



National Organization of Gay and Lesbian Scientists and Technical Professionals dba Out to Innovate
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outtoinnovate.org

Out to Innovate stands against anti-Asian racism and bigotry

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Asians, Asian Americans and Pacific Islanders are experiencing a rise in incidents of hate and violence since the start of the coronavirus pandemic. These crimes and murders echo a historical pattern that has seen Asians, Asian Americans and Pacific Islanders targeted in crimes evoking xenophobia, misogyny, and stereotypes that marginalize Asians, Asian Americans and Pacific Islanders.

A democratic society that supposes itself to be based on the precepts of liberty and justice for all cannot coexist with an ideology that demeans and debases members of that society. LGBTQ people, especially LGBTQ Asian and Asian Pacific as well as LGBTQ people of color, have long been victims of this brutality born of bigotry.

We, the members of the Out to Innovate (formerly NOGLSTP), are no strangers to the ills of bigotry. We have no illusions of our ability to single-handedly solve this societal illness known as racism, but we also acknowledge that to simply be aware of racism is another form of inaction. If we are not part of the solution, then we are part of the problem. We reiterate again that we need to acknowledge our weaknesses and set meaningful goals to address them. We need to be committed to real and lasting change not only in our society but in our organization and our sister organizations. Successful innovation in science and technology is dependent on an open, diverse, and inclusive workforce that brings all minds to bear on finding solutions to our enigmas. We stand for inclusion, diversity, education, equity and accessibility. We stand with our colleagues and people of all races and ethnicities against injustice and systemic racism.

We call on all of our colleagues to fight for an end to oppression and inequity.

We therefore pledge ourselves to honor these, our core values.

- Support efforts to combat systemic racism in the STEM fields to ensure a more just and fair society.
- Strive to be inclusive as an organization, learning from and empowering our members to share knowledge.
- Support racial justice and equity in all institutions.
- Solicit the help of our local, state, and nationally-elected officials, demanding their commitment to racial and economic equality and justice.

We must finally and effectively confront racism and bigotry in all its forms. We must advance the cause of those historically left at the margins of society, and promote the inclusion of all people in the fruits and benefits of society. We stand with oSTEM, SWE, SHPE, and SASE in such efforts.