



# Casebook for Counseling Lesbian, Gay, Bisexual, and Transgender Persons and Their Families

edited by  
Sari H. Dworkin and Mark Pope



**American Counseling Association**

5999 Stevenson Avenue  
Alexandria, VA 22304  
[www.counseling.org](http://www.counseling.org)

# Casebook for Counseling Lesbian, Gay, Bisexual, and Transgender Persons and Their Families

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## Foreword

I have been incredibly fortunate thus far in both my personal and professional lives to have witnessed and/or experienced the ordinary and sometimes extraordinary triumphs associated with our rich and diverse lesbian, gay, bisexual, transgender, queer, questioning, and intersex (LGBTQQI) communities. I have also been in the trenches personally experiencing the pitfalls and soul-wrenching pain that our community faces on a daily basis. It is through many of these experiences that I have had the great fortune to learn from and serve with Drs. Sari Dworkin and Mark Pope and, in doing so, have seen with my own eyes what inner strength, grace under pressure, and unwavering commitment to changing the world for the greater good really is and what one person, or even a small group of people, can do, one day at a time, one person at a time. I am deeply grateful to both Sari and Mark for the paths they forge, the mantles they wear, and the steadfast leadership they provide. This book is yet one more example of their visionary work and extraordinary contribution.

To say that Sari and Mark have done it again would seem unnecessary or at best an understatement, but I will say it anyway . . . yes, they have done it again! Yet again they have gathered together the A-team, the best of the best, the cream of the crop, and asked them to do what they do best: educate, innovate, and advocate. I challenge you to find another group of people who represent this caliber of educators, practitioners, researchers, and all-around earth-shakers . . . the truth is, you won't, but the good news is that they're all here, in one book, ready and willing to move all of us one step closer to the change we want to be. I am fortunate to call many of them friends and absolutely ecstatic that I can call all of them colleagues and team players in the war against prejudice, bigotry, stereotype, and bias.

I promise you that this book is the one book you will turn to throughout your professional career no matter if you are a seasoned scholar-practitioner or a new graduate—this is the go-to resource, bar none. It is this book you will turn to when you need to understand the myriad experiences of the sexual minority client who sits in front of you; it is this book you will turn to when you need to choose a theory or technique, assess, diagnose, or treat sexual minority clients who stare across from you wounded by the world, drowning in the prejudice; and it is this book you will turn to when you really want to help, intervene, and make a difference in the life of a sexual minority client who has nowhere else to turn and no one else who understands or is willing to listen.

Across four broad sections—Developmental Issues, Relationship Issues, Contextual Issues, and Wellness Issues—you will find the rich, powerful, and complex narratives of real people. You will learn how to carefully choose a theoretical approach and select appropriate techniques so that you empathically effect change. You will learn a range of strategies and interventions, and above all you will learn how to develop and sustain compassionate affirmation for your sexual minority clients and their significant others. And, I guarantee, you will learn a lot about yourself, the biases and prejudice that you yourself carry, and how, if left unchecked, they will negatively impact the therapeutic alliance and relationships with your LGBTQI clients. Period. I’m certainly not saying it is simple work, nor easy work, but I am saying that the rewards both for you and for the people you serve will far outweigh the challenges of really digging in and learning from this material. You will perhaps for the first time have a comprehensive set of tools and resources to guide and support you in this important work. And, as one more reward, you will have a newfound confidence in yourself and your ability to work effectively with sexual minority clients and their significant others. It just doesn’t get better than this.

I don’t have to remind anyone that these are extraordinary times, the walls opposing same-sex marriage and unions are crumbling, the military ban is folding, and the assumptive constraints against anything but binary sexuality and gender are loosening; yes, these are extraordinary times, and, as such, they call for extraordinary measures. I know of no better way to achieve success as a truly competent multicultural counselor than to immediately start reading the *Casebook for Counseling Lesbian, Gay, Bisexual, and Transgender Persons and Their Families*.

The time is now. If not now, when? If not us, who?

With pride,

—Colleen R. Logan, PhD, LPC, LMFT, NCC  
Program Coordinator  
Marriage, Couple and Family Counseling Program  
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# Introduction

*Sari H. Dworkin and Mark Pope*

Research suggests that most mental health professionals feel their training on lesbian and gay issues has been inadequate at best and nonexistent at worst. Add to this the issues of bisexuality and transgender, not to mention intersex issues, and these feelings of adequacy to deal with the issues of sexual minorities diminish even further.

Ethical codes (American Counseling Association, 2005) and accreditation bodies (Council for Accreditation of Counseling and Related Educational Programs, 2009) now call for training on lesbian, gay, bisexual, and transgender (LGBT) issues. However, even with *bisexuality* or *transgender* in the title of the course, article, book, or workshop, there is often little exploration of the uniqueness of bisexuality and transgender from lesbian and gay issues.

Training on LGBT issues often consists of a section of a course on multicultural counseling, or if a counseling program is truly cutting edge perhaps there will be an entire course on LGBT issues in the curriculum. Supervision during practicum, field experience, and internship tends only to broach LGBT issues if an LGBT client presents for counseling. Even when these issues are discussed, we often hear from students, "What do I do when the client is sitting in front of me? What questions do I ask? What theories and techniques do I use?" Sometimes the supervisor's suggestions get a response similar to "I can say that? I can ask that?" This book was written to answer those questions.

We are fortunate to be living in an era when LGBT-affirmative counseling is the position of all mental health professions and is accepted by most practitioners. A proliferation of scholarly and practical literature has addressed the most pressing concerns of this population. Lesbians and gays avail themselves of therapy in great numbers (Garnets, Hancock, Cochran, Goodchilds, & Peplau, 1991) and for the most part are accepting of and satisfied with the therapy they receive (Page, 2007). This is not the case for bisexuals. Some bisexual clients do

not disclose their identity in therapy because they believe that their therapists will not validate their identity and will not have the knowledge or skills needed to treat them adequately (Page, 2007). Because identity is a critical aspect of a person, it is likely that a client who does not disclose a bisexual identity will receive inadequate or even harmful treatment. Transgender clients have the dual problem of believing that they must educate their therapist (confusing the role of therapist and client) and, if they are considering surgery, knowing that their therapist is a gatekeeper who can stop the surgery from happening (Mizock & Fleming, 2011; see the World Professional Association for Transgender Health). Intersex individuals are a newly recognized group of clients with unique issues. They are also likely to feel that they must educate their therapists prior to receiving appropriate care. This book examines actual cases (often composite cases) to help clinicians address appropriate issues within the course of treatment. The identities of clients have been disguised to ensure confidentiality. In all cases the authors have gained permission from their clients to include actual (not composite) cases in this book.

We proposed this book to fill what we considered a gap in the LGBT counseling literature. Students and clinicians desire more information about what to do when faced with particular clients with particular issues. Our invitation to authors outlined the following:

The chapters in this book should be different from the LGBT counseling books currently in the market. We are *not* looking for a review of the scholarly literature. Authors are being asked to address the following issues, focusing on treatment planning and implementation rather than reviewing the literature about counseling and therapy with this population. The protocol includes the following:

1. Identifying data (if you are using information on actual clients, please be careful to protect their identities as well as to obtain signed release forms)
2. Background information (please provide sufficient information that is especially relevant to your case[s])
3. Presenting issues (what specific problems brought the client to you?)
4. Diagnoses (as applicable, including a full five-axis diagnosis and rationale)
5. Theoretical framework(s) (identify the theory[ies] from which you are working in this case)
6. Goals of treatment (initial, negotiated, and final goals, including the process)
7. Interventions used (be specific and provide a thorough justification)
8. Outcomes (identify all outcomes, both successful and not successful)
9. Transference and countertransference issues (as applicable, based on your theoretical framework, identify those that did occur or are potential issues of which the therapist should be mindful)
10. Other multicultural and cross-cultural issues (using an inclusive definition of “culture” and including gender issues)
11. Crisis issues, if applicable
12. Any recommendations for further counseling or training

The chapters of our book follow the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling *Competencies for Counseling Gay, Lesbian, Bisexual and Transgendered (LGBT) Clients* (1997) and *Competencies for Counseling With Transgender Clients* (2010), both of which have been adopted by the American Counseling Association (see Appendixes A and B, respectively). The chapters are grouped into the following sections: Developmental Issues, Relationship Issues, Contextual Issues, and Wellness Issues. We provide a brief introduction to each section that states the competencies in detail and reviews the pertinent literature (suggested by the authors of the chapters) to provide background. Those who need more background will find that the scholarly literature is easily accessible in books and articles currently in print.

Furthermore, we have assembled many of the best authors and researchers in our field to address these issues. These authors have great insight into their LGBT clients and have produced extremely interesting, readable, and useful narratives of the lives of LGBT persons and their families and how to go about helping them.

We believe that this book is a timely and important resource for professors, students, and practitioners in the counseling profession. It is also a fascinating read. Many issues addressed in coursework on lesbian, gay, bisexual, transgender, queer, questioning, and intersex populations are addressed in these chapters: coming out; family; spouses/significant others; binational couples; religion; addictions; HIV; women's health; conversion therapy; and intersections with race, ethnicity, gender, rural culture, and more. In addition, one chapter specifically deals with intersex individuals, and a number of chapters include issues faced by bisexual and transgender persons.

Most important, we hope that this book helps illuminate the issues that LGBT persons and their families face in their daily lives and better prepares counseling professionals to effectively address them.

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## About the Editors

**Sari H. Dworkin, PhD, MFT**, is a professor emerita of California State University, Fresno. She taught in the Marriage and Family Therapy master's program for 25 years. Currently she is in a limited private practice, is licensed as a psychologist, and does volunteer counseling and supervision at the Community Counseling Center in San Luis Obispo, California. Her long career has included many publications and presentations on LGBT issues. In addition, she has held positions in both the American Psychological Association (APA) and the American Counseling Association (ACA) advocating for LGBT issues. Some of these positions include president of the Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues (APA Division 44), cochair of the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling (ACA), and chair of the Committee on Lesbian, Gay, Bisexual, and Transgender Concerns (APA). In 2009 APA's Committee on Lesbian, Gay, Bisexual, and Transgender Concerns presented her with its Outstanding Achievement Award. In 2007 she was elected as an inaugural Legacy Fellow of the Association for Gay, Lesbian, and Bisexual Issues in Counseling.



**Mark Pope, EdD, NCC, MCC, MAC, ACS**, is professor and chair of the Division of Counseling and Family Therapy at the University of Missouri–Saint Louis. He is the author of six books, more than 30 book chapters, more than 40 journal articles, and more than 100 professional presentations at the international, national, and state levels. Dr. Pope has written extensively on various aspects of counseling, including counseling

with and the career development of ethnic, racial, and sexual minorities; violence in schools; teaching career and multicultural competence in counseling; psychological testing; international issues in counseling, and the history of and public policy issues in career counseling. His work has appeared as books, as conference presentations, and in such journals as the *Journal of Homosexuality*, *Journal of Lesbian and Gay Social Services*, *Journal of Counseling & Development*, *The Career Development Quarterly*, *The Counseling Psychologist*, *The Family Journal*, *Journal of Multicultural Counseling and Development*, and *American Psychologist*. Dr. Pope has served as president of the American Counseling Association; the National Career Development Association; the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling; and the Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues (APA Division 44). He has been elected a Fellow of the American Counseling Association; American Psychological Association; National Career Development Association; Society of Counseling Psychology; Society for the Psychological Study of Ethnic Minority Issues; and Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues. He has also served as the editor of *The Career Development Quarterly*, on the editorial boards of several other professional journals, as well as as the Director of Psychological Services for the American Indian AIDS Institute and the Native American AIDS Project in San Francisco. He has special expertise in Native American, Asian, and sexual minority cultures.



## About the Contributors

**Theodore R. Burnes, PhD**, is an associate professor in the California School of Professional Psychology's Los Angeles campus. He conducts research projects and supervises clinical practice surrounding issues of trauma, gender identity, and mental health and wellness for LGBTQQI people. Dr. Burnes has more than 25 refereed publications and presentations in the area of sexual orientation, social justice, teaching psychology, multicultural counseling, and trauma. He is currently the chair for the section on Supervision and Training for Division 17 of the American Psychological Association.

**Connie Callahan, PhD, LMFT, LPCC**, has taught more than 50 different courses in psychology, counseling, education, and family studies at three universities, and this has provided her with a solid background in the helping professions. Running Southwestern Counseling Services in Albuquerque, New Mexico, with its complex multicultural mix of denizens, added real-life experience to her work with diverse populations. Dr. Callahan has published on and conducted numerous workshops concerning school safety, diverse populations, advanced counseling skills, dialectical behavior therapy, proper treatment protocols for mental health practitioners, and crisis response to disaster and trauma. She and her partner Nancy, a psychiatric nurse practitioner, have enjoyed 19 committed years together.

**Edward P. Cannon, PhD, LPC, LMFT**, is an assistant professor at the University of Colorado Denver, where he teaches courses on multicultural counseling as well as gender and sexual orientation. His research agenda is currently focused on the experiences of LGBT clients in counseling. He is a former board member of the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling and received its 2009 national service award. Dr. Cannon has produced numerous scholarly publications and national presentations related to LGBT issues.

**Laurie A. Carlson, PhD**, is an associate professor and program coordinator for the Counseling and Career Development Program at Colorado State University in Fort Collins. She spent 5 years as an English teacher and 4 years as a K–12 school counselor in northern Minnesota prior to obtaining her PhD in counselor education at the University of Arkansas. She is a past-cochair of the American Counseling Association Task Force for the National Summit on Sexual Minority Youth in the Schools and currently serves as a trainer for the American Psychological Association's Healthy Lesbian, Gay, and Bisexual Students Project. At the state level, Dr. Carlson is on the regional Parents, Families, and Friends of Lesbians and Gays Committee for Safe Schools and served for 2 years as the Human Rights Chair for the Colorado School Counselors Association.

**Armand R. Cerbone, PhD, ABPP**, is in independent practice in Chicago, where he has been counseling LGBT individuals and couples since 1978. He is a Fellow of five divisions of the American Psychological Association (APA) and holds an American Board of Professional Psychology diplomate in clinical psychology. He coauthored APA's *Guidelines on Psychotherapy With LGB Clients* and chaired the working group that developed APA's *Resolution on Sexual Orientation and Marriage* and *Resolution on Sexual Orientation, Parents and Children*. Dr. Cerbone is a former member of the APA Board of Directors and past-president of both Division 44 (Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues) and the Illinois Psychological Association. He is a former Director of Behavioral Health at the Howard Brown Memorial Health Center, the Midwest's largest LGBT health center. In 2001 he cochaired the first international conference on lesbian, gay, and bisexual psychology. He has received many awards for his contributions to psychology, including the Stanley Sue Award for Distinguished Contributions to Diversity in Clinical Psychology. He is also a member of the City of Chicago Gay and Lesbian Hall of Fame.

**Stuart F. Chen-Hayes, PhD, NCC**, is a program coordinator and associate professor of counselor education/school counseling in the Counseling, Leadership, Literacy, and Special Education Department at Lehman College of the City University of New York. He was Visiting Professor of Counseling at National Changhua University of Education in Changhua, Taiwan, and with his family regularly lectures in Taiwan and the United States on LGBTQQI and antioppression issues. He cofounded Counselors for Social Justice and is a past-president of this organization and the North Atlantic Region Association for Counselor Education and Supervision. He has authored more than 40 refereed counseling publications and presented more than 200 professional counseling and social justice education workshops. He cofounded the first international LGBTQQI school counselor and educator conference in 2010. He is a member of the editorial boards of the *Journal of LGBT Issues in Counseling*, *Journal of International Counselor Education*, and *Journal of Counselor Preparation and Supervision*.

**Kirstyn Yuk Sim Chun, PsyD**, received her doctorate in clinical psychology from Indiana University of Pennsylvania in 2003. She is an associate professor and licensed clinical psychologist at Counseling and Psychological Services at California State University, Long Beach, where she supervises in the American Psychological Association (APA)-accredited predoctoral internship training program. At California State University, Long Beach, she is chair of the Lesbian, Gay, Bisexual, and Transgender Task Force and past-chair of the President's Commission on the Status of Women. Dr. Chun has served as cochair of the Committee on Racial and Ethnic Diversity of the Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues (APA Division 44), during which time the committee received the President's Award from the Asian American Psychological Association. She is currently the 2013 APA Division 44 representative to the National Multicultural Conference and Summit. She publishes and presents on intersections of racial, sexual, and other marginalized identities. Areas of clinical, scholarly, and advocacy interest include LGBT-affirmative counseling, bisexuality, multicultural and social justice issues, women's issues, clinical supervision and training, group therapy, and outreach and consultation.

**Colleen M. Connolly, PhD, LPC-S**, is an associate professor in the Professional Counseling Program and coordinator of the Marital, Couple, and Family Emphasis at Texas State University—San Marcos. She has focused her energies on LGBT-related areas, including serving on the editorial boards of numerous journals, cofounding a state division, and serving as past-president of the Association for Gay, Lesbian, and Bisexual Issues in Counseling (2004–2005). Her research and publication interests largely surround issues related to lesbian and gay couples, including clinical issues, created family, strength, resilience, stressors, and communication competence.

**Shirley Cornett, PhD, LPCC**, has practiced in and run clinics with some of the most diverse clientele in New Mexico. Practicing as an African American counselor has given her a unique view of family and comprehensive, diverse techniques for working with client and family problems. Her diversity research has focused on studying well-known leaders in diversity and analyzing characteristics of leadership.

**Paul A. Datti, PhD, CRC, HS-BCP**, is an assistant professor at the University of Scranton, where he directs the undergraduate Counseling and Human Services program. The author of scholarly publications relating to LGBT issues and counseling practice, Paul has given several national, regional, state, and local presentations related to this topic. In addition to assisting LGBT persons in practice, Paul has developed graduate and undergraduate coursework on counseling LGBT clients and is active in many service activities focusing on the population. Paul is also the current president of the Pennsylvania Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling, a chapter of the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling.

**Brian J. Dew, PhD, LPC**, is an associate professor in and chairperson of the Department of Counseling and Psychological Services at Georgia State University. Dr. Dew's research on addictive behaviors earned him the 2007 Outstanding Faculty Research Award from Georgia State University's Department of Education as well as the 2007 Outstanding Addictions and Offender Professional Award by the Association of Addictions and Offender Counseling. Dr. Dew has held numerous professional leadership roles, including president of the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling; director of the Atlanta Meth Task Force; and board member for the Society for the Advancement of Sexual Health, formerly known as the National Council on Sexual Addiction and Compulsivity.

**Suzanne M. Dugger, EdD, LPC**, is a professor in the Department of Leadership and Counseling at Eastern Michigan University, where she also serves as the coordinator of the school counseling program. Prior to joining the faculty at Eastern Michigan University, she completed a bachelor's degree in psychology at Harvard University, a master's degree in counseling at Central Michigan University, and a doctorate in counseling psychology at Western Michigan University. Her counseling experience includes 5 years as an elementary school counselor, 3 years in university counseling centers, and 8 years of part-time private practice. A long-time advocate for the needs of sexual minority youth, Dr. Dugger has served as a trainer for the American Psychological Association's Healthy Lesbian, Gay, and Bisexual Students Project, as the human rights committee chair for both the American Counseling Association and the Michigan School Counselor Association, and as cochair of the American Counseling Association Task Force for the National Summit on Sexual Minority Youth in the Schools. In recognition of her research and service contributions related to the needs of sexual minority youth in K–12 schools, Dr. Dugger received the Michigan Counseling Association's Human Rights Award in 2002.

**Randall D. Ehrbar, PsyD**, is a clinical psychologist specializing in work with transgender clients. Dr. Ehrbar was elected a Fellow of the American Psychological Association (APA) in 2010 for his work in this area, and as far as he knows, he is the first out transgender Fellow of APA. Dr. Ehrbar has contributed to the area of transgender issues through his work with clients as well as through professional publications and service. Dr. Ehrbar participated in a 2-year postdoctoral fellowship during which he received intensive training and experience working with transgender people at the University of Minnesota Program in Human Sexuality. He then went on to work for several years at New Leaf Services for Our Community, an LGBT community mental health center in San Francisco. He is currently working at the University of Colorado Counseling and Psychological Services.

**Beth A. Firestein, PhD**, is a licensed psychologist in private practice in Loveland, Colorado. She has been a practicing psychologist for 25 years. She specializes in working with gay, lesbian, bisexual, and transgender populations and others with alternative sexualities or lifestyles. Dr. Firestein

is the editor of two books on the topic of bisexuality written for researchers and clinicians in the field of psychology: *Bisexuality: The Psychology and Politics of an Invisible Minority* (Sage, 1996) and *Becoming Visible: Counseling Bisexuals Across the Life Span* (Columbia University Press, 2007).

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**Terry S. Gock, PhD, MPA**, is a clinical and forensic psychologist. He is the director of the Pacific Clinics Asian Pacific Family Center in Los Angeles County, California, and is also in part-time private practice. In addition, he has served as an organizational consultant for more than 30 government and nonprofit entities across the nation in multicultural competency training, strategic planning, organizational development, and program planning. Dr. Gock is a past-president of the American Psychological Association (APA) Division 44 (the Society for the Psychological Study of Lesbian, Gay, Bisexual, and Transgender Issues). He is also a Fellow of both APA and the Asian American Psychological Association. He was honored with an APA 2011 Presidential Citation, in part for his “lifelong devotion to multiculturalism” in psychology.

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**A. Michael Hutchins, PhD**, is a licensed professional counselor in private practice in Tucson, Arizona. He works primarily in individual and experiential group settings with men who have histories of early childhood abuse and trauma, and he has been active in human rights and social justice advocacy endeavors throughout his career. He was the founding president of Counselors for Social Justice and is a past-president and Fellow of the Association for Specialists in Group Work. As an early cochair of the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling, he received the American Counseling Association (ACA) Kitty Cole Award for his advocacy work. He has served on the board of Wingspan, the gay, lesbian, bisexual, and transgender community center in Tucson, and has been on the City of Tucson's Gay, Lesbian, Bisexual and Transgender Advisory Commission to the mayor and city council. Using the ACA Advocacy Competencies as a framework, he continues to be involved in advocacy to combat growing fear and oppression in the state of Arizona. Michael is an avid cyclist and can likely be found on one of the many bicycle paths in Tucson early in the morning before the desert heat scorches the pavement.

**Susan Kashubeck-West, PhD**, received her PhD in counseling psychology in 1989 from The Ohio State University. A licensed psychologist, she has been on the faculty of Drake University (1989–1993), Texas Tech University (1993–2001), and the University of Missouri—St. Louis (2001–present), where she currently holds the position of professor. Her research interests include LGBT issues, particularly internalized heterosexism

and experiences of subtle discrimination. Dr. Kashubeck-West teaches courses in multicultural counseling and counseling sexual minorities. She is a member of the American Psychological Association task force charged with revising the *Guidelines for Psychological Practice With Lesbian, Gay, and Bisexual Clients*. She and her long-time partner are raising a son who they note was their 10th anniversary gift to each other.

**Douglas Kimmel, PhD**, is professor emeritus in the Department of Psychology, City College, City University of New York, and has an independent psychology practice in Hancock, Maine. He was chair of the Association of Gay Psychologists (1977); president of the Society for the Psychological Study of Lesbian, Gay, and Bisexual Issues (Division 44 of the American Psychological Association [APA]; 1987–1988); and served on APA's Committee on Gay, Lesbian, and Bisexual Concerns (1981–1983), the Board of Social and Ethical Responsibility (1984–1986), and the Board for Applications of Psychology in the Public Interest (2006–2008), focusing on aging issues. His textbook *Adulthood and Aging* (Wiley, 1974, 1980, 1990) included sexual orientation and an interview with a gay man. He is coeditor of *Psychological Perspectives on Lesbian, Gay, and Bisexual Experiences* (Columbia University Press, 1993, 2003) and coeditor of *Lesbian, Gay, Bisexual, and Transgender Aging: Research and Clinical Perspectives* (Columbia University Press, 2005). He was a cofounder of SAGE (Services and Advocacy for GLBT Elders) in New York City in 1977. His website is [www.tamarackplace.com/kimmel](http://www.tamarackplace.com/kimmel).

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**Michael J. Potoczniak, PhD**, attended the University of Miami for his PhD work and is currently working as a licensed psychologist at Student Health Services for the University of California at Berkeley. His work with clients currently focuses on gay men's health, transgender health, polysubstance dependence, posttraumatic stress disorder, attention-deficit/hyperactivity disorder, bipolar spectrum disorders, issues related to HIV/AIDS, motivational interviewing, and career issues. He is an adjunct faculty at the Graduate School of Education at Manhattan College in New York City and has a private practice in Berkeley, California.

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**Ana Puig, PhD, NCC, LMHC, Qualified Supervisor (FL)**, is an associate scholar and research director in the Office of Educational Research, College of Education, at the University of Florida and an affiliate faculty in counselor education. Her research interests have focused on complementary therapies in breast cancer care, spirituality and health issues in counseling, religiosity and academic achievement, and multicultural spirituality. She has more than 20 years of clinical experience and has worked with LGBTQ individuals and couples in inpatient, outpatient, and private practice settings. Dr. Puig has conducted lectures on LGBTQ identity development nationally and internationally, including speaking on multicultural and spiritual considerations in working with this population.

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**Kathleen Y. Ritter, PhD, MFT, NCC, CCMHC**, is a professor of counseling psychology at California State University, Bakersfield. She and Dr. Anthony I. Terndrup coauthored the *Handbook of Affirmative Psychotherapy With Lesbians and Gay Men* (Guilford Press, 2002) and were awarded the Distinguished Book Award from Division 44 of the American Psychological Association in 2003. Dr. Ritter is a Fellow of Division 44 and was granted the Distinguished Professional Contribution Award from that division in 2008. Over the years, she has frequently published and presented on topics related to sexual minority concerns.

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He is an active member of the American Counseling Association (ACA), having served on both the Bylaws and Ethics Committees. Dr. Sanabria is also a member of the ACA divisions Counselors for Social Justice and the Association for Multicultural Counseling and Development and is currently a board trustee for the Association for Lesbian, Gay, Bisexual and Transgender Issues in Counseling.

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