

APPENDICES

Appendix A

Application for Approval of Research Involving Human Subjects

Project Title: Coming Out: One Family's Story
Investigator: Joyce A. Baptist
Doctoral Candidate
Department of Human Development
Virginia Polytechnic Institute and State University

Research Protocol

Justification of this project. This study is a case study of a family of 10, with a gay member who has come out to his family members. The family was contacted through the gay individual who is a member of the Lesbian, Gay, Bisexual and Transgender Alliance (LGBTQA) of Virginia Tech. The purpose of this research is to explore family relationships and capture the multiple views of reality on the coming out experience of family members. The aim is to understand the meaning-making process of the coming out experience of individual members within the family and of the family as a whole, as they interact with one another and with the larger system beyond the family unit. The study will honor one family's unique stories around the coming out of a gay member, including the motivations, reactions, perceptions, beliefs, and hopes (and more, depending on what the family brings) of each member and of the family as an entity. The findings will contribute to the deficit in the literature on the coming out of a gay family by acknowledging and enquiring about multiple views of reality.

Procedure. Multiple face-to-face interviews will be conducted with each participant separately until the point where the participant and the investigator deem that a point of saturation has been reached. That is, the point where the stories become repetitive and do not add any new information to the stories already told. A final group interview consisting of as many members of the family as possible will be conducted after all individual interview sessions ceases. The method of investigation is consistent with a case study methodology where multiple face-to-face interviews are prescribed (Merriam, 1998).

The time and location of interviews will be determined at the point of contact with the participant. Participants will be involved in this project for approximately nine months. To facilitate the interview process, a semi-structured interview guide will be used (refer to Appendix

C), and individual interview sessions will be audiotaped, while the group interview session will be videotaped. The tapes will be destroyed after the analysis of data is completed. Interview sessions may last between two to three hours per session. The investigator will also observe the surroundings of the participants and visit sites that contribute to the participants' narratives. Documents, photos, videos, films, letters, artifacts, or works of art that contribute to the participants' narratives will be welcomed as part of the data. Rather than taking away artifacts or documents from participants, the investigator will instead seek permission to snap photographs of these artifacts and documents. The personal and valuable nature of documents and artifacts will be preserved and respected.

Risks and benefits. The study, its procedures and questions are not intended to cause risks. Participants will be assured of their right to withdraw from the study at any time, before or during the time of the interviews. They may also request for the recording to cease on particular occasions during the interview if their sharing causes discomfort. The discussion of a family member's coming out may be uncomfortable or upsetting to discuss. Participants will be encouraged to inform the investigator if the process makes them uncomfortable. As a trained therapist, the investigator will be available to provide referrals if necessary. If needed, participants will be referred to the resources for therapy or counseling. Such referrals will be sought on a case to case basis.

This study will contribute to the scarce literature on the coming out experience of families. Literature on coming out serves to increase awareness of the process that families enter as a member comes out as a gay man. Persons working with gay men and their families will be more informed as to potential family stressors, and of family needs. Participation in the study will allow participants an opportunity to share their stories that have the potential to provide valuable education to others.

Confidentiality/Anonymity. Participants are assured confidentiality and anonymity. When participating in the group interview session, participants will not be required or expected to disclose information that they disclose in the individual interview sessions. The investigator will not disclose information discussed in individual interview sessions when conducting the group interviews. The investigator will seek permission from individual participants if the investigator wishes to follow-up on any information from the participant's individual interview session with another family member. If the participant provides consent, the investigator will only disclose

the information and not its source. Participants are free to deny consent of such disclosure of information.

The investigator will conduct the interviews and complete all transcriptions of tapes. Participants' personal information and the tapes will be kept in a locked cabinet and the tapes will be erased after they have been transcribed. Participants' real names will not appear on any of the transcriptions nor in any form of published work derived from the study.

Informed Consent. An Informed Consent for Participants in Research Projects is attached.
Biographical Sketch

Joyce A. Baptist, M.A., is a doctoral candidate in Marriage and Family Therapy in the Department of Human Development. She has successfully completed the following coursework on research, statistics, methodology and marriage and family therapy.

EDRE 6794	Behavioral Science Research I
EDRE 6794	Behavioral Science Research II
EDRE 6794	Case Study Research
HD 5514	Research Methods
HD 5974	Assessment Technique in Marriage and Family Therapy
HD 5984	Research in Marriage and Family Therapy
HD 6404	Systems Family Therapy
HD 6414	Clinical Marriage and Family Therapy I
HD 6424	Clinical Marriage and Family Therapy II
HD 6434	Clinical Marriage and Family Therapy III
HD 6444	Clinical Marriage and Family Therapy IV
HD 6464	Clinical Supervision of Marriage and Family Therapy
HD 6474	Professional Issues
HD 6514	Advanced Research Methods

The investigator's experience in conducting qualitative research includes:

- (1) Collected observational data for a study on "The quality of care provided by dementia care centers:" Summer 2001.
- (2) Conducted a case study on "Same-sex couple: Experiencing college life:" Spring 2001.
- (3) Conducted focus groups for a study on "Factors that contribute to a successful freshmen year:" Spring 1999.

(4) Collected interview data for a study on “Mature adults’ use of Lincoln Park, Chicago, IL.”
Summer 1998.

(5) Assisted with developing and refining coding instruments used to code qualitative data from two studies: “Adult resiliency” and “Inner experiences of therapists.” Spring 1998 - Spring 1999.

Faculty Advisor

Dr. Katherine Allen is the advisor for this investigator. She has considerable experience conducting qualitative research on diverse family experiences. She teaches graduate and undergraduate courses on qualitative research and family diversity.

Appendix B

Informed Consent for Participants in Research Projects Involving Human Subjects

Title of Project: Coming Out: One Family's Story

Investigator: Joyce A. Baptist

I. Purpose of the Research/Project

You are invited to participate in study of a family with a gay member who has come out to family members. The purpose of this research is to explore family relationships and capture the multiple views of reality on the coming out experience of family members. The aim to understand the meaning-making process of the coming out experience of individual members within your family and of your family as a whole, as you interact with one another and with the larger system beyond your family unit. The study will honor your family's unique stories around the coming out of a gay member, including the motivations, reactions, perceptions, beliefs, and hopes (and more, depending on what your family brings) of each member and of your family as an entity. The findings will contribute to the deficit in the literature on the coming out of a gay family member by acknowledging and enquiring about multiple views of reality.

II. Procedures

Multiple face-to-face interviews will be conducted with until the point where you and the investigator deem that a point of saturation has been reached. That is, the point where the stories become repetitive and do not add any new information to the stories already told. A final group interview consisting of as many members of your family as possible will be conducted after the individual interview sessions ceases. The method of investigation is consistent with a case study methodology where multiple face-to-face interviews are prescribed (Merriam, 1998).

The time and location of interviews will be determined when the investigator contacts you. Participants will be involved in this project for approximately six months. To facilitate the interview process, a semi-structured interview guide will be used, and individual interview sessions will be audio taped, while the group interview may be videotaped. The tapes will be destroyed after the analysis of data is completed. Interview sessions may last between two to three hours per session. The investigator will also observe your surroundings and visit sites that contribute to your narratives. Documents, photos, videos, films, letters, artifacts, or works of art that contribute to your narratives are welcomed as part of the data. Rather than taking away any artifacts or documents from you, the investigator will instead seek your permission to snap

photographs of them. The personal and valuable nature of documents and artifacts will be preserved and respected.

III. Risks

The study, its procedures and questions are not intended to cause you any risk. If at any point in the process you are uncomfortable, you are encouraged to inform the investigator who is a trained therapist, and will be available to provide you a referral if necessary. Referrals will be made on a case to case basis.

IV. Benefits

This study will contribute to the scarce literature on the coming out experience of families. Literature on coming out serves to increase awareness of the process that families enter as a member comes out as a gay man, and will allow persons working with gay persons and their families to be more informed as to potential family stressors, and needs. Participation in the study will allow you an opportunity to share your stories that have the potential to provide valuable education to others.

V. Extent of Anonymity and Confidentiality

You are assured confidentiality and anonymity. When participating in the group interview session, you will not be required or expected to disclose information that you disclose in the individual interview sessions. The investigator will not disclose information discussed in individual interview sessions when conducting the group interviews. The investigator will seek your permission if the investigator wishes to follow-up on any information from your individual interview session with another family member. If you consent, the investigator will only disclose the information and not your identity. You are free to deny consent of such disclosure of information.

The investigator will conduct the interviews and may hire an independent contractor to transcribe the tapes. Your personal information and the tapes will be kept in a locked cabinet and the tapes will be erased after they have been transcribed. Your real names will not appear on any of the transcriptions nor in any form of published work derived from this study.

VI. Compensation

There will be no monetary compensation for participation. However, the contribution towards the project and its potential benefits in improving the understanding of gay families is compensation in itself.

VII. Freedom to Withdraw

You are free to withdraw from the project at any point in time before or during the time of the interviews, or refrain from answering any questions without any penalty. You may also request for the tape recorder to be turned off on particular occasions during the interview particularly if their sharing causes discomfort.

VIII. Approval of Research

This research project has been approved as required by the Institutional Review Board for Research Involving Human Subjects at Virginia Polytechnic Institute and State University, and by the Department of Human Development.

IRB Approval Date: May 29, 2001

Approval Expiration Date: May 28, 2002

IX. Participant's Responsibilities

I voluntarily agree to participate in this study. I have the following responsibilities:

- a) to engage in the interviews in ways I feel most comfortable,
- b) to inform the investigator if I do not wish to answer a question or desire to withdraw from the study.

X. Participants Permission

I have read and understand the Informed Consent and conditions of this project. I have had all my questions answered. I hereby acknowledge the above and give my voluntary consent for participation in this project.

Signature: _____

Date: _____

Witness: _____

Date: _____

Should I have any questions about this research or its conduct, I may contact:

Joyce A. Baptist, Investigator

Katherine Allen, Faculty Advisor

Joyce Arditti, Departmental Reviewer

David M. Moore, IRB Chair, Office of Research Compliance

Appendix C

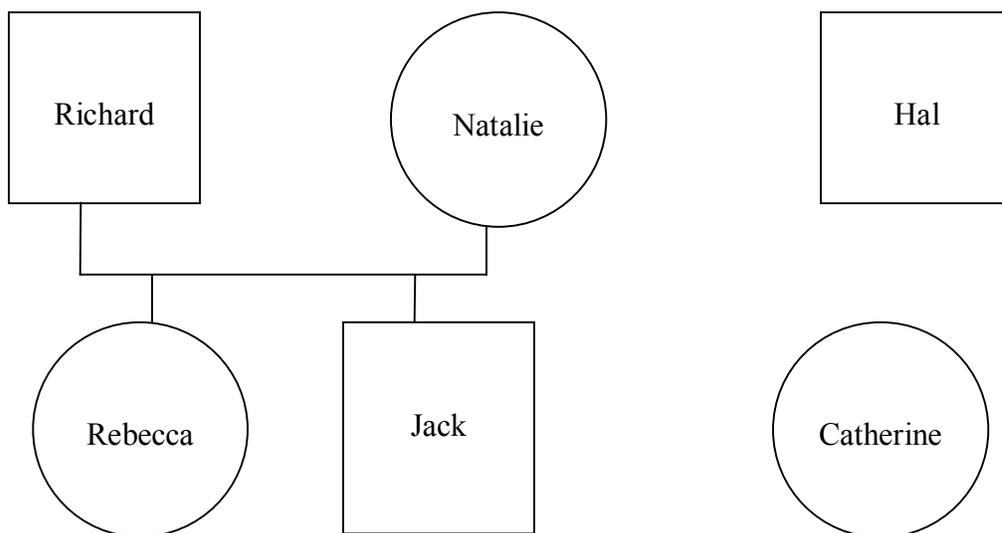
Initial Interview Guide

- A. The meaning making process around coming out for the family collectively and for each member of the family separately:
 - 1. How did you and your family react when you knew of Jack's sexual orientation?
 - 2. What does it mean for you to have a gay member in your family? How is it different now compared to when you first knew?
 - 3. What informs what you know of gay men (probe for sources such as media, film, friend, etc.)?
- B. Coming out on the family's subsystems:
 - 1. In what ways, if any, has your relationship with Jack changed since his coming out?
 - 2. How has Jack's coming out affected your relationships with other members of your family?
- C. The role of external sources of information or resources such as media, other gay families, support groups, or non-family members on the process of the family coming out:
 - 1. How does media play a role your understanding about gay culture, and your feelings towards Jack?
 - 2. What or who would you identify as your or your family's major sources of support?
 - 3. How comfortable would you be to seek support from non-family members to help in your understanding and coping with having a gay family member?
- D. Reconciliation or dealing with dichotomies that may exist between accepting their gay member and the family's values:
 - 1. In what ways does being gay go against any family beliefs or values, and if so what beliefs or values?
 - 2. Has there been any attempts of reconciling the dichotomy, and if so how?

- E. The distribution of power in the family, the roles of family members and the overall developmental process of the family:
1. Since Jack came out, has there been a change of who has more power or voice in the family, and if so how has it changed?
 2. Since Jack came out, has there been a change in your or other family members' responsibilities in the family?

Appendix D

Jack's family geneogram



Appendix E

Coding Scheme

The following is the coding scheme derived from the data analysis. There are a total of four themes with two sub-themes per theme.

1. Embracing gay identity
 - a) Overcoming homonegativity
 - b) Seeking information about gay culture
2. Integrating as a family
 - a) The bonding of Jack's family
 - b) Sharing multiple realities
3. Building social networks
 - a) Seeking community acceptance
 - b) The coming out of Jack's family
4. Social awakening
 - a) Self-identifying as a minority
 - b) Politicizing a personal stand

Appendix G

Resources

This section includes a few of the books and video tape that the family read to learn about gay culture after Jack came out.

Books:

- 1) Reuben, D. (1969). Everything you always wanted to know about sex. New York, NY: Random House.
- 2) Griffin, C. W., Wirth, M. J., & Wirth, A. G. (1986). Beyond acceptance: Parents of lesbians and gays talk about their experiences. Englewood Cliffs, NJ: Prentice Hall.
- 3) Malone, J. (2000). 21st century gay. New York, NY: M. Evans.
- 4) Jennings, K. (Ed.) (1994). One teacher in 10: Gay and lesbian educators tell their stories. Los Angeles, CA: Alyson Publications.
- 5) Fairchild, B., & Hayward, N. (1979). Now that you know: What every parent should know about homosexuality. New York, NY: Harcourt Brace Jovanovich.

Videotape:

- 1) Chasnoff, D. (Director) & Cohen, H. (Producer) (1996). It's elementary: talking about gay issues in school.

Appendix H

Cover Letter to Participants Requesting Feedback and Insight

Date: August 24, 2002

To: Catherine, Hal, Jack, Natalie and Richard

From: Joyce Baptist

(Mailing address, e-mail address and phone number)

RE: Research study on your family

I hope this finds you well. It's been a busy and productive summer for me as you will soon see.

I want to again express my appreciation for the privilege of sharing your stories of resiliency. It has challenged and enriched my work and my personal growth. I am happy to share our collaborative effort in eliciting your personal stories and voice.

I have enclosed a copy of the interview data that I will be including in the final write-up of my dissertation entitled "Coming Out: One Family's Story." Your personal stories are laid out in "Chapter 4: Findings" of my dissertation. I welcome your feedback and insight. Please feel free to provide your feedback by making notations on your copy, through e-mail or by phone by September 2, 2002. I look forward to hearing from you.

Thank you once again for your gracious participation.

Sincerely,

Joyce Baptist

Vitae

Joyce Alexandria Baptist

EDUCATION	<i>VA Polytechnic Institute and State University, Blacksburg, VA</i>	
	Ph.D. in Human Development with an emphasis in Marriage and Family Therapy	Sept. 2002
	<i>Loyola University Chicago, Chicago, IL</i>	
	M.A. in Community Counseling	June 1999
	<i>Systematic College, Malaysia</i>	
	Chartered Management Accounting (CIMA, U.K.)	Nov. 1992
ADDITIONAL QUALIFICATIONS	<i>American Association of Marriage and Family Therapy</i>	
	Supervisor candidate	Since May 2001
	<i>Loyola University Medical Center Sexual Dysfunction Clinic, Oak Park, IL</i>	
	Clinical training	Apr. 1999
	<i>EMMAUS Center for Counseling and Social Development, Malaysia</i>	
	Counselor training	Mar. 1997
	<i>Royal Society of Arts, London, U.K.</i>	
	National Vocational Qualification Level 3 Assessor	July 1996
RESEARCH EXPERIENCE	<i>VA Polytechnic Institute and State University, Blacksburg, VA</i>	
	Collected observational data on "The Quality of Care Provided by Dementia Care Centers."	Summer 2001
	Conducted a case study on "Same-sex Couple: Experiencing College Life."	Spring 2001
	Conducted an electronically administered survey research on "The Degree of Awareness of Biases Towards Gay Individuals Among Resident Marriage and Family Therapists."	Spring - Fall 2000

Loyola University Chicago, Chicago, IL

Conducted focus groups for a study on “Factors that Contribute to a Successful Freshmen Year.” Spring 1999

Conducted a survey on “The Risk of Attrition of Undergraduate Commuter Students.” Fall 1998 – Spring 1999

Coded observational data for a study on “Adult Resiliency.” Fall 1998 – Spring 1999

Collected interview data for a study on “Mature Adults’ Use of Lincoln Park, Chicago, IL.” Summer 1998

Coded observational data for a study on “The Inner Experiences of Therapists.” Spring 1998 – Fall 1998

CLINICAL EXPERIENCE *Dartmouth-Hitchcock Residency Program, Family Health Center of Concord Hospital, Concord, NH* Since Aug. 2001
Family Therapy Center of VA Polytechnic Institute and State University, Blacksburg, VA Jan. 2000 – July 2001
Asian Human Services, Chicago, IL Aug. 1998 – May 1999
Loyola University Medical Center Sexual Dysfunction Clinic, Oak Park, IL Mar. – Apr. 1999

TEACHING EXPERIENCE *Dartmouth-Hitchcock Residency Program, Family Health Center of Concord Hospital, Concord, NH*
 BEHAVIORAL SCIENCE Since Aug. 2001
VA Polytechnic Institute and State University, Blacksburg, VA
 HUMAN SERVICES FIELD STUDIES Aug. 1999 – July 2001
Systematic College, Malaysia
 FINANCIAL STUDIES Jan. 1990 – Dec. 1995

- ADMINISTRATIVE *VA Polytechnic Institute and State University, Blacksburg, VA*
- EXPERIENCE HUMAN SERVICES FIELD STUDIES Aug. 1999 - July 2001
Loyola University Chicago, Chicago, IL
- OFFICE OF RETENTION Sept. 1998 – May 1999
- GRADUATE SCHOOL Aug. 1997 – Aug. 1998
Systematic College, Malaysia
- DEPARTMENT HEAD Jan. 1990 – Apr. 1997
- PRESENTATIONS “*The Role of Primary Care Providers in the Treatment of Breast Cancer Patients,*” Dartmouth-Hitchcock Residency Program Video-television Conference, Concord and Hanover, NH.
- “*Same-sex Couple: Experiencing College Life,*” Graduate Student Research Day, VA Polytechnic and State University, Blacksburg, VA.
- “*Working With Immigrants and Refugees from Southeast Asia,*” Social Work Seminar, Radford University, Radford, VA.
- “*The Degree of Awareness of Biases Towards Gay Individuals Among Resident Marriage and Family Therapists,*” Graduate Student Research Day, VA Polytechnic and State University, Blacksburg, VA.
- AWARD *The James D. Moran Memorial Dissertation Award, 2001*
 College of Human Resources and Education
 VA Polytechnic Institute and State University, Blacksburg, VA
- MEMBERSHIP The American Association of Marriage and Family Therapy