

## PURPOSE OF THE CONFERENCE

In the past 15 years, all of us have faced significant challenges 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 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 men and women knew what was 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. All of us must be prepared to examine new alternatives and choose new models.

These changes have occurred so quickly, most of us find ourselves bewildered and uncertain as to what our alternatives can and should be. We often ask ourselves: what does it really mean to be masculine or feminine? Some ask: can a man or a woman be both masculine and feminine at the same time? We have never been more aware of the severe limitations the old roles and expectations placed on us. When male and female relationships are viewed and experienced as a "battle between the sexes," when women belong exclusively at home and men must view business and the world as their territory, both sexes lose. We are aware of the losses inherent in the traditional roles but much less certain about the gains we can achieve by examining new alternatives for men and women.

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~~

PURPOSE OF THE CONFERENCE - page 2

this implies. 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 ~~the~~ models for being human which encourage us to love, work and play as fully as possible.

### III Personal Introduction

One issue of great personal concern to me is that there are no sure models for living any longer, no right path to follow. Having trouble making choices, in my own life I have opted for the all-inclusive approach, better known as the Superwoman syndrome. In attempting to be the all-around woman -- which I understand is being considered for inclusion as an event in the 1980 Olympics -- on an abstract level simply means combining career, family, relationships and work. That doesn't sound too hard. But in the specifics, this is what it means for me: at work, I am one of 3 women on the tenure track at UC Irvine Medical School; and I direct a program in behavioral science in a Dept of PM, where most of my colleagues are physicians & male; at home, I participate in a commuter marriage with Deane, which helps his Calif & Pacific Telephone more than it helps us; and we share our lives with our daughters 3 & 5, who are part of a new generation of children brought up not only by their parents but by an intricate network of daycare, sitters, grandparents, & friends. Now this is complicated -- it might be less of a euphemism just to say impossible -- yet ~~research~~ surveys of contemporary college women indicate that

this is the model most want to pursue - combining family & career.

Recently this Superwoman model has come under attack as being essentially unrealistic and self-destructive. However, as one of the walking wounded, I would like to offer a revisionist interpretation. Let me state clearly at the outset that I do not believe every woman -- and every man -- has to combine family and career. Not all people should work outside the home, not all people should have children. But at a symbolic level, I think the combination is critical to the development of one's full potential as a human being. Because what we are really talking about is the integration of our masculine & feminine selves. As a human being, I firmly believe I need to be nurturant, gentle, yielding, warm and intuitive; and I also need to achieve, to excel, to be a leader as well as a helper, to be in touch with my own power; and on a level which transcends the simple union of masculine & feminine, I need to be self-aware, centered, and self-actualizing.

What I am looking for, and what in a small way I would like to <sup>help</sup> create, is a model which gives concepts such as family and work new meaning and new relevance. I have become increasingly aware that such a model involves change and liberation not only in women, but in men as well. Thus I come to this conference with more questions than I have answers, and a clear sense of the mutuality and interdependence of all of us, as men and as women.

I'd now like to intro. my husband D.S. to share some of his perceptions

## The Psychology of Women: A Clinical Perspective

For those of us who work professionally with women, for those of us who interact socially and intimately with women, for those of us who are women, the last 10 years have been a period of tremendous excitement, tremendous change and tremendous stress. The emergence in the 60's of the women's movement bombarded us in our personal roles, in our social roles, and in our professional roles with imperatives for change. There developed an increasing sense of self determination, an increasing sense of power over ourselves and over our environment. But with this freedom came problems of choice and the hard realization that our choices were not unlimited, that we all existed in a context of home, friends, society, perhaps in the context of our own biology.

Questions were asked which we found ourselves increasingly puzzled as to how to answer: as women and as men, how were we to interact, how were we to behave? Should we consider working and if so, at what and for how much? Would we seek committed relationships with men? With women? Should we learn to place ourselves first instead of last? What new roles, if any at all, should we develop toward our children and our husbands? The imperatives to change were compelling, heart-felt and easy to express but harder to implement. Should we take an assertiveness course, join a women's group, attend a shyness clinic, be treated for agoraphobia, leave school, return to school, leave home? Somehow there seemed to be a large gap between our heightened awareness and our ability to act intelligently on this awareness. There was a great deal of rhetoric and ideology but many women remained stranded in a limbo of trying to reconcile their individual lives with the insistencies of women's liberation. There was an increasing need for the alternative therapies, alternative educational processes, alternative ways of interacting socially and professionally which had sprung to the forefront to be subjected to some kind of objective process of examination and evaluation.

It is at this point in the development of women's consciousness that I think the field of psychology of women has a tremendous relevancy and a tremendous practical application. Let me digress for a moment to briefly discuss what is meant by the psychology of women; perhaps the best way to do that is by defining what it is not. In a sense the designation "psychology of women" is misleading for it may suggest that "woman" is a psychological type similar in its defining characteristics to an introvert or a schizophrenic (these analogies were not selected entirely fortuitously, as the stereotypically feminine traits often tend to resemble the psychological profile of a less than healthy adult).

Conversely there is still some sense in which the psychology of women is viewed as a passing fad outside the hallowed framework of timeless academic disciplines. My hope and belief is that the field is neither--neither a passing fad nor the construction of a new box in which to reframe and restrict women. Rather I think that the systematic study of women using a variety of methodologies and in a variety of situational and developmental contexts will yield crucial information about existing sexism in everyday life and will in general tend to demythologize stereotyped sex roles in contemporary culture. Although in its infancy, the field of psychology of women is vast to the point of being unwieldy. It ranges from an historical perspective of different theoretical explanations of female psychology across topics such as cross-cultural comparisons of women, biological evidence for the existence of sex differences, psychological implications of female sexuality, the evidence for psychological sex differences between men and women, the nature of sex roles and sex roles stereotyping, and the treatment of women in the psychotherapeutic process. Yet this broad range in content is also one of the field's strengths because it provides us with the multidisciplinary data base from which to begin to make informed decisions.

In inspecting the materials subsumed under the heading of psychology of women one begins to realize that in many areas we have moved beyond the point of individual bias and reliance on intuition in discussing issues of female identity and female roles. Slowly, and often painfully, we are beginning to amass information about the differences and similarities between the way men and women think react, and behave. Of course, research findings alone will not solve our ethical dilemmas nor reconcile our conflicting values but they do suggest some guidelines for the future. Already some myths--for example, the so-called dependency of women--while still argued fiercely in certain circles have been exploded if only someone would notice. Walter Mischel's research at Stanford University on the situation specificity of personality traits suggests that women can be nurturant with children and competitive on the job; that so-called "traits" of nurturance and competition are not necessarily incompatible when triggered by specific and appropriate situations.

Other common assumptions--for example, that girls excel at rote tasks or that girls are more verbally precocious than boys--are being challenged by recent research findings. Mothers who work are still overcome by overpowering feelings of guilt about the possible psychological damage they are doing to their children. Too often they remain unaware that studies (e.g., at Harvard) suggest that while children are quite different from one another on a variety of psychological dimensions, the day-care experience per se does not in any way account for these

differences. We wonder whether we should raise our children to be feminine, masculine or even androgynous, ~~whatever that means~~, without realizing that there already exists some evidence that the androgynous person is more flexible and that males and females who participate in cross-sex characteristics tend to be more creative and high achievers.

We remain distressed at our seeming inability to cope with our own lives: we are still not sufficiently familiar with research and theoretical models which would enable us to adequately acknowledge the impinging social and environmental forces which strongly affect how we think and behave. We blithely talk of sexism and stereotyping often without a precise understanding of how these phenomena operate in a specific situation. Yet much documentation already exists about sexism in the educational system, for example the sexist ways in which we interact with students, the sexist materials which we use to educate our students. As a psychotherapist, I am particularly sensitive to the research literature pointing to sex bias inherent in my own profession. Psychotherapy has long been one of the few societally legitimated recourses for frustrated and unhappy women who wish to resolve what have been conveniently labeled as personal problems and pathologies. But the troubled woman frequently finds herself in a patriarchal dyad in which an authoritative male therapist holds derogatory views about the proper nature <sup>of the</sup> feminine sex role.

These examples are not simply interesting bits of information to be stored away in someone's doctoral dissertation or buried in <sup>the</sup> pages of an abstruse professional journal. The continuing biases in our professional lives and in our personal lives make it incumbent on us to continue to be aware of pertinent advances in the field of psychology of women. In some ways these may become the foundation stones for the development of a new social order which shatters the common assumptions, the implicit statements we all make to ourselves about the nature of men and women. These findings may help us to intelligently shape our own lifestyle decisions and to help us guide the decisions of other women. It is certainly in part through the study of the field of psychology of women that women will acquire the freedom, the opportunity, and the skills to fully explore their own potential within the context of a supportive reinforcing social environment.



OH ANDROGYNY!

(to the tune of Oh Susannah)

1. WELL I COME FROM TRADITIONAL VALUE LAND  
WITH A (Dust Rag) ON MY KNEE  
(Briefcase)  
AND I'M GOING TOWARD HUMAN LIBERATION  
MY TRUE SELF FOR TO BE.

CHORUS (with heart)

OH ANDROGYNY  
OH DON'T YOU CRY FOR ME  
I CAN BE ASSERTIVE AND YIELDING  
IF I REALLY WANT TO BE.

2. Oh the choice is hard, the values in disarray  
my eyes are full of tears  
I've been taught to live in a certain way  
for so many conditioned years.

CHORUS (repeat)

3. At first when I try I feel so tense  
Am I really liberated or not?  
My body's so tight I almost wince  
I want to shout "Let me stop."

CHORUS (repeat)

4. Oh the path is tough the road is rough  
to escape those stereotypes.  
But by day I can be powerful  
and intimate at night.

CHORUS (repeat)

5. Yes I try to follow my path of heart  
and live how I feel right  
Oh I meditate and monitor  
to transcend the sex role fight.

CHORUS (repeat two times)

(C) 1979

Deane and Johanna Shapiro

Dedicated to Shauna and Jena,  
with love.

## WEEKEND DIALOGUES

# Script Changes in Sex Roles

BY LORRAINE BENNETT

Times Staff Writer

ANAHEIM — Men and women, their changing sex roles, their relationships at work and at home, the stages of their development and the effects of feminism on their respective psyches...

These issues will be among those addressed in "The Changing Psychology of Women and Men: Toward a Human Liberation," a 2½ day conference to be held Friday evening through Sunday at the Inn at the Park in Anaheim.

The weekend symposium is sponsored by the Institute for the Advancement of Human Behavior in cooperation with the UCI Medical Center's department of family medicine and department of psychiatry and human behavior.

Conference organizers Johanna Shapiro, assistant professor in the department of family medicine, and Ellen McGrath, assistant professor of psychiatry and human behavior, UCI Medical Center, say they hope the conference will address some basic questions that men and women have about relationships.

"As far as I know, this is one of the first conferences in the nation to address such concerns of both men and women," said Mrs. Shapiro.

Of major concern will be the adjustment of women in work settings, and how men, in turn, also have adjusted to women being there.

"The kinds of issues that concern us are the problems that develop when women enter the work force in a meaningful way," Mrs. Shapiro continued.

"This may be the first time men are having to deal with their sexual feelings in a professional setting. Do you handle it by ignoring it, by telling dirty jokes? How do women deal with their sexuality at work? Do they exploit it or deny it?"

"It's hard to find professional women who can deal with it successfully."

"You're really counseled to look after No. 1," Ms. McGrath noted. "But this is counterproductive when you have to work in a group."

"It doesn't get the work done. Men are trained to work in groups. Women are not. When women have to enter groups, it's very difficult for them. They don't know how to manage."

For many women, gaining success in work means they become less feminine, almost "unsexed," she said. "For men, being a failure in work means being unsexed."

"When women experience gaining power, it's interpreted as meaning they're going to lose intimacy. As women, we are all conditioned that intimacy is the most important way to feel good about ourselves."

This means, she said, that when men and women are put together in the work world they come with a different set of expectations.

"One of the things we want to do in this conference is label some of the (resulting) conflicts and how some differences between men and women that lead to conflicts," Ms. McGrath continued.

Mrs. Shapiro pointed out that women have needed to

define their sexuality for themselves, "not just in terms of men."

Sex role stereotypes have been smashed in the Shapiro family. While Mrs. Shapiro works in Orange County at the UCI Medical Center, her husband, Dr. Deane Shapiro, is president for the Institute for the Advancement of Human Behavior and a clinical instructor in the department of psychiatry and behavioral sciences at Stanford University medical school in Palo Alto.

The Shapiros have two children. They split their family only because their professional careers took them in different directions. They are still happily married and reunite on Thursdays when he flies to Orange County to stay through the weekend.

They chose this life-style not because of personal reasons, but because their professional lives demanded it, she said.

She no longer believes their life-style is unique.

"Men are beginning to have multiple role demands, too," said Mrs. Shapiro. Her family's own situation crystallizes a professional couple's dilemma.

"It's a problem when two careers arise simultaneously," she said. "We've found it (their situation) more liveable than we had feared."

"But I would never choose to live this way."

One of the goals of the weekend conference will be to provide an atmosphere where men and women can have a dialogue about such issues, Mrs. Shapiro said.

"You can't have a separatist society. The majority of us are still looking for ways to relate to the opposite sex. We're looking to reestablish dialogue between men and women and to begin to identify common concerns and work on them."

Mrs. Shapiro also hopes the conference will deal with women's competitive feelings.

"We need to look at the stereotypes liberation has handed us. How do we accommodate in such a way that we don't pay the penalty for liberation?"

She has a personal interest in self-management strategies for women, and is preparing a book on how women can take charge of their own lives.

"Rather than always going to a therapist for your problems, it gives you some approaches you can use for yourself," she said.

"We're used to seeking out authoritative models. But I

think self-management can help women look within themselves for answers."

The two women say they are expecting some of the country's top experts on male and female psychology to attend the conference. Names on the program include:

—Judith M. Bardwick, professor of psychology at the University of Michigan and author of such publications as "The Psychology of Women" and "Readings in the Psychology of Women."

—Daryl J. Bem, professor of psychology at Cornell University and author of the book "Beliefs, Attitudes and Human Affairs."

—Sandra Lipsitz Bem, director of women's studies at Cornell and developer of the Bem Sex Role Inventory.

—Dr. Phyllis Chesler, pioneer in the study of the psychology of women and author of the books "Women and Madness" and "Women, Money and Power."

—Warren Farrell, author of "The Liberated Man" and founder of more than 350 consciousness-raising groups for men and joint groups for men and women.

—Herb Goldberg, Cal State Los Angeles professor of psychology, coauthor of "Creative Aggression" and author of "The Hazards of Being Male."



—Daniel Levinson, psychology professor from Yale University and specialist in mid-life transition whose latest book is "The Seasons of a Man's Life."

—Carol Ellison Rinkleib of the UC San Francisco Human Sexuality Program and contributing author to the book "Understanding Sexual Interaction."

—Bernie Zilbergeld, author of "Male Sexuality: A Guild to Sexual Fulfillment" and codirector of clinical training at UCSF's Human Sexuality Program.

Ms. McGrath noted that many of the conference presentations will be by male-female teams to show not only contrasts between the sexes but how the sexes can work cooperatively.

After the 6:30 p.m. registration Friday and conference introductions, the Bems will discuss the healthy balancing of masculinity and femininity.

Drs. Bardwick and Levinson will team up for a discussion about independence and interdependence Saturday.

The conference will include lectures and discussions, but it also is designed to be experimental and participatory. Continuing education credit will be available for physicians, nurses and psychologists.

Registration at \$75 per person (\$60 for students and senior citizens) can be completed at the door Friday evening.

Additional information on the conference is available from the UC Medical Center.



**HIGH HOPES**—Drs. Johanna Shapiro, left, and Ellen McGrath express their enthusiasm for weekend conference they've organized on changing psychology and men and women.

Times photo by Hal Schulz