

# NOGLSTP *Bulletin*

Spring 2017

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

## Out to Innovate™ 2017 Summit for LGBTQ+ People in STEM

Out to Innovate™ is a biennial cross-generational summit that provides an educational and supportive environment for career development and enrichment for LGBTQ+ students, academics, and career professionals in science, technology, engineering and mathematics (STEM) fields. Established in 2010, this summit has become NOGLSTP's signature event. This year's Out to Innovate™ was held March 3-5 at the Doubletree by Hilton Hotel in Danvers, Massachusetts. Over 150 attendees had 24 workshops, a competitive poster session, a luncheon keynote and an Out and Accomplished Distinguished Panel session to enjoy, sandwiched between two inspiring plenary addresses. Among the more popular workshops were Being LGBTQ in Academia, Mentoring Handbook, Careers in Research and Medicine, Working in a National Lab, and LGBTQ Mental Health. Some workshops focused on personal growth to support professional growth, while others dealt with science communication, and demystifying the application process for fellowships and grants, including a behind the scenes look at the review process.

On Saturday evening, NOGLSTP held its Gala Banquet and Recognition Awards Ceremony. Events began with fantastic oral presentations given by award winners in the poster sessions.



Poster competition winner Mike Woolford is congratulated by Barbara Belmont.

This was followed by the presentation of NOGLSTP's Recognition Awards for Scientist, Engineer, and Educator of the Year to Dr. Matthew McGill, Dr. Wolfgang Sigmund, and Dr. Tony Butterfield, respectively. Barbara Belmont, NOGLSTP Treasurer, was honored with the Walt Westman Award for Volunteer of the Year. Each award recipient spoke about their lives and career trajectories. Honoring NOGLSTP's 2015 and 2016 Out to Innovate™ Undergraduate and Graduate Scholarship winners - Rachel Owen, Dustin Plowman, Albert Apough, and Dustin Nowaski - brought the evening to a close.

NOGLSTP owes a heartfelt thank you to John Burke, who led the efforts to coordinate the 2017 summit, and to the program selection committee members - Amy Ross, Bill Hendrix, Barbara Belmont, David Crombeque, and Rochelle Diamond - for a job well done. Thanks also to Batelle, our Platinum Exhibitor, and to all of our exhibitors for their support, as well as to all of the speakers and presenters who made Out to Innovate™ 2107 a great success. See page 2 of this issue for more on the summit.

## NOGLSTP Seeking Out to Innovate™ Scholarship Applicants

NOGLSTP is now accepting applications for the 2017 NOGLSTP Out To Innovate™ Scholarships made possible by an Innovation Generation grant from Motorola Solutions Foundation. The scholarships, funded at a minimum of \$5,000 each, will be awarded for the Fall 2017 academic year. 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.
- Be a declared major in an accredited STEM field or STEM-related teaching field.
- Be an active supporter of and participant in programs or organizations that promote LGBTQ inclusion and visibility.

Online scholarship applications are available through the NOGLSTP website (<http://www.noglstp.org/programs-projects/scholarships/>) beginning on March 31, 2017. Applications must be submitted with supporting documentation no later than June 3, 2017. Scholarship recipients will be notified on August 1.

The scholarships were established following NOGLSTP's inaugural Out to Innovate™ Career Summit ([www.outtoinnovate.org](http://www.outtoinnovate.org)). They are intended for undergraduate and graduate students pursuing degrees in science, technology, engineering, or mathematics (STEM) programs who are either lesbian, gay, bisexual, transgender, queer (LGBTQ) or an active ally of the LGBTQ community. These scholarships are designed to promote academic excellence and increased visibility of talented LGBTQ students in STEM careers.

As an aside: A NOGLSTP member wrote that a friend in graduate school, who was having a hard time coming out to the head of his lab and other leadership staff, applied for the Out to Innovate™ Scholarship as a way to help him come out, via reference letters. He did not get the scholarship, but received a great assistance in coming out through the scholarship application process.

### Inside this Issue:

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## NOGLSTP at SWE's Capitol Hill Day

On March 15 and 16, NOGLSTP participated in the Society of Women Engineers (SWE) annual "Diversity and Inclusion Fuels STEM" Capitol Hill Day. The effort was coordinated by Shanika Whitehurst, Vice Chair of NOGLSTP-Chesapeake Region, who corresponded with Russell Armstrong, Washington Representative for SWE. The event was attended by both Shanika and David Kaplan, Secretary of NOGLSTP-CR. David Kaplan provides this report.

On Wednesday, March 15, SWE hosted several hours of training and informational presentations at the Washington Court Hotel. In her comments, Della Cronin, Washington Representative for SWE, touched on the importance of the many sub-cabinet-level appointee positions that are vacant; because the policy positions of the new Education and Energy secretaries are unclear, there may need to be more focus on these lower-level officers in pursuing STEM advocacy goals. In general, uncertainty was a theme of many of the event's presentations. This was SWE's first time holding Capitol Hill Day under a United States President other than Barack Obama, and the presidential transition is so recent that the legislative direction of Congress under the Trump administration is not yet clear.

A reception was held that evening, and although several invited members of Congress could not attend due to a vote on the floor, Representative Eddie Bernice Johnson (D-TX) attended and talked about the big impacts automation will have on the workforce, completely changing the landscape of what jobs we will be talking about when we speak of increasing employment. Representative Paul Tonko (D-NY) also spoke. In addition, at the reception, SWE officials Karen Horting (Executive Director and CEO) and Jonna Gerken (President Elect) sought us out to thank NOGLSTP for its support of the event. And we were also thanked for NOGLSTP's help in vetting pronoun use for a SWE newsletter article about an engineer's gender transition.

Congressional visits were held on March 16. Due to unforeseen circumstances, Shanika was unable to attend. But SWE teamed me with SWE Special Director Tim Carson and SWE members Jasneet Masson, Srividhya Venkataraman, Jenny Tsao, and Lisa Arafune, for a visit to the offices of Maryland's congressional delegation. We met with Marc Broady, Policy Advisor to Rep. Elijah Cummings (D-MD); Fred Rodriguez, Legislative Assistant to Senator Chris Van Hollen (D-MD); Rachel Snyder, Policy Advisor to Rep. Steny Hoyer (D-MD); and Matthew Spikes, Legislative Correspondent to Senator Ben Cardin (D-MD). All of the staffers were personable and receptive to our concerns. One interesting thing I learned is that current Senate rules for filibusters require that Senators remain on-topic while holding the floor. For that reason, Senator Cardin maintains "filibuster binders" of material he can read into the record; he welcomes receiving material about issues affecting STEM education and the LGBT community. In the meetings, I made sure to emphasize the applicability of Title IX to transgender issues, even in the absence of explicit protections for transgender students, because discrimination against transgender individuals is a form of sex-based discrimination, which Title IX forbids. I also noted that support for STEM education is key to President Trump's own exhortations that we "buy American" and "hire American," because the quality of American products and employees depends on the education and training that our young Americans are receiving right now.

I am hopeful that NOGLSTP will continue to participate in SWE's Capitol Hill Day, and that we will maintain and deepen positive relationships with the offices of our lawmakers.

## Participant Perspectives on this Year's Out to Innovate™

Presenters, students, and sponsors had a lot to say about Out to Innovate™:

"What a wonderful event that you made come true. We are amazed (and inspired) by all of the hard work, blood, sweat, tears (I'm sure) that go into making Out to Innovate™ happen. Certainly the younger students who we spoke with said it was life-changing. It was fortifying!" – Shana Goffredi, Occidental College

"It was really inspiring in general to get to know some role models that I could connect to in ways I hadn't imagined." – Undergraduate Student

"It was really great just seeing LGBTQ+ people succeeding in their fields, just to know that that is possible." – Undergraduate Student

"I greatly appreciated the overall vibe and tone of the conference. I have never been fulfilled so completely as a member of the LGBTQ+ community and as a STEM community member. It reinvigorated my passion for this field. The networking opportunities were stellar, I left the conference with many new friends and colleagues. I also greatly appreciated the talks by the keynote speakers and well as the poster presenters. The breakout sessions I attended were uplifting and informative". – Graduate Student

"It felt so amazing to see so many other LGBTQ+ scientists! I especially learned a great deal about how to make my campus queer organization more trans-inclusive." – Graduate Student

"I was excited to hear from the next generation of leaders in STEM." – Postdoctoral Scholar

"I was inspired by the younger scientists that are conducting amazing research in their respective fields, and are also generally great people aware of larger issues facing our community." – Professional in Academia

"Seeing the variety of science/engineering disciplines represented was enlightening. Also enlightening was the passion that participants showed for LGBT persons pursuing meaningful science/technical careers." – Professional in Government

## Lesbians Who Tech + Allies Summit

The 4th Annual Lesbians Who Tech + Allies Summit will be held September 7-9 in New York City. It will bring together over 2000 lesbians, queer women, and allies from across all areas of technology. Topics include Mobile, Cybersecurity, Big Data, Health Tech, Fin Tech, Software Engineering, Inclusion, Design, Space Tech and Science, and more. There will also be live music, after-parties, technology demos, and career growth and leadership development workshops. At the heart of LWT Summits is a deep commitment to women in tech, LGBTQ women, and women of color. The summits do that by showcasing top tech talents who are changing the world and happen to be LGBTQ women. The goal is to push the industry towards a higher standard, developing a technology sector that is representative of the people who live in the U.S.

## GiveOUT Day - April 20

GiveOUT Day, April 20, is the ONLY national day of giving for the LGBTQ community. It is a 24-hour online fundraising event that unites donors and nonprofit organizations from across the country to raise critically needed funds. Please consider a donation to NOGLSTP to support its programming, scholarships, networking, mentor program, and Out to Innovate™. You can donate directly at the NOGLSTP website.

## News and Announcements

### ACS Meeting in San Francisco April 2-6

The ACS Gay and Transgender Chemists and Allies (GTCA) subdivision of PROF hosted an LGBT Graduate Student and Postdoctoral Scholar Chemistry Research Symposium at the San Francisco ACS Meeting on April 3, 2017. Thirty graduate students and postdoctoral scholars gave scientific talks, organized into four sections on inorganic chemistry, organic chemistry, physical and analytical chemistry, and medicinal and biological chemistry. There was also a panel discussion, with panelists selected from among the speakers. The symposium was sponsored by the Division of Professional Relations (PROF) and was financially cosponsored by ACS President Allison Campbell and Merck. It was cooperatively cosponsored financially by ACS divisions PRES, ANYL, BIOL, INOR, and PMSE and was nominally cosponsored by MPPG, CHED, COLL, COMP, ENVR, MEDI, ORGN, PHYS, WCC, CMA, and CWD. The symposium was designated a Presidential Symposium by ACS President Allison Campbell. In addition, the subdivision recognized two of its distinguished members: James Nowick, for being selected as an ACS fellow, and Barbara Belmont, for being recognized by NOGLSTP with the Walt Westman award. Barbara Belmont and Chris Bannochie gave a poster presentation entitled "Collaborations and Outreach: A review of ACS presence at the 2017 Out to Innovate™ career summit for LGBTQ+ people in STEM."

### A Message from the National Research Mentoring Network

Unlock your scientific potential through mentorship. The National Research Mentoring Network (a NOGLSTP partner) supports your advancement at every career stage of research in the biomedical sciences. Experience mentorship and professional development programs designed to hone your practices and deepen your connection to the diverse nationwide scientific community. For more information, go to: <https://nrnm.net/nih-notice/>

### News from NPA and NOGLSTP

NOGLSTP is a sustaining member of the National Postdoctoral Association (NPA). The NPA has a new career website up and running, and has added a benefit for sustaining member organizations. As a thank you for NOGLSTP's support, the NPA is adding 10 free job postings for our NOGLSTP membership. These postings must be used by December 31, 2017, and the postings are good for 60 days. If you are interested in posting a job on the NPA website (at <http://careers.nationalpostdoc.org>), please contact the NOGLSTP office to make arrangements. Don't forget that we have discounted memberships with NPA! See the website for details.

### AAS's SGMA Website Speakers Bureau

The American Astronomical Society (AAS) Committee for Sexual Orientation and Gender Minorities in Astronomy (SGMA) is setting up a website speakers bureau as a resource for departments nationwide to locate and contact speakers who could give simultaneous talks on their own research and on LGBTQIA issues in astronomy/physics. The site will be hosted on the AAS web pages and include short bios and research summaries of potential speakers. It will also serve as a resource for other LGBT+ scientists to network with colleagues. AAS is a NOGLSTP affiliate organization.

### NOGLSTP Featured in *Black EOE Journal's* Spring Issue

NOGLSTP Board Chair Rochelle Diamond interviewed Ron Buckmire, the Lead Program Director of the Scholarship for Science, Technology, Engineering and Mathematics (S-STEM) program in the Division of Undergraduate Education (DUE) at the National Science Foundation (NSF), and Dr. Tonia Poteat, Assistant Professor in the Department of Epidemiology at Johns Hopkins Bloomberg School of Public Health, for the Spring issue of the *Black EOE Journal*. They offered their insights on minority recruitment and retention for LGBTQ people in academia and STEM.

## 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. 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 re-gional group to enjoy discounts on dues.

### Membership Form

To renew your NOGLSTP membership or become a member of NOGLSTP, complete this form and send it with a check or money order (US Funds only) to:  
NOGLSTP, PO Box 91803, Pasadena CA 91109.

Annual membership dues enclosed:

- \$40 for working professionals
- \$20 for post-docs
- \$10 for students and unemployed
- \$1000 for Lifetime Membership

Circle payment type:

Renewal      New      Info change only

Date:

Name:

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

Circle newsletter preference:    print    email

Your pronouns:

Telephone:

Email:

URL:

Latest Degree/Subject:

Job Title:

Employer (or school if student):

Alum of (latest degree):

Do you want your name and contact information in the NOGLSTP membership roster (to be released to other NOGLSTP members)?

Yes

No

Don't forget to fill out the other side →

## Mark Your Calendars

- April 20: National GiveOUT Day
- April 22: March for Science, Washington, DC and other locations
- April 28-30: National LGBTQ Health Conference, Chicago, IL
- September 7-9: Lesbians Who Tech + Allies Summit, New York City



### Membership Form (continued)

#### Special Techno-interests or expertise:

Please list any other professional 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
- Nuclear Pride
- PrideSTEM at Texas Tech
- San Diego QuEST

For new members: How did you learn of NOGLSTP?

What would you like to help us with?

- 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 an LGBTQ+ caucus at my professional society: \_\_\_\_\_
- Don't know, but would like to help with something

## The March for Science, April 22 – Advancing Public Awareness of the Role Science Plays in Our Lives

Science impacts all parts of our lives. Clean air and water, food security, medical and technological innovations, understanding changes to climate and ecosystems on the earth, among other things, all depend on a strong scientific community and STEM education for future generations. This, in turn, is essential for the nation's ability to compete. So it's no surprise that scientists, engineers, and people involved in all kinds of technology are voicing their concern about the current Administration's proposed funding cuts to science agencies like NIH, CDC, FDA, DOE, and EPA, elimination of NOAA programs and a NASA satellite program to track climate and solar storms, among others. In addition, the administration is already rolling back air and water quality regulations, as well as regulations covering pesticides.

The March for Science has been organized to voice these concerns, and will take place April 22. Supporters of science and engineering and STEM education will demonstrate in Washington, DC and sister events in more than 400 cities across the US and around the world. The march has energized dozens of scientific societies, including AAAS and Sigma Xi, educational and environmental organizations, and university and college faculty, students, and staff. Over 800,000 people have pledged on-line to attend. They will be asking the country to respect science and scientific inquiry, and maintain evidence-based research in government policy. It is important for all of us to discuss the importance of these issues with the public and gain the public's confidence and trust to support STEM education, scientific research, and a 21st century workforce that works from fact-based precepts. It is the public that must support funding for federal programs and agencies that support science and technology, and keep the agencies responsible for disseminating factual information to inform public policy. NOGLSTP should support these efforts, not only for keeping our livelihoods intact, but for keeping all communities and voices at the table.

### 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)

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