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# BEYOND THE BOTTOM LINE

THE OFFICIAL NEWSLETTER OF THE SOCIAL JUSTICE COMMITTEE  
IN THE DEPARTMENT OF PSYCHOLOGICAL SCIENCE

## CELEBRATING WOMEN'S HISTORY MONTH

March is celebrated as Women's History Month! This is the month that we commemorate and encourage the study, observance and celebration of the vital role of women in American history. Throughout history, the accomplishments of women have often been overlooked. In this newsletter we acknowledge female leaders in the field of psychology and female leaders in the Department of Psychological Science at UNC Charlotte. We will then share announcements and efforts that the university are taking to celebrate Women's History Month. Lastly, we encourage you to read through and engage with the podcast, videos and additional resources provided. Enjoy!



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# WOMEN'S HISTORY MONTH

INFLUENTIAL FIGURES IN PSYCHOLOGY HISTORY



## Dr. Karen Horney

Dr. Horney is credited with starting feminist psychology through her work flipping the basics of penis envy around to create the womb envy theory (that men felt inferior to women because of their inability to bear children). Dr. Horney founded the Berlin Psychoanalytic Institute and the Association for the Advancement of Psychoanalysis, which influenced the field of self psychology. Being a female psychologist during her time was difficult due to the lack of precedent and discrimination; however, Dr. Horney succeeded in impacting the field by making sure that women were portrayed fairly.

## Dr. Reiko Homma True

Dr. True is notable for advancing mental health treatment for Asian Americans. She began her career by founding and facilitating self-help groups for Japanese women living in San Francisco. Using her clinical and organizing skills, Dr. True helped start many mental health centers across the West coast. Dr. True's research highlighted the lack of mental healthcare services in Asian and Asian American population. Her work emphasized several key factors contributing and advancing the approach for public health officials and clinicians when working with Asian and Asian American population.



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# UNC CHARLOTTE FACULTY SPOTLIGHT

## Dr. Hannah Peach



Dr. Peach is a health psychologist interested in the biological, psychological, social, and behavioral antecedents and consequences of poor sleep. Her research examines predictors of poor sleep, such as attitudes and sleep hygiene, as well as the impact of sleep on health and behavior. Her team is currently studying sleep habits as a risk factor for the notorious “freshman fifteen” weight gain. As a professor, Dr. Peach strives in all of her courses to find assignments and opportunities for students to apply concepts and theories from course content within their own lives. Dr. Peach hopes that students will leave her class with strategies to be happier, healthier, and more successful members of society!



## Dr. Jeanette Bennett



Dr. Bennett is an experimental health psychologist whose research examines how our experiences “get under the skin” via stress and affects our health, physical and mental. In addition, Dr. Bennett directs the Department of Psychological Science's Biobehavioral Core (BBC) Lab. Through the BBC Lab, faculty and students within and outside of Psychological Science can seek guidance and research collaboration for grant submission as well as research implementation, including data collection and analysis. As a professor, Dr. Bennett’s intention is that her love for what she teaches will be contagious, and will encourage students to explore their interests in greater detail after they leave the classroom – to become an eternal student who never stops learning and questioning what they know throughout life.

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# GRADUATE STUDENT SPOTLIGHT

**Amanda Sargent****Organizational Science Ph. D.****Why is this research important to you?**

We spend so much of our lives at work, so our experiences there directly effect our physical and mental wellbeing. Further, income is also directly related to health and wellbeing, so it is essential we are giving people an equal chance to be hired and promoted in workplaces. We know that the way work and workplaces are designed and operated in organizations -- aka policies, processes, and practices -- can appear neutral, but lead to inequalities among different groups of people. When we identify these policies, processes, and practices that result in inequalities, we can begin to strategize how to dismantle them. My research is aimed at uncovering these more hidden or subtle mechanisms of inequality so that organizations can create fairer and more inclusive work experiences and reward systems.

**How did you decide your career path?**

Oh man, that's a REALLY long story. It has been a journey of self-discovery and every step has propelled me to where I am today. From starting out as a musical theatre actor, to being a career counselor, to joining the OS program, a LOT of things have happened. There is not enough room in this little blurb to explain it all. I chose to go academic rather than practice for a variety of reasons that I can sum up quickly: I love research, I think I can make an impact through my DEI work in research and teaching, and I think serving as a woman business professor that advocates for DEI in the workplace can meaningfully shape the lives of the future workforce toward a more socially aware future.

**How do you incorporate diversity, equity, inclusion and social justice initiatives into your work?**

I try to incorporate DEI awareness and advocacy into my teaching, my research, and my service activities. I incorporate race, gender, class, age, etc. discussions into most of my teaching about organizational behavior (nearly every class it comes up) and supply statistics and research findings related to DEI in the workplace to share with students. I try to center the voiced of women and people of color in business -- using their writings, telling their stories, using their images, etc. in our lectures and readings to highlight their incredible contributions to the field.

**Do you have any advice for undergraduate students interested in applying to graduate school?**

So much. I used to be a career counselor and for a time, I specifically served in a position that supported college students interested in grad school and graduate students. Too much for this window to contain. Acquiring self-knowledge, learning about options, doing well in school and getting to know professors, gaining experience to bolster an application (e.g., research experience, special topic courses in your field of interest), and talking to people who run or have gone through programs of interest are all key steps to a successful graduate application process. Even then, sometimes it takes more than one application cycle to get in. Purpose, planning, and persistence -- that's how you get into grad school.



# PODCASTS



## BFM: The Business Station - Podcast Health and Living: International Women's Day: Women Can

Consultant clinical psychologist Paul J looks at using psychology to empower women and Racheal Kwacz from Ibu Family Resource Group joins him to share her story as a working mother raising a child in a dual culture environment.

## International Women's Day

"Here's to strong women. May we know them, may we be them, may we raise them." It's a celebration of International Women's Day and a Conversation with the Reluctant Therapist, Elizabeth Barrett about the importance of elevating the status and opportunities for women in order to manifest a better world for all.

## Women In-Depth: Conversations about the Inner Lives of Women

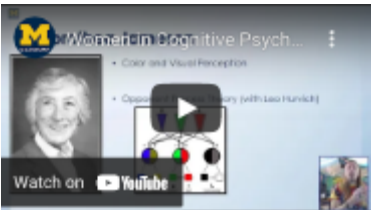
Through interviews and stories, Lourdes Viado, PhD, MFT goes beneath the surface and takes a deeper look at relationships, motherhood, self-acceptance, authenticity, aging, healing, suffering, loss, and other areas connected to the emotional and psychological well-being of women

# VIDEOS



## Women in Cognitive Psychology

This video features Dr. Arlo Clark-Foos discussing women in cognitive psychology in honor of Women's History Month



## Out of the Lab with Brenda Major


In the first of a new annual series, Brenda Major steps "Out of the Lab" in an interview with Keith Maddox. Through both her service and groundbreaking research, Dr. Major is without exaggeration a giant contributor to social and personality psychology. A past president of SPSP and also SESP, Dr. Major's research on stigma and resilience has garnered numerous awards and left an indelible impact on other scientists and society. Please join us to hear about her storied career on the road less traveled.

## International Women's Day- Can You Solve the Riddle? (Mindspace).


Is gender equality in the workplace still an issue? This video highlights an experiment with 22 people, all trying to solve the same riddle, and recorded their surprised responses. Watch the video to find out the answer!

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# ANNOUNCEMENTS



COTTRELL SCHOLARS  
COLLABORATIVE  
*Integrating Discovery and Education  
to Advance Science*



FLAMENet  
*Factors affecting Learning, Attitudes,  
and Mindsets in Education Network*

## INCLUSIVITY IN INTRODUCTORY STEM COURSES


A SERIES OF ZOOM MINI-WORKSHOPS

**SESSION 1: MONDAY, MARCH 21, 2022, 4 – 5:30 P.M. (EDT)**  
**PROF. MICA ESTRADA: “CREATING PATHWAYS OF KINDNESS AND  
INCLUSION IN STEM EDUCATION”**


**SESSION 2: TUESDAY, APRIL 19, 2022, 4 – 5:30 P.M. (EDT)**  
**PROF. CHANDRALEKHA SINGH: “PROMOTING EQUITY IN SCIENCE  
LEARNING”**

**SESSION 3: WEDNESDAY, MAY 11, 2022, 4 – 5:30 P.M. (EDT)**  
**PROF. TERRELL MORTON: “WHITENESS AND STRUCTURAL RACISM  
IN INTRODUCTORY STEM COURSES”**

We are planning three interactive Zoom mini-workshops to help STEM educators improve inclusivity in introductory courses. Each workshop will be facilitated by an expert in the field, and there will be opportunities for active participation. The goal is for participants to leave the workshops with specific ideas of activities and approaches that can be integrated into courses at their home institutions. We are aiming to make it as easy as possible for interested educators to participate. Each workshop requires a time commitment of only 1.5 hours, and participants can sign up for any or all of the workshops (it is not necessary to commit to all three).



FOR MORE INFORMATION AND TO REGISTER  
FOR ONE OR MORE SESSIONS, GO TO  
<https://www.eg.bucknell.edu/~tsolomon/cottrell2022.html>



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for SCIENCE ADVANCEMENT  
*A foundation dedicated to science since 1912.*



## THE PURPOSE

The purpose of the Sexuality & Gender Education Program provided by the Office of Identity, Equity, and Engagement (IEE) is to educate, encourage, and provide support to campus community members who are seeking practical and tangible skills on how to create a more affirming and inclusive space for the LGBTQ+ community. Through various educational opportunities, students, staff, and faculty will learn about current systemic issues impacting the LGBTQ+ community, various terminology and concepts related to the expansion of sexuality and gender identities, while using critical self-reflection as a learning tool to better understand how their professional and personal experiences impact their understanding of identities outside of their own.

After each workshop, participants will be able to share the various resources for LGBTQ+ students both on and off campus, as well as begin to develop the skills to enhance change in their own departments, units, or organizations that celebrate the expansion of sexualities and gender identities.

# RESOURCES

[EMINENT WOMEN IN PSYCHOLOGY](#)

[WOMEN'S HEALTH AWARENESS](#)

[CDC'S OFFICE OF WOMEN'S HEALTH \(OWH\) | CDC WOMEN'S HEALTH](#)

[HARMONY RECOVERY CENTER CHARLOTTE, NC](#)

[GENERALIZED ANXIETY DISORDER \(GAD\)](#)

[STAYING MENTALLY HEALTHY](#)

[HEMOCUE WOMEN'S HEALTH](#)

[CHARLOTTE, NC DOMESTIC VIOLENCE HELP PROGRAMS](#)

[WOMEN FOR WOMEN INTERNATIONAL](#)

ADDITIONAL READINGS & RESOURCES

# ADDITIONAL READINGS



Since Dr. Brizendine wrote *The Female Brain* ten years ago, the response has been overwhelming. Now, pioneering neuropsychiatrist Louann Brizendine, M.D., brings together the latest findings to show how the unique structure of the female brain determines how women think, what they value, how they communicate, and who they love. While doing research as a medical student at Yale and then as a resident and faculty member at Harvard, Louann Brizendine discovered that almost all of the clinical data in existence on neurology, psychology, and neurobiology focused exclusively on males. In response to the overwhelming need for information on the female mind, Brizendine established the first clinic in the country to study and treat women's brain function.

