IN THIS ISSUE

Page 2:
- 2023 LGBTQ+ Educator of the Year: Prof. Ramón S. Barthélemy

Page 3:
- 2023 LGBTQ+ Engineer of the Year: Dr. E. David Jansing

Page 4:
- 2023 LGBTQ+ Scientist of the Year: Prof. Victoria Orphan

Page 5:
- 2023 Career Development Fellowship Awardee

Page 10:
- Out to Innovate Statement on Affirmative Action Ruling

Page 11:
- Romantic Relationship Disclosure at Work Study

MARK YOUR CALENDARS

FEB 15-17 - AAAS Annual Meeting

ABOUT US
Out to Innovate is NOGLSTP doing business as “Out to Innovate.” We are a 501(c)(3) educational organization and professional society of gay, lesbian, bi-sexual, 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.

Please join us in welcoming our newest Board member, Dr. Benjamin Gerstner. He is a Visiting Assistant Teaching Professor at Pennsylvania State University, Erie – The Behrend College and has a background in Evolutionary Ecology.

All new relevant links and our social media can be found at our link aggregator here: linktr.ee/outtoinnovate
In September 9 the Programs Committee hosted an annual awards ceremony, and the Membership Committee hosted a member town hall. The awards ceremony celebrated the accomplishments of this year’s fellowship and scholarship winners, with several in attendance. The three recognition award winners were introduced and spoke to the group. Barbara Belmont also presented on Dr. Carolyn Bertozzi’s recent Nobel Prize in Chemistry because Bertozzi was a previous OTI recognition award winner.

At the town hall, Luca Caputo shared the purpose and activities of the OTI committees, all of which welcome member volunteer’s support. Caputo then opened the floor for questions from the membership. The group discussed the ongoing efforts to have government agencies collect sexual and gender orientation data to support an improved understanding of the LGBTQ+ experience in STEM. The group discussed the challenges that have been created by several U.S. states enacting discriminatory laws around gender identity and public accommodations. Members shared their concerns and their strategies for continuing to advance their career in the face of these challenges.

The LGBTQ+ Educator of the Year award recognizes an educator who has significantly impacted STEM students through teaching, counseling, advocacy, and role modeling. Dr. Barthélemy is an Assistant Professor of Physics and Astronomy at the University of Utah. Before joining the faculty at Utah, Dr. Barthélemy was a Fulbright Fellow at the University of Jyväskylä, Finland, and an AAAS Science Policy Fellow. As a Fulbright Fellow, Dr. Barthélemy researched university physics education in Finland. As an AAAS Fellow, he focused on STEM education policies and helped support equity in STEM education. His current position focuses on physics education research, with a broad range of interests from student learning in the classroom to policies that govern the physics community and impact physics careers. His current research focuses on understanding the social network development of Ph.D. physicists who identify as women and/or as part of the LGBTQ+ community. This unique project focuses on Ph.D. scientists beyond academia and includes the government and private sectors. This work aims to better understand how these groups build their professional networks and navigate them to find their definition of career-related success.

When asked how his life experiences have shaped his perspective as an educator, Dr. Barthélemy believes, “…being queer has impacted how I think about binaries. I do not see the world as a place where there is one... (continued on pg. 3)
incorrect and one correct answer. Rather I see
a very complex world in which multiple kinds
of explanations and models can be used to
understand our lives and the world around
us. As a scientist, this dips into ideas of
philosophy of science and how we are not
necessarily claiming to have a [capital] T truth,
but instead are working to develop and refine
models that help us explain and predict the
natural world.”

His nominators noted, “…he combines stellar
graduate work in physics education research
with some of the deepest and most significant
work on gender and LGBTQ+ issues in Physics
that has so far been written.” When asked
what advice he would give his younger self
and scientists just beginning their adventures
in physics, Barthélemy said “…would tell a
younger version of me to trust myself and to
build a community of people who support
one another and want to see each other
succeed.”

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. Dr. Jansing
is a Principal Remote Sensing Scientist at the
Johns Hopkins University Applied Physics
Laboratory.

Jansing is a remote sensing expert focused on
synthetic aperture radar and hyperspectral
imaging (particularly in the longwave infrared
region of the spectrum). He uses the data
collected from remote sensors to extract
actionable information from the signal.

In a recent project, Jansing worked on using
remotely sensed commercial satellite data to
identify regions prone to wildfire. His work
resulted in 20+ publications, conference proceed-
ings, a textbook, and a patent. Jansing is particu-
larly proud of his textbook Introduction to
Synthetic Aperture Radar: Concepts and Practice,
which is a comprehensive but concise overview
of synthetic radar and how it works. This text is a
culmination of many years of teaching the subject,
for which there was no textbook to draw from.

His letters of support identified Jansing as a
scholar, passionate about research and teaching.
One letter noted, “…during his time at the Applied
Physics Laboratory, David has had a remarkable
impact on our work in remote sensing, advancing
our capabilities and contributions…and helping to
develop the next generation of talent.” Another
noted that his development of a novel 1-dimen-
sional Convolution Neural Network (CNN) could
distinguish signals often overlooked due to
their similarity to the background. The results of
this new data processing method “improved the
detection of chemical leaks without the usual
number of false alarms” and has greatly improved
hyperspectral imaging for detecting chemical
leaks in environmental monitoring and post-
disaster recovery.

(continued on pg. 4)
The advice he would give his younger self: “It’s a marathon, not a sprint. Take a deep breath, slow down a little, and be patient.” He also noted that age has made him realize that “I don’t care if others approve of me being gay. It is just one aspect of a much bigger, richer life.”

**2023 LGBTQ+ SCIENTIST OF THE YEAR: PROF. VICTORIA ORPHAN, PH.D.**

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. Victoria Orphan, the James Irvine Professor of Environmental Science and Geobiology in the Environmental Science and Engineering Department at Caltech. Orphan is also the Allen V. C. Davis and Lenabelle Davis Leadership Chair in the Center for Environmental Microbial Interactions and the Director of the Center for Environmental Microbial Interactions.

Dr. Orphan focuses on molecular microbial ecology, developing new molecular and isotopic tools to determine how communities of anaerobic bacteria cycle carbon and sulfur in the environment and ocean. Through the integrated application of environmental ‘omics, the Orphan lab provides new insight into interspecies interactions in oxygen-poor environments, such as methane seeps and vents along the floor of the deep ocean and in the sediment of seagrasses. She has published over 140 peer-reviewed publications. Orphan was inducted as an AAAS Fellow in 2020, elected an American Geophysical Union and Academy of Microbiology Fellow in 2015 and 2021, and received a MacArthur grant in 2016. She has also been recognized for her scholarship, mentorship to 40+ graduate students and postdocs, and diversity-related efforts, including the Dr. Fred Shair Award for Programming Diversity at Caltech.

Letters of support highlighted the creativity Orphan brings to her research. “She is a renaissance woman, expertly combining tools and techniques not often found in the same laboratory or field. Victoria is providing rich datasets of microbial communication that combines imaging (optical, electron microscopies, synchrotron-based methods) with whole genome and proteome datasets.” Another letter writer emphasized the “unflagging support of DEI locally at Caltech and globally.”

When asked what advice she has for future LGBTQ+ scientists interested in research in this world and beyond, she offered: “Use your passions in science and life as a guide for your future career and, as much as possible, keep that sense of wonderment and curiosity alive. Working with and learning from diverse scientists with different backgrounds and scientific expertise has enriched my life, and I believe is the sweet spot for new discoveries and innovation.”
Out to Innovate is proud to announce the winners for the 2023 Out to Innovate Career Development Fellowship for Trans and Non-Binary People in STEM, formerly known as the Ben Barres Fellowship. This merit-based fellowship provides awards, up to $5000, to support professional development of trans, intersex, and non-binary graduate students and post-doctoral scholars in science, technology, engineering, and mathematics (STEM) fields.

Eleven trans, intersex, and non-binary early career researchers have been awarded amounts ranging from $2,300 to $5,000. This year’s fellows are in the fields of ecology, aging, astrophysics, math and physics education, biomedical sciences, and statistics at universities in the US, UK, and Canada. This is a merit-based award, and the funds support the recipient’s professional development. These awards are funded by a generous anonymous donor. The majority of the funds are supporting equipment, supplies, training courses, and conference attendance. The winners of this year’s awards are:

**Dr. Matilda Brown** is a postdoctoral scholar at the Royal Botanic Gardens, Kew where they model plant extinction in an effort to improve endangered species classifications.

“This fellowship means an incredible amount to me. As well as allowing me to share my research at a global forum of conservation researchers, it feels great to be celebrated for being non-binary.”

**Winston Cuddleston** is a graduate student of Biomedical Sciences at the Icahn School of Medicine at Mount Sinai. His work helps identify novel molecular and cellular mechanisms of Alzheimer’s disease as potential therapeutic targets.

“I am extremely grateful to be recognized as an Out to Innovate Career Development Fellow. This award provides support for me to present my research and establish connections with my colleagues that will promote success in my career.”

(continued on pg. 6)
**Dr. Adrianna Kępińska** is a postdoctoral scholar at the Icahn School of Medicine at Mount Sinai where they study the genetics of postpartum psychosis.

“I am honoured to be awarded the OTI Fellowship. Professionally, it will enable me to continue my research and to complete extra training in statistical genetics, allowing me to further refine my scientific skill set. The Fellowship will fund access to data on postpartum psychosis, which, as a both very severe and very rare disorder impacting parents and children, has been exceedingly difficult to research and treat. Given the current scarcity of findings, it is very important to me to deliver studies on this topic, which are carefully conducted and produce high quality results. I am grateful that the Fellowship will enable me to this important end. Personally, I am delighted for this recognition. In my academic field of psychiatric genetics, there are still relatively few role models who identify as non-binary, like I do. I hope that this award can be proof to fellow early-career queer academics that there are successful futures, professional possibilities, and wider recognition available to us.”

---

**Josie Meyer** is a graduate student at the University of Colorado-Boulder in Physics Education Research where she develops evidence-based teaching practices for Quantum Information Sciences.

“\[Image\] Josie Meyer

“I am thrilled and honored to be a recipient of the Out to Innovate Career Development Fellowship. It can be both rewarding and isolating to visibly represent non-binary...”

(continued on pg. 7)

---

**Taz Mueller** is a graduate student in Ecology, Evolution, and Behavior at the University of Minnesota, Twin Cities. Their work studying fungal microbes in plant leaves will help dissect the interconnected effects on the host plant.

“I am thrilled and honored to be a recipient of the Out to Innovate Career Development Fellowship. It can be both rewarding and isolating to visibly represent non-binary...”

(continued on pg. 7)
Jenn Paik is a graduate student at the University of Michigan developing a multifunctional organohydrogel material which has possible applications as a transparent, skin-adhesive strain sensor for motion monitoring in biomedical applications.

“I express my identity as a non-binary person primarily through visual art and writing while hiding it in science & engineering environments. In my personal statement, I drew a parallel between art and soft materials development, describing my science as a creative art that benefits from the ideas that percolate throughout a diverse social sphere. In both materials development and art, the starting materials provide the parameters for creativity. By expanding the social sphere in which science is performed, we can broaden the parameters of creativity, and therefore I need to acknowledge my identity as a LGBTQ+ person of color and be the representation I wish to see in the field. This fellowship is the first time I have been able to publicly acknowledge my identity in such a significant way.”

Clara Qin is a graduate student at the University of California, Santa Cruz. She uses computational methods to understand the macroecology of soil microorganisms in unmanaged and agricultural systems with applications for organic crop disease control.

“I am honored to be the recipient of an OTI Career Development Fellowship. To me, this fellowship means that trans and queer people deserve to be recognized not only for their mere presence in the sciences but also for...”

(continued on pg. 8)
Clara Qin

“... their professional achievements and their attentiveness to science’s broader societal impacts. The funding provided to me will be used to advance an interdisciplinary understanding of soil microbial macroecology in managed and unmanaged systems with applications for organic crop disease control. Through this research, I hope to demonstrate that even my fairly abstract field has the potential to create exciting new possibilities for just and sustainable food systems.”

Sophia Sosa is an Astrophysics graduate student at the Rochester Institute of Technology developing methods for using pulsar timing to detect gravitational waves.

“In an academic world that, more often than not, has been historically characterized by segregation and exclusion, the Out to Innovate Career Development Fellowship serves as a beacon of hope. I remain incredibly thankful and filled with gratitude for this recognition, not only because it represents an extraordinary opportunity to advance my research and my career but also on a personal level because it reaffirms my belief that LGBTQ+ people belong in the scientific community.”

Dr. Dylan Spicker is a postdoctoral scholar at McGill University where they develop novel statistical techniques for personalized medicine and public health applications.

“The OTI Fellowship will provide crucial, material support for my research, removing barriers and inefficiencies which I presently face. More saliently than the financial component is the visibility and recognition stemming from the fellowship. By affirming... (continued on pg. 9)
Bennett Van Camp is a graduate student in the Biology of Aging Doctoral Program at the University of Southern California. “I am extremely honored to have received the Out to Innovate Career Development Fellowship. With these funds, I will be able to attend one of the most prestigious conferences in my field, which will not only greatly increase the visibility of my work but also better connect me to the international field of geroscience. Additionally, this fellowship will give me the opportunity to create a network of support within the queer academic community as we push for equitable representation in the highest levels of our fields.”

Out to Innovate Bulletin, Vol 3, Issue 2, ISSN 2768-6264 (print), ISSN 2768-6272 (online)
Out to Innovate believes that higher education institutions have a responsibility to foster environments that both support and reflect the diversity of the United States and to increase representation of not only all underrepresented students but also faculty and staff. The key to success in this is to increase mentorship, formulate pedagogical initiatives, adopt equitable and accessible practices, and build supportive climates that value DEIA of all underrepresented people on campus, in business, and across society.

We call upon the leaders of academic institutions and industry to stand up for their students, faculty, employees, and others who may feel unsupported in the face of political, media, and social torrents. We support prioritization of academic endeavors in scientific and technological advancement and oppose intolerant agendas that remove funding for DEIA initiatives, close DEIA offices, end DEIA training, and restrain curricula regarding diversity-related concepts. We need all people to contribute to our future success in order for that success to extend to everyone, and Out to Innovate will continue to work toward that goal.

-The Out to Innovate Board

You are invited to participate in a research study on the unique work-family experiences of LGBTQ+ people!

Earn up to $20 in Amazon Gift Codes and advance the scientific understanding of how organizational factors relate to the identity disclosure decisions of LGBTQ+ workers. Participation will consist of providing information about yourself and your work experiences across three short surveys that will take under 30 minutes total (and no more than 15 minutes at one time) to complete.

To participate, you must be 18 years old, work 30 hours per week for pay in the United States, work in-person for at least 20% of your typical workweek, and not be self-employed.

Please follow this link to the informed consent if you are interested in participation or want more information:

https://tinyurl.com/ycxfv9sr

Looking for ways to get involved with Out to Innovate’s work?

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 - Penn Hutchinson (ph-board@noglstp.org)
Communications - Dane Samilo (ds-board@noglstp.org)
Programs - Christine Bland (rcb-board@noglstp.org)
MEMBER SERVICES
The Out to Innovate member services site allows for self-serve member update and automated renewal notices. Visit our website at: https://oti.memberclicks.net/membership 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 by filling out out a downloadable form from our website. We're happy to have your support any way you want to give it!

AFFILIATES
- 500 Queer Scientists
- American Institute of Chemical Engineers (AIChE)
- 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)
- Queer Science Society
- Spectra: The Association for LGBT Mathematicians

EXECUTIVE BOARD
- **TJ Ronningen** (Chair) Columbus, OH  
  - tj-board@noglstp.org
- **Barbara Belmont** (Treasurer), Pasadena, CA  
  - bbelmont@noglstp.org
- **Christine Bland** (Member), Denver, CO  
  - rc-board@noglstp.org
- **Luca Caputo** (Member), San Diego, CA  
  - lc-board@noglstp.org
- **Rochelle Diamond** (Member), Pasadena, CA  
  - rd-board@noglstp.org
- **Penn Hutchinson** (Member), Allegany, NY  
  - ph-board@noglstp.org
- **Amlan Mukherjee** (Member), Washington, DC  
  - am-board@noglstp.org
- **Benjamin Gerstner** (Member), New York, NY  
  - bg-board@noglstp.org
- **Dane Samilo** (Secretary), Washington, DC  
  - ds-board@noglstp.org

SUBMISSIONS
The Out to Innovate Bulletin is published quarterly, most of the time. Contributed articles are welcome and encouraged and may be emailed as plain text to editor@noglstp.org. The next publication deadline (for the winter newsletter) is **February 28, 2024**. Please acknowledge the Out to Innovate Bulletin as your source if you choose to reproduce any of these articles.

FOLLOW US
linktr.ee/outtoinnovate

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