



WomanView

Spring/Summer 2008

*The Newsletter of the Section for the Advancement of Women, Society of
Counseling Psychology (Div 17),
American Psychological Association*

Sue Morrow, Editor

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*Join us at APA!
March 14-17, 2008 ~ Boston
SAW Workshop
SAW Champagne Breakfast & Awards
SAW Woman of the Year Award Address*

Don't Miss These Exciting Activities at the APA Convention!!

Key Locations:

- ♀ *SCP (Society of Counseling Psychology, Div 17) Suite: Renaissance Boston Waterfront Hotel*
- ♀ *AWP (Association for Women in Psychology)/ SPW (Society for the Psychology of Women/ Div 35) Suite: Boston Marriott Copley Place*

SAW Events

- ♀ *SAW Workshop: The Mentoring Workshop, Part 2, Jill Barber & Sue Morrow, Fri, 8/15, 10-10:50 am, SCP Hospitality Suite B (Spectacle Room).*
- ♀ *SAW Champagne Breakfast, Awards, & Business Meeting, Sun, 8/17, 8-9:50 am, SCP Suite D (Brewster Room)*
- ♀ *SAW Woman of the Year 2007 Award Address: Roberta Nutt, Carol Zerbe Enns, & Joy Rice, Sun, 8/17, Convention Center, 253C.*

Also of Interest to SAW Members

- ♀ *AWP Discussion Hour: Building Unity Among Feminist Psychologists in AWP, SPW, and SAW, Sue Morrow, Fri, 8/15, 1-1:50pm, AWP/SPW Suite **Special Invitation to SAW Members!***
- ♀ *AWP Party & Awards (everyone welcome!); Fri Aug 15, 9-11 pm, AWP/SCP Suite*
- ♀ *More Pie Initiative: Sun Aug 17, 10-10:50 am, SCP Suite*
- ♀ *Check Out the Boston Women's Heritage Trail at <http://www.bwht.org/tour.html>*
- ♀ *Ethics and Issues of Cultural Competence and Diversity, Brad Johnson, Manuel Casas, Linda Forrest, Kirstyn Chun, & Frederick Leong, Friday August 15, 12-1:50, Convention Center Meeting Room 258 A (cosponsored by Divs 17, 44, & 45.*
- ♀ *DO check out the AWP/SCP Suite for its many offerings and FAMOUS 50%-off Book Sale!!! The suite schedule is available at http://docs.google.com/View?docid=dccq94pr_0tzd3hdff*

Congratulations New SAW Treasurer! Meghan Davidson

The upcoming APA Convention marks several transitions. Thanks to Connie Matthews for her leadership as SAW Chair. As she becomes Past-chair, Libby Nutt Williams will transition to Chair, turning over her position as treasurer to Meghan Davidson. Special thanks to Dawn Szymanski for her six years of service as SAW Chair-elect, Chair, and Past-chair. We bid a fond "good luck" to Corinne Datchi-Phillips as she leaves her role as SAW Student Liaison; we wish her well as she joins the ranks of professional counseling psychologists!

Passing the Torch, Sharing Our Voices: The SAW Mentoring Conference by Lisa Platt

The SAW Mentoring Pre-Conference session was held in Chicago on March 6, 2008 as part of the International Counseling Psychology Conference. The mentoring conference was attended by approximately 25 and served as a meaningful time of connection for a group of dynamic, interesting women.

The conference was divided into morning and afternoon sessions. The morning session began with time for reconnecting with long time colleagues and friends as well as getting to know new women who

were in attendance. From there, Ruth Fassinger, Annaliese Singh, Jill Barber, Lauren Weitzman, and Barbara Gormley participated in a panel discussion addressing the diverse aspects of mentoring relationships. Cristina Risco also originally planned on being a panelist, but unfortunately could not attend.

As part of the mentoring panel, Ruth Fassinger discussed the influence of cultural differences and similarities in multicultural feminist mentoring relationships. She shared her experience of serving as a mentor to those who are both different and similar to her across various cultural identities. Her experiences were interesting and thought provoking.

Annaliese Singh and Jill Barber discussed the utility of composite mentoring. They described how composite mentoring could be thought of as the strategic selection of a diverse set of mentors, each mentor offering one aspect of the desired mentoring experience. In other words, rather than finding one mentor who can serve many purposes, women can develop a mentoring network composed of many mentors, each with her or his own role. Jill and Annaliese discussed each of their own processes in developing composite mentors for themselves. Many in the audience had not heard of composite mentoring but found the idea resonated with their experiences.

Lauren Weitzman discussed the role of self-care in mentoring. She shared some of her experiences both as a mentor and a mentee. She provided information about the importance of maintaining and modeling self-care in mentoring relationships. Many audience members agreed self-care is an area many women tend to forget about, making the discussion timely and useful.

Finally, Barbara Gormley discussed the issues related to boundaries, power, and dual relationships in mentoring relationships. She discussed the challenges of defining and distinguishing a mentoring relationship when issues of power and dual relationships are a factor. Panelists shared how cultural identity is a factor to consider as well when defining relationships.

Following the presentations from each panelist, the audience was invited to participate in a "fishbowl" discussion about these ideas. This discussion was an engaging exchange about the many challenges and rewards of the mentoring process. This sharing of ideas and reflecting on our own personal processes served as a primer for the group discussion in the afternoon session.

After this lively and insightful discussion with the panelists, attendees were invited to lunch, graciously organized by Jill Barber, at a local restaurant named Tamarind. Lunch was a more informal time for attendees to catch up with old friends and learn more about new friends. The food and atmosphere were a nice break in the middle of day.

After lunch, the afternoon session of the conference began. The original plan was to have "mentoring circles" covering various areas of mentoring such as early career mentoring, mentoring LGBTQ women, mentoring women of color, and mentoring women during career change. However, the decision was made to create one larger circle with all attendees in order to create a more cohesive, intimate discussion. Several themes emerged from this discussion.

First, attendees discussed several "burning" mentorship issues. These issues included how to navigate informal and formal mentoring relationships, how to have and maintain mentoring relationships within a multicultural framework, and how to navigate difficult or complicated individuals in the mentoring process.

Second, there was a moving conversation about being an identified lesbian and serving as a mentor. Several attendees shared their experiences of having "unspoken" lesbian mentors in their careers, women who never spoke of their lesbian identities but modeled courage and success in the professional world. It was agreed that in being a lesbian who is visible, one might be serving as a mentor to someone without even knowing it.

Third, there was an important discussion of how a person might go about finding and approaching mentors. Attendees shared their experiences of how mentoring relationships were formed and

maintained. Many spoke of finding important people in their lives that they felt a natural connection with. Both informal and formal approaches to developing a mentoring relationship were discussed. The afternoon session was a thoughtful, touching dialogue about the importance of supportive, mentoring relationships in personal and professional well-being. The personal stories shared were inspirational and highlighted the power of women helping women. The delicious refreshments, enjoyed by all, complemented both the morning and afternoon sessions!

Overall, the mentoring conference was a great success! As a graduate student and a newcomer to SAW, this conference was a great opportunity to add many new relationships with strong women into my life. Acknowledgments go out to all the women who attended and also to those who worked tirelessly to organize this event, particularly Sue Morrow and Jill Barber, as well as the rest of the mentoring conference committee. It wouldn't have happened without you. Hopefully everyone can continue to be enriched by the conference as both mentors and mentees in the future!

Notes from the SAW Chair

Connie Matthews, Chair, Section for the Advancement of Women

As I sit down to write my last SAW Chair's Column I find myself reflecting a bit on the past two years. First, I can't believe how quickly the time has gone. It doesn't seem that long ago that I was writing my first column. But, indeed, it has been, and a lot has happened in the intervening time. While I claim little to none of the credit for any of these accomplishments, I would like us all to take a moment to bask in some of the things SAW as an organization and the wonderful women who are a part of it have done. Of course, first on the list has to be passage of the *Guidelines for Psychological Practice with Women and Girls* and publication in *The American Psychologist* (December, 2007, in case you missed it). Many, many SAW members were involved with *Guidelines* over several years time, but the loudest kudos must go to the co-chairs of the Task Force, Roberta Nutt, Carol Enns, and Joy Rice. SAW honored them with the Woman of the Year Award last year, not only for their work on the *Guidelines*, but for the career-long effort that each has devoted to the general themes of psychology of women and women in psychology. They will collectively be giving the Woman of the Year talk at this year's APA convention in Boston. The talk will be at 11:00am on Sunday morning in room 253C of the Convention Center. Be sure to put it on your convention schedule! It will be a sure fire way to end the convention on an up note and recharge your feminist batteries.

Long time devoted SAW member Linda Forrest is winding up an impressive year as President of the Society of Counseling Psychology. Among the many things she has done with and for the Society this year was overseeing the highly successful International Counseling Psychology Conference in Chicago. That conference featured both international counseling psychologists and the various sections in ways that far surpass anything that has occurred in the past. SAW had a full-day pre-conference program on mentoring in conjunction with that conference. Program co-chairs Sue Morrow and Jill Barber did an amazing job of involving long time SAW members, mid-career, early-career, and student members in a program that was both informative and empowering. Such a program had been in the idea stage for a number of years, so many thanks to Sue and Jill and all the women who were a part of that program as presenters/facilitators and participants to bringing it to fruition. The program was so successful that those in attendance decided to continue the discussion during SAW's annual workshop time in the Division

17 suite. Sue and Jill agreed to again chair/facilitate, so The Mentoring Workshop Part 2 will be held on Friday morning, 10:00 - 10:50 in Hospitality Suite B (Renaissance Hotel, Spectacle Room). I encourage everyone to attend - you don't have to have been present in Chicago to participate. And, while on the subject of mentoring, two previous SAW Women of the Year, Rosie Phillips Bingham and Melba Vasquez, were presented with the Division 17 Lifetime Achievement in Mentoring Award at last year's APA convention.

I realize that in pointing out some of the highlights for SAW and SAW members over the past couple of years, I will undoubtedly forget in the moment something or someone who should be mentioned. By the time this arrives in your email in-box, I will realize my blunder and be embarrassed, so I will apologize ahead of time and assure all that it is unintentional. The safer route would be to keep things general, but, alas, none of the things I have been discussing would have happened had people taken the safer route.

I do want to remind everyone that the annual SAW Awards Breakfast and Business Meeting will be held on Sunday morning 8:00am - 9:50am in Division 17 Suite D (Renaissance Hotel Brewster room). This is always an energizing event for those who attend, so I urge you all to put this on your convention schedule. I would also encourage you to bring along a friend, colleague, or student. I think many of us initially became involved with SAW because somebody told us, "You really would like this group." Now it's time to do the same favor for somebody else. Those of you who are faculty members, training directors, supervisors, or who otherwise work with students might particularly want to invite students to come along. Likewise, if you have recently hired a new professional into your department, invite her (or him) to come with you to the SAW events. I think that many of us are aware that the Society of Counseling Psychology is working hard to attract new professionals into the Society. The SAW breakfast, Woman of the Year Talk, and mentoring workshop are all great opportunities to show young feminists that there is indeed a place for them in the Society for Counseling Psychology.

I would like to end this final column on a personal note by thanking all of you for the support that you have shown to me over the past two years. SAW is unique (at least in my experience) in the extent to which the members of the organization support the chair. I have never sent out a call for volunteers that people haven't come forward. There has not been a second when I felt like I was on my own. When I had questions, people had answers, or at least suggestions. When I forgot to order the champagne for last year's breakfast ☺, members and others jumped in to help at the last minute (meant literally, not figuratively) and made it happen. SAW is a great organization in which to be a member and an even greater organization in which to be a leader. If any of you have aspirations of leadership but aren't quite sure, I encourage you to test the water in SAW. I promise you will be supported. Libby Nutt Williams will transition to Chair at this year's convention; and, likewise, she will turn over the treasurer's books to Meghan Davidson. I know that we will all support them in the same way that you supported me. Enjoy the rest of your summer. I look forward to seeing many of you in August!

Nota Bene: You may receive 2 copies of this newsletter because we are attempting to merge our membership list with the current e-mail distribution list. Be assured we are in process of correcting this problem. We hope you agree that getting two newsletters is better than none! If you receive a newsletter at 2 different e-mail addresses, please send an e-mail to Sue at sue.morrow@utah.edu to let us know your preferred address. Thanks!

The Students' Voice
Corinne Datchi-Phillips, SAW Student Liaison

It is this time of the year again. We are busy preparing for the APA convention, planning our trip to Boston, writing papers, and organizing our schedule. What an exciting event for both new and returning students! The convention is an opportunity to meet the many representatives of our profession, to build relations, to learn about the work of our colleagues, and to reconnect with our peers and friends. It can also be an overwhelming and isolating experience if you do not know yet how to navigate your way.

Remember the first time you received the program of the convention. Didn't it look like a phone book? Didn't you feel intimidated by the long list of workshops, poster presentations, and symposia? Wasn't it hard to decide what meetings or sessions you would attend? Well, it was for me. I remember feeling lost and discouraged until I met the members of the Division 17 Section for the Advancement of Women, 4 years ago, in Washington, D.C. I found my home base in the convention, a warm and caring place where I feel welcome and connected and where I return at each occasion.

So, this year again, I look forward to the many events of the Section: The mentoring workshop on Friday August 15th from 10am to 11am; the SAW annual Awards Breakfast and Business Meeting on Sunday August 17th from 8:00am to 10:00am; and the Woman of the Year Talk, featuring our 2007 women of the year, Carol Enns, Roberta Nutt, and Joy Rice, on Sunday August 17th from 11:00am to 11:50am. These events will be the last I will attend as student representative of the Section. I am approaching the end of my training and it is time for me to pass the baton. I want to thank the governing board for giving me the opportunity to contribute to the Section. I also want to thank Sue Morrow, the editor of the newsletter, for including students' voices in Woman View. I have very much enjoyed communicating and writing with my peers about parents in graduate school and coming out issues. I hope that our column "Inquiring Minds" has piqued the interest of our readers and has inspired ideas for future research. I also look forward to reading the future topics of the column. Again, thank you for a wonderful year, and have a great time in Boston!

Corinne Datchi-Phillips is a Ph.D. candidate at Indiana University and a pre-doctoral psychology intern at Towson University Counseling Center. Her current e-mail address is cdatchiphillips@towson.edu.

Inquiring Minds:
Choosing to Come Out at Work
Kelly Blasko & Corinne Datchi-Phillips

Each year, thousands of graduate students in doctoral psychology programs apply for a pre-doctoral internship position and are invited for an interview. The application and interview process involves some degree of self-disclosure, such as writing application essays that describe your person, your professional experience, the nature of your work with clients, and your research. Applicants must decide what they will include and exclude from their written and oral presentation of self. They may

wonder how the reviewers and interviewers will interpret and evaluate their essays and their answers. They are worried about giving a good impression and finding a position.

Two years ago, I, Kelly Blasko, began the process of applying for a pre-doctoral psychology internship. I remember writing my autobiographical essay and thinking how important it was to inform my readers about the person that I am. How much of myself should I reveal? Are there aspects of myself I would rather keep invisible? While it was easy to disclose information about my previous career, my volunteer experience, and my training, it was more difficult to decide whether I should write that I am a lesbian or that I am the daughter of an alcoholic. I carefully considered the question before making the deliberate choice of unveiling both aspects of my personal identity. Again this year, I was faced with the same issue when I applied for a post-doctoral position. Again I had to decide which aspects of my personal identity I would disclose. I realized that coming out was not a one-time event but a lifelong process that involved making decisions which might affect my career and my personal life.

How do seasoned counseling psychologists handle the process of coming out at work? How do they choose to disclose "invisible aspects" of their personal identity to their clients, students, colleagues, and supervisees? To answer these questions, we, Corinne Datchi-Phillips and Kelly Blasko, invited Merris Hollingsworth, Sue Morrow, and Jill Barber to share their insight and knowledge by responding to the following questions: (1) Could you tell us about a time when you decided to come out to a client or student or when you encouraged a supervisee to come out to a client? (2) What do you believe early career psychologists should know about coming out as it relates to their professional identity and roles? How would you recommend they address coming out issues during their job search and when they enter the world of work?

Merris Hollingsworth is Psychologist, Assistant Director and Coordinator of the pre-doctoral internship program at the University of Delaware Center for Counseling and Student Development. Sue Morrow is Professor in the counseling psychology program of the Department of Educational Psychology at the University of Utah. Jill Barber is associate director of the Counseling Center at Georgia Institute of Technology. Here are the stories they told in their own words.

Merris Hollingsworth: I began coming out as a lesbian in my professional life in 1990, as an MA student doing an internship in a university counseling center. So, I'm aware that my process of making this decision has shifted over this time period. Essentially, my initial decisions in this regard were loaded with anxiety and required a lot of external discussion and reinforcement that I was "doing the right thing," which is completely consistent with my development as a novice therapist at that point. (I essentially questioned my supervisor about doing anything new or different and had global concerns about "getting it right.") I'm now more integrated in my professional identity as a psychologist, my sexual identity as a lesbian, and my religious identity as a Christian.

So my decisions to "come out" to a client about either/both of the latter are based on judgments about the therapeutic helpfulness to the client. Generally, these judgments focus on addressing a client's fear of negative judgment from me because of their concerns and/or a means to decrease a client's worry/shame that their experience is abnormal or "crazy." Both of these rationale are similar to how I might communicate empathy to a client who is struggling with perfectionism, angst about career planning, grief in a relationship, etc. by noting in some way that I can understand their experience as a fellow human who also struggles. I am careful to not (a) communicate that their experience is similar to mine, or (b) to shift the focus to myself. I have similarly encouraged a heterosexual supervisee working with an LGBT client to "come out" to the client as a heterosexual ally, since the clinical dynamics (tension, lack of openness from the client who had originally requested an LGBT therapist) suggested that the client might have unvoiced concerns about judgment.

I am also aware sometimes of it being helpful to come out to LG students who are struggling with significant internalized homophobia and/or fear about being lesbian/gay because I can serve as a role model. This need has decreased over time as healthy gay and lesbian folk have become more prominent in the media, public figures have come out, and more high school students openly identify as gay/queer and find acceptance from peers.

I think that coming out issues are interrelated to the extent that sexual identity is integrated into one's larger identity/sense of self, just as the emerging professional identity is also one that's being developed and integrated into one's self. (For example, how do I cope with people's reactions in a social setting to my being a psychologist? Or how do I react, both externally and internally, when family members want "professional" opinions about family dynamics? These examples illustrate intersection of different aspects of my identity.) I also know that the institutional and social environment in which one works and lives makes an enormous difference in the effects of being "out." Psychologists who work in very conservative settings (e.g., a religiously-based university), work with specific populations, or live in small conservative communities experience constraints that I don't have. So I have experienced openness about my sexual identity as an asset, both professionally and personally, because it allows me to bring more of my "full self" to my work. I honestly feel more apprehension in talking with colleagues about my identity as a Christian because of the fear that I will be misjudged by stereotypes of being narrow, rigid, judgmental, rejecting of differences, etc. Fortunately, my identity as a lesbian can counteract this stereotype!

My general approach/advice about addressing coming out issues in professional settings is not to make a big deal about it. So I began by thinking I needed to say "I'm a lesbian" and then waiting to see how people responded. I realized this was an alienating, non-integrative approach that treated it as a label, separate from myself and any context of my life. So instead, I just talk about my partner naturally in conversation, and her name or the pronoun "she" inevitably falls into the tale. For example, "Oh, my partner is from Michigan too; she has had great fun teaching me about what 'a real snowfall' is like." This is similar to my approach with colleagues and in work/business settings about religion and other parts of my life. When people ask what I do in my spare time, I tell them about my church involvement, just like I tell them about my dog, hiking, quilting, reading books, etc.

Sue Morrow: I had been an "out" lesbian feminist in Arizona since I first identified as a lesbian in my early 30s; so, when I came to my first faculty position at the University of Utah, being out was not a big deal. It had taken me about one minute to decide whether to "de-dyke" my vitae when I applied for the position; the answer was, of course, "no." So I applied for and got my current job as an out lesbian feminist, and I assumed faculty and students all knew or at least had a good idea. Although I knew Utah would be conservative, I had not had a clear sense of how growing up gay in Utah affected LGB people, so it was a real learning experience.

In my first year of teaching our doctoral practicum, I taught a class session on counseling LGB people, which was very well received and appreciated by my students. As part of that process, I came out and was quite disclosive about some of my own experiences as a lesbian mother who lost custody of her children. Disclosing in this way was part of my nearly lifetime commitment to social justice, and I have become convinced that coming out is an important way to change attitudes. Thus, it was an intentional part of my teaching style to be out as a lesbian, and students (including straight students) from that practicum class have told me since then how much I contributed to the program's overall awareness and growth related to LGB issues simply by being out and acting as if I had a right to be open.

A student in that practicum class, Brian, brought me an article the next week ~ a first-person account by a same-sex attracted Mormon man about his struggles and finally resolution of his gay identity. I asked Brian if he was gay (I knew he had been Mormon), and he whispered, "Yes." I asked him

if anyone in the program knew. He said, "I don't think so. Some of my classmates may have guessed, but I've never come out." In that moment I knew I had to contribute to opening up that environment so that any future LGB students would feel comfortable being out. I left my abuse research behind and focused on LGB scholarship and research. I invited Brian to join me on my research project and encouraged him, before he made a choice, to talk to gay men at the upcoming APA meeting about the implications for being out as a gay male academic (we knew that if he joined me in my research, he would be identified as gay).

Brian did join me in my work, and he became a gay activist and an openly gay academic. He died quite suddenly of a heart attack early in his academic career, much to the sorrow of his colleagues and students and, of course, me. At his funeral, his parents thanked me for all I had done for him to help him feel proud of who he was.

It is tempting for early career psychologists to hide who they are (gay, lesbian, bi, trans, queer, feminist, religious, etc.) in order to "get that job." Then, if they are in academe, they may feel pressure to stay in their closets until tenure. By the time one is well established in the job, hiding can be such a strong habit that coming out feels almost impossible. I recommend living our lives as if we have a right to be here and to be who we are. I once encouraged a lesbian student to live her life as if the change we are working for has already happened. When we do that, we have a profound impact on others as well as the profession and the world we are trying to change. I know that I have had some privilege in my life that makes it easier for me to take risks. Who would have expected that an out lesbian feminist would get hired at the University of Utah? I could take that risk knowing I had a partner to fall back on if I didn't get a job, or I could go into another area of psychology if I could not find an academic position. I do believe that we are the happiest and healthiest if we are "out and proud," and if a site is not interested in us because of who we are, we would ultimately be terribly unhappy there over time.

Jill Barber: First of all, I should say that I have been out since 1986 and that our world has changed in powerful ways in those 22 years. I was out and active in the LGBT community long before I ever thought I could be a psychologist. My first job as a counselor (at the masters level) was in a feminist women's collective where our clients were primarily lesbian. Outness was assumed. I ran LGBT youth support groups, and, again, outness was assumed and clearly stated. As I moved into the arena of applying for Ph.D. programs, I decided that I would be out in the application process, not on paper, but in the interview as I discussed the move to the potential city etc. Also, I chose not to edit my previous counseling experience, most of which had been in the queer community. Counseling both heterosexual and lesbian and gay clients in the university counseling center with a heterosexual supervisor on my practicum was a brand new experience for me. For the first time I was faced with the question you are asking, do I come out to my client, when, how, and why? Up until that point, the context had come out for me, and I was now practicing in the majority culture and learning to negotiate that. At that time, I was supervised not to come out to clients, that this information was personal to myself and did not need to enter the therapy room. I had the experience of nervously reviewing the taping form and confidentiality and having a client say to me, "It's fine if you tape; I am not here for anything embarrassing, I'm not gay or anything." I have always wondered what it would have been like to have given that client informed consent at that time about working with a lesbian therapist. I think it could have been an educational moment. As I moved to internship, I was supervised in a more flexible, LGBT affirming way and learned more about tact, timing and dosage and coming out to clients. I also continued to be active on whatever campus I happened to be on within the LGBT community, and so at times the context "outed" me to clients, especially to the LGBT ones. I remember as a young person, and also as a client, looking for signs that my teacher, my therapist, my coach, or whoever might be gay or lesbian--so I try to be out in my office by making sure I have those clues for folks to find if they are looking. Yes I have the usual clues--a Safe

Space sticker, books on my shelf, a rainbow suncatcher, a picture of my family, I suppose I could have an autographed k.d. lang album on the wall or a *10,000 Ways to Eat Tofu* book on my shelf, but I don't push it. I allow the context to out me as needed. What you were asking about, however, I think, was intentionality and how I might decide to come out to a client.

Several factors go into decision making for me about coming out to a client. First of all, I consider where the client is in his or her identity development process and how this information could be either useful or harmful to our alliance and the work in therapy. I consider what s/he needs from the therapeutic relationship and how that can best be met. I would like to say that in the past I generally only came out to sexual minority clients and that this is beginning to change for me. I decided to come out to a heterosexual Asian female client that I had been seeing for about 6 months. She had come into the counseling center to work on body image issues and a history of attachment issues. My theoretical orientation is a blend of multicultural-feminist and relational approaches. With this in mind, I believe in answering clients' questions when they come up as well as understanding what the questions mean and what my answers would mean. I decided to come out to this particular client because she asked me several times directly about my relationship. She was working on getting out of an unhealthy relational pattern and was beginning to date a healthy partner. She had not seen a healthy marriage and seemed to want to connect with me. I felt that she did not know about my orientation. I was unsure how my disclosure would affect our already strong connection, however, continuing to answer questions in a general way and discuss their meaning in her life was beginning to feel phony to me, and I was wondering how that was feeling for her. Finally, I described my experience of her question and my answers and asked her what she was wanting to know. She said she had not believed she could have the kind of emotional intimacy she longs for with a male partner and she felt a kinship with me. She imagined that I, too, would want a partner that could be emotionally intimate and wondered if I connected with my husband in the way she hoped to connect with hers. At that point, I felt that, to preserve the kinship she felt, I should answer her questions more directly and process that with her. I did that and she said that she had thought that I might have a female partner (I think the picture on my desk may have been a give-away). She thanked me for telling her and said that she was wanting a male partner that she could be emotionally close to in the way that she is close to women. She wondered if I knew "the secret"; and, as it turns out, though I am not partnered with a man, together, we explored what the secret might be and our work together was good. I think it was better because of the disclosure.

I come out much sooner to sexual minority clients as a matter of course. Since there has been so much oppression of LGBT folks by our profession, anything that I can do to increase comfort and safety with especially a college student coming into the counseling center I will do. I think particularly in the Pride state of coming out, it is very important to have a LGBT therapist; and at earlier stages, having a LGBT affirming and knowledgeable therapist is critical as well. I don't tell my whole story to clients. Generally, I come out to the sexual minority clients with a short sentence or they were referred to me by word of mouth on campus ("you know there's a lesbian up there . . . the one who does the group"). I also have LGBT listed on our website under areas of my specialization so sexual minorities will often ask or assume that when they see me. There are advantages to comfortable shoes. I think there are also limitations beyond the scope of a short interview when a LGBT therapist comes out too soon to a client, or says too much, when working in a similar dyad.

I have had best success coming out in the world of work as people get to know me, I just don't omit important information about my family, my weekend, what movie I saw, where I went for fun, and so on. I think it is critical for early career psychologists to become networked with LGBT others in the field so that they can be mentored, get advice outside of their job setting, and have support. It can be

isolating to be the only out professional in a department and we often are, thus professional connections are a lifeline.

For more information on this topic, we encourage you to consult the following list of resources:

- Barrett, M. S. & Berman, J. S. (2001). Is psychotherapy more effective when therapists disclose information about themselves? *Journal of Consulting and Clinical Psychology, 69*, 597-603.
- Brown, L. S. & Walker, L. E. (1990) Feminist therapy perspective on self-disclosure. In G. Stricker & M. Fisher (Eds.) *Self-disclosure in the therapeutic relationship* (pp. 135-156). New York: Plenum.
- Fish, R. C. (1997) Coming out at work: Coming out issues of gay and lesbian mental health professional in voluntary and involuntary settings. *Journal of Gay & Lesbian Social Services, 6*, 11-18.
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Inquiring Minds is a regular column in *WomanView*. Its goal is to promote the mentoring mission of SAW by connecting students and professionals around a particular question, concern, or issue. Please contact *WomanView* editor Sue Morrow at sue.morrow@utah.edu if you have a question or issue you would like discussed, and she will facilitate the connections that will help to address your question.

More Pie Initiative

By Sue Morrow

Don't miss the More Pie Discussion Hour in the SCP (Div 17) Hospitality Suite at the Renaissance, Sunday morning, 10-10:50 am, right after the SAW Champagne Breakfast, Awards, and Business Meeting. The More Pie Initiative (MPI) began as a meeting of three social justice-oriented Sections of Division 17 and has evolved into an unofficial coalition of individuals in the Society of Counseling Psychology who get together at APA and the National Multicultural Conference and Summit (NCMS) to provide support and to discuss difficult dialogues and issues of common concern to counseling psychologists who are committed to social justice. Why more Pie? Instead of wanting another piece of the old pie (of power), we feel it is time for a new way of thinking, being, and acting. Many MPI participants consider our discussions to be the high points of their yearly trek to APA. Watch for more information about meetings at future events. To be on the MPI mailing list, go to <http://listserve.apa.org/cgi-bin/WA.EXE?A0=DIV17MOREPIE> to join.

Member News & Publications

From the Editor: Please accept my deep apologies for this column being bare! My original version of the newsletter was lost in the ozone of computer lost memories, and the information you sent me is lost as well. Please re-send your announcements for the next newsletter. ~Sue

Communiques & Networking

Have announcements? Looking for a job? Posting a job? Searching for Resources, personal or professional? Use this Networking column to communicate with other SAW members. Send to sue.morrow@utah.edu.

2009 National Multicultural Conference & Summit: The coordinators for the 2009 National Multicultural Conference & Summit (NMCS) are proud to announce five keynote addresses:

- ♀ "Considering Immigrants from Psychohistorical Perspectives," Patricia Arredondo, Ph.D., University of Wisconsin-Milwaukee
- ♀ "Disability, Sexuality, and Intimacy: Finally Some Positive News!" Linda Mona, Ph.D., Long Beach VA Medical Center
- ♀ "'Therapist, Heal Society and Thyself': Social Justice in Disaster Response Work," Gargi Roysircar, Ph.D., Antioch University-New England
- ♀ "Intersections of Race, Gender, Religion, and Sexual Orientation: One Man's Journey to Wholeness," Rev. Jamie Washington, M.Div., Ph.D., Washington Consulting Group
- ♀ NMCS 10-Year Anniversary Keynote Address: "'Where is Your Heart?' A Journey towards Inclusiveness," Lisa Porché-Burke, Ph.D., Philips Graduate Institute

We are very excited to have each of these speakers headline our program; and, we hope you will be able to join us for this historic event in New Orleans, LA, January 15-16, 2009! Registration will open at the end of the summer. For more information, please visit www.multiculturalsummit.org

Feminist Research Karma: Hello, I am Tamara Abousleman, a graduate student at the University of Utah conducting my qualitative dissertation on client experiences with feminist/multicultural/womanist therapy. My goal is to add the client's perspective to the literature. Specifically, I want to hear their impressions of what works for them and what does not. This study has been approved by the University of Utah's Institutional Review Board and my advisor is Dr. Susan Morrow.

What I am asking of those of you who are interested:

- 1) If you are a referring therapist, complete a brief questionnaire on paper about how you do therapy, then
- 2) Give appropriate clients a flier on the study (if you are/have been a client of a feminist/multicultural/womanist therapist, contact me directly for an informational flier). Clients will contact me directly and therapists will have no further involvement in the study. Appropriate clients are women, 18 years or older, not currently in crisis/significant distress.
- 3) Refer me to others who you think may be interested (or pass on this e-mail to them).
- 4) If you are a client of F/M/W therapy and want to participate, please contact me for more information.
- 5) If you have questions please contact me -- I am happy to clarify!

Client participants will engage in an interview lasting approximately 1.5 hours; complete a journal about their counseling experience over a few weeks' time; engage in a second follow-up interview (probably about 30 minutes) so I may get final thoughts from them. If I can travel to their city, I will do in-person interviews. If not, I will interview by phone.

Thank you in advance for reading this far and considering participation! Tamara M. Abousleman, M.S., University of Utah, tma8@utah.edu, 505-850-7869.

Don't Miss the Association for Women in Psychology 2009 Conference, Newport, Rhode Island, March 12-15. The Call for Proposals will be out soon ~ visit the AWP website at www.awpsych.org for ongoing information.

SAW Membership Updates

Oksana Yakushko, Membership Chair

SAW keeps growing. We have had several new members join our section. Welcome to all of you who are new! A great number of you have also renewed your memberships and sent in your dues. Thank you. I know from my own life experience that when keeping many balls in the air, we may forget or just not get to something like renewing SAW dues. It is never too late to renew or update your information with SAW! Please send in your updated information and the dues when you can (see membership form at the end of every SAW newsletter). Also, I will try to send you an e-mail letting you know that I received your forms and dues within few weeks of receiving them. If you have not or do not hear from me for a while, please contact me at oyakushko2@unl.edu to be sure that the mail monster somewhere did not eat your letter or if it is just me getting a little behind.

It would also be nice for the SAW membership and payment form to be online. I believe that the Division is working on finding ways and venues to go online with payments and forms. I hope that this year we can make our membership and payment forms to be much more accessible. I have also worked with our outstanding Newsletter editor and the listserv keeper, Sue Morrow, on coordinating our membership and listserv lists. Please let us know if you have never received the membership form.

I hope that SAW keeps growing. Please let others know about our section, especially students and your colleagues. As a chair of the Division's Early Career Professionals committee, I also want to keep finding ways to encourage those of you who are early in your career (within seven years of graduation) to keep being involved by finding SAW relevant to your needs. So let me and us at SAW know how you envision us growing and what can make our growth sustained for years to come.

As we start the new year, I wish all of you peace, love, opportunities to make a difference in the world, and a lot of good self-care.

The View from WomanView

Sue Morrow, Newsletter Editor

I am most appreciative of my newsletter team and guest writers for this issue of *Womanview!* Kelly Blasko and Corinne Datchi-Phillips provided us with a thought-provoking "Inquiring Minds" column discussing issues of coming out to students and clients; Lisa Platt gave us an exciting recap of the SAW Mentoring Conference that was held in March in Chicago in association with the International Counseling Psychology Conference. I was a bit sad to read good-bye columns from both SAW Chair Connie Matthews and SAW Student Liaison Corinne Datchi-Phillips; Dawn Szymanski, our Past-chair, will also be leaving the

SAW governing board. I hope all of you will stay involved! Our Section will be in excellent hands under the leadership of the new SAW Chair Libby Nutt-Williams, and I look forward to finding a new Student Liaison at our meetings in Boston.

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Your Name Could Go Here! Please Join Us!

Mentoring Conference Committee

Jill Barber & Sue Morrow, Co-coordinators

Committee Members: Libby Nutt-Williams ~ Meghan Davidson ~ Carol Enns ~ Holly Savoy ~ Kelly Blasko ~
Carrie Coplan ~ Alli Lau ~ Deborah Gerrity ~ Barbara Gormley ~ Corinne Datchi-Phillips ~ Shanti Pepper ~
Marianne Dunn ~ Lora Ortiz Guillén ~ Oksana Yakushko ~ Bianca Bernstein ~ Denise Francis-Montaño ~ Lisa
Platt ~ Yolanda Gamboa

MEMBERSHIP APPLICATION

The Section for the Advancement of Women (SAW) is always seeking new members. Please pass along this membership form to a friend or colleague who may be interested in joining SAW. There are three categories of membership:

- **Member:** Any Associate, Member, or Fellow of Division 17 who has an interest in the goals of the section (see explanation below) may apply for SAW membership.
- **Professional Affiliate:** Professional affiliates of Division 17, or Fellows or Members of APA who are not members of the Division but have an interest in the goals of SAW may apply for affiliate status.
- **Student Affiliate:** Any student belonging to either Division 17 Student Affiliate Group or APAGS who has an interest in the goals of SAW may apply for student affiliate status.

The goals of SAW are to encourage, promote and facilitate contributions to the field of Counseling Psychology that pertain to women. This is accomplished by focusing on the following five areas:

- Professional Support
- Education and Training
- Scientific Affairs
- Professional Practice
- Diversity and Public Interest

Annual Dues: Annual dues are based on income:

- \$15 Over \$30,000/year
- \$10 Under \$30,000/year
- \$5 Student Affiliate

Make check payable to: Division 17 Section for the Advancement of Women

Complete the form below and mail with check to: Oksana Yakushko, Ed Psych - 235 Teachers College Hall, University of Nebraska-Lincoln, Lincoln, NE 68588-0345.

NAME _____

ADDRESS _____

WORK PHONE _____ HOME PHONE _____

E-MAIL ADDRESS _____

WORK SETTING AND POSITION _____

CHECK CATEGORY OF MEMBERSHIP FOR THE FOLLOWING:

APA:	DIVISION 17:	DESIRED MEMBERSHIP CATEGORY FOR SAW:
Member _____	Member _____	Member _____
Fellow _____	Fellow _____	Fellow _____
Professional Affiliate _____	Professional Affiliate _____	Professional Affiliate _____
Student Affiliate _____	Student Affiliate _____	Student Affiliate _____