

## In Memory of Denice Denton

In an internet-wide campaign organized by her friends and colleagues this past June, NOGLSTP's 2006 Educator of the Year, Dr. Denice Denton, was remembered on the one year the anniversary of her death. This tribute was made to continue to highlight the achievements that she made throughout her life in education, engineering, mentoring, and commitment to diversity.

The first female Dean of Engineering at a major research university in the United States, Denton was a pioneering leader who significantly advanced the state of research, teaching, mentoring and diversity in engineering and technology across the nation. A powerful and highly effective force for change, Denton was an inspiration and role model to countless engineers and scientists.

The widespread impact that Denton achieved was accomplished through her dedicated efforts at several levels: mentoring of individuals, leading change in her own institution and local community, and serving on influential national committees. Whether working in small or large groups, her bold vision and decisive energy infused her colleagues with the courage to move forward in making the changes needed in engineering and science. While Dean, Denton co-founded the Center for Engineering, Leadership and Technology at the University of Washington, as well as a multi-institutional Center for the Advancement of Engineering Education, each involving or establishing a model followed by major research universities including Stanford, Harvard and Princeton.

Denton received many awards and honors including the Presidential Young Investigator Award in Electrical Engineering from the National Science Foundation in 1986, the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring in 2004, and the National Organization of Gay and Lesbian Scientific and Technical Professionals Educator Award and the Maria Mitchell Women in Science Award in 2006, for her work in developing programs at universities and with neighboring organizations to encourage all to study in science, technology, engineering and math. She was a Fellow of the IEEE and the American Association for the Advancement of Science. She was a member of the Advisory Board for MentorNet, the E-Mentoring Network for Diversity in Engineering and Science, and a member of the Advisory Committee for the development of MentorNet's Academic Career E-mentoring program.

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

Please list any other professional organizations 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 Protegee? Find out how through the NOGLSTP Mentoring Program. Visit [www.noglstp.org](http://www.noglstp.org) for details.

### 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, and an endorsing society of National Engineers Week. 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](http://www.noglstp.org)

#### Board of Directors:

Rochelle Diamond, Chair, Pasadena CA, [chair@noglstp.org](mailto:chair@noglstp.org)  
John Burke, Member at Large, Dallas TX, [john\\_burke@noglstp.org](mailto:john_burke@noglstp.org)  
Danielle Cherniak, Member at Large, Cohoes NY, [danielle\\_cherniak@noglstp.org](mailto:danielle_cherniak@noglstp.org)  
Steven Jacquier, Member at Large, Anchorage AK, [steven\\_jacquier@noglstp.org](mailto:steven_jacquier@noglstp.org)  
Tim Wilson, Member at Large, Debary FL, [tim\\_wilson@noglstp.org](mailto:tim_wilson@noglstp.org)  
NOGLSTP—Chesapeake Region rep: Robert Ryan, [rj.ryan@ngc.com](mailto:rj.ryan@ngc.com)  
Los Angeles Gay and Lesbian Scientists rep: Rochelle Diamond  
LGBT Chemists and Allies rep: Barbara Belmont, [bbelmont@noglstp.org](mailto:bbelmont@noglstp.org)

**Treasurer:** Barbara Belmont, [office@noglstp.org](mailto:office@noglstp.org)

**Mentoring Project Coordinator:** Amy Ross, [aross@noglstp.org](mailto:aross@noglstp.org)

**Newsletter:** The *NOGLSTP Bulletin* is published quarterly, most of the time, except when the *de facto* editor has too much to do or is incapacitated, such as the case this past spring. Contributed articles are encouraged, and may be e-mailed as plain text to [office@noglstp.org](mailto:office@noglstp.org). Next publication deadline: November 15, 2007. Please acknowledge the *NOGLSTP Bulletin* as your source if you choose to reproduce any of these articles.

# NOGLSTP *Bulletin*

Spring/Summer 2007

©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](http://www.noglstp.org)

## NOGLSTP Will Present Out and Equal Workshop

Dr. Amy Ross and Rochelle Diamond have co-authored an accepted 2007 Out and Equal Workplace Summit workshop proposal entitled: Security Clearance Issues: "Special Concerns for LGBT Scientists, Engineers, and High-Technology Professionals". This workshop will be in partnership with the Servicemembers Legal Defense Network with Sharra Greer, SLDN's director for law and policy providing the legal aspects. The workshop will be given the morning of Saturday September 29<sup>th</sup> at the Out and Equal Workplace Summit at the Washington DC Hilton. Articles have appeared in Los Angeles papers and in the July 6<sup>th</sup> issue of Science (page 31) regarding NASA employee's outrage over new security policies imposed by NASA and Homeland Security. These policies include disclosure of financial records and medical records and force workers to sign a waiver giving access to virtually all personal information. The workshop will discuss these policies and provide information as to what legal rights workers may have in such situations and what steps employees can take to protect their careers. The workshop will touch on the changes made by the Bush administration to the policies of the Office of Special Counsel (oversees redress of harassment of federal employees) and the executive order regarding GLBT federal employees and security clearances (originally written by the Clinton administration and rewritten by the Bush administration).

## NOGLSTP and AAAS to Team up at the "Out For Work" Conference PRIDE Career Fair

The American Association for the Advancement of Science (AAAS) and NOGLSTP will be teaming up to co-sponsor a STEM (Science, Technology, Engineering and Mathematics) Alley for The Third Annual National Lesbian, Gay, Bisexual, Transgender, and Ally Student Career Conference & PRIDE Career Fair taking place on Sunday October 1<sup>st</sup> in Washington DC. Richard A. Weibl, director of the Center for Careers in Science and Technology at AAAS, will join Dr. Amy Ross, NOGLSTP's Mentoring Coordination, and Rochelle Diamond, Chair of NOGLSTP to provide materials from NOGLSTP, MentorNet, and the National Post-Doc Association to students seeking career information and mentoring opportunities. Many of the high technology, engineering and pharmaceutical companies will have booths and career interviews at this PRIDE fair. Out For Work is an outreach organization which has established career fairs and leadership conferences for GLBT undergraduate and graduate students. It is opportunistic that this career fair will be convening in Washington DC one day after the Out and Equal Workplace Summit at which NOGLSTP will have a workshop, making this an ideal opportunity to network and partner with some of NOGLSTP's new professional society liaisons.

## NOGLSTP Receives \$5000 Grant

Horizon Foundation's Donor Advised Funds - The Gay Chemists Support Fund, which is advised by NOGLSTP member Robert Carr, has generously provided NOGLSTP with an unrestricted grant for \$5000. "It was great to meet you at the NOGLSTP awards reception in San Francisco in February. What you are doing is really important, and hardly anybody else seems to be doing it." said Carr. Rochelle Diamond, chairperson of the NOGLSTP Board of Directors, stated "A donation such as Carr's is manna from heaven! This will make many things happen this year for NOGLSTP."

## RAINBOW GUYS Donate 22 Science Related "Rainbow Minutes" to NOGLSTP History Project

NOGLSTP is honored to have "The Rainbow Minute" as part of its history project that will eventually become a traveling road show to campuses and companies for pride days. "The Rainbow Minute" is produced by NOGLSTP member Judd Proctor and Brian Burns. Their pieces are gathered from books and internet sources, recorded in the studios at WRIR in Richmond, Virginia and read by volunteers. The one minute radio show can be heard inside the show "This Way Out" from L.A. on 150 radio stations and their local community radio station WRIR -97.3fm in Richmond, VA which streams the episodes on the web at 9:03am and 4:29pm every Monday - Friday at [www.wrir.org](http://www.wrir.org).

*A little about Judd and Brian:* Judd is a retired educator who provided in service science training in his school district while teaching in a regular K-5 classroom. He now works 20 days a year for the school system and volunteers at the radio station. He is a board operator from 2-5pm every Thursday where you can hear his voice doing station IDs, PSAs, playing *Moments in Science*, and *Environminutes* during the breaks in "Talk of the Nation." Brian works 4 days a week and is a horticulture specialist. He is the real writer in the family. Judd says he makes the "Minutes" sound wonderful.

Brian and Judd are willing to produce other "Rainbow Minutes" on famous GLBT people and topics related to the GLBT experience. If you have ideas on topics of other famous GLBT scientists both past and present or other GLBT related science topic contact the NOGLSTP Office via phone or email. The Rainbow Guys would be glad to do the research and produce those as well for their show and the ever-developing NOGLSTP history project.

#### Inside this issue:

Page 1: *Out and Equal Workshop; NOGLSTP/AAAS team up for Out for Work Conference; NOGLSTP receives \$5000 grant; Rainbow Guys donate 22 science related Rainbow Minutes*  
Page 2: *New HRC Report; ENDA; E-Week Diversity Council; Moving Forward*  
Page 3: *NPA/NOGLSTP bundled membership; Dues increased, Post doc category added; Events; Membership Form*  
Page 4: *In memory of Denice Denton; E-Mentoring*

## New Report Shows Major Increase in Basic Workplace Protections for Gay, Transgender Employees

*WASHINGTON*– The number of Fortune 500 companies that ban workplace discrimination for transgender Americans has risen 60 percent since Jan. 2006 and has quadrupled since 2003, according to the Human Rights Campaign Foundation’s “State of the Workplace for Gay, Lesbian, Bisexual and Transgender Americans 2006-2007,” released today. The report also showed steady growth in the number of employers offering domestic partner benefits over the last year.

“It took the gay civil rights movement nearly two decades to see the growth that the transgender community has seen in the last five years in terms of workplace protections,” said HRC Foundation President Joe Solmonese. “Fortune 500 companies are moving decisively to protect the entire GLBT community from workplace discrimination and it is time for our nation’s laws to catch up.”

Since Jan. 2006, the number of Fortune 500 companies that include gender identity in their non-discrimination policies went from 78 to 125. In 2003, only eight companies had such policies. Employers across industries have added protections for transgender workers. In the aerospace and defense industries, Honeywell, Northrop Grumman and Boeing followed Raytheon’s 2005 announcement that it will protect transgender employees from discrimination. Other companies that expanded their non-discrimination policies include Internet giants Google and Yahoo!; supermarket giants Safeway and Costco; pharmaceutical firms Merck, Eli Lilly and DuPont; and Marriott, Hilton and Starwood among hotels.

Last year, the HRC State of the Workplace report broke news and reported that – for the first time – a majority of Fortune 500 companies provide benefits to same-sex domestic partners. Since then, 17 more companies have added the benefits bringing the total to 267 – or 53 percent of Fortune 500 companies. Nearly 90 percent of Fortune 500 companies include workplace protections based on an employees’ sexual orientation, according to the report – up from 51 percent in 1995.

“This is a clear indication that successful, mainstream American businesses can do well while also doing the right thing for their transgender employees,” said Daryl Herrschaft, director of the HRC Foundation’s Workplace Project.

A copy of the report can be viewed at:  
[www.hrc.org/stateoftheworkplace](http://www.hrc.org/stateoftheworkplace).

## ENDA: Bi-Partisan Employment Non Discrimination Act of 2007

Thank goodness for the Fortune 500 companies reported in the HRC article above, because workplace discrimination based on sexual orientation and gender identity and expression occurs with no legal remedy in the majority of states. It is still legal to fire someone based on their sexual orientation in 33 states. In 42 states, it is legal to do so based on gender identity. State courts, commissions or agencies have interpreted the existing state law to include some protection against transgender individuals in Connecticut, Florida, Hawaii, Illinois, Massachusetts, New Jersey, and New York. Current ENDA legislation that is now before Congress protects against discrimination based on sexual orientation in the workplace. However, it does not include protections for those in the transgender community.

## NOGLSTP is a Founding Member of the new Diversity Council for the National Engineers Week Foundation.

NOGLSTP has become a founding member of the new Diversity Council for the National Engineers Week Foundation. The idea of the council is to create a formalized diversity network of both technical and professional societies and organizations to ensure a broad application of activities that increase diversity awareness. The council will have a voting chair on the EWeek steering committee. Creating such a council will benefit individual organizations such as NOGLSTP while enabling a stronger forum for collaboration and program development in support of Engineers Week. Goals are to ensure that diversity remains high on the EWeek agenda, provide a single entry point for EWeek sponsors to assemble with like-minded organizations, provide opportunities for diversity organizations to become part of a large family that can leverage connections for events, disseminate information and fundraising, give diversity organizations an opportunity to help influence the discipline-specific societies (which is critical to helping engage as broad a community as possible), and provide potential for the Diversity Council and other Engineers Week partners to feed into a nationally coordinated strategy—one that actively involves industry, government, education, professional societies, and individual engineers to more aggressively recruit minorities and women into engineering careers. In turn, member organizations are encouraged to bring to the Council “table” their issues, activities and projects where support and/or participation by other organizations would be beneficial. NOGLSTP is a "founding member" of the council, which will give us some leverage to bring GLBT focused items to the table such as ENDA, immigration, and security clearance issues, as well as make strategic contacts for our mentoring program and perhaps fundraising. John Burke, NOGLSTP board member, will represent NOGLSTP council membership at an IBM and CIE-USA sponsored meeting for current and future Engineers Week partnerships in the Dallas/Ft. Worth region on August 23. The meeting will be hosted by the Dallas Museum of Nature and Science.

## NOGLSTP Moving Forward

Not enough room in this newsletter exists to tell you about all that the NOGLSTP volunteers have been busy with, so we’ve added a new feature to the newly redesigned NOGLSTP website called “NOGLSTP Moving Forward”. Two important pieces of news about which you can read more on the website are summarized below.

First, NOGLSTP wrote a letter of support on behalf of Raytheon Company, who is a contender for the 2007 Out and Equal Significant Achievement Award. Raytheon was the first major aerospace and defense company to obtain 100% on the Human Rights Campaign Corporate Equality, and received the 2005 NOGLSTP Corporate Recognition Award for its long term support of NOGLSTP.

Second, MentorNet and NOGLSTP have collaborated to write a letter of inquiry to the Collin Higgins Foundation for fund better outreach to GLBT protégés and mentors. Keep your fingers crossed for us!

Long overdue, the NOGLSTP website has been redesigned for easier navigation and content collaboration. As this newsletter goes to press, a section integrating member-only content with subscriber services is being finished. Try it. We think you’ll like it.

## National Postdoctoral Association (NPA) and NOGLSTP Bundle Membership Programs

The NPA and NOGLSTP have joined together in a memo of understanding encouraging postdoctoral scholars to become members of both the NPA and NOGLSTP. This program discounts membership to both organizations as a bundled deal. Applicants will have access to the program from either organization. If you are a post-doc, and join the National Postdoctoral Association (dues normally \$35/year) at the same time as you join NOGLSTP (postdoc dues normally \$20/year), you can enjoy discounted dues for both and pay a total of only \$45. In addition to the discount package, the NPA and NOGLSTP will cross market in each other’s newsletters, have a sponsorship listing at one annual conference, have reciprocal webpage links on membership pages, include flyers for both organizations at any exhibiting space, and include notices of program information in e-mail communications to respective memberships (4x/yr) in which all materials would be approved by both organizations.

## NOGLSTP Dues Increased, Postdoc Category Added

The NOGLSTP Board of Directors has elected to make two changes to the annual membership dues. First, regular membership sliding scale dues have been raised from \$15-35 to \$25-\$40. The last dues increase was six years ago. Secondly, a Postdoc dues category at \$20/year has been added. Students, unemployed, and retired folks still enjoy the \$10/year dues category, and limited free “starving student” memberships are still available. What does “sliding scale” mean? It means “pay what you can afford” within the stated range. The idea is to make NOGLSTP membership affordable to all. Annual dues payment in excess of \$10 is tax deductible as a charitable contribution. Of course, we’ll gladly accept donations of any size, any time!

## Events Coming Up Soon

Conference Name: American Chemical Society (ACS) National Meeting, Boston

Event Description: LGBT Chemists and Allies Reception

Date/Time/Location: Monday, August 20, 5:30-7:30pm, Seaport Hotel, Seaport C Room

Conference Name: Out and Equal Workplace Summit - Washington DC

Event Description: Workshop: Security Clearance Issues: Special Concerns for LGBT Scientists, Engineers, and High-Technology Professionals

Date/Time/Location: Saturday, September 29, 9:00-10:30 am

Conference dates: 2007-09-29 to 2007-09-30:

Conference Name: Out at Work Career Fair - Washington DC

Event Description: NOGLSTP teams with MentorNet, AAAS, and other allies with an information booth.

Conference Name: Society for the Advancement of Chicano and Native American Scientists (SACNAS) Conference - Kansas City MO

Event Description: Reaching OUT: A Reception for LGBTQA People.

Date and Time: Thursday, October 11, 8:00-9:30 pm

Conference Name: Society of Women Engineers Conference (SWE) - Nashville TN

Event Description: LGBT networking reception during the workshop

“LGBTs and Allies in the Workplace” which focuses on “Gender, Gender Expression, Gender Identity and Sexual Orientation at Leading Edge Companies”

Date and Time: Friday October 26, 3:30-5 pm

## Events of recent past:

Conference dates: 2007-08-03 to 2007-08-05:

Conference Name: MathFest 2007 - San Jose CA

Event Description: LGBT Reception

Event Sponsor: MAA member George Bradley and NOGLSTP

Conference dates: 2007-07-29 to 2007-08-02:

Conference Name: Joint Statistical Meetings - Salt Lake City Utah

Event Description: Social with guest speaker on Sampling and Measurement in Research on Lesbian, Gay, and Bisexual Populations

Event Sponsor: ASA Committee on Gay and Lesbian Concerns and Statistics

## IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

*Check your mailing label. If it says 200704-200708, it is time to renew your membership. If it says 200701-200703, 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) at [www.noglstp.org](http://www.noglstp.org), 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 