

NOGLSTP *Bulletin*

Winter 2004

©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

NOGLSTP to Honor Diamond, Wagner, and AAAS at Inaugural Awards Ceremony in February

NOGLSTP is pleased to announce the first recipients of the Walt Westman Award, The GLBT Award, and the Institutional Award, to be presented during the NOGLSTP Reception at the upcoming AAAS AMSIE in Seattle on February 15, 4-6 pm, at the Seattle Sheraton Hotel.

Ms. Rochelle Diamond has been selected to receive the Walt Westman Award. Named after one of NOGLSTP's founders, this is the highest national award our organization gives to a NOGLSTP member in recognition of outstanding contributions to the advancement of NOGLSTP's growth. Ms. Diamond, a Member of the Professional Staff at Caltech, is Director of the Flow Cytometry and Cell Sorting Facility and Rothenberg Group Laboratory Manager. She has been a NOGLSTP member since 1983. After she became Chair of the organization in 1989, Ms. Diamond guided NOGLSTP through the non-profit application process and ultimate affiliation with the American Association for the Advancement of Science (AAAS). Throughout her affiliation with NOGLSTP, she has spearheaded all of NOGLSTP's AAAS symposia and most of the educational pamphlets. She was responsible for NOGLSTP advising the federal government General Accounting Office on security clearance issues and demographics, and involvement with AAAS Scientific Freedom Responsibility and the Law subcommittee (advising on q-friendly convention sites). Rochelle Diamond has been a visionary NOGLSTP leader for the past 15 years, exemplifying the purpose of the Walt Westman Award, and bringing great honor to its very existence.

Dr. Larry Wagner has been selected to receive the GLBT Award. This award honors a lesbigaytrans engineer, scientist, or educator who has made outstanding contributions in their field, and recognizes sustained contributions in design, production, management, education, or research. Dr. Wagner, a physical chemist, is a Distinguished Member of the Technical Staff at Texas Instruments, where he is the Failure Analysis Strategy Manager in the Business Quality Department. He is author of the book, *Failure Analysis of Integrated Circuits: Tools and Techniques* (Kluwer Academic Press 1999), a reference work for semiconductor professionals and researchers. An expert in characterization of the surfaces of materials, Dr. Wagner has been a prodigious contributor to peer-reviewed journals and scientific conferences for over 35 years, has taught graduate-level courses in Failure Analysis at the University of New Mexico, and has been a lecturer in TI's Semiconductor Process Engineering Series. He was the first president of the Electronic Device Failure Analysis Society , a Charter Member of Sematech Product Analysis Forum, served as Program Chair for

the Dallas Chapter of the IEEE Reliability Society, and Chair for the Sematech Council of Failure Analysis Leaders. During his past 27 years of employment at Texas Instruments, Dr. Wagner has made exceptional contributions to the semi-conductor industry and to the understanding of how to make reliable chips. In addition to his technical achievements and accomplishments at Texas Instruments, Dr. Wagner has been very active in the GLBT community. He is currently an officer of TI-Legend, an employee organization dedicated to incorporating glbt staff as integral, respected members of the TI work force.

(Continued on page 2 - Awards)

Please Join us at the:



**AAAS AMSIE
Feb 12-16, 2004
Seattle WA**

Science at the Leading Edge

American
Association for
Advancement of
Science

Annual
Meeting and
Scientific
Innovation
Exposition

February 15, 2004:

**NOGLSTP
Business Meeting**
11 am—1 pm
Sheraton #412

**NOGLSTP
Reception and Awards
Ceremony**
4 pm—6 pm
Sheraton #416

INSIDE THIS ISSUE of the NOGLSTP Bulletin:

<i>NOGLSTP to Honor Diamond, Wagner, AAAS at Inaugural Awards Ceremony in February; Save the Date</i>	1
<i>NOGLSTP Receives Gift from Raytheon; Court Upholds HP's Right to Fire for Posting Anti-Gay Messages; NIH Grants Justified in the Funding for Sexuality Research; Submit Your Program Ideas to the NOGLSTP Board</i>	2
<i>Developments with the American Chemical Society; Pittsburgh Higher Education institutions in the News Over DP Benefits; Volunteer Opportunities; Membership Renewal Form</i>	3
<i>Obituary: Judd Marmor, MD; About NOGLSTP</i>	4

Awards (Continued from page 1)

The American Association for the Advancement of Science will receive the Institution/Organization Award. This award honors the institution or organization which has demonstrated outstanding support for NOGLSTP and its programs or objectives. AAAS has been chosen to receive this award because it has been a critical force in providing access and legitimacy to NOGLSTP. From the original organizing efforts for a nationwide association of gay and lesbian scientists at the 1980 AAAS annual meeting, to using AAAS symposia and poster-sessions as a venue to publicize scientific issues especially relevant to the glbt community, NOGLSTP has enjoyed access to and acceptance from the scientific community through AAAS. AAAS took a brave step in the otherwise conservative scientific world when, in 1994, it granted NOGLSTP affiliate status. Beyond the support to NOGLSTP, AAAS has worked consistently to promote diversity in science and engineering. Many prominent gay, lesbian, bisexual and transgendered individuals serve on committees, speak at conferences or are otherwise involved in this organization. The fact that AAAS is the largest scientific organization in the world means that its recognition and promotion of NOGLSTP provides a platform from which NOGLSTP can approach and is approaching a host of other professional organizations.

We hope all of our members will join us on February 15th in extending our congratulations to these well-deserving award recipients. Any NOGLSTP member (and their companions, allies, supporters) may attend this event, whether or not they are registered for the AAAS Annual Meeting.

NOGLSTP Receives Gift from Raytheon

Last fall, Raytheon donated \$1500 to NOGLSTP in support of our programs and activities. This is the second Raytheon grant we have received. We are grateful for Raytheon's community outreach program that has made these gifts possible.

Court Upholds Hewlett Packard's Right to Fire for Posting Anti-gay Messages

The Ninth U.S. Circuit Court of Appeals ruled January 14th, that a Hewlett-Packard employee was not discriminated against because of his religious beliefs when he was fired for posting scriptural passages condemning homosexuality in his work cubicle. Richard Peterson conceded the messages he posted were intended to be "hurtful" to gay Hewlett-Packard employees. The judge ruled that they violated the company's policy prohibiting harassment.

Hewlett-Packard managers had met with Peterson and advised him that his messages violated a company policy barring "comments or conduct relating to a person's race, gender, religion, disability, age, sexual orientation, or ethnic background that fail to respect the dignity and feeling of the individual." But Peterson would not agree to stop posting them unless the "Gay" poster was also removed, and the company eventually fired him. Peterson then filed suit against the company, *Peterson v. Hewlett-Packard Co.*, 01-35795.

NIH Grants Justified in their Funding for Sexuality Research

It all started last year when a list of NIH awards funding controversial research topics was drawn up by the Traditional Values Coalition, a right wing conservative advocacy group in Washington D.C. The list entitled "HHS Grant Projects" listed 198 projects sponsored by nine NIH institutes focusing on AIDS, addiction and sexuality, with many specifically addressing gay health issues. The list was forwarded to a staff member of the House Committee on Energy and Commerce who then questioned NIH officials. The grantees were notified and asked for research summaries of their studies to help NIH answer the inquiry. Naturally this makes for very nervous science and challenges the integrity of science when the welfare of the public is involved. This attack on the peer review system has come on the heels of last spring's advice to some researchers to tone down the language of their grant abstracts on sexual behavior and eliminate certain key verbiage to make them appear less controversial. Then, in July, Congressman Patrick Toomey introduced a measure to revoke \$1.4 million dollars for five research grants on sexual behavior. That measure was narrowly defeated 212-210, but prompted more hearings about NIH projects, which ultimately led to the surfacing of the Traditional Values list of grants. Many voices from professional organizations have ridden to the defense of the research that is integral to understanding the epidemiology of sexually transmitted diseases including HIV/AIDS. Most pointedly, in a November 28th, 2003 editorial, AAAS CEO Alan Leshner took the moralizers to task for trying to let ideology trump the virtues of scientific research. The latest news on all of this was announced January 12th, with a briefing by NIH that, after an internal review, the agency has concluded that all the research grants challenged by religious conservatives last year are scientifically sound and deserve support. Elias Zerhouni, director of the NIH, said the agency will send letters defending the research to the Senate Committee on Health Education, Labor and Pensions and the House Energy and Commerce Committee, both of which had roles in the investigation.

Submit Your Program Ideas to the NOGLSTP Board

Do you have an idea for a public outreach activity for NOGLSTP? Are you an active member in your professional society willing to serve as a NOGLSTP Liaison? Would you like to start a NOGLSTP Chapter? Do you want to share your opinions about the strategic plan for the organization? Do you wonder how decisions get made and projects get started?

If your answer is YES to any of these questions, or even questions unasked, then we invite you to attend the NOGLSTP Business Meeting on Sunday February 15, 11 am to 1 pm, at the Seattle Sheraton. We will meet in Room 412, and immediately adjourn to a local restaurant for dining, deliberation, and decisions. You need not be registered for the AAAS Annual Meeting to attend this NOGLSTP Business Meeting. If traveling to Seattle doesn't suit you, feel free to submit any ideas or comments you have to any NOGLSTP Board Member, or the NOGLSTP office, via email. Everybody's contact information is on page 4 of this newsletter.

Developments with the American Chemical Society

As many of you know, NOGLSTP and the LGBT Chemists and Allies who are members of the American Chemical Society have enjoyed a relationship for many years. Since 1998, queer chemists have been networking at the National ACS Meetings, calling themselves the LGBT Chemists and Allies. Many of these chemists were also NOGLSTP members, and by 1999 NOGLSTP initiated a formal request to have its chemists' caucus social event listed in the ACS National Meeting program. From our perspective, the request fell on deaf ears, because it was neither answered nor granted. Apparently, though, the request got people at national ACS headquarters to talking and thinking about NOGLSTP, and lesbigay issues in general.

Fast forward to recent events, specifically the Fall ACS National Meeting in New York, where the ACS Board of Directors considered a recommendation from ACS Councilor (and NOGLSTP member) Chris Bannochie that ACS and NOGLSTP strengthen their interactions. The ACS Board decided that they indeed wanted to do that, and has appointed a liaison to engage in dialogue with NOGLSTP leaders. In addition, the ACS Board adopted a policy statement opposing employment discrimination based upon an individual's perceived or actual sexual orientation, gender expression, or gender identity.

We've come a long way to achieve this relationship with ACS, and look forward to the possibilities of achieving mutual goals through enhanced communications and open interaction.

Pittsburgh Higher Education Institutions In the News Over DP benefits

The Pittsburgh Post-Gazette reports the faculty senate of Carnegie Mellon, a private institution, has voted 16-2 for a proposal to provide health benefits "to qualified domestic partners." The proposal wording was modified to include opposite-sex couples who meet the same (still undefined) eligibility criteria as gay and lesbian partners. The proposal now heads to the school's board of trustees for approval.

In contrast, the University of Pittsburgh has been the focus of a protracted lawsuit and student faculty protests over the school's refusal to abide by Pittsburgh's municipal domestic partnership ordinance. A lawsuit filed in 1996 by the ACLU on behalf of an employee claimed the school violated the city's 1990 gay-rights law that prohibits discrimination based on sexual orientation by denying health benefits for her domestic partner. Six others have joined her in the pending class-action lawsuit. The case has been simmering and the Pittsburgh Human Relations Commission has been stalled by the court injunctions from pursuing the case mainly because the Pennsylvania legislature in 1999 intervened in the case by passing a state law prohibiting enforcement of anti-bias provisions in publicly funded colleges and universities. On January 12th, Judge Robert Gallo made the injunction permanent, ruling that the city's commission has no jurisdiction to hear the dispute. The ACLU may appeal.

NOGLSTP Volunteer Opportunities

Edit or write articles for The NOGLSTP Bulletin, Compile of a list of professional societies to which our members belong, including any official or unofficial lesbigaytrans special interest groups, Solicit and secure grants to support expansion of NOGLSTP activities, Facilitate a relationship between NOGLSTP and professional societies, Start a local chapter in your geographic area, etc. etc. Contact office@noglstp.org to volunteer.

IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. If it says 200312-200403, it is time to renew your dues. If it says 200308-200311, 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. You may also use this form to inform us of any address or area code changes.

..... 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



Obituary

Judd Marmor, MD

Dr. Judd Marmor, whose criticism of the belief that homosexuality was a mental disorder made him an important ally in the gay struggle to force American psychiatry to change its views, died last month after a short illness. He was 93.

Marmor began a psychiatric practice in New York after earning his medical degree from Columbia College of Physicians and Surgeons in 1933. In the 1940s, when he started treating homosexual patients who wanted to change their sexual orientation, he believed that psychoanalysis could help them change. What eventually changed his views were his clinical experiences with gay patients and later his social interactions with closeted gays who had successful careers. He gradually reached the conclusion that "psychoanalysts didn't know enough gay people outside the treatment community who were happy with the lives, who were satisfied and well-adjusted.". Marmor was also influenced by the ground breaking 1950s research of Evelyn Hooker, the psychologist who published the first empirical study reporting no measurable psychological difference between heterosexual and homosexual men.

Marmor's convictions about the normality of homosexuality emerged against a backdrop of growing activism of gay and lesbian people in the early 1970s. He played a prominent role in the successful 1973 campaign to remove homosexuality from the *Diagnostic and Statistical Manual of Mental Disorders*, the authoritative compendium of mental illnesses maintained by the American Psychiatric Association. The decision, highly controversial at the time, was seen

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 _____

later as a landmark in the history of the gay and lesbian rights movement, which considered the illness theory of homosexuality the major stumbling block in the modern struggle for gay rights. Marmor was of a handful of prominent, heterosexual psychiatrists who joined gay activists in challenging the theory.

Marmor's death came a day after the 30th anniversary of the APA vote to "depathologize" homosexuality. He was survived by his son and two grandchildren.

Source: *Los Angeles Times*, 12/20/2003

ABOUT NOGLSTP

NATIONAL ORGANIZATION OF GAY AND LESBIAN SCIENTISTS AND TECHNICAL PROFESSIONALS, INC., is a nation-wide organization of lesbigaytrans 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 queer, scientific and general communities, and fostering inter-city 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 www.noglstp.org/

Board of Directors:

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

Treasurer: Barbara Belmont, office@noglstp.org

Newsletter

The **NOGLSTP Bulletin** is published quarterly. Articles are encouraged and gratefully received. e-mailed articles (as plain text) to the NOGLSTP office c/o editor@noglstp.org are preferred. Next publication deadline: April 4, 2004

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