

# NOGLSTP *Bulletin*

Winter 2014

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

## NOGLSTP and oSTEM Team Up for Out to Innovate™ 2014 Summit in Conjunction with oSTEM's National Meeting

Out to Innovate™ 2014, NOGLSTP's two-day career summit for LGBTQI students, faculty and professionals in Science, Technology, Engineering, and Mathematics, will be held jointly this year with the oSTEM 4<sup>th</sup> National Meeting. Join us in **early November 2014** at Georgia Tech in Atlanta for a weekend of sharing, mentoring, learning, workshops, a poster session, and career resources. The official dates for the event will be announced in early 2014. Download a flyer at <http://www.noglstp.net/outtoinnovate/2014-OTI-flyer.v2.pdf> to share with your colleagues, and show your friends and colleagues the new Out to Innovate™ website at: <http://www.noglstp.net/outtoinnovate/> which features the new Out to Innovate™ highlight video on YouTube.

## NOGLSTP Collaboration with STEM Professional Societies Awarded NIH Planning Grant for Research Mentoring Network

NOGLSTP joined with more than 20 other STEM professional societies last fall to write a planning grant for developing a National Research Mentoring Network. Seven planning grants have been awarded that were based on a NIH request for proposals. The consortium hopes to provide a multi-organizational, multi-perspective, interdisciplinary approach for effective mentoring to the broadest range of underrepresented minority groups and women, including LGBTQ people, at different developmental stages of their careers. The goal is to increase the number of scientists among members of these groups by providing intensive mentoring in pursuit of successful biomedical careers. The planning grant provides travel for one representative from each consortium member to travel to Washington DC in late January to start working on the details to develop a proposal competitive with the other planning grant recipients to secure funding for the multi-million, multi-year P20 proposal. NOGLSTP member Chance Crompton, a Caltech graduate student in chemistry, will represent NOGLSTP at the consortium meeting. Chance will bring NOGLSTP's programming for OUT to Inno-vate™, its mentoring program with MentorNet™, its recognition program and other innovative ideas to the attention of the organizers, as well as provide student perspectives on mentoring. Several of the other planning grant recipients have joined with our consortium to make a stronger case for funding. NOGLSTP will provide LGBTQI input for the grant and hopefully play a significant role in NIH's National Research Mentoring Network.

## NOGLSTP at the AAAS Annual Meeting

The American Association for the Advancement of Science (AAAS) Annual Meeting will be held in Chicago, IL, on February 13 - 17, 2014. NOGLSTP is an affiliate of AAAS, and as such NOGLSTP has several events planned for the meeting with hopes of engaging attendees and encouraging local science and technology people to participate in these events.

On Saturday, February 15 from 10:30a.m. to 11:30a.m., NOGLSTP will present "Reaching OUT – LGBTQ and Allies in STEM: Mentoring and Resources." This career development workshop will be in the Grand Ballroom F of the Hyatt Regency Chicago Hotel. Rochelle Diamond and Barbara Belmont will facilitate a roundtable discussion on navigating one's personal life as an open LGBT person on campus and in the scientific or technical workplace. Perspectives on the current state of LGBT equality in the world will be shared. Resources for bringing one's full self to study and work life will be offered, including mentoring, improving campus and employment/professional workplace environment through "safe space" programming, utilizing employee resource groups and positive tools for job searching. On-site registration for all Career Development workshops during the AAAS Annual Meeting is free.

NOGLSTP's Annual Business Meeting will be held on Sunday, February 16 from 9:30a.m. to 11:30a.m. in the Atlanta Room of the Hyatt Regency Chicago. The NOGLSTP Board of Directors and members will discuss plans for the coming year. This meeting is open to all dues-paying NOGLSTP members whether or not they are registered for the AAAS meeting. If you would like to attend by conference call, please contact the NOGLSTP office for details.

On Sunday, February 16 from 3:00p.m. - 5:00p.m., NOGLSTP will be holding its annual AAAS reception (the 21st consecutive year) for LGBTQI and ally meeting attendees. Local science and technology people are invited to come, mingle and enjoy light refreshments and visit with LGBTQI and ally attendees, significant others, and press people. The reception will be held in the Soldier Field Room at the Hyatt Regency Chicago. You do not have to be registered for the AAAS meeting to attend this reception. We hope you will tell your Chicago-area friends about these events. **See you in Chicago!**

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## IEEE Includes LGBT Non-Discrimination in Revised Code of Ethics

### *NOGLSTP-led Effort Leads to Changes*

On January 8, 2014, the IEEE (Institute of Electrical and Electronics Engineers) announced that the IEEE Board of Directors had approved changes to the IEEE Code of Ethics including language prohibiting discrimination on account of sexual orientation, gender identity, and gender expression. One clause in the Code was changed to "to treat fairly all persons and to not engage in acts of discrimination based on race, religion, gender, disability, age, national origin, sexual orientation, gender identity, or gender expression" from "to treat fairly all persons regardless of such factors as race, religion, gender, disability, age, or national origin."

In February 2013, NOGLSTP Board of Directors member Tim Wilson proposed inclusion of sexual orientation, gender identity, and gender expression in the IEEE Code's fairness language to the IEEE Ethics and Professional Practices Committee. The committee sent proposed changes to the IEEE Board in summer 2013, with the IEEE Board publishing a solicitation for comments on proposed changes the following October that strengthened the fairness clause to a non-discrimination clause and included sexual orientation, but omitted gender identity and gender expression.

Trans women Lynn Conway, NOGLSTP 2005 Engineer of the Year, Professor Emeritus of Electrical Engineering and Computer Science at the University of Michigan in Ann Arbor, IEEE Fellow, and Leandra Vicci, lecturer and Director of the Applied Engineering Laboratory in the Department of Computer Science at the University of North Carolina at Chapel Hill, IEEE Life Member, organized a response to the omission of gender identity and gender expression in the form of a letter to the IEEE Board of Directors co-signed by nearly 50 movers and shakers in electrical engineering, computer engineering, software engineering, and engineering education, ranging from other trans engineers to university president allies. Their efforts, along with comments to the IEEE Board from NOGLSTP members and others, resulted in the language regarding gender identity and gender expression being included.

The importance of these changes - strengthening the Code to non-discrimination and application of that to sexual orientation, gender identity, and gender expression - cannot be overstated. With nearly 400,000 members in 160 countries, the IEEE is the world's largest professional organization. In the US, IEEE has often been viewed as an "old boys' club" unwilling to engage engineers who are women or members of a racial minority, much less those who aren't "straight" or of some allegedly appropriate gender. Now, electrical engineers and computer scientists around the world, including those in countries like Russia and Saudi Arabia, know that their professional organization stands for non-discrimination against LGBT individuals both as practice and as rule. As Dana Beyer, Executive Director of Gender Rights Maryland, wrote about the change in *Huffington Post*, "inclusion and acceptance will bubble up from this professional society to impact the larger local cultures."

NOGLSTP is proud to have played a major role in making these changes happen. Engineers in other professional societies are encouraged to propose similar changes to their society's ethics guidelines. Those willing to take the lead in any such efforts should contact NOGLSTP board member Tim Wilson ([tw-board@noglstp.org](mailto:tw-board@noglstp.org)) for discussions as to how NOGLSTP can help.

## NOGLSTP's Annual Reception at SACNAS

NOGLSTP would like to thank David Bradley, Assistant Professor of Physics at Vassar College, for organizing NOGLSTP's annual reception at the SACNAS National Conference on October 3, titled "Out and Up – Building a LGBTQA Network with Pride." The event was extremely well attended, with over 75 people participating. David opened the reception with a brief introduction and an explanation of NOGLSTP. The theme for the reception was "journey sharing," where the more senior folks in attendance shared their experiences as queer scientists and their relationship with SACNAS. Jenny Kurzweil, Publications Manager and Senior Editor for SACNAS, shared the history of the LGBTQA reception, which started out as clandestine meeting in one member's hotel room and blossomed into the reception as it stands today. David Bradley and SACNAS Board member Lee Bitsófi shared their journeys as well. Attendees were encouraged to stay, mingle and share their own journeys. SACNAS staff and leadership were represented at the reception, and the current SACNAS president, Maggie Werner-Washburne, stopped by to say hello. The reception was also featured on the SACNAS Facebook page a few days after the conference.

## Tam O'Shaughnessy Accepts Medal of Freedom Honoring Sally Ride

*Justin Snow, Gay Politics Report 11/20/13*

In late November, Tam O'Shaughnessy accepted the Medal of Freedom from President Barack Obama, honoring her life partner Sally Ride. Ride, who became the first American woman to travel to space in 1983, died in July 2012 after a 17-month battle with pancreatic cancer. Ride devoted much of her life to the U.S. space program and advancing science education through Sally Ride Science, which she founded in 2001 with O'Shaughnessy, a science teacher. O'Shaughnessy said it was a conscious decision to make their personal life known to the world. "I wanted to do a celebration of her life and I realized, 'Who am I to the world?... We were very open with family and friends and then very private — sort of very private — with everybody else.'" Ride told O'Shaughnessy about a week before her death she wanted her to decide how to deal with things. "I wanted to live honestly and openly and I thought it was the right thing for her legacy and her integrity," O'Shaughnessy said of her decision. "I wish Sally was around because since she passed away about 14 months ago the world has changed and our country has changed in very big ways," she said. "For me personally, I just feel like I can breathe better, I can look people in the eye a little straighter and it just feels good to be honest and who you are. I think that would've been wonderful for Sally too. Sally always was herself, but not being completely out there with who you are affects some part of you in some way."

NOGLSTP plans to include Ride and O'Shaughnessy in the next version of its science and technology history brochure.

## Alan Turing Receives Formal Pardon from Queen Elizabeth II

Allan Turing, British mathematician and pioneer in computer science who helped break Germany's Enigma code during WW II, received a formal pardon from Queen Elizabeth II this month on charges of homosexuality. Turing, who committed suicide two years after his conviction, received the pardon nearly 60 years after his death. Turing is featured in NOGLSTP's "Queer Scientists of Historical Note" educational brochure.

## Announcements

### NOGLSTP- CR at the USA Science and Engineering Festival

NOGLSTP has been invited to have a networking table at the 3rd USA Science and Engineering Festival, to be held at the Walter E. Washington Convention Center in Washington DC. April 25-27, 2014. It is promoted as the largest science festival in the United States. The event will also host the U.S. News STEM Solutions National Conference, which brings together major corporations, leading educators, top policy makers, and education technology companies to advance the agenda for national change in STEM education, policy and workforce development. NOGLSTP-Chesapeake Region will take the lead on behalf of NOGLSTP to staff and participate in this outreach endeavor. Be sure to attend if you are in the area.

### Lesbians Who Tech Summit - NOGLSTP Joins as Partner

Lesbians Who Tech Inaugural Summit will be held in the Castro Street Theater in San Francisco from February 27 to March 2. Through the summit, organizers hope to bond together to demonstrate their shared commitment to the women's and queer communities in the tech world. They will be highlighting incredible queer women who are the next generation of technical leaders as well as the people who have paved their way. For more information, visit <http://lesbianswhotech.org/summit/> NOGLSTP members are eligible for a 25% discount on the summit registration. Use discount code LWTNOGLSTP during the registration process to receive this discount.

### NOGLSTP Featured in *Nature* Article

Cameron Walker has authored a very positive article, titled "Equality: Standing Out," in the NatureJobs section of the January 9, 2014 issue of the journal *Nature*. Subtitled "Welcoming lab environments and networking organizations help lesbian, gay, bisexual and transgender scientists to excel," the article featured NOGLSTP members, collaborators, and others discussing professional society progress, workplace progress, and safe meeting spaces like Out to Innovate™. Check out the article at: <http://www.nature.com/naturejobs/2014/140109/pdf/nj7482-249a.pdf>

### Jack Andraka Honored by the Vatican

*Trudy Ring, Gay Politics Report 12/18/13*

Jack Andraka, the gay 16-year-old science prodigy who developed an early-detection test for pancreatic cancer, was honored by the Vatican in November with the International Giuseppe Sciacca Award, which honors young people for outstanding accomplishments. In an interview with WBAL, Andraka said "It's really amazing to be recognized by the Vatican, especially as a gay scientist... I mean this would be unheard of just a few years ago. To be part of this bridge of progress is really amazing. It just shows how much the world has grown to accept people that are gay and are LGBT. It's really amazing." Andraka was also named to this year's Out100 list of the most significant LGBT people by *The Advocate's* sister publication *Out*.

### Perspectives of a Gay American Immigrant Scientist Published

*Perspectives of a Gay American Immigrant Scientist: Experiences of half a century in the United States and Britain*, an autobiographical account by Meurig Williams, has recently been published. Williams' career has included positions as a research chemist at DuPont and Xerox, and engineering and administrative positions at Federal Express. Information on the book can be found at <http://www.amazon.com/Perspectives-Gay-American-Immigrant-Scientist/dp/1493681796>

## 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:

\$40

\$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'

\$1000 for Lifetime Membership

Please pay in US Funds only.

Renewal     New     Info change only

Date:

Name:

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

Newsletter preference:  print     email

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**

## Mark Your Calendars

- February 13 -17: AAAS Annual Meeting, Chicago, IL
- February 27 - March 2: Lesbians who Tech Summit, San Francisco, CA
- April 25-27: USA Science and Engineering Festival, Washington, DC
- Early November: Out to Innovate™ Summit and oSTEM National Meeting, Atlanta, GA



**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 Astronomical Society
- 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 Purdue
- OSTEM
- San Diego QuEST

For New Members: How did you learn of NOGLSTP?

What would you like to help us with?

(CHECK ANY THAT INTEREST YOU)

- Serve on Board of Directors
- Serve as Chair or Secretary
- Help at AAAS events
- Organize or host local event
- Write newsletter articles
- Edit the newsletter
- Speak about/on behalf of NOGLSTP at an event
- Serve on recognition awards committee
- Assist with the Mentoring Program
- Assist with Out to Innovate career summit
- Write a grant proposal
- Evaluate scholarship applications
- Help with fundraising
- Start/represent a GLBT caucus at my professional society: \_\_\_\_\_
- Don't know but would like to help with something

## NuclearPride – An Organization for Queer Nuclear Engineers



NOGLSTP member and last year's Out to Innovate™ scholarship winner, Sam Brinton, is nucleating a new NOGLSTP caucus, NuclearPride. The mission of NuclearPride is to provide a safe and supportive community for those who identify as lesbian, gay, bisexual, transgender, or queer in the nuclear engineering community. They strive to fulfill this mission by collecting and coordinating resources with which students and employees can find supportive school and work environments, as well as by bringing the LGBTQ and Allied community together to find supportive peers. They are working to advocate nationally on behalf of the

interests of queer nuclear engineers and bring the concerns of this minority group to open discourse with the rest of the nuclear community. Please consider joining this growing list of members of the LGBTQ and Allied community at: <http://nuclearpride.wordpress.com/become-a-member/>

### Member Services

The NOGLSTP member services site allows for self-serve member update and automated renewal notices. This member services area is also the gateway to access protected members-only areas, such as the Membership Roster, the NOGLSTP OutList, the opt-in e-list, and links to our social networking groups on Facebook and Tribe, and our professional networking group on LinkedIn.

Point your web browser to [www.noglstp.org/memberservices](http://www.noglstp.org/memberservices) 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. You can use the clip-out form in this newsletter, or fill out a downloadable form from our website. We're happy to have your support any way you want to give it! *Attention LAGLS and NOGLSTP-CR Members: Please renew manually through your regional group and enjoy a significant discount on your NOGLSTP annual dues.*

### 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 science, technology, engineering, or mathematics (STEM) fields. NOGLSTP empowers LGBTQ individuals in STEM by providing education, advocacy, professional development, networking, and peer support. NOGLSTP educates all communities regarding scientific, technological, and medical concerns of LGBTQ people. 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://noglstp.org)):

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