



“INNOVATING  
FOR INCLUSION”  
**SUMMIT**  
**2026**



FULL PROGRAM



USC

SATURDAY  
MARCH 7, 2026

[www.outtoinnovate.org/summit](http://www.outtoinnovate.org/summit)

# About Us

Out to Innovate (formerly NOGLSTP) seeks to empower lesbian, gay, bisexual, transgender, and queer individuals in science, technology, engineering, and mathematics by providing education, advocacy, professional development, networking, and peer support. We educate all communities regarding scientific, technological, and medical concerns of lesbian, gay, bisexual, transgender, and queer people.

The Out to Innovate Summit is a biennial cross-generational event that provides an educational and supportive environment for career development and enrichment for students, academics, and career professionals in the Science, Technology, Engineering, Mathematics, and Medicine (STEMM) fields, allies, and community leaders who support the LGBTQ+ community. Established in 2010, this has become our signature event. All are welcome to participate in the program.

# Message from the Chair



## TJ Ronningen

*Board Chair*

TJ is proud to have been an Out to Innovate member since 2010, after attending the first Out to Innovate Summit.

In addition to his Out to Innovate role, TJ works as the Facility Manager for the NSF NeXUS Facility at The Ohio State University.

Welcome to the Out to Innovate Summit and to the University of Southern California! Thank you for joining us.

In my adult life, I have never felt a stronger need to build and maintain a community of people who support science, democracy and civil rights. The actions of the Trump administration are placing all three at risk. But I know I am not alone. Out to Innovate, our members, and our supporters have championed all three for decades.

I have never witnessed more impactful grassroots organizing than what we saw in Minneapolis this winter. At an outrageous cost and unreasonable risk, citizens organized to oppose federal government

overreach and demand change. Their civil disobedience reached a country that can seem hopelessly polarized and a federal government that is openly hostile to anyone outside their political base. I take hope from what we witnessed. I push myself to show a fraction of the courage and determination of that unified community.

I am excited to hear from all of today's speakers. I am most excited to make connections with you and everyone else here as a community of supporters for people and principles I love and treasure.



[tj-board@noglstp.org](mailto:tj-board@noglstp.org)



# “Innovating for Inclusion”

## SUMMIT PROGRAM

### Registration & Breakfast Buffet

8:30 AM

### Welcoming Remarks

9:00 AM

### Motivational Speech

Kei Koizumi, MA (former WH OSTP)

9:15 AM

### Plenary: “Sexual Identity & the Law”

Jennifer Pfizer, JD (Lambda Legal) & Ian Meyer, PhD (Williams Institute)

10:00 AM

### Workshops

11:00 AM

- “Intersectional Identities” Erin-Kate Escobar, MA
- “Writing CVs / Resumes in These Times” Jose Flores & Tina Kim (Point Foundation)
- “Speaking Out - Bringing Tools of Science to Problems Facing the Community” Jeremy Yoder, PhD

### Lunch - Out & Accomplished Panel

Annamarie Eldering, PhD (Data Foundation), Shana Goffredi, PhD (Occidental College), Victoria Orphan, PhD (CalTech)

12:00 PM

### Keynote: “LGBTQ+ Healthcare: From Practice to Policy”

Laura Taylor, MD (USC); Sofia Gruskin, JD (MIA (USC); Claire Lunde, PhD, PMP (AAAS Policy Fellow NSF)

1:00 PM

### Plenary: “The Science Around Sex and Gender”

Agustin Fuentes, PhD (Princeton University)

2:15 PM

### Workshops (Session 2)

3:15 PM

### Reception

Snacks and beverages included (One Archives)

4:30 PM

### Closing Ceremony & Community Appreciation

5:30 PM

### Networking

(Dinner on your own)

6:00 PM



# “Innovating for Inclusion”

## VIRTUAL SUMMIT PROGRAM

### Welcoming Remarks

9:00 AM

### Motivational Speech

Kei Koizumi, MA (former WH OSTP)

9:15 AM

### Plenary: “Sexual Identity & the Law”

Jennifer Pfizer, JD (Lambda Legal) & Ilan Meyer, PhD (Williams Institute)

10:00 AM

### Virtual Networking Breakout Rooms

11:00 AM

### Out and Accomplished Panel

Anmarie Eldering, Phd (Data Foundation), Shana Goffredi, PhD (Occidental College), Victoria Orphan, PhD (CalTech)

12:00 PM

### Keynote: “LGBTQ+ Healthcare: From Practice to Policy”

Laura Taylor, MD (USC); Sofia Gruskin, JD, MIA (USC); Claire Lunde, PhD, PMP (AAAS Policy Fellow NSF)

1:00 PM

### Plenary: “The Science Around Sex and Gender”

Agustin Fuentes, PhD (Princeton University)

2:15 PM

# Motivational Keynote

*Location: Tutor Center Ballroom*

*Time: 9:15 AM - 10:00 AM*



**Kei Koizumi, MA**

*Former White House OSTP  
(he/him)*

## Description

A former board member of Out to Innovate and long-time advocate for LGBTQ+ representation in the STEM fields, Kei Koizumi will talk about where we've come from as a community, the strides that have been made, and what inspires him to continue the paramount work that opens doors for future generations.

## Speaker Bio

**Kei Koizumi** is a veteran science-policy expert based in Washington, DC, with extensive experience in government and science organizations. He served in the Biden Administration (2021–2025) in various senior roles at the White House Office of Science and Technology Policy (OSTP), including Special Assistant to the President and Principal Deputy Director for Science, Society, and Policy. He also led the National Science and Technology Council (2022–2024). Previously, he held roles at the AAAS and OSTP under President Obama. Koizumi holds degrees from George Washington University (MA) and Boston University (BA) and is a Fellow of the AAAS. Koizumi received the Out to Innovate Walt Westman Award in 2025.

# Plenary

## “Sexual Identity & the Law”

*Location: Tutor Center Ballroom*

*Time: 10:00 AM - 11:00 AM*



**Ilan H. Meyer, PhD**  
*Williams Institute*  
(he/him)



**Jennifer Pfizer, JD**  
*Lambda Legal*  
(she/her)

## Description

This panel addresses our evolving scientific understandings of LGBTQ populations and treatment of LGBTQ people under U.S. law, including today's challenging environment. We will start with current data quantifying the LGBTQ population in the United States and a look at the history in which non-heterosexual orientations and gender variance were pathologized and criminalized. We then will sketch a path to the present by noting key legal cases in which past punishments or exclusions were eliminated through legal advocacy and the role of scientific evidence in these. We will also discuss the more recent U.S. Supreme Court trends running counter to LGBTQ equality and inclusion and the concerted attacks on LGBTQ people, and especially on transgender people, that started in the states and now dominate federal policy. We will address impacts of these policies on scientific research and public understanding, as well as some of the ongoing legal challenges to these policies.

## Speaker Bios

**Jenny Pfizer** is Senior Director of Strategic Initiatives for Lambda Legal, the oldest and largest legal advocate for the LGBTQ+ civil rights movement in the United States. Since joining Lambda Legal's staff in 1996, Jenny has litigated dozens of cases to end discrimination against LGBTQ+ people in employment, healthcare, education, and family law including marriage, and against the misuse of religion and free speech rights to license discrimination.

**Ilan H. Meyer**, Ph.D., is the Williams Distinguished Senior Scholar of Public Policy at the Williams Institute and Professor Emeritus of Sociomedical Sciences at Columbia University. In several highly cited papers, Ilan has developed a model of minority stress. The model has guided his and other investigators' population research on LGBT health disparities by identifying the processes by which social stressors impact health and describing the harm to LGBT people from prejudice and stigma.

# Workshop

## “Navigating the Storm: Values-Driven Strategies for Thriving Through Uncertainty”

*Location: Tutor Center Meeting Room*

*Time: 11:00 AM - 12:00 PM; 3:15 PM - 4:15 PM*



**Erin-Kate Escobar, MEd**  
*Workforce Strategist*  
(they/them)

## Description

In this workshop, we will dive into values identification to create a stable foundation for your most difficult professional and personal challenges. You'll learn to map out "the unknowns" and leverage your core principles to transition from reactive to strategic, intentional and aligned decision-making.

## Speaker Bio

**Erin-Kate Escobar** is a strategic planner, educator, and facilitator with over 20 years of experience helping individuals and organizations grow through reflection, connection, and strategic change.

# Workshop

## “Writing CVs / Resumes in These Times”

*Location: Tutor Center Meeting Room*

*Time: 11:00 AM - 12:00 PM; 3:15 PM - 4:15 PM*



**Jose Flores**  
*Point Foundation*  
(he/him)



**Tina Kim**  
*Point Foundation*  
(she/her)

## Description

In times of shifting research funding, evolving workplace climates, and tighter hiring cycles, how you position your experience matters as much as what you've done. This interactive workshop invites STEM students and professionals to rethink their CVs and resumes as strategic positioning tools rather than archival documents. Participants will learn what organizations prioritize in uncertain environments and apply a clear “Problem–Action–Impact” framework to strengthen at least one bullet point in real time. Attendees will leave with practical revisions, greater clarity about communicating adaptability and impact, and concrete next steps for refining their professional narrative.

**Pre-work:** Bring a copy (digital or printed) of your current resume.

## Speaker Bios

**Jose Flores** is a mission-driven leader with deep experience in scholar-centered program design, operations, and equity-focused leadership. Most recently, he served as an Impact Manager at Deloitte, in partnership with Google, where he helped launch and scale Google's Code Next program. Previously, he spent nearly a decade at College Track, leading student life, college completion, and site operations for hundreds of first-generation students. At Point, Jose leads all scholar-facing programming to strengthen program quality, scale impact, and ensure a cohesive, high-quality scholar experience nationwide.

**Tina Kim** has an impressive background in program leadership, having served most recently as the Deputy Director of Workforce Program at California Volunteers Fund where she was responsible for leading and overseeing the development of a workforce development program serving more than 500 fellows. Prior to that role, Tina served as Vice President of Site Support for College Track where she managed multiple sites across the country, driving student engagement and college matriculation, and achieving remarkable growth in student metrics. Her strategic vision and operational expertise have consistently delivered strong results, underscored by her ability to innovate and implement effective programs in a variety of settings.

# Workshop

## “Speaking Out - Bringing Tools of Science to Problems Facing the Community”

*Location: Tutor Center Meeting Room*

*Time: 11:00 AM - 12:00 PM; 3:15 PM - 4:15 PM*



**Jeremy Yoder, PhD**  
*Cal State University Northridge*  
(he/him)

## Description

Jeremy B. Yoder helped lead the OTI-supported Queer in STEM studies of LGBTQ+ experiences in science careers — bringing study design and analytic experience from his work in evolutionary biology to collect new data about our community’s needs. In this workshop, he’ll draw on that experience to give participants inspiration and guidance to develop projects serving community needs, from data collection to translating scholarly results for advocacy. We’ll discuss examples of other projects that successfully “speak for data,” brainstorm project ideas to match participants’ skills with community needs, and lay out strategies to turn those project ideas into reality.

## Speaker Bio

**Jeremy B. Yoder** is an Associate Professor of Biology at California State University Northridge, where he studies how interactions between species have shaped Earth’s biodiversity. He is a founding collaborator on the Joshua Tree Genome Project, and on the Queer in STEM study of LGBTQ+ experiences in scientific and technical careers. He has written about biological and human diversity for outlets including the LA Review of Books, the Awl, and Slate; and in 2025 he received the IDEA Award from the American Society of Naturalists, Society for the Study of Evolution, and the Society for Systematic Biologists.

# Out & Accomplished Panel

Location: Tutor Center Ballroom

Time: 1:00 PM - 2:00 PM



**Annmarie Eldering, PhD**  
Data Foundation  
(she/her)



**Shana Goffredi, PhD**  
Occidental College  
(she/her)



**Victoria Orphan, PhD**  
CalTech  
(she/her)

## Description

The Out and Accomplished panel features a star-studded cast of researchers who will discuss their paths to success and how their identities have helped shaped their perspectives and their work.

## Speaker Bios

**Annmarie Eldering** started her science career in the soupy LA smog in the late 1980s, studying why the visibility was so poor and trying to design the best plan to improve visibility. She then spent over 20 years at NASA's Jet Propulsion Laboratory, with a focus on remote sensing of Earth's atmosphere. She started as a technical analyst, and over time took on various leadership roles. During her last 10 years there she was in Project Scientist roles on the Orbiting Carbon Observatories 2 and 3, which are still in orbit, precisely sensing carbon dioxide in our atmosphere.

**Shana Goffredi** is a Professor of Biology at Occidental College. She considers herself an explorer at heart and is committed to uncovering the unique diversity of life on Earth. For 25 years, she has been travelling to the deep ocean, using submersibles, to study cooperative partnerships between bacteria and marine invertebrates. Dr. Goffredi has been involved in the discovery and description of some of the most iconic deep-sea animals to date, including giant deep-sea tubeworms and the yeti crab.

**Victoria Orphan** is a geobiologist studying the interactions between microorganisms in extreme environments including deep-sea methane seeps and vents. She currently holds the James Irvine Professorship of Environmental Science and Geobiology in the Division of Geological and Planetary Sciences at Caltech. Orphan served as a National Research Council fellow at the NASA Ames Research Center before joining the Geobiology faculty at Caltech in 2004.

# Keynote

## “LGBTQ+ Healthcare: From Practice to Policy”

Location: Tutor Center Ballroom

Time: 1:00 PM - 2:00 PM



**Sofia Gruskin, JD, MIA**  
*Lambda Legal*  
(she/her)



**Claire Lunde, PhD, PMP**  
*AAAS S&TP Fellow*  
(she/her)



**Laura Taylor, MD**  
*USC*  
(she/her)

## Description

This session will focus on the rapidly changing landscape of LGBTQ+ healthcare. We will explore: 1) how practitioners are navigating the challenges of delivering care and meeting patients needs and expectations; 2) how US and global health policies are impacting the lives of LGBTQ+ individuals; and 3) how scientific communities are leveraging digital and AI innovation in improving LGBTQ+ health policies.

## Speaker Bios

**Sofia Gruskin** directs the USC Institute on Inequalities in Global Health (IIGH). She is USC Distinguished Professor of Population, Public Health Sciences & Law, Professor of Preventive Medicine and Chief of the Disease Prevention, Policy and Global Health Division at the Keck School of Medicine, and Professor of Law and Preventive Medicine at the Gould School of Law.

**Claire E. Lunde** is an AAAS Science & Technology Policy Fellow (2024-26), focusing on AI governance and health technology policy. Before her policy and advocacy work, she spent five years managing clinical research at Boston Children's Hospital. Her published work explores healthcare barriers faced by transgender and gender-expansive youth and provides recommendations for clinicians and researchers striving to offer more inclusive, gender-affirming care.

**Laura Taylor** is a board-certified family practice physician and Associate Professor of Family Medicine at Keck Medicine of USC. Dr. Taylor is the medical director of the USC Gender-Affirming Care Program, which provides multidisciplinary medical care for transgender, non-binary, gender diverse patients. Dr. Taylor's expertise includes gender-affirming hormone management, gynecologic care, and sexual health care. She regularly teaches medical and PA students, is the course director for the medical elective “LGBTQ+ Medicine in Primary Care,” and is a volunteer faculty for the USC Keck Family Medicine Residency.

# Plenary

## “The Science Around Sex and Gender”

*Location: Tutor Center Ballroom*

*Time: 2:15 PM - 3:15 PM*



**Agustín Fuentes, PhD**  
*Princeton University*  
(he/him)

## Description

Dr. Fuentes' recently-published book "Sex Is a Spectrum: The Biological Limits of the Binary" explores the biological and anthropological evidence that challenges the traditional view of sex as a strict binary in humans. In this plenary session, Dr. Fuentes will discuss his findings and the implications for reconsidering the binary for our society.

## Speaker Bio

**Agustín Fuentes**, a Professor of Anthropology at Princeton University, focuses on the biosocial, delving into the entanglement of biological systems with the social and cultural lives of humans, our ancestors, and a few of the other animals with whom humanity shares close relations. Earning his BA/BS in Anthropology and Zoology and his MA and PhD in Anthropology from UC Berkeley, he has conducted research across four continents, multiple species, and two-million years of human history. His current projects include exploring cooperation, creativity, and belief in human evolution, multispecies anthropologies, evolutionary theory and processes, gender/sex, and engaging race and racism. Fuentes' books include "Sex is a Spectrum, the biological limits of the binary" (Princeton U press), "Race, Monogamy, and other lies they told you: busting myths about human nature" (U of California), "The Creative Spark: how imagination made humans exceptional" (Dutton), and "Why We Believe: evolution and the human way of being" (Yale)

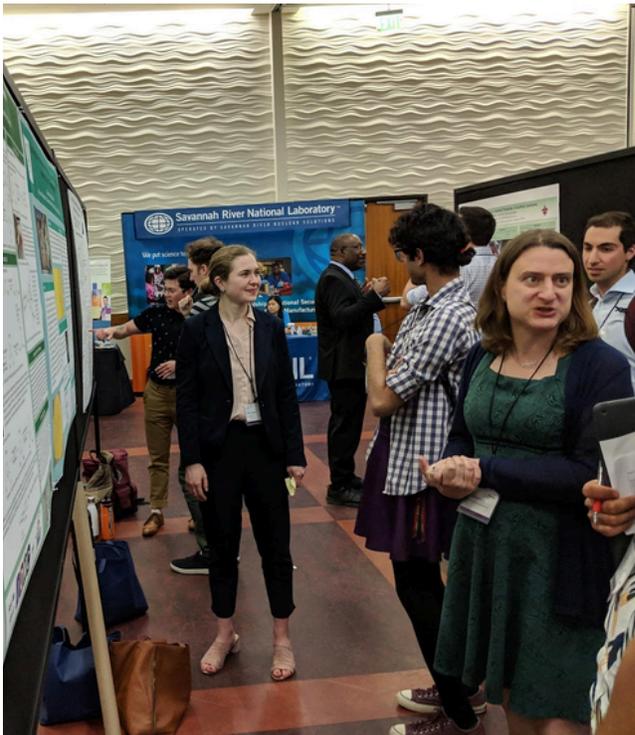
# Membership

Events like this summit would not be possible without our incredible network of members. Out to Innovate's programs and advocacy efforts drive our mission to empower LGBTQ+ individuals in STEM. Get involved today by becoming a member and enjoy member benefits. And find out how you can make a difference both in and for our community and foster excellence in STEM research by, for, and about LGBTQ+ people.

Membership dues are as follows:

- \$40/year for career professionals
- \$10/year for students, unemployed and low-income retirees
- \$20/year for post-doctoral fellows

Register to become a member here:  
[www.outtoinnovate.org/membership](http://www.outtoinnovate.org/membership)



## Benefits

- Receive our quarterly newsletter, the Out to Innovate Bulletin
- Participate in our Mentoring Program
- Receive membership discounts to our affiliates, SWE and NPA
- Network with other Out to Innovate members
- Join Out to Innovate's Linked-In group for professional networking
- Join Out to Innovate's Facebook group for social networking
- Become involved with a regional or caucus affiliate
- Become involved with Out to Innovate governance, program committees, and leadership
- Access future additional member benefits that are in development at this time



# Planning Committee



**Rochelle Diamond**

Organizer and Committee Chair



**Amy Ross**

Organizer, Fundraising, USC Liaison



**Jeremy Yoder**

Organizer, Programming



**Brandon Kyle**

Event Logistics/Planning Coordinator

# Planning Committee



**Dane Samilo**

Communications



**Jordan Ziegler**

Organizer, USC Liaison



**Maria Gentile**

Organizer, Programming & Outreach



**Christine Bland**

Organizer

# USC Campus Map



[https://fpm.usc.edu/wp-content/uploads/2022/02/UPC\\_BaseMapGrid\\_36x36\\_20201006.pdf](https://fpm.usc.edu/wp-content/uploads/2022/02/UPC_BaseMapGrid_36x36_20201006.pdf)

# THANK YOU TO OUR SPONSORS



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the **USC** Libraries



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Christine Bland  
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TJ Ronningen  
Amy Ross  
Susan Diamond

# THANK YOU

Out to Innovate cannot accomplish its goals without your participation. Your membership dues, your expertise, and your time volunteered all make our programs and advocacy possible. You, the attendees, are the reason why we put on this conference and engage in the work we do.

We would also like to extend our thanks to the planning committee and volunteers who worked tirelessly to ensure this event's success and that it is meeting the needs of our members and the greater LGBTQ+ STEM community.

Thank you to all of our speakers and panel-ists who are not only accomplished and re-spected figures in their fields but are also willing to volunteer their time to share their knowledge and expertise for the betterment of the community. The excellence of these speakers is a testament to the power of our community and reinforces the need to ensure STEM is a welcoming environment for all.

Finally, a tremendous thank you to the University of Southern California for so kindly offering to host the 2026 Out to Innovate Summit. Support for our mission and community in the context of today's climate takes courage and demonstrates true allyship.

