

Winter

NEWSLETTER

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MARK YOUR CALENDARS



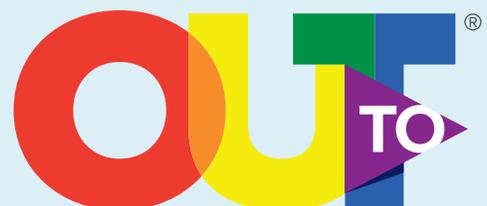
MAR 2-5 - AAAS Annual Meeting, Washington, DC



MAR 3, 10, 17, 24, 31 - PRISMATIC Workshops (virtual)

ABOUT US

Out to Innovate (formerly NOGLSTP) is 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.



INNOVATE

2023 OUT TO INNOVATE CAREER DEVELOPMENT FELLOWSHIP RECIPIENTS

Out to Innovate is proud to announce the winners for the 2023 Out to Innovate Career Development Fellowship, 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."

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 skillset. 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. "For those of us trying to change the system of STEM from within, particularly in the STEM education research community, it can be particularly difficult to access the very professional development funds we need to be most effective in our mission. Thanks to the Out to Innovate fellowship, I will have the opportunity to present my research beyond the education research community to reach the audiences who may be able to benefit the most from hearing it."

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 scientists in the field of Ecology & Evolution, but the existence of this fellowship is a testament to the incredible power of the queer community and the remarkable progress that has been made in STEM fields and academia. To

2023 OUT TO INNOVATE CAREER DEVELOPMENT FELLOWSHIPS

(CONTINUED FROM P.2)

go from often being the only openly trans voice in a room to being able to accept a fellowship that explicitly celebrates and supports queer and trans scientists is incredibly meaningful to me. Additionally, the financial support that the OTI Career Development Fellowship provides in covering my research expenses is crucial to the completion of my PhD, and it will facilitate my ability to continue working towards inclusion and equity for the queer community in STEM.”

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 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 personalised 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 the important work that trans*, intersex, and non-binary individuals are conducting in STEM, the fellowship helps to lend credibility to the viability of this career path for people who may otherwise not see themselves represented here. I am appreciative that, with the assistance of this fellowship, I may be able to make the field of Statistics more inviting in ways that would have eased my journey to this point.”

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.”

In addition to the winners announced here, we are proud to support one fellow who wishes to remain anonymous.

AAAS ANNUAL MEETING — MARCH 2-5

Out to Innovate is supporting the 2023 AAAS Annual Meeting in Washington, DC on March 2-5. OTI representatives will be in the expo hall and will be hosting a coffee hour for LGBTQ+ people in STEM. If you are attending the meeting, please stop by.

In addition, Dr. Jane Rigby is a featured speaker at the meeting for her role in the James Webb Space Telescope, Science magazine's "2022 Breakthrough of the Year". Dr. Rigby was recognized as Out to Innovate's 2022 LGBTQ+ Scientist of the Year.

JOHN CORTINAS RECEIVES PRESIDENTIAL RANK AWARD

NOAA's John Cortinas has been awarded the Presidential Rank Award., one of the most prestigious awards given to those in federal career civil service. The award highlights the important contributions of dedicated civil servants in the American federal workforce. From the award citation for John Cortinas:

"John Cortinas, Ph.D, NOAA's Director at the Atlantic Oceanographic and Meteorological Laboratory, has been a trailblazer and a visionary leader for more than 15 years of federal service through several senior leadership positions in OAR. Cortinas' exceptional leadership has benefited the American public in many ways throughout his federal career. Cortinas has created world-class research that has made significant improvements in NOAA's ability to provide accurate and timely forecasts and warnings for many types of extreme weather, including hurricanes, severe thunderstorms, floods, heatwaves, and strong winds. Moreover, as the first openly gay Senior Executive of Hispanic descent to lead both an OAR program and national laboratory, he has been an exemplary role model for NOAA's workforce and others from underrepresented communities and has worked tirelessly to advance diversity and inclusion across NOAA."

FOUR OTI BOARD MEMBERS STEP DOWN

Chris Bannochie served multiple terms as a board member and was instrumental in establishing a strong relationship between OTI and the American Chemical Society (ACS) as their affiliated organization grew in prominence and impact. Bannochie co-chaired the 2014 OTI Summit in Atlanta, GA and supported the OTI rebranding and reorganization in 2020.

Terry Demby joined the board in 2017 and chaired the 2019 OTI Summit in Pasadena, CA. Demby supported the OTI rebranding and reorganization in 2020, volunteering as the first chair of the fundraising committee.

Marcie Mathis served multiple terms as a board member and was instrumental in establishing a strong relationship between OTI and the Society of Women Engineers (SWE). Mathis has represented OTI many times at SWE events, pFLAG events, and at events in her community in Washington state. Mathis is continuing to serve as the SWE representative to the board.

Bishwajit Paul joined the board in 2021 and volunteered to lead the Education & Advocacy committee where he organized support of several events with the Societies Consortium on Sexual Harassment in STEMM and updated the OTI resources collection.

OSTP ANNOUNCES RELEASE OF FEDERAL EVIDENCE AGENDA ON LGBTQI+ EQUITY

The White House Office of Science and Technology Policy (OSTP) announced on Jan. 24, 2023 the release of their Federal Evidence Agenda on Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (LGBTQI+) Equity. This roadmap advances the White House's efforts to address a data gap on the available information about LGBTQI+ people collected by federal agencies. This roadmap provides guidelines on evidence-backed questions for agencies to consider and provides guidance on needed safeguards to protect individual privacy, security, and civil rights. The Agenda has been posted [here](#).

PRISMATIC VIRTUAL WORKSHOP SERIES TO BEGIN IN MARCH

The first Propagating Research ethics around Sexual Marginalization and Transgender Issues Conference (PRISMATIC), focused on undergraduate STEM education research, will begin with virtual workshops every Friday in March, 2023, 2-4 p.m. Eastern time, and a hybrid workshop May 31-June 2 (online/in person in Nebraska). Further dissemination workshops will occur in fall 2023. This initiative, funded by the National Science Foundation, is led by the University of Nebraska-Lincoln, Clemson University, and the University of North Carolina Charlotte, and Out to Innovate member Dr. Bryce Hughes is part of the organizing committee.

Prior to these workshops, PRISMATIC is surveying researchers in STEM, Education, LGBTQIA+ Areas, and Human Subjects Research to gather information about considerations for ethical and responsible research with LGBTQIA+ populations in undergraduate STEM fields. You are invited to complete this survey and register for the virtual workshops. (Please note that the organizers welcome and value your input, even if you are unable to attend any/all of the subsequent virtual workshops; and, signing up does not obligate you to participate in all workshop.) Please complete your registration and survey by Friday, February 24, 2023. You can register and access the survey [here](#).

The overall goal of PRISMATIC (DUE-2220269) is to provide guidance for ethical and responsible research with LGBTQIA+ individuals in STEM higher education contexts. To do this, subject-matter experts will be brought together to discuss salient ethical considerations, create resources for STEM education researchers, and draft a national agenda for ethical and responsible research involving undergraduates who hold minoritized gender and sexual identities in STEM higher education contexts. Products will include a checklist-style resource of considerations for ethical and responsible research with LGBTQIA+ participants in STEM higher education contexts; an initial set of materials to use in ongoing professional development for ethical and responsible research with LGBTQIA+ participants in STEM higher education contexts; and development of a national research agenda related to ethical and responsible research with LGBTQIA+ participants in the contexts of STEM higher education.

PROGRAMS COMMITTEE SEEKS VOLUNTEERS

OTI's Programs Committee is seeking volunteers to help conduct all of our ongoing, public facing programs: scholarships, fellowships, recognition awards, and hosted meetings. In the next year, the committee is aiming to increase collaboration with other diversity in STEM organizations through joint events. In any of these roles, volunteers are essential. Most volunteer roles are limited to about 4-12 hours of work during the period when an event is being planned or active. Please contact Christine Bland and TJ Ronningen if you would like to join the Programs Committee and receive invitations to the committee's quarterly meetings.

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 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 Astronomical Society (AAS) Committee for Sexual Orientation and Gender Minorities in Astronomy (SGMA)
- 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)
- Spectra: The Association for LGBT Mathematicians

EXECUTIVE BOARD

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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 spring newsletter) is **April 28, 2023**. Please acknowledge the Out to Innovate Bulletin as your source if you choose to reproduce any of these articles.

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