

# NOGLSTP *Bulletin*

Summer 2018

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

## AAAS 2019 – NOGLSTP to Have a Prominent Presence Again

The AAAS 2019 Annual Meeting will be held in Washington, DC, on February 14-17. The meeting theme for 2019 is “Science Transcending Boundaries.” A NOGLSTP proposal for a 90-minute scientific discussion-focused format has been accepted. The title of the discussion is “Persistence of Sexual Minorities in the STEM Pipeline - from Education to Workplace.” Speakers will include Erin Cech (U. of Michigan) presenting “The STEM Inclusion Study: LGBTQ Professional in Science and Engineering Workplaces,” Joey Nelson (Stanford U.) presenting “Productivity Measures of Participants in the Queer in STEM 2.0 Study,” and Bryce Hughes (Montana State U.) presenting “Coming Out and Leaving STEM: Experiences of LGBTQ STEM Undergraduates.”

NOGLSTP has also been asked again to present a Career Development Workshop, entitled: “LGBTQ+ in Academia and the Workplace: Your Rights and the Law.” NOGLSTP has been informed that it will have a free table with AAAS at the Expo as it had at this year’s meeting, and that AAAS will most likely again host a diversity and inclusion breakfast at the Expo.

All LGBTQ attendees at AAAS are encouraged to attend and support these events.

## NOGLSTP to Present Two Webinars with HERC

The Higher Education Recruitment Consortium (HERC) has invited NOGLSTP to present two webinars, the first of which is entitled: “Allies at Work – Recruiting and Retaining LGBTQ+ Employees in Academia.” The webinar will take place Thursday, September 20, from 10-11am PDT. The event will discuss how to ensure that colleges, universities, and affiliated institutions can truly welcome LGBTQ+ jobseekers and employees. It will explore policies and practices to advance the meaningful recruitment, inclusion, and leadership of lesbian, gay, bisexual, transgender, and queer colleagues. It will consider what ally-ship means, both as an individual and for your entire institution. Come share your stories and questions, and take your advocacy for workplace equity to the next level.

The second is a Jobseeker Webinar: “Out on the Job Search” which will be on December 6, 2018. Is there a “right time” to come out to a prospective employer? What challenges do dual-career gay and lesbian couples face in the academic job market? How can you determine if your future colleagues will welcome not only your talents and work experience, but you? Join this webinar for LGBTQ+ jobseekers, led by Rochelle “Shelley” Diamond, and discover how to find an affirming workplace where you can thrive.

## Out to Innovate™ 2019, March 16-17 – Save the Date – Submit a Workshop Proposal - Volunteer to Help

Planning for the Out to Innovate™ Summit for LGBTQ+ People in STEM is gearing up for the March 16-17, 2019 event. It will be held on the campus of the University of Southern California in Los Angeles. This is a biennial two-day, cross-generational summit that provides an educational and supportive environment for career development and enrichment for LGBTQ+ students, academics, and career professionals in STEM.

Diverse backgrounds and perspectives drive innovation and creativity, as well as fantastic program content at Out to Innovate™ summits. Do you have an idea for a workshop that you would like us to consider for Out to Innovate™ 2019? We want to know what you have in mind. Go to this link to submit your ideas:

<https://goo.gl/forms/C2UzoPT35BSURbdo2>

Committees are now forming to assist with many of the activities including programming, speakers, workshop proposals, marketing/advertising, outreach to students, sponsor/exhibitor outreach, poster contest, and volunteer coordination. If you would like to lead or help out on any of these committees, please contact NOGLSTP board members Terry Demby or Rochelle Diamond.

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## Council of Engineering and Scientific Society Executives Leadership Conference – ACESSE18

Rochelle Diamond participated in the Council of Engineering and Scientific Society Executives (ACESSE18) conference held on July 11-12 in Pasadena, CA. Diamond represented NOGLSTP in a panel discussion “Furthering the Profession – Not the Usual Suspects.” Speakers included Dr. Salina Gray (Stanford University); Dr. Geraldine Cochran (Rutgers University); and Raquel Tamez (SHPE). The panel discussed how every person brings a diverse set of experiences and viewpoints in approaching and solving problems. More ways to perceive and solve problems increase the likelihood that critical perspectives will not be missed in helping to shape the direction and pace of innovation. Diversity is not just important for the future of society, it is necessary for businesses and research enterprises to survive and thrive. Session participants shared their stories on why and how engineering and scientific associations should encourage individuals from underrepresented populations to enter and stay in the STEM professions. Diamond emphasized that every community has LGBTQ+ people and discussed the need to work together to provide culturally competent mentoring and promote open and productive conversations to drive common missions.

Another session at the conference was “Power Perspective – A Reflective Discussion on ‘From Egocentrism to Allocentrism’.” This session discussed ways to transform boards and organizations by focusing on others and their values, taking into consideration factors that might obstruct inclusion in an organization. Speakers included Vicki Deal-Williams (American Speech-Language Hearing Assn.); Cortland Russell (oSTEM); Pam Hemann (Assoc. Mgmt. Services). Cortland Russell gave a shout out to NOGLSTP and its programming.

Networking was abundant at this conference. Diamond had several productive discussions with Cortland Russell about NOGLSTP and oSTEM collaborations for cross-publicizing events and programming. Diamond also met up with AAAS Chief of Staff Andrew Black, among others.



*A panel discussion titled “Furthering the Profession - Not the Usual Suspects” at the Council of Engineering and Scientific Society Executives Leadership Conference held in Pasadena on July 10-12.*

*This year’s conference theme was “Adaptive Leadership in a Changing World.”*

## Joint Statistical Meeting (JSM) – ASA LGBT Concerns Committee Activities

Members of the LGBT Concerns Committee of the American Statistical Association (ASA) presented an invited session on August 2 at the JSM in Vancouver, Canada entitled “Current Federal Research on Improving Measurement of LGBT Populations — Invited Papers.” The session included these presentations:

- Assessing the Feasibility of Asking Questions on Sexual Orientation and Gender Identity on the Current Population Survey (CPS) — Renee Ellis (U.S. Census Bureau); Jessica Holzberg (U.S. Census Bureau); Matthew Virgil (U.S. Census Bureau); Jennifer Edgar (Bureau of Labor Statistics); Polly Phipps (Bureau of Labor Statistics).
- Improving the Measurement of Sexual Orientation and Gender Identity Among Youth — Jessica Stroop (Bureau of Justice Statistics); Darby Steiger (Westat); Leanne Heaton (Westat); Crystal MacAllum (Westat); Jessica Behm (Westat); Cecilia Avison (Westat).
- Prevalence of Sexual Orientation and Gender Identity Behaviors: An Approach for State-Level and National Estimation Derived from the Behavioral Risk Factor Surveillance System (BRFSS) — Ronaldo Iachan (ICF); Yangyan Deng (ICF).
- Differences in Rates of Suicidal Ideation and Potential Suicide Attempt Among Disabled and Gender Minority Medicare Beneficiaries from 2009-2014 — Ana M. Progovac (Harvard Medical School/Cambridge Health Alliance); Brian Mullin (Cambridge Health Alliance); Alex McDowell (Harvard Medical School/Cambridge Health Alliance); Maria Jose Sanchez (Cambridge Health Alliance); Sari L. Reisner (Harvard T.H. Chan School of Public Health); Emilia Dunham (Massachusetts Department of Public Health); Cynthia Telingator (Cambridge Health Alliance); Benjamin Le Cook (Harvard Medical School / Cambridge Health Alliance).
- Recent Updates to the Medicare Transgender Cohort: Results from ICD-10 — Paul Guerino (Centers for Medicare & Medicaid Services); Erin Ewald (NORC at the University of Chicago); Alison Laffan (NORC at the University of Chicago); Christina Dragon (CMS Office of Minority Health); Carl Streed (Brigham and Women's Hospital); Zil Goldstein (Mount Sinai Hospital).

These presentations were followed by a floor discussion.

## Diversity in the Minerals, Metals, and Materials Professions – UCSB July 23-24

Rochelle Diamond participated in a breakout session for Professional Development held at UC Santa Barbara, entitled: “Creating a More Inclusive Field: Building Your Diversity Toolbox.” The session was moderated by Christine Dolan from the UCSB Resource Center for Sexual & Gender Diversity and Erin-Kate Escobar from Caltech’s Center for Diversity. The panel consisted of Roberta Beal (Los Alamos National Lab), Keith Bowman (U. of Maryland), KC Cunningham (ATI), Michael Morris (UCI) and Thomas Reeve (Purdue). The panel shared personal stories and best practices that focused on developing the skills necessary to combat prejudice around gender and sexual orientation and to serve as a better ally to the LGBTQ+ community in STEM fields.

## NOGLSTP Responds to AAAS Online Trellis Community, NSF INCLUDES Open Forum

*In May, Shirley Malcom, Head of Education and Human Resources Programs at the American Association for the Advancement of Science, wrote a column "Reflecting on Our Roots," for the online Trellis community, NSF INCLUDES Open Forum ([www.trelliscience.com/NSFINCLUDESOpenForum/](http://www.trelliscience.com/NSFINCLUDESOpenForum/)) where she shared historical information on NOGLSTP with folks who might be new to the diversity and inclusion community. Rochelle Diamond responded to the column.*

### Response to Shirley Malcom's Trellis Column

Shirley Malcom writes on her longtime experience working with the LGBTQ+ STEM community and in particular of her support of NOGLSTP and its forerunner NOGLS. In reality, the ground had been prepared back in 1975 when Margaret Mead, then president of AAAS, had the courage to usher a resolution through the AAAS Council that recognized the problems of gay and lesbian scientists in the conduct of their science. It noted that "because of this discrimination, some scientists are denied the opportunity to practice their profession and others are treated unequitably in terms of salary, promotion, or assigned duties." AAAS then issued a policy statement deploring discrimination against gay and lesbian scientists. Mead really did open a door with that resolution and led the way to create as safe a space as there was in the STEM community back 37 years ago. It allowed some people to step out of the shadows and into the open at a national meeting to present that special session in 1980 where Shirley spoke on behalf of the AAAS Office of Opportunities in Science. Organized to discuss the problems arising from homophobia in the scientific workplace, issues were raised at that meeting that were of concern to all scientists. That 1980 AAAS Annual Meeting session and Shirley's article on "Who are the Gay Scientists?" in 1981, broke a long-time silence on LGBTQ STEM visibility, and the result was that the National Organization of Lesbian and Gay Scientists (NOLGS) was nucleated as a grassroots network to organize events and meetings to address those issues. It was Shirley and her staff that held out a welcoming hand for programming at subsequent AAAS Annual Meetings.

Now, again, years later, Shirley calls out - where is other data similar to the recently published Physics society study on who are the LGBTQ+ Physicists? NOGLSTP presented three studies at the 2018 AAAS Annual Meeting Session entitled "LGBTQ+ Identities in STEM Fields: Research and Implications" which included the physicists' study. But more studies are finally coming. The recently published Science Advances study by Bryce Hughes is a case in point which presents data from a longitudinal study of undergraduate STEM majors. It showed the difference in retention rates between sexual minority and heterosexual undergraduates in STEM fields, highlighting issues faced by LGBTQ undergraduates in STEM as well as reasons these students may be pulled from STEM despite their interest and talent to contribute to these fields. The STEM Inclusion Study: LGBTQ Professionals in Science and Engineering Workplace, an NSF funded study underway by Erin Cech and Tom Waidzun, will help elucidate interpersonal, professional, and organizational factors that reproduce disadvantages for LGBTQ professionals in the STEM workforce, and how those factors vary by industry sector and discipline. In addition, the Queer in STEM 2.0 study will test the linked hypotheses that LGBTQ-identified individuals experience concrete disadvantages in STEM

careers and that a component of these disadvantages is the (real or perceived) need to conceal LGBTQ identity in professional settings. All three of these studies have been accepted as a session for the AAAS 2019 Annual Meeting.

We need this data. LGBTQ+ people exist in every community. They may not have the courage or safety to be out, but they are there. Only recently have some professional societies had the courage to examine the demographics of their memberships, provided programming and networking functions for their LGBTQ+ members, and encouraged mentoring and leadership development for their students and early career professionals.

We have a long way to go to break out of the lavender closet and into the rainbow of possibilities. Diverse minds are essential to help solve the world's greatest problems. We should not be hindering that hope.

- Rochelle Diamond

### GMiS Summit and HENAAC Partnership

Rochelle Diamond attended the Great Minds in STEM (GMiS) Planning Summit in July to help with planning their HENAAC Conference, which will be held in Pasadena on October 17-21. NOGLSTP was presented at the Executive Ambassador Council Meeting and introduced to the sponsors as a partner again this year for the HENAAC Conference. Afterwards, Diamond attended the summit welcoming dinner, where again NOGLSTP was featured as a partner on the presentation slides. The following morning at the summit breakfast, Rochelle Diamond thanked GMiS for partnering with NOGLSTP and spoke about inclusion of LGBTQ in the diversity equation, NOGLSTP's programming initiatives and the upcoming 2019 Out to Innovate™ Summit. During the GMiS Summit, several attendees appeared to be interested in sponsorship/exhibiting at Out to Innovate™, including CSULB and the CSU System, SoCal Gas Co., IBM, the CIA, the US Army, and Caltech. GMiS itself has committed to sponsorship, with a level of sponsorship to be determined.

### NOGLSTP at SACNAS in October

SACNAS, an inclusive national diversity organization, will be hosting an LGBTQ+ in STEM reception at their 45th National Conference in San Antonio, TX, on October 11-13. Launched in 2003, the LGBTQ+ reception has served as a platform in helping raise awareness and increase support and diversity and inclusion in STEM. Thanks to the generous support of Genentech and in partnership with NOGLSTP, the reception offers a safe space for the LGBTQ+ community to share stories, network, and learn about opportunities to advance academically and professionally. The reception is open to all attendees and will be held at the San Antonio Convention Center on Thursday, October 11, from 7:45pm to 8:45pm. Register now at [www.2018sacnas.org](http://www.2018sacnas.org).

## Programming for LGBTQ+ Chemists at the 2018 Fall National ACS Meeting

*Events Include Symposium Honoring NOGLSTP's Barbara Belmont*

The ACS PROF Subdivision for Gay and Transgender Chemists has organized the symposium "Importance of LGBTQ+ Role Models & Mentors in Chemical Sciences: A Symposium in Honor of Barbara Belmont" for presentation on August 19. The symposium consists of five oral presentations, including Barbara's presentation on "Surpassing Advocacy: Gaining Momentum Through Mentoring the LGBTQ+ STEM Community."

On Tuesday, August 21, LGBTQ+ Chemists and Allies will meet for a reception sponsored by the ACS President, Past President, ACS Division of Professional Relations, and NOGLSTP. This will be the 11th consecutive LGBTQ+ Chemists and Allies reception sponsored by the ACS President!

## AIChE Forming LGBTQ+ & Allies Initiative

The American Institute of Chemical Engineers (AIChE) is forming an LGBTQ+ & Allies initiative with the goal of creating awareness of LGBTQ+ chemical engineering professionals and provide an opportunity to dialog with allies. They have started with a series of blog posts, one of which explores the lives of LGBTQ+ chemical engineers. It can be found at this URL:

<https://www.aiche.org/chenected/series/featured-lgbtq-cheme-professionals>

NOGLSTP is in dialog to see how the two organizations can collaborate on their common missions.

## Editorial

The Trump Administration continues to erase LGBTQ people from federal websites. In July, it scrubbed vital information and resources on anti-LGBTQ discrimination in healthcare settings and about LGBTQ health care rights from the Department of Health and Human Services (HHS) website. It wants to keep the community in the dark about health care protections still in place under Section 1557 of the Affordable Care Act. The guidelines prohibit discrimination on the basis of categories like "gender identity" and "sex stereotyping" in federally funded health centers. HHS had previously removed references to lesbians and bisexual women from Women'sHealth.gov, while the Department of Housing and Urban Development (HUD) eliminated information on LGBTQ homelessness. The Department of Justice (DOJ) obliterated references to queer and trans youth who are victims of sex trafficking, and all references to the National HIV/AIDS Strategy across the White House's website were removed. The administration has tried to ban certain words from CDC reports and has been turning away student complaints from the Department of Education.

Information and data on the LGBTQ+ community is vitally important in rendering healthcare decisions. Preserving the information should be a priority as we see ourselves slipping back to battles that we fought so hard to win twenty years ago. We must support our students and colleagues as we stand up and speak up for our community. Please support mentoring, make recognition nominations, promote awareness of issues, and join us in Los Angeles for Out to Innovate™ 2019 in the spring. It is more relevant than ever.

- Rochelle Diamond

The image features a blue banner for "Out to Innovate™ 2019". The banner includes the NOGLSTP logo (National Organization of Gay and Lesbian Scientists and Technical Professionals Inc.) and the "OUT innovate" logo, which includes a stylized male symbol. To the right, it lists "Science Technology Engineering Mathematics with PRIDE". Below the logos, the text reads "Connect. Create. Innovate." followed by "March 16-17, 2019" and "Los Angeles, CA". The website "www.noglstp.org/outtoinnovate" is also displayed. At the bottom of the banner is a collage of photos showing people at the event, including a woman presenting at a poster, a group of people in discussion, and a man and woman holding a small award or certificate.

*Paid Advertisement*

**Position Title:** Assistant Professor of Chemistry  
**Req #** 03779

The Department of Chemistry at The University of Chicago invites applications for the position of Assistant Professor of Chemistry in all areas of chemistry. Applicants must apply online to the University of Chicago Academic Career website at <http://tinyurl.com/y9yhvxg9> and upload a cover letter, a curriculum vitae with a list of publications, a succinct outline of research plans, and a one page teaching statement. In your cover letter, please specify one sub-discipline that best represents your research interests (inorganic, materials, organic, physical, and theoretical chemistry or chemical biology). In addition, three reference letters are required. At the time of hire the successful candidate must have completed all requirements for a Ph.D. in Chemistry or a related field. Joint appointments with other departments are possible. Review of applications will begin on October 08, 2018 and will continue until all positions are filled.

The University of Chicago is an Affirmative Action/Equal Opportunity/Disabled/Veterans Employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as an individual with a disability, protected veteran status, genetic information, or other protected classes under the law. For additional information please see the University's Notice of Nondiscrimination at [http://www.uchicago.edu/about/non\\_discrimination\\_statement/](http://www.uchicago.edu/about/non_discrimination_statement/). Job seekers in need of a reasonable accommodation to complete the application process should call 773-702-0287 or email [ACOppAdministrator@uchicago.edu](mailto:ACOppAdministrator@uchicago.edu) with their request.

<http://tinyurl.com/y9yhvxg9>

## SAGE - An Organization that Advocates for and Services LGBT Elders

Founded in 1978, SAGE is the nation's oldest and largest organization dedicated to serving and advocating for LGBT older adults. SAGE's mission is to lead in addressing issues related to LGBT aging. In partnership with its constituents and allies, SAGE works to achieve a high quality of life for LGBT older adults, provides support and advocacy for their rights, fosters a greater understanding of aging in all communities, and promotes positive images of LGBT life in later years. More information can be found at [www.sageusa.org](http://www.sageusa.org)

## Member Services

The NOGLSTP member services site allows for self-serve member update and automated renewal notices. Point your web browser to [www.noglstp.org/memberservices](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 clip-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!

Attention LAGLS and NOGLSTP-CR Members: Please renew manually through your regional group and enjoy a significant discount on your NOGLSTP annual dues.

## 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 regional 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

- October 11-13: SACNAS Conference, San Antonio, TX
- October 17-21: GMIS- HENAAC Conference, Pasadena, CA
- November 15-18: oSTEM Annual Conference, Houston, TX
- December 10-14: AGU Annual Meeting, Washington, DC
- February 14-27, 2019: AAAS Annual Meeting, Washington, DC
- March 16-17, 2019: Out to Innovate™ Summit, Los Angeles, CA

## NOGLSTP Recognition Awards - Your Chance to Nominate Someone Who Should be Recognized

**Deadline October 31**

The NOGLSTP Recognition Awards were established as a means of identifying, honoring, and documenting the contributions of outstanding LGBTQ+ science, engineering and technology professionals, as well as corporations, academic institutions, and businesses that support LGBTQ+ professionals in the fields of science and technology. Awards include LGBTQ+ Engineer of the Year, LGBTQ+ Scientist of the Year, LGBTQ+ Educator of the Year, the Walt Westman Award, National Institution/Organization Award, and National Corporate Award. Anyone can submit a nomination; you do not have to be a member of NOGLSTP to nominate. Encourage your company, university, or friends to nominate a worthy person or institution. The deadline for 2019 nomination package submissions is October 31, 2018. The 2019 award recipients will be honored at NOGLSTP's Out to Innovate™ Career Summit for LGBT People in STEM, to be held in Los Angeles on March 16-17, 2019. For more information, including a list of past award winners and a link to submit nominations, go to:

<https://www.noglstp.org/programs-projects/recognition-awards/>

### 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

### 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. Writ-ten correspondence may be addressed to: NOGLSTP, PO BOX 91803, Pasadena, CA, 91109-9813. For more information, see our website at [www.noglstp.org](http://www.noglstp.org)

#### Board of Directors (append each address with noglstp.org)

Rochelle Diamond, Chair, rd-chair@  
Chris Bannochie, Member at Large, Augusta GA, cb-board@  
Terry Demby, Member at Large, Lancaster CA, td-board@  
Marcie Mathis, Member at Large, Bremerton WA, mm-board@  
TJ Ronningen, Member at Large, Columbus OH, tj-board@

#### Affiliates (more info at: <https://tinyurl.com/y9kq2lps>):

- AAS SGMA: American Astronomical Society (AAS) Committee for Sexual Orientation and Gender Minorities in Astronomy (SGMA)
- CSUN QueerSTEM
- L'GASP: Lesbian, Gay, Bisexual Audiologists and Speech-Language Pathologists LAGLS: Los Angeles Gay and Lesbian Scientists
- LGBT Chemists and Allies
- NOGLSTP — Chesapeake Region
- NOGLSTP at Purdue
- NOGLSTP at Indiana University
- NuclearPride: Fabulous Nuclear Engineers and their Friends
- LBGTQ STEM at Oklahoma State University
- PrideSTEM at Texas Tech
- Queer Engineers, Scientists, and Technical Professionals of San Diego
- Spectra: The Association for LGBT Mathematicians
- SPEEA: Society of Professional Engineering Employees in Aerospace

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