

ALGBTIC NEWS

Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling

Volume XXXV, Issue 2

Pre-Conference 2010

A Division of the American Counseling Association

From our President:

Michael M. Kocet, Ph.D., LPC, NCC



What's In a Name?

Throughout history, names have played a significant part in shaping the identity of individuals, families, communities, cultures, and even nations. A few generations ago, scores of people coming to Ellis Island were forced to alter or change their names because they were "difficult" to spell or pronounce, or families wanted to assimilate into this new culture rather than face ethnic or racial discrimination based upon their names. In some religious or spiritual traditions, individuals may be given a special name as part of membership in a particular community. Companies may decide to change the name of a product in order to increase sales or become more appealing to consumers. Partners may choose to take on the last name of one another as a sign of their union or bond in their relationship.

Names can alter our perceptions and can document our growth as a people – such as how the terms Black and Afro-American evolved to African American, a term preferred by many individuals today. Changes in names can represent an act of self or group empowerment – a declaration of pride.

Over the past year some people have approached me regarding the name of our division – The Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling, also known as AGLBIC. The name of our association, like that of the American Counseling Association has evolved over time based on current needs and commitment to our mission. Our organization began as a caucus, and then later became a division. We were formally known as AGLBIC, and then the board voted a few years ago to add the 'T' in order

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ALGBTIC Legacy Project: A collection of recollections

Sue Strong, Ph.D.

History is a fluid subject open to various points of view, opinions, and reinterpretations; therefore, this project is deemed a "collection of recollections." (Comments are invited and may be addressed to ALGBTIC Project Director: Dr. Sue Strong, Professor of Counseling and Educational Psychology, Eastern Kentucky University, at sue.strong@eku.edu.)

At the Fall 2006 Board meeting, AGLBIC launched the Legacy Project as a way of continuing to gather information on the organization's history. Since history is woven from a variety of perspectives and opinions, AGLBIC's Legacy Project is gathering historical perspectives from its early leaders and weaving them into a more inclusive story of the association. Past President Sue Strong volunteered to spearhead this project. Her interest in AGLBIC history goes back to 1999 when she wrote an article for the AGLBIC News titled "AGLBIC His and Her Story," and invited Bob Rhode to become the AGLBIC Historian/Archivist.

The AGLBIC story begins in the 1970's with an idea turned into a caucus by Joe Norton; advanced to an association in the 1980's with Fernando Gutierrez and Sari Dworkin as Co-Chairs; and culminated in the 1990's with Bob Barret and Colleen Logan as Charter Presidents of the AGLBIC Division of ACA. Leadership succeeds due to many people who are behind the scenes providing continuity. Bob Rhode has played that continuous leadership role with AGLBIC since its status as a caucus.

Joe Norton founded the Caucus of Gay Counselors (CGC) at the 1975 APGA convention in New Orleans. In 1979, the caucus name was changed to the National

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Philip Gnlika, **Membership**
Anneliese Singh, **Awards; Nominations and Elections; Bylaws**
Rhodes Gibson/Rob Mate, **Webmasters**
Bob Rohde, **Historian and Archivist**
Denny Frank, **Media and Public Relations Chair**
Kathy Newton, **Multicultural Consultant**
Pete Finnerty & Kristin Smiley, **Branch Chapter Committee**
Amney Harper & Pete Finnerty, **LGB Competencies Task Force**
Jeff Moe & Amanda Wolfe, **LGBT Inter-Spirituality Task Force**
Rhodes Gibson & Rich Zamora, **Web Resources Committee**
Hugh Crethar/Michael Chaney, **Task Force on Anti-LGBT Counseling**
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**No matter how long the winter, spring is
sure to follow ~ Proverb**

From our President continued from page 1...

to be inclusive and to ensure that our association was committed to transgender issues and inclusiveness around gender issues. With this change in name, however, there are a variety of viewpoints. Some members within our association believe another name change is in order. Some believe that the current name has become more of an alphabet soup which can be confusing and misunderstood. Some say that a new name is needed, one that reflects a more broad and inclusive identity. Others believe just as passionately that the current name of ALGBTIC should remain and that it is essential in order for our association to be respectful and inclusive. Some see that including all the letters in our division's name is critically important in order to educate others about the LGBTQ community and is necessary for individuals to see themselves named in the organizational title. I certainly value and appreciate the strong viewpoints from both perspectives. While I do not know what will come out of this collective sharing of ideas, I do think it is critical for us as a division to have a dialogue about this issue. We need to hear members' opinions, not just about the name of our association, but also we need your opinions about the services we offer.

Over the next few weeks, ALGBTIC will be launching a membership survey. We want to survey not only current members, but also individuals who may have let their membership in ALGBTIC lapse. We will also survey professionals who may have never joined our division. This survey is an effort for us as a board to listen to our constituents and to focus on providing information and resources that are most helpful to our members and the communities we serve. Stay tuned to future announcements about the ALGBTIC member survey coming soon!

Enclosed in this newsletter you will find useful and engaging articles about the LGBTQ community. We also are excited about having the ALGBTIC Legacy Project conducted by Dr. Sue Strong. Sue has spent the past few years devoted to interviewing past leaders of our association. It is important for us to remember our organization's history and the legacy that the individuals that came before us have left. It's very meaningful to see and know the *names* of our leaders and to hear about their struggles and accomplishments that helped our organization become what it is today. We honor the past in order to move forward in creating our future! Thanks to Sue for her

passion on this project and for sharing these wonderful interviews with us.

Contained in this newsletter is also information about all of the ALGBTIC activities and events being held during the ACA convention in Pittsburgh. We are excited to be hosting so many events and we hope to see you there! Please stop by the ALGBTIC booth in the ACA Exhibition hall and check out our new ALGBTIC lapel pins for sale! Meet our volunteers and board members at the booth and grab some useful information about conference activities. Everyone is welcome to our annual business meeting and social events. The conference is a great way to meet new colleagues and to reconnect with old and dear friends! I want to thank the board members and the committee co-chairs who have been working so hard to make this a terrific conference experience!

We want to hear your collective voices so that we can provide services and resources that help meet your needs. Whether you wish to offer input about our division's name, or to give a suggestion for an upcoming newsletter article or ways we can improve member services, please let the board know your thoughts! Please email me at mkocet@yahoo.com and I will be sure to share your suggestions to the ALGBTIC board.

Have a wonderful spring!

Michael

Join the ALGBTIC Information Exchange!



This listserv is especially dedicated to the exchange of information for both ALGBTIC members and non-members alike. There are frequent lively exchanges of ideas and opinions on a variety of LGBTQ-related topics, such as issues around counselor education, research opportunities, transgender support, and many more.

Stay in touch with ALGBTIC leadership as well because many announcements are posted to the membership via this listserv. You may receive posts as they are sent out or in a daily digest. Please go to the following website for more information. And, don't forget to sign up! <https://lists.purdue.edu/mailman/listinfo/algtic-l>

ALGBTIC Legacy Project continued from page 1

Caucus of Gay and Lesbian Counselors (NCGLC) to reflect the feminist movement's issues and the conference was boycotted in Las Vegas because Nevada rejected the Equal Rights Amendment. In 1986, the name of the organization was change to the Association of Gay and Lesbian Issues in Counseling (AGLIC) to focus on sexual orientation issues not the sexual orientation of the counselor. In 1988, the organization included bisexual issues and became the Association of Gay, Lesbian, and Bisexual Issues in Counseling (AGLBIC). The organization maintained the AGLBIC name for almost 20 years with repeated discussions on the role of advocacy for transgender individuals and how that could be included in the name. The organization continued to function as AGLBIC with a silent T until 2007 when it was officially changed to the Association of Gay, Lesbian, Bisexual, and Transgender Issues in Counseling (AGLBTIC). NOTE: Inconsistencies occur in referring to the organization throughout these interviews because this project was initiated when the organization was officially named AGLBIC and was completed when the name was officially changed to AGLBTIC.

In addition to the name change, the organization has gone from an informal caucus in 1974, to an ACA Organizational Affiliate in 1996, to an ACA Division in 1997. The 1996 officers for the Organizational Affiliate became the first elected officers for the Division and included Bob Barret (President), Colleen Logan (President-Elect), Tom Eversole (Secretary), Saskia Schweitzer (Treasurer), and Rita Drapkin (Governing Council Representative). Reese House was charged with writing the organization's mission statement and goals. Rob Mate was the Web Master and Gil Torres the first News Editor. Division Liaisons included Stuart Hayes (IAMFC), Mark Pope (NCDA), Michael Hutchins (ASGW), Reese House (CACREP Standards Revision Committee) and Ned Farley (ACES). The Charter elected Board of Trustees joined the organization in 1998 with Colleen Logan presiding over a Fall board meeting in Houston, Texas.

Early leaders and organizational chairs/presidents of AGLBIC were interviewed and their stories gathered to form a greater historical perspective of the organization for publication in the AGLBIC News and on the website. The interviews were unstructured, but some questions for consideration included:

How did you come to get involved with AGLBIC?
How long have you been involved with GLBTQ issues in counseling?
What roles have you played in the organization?
What, if any, relationship did you have with Joe Norton?
What stories about your experience with AGLBIC would you like to share?
What were your past visions for the organization?
What are your thoughts on AGLBIC with a silent T on transgender issues?
What are your thoughts on the historical relationship between ACA and AGLBIC?
What are your thoughts on the relationship between Branches and AGLBIC?
What are your thoughts on University Chapters of AGLBIC?
What are AGLBIC's greatest challenges?
What have been AGLBIC's greatest successes?
What are your future visions for the organization?
What are your thoughts on the AGLBIC Competencies?
What are your thoughts on AGLBIC and social justice issues?
What are your thoughts on the historical relationship of AGLBIC and other ACA divisions that are also focused on social justice, multiculturalism, and diversity?

Due to the lack of a complete written history of a 30+ year old organization, there may be some differences of opinion on this timeline of leadership, and information is being sought to make the organization's history as accurate as possible. This project focuses only on the leaders of the organization prior to being recognized as a division of ACA.

Continues next page ...



Sue Strong, Ph.D.

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- 1974 Joe Norton, Founder
- 1974-76 Rick Vesper (unable to locate to interview)
- 1976-78 Mark Pope and Ann Strack, Co-Chairs
- 1978-85 Brenda Hawkins and Howard Fradkin, Co-Chairs
- 1985-86 Brenda Hawkins and Fernando Gutierrez, Co-Chairs
- 1986-87 Fernando Gutierrez and Valerie Coleman, Co-Chairs
- 1987-90 Fernando Gutierrez and Sari Dworkin, Co-Chairs
- 1990-91 Sari Dworkin and Michael Hutchins, Co-Chairs
- 1991-93 Michael Hutchins, Chair
- 1993-94 Ned Farley and Michael Spretnjak, Co-Chairs
- 1994-95 Michael Spretnjak, Chair
- 1995-96 Bob Barret and Colleen Logan, Co-Chairs
- 1996-97 Bob Barret and Colleen Logan, Organizational Affiliate Co-Chairs
- 1997-98 Bob Barret, Division President
- 1998-99 Colleen Logan, Division President
- 1999-00 Anthony Terndrup, Division President
- 2000-02 Sue Strong, Division President
- 2002-03 Ned Farley, Division President
- 2003-04 Colleen Connolly, Division President
- 2004-05 Ned Farley, Division President
- 2005-06 Joy Whitman, Division President
- 2006-07 Brian Dew, Division President
- 2007-2008 Phyllis Mogielski-Watson, Division President
- 2008-2009 Anneliese Sing, Division President
- 2009-2010 Michael Kocet, Division President

Governing Council Representatives

Rita Drapkin (Appointed 1997-2000)
Bob Barret (First Elected GC Representative 2000-2003)
Colleen Logan (2003-2006)
Ned Farley (2006-2009)
Joy Whitman (2009-2012)

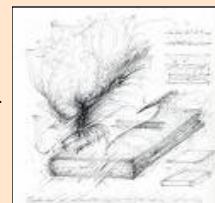
CACREP Board Representatives

Susan Seems (1999-2005)
Sue Strong (2005-2011)*
*Last appointed member to the CACREP Board

Throughout this newsletter you will find several of the interviews that were conducted by Dr. Sue Strong that begin with the title "Collections of Recollections."

AGLBIC History (As recalled by Bob Rhode, AGLBIC Archivist/ Historian)

AGLBIC began in 1975, when Joe Norton called for interested parties at the New York convention to discuss the feasibility of a lesbian and gay organization within the American Personnel and Guidance Association



(ACA's name then). Over 60 people attended and the Caucus of Gay and Lesbian Counselors was born. The group's name changed several times over the next dozen years to reflect the group's issues, and not the sexual orientation of its members. AGLBIC was forged in the furnace of gay activism of the 1970's. The American Psychiatric Association and the American Psychological Association had just removed homosexuality from their list of mental illnesses. The gay and lesbian community was discovering its roots and own identity, both personal and professional. APGA Senate had passed some supportive resolutions in the early 1970's, and AGLBIC continued to press for relevant resolutions; some ACA presidents, such as David Capuzzi and Brooke Collison, were supportive. Enthusiastic support from the parent organization was not to be expected, and for twenty years, AGLBIC fought for official recognition from ACA, but the group's primary focus was on peer education and increasing the visibility of sexual minority issues in counseling.

Throughout the 1980's, workshops and learning institutes were offered at ACA conventions. In 1984, AGLBIC produced an annotated bibliography for counselors. At every convention, AGLBIC had a reception center, which hosted informal programs and opportunities to reach out to the ACA membership. The first exhibit booth appeared in 1986 in Los Angeles. At that, and future exhibitions, the response from attendees was surprise ("I didn't know you existed!") and support. In 1987, ACA (then AACD) created the Task Force on Gay and Lesbian Issues in Counseling, with Fernando Gutierrez as chair, which ultimately became a standing committee, led by both Fernando and Sari Dworkin, who were simultaneously AGLBIC co-chairs.

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ACA Annual Conference & Exposition Pittsburgh, Pennsylvania March 18-22, 2010



ALGBTIC SCHEDULE OF EVENTS

**Friday March 19
9:30—1:00**

ALGBTIC Board Meeting
Butler East

Saturday March 20

ALGBTIC BRUNCH
11:00—1:00
Butler

LGBTQ Inter-spiritual Service
5:00-6:30
Fayette

Sunday March 21

LGBTQ Spirituality Panel
10:00-11:30
Washington

**ALGBTIC Annual Business
Meetings/Elections**
2:30-4:00
Cambria West

**ALGBTIC Queer People of Color
Gathering at 5:00-6:00**
Lawrence

ALGBTIC Reception
7:00-8:30
Westmoreland East

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The gay community was changing in the mid-eighties, however, because of AIDS. The AGLBIC newsletter first mentioned AIDS in its October, 1982, issue and by the middle of the decade many AIDS-related programs were presented at ACA. AGLBIC was very concerned, though, that AIDS not divert the counseling community's focus from other sexual minority issues, and this division in focus led Gutierrez to resign from the Human Rights Committee in protest of ACA's continued equation of gay with AIDS. At the 1989 Boston convention there were 5 gay/lesbian programs and 11 AIDS-related ones; but by 1990, the ratio had shifted to 8 and 6. It seemed that AGLBIC and the issues it held so dear were beginning to be woven into the fabric of ACA. In 1989, a special issue of the Journal of Counseling and Development focused on sexual minority issues and in 1990 ACA updated and published the earlier AGLBIC annotated bibliography; a major landmark was the publication by ACA of Counseling Gay Men & Lesbians: Journey to the End of the Rainbow, edited by Dworkin and Gutierrez. Big changes, however, were about to overtake ACA.

A disastrous snow storm crippled the 1993 Atlanta convention and precipitated a financial crisis within ACA. Budgets were drastically cut; the GLB committees within ACA were eliminated, and rather than being able to support AGLBIC's work, ACA itself needed help. The mid-1990's were also a time when AGLBIC's focus broadened beyond issues to organization building. Throughout the first 15 years, there had been efforts to reach out to branches and divisions, with some spotty success in some states, ASCA, ASGW, and NCDA. Michael Hutchins, though, led AGLBIC into a period of bridge building to ACA; Hutchins was awarded the prestigious Kitty Cole Human Rights Award by ACA in 1994. The crisis within ACA also led it to reach out to its constituents and build bases. AGLBIC was to be part of that base. Despite Mel White's keynote address at the 1995 Denver convention, relations between AGLBIC and ACA seemed stalemated. Then, good fortune smiled on our organizations.

If you would understand anything; observe its beginning and it's development.
~Aristotle

In Denver, Robert Barret and Tom Eversole stepped forward demanding to know why AGLBIC was part of ACA but not represented in official bodies and not "at the table." Joined by Colleen Logan, these leaders focused on getting AGLBIC officially recognized.

Thanks to a very supportive ACA President Joyce Breasure and Executive Director Richard Yep, the parent organization enthusiastically fostered AGLBIC's efforts to recruit new members, resulting in "organizational affiliate" status in 1996 and the formation of the AGLBIC division in 1997. Since then, AGLBIC continues to promote organization building and strengthening counselors' professional skills relating to sexual minorities. AGLBIC leaders have worked with those from other divisions to steer ACA through the major reorganizations of the late 1990's. Through extremely able leadership on the program selection committee, convention attendees have profited from numerous skill-building workshops related to sexual minorities. In the twenty first century, AGLBIC will hopefully continue to serve the cause of "gay, lesbian & bisexual issues in counseling."

~ **Bob Rhode**
AGLBIC Archivist/Historian

Seeking ALGBTIC Board Member Nominations

Nominations for the positions of ALGBTIC President-Elect-Elect and ALGBTIC Trustee will be collected at the Annual Business Meeting to be held during the ACA Convention.

If you are interested in nominating another ALGBTIC member or yourself for one of these positions and will be attending this year's conference, nominations can be made at the business meeting to be held on Sunday, March 21, 2010, from 2:30-4:00 PM (Room: Cambria West).

If you are unable to attend the ACA Conference and are interested in putting forth a nomination, please contact me at chaney@oakland.edu.

For more information on the charges of the aforementioned positions, please visit www.algbtic.org.



Collections of Recollections

Mark Pope's Recollections of AGLBIC (1976-78 Co-Chair; 1998-99 NCDA; 2003-04 ACA President)

(Interviewed for this article on November 29, 2007)

NOTE: Like many people interviewed for the AGLBIC Legacy Project, Mark stated that his memories may have faded with time, which is why this series of articles is named a "Collection of Recollections." The readers may draw their own interpretation of AGLBIC's history through reading the stories of the early leaders. History is a fluid subject always open to various points of view, opinions, and re-interpretations. The organization has undergone several name changes over time, but for convenience this writer has referred to it as AGLBIC, unless the name has a specific historical context.

Mark Pope's history with AGLBIC goes back to the early days of the organization and he was the second Co-chair of the organization from 1976-78 with Ann Strack. Mark stated that he had just come out as a gay man in 1972 when he started his Master's degree in counseling at the University of Missouri-Columbia, but he was the Vice President of the Student Body and it was hard for him to "figure out who he was in that context." After he graduated from UM-C, he moved to Chicago to attend law school. One of the reasons for moving to Chicago was to "experience a community that was larger and more open to GLBT issues." Mark stated that he hated law school but he found a relationship in Chicago that eventually led him to California and back to counseling. He also became involved with the gay community in Chicago at the Beckman House Community Center and founded their gay and lesbian peer counseling program which was the first program of this type on record in the country.

Mark remembers that after Joe Norton got a group together in New Orleans (which eventually became the foundation of AGLBIC), the ACA Guidepost had a little announcement about a group meeting at the New York ACA conference. Mark remembers his reaction as "Oh, my god, finally." Mark got involved with AGLBIC by becoming the local site coordinator at the ACA conference in Chicago when Rick Vesper was the Co-chair of the organization. Mark stated that "the Chicago conference went so well for our group, that they asked me to take on more leadership responsibilities." Later Mark and Rick Vesper did one of the first GLBT workshops at APGA in 1978 in Washington, D.C. One of the events that stood out in Mark's memory was AGLBIC's boycott of the Las Vegas

ACA conference due to Nevada's lack of support for the Equal Rights Amendment to the US Constitution. After Las Vegas, Mark dropped out of AGLBIC for a while and focused more on things close to home, such as love and work. While he was living in Chicago he began a relationship with a man whose job took him to San Francisco and Mark followed, then to New York City and Mark followed. Finally, with the breakup of that relationship, Mark returned to San Francisco where he met a new partner who was from Malaysia, so he looked for a career that would have international portability and settled on the computer field. He worked in management information systems for Bechtel Engineering but when his partner was able to return to the US, he began his doctoral studies at the University of San Francisco in 1985 and moved to being the Psychological Test Specialist for Consulting Psychologists Press. He also returned to professional association involvement through his work with the California Career Development Association.

In 1994, Mark suffered a personal blow when his life partner (Shahri) of 13 years died of HIV/AIDS. Mark stated that his "partner's death set off an existential crisis." Due to Shahri's illness, they needed to remain in the San Francisco area for health care. But after Shahri's death, Mark began to think about a faculty position. In 1997 he had three good choices to pick from and he chose to return to his home state and teach at the University of Missouri at St. Louis. His new partner (Mario) followed him to St. Louis where they continue to reside. Mark is now a full professor and department chair and his partner is an artist.

Mark became active again with AGLBIC by serving on the Board from 1996-98. In 1998 he served as President of the National Career Development Association, and in 2003 he became the first openly gay man to be elected ACA President. Mark described his work in "NCDA as a passion, but AGLBIC is my Soul." Mark is also proud of the assistance he provided in helping AGLBIC become an ACA division. During his ACA Presidency, ACA received much national attention for his election since he was the first openly gay president of a major mental health association and this occurred exactly 30 years after homosexuality was removed from the DSM. For his pioneering work, he was named to the OUT 100 in

Continued from previous page

2004 as one of the primary contributors to the lesbian and gay community during that year.

Mark met Joe Norton at the ACA conference in New York. He attended a meeting room that was filled with people sitting on the floor. He stated that he “could not believe it and was in heaven.” Mark recalled that in those days there were people who attended the meeting but were very “afraid that they would be seen so the doors were closed.” Mark commented on finding this meeting: “I was so amazed and so empowered. My professional identity was blossoming and I felt like I found a home.” On reflecting on Joe Norton, Mark stated that “Joe was brave and reasonable and seemed to know the politics of ACA. He was very focused and boy that was what we needed at that time, that kind of leadership.”

Mark stated that AGLBIC’s goals in the early days of the organization were to “elevate visibility of gay and lesbian political issues and to provide a safe place to get together at conventions.” Mark stated that he was not closeted, “but there were so many who were closeted, especially school counselors.” He said that “all kinds of people from all over the country came to APGA meetings so they could be out and enjoy the camaraderie of other gay and lesbian colleagues.” He pointed out that in 1973 when sexual orientation was removed from the DSM, the modern civil rights movement for GLBT people grew out of that struggle for change. Mark saw AGLBIC as a “pioneering new group with openly gay people in a major mental health association.” Mark has a strong history of being a political activist and has an undergraduate degree in political science, so he has always seen politics as critical. Mark stated that in the early days of the organization, he was “convinced that we could make inroads into mental health and help young people who were coming out and provide a safe place of respect for them. I had a broad vision. Now people talk so openly in counseling. We have made great strides, who would have thought that we would have openly gay men and women run for ACA presidency and win.”

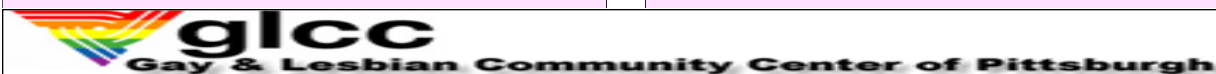
Mark feels very proud that AGLBIC has recently voted to change it’s name to include transgender people. He stated that we have been “waiting for a momentum to develop from transgender activists.” He is currently the Editor of the Career Development Quarterly which has just accepted its first article on transgender issues in career counseling.

In Mark’s opinion, ACA has always been supportive of AGLBIC. He fondly recalls the work of Norm Gysbers who was President of ACA and a professor at University of Missouri-Columbia where Mark received his Master’s degree. He recalls that he also found ACA very supportive during his experience as an ACA President. He feels like ACA was “waiting for us. We needed enough of a voice to say hey we are here.” Mark is in favor of AGLBIC extending out in branches and university chapters, but also made a good point about growing leadership as well as stretching leadership too thin. He is wondering himself where to put his energies: at work as the department chair, Editor of NCDA’s journal, and now at home with an aging parent. He stated that he feels like an “old war horse still chomping at the bit, but is aware of Super’s career theories on maintenance and decline.”

Mark’s future vision for AGLBIC is to keep growing. In the beginning the organization was struggling with surviving, now it’s goal is thriving. He thinks that leadership development, keeping strong leaders and having replacements in the pipeline is necessary for success. He sees AGLBIC as the “conscience of ACA on GLBT issues.” “There is always another battle to win, there are GLBT people who are being killed around the world and our rights being violated, we have to be vigilant and take a preventive approach. AGLBIC should really look at what is coming out of sister organizations such as APA and collaboration and coalition building with groups such as PFLAG and GLSEN.” Mark likes the AGLBIC competencies and cites them all the time, but does think that it is time to initiate a revision work group.

Mark recalled his tour as ACA President and presiding over the convention in his home state in Kansas City in 2004 and, of all of the welcomes he received, it was the spontaneous standing ovation at the AGLBIC brunch when he entered that room that brought tears to his eyes. “That was the most important piece of my ACA Presidency, that acknowledgement from peers, that we have shared work together all of these years. It was a very special moment and the highlight of my entire professional career. It said that I had done something that had touched people’s lives, that mattered, and I have never experienced such love and respect before in my life.”

Mark would enjoy hearing from you and receiving warm comments at Pope@UMSL.Edu.



Journal of LGBT Issues in Counseling Update

Ned Farley, Ph.D., Editor, Journal of LGBT Issues in Counseling

As we are approaching the ACA Conference in Pittsburgh, I am happy to report that our journal continues to grow and prosper and we are into our fourth volume. Issue one of this volume is in press as we speak, and should be arriving in your mailboxes sometime towards the end of March/beginning of April. I am actively working on issue two which will be going to the publisher in March for a June/July publication date. In addition, our next special issue, focusing on *Counseling Competency with Transgender Clients* is well underway under the auspices of our guest editors, Drs. Anneliese Singh and Theo Burnes. They have been working hard to pull together this issue and have a nice response to the call for submissions. I anticipate that the issue will go to the publisher on time in September, for release in December/January.

At this point in the life of the journal, I am happy to report that we continue to receive an increased volume of submissions, and are slowly moving towards our goal of an acceptance rate of between 20-25%. According to our publisher (Taylor & Francis) we are doing well for a new journal, and they see a slow but steady increase in our subscriber base, most notably in institutional subscriptions.

In the meantime, I encourage you all to not only read the journal, but also to encourage others or yourselves to submit to the journal. A call for submissions can be found elsewhere in this newsletter, as well as on the ALGBTIC website (www.algbtic.org), and the journal website at Taylor & Francis (www.informaworld.com/smpp/title-content=t792306926-tab=sample-db=all)

I am also submitting a call for editorial board members as we have some members now cycling off the board after their three year term. A call for editorial board applications can be found elsewhere in this newsletter. I am particularly wanting a new graduate student member (doctoral level with some history of publications preferred) as well as editorial board members with expertise in the following areas: Counseling in Government/Military, Multicultural Counseling, Career and/or Employment Counseling.

Applicants can send a cover letter and C.V. electronically to Ned Farley, Ph.D., Editor, Journal of LGBT Issues in Counseling, School of Applied Psychology, Counseling, and Family Therapy, Antioch University Seattle at efarley@antioch.edu

Call for Journal Submissions

The Association of Lesbian, Gay, Bisexual & Transgender Issues in Counseling (ALGBTIC), a division of the American Counseling Association (ACA) is inviting submissions for our journal, *The Journal of LGBT Issues in Counseling*.



The intent of this journal is to publish articles relevant to working with sexual minorities and that will be of interest to counselors, counselor educators, and other counseling related professionals that work across a diversity of fields, including in schools,

mental health settings, family agency's, and colleges and universities. This journal welcomes the submission of articles that reflect issues pertinent to the health of sexual minority individuals and communities, and should focus in one of the following areas: (1) new research in the field of counseling, (2) introduction of new/innovative practices within the counseling field, or (3) theoretical or conceptual pieces, including reviews of the literature, that reflect new ideas or new ways of integrating previously held ideas. The journal is distributed quarterly. For detailed submission guidelines please contact Ned Farley, Ph.D., editor, at efarley@antioch.edu or go to the journal website at:

<http://www.informaworld.com/smpp/title-content=t792306926-tab=sample-db=all>

Collections of Recollections

Ann Strack's Recollections of AGLBIC (1976-78 Co-Chair)

(Interviewed for this article on January 24, 2008)

Ann Strack's history with AGLBIC goes back to the early days of the organization. She was the second Co-chair of the organization from 1976-78 with Mark Pope. Ann was 23 years old in 1976 when she joined Mark as the female Co-Chair of AGLBIC. Ann met Mark in the counseling graduate program at the University of Missouri-Columbia. She stated that her professional identity development paralleled her coming out as a lesbian. "I saw that I was going to have to be open about who I was in my life." Ann grew up as a "southern belle in southeast Texas, with rigid social roles." She discovered the women's center on campus and also discovered herself as a lesbian and feminist.

In reflecting on her history at the University of Missouri-Columbia, Ann recalled a note written in 1968 by the chair of the counseling department that revealed a "witch-hunt on campus." She painfully recalls the "legacy of ignorance and hatred that was so thriving in our department where we were trying to develop personally and professionally." Speaking of her leadership in AGLBIC she commented that "I admire the courage that we had. I wasn't sure if our department could tolerate my drawing attention to the University in this way."

Ann joined APGA in 1974, and then Mark approached her about a need for an AGLBIC Co-Chair. Her first year of co-chairing occurred at the Chicago convention. "Usually it was an honor and mark of pride for our department to have students names appear in the program. But since my and Mark's names were associated with the gay caucus, I felt like it was an embarrassment not a source of pride for our department."

"Joe Norton was effervescent and outrageous in a good way. I read the statement that he turned an idea into a caucus and thought that many of us have ideas, but we don't often act on them. Joe was the spark; he was a flaming queen in the most lovely sense. He acted on his idea and look where we are today. I admired his willingness to be out there. I saw in him something that I needed. I needed to be in a world that honors who I am. Joe was tremendously inspiring and gave me courage to be who I was. I had been a little active in racial rights in southeast Texas as a teen and I guess that involvement was preparing me for being a lesbian."

Ann felt it was ironic that at the time Norm Gysbers

was the APGA President and one of her professors in the department, yet she never felt like the department welcomed her as a lesbian. She recalled a "defining moment that I often refer back to now when I speak publicly." She and Mark were trying to get the organization "not to just identify as a social avenue for people to find their way to each," but to also step up the quantity and quality of proposals with a gay and lesbian theme to be submitted for the conference. She recalls going to the first gay and lesbian convention program and meeting a member of the Human Rights Committee in APGA. AGLBIC has been working with this Commission to try to get sexual orientation further recognized in the association. She introduced the Human Rights Committee member who was in the audience and shook his hand. She recalls that "he looked into my eyes and said I expected you to be a much larger woman. At that moment I understood prejudice and bias. I could feel what his eyes were doing to my body and his disbelief that a petite, attractive, straight-looking woman could be a lesbian. It was a real defining moment for me." She recalled that at the convention "my advisor could never meet my eyes. Only days later in his office could we acknowledge that we had been at the same convention. He couldn't own my being a lesbian and it was a source of disappointment. I am embarrassed to say but I was disappointed in my department, mentors, and professors."

After 1978, Ann followed her interest in the clinical side of counseling and became affiliated with APA. After she left ACA, Ann pursued "street activism not academics." She moved from Colorado to California and remembers bringing a pamphlet back from the New York Men's Health Center about the prevalence of symptoms among the gay men's population. She later became the Clinical Director of the East Bay AIDS Project and provided AIDS education and support. Ann has had little contact with ACA over the past 30 years and was surprised to find that AGLBIC had become a Division. Because she has not been active with the organization she could not speak to current and future goals but stated that "it seems so important that the organization has legitimacy. So many people were trying to be legitimate as openly gay and lesbian people in an organization that was also seeking legitimacy."

Ann stated that she left ACA because she "didn't know how to go forward in the organization and

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Calls for Editorial Board Members

The Journal of LGBT Issues in Counseling

The Association of Lesbian, Gay, Bisexual and Transgender Issues in Counseling (ALGBTIC), a division of the American Counseling Association (ACA) is accepting applications for editorial board members for our new journal, *The Journal of LGBT Issues in Counseling*. This refereed journal focuses on publishing articles that address the important issues relevant to Gay, Lesbian, Bisexual, and Transgender peoples and their significant others. Areas for submission include: (1) new research in the field of counseling, (2) a review of the literature that critically integrates previous work around a specific topic, (3) introduction of new techniques or innovation in service delivery within the counseling field, or (4) theoretical or conceptual pieces that reflect new ideas or new ways of integrating previously held ideas.

We are looking for potential editorial board members who have background and experience with this population and the counseling related issues that inform our work. This includes those who work in the following arenas: counselors, counselor educators, and other counseling related professionals that work across a diversity of fields, including school counseling, mental health, couple and family, colleges and universities, and the public and private sector.

Preferably, these individuals will also have a history of publication of scholarly works, or expertise in specific counseling areas that will be of benefit to the journal as submissions are sent for review.

In particular, we strive to have an editorial board representative of the major counseling areas represented in ACA. Thus, at this time we are particularly focused on finding board members with specialization in the following: multicultural counseling, counseling in government and/or the military and career and employment counseling. In addition, we are looking for a doctoral level graduate student representative.

To apply, please send a cover letter outlining your interest and reasons for applying, as well as a current Vita, to: Ned Farley, Ph.D., editor, at efarley@antioch.edu or mail application to:

Ned Farley, Ph.D., Editor
Journal of LGBT Issues in Counseling
School of Applied Psychology, Counseling, and Family Therapy
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2326 Sixth Avenue
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ALGBTIC Inter-Spirituality Service

At ACA 2010 Conference

The ALGBTIC Inter-Spirituality Task Force invites all to attend an Inter-Spirituality Service at the upcoming ACA conference in Pittsburgh. This event is from 5-6:30pm in the Westin-Fayette room. The theme of the service is **Renewing & Reclaiming our Spirit** and will be facilitated by members of the ALGBTIC Inter-Spirituality Task Force. If you are interested in volunteering to help co-facilitate the service or have questions/comments, please contact Jeff Moe at moej@uhv.edu.



ACA 2010 Conference & Exposition ALGBTIC Day of Learning Sessions

Saturday, March 20, 2010 7:30 am - 8:30 am	Saturday, March 20, 2010 3:45 pm - 4:45 pm
Ethical Service Delivery to Dual-minority Clients: What Do We Know and How Do We Treat GLB People of Color? <i>Dustin K. Shepler, Ball State University, Denver A. Hall</i> Program ID # 109, Convention Center, Room 304	Toward Wholeness: Integrating Spiritual and LGBT Identities <i>Edward Cannon, University of Colorado Denver, Denver, CO, Michael Kocet, Dennis Frank</i> Program ID # 253, Convention Center, Room 304
Saturday, March 20, 2010 11:00 am - 12:00 pm	Saturday, March 20, 2010 5:00 pm - 6:30 pm
Exploring Relational Processes in Families of Gay Youth <i>Gregory S. Meek, Barry University, Orlando, FL</i> Program ID # 157, Convention Center, Room 304	Introducing the ALGBTIC Transgender Competencies for Counselor Training, Supervision, and Practice <i>Anneliese Singh, The University of Georgia, Athens, GA, Theodore Burnes, Brandon Harper, Sean Moundas, Amney Harper, Thomas R. Scofield, William Maxon-Kann</i> Program ID # 325, Convention Center, Room 304
Saturday, March 20, 2010 2:00 pm - 3:30 pm	
Navigating the Spiritual Narratives of Lesbian, Gay, Bisexual and Transgender Clients <i>Cody J. Sanders, Brite Divinity School, Fort Worth, TX</i> Program ID # 205, Convention Center, Room 304	



Happy Spring!



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wished there could have been more leadership from mentors.”

Ann was delighted that transgender has been recently included in the renaming of AGLBTIC. She stated that she has had a personal interest in transgender issues in California and had her “eyes opened as the Clinical Coordinator of a Berkeley GLB Community Center. Young people are teaching and challenging the boundaries on gender.” She referred to a local center that has a closet filled with gender related clothing to create an environment where people can experiment with who they are on the inside and how they want to present on the outside. “Gay and lesbian people know about marginalization. Human behavior exists on a continuum and we have to speak out for all manifestations of behavior. It is absolutely right as it should be” (to add transgender to the title of the organization).

In reflecting on the trend toward establishing university chapters of AGLBIC, Ann reflected that she was a “naïve and uninformed 23 year old” and that it would have been so good to have a university chapter for young people who are developing themselves, or straight allies. Visibility, visibility, visibility.” She states that “California is a hot spot in the world for gay and lesbian people to live.” She lives with her partner and 11 year old son in Sonoma County which has a lot of visibility for gay and lesbian people. However, when “we leave California and go to North Dakota and Texas, it’s scary. Looking at what’s happening

politically, we must continue to be visible. Being visible is part of our world and part of our individual and collective health. Even though I am an educated, competent professional, still things happen that bring me to my knees.” She reflected on a school gathering where she and her partner were surrounded by other accepting and loving parents, yet their children still were caught playing “smear the queer.” “We were all horrified and aware that it’s so insidious. It’s hard to be healthy and strong and raise a son in this world. We need each other. It’s our support of each other and ourselves that keeps us going.”

Ann recalls that there were few women in the early days of the organization and that she often had self doubt, a sense of loneliness and wondering if “I was doing something wrong or foolish.” She vaguely recalls meeting Brenda Hawkins at the end of her co-chairing experience and feeling “Oh, there is another woman here, hooray.” She stated that my “not remembering speaks to some denial when I said that it doesn’t matter if there are other women here. We all need to see ourselves mirrored.” While Ann doesn’t remember many specifics about various people involved with AGLBIC at the time, she does recall moments of “collapsing in humor” and feelings of “oh my, I’m with my people,” and the general delight of “saying with our eyes that I’m so glad you are here.”

Ann is a Licensed Psychologist in Petuma, California and would enjoy hearing from you at Ann@pogowave.com.

Collections of Recollections

Brenda Hawkins’ Recollections of AGLBIC (Co-Chair 1978-1986)

(Interviewed for this article on December 4, 2006)

Brenda became involved with AGLBIC as a graduate student at Indiana University (IU) at Bloomington. She attended an ACA conference and heard about the National Caucus of Gay Counselors (NCGC) through a message posted on a bulletin board. Her immediate reaction to finding the organization was “oh, wonderful.” She was glad to find that something existed for gay and lesbian counselors. Brenda stated that she met Joe Norton at one of the ACA conferences.

Her recollections of Joe were that he was “nice, had pleasant energy, talkative, friendly, and made people feel welcome.” As a lone woman walking into a room filled with men, Brenda initially wondered if she should just turn around quietly and leave. She felt like an invisible ghostly presence as she roamed about the

room attempting to say hello to people who in turn ignored her. But Joe came up to her and made her feel welcome and comfortable and reassured her that it was okay for her to be there. She remembers his presence in the meetings as steadfast and grounded.

Brenda stated that by the late 1970’s she was co-chairing AGLBIC, a national organization; yet, because of the prejudice of the times, she could not list it on her resume and therefore never kept track of the dates or presentations she did with AGLBIC members at the conventions. She also stated that in the early years of the organization, “women were as scarce as hen’s teeth,” and she was probably elected co-chair because she was the “only woman who showed up at the meeting.” She stated that she was often the only

the only woman who was at an AGLBIC meeting or dinner. She remembered fondly when Valerie Coleman (1986-87 Co-Chair) came to a caucus and to a dinner. According to Brenda's personal journals, she met Valerie when ACA held its convention in New York City in 1985.

Brenda Hawkins and Howard Fradkin's co-leadership began when they were both in graduate school, continued through their internships, and lasted until they became established in their first jobs (1978-1985). Brenda recorded in her personal journal of that time that Howard was good to work with, and that she had co-presented a workshop with him and Reese House on counseling gay men and lesbians. Brenda then continued chairing the organization for one year with Fernando Gutierrez from 1985-1986. Of her initial meeting with Fernando in 1985, Brenda recorded in her journal that he told her that her appearance "blew him away (his words)" and that "he expected a big tall woman" and spoke to her about it at length. (Brenda was five feet tall, small boned, and weighed all of 95 pounds at the time). In order to draw more women into AGLBIC, Brenda held a women's meeting to address the needs of lesbian ACA members. She recorded in her journal that there was a lot of good energy at that meeting, and they developed a strategy to get more women into AGLBIC.

Brenda's leadership years reflected the prejudice of the time, the struggle to exist as an organization, and the struggle to be recognized by ACA. Brenda related a story of attending the ACA conference in St. Louis with three heterosexual women that she shared a room with. Two of the women were young graduate students in counseling from IU and knew she was a lesbian. They made it an obvious point to run ahead into the room first so they could share a bed together, used the bathroom as a changing room, and made comments. The third was a middle-aged high school guidance counselor who was "oblivious" to Brenda's sexual orientation and made a heterosexist joke when a large group of AGLBIC members (all male, of course) showed up to bring Brenda with them to dinner.

Ever since high school days, diversity issues had been important to Brenda, and while in graduate school she became more involved in lesbian and feminist issues. The women's community in Bloomington was an important part of her life, and living in a "lesbian feminist house with several other women" supported her need for diversity awareness and inclusion. She was sensitive to the fact that she was often the only female at an AGLBIC meeting. She stated that the reality of both AGLBIC and ACA during the 1970's was largely

that of a white, able-bodied, male dominated culture. She often wanted to help evolve an organization that included a focus on counseling issues such as gay and lesbian relationships, coming out, and dealing with prejudice while developing a healthy self concept and self esteem. But often AGLBIC's meetings would focus more on social and recreational interests of the members and function more as a social club than an organization.

Brenda stated that just getting recognized by ACA was a recurrent issue during the early years of leadership. ACA often reflected the same attitudes as the dominant culture at large. She referred to an incident at an ACA conference where she and another AGLBIC member were putting up posters in the lobby pertaining to AGLBIC meetings. While they were putting up the posters, a man yelled "faggot" across the room. She wondered if he was an ACA convention attendee because a hotel employee would not be allowed to be openly hostile to paying customers. Another incident happened at the ACA convention in Washington, D.C. In another effort to encourage women to become involved in AGLBIC, a small group of lesbian counselors went to a local women's bar and restaurant for dinner and dancing. Then, "a couple of cops came in and the music abruptly stopped." Women quickly returned to their seats, everyone looked down at their laps in silence, and Brenda discretely turned her head enough to see the cops walk down to the far end of the bar, where the woman behind the bar gave them a large amount of money. The cops then left, and the music and socializing resumed.

After Brenda left AGLBIC leadership in the 1980's, she became involved with the women's division of the Georgia Psychological Association (GPA). Again, as a reflection of the times, she found a focus purely on "straight women's concerns." So it was often the same problem of lesbian invisibility, whether in a gay group or a women's group. Just as lesbian issues were not recognized at all during these times, likewise transgender issues were also ignored. Because of the demands on her time as a licensed psychologist in private practice, Brenda eventually left ACA and became more involved with APA and GPA, where there was more movement toward addressing real world diversity needs and issues.

Brenda stated that although leaders were interested in becoming a division of ACA, they had more immediate concerns because in the beginning they were "not sure if the group would survive." ACA was also overtly negative about AGLBIC becoming a division.

Continues next page

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Some in ACA went so far to state to the AGLBIC leaders that they would have to have a number of votes on the Governing Council to become a division, and they would “never have enough votes for that.” A high point for Brenda came in 1985, when David Capuzzi, who was president-elect of ACA, actually came to an AGLBIC meeting to get input, listened to everyone, and even jotted down some notes. Prior to that time, no one in the national ACA leadership had ever recognized AGLBIC’s existence, much less came to a meeting and communicated. So this raised Brenda’s hopes that eventually, possibly, AGLBIC might gain a recognized status within ACA.

After a great many years in private practice serving an extremely diverse clientele, a lot of Brenda’s clinical time now revolves around the elderly; and she sees the need for AGLBIC to be concerned with the needs and issues of the growing population of LGBTQ elders. She stated that she is reminded of the old quip that “nobody loves you when you are old and gay.” Thirty years ago, she first heard about the difficulties that lesbian elders were having in nursing homes. One woman was being deprived of being bathed because “no one wanted to wash the old dyke.” Couples were not permitted to room together if it was known that they were together. Thirty years later, things are not any better. In her current work, she sees on a daily basis how nursing homes are “not good for older gay and lesbian people” and thinks that it is important to help counselors work with the emotional, socialization

and support system needs of gay and lesbian elders. Noticing society’s segregation into young and old, she remembered when she was a young graduate student in Bloomington going to the local gay/lesbian bar and asking “where are all the older lesbians?”

She further noted that “if we are lucky we are all going to get old.” Therefore, it becomes increasingly important for AGLBIC to become proactive regarding the counseling needs of our elders, the need for education and awareness among helping professionals and other caregivers, the triple whammy of ageism, sexism, and homophobia, and the need for basic human protections such as partner benefits, inheritance, and the ability to make medical decisions for our loved ones. She recalled a situation in which a gay male’s partner died from AIDS, and his family of origin came in and literally took “everything the couple owned except the clothes the partner was wearing at the time.”

Brenda was delighted to be updated on the progress of AGLBIC and was excited to hear about University Chapters and Branch Divisions of AGLBIC that have developed at universities and states. The ability of Brenda and other early leaders to persevere against a lot of challenges in the early years of AGLBIC have allowed the organization to continue to be productive today.

Brenda Hawkins is a consultant psychologist in Lily Dale, New York. Warm regards can be sent to Brenda at BLHawk@Netsync.Net.

Letter from Co-editor Angelo Gomez

As time goes by, history continues to be made, whether we sit on the sidelines or we move to the forefront in order to make it happen. History is made by men, women, children, and those who struggle with their gender identity. Together as the human race, we make up the future that opens new opportunities for more freedom, to fight against struggle, and to continue making progress. However, despite this optimistic view, change remains as a constant variable in life and this needs to be watched carefully. The change we accept, promote or protect can allow us to be who we are. However, the change we allow to happen or is imposed upon us can also repress the human we have come to accept and who we need to love in all our complexity unconditionally.

As this issue of the ALGBTIC newsletter allows us to learn, and for those who lived it to remember, the history of this organization and the progress made was not easy or without a personal price. While progress, undoubtedly has been made, we must admit that there is still much more work to be done. Even for the big ALGBTIC family, there must be admission that we need to continue to work for a wider understanding of each other’s identities with one another. While there are differences among all sexual minority groups, the path that each one of us takes in order to come out and accept oneself in one’s full convergence of multiple identities is a process that needs nurturing and remembering. Today, we recognize this diversity in this newsletter. This stands as a testimony of the heritage that has been granted to us. Here we learn that those who previously stood silent, under the umbrella of omission, today have a voice and a written outlet to tell their stories. Thus, a mission we have is to continue to teach each other about our social, cultural, and personal differences. We must continue to do this because the diversity of the ALGBTIC group expands far beyond what we see today. Our sexual identity is a personal history of acceptance and struggle that needs to remain alive in our memories and must shared with others.

Collections of Recollections

Howard Fradkin's Recollections of AGLBIC (Co-Chair 1978-1985)

(Interviewed for this article on December 5, 2006)



Howard Fradkin's graduate advisor at the University of North Carolina-Chapel Hill required that students submit programs for the ACA (APGA) convention. Howard submitted a program on a sexuality counseling model for working with lesbian and gay clients that was accepted at the 1977 APGA conference and it drew about 100 people. Howard felt like people were "hungry for information on gay and lesbian issues." Many of the people involved in what was known then as the Caucus of Gay and Lesbian Counselors attended his workshop. When Howard was able to locate the AGLBIC suite it was "blocks and blocks and blocks away from the main hotel." Thus, began Howard's long and positive history in leadership with AGLBIC and his relationship with Joe Norton and Bob Rhode. Although Bob Rhode never chaired AGLBIC, Howard stated that he was always in a strong leadership role with the association.

Howard began Co-Chairing AGLBIC with Brenda Hawkins in 1978 when they were both graduate students. The organization had a specific policy at the time that required a male and a female Co-Chair. Howard stated that he "probably ran for a different office in AGLBIC prior to the Chair position, but "didn't know what it was." Prior to leadership in AGLBIC, Howard had started developing an expertise in gay and lesbian issues by volunteering at a peer counseling program in Chapel Hill during graduate school. In 1975, he became the Treasurer and later the President of the gay student association at Chapel Hill. He stated that he had a very "supportive graduate advisor who was helpful to him in coming out, finding my footing, and accepting who I was." The "gay association was active and Chapel Hill was a good place to come out."

During Howard's leadership his goals were primarily to "gain more visibility" for the organization by becoming more visible at the convention, create a home base in the ACA headquarters' hotel, "get a big suite" so everyone could find the organization, increase the number of programs submitted to ACA and conducted in the suite, increase social events at the conference, and create "big signs so people could find us." Howard worked with the ACA program committee and with divisions to increase programming at the conference and to see if there was any interest in ACA's passing resolutions in support of gay and lesbian issues like APA had begun to do. Howard also wanted to get

programming out of the AGLBIC's closeted suite and into the main conference.

During Howard's leadership the organization talked about becoming a division, but they "did not have enough people nor did they enough people willing to be open, which continued to hold us back." He stated that APA was on a similar developmental time line and had the Association of Gay and Lesbian Psychologists which was further along in its move to eventually be recognized as Division 44. The primary relationship between ACA and AGLBIC at the time was invisibility and AGLBIC "lacked the vision, courage, or political awareness to be more visible."

Howard focused his energy in the organization by also writing columns in the newsletter and developing programs for the conference that focused on "being out in your work." He felt "amazed how closeted most people felt like they needed to be." He stated that they would come to his workshops and talk about it, but they felt so much oppression they thought it would be "suicide" to come out at work. He felt "sad that people felt so guarded and so unsafe."

Howard thought that "Joe Norton was an inspiring person." He remembered an ACA conference in Washington, D.C. at a time of the year when it was still cool outside and "Joe was walking around in shorts, having the time of his life." He described Joe as a "free spirit" and that "Joe's coming out made him a different human being. Joe had a strong presence in ACA and pushed for a lot of policy change." Bob Rhode was another role model for Howard in AGLBIC, and Bob was very vocal about wanting the organization to be visible and important at the conferences.

Howard sees AGLBIC's reaching division status as a "huge accomplishment" and was glad that what everyone "had been working toward all of those years finally achieved an official place at the table." He hopes that AGLBIC will "continue to promote acceptance of the division within ACA because gay and lesbian counselors and therapists continue to need support. The country and profession are at a much more accepting place but still have a long way to go."

Howard Fradkin is in private practice in Columbus, OH. Warm regards can be sent at HFRadkin@Columbus.RR.Com.

Collections of Recollections

Fernando Gutierrez and Sari Dworkin's Recollections of AGLBIC

(Fernando Gutierrez, Co-Chair 1985-1990; Sari Dworkin, Co-Chair 1987-1991)

(Fernando Gutierrez was interviewed for this article on November 2, 2006)

Fernando Gutierrez was interviewed for this article and he contributed significantly to the writing and Sari Dworkin edited the draft. Their approach to this article seemed to mirror their smooth working relationship as Co-Chairs of AGLBIC in the 1980's. Fernando reminisced fondly of their close personal and professional relationship and described them as "two minds together thinking as one."

Fernando met Joe Norton at the 1976 ACA convention in Chicago when the association was known as the Caucus for Gay Counselors (CGC). At this conference Fernando was introduced to Oliva Espin, Ph.D., then a psychology professor at Boston University, where he was later accepted into their doctoral program.

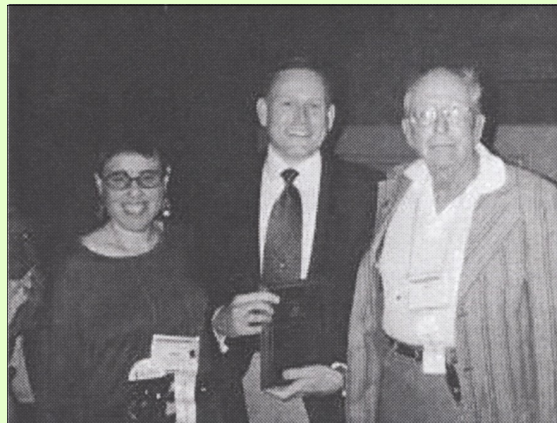
Joe Norton founded the CGC in 1975 and remained the leader of this grassroots organization until 1978 when Brenda Hawkins and Howard Fradkin were elected Co-Chairs. In the Fall of 1984, Howard Fradkin announced in the Caucus Comments newsletter that ACA (known as AACD) had rejected the first program on Counseling People With AIDS because it was of "limited interest," pertaining only to gay men. Fernando wrote Howard encouraging him not to accept the rejection and to lobby for its acceptance. The program was eventually accepted for the New York Convention in 1985. At that convention, Fernando was voted by acclamation as the new Co-Chair of the National Caucus for Gay and Lesbian Counselors (NCGLC).

Fernando became the Co-Chair with Brenda from 1985-1986 and with Valerie Coleman from 1986-87. Sari joined Fernando as Co-Chair from 1987-1990, then Sari continued co-chairing with Michael Hutchins from 1990-91. Fernando and Sari remained in continuous leadership of AGLBIC during the last half of the 1980's and brought many changes to the organization. They took the organization from an informal caucus status residing outside ACA to a request for divisional status which was put on hold when ACA initiated a moratorium on recognizing new divisions. Fernando's vision for NCGLC was "always to have the organization recognized as a division of ACA." Anything except divisional status felt like it was "separate and unequal."

Fernando and Sari have both received the prestigious Joe Norton Award for making a significant contribution to the association and to the GLBT community. Fernando and Sari's contributions to the association were broad and deep. Fernando recognized that ACA had a history of rejecting gay and lesbian people by both overt and covert acts. For instance, no programs for gay and lesbian people were included in the conference program. No conference space was allocated to gay and lesbian activities. Homoprejudicial statements were not edited out of articles in the journal. AGLBIC was not recognized as the leader and expert on gay and lesbian issues. The ACA leadership stated that gay and lesbian issues were covered by other committees. Some divisions overtly and covertly opposed giving AGLBIC an official status in ACA. No books or special editions of the journal had been published on gay and lesbian issues. No ACA president had ever used the bullypit to advocate for gay and lesbian concerns.

Fernando and Sari changed the face and name of the association during their leadership years. Their service is too numerous to mention and vast enough to earn them an esteemed place in AGLBIC's history. Some highlights include the distribution of membership ribbons and the establishment of an exhibit booth at the annual ACA convention. This booth was later replaced with an LGB Center at each convention.

Picture of Fernando Gutierrez and Sari Dworkin



The association went from NCGLC which focused on an association of gay and lesbian counselors to AGLIC, an association for gay and lesbian issues in counseling. Later the name was changed to AGLBIC which included bisexual with gay and lesbian issues in counseling. The organization became increasingly more inclusive and focused the need for everyone to be concerned with GLB issues in counseling. When Fernando was appointed to the Human Rights Committee, AGLBIC now had a voice indirectly within the ACA governing structure. Fernando and Sari helped foster the restructuring of the ACA governing body to include a Special Committee on LGB issues.

Dave Capuzzi invited Fernando to chair a major theme program on Counseling People With AIDS/HIV in 1987. This program drew 250 attendees. Of course, by this time, according to Fernando, AIDS had spread outside the gay male community. In 1988, the Special Committee on LGB Concerns presented its position paper on AIDS to the Governing Council of ACA at the March, 1988 meeting. Also this year, Craig Kain, Ph.D. edited his book: No longer immune: A counselor's guide to AIDS, published by ACA Press. Fernando participated as guest editor.

Fernando resigned from the Human Rights Committee at the end of 1988 to protest the fact that ACA was accepting only AIDS-related programs for the Convention Program. Fernando objected that ACA was taking a position that Gay=AIDS and it was not enough to accept only AIDS-related programs. As LGB individuals we have other issues to address besides AIDS, Fernando asserted.

According to Fernando, he feels misrepresented on the AGLBIC website because it implies that he was anti-AIDS and that, because of his objection, AIDS programs suffered. Fernando clarifies that he was not anti-AIDS, but against a policy by ACA to accept only AIDS-related programs. In fact, Fernando points out, this objection was expressed by Sari Dworkin in the AGLBIC Newsletter of April 1991 and by Michael Spretnjak in the newsletter of August, 1994, long after Fernando's original objection. ACA's way to solve the problem was to limit the number of AIDS programs in their convention program and to give the slots to LGB-related programs, in a sense, robbing Peter to pay Paul, according to Fernando. It was a long-standing problem within ACA during this pre-AGLBIC Division period.

In 1989, Fernando and Sari were Guest Editors of the first and only Special Edition for gay and lesbian issues published in ACA's Journal of Counseling and

Development, and published an annotated bibliography of counseling resources for counselors working with gay and lesbian clients. In 1992, they published their historic book, *Counseling Gay Men and Lesbians: Journey to the End of the Rainbow*. They initiated the Joe Norton Award for an AGLBIC member who had significantly contributed to the organization and GLBT community and the AGLBIC Service Award for an individual outside AGLBIC who had contributed significantly to the GLBT community. They worked tirelessly with ACA presidents to educate them on GLBT issues and gain their support in ACA. Fernando and Sari worked closely with ACA presidents, David Capuzzi and Brooke Collison who provided public support for AGLBIC. A joint venture was formed with the gay division of APA to send letters to the DSM III Revision Committee to remove ego-dystonic homosexuality from the manual of mental disorders.

Fernando and Sari's vision of full recognition and division status for AGLBIC has been achieved. They outlined future directions for AGLBIC as: continuing and strengthening the research and academic focus of the organization through the Journal of Gay, Lesbian, and Bisexual Issues in Counseling; continuing to focus on ethics of treatment for GLBT clients, especially genetic engineering concerns for the future and the continuing unethical and damaging practice of Conversion/Reparative Therapy; helping to legitimize GLBT research for promotion and tenure considerations for faculty; increase funding for dissertations on GLBT issues; continue to develop expert witnesses and empirical research for issues such as same sex marriage and same-sex families (children, adoption, custody); and for ending the "don't ask, don't tell" policy of the military. They would also "like to see the T in GLBT become more than just an added letter."

AGLBIC has to take the lead in welcoming transgendered counselors and as a place for research and training about transgender issues in counseling."

Fernando is an attorney and a psychologist and currently employed as a life coach and professor in a bilingual counseling program in Florida.

Sari is a professor of Counselor Education at the University of California at Fresno and a licensed marriage and family therapist and a licensed psychologist.

Warm regards can be sent to them at FernandoJG@Earthlink.Net and sarid@csufresno.edu.

Collections of Recollections

Michael Hutchins' Recollections of AGLBIC (Co-Chair 1990-91; Chair 1991-93)

(Interviewed for this article on November 15, 2006)



Michael Hutchins found AGLBIC at the ACA convention like many people-- by accident. He was on his way to Chair a meeting of the Gay and Lesbian Task Force for the Association for Specialist in Group Work

(ASGW) when he spotted a pink triangle sign in a conference room and stepped inside to find Sari Dworkin, Fernando Gutierrez, Bob Rhode and others. Michael first met Joe Norton at the ACA conference in Boston and found him to be a "wonderful character." Joe was an "enthusiastic advocate for ACA's participation in the 1993 March on Washington" and showed up in "full leather regalia carrying the AGLBIC banner." Joe Norton was a counselor educator at SUNY-Buffalo and was a "great mentor" to many people.

Michael has identified ASGW as his "spiritual and psychological home in ACA" and more recently he has also found that kind of home in Counselors for Social Justice (CSJ). Michael's early history was as a volunteer with the Jesuit Lay Volunteer Corps in Baghdad, Iraq; followed by working as a school counselor and with the Central Committee for Conscientious Objectors during the Viet Nam War; and working with and for marginalized people throughout his career.

He was married and left his marriage in 1978. As a step in his development, he came out as an openly gay counselor when he began his private counseling practice in Tucson, Arizona, in 1987. In the early 90s he was actively involved in the organization that became AGLBIC. In his recent history, he has returned to his broader social justice roots and has been heavily involved in the CSJ division of ACA, serving as its founding president. He acknowledges his ASGW and CSJ colleagues for helping him stay centered on working for the needs of all marginalized people.

In 1990, ACA Presidents Sunny Hansen and Jane Myers asked Michael to Chair an ACA Task Force on Gay and Lesbian Issues. They had also created a Task Force on Men, Task Force on Women, and Task Force on HIV/AIDS. In 1992, all of these task forces were folded into the first ACA Human Rights Committee which Michael chaired from 1992-94. Michael had worked with Sari and Fernando in AGLBIC and

became a Co-Chair with Sari in 1990-91 and solely chaired AGLBIC from 1991-92.

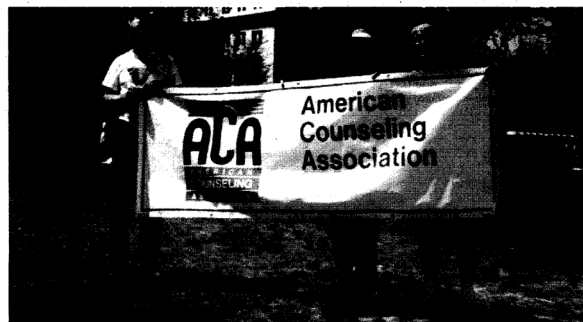
Michael's past vision for AGLBIC included: a) encouraging greater visibility in ACA; b) creating role models for emerging GLBT counselors; c) becoming more active in addressing HIV/AIDS; d) advocating for gays in the military and exploring the implications for counselors; e) creating a viable organization and building membership at a time when it was difficult to even find Co-Chairs. His sense of future directions for AGLBIC include: a) need to embrace transgender and intersex people in a deliberate, mindful, and concerted way, along with a name change to be inclusive of gender variance; b) continue the focus on GLBT youth; c) honor gay elders; d) integrate emerging technology to build a membership base and enhance our visibility in the community-at-large and e) in essence "go out of business" because ACA has integrated these issues throughout the organization.

Michael highlighted several organizational events that he thought were pivotal in the early years of the organization:

- The 1993 March on Washington brought visibility as a group marched under both the AGLBIC and ACA banners with Joe Norton, Bob and Mary Kay Rhode, Michael Spretnjak, Michael and ACA staff members Stephen Brooks and Nancy Pinson-Milborne.

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ACA Participates In March On Washington



From left, Michael Spretnjak, Bob Rhode, Nancy Pinson-Milburn and Michael Hutchins display the ACA banner on the Mall.

■ACA's publication of Sari Dworkin and Fernando Gutierrez's book (Counseling Gay Men and Lesbians: Journey to the End of the Rainbow).

■Haworth Press sponsoring the AGLBIC convention booth in the 1990's centering the organization at the conference.

■His meeting as Human Rights Committee Chair with Ted Remley (Executive Director of ACA), and Nancy Pinson-Milborne (ACA Associate Director) in 1992 with the Assistant Secretary of Defense for Force Management and Personnel to discuss the issues of gays in the military, and the implications for families, and counselors.

■The fight to counteract the passage of the anti-gay Colorado Amendment 2 and the 1995 Denver conference with Mel White as the keynote speaker.

■Rita Drapkin's response to comments at the ACA Governing Council meeting when, considering making AGLBIC a Division of ACA, a member of the ACA Governing Council said that she feared for their children. Rita agreed and countered with the mental health/suicide statistics for GLBT youth.

■The development of the AGLBIC Competencies begun by Anthony Terndrup, Kathleen Ritter and others. These competencies need to be integrated with other divisional competencies into an ACA Signature Product framed by the revised ACA Code of Ethics.

Michael thought that The Wedding in Montreal was a momentous event in AGLBIC's current history. He has witnessed a long history of AGLBIC's struggle, development and integration into the professional association. He strongly believes that we must continue to advocate for all marginalized individuals and groups, and that we must collaboratively engage the profession in confronting discrimination and oppression which continue to manifest themselves in our association, profession and the community-at-large. Our next challenges are to a) assertively work for the integration of the AGLBIC Competencies into the CACREP Standards and; b) to move forward to articulate a clearer understanding of issues of gender variance and the plight of intersexed people.

Michael Hutchins is in private practice in Tucson, Arizona. Warm regards can be sent to:

AMHutchins@comcast.net.

Collections of Recollections

Ned Farley's Recollections of AGLBIC (Co-Chair 1993-94; Division President 2002-03 and 2004-05) (Interviewed December 11, 2006)



Ned had attended the 1990 ACA conference as a presenter and "stumbled upon AGLBIC." At the time Ned was the Clinical Director of a GLBT agency in Seattle and was working on his doctorate. Upon finding AGLBIC, Ned reflected that it was a "wonderful experience to find this little home to be

connected to in my professional life." He stated that the AGLBIC group was "off in the boonies, not easy to find," but once he found them he was invited to dinner and got to know several people in the organization. In a practice that continues today, he put his name on a volunteer list, and in the beginning he was only asked to help out at the booth.

Ned also met Joe Norton at the Cincinnati conference, either when the group went to dinner or at the business meeting. He stated that he "really liked Joe and had a great respect for him. Joe was passionate about AGLBIC and had founded the organization not out of ego needs but "because he thought it needed to be done."

In 1993 at the Atlanta ACA conference Ned attended a meeting in the AGLBIC suite where every year a "tiny number of people came to a business meeting and tried to draft people to take a leadership role." He stated that he was a "familiar face, so Bob Rhode drafted me to be Co-Chair." Since AGLBIC still had a policy requiring a male and female Co-Chair, they "tried to find a woman but there was no one to step up." Michael Spretnjak then agreed to join Ned as Co-Chair of AGLBIC while they actively looked for a female Co-Chair. A female Co-Chair was found the following year and Ned stated that it was an "elegant way for him to step aside" because he was so busy with his career and working on his dissertation.

Ned recalls that AGLBIC was not a "formal structure within ACA and they had no official place in terms of the conference." The organization was usually run by the current Co-Chairs and Bob Rhode who was "secretary for life." The roles and responsibilities of the Co-Chairs were to continue to get recognition from ACA primarily through slots for workshops at the conference, and ACA was "not too savvy about why workshops were important."

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Ned stated that the goals of the organization at the time that he and Michael were chairing were “to keep it from falling apart.” He stated that “people were not showing up at meetings, and that it was an end of an era of movers and shakers who had gotten tired and left the organization.” He saw his role as more of a “gatekeeper,” and that he “wished that he could have done more but they had no ground to operate from and it would have required too much energy.” Due to career demands, Ned stepped back from being active in AGLBIC the year after he Co-Chaired, but returned in 1997 when Bob Barret and Colleen were seeking Division status for the organization. Ned was involved in the National Gay and Lesbian Health Foundation, met Bob Barret and Colleen Logan at that conference in Seattle, and got more actively involved with AGLBIC through them. Ned stated that he had felt guilty about the break he took from the organization which may have partially driven “his Catholic guilt” to come back later and make a very significant contribution to AGLBIC by serving as President on two different occasions, developing the organization’s journal for which he remains the Editor, and serving as the current AGLBIC Governing Council Representative.

Ned stated that during his time of leadership, the organization had “so little support and those who stayed in roles were gatekeepers, holding the fort, and waiting for new energy to move it in a new direction.” Attempts for Division status had been made earlier by AGLBIC leaders, but that group had been “rebuffed by ACA, and those leaders became angry and didn’t want to invest energy.” He stated that he felt like he and Michael were in a “buffer zone between two tensions.” The goal was to not “let it slip back, like a pause on a remote control, hold pause until there is a rally and new blood to move it. Ultimately that happened in Denver when Bob Barret and Colleen Logan stepped up with the energy to take the organization to Division status.”

Ned listed the AGLBIC challenges and successes together to show how persevering pays off. The first and foremost challenge for all of the early leaders was to achieve Division status for the organization, and all of the early leaders shared in this great accomplishment. Ned believes that because of AGLBIC’s visibility and formal relationship with ACA, Mark Pope was able to make his affiliation with AGLBIC as part of his successful campaign for ACA President. “Mark Pope may not have been the first gay President of ACA but he was the first gay and out President of ACA.” Another AGLBIC member, Michael Kocet, has been able to

informally represent AGLBIC as the ACA Ethics Revision Committee Chair, and Past President Joy Whitman sat on that revision committee. “Without their leadership the language about reparative therapy wouldn’t have gotten so strong.” After AGLBIC became a Division, the organization “got recognized in CACREP conversations and the AGLBIC Competencies would not have been given recognition without the Division status of the organization.” AGLBIC has a voting voice on the Governing Council, and Ned is the fourth Governing Council Representative, following Bob Barret, Colleen Logan, and Rita Drapkin. Ned feels that he is “fully accepted, has a right to be there, and that his voice is listened to” when he represents AGLBIC on the Governing Council.

Ned’s future visions for the organization:

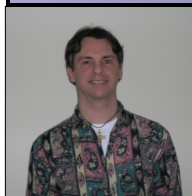
1. Consider an organization of a Council of Past Presidents as a “think tank who might consult with AGLBIC leaders.” This could serve as a type of “Professor Emeritus status where a Past President could be as active as they choose to be.”
2. Continue to strengthen leadership roles by bringing in new potential leaders. Provide consistent outreach to encourage new professionals to take on leadership tasks so people don’t have to be “arm wrestled to take office.”
3. Continue to increase membership.
4. Settle the discussion regarding the AGLBIC name. Rename the organization to include transgender issues so that the “name reflects who we are.”
5. Continue to push the Journal of LGBT Issues into a stronger position.
6. Encourage more graduate students to do research in GLBT issues. The number has increased tremendously in the past ten years probably as a “by-product of visibility in ACA as a Division.”
7. “Do not become complacent because we are currently in a strong position. We can’t lose sight of the work to do and need to make sure that LGBT issues are addressed.”
8. Develop the “University Chapters” such as was initiated at Georgia State University because that’s a “ripe area for AGLBIC to have an impact and these graduate students in counseling can move up in the national organization.”

Ned Farley is the Chair of the Mental Health Counseling Program at Antioch University in Seattle. Warm regards may be sent to him at NFarley@AntiochSea.Edu.

Collections of Recollections

Michael Spretnjak's Recollections of AGLBIC (Chair 1994-95)

(Interviewed December 12, 2006)



Like many people in ACA and AGLBIC, Michael's history of the association is often tied to conference cities. Michael attended the ACA pre-conference workshop on gay, lesbian, and bisexual issues given by Anthony Terndrup and

Kathleen Ritter in Baltimore in 1992. During that workshop he became aware of AGLBIC and was invited to their gathering. He met a lot of people at the AGLBIC gathering, but made a special connection with Michael Hutchins and they had "long chats and got to know each other." Michael joined AGLBIC at this conference and during the next ACA convention in Atlanta in 1993, he was elected to Co-Chair the organization with Ned Farley.

The Atlanta ACA conference had an ice storm and "so many things were cancelled that people stayed in the hotel and had lots of time to talk." The few people who did attend and participate in the AGLBIC meetings were split between one group wanting to "try for Division" status and another group who wanted to remain a Caucus. No answer was reached so "there was no definite direction that we were going."

The March on Washington occurred on April 25, 1993, in Washington, D.C. Beverly O'Bryant, the ACA President at the time, gave AGLBIC the ACA banner to carry in the March. AGLBIC also made their own banner and Michael Spretnjak, Joe Norton, Bob Rhode, Michael Hutchins, and others marched and carried both banners. "Beverly gave up the ACA banner without worrying about what others would say." Other ACA leaders made "small but courageous acts to support AGLBIC during this time." Michael remembers "people standing on the sidelines who would see the ACA banner and it made a great impression on them." After this event, Counseling Today published a picture of the March on Washington with the banners which set off a "maelstrom of editorials—from its a disease to be treated to endorsement along with praising ACA for doing it."

Michael stated that "one of my favorite memories of Joe Norton was how much he was able to touch people of all ages." Joe was officially retired as a Counselor Educator and was teaching workshops on bondage—complete with an academic outline and sources." It was my first experience with someone who could

"shamelessly and clearly talk about human sexuality that most people were afraid of." Michael stated that he had a "great admiration for Joe because of his openness about sexuality, his dedication to GLB counseling issues, and his willingness to be shamelessly out." Michael Hutchins inspired Michael to "always gently nudge people to be out in ACA" and to go to ACA and Divisional parties. "Most important was to be out at the parties and not be afraid to dance together and be seen professionally enjoying parties like everyone else." Michael thought that it was "important to spend time at the conference to let people know that we exist as people, as well as professionals, so GLB issues don't get lost due to invisibility."

Having the ACA conference in Denver, Colorado in 1995 was a "major issue due to Amendment 2 in Colorado (a bill which made it legal to discriminate against GLB people). There was a movement to push ACA to move the convention to another city, but ACA could not due to contractual agreements. Since the conference would still be held in Colorado, "We needed to make something positive out of it. Michael Hutchins and I played good cop-bad cop with ACA leadership" where I took the confrontational role. I stated to the ACA President that there were potentially "a lot of local protestors which would ultimately make ACA look bad, and although AGLBIC would not endorse any protest, we also couldn't stop it." The ACA President was presented with a list of topics, speakers, and presenters which she could choose from to give AGLBIC and GLB issues more visibility at the conference, but she "had to find a way to make this happen to show that ACA is doing something publicly due to Amendment 2." Doris Coy, ACA President, choose to bring Mel White as the keynote speaker in Denver. She contacted him and stated that they had a "wonderful conversation." Michael Hutchins "behind the scenes worked to make it clear to Divisions that it was important for them to sponsor GLB workshops." "One workshop was a round table discussion on GLB issues and people started to speak up for issues to be raised and this stimulated energy that got things rolling and then it really snowballed."

AGLBIC leadership counseled Joyce Breasure, ACA President-Elect that she "had to have GLB people on Committees and push for diversity. Joyce was sensitive to that and put a big handful of GLB people on Committees."

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Joyce appointed Michael to the Public Awareness Committee and he chaired Public Awareness Month during her presidency. Michael Hutchins worked with AMCD about adding GLB issues, and Michael D'Andrea did a presentation to the whole Division. Michael recalled a story of attending the AMCD party with Michael Hutchins where they danced together and "really turned too many heads." He discovered that AMCD might have approved to have them on their business agenda but when they showed up at the party, there was a sense of "what are you two white men doing dancing in our room." Michael stated that "you could sense something brewing" but what was happening was not done to be in your face, it was just a natural occurrence." Seeing two men dancing together "really brought out the grassroots opposition and it finally hit home. This does make a difference." That's why Michael feels like other Divisions need "opportunities to get to know GLBT members as real people, not just as counselors with an agenda." Michael Spretnjak praised Michael Hutchins as being the "behind the scenes voice, the person willing to be out there and upfront if no one else is going to get up and say something. He has a silver tongue and makes real friendships with people in all of these groups."

All of these activities mentioned under Michael's leadership (along with the many activities from all of AGLBIC's previous leaders), set the stage for Bob Barret and Colleen Logan's push for Division status. In addition the "Presidents of ACA at the time (Beverly, O'Bryant, Joyce Breasure, and Gale Robinson) were very open to AGLBIC and it's important to remember our allies." The "ball has been continuously rolling in AGLBIC, perhaps more than the brief history on the AGLBIC website indicates. The organization may have started as more of a social gathering of gay counselors, but first people talked about issues, then people wanted to do something, then we were doing something."

Michael did not comment on his future visions for AGLBIC because he has not been a practicing counselor since 1999 and has taken a "different career path." Michael stated that the "T issues in AGLBIC are important to include, and have never been shied away from." However, "it was always an issue with the name—more than 50% thought that the name was too complicated and there was not a compromise name that everyone could agree on." As many previous leaders have mentioned to this author, the spirit is there but the mechanics to bring it about have been difficult. Michael also mentioned that it is a "great idea to get

students involved with the organization and is surprised how difficult it is to get students involved." He stated that his involvement with ACA began at the branch level with the Indiana Counseling Association when he was in graduate school.

AGLBIC serves many purposes for its members. "There is a core part of the organization that is social—just a safe place to relax and be themselves and there are members who are there for only that. Others are there to focus on their career on a narrowly focused GLBT research topic, and some love to be in leadership." AGLBIC is different from many Divisions. For instance "you join ASGW because you are interested in counseling group work, but you might just join AGLBIC because you are gay even though your counseling work doesn't focus on GLBT issues." Some join AGLBIC for academic interest, some for social interests, and some for leadership interests. A good example is Joe Norton who "went through the whole thing with AGLBIC." Joe Norton was going to "sit in that AGLBIC suite because he knew folks were going to come there to hang out and somebody needed to be there who knew the history and could talk to people." Joe was the kind of person that people could "just hang out with and be a real person, until they could feel comfortable enough to ask the question: Do I want to be involved?" Some came to the AGLBIC suite to "build friendships and professional relationships but never got involved with the organization and that is still part of the mission of AGLBIC."

Michael sees AGLBIC's greatest challenge is to "provide the open space for members who are GLBTQ or whomever, to maintain space for respect for who you are and what you are becoming, where you are nudged and valued, not pushed or put down, and still valued. The Division status and structure may make it harder to keep that openness." Prospective members and the entire membership, regardless of their social or professional reasons for joining, are the lifeblood of AGLBIC. We must especially remember to be open to those not yet personally able to join.

Michael finished his Master's in 1991 and worked with a private physician who had a large caseload of people with HIV. Michael was an HIV/AIDS educator/social worker who had a caseload of 500 people in Indianapolis. He later became a certified massage therapist instructor, then joined a Dominican Order of priests, and is currently working on his graduate thesis in theology. He may return to the "healing field in private practice or may re-enter religious life with a different group." Warm regards may be sent to him at Manifest@RocketMail.Com.

Collections of Recollections

**Bob Barret's Recollections of AGLBIC (1995-96 Co-Chair; 1996-97 Co-Chair
AGLBIC Organizational Affiliate; 1997-98 AGLBIC Division Charter President)**
(Interviewed December 6, 2006)



Bob Barret got involved with AGLBIC, like many previous leaders, as “part of his coming out process.” In the early 1980’s he saw the need for HIV work and got involved with a national training program and did educational programs all over the country. In 1993 at the Atlanta ACA convention, he did a three hour HIV workshop with Tom Eversole that was well received. At this conference he tried to find AGLBIC and even “though it was mentioned in the program it was hard to find.” He was concerned that perhaps “people were afraid to be too visible.” So, he decided to run for office with the agenda to bring out the organization. That year Bob Barret ran for AGLBIC Chair and Tom Eversole ran for the Secretary/Treasurer position. He recalls that they were elected possibly because they were the only candidates. He was not aware at the time that the organization had a policy of having a male Chair and a female Chair co-lead the organization. So at an AGLBIC meeting at the ACA convention in Denver, informally someone asked if any female wanted to volunteer to Co-Chair and Colleen Logan volunteered.

Bob and Colleen worked together for many years in AGLBIC and provided leadership in the organization’s push for Organizational Affiliate status which was achieved in 1996 and for full Division status in 1997. They respectively became the first Division presidents of AGLBIC in 1997 and 1998. Bob reflected that he thought at the time that it was an “odd way to get a Co-Chair” and in the beginning they had a “difficult time working together because we both like to be in charge.” But their relationship worked out and they have had and continue to have many productive years working together in ACA and AGLBIC.

Bob repeatedly stated that during his and Colleen’s years of leadership they “rode the national gay wave in the general culture” and profited from it by having very supportive leaders in ACA. The Executive Director, Rich Yep, and the ACA President, Joyce Breasure, both provided “enormous encouragement.” ACA funded the first board meeting of AGLBIC as they met in Washington, D.C. and laid out a plan to become an Organizational Affiliate and later a Division. One of the requirements was to acquire several hundred names of both current AGLBIC members who were ACA members and potential AGLBIC members who were not ACA members. Bob and Colleen and Co-Chairs, and Tom Eversole as the Secretary/Treasurer really “beat the bushes” to get the required names. The primary goals of leadership were to achieve recognition and a voice in ACA. Bob recalls that the achievement of Organizational Affiliate status “shifted AGLBIC in a dramatic way because we had a voice and a presence at the Governing Council of ACA even though it was a non-voting status.”

In 1994 at the Minneapolis ACA conference AGLBIC had its first booth and it was located in a prime spot in the exhibit hall. The booth’s visibility made it a “real coming out for ABLBIC.” Tom Eversole got PFLAG to help with the booth and provide literature and Haworth Press donated books. Without PFLAG and Haworth, AGLBIC would have “only had stickers, flags, and newsletters.”

ACA’s Governing Council voted to accept AGLBIC as a Division at the 1996 Pittsburgh conference. It was a great break through for an organization whose Founder, Joe Norton, was not even allowed to speak before the Council in 1974 and it was a success for an organization that had actually been opposed by some divisions. In particular, some members of AMCD and of AMHCA publicly opposed Division status for AGLBIC. However, the ACA Staff, the Presidents, and the Counseling Today News Staff at the time provided a great deal of support. The Governing Council provided multicultural training for the group and Division recognition “got AGLBIC in line to talk to ACA’s leadership about being included in the training.” Bob recognized “Colleen’s great smoozing abilities” as being very helpful in obtaining a voice for the organization with ACA.

During Bob and Colleen’s leadership years bylaws were established and all of the components of running an organization were put in place. (This writer has always viewed this transition in AGLBIC to be analogous to moving from a club status to a professional organization status). The Joe Norton Award was shifted to an external award

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given to someone outside AGLBIC who was “active in the gay movement but not necessarily recognized.” The AGLBIC Service Award was then reserved for an AGLBIC member who was providing service to the organization. The Joe Norton Award has evolved to be given to a person or organization in the community that holds the ACA convention for recognition of their work in the GLBT community.

Bob reflects fondly on his time in leadership with AGLBIC and described it as having “tense moments,” “passion,” and a “great time to be involved with the organization.” He always thought that it was important to “talk to people who showed up at AGLBIC meetings.” He felt that it was difficult to break into the organization when he first attended a meeting and did not want others to feel that way. He felt like he was “constantly looking for new people” so the organization could grow. He wanted the organization to be more visible so it could attract more people. He felt like when he first got involved that there were only about 70 people who were active with the organization. (In fact, Bob and Colleen both befriended the writer of this article and encouraged me to run for the 1998 Charter Board of Trustees).

On numerous occasions Bob has referred to Joe Norton and Bob Rhode as the “mother and father respectively of AGLBIC.” He stated that Joe was the Founder but that Bob Rhode has always kept the organization together and that he has always had deep respect for both men. Bob met Joe Norton in the late 1980’s and described him as a “unique individual.” He has always maintained a “huge respect for him and his contribution--it was amazing for Joe to do what he did in 1974.” Bob reflected on a time when he and Joe had to take a different position and still questions it saying, he “doesn’t know if it was right or a wrong call.” During the early stage of Division status, Joe had submitted a very explicit article for the AGLBIC News on S&M which the leaders declined to print. Bob stated that Joe did not “hold it personally” and Bob has always deeply appreciated Joe. Bob recalled fondly that at one convention Joe announced to the group that he had been “picked up at a gay bar and at my age it was a miracle.”

Bob reflected back on the organization and thought that the AGLBIC accomplishments in the 1990’s reflected the accomplishments for gay people in the culture, and that they were “riding a national gay wave.” The more gay issue became more visible, the more the anti-gay forces used that visibility to raise money and increase membership in their own organizations. AGLBIC faced a “challenge after the wave” when the “organization didn’t know what to do, had no passion, floundered, and lacked focus.”

Bob’s future visions for the organization continue to focus on education and the need to continue to educate ACA and the country on GLBT issues. He wanted to develop a place where young, gay and lesbian graduate students could “feel like they belong.” Bob thinks that AGLBIC needs to continue to recruit “passionate” leaders. He thinks that it is important to push for a higher degree of scholarship in our journal and the need to encourage scholars to submit articles for the journal. He thinks that although passing resolutions in the Governing Council are important, they “often don’t impact the organization beyond the few people who discuss the resolution” and is not sure that it is “energy well spent.” He stated that the problem remains on how to “convince employers how to see gay and lesbians workers as an asset. His focus has remained on collaborating with other Divisions on programs at the conference and sees the value of AGLBIC providing an Award for Scholarship in GLBT issues.

Bob would also like to see the area of diversity continue to include sexual orientation and gender identity and not focus solely on race and gender issues. He thinks that AGLBIC is the logical organization to work with transgender issues and appreciates that names are a “challenge for all gay organizations.” He thinks that AGLBIC is a “terrible name, but most gay and lesbian organizations have bad names.” There is “no language readily accessible that everyone can agree on in the real world,” and the “Human Rights Commission name is ludicrous.”

Bob is reflecting on this time of his life as he enters retirement and “redefining himself.” He is questioning if AGLBIC “seems to know what to do about older generations.” He’s asking himself if “I have anything to give to the organization” and wonders what he would like to do. Bob’s thoughts seem to reflect those of many past leaders of organizations who walk a tight rope in moving over to allow for new growth, but remaining on to provide a rich soil for the new growth.

Bob is in an early retirement program at the University of North Carolina at Charlotte. Warm regards may be sent to Bob@DocBB.Com.

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Submission Guidelines:

Submit articles and items that would be of interest to our readership and **ALGBTIC** members. Information should be current and informative. Submissions that promote dialogue and opinion are especially encouraged.

All submissions should be sent to the Editor via email as a Microsoft Word attachment. Please be advised that the Editor has the right to edit your submission due to space considerations and/or content issues.

Please send your submission to:

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