

NOGLSTP *Bulletin*

Winter 2021

©National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc.
NOGLSTP, PO BOX 91803, Pasadena CA 91109, phone/fax: 626 791-7689, www.noglstp.org

Rebranding: NOGLSTP's New Name is "Out To Innovate"

The NOGLSTP Board is thrilled to announce that our society will now be known as "Out To Innovate." Over the next few months, you will notice us steadily replacing our NOGLSTP branding with our new name. This rebranding will include a revamped website, a new logo, and a new member portal that includes more capability for direct networking with your fellow members.

The Board's support for our new name is based on several factors:

- Our society is inclusive of the full spectrum of sexuality, gender identity, and gender expression, and our name needs to reflect that.
- Our society is inclusive of the full spectrum of STEM fields, including at its ill-defined boundaries with medicine, social sciences, and the arts.
- We recognize that innovation arises through both technical prowess and a welcoming structure that promotes a diversity of thought and broad contributions. Our members promote both the structural changes and the technical advances.
- A central goal of our society is visibility of LGBTQ+ people in STEM and visibility of STEM people in the LGBTQ+ community. The idea of being "out" celebrates this visibility and affirms our connections to LGBTQ+ history and experience.
- We have been building the "Out To Innovate" brand since the first Out To Innovate Summit was held in 2010. These summits and the Out To Innovate scholarships are already two of our highest profile activities, and this renaming will build on the positive branding those programs have created.

The Board selected this new name after receiving and considering a dozen suggestions from members. Thank you to all of the members who contributed their suggestions.

Look also for changes upcoming issues of the newsletter that will reflect the group's new name and branding.

2021 Out to Innovate and AVANGRID Scholarships

Thanks to the support of Motorola Solutions Foundation, we have funding support to continue to offer the Out to Innovate Scholarships in 2021. We will open our call for these scholarships in the next few months. Please help to spread the word to students in community colleges, undergraduate programs, and graduate programs.

In addition to our Out To Innovate scholarships, we will be offering AVANGRID Scholarships for the first time this year. The AVANGRID Scholarships will support undergraduate and graduate students in Civil Engineering, Electrical Engineering, Environmental Engineering, Industrial/Systems Engineering, or Mechanical Engineering. Thank you to AVANGRID for their support!

We will need your support as volunteers to review these scholarship applications. Last year we received 692 applications! We rely on the efforts of our team of volunteers to assess these applications. If you are interested in supporting the scholarship effort, reach out to Christine Bland and the Programs committee.

Inside this Issue:

Page 1: NOGLSTP's New Name is "Out To Innovate"; 2021 Out to Innovate and AVANGRID Scholarships

Page 2: Chair's Note; Results for NOGLSTP's Ben Barres Fellowships; Lockheed Martin Scholarship Opportunities; Biden-Harris Administration Issues Executive Orders on LGBTQ Rights

Page 3: Representation Matters - Would You Like to Join the Biden-Harris Administration?; Membership form; Member Services

Page 4: Calendar; Evidence of LGBTQ STEM Disparities in Recent Study

Chair's Note

From November 12-15, Out To Innovate and oSTEM hosted a joint, virtual summit for LGBTQ+ students and professionals in STEM. The event attracted just over 1000 participants, with the Friday plenary session being attended by at least 325 people. This was the third Out To Innovate summit I have helped to organize, and it was wonderful to have it be the best attended yet.

I was extremely happy that we were able to recognize our 2020 Recognition Award winners, 2019 and 2020 Scholarship winners, and the Motorola Solutions Foundation for their support of our scholarships at the Friday plenary. I love the chances to celebrate the accomplishments and contributions of other LGBTQ+ people and organizations. Following this recognition, we hosted a reception for all of these winners, and this was the event I most enjoyed at the summit. The reception allowed everyone to adopt an avatar in Gather.Town and to mix and mingle in a virtual space. Winners and members chatted, talked shop and shared stories, and then moved on to the Gather.town game room for poker and Pictionary

While there were aspect of our in-person summits that I missed, I was thrilled with the success of the event. The organizing committee ensured that all of the speakers and attendees had the support needed to successfully present over 50 sessions with speakers and attendees from around the globe. It was wonderful to witness the impact that lowering the barriers to attendance had. We garnered more participation from outside of the United States and from a wider range of educational institutions than we ever had before. When we get the chance to host the summit in person again, I believe we will take these lessons about accessibility and inclusion to heart and ensure that remote participation remains an option.

The partnership with oSTEM to hold this event was fabulous. We would not have pulled off — maybe not even attempted — such an ambitious logistical and technological undertaking without this partnership and all of the work from oSTEM volunteers. Through the organizing committee, I made connections that we will carry forward into future partnerships.

Thank you to everyone from Out To Innovate who attended and contributed to the event. Special thanks to Jeremy Yoder for recruiting and assisting speakers as part of the Programming Committee, Rebecca Callahan for her work moderating and hosting sessions, Shelley Diamond for recording interviews with the scholarship winners, and Christine Bland for organizing the Out To Innovate town hall as the closing event.

- TJ Ronningen

Results for NOGLSTP's Ben Barres Fellowships

As of the press time for this newsletter, we are pleased to announce that 11 applicants for NOGLSTP's Ben Barres Fellowship have been awarded amounts ranging from \$2550 to \$5000. The Ben Barres Fellowship award is for professional development of trans, intersex, and non-binary graduate students and post-doctoral fellows in the fields of science, technology, engineering, and mathematics (STEM). This year's fellows are in the fields of neuroscience, astronomy, astrophysics, biochemistry, biophysics, bioengineering, evolution, ecology, and microbiology, with awardees at institutions in the U.S., Canada, and England. This is a merit-based award, and the support provided is intended, broadly construed, for the recipient's professional development. Because of the pandemic, the majority of the funds were awarded for equipment, software, and supplies instead of travel. The fellowships are named after Ben Barres, a distinguished transgender scientist at Stanford who researched the role of microglia, an immune cell of the brain, and its interaction with neurons in development and disease. Barres was an ardent campaigner for equal opportunity in science, advocating for underrepresented groups, and was a valued mentor to young scientists. He told his story through a posthumous memoir released after his death from cancer in 2017 at age 63.

Lockheed Martin Scholarship Opportunities

Lockheed Martin has established its STEM Scholarship program to provide opportunities to students studying engineering or computer science who demonstrate need and come from underrepresented or underserved communities. Application deadline for the STEM Scholarship is April 1, 2021. For more information: <https://www.lockheedmartin.com/en-us/who-we-are/communities/stem-education/lm-scholarship-program.html>

In addition, Lockheed Martin has established a Vocational Scholarship program to provide opportunities to students pursuing a degree or vocational-technical certificate at a vocational-technical school, trade school, two-year community college or state college. Application Deadline for the Vocational Scholarship is March 11, 2021. For more information, go to:

<https://www.lockheedmartin.com/en-us/who-we-are/communities/stem-education/lockheed-martin-vocational-scholarship.html>

Biden-Harris Administration Issues Executive Orders on LGBTQ Rights

The new U.S. administration has clarified the civil rights laws prohibiting sex discrimination to also prohibit discrimination on the basis of sexual orientation and gender identity with protections in regard to housing, education, immigration, credit, health care, military service, Peace Corps service, family and medical leave, welfare, criminal justice, law enforcement, transportation, federal grants, and more. This implements the Supreme Court decision in *Bostick v. Clayton County*, which holds that Title VII of the Civil Rights Act of 1964 bars employment discrimination against LGBTQ people, stating that it is impossible to discriminate against LGBTQ workers without taking their sex into account. There are more than 100 other federal statutes that also forbid "sex discrimination" that must be read this way. Unfortunately, the one exception is in Title II of the Civil Rights Act of 1964, which does not forbid sex discrimination in public accommodations. So there is still need to have the Equality Act passed and enacted into law, to make it the law of the land for all circumstances.

Representation Matters - Would You Like to Join the Biden-Harris Administration?

The LGBTQ Victory Institute's Presidential Appointments Initiative – a coalition of more than 30 LGBTQ organizations, of which NOGLSTP is one – works to support presidential administrations in ensuring qualified LGBTQ people are included in the federal government across all agencies and levels. This is a nonpartisan initiative accepting résumés from LGBTQ people interested in working in the Biden-Harris presidential administration. The Victory Institute reviews the résumés and provides support to candidates to assist administrations with filling open full-time and part-time positions – including those on boards, commissions, and advisory committees. It also aids in filling staff positions in many agencies. So far they have received over 1100 diverse applications for roles at virtually every agency in the federal government and are looking for more. Over a dozen LGBTQ+ appointments to the Biden-Harris administration have already been made, such as Deputy Director of the Office of Presidential Personnel Gautam Raghavan, Director of Political Strategy and Outreach Emmy Ruiz, the historic first Secretary-Designate for the Department of Transportation Pete Buttigieg, Dr. Rachel Levine as Assistant Health Secretary, and NOGLSTP's own Kei Koizumi as Chief of Staff (and temporarily Acting Director) of the White House Office of Science and Technology Policy. The Victory Institute is providing weekly webinar series on Thursdays at 5 p.m. EST, which will present information and resources on résumé building, interview prep, and leveraging your experiences. You can find positions that you may be interested in by looking through the "PLUM Book" : <https://www.gsa.gov/governmentwide-initiatives/presidential-transition-directory/federal-government-structure/plum-book>

Administrative appointments occur on a rolling basis throughout the entire term, and most will happen well after the new administration gets going. If you are interested, please submit your résumé to:

<https://victoryinstitute.org/2020-presidential-appointments-application/>

Representation matters, and when LGBTQ people are included at decision-making tables, they can significantly influence the policies and direction of agencies, commissions, and the executive branch to make a positive change for LGBTQ people.

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 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 renew through lagls.org to 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 <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 →

Evidence of LGBTQ STEM Disparities in Recent Study

Erin Cech and Tom Waidzunas published the results of their study in the January 15, 2021 issue of *Science Advances*, in an article entitled: "Systemic Inequalities for LGBTQ Professionals in STEM." They surveyed and evaluated responses from 21 representative STEM professional society memberships (1000 LGBT/ 25000 responders) and found inequities in a wide range of areas touching on workplace harassment, comfort, and satisfaction for our community. The survey asked respondents a variety of questions about their experiences with the climate in their workplaces, their interactions with colleagues, and their future plans. They found that LGBTQ STEM professionals were more likely to experience career limitations, harassment, and professional devaluation than their non-LGBTQ peers. They also reported more frequent health difficulties and were more likely to intend to leave STEM. The trends were similar across STEM disciplines and employment sectors and they found no differences by status in education level, work effort, or job commitment. These findings "reveal LGBTQ status as a clear axis of inequality in STEM and motivate further research into the mechanisms producing such outcomes."

Mark Your Calendars

- March 11: Lockheed Martin Vocational Scholarship deadline
- April 1: Lockheed Martin STEM Scholarship deadline

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 Oklahoma State University
- NOGLSTP at Purdue
- NOGLSTP at U Nebraska - Lincoln
- PrideSTEM at Texas Tech
- Queer Science (U Minnesota)
- Queer in STEM at CSUN
- QSTEM of Lake Nona High School

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 / Out to Innovate

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.

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

TJ Ronningen, Chair, Columbus OH, tj-board@noglstp.org
Chris Bannochie, Member at Large, Augusta GA, cb-board@noglstp.org
Christine Bland, Member at Large, Denver CO, cb-board@noglstp.org
Rebecca Callahan, Member at Large, Washington DC, rc-board@noglstp.org
Rochelle Diamond, Member at Large, Pasadena CA, rd-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
Vallesha Parker, Member at Large, Abingdon MD, vp-board@noglstp.org
Dane Samilo, Secretary, Washington DC
Barbara Belmont, Treasurer, Pasadena CA, 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 Oklahoma State University
NOGLSTP at Purdue
NOGLSTP at University of Nebraska - Lincoln
Diversity and Inclusion in American Nuclear Society Committee (formerly NuclearPride)
LBGTQ STEM at Oklahoma State University
PrideSTEM at Texas Tech
QSTEM of Lake Nona High School
Queer Science (University of Minnesota)
Spectra: The Association for LGBT Mathematicians
Mentoring Program Coordinator: mentoring@noglstp.org
Scholarship Program Coordinator: scholarships@noglstp.org
Recognition Awards Program Coordinator: awards@noglstp.org
Newsletter Editor: Daniele Cherniak, editor@noglstp.org

NOGLSTP Bulletin is published quarterly, most of the time. Contributed articles are welcome and encouraged, and may be e-mailed as plain text to editor@noglstp.org. Next publication deadline (for Spring newsletter): **April 23, 2021**. Please acknowledge the NOGLSTP Bulletin as your source if you choose to reproduce any of these articles.