

Please contact your local hospital and encourage them to complete the survey. All hospitals are welcome to participate. To locate your local hospital go to <http://www.hospitalconnect.com/hospitalconnect/hospitalfinder/search.html>. Call the number that is provided for your local hospital and to ask to speak to someone in hospital administration. If you have a hospital contact, send them an email. You can use this sample message, which you can personalize with your name and city of residence:

To Whom It May Concern:

I am a member of the local lesbian, gay, bisexual and transgender community. I am contacting you to request that this hospital participate in a new survey which measures how well hospitals treat its LGBT patients and employees. The results of the survey will be used to promote the widespread adoption of standards that promote quality for LGBT persons in hospital-based healthcare. You can obtain the survey and get more information at www.glma.org/hei. Thank you.

Sincerely,

[Your Name]

[Your City of Residence]

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

If you have a hospital affiliation, you might download the survey [PDF 65k] and give it to a hospital administrator you know. Hospital administrators can also call Tom Sullivan at 202-216-1594 to obtain a password and sign on so they can complete the survey online.

The deadline for hospitals to complete and submit the survey is January 31, 2007. The first report is expected to be released in the Spring of 2007. For additional information on the report, point your web browser to www.glma.org/hei

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

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

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

NOGLSTP to Present AAAS Symposium on Electronic Mentoring

Rochelle Diamond, NOGLSTP chair, has organized a 90 minute symposium entitled "Electronic Mentoring Programs: Benefits to Minority Communities in Science and Technology" to be presented at the upcoming American Association for the Advancement of Science Annual Meeting. San Francisco will be the host city with the event scheduled for Sunday, February 18, 2007, 1:45 PM at the PARC 55 Hotel. The presentation will feature Dr. Shirley Malcom of the AAAS Education and Human Resources Directorate speaking on "Building Alliances for Education: Diversifying the STEM Work Force"; Dr. Carol Muller, founder and CEO of MentorNet speaking on "One-on-One Mentoring Programs: Making a Difference"; Chase Hawkins of Raytheon speaking on "One-on-One Mentoring Programs: Making a Difference"; and moderating the panel will be NOGLSTP Mentoring Coordinator, Dr. Amy Ross.

The theme for the AAAS Annual Meeting is "Science and Technology for Sustainable Well-Being". The symposium will tie into the theme by discussing the importance of recruiting, educating and retaining a competitive science and technology work force of highly skilled scientists, engineers, and technical professionals in order to have the innovation necessary to manage a sustainable planet. Mentoring programs that target students and early-career professionals are vital in the training of the next generation of highly skilled, globally competitive professionals. The emergence of electronic communications has provided unique opportunities for expanding these mentoring opportunities in science and engineering, particularly for women and for ethnic and sexual orientation minorities. Studies suggest that the flexibility provided by electronic mentoring programs allow for enhanced self-disclosure and discussion in mentoring relationships, especially for members of minority communities. This symposium will discuss mentoring programs that serve the specific needs of the sexual orientation and gender identity communities, women, and under-represented minorities in science, engineering, and high-technology academic and industrial settings.

NOGLSTP – Chesapeake Region First Event Report

The recently-formed Chesapeake Region NOGLSTP held its kick-off event this week at the Historical Electronics Museum located in Linthicum, MD. The event was hosted by Northrop Grumman Corporation Electronic Systems Sector. At the time of this newsletter writing the group was very excited to have 45 affirmative RSVP's, according to Robert Ryan, the group's representative to the NOGLSTP board. Way to go, Chesapeake!

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2007 Recognition Awards Recipients: Bertozzi, Gill, Mauzey, and Bannochie

We are pleased to announce the 2007 NOGLSTP Recognition Awards recipients: Carolyn Bertozzi (GLBT Scientist of the Year), Tim Gill (GLBT Engineer of the Year), Karl Mauzey (GLBTA Educator of the Year), and Christopher Bannochie (Walt Westman Award). These people will be honored at the 4th Annual NOGLSTP Recognition Awards Ceremony at a reception sponsored by Raytheon and held during the American Association for the Advancement of Science Annual Meeting. The San Francisco event will be held February 18th at the Renaissance PARC 55 Hotel.

The NOGLSTP Recognition Awards were established as a means of identifying, honoring, and documenting the contributions of outstanding GLBT science, engineering and technology professionals, as well as corporations, academic institutions, and businesses that support GLBT professionals in the fields of science and technology.

To learn more about the awards and the recipients, turn to page 2 of this newsletter.

NOGLSTP Annual Meeting Announcement

Meet us at AAAS— San Francisco, February 18, 2007

As always, NOGLSTP will hold its own annual meeting at the AAAS Annual Meeting and Scientific Innovation Exposition in San Francisco over President's Weekend. This year, we've scheduled all of our activities for Sunday, February 18. We hope you will join us for an exciting day!



- NOGLSTP Annual Business/Board Meeting, 9:30-11am, Michaelangelo Room, Renaissance Parc 55; open to all NOGLSTP members
- NOGLSTP Symposium: "Electronic Mentoring Programs: Benefits to Minority Communities in Science and Technology", 1:45-3:15 pm; open to AAAS meeting registrants only
- NOGLSTP Reception and Annual Awards Ceremony, sponsored by Raytheon: 3:45-6pm, Raphael Room, Renaissance Parc 55; open to all interested people

About the 2007 NOGLSTP Recognition Award Recipients:

2007 GLBT Scientist of the Year: Carolyn Bertozzi, Ph.D.

Dr. Carolyn Bertozzi has been chosen to receive the NOGLSTP 2007 GLBT Scientist of the Year Award because of her outstanding achievements in applying chemistry to help answer biological questions related to human health and disease. Her laboratory group at the UC Berkeley studies cell surface interactions in the areas of cancer, inflammation and bacterial infection. They use techniques of organic synthesis, genetics and biochemistry as tools to study and manipulate complex cellular processes. Much of Bertozzi's research involves cell surface carbohydrates and biopolymers that contribute to cell surface recognition and cell-cell communication. In addition to her work in the chemical biology of glycosylation, she and her group have a program in biomaterials centered at the Lawrence Berkeley National Laboratory. As an open and out lesbian in academia and science, Dr. Bertozzi has been an excellent role model for her students and colleagues. Dr. Bertozzi is currently a Professor at the University of California Berkeley and a Howard Hughes Medical Institute investigator. She received an A.B. Harvard University (1988), her Ph.D. from University of California, Berkeley (1993) and was a Predoctoral Fellow with the Office of Naval Research. Her many awards include: Irving Sigal Young Investigator Award of the Protein Society (2002); Fellow of the AAAS (2002); Donald Sterling Noyce Prize for Excellence in Undergraduate Teaching (2001); UC Berkeley Distinguished Teaching Award (2001); ACS Award in Pure Chemistry (2001); UC Berkeley Department of Chemistry Teaching Award (2000); Presidential Early Career Award in Science and Engineering (PECASE) (2000); MacArthur Foundation Award (1999); Arthur C. Cope Scholar Award (ACS) (1999); and Joel H. Hildebrand Chair in Chemistry (1998-2000).

2007 GLBT Engineer of the Year: Tim Gill, B.S.

Tim Gill was chosen to receive the NOGLSTP 2007 Engineer of the Year award because of his outstanding technical achievements as well as his sustained leadership in the GLBT community. This award honors Gill's pioneering work in software engineering; developing one of the first desktop publishing toolsets. He has demonstrated that an out engineer can also have technical success. As founder and former Chairman and CTO of Quark, Inc., Tim has been recognized as an innovative business leader. Tim founded Quark, Inc. in 1981 with a \$2,000 loan from his parents, and worked to build Quark into a leading developer of page layout software for the graphics market. Additionally, Gill's efforts in promoting civil rights and workplace equality — both during his software engineering career and in "retirement" as chairman of the Gill Foundation — continue to positively impact GLBT engineers and scientists worldwide. Tim Gill has a BS in Applied Mathematics from the University of Colorado, Boulder and has been the recipient of the 1999 Dean's Award for Entrepreneurial Excellence from CU-Boulder's College of Engineering and Applied Science.

2007 GLBTA Educator of the Year: Karl Mauzey, Ph.D.

This award is made to the GLBTA Educator who has enabled significant growth for GLBT students in science or technology — through teaching, counseling, advocacy, role modeling, or other educational roles. Dr. Karl Mauzey has been chosen to receive the NOGLSTP 2007 GLBTA Educator award because of his outstanding achieve-

ments as well as his leadership in the GLBT community. Dr. Mauzey was among those brave few early pioneer GLBT scientists and educators who created the current relatively advantaged climate in which today's GLBT scientists and educators are able to enjoy working. As one of the first out and proud GLBT scientists and educators to perform research and teach in two different fields —biological science and computer science—he has long been and still is a champion for accuracy and informed awareness regarding same-sex issues within the sciences as well as society in general. As a role model, Dr. Mauzey has demonstrated that most rare and valuable of leadership traits: leadership by example. His courageous example in being an out and proud GLBT scientist and educator —even back in the days when the risk of stigma and job loss was very high — has empowered others to follow his lead; he has been an admirable role model for young professionals in the sciences and science education. Currently, Dr. Mauzey is Instructor of Computer Networking and Information Technology at the Community College of San Francisco.

2007 NOGLSTP Walt Westman Award: Christopher Bannochie, Ph.D.

Dr. Christopher Bannochie has been chosen to receive the 2007 NOGLSTP Walt Westman Award because of his long time support of and continuing contributions to NOGLSTP. The Walt Westman Award is the highest national award given to a NOGLSTP Member who has shown dedication and commitment to the advancement of NOGLSTP's mission. This prestigious award recognizes the unselfish and outstanding contributions of the honoree, whose activities — carried on continuously over a period of years — have brought honor and esteem to NOGLSTP by their very character. He or she symbolizes, as did Walt Westman, the ideal role model to GLBT engineers and scientists today by preaching aloud that "it can be done".

Dr. Bannochie's efforts to establish a connection between NOGLSTP and the American Chemical Society (ACS) have led to a lasting association which benefits both organizations and has enabled many GLBT members of the ACS to play a larger role in ACS while enabling higher visibility for all GLBT scientists and engineers. Twice, Dr. Bannochie — as part of a Committee on Economic and Professional Affairs (CEPA) task force — has revised the ACS Professional Employment Guidelines arguing for the inclusion of sexual orientation and gender identity in nondiscrimination. Since 2002, under Dr. Bannochie's leadership, GLBTQ chemists have been able to meet at National ACS Meetings with the Society agreement to include the reception in its National Meeting Program in *Chemical & Engineering News*. Dr. Bannochie has drafted a white paper and co-chaired an ACS Symposium entitled *The Need for ENDA, the Employment Nondiscrimination Act, in the Chemical Process Industries*. Through his persistence, the ACS Board of Directors Committee on Professional and Member Relations agreed in 2003 to appoint a member of the ACS Board to serve as a liaison with NOGLSTP, allowing for dialogue between the two organizations. Dr. Bannochie is currently a Fellow Scientist at the Savannah River National Laboratory. He received his Ph.D. in Inorganic Chemistry from Texas A & M, College Station and his B.S. in Chemistry from College of St Benedict/ St John's University. He currently serves as Councilor for the Savannah River Section of the American Chemical Society, is a member of the ACS Committee on Economic and Professional Affairs, and was the General Chair of the 2006 SERMACS Regional ACS Meeting. Dr. Bannochie was presented the ACS Stanley C. Israel Regional Award for Advancing Diversity in the Chemical Sciences in 2005.

NOGLSTP Mentoring Program off to a Good Start

NOGLSTP's Mentoring Program, which launched this time last year, was declared "off to a great start" by MentorNet® during a conference call with NOGLSTP's Mentoring Coordinator Amy Ross and NOGLSTP Chair Rochelle Diamond. The NOGLSTP Mentoring Program has put on workshops at three national meetings, spoken with student and ERG groups and has an upcoming symposium at the AAAS meeting in February. There are 39 participants in the program as of this writing. Despite this progress, IBM, founding sponsor for the program, has notified NOGLSTP that it will not be renewing its sponsorship of the Mentoring Program for 2007. The IBM LGBT group explained that they will be focusing this coming year on international diversity and also supporting the new student organization oSTEM, Out Students in Science, Technology, Engineering, and Mathematics instead. "NOGLSTP will miss the funding very much", said NOGLSTP Chair, Rochelle Diamond. "We intend to write at least one grant this year to enlarge the participation by outreach to community colleges and universities not already in the MentorNet community and to bridge the gap in funding. We hope that the NOGLSTP membership will step up their support of this very important program through the fundraising drive begun in December."

On another note, as part of National Mentoring Month, NOGLSTP co-sponsored Caltech Mentoring Day this month by helping to organize a panel of speakers which included two Caltech professors and a graduate student talking about their mentoring experiences. Pizza, salad, and drinks were provided to over 50 students, staff and faculty attending the event. NOGLSTP distributed information and talked about its Mentoring Program.

Call for Mentors and Protégés: NOGLSTP and MentorNet especially need mentors for protégés waiting to be matched for both academic and industrial preferences in the Biotechnology, Biomedical, and Biological Sciences. Make a difference. Sign up today to be a mentor. Discover, Learn, and Grow- sign up to be a protégé. For details see our URL: www.noglstp.org/mentoringproject.php

National Gay Rights Organizations Team Up To Create "First Of Its Kind" Hospital Rating - Healthcare Equality Index Will Rate Industry on Its Treatment of Gay, Lesbian, Bisexual and Transgender Patients

In late November, the Human Rights Campaign (HRC) and the Gay and Lesbian Medical Association (GLMA) announced a first-of-its-kind tool to rate the healthcare industry on how it treats its gay, lesbian, bisexual and transgender (GLBT) patients and to educate the GLBT community about what to expect from healthcare providers and facilities. GLMA contacted NOGLSTP to enlist its help in getting hospitals to participate in the survey. Your action today can help make hospitals in your community more LGBT-friendly.

The Healthcare Equality Index aims to create a baseline understanding of existing hospital policies and measure improvement from year to year. The survey asks hospitals to clarify their policies on hospital visitation, medical decision making for hospitalized domestic partners, medical decision making for hospitalized second-parent (or co-parent) adopted children, as well as additional policies that are important for LGBT persons. The survey also asks hospitals to clarify their policies towards their LGBT employees by asking questions such as whether hospitals prohibit employment discrimination based on sexual orientation and gender identity and whether hospitals offer health insurance coverage to employees' domestic partners.

HRC and GLMA have sent surveys to the largest 1,000 hospitals across the US, but so far only 30 hospitals are participating. This is a great number and enough to begin assessing existing hospital policies. However, if more hospitals participate it will be even better, and here's where NOGLSTP members can help.

(Continued on page 4)

IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. If it says 200701-200703, it is time to renew your membership. If it says 200610-200612, 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/memberservices.php, 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:

\$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 