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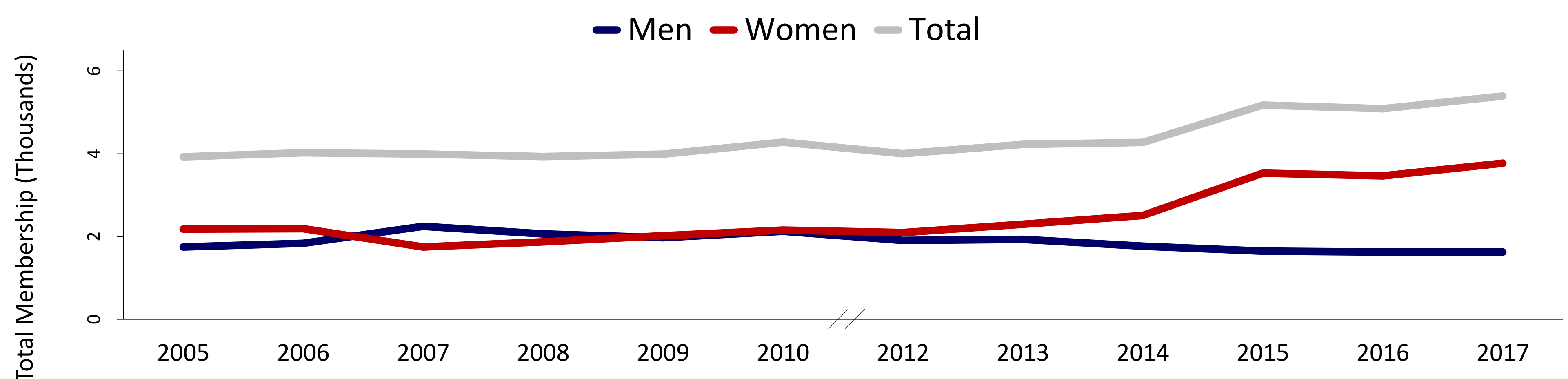
## BACKGROUND

- In many fields, gender inequality manifests at the point of entry. This is commonly referred to as the “pipeline problem.” However, in clinical psychology, retaining women during later career stages is a greater challenge. This has been termed the “leaky pipeline problem.”
- Women earn approximately 80% of doctoral degrees in clinical psychology, yet remain underrepresented in distinguished positions such as senior faculty positions and leadership roles.
- Evaluating how women participate in ABCT’s annual meetings provides a means to assess the roles in which women are most active.
- Annual evaluations of women’s participation in the conference from 2013-2015 suggested proportionate representation of women in the organization overall, but systematic underrepresentation consistent with a leaky pipeline problem in specific conference roles.
- The goal of this study was to evaluate women's participation in the 2016 annual meeting of ABCT.

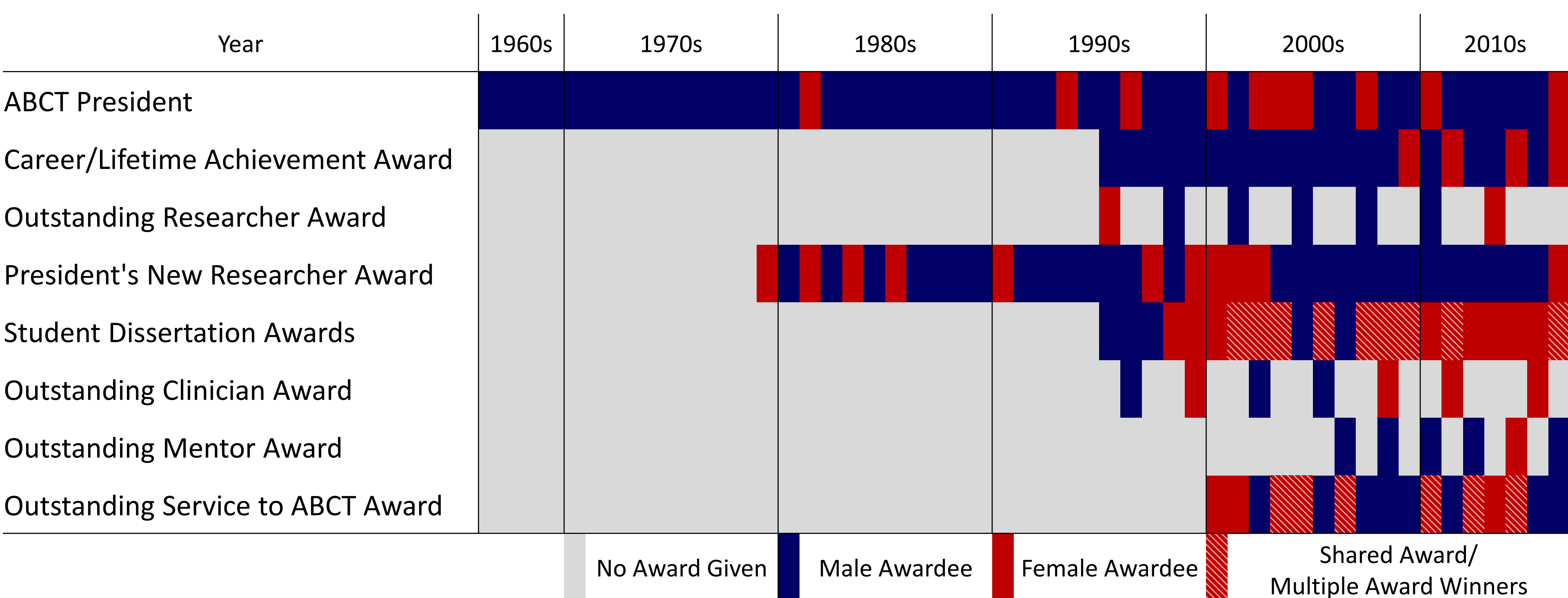
## METHOD

- Participation was coded using the program guide.
- Gender was coded as male, female, or unknown on the basis of the author’s first name. In cases of ambiguous first names, publicly available autobiographical information was used, when available.
- Proportion of female participants was determined for each role in the conference (e.g., symposium discussant, symposium chair, symposium author).
- The proportion of female participants in each role was compared to the overall membership statistics for 2016 (5093 members, 68% female) using chi-square analyses.
- The change in women’s participation in each role from 1998 to 2016 was assessed using Z-scores to test for differences in proportions.

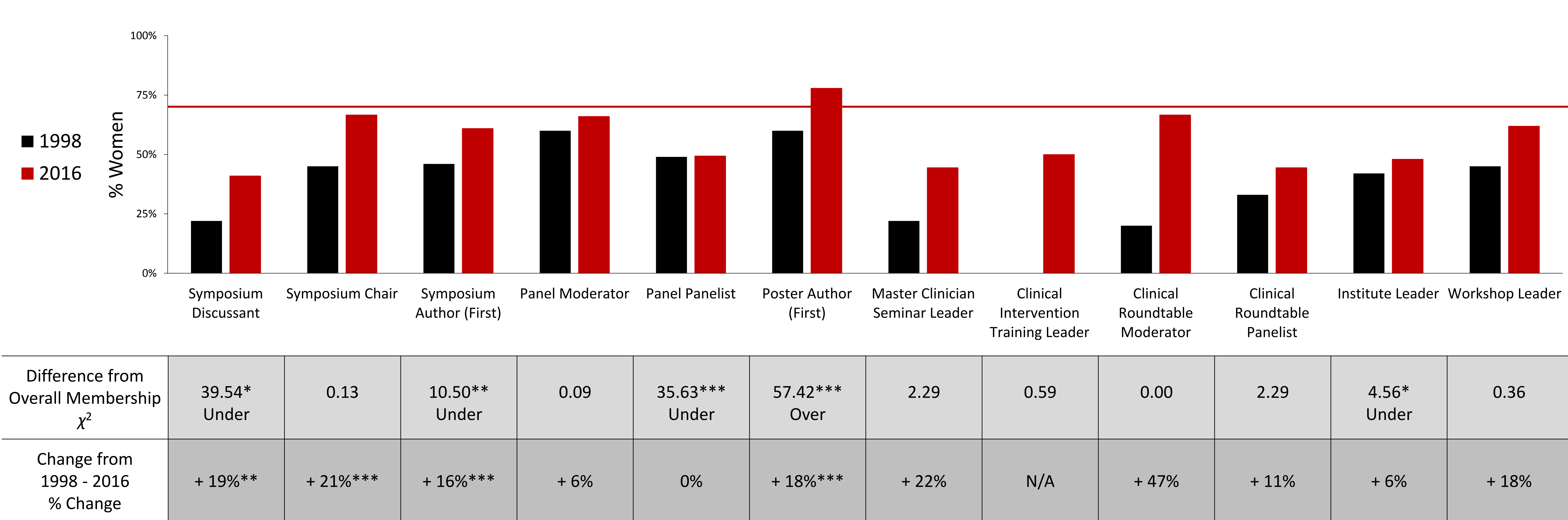
## RESULTS: ABCT MEMBERSHIP



## RESULTS: LEADERSHIP ROLES & AWARDS



## RESULTS: CONFERENCE ROLES



## DISCUSSION

- Increases in membership in ABCT have largely been driven by increasing participation of women. The proportion of female members of ABCT increased significantly from 2015 to 2016.
- Since 1998, there has been a significant increase in the representation of women in symposia and as poster authors.
- Women are over-represented as poster authors, and under-represented as symposium discussants and authors, panelists, and institute leaders.
- This is consistent with a “leaky pipeline” problem, indicating that women’s membership and/or participation in ABCT decreases at more advanced career stages and in more prestigious roles.
- This pattern also suggests that women are most under-represented in invited roles, which may reflect unconscious gender biases.
- ABCT should consider ways in which the organization can provide further opportunities for women by targeting support for women in mid- and advanced career roles.