

NOGLSTP *Bulletin*

Spring/Summer 2004

©National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc.
NOGLSTP, PO BOX 91803, Pasadena CA 91109, phone/fax: 626 791-7689, www.noglstp.org

NEWS from Our 2004 AAAS Meeting

We couldn't have asked for a nicer outcome for our inaugural NOGLSTP Awards event. Held at a our reception during the AAAS Annual Meeting in Seattle, this event honored AAAS, Larry Wagner, and Rochelle Diamond, the first recipients of the Institutional Award, the GLBT Award, and the Walt Westman Award, respectively.

Dr. Alan Leshner, CEO of AAAS, accepted the Institutional Award on behalf of AAAS. He started his acceptance speech off confessing that he had mixed feelings about the award. On the one hand, he wished that society had advanced enough that glbt advocacy groups were no longer necessary. On the other hand he was pleased that AAAS had been so instrumental in advancing NOGLSTP's cause. Although Leshner had a million other appearances to make throughout the conference, he made a point of staying at our event through the presentation of the final award.

Dr. Larry Wagner, recipient of our GLBT Award for his technical achievements in semiconductor failure analysis during his tenure at Texas Instruments, was introduced to the audience by the TI Diversity/Human Resources Director. In addition to being held in high professional esteem by his colleagues, Wagner is also a gay activist, involved with TI-Legend. TI-Legend is dedicated to incorporating glbt staff as integral, respected members of the TI work force. With that in mind, Wagner proudly told us he planned to keep his award in a prominent place in the display case among other TI employee's awards.



speech, as well as a biography of NOGLSTP founder Walt Westman, can be read online, at www.noglstp.org/waltwestman.html.

Rochelle Diamond, recipient of the Walt Westman Award for her long-term leadership as Chair of NOGLSTP, captivated us with a little NOGLSTP history and inspired us to not become complacent in our work for professional equality and acceptance. All of Diamond's



Photo above: some of the 2004 NOGLSTP Awards Ceremony attendees. Photos inset: NOGLSTP Board Member John Burke presenting awards to Larry Wagener and Rochelle Diamond.

A Rant from the Chair

Raising Our Activation State

by Rochelle Diamond

According to Boston based U.S. district judge, Nancy Gertner, "In 2004, a statement implying that an individual is a homosexual is hardly capable of a defamatory meaning." The so-called "liberal" judge has thrown out a libel case which erroneously described someone as being gay. Whether or not her statement applies to every locale in America remains a question, both as a community standard and as law. This situational decision points up the contentious climate present in the United States today.

While the mainstream gay and lesbian communities in many states are fighting for their rights to marry and enjoy the many rights and responsibilities of their heterosexual counterparts,

(Continued on page 2)

INSIDE THIS ISSUE of the NOGLSTP Bulletin:

News from our 2004 AAAS Meeting; Rant from the Chair: Raising Our 1
Activation State

LGBT Chemists and Allies Reception; Other Meetings of Interest, Vol- 3
unteer Opportunities; Membership Dues Renewal Form

Technoqueer of Contemporary Note: Larry Wagner, Semiconductor 4
Chemist; About NOGLSTP

(Rant from the Chair, continued from page 1)

some of the older battlefronts have yet to won. Worse yet, several roads now taken for granted are being eroded or vanishing before our very eyes.

HHS wants to control where, when and which government scientists participate in WHO

Reading today's (June 26th, 2004) Los Angeles Times, really brought this home to me. A front page story grabbed my attention right away – "White House Tries to Rein In Scientists". In short, the Bush administration has been trying every angle to eliminate scientists in the employ of the federal government from speaking their minds in the fields of their expertise if they differ from the politics and policies of the bureaucracy. In their latest attempt, the HHS has asked the World Health Organization to route their requests for participation in WHO meetings to the HHS department's secretary for review, rather than asking the scientist directly — which has been standard scientific protocol. What this means really is that only scientists who the department deems worthy of parroting their policies will be invited to attend. This will preclude open and honest scientific discussions. We have already seen this in action as the Bush administration has forced 28 Centers for Disease Control and Prevention researchers off a list of agency employees scheduled to attend the International AIDS Conference in Bangkok, Thailand, next month. The scientists were cut from the travel list to keep the number of CDC researchers attending the event to just 20, because Secretary of HHS, Tommy Thompson, mandated that only 50 U.S. government officials and researchers attend (down from 236 in 2002). Thompson's cost-cutting efforts may be due to the criticism of Bush administration proposals at the 2002 Barcelona conference where his speech was heckled. According to the *The Atlanta Journal-Constitution*, U.S. representatives Henry Waxman (D-Calif.) and Louise Slaughter (D-N.Y.) have written a letter to Thompson that states that limiting the number of U.S. researchers attending the Bangkok conference has resulted in a withdrawal of more than 40 papers by U.S. scientists, 37 of them by CDC researchers.

When will we see the ENDA it?

So a few scientists don't get to go to a meeting. No biggie? Wait there's more. What about job discrimination? Until recently, the Bush administration has been following Clinton's policies prohibiting job discrimination against gay federal employees. Then in February, the Office of the Special Counsel (OSC) began quietly removing all references to sexual orientation discrimination from its website. Complaint forms disappeared along with training slides, and a two-page primer entitled "Your rights as a Federal Employee". Now, the OSC is the last resort for federal workers who feel that they have been discriminated against in the workplace when intra-agency appeals fail. The removal of these materials signaled an erosion of workers rights to a fair investigation. Bloch said that he was reviewing his office's authority to investigate allegations of sexual orientation discrimination and didn't believe that the law protected workers from being fired from said discrimination. Civil rights groups, activist organizations and the Federal GLOBE (a federal employee diversity group) raised a media flap which activated the White House to issue a statement

March 31st, that President Bush "believes that no federal employee should be subject to unlawful discrimination, and federal agencies will fully enforce the law against discrimination based on sexual orientation." The OSC then issued a statement on April 8th that they had finished their review and concluded that they indeed had the authority to investigate allegations on sexual orientation and they intend to review and revise the materials pertaining to sexual orientation. This was a clear victory, and we can relax, or can we? The website is still devoid of the original materials or any revised materials. Nothing has been replaced as yet. Indeed, it is past time that the lawmakers take the permanent step of passing the Employment Non-Discrimination Act (ENDA) so as to allay any potential concerns. This bill has languished for 10 years. This bill would lay out in no uncertain terms a national prohibition against employment discrimination based on sexual orientation. The bill bans hiring quotas and exempts from its provisions businesses with fewer than 15 employees, religious organizations, and the armed forces (I'll get to that next!). The only possible opposition would have to be based on fear of queer.

"Don't Ask Don't Tell" continues to affect technologists and shortchanges military talent pool

Which brings me to the next rant. The fear of queer – homophobia. What you don't know, can't hurt you. So thought Sam Nunn, many years ago when helping to formulate "Don't Ask-Don't Tell. Now, you may ask how does this affect NOGLSTP? A new study by researchers from UC Santa Barbara (my *alma mater*) at the Center for the Study of Sexual Minorities in the Military, has found that the majority of those let go under "don't ask, don't tell" were active duty enlisted personnel. In an analysis of discharges between 1998 and 2003, it was determined that nearly 6,300 people were terminated from their employment. Among those fired under this legal discrimination were highly trained men and women including: 88 linguists (several Arab-language specialists), 49 nuclear, biological, and chemical warfare experts, 90 nuclear power engineers, 150 rocket, missile or other projectile specialists. In other words- highly skilled GLBT technical professionals and scientists! Even if these people did volunteer for the job, they should have a right as citizens of this country to serve if they so choose. The rationale for this discrimination is that openly gay and lesbian soldiers would undermine unit cohesion. Straight men and women would fear sexual intimidation from their gay colleagues which would erode trust necessary in combat. Given the behavior perpetrated by the soldiers at Abu Ghraib prison it seems to me that the rationale for this policy is absurd. When a person is extending a hand to help, the last thing the military should do is slap it when they are extending the tours of duty for the rest of war-weary troops including reservists and national guardsmen who never dreamed they would be risking their lives for so long.

And my point is...

So I ask you, is the judge from Boston correct in assuming that being thought gay means nothing anymore? What if you were one of those scientists barred from a meeting, or fired from the armed forces, or passed over for a promotion because you were out or outspoken in your field. What if we turn back to the days of fear and closets, spending 18 hours a day in the lab just so we

(Continued on page 3)

(Rant from the Chair, continued from page 2)

don't have to have to justify a personal life.

Well, this is an election year. We do have a chance to speak and most importantly vote our minds. Take a minute to get your probe out of your test tubes and your mind out of the journals. Look around at what you hold dearly and ask yourself if you can afford to be complacent. Like any good research, our conclusions must be made on valid assumptions. The workplace is changing and with it we must reevaluate our conclusions. In order to do our work as scientists we must have the ability to communicate freely with our colleagues, base our conclusions on science and not policy or politics, and feel free enough to be creative in the workplace. We need to raise our activation state.

Science Rules-
Rochelle Diamond
Chair, NOGLSTP

NOGLSTP Volunteer Opportunities

Edit or write articles for The NOGLSTP Bulletin, Compile of a list of professional societies to which our members belong, including any official or unofficial lesbian/gay/trans special interest groups, Solicit and secure grants to support expansion of NOGLSTP activities, Facilitate a relationship between NOGLSTP and your professional society, Start a local chapter in your geographic area, etc. etc. etc. Contact office@noglstp.org to volunteer.

Mark Your Calendar:

Attention all Chemists!

You are invited to the NOGLSTP-Sponsored
LGBT Chemists and Allies Reception
at the American Chemical Society National Meeting

Tuesday August 24, 2004
5:30-7:00pm
Light snacks and no-host bar

Wyndham Hotel, Philadelphia
Room #CCB4

September 30 - October 2, 2004
14th ANNUAL OUT & EQUAL WORKPLACE SUMMIT
Wyndham Buttes Resort, Tempe, AZ
www.outandequal.org

October 21-23
22nd Annual Conference
Gay and Lesbian Medical Association
Westin Mission Hills Resort, Rancho Mirage CA
www.glma.org

IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. If it says 20034-200407, it is time to renew your dues. If it says 200312-200403, or trial2, it is past time to renew or join, and this will be your final newsletter unless we hear from you. We need and appreciate your continued support. You may renew online (and pay with a credit card), or fill out the form below (and on the other side of this page), and return it with your check to NOGLSTP, PO Box 91803, Pasadena CA 91109. Remember to add \$5US if you are subscribing outside of the US. You may also use this form to inform us of any address or area code changes.

cut here

Membership Form

To renew your NOGLSTP membership or become a member of NOGLSTP, support its activities, and receive a newsletter, complete this form and send it with a check or money order to:

NOGLSTP
PO BOX 91803
Pasadena CA 91109

Annual Membership Dues are:

\$15-35 (sliding scale) (tax deductible after the 1st \$10)

\$10 for students and unemployed*

*inquire about our limited free memberships to 'starving students'

\$5 extra for memberships outside of the US (for the extra postage) (US Funds only, please!)

Renewal New Info change only

Name: _____

Address: (don't forget your zip code!)

Telephone: _____


Email/URL: _____

Technointerest or profession:

Latest Degree/Subject:

Do you want your name and phone/email printed on a membership roster to be released to other NOGLSTP members?
 YES NO

Do you want your email/URL to be placed on the NOGLSTP web page?
 YES NO

Don't forget to fill out the other side 

Larry Wagner, SemiConductor Chemist

Meet Larry Wagner, Ph.D., an out and proud gay man who is a scientist working in an engineer's world. Dr. Wagner, a physical chemist, is a Distinguished Member of the Technical Staff at Texas Instruments, where he is the Failure Analysis Strategy Manager in the Business Quality Department. He is author of the book, *Failure Analysis of Integrated Circuits: Tools and Techniques* (Kluwer Academic Press 1999), a reference work for semiconductor professionals and researchers. An expert in characterization of the surfaces of materials, Dr. Wagner has been a prodigious contributor to peer-reviewed journals and scientific conferences for over 35 years, has taught graduate-level courses in Failure Analysis at the University of New Mexico, and has been a lecturer in TI's Semiconductor Process Engineering Series. He was the first president of the Electronic Device Failure Analysis Society, a Charter Member of Sematech Product Analysis Forum, served as Program Chair for the Dallas Chapter of the IEEE Reliability Society, and Chair for the Sematech Council of Failure Analysis Leaders. During his past 27 years of employment at Texas Instruments, Dr. Wagner has made exceptional contributions to the semi-conductor industry and to the understanding of how to make reliable chips. In addition to his technical achievements and accomplishments at Texas Instruments, Dr. Wagner has been very active in the GLBT community. He is currently an officer of TI-Legend, an employee organization dedicated to incorporating glbt staff as integral, res-

spected members of the TI work force. A member of ACS, IEEE, Sigma Chi, ASMS, ASM, and EDFAS, Dr. Wagner was the first recipient of NOGLSTP's GLBT Award for his outstanding contributions to his profession, and sets a high bar for his successors.

Membership/Renewal Form (continued):

Please list any other professional organizations that you belong to:

Special Techno-Interests or Expertise:

For New Members: How did you learn of NOGLSTP?

WHAT WOULD YOU LIKE TO HELP US WITH? (CHECK ANY THAT INTEREST YOU)

- BOARD OF DIRECTORS
- HOLD OFFICE
- AAAS
- FUNDRAISING
- NEWSLETTER ARTICLES
- EDIT NEWSLETTER
- PRODUCE NEWSLETTER
- NEW PAMPHLET TOPICS
- GRANT WRITING
- G/L/B/T CAUCUS OF PROFESSIONAL SOCIETIES (which one?)
- OTHER _____

ABOUT NOGLSTP

NATIONAL ORGANIZATION OF GAY AND LESBIAN SCIENTISTS AND TECHNICAL PROFESSIONALS, INC., is a nation-wide organization of lesbigaytrans scientists and technical professionals and others interested in technical matters and the gay and lesbian community. NOGLSTP's goals include dialog with professional organizations, providing information, improving our member's employment and professional environment, opposing homophobia and stereotypes, educating the queer, scientific and general communities, and fostering inter-city contacts among our members. National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc. is a tax-exempt educational organization under IRS section 501(c)3, incorporated in the State of California (TAX ID # 95-4358685), and is an affiliate of the American Association for the Advancement of Science (AAAS). Written correspondence may be addressed to: NOGLSTP, PO BOX 91803, Pasadena CA 91109-9813. For more information, see our web page at www.noglstp.org

Board of Directors:

Rochelle Diamond, Chair, Pasadena CA	626 791-4393
Diamond@its.caltech.edu	
John Burke, Member at Large, Dallas TX	972 503-6867
J-burke@raytheon.com	
Mark Tumeo, Member at Large, Cleveland OH	216 687-4860
M.tumeo@csuohio.edu	
Arnold Zwicky, Member at Large, Palo Alto CA	
Zwicky@csl.stanford.edu	

Treasurer: Barbara Belmont, office@noglstp.org

Newsletter

The **NOGLSTP Bulletin** is published quarterly, except this issue, in which the spring and summer editions were combined because the *de facto* newsletter editor was busy finishing up her Master's degree, working full time, teaching part-time to offset her reduced salary due to the poor economy, and taking care of settling her recently-widowed grandmother into assisted living instead of working on the spring newsletter. Contributed articles are encouraged, and may be e-mailed as plain text to editor@noglstp.org. Next publication deadline: September 4, 2004

Please acknowledge the **NOGLSTP Bulletin** as your source if you choose to reproduce any of these articles.