

NOGLSTP *Bulletin*

Winter 2019

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

Chan, Morales, Freeman and Esposito to Receive NOGLSTP Recognition Awards

NOGLSTP is proud to announce the recipients of its annual recognition awards, celebrating the accomplishments of LGBTQ+ people in STEM.

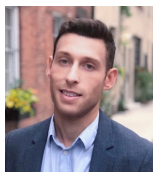
Dr. Benny C. Chan is a Professor of Chemistry at The College of New Jersey (TCNJ). He is recognized on campus and by his colleagues across the country as an exemplary researcher-educator. Chan's research is in two areas: synthesis and structural analysis of rare earth and organometallic compounds, his specialty since graduate school, and ensuring equity in education, an area that captured his interest through his experiences as a teacher. NOGLSTP is awarding Chan the 2019 LGBTQ+ Educator of the Year award for his outstanding contributions, at TCNJ and beyond, to improve STEM education and support the success of all students.



Dr. Arianna Morales is the Director of the Chemical and Materials Systems Lab at General Motors Research & Development. Her research has led to 24 issued patents and supported the introduction of natural gas and fuel cell vehicles. NOGLSTP is awarding Morales the 2019 LGBTQ+ Engineer of the Year award for her outstanding contributions and continuing success at advancing the state-of-the-art in materials science and engineering.



Dr. Jon Freeman is an Associate Professor of Psychology and Neural Science at New York University. Freeman is a social neuroscientist, conducting research at the juncture of cognitive neuroscience and social psychology. His work has made a variety of insights, such as how the brain processes a face's trustworthiness outside conscious awareness, or how stereotypes and prior experiences can distort the brain's visual system.



NOGLSTP is awarding Freeman the 2019 LGBTQ+ Scientist of the Year award in recognition of his exemplary, cross-disciplinary scientific contributions and his public advocacy on behalf of LGBTQ+ people in STEM.

Dr. Lauren A. Esposito is a Curator at the California Academy of Sciences in San Francisco. She created and launched the 500 Queer Scientists campaign to address the frequent invisibility of LGBTQ+ people in STEM and promote diversity and inclusion. Her campaign has, so far, resulted in 700 self-submitted, public profiles of queer people in STEM. NOGLSTP is awarding Esposito the 2019 Walt Westman Award in recognition of the outstanding success of 500 Queer Scientists and the support it provides LGBTQ+ people in STEM.



The 2019 awards will be presented at the awards banquet during the Out To Innovate™ summit in March. You can read more about the awardees and their accomplishments at NOGLSTP.org.

Join NOGLSTP at AAAS 2019 in Washington, DC - February 14-18

NOGLSTP will have a large footprint again this year at the AAAS Annual Meeting in Washington, DC. We will be helping with the programming for the diversity continental breakfast in the Expo on Friday, February 15. On Saturday we will be convening a 90-minute scientific discussion session entitled "Persistence of Sexual Minorities in the STEM Pipeline - from Education to Workplace," with NOGLSTP's LGBTQ reception following the session. 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 will also present a Career Development Workshop on Sunday, entitled: "LGBTQ+ in Academia and the Workplace: Your Rights and the Law." NOGLSTP has been given a free table at the AAAS Expo. All LGBTQ attendees at AAAS are encouraged to attend and support these events.

Out to Innovate™ 2019, March 16-17

Come join the excitement in Los Angeles for NOGLSTP's Out to Innovate™ Summit for LGBTQ+ People in STEM on March 16-17. The two-day cross-generational event will be held on the campus of the University of Southern California in Los Angeles. Attendees will experience an educational and supportive environment for career development and enrichment for students, academics, and career professionals in STEM. Diverse backgrounds and perspectives will drive fantastic program content. Come meet our keynote speaker, David Bohnett (founder of GeoCities.com), Lauren Esposito (founder of 500 Queer Scientists), our 2017 and 2018 scholarship winners, the 2019 NOGLSTP recognition award honorees, and others, including LGBTQ people in media. Register now for the meeting and housing – Don't miss out!!
<https://www.noglstp.org/outtoinnovate>

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NOGLSTP Archives to be Donated to USC's ONE Institute and Archives

The ONE National Gay & Lesbian Archives at the USC Libraries is the largest repository of Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) materials in the world. ONE houses over 600 archival collections of personal papers from activists, artists and ordinary citizens, as well as records from LGBTQ political, social, educational and cultural organizations. The collections include a wide array of materials such as manuscripts, photographs, letters, graphics, and other historically significant materials.

Rochelle (Shelley) Diamond, NOGLSTP's chair of the Board of Directors and Barbara Belmont, treasurer, have been collecting the history of NOGLSTP and the LGBTQ+ STEM movement over the years. They will be donating newspaper and magazine clippings, NOGLSTP presentations, correspondence, pictures through the years and more (over 12 banker's boxes of files and materials). They will be working with a ONE Institute archivist and volunteers to select materials that represent important moments in NOGLSTP history, which will be displayed during the Out to Innovate™ Summit's opening reception for VIPs and speakers on Friday, March 15 from 6 - 8 p.m. at the ONE Institute and Archives in Los Angeles.

Spectra Events at the Joint Mathematical Meetings in Baltimore, January 16-19

The Joint Mathematical Meetings (JMM) is an annual mathematics conference organized jointly by several professional associations of mathematicians (AMS, MAA, SIAM and others). It is known to be the most-attended mathematics conference in the United States, with close to 7,000 participants. Spectra, the LGBTQ association of mathematicians, held two events at the conference. On Wednesday, January 16, a Town Hall meeting took place with roundtable discussions focused on different issues of concern for LGBTQ mathematicians, such as "Being out or not when on the job market," "Best classroom practices to include LGBTQ students," and "Best departmental practices for inclusion of transgender and non gender conforming mathematicians." About 50 people, including students and faculty, contributed to the active roundtable discussions.

On Thursday, January 17, a Spectra reception was held, with close to 70 people in attendance. During the reception, David Pengelley and James Humpreys were honored for their actions that led to having the JMM conference moved in 1995 to San Francisco from Denver because of the anti-LGBT state laws in Colorado at that time. An article on this story and the creation of Spectra will appear in the June 2019 edition of *Notices*, the AMS monthly publication.

NOGLSTP and 500 Queer Scientists Sign Memorandum of Understanding

500 Queer Scientists, a visibility campaign for a more inclusive STEM future, has signed a memorandum of understanding with NOGLSTP to co-brand and develop a new searchable website and create one for engineers. Now with well over 800 entries, 500 Queer Scientists was started by two scientists at the California Academy of Sciences – entomology curator Dr. Lauren Esposito and infectious disease biologist and science illustrator Sean Edgerton – to help forge connections among LGBTQ+ STEM workers, who often feel isolated or alienated among their colleagues. You can visit 500QueerScientists.com to read stories or submit one of your own and join/follow the conversation on Twitter (@500QueerSci) and Instagram (@500queerscientists).

ACS LGBT Chemists and Allies News

The American Chemical Society (ACS) Board of Directors has named a replacement for Barbara Belmont, who rotated off the Diversity & Inclusion Advisory Board (D&I) in 2018. Barbara served double duty as both the Gay and Transgender Chemists & Allies (GTCA) subdivision of the Division of Professional Relations (PROF) representative and the NOGLSTP representative. Beginning this year, Michael Morris, immediate past-chair of the GTCA, will represent PROF and Dr. Chris Bannochie will represent NOGLSTP on the D&I from 2019 - 2021. Dr. Bannochie previously served on D&I as the Committee on Committees (ConC) consultant for the past two years through his role as Chair of the ConC Subcommittee on Diversity. With the completion of Chris' term on ConC, that position will now be filled by Dr. Emilio Esposito, who assumed the subcommittee chair position in 2019.

The responsibilities of D&I include:

- Advising the ACS Board of Directors on ways to increase the participation and membership of underrepresented minorities in ACS governance and other volunteer activities.
- Monitoring the implementation of the recommendations resulting from the Report of the Presidential Task Force on Implementing the ACS Diversity Reports.
- Advancing diversity and inclusion in the chemical sciences by raising awareness among ACS members, students and relevant stakeholders.
- Recognizing and disseminating information on outstanding achievements in diversity by members, staff and other stakeholders.

Barbara Belmont continues to serve as a member of the ACS Committee on Minority Affairs (CMA) along with fellow NOGLSTP member Dr. Benny Chan. Dr. Mary Crawford is the 2019 Chair of the ACS Division of Professional Relations. Chris Bannochie is beginning his term on the Council Committee on Nominations & Elections (N&E).

The second ACS ConC Committee Demographic survey will commence in February 2019 and run through the Spring National Meeting in Orlando, FL. Over 500 ACS committee personnel will be surveyed again this year. The first survey was conducted in 2016 and had a 76% participation rate. It was the first ACS survey to ask about gender identity and sexual orientation amongst a host of other attributes. The final questions were approved by ConC at the last National Meeting in Boston, and Dr. Bannochie was asked to preview the changes and purpose for the survey during his talk on Committee Diversity and Inclusion with the new ACS Committee Chairs at the ACS Leadership Institute in late January.

ACS is considering making Diversity in Science presentations to lawmakers on Capitol Hill in 2019 now that Democrats control the House of Representatives. Carl Maxwell, a registered lobbyist for the Society, discussed the possibility with Chris Bannochie following his Leadership Institute presentation in Atlanta. As this initiative develops, more details will be reported.

Save the date! The annual ACS Presidential LGBTQ+ Reception is in the planning stages for the Fall National Meeting in San Diego. It will be held on Tuesday, August 27 from 5:30 – 7:30 p.m., with details on the venue forthcoming.

DiscoverE's Global Marathon Starts March 6

Discover E's Global Marathon is a free series of online, engaging conversations with actionable career advice for today's busy technical professionals. Learn from women around the world for an hour every Wednesday over 5 weeks starting on March 6 at 12:00 noon EST/USA. The March 13 edition, Why & How to Build Your Authentic Brand, will feature NOGLSTP's own Rochelle Diamond interviewing Dr. Frances Arnold, newly minted 2019 Nobel Prize winner in Chemistry. In addition, Dorie Clark, out lesbian and world-renowned personal brand strategist, will be speaking on authenticity and self-branding. Other sessions include: Strategies to Fill Your Confidence Gap; Are You Networked for Success?; Work. Life. Blend?; and Building Relationships Across Borders. NOGLSTP is founding member of DiscoverE's Diversity Council.

Diversity in Action January/February Issue Features NOGLSTP and Other LGBTQ STEM Organizations

"Hiding in the Lab – LGBTQ Societies Work for Visibility in STEM Fields," an article by Cary Midland, appeared in the January/February 2019 issue of *Diversity in Action*. The article focuses on the organizations 500 Queer Scientists, NOGLSTP, oSTEM, and Out in Tech. Midland interviewed the chairs and CEOs of each organization, explaining the missions of the organizations and describing what they have in common and what makes them unique.

Here is a link to the digital issue: <http://bit.ly/2CTIM1J>

NOGLSTP's HERC Workshops Available Online

The Higher Education Recruitment Consortium (HERC) is partnered with NOGLSTP to help LGBTQ+ academics to find safe space for their career objectives. Rochelle "Shelley" Diamond, chair of NOGLSTP, presented two webinars sponsored by HERC which are now available online.

"Out On The Job Search," a webinar for LGBTQ higher education job seekers, can be found at <https://www.hercjobs.org/out-on-the-job-search-a-webinar-for-lgbtq-higher-ed-job-seekers/>

"Allies at work – Recruiting and Retaining LGBTQ+ Employees in Academia" can be found at: <https://vimeo.com/290959875/65325ae792>

Member Services

The NOGLSTP member services site allows for self-serve member update and automated renewal notices. Point your web browser to <https://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 Members: Please follow instructions at https://www.lagls.org/?page_id=68 to enjoy a significant discount on your LAGLS/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, 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 14-17: AAAS Annual Meeting, Washington, DC
- March 6: Start of DiscoverE Global Marathon Sessions
- March 16-17: Out to Innovate™ Summit, Los Angeles, CA



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

Op-Ed from NOGLSTP Chair, Shelley Diamond

As if the world is not disturbing enough already, two pieces of news greeted me the other morning. First was the news that the Supreme Court paused three of the nationwide injunctions that had been blocking The President's ban on transgender people serving in the military from taking effect, thereby allowing the ban to go forward while the lower courts battle out the legalities and the facts. The ruling also declined to hear any more lawsuits challenging the ban this year. The ban is clearly discriminatory and serves no rational purpose. It is not backed by scientific evidence that there is a problem, and it does nothing other than to deny basic equality simply because of disliking a class of citizens who have been serving honorably for years, many on the front lines, and many in technical and expert positions.

The other piece of news was that The Administration is proposing changes to the Medicare Part D Drug Program that will affect people living with HIV. The proposed rule would remove the "protected class status" of vital HIV medications, delaying care by requiring physicians to get prior insurance authorization to prescribe the drugs and mandate "step therapy" which would force patients with HIV to try potentially ineffective treatments first, before having access to the treatments that the providers believe would work best for their patients. This would affect more than 250,000 people living with HIV who are on Medicare and who may be forced off the drugs that they currently use. At worst this could be a death sentence for some patience and at best will cause much confusion for HIV patients.

Where is the sense in these ugly pronouncements? Where are facts that these decisions are based on? It seems that none of this makes us safer or healthier. Let's hope that saner minds prevail. This is just my humble opinion.

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, 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

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

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

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 at Purdue
- > NOGLSTP at University of Nebraska - Lincoln
- > NuclearPride: Fabulous Nuclear Engineers and their Friends
- > LBGTQ STEM at Oklahoma State University
- > PrideSTEM at Texas Tech
- > Spectra: The Association for LGBT Mathematicians
- > SPEEA: Society of Professional Engineering Employees in Aerospace

Treasurer: Barbara Belmont, bbelmont@noglstp.org

Secretary: TJ Ronningen, tj-board@noglstp.org

Mentoring Program Coordinator: mentoring@noglstp.org

Newsletter Editor: Daniele Cherniak, editor@noglstp.org

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