

NOGLSTP *Bulletin*

Summer 2002

©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



LGBT Chemists and Allies

For years, small groups of American Chemical Society's queer chemists have been making a point of socializing at the twice-yearly ACS national conventions. The LGBT Chemists and Allies, as they called themselves, became a NOGLSTP caucus several years ago. Since nearly 20% of NOGLSTP members are chemists, this alignment seemed like a good way to leverage influence on ACS Headquarters. Thanks to ACS Councilor Chris Bannochie (also a NOGLSTP member), and ACS President Eli Pierce (an ally), NOGLSTP hosted a social hour at the National ACS Meeting in Orlando this past Spring. This well-attended and well-received event debuted NOGLSTP and the LGBT Chemists and Allies in main-stream visibility at a national ACS meeting. Another social hour is planned for the upcoming Fall National ACS Meeting in Boston, and it looks like NOGLSTP can count on a permanent presence at subsequent ACS conventions.

NOGLSTP would like to do something similar at IEEE and FASEB national conventions, and seeks active members of those organizations to assist with the process.

NOGLSTP Members at Work

NOGLSTP Member PattiMichelle Sheaffer reports that her Aerospace Lambda Alliance group sponsored a UNITY IN DIVERSITY day in May. Organized in conjunction with the Women's, Black, Asian, and Hispanic groups at the Aerospace Corporation, the event was a resounding success. The corporate culture at Aerospace Corporation is tightly connected to the Air Force and their "don't ask/don't..." policy, so PattiMichelle considers this successful event "...one more baby step toward broader awareness!"

NOGLSTP Member Jack Harris is pleased to announce that his employer, Los Alamos National Laboratory, agreed to run an event on the main LANL Web Page under the events calendar about an LGBT topic. This is a milestone event for LANL. Jack is a member of the Los Alamos National Laboratory Lesbian, Gay, Bisexual, Transgender and Intersex Diversity Working Group, website www.lanl.gov/orgs/dvo/lgbdwg/

LGBT Scientists Share Their Experiences

Submitted by Yee-Ming Chan, M.D., Ph.D., Pediatric Resident, University of California, San Francisco (UCSF) and Bill Lindstaedt, M.S., Director, UCSF Career Center

A panel discussion held at the University of California, San Francisco (UCSF) on May 1, 2002, addressed the unique career issues faced by gay, lesbian, bisexual and transgendered/transsexual (LGBT) scientists – an often invisible minority within the scientific community. The panel of six lesbian, gay, and transsexual faculty and researchers from local industry were Robert Beatty (UC Berkeley), Frauke Bentzien (Exelixis), Carolyn Bertozzi (UC Berkeley), Joanne Engel (UCSF), Joan Roughgarden (Stanford), and Michael Yakes (Exelixis). They addressed an audience of about fifty graduate students, postdoctoral fellows, faculty, and staff from throughout the San Francisco Bay Area. The discussion focused on the status of LGBT people in the biomedical sciences. This first-ever event was convened by the UCSF LGBT Student Association with the support of UCSF's Postdoctoral Scholars Association, Graduate Students Association, Women in Life Sciences, LGBT Resource Center, and Career Center.

The panelists' outlooks ranged from cautious to optimistic. Dr. Bertozzi firmly believed that the quality of a scientist's work overshadows all other factors in determining the success of his or her career. Others felt politics still play a significant

(Continued on page 2)

Inside this Issue:

LGBT Chemists and Allies	1
NOGLSTP Members at Work	1
LGBT Scientists Share Their Experiences	1,2,3
Homophobia=Racism	2
AT&T Keeps Gay Worker Protections	2
Oil Giant BP Supports ENDA	2
Man Leaves \$7.2M to Gay Groups and School	3
Event Calendar	3
Renewal/Membership Form	3,4
Transgender Scientist of Contemporary Note	4
In Memorium: Kinsey Research Psychologist	4
Volunteer Opportunity	4
About NOGLSTP	4

Surprise Surprise:

Homophobia = Racism

Homophobia is a misnomer, according to a group of U.S. psychologists. At the American Psychological Society convention in New Orleans this past June, psychologists presented results from a series of surveys measuring attitudes on homophobia, human sexuality, disgust emotion, contamination obsessions, and fear and anxiety. According to the study, people who showed homophobic tendencies on the IAH also displayed conservative sexual attitudes, along with elevated levels of disgust and dread of contamination. The findings suggest that social conditions and attitudes, not psychological factors, create homophobia, the researchers said. In other words, homophobia is closer to racism than it is to a phobia. Even though it is not a psychological condition, the study's authors recommended altering social conditioning in homes and schools as a treatment for homophobia. (Source: *gay.com*)

AT&T Keeps Gay Worker Protections

For the second year in a row, 94% of AT&T voting shareholders have rejected a proposal to remove the company's GLBT nondiscrimination policy. A shareholder group had forced the issue onto the agenda of the company's annual meeting in Charleston, S.C. The AT&T board had recommended the challenge to the policy be defeated. The nondiscrimination policy at AT&T, in effect since 1975, is the oldest in the United States.

"AT&T shareholders are to be congratulated for again rejecting this regressive proposal," said Gregory Srnick, co-president of AT&T's Lesbian and Gay Business Resource Group (LEAGUE). "The primary purpose of this 27-year-old policy has always been to foster an inclusive workplace. This is not a special right. All employees should be free of discrimination," he said. (Source: *365Gay.com*)

Oil Giant British Petroleum Supports ENDA

The head of British Petroleum backed the Employment Non-discrimination Act (ENDA) in a speech this past June to a business audience in Berlin, the Human Rights Campaign announced.

BP chief executive officer John Browne told groups from The Conference Board and from the Catalyst research organization: "We have to go beyond discrimination and that's why, for instance, we endorse measures such as the Employment Non-discrimination Act in the United States."

ENDA would ban sexual orientation discrimination in much of the American workplace.

The largest oil and gas producer in the United States, BP joins a long list of major international corporations in support of the legislation, including Shell, AT&T, Xerox, Kodak, General Mills, Microsoft and Coors. (Source: *gay.com*)

Editor's Note: Human Rights Campaign has a website devoted to queer issues in the workplace, and an extensive database on diversity-affirming companies. Point your web browser to www.hrc.org/worknet/index.asp for more information.

(Scientists Share Experiences—Continued from page 1)

role. All panelists agreed that LGBT scientists must consider carefully when, how, and with whom to "come out," to reveal that one is LGBT, but they differed in their specific advice. Some panelists felt the best approach for LGBT scientists, especially for temporary or short-term career assignments, is to try to "pass" as straight or conventionally gendered. For Dr. Yakes, the beginning of his career was "all about the science and only about the science." Only after he had reached a few important milestones in his career did he feel comfortable bringing his partner to work or to social functions.

Other panelists could not advocate hiding the fact that one is LGBT. "It's never right to mislead your coworkers," said Dr. Bertozzi, who has always been open about her sexuality and had never experienced any negative consequences, to her knowledge. Indeed, some of the greatest resentment directed at panelists by their colleagues occurred when they came out after years of "passing."

None of the panelists knew of any formal resources for determining whether a particular department at a university or company is LGBT-friendly. The panel agreed on some generalities, however. They felt that the East and West Coasts were more open than the South and Midwest, and that the San Francisco Bay Area in particular provides a uniquely protective place for LGBT scientists. Also, medical departments seem to be more open to having LGBT faculty than basic science departments.

Many on the panel and in the audience felt that the situation has improved for LGBT scientists. One young faculty member in the audience applauded the courage of the panelists and remarked, "At least we now have heroes – successful scientists who happen to be LGBT and out at work, yet who are comfortable and secure in their professional lives. Ten years ago, there were no role models – no one!" The panelists shared stories of receiving support from thesis advisors and departmental supervisors, and even from institutional policies. By being informed of domestic partner benefits during new employee orientation, Dr. Yakes received the message that LGBT employees are as valued as their non-LGBT colleagues.

Dr. Roughgarden was uncertain whether these positive developments represent a trend or merely a swing of the pendulum, with a backwards swing inevitable in the future. A "good ol' boys" network still prevails in many departments, and even at major universities there are often no out scientists and rarely more than one or two.

The panelists all shared stories of difficulties they encountered at various points in their careers. As graduate students, the panelists put up with insults in hallways and awkward avoidance from colleagues. As junior faculty at recruitment dinners, they endured homophobic jokes told to job applicants by colleagues who knew full well that an LGBT colleague was sitting at the table. Dr. Roughgarden alluded to problems encountered by senior faculty members who came out, from being phased off of academic committees and receiving pressure to retire early to outright dismissal.

Transgender scientists continue to experience more difficulty than their lesbian and gay colleagues. It is difficult if not impossible for transgender people to pass as conventionally gendered. Further-

(Continued on page 3)



**Renew or
Make Changes
Online**
at
www.noglstp.org/memberservices.php

IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. If it says 200206-200209, it is time to renew your dues. If it says 200203-200205, or trial2, it is past time to renew or join, and this will be your final newsletter unless we hear from you. We need and appreciate your continued support. You may renew online (and pay with a credit card), 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. Remember to add \$5US if you are subscribing outside of the US. Thank you. You may also use this form to inform us of any address or area code changes.

Man Leaves \$7.2M To Gay Groups & School

Clarence Anderson, a WWII Veteran who spent his entire career with IBM, amassed a small fortune in stock as his employer went from tiny company to a worldwide computer and technology company. Before his death from cancer last summer, Anderson had the foresight to set up the E. Anderson Living Trust & Charitable Foundation, which will oversee the disbursement of his 7.2 million dollar estate to his alma mater and 7 gay organizations over the next ten years. (Source: 365Gay.com and www.lcla.org/newsevents.htm)

Editor's Note: Alas, NOGLSTP is not a beneficiary of these gifts, but the editor is happy for those who are. She is also happy to be reminded that one does not live forever, and is well advised to plan for the disposition of her meager estate. And finally, she is happy to have the opportunity to shamelessly suggest that NOGLSTP members consider NOGLSTP's non-profit status with generosity when making decisions regarding charitable actions or estate-planning...

Events Calendar

- ∇ August 19: NOGLSTP Social Hour at American Chemical Society National Meeting in Boston MA
<http://www.noglstp.org/lgbchem/meetings.html>
- ∇ August 19: Out and Equal Workplace Summit, Orlando FL
<http://www.outandequal.org/programs/2002oews/index.htm>
- ∇ August 24: Jersey City NJ Pride
- ∇ Other Pride Events:
<http://www.interpride.org/igc02/igc2002index.htm>
- ∇ February 16: NOGLSTP Business Meeting, Reception at American Association for Advancement of Science meeting in Denver CO

(Scientists Share Experiences—Continued from page2)

more, people are often more uncomfortable with transgender colleagues than with LGB colleagues.

One question the panel struggled to answer was whether LGBT people of color face a double challenge. Being all white, the panelists were unable to provide a direct answer. Dr. Beatty stated that a friend of his, a Latina, lesbian scientist in industry, felt that being a woman posed a much greater barrier to their advancement than being Latina or a lesbian. Drs. Engel and Bertozzi strongly agreed with this sentiment. (Also see the May 16, 2002, Synapse article, "Women Faculty Unhappy, Survey Finds.")

After an hour of discussion, it was clear that LGBT scientists face a variety of challenges. It was equally clear that the panel, as eye-opening and thought-provoking as it was, only scratched the surface of these issues. Perhaps the most encouraging aspect of the panel, more than anything that was said, was simply the existence of out scientists willing to speak publicly about their experiences. The audience left hopeful that this event will mark the start of an ongoing discourse about the barriers faced by LGBT scientists and, eventually, about strategies to overcome these barriers.

----- cut here -----

Membership Form

To renew your NOGLSTP membership or become a member of NOGLSTP, support its activities, and receive a newsletter, complete this form and send it with a check or money order to:

**NOGLSTP
PO BOX 91803
Pasadena CA 91109**

Annual Membership Dues are:

\$15-35 (sliding scale) (tax deductible after the 1st \$10)

\$10 for students and unemployed*

*inquire about our limited free memberships to 'starving students'

\$5 extra for memberships outside of the US
(for the extra postage) (US Funds only, please!)

Renewal New Info change only

Name: _____

Address: (don't forget your zip code!)

Telephone: _____

Email/URL: _____

Technointerest or profession:

Latest Degree/Subject:

Do you want your name and phone/email printed on a membership roster to be released to other NOGLSTP members?

YES

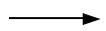
NO

Do you want your email/URL to be placed on the NOGLSTP web page?

YES

NO

Don't forget to fill out the other side



Transgender Scientist of Contemporary Note—Stephanie Langhoff

Dr. Langhoff's research interests include studies of both molecular structure and molecular spectroscopy using *ab initio* quantum mechanical methods. The work has relevance to studies of astrophysics, atmospheric chemistry, aerothermodynamics, and combustion chemistry. Her current research interests include the determination of theoretical infrared spectra for polycyclic aromatic hydrocarbons to assess their role as carriers of the unidentified infrared and diffuse interstellar bands. In her current position as Chief Scientist of NASA's Ames Research Center, she assists the Center Director and Director of Research in promoting scientific excellence and the Center. Previously, she was Chief of the Computational Chemistry Branch at NASA. Her background includes a BS in Chemistry from Colorado College in 1968, a PhD in Physical Chemistry from University of Washington in 1973, and an MBA from MIT in 1998. (Source: *Aerospace Lambda Alliance Unity In Diversity Day informational display*)

Membership/Renewal Form (continued):

Please list any other professional organizations that you belong to:

Special Techno-Interests or Expertise:

For New Members: How did you learn of NOGLSTP?

WHAT WOULD YOU LIKE TO HELP US WITH? (CHECK ANY THAT INTEREST YOU)

- BOARD OF DIRECTORS
- HOLD OFFICE
- AAAS
- FUNDRAISING
- NEWSLETTER ARTICLES
- EDIT NEWSLETTER
- PRODUCE NEWSLETTER
- NEW PAMPHLET TOPICS
- GRANT WRITING
- G/L/B/T CAUCUS OF PROFESSIONAL SOCIETIES (which one?)
- OTHER _____

In Memoriam:

Alan Bell, Kinsey Research Psychologist

Alan Bell, a research psychologist who led a groundbreaking Kinsey Institute study two decades ago suggesting that homosexuality has a biological basis, died of a stroke May 13 at age 70. A retired professor of counseling and educational psychology at Indiana University in Bloomington, Bell was a senior research psychologist for 14 years at the Alfred C. Kinsey Institute for Sex Research. Bell led the Kinsey Institute study, published in 1981, that suggested that homosexuals are born with that predisposition and not influenced by traumatic experiences during childhood development. "We found homosexuality is deep-seated and not something that one chooses to be or not to be," Bell said at the time. "We looked at the biological underpinnings of sexuality." (Source: *Los Angeles Times*)

Volunteer Opportunity:

Edit the NOGLSTP newsletter. Involves collecting and creating content, laying out with desktop publishing software, and delivering electronic version to NOGLSTP Office via email on a quarterly basis. One year commitment, minimum. No pay, just glory. Inquire at editor@noglstp.org

ABOUT NOGLSTP

NATIONAL ORGANIZATION OF GAY AND LESBIAN SCIENTISTS AND TECHNICAL PROFESSIONALS, INC., is a nation-wide organization of lesbian and gay scientists and technical professionals, regional and caucus groups, and others interested in technical matters and the gay and lesbian community. NOGLSTP's goals include dialog with professional organizations, providing information, improving our member's employment and professional environment, opposing homophobia and stereotypes, educating the gay, scientific and general communities, and fostering intercity contacts among our members. National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc. is a tax-exempt educational organization under IRS section 501(c)3, incorporated in the State of California (TAX ID # 95-4358685). Written correspondence may be addressed to: NOGLSTP, PO BOX 91803, Pasadena CA 91109-9813. For more information, see our web page at <http://www.noglstp.org/>

Board of Directors:

Rochelle Diamond, Chair, Pasadena CA	626 791-4393
Diamond@its.caltech.edu	
John Burke, Member at Large, Dallas TX	972 503-6867
J-burke@raytheon.com	
Mark Tumeo, Member at Large, Cleveland OH	216 687-4860
M.tumeo@csuohio.edu	
Arnold Zwicky, Member at Large, Palo Alto CA	
Zwicky@csl.stanford.edu	

Newsletter

The **NOGLSTP Bulletin** is published quarterly. Articles are encouraged and gratefully received. e-mailed articles to the NOGLSTP office c/o editor@noglstp.org are preferred. Next publication deadline: October 6, 2002.

Please acknowledge the **NOGLSTP Bulletin** as your source if you choose to reproduce any of these articles.