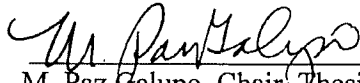


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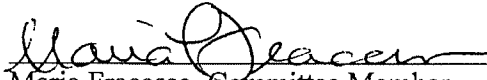
THESIS APPROVAL PAGE

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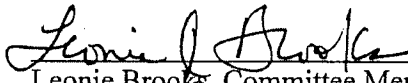
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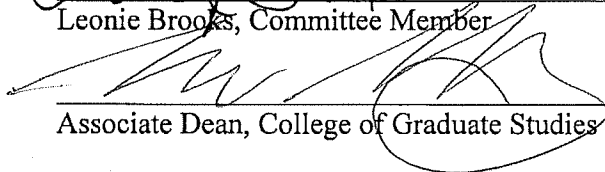
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A Comparative Analysis Regarding the Role of Internalized Homophobia and Community Involvement in the Identity Development of Non-Heterosexually Identified Men

CHAPTER ONE:

INTRODUCTION

Research examining human sexuality historically has focused on the formation of sexual identities through a heterosexist lens (Thornhill & Gangestad, 1996); only studying gay sexual identities as an alternative to heterosexuality and conceptualizing sexual orientation in a dichotomous framework (heterosexual and homosexual). More recently some studies have begun to look at the formation of bisexual identities and heterosexual identities (Worthington, Savoy, Dillon, & Vernaglia, 2002; Elaison, 1995; Weinberg, Williams & Pryor, 1994; Thompson & Morgan, 2008) however; the research seems to stop there. The purpose of this study is to gain a clearer understanding of the male sexual orientation identification process specifically by comparing non-gay identified men who engage in same-sex sexual behaviors with gay identified men. More specifically, this study will examine the impact that internalized homophobia and community involvement has on whether or not non-gay identified men who engage in same-sex sexual behaviors choose to identify as gay.

In an attempt to establish the difference between gay identified men and same gender loving men (SGL), I chose to define gay identified men as men who openly engage in same-sex sexual relationships and have loving and/or romantic feelings toward someone of the same sex. In addition, these men *have a connection to a larger gay culture, where there is a shared sense of beliefs, values, tradition and community*. SGL men on the other hand openly engage in same-sex sexual relationships and have loving and/or romantic feelings toward someone of the same sex; *however, they do not share the same sense of culture as gay men identified men*. SGL is a term that was developed and coined by Cleo Manago (Nagle, 2000). SGL persons often report

feelings of isolation from the gay culture and seek avenues to form their own culture (Melancon, 2008). Additionally, SGL men do not self-identify as gay.

Also included in analysis will be men on the *down low*. These men are important in this discussion as they represent a segment of men with same-sex attraction and behaviors who are rarely examined beyond HIV Prevention (Sandfort & Dodge, 2008; Johnson, 2004). Also, these groups of men are both important to this discussion as they served as a catalyst for further analysis into the same-sex relationships and sexual identity formation. Men on who live on the “Down Low” will be defined as those men who secretly engage in same-sex sexual relationships however they are unique in the fact that they still choose to identify as heterosexual. They cite the lack of romantic feelings toward men and the lack of community with gay men as their reason for not identifying as gay (Reback, & Larkins, 2010).

In order to better understand the development of same-sex sexual identities, this paper will first review different theoretical perspectives on the formation of gay and bisexual identities. Additionally, this paper will review homophobia and attitudes toward gay identified men also identifying possible negative outcomes associated with the aforementioned topics.

Sexual Orientation Identity

Many researchers have developed theories pertaining to sexual identity development (Cass, 1984; Troiden, 1989; Weinberg, Williams & Pryor, 1994). To date most research has focused on analyzing the sexual identity development of non-heterosexual populations (Weinburg, et.al, 1994). While there has not been one definitive theory that captures all aspects of sexual identity development; there is a general belief that sexual identity for non-heterosexuals is marked by several pivotal developmental stages in formalizing a sexual identity. Though there have been many theorists who have contributed to the wealth of knowledge

concerning gay identity development, more prominent theories include those by Cass (1984); Troiden (1989); and Weinburg, Williams, & Pryor (1994).

Homosexual Identity Formation Theory

Cass' theory (1984) of homosexual identity development relied heavily on the belief that gay identity was a "typological identity". Cass theorized if an individual's personal view of their sexual preference matched what they perceived others believed about that sexual preference a sexual identity was formed (Cass, 1984). In forming a gay identity, Cass argued that change was one of the essential aspects of identity formation, characterized by changing from one sexual identity to a homosexual identity (Cass, 1984). For Cass, this change took place in stages characterized by: an increase of acceptance regarding the gay identity; developing a positive relation to the gay identity; a person's desire to share their gay identity with others; and a need to socialize and frequent places occupied by other gay identified persons (Cass, 1984). Cass attempted to differentiate the difficult nuances that took place during these stages, identifying six stages of gay identity development: *Identity Confusion*; *Identity Comparison*; *Identity Tolerance*; *Identity Acceptance*; *Identity Pride* and *Identity Synthesis*.

During the *Identity Confusion* stage, Cass theorized that individuals recognize that they have same-sex desires leading to confusion and questioning of their sexual identity. At this point individuals are confronted with the decision of possibility adopting a gay identity. It is Cass' belief that individuals who have a positive view concerning a gay identity move into the next stage of homosexual identity formation; while those with a negative view reject any notion of accepting a gay identity halting the developmental process. The act of rejecting the gay identity is referred to as identity foreclosure. It is important to note that Cass believed that identity foreclosure could happen at any point in gay identity development. The second stage, *Identity*

Comparison, is characterized by the feelings of isolation from “non-homosexuals”. Individuals become more aware of the differences between themselves and “non-homosexuals”. To combat feelings of isolation, individuals during this stage are more likely to engage in contact with the LGBT community.

Identity Tolerance, stage 3, is characterized by a willingness to further commit to a gay identity. Individuals in this stage actively seek out the company of other gay identified persons to fulfill their social, sexual and emotional needs. It is important to note that during this stage disclosure, the gay identified person develops two separate images. The public image is one representing hetero-normative behavior; while the private image (expressing same sex desires) is only displayed around other gay identified persons. As a result of this splitting; disclosure to non-heterosexuals is very limited. Following stage 3, *Identity Acceptance* (stage 4), the individual begins to develop a more secure and positive view of their gay identity as a direct result of emersion into the LGBT subculture. During this stage, the individual also begins to develop a social network made up of person from the LGBT community.

In the final stages (*Identity Pride and Identity Synthesis*), the individual has fully accepted their gay identity and openly acknowledges their newly acquired identity. They differ in that the *Identity Pride* stage is characterized by a strong and rigid commitment to the gay identity. During this stage the individual begins to become openly hostile toward heterosexuals and purposefully challenges hetero-normative beliefs. Disclosure of gay identity to non-heterosexuals is frequent. By disclosing their sexual identity individuals seek to validate their identity seeking equality. During, *Identity Synthesis*, the individual seeks to resolve the dissonance experienced in the previous stage by engaging in more positive contacts with

heterosexuals. Individuals in this stage come to see their gay identity as only aspect of self, recognizing the multiple aspects of their entire identity.

Analysis of the proposed *Homosexual Identity Formation Theory* (Cass, 1984), provide general support of the theory. Participants acknowledge, to a degree, the defining characteristics presented in each stage and typically develop in the theorized sequential order.

Richard R. Troiden's Becoming Homosexual: A Model of Gay Identity Acquisition

Much like Cass' theory of gay identity development, Troiden's theory relied heavily on the idea that gay identity formation developed through a series of stages. Troiden's intention was to develop a framework to better understand how a gay identity was acquired. He theorized that the gay identity is developed through a series of four stages. It is important to note that while Troiden's model was stage based, it is in no way prescriptive. Troiden did not see the acquisition of a gay identity as a rigid sequential process (Troiden, 1989).

Troiden theorized that the *initial stage (stage 1)* of gay identity formation was categorized by feelings of separateness or dissimilarity from peers (Troiden, 1989). He speculated that this stage occurred in two possible phases: one taking place prior to age 13 (early) and the other between the ages of 13 and 17 (late) (Troiden, 1989). The feelings of difference experienced during this stage are based more so on gender expression than any other factors. This is not to say that all persons who experience these feelings of dissimilarity would later develop a gay identity (Troiden, 1989). This stage hallmarked by the processing of recognizing and identifying one's feelings as gay, is referred to as *Sensitization*.

Troiden's second theorized stage, *Dissociation and Signification*, typically occurs during late adolescence (but can occur at any age). This stage is hallmarked by a growing sexual attraction to members of the same-sex. During this stage, individuals are no longer able to deny

their same-sex sexual desires and begin to consciously explore the idea of accepting a gay identity. During this stage, it is believed that the following strategies are implemented to help resolve the ambivalence experienced during this stage: denial of feelings and impulses; avoidance of situations that address developing sexual desires; an attempt to “fix” same-sex desires; and acceptance of sexual desires (Troiden, 1989).

Troiden’s third and fourth stages (Coming out and Commitment), signify greater acceptance of the gay identity (1989). The earlier stage (Coming Out) is signified by active involvement in the gay community and a redefining of the gay identity as something that is positive and viable identity. These particular activities are important as they shape and alter how the gay identified male comes to view homosexuality (Troiden, 1989). The later stage (Commitment) is recognized as being fully integrated into a gay man’s self identity. The label gay no longer simply implies same-sex sexual behavior but now becomes a “state or way of being” (Troiden, 1989).

Bisexual Identity Formation Theory

Much like Cass’ *Identity Formation Model* and Troiden’s *Gay Identity Acquisition Model*, Weinburg, Williams, and Pryor (1994) developed a stage based model to describe how bisexuals attained their sexual identities. This particular model was groundbreaking. It was the first to outline bisexual identity development, as separate from gay identity development. They note that this model is not prescriptive and all bisexually identified persons did not necessarily develop an identity in this sequential order. The stage based model was instead to be used as a tool for understanding how some bisexuals developed their sexual identities.

Like Cass’ model, Weinburg, et.al (1994) theorized that the initial stage of sexual identity formation was one marked by a sense of considerable confusion due to dual sex attraction. They

theorized that bisexually identified persons often questioned whether their same attraction would lead to the end of their other sex attraction (Weinburg, et.al, 1994). Some of the many characteristics of this phase are feelings are bewilderment, fright and distress. Individuals during this stage experience a great deal of frustration unable to find satisfaction in a heterosexual or bisexual identity. As a result some individuals reported being unable to deal with these new desires and unable to resolve their emerging desire for the same sex (Weinburg, et.al, 1994). Interestingly enough, some individuals experience anger and rage, due to their previous homophobic feelings. This initial stage is known as the *Initial Confusion* (stage 1).

During stage two (*Finding and Applying the Label*), it's theorized that individuals come to understand what a bisexual identity means and applies that label to their life. For some this is the turning point in their life. Others report their first sexual same sex experience? as the turning point (Weinburg, et.al, 1994). These individuals realize same or other sex sexual encounters are equally pleasurable. The most instrumental part of this stage is the recognition and acceptance of the bisexual identity from others. It is important to note that this support did not have to come from other bisexually identified persons. This support can be derived from a number of sources including sex-positive organizations. The next stage (3), *settling into the identity*, is considered a more complete transformation in which individuals start to readily accept and apply the bisexual label to themselves.

During this stage individuals "settling into the identity" become more self accepting due to a better understanding of the identity; as a result they care less about societal norms and judgments. This acceptance is again related to the social support that they receive. It is important to note that during this stage, individuals begin to contemplate whether they can maintain monogamous relationships with either sex; with most believing they will eventually ended up in

heterosexual relationships. This leads to the fourth and final stage, “*Continued Uncertainty*”. While bisexual individuals may receive support from family, friends and social organizations; bisexually identified persons often experience rejection from both heterosexuals and the gay/lesbian community at large. Bisexuals report being labeled confused or going through a “phase” before they accept a gay identity. It is important to note that for bisexually identified people the pressures experienced from the gay community have a greater impact than that of heterosexuals. Bisexually identified persons often move in and out of the heterosexual community, spending more time in the gay community. This explains why the opinion of the gay community has a greater impact on bisexuals. The bisexual identity formation proposed by Weinberg, et.al is not prescriptive nor is it a detailed map to developing a bisexual identity.

In a follow up study conducted by Weinberg, Williams and Pryor (2001), participants were found to be more stable and settled into their bisexual identity as they moved toward middle age. This is despite a decrease in the interaction with bisexual community and a move to sexual behavior with one sex. This is important to note in terms of community involvement and sexual identity.

Heterosexual Identity Formation Theory

While not the intended focus of this study, understanding heterosexual identity formation is important as some men actively engage in same-sex sexual behavior yet still identify as heterosexual. Heterosexual identity formation has yet to be fully understood or explored. While currently the general belief is that a heterosexual identity is a universal default and that any other sexual identity is a deviation from heterosexuality, researchers are beginning to examine the formation of heterosexuality (Morgan, Steiner, & Morgan 2010; Worthington, Savoy, Dillon, & Vernaglia 2002).

In 2002, Worthington, et. al, developed a stage based model that theoretically explained how sexual identity formation takes place among heterosexuals. It was proposed that male heterosexuality identity formation is staged based, and operates through five phases: unexplored commitment, active exploration, deepening and commitment, diffusion, and synthesis. It should be noted that active exploration of one's sexual identity in this theory is not limited to physical contact. Active exploration includes both cognitive and behavioral exploration. This concept is pivotal in understanding the sexual identity formation of heterosexual men who identify as being on the DL. Sexual identity has always been understood in the concept of sexual behavior, particularly for men. If a man engages in a sexual act with someone of the same-sex; it is believed that he is gay (in some rare cases a bisexual identity is affirmed); however there are a number of heterosexual men who have at some point in their lives engaged in same-sex sexual behaviors yet still identify as heterosexual.

What we know about heterosexual male identity is largely linked to masculinity studies. Heterosexuality amongst men is by far seen as something that is connected to masculinity. With that respect heterosexual male identity is in large part something that is displayed and validated by other heterosexual masculine men. Heterosexual identified men often display and perform what they believe are validated forms of heterosexuality (i.e. sexual acts with women, toughness, fearlessness, etc.) amongst other men for affirmation; however rarely shared with other men are the internal process that are taking place (Richardson, 2010).

Alternatives to a Gay Identity

The need for a sexual identity that is both affirming and accurately represents the person it describes as one of the most important social identities there is. Sexual identity has become a point of controversy due to its limiting nature. People are often placed into one of three

categories: straight, gay or bisexual without regard to how the person may personally identify (Morgan, Steiner, & Morgan, 2010). For persons who have same-sex sexual attraction this has become a source of contention resulting in a backlash against the term gay. While only meant to describe sexual orientation, the term has taken on a more significant meaning referencing a community of people with a shared culture. For some this connotation has led to the creation of more expansive terminologies that accurately reflects not only their sexual attraction, but pulls away from the contrived and often stereotypical connotations associated with the gay community.

Same Gender Loving

Cleo Manago, socio-political activist and HIV prevention expert, coined the term Same Gender Loving (SGL) to describe men, particularly African American men, who openly engage in same-sex sexual and romantic relationships; however do not identify as gay. The term was developed out of the need to distinguish the unique experiences of these men. SGL is a term and concept thought to be more affirming and in direct opposition of the term men who have sex with men (MSM) which is often used in public health with respects to HIV. While the formation of a SGL identity has not been empirically studied, it has been widely accepted amongst public health authorities as a valid form of sexual identity expression (Morgan, Steiner, & Morgan, E. 2010).

With little to no data regarding the number of men who identify as SGL, it is impossible to estimate the number of men who truly accept this as a social identity. What is known anecdotally is that men who identify as SGL do so as a result of the limiting nature of a gay identity, which is often associated with white middle class men (Morgan, Steiner, & Morgan, 2010). SGL men report not seeing a true reflection of self within the gay community. When

attempting to identify as gay, SGL men experience little to no connection to the word; aside from describing a sexual act. As a result of their rejection of a gay identity, SGL men are frequently mistakenly placed in the “closeted gay man” category. It is important to note that SGL men do not secretly engaged same-sex sexual behavior. Instead they openly engage in their relationships while simultaneously rejecting a gay identity.

Adolescents Rejecting the Gay Identity

During adolescence, youth struggle to define who they are as individuals and find their place in society. One of the paramount issues that adolescents are faced with concerns budding sexual desires. During adolescences, it is typical for youth to experience a growing sexual interest. For many adolescents, this is complicated due to same-sex sexual desires. For years, theorist (Savin-Williams, 2005; De Welde & Hubbard, 2003) discussed sexual orientation development for gay youth as something that was riddled with uncertainty and plagued by social rejection. This characterization has shaped how society understands sexual identity development for gay youth. While for some gay youth this characterization remains true, there is a growing number of youth with same-sex sexual desires who are rejecting the gay identity.

With the growing acceptance and validation of a gay identity, many teens are experiencing the freedom of choosing how to define their sexual identities, particularly those with same-sex sexual desires. There is little empirical data that examines youth who reject gay identities; but from what we do know this is becoming more common (Savin-Williams, 2005). For some, they view a gay identity as valid and affirming; for others the identity is very limiting. These youth see the gay identity as a social construction that attempts to define them as individuals based solely on their sexuality (Savin-Williams, 2005). Savin-Williams, examined these phenomena and highlighted six reasons that adolescents reject a gay identity including: (1)

safety: fear of negatives consequences of being gay, (2) internalized homophobia: disgust of their own sexual desires, (3) fluidity: view that sexual identity is beyond labels, (4) philosophy: choosing not to put their sexual identity into a box (5) Fit: choosing not to “buy in” to what society has labeled gay and (6) Politics: youth who oppose the political associations with being gay. Whatever the reason, youth are finding more ways to redefine their sexuality.

Men on the “Down Low”

To date there has been very little empirical studies done on men who consider themselves as on the Down Low (DL). This is largely due to the hidden nature of the population. What is commonly believed is that while engaging in same sex loving behavior, these men still consider themselves to be heterosexual (Barnshaw & Letukas, 2010). Often to gain a better understanding of these men they are viewed under the framework of closeted bisexuals (Johnson, 2004). DL men themselves report that they would not dare to identify as gay because of stigmatization more specifically they do not want to be seen as soft or a “punk” (Wilson, 1998). When not being viewed as closeted bisexuals, often these men are viewed as predators, purposely exposing heterosexual women to the HIV/ AIDS virus (Sandfort & Dodge, 2008). Even with the lack of vast amounts of statistical data, these men are blamed almost solely as the cause of the rise in the HIV AIDS rate in heterosexual women (Sandfort & Dodge, 2008). The person cited most often for getting so much attention placed on the phenomenon is author and former “DL” identified J.L. King.

In the mainstream media and J.L. King’s (2004) work, one question that is never really answered is how these men interpret their own identity. When attempting to define this group of men as bisexuals, it oversimplifies the identification process of sexual orientation (Kalamka, 2004). Due to the lack of proper role modeling and reflection of themselves in the gay

community, it is quite conceivable that these individuals choose not to identify with a community that they do not feel a part of. In fact, when looking at the current understanding of the gay identification process, having a sense of community is listed as one of the most important aspects of identification (Bohan, 1996).

Issues Related to Sexual Minority Development

Attitudes toward LGBTQ Individuals

While attitudes regarding LGBTQ identified persons have improved, there are still many negative attitudes held toward LGBTQ persons, gay males to be more specific (Hicks & Lee, 2006). Gay identified men are often viewed as weak, effeminate, overly sexualized, anti-women, and lacking a strong moral foundation (Blashill & Powlishta, 2009; Barron, Struckman-Johnson, Quevillon, & Banaka, 2008). Attitudes about LGBTQ persons have been found to be associated with a number of factors including: political affiliation, sex, education and religiosity (Hicks & Lee, 2006). It should be noted that the “intensity” of the negative attitudes held toward gay men is greater than when compared to lesbians (Herek, 2000). Herek theorized that heterosexual men were more likely to hold negative views toward gay men due to their desire to align themselves with a heterosexual masculinity identity.

Current research tends to support the idea that persons who relate to being more conservative have an increased negative perception of LGBT identified persons (Lemelle & Battle, 2004; Sullivan, 1999). Along with political affiliation, origins of a person’s sexual identity tend to have an effect on how LGBTQ persons are viewed. Those who believed that same-sex attraction was something that a person is born with and cannot control, were less likely to hold negative views persons who identify as LGBTQ (Hicks & Lee, 2006). It is worth noting

that some theorist hypothesize that the African American community holds more negative views of LGBTQ persons than other racial groups (Lemelle & Battle, 2004; Battle & Lemelle, 2002).

The negative perception of gay men is theorized to be more prevalent within the African American Community, with African American men holding more negative views toward gay men as opposed to African American women (Lemelle & Battle, 2004). In fact while negative views of gay men decreased as African American women increased in age, income, and education; the negative views the African American men held of gay men remained consistent across those same variables (Lemelle & Battle, 2004). What is also relevant is that within the African American community, the more men participated in church, the more likely they were to hold negative views of gay men; this not true of African American women (Lemelle & Battle, 2004). The overall negative attitudes toward the LGBTQ community, have contributed to the development of a heterosexist culture in which homophobia and internalized homophobia exists.

Generalized & Internalized Homophobia

Homophobia is the pervasive negative thoughts, attitudes, and beliefs in relation to LGBT persons (Fine, 2011). Heterosexism is the idea that there are systems in place that favor, support, and reinforce opposite-sex sexual-attraction and relationships; validating them as “normal” and viewing anything else as abnormal. Cases of homophobia and heterosexism have been well documented for a number of years (Fine, 2011; Nagoshi, Adams, Terrell, Hill, Brzuzy, & Nagoshi, 2008). Homophobia has been cited as one of the main reasons closeted gay men are unwilling to publicly identify as gay (Murray, 1996). Effects on homophobia and heterosexism can be seen on both the macro and micro levels impacting legislation that governs societies and the individuals who live in these societies. While, there have been major strides over the past few

decades to fight homophobia and combat its impact on gay identified persons; lasting negative impressions still remain.

With so many negative messages received with regards to same sex sexual desires; it is understandable that some men develop a deep fear and often hate with regards to their sexual feelings. Internalized homophobia is the process in which negative attitudes and beliefs held by society are internalized and held by persons with same-sex sexual desires (Newcomb & Mustanski, 2010). Internalized homophobia occurs when these negative messages are accepted as truth (Cabaj, Gorman, Pellico, Ghindia, & Neisen, 2001). Internalized homophobia is expressed in numerous ways. Often it is seen when gay men express prejudicial thoughts or engage in hostile actions toward other gay men (Kelley, 2008). These negative thoughts are received from many directions particularly with respects to religious institutions.

It is often theorized that internalized homophobia is the main reason that some gay men remain closeted. This theory has been supported by studies (Alessi, 2008); however does over simplify the complex nature of sexual identity development.

Lack of Unified Community

With changes in what constitutes a community, it is no wonder there are some men with same sex attraction who struggle to identify with the gay community. For years, images of the gay community have depicted mostly white men from middle to upper class America. In the past, the gay community has been depicted as sexually promiscuous, lacking moral fiber and with little to no redeeming qualities. Gay men have been (and continue to be) portrayed in mass media as overly effeminate men, who engage in illicit drug use, that cross dress and offer little to society outside of music and fashion. While there are some gay men who embody these characteristics; there are also a fair amount of men with same sex desires who do not. These

men often struggle to find a reflection of themselves within the community, leading to ambivalence about being associated with the community (Szymanski & Gupta, 2009). This ambivalence frequently leads to division within the community. The divide is more evident amongst men and is in large part due to the pervasive nature of racism and classism. While not exclusive to black men, there has been a wealth of articles written which explores the racism experienced by Black men within the gay community which leads to the rejection of that very community (Peterson and Jones, 2009).

There have been numerous reports of incidents in which individuals have used to support this notion. Terrell Lasane (2008) reported that he experienced a great deal of social rejection during his initial identification stages of identifying as gay. This is not uncommon in the gay community particularly amongst black men. In the gay community, the voice of black men frequently goes ignored. Often it is reported that black men feel that they are placed into one-dimensional roles within the gay community (Szymanski & Gupta, 2009); which is typically as sexual studs.

Statement of the Problem

To date research on the development of sexual identities has primarily focused on sexual minorities. This research suggests that sexual orientation is staged based and generally comes about as a direct result of recognizing same-sex attraction within one's self. Additionally, it is theorized, particularly for persons with same-sex attraction, that a person's sexual identity and sexual orientation is something that is announced publicly and is congruent with a person's sexual behavior. The purpose of this study is to examine the relationships between internalized homophobia and connectedness to the gay community with respect to how men with same-sex sexual behaviors define their sexual orientation.

It is hypothesized that men who engage in same-sex sexual behavior and who identify as same gender loving, do so as a result of feeling less connected to the gay community, therefore it is predicted that they will report lower community involvement than gay identified men.

Additionally, it is predicted that internalized homophobia will not differ between men who identify as gay or same-gender loving; nor will it differ for men who identify as on the down low.

CHAPTER TWO:

Methods and Materials

Participants

Participants were recruited from March 2007 until August of 2011. Of the 84 participants who initiated the survey, only 64 men completed it. Of the 64 participants, ages ranged from 19 to 68; with a median of 34 years of age (see table 1). Educational levels ranged from those with some high school education to those with a doctorate degree (see table 2). Participant's racial identity included the following; for same gender loving: 12 African American men, 5 Bi-racial men, 1 White man and 1 Asian man; for gay identified men: 14 African American men, 1 Bi-racial man, 7 White men, 2 Asian men and 3 men who identified as other; for down low men: 4 African American men and 1 White man.

Procedures

Participants were recruited for this study by placing advertisements on web-based social groups on www.yahoo.com and www.msn.com (see table 3). In addition, an email containing a link to the survey was forwarded to associated list-serves. Those who received the email were asked to forward the email containing a link to the survey to other MSM. Additionally, a link to the survey was posted on www.craigslist.org under the volunteer and queer forums. Because of

the nature of the study, participants under the age of eighteen years old were not allowed complete the survey. Participants who indicated being under the age of eighteen were redirected to the closing statement of the survey.

Measures

To collect data *the Internalized Homophobia Scale* (Appendix A) and *Identification and Involvement With the Gay Community Scale* (Appendix B) were used. This study also included a basic demographic questionnaire and as well as one question which the participants will be allowed to identify their sexual behaviors and activities (Appendix C).

The *Internalized Homophobia Scale* is a 20 item, Likert-type scale. Each item is scored based on 5 points, where 1=strongly disagree and 5=strongly agree. 10 of the items are positively keyed and 10 of the items are negatively keyed. The range for the total score is 20-100; with the higher scores indicating a greater internalized homophobia (Wagner, 1998). The scale has an internal reliability of .77 (Cronbach alpha)

The *Identification and Involvement with the Gay Community Scale* (Vanable, McKirnan and Stokes, 1998), is comprised of eight self-report items. Questions 1-4 are based on a Likert-type scales, with 1=strongly disagree and 5=strongly agree and questions 5-8, require participants to select responses A-E (see Appendix B). With this scale item 4, must be reverse scored. The higher the score the more involved and identified the participant is with the gay community. This scale has a reliability of .76 (Cronbach alpha).

Participants were asked to indicate how they identify their own sexual orientation (appendix C). Participants were only allowed to choose one answer. This particular survey was developed for this particular study as there was no survey already developed that captured this particular information. Response will be coded 1-6 (see appendix C).

The surveys mentioned above were posted on www.surveymonkey.com, which participants will access through a link (see appendix F). To complete the entire survey it takes approximately 15-20 minutes; however, participants will be able to take as long as they need to complete the survey. Participants will not be able to stop and later continue the same survey. If a participant does not complete the survey, they will have to restart a new survey. Incomplete surveys will not be used as a part of the data analyses.

CHAPTER THREE:

RESULTS

To first determine whether there were differences in the levels of internalized homophobia or community involvement amongst gay identified men, same gender loving men and men on the down low NOVA analyses were performed to investigate the effect of identity on community involvement and internalized homophobia, respectively. Where indicated; planned t-tests were conducted for further analysis.

Effect of Identity on Community Involvement

A one-way ANOVA was conducted to determine if there were differences in the level of community involvement among gay identified, same gender loving, and men on the down low. As predicted there was a significant difference across the groups, $F(2, 49) = 5.70, p = 0.003$. Planned t-test comparisons revealed that both gay identified men ($M=27.04, SD=4.84$) and SGL men ($M=25.10, SD=3.85$) reported significantly higher levels of community involvement than DL men ($M=19.80, SD=4.55$); where $t=3.08, p = 0.001$ and $t= 2.55, p = 0.01$, respectively. Additionally, community involvement was higher for gay identified versus SGL men in a trend that was approaching significance, $t=1.45, p = 0.08$.

Effect of Identity on Internalized Homophobia

A one-way ANOVA was conducted to determine if there were differences in internalized homophobia across gay identified men, same gender loving men and men on the down low.

There was no significant differences among internalized homophobia for the three identities, $F(2, 49) = .13, p = 3.19$.

CHAPTER FOUR:

DISCUSSION

The present study is the first research of its kind to examine same gender loving as a male sexual identity separate from a gay identity. Much of what is believed about men who engage in same-sex sexual behaviors who do not identify as “gay” focuses on internalized homophobia and community involvement as explaining this variance (Szymanski & Gupta, 2009). Additionally, race is often viewed as a contributing factor into whether non-heterosexual men identify as gay, particularly for men who identify as on the down low. For this reason, down low men were included in the present analyses. The present research suggests that although there were no significant differences in internalized homophobia among the three groups, there were distinct differences in community involvement. These findings have implications in the role of community in the development of male sexual identity; and suggest there needs to be further research.

Sexual Identity and Community Involvement

Consistent with predicted outcomes there was a significant difference in community involvement across men who identified as gay, same-gender loving, and down low. This is important as it supports what has been theorized as one of the main reasons that non-gay identified men who have sex with men chose to identify as gay. Cleo Manago (Nagle, 2000), suggests that in particular, African American men with same-sex sexual behaviors do not identify as gay due to a lack of connectedness to and involvement in the larger gay community.

Like Cleo, other researchers theorize that this occurs as a result of many contributing factors including racism within the gay community and lack of space for men of color to express themselves completely (Peterson and Jones, 2009). While this study did not address the reasoning behind this difference, one could infer that the theories proposed by Cleo Manago (Nagle, 2000), as well as Peterson and Jones (2009) hold some validity.

Of particular interest are the present findings regarding community involvement across same gender loving and down low men. Due to the similar racial and cultural backgrounds of both groups, same gender loving and down low men are often grouped together. The present findings suggest that there are real differences between the two groups, specifically where same gender loving men reported greater community involvement than men on the down low. Because both of these groups are predominantly made up of men of color, this finding suggests that race cannot solely explain community involvement among these groups. Not as surprising, gay identified men and men on the down low have a significant difference in community involvement. Many down low men have chosen not to accept an identity that publically acknowledges their sexual identity; so it would be expected that involvement in the gay community would be low. Additionally, since labeling of down low behaviors with respect to a sexual identity have almost exclusively focused on African American men, issues of racism within the gay community cannot be discounted.

Sexual Identity and Internalized Homophobia

As theorized, there was no significant difference in internalized homophobia across sexual identity. This data supports the notion same gender loving men are no more likely than gay identified men to possess internalized homophobia. What is interesting is that internalized homophobia has been cited as one of the major reasons that men categorized as on the down low do not identify as gay (Barnshaw & Letukas, 2010). This study suggests that there is in fact no significant difference between the groups. This leads researchers and other theorists alike to wonder; if internalized homophobia is not a significant factor for men on the down low what other factors contribute to this phenomenon.

Study Limitations and Directions for Future Research

While the present results offer promise, generalizations should be made cautiously and within the context of the noted demographics. Of particular concern is the small sample size, including a total of only 62 participants who completed the survey. A larger sample size with a more diverse population in terms of sexual identity and racial background may be necessary to

make firm conclusions. In particular, findings indicated a trend approaching significance between gay identified and same-gender loving men with regard to community involvement. It is likely that this finding would be firmly established with a larger sample size. In addition, participants were predominantly African American in this study. A larger sample size with more racial diversity may yield interesting results and help to separate the potential interesting effects of racial and sexual identity. Because of the small sample size, race was not systematically considered in the present analyses. Both same gender loving and down low identities have been discussed in the literature almost solely within the context of African American men, future research should systematically consider the intersection of race and sexual identity. More specifically, future research should focus on whether or not these same gender loving and down low identities are a direct result of the oppression and discrimination against people of color in the LGBT community and if they are distinct sexual identities with similar but separate and unique identities. Additionally future research should specifically address follow up questions about reasons for the lack of connection with the LGBT communities.

An internet based recruitment strategy was used to contact potential participants for this study. Although not without its limitations, internet surveys are particularly useful for research among sexual minorities and for reaching individuals who are not connected to the larger LGBT communities (Riggle, Rostosky, & Reedy, 2008). This is particularly salient for same gender loving and down low participants. While this strategy did yield modest participation, a larger sample may have been recruited if targeted venue based outreach strategies were used for this study. Historically, targeted venue based outreach has been proven effective in enrolling hard to reach populations into studies and other protocols (Muhib, Lin, Stueve, Miller, Ford, Johnson, Smith, & Community Intervention Trial for Youth Study Team, 2001). Additionally, there were several barriers in promoting the study online. Promotion for the study was flagged on several online message board websites such as www.walkerwednesdays.com and www.craigslist.org. Promotion was generally flagged due to the sensitive nature of the study and out of concern for security of information regarding potential participants' identities.

An additional limitation centers on the measure of community involvement used.

The Identification and Involvement with the Gay Community Scale (Vanable, et. al, 1998) was developed based on a sample of individuals who outwardly identified as gay. Although the community involvement scale was sensitive enough to reveal differences across groups; it may not fully capture what constitutes community for same gender loving and down low men. For example, it does not allow for participants to identify other communities in which same-sex sexual behaviors amongst men are practiced and accepted beyond the traditional “LGBT community”. A more updated instrument which fully explores multiple communities in which same-sex sexual behaviors are accepted and practiced may reveal different results. The development of new research measures that fully addresses the intricacies that lead to sexual identity for non-heterosexually identified men is an important direction for future research. Specifically, the present research suggests that new measures that capture the experiences of same gender loving and down low men are necessary to fully understand the development of sexual identity for individuals who fall outside of the dichotomy of heterosexual and gay.

Because of the distinct differences found between same-gender loving and down low men with regard to community involvement (but not internalized homophobia), the present results suggest that future research should aim to further differentiate between the two. In particular, additional research is necessary to examine down low men outside of the context of being a public health concern. Past research on down low men has almost solely focused on HIV transmission, acquisition and prevention (Sandfort & Dodge, 2008; Johnson, 2004). More specifically, down low men have traditionally been villainized and seen as directly responsible for the increase in HIV amongst heterosexual African American women. The present research raises the possibility that “down low” identification may be constructed as an identity that is separate from same-gender loving men. Exploring down low as a potential sexual identity expands our conceptualization of the down low experience. For example, future research could explore whether the down low identity serves a positive coping function in reaction to oppression from the larger heterosexual and LGBT communities. Ultimately, future research on down low

men could add considerably to the way in which we conceptualize sexual identity in general, specifically as it relates to understanding the distinction between private and public sexual identities.

This findings also suggest that we reexamine the current theoretical models exist for sexual identity formation. Current theories rely heavily on the assumption that non-heterosexuals move through a series of stages in coming into their identity. What is not known is if non-heterosexuals who do not identify as go through the same process.

Conclusion

The present research was the first to explore internalized homophobia and community involvement among gay identified men, same gender loving men, and down low men. As such, it provides a model for considering the range of non-heterosexual identities among men. In particular, difference in the way men were connected to the LGBT community was found across gay identified men and DL; as well as gay identified men and SGL men. These preliminary results suggest that further comparisons across these groups would add to literature on both our concept of LGBT community and our understanding of the intersections of racial and sexual identities among men.

Appendix A: Internalized Homophobia Scale (Wagner, 1998)

The following are some statements that individuals can make about being gay. Please read each one carefully and decide the extent to which you agree with the statement.

- 1 Strongly Agree
- 2 Disagree
- 3 Neutral
- 4 Agree
- 5 Strongly Agree

1. Male homosexuality is a natural expression of sexuality in human males.
2. I wish I were heterosexual.
3. When I am sexually attracted to another gay man, I do not mind if someone else knows how I feel.
4. Most problems that homosexuals have come from their status as an oppressed minority, not from their homosexuality per se.
5. Life as a homosexual is not fulfilling as life as a heterosexual.
6. I am glad to be gay.
7. Whenever I think a lot about being gay, I am critical about myself.
8. I am confident that my homosexuality does not make me inferior.
9. Whenever I think a lot about being homosexual, I feel depressed.
10. If it were possible, I would accept the opportunity to be completely heterosexual.
11. I wish I could become more sexually attracted to women.
12. If there were a pill that could change my sexual orientation, I would take it.
13. I would not give up being gay even if I could.
14. Homosexuality is deviant.
15. It would not bother me if I had children who were gay.
16. Being gay is a satisfactory and acceptable way of life for me.
17. If I were heterosexual, I would probably be happier.
18. Most gay people end up lonely and isolated.
19. For the most part, I do not care who knows I am gay
20. I have no regrets about being gay.

Appendix B: Identification and Involvement with the Gay Community Scale (Venable et.al, 1998)

This questionnaire concerns some of your general attitudes and experiences. For each question, indicate the most accurate response for you personally. Answer the questions quickly, giving your first "gut reaction"

- 1 Strongly Agree
- 2 Disagree
- 3 Neutral
- 4 Agree
- 5 Strongly Agree

- 1. It is very important to me that at least some of my friends are bisexual or gay
- 2. Being gay makes me feel part of a community.
- 3. Being attracted to men is important to my sense of who I am.
- 4. I feel very distant from the gay community

For Questions 5-7, please think in terms of the last six months or so.

- 5. How often do you read gay orientated papers or magazines, such as Clik or other local gay/bisexual papers
 - a. Never
 - b. Once a month or less
 - c. Several times a month
 - d. about once a week
 - e. several times a week or daily
- 6. How often do you attend any gay or lesbian organizational activities, such as meetings, fund raisers, political activities, etc.?
 - a. Never
 - b. Once a month or less
 - c. Several times a month
 - d. about once a week
 - e. several times a week or daily
- 7. How often do you go to a gay bar?
 - a. Never
 - b. Once a month or less
 - c. Several times a month
 - d. about once a week
 - e. several times a week or daily
- 8. About how many gay men would you call personal friends (as opposed to casual acquaintances)?
 - a. None
 - b. 1 gay friend
 - c. 2 gay friends
 - d. 3 or 4 gay friends

e. 5 or more gay friends

Appendix C: Self Identification

Which of the following describes your sexual behaviors in relation to your social identity?

- a. I openly have sexual and/or loving relationships with men and openly identify with the gay community. (1)
- b. I secretly have sexual and/or loving relationships with men and secretly identify with the gay community. (2)
- c. I openly have sexual and/or loving relationships with men; however I do not identify with the gay community (3)
- d. I secretly have sexual and/or loving relationships with men; however I do not identify with the gay community. (4)
- e. I openly have sexual and/or romantic relationships with men AND women and openly identify as Bisexual. (5)
- f. I secretly have only sexual relationships with men and identify as heterosexual. (6)

Appendix D: Demographic Questionnaire

1. Are you currently living in the United States?

Yes No

2a. State/ Territory of residence (US Resident)

2b. Please specify country of residence (Non-US Resident)

3. Current Age

4. What is your birth sex?

Female

Male

Intersexed

Not Sure

5. What gender were you raised?

Female/girl

Male/boy

6. How do you identify your gender now?

Female/Woman

Male/Man

Androgynous/ Man and Woman

Self describe

7. Do you identify as?

Transgender Female to Male

Transgender Male to Female

Genderqueer

Does not apply

8. Highest Level of Education:

Some High School

GED

High School Diploma

Some College

Vocational Training Certificate

Associates Degree

College Degree (BA/BS)

Some Graduate Education
Graduate Degree
Doctorate/PhD

9. Racial Identity

Asian/Asian American
Black
Hispanic
Native American/Native Alaskan
Pacific Islander
White (Non-Hispanic)
Bi-Racial/Multi-Racial

10. Which of the following best describes your current relationship?

Committed
Dating
Monogamous
Open Relationship
Polyamorous
Swinging
Not Currently in a Relationship

11. What is your marital/relationship status?

Civilly United
Divorced
Married
Partnered
Single (Never been married)
Widowed

12. Have you ever been divorced?

Yes
No

13. What is your religious identity?

Agnostic
Atheist
Buddhist
Catholic
Christian
Jewish
Muslim
Protestant
Spiritual, but not part of an organized religious group
None

14. On the following scale, please rate how religious you consider yourself:

Not Religious
Slightly Religious
Somewhat Religious
Moderately Religious
Very Religious

15. With which political party do you affiliate?

Democratic
Green Party
Independent
Libertarian
Republican
I do not affiliate

16. When contemplating political issues, do you consider yourself:

Liberal
Somewhat Liberal
Moderate
Somewhat Conservative
Conservative

17. Have you ever had a sexual experience with a:

Biological Female
Biological Male
Trans/Other Identity

18. Have you ever had a romantic relationship with a:

Biological Female
Biological Male
Trans/Other Identity

19. My current relationship is with a:

Biological Female
Biological Male
Trans/Other Identity
I am not currently in a relationship.

20. How did you hear about this survey?

Appendix E: Thesis Flyer

Hello,

My name is Jamal Hailey. I am a master's level graduate student at Towson University. I am conducting a thesis pertaining to social identity development among "men who sleep with men" or MSM. The purpose of the study is to give researchers and the invested public an insight into the experiences that play into the identity development of these men. The purpose of the study is not to generalize these men nor is it an exposé. The goal of this study is to expand the body of research that currently exists on social identity development among sexual minorities.

Participation is voluntary and at no point are you asked to give your name or any other identifying information. Please feel free to forward this email if you know of other MSM who would be interested in the study. Please contact me by email (jamal.hailey@gmail.com) if you have any questions. I thank you for your time and assistance.

-Jamal-

Link to survey:

https://www.surveymonkey.com/s.aspx?sm=v01wcMKhCUvQYqQBp7_2f_2f6g_3d_3d

Appendix F: Consent Form

COVER LETTER to be shown on the first page of the online survey. Participants will be asked to indicate that they have read these disclosures and will have to indicate their willingness to proceed in order to advance to the actual survey.



We are conducting a study to learn about the formation of social identities. Participation in our research project is voluntary. If you choose to participate, you will be asked a series of questions about your social identity as it relates to your sexual orientation. You will also provide basic information about yourself. It is anticipated that it will take approximately 15-20 minutes to participate.

There are no known personal risks associated with participation. Participants can be assured that the information supplied will be completely anonymous, that is, no one will be able to identify you by your responses. Completion of this survey signifies your voluntary consent to participate in this research.

This research has been reviewed and approved by Towson University's Institutional Review Board. Please direct any questions you may have to the principal investigator, Jamal Hailey at jamal.hailey@gmail.com, or the co-investigator, Dr. Paz Galupo at the Psychology Department at Towson University, pgalupo@towson.edu. If you have concerns about this research contact Dr. Patricia Alt, Chairperson of the Institutional Review Board for the Protection of Human Participants at Towson University at 410-704-2236.

Debriefing (to be followed after the survey is completed).

You have just participated in a study about your social identity as it relates to your sexual orientation. The object of this study is to compare the identification process of gay identified Men who sleep with Men to non-gay identified men. Participants can be assured that the information supplied will be completely anonymous, that is, no one will be able to identify you by your responses.

Appendix G: Tables

TABLE 1: Participant Age Demographics	
Mean	34.10
Standard Error	1.36
Median	32.00
Mode	34.00
Standard Deviation	10.77

table 1

TABLE 2: Highest Level of Education:		
Answer Options	Response Percent	Response Count
Some High School	1.6%	1
GED	0.0%	0
High School Diploma	6.3%	4
Some College	25.0%	16
Vocational Training Certificate	6.3%	4
Associates Degree	6.3%	4
College Degree (BA/BS)	15.6%	10
Some Graduate Education	20.3%	13
Graduate Degree	10.9%	7
Doctorate/PhD	7.8%	5
Other (please specify)	0.0%	0
<i>answered question</i>		64

table 2

TABLE 3: Web-based Recruitment Sites	
Yahoo Groups	
Ballphotos	darkchocolatefactory
Ballroomhq	DC_Ballroomgroup
BBBeasts	Blackgaymenwithafros
Bearidise Communique	ThugplanetDL
Brotherspeakout	Thugdlplanet
Chubbygaymales	vinceshangout
DADLCRIB	
MSN Groups	
Blackbears	Coolalternativeguys
Gaymen	HereandQueer
Hotgaymen	MDBears
Other Message Boards	
Walke4MeWednedays.com	Craigslist.org

table 3

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CURRICULUM VITAE

Jamal H.N. Hailey, BS

December 2011

PERSONAL INFORMATION

410 W. Lombard Street, Apt 601

Baltimore, MD 21201

Phone: (240) 462-9331

Email: jamal.hailey@gmail.com

EDUCATION

M.S	2011	Towson University	Major: Psychology (Fall Graduation) Concentration: Experimental Thesis: "A Comparative Analysis of Identification Process of Gay Identified vs. Non-Gay Same Gender Loving Men"
B.S	2005	Towson University	Major: Psychology and Sociology/Anthropology Concentration: Sociology Minor: Lesbian, Gay, Bisexual and Transgender Studies

HONORS & SPECIAL RECOGNITION

2011	<i>Recipient</i> , HERO in HIV Prevention and Treatment, Infection Disease and Environmental Health, Maryland Department of Health and Mental Hygiene
2011	<i>Recipient</i> , Outstanding Graduate Student Poster Presentation, Association of Nurses in AIDS Care Conference 2011
2011	<i>Recipient</i> , Community Circle of One Award, Baltimore Black Pride, Inc.
2010	<i>Recipient</i> , "If Not Me Who? If Not Now When?" Catalyst For Social Change Honor, Towson University
2009	<i>Recipient</i> , Outstanding Community Building and Ally, Gay and Lesbian Center of Baltimore
2009	<i>Recipient</i> , Most Original Adaptation of a CDC Intervention, Adolescent Trails Network
2005	American Sociological Association Honors Program, American Sociological Association
2005	<i>Recipient</i> , Certificate of Achievement in the Department of Psychology, Towson University Student Research and Scholarship Expo, Towson University
2005	<i>Acknowledgement</i> , Outstanding Student in Lesbian, Gay, Bisexual and Transgender Studies, Towson University

RESEARCH INTERESTS

Queer communities of color, LGBT issues, gender deconstruction, adolescent psychology, social justice issues, sexual health education, deconstructing race, ethnocentricity and its impact on educational achievement, social movements, social deviance, impact of HIV/AIDS related policies on youth, adolescent behavioral and community health, men's health and the study of masculinity

ACCOMPLISHMENTS

2011	Coordinated the launch of the national "HIV STOPS WITH ME" social marketing campaign locally in Baltimore, Maryland
2009	Developed an employment manual for young men who have sex with men peer leaders for the Special Teens At Risk Together Reaching Access Care and Knowledge (STAR TRACK) adolescent HIV program, at the University of Maryland, Baltimore
2006	Reestablished Project P.L.A.S.E (People Lacking Ample Shelter and Employment) as a condom distribution site through the Maryland Sate Health Department
2005	Co-Founded H.O.P.E (Health Outreach Peer Educators) a student organization at Towson University

EXPERIENCE IN HIGHER EDUCATION

- 2011 - present Johns Hopkins University
Bloomberg School of Public Health.
Research Program Assistant
- 2008 - present University of Maryland School of Medicine
Department of Pediatrics, Division of Adolescent & Young Adult Medicine
Adolescent and Young Adult Center
Manager of HIV Prevention, Education and Testing Services
- 2008 University of Maryland School of Medicine
Department of Pediatrics, Division of Adolescent & Young Adult Medicine
Adolescent Trials Network
Sexual Minority Youth Coordinator
- 2005 - 2006 Towson University
Department of Academic Achievement
Graduate Assistant
- 2003- 2006 Towson University
Department of Psychology
Student Office Assistant
- 2003 – 2008 Towson University
Dowell Health Center
Health assistant - Outreach and HIV testing

EXPERIENCE IN OTHER THAN HIGHER EDUCATION

- 2010 – Present Baltimore County Department of Health
Bureau of Health Care Access
Prevention Interventionist
- 2006 – 2007 Project P.L.A.S.E (People Lacking Ample Shelter and Employment)
Senior HIV Outreach Worker
- 2006 Project P.L.A.S.E (People Lacking Ample Shelter and Employment)
Men's Facility
Advocacy Counselor

RESEARCH & EVALUATION ACTIVITIES

1. BESURE Study: National HIV Behavioral Surveillance Study in Baltimore, Johns Hopkins University, Bloomberg School of Public Health
Principle Investigator: Danielle German, PhD 2011-Present
Role: *Primary Field Supervisor*
2. ATN 093/ SMILE in Linking Youth To Care: Baltimore, Adolescent Trials Network for HIV/AIDS Interventions, University of Maryland School of Medicine, Department of Pediatrics, Division of Adolescent & Young Adult Medicine
Principle Investigator: Ligia Peralta, M.D. 2010-Present
Role: *Site Supervisor*
3. ATN 041M1, Connect to Protect® Partnerships for Youth Prevention Interventions: Phase III: Implementation of Mpowerment for Sites Conducting ATN 040 Sub-Study (ATN 040b) HIV-Risk Related

Surveys, Adolescent Trials Network for HIV/AIDS Interventions, University of Maryland School of Medicine, Department of Pediatrics, Division of Adolescent & Young Adult Medicine

Principle Investigator: Ligia Peralta, M.D.

2008-2010

Role: *Project Coordinator*

4. ATN 040, Connect to Protect® Partnerships For Youth Prevention Interventions: Phase III: Community Mobilization Intervention With Public Health Surveillance Data Assessments, Adolescent Trials Network for HIV/AIDS Interventions, University of Maryland School of Medicine, Department of Pediatrics, Division of Adolescent & Young Adult Medicine

Principle Investigator: Ligia Peralta, M.D.

2008-2010

Role: *Coalition Member*

5. ATN 040B, (ATN 040 SUB-STUDY) Connect to Protect® Partnerships For Youth Prevention Interventions: Phase III: HIV-Risk Related Surveys, Adolescent Trials Network for HIV/AIDS Interventions, University of Maryland School of Medicine, Department of Pediatrics, Division of Adolescent & Young Adult Medicine

Principle Investigator: Ligia Peralta, M.D.

2008-2009

Role: *Field Supervisor and Community Coordinator*

6. A Comparative Analysis of the Identification Process of Gay identified vs. non-Gay identified Same Gender Loving Men, Towson University, Department of Psychology

Mentoring Professor: M. Paz Galupo, PhD

2005-2009

Role: *Principal Investigator*

7. Analyzing Gender As A Performance in the American House/Ballroom Community, Towson University, Department of Sociology

Mentoring Professor: Carol Caronna, PhD

2004-2005

Role: *Principal Investigator*

8. Men's Friendship Patterns Across Sexual Orientation, Towson University, Department of Lesbian, Gay, Bisexual and Transgender Studies

Mentoring Professor: M. Paz Galupo, PhD

2004-2005

Role: *Community Interviewer*

TEACHING SERVICE

2011	<i>Guest Lecturer</i> , Intersection between Race, Class, Gender and Sexual Orientation, Johns Hopkins University, School of Public Health
2011	<i>Guest Lecturer</i> , Working with African American Young Gay men and Transgender Youth, University of Maryland, School of Social Work
2010	<i>Guest Lecturer</i> , Consent & Confidentiality, University of Maryland, School of Medicine Department of Pediatrics, MS III Orientation (30 medical students)
2010-2011	<i>Guest Lecturer</i> , University of Maryland, Institute of Human Virology Training Center
2009 –present	<i>Site supervisor</i> , University of Maryland College Park Public Health Internship Program (6 undergraduate students)
2009 –present	<i>Site supervisor</i> , Towson University, Lesbian, Gay, Bisexual and Transgender Studies Internship Program (1 undergraduate student)
2009 –present	<i>Site supervisor</i> , Morgan State University, Public Health internship Program (1 undergraduate student)
Fall 2008	<i>Teacher's Aide</i> , LGBT 101: Introduction to Lesbian and Gay Studies, Towson University
Fall 2006	<i>Guest Educator</i> , working with at risk homeless populations, Project P.L.A.S.E (10 John Hopkin's University Nursing Students)
Fall 2006	<i>Guest Educator</i> , working with at risk homeless populations, Project P.L.A.S.E (11 Coppin State University Nursing Students)

2005-2006

Graduate Assistant, Towson University, Academic Achievement Center

CONSULTANT WORK

2011

Men Who Have Sex With Men Cultural Competency Training the Trainers, *Taylor-Wilks Group*, Baltimore, MD

PUBLICATION

1. **Hailey, J.** & Bryant, L.S. (2012, February). RISE: Addressing Racism and Homophobia to reduce the incidents of HIV in African American MSM youth and young adults [Abstract]. *Journal of Adolescent Health*, (Suppl.) In Press

POSTER AND/OR ORAL PRESENTATIONS

1. Arscott J., & **Hailey, J.** (2011, November). Using Technology to Effectively Engage Adolescents and Youth Adults into Care. Transforming HIV Prevention, Care, and Treatment, Association of Nurses in AIDS Care Conference 2011. Baltimore, MD
2. **Hailey, J.** & Arscott, J. (2011, January). Working with Faith Based Organizations in the African American Community to Reduce Health Disparities Using the Popular Opinion Leader Intervention 43rd ABPsi Annual International Convention. Arlington, VA.
3. **Hailey, J.**, Bryant, L., Quander, M., & Ross, A. (2011, January). Developing Healthy Communication In HIV-Sero Discordant Relationships in YMSM Communities. 2011 National African American MSM Leadership Conference on HIV/AIDS and other Health Disparities. Brooklyn, NY.
4. Bryant, L., **Hailey, J.** & Quander, M. (2011). RISE. 2011 National African American MSM Leadership Conference on HIV/AIDS and other Health Disparities. Brooklyn, NY.
5. **Hailey, J.** and Arscott, J. (2010, May). Identifying and Engaging Sexual Minority Youth into Care. Building Bridges to Successful Transition: Transitioning HIV Positive Adolescents to Adult Care. Ryan White Part D Providers Meeting. Hunt Valley, MD.
6. **Hailey, J.**, Arscott, J., McClinton, M., Ross, A., & Ragin, K. (2010, January). Working with YMSM in Urban Settings: Using youth development strategies with inner city gay youth to create agents of social change. 2010 National African American MSM Leadership Conference on HIV/AIDS and other Health Disparities. Atlanta, GA.
7. **Hailey, J.** (2010, January). Serving Hidden Populations: Using Technology to provide HIV Prevention to non-Gay Identified YMSM. 2010 National African American MSM Leadership Conference on HIV/AIDS and other Health Disparities. Atlanta, GA.
8. Arscott, J. & **Hailey, J.** (2010, January). Serving Hidden Populations: Breaking Barriers In Healthcare For Transgender Women. 2010 National African American MSM Leadership Conference on HIV/AIDS and other Health Disparities. Atlanta, GA.
9. **Hailey, J.**, Arscott, J., McClinton, M., Ross, A., & Ragin, K. (2010, January). Working with YMSM in Urban Settings: Using youth development strategies with inner city gay youth to create agents of social change. 2010 National African American MSM Leadership Conference on HIV/AIDS and other Health Disparities. Atlanta, GA.
10. **Hailey, J.** (2005, August). An Analysis of How Gender Is Maintained and Legitimized in an American Sub-Culture. America Sociological Association Honor's Program. Philadelphia, PA.
11. **Hailey, J.** (2005, April). Men's Friendship Across Sexual Orientation: Influence of Gender Roles and Racial Identity. Towson University Research Expo. Towson, MD.
12. **Hailey, J.** and Caronna, C. (2005, April). How Do I Look? An Analysis of How Gender Is Constructed in the American Sub-Culture. Towson University Research Expo. Towson, MD.

13. Galupo, M.P., **Hailey, J.** & Hendy, G. (2005). The Role of Race and Gender Role Orientation In Women and Men's Same-Sex Friendships Across Sexual Orientation. Mid-Atlantic Regional Women's Studies Association Conference. Montgomery, MD.

CERTIFICATION/LICENSURE

2005 HIV Counselor Training, Skill Level 1, Towson University and the Maryland Department of Health and Mental Hygiene AIDS Administration of Maryland
CTR#: 4509

SPECIALIZED TRAINING

Fall 2011 **Healthy Relationships: Secondary HIV Prevention Intervention**, Infectious Disease and Environmental Health Administration
Summer 2011 **Personalized Cognitive Counseling, Diffusion of Effective Behavioral Interventions**, Centers for Disease Control and Prevention
Spring 2011 **Cultural Intelligence: Improving Services to African American Young Men Who Have Sex with Men**, Taylor-Wilks Group
Spring 2011 **Beyond Cultural Competence**, Institute of Human Virology AIDS Education and Conference Center
Spring 2010 **Transitioning HIV Positive Adolescents to Adult Care**, Institute of Human Virology AIDS Education and Conference Center
Fall 2008 **MSM: Ready, Set, Resource**, Institute of Human Virology AIDS Education and Conference Center
Winter 2008 **Positive Wellness and Renewal (POWER) HIV Intervention Facilitator**, State of Maryland, Department of Mental Health and Hygiene
Fall 2008 **SexTalk: Skills for Comfortable & Effective Communication About Sexual Issues and HIV**, Institute of Human Virology, University of Maryland, Baltimore
Fall 2006 **Special Populations: Working Transgender and Aging Populations in HIV Prevention**, State of Maryland, Department of Mental Health and Hygiene
Fall 2006 **Advanced Counseling Techniques, HIV Skills Level II**, Institute of Human Virology AIDS Education and Conference Center

PROFESSIONAL ACTIVITIES

2011 – Present *Member*, **Maryland Community Review Panel**, Infectious Disease and Environmental Health Administration, Maryland Department of Health and Mental Hygiene, Baltimore, MD
2008 – Present *Member*, **Men Who Have Sex with Men Response Team**, Infectious Disease and Environmental Health Administration, Maryland State Department of Health and Mental Hygiene, Baltimore, MD
2010 – Present *Member*, **Transgender Response Team**, Infectious Disease and Environmental Health Administration, Maryland State Department of Health and Mental Hygiene, Baltimore, MD
2010 – Present *Member*, **11 East Community Advisory Board**, University of Maryland Medical Center, Baltimore, MD
2008-2010 *Member*, **Connect 2 Protect: Baltimore Coalition, Adolescent Trials Network for HIV/AIDS Interventions**, University of Maryland School of Medicine, Department of Pediatrics, Division of Adolescent & Young Adult Medicine

PROFESSIONAL MEMBERSHIPS

2011 Student Affiliate, Association of Black Psychologist
2005 Student Affiliate, American Sociological Association
1998-2005 Student Affiliate, Maryland Psychological Association

JOURNAL REVIEWER

2010- Present Journal of the Association of Nurses in AIDS Care

STUDENT COMMITTEE MEMBERSHIP

2005 *Co-Founder*, Health Outreach Peer Educators (H.O.P.E) Towson University, Towson, MD.
2003-2004 *Member*, Diverse Sexual Orientation Collective, Towson University, Towson, MD

SERVICE TO COMMUNITIES

2011 – Present *Member*, HIV Prevention Research Community Advisory Board, John Hopkins University,
Baltimore, MD
2011 – Present *Member*, Greater Baltimore Planning Council, Baltimore MD
2011 – Present *Member*, Maryland HIV Prevention Community Review Panel, Baltimore MD
2011 – Present *Member*, Ad-Hoc Committee for The Den: LGBT Youth Center, Baltimore, MD
2010 – Present *Member*, Community Advisory Board, Infectious Disease Unit, University of Maryland Medical
Center, Baltimore, MD
2005 – 2006 *Advisor*, Community Advisory Board, Project PLASE, Baltimore, MD.

