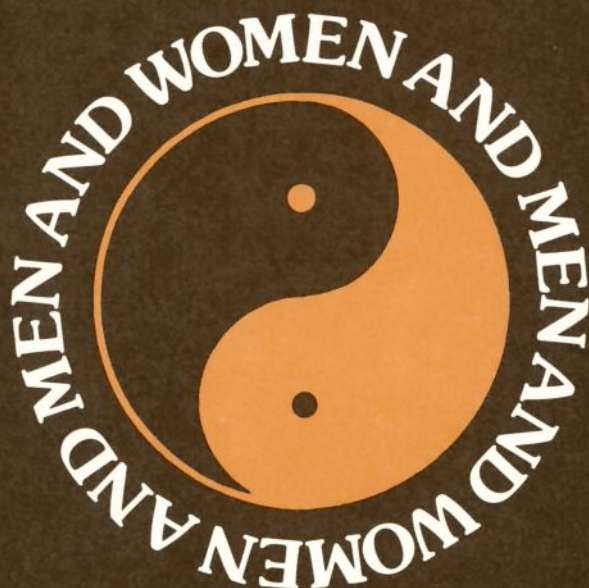




THE INSTITUTE FOR
THE ADVANCEMENT OF HUMAN BEHAVIOR

presents:

The Changing Psychology of



Beyond Sex Roles.....
Toward a Human Liberation

A WEEKEND SYMPOSIUM

San Jose, California

May 4 - 6, 1979

ON BEING HUMAN IN THE 20th CENTURY

In the past fifteen years, all of us have had to face an increasingly significant challenge to one of the most basic parts of ourselves: our sense of masculinity or femininity. The traditional models of appropriate masculine and feminine behavior are breaking down. We are confronted by a contemporary panorama of working mothers, daycare children, househusbands; telephone linewomen and airline stewards; women who live thirty years after their last child is grown, and men who at midlife discover the emptiness of successful upward mobility even as women avidly pursue the executive suite. In the face of this seeming chaos, we search for meaning and order: often by longing for the good old days, when both men and women knew what was to be expected. Hearth and home were the spheres of women; business and the world the provinces of men. But the good old days are gone for good. Now we must be prepared to examine new alternatives and choose new models.

These role changes have occurred so quickly that many of us find ourselves bewildered and uncertain as to what our alternatives can and should be. When male and female relationships are viewed primarily in a stereotypical fashion—when women *belong* exclusively at home and men *must* view business and the outside world as their territory—both sexes lose. Never have we been more aware of the severe limitations the old roles and expectations place upon us; yet we are much less certain about the potential gains we can achieve by examining new alternatives for women and men.

This conference is devoted to the exploration of ways all of us can meet the challenge of being human, with all the pitfalls and possibilities that implies. This weekend we will explore the issues of contemporary masculinity and femininity from many viewpoints and carefully evaluate our alternatives, in the hope that each of us can better develop models for being human which encourage us to love, work and play as fully as possible.



Who the Conference is For:

- psychologists, psychiatrists, marriage counselors and other mental health workers engaged in guiding male and female clients in their search for personal identity
- physicians, nurses and other health professionals involved with the psychophysiological consequences of interpersonal stress
- educators, pastoral counselors, attorneys, and all those who deal with the complex dynamics that occur between women and men
- men and women concerned with integrating their personal and professional life goals—or who are considering alternative goals or lifestyles
- women
- men



The Institute for the Advancement of Human Behavior presents:

The Changing Psychology of Men and Women: Beyond Sex Roles ➔ A Human Liberation

Hyatt House

San Jose, California

May 4 - 6, 1979

THE SPEAKERS

JUDITH M. BARDWICK, Ph.D. is a Professor of Psychology at the University of Michigan and an Associate Dean of the College of Literature, Science and Arts. Her work has ranged widely, covering such diverse topics as contraceptive behavior, endocrinology, sex differences, the origins of gender identity, and women in management. Among the best known of her publications are *The Psychology of Women* and *Readings in the Psychology of Women*.

BARBARA MILLER BINKLEY, M.S.W. is a Clinical Social Worker, Stanford University Counseling and Psychological Services, and is Clinic Director of the Institute for the Advancement of Human Behavior. She has specialized experience in working with children and adolescents, and is preparing a book on peer counseling in the high school setting. Ms. Binkley is co-author of *Exploring Your Barriers* and of the forthcoming book, *Barriers!*

DR. PHYLLIS CHESLER helped pioneer the study of the Psychology of Women, with the publication of her books, *Women and Madness*, and *Women, Money and Power*. She has analyzed women's psychological experience in numerous articles, and has lectured widely in the United States and Canada. Recently, she has expanded her work to include perspectives on male experience in her new book, *About Men*.

WARREN FARRELL, Ph.D. is author of *The Liberated Man*, a pioneering book in the development of the men's liberation movement. He is known for designing large group experiments on male-female roles, and has founded over 350 men's consciousness-raising groups and joint groups with women. Currently, he is completing *The Last Taboo?: The Complexities of Incest*, based on an original three year study of 300 incest relationships.

HERB GOLDBERG, Ph.D. is a Professor of Psychology at California State University, Los Angeles. Co-author of the book *Creative Aggression*, he has conducted numerous workshops on that theme. More recently, he has written a book already considered a classic in the psychology of men, *The Hazards of Being Male*, and has followed this book with a sequel, *The New Man*, which explores in more depth the dilemma of modern masculinity.

ROGER L. GOULD, M.D. is an Associate Clinical Professor of Psychiatry at UCLA, course developer and coordinator for the American Public Health Association, and a consultant to the Public Broadcast System project: *Men in Midlife*. He is the author of the book *Transformation*, and has published widely on the areas of personal growth and change and psychoanalytic theory and practice.

PHYLLIS LYON, D.A. is the Co-Director of the National Sex Forum and Chairperson of the Women's and Gay Studies Department of the Institute for Advanced Study of Human Sexuality. She is co-author of *Lesbian/Woman* and has written and lectured extensively on lesbian, homosexual and human sexuality. A longstanding activist in the gay and women's movements, she currently serves on the San Francisco Human Rights Commission.

ELLEN McGRATH, Ph.D. is an Assistant Professor of Psychiatry and Human Behavior at the University of California Irvine Medical Center, and Director of the Group Psychotherapy Programs. Dr. McGrath's work is currently focused on the development of androgynous and cooperative models of power and intimacy among professional men and women. She is currently preparing a book *Can You Conquer the World Living in the Womb? The Developmental Journey of Two Women* scheduled for publication in 1980.

STEPHEN F. MORIN, Ph.D. is co-founder of the Association of Gay Psychologists, a member of the task force on the status of lesbian and gay male psychologists of the American Psychological Association, and a panelist in forensic psychology for the San Francisco Superior Court. His primary research interests center around the nature and meaning of anti-homosexual attitudes. Dr. Morin is the co-editor of a recent volume entitled *Psychology in the Gay Community*.

GERALD W. PIAGET, Ph.D. is Executive Director of the Institute for the Advancement of Human Behavior, and a clinical instructor, Department of Psychiatry and Behavioral Sciences, Stanford University Medical School. He has co-authored the book, *Exploring Your Barriers*, as well as the forthcoming books, *Paradoxical Strategies and Barriers!* Dr. Piaget has lectured widely in the area of communication dynamics and maintains a private practice in Portola Valley, CA.

DEANE SHAPIRO, Jr., Ph.D. is President of the Institute for the Advancement of Human Behavior, Dean of Academic Affairs at the Pacific Graduate School of Psychology, and a clinical instructor, Department of Psychiatry and Behavioral Sciences, Stanford University Medical School. He has lectured widely on meditation and self-control and has authored the popular book, *Precision Nirvana*. Forthcoming publications include the *Aldine Reader*, *Meditation, Self-Regulation Strategies, and Altered States of Consciousness*; and *The Psychology of Self-Control*.

JOHANNA SHAPIRO, Ph.D. is Assistant Professor, Department of Family Medicine, UC Irvine Medical Center, where she trains residents in principles of communication, interviewing, and family therapy and does research on the interface of psychology and health. Her current interests focus on the psychological problems and stresses confronting contemporary women; and the development of self-help and self-care strategies for professional women. She is the author of *How to Be Your Own Woman: Self-Control Strategies for Women*, to be published this fall.

JANET SPENCE, Ph.D. is Professor of Psychology at the University of Texas at Austin, and a Fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford, CA. In recent years, her work has focused on the personality dimensions of masculinity and femininity and their implications for sex-role attitudes and behaviors and for achievement. Dr. Spence is the co-author of the book *Masculinity and Femininity: Their Psychological Dimensions, Correlates and Antecedents*.

THE PROGRAM

Friday, May 4

6:30 PM

7:15 PM *Conference Introduction and Welcome*

7:30 PM

DEPENDENCY VS. AUTONOMY IN THE "COMMITTED" RELATIONSHIP — Judith M. Bardwick

These days a "healthy" relationship is often seen as one in which two essentially autonomous persons are committed first and foremost to themselves rather than each other. Dr. Bardwick disagrees, feeling that blind narcissism is just as much a trap as blind dependency. This morning she will discuss the dynamics of a truly healthy relationship: one composed of interdependent people who don't feel diminished when their relationship commitments require compromise, or call for actions which do not immediately benefit the self.

Saturday, May 5

8:15 AM *INTRODUCTION — Johanna Shapiro*

8:30 AM

BEYOND MASCULINITY: EXPERIMENTS IN SEX ROLE ALTERNATIVES — Warren Farrell

As a way to examine dysfunctional male-female interactions, Dr. Farrell will organize a men's beauty contest and conduct several other role-reversal experiments. This seminar will emphasize the development of techniques to help participants experience directly what it is like to be treated as a member of "the opposite sex". Follow-up discussion will then allow participants to integrate the experience into the context of their personal and professional lives.

11:30 *LUNCH*

1:00 PM

SEMINAR SESSIONS: Participants may choose one of the following sessions:

(1) **SEX ROLES AND SELF-CONTROL: A VISION OF OUR HUMAN POTENTIAL** — Johanna Shapiro and Deane Shapiro

In this seminar the Shapiros will explore, through discussion, lecture, experiential exercises and practical skill training, two related areas: (1) How to choose a vision of an ideal which transcends both traditional and "liberated" sex role stereotypes. (2) How to use self-management strategies to learn alternative ways of acting and feeling in order to implement this vision.

(2) **SEX ROLES AND HOMOSEXUALITY: THE GAY STRUGGLE FOR HUMAN LIBERATION** — Phyllis Lyon and Stephen Morin

The homosexual male and female have long been leaders and participants in the struggle to be free of traditional sex role stereotypes. In today's presentation, Drs. Lyon and Morin will discuss the ways in which gay individuals are affected by early training, and by current pressures to conform to sex role expectations on personal, social and political levels. Various alternatives for dealing with past and present sex role pressures will be explored.

3:00 PM *SEMINAR SESSIONS* — Choose one

(1) **BARRIERS TO INTIMACY** — Gerald W. Piaget and Barbara J. Binkley

What keeps intimates from being intimate with one another? Participants in this experiential seminar will have an opportunity to explore the variety of internal and external "barrier patterns" that bind people to unproductive, inhibited relationships, and experience a few reprogramming strategies that can help clear pathways to intimacy and interpersonal fulfillment.

(2) **LOOKING OUT FOR #1, WHEN 2 (OR MORE) ARE INVOLVED** — Ellen McGrath

We live, it would seem, in an age of "#1". Robert Ringer, among others, tells us that mental health equals putting ourselves first. Yet at the same time most of us choose to live and work with others. The unavoidable result is tension and conflict, particularly between men and women, as we struggle to understand and fulfill our unique, emerging needs. Participants in this workshop will have the opportunity to discuss and explore two of the major conflict areas between men and women: *power* and *intimacy* as we experience them in our homes and in our work settings.

5:00 PM

NO HOST COCKTAIL PARTY

Sunday, May 6

8:15 AM

INTRODUCTION — Johanna Shapiro

8:30 AM

THE PROCESS OF TRANSFORMATION — Roger Gould

Traditional sex role expectations are changing in the direction of permitting more flexibility and choice. However, this external permission to change is an opportunity which creates a growth conflict as individuals move from spheres of established core values of masculinity and femininity into new, often ambiguous areas. This morning Dr. Gould will discuss the underlying process dimensions of that movement into unknown territory.

10:00 AM

MASCULINITY, FEMININITY AND ANDROGYNITY: WHAT DO THEY MEAN? — Janet Spence

Rejection of traditional sex-role ideology in favor of an egalitarian value system has given rise to the concept of the "androgynous personality", and to the claim that androgynous individuals, those who possess both masculine and feminine qualities, are healthiest and most capable of functioning fully. This morning Dr. Spence will explore the virtues and shortcomings of the "androgynous personality", and will examine various feminine and masculine personality dimensions and their implications for sex-role attitudes and behaviors.

11:30 AM

DISCUSSION SESSION — Johanna Shapiro, Moderator

Drs. Gould and Spence will discuss issues raised during their presentations and handle additional questions from the floor.

12:00

LUNCH

1:30 PM

EFFECTS OF FEMINISM ON FEMALE AND MALE PSYCHOLOGY — Phyllis Chesler

Dr. Chesler's presentation will focus on the need both men and women have for a "wife", and the subsequent handicap women experience by society's expectation that only women can be "wives". She will also focus on issues of intimacy between men and women who are attempting to create a meaningful family life: aspects of mother-daughter and father-son relationships; adult-adult relationships between men and women; and issues involving contemporary man and childcare.

3:00 PM

THE ACTOR AND THE REACTOR: WHY SHE CAN LABEL HIM A MALE CHAUVINIST PIG — Herb Goldberg

Who really is the victim, and who is the oppressor, in the "battle between the sexes"? Dr. Goldberg feels that the traditional masculine role and role-prescribed modes of behavior are often at fault when a man finds himself cast once again as the villain. This morning Dr. Goldberg will outline some of these hazards of being male, and will discuss ways in which many women systematically reinforce in men the very behavior they most revile.

4:30 PM

CONCLUDING REMARKS

BARDWICK — *The Psychology of Women*

BINKLEY — *Exploring Your Barriers*

CHESLER — *Women and Madness*

FARRELL — *The Liberated Man*

GOLDBERG — *The Hazards of Being Male*

GOULD — *Transformation*

LYON — *Lesbian/Woman*

McGRATH — *Can You Conquer the World Living in the Womb?*

MORIN — *Psychology in the Gay Community*

PIAGET — *Paradoxical Strategies*

D. SHAPIRO — *Precision Nirvana*

J. SHAPIRO — *Self-Control Strategies for Women*

SPENCE — *Masculinity and Femininity*

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THE CHANGING PSYCHOLOGY OF WOMEN AND MEN: BEYOND SEX ROLES ➡ HUMAN LIBERATION