Psychology's Feminist Voices Oral History Project

Interview with Lucia Albino Gilbert

Interviewed by Jacy Young

Boston, Massachusetts

May 26th, 2017

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LG: Lucia Gilbert, interview participant

JY: Jacy Young, interviewer

Note: Material in square brackets was added by the interview participant at a later date to clarify and/or add information to the original interview.

LG: My name is Lucia Albino Gilbert.

JY: And where were you born?

LG: Brooklyn, New York.

JY: Okay. So, our introductory question as we get into these interviews is often just to tell us about the emergence of your feminist identity. Where did that come from?

LG: Well, that is a complicated question I think for many of us, but I think it is actually from my family. I grew up in a second-generation Italian family [living first in Brooklyn, NY and then in upstate NY], and my mother always knew that women and men were equal, and there was just never any question that I would do something with my life. So, I think it was there. I do not know how personal you want this to be, but it also combined with other things because I grew up at the time of second wave of the feminist movement, [and] a lot of things were happening, but the other thing that happened personally is I became very ill.

I married early. I started out in chemistry and I got my master's degree in chemistry from Yale, which is where I met the man I am married to still (fifty years!). In the second year of our marriage, and I became very ill with a disease that actually I live with, and no one knows, they cannot tell that I live with this. But I actually was in intensive care for a month and who knows, it is very rare. So, I did my bargain with God, Saint Theresa (choking up).

JY: And that kind of informed your feminist perspective, as well?

LG: Yes.

JY: Yeah?

LG: Well, Saint Theresa is the patron saint for my family. She is very, very important. And so, I just made this bargain, "If I live through this (tearing up), I was going to do something with my life that would be helpful to others, not just myself." So, here we go! (laughing)

(File 1- 2:27)

So then at that point, I was teaching chemistry, actually. After my husband finished his PhD at Yale and I finished my master's. Typical – we were married, and then we moved to the university where he got a position, and then there I entered the doctoral program in psychology, and that is when I met Janet Spence, who became my mentor.

JY: Right, yes.

LG: But I would say that things really came together… So, I finished my course work in 1973, and I accepted a position at Iowa State University, and my husband and I decided that we would do a commuting marriage because he was just coming up for tenure, I am finishing my degree. I had interviewed at a lot of places, and I mean, I was very good, but it was also a time when people were wanting to hire women. So, I had lots of opportunity, but I decided to go with Iowa State because it had a feminist reputation.

JY: Right.

LG: So, I went there, and I did not realize it, but I was pregnant. I was on the pill, so all these odd things seemed to happen. So, then my husband and I decided that I would just continue with my plans, and when our baby was born, she [our daughter] would stay with him. So that was the kind of other big thing - at that time, women did not do that.

JY: Even today!

LG: Yeah. Even today, that is true. So we did that, and that was hard. Harder than I thought it would be, actually. When I went to Iowa State, there was another woman on the faculty, but the most important faculty member for me is someone named Arnold Kahn, you might not know him.

JY: Yes, yes! He is on our site!

LG: Oh yeah. So, Arnie could not wait for me to get on the faculty because he wanted to co-teach a psych of women course. But he, and the other young faculty and graduate students were so supportive of me. As a matter of fact, one of the studies we were all doing, they added as a stimulus figure a pregnant woman (laughing). But anyway, the graduate students really were kind of my support group, and Arnie, and another [young male] faculty member, Harry Lando.

The other thing that happened during this period, so now this is 1975 – I am going to my first APA [American Psychological Association], [then] I am going to my first AWP [Association for Women in Psychology] meetings. I am meeting all of these amazing people, and I am going to symposia with Rhoda Unger and Annette Brodsky, and Martha Mednick - whom I remember specifically as we were both students of Janet Spence's, so we had a little bit of a connection. (Mednick had been a Spence doctoral student at Northwestern and reached out to me.)

JY: A connection, yeah.

LG: But Lena Astin, I remember… I think, I do not know… was she the first president of Division 35?

JY: She may have been.

(File 1 – 6:21)

LG: First or second. [Helen Astin was the second president of Division 35 in 1974-75 after Elizabeth Douvan]

JY: Yeah.

LG: But I can remember, I was her little [disciple]… carrying her papers (imitates carrying papers excitedly, laughing).

JY: (Laughing)

LG: Going to give her presidential talk, telling people what to do in a very beautiful way. So yeah, those were just really important times for my professional development

JY: To forge connections.

LG: Yeah, to forge connections, but also, this was the beginning of the division. You know, it informed my teaching, it informed my research, it connected me with important mentors.

JY: And so, were you there from year one then? [Jacy was asking about Division 35 and I responded re: Iowa State. I was indeed involved in the first year of Division 35]

LG: No! I stayed for two years. And, we were in this commuting marriage, it was difficult.

JY: So, you did that for two years?

LG: Yeah.

JY: Wow.

LG: Yeah, so then we decided that this was not something we could continue to do, but then I was offered a position in Texas.

JY: Okay. And where was your husband based during this period?

LG: Oh, we were at the University of Texas, Austin. So that is, actually, where he had most of his career. So, I got an offer at Texas, and then most of my career was there, actually. And then, about ten years ago, we moved to Santa Clara University - I moved there as provost, and my husband is a professor and chair of the department. So, we have been there the last ten years. Well, now I am retired, I retired this past year.

JY: Oh, well, congratulations!

LG: Yeah, it is kind of 'congratulations'. Everyone says that, and I guess that the congratulations is that you have lived this long (chuckling).

JY: It is a marker, right? You have had a long, and very productive career.

(File 1: 7:58)

LG: Yeah, I am still kind of working with that because I am still working.

JY: No, I think that so many people continue to work, right? It is not an end.

LG: But it is, yeah. You have a freedom to pursue what you want to pursue, which is really… that is the 'congratulations'. Yeah, you are free.

JY: Absolutely.

LG: If you have the resources (chuckling).

JY: No, definitely. I kind of want to back track, there is so much good stuff in what you have just said already. Can you tell me about working with Janet Spence, what was your relationship like with her?

LG: So, Janet and I – everyone has a unique relationship, right? So, there are actually two psychology departments at Texas, there is a Department of Psychology in the College of Liberal Arts, and then there is a Department of Educational Psychology, which is in the College of Education. So, when Janet was first hired at [The University of] Texas [at Austin], because Kenneth [Spence] was her husband, this is ancient history for someone as young as you, but he was just a hugely important person [in psychology]. I cannot think of someone today that would be a parallel, because this is an area that not many people study now. Anyway, he was huge and he was brought into the department of psychology, along with a couple other people, to help build the department. They felt nobody knew about psychology at Texas… at UT Austin.

So, he was brought in, and he was married to Janet. And because of nepotism rules, Janet could not have a position in the psych department, or at the university. And so, for a couple of years, she worked someplace else. But then, they found a way that because the department was in a different college, that then she got an appointment as a professor at the Department of Educational Psychology. So then, when Kenneth died, because there was not nepotism now, then she went to the Department of Psychology, okay?

Alright, so when I met her, it was after Kenneth had died, and now she was in the Department of Psychology.

JY: So, what was it like to work with Janet?

LG: She is just an amazing person, very tough, really always wanted you to do your best. But I had a somewhat different relationship with her, even though I was her graduate student, because my husband was also on the faculty, so I was also a faculty spouse. And so, she mentored me, both as a graduate student, and [regarding] how we were supposed to behave as a faculty spouse (chuckling).

JY: Right.

LG: Yeah, yeah. So, we actually ended up being very good friends after I finished, because I came back and was on the faculty. I was a faculty member in Educational Psychology, which is where she had started. She was a faculty member of both departments, and she was a very strong mentor for me throughout. I mean, she was a mentor for many women, and [did her mentoring in

a] quiet way. If you were having difficulties, Janet was a person you went to. You did not cry on her shoulder, you talked it through logically, and figured out what you were supposed to do.

JY: That sounds like a wonderful mentor to have during this period!

LG: Yeah, she was incredible.

(File 1 – 11:48)

LG: It was so sad when she suddenly died.

JY: Yes, yes, I am sure. And I am curious, too – you said that you did a master's in chemistry. How is that you ended up in a psychology program for your doctorate then?

LG: So, I had always done well in the sciences, I always went with what I was good at. My father has a fourth-grade education, my mother had her GED [General Education Diploma] I knew that if I went to college, I needed to have a scholarship. I was always good at math and science.

When I was doing my master's in chemistry, I decided I did not really love it that much. I mean, sometimes you are good at something, but that is not where your passion is. So, when my husband and I moved to Austin, and I had finished my degree, I was actually doing consulting work and all this stuff. The person my husband and I were working with [at Yale] was this very famous professor. He had a number of students everywhere, and I started doing consulting work with one of his students, who turned out to be a friend of ours whom we had met. And so, I was doing consulting work for him for money because we were pretty poor. Because I was a spouse, you would get invited to parties, and I started talking with various faculty about what I might do next, and I was actually… there is so much here, so I will just skip through it.

I taught at a private school for a couple of years. I taught chemistry and math. So, the first year of our marriage, we got married in December, so for that first six months I was doing that consulting work. Then the fall of that year, I got this position at the private school. And that is the year I became very ill.

JY: Right.

LG: And so, when I was teaching at this school – you know, talk about feminism and things you learn later – and I was by far the youngest teacher at this school. It was a very elite private school. All the kids were flocking to me because I was twenty-two and they were sixteen, seventeen, and they were all into drugs, they all had problems, I mean it was (makes facial expression to imply it was a big problem). I was a day teacher, so day teaching meant that I did not live on campus.

And so, some of the children would bike to my house. I would get home, and there they were. We would make cookies and talk about whatever. But I realized these children just needed [someone to be interested in them, and] that was what got me into psychology – interacting with these kids, they were all coming to talk to me. I still am in contact with two of the women.

(File 1 – 15:04)

JY: Oh, that is amazing.

LG: Yeah, it is. And so, I started thinking about what I am going to do, and then I decided I would apply to both the Psych Department and the Ed-Psych Department. In the Ed-Psych Department, there is a statistics area, so I decided I was going to get my PhD in statistics (chuckling). Anyway, so then I ended up doing a joint degree in statistics and counseling psychology.

So, then I finished. So, Janet, of course, her very first book was a stats book. She had many editions, she loved statistics and analysis. Anyway, because Janet was in both departments, I could work with her. At that time, when I first met her, she was still into all of her learning theory and everything.

But then - I do not know how much you know about her life – in 1974 is when she published her measure the Personal Attributes Questionnaire (PAQ), and started doing all of that work. I was her graduate student starting in '71, and so I was actually the stimulus person in those studies on who likes competent women.

So, I was the competent woman who was not liked (chuckling). Whatever. So, her life was beginning to change there, too, and she started getting into the whole notion of femininity and masculinity, and then the whole notion of the construction of gender, so all of that was happening, too, when I was a graduate student with her. As I continued to do my own work, she critiqued it, and so on. I think I got off topic somewhere there, but all of this is sort of happening at the same time. And then when I was at Iowa State, one of my colleagues with whom I was doing research had studied with the Bems at Stanford, and so he already knew about the BSRI [Bem Sex-Role Inventory]. Of course, Janet totally critiqued that. I hope nobody uses that now as a sex-role inventory, but this was all a very exciting, intellectual time.

JY: So, these concerns about gender were very much in the air where you were at various institutions.

LG: Absolutely, yeah. So, what was the question you were asking?

JY: How you ended up going into psychology for your PhD.

LG: Oh yeah. So then, I went into counseling psychology, and really, I have always said that my area was psychology of women, but my identity has always been with Division 35 [Society for the Psychology of Women]. I do not know how much you know about APA [American Psychological Association] and all of its stuff…

I was there, and this shows how old I am, when APS [Association for Psychological Science] was formed. I was made an initial fellow of APS! And, I am a fellow of the APA. There are a lot of people in that position, who do both.

(File 1 – 18:22)

But, APA is so different now than when I was a graduate student.

JY: Yeah.

LG: Now it is kind of like APS. I see all of these little graduate students running around with their posters.

JY: (laughing) Yup!

LG: It is great, I mean, the future of psychology is here.

JY: It is all around you.

LG: Yeah.

JY: That is wonderful. I am so curious about when you were at Iowa. You said you were co-teaching a class with Arnold Kahn on the psychology of women. What was that class like? What was your approach?

LG: (laughing) God! That was so many years ago, I do not even remember. I think that the only textbook at that time – let me see if I can remember her name – [was by] Julia Sherman. Do you know that name?

JY: Yeah.

LG: Yeah, so she, I think, wrote the first book. One of the things I remember from that book, we would laugh about it in class, was that everyone viewed pregnant women as cows, because I was pregnant, right? Cows chewing their cud (laughing).

JY: Oh my goodness (laughing).

LG: That was a stereotype of pregnant women. You know, I do not really remember. We used that book, and then we used a lot of readings. It went well. I mean, I do not have any really great stories about it. Arnie just loved this stuff, and he was the secretary of Division 35 for years. He was the book editor, he has always been involved. He is retired now. Have you ever met him?

JY: I have not met him in person, no.

LG: Yeah. He is a lovely person.

JY: But we did interview him for the project. He is one of two men on our site.

LG: Who was the other one?

JY: Peter Hegarty, the social psychologist. He does work on gender. He is based in the UK.

LG: Oh, okay. I do not know him.

JY: Yeah.

(File 1 – 20:13)

LG: There are a few others I can think of who were involved, but they were never to the level that Arnie was in terms of doing work within the division.

JY: Absolutely. I am wondering if you can talk a little bit more about your decision to have a long-distance marriage, a long-distance family at that point in time, because that was, I am sure, a very unusual decision to make.

LG: It was.

JY: And a challenging decision, perhaps, as well.

LG: Well, yeah, it was challenging.

JY: I mean, obviously your husband was receptive to this idea, right?

LG: Oh yeah.

JY: You had support there.

LG: Yes, he was. We have written a little bit about it. My very first book was *Men in Dual-Career Families*. We kept a diary, so part of the diary is in there. I think that what Jack says is that he wanted to be married to an independent woman. He did not want someone who was going to sacrifice herself, and he did not know where that came from. His father was a college professor, and his mother had a college degree, but she never really thought to do anything with that degree.

As a matter of fact, his mother ended up living with us for a number of years, so she was part of our family, but she just grew up in a very different time. I just did not want to be [in Austin]. I did not. I could not even imagine, what was I going to do?! I had a PhD, I did not want to do private practice, I mean, that was not what I wanted. I could not get a position at UT Austin because I got my degree there, and there were rules about that. And so, we were young and thought we could do it.

JY: Decided to make it work.

LG: Yeah. And what was interesting about it… well, it was very easy at the beginning, but then, once I found out I was pregnant, it was a whole different thing. Our parents were always totally supportive. But our friends were the ones who were not supportive, well, some friends. Some friends were very supportive, they thought we were crazy, but they were still supportive. But some friends would not talk to us.

JY: Oh really?!

LG: Yeah. I would say at Iowa State, some people were very supportive and other people, not so much so. But, in the long run, everyone came around. In the long run, I just knew that I wanted to have a career, a research career. I just could not see how I could do that in Austin, and my husband supported it. As Jessie Bernard, [the prolific sociologist and noted feminist, said in her 1974 book, *The Future of Motherhood*, there are few sociological "laws" better supported in the research literature than the law of husband support and cooperation.]

[23:33]

JY: Absolutely. And you made it work for that period of time. (23:42)

LG: Yeah, I mean, It was very painful. It was emotional.

JY: I would imagine.

LG: I think if it hadn't been for the support of the faculty of Iowa State, and my graduate students. I mean, I'm still close to those graduate students. One of those graduate students is one of my best friends, and she happens to live in Austin. Now, I live in California, but we still talk. But I think I didn't realize at the time, but I was a very powerful role model for many of the male and female students, and they all rallied around me both at Iowa State and at UT Austin. I've had a lot of graduate students - amazing graduate students.

JY: Sixty-something, I think, is on your CV?

LG: Yeah! Every single one of them is an amazing student. And, I think a certain kind of student was attracted to working with me, because I'm a lot like Janet! Who was really tough…I didn't use red the way she did. [Janet was famous for using a lot of red pencil or ink in correcting student work]

JY: (laughing) You're a little softer on that front, maybe.

LG: Yeah, I used a different colour. It's hard to remember yourself back at that time, but I'm kind of still the same way. When I took the Provost position at Santa Clara, that was a big decision because even though I really enjoyed my work at Texas, I didn't want to spend my whole career where I had gotten my degree, even though I'd been at Iowa. I wanted to be somewhere other than UT Austin (25:43). I got a number of offers over the years, maybe five, and each time my husband and I would look at it, it wasn't the right time for both of us. When the one from Santa Clara came along, it was the right time for both of us, so we made the move. But negotiating those two careers…I'd say we're both ambitious, but we aren't personally ambitious for money or something, but we're ambitious in terms of what we want to accomplish at our university, or with our students. When we moved to Santa Clara, I moved first, and Jack moved about a year later.

JY: Little short about time I suppose. And, you know, so many details to manage..

LG: I left him with all the work, actually. Selling the house and all that, while I'm off…(begins laughing)

JY: (continues) to California! (laughing) So this kind of opens up to your work on women's careers and onto role conflict in relationships, and I'm wondering if you could tell us a bit about that. (27:20)

LG: This is something I say – and used to say – in my talks: a lot of your interesting research questions come out of your own life. When you think about Janet [Spence] and how she got into the whole gender thing, she suddenly noticed, "Oh my gosh, we're doing all these studies and they're all with men. Where are the women? So with me, having been in a commuting marriage, having an infant, and role conflict, it was a natural way of getting into that research on men in

dual career families. I mean, it was handed to me. (laughing). And that was a study very similar to this interview, but we did interviews with the men. The book was published by SPSSI (the Society for the Psychological Study of Social Issues), a division of APA, which was a really good way to give back. Because the APA was very important in my own development, especially in [terms of] the women that I`ve met. Carolyn Sherif (28:20) wrote one of my [letters for promotion to] assistant to associate professor at UT Austin.! I was looking through that when I was moving, seeing who wrote for me and what names I had put in.

(File 1 – 28:33)

So I made it in a two career-family and studied role conflict. A lot of my graduate students were interested in those questions. I love working with smart graduate students. That`s what really makes things worthwhile. I also had a very good colleague called Carole Holahan, who also got a degree at UT Austin, and her husband was also a tenured faculty member. We worked together a lot. She post-doc'd with Janet, and that's how I got to know her. We did a lot of really good work on role conflict. And then, she eventually got a position in a different department on campus. She's done really well. She's in health psychology now.

So, I worked with her, and then I wrote the first chapter on feminist therapy [in a book edited by Annette Brodksy and Rachel Hare-Mustin (1980)]. I had those two pieces [to my research agenda—women's career development and dual-career families and gender in psychotherapy.] I think I've always kind of had this ability to…how do I put it? I don't want to brag about myself. Seeing sexism? One example is, I taught a graduate course about gender issues in psychotherapy. You don't read the clinical literature because that's not your area, but there was a classic book of cases by Irv Yalom, entitled "Love's Executioner". He was, "Mr. God," who everyone read. I used it in class as a critique of gender in psychotherapy. The students would read it and love it. [And then I would critique if from a gender perspective.] And then they would say, "Oh my god, I never would have seen that!" I think [my ability to see sexism] comes from growing up in an Italian family. I'm very sensitive to that. Then I started doing a lot of research, and writing articles on gender issues in psychotherapy: the unconscious bias, work with the ethics committee and the APA, sex between the therapist and the client. The kind of stuff where people couldn't see the abusive of power.

JY: Yes. So were you on that committee, when it came to sex and therapy? Or were you just commenting on it?

LG: I was on APA council.

JY: Yes.

LG: I wasn't actually on the committee, but I was in the group that chaired the women's caucus where we had to argue this [matter] on APA council floor. I was the lead person there.

JY: Can you tell me a bit about that experience? What was the debate like, I suppose?

LG: Oh gosh, this was so long ago! Things have changed so much. I can't even remember what year this was. I got on APA council very early in my career, and I was on more than once. There

was a lot of tension at that time. I haven't been involved with the APA in the last ten years, but women's caucus was very important at that time. Have you ever been involved?

JY: I haven't.

LG: So, if something was very important in coming to the APA council meetings, the caucuses would discuss them the night before the meeting. The heads of the other caucuses would come and listen. The women's caucus was very important in educating the rest of the council. There weren't that many women on the council at that time. Now, half the council is women, if not more.

Division 35 was not a practice division at that time. Practice divisions like Division 29 had a huge number of representatives, because they had so many members, but they weren't particularly feminist. It was really Division 35 that was the beacon. A Division 35 representative was always there as chair of the women's caucus. Nancy Russo, a feminist psychologist, (33:53) was on APA staff then (33:52) telling us what to do, and doing it very well! (laughing). We wrote down what we were going to say on council floor. Nancy was helpful with that and our argument. There were all these amazing women. I don't even know where they are now. There was another [person on APA staff who was very effective]: Ginny O'Leary.

(File 1 –34:21)

JY: Oh! I know her!

LG: Ginny O'Leary wrote a psych of women book too, later. She was at a small school. I can't remember what school it was. But she went to work for the APA and was very influential. Then, she left the APA and went to [Auburn University. She is now retired.]

JY: (continuing) Was very involved at that point?

LG: Yeah. She was very involved in a lot of things [Division 35] was doing. Because she was in the central office a lot of the time, she was very helpful to us in coming up with arguments and strategies. A lot gets overshadowed to a certain degree. That got through, which was great, but the big thing was the splitting of APA and APS. Oh no – that was later. But there was the buying of *Psychology Today*, which led to that split [in the late 1980's].

JY: The disaster that was that purchase.

LG: Yeah, because it was a very stupid decision. It completely depleted APA and put it in a difficult financial situation.

JY: It increased tension.

LG: Yeah. I started getting less involved. I was a full professor [by 1986]. I moved up quickly in my research. Texas is a very conservative state, but at UT, we had a women's studies program. It was nothing, but after I was promoted to professor, it was viewed as my turn to be the director of [this program]. I can't remember when this happened. I agreed to do it.

I don't know if you know Laura Lane. No, you wouldn't know her. She's another incredible person. She talked me into it, and [then left to take a position at] another university (laughing). I was director of this nothing program, and I was able to turn it into a thriving center for women and gender studies. From there, I got to be Vice Provost and I did all these other things. I don't think I would have been able to do it without my background in feminist studies. A big focus of that work was inclusion, diversity, developing very successful programs, and having incredible staff. All of my graduate students were involved. It was a pretty heady time. My graduate students are probably the most important thing in my life.

JY: Yeah. And I know you have received the Mentoring Award from Division 35 [in 2011]. So obviously, your students appreciate that mentoring so much. I was wondering if you could talk a bit about mentoring and how you see it as an important role in your life.

LG: That's a good question. There are so many aspects of mentoring. I've written several articles of what mentoring is now. One of the difficulties is that it's very easy to get personally involved, which you don't want when you're their mentor. I think I'm an effective mentor. I haven't been for everybody; I know that. But, I really care for my students and I want them to do their best, kind of like Janet. Janet was a great mentor, but students didn't flock to her. She was never around (laughing) and she wasn't a warm person. I'm a warm person and I really care about my students. I really like the intellectual engagement. I read some of the student letters for the Mentoring Award, which were similar to the ones I received from students [who wrote to me after I received the Leona Tyler Award (39:48) in 2012 from Division 17 of APA recognizing my distinguished contributions in research and professional achievement in counseling psychology]. I didn't get to see many of the letters, which were from colleagues. But the things that [the students] mentioned are that I always treated them as colleagues.

(File 1 –40:09)

[The students mentioned my] putting little notes in a graduate student's mailbox, saying, "Have you seen this article?" or "I've just been invited to give this paper to the local psychology group, like TPA or something. I can't do it, but can you do it?" These kinds of things – that I believed in them and in their ability to do things – helped them get their own confidence and to get a vision for their own careers. I could have helped inspire them, but they're all so smart. It's really easy.

JY: Well, it sounds like something that you would just enjoy right? That engagement.

LG: Absolutely. Yeah. I love working with people. My students and I would always meet in groups and talk about their research. I love the energy that would come from them. I love working by myself too, but I think my best work comes from working with others – at least one other person – and we're trying to develop things.

JY: Yeah, absolutely. Wonderful. I'm going to jump back a little bit. I was wondering if you could talk – maybe in more specifics – about your findings when it comes to role conflict in relationships and men's perspectives in dual careers.

LG: To go back, I'm trying to think of when my book was written. *Men in Dual Career Families.* (41:56). *Men* was my first book. Maybe it was '84 or something [it was published in

1985]. Nobody had ever interviewed men. If there's a theme in my work – and not just a pat on my back – there's nothing out there. So talking to men in dual-career families, asking about their experience being in a relationship with someone who may be viewed as their equal. That was a very important book. There were no theories of gender role conflict at that time, so we had to come up with a theoretical framework, and base it off the role conflict theory at that time. It was all from the industrial/organization literature (42:53) and from the conflicts that men were having, not with their whole life, but conflict between their role as a supervisor and as a supervisee. As in, "someone is above me and I have to work with them. Someone is below me and I have to work with them." That just didn't fit, in terms of what we were talking about with regard to role conflict. Our focus was role conflict involving [women's and men's lived lives]: conflict with their spouse role, their parent role, and their [employment] role. That's all very important, but the part we were trying to build was the self-role. That was probably the biggest contribution that we made in terms of trying to reconceptualize role conflict, where the self is very important. It's a role just as much as being a spouse, being a parent, and being a child in the sandwich generation stuff, which was very big then too. We had to contend with that. It's certainly important today. I mean, how many people are care-taking their parents? It's easy to lose track of the person. What is their self-role? So much of it, even today, gets conceptualized as "self-care." We weren't really thinking "self-care," but more so your vision for yourself. It's interesting, because people are still using our measures, and they're old. Well, things don't change that much, if you think about it. I mean, people are still struggling with the same things, like they always have.

JY: Absolutely.

LG: If you ask me, "What do you think my most important contributions are?" I would say my most important contributions are my teaching. It's hard to imagine. There's no feminist psychology course in the psychology department today. Once I left…

JY: That was it.

LG: I taught some at Santa Clara. The department now is about half men and half women, maybe more women. They don't have very much of an understanding of psychology and women, or psychology and gender. Unless you are in a graduate program, or somewhere where you get this consciousness, you won't get access to feminist consciousness.

(File 1 –46:30)

Sure, they teach the brain, but they do it in a way that doesn't bring a feminist consciousness to it. I say this because I sit there, and listen to their students' research, and I raise my hand and ask, "May I suggest this article to you?" and they respond, "Ah! I didn't know!"

Anyways, you were looking through my CV? (47:37). Did anything strike you? Well, my current work; my current work's amazing. (laughing)

JY: Yeah, your current projects! Maybe you could tell us a bit about that as well. So you're doing this project on women in the wine industry in California. Which, you know, involves local residents with your move to California.

LG: Yes.

JY: And am I correcting in thinking that you're doing that with your husband; could you please tell us a bit about that?

LG: Yes. Okay. I'm going to move back just a little bit. When I was director of Women's Studies in Texas, and when I was doing this program, I never had any vision of myself as an administrator despite my research groups. It was amazingly successful because it was at the right place at the right time, and because of my graduate students. I had a little bit of [grant] money, and I was hiring them to do this, this and that, and we worked across disciplines. I mean, that`s what we do: work across disciplines. I brought in the sciences. I have a science background, so I brought in the sciences and engineering. That`s actually how we got a lot of our funding to do the things we wanted to do. I co-taught a course with a colleague in physics on women and science.

JY: That's wonderful!

LG: Yeah. That was unheard of, and we cross-listed the course with physics, engineering, and women's studies. The graduate students flocked to it. My colleague and I did this for several years, and part of it was to help them to learn about women and science, and part of it was to help them deal with sexism. We read a lot of articles. Do you know the book, *Ms. Mentor*?

JY: No.

LG: I can't remember who wrote it. It's hilarious. Anyways, we had little vignettes from various books that they could read, about situations such as giving a job talk and a professor gets up and disagrees with you, then tries to take over your whole talk. What do you do? You have to be prepared for that. You need to shut that person off and go on with your talk. *Ms. Mentor* always calls it, "The Peacock Effect." The image was, when this happens, you have your friends in the back and they get out their [peacock feathers], and they go like this (imitates waving a peacock feather) as a signal to you: "This is what's happening," so you don't get caught in it and can finish your job talk. We have a great photo from the last day of class. The women brought some peacock feathers!

But anyways, connecting with the sciences was important to moving women's studies out of dealing with only what people thought [women studies was about], and getting the support of engineering and the natural sciences. Why am I going here? You asked me a question.

JY: About moving into your more recent work in the wine industry.

LG: Right! I've always had a science background, so I used that in developing this center at UT Austin, which then led to all these other things. I started moving more and more into administrative work and creating [programs and initiatives]. Then I became provost at Santa Clara, [and wine was] one of the attractions to come into California because it was a big move. It's a Jesuit university, so I was thinking, "Oh my God, social issues! This is my dream come true. It was close to the wine country — I guess it's in the wine country — so I was really

excited. I heard that the women winemakers had shattered the class ceiling. [They had NOT!] I thought, "This is great!" because here I am, back working with science and engineering.

JY: Oh!

LG: Yeah, that's in there. We [also] did interventions in middle schools to try and disrupt the gender discourses about women in math, women in science. In disrupting discourses, we did a number of studies on disrupting discourses in terms of sexuality, and so on. Anyway, we had done this work, and I'm thinking, "It is so amazing that women winemakers are scientists. They are engineers in applied science." I don't know how much you know about technology in agriculture. (laughs). So this is great, and I thought, "Gosh! I've got to do a study here, and submitted my stuff to the IRB committee. They don't say "human participant" committee at our university. I wanted to go around talking to the women winemakers to see how they had done it. As it turns out, I couldn't find any! There were two really big names [that some people knew]. But, overall nobody knew any women winemakers.

JY: That is problematic.

LG: Yes. So that's how that started. Then, I went up to UC Davis. It's great being a professor, because other professors will talk to you. So I went up to UC Davis and talked to two of the female professors. One had just retired…amazing woman. Talk about mentor. Oh my God, I don't know how many people she mentored. Then, we were trying to get names of people. We started getting the names of various women and wanting to talk with them. Then, being the researcher that I am, and being interested in statistics, I thought, "You know what? I want to know how many there are."

JY: Yes.

LG: Literally, there are over four thousand wineries in California. Looking up all four thousand wineries…

JY: (laughs) It's a big task.

LG: It's a big task. It took the whole year.

JY: Yeah.

LG: But, we got lots of information about each one of the wineries, [built a comprehensive data base, and determined what percentage had a lead women winemaker And] guess what? It was only ten percent.[9.8% to be precise, of all California wineries had a woman as their lead winemaker]. So, that was huge. It was a huge contribution to that field [and got the attention of people in the industry]. We've continued to do a lot of research now, just my husband and myself. We have no graduate students. [An excellent undergraduate student in computer engineering assisted us in developing the web site several years back. I don't know if you've had a chance to look at our website. It features bio-profiles of all California's lead women winemakers].

JY: Mmhmm!

LG: So, we also hire a student to assist us for about 20 hours, once a year, to help us review the bio-profiles and make sure everything is up to date. Otherwise, Jack and I do everything ourselves.

JY: Right. Yeah.

LG: But, things are changing. I think that our research has been really helpful to the women. We just published an article [entitled, California's Trailblazing Women Winemakers: The First 20 Years (1965 through 1984)", for example, which created quite a buzz.]

JY: Yeah.

LG: That was very exciting. Very exciting. Now, we go to other countries. We did Portugal last year, which was actually very moving. Some of the women…nobody has ever paid any attention to them. (laughs)

JY: (laughs) Aww.

LG: I mean, that's how it is for most people. Nobody pays any attention to them.

JY: Yep.

LG: So we write about them, and publish an article**.**

JY: So how does it compare then? California to Portugal in terms of the number of women?

LG: Oh, more in California, I guess. You say California, and I mean, it's huge [with a number of different wine areas]. If you go to Southern California, there are hardly any [women]. Maybe four percent. And then - do you know California at all?

JY: A little bit.

LG: So you know where the Sierra Foothills are?

JY: I don't.

LG: Okay. Well anyway, just know that [the percentage of women lead winemakers varies by wine area.] Some areas have very, very few women. In Napa and Sonoma, it is about twelve to fourteen percent. Mendocino is lower. So it varies.

JY: (laughs)

LG: But, the fields, it takes a very long time for fields like engineering [to change]! Except for biomedical, it's still sitting there at around twelve percent. And it's just hard to know. It'll change eventually, but it's just really hard for people to change their views. In the wine industry, it's like if you're really going to be a winemaker, especially in a larger place, you have to be really strong. And, I mean, you don't have to be really strong but you have to know what you're doing. It was really different from how it used to be thirty years ago, but I still think there's the view that it's a man's job. I mean, look at this. Well, you're Canadian. You have a democratic government. What percentage of women are making the decisions in Canadian government?

JY: Well, half of the federal government is female now, very deliberately. Which was a new initiative, and a very publicly pronounced decision to appoint half women to the cabinet.

LG: Oh, they're *appointed*, not elected.

JY: Yes, yes. I mean, it's certainly an issue of women in politics in Canada as well, right?

LG: When I wrote this article about the ten percent, I mean that's in the Senate, I mean, the House is worse! In state legislatures, it's very difficult for people to change their views of competence. Who likes competent women? I feel like I'm going all over the place. I should have thought more about…I probably could have guessed what you were going to ask me.

JY: (laughs) No!

LG: Yeah, it's bringing up a lot of memories of things that I thought about, like "What was that like? Being on the council floor?" I remember just shaking!

JY: (laughs) That's wonderful!

LG: Hope I'm being articulate. What I do remember on that is something else that had happened, where the council actually voted it down. I can't remember what it was. It was something that women scholars really wanted. Nancy [Russo] said, "You've got to get up to speak." So, I did. My voice was kind of shaky, and the place was *so* silent. I was like…(makes nervous face). It was really important, it was so right that we had to get up and say something.

JY: And it was heard.

LG: Yeah, it was heard. Can't remember what it was. I'm sure it passed eventually. But, there was a lot of respect, and I think a lot of the women scholars had a lot of respect.

JY: Mhmm. And you had a place on the floor, finally.

LG: Yes. Absolutely.

JY: I mean, just your discussion on the wine industry and the difficulties of the women getting in are assumptions about what a winemaker should be, or should look like. It brings me back to another question we often ask, which is about discrimination, right? Have you experienced discrimination? Or, on the flip side, have you had positive consequences, positive opportunities, as a function of being of being a woman or being a feminist or any other identities?

LG: I think that, Janet Spence said she had never experienced discrimination. There were nepotism roles but that weren't personal to her.

JY: Right.

LG: And nobody messed with Janet. Sure, [I have had the] experience of discrimination [over the years and certainly] sexism, I would say, [in applying for jobs, being interviewed or evaluated] . Definitely in my department. It wasn't personal to *me,* it was personal to feminism. For example, to get my Psychology and Women course approved, it was like, "Well, we don't

have a Psychology and *Men* course." It was so ridiculous! It eventually got approved. I kept pushing for it. It's just there; it's always there. Just don't give in to it. Lots of things.

JY: Just keep moving forward.

LG: Yeah. One particular time, something happened. It was kind of a double-standard in the department. I don't know how, but my students guessed something was going on.

JY: And sort of rallied around you?

LG: They had a surprise party for me! "You make a difference."

JY: Ohhhh! That's a wonderful kind of support to have.

LG: Yeah. They had no idea what was going on. So yeah, it was really important. I had both male and female students, so it wasn't like all women students gathering to support me. But yeah, it's tough, and there are certain things you have to overlook to keep going. Another example is, I was trying to get a policy within our department: no sex between graduate students and professors. It was happening all around me. And who do the students complain to? Me. So, I proposed a policy, and the department chair at the time said we need to have an open meeting about this. Three faculty members were to present their views--myself and two other faculty members who thought, "They're all consenting adults. Why should we have a policy like this?" The students spoke up, and you know what? The policy passed because of the students. The department is a totally graduate department. It's unusual to have a totally graduate department, but there are a lot of graduate students who are very knowledgeable people. So yeah, it's always there. As a Vice Provost, when you're sitting in a meeting with all the deans, and you're the only woman [you sense the power dynamics]. When I was Provost, I'm sitting there, I'm the only female vice president. They're plotting stuff around you, you know, you just have to [be aware and try to be prepared].

JY: Continue to push to be heard.

LG: Yeah, continue to push to be heard. Try to see who your sources of support are. But it's always there. And I mean, I think it would be foolish to think that it wasn't.

JY: Yeah. Absolutely. So you've been involved with feminist psychology for a number of years now. Since the 70's! I'm curious about what you see as what feminist psychology has accomplished, and what it still has to accomplish?

LG: I think among the things it has accomplished is developing an amazing literature. Whole fields! Who would be talking about rape? Now, rape on college campuses is not hidden. I mean, how long do we have to talk about this, right? But [feminist psychology] is not just illuminating the topic, but also doing lots of research in terms of prevention. [Other contributions are in the fields of battering, menstrual psychology and female sexuality]. You're too young but, [Freud and others proposed that women experience two kinds of orgasms]? I mean, all this nonsense. Sexuality. I mean, it's just been enormous progress in so many ways. I would say that those are just a few of the areas. Actually, feminism in psychology has informed the law! It's amazing how many law schools are teaching research from different areas of psychology. Absolutely. So I

think it's just been enormous, from trying to understand parenthood, child rearing, gender development, [to discrimination]--all those areas have been informed by feminist psychology.

And where do we have to go? Oh my…

JY: You've obviously worked a long time, right? There's still so much to do.

LG: This is just off the top of my head. I mean, just from the work I'm doing now, the women winemakers do not want to be called women winemakers. They want to be called winemakers. So, they should just say "Winemakers who are women," because they want to be judged for who they are and their competence. We're so far from that in our culture. I mean, we saw that in our own country, with Hillary Clinton being a female candidate [for president]. I was shocked that she didn't win and that many women didn't vote for her. It's a lame excuse, like "Oh well, she didn't divorce her husband." They just couldn't do it! They couldn't vote for a woman. I think there's so much work that has to be done in terms of cognition, perception, changing stereotypes. There's been a lot of studies, but there's still so much more. It's just like what I do with my teaching: I try to teach my students "every day you are being socialized,". Every day, look around and see what's happening. "Disrupt [the gendered discourse], disrupt it." I don't allow my students to use the word "guys" in my class. I said, "Hey, if you do this experiment, and you still want to say 'guys' in class that's fine with me. But between now and Thursday, every time you see a group of people, just say, 'Hi girls!' and see what the response is. If it's just fine, hey, I'm fine with it too. It's just a neutral term." Nobody uses the word "guys" in my class.

JY: Did anyone take you up on your experiment?

LG: Yes. They would try it a couple of times. (laughs)

JY: (laughs) It doesn't go over well.

LG: No! What do you mean?! Then they realize, "Oh. This is a gender thing." So I think that's kind of my mission and passion. When I'm talking about women and men winemakers, it's interesting that there's so much they take for granted and don't question. These kinds of conversations make a difference to the male winemakers as well.

JY: Absolutely. Wonderful. So I just want to be conscious of the time. It's just after noon now. So are you still okay?

LG: Okay!

JY: I don't want to go all day.

LG: You know, I figured we'd go about an hour and a half. I've done interviews. (laughs) When I talk to the women winemakers, we usually go about an hour and a half.

JY: (laughs) Yep. It's a good way to time, right? So you've talked a little bit about the areas of your career work that you're most proud of. I wonder if there's a particular accomplishment or publication that you consider the one you're most proud of, or the most significant.

LG: Trying to think…there's so many that I go back and read and think, "I can't believe I wrote that." Well, it's a really early one and why it strikes me is because there was a chapter that I read — I don't even remember who wrote the book now — on women's career development that I'm particularly proud [of]. I go back to read and I think, "Oh gosh, this is pretty amazing." Gosh, I've written so many things. Do you have my CV in there?

JY: I do. (passes CV)

LG: You can ask me something else while I'm doing this.

JY: The problem when you have this long list of publications is to remember them all.

LG: Yeah. I think another part of it is that, for the last twenty years of my career, I've also been involved in administration. It's just very different and I also published things with that, but they were [about educational initiatives and programs].

JY: You're welcome to comment on that, those contributions, as well.

LG: I've said to my students that wherever I go, I do research. I think I'm *most* proud of developing the Center for Women and Gender Studies in Texas. I mean, it's pretty astonishing for me. I started out with one course release and assistance of ten hours a week from someone who didn't do anything, with no office and no space, to this big center with various [staff and faculty] lines. What was most important about that is that it just wasn't planned. I just did it, just like everything else in life. You have your job and you do it. And then, when I went into the [Vice Provost for Undergraduate Studies office at UT Austin], I was given this portfolio. I had one program that I was given that the campus looked down on, because it was viewed as for athletes. I got rid of it and built a better one, and built a program for first-generation college students from diverse areas of the state. And that came about, not because of *me*, but because of changes in the legislature that made it so we could offer full scholarships to students in certain areas of the state. Our job was to go there to recruit them, and to build a curriculum for them. We built them an honour's curriculum.

JY: Oh wow.

LG: Yeah. It was amazing. So I built a staff of like, twenty people, and it was just amazing. We developed a multicultural curriculum, but it was all from a feminist perspective. This curriculum that we built for the students included a course on Human Development, that my graduate students taught from a feminist perspective. That was probably one of the most important courses they had. They read about racism, they read about how to understand their own lives, and they read a lot about psychology. So these are the kinds of things that I'm most proud of. And I continue building these kinds of programs as Provost at Santa Clara University, and building a network for inclusiveness. So the last ten years have been more about applied psychology.

JY: Yes. Well, it sounds like a lot of what you're doing is embedding, ingraining feminist perspectives into the very structure of the institutions that you're at.

LG: Exactly! Thank you! (laughs)

JY: (laughs) If I could translate.

LG: That is great. So I'm very proud of the book that I did with my colleague, Murray Scher, "Gender and Sex in Counseling Therapy." It brings in that whole notion of the reproduction of gender in counseling and psychotherapy. It happens all the time.

JY: Lots of contributions, yeah.

LG: Lots of chapters. [looking at cv]. I'm also proud my handbook chapters, especially those on women, gender, and adult roles And then there's an article with Arnie Kahn back in 1977[on "attribution of responsibility of rape."]

JY: (laughs) Throwback? A bit of a throwback, perhaps?

LG: Yeah. Look at all this stuff.

JY: Well, don't feel like you have to single out everything,

LG: Yes, of course. Let's just say that a number of my books and publications were cutting edge at the time, as was the research of a number of my students. One of my articles was somewhat controversial.

JY: Controversial in what sense?

LG: A particular major journal wanted to publish a lengthy piece pertaining to a model of human development, and several researchers in the field were invited to comment on the article. I was one of these researchers. My critique was entitled, "The Missing Discourse of Gender."

JY: Ohhh. So you got a big response to that.

LG: I found out later that they were thinking of not publishing it.

JY: Oh! Now that is controversial.

LG: Yeah. Isn't that amazing?

JY: What was the counterpoint here? Why were people so upset?

LG: I [am not really sure. My guess is that the authors, who were known researchers in the field, were not willing to question their conventional theoretical framework]. So, there we go.

JY: And to bring gender into the conversation was not a thought.

LG: See, that's the effect of what we were talking about earlier. The awareness…how do your students, or how do your people get this? Sometimes you're just so lucky. You have Janet Spence (1:25:03) as a professor. Or, you have Kay Deaux (1:25:05) as a professor, and aren't you lucky to have these wonderful people?

JY: Well, you mentioned concerns about gender and feminist values seem to have disappeared from the psychology departments where you are in Santa Clara, but also UT Austin when you left. Why do you think that is? Why do you think it's no longer present?

LG: I don't know, I haven't looked at the curriculum, but I can say five years ago, that was the case. But, it never was in psychology. It's just a very traditional department. I think this always was a struggle within Division 35. As a matter of fact, when I was very active in Division 35, I was the only person on the steering committee who had an academic appointment at a major research university. [Most were at universities where teaching was more central to their mission.] …[Doing feminist research at a major research university can be tricky.] So I just think that it's very hard for people [to be informed]. Unless you really study gender and gender psychology and read some of the articles, we just keep on doing the same thing. And it's hard to move away from that kind of thinking of the world, which still has that kind of thinking.

JY: Absolutely, absolutely. And that perennial struggle to not just be marginal, only speaking to folks who have already had that consciousness.

LG: Yeah, that's right. There are people who take the Psychology and Gender class, and oh wow, they're really open to it. Which was really good at Santa Clara. I had never taught undergraduates, until I moved to Santa Clara and I taught my Psychology and Gender class, which I loved. It was a mandatory university requirement, so business students, or students from other schools — all undergraduates — would take the class. I think those students really learned, or they left changed. Not every single one, but a number of them did. I still hear from them, mostly when they want a letter of recommendation. (laughs)

JY: (laughs) Of course. I have one final question, but before I ask that, is there anything I haven't asked that you would like to share?

LG: I think, to go back to your question, it is hard not to go with your passion. Not necessarily to be outspoken, because I'm not an outspoken person, but I'm a force in my own little way. So something happened recently, I don't know how it came about, but there was some online thing where you nominate your professor. I was nominated to be in "California Professors in Psychology." There are only a hundred. Whoever nominated me said, "Well you know, she has a very strong personality but she really cares about her students' learning." That's how I am with the world. I do have that strong personality — stronger than I sometimes think — I do. But I'm very passionate about gender, about equality.

JY: Absolutely.

LG: Yeah, it's life. Nobody's life is easy. The only thing you didn't ask me about: my family!

JY: Yeah! Well, we talked a little bit about your early arrangement with your husband which is unusual, but you have a daughter.

LG: Yes, that's it! I have a daughter. And I have two grandchildren. It's very interesting to…

JY: (continues) to be a grandparent?

LG: Well, no. Well, it's interesting being a grandparent. But it's really interesting seeing children growing up in different times. My daughter is a feminist. You aren't going to mess with her. She's in a dual-career family, and we're a close family. It's just interesting to watch how other people rear their children. I volunteer to help out my daughter. One afternoon every two weeks, I

work in a classroom helping children with mathematics. So, of course, I'm observing everything, and I give the teacher feedback. I mean, it's the reproduction of gender everywhere, but people learn how to use your information or knowledge in a way that could be helpful. It's interesting how all of the teachers are women in elementary school. These are the things we were talking about: when will there be changes where people will feel comfortable coming to these fields. The salaries will be such. I'm not sure it's just the money. Quite frankly, some of the teachers' salaries aren't that bad.

JY: I guess your grandchildren are fortunate to have a feminist grandmother and a feminist mother to kind of counteract, perhaps, some of those very gendered classroom experiences. (1:34:33)

LG: Yeah, my husband is quite a feminist.

JY: Is that your influence, or was that there prior to the relationship?

LG: I think he's changed a lot. We've both changed a lot being married to each other, but I think he definitely has a much more of a feminist perspective now than he did before. He always thought it was very important for women to be independent, and he admired that. I mean, it's not that our marriage is perfect; you have to work on things. But everyone wants to be married to my husband.

JY: (laughs) That's a good recommendation, I think.

LG: Yeah. He's very competent. He's not afraid of strong women. He's not afraid of being overshadowed by my accomplishments. He's very secure in himself. I think that's one of the things Jessie Bernard was talking about. I tell this to my students on the last day. They're all in different relationships, hooking up and all this stuff. I tell them that "You want to be in a relationship with someone who's secure in who they are, and they don't need to have you be different in a major way."

So who are the women in psychology that you admire, know or study?

JY: Oh goodness, there are so many. You know, we feature so many women on the site that it's impossible not to…

LG: Oh, I mean just you personally.

JY: Oh, just me personally! I mean, working with Alexandra [Rutherford] has been wonderful, and she's a wonderful role model.

LG: So you're a professor now, right?

JY: I just recently finished the post-doc in the U.K.

LG: And then you're working? Then what are you going to do?

JY: Well, this is the question. I'm doing some teaching in the fall. We'll see what happens after that.

LG: At York?

JY: No, in British Columbia.

LG: Oh, British Columbia. And what's your area?

JY: So my area is in the history of psychology

LG: Oh, history of psychology!

JY: I have one final question, and maybe you've already address some of this in your general discussion about being in a field, but what advice would you give young feminists entering psychology today? What approach should they take as a feminist in psychology?

LG: My first advice is to remember that you weren't the first person to experience this, and there's a lot of wisdom from different people and books you can read. That would be my first bit of advice: to not think you're the first one, and to think that you have to go through it alone, because you don't. The other advice I would have is that [to succeed in a career you care about is] lot of work, but work is a good thing. If you have to do seven drafts of something, that's okay, because that's what it's going to take to get you there. The idea of persistence. You need to persist. Don't give up easily, because it's not going to be easy. Nothing is easy. I mean, there are some things that are easy, but something as big as your career path or what you want to do with your life takes persistence, and don't be easily knocked off that. So that would be my second piece of advice. My third piece of advice would be to understand gender and understand the reproduction of gender, and to be really wise about that. One of the things I wrote, about thirty years ago, is that the easiest way to deskill the woman in an interview or any way, is to start coming onto her, becoming sexual, being in love with her. I mean, this happens all the time, and you have to be careful. That's one way for reproducing gender: getting into relationships that are inappropriate that get you off your path. There are lots of ways the reproduction of gender happens: when you're negotiating your position, what positions to apply for, how good you think you are, all that. Those are my words of advice.

JY: Thank you. Anything else I haven't asked you about?

LG: No, thank you. You've been great. I feel like I haven't been particularly focused.

JY: No!

(51:43)