

division Ψ 44 Newsletter

A Division
of the American
Psychological
Association

Society for the Psychological Study of
Lesbian and Gay Issues

Volume 12, Number 3

November, 1996

President's Column

DOUG HALDEMAN

I sit down to write my first column as President of the Division with help from a new litter of week-old Samoyed puppies. Actually, the help they are providing is giving me an hour of uncharacteristic quiet, which makes it a good time for reflection on the year ahead and, if I'm lucky, a bit of time left over to catch up on sleep. Though I will resist the temptation to focus on the too obvious parallels between "new beginnings" of canine life and Divisional year, it does strike me that there are some commonalities worth noting. As breeders (an aspect of my identity that still brings a chuckle), our aim is to make a contribution on different levels: Toward the betterment of the breed, both physiologically and aesthetically; and toward the betterment of the lives of those who will ultimately become the parents of these dogs. Such a contribution is achieved through careful planning, a strong sense of familial/community support, adequate preparation and a bit of luck thrown in. Thus, the actual birth of the pups is a very important step in the development of something which has been "in the works," so to speak, for some time.

So it is as we approach this "new year" in the Division. It is a time when the momentum toward real inclusivity is unlike any we have experienced in the past. After years of education, personal contact, and just plain hard work by Sari Dworkin, Ron Fox and others, we will have the opportunity this coming Spring to officially include *Bisexuality* in the name and mission of the Division. You will hear more about this as we get closer to the mailing of ballots, of course, but I want to say now that this vote is of the utmost importance. Voting to formally include our bisexual colleagues, and the study of bisexual issues, is clearly the right thing to do as the Division seeks to make itself a more hospitable place to those who have felt, and have been, excluded.

In that vein, one of the greatest pleasures of my year as President-Elect was the opportunity to work with Angela Gillem and Reginald Nettles on the newly-restructured

Committee on Ethnic Minority Issues. The clear message that lesbian, gay and bisexual psychologists of color are welcomed and valued in the Division is currently our top priority. Our work in this area will not be complete until all l/g/b psychologists of color can feel comfortable identifying Division 44 as their "APA home." Further, we must look beyond the Division, and assist the Association as a whole in establishing itself as a relevant and welcoming body to all psychologists of color.

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The Ethnic Minority Issues Committee will work with the current President-Elect, a core group, and representatives from all other Committees, Task Forces and entities within the Division. At present, Angela and Reginald are working with 1997 Program Co-Chairs Christopher Martell and Ami Robinson, and CE Chair Isiaah Crawford, to develop a convention program which will be rich and strong on Diversity issues. This important work is echoed in the Public Interest Directorate's MiniConvention theme for 1997, which is "Psychology and Racism." Although it is true that we just finished our last APA Convention, please consider now attending the Division's Pre-Convention Continuing Education program, which will be a day-long offering on Diversity issues.

In regard to our last convention, it cannot be enough said what a superb job Program Co-Chairs, Michael Jorge and Karen Jordan, and Student Representatives, Craig Waldo and Jessica Morris, did in creating an excellent program and planning social events which were well-attended and stimulating. The depth and breadth of programming was exceptional. Having to choose between too many interesting offerings is a happy problem to be experiencing, and reflects the excellent work of those involved, as well as our progress as a profession with l/g/b psychology. It was an honor to present this year's Divisional awards for distinguished contributions, which went to Barry Chung (Student), Cynthia Gomez (Ethnic Minority Issues),

Continued to next page

President's Column: *continued*

Dorsey Green (Education and Training), Charlotte Patterson (Scientific), and Roy Scrivner (Professional).

Although my own ability to attend much of the programming was limited, I will never forget the excitement of participating in this year's "Forging Alliances," the Division's annual meeting with Divisions 35 and 45, which this year included Divisions 43 and 51 as well. We typically plan for 40 or so at this event, but as the attendees this year neared 100 in number, I lost count. Clearly, the energy toward working together at this time is unprecedented, and we must make the most of it. For the first time in Division history, the Division's Executive Committee will hold its midwinter meeting in conjunction with the midwinter meeting of Division 35. Such collaboration makes us better able to work on common projects, as well as enhancing the understanding of each other's issues. This is an excellent opportunity for both Divisions, and we hope to explore the possibility of a similar joint meeting with Division 45 for the following midwinter.

At Convention, it was also my privilege to unveil the Division's Plaque at a ceremony attended by most of the past Presidents of the Division. The Plaque will hang at APA Headquarters, and is inscribed with the names of the Division's past Presidents. It is the Division's "Kickoff activity" for the Association's year-long celebration of the Golden Anniversary of Divisions, about which you will be hearing more as the year unfolds. The Division's plans for the Golden Anniversary include a written history, a social event at next Convention, and an array of Divisional "boutique items" designed by our own Connie Chan. While we are nowhere near fifty (at least as a Division), this celebration offers us an opportunity to acknowledge that we have covered a lot of ground in twelve years. It is a time for us to reflect on some of the common concerns and joys we share as a professional family. And most of all, it gives us a chance to broaden our vision of what this family really is, and how we can better create a comfortable place for all of us. Our preparatory work is paying off, and we have great possibilities. It couldn't come at a better time.

Advertise in the Division 44 Newsletter

Division 44 has nearly 1,000 Members and Associates and approximately 600 Students and Affiliates. Our membership includes both academics and clinicians, all of whom are connected through a common interest in lesbian, gay and bisexual issues.

The Division 44 Newsletter is published three times per year, and reaches the complete membership. Advertising rates are extremely economical:

Full Page:	\$225	Quarter Page:	\$75
Half Page:	\$125	Business Card:	\$45

Deadlines are printed in the Newsletter, one issue in advance, and submissions via e-mail are particularly appreciated. Please call, write, fax or e-mail with any question to my addresses listed elsewhere in this newsletter.

— Phil Levinson, Division 44 Newsletter Editor

APA Division 44

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Editor's Note

PHIL LEVINSON

As we move into 1997, I think about how the Division 44 Newsletter has developed, and what this communication vehicle might hold for us in the future. The Division 44 Membership becomes increasingly more comfortable using the newsletter as a way of looking for help from others, asserting views about relevant issues, relaying information to and engaging in discussion with those of us involved in l/g/b psychological issues. There have been requests for sections devoted to topics which are particularly relevant to students and their research. I encourage all members of Division 44 to send submissions which have particular relevance to them.

My tendency has been to create sections of the Newsletter as they fall into patterns. The needs and interests of the membership direct the shape and content of the Division 44 Newsletter. As times change, and as technology develops, so will the Newsletter. The Division 44 Listserv has demonstrated the importance and convenience of the Internet in communications among members. At some point in the future, we can look forward

to a Division 44 Webpage which will include our newsletter on the World Wide Web.

I am very pleased to announce that Barry Chung has accepted the position of Associate Editor of the Division 44 Newsletter. Barry was this year's much deserved recipient of the Division 44 Award for Distinguished Contribution by a Student. Barry will assume the position of our next Division 44 Newsletter Editor, and I am certain that he will bring a creative and welcome presence to the Division.

As always, please feel free to contact me with submissions, questions, requests and complaints. **The deadline for submissions to the Spring issue of the Division 44 Newsletter is February 15, 1997.**

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Secretary-Treasurer Report

STEVE JAMES

The Executive Committee will be meeting in Seattle at the end of January for the Annual Winter Business Meeting. At that time, the 1997 annual budget will be set. All committees and task forces are asked to send their 1997 budget proposals to me by 12/15/96. If any member of the Division has specific recommendations for projects, or an interest in beginning new projects, please contact me so that any cost implications for the 1997 budget may be considered. As I reported at the Convention, we are within budget so far this year, and slightly ahead of our initial income projections to date. Committee and Task Force Chairs are to be commended for their planning and responsible spending.

I have begun a discussion with Elaine Rodino of Division 46, Media, on ways in which we might collaborate on projects of mutual interest, like Kris Hancock's idea of creating a workshop or "event" around the film "The Celluloid Closet" for next year's convention. If there are ways that any of you can think of for us to collaborate with Division 46, please let me know. You do not have to be a committee or task force chair to make suggestions. You do not even have to be willing to work on the idea yourself. If it is a good idea, people will support it. Please contact me with any ideas:

Steve James
Phone: (508)463-9022
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Committee and Task Force Reports

Membership Committee

JAMES S. FITZGERALD, *Membership Chair*

KEN SWARTZ, *Student Member*

1997 Dues Cycle

Another year has passed, and it is time to renew your membership with the Division. If you are a **Member or Associate**, your dues of \$30 US will be listed on your APA dues statement. You will not receive a bill from the Division. I would encourage you to renew your membership as a means of supporting the lesbian, gay, and bisexual "voice" within APA.

If you are a **Student-Affiliate, Affiliate, or Newsletter Only** member, you will receive your dues renewal statement at the end of September. You will notice several changes in your renewal statement this year. First, students have the opportunity to be listed in a **new student directory** to be published in the Spring of 1997. If you wish to be included, you **must** sign the form as indicated. If the form is not signed, your name will not appear in the directory. This is our means of protecting those students who desire confidentiality, while allowing others to appear in a public directory. In order to publish the directory in a timely manner, 1997 dues must be paid and received by December 31, 1996.

Second, students have the opportunity to **purchase the Division's Annual** for the reduced price of \$10 US at the time they renew their dues. Fellows, Members, Associates, and Affiliates automatically receive the Annual as a part of their membership in the Division. The Annual being purchased is Volume 4, which is scheduled to be published and mailed by summer, 1997. As with the student directory, those wishing to purchase the Annual must send their payments to me by December 31, 1996.

Third, students, affiliates, and newsletter only members will have the opportunity to make a contribution to the **Division's Malyon-Smith Scholarship Fund**. This fund is named after two past-Presidents of the Division, and is used to award student scholarships for excellence in lesbian, gay and bisexual research. We encourage everyone in the Division to contribute to this fund, as we seek to encourage and support research relevant to our issues.

Finally, there will be a late fee for those individuals who renew after December 31, 1996. For the first time, prompt renewal has advantages. Before December 31, 1996, renewals can purchase the Annual, appear in the student directory and avoid a late fee. After December 31, 1996, only dues and late fees are accepted.

The Membership Year

Whereas the Division membership year runs from January 1 to December 31, those who join after the APA Annual Convention (in mid-August each year) are automatically entered as joining for the following year. **That is, those of you who have joined since August 1, 1996, are entered in the database for 1997.** The reason is simple: APA will not accept new names for 1996 after that date, because of the lead time required for them to process and mail dues statements to more than 100,000 members. Also, there would be much confusion and distress should someone join in August and receive a dues statement in September. The advantage of joining after August is that you receive an additional Division 44 Newsletter - the Fall issue. The disadvantage is that you cannot receive the current year's Annual from the Division (your dues would cover the next year's Annual) but must purchase it from Sage for \$21.95.

Database Change

As the Division has grown, a trend that we hope to maintain, it has become apparent that the database needs a permanent "home." The Division is in the process of contracting with Division Services of APA to manage the database. We have carefully explored the issue of confidentiality, and are satisfied that our records will be secure and safe. Whereas Division Services will maintain the database and handle the numerous detailed chores, nothing else will change. The requirements for the different membership categories will remain the same, and our Affiliate members will still not need to belong to APA to remain with, or join, Division 44. If anyone has a concern about this management shift, please contact me ASAP.

Address Changes

Please keep those address changes coming!! This is especially important for our more nomadic members (i.e., students). I have noticed that many

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newsletters, even with the bulk permit (usually not forwarded), are being forwarded, but a number of them are returned to me, and I then need to re-mail them first class. Other mail is returned with the message "temporarily away." Please Email me (FITZ404@AOL.COM), fax me (770.435.9357), or call me (770.435.5453) with any address changes. And a thank you to those members who have promptly sent me new addresses.

Trial Memberships

Don't forget to tell your friends and neighbors about the 1/2 price first year membership in the Division for Fellows, Members, Associates, and Affiliates. **They can "sample" the Division for the first year for \$15.** This program will run through the year 2000 in an attempt to attract a larger membership base. Please assist the Division in recruiting new members as we strive for 2000 members by the year 2000. Our current membership is close to 1500.

Follow-Up Mailing with the Annual

In the previous two years (the only years in which the Division has published the Annual), many people did not receive the Annual. Entitled *Contemporary Lesbian and Gay Issues in Psychology*, the Annual is a benefit of membership for Fellows, Members, Associates, and Affiliates. Starting this year, students may purchase the Annual through the Division for \$10 US. However, in years past, several people did not receive the Annual as expected. In order to ensure that all eligible members receive the Annual, there is a new procedure that the Division will implement starting with Volume 3. This Volume (*Ethnic and Cultural Diversity Among Lesbians and Gay Men*) is scheduled to be mailed in March of 1997 for members of record in 1996. If you are in one of the categories of membership listed above, and do not receive the Annual by June of 1997, send me your name and address. There will be a one-time follow-up mailing in June for those 1996 members who failed to receive the Annual on the first mailing. Volume 4 (*Stigma, Prejudice, and Violence Against Lesbians and Gay Men*) is due to be mailed in June, 1997. The follow-up mailing for 1997 members will be three months (September) after the first mailing in June. You must be eligible for the Annual, and must send me your name and address to be in the follow-up mailing.

Seattle Area Members

The Executive Committee will hold its midwinter meeting in Seattle from January 31 to February 2, 1997. The Division will host a social hour for our local members, and invites each of you to attend. Please mark this weekend on your calendars, and we will inform you of the specifics of the social hour via Email and letter. Please come to meet and dialogue with the leadership.

Email Contact Within the Division

Any member of Division 44 can sign up for our **Free listserver service**. This is how it works: On your Email screen, you send a message to "majordomo@lists.apa.org", do not type anything on the subject line, and type "subscribe div44" in the message area. Then, should you want to send a message to all Division 44 subscribers, you send the message to "div44@lists.apa.org". Everyone on the list will automatically receive your message. We encourage everyone to sign up for this service. You can inquire about job opportunities, raise a concern about the Division, share an idea, solicit research subjects or support, send an address change, etc.

Youth and Family Task Force

STEVE JAMES AND KAREN JORDAN, *Co-Chairs*

JON LASSER, *Student Co-Chair*

With the generous help of Jean Baker (Tucson, AZ) we are launching an effort to help State Associations to increase their awareness of the needs of gay, lesbian, bisexual, and questioning kids in schools. We have sent to each State Psychological Association a copy of the 1993 Council Resolution on Lesbian, Gay, and Bisexual Youth in Schools, and an invitation to allow our members to assist them in creating safer and more inviting environments in their schools for these children. If anyone is willing to be a contact in their state for this effort, please contact Steve James at (508) 463-9022 or Email "steve813@delphi.com."

Task Force on Bisexual Issues in Psychology

SARI DWORKIN AND RON FOX, *Co-Chairs*

At this year's APA Convention in Toronto, Division 44 sponsored a symposium on bisexual issues featuring papers in several areas: *Bisexual women in the lesbian community* (Sari Dworkin, California State University Fresno), *Sexual identity and behavior among Black and White bisexual men* (Joseph Stokes, University of Illinois at Chicago), and *Bisexuality research in Canada* (Ted Myers & Dan Allman, University of Toronto).

There was a well-attended bisexual issues Discussion Hour in the Division 44 Hospitality Suite hosted by Task Force Co-chairs Ron Fox and Sari Dworkin, as well as a Discussion Hour hosted by Division President Doug Haldeman, which continued the dialogue among members on the inclusion of bisexual issues in the Division. There was a Discussion Hour for lesbian and bisexual women hosted by Division 44

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President-Elect Christine Browning and a Discussion Hour in the Division 35 Hospitality Suite sponsored by the AWP Caucus on Bisexuality and Sexual Diversity.

Perspectives on bisexuality were present in other symposia, and in papers, posters, and workshops sponsored by Division 44 and the Public Interest Directorate's Mini-Convention on Lesbian, Gay, and Bisexual Issues. Formal inclusion of bisexual issues was also accomplished this year by several APA related committees and groups: the APA Committee on Lesbian, Gay, and Bisexual Concerns (CLGBC); the Public Interest Directorate Office of Lesbian, Gay, and Bisexual Concerns, and the Division 43 (Family Psychology) Committee on Lesbian, Gay, and Bisexual Family Issues.

Goals for the Task Force for the coming year include:

- 1** Continued liaison with the Executive Committee & support for the Division's important work educating and advocating for lesbian, gay, and bisexual interests within APA and psychology.
- 2** Regular reports to the Executive Committee on the work of the Task Force and outreach to members through the Division Newsletter.
- 3** Support for the Executive Committee's decision to put the question of formal inclusion of bisexual issues along with lesbian & gay issues in the name, mission statement, and by-laws of the Division, to a vote of the membership in Spring, 1997.
- 4** Proposals for convention programming on bisexual issues in the form of Symposia and Discussion Hours. We encourage you to inform us about relevant academic, clinical, research, or community projects in which you may be involved.

Science Task Force Report

ALLEN M. OMOTO, *Task Force Co-Chair*

The Division 44 Science Task Force met during the recent APA convention to update its activities and discuss future efforts. The general goals of the Task Force are to increase the profile of science within the Division, encourage rigorous research on issues of interest to gay, lesbian, and bisexual people, and support the development of g/l/b researchers.

One project that is nearing completion is a survey of researchers who are g/l/b or who work on related issues. This survey (a copy of which is included with this newsletter) is being conducted by Ilan Meyer, Katie

5 Resources on bisexual issues for the membership. A brief reading list and a new, more extensive resource list are both now available.

The Task Force has appreciated the leadership shown by the Division 44 Executive Committee and Division Committees and Task Forces in bringing the issue of inclusion to the membership for discussion and consideration. The Executive Committee and the Task Force invite you to express your views. Several avenues are available in addition to communicating with the Task Force, including contacting the Executive Committee through our President, Doug Haldeman or Secretary/Treasurer, Steve James; posting a message on the Division 44 internet mailing list; and writing a letter to Division 44 Newsletter Editor, Phil Levinson. We encourage you to continue the dialogue by communicating with us and letting your views be known.

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Cuminsky, and Frank Wong, and will culminate in a directory of researchers. If you haven't already, please complete and return a survey and/or pass on a copy to individuals you think should be included in this directory. The goal for completing this project is early 1997. For more information, contact Ilan Meyer via email at "im15@columbia.edu", or Frank Wong at "wong_f@umbosky.cc.umb.edu"; you can also contact Sean Massey at "smassey@email.gc.cuny.edu" or (212) 642-2508 to get copies of the survey for distribution (especially in newsletters for other divisions).

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The need for greater information sharing and dissemination surrounding scientific issues in the Division was also discussed. Funding opportunities for g/l/b research are sometimes missed by investigators who may be in a good position to effectively compete for funds. Students who identify as g/l/b may feel "out of the loop" on where g/l/b research is being conducted and who they can contact for support or advice. Although the directory of researchers will help with these issues, the Task Force made a commitment to more actively use the newsletter and the Division 44 email list to post information about funding opportunities and research programs. Please help by posting relevant notices you come across on the Division 44 listserve and in the newsletter.

The related need of building the research infrastructure of the Division and for g/l/b researchers was also identified. To this end, the Task Force will explore the development of a mentor program. Through this program, students could make contact and seek advice from active scholars, and young or less

experienced investigators could get input on papers and grant applications before they are submitted. If you are interested in participating in this program, either as a mentor or mentee, or have comments on it, please contact Allen Omoto at "amomoto@stat1.cc.ukans.edu". The Task Force also plans to increase the visibility of programs of research by inviting investigators to submit brief columns about their research to future newsletters.

There was also discussion of strategies for "capacity building" among g/l/b psychologists, particularly those working in community centers or practice, to help them conduct and disseminate research and to compete for research funds. Frank Wong is pursuing this issue and would appreciate hearing your thoughts (email address above).

Finally, the Task Force looks forward to working with the Division 44 Program Chairs and Awards Committee in evaluating the scientific aspects of submitted proposals and candidates. Craig Waldo, "cwaldo@s.psych.uiuc.edu", has agreed to follow up on these issues and welcomes your input. ▼

Student Column

JESSICA MORRIS AND CRAIG WALDO, *Co-Chairs*

The annual convention marked the end of Ann Crawford's term as student co-chair, and we would like to thank her for the work she did. Craig Waldo continues his term and is joined by Jessica Morris, a graduate student at the University of Vermont (at the University of Massachusetts, Amherst this year). Once again, students played a big part in Division 44's programming at APA by staffing the hospitality suite. We want to thank the students who gave their time to make the suite's programming and parties an enjoyable experience: Bill Bobowicz, Nick DiCarlo, Charley Lang, Adrian Liau, Brian Litzenberger, Tamara Orr, Greg Wells and David Whitcomb all contributed many hours by volunteering their time to host parties, film screenings and discussion hours in the suite. Thank you!!

There are a couple of things of particular interest to students to mention. When student affiliates move, changing your address with APA does not update your address with Division 44. Please keep Membership Chair Jim Fitzgerald up to date about where you are. Jim also has a student membership directory in the works (students will

need to give permission to be included). And it is never too early to start thinking about proposals for the Malyon-Smith Scholarship Award for student LGB research. See the newsletter for details on the deadline.

Division 44 is launching a campaign to have 2000 members by the year 2000, and students can be a big part of this. As of last count there are almost 400 student affiliates, comprising 26% of the total membership. Any suggestions for increasing student membership are appreciated, and pass the word along to other students. One issue that has been of interest to students is changing the name of the Division to include bisexuals. This has been moving forward and there is a strong commitment from the Executive Committee for a name change. Students may also be interested to know that an Ethnic Minority Committee has been formed, and student participation in this committee is welcome. A pre-convention continuing education workshop about ethnic minority issues is being planned for next year, and students will be able to attend at a discount.

In addition to a focus on ethnic diversity, the Division 44

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President, Doug Haldeman, has expressed a strong commitment to student issues. He wants to know what students are interested in, and what we are thinking about the Division. Please contact Craig and Jessica and let us know. We will organize the information and present it to the Executive Committee. There were more male than female students staying in the hospitality suite this year, and we were wondering if there are any changes that could be made for the next convention in Chicago to facilitate more women's participation. Phil Levinson, the Newsletter Editor, has also expressed interest in what students are doing and he is seeking student contributions to the Newsletter.

Did you know that there is a listserve especially for lesbian, gay and bisexual graduate students in psychology? A description of LGBPSYCH and information about how to join is elsewhere in the Newsletter.

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The Mental Health and Addiction Services Department of
Fenway Community Health Center announces a

Fenway Forum Seminar Series

Clinical Issues in the Treatment of Gay Men and Lesbians

November 11, 1996 - January 6, 1997

A survey course for clinicians of all sexual orientations who want training in working with gay and lesbian clients. Participants may enroll for any or all of the three modules. Seminars will be held on Mondays, 8:45-10 am. For information regarding registration and CEUs, call (617) 267-0900 x313.

Module #1: "Identity"

November 11, 1996 - January 6, 1997

Topics include: Coming Out, Mental Health & Homosexuality, Gay Male and Lesbian Development, Bisexuality.

Module #2: "HIV Issues"

January 13 - March 3, 1997

Topics include: Medical Issues, Psychological Issues, Neuropsychological/psychopharmacological, Neuropsych Testing, Case Management, Safer Sexual Practices.

Module #3: "Special Topics"

March 17 - May 5, 1997

Topics include: Gay & Lesbian Victims of Hate Crimes, Domestic Violence, Sexual Compulsivity, Substance Abuse, Multiculturalism, Group Treatment, Families & Parenting.



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APA Advocacy for Lesbian and Gay Concerns Looks Ahead to Future Efforts

Brian D. Smedley, Ph.D.

Director, Public Interest Policy, APA

As the 104th Congress winds toward adjournment, advocates for the concerns of lesbians and gay men can count many legislative accomplishments of the past two years, but will perhaps remember only the significant legislative defeats of recent weeks.

With many issues of concern to gay and lesbian Americans only tenuously resolved at the federal level, including the military's "Don't Ask, Don't Tell" policies, advocates entered the current legislative session fearing an onslaught of negative legislation sponsored by the new conservative majority aimed at reversing decades of social progress. These fears quickly became reality. APA's Public Policy Office, as well as other major gay and lesbian advocacy organizations, faced Congressional challenges on a range of issues, including efforts to limit school-based sexuality and tolerance education programs, and discharge HIV-positive military personnel, among other negative legislation.

These Congressional challenges placed advocates in a defensive posture; "victory" was quickly, as well as successfully, helping to stop negative legislation before being enacted into law. Given this context, it is noteworthy that the most important civil rights legislation affecting gay and lesbian Americans came within a hair's breath of passage in the U.S. Senate, and received considerable bipartisan support. This legislation, the Employment Non-Discrimination Act (ENDA), would bar discriminatory employment practices on the basis of sexual orientation. ENDA did not appear to be viable early in the 104th Congress, but gained considerable strength as Senators debated a bill, the Defense of Marriage Act (DOMA), that would preclude federal recognition of same-gender marriages. These bills gained considerable public attention while debated on the Senate floor, giving members of Congress an opportunity to rise beyond fear and ignorance and educate the public about homosexuality and homophobia. Sadly, few members rose to this challenge.

The APA Public Interest (PI) Directorate and Public Policy Office (PPO) contributed significantly to efforts to educate Congress and support the work of gay and lesbian advocacy organizations. Some of the Congressional debate regarding DOMA and ENDA revolved around questions of whether gay men or lesbians are appropriate "role models"

for children, or pose risks to the physical and emotional health and well-being of children. Senator Don Nickles (R-Okla.), for example, questioned whether ENDA would require employers to hire gay men and lesbians to work in "sensitive" positions with children, despite parents' and employers' objections. While Nickles shied from directly linking homosexuality with pedophilia, or making accusations of "recruitment" of children into sexual experimentation, these implications were clear. PI and PPO staff prepared "Question and Answer" briefing documents for members of Congress addressing these and other questions that were asked or implied in the context of DOMA and ENDA. These included questions such as: "What is sexual orientation? What factors contribute to the development of sexual orientation? Can sexual orientation be changed? Are gay and lesbian people capable as parents of children? Would failure to pass DOMA prove harmful to children? Are lesbian and gay people likely to form long-lasting, stable relationships? Is DOMA likely to reinforce prejudice and discrimination against gay people? What are the effects of prejudice and discrimination against gay people?"

The theme of these briefing documents is that opposition to ENDA and support for DOMA are based in large part on unfounded fears and prejudices. These fears, if codified in law, would likely reinforce prejudice, stereotypes, and bigotry.

How did Congressional debate and votes on these bills proceed?

The "Defense of Marriage Act" (DOMA) would allow states to refuse to recognize same-gender marriages. The bill's proponents point out that a pending Hawaii Supreme Court decision may allow same-gender marriages that, under current law, may be recognized by other states. Opponents argued that the federal "full faith and credit" (a clause in the U.S. Constitution that mandates that states recognize and uphold other states' laws) has never been abridged by the Congress. Congressional efforts to define marriage, they argued, therefore amount to bigotry and homophobia.

Buoyed by President Clinton's pledge to sign DOMA if passed, many members on both sides of the aisle received

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APA Advocacy for Lesbian and Gay Concerns: *continued*

political cover for “aye” votes, and DOMA passed overwhelmingly in both the House and Senate. The Senate’s floor vote on DOMA, however, was followed immediately by a floor vote on ENDA, a strategy designed to capitalize on many members’ desire to convey modest support for the concerns of lesbian and gay Americans despite the lopsided DOMA vote.

ENDA’s supporters were cautiously optimistic prior to floor consideration. Over 40 Senators expressed official support for the measure by signing on to the bill as cosponsors. ENDA needed the support of approximately eight Republican Senators — which they received — yet the bill failed, 49-50. Sadly, one member who reportedly supported ENDA did not vote due to a family emergency. Had this member voted, Vice President Gore likely would have cast a tie-breaking vote in favor of ENDA.

While these legislative defeats have been disheartening, Public Policy Office staff are working to find new opportunities to advance issues of concern to gay men and lesbians. Lori Valencia Greene, Senior Legislative and

Federal Affairs Officer at APA, is working to support the activities of the Lesbian Health Advocacy Network (LHAN), a coalition of lesbian health advocates that meet monthly and is supported by the National Lesbian and Gay Health Association. The LHAN shares information regarding lesbian health, and coordinates activities between individuals and organizations interested in advocating for the advancement of lesbian health. Some of the activities conducted by the LHAN include meetings with key HHS officials to discuss lesbian and bisexual women’s health information, and to provide presentations at conferences and meetings where women’s health research, programs and policy are discussed. In addition, the Public Policy Office welcomes to its staff Jeanine C. Cogan, Ph.D., as the SPSSI James Marshall Public Policy Fellow. Dr. Cogan is interested in socio-cultural influences on women’s health, lesbian and gay concerns (especially hate crimes), and other issues.

We urge Div. 44’s membership to join us in federal advocacy efforts as we prepare for the next Congress. Our team of policy analysts and lobbyists can be reached by calling the APA Public Policy Office at (202) 336-6062. ▼

Issues for Graduate Students Doing LGB Research

JESSICA MORRIS

A little more than one quarter of the membership of Division 44 are student affiliates. Many of us are conducting, or want to conduct, research on lesbians, gay men, and bisexuals. While doing a dissertation on lesbian and bisexual women (with an out lesbian advisor), I found that other graduate students asked me about the process of doing this project as often as about the actual research. I was curious about this and, by using the computer listserve for lesbian, gay, and bisexual graduate students in psychology (LGBPSYCH), I asked people about their experiences. Twelve students responded, and I organized their responses by themes.

Both negative and positive issues emerged. Perhaps because when things go well there are fewer issues, there were about half as many types of positive experiences as negative experiences. Among the negative, experiences are loosely organized into issues involved in preparation for research about lesbians on the one hand, and actually conducting the research on the other. Some students were never able to actually conduct the research in which they were interested. None of these students had a lesbian, gay or bisexual advisor.

The first, and perhaps most important issue for students is finding a professor willing or able to be a mentor, and then

finding committee members. Students reported difficulty in finding a professor with the relevant expertise. Some solved this by working as independently as possible, or by connecting with faculty in other departments. Working with LGB professors may not help if they are not out and the student worries about outing the professor. In regard to working in a research group with heterosexual students and professor, one student said “I became the poster child for queer America. It was really hard. I was spending more time answering their questions you’ve always wanted to ask a queer but were afraid to ask than I was getting my work done.” Students also noted the lack of peer support and library resources.

Feeling that their research was held to a higher standard was common for students, especially when it came to having projects approved by Institutional Review Boards. It was around IRB approval for LGB research that the most distressing experiences were reported by graduate students, and they were most worried about anonymity. One student told me to “protect my dissertation please ... the walls have ears when it comes to the IRB.” Some IRBs put research proposals through many full reviews, more than any other type of research. Students reported that even advisors were stunned at the treatment, and were unable to step in and facilitate the process. Some felt they ended up with half a study.

Continued to page 11

Graduate Students Doing LGB Research: *continued*

Students also reported some negative experiences when actually conducting LGB research. Some were accused of being too political, or had research devalued because their objectivity as a researcher was questioned. One student said, "I feel terribly lonely ... I find myself working constantly in isolation and against the status quo." Others had questions about the difficulty of publishing, and whether their careers would be hindered, or if they would be viewed as less desirable job candidates.

On a brighter note, most students related some positive experiences. Although none of the students who shared their experiences had an advisor who was initially familiar with the area or who was lesbian or gay, many found support from professors who were willing to learn. Support was also found in other departments, and from lesbian and gay

communities outside of the academic setting. Some students found that their own department was willing to be flexible about guidelines in order to accommodate the research. Further, since students were often seen as experts, especially when no professor was knowledgeable in this area, there were opportunities for publication and presentations.

Certainly, there are many graduate students who are able to conduct studies despite barriers, and most report at least some positive experiences. Division 44 provides a valuable resource for graduate students through this newsletter, and at APA conventions where graduate students gather, give each other support and have an opportunity to meet those who are experts in LGB research. As the interest in LGB research increases, it is important to continue discussing issues faced by graduate students. ▼

Division 44 Awards Presented at 104th Annual APA Convention in Toronto

Distinguished Contributions

To Ethnic Minority Issues:

Cynthia Gomez

To Science:

Charlotte Patterson

To the Profession:

Royce Scrivner

By a Student:

Barry Chung

To Education and Training:

Dorsey Green

Division 44 Elects Four New Fellows

The honor of "Fellow" is one way in which Division 44 can recognize the "unusual and outstanding contribution" of an individual to the area of psychology as it relates to lesbian, gay and bisexual issues. The Executive Committee of Division 44 elected four new Fellows to receive this singular honor. Congratulations to Connie Chan, Sari Dworkin, Judith Glassgold, and George Albee, our new Fellows of Division 44.

1996 Malyon-Smith Scholarship Award Winners

By Chris Browning

Division 44 is pleased to announce the 1996 recipients of the Malyon-Smith Scholarship Award. This year we received a joint submission from Ms. Merris Hollingsworth and Ms. Meredith Tomlinson from the University of Maryland. They will share the \$500 award for their research proposal entitled, *Working it out: A qualitative study of the career development of prominent U.S. lesbians*. Honorable mention was given

to Mr. Richard Smith, also from the University of Maryland for his dissertation proposal entitled, *The impact of gay identity development on AIDS-risk behavior among younger gay men*. We look forward to reading Ms. Hollingsworth, Ms. Tomlinson and Mr. Smith's abstracts in the Division 44 newsletter upon the completion of their work. Congratulations!

Thank you to the following Division 44 members who reviewed the proposals: Dr. Gus Barone, Dr. Connie Chan, Dr. Susan Kashubeck, Dr. Ruth Fassinger and Dr. Eduardo Morales. Also thank you to all the generous contributors to the fund. Without you there would not be any awards.

I would also like to take the opportunity to introduce the membership to the new Chair of the Malyon-Smith Scholarship Committee. Dr. Susan Kashubeck is an Assistant Professor at Texas Tech, and has served as a reviewer for the Award for the past two years. Please direct any questions about the award to her.

As many of you know, this scholarship is named in honor of two former Division 44 presidents: Alan Malyon and Adrienne Smith. Both Alan and Adrienne were founding parents of the Lesbian and Gay Psychology movement. This scholarship provides assistance to graduate students conducting research on LGB psychological issues. Please consider making a tax deductible donation to help us fund many more of the excellent proposals we receive. Please make your checks payable to Division 44: Malyon-Smith Award and send them to Susan Kashubeck, Ph.D., Texas Tech University, Dept. of Psychology, 222 Psychology Building, Lubbock, Tx 79409-2051.

Ethics in Psychology: Critical Feminist Issues

Division 35 Mid-
Winter Conference
Seattle, Washington,
January 31, 1997
8:30-5:00PM

Description: Topics to be covered include Race and Culture: Ethical Challenges for Feminist Psychology, Critical Ethical Issues in Feminist Psychology, Ethical Issues in Clinical Practice, Feminist Ethical Challenges in Teaching, and Feminist Ethical Challenges in Supervision.

Location: The Annual Mid-Winter Conference will take place at the beautiful and historic Edgewater Hotel, located at 2411 Alaskan Way, directly on Pier 67 at the North end of the Seattle Waterfront, in a conference room with a sweeping view of Puget Sound. Registration costs include continental breakfast, lunch,

break snacks, and the reception, and all costs of CPE. It is accessible by shuttle service from SeaTac airport, and by brief taxi rides from the Antrak and Greyhound stations. It is easy walking distance from the downtown ferry terminal, as well as from the Victoria ferry. It is just east of the historic Pike Place Public Market Center.

CE Hours: This program will provide registrants with 6 category one continuing education credits in ethics. Division 35 is approved by the American Psychological Association to offer Continuing Education Workshops for Psychologists and maintains responsibility for the program.

Co-Sponsors:
Division 44 of APA,
Society for the Psychological
Study of Lesbian and Gay Issues

Washington State Psychological
Association

Committee on Ethnic Minority
Affairs, WSPA

Registration:
Pre-registration (before January
24, 1997)

Members of Divisions 35, 44, and
WSPA: \$ 85.00

Student members of Divisions 35,
44, and WSPA: \$ 30.00

Non-members: \$ 100.00

Student non-members: \$40.00

Reception only: \$ 15.00

On-site registration fees will be \$10.00 additional in all categories. We suggest registering early to insure space availability. You may join Division 35 on-site and receive a member rate.

Scholarships: A limited number of scholarships may be available upon request to students and low-income members of the sponsoring organizations. Please contact us directly regarding scholarships, detailing what your needs are. Please do this as early as possible.

Presenters:

Laura S. Brown, Ph.D. ABPP
Division 35 President

Jessica Henderson Daniels
Ph.D.
*Judge Baker Children's Center
Boston*

Mary Brabeck, Ph.D.
Boston College

Olivia Espin, Ph.D.,
*San Diego State University &
CCSP-SanDiego*

Shirley Feldman-Summers
Ph.D.
Private Practice, Edmonds WA

Angela Ginorio, Ph.D.
U. of Washington

Melba Vasquez, Ph.D. ABPP
Private Practice, Austin TX

Connie Chan, Ph.D.
U. Of Massachusetts-Boston

Jennifer J. Freyd, Ph.D.
U. of Oregon

Kat Quina, Ph.D.
U. of Rhode Island

Beverley Greene, Ph.D.
St. John's University

Natalie Porter, Ph.D.
CSP-PA-Alameda

Barbara Dahl, M.S.
U. of Washington

Kelly Cue, M.S.
U. of Washington

Lorraine Martinez, B.A.
U. of Washington

Reception: A no-host bar reception co-sponsored by Division 35 and Division 44 will immediately follow the conference. All are Welcome.

Accessibility: The Edgewater meets ADA Act requirements for accessibility. If you have special access needs (sign language interpreter, guide, large-print or taped materials), you must notify us of this by January 3, 1997. We will be unable to guarantee meeting access requests made after that date. We request that conference attendees not wear perfume or other scented personal care products (e.g., hair spray, hand lotion) because they will make a number of other attendees ill. We appreciate your attention to this request.

Reservations: Room reservations are made directly through the Edgewater Hotel. Rooms range from \$90.00 to \$136.00 per room, regardless of number of occupants, depending on the size of room and whether you have a water or city view. All prices are in US Funds. The smallest rooms sleep two good friends in a queen or two twin beds, and the largest can sleep three or four persons with a roll-away bed (no extra charge). There is also a city/county occupancy tax on the rooms of 15.2%. Several rooms are fully wheelchair accessible; please request this when you reserve your room. When making reservations, specify that you are with the Psychology of Women Conference to get our special room rate. The reservation phone # is 206-728-7000. The fax # is 206-441-4119.

.....

Registration Form (Please be sure to fill in all needed information)

Name _____

Mailing Address _____

City _____ State _____ Zip _____

Home phone _____ Work phone _____

Fax _____ Email _____

I have the following special access needs (please be extremely specific) _____

I need a vegetarian Lunch I am requesting a scholarship (please be specific as to why) Enclosed is my registration fee of \$ _____ Enclosed is my scholarship contribution of \$ _____

Please make checks payable to Division 35.

Total enclosed: \$ _____

Please charge this amount to my VISA MasterCard

Card# _____ Expires _____

Interbank # (MasterCard only) _____

Signature of cardholder _____

Please note: Charges will go through WSPA (do not be surprised to see it on your bill)

Mail your registration to:
Division of Psychology of Women Central Office, 919 W. Marshall Avenue, Phoenix AZ 85013.

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Division 44 Presidential Address

A Matter of Justice for Lesbians, Gay Men, and Bisexuals

Robin A. Buhrke, Ph.D.

Presented at the annual meeting of the APA, Toronto, Ontario, Canada, August, 1996.

Excerpted from Buhrke, R. A. (1996). *A Matter of Justice: Lesbians and Gay Men in Law Enforcement*. New York: Routledge.

In 1991, I was Chair-Elect of Dade ActionPAC, a political action committee formed in Dade County, FL to address the concerns of the lesbian, gay, and bisexual community. Members of the gay community had lodged numerous complaints against two Miami Beach Police officers who were allegedly entrapping gay men by going off to a secluded spot on the boardwalk, pretending to engage in oral sex,

consisted of an openly gay patrol officer and a heterosexual, and several officers—gay and straight alike—marched in uniform in the 1992 Gay Pride Parade and recruited reserve officers at the Pride Festival.

In May of 1992, then-President Bush came to the Miami Beach Convention Center to speak at a commencement ceremony, and police intelligence sources learned that several bus loads of members of ACT UP (AIDS Coalition To Unleash Power), an organization known for its radical protests, were planning to demonstrate. The Department asked me to work as a liaison between the protesters and the police. Several events

The demonstrators began their protests, shouting complaints at the President—who, of course, was nowhere near earshot. At some incalculable point, the target of the shouting and cursing shifted from the President to the police officers who were lined up between the protestors and the building. The jeers were ironic in that the officers facing the ACT UP protestors and taking the brunt of this cop-bashing were themselves lesbian and gay. In that moment, the dilemma of the lesbian and gay officers became crystal clear to me: these officers all too often are not accepted by their police community because of being gay or lesbian, and because of being cops, they are rejected by the lesbian, gay, and bisexual community. I wondered what it was that led these officers to choose to stay in such a potentially conflict-ridden career. I received part of my answer a year later, at the 1993 March on Washington.

...these officers all too often are not accepted by their police community because of being gay or lesbian, and because of being cops, they are rejected by the lesbian, gay, and bisexual community.

that day sparked this project. The Department had set up a row of barricades with spots for each of the many protesting groups. Although the Department supported the rights of the protesters to demonstrate, they didn't want anyone to get hurt, and they wanted to avoid arrests.

I was stationed on the police side of the barricade. When I walked up to the ACT UP protestors—most of whom I knew from my work in the community—one taunted, "Traitor! What are you doing over there?" That allegation provided my first taste of the dilemma faced by lesbian and gay officers.

inviting men to join them, and then arresting them for lewd and lascivious behavior. As a result, several of us went to visit the Chief to discuss our concerns. That was the beginning of an ongoing relationship between the lesbian, gay, and bisexual community and the Miami Beach Police Department. Members of Dade ActionPAC were invited to conduct sensitivity training sessions with the 300-plus officers over the course of the next year and a half. During that time we also helped the Department write a non-discrimination policy which included sexual orientation, the Chief appointed a lesbian and gay liaison team which

Lesbians, gays, bisexuals, transgendered, and their allies arrived from all over the country to participate in the March. Among them were a handful of Miami Beach police officers—most of whom I had seen vilified by members of the gay, lesbian, and bisexual community a year earlier. After standing in the warm, April sun for more than four hours, the Miami Beach Police Department contingent, made up of lesbian, gay, and heterosexual officers, their spouses,

Continued to next page

and their friends, began what would turn out to be the walk of a lifetime. Instead of the curses and profanity they had received the year before, they were met with an uproar of applause and boisterous cheers all along the march route, not to mention photographers and journalists wanting to document this historic event. That one mile journey had the power to wipe away years of abuse and harassment at the hands of the lesbian, gay, and bisexual community. For once, these officers were truly comrades with the gay and lesbian community.

Experiencing these extreme reactions to lesbian and gay law enforcement personnel was the catalyst for this project. I hoped that members of the lesbian, gay, and bisexual community

In sharing our humanity we can see that our similarities transcend many of our differences, and that our differences need not be feared.

might see how they were excluding, harassing, and sometimes oppressing members of their community because of their work in criminal justice. I hoped members of the criminal justice community might see how they, too, were excluding, harassing, and sometimes oppressing other criminal justice workers because of their sexual orientation. I hoped that both communities might better understand, develop compassion for, and begin to respect lesbian and gay criminal justice workers. In sharing our humanity we can see that our similarities transcend many of our differences, and that our differences need not be feared.

Lesbians, Gay Men and Law Enforcement:

Before we can fully understand the lives and stories of these people, we must set the context, for their experiences have not occurred in a vacuum. For most of the lesbian, gay, and bisexual community, the words "law enforcement" conjure images of bar raids, police harassment and abuse, and victimization by the criminal justice system rather than "brothers and sisters in blue." And for good reason. Legal sanctions against homosexual behavior date back to Colonial times when death was the punishment for the offense of sodomy (D'Emilio, 1983). Although most states had abolished the death penalty for sodomy by the mid 1800s, in 1950 all but two states still classified sodomy as a felony, and in New York, "homosexual behavior" was a felony punishable by 20 years in jail. Simply

talking suggestively about same-gender sex was grounds for arrest, and plainclothes officers entrapped gay men by initiating such conversations (Marotta, 1981). In 1971, 110 men were sentenced to 15 years to life for "sodomy and oral copulation" (Shilts, 1982). Although relatively few have been punished to the full extent possible, these laws served to label and stigmatize same-gender eroticism as criminal.

Although the frequency of bar raids may have diminished over the years, lesbians, gay men, and bisexuals are still the target of witch-hunts and banned from employment in some arenas (Shilts, 1993). Moreover, abuse at the hands of those whose job is to "protect and serve" is not uncommon, and conflict between the gay community and law enforcement is not a thing of the past. For example:

*As recently as 1991, riots broke out between the gay community and the

police in Los Angeles (Serrano, 1991) at a demonstration protesting Governor Pete Wilson's veto of gay rights bill AB 101. Gay leaders claimed that mounted police officers provoked the fracas (Ferrell, 1991). Multiple arrests were made, numerous injuries resulted, and protestors were subjected to beatings and anti-gay slurs.

*A Duxbury, MA officer was charged with felonious assault and battery with a dangerous weapon for allegedly breaking a beer bottle over the head of a woman while yelling anti-lesbian remarks (Batten, 1994).

Events such as these result in a widespread condemnation of and a lack of trust in law enforcement's willingness or ability to serve the lesbian, gay, and bisexual community. The courts have offered little protection for lesbians, gay men and bisexuals, as well. Police tend to ignore gaybashing, may assault lesbians, gay men, or bisexuals themselves, and even if a basher is brought to trial, the defendant's behavior is often excused by the court (Dodge, 1993). It is not an uncommon belief in the gay community that if gay bashers are arrested, prosecutors often fail to file charges against them and some judges give vastly reduced sentences because the victims of the attacks were "queers."

Despite this long and bleak history of conflict between criminal justice and the lesbian, gay, and bisexual community, there are some glimmers of hope. Top officials in many major cities have begun holding meetings with lesbian, gay, and bisexual leaders promising positive changes and increased sensitivity to the way police departments treat members of the lesbian, gay, and bisexual community (e.g., Boxall, 1992; Griffin, 1992, Morris, 1991). Many departments have instituted sensitivity training programs

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for officers and new recruits, more and more members of the lesbian, gay, and bisexual community are actively recruited to become officers, and liaisons between the lesbian, gay, and bisexual community and various police departments have been appointed. Some departments, in fact, are actively cracking down on perpetrators of anti-gay violence in attempts to curb hate crimes (Bardwell, 1991).

This shift in police conduct from harassing and abusing to more positive collaboration is attributable, in large part, to the increasing power of the gay community. Physical resistance (i.e., as demonstrated by Stonewall), political resistance (i.e., voting power), and community pressure have shown the police that the gay community is no longer willing to be passively victimized (Rosen, 1980). Positive change may also be augmented by officers' increased exposure to lesbians, gay men, and bisexuals as more and more law enforcement and criminal justice personnel come out of the closet.

Many would argue that law enforcement and criminal justice is still closed to lesbian, gay, and bisexual officers and is antiquated in its views. Although this may be true, the field has come a long way. Until 1960, police departments were comprised almost entirely of White, male heterosexuals (Bouza, 1990). Although it is likely that lesbians, gay men, and bisexuals have worked in criminal justice for a long time, because sexual orientation has been stigmatized and its invisibility makes it possible to hide, little is known about the presence and experiences of lesbians, gay men, and bisexuals in criminal justice. The White, male, heterosexual ranks were broken first by race and later by gender. Men of color, and later, women, entered the ranks gingerly and were met with harassment,

abuse, and discrimination. Eventually, local and national policies such as the 1964 Civil Rights Act and the 1972 Equal Employment Act were enacted to protect workers, and when mistreatment continued, many victims found satisfaction through the courts. While still not on an equal par with their White male counterparts, men of color and women have come a long way towards integrating into criminal justice professions. Open lesbians, gay men, and bisexuals remain a decade or more behind.

Although initially the experiences of lesbians, gay men, and bisexuals are similar to those of ethnic minority and female officers, once on the job, they encounter some differences (Leinen, 1993). Lesbian, gay, and bisexual officers can choose to hide their sexual orientation, but this hiding creates a number of stresses. In addition, fears of persecution and harassment are often well founded. In many cases, lesbians, gay men, and bisexuals continue to endure harassment and discrimination, and few agencies or municipalities have anti-discrimination policies which include sexual orientation. Those policies that do exist are sporadically enforced. Lesbians and gays are among the most disliked categories of people by the police (Burke, 1993), in spite of empirical evidence that there is no difference between lesbian and gay applicants' and heterosexual applicants' suitability for hire or in performance ratings once on the job (Hiatt & Hargrave, 1994).

Although the lesbian, gay, and bisexual rights movement has paralleled the civil rights and women's

movements, sexual orientation remains an unprotected class. That is, it is still legal to deny employment on the basis of sexual orientation in all but a handful of jurisdictions. In many cases, lesbians, gay men, bisexuals and their allies in criminal justice fear for their jobs and sometimes their lives. You may remember that Portland, OR Police Chief Tom Potter received death

In many cases, lesbians, gay men, and bisexuals continue to endure harassment and discrimination, and few agencies or municipalities have anti-discrimination policies which include sexual orientation.

threats after marching in a gay pride march in support of the gay community and his daughter, an out lesbian officer in his department (Egan, 1992). A few years later, Nominee Potter was encouraged to withdraw from consideration for a post in the Justice Department because of his strong and visible support for gay rights ("Strange justice," 1994).

Given this historical context and my own observations, I began to wonder "What are the experiences of lesbians and gay men working in the criminal justice system?" Or more bluntly, "Why would lesbians and gay men want to put themselves in such a difficult environment?" Thus began this project.

Approach:

Over the course of a two year period beginning in June of 1993, I interviewed lesbians and gay men employed in various criminal justice positions. I was unable to interview any

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self-identified bisexual criminal justice personnel, and therefore any conclusions based on these stories may not generalize to the experiences of bisexuals. The stories presented here do not represent a random sample of lesbian and gay criminal justice professionals—there's no way they could. What I attempted to do was discover and present the "diversity" of experience rather than the "average" experience.

Most of those interviewed gave permission to be fully identified, while a few wished for (and received) varying degrees of anonymity. The stories recounted here represent 21 males and 22 females from 16 states, the District of Columbia, and Canada. Thirty-one are White, U.S. born; five are African American; two are Hispanic; two are White, U.S. immigrants; one is Native American; and one is Canadian. One has a disability.

Each interview was audiotaped. After transcribing the tapes, I edited the transcripts for clarity, redundancy, and grammar. Where possible, each person reviewed his or her own story, corrected any errors, and approved the editing.

"Pretty much anything you wanted to do to a gay person, you could have the support of the rest of the police department."

The two excerpts I want to read to you are a study in contrasts. Both officers were outed on the job, but with vastly different results. Jim Blankenship worked for the Pineville (WV) City Police Department until he was fired for being gay. Although he won his grievance against the city, he never worked as a police officer again:

I really didn't think going into law enforcement was possible, because I didn't see myself as that masculine. After graduating high school, I was on a student work-study program as the dispatcher for the City of Mullens. I was put in a cute little uniform and given the badge, but not the gun. About midway through the summer they put me in one of the cruisers to ride along with another officer. After I got that initial excitement of law enforcement I decided I'd go into the academy and into law enforcement. It was like a childhood dream.

We were instructed on what we could and could not get away with with gay and lesbian people. Pretty much anything you wanted to do to a gay person, you could have the support of the rest of the police department. One officer liked to harass one well known gay person in the community. He would pull him over for "no tail lights," and if his tail lights were burning he'd bust the tail light and write the ticket. I knew to protect my identity.

Towards the end, when the suspicion was rising, they would send me out on calls unprotected. The pressure was becoming more and more intense. They sent me out on every shit call they could. There were nights that I was the only officer doing any work out there. They called me to go pick up one of the town drunks, and I got into a wrestling match with him.

I got back to the cruiser, called for backup, and no one ever showed up. I should have seen the handwriting on the wall, but I kept thinking that if I laid low enough things would be fine. Once they sent me out to a garage to check a prowler. I was walking among the cars and instructing the other officer to go down the back alley.

When we met at the end of the alley, he had his weapon drawn and aimed towards me. I still have nightmares about that one because I think he probably was going to kill me but didn't have the nerve to do it. He swore he thought I was the prowler.

I was outed—that was the end of my career. One of the deputies that I was real good friends with told me I needed to ride with this guy and show him around. He rode with me a lot. He started telling me personal things about himself, and we got to be close friends. He was sitting in the cruiser one night and started crying that he had some things he wanted to talk to me about. He started telling me that he goes to "The Park," a gay bar in Roanoke. Immediately I thought, "I've been there." I started consoling him and saying, "It's okay. I've been to The Park, it's allright." I totally spilled my guts to this guy, showed him pictures of my lover, and told him everything. It turns out he was a plant by the city and the county to find out if I was gay.

A couple of days went by, and I got a call to meet him behind the jail. I stepped out of the car, and he hit me across my face with a night stick. I broke my glasses, I cut my eye, and I wrestled him and cuffed him. I put him in the cruiser, placed him under arrest, gave him his rights, and took him to the magistrate's court. The whole way to court I kept asking him, "Why are you doing this to me?" He kept saying, "You're a faggot." I said, "You told me you were gay, too." "I'm not gay. I just needed to know if you were a faggot or not."

When I got there, they took him out of the cuffs, sent him home, and that was

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the end of it. I showed up for work the next night, and the Police Commissioner met me at the time clock. He told me that the City had determined that I should be on immediate suspension, and he asked for my resignation. He wouldn't come out and give me a reason why. He kept saying, "You know why." I didn't resign. That was probably my first real standing up to anyone. He went back into the Chambers where the entire City Council was meeting. He came back and said, "Okay. You're fired."

I left work totally devastated. I filed a grievance against the city which I eventually won. I tried to get on in a couple other departments but there was no way in God's green earth that they would have me. The frustrating part was I knew I was a good cop.

Most gay people that I knew in law enforcement were very successful. I think they work harder because they have to. You've automatically got one strike against you, and if you're going to make anything out of your life, you'd better be busting your butt to get it better. I busted my butt on every opportunity, and I still feel that I had to do more than a straight person.

The most important thing to me was that I was trying to be the best I could be. I never understood why people didn't accept that and just let me be. I still feel the pain and humiliation from being dismissed. It will never be clear to me why people had to do that. I really believed I was a good police officer.

Sandy Austin is a 20 year veteran of the Metropolitan Police Department, District of Columbia. A compact and muscular woman, she portrays the image of a woman who doesn't take much from anyone:

I like being the police. I like the excitement, and I like it that no two days are anything alike. I always used to say, "Why watch the news when you can make the news?" I could give you all that B.S. about trying to help people, but I got over that a long time ago. Everybody has some of that naiveness about trying to help the world—you're going to solve all the world's problems—but once you get out there and realize people don't want your help and they don't like you, you give that theory up and go to something else like making money.

Before I came on the Department, you had to be 5'7"; I'm 5'2 1/2". When we came on in '74 as cadets, we were the first group of short females. I went to one of the most dangerous districts in Washington, D.C., and I was 5'2", female, and Black, so my early reception was not that great.

As much as possible, I tried to leave the fact that I was gay separate from the Police Department because I had one lieutenant who figured it out, and he always told me that if the Police Department found out, they would fire me. My first year I played the game going out with the guys. I went to no gay clubs, I didn't go out with anybody, and I was scared 'cause I didn't want to be fired. Once my first year was over, I said, "I'm not going to worry about this so much." I was in vice, I was 21 or 22 years old, and I must say, I was a dog. I'd do anybody. I didn't care if they were married, single, separated, living with somebody or not. I was just a dog and having a ball! I was fooling with this girl

who used to be my neighbor, and her girlfriend found out. I was over at my sister's house one night, and she came over and broke my windshield and cut my tires. On top of that, she went to the nearest police precinct and told them the whole story about me being gay and messing with her girlfriend. When I got to work my lieutenant said, "Effective tomorrow, you're going back to uniform." I asked him, "Why?" He said, "Just because."

"I still feel the pain and humiliation from being dismissed. It will never be clear to me why people had to do that. I really believed I was a good police officer."

I said, "I ain't going for this," so I called our EEO office. The secretary asked, "What's your problem?" I said, "Sexual preference." She got real quiet and put me on hold. Then this female sergeant came on the phone; I went through the same thing with her, and she got real quiet. She said, "Can you come down now?" I said, "I'm on my way." So I went down there, and I got a Black female sergeant, a White male lieutenant, and a Black male inspector to talk to. I went through it, and the Inspector said, "I don't think there's anything we can do to help you." But the female sergeant said, "Oh, no, Inspector. She put a lot on the line. We have to do something." The Lieutenant agreed with the Sergeant, so the Inspector said, "I have to listen to my

Continued to next page

staff. I don't know exactly what I can do, but I'm going to try to do something."

Nobody else knew I went to EEO except those three, but when I got back to my unit, a reporter called and said, "I heard you have a complaint. Are you willing to talk about it?" So it came out on the front page of the Washington Post.

A lot of guys said they weren't surprised. People I work with on a daily basis were there for me, and those are the only people you really worry about. Those are the people who have to back you up, and those are the people who you have to

"You come out, and you live your life. I think that's the best decision I've made because I feel freer than I ever could've been if I wasn't out."

back-up. You don't worry about the people who work downtown and gossip all the time 'cause they're not out there with you on a daily basis. The people who were out there were cool.

People would never make comments to me. I learned that you had to make your reputation early on, 'cause if you don't, the police and the people out there on the street will eat you alive. I made my reputation quick. Nobody knows if I can fight or not, but they believe I can. Nobody would ever say stuff to my face, 'cause they don't know what I might do. I told people, "If you don't come back me up, I'm coming after your ass." I told people to their face, they believed me, and I wasn't playing.

I've never been one who wants to go

through the rank structure. I have a problem with the promotional process because if you could just take a test and get promoted, that's fine. However, once you take a test then you've got to go through a review board, and it's all favoritism. Recently we had a female who wrote the 25th best paper on the test for sergeant, and after going through the other phases they bumped her to 153. Too much favoritism. You see, if I studied for six months, wrote the 25th best paper, and got bumped to 153, I'd hurt somebody. I won't put myself through that.

Before I got older and calmed down some, I stepped on a lot of toes. I just didn't care. But after I got in my thirties I realized that it wasn't quite beneficial to mouth off all the time, and it kept costing me too much money. So I calmed down, and I just mutter under my breath now.

I would really like to see our high-ranking officials come out. I know it's not going to happen 'cause they still want to get promoted, and they believe being gay would stop them from getting higher. But I keep fighting. The best thing I do is let people know I'm there, and they definitely know I'm there. Other gay officers come up to me and say they look up to me for being so open. They wish they could be that open, but they're afraid to come out. I think it's silly 'cause if you want to come out, you come out. I don't see what the big deal is. You come out, and you live your life. I think that's the best decision I've made because I feel freer than I ever could've been if I wasn't out.

Summary, Conclusions, and Recommendations:

So overall, what did I find? It's not

surprising that there was no universal experience. Similar themes as well as blatant contradictions pervaded their stories. At the same time that these men and women provided documentation of horrendous abuses of lesbian and gay criminal justice workers and the lesbian and gay community at large, they also demonstrated instances of profound, and sometimes, heart-warming support and respect.

For example, three officers described three vastly different experiences with regard to getting backup out in the field:

Dorothy Knudson of the Chicago Police Department described an incident where they were needing backup at 5 a.m.:

We were in a really bad, heavy, gang and drug area. I called for help and there were officers who were on the other end of our district just sitting down for their breakfast. One officer was very homophobic and misogynistic. He jumped up from his breakfast table, ran outside, got hit by a car, got back up, got into the squad car and still came.

Miami Beach Police Officer Pete Zecchini's experience is in direct contrast:

One night I got dispatched to a burglar alarm call at a business and there were two kids inside the store. I advised them on the radio that I needed a backup. On my way up to the call I saw five policemen sitting inside a restaurant five blocks away, and none of them got up to come and help. Only one guy showed up, and it took him 10 minutes to get there.

Finally, LAPD Sergeant Mitch Grobeson describes a situation where he was on foot pursuit of a couple of gang members:

Continued to next page

Fifteen minutes into the call and not one of 8,000 officers backed me up. The dispatcher was screaming in the radio, "What the hell is going on? Where the hell is his backup?" When I got back to the police station, this officer turned to me and said, "You didn't get any backup out there, did you?" He said, "They're trying to teach you a lesson." He leaned over and he whispered, "Get the hell out of Rampart Division before you get killed."

What accounts for these different experiences? Why do some lesbian and gay officers have colleagues who risk their lives to back them up while others have their lives jeopardized by colleagues who fail to protect them? Why do some describe teamwork, congeniality, and inclusion while others recount loneliness, isolation, and bitterness?

No simple or single answers can resolve these questions. The explanations lie in a complex web of influences, some of which lie in the work environment, and some of which represent qualities of the individual. These influences fall into three clusters: location, power, and status.

Location:

David D'Amico, New Jersey Department of Corrections

My advice to gay cops is to consider your location within the United States, consider what size department you're in, and consider how you're going to feel once your partners know. How are they going to act, and what would you do if they weren't your friend anymore because of your being openly gay? I felt that if these guys were my friends, they were going to be my friends whether I'm gay or straight.

Numerous aspects of the organization affect the experiences of lesbian and gay criminal justice workers. The most

obvious factor is size: in general, lesbian and gay employees had more positive experiences in larger agencies. Diverse attitudes, acceptance, and tolerance were more likely within the thousand-member departments of New York City and San Francisco than in the eight-member department in Pineville, WV. Similarly, locale was crucial. It is easier to be openly lesbian or gay, regardless of profession, in San Francisco than in Dallas, Texas or Bottineau and Cass Counties in North Dakota. The number of openly lesbian and gay officers in an agency is critical to a positive work environment for lesbian and gay employees. With sufficient numbers, lesbians and gay men become part of the fabric of the workplace and are less likely to be singled out for harassment. A lone lesbian or gay employee is more vulnerable. Anti-discrimination policies outline protections for lesbians and gay men, but policies are only valuable if they are supported and enforced by the administration. Without the active backing of the "brass," lesbians and gay men cannot successfully integrate into criminal justice fields. This is probably one of the most important factors.

Notice the contrast in these two officers' stories.

Massachusetts Correctional Institution Lieutenant Stephen St. Laurent's experiences when an 8 by 10 color photo of him in the Boston Gay Pride Parade appeared in the Globe shows how important it is to have the boss' support:

Nobody said a word about it. Not a soul, not even the inmates. Come to find out, my captain had gone around and told everyone that he would fire the first

person he saw harassing me about what was in the newspaper. He told me, "If anyone says anything to you about what's gone on this weekend, I want to know about it and I will fire them on the spot. The bottom line is you have always done a good job for me. You've always had my respect and that hasn't changed."

Anti-discrimination policies outline protections for lesbians and gay men, but the policies are only valuable if they are supported and enforced by the administration

Miami Beach Police Officer Pete Zecchini:

I can't do anything if I'm discriminated against or if I'm mistreated. I can't go to my supervisors and tell them that these guys won't back me up and I'm getting the shit knocked out of me because it's taking them 10 or 15 minutes to get to a call. I can't tell a supervisor when somebody calls me a faggot or when somebody beats the shit out of somebody that's gay. Do you know the repercussions of a policeman suing or accusing fellow officers? I would be an outcast far more than I am now. I might end up dead, not just not getting any backup.

Power:

The more power and authority these criminal justice workers wielded, the less likely they were to experience harassment and discrimination, and the more able they were to handle it should it occur. Power stems from a number of sources. Those in higher ranks were more likely to escape serious abuse, as were those in

Continued to next page

positions of authority. Judges were less likely to be hassled by police officers or district attorneys than the reverse, just as corrections workers were less likely to be harassed by inmates than by coworkers or supervisors. Those who had other options—that is, those who felt secure in their ability to obtain other suitable employment if need be—were less intimidated on the job. In contrast, those who felt trapped and unable to work elsewhere suffered. Finally, personality is an important source of power. The treatment criminal justice workers endure is often related to how they present themselves. Those subscribing to the notion of “Out and proud” succeeded more readily than those who believed in “Lie and deny.”

Contrast that with Los Angeles Police Officer Sue Herold:

I kind of wish I wasn't gay. It's a hard life to live. When you walk into a restaurant and you want to have a nice, relaxing, romantic dinner with your significant other, everybody looks at you. Why can't we just live and let live? There's always going to be that homophobe, or that racist, or that white supremacist who is going to raise children to be the same way. Why would you want to grow up and live in a world of hate? I certainly didn't want to. If I had had a choice, I would have been straight. But I didn't have that choice; it wasn't offered to me.

Status:

The third cluster is that of status. Sergeant Cheri Maples of the Madison (WI) Police Department:

Ten years ago there were still a lot of difficult attitudes toward women. They still exist but they've had to go so underground with them now that 25% of the officers are women. It's been a harder road for the minorities in the organization. The race thing is more paramount than the gender thing. Gender played an important role in how accepted lesbians and gay men were. In general, lesbians did not encounter the level of hostility and virulence that gay men did. The image of criminal justice workers as strong, masculine, and macho is more consistent with stereotypes of lesbians as masculine and “men-want-to-be's” and contrary to stereotypes of gay men which portray them as weak and effeminate.

Criminal justice workers holding “minority” status experienced more difficulty than those more closely resembling the White, able-bodied,

heterosexual, male stereotype. Anyone with one or more characteristics which deviated from that norm were, and in some cases still are, viewed as outsiders. For many, their more “visible” difference—that is, being female, disabled, or non-White—was more of a barrier than their sexual orientation. Officer Lynn Rosenberg of the Metropolitan Police Department, District of Columbia:

The real issue for me was being a woman. The guys on the street wait and watch each woman who comes up. They want to know, “Can we trust her? Will she back me up? Will she get in and fight?” It's like a little test.

Dispatcher Bonny Louison of the Harvard University Police Department:

The first major problem was the wheelchair since that's something visible everyone had to deal with. In some ways it was harder for people to adjust to the wheelchair than the sexual orientation. I figured they all assumed that I was asexual anyway because of the wheelchair. People were real leery because they assumed that people with disabilities can't do things. Their first reaction was I wouldn't be able to move fast enough—people associate wheelchairs with people who are retarded. They have found out that I move faster than anybody else in dispatch 'cause I just roll right through things. People have gotten real comfortable with the wheelchair, even when I run over their toes. Once they got over their stuff around disability, it was easy.

Conclusions:

Regardless of the prices they may or may not have paid, most criminal justice personnel who were out of the

“Those subscribing to the notion of ‘Out and proud’ succeeded more readily than those who believed in ‘Lie and deny.’”

Portraying shame and helplessness, or being unwilling to challenge homophobia invited disdain and contempt.

For example, San Diego County Deputy District Attorney David Rubin:

I made a commitment to myself that I would never be an “in the closet” professional. Period. Anywhere. Anytime. I'm not going to get promotions and have them hinging upon, “I'm out or not out.” If they don't want to hire me, fine. I'd rather know that up front.

I was out the first day at work. I was waiting to go in to get my assignment, and the secretary said, “Are you single?” I said, “Yes.” She said, “We'll have to find you some nice, single woman to marry.” I said, “I'm gay so it should be a man. But anything you can do is appreciated.”

Continued to next page

closet believed that the costs were worthwhile. Some paid little for coming out, while for others the fee exacted may have included their jobs, their privacy, and sometimes nearly their lives. Some of the benefits to coming out accrued to the officers themselves, while other benefits provided for future officers, and for the lesbian, gay, and bisexual movement.

Given their experiences, why do lesbians and gay men stay in criminal justice careers, and why do many more wish to enter the profession? Not surprisingly, they remain for many of the same reasons most people stay at their jobs—because of the salary, the benefits, the lack of other options, their love for the work, and most importantly, because they have the right to do so. As do heterosexual citizens, lesbians, gay men, and bisexuals have the right to work in the field of their choice.

Reflections:

After listening to over 100 hours of testimonials, I found myself feeling inspired as well as angry. I was encouraged by the “success stories” where criminal justice workers have been valued because of, and not just in spite of, their sexual orientation. I was heartened by the courage of these everyday people working to make their lives and the lives of others a little more free from injustice. I am saddened that there remain roadblocks to full equality for all citizens. I am angry that competent and productive employees have been denied the opportunity to work in the jobs they love simply because they are gay.

The goal of this project, however, was not simply to outrage. It

is not enough to mire in the injustices recounted here. Rather, the goal was to facilitate better understanding between criminal justice and the lesbian, gay and bisexual community, and to use these stories to galvanize and move us forward in the effort to achieve equality and safe work environments for all, regardless of sexual orientation. These stories are not the end point; they are the foundation upon which the lesbian, gay, and bisexual civil rights movement is built, and every one of us, regardless of occupation or sexual orientation, has a role.

Recommendations: A Call to Action

1 If you are a lesbian or gay man interested in pursuing a criminal justice career, choose your agencies wisely. (That’s good advice for all of us in any profession). Carefully investigate anti-discrimination policies and the attitudes of the administration, and enter with your eyes open. If possible, develop support systems with other lesbians and gay men and/or supportive heterosexual allies within the agency, and if not possible, create alliances outside the workplace.

2 If you are a lesbian or gay man already in criminal justice, carefully assess the risks involved in coming out. Often the benefits far outweigh the risks, but at times the risks may seem too great. Ask yourself, “Are the risks real?” Only you can determine if coming out is advisable, and you will live with the consequences, both positive and negative, forever.

3 If you are lesbian, gay, or bisexual and not in criminal justice, strongly consider coming out. Examine your fears, and realistically assess the risks. Too many people hold stereotyped views because they erroneously assume they don’t know any lesbians, gay men, and bisexuals. People need to recognize that lesbians, gay men, and bisexuals are their friends,

next-door neighbors, classmates, coworkers, bosses, and family members.

4 If you are heterosexual, support your lesbian, gay, and bisexual colleagues by confronting homophobia. Do not tolerate anti-gay jokes and epithets. If they are not already in place, work to establish anti-discrimination policies which include sexual orientation. Homophobia and an anti-gay workplace hurt everyone, not just lesbians, gay men, and bisexuals (Blumenthal, 1993).

I am angry that competent and productive employees have been denied the opportunity to work in the jobs they love simply because they are gay.

5 If you are a registered voter, let your elected officials know that you agree with their gay-supportive stances and disagree with their anti-gay positions. Urge them to support anti-discrimination policies which include sexual orientation. If your elected officials will not do so, work to elect those who will. If you are not a registered voter, register now.

Miami Beach Police Sergeant Lori Wieder:

In the early years, being gay just was not discussed; it’s very different today. Now I have a picture of my partner on my wall. I’m not trying to throw it in anybody’s face, but I have the right to live my life and take the same pleasures that everybody else does. Another officer thought putting her picture up was a brave thing to do. It’s pretty sad that such a benign act as putting up pictures of someone you love is thought of as an act of bravery.

The courageous individuals who have revealed their lives, triumphs, bitter defeats, virtues, and flaws, in many ways

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The Division 44 Annual Focuses on Diversity

BEVERLEY GREENE, CO-EDITOR

are ordinary people with everyday concerns. They worry about making a good living, doing a good job, maintaining their safety, and getting along with their coworkers. They worry about not bringing their jobs home from work, and about what provisions would be in place for their life partners should something happen to them on the job. Their worries are no different than those of most of us. And, like many of us, because their partners are of the same gender, they are subjected to fear, hatred, exclusion, ridicule, harassment, and abuse.

Being openly lesbian, gay, or bisexual in this culture in this time in history represents a feat in and of itself. The stories of these men and women reveal both accomplishments and disappointments, and provide a microcosm of the lesbian and gay community at large. In spite of our disappointments, we cannot allow our setbacks to deter us. We must use our defeats to rekindle our commitment and mobilize the movement. Change in the criminal justice system occurs as does change anywhere else: one step—and one person—at a time. If each of us challenged even one act of homophobia a day, our workplaces, our worlds, and our lives would be irrevocably altered, and we would begin the process of eradicating prejudice and creating an atmosphere of equality and true justice for all.

References available upon request.

Note: Taken from *A Matter of Justice: Lesbians and Gay Men in Law Enforcement* Reprinted by permission of Routledge publishers, New York and London. All rights reserved. Copyright 1996 Routledge. ▼

The third volume of the Division 44 Annual, edited by Beverley Greene, is entitled *Ethnic and Cultural Diversity Among Lesbians and Gay Men*. Culture is defined broadly in this volume to move beyond the assumption that cultural diversity is concerned only with the ways in which people of color differ from white persons. The work of a stellar group of prominent, as well as new, authors represent the wide range of experiences and dilemmas confronting lesbians and gay men, and the complex interconnections among culture, sexual orientation and psychological development.

Chapters were selected with the intent of conveying the richness and diversity of ways of knowing within the discipline, and accordingly includes clinical studies, clinical and theoretical papers and personal narratives. Topics include studies on the intimate relationships of African American lesbians and gay men, elements contributing to Latina lesbian identity formation, and explorations of the lives of African American gay men. Other chapters examine the lives and struggles of Native American lesbians and gay men, and Greek, Jewish, Asian American and Black South African lesbians.

In chronicling her life's journey from the "Redneck Riviera" of the Florida panhandle to the Pioneer Valley of Massachusetts, Bonnie Strickland challenges many assumptions about being poor, Southern, white and lesbian. Other chapters explore the contradictions of being a white, male

symbol of privilege while simultaneously being scorned. Among many other contributions, Oliva Espin explores the geographical and psychological borders and boundaries traversed by immigrant lesbians.

As a part of the Division's initiative to encourage the development of research that addresses racial and ethnic diversity within the context of lesbian, gay and bisexual psychology, we are actively seeking program proposals for the 1997 APA Convention Program which address these concerns. Interested parties are encouraged to submit proposals to Christopher Martell, the Division 44 APA Convention Program Chair. The Division will also sponsor a pre-conference Continuing Education program with a focus on multicultural issues in lesbian and gay psychology. Isiaah Crawford, the Division's Chair of Continuing Education may be contacted for further information.

Note: Because of delays in the publication process, Volume 3 of the Division 44 Annual, edited by Beverley Greene and originally scheduled for 1996, will be available in the Spring of 1997. Division members and fellows who paid their 1996 dues will receive the volume as part of their membership. Volume 4 of the annual will also be published in 1997. Division members and fellows whose 1997 dues are paid will receive a copy as part of their membership benefits. The theme of Volume 4, edited by GregHerek, is stigma, prejudice, and violence against lesbians and gay men. ▼

Award and Funding Opportunities

The Association for Women in Psychology Announces the Seventh Annual Women of Color Psychologies Award

Submissions: Empirical, theoretical, and applied papers and books that make a significant contribution to the understanding of the psychology of women of color will be considered.

Eligibility: Manuscripts must be by and about women of color. Jointly authored manuscripts will be considered. Papers should be approximately journal length and written in APA style. Papers which have been submitted for publication or presented at a professional meeting, and papers and books which have been previously published or accepted for publication are eligible.

Submission Procedures: Submissions must be accompanied by the following material: four copies of the manuscript, two self addressed stamped envelopes, and a cover sheet with your name, address, phone number, and the title of the

paper. The author's name should not appear on the paper itself. Please send the above information to:

Dr. Angela R. Gillem
Beaver College
450 S. Easton Rd.
Glenside, PA 19038-3295
(215) 572-2184/ FAX 215 572-0240
email: gillem@castle.beaver.edu

Review: A blind review will be conducted by a diverse panel of AWP members. Submissions will be evaluated on the basis of creativity, sound methodology, clarity of style, and relevance to the greater understanding of the psychology of women of color.

Awards: The recipient of the award will be announced at the APA convention in August, 1997. The recipients will be invited to present at the 1998 AWP Conference in Baltimore, MD, and will receive up to \$250 in travel expenses.

Deadline: 1 April, 1997

"The Landmark Journal in Gay, Lesbian, and Bisexual Studies"

Journal of Homosexuality

Editor: John P. De Cecco, PhD

Professor of Psychology and Director, Center for Research and Education in Sexuality, San Francisco State University, California; Editor in-Chief, Human Sexuality, The Haworth Press, Inc.

"THE ONLY JOURNAL DEVOTED TO EMPIRICAL RESEARCH on homosexuality and gender identity, it focuses on the social sciences. The contributors are professionals with an open and positive outlook toward sexual variations. It is the best source for current research on homophobia and other attitudes toward sexual minorities."

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"THE LANDMARK JOURNAL IN GAY, LESBIAN, AND BISEXUAL STUDIES. Now the only serious journal in the field, the Journal of Homosexuality reaches a select group of scholars, sex researchers, counselors, and teachers in the field of human sexuality."

—Charles Silverstein, PhD, Director, Institute for Human Identity, New York City

The *Journal of Homosexuality* has become the standard journal for the latest and most comprehensive, interdisciplinary research on homosexuality. Devoted to scholarly research on homosexuality, the journal continues to publish articles on sexual practices and gender roles and their cultural, historical, interpersonal, and modern social contexts.

More particularly, the

Journal of Homosexuality:

- serves the allied disciplinary and professional groups represented by anthropology, art, history, the law, literature, philosophy, politics, religion, and sociology, as well as research in the biological sciences, medicine, psychiatry, and psychology
- serves as a forum for both essentialist and social constructionist views of homosexuality
- serves as the scholarly source of materials for research and educational programs dealing with homosexuality, particularly lesbian and gay studies programs
- is a vehicle for the international dissemination of research on homosexuality by scholars around the world
- confronts homophobia through the encouragement of scholarly inquiry and the dissemination of sound research

Volume 31, Nos. 1/2—Spring 1996.

Volume 32, Nos. 1/2—Fall 1996.

Volume 33, Nos. 1/2—Spring 1997.

(2 volumes per year / 4 issues per volume)

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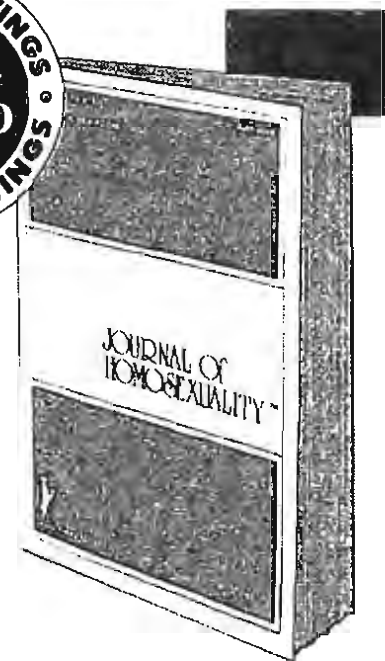
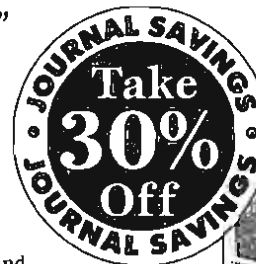
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Announcing 1997 Malyon-Smith Scholarship Award

A yearly scholarship totaling up to \$1000 will be awarded to selected graduate students submitting proposals for research into psychological issues of importance to gay, lesbian, or bisexual individuals, groups or communities.

Proposals must be submitted by February 1, 1997. For application cover sheet and guidelines for submission, please contact:

Susan Kashubeck, Ph.D.
Department of Psychology
Texas Tech University
222 Psychology Building,
Lubbock, TX 79409-2051.
Office: 806-742-3726 or
e-mail: kashubeck@ttu.edu

Call for Nominations

The Publications and Communications Board has opened nominations for the editorship of *Developmental Psychology* for the years 1999-2004. Carolyn Zahn-Waxler, PhD, is the incumbent editor.

Candidates should be members of APA and should be available to start receiving manuscripts in early 1998 to prepare for issues published in 1999. Please note that the P&C Board encourages participation by members of underrepresented groups in the publication process and would particularly welcome such nominees. Self nominations are also encouraged.

To nominate candidates, prepare a statement of one page or less in support of each candidate and send to:

Janet Shibley Hyde, Search Committee Chair
c/o Lee Cron, P&C Board Search Liaison
American Psychological Association
750 First Street, NE, Room 2004
Washington, DC 20002-4242

First review of nominations will begin December 9, 1996

How to Use the Division 44 Listserver

1. To Subscribe: Send an Email message to "majordomo@lists.apa.org" with no subject line and "subscribe div44" in the body of the message.
2. To Send a Message: Send your Email message to "div44@lists.apa.org" and it will automatically be sent to everyone else on the list.
3. To Unsubscribe: Send an Email message to "majordomo@lists.apa.org" with no subject line and "unsubscribe div44" in the body of the message.
4. If you have any problems or questions, contact the Division 44 Secretary-Treasurer, Steve James, Ph.D. ("steve813@delphi.com" or 508-463-9022).
5. Please be aware that the "div44" listserver is not monitored. Please remain sensitive to the feelings of other users. This listserver is intended for the communication between Division 44 members and other mental health professionals.

Announcing a Ground-Breaking New Publication in the Field of Lesbian and Gay Affirmative Psychotherapy

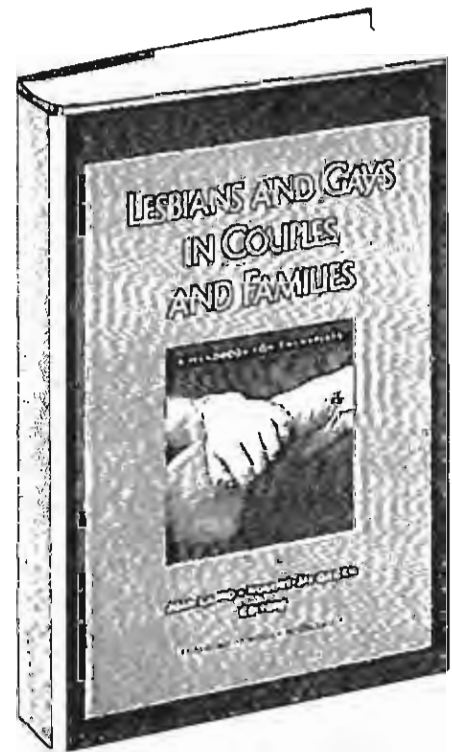
Like all professional disciplines, the psychotherapy field has its own legacy of homophobia, heterosexism, silence, and a destructive mythology it must overcome. Until very recently in fact, lesbians and gays in couples or families have been relatively invisible in the therapeutic community.

To fill the gap in the professional literature, Joan Laird and Robert-Jay Green have gathered a distinguished group of practitioners to create an edited collection that focuses on theory, research and clinical work with lesbians and gays in the context of family relationships. These noted professionals address the experiences of lesbians and gay men as couples, as parents, and in relationship to their own families of origin.

Lesbians and Gays in Couples and Families is an essential resource for any clinician—straight or gay—who wishes to become more knowledgeable and skilled in the treatment of this population. The book contains a wealth of research, as well as recommendations and suggestions for working with gay couples and families in a clinical setting and includes vital information on topics such as:

- *The special problems of people of color who are often vulnerable to many levels of discrimination*
- *Social problems—such as addiction, sexual trauma, and AIDS—and the effect on couples and family life*
- *Parenting in lesbian and gay families*
- *The challenges of the straight clinician who works with gay families*

May 1996 ISBN: 0-7879-0222-5 480 pages **\$38.95**



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Call for Papers and Proposals

Women and Therapy is planning a special issue on the topic of feminist therapy as a political act. Feminist therapy, by definition, includes a political consciousness, but how is it that feminist therapists politicize their work? What is the effect on clients?

We encourage submissions in a range of formats, including case studies, empirical work, theoretical articles, and brief clinical vignettes. Authors are requested to submit a one page abstract to Marcia Hill, 25 Court Street, Montpelier, VT 05602 by **December 15, 1996**. Please include your name, address, phone number, and a 2-3 sentence current biographical description with your abstract.

Call for Programs

APA Division 44, Society for the Psychological Study of Lesbian and Gay Issues, is seeking proposals for the 105th Annual Convention of the American Psychological Association to be held in Chicago Illinois Aug. 15 - 19, 1997. The Division is particularly interested in Symposia, Papers or Posters exploring areas of cultural, ethnic, racial and religious diversity within the Lesbian, Gay and Bisexual Communities. Priority will be given to proposals which are inclusive of diverse populations in their subject matter. Details and forms for submission of proposals can be found in the September APA Monitor insert. Submit Five (5) copies of proposals to:

Christopher Martell, Ph.D., ABPP
Division 44 Program Co-chair
726 Broadway, Ste. 307
Seattle, WA 98122

For more information call Dr. Martell at (206) 329-5255, or E-mail at 105154.123@compuserve.com.

Deadline for Submissions is December 2, 1996.

Psychotherapy Group for Lesbians

Ongoing, psychodynamic/process oriented
Openings available
Rhonda Linde, Ph.D.
Brookline, MA
(617)734-6614

Announcements

Division 17 Section for Lesbian, Gay and Bisexual Awareness Invites New Members

The Division of Counseling Psychology of the American Psychological Association (Division 17) has recently approved the formation of a new Section for Lesbian, Gay and Bisexual Awareness. Two primary goals of the Section include 1) the encouragement of effective and ethically sound counseling psychology research, training and practice related to lesbian women, gay men and bisexual persons, and 2) the creation of opportunities for professional networking and career development for lesbian, gay and bisexual students and professionals.

The Section is seeking new members, affiliate members and student affiliate members. Members or Fellows of Division 17 may join as Members; Affiliate Membership is open to all Members or Fellows of APA who are not members of Division 17; and student affiliate membership is open to all student affiliate members of APA. The Section encourages involvement of individuals from other divisional groups, particularly those addressing diversity issues. All interested members are welcome irrespective of personal, sexual/affectional orientation. Members are not charged dues at this time.

To become a member or receive further information, please contact Dr. Julia Phillips, Counseling, Testing and Career Center, Simmons Hall 163, University of Akron, Akron, OH 44325-4303, or e-mail information to:

jphillips@uakron.edu

Teaching LGB Psychology Resource Available

A compilation of teaching activities, bibliography used by faculty teaching LGB Psychology, and a list of over 250 video tapes focused on the topic is now available. This handout was distributed at the Continuing Education Workshop sponsored by Division 44 at the American Psychological Association Convention on August 8, 1996. The handout is available for a \$15.00 donation to the Malyn-Smith Scholarship Fund. The fund provides scholarships to graduate students in psychology who are doing research on

Continued to next page

Communications

Email Discussion Group for Lesbian, Gay, and Bisexual Graduate Students in Psychology

LGBPSYCH is an on-line forum for information exchange, support, and discussion among lesbian, gay, and bisexual graduate students studying in all fields of psychology. With nearly 300 members in over a dozen countries, LGBPSYCH enables members to: Network with lesbian, gay, and bisexual psychology students in other graduate programs, discuss research and clinical interests, share their experiences within their programs, provide mutual support, and discuss a variety of psychological, political, and social issues of interest to lesbian, gay, and bisexual populations. LGBPSYCH operates as a "listserv" group, with a number of safeguards implemented to ensure privacy.

To join LGBPSYCH, send the e-mail message "JOIN LGBPSYCH your e-mail address firstname lastname" to "NEIL@HEBB.PSYCH.MCGILL.CA". For example, "JOIN LGBPSYCH csmith@university.ca Chris Smith". For further information, please contact Neil Pilkington, LGBPSYCH list manager, at the same e-mail address or c/o the Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1.

The Parent's Network,

a bimonthly service of the *Gay and Lesbian Parents Coalition International (GLPCI)*, highlights information of interest to lesbian mothers, gay fathers, their partners, children, future parents and persons who are supportive of gay and lesbian parenting.

The Gay and Lesbian Parents Coalition International, founded in the United States in 1979, is an international coalition of Gay Fathers, Lesbian Mothers, and Gay and Lesbian Parenting organizations in nine countries, with more than 100 chapters that advocate for the rights of gay men and lesbians to have, raise, nurture and love their biological or adoptive children. Dues range from \$25 for an individual member, \$10 per chapter member with a minimum of \$50, to \$100 for a cooperating organization.

Our quarterly newsletter, *Network* is available by sending a request via Email to "glpcinat@ix.netcom.com" or by writing GLPCI, P.O. Box 50360, Washington, D.C. 20091. If you have received this in error, my apologies. If you know of people who would be interested in receiving the *Parent's Network*, please have them send a subscription request to "glpcinat@ix.netcom.com".

LGB issues. To purchase the handout, please contact:

Isiaah Crawford, PhD
Department of Psychology
Loyola University Chicago
6525 N. Sheridan Road
Chicago, IL 60626
Phone: (312)508-2973;
Email: icrawfo@wpo.it.luc.edu

Make checks payable to "SPSLGI/APA." Your canceled check will serve as a receipt for your tax deductible donation.

For Information about the Malyon-Smith Scholarship Fund, please contact:

Susan Kashubeck, PhD
Texas Tech University
Department of Psychology
222 Psychology Building
Lubbock, TX 79409-2051
Phone: (806)742-3726;
Email: kashubeck@ttu.edu

The Human Sexuality Collection at Cornell University Welcomes Donations

The Human Sexuality Collection of the Rare and Manuscript Collections at Cornell University is the official archive for all materials which are relevant to Division 44. The Collection is open to the public, and reference assistance is available by writing or visiting. The reference room is located on level 2B of the Carl Kroch Library and is open 9:00-5:00, Monday through Friday, with partial hours on Saturday (please call to verify Saturday hours).

Currently with forty manuscript collections (over 360 cubic feet), hundreds of periodical titles, and thousands of books, the Human Sexuality Collection is actively building and diversifying its holdings. Please consider being a part of this effort to preserve a full history of sexual politics. There are several ways to address any concerns about confidentiality and still make valuable historical material accessible. Brenda J. Marston is the archivist for the collection, and can be reached at (607)255-3530. All prospective donations of materials relevant to Division 44 should be addressed to Rich Savin-Williams at (607)255-6111.

The Division 44 Newsletter

The Division 44 Newsletter is published three times a year by the Society for the Psychological Study of Lesbian and Gay issues (SPSLGI) in Autumn, Spring and Summer.

The publication of any advertisement in the Newsletter is not an endorsement of the advertiser of the products or services as advertised.

Division 44 reserves the right to reject, omit or cancel advertising for any reason.

Submissions to the Division 44 Newsletter are welcome.

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Become a Member

All social scientists interests in applying psychological knowledge to the study of lesbian and gay issues are warmly welcomed as members, irrespective of personal sexual/affectional orientation. Members of the American Psychological Association may join as members or associate members of the SPSLGI. Affiliate membership is open to professionals in related fields, or to individuals members of the APA who would prefer that their affiliation with the SPSLGI be held in confidence. Undergraduate or graduate students may become student affiliates in the same way. The list of affiliate members is the property of the SPSLGI and these memberships are confidential. If you have further questions about membership in Division 44, or would like to know how to become active in the SPSLGI, please feel free to contact our membership chair, Jim Fitzgerald, Ph.D.

Membership application SPSLGI APA Division 44

Name _____ Date _____

Mailing address _____ City _____ State _____

Zip _____ Business phone _____ Home phone _____

Highest degree _____ Major field of study _____

Degree date _____ Institution _____

Professional position _____ Gender _____ Ethnicity _____

I am applying for Division 44 membership as a:

Member Associate Affiliate Student Affiliate

Dues for student affiliates are \$10. Please send this form and dues for the current year (\$30 US funds) to the SPSLGI Membership chair: Jim Fitzgerald, Ph.D., 4015 South Cobb Drive, Suite 275, Smyrna, GA 30080. Please make your check out to SPSLGI.