



AGLP
Opening Minds

VOLUME XLI(1) • FEBRUARY 2015

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Toronto Local Arrangements Committee Chris McIntosh, M.D. and Wayne Baici, M.D., Co-Chairs

Start your planning now for the AGLP and APA Annual General Meetings to be held Toronto May 16th -20th. The AGLP host hotel will be the brand-new Delta Toronto, a beautiful glass tower located steps away from the Toronto Convention Centre. It is close to the CN Tower, Ripley's Aquarium and Harbourfront, with ferries to the Toronto Islands. It is also conveniently located close to Union Station, right on the Number 1 subway line which is convenient for visiting other parts of the city including Toronto's LGBT neighbourhood at the corner of Church and Wellesley Streets.

I and Local Arrangements Committee co-chair Wayne Baici are keen to show our AGLP members some Canadian hospitality. We are working hard to put together some exciting social events for you and you want to make sure your AGLP membership is up-to-date so you can take advantage of all of them! Remember these events are supported by your membership dues and donations so please sign up or renew!

Toronto is the largest city in Canada and the fourth largest by population in North America after Mexico City, New York and Los Angeles. Yes it's true, we passed our Great Lakes sister city Chicago only this past year. Everyone wants to come to Toronto, and if you came to the APA last time it was here in 2006, you will probably notice quite a bit of "intensification" as the urban planners say. In fact the area around our hotel used to be called "that empty space by the Expressway" and now boasts more condos than you can shake a stick at, and a new neighbourhood name "Southcore".

There is a lot to see and do in Toronto, one of the world's most multicultural cities! You can sample the cuisines of the world in our restaurants. The Art Gallery of Ontario with its new Frank Gehry designed remodel is not to be missed! The wonderful Distillery District is fun for shopping, restaurants and theatre. Other great sights include the CN Tower, with its new Edgewalk thrills for the very daring! If sports are your thing, our hotel is conveniently located to the Air Canada Centre, home of basketball team The Toronto Raptors, and right next door is the Rogers Centre, home of baseball team The

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The Newsletter of the Association of Gay and Lesbian Psychiatrists

Co-Editors, Joanne Ahola, M.D.,
and Jose Vito, M.D.

Published quarterly from 4514 Chester Avenue,
Philadelphia, PA 19143-3707.

The views expressed in the *Newsletter* are those of the writer and do not necessarily represent the opinions of the Association of Gay and Lesbian Psychiatrists. The sexual orientation of any writer or any person mentioned in the *Newsletter* should not be inferred unless specifically stated. Mailing lists for the *Newsletter* are confidential, to be used only by the Association of Gay and Lesbian Psychiatrists, and do not imply sexual orientation.

INFORMATION FOR AUTHORS

Persons wishing to submit articles for publication should send them to the National Office, 4514 Chester Avenue, Philadelphia, PA 19143; phone 215-222-2800; Fax: 215-222-3881; E-mail: AGLPeditors@aglp.org. Submissions should be clearly readable. Submissions on electronic media are preferred. Submissions become the property of AGLP and will not be returned unless requested and accompanied by a self-addressed and stamped envelope. The *Newsletter* reserves the right to make editorial changes and to shorten articles to fit space limitations. Name, address, daytime telephone number, and a short biographical statement about the author should accompany the submission even if the author requests anonymity in publication (which is discouraged). The deadline for inclusion in the next issue is March 15, 2015.

ADVERTISING RATES

The *Newsletter* of the Association of Gay and Lesbian Psychiatrists accepts limited advertising depending upon space and applicability to issues affecting psychiatrists who either are gay or lesbian or treat gay and lesbian patients. The mailing lists for AGLP are confidential and never sold or provided to any vendor.

Full Page Ad	\$350
Half-Page Ad	\$250
Business Card	\$125

Community service announcements are printed without charge, but are accepted only on a limited basis depending upon space limitations and applicability.



View this and all AGLP Newsletters by visiting our website at www.AGLP.org. Scan the QR Code to the left to visit the entire archive.

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Editorial Column Joanne Ahola, M.D., and Jose Vito, M.D.

AGLPeditors@aglp.org



Joanne Ahola, M.D.



Jose Vito, M.D.

Dear Readers,

This year's Annual Meeting in Toronto is the centerpiece of this edition. Make your travel plans early and remember passport and any visa requirements. We've got AGLP rates at the Delta Toronto Hotel.

Read about our AGLP workshop tracks, this year's AGLP award winners, the awards dinner and other special AGLP events (thank you to the Local Arrangements Committee!), as well as suggestions for how to spend your free time in Toronto.

Did you vote?

Come vote for AGLP officers at the meeting! And please come to all of the events our fabulous Toronto members have dreamed up for us!

See you in May,

Jose and Joanne



Delta Toronto Hotel

Local Arrangements Committee Toronto *Continued from Page 1*

Toronto Blue Jays. If you are looking for day trips, the Niagara region south of Toronto is very popular with its wineries, historic sites in Niagara-on-the-Lake, and the magnificent Niagara Falls.

AGLP has secured their host hotel for the upcoming APA Annual Meeting in Toronto (May 14-20, 2015). Our block of rooms is available until sold out at the APA discounted rate of \$269 (Canadian) per night, single or double. You can make your reservation using the MAKE YOUR RESERVATION link below, or through the AGLP website, www.aglp.org.

DELTA TORONTO HOTEL

75 Lower Simcoe Street, Toronto, Ontario M5J 3A6 Canada
<https://www.deltahotels.com/Hotels/Delta-Toronto/>

MAKE YOUR RESERVATION NOW!

Located just one block from the Toronto Convention Center, the new Delta Toronto brings you to the intersection of downtown's vibrant financial, sports and entertainment districts. Set in a sleek, 46-floor tower, opened in late 2014, our spacious rooms offer tranquil views over Lake Ontario or a sparkling urban skyline and lively streets lined with shops, bars and restaurants.

\$269 CAD/night Single/Double

The Meeting space for AGLP will be at the Fairmont Royal York, the APA Headquarters during the Annual Meeting. It is located just two blocks from the Delta.

THE FAIRMONT ROYAL YORK

100 Front Street West, Toronto, Ontario, Canada M5J 1E3
<http://www.fairmont.com>

President's Column

Eric Yarbrough, M.D.

EYarbrough@aglp.org



Eric Yarbrough, M.D.

Well 2015 is here and I'm still trying to figure out what decade I'm in. The glasses in Times Square read 2015 but with a circle where the one should be making it look like an oddly shaped 2005. I have then come to realize that I couldn't possibly be 2005 seeing that George Bush isn't on television regularly with neologisms and the map of the freedom to marry for same sex couples looks remarkably different.

It seems the Supreme Court is gearing up to put a definite and clear stamp on same sex marriage. While we'll have to wait to June for the decision, and I know many of you in middle America will be watching the clock for your collection of benefits, there are states currently enacting laws to find a way, in their ever restless hearts, to actively discriminate against gay couples. A law is up for vote in Virginia that would allow schools, hospitals, restaurants, and hotels to turn away presumed gay couples based on religious liberty. I go back to the question of, "is it really 2015?"

The state of AGLP is quite good by the way. With our recent dues increase, many of you jumped the gun and signed up with the lower rate before our changes took effect. That, with the addition of some very generous donors, has put us in a good financial place with the organization. We did receive some questions about the budget and how the money is spent. I would encourage you to look over our budget which is published annually in the newsletter. Keeping the journal running as well as paying for awards and parties is an expensive business. We do have a modest budget to work with and we certainly try to provide you with the resources and networking that make your dues worthwhile. We are all taking part in a larger mission with the organization. Each year we are visibly shining lights on organizations and individuals who stand as leaders in the fight for LGBT equality and mental health care. That is done at our annual awards ceremony and with the Fryer Award. The journal has become more popular as the years pass and our readership has been increasing. Your contributions keep that journal alive and provide a necessary teaching platform for the many in this country that still don't understand an LGBT patient's basic needs.

Just to keep you on your toes, a year from now we'll be in the elusive 2016. A new president will be elected and much like my confused quasi-nightmare from above, we may end up with another Bush in the White House. Remember that your support is still needed, and we as an organization make an impact on the American Psychiatric Association and provide a voice that will always need to be heard.

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2014 - 2015**

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Brian Hurley, M.D., M.B.A.

Medical Education and the Health of Our Communities

Brian Hurley, M.D., M.B.A.

Member, AAMC Advisory Committee on Sexual Orientation, Gender Identity, and Sex Development

Addiction Psychiatrist, David Geffen School of Medicine of the University of California, Los Angeles

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The Association of American Medical Colleges recently published a resource guide for medical educators addressing medical school climates and curricula, with the goal to improve the healthcare of individuals with diverse sexual orientations, gender identities, and sex anatomies. The guide was released at the 2014 annual meeting in Chicago to a room full of welcoming medical school deans – and is available as a free download at: <http://www.aamc.org/lgbtdsd>. A video describing the project is available via <https://www.youtube.com/watch?v=0mOhkKRH38c>

Curriculum addressing these health topics has traditionally been taught by adding an additional hour to the curriculum, often in the context of specific pathologies – for example, gay men are discussed during coursework addressing HIV, or transgender people are discussed in the context of gender dysphoria pathology. The key to understanding the value of this document is the use of a competency-based medical education framework for sex, sexuality, and gender-related clinical care issues. Our committee hopes that medical educators will realize that we are not advocating for additional time to be devoted to these populations, but reworking the existing curriculum to be inclusive of these topics. Institutions need faculty champions to raise awareness of this project. And, of course, feedback from our communities is necessary to address elements overlooked in the guide's current iteration and to provide valuable feedback for future editions.

“The key to understanding the value of this document is the use of a competency-based medical education framework for sex, sexuality, and gender-related clinical care issues.”

Patients who are LGBT, gender nonconforming, and/or born with differences of sex development suffer health and healthcare disparities, stemming from important differences in contexts for health. Medical professionals need to be well prepared to deliver effective care to these patient populations. The AAMC's goal is that tomorrow's physicians are ready to address the health needs of all patients, regardless of sexual orientation, gender identity, and sex anatomy.

The AAMC Advisory Committee on Sexual Orientation, Gender Identity, and Sex Development committee includes nine members,

selected from diverse disciplines, professional backgrounds, institutions, and stages of career development. Four of these members are psychiatrists or psychiatrists in training: Scott Leibowitz (Northwestern University), Andres Sciolla (UC Davis), Kristen Eckstrand (Medical Student at Vanderbilt and applicant to child psychiatry), and myself (Brian Hurley at UCLA). The committee's webpage can be found at <https://www.aamc.org/initiatives/diversity/portfolios/330894/lgbt-patientcare-project.html>. For those that might be interested in joining the AAMC advisory committee or an ad-hoc committee to help contribute to this project, a call for applications will be available by this Winter 2015.

The AGLP and AGLP members have been extraordinarily supportive of the AAMC Advisory Committee on Sexual Orientation, Gender Identity, and Sex Development's work, both in publicizing the guide and supporting the initial implementation of the AAMC's recommendations. Members of the committee have organized an AGLP-supported workshop accepted for presentation at the APA Annual Meeting this May in Toronto, Canada. The workshop will discuss this AAMC Resource Guide and competency based medical education applied to sex, sexuality, and gender-related mental health care issues.

I hope to see all AGLP members at our workshop in Toronto, and looking forward to hearing back with your reactions, suggestions, and all other comments.

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Get Your Passport Ready!



As you plan to attend APA's Annual Meeting in Toronto, please note that travelers entering Canada **MUST** have a valid passport and/or a visa. Check the expiration date of your passport now to be sure it will be valid at the time of entry into Canada. Also check the requirements for re-entry into your country. Know the rules for crossing the border to avoid any last-minute problems.

Passports: To obtain or renew U.S. passports, go to the U.S. State Department's website for U.S. passports and international travel.

Visas: Citizens of certain countries and territories need a visa to visit Canada. If you require a visa for your travel, begin the visa application process immediately. The visa process takes longer than you may anticipate. Visit the Department of Citizenship and Immigration website to determine whether a visa is required for your travel.

Important Information for J1 Visa Holders: Before you make plans to travel to Canada, you need to be sure to have your passport and other documentation as required to re-enter the U.S. Visit this site to learn more (http://internationalcenter.umich.edu/immig/fvisa/fj_travel.html).

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Laverne Cox winner of 2105 John Fryer Award Roy Harker

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Laverne Cox

Laverne Cox has been named as the winner of the **2015 John E. Fryer, M.D., Award**. The award honors an important and highly-visible figure in the LGBT-rights community and offers opportunities for another voice in the ongoing advocacy for rights, research, and informed care for our LGBT patients. Laverne Cox is a critically acclaimed actress who currently appears in the Netflix original series *Orange is the New Black*, playing the groundbreaking role of Sophia Burset, an incarcerated African American transgender woman. Laverne is the first trans woman of color to have a leading role on a mainstream scripted television show. *Time Magazine* named Sophia Burset the 4th most influential fictional character of 2013.

Laverne is also a recipient of the Dorian rising star award for her work in *Orange is the New Black*. A renowned speaker, Laverne has taken her empowering message of moving beyond gender expectations to live more authentically all over the country. Her insights have been featured on CNN, MSNBC, ABC, NPR, HLN, VH1, FOX NEWS LATINO, among other national TV and radio networks.

In 2013 Laverne won Best Supporting Actress at the Massachusetts Independent Film Festival for her work in the praised film *Musical Chairs*, directed by Susan Seidelman (*Desperately Seeking Susan*). Laverne's other acting credits include *Law and Order*, *Law and Order: SVU*, HBO's *Bored to Death*, and the independent films *Carla* and *The Exhibitionists*. She also has roles in the forthcoming films *36 Saints* and *Grand Street*.

Laverne is the first trans woman of color to produce and star in her own television show, VH1's *TRANSForm Me*, which was nominated for a GLAAD Media Award. Laverne is also the first trans woman of color to appear on an American reality television program, VH1's *I Wanna Work for Diddy*, for which she accepted the GLAAD Award for Outstanding Reality Program. Laverne was named one of *Out* magazine's "Out 100," one of the country's top 50 trans icons by *The Huffington Post*, and one of *Metro Source* magazine's "55 People We Love." Laverne's critical writings have appeared in *The Advocate* and *The Huffington Post*. A graduate of Marymount Manhattan College, Laverne holds a degree in Fine Arts.

The John E. Fryer, MD, Award honors an individual whose work has contributed to the mental health of sexual minorities. It was named for John Fryer, the psychiatrist who appeared as "Dr. H. Anonymous" at the 1972 APA meeting and helped move forward the process of removing the diagnosis of homosexuality from the DSM. The Award was funded by AGLP members, a matching grant from the Gill Foundation, and a bequest from AGLP founding member Frank Rundle, MD. The Fryer Award is given at the APA Annual or Fall meeting, and typically

Continued on page 6



John E. Fryer, M.D. Award
Legacy Fund

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The other day I had the pleasure to interview a young man from India for our residency program. We started to talk about a case he had been working on of a trans woman whose family brought her to the clinic to be "fixed". The resident explained that her father had left his first wife and married a second for the sole purpose of having a son, and was devastated with grief and anger over having a child

with gender dysphoria. Thankfully, the resident felt he and his attending were successful in educating and providing counseling to both the trans woman and her family so they came to a sense of understanding, if not peace, with the reality of the situation. The sadder situation was the lack of resources that he had with which to provide his patient. He explained that there is one trans clinic in all of South India so it would take months for her to get an appointment with a specialist.

As I sat speaking with him, at first I thought about how much better care is in the U.S. for LGBT folks. I ran through the various safe spaces and specialty care clinics in the Philadelphia area; Mazzoni Center, Papillon, The Attic, The Rainbow Room. But then I remembered speaking with a colleague who practices in Toledo, OH. As a psychiatrist he provides the hormones for his trans patients because no endocrinologist in town is willing to. I'm sure this isn't an isolated situation. Likely there are many LGBT folks who don't live in big cities, and who struggle to find sensitive and educated care from their providers.

As an organization we're committed to advocating for all these patients, as well as educating the next generation of medical providers. There is still much work to be done and many who haven't seen the effects of the sea change of legal victories. It's our job to continue this fight until equality exists in every state and throughout the world.

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Fryer Award Winner Laverne Cox
Continued from Page 5

includes an honorarium and a lecture at the APA meeting. Unfortunately, Ms. Cox will not be able to accept the award in person, or appear for a lecture, due to filming and scheduling conflicts.

AGLP has instituted a fund raising campaign, in association with the American Psychiatric Foundation, to help endow this award in perpetuity. For more information about how you can get involved, please contact Roy Harker, Executive Director of AGLP at rharker@aglp.org. Tax-deductible contributions to AGLP for the Fryer Award can be made through the AGLP website at www.aglp.org.

•••



WELCOME TO OUR NEW MEMBERS

Jacqueline Buchanan
New York, N.Y.

Daena Petersen, M.D.
Charleston, SC

Alison Duncan, M.D.
Albuquerque, NM

Alan Rodriguez Penney
Caguas, PR

Marcus Ede Allan
Toronto, ON, Canada

Jaime Stevens, M.D.
Baltimore, MD

David Matthews, M.D.
Toronto, ON, Canada

Hunter Story
Greenville, NC

Gino Mortillaro, M.D.
Dorchester, MA

John Tavares, M.D.
Vancouver, BC, Canada

Gaddy Noy, D.O.
Somerville, MA

Seeking a new AGLP Newsletter Editor

AGLP is seeking a volunteer to assume the responsibilities of Editor or Co-Editor of the Newsletter. The Editor/Co-Editor is responsible for soliciting and editing content for the quarterly newsletter. Clerical, design, printing, and distribution aspects of production are all handled by the National Office. As a member of the AGLP Executive Council, the Newsletter Editor/Co-Editor is required to attend all monthly phone conference calls and is encouraged to attend the Annual Meeting and the Annual Business Meeting as consistently as possible. Photographs are an important aspect of the vitality of the periodical and arrangements should be made for photographs at AGLP events whenever possible.

For more information, please contact either of the current editors, Joanne Ahola, MD, and Jose Vito, MD at AGLPEditors@aglp.org or Roy Harker at the AGLP National Office RHarker@aglp.org.

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AGLP 2015 Awards



Rachel Epstein, M.A., Ph. D.

The Barbara Gittings Award for 2015, is being presented to **Rachel Epstein, M.A., Ph.D.**, at an awards reception in Toronto during the APA/AGLP Annual Meeting. Dr. Epstein has been a driving force in Canada for LGBTQ parenting as a sociologist, activist and educator. She is the founder of the LGBTQ Parenting Network and has created courses and has been an author of many publications on this topic including one published recently in the Journal of Gay and Lesbian Mental Health. Dr. Epstein received her PhD in education from York University last year. The AGLP Barbara Gittings Award is presented to a woman who demonstrates exceptional leadership

and advocacy for lesbian issues. It was named after one of the founders of the gay rights movement and one of the activists instrumental in moving APA to consider depathologizing homosexuality.



Albina Veltman, M.D.

The Distinguished Service Award, AGLP's first designated award, is given to an individual for outstanding contributions to the LGBT community. Over the years it has been awarded to AGLP members whose work extends past the reach of the organization, to supportive APA officials, and to public figures. The 2015 Distinguished Service Award is being presented to **Albina Veltman, M.D.** Dr. Veltman is a psychiatrist and an associate professor at McMaster University in Hamilton, Ontario. She is also the Diversity Engagement Chair for the undergraduate MD program at McMaster. She has been an advocate as well for those with developmental disabilities and severe and persistent mental illness. Dr. Veltman serves as a consultant psychiatrist at the

Adult Gender Identity Clinic at the Centre for Addiction and Mental Health. She is noted for authoring the first position paper on LGBTQ Mental Health for the Canadian Psychiatric Association, published just last year in November.



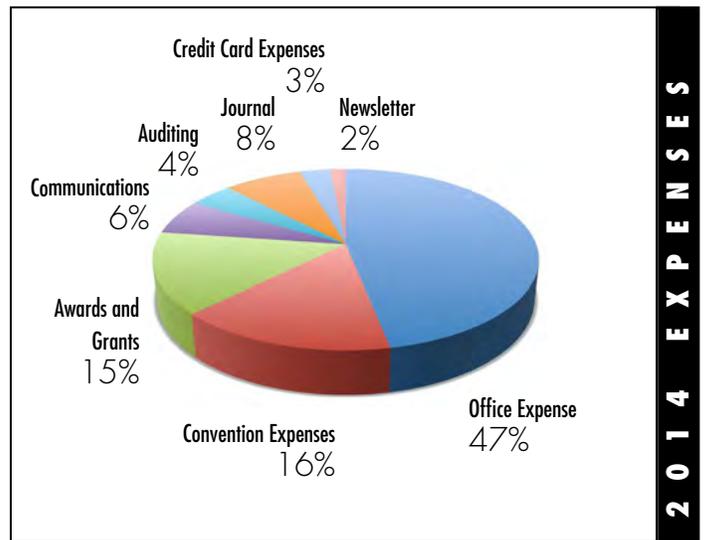
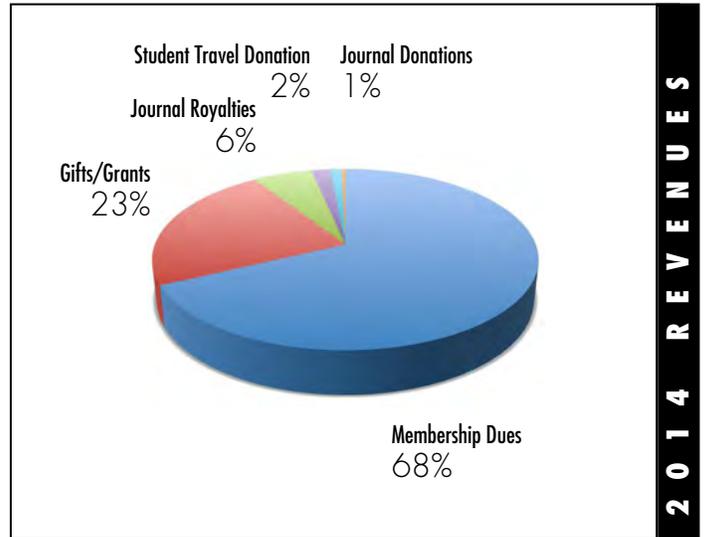
The 2015 Stuart Nichols Award is being conferred on **David Kelley Services**, a program of Family Services Association in Toronto which provides geared-to-income counseling to the LGBT community through two programs, one for HIV+ clients and one for the broader LGBT community. They serve clients from many different communities throughout Toronto, helping them deal with a broad range of issues such as: coming out, sexuality and gender identity, HIV/AIDS, discrimination, relationship issues, isolation, anxiety, depression, abuse and violence. Representing David Kelly is Laurie Chesley, M.S.W., Manager of the organization.



ASSOCIATION OF GAY AND LESBIAN PSYCHIATRISTS

2014 AGLP Financial Statement

Serena Volpp, M.D., Treasurer



LEDGER SUMMARY

	2014	2013
Total Receipts	\$ 103,780	\$ 82,607
Total Disbursements	\$ 86,172	\$ 75,636
Receipts/Disbursements	\$ 17,608	\$ 6,971
CASH, SAVINGS, AND INVESTMENTS		
Beginning of Year		End of Year
\$27,747**		\$45,355

* Includes salaries, postage, supplies, book inventory and mailing expenses, bank service charges
 ** Audited figures

AGLP Fall Business Meeting November 1st, 2014 4pm-8pm EDT

In Attendance: Eric Yarborough, Roy Harker, Serena Yuan Volpp, Amir Ahuja, Joanne Ahola, George Harrison, Marshall Forstein, David Scasta, Sarah Noble, Chris McIntosh, Brian Hurley, Scott Summer, Jim Krajewski, Bill Womack, Flavio Casoy, Sarah Noble and David Scasta via Audiolink

Excused: Kenn Ashley, Laura Erickson-Schroth

Meetings in States Opposed to Equality

Will this take care of itself before the 2016 meeting in Atlanta because of the upcoming court cases?

Do we need to do more if it's not resolved?

Meeting with Saul Levin, President APA & Renee Binder, President-Elect

I. Renee Binder

- a. Her theme for her presidential year: role for psychiatrists as leaders of team, not just psychopharmacologists.
- b. She will also focus on stigma of mental health; will have an awards gala for people who have reduced stigma around mental health.
- c. She would like recommendations for good appointees to APA Components

II. Saul Levin

- a. Fryer Award
 - i. Roy explained the situation with the Fryer Award being mislabeled and then the plan with the APF being mishandled because of staff turnover
 - ii. Saul introduced Jane Chittick (JChittick@Psych.org) the new Director of Development. She said to give the names to her to and she will work on development.
 - iii. Saul believes we need at least 100,000-150,000 in the fund to maintain solvency
- b. APA and LGBT issues
 - i. Dr. Binder notes the APA position statement is out on gay marriage so when there are legal cases APA can submit a brief. She says we need to do the same with ENDA.
 - ii. Should David Scasta and Umberto Leli put forward position papers? Should we be writing to Congress?
 - iii. Dr. Levin states that APA has numerous constituencies, has needed AGLP's help at times for our voice, doesn't want us to be sidelined, AGLP needs to be more pre-eminent.
 - iv. He encouraged us to have more members because the more members we have the bigger voice we have- basically he can control Congress when he tells them he has 35,000 votes and we can have more influence when we're a bigger part of that.
 - v. Suggested contacting Jason Young (jyoung@psych.org) Kristin Kroger (KKroeger@psych.org) to discuss membership/communications
 - vi. Introduced Ian Hedges new director of HIV Psychiatry Office

Discussion of meeting with Saul Levin and Renee Binder

- I. Is it true that Saul needs us?
- II. How APA supports the HIV office will impact how people of color and LGBT folks see how the APA supports them
- III. How do we find our voice in the new structure of the APA?
 - a. Get more AGLP members on the new committees
 - b. Maybe we should survey how many AGLP members are on APA committees?
- IV. Minority leader/ diversity committee (Ranna Pearekh)
 - a. LGBT will be included in the fellowship

Suggestion for putting together a resolution to support transgender in the military

- I. Brian Hurley says the Palm Center now tackling transgender exclusion from military service; rationale is that care is too complicated for Dept of Defense;
 - a. GLMA will introduce the AMA position statement, David Scasta agrees to write a psychiatric position statement

- b. A final vote could be taken in May at the plenary session

The resolution in California re: the homosexual panic defense

II. Jack Drescher wrote a position paper

- a. Should we publically support
- b. We'll review and discuss at next meeting

Budget

III. Our main expenses are Roy, the annual meeting, and the journal

- a. Our budget is also razor thin because we've been getting a large donation from David Kessler and if he were to stop donating our budget would be compromised
- b. Right now, the major donors are subsidizing the organization and their money should be going for special projects and the members should be supporting
- c. If we want to prioritize anything else we need to figure out a way to get other money

IV. Every fall we vote on the budget and its becomes apparent that we might need to increase dues

- a. We haven't had a dues increase in years
- b. Caution against raising dues for early career because its when they first start paying on med student loans
- c. Academic positions have stopped paying dues like they used to

V. Increasing Membership Vs Increasing Dues

- a. The year there was a dramatic decrease in membership there were two things that happened: APA declared that pharmaceutical companies could no longer pay for memberships, and we also switched to digital forms of the newsletter

VI. The problem is: why should I be a member of AGLP?

- a. This is not about the members benefits, it's about the patients, the way psychiatry is moving forward- doing the right thing, the moral side. It used to be that it was difficult to be gay in the APA, now it's easier, but we still need to fight for our patients
- b. But, hard to get people to consistently fund if they don't feel they are getting something else about
- c. Amir: push the What We're Fighting For. Also put more of the Journal in the newsletter, maybe more substantive articles
- d. Brian Hurley gave his experience of trying to recruit members mid-career gay psych (no interest, never been a member)
- e. Flavio Casoy: organizations give people opportunities
- f. Jim: need to find out why people quit. I spoke to someone who was not a member because had difficulty filling out a form.

- g. A lot of us are from urban areas, we are preaching to the choir, the guy who comes from Kansas needs the meetings to re-establish a connection. We have members who are still closeted because they don't feel safe here they live

h. Solidify what we're fighting for/ Target a particular constituency?

- i. We're helping the world be safe for LGBT psychiatrists everywhere!
- ii. Our referral page has gotten 18000 hits since 2011- (100 per day) so one of the things we offer our members is referrals (money!!!)
- iii. Gives you a sense of belonging
- iv. Working for our LGBT patients

Open Discussion about membership with Margy Sved, Marc Manseau, Philip Brost, George Harrison, Kevin Donnelly, Mike Leslie, Dana Peterson

VII. Why are you a member/why aren't you a member

- a. Eric- we're contributing to something bigger than ourselves, for people who are generally in the LGBT community. When I was a resident, it was more for the social community.
- b. Margery- somewhere along the way I accidentally wasn't a member for a couple of years, and then rejoined. Recently I forwarded the letter to encourage people to join AGLP and I got no response- it was upsetting
- c. It seems that you have to have an active interest in the issues that its not simply a matter of being both LGBT and a psychiatrist that can draw people. Time wise, financially, you can get pulled in a lot of directions.

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AGLP Executive Board Meeting Minutes

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d. Roy- In 2012 during a development retreat we made a substantial list of the values of an AGLP membership for the leadership, but we need to figure out how to market this and communicate

e. Marc- If you don't have a specific career interest in LGBT issues it can be hard to keep AGLP on your radar particularly as an early career psychiatrist. But I like to feel part of something like this. The social part is a very important part, but also marketing the work you are doing so that members can see what you're doing. I want to be a part of an organization that's doing this kind of work even if I'm not doing it in my own practice

f. Med student-generally don't hear about AGLP in med school

g. Chris- should I make more of an effort to increase the social media presence beyond Facebook?

i. Yes, it comes up when people post the interesting articles, issues

ii. Lots of different audiences

iii. Could be a good way to get feedback from people

h. Marketing ideas

i. Is there any budget to hire ... Or what about a business school internship/outreach to help with membership or a marketing plan

ii. We used to have an ad in psych news, but had to cut because it was too much \$

i. Recruitment Ideas

i. How do we get people involved early, retention

ii. APA/ IPS provides an opportunity to recruit new members

iii. At the APA we have the booth and this helps with signing up, but not at IPS

iv. Do lectures at ADPRT so we're known to program directors?

v. Should we combine forces with the other specialty GLBT associations to let med students know we're all there?

vi. Advertising with pink triangle? Rainbow? So we are the advertisement for AGLP

j. Mentoring Ideas

i. How can we help med students and residents who aren't in SF or NYC – when it's not a very LGBT friendly environment. Providing mentorships to those who don't have anyone to turn to?

ii. Maybe we could survey med schools and see are you LGBT friendly, how many staff are LGBT? Makes the point that this is important

iii. Be in touch with deans of student life

iv. Currently we have started a "buddy system" so new members are paired up with someone on the board who introduces themselves and reaches out to welcome them to the AGLP.

k. Task Forces

i. Research our own members

ii. Research the medical schools

l. Roy- do we have too many groups with too little inertia?

i. Should we scrap the committees?

ii. Or do we try to get new members to join the committees

iii. Serena- do we need more medical students, residents, and early career psychiatrists on the board? We need to revitalize the early career psychiatrists

iv. Eric- maybe connecting someone like Marshall with an early career psychiatrist to complete a project –

VIII. Dues Increase Discussion

a. We've tried to avoid raising dues because we didn't want to lose members but the fact is that we're losing members and now we need the money

b. I'd rather charge for the reception than have my dues increase and subsidize other people eating food

c. We tried charging last year for nonmembers but it didn't work

d. Before we did charge across the board but we decided it was important to make it a member benefit

e. \$275 = 2% increase over every year

f. What about increasing the general membership \$275 and early career \$175 and leaving the resident and medical student memberships the same

g. What about increasing the residents to \$60 and medical students to \$20?

h. Residents are our biggest loss- 8,500 we're subsidizing

i. If we increase to \$60 then it goes to \$8,085

j. The increase will likely lead to attrition and will need to have a good membership drive

IX. Budget

a. Because we don't have everyone here, let's adjust the budget as we see fit today and then we can take a vote online.

b. David Kessler's donation has been factored into the budget again under grants, so we're basing our budget on this assumption

c. What about charging for the closing awards reception in Toronto?

d. If we increase the dues, do we have to alert the members?

i. Maybe we could use it as a marketing tool- get in now before the dues go up

ii. Need a letter from Eric to explain why this is happening- that we need to make up for the decrease in membership, he can also put this in the newsletter

e. Shipping for APA is more expensive because it's Toronto

f. Membership tools increase is mostly from credit card charges

g. Serena: do we need a land line?

h. We've run out of time so we'll continue the budget discussion on Thursday Nov 13th at 9am.

AGLP Executive Meeting

Monday, December 15, 2014

3:00pm-4:00pm EDT

In Attendance: Eric Yarborough, Roy Harker, Sarah Noble, Serena Yuan Volpp, Joanne Ahola, Kenn Ashley, Chris McIntosh, Jose Vito

Excused:

Absent: Laura Erickson-Schroth, Jack Pula, Phil Bialer, Dan Safin, Jonathan Weiss, Gene Nakajima, Andy Tompkins, Paul Browde, David Scasta, Mary Barber, Anand Pandya, Ubaldo Leli, Maureen Murphy-Ryan, Amir Ahuja

Toronto Meeting

Chris: we had the first meeting of our local arrangements committee and had established our hotel

We'll try for the Cosmopolitan, Delta, or Le Germain. Our goal is for the Hospitality Suite to be close to the conference center for increased awareness and availability.

What kind of deadline should we be thinking of for each activity?

Awards- Roy states we should announce the awards in the next newsletter

Guidebook- Eric states it's easy if you split up the categories of the guidebook and everyone updates a section

Awards Ceremony Venue- Roy notes that it's better if it's near the conference center

Some options include the Roy Thompson Center, the Shangri-La, The Spoke Club

Reminder: Student Paper Award Deadline is March 1st

Fryer Award:

We made our 10,000 threshold so we got our \$10,000 from the APF matching fund for a total of \$21,900. Mary Barber would like to increase our fund raising to \$35,000 so we have a safety net for the fund.

APF still hasn't agreed to postpone the deadline, but Roy has sent in a letter requesting the deadline be postponed one year since APF hasn't provided any support in fundraising or grant writing.

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AGLP Executive Board Meeting Minutes*Continued from Page 9*

APF says they will be providing a staff member who will be dedicated to our

AAOL Successor:

Margie Sved has agreed to be the AAOL successor.

We will need to address the budget changes this will cause and discuss with her how much financial assistance she'll require since David Scasta has been covering his own travel expenses.

Component Positions:

Kenn reached out to Anand about whether he wants to be reappointed to the component position but hasn't heard back.

Since we haven't heard back from him and communication has been limited, we should reach out to some others who might be interested in increasing the communication between AGLP and the Components

Videos for Website:

Eric needs all the board members to make a video and send them to him

AGLP nominating committee for president-elect:

Anyone who is interested in becoming President-Elect can contact Kenn Ashley at KAshley@chpnet.org

If elected you would be President Elect for all of 2015 and then become President from 2016-2018.

Policy on Professional Meetings in Discriminatory States:

Presented by Marshall Forstein because Georgia isn't supportive of same sex marriage and we may want to consider not attending. We should also consider expanding our concern for transgender individuals and women in light of Georgia's regressive laws.

The question is whether it will be a moot point because there may be a Supreme Court Case supporting same sex unions unilaterally across all the states.

Eric will be in touch with Marshall about drafting a statement.

Next Meeting: January 19th 3pm EST

AGLP Executive Meeting Monday, January 19, 2015 3:00pm-4:00pm EDT

In Attendance: Amir Ahuja, Eric Yarborough, Roy Harker, Sarah Noble, Serena Yuan Volpp, Joanne Ahola, Chris McIntosh

Excused: Kenn Ashley, Jose Vito

Absent: Laura Erickson-Schroth, Jack Pula, Phil Bialer, Dan Safin, Jonathan Weiss, Gene Nakajima, Andy Tompkins, Paul Browde, David Scasta, Mary Barber, Anand Pandya, Ubaldo Leli, Maureen Murphy-Ryan,

Toronto Meeting

- Next Local Arrangements Meeting is January 30, they'll be working on awards suggestions
- Hotel room block is at The Delta <https://www.deltahotels.com/Hotels/Delta-Toronto>
- Meeting rooms are Fairmont Royal York <http://www.fairmont.com/royal-york-toronto/>
- The two hotels are not that far apart, so the inconvenience should be slight.
- What does the \$1700 budgeted cover? For the hospitality suite, board luncheon, and other things during the conference.
- Submissions for the resident paper award have started to come in; Eric stated he knows of a couple anticipated submissions. Local arrangements committee is working on the guide book
- We need to get the awards ceremony location nailed down
- It would be nice to do the psychotherapy case conference so Chris will look into this
- What about a movie screening in the hospitality suite?

Fryer Award

- So far \$23,250 has been raised, which includes the \$10,000 matching grant from the American Psychiatric Foundation. We have not received any other money from APF and

Roy has not heard anything back from the contact person there.

- The end of 2015 would be the official deadline of the fundraising period but since we've had no help from APF for grant applications, we would like an extension from them. We've heard nothing from APF about whether we can extend this deadline.

AGLP Nominating Committee for President-Elect

- Kenn Ashley will head this committee
- The slate has to be published 60 days prior to the annual meeting.

Budget

- Due to a large number of people who renewed early to beat the dues increase, we have about \$52,000 in cash split between Well Fargo and Royal Bank. This is money that we will not receive in 2015.
- We originally had our account with Royal because it was part of the LGBT community, but it's been purchased by another bank. It provides no interest and charges a monthly fee so we are considering closing that account. Roy will look into options.

Committee Reports

Newsletter: The newsletter editors were not able to contact the candidates for the APA election this year to get their views in time for the newsletter. Publication of the newsletter will be delayed and more information about Toronto and the upcoming annual meeting will be put in instead.

Website

- Chris notes that he was looking at the website and realized that it's a bit confusing to become a member
- Discussion to create some changes to make it more clear and easier to join online was had.

IPS 2015

- Amir and Eric just turned in a submission for a symposium about transgender providers of psychiatric services and transgender patients
- Serena and Amir have just been appointed to be consultants to the IPS Scientific Program Committee. This was a positive outcome from APA President-Elect Dr. Binder's meeting with the Board at IPS 2014 (she had asked for CVs of AGLP members interested in APA components).

Membership

- Discussion was had about the need to continue efforts to increase membership.

Since we have a little more cash on hand, should we consider advertising, going to subspecialty meetings, going to a larger booth (\$1,000) at the annual meeting?

- We need to reprint our membership pamphlet to adjust the membership costs and will take the opportunity to update the pamphlet: Roy will send the current pamphlet to the Board to review at the next conference call.

Next Meeting:

Was changed from February 16 to Monday, February 9, 2015, 3:00pm since Feb 16 is a holiday.

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THANKS TO THE FOLLOWING WHO HAVE GENEROUSLY SUPPORTED AGLP FOR 2015-2016

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