

AWP BYLAWS
(Last Approved: September 2022)

I. PURPOSE. The Association for Women in Psychology (AWP) is a not-for-profit scientific and educational organization committed to:

A. Ending the role psychology has played in perpetuating unscientific and unquestioned assumptions about the “natures” of women and men;

B. Encouraging psychological research on sex and gender;

C. Fostering feminist psychological research on the effects of oppression on women’s lives (including, but not limited to, sexism, racism, heterosexism, classism, ageism, religious intolerance, and insensitivity to those with disabilities);

D. Encouraging research and theory concerned with alternatives to traditional gender roles, nonsexist lifestyles and childbearing practices, increasing appreciation for diversity among women, and other topics of concern to feminists;

E. Fostering the development of psychologies of women that reflect the experiences of women from various racial/ethnic and cultural backgrounds;

F. Expanding opportunities for women to achieve equality within psychology and fostering the participation of underrepresented groups of women so that the discipline reflects the viewpoints of women from diverse backgrounds;

G. Ending the use of the “mental health” professions and psychotherapy as a means of enforcing sexism and other forms of oppression;

H. Helping women create individual sexual identities through which they may freely and responsibly express themselves, provided that such expression does not oppress other individuals;

I. Working to eliminate any oppressive practices and prejudices that divide women from one another;

J. Educating and sensitizing the psychology profession and the public to the psychological, social, political, and economic problems of women;

K. Fostering the professional development of feminist scientists, educators, mental health professionals, and activists.

II. GOVERNANCE. The Association for Women in Psychology shall be governed by the provisions of these Bylaws. Changes in these Bylaws may be suggested by any member(s) of AWP. Proposed changes are voted on by the members in attendance at national business meetings (defined below) and presented for a ratification vote (as described below) electronically (e.g., via listserv or internet survey).

III. MEMBERSHIP. AWP welcomes the membership of any person who agrees with its purposes. Payment of yearly dues, according to the published sliding fee schedule, entitles a person who agrees with AWP's purposes to full membership in the organization. Dues are payable on January 1st of each year. Members may join or renew their membership when registering for the annual conference. Any member who is more than one year late with dues may be dropped from membership.

IV. BUSINESS MEETINGS. There shall be at least one business meeting yearly, the dates and locations to be announced to the entire membership in advance. One will take place at the annual AWP conference and additional meetings may be scheduled at the discretion of the Implementation Collective (defined below). Details of the meetings will be planned by the Collective Coordinator and others working in consultation with the Implementation Collective. Agenda items for business meetings are collected and organized by the Collective Coordinator. New agenda items may also be introduced at the meetings. Members in attendance at the business meetings will review the progress and activities of AWP by means of reports from all the Collective members and the membership at large.

V. REGIONAL CHAPTERS. Areas in which there are active AWP members may wish to start local chapters. To be an AWP chapter, the group must encourage its members to pay AWP's dues; they may also set additional local dues. If a local group is running an AWP annual conference, then AWP fiscal policy will be used regarding seed money and distribution of profits. Aside from these provisions, AWP regional groups are autonomous and may carry out actions as they wish, consistent with AWP's purposes.

VI. DECISION MAKING AND ORGANIZATIONAL STRUCTURE.

A. All basic policy decisions of the organization are made by the membership, typically during one of the business meetings. Decisions at business meetings are made by a consensus of those present. Decisions made at the business meetings that concern policy matters, require a change in these Bylaws, or increase dues, will be recorded and distributed electronically with ratification occurring as described above. Each decision presented for ratification will become effective immediately if approved by a majority of those who have responded to the Communications and Website Coordinator (defined below) by the published deadline. Other decisions (not involving Bylaws changes, policy changes, or dues changes) that are made at business meetings may be implemented immediately by interested members and relevant committees or caucuses.

B. Implementation Collective. There is an Implementation Collective to act as a decision-making body to deal with organizational issues that arise between business meetings and are beyond the scope of the standing committees (defined below). The Collective includes the Collective Coordinator, Treasurer, Newsletter Editor, Membership Coordinator, Staffer/Regional

Coordinator, Communications and Website Coordinator, Women of Color Coordinator, Gender Inclusivity Coordinator, and Conferences Liaison. A quorum shall be six of the persons specified as Collective members. Terms are three years each. Ordinarily a person will not serve successive terms on the Implementation Collective.

The Implementation Collective is authorized to spend AWP's money as outlined in the Fiscal Policy. In a time of emergency the Collective will have the authority to make policy decisions or expenditures beyond the limits listed below and then present them to the membership for ratification (described above). Such decisions will involve actions that have a one-time effect.

Functions of the individuals on the Implementation Collective are as follows:

Collective Coordinator – Coordinates and facilitates the work of the Implementation Collective. Organizes the meetings of the Collective, plans the agendas, chairs the meetings (Collective, Business, Feminist Forum), represents and advocates for the organization in its interactions with other organizations, and monitors organizational activities to ensure that AWP's policies and practices are implemented. Maintains regular contact with other Collective members, committees, liaisons, and caucuses. Is attentive to issues to be discussed or acted on by the Collective. Prepares Co-Co Corner Column for each issue of the *AWP Newsletter*. Welcomes attendees and presents special association awards (e.g., the Christine Ladd-Franklin Award) at the annual conference.

Treasurer – Manages the financial assets of the association. Disburses money to individuals, committees, caucuses, and regional chapters for expenses. Recommends dues structure and amounts to the membership for ratification. Files annual income tax returns. Provides financial payment or reimbursement for association related expenses.

Newsletter Editor – Prepares three issues of the AWP Newsletter per year soliciting material from Imps, caucus and committee chairs, conference coordinators, and members. Receives advertising for the newsletter. Sends electronic copy of newsletter out to members via Communications and Website Coordinator.

Membership Coordinator – Promotes membership in the organization. Receives new memberships and renewals and maintains a membership file and/or database. Helps orient new members to the organization. Facilitates coordination of information between the membership database, the website, and conference registrations. Provides support to members as needed regarding membership concerns/issues. Promotes involvement and membership in the organization at the conference through various conference sessions. Works to streamline ease of use of the membership database and the membership section of the website.

Staffer/Regional Coordinator – Recruits members to serve on the Implementation Collective and helps orient them to the group and to their positions. Tracks the staffing of other leadership roles (e.g., awards chairs, liaison, caucus chairs) and assists in staffing them when necessary. Works to ensure diversity in leadership positions. Assists in the formation of new caucuses. Facilitates the development of regional chapters, and facilitates communication among chapters and with the Implementation Collective. Assists the Women of Color Coordinator in increasing

the visibility of caucuses and in facilitating communication among the caucuses and between the caucuses and the Implementation Collective. Provides support to students by orienting them to the organization and mentoring them into leadership roles. Manages the Implementation Collective and Staff listservs and updates the website with contact information for people in leadership roles.

Communications and Website Coordinator – Takes minutes at AWP meetings, sends out abbreviated minutes and award announcements to members electronically, and keeps the website up-to-date. Supervises two student or early career professional positions - “social media coordinator” and “website coordinator.” Assists in preparation of AWP governance documents, such as the Bylaws, as needed.

Women of Color Coordinator – Assures that all AWP policies and procedures are not only nonracist but also reflect the concerns and needs of women of color. Recruits new members and acts as a liaison between AWP and other organizations that focus on diversity and marginalized populations (e.g., APA Division 45). Coordinates activities for women of color by working closely with all relevant positions, committees, action initiative groups, and caucuses. Assists the Staffer/Regional Coordinator in increasing the visibility of caucuses and in facilitating communication among the caucuses and between the caucuses and the Implementation Collective.

Gender Inclusivity Coordinator – Assures that all AWP policies and procedures are not only non-sexist and non-cissexist but also reflect the concerns and needs of gender diverse individuals. Recruits new members and acts as a liaison between AWP and other organizations that focus on gender inclusivity (e.g., APA Division 44). Works with all relevant positions, committees, action initiative groups, and caucuses to coordinate activities for gender diverse AWP members. Assists the Staffer/Regional Coordinator in facilitating AWP Awards.

Conferences Liaison – Serves as a link between the Implementation Collective and the annual conference committee. Recruits a person annually to serve as Conference Coordinator. Offers guidance and support in planning annual and regional conferences as needed. Works with hotel locator to negotiate hotel contracts for future conferences.

C. AWP Positions, Committees, Social Action Initiative Groups, and Caucuses. As AWP has little centralized authority and no “officers” in the traditional sense, the purposes of AWP shall be implemented primarily by positions, committees, social action initiative groups, and caucuses that specialize in particular tasks, operate autonomously and with the full authority and support of the organization, subject to the AWP Bylaws and Fiscal Policy, AWP's purposes, and decisions made by the membership.

Committees, social action initiative groups, and caucuses must always remain open to new members. A coordinator or coordinators may be designated to assume responsibility for, and leadership in, organizing the ongoing work of the committee, social action group, or caucus. If the responsibility is divided among several members, a contact person must be designated to receive correspondence and communicate with the Implementation Collective and the

membership. The Coordinator of a committee or caucus will ordinarily serve for a maximum of three years. When possible an apprentice will be prepared to take over as Coordinator.

Positions, committees, social action initiative groups, and caucuses must file annual activity and financial reports with the Implementation Collective.

Formation of Positions, Committees, Social Action Initiative Groups

Positions, committees, and social action initiative groups are deemed standing or ad hoc. Positions, committees, or social action initiative groups may be formed or recognized by the Staffer/Regional Coordinator to deal with needs that emerge between business meetings. In order to become a Standing Committee, a committee must be ratified through a vote of the membership (described above). If a position, committee, or social action initiative group is no longer serving a useful purpose, the Staffer/Regional Coordinator may recommend disbanding it. This procedure also applies to major changes in a position, committee, or social action initiative group's function. Upon receiving such a recommendation, the Implementation Collective may decide to disband the position, committee, or social action initiative group, or substantially alter its function.

Once a committee or social action initiative group is formed it will make its own internal rules and policies, plan its own actions, recruit new members, and generally function as an active problem-solving body, subject to review at AWP business meetings. It may request funds from the Implementation Collective or raise funds directly for its own use.

Formation of Caucuses

Caucuses may be formed by groups of AWP members who believe that their interests and needs are not being adequately addressed by the organization as a whole.

Caucuses will follow operating procedures similar to those outlined above for committees. They will keep the Implementation Collective and the membership informed of recommendations for changes in AWP's policies and procedures that will increase the organization's inclusiveness and responsiveness to diverse constituencies.

If a committee, social action group, or caucus decides to disband, the coordinator of the group shall notify the Implementation Collective Coordinator of the decision in writing. If a committee, social action group, or caucus does not meet, file activity reports, or file financial reports, within a three year period, it will be considered inactive. Financial assets of disbanded or inactive caucuses shall return to the national treasury. Disbanded or inactive committees, social action groups, or caucuses may be reactivated by interested members by following the guidelines for establishing the respective group.

The AWP Archivist collects, organizes, describes, and preserves association records of historic interest; ensures the physical integrity of those records, which shall include arranging periodic transfers of permanently valuable records to The Archives of the History of American

Psychology; and provides regular reports to the Implementation Collective regarding the archives.

VII. STANDING COMMITTEES. The following AWP Standing Committees have been ratified by the membership:

Christine Blasey-Ford Woman of Courage Award Committee - This award was established to recognize and celebrate feminist leaders who have demonstrated the quality of political courage in standing up and speaking truth to power, in order to take action against injustice, discrimination, or harm. Any individual who has acted on a local or national level is eligible. Nominations will be solicited from AWP members, and the winner will be selected by the CBF award committee. There will be no direct fiscal implications for AWP. Fundraising for this award will be done by the CBF award committee, and funds allowing, the award will include \$250. The financial component of this award is contingent on the existence of the CBF committee's endowment. The announcement will be made at the AWP annual conference at a time determined in consultation with the conference planning committee.

Conference Committee – Organizes and plans all events associated with the annual AWP conference, including program review and scheduling. Works with the Conferences Liaison (as needed) and with Coordinators of committees and caucuses to meet the needs of AWP's constituencies and accomplish the business of the organization.

Distinguished Publication Award (DPA) Committee – Makes awards in recognition of significant and substantial contributions of research and theory that advance our understanding of the psychology of women and promote the goals of AWP. From time to time the committee may present a Distinguished Career Award in recognition of a body of work that promotes the goals of AWP. Awards are traditionally presented at AWP's annual party in the hospitality suite at APA, and winners are invited to present their work at the next annual AWP conference.

Feminist Research Committee – Monitors and reports on feminist research, facilities, and resources. Encourages the development of new research models, collaboration, and networking among feminist researchers. Seeks out information on educational resources, grants, etc.

Feminist Multicultural Therapy Practices and Issues Committee – Provides an ongoing forum toward the development and evolution of feminist theory and practice of psychotherapy. Develops guidelines for the therapy consumer. May distribute information on feminist internships. Works with relevant caucuses as needed.

Florence Denmark Mentoring Award Committee – In honor of Florence Denmark, this award is given to recognize feminist leaders who provide mentoring and inspiration. The recipient is a mentor who continuously provides feminist support, supervision, and guidance to undergraduate or graduate students in psychology. The award is presented at the annual AWP conference.

Fundraising Committee – Seeks to raise money to support increased activity for the organization.

Jewish Women’s Caucus Award for Scholarship Committee – Makes awards in recognition of, and to further the development of, distinguished scholarship in the field of the psychology of Jewish women. The award is presented at AWP’s annual party in the hospitality suite at APA, and the winner is invited to speak at the next AWP conference.

International Committee – Represents AWP at the United Nations, at the U.S. Mission to the U.N., and at various national and international meetings. Establishes contact between AWP members and feminists in other countries, and supports the expansion of AWP internationally.

Lesbian Psychologies Unpublished Manuscript Award (LUMA) Committee – Recognizes research or theory that makes a significant contribution to our understanding of the psychology of lesbians. The award is presented at AWP’s annual party in the hospitality suite at APA, and the winner is invited to speak at the next annual AWP conference.

Living Our Visions Award Committee (LOVA) - This award honors Dr. Susan L. Morrow who changed the landscape of feminist multicultural qualitative research in psychology. The LOVA award committee invites nominations (self-nominations, or nominations for others are welcome) for feminist helping professionals who are also engaged in community organizing, activism, and/or action research. Full award criteria will be provided on the AWP website. There will be no direct fiscal implications for AWP. Fundraising for this award will be done by the LOVA award committee, and funds allowing, the award will include \$250 as well as giving an “invited presentation” as part of a concurrent session at the AWP annual conference. The financial component of this award is contingent on the existence of the LOVA committee’s endowment.

Oliva Espín Award for Social Justice Concerns in Feminist Psychology Committee – This award was established through a generous founding contribution from Oliva Espín to recognize the work of feminists who are making important contributions to practice, education and training, and/or scholarship in the areas of (a) Gender and Immigration and (b) Ethnicity, Religion, and Sexual Orientation. The award is presented at the annual AWP conference.

Spectrum LBGTQ+ Manuscript Award Committee – Recognizes manuscripts on theory or research addressing LBGTQ+ psychology. The award is presented at AWP’s annual party in the hospitality suite at APA, and the winner is invited to speak at the next annual AWP conference.

Student Research Prize Committee – Awards prizes for outstanding research papers written by students. This award is shared with APA’s Division 35. The winners are announced at AWP’s annual party in the hospitality suite at APA and invited to present their research in a special paper session at the next annual AWP conference.

Women of Color Psychologies Award Committee – Recognizes a manuscript (either published or unpublished) that makes a significant contribution toward understanding the psychologies of women of color. The award is presented at AWP’s annual party in the hospitality suite at APA, and the winner is invited to speak at the next annual AWP conference.

VIII. DISSOLUTION. In the event that AWP dissolves, the following procedures will govern the distribution of AWP's assets. Four Implementation Collective members (to be chosen out of those available in the order listed below) will: (a) divide the assets among the regional groups in proportion to their membership numbers; if this cannot be done, the assets are (b) to be given to feminist organizations that provide direct services to women. In order, the four Implementation Collective members to be chosen to direct the dissolution are: Collective Coordinator, Treasurer, Staffer/Regional Coordinator, Women of Color Coordinator, Membership Coordinator, Gender Inclusivity Coordinator, Newsletter Editor, Communications and Website Coordinator, and Conferences Liaison.