

# NOGLSTP *Bulletin*

Spring 2016

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

## Kaithlyn Pinnock Chosen as a Finalist in DiscoverE's New Faces of Engineering College Edition



NOGLSTP's nominee for the 2016 New Faces of Engineering College Edition, Kaithlyn Pinnock, has been selected by DiscoverE as a finalist. The winners will be featured in individual ads in their college newspapers and receive a \$1000 scholarship. Kaithlyn is a student at the University of Central Florida in Industrial Engineering and is a full-time intern with the Walt Disney Company, analyzing

demographics and cast member activities for events. Kaithlyn is a volunteer with Give Kids the World, which provides a week-long all expenses paid vacation to a family with a child who has a serious or terminal illness. She also participates in the Fit2Run Training program to assist beginning runners to meet their goals, and was a resident assistant for UCF for two years. Kaithlyn plans on using the scholarship to help pay for her final undergraduate semester, which will ease some of the stresses of applying to graduate school and seeking professional opportunities. She states that "Sometimes you can have life planned to the T, but there's always a possibility for a new opportunity to arise. It might be scary to move away from your original path, but don't be afraid to take that chance."

## American Physical Society Report on the LGBT Climate in Physics

APS is releasing a report entitled LGBT Climate in Physics: Building an Inclusive Community. The report notes that while many physicists find the field welcoming and supportive, a significant number face discrimination, hostility and isolation. You can find links to this report at: [www.aps.org/programs/lgbt/](http://www.aps.org/programs/lgbt/)

Michael Falk, the 2008 NOGLSTP Educator of the Year, headed the Ad Hoc Committee on LGBT Issues (C-LGBT) that produced the report. You can view an interview with Falk on YouTube at: [www.youtube.com/watch?v=7IK1XQ10wZc&index=12&list=PLGVe6BxyFHNXyZnpVzAsEn1oqKw7fC-ge](http://www.youtube.com/watch?v=7IK1XQ10wZc&index=12&list=PLGVe6BxyFHNXyZnpVzAsEn1oqKw7fC-ge)

The committee, formed in 2015, is charged with advising the APS on the current status of LGBT issues in physics, providing recommendations for greater inclusion, and engaging physicists in laying the foundation for a more inclusive physics community. More specifically, the committee will investigate LGBT representation in physics, assess the educational and professional climate in physics, recommend changes in policies and practices that impact LGBT physicists, and address other issues that affect inclusion.

## NOGLSTP Career Development Workshop, Annual Business Meeting and LGBTQ+ Reception at AAAS

Barbara Belmont, Arthur Fitzmaurice, and Rochelle Diamond presented a career development workshop at the AAAS Annual Meeting in Washington, DC. The state of LGBTQ+ equality laws for STEM people at campuses and in the workplace in the US and rest of the world was presented. The discussion centered around resources such as mentoring and job opportunities through networking, employee resource groups, and professional societies. The LGBTQ+ reception held that Sunday was well attended (more than 30 people), including many AAAS staff members and allies.

## "Engaging LGBT Scientists in the U.S. and Abroad" Presented at AAAS

NOGLSTP member Arthur Fitzmaurice, a scientist at the Center for Disease Control, organized a well-attended symposium at the AAAS Annual Meeting in Washington, DC. Speakers included Kei Kozumi (White House OSTP), Jane Rigby (NASA Goddard Space Flight Center), and Regina Jun (USAID and president of GLIFAA). The symposium discussed the landscape of disparities faced by LGBTQ+ people in STEM, and then related personal experiences, best practices for academia and government to foster equitable treatment of students and employees, and the contributions of professional societies to broadening participation of the LGBT population.

## NOGLSTP Issues a Call OUT for Out to Innovate™ Volunteers

NOGLSTP's signature event Out to Innovate™ will be held next in the spring of 2017. This important summit brings together students and seasoned career professionals for a fun weekend of speakers, workshops, career fair, award presentations, networking and more. Please contact Rochelle Diamond at the NOGLSTP office and get in on the event committee in a small or large way and contribute to this summit. Site selection and date will be announced soon.

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## LBGT Chemists' Symposium at American Chemical Society (ACS) National Meeting

The Gay and Transgender Chemists and Allies subdivision of the American Chemical Society Division of Professional Relations held an extremely popular symposium at the recently completed 251st ACS National Meeting in San Diego, entitled LBGT Chemists' Symposium on Chemical Biology. Speakers included Carolyn Bertozzi (Stanford U), Jay Keasling (University of California, Berkeley; Joint BioEnergy Institute), Dirk Trauner (Ludwig Maximilians University Munich), and James Nowick (University of California, Irvine), presenting "Why cancer cells have altered glycosylation," "Controlling biological pathways with unnatural chromophores," "Understanding amyloid diseases with chemical model systems," and "Engineering microbes for production of chemicals and fuels," respectively. Bertozzi, Keasling, and Nowick are past recipients of the NOGLSTP Recognition Award for Outstanding LBGT Scientist or Engineer of the Year. Following the technical presentations, post-doctoral researcher Charles Rubert Pérez (Northeastern University) moderated the panel discussion on "Why LBGT issues matter in the chemical sciences.". Panelists shared their insights and experiences in this audience-driven discussion of being "out" in the STEM academic workplace, mentoring, safe space, and changes in cultural attitudes. Attendance was at capacity, with many forced to stand throughout the afternoon program on Monday, March 14. This symposium was co-sponsored by the ACS technical divisions of Biological Chemistry (BIOL), Biochemical Technology (BIOT), Medicinal Chemistry (MEDI), Organic Chemistry (ORGN), the ACS Women Chemists Committee (WCC), and the ACS President (PRES). The symposium was financially supported by ACS Immediate Past President Diane Grob Schmidt and ACS President-Elect Allison Campbell.



*Symposium panelists (R to L): James Nowick, Jay Keasling, Carolyn Bertozzi, Dirk Trauner. Post-symposium discussion moderator Charles Pérez on left. (Photo credit B. Belmont)*



*Full house at the LBGT Chemists' Symposium on Chemical Biology. (Photo credit A. Campbell)*

## NOGLSTP Seeking Out to Innovate™ Scholarship Applicants

NOGLSTP is now accepting applications for the 2016 NOGLSTP Out To Innovate™ Scholarships, made possible by an Innovation Generation grant from Motorola Solutions Foundation. The scholarships were established following NOGLSTP's inaugural Out to Innovate™ Career Summit ([www.outtoinnovate.org](http://www.outtoinnovate.org)). The scholarships are intended for undergraduate and graduate students pursuing degrees in science, technology, engineering, or mathematics (STEM) programs who are either lesbian, gay, bisexual, transgender (LBGT) or an active ally of the LBGT community. These scholarships are designed to promote academic excellence and increased visibility of talented LBGT students in STEM careers.

The scholarships, funded at a minimum of \$5,000 each, will be awarded for the academic year beginning in Fall 2016. Students currently enrolled at any U.S.-based college or university are eligible to apply.

Student applicants must meet the following criteria:

- Successful completion of a minimum of two years of post-high school education at an accredited college or university.
- Maintenance of a minimum grade point average (GPA) of 3.0 for the entirety of college/university enrollment.
- A declared major in an accredited STEM or STEM-related teaching field.
- Be an active supporter of and participant in programs or organizations that promote LBGT inclusion and visibility.

Online scholarship applications will be available through the NOGLSTP website ([www.noglstp.org](http://www.noglstp.org)) on April 1. Applications must be submitted with supporting documentation no later than June 4. Scholarship recipients will be notified by August 1.



*Mary Crawford (L) (Knox College) and Barbara Belmont (R) (CSU Dominguez Hills), presented "Welcoming Work Environments and Broadening Participation for LBGTQ+ Chemists" during the ACS Presidential Poster Session on Employment.*

### ASEE Online Safe Zone Workshops

The American Society for Engineering Education (ASEE) has launched its online Safe Zone Workshop series — designed by STEM educators for the STEM community! The first workshops are on April 18 and 28, with more to follow. Safe Zone Ally Training is a two-part free interactive workshop for students, faculty, and the professional community in which participants build knowledge and skills that facilitate creation of more inclusive and affirming environments for LGBTQ individuals in engineering.

Workshop 1 : Monday, April 18, 2-4 p.m. (ET)

Facilitators: Christopher Carr (National Society of Black Engineers) and Kelly Cross (University of Illinois at Urbana-Champaign)

Workshop 2: Thursday Apr 28, 2-4 p.m. (ET)

Facilitators: Donna Riley (Virginia Tech) and Tony Butterfield (University of Utah)

More information is available at: <http://diversity.asee.org/lgbtq/safe-zone-workshops/safe-zone-ally-training-online-workshop-series/>

### Support for Presidential LGBTQ+ Reception at ACS National Meeting this Fall in Philadelphia

The ACS Division of Professional Relations (PROF) Subdivision for Gay and Transgender Chemists & Allies (GTCA) is pleased to announce that they have received \$6500 from the ACS Presidential Succession (Donna Nelson, President; Allison Campbell, President-Elect; and Diane Schmidt, Immediate Past President) to support the Presidential LGBTQ+ Reception at the 252nd ACS National Meeting in Philadelphia. We are grateful to these ACS leaders for supporting this on-going outreach to LGBTQ+ members and allies of the Society. Planning for the Philadelphia reception is underway and there is discussion of having a special invited speaker at this year's event. More details will be released as plans are completed, but mark your calendars for Tuesday, August 23 from 5:30 – 7:30 p.m. for this event.

### Recent North Carolina Legislation Bans LGBT Nondiscrimination Ordinances

The state of North Carolina enacted sweeping legislation on March 23 that bans LGBT nondiscrimination ordinances throughout the state, overturns any existing protections already in place, and prohibits transgender individuals from using public restrooms and locker rooms corresponding with their gender identity. North Carolina is home to many major technology and pharmaceutical companies, as well as prominent academic institutions. These include IBM, AT&T, Xerox, Cisco, Corning, Verizon, Lenovo, Hewlett-Packard, TE Connectivity, EMC Corp. Microsoft, Red Hat, Oracle, Alcatel-Lucent, Cree, Quintiles, Biogen, GSK, Merck, Novartis, Pfizer, Grifols, Baxter, Becton Dickinson, Agilent, Acris, BASF, Celgene, Charles River, Bayer, Fujifilm, Novo Nordisk, UNC, NC State, and Duke University. Many of North Carolina's largest employers have denounced the new law. As of press time, the North Carolina Attorney General has stated that he believes the law is unconstitutional and that he will not be defending it in the lawsuits that ensue.

### “Supporting Transgender Co-workers” Article in Spring Issue of SWE Magazine

Marcie Mathis, NOGLSTP Board Director and member of the SWE Editorial Board, has penned an article entitled “Supporting Transgender Co-Workers” for the spring edition of SWE Magazine. As a trans ally, Marcie makes recommendations and provides resources for newly aware co-workers who may have questions, and for those who would like to support their transgender co-workers. Check out the article at: [www.nxtbook.com/nxtbooks/swe/spring16/#/80](http://www.nxtbook.com/nxtbooks/swe/spring16/#/80)

## IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. Your renewal date is in the upper right section of your address block. Your membership number is just to the left of your expiration date. If you have a trial membership, it says “trial” instead of a membership number. You may renew online at [www.noglstp.org/memberservices](http://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. You may also use this form to inform us of any address or area code changes. LAGLS and NOGLSTP-CR people: please renew through your regional group to enjoy discounts on dues.

#### 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:  
\$40

\$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'

\$1000 for Lifetime Membership

Please pay in US Funds only.

Renewal     New     Info change only

Date:

Name:

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

Newsletter preference:  print     email

Telephone:

Email/URL:

Latest Degree/Subject:

Job Title:

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**

## Mark Your Calendars

- April 18 and 28: ASEE Online Safe Zone Workshops
- June 4: Out to Innovate™ Scholarship deadline
- August 21-25: American Chemical Society National Meeting, Philadelphia, PA

## NOGLSTP Session for DiscoverE's Global Marathon Held on March 9

For the second year in a row NOGLSTP has organized a session for the DiscoverE Global Marathon - For, By and About Women in Engineering and Technology. Held on March 9, the event was entitled LGBTQ+ STEM Experiences: Bringing Your Whole Self to Work. The one-hour session was facilitated by Rochelle Diamond, Chair of NOGLSTP. Panel speakers included Suzy Deffeyes, Security Intelligence Analyst, IBM; Deb Bievenour, ME Regional Tooling Specialist, TE Connectivity; Brynn Tannehill, Former US Navy aviator and research defense scientist, and Marvi Matos, PhD, Engineering Manager, Boeing Research and Technology. The chat session centered on the participants' experiences and resources that they use to move successfully through their careers, touching on mentoring and professional networking through Employee Resource Groups (ERGs), professional societies, and community organizations. The session drew 103 participants and is available on demand by registering on the DiscoverE website: [www.discovere.org](http://www.discovere.org)



### 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 Astronomical Society
- American Chemical Society
- L'GASP: Lesbian, Gay, Bisexual Audiologists and Speech-Language Pathologists
- LAGLS: Los Angeles Gay and Lesbian Scientists
- Mathematics Association of America or American Mathematical Society
- National Postdoctoral Association
- NOGLSTP—Chesapeake Region
- NOGLSTP at Indiana University
- NOGLSTP at Purdue
- OSTEM
- San Diego QuEST
- SPEEA: Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001

For New Members: How did you learn of NOGLSTP?

What would you like to help us with?  
(CHECK ANY THAT INTEREST YOU)

- Serve on Board of Directors
- Serve as Chair or Secretary
- Help at AAAS events
- Organize or host local event
- Write newsletter articles
- Edit the newsletter
- Speak about/on behalf of NOGLSTP at an event
- Serve on recognition awards committee
- Assist with the Mentoring Program
- Assist with Out to Innovate™ career summit
- Write a grant proposal
- Evaluate scholarship applications
- Help with fundraising
- Start/represent a GLBT caucus at my professional society: \_\_\_\_\_
- Don't know but would like to help with something

## Cech and Waidzunus Receive NSF Grant to Survey Workplace Experiences of LGBTQ People in STEM *NOGLSTP Seeking Participants for Survey*

NOGLSTP allies, Dr. Erin Cech, an Assistant Professor in the Department of Sociology at Rice University, and Dr. Tom Waidzunus, Assistant Professor of Sociology at Temple University, have received a grant from the National Science Foundation to examine workplace experiences and survey inequalities of LGBTQ persons within the STEM profession. NOGLSTP will be facilitating some of their outreach, specifically to Employee Resource Groups (ERGs) and professional society LGBTQ+ committees/groups. If you are a member of an ERG or professional society group and would like to participate in this anonymous survey, please contact the NOGLSTP office.

### ABOUT NOGLSTP

National Organization of Gay and Lesbian Scientists and Technical Professionals is a 501(c)(3) educational organization and professional society of gay, lesbian, bisexual, transgender people, and allies employed or interested in science, technology, engineering, or mathematics (STEM) fields. NOGLSTP empowers LGBTQ individuals in STEM by providing education, advocacy, professional development, networking, and peer support. NOGLSTP educates all communities regarding scientific, technological, and medical concerns of LGBTQ people. 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 (append each address with [noglstp.org](mailto:noglstp.org))

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