

# AGLBIC News

Association of Gay, Lesbian and Bisexual Issues in Counseling  
A Division of the American Counseling Association

Volume XXVII, Issue 2

www.aglbic.org

SUMMER 2002



## A Glance at what's inside...

AGLBIC's Agenda...pg 3

Grad Student Network...pg 4

**BYLAWS:**  
Your response is needed!!!...pg 5

Grad Students:  
getting involved in  
New Orleans...pg 9

**#2** excerpt from  
*Dr. Savin-Williams*...pg 9

## In every Issue:

Letter from the Editors...pg 2

Tales of Discovery...pg 8

Web Resources...pg 10

## A MESSAGE FROM OUR NEW PRESIDENT

Ned Farley, Ph.D.  
President

It is with great excitement that I enter officially into my year as AGLBIC president. Having been a member of AGLBIC since 1990, I have had the opportunity to watch us grow, first as an affiliate, and now as a division. I had the privilege of being co-chair of AGLBIC in the mid 1990's when we were a small but energetic affiliate. At that time, it was sometimes a struggle to have our voices heard, but we prevailed. Now we clearly hold a seat at the table, and have helped guide ACA around policy issues related to the needs of the sexual minority community. As GLBT folks, we have increasingly been able to make our presence known, not only in ACA as a whole, but also in many other divisions. In my recent years as an AGLBIC board member, it has been wonderful to see the outreach to, and the connections made. Most importantly, we have recently elected the first openly gay president of ACA, Mark Pope. Mark has been a member of AGLBIC for many years, and I firmly believe that it is because of the overall presence of AGLBIC within ACA that has made this "first", a possibility.

My goals over the next year are few, but important ones. First and foremost, I would like to continue to support the stability of AGLBIC based on the groundwork of our past presidents. We have come far in this regard, but it is equally important that we continue to provide a strong base from which to do our work. Therefore, my secondary goals include a continued commitment to increasing our membership. While we have had only minor reductions in numbers compared to many other divisions, none the less, we must encourage as many ACA members as possible to join us; both GLBT folks, and our straight allies. In addition, I would like to see us do better outreach to our

continued on page 2

## A PRESIDENT'S FAREWELL

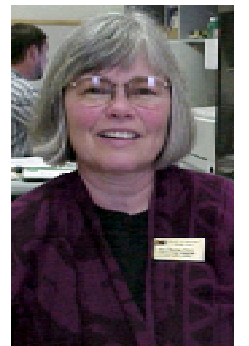
Sue Strong, Ph.D.  
Past President

As I reflect upon my AGLBIC Presidency, I am also pondering my experiences in ACA and my career as a counselor. I first joined ACA in the mid 1970's and attended the annual conference in Texas where I was privileged to see Carl Rogers and Albert Ellis in person. They reflected the polar opposites of the 1970's and perhaps the polar opposites in me. I was 27 years old when

I became a counselor and I have now been a counselor for 27 years. Half of my life has been in this meaningful profession that I truly believe has the power to change the world.

In 1980 I began to struggle with my sexual orientation and ironically I did not find the field of counseling and ACA responsive to my struggle. I left ACA and joined APA because of Division 44 and the generally more welcoming attitude toward GLBT people and professionals. However, my karma was soon to bring me back to ACA when I accepted a position as a counselor educator in 1990. During the early 1990's ACA was still not overly responsive to the GLBT issue and I was struggling with coming out at work, before achieving tenure, at a conservative Kentucky university.

By 1995 I had been elected the President of the Kentucky Counseling Association and realized that indeed one committed person could change a part of the world. In 1995, I attended the ACA conference in Denver and noticed for the first time that a few GLBT workshops, etc.



continued on page 2

## AGLBIC News

K.R. Hartman

1110 Fairlane Drive


Valparaiso, IN 46383

## Sue's Farewell cont.

were actually in the program. I listened to Colleen Logan, a recent doctoral graduate, speak of "homoprejudice" and sat in on a workshop with Stuart Hays, then there was no Chen, speak of his transition to bisexuality. I was invited to attend the first full day ACA sponsored diversity training on GLBT issues at the Orlando conference that was aimed at the leadership of ACA and state counseling associations. I met Bob Barrett, Colleen Logan, and Anthony Terndrup, learned more about AGLBIC and it's newly acquired divisional status, and volunteered my service.

I was elected to the AGLBIC Board of Trustees in 1997 and became President-Elect in 1999. I have had the pleasure of working with and being mentored by the previous Presidents of AGLBIC, Bob Barrett, Colleen Logan, and Anthony Terndrup; our founding father, Joe Norton; our founding mother, Sari Dworkin; as well as numerous other great Board members, Committee Chairs, Newsletter Editors, etc. I have had the pleasure of chartering the first branch divisions of AGLBIC in Kentucky, North Carolina, Texas, Louisiana, and hope we add Connecticut to the list at the Anaheim conference. By the end of my Presidency, I was able to witness Mark Pope's election to the ACA Presidency as the first openly gay person to lead the organization in its 50-year history.

A benefit of aging is that history often offers perspective. I have had the opportunity to view ACA for almost 30 years and from my perspective the organization has come a long way regarding its stance on GLBT issues. ACA has changed because of all the hard work and vision of past and present AGLBIC members and leaders. Organizations do not change the world; only committed individuals can change the world.

Please stay with us on this journey of social justice for all by renewing your membership and identifying your personal area of passion to change the world. Thank you for giving me the opportunity to be a part of a "family" with a great mission. 

# A Letter from the Editors

Let us begin by apologizing to you, our members, for the delay in our summer issue. There were some technical difficulties faced in layout and graphics that slowed production. We then faced the need to have the AGLBIC By-laws included in this issue and voted on by you, our members. It meant revising the entire issue and reshaping its content so as to fit the by-laws in and give you a chance to vote on the revisions.

The By-laws of our association have been revised in order to align them with those of ACA. All associations are in the process of completing this work. It is critical that you take the time to read these and then to use the enclosed ballot to vote on them. Your participation as a voting member of AGLBIC matters in shaping the mission and direction our association takes in the future.


We, the editors, are committed to providing with an informative and *timely* Newsletter. We are striving to make that happen and hope that you will support our efforts by reading the News and making contributions to its content. We encourage you to send letters to the editors, commenting on articles or presenting ideas for our organization and the News. We invite you to write for some of our featured columns as well as to submit a general interest piece.

We hope to see our strong and vibrant membership reflected in the pages of the newsletter. We look forward to your contributions as members and readers to the AGLBIC News.

Thank you.

Karen and ED

## Ned's Message cont.

current and potential members of color. If we really are to be representative of our communities, then we need to do a better job of meeting the needs of all our potential membership. Finally, I want to insure that our current and future membership feel connected to AGLBIC. As such, with the help of our hard working board, I'm hoping we can focus on continuing to improve services to our members. We have already made steps in this direction with the introduction of our new and improved website, our online journal "Q", and opportunities for members to participate on committees. I encourage all of you to contact any of us in leadership positions if you have questions, comments or suggestions. 

## FREE Table of Contents with Abstracts E-mail Service!

# ▼ Gay, Lesbian, Bisexual & Transgender Studies

### ▼ JOURNAL OF GAY & LESBIAN ISSUES IN EDUCATION™

*an international quarterly devoted to research, theory & practice*

This journal puts **cutting-edge** research studies, articles from **frontline practitioners**, and scholarly essays into your hands. Volume 1, No. 1—Fall 2003. Quarterly (4 issues per volume).

### ▼ HARRINGTON LESBIAN FICTION QUARTERLY™

Volume 3, No. 1—Spring 2002. Quarterly (4 issues per volume).

### ▼ JOURNAL OF BISEXUALITY™

Volume 3, No. 1—Spring 2002. Quarterly (4 issues per volume).

### ▼ HARRINGTON GAY MEN'S FICTION QUARTERLY™

Volume 4, No. 1—Spring 2002. Quarterly (4 issues per volume).

**Free Table of Contents with Abstracts E-mail Service!** Sign up for our new FREE table-of-contents with abstracts e-mail service! Just send your e-mail address and the journal title to [contents@haworthpressinc.com](mailto:contents@haworthpressinc.com), and you'll start to receive article titles in advance of publication.

► To request a copy of the *Gay, Lesbian, Bisexual & Transgender Studies* Catalog visit our Web site at [www.HaworthPress.com](http://www.HaworthPress.com).



The Haworth Press, Inc.  
1 D'Alce Street, Binghamton, NY 13904-1580 • USA  
Tel: 1-800-HAWORTH (1 800 429 6784) / Fax: 1 800 856 0582  
Outside US/Canada Tel: 1 807 722 5857 / Fax: 1 807 771 0012  
E-mail: [orders@haworthpressinc.com](mailto:orders@haworthpressinc.com) • Web: [www.HaworthPress.com](http://www.HaworthPress.com)

### ▼ JOURNAL OF GAY & LESBIAN PSYCHOTHERAPY™

*Adopted as the Official Journal of the Association of Gay & Lesbian Psychiatrists*  
Volume 6, No. 1—Spring 2002. Quarterly (4 issues per volume).

### ▼ JOURNAL OF GAY & LESBIAN SOCIAL SERVICES™

*... Issues in Practice, Policy & Research*  
Volume 14, No. 1—Spring 2002. Quarterly (4 issues per volume).

### ▼ JOURNAL OF HOMOSEXUALITY™

Volume 43, Nos. 1/2—Spring 2002. (4 issues per vol. / 2 vols. per year).

### ▼ JOURNAL OF LESBIAN STUDIES™

Volume 6, No. 1—Spring 2002. Quarterly (4 issues per volume).

## Coming out to Parents continued

\* Avoid blaming, anger, and self-doubt.

\* Use nonparental support networks if necessary. Expect the unexpected.

\* Consider that coming out can be a very different experience depending on the unique characteristics of the parent. It may be necessary to develop different strategies for each parent.

\* Remember that the manner in which they come out is uniquely their decision. Others can be helpful and offer suggestions and support, but ultimately it is not their decision. Do not be pressured.

Youths should be sensitive to their parents' feelings and needs. Youths have had years coming to terms with their sexuality and thus should not necessarily expect parents to accept them within minutes after learning about their sexuality. Youths should make this an

act of faith in parents and should thus be respectful of them; this will improve chances for a positive outcome. This is an act of love because youths want to be closer to their parents and share their life with them. It is not necessary to bring up disturbing topics during the first conversation (such as AIDS/HIV, sexual conduct, violence) or to tell other relatives without consulting parents.

Savin-Williams, R.C. (2001). *Mom, Dad, I'm Gay: How families negotiate coming out*. Washington: American Psychological Association.

Copyright 2001 by the American Psychological Association. Reprinted (or Adapted) with permission.

## Coming up in our Next issue...

**Advice to Parents: How to Move Toward Acceptance...** the 3rd and final excerpt from Dr. Savin-Williams' book regarding advice to parents.

# Call for Papers

"Q" is the Journal of the Association of Gay, Lesbian & Bisexual Issues in Counseling (AGLBIC), a division of the American Counseling Association (ACA). 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) 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. For more specific descriptions of these areas, please refer to the "Guidelines for Authors" page of the journal, accessible through the internet at: [www.aglbic.org/Q](http://www.aglbic.org/Q)

All submissions should be prepared according to the guidelines of the most recent *Publication Manual of the American Psychological Association*, including the use of citations and references, and inclusion of non-discriminatory language. Since "Q" is an on-line journal, manuscripts should be sent as attachments via the e-mail address below, or on disc. All work should be done in Microsoft Word. Tables and figures should be used only when essential, and illustrations or graphs should be embedded in your manuscript at their appropriate place. If accepted for publication, final manuscripts should be publication ready when submitted. It is the author's responsibilities to secure permission to use any copyrighted materials within their manuscript.

"Q" expects authors to follow the most current *ACA Code of Ethics and Standards of Practice*.

"Q" understands that authors bear full responsibility for the accuracy of all referenced, quotations, tables, figures, and the overall content of their article.

Please submit articles to Ned Farley, Editor, "Q": The Journal of the Association of Gay, Lesbian & Bisexual Issues in Counseling at [nfarley@antiochsea.edu](mailto:nfarley@antiochsea.edu). Confirmation will be sent via e-mail.

## AGLBIC Leadership 2002-2003

Ned Farley, Ph.D., President  
Chair, Mental Health Counseling Program  
Center for Programs in Psychology  
Antioch University Seattle  
2326 Sixth Avenue  
Seattle, WA 98121  
206-268-4814  
[nfarley@antiochsea.edu](mailto:nfarley@antiochsea.edu)

Sue Strong, Ph.D., Past-President  
Associate Dean, College of Education  
Professor of Counseling and Educational Psychology  
428 Combs, Eastern Kentucky University  
Richmond, KY 40475  
(W) 859.622.1130  
(W) FAX: 859.622.1126  
[EKUSue@aol.com](mailto:EKUSue@aol.com)

Colleen Connolly, Ph.D., President-Elect  
Assistant Professor  
Educational Administration & Psychological Services  
Southwest Texas State University  
601 University Drive  
San Marcos, Texas 78666  
Work: 512-245-8677  
Fax: (512) 245-8872  
[cc32@swt.edu](mailto:cc32@swt.edu)

Morgaine Wilder, Secretary  
3896 24th Street  
SF, CA 94114  
Phone: 415-648-8781  
[morgainew1@aol.com](mailto:morgainew1@aol.com)

Robert Mate, Treasurer  
Office of the Dean of Studies  
Purdue University  
West Lafayette, IN 47907-1096  
765-494-5860  
[rmate@purdue.edu](mailto:rmate@purdue.edu)

Nicholas DiCarlo, M.S., NCC, LMHC, Trustee 2000-2003  
New Perspectives Counseling  
225 N. Fourth Street, Suite A  
Lafayette, IN 47901  
765-429-5352  
765-423-1422 (fax)  
765-420-9504 (home)  
[dicarlon@aol.com](mailto:dicarlon@aol.com)

Joy Whitman, Ph.D., Trustee 2001-2004  
School of Education  
Purdue University Calumet  
Hammond, IN 46323  
Office: 219-989-2693  
Fax: 219-989-3215  
[boydwhit@21stcentury.net](mailto:boydwhit@21stcentury.net)

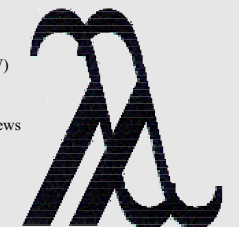
Melissa Lidderdale, M.A., Trustee 2002-2005  
3102 Sangren Hall  
Western Michigan University  
Kalamazoo, MI 49008-5226.  
Phone: 269-352-2878.  
Email: [glbtherapy@aol.com](mailto:glbtherapy@aol.com).

### Committee Chairs

Colleen Connolly, 2003 Conference Chair  
Morgaine Wilder, 2003 Conference Co-Chair  
Joy Whitman, Graduate Student/Mentoring  
Melissa Lidderman, Graduate Student/Mentoring Co-Chair  
Sue Strong, Awards  
Sue Strong, Nominations and Elections  
Sue Strong, Bylaws  
Rob Mate/Rhodes Gibson, Webmasters  
Susan Seem, CACREP 2002-2005  
Colleen Logan, Governing Council 2002-2005  
Bob Rhode, Historian and Archivist

Karen Hartman, Editor of the News  
Purdue University Calumet  
Initial Teacher Preparation  
2200 169th Street  
Hammond, IN 46323  
[hartman@calumet.purdue.edu](mailto:hartman@calumet.purdue.edu) (W)  
[raed8@attbi.com](mailto:raed8@attbi.com) (H)

Ed Wierzalis, Co-Editor of the News  
UNC at Charlotte  
9139-C Nolley Court  
Charlotte, NC 28270  
[eawierza@email.uncc.edu](mailto:eawierza@email.uncc.edu)



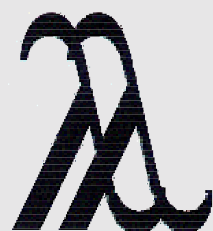
## “Q” Calls for Editorial Board Members

“Q”, the Journal of AGLBIC (the Association of Gay, Lesbian, and Bisexual Issues in Counseling), is accepting applications for editorial board members. This refereed on-line journal focuses on publishing articles that address the important issues relevant to Gay, Lesbian, Bisexual, and Transgendered 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 in schools, mental health settings, family agency’s, and colleges and universities. 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 reviewed.

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., “Q” editor, at [nfarley@antiochsea.edu](mailto:nfarley@antiochsea.edu). You may also mail the application to Ned at the following address:

Ned Farley, Ph.D.  
Chair, Mental Health Counseling Program  
Graduate Programs in Psychology  
Antioch University Seattle  
2326 Sixth Avenue  
Seattle, WA 98121-1814



## Websites on GLBT Issues:



**(LGAING):** A constituent group of the American Society on Aging (ASAging). Publishes Newsletter “Outword” on-line and hardcopy issues.

[www.asaging.org/networks/lgain](http://www.asaging.org/networks/lgain)



Created by a group of gay writers, academics, attorneys, and activists who feel dissatisfied with the current level of discussion of gay-related issues.

[www.indegayforum.org](http://www.indegayforum.org)



**Road Map for Male to Female Transsexuals:** This site is about making informed purchasing decisions and setting realistic, achievable transition goals.

<http://tsroadmap.com>



**Advocate Internet:** The leading gay and lesbian magazine.

[www.advocate.com](http://www.advocate.com)

### Partners Task Force for Gay and Lesbian Couples

This website is presented under the premise that same-sex couples deserve the same treatment as all other couples.

[www.buddybuddy.com](http://www.buddybuddy.com)



**National Youth Advocacy Coalition:** [www.nyacyouth.org](http://www.nyacyouth.org)

(Editor note: This column will be a regular feature of our newsletter and we invite input and submissions of websites that you have found to be useful. If you have websites that should be included here, please email the editors.)



(formerly the Working Group on Funding Lesbian and Gay Issues). LGBT funding resources and publications and research.

[www.lgbtfunders.org](http://www.lgbtfunders.org)

### Coming out to your Parents

Questions to ask yourself and brief information about the different stages of coming out.

[www.gayteenresource.org/parents](http://www.gayteenresource.org/parents)



**Gay, Lesbian, Bisexual, Transgender, and Allies Issues Network:** A division of NODA, exists to educate and raise the consciousness and understanding among non-gay/lesbian/bisexual individuals about the concerns and needs of gay, lesbian, and bisexual students and professional colleagues.

[www.nodaweb.org/Networks/glbta.htm](http://www.nodaweb.org/Networks/glbta.htm)



Lesbian and gay issues at end of life. A resource for support and information regarding grief and end of life issues for LGBT individuals and families.

[www.growthhouse.org/savissue](http://www.growthhouse.org/savissue)



**The Safer Sex Page:** A good place to learn the basics of safer sex.

[www.safersex.org](http://www.safersex.org)



Exists to promote justice in and through the legal profession for the Lesbian and Gay community.

[www.nlgla.org](http://www.nlgla.org)

The Governing Council meeting in New Orleans is the last that I attend as the AGLBIC representative. Those who know me well understand that sitting for two and a half days is not something I do easily. I have found these meetings to be interesting, sometimes overly tedious, and productive. There have been a few issues that came up over my three-year tenure that directly impacted sexual minorities, but most of the agenda dealt with things like finances, membership, by-laws, policy, and strategic planning. It has been

a privilege to learn about ACA’s operations up close, and I am grateful for the opportunity this task has given me. At the same time, serving as governing council representative has not allowed me to attend our Board Meetings, and I have missed regular and up-close contact with the Board. I urge the Board to recognize the danger in losing touch with the GC rep and to find a way to reinstate the annual fall board meeting so this contact remains close and active. Over the past three years all of the controversy about having a division that focuses on sexual minorities has faded, and AGLBIC has come to be seen as a valuable presence. This is largely due to the ground building work done by Rita Drapkin, our first GC rep. I know it will be continued as Colleen Logan follows as our new representative.

For me, July 1 brings to an end almost a decade of work in AGLBIC, and I want to use my last column as Governing Council Representative to make some observations on what we’ve accomplished and urge us to address a specific challenge that lies ahead. Ten years ago ACA was not ready to acknowledge the presence of gay men, lesbians, bisexuals and transgendered people as professional counselors. Personally, I do not think most of the leadership was against us; I believe they feared the repercussions that might follow if our presence was affirmed by giving us membership status.

Those early years of transforming AGLBIC from a small and largely invisible organization into a division were exciting and challenging. Tom Eversole, Colleen Logan, and I worked closely together, aware that we were taking on a task that others had not been successful with,

and determined not to let ACA leadership off the hook easily. The support we received from then ACA President Joyce Breasure and now ACA Executive Director Richard Yep was fundamental in our ultimate success. These two leaders mentored us at each step along the way. As a result of what we learned from them, we knew there was a way to transform AGLBIC and ACA if we were just confident. The energy and excitement that surrounded this effort was stimulating and draining. After Governing

Council voted us in at the Pittsburgh convention, I recall walking down to the Three Rivers confluence and feeling an enormous sense of pride in our organization and gratitude for the many who had come together to make this happen.

Of course, the struggle did not end there. As we began to develop our agenda, opposition arose from various quarters. Some did not like the approval of ACA passing resolutions on “controversial” (read GLBT) issues such as the Federal Employment Non-Discrimination Act and attempted to blunt our influence. Ultimately we prevailed and today there seems to be little opposition to our presence and to our work on behalf of sexual minorities. The ACA culture appears to have developed an appreciation for GLBT issues in counseling, and comments about sexual minorities seem almost standard. In short, our success has been incredible.

Today a new challenge lies before us. Declining membership is an issue for all divisions. AGLBIC’s reduced budget is a direct reflection of our own membership decline. We have gone from a high of almost 1200 members to a current somewhat steady state of about 850. As much of our membership comes from students, we need to find a way to stabilize numbers so our organization can continue to succeed and so our budget is sufficient to allow for two annual board meetings and the other kinds of activities that enable us to work on behalf of sexual minority professionals and their clients. In many ways this challenge is more daunting (and certainly not as much fun) than achieving divisional status.

Just as the national gay rights movement seems to have lost some of its focus and energy, AGLBIC likewise may not always know how to articulate its agenda. In the past we benefited from the refutation of that “dreaded homosexual agenda.” We presented reasonable requests and gained credibility as decent, serious, committed, and hard working professionals, and the leadership came to trust us and to see us as a resource. Today we have become almost mainstream, and there is a tendency to be complacent

and lesbians seem to have reached a level of comfort in being out that they do not see the need to challenge the more subtle oppressive policies and attitudes that linger. For example, ACA does not provide domestic partner benefits to employees. This needs to change, and AGLBIC is the organization to make sure this change happens.

There are other opportunities that we can explore. Fundamentally finding new passion in our work is essential. Becoming involved in strategic planning and developing an agenda for the next five years is an essential first step, one that we must pursue without delay. Finding ways to increase membership and to increase the energy throughout our organization will not be an easy task for our leadership. But it is the one sure way to move us towards a new and more effective level of influence throughout ACA.

Being a part of this organization has been a rich source of meaning in my professional life, and I leave the table with some regret and longing. Our movement is large and vital and important. I hope for leaders with vision who can help craft AGLBIC for the important work that lies ahead. I hope each of us will find ways to give passionately to this fine organization. It is through our individual passion that we will overcome.



## Rediscovering Passion: AGLBIC’s Agenda

by Bob Barret

cent  
about  
our  
presence.

So  
many  
gay  
men

## Graduate Students Network: ELECTRONIC PEER SUPPORT

Written by David Marsteller and Joy S. Whitman

Gay, lesbian, bisexual, transgender (glbt) and allied students with an interest in glbt issues in counseling will soon be able to benefit from the establishment of an electronic peer support network in the form of a listserv. This listserv will aim to promote networking, research and an esprit de corps among AGLBIC graduate student members.

Graduate students have thrived on having the support of peers to share the good times and weather the challenges of graduate school. Students can be an invaluable source of support for each other in all areas of academic endeavor, which is one of the reasons many academic programs admit students in cohorts that go through course work and the other processes of graduate study at the same time. Many of you know from your own personal experience as a graduate student that having peers from which you could gain support for many of the joys and concerns of graduate student life has been invaluable.

Unfortunately, every glbt and allied student does not have access to support from other glbt and allied graduate students. Through AGLBIC, however, such a community for glbt and allied graduate students in counseling across the nation and beyond can be formed through a listserv exclusively for AGLBIC graduate students. Ideally students will have and maintain a forum and a peer group to work with through the AGLBIC web site through an e-list whose membership will be limited primarily to graduate students

and prospective graduate students.

Such an e-community will provide students who wish to do research a new pool of folks to work with—who are at or near their own level so that they may learn together the joys of qualitative and quantitative research. If you are completing your master's work and looking for a doctoral program, where better to find out what another program is like than from people who are in that program now? Also of concern, for glbt students in particular, is the climate of the community that a student might be considering—is the community outside the university welcoming or accepting of glbt people? Are there friendly coffee shops? Neighborhoods? Community centers? Bars? A fellow student can provide that information—and in that process quite possibly become one of the first members of the relocating student's immediate, local support network—even before the student has applied for admission to the program! If you have a great program, what better way to share that information than where it will be most useful—with people who are looking for such a program.

If you are interested in signing up for this listserv, please contact Joy S. Whitman, Ph.D. at [boydwhit@21stcentury.net](mailto:boydwhit@21stcentury.net) for more information. We welcome your input and your involvement in AGLBIC.

## AGLBIC's Mentoring Program

### Objectives of the Mentoring Program for the Association for Gay, Lesbian, and Bisexual Issues in Counseling:

- To promote an understanding of gay, lesbian, and bisexual (GLB) issues in counseling through mentoring relationships between experienced AGLBIC members and others interested in serving GLB populations, especially graduate students, counseling interns, and novice professionals.
- To provide opportunities for career development and leadership within a national professional counseling organization.
- To provide opportunities for networking, exchange of ideas, and dialogue between and among members of mentoring relationships.
- To encourage and facilitate attendance and participation in professional development activities, especially the ACA World conference and/or other counseling national, regional, and local conferences.
- To encourage and foster supportive professional relationships between GLB professionals and allies.

I put my hand in yours and together we can do what we could never do alone. No longer is there a sense of hopelessness, no longer must we each depend upon our own unsteady will power. We are together now, reaching out our hands for power and strength greater than ours, and as we join hands, we find love and understanding beyond our wildest dreams.

-Anonymous

For more information please contact:

**Joy S. Whitman:** 219.989.2693 or [boydwhit@21stcentury.net](mailto:boydwhit@21stcentury.net) or

**Melissa Lidderdale:**  
GLBTherapy@aol.com

**Web Address:** <http://www.aglbic.org/>  
**CONFIDENTIALITY RESPECTED**

Summer 2002

## Advice to Youths: How to Come Out to Parents

by Dr. Savin-Williams

Several writers and the youths' narratives in the present study suggest possible issues that should be considered when deciding how best to come out to parents. Youths might want to

\* Work through their own fears and concerns before talking to parents, perhaps with friends or a professional mental health provider.

\* Plan ahead and put serious time and effort into preparing the coming-out event. It is probably best not to simply leave hints around the house.

\* Ask others for their coming-out script or write their own, but have something clearly in mind; select a quiet, safe, and private location, unless they expect a dangerous reaction, in which case they should choose a public place; exude certainty and calmness in their voice; and talk only when they have the parents' full attention.

\* Choose a nonhectic time when everyone is not tired. Holidays are usually a bad time because the congestion interferes with time needed for parents to process the information; consider whether they will need time to escape the family and whether parents will need

time to "cool off."

\* Test the waters by raising contemporary issues such as same-sex marriage, gays in the military, and antigay Boy Scout policies. If responses are generally positive, then this is a good sign. However, parents can react in a very different manner if it is *their* child who is gay.

\* Have modest expectations, and give parents time to adjust.

Continued on page 11

## Getting Involved: AGLBIC's Graduate Students by Joy Whitman

At the recent ACA Annual Conference, graduate students were active in several of the division's activities including volunteering at the exhibition booth, attending the AGLBIC reception, and attending the AGLBIC brunch. Several graduate students interested in getting more involved and connected to AGLBIC met with division leadership to discuss interests and opportunities. The discussion was lively as more ideas and avenues for leadership emerged. As one of the co-chairs of the graduate student and mentoring program, I was heartened to hear how wanting to be more invested in AGLBIC motivated many of these students to attend this meeting and to creatively find ways to have an impact in the division. Here is a summary of some of the ideas discussed:

1. Beginning a GLBT student counseling organization at various universities, Georgia State being one of them. Melissa Lidderdale discussed ideas she had about how to start such an organization, beginning with getting in touch with established student organizations such as Chi Sigma Iota.

2. Collaborating on research or presentations. There were a variety of clinical and research areas presented which could lead to collaboration among graduate students. One idea I presented to the group was to think about presenting at the next ACA conference about being a GLBT graduate student (ups and downs of it).

3. After all attending discussed their research and clinical interests, it was agreed that everyone would send a list of any literature references/citations as a vehicle to update AGLBIC's resource list for professionals.

4. Mentoring was discussed. Some present gave an account of what their experiences were like as protégées.

5. An interest in compiling a list of programs across the country that offer GLBT courses or programs was discussed. This list could then be posted on AGLBIC's website for prospective students to use.

6. One student offered how it would be very helpful if, for all upcoming ACA Annual conferences, both on the website and the newsletter, AGLBIC printed a list of GLBT friendly restaurants, bars, stores, etc. and whether or not they were situated in safe areas; AGLBIC happy hour times and meeting places so that new and old AGLBIC members could meet and greet; and some type of firsttimers tip sheet on "doing" the conference. All agreed that this would be very beneficial.

An informal student email list was created in order to help this group stay in touch and work on the ideas discussed. These ideas are still in process and in need of student involvement. If any of these activities are of interest to you, please contact me so that I can help you get involved. If you were unable to attend

AGLBIC's graduate student meeting but have some additional ideas you'd like to spearhead, please contact me as well. There are many opportunities for leadership in AGLBIC and we welcome all student input and participation. My email address is [boydwhit@21stcentury.net](mailto:boydwhit@21stcentury.net).

One more thing to inform you all about is that AGLBIC has scholarships for graduate students. The scholarships are for membership. So if you want to either become a member or renew, you can apply for one of these. Please contact Nick DiCarlo for that as he is the chair of membership. His email address is: [DiCarloN@aol.com](mailto:DiCarloN@aol.com).

I am very excited about the possibilities for graduate students in AGLBIC. Please find a way to become more active. We welcome and need your energy and enthusiasm.



# Tales of Discovery: stories of "Coming-out"

## Reflections on coming out...one man's perspective.

by Edward A. Wierzalis

When I think back on my earliest recollections of being gay, I can recall how feeling different and my curiosity led me to secretly explore my attraction for members of my gender. During my formative years, I struggled to keep this attraction and curiosity tightly under wraps so my father, siblings, and peers couldn't suspect anything different about me. It's this struggle to keep it a secret that I now realize influenced my feelings of shame that shadowed my *self* and my sexual development.

I look back and can see that I was searching for others that may have shared in these same feelings and could possibly help me figure *me* out. I wanted to know how they understood themselves and lived this aspect of who they were. It is interesting that I can see how even though my exploration was to find a community in others that I was also looking for the acceptance, intimacy, and love so critical to my development. The intertwining of exploration for community and those valuable developmental needs, in bars and other venues, led me to some painful experiences and long-term distortions. I carried much of that early investigation and confusion right into my self-interpretation and self-evaluation of worth. This information mixed into my developing identity created a formidable task along with my other life responsibilities. This is how I perceived myself as I began to wrestle with the question of "being out".

During my early twenties, as I emerged into independence, I know I encountered gay men who were either as "closeted" as I was or more open about being gay in all or at least some aspects

of their lives. Accordingly, I either felt affirmed in my being "closeted" by others who shared my fears or ashamed of being "closeted" when meeting those who were "out and proud". I wondered about being OUT, prayed about it, cried about it. I somehow wanted to feel better and to be freer. But my upbringing, my career, and the fact I "passed" so easily for just being one of the guys all combined to drag me back and keep me from embracing and celebrating myself as a gay man. Each time I encountered another gay man and drew upon our time together for intimacy and courage, I came away feeling momentarily freer but hidden as usual. As I discovered, I could be gay to myself, enjoy intimacy and even the social aspects in bars, resorts, and other gay-friendly venues without really needing to be open about it with my family, colleagues, and other non-gay individuals. It certainly helped me develop a private acceptance of myself on some level, but did not advance my full acceptance and self-respect as much as I needed and wanted.

I've always marveled at those who seemed to be comfortable and open about their sexual orientation and who made the process seem so easy. I wondered if I was making it more difficult and convoluted then necessary. I have certainly grown more aware and appreciative of all the nuances that go into being gay and out. Age has been a great facilitator of my comfort-level and openness about being gay. Along with the profession I have chosen and the knowledge I have gathered from both formal education and living the experience, I now find myself being open in informing others I am gay when it is necessary. I still find myself withholding some aspects of

my life and sexual identity at times and get annoyed with myself and ask "why?" I suppose much of it has to do with my generation, my upbringing, and my experiences.

I feel much freer now than say twenty years ago. Yet, I still react to the cues that are so uniquely mine in memory of those times gone by.

I once thought there was one way to be *out*, one way to be *gay*. I realize now that as a process, **coming out** is unique to each individual and will be experienced and expressed in accordance with his or her individual life circumstances. Men and women who share in the human experience of being gay will find their own way to live their lives as their individual needs dictate.

I know that there is definite harm done if fear, secretiveness, shame, and remaining hidden rule one's decisions and choices. As Dr. Savin-Williams offers today's GLBT youth, "Coming-out should be an act of self love". I wish I had known that in my formative years. But since coming-out is an ongoing process, I do, with each day, take great pride in myself as I continue to strive to live more authentically as a gay man.

I hope that I can encourage, support, and mentor others to come out, to celebrate, and to be proud. I now know that the fear that holds each of us captive does greater harm to us in the long run than the rejection and ignorance of others. *✍*

**(Editor note: This column will be a regular feature of our newsletter and we invite input and submissions of your own experiences with coming out. If you are interested or have an idea/insight, please email the editors. We look forward to hearing from you!)**

### ARTICLE I NAME, AFFILIATION, AND MISSION

#### SECTION 1. NAME.

The name of the Association shall be the Association for Gay, Lesbian, and Bisexual Issues in Counseling, herein after referred to as AGLBIC.

#### SECTION 2. AFFILIATION.

AGLBIC is a division of the American Counseling Association, hereinafter referred to as ACA, and shall be subject to those provisions of its bylaws that apply to divisions.

#### SECTION 3. MISSION.

The mission of AGLBIC is:

- to promote greater awareness and understanding of gay, lesbian, bisexual, and transgender (GLBT) issues among members of the counseling profession and related helping occupations.
- to improve standards and delivery of counseling services provided to GLBT clients and communities.
- to identify conditions which create barriers to the human growth and development of GLBT clients and communities; and use counseling skills, programs, and efforts to preserve, protect, and promote such development.
- to develop, implement, and foster interest in counseling-related charitable, scientific, and educational programs designed to further the human growth and development of GLBT clients and communities.
- to secure equality of treatment, advancement, qualifications, and status of GLBT members of the counseling profession and related helping occupations.
- to publish a journal and other scientific, educational, and professional materials with the purpose of raising the standards of practice for all who work with GLBT clients and communities in the counseling profession and related helping occupations.

### ARTICLE II MEMBERSHIP

#### SECTION 1. CLASSES OF MEMBERSHIP.

- Membership in ACA shall be a condition of membership in AGLBIC.
- Membership shall be individual.
- There shall be five classes of voting membership: Professional, Regular, New Professional, Student, and Retired.
- Professional members shall hold a master's degree or higher in counseling or a closely related field from a college or university that was accredited when the degree was awarded by one of the regional accrediting bodies recognized by the Council for Higher Education Accreditation. Professional members must present proof of academic credentials upon request.
- Regular members shall include persons whose interests and activities are consistent with those of AGLBIC, but who are not qualified for Professional membership.

- New Professional members shall include current Student members who have graduated in the past 12 months. This status can be held for only one year.
- Student members shall include persons who are enrolled at least half-time in a college or university program.
- Retired members shall include current Professional or Regular members who are retired from the counseling profession and have been active AGLBIC members for the past 5 consecutive years.
- All AGLBIC members must agree to abide by the ACA Code of Ethics and Standards of Practice.

- by the branch, of AGLBIC members in good standing, and each of whom are residents of such geopolitical subdivision. For the purposes of these Bylaws, any state in the United States, the District of Columbia, the Commonwealth of Puerto Rico, U.S. Territories, Foreign Countries, and such other geopolitical subdivisions, when chartered by the Board, shall be considered to be Branches.
- No Branch shall be organized or operated except in accordance with the Articles of Incorporation and Bylaws of AGLBIC and State Branch of ACA.
- The purposes of a Branch shall be in accordance with those of AGLBIC.

Dear Members:

Please review these revised bylaws and vote on whether you accept the revisions by marking the ballot insert provided and mailing it to Sue Strong. These bylaws were revised last year, by the bylaw committee members of AGLBIC. Their goal was to bring the AGLBIC bylaws into consistency with the ACA bylaws. For comparison, the current bylaws are posted on AGLBIC's website at <http://www.aglbic.org>.

#### SECTION 2. DUES.

- Annual AGLBIC dues for members shall be established by action of the AGLBIC Board of Directors, hereinafter referred to as the Board.
- The Board may authorize reduced dues or dues waivers for special categories of members in accordance with poli-

but only one Branch may be chartered in any state in the United States, the District of Columbia, the Commonwealth of Puerto Rico, and the U. S. Virgin Islands. Two-thirds of the votes cast by members of the Board shall be necessary to grant a charter to a new Branch.

#### SECTION 3. AUTONOMY OF BRANCHES.

- A Branch of AGLBIC shall be free to conduct its affairs at the Branch level but shall do so only in compliance with the Articles of Incorporation and the Bylaws of AGLBIC.
- All elected officers of a Branch shall be members of AGLBIC.
- The name of a Branch shall be the Association for Gay, Lesbian, and Bisexual Issues in Counseling of [Geopolitical Subdivision].

#### SECTION 4. PROPOSED AMENDMENTS TO BASIC DOCUMENTS.

Proposed amendments to the Articles of Incorporation or the Bylaws of any Branch shall be reported in writing to the AGLBIC President no later than fourteen weeks prior to the Board meeting at which the change may be considered. The AGLBIC President shall transmit the written proposed amendments to the Chair of the AGLBIC Bylaws Committee which will transmit to the Board such proposed amendments with or without a recommendation regarding each proposed change at least six weeks before the next regularly scheduled meeting of the Board. Any such proposed amendment cannot take effect until approved by the AGLBIC Board.

#### SECTION 5. REPORTS.

Each Branch shall transmit to the AGLBIC President the names of its directors and officers promptly following their election or appointment. Each Branch shall transmit a written annual report to the AGLBIC President who shall distribute the report to the Board.

#### SECTION 6. INVOLUNTARY REVOCATION OF A CHARTER.

The Board shall have the power to revoke the charter of a Branch when it is deemed in the best interests of AGLBIC to do so.

SECTION 2. FORMATION OF BRANCHES. The Board shall have the power to charter Branches,

# AGLBIC BYLAWS

cies and procedures established by the Board.

#### SECTION 3. SEVERANCE OF MEMBERSHIP.

- A member may be dropped from membership for any conduct that tends to injure AGLBIC or to affect adversely its reputation, or that is contrary to or destructive of its mission according to the AGLBIC Bylaws and the ACA Code of Ethics and Standards of Practice.
- A member shall be dropped from membership for the nonpayment of dues.

### ARTICLE III MEETINGS OF THE MEMBERSHIP

AGLBIC shall hold national meetings once per year at a time and place fixed by the Board which shall give written notice thereof to the membership no less than six months prior to the time so fixed. AGLBIC may hold other meetings at a time and place fixed by the Board which shall give reasonable notice to the membership.

### ARTICLE IV BRANCHES OF THE ASSOCIATION

SECTION 1. ORGANIZATION OF BRANCHES.  
a) AGLBIC shall include one or more branches, each of which shall consist of a minimum number, established

## Wounded in the Name of God

Wounded in the Name of God is a new book on the subject of religious abuse and wounding. The author, Brent Coleman, blends his personal story along with his professional, clinical experiences as a licensed psychotherapist (LPC) in illustrating the various ways in which people are often wounded emotionally, physically and spiritually by negative religious indoctrination, deeds and experiences. Mr. Coleman grew up in a world of fundamentalism and later became a religious zealot, in part to deny his own sexual orientation. The books' message is timely given recent events of sexual abuse in the church and terrorist acts conducted in the name of God. The book is written for lay people and mental health professionals and for both gay and straight audiences. Mr. Coleman has a private practice in Denver and is a member of ACA and AGLBIC.

Brent Coleman  
robco@onebox.com - email  
1-866-516-5538 voicemail/fax

a) Before final action may be taken with respect to the revocation of the charter of a Branch, a notice of intent to revoke must first be passed by a majority of the members of the Board present and voting and the Branch in question advised in writing of the reasons for the proposed action. The Branch shall have until the next national meeting of the AGLBIC membership (but in no case less than nine months) to effect remedial measures or otherwise bring itself into compliance with the AGLBIC Bylaws.

b) Two-thirds of the votes cast by the members of the Board shall be necessary to revoke the charter of a Branch.

#### SECTION 7. VOLUNTARY WITHDRAWAL OF A BRANCH.

An organization's status as a Branch of AGLBIC may be voluntarily withdrawn only in compliance with AGLBIC Bylaws, policies, and procedures adopted by the AGLBIC Board.

#### ARTICLE V BUSINESS AFFAIRS OF THE ASSOCIATION

##### SECTION 1. SEVERABLE OR TRANSFERABLE INTEREST.

No member shall have any severable or transferable interest in the property of AGLBIC.

##### SECTION 2. CONTROL AND MANAGEMENT.

All property of AGLBIC shall be subject to the control and management of the Board. Any accumulation or disposal of real property, except upon dissolution of AGLBIC, must be approved in advance by the Board.

##### SECTION 3. DISPOSAL UPON DISSOLUTION.

On dissolution or final liquidation, the Board shall, after paying or making provision for the payment of all the lawful debts and liabilities of AGLBIC, distribute all the assets of AGLBIC to one or more of the following categories of recipients as the Board of AGLBIC shall determine:

- a) A nonprofit organization or organizations which may have been created to succeed AGLBIC, as long as such organization or each of such organizations shall then qualify as an organization exempt from federal income taxation under section 501(a) of the Internal Revenue Code as an organization described in sections 170(c)(2) and 501(c)(3) of such Code; and/or
- b) A nonprofit organization or organizations having similar purposes as AGLBIC and which may be selected as an appropriate recipient of such assets, as long as such organization or each of such organizations shall then qualify as an organization exempt from federal income taxation under section 501(a) of the Internal Revenue Code as an organization described in sections 170(c)(2) and 501(c)(3) of such Code.

##### SECTION 4. APPROPRIATION OF ASSOCIATION FUNDS.

- a) No appropriations of AGLBIC funds shall be made except pursuant to the authority of the Board.
- b) The Board shall adopt an annual budget.

##### SECTION 5. ASSOCIATION YEAR.

The fiscal year and the governance year of AGLBIC shall be July 1-June 30.

##### SECTION 6. REPORTS.

Members of the Board shall be sent quarterly income and expense reports from the AGLBIC Treasurer showing the financial state of AGLBIC.

##### SECTION 7. LIMITATIONS ON ACTIVITIES.

AGLBIC is organized and shall be operated exclusively for charitable and educational purposes within the meaning of sections 170(c)(2)(B), 501(c)(3), 2055(a)(2), and

2522(a)(2) of the Internal Revenue Code. No part of the net earnings of AGLBIC shall inure to the benefit of or be distributable to the members of its Board, officers, members of its committees, other private individuals, or organizations organized and operated for a profit (except that AGLBIC shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes as herein above stated). No substantial part of the activities of AGLBIC shall be the carrying on of propaganda or otherwise attempting to influence legislation, and AGLBIC shall be empowered to make the election authorized under section 501(h) of the Internal Revenue Code. AGLBIC shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision herein, AGLBIC shall not carry on any activities not permitted to be carried on:

- a) by an organization exempt from federal income tax under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3) of such Code; and/or
- b) by an organization, contributions to which are deductible under sections 170(c)(2), 2055(a)(2), or 2522(a)(2) of the Internal Revenue Code.

##### SECTION 8. INTERNAL REVENUE CODE.

References herein to sections of the Internal Revenue Code are to provisions of the Internal Revenue Code of 1986, as amended, as those provisions are now enacted or to corresponding provisions of any future United States internal revenue law.

#### ARTICLE VI OFFICERS OF THE ASSOCIATION

##### SECTION 1. OFFICERS AND TERMS OF OFFICE.

- a) The officers of AGLBIC shall be the President, the President-Elect, the immediate Past President, the Secretary, and the Treasurer.
- b) All officers of AGLBIC, except the Treasurer, shall be elected at large from among the members of AGLBIC.
- c) The President, the President-Elect, and the immediate Past President shall serve for one year terms, from July 1 to June 30, or until their successors are elected.
- d) The Secretary shall be elected in an odd-numbered year to serve for a two year term, from July 1 to June 30, or until a successor is elected.
- e) The Treasurer shall be appointed by the Board upon recommendation of the President in an even-numbered year to serve for a two year term, from July 1 to June 30, or until a successor is appointed.

##### SECTION 2. DUTIES OF OFFICERS.

- a) The President shall preside at all meetings of AGLBIC. The President shall chair and preside at meetings of the Board. The President shall be an ex officio member without vote on all committees with the exception of the Nominations for Awards and Elections Committee. The President shall perform the duties customary to that office and such additional duties as directed by the Board.
- b) The President-Elect shall perform the duties of the President in the absence or incapacity of the President as determined by the Board. The President-Elect shall assume the Presidency of AGLBIC upon the death or resignation of the President. The President-Elect, subject to confirmation by the Board, shall appoint members of committees and the Treasurer, in accordance with and except as otherwise specified in AGLBIC Bylaws, policies and procedures. The President-Elect shall serve as Chairperson of the Conference Committee, and shall perform such additional duties as directed by the Board. If the President-Elect becomes incapacitated, the term is to be completed by the candidate with the next highest vote on the same

slate of candidates.

c) The immediate Past President shall serve as Chairperson of the Nominations for Awards and Elections Committee, and shall perform such additional duties as directed by the Board.

d) The Secretary shall keep record of the proceedings of the Board. The Secretary shall perform the duties customary to that office and such additional duties as directed by the Board.

e) The Treasurer shall represent AGLBIC in assuring the receipt and expenditures of funds in accordance with the directives established by the Board, and shall be under such bond as may be determined by the Board. The Treasurer shall perform the duties customary to that office and such additional duties as directed by the Board.

#### SECTION 3. NOMINATIONS AND ELECTION OF OFFICERS.

- a) The Nominations for Awards and Elections Committee shall seek and select more than one nominee for each position to be elected for the next term, and submit a slate of candidates for approval by the Board at its annual meeting.
- b) The ACA Nominations and Election Committee shall conduct the election of officers by ballot.

#### SECTION 4. COMPENSATION AND EXPENSES OF OFFICERS.

- a) None of the elected officers of AGLBIC shall receive any compensation for their services as such to AGLBIC, with the exception that the Board can approve compensation for the President, President-Elect, and Past President.
- b) The Treasurer may be paid such compensation from the funds of AGLBIC as may be fixed from time to time by the Board.

#### ARTICLE VII BOARD OF DIRECTORS

##### SECTION 1. COMPOSITION.

The Board shall be composed as follows:

- a) The officers of AGLBIC (the President, the President-Elect, the immediate Past President, the Secretary, and the Treasurer).
- b) Three trustees, nominated and elected (in accordance with Article VI, Section 3) at large from among the members of AGLBIC, for alternating and overlapping three year terms.
- c) The AGLBIC Representative to the ACA Governing Council, nominated and elected (in accordance with Article VI, Section 3) at large from among the members of AGLBIC, for a three year term.

#### SECTION 2. POWERS AND FUNCTIONS OF THE BOARD.

The Board shall:

- a) establish policies to govern the affairs of AGLBIC.
- b) formulate operational policies appropriate for executive action and direct the execution thereof.
- c) grant and revoke Branch charters.
- d) act on the reports of Branches, Standing Committees, and such Special Committees and Task Forces.
- e) adopt and amend Articles of Incorporation and Bylaws.
- f) exercise such other powers and functions as may be necessary or desirable in the best interests of AGLBIC, not in conflict with the Bylaws.
- g) establish the strategic plan of AGLBIC.
- h) establish broad, long-term professional directions for AGLBIC.

#### SECTION 3. MEETINGS OF THE BOARD.

a) The Board shall meet a minimum of once per year. A meeting will be held before, during, or after the ACA Annual Conference. Expenses incurred in participation in Board meetings will be paid by AGLBIC in accordance

with AGLBIC policies and procedures.

b) The President of AGLBIC shall preside at meetings of the Board and, in the President's absence, the President-Elect shall preside.

c) A majority of the voting members of the Board shall constitute a quorum.

d) At each annual meeting, and at any other time when so requested in writing, each Branch, officer of AGLBIC, and each Standing and Special Committee and Task Force as specified in the Bylaws of AGLBIC shall submit a written report to the AGLBIC President who shall transmit the report to the Board.

#### SECTION 4. EXECUTIVE COMMITTEE

- a) The Executive Committee shall consist of the President, President-Elect, immediate Past President, and Treasurer. The Treasurer shall serve ex officio, without vote.
- b) The Executive Committee shall act for the Board within policies as may be established by the Board. The Executive Committee shall function primarily to address those issues which are necessary for the efficient operation of AGLBIC where the time requirements necessitate immediate action. All actions and activities of the Executive Committee shall be communicated to the Board through minutes which are mailed within ten working days of an Executive Committee conference or meeting. The actions taken by the Executive Committee must be submitted for ratification by the Board at the next Board meeting. Any subsequent decision by the Board that is contrary to an action taken by the Executive Committee shall (to the extent permitted by law) be given only prospective effect.
- c) The Executive Committee shall confer or meet at least once per year in addition to the Board meetings. Other conferences or meetings may be called only in an emergency which is determined by the President or the Board.

#### ARTICLE VIII PUBLICATIONS

##### SECTION 1. PUBLICATIONS POLICY.

The Board, acting on the recommendations of the Media Committee shall determine and direct the basic publications policy and program of AGLBIC, and shall have the authority to hire, discharge and fix the compensation of the persons serving as editors of the publications and other media of AGLBIC.

##### SECTION 2. ONLINE JOURNAL.

Q: The Online Journal of the Association for Gay, Lesbian, and Bisexual Issues in Counseling shall be the online journal of AGLBIC and shall be published and available for printing, reading, or both at the AGLBIC website ([www.aglbic.org](http://www.aglbic.org)).

##### SECTION 3. COPYRIGHT.

AGLBIC shall own the copyright for the original and any renewal term for any writing that is published by AGLBIC. The author of any such writing shall have the right to make a non-profit or non-commercial use of the work provided that there be affixed to each copy the copyright notice used by AGLBIC when the writing was first published. The author shall have the right to make or authorize the profit or commercial use of any such writing only after first obtaining the written consent of AGLBIC.

#### SECTION 4. DIVISION AND BRANCH PUBLICATIONS.

Nothing in this Article shall be interpreted as limiting the freedom of any Branch to produce, select and copyright publications of its choice.

#### ARTICLE IX COMMITTEES

##### SECTION 1. STANDING COMMITTEES.

The Standing Committees of AGLBIC shall be:

- a) the Bylaws Committee
- b) the CACREP Advisory Committee (the Conference Committee, including the following subcommittees:
  - Booth
  - Brunch
  - Program Review
  - Reception
- d) the Graduate Student Committee
- e) the Media Committee
- f) the Membership Committee
- g) the Nominations for Awards and Elections Committee

##### SECTION 2. REPORTS OF STANDING COMMITTEES.

Each Standing Committee shall submit an annual written report to the AGLBIC President who shall transmit the report to the Board.

##### SECTION 3. SPECIAL COMMITTEES.

The President, subject to confirmation by the Board, may establish a time-limited Special Committee or Task Force for a specific temporary purpose or assigned task which is beyond Standing Committees' scope of responsibilities as indicated in policies adopted by the Board. Any such Special Committee or Task Force shall be responsible to the Chair of the Standing Committee with the most closely related scope of responsibility.

##### SECTION 4. REPORTS OF SPECIAL COMMITTEES.

Each Special Committee and Task Force shall complete the specific purpose or the assigned task by a date specified by the Board and submit a written report to the AGLBIC President by or before a date set by the Board. The AGLBIC President shall transmit the reports to the Board.

#### ARTICLE X INDEMNIFICATION

##### SECTION 1. PROVISION

AGLBIC shall indemnify each member of its Board of Directors, as described in Article VII, and each of its officers, as described in Article VI, and each member of its committees, as described in Article IX for the defense of civil or criminal actions or proceedings as hereinafter provided and, notwithstanding any provision in these Bylaws, in a manner and to the extent permitted by applicable law.

##### SECTION 2. IMPLEMENTATION

AGLBIC shall indemnify each of its Board members and officers and committee members, as aforesaid, from and against any and all judgments, fines, amounts paid in settlement, and reasonable expenses, including attorney's fees, actually and necessarily incurred or imposed as a result of such action or proceedings, or any appeal therein, imposed upon or asserted against him or her by reason of being or having been such a Board member or officer or committee member and acting within the scope of his or her official duties, but only when the determination shall have been made judicially or in the manner hereinafter provided that he or she acted in good faith or for the purpose which he or she reasonably believed to be in the best interests of AGLBIC and, in the case of a criminal action or proceeding, in addition had no reasonable cause to believe that his or her conduct was unlawful. This indemnification shall be made only if AGLBIC shall be advised by its Board acting (1) by quorum consisting of Board members who are not parties to such action or proceed-

ings upon a finding that, or (2) if a quorum under (1) is not obtainable with due diligence, upon the opinion in writing of independent legal counsel that, the Board member or officer or committee member has met the foregoing applicable standard of conduct. If the foregoing determination is to be made by the Board, it may rely, as to all questions of law, on the advice of independent legal counsel.

##### SECTION 3. INCLUSION

Every reference herein to a member of the Board of Directors or officer or committee member of AGLBIC shall include every Board member and officer and committee member thereof or former Board member and officer and committee member thereof.

This indemnification shall apply to all the judgments, fines, amounts in settlement, and reasonable expenses described above whenever arising allowable as above-stated. The right of indemnification herein provided shall be in addition to any and all rights to which any Board member or officer or committee member of AGLBIC might otherwise be entitled and the provisions hereby shall neither impair nor adversely affect such rights.

#### ARTICLE XI NONDISCRIMINATION

There shall be no discrimination against any individual on the basis of ethnic group, race, religion, gender, sexual orientation, age, record of public offense, and/or disability.

#### ARTICLE XII BYLAWS

##### SECTION 1. AMENDMENT AND REVISION.

These Bylaws may be amended, revised, or both by a two-thirds majority of the Board members voting.

- a) Proposed amendments and revisions may be originated by the Board or presented to the Board by a Branch, an AGLBIC Standing Committee (provided that the submitting entity is in compliance), or by an individual member, provided that in the case of an individual member the proposed amendment shall be presented over the signatures of at least fifty members in good standing.
- b) All such proposed amendments and revisions must be submitted in writing to the Bylaws Committee no later than twelve weeks prior to the Board meeting at which the change may be considered.
- c) The Bylaws Committee will transmit to the Board such proposed amendments with or without a recommendation regarding each proposed change at least six weeks before the next regularly scheduled meeting of the Board.

##### SECTION 2. POLICIES AND PROCEDURES.

Supplementary policies and implementation guidelines for these Bylaws are to be found in the AGLBIC Policies and Procedures Manual.

#### ARTICLE XIII RULES OF ORDER

The current edition of Robert's Rules of Order, Newly Revised, (edited by Henry M. Robert III and William J. Evans, and published by Perseus-HarperCollins) shall govern the proceedings of all bodies of AGLBIC except where otherwise specified in these Bylaws.

**See insert for voting instructions.**