Division 44 Newsletter

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Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues

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President's Column: We Have Our Place at the Table—Now What?

by Michael L. Hendricks

I want to first thank the members of Division 44 for giving me this opportunity to serve as President of the Division, my home within APA. This is truly an exciting time for Division 44. To be in a leadership position—not only being part of all the remarkable work that is being done, but experiencing up close the creativity, diversity, and dedication of so many students, professional affiliates, members, and fellows of Division 44 who make this a home for many of us—is an awesome privilege.

As you may recall, when I ran for this office, I proposed that Division 44 had essentially secured its "place at the table" as psychologists with expertise in LGBT issues. Certainly within APA and also in the broader collection of mental and behavioral health and social science professions our research, policies, expertise, and opinions are solicited fairly routinely. This puts us, I believe, on the brink of a new chapter in our history. Before us, we have possibilities that have never previously existed. The decisions we make now will have great influence on our future as a Division and as psychologists.

The possibilities we now have available to us exist because those who have been involved in Division 44 and in the advancement of LGBT psychology more broadly for the past three decades have created for us pathways that had never before existed. Not only did these heroes of LGBT psychology champion the causes of recognition, freedom, and equality, they forged alliances and earned respect for the science and practice of LGBT psychology and for those who engage in it. It is because of the very high level of respect that these heroes earned and the strength of the alliances that they formed that Division 44 is now the "go to" source of information, consultation, and direction with regard to LGBT issues within psychology.

I will say more about these heroes in a future column. Right now, I will focus on laying out my vision for where I would like for us to go—the next chapter. While we are on the brink of a new chapter, we must understand this as a continuation of a journey in progress, rather than some sort of dramatic turn of events. In fact, Arlene Noriega and I have discussed many of these ideas for the last few years and have worked (and will continue to work) closely together to effect them. It is with this continuation of the work of Division 44, while simultaneously starting a new chapter in mind, that I have framed my presidential initiatives for this year.

One of the challenges that Division 44 now faces is the "problem" of growth. We are a larger and stronger division than we were even 10 years ago. Indeed, through our membership drive for 2013, we nearly doubled the overall size of the Division's membership! We have a host of very active and productive committees and task forces and the Division's work spans the four overarching psychology domains of research, teaching, policy, and practice. In the last year, as President-Elect, I focused on the structure within which the broad leadership of the Division functions (including elected officials, committee and task force co-chairs, and other appointed persons). With ratification from the membership, we separated the roles of Secretary and Treasurer (which delighted our current Treasurer, Chris Downs), we clarified our succession plan, and we established both a parliamentary procedure and quorum for Executive Committee meetings. These changes now allow the EC to function more effectively and with less time and energy spent on continually figuring out the rules as we do our work.

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Another problem that the EC encountered routinely stemmed from the limits of being an all-volunteer group and trying to accomplish more than was actually possible. Essentially, we have for nearly three decades had to juggle both the mission of the Division and the logistics of having to effect our decisions. This meant that while the goals and aims of the EC members were laudable, we often got bogged down in logistical details, rendering us less productive than we would have liked. So, last January the EC voted to acquire the services of one of the best staff members in APA's Division Services office as our Executive Director. As Arlene Noriega noted at the EC meeting in August in Honolulu, Chad Rummel has made a tremendous difference in the EC's ability to get things done. I think I recall her saying that it was one of the best decisions the EC has made in some time. What having Chad's services (with access to a host of services within his office) will do for us is to allow us to focus on our mission, while he focuses on the execution of our decisions.

One important focus for me will be to continue the work begun by Arlene in her presidential year of enhancing the benefits of membership for Division 44. During Arlene's presidency, the Division held its first series of Webinars on various topics of interest and for which participants may obtain CEUs. My plan is to continue this series, with the goal of holding three each fall and three each spring. Arlene also initiated the development of fact sheets for clinicians who encounter or work with LGBT clients and patients. Under Arlene's guidance, the first two fact sheets—focused on transgender and gender nonconforming adolescents and children—have been developed and will be released soon. I hope to continue the trend of producing two fact sheets per year. In addition, I plan to bring back the Division 44 tradition of a pre-Convention continuing education workshop, which would be conducted on the afternoon preceding the APA Convention. At this point, I am working with a team of trainers for this workshop and I will have more details to report by early 2014.

Another aspect of this new chapter has to do with maximizing our voice on LGBT issues. Division 44's members have visibly held positions on the APA Board of Directors and the Council of Representatives (beyond those Representatives whom we elect from Division 44) and on most of the various APA Committees. Some of our strongest allies have been recent Presidents and Board members of APA. It would now be thought of as unusual and perhaps peculiar if the leadership of APA encountered a challenge that involved LGBT issues or affected LGBT people and did not reach out to consult with the Division 44 Presidential Trio or the Executive Committee. Outside of APA, a variety of national LGBT-related groups have consulted with Division 44 on a wide range of issues. In these ways, Division 44 has made effective use of our research, our policy positions, and our overall expertise on LGBT psychology. But these contacts have been mostly on an ad hoc basis, even if they have sometimes occurred with a fair amount of frequency.

In order that we might be better able to respond to the needs for expertise on issues related to LGBT psychology and to go beyond simply responding to inquiries to contributing more actively to the national dialog about these issues, I have begun to assemble a group of our members who will serve as liaisons to various national associations with LGBT interests. These liaisons—many of whom already have existing connections to the groups with which they will be working—will work directly with our Outreach Coordinator, Greg Sarlo. In turn, Greg will be a member of our Public Policy Committee and will work directly with the current President of the Division. This will help to establish a conduit for information and a catalyst for issues that require coordinated action between Division 44 and these associations.

Within the structure of APA, I have also begun to interact with the leadership of the other social justice divisions, particularly Divisions 9, 17, 35, 45 and 51. The APA Council of Representatives just last month voted to embark on a process of revising the governance structure of APA, which could involve rather dramatic changes in how APA governs itself. This process has been called the "Good Governance Project." What Council approved was a process; not a particular outcome. In the words of our esteemed Council Representative, Terry Gock, "the devil is in the details." It will be very important that the divisions whose missions include protecting and advancing the interests of various minority groups both in society and within APA ensure that diversity, widely defined, is upheld as a guiding principle in whatever restructuring might materialize over the next couple of years. Division 44 has a long history of active involvement in the group of social justice divisions. We will continue that involvement, with a particular eye toward the Good Governance Project and how the details unfold.

As I read over this column, I am struck again by how much of what I am proposing is heavily influenced by those who have preceded me as President of the Division. While it is certainly an ambitious agenda, most of what I have detailed here is already underway. At the same time, this is a work in progress. I invite comments and suggestions, as well as ideas that might further the mission of Division 44 from any of you. If you are inclined to want to get more involved, I would be very happy to discuss with you how you might do that. While a significant focus of my initiatives is on advancing the dialog that we have between Division 44 and other organizations, this cannot be done well without also maintaining the dialog we have with each other. Feel free to contact me at *mhendricksphd@gmail.com*.

Wayne F. Placek Grant awarded — Negin Ghavami, PhD, currently a postdoctoral scholar in the Graduate School of Education and Information Studies at UCLA, has received the 2013 Wayne F. Placek Grant. With nearly $15,000 from the Placek Fund, Ghavami seeks to identify factors that contribute to risk and resilience for well-being and academic achievement among urban, ethnically diverse LGBQ adolescents. For more information, please see the American Psychological Foundation Web site at www.apa.org/apf.

From the Editor: Last Issue of the Division 44 Newsletter

After 29 years of continuous publication three times a year, the APA Division 44 Newsletter is changing to a new model of delivering information as the Division moves from its previous Web site to its new format on the APA Web site. Details are not settled yet, but Michael Hendricks, President, tells me that the idea is to present news to Division members in small packets electronically instead of in the present format.

Therefore, this will be the last issue of the *Newsletter* in a form that can be printed out as a booklet for mailing to those who have requested a hard copy, or to the Division 44 archive at Cornell University Library.

It is also my last issue as editor, as it is time for me to retire after nine years (Volume 21, number 2 through Volume 29 Number 3). Likewise, my friend and our long-suffering layout guru, Jim Van Abbema, will no longer be involved in the *Newsletter*. This means that this is likely the final installment of my column, "From the Newsletter 5, 10, 15, 20, and 25 Years Ago"; likewise, Jim's galleries of photos from important events in the life of Division 44 will no longer be published. We have both enjoyed doing this thrice-yearly project and trust that many members have also enjoyed our work.

The professional role of editors seems to be disappearing as immediate communication takes precedence over accuracy and quality. Likewise, the distinction between journalism and information is evaporating as call-in talk shows and blogs do not allow the listener or reader to distinguish between fact and misinformation. It is hoped that the Division will find a way to continue editing the information on its Web site.

As some of you may know, I am a co-founder of SAGE (now Services & Advocacy for GLBT Elders) and we have just formed an affiliate of SAGE in Maine, of which I am co-chair. So this will be my new focus and should keep the moss from growing on me for the next few years. I will still continue as co-chair of the Division 44 Aging Committee, and as the Division Historian.

In my role as Historian, I am very concerned that the past issues of the *Newsletter* remain available on the new Division 44 Web site (which Michael assures me will be the case) and that the important acts of the Division continue to be archived in some accessible format. For example, the *Newsletter* has been the primary vehicle for tracking past award winners, new fellows, committee chairs, and significant events. The "President's Column" has summarized many of the Division's activities, as have various reports and announcements; this information will need to be preserved in some form for future historians to study.

With this new electronic age, I suspect that a form of dementia will be the mental illness of this decade: a focus only on the present, with no memory of the past, and a future orientation that is limited to the next few minutes. So the aging baby boom may have lots of company as our own faculties decline!

—Doug Kimmel, Editor

New Division 44 Leadership

In my capacity as Elections Committee Chair for Division 44, I have the privilege to inform you that the following individuals have been elected to office in APA Division 44, the Society for the Psychological Study of LGBT Issues.

President—Connie Matthews (30th Division 44 President)
Secretary—Linda Travis
Member-at-Large—Michelle Vaughan
APA Council Representative (male identified)—Eduardo Morales
APA Council Representative (female identified)—Bonnie Strickland

Please join me in congratulating each of them and in thanking all those who were nominated for their willingness to serve our Division. We had a quite accomplished group of nominees this year and we appreciate greatly their interest in helping to move the work of our Division forward.

—Mark Pope, Elections Committee, Chair

Division 44 Needs All Your 10 Votes!

In early November, you will receive an apportionment ballot from APA. Your vote will determine the number of seats our Division will have on the APA Council of Representatives. Because of your past support, our small Division has been able to maintain adequate representation on Council to further the mission of Division 44. You will have 10 votes to allocate. Please *allocate all 10 votes to Division 44* to ensure that we continue to have a voice to represent your interests at APA Council.

From the Newsletter 5, 10, 15, 20, and 25 Years Ago

Fall 2008

Randy Georgemiller, President, announced his initiatives for the year, "Living Well: Advancing Competent, Available and Accessible Healthcare for the LGBT Community."

Randall Ehrbar reported that the APA Task Force on Gender Identity and Gender Variance completed its mission after more than two years of work. The six-member task force reviewed the scientific literature as well as APA policies regarding transgender issues.

Harold Kooden wrote a first-person history as "one of the original and surviving gay male elders of activism in gay psychology at age 71." He was the first chair of the APA Task Force on the Status of Lesbian and Gay Male Psychologists and one of the founders of Division 44.

The Division 44 Transition Task Force requested members to complete a survey about the relative merits of changing the Division's name. According to lore m. dickey, "Over the last 10 years Division 44 has embarked on a progressive process of incorporating transgender people and issues into the life of the Division.

Francisco Sánchez announced that registration for the 2009 National Multicultural Conference & Summit, to be held in New Orleans, is now open.

Fall 2003

Judith Glassgold, President, began her column noting that this summer the U.S. Supreme Court struck down sodomy laws, the Ontario Appellate Court (Canada) affirmed the right of same-sex couples to marry, and the Episcopal Church elevated V. Gene Robinson to Bishop.

The Presidential Address by James Fitzgerald, "Engaging with Abraham, Jesus, Mohammed, and Buddha: Igniting Conversation between Religions and the LGBT Community" was reprinted. It concluded: "We need to educate them, not allow them to dictate wrong beliefs to us. We are the experts!"

Jelica Todosijevic, Scrivner Award Recipient, summarized her research on "Relationship Satisfaction, Coping, and Stress in Same-Sex Couples with Civil Unions."

Nicole A. Noffsinger-Frazier, Malyon-Smith Award winner, reported on her study, "The Role of Religious Orientation, Depression, Personalized Homonegativity, and Religious Conflict Among LGBT Individuals."

Fall 1998

Steven E. James, President, noted his theme for the year is the reaffirmation of the Division's commitment to the issues of youth and families. He reported that Randy Georgemiller and Davina Kotulski are the new Public Policy Committee co-chairs.

Barry Chung, Newsletter Editor, noted the pullout ballot for the Division 44 Mission Statement and a Member Satisfaction Questionnaire. He also printed his first poem written in English, "Be All That We May."

Christine Browning's Presidential Address, "We Are Families: Lesbian, Gay, and Bisexual Men and Women Expanding the Definition of Families" was reprinted.

Laura Anderson and Brian Parks summarized the APA Graduate Student's Committee on LGB Concerns' discussion hour on the "Academic Climate for Lesbian, Gay, and Bisexual Students in Psychology." Students described subtle rather than overt discrimination, the importance of role models, and often feeling isolated.

Connie Chan received the APA Committee on Lesbian, Gay, and Bisexual Concerns Outstanding Achievement Award in recognition of her scholarship and leadership.

January 1994

Olivia Espin, President, noting the difficulty writing a "chatty" commentary in English, reported that she had appointed the co-chairs of the new Science Task Force: Allen Omoto, Suzanna Rose, and Frank Wong.

Douglas Kimmel, APA Council Representative, reported three significant actions: a resolution on GLB youth in the schools, a resolution on the referendum in Colorado, and extension of the ad-hoc Committee on Psychology and AIDS.

John Gonsiorek's Presidential Address, "Challenges to Maintaining Personal and Professional Integrity in Lesbian and Gay Affirmative Psychology" was reprinted. He reminded the audience that: "we got into this to change the world, to make it better than it was for us."

November 1988

Laura Brown, President, serving the first half of Alan Malyon's term, noted that Adrienne Smith, who "role-modeled me through graduate school at a time when she was just about the only openly lesbian PhD in psychology I knew," will become President in January. She thanked Greg Herek for his work as program chair.

Laura S. Brown's Presidential Address, "New Voices and Visions: Toward a Lesbian/Gay Paradigm for Psychology" (1988) was reprinted. She spoke of several themes in lesbian and gay reality, including "biculturalism," "marginality" and "being normatively different" which leads to "normative creativity, the ability to create boundaries that will work where none exist from tools that may be only partially suited to the task."

Douglas C. Kimmel's Presidential Address, "Lesbians and Gays Also Grow Old" (1987), was reprinted. He concluded: "If you live long enough, you also will be old…. The opportunity that gay aging provides, no matter what age we are, is to live all the years of our lives with the integrity and courage of the pioneers that we are."

Barbara Sang, Adrienne Smith, and Joyce Warshow are editing a book on middle-aged lesbians. Contributions to the anthology should be sent to Warshow, who is also seeking women age 40–55 to fill out questionnaires.

New Fellows for Division 44

This year the Division is pleased to have three new Fellows and to have two current APA Fellows who have now become Fellows of Division 44. There is much to say about each of these remarkable people, but we will provide only a brief introduction to each of them here. The Division is proud to welcome three new Fellows to APA through Division 44.

Kimberly Balsam, PhD, has published more than 40 articles and chapters, many published in first-rank APA journals. She has served on the editorial board of JCCP, and has been on a number of APA task forces, including having been an influential member of the Task Force on Sexual Orientation and the Military, a working group that contributed significantly to APA policy opposing "Don't Ask Don't Tell" and providing data for psychologists to contribute to the public and political conversation that eventually led to the overturning of this discriminatory practice.

Michael Hendricks, PhD, has spent his career as a practicing clinical psychologist. From the vantage point as a clinician, Dr. Hendricks has made significant, outstanding, and unusual contributions to psychology. He has contributed to the improvement of the lives of transgender individuals through research and advocacy. His work has made a national and international impact, particularly in understanding suicidality in transgender individuals. It is the unusual practitioner, indeed, that can contribute to the extant literature, serve a client population, and lead organizations. Dr. Hendricks has done all of these things and more.

Arlene Noriega, PhD, has taken essential leadership roles in Division 44. In particular, her role as the Division 44 representative and coordinator for the National Multicultural Conference and Summit, demonstrated one of her outstanding and unusual contributions to the profession. While it is often difficult for clinicians with busy practices to have a national impact, there are rare clinicians who make a more focused impact in their local communities or at the state level. Dr. Noriega has contributed enormously to the health and well-being of adults and children from populations that continue to be underserved by the psychological community. Her work has advanced our understanding of LGBT individuals from ethnic and racial minority groups that have met the challenge of managing multiple identities, and both her teaching and clinical contributions have advanced the field.

Congratulations also to our new "current" Fellows who have been Fellows in APA, now also in Division 44:

Heidi M. Levitt, PhD, is an Associate Professor in the Department of Psychology at the University of Massachusetts Boston. Dr. Levitt is a Fellow in APA Division 29 (Psychotherapy). Her work exemplifies outstanding contributions to the field of psychology, in the areas of social justice, and in LGBT studies. Her research has covered three main areas: the construction of gender and experiences related to discrimination in gay, lesbian, bisexual, and transgender (LGBT) cultures, the study of psychotherapeutic change, and domestic violence. She is a productive researcher with over 75 publications.

Jean A. Carter, PhD, is a Fellow in APA Divisions 17 (Counseling Psychology), 29 (Psychotherapy) and 42 (Psychologists in Independent Practice). She is a Partner at the Washington Psychological Center, a Private Practice group in Washington D.C. She has been a Director of the Mental Health Clinic at the Women's Medical Center of Washington DC. Dr. Carter's research has been in the area of psychotherapy, generally, and she has contributed to research advancing cultural responsiveness and integrating science and practice. She is a Past President of APA and has served on the Board of Directors, and has served on countless Task Forces, Committees, and elected and voluntary positions in APA and other professional organizations.

If you are interested in becoming a Fellow in the Division the application process is easier than ever. Go to the APA Fellows Committee Web site and start with the self-evaluation form. Feel free to contact me for assistance or advice.

—Christopher Martell, *christophermartellphd@gmail.com,* Division 44 Fellows Chair

Division 44 Executive Committee Meeting, August 2013, Honolulu, Hawaii

Photos by Mike Sena

EC hard at work

Student Representatives Ethan Mereish and Liz Weber

Danny Phillip, outgoing Student Representative and incoming Mentoring Committee Co-chair

Shara Sand, 2013 Suite Coordinator and 2014 Program Chair

Terry Gock,
Council Representative

Erin Deneke,
Member-at-Large

David Rivera, Co-chair of the Committee on Racial and Ethnic Diversity; and Gary Howell, 2013 Program Chair and incoming Co-chair of the Mentoring Committee

Launching *Psychology of Sexual Orientation & Gender Diversity,* APA Convention 2013

Photos by Mike Sena

Susan Kashubeck-West, Michael Hendricks, Arlene Noriega, and Kimberly Balsam

Michael Hendricks (incoming President), Arlene Noriega (outgoing President), John Gonsiorek (Editor of *PSOGD*), and Mark Pope (outgoing Past President)

Clinton Anderson (APA staff liaison), Mark Pope, and Daniya Tamendarova (APA Journals office)

Arlene Noriega and Esther Rothblum (Past President)

Seated: Mark Pope, *Standing:* Barry Chung (Past Book Series Editor), and Michael Hendricks

Division 44 Award Ceremony 2013

Distinguished Book Award

The Division offers this award for a book that has made a significant contribution to the field of LGBT psychology. The award is generally given to a book published within the two years prior to its nomination. The Division encourages self-nominations by authors, as well as nominations from publishers and readers. These works represent highly valuable contributions to scholarship that synthesize research and practice and advance the development of science, practice, and policy on LGBT issues in psychology.

Charlotte J. Patterson, PhD, and **Anthony R. D'Augelli, PhD,** have edited the *Handbook of Psychology and Sexual Orientation,* a primary resource in this field. Drs. Patterson and D'Augelli, along with other leading experts (many of them past presidents of Division 44), have provided an extraordinary review of contemporary psychological research and theory on sexual orientation in their specific fields of work. Individual chapters focus on topics such as bisexual and transgender identities, biological foundations of sexual orientation, emergent adulthood in lesbian and gay lives, same-sex romantic relationships, sexual orientation and mental health, family formation and parenthood, sexual orientation and hate crimes, and race and ethnicity among lesbian, gay, and bisexual communities, along with many more relevant areas.

Evelyn Hooker Award for Distinguished Contribution By an Ally

To acknowledge the ever-widening circle of people who support Division 44's mission, the Division 44 Executive Committee launched the Evelyn Hooker Award for Distinguished Contribution by an Ally in 2008. Dr. Evelyn Hooker, a recipient of the 1991 APA Award for Distinguished Contribution to Psychology in the Public Interest, championed research that has

contributed to depathologizing, decriminalizing, and destigmatizing people with minority sexual orientations. Dr. Hooker's legacy as an ally of people with sexual minority orientations has had a profound impact on all facets of LGBT psychology. In commemoration of her contribution, the Division offers this award for distinguished contribution by an ally in the areas of research, clinical practice, education and training, public advocacy, mentorship, and/or leadership.

Amity Pierce Buxton, PhD, has long been an ally of the LGBT community. After her husband came out as gay, she founded the Straight Spouse Network in 1991, which provides support for spouses whose partners have come out as LGBT. Her network encourages understanding and acceptance of the spouse, rather than rejection. Dr. Buxton has strived throughout her career as an educator, speaker, author and advocate to engender understanding and acceptance of LGBT people.

Distinguished Contribution to Education and Training

The Division offers this award to colleagues who have made distinguished contributions to the interests, goals, and purposes of Division 44 in the area of education, either academic or public. Award winners typically have developed programs or curricula that raised the consciousness of the general public about LGBT issues, or that improved the quality of education and training in psychology at graduate and undergraduate levels. The winners of this award represent individuals who have distinguished themselves in disseminating science and scholarship on LGBT issues.

Peter B. Goldblum, PhD, MPH, was nominated by two individuals, both of whom cited his long career as an educator for graduate psychology students and early career psychologists. Dr. Goldblum worked with HIV/AIDS concerns for more than 25 years before moving to Palo Alto University, where he is professor, co-director of the LGBTQ Area of Emphasis, and Co-Director of the Center for LGBTQ Evidence-Based Applied Research. In these roles, he has flourished as an educator and mentor.

Distinguished Contribution to Ethnic Minority Issues

The Division offers this award for distinguished contributions to the interests, goals, and purposes of Division 44 in the area of ethnic minority lesbian, gay, bisexual, and transgender psychology. The winners of this award have each studied and worked with the realities of LGBT people of color, locating scholarship and practice at this intersection of identities.

Michael Mobley, PhD, was Division 44's coordinator for the 2013 National Multicultural Conference and Summit that was held in Houston this past January. Michael stepped into this role during a stressful time, represented Division 44 outstandingly, and helped to produce a stimulating and thought-provoking conference.

Distinguished Professional Contribution

The Division offers this award to recognize distinguished professional contributions advancing the interests, goals, and purposes of Division 44. Winners of this award typically have developed innovations in practice with LGBT people and their families, have developed models and paradigms for affirmative practice, and have advanced the visibility of LGBT issues within the entire field of professional psychology. Their work has collectively raised the quality of services available to LGBT people and their families seeking care from professional psychologists by informing the practice of all who work with this population.

Ilan H. Meyer, PhD, is currently a Senior Scholar for Public Policy at the influential and well-respected Williams Institute for Sexual Orientation Law and Public Policy at UCLA's School of Law. Dr. Meyer's work on minority stress is ground breaking and has been cited in numerous policy contexts. In fact, his model was cited in the recent *Report on the Health of Lesbian, Gay, Bisexual, and Transgender People* from the Institute of Medicine as one of four cross-cutting perspectives (and the only one rooted in LGBT scholarship) recommended for the study of LGBT health.

Distinguished Service Award

The Division offers this award for distinguished contributions to Division 44 through exceptional service. Award winners have a long history of being active contributors to the life of the Division and are the lifeblood of this organization whose efforts we appreciate.

Richard Alan Sprott, PhD, has been floating around the Executive Committee of Division 44 for a few years now. Since 2007, he has adeptly served as co-chair of what is now the Committee on Children, Youth, and Families. Since early 2010, he has served as the Communications Chair and was instrumental in helping to articulate the rules and structure that now govern our listserv. Dr. Sprott is also instrumental in migrating the Division's Web site to the APA platform and will help to set up a student listserv that will serve as a template for other focused listservs within the Division. As communication is the lifeblood of any membership organization, Dr. Sprott keeps that blood flowing for Division 44.

Distinguished Student Contribution

The Division offers this award to a graduate student in psychology who has made a distinguished contribution to research or practice, or who has performed exceptional service to the Division. Winners of this award represent the future of this Division, and have taken leadership early in their careers to advance LGBT issues in psychology. Graduate program faculty members are encouraged to nominate their students for this award; self-nominations are also encouraged.

Eva N. Woodward, MA, is a clinical doctoral student at Suffolk University who had made her mark there by conducting high-quality psychological research on the cutting edge of LGBTQ psychology. Eva's research has focused on important topics that include social support and HIV medication adherence in HIV+ MSM, suicidal ideation and attempts among individuals who are questioning their sexual orientation, and the application of the interpersonal theory of suicide to sexual minority people.

Clarity Award

The Division offers this award in conjunction with the National Gay and Lesbian Task Force to recognize leaders who embody the core standards and ethics of our profession while advancing the rights of LGBT people, engage others within our profession to extend recognition and respect for LGBT people, and advocate for equality for LGBT people through collaboration with professional and civil rights organizations.

Kevin Cathcart, JD, received his JD from Northeastern School of Law in 1982 and has been the Executive Director of Lambda Legal since 1992. Mr. Cathcart has made Lambda Legal an unparalleled national force through its far-reaching litigation and public education. Under his leadership, Lambda Legal has achieved many accomplishments in its push for equality, security, respect, and fairness for LGBT people. Mr. Cathcart has fostered dramatic growth in the organization as well as in the scope of its work. He oversaw the expansion of regional offices in Chicago, Atlanta, and Dallas, which allows Lambda Legal to respond to requests for help and information from thousands of individuals facing discrimination each year. Since Mr. Cathcart took Lambda Legal's helm, the staff has more than quadrupled and the organization's budget has grown to just over $10 million.

Certificates of Appreciation

Mark Pope, PhD, Immediate Past-President

Terry S. Gock, PhD, Council Representative

Sandra L. Shullman, PhD, Council Representative

Peter Y. Ji, PhD, Member-At-Large

Danny K. Phillip, MA, EC Student Representative

Theo Burnes, Co-Chair, Committee on Gender Diversity and Transgender People

Gary L. Howell, PsyD, Chair, Program Committee

Joe Miles, PhD, Co-Chair, Mentoring Committee

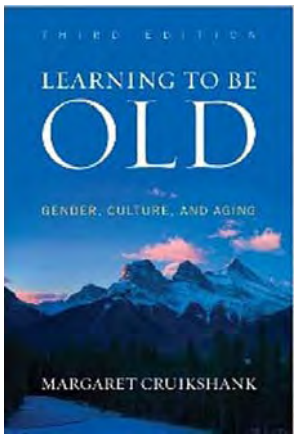
Michelle Vaughan, PhD, Co-Chair, Mentoring Committee

Michael Mobley, NMCS Representative

Presidential Citation

The Center for LGBTQ Evidence-based Applied Research (CLEAR) at Palo Alto University: Arlene Noriega, Kimberly Balsam, and Peter B. Goldblum

BOOK REVIEW



Learning to be Old: Gender, Culture, and Aging (3rd ed.)
Margaret Cruikshank. Lanham, MD: Rowman & Littefield. 2013, 211 pp (+ notes and references)

This third edition of Cruikshank's widely-used text makes two main points: "The first is that aging in North America is shaped more by culture than biology, more by beliefs, customs, and traditions than by bodily changes. In other words it is socially constructed. The second is that awareness of social constructions and resistance to them is crucial for women's comfortable aging" (p. ix). She develops these two themes while making significant important points about countercultural gerontology and presents a feminist's view of aging.

Cruikshank points out how we learn to be old, depending on our culture, and is "the last emotional and spiritual challenge we can agree to take on" (p. 8). This challenge involves questioning and debunking most of the current myths and assumptions about aging. She focuses primarily on the stigma and the special importance of reinventing the self in old age for women; but her points apply as well to men who also are socially crippled by aging myths and misinformation.

Some of her earlier writing focused on sexual orientation issues and her chapter on "Class, Ethnicity, Sexual Orientation, and Gender" helps put these often ignored topics into a connected whole, since one person may reflect each characteristic and their interlocking effects are often greater than expected. For example, the economic situation of an aging woman reflects her class, ethnicity, and sexual orientation in the cumulative effects of the discrimination and special burdens throughout her past life. Although brief, the discussion of sexual orientation paints an accurate portrait and the topic is included throughout the book.

The chapter on "Overmedicating Older Americans" is an important indictment of the link between politics, ageism, the pharmaceutical industry, and medical research. She notes that medical doctors have unwittingly been given control of aging and have a near monopoly on the health care of elders. Various alternative medical treatments are not widely available or are not covered by insurance. She concludes with the observation that "In the absence of drug tests designed specifically for old bodies and able to differentiate old women from old men, prescribing multiple drugs for them is a custom that rests more on belief than evidence" (p. 68).

The chapter on "Countercultural Gerontology" focuses on antidotes to the ageism in Western society by emphasizing the significance of creativity and spiritually as correctives to the coercive models of "productive aging" or "good aging," which prescribe busyness and materialism as the goals of success. Instead she asserts that playfulness, making new connections with one's past, and recognizing the mysteries or ambiguities of life can often be effective pathways to personal growth and to aging comfortably.

Her chapter on feminist's views of aging point out the fallacy of the one-size fits all models, including so-called successful aging and the fact that little is known about women's aging because so much research does not include sufficient samples of older women. She argues that qualitative methods and the use of primary sources about the experience of aging are needed because the aging process is more important than aging events. She reviews feminist theories and models of aging, describes narrative gerontology, and cites pioneering psychologist Nancy Datan's statement of the paradox of aging: both danger and opportunity.

The book is a useful tool to challenge student thinking about conventional views of aging and to help them broaden their horizons about ethnicity, race, class, sexual orientation, and aging from the standpoint of an old lesbian who is not about to go quietly into that good night.

Reviewed by Doug Kimmel (who lives just a few miles from Cruikshank in Downeast, Maine),
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Report on Division 44 Activities for CLGBTC

President Michael Hendricks has identified presidential initiatives in the areas of improving the Division's governance, taking a greater role on the national stage, and working more with other social justice divisions.

Past President Arlene Noriega will be continuing to coordinate interviews through the Oral History Task Force which was one of her presidential initiatives. Two of these interviews have been completed in the past year.

New journal development process: the journal's title is *Psychology of Sexual Orientation and Gender Diversity*. Founding editor John Gonsiorek has been selected, the publisher will be APA. The journal portal opens Monday (August 5). There are 62–63 individuals on the editorial board; their terms extend until the end of 2015. The membership dues will increase $20 in order to pay for the journal

The Transgender People and Gender Diversity Committee developed child and adolescent fact sheets. These were passed out at the APA convention and will be posted on the Division 44 Web site. The committee plans to collaborate with the National Association of School Psychologists (NASP) on the following goals: (a) develop a "Working with Gender Non-conforming and Transgender Youth" handout that NASP will post on their Web site for school psychologists; (b) assist NASP to develop a position statement that addresses the role of psychologists in schools with transgender and

gender diverse youth. The Committee is also working to increase membership of transfeminine spectrum people and people of color. A book proposal has been submitted and is in the review process for the Division 44 book series targeted at clinicians who work with gender diverse youth; Colt Meier is working with Marie Miville. He has recruited experts in the field to write chapters on this clinically focused book. The tentative title is "The Gender Affirmative Model: A New Approach to Supporting Gender Non-Conforming/Transgender Children." Co-chairs: Theo Burnes, *tburnes@alliant.edu* (outgoing); Colt Meier, *ftmrsearch@gmail.com*; Ellen Magalhaes (incoming).

Work on revising the 1993 APA Policy Statement "Lesbian, Gay and Bisexual Youths in the Schools" has involved members of the Division 44 Children, Youth, and Family Committee (CYF); CLGBTC; Division 16 (School Psychology); National Association of School Psychologists (NASP); the APA LGBT Concerns Office; and the APA Committee on Children, Youth, and Families. This group has met 11 times and is almost finished with a draft resolution. Co-chairs of CYF: Richard A. Sprott and Megan Lytle.

Health Initiatives Task Force (HIT) published an article in the Division 44 Spring *Newsletter* (pages 8–9) to increase awareness of LGBT Health Awareness Week in March 2013. HIT has been reaching out interdivisionally to increase awareness of LGBT health issues, especially with Division 38 (Health Psychology). The task force's most recent call in June focused on possible ways to work with the Center for Psychology and Health; Leo Rennie was also on the call. Co-chair of Task Force, Linda Travis, is now an active member of both the Education Committee and External Affairs Committee of GLMA and has been warmly welcomed into the GLMA community; she is working to build bridges among Division 44 and GLMA. In addition, she is also now on the board of directors for GLMA and is working with GLMA to increase visibility of that organization to behavioral health providers. In particular, Linda is working with GLMA to offer CEUs for psychologists to attend GLMA conferences. The status of the National Coalition for LGBT Health (NCLGBTH) remains unclear. This is unfortunate for many reasons, yet Linda is checking in with others to understand and eagerly awaits news about NCLGBTH. Ongoing goals of HIT: venture into participation and visibility with more age-specific health organizations (e.g., youth, geriatric) and bring voice to multiple minority identities across all LGBT health endeavors; Linda is actively working with Arizona Area Agencies on Aging to increase awareness and provide training on care needs of LGBT older adults and loved ones within health and behavioral health settings. Ed Callahan, co-chair of HIT, remains very involved in LGBT issues in academic medicine and will be further discussing that work with HIT in the coming months. HIT will continue to work with other entities within APA such as Division 38 (Health), CLGBTC, and APA's new Center for Psychology and Health. An area HIT is hoping to work with CLGBTC on is continued and expanded advocacy efforts especially as related to new federal rulings potentially impacting expanded health care options for LGBT individuals, couples, and families. Co-chairs: Linda A. Travis and Edward Callahan.

Science Committee is continuing to develop the on-line researcher directory. The goal is to explore ways of creating training opportunities in grant writing for researchers who study SOGI-related issues, including via programming at Convention 2014. Co-chairs: Stephanie Budge and Jon Mohr.

Public Policy Committee (PPC) activities include making resources available on the Division 44 Web page including PPC-authored "Five Myths that Prevent Responsible Social Action" and Peter Economou's article from the *NJPA Newsletter,* "Marriage Equality: Strictly Social or Purely Psychological?" PPC is also consulting with psychologists and psychological organizations in several states with relevant LBGT legislative issues, including AZ (trans bathroom exclusion), TN (unconscionable clause), NJ (SOCE ban), NC (anti-marriage), WA (marriage equality), MI (unconscionable clause), CA (SOCE ban), and has proactively reached out to SPTAs in states (DE, HI, IL, MN, NJ, RI) that have upcoming marriage equality legislation to offer PPC consultation and support. Chairs: Melissa Grey and Tim Popanz; CLGBTC liaison: Angela Ferguson.

The Committee on Education and Training continues to monitor doctoral programs in professional psychology that operate under the religious exemption of the APA Accreditation Guidelines and Principles (G&P) Footnote 4; develop and submit public comment to the Commission on Accreditation regarding program compliance with the G&P. This year Division 44 offered three Webinars for CE Credit: "Working with Trans Clients" (lore dickey and Annelise Singh; 5/14/13); "Microaggressions and the Lesbian, Gay, Bisexual, and Transgender Community" (Kevin Nadal; 5/28/13); and "Bullying and Violence against LGBTQ Youth in Schools: Interventions and Resources" (Kurt Choate; 6/18/13). A total of 53 members participated in these three Webinars. Co-chairs: Maryka Biaggio and Joseph Micucci.

The Task Force on Religion and Spirituality is up and running. It coordinated with the President of Division 36 (Society for the Psychology of Religion and Spirituality) to have two Roundtable discussions at the 2013 APA Conference in Hawaii. One of these conversations was held in the Division 44 suite, one in the Division 36 suite. Upcoming goals: assist college LGBT groups on faith-based campuses in developing thoughtful and respectful conversation and sensitivity workshops; pursuit of a CODAPAR grant in conjunction with APA Division 36 to facilitate dialogue between the two divisions. Co-chairs: Erin Deneke and Kathleen Ritter.

Committee on Racial and Ethnic Diversity (CoRED) continues to be active in creating space to increase people of color involvement in Division 44. They created convention social activities, including a self-defense workshop, submitted presentations to several conferences (accepted) and are planning to submit presentations to several upcoming conferences: (1) a presentation proposal relevant to LGBT people of color issues for the 2014 Counseling Psychology Conference in Atlanta, GA; (2) a presentation proposal relevant to LGBT people of color issues for the 2014 Division 45 Conference in Eugene,

OR; (3) resubmit or develop a CE program relevant to LGBT people of color issues for presentation at the 2014 American Psychological Association Convention. Additional goals are to organize and select recipients for the 2014 Richard A. Rodriguez Division 44 Student Travel Award and to increase racial and ethnic minority membership and involvement in CoRED and Division 44.

Shara Sand will be the 2014 Convention Programming chair for Division 44 as APA shifts to new convention format.

NMCS 2015 will be in Atlanta Georgia. The theme is "Psychology Without Borders: Reflecting Within, Reaching Out." Efforts are already underway to ensure that the conference will be ADA-friendly (not merely compliant) and gender neutral restroom options will be available. Division 44 Representative to NMCS: Vic Muñoz.

Several Division 44 committees have listservs for interested members: Committee on Aging, Committee on Bisexual Issues, Committee on Racial and Ethnic Diversity.

—Randall Ehrbar, *rdehrbar@gmail.com*

Same-sex Marriage: New Research and Implications for Marriage Policy

Justin Castello, PhD; Anna Bailey, PsyD; Erica Kornblith, MA, Robert-Jay Green, PhD, and Quyen Tiet, PhD[1]

In three separate studies headed by the first three participants listed above, we examined same-sex partners' personal desire for and political support of same-sex marriage. We also explored what distinguishes same-sex partners who marry from LGBs in other relationship statuses (single, cohabiting, domestic partnerships, civil unions).

We found that 78 percent of female same-sex partners and 81 percent of male same-sex partners hope to marry. Furthermore, in multiple regressions (which included minority stress, social support, and relationship satisfaction as predictors), participants' motivations to marry and their political support for marriage equality were most strongly predicted by current relationship satisfaction. Other data revealed better individual and couple functioning (e.g., less depression, greater relationship satisfaction, more clarity about relational agreements, more commitment) among married same-sex partners than among LGBs in other relationship statuses. Overall, same-sex partners who were married showed the same psychological advantages as their married heterosexual counterparts when compared to LGB and heterosexual individuals in other relationship statuses.

Although it may seem intuitively obvious to many of us in Division 44 that same-sex partners' motivations for marriage would be similar to heterosexuals' and that same-sex marriages would be associated with the same psychological benefits as heterosexual marriages, such information is still a revelation to many people in the U.S. and in other countries. Based on these research projects, we will be submitting articles for publication soon, and we hope the findings will help inform public opinion, judicial decisions, and legislation concerning marriage equality for same-sex couples.

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[1] California School of Professional Psychology, Alliant International University, San Francisco Campus. Symposium presented at the APA Convention, August 2013. Correspondence concerning this article should be addressed to Robert-Jay Green, *rjgreen@alliant.edu*.

News from Harrington Park Press, LLC

Harrington Park Press is pleased to announce that **Columbia University Press** will distribute its full list of LGBTQ/sexual diversity book titles to the institutional, academic, and retail markets in the United States and its possessions, and across the globe, including Canada, Mexico, Central America, South American, the Caribbean, United Kingdom, Europe, Australia, New Zealand, Asia, the Middle East, and Africa.

Harrington Park Press will also promote its books directly to LGBTQ/sexual diversity audiences by means of targeted advertising, publicity, and social media.

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ARTICLE

Unheard Voices, Untold Stories: A Story of Successive Inclusion in LGBT Psychology

Arlene Noriega 2013 Division 44 Presidential Address

This has been quite a year for "our community." The highest court in our country with a stroke of the pen struck down a law that legitimized oppression of the LGBT community by repealing DOMA. This decision has opened up the floodgates for litigation against state marriage laws since the DOMA decision puts considerable pressure on the states to enact legal reforms—or face the strong possibility that reforms would be imposed upon them by the Supreme Court itself—making the prospect of national marriage equality greater now than ever before. So all is well? While same-sex couples flock to California to be wed legally, in Indiana, it is a felony for a same-sex couples to apply for a marriage license with a $10,000 fine. Each of the 36 states with DOMAs needs to be fought individually, but this Supreme Court ruling has been a major step forward in acquiring privilege in our society.

But who is "our community"? Is it only gay folks, all sexual minorities; do we include ethnically diverse people? Who is our community?

We refer to the LGBT community as if it is one cohesive unit. Each element within this community has its own history and developmental trajectory. Every individual within each group has their story, their own personal developmental trajectory and multiple identities that they are each negotiating in their personal and professional contexts. We are bound by the commonality of being sexual minorities and all that being a minority in this society entails. I personally bristle at the term "minority" because if we harness the power of our marginalized identities together we truly are not a numerical minority. However, the psychological impact of marginalization and stigmatization through overt discrimination or microaggressions of those minority identities are real and powerful, and defy educational background.

As Ruth Fassinger and Julie Arseneau pointed out, "While we share the challenges of developing positive identities and healthy communities within that context of oppression, there are significant dimensions of experience that differentiate these four sexual minority groups [in the LGBT community]."

There are always significant consequences to the marginalization within groups. Subgroups perceive privilege on the basis of a dimension of their identity and use the power inherent in that privilege to further marginalize those that they are associated with on the basis of another dimension of their identity.

While it would be hard to control for all sources of oppression, I would postulate that oppression and marginalization from those you perceive to be united with on one dimension of identity may be even more psychologically damaging than that which comes from external to you, the mainstream. Using trauma psychology as a guide, the violation perpetrated by someone "close to you" is more psychologically damaging than that which is perpetrated by a stranger.

I organize a social networking group in Atlanta for lesbians, bisexual women, transgender women—queer women in general. We have a very diverse group of female-identified individuals. At one of our monthly dinners recently I observed as three women, who identified as lesbians, went to sit at a table where there were already three trans women sitting. After sitting for a minute in front of the trans women, the lesbians looked at each other briefly, a few words were exchanged, and then got up abruptly and said they did not want to eat Mexican food and left when they had entered a well-known and popular gay Mexican restaurant. One of the trangender women remarked, "What? Do I smell?" Her humor at this microaggression lightened the situation and the evening proceeded without incident. While the incident only lasted about three minutes it made a significant impact on me. Later in talking to my trans friends, one of them commented, "that is an everyday occurrence. We so just want to be included." Our colleague Kevin Nadal has done a excellent job analyzing and documenting these microaggressions in our LGBT community in his book, *That's So Gay*. Using Kevin's taxonomy, my friend experienced disrespect due to other's discomfort and apparent disapproval of her gender identity, but it did not come from a group of straight women—it came from lesbians, those who share their sexual minority status.

As I sat down to write this address I reflected on this incident and how it highlighted for me what every civil rights movement in our society has attempted to achieve, trying to win acceptance and inclusion when one does not perceive themselves as having power or privilege. And while we are more comfortable explaining oppression and misuse of power and privilege from the mainstream, what happens when they come from someone perceived to be one's own, but who have more power and privilege. The experience is one of the marginalized using their power and privilege in other domains to marginalize others.

So I wondered about how we as psychologists behave with one another when put into similar circumstances, particularly those of us in this field of LGBT psychology. As psychologists who work and study LGBT psychology, are we above this behavior or do we reflect the same biases and prejudices that are pervasive in society? We talk about LGBT psychology as if it were one entity, one community, but is it?

To this end, I asked a sample of individuals instrumental in

the development of this Division, The Society for the Study of Lesbian, Gay, Bisexual, and Transgender Issues, to comment on the issue of inclusion in the formation and evolution of this Division. As I go through the process of inclusion in our psychological community as a Division I am struck by the huge impact played by each individual's personal narrative and identity development. This is a story of how generally individuals used their power and privilege to shepherd those with less power. While at times with personal resistance, while at times with a misunderstanding, while at times with unintentional blindness based in privilege—but the story is about heroes who championed those with less power.

In The Beginning—There Were Gay Men

In an interview documented by StoryCorps, Doug Kimmel recalled: "In someone's living room in California in 1973 a small group of psychologists from the California Psych Association got together to talk about starting a gay psychologists group. They worked on a gay affirmative presentation to present at APA that year in Montreal sponsored by the Division of Humanistic Psychology. The presentation was well attended but what was important is what happened after this presentation. In one of the hotel rooms several were to get together to discuss the quality of life for lesbian and gay psychologists. Nearly 100 people showed up! Lesbians appeared to be included from the very beginning. This was the beginning of AGP, later ALGP, the predecessor of this Division.

"Talk about becoming a formal division of APA began in someone's living room in 1981 in California and a Task Force was put together. In those days the signature of 550 members of APA who said they would join were needed. They achieved that in 1984. The request came before Council for approval and the President of APA at the time was Janet Spence, who was very supportive. She pointed out that in order for this request to pass it did not require an absolute majority of all members only of the voting members. She invited those who were not willing to support the new Division to step out of the room. This led to a number of abstentions and the vote squeaked through, forming the 44th Division of APA, the Society for the Psychological Study of Lesbian and Gay Issues."

Gay Men Brought In Lesbians—But Not All Liked It!

Kris Hancock was there from the beginning, She sent me this to share her thoughts regarding "Gender Inclusion in Division 44: One Woman's Recollections":

"In order to understand the inclusion of lesbian issues—and lesbians—in Division 44, one needs to keep in mind the times and the organization that, in some ways, gave birth to the Division: the Association of Gay Psychologists. The 1970s were dramatic, tumultuous years in the women's movement. 'Separatism' was not uncommon. I remember a women's music festival I started to attend in which male children were refused entry. I heard about women who decided that they would be lesbians for political reasons. I must admit that separatism was never something that made a lot of sense to me—nor did deciding to be a lesbian. I had always known I was a lesbian—even when I didn't have a name for it—and knew that everything else felt like 'pretend.'

"At my first APA convention in New Orleans in 1974, I witnessed a conversion therapy demonstration at the Exhibits. When my partner and I searched, we finally located a suite that supposedly was for a group of gay psychologists. We heard there was a party and went to the suite. We got as far as the door because, when we looked inside, it looked like it was a party for gay men. We felt no anger really—we just decided to do something else.

"Several years later, when I was in graduate school, I was fortunate enough to have Steve Morin (later Division 44's first President) as an instructor at CSPP. After I graduated, he encouraged me to come to a party during APA (in Los Angeles I think—maybe about 1981) hosted by a group called the Association of Gay Psychologists. Their EC consisted of Tony Russo, Allan Pinka, Beverly Goff, Bronwyn Anthony, Jill Blacher, Carol Becker, and Arthur Robbins. I soon learned that there had been some conflict on this board related to gender issues. I forget how this happened but the next thing I knew I was on this EC. At the Washington, DC, convention the following year (1982), the two other women who were supposedly on the EC did not show up—one resigned and the other one didn't come to the convention. I was suddenly shouldered with responsibilities I didn't know how to address. I got lots of support from the men on the EC. Tony Russo was the Chair at the time and I will never forget him for helping me through. Also, staying at the suite were two young lesbians—one of whom was a graduate student or recent graduate named Chris Browning. The three of us had a hectic but fun time putting together the women's party. The party went pretty well although we were roundly lectured by a young lesbian psychologist named Laura Brown for even being part of such a male-dominated organization (meaning AGP). This flew in the face of the support we had received and so we set out to demonstrate the support for women in AGP. We went to the next AWP meeting and actively recruited members. We changed the name of the organization to include lesbians and developed a gender parity policy for leadership. The membership of lesbians in the ALGP increased to almost 50 percent. Following this, I was actively recruited, wined and dined by several gay men on the EC to become the association's first female chair in its 10-year history. With a lot of coaxing and promises of support, I accepted and was the Chair of ALGP in 1983. I believe it was about this time that Chris Browning also joined the EC. I recall that Robin Buhrke was on the EC by the following year (1984) as membership chair.

"Two other situations were brewing at the time: (1) the discussion of creating an APA division (and efforts were underway for this in 1982) and (2) AIDS. Even before I became Chair of ALGP, I remember visiting the hospital with other EC members in Toronto. Joel Hencken, the former *AGP Newsletter* editor, had AIDS. I remember the fear and mystery surrounding this visit and how the discussions of the gay male EC members began to focus on this rather terrifying situation. In the next few years, we began to lose gay men—from AIDS and from suicide. We went to a lot of funerals.

"The efforts to form the Division—headed by psychologists such as Steven Morin, Marty Rochlin, Bronwyn Anthony, Alan Malyon, Doug Kimmel, and others (I helped, too)—culminated in enough signatures to apply for divisional status. In 1984, the Division was approved. The EC consisted of Steve Morin, Marty Rochlin, Adrienne Smith, Alan Malyon, Bronwyn Anthony, Joyce Brodsky, Hal Kooden, Alan Pinka, and me. The following year, I was the Division's first full-term President. There was no problem instituting gender parity as a policy in leadership for the Division. There were tensions that sometimes developed between some male and female EC members—but, in time, they subsided. The Division used gay humor and camaraderie and it became fun to be on the EC.

"It is important to note that the consciousness within ALGP about race and ethnicity was also developing. At the 1984 convention, Susan Gore led a discussion in the suite on race and participation in association activities. Invited participants included Hortensia Amaro, Lourdes Rodriguez-Nogues, Althea Smith, and Oliva Espin. I should point out that a good part of the effort to be inclusive of race and ethnicity in the Division came with Chris Browning. As ALGP Chair in 1985, this was a main focus of hers. She brought this sensibility to her Presidency of Division 44.

"I don't know what else to say. Access to old ALGP newsletters will really tell you a lot—not just newsletters from the Division. ALGP gave its values, policies, culture, and people to Division 44. AIDS left its mark as we lost so many men in leadership—Alan Pinka, Allen Goodman, Joel Hencken, Arthur Robbins, and many, many more. It was devastating and actually brought lesbians and gay men closer together in many ways. The horrible stigma associated with that disease at the time was fueled by homophobia. It was heart-breaking and took quite a toll on leadership in the Division. Anyway, in my experience inclusion was not conflict-ridden. I was invited and the experience was one of encouragement, respect, and support. As I respected and enjoyed these men—many of whom where contributing to the field in amazing ways—so they too respected and enjoyed me. My biggest allies in my early governance training were gay men—some of whom were more actively feminist than I was and I felt like I was invited into a family. There was no anger, no fighting. Only love and support. I will always remember this."

As Kris mentioned, not all women wanted to be a part of AGP, even if the *L* was added! Laura Brown recalled:

"What happened is that lesbian feminists were clear with our pre-AIDS days gay brothers that we needed to be included. Most of the men were fine with this; a few weren't, and became less active. There was a vote to include "lesbian" in AGP's name, which succeeded, and when Division 44 was founded it was an automatic include. Steve Morin did much to further this effort, as did Doug Kimmel; they each showed early leadership on lesbian inclusions.

"Other than my pushy personality, there were no real challenges in feeling included in AGP. I include myself where I want to be, so I'm not a very good example of someone feeling excluded; I didn't want to have much to do with AGP because as a lesbian feminist, almost a separatist, I didn't feel much in common with gay white men.

"Interestingly, my presidency was my first involvement in Division 44 past my involvement in getting the petition through CPA Council of Representatives. I was actively solicited by Steve Morin to run for President of Division 44 because he was worried about what the other candidate might do; she really deserved to be president of 44, she'd been much more involved than I was. My primary division in APA has been 35, because my life is more about feminist issues and much less about lesbian issues. I'm a feminist first. Division 44 is important to me largely because of what it does to empower people who have been marginalized, but less personally important."

Laura was not alone in her allegiance to AWP and Division 35 primarily. Yet, she commented on the Division's commitment to using its privilege to empower the marginalized.

In an interview videotaped by Beverly Greene for the Oral History Project, Sue Gore indicated that "coming out professionally was really more about being a feminist than being a lesbian." She stated: "I remember APA and I thought all these old white men in these white shirts preaching like God, and they believed it of themselves, and that was just incredulous to me. So that was the misfit there. It was not about sexuality as much as it was about patriarchy.

"Before AGP became ALGP I became involved and quickly became part of leadership. I am an organizational junkie. I love figuring out how organizations work so I helped AGP with visibility. I helped with fundraising. I remember a couple of dances we did that were fun and getting more people involved, the gay as well as the non-gay.

"I got tired of APA and realized the work that Division 44 was doing was good work and I ran for President. It was so good that I did not get it because I would have been embedded more in that system."

The current incoming President, Michael Hendricks, recalls how adding the *L* came about:

"I first became associated with Division 44 in my second or third year of my clinical psychology doctoral program. This was in 1987–88; I had been a student affiliate of APA for about six months, when a friend, who worked for APA, took me to one of the Division's events at Convention. At that Convention, I met many of the founding members of the Division, among them Kris Hancock and Doug Kimmel. I recall one particular discussion among what I now view as luminaries in our field about privilege and the responsibilities that come with privilege. Specifically, that discussion focused on the decision to place "lesbian" before "gay" in the Division's official title—then the Society for the Psychological Study of Lesbian and Gay Issues—when the Division was first formed as a division of APA.

"While there were several more men present than women at that discussion, the crux of the discussion centered around two factors. First was that lesbians at that time were more a "hidden minority" than were gay men, and there was a consensus that if research, advocacy, and treatment were going to acknowledge and address lesbians and their issues, they needed to have more visibility. One way to create that visibility was to place them more prominently in the name of the Division. The second factor was a desire among those present (at least among those who spoke up) for more participation of lesbians in the Division and how to make the Division a hospitable place for

lesbians. Putting the *L* first was in that way a deliberate attempt to invite active lesbian participation.

"This conversation stuck with me as a template for the Division's response to the issue of privilege. The impact of putting the *L* first made it clear that the organization would prioritize and celebrate their most marginalized. This had an impact."

Judith Glassgold wrote:

"I joined the Association of Lesbian and Gay Psychologists, and then Division 44, as a graduate student. Both organizations provided me a safe place to be an 'out' psychologist. This support was all the more necessary as I the only open student in my program and had to deal with some professors who used biased texts and clinical supervisors who thought 'homosexuality' was a mental illness.

"Division 44 was a safe haven and the only place to grow as a lesbian psychologist. I remember vividly then-President Adrienne Smith, one of the fore-mothers of affirmative therapy and political activism in psychology, making me feel welcome and encouraging me to play a role in Division 44. There weren't formal ways to create a pipeline for students into leadership roles, that came with time, and there are still gaps in professional mentoring, but Division 44 became my home during my 'professional youth' and becoming involved in leadership is a way of thanking those who supported me and paying it forward for future generations."

While the Division eventually became a safe haven for "out" psychologists, during the early years of the Division many were still fearful about what "coming out" would do to their careers and advancement in leadership. In spite of the progress it continued to be a difficult time period. Bonnie reminds us that in moving forward in any civil rights movement progress is slow and involved a degree of risk.

Bonnie Strickland wrote: "In the mid-eighties no one was out in APA except a few brave souls who established AGP. Their efforts led to the Division which was a welcoming home for all of us and our allies. I joined immediately. I was running for APA President in 1985 and hesitant about what to do. I wanted to be out to my lesbian and gay friends but was frightened to be exposed to those who would never vote for a lesbian. Interestingly, I was walking to a convention meeting with a graduate student who remarked. 'How is it you're in the gay community but closeted to everyone else?' I don't know how that came about except that gay and lesbian colleagues protected me and turned out the vote."

People of Color Are Actively Recruited

Beside the inclusion of lesbians, there were other dimensions of identity that were being addressed during this time. Psychologists of color, and diverse ethnic backgrounds, were being heard. Terry Gock offers his perspective of the inclusion of lesbian and ethnic minority psychologists:

"My recollection of the early years of Division 44 is that gender parity was emphasized and written into the structure of the Division pretty much right from the beginning with the election of officers and the appointment of committee chairs and co-chairs being mandated to follow gender rotation. I think we have Kris Hancock and others to thank for with the leg work they had done in ALGP. There was also a great emphasis on balancing racial/ethnic diversity within the EC and the committee chairs/co-chairs. However, there were not too many people of color who were members or in leadership positions within the Division in the earlier years. I suspect that was partly because there were not many 'out' lesbian and gay psychologists of color in those days. Racial/ethnic diversity training for all EC members, however, was structurally incorporated into the midwinter EC meetings from quite very early on. The inclusion of these two dimensions (gender and cultural diversity) came *before* bisexuality—at least in Division 44, if not in LGBT psychology as a discipline.

"Division 44 has always been a professional family and home for me. It has made an honest effort to include and address racial/ethnic diversity issues pretty much right from the early years of its existence. It certainly has not been doing it perfectly (no one has), but I see our Division to at least have been willing to struggle with it."

The first ethnically diverse president was eighth president of the Division: Connie Chan. Connie recalls her experience as an early Division 44 President and as the first woman of color President:

"Division 44 was always focused on lesbian and gay-affirmative issues and advocacy and worked towards gender parity and inclusion from the beginning. Cultural issues and concerns around inclusion for race and ethnicity were not as prominent as LGB issues, but there was an openness and a desire to be as inclusive whenever possible. As a woman of color President, my goals were to bring our Division into the forefront of incorporating cultural and racial awareness into our norms for psychology, our language, our mission, so that LGB issues could stand for the rainbow of inclusion we desired. Overall, I believe we have been successful in presenting a welcoming place for inclusion of race, gender, transgender, and culture in our Division. We still have further to go to make all issues part of our LGBTQ mainstream, but our rainbow umbrella has provided shelter for many previously marginalized groups. For that I will always be grateful."

Division 44 elected their first Latina (Cuban) President in 1992. Oliva Espin was the second person of color to be President of Division 44: "I remember when AGP added the *L*. But when Division 44 started, from the very beginning, the rotation between men and women as presidents was established. AGP (or ALGP) was not APA, as you know. In the 1980s I was asked to run for Council by Laura Brown (who I think was President or Past President then, not sure). While I was President the EC did some anti-racism training. I remember appointing some people (of color) or encouraging them to run for office (e.g., Angela Gillem)."

Angela Gillem reported:

"Ever since I joined and was briefly involved as a committee chair, Division 44 has been an important resource and professional space for me. I was welcomed with open arms back in (I don't know what year that was) when I became co-chair of the Ethnic Minority Affairs Committee with Reggie Nettles. I always looked forward to the EC meetings because they were both fun and productive, a wonderful combination. My experience of co-coordinating the very challenging 2005 NMCS as Division 44's representative was incredibly supportive.

"Instead of blame and criticism, I received tremendous support from Division members, which endeared me to the Division even further. Earlier in my experience with the Division, I found Division 44 to be a very white male space and, as a result of that perception, I took a hiatus from attending the social events. However, my more recent experience at the suite party was a little different. The attendance was still predominantly white male; however, I didn't feel invisible or like an alien in that space as I have at some times in the past.

"I found myself engaged in conversations with folks I didn't know. Members seemed to make more of an effort to engage across difference. Don't get me wrong. I think the Division has a way to go, but I think we are moving in the right direction and with more effort, it can become a more welcoming and comfortable space for all members."

How have we done in the inclusion of ethnically diverse psychologists in Division 44? Some members and students offer us insight into the impact of our efforts thus far. Kirstyn Yuk Sim Chun wrote: "I have felt very accepted in Division 44. Everyone has been so warm and welcoming! It has been amazing to have such a vibrant LGBT community in the midst of my professional life, allowing me to be myself even while pursuing my career goals. I know the pioneers who came before me were not so lucky and made great sacrifices, and for this I remain deeply grateful. Of course, it would be nice to see more LGBT people of color in the Division and more discussion of racial/ethnic issues on the listerv. But it seems many in the Division are aware of these areas of growth, and I have been heartened by progress that has been made in having more people of color in leadership positions in recent years. I hope we as a Division can continue to focus on building coalitions with other marginalized groups to combine our efforts in advocating for social justice for all… this is essential for progress, and it would also be very validating for those of us who identify as multiple minorities."

Karla Anhalt wrote: "Division 44 has been my home in APA. I felt comfortable in this Division before my involvement in a service/leadership position. When I started to work more closely with the Division leadership, I was pleasantly surprised that backgrounds beyond my sexual orientation were affirmed and celebrated. A few years ago I participated in a training on class/socio-economic status that was sponsored by Division 44. It was a freeing experience for me, as I could speak about how notions of class had impacted my Jewish, Mexican, and immigrant identities and my lived experiences in the U.S. and Mexico."

Although there is much work to be done, the commitment to embracing the multiple identities that make us human is genuine within Division 44.

Nadine Nakamura wrote: "Division 44 became my first professional home as a graduate student. The Committee for Racial and Ethnic Diversity within the Division is what indicated to me that this was a place that would acknowledge and support my multiple identities. Through my involvement as a member of CORED and later as a Co-chair, I have continued to feel supported within the Division."

David Rivera wrote: "Division 44 has become my unexpected professional home. I say unexpected because from the outside the Division didn't appear very racially or ethnically diverse, and as a Latino gay man I did not believe that there was much space for me within the Division. However, since I was invited to serve on the executive committee as co-chair of the Committee on Racial and Ethnic Diversity, my first impression has been challenged and is changing."

We have to hear and understand that although people of color are recruited and those in power want them to be there, without others that look like them and act like they do the experience feels isolating. Yet, there is the kind of individual that has the resilience and personality structure and level of identity development that in the face of this isolation advocates to gain power for the more marginalized identity. Our current students give us a current model of what this looks like.

Ethan Mereish: "I was really excited to join the Division but I was disappointed to see the lack of racial/ethnic diversity. Nonetheless, I know the Division values diversity and I look forward to being part of it!"

Danny Phillips: "I was appropriately cautious when joining Division 44; I did not see myself reflected in the leadership and I was afraid my interests would not align with those of the Division. My perspective shifted when I met the co-chairs of CoRED in 2011 who insisted that I was exactly the type of student the Division wanted to recruit and retain. As I end my term as student representative, I can safely say that while I may not see myself reflected in current Division leadership, I will continue to work at creating a space for students who look like me and who share dimensions of my identity, thereby allowing them to step out of their own selves and create their own visions. I believe this is the only way Division 44 and APA will grow as an organization."

Christopher Martell offers us insight that into a secondary or nonvisible aspect of his identity that served to make him feel marginalized. It is possible that the process of inclusion is also mediated by one's own integration of one's various identities. Yet, as an organization we must have an awareness of more hidden, secondary dimensions of diversity that serve to marginalize individuals.

So let us pause for a moment. The story so far has been that gay men extended their power and privilege to women by actively recruiting them and together they used their power and privilege to address issues of racial diversity and perhaps not sequentially but at around the same time the recruitment of people of color also began. Was this story of inclusion an easy one? Like any movement involving human diversity, for some it was easy and for others much more challenging. And an important determining factor is not just a willingness to be inclusive but creating infrastructure changes to support that inclusion, such as gender parity in leadership.

Christopher Martell wrote: "As a white male, I have always had a fair amount of privilege. In that sense it was easy to feel included in Division 44 from the start. I wonder if my working-class background limited me more in my own mind then by being excluded in Division 44. On a larger scale, it seems like LGBT advocacy groups often unintentionally exclude people from the working classes. Fundraising events, for example, require large sums of money for dinners or black-tie events. Of course this is needed, but without a range, black-tie dinners and so forth set up the same hierarchy of classes that excludes people

who cannot afford fixed rates or fancy events. Thus, someone enters a room and those in the room do not appear to look as they do and we may feel that we do not belong. However, even for those that do belong based on race may sit in that same room feeling that they also do not belong based on other identities that are not so apparent."

However, we know that this is only information from those who have stayed with the Division and we have little information from those that have not stayed or advanced in leadership. Those of us with privilege and power within the Division are responsible for extending that power through inclusion to those with other identities perceived to have less power and therefore less privilege.

Ruth Fassinger emphasizes that inclusion has been continuous process in Division 44. "I am a relative latecomer to Division 44—I was not there in the early days when so many true pioneers like Kris Hancock were establishing and building AGP into ALGP and then into Division 44. I am a fortunate beneficiary of all of their work and sacrifice, and Division 44 has become one of my several 'homes' in organized psychology. It gladdens my heart to see that the path to inclusiveness continues to be forged in the Division! But it also concerns me that we have not yet figured out how to build organizational loyalty within the Division and yet also honor all of the other professional commitments that our members exhibit. We still have much work to do!"

So how *do* we build organizational loyalty? Let's answer that in little bit. First, let's continue our story of inclusion. We begin to see the emergence of Division 44 as a place of safety and a home for gay and lesbian psychologists, and for those gay and lesbian psychologists of color. But did all queer psychologists feel that this entity was a safe place?

For a division centered on one dimension of diversity: sexual minority status, I would propose that it was easier to consider inclusion of ethnic minority issues for example as it did not challenge the integrity of their division—whether people from other racial and ethnic backgrounds are included (or other social class differences) it did not affect that it was still a *gay* organization. But what happens when the process of inclusion challenges that.

Let us continue the journey of inclusion for the Division. The first part of this journey seemed more purposeful that those white men who started the Division for the most part wanted the inclusion of women, lesbians actually, and those who were ethnically diverse. But what happens when the Division is challenged for further inclusion?

A Difficult Challenge To Inclusion: Bisexuality

Sari Dworkin wrote:

"It was the middle 1990s. I felt the pit of my stomach dropping out when I, with voice quivering, said to the EC at a midwinter meeting, 'We need to include bisexuality in the name and mission of the Division. It's time to include bisexuals.' The silence was palpable, and the stunned looks on everyone's faces made me want to crawl into a hole. But I continued with the fact that bisexuality is a genuine sexual identity. I am a bisexual woman. The only home for bisexual psychologists and the only place to research bisexual issues and to train psychologists was Division 44. The main reaction I remember was a gay male stating that after so many years of being secure in his gay identity, bringing bisexuality to the table may cause him to reevaluate his own identity and that was threatening.

"One member brought up the fact that we may end up with a bisexual member of the EC wanting to include their other sex significant other in EC events. Actually that caused a woman on the EC to announce that she was bisexual and in a relationship with a man. Too late to go back on that fear.

"Another member talked about how changing the name and mission of the Division will be difficult since the founders of the Division have a huge stake in how it was founded. 'It's their baby.' The outcome was support for me to go out, have one to one discussions with current and former officers of the Division and to poll the membership. The task seemed overwhelming and yet I had to do it. Never liking to work alone, I teamed up with Ron Fox. Five years later the name and mission was changed to include bisexuals and bisexuality."

Ron Fox commented:

"Being involved in Division 44 has been awesome in so many positive ways, and it's been an honor to be connected with such an outstanding group of individuals and to see the journey that we have been going on with each other around a lot of issues and inclusion is one of them. At the moment though, I'm kind of in shock because when I consider what you are asking, I realize that I don't think that anyone outside of the bi group has actually asked me what my experience has been!

"Especially when I first became involved, most of the talk about inclusion seemed to be centered on the issues that others had and little regarding what my/our experiences were of being and feeling excluded. I know that many members were supportive from the start (you included!), and it seems to me that hearts and minds and the paradigm seemed to expand, and momentum developed as an imperative for inclusion. Somehow, I have a feeling that this probably has a resonance in terms of the experiences of individuals in the other groups too. By the way, you mention inclusion of women, and I would say gay/lesbian women and with bi women in the next wave.

"There was a range of reactions to bi inclusion (and by extension to my inclusion) from the beginning, which for me was the 1990 Convention in San Francisco, where I was asked by Sari Dworkin to help get together a symposium on bisexuality. We did this and it was a success.

"At the same time however, the ALGP had a meeting at the convention in the suite, and voted not to include bisexuality in its name or mission, and evidently the Division 44 EC was not very interested in talking about bi issues or members at that particular time. However, Sari had just come out as bi while a out lesbian member of the EC. And, there were some very supportive individuals, and the Division established a 'task force,' which is what organizations seem to do when they aren't yet ready to address an issue directly.

"One of the awesome sides of being on the Task Force was meeting so many people. One of the difficult sides of this was being seen as the 'bisexual,' either in interactions based on the politics of it all or in (mis)perceptions and stereotypes. For example, I remember being asked how I could survive as a therapist or researcher just focusing on bisexuality, as if my

training and interests were just in this area. I also remember being asked after about ten years in the Division, oh you're still bisexual? There is more, but that's enough for now because I know that you know how common it is to be confronted with this and other sorts of microaggressions and marginalization. I noticed too that while there were EC trainings on gender, race/ethnicity, and transgender issues, somehow it never occurred to the EC to ask for training on bisexuality and bisexual issues.

"When I was approached about running for member-at-large, and I agreed although with a lot of uncertainty of the outcome, given how much ambivalence there seemed to be among the members in the early- to mid-90s. However, I was elected, and it showed that there was more support building than I had thought. While on the EC, there was still a lot of back and forth on bi issues, however a consensus seemed to develop, partly through the leadership of senior members of the EC, and that times were changing, and there was the sense that it was a matter of time to arrive at inclusion. My experience was one of greater acceptance. It only took seven years for bisexuality to be included in the name and mission of the Division.

"Now I think we have moved further along in terms of inclusion in the areas that you mentioned in your first e-mail, women (that is, lesbians), then bisexual women and men, people of color, and transgender individuals. I'm proud of what we have done together in Division 44, and how we've all grown, given the challenges that we have all faced as members of one or more of these groups. It seems like the current generation of new members starting about five to seven years ago have had an easier time in terms of acceptance in the Division."

The inclusion of bisexuality into the LG family was not easy. Beth Firestein offers some explanation for the resistance:

"I was most involved in the Division after much of the heavy lifting had been done by Ron Fox and others and the *B* had been added to our name. It felt wonderful to hear about (and be a small part of) the process of opening the eyes and ears of the organization to the needs of our already present and potential bisexual and queer-identified members.

"I have always viewed bisexuality as the capacity to love and be sexually and/or romantically involved with people of the same sex and gender. The majority of those who entertain such an identity label have probably actively felt or acted on these in some way, though others may recognize the capacity without ever having fallen in love or having been sexual with both sexes. This is also true of many lesbians and gay men, particularly in repressive and extremely socially and religiously conservative cultures.

"I believe the resistance to bisexuality emanates from several sources, some of which are quite understandable. I think a primary source of resistance has been the perceived potential for violation of gay and lesbian 'sacred space' wherein lesbians and gay men felt that rare sense of insulation from the heterosexual world. Although I view bisexual identity as clearly more queer than heterosexual, there are certainly circumstances where bisexual men and women are integrated into relationships with the other sex to the degree that they are invisible to both straight and gay communities. I believe this is quite threatening to gays and lesbians and may create the fear of 'diluting' the distinctness of the liberation movement.

"With respect to the Division, I think within the Division, as in society at large, it is difficult to sustain the visibility of bisexuality within an almost universally binary worldview. Bisexual tend to disappear into one part of the binary or the other and it takes effort to maintain a visible presence and continuously resist the overt and unconscious pressures to 'choose.' Without question there has been progress in overcoming homophobia and increasing bisexual visibility, but the gains seem somewhat fragile."

Recently, bisexuality seems to have fallen into the shadows as attention has turned to the issues and needs of the transgender population. While transgender people also clearly challenge the gender binary (and therefore also the sexual orientation binary), there is a certain "sexiness" about transgender people that appears to have trumped the newness and shiney-ness of bisexual people and their issues within the Division. Certainly, it is the responsibility of bisexual members, but also the responsibility of the leadership of Division 44 to ensure that bisexual issues within the Division are not lost or ignored.

Beth Firestein said it best. It has more to do with the breaking down of binaries and valuing love expressed between individuals in all possible forms rather than judging, compartmentalizing, and maintaining a status of hierarchy or hierarchies of privilege based on the sex or gender of who you love.The inclusion of bisexuality as you saw was quite a difficult hurdle for this Division. But that was not the end of the challenges to inclusion.

And Then Came the *T*

The inclusion of "Transgender" in the Division appeared to happen theoretically long before the placement of the *T* in the name. This inclusion highlighted a dimension of diversity in the Division not seen with other aspects of previous inclusion: generational differences. Younger members of the Division whether identified as trangender or not passionately spoke of how easy it is to add a *T* and in fact, in one EC meeting added a *T* on a document stating, "it is that easy." More senior members of the Division while not opposed to adding the *T* were cautious and would explain the tedious process of Division name changes in the APA system. Dimensions of diversity not evident before, such as age and experience in the APA system appeared to have an impact in this discussion. As an organization, Division 44 was very late compared to other organizations (NASP, AMA, NASW, ANA) in adding the *T*.

Randall Ehrbar commented:

"The Division has meant a lot to me. It has helped me to make important connections with amazing people. Being active in the Division has helped me to be at the table to do important work (like the previous APA trans task force which lead to taking the lead on APA trans non-discrimination policy and the current trans guidelines task force), has helped me make connections that led to a couple jobs, and led to meeting my wife. And now, I'm a Fellow recognized for my work on trans issues and am as far as I know, the first out trans Fellow of APA.

"When I initially got connected with the Division I identified as a gender non-conforming bisexual dyke. As I went through transition and maintained connections with the Division, I continued to be welcome. Also, some of the people I was connected to in the Division learned from their connection with

me and seeing me become happier as a result of my transition. I can think of one person who told me that I was one of the people who helped her realize that men can be feminists and another person who talking with me about how he became more open to trans folk as a result of knowing someone trans."

Dr. lore dickey commented: "Division 44 has been one of my homes in APA, and certainly the one that most closely aligns with who I am as a person. Division 44 has often struggled to stay ahead of the community in being inclusive. I have been involved in several efforts to help assure that trans- identified people feel at home. There is still much work to be done. It is an important part of the Division's history that our elections are structured to ensure gender parity; however, this system still favors the gender binary—female or female-identified verses male or male-identified. The gender binary is so deeply engrained in most people's psyche that we often fail to notice we have endorsed its use. As a Division, I believe our hearts are in the right place—inclusion for all. And yet there are so many issues that we need to focus on—the work is never done!"

Colt Meier stated: "Overall, I have been met with warm acceptance in Division 44 and consider it my professional home. Many people in the Division are already like family to me and I always look forward to our family reunions at conventions and mid-winter meetings. I had a wonderful experience as a student representative and felt very grateful to be asked to Co-chair the Committee for Transgender People and Gender Diversity. I feel that I am very much accepted personally and professionally in Division 44 and look forward to continuing to work with our Division. I think one of the biggest challenges of inclusion for transgender people in our Division is the binary-based male/female gender parity system, even though I realize that the Division has made strides to address this issue. I hope that our senior members will remain open to listening to the voices of students as well as trans people as we try to address issues of inclusion of trans people!"

Let's turn our attention to again to the concern raised by Ruth: how do we build organizational loyalty? There has been a theme that has emerged from the various statements provided by these past Executive Committee members. Fostering loyalty is a byproduct of fostering an environment of inclusion and acceptance. It is about creating a sense of family with all the struggles and challenges that being in a family entails. The comments from these EC members highlight that is not just about the final product of inclusion. It is about watching those with privilege and power work through the issues, struggle with their perception of giving up something in the process of including those more marginalized that creates the sense that it is a place of where those marginalized are worth the challenge to that privilege—and in the end, all benefit.

Our multiple identities are in a constant negotiation to gain acceptance and inclusion from ourselves and others. Division 44 as an entity has a vision of inclusion for all sexual minorities and yet how this is executed at times gets muddy and unclear, and yet we continue to struggle with the questions. We need to continue to learn from each other and our students who offer us a broader way of looking at the world and each other that defies labels.

Where Do We Go from Here?

So, where do we go from here? That question leads to a series of other questions. Do we continue to add various groups of sexual minorities in an unwieldy alphabet soup? What does giving up our attachment to the gender binary look like in a practical way? How do we continue to address all of our other identities in a way that is affirming to all? These are the important questions that this Division will grapple with in the very near future.

Perhaps the Division will need to consider changing the name of the Division altogether to a more encompassing, unifying concept as we have done with our journal and book series. Then perhaps we should consider being the Division of Sexual Orientation and Gender Diversity. Or do we challenge our power and privilege and highlight the most vulnerable among us as the Division of Gender Diversity and Sexual Orientation? It may be years before we can challenge ourselves to get to this place… *but I believe and hold firm that we will get there.*

WAYNE F. PLACEK GRANT ~ REQUEST FOR PROPOSALS

APF provides financial support for innovative research and programs that enhance the power of psychology to elevate the human condition and advance human potential both now and in generations to come. APF encourages applications from individuals who represent diversity in race, ethnicity, gender, age, disability, and sexual orientation.

The Wayne F. Placek Grant encourages research to increase the general public's understanding of homosexuality and sexual orientation, and to alleviate the stress that lesbian women, gay men, bisexual women, bisexual men, and transgender individuals experience in this and future civilizations. Since 1995, the Placek Fund has granted more than $1 million.

Research is sought that addresses the following topics: (a) Heterosexuals' attitudes and behaviors toward lesbian, gay, bisexual, and transgender (LGBT) people, including prejudice, discrimination, and violence; (b) Family and workplace issues relevant to LGBT people; and (c) Special concerns of sectors of the LGBT population that have historically been underrepresented in scientific research. Amount: One $15,000 grant available annually.

Deadline: March 1, 2014. For eligibility, proposal information, and submission online, see apa.org/apf/funding/placek.aspx.

CLGBTC 2013 Outstanding Achievement Award

The Committee on Lesbian, Gay, Bisexual, and Transgender Concerns presented its 2013 Outstanding Achievement Award to Maria Cecilia Zea, PhD, during the APA annual convention in Honolulu, Hawaii:

> In recognition of her research and scholarship, her mentorship, and her service. Through more than 50 peer reviewed publications and numerous research grants, Zea shifted the paradigm from pathology to resilience for the psychology of gay and bisexual Latino men, both in the United States and in Latin America, generating research that is rich in context and at the same time generalizable. She has ushered in the next generation of researchers on the intersectionality between sexual orientation and culture by mentoring more than 20 doctoral students and recipients of more than 10 research development awards. She has promoted equity and well-being for LGBT people through her service on the Committee on Lesbian, Gay, and Bisexual Concerns, as the guest editor for a special issue of *Cultural Diversity and Ethnic Minority Psychology* and associate editor for several other journals, on numerous NIH study sections and as the APA representative to the International Network for LGBT Concerns in Psychology. In all these endeavors, Zea has been a compassionate advocate for the voices of LGBT and ethnic minority people in all aspects of psychology.

Call for Nominations: Committee on Lesbian, Gay, Bisexual, and Transgender Concerns 2014 Outstanding Achievement Awards

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

(a) study and evaluate on an ongoing basis how the issues and concerns of lesbian, gay male, bisexual, and transgender psychologists can best be dealt with;
(b) encourage objective and unbiased research in areas relevant to lesbian, gay male, bisexual, and transgender adults and youths and the social impact of such research;
(c) examine the consequences of inaccurate information and stereotypes about lesbian, gay male, bisexual, and transgender adults and youth 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 civil and legal rights of lesbian, gay male, bisexual, and transgender psychologists within the profession.

Nominees may have made significant contributions to CLGBTC's mission either through direct CLGBTC service or through independent work. The contributions may be of a scientific, professional, educational, leadership, or political nature. No current members of CLGBTC or staff of the Lesbian, Gay, Bisexual, and Transgender Concerns Office at the time of the award are eligible for consideration.

The deadline for receipt of nominations is May 1, 2014. Send nominations and supporting materials to *lgbtc@apa.org* or CLGBTC Awards, Public Interest Directorate, American Psychological Association, 750 First Street, N.E., Washington, DC 20002-4242. The list of prior recipients of the CLGBTC Outstanding Achievement Award are available (www.apa.org/about/awards/lgbt-achievement.aspx).

Safe and Supportive Schools Project

The CDC Division of Adolescent and School Health has awarded APA's Lesbian, Gay, Bisexual, and Transgender Concerns Office a five-year, $1.4 million cooperative agreement. APA's role is to build the capacity of selected state education agencies to assist school districts to establish safe and supportive environments for middle and high school students and staff as an approach to the prevention of HIV infection and sexually transmitted diseases. APA will be working to assist 14 funded states working with selected high-risk school districts. The project focuses on three groups of youth that are at disproportionate risk: lesbian, gay, bisexual, and transgender youth, with an emphasis on young men who have sex with men, homeless youth and youth enrolled in alternative schools (www.apa.org/pi/about/newsletter/2013/09/safe-schools.aspx).

Education and Training Committee

Co-chair Maryka Biaggio and the subcommittee on exclusionary educational practices developed and submitted a comment to the APA Commission on Accreditation (CoA) regarding Brigham Young University's application for renewal of accreditation of its PhD in Counseling. This comment basically focused on a review of the program's Web site and any policies or practices that might be out of line with accreditation standards in the areas of recruitment and retention of diverse students and faculty and/or diversity education. This was a confidential comment that the CoA must forward to the program for its response. The comment and the program's response are then taken into consideration in the program's reaccreditation review.

Co-chair Joseph Micucci completed the annual report of the Division's APA-sponsored CE activities. Division 44 recently offered three Webinars for CE Credit: "Working with Trans Clients" (lore dickey and Annelise Singh; 5/14/13); "Microaggressions and the Lesbian, Gay, Bisexual, and Transgender Community" (Kevin Nadal; 5/28/13); and "Bullying and Violence against LGBTQ Youth in Schools: Interventions and Resources" (Kurt Choate; 6/18/13). A total of 53 members participated in these three Webinars.

In the last six months several new members have joined the committee and some persons have resigned. Individuals interested in working on the committee should contact Co-chair Maryka Biaggio (*biaggiom@hevanet.com*).

Practice Guidelines for Transgender and Gender Nonconforming Clients Task Force
Fall 2013 Report to CLGBTC

The Task Force has been very busy. In June of this year a smaller writing group met in Atlanta for an intensive writing and revision weekend. The result of that work was a new strong draft of the guidelines.

Following the June meeting, the Task Force solicited feedback from a targeted group of reviewers. These reviewers included experts on the topic, practitioners, and community representatives. Additionally, feedback was solicited from CLGBTC, the APA Committee on Professional Practice and Standards, and APA staff. In total, 27 people were people contacted for feedback. Of this group, 14 people provided comments.

The smaller writing group incorporated that feedback (a total of 148 comments). Over the fall, the Task Force will continue to revise the document. We plan to provide a new version of this document to CLGBTC and BAPPI just after the first of the year (January 2014). Following that, we hope that the Guidelines will be placed on the Consolidated Meeting Agenda for the spring 2014 meeting.

Presenting at a variety of conferences during the development of guidelines has been an important goal for the Task Force in order to stay connected to APA membership, invite feedback, and share tentative information about major milestones (e.g., public review). Task Force members presented a poster and a Division 44 Suite program on the development of the guidelines at the 2013 APA convention in Hawaii, inviting feedback from Division 44 and APA members. Task Force members will present a pre-conference mini-symposium on the development of the APA guidelines at the World Professional Association of Transgender Health (WPATH) in Bangkok, Thailand, in February 2014. Members also submitted a proposal for the regular conference and are awaiting news of acceptance.

— lore m. dickey and Anneliese A. Singh

Internship Opportunities

The Heart of America Psychology Training Consortium (HAPTC) is a collaborative consortium consisting of psychological service centers focused on provision of services in rural health care. We have training within central and southwest Missouri, northwest Arkansas, and central Indiana. Training sites consist of psychiatric hospitals, community mental health centers, private practice settings, integrated healthcare clinics, and a county jail. We offer an innovative internship program that provides psychological interns the opportunity to take substantial responsibility for fulfilling major professional and psychological functions in the context of appropriate supervisory support and professional role modeling. HAPTC is dedicated to providing Psychology Interns with opportunities to work with populations in a variety of settings that promote and provide necessary exposure to diverse populations and issues. In addition, HAPTC recognizes the importance of multicultural awareness and competence in the provision of professional service and strives to prepare entry level practitioners to meet the needs of a progressively global and dynamic society. For additional information related to our internship program please visit our Web site at www.haptconline.org.

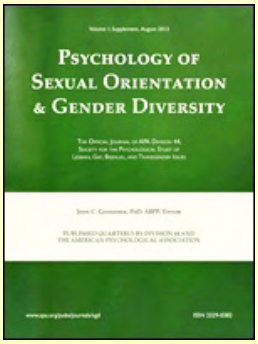
APA Division 44

Society for the Psychological Study of Lesbian, Gay, Bisexual and Transgender Issues

Psychology of Sexual Orientation and Gender Diversity Will Soon Be Released to Members

Beginning in 2014, members of Division 44 will receive the Division's new journal, *Psychology of Sexual Orientation and Gender Diversity.*

The editor and editorial board are gearing up for the first issue and invite you to participate in the Division's historic first journal.



From the Editor

Psychology of Sexual Orientation and Gender Diversity (PSOGD), the official publication of APA Division 44, was enthusiastically launched at the recent APA Convention in Honolulu. The journals submission portal is open, and is already receiving manuscripts.

The journal's Web page can be accessed at: **www.apa.org/pubs/journals/SGD/index.aspx**, where you will find information describing the journal's mission, its editorial board, instructions to authors about manuscript preparation, and other useful information. I am also happy to answer questions from potential authors and can be reached via e-mail at **mjgonsiorekphd@gmail.com**, or cell phone at: 952-994-1386.

Please consider being part of our Division's historic first journal.

John C. Gonsiorek, PhD, ABPP
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About Division 44

The Society for the Psychological Study of Lesbian, Gay, Bisexual and Transgender Issues (SPSLGBTI) welcomes all those interested in psychological research, education and training, practice, and advocacy on lesbian, gay, bisexual and transgendered issues and all lesbian women, gay men, bisexual women, bisexual men, transgendered people, and their allies. For more information, visit our Website at **www.apadivision44.org**.

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Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues

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