



2020-07-24: NOGLSTP Stands Against Racism and Bigotry

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NOGLSTP

Since the arrival of the first slave ships in 1526, racism has been a facet of our society with detrimental effects that exist to this day. The cruel death of George Floyd, callous in its execution, has brought forth another example of the result of America's original sin — racism. It is the latest series of violent actions committed against Americans of African descent.

A democratic society that supposes itself to be based on the precepts of liberty and justice for all cannot coexist with an ideology that demeans and debases members of that society. LGBTQ people, especially LGBTQ Black people and LGBTQ people of color, have long been victims of this brutality born of bigotry.

The LGBTQ community's early uprising starting in 1959, ten years before Stonewall, were in reaction to such police brutality.

We, the members of the National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP), are no strangers to the ills of bigotry. We have no illusions of our ability to single-handedly solve this societal illness known as racism. We also acknowledge that to simply be aware of racism is another form of inaction. If we are not part of the solution, then we are part of the problem. We need to acknowledge our weaknesses and set meaningful goal to address them. We need to be committed to real and lasting change. Successful innovation in science and technology is dependent on an open, diverse, and inclusive workforce that brings all minds to bear on finding solutions to our enigmas. We stand for inclusion, diversity,

education, equity and accessibility. We stand with our Black colleagues and people of all races and ethnicities against injustice and systemic racism.

We call on all of our colleagues to fight for an end to oppression and inequity.

We therefore pledge ourselves to honor our core values to:

- Encourage outreach and commit to the amplification of the voices of communities of color as it applies to STEM.
- Engage with STEM organizations of color to foster strategic alliances to promote STEM education, intersectionality, and vocations as a way of combating social and economic inequality.
- Support efforts to combat systemic racism in the STEM fields to ensure a more just and fair society.
- Strive to be inclusive as an organization, learning from and empowering our members to share knowledge.
- Support racial justice and equity in all institutions.
- Solicit the help of our local, state, and nationally-elected officials, demanding their commitment to racial and economic equality and justice.

We must finally and effectively confront racism and bigotry in all its forms. We must advance the cause of those historically left at the margins of society, and promote the inclusion of all people in the fruits and benefits of society.

About NOGLSTP

NOGLSTP was established in 1980, incorporated in the State of California in 1991, and was granted IRS 501 (c) 3 non-profit status in 1992. NOGLSTP's mission is to educate the scientific and general communities about the presence and accomplishments of LGBT individuals in STEM professions. NOGLSTP presents educational symposia and workshops nationwide. NOGLSTP fosters dialog with other professional societies, academia, and industry to facilitate diversity and inclusion in the workplace. NOGLSTP is an affiliate of the American Association for the Advancement of Science, is a participating professional society member of MentorNet®, a sustaining member of the National Postdoctoral Association, a partner with the Higher Education Recruitment Consortium (HERC) and a founding member of the E-Week Diversity Council. For more information, visit the website at www.noglstp.org