



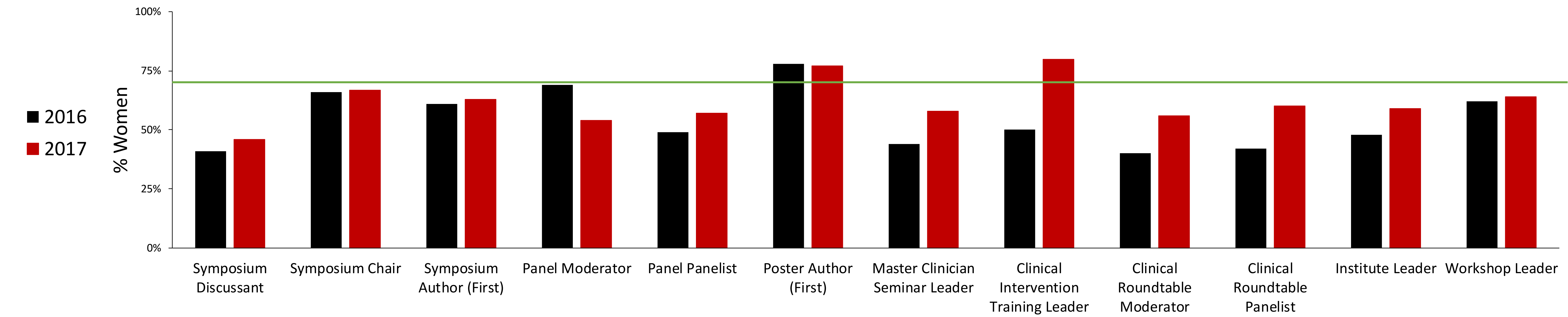
BACKGROUND

- In clinical psychology, approximately 75% of students at both the undergraduate and graduate levels are women. Despite this, women are underrepresented in many upper-level roles such as senior faculty positions and leadership roles.
- This supports the “leaky pipeline” hypothesis – many women enter the field, but do not attain higher-level positions.
- Studying ways in which members are active in the Association for Behavioral and Cognitive Therapies (ABCT) provides a means to evaluate women’s participation in the field.
- In 2017, evaluation criteria for ABCT’s symposia submissions changed, giving “special consideration” to submissions from senior researchers/faculty as first authors. Because men are more likely to hold these senior roles, this policy may have disproportionately affected acceptance rates for submissions from female scholars.
- The goal of this study was to determine if women’s participation in each role at the conference in 2017 was proportionate to their representation as members of ABCT.

METHOD

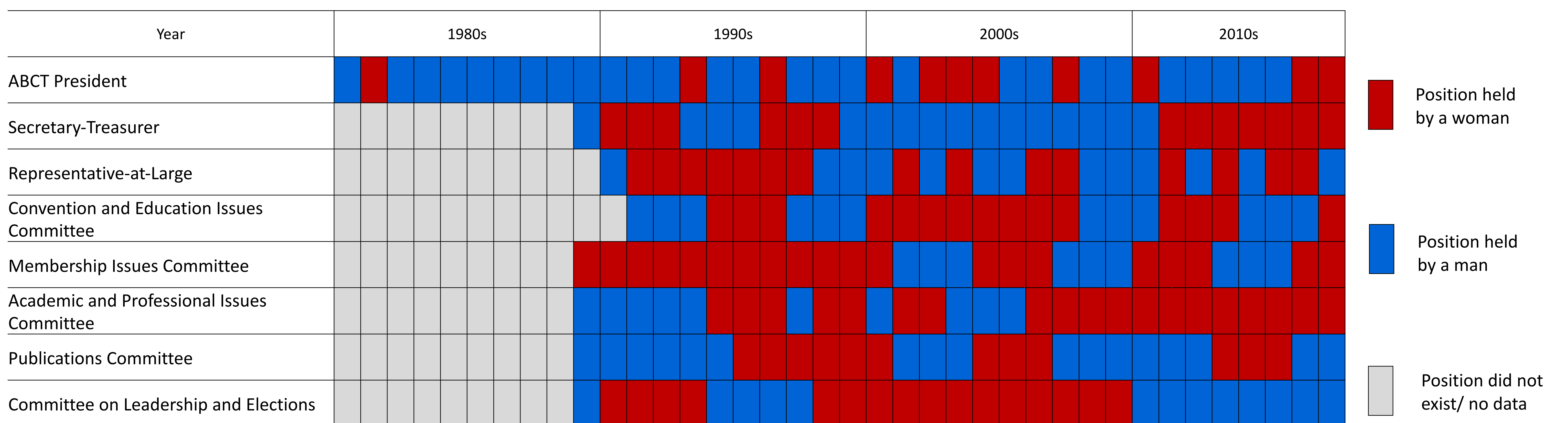
- The gender of participants in each conference role (e.g., symposium author, panel moderator), leadership position, and award category at the 2017 annual meeting of ABCT was coded using the program guide.
- For each participant, we coded the individual as male or female on the basis of first name (supplemented with publicly available autobiographical information, when necessary).
- We compared the proportion of women in each role to the proportion of women in ABCT in 2017 (3770 members, 70% women) using chi-square tests.
- We assessed the change from 2016 to 2017 using Z-score tests to compare differences in proportions.

RESULTS: CONFERENCE ROLES



Difference from Overall Membership χ^2	35.81*** Under	0.34	11.17** Under	3.54† Under	8.70** Under	40.39*** Over	1.78	0.28	1.22	2.33	0.82	0.44
Change from 2016 - 2017 % Change	+ 5%	+ 1%	+ 2%	- 15%	+ 8%	- 1%	+ 14%	+ 30%	+ 16%	+ 18%	+ 11%	+ 2%

RESULTS: LEADERSHIP ROLES



DISCUSSION

- Despite the increase in female membership within ABCT, women continue to be underrepresented in many conference roles.
- The new evaluation criteria favoring senior researchers do not appear to have exacerbated female underrepresentation.
- To address the leaky pipeline, ABCT should promote policies to support women in mid- and later-career stages and provide professional development opportunities to enhance the retention and advancement of women.

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