP Community,

Our mission statement describes our investment in the integration of personal, professional, and political power in the service of social justice. AWP has worked for years to challenge unexamined privilege and dominant discourses that marginalize and oppress individuals and groups within psychology and the wider society and yet much work remains. Many times, as we engage in this work, our comforts are hot beverages, warm blankets, and cozy socks, reading in isolation. Allow Fall 2020 to nudge us to share those comforts with others, even if nurtured via screens. Our relationships matter, with women, as diverse as the shades and shapes of the fall leaves, coursing from teary grounds and boundless roots.

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AWP 2021 Virtual Conference (March 5 - 7, 2021)

ACTIVISM/RESISTANCE/RESILIENCE:

The 2021 conference will be focused on social activism. Our invited speakers will inspire members to think deeply and critically about racial and social justice, as well as systems that impede social progress and / or cause harm to marginalized communities. We will begin on Friday afternoon, with an opening session and caucus meetings. Saturday and Sunday will open with social hours and wellness sessions, followed by engaging Keynote presentations to kick off our two full days of conference events which will include lightning talks, workshops, structured discussions, and symposia. The conference will also include poster sessions and networking opportunities, as well as our traditional feminist forum before closing.

In keeping with AWP's mission, this conference will focus on what we believe to be the most relevant theme of our time - **Doing Anti-Racism Work and Addressing Intergenerational Trauma.**

Highlighted Sub-Themes:

- Feminism, Science, and Justice
- Responses to Pandemic, Poverty, and Police Violence
- Anti-Racism and Feminist Activism
- Systemic Obstacles to Equality: White Supremacy and Capitalism
- Mental & Physical Repercussions of Slavery and Colonialism
- Racism as a Health Crisis: Macro and Microaggressions
- Economic Justice, Global Health, and Decolonization
- Self-Care and Sustaining the Movement: Joy, Pleasure, and Community Building

AWP 2021 KEYNOTE SPEAKERS

Saturday | March 6th, 2021

Dr. Thema Bryant-Davis



Thema Bryant-Davis is a licensed psychologist, professor of psychology at Pepperdine University, and director of the Culture and Trauma research lab. She is a past psychology representative to the United Nations and a past president of the *Society for the Psychology of Women*. Dr. Bryant-Davis has published and presented on the cultural context of trauma recovery including the societal trauma of racism. She is author of the book *Thriving in the Wake of Trauma: A multicultural guide* and editor of the book *Multicultural Feminist Therapy: Helping Adolescent Girls of Color to Thrive*. The California Psychological Association honored Dr. Bryant-Davis as Distinguished Scholar of the Year. The Institute of Violence, Abuse, and Trauma has honored her for excellence in mentorship within the field of trauma psychology and in media contributions to advancing the public's knowledge of trauma. The American Psychological Association has honored her for contributions to the public good for her work in trauma psychology. In 2020 the International Division of APA honored her for contributions to the psychological study of women and gender with a focus on Africa and the African Diaspora. Dr. Thema, a psychologist and trauma survivor, is host of the Homecoming Podcast which empowers listeners on the journey home to themselves.

You can follow Dr. Thema on [Instagram](#) | [Facebook](#) | [Twitter](#)

AWP 2021 KEYNOTE SPEAKERS

Sunday | March 7th, 2021

Dr. Della Mosley & Ms. Pearis Bellamy



Dr. Della V. Mosley (she/her/hers) is an Assistant Professor in the APA-accredited Counseling Psychology Program at the University of Florida. She created and leads the Wellness, Equity, Love, Liberation, and Sexuality (WELLS) Healing and Research Collective. She is a Black queer feminist, scholar, activist, and healer committed to liberation. Dr. Della's research focuses on facilitating the wellness of Black and/or queer and transgender People of Color (QTPOC) and is undergirded by Black feminist-womanist-paradigms and liberating methods of inquiry. She uses practical, evidence-based, and culturally mindful solutions to fight oppression and facilitate healing and liberation of Black and QTPOC folx. She has published in top-tier journals, has been invited to speak nationally, and is engaged in radical social justice advocacy work. Dr. Della is an American Psychological Association Minority Fellow, co-authors the Psychology Today blog, "Healing through Social Justice" with the Psychology of Radical Healing Collective, and recently served as the Presidential Task Force Co-Chair for the American Psychological Association Society of Counseling Psychology.

You can follow Dr. Della on [Instagram](#) | [Twitter](#)

Pearis Bellamy, M.S. (she/her/hers) is a third-year counseling psychology doctoral candidate at the University of Florida. Pearis' research interests include trauma specifically intimate partner violence, sexual violence, and racial trauma. She is a proud HBCU alumna and hopes to be an HBCU professor. As a Black doctoral student studying and experiencing racial trauma, Pearis dreamed up Academics for Black Lives, alongside her mentor, Dr. Della Mosley, in hopes of providing healing and support for Black people through collective action in academia.

You can follow Ms. Bellamy on [Instagram](#) | [Twitter](#) and Learn more about Academics for Black Survival and Wellness on [Instagram](#) | [Twitter](#)



Invited Address for our 2021 Conference

By Sharon Siegel

Winner of the AWP's Jewish
Women's Caucus 2021 Award for Scholarship

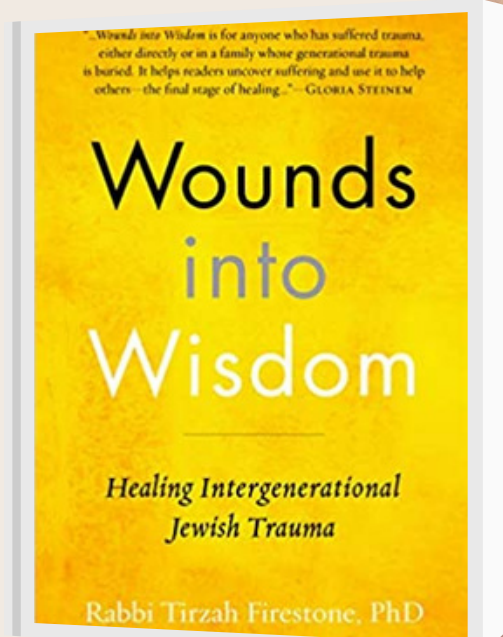
Wounds into Wisdom: Healing Intergenerational Jewish Trauma

Author: Tizrah Firestone



2020 Nautilus Book Award: Gold in Psychology.
Foreword Reviews 2019 Book of the Year Award.
Finalist in both the religion and self-help categories.

"Our past does not simply disappear. The painful history of our ancestors and their rich cultural wisdom intertwine within us to create the patterns of our future. Even when past trauma remains unspoken or has long been forgotten, it becomes part of us and our children—a legacy of both strength and woundedness that shapes our lives."



In this book, Tizrah Firestone brings to life the profound impact of protracted historical trauma through the compelling narratives of Israeli terror victims, Holocaust survivors, and those whose lives were marred by racial persecution and displacement. The tragic story of Firestone's own family lays the groundwork for these revealing testimonies of recovery, forgiveness, and moral leadership. Throughout, Firestone interweaves their voices with neuroscientific and psychological findings, as well as relevant and inspiring Jewish teachings.

Seven principles emerge from these wise narratives—powerful prescriptive tools that speak to anyone dealing with the effects of past injury. At the broadest level, these principles are directives for staying morally awake in a world rife with terror.

Quoted from Amazon Abstract

AWP 2021 Awards and Presentations



As we look forward to another amazing conference of feminist scholars and practitioners this spring, we want to remind our collective of our annual Invited Symposia and Award Presentations. Every year, sessions at the conference are reserved for the Featured Feminist Science Symposia, as well as the remarkable winners of AWP Awards. Recognition awards this year include: The *Distinguished Publication Award*, The *Distinguished Career Award*, The *Lesbian Unpublished Manuscript Award*, The *Spectrum Award*, the *Women of Color Psychologies Award*, the *Jewish Women's Caucus Award*, the *Olivia Espin Award for Social Justice Concerns*, and the *Sue Morrow Living our Visions Award*. We are so thrilled to see these Awards distributed at our first ever virtual conference this March!

If you are an Awards Chair, you should have received an email with instructions regarding how to submit your award nominees and recipients to the online portal. If you did not receive this correspondence, or if you have follow-up questions about the submission process, please email either Tiffany O'Shaughnessy or AWPsych2021@gmail.com.



AWP 2021 Caucus Meetings

As we look forward to our annual meeting in March, we should remind ourselves that the conference provides an exciting opportunity to participate in in Caucus meetings, build connections with other feminist psychologists who share our interest, and ground ourselves in the support and passion of our communities. Caucus meetings during the upcoming conference will be held on Friday evening from 5-6 PM ET (2-3 PM PT), following the opening session.

All Caucus meetings will be held via Zoom this year, and we encourage people to attend with a mug of hot cocoa, your favorite snack, or in the company of your pets! Caucuses invited to participate in the annual conference include *The Caucus for Non-Binary Sexual & Gender Diversity (NBSGD)*, *The Women of Color Caucus*, *The Social Class Caucus*, *The Size Diversity Caucus*, *The Caucus on Mothering Issues*, *The Researchers' Caucus*, *The Student Caucus*, *The Early Career Caucus (ECC)*, *The Older Women's Caucus (OWC)*, and *The Activism Caucus*. For more information on active AWP Conferences, visit the Caucus page on the AWP website - <https://www.awpsych.org/caucuses.php>. For more information on the structure of Caucus meetings during the upcoming conference, please contact Leonore Tiefer or AWPsych2021@gmail.com

A Note about Conference Registration

Participants are required to register for the meeting. Registration for the conference will be available online from the 2021 Conference link on the AWP website at www.awpsych.org starting on December 1, 2020.

Register by Friday, February 5, 2021, to receive lower rates! For additional registration questions, contact Christine Smith at AWPsych2021@gmail.com

In recognition of the financial challenges brought on by the pandemic and our substantially lower costs in coordinating an online event, we are pleased to announce that rates for the conference this year are as follows:



Early-Registration (Register by 2/5/2021)

AWP Member	\$30.00
Non-AWP Member	\$60.00
Student/Limited Means AWP Member	\$10.00
Student/Limited Means non-AWP Member	\$50.00

Late Registration (Register after 2/5/2021)

AWP Member	\$40.00
Non-AWP Member	\$70.00
Student/Limited Means AWP Member	\$20.00
Student/Limited Means non-AWP Member	\$60.00



COCO'S CORNER

Dear AWP Community,

As I write this column, we are two weeks out from the 2020 election and the evidence of voter suppression is disturbing, news just broke that the current administration can't find the parents of 545 children who were forcibly separated at the border, and COVID infections are rising around the country. With everything happening in the world, I was feeling tempted to fall into cynicism and lose faith and hope in our shared humanity and potential for positive change, and then I ran across a quote I had copied down from bell hooks' book *All about Love* and was reminded that "cynicism is the great mask of the disappointed and betrayed heart." Underneath that disappointment is a deep love for humans, and an enduring hope that despite our imperfections and traumas, we can come together and create a better world and community together. Certainly a bright light for me in trying times has been connecting, even remotely, with our AWP community. bell hooks also reminds us that love is a verb, an action, a participatory emotion. I will continue to find my hope and ability to persist in action and connection.

AWP has been very active since my last update. The Imps have held both the summer and fall implementation collective meetings remotely.



Tiffany O'Shaughnessy (she/her)
Collective Coordinator

We've been tackling some longstanding needs for the organization such as working to finalize our fiscal policy, following up on streamlining communications with awards chairs, working to increase opportunities for member connection, and following through with the reorganization of our positions now that we no longer have a need for the suite coordinator position. We will be sharing more updates with you all in this newsletter and over the coming months. As always, if you are interested in being more involved with AWP, please reach out to me, or our Staffer and Regional Coordinator, Clare Mehta for ways to get plugged in.

Another important area of focus for the Imps has been following up on our commitment to challenging anti-Black racism and enhancing wellness for BIPOC. We have a new resource page [available on our website](#) sharing anti-racist resources. We are also working towards creating a page of wellness resources for women of color in collaboration with the women of color caucus.

In addition to the work of the implementation collective, we have been hard at work planning the AWP 2021 virtual conference scheduled for March 5-7, 2021. The theme is Doing Anti-racism Work and Addressing Intergenerational Trauma and we have so many wonderful proposals rolling in already. You'll be able to read more about our awesome keynote speakers and some of the things we are excited about given this new format throughout the newsletter. I feel so fortunate to be co-coordinating the conference with Katherine Bogen and an amazingly committed and active conference planning collective. Our tech mavens, Noelany Pelc and Lenore Tiefer are hard at work collaborating with the caucuses and creating plans to try to make sure this conference feels accessible to all generations and everyone feels prepared to fully engage with the program. Kayla Weiner and Mary Zahm have been leading the program committee and we'd like to encourage you to sign up to be a proposal reviewer if you haven't already done so! We are also excited that the conference platform we'll be using should allow for informal connections and networking so we can all get that dose of Vitamin F we love at our conferences. If you're active on social media, I encourage you to follow all of our AWP accounts (@AWP_1969) as our media team, Rachel Dyer and Daniella Navarrete, will be rolling out conference updates.

COCO'S CORNER

All of this collective action has been essential to maintaining my own sense of wellness and connection throughout the last several months as I teach all of my classes to a webcam, continue seeing all of my clients remotely, and miss casually spending time with my friends in person. As we continue to do the work that is needed to ensure vulnerable communities survive the pandemics we are living in, I'll leave you with two thoughts from Mia Bidsong's incredible new book *How We Show Up: Reclaiming Family, Friendship, and Community* that I have been meditating on a.) "Freedom is both an individual and collective endeavor" and b.) "We can create more of what we all need when we are in community." Thanks for being in community with all of us at AWP, I look forward to continuing to create together with you.

In Service,

Tiffany O'Shaughnessy (she/her)

Implementation Collective Coordinator (2020-2023)

A W P
would
like
to
hear
from
you!

We would love to hear from members about ideas, thoughts, and feedback on what we do and how we can support and change this organization for better. Please contact us via email (all of our email contacts are on the very last page of this newsletter). Also, if you have any short pieces you would like to share with membership, please contact Alicia Trotman at awp.newsletter@gmail.com



AWP Facebook page:
<https://www.facebook.com/groups/29473119739/>



Our AWP Website
<https://www.awpsych.org/>

New Imps Position!



Clare Mehta (she/her)
Staffer and
Regional Coordinator

Some of you may recall that last year, AWP voted to end our many years of collaborating with our APA division 35 sisters to host a suite at the annual APA convention. Costs kept increasing, and we were finding that AWP members were not making use of the suite enough to justify the expense. While we were sad to say goodbye to the suite – and Kaley – our last suite coordinator, we have been excited to have the opportunity to envision a new implementation collective (Imps) position to replace the suite coordinator position. We have heard from members who would like us to be faster in responding to calls to support social justice issues, and those who would like more support for administering the AWP awards. As such, we have envisioned our new Imps position as an **outreach coordinator** position. The position details are below.

Outreach coordinator

- Coordinates the response to calls for social justice action.
- Coordinates with and supports the awards chairs, communicates with the treasurer and conferences liaison to ensure that necessary awards are funded and that any recipient presentations are scheduled for the AWP conference.
- Coordinates with the website and communications imp, to ensure awards information is current.
- Supports AWP liaisons, designated AWP representatives who communicate with other groups to facilitate professional and feminist cooperation.

We hope that you are as excited as we are about this new position! You will be given an opportunity to vote on this change via email in the near future. In the meantime, if you are interested in serving on the Imps in this role or in any of the other roles, please contact Clare Mehta, the Implementation Collective Staffer at mehtac@emmanuel.edu

Comments on Fiscal Policy



The **AWP Fiscal Policy** was last revised in 2010. The current IMPS are revising the policy to synchronize to current and digital fiscal standards expected by financial institutions. We will appreciate your comments in leading this revision.

Link to File:

<https://docs.google.com/document/d/1Uu1dsqRbDMU380oVWoSKJUh6gxLdqdyX75aYPc9zzdo/edit#heading=h.ij4v3w2jox89>

Comments Box:

http://sulross.az1.qualtrics.com/jfe/form/SV_3ws9bxZAiT3ovid



2020 DISTINGUISHED PUBLICATION AWARDS

Submitted by Carla Golden, Chair of the DPA Committee

9/26/20

Distinguished Publication Awards are given annually for published works that make significant and substantial contributions to research and theory that advance our understanding of the psychology of women and/or gender, as well as promote the goals of the Association for Women in Psychology. The awards are given for work published in the prior calendar year and are announced at the annual meetings of the American Psychological Association. Recipients of the awards are invited to present on their work at the AWP conference the following year. The awards have been made since 1977; a full listing can be found here: <https://www.awpsych.org/awards.php>.

The DPA Committee welcomes nominations (of books and articles with a 2020 publication date) for the 2021 Distinguished Publication Award. They should be sent to Carla Golden (golden@ithaca.edu) by **April 30th, 2021**.

This year's Distinguished Publication Awards go to:

- Joan Chrisler and Maureen McHugh for their co-edited special edition of *Women and Therapy: A Feminist Quarterly* (2019), 42, 1-2 on **Making Space for Every Body: Ending Sizeism in Psychotherapy and Training**, published by Taylor and Francis.
- Janet Shibley Hyde, Rebecca Bigler, Daphna Joel, Charlotte Chucky Tate & Sari Van Anders for their article: **The future of sex and gender in psychology: Five challenges to the gender binary** in *American Psychologist* (2019), 74 (2), 171-193.
- Miriam Liss, Kate Richmond & Mindy Erchull for their first edition co-authored text **Psychology of Women and Gender**, published by W.W. Norton.

Nominate a Courageous Woman!

Please let us know who you think best represents the courage of Christine Blasey Ford! Anyone can be nominated; preference may be given to a woman who works in, or who has influenced, psychology or mental health.

Send your nominee's name, contact information (if available), and a paragraph telling why she deserves the 2021 Christine Blasey Ford Woman of Courage Award to Kat Quina at kquina@me.com. The winner will be announced with a brief video tribute at the 2021 Virtual Convention and receive a \$250 award from AWP.

This award is funded by donations from AWP members and friends. If you would like to join the CBF award committee and/or donate to the Courage award fund, please go to www.awpsych.org and click on the "Donate" button. Be sure to note which award it is helping to fund!



LUMA and SPECTRUM 2021 Awards

Deadlines Monday, June 21, 2021 at 11:59pm

LUMA Award

Purpose: The Association for Women in Psychology encourages theoretical and empirical scholarship that addresses the psychology of lesbian.

Topics: Manuscripts focusing on any topic relevant to the psychology of lesbians are invited. Submissions must be made by manuscript author(s) to Lhyers@wcupa.edu by **Monday, June 21, 2021 at 11:59pm (Eastern Standard Time)** with subject line: **AWP 2021 LUMA Submission**. Please include two word documents or PDF documents in your submission, one document containing the manuscript with no identifying information (including only the title, abstract, and manuscript body) and a second document containing contact information (i.e., author name(s) and contact information along with the title, abstract, and manuscript body). A panel of Association for Women in Psychology committee members will review the anonymous manuscripts. Submissions will be evaluated on the basis of sound methodology, clarity of writing, and relevance to the advancement of the psychology of lesbians. The award winner will be notified individually via email and also announced at American Psychology Association convention in August (the winner is not required to attend the APA award ceremony). The winner is invited to present the manuscript at the Annual Association for Women in Psychology conference and will receive a \$250 honorarium and waived conference registration for presenting.

Eligibility: Manuscripts (conference papers, dissertations, journal articles, or other manuscripts) can be unpublished, under review, accepted for publication or published. (Note: If you are submitting a published manuscript for consideration, please provide full citation and note that no manuscripts published PRIOR to Jan 1, 2020 will be considered.) Both sole and jointly authored papers are eligible. Manuscripts of less than 50 pages are preferred, but longer manuscripts are acceptable; however, no books will be considered. Members and nonmembers of the Association for Women in Psychology will be considered equally.

SPECTRUM Award

Gender and Sexual Minority Manuscript Award 2021

SPECTRUM Award encourages research on the Psychology of the LGBTQ+ Experience!

Content: The Association for Women in Psychology encourages submissions of theoretical and empirical manuscripts that address the psychology of marginalized gender and sexual identity populations, including but not necessarily limited to those who identify as lesbian, gay, bisexual, transgender, non-binary, genderqueer, genderfluid, and/or queer. Manuscripts focusing on any topic relevant to the psychology of populations of marginalized gender and sexual identity status are invited.

Eligibility: Individual and jointly authored manuscripts are eligible. Manuscripts (conference papers, dissertations, journal articles, or other manuscripts) can be unpublished, under review, accepted for publication or published. (Note: If you are submitting a published manuscript for consideration, please provide full citation and note that no manuscripts published PRIOR to January 1, 2020 will be considered). Manuscripts not more than 50 pages are recommended. Entire books are not eligible. Members and nonmembers of the Association for Women in Psychology are eligible to apply.

Evaluation and Requirements: Submissions must be made by manuscript author(s) to Erin Hipple (ehipple@gmail.com) by **Monday, June 21, 2021 at 11:59pm**. Please send your submissions via email with the following email subject line: **AWP 2021 SPECTRUM Submission**. Please include two documents in your submission (Word or PDF), one document containing the manuscript with no identifying information (including only the title, abstract, and manuscript body) and a second document containing contact information (i.e., author name(s) and contact information along with the title, abstract, and manuscript body). A panel of SPECTRUM committee members will review the anonymous manuscripts. Submissions will be evaluated on the basis of sound methodology, clarity of writing, and relevance to the advancement of the psychology of gender and sexual minorities. The award winner will receive a \$250 honorarium and will be given the opportunity to present their research at the 2020 Annual Association for Women in Psychology conference. The award winner will be notified by email and announced at the American Psychology Association convention in August (the winner is not required to attend the APA award ceremony, but is strongly encouraged to present their work at a special awards symposium at the AWP conference). Please email Erin Hipple with any questions you may have at ehipple@gmail.com.

Older Women's Task Force Report

Leonore Tiefer, Chair (2015-)

In the last issue of the newsletter, I described how the Older Women's Caucus (OWC) became activated last Spring in the wake of the shelter-in-place shutdown orders due to the coronavirus pandemic. I contacted the 37 or so members of the caucus and a dozen or so of us met to check-in by zoom on May 20. We have continued biweekly since then.

BIWEEKLY!!

This is an extraordinary development in the life of the Caucus and AWP. There have been regional groups on and off throughout our history although when preparing the charts and displays for our 50th anniversary in 2019 I was unable to create a coherent list of the regional groups and their years of operation. I hope that information is not lost forever.

Fortunately, Rachel Corbman and I were able to make a chart of the AWP caucuses and their histories <https://awp50herstory.wordpress.com/the-caucuses/>. It's interesting to see the various topics and life-spans of the caucuses, and the chart helps tell and preserve the story of AWP.

In the early years of AWP, members communicated frequently (using mimeographed pages and snail mail) to develop procedures and principles. That was in the early 1970s. But since then I don't recall an extended communal experience of AWPers that didn't involve conference planning or regional get-togethers. The global coronavirus pandemic offers new opportunities.

We are no longer in the era of mimeographed pages and snail mail. Now we have electronic forms of communication that allow AWPers from coast to coast to connect, and indeed members of the OWC have joined these biweekly meetings from California to Massachusetts, from Utah to New York, from all 4 time zones by virtue of the new electronic reality of when2meet.com and zoom.com.

Over the 4 months since my last report, the OWC zoom meetings have had various agendas, but perhaps our most successful focus has been the "check-in" part of each session - the support group aspect whereby we update each other on employment, activities, health, and mood. The politics of the country and news of the world have been more unbelievable each week, it seems, and OWC members have shared various forms of political involvement. Several members retired during the 2019-2020 school year, joining the majority of the OWC already more-or-less-enjoying post-employment, and we have heard how retiring is not an event but a process that occurs over a period of time as both long-time therapists and academics relinquish a major source of their identity and shift into another life phase. It's a kind of emigration from one reality to another and members of the caucus have shared their different ways of handling it.

Continued Next Page →



Screenshot
from
one of the
August 2020
OWC
Zoom
meetings

The regular check-in is not the only focus of each session. We have moved to having readings and lively discussions on: gender theory, polarized electoral politics, Mary Trump's biography of DJT, online cancel culture, the new trend in gender pronouns and transgender activism. We inaugurated a plan for pop-up book reading groups that would meet once to discuss a particular book. We also undertook activism wherein a small subcommittee submitted a comment on the 2025 revision of the APA's *Guidelines for Psychological Practice with Transgender and Gender Nonconforming People*. I look forward to additional projects as we continue to find our zoom-legs and think about the future.

I have become a Zoom fan. I think what we've learned during this pandemic can be used to build inclusion of members who were previously separated by distance or marginalized because of disability, discretionary funds, or age-related concerns. Through Zoom and with a new attitude we can be together, support each other, and exchange ideas and resources. We can take action together. It's a new era.

We revived the OWC in 2015 because of a Boston conference revisiting the Women's Liberation Movement of the 1960s and 1970s

<https://www.bu.edu/wgs/wgs-events/liberationconference2014/>.

Several of us offered a panel on AWP as a case study and enjoyed being together so much we decided to keep the energy going forward. That was a lightbulb moment. We had to travel to Boston to have that experience, and each OWC meeting since 2014 has occurred during the annual AWP conference. But the pandemic has been a second lightbulb moment. We don't have to travel physically to be together intellectually, emotionally, socially, spiritually, or politically. What a concept!

What has started with the OWC could continue in other segments of AWP. I am looking forward to building online AWP communities before, during and after our 2021 virtual conference. We can be more and do more. Feminist psychology is important and we are one of its main voices.

One of my heroes is Myles Horton, the co-founder of the Highlander Folk School, famous for its role in the Civil Rights movement. His inspiring autobiography, *The Long Haul*, teaches a philosophy of social change (not his alone, of course) that encourages organizing during slow times to get ready to take advantage of opportunities for breakthrough. I think we're at one of those opportunity inflection points and the OWC is taking advantage!





Are you interested in joining
our Implementation Collective?
Contact our Staffer/Regional Coordinator
Clare Mehta
at mehtac@emmanuel.edu

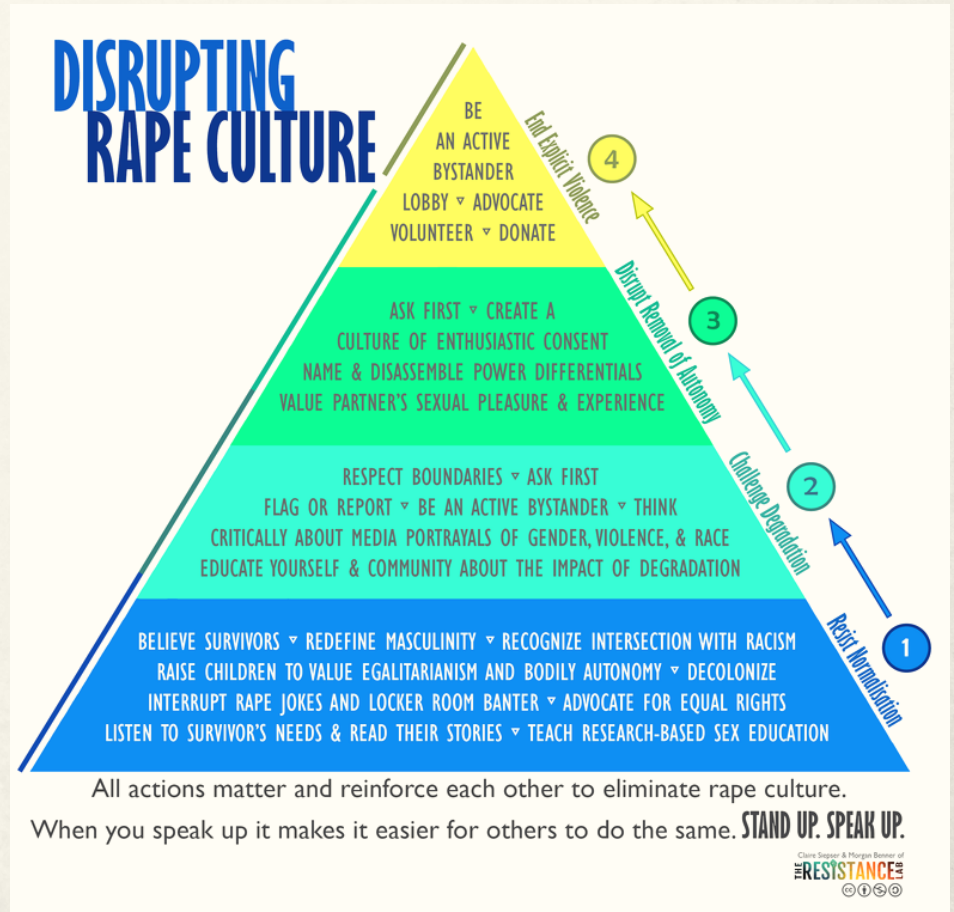


Disrupting Rape Culture: Pyramid of Action

Claire Siepser, Morgan J. Benner, Natania S. Lipp, Nicole L. Johnson

Department of Education and Human Services, Lehigh University

The amount of sexual assault in the United States is staggering (e.g. Smith et al., 2018). This problem can be overwhelming when we consider the scale and nature of sexual violence. Sometimes, when something is so large, we may discuss the issue in philosophical ways without addressing the practical applications of the ideas and research. Other times we focus on all the contributing factors of a problem without discussing the potential solutions to the problems, especially when problems are insidious and massive, such as is the case with rape culture.



To partially address this situation, our lab used a pre-existing model of the structure of rape culture to make an action-oriented ecological model of dismantling rape culture that we named the Disrupting Rape Culture Pyramid (DRCP).

Our lab, the Resistance Lab (<https://wordpress.lehigh.edu/theresistance/>), does a significant amount of research and outreach in the realm of gender-based violence with particular emphasis on its relationship to rape culture. The organization 11th Principle Consent (<https://www.11thprincipleconsent.org/>) has an excellent model of the Rape Culture Pyramid which illustrates how rape culture is reinforced by tolerating seemingly “small” behaviors. This model is effective in identifying the structure of rape culture. Looking at this pyramid and considering our audience, we decided to make a complementary pyramid of specific actions to *disrupt* rape culture. This complementary pyramid, the Disrupting Rape Culture Pyramid (DRCP) is intended to give individuals concrete examples of what they can do in their everyday lives to dismantle rape culture and end sexual violence. The actions can be categorized into agency/consent, equity/equality, advocacy/supporting survivors, and collective responsibility.

Disrupting Rape Culture: Pyramid of Action

Claire Siepser, Morgan J. Benner, Natania S. Lipp, Nicole L. Johnson

Department of Education and Human Services, Lehigh University

Pyramid Composition and Context

As previously mentioned, the Dismantling Rape Culture Pyramid (DRCP) derived inspiration from the 11th Principle Consent Pyramid (Cervix et al., 2016), which was originally based on the Anti-Defamation League (ADL) Pyramid of Hate (ADL, 2018). Our model mirrored the tiered sections of the 11th Principle Consent Pyramid model of *Normalization*, *Degradation*, *Removal of Autonomy*, and *Explicit Violence* matching these sections with the tiers of *Resist Normalization*, *Challenge Degradation*, *Disrupt Removal of Autonomy*, and *End Explicit Violence*. The list of individual items on the DRCP were created to be explicit and action-oriented to provide guidance for disrupting rape culture. Lab members created items to directly address the information on the Rape Culture pyramid, then our lab collectively added additional items based on the current rape prevention theory and research. Among the individual items in these tiers emerged common themes of agency/consent, equity/equality, advocacy/supporting survivors, and collective responsibility.

Agency/Consent

The items in the list that can be categorized under the heading of agency/consent are: *raise children to value bodily autonomy*, *teach research-based sex education*, *respect boundaries*, *ask first*, *create a culture of enthusiastic consent*, and *value partner's sexual pleasure and experience*.

Agency and consent have begun to be recognized as a crucial aspect of dismantling rape culture. Research indicates that individuals from a subculture with long-standing norms of affirmative consent report lower rape-supportive beliefs than those outside of that subculture (Klement et al., 2017).

Equity/Equality

Creating equity and equality is foundational to addressing a systemic issue like sexual violence, especially dismantling toxic masculinity and institutionalized racism. The items in the pyramid that fall under this category are: *Recognize intersection with racism*, *raise children to value egalitarianism*, *decolonize*, *advocate for equal rights*, *name and disassemble power differentials*, *redefine masculinity*, *interrupt rape jokes and locker room banter*. Rape culture intersects with race, gender, and sexuality (Coulter et al., 2017; Harris & Linder, 2017; Nagel, 2003), for example harmful stereotypes at the intersection of race and gender can contribute to rape culture (e.g. Miller, 2019). Toxic ideologies of racism (Wriggins, 1983), sexism (e.g. Truman et al., 1996), cis-sexism (Sweeney, 2020), heterosexism (Girshick, 2009), and colonization (Deer, 2009) all contribute to rape culture. To dismantle rape culture we must address root issues of inequity and inequality.

Advocacy/Supporting Survivors

In addition to the actions to dismantle rape culture we must also take responsibility and action to support those who have experienced sexual violence.

The items in the pyramid for this aspect of change are to *believe survivors*, *listen to survivor's needs*, *lobby*, and *advocate*. Believing survivors has a measurable positive impact on their psychological and physical health and wellbeing (Campbell et al., 2001). Lobbying and advocating are more systemic level versions of believing and supporting survivors.

Collective Responsibility

The theory of rape culture recognizes that change requires collective responsibility (Bloom & Reichert, 1998). The items in the pyramid to address this aspect are: *be an active bystander*, *read survivor's stories*, *flag or report*, *think critically about media portrayals of gender, violence, and race*, *educate yourself and your community about the impact of degradation*, *volunteer*, and *donate*. These seemingly disparate items highlight how collective responsibility can happen on multiple levels and in multiple ways. There are many ways to combat rape culture (Buchwald et al., 2005) and many of them require collective responsibility in addition to individual responsibility.

Use, Potential Impact, and Future Directions

Rape culture is a complex, insidious issue that requires multi-faceted, action-oriented solutions. We address the ecological nature of these solutions with the various levels of our Disrupting Rape Culture Pyramid (DRCP). This model can serve as the foundation for strengths-based intervention, research, outreach, and education.

Disrupting Rape Culture: Pyramid of Action

Claire Siepser, Morgan J. Benner, Natania S. Lipp, Nicole L. Johnson

Implications

This pyramid might be used in classroom and community settings, as a physical representation of the ways we can take individual and collective responsibility for dismantling rape culture. College professors, K-12 teachers, sex educators, and other professionals can use this visual as a tool for discussion about the norms in their environment that might perpetuate or tackle rape culture. Further, understanding that even small behaviors (e.g., correcting rape jokes) might be interconnected with larger ones (e.g., creating a culture of enthusiastic consent) can empower both individuals and communities to take initiative.

The DRCP might also be a useful format for intervention. For example, the Resistance Lab is currently working on an intervention for high schoolers incorporating four key components: 1) consciousness-raising, 2) correcting misconceptions of peer norms, 3) bystander intervention, and 4) a systems analysis of the school's current policies. This intervention works at multiple levels of the DRCP by consciousness-raising around masculinity, media portrayals of gender, violence and race, examining peer norms that perpetuate rape culture, empowering students to be active bystanders, and shifting school policy to align with a culture of equity and enthusiastic consent. Prevention research emphasizes that effective intervention must address risk and protective factors at multiple levels (Centers for Disease Control and Prevention, n.d.). Thus, future interventionists might use this model as a starting point for gender-based violence prevention and intervention.

Finally, the DRCP can be used in outreach efforts. This accessible, easy-to-digest visual might inspire people to take action in their own lives, spread the word, and continue their own journey of education and awareness around the issue of gender-based violence. The pyramid might be presented in schools, on college campuses, and in workplace settings as a primer to those in the environment, and a reminder of their shared responsibility for co-creating a safe, equitable, and empowering space.

Overall, this action-oriented model can be used to start a conversation and/or introspection about the ways in which we can dismantle rape culture on an everyday basis. We see it as an evolving model

as knowledge, awareness, and rape culture itself changes over time. Ideally, it will be used as a tool in the ongoing fight to end rape culture. Broad and difficult topics such as sexual violence can leave individuals feelings hopeless and unsure how they can help. This model of action provides clearly, tangible ways to combat rape culture.

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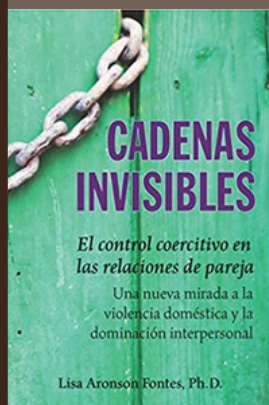
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Member Announcements



The August 2020 issue of *Feminism & Psychology* (Volume 30, No. 3) is a Special Issue on Feminisms and Decolonizing Psychology, edited by Catriona Macleod, Sunil Bhatia, and Wen Liu.

The entire issue is currently Open Access, and can be found at <https://journals.sagepub.com/toc/fapa/30/3>.



The latest book of AWP member Lisa Fontes, Ph.D. (she, hers) *Invisible Chains: Overcoming Coercive Control in Your Intimate Relationship* is now available in Spanish as: *Cadenas Invisibles: El control coercitivo en las relaciones de pareja*.

This highly accessible book discusses coercive control in couple relationships. Coercive control tactics can include: isolation, intimidation, micromanagement, gaslighting, and even physical and sexual violence. This book explains the concept and offers hope to victims, survivors, their loved ones, and the professionals who work with people caught in the web of controlling relationships.

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Lori Gottlieb, MFT, psychotherapist and author of The New York Times bestseller

Genes, Environment and You. Implications For Personal Illness Narratives or "Why Me?"
Cynthia Bulik, PhD, FAED, world-renowned researcher in the field of eating disorders

Giving Voice
Soledad O'Brien, award-winning journalist, entrepreneur and host

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Member Announcements

Job Description for Licensed Mental Health Therapist

Clinical Instructor or Assistant Professor of Psychiatry & Behavioral Sciences (Open Rank)

The Department of Psychiatry & The Behavioral Sciences at the Keck School of Medicine of USC is seeking several licensed mental health therapists (PhD/PsyD, LCSW, LMFT) for a new behavioral health practice to care for the student body population at USC.

Description of the Faculty Practice

Located in a contemporary state-of-the-art facility in the Engemann Student Health Center on USC's University Park Campus, the practice will serve USC students who require intensive or ongoing mental and behavioral health services. A multi-disciplinary team comprised of psychiatrists, psychologists, social workers, and case managers will accomplish the practice's mission of providing access to the highest quality of mental health care for all students.

Essential Functions

- Reports to clinic/division leadership
- Conducts initial diagnostic evaluations and biopsychosocial assessments, develops treatment plans, and provides evidence-based psychological interventions to USC students
- Provides individual and group therapy, as indicated
- Evaluates crisis situations and intervenes appropriately
- Provides after-hours on-call service, as assigned
- Completes timely documentation and billing in accordance with to clinic policies
- Maintains appropriate clinical records and complies with all relevant regulatory policies and procedures
- Participates in clinical outcome evaluation
- Collaborates and consults with other mental health and primary care providers involved in the care of the student
- Participates in multidisciplinary case conferences and clinic meetings
- Attends and contributes to department and division meetings, fostering clinical objectives and a consultative collegial environment
- Participates in yearly peer review and quality improvement activities

Minimum Qualifications:

- Doctorate in Counseling or Clinical Psychology from an APA-accredited program, or Master's degree in Social Work or Marriage & Family Therapy
- Licensed in California
- Well developed clinical skills and experience utilizing evidenced-based interventions for the treatment of mental health conditions
- Effectively works in a highly diverse, multicultural, and LGBTQIA affirmative environment
- Interest and skill in an integrated approach to care
- Willingness and ability to see a high volume of patients and meet departmental productivity standards

- Ability to make quick and accurate clinical assessments
- Flexible/comfortable adapting to a new and evolving clinical practice

Preferred Qualifications

- Experience working with university students
- Excellent diagnostic skills and knowledge of DSM5
- Resilient, self-aware, and able to thrive in a fast paced, dynamic environment
- Experience working with issues encountered in late adolescence, including identity issues, sexual trauma, eating disorders, and substance use disorders
- Multicultural competency in working with students of color, students from all economic classes, first generation students, LGBTQIA students, and international students
- Commitment to the highest ethical standards of professional practice and to professional integrity
Desire to continue to grow as a professional; committed to excellence and lifelong learning
- Strong communication skills
- Foreign language skills are a plus

This is a full-time clinical faculty position in the Department of Psychiatry & The Behavioral Sciences at the Keck School of Medicine of USC. Salary is competitive and contingent on experience. A generous benefits package includes health insurance, sick time, paid vacation, and professional days.

University Description

The University of Southern California (USC), founded in 1880, is the largest private employer in the City of Los Angeles. As an employee of USC, you will be a part of a world-class research university and a member of the "Trojan Family," which is comprised of the faculty, students and staff that make the university what it is.

USC is one of the world's leading private research universities with approximately 43,000 students from all 50 states and boasts one of the largest international student bodies in the country. USC is located in the heart of Los Angeles, a culturally rich metropolitan city, and is close to both beach and mountains with wonderful outdoor recreation opportunities. The mild temperatures along with the city's average of 329 days of sun per year makes Los Angeles a wonderful city to live and work.

Application materials

CV, cover letter, and 3 letters of reference from current or former direct supervisors that speak to your competency and suitability for this position.

USC strongly values diversity and is committed to equal opportunity in employment. All genders and members of all racial and ethnic groups, people with disabilities, and veterans are encouraged to apply.

Member Announcements

DEAR AWP FRIENDS,

We have a tenure-track opening for an Assistant Professor of Psychology with a Child Clinical specialty at West Chester University in Pennsylvania, USA. Please share this job ad with individuals who have a strong interest in teaching and working closely with both undergraduate and graduate students from diverse backgrounds. This position may be appealing to those who have a commitment to addressing diversity, equity, and inclusion in their teaching and scholarship. More details about the position can be found at:

<https://www.governmentjobs.com/careers/wcupa/jobs/2823057/20-170-tenure-track-assistant-professor-of-psychology-child-clinical-specialty>.

Sincerely,

Dr. Lauri L. Hyers

Professor of Psychology, *Psychology Department, West Chester University*

Preferred Contact: Lhyers@wcupa.edu

Are you a Black Woman or woman of African descent who has attended a *Black Lives Matter*, #SayHerName, #MeToo, or Women's March protest?

Researchers at Indiana University – Bloomington are interested in learning more about how Black women view their identity both inside and outside of contemporary social movements, their experiences with attending protests and related events, and their broader experiences of being a Black or African Woman. Please help us by completing this confidential, brief (approximately 30 minute) online survey about your experiences. If you are 18 and older, have attended a *Black Lives Matter*, #SayHerName, #MeToo, or Women's March protest, and identify as a woman of Black or African descent you are eligible to participate! To participate you may simply follow this link:

https://iu.co1.qualtrics.com/jfe/form/SV_cLW3ERMJcizAu0J.



BLACK WOMEN PARTICIPANTS NEEDED

Title: Black Women and Social Movements: An Examination of Identity and Experiences of Black Women

Background: For this study we intend to recruit between 250-350 participants. The study will be conducted entirely online to ensure that participants remain anonymous and that social distancing guidelines are maintained. The study is being conducted by a Black woman doctoral student in Counseling Psychology at Indiana University- Bloomington.

Eligibility: Identify as a woman of Black or African descent

Be 18 years or older

Have attended a *Black Lives Matter*, #SayHerName, #MeToo, or Women's March protest

Purpose: To investigate the experiences of Black Women and their thoughts on participating in contemporary social movements.

Benefits: Help give a voice to the experiences of Black and African Women

***There will be no monetary compensation available for your participation.

*If you are interested in this study, please follow this link or scan the bar code attached.

https://iu.co1.qualtrics.com/jfe/form/SV_cLW3ERMJcizAu0J



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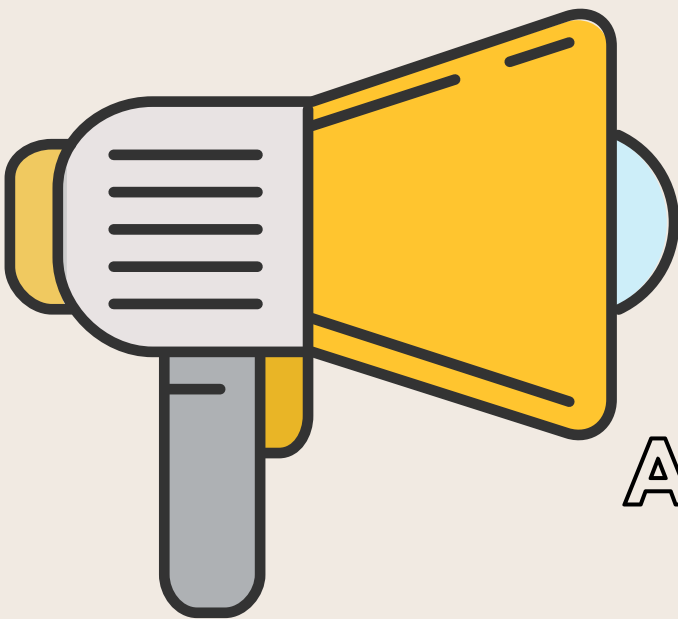
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These times are very interesting, and at times disheartening. But, there are moments when I am reinvigorated and empowered. Here is a poem that captured one of these moments, reminding me how much I value our community. ~ Alicia Trotman (she/her)

You are Who I Love by Aracelis Girmay

You, selling roses out of a silver grocery cart

You, in the park, feeding the pigeons
You cheering for the bees

You with cats in your voice in the morning, feeding cats

You protecting the river You are who I love
delivering babies, nursing the sick

You with henna on your feet and a gold star in your nose

You taking your medicine, reading the magazines

You looking into the faces of young people as they pass, smiling and
saying, *Alright!* which, they know it, means *I see you, Family.*
I love you. Keep on.

You dancing in the kitchen, on the sidewalk, in the subway
waiting for the train because Stevie Wonder, Héctor Lavoe, La Lupe

You stirring the pot of beans, you, washing your father's feet

You are who I love, you
reciting Darwish, then June

Feeding your heart, teaching your parents how to do The Dougie,
counting to 10, reading your patients' charts

You are who I love, changing policies, standing in line for water,
stocking the food pantries, making a meal

You are who I love, writing letters, calling the senators, you who,
with the seconds of your body (with your time here), arrive on
buses, on trains, in cars, by foot to stand in the January streets
against the cool and brutal offices, saying:
YOUR CRUELTY DOES NOT SPEAK FOR ME

You are who I love, you struggling to see

You struggling to love or find a question

You better than me, you kinder and so blistering with anger, you are
who I love, standing in the wind, salvaging the umbrellas,
graduating from school, wearing holes in your shoes

You are who I love
weeping or touching the faces of the weeping

You, Violeta Parra, grateful for the alphabet, for sound, singing
toward us in the dream

You carrying your brother home
You noticing the butterflies

Sharing your water, sharing your potatoes and greens

You who did and did not survive
You who cleaned the kitchens
You who built the railroad tracks and roads
You who replanted the trees, listening to the work of squirrels and
birds, you are who I love
You whose blood was taken, whose hands and lives were taken,
with or without your saying
Yes, I mean to give. You are who I love.

You who the borders crossed
You whose fires
You decent with rage, so in love with the earth
You writing poems alongside children

You cactus, water, sparrow, crow You, my elder
You are who I love,
summoning the courage, making the cobbler,

getting the blood drawn, sharing the difficult news, you always
planting the marigolds, learning to walk wherever you are,
learning to read wherever you are, you baking the bread, you
come to me in dreams, you kissing the faces of your dead
wherever you are, speaking to your children in your mother's
languages, tootsing the birds

You are who I love, behind the library desk, leaving who might kill
you, crying with the love songs, polishing your shoes, lighting the
candles, getting through the first day despite the whisperers
sniping fail fail fail

You are who I love, you who beat and did not beat the odds, you
who knows that any good thing you have is the result of someone
else's sacrifice, work, you who fights for reparations

You are who I love, you who stands at the courthouse with the
sign that reads NO JUSTICE, NO PEACE

You can read the remainder of the poem here:
<https://poets.org/poem/you-are-who-i-love>



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Mission Statement

AWP is a diverse feminist community of psychologists and allied professionals invested in the integration of personal, professional, and political power in the service of social justice.

We challenge unexamined privilege and dominant discourses that marginalize and oppress within psychology and the wider society. AWP accomplishes this by promoting feminist scholarship, teaching, practice, and networking, and through mentoring, activism, and influencing public policy.



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