

ASSOCIATION FOR LESBIAN, GAY, BISEXUAL & TRANSGENDER ISSUES IN COUNSELING



AMERICAN COUNSELING
ASSOCIATION

*A Division of the American
Counseling Association*

Winter 2015 Newsletter

Greetings from Kristopher Goodrich

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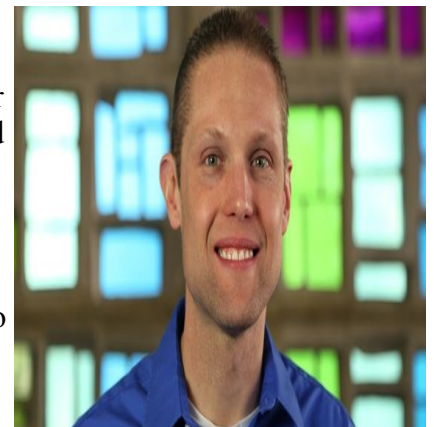
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As the holidays are upon us, I have recently thought a great deal about family and allegiances. In LGBTQ+ circles, we often discuss the differences between family of origin and family of choice. It is my hope that regardless of everything else, you see ALGBTIC as a core part of your family of choice. It's our goal as an organization to serve as a home, both professionally as well as personally, to connect, empower, and serve LGBTQ+ persons everywhere, and those who love and support them.

In writing this entry, I'm actually traveling home from the Tennessee Counseling Association Conference, where I was a guest speaker. There, I had the wonderful opportunity to meet many of the strong and proud allies and leaders of ALGBTIC-TN, the local branch in that state (as well as TSCA, who brought me out to speak about LGBTQ+ issues in school counseling). It was so heart-warming and encouraging to meet the leaders of the ALGBTIC-TN group, because I could feel the pride and passion that they had to serve their members and advocate for the needs of LGBTQ+ persons in their state. Although TN is not necessarily a state that we tend to think of as having a great affiliation with LGBTQ+ persons, we

have had a state branch in the state since 2009 and they have been a powerful presence in a part of the country where LGBTQ+ issues are hard won. For example, it was this group who worked, along with others, to fight the "Don't Say Gay" bill in their state and provide psycho-education and advocacy to ensure that draconian policies were not implemented in schools, further marginalizing an incredibly vulnerable population. Speaking with them left me feeling increased passion, power, and purpose at a time of the semester when we think of demands, deadlines, and dreariness. The moments I spent with them was the shot in the arm that I needed to reflect, recharge myself, and re-think about what was important in life. I was glad to have a family of choice pull me out of my end of the semester funk and re-engage me with what it means to be a counselor!



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Greetings from Kristopher Goodrich, ALGBTIC President, 2015-2016

(Continued from Page 1)

As I reflect upon my experiences, I think of the tremendous importance of each of our state branches. Although we are a national organization, our state branches serve to connect us to our local constituents, and serve the diverse and various needs of the local culture and community. Having met and spoken to a number of our state branch leaders, I know they represent us well in their home communities, and also serve as a communication conduit to national, to ensure that we at the larger level are serving the needs of the people we are supposed to-the individual counselors and counselor educators in our community. It gives me great pride to say in the last couple of months, we have added three new state branches to the fold-in states as diverse as Idaho, Virginia, and New Mexico. That brings us up to 16 state branches-a huge achievement for a division of our size. It is my hope, however, that we can soon speak to branches in all 50 of the states, as well as our territories, as there is no better representation, and no closer home, to those that we can provide at the local

level. In addition, the branches serve as great training ground for our division's leaders of the future, who will guide as all to serve the many needs of our group and community. I ask you all to thank your state branch leaders if you have one, or consider starting one if your state doesn't have representation yet (<http://www.algbtic.org/state-branches.html>). It's all about bringing us closer to home.

Wherever you are, and whatever your plans, I hope you have a safe and enjoyable holiday season. There is a lot of exciting things to come in 2016. We look forward to sharing them with you all.

Be well, and know you are loved,

Be well, and know you are loved,

Kris Goodrich



CALLING ALL ALGBTIC MEMBERS IN MARYLAND!

As some of you may know, we are moving forward with developing an ALGBTIC State Branch in Maryland. Although the call has reached out to members of Maryland Counseling Association, we certainly hope to reach out to any ALGBTIC members living in Maryland or the surrounding areas! Creating a presence and supporting

the mission of ALGBTIC in the state-branch level in Maryland is a significant cause. This is largely important to promote initiatives that grow competencies for counselor practice and training in LGBT issues in counseling and working with the LGBTQ+ community. Currently, we are seeking approval from the Maryland Counseling Association executive board and will be seeking approval from the ALGBTIC executive board very soon. If you are interested in joining or getting more involved with the Maryland state branch of ALGBTIC, please contact Christian Chan at cchan530@gwmail.gwu.edu. Thank you!



ALGBTIC 2nd Annual Conference: Empowering Through Unity September 16-17, 2016

The Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (ALGBTIC) invites you to our 2nd annual conference in San Antonio, TX.

We expect to have a great time connecting, teaching, and providing opportunities to increase knowledge, awareness, and skills for members in our counseling professional and the community. Attendees will experience the rich culture of San Antonio while staying at the Hotel Contessa.

As an attendee you will have an opportunity to attend sessions covering valuable and current topics, meet and advocate of change with local and state officials, enjoy connecting with peers, and have fun at various receptions and the opening night Kick-off.

We look forward to seeing you there! Please visit the link below to register and get the Early Bird rates.

<https://algtic2ndannualconference.eventbrite.com>

The Call for Programs will open December 18, 2015. More information will be provided as that we get closer to that date. If you have any questions please contact the Registration Chair, Noréal Armstrong at dr.flowerchild.524@gmail.com

Are You Experiencing Burnout?

Cory Viehl, MS, LPC, NCC, CPCS, ACS

Counselor Education and Practice Doctoral Student, Georgia State University



Burnout has negative consequences for the counselor, the client, and the organization (Oser et al., 2013). Thompson, Amatea, and Thompson (2014) summarized this phenomenon in the mental health field stating, “qualities that make counselors effective with their clients – such as empathy, compassion, and caring – may also leave them vulnerable to such negative outcomes as compassion

fatigue and burnout” (p. 58). Lambie (2007) discusses the importance of addressing burnout in counselor education and states that not addressing burnout in counselor education is comparable to not addressing ethical issues in counseling (e.g. suicide, abuse to a minor).

Burnout is a significant concern for counselors, especially given its effects on both counselor well-being (Paris & Hoge, 2009) and the development of the therapeutic relationship between counselors and their clients (Shin et al., 2014). Although *burnout* is a term used throughout vocational literature, it is also examined within the helping professions due to the emotional work involved within the mental health professions (Ducharme, Knudsen, & Roman, 2008). Burnout consists of emotional exhaustion, depersonalization, and lack of personal accomplishment (Maslach, Jackson, & Lieter, 1997).

Researchers have examined several causal factors that contribute to burnout in the mental health field including: work setting (Lent and Schwartz, 2012), clients served (Oser, Biebel, Pullen, & Harp, 2013) workload, role conflict, and job ambiguity (Wallace, Lee, & Lee, 2010), and supervision (Kirk-Brown & Wallace, 2004). In addition, demographic variables have been examined with relation to burnout including gender (Dupree & Day, 1995), number of years in the field (Yildirim, 2008), personality factors (Galek, Flannelly, Greene, & Kudler, 2011), race (Salyers & Bond, 2001), and sexual orientation (Viehl &

Dispenza, 2015).

As a result of experiencing burnout, counselors may exhibit depression, anxiety, increased physical health complaints (Ducharme et al., 2008), and report more interpersonal conflicts within their workplace settings (Oser et al., 2013). Additionally, the therapeutic alliance becomes affected when the counselor experiences burnout. Oser et al. (2013) discusses the fact that when clients become aware of a counselor’s potential burnout symptoms, they tend to skip sessions or withdraw from the counseling relationship all together. Further, Oser and colleagues (2013) discuss an overall dissatisfaction with counseling services reported by clients of therapists who are experiencing symptoms of burnout. Lastly, they examined the concept of role reversal and found that clients were attempting to take care of the counselors in session when the clients detected that their counselor was experiencing burnout symptoms.

In terms of prevention of burnout, the common themes cited throughout the literature include the need for workplace flexibility (Leykin, Cucciare, & Weingardt, 2011), the need for varying coping styles (Wilkerson, 2009; Wallace, Lee, & Lee, 2010), supervision (Lee et al., 2010), coworker/supervisor support (Ducharme et al., 2008), and mindfulness or attitude based practices (Thompson et al., 2014). The expectation is that the counselor is aware of his/her physical, psychological, and/or emotional state at all times, and that when personal problems arise, potentially as a result of burnout, that the counselor refrain from practicing until the symptoms are resolved. The difficulty in some cases is that some of the contributors of burnout cannot be changed (i.e. the type of agency, number of clients on caseload). This forces the counselor to adapt coping styles that are more emotion focused rather than problem focused. If the work demands of the agency are too high, some literature has focused on the importance of changing work settings (Schaufeli & Bakker, 2004).

Call for Journal Submissions

The Journal of LGBT Issues in Counseling

Developmental Transitions: Considerations for the LGBTQ Community across the Lifespan

Guest Co-Editors:

Jane E. Rheineck, Ph.D.

Jeffrey Moe, Ph.D.

Catherine B. Roland, Ed.D.

The Association of Lesbian, Gay, Bisexual, & Transgender Issues in Counseling (ALGBTIC), a division of the American Counseling Association (ACA) is inviting submissions for our next special edition of *The Journal of LGBT Issues in Counseling*. This edition will focus on **Developmental Transitions: Considerations for the LGBTQ Community across the Lifespan**. The intent of this special edition is to provide relevant information 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 agencies, and colleges and universities. Submissions should be related to working with the LGBTQ communities around issues pertinent to the intersectionality of race, gender-identity, age, ability, spirituality, mental health, and other attributes that contribute to a person's identity. This journal welcomes the submission of manuscripts that reflect our special focus and are 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) 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. The deadline for submissions is May 15, 2016.

All manuscripts are submitted electronically through Scholar One, the portal for our publisher, Taylor & Francis, at: <http://www.tandfonline.com/toc/wlco20/current>. Please click on the "Submit" tab to find both the "Guidelines for Authors" and the "Submit Online" tabs to guide you in your submission process. You will be able to identify your submission as for the special issue in the process of submitting your manuscript online.

Heuristic Inquiry and Transformative Scholarship: A QPOC Reflection

Christian D. Chan, Doctoral Student

The George Washington University

Members of the Queer People of Color (QPOC) Committee for ALGBTIC recently engaged in developing a book chapter on Queer People of Color in higher education. In particular, we focused the chapter on utilizing intersectionality theory as a paradigm for higher education practices. As we explored and explicated the expanding landscape of transdisciplinary research on intersectionality, I encountered experiences about how context has shaped our identities and formed our ways of knowing. I recollected experiences taken from my current years and historical path in higher education, especially the discursive spaces that often left me invisible as a Queer Person of Color. It is a function of the oppression I faced that formulated my own passion in intersectionality, social justice, and multiculturalism within the counseling profession. On the other hand, our discussions and writing also forced me to reconsider and re-engage how I was wrestling with the privilege associated with my other identities. As a Queer Person of Color, I remember how I identify as multiethnic, young, cis male, Catholic, and able-bodied. Despite growing up as the child of two immigrants, I came from a middle-class background in a largely suburban area of a major city.



Moving through my own process of reflexivity, I connected to the meaning in my own lived experiences in examining both conceptual and empirical literature on intersectionality, especially in relation to higher education and student affairs practices. It was a marker of how each entity in a system (e.g., college counseling centers, student affairs, academic advising, policies) reinforce systems of inequality and barriers for success and wellness. As I recall my own lived experiences, several elements of my story were a reflection of deep-seated issues within the institutions associated with my path in higher education. More so, it is even much more largely difficult to take into account the lived experiences of individuals who are multiply marginalized or carry several minority identities. Each day is a negotiation for resources that may not even necessarily exist within their own minority communities.

However, taking my own story and reflexivity into account is not a reflection of everyone's story. It is not to privilege my own story over the story of others. Instead, it is a reflection of how we make sense of the intersecting privileges that can blind us. In this reflexivity process, my search for meaning is how we can utilize our work to create a voice for others who are marginalized and ostracized. How do we create change in a system and a change in ourselves?

While my process may not be relevant for everyone, our positions to engage in this dialogue can be helpful to continue our growth as counselors, counselor educators, researchers, and students. From sharing in these courageous conversations, we wrestle with the tensions of negotiating social inequality grounded in historically oppressive systems and institutions. We force ourselves to grow and to challenge the expansion of our knowledge. In addition, we disrupt the methods perpetuating continued oppression for marginalized groups of people. It is from these conversations that we encounter our own reflexivity and apply it to a larger context. With our recent trend among QPOC Committee members to engage in scholarship, we certainly encourage you to contact our QPOC Committee chair Dr. Joel Filmore at jfilmore@family-institute.org to become involved with our work.

ALGBTIC Research Grant Call for Proposals—2015–2016

Deadline: To be considered, the submission email must be received by 11:59 p.m. EST, February 1, 2016. All submissions received by the deadline and that meet all requirements listed below will be considered.

Purpose: The purpose for this call for proposals is to fund research that supports the mission of the Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling (ALGBTIC), specifically,

Research to promote greater awareness and understanding of lesbian, gay, bisexual, and transgender (LGBT) issues among members of the counseling profession and related helping occupations;

Research to improve standards and delivery of counseling services provided to LGBT clients and communities;

Research to identify conditions that create barriers to the human growth and development of LGBT clients and communities, as well as the use of counseling skills, programs, and efforts to preserve, protect, and promote such development;

Research that develops, implements, and fosters interest in counseling-related charitable, scientific, and educational programs designed to further the human growth and development of LGBT clients and communities;

Research to secure equality of treatment, advancement, qualifications, and status of LGBT members of the counseling profession and related helping occupations.

Who May Apply: Proposals from both professional and student members of ALGBTIC will be considered. Individuals may submit (or be part of a submission team) for only one proposal.

Maximum Amount Funded: For 2015–2016, ALGBTIC has allocated a total of \$1,000 to the research committee, which will determine the distribution of funds. In the first year of this initiative, one student and one professional member will each receive \$500 for research projects.

Proposal Format: Proposals must adhere to each of the following requirements to be considered:

- Submit proposal to Laura Farmer, lbfarmer@vt.edu, by 11:59 p.m. EST, February 1, 2016;
- Email only, no paper or faxed proposals considered;
- Email subject line: ALGBTIC RESEARCH GRANT PROPOSAL;
- Attachment 1—Completed application form (please see page 9 of this newsletter);
- Attachment 2—Blind copy of proposal (if any included information may be used to identify an applicant by name or location, application will be disqualified);
- Attachment 3—Copy of proposal including name(s) of applicant(s);
- Additional attachments will not be reviewed;

Proposal:

- Microsoft Word document only; other file formats will not be reviewed;
- 12-point font, double spaced, one-inch margins;
- five (5) pages maximum, not including application form or references;
- No title page; only the first five pages of a proposal will be reviewed.

Recommended outline for proposal:

- Rationale, including brief literature review;
- Methodology;
- Ethical considerations;
- Budget, including any other funding for the research (source and amount);
- Plan for dissemination;
- References.

ALGBTIC Research Grant Call for Proposals—2015–2016 (Cont'd)

Conditions of Award Acceptance:

- Funds may not be used for time compensation (including GA work) unless employee is provided with an IRS Form 1099 so that payment may be taxed appropriately.
- Funds may be used for time such as transcription or statistical consultation if receipts are provided. Primary researcher must maintain copies of receipts and make them available to ALGBTIC upon request.
- The proposed project may not be completed prior to grant being awarded.
- Within 24 months of the grant being awarded, the researcher(s) is required to submit to ALGBTIC a copy of either a proposal to present results at the ALGBTIC National Conference (as poster or education session), ACA World Conference (as poster or education session), or the manuscript that has been submitted to a refereed journal for publication consideration. Special preference will be provided to applicants who target the Journal of LGBT Issues in Counseling (JLGBTIC) as a potential dissemination source.
- The researcher will include an acknowledgment of ALGBTIC's financial support in all reports, presentations, or publications related to the project.

Evaluation Criteria: Proposals will be evaluated by the research committee using the following criteria:

Qualifications of the researcher(s)—all research team members must be professional or student members of ALGBTIC, who are submitting only one proposal for this grant cycle. Applicant ACA ID numbers should be included in the application form and proposal title page in Attachment 3 (non-blinded information).

Quality of the proposed research

- Proposed research supports the ALGBTIC mission (25 points possible)
- Proposed research is relevant as evidenced by the literature review (25 points possible)
- Proposed research methodology is well detailed, appropriate for the research question, and follows accepted practice (25 points possible)
- Proposed research meets applicable ethical standards, is formatted correctly (APA 6th Edition), and presented in a professional manner (10 points possible)

Financial need—proposed budget is clear and itemized and meets the listed requirements for award acceptance (10 points possible)

Plan for dissemination—clear, feasible, and appropriate plan to disseminate research findings, including listed requirements for acceptance (5 points possible)

Grants Award Date: Recipients will be notified of awards by March 15, 2016.

For more information, contact Dr. Laura Farmer, lbfarmer@vt.edu, ALGBTIC Research Grant Committee Chair.



ALGBTIC Research Grant—2015–2016
Application Form

Principal Researcher:

ACA Membership #:

Title:

Institution:

Address:

City: State: Zip:

Phone: Email:

Additional Researchers (name, ACA ID#, title, institution):

Title of Proposed Research:

All researchers are members of ALGBTIC (yes/no)

Membership Status of Applicants: Professional or student?

This proposal is the only submission by this/these researcher(s) for the ALGBTIC grant this year (yes/no)?

Is this project supported by another funding source (yes/no)?

If yes, provide source(s) and amount(s):

Researchers are willing to comply with all conditions of an ALGBTIC award as listed in the call for proposals, including requirements for dissemination of findings and acknowledgement of ALGBTIC support (yes/no)?

Important Reminders and Dates

ACA Conference and Expo Montreal, Canada

March 31 – April 3, 2016

ALGBTIC hopes to see all of our members at Montreal's ACA Conference and Expo. Below are just some reminders to prepare you for the conference:

- You will need to have (or renew) your passports if you wish to enter Canada. U.S. passports can take anywhere from 4 to 6 weeks to process.
- If anyone has international students who wish to attend, your students may need help accessing a visa (typically coordinated through the International Studies or Global Education office on their campus, but the process can take some time). Typically the government views travel like this as required professional development for students.
- Please make sure to look at ACA's webpage to get more information about travel this year (<http://www.counseling.org/conference/montreal-aca-2016/>) and to check there for resources.



Time to THRIVE

The 3rd annual Time to THRIVE Conference will take place February 12-14, 2016 near Dallas, Texas!

This is an annual national conference aimed to promote safety, inclusion and well-being for LGBTQ youth.

For more information:
<http://timetothrive.org/>

The ALBTIC Newsletter is Welcoming Submissions!

Please review our guidelines for submission. We would love to hear from professional counselors, counseling students, counselor educators, and counselors working in research settings. Contribute your voice to the next ALBTIC newsletter. Please contact Franco Dispenza, Newsletter Editor at fdispenza1@gsu.edu with any questions.

Guidelines for Newsletter Submissions

All submissions must be electronic, written in Microsoft Word document formats (.doc or .docx) and included as an email attachment.

All submissions must be in 12-pt Times New Roman font with 1" margins.

All submissions must adhere to word limits for article category.

All submissions must include author's name, degree(s), academic or institutional affiliation, telephone number and email address in a cover email.

Any citations must follow APA Style Manual, 6th Edition, and language should be free of bias in accordance with APA's style guidelines.

Any articles not adhering to #1-5 above will be returned to the author for revision before review.

We welcome all submissions that would be of interest to our readership and ALBTIC members. Information should be current and informative.

Submissions that promote dialogue and opinion are especially encouraged.

Submission Categories

New and Noteworthy – this category is for upcoming social, political or advocacy current events. Events may be local, statewide, or national in scope. Also may include synopses of current news items or media (films, art, music) that may be of interest to our readers. 500 words or less.

State Chapter News – this category is for legislative and scope of practice updates from our state chapter leaders, and for any counseling-related or LGBT-affirmative events that the state wants to publicize. For example: rallies, benefit walks, legislative action days, etc. 500 words or less.

Fresh off the Presses – this section highlights chapters, books, and articles (peer-reviewed or not) written by ALBTIC members and student members. Only 3 publications per member will be included in an issue of the newsletter. Full citations, please.

Practice Matters – this category is for practicing professional counselors, counseling interns or counseling psychologists to address topics of relevance to practitioners in agency or private practice settings. Examples include multicultural concerns, insurance involvement in client care, DSM-V impact, ethical issues. 1,000 words or less.

Major Contribution – this category is for academic articles on the theory or practice of counseling or counselor education. Submissions welcomed from faculty, graduate students, and LGBT scholars and allies. 1,500 words or less.

Difficult Dialogues – this category is for controversial topics of interest or discussions between professionals on two sides of an issue. For example, medically assisted hormone blockage for trans-identified children. 1,000 words or less.