

Out to Innovate *Bulletin*

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

Out To Innovate 2022 Recognition Awards for Scientist, Engineer, and Educator of the Year

Out to Innovate is proud to announce the winners of its 2022 recognition awards for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) professionals in science, technology, engineering, and math (STEM). Out to Innovate has recognized exemplary individuals with LGTBQ+ Educator, Engineer, and Scientist of the year for over 15 years.

These awards were initiated by the National Organization of Gay and Lesbian Scientists and Professionals (NOGLSTP), which officially became Out to Innovate in 2021. Out to Innovate will recognize these awardees in an online Awards Ceremony on May 28. See Page 4 of this issue for more details about the ceremony. Congratulations to all of the award recipients.

2022 LGBTQ+ Educator of the Year: Dr. Luis Leyva

The LGBTQ+ Educator of the Year award recognizes an educator who has significantly impacted STEM students through teaching, counseling, advocacy, and role modeling. Dr. Luis Leyva is an Assistant Professor of Mathematics Education in the Department of Teaching and Learning in the Peabody College of Education and Human Development at Vanderbilt University. He is an affiliate faculty in the Department for Gender & Sexuality Studies and a core faculty member in the Vanderbilt LGBT Policy Lab. His research explores narratives of oppression and resistance from historically marginalized student populations in undergraduate STEM across intersections of racial, gender, and sexual identities. Dr. Leyva's research aims to inform the development of educational practices that expand equitable learning opportunities and promote underrepresented populations' persistence in STEM.

Dr. Leyva leads a thriving research program as the director of the Power, Resistance, & Identity in STEM Education (PRISM) at Vanderbilt University. PRISM is an intergenerational lab advancing intersectional justice in STEM higher education. One of the PRISM Lab's research projects, Black & Latinx Queer Students in STEM, is a multi-institutional study of undergraduate Black and Latinx LGBTQ+ students' experiences as STEM majors across historically white and minority-serving institutions. By capturing the perspectives of LGBTQ students of color in STEM higher education research, this project is making important contributions in disrupting

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ACS Recognizes LGBTQ+ Chemists as 2022 Trailblazers in Special Issue of *Chemical & Engineering News*

A special Trailblazers issue of *Chemical & Engineering News* (C&EN), the news magazine of the American Chemical Society, celebrates the accomplishments and contributions of LGBTQ+ chemists. Among the honorees are Out to Innovate treasurer and Walt Westman Award recipient Barbara Belmont, and Out to Innovate Recognition Award winners Carolyn Bertozzi (Scientist of the Year, 2007) and Benny Chan (Educator of the Year, 2019).

The 2022 Trailblazers are: Polly Arnold at the University of California, Berkeley; Nicholas Ball at Pomona College; Barbara Belmont at California State University, Dominguez Hills; Carolyn Bertozzi at Stanford University; Kelly Chacón at Reed College; Benny Chan at the College of New Jersey; Melissa Gish at the National Renewable Energy Laboratory; Andre Isaacs at the College of the Holy Cross; Carolyn Ladd at Dow Chemical; Song Lin at Cornell University; Raul Navarro at Occidental College; Jennifer Petter at Arrakis Therapeutics; David Smith at the University of York; Jason Tedrow at Sanofi; Charlie Wand at the University of Exeter; Alison Wendlandt at the Massachusetts Institute of Technology; and Nancy Scott Burke Williams at Claremont McKenna College.

In addition, 10 historical LGBTQ+ Trailblazers were recognized: Ben Barres, Rachel Carson, George Washington Carver, Martin Gouterman, Gergory L. Hillhouse, Louise Pearce, Jemma Redmond, Nina Vedeneyeva, Bruce Voeller, and Walter Westman.

For more details about the honorees, go to: <https://cen.acs.org/careers/diversity/LGBTQ-diversity-Trailblazers-2022/100/i12>.

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Out to Innovate Recognition Awards

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this intersectional silence.

Dr. Leyva's desire to empower others in the classroom and beyond was born from a role that he often assumed during peer study groups as an undergraduate STEM student at Rutgers University. The satisfaction of helping others and building community for STEM success led Dr. Leyva to become a K-12 mathematics teacher and work in various STEM enrichment programs for underrepresented first-year college students (e.g., STEP Summer Bridge, Upward Bound Math-Science). These opportunities, coupled with Dr. Leyva's lived experience as a Latinx queer STEM major, exposed him to the pervasive structural inequities and social marginalization in STEM education during a student's formative years.

Dr. Leyva's continued impact on his mentees, colleagues, and the broader research community was reflected in his strong letters of support and nomination. One colleague noted, "...in addition to his brilliant scholarship on these topics, Dr. Leyva has also exhibited an unwavering commitment to advocacy and inclusion here at Vanderbilt for marginalized queer communities." A mentee also noted that he "demonstrates humanizing and empowering support for LGBTQ+ students in STEM that has changed my understanding of what mentorship can be."

2022 LGBTQ+ Engineer of the Year: Lt. Col. Bree Fram

The LGBTQ+ Engineer of the Year Award recognizes someone who has made outstanding contributions to their field and recognizes the awardee for sustained contributions in design, production, management, or research.

Lt. Col. Bree Fram has been an active service member since 2003 and is currently in the United States Space Force. Fram is currently responsible for developing the policies used by the Space Force to develop, build, test, and deliver critical joint warfighting capabilities as the Deputy Division Chief for Acquisition Policies and Processes supporting the Assistant Secretary of the Air Force for Space Acquisition and Integration.



Prior to commissioning in the Air Force, Fram completed her degree in Aerospace Engineering from the University of Minnesota. She encourages everyone to consider a career in engineering as it "...opens up such a world of career possibilities because, at its heart, engineering teaches logic and problem-solving. In particular, we need more LGBTQ+ engineers and the unique perspectives they bring to help solve our most difficult problems." She said that being an engineer in the military is a great option to "develop skills, be given incredible responsibility and opportunity, and to defend the values we Americans care about so deeply."

Lt. Col. Fram came out as transgender in 2016, the day the transgender ban was dropped in the military. She is also the highest-ranking out active-duty transgender officer in the Department of Defense. Fram is currently president of SPARTA, a transgender

military advocacy organization dedicated to the support and professional development of over 1400 transgender service members. Fram has been a member of SPARTA since 2014. One letter of support noted Fram played a critical role in the Department of Defense allowing authentic service by transgender service members: "Without Bree's experience in legislative affairs, organization and interpersonal skills, we would not have been able to rally both Senators and Members of the House of Representatives in support of open transgender service."

The advice she would give her younger self: "open your eyes and heart as wide as they possibly can go. When I came out and transitioned, it was if blinders fell away from my eyes, and a world of empathy and connection that I was missing opened up to me." Her lived experiences and being true to herself has "made [her] a better leader, ally, and advocate for not just for the LGBTQ+ community but all minority and intersectional identities."

2022 LGBTQ+ Scientist of the Year: Dr. Jane Rigby

The LGBTQ+ Scientist of the Year Award recognizes an individual



who has made outstanding contributions to their field through design, research, or management. This year's award winner is Dr. Jane Rigby, an astrophysicist at the NASA Goddard Flight Center and the Operations Project Scientist for NASA's James Webb Space Telescope. Rigby earned degrees in both Physics and Astronomy at the Pennsylvania State University and her Ph.D. in astronomy from the University of Arizona. Rigby develops new techniques to study galaxy evolution, star-forming galaxies, and active galactic nuclei.

In addition to her work with the James Webb Space Telescope, Rigby and her team at NASA, with international collaborators, have led many successful research campaigns, collecting data from the Keck and Magellan Observatories and the Hubble Space Telescope. She has published over 100 peer-reviewed publications. She also has given countless professional and public presentations on her research and on the James Webb Space Telescope. Rigby has been recognized for her research, mentorship, and diversity-related work with awards such as the John C. Lindsay Memorial Award for Space Science, and served on the 2020 Decadal Survey of Astronomy and Astrophysics for the National Academies.

Rigby serves as a trustee of the American Astronomical Society (AAS) and was a founding member of the AAS Committee for Sexual-Orientation and Gender Minorities in Astronomy. One letter of support noted that they "especially admire Jane's unwavering stand that she is a *better* astronomer because she is queer...because of the leadership training she received as a LGBT activist, and because of the resilience she has developed by surviving as an LGBT person."

When asked what advice she has for future LGBTQ+ scientists interested in research in this world and beyond, she offered: "Do fabulous science, be fabulous, and be kind."

From the Chair

One of Out to Innovate's long-term missions is to recognize and celebrate the accomplishments of LGBTQ+ people in STEM. I am thrilled that this Spring issues celebrates our three new Recognition Award winners. I am also thrilled that the American Chemical Society has chosen to celebrate LGBTQ+ Trailblazers in a special issue. I encourage you to read about the accomplishments of all of these colleagues.

I would love to see you and all of our Out to Innovate members at the online awards ceremony coming up soon, May 28. You will have the chance to meet and talk with these award winners, our recent Out to Innovate research fellows, and our keynote speaker, Amanda Simpson. Please plan to attend and bring a friend or colleague! This will be an excellent introduction to Out to Innovate and a wonderful lead-in to Pride month.

- *TJ Ronningen*

Looking for Ways to Help Out to Innovate?

The Programs, Communications, and Membership committees are looking for volunteers! The Programs committee focuses primarily on scholarships, recognition awards, and fellowships as well as events like the biennial Out to Innovate Summit. The Communications committee handles social media, branding, press releases, website content, this quarterly newsletter, and more. And finally, the Membership committee is currently analyzing member data and looking for ways to better serve you, our members! Whether you have prior experience and relevant skills or are just interested in these opportunities, all are welcome to join.

If you're interested, please contact:

Membership - Rebecca Callahan (rc-board@noglstp.org)

Communications - Dane Samilo (ds-board@noglstp.org)

Programs - Christine Bland (rcb-board@noglstp.org)

Apply to Join the OTI Board

Out to Innovate is a member-driven organization, and service on the Board of Directors is an opportunity to shape the direction of the organization directly. All members are eligible to serve on the Board of Directors, and we want you to consider serving. We are actively seeking the Board to represent a diverse mix of gender, race, ethnicity, age, gender identity and expression, sexual orientation, professional background, skill sets, geography, and career stage. We welcome long-time members and new supporters who share our commitment to Out to Innovate's mission.

Application Process (Due date: June 20, 2022)

Prepare and submit (in PDF or Microsoft Word format) your:

1. Resume or bio sketch (<2 pages)
2. Personal statement of interest and intent in the Out to Innovate board (1 page max)
3. Optional: up to three letters of support

Submit materials online using [this Google form](#). (Note: You will be required to log in with an authorized Google account in order to upload your application files.) Complete all required sections of the form. You will be able to edit your submissions until June 20. You may be contacted, via email or phone, for clarifying information or for a short interview.

Selection Process

In accordance with Out to Innovate's bylaws, the current Board establishes a selection procedure for the future Board. In this cycle, applicants will be considered and elected by a vote among the current Board.

Board Member Expectations

Every Out to Innovate Board member shall:

- Uphold and represent the mission of Out to Innovate in an ethical manner
- Remain an Out to Innovate member throughout their term
- Serve a term of at least one year and, preferably, three years
- Attend at least 8 monthly board meetings (per year), via video/tele-conference
- Serve in an executive role, either on the Board (chair, vice chair, secretary, or treasurer) or as chair of a committee. The current committees are:
 - Communication
 - Education, Research, and Advocacy
 - Fundraising
 - Membership
 - Programs
 - Partnerships and Affiliates
- Provide service to the board and Out to Innovate through a combination of these three areas:
 - Attend at least one event as a representative of Out to Innovate (affiliate meeting, programming event, Out to Innovate symposium, etc.)
 - Contribute and/or fundraise at least \$500 towards any Out to Innovate fundraising campaign initiated by the Board
 - Volunteer to mentor at least one Out to Innovate member or partner student per year

Contact

If you have questions or concerns, please contact the board chair TJ Ronningen (tj.ronningen@noglstp.org). We would welcome the chance to talk with you.

All applicants will be notified about the election outcomes by early July.

Join Us on May 28
Register for free at bit.ly/3uVekyt



2022 Awards Ceremony

Join us in celebration of the Out to Innovate™ Recognition Awards and Career Development Fellowship winners! Come celebrate the academic and professional achievements of our 2022 award winners with us.

Keynote by **Amanda Simpson**,
VP Research & Technology
Airbus America

When
Saturday
May 28th
4p ET / 1p PT

What

- ✔ Presentation of the awards
- ✔ Networking with award winners and Out to Innovate members
- ✔ Keynote presentation by Amanda Simpson, VP Research & Technology Airbus America, Former Dep Asst Sec of Defense

Where

Virtual Session on Gather.town

Register for free

 bit.ly/3uVekyt

Learn more www.outtoinnovate.org/

Study Indicates that Scientists Being Out in the Workplace May Lead to More Publications

For LGBTQ scientists, being out can mean having more publications. A recent study has shown that academic scientists who are open about their sexual orientation in their workplace publish more papers than those who aren't out in the workplace. Read more at <https://www.science.org/content/article/lgbtq-scientists-being-out-can-mean-more-publications>

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 Out to Innovate membership or become a member of Out to Innovate, complete this form and send it with a check or money order (US Funds only) to:

Out to Innovate, 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 Out to Innovate membership roster (to be released to other Out to Innovate members)?

Yes

No



Don't forget to fill out the other side →

Member Services

The Out to Innovate 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!

Mark Your Calendars

- May 28: Out to Innovate Award Ceremony—online
- June 20: Deadline for applications for new Out to Innovate Board members



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 Out to Innovate?

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 Out to Innovate 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 Out to Innovate

Out to Innovate (formerly NOGLSTP) 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. Out to Innovate empowers LGBTQ+ individuals in STEM by providing education, advocacy, professional development, networking, and peer support. Out to Innovate educates all communities regarding scientific, technological, and medical concerns of LGBTQ+ people. Surface mail may be addressed to: Out to Innovate, 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@](mailto:tj-board@noglstp.org)
Chris Bannochie, Member at Large, Augusta GA, [cb-board@](mailto:cb-board@noglstp.org)
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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 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@](mailto:mentoring@noglstp.org)
Scholarship Program Coordinator: [scholarships@](mailto:scholarships@noglstp.org)
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