

NOGLSTP *Bulletin*

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

NOGLSTP Invites Applications for 2015 Out to Innovate™ Scholarships

NOGLSTP is now accepting applications for the 2015 NOGLSTP Out To Innovate™ Scholarships, made possible by an Innovation Generation grant from Motorola Solutions Foundation.

NOGLSTP's Out to Innovate™ Scholarships were established following NOGLSTP's inaugural Out to Innovate™ Career Summit (www.outtoinnovate.org) in 2010. The 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 2015 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.
- 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 (<http://www.noglstp.org/programs-projects/scholarships/>) beginning on **March 8, 2015**. Applications must be submitted with supporting documentation no later than **June 6, 2015**. Scholarship recipients will be notified on August 1.

NOGLSTP Holds Annual Meeting, Reception, and Career Development Workshop at AAAS Annual Meeting

NOGLSTP provided queer programming for the annual meeting of the American Association for the Advancement of Science, held in February in San Jose. NOGLSTP presented a career development workshop entitled "Finding Your Compass with LGBT Issues in STEM" on Friday. Discussion was led by Rochelle Diamond and Barbara Belmont of NOGLSTP, and AP Fritts of oSTEM. Over 30 people were in attendance for the discussion, with many tweets sent out by SACNAS attendees.

NOGLSTP's annual members' business meeting was held on Sunday, February 15, along with its reception for all LGBTQ meeting registrants and local LGBTQ+ people in STEM.

DiscoverE's Global Marathon Features NOGLSTP Chat Discussion

Discover E's Global Marathon, a three day global webcast, was held on March 10-12. The Global Marathon's mission is to provide programming that will engage and inspire women in engineering and technology worldwide. NOGLSTP was invited this year to produce a text-only chat lounge to discuss LGBTQI global issues on networking, mentoring, and available resources. Led by Rochelle Diamond, NOGLSTP's chair of the Board of Directors, the panel took a frank look at the state of technology and engineering careers for LGBTQI professionals and their prospects, which are improving in certain parts of North America and Europe, but declining in other parts of the world. Panel participants included Alex Wealleans, an Assistant Scientist for Danisco Animal Nutrition, part of DuPont Industrial Biosciences; Cariad Eccleston, a senior software engineer who leads their global LGBT education and training workstream at Thomson Reuters in the United Kingdom; and Jenny Fallover, a technology project manager at Thomson Reuters and part of the global leadership team of the company's LGBT business resource group, Pride at Work. The NOGLSTP presentation had 111 participants in the chat lounge. The session can be viewed by registering on DiscoverE's Global Marathon website and viewing the On Demand presentations. Megan Smith, U.S. Chief Technology Officer and out lesbian, opened this year's Global Marathon, giving the Marathon a one-two LGBTQI punch. The Marathon reached nearly 2300 people from 68 countries, with 60 speakers and panelists and 13 sessions.



L to R.: Bruce Murrie, Tim Wilson, and David Kaplan, representing NOGLSTP at SWE's Capitol Hill Day. See story on page 2.

Inside this Issue:

- Page 1: Out to Innovate™ Scholarships, NOGLSTP Activities at the AAAS Annual Meeting, DiscoverE Global Marathon
- Page 2: NOGLSTP at SWE Capitol Hill Day, LGBTQ+ Career Panel Discussion at UCF
- Page 3: News and Announcements, Membership Form
- Page 4: Wellesley to Accept Trans Students, Kansas Rescinds State Employee Protections, Exxon Mobil Adopts LBGW Workplace Protections, Calendar

NOGLSTP Sponsors and Participates in SWE Capitol Hill Day 2015

Chesapeake Region chair David Kaplan, Chesapeake Region representative to the Board of Directors Bruce Murrie, and at-large Board of Directors member Tim Wilson represented NOGLSTP at the Society of Women Engineers sixth annual Capitol Hill Day on Thursday, March 19, 2015. David is a mechanical engineer in test design engineering at Northrop Grumman Electronic Systems in Baltimore. Bruce is a retired from work as a statistician with the Department of Education. Tim is chair of the Department of Electrical, Computer, Software, and Systems Engineering at Embry-Riddle Aeronautical University in Daytona Beach, Florida. This marked David's fourth time representing NOGLSTP at the event, Bruce's second, and Tim's first. NOGLSTP has been an event sponsor for four years.

This year's effort was titled "Diversity and Inclusion Drive Innovation in STEM." Besides SWE and NOGLSTP, professional organizations and industry came together in Washington, DC, to take messages regarding the need for increased diversity in the STEM workplace and in the STEM educational pipeline to legislators and their staff. Activities began on the afternoon of March 18, with training for the congressional visit at the Hyatt Regency Capitol Hill. After a welcome by SWE President Elizabeth Bierman, presenters including Betty Irish, SWE Government Relations and Public Policy Committee Chair; Dahlia Sokolov, Democratic Staff Director for the House Research and Technology Subcommittee; Kei Koizumi, Assistant Director of Federal Research and Development at the White House Office of Science and Technology Policy; Dr. Beville Watford, NSF Program Director for Broadening Participation in Engineering; and Joanne Carney, Director of AAAS Office of Governmental Relations, spoke to the assembled citizen lobbyists. After the briefings, participants moved to the Rayburn House Office Building for a reception that featured visits with and brief speeches by Representatives Eddie Bernice Johnson (D, TX-30) and Paul Tonko (D, NY-20).

The next day began with a role-playing training activity, led by Erin Prangle, Associate Director for Government Relations of the American Association of University Women, that introduced those heading off to congressional offices to the nature and dynamics of those offices. Erin chose NOGLSTP-CR chair David Kaplan to play congressman for a day, and David chose Tim Wilson of the NOGLSTP board to play his chief of staff. Other participants filled the roles for legislative director, legislative assistant (staffer), and receptionist. After organizing into the participants' states, groups headed off to their congressional appointments. The NOGLSTP contingent connected up with individuals representing the National Society of Black Engineers, the Anita Borg Institute for Women in Computing, the Institute of Industrial Engineers, and SWE itself for meetings with Sarah Scheming, legislative director for Congressman Chris Van Hollen (D, MD-8) and with legislative assistant Mike Thomas in Senator Ben Cardin's (D, MD) office. The group was even able to get a picture with Congressman Van Hollen.

NOGLSTP representatives were able to augment the general discussion of the importance of diversity to STEM by presenting letters to the congressional staff regarding NOGLSTP's mission. The training and reception offered opportunities to network with leadership from SWE, NSBE, SHPE (Society of Hispanic Professional Engineers), as well as other diversity and professional organizations. NOGLSTP's participation reminded all involved that diversity in STEM includes sexual orientation, gender identity, and gender expression not just race, gender, and ethnicity.

NOGLSTP Participates in LGBTQ+ Career Panel at the University of Central Florida

For the second year in a row, NOGLSTP was doubly represented on the University of Central Florida's LGBTQ+ Employer Panel. NOGLSTP at-large director, Tim Wilson, chair of the Department of Electrical, Computer, Software, and Systems Engineering at Embry-Riddle Aeronautical University in Daytona Beach, Florida, and NOGLSTP member (and ERAU alum) Michael Vacirca, software engineer at Lockheed Martin Global Training and Logistics in Orlando, joined panelists from NASA and other local employers at the event which was jointly sponsored by LGBTQ Services and by Career Services at UCF. After the program, student attendees and panelists attended a networking reception that allowed one-on-one discussions beyond the panel format.



NOGLSTP member Michael Vacirca (rightmost) of Lockheed-Martin and NOGLSTP Board of Directors member Tim Wilson (center) of Embry-Riddle Aeronautical University at the LGBTQ+ Employer Panel Discussion at the University of Central Florida.



NOGLSTP at-large Board member Tim Wilson (3rd from right) and NOGLSTP Chesapeake Region chair David Kaplan (2nd from right) with others from the Society of Women Engineers, the National Society of Black Engineers, the Anita Borg Institute for Women in Computing, and the Institute of Industrial Engineers with Mike Thomas (center), legislative assistant in Sen. Ben Cardin's (center; D, MD) office, at SWE's Capitol Hill Day.



NOGLSTP at-large Board member Tim Wilson (2nd from left), NOGLSTP Chesapeake Region chair David Kaplan (2nd from right), Chesapeake Region representative to the NOGLSTP Board Bruce Murrie (rightmost) and others from the National Society of Black Engineers, the Anita Borg Institute for Women in Computing, and the Institute of Industrial Engineers with Congressman Chris Van Hollen (center; D, MD-8), at SWE's 2015 Capitol Hill Day.

Keith Bowman Appointed Dean of the College of Science & Engineering at SF State

In March, San Francisco State University appointed Keith J. Bowman dean of the College of Science & Engineering. Bowman has spent much of his career focusing on increasing diversity and inclusion in science, technology, engineering and mathematics (STEM). Bowman is currently chair of Mechanical, Materials and Aerospace Engineering, the largest department in the Armour College of Engineering at the Illinois Institute of Technology (IIT). Prior to his position at IIT, he spent 23 years at Purdue University, and served as head of the School of Materials Engineering. Bowman is a member of the American Society of Mechanical Engineers executive committee of mechanical engineering department heads and chairs, and is on the Board of Directors for the American Ceramic Society. He holds bachelor's and master's degrees in metallurgy and materials science from Case Western Reserve University and a Ph.D. in materials science and engineering from the University of Michigan. Throughout his career, he has been greatly involved in efforts to increase the representation of women, LGBT people, and other underrepresented minorities in STEM fields, serving as a member of IIT's Diversity Committee and as chair of the Purdue University College of Engineering's Diversity Action Committee. He was also the first advisor to NOGLSTP at Purdue.

Tyler Clementi Higher Education Anti-Harassment Act Introduced in U.S. Congress

The Tyler Clementi Higher Education Anti-Harassment Act was introduced in the 114th Congress in the House of Representatives by Representative Mark Pocan (D-WI) and in the Senate by Senators Patty Murray (D-WA) and Tammy Baldwin (D-WI) on March 18, 2015. The Tyler Clementi Higher Education Anti-Harassment Act would require colleges and universities receiving federal student aid funding to enact an anti-harassment policy. Specifically, the legislation requires policies that prohibit harassment of enrolled students by other students, faculty and staff based on actual or perceived race, color, national origin, sex, disability, sexual orientation, gender identity or religion and requires colleges to distribute their anti-harassment policy to all students and employees, including prospective students and employees, upon request. It also explicitly prohibits behavior often referred to as cyberbullying. The bill also would create a competitive grant program at the Department of Education in which institutions could apply for funding to initiate, expand or improve programs that prevent the harassment of students; provide counseling to victims or perpetrators; or educate or train students, faculty and staff about ways to prevent or address harassment. The Act is named for Tyler Clementi, a gay student at Rutgers University who committed suicide following incidents of harassment.

Facebook Expands Gender Customizability Option

Facebook announced that it would offer 58 different possible forms of gender identification or have the user customize the entry themselves in the gender category under "Basic Information." The drop-down category includes choices such as non-binary, intersex, agender, gender fluid, questioning, and gender queer, among others. This change came about during a hackathon at Facebook headquarters. However, there is still controversy over the use of legal identification.

U.S. Labor Department Clarifies Same Sex Spousal Benefits

No matter where they live, married same-sex couples will soon be eligible for benefits under the Family & Medical Leave Act even if they reside in a state that doesn't recognize their union. The change is consistent with the Obama administration's goal of extending federal benefits of marriage to the greatest extent possible in the aftermath of the U.S. Supreme Court's 2013 decision against the Defense of Marriage Act.

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, 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

- June 6: Out to Innovate™ Scholarship deadline

Wellesley College to Accept Trans Women Students

Wellesley College will admit trans students who identify as women for the first time in their next admissions cycle. The Wellesley board of trustees issued the statement: “Wellesley will consider for admission any applicant who lives as a woman and consistently identifies as a woman.” Transgender students who identify as men will not be considered for admission, but if a Wellesley student decides that they identify as male while at Wellesley, they will be allowed to graduate. Mills College was the first to adopt a written policy admitting transgender students. Since then Scripps College, Mount Holyoke and Simmons have also adopted admissions policies to include transgender students.

Kansas Rescinds State Employee Protections

On February 10, Kansas Governor Sam Brownback rescinded the executive order protecting LGBT state employees from discrimination based on sexual orientation and gender identity, saying, “This is something that should be done by the legislature.” The original order, signed by the previous governor, Kathleen Sebelius, required state agencies controlled by the governor to prevent harassment against LGBT employees. Among affected workers are state laboratory and university employees.



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
- L’GASP: Lesbian, Gay, Bisexual Audiologists and Speech-Language Pathologists
- LAGLS: 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

Exxon Mobil Adopts LGBT Workplace Protections, at Least for Now

Exxon Mobil has adopted LGBT workplace protections by updating their standards of conduct to address LGBT discrimination. This was largely motivated by President Obama’s executive order prohibiting federal contractors from discriminating against LGBT workers.

However, Sen. James Inhofe (R-OK) has offered an amendment to the Congressional budget that could force the federal government to maintain contracts with organizations that do not treat their gay employees equally. The amendment, as read into the Congressional Record, states that “Federal agencies do not discriminate against an individual, business, or organization with sincerely held religious beliefs against abortion [or] that marriage is the union of one man and one woman.” This would undermine Obama’s executive order, which already has a loophole exempting religious organizations. In addition, 20 states have now passed “religious freedom” legislation allowing for business to discriminate based on their employees’ religious convictions.

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. Writ-ten correspondence may be addressed to: NOGLSTP, PO BOX 91803, Pasadena, CA 91109-9813. For more information, see our web site at www.noglstp.org

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