

# NOGLSTP *Bulletin*

Spring 2011

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NOGLSTP, PO BOX 91803, Pasadena CA 91109, phone/fax: 626 791-7689, www.noglstp.org

## Battelle and NOGLSTP Establish Scholarship

Battelle, the largest research and development company in the United States, and the National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) have announced funding of the Battelle/NOGLSTP Out To Innovate Scholarships. The Scholarships were established following NOGLSTP's inaugural Out to Innovate Career Summit ([www.outtoinnovate.org](http://www.outtoinnovate.org)), with lead funding support from Battelle. The new scholarships are intended for undergraduate and graduate students pursuing degrees in science, technology, engineering, or mathematics (STEM) programs who are either lesbian, gay, bisexual, transgender (LGBT) or an active ally of the LGBT community. These scholarships are designed to promote academic excellence and increased visibility of talented LGBT students in STEM careers. The scholarships, funded at a minimum of \$5,000 each, will be awarded for the Fall 2011 academic year. Students currently enrolled at any U.S.-based college or university are eligible to apply. Student applicants must meet the following criteria:

- Successful completion of a minimum of two years of post-high school education at an accredited college or university.
- Maintenance of a minimum grade point average (GPA) of 3.0 for the entirety of college/university enrollment.
- A declared major in an accredited STEM or STEM-related teaching field.
- Be an active supporter of and participant in programs or organizations that promote LGBT inclusion and visibility.

Online scholarship applications will be available through the NOGLSTP website ([www.noglstp.org](http://www.noglstp.org)) on April 1. Applications must be submitted with supporting documentation no later than June 3. Scholarship recipients will be notified on August 1.

## NOGLSTP Presents AAAS Career Development Workshop

A five-member panel organized by NOGLSTP led a lively discussion on the subject of "Lesbian, Gay, Bisexual, and Transgender: On Campus and at Work" with attendees of the 2011 AAAS Annual Meeting. Rochelle Diamond, Barbara Belmont, Amy Ross, and Kay Johnson (all NOGLSTP board members) were joined by Elycia Lerman, National Co-Chair of Johnson and Johnson's GLOBAL employee resource group (ERG). Enthusiasm ran high with attendees from industry, the National Science Foundation, AAAS, National Institutes of Health, NASA and other institutions, along with students and post-docs. The conversations continued long after the workshop at the AAAS Career Resource Center, where refreshments were provided by AAAS.

## Buckmire, Huffman, and Hendricks honored at NOGLSTP's Annual Awards Ceremony, Reception, and Dinner



2011 NOGLSTP Award Recipients (L to R): Ron Buckmire, Educator of the Year; Bill Huffman, Engineer of the Year; Bill Hendrix, Scientist of the Year. Photo courtesy of Chris Bannochie.

In his recent State of the Union Address, President Obama stated that the United States is in a race to out-innovate the rest of the world. Rochelle Diamond, Chair of the National Organization of Gay and Lesbian Scientists and Technical Professionals, (NOGLSTP) says, GLBT scientists and engineers are already out and innovating. "NOGLSTP recognizes the innovative and groundbreaking work of our gay and lesbian scientists, engineers, and educators who also contribute to the betterment of their respective companies and society."

These recognition awards were presented at the NOGLSTP reception, sponsored this year by Johnson and Johnson. Following the reception, a generous dinner was provided by Northrop Grumman for all attendees. The reception and dinner were held on February 20, 2011 at the Grand Hyatt Hotel in Washington, DC, during the American Association for the Advancement of Science Annual meeting.

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# Integrating Personal and Professional Identities with oSTEM at U-M

by Sarah Siegel

NOGLSTP ([www.noglstp.org](http://www.noglstp.org)) kindly broadcast a call for speakers by oSTEM at U-M's president Gary Wilks. As a result, I stood at a University of Michigan (U-M) College of Engineering lectern in mid-February, looking at the sweet faces of undergrads who had just endured midterm exams and who had kindly shown up despite the freakishly warm weather and thousands of other things there are to do on a major university campus on any given day. I was there to lead a session on integrating personal and professional identities.

What an odyssey it was, getting there; several weeks prior, I had agreed to return to my alma mater to address the U-M chapter. Putting my bio together for it was my first clue that this would not be like other experiences I'd had; I included a 1987 college yearbook photo and a 2010 one we'd been using in program books for conferences, e.g., the Out and Equal Workplace Summit (see [p. 26 - www.outandequal.org/documents/2010SummitProgramBook.pdf](http://p.26-www.outandequal.org/documents/2010SummitProgramBook.pdf)). I didn't realize how emotional it would be to put together my remarks. When I spoke, I also showed the participants a copy of a portrait my freshman roommate did of me during our first morning as roommates, as part of my story.

It has been my good fortune to serve on many panels, and I worked as a professional face-to-face leadership development facilitator at IBM for nearly half a decade, so public listening and public speaking typically was natural for me. This was different; I found myself revisiting more than a quarter of a century of my history to prepare my remarks (the transcript is accessible from [oSTEM at U-M - www.michigan-ostem.org/](http://oSTEM at U-M - www.michigan-ostem.org/), and I welcome any feedback on how you related to my stories; write to me at [ssiegel@us.ibm.com](mailto:ssiegel@us.ibm.com)). In the weeks leading up to the session, I felt ultra-nostalgic about my college years and so was worried that I would not be optimally useful; my mom reassured me by asking, "Did it occur to you that God gave you the life you have, so that you could help others?"

To ensure it wasn't purely about my reminiscences, I also included an anonymous survey (results of which also are available from oSTEM at U-M), which I was grateful to be assisted in producing by colleagues Suzy Deffeyes and Rachel Dominguez, and IBM's Center for Advanced Learning colleagues Amy Groves and Brooke Price. At the end of the session, I also handed out a tip-sheet (also accessible from oSTEM at U-M) and a feedback form.

For weeks afterward, I felt super-reflective about the experience, and for all of the sometimes turbulent time-traveling around it, was grateful to have had it, and grateful for kind, smart colleagues and family, who helped me get there.

*Sarah Siegel is a Social Learning Strategist at the IBM Center for Advanced Learning. This article originally appeared on the "Learning to Lead" blog she maintains at IBM.*



*NOGLSTP Award Winners (continued from p.1):*

The Recognition Awards were established in 2005 to document and honor the contributions of outstanding GLBT science, engineering and technology professionals and to also honor corporations, academic institutions and businesses that support GLBT professionals so that advancements can be made in those fields.

Receiving the NOGLSTP Scientist of the Year award was Dr. Bill Hendrix of Dow AgroSciences. Hendrix is working to develop agricultural solutions to help feed a hungry world by developing new controls for seed pests. He has found a way to replace highly toxic molecules with safer alternatives for developing economies. Dr. Hendrix was also honored for his student mentoring work with MentorNet, as well as his leadership of the Dow GLAD (Gays, Lesbians and Allies) Resource Group, which was established in 2006. Hendrix has worked with Dow Chemical to add gender identity to their EEOC statement, include Domestic Partner benefits, and add full transgender medical benefits to their employee benefits package.

The NOGLSTP Engineer of the Year has been awarded to William Huffman. Huffman works for Northrup Grumman Electronic Systems – Marine Systems. Huffman's job is to determine root causes for failures of key elements of the Trident Nuclear Submarine Weapons systems by designing and building test modules to simulate field conditions to fix any problems ahead of time. Huffman is recognized as the world-wide repair expert on these tactical electronic systems. We are thankful as a nation that "Don't Ask, Don't Tell" was eliminated. We have people like Bill Huffman to thank for making sure that the weapons systems which help defend our country are the best and most reliable in the world.

All students start from humble beginnings, and it is usually a teacher who gets them on the path of their passion. NOGLSTP understands this, and annually presents its Educator of the Year Award to salute them. This year, Ron Buckmire, Associate Professor and Chair of the Mathematics Department at Occidental College in Los Angeles, got the nod. Besides teaching numerous math classes at Occidental, Buckmire serves on many GLBT Boards. In 1991, he created the Queer Resources Directory, the oldest online directory for information regarding GLBT people as well as HIV/AIDS. He co-founded Digital Queers in 1997 and in 2006 co-founded the Barbara Jordan/Bayard Rustin Coalition, a Black GLBT civil rights organization.

## NOGLSTP Board of Directors Attend First Ever Retreat

A new strategic plan and mission statement will be forthcoming from the NOGLSTP Board of Directors after meeting at their first ever retreat, coinciding with the NOGLSTP Annual Meeting at the AAAS 2011 Meeting. Most NOGLSTP business is conducted over the internet, so meeting face to face at the retreat afforded the directors a bonding experience. Starting with an historical background, a professional facilitator specializing in non-profit groups brought the board together to provide a vision for moving NOGLSTP to the next level as a professional society. A new strategic plan and mission statement will hopefully enable the organization to better meet the needs of its members with services and value.

*2011 NOGLSTP Board Retreat: Front row (L to R): Chris Kase, David Crombeque, Tim Wilson, Rochelle Diamond, Chris Bannochie. Back row (L to R): Kay Johnson, John Burke, Ken Shepard, Barbara Belmont, Bob Ryan, Marcie Mathis, Amy Ross. Photo courtesy of Chris Bannochie.*

## Affiliates News

### QuEST to Hold Inaugural Event

QuEST (Queer Engineers, Scientists and Technical Professionals of San Diego) is having their inaugural kickoff event for their regional NOGLSTP chapter on Thursday March 31, from 5-8 pm at the Scripps Institution of Oceanography Student Forum. They would like to invite interested people in the San Diego area to this event. It will be mainly a social mixer with some information about the local and national organization, with appetizers and drinks for all participants. NOGLSTP chair Rochelle Diamond and program coordinator Amy Ross will be on hand to pass out material from NOGLSTP and talk about moving NOGLSTP forward.

## Announcements

### Call for Abstracts – Shades of Pride/Triangle Black Pride 2011 Workshops

Shades of Pride/Triangle Black Pride 2011 is accepting abstract submissions from people and agencies interested in presenting information relevant to the LGBTQ community, LGBTQ allies and employers. Submissions should emphasize learning objectives and highlight the knowledge or skills that will be acquired by session participants. For more details, see the submission form and call for abstracts at <http://www.triangleblackpride.org/callforabstracts.docx>

Workshops will take place at the Raleigh Marriott Crabtree Valley (4500 Marriott Drive, Raleigh, NC 27612) on Saturday, July 30th, 2011 from 11:30 am to 4:30 pm. The deadline for submission is 5:00 pm on Friday, April 15, 2011.

### “It Gets Better” video from the GLBT Center at NCSU in Raleigh

A YouTube video posted on the GLBT Center at North Carolina State University web site [www.ncsu.edu/student\\_affairs/glbtc/](http://www.ncsu.edu/student_affairs/glbtc/), created as part of the "It Gets Better" project, is a series of upbeat interviews of NCSU students, faculty and administration discussing personal stories and showing strong support of the GLBT community and students on NCSU's campus. The full length version can be viewed at <https://www.youtube.com/embed/xuSNuPM5Bs?hd=1>.

### “Gen Silent” Documentary Showing

The documentary “Gen Silent” will be shown at the Galaxy Cinema (Cary, NC), on April 1, followed by Q&A with filmmaker/director Stu Maddox. The film highlights concerns about abuse of LGBT elders in nursing homes, assisted living facilities and other institutional settings. [www.lgbtcenterofraleigh.com/site/](http://www.lgbtcenterofraleigh.com/site/)

Special THANKS go OUT to Johnson and Johnson for sponsoring NOGLSTP's annual awards ceremony and reception this year, and to Northrop Grumman for their support of the awardees by providing a dinner to honor them and opening it to all attendees.

## LGBTQA STEM Mentoring Through MentorNet

NOGLSTP is partnered with MentorNet, an on-line mentoring program. Become a mentor for LGBTQA students studying science, technology, engineering or math (STEM) in less than 15 minutes per week online. Mentors in all fields are needed, especially in Medicine, Mechanical, Electrical, Biomedical or Civil Engineering.

What are the benefits for you?

- Increase your professional network
- Improve your management and communications skills
- Improve your skills for recruiting new talent
- Help a student graduate and prepare for a career in STEM

For more information go to: [www.noglstp.org](http://www.noglstp.org)

## IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. Your renewal date is in the upper right section of your address block. Your membership number is just to the left of your expiration date. If you have a trial membership, it says “trial” instead of a membership number. You may renew online at [www.noglstp.org/memberservices](http://www.noglstp.org/memberservices), 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. You may also use this form to inform us of any address or area code changes. LAGLS and NOGLSTP-CR people: please renew through your regional group to enjoy discounts on dues.

### 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:

\$25-40 (sliding scale) (tax deductible after the 1st \$10)

\$20 for postdocs

\$45 NOGLSTP/National Postdoc Association

discounted joint membership dues

\$10 for students and unemployed\*

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

Please pay in US Funds only.

Renewal  New  Info change only

Date:

Name:

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

Telephone:

Email/URL:

Latest Degree/Subject:

Job Title:

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 →

## NOGLSTP Board Member Receives Community Award from Indiana University

Kay Johnson, NOGLSTP Board member and creator of the Get Real About Discrimination (GRAD) Empowerment Group, has received the 2011 Dr. Martin Luther King, Jr, Building Bridges Community Award from Indiana University. The Building Bridges Award is presented to those who embody the spirit of Dr. King. GRAD sponsors weekly empowerment groups where participants can voice their feelings and experience of discrimination, and become educated about discrimination.

### Mark Your Calendars

- March 31: QuEST inaugural event, Scripps Institution of Oceanography
- May 14: OutRaleigh Festival <http://outraleigh.com/>
- July 28 – August 1: 2nd annual Triangle (Raleigh, NC) Black Pride Events <http://triangleblackpride.org/>



**Membership/Renewal Form (continued):**  
Special Techno-Interests or Expertise:

Please list any other professional organizations/societies that you belong to:

Are you a member of any of these groups?

- American Chemical Society
- Los Angeles Gay and Lesbian Scientists
- Mathematics Association of America or American Mathematical Society
- National Postdoctoral Association
- NOGLSTP—Chesapeake Region
- NOGLSTP at Indiana University
- NOGLSTP at Oregon State University
- NOGLSTP at Purdue
- OSTEM
- San Diego LGBTQ Scientists and Engineers

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
- MENTORING PROJECT
- NEWSLETTER ARTICLES
- EDIT NEWSLETTER
- PRODUCE NEWSLETTER
- NEW PAMPHLET TOPICS
- GRANT WRITING
- G/L/B/T CAUCUS OF PROFESSIONAL SOCIETIES (which one?)
- OTHER \_\_\_\_\_

## NOGLSTP Partnership with Presidential Advisory Coalition

Participants in the NOGLSTP Annual Meeting had the pleasure to meet Brandon Kraft and Samir Luther of the Gay and Lesbian Leadership Institute's Presidential Advisory Project. Brandon and Samir described the coalition and objectives of the project and thanked NOGLSTP for its participation. They also announced that two new nominees from our membership have been appointed to for positions. They would like NOGLSTP to continue to suggest science and engineering candidates for federal panels and commissions. As Part of the Presidential Appointments Project of the Gay and Lesbian Leadership Institute, NOGLSTP can nominate candidates for federal jobs and seats on boards and commissions that advise the administration on important policy issues. NOGLSTP and the coalition are working to make sure LGBT Americans have a fair shot at these appointments and create a talent bank for openly LGBT professionals seeking appointed positions in the presidential administration. The community needs to be ready to put forth candidates when positions open up, as high-profile positions sometimes have only a few days to fill and other communities will be putting names forward as well. Most commissions and panels are advisory and not paid full-time positions; however, they are prestigious, and have travel, per diem, and honoraria paid for participation. For more information, see: Presidential Appointments Project Coalition Partners, at <http://www.glli.org/presidential>

### ABOUT NOGLSTP

National Organization of Gay and Lesbian Scientists and Technical Professionals is a 501(c)(3) educational organization and professional society of gay, lesbian, bisexual, and transgender people (and their advocates) employed or interested in scientific or high technology fields. NOGLSTP's goals include educating the scientific and general communities about LGBT issues in science and the technical workplace; educating the queer community about relevant topics in science; dialogue with professional societies and associations; improving members' employment and professional environment; opposing queer phobia and stereotypes by providing role models of successful LGBT scientific and technical professionals; and fostering networking and mentoring among our members. Written correspondence may be addressed to: NOGLSTP, PO BOX 91803, Pasadena CA 91109-9813. For more information, see our web site at [www.noglstp.org](http://www.noglstp.org)

**Board of Directors (append each incomplete address with [noglstp.org](http://www.noglstp.org)):**

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The **NOGLSTP Bulletin** is published quarterly, most of the time. Contributed articles are encouraged, and may be e-mailed as plain text to [editor@](mailto:editor@noglstp.org). Next publication deadline (for Summer 2011 newsletter): June 10. Please acknowledge the **NOGLSTP Bulletin** as your source if you choose to reproduce any of these articles.

