



APA ADOPTS DIVISION 44/CLGBC'S GUIDELINES FOR PSYCHOTHERAPY WITH LESBIAN, GAY AND BISEXUAL CLIENTS

Kristin Hancock, PhD, Co-chair
Armand Cerbone, PhD, Co-chair
Division 44/CLGBC Joint Task Force

Sixteen years of hard work and dedication came to a successful conclusion on February 26, 2000, when the American Psychological Association's Council of Representatives adopted the Guidelines for Psychotherapy with Lesbian, Gay, and Bisexual Clients by a unanimous vote. These practice guidelines are the first of their kind for lesbian, gay, and bisexual clients in the field of mental health service provision and represent the most comprehensive statement to date by the association on clinical practice with lesbian, gay, and bisexual people. This vote was the culmination of a thorough governance review of the Guidelines in which they were edited and revised in accordance with feedback obtained by the boards and committees of APA.

The Guidelines for Psychotherapy with Lesbian, Gay, and Bisexual Clients were first envisioned by Alan Malyon who was serving on the then named Committee on Gay Concerns (now CLGBC) in 1984.

With the help of Kris Hancock (also then a member of the committee), he co-chaired a special task force to develop such guidelines. Other members of this task force included Linda Garnets, Susan Cochran, Jackie Goodchilds, Alan Gross, Anne Peplau, and Michael Storms. In an effort to assess the quality of psychotherapy to lesbian and gay clients, this group conducted a survey of psychologists which was subsequently referred to as *The Bias Report* (cf. Garnets, Hancock, Cochran, Goodchilds, & Peplau, 1991).¹ Unfortunately, Alan Malyon did not live to see the results of this survey published and the Guidelines accepted by APA. His death from lung cancer in 1988 cost the task force a co-chair and Division 44 its president elect.

The Bias Report solicited critical incident descriptions of both harmful and beneficial psychotherapy from psychologists across the country. The results of this survey revealed dramatic variability in the quality of service provision to lesbian, gay, and bisexual clients. The examples of biased services included the view of homosexuality as psychopathology despite APA's resolution asserting that it was not and its removal from diagnostic nomenclature in 1974 by the American Psychiatric Association. Other disturbing reports of biased services included the presumption of heterosexuality, the belief that problems and concerns of lesbian and gay clients were the result of their sexual orientation, the trivialization of a client's sexual orientation and relationships, and making the client's sexual orientation the focus of treatment even when it had not been presented as a problem. It has also been more recently noted that bisexual clients have been subjected to similar biases.

Following the publication of *The Bias Report*, Division 44's President, John

Gonsiorek, urged Division 44 to pursue the development of guidelines. Division 44 and CLGBC then joined forces to develop APA-wide guidelines for psychotherapy and the Joint Task Force on Guidelines for Psychotherapy with Lesbian, Gay, and Bisexual Clients was created with co-chairs Kris Hancock and Armand Cerbone. The examples of beneficial care from *The Bias Report* were used as a starting point in the development of guidelines. The actual writing began in January of 1995 in accordance with a draft of a document created by the Committee on Professional Practice and Standards (COPPS) called "The Criteria for Guideline Development." This document required that guidelines be supported as much as possible by research and that they be compatible with the ethical guidelines of APA and other mental health associations.

Initially, each guideline required an exhaustive literature review. The need for such guidelines had to be demonstrated. Guidelines were divided up among JTF members Ron Fox, Terry Gock, Doug Haldeman, Steve James, Scott Pytluk, and Ariel Shidlo.² They were assembled and additional sections were written (background, compatibility with APA and other guidelines, implementation plan, etc.). It was then time to get feedback from other colleagues. For this part of the process, a smaller team (the JTF Revision Team) was created to handle the arduous work of revisions after each level of review. Revision Team members included JTF co-chairs Kris Hancock and Armand Cerbone and Doug Haldeman and Chris Browning.

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Elected Officers

President

Esther Rothblum

Institute for Research on Women and Gender
Serra House, 566 Salvatierra Walk
Stanford University, Stanford, CA 94305-8640
Phone: (650) 723-5829 ▼ Fax: (650) 725-0374
Email: esther3@leland.stanford.edu

APA
Division 44
Society for the
Psychological
Study of
Lesbian, Gay,
and Bisexual
Issues

President-Elect

Terry Gock

Past President

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Bisexual Issues

Emily Page

Ron Fox

Convention Program

Isiaah Crawford

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Julie Konik

Silvio Menzano

Education and Training

David Jull-Johnson

Ethnic Minority Affairs

Brian Ragsdale

Marie Miville

Fellows

Susan Cochran

Historian

Doug Kimmel

Malyon-Smith Scholarship

Susan Kashubeck

Membership Co-Chairs

Deborah Brown

Phone: (909) 869-3220 (PST)

Email: dlbrown@csupomona.edu

Douglas M. Deville

Phone: (617) 262-0315 (EST)

Email: dmdeville@msn.com

Newsletter

Becky Liddle, Editor

Greg Wells, Associate Editor

Professional Practice Guidelines

Armand Cerbone

Kris Hancock

Public Policy

Randy Georgemiller

Davina Kotulski

Science

Ilan Meyer

Allen Omoto

Frankie Wong

Transgender Task Force

Monique Pauling

Michael Hendricks

Webmaster

Gerry Gramozis

Youth & Families

Gary Hollander

Jean Baker

Visit our website for officer contact information.

<http://www.apa.org/divisions/div44/>



Welcome!

**Division 44 welcomes the following
new fellows, members, and
associates:**

**SANFORD COHN, ARIZONA
JONATHAN EKRENWORTH, BOSTON
BRIAN ZLOTKIN, NEW YORK
GREGORY THOMAS, CALIFORNIA**

**Plus 18 new affiliates whose
memberships remain confidential.**

Welcome to you all!

THE DIVISION 44 NEWSLETTER

The Newsletter is published three times a year (Spring, Summer, and Fall) by the Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (SPLGIBI). It is distributed to the complete membership of Division 44, including 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. Submissions are welcome and are particularly appreciated via email. See contact information and deadlines below.

ADVERTISING

Full Page: \$300

Quarter Page: \$100

Half Page: \$175

Business Card: \$50

The publication of any advertisement in the Newsletter is not an endorsement of the advertiser of the products or services advertised. Division 44 reserves the right to reject, omit, or cancel advertising for any reason.

DEADLINES

Spring February 15

Summer May 15

Fall September 15

EDITOR

Becky J. Liddle

Counseling & Counseling Psychology

Auburn University, AL 36849-5222

Phone: (334) 826-3073 ▼ Fax: (334) 844-2860

beckyliddle@mindspring.com

ASSOCIATE EDITOR

Greg Wells

gwt@mail.utexas.edu

NEWSLETTER LAYOUT

Kathy Liddle

PRESIDENT'S COLUMN

by Esther Rothblum

Each morning in high school during homeroom, I played chess with Maria Poorman. Maria's parents were fundamentalist Christian missionaries; I was Jewish. About once a month, Maria would express concern that I was going to burn in hell because I wasn't Christian. I didn't take her statement to be malicious or condescending, but rather one of friendly concern. Growing up Jewish in Austria, I had heard worse. I certainly didn't tell Maria, or anyone else, that I feared I might be a lesbian. Years later, when I was first coming out and the occasional heterosexual friend asked me what it was like to be a lesbian, I answered that it was similar to being Jewish in Austria.

When I began writing and conducting research about women's mental health in the late 1970s, my mentors advised me to enter a more mainstream field. "Don't study women; that's too narrow," said one well-meaning professor. (Judging by the lack of books and journal articles at that time, he was correct.) My post-doctoral advisor told me I'd never find a job in academia if I focused on women. (Her own research was on depression, not a gendered topic at that time.)

Instead, I continued to research oppressed groups. My philosophy was that when something began to look good on my c.v., it was time to move on to more controversial areas.

But I am concerned with the number of people who continue to advise students not to conduct research on lesbian, gay, and bisexual issues, even today. Undergraduate students are told not to mention sexual minority topics in their applications to graduate schools. Graduate students are urged to re-title their dissertations so that evidence of the lesbian or gay focus is masked. Judging by the number of requests on the Division 44 listserv for lesbian/gay/bisexual affirmative internship programs, there is no guarantee that interns will find an accepting climate in clinical training sites. Yet it is also clear that students and faculty members are getting jobs *because* they are lesbian, gay, or bisexual, or because they research or teach these areas. Linda Garber's edited book *Tilting the Tower: Teaching Queer Studies* has a chapter entitled "The ins and outs of academia." In this chapter, the author describes how she continuously hid her lesbianism in job applications and then received the job precisely because someone knew she was a lesbian.

It is important for Division 44 members to encourage the next generation of students and junior colleagues to focus on lesbian, gay, and bisexual issues in their writing, research, teaching, clinical work, and community activism. We need to set an example of the importance of this

work. We also must counteract the claims of psychologists who are saying that LGB studies are trivial, unpublishable, controversial, and unlikely to lead to gainful employment.

Recently, an article citing my work appeared in the New York Times and was reprinted in other media across the country. For a while, I was deluged with calls from TV stations and the print media. I also received calls from individuals, including a Mrs. Tom Shannon in Texas. She wanted to know if I had gone to high school in Austria. When I said I had, she asked if I remembered her; her name before her marriage was Maria Poorman and we used to play chess. She had joined a new church, Maria said, a more fundamentalist one. Now she had a husband and three sons, and she was educating the boys at home, using a Christian home study program. She was praying for their welfare. Maria said she had often thought about me and asked what had become of me. I told her that I was a lesbian and an academic. And I realized that, in many ways, my work and my identity had become quite "mainstream" over the years while Maria's fundamentalism would be considered quite "fringe" in many parts of the country. It is time that we modeled to the next generation of psychologists how far we have come.

EDITOR'S NOTE

I attended my first Division 44 Executive Committee (EC) meeting in February. It was wonderful to finally put faces to these famous (in my circles) names. I must confess I was surprised to discover what a friendly and down-to-earth crew these EC folks were. If any of you out there are thinking of getting more involved in the Division, I would encourage you to take that plunge. Those of you who (like me) don't go to conferences may need to take some initiative in order to begin that journey. Call somebody on the contact list (p. 2) who is in charge of a committee or an issue you are interested in and ask how you can help out. We always need new blood coming into the leadership of the Division.

If you have suggestions for ways to make this Newsletter more useful to you, please contact me.

Becky Liddle
beckyliddle@mindspring.com



COMMITTEE ON LESBIAN, GAY, & BISEXUAL CONCERNS 1999 ANNUAL REPORT

1999 was a very productive year for the Committee on Lesbian, Gay, and Bisexual Concerns (CLGBC), in spite of the obstacles that were created by the reduction in the number of face-to-face meetings. A listserv and a series of conference calls facilitated this process. The following is a brief summary of the committee's major accomplishments and the status of ongoing projects.

1999 MEMBERS. Michael R. Stevenson, PhD, Chair, 2/97-12/99; Laura S. Brown, PhD, 2/97-12/99; Allen M. Omoto, PhD, 2/98-12/00; Margaret Schneider, PhD, 2/98-12/00; James S. Fitzgerald, PhD, 1/99-12/01; Judith Glassgold, PsyD, 1/99-12/01.

1999 OUTSTANDING ACHIEVEMENT AWARD. To Oliva Espin, Ph.D. in recognition of her pioneering work as a researcher, advocate, and educator.

NEW MEMBERS IN 2000 AND TARGETS FOR SELECTION OF COMMITTEE MEMBERS IN 2000. CLGBC prepared two slates of nominees with expertise in diversity, APA governance, international issues and public policy. As a result, Martha E. Bernal, PhD, and Alan L. Storm, PhD, were appointed to CLGBC by the Board for the Advancement of Psychology in the Public Interest (BAPPI) to begin their terms January 1, 2000.

Targets for nominations for terms beginning in 2001 were identified:

- (1) Strong background in research;
- (2) Expertise and interest in youth and family and/or workplace issues;
- (3) Expertise and interest in international issues and psychological concerns;
- (4) Expertise and interest in human diversity including issues relating to bisexual or transgendered identity, the concerns of ethnic minorities, or persons with disabilities.

NIH WORKSHOP. For several years, CLGBC has encouraged the National Institutes of Health to hold a workshop on research related to sexual orientation. CLGBC assisted Dr. Delores Parron and Dr. Howard Kurtzman with the development of a very successful two-day workshop (Sept 27-28, 1999) entitled "New Approaches to Research on Sexual Orientation, Mental Health, and Substance Abuse." The workshop was co-sponsored by the National Institute of Mental Health, the National Institute on Drug Abuse, the Office of Behavioral and Social Sciences Research, the Office of Research on Women's Health, and the American Psychological Association. In the words of Dr. Kurtzman, "LGB mental health/substance abuse research is now clearly on the NIH map."

INTERNATIONAL CONFERENCE. Catherine Acuff, Ph.D., Member of the Board of Directors, has proposed an international conference on lesbian, gay, and bisexual concerns in psychology. A steering committee of representatives from APA governance and major psychological associations from around the globe have been working to organize such a meeting. It was originally planned in conjunction with the 2000 APA Convention in Washington DC, however it has been postponed to 2001 to allow time to seek more funding for the conference.

GUIDELINES FOR PSYCHOTHERAPY WITH LESBIAN, GAY, AND BISEXUAL CLIENTS. CLGBC continues to advocate for the adoption by APA of the "Guidelines for Psychotherapy with Lesbian, Gay, and Bisexual Clients." The draft Guidelines were approved by the major boards and committees in November, the Board of Directors in December, and were approved by the Council of Representatives in February 2000. (See related article, p. 1.)

APA ACCREDITATION OF PROGRAMS IN PSYCHOLOGY. CLGBC continues to monitor progress toward the elimination of Footnote 4 from the "Guidelines and Principles for Accreditation of Programs in Professional Psychology." (Footnote 4 is the provision that allows religious schools to require doctrinal adherence, which has sometimes led to discrimination against LGB faculty or students.) The Committee on Accreditation (COA) found it necessary to delay action on this issue in light of directives from the U.S. Department of Education to make other minor changes to the document. These changes went directly to the Board for approval rather than going through the Council of Representatives. Susan Zlotlow, PhD, Director, The Office of Program Consultation and Accreditation, expects COA to consider substantive changes to the "Guidelines and Principles" in 2000. Eliminating Footnote 4 is among them. Dr. Zlotlow expects little discussion on this issue. COA has already had its discussion and has a legal opinion supporting dropping the footnote. This process is expected to take about 2 years so CLGBC will continue to monitor progress.

PARENTING BOOKLET. *Lesbian & Gay Parenting: A Resource for Psychologists* was developed jointly by the Committee on Women in Psychology (CWP), the Committee on Children, Youth, and Families (CYF), and CLGBC. APA published it in 1995. The booklet continues to be in high demand and much new relevant research has been published since 1995. CLGBC has initiated the revision of the document. Nancy Baker (CWP) and Brian Wilcox (CYF) have represented the other committees' interests. Charlotte Patterson has agreed to revise her summary of the research findings for the new edition. Arrangements have been made to annotate the studies cited in the review with abstracts from APA sources. This resource is available in paper from Clinton Anderson, Lesbian, Gay, and Bisexual Concerns Officer, APA, 750 First Street, NE, Washington, DC 20002-4242, or it can be accessed on-line at <http://www.apa.org/pi/parent.html>.

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CLGBC 1999 ANNUAL REPORT, CONTINUED

TRANSGENDER ISSUES. Issues related to Gender Identity Disorder and transgendered identity have been raised in a variety of contexts within APA governance. At the urging of CLGBC, BAPPI has asked the Public Interest Directorate (PID) to determine the interest in transgender issues among APA divisions, boards, and committees. In particular, BAPPI has asked the PID to identify individuals who would be willing to serve on a task force to gather information about research relevant to the concept of transgender identity.

COALITION BUILDING. CLGBC has initiated a process that will raise awareness of lesbian, gay, and bisexual concerns in psychology among U.S. state and Canadian provincial psychological associations. The Committee hopes to establish a formal relationship with lesbian, gay, and bisexual concerns structures within state psychological associations.

IMPLEMENTATION OF RESOLUTION ON APPROPRIATE THERAPEUTIC RESPONSES TO SEXUAL ORIENTATION. As a result of an implementation plan adopted by the Council of Representatives in 1997, Laura S. Brown, PhD, CLGBC member, has drafted a paper entitled "Implementing the Resolution on Appropriate Therapeutic Responses to Sexual Orientation: A Guide for the Perplexed." The manuscript is to be submitted to Professional Psychology.

SUPPORT MATERIALS ON HOMOSEXUALITY AND CHILD MOLESTATION. In 1998, the committee was asked to comment on background material concerning the perennially raised issue of homosexuality and child molestation. An intern in the APA Public Policy Office initiated preliminary work. With the assistance of members of the Committee, Michael R. Stevenson, PhD, CLGBC Chair, drafted a technical report and fact sheet for use by the Office of Lesbian, Gay, and Bisexual Concerns. Potential publications based on the report are under review.

PERSONAL NOTE. It is with mixed feelings that I submit this report because it marks the end of my tenure on CLGBC. Serving on the Committee was a long-held dream. The opportunity to contribute to APA governance while representing the interests of lesbian, gay, and bisexual people is certainly one of the hallmarks in my career as a psychologist. I will miss engaging with the committee on issues that affect the lives of so many and I will miss working so closely with others equally committed to making things right. However, the energy and time required by this work is substantial and my departure from the committee is allowing me to refocus some of that attention toward other issues. I wish the Committee continued success, and the wisdom and stamina to keep pushing forward.

Respectfully submitted,
Michael R. Stevenson, Ph.D., 1999 Chair
January 7, 2000

CLGBC SEEKING TO STRENGTHEN LGB ISSUES LOCALLY

Jim Fitzgerald, Member-At-Large

The Committee on Lesbian, Gay and Bisexual Concerns (CLGBC) of the American Psychological Association is in the process of contacting state associations in order to establish a formal relationship with each state association's gay, lesbian and bisexual organization or representative. The committee is looking to serve as a source of information and support on LGB issues for the states, and to help in strengthening local efforts on LGB issues.

Initially, two CLGBC members became involved in their state associations because of such issues and felt that a collaborative relationship between CLGBC and the states could promote a greater understanding of LGB issues. It was found that the presence of an LGB representative or LGB committee/division in a state association has promoted increased membership for the state. The increased visibility of LGB issues invites under-represented constituencies to join the larger organization.

Another focus of CLGBC's interest in LGB issues at the state level is to determine how the committee could assist the local representatives in their mission (i.e., What can we do for you?). CLGBC would like, and welcome, your feedback as to what APA and/or the CLGBC could do to assist the states with LGB issues. At the same time, since CLGBC advises APA on LGB issues, the committee would appreciate feedback so that your ideas and opinions can be incorporated in the decision-making process.

Let me give you a brief summary of CLGBC's mission. CLGBC attempts to study and evaluate how the issues of LGB psychologists can best be dealt with, to encourage objective and unbiased research in areas relevant to our community as well as the social impact of such research, and to examine the consequences of inaccurate information and stereotypes on LGB issues in clinical practice. We also develop educational material for distribution to psychologists and others.

Some of our current projects include the development, along with Division 44, of guidelines for the delivery of services to the lesbian, gay and bisexual community, (These guidelines have since been adopted by the APA. See related article, p. 1.), a guide for implementing the resolution on appropriate therapeutic responses to sexual orientation, and an update of our annotated bibliography on gay and lesbian parenting research. CLGBC is considering the possibility of establishing a listserv between the committee and the states for the rapid and up-to-date exchange of information.

We would appreciate it if Division 44 members would approach your state organizations and encourage local involvement with this committee and/or volunteer to represent your state if your organization does not have any official LGB representation. For further information, please contact Jim Fitzgerald (jfitz404@aol.com) or Judy Glassgold (jmglass@aol.com).

COMMITTEE AND TASK FORCE REPORTS

Secretary-Treasurer's Report

The following is the end-of-the-year report on Division 44 finances for FY 1999. Division assets are about \$65,000 (as compared to \$74,000 in FY 98), and total income was about \$56,000 (compared to \$54,000 in FY 98). Dues income was about \$25,000, which is about \$500 less than FY 98. Although the decreases we were worried about seem to leveling off some, we need to remain vigilant about membership. Our operating budget was \$66,000 (compared to \$59,000 in FY 98) and this includes about \$11,000 we expected to earn back in income. Our expenditures were about \$50,000 (compared to \$58,000 in FY 98), so we are doing a better job of keeping expenses under control. The Malvon-Smith fund paid out \$1000 in awards and earned about \$2600. Income on this fund has been steadily decreasing over time, and we need to pay attention to this. In terms of fundraising, we earned about \$15,000, which is about \$4000 less than FY 98; on the fundraising dinner alone, we earned about \$1700, compared to \$4300 in FY 98. What is discouraging about this is the large effort we put into fundraising activities during the past year, including the gift-giving campaign. There is a clear need for an organized approach to fundraising within the division, a task that the EC plans to work on. In addition, we have moved the fundraising dinner back to Monday night at APA, so watch for more information. The mutual fund is earning predictable increases, with a capital gains increase of about \$1500 in FY 99.

Overall, the division continues to function well despite the fiscal crunch, and we have accomplished much (see articles in this newsletter for updates on important initiatives). We enjoy a wonderfully supportive membership, and we must continue our efforts to bring others into the fold (yes, recruit!!!), as well as redouble our fundraising efforts. Make sure you plan to join us for the fundraising dinner at APA in Washington, DC, a great opportunity to support the division AND have a great time!!!

Respectfully submitted,
Ruth E. Fassinger

Education and Training Committee Report

After a request from past president Steve James, the work of the Continuing Education Committee is now part of the Education and Training Committee. Plans are underway for the 2000 Preconference Continuing Education Workshop. The topic is focused on bisexual issues and psychotherapy. A distinguished teaching faculty from across the U.S. is providing a workshop that will be informative, interactive, and enjoyable. This is also one of the Division's fundraising activities, and member support is crucial. Discounted fees are available to students and we are especially encouraging students in the DC/MD/VA area to come, learn, and find out more about Division activities. Check this newsletter for more information and registration materials, and be sure to arrive in Washington in time for the Thursday, August 3 full day event.

David Jull-Johnson, Ph.D., 582 Market St. Ste. 308,
San Francisco, CA 94104-5304; 415-296-8756.

Committee on Bisexual Issues in Psychology

The Committee submitted a proposal for this year's APA Convention in Washington, DC for a Division 44 sponsored Symposium titled "Bisexual Issues in Psychology: Research Agenda for the 21st Century." This Symposium will be chaired by Sari Dworkin and will include: Ron Fox, presenting on bisexual identities and relationships; Tanya Israel, on attitudes toward bisexual women and bisexual men; Michael DiMarco, on bisexuality and HIV/AIDS; Sari Dworkin, on issues of diversity in psychological research on bisexuality; Emily Page, on psychotherapy and mental health services for bisexual women and bisexual men; and Ellen Halpern as the Symposium Discussant.

We have also submitted a proposal for a Bisexual Issues Discussion Hour, to be hosted by Committee Co-Chairs Emily Page and Ron Fox, which will take place at Convention on Saturday morning, August 5, from 10 a.m. - 11 a.m. in the Division 44 Hospitality Suite. The discussion hour will offer members the opportunity to gather and talk.

In addition, this year the Division will sponsor a Pre-Convention Continuing Education Workshop titled "Psychotherapy with Bisexual Clients." The Committee has worked with the Continuing Education Committee Chair, David Jull-Johnson, in developing this workshop, and the Workshop faculty will include Ron Fox, Emily Page, Michael DiMarco, Angela Gillem, and Pat Alford-Keating. Through a combination of presentations, faculty and audience discussion, and experiential exercises, this full day workshop will provide essential information, resources, and skills necessary to provide affirmative psychotherapy to bisexual clients, their partners, and their families.

During the past year, the Committee has continued its work in the Division by developing convention programming on bisexual issues, preparing regular reports for the Executive Committee and the Division newsletter, attending the Convention and Mid-Winter Executive Committee Meetings, and providing resources and reading lists on bisexual issues to the membership.

In the coming year, the Committee will continue to support the ongoing work that the Division is doing in educating and advocating for lesbian, gay, and bisexual issues in APA and within psychology. We will continue to develop programming on bisexual issues, as well as resources on bisexual issues in psychology, like the two updated reading lists that are now available for you on bisexual issues: a short one page list and a more comprehensive longer list.

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

Emily Page, Psy.D. (Cand.), Co-Chair; 350
Massachusetts Avenue #183, Arlington, MA 02474;
781-641-3980; epage@earthlink.net

Ron Fox, Ph.D., Co-Chair; P. O. Box 210491, San
Francisco, CA 94121-0491; 415-751-6714; rcf@wenet.com

COMMITTEE AND TASK FORCE REPORTS

Membership Committee

Since the last Division 44 newsletter, the Membership Committee has been focused on several on-going issues and concerns:

- Increasing membership in innovative ways.
- Maintaining the current membership.
- Increasing the visibility of Division 44 through creative marketing to graduate student organizations, other divisions in APA, conventions and workshops, and universities and graduate programs.
- Understanding and preventing attrition of current members. Division 44 has seen a decline in membership and many members do not renew. We are particularly concerned with the recent decline in student members and are working closely with our student representatives to address the needs and concerns of GLBT student members.
- Continuing to conduct the Member Satisfaction Surveys and integrating findings into what the division provides for members.
- Creating a Division 44 Membership Directory (Please see the Division 44 Membership Directory form in this edition of the Division newsletter. Members can be included in the directory by completing this form). If you have any questions about the Directory, please contact Doug Deville.
- Monitoring the listserver (adding and deleting subscribers).
- Getting Division 44 members involved in recruiting new members and increasing the Division's visibility. If you will be attending a conference or workshop, please bring Division 44 literature, posters and marketing materials with you. You can contact either Deborah Brown or Doug Deville to find out how you can help!
- Building coalitions with other divisions within APA and advertising in their newsletters (if you belong to any other divisions within APA and have some ideas with regards to building coalitions, please contact either Deborah or Doug to share your ideas).
- Reaching out to GLBT students and providing them with access to GLBT professionals and support.

Douglas M. Deville, DMDeville@email.msn.com
Deborah L. Brown, dlbrown@csupomona.edu

Student Representatives

Have you made plans to attend this year's APA convention in Washington, D.C.? Division 44 is having several programs during convention designed especially for students. If you're looking for an affordable place to stay, the Division is sponsoring student rooms. Look for more details about student rooms in the next newsletter.

We are also sponsoring a student mentoring workshop during the convention and are looking for your ideas. Are there any mentoring topics that you would like to have discussed? Possible themes include being out in academia, publishing, and applying for graduate school and internships. Please let us know what you would like to see at this workshop!

Also, we'll be hosting a student party in the suite again this year. We had some great conversations at last year's party, and we hope to see you at this one! This is an excellent chance to connect with the other students in the Division.

If you are presenting at this year's APA convention, you may want to apply for APA's student travel grant. More information about this grant can be found at <http://www.apa.org/science/travinfo.html>. The application deadline is April 3, 2000.

We are also trying to carve out some place for LGB psychology students in cyberspace. We're still in the process of designing a student webpage. Please let us know if you have any experience in this and would be interested in helping with this project. Also, let us know of any links that you think should be included on our webpage.

Are you subscribed to the listserv for LGB graduate students in psychology? To subscribe to this list, send a message to Kenneth Mah, the listserv manager, at kenneth@ego.psych.mcgill.ca. This list is a great resource for us to discuss our personal and professional concerns as LGB graduate psychology students.

We are also looking for a female student to begin serving a two-year term as Division 44 Student Representative after convention. If you have any questions about what this position entails, please contact either one of us. If you are interested in applying for this position, please email Dr. Terry Gock at Terrygock@aol.com.

And as always, we are here to represent the students in the Division. Please let us know how the Division can best serve you. Please feel free to contact us at any time. Best wishes for the rest of the semester!

Julie Konik, jkonik@umich.edu
Silvio Menzano, silvster72@aol.com

APA SCIENCE DIRECTORATE ANNOUNCES 13TH ANNUAL APA STUDENT TRAVEL AWARD COMPETITION

The directorate provides \$300 grants for up to 100 students, allowing them to travel to the convention to present their research. The paper or proposal must have been accepted by an APA division prior to applying for the grant.

Applications are available from the APA Science Directorate or on line at: www.apa.org/science/travinfo.html

COMMITTEE AND TASK FORCE REPORTS

International Gay and Lesbian Association Report

This is a summary of my recent activities as Division 44 representative to the International Gay and Lesbian Association (ILGA). ILGA, founded in Europe in 1978, is a federation of more than 450 GLBT groups worldwide from more than 80 countries (email: ilga@ilga.org; website: <http://www.ilga.org>). It is the largest global group of its kind fighting discrimination based on sexual orientation. We lost our United Nations non-governmental status thanks to Jesse Helms. We still have NGO status within Europe and speak at the Council of Europe, World Health Organizations, and World Conference of Churches, and recently met with the UN High Commissioner on Human Rights. Much of the work is networking in helping groups develop globally, especially in third world countries, as well as applying political pressure to have laws changed. Conferences are held annually; some are regional and others are global. The last one was in Johannesburg, South Africa. This was the first on African soil and the first Black female Secretary General was elected. The next conference will be in July in Rome with a march on the Vatican with all the other global organizations. In 2001, the ILGA conference will be in Oakland, probably around the end of August to coincide with their annual gay pride celebration. Membership is available to both organizations and individuals, although only organizations have voting rights.

I attended the ILGA global conference in Johannesburg, South Africa in September, 1999. I distributed many Division 44 flyers and met with a psychologist from Pretoria and one from Namibia. Our NYC Lesbian and Gay Community Services Center had designated me as the male voting representative as it is an ILGA member. I attended workshops on homophobia in Africa, and had many discussions with mental health workers. At the next APA conference, I shall be on a panel discussing international issues and the LGBT communities. I was also appointed as the male North American Regional Representative to ILGA which means I am now on the ILGA Board of Directors. At our North American caucus, we decided to have our regional meetings at the annual Creating Change conference, as many of the ILGA member organizations also go to this conference.

As I am now the ILGA regional representative, I have developed an email mailing list for North American ILGA members and interested persons for what I am doing in this region. If anyone is interested in being on this list, email me at halkooden@worldnet.att.net. I would also be happy to respond to anyone interested in global issues and their relevance to this country.

Hal Kooden

CALL FOR NOMINATIONS

Nominations are now invited for the Annual Division 44 Awards to be presented at the Year 2000 APA Convention in Washington, DC. The award categories are as follows:

- Distinguished Contribution to Education and Training
- Distinguished Professional Contribution
- Distinguished Scientific Contribution
- Distinguished Contribution to Ethnic Minority Issues
- Distinguished Contribution by a Student

In addition, our Division will be granting an award for the "Best Book in Lesbian, Gay, and/or Bisexual Psychology." To qualify for the award in this category, the nominated book must have 1999 as its publication year.

Nominees cannot be current members of the Division 44 Executive Committee. Self-nominations are encouraged. A statement that outlines the contributions of the nominee to justify the nomination must accompany all nominations.

Please send nominations by May 15, 2000 to:

APA Division 44 Awards Committee
c/o Terry S. Gock, Ph.D., M.P.A.
Director, Asian Pacific Family Center
9353 East Valley Blvd.
Rosemead, CA 91770-1934

POST-GRADUATE LBGT TRAINING PROGRAM FORMING

Three Chicago agencies are collaborating in the creation of a post-graduate program to train mental health professionals in the theory and practice of counseling and psychotherapy with LBGT clients and their families. Howard Brown Health Center, The Chicago Center for Family Health, and Horizons Community Services hope to launch the joint program this fall. The certificate program will provide in-depth training in contemporary theory and affirmative models of clinical practice, and will also address more specialized concerns. Participating agencies have developed a questionnaire and hope to get input from a broad cross-section of mental health professionals and educators in order to help them shape the program. To obtain a survey or for more information about the program, contact The Chicago Center for Family Health at (312)321-6040 or e-mail Theo Pintzuk, LCSW at theop@howardbrown.org.

CALL FOR NOMINATIONS: 2000 CLGBC OUTSTANDING ACHIEVEMENT AWARDS

The Committee on Lesbian, Gay, and Bisexual Concerns (CLGBC) of the American Psychological Association annually presents one or two Outstanding Achievement Awards to recognize psychologists for significant contributions to the mission of CLGBC. This mission is to:

- (a) study and evaluate on an ongoing basis how the issues and concerns of lesbian, gay male, and bisexual psychologists can best be dealt with;
- (b) encourage objective and unbiased research in areas relevant to lesbian, gay male, and bisexual adults and youths, and the social impact of such research;
- (c) examine the consequences of stereotypes about lesbian, gay male, and bisexual adults and youths in clinical practice;
- (d) develop educational materials for distribution to psychologists and others; and
- (e) make recommendations regarding the integration of these issues into the APA's activities to further the cause of the civil and legal rights of lesbian, gay, and bisexual psychologists within the profession. (APA Association Rule 150-4).

Nominees may have made significant contributions to CLGBC's mission either through direct CLGBC service or through independent work. The contributions may be of a scientific, professional, educational, leadership, or political nature.

All nominations should include (1) a letter of nomination including a brief description of the specific achievements and contributions of the nominee (500 word maximum), (2) a current curriculum vitae, and (3) the names of three people who have been asked by the nominator to write reference letters. No current members of CLGBC or staff of the Lesbian, Gay, and Bisexual Concerns Program at the time of the award are eligible for consideration. The deadline for receipt of nominations is May 1, 2000.

Prior recipients of the CLGBC Outstanding Achievement Award were the following:

- | | |
|------|---|
| 1986 | Evelyn Hooker, PhD, Stephen Morin, PhD,
Anne Peplau, PhD, and George Weinberg, PhD |
| 1987 | Kristin Hancock, PhD and William Paul, PhD |
| 1988 | Gerald Davison, PhD and Alan Malyon, PhD |
| 1989 | Laura Brown, PhD and Douglas Kimmel, PhD |
| 1990 | Martin Rogers, PhD |
| 1991 | John Gonsiorek, PhD and Barbara Sang, PhD |
| 1992 | Gregory Herek, PhD and Adrienne Smith, PhD |
| 1993 | No Awards Given |
| 1994 | Linda D. Garnets, PhD and Eduardo S. Morales, PhD |
| 1995 | Anthony R. D'Augelli, PhD and Patricia Hawkins, PhD |
| 1996 | Beverly Greene, PhD and Harold Kooden, PhD. |
| 1997 | Charlotte J. Patterson, PhD |
| 1998 | Connie S. Chan, PhD |
| 1999 | Oliva Espin, PhD |

Send nominations and supporting materials to:

**CLGBC Awards, Public Interest Directorate
American Psychological Association
750 First Street, N.E.
Washington, D.C. 20002-4242**

DIVISION 44 -- 2000 MEMBERSHIP DIRECTORY

The Division is developing a membership directory to facilitate communication, collaboration, and interaction among members. If you are interested in being included in the Division 44 2000 Membership Directory, please read and complete the following information.

The directory will include a listing of only those interested Division 44 Members, Associates, Fellows, Affiliates, and Student Affiliates who wish to be included. The format will include a roster of members' names separated by state, as well as an alphabetical listing of members and their area(s) of practice and specialization. All members of Division 44 who wish to include their practice(s) of psychology (e.g. research, teaching, administration, neuropsychology, psychotherapy, etc.) and their areas of interest or specialization should complete the information below. We encourage all Division 44 members to submit the form below to promote the utility of this resource.

To increase the availability of the Directory to our members while minimizing the expenses of production, the Directory will be available on the Division 44 webpage. Division 44 members can also purchase a hard copy of the 2000 Membership Directory for \$4.00, payable by check to SPSLGBI.

Name: _____ Title: _____

Institutional Affiliation: _____

Mailing Address: _____

Telephone: _____ Fax: _____ Email: _____

Type of Work: _____

Areas of Interest: _____

Available for consultation: Yes No

Division 44 membership: Member Associate Fellow

Affiliate Student Affiliate

Your signature below indicates that you have given the Division permission to include the information above in the 2000 Membership Directory which will be available on the Division 44 website and produced as a booklet.

Signature: _____

Please submit the above information by **April 15, 2000** to: **Doug Deville, Psy.D., Membership Committee Co-Chair**
729 Boylston Street, 4th Floor
Boston, MA 02116

GET A FRIEND OR COLLEAGUE TO JOIN DIVISION 44!

All social scientists interested in applying psychological knowledge to the study of lesbian, gay, and bisexual issues are warmly welcomed as members, irrespective of personal sexual/affectional orientation. Members or associate members of the American Psychological Association may join as members or associate members of the SPSLGBI, respectively. Affiliate membership is open to professionals in related fields, or to individual members of the APA who prefer that their affiliation with the SPSLGBI be held in confidence. Undergraduate and graduate students may become student affiliates in the same way. The list of affiliate members is the property of the SPSLGBI 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 SPSLGBI, please feel free to contact our membership chair, Douglas Deville at dmdeville@msn.com or (617) 262-0315.

Name _____ Professional Position _____ Date _____

Mailing Address _____

City _____ State _____ Zip _____ Business phone _____ Home phone _____

Highest degree _____ Major field of study _____ Degree date _____ Institution _____

Gender _____ Ethnicity _____ Other APA Division Memberships _____

APA Membership Number (if applicable) _____

Email address _____

Applying for Division 44 Membership as:

Member (\$30) Associate (\$30)

Affiliate (\$30) Student Affiliate (\$10)

Please send this form and dues for current year to:

Division 44 Administrative Office
American Psychological Association
750 First Street NE
Washington, DC 20002

Make checks payable to SPSLGBI/APA



THE ASSOCIATION FOR WOMEN IN PSYCHOLOGY'S

ANNUAL LESBIAN PSYCHOLOGIES UNPUBLISHED MANUSCRIPT AWARD: CALL FOR SUBMISSIONS

PURPOSE: The Association for Women in Psychology encourages theoretical and empirical scholarship that addresses the psychology of lesbians.

TOPICS: Unpublished manuscripts focusing on any topic relevant to the psychology of lesbians are invited.

ELIGIBILITY: An unpublished manuscript (e.g., conference paper, thesis, dissertation) that has not been submitted for publication. Both sole and jointly authored papers are eligible. Manuscripts must be no more than 50 pages.

SUBMISSION: The following material must accompany submissions: four copies of the manuscript, a cover sheet (including the author's name, address, phone number, and title of the paper) and two self-addressed stamped legal size envelopes. The author's name should not appear anywhere on the paper itself. Please send the above information to: Jeanne L. Stanley, Ph.D., University of Pennsylvania, 3700 Walnut Street, Philadelphia, PA 19104; (215) 898-4171; Jeannes@gse.upenn.edu.

REVIEW: A panel of AWP members will conduct a blind review of the manuscripts. Submissions will be evaluated on the basis of sound methodology, clarity of writing, and relevance to the advancement of the psychology of lesbians.

AWARD: The winner will be announced at the American Psychology Association convention in August 2000. The award recipient will be invited to present the manuscript at the AWP conference in March, 2001, and will receive up to \$250 in transportation expenses.

DEADLINE: Entries must be postmarked by May 1, 2000.

PSYCHOTHERAPY WITH BISEXUAL CLIENTS

APA DIVISION 44 PRE-CONVENTION WORKSHOP IN WASHINGTON, DC

Thursday, August 3, 2000

9:00 a.m. to 5:00 p.m.

Workshop Description

This full day workshop brings together clinicians with experience and expertise in bisexual issues and psychotherapy. Through a combination of presentations, discussion, and experiential exercises, the workshop faculty will provide participants with a deeper understanding of how to apply current research, theory, and clinical knowledge about bisexuality to affirmative psychotherapy with bisexual clients, their partners and their families.

Faculty

Patricia Alford-Keating, Ph.D., University of California Los Angeles, Los Angeles, CA

Michael DiMarco, Psy.D., Center for AIDS Intervention Research, Milwaukee, WI

Ron Fox, Ph.D., Independent Practice, San Francisco, CA

Angela Gillem, Ph.D., Beaver College, Glenside, PA

Emily Page, Psy.D. (Cand.), Antioch New England Graduate School, Keene, NH

#CE Hours: 7

Workshop Registration Fee: \$100 (\$50 full-time students). Make checks out to Division 44/SPSLGBI.

Cancellation Policy: A handling fee of \$25 will be deducted for cancellation. Refund requests must be received by mail by July 24, 2000. No refunds will be issued after that date.

Registration Form

Name _____ Phone _____

Address _____

City _____ State _____ Zip _____ Email _____

Send registration and payment to:
 David Jull-Johnson, Ph.D.
 582 Market Street, Suite 308
 San Francisco, CA 94104-5304

For more information call: 415-296-8756 or email: Jull-Johnson@excite.com
Confirmation via e-mail will be sent upon enrollment.

**COMMITTEE ON LESBIAN, GAY, & BISEXUAL CONCERNS
TARGETED NOMINATIONS STATEMENT FOR TERMS BEGINNING IN 2001**

The Committee on Lesbian, Gay, & Bisexual Concerns (CLGBC) seeks nominations for two committee members to begin January 1, 2001. Nominees are sought who have

- Strong background in research;
- Expertise and interest in youth and family and/or workplace issues;
- Expertise and interest in international issues and psychological concerns;
- Expertise and interest in human diversity including issues relating to bisexual or transgendered identity, the concerns of ethnic minorities, or persons with disabilities.

The Committee welcomes nominations of ethnic minority psychologists and other psychologists who are members of under-represented groups. The Committee's mission is to:

- study and evaluate on an ongoing basis how the issues and concerns of lesbian, gay male, and bisexual psychologists can best be dealt with;
- encourage objective and unbiased research in areas relevant to lesbian, gay male, and bisexual adults and youths, and the social impact of such research;
- examine the consequences of inaccurate information and stereotypes about lesbian, gay male, and bisexual adults and youths in clinical practice;
- develop educational materials for distribution to psychologists and others; and
- make recommendations regarding the integration of these issues into the APA's activities to further the cause of civil and legal rights of lesbian, gay male, and bisexual psychologists within the profession.

The Committee consists of six members, three women and three men, appointed for staggered terms of three years. It reports to the Council of Representatives through the Board for the Advancement of Psychology in the Public Interest. Committee members are required to attend two Committee meetings a year in Washington, DC, with expenses reimbursed by APA. Service on the Committee also involves a substantial time commitment beyond the meetings themselves. A statement of the nominee's interest in and qualifications for the Committee and a current curriculum vitae should accompany the nomination. Self nominations are accepted. Nomination materials are to be sent by August 1, 2000, to:

**CLGBC Nominations, Public Interest Directorate
American Psychological Association
750 First St., NE
Washington, DC 20002-4242**

2000 DIVISION 44 ELECTIONS AND CANDIDATE STATEMENTS

The following candidacy statements were submitted for your consideration as this year's elections of Division officers draw near. All Members and Fellows of the Division are eligible to run for Division offices. Any questions about Division elections may be directed to me. Ballots will be sent to voting members of the Division by APA. Please return your ballots promptly. Be sure to vote!

Steven E. James, Ph.D.
(978) 463-9022

PRESIDENT-ELECT

Sari H. Dworkin, Ph.D.

I am honored to be running for President of Division 44. I care deeply about the issues of psychological research, education, and practice in the areas of lesbian, gay, bisexual, and transgendered psychology. If elected I will dedicate my presidency to furthering diversity and working for social justice.

I have been involved with Division 44 since the early 80's. Beginning with the Steering Committee of the Association for Lesbian and Gay Psychologists (ALGP) I, then, was elected Member-At-Large of the Executive Committee of the Division. Once that term ended, I remained actively involved through working on continuing education needs and then as Chair, and subsequent Co-Chair of the Task Force on Bisexual Issues. Currently, I am the Division's Representative to APA Governing Council. I feel ready to take on the Presidency of the Division and hope that you will place your trust in me and elect me to that office.

Becky J. Liddle, Ph.D.

I am honored to have been asked to run for president of Division 44. Division 44 has been my primary professional allegiance since becoming a psychologist in 1991. I have long enjoyed mentoring student listserv members. My active service to the Division includes three years reviewing applications for the Malyon Smith award and a three-year term as associate newsletter editor. I now serve as newsletter editor. My other LGBT related experience includes being founder and co-chair of the LGB faculty caucus at Auburn University, launching an LGBT Safe Zone project here in the "Heart of Dixie," serving as faculty advisor to our LGB student organization, and serving on the board of Oberlin College's LGBT alumni organization. My program of research involves the experiences of LGBT people in therapy and at work.

SECRETARY-TREASURER

A. Chris Downs, Ph.D.

I am honored to be considered for the office of Secretary-Treasurer of Division 44. I have been active in GLBT issues and concerns for almost 20 years, first as a professor at the University of Houston, then in a corporate setting (Drake Beam Morin, Inc), and now with a large non-profit foundation, The Casey Family Program based in Seattle, Washington. At Casey, I serve as the Director of Developmental Research and supervise research on children and adolescents living in out-of-home care. My recent research with Steven James and Kathleen Wetherbee on GLBT foster parents is among the first of its kind in the broader area of GLBT parenting issues. While I have been a Division 44 member for many years and currently serve on the Youth and Families Committee, I look forward to making larger contributions to the overall direction and success of the Division in the years ahead.

Michael R. Stevenson, Ph.D.

My current scholarly work focuses on sexual orientation and public policy, cross-cultural perspectives on sexual identity development, and diversity policy. I was awarded an APA Teaching Award in 1984, an APA Sr. Congressional Fellowship in 1995, and became an APA Fellow in 2000. I was appointed to the APA Committee on Lesbian, Gay, and Bisexual Concerns in 1997 and served as its chair during 1999. I am eager to help guide Division 44 as it grows and changes to meet the needs of its members and the fiscal, political, and conceptual challenges it faces. I value its supportive environment and willingness to facilitate social change. My fellowship experiences in Indonesia (Fulbright Sr. Scholar, 93-94) and in the U.S. Senate have enhanced my commitment to multicultural perspectives and active participation in public policy debates. It would be both a pleasure and an honor to serve Division 44 as secretary/treasurer.

CONTINUED ON NEXT PAGE

DIVISION COUNCIL REPRESENTATIVE

Armand R. Cerbone, Ph.D.

With APA adoption of guidelines for psychotherapy with LGB clients, Division 44 has achieved its most critical objective. Now the Division faces new challenges such as meeting the needs of gay families, youth and the transgendered. To do this, it needs individuals with a history of leadership and vision. It also needs many faces in many places in APA. Having been in leadership positions since its founding, I have that history. Having been Chair of CLGBC, Co-Chair of the Task Force for Guidelines except for my years as President, having founded the Midwest Association of Lesbian and Gay Psychologists and the Sexual Orientation Issues Section in the Illinois Psychological Association, I have successfully demonstrated vision and initiative in the service of Division objectives. For these reasons the Division gave me its Distinguished Professional Contribution Award. If elected, I would bring a strong and seasoned gay voice to Council and APA.

Douglas C. Haldeman, Ph.D.

In fifteen years, Division 44 has made LGBT issues visible and vital in APA Council. I will continue this trend in the following key areas:

* Social policy: organizing APA's response to hate crimes; promoting diversity in all areas of the Association; strengthening policies relative to LGBT families (custody/adoption, domestic partner benefits)

* Practice: working with practice constituencies to ensure fair and competent treatment of LGBT clients through implementation of the Guidelines; lobbying for LGBT competence on practitioner panels

* Education and research: advocating for a strong LGBT research agenda, and dissemination of current psychological knowledge about LGBT issues.

I have served as President of the Division, and Chair of CLGBC. I have worked extensively for ethical treatment of LGBT clients in psychotherapy, and was a major contributor to the recently passed Guidelines for Psychotherapy with LGB Clients, and the Resolution on Appropriate Therapeutic Responses to Sexual Orientation. I love this Division, and will serve with enthusiasm and diplomacy.

Stephen F. Morin, Ph.D.

Steve Morin, Ph.D. is an Associate Professor of Medicine and Director of the AIDS Policy Research Center, AIDS Research Institute, UCSF. For more than ten years, Steve served as principal legislative assistant to Representative Nancy Pelosi (D-CA).

Steve was the Chair or President of the following organizations: Association of Lesbian and Gay Psychologists, the APA Task Force on the Status of Lesbian and Gay Psychologists, the APA Committee on Lesbian and Gay Concerns, and Division 44 (after having worked several years to organize the Division). He then served as Representative to Council from Division 44 until Council elected him to the APA Board of Directors.

He has served on 18 Boards or Committees within APA and has served as President of the California Psychological Association. He received Distinguished Contribution Awards from Division 44 and APA's CLGC. He would like to return to APA Council and represent the views of our Division Members.

MEMBER-AT-LARGE OF THE EXECUTIVE COMMITTEE

James M. Cantor, Ph.D.

If I can provide LGBT psychology even a part of what it's provided me, I will have spent my time well.

Since joining the Division, I have enjoyed advocating for LGBT psychology issues. I founded the APAGS Committee for LGB Concerns, co-authored the survey of Division 44 students' graduate school experience, directed the formal efforts to end anti-LGBT accreditation policies, and conducted 20+ convention hours on LGBT issues. I am proud to have received the Division 44 Award for Distinguished Contribution by a Student.

My other APA experiences - as a liaison to the Board of Professional Affairs, to the Committee for the Advancement of Professional Practice, and to the task forces on telehealth issues, prescription privileges, and the psychology marketplace - have all prepared me to continue building bridges between the Division and the rest of the profession.

Such unifying efforts will best service our science, our students, and our clients.

Allen M. Omoto, Ph.D.

I am an Associate Professor at the University of Kansas. My research and scholarly interests focus on HIV-related issues and LGB concerns, and bridge scientific, practice, and practical domains. I have co-chaired the Division Science Committee since its inception and currently serve on CLGBC of the APA. I have served on scientific review panels for grant applications, and I have worked in the US Congress as an APA Congressional Fellow. I am also active on LGB and HIV-related issues locally. These experiences would inform my work on the EC where I see myself contributing in areas of research, policy, and linkages to ethnic minority concerns. I am committed to facilitating LGB-related research. With increasing public attention to LGB issues, psychologists can help shape professional and social policies and my varied policy experiences should benefit these efforts. Finally, as an Asian American psychologist, I have long-standing interests in ethnic minority issues and look forward to working on related initiatives.

INVITATION TO SUBMIT SYMPOSIA AND POSTER PROPOSALS FOR THE SECOND NATIONAL MULTICULTURAL CONFERENCE AND SUMMIT

The National Multicultural Conference and Summit is accepting proposals for symposia and posters to be offered at the Conference in Southern California, January, 2001. The deadline for submission of proposals is July 1, 2000. To allow time for peer review, selection, and notification, we cannot grant extensions. The theme of the 2001 Summit is "The Psychology of Race/Ethnicity, Gender, Sexual Orientation, and Disability: Implications for Research, Training, and Practice." Psychologists (and other social science and health professionals) and graduate students in psychology may submit a proposal for consideration.

Procedures for Submitting Proposals

Types of programs: 1-hour and 2-hour Symposia, and Poster presentations will be considered.

All proposals (symposia and posters) must contain:

- Presentation Type (1-hour symposium, 2-hour symposium, or poster session)
- Title (maximum of 10 words)
- Lead Presenter (full name, highest educational degree, mailing address, home and office phone numbers, and professional affiliation)
- Other Presenters (for each: full name, highest educational degree, mailing address, home and office phone numbers, professional affiliation),
- Person submitting proposal (name, address, email, and phone numbers).
- Accommodations Requested
- Two self-addressed, stamped envelopes.
- Additional requirements as stipulated below:

In addition, all **Symposium** proposals must contain:

- Three copies of the General Statement (Not to exceed 300 words. Do not identify authors.)
- Three copies of each Presenter's Statement (Not to exceed 300 words each. Do not identify authors.)
- Lead presenter's current CV
- Audiovisual equipment requested (1/2" VHS playback, slide projector, or overhead only).

In addition to other requirements, all **Poster** proposals must contain:

- Three copies of a summary (Not to exceed 600 words. Do not identify authors.)

Review Criteria:

- Proposal Content Quality
- Participant Qualifications
- Program Needs and Space/Time Availability
- Handouts and References

Requests for Audiovisual Aids: These requests must be made in the proposal; otherwise presenters are responsible for providing their own equipment.

Continuing Education Credits: CEUs for psychologists will be presented.

Proposals may be sent to:

Steven E. James, Ph.D.
National Multicultural Conference and Summit Programs
P.O. Box 116
Byfield, MA 01922
(978) 463-9022

SOCIAL WORK EMBRACES TRANSGENDER

BY ARLENE ISTAR LEV AND BARRY MOORE

Amidst the multitude of changes taking place within the Social Work profession at the turn of this century, NASW has adopted a policy position on Transgender/Gender Identity Issues. This statement states emphatically that, "... people of diverse gender expression and identity ... should be afforded the same respect and rights as those whose gender identity and expression conform to societal expectations." This is an exciting and revolutionary stance for NASW to take, and it is to our credit as social workers that at the Delegate Assembly meeting in August of 1999, the policy statement passed overwhelmingly with no amendments added from the floor of the assembly.

Barry Moore began the process of developing a policy statement in 1993. Through extensive communication and with substantial assistance from other social workers and members of the transgender community, as well as numerous draft revisions, Barry was able to successfully develop an inclusive and powerfully written policy statement to guide social work services for transgender people into the millennium. The NASW policy statement will serve to educate social workers to the natural development of those whose gender identity and expression may differ from their assigned sex at birth, and to increase the awareness and acceptance of transgender people.

The policy statement asserts that "NASW believes that nonjudgmental attitudes toward diversity in gender identity and expression enable social workers to provide maximum support and services to those of diverse gender. Social workers and the social work profession can support and empower such persons in 'coming out,' dealing with family, significant others, friends, and co-workers, and finding their way to peace of mind in the face of residual socially and personally-imposed stigma." Understanding that transgender people must be included in the umbrella of our social service care giving will serve to create and direct agency policy and educational objectives. The statement further states, "NASW can be supportive in the areas of professional and continuing education, public awareness, health and mental health services and

legal and political action." The policy specifically "...encourages the development of supportive practice environments for those struggling with transgender issues (*both clients and colleagues*)" [emphasis added], recognizing that social workers are not just impacted professionally, but also personally.

Of course this policy statement just represents the beginning of the social work profession addressing issues affecting transgender people and their families. This will be an uphill battle affecting transgendered people experiencing workplace discrimination, child custody issues and health insurance reimbursement difficulties. It will involve the need for specialized social work services in the clinical, medical, educational, policy, research and legal arenas. Ultimately it will impact the political process of including Gender Identity Disorder in the DSM, in much the same way as the issue of Homosexuality as a diagnosis was impacted by the burgeoning Gay Liberation Movement thirty years ago.

Mental health professionals need to become educated about issues affecting transgender youth, spouses of transsexuals, the differences between gender and sexual identity, the humane

treatment of intersexed infants, and utilizing the Standards of Care for ethical treatment of transgender people developed by the Harry Benjamin International Gender Dysphoria Association, to name just a few issues. The passing of the Transgender/ Gender Identity Issues Professional Policy Statement is an important first step for NASW in addressing the needs of a previously ignored and clinically mistreated population. The full text of the policy statement will be published in Social Work Speaks, which contains all NASW policy statements.

Arlene Istar Lev CSW-R, CASAC, is a family therapist who specializes in working with LGBT people and their families and is an adjunct professor. Haworth Press will publish her book *Transgender Emergence* in 2000. She can be reached at Choices Counseling and Consulting, 321 Washington Ave., Albany, NY, 12206, 518-463-9152, or istarlev@aol.com.

Barry L. Moore, LCSW, ACSW, is Associate Director, Social Work Services, UMDNJ-University Hospital, Newark, NJ. He can be reached at 65 North Fullerton Avenue #22, Montclair, NJ 07042, or 973-746-6196.

MALYON-SMITH SCHOLARSHIP AWARD CONTRIBUTIONS NEEDED!

We badly need contributions for the Malyon-Smith Scholarship Award fund. This fund is used to support outstanding research projects proposed by graduate students in psychology, and each year we are unable to give awards to many deserving students. If you are like a lot of people, you probably have good intentions to contribute to this fund but forget to do so when you are done reading the Newsletter. How about getting your checkbook out right now and sending a tax-deductible contribution (made out to Malyon-Smith Scholarship Award) to:

Susan Kashubeck, Ph.D.
Department of Psychology
Texas Tech University
Lubbock, TX 79409-2051

Any and all amounts are welcome and will help enable us to support research conducted by psychology graduate students on LGB issues. There are very few sources of funding for GLB research. Let's build this fund up! If you have questions, contact Susan Kashubeck at 806-742-1708 or Kashubeck@ttu.edu.

CORRELATES OF LESBIAN INTERNALIZED HOMOPHOBIA

DAWN M. SZYMANSKI, Y. BARRY CHUNG, AND KIMBERLY F. BALSAM

To more fully understand the construct of internalized homophobia and its impact on lesbians, we investigated how lesbian internalized homophobia may relate to various psychosocial variables. Participants included 157 women who had experienced same-sex attraction. This national sample was primarily Caucasian (86%) and highly educated (75% held at least a 4-year college degree). Respondents completed a demographic questionnaire, the Lesbian Internalized Homophobia Scale (LIHS; Szymanski & Chung, in press), and measures assessing depression, various types of social support, somatic complaints, and stability of self-concept. Results revealed that greater internalized homophobia was related to depression, less overall social support, less overall gay social support, less relative gay social support, less satisfaction with social support, non-membership in a lesbian/gay/bisexual group, passing for straight, and more conflict concerning sexual orientation. Of these variables, depression and a lack of overall gay social support were the most significant predictors, accounting for unique variances in internalized homophobia. Furthermore, a lack of connection with the lesbian community was associated with greater somatic complaints. Internalized homophobia was not significantly correlated with stability of self-concept.

The correlational nature of this study prevents us from making causal inferences about the nature of the aforementioned relationships; however, several interpretations concerning the relations among lesbian internalized homophobia, depression, and overall gay social support are plausible. It may be that

lesbian internalized homophobia causes lower social support (due to fewer gay friends and/or less intimate straight friends) which may cause depression. Conversely, it is possible that lesbian internalized homophobia leads to depression, which impedes individuals from reaching out and forming connections with other lesbians and gay men. It is also possible that negative cognitions often associated with depression lead to more negative beliefs about oneself as a lesbian. Additionally, social support provided by lesbians and gay men may be an important factor in overcoming internalized homophobia in lesbians. Future research is needed to determine the causal relations among these variables.

In conclusion, these findings provide evidence of the significance of internalized homophobia in the lives of lesbians. Additionally, they support the use of the LIHS as a research tool to further our understanding of lesbian psychology.

This research was supported in part by the 1999 American Psychological Association Division 44 Malyon-Smith Scholarship Award. For more information about this study, please contact Dawn M. Szymanski at Department of Counseling and Psychological Services, College of Education, Georgia State University, University Plaza, Atlanta, GA 30303-3083 or dmszymanski@mindspring.com.

References

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BOOK REVIEWS

Chapter: "Lesbian, Gay, and Bisexual People of Color: Understanding Cultural Complexity and Managing Multiple Oppressions"

REVIEW BY ANGELA D. FERGUSON, PH.D.

The challenges of counseling lesbian, gay, and bisexual people of color has been addressed in a recently co-authored chapter in the new "handbook" for counseling lesbians, gays, and bisexuals (Fukuyama & Ferguson, 1999). The chapter discusses some of the clinical issues, identity theories, and types of referral resources that are relevant and useful when counseling LGB people of color. A front page headline in the San Francisco Weekly, a pop culture entertainment newspaper in the Bay area (Engardio, 1999) stated "You can't be gay, you're Latino. A gay Latino identity struggles to emerge somewhere between the macho Mission and Caucasian Castro." This headline illustrated the visible-invisible struggle that many LGB people of color experience in terms of feeling the brunt of both racism and the potential condemnation and rejection of one's racial/cultural group due to sexual orientation.

The authors provide a critical exploration of current psychological identity theories as they have been used to understand cultural variables (e.g., race, gender, class), sexual orientation, and the dynamics of oppression. The chapter also examines the ways in which various cultural groups perceive sexuality and sexual orientation and the complexity of managing social oppressions (e.g., racism, heterosexism, homophobia, biphobia). Four major ethnic groups are broadly defined in the

chapter to illustrate some of the challenges of integrating interrelated social identities. As each ethnic group is presented, the authors provide a discussion of the confluence of factors that may affect the development of one's social identities, relative to the influences of family, community, cultural norms and expectations. Lastly, Fukuyama and Ferguson discuss core themes that may emerge for LGB people of color and provide recommendations for therapists that can assist clients in becoming aware of their attitudes, feelings, and beliefs about multiple cultural identities.

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Fukuyama, M.A. & Ferguson, A.D. (1999). Lesbian, gay, and bisexual people of color: Understanding cultural complexity and managing multiple oppressions. In R.M. Perez, K.A. DeBord, & K.J. Bieschke (Eds.), *Handbook of counseling and psychotherapy with lesbian, gay, and bisexual clients*. Washington, DC: American Psychological Association.



NEW AT APA: THE HEALTHY LESBIAN, GAY AND BISEXUAL STUDENTS PROJECT

APA has received funding from the Centers for Disease Control and Prevention's Division of Adolescent and School Health (CDC-DASH) to create the **Healthy Lesbian, Gay and Bisexual Students Project**. The project is a five-year collaboration between CDC-DASH; the Center for Psychology in Schools and Education (in APA's Education Directorate); and the Committee on Lesbian, Gay and Bisexual Concerns (in APA's Public Interest Directorate).

The Healthy Lesbian, Gay and Bisexual Students Project seeks to reduce the risks of HIV infection, unintended pregnancy, sexually transmitted diseases, and other salient health issues of LGB youth. The program's goals include helping to meet the health needs and improving the health outcomes of gay, lesbian, and bisexual youth in school-based settings. The activities of the Project will be focused specifically on building the capacities of school psychologists, nurses, counselors, and social workers to serve LGB adolescents on topics of health. In order to effectively meet the needs of these professionals, APA is working on a collaborative basis with the American Counseling Association, the American School Counselor Association, the National Association of School Nurses, the National Association of School Psychologists, the National Association of Social Workers, and School Social Work Association of America. Each of these six organizations has dedicated a representative for the ongoing work of the Healthy LGB Students project.

The current five year plan for the Project includes conducting a needs assessment of school professionals in the field, creating an educational resource to meet the identified gaps from the needs assessment, and developing and conducting an effective training and dissemination strategy. Based upon APA's proposal to the CDC, the initial training activities will begin in March of 2003.

In addition to the efforts focused upon school professionals, the Healthy LGB Students Project will also seek to build the capacity of schools in adapting and evaluating models of HIV prevention curricula to appropriately include content and activities to prevent same-sex sexual risk behaviors. Finally, the project anticipates strengthening the capacity of the various national organizations involved, all of which are stakeholders in schools, to address issues of psychosocial climate and culture of schools for LGB adolescents.

For additional information about the project, including the identification and selection of training locations, contact Dr. Dusty Porter, Healthy LGB Students Project Manager, at jporter@apa.org.

National Conference on LGBT Aging

"Out of the Closet – Into the Future: Midlife and Aging in Gay America"

A conference for aging LGBT people; activists & advocates; policy makers; service providers; academics & researchers; people of all ages & backgrounds

May 5-6, 2000

Fordham University's Lincoln Center Campus, New York City

Senior Action in a Gay Environment (SAGE), the nation's oldest and largest social services agency dedicated to LGBT seniors - in collaboration with the Ravazzin Center for Social Work Research in Aging at Fordham University - is hosting its second national conference to

- Heighten awareness of LGBT aging issues
- Challenge ageism and age-phobia in the gay community
- Showcase innovative outreach, service programs and activist initiatives
- Develop a plan of action and identify strategies regarding LGBT aging issues

Keynote Speakers: **Dr. Rose Dobrof, DSW**, Founding Director, Brookdale Professor of Gerontology and **Dr. Billy E. Jones, MD, MS**, Former Commissioner of NYC Dept. of Mental Health & President of HHC.

Call to Action: **Virginia Apuzzo**, Chair for Leadership in Public Policy and Former Executive Director of the National Gay & Lesbian Task Force and, until recently, Assistant to President Clinton for Management and Administration.

Doug Kimmel is involved and will co-edit a special issue of the conference proceedings for the Journal of Gay and Lesbian Social Services. **Harold Kooden**, who serves on SAGE's conference planning committee, will be presenting on his book *Golden Men: The Power of Gay Aging*, along with his co-author, **Charles Flowers**.

To register - call (212) 741-2247, or email sageusa@aol.com.

Guidelines, continued from page 1

These individuals met many times during weekends which consisted of 10-12 hour days reviewing the feedback received, writing, and editing the proposal. Throughout the drafting and revision process, APA's officer for lesbian, gay, and bisexual concerns, Clinton Anderson, was of tremendous help. The JTF is indeed grateful to him for his knowledge and guidance.

The entire document was reviewed by a number of individual reviewers both within and outside of Division 44 and CLGBC. In the Spring of 1998, the proposal was approved for submission to the Board of Psychology in the Public Interest (BAPPI) by Division 44's Executive Committee and CLGBC. With this action, the proposal entered APA's formal approval process. It was then submitted for formal review at the Spring, 1999 consolidated committee meetings. The proposal was favorably reviewed and revisions were made. In July of 1999, the proposal was reviewed by the Ethics Committee and APA's General Counsel who also made certain recommendations for revisions. To prepare the proposal for review by the boards in the Fall of 1999, Catherine Acuff organized and presided over a meeting of representatives of the Board of Professional Affairs (BPA Chair, Ron Rozensky), COPPS (Chair Lisa Grossman), the JTF Revision Team (Kris Hancock and Doug Haldeman), and APA staff from both the Practice and Public Interest Directorates (Geoff Reid and Clinton Anderson, respectively). This important meeting was funded by the APA Board of Directors.

Division 44 members may well ask about the purpose of this special meeting when the Guidelines were well received at the committee meetings in the Spring of 1999. Most of the committees meeting then were public interest committees--very much concerned with social issues. The purpose of the special meeting with BPA and COPPS representatives was an opportunity to evaluate the proposal's value and readiness for approval by the practice community in APA and, while many psychologists share interests in both practice and public interest, there are numbers of psychologists whose major concerns are primarily those of practice. It is important to realize that the climate for practice shifted dramatically under managed care during the guidelines development process and practicing

psychologists have been subjected to many difficult changes in the practice of psychotherapy. Guidelines of any sort can be viewed as an additional burden. It was therefore necessary to review the proposal carefully to make sure that the Guidelines accurately conveyed the aspirational tone of practice guidelines.

This special meeting was very successful. Shortly thereafter, BPA members had a retreat in which they worked on developing a taxonomy of guidelines and clarifying their role as a reviewing body for both practice and treatment guidelines. BPA used our Guidelines as a model for the way in which guidelines might be developed.

With the support of BPA and COPPS and Catherine Acuff's knowledge and expertise in APA governance review, the Guidelines for Psychotherapy with Lesbian, Gay, and Bisexual Clients received support from the APA boards and the Committee for the Advancement of Professional Practice in the Fall of 1999. The proposal then went to APA's Board of Directors where it was approved and sent on to the Council of Representatives.

The Guidelines for Psychotherapy with Lesbian, Gay, and Bisexual Clients have been carefully developed and have survived a number of difficulties and setbacks (e.g., Alan Malyon's death, the difficult changes for practitioners in the profession and their responses to it).

Although these are now APA guidelines, Division 44 members are to be acknowledged for their on-going support of this project and, more importantly, for actually creating the literature that served to support the guidelines. It would not have happened without your work. This project should also remind us that we are part of a larger organization and that our concerns in the areas of practice, science, and education can be supported by working collaboratively with other groups. Moreover, Division 44 has a great many allies and supporters within the association. We look forward to strengthening these connections for future collaboration.

Part of the dissemination plan for the Guidelines is for them to be posted on the Division 44 website.

¹ Garnets, L., Hancock, K., Cochran, S., Goodchilds, J., & Peplau, L. (1991). Issues in psychotherapy with lesbians and gay men: A survey of psychologists. *American Psychologist*, 46(9), 964-972.

² Catherine Acuff was an original member of the JTF but stepped down when she joined the Board of Directors. Division 44 Council Representative Connie Chan stepped in to take her place.

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