



**President's Column: Love in the Workplace**

**By Ruth E. Fassinger**

As some of you may know, one of my areas of scholarly interest is the psychology of work, particularly for people who are marginalized or disadvantaged in education and the workplace, based on status variables such as gender, race, ethnicity, sexual orientation, gender expression, class, disability, and the like. Thus, I tend to think a lot about the ways in which we express our passions, values, and identities in educational institutions and workplaces, what happens when we run into trouble because of our identities, and how our identities continually shape and are shaped by our work contexts.

The LGBTQ vocational literature (scant as it is) offers some interesting discussion and speculation for clinicians, researchers, educators, consultants, and policy makers about how the process of coming out and expressing a sexual or gender minority identity intersects with the process of choosing, entering, and succeeding in a career: how preoccupation with sexual and gender identity development in adolescence and young adulthood, for example, may drain energy away from the task of figuring out a career path; how occupational choices may be constrained by the need to find gay-friendly

environments; how firm and consistent career plans may provide a sense of stability to balance out the chaos of coming out; how coming out or transitioning after a career already has been established may produce unexpected divergence and change in one's professional path; how workplace discrimination and anti-gay, anti-trans prejudice can compromise job satisfaction and impede promotion and advancement; how the ongoing need to manage one's identity at work brings with it a level of stress that never really goes away; how the lack of legal protection and benefits for same-sex partners and families reduces the safety and fair compensation of a "secure" job; and how the constant need to address the implicit, structural heterosexism, homophobia, and transphobia embedded in all workplaces just gets really tiring after awhile.



*Photo by Robin Buhke*

Of course, it is not only the sexual orientation and gender expression dimensions of identity that contain such challenges. People of color, women, people with disabilities, poor people, and other marginalized or oppressed demographic groups face similar difficulties, and the myriad aspects of one's identity are heaped together in a tangle of influences—a tangle that makes it difficult to sort out and respond to both negative and positive events. For example, did I get negative collegial reactions at that meeting because I'm female, queer, or a mouthy female queer? Or if I land that job interview for a position that few women (and no out lesbians) hold, is my candidacy real, or is it simply a way for my potential employer to check off a box on the HR form? And even if everybody in my professional life is nice to me all of the time, can I trust it, or are they being politically correct to my face and secretly condemning some of the most important aspects of my life? The problem with being marginalized is that we never know the answers to these kinds of questions, leaving a huge empty psychological space for self-doubt to fester and grow. The more self-doubt we harbor, the more our performance is compromised, leading to further increases in self-doubt (now compounded by guilt and shame), and before long the cycle leads us down into an abyss out of which it is extraordinarily difficult to climb.

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Sometimes, of course, the basis for discrimination is obvious. One of my favorite stories about achieving certainty regarding sources of discrimination involves one of the most public “natural experiments” in recent history. Ben Barres, an eminent biologist at Stanford, is also a female-to-male transsexual (formerly Barbara) who transitioned about 10 years ago. During the Larry Summers debacle, he was interviewed about the bias against women in science, because he has an undeniably unique perspective on the problem. He revealed important changes in the way he was treated as a male scientist post-transition, including greater respect and more opportunities than he had experienced as a female scientist (remember that his work itself is unchanged). He related one event where, coming out of a presentation he had delivered at a professional conference, he overheard two attendees enthusiastically commending his talk, noting that: “He always was much better than his sister Barbara.” Ah, the joy of clarity! It would be nice if it were always this easy to pinpoint bias.

Another important aspect of the Ben Barres story is that he has been thrust out of his position as a “transsexual pro-

fessional” into being a “professional transsexual,” asked to become a vocal expert on all important issues related (directly or indirectly) to his trans identity. This happens to many of us at the intersection where our identities meet our professions, and I suspect that most of us both love and hate it simultaneously—hating it for the tokenism and overcommitment that it fosters, and loving it because it provides an opportunity to engage in the kind of advocacy and social change that prompted many of us to enter our professions in the first place. I would posit that the passion that so many of us feel for our work is rooted in the strong identities that we bring to and try to express in those contexts. This is what helps us to persist even when things seem hopeless, and this is what allows us to pull magic out of seemingly empty sleeves again and again and again in our professional lives. This is the magic that makes us great—both individually and collectively. And this is the magic that we can bring to bear on some of the problems we need to solve—not just in our own work contexts, but also in the larger society. Let’s roll up our magical sleeves and get to work!

### Editor’s Notes—Thanks Becky!

In many ways Division 44 is like a family. When I learned that I would be interim chair of the Placek Scientific Review Committee, as well as chair of the APA Board for the Application of Psychology in the Public Interest (BAPPI), it was clear that it would be impossible for me to edit the Spring issue of the *Newsletter*. Naturally, I asked Becky, the editor before me, to help and she readily agreed. As the articles came to me, I sent them on to her; she did her magic and sent them to me for final polishing. Thank you, Becky!

This spirit of family was also very evident during the annual midwinter meeting of the Division. Ruth Fassinger did an extraordinary job leading the meeting and mobilizing all the good family spirit; everyone sent a thank-you e-mail when we got home. Ruth’s concise summary of the meeting and her President’s column in this issue capture some of the flavor of our very functional family. Robin Buhrke’s photos that illustrate Ruth’s article provide visual images of this wonderful spirit.

Thanks are also due to Randall Ehrbar who created the special section in this issue that highlights first-person accounts of working as service providers with LGBT persons. I hope you will enjoy reading them as much as I did.

—Doug Kimmel

I have enjoyed guest editing this issue while Doug Kimmel was busy with other APA projects, and I thank the many fine authors for their informative articles. On a personal note, for those of you who were familiar with me back when I was the Editor of the *Newsletter* (when I was feeling like the lone LGBT activist in my corner of Alabama), I want to let you know that my partner finished her Ph.D., and I happily rode her academic coattails to Toronto, where we are delighted to be legally married. I am building my private practice and basking in the pleasures of a progressive, multicultural city. To those who are still toiling away in some regressive corner of academia, I salute you and thank you for your continued work. May you all enjoy full civil rights soon—I highly recommend them!

—Becky Liddle

#### Call for Division 44 Award Nominations

Please forward your thoughtful nominations via e-mail to [georgemill@aol.com](mailto:georgemill@aol.com) and copy [cmfairbanks@yahoo.com](mailto:cmfairbanks@yahoo.com). Since information regarding nominations is sensitive, DO NOT send correspondence via the listservs. **The deadline for submissions is June 1, 2008.** Information on the awards and past award winners in each category can be found at [www.apadivision44.org/honors/](http://www.apadivision44.org/honors/).

## From the Newsletter 5, 10, 15, and 20 Years Ago

### Spring 2003

James S. Fitzgerald, President, reported that the Executive Committee met in conjunction with the Third National Multicultural Summit and Conference in Los Angeles. The Division leadership has been busy responding to journal articles concerning sexual reorientation therapy.

Becky J. Liddle, Editor, noted that this is a special issue of the *Newsletter* addressing issues related to conversion therapy: Religiously Based Conversion Therapy: The Need to Belong, by Michael Schroeder and Ariel Shidlo; APA's Policy on Conversion Therapy: A Brief History, by Douglas C. Haldeman; "We're Approaching This too Narrowly": The Need for a Broader-Based Therapy for Conflicted, Same-sex Attracted Clients, by A. Lee Beckstead.

James Cantor wrote: What are the hottest research topics in GLBT psychology? His study was based on the ten most frequently cited papers from 1998-2001. The top two (tied) topics were: homophobia and biological basis of sexual orientation. He listed the articles by topic for "great summer reading."

Robin Buhrike reported on the Competencies Conference 2002 that Division 44 co-sponsored. The goal was to develop a set of core and specialized competencies for the training of the next generation of psychologists. She worked with the Individual and Cultural Diversity group.

### Spring 1998

Linda Garnets facilitated a daylong retreat to reflect upon the future directions of the Division and its organizational structure. Christine Browning noted that one powerful moment was when each of us described what the Division means to us; the two words that everyone used were: family and home.

A joint meeting with the Division 45 leadership was held during the mid-winter meeting to share about our identities and to identify the possibilities for coalition and collaboration. This meeting affirmed both divisions commitment to be welcoming and relevant for gay, lesbian, and bisexual members from all ethnic groups within Divisions 44 and 45, according to Browning.

Ruth Fassinger, Secretary-Treasurer, reported assets of the Division were \$70,407 and the budget for 1998 was \$49,350. She also reported that the by-laws have been amended to include bisexuality.

Eryan Lin reported on the formation of the Chinese Society for the Study of Sexual Minorities. Zhong Cong and Jin Wu reported that the first open debate on depathologizing homosexuality took place the previous fall through a publication of a series of articles in *Zhejiang Mental Health Information*. The debate was triggered by a paper by Douglas Kimmel on a historical perspective on homosexuality as a diagnostic entity, of which copies of the Chinese translation were distributed in a medical professional conference in China.

### May 1993

John Gonsiorek, President, wrote about being asked to testify in a hearing seeking an injunction against Colorado's Amendment 2. After a surreal experience of 5 hours of preparation with the legal team and 3 hours of testimony, news came that the court was persuaded to grant an injunction.

Armand Cerbone identified the members of the Task Force of Professional Practice Standards for Lesbian and Gay Clients. In addition to Cerbone, they are: Kris Hancock, Catherine Acuff, Terry Gock, Doug Haldeman, Jeffery Rehm, and Ariel Shidlo.

A feature in this issue of the *Newsletter* was information on Psychologists and the Media, including tips for the interview and special pointers for television, radio, newspaper, and magazine interviews.

Steven R. Heyman, President of Division 47 (Sports Psychology), reported that his division was preparing a formal statement, based on APA ethics, regarding unethical and homophobic behavior.

Barbara Slater is in the process of collecting and archiving memories of Adrienne Smith.

*Homosexuality: Research Implications for Public Policy*, edited by John Gonsiorek and James Weinrich, was reviewed by Kristin A. Hancock. She noted it is one of the most useful publications I own.

### April 1988

Laura S. Brown, President, urged members to vote in favor of the by-laws changes that would make the Ethnic Minority Concerns Task Force a standing committee as a way of saying that our commitment to anti-racism is an essential element of how we also confront homophobia and heterosexism. As AIDS becomes more of an issue in minority communities, sensitive and non-oppressive alliances will be more essential for all for our survival.

Stephen F. Morin, Council Representative, reported on the proposed APA reorganization, with a democratically elected Board of Directors, up to five "Societies" and a "Legislative Assembly" elected by members of the various Societies. Division 44 would be one of the conveners of the Society of Public Interest.

Bill Bailey, of the APA Office of Legislative Affairs, and Clinton Anderson, of the Public Interest Directorate, reported that APA had approved a budget of \$160,000 for an Office on AIDS. Also, at the February meeting, APA Council voted to condemn harassment, violence, and crime motivated by prejudice based upon race, ethnicity, religion, sexual orientation, gender, or physical condition.

Carol Becker reviewed the book, *Long Time Passing: The Lives of Older Lesbians*, by Marcy Adelman. She noted that it is a hand extended by old lesbians to their community—a community that was virtually non-existent when they were living closeted lives during their younger years.



## Division 44 Mid-Year Meeting: Love at Work!

In keeping with my presidential theme of Love & Work, I promised you that your faithful EC would work hard for you out of love for the Division. I could not have made a more perfect promise!

The Division 44 annual mid-year meeting was held in January in Washington, DC, at APA headquarters. We met with an expanded Executive Committee (EC) that included not only the elected officers but also chairs from every committee and task force in the Division. We did so because we wanted to do some long-range strategic planning for the Division, and we wanted to make sure that all voices would be heard in that planning process. About 30 of us sat for four days in a windowless room and worked incredibly hard trying to envision the future of the Division. We were aided ably in this process by Division member Sandy Shullman, who helped us think about where we have come from as a Division, what currently brings us together and makes us strong, and what the opportunities and needs are that will compel us to particular actions and directions in the future.

We also wanted everyone at the table because we wished to further our commitment to diversity by engaging in diversity training. Jamie Washington, a nationally known consultant in this arena, inspired us to think hard about our relationships and the messages implicit in some of the things we say and do; and we were able to carry this, too, into our long-range planning and visioning for the future.

Finally, we wanted the full EC present because we wanted to begin to forge better alliances with the many other national LGBTQ organizations and policy makers that share our goals and aims. We held a networking reception the first evening of the meeting in the hope that we could begin some productive working relationships on issues of mutual concern.

It is difficult to capture on paper the spirit of enthusiastic engagement of the EC during this four-day meeting—a meeting that was both exhilarating and exhausting at the same time. Many of the details of new and exciting initiatives are captured in the committee and task force reports elsewhere in this newsletter, so I am highlighting here just the three main issues of our collective focus: the transition of our Division into a more expansive, inclusive professional home for diverse psychologists; some internal re-organization of Division structures that will make that vision possible; and our networking with other entities that share our goals.

### Transition of the Division to Greater Inclusion

One of the issues that the Division has been facing for several years now is how to welcome and publicly affirm our commitment to the ever-expanding diversity of the psychologists whom we serve and want to serve. This diversity includes our transgender brothers and sisters and our heterosexual allies, but it also reflects our desire more consciously to embrace diversity related to race and ethnicity, disability, religious commitments, international locations, and the like. To capture the complexities of diversity and identity labels now, and to anticipate the future, requires a long-term plan for shaping our identity and affirming our commitments through the name of our Division. We can (and should) add *T* now, but then what happens with *I*, *C*, *Q*, etc., as self-labeling and identity constructions change with time? Moreover, while these letters may capture something about sexual orientation and gender identity and expression, they don't address the visibility of our cherished allies, and they obscure our commitments to other kinds of diversity, both at present and as diversity definitions broaden in the future.

So there is general consensus among the EC that we need to re-think our name, our identity as a Division, and our mission in order to address the pressing inclusionary needs at present, as well as to consider these issues in a deeper, more fundamental way. We had long discussions at our meeting, with very passionate feelings and ideas being expressed. It was not our intention at this meeting to identify and decide on a new name and mission to recommend to the Division membership, as we believe that the membership needs to take part in this discussion. Thus, we have appointed a Transition Task Force, chaired by president-elect Randy Georgemiller, that will further this work. They have been charged with developing a plan and timelines, including ways of soliciting Division member input at every step. Our optimistic hope is that we will use listserv and committee discussions during spring and summer, as well as convention suite programming in August, to solicit feedback and that we will be ready for a member vote sometime during fall 2008. These kinds of changes need to wend their way through the APA governance pipeline, which would occur during 2008–2009. We do not yet know what the detailed proposal will look like, but the Task Force has been charged with planning both for immediate needs, as well as for complex and evolving needs in the future. They certainly have their work cut out for them!

So please take note when solicitations for input begin appearing on the listserv. It will take many good minds to figure this out, as it surely is the biggest organizational transition the Division has had to consider since its founding. I can assure you that we have a highly energized Task Force and EC working on these issues, and I feel confident that we will embrace this process with grace and aplomb, while giving full attention to the needs of all of our members.

### The 2008 Mid-Winter Meeting Photos by Robin Buhrke



Ruth Fassinger, President; and  
Terry Gock, Representative to APA Council



Francisco Sánchez, NMCS Coordinator; Brad Larsen, Education  
& Training; and Steven David, Task Force on Aging



Kris Hancock



Michele K. Lewis, CoRED Co-Chair



Clinton Anderson



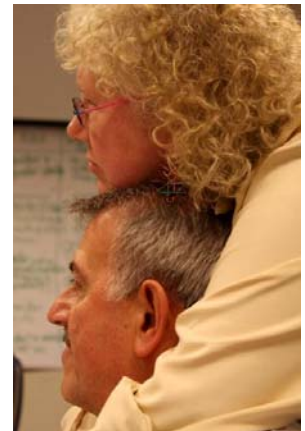
Armand Cerbone



Doug Kimmel



Sandra Shullman



Armand and Ruth

## Re-organization of Division Structures and Processes

In order for a new vision to be implemented, there must be strong, vibrant, active, and organized entities (i.e., committees, task forces, liaisons, elected positions) within the Division that will enact the critical pieces of the vision. And there need to be structural supports in place that will ensure the continuing viability of the group regardless of who formally occupies a leadership position. The internal history of the Division is one of an uneven patchwork of activities largely based on who held a position at any given time—if the committee “Chair,” for example, had lots of time and/or energy and/or ideas, initiatives happened; otherwise, the committee or task force languished. Little, if any, direction ever has been given to new leaders, and they have been left to figure out what to do, which then is based largely on their own idiosyncratic interests. This arrangement leaves no room for communication, continuity, planning, follow-through, oversight, cross-committee collaboration, or mentoring—all of the factors necessary for optimal organizational functioning.

The EC spent time at the mid-year meeting considering strategies to organize Division activities better and to create structures that allow for orientation of new leadership in the Division, supports (including fiscal) for new and ongoing initiatives, and oversight and accountability for Division committees, task forces, liaisons, and elected positions. We folded the visionary ideas from our strategic planning into this discussion so that we would be creating structures that could accommodate and enhance our future operations however they might evolve. The EC delegated the task of creating an internal re-organization plan to the presidential trio, and I can assure you that we are already working on this! We will have a plan ready for a vote at the Outgoing EC meeting in August at convention, and then will implement the plan with the rotation of newly elected, appointed, and volunteer EC members into leadership roles at that time.

## Networking Reception

Thanks to the organizing efforts of Randy Georgemiller and our friend Hans Johnson at NGLTF, we invited about 100 people to our networking reception—leaders and policy makers connected with government and with national LGBTQ-rights organizations with whom we wanted to establish connections. The weather was awful that evening, but we were amazed and gratified when a large group of invitees showed up anyway! We had very productive conversations and lots of great ideas were generated. We made a terrific beginning in forging alliances, and you would have been proud of watching your EC members “working the room”!!!

So, as you can see, we had an intensely busy and productive mid-year meeting, and there is new energy and excitement about where we are going. This is a perfect time for the infusion of new people and new ideas, so please don’t hesitate to contact *any* of the EC members to volunteer your time—the Division needs YOU to put your love to work in building a future for all of us.

—Ruth Fassinger

## In Memoriam: Allan Bérubé

Allan Bérubé, an independent historian and community activist, died December 11, 2007, at the age of 61. He studied at the University of Chicago before dropping out in his senior year to work against the war in Vietnam. He came out as gay in 1969 and later settled in San Francisco, where, in 1978 he was one of the founders of the San Francisco Lesbian and Gay History Project. He produced acclaimed slide shows that featured women who were living as men and had married other women.

Bérubé is best remembered for his groundbreaking work of gay history, *Coming Out Under Fire: The History of Gay Men and Women in World War II*, published in 1990. The Lambda Literary Award-winning book was later adapted by Arthur Dong into a Peabody Award-winning documentary and was often cited in 1993 Senate hearings on the military’s ban on gay service members.

The book was the result of the chance discovery of a box of letters, according to the obituary in the *New York Times*: “One day in the 1970s, a friend of one of Mr. Bérubé’s neighbors salvaged from a Dumpster a cache of correspondence exchanged by a dozen gay G.I.’s during the war. The men, who had met at an Army base in Missouri, were posted to different spots, but they continued to write—in particular about what it was like to be gay. The letters found their way to Mr. Bérubé. ‘I sorted them out and had a good cry,’ he told the University of Chicago alumni magazine in 1997. ‘It really captured my heart and raised a lot of questions, so I started doing research.’

“At the start of World War II, the military, desperate to meet enlistment quotas, quietly admitted gay people with the tacit understanding that they would be discreet about their sexuality. For many gay men and lesbians, Mr. Bérubé wrote, military service was actually a godsend: It took them away from small-town life and gave them their first opportunity to meet other gay people.

“On the whole, Mr. Bérubé found, gay service people who did their jobs ably were treated well by comrades and superiors. Conditions worsened toward the end of the war, when the military stepped up its purges of homosexuals. But those early war years, Mr. Bérubé concluded, were the wellspring of the gay-rights movement of the late 1960s and beyond.”

In 1996, Berube received a genius grant from the John D. and Catherine T. MacArthur Foundation for his work. Berube is survived by his life partner, John Nelson, his mother, and three sisters.

Based on obituaries by *The Advocate* and Margalit Fox in *The New York Times*, December 16, 2007.

## In Memoriam: Richard A. Rodriguez

Dr. Richard A. Rodriguez, Member-at-Large of Division 44, died unexpectedly on January 12, 2008, in his home in San Francisco. News of his death reached the other members of the Division Executive Committee a few days before the Mid-Winter meeting. A tribute to his memory was held on the first day of the meeting, with most present recalling favorite incidents in which Richard touched us. The Executive Committee voted to name the Multicultural Travel Award in his honor.

The Executive Committee of Division 51 (Psychological Study of Men and Masculinity) noted his strong conviction and commitment to making the world a safer place for individuals who have been historically oppressed; he was courageous in so many ways and not afraid to speak from the heart and speak out about injustices. They voted to establish two scholarships to individuals who exemplify Richard's spirit and work. These scholarships will pay for their registration to future National Psychotherapy with Men Conferences. Dr. Rodriguez presented at the first National Psychotherapy with Men Conference on June 2, 2007 at California State University, Northridge.

At the time of his death, Dr. Rodriguez was a full-time core faculty member in the Doctor of Psychology program at the California School of Professional Psychology (CSPP), Alliant International University, San Francisco campus. He also was a Fellow of the University's Rockway Institute for LGBT Research and Public Policy. He previously served as the San Francisco campus's Director of Multicultural Affairs and Clinical Director of the University's Alternative Family Institute, the nation's first counseling center exclusively devoted to LGBT couples and families. Dr. Rodriguez was a member of the Mental Health Board of the City and County of San Francisco, and on the Editorial Board of the *Journal of GLBT Family Studies*.

Because of his longstanding professional interests in LGBT Latino Psychology, CSPP at Alliant has established the Richard A. Rodriguez Memorial Scholarship. This scholarship will be offered to a doctoral student on any Alliant campus (San Francisco, San Diego, Los Angeles, Irvine, Fresno, or Sacramento) who demonstrates outstanding community leadership and/or research in this field.

Richard A. Rodriguez received his B.A. degree from University of Southern California and his Ph.D. degree in Counseling Psychology from the University of Utah. His prior positions included Director of Counseling and Psychological Services: A Multicultural Center, at the University of Colorado–Boulder; Director of Counseling and Psychological Services at Sonoma State University; and Psychologist in the Counseling and Psychological Services Center at the University of California–Berkeley. He completed his psychology predoctoral internship at Counseling and Psychological Services at the University of California–Irvine.

### Selected Publications

- Rodriguez, R. A. (2004). Psychotherapy with gay Chicanos. In R. Velasquez, L. Arellano, & B. McNeill (Eds.), *Handbook of Chicana and Chicano Psychology* (pp. 193–214). New York: Erlbaum.
- Díaz, R. M., Morales, E. S., Bein, E., Dilán, & Rodriguez, R. A. (1999). Predictors of sexual risk in Latino gay/bisexual men: The role of demographic, developmental, social, cognitive, and behavioral variables. *Hispanic Journal of Behavioral Sciences*, 21, 480–501.
- Rodriguez, R. A. (1998). Clinical and practical issues in private practice with lesbians and gay men of color. In C. J. Alexander (Ed.), *Working with Gay Men and Lesbians in Private Practice* (pp. 59–75). New York: Haworth Press.

*Based on obituary distributed by Robert-Jay Green, PhD, Executive Director, Rockway Institute at CSPP/Alliant, 1 Beach Street, Suite 100, San Francisco, CA 94133-1221. Contributions to the scholarship fund can be sent to his address.*

## In Memoriam: Clarence Lancelot Adams, Jr.

Clarence L. Adams, Jr., a psychologist in private practice in New York City, and past adjunct professor of psychology at Pace University, died in January 2008 at an assisted living facility near his home. He was co-author with Douglas Kimmel of a pioneering study of older African-American gay men, in which he was the primary interviewer. He served on the board of SAGE (now Services and Advocacy for GLBT Elders) and was a mentor for Gay Men of African Descent, in New York City. Dr. Adams received his Ed.D. from Yeshiva University in 1973. He was a member of the New York State Psychological Association, and APA Divisions 9, 28, and 40.

—Doug Kimmel

**Plan to Attend the American Psychological Association Convention**  
**August 14–17, 2008, Boston, Massachusetts**  
<http://www.apa.org/convention08>  
 Details of the Division 44 program will be in the next issue of the *Newsletter*

## Division 44 Candidate Statements

### President-Elect — Bonnie R. Strickland

For almost four decades I have been involved in APA governance. My first service in the mid seventies was Chair of the Equal Opportunity and Affirmative Action Committee of Division 12, Clinical Psychology. Since that time I have served as Member and Chair of numerous Boards and Committee of APA, including BAAPI, President of two Divisions and of the Association in 1987. I worked for the establishment of Division 44 when it came into being and am a Charter Member and Fellow.

In the 1960s I was among the first to investigate the emotional health of lesbians and gay men and show no differences between them and their heterosexual counterparts. In the 1980s I was one of the early voices testifying before the United States Congress for increased funding for AIDS/HIV research and treatment.

I would like to bring my experience and continued advocacy to the office of President-Elect and build on the outstanding work of our current leaders. I am retired and have ample time to devote to these endeavors, but I will never retire from my commitment to social justice.

### President-Elect — Jacqueline (Jackie) S. Weinstock

I feel honored to have been nominated to run for President-Elect of Division 44. I have been a member or affiliate of the Division since earning my Ph.D. in Experimental Psychology (with a focus on Developmental Psychology) in 1993, though I have only served to date for a two-year term as Membership Co-Chair. My teaching, research, and professional service, however, focus on lesbian, gay, bisexual, transgender (LGBT), and ally issues. As one example, in the past few years I worked to get gender identity or expression added to our University and State non-discrimination policies. As an Associate Professor at the University of Vermont in the Human Development & Family Studies Program, I am affiliated with our Women's & Gender Studies Program as well as our newly established minor in Sexuality & Gender Identity Studies; many of my courses are accepted for credit in these programs.

If elected, I would build on Randy Georgemiller's theme of "Forging Alliances" by focusing us on "Building Internal Alliances." I believe that to continue to advance the mission of Division 44, we need to attend more directly to community- and ally-building work among LGBT people and across our diverse experiences, perspectives, and identities.

### Member-At-Large — Braden Berkey

The prospect of serving as Member-At-Large is an exciting one. My professional life has been devoted to developing clinical programs and services that address the psychological needs of the LGBT community.

For the past 15 years my private practice ([www.prairiepsychological.com](http://www.prairiepsychological.com)) has focused on serving sexual minorities and those impacted with HIV/AIDS. As Director of Behavioral Health and Social Services at Howard Brown Health Center, I expanded graduate training opportunities and developed a comprehensive substance abuse program.

In 2006 I joined the Center on Halsted ([www.centeronhalsted.org](http://www.centeronhalsted.org)) to create the Sexual Orientation and Gender Institute. In this role I am developing a Web-based certification program in LGBT culturally competent care, while crafting a research initiative for the Center. I have assembled a dynamic national advisory council to guide these projects.

I enjoy working across disciplines and creating bridges between programs. Building on a number of relationships, I created the Chicago LGBTQ Behavioral Health Training Consortium to leverage opportunities available at individual externships into a dynamic pre-doctoral experience.

As a member-at-large, I will forge new partnerships to enhance the Division. I will also work to increase the range and depth of educational opportunities available to our members.

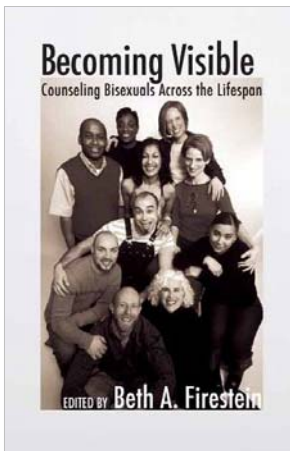
### Member-At-Large — Randall D. Ehrbar

From August 2001 to 2006, I co-chaired the Division 44 Committee on Transgender and Gender Variance Issues (previously the Transgender Task Force). Since 2005 I have served on the APA Task Force on Gender Identity, Gender Variance, and Intersex Conditions, and am currently serving the last year of my three-year term on the APA Committee on Lesbian, Gay, Bisexual, and Transgender Concerns.

If elected Member-At-Large, I will continue to work for inclusion of transgender issues, including working toward a change in the name and mission of our Division. I would also continue to highlight issues faced by providers who are members of and serve at risk populations (an example of my efforts in this area is in proposing a special issue of the *Division 44 Newsletter* and recruiting participants for it). Finally, as an Early Career Psychologist, I would also bring an awareness of early career issues to my Member-At-Large duties.



## Book Review



### **Becoming Visible: Counseling Bisexuals across the Lifespan**

Beth A. Firestein (Ed.). Columbia University Press, 2007. 441 pp.

I remember approaching the Executive Committee of Division 44 with trepidation many years ago as I broached the subject of including bisexuality in the name and mission of the Division. Thus began literally years of education for both the leaders and members of the Division to accept bisexuality as a genuine sexual orientation, to think about sexual orientation as broader than the usual binary classification, and to see the Division as the home for research and practice issues involving bisexuality. It was at this time that I met Dr. Beth Firestein, and we began to work collaboratively on issues of bisexuality. I was an initial reviewer of her first book, *Bisexuality: The Psychology and Politics of an Invisible Minority*. As a division and as a field we have come far from this starting point as we now begin exploring where transgendered issues fit.

Having worked with Dr. Firestein and having done an initial review of her first book, I approached her new book with both excitement and some anxiety. The excitement hinged on the expectation that this book would once again stretch our thinking about bisexuality. The anxiety

stemmed from criticisms that little empirical research informed the field, and I wondered if this book would just confirm that criticism. I also feared that this book would not really contain very much new information. Happily the book has met my hopes and allayed my anxieties, although there are some chapters of the book that could have been edited more.

*Becoming Visible: Counseling Bisexuals across the Lifespan* is divided into five sections: Critical Issues in Counseling Bisexual Clients, Counseling Bisexual Women and Men across the Lifespan, Counseling Ethnic Minority and Gender-Variant Bisexual Clients, Identity and Lifestyle Diversity among Bisexual Women and Men, and Future Trends. The very first chapter details the largest, international empirical study to date on bisexuality. The International Bisexual Identities, Communities, Ideologies and Politics study helps us understand the fluidity of bisexual identity and “the construction and reconstruction of bisexual identity across the life course” (Rust, 2007, p. 9). Immediately we are stretched in our thinking with a large empirical study and a concluding section on the role of therapists that takes the data and translates it into practical, therapeutic application. This integration of research (quantitative and qualitative) and practice occurs throughout the book, making it useful for educators, researchers, and practitioners. One of my favorite chapters, “Gender Expression in Bisexual Women,” stretched my thinking and included the results of a qualitative study as well as practical applications. This chapter explored butch and femme gender expression in lesbian and bisexual women.

My frustrations have to do with some of the chapters in parts 3 (Ethnic Minority and Gender-Variant Bisexual Clients) and 4 (Identity and Lifestyle Diversity). After reading about the minority stress model for the third time in part 3, I wanted to scream, “I get it.” This and other important, but oft repeated, ideas could have been discussed in an introduction to the section. In part 4 we learn about critical but often unknown or misunderstood aspects of lifestyle important to many bisexual clients, such as polyamory and BDSM practices. My frustration here is that the authors attempt to do more than what fits into this book. In other words, in an attempt to educate professionals, most of these chapters consist of a general review of the area, and only a small part of the chapter is clearly related to bisexuality. I can appreciate the need to get this information out, but readers could have been referred to key books and articles. But these are minor quibbles compared to the value of the book.

This is a book that should become a part of the library of psychologists who are educators, researchers, or practitioners and who deal with bisexuality in any fashion. Not only is there an integration of research and application but also many useful resources (books, articles, Web sites) appear at the end of chapters. The ideas presented in this book and backed up by research should help stop the all-too-common practice of grouping bisexuals with lesbians and gays, as though there are few if any differences between these populations. I highly recommend this book.

Reviewed by Sari H. Dworkin, [sarid@csufresno.edu](mailto:sarid@csufresno.edu)

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## Extension of the Rejection Sensitivity Construct to the Interpersonal Functioning of Gay Men<sup>1</sup>

John Pachankis<sup>2</sup>

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Based on recent evidence suggesting that gay men are more likely than heterosexual men to fear interpersonal rejection (e.g., Pachankis & Goldfried, 2006), my colleagues and I set out to extend the rejection sensitivity construct to the mental health concerns of gay men.

Past research demonstrates that rejection by parents potentially distorts their offspring's interpersonal cognition. Therefore, LGB individuals are at particular risk of distorted interpersonal processing, as their parents are a frequent source of rejection-related stress. Unlike individuals who are stigmatized because of their racial or ethnic identities, sexual minorities typically do not share their minority group status with their parents. In their review of research on the relationship between sexual minorities and their parents, Radkowski and Siegel (1997) found that the disclosure of one's sexual orientation frequently prompted parental rejection, at least initially, and nondisclosure was frequently motivated by fears of parental rejection. In a national survey of LGB adults, Corliss, Cochran, and Mays (2002) found that self-identified homosexual and bisexual men reported higher rates of childhood emotional and physical maltreatment by parents than heterosexual men (e.g., being kicked, hit, beaten, choked, burned), possibly because the homosexual and bisexual participants were more likely to exhibit gender atypical behaviors during childhood. Parental responses that are not outright abusive may still convey rejection of their offspring's sexual orientation through confusion, sadness, shame, or anger. This rejection puts LGB individuals at risk for various psychological difficulties.

Parents' and society's negative views of non-heterosexual orientations can also produce internalized homophobia in LGB individuals. Yet, no research to date has examined the relationship of internalized homophobia process with both past experiences of gay-related rejection and anxious expectations of future gay-related rejection. The rejection sensitivity construct seems to particularly benefit an examination of the interpersonal concerns of gay men given: (a) the role of internalized homophobia as an organizing schema that may guide the interpersonal expectations and perceptions of gay men in interactions with heterosexual others; (b) the utility of the rejection sensitivity construct for understanding the difficulties faced by other stigmatized groups; and (c) the frequency of identity-related rejection in gay men, especially by close others such as parents.

<sup>1</sup> Based on research funded, in part, by a Division 44 Malyon-Smith Award to John Pachankis in 2006. This abstract is adapted from: Pachankis, J. E., Goldfried, M. R., & Ramrattan, M. (in press). Extension of the rejection sensitivity construct to the interpersonal functioning of gay men. *Journal of Consulting and Clinical Psychology*.

<sup>2</sup> Correspondence regarding this article should be addressed to John Pachankis, [jpachankis@notes.cc.sunysb.edu](mailto:jpachankis@notes.cc.sunysb.edu).

Expectations of negative reactions from others can have adverse consequences on the cognitive, affective, and behavioral functioning of LGB individuals. In order to examine the influence of rejection sensitivity on the psychological functioning of gay men, my colleagues and I first established a reliable and valid measure for examining this construct as it applies to a community sample of gay men. Seventy-five gay male participants provided 298 relevant situations, which were then coded and reduced to 14 items. Our Gay-Related Rejection Sensitivity Scale seems to adequately represent the rejection-related concerns of gay men as its items represent a unitary factor and generate sufficient variance in our sample. Further, the scale demonstrates adequate convergent and discriminant validity when compared to other measures, suggesting that rejection sensitivity as assessed by the current measure represents a useful construct not already captured by other measures.

We also attempted to establish preliminary evidence for the validity of the gay-related rejection sensitivity construct as measured by the Gay-Related Rejection Sensitivity scale. To do this, we tested the relationships among parental rejection of one's sexual orientation, internalized homophobia, and anxious expectations of future gay-related rejection in a community sample of 149 gay men. As noted earlier, parental rejection toward any child or adolescent, regardless of his or her stigmatized status, can produce distorted self- and other-schemas, such as the internalization of negative self-views and sensitivity to future rejection from others (Feldman & Downey, 1994; Rohner & Rohner, 1980). We found that internalization of sexual orientation-related rejection (as internalized homophobia) did in fact mediate the association between parental rejection of sexual orientation and sensitivity to future gay-related rejection. Our data's support for this mediation provides preliminary evidence for the utility of applying the rejection sensitivity construct to the rejection-related experiences of gay men, and also evidence for the construct validity of our measure. We also found that gay-related rejection sensitivity significantly predicts unassertive interpersonal behavior beyond the prediction afforded by parental rejection and internalized homophobia.

Clinicians working with gay men may recognize the impact of past gay-related rejection on their gay clients' present cognitive-affective-behavioral functioning. The present study offers empirical support for this clinical observation while also testing the mediating effect of the internalized rejection of one's own sexual orientation (i.e., internalized homophobia). Specifically, we found that internalized homophobia mediates the relationship between parental rejection of one's sexual orientation and sensitivity to future gay-related rejection. We also found that

unassertive interpersonal behavior may be one outcome of rejection sensitivity in this population.

Clinically, the alleviation of distorted cognitive-affective processing, such as sensitivity to gay-related rejection, depends on incorporating a new understanding of self and others. The concept of schema revision has proven to be an important factor in many therapeutic approaches. The usefulness of schema revision rests on the premise that past experiences shape internal views of self and others. When these past experiences are traumatic or otherwise stressful, as is often the case for gay men who have experienced rejection of their sexual orientation, self- and other-schemas may become inaccurate and distressing. Although gay men's expectations of rejection may not always be inaccurate, rejection-sensitive gay clients may benefit from therapeutic techniques that have proven effective for promoting schema revision, especially if internalized homophobia drives their rejection sensitivity. First, for example, clinicians may need to help certain gay clients understand the processes by which the attitudes of society, parents, and others become internalized. Beyond this, however, therapists may also promote corrective experiences both within and outside of therapy sessions to aid schema revision. For example, gay clients who expect to be rejected by a particular group of people (e.g., heterosexual men), may benefit from learning how to develop close relationships with accepting members of this group. In this way,

gay clients accrue schemas of acceptance by others, which can eventually replace the more presently salient schemas of rejection by others. This may in turn lead to more satisfying mixed-orientation relationships as well as more satisfying same-sex relationships. Clinical evidence attests to the benefits of promoting this type of corrective experiences for gay men (Haldeman, 2006).

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## From Placek to Prominence: GLBT Researchers to Emulate—Featuring Joshua Gamson<sup>1</sup>

Luke Moissinac, Texas A&M University-Corpus Christi<sup>1</sup>

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For a while now, the Science Committee of Division 44 has been considering ways to inspire GLBT doctoral holders and students toward research careers. Even more than that, the committee would like to provide an impetus for GLBT researchers to persevere in the rocky research process as well as to pursue larger goals in their research ambitions.

The Committee decided to have a regular column in the Division's Newsletter about GLBT researchers whose exemplary work might inspire younger researchers. But how to decide whom to highlight? After some deliberation, we decided to bring attention to former winners of the Placek Award and to update our community about their subsequent occupational and research paths. Each year, the Placek large grant competition awards grants of up to \$60,000 for projects of importance to the GLBT

community. It is hoped that receipt of the Placek grant will be a springboard for the development of GLBT research careers. This column will feature Placek winners starting from its earliest years and describe how their careers have developed to the present day in the hope that others who might aspire to scientific research careers will be inspired by their stories.

The first to be featured in this inaugural column is Dr. Joshua Gamson who was one of the two Placek Award winners in 1995—the first year for which Placek recipients are listed. When he received the award, Joshua was an Assistant Professor at Yale University and had published his first book, *Claims to Fame: Celebrity in Contemporary America*, just the year before. The research for which he won the Placek was a proposed study of lesbians and gay men on television talk shows. His methodology was a mixture of content analyses of such shows as well as interviews with talk show producers and guests to document the process through which these portrayals are generated. When asked in a recent interview about why he chose daytime talk shows as his vehicle of analysis, Dr. Gamson said that “talk shows were among the first significant sites of discussion of lesbian, gay, bisexual, and transgender issues in popular culture. . . . They are places where people actually speak for themselves—sometimes edited,

<sup>1</sup> This article is the first in a series organized by the Division 44 Science Committee to spotlight researchers who have been awarded a Placek grant from the American Psychological Foundation. Address correspondence concerning this article to Luke Moissinac, [luke.moissinac@tamucc.edu](mailto:luke.moissinac@tamucc.edu).

always constrained, often distorted, but at least speaking . . . a great place to understand stigmatized sexualities.”

The research funded by the Placek grant resulted in the 1998 book *Freaks Talk Back: Tabloid Talk Shows and Sexual Nonconformity*, and was awarded the Kovács Book Award by the Society for Cinema Studies and the Sociology of Culture Section Book Award by the American Sociological Association. His 2005 book, *The Fabulous Sylvester: The Legend, The Music, The Seventies in San Francisco*, garnered the 2006 Stonewall Book Award and was a finalist for the 2005 Lambda Literary Award. Interesting recent invited talks that Joshua has given include: “Be Fabulous: Lessons from the Life of Sylvester, Queen of Disco” at Boston College in March 2007 and “Television in the Making and Unmaking of Sexual Fear” at the 17th World Congress of Sexology, in Montreal, July 2005. He also currently serves as Culture Editor of *Contexts*, a journal of the American Sociological Association.

Professionally, Joshua was promoted to Associate Professor at Yale University in 1998 and moved from there to the University of San Francisco in 2002 and was promoted to full professor at USF in 2005 where he currently teaches and continues his research on popular culture. His fascination with popular culture is grounded in his more basic interest in everyday life and his belief that everyday life gets its texture from popular culture. Indeed, he states that popular culture is “important almost by definition—it’s the sea in which we swim, and to a large degree sets the terms and boundaries of imagination.” He is acutely aware of the changes that have occurred in the portrayal of sexuality in general, and sexual minorities in particular, in the media in

recent times. For example, he cites “Sex and the City” as a vehicle for the treatment of women as agentive sexual beings in their own right, a depiction that legitimized women’s right to pursue their own pleasure. Asked which television show he considered his most ideal portrayal of sex and sexualities, he singled out “Six Feet Under” for its complex, though not over-burdened portrayal of sex.

Closer to our own concerns in Division 44, Dr. Gamson has observed a progressively more positive portrayal of sexual minorities in the media. No longer solely the source of humor and/or pity, GLBT characters are more often legitimated and celebrated today. However, there has been a strong conservative backlash as well as the generation of new stereotypes, for example that “gay men are in charge of instructing straight men to be good consumers” as well as the promotion of certain old ones, for example “gay men are more ‘cultured’ than straight men.” No prizes for guessing from which show the latter two come.

In mapping the landscape of celebrity culture, Joshua Gamson was ahead of his time. Very recent social cognitive neuroscience studies by Michael Platt at Duke University indicate that celebrity worship can co-opt the appetite systems of the brain to make some of us addicted to the images of attractive people since elements of attractiveness have been shown to index higher ranks in social hierarchies as well as the symmetries associated with better genetic endowments. So, Joshua’s work on popular culture and fame is now finding foundation in neurobiological processes. What a fitting development for a researcher whose pioneering work was fostered by a Placek Award and is a source of pride for Division 44.

### Attention Students!

Division 44 is looking for student volunteers interested in learning more about the Division, as well as meeting active members. Every year Division 44 sponsors a hospitality suite in a headquarters hotel at the APA Convention in order to promote Division activities. Suite activities include presentations, meetings, discussion hours, student and Division parties, and a book display. Student volunteers help perform a variety of tasks in order to manage the suite, such as welcoming and orienting event participants, hosting Division parties, and managing the book display.

Along with the suite, Division 44 reserves a number of hotel rooms in a supplementary hotel for students who volunteer in the suite. Volunteering four hours of your time in the suite allows you to share a room with two or three other Division 44 student volunteers in the supplementary hotel. Staying with other students saves on hotel costs, and initiates interactions with other students active in the Division. The number of rooms is limited! We will continue to recruit volunteers after the rooms are filled. Don’t miss the opportunity to work with other Division 44 students and to contribute your time to the Division! Please send e-mail to Karen Greenspan at [karengreenspan@comcast.net](mailto:karengreenspan@comcast.net), or Joe Miles at [joemiles@umd.edu](mailto:joemiles@umd.edu) if you are interested.

—Karen Greenspan & Joe Miles, Division 44 Student Representatives

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## Working as Service Providers with LGBT Persons

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This special section was organized by Randall D. Ehrbar, who invited the authors to write a first-hand account of their experiences providing services to the LGBT community. The following authors have articles in this special section:

**Armand R. Cerbone**, Ph.D., ABPP, Director of Behavioral Health Services, Howard Brown Health Center, Chicago; member of the APA Board of Directors; past president of Division 44.

**Margaret C. Charmoli**, Ph.D., is a psychologist in private practice in Saint Paul, MN.

**Jan Couvillion**, is Activities Manager for New Leaf Outreach to Elders, New Leaf: Services for Our Community, in San Francisco.

**Randall D. Ehrbar**, Psy.D., is a psychologist at New Leaf: Services for Our Community, in San Francisco; he has served on the APA Task Force on Gender Identity, Gender Variance, and Intersex Conditions, and on the APA Committee on Lesbian, Gay, Bisexual, and Transgender Concerns.

**Paul S. Merritt**, Ph.D., Assistant Professor, Department of Psychology, Texas A&M University, Corpus Christi. His major field is cognitive psychology.

**Luke Moissinac**, Ph.D., Assistant Professor, Department of Psychology, Texas A&M University, Corpus Christi; a developmental psychologist interested in competitive tennis and discursive-narrative psychology; his research focuses on immigrant identities for academic achievement, co-development of ethnic and gay sexual identities, and identities related to smoking cessation and uptake.

**Michael F. O'Connor**, Ph.D. is a psychologist in private practice in Palo Alto, CA, where he is Adjunct Clinical Assistant Professor in the Department of Psychiatry and Behavioral Sciences, Stanford University School of Medicine; he is the former chair of the APA advisory Committee on Colleague Assistance.

**Glenda M. Russell**, Ph.D., is a psychologist in private practice in Boulder, CO, where she also teaches and pursues research. She was formerly clinical director at New Leaf: Services for Our Community, a mental health center serving the needs of San Francisco's LGBT community.

**Reid Vanderburgh**, M.A., LMFT, is a licensed marriage and family therapist in private practice in Portland, OR; over 90% of his clients are transgender; he is the author of *Transition and Beyond: Observations on Gender Identity* (Q Press of Portland, OR, 2007).

### Challenges and Joys of LGBT Providers

Randall D. Ehrbar<sup>1</sup>

This special section of the *Newsletter*, focused on the experiences of LGBT providers working with LGBT clients, should be a valuable resource for years to come. I hope that this is just the beginning of a rich and ongoing conversation.

I enjoy working with LGBT communities as a psychologist. I enjoy facilitating groups that function as safe places where members find core parts of their identity acknowledged and mirrored. I enjoy being able to help my clients grow as they face a broad range of issues from coming out, to family of origin work, to substance abuse and serious mental illness. I enjoy working with couples and families to find ways of relating and forms of family structure that work for them. I enjoy the colleagues that I get to work with in this area, many of whom are also passionately engaged in this work. In terms of Ruth Fassinger's presidential theme, this is a place where "love" and "work" come together.

Due to the small size of LGBT communities, providers who are also community members quickly learn that there are often very few degrees of separation between our clients and ourselves. Consequently, boundary negotiations are a frequent and important aspect of our work. Despite seeing how many of my clients were at increased risk for trauma due to their status as LGBT people and knowing that this is also reflected in the literature (Meyer, 2003), I initially did not think of my

work with LGBT clients as being with a "high risk" population per se. My perspective changed in the wake of losing one of my clients to suicide. Part of my shift in perspective involved becoming aware of the unique needs we have, as professionals within our communities.

At the 2007 APA convention I chaired a symposium and hosted a suite discussion hour on these issues. Both were well attended, and I found that other LGBT professionals were also eager to address the joys and challenges we face. Topics included being members of a vulnerable population along with our clients, being part of small communities, being tokenized as LGBT providers, and a desire for ongoing conversations and additional resources.

As members of LGBT communities, we and our clients are likely to have faced discrimination at institutional and individual levels. How well we have learned to respond to this discrimination and the degree to which we have faced our own internalized issues of homophobia and transphobia will affect how well we are able to help our clients navigate these issues. In fact, our clients may seek us out for this very reason, trusting us to help them resolve issues they know we have also faced. Sometimes our clients find us to be reassuring examples of successful LGBT people and may benefit from this mirroring or twinship. At other times, our clients may idealize us in ways impossible to live up to, and this becomes grist for the mill. Professionals as well as clients may have trauma histories. LGBT people are at increased risk of a variety of adverse out-

<sup>1</sup> Correspondence concerning this article should be addressed to Randall D. Ehrbar, [RDEhrbar@ATT.net](mailto:RDEhrbar@ATT.net).

comes, including suicide, substance abuse, and HIV infection (Meyer, 2003). We may be similar to our clients in these areas (e.g., an HIV+ therapist working with an HIV+ client), which can further intensify small community, transference, and counter-transference issues. Also, working with vulnerable populations can heighten the potential for vicarious trauma, especially when we identify with our clients. All of these issues lead to the potential for burnout and increase the importance of therapist self-care and support networks.

Boundary negotiations quickly become salient for us as we work to build and maintain our own support systems and encourage our clients to do the same. Challenges can arise in participating in community resources and events or in the potential overlap of intimate networks. Dating within the same small community we work in can be challenging both for our significant others and us. Running into clients at community events can limit the degree to which we are able to be “blank-screens.” Providers often need to isolate information obtained from various sources (e.g., multiple clients who share the same social circle often talk about each other) and prevent even the appearance of information leakage; this requirement can lead us to avoid certain lines of inquiry that we might otherwise pursue. Sometimes providers are able to directly negotiate with clients that community resources each will access. At other times, the provider’s responsibility may be to withdraw from certain situations. For example, once someone becomes a client, that person’s entire social network may effectively become “off-limits” for a provider. On the other hand, if a client forms friendships with people who are part of a provider’s social circle, this can leave us vulnerable to unpredictable and uncontrollable boundary crossings. Some boundary crossings may not come to light until after they have occurred, and when

boundary crossings happen with former clients we may not have the opportunity to process them. At times once a boundary crossing has come to light we may need to terminate work with our clients for ethical reasons. Boundary issues in all their complexities are something we are constantly facing, and having the chance to discuss how best to navigate boundary challenges with colleagues is very valuable.

As LGBT professionals, we may be tokenized and assumed to be experts on all issues LGBT. Tokenization can be particularly challenging for students who may be called upon to teach others about LGBT issues while simultaneously working to develop as professionals. This can be particularly challenging when the knowledge that students do have on LGBT issues is ignored. A related challenge is that LGBT professionals are often blazing trails into new areas of practice without established norms, such as working with gender variant children and youth. This can be exciting, wonderful work with complex ethical challenges. One the other hand, just because we identify as LGBT does not make us automatic experts on all LGBT issues. For example, not all LGB providers are also experts on transgender issues.

I enjoyed the opportunity to engage with member of our division on these issues at the last APA convention, and look forward to facilitating another suite discussion at the coming convention. I am also happy to have the opportunity to work with Doug Kimmel and the many contributors who have thoughtfully shared their own experiences to make this special issue possible. Let’s keep this conversation going!

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## How Governance Experience in Division 44 and APA Changed My Life and Career

Armand R. Cerbone<sup>1</sup>

What has been and remains the most compelling concern in my life as a gay man and my career as a gay psychologist is sexual stigma. Hopes of eliminating it, or at least decreasing its effects, informs almost everything I do as a psychologist. It has driven me to seek out and affiliate with other psychologists similarly compelled and committed. Those affiliations over the years have blossomed into valued friendships and forged very productive alliances. Working and playing with gifted and dedicated psychologists, I have been fortunate to witness significant improvement in the understanding and treatment of those who have lived and labored under stigma’s noxious effects. These relationships and the encouragement of my colleagues have sustained and fueled my energies to keep working until stigma and discrimination are as

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much history as slavery in the United States is. Its ugly, painful effects linger, but there is healing.

Now, in ways I hadn’t expected, I think about the fate of my friends and colleagues who experience stigma for reasons other than sexual orientation. I am trying to personalize, as much as a white male can, the experience of discrimination that persons of color report. If, for instance, my great-grandparents had been slaves, I wouldn’t know what to do with my rage. It’s a private speculation but one that keeps me mindful that I must listen more carefully to my colleagues and friends of color. It has affected my choice of reading and how I read. I pepper my reading with histories of the Civil War, the Lincoln presidency, the civil rights movement since the 1950s, and Martin Luther King. It has also determined my pressing Division 44 to insure its tradition of anti-racism workshops for every Executive Committee member. It also motivated my suggesting, while I served on the board, that the Board for the Advancement in the Public Interest (BAPPI)

recommend that the APA Board of Directors introduce diversity training throughout APA governance. Happily, that training now occurs at regular meetings of the Council of Representatives, meetings of boards and committees, and divisions. This year the training focused on LGBT issues and was led by Ruth Fassinger. Hours volunteered in APA governance can translate into meaningful action.

I also hadn't expected how much serving on BAPPI would teach me about the invisibility of my colleagues with disabilities. There I learned from very visible and vocal colleagues with one disability or another how much harder it is for people with disabilities to advocate for themselves and how important my voice can be to them. Being serendipitously disabled with a broken leg and ankle last winter impressed on me how quickly I could be marginalized. I received calls from them with helpful tips on managing crutches and welcoming me temporarily to their ranks.

In these cases and others I am learning, sometimes fortuitously, sometimes painfully, that while my experience of sexual stigma has shaped who I am and how I see the world of heterosexuals, for others who experience racial stigma I enjoy a world of white male privilege they cannot freely access. It is similar for persons with disabilities. I am not my stigma, but it marks me and will mark me until sexual stigma is vanquished. But as long as I identify only with my stigma, I will continue to miss the impact of my white, male, and able-bodied privilege on those who do not have it.

The task for me now is not to diminish the magnitude of sexual stigma in my consciousness. I would do so at great peril. Rather, I need to enlarge my vision to discern more vividly my privileges and their effects on those who don't have them. It makes me wonder how much of the success I have had in my career and in APA isn't due to my privilege as much as to my efforts. It certainly has piqued my curiosity about the nature of privilege and its discontents. For one

thing, I see a potential trap for us stigmatized folks who identify with our stigma: we remain blind to our privilege. Everyone in APA enjoys many privileges: all are educated; most are heterosexual; most are white; many are male; most are able-bodied. Blind to these privileges, those of us without one or more of them risk getting stuck reminding those with privilege that we need an equality we think they deny us unconsciously or consciously. Blind to our own privilege, we risk competing with our stigmatized brothers and sisters for the attention of the privileged.

Because we live stigmatized lives, we all understand the toxicity of privilege. Privilege feeds on itself, always seeking to extend and enhance itself. Unfortunately, experience tells us that one measure to enhance and expand privilege is to expand and enhance the exclusion of others. We should know better in this country. Privilege is undemocratic. The history of our country is a testament to the success of inclusion and the catastrophe of exclusion. Never mind the morality and justice of it; simply put: sharing works better. For me, that means I need to listen more to the pain of others while I hold my own, trusting that listening will win me alliances that will ultimately vitiate prejudice and its discontents. Trusting demands risk, especially when it means forfeiting the power and perks of privilege I might never see again.

It is here that I turn to psychology and to the APA. Governance has been a school for me to learn about such things and a forum to try to fix them. Because psychology is science-based, because it applies science to the intractable questions of human nature and discourse, because it is committed above all to improve the human condition, psychology possesses a power like none other to mend what's broken in our culture and to spur growth and mutual understanding. As the world's largest association of organized psychology, the APA enjoys a primacy of place from which to effect the mending. This is why I love psychology. This is why my work is my joy.

## Seniors and Poverty in LGBT Community

Jan Couvillon<sup>1</sup>

LGBT seniors tend to be invisible in this youth-oriented LGBT community. Seniors without younger men and women as part of their LGBT family circle sometimes fend for themselves as they struggle with poverty, illness, isolation and lack of transportation. This article outlines some of the needs of these LGBT seniors and gives the reader a window on current living conditions of a portion of our seniors. By working together we can seek ways to enrich their lives and our knowledge, making our communities stronger.

Most of the seniors that New Leaf Outreach to Elders (NLOE) deals with here in San Francisco are at or below the poverty line and 60 to 95 years of age. They range in education from high school dropouts to those with doctoral degrees, although their incomes are not that far apart.

Many live in SROs (Single Room Occupancy buildings), which do not allow food to be cooked or kept in their rooms. Many seniors spend their days in urban foraging, making the rounds of meal sites and free grocery programs. While this food kills the hunger pangs, much of it is not what a nutritionist would call healthy. For those with diabetes and heart problems, finding the proper food can be a nightmare and many give up trying to follow doctors' orders.

Seniors who have Medicare and qualify for Medical in California (Medicaid in some states) have the best medical care of those without their own private medical insurance, but problems arise if they need MRIs, heart work-ups or certain cancer screenings or other complicated testing. The wait can be six months or more. A senior with peripheral artery disease or cancer may not have six months to spare. Moreover, some seniors do not have Medicare. If seniors did not pay into Social Security for at least ten years, then they must pay a Medicare

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premium, which many can't afford. Some will not seek medical advice because they are afraid they will have bills they can't pay or they could be forced out of their home to pay medical bills. For seniors who have their own private medical insurance the cost can eat up half or more than half of their income. Some seniors on fixed incomes are paying \$1,000 or more a month for private insurance which they desperately hang on to, for if they lose their insurance they may not be able to find another policy that will cover "preexisting" conditions. So they go without food, wear their clothes until they are falling apart, don't use heat, forgo all of life's little pleasures and sink into isolation. Not a rosy picture. "I would never let that happen to me," you say. But sudden illness, death of a spouse, child or parent, addiction, house or apartment fire, or loss of job can push people of any age over the edge.

NLOE deals with this picture every day. NLOE provides information and counseling on intake and referrals concerning medical assistance, HIV, mental health, substance abuse, long-term care, and safe housing. Another of our goals is to bring seniors out of isolation with social interaction. NLOE provides a senior program that includes support groups, writing groups, art classes, weekly game day, monthly potlucks, and an LGBT discussion group which takes on topics as diverse as dementia, prostate cancer in men, breast cancer in women and men, where to find the best food banks, what jobs people have had in their lives, and making good food choices.

One of the stumbling blocks for seniors is transportation. For those with health problems walking even one block to a bus stop can be daunting. Traveling by bus or Para-transit can add up to two hours to their trip time. For seniors with limited energy or mobility this can cause them to stay home, adding to their isolation.

What can you do to help LGBT seniors live a safer, healthier and richer life? The following are questions presented at the American Society on Aging West Coast Conference in October 2007 by LGBT seniors. For a complete packet, e-mail [jcouvillon@newleafservices.org](mailto:jcouvillon@newleafservices.org).

1. If an LGBT senior came to you for help around a mental health or substance abuse issue, where would you send them and what makes you think they would be safe? Safety is a major concern of seniors. Some of them are not out of the closet and referrals to non-LGBT agencies or private practice can be frightening.
2. Do you think LGBT seniors are safe in the shelter system? While the city or agencies running shelters say they are safe, LGBT seniors say otherwise.
3. Are there LGBT sensitive nursing homes or assisted living facilities in your community? Many seniors go back into the closet out of fear. Living in nursing homes or assisted living can be a nightmare if the places are homophobic or have nursing staff or straight residents that are homophobic.

The role of organizations like NLOE is to bring our seniors out of the isolation that comes with poverty, aging, ill health, and lack of transportation. Many seniors list housing as their primary concern. Losing housing is what they are most afraid of, not having enough to eat comes second, transportation third, and health care is a distant fourth—until they have a drastic health problem.

As a senior myself, I have been on the verge of homelessness, with \$60 a month for food after I paid my bills. There were times when I had no medical insurance and went through a frightening time trying to find medical help. I was unable to work and had no income. I suffered from confusion and seizures that made it too frightening to take public transportation for fear of getting lost or mugged. All of this came about after a brain injury as the result of an auto accident.

When I was able to return to work I applied for the position of Activities Manager for New Leaf Outreach to Elders, because I felt, and still do, that I can make a difference in our seniors' lives. This conviction comes from living the life and having an understanding that no "book learning" can prepare you for.

As a profession and community, we need to better meet the needs of our LGBT seniors. Readers might want to look into what they can do to improve city and county services for this generation who paved the way for generations to come.

## Conserving Identity and Service in Conservative University Contexts

Luke Moissinac and Paul S. Merritt<sup>1</sup>

This piece describes the experiences of two psychology faculty members navigating a conservative South Texas university environment as gay men. The first section describes the first author's experiences as a gay, Malaysian man teaching developmental psychology in a conservative student environment. This is complemented by a European-American gay man's navigation through the same environment but with the added difficulties of having a partner in the military and teaching at a university where an appreciable number of students are connected with the military. We will also have a short conclu-

sion about how we nevertheless value our experiences as we live by example for the GLBT student community in a very conservative context.

### *A Step Up From The Home Country—Luke's Experience*

Malaysia is a homophobic, Muslim country where a former Deputy Prime Minister was convicted of sodomy on trumped-up charges based on fabricated evidence and testimonies. The country retains laws against homosexuals and the government regularly makes clarion calls in the national media to address the growing "homosexual and AIDS problems." Coming from that environment, even conservative South Texas where I teach Developmental and Cross-Cultural Psychology is a step up.

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Right from the start of my tenure here, I felt that it was a responsibility to educate putatively conservative students regarding the normalcy of the diversity of sexual orientation and development. In my classes I introduce students to topics of same-sex sexual relations across cultural space and time (Herdt, 1997), a life-course theory of sexual orientation development (Hammack, 2005), the big-brother theory of male homosexual pre-natal development (e.g., Blanchard, 2001), and more recently, Diamond's (2007) dynamic systems approach to female same sex desire. Responses in my graduate classes have been good to moderate, with students willing to discuss the issues with equanimity and, for the most part, focusing on the science with very little allusion to religious dogma. The undergraduates are quite a different kettle of fish.

When I first left the discussions on these topics to an oral mode, I felt that the responses, although not openly hostile, were stilted and forced. Not feeling satisfied with the verbal responses that I had been getting in class discussions, I assigned a one-page response paper to a report in *New Scientist* on Blanchard's (2001) work. An overwhelming number of students stated that homosexuality is a lifestyle choice while basing their views on religious beliefs. An equivalently large number declared that the data was wanting, and some even considered their limited familial and fraternal experiences more important than the data. Their papers were returned with comments such as "why would anyone choose to be oppressed?"; "do keep religion out of a scientific discussion"; "Freud, Jung, and Piaget combined had fewer participants"; and "do not elevate your personal experiences above scientific data." Strangely enough not a single student came to talk to me about the comments I had written. Did I achieve any sort of shift in their thinking? I am not optimistic. Am I doing what I can to challenge their entrenched prejudices? I hope I am, but a greater hope would be for my students to discuss the issues further with me.

On the positive side, I have provided research opportunities to both graduate and undergraduate GLBT students and allies with my discursive-narrative program that investigates the development of gay sexual identity in college. We have now moved the research in the direction of investigating how ethnicity and class intersect with sexuality in the construction of multiple identities for social interaction and adaptation. I feel that this work could be an important contribution to the literature because it is situated in a conservative context with a Latino majority albeit with a heavy traditional Catholic tinge.

#### *Teaching In The Shadow Of "Don't Ask, Don't Tell"—Paul's Experience*

In general I have always been very open about my sexuality; I neither hide nor make great pronouncements about being gay. I do however, keep pictures of my partner and me in my office and do not watch what I say in class, often referring to "my partner and I"; and I am the faculty advisor for our campus Gay-Straight Alliance. It is no secret on campus that I am gay. I also believe there is an important educational opportunity for

students to learn that a professor they may admire or at least respect is gay. Fortunately, being out has rarely been an issue for me on campus, aside from the occasional comment about "your people" from some less than open-minded faculty.

In a recent semester, however, life in a small town in South Texas caught up with us—two of my students were in my partner's Army National Guard Unit. At first, it didn't even occur to me that it would ever be an issue—my partner is rarely on campus, and as with most faculty, my office is rarely visited by students. Of course, this was a naïve assumption. Both students made visits to office hours. One was struggling through Statistics in order to graduate and receive his commission; the other had questions about study strategies for Cognitive Psychology. This became the one time a really messy office paid off for me. I was able to quickly stash the picture of us together at my doctoral graduation before either had a chance to see who was in the photo. At first this simple act did not bother me, but eventually it felt fundamentally unfair—why should I have to hide my relationship because the U.S. government discriminates against gays and lesbians who are serving their country? It is these times that being a gay faculty member can feel very isolating. Even other gays and lesbians have trouble understanding the struggle of having a spouse in the military.

Far worse, however, was the day I stepped off the elevator with one of the student-soldiers to find my partner waiting for me—normally a wonderful treat after class! I knew right away I had to walk past him as though we didn't know each other. Again it may seem like a simple act, but it is one of many that spouses of gays and lesbians in the military endure. The same scene is repeated at the grocery store, restaurants, and airports. I've stopped going to any military functions because it's just too awkward to keep repeating, "Oh, I'm his roommate."

At the end of the day, it becomes as though "don't ask, don't tell" is a constant presence in our lives, casting a shadow over many things we do. Being a junior faculty member trying to get published, improve my teaching, chasing after funding, while chairing the IRB and serving on three other committees, the additional stress of rearranging my life and pretending to be someone or something I am not, is frankly something I do not need but have to put up with until the law is changed.

#### *Conclusion*

Despite the myriad challenges that our conservative milieu presents us, we see very clearly the positive effects of our work in the psychology department of our university. For example, an ailing GLBT club has been transformed into a thriving Gay-Straight Alliance that is being led by psychology majors; GLBT psychology graduate students feel more comfortable being present in the department; and more GLBT students apply for and receive student graderships and assistantships. We believe that we lead by example more in deed than in activist word and hope to keep bearing the torch for GLBT students in the future.

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## Challenges to Healing: Mental Health Centers for the LGBT Community

Glenda M. Russell<sup>1</sup>

The delivery of mental health services in community-based clinics serving lesbian, gay, bisexual, and transgender (LGBT) clients is a complex undertaking, one with many opportunities for personal and social change and many challenges as well. In this brief article, I highlight some of the challenges facing community-based centers, with a particular focus on the experiences of clinic administrators.

There is no way to make sense of the stresses and strains in centers serving the mental health needs of LGBT populations without reference to anti-LGBT prejudice. Simply put, if we could magically eradicate all forms of this prejudice, there would be no need for programs specifically for this community. The reality is that anti-LGBT prejudice affects all aspects of work in LGBT mental health centers.

Everyone brings some measure of sexual prejudice to the center—including clients, staff, administrators, and community contacts. As recent research in social cognition has demonstrated, this prejudice sometimes enters quite explicitly; at other times it sneaks into the center in quiet and subtle ways. No one—not even LGBT professionals who staff the centers—is exempt from harboring anti-LGBT prejudice. Quite often, this prejudice reveals its presence in the form of expectations, expressed or implicit, that various stakeholders bring to the situation.

Clients who come to the LGBT mental health center bring their own expectations. They want (and deserve) affordable and accessible therapy and social services that speak to their deepest needs, provided by a staff that is knowledgeable about and sensitive to their unique issues. Providing such care is never a simple proposition, and it grows exponentially more complex in a community that is so diverse and has so many unmet needs. There is never enough money to address all such needs, and administrators must make daily decisions that would challenge Solomon himself.

In addition to the magnitude of clients' needs alongside the paucity of funding, clients' expectations for an LGBT mental health center are impossible to meet. They wonder: If you are serving this (sorely underserved) community, how come you have to charge so much? How come you have to charge at all? How come you can't respond to all of our needs as LGBT people? How come you can't respond to our needs better? More quickly? More completely? Clinics inevi-

tably disappoint some of the people we are entrusted to help—some of the people most in need of our help. In their efforts not to disappoint, clinic staff must fight perpetual pulls to work too hard, to push themselves too much, to judge their limitations too harshly. They may set organizational norms that lead to burnout, get loose with holding clients accountable for scheduling and fee-paying matters, and transform their clients' dissatisfaction and disappointment into their own discontent with clinic administrators, boards, and funders—all the people and all the entities who seem not to be doing enough to eradicate the prejudice that weighs so heavily on the community.

External funders introduce another set of expectations: bureaucratic expectations regarding programming that often don't match the realities of LGBT lives. As a result, center administrators spend a disproportionate amount of time and energy serving as cultural translators for funders—showing how our communities' needs really do match funding requirements, although they may appear discrepant from the outside. Consider this example: I was the clinical director for an LGBT mental health center that held a contract to provide support for those who act as caregivers to the frail elderly and to people with disabilities. In contrast to the typical case for the city, our caregivers usually were not legally or biologically related to the frail or disabled person. Instead, caregivers were friends, ex-lovers, neighbors—all sorts of people in the LGBT community who rallied around and supported those in need of basic assistance. Because these caregivers are different from those envisioned by the funding agency, we had to educate and re-educate city funders about who does the caregiving in our communities. Despite the fact that our proposals for city funding emphasized these unique realities, our funding was frequently cut because our caregivers did not fit the template applied by the city. We were able to regain the funding through appeals, but this process took time away from more constructive efforts—not to mention the need to ignore the subtle message that our community was “different” in a way that required repeated explanation.

How can we address the issues raised by unrealistic expectations in a way that respects clients, staff, administrators, and community members but that also facilitates optimal functioning on all those levels? The question brings us back to the role of anti-LGBT prejudice, and this is also where the first step in helping can be found. A full-blown analysis of the impact of prejudice needs to be part of every professional

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conversation in clinics: part of supervision and case consultation, part of funding decisions, part of administrative decisions, part of peer support systems and staff retreats. If the impact of prejudice—on clients, staff, administrators, funders, and the community at large—is not acknowledged, it doesn't just go away. Rather, it exerts its influence in subtle ways that create confusion and internal strains.

Coupled with the need for this analysis is the necessity of seeing the clinic's stressors and opportunities in a larger context, one that acknowledges our own role in overcoming—or at least managing—anti-LGBT prejudice. It is crucial to keep in mind that we all come to this task with our own well-learned prejudice that can influence our sense of ourselves within the clinic community. In this context, it helps when there is active encouragement at every level to work on internalized homophobia, exploring how it is manifested in interactions with clients and among staff. I also find it helpful to encourage all parties to spend some time working against oppression where they are not the target—i.e., where they have privilege of their own. Working consciously from a

place of privilege contributes to ongoing political analysis and reminds us of the power that we have.

Further, it is critical to keep alive the clinic's sense of community, mutual respect, and mutual support. Given that LGBT people have often been ill served by institutions and individuals with authority over them, it is understandable that many staff members regard authority with skepticism or even resistance. Transparency on the part of all levels of leadership—board, administrators, clinical supervisors—is useful in any organization, but it is a necessity in a situation where there is such a huge potential for mismatch between expectation and reality. Staff should be consulted and heard, and their perspectives and needs should be honored wherever possible. They often know what they need—retreats, social events, in-services—better than administrators do, and they should have a voice in what happens. Finally, every member of the clinic should be encouraged to tap into and contribute to a broader sense of the clinic's mission. The work of LGBT clinics is important. It alters lives—our clients' and our own—and it is worth doing, and doing well.

## Occupational Hazards and Strategies for LGBT Practitioners

Michael F. O'Connor<sup>1</sup>

Distress and impairment among psychologists is well documented. For a variety of reasons, LGBT psychologists must cope with additional stressors both personal and professional, and this can impact both our own well-being, and that of the people we serve. This article will outline some of the factors relevant to distress and impairment among psychologists in general, and LGBT practitioners in particular, as well as preventative strategies.

In my work on the APA advisory Committee on Colleague Assistance, I learned that the prevalence for impairment among psychologists in general has been estimated at 5-15 percent. Impairment, here, refers to a level of distress that noticeably and negatively impacts professional functioning. In one study, 75 percent of those surveyed reported distress within the last three years, and nearly 40 percent said it had decreased the quality of the care they provided their clients. Over 60 percent of psychologists have reported working when they felt they were too distressed to be effective, even though 85 percent of those respondents said it was unethical to do so.

Psychologists are people too, and our problems are often similar to those of the general public. Across a number of studies, psychologists report problems in their marriages and families (63%), problems with depression (59–62%), stress and anxiety (53%), burnout (50%) and substantial problems with substance abuse (6–10%). Our problems, and how we address them, may differ as well. Of those with substance abuse problems, the APA has estimated that about half are unwilling to present for treatment. Suicide is four to five times more common among mental health professionals, and male psychologists were found in 1995 to have the highest suicide rate of any profession.

These numbers have a story, and may reflect both our developmental histories, and the nature of the work we do. An estimated 50 percent of mental health professionals come from alcoholic or abusive homes. One-third report a history of physical or sexual abuse as children, and nearly 70 percent in one study reported a history of childhood trauma. "Parentification," or the taking on of a parental role in one's family, is also common. A desire to help, to sacrifice, to control chaos, to be carefully attuned to one's environment, is a common outcome for many of these individuals, who have developed a degree of sensitivity and a tolerance for intense emotional circumstances, that fits well with a career in mental health work.

The role of psychologist, in particular the role of practitioner, also presents challenges. Our roles are often complex, varied, and demanding. We often work in isolation and may be reticent to expose or discuss our limitations or struggles. We may have limited control over resources and outcomes. And, the work is dangerous, with one in five psychologists having been physically attacked, four in five having feared such an attack, and 97 percent having feared, at one time or another, a client suicide. Having such enormous responsibility for human lives has been shown to correlate with burnout. The clients for whom we care bring with them tales of abuse, trauma, and dire circumstances, and the possibility of acting-out in all sorts of ways—physical, financial, and legal. Witnessing trauma, or the retelling of a trauma, has effects on the practitioner similar to those who experience the trauma first-hand. The very sensitivity that allows us to empathize and help our clients heal may make us more vulnerable to vicarious or secondary traumatization. Using one's "person"—our sensitivity, empathy, worldview, optimism, humor, understanding, and so forth—as a therapeutic tool means that we are personally vulnerable in a way that other professionals are typically not. We must contain

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our personal needs, limit our authenticity, and accept a lack of reciprocity hour to hour in the therapeutic relationship, in support of the client's treatment.

For the LGBT practitioner, there are additional considerations. Managing stigma and homophobia, or "minority stress," can be both taxing and a chronic, nagging burden. We are likely to have our own history of discrimination or traumas related to our sexual orientation or identity. A sense of difference from others, and efforts aimed at compensation for perceived personal deficits, may be heightened. We must struggle to define a new set of rules, concerning everything from self-disclosure to social boundaries, definitions of health and illness, and how to properly support individuals in our community. We face increased visibility, as in any small community, and encounters with clients outside of the therapy room are more likely. We may also feel the need to take on the political and social forces that impact our community, adding to the burden.

*How to cope? Learn the ABC's of self-care.*

*Awareness:* We must make an effort to understand our personal vulnerabilities as they derive from our personal histories, current circumstances, and professional roles. We can learn to notice the impact of the work on us. We can identify

and accommodate personal limitations—by limiting the number and kind of clients we work with, and other demands too taxing, given our personal reality. We can notice behavioral changes that mark the beginning of a problem—boundary crossings with clients that may be unconscious efforts to meet our own needs, substance and process abuses, burnout.

*Balance:* Many of us enjoy our work immensely, but we can overdo it. We also need rest and time to play. We need to know what nurtures us and when we need it. We need to engage in nourishing and rejuvenating activities—exercise, creative endeavors, meditation, and so forth.

*Connection:* There is little more comforting and reassuring than contact with a fellow human being who "gets" us. Relationships with compatible colleagues and friends are crucial. It is important to take the time to debrief after a particularly trying therapy session or workday. Let others help us for a change—not always an easy task for psychologists. We can seek consultation, or even our own therapy, when things get tough. And most important, we can avoid or mitigate isolation.

A psychologist's work is arguably among the most rewarding work people can do. To ensure that you and those you work with have the best possible outcomes, take care of yourself. For all you are, and for all you do, you deserve it!

## One Transgender Therapist's Perspective

Reid Vanderburgh<sup>1</sup>

While in graduate school in the Bay Area, one of my clients was a gay cisgendered man (man born male), to whom I did not come out as transgender. I'll call him Steven. My transgender identity was irrelevant to his issues, which pertained to profound grief over having lost so many people to AIDS. About four months into our work together, I published an autobiographical article in a magazine for LGBT therapists (Vanderburgh, 2001). The thought crossed my mind when I submitted the article, "What if a client sees this?" I dismissed the thought, because of the narrow focus of the magazine's appeal.

A week after its publication, Steven came to his appointment and fished a copy of the magazine out of his backpack, saying, "I'd like to talk about this." It's hardly surprising he would want to talk about having learned his therapist was a transman, and not the 40-something gay man he'd assumed me to be. His initial reaction was one of betrayal—the person who did his intake at the agency where I worked had told him, "We have the perfect match for you." Though I doubt the person in question actually said that, I have no doubt Steven "heard" that statement, because it's what he thought he wanted to hear, as he'd specifically requested a 40-something gay male therapist. As he put it, my transgender status was not the issue; my not having experienced the AIDS epidemic precisely as he had felt like a barrier to him.

However, his discovery of my "non-gay" status turned out to be the best thing that could have happened to our therapeutic relationship. The following week, Steven brought in a two-inch thick obituary file, and began telling me stories. He had been in therapy some years before and had brought the same file into a session—his 40-something gay male therapist had not been able to look at the file for his own grief, putting Steven in the position of feeling caretaker to his therapist. I had no such limitation, and our work deepened tremendously as a result.

Though my transgender identity remained irrelevant, my "non-gay" status was relevant. Had I had more experience at that time, I would have come out to him proactively, understanding that he was assuming I'd gone through the AIDS epidemic exactly as he had, when in fact my experience of the "dark decade" of the 1980s was from within lesbian community.

In the years since, I have found various situations arise in which my transgender identity has been a valuable asset, particularly in working with couples who are not the same gender as each other. Having lived on both sides of the fence, I have a visceral appreciation for the difficulties inherent in living a female as well as a male gender role.

In working with transgender clients, their knowledge of my own transgender status largely disarms their innate defensiveness and distrust of the therapy profession. Of course it takes time for some to feel comfortable talking about dreams

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they have long kept well protected from criticism and/or abuse. Nevertheless, the relief at not having to explain or justify themselves is palpable. On occasion, I have welcomed a new transgender client into my office and sensed a distance and reticence that does not usually arise. I have now learned the value of asking, "Did the person who suggested you call me tell you that I'm transgender myself?" Asking that simple question changes everything, as the barriers melt and their story emerges immediately.

I am accessible to my clients, modeling what it can look like to be matter-of-fact about gender identity. I will answer questions about my personal experience of transition. I have written a great deal about transgender experience, some of it from a personal perspective, and have posted my writings to my Web site, *www.transtherapist.com*. My clients can know a great deal about me, and my journey. But they don't know where I live. They don't know if I have a partner or not, or what my sexual orientation is. What is relevant to their process is how I experience gender, and I make that available to them, as it is in the arena of gender that they are seeking my expertise.

There is a fine line to walk in having a similar life path as my clients. The healthy side of this line is utilizing my own experience in understanding theirs. The potentially unhealthy side is not allowing their process to differ from my own, to experience their reactions and feelings as mirroring

mine in some way, or to expect that they will. When therapist and client share any form of identity or important life experience, the potential counter-transference is powerful. I believe that one of the hallmarks of a good therapist is to understand, in the moment of experience, what belongs to the client and what belongs to the therapist. In working with identity issues, this entails interpreting one's own visceral reactions "on the fly," which implies a good working knowledge of one's own identity.

My transition process involved attaining a good working knowledge of my own relationship to the various aspects of gender—identity, expression, role—and it is this self-knowledge that gives me the ability to understand my reactions to a client's gender journey. Given how difficult it is to access memories of gender identity emergence (toddler memories are not particularly amenable to intellectual analysis), the work I undertook twelve years ago on my own behalf now translates to a seamless understanding of my own reaction to my clients' gender stories. I am sometimes surprised by their experiences, but never shocked or personally challenged. They are telling me their stories, not my own.

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## The Rewards and Challenges of Being a Bisexual Therapist and Community Activist

Margaret C. Charmoli<sup>1</sup>

I am flattered to have received an invitation to comment about my perspective as a bi therapist and community activist. In accepting this invitation I have contemplated what has been most rewarding and challenging about these roles.

To put my story into perspective, I want to give you the context in which I practice as a psychologist. I have a solo private practice in the Twin Cities (Minneapolis–St. Paul), which has a population of approximately three million people and is home to the University of Minnesota, whose GLBT programs office last year hosted the second largest GLBT conference in the nation. Minnesota has one of the strongest human rights statutes in the country.

The bi community in the Twin Cities is among the most active in the United States and is part of a broader GLBT community that boasts the country's third largest gay pride festival. We sponsor an annual regional conference on bisexuality and have the only cable television show on bisexuality in the nation. Despite those distinctions, we are a small, barely visible, loosely organized community with very limited resources that aren't easily accessed. Our leaders (of which I am one) are prone to getting over-extended and burned out.

For some reason the four respective segments of the Twin Cities GLBT population seem to be on friendlier terms

with one another than comparable groups in other states. Having led the nation in protecting transgender rights, we have an unusually large and active transgender population. The bi and transgender communities in particular have overlapped and been supportive of each other for many years.

My place in this milieu is as follows: I am one of two or three "out" bi therapists and the only out bi psychologist that I know of in the entire metro area. About forty percent of my client caseload consists of GLBT people. In 1996 I served as the only out bi president of a state psychological association. This January I began my term as the Minnesota Psychological Association's Representative to the APA Council of Representatives.

In addition to being an out bi therapist, I have been a human rights activist for over 25 years. I served on the St. Paul Human Rights Commission in the 1980s and in that capacity authored an ordinance that protected people from discrimination on the basis of sexual orientation and gender identity. That ordinance later served as a template for a 1993 law that made Minnesota the first state in the nation to include gender identity as a protected class.

It is in this little corner of the world that I thrive and sometimes stumble. It is where I encounter the rewards and challenges of being a bisexual therapist and community activist.

In regard to rewards, there have been many. Without a doubt, the greatest one has been feeling like I am making a

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difference in the lives of my clients and in the bi community. Most of us secretly hope to leave the world a better place than we found it. In that vein, I told someone awhile back that if I were to cross over Jordan tomorrow, one of my proudest moments would be having had the privilege of standing on the shoulders of all of the GLBT activists and supporters (before and around me) to author the aforementioned human rights ordinance. It was a moment that offered me the opportunity to positively affect the psychological well-being of individuals as well as a community at-large. Now whenever another state adds gender identity to their human rights legislation, I know that I had some miniscule part in that and it feels good.

Being a bi therapist has allowed me to work with clients that the average therapist may be reluctant to embrace. While working with bisexual clients is a natural outcome of being a bisexual therapist, I've also developed a reputation as being a psychologist who understands the issues confronting transgender and polyamorous clients. I'm not a member of either group, but the overlap between the bi community and the transgender and polyamorous communities has helped me to appreciate their concerns and be a trusted resource for them.

As an out bi psychologist I have been invited to speak at numerous conferences throughout the country to educate people about bisexuality. These occasions have been immensely rewarding as they have allowed me to travel to fun places and meet many wonderful people.

Being bi has meant that "I've looked at love from both sides now," and that has unexpectedly enabled me to be more empathic and effective with both genders in heterosexual couples I counsel. They may not know that I'm bi, but they know when their perspective feels validated and understood and that is gratifying to me.

Being a bi person, therapist, and activist has its challenges as well. Early on it wasn't easy to accept my sexual orientation, and it was often painful being the only out bisexual person that I knew. My gay and lesbian associates were often dismissive of my stated orientation and chided me for not accepting what they thought I "really" was (a lesbian). Just

like them I lost my heterosexual privileges and lived in fear of being discriminated against. Sometimes I feared for my safety even though no one ever directly threatened me.

Over the years the world changed, the bisexual community became more visible and I felt more accepted. As importantly, I embraced myself and that enabled me to walk more proudly as a bisexual person and professional.

Like other therapists practicing in a "small" community, I face the challenge of encountering clients outside of work. Because a number of social events for the bi community take place in private homes, restaurants, or coffee shops, I usually avoid them. That, coupled with the fact that the bi community is largely invisible, can make it difficult to find kindred spirits and people who "look like me" to hang out with.

One place in which I've found community has been with Bi Cities ([www.bicities.org](http://www.bicities.org)), a public access cable television talk show that I co-host. In its inaugural years I hosted the show with my life partner, which made it both fun and delightful for us as a couple. When she ended the relationship, my safe and special enclave became excruciatingly painful. Because of my visibility in the bi community, that part of my private life became public, making it awkward when clients gained access to that information.

Somehow I got through that challenging time with Bi Cities and now, as providence would have it (and providence must have a sense of humor!), our producer has left the show leaving me and my ex as its primary stakeholders. We didn't want Bi Cities to end so we are now forging a different relationship as co-producers and co-hosts of the show (another artifact of operating in a tiny community) after having had minimal contact for several years. To say the least, it has its twists and turns: I'm discovering, for example, that transference and counter-transference do not always go gently into the night.

In closing, I would have to say that despite its challenges, I have come to feel very blessed to be an out bi psychologist and community activist in the "bi cities" of Minneapolis–St. Paul. In that capacity I look forward to and welcome the opportunity to continue to serve my clients, my profession and my community.

## University of New Hampshire Counseling Center Announces

**Pre-doctoral Internship: 2009–2010**

**APA Accredited**

Situated in Seacoast New Hampshire, with easy access to Boston to the south, and Portland, Maine to the north, this internship has much to offer a candidate seeking a well-rounded counseling center experience. See our Web site for details: [www.unhcc.unh.edu](http://www.unhcc.unh.edu)

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## Committee Reports

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### Committee on Bisexual Issues in Psychology: Convention Activities Planned

The Committee submitted a proposal for this year's APA Convention in Boston for a Division 44-sponsored symposium. This proposal was accepted and is titled: "Current Research on Bisexuality: Identity, Behavior, Prejudice, and Well-Being." The symposium will be chaired by Ron Fox and will include Jon Mohr and Raymond Sheets, presenting "Coming Out Twice: Sexual Orientation Disclosure In Bisexual Young Adults"; Arnold Grossman, Steven Hubbard, and Anthony D'Augelli, presenting "Comparing Findings Using Self-Identified and Behaviorally-Identified Female Sexual Minority Youth"; Tamara Pardo, presenting "Sexual Orientation, Behaviors, and Identity Among Gender Nonconforming Natal Females"; Melanie Brewster and Bonnie Moradi, presenting "Perceived Anti-Bisexual Prejudice Experiences: Scale Development And Evaluation"; and Tera Beaber, recipient of the 2007 Division 44 Bisexual Foundation Student Scholarship Award, presenting "Well-Being among Bisexual Females: The Role of Internalized Biphobia."

We have also submitted a proposal for a Bisexual Issues Discussion Hour, to be hosted by Committee co-chairs Ron Fox and Beth Firestein, which will take place at Convention in the Division 44 Hospitality Suite and once again will offer members the opportunity to gather, discuss bisexual issues, and network.

During the past year, the Committee has continued its work in the Division by developing convention programming on bisexual issues, preparing committee reports for the Executive Committee, attending the Convention and mid-winter Executive Committee meetings, and providing resources and reading lists on bisexual issues to the membership.

In the coming year, the Committee will continue to support the ongoing work that the Division is doing in educating and advocating for lesbian, gay, and bisexual issues in APA and within psychology. We will continue to develop programming on bisexual issues, as well as resources on bisexual issues in psychology, including an updated reading list on bisexual issues.

We are also developing a resource list of members with expertise in bisexual issues to make available to the membership of the Division. We invite you to contact us to let us know about your interest in and expertise in bisexual issues and to keep us informed about your academic, clinical, research, or community projects, including publications and presentations, that relate to bisexual issues and the interface of lesbian, gay, and bisexual issues.

—Beth Firestein, [firewom@webaccess.ne](mailto:firewom@webaccess.ne), and Ron Fox, [ronfox@ronfoxphd.com](mailto:ronfox@ronfoxphd.com), Co-chairs

### Youth and Families Committee: New Leadership

A change is in the air. At the August 2007 APA Convention, Division 44 initiated a transition in leadership for the Committee on Youth and Families (CYF). Shara Sand and Chris Downs, after a long and successful period of guidance and leadership for the Committee, stepped aside and assisted Sean Stebbins and Richard Sprott in taking responsibility for the CYF.

Sean and Richard, the new chairs, are interested in furthering our knowledge of and support for Gay-Straight Alliances, exploring issues related to sexual harassment of LGBTQ youth in the workplace, and exploring issues related to polyamory and the creation of different family configurations. In addition, the new chairs will place a stronger emphasis on networking with community organizations and advocacy agencies, to partner with other constituencies most concerned about LGBTQ youth and families.

As we make the transition this year, we encourage you to contact us and help us set an agenda for our common work. We plan on having a conversation hour at the Division 44 Hospitality suite to discuss and decide this committee's priorities for the 2008–2009 program year. Please come and provide your input, your experience, and your views! The time and place will be provided in the next *Newsletter*, in the pre-convention program information.

Also, there are new resources about LGBTQ families and youth: APA, in conjunction with 12 other national organizations (called the "Just the Facts Coalition") have produced a document entitled "Just the Facts about Sexual Orientation and Youth: A Primer for Principals, Educators, and School Personnel." It addresses concerns about reparative therapy, "ex-gay" ministries, and discrimination and violence against GLBT youth within the school context. The content is available at [www.apa.org/pi/lgbcl/facts.pdf](http://www.apa.org/pi/lgbcl/facts.pdf) or contact Richard Sprott: [rasprott@earthlink.net](mailto:rasprott@earthlink.net).

Another new resource is the Bay Area LGBTQ Family Collaborative's report on a demographic survey of gay- and lesbian-headed families in the San Francisco Bay Area. The report is entitled "Our Families: Attributes of Bay Area Lesbian, Gay, Bisexual and Transgender Parents and their Children." It provides surprising data on the ethnicity, income, and geographic characteristics of LGBTQ families in the SF Bay Area. For copies please contact Richard Sprott at [rasprott@earthlink.net](mailto:rasprott@earthlink.net).

—Richard Sprott and Sean Stebbins, Co-chairs

## Public Policy Committee: APA Resources and Policy on Religion and Prejudice

One role of the Public Policy Committee is describing APA policies to psychologists in their work in a variety of spheres. In the last issue of this *Newsletter*, we summarized several APA policies that may be helpful to psychologists who hold leadership positions within organizations considering taking stands in support of the rights of LGBT people. These APA statements included the early policy opposing discrimination and calling upon psychologists to take a role in eliminating the stigma of non-heterosexual orientations (approved in 1975), policies in support of same-sex marriage and of the rights of same-sex parents (both approved in 2004), and the policy opposing discriminatory legislation and initiatives (approved in 2007).

In this issue of the *Newsletter*, we want to highlight two additional APA resources that may also be of use to you. The first is an update of a long-standing APA publication now called “Answers to Your Questions: For a Better Understanding of Sexual Orientation and Homosexuality.” This six-page brochure offers a useful overview of accurate information about sexual orientation for the general public. The brochure might be useful for clients or clients’ families, as a source of basic information in consulting or training situations, or as ancillary material in courses addressing LGB issues. You can download a copy at [www.apa.org/topics/orientation.pdf](http://www.apa.org/topics/orientation.pdf).

The second resource is an official APA policy statement passed by the APA Council of Representatives just last year. The policy is formally known as the “Resolution on Religious, Religion-Related, and/or Religion-Derived Prejudice.” This Resolution is a finely crafted statement that acknowledges the positive role of religion and spirituality in many people’s lives and the fact that people have sometimes been the targets of prejudice and discrimination because of their religious beliefs. At the same time, the Resolution acknowledges that “[p]rejudice based on or derived from religion has been used to justify discrimination, prejudice, and human rights violations against those holding different religious beliefs, those who profess no religious beliefs, individuals of various ethnicities, women, those who are not exclusively heterosexual, and other individuals and groups depending on perceived theological justification or imperative.”

The Resolution condemns discrimination against individuals or groups because of their religious beliefs and practices, and it simultaneously condemns prejudice that is derived from or based upon religious beliefs and practices. In this way, the Resolution artfully underscores the value of religion when used to uphold human dignity as well as the dangers of religion when used as a justification for human rights violations, and it encourages psychologists to recognize both potentials.

In clarifying this dual focus, the Resolution specifically clarifies the relationship between religion and social science, explicitly addressing the contrasting paradigms that underlie religion and scientific psychology. It points out that these two systems of understanding have “profoundly different methodological, epistemological, historical, theoretical, and philosophical bases.” The Resolution further asserts that “[p]sychology has no legitimate function in arbitrating matters of faith and theology; and faith traditions have no legitimate place arbitrating behavioral or other sciences.”

The Resolution on Religious, Religion-Based, and/or Religion-Derived Prejudice is a welcome addition to APA’s policy statements. For those in LGBT and allied communities, the Resolution serves as a potent reminder that religion and social science represent different paradigms and that religion should neither be a target of prejudice nor a justification for prejudice. The Resolution is available on the APA site at [www.apa.org/pi/religious\\_discrimination\\_resolution.pdf](http://www.apa.org/pi/religious_discrimination_resolution.pdf).

You might want to refer to this document when you are tempted to condemn religion or dismiss its value in people’s lives as well as when others use religious beliefs as a justification for anti-LGBT discrimination.

—Glenda Russell and Janis Bohan, Co-chairs

## Report of the Science Committee: Newsletter Series Begun

The Division 44 Science Committee strives to support high-quality research on sexual orientation and transgender issues by creating resources for people who do LGBT-related research and offering science-related programming at the APA Convention. We welcome involvement and ideas from professionals and students.

One of our main efforts at present is to create an online database of Division 44 researchers. We are now working with a technical support person to transform data we gathered from Division members into a database that can be posted to the Web site. Once the database is created, it will provide students and professionals with a resource that can facilitate mentoring and collaborative relationships.

As a way of showcasing the research talent in the Division, we are beginning a series of short write-ups about individuals who do LGBT-related research for the Division *Newsletter* (focusing on researchers who were awarded a Placek Grant through the American Psychological Foundation). Look for the first of this series in this issue (page 12). It describes the research of Dr. Joshua Gamson—a sociologist who now teaches at the University of San Francisco.

Don’t hesitate to be in touch if you are interested in being part of our committee or have ideas you would like to share.

—Jonathan Mohr, Chair, [jmohr@gmu.edu](mailto:jmohr@gmu.edu)



## Task Force on Mentoring (TFOM) Report: Intergenerational Program Planned

We have a number of important plans in the works:

- One hour of “non-substantive” convention programming to host **roundtable mentoring discussions**.
- A Division 44-wide **intergenerational “experiential” suite program** that brings together members from all committees and task forces, all career stages, all ages, and all cohorts for an intergenerational dialogue/experience with the goal of encouraging Division-wide intergenerational communication and mentoring.
- A **student travel scholarship** that provides funds for travel to the annual APA convention.
- Future **conference calls** to strategize new mentoring efforts for students and Early Career Psychologists (ECPs).
- Assisting APAGS (APA Graduate Students’) Committee on LGBT Concerns with their mentoring efforts.
- Assisting in **promoting the Ethnic Minority Concerns Committee’s** Student Travel Award.
- **Developing relationships** with APA’s ECP Office.
- The **ongoing development of a “mentoring pipeline”** within Division 44 that will ensure the nurturing of leadership within the division.

Anyone interested in getting more involved should contact the TFOM Co-Chairs.

—Julie Konik, [julie.konik@wright.edu](mailto:julie.konik@wright.edu), and Steven David, [sdavid@mednet.ucla.edu](mailto:sdavid@mednet.ucla.edu)

## Education and Training Committee: New Report Available

Over the last year the Education and Training (E & T) Committee has been working to facilitate better access to information about GLBT-friendliness of graduate programs in psychology. We have submitted updates to both the Division 44 E & T and APAGS Web sites, providing a link to the report “Graduate Faculty in Psychology Interested in Lesbian, Gay, and Bisexual Issues 2005,” a project undertaken every three years by the Lesbian, Gay, Bisexual, and Transgender Concerns Office at APA. This excellent report is the result of a survey of graduate programs in the areas of research, courses, professional training, and climate indicators. The committee is reviewing initiatives in a number of other areas, including a survey of Division 44 members about availability, credentials, and training topics.

—Maryka Biaggio and Brad Larsen, Co-chairs

## Task Force on Aging Report: Bibliography Update and Symposium Planned

The LGBT aging bibliography, first published in *Lesbian, Gay, Bisexual, and Transgender Aging* (Columbia, 2006) has been updated to include literature addressing LGBT aging through 2007. With the help of graduate student task force members Joe Miles and Paul Cernin, the bibliography is completed and is now in the last stages of review. It will be posted on the Division 44 Web site soon.

The proposal submitted by the TFOA on issues about psychotherapy with LGBT older adults was accepted for the APA convention in Boston. The symposium is being co-sponsored by Division 12, Section 2 (Clinical Geropsychology).

The Oral Histories Project is moving ahead. After attending the mid-winter executive committee meeting and hearing the amazing and inspiring stories of many of the early members of the Division, the motivation to work on an oral histories project has increased. With the help and direction of one of the Division’s student representatives, Karen Greenspan, the TFOA would like to create a video of these pioneers, beginning at this year’s APA Convention in Boston. If there is anyone interested in helping out with this project that has some background in editing and film, please contact the co-chair, Liz Asta.

New members are welcome! The TFOA would like to invite and welcome members of the Division to join the Task Force on Aging. We are a growing task force, which is interested in continued work on projects that focus on LGBT older adults and aging. If this is an interest or passion of yours, please contact one of the co-chairs!

—Liz Asta, [elasta@simla.colostate.edu](mailto:elasta@simla.colostate.edu), and Steven David, [sdavid@mednet.ucla.edu](mailto:sdavid@mednet.ucla.edu), Co-chairs

## Committee on Racial and Ethnic Diversity (CoRED) Report

Like many of our APA colleagues, we are deeply saddened by the unexpected death of Dr. Richard A. Rodriguez. Dr. Rodriguez was a colleague, friend, and mentor to many. His professional and personal contributions to understanding and addressing the unique struggles that LGBT people of color may face have been invaluable. At the Division 44 Mid-Year Meeting in January 2008, the Executive Committee unanimously voted to rename the CoRED Racial and Ethnic Minority Student Travel Award to the “Dr. Richard A. Rodriguez Division 44 Student Travel Award.” In this way the Division hopes to honor Dr. Rodriguez’s memory, celebrate his legacy, and encourage further exploration of intersections between sexual orientation and race among our newest generation of psychologists.

**The Dr. Richard A. Rodriguez Division 44 Student Travel Award.** This award is sponsored by CoRED. The purpose is to encourage greater participation in Division 44 annual convention activities by LGBT students of color. CoRED acknowledges that LGBT students of color frequently experience increased demands on time and resources as a result of managing multiple identities within professional organizations. This award therefore seeks to support engagement with LGBT people of color issues in psychology by defraying travel costs to the 2008 APA Annual Convention. Applications are due *May 1, 2008*. For information about how to apply for this award, please see page 27. If you are a graduate student, please consider applying for this award. If you are a psychologist, please share information about this award with your students and consider joining the application review committee. For more information, please contact the CoRED co-chairs.

**2008 APA Annual Convention Programming.** Join us for the annual CoRED Business Meeting! We will discuss the needs of LGBT people of color within Division 44, review ongoing CoRED projects, and explore new ideas for the committee. All are welcome. Look for the time and date in the Division 44 Suite program. Also join us for the **CoRED Discussion Hour—Professional Identity Development Issues for LGBT Psychologists and Trainees of Color**—an open informal discussion hour where participants can explore intersecting identities and multiple oppressions often experienced by LGBT people of color in the field of psychology. Topics may include personal experiences, professional strategies, and social justice advocacy opportunities.

**CoRED Liaison Relationships.** Since CoRED focuses on intersections among identities, we hope to develop liaison relationships with other APA divisions, including Division 45 (Society for the Psychological Study of Ethnic Minority Issues), Division 35 (Society for the Psychology of Women), Division 51 (Society for the Psychological Study of Men and Masculinity), Division 9 (Society for the Psychological Study of Social Issues), and Division 17 (Society for Counseling Psychology). If you are a member of one of these divisions and would like to discuss liaison opportunities, please contact the CoRED co-chairs. If you belong to other APA divisions that are relevant to CoRED's mission, please contact the CoRED co-chairs to discuss other liaison relationship possibilities.

—Kirstyn Yuk Sim Chun, [kcbun@csulb.edu](mailto:kcbun@csulb.edu), and Michele K. Lewis, [lewismi@wssu.edu](mailto:lewismi@wssu.edu), Co-Chairs

### **Treasurer's Report, Division 44 January 2008 Midwinter EC Meeting**

As of November 2007, the Division's operating assets totaled \$135,064, and our 2007 income to date was \$49,894—consisting of dues (\$27,529); interest and dividend income, royalties, and advertising income (\$12,880); and an additional \$9,485 from the National Multicultural Summit 2007. The operating budget for 2007 was \$55,045. Final figures for 2007 are not available at press time.

The Division's quasi-endowment, the Malyon-Smith Fund, is \$41,929—held in two accounts: the mutual fund with Black Rock valued at \$30,093 (it had increased about 21 percent since June 2006) and in cash and short-term investments valued at \$11,836 as of November 30, 2007.

On January 20, 2008, the Executive Committee approved the 2008 budget. The Division's projected income is \$49,700 with much of this coming from dues (\$27,000), royalties (\$5,000), and a one-time restricted grant from APA for the LGB Guidelines work (\$6,700). Other revenues are expected from convention reimbursements, the fundraising dinner, interest income, and both restricted and unrestricted donations. The Division's projected expenses are \$54,525, with the largest expenditures associated with the 2008 Midwinter meeting and other Executive Committee expenses, the activities of the Program Committee, the Fundraising Committee, and the LGB Guidelines Revision Task Force.

The Division 44 budget is healthy due to good stewardship, the investments have performed very well, the Division enjoyed the windfall from the NMCS, and the Division received greater than expected income from advertising and interest/dividends in 2007.

The Finance Committee, chaired by the Secretary-Treasurer, has provided oversight and guidance to budgeting and prospective revenue generation during the past year.

While the state of the Division's Finances is healthy, I recommend continued good stewardship and focus on additional resources to increase membership and revenues.

—Chris Downs, Secretary-Treasurer

New Division 44 Announce-Only Listserv is now available for sending out information of importance to all members. Please update your e-mail address on the APA membership list to ensure that you receive announcements, including the *Newsletter*. Go to [members.apa.org/login](http://members.apa.org/login).

## Transgender and Gender Variant Issues Committee: Division 44 in Transition

This committee has been focused on developing convention programming and working with the leadership of Division 44 to change the name of the Division to be more inclusive of the transgender community. This name change is not a simple process and one that the Executive Committee is committed to moving forward with. It is interesting to me to hear the Executive Committee discuss the issues surrounding the name change. I was reminded of my own decision to change my name as a part of my transition. For most people in the transgender community, changing one's name is an important part of the transition process, even a milestone.

Just the other day a friend of mine went before the judge to ask for a name change. When she walked out of court she was, in her words, a new woman. The name change for the Division will have a similar effect as it will both acknowledge the necessary inclusion of the transgender community and reshape the direction of the Division.

Stay tuned. This is not an overnight process, which is as it should be. It is a process whose time has come. I am certain there will be multiple opportunities for member input and feedback. I urge you to let your voice be heard.

—lore m. dickey, Co-chair

### Committee on Racial and Ethnic Diversity Dr. Richard A. Rodriguez Division 44 Student Travel Award

The Dr. Richard A. Rodriguez Division 44 Student Travel Award is sponsored by the Division 44 Committee on Racial and Ethnic Diversity (CoRED). The purpose of the award is to encourage greater participation in Division 44 APA Convention activities by LGBT students of color. CoRED acknowledges that LGBT students of color frequently experience increased demands on time and resources as a result of managing multiple identities within professional organizations. This award therefore seeks to support engagement with LGBT people of color issues in psychology by defraying travel costs for an LGBT student of color to the 2008 APA Annual Convention.

Graduate students who: (a) self-identify as LGBT persons of color, (b) demonstrate a strong commitment to LGBT and ethnic minority issues, (c) plan to attend the 2008 APA Convention, and (d) will still be enrolled as graduate students at the time of the Convention are eligible to apply for the award. LGBT students of color who are presenting research at the convention are especially encouraged to apply, though all applications will be considered. One award in the amount of \$500 will be awarded.

**Application Procedures:** The following application materials must be *received* by **May 1, 2008**:

- **Application Form:** Please e-mail [kchun@csulb.edu](mailto:kchun@csulb.edu) for an electronic version of the application form.
- **Personal Statement:** A total of 300-500 words that addresses *each* of the following questions: **(a)** In what ways does your graduate program benefit from your self-identification and involvement as an LGBT person of color? How does APA benefit from your participation in professional activities as an LGBT person of color? **(b)** What unique challenges might LGBT graduate students of color face that may hinder participation in APA? **(c)** How would attending the 2008 APA Annual Convention further your career goals? **(d)** Are you presenting research at the 2008 APA Annual Convention? If so, will it contribute to the body of knowledge regarding LGBT people of color issues? If so, how?
- **Curriculum Vitae**
- **Graduate School Transcript** (may be unofficial).
- **Letter of Recommendation:** Please have a faculty member submit a letter in support of you receiving the Dr. Richard A. Rodriguez Division 44 Student Travel Award. Faculty members are asked to address the applicant's commitment to LGBT people of color issues in academic and other domains.

#### Submission of Application Materials:

Electronic submission of application materials to [kchun@csulb.edu](mailto:kchun@csulb.edu) is preferred. As an alternative, materials may be mailed or faxed to: Dr. Kirstyn Chun, Counseling and Psychological Services, California State University, Long Beach, 1250 Bellflower Boulevard, Long Beach, CA 90840-0111; 562-985-8817 (fax).

**Questions?** Please contact CoRED Co-Chairs Michele K. Lewis, [kaylewis65@aol.com](mailto:kaylewis65@aol.com) or Kirstyn Yuk Sim Chun, [kchun@csulb.edu](mailto:kchun@csulb.edu).

**Leadership of APA Division 44**  
*Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues*  
[www.apadivision44.org](http://www.apadivision44.org)

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**Historian**—Douglas Kimmel, [dougkimmel@tamarackplace.com](mailto:dougkimmel@tamarackplace.com)  
**Scholarships: Malyon-Smith and Bisexual Foundation**—Francisco Sánchez, [fjsanchez@mednet.ucla.edu](mailto:fjsanchez@mednet.ucla.edu)  
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