

# NOGLSTP *Bulletin*

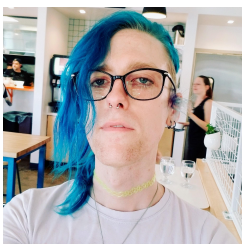
Fall 2019

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

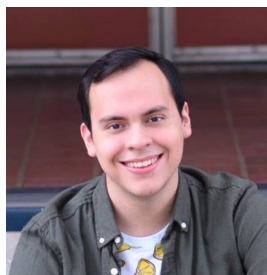
## NOGLSTP's Out to Innovate™ Scholarship Winners Named

NOGLSTP is proud to announce the winners for the 2019 NOGLSTP Out To Innovate™ Scholarships, made possible by an Innovation Generation grant from the Motorola Solutions Foundation. This NOGLSTP program is marking its 9th year as a source of educational support. Four recipients of 2019-2020 scholarships have been selected.

The winner of the 2019 Out to Innovate™ \$5000 Undergraduate Scholarship is Eilidh Lark. Eilidh is an undergraduate triple-major honors student of physics, mathematics, and integrative studio practice at IUPUI and the Herron School of Art and Design. Despite combating past trauma and housing/food insecurity, Eilidh continues to work hard to provide a positive representation of non-binary and queer people for GSD (Gender and Sexual Diversity) youth who are interested in STEM. Eilidh's goal is to show that non-binary and intersex people can excel in scientific fields, and to contribute positively to the community.



The winner of the 2019 Out to Innovate™ \$2500 Undergraduate Scholarship is Luis Castillo. Luis is a senior at the University of Texas Rio Grande Valley, with a major in mathematics and minors in French and English as second language instruction. After graduation, Luis intends to work as high school teacher in communities along the U.S.-Mexico border. He also plans to work towards implementing worker protection laws at the state level for LGBTQ+ educators.



The winner of the 2019 Out to Innovate™ \$5000 Graduate Scholarship is Kellan Baker. Kellan is the Centennial Scholar in the Department of Health Policy and Management at the Johns Hopkins Bloomberg School of Public Health, where he is pursuing a doctorate in health policy and management with concentrations in health services research and public health economics. Previously, Kellan was a Senior Fellow at the Center for American Progress in Washington, DC, where he worked on health and data collection policy at the federal and state levels with a focus on nondiscrimination law, LGBTQ health disparities, Affordable Care Act implementation, and insurance reforms. Kellan is currently a Health Policy Research Scholar with the Robert Wood Johnson Foundation and has consulted on LGBTQ health equity issues with

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## NOGLSTP Awarded Grant from Motorola Solutions Foundation

In a letter dated September 19, the Motorola Solutions Foundation wrote: "The Motorola Solutions Foundation is pleased to award a conditional grant to the National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc. for Motivating for Achievement: Scholarships and Mentoring Opportunities for LGBTQ+ Students in STEM in the amount of \$40,000.00 USD. We are proud to include National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc. in our network of partners as we continue to support innovative public safety and technology and engineering programs across the globe."

The NOGLSTP Board of Directors will be meeting to decide how to divide up the award between scholarships, restructuring the scholarship processing, and updating NOGLSTP's partnership with MentorNet for matching students with mentors.

## NOGLSTP at AAAS Annual Meeting in February

NOGLSTP The AAAS Annual meeting will take place in Seattle, WA on February 13-16. There will be a LGBTQ+ reception for attendees and local people in STEM where NOGLSTP Recognition awards will be announced. In addition, two NOGLSTP sponsored sessions have been organized: Rochelle Diamond and Jon Pincus have organized a 90-minute scientific session entitled: "How to Counter Intersectional Biases in Social Media" which will be held Friday, February 14, 2020 from 3:30 – 5:00 p.m. Barbara Belmont and Rochelle Diamond have organized a career development workshop entitled: "Out on the job search: finding a welcoming environment," To be held Sunday, February 16 from 1:30 – 3:00 p.m. Specific locations TBA. NOGLSTP is an affiliate of AAAS.

### Inside this Issue:

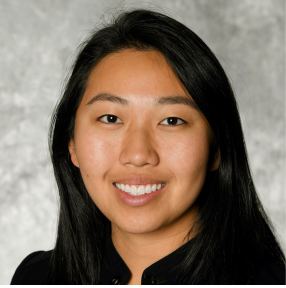
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## Out to Innovate™ Scholarship Winners

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the Joint Commission, the Open Society Foundations, and the National Academy of Sciences, among others. He holds a BA with high honors in astrophysics and Russian literature from Swarthmore College, an MPH in global public health policy and an MA in international development studies from George Washington University.

The winner of the 2019 Out to Innovate™ \$2500 Graduate Scholarship is Victoria Chen. Victoria is a



fourth-year dental student at the UCLA School of Dentistry. She received her BA from the University of Pennsylvania, co-founding the Penn Queer & Asian Society, serving on Lambda Alliance, Penn's LGBTQ+ advocacy umbrella group, where she spearheaded allyship trainings for Greek organizations, pushed for queer-inclusive health services, and coordinated an intercollegiate conference for

LGBTQ+ student leaders to discuss advocacy efforts on their own campuses and in the greater Philadelphia area. Coming to UCLA School of Dentistry, Victoria joined the HIV Education Committee to host discussions and panels to unpack the stigma of infection and improve dental students' awareness of treating HIV-positive patients, organized UCLA Dentistry's first-ever participation in the Los Angeles AIDS Walk and partnered with the Los Angeles AIDS Health Foundation to offer a shadowing program. Victoria co-founded UCLA Dentistry's own LGBTQ+ student organization for students to dialogue about their experiences and the importance of LGBTQ-centered care. She hopes to one day train as an oral and maxillofacial surgeon to provide gender-affirming surgeries to transgender patients.

These scholarships are for undergraduate and graduate students pursuing degrees in science, technology, engineering or mathematics (STEM) programs who are either lesbian, gay, bisexual, transgender (LGBT) or an active ally of the LGBT community. They are designed to promote academic excellence and increased visibility of talented LGBT students in STEM careers.

Funded at \$5,000 and \$2500 each, the scholarships are for the 2019 fall academic year. As the embodiment of pride in LGBT and STEM communities, all scholarship applicants will receive a complimentary student membership in NOGLSTP. The scholarship winners will be honored at the next biennial Out to Innovate™ two-day summit.

## Supreme Court Amicus Curiae Brief

This summer, NOGLSTP signed onto an amicus curiae brief in support of LGBT employees in the three Title VII cases pending before the Supreme Court. Title VII prohibits all sex-based discrimination. The amicus argues that the judgments of the Second and Sixth Circuits should be affirmed, and the judgment of the Eleventh Circuit should be reversed, meaning that the Court should confirm that discrimination because a person is gay, lesbian, bisexual, or transgender is prohibited sex discrimination under Title VII. The case was heard on October 7. We will await the determination of the court sometime this year. It appears that the court is sharply divided with Gorsuch a possible swing vote.

## NOGLSTP Board Organizes Committees and Task Forces

On August 16-18, the NOGLSTP board and affiliate leaders met for a three day retreat and set a strategy for advancing NOGLSTP's impact and value. The attendees set goals and priorities for the next year and the next three years. In order to focus on those priorities, the board has now reorganized itself into six standing committees and formed four task forces.

The new committees are each taking responsibility for a key group of NOGLSTP activities. The board has empowered each committee to lead in its focus area while coordinating with the board leadership and the other committees. The board elected a chair or co-chairs for each committee, who have responsibility to organize their activities. The committees want and need support from NOGLSTP members, and you are encouraged to consider joining one of them. Please reach out to any of the chairs if you are interested and willing to provide support.

The new committees, their chairs, and their charters are:

- Programs (TJ Ronningen and Shelley Diamond): public events and activities sponsored by NOGLSTP
- Membership (Kei Koizumi): recruitment of, engagement of, and interactions with NOGLSTP members
- Partnerships and Affiliates (Tony Butterfield and Chris Bannochie): relationships with NOGLSTP Affiliates and partnered or allied organizations
- Communication (Marcie Mathis and Chris Bannochie): public and internal communications
- Education, Research, and Advocacy (Eric Tobin and Shelley Diamond): research and information gathering on topics related to NOGLSTP's mission and member needs, and the use and dissemination of that information to achieve NOGLSTP's mission
- Mentorship and Leadership Development (Zach Huit and David Crombecque): leadership and professional development of members, primarily through mentor/mentee relationships; with specific attention to student members
- Fundraising (Lauren Esposito and Terry Demby): obtaining funding support from individuals, corporations, and foundations to meet NOGLSTP's needs

In addition to these committees, four task forces were formed to address near term priorities. These task forces also welcome member support. The four task forces and their charters are:

- Branding/communications (Barbara Belmont): review and update NOGLSTP's branding, including but not limited to its name, to ensure alignment with its vision and mission
- Joint Event with oSTEM in 2020 (Shelley Diamond): oversee NOGLSTP's involvement in a joint event with oSTEM in Nov. 2020 (combination of the oSTEM National Meeting and Out To Innovate) to ensure alignment with NOGLSTP's vision and mission
- Board development (Lauren Esposito and TJ Ronningen): recruit and nominate additional NOGLSTP board members to grow the number of standing board members to 14; plan, recruit, and nominate for the succession of the board leadership roles: chair, treasurer, and secretary

## oSTEM and NOGLSTP in Negotiation for Joint Meeting in 2020

NOGLSTP's Out to Innovate™ and oSTEM may join forces for oSTEM's 10th National Conference to be held in Anaheim, CA, November 12-15, 2020. This would be the second time that both organizations would come together to hold a joint national conference.

## NOGLSTP Attends the First Societies Consortium on Sexual Harassment Members Meeting

NOGLSTP member Van Dixon, from the Space Telescope Science Institute, volunteered to represent NOGLSTP at the first meeting of Societies Consortium on Sexual Harassment. Van reported that the Consortium has two goals. In the short term, it will provide sample policies and documents that member societies can use to implement their own sexual-harassment policies. In the long term, it seeks to build a community to facilitate cooperation and information sharing among its members. To date, the consortium has conducted a survey of members and released a sample policy on honors and awards. Later this year, it will release a sample meetings policy, code of conduct, self-assessment tool, and reporting template. oSTEM is also a member of the Consortium.

## NOGLSTP at WE19 in Early November

The Society of Women Engineers will hold its annual conference – WE 19 - in Anaheim, CA on November 7-9. Marcie Mathis and Rochelle Diamond will staff a table in the diversity section of the expo and also be present for the annual Rainbow Lounge. Please stop by if you are attending.

## NOGLSTP to Host Reception at SACNAS

Lauren Esposito and Bruno da Rocha-Azevedo will represent NOGLSTP at the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) National Diversity in STEM Conference to be held October 31-November 2 in Honolulu, HI. The reception will be on Friday, November 1. In addition, Lauren and Bruno will be holding a session on LGBTQ+ Diversity during the conference.

## American Ornithological Society (AOS) NOGLSTP Affiliate Caucus - The Rainbow Lorikeets

Eric Tobin, Ph.D. candidate in the Department of Biology at the University of Louisiana at Lafayette, and Chair of the Rainbow Lorikeets, writes, "We are pleased to introduce ourselves as the Rainbow Lorikeets, the newest NOGLSTP Affiliate Caucus within the American Ornithological Society, founded at the AOS meeting in Anchorage, AK, in June 2019! Inspired by the work done by NOGLSTP, and the forward thinking and actions of AOS, we founded our caucus with the mission to promote equity and equality in the Ornithological field, and STEM at large. Our goals are to increase visibility of LGBTIQ+ Ornithologists, as well as identifying and addressing issues that face Queer scientists and researchers, while being allies to other underrepresented groups. We are finding our own voice in the hope that we can help LGBTIQ+ people, bird-lovers or otherwise, be heard and treated with respect and equality. Follow us on Twitter @RainbowLors and spread the word about the bird!" The board members of the group, who are also founding members, are as follows:

Chair: Eric Tobin; Social: Scott Taylor, Kristen Covino; Web Presence: Theadora Block, Abby Walter; Advocacy: Braelei Hardt; Diversity + Ally Operations: Carly Aulicky, Chad Wilhite; Finance/Treasury: Morgan Tingley

## NOGLSTP at oSTEM 2019

TJ Ronningen will represent NOGLSTP at oSTEM's 2019 National Conference, which will be held November 14-17, 2019 in Detroit, MI. Visit <https://ostem.org/page/conference-2019> for more information.

## NOGLSTP at PFLAG Conference

NOGLSTP will have a table at the national PFLAG conference in Kansas City, MO on November 25-27. Marcie Mathis would like local NOGLSTP members to attend and support.

## 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 <https://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 members: 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 31 – November 2: SACNAS 2019 Conference, Honolulu, HI
- November 7-9: Society of Women Engineers Annual Conference, Anaheim, CA
- November 10-15: AIChE Annual Meeting, Orlando, FL
- November 14-17: oSTEM National Conference, Detroit, MI
- November 25-27: PFLAG Conference, Kansas City, MO
- February 13-16, 2020: AAAS Annual Meeting, Seattle, WA



### 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
- American Geophysical Union
- American Institute of Chemical Engineers
- American Nuclear 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 at Purdue
- NOGLSTP at U Nebraska - Lincoln
- PrideSTEM at Texas Tech
- Queer Science (U Minnesota)
- Queer in STEM at CSUN
- Society of Professional Engineering Employees in Aerospace

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

## Do You Know Someone Who Should Be Recognized?

NOGLSTP is looking for LGBTQ+ scientists and engineers who deserve recognition for their accomplishments in their fields of interest, and educators who have made a difference to their LGBTQ+ students or their educational fields. The nomination process is open for NOGLSTP Recognition Awards for Scientist of the Year, Engineer of the Year, and Educator of the Year and Organization of the Year. These outstanding people will be honored at the AAAS 2020 Annual Meeting LGBTQ+ Reception in Seattle, WA in February. The deadline is November 30. Please refer to the NOGLSTP website for information on the nomination process – <http://www.noglstp.org/programs/projects/recognition-awards/>. Anyone can nominate, you don't have to be a member of NOGLSTP to throw someone's name into the hat.

## What's in a Name?

We are giving serious consideration to re-branding NOGLSTP with a name that feels inclusive to \*all\* LGBTQ+ people in STEM, and seek input and advice from our members. Do you have an idea for a good new name for NOGLSTP that is descriptive, inclusive, memorable, and not already taken? We want to hear from you! Go to this webform and submit your idea:

<https://forms.gle/RcwV34SixPd1vdVs9>

The survey will close on December 31, so submit your suggestions soon.

### 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, asexual, queer 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. Surface mail 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](http://noglstp.org))

Rochelle Diamond, Chair, Pasadena CA, [rd-chair@](mailto:rd-chair@noglstp.org)  
Chris Bannochie, Member at Large, Augusta GA, [cb-board@](mailto:cb-board@noglstp.org)  
Terry Demby, Member at Large, Lancaster CA, [td-board@](mailto:td-board@noglstp.org)  
Marcie Mathis, Member at Large, Bremerton WA, [mm-board@](mailto:mm-board@noglstp.org)  
TJ Ronningen, Member at Large and Secretary, Columbus OH, [tj-board@](mailto:tj-board@noglstp.org)  
Barbara Belmont, Treasurer, Pasadena CA, [bbelmont@](mailto:bbelmont@noglstp.org)

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

500 Queer Scientists  
AAS SGMA: American Astronomical Society (AAS) Committee for Sexual Orientation and Gender Minorities in Astronomy  
AIChE (American Institute of Chemical Engineers).  
CSUN QueerSTEM  
gAyGU (American Geophysical Union)  
L'GASP: Lesbian, Gay, Bisexual Audiologists and Speech-Language Pathologists  
LAGLS: Los Angeles Gay and Lesbian Scientists  
LGBTQ Chemists and Allies (ACS Prof Gay and Transgender Chemists and Allies)  
NOGLSTP at Purdue  
NOGLSTP at University of Nebraska - Lincoln  
Diversity and Inclusion in American Nuclear Society Committee (formerly NuclearPride)  
LGBTQ STEM at Oklahoma State University  
PrideSTEM at Texas Tech  
Queer Science (University of Minnesota)  
Spectra: The Association for LGBT Mathematicians  
SPEEA: Society of Professional Engineering Employees in Aerospace

Mentoring Program Coordinator: [mentoring@](mailto:mentoring@noglstp.org)  
Scholarship Program Coordinator: [scholarships@](mailto:scholarships@noglstp.org)  
Recognition Awards Program Coordinator: [awards@](mailto:awards@noglstp.org)  
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