

# NOGLSTP *Bulletin*

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

## NOGLSTP Recognizes Paul, Tanner, and Taubenheim as LGBTQ+ Educator, Scientist, and Engineer of the Year for 2018

NOGLSTP is proud to announce the winners of its 2018 recognition awards for LGBTQ+ Educator, Scientist and Engineer of the Year. This year's winners are Biswajit "Bish" Paul, Danelle Tanner, and David Taubenheim.



**Dr. Biswajit "Bish" Paul** is NOGLSTP's 2018 LGBTQ+ Educator of the Year. While completing doctoral research in molecular biology at the University of Washington, Paul invested time and effort to create new opportunities and improve the climate for his fellow undergraduate, graduate, and postdoctoral researchers. He worked with University of Washington organizations, state government officials and national scientific societies to increase

the visibility of under-represented communities. Notably, he spearheaded and secured \$300,000 of funding per year from the Fred Hutchinson Cancer Research Center to fund under-represented minority scientists conducting cancer research. Paul approached this, and all of his work, by combining his scientific talents with his personal identity as a gay, immigrant, scientist of color with a commitment to support his multiple communities. Paul has employed non-traditional avenues of public education throughout his career, including creating documentary films for national festivals and building exhibits on Gene Therapy for the Pacific Science Center.

Most recently Paul was a Science Fellow at the California State Legislature sponsored by the California Council on Science & Technology (CCST). As a CCST Fellow, he served as a Policy Analyst in the Assembly's Elections Committee and helped in the creation of evidence-based policies. "I am an immigrant, from a family that was not allowed to vote. I am a person of color, from a community where engagement is very low. I can write and study from the lens of communities that are usually left behind in these policies," Paul said. Paul plans to continue working on issues of scientific policy and advocacy. His experiences have taught him that scientists can have significant impact on government policy and, therefore, on people's lives in California and around the world. "The point of educating is to teach people who don't understand the topic and who might disagree with you," Paul said.

**Dr. Danelle Tanner** is NOGLSTP's 2018 LGBTQ+ Scientist of the Year. Tanner's research career began at Texas A&M where she was a graduate student at the Cyclotron Institute studying nuclear physics. She then took a position at Sandia National Laboratories to  
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## Join NOGLSTP as a Force for Science and Diversity Inclusion at the AAAS Annual Meeting

Diversity and inclusion will be front and center at the American Association for the Advancement of Science (AAAS) Annual Meeting in Austin, Texas on February 16-19. NOGLSTP will be presenting a 90-minute Diversity and Inclusion seminar session entitled "LGBTQ+ Identities in STEM Fields: Research and Implications" featuring three talks:

- Queer in STEM: A National Study of LGBTQ+ Identities and Experiences - Joey Nelson, Stanford University, Stanford, CA
- The STEM Inclusion Study: LGBTQ Professionals, Mechanisms of Disadvantage, and Tools - Erin Cech, University of Michigan, Ann Arbor, MI
- LGBT+ Climate in Physics and Recommendations for a National Society - Ells Long, University of New Hampshire, Durham, NH

In addition, there will be two Toolbox Workshops, a Career Development Workshop, a diversity breakfast, NOGLSTP's Annual meeting, and our LGBTQA Scientist Reception honoring NOGLSTP's 2018 Recognition Award Recipients. NOGLSTP will also have a booth in the exhibit hall, thanks to AAAS. All are encouraged to attend these events. The schedule is below.

Friday, February 16:

9:30 - 10:30 a.m.: United in Our Variations Breakfast

2:30 - 3:30 p.m.: "Leveraging Networking and Collaboration to Promote Diversity"

Saturday, February 17:

10 a.m. - noon: NOGLSTP Annual Meeting

4 - 5 p.m.: "Creating a Safe and Welcoming Environment for LGBTQ+ People in STEM"

Sunday, February 18:

10 a.m. - noon: NOGLSTP's LGBTQA Scientists Reception

1 - 2 p.m.: "LGBTQ+ In Academia and the Workplace: Your Rights and the Law"

3:30 - 5:00 p.m.: "LGBTQ+ Identities in STEM Fields: Research and Implications"

For information on participating in the NOGLSTP annual meeting and other events, please contact the NOGLSTP office.

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## NOGLSTP Recognition Awards

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conduct radiation effects testing during underground nuclear weapons tests. She then changed fields, and her next position at Sandia led to career-long, and ongoing, research in reliability physics. “I always want to know why so I have kept my reliability focus on the fundamental, science-based, physics of failure approach,” Tanner said. Tanners work spans multiple fields: microelectronics, Micro-Electro Mechanical Systems (MEMS), capacitors, and nuclear weapon components. Tanner’s work has

led to recognition by national scientific organizations, requests to be a featured speaker and editorial advisor, and to her appointment as a Distinguished Member of the Technical Staff at Sandia.

When Tanner started college in the 1970s, the two paths she saw presented to women were nursing and teaching. She initially expected to teach math, but her first physics course exposed a pure love of science, a love of understanding the world at a fundamental level. She now takes advantage of her decades of technical experience at Sandia to train and mentor fellow staff members. Both formally and informally, she educates staff to improve their technical and teaming skills in order to solve complex problems. Tanner is a founding member of Sandia’s LGBT employee networking group, a role she uses to advocate on behalf of LGBT lab employees for pay and benefits equity. Tanner met her wife through this networking group.

**David Taubenheim** is NOGLSTP’s 2018 LGBTQ+ Engineer of the Year. Taubenheim’s work in signal processing and radio communications has led to 15 patented inventions and his current position as

the Manager of the National Intelligence Community Program Area at Johns Hopkins University Applied Physics Lab (APL). In this role, Taubenheim is responsible for providing technical, financial, and strategic leadership for APL in support of the U.S. Intelligence Community they support. Taubenheim’s work has involved both software and electronic hardware developments, such as application-specific integrated circuits, to advance communications capabilities.



Taubenheim is a married, gay man and encourages other people to be out at work. He wants STEM students and professionals to know that LGBTQ people can advance and succeed in STEM careers. He has found engineers and technology professionals to be welcoming, more focused on the problems to be solved than anything else. However, Taubenheim’s experience is that technical expertise is only one component to a strong team. “My work involves lots of teams. I’ve seen, first hand, that diversity is not just a tag line. It makes for higher energy, better teams, with better results,” Taubenheim said.

The NOGLSTP Recognition Awards will be presented during the AAAS Annual Meeting in Austin, Texas on February 18.

## Point Foundation’s LEAD Conference

The Point Foundation invited NOGLSTP to participate in its Leadership Education & Affinities Development (LEAD) Consortium Conference on January 18-20 in Los Angeles. Rochelle Diamond, NOGLSTP chair, participated on a STEM Academia Guest Panel. She was joined the next day by Barbara Belmont, Jeremy Yoder, and Amy Ross for the LEAD Networking Brunch to network and mentor scholars and alumni.

## SIAM Annual Meeting

The Society for Industrial and Applied Mathematics (SIAM) has reached out to NOGLSTP to network and present a LGBTQ+ Mathematicians reception at their SIAM Annual Meeting on July 9-13 in Portland, OR. Mathematician Caucus representative David Crombecque will organize and represent NOGLSTP at the event.

## LGBTQ+ Chemists at ACS Spring National Meeting in New Orleans - March 18-22

The American Chemical Society PROF Subdivision for Gay and Transgender Chemists and Allies has organized a symposium and poster session featuring LGBTQ+ grad students and postdoctoral scholars. The morning session topic on March 18 is “Emerging Applications of Organic and Biochemistry: Soil Science, Biomaterials & Synthesis”, with six oral presentations. The afternoon session topic on March 18 is “Experimental & Computational Frontiers in Inorganic & Materials Chemistry”, with six oral presentations, followed by a panel discussion on “The LGBTQ+ community in chemistry - opportunities, challenges, and perspectives for graduate students and postdoctoral scholars.” The poster session in the afternoon of March 19 will feature LGBTQ+ Graduate Student and Postdoctoral Scholar Research. No reception is scheduled for this spring meeting.

## Lesbians Who Tech Summit

The Lesbians Who Tech 5th Annual Summit will be held March 1-3 in San Francisco. The summit brings together more than 5000 lesbians, queer women, and allies across all areas of technology. There will be TED style and Ignite talks, Speed Mentoring, workshops, tech demos, and recruiting/retention sessions. Speakers will include Bozoma Saint John, CBO of Uber, Sheryl Sandberg, COO of Facebook, and Kara Swisher co-editor of R/CODE.

## Presidential Advisory Council on HIV/AIDS Fully Disbanded

In June 2017, six members of the Presidential Advisory Council on HIV/AIDS resigned, citing “the many signs that the Trump Administration does not take the on-going epidemic, or the needs of people living with HIV, seriously,” as stated by Scott Schoettes, HIV Project Director at Lambda Legal. On December 29, the administration fired the rest of the council. The council was founded in 1995 during the Clinton Administration to provide guidance on HIV treatment and prevention. A new council will apparently be formed in 2018 and the fired council members have been encouraged to re-apply.

## Local Science Fairs Present Opportunity for NOGLSTP

Since 2010, NOGLSTP-Chesapeake Region members have volunteered as judges at local science fairs, where NOGLSTP-CR has given monetary prizes to students. This successful initiative has become a flagship project for our regional group, driving our local recognition, community involvement, membership, and corporate sponsorship. We believe that this project is very scalable and portable, and we want to make information about it available to all regional groups and members.

The Intel International Science and Engineering Fair (Intel ISEF) is the pre-eminent event of its type in the world. Nearly all counties (or sometimes larger regions) in the United States hold a STEM fair that is affiliated with ISEF, where winners receive trips to ISEF to compete for millions of dollars in prizes. In addition to these official winners, most of the fairs also permit local companies and organizations to contribute prizes and to perform their own judging. Thus, most NOGLSTP members should have the ability to participate in judging at a fair very close to their home.

Judging at local science fairs has the benefit of increasing NOGLSTP's engagement with the community, and in addition helps acclimate students to the idea of LGBT STEM professionals. We encourage our judges to introduce themselves to each student whose project they examine, including stating the full name of the organization; this helps today's STEM students become aware that their future coworkers include members of the LGBT community. For our judging criteria, we have designated our awards for "projects that demonstrate responsible use of the scientific method, or that science and technology must be used ethically and for the benefit of humanity," and we call it the "NOGLSTP-CR Award for Responsibility in Science." We have deliberately chosen not to reserve our awards only for LGBT students or for LGBT-themed projects, partly because such projects are rare and it would be inappropriate to ask students about their self-identification, but mainly because we want to emphasize the idea of LGBT STEM professionals as co-equal members of the scientific community, possessing the same values that should be encouraged in everyone. If this specific set of criteria doesn't appeal to your regional group, you could consider granting your award to projects that address local issues, that reflect the benefits of a mentoring relationship with an adult professional, or that promote sustainability, for just a few examples.

If a regional group has a source of funding, it can provide monetary awards to students. We have been fortunate to secure funding in many years, and we have given prizes ranging from \$25 to \$100 to most winners. Depending on your resources, you can endow 1st, 2nd, and 3rd place prizes, or simply provide a small prize to one winner. In addition to any monetary prize, we give students a printed certificate of merit and a short letter telling them about NOGLSTP and inviting their feedback. Even if you have no funding for prizes, students have expressed gratitude for the support represented by the certificate and the opportunity to meet adult STEM professionals. And we have received many kind words of thanks from students and their parents, praising our message of inclusivity and excellence in STEM.

Science fair judging has brought significant benefits to the Chesapeake Region group. Many companies that make charitable donations are focused on projects that benefit K-12 STEM students; participation in science fairs is ideal for securing that funding, and building relationships with corporate sponsors. Because judges are directly representing the organization, we require that they be NOGLSTP members; this encourages membership and prompts some members to pursue officer positions. We take great pride in this program, and we believe it does tangible good in our local communities.

For more information, visit <https://www.noglstp.org/science-fairs/>

- David Kaplan  
Secretary, NOGLSTP-CR

## 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

- February 16-19: AAAS Annual Meeting, Austin, TX
- March 1-3: Lesbians Who Tech Summit, San Francisco, CA
- March 18-22: ACS Spring Meeting, New Orleans, LA
- April 6-8: NPA Annual Conference, Cleveland, OH
- June 24-27: ASEE Annual Conference, Salt Lake City, UT
- July 9-13: SIAM Annual Meeting, Portland, OR
- March 15-17, 2019: Out to Innovate™ Summit, Los Angeles, CA

## Neuroscientist Ben Barres Dies at 63

Ben Barres, who was transgender, was an outspoken champion of marginalized minorities in academia and society, not infrequently digressing for a few minutes during his scientific talks to point out the differences he'd personally experienced in how other scientists treated him when they perceived him as a woman versus as a man. Over the course of his career, Barres published 167 peer-reviewed papers, organized and chaired numerous meetings, won many awards and served on the editorial boards of *Science*, *Neuron*, the *Journal of Neuroscience*, the *Journal of Cell Biology*, *Glia*, *Current Biology* and others. He was elected to membership in the American Association for the Advancement of Science, the American Academy of Arts and Sciences, the National Academy of Sciences and the National Academy of Medicine. "Ben was a remarkable person. He will be remembered as a brilliant scientist who transformed our understanding of glial cells and as a tireless advocate who promoted equity and diversity at every turn," said Marc Tessier-Lavigne, PhD, president of Stanford University. "He was also a beloved mentor to students and trainees, a dear friend to many in our community and a champion for the fundamental dignity of us all." Ben Barres will be missed.



### 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

## Become a Mentor!

Please consider becoming a NOGLSTP mentor by joining the Great Minds on STEM Mentoring network. With as little as 15-20 minutes a week, students can receive guidance that will keep them on track with their academic and career goals. MentorNet is a convenient way to connect and support the academic persistence of current LGBTQ+ STEM students. MentorNet is a free, open social network for STEM students from freshman through Ph.D. For more information go to: <http://www.greatmindsinstem.org/pdf/2018/MentorNet-a-division-of-GMiS.pdf>

### 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 website at [www.noglstp.org](http://www.noglstp.org)

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

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