

Equality Forum – 31 days – 31 Icons

October was GLBT History Month. Equality Forum coordinates a project to provide each day of October with role model from the GLBT community. The goals of GLBT History Month are to teach GLBT history, to provide role models, to build community and to highlight the GLBT community's important national and international contributions. NOGLSTP was asked by Equality Forum to nominate scientists, engineers, and technical professionals who have made a difference to society for consideration. This year NOGLSTP nominated Dr. Carolyn Bertozzi, a chemist from University of California and recipient of the 2006 NOGLSTP Scientist of the Year Award, as well as Dr. Virginia Uribe, retired science teacher and founder of Project 10, a program to provide support for LGBTQ high school students. NOGLSTP is proud that both of these nominees were selected as icons and presented on the web with their respective days. Also making the list were Frank Kameny, an astronomer who was fired from his government job for being gay and led historic protests for lesbian and gay rights; Renee Richards, ophthalmologist and eye surgeon; Leonardo de Vinci; and Florence Nightingale. Find out more about Equality Forum at www.equalityforum.com

Membership/Renewal Form (continued):
Special Techno-Interests or Expertise:

Please list any other professional organizations/societies that you belong to:

Are you a member of any of these groups?

- American Chemical Society
- Los Angeles Gay and Lesbian Scientists
- Mathematics Association of America or American Mathematical Society
- National Postdoctoral Association
- NOGLSTP—Chesapeake Region
- OSTEM

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
- MENTORING PROJECT
- NEWSLETTER ARTICLES
- EDIT NEWSLETTER
- PRODUCE NEWSLETTER
- NEW PAMPHLET TOPICS
- GRANT WRITING
- G/L/B/T CAUCUS OF PROFESSIONAL SOCIETIES (which one?)
- OTHER _____

Interested in One-on-One e-Mentoring with an LGBT Mentor or Protégée?

Find out how through the NOGLSTP Mentoring Program.
Visit www.noglstp.org for details.

In November, NOGLSTP renewed its affiliated plus partnership with MentorNet. Now our student members can continue to avail themselves of One-on-One mentor/protégée opportunities through the MentorNet community.

ABOUT NOGLSTP

NOGLSTP is a national organization of gay, lesbian, bisexual, and transgender people (and their advocates) employed or interested in scientific or high technology fields. NOGLSTP's goals include educating the scientific and general communities about LGBT issues in science and the technical workplace; educating the queer community about relevant topics in science; dialogue with professional societies and associations; improving our members' employment and professional environment; opposing queer phobia and stereotypes by providing role models of successful LGBT scientific and technical professionals; and fostering networking and mentoring among our members. NOGLSTP is a non-profit educational organization under IRS section 501(c)(3) (TIN # 95-4358685), and is incorporated in the State of California. NOGLSTP is an affiliate of the American Association for the Advancement of Science, a participating professional society in the MentorNet® Affiliated Partners Plus program, a sustaining member of the National Postdoctoral Association, an endorsing society of National Engineers Week, and a Founding Partner of the Engineers Week Coalition Diversity Council. Written correspondence may be addressed to: NOGLSTP, PO BOX 91803, Pasadena CA 91109-9813. For more information, see our web site at www.noglstp.org

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NOGLSTP *Bulletin*

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NOGLSTP, PO BOX 91803, Pasadena CA 91109, phone/fax: 626 791-7689, www.noglstp.org

The Happiest (and perhaps gayest?) Place on Earth

This past November, NOGLSTP Mentoring Program Coordinator Amy Ross participated in the Walt Disney Imagineering Diversity Conference. At the invitation of the Disney Diversity Division, NOGLSTP was invited to attend the two day show case of careers at the Imagineering headquarters and at Disneyland Park. The conference, which included professors from Engineering, Information Science, Architectural Design, and other disciplines — as well as representatives from diversity-based professional organizations — was an immersion in how Disney develops everything from attractions to movies, to theme restaurants.

The objective of the conference was to highlight Disney's commitment to the employment of a creative workforce that more closely reflects the guests who visit and enjoy Disney theme parks and movies. As part of this massive effort, the Disney Imagineering Group sponsors a worldwide competition for university students to develop a project using a multi-disciplinary approach. The finalists spend 10 days at the Imagineering Headquarters refining their concepts for final presentation to the team of Imagineering judges. The winners have a strong history of securing internships and eventual employment at Disney. The Diversity Division is emphasizing the strong roles that social, economic, racial, gender — and now, sexual orientation — background play in the recruitment and retention of employee talent.

Day one's highlight was a tour of projects under development at the Imagineering group. It was truly amazing to see the integration of engineering, computer science, the performing arts, and animation in the pursuit of new entertainment avenues. Amy signed a very strict confidentiality agreement that prohibits her disclosure of what she saw, but she says, "WOW! You won't believe some of the things that will be hitting the screens, parks, and toy stores in the next few years."

Day two was a private tour of Disneyland before the park opened. Attendees were treated to a special voyage on the new "Finding Nemo" submarine ride with the engineer who was the chief coordinator for the project. It was inspiring to hear her story of how the ride went from concept, to design, to construction, to fine tuning over the last five years. Over at California Adventure, attendees were able to observe the "Soaring Over California" hang gliding ride from the control pit below the giant screen. The seamless integration of ride mechanics and visual presentation really makes for a truly unique experience.

At the end of an exhausting two days, all attendees were impressed at the commitment that Disney has to inclusion and diversity. We are proud that NOGLSTP is now included in the diversity efforts, and we plan to work closely with their team to assist their efforts with our community. As Walt himself would have said to NOGLSTP members, "Stay Tuned!"

Engineering Council Advances Diversity Agenda

Tim Wilson, NOGLSTP Board Member, represented the organization in Washington on October 17 to establish the Engineers Week Diversity Council, under the auspices of the National Engineers Week Foundation. Held at the National Museum of African Art, the meeting's organizers noted that the unusual venue was specifically chosen to underscore the seriousness of the council's efforts.

Headed by the National Engineers Week Foundation, IBM, and 11 Founding Partner organizations (including NOGLSTP), the council represents the profession's boldest move yet as it pursues remedies to what has been a longstanding dilemma. Seeking to broaden the ranks of women and underrepresented minorities at all levels of engineering, members of the new group sought to press home the importance of their agenda.

All of the council's founding partners along with many engineering firms and societies have ongoing outreach policies and programs aimed at increased diversity, but the Diversity Council is the profession's first attempt to reach consensus to work together and unite those various efforts under a single umbrella to provide for a comprehensive national agenda. The council moved to consider creating a platform statement on diversity in engineering to inform presidential candidates and others in next year's election. The council also will identify methods to enhance diversity programs already underway through Engineers Week's various educational initiatives, and create a governing structure for itself and operating agreements for its founding partners.

The Founding Partners of the Engineers Week Coalition Diversity Council include: Chinese Institute of Engineers-USA, 2008 Council Chair; American Association of People with Disabilities; American Indian Science and Engineering Society; MentorNet; National Action Council for Minorities in Engineering; National Society of Black Engineers; National Organization of Gay and Lesbian Scientists and Technical Professionals; Society of Hispanic Professional Engineers; Society of Women Engineers; The GEM Fellowship.

Thank You, Raytheon!

Raytheon Company, recipient of the NOGLSTP 2005 Corporate Award, has continued its generous support of NOGLSTP with a \$2000 grant to sponsor our 2008 Recognition Awards Ceremony and Reception.

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NOGLSTP Welcomes Aboard LGBT Math Caucus

NOGLSTP member and mathematics professor George Bradley has organized a NOGLSTP mathematician's caucus, known as the Association of Lesbian, Gay, Bisexual, and Transgendered Mathematicians. With the formation of this caucus, mathematicians will now have a representative on the NOGLSTP Board of Directors.

For years, George has organized receptions for attendees at the national Mathematics Association of America meetings. Now NOGLSTP will be helping to support those receptions. The next reception will be held in San Diego at the Joint Mathematics Meetings, Monday, January 7, 5:45-7pm, in the Laguna Room at the Marriott (meeting headquarters). Everyone is welcome to attend this open reception.

For more information about this reception, or to become part of the ALGBTM caucus, contact George at bradley@duq.edu.

POLITICS

Congressional Strip Watch

Last May the US House of Representatives passed the Matthew Shepard Hate Crime Bill. The Shepard Act would add sexuality to the list of categories covered under federal hate crime law. President Bush threatened to veto it at that time. Meanwhile, the Senate passed it in late September but attached it to the 2008 defense authorization bill. As with all bills passed it then went to conference for hammering out the differences in the congressional versions for a final vote. After two months wrangling and pressure to pass the defense bill, Senate democrats stripped the hate crimes provision away from the defense legislation effectively killing the Hate Crimes Bill.

During the same time period the Employment Non-Discrimination Act finally passed the House of Representatives. The legislation would make it illegal for employers to discriminate on the basis of sexual orientation in hiring, firing, promoting or paying an employee. Unfortunately, democratic leaders stripped transgender from the bill ostensibly because they didn't have the votes for the original version. Rep. Tammy Baldwin (D-Wis) tried to reinsert the provision into the bill but was defeated. This has caused a fracture in the GLBT community with transgender members of the Human Rights Campaign resigning and bringing misunderstanding to the surface of community discussion.

Legislation to repeal "Don't Ask, Don't Tell", the ban on gays serving openly in the military, is still in committee. The bill has bipartisan support with 136 sponsors. DADT was enacted in 1993. Since then more than 12,000 service members have been dismissed when it was learned they are gay. According to statistics from the Service members Legal Defense Network an average of two service members are dismissed under the law every day.

If Congress fails to act on any of the three bills before the session ends, the legislation would not be picked up again before mid January at the earliest. Most observers believe it will be spring. With the November election approaching and Republicans expected to become feistier many in Congress believe the bills will be allowed to die.

OUT and ABOUT this Past Fall

(Editor's note: Even though it is nearly the winter holiday season, it's still FALL until it's officially winter...)

NOGLSTP-Chesapeake Region

NOGLSTP—Chesapeake Region folks enjoyed a special presentation at NASA's Goddard Space Flight Center this past October. The Deputy Director of the center gave a special presentation on NASA's current missions and future outlook. Visit noglstp.net/chesapeake to see what's next for this NOGLSTP Regional Group.

The Many Faces of Chemistry

NOGLSTP sponsored a very successful reception for its LGBT Chemists and Allies caucus at the American Chemical Society national meeting in Boston. This event was so well received by the incoming ACS President that he vowed to make the next LGBT Chemists and Allies reception a special presidential-sponsored event! Later in the fall, group organizers initiated an Outlist on their website in celebration of the National Chemistry Week theme "Many Faces of Chemistry". Visit noglstp.net/lgbtchemists to find out how to join this Outlist for chemists.

NOGLSTP AT SACNAS

Brit Ventura, NOGLSTP member, hosted a very successful NOGLSTP-sponsored reception for GLBT attendees at the Society for the Advancement of Chicano and Native American Scientist's National Conference in October. Whereas the receptions for the last two years were held at the very end of the conference, this year the reception was held at the beginning. Brit commented "It was such a great conference this year and I must thank you again for all the support [NOGLSTP] provided to me and preparation of the reception at SACNAS. Having the reception on the first night of the conference made all the difference. We were able to socialize and network for the remainder of the conference, and the stickers were a huge success. It's funny, I had people approaching me throughout the conference asking where I had got the sticker and if they could have one, I felt like having a picket sign saying "Come out, come out wherever you are, I've got a sticker for you."! But truly the space that was created at the reception was warm and peaceful..." Attendance doubled over previous years and the hope is that it will continue to grow.

NOGLSTP at SWE07

NOGLSTP member Louise Young, of Raytheon, participated in a panel discussion sponsored by Dupont entitled "LGBTs and Allies in the Workplace" at the Society for Women Engineers National Conference in late October. The discussion focused on gender, gender expression, gender identity, and sexual orientation at leading-edge companies. A reception — sponsored by NOGLSTP — followed the panel discussion. Louise termed the events "rousing successes" with very attentive and eager attendees.

LAGLS

This past November, NOGLSTP Regional Group Los Angeles Gay and Lesbian Scientists (LAGLS) celebrated the 28th anniversary of their first meeting. The celebration included dinner and reminisces at a very gay restaurant in the city of West Hollywood. To find out more about LAGLS, visit lagls.org.

gAyGU

As this newsletter goes to press the second week of December, the gAyGU folks are enjoying themselves at their annual dinner OUT during the American Geophysical Union (AGU) meeting in San Francisco. gAyGU is an informal social group of GLBT folk and friends involved with education and research in the geosciences. To stay apprised of gAyGU events, email Kile Baker: kbaker@nsf.gov.

Introducing NOGLSTP's New and Improved Member Services Site

We are pleased to point out that NOGLSTP upgraded its member services site this past summer, to a more robust package that allows for self-serve member update, automates renewal notices, and integrates on-line and off-line data keeping. Once we switch on the automated renewal notices, you will receive email reminders to renew your membership. In the months to come, NOGLSTP members will be able to use the same interface to access protected members-only areas, such as the membership roster, the current newsletter, and more yet-to-be-announced member benefits. Point your web browser to <http://www.noglstp.org/memberservices> and log in to explore or update your profile, or to renew your annual dues. Of course, you're welcome to renew or join the old-fashioned way with pen, paper, and check. You can use the tear out form in this newsletter, or fill out a downloadable form from our website. We're happy to have your support any way you want to give it!

Engineers Week

The Engineers Week coalition comprises more than 75 engineering, professional, and technical societies and more than 50 corporations and government agencies. Founded by the National Society of Professional Engineers, the coalition is dedicated to sustaining and growing a dynamic engineering profession by ensuring a diverse and well-educated future engineering workforce, increasing understanding of and interest in engineering and technology careers among young students and by promoting pre-college literacy in math and science. Among the oldest of America's professional outreach efforts, the coalition also raises public understanding and appreciation of engineering contributions to society through year-round innovative programming and celebration. Engineers Week 2008 will be celebrated February 17-23. NOGLSTP is an endorsing society of Engineers Week.

Save the Dates

Association of Lesbian, Gay, Bisexual and Transgendered Mathematicians Reception (during the Joint Mathematics Meetings):

Monday, January 7, 5:45-7pm
Laguna Room at the Marriott, San Diego CA

Engineers Week 2008, February 17-23

NOGLSTP Annual Business Meeting

Sunday, February 17, 2008, 9:30-11:30 am EST
Boston MA (during the AAAS convention)
Sheraton Boston, Third Floor, Clarendon A

NOGLSTP Annual Recognition Awards and Reception

Sunday, February 17, 2008, 4-6 pm EST
Boston MA (during the AAAS convention)
Sheraton Boston, Third Floor, Berkeley

Consider Making an End-of-Year Donation

As you plan your end-of-year tax strategies, please consider a generous donation to support NOGLSTP. NOGLSTP is administered by unpaid volunteers, so 100% of your contribution goes to funding our programs. You can restrict your donation to support a particular program, such as our Mentoring Program. Or you can make a general donation for us to use wherever the funds are needed. It's up to you. We are set up to accept your charitable contribution in all imaginable ways: you can use a credit card on-line via our website, you can transfer securities to us, and you can write us a check. For more information, point your web browser to the Make a Donation section of the NOGLSTP web site. No amount is too small!

IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. If it says 200709-200801, it is time to renew your membership. If it says 200704-200708, or trial2, it is past time to renew or join, and this will be your final newsletter unless we hear from you. You may renew online (and pay with a credit card) at www.noglstp.org/memberservices, 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.

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:

\$25-40 (sliding scale) (tax deductible after the 1st \$10)

\$20 for postdocs

\$45 NOGLSTP/National Postdoc Association
discounted joint membership dues

\$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 