

Committee on Sexual Orientation
and Gender Diversity
(CSOGD)

2025 Meeting Minutes

Committee on Sexual Orientation and Gender Diversity

January 22, 2025

Meeting Minutes

Members: Roberto Gonzalez, Alton Carswell, Kevin Delucio, Nic Rider, Collin Takahashi

APA Staff: Tanya Burrwell, Stefanie Reeves

1. Welcome/Check-in

CSOGD Chair and welcomed members and guests. New members Alton Carswell, Kevn Delucio, and Colin Takahashi were introduced to the committee.

*Review of meeting protocols:

- Set some communication group guidance at the beginning of meeting (i.e., turn-taking, active listening, ask for clarification)
- Have a couple of check-ins with the group to see if there are any outstanding questions & reset/remind everyone of comms guidance
- Ask clarifying questions
- Use contextual clues & follow responses from other individuals in the meeting
- Share live notes up on screen & ask group for clarification (can someone assist with taking notes, so you can concentrate)
- Don't rush speaker, interrupt, or fill in with what you think they're trying to say

2. CSOGD Liaisons/Guests:

There were no liaison reports for this meeting.

3. Advocacy Update

- Ms. Stefanie Reeves (Deputy Chief of Public Engagement, Advocacy) addressed concerns regarding recent legislative actions and several avenues to address these actions, as well as ways to utilize members' expertise. Members' with particular subject-matter expertise (as well as media experience, etc.) are requested to contact staff.
- There have been recent changes to Advocacy, which include additional staff to address state issues. There will be an invite extended to Kenneth Polishchuk, Deputy Chief of Education Policy, who will be working to address LGBTQ+ student concerns (K-12).
- Ms. Reeves is also exploring potential collaborations to work together with Division 44.
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4. CSOGD Business:

- **Call for Nominations 2026-28**
- **Members were requested to take a few moments to submit nominations in the portal.**
- The [nominations](#) Portal will close on January 31, 2025.
- The 2026-28 call includes two openings on CSOGD that will be formally seated on January 1, 2026. CSOGD members and affiliates are encouraged to nominate for the CSOGD openings, with at least 10 nominations per open seat.

- There is no need to contact nominees before making nominations as nominees can easily decline nominations through APA's portal.

5. 2025 Convention Update

- The 2025 convention will be convened in Denver, CO.
- Erin submitted a proposal to Division 44 for a critical conversation.
- Working title: Navigating Sociopolitical Challenges in Gender-Affirming Care: Building Coalitions.
- While the system only permitted listing six presenters, there may be an opportunity to list additional members as authors on the presentation slides.

6. 2025 CSOGD Workplan

CSOGD Chair led a discussion regarding the 2025 committee priorities (below).

1. **Priority:** "Getting Our House in Order" with Respect to Education, Research, and Advocacy: Queering APA Leadership and APA's Analysis of Issues in the Field.
Output: Refining values as our committee and committing to an anti-oppressive framework in all CSOGD processes. This includes responses to cross-cutting agenda items emphasizing an intersectional frame as foundational and bringing this frame to other requests for CSOGD input.
2. **Priority:** Making Psychology and APA a Professional Home and Trusted Resource for Sexual and Gender Diverse Individuals, Particularly Queer and/or Trans Black, Indigenous, and/or People of Color.
Output: CSOGD will continue working on fostering a collaborative and inclusive space BIPOC QTNB psychologists/trainees to connect with others and collaborate on advocacy efforts furthering the rights of 2SLGBTQ+ communities.
3. **Priority:** Engage in planning activities with BAPPI and its committees to consider the scope of future outcomes and related activities utilizing human rights-based approaches across the breadth of subject-matter expertise represented in the groups.
Output: TBD
4. **Priority:** CSOGD will evaluate its efficiency and effectiveness in carrying out its mission.
Output: Policy and Planning Board's Committee Self Study

Members discussed the development and accessibility of resource materials. Members were requested to review current content on the APA website and identify areas and/or gaps. Members will also invite staff from Communications to a future meeting.

7. Additional:

- APAGS-CSOGD Meetings:
- Members are requested to continue efforts to attend the meetings and maintain updates, collaborative efforts, etc.
<https://docs.google.com/document/d/1NxR6Ona0fxMd8GtN1GzBcfjaJD7W4u4NbBDj8cbTI0s/edit?usp=sharing> ?
- Staff will reach out to the new liaison regarding updates to the meeting schedule (using the link).

8. Review Requests:

Members received the request to review the Commission for the Recognition of Specialties and Subspecialties in Professional Psychology (CRSSPP) four specialty petitions:

- [Addiction Psychology Specialty petition \(new\)](#)
- [Clinical Health Psychology Specialty petition \(renewing\)](#) (RG)
- [Couple and Family Psychology Specialty petition \(renewing\)](#) (RG)
- [Group Psychology and Group Psychotherapy Specialty Petition \(renewing\)](#)

The Chair has requested one (or two) members to take the lead in the reviewing one of the petitions listed above.

9. Upcoming meetings:

Members were requested to review availability for a running meeting date/time for remainder of 2025. Staff will create a poll to evaluate member availability.

Committee on Sexual Orientation and Gender Diversity

February 27, 2025

Meeting Minutes

Members: Roberto Gonzalez, Erin Liebich, Alton Carswell, Kevin Delucio, Nic Rider, Collin Takahashi

Guests: Tom Schlechter (APAGS-CSOGD)

APA Staff: Tanya Burrwell, Kenneth Polishchuk, Lauren Sommers

1. Welcome/Check-in

Welcome to members and guests.

*Review of meeting protocols:

- Set some communication group guidance at the beginning of meeting (i.e., turn-taking, active listening, ask for clarification)
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- Ask clarifying questions
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2. Spring Consolidated Meetings (Washington, DC / Virtual)

- a. Guest: Dr. Lauren Sommers, Deputy Chief of Public Interest joined CEMA to provide an overview of the upcoming Spring Consolidated Meeting, which will include the PI committees working in collaborative workgroups. Dr. Sommers engaged members in a conversation regarding the top 3 issues currently facing CEMA's constituency. Following the meeting, members are requested to email any additional ideas/suggested topic areas.

Members will receive a survey with an opportunity to select/rank the topic/groups for the meeting. Additionally, once the groups are identified, members will receive guidance, and a lit search related to the selected topic area/group. Members will be requested to respond to the survey link expeditiously.

- b. Virtual Plenary, Tue 3/11/2025 2:00 PM - 3:30 PM Register in advance:

https://apa-org.zoom.us/webinar/register/WN_sJK24p3aSBG5HltwEKyZ-w

*After registering, you will receive a confirmation email containing information about join

3. APA Advocacy Update

- Kenneth Polishchuk, Deputy Chief for Education and Training Policy, Advocacy provided an update regarding current legislative actions.
- Advocacy has developed a website to share the responses to the recent advocacy actions and updates: <https://updates.apaservices.org/response-center>

4. CSOGD Liaisons/Guests:

Liaisons and guests are invited to provide brief introductions and updates on items relevant to CSOGD business.

- Tom Schlechter is the new APAGS-CSOGD liaison and provided an update regarding APAGS initiatives.
- APAGS-CSOGD – Members should discuss efforts to attend the meetings and maintain updates, collaborative efforts, etc. Meeting dates have been updated in the link below:
<https://docs.google.com/document/d/1NxR6Ona0fxMd8GtN1GzBcfjaJD7W4u4NbBDj8cbTl0s/edit?usp=sharing>

5. CSOGD Business:

- CSOGD Nominations: Update
 - o Nominations materials and preliminary ranking forms will be uploaded into a private CSOGD Teams channel.
 - o Members will be requested to complete the preliminary rankings prior to the SCM to facilitate the conversation.

6. 2025 Convention (Denver, CO)

- Notification regarding the CSOGD proposal has not been provided by the time of this meeting.
- Members expressed continued interest in collaborating with CEMA for the CEMA Breakfast.

7. 2025 CSOGD Workplan (Discussion/Review)

1. **Priority:** “Getting Our House in Order” with Respect to Education, Research, and Advocacy: Queering APA Leadership and APA’s Analysis of Issues in the Field.
Output: Refining values as our committee and committing to an anti-oppressive framework in all CSOGD processes. This includes responses to cross-cutting agenda items emphasizing an intersectional frame as foundational and bringing this frame to other requests for CSOGD input.
2. **Priority:** Making Psychology and APA a Professional Home and Trusted Resource for Sexual and Gender Diverse Individuals, Particularly Queer and/or Trans Black, Indigenous, and/or People of Color.
Output: CSOGD will continue working on fostering a collaborative and inclusive space BIPOC QTNB psychologists/trainees to connect with others and collaborate on advocacy efforts furthering the rights of 2SLGBTQ+ communities.
3. **Priority:** Engage in planning activities with BAPPI and its committees to consider the scope of future outcomes and related activities utilizing human rights-based approaches across the breadth of subject-matter expertise represented in the groups.
Output: TBD
4. **Priority:** CSOGD will evaluate its efficiency and effectiveness in carrying out its mission.
Output: Policy and Planning Board’s Committee Self Study

8. Review Requests: Members reviewed and assigned leads for the items below.

- **CRSSPP Petitions**

The APA's Commission for the Recognition of Specialties and Subspecialties in Professional Psychology (CRSSPP) is [accepting comments for four specialty petitions online](#):

- [Addiction Psychology Specialty petition \(new\)](#)
- [Clinical Health Psychology Specialty petition \(renewing\)](#) (RG)
- [Couple and Family Psychology Specialty petition \(renewing\)](#) (RG)
- [Group Psychology and Group Psychotherapy Specialty Petition \(renewing\)](#) (EL)

The closing deadline for comments is 5:00PM ET, March 10, 2025.

9. Upcoming meetings:

CSOGD will meet on the fourth Thursday at 1:00 – 2:00 pm EST.

- March 14 & 15 SCM
- March 27
- April 24
- May 22
- June 26

Committee on Sexual Orientation and Gender Diversity

March 27, 2025

Meeting Minutes

Members Present: Roberto Gonzalez, Erin Liebich, Alton Carswell, Kevin Delucio, Nic Rider, Anneliese Singh, Colin Takahashi

APA Staff: Julio Abreu, Tanya Burrwell, Stefanie Reeves

1. Welcome/Check-in

CSOGD Chair welcomed members and guests.

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2. APA Advocacy: Update

- Stefanie Reeves, Deputy Chief of Public Engagement and Julio Abreu, Director of Congressional and Federal Relations, APA Advocacy
- Staff provided an overview of current advocacy actions and updates that have been posted to the APA/APASI Response Center <https://updates.apaservices.org/>
- CSOGD members were requested to review and provide feedback on a draft resource to help psychologists in their communities dispel misinformation about LGBTQ+ populations. Comments and feedback are **due by April 24**
- Members expressed continued interest in working with Advocacy on the development of resources on SOGD issues/concerns.
- Members also expressed concern regarding information regarding support for psychologists, training programs, and use of the Practice Guidelines. Ms. Reeves will meet with Practice Advocacy staff.
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3. CSOGD Liaisons/Guests:

Liaisons and guests are invited to provide brief introductions and updates on items relevant to CSOGD business.

- No updates

4. CSOGD Business: EXECUTIVE COMMITTEE

- CSOGD Nominations:
 - o Members will finalize the nominations slate via email
 - o Preliminary rankings can be found in the private CSOGD Teams channel

- Members are requested to review and provide their final rankings by **Tuesday, April 1 (ranking form provided under separate cover)**

5. Review Requests:

- SCM Collaborative Workgroup draft policy statement, *Mental Health Impacts of Stigma and Discrimination for Transgender and Gender Diverse Children and Adolescents*
 - Workgroup members: EL and AC
 - Members were requested to provide feedback to EL by **Friday, March 28**
- **NBI 17F_ Feb 2025: Report on Consensual Non-Monogamy** (attached)
 - CSOGD assigned a lead to this item (AC)
 - Review and comment full committee view by **April 21**
 - Comments due to BSA **April 24**

6. 2025 CSOGD Workplan (Provided as information)

- 1. Priority:** “Getting Our House in Order” with Respect to Education, Research, and Advocacy: Queering APA Leadership and APA’s Analysis of Issues in the Field.
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Output: TBD
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Output: Policy and Planning Board’s Committee Self Study

7. Additional:

- APAGS-CSOGD – Members should discuss efforts to attend the meetings and maintain updates, collaborative efforts, etc.
<https://docs.google.com/document/d/1NxR6Ona0fxMd8GtN1GzBcfjaJD7W4u4NbBDj8cbTl0s/edit?usp=sharing> ?

8. Upcoming meetings:

CSOGD will meet on the fourth Thursday at 1:00 – 2:00 pm EST.

- April 24
- May 22
- June 26

Committee on Sexual Orientation and Gender Diversity

April 24, 2025

Meeting Minutes

Members: Roberto Gonzalez, Erin Liebich, Alton Carswell, Anneliese Singh, Colin Takahashi

Liaison(s)/Guest(s): N. Patricia Fernandez

APA Staff: Julio Abreu, Tanya Burrwell, Stefanie Reeves

1. Welcome/Check-in

CSOGD Chair welcomed members and guests.

2. APA Advocacy: Update

- Guests: Stefanie Reeves, Deputy Chief of Public Engagement and Julio Abreu, Director of Congressional and Federal Relations, APA Advocacy
 - o Update regarding APA/APASI Response Center
<https://updates.apaservices.org/>
 - o How Policy Changes Could Impact Equity, Diversity, and Inclusion Work in Psychology <https://updates.apaservices.org/how-policy-changes-could-impact-equity--diversity--and-inclusion-work-in-psychology>
 - o APA submitted a letter in response to Proposed Rule ACA
 - o HHS Secretary Kennedy will be testifying next month before the Senate Health Education Labor and Pension Committee
- CSOGD members were requested to review and provide feedback on a draft resource to help psychologists in their communities dispel misinformation about LGBTQ+ populations. Staff will compile feedback into one document and submit it to Advocacy staff.
- Colin will create a table/chart to track request/identify those questions/actions items.
[CSOGD - APA Requests Tracking Sheet - Google Sheets](#) (CSOGD members only access).

3. CSOGD Liaisons/Guests:

Liaisons and guests are invited to provide brief introductions and updates on items relevant to CSOGD business.

- o Update from BAPPI liaison, N. Patricia Fernandez
- o Members have requested a liaison from Division 44.

4. CSOGD Business:

- **5-Year Policy Review: Follow up**
 - o CSOGD should assign members to take the lead for each item and develop a timeline for the revision process. (See the attached exhibit from the March 2025 SCM).
 - o Members are requested to review the policies and identify interest in subject matter and availability to lead (co-lead) the revision process.
 - o Staff will reach out to former members to gauge continued interest in participating in the revision process.

- APA Convention: Denver, CO
 - o CSOGD will once again contribute the convention funds (\$1000) toward the CEMA Breakfast program
 - o Roberto will serve as the CSOGD liaison for this program

5. 2025 CSOGD Workplan (Provided as information)

- 1. Priority:** “Getting Our House in Order” with Respect to Education, Research, and Advocacy: Queering APA Leadership and APA’s Analysis of Issues in the Field.
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- 2. Priority:** Making Psychology and APA a Professional Home and Trusted Resource for Sexual and Gender Diverse Individuals, Particularly Queer and/or Trans Black, Indigenous, and/or People of Color.
Output: CSOGD will continue working on fostering a collaborative and inclusive space BIPOC QTNB psychologists/trainees to connect with others and collaborate on advocacy efforts furthering the rights of 2SLGBTQ+ communities.
- 3. Priority:** Engage in planning activities with BAPPI and its committees to consider the scope of future outcomes and related activities utilizing human rights-based approaches across the breadth of subject-matter expertise represented in the groups.
Output: SCM collaborative workgroups. Additional initiatives are tbd.
- 4. Priority:** CSOGD will evaluate its efficiency and effectiveness in carrying out its mission.
Output: Policy and Planning Board’s Committee Self Study
 - o <https://forms.office.com/r/zcTDBSAPJd> (Members only for survey completion.)

6. Review Requests:

- **NBI 17F_ Feb 2025: Report on Consensual Non-Monogamy**
 - o CSOGD assigned a lead to this item (AC)
 - o CSOGD feedback was submitted to BSA in accordance with the proposed deadline.

7. Additional:

- APAGS-CSOGD – Members should discuss efforts to attend the meetings and maintain updates, collaborative efforts, etc.
<https://docs.google.com/document/d/1NxR6Ona0fxMd8GtN1GzBcfjaJD7W4u4NbBDj8cbTl0s/edit?usp=sharing> ?

8. Upcoming meetings:

CSOGD will meet on the fourth Thursday at 1:00 – 2:00 pm EST.

- May 22
- June 26

Committee on Sexual Orientation and Gender Diversity
June 26, 2025
Meeting Minutes

Members: Roberto Gonzalez, Erin Liebich, Alton Carswell, Kevin DeLucio, G. Nic Rider, Colin Takahashi
APA Staff: Julio Abreu, Tanya Burrwell

1. Welcome/Check-in

CSOGD Chair welcomed members and guests.

2. APA Advocacy: Update

Julio Abreu, Director of Congressional and Federal Relations, APA Advocacy, provided an update on recent Advocacy actions related to CSOGD.

- Update regarding the MHLG (Mental Health Liaisons Group) letter on the LGBTQ dedicated line, 988
- If needed

3. CSOGD Liaisons/Guests:

Liaisons and guests are invited to provide brief introductions and updates on items relevant to CSOGD business.

4. CSOGD Business:

- **5-Year Policy Review: Follow up (ACTION)**
 - o CSOGD should assign members to take the lead for each item and develop a timeline for the revision process. (See the May 22nd email).

5. P&P Self Study Survey (see also CSOGD workplan)

- o CSOGD Members are requested to complete the P&P committee Self-Study Survey by July 1
- o Please access the survey using:
<https://forms.office.com/r/zcTDBSAPJd>
(CSOGD members only for survey completion.)

6. Future Meetings: CSOGD meets the fourth Thursday of each month, from 1:00 – 2:00 pm EST. Members are requested to review and discuss the current meeting days/times.

- **Upcoming meetings:**
- July 24
- August 28
- September 25

7. APA Convention: Denver, CO - Update

- CSOGD is collaborating and contributing to the CEMA Breakfast – along with CWP, Division 45 and APAGS
 - CSOGD rep for the panel discussion – Roberto
 - Breakfast date: Saturday, August 9; 7:00 am – 9:00 am
 - Discussion topic: Survivance

8. Board and Committee Review and Report on Awards (Discussion/Action)

- The boards and committees are requested to conduct a review of any awards under your purview and submit a report to the Board of Directors by September 30, 2025. Your report should categorize each award you give into one of the following categories:
 1. Awards to Sunset: These are awards that receive few or no nominations or are no longer timely or meaningful.
 2. Awards to Pause: These awards consistently receive low nominations or have unclear value. We suggest pausing them for 2–3 years determined by the corresponding interval of the award, before evaluating and determining if the award should be reinstated.
 3. Awards to Continue: These are awards your board or committee believes should be maintained. Please include a rationale explaining how each award in this category advances APA’s mission and strategic priorities.

9. Review Requests/Calls for Nomination:

- **2026 NMCS Call for Proposals**
The call for proposals for the 2026 NMCS is live! Please see the following link:
<https://event.fourwaves.com/nmcs2026/pages>

Please note: Deadline for Proposals is June 30, 2025 11:59pm PST.

10. 2025 CSOGD Workplan (Provided as information)

1. **Priority:** “Getting Our House in Order” with Respect to Education, Research, and Advocacy: Queering APA Leadership and APA’s Analysis of Issues in the Field.
Output: Refining values as our committee and committing to an anti-oppressive framework in all CSOGD processes. This includes responses to cross-cutting agenda items emphasizing an intersectional frame as foundational and bringing this frame to other requests for CSOGD input.
2. **Priority:** Making Psychology and APA a Professional Home and Trusted Resource for Sexual and Gender Diverse Individuals, Particularly Queer and/or Trans Black, Indigenous, and/or People of Color.
Output: CSOGD will continue working on fostering a collaborative and inclusive space BIPOC QTNB psychologists/trainees to connect with others and collaborate on advocacy efforts furthering the rights of 2SLGBTQ+ communities.

3. **Priority:** Engage in planning activities with BAPPI and its committees to consider the scope of future outcomes and related activities utilizing human rights-based approaches across the breadth of subject-matter expertise represented in the groups.

Output: SCM collaborative workgroups. Additional initiatives are tbd.

4. **Priority:** CSOGD will evaluate its efficiency and effectiveness in carrying out its mission.

Output: Policy and Planning Board's Committee Self Study

11. Additional:

- APAGS-CSOGD – Members should discuss efforts to attend the meetings and maintain updates, collaborative efforts, etc.

<https://docs.google.com/document/d/1NxR6Ona0fxMd8GtN1GzBcfjaJD7W4u4NbBDj8cbTl0s/edit?usp=sharing> ?

Call for Nominations for Work Group to Update and Revise

APA Record Keeping Guidelines

The American Psychological Association is seeking nominations for individuals to serve on a work group to update and revise the APA Practice Guidelines for Record Keeping (<https://www.apa.org/practice/guidelines/record-keeping>).

These guidelines are designed to educate psychologists and provide a framework for making decisions regarding professional record keeping. State and federal laws, as well as the American Psychological Association's Ethics Code, generally require maintenance of appropriate records of psychological services. The most recent APA record keeping guidelines have expired as policy, so revision of this guideline is a strategic priority. Work will begin as soon as the working group is formed. All meetings will be conducted virtually twice monthly, with working group members contributing to writing draft language between meetings.

We are seeking individuals who represent a wide range of expertise, settings, and experience and have extensive familiarity with the topic of best practices for record keeping of psychologists practicing across various roles, populations, and settings, including both health service and applied psychology settings. Diversity of nominee backgrounds across specialty areas, race/culture/ethnicity, religious expression, veteran status, socio-economic status, age, sexual orientation and gender diversity, and disability is also sought.

Up to seven (7) members will be appointed to the working group by the Board of Professional Affairs, in consultation with the Committee on Professional Practice and Standards (COPPS). Self-nominations are encouraged! Nominees will be asked to complete a Conflict-of-Interest Questionnaire and a Matrix for Elected and Appointed Leaders. Endorsements from other individuals or groups are not required or expected.

Nomination materials should include:

- Letter from the nominee, including a statement of the nominee's willingness to serve and explanation of how nominee's expertise and qualifications relate to the areas described above.
- Nominee's current curriculum vitae or resume.

Nominations and supporting materials should be emailed to Shakila Pedris (spedris@apa.org) by **June 2, 2025**. Questions may be directed to Robin McLeod, PhD (rmcleod@apa.org).

Committee on Sexual Orientation and Gender Diversity
July 31, 2025

Meeting Minutes

Members: Roberto Gonzalez, Erin Liebich, Alton Carswell, Kevin DeLucio, Nic Rider, Anneliese Singh
APA Staff: Julio Abreu, Tanya Burrwell

1. Welcome/Check-in

Welcome to members and Guests

2. APA Advocacy:

- Julio Abreu, Director of Congressional and Federal Relations, provided an update on recent Advocacy actions and initiatives (See July 29th email)
 - o EO on individuals experiencing homelessness and MH/SUD
 - o <https://updates.apaservices.org/homelessness>
 - o APA alert in response to OBBBA
 - o FY26 Labor, HHS funding bill
- Anneliese attended the July 25th Think Tank meeting and provided a summary.
 - o Follow-up question - APA contact re training around the *Guidelines for Psychological Practice with Transgender and Gender Nonconforming People*

3. CSOGD Liaisons/Guests:

Liaisons and guests are invited to provide brief introductions and updates on items relevant to CSOGD business.

- NA

4. CSOGD Business:

- a. P&P Self Study Survey
 - CSOGD members were provided a copy of the results from the P&P committee Self-Study Survey.
 - Members who were previously unable to complete the survey were asked to complete the survey before it closes at the end of August.
 - Members will discuss the survey results during the August 28 meeting.
- b. 2026 Chair/Vice-Chair
 - Members approved the selection of 2025 Chair-elect, Erin Liebich and 2025 Vice Chair-elect, Alton Carswell.
- c. CSOGD Nominations Update
 - The BOD approved the 2026 nominations slate. Staff has provided notification to the selected nominees. Upon acceptance, staff will provide notification to the non-selected nominees.
- d. 2026 Workplan Development

- Members are requested to review the status of 2025 priorities and b
- Due to time constraints, this item was deferred to the August 28 meeting.

2. 5-Year Policy Review: Follow up (ACTION)

- CSOGD assign members to take the lead for each item and develop a timeline for the revision process (see attached chart/resolution text).
- Leads/pairs are requested to meet/discuss plans for revision and provide an update for the August 28th meeting.
- Staff will share previous member comments/review from the 2023 review.

3. Board and Committee Review and Report on Awards (Discussion/Action)

- Members discussed the BOD request for the boards and committees are requested to conduct a review of any awards under your purview and submit a report to the Board of Directors by September 30, 2025.
- RG and NR will take the lead on drafting a brief response for review during the August 28 meeting.

4. APA Convention: Denver, CO

- Members were provided with details for the CEMA Networking Breakfast
- CSOGD member Colin Takahashi will serve as the CSOGD representative on the panel discussion for the CEMA Networking Breakfast.

5. Review Requests:

- Call for Comments: Multicultural Guidelines: An Ecological Approach to Context, Identity, and Intersectionality, 2017
 - https://commentinggov.apa.org/f1/review/details_form.asp
 - AS and KD will take the lead on this item
 - Draft comments for CSOGD will be provided by Sept. 25
 - Deadline for entering comments in the portal is October 1st
- CONA Seeking Comments on revised *Resolution on Palliative Care and End-of-life Issues*.
 - <https://commentinggov.apa.org/>
 - The comment period closes on August 18, 2025.
 - RG assigned as lead

6. Future Meetings: CSOGD meets the fourth Thursday of each month, from 1:00 – 2:00 pm EST. Members are requested to review and discuss the current meeting days/times.

August 28

September 25

October 23

November (TBD)

December (TBD)

2025 CSOGD Workplan (Provided as information)

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Committee on Sexual Orientation and Gender Diversity

August 28, 2025

Meeting Minutes

Members: Roberto Gonzalez, Erin Liebich, Alton Carswell, Kevin Delucio, Nic Rider, Anneliese Singh

APA Staff: Julio Abreu, Tanya Burrwell

1. Welcome/Check-in

CSOGD Chair welcomed members and guests.

2. APA Advocacy:

- Julio Abreu, Director of Congressional and Federal Relations, APA Advocacy. Due to time restraints advocacy items were shared via the chat with follow up via email:
 - o Chiles v. Salazar (conversion therapy) -- APA Amicus Brief (to be shared via email)
 - o Trevor Project Update (shared via August 28 email)
 - o Senate Appropriations Committee (SAC) rejected the administration's harmful cuts and restructuring to HHS agencies by an overwhelmingly bipartisan vote of 26-3. The MHLG Budget and Appropriations Committee is leading a letter to Senate Appropriators thanking them for their bipartisan leadership and offering support for the FY 26 Senate LHHS bill as passed out of Committee.
 - o COMPLETE Care Act is a priority for APA and there may be an opportunity to move this legislation

3. CSOGD Liaisons/Guests:

No reports at this time.

4. CSOGD Business:

- P&P Self Study Survey

- a. Members were provided with the results of the P&P survey.
- b. Members noted areas for further development and improvement:
 - i. Updating the Committee operating procedures update
 - ii. Increasing/improving communications with liaisons
 - iii. Utilizing shared documents

- 2026 Workplan Development

- c. CSOGD Chair, Chair-elect and Vice Chair-elect will draft the 2026 committee workplan for full committee input/review
- d. Deadline to BAPPI September 29

5. 5-Year Policy Review: Follow up (ACTION)

- a. Assigned as lead(s) shared updates regarding the development of timelines.
 - i. Members requested additional time to report to the committee
 - ii. Extended one week to September 5
 - iii. EL will begin the revision on Res – Employment Rights of 2SLGBTQ+ Teachers (frmr Employment Rights of Gay Teachers)

(staff to shared most recent version with housekeeping edit)

6. Board and Committee Review and Report on Awards (Discussion/Action)

The boards and committees are requested to conduct a review of any awards under your purview and submit a report to the Board of Directors by September 30, 2025.

- NR shared draft language for the committees input.
- NR will revise the response for the chair's input, followed by the full committee prior to the September 25 meeting .

7. APA Convention: Denver, CO

- Summary/Follow-up
- Colin represented CSOGD on the CEMA Breakfast panel discussion, Survivance
 - o Updated requested for the September meeting

8. Review Requests:

- Reminder: Call for Comments: Multicultural Guidelines: An Ecological Approach to Context, Identity, and Intersectionality, 2017 (See July 30th email)
- (Deadline October 1st)
Portal: https://commentinggov.apa.org/f1/review/details_form.asp
- Leads: AS, KD

9. Future Meetings: CSOGD meets the fourth Thursday of each month, from 1:00 – 2:00 pm EST. Members are requested to review and discuss the current meeting days/times.

September 25

October 23

November (TBD)

December (TBD)

10. Additional:

- APAGS-CSOGD – Members should discuss efforts to attend the meetings and maintain updates, collaborative efforts, etc.
- Staff has requested an updated schedule link.
-

2025 CSOGD Workplan Priority/Outputs (Provided as information)

1. **Priority:** “Getting Our House in Order” with Respect to Education, Research, and Advocacy: Queering APA Leadership and APA’s Analysis of Issues in the Field.
Output: Refining values as our committee and committing to an anti-oppressive framework in all CSOGD processes. This includes responses to cross-cutting agenda items emphasizing an intersectional frame as foundational and bringing this frame to other requests for CSOGD input.
2. **Priority:** Making Psychology and APA a Professional Home and Trusted Resource for Sexual and Gender Diverse Individuals, Particularly Queer and/or Trans Black, Indigenous, and/or People of Color.

Output: CSOGD will continue working on fostering a collaborative and inclusive space BIPOC QTNB psychologists/trainees to connect with others and collaborate on advocacy efforts furthering the rights of 2SLGBTQ+ communities.

3. **Priority:** Engage in planning activities with BAPPI and its committees to consider the scope of future outcomes and related activities utilizing human rights-based approaches across the breadth of subject-matter expertise represented in the groups.

Output: SCM collaborative workgroups. Additional initiatives are tbd.

4. **Priority:** CSOGD will evaluate its efficiency and effectiveness in carrying out its mission.

Output: Policy and Planning Board's Committee Self Study

Call for Nominations for Work Group to Update and Revise

APA Record Keeping Guidelines

The American Psychological Association is seeking nominations for individuals to serve on a work group to update and revise the APA Practice Guidelines for Record Keeping (<https://www.apa.org/practice/guidelines/record-keeping>).

These guidelines are designed to educate psychologists and provide a framework for making decisions regarding professional record keeping. State and federal laws, as well as the American Psychological Association's Ethics Code, generally require maintenance of appropriate records of psychological services. The most recent APA record keeping guidelines have expired as policy, so revision of this guideline is a strategic priority. Work will begin as soon as the working group is formed. All meetings will be conducted virtually twice monthly, with working group members contributing to writing draft language between meetings.

We are seeking individuals who represent a wide range of expertise, settings, and experience and have extensive familiarity with the topic of best practices for record keeping of psychologists practicing across various roles, populations, and settings, including both health service and applied psychology settings. Diversity of nominee backgrounds across specialty areas, race/culture/ethnicity, religious expression, veteran status, socio-economic status, age, sexual orientation and gender diversity, and disability is also sought.

Up to seven (7) members will be appointed to the working group by the Board of Professional Affairs, in consultation with the Committee on Professional Practice and Standards (COPPS). Self-nominations are encouraged! Nominees will be asked to complete a Conflict-of-Interest Questionnaire and a Matrix for Elected and Appointed Leaders. Endorsements from other individuals or groups are not required or expected.

Nomination materials should include:

- Letter from the nominee, including a statement of the nominee's willingness to serve and explanation of how nominee's expertise and qualifications relate to the areas described above.
- Nominee's current curriculum vitae or resume.

Nominations and supporting materials should be emailed to Shakila Pedris (spedris@apa.org) by **June 2, 2025**. Questions may be directed to Robin McLeod, PhD (rmcleod@apa.org).

Committee on Sexual Orientation and Gender Diversity
September 25, 2025
Meeting Minutes

Members: Roberto Gonzalez, Erin Liebich, Alton Carswell

Guest: N. Patti Fernandez (BAPPI)

APA Staff: Julio Abreu, Tanya Burrwell, Donna Eubens

1. Welcome/Check-in

- CSOGD Chair welcomed to members and guests.

2. Guidance for APA Boards and Committees Calls for Nomination

- Donna Euben, Deputy General Counsel provided guidance for the development of the committee call for nominations based on the recent communication
- CSOGD will seek further guidance as it revises its operating procedures in 2026

3. APA Advocacy: Update

- Julio Abreu, Director of Congressional and Federal Relations, APA Advocacy, provided an update on recent Advocacy actions and initiatives
- Recently issued action alert regarding Telehealth and the Affordable Care Act
- Bill introduced regarding the Press 3 option. Article submitted for the Washington Update. Will share article text with committee

4. CSOGD Business:

CSOGD Nominations: 2027-29

- Members discussed the development of the 2027-29 call for nominations for CSOGD membership
- Members requested for Nominations Subcommittee to draft revised call for committee review by Oct. 3
- Recent guidance referenced above will be utilized for draft
- The previous call (26-28) and standard language re diversity for inclusion
- Finalized call is due to Governance by October 15

a. 2026 Workplan Development

- Members discussed the draft 2026 CSOGD workplan developed by the Chair, Chair-elect and Vice Chair-elect
- Members are requested to review the workplan and provide any comments/feedback by cob Friday, September 26
- The draft workplan will be submitted to the BAPPI liaison, Patti Fernandez on September 29
- BAPPI will review and provide feedback/approval before final submission to Governance on November 7.

b. Board and Committee Review and Report on Awards (Discussion/Action)

- The Board of Directors has requested that the boards and committees review their awards and submit a report which categorizes each award into one of the following categories: sunset, pause, continue.
 - Leads: NR and RG have drafted a response due September 30
- c. **(RESPONSE REQUESTED) Committee Invitation to ID Critical Societal Issues for 2026 (See email 9/17)**
- Purpose: To surface the most critical societal issues where psychology can provide unique insights and actionable solutions.
 - Please complete the following survey by October 17, 2025,
 - Survey Link:
 - <https://forms.office.com/Pages/ResponsePage.aspx?id=6rZzqzByAkKVbC4GT4pgmxlE76L8Gw9LocpMtRv5onFUOEpWtk9PQjZOWDROUzhJNEdYV0M2MUUzRS4u&origin=Invitation&channel=0>
 - Upcoming priority setting workshop, November 6th 2-5PM ET. SAVE THE DATE, an invitation will follow shortly.

5. 5-Year Policy Review: Follow up (UPDATE/ACTION)

- Discussion on this item is deferred to the October meeting
- Prior to the meeting, members were provided with a proposed revision for the policy regarding *Employment Rights of 2SLBGTQ+ Teachers* (2 versions)
 - Members are requested to review and provide comment/feedback to Erin by October 3rd

6. Review Requests: In Progress

- **Call for Comments: Multicultural Guidelines: An Ecological Approach to Context, Identity, and Intersectionality, 2017** (See July 30th email)
 - Portal: https://commentinggov.apa.org/f1/review/details_form.asp
 - Deadline October 1st
 - Leads: AS, KD
- **CGP Seeking Comments on revised Resolution on Promoting Global Perspectives in U.S. Psychology**
 - Comments may be submitted through this link: <https://commentinggov.apa.org/>
 - Deadline Oct. 2; **Lead: RG**
- **Call for Comments: Proposed Revisions to Implementing Regulations Section A.1 (see 9/11 email)**
 - Members can access the proposed revisions and share feedback through the APA Comment Portal at <https://commentinggov.apa.org/>.
 - Deadline to Submit Feedback: November 8, 2025; Lead: EL

7. Future Meetings: CSOGD meets the fourth Thursday of each month, from 1:00 – 2:00 pm EST.

- **October 23** - Staff will provide a poll to reschedule the October 23 meeting

Members are also requested to consider alternative dates for the November and December meetings.

- November ~~27~~ (Holiday; APA closed)
- December ~~25~~ (Holiday; APA closed)

8. Additional:

- APAGS-CSOGD – Members should consider efforts to attend the meetings and maintain updates, collaborative efforts, etc. Meetings are on the third Friday of every month from 12-1pm (EST): October 17, November 21, and December 19.
- Meeting link: <https://apa-org.zoom.us/j/95370775226>

Committee on Sexual Orientation and Gender Diversity
October 22, 2025
Meeting Minutes

Members: Roberto Gonzalez, Erin Liebich, Alton Carswell, Kevin Delucio, Nic Rider, Colin Takahashi

Staff: Julio Abreu, Tanya Burrwell

1. Welcome/Check-in

CSOGD welcomed members.

2. APA Advocacy:

Julio Abreu, Director of Congressional and Federal Relations, APA Advocacy provided updates regarding the following:

- [Backgrounder: Understanding Chiles](#)
- [MHLG letter](#) in Support of the 988 LGBTQ+ Youth Access Act (S.2826/H.R.5434)
- [USA Today article](#) on Government Shutdown

3. CSOGD Business:

a. 2026 Workplan Development

- The 2026 CSOGD workplan has been submitted to BAPPI.
- No update at this time.

b. Future Meetings:

- Both the November and December meetings will be rescheduled as they currently fall on a holiday.
- Staff will provide meeting polls to reschedule both meetings (November poll will be shared first).

c. Committee Invitation to ID Critical Societal Issues for 2026 (See email 9/17)

- Members were reminded about the upcoming priority setting workshop, November 6th 2-5PM ET. (invitation previously shared)
- RG will be available to attend the workshop and will solicit feedback/thoughts from members to share on behalf of CSOGD priorities.

4. 5-Year Policy Review: Follow up (UPDATE/ACTION)

- Members were assigned as lead(s) to develop a timeline for the revision process. Updates from leads; requested by Friday October 31.
 - GOV-86 Employment Rights of Gay Teachers 1981: **EL** (in progress)
 - GOV-215 Data About Sexual Orientation and Gender Identity: **AC/CT**
 - GOV-222 Supporting Sexual/Gender Diverse Children and Adolescents in Schools: **KD/NR**
 - GOV-263 Sexual Orientation, Gender Identity (SOGI), Parents and their Children: **RG/AS**

- Members reviewed two versions for the revision of the policy Employment Rights of 2SLGBTQ+ Teachers provided by EL.
 - Members agreed to move forward with longer, expanded version of the draft
 - Next steps: draft resolution will be submitted to Advocacy for review and comment.

5. Review Requests:

- **NBI 19A: Policy Statement on Seclusion and Restraint (see email 9/24)**
 - Deadline to submit feedback: October 23
 - Comments prepared by NR/CT
- **Call for Comments: Committee on Aging (CONA) Family Caregiver Resolution**
 - Deadline for submitting comments: *Deadline extended to November 14*
 - Lead: RG
- **Call for Comments: Proposed Revisions to Implementing Regulations Section A.1 (see 9/11 email)**
 - Members can access the proposed revisions and share feedback through the APA Comment Portal at <https://commentinggov.apa.org/>.
 - Deadline to Submit Feedback: November 8, 2025
 - Lead: EL

6. Additional:

- APAGS-CSOGD – Members should discuss efforts to attend the meetings and maintain updates, collaborative efforts, etc. Meetings are on the third Friday of every month from 12-1pm (EST): October 17, November 21, and December 19.
- Meeting link: <https://apa-org.zoom.us/j/95370775226>

Committee on Sexual Orientation and Gender Diversity
November 21, 2025
Meeting Minutes

Members Present: Roberto Gonzalez, Erin Liebich, Alton Carswell, Kevin Dulcio

APA Staff: Tanya Burrwell, Stefanie Reeves

1. Welcome/Check-in

CSOGD Chair welcomed members and guests.

2. APA Advocacy:

- Stefanie Reeves, Deputy Chief of Public Policy & Engagement, Public Policy & Engagement, APA Advocacy provided updates on the following:
 - Current government shutdown, appropriations
 - Student financial aid/loan provisions – provisions changing to graduate and professional degrees
 - Rep. Bonnie Watson Coleman – re support of pursuing equity in mental health research, Youth Mental Health Research Act

3. CSOGD Business:

- **2026 BAPPI Priority Setting Workshop**
 - Summary re workshop convened November 6th
 - Next steps/follow up to be shared by PI Staff
- **2026 APA Convention, Washington, DC**
 - Call for Proposals is now open
 - <https://convention.apa.org/PROPOSALS>
 - Discussion:
 - What is the Div. 44 theme? Consult with NR.
 - Proposed topic: Current Legislative Actions – Impact on the Community
 - Different states
 - Support
 - Engagement
 - The need for community connection
 - Members are expected to come to the December meeting with additional suggestions/topics.
- a. **2026 Workplan Development**
 - BAPPI accepted the CSOGD workplan without changes. Workplans were submitted to the Governance Office on November 7th.
- b. **December Meeting:**
 - Due to the holiday, the December meeting will be rescheduled.
 - Staff will share a doodle poll for scheduling

- Doodle Meeting Poll: <https://doodle.com/group-poll/participate/dwg3GGmd>

4. CSOGD Priorities:

a. 5-Year Policy Review: Follow up

- Ms. Reeves shared comments/feedback from Advocacy re the draft revised resolution *Employment Rights of 2SLGBTQ+ Teachers*
 - Focus on language
 - Review the 2020 policy re discrimination. Are there gaps related to employment? <https://www.apa.org/about/policy/resolution-opposing-discriminatory-laws.pdf>.
 - Should the document be limited to teachers or should it be broadened
 - This resolution was developed in 1981. Need to seek information re the development of the original document
 - Staff will seek the minutes
 - What does the current data say about employment opportunities
 - May need to rework the title
- Prioritization of additional policies marked for substantial edit/revision
 - Suggested prioritization - *Data About Sexual Orientation and Gender Identity*

b. TOPPS Sexual Orientation Lesson Plan: Update

- CSOGD members provided substantive edits/revision to the draft in 2024.
- EL is working with former CSOGD members Caso and Arenella to address feedback from General Counsel and EDI.
- Revisions on the current draft are expected to be submitted late December.

c. IPsynet Liaison (this items was deferred to the December meeting)

- EL is currently s currently serving as the CSOGD representative.

5. Review Requests: None at this time

6. Additional:

- APAGS-CSOGD Meeting

APAGS-CSOGD – Members should discuss efforts to attend the meetings and maintain updates, collaborative efforts, etc. Meetings are on the third Friday of every month from 12-1pm (EST): December 19.

- Meeting link: <https://apa-org.zoom.us/j/95370775226>

Committee on Sexual Orientation and Gender Diversity
December 12, 2025
Meeting Minutes

Members Present: Roberto Gonzalez Focil, Erin Liebich, Alton Carswell, Kevin Delucio, Colin Takahashi
APA Staff: Tanya Burrwell, Todd Jenkins, Nadi Paranamana

1. Welcome/Check-in

CSOGD Chair welcomed members and Guests

*Review of meeting protocols:

- Set some communication group guidance at the beginning of meeting (i.e., turn-taking, active listening, ask for clarification)
- Have a couple of check-ins with the group to see if there are any outstanding questions & reset/remind everyone of comms guidance
- Ask clarifying questions
- Use contextual clues & follow responses from other individuals in the meeting
- Share live notes up on screen & ask group for clarification (can someone assist with taking notes, so you can concentrate)
- Don't rush speaker, interrupt, or fill in with what you think they're trying to say

2. EDI Update:

- a. Introductions from Todd Jenkins, PhD, Acting Chief Diversity Officer, and Nadi Paranamana, PsyD, Director, EDI Implementation and Evaluation, Equity Diversity Inclusion
- b. Future goals with CSOGD:
 - Plans for future meeting attendance, liaison role
 - Proposed meeting with Chair and Chair-elect to share goals,
 - Ways to utilize EDI
 - Opportunities for cross-collaboration, shared agenda

3. APA Advocacy:

- a. There was no update for this meeting.

4. CSOGD Business:

- a. **2026 APA Convention, Washington, DC**
 - Members were requested to revisit programming discussion from Nov. meeting.
 - Call for Proposals is now open <https://convention.apa.org/PROPOSALS>
 - Submission deadline: January 14
 - Previously discussed:
 - Current Legislative Actions – Impact on the Community (AC)
 - Look for potential collaboration with Div 44
 - RG considering submitting critical conversation

- Members are requested to consider all convention programming that they may be listed as there is a limit to the number of proposals a member can submit/participate.

b. 2027-29 Call for Nominations

- The APA Board and Committee nominations portal is open
- Per the 2026 workplan, CSOGD has identified a goal of increasing nominations by 10%.
 - Nominations portal: <https://nomination.apa.org/> (Using your MyAPA id)
 - Members were requested to utilize a few moments during the meeting to submit the names of potential nominees.
 - Staff will disseminate the CWP call for nominations via the CSOGD listserv. Members are requested to share with related networks and listservs.

5. CSOGD Priorities:

a. 5-Year Policy Review: Follow up (UPDATE/ACTION)

- Staff provided overview of the process and timeline for policies to be added to the August Council Agenda
- Policy Revision: *Employment Rights of 2SLGBTQ+ Teachers* (discussion/action)
 - Staff will continue to seek/gather background information re the development of the 1981 policy
- Resolution: *Data About Sexual Orientation and Gender Identity*
 - CT, AC currently reviewing, update in progress

b. Collaboration Request:

- Members discussed the Division 44 request to collaborate on letter to APA CE Office re Therapy First (per email on 11/30)
- Members will seek additional information from forthcoming meeting with Div 44 leadership (NR) and provide updates via email

6. Review Requests: None at this time

7. Additional:

- **TOPPS Sexual Orientation Lesson Plan: Update**
 -
- **IPsynet Liaison**
 - CSOGD is requested to appoint a representative to serve on IPsyNet
 - EL is currently serving as the CSOGD representative
 - Staff provided an item with an overview of IPsyNet for member consideration
 - Members are requested to inform staff of any interest in serving in this role.
- **APAGS-CSOGD Meeting**

APAGS-CSOGD – Members should discuss efforts to attend the meetings and maintain updates, collaborative efforts, etc. Meetings are on the third Friday of every month from 12-1pm (EST). The next meeting is scheduled for December 19.

- Meeting link: <https://apa-org.zoom.us/j/95370775226>

8. Upcoming meetings:

- Members will be polled for a new recurring date the 2026 CSOGD meetings.
- New Member Orientation: Staff will work to schedule the new member orientation meeting with the Chair, chair-elect and two new members.

9. Reflections:

- Members expressed gratitude and appreciation for Drs. Gonzalenz and Rider, who will rotate off of the committee on December 31.