

Emma G. Fredrick, PhD (they/them)

E.Fredrick@Marist.edu

Curriculum Vitae

Poughkeepsie, NY
emmagfredrick.com

ACADEMIC APPOINTMENTS

- 2025-Present Associate Professor
Psychology Department, Marist University, Poughkeepsie, NY
- 2019-2025 Assistant Professor
Psychology Department, Marist University, Poughkeepsie, NY
- 2017-2019 Visiting Assistant Professor
Psychology Department, St. Lawrence University, Canton, NY

EDUCATION

- 2017 PhD in Experimental Psychology
East Tennessee State University
Dissertation: *Development and validation of the Bisexual Microaggression Scale*
Chair: Dr. Stacey Williams
- 2015 M.A. in Experimental Psychology
East Tennessee State University
Thesis: *Identity as a buffer against negative outcomes of public stigma among lesbian, gay, and bisexual individuals*
Chair: Dr. Stacey Williams
- 2012 B.S. in Psychology, *Summa Cum Laude*
Middle Tennessee State University
Honor's Thesis: *Slut talk and the sexual double standard*
Chair: Dr. Michelle Boyer-Pennington

ADDITIONAL TRAINING

- 2015 Training Fellowship – Summer Institute in LGBT Population Health
The Fenway Institute & Northeastern University Institute for Urban Health
Research, Boston, MA

PUBLICATIONS

Peer-Reviewed Manuscripts (student names starred)

- Fredrick, E. G., & Mann, A. K. (2025). [It's not just about bills: Bathroom access for transgender and nonbinary adults](#) *Sexuality Research and Social Policy*. Advance online publication.
- Killian, T., Fredrick, E. G., & Merenda II, F. (2025). [From desecration to disconnection: Connecting negative religious beliefs about sexual minorities to social quality of life.](#) *Pastoral Psychology*, 74, 521–535.
- Fredrick, E. G., Killian, T., & Merenda, F. II*. (2024). [Ally identity versus behavioral intent: The role of knowledge, hate, and religious conflict.](#) *Pastoral Psychology*, 73, 717-730.

- Killian, T., & Fredrick, E. G. (2024). [“God loves all equally and infinitely”: A mixed methods analysis of LGBTQ+ ally development within religious/spiritual contexts](#). *Journal of Homosexuality*, 71(6), 1507-1535.
- Killian, T., Peters, H., Floren, M. A., & Fredrick, E. G. (2023). [How the relationship between LGBTQ+ ally identity and expression is moderated by religious identity](#). *Journal of Professional Counseling*. Advance online publication.
- Mann, A. K., Fredrick, E. G., & Wilkins, B. T. (2023). [Growing up in a rural area, social support, and internalized transphobia: Understanding Appalachian transgender mental and physical health](#). *Stigma & Health*. Advance online publication.
- Fredrick, E. G., Mann, A. K., Brooks, B. D., & Hirsch, J. K. (2022). [Anticipated to enacted: Structural stigma against sexual and gender minorities following the 2016 presidential election](#). *Sexuality Research and Social Policy*, 19(1), 345-354.
- Fredrick, E. G., & Williams, S. L. (2021). [Direct and moderating effects of sexual minority identity dimensions on mental health](#). *Theory in Action*, 14(2), 52-74.
- Fredrick, E. G., LaDuke, S. L., & Williams, S. L. (2020). [Sexual minority quality of life: The indirect effect of public stigma through self-compassion, authenticity, and internalized stigma](#). *Stigma and Health*, 5(1), 79-82.
- Williams, S. L., Mann, A. K., & Fredrick, E. G. (2017). [Proximal minority stress, psychosocial resources, and health in sexual minorities](#). *Journal of Social Issues*, 73(3), 529-544.
- Williams, S. L., & Fredrick, E. G. (2015). [One size may not fit all: The need for a more inclusive and intersectional psychological science on stigma](#). *Sex Roles*, 73(9-10), 384-390.

Book Chapters

- Fredrick, E. G. & Mann, A. K. (2023). [Gender and health](#). In R. Gurung & R. LaCaille (Eds.), *Routledge Encyclopedia of Psychology in the Real World*. Routledge.

Other Publications (student names starred)

- Fredrick, E. G., Romano, R. R.*, Carbajal, A.*, & Verlotte, M.* (January 2022). *LGBTQ+ Community Needs in the Hudson Valley*. <https://emmagfredrick.com/lgbtq-community-needs-in-the-hudson-valley/>

Peer-Reviewed Manuscripts In Press, Accepted, and Under Review

- Fredrick, E. G., & Mann, A. K. Comparison of health status, access the care, and healthcare experiences between binary and nonbinary transgender adults. (accepted at *Clinical Psychologist*)

GRANTS

- | | |
|------|--|
| 2024 | SPSSI Grants-in-Aid. \$2000. Co-PI; Primary PI: Abbey Mann, Lafayette College. |
| 2024 | APA Division 35, Section 4 Early Career Psychologist Research Award. \$500. |

- 2016 Bisexual Foundation Scholarship Award for advancing graduate student research on the psychology of bisexuality. \$1,000.
- 2016 ETSU School of Graduate Studies Research Grant for completion of dissertation research. \$800.

TEACHING EXPERIENCE

Health Psychology, *Marist*, Fall 19, Spring 20, Fall 20, Spring 21, Fall 21, Fall 22, Spring 23, Spring 24, Spring 25, Fall 25
SLU, Fall 17, Spring 18, Spring 19

Psychology of Women, *Marist*, Fall 23, Spring 25

Research Methods & Lab II, *Marist*, Spring 21, Fall 21, Spring 22, Fall 22, Spring 23, Fall 23, Spring 24, Fall 24, Fall 25

Seminar: Stigma and Health Disparities, *Marist* (honors seminar), Spring 21, Spring 22
SLU (cross-listed with WGS), Fall 18

FYS: Gay-cation: LGBTQ+ Issues Around the Globe, *Marist*, Fall 20, Fall 24, Spring 25

Research Methods & Lab I, *Marist*, Spring 20, Fall 20

Introduction to Psychology, *Marist*, Fall 19, Spring 20, Winter 23, Summer 23, Winter 24, Summer 24, Winter 25, Summer 25
SLU, Fall 17, Spring 18, Fall 18, Spring 19
ETSU, Spring 16, Summer 16, Summer 17

Honors Theses, Supervised Research Projects, and Independent Study

Marist, Fall 25: MythBusters: Understanding DEI in a workplace context; Nostalgia and attitudes towards marginalized populations; Gender and implicit vs. explicit attitudes about mental health

Spring 25: Sex and gender differences in the relationship between childhood abuse and adulthood anxiety

Spring 24: Cannabis use in LGBTQ+ populations; Sex and gender differences in college experiences; Color associations and synesthesia in college students

Fall 22-Spring 24: Diversity, equity, & inclusion training in occupational therapy

Spring 23-Spring 24: Stigma towards psychotropic medication use; Transgender and non-binary cultural competency training for pre-health students

Fall 23: The cultural shifts of astrological practices and beliefs

Fall 22: Disordered eating in Marist college students

Fall 21: Impacts of gender inclusive housing on Marist college's LGBTQ+ students' experiences; Belief and behavior: The relationship between health beliefs and eating behaviors among college students

Spring 21: Understanding Marist students' experiences in housing – sexuality & gender identity; The impact of Marist campus on LGBTQ+ student's mental health; An assessment of community needs via Hudson Valley LGBTQ+ Center

SLU, Spring '19: Exploring alcoholism in multiple disciplines; Fall '18: Rural vs. urban access to care

Social Psychology, *ETSU*, Fall '15, Fall '16

RESEARCH EXPERIENCE

Current Research Projects

- 2023-Present **Health Experiences and Needs of Nonbinary Adults (H.E.N.N.A.)**
Assisting in the design and implementation of a mixed-methods online study examining healthcare experiences, needs, and desires in non-binary adults.
- 2020-Present **Queer and Trans Student's Experiences**
Working with colleagues and undergraduate students to examine campus climate towards queer and trans students, what their experiences on campus have been, and what contributes to their feelings of belonging and their health.
- 2020-Present **Religion, Identity, and Health**
Assisting in the design and implementation of an online survey examining current and past religious experiences, sexual and gender identity, and mental and physical health. Assisting in analyses.
- 2016-Present **Transgender and Gender Non-Conforming Communities Healthcare Access in South Central Appalachia**
Assisting in the design and implementation of a mixed-methods community based study exploring healthcare access of TGNC individuals in South Central Appalachia. Assisting in analyses.

Previous Research Projects

- 2020-2023 **LGBTQ+ Community Needs Assessment**
Working with a local LGBTQ+ community center to develop and implement a survey to assess the needs of the local community.
- 2019-2023 **LGBTQ+ Ally Development**
Assisting in quantitative and qualitative analysis on multiple projects exploring LGBTQ+ ally development in religious and spiritual contexts.
- 2017-2020 **LGBTQ Community Connectedness and Alcohol Use**
Developing and implementing mixed-methods project exploring why community connectedness is connected to alcohol use with an interest in developing potential alternative avenues for community connection
- 2016-2018 **Bisexual Microaggressions & Health**
Designing and validating a scale exploring bisexual microaggressions & examining how these relate to mental and physical health.

- 2014-2017 **Campus Climate Regarding Sexual, Gender, and Racial Minorities**
Designed and implemented a mixed-methods study aimed at examining campus climate at ETSU
- 2013-2017 **Sexual Minority Women's Support & Health**
Helped design and implement a mixed-method study examining social support and health care access of sexual minority women in Appalachia

PRESENTATIONS

Oral Presentations (student names starred)

- Fredrick, E. G., & Mann, A. K.** (June 2024). *Health status and access to care comparisons between binary and nonbinary transgender adults*. In Transgender and Nonbinary Healthcare Access in the US conducted at the meeting of the Society for the Psychological Study of Social Issues, Philadelphia, PA.
- Fredrick, E. G., & Mann, A. K.** (March 2023). *It's not just bathroom bills: Bathroom access for trans and non-binary students*. Presented at the meeting of the Eastern Psychological Association, Boston, MA.
- Fredrick, E. G., Mattern, K.*, Pinkans, J.*, Clemente, S.*, & McCarthy, M.*** (September 2022). *Health disparities*. Panel presented at the Explorations in Social Justice Conference, Poughkeepsie, NY.
- Fredrick, E. G., & Maguire, K.*** (March 2022). *Representation and respect of queer and trans identities in college classrooms*. Presented at the meeting of the Eastern Psychological Association, New York, NY.
- Fredrick, E. G., Stone, M., Gathers, D. A., & Lynn, V.** (February 2022). *A MCSJR: Transitions within community-based research*. Presented at the Teacher's College Winter Roundtable Conference, Virtual.
- Williams, S.A.S., **Fredrick, E. G.**, Guardino, M., Sellmeyer, J., & Silberger, K. (February 2022). *Asynchronous diversity leadership development model: Lessons learned*. Invited paper presentation at the meeting of the Trainers of School Psychologists.
- Fredrick, E. G., Fields, C., Moore, M. M., Guardino, M., & Williams, S. A. S.** (January 2022). *Campus community experts: Building a campus social justice leadership institute from the ground up*. Symposium presented at the National Multicultural Conference and Summit, Virtual.
- Moore, M. M., & **Fredrick, E. G.** (January 2022). *Training the woke: Opportunities and obstacles in ally training*. Roundtable presented at the National Multicultural Conference and Summit, Virtual.
- Fredrick, E. G., Garabedian, S., Yee, E., Maguire, K.*, Stevens, R.*** (September 2020). *Moving beyond allyship: How to be an accomplice for BIPOC foxes*. Presented at the Explorations in Social Justice Conference, Poughkeepsie, NY.
- Fredrick, E. G.** (August 2019). *Initial development and validation of the Bisexual Microaggressions Scale*. In Measuring Queer Experiences: Innovations in Assessment for

Sexual and Gender Minority Populations conducted at the meeting of the American Psychological Association, Chicago, IL.

Fredrick, E. G., & Williams, S. L. (April 2019). *Direct and moderating effects of sexual minority identity dimensions on mental health*. Presented at the Gender, Sex, and Sexuality Conference, Canton, NY.

Mann, A. K., **Fredrick, E. G.**, Job, S. A., Brooks, B. D., & Williams, S. L. (June 2018). *Building electronic bridges to hard-to-reach populations*. Interactive discussion presented at the meeting of the Society for the Psychological Study of Social Issues, Pittsburg, PA.

Fredrick, E. G. (March 2018). *Anticipated structural LGBTQ stigma following the 2016 presidential election*. In Persistence in the Trump Era conducted at the Gender, Sex, and Sexuality Conference, Canton, NY.

Fredrick, E. G., & Williams, S. L. (April 2016). *LGBT community connectedness and alcohol use*. Presented at the Appalachian Student Research Forum, Johnson City, TN.

Fredrick, E. G., & Williams, S. L. (June 2016). *Creation, implementation, and dissemination of campus climate research*. In Targeting LGBTQ+ Outcomes: Dissemination of Research Findings to Improve Wellbeing conducted at the meeting of the Society for the Psychological Study of Social Issues, Minneapolis, MN.

Williams, S. L., & **Fredrick, E. G.** (June 2016). *Campus climate as minority stress: Then and now*. In Targeting LGBTQ+ Outcomes: Dissemination of Research Findings to Improve Wellbeing conducted at the meeting of the Society for the Psychological Study of Social Issues, Minneapolis, MN.

Fredrick, E. G., & Williams, S. L. (April 2016). *Self-compassion and authenticity mediating stigma's impact for sexual minorities*. Presented at the Appalachian Student Research Forum, Johnson City, TN.

Fredrick, E. G. (April 2016). *I saw it on Tumblr: Social media, intersectionality, and queer research*. In Intersectionality, New Materialisms, and Health: Technological Animacies and the Maldistribution of Life Chances conducted at the meeting of Southeastern Women's Studies Conference, Rock Hill, SC.

Fredrick, E. G. (March 2015). *An exploration of sexual minority women health care experience in Appalachia*. In Promoting Wellness in the Face of Erasure: Exploring Gendered and Sexualized Disparities in Healthcare conducted at the meeting of Southeastern Women's Studies Conference, Boca Raton, FL.

Williams, S. L., & **Fredrick, E. G.** (October 2014). *What's it like being LGBT "around here"?* Presented at East Tennessee State University's first LGBTQ in the Academy conference, Johnson City, TN.

Fredrick, E. G., & Williams, S. L. (June 2014). *An intersectional approach to the study of sexual stigma*. Presented at the meeting of the Society for the Psychological Study of Social Issues, Portland, OR.

Poster Presentations

Fredrick, E. G., & Mann, A. K. (October 2022). *What is impacting Appalachian transgender health and how can you help?* Poster presented at the GLMA Annual Conference on LGBTQ Health, San Francisco, CA.

Killian, T., & **Fredrick, E. G.** (October 2021). *A mixed methods analysis of ally development within religious/spiritual contexts*. Poster presented at the meeting of the Association for Counselor Education and Supervision, Atlanta, GA.

Job, S. A., Williams, S. L., & **Fredrick, E. G.** (August 2017). *Sexual minority women's experiences of minority stress and resources in Northeast Tennessee*. Poster presented at the meeting of the American Psychology Association, Washington, D.C.

Fredrick, E. G., & Williams, S. L. (August 2016). *Self-compassion and authenticity mediating stigma's impact for sexual minorities*. Poster presented at the meeting of the American Psychological Association, Denver, CO.

Fredrick, E. G., & Williams, S. L. (May 2015). *Centrality and private regard as key factors predicting psychological distress and self-esteem in sexual minorities*. Poster presented at the meeting of the Association for Psychological Science, New York, NY.

Fredrick, E. G., Mann, A., LaDuke, S. L., Klik, K. A., & Williams, S. L. (January 2015). *Methodology in sexual minority stigma research*. Poster presented at the National Multicultural Conference and Summit, Atlanta, GA.

Fredrick, E. G., & Williams, S. L. (November 2013). *What about bisexuality? Differentiating and predicting attitudes toward bisexuality*. Poster presented at the meeting of the Society of Southeastern Social Psychologists, Augusta, GA.

Mentor Capacity for Undergraduate Student Presentations (student names bolded)

Mende, E., Vinciguerra, K., Kadleck, J., Morgan, K., & Fredrick, E. G. (March 2025). *Assessing implicit and explicit biases on mental health status and intelligence level*. Poster presented at the meeting of the Eastern Psychological Association, New York, NY.

Fredrick, E. G., **Mattern, K., & Spiro, E.** (March 2024). *Impact and effectiveness of interactive DEI seminar on helping professions*. Presented at the meeting of the Eastern Psychological Association, Philadelphia, PA.

Webster, A., Logan, H., Fredrick, E. (March 2024). *Sex differences in personal protective behaviors: Implications for Marist College*. Poster presented at the meeting of the Eastern Psychological Association, Philadelphia, PA.

Comfort, G., Mann, A. K., & Fredrick, E. G. (March 2024). *Preliminary analysis of interviews about nonbinary adults' healthcare experiences and needs*. Poster presented at the meeting of the Eastern Psychological Association, Philadelphia, PA.

Swift, N., Fredrick, E. G., & Barr, R. (March 2024). *The stigma college students face towards psychiatric medication use*. Poster presented at the meeting of the Eastern Psychological Association, Philadelphia, PA.

Pinkans, J., & Fredrick, E. G. (March 2024). *Training undergraduate pre-health students on transgender and nonbinary healthcare needs*. Poster presented at the meeting of the Eastern Psychological Association, Philadelphia, PA.

Mattern, K., Egbokwu, O., & Fredrick, E. G. (March 2023). *Impact of diversity, equity, & inclusion courses on acceptance & awareness*. Poster presented at the meeting of the Eastern Psychological Association, Boston, MA.

Mende, E., Swift, N., Verlotte, M., Dovgan, K., Fredrick, E. G., & Fingerhutt, J. (March 2023). *What's on our bookshelf? Lack of gender, sexuality, and ability diversity in children's literature*. Poster presented at the meeting of the Eastern Psychological Association, Boston, MA.

Maguire, K., & Fredrick, E. G. (March 2022). *Understanding Marist College's students' experiences in housing: Gender & sexuality*. Poster presented at the meeting of the Eastern Psychological Association, New York, NY.

Mengersen, N., & Fredrick, E. G. (March 2022). *Belief and behavior: The relationship between health beliefs and eating behaviors*. Poster presented at the meeting of the Eastern Psychological Association, New York, NY.

Maguire, K. (April 2021). *Understanding Marist students' experiences in housing – sexuality & gender identity*. Poster presented at the Celebration of Undergraduate Research, Scholarship, and Creative Activity, Poughkeepsie, NY.

Barrett, M. (April 2021). *The impact of Marist campus on LGBTQ+ students' mental health*. Oral presentation at the Celebration of Undergraduate Research, Scholarship, and Creative Activity, Poughkeepsie, NY.

Carbajal, A. (April 2021). *An assessment of community needs via the Hudson Valley LGBTQ+ Center*. Poster presented at the Celebration of Undergraduate Research, Scholarship, and Creative Activity, Poughkeepsie, NY.

Reilly, M. (April 2019). *Health disparities and access to healthcare in rural vs urban areas*. Oral presentation at the Gender, Sex, and Sexuality Conference, Canton, NY.

HONORS AND AWARDS

Teaching

2022 Marist SGA Faculty of the Year, School of Social and Behavioral Sciences

2015 ETSU School of Graduate Studies and Graduate Council, Excellence in Teaching Award for Graduate Teacher Assistants

2015 ETSU Department of Psychology, Teaching Award for Graduate Teacher Assistants

Service

2023 Marist Faculty Affairs Committee's Bill Olson Award

2017 Outstanding Program of the Year for *Let's Erase Erasure* panel series, co-organized with ETSU H.E.R.O.E.S.

2016 ETSU Women's Studies Program, Graduate Feminist Activist Award

Research

2017 ETSU Department of Psychology, Graduate Student Excellence in Research Award, Doctoral Level

2016 First Place, Cutting Edge Research from Emerging Psychological Scientists: Late-Breaking Poster Session, American Psychological Association Annual Convention

2016 First Place Oral Presentation, Doctoral Candidates Social & Behavioral Sciences, Appalachian Student Research Forum

SERVICE

Service to the Profession

- 2025 Ad Hoc Reviewer – *Journal of Appalachian Health, Youth, Sociological Inquiry*
 2024 Ad Hoc Reviewer – *Sexuality Research and Social Policy, Journal of Diversity in Higher Education*
- 2023 Ad Hoc Reviewer – *BMC Nursing, Sexuality Research and Social Policy, Journal of Diversity in Higher Education, BMC Psychology*
- 2023 *LGBTQ+ Advocacy in Schools*, Long Island Strong Schools Alliance, Panelist
- 2022 Ad Hoc Reviewer – *International Journal of Equity in Health, Sex Roles, Sexuality Research and Social Policy, BMC Nursing*
- 2019-2021 APA Division 35, Psychology of Women, Section IV (LBT Concerns), Treasurer
- 2021 Ad Hoc Reviewer – *Sex Roles*
- 2018-2019 APAGS Committee on Sexual Orientation and Gender Diversity, Mentoring Program, Mentor
- 2018 Ad Hoc Reviewer – *Psychology of Violence*
- 2015-2017 APA Division 35, Psychology of Women, Section IV (LBT Concerns), Graduate Student Committee
- 2016-2017 Intermountain Psychological Association, Board – Graduate Student Representative
- 2016 *LGBTQIA+ Identity, Discrimination, and Health*, co-presented at Tennessee Board of Regents Student Leadership Conference
- 2016 *LGBT Research Symposium: An Interdisciplinary Symposium on LGBT Research in the Social Sciences*, Social Event Planning Committee
- 2015 Ad Hoc Reviewer – *Journal of Social Issues*

Service to the College

2023-Present Common Read Committee, Member

2022-Present Diversity, Equity, and Inclusion Council, Member, Past Co-Chair (2023-2025)

2022-Present Honors Council, Member

2022-Present Faculty Social, Co-Organizer

2021-Present Ad Hoc Committee for Improving Evaluations of Faculty Teaching, Member

2019-Present Queer and Trans Committee, Member

2024-2025 Social Justice Conference Planning Committee, Member

2020-2023 Red Fox Collective for BIPOC, Co-Founder and Co-Facilitator

2022-2023 Diversity, Equity, Inclusion, and Belonging Working Group for the Strategic Planning Committee, Member

2021-2023 Diversity Council's Teaching and Training Committee, Member

2020-2022 Marist College Diversity Leadership Institute, Facilitator of Gender & Sexuality Curriculum

2021-2022 Pre-Health Committee, Member

2021-2022 SBSS Common Read Event Planning Committee, Member

2020 *Teaching Evaluation Bias and Faculty Development*, Presenter

Service to the Department

2021-Present Ethical and Social Responsibility Assessment Committee, Marist Psychology Department, Member

2021-Present Psychology Faculty Search Committees, Marist Psychology Department, Member

2019-Present Psychology Club, Faculty Advisor

2019-2022 Oral and Written Communication Assessment Committee, Marist Psychology Department, Chair

2018-2019 Festival of Science Representative, SLU Psychology Department

2018 *Psychology Graduate School Panel*, SLU Psi Chi, Panelist

Service to the Community

2020-Present Poughkeepsie Pride Planning Committee, Member

2023 Dutchess Pride Center, Nonbinary Visibility Day Open Mic, Co-facilitator

2020-2021 Dutchess Country Pride Center, Anti-Racism Accountability Group, Co-facilitator

2020 Newburgh LGBTQ+ Center, Orange County Political Power Analysis, Volunteer

2018-2019 Trans Youth United Peer Group, Canton, NY, Co-facilitator

SELECT PROFESSIONAL DEVELOPMENT

- 2024-2025 Reading Group, Marist Center for Teaching and Learning (*Teaching with AI; Distracted: Why Students Can't Focus and What You Can Do About It*)
- 2023-2024 Reading Group, Marist Office of Accommodations and Accessibility (*Disability Visibility; Demystifying Disability; True Biz*)
- 2020-2021 Marist College Diversity Leadership Institute
- 2020 Academics for Black Survival and Wellness Anti-Racism Training
- 2020 *Small Teaching Online* Reading Group, Society for the Teaching of Psychology
- 2018 *Transforming the Academy: Faculty Perspectives on Diversity and Pedagogy*
Reading Group, SLU Office of Diversity and Inclusion
- 2017 *Pathologies of Power: Health, Human Rights, and the New War on the Poor*
Reading Group, SLU Public Health

PROFESSIONAL MEMBERSHIPS & ORGANIZATIONS

- Present American Psychological Association, Member
Additional membership: Division 9 (*Society for the Psychological Study of Social Issues*)
- Eastern Psychological Association, Member
- Past American Psychological Association Division 35 (*Society for the Psychology of Women*) and Division 44 (*Society for the Psychology of Sexual Orientation and Gender Diversity*), Member
- GLMA: Health Professionals Advancing LGBTQ Equality, Member