

**Division 44 Endorsements for APA President
September 2016**

The Division 44 Executive Board endorsed and rank-ordered three of the candidates for APA President:

- 1) Jessica Henderson Daniel
- 2) Rodney L. Lowman
- 3) Kurt F. Geisinger

All candidates were sent an invitation to request Division 44 endorsement and were asked to provide a written statement requesting endorsement that addressed (a) Why they are seeking the endorsement of Division 44; (b) Evidence of their record of commitment to advancing lesbian, gay, bisexual, and/or transgender issues in education and training, in research, in practice, and/or in the public interest; and (c) An explicit statement of commitment to advance lesbian, gay, bisexual, and transgender issues in psychology during their presidential term. The responses received from each candidate are provided below:

JESSICA HENDERSON DANIEL, PhD

1. Why seek endorsement of Division 44?

I am a member of Division 44 because I support the Division's values and goals. I have long been an ally. I would be honored to have your endorsement.

2. Evidence of Commitment to Advancing LGBT Issues:

I have demonstrated a commitment to LGBT issues in several contexts. Here are three illustrative examples:

First, as Director of Training in Psychology at Boston Children's Hospital, I have included education and training about issues related to sexual orientation and gender identity. Note that I did this long before a formal LGBTQ Committee was formed at the hospital.

After a strong negative response to the inclusion of LGBTQ issues in the internship seminar from one intern class, I began to inform intern applicants during interview days that this program includes attention to many forms of diversity. A diversity list is provided, and candidates are cautioned that if they do not want to learn about these topics, this program may not be a good fit for them. I have shown videos about how to introduce LGBTQ issues to children—It's Elementary as well as other related documentaries. When I invited a colleague to join me in discussing Trembling Before G_D, in the Department of Psychiatry, I was shocked to walk into a packed room of people from around the hospital who had heard about the seminar. It was a lively and at times tense seminar about the intersection of LGBTQ issues and religion (Jewish and Catholic).

Second, for more than two decades I taught the course Psychology and Social Oppression in the Boston University's Clinical Psychology Doctoral Program. The course included LGB issues.

Almost every year, a student came out in class as being LGB. The students told me that they felt safe to self-identify in that environment. Many wanted to share information about their lives—challenges and triumphs. It was a learning experience for the students and for me.

Third, after presenting at a regional conference on diversity issues, I was invited to join the staff of a transgender initiative. I declined, stating that I had no experience with persons so identified. After several more contacts, I consented to work with the group. What began as a two to three month commitment turned into a three year affiliation with this service organization. The transgender women were primarily persons of color with limited financial resources. First, I had to learn about the group culture and then I created self-care workshops for the participants. My final task was to conduct a needs assessment for the participants who ranged in age from 24 to mid-sixties.

3. Explicit Statement of Commitment to Advance LGBTQ Issues in Psychology (if elected): I write this statement in the aftermath of the Pulse nightclub massacre in Orlando. The event and the staggering loss weigh on my heart. I am determined to use APA as a means to help us move ahead. Before beginning any related initiatives, I will engage the leadership of Division 44 to ascertain the most critical issues and causes that APA can exert influence. I want to include Division 44 members in a wide array of supportive initiatives, some of which may be clearly LGBTQ related and some not. I want to weave diverse groups inextricably into the fabric of the APA community.

RODNEY L. LOWMAN, PhD

(a) Why are you seeking the endorsement of Division 44;

It would be an honor to have the endorsement of Division 44 for my presidential campaign. My long-term commitment to multicultural and international issues enthusiastically has included LGBT concerns. And in this particular APA presidential election, these issues and concerns stand not be focal or visible when, always, they should be—even with the recent attacks in Orlando.

(b) Evidence a record of commitment to advancing lesbian, gay, bisexual, and/or transgender issues in education and training, in research, in practice, and/or in the public interest; Since 1998 I have been a professor and administrator at the California School of Professional Psychology (CSPP) at Alliant International University. The first initially free-standing school of professional psychology in the world, from its origin CSPP has been inclusive and diverse—long before that became popular. I came to CSPP and to California in large part because of its diversity. It was the only institution where I'd been that passionately cared about multicultural issues in a way that was more than just rhetoric and that has “walked the talk.”

As an academic administrator I've hired LGBT faculty and helped to support their careers. While serving as Provost/VPAA I was the chief architect in advancing the university's multicultural initiatives through our I-MERIT (International-Multicultural Educational Research Intervention and Training) program. Alliant/CSPP has also been a pioneer in attracting LGBT students and has one of the highest graduate rates for diverse students in our (mostly graduate) programs.

As a leader within APA I have had the opportunity to advance LGBT awareness. For example, as the inaugural head of the Council Leadership Team for APA I set up a panel to highlight contributions to policy making in APA. One of the presenters was Nathalie Gilfoyle who as chief attorney for APA discussed APA's amicus program and focused especially on the important and influential work the Program had achieved in the LGBT parenting, marriage and related court cases.

My relevant publications/presentations include:

Kuba, SA. Sexually and gender-variant individuals: International and multicultural perspectives. In: R.L. Lowman, Internationalizing multiculturalism: Expanding professional competencies in a globalized world. Washington, DC: American Psychological Association, 2013. 109-142. ISBN: 1-4338-1259-2.

Wang-Jones, T. S., Alhassoon, O. M., Ferdman, B., Lowman, R. L., & Starkka, S. (2014). Transgender Implicit Association Test pilot study. Transgender Implicit Association Test Pilot Study, doi:10.1037/e557292014-001

(c) An explicit statement of commitment to advance lesbian, gay, bisexual, and transgender issues in psychology during your presidential term.

APA has been a long-term supporter of LGBT issues and that support needs to be continued as some states continue to try to erode the substantial gains made in LGBT rights. Most recently the brouhaha over transgender rights in using bathrooms has illustrated the lack of awareness and easily aroused-antipathy that suggests the need for ongoing public education and amicus support.

LGBT advances in the US contrast with the less favorable record of recognizing and protection LGBT persons in the world, particularly in developing countries. APA also has the opportunity to broaden its focus to become a major voice in the abuse, including murder, of LGBT persons in other countries, particularly developing ones. For example, despite a constitution that protects the rights of LGBT citizens, South Africa has slid backward in its actual treatment of such individuals. In Catholic-dominated countries like the Philippines and many South American ones, LGBT populations are often poorly protected or supported. And in some countries (such as Uganda) it can be a criminal offense that can result in imprisonment or even death to be LGBT. We are part of a global society now and APA needs to broaden its focus to determine how we can help LGBT people in other countries and cultures.

Clearly, however, U. S.-based concerns remain. We now have another disastrous event. In response to the June 12, 2016 Orlando massacre, I wrote:

As psychologists and as citizens we are outraged by this attack but somewhat helpless to know how best to respond, and to know, how, if at all, we can help. Whatever the facts of this specific case turn out to be, as psychologists we want to understand the factors influencing them. Fortunately, we have many psychologist-colleagues and colleagues from other disciplines who have made it the focus of their work to study some of these matters. We have the need to stand up strong and speak up against this horrific massacre.

The relevant work addresses:

--the nature and source of anti-gay beliefs (see, e.g., Herek, <http://www.pbs.org/wgbh/pages/frontline/shows/assault/roots/overview.html> , and a number of evidence-based policy statements from the APA (<http://www.apa.org/pi/lgbt/resources/policy/>)...

--the psychological and other bases for mass killings (see, e.g., <http://www.unodc.org/unodc/en/data-and-analysis/statistics/crime/global-study-on-homicide-2011.html> and APA reports and policies on gun violence, <http://www.apa.org/pubs/info/reports/gun-violence-prevention.aspx> and <http://www.apa.org/news/press/releases/2013/12/gun-violence.aspx>)

(See rodneylowman.com for the complete statement.)

The facts of the Orlando killings are still unfolding. Why did Mr. Mateen pick a gay establishment that on this night had a special Latino/a event? Was he himself gay or bisexual? Was the anti-LGBT sentiment expressed in the Muslim religion influential in his choice of victims? Or was he a lone wolf with idiosyncratic motives?

The publicity about this attack has included the evidence that of all minority groups, LGBT individuals are the most likely to be the victims of hate crimes and hate speech. Many, including those whose religions are anti-LGBT, have had to re-think their positions. Our job in part is to keep the focus on the Orlando slayings and the basis for preventative action. Long after the press has moved on to the next such incident or disaster we need to keep this horrific event in focus.

KURT F. GEISINGER, PhD

Why am I seeking your endorsement? Simple. I stand for diversity in all its forms. My field is individual differences. I support and have supported all the gays and lesbians with whom I presently work and have worked and associated. I would hope that you could support me in the same way. And your opinion counts...to me and to others. I would rather lose based upon my values and principles than win without standing up for what I believe.

Please accept the remainder of this short statement as my request for endorsement from Division 44. I will attempt to make my case to you of my history of support for lgbt issues. Let me provide you with the following few examples of my support for lgbt issues.

One of my first graduate students at Fordham was a young man by the name of Edward Prieto. I published 3 articles/chapters with him. He was one of the founders of FLAG, the Fordham Lesbians and Gays, back in the late 1970s, early 1980s. Because I was his professor and I supported both him and the cause, I was a faculty advisor to that group for several years. He was from a traditional Puerto Rican family that never accepted his gay status. At one point late in his life, he told me that one of his most important life goals was to finish his degree. Tragically, Mr. Prieto never finished his doctoral degree and died of aids. After his internship, he had worked at the Bronx State Hospital. The one heartwarming part of this story is that as his health declined,

his colleagues took his rotations so that he did not lose health benefits until he actually died. I am really proud of my colleagues and it says a lot about psychologists and our willingness to work collaboratively, commit to our values, and to bear responsibility for each other.

Much of my research has focused upon diversity, broadly defined. That is because of my firmly held belief in fairness, diversity and inclusion. In fact, one of my presidential goals (can be found at kurt4apa.org) is "We must maintain our total commitment to diversity in all its manifestations. Education is the key. We must also have a commitment to social justice that should infuse all our activities." One of my former students and colleagues who knows me well, Dr. Stephen Sireci, mentioned, in an unsolicited endorsement to be found at that same webpage, my long held support for LGBT issues and people.

I was Dean of Arts and Sciences at the State University of New York at Oswego (1992-1997). During that time, the director of our art gallery who reported to me was openly gay. He spent much of his time counseling students who were either unsure of their sexuality or were scared about coming out. His chair on the other hand felt he was not providing the Art department with enough service. I supported this valued faculty member to his chair and assured him of his value to the University. I even hosted a party for him and his many friends at my house a couple of years later when he retired. The fact that I am a professor today rather than a university vice president or president has much to do with my LGBT beliefs. I was hired by an enlightened priest-president as vice president for academic affairs/provost at a conservative Catholic university, the University of St. Thomas in Houston, TX. I had been assured by the president who hired me that there was no discrimination against those who were gay or lesbians among others. During my five years there, we hired a number of openly gay individuals. However, a new president was hired who came directly from the military, where he had served as a general and, previously, in the Reagan White House. Early in his term as president, I tried to promote someone within the administration to a higher post. The new President believed that this individual was gay and would not promote him on that explicit basis. I fought the president within the administration (that is, primarily with him individually), lost, and resigned. One cannot work for someone whose values one does not share.

One of my past doctoral students is a fine scholar, Dr. Scott Hershberger, a gentleman and prolific intellectual on both psychometrics and gay issues, who is himself gay and now legally married. One would find that I have been highly supportive of him throughout his career. I recently hired a director of marketing for the Buros Center for Testing, where I work. The best candidate in my opinion happened to be a lesbian; she was the one who was hired. I have several gay and lesbian students working with me presently, at least one interested in test bias against such group members. I am proud that these students know that they can work with me, knowing that I shall support them to the best of my ability.

I recently wrote our long-term, outgoing chancellor the following email:

Dear Chancellor Perlman,

When you interviewed me for my current position, some 10 years, ago, I mentioned that I had been 5 years as a Dean of Arts and Sciences and 9 as a Provost and Vice President for Academic

Affairs. When I first became a Dean of Arts and Sciences within the SUNY system (SUNY-Oswego), the times were difficult and budgets were being cut. My President, Stephen L. Weber—later at San Diego State for 15 years—did me a huge favor. Shortly before my arrival on campus, he and the Provost made some necessary retrenchments in an overstocked Modern Languages Department, all in accordance with the faculty union contract. Their doing it before I came on board in many ways protected me from the resultant reactions.

Why am I telling you this? Because I believe that you have the chance to save future Chancellor Ronnie Green from a similar situation. The bathroom controversy, as ridiculous as many of us find it, is rearing its head around higher education. You have long stood for diversity. Now is your chance to make one more difference in our institution. Institute a policy that permits transgender individuals to use the bathroom on campus that aligns with their gender identity. This issue may well come up in Nebraska as it has now in perhaps a half dozen other, mostly conservative states. Let's be on the forefront of accepting students and faculty as they are and supporting their identity decisions. I believe that if you took this action, people would accept it as in line with your ethical and legal nature, and at the same time it would protect Chancellor-elect Green from the likely resultant controversy.

When I was a vice president, my presidents always knew I had their backs. They could say anything in confidence to me, I could debate them on policy issues privately, and yet I never told others about our communications, unless they were public. I am advising you of something that I believe is in the best interest of this university and our students.

Thank you for your years as Chancellor. You have brought the University far. I am giving you a chance to take it still further.

And finally, welcome to the faculty! I spent 14 years in administration and now enjoy faculty work immensely. I wish the same for you.

Yours,

Kurt

I will close with a few non-professional examples. One nephew came out to me first and asked how he could tell other family members, friends and the like. I was thrilled that he trusted me at this level and that he sought my counsel. I also served as president of my Lutheran church a few years ago and as such, went to two annual statewide (synod) meetings. One of the issues that was voted on was whether gay or lesbian people in committed relationships could be called as clergy. In my state, unfortunately, the measure did not pass; however, in the country, it did. Few people spoke up for it in Nebraska. I did. Therefore, this near final paragraph can be taken as my commitment, in writing, to support LGBT issues throughout my presidency and, should I not be elected, in life generally. For me, it is less important to me that I make this commitment to you; I made it to myself long ago.

Finally, in your request you also ask that one discuss how one plans to advance LGBT issues throughout one's presidency. My goals are primarily focused upon membership issues. First, I

think that we must be open and welcoming of all members. Second, I believe that we must try hard to get more faculty members at universities that train all stripes (i.e., subdisciplines) of psychologists into the association. There are two other groups that we must get to return to APA: state association members and scientists. Toward this end I plan to challenge existing committees to consider ways to attract more professors, including part-time professors, to become members, to get more state association members to both join and continue their memberships, and to encourage scientists to stay in APA. (My experience in the past two decades is that fewer than 25% of faculty members in relevant departments are APA members or fellows. I would promise to have at least one faculty member who is gay or lesbian on my task force, someone (like a Cisco Sanchez, Frank Worrell or Debbi Bandalos) who could forcefully explain special issues faced by such members so that these issues are on the table for explicit consideration. I would be interested in your recommendations on others who could serve. I also want to make sure that it is understood that this commitment to attempt to attract more faculty members is not an academic vs. practice dichotomy. Rather, I believe that faculty members attract future members. Given that so few faculty members are joining APA, I think we need to reverse this trend. We have essentially killed the roots that feed the tree. Also, as you may have noted in my Monitor columns, I think that I, as someone perceived primarily as a scientist, have a greater chance to change the way that APAPO is funded than does a clinician. It needs to be funded appropriately and the methods used in the past have not worked and must be changed.

I humbly ask for your endorsement. My commitment to diversity has been a critical piece of who I am and I have literally quit a job and a career path because of my commitment to fairness for individual gender identity. Please know that regardless of whether you endorse me or not, or whether I am elected or not, I have your backs.

ALI M. MATTU, PhD

I am writing to you as a candidate for the position of APA President-Elect and respectfully ask for your endorsement in this year's election.

While I have not been personally involved with Division 44 and am not presently a member, I have learned through my time at APA that Division 44 is committed to promoting diversity. I've seen Division 44's leadership consistently advocate for increasing diversity of perspectives in APA meetings, challenge the heteronormative and gender binary bias inherent in APA governance, and bring awareness to policies that are affirming of all people.

It is also clear that your organization values diversity in leadership and works to create a diverse leadership pipeline, particularly as it relates to early career psychologists. I am consistently reminded of this as I see colleagues from my time at the American Psychological Association of Graduate Students (APAGS) now serving in your association's Executive Board, Standing Committees, and Special Committees.

Inclusion of diverse perspectives, promotion of policies that improve all lives, and diversity in leadership were also areas of focus throughout my time at APA and are issues I will champion as

President-Elect of APA. This is why I am seeking Division 44's endorsement in this election. Your endorsement would be meaningful to me because our visions are complimentary.

In addition to promoting diversity at APA, I have remained committed to promoting lesbian, gay, bisexual, and transgender issues in psychology. As APAGS's Member at Large, Diversity Focus, I collaborated with Dr. Lore Dickey (then Chair of the APAGS Committee on Lesbian, Gay, Bisexual, and Transgender Concerns) in finalizing the APAGS-CLGBTC Climate Guide. As APAGS Chair-Elect, I worked with the APAGS Convention Committee to develop a series of marriage equality convention programs to respond to the Manchester Grand Hyatt Hotel controversy. Later as APAGS Past-Chair, I worked with the APAGS Committee to advocate for the removal of footnote 4 of APA's Commission on Accreditation Guidelines and Principles for Accreditation of Programs in Professional Psychology, which could be used by universities to discriminate against LGBT graduate students. As a member of the Policy and Planning Board, I provided feedback to the task force developing the Guidelines for Psychological Practice With Transgender and Gender Nonconforming People, voted to approve these guidelines as a member of APA Council, and co-chaired a panel about the guidelines with Dr. Doug Haldeman at the 2015 APA Convention.

I will remain committed to advancing lesbian, gay, bisexual, and transgender issues in psychology during my presidential term. As APA President, I will champion a new APA culture that also reinforces Division 44's commitment to diversity.

The lack of diversity in our leadership remains APA's greatest challenge. We have spent decades recycling a small group of leaders who perpetuate an outdated governance system that does more to divide us than unite us. As a result, APA is growing less relevant to psychologists and the public we serve.

I will advocate for:

- Complete accountability and transparency to our most important stakeholders – the membership of the association.
- Creation of an APA Leadership Institute.
- A new strategic plan that will unite us on goals shared by all psychologists.
- Openness to new ideas through an integration of diverse perspectives in APA.

Diversity must also extend to our membership. APA's membership continues to decline for the seventh year in a row and the APA Practice Organization (APAPO) has lost 40% of its members over the last ten years. The APA and APAPO membership do not reflect the diversity of the psychology workforce.

I propose the following:

- Build value in APA membership by connecting psychologists, helping us grow our careers, and increase psychology's voice in our local communities.
- Create a membership concierge program that will personally contact members and ask, "What can APA do for you?"
- Reduce APA membership dues to levels consistent with other non-profit organizations.

- Consider new membership models to increase the voice of the 60% of members who do not belong to a Division, many of whom represent marginalized groups.
- Invite psychology majors to join APA through a new non-voting public membership category.

If we want to attract a diverse membership, we must also address the problems identified in the Hoffman Report and rebuild our trust with the public. We must first bring transparency to the opaque system that allowed our failures of checks and balances to occur.

I will advocate for:

- Using technology to increase the voice of membership in governance.
- Increasing accountability of leadership through live broadcasting of meetings and by making all votes public.
- Creating online town hall meetings between the CEO, President, and members.
- Developing an online petition system that allows members to introduce items into APA governance.

Finally, I want to return APA's focus to its vision of using psychological science to promote human rights and social justice. Specifically, I will:

- Focus APA on issuing scientific policy statements about the social crises facing our world, increasing our impact across federal and state governments.
- Encourage our CEO to revisit the hiring of APA's first Chief Diversity Officer, a position "paused" since 2009.
- Expand our focus by integrating members of the public into our deliberations.

I have spent the last decade of my life serving APA for one reason — its mission to benefit society resonates with me. My experiences have prepared me to be a leader in psychology. I know how to find consensus within a group, even when there are diverse opposing views. I know our history and value the breadth of our field. I understand the challenges we face. I hope we can work together to build a better future for psychology.

STEVEN J. REISNER, PhD

The tragic shooting in Orlando this June should remind us all that despite the enormous progress we have made as a society towards full equality for GLBTQ people in recent years, much remains to be done. GLBTQ people all over the country are at risk of violence every day; according to FBI statistics, they suffer more hate crimes than any other group. Psychologists have an important role to play both in caring for those attacked and discriminated against because of their sexuality and in analyzing the root causes of the culture of violence which puts them at risk. Yet our profession's record on GLBTQ issues is in many ways troubling: psychologists have often pathologized those we should be working to help. One lesson we must learn from this history is that if psychology is to be effective in treating diverse communities, those communities must have a key role in shaping how psychology is studied, taught and practiced.

Much of my professional and clinical work has been with people whose suffering stems from political or social contexts of violence, racism, discrimination, and economic marginalization. I

have learned that in such cases, individual treatment alone often depoliticizes the culture of bias and abuse within which the individual is functioning. Therefore, appropriate 'treatment' must include support for social justice and social action. Thus, while the APA must address specific mental health issues LGBT people face – such as teen depression, relational stress, trauma and violence – we must also advocate for socio-political change.

My career reflects a longstanding commitment to LGBTQ rights in both research and practice. I became Chief Psychologist at a Manhattan hospital in 1991, a time when the stigma of HIV/AIDS made gay people regularly afraid of discrimination in hospitals. I am proud to say that our hospital created the first openly GLBT-friendly dual-diagnosis unit in the country. I trained our staff in destigmatizing HIV, combating homophobic attitudes, and understanding the complex psychological and social issues involved in being GLBT in a prejudiced culture.

I have since used theater and oral history to offer a public voice for survivors of socio-political trauma and have had the good fortune to work with and learn from Ann Cvetkovich, a social activist and renowned lesbian scholar, on these issues. Ann's unique political critique and scholarship have been very influential in the development of my own thinking. Please take a look at *The Scholar and Feminist Online*, 2.1, which Ann co-edited, and in which I have an article: (<http://sfonline.barnard.edu/ps/reisner.htm>)

As President, I would continue APA's strong advocacy on behalf of the professional and clinical concerns of the LGBT community. I would seek increased collaboration on these issues with the international mental health community. But advocacy, however well-intentioned, is simply not enough: APA must do more to place LGBTQ psychologists in positions of leadership within our organization and our profession. As President I would encourage the APA and all its Divisions to do more to recruit students and early-career psychologists to take an active role in shaping the future of American psychology. There is far more diversity in the community of young psychologists than exists in the current APA membership, and that diversity is key to reforming APA. A younger, more diverse, more GLBTQ-inclusive community of psychologists will produce stronger, more balanced research and better, more sensitive clinical practice. It will also put the APA at the forefront of progressive social change.

It has been a year since the Supreme Court expanded legal protections of marriage to the LGBTQ community. And now, the military has lifted its ban on transgender people serving openly in the armed forces. There has been enormous progress as more and more of the nation discovers and acknowledges that LGBTQ people are an integral part of our nation's population and culture. APA has a significant role to play, at this watershed moment, in exposing the mental health consequences of othering, marginalization and authoritarianism, and in demonstrating the mental health benefits that come with social justice and human rights. I am known at APA for being willing to stand for ethics, social justice and human rights; I can be counted on, as President, to redouble these efforts as an ally of the LGBTQ community.