

# NOGLSTP *Bulletin*

Summer 2015

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

## NOGLSTP-CR Support of Regional Science Fairs

Since 2009, NOGLSTP-Chesapeake Region (CR) has supported the Anne Arundel County Public Schools Regional Science and Engineering Fair by promoting volunteer judging opportunities to its membership and mailing list and by sponsoring monetary awards for projects that demonstrate the ethical use of science for the benefit of human beings. In 2014, they expanded the program to two additional science fairs: the Prince George's Area Science Fair and the Baltimore Science Fair.

In 2015, NOGLSTP-CR received a \$500 grant from Constellation, an Exelon company, earmarked for science fair prizes. This was combined with similarly earmarked funds from other corporate and private donors. With this support, NOGLSTP-CR has been able to continue their successful project at all three science fairs, with which the group has developed ongoing relationships. This year, NOGLSTP-CR members also faced and overcame the unique challenge of all three science fairs being held on the same day!



Anne Arundel Science Fair awardees, pictured with NOGLSTP-CR Chair David Kaplan (2nd from right) and AACPS Assistant Superintendent for Curriculum & Instruction Greg Pilewski (far right).



Baltimore Science Fair 1st Place Division 1 award winner David Koo with NOGLSTP-CR Chair David Kaplan.

## NOGLSTP Networking with Great Minds in STEM

NOGLSTP Chair Rochelle Diamond attended a pre-summit conference of Great Minds in STEM (GMiS) for planning the HENAAC STEM Conference to be held in Pasadena, CA on October 14-18 2015. GMiS is a national leader in keeping America technologically strong by promoting science, technology, engineering and math careers, especially in underserved communities. HENAAC stands for Hispanic Engineer National Achievement Awards Corporation, which is part of GMiS, as is MentorNet, which joined this year. So how does this involve NOGLSTP? NOGLSTP has an established partnership with MentorNet for its mentoring program. Diamond networked with the leaders of GMiS about a potential exchange sponsorship with NOGLSTP to increase LGBTQI visibility in GMiS, and to bring more Hispanic and Latino diversity to NOGLSTP's membership. Discussions are underway..

## The National Research Mentoring Network and NOGLSTP

NOGLSTP is partnered with professional societies and other organizations that received a grant from the National Institutes of Health last October to establish the National Research Mentoring Network (NRMN). The NRMN is a nationwide consortium to enhance the training and career development of individuals from diverse backgrounds, communities, and cultures who are pursuing biomedical, behavioral, clinical, and social science research careers, through enhanced networking and mentorship experiences. By facilitating long-term, culturally responsive interactions among mentees and mentors, the hope is to establish a sustainable process whereby people in these fields can successfully progress in their research careers, becoming the effective mentors and scientific leaders of tomorrow. Building on this idea, NOGLSTP submitted a pilot grant to the consortium this spring for funds to create materials for people who plan to mentor LGBTQI people in these career paths. Unfortunately, the program was overwhelmed with applications for pilot grants and ours was not awarded. The volunteers who worked on this grant are planning to initiate the gathering of materials and ideas in any case, and NOGLSTP members can join the NRMN community to mentor or be mentored by going to: <http://nrmnet.net/>

### Inside this Issue:

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## Editorial from the NOGLSTP Chair

So, we live in interesting times. This is the 50th anniversary of the LGBTQ Pride movement. On July 4, 1965, lesbian and gay activists in New York, Washington, D.C., and Philadelphia planned demonstrations in front of Independence Hall, setting the foundations for the organized LGBT movement. Today we can celebrate the Supreme Court's decision that we can now be legally married in America. Hooray!! But we can still be fired in 28 states around the country because there are no consistent federal laws protecting our community from employment, housing, and education discrimination, among other things. Now that we have had some time to celebrate, we need to get back to work to make equality have real meaning for all.

- Rochelle Diamond

## UC Office of the President Announces Measures for LGBT Inclusion

One June 24, the University of California Office of the President announced a series of measures to ensure an inclusive environment for lesbian, gay, bisexual and transgender students, faculty and staff across the University of California system. Beginning in the fall, students will be able to voluntarily list their gender and sexual orientation on their undergraduate application so that the administrators of each campus can more accurately allocate resources and develop programs based on the campus's needs. In addition, the university will begin a two-year project to promote the research and understanding of gender and sexuality by both students and faculty, culminating in a system-wide symposium.

Many UC campuses have already converted single-stall restrooms into gender-neutral facilities in existing buildings, but under the new measures, new buildings and those undergoing major renovations will be required to include gender-neutral bathrooms and changing rooms starting July 1. Several groups have pushed for additional gender-neutral bathrooms on campus, including the Bathroom Brigade, a group of transgender and gender-nonconforming students and their allies, who have held protests.

## Honors for Frank Kameny

In a ceremony on Tuesday, June 23, the U.S. Department of Labor inducted Frank Kameny into its prestigious Hall of Honor. Kameny fought for decades to end workplace discrimination against LGBT employees of the federal government. Having been dismissed from his position as an astronomer with the U.S. Army Map Service in 1957 because of his sexuality, Kameny spent the rest of his life campaigning to end that discriminatory policy and promote human rights and workplace equality for the LGBT community. On June 25, on the heels of the induction for Kameny, a screening of the documentary, "Gay Pioneers," featuring Frank Kameny and others, was presented at the Central Intelligence Agency Headquarters at Langley. The difference 50 years make in American history...

## American Chemical Society Video on the Chemistry of Gender Transition

The July 18 issue of the *Huffington Post* distributed a video that ACS has made on the chemistry of gender transition. Have a look for yourself at: [http://www.huffingtonpost.com/2015/06/10/chemistry-gender-transition-video\\_n\\_7543192.html](http://www.huffingtonpost.com/2015/06/10/chemistry-gender-transition-video_n_7543192.html)

*Job Opportunity: Paid Advertisement*

### Assistant Professor of Chemistry

The Department of Chemistry at The University of Chicago invites applications from outstanding individuals for the position of Assistant Professor of Chemistry. This search is in the areas broadly defined as inorganic, organic and physical chemistry. Applicants must apply online to the University of Chicago Academic Career website. Inorganic chemists apply to <http://tinyurl.com/nq59kgr>, Organic <http://tinyurl.com/oxvy7n8>, and Physical <http://tinyurl.com/py98uyk>. Please apply to one search only. Applicants must upload a cover letter, a curriculum vitae with a list of publications, a succinct outline of research plans and a one page teaching statement. In addition, three reference letters are required. At the time of hire the successful candidate must have a Ph.D. in Chemistry or a related field. Joint appointments with other departments are possible. Review of applications will continue until all positions are filled.

Referral letter submission information will be provided during the application process.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status or status as an individual with disability.

The University of Chicago is an Affirmative Action / Equal Opportunity / Disabled / Veterans Employer.

Job seekers in need of a reasonable accommodation to complete the application process should call 773-702-5671 or email [ACOppAdministrator@uchicago.edu](mailto:ACOppAdministrator@uchicago.edu) with their request.

## Sexual Orientation Discrimination is Barred by Existing Title VII Law, U.S. Federal EEOC Commission Rules

The Equal Employment Opportunity Commission (EEOC) issued a landmark ruling on July 15, stating that the sex discrimination provisions of Title VII of the 1964 Civil Rights Act protect employees who suffer discrimination because of their sexual orientation. According to Gregory Nevins of Lambda Legal, "The decision starts by noting the indisputable truth that sexual orientation discrimination against an individual only occurs because of that individual's gender. And even an explicit "no gays allowed" policy works this way because in order to label and exclude someone because that person is lesbian, gay or bisexual, you have to take into account the gender of the person in relation to the gender of the person they love." The decision means that federal workers and local government workers can claim sexual orientation discrimination under Title VII and seek remedies, but state workers' rights are limited to non-monetary relief and attorney's fees. A private employer with 15 or more employees can still discriminate on the basis of sexual orientation and then argue in court that Title VII lets them do so. These discrepancies would need to be addressed in the court system by adopting the EEOC analysis. What would be preferable is a broad and explicit antidiscrimination law that not only covers employment but also addresses housing, credit, education and public accommodation.

**Professional Aerospace Union is a New Member of NOGLSTP**



The Society of Professional Engineering Employees in Aerospace (SPEEA) - IFPTE Local 2001 recently joined NOGLSTP. This is a professional aerospace labor union representing about 23,500 engineers, technical workers, pilots and other professionals. Members work in Washington, Kansas, Oregon, Utah, Florida and California at the Boeing Company, Spirit AeroSystems and Triumph Composite Systems. The union is a local of the International Federation of Professional and Technical Engineers (IFPTE). Since 1946, SPEEA has negotiated contracts and provided workplace representation to enforce contractual rights and federal labor law. SPEEA members are strong advocates for employee issues at work, including overtime pay for professionals, same-sex survivor benefits and career development at Boeing, for example.

**Out in Science, Technology, Engineering and Mathematics (oSTEM) Call for Posters**

The Fifth Annual oSTEM National Conference will be held November 13-15, 2015 at Carnegie Mellon University in Pittsburgh, PA. They are currently accepting poster session proposals and panelist volunteers, with deadlines of October 1 and August 1, respectively. To learn more about these proposal types or submit your own, please visit the 2015 National Conference page at: <https://www.ostem.org/conference-rfp-2015>. If you have any questions, please e-mail the Conference Program Chair at [matthew.welmers@ostem.org](mailto:matthew.welmers@ostem.org).

oSTEM is a chapter-based organization that serves lesbian, gay, bisexual, transgender, queer, and allied (LGBTQA) students in the STEM fields, with a primary goal of fostering success in leadership, academic pursuits, and professional activity. The mission of oSTEM is to educate and foster leadership among LGBTQA students in STEM fields by enriching their professional background, providing them with unique STEM experiences, affirming their identities, and addressing their individual needs.

**LGBTQ Chemists and Allies Meeting up at the American Chemical Society Fall National Meeting in Boston**

If you will be attending the ACS Fall National Meeting in Boston this coming August, be sure to stop by the Presidential LGBT Reception on August 18, from 6-8 p.m. at the Seaport Hotel and World Trade Center, Plaza Ballroom C. This will be the 8th year in a row that an ACS President has designated funding to support this official ACS event, which is also supported by the ACS Division of Professional Relations and NOGLSTP.

**LGBT Reception at the Biomedical Engineering Society (BMES) Annual Meeting**

There will be an LGBT social hour reception at the Biomedical Engineering Society (BMES) annual meeting this fall in Tampa, FL. This is the first ever LGBT event hosted by BMES! The reception will be on October 7, starting at 8 p.m., promptly after the Welcome Reception. If you plan to attend, please buy a ticket to the event (\$10) when you register for the meeting at <http://bmes.org/registration>. Registration opens on June 22. Admittance to the event is limited to conference attendees only. The organizers are also actively looking for potential sponsors of the event. Please contact Shelly Peyton ([speyton@ecs.umass.edu](mailto:speyton@ecs.umass.edu)) if you are interested in helping sponsor the event and advertising with BMES. For more information about special events hosted by BMES, please see <http://bmes.org/specialevents>.

**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

- August 16-20: ACS Fall National Meeting, Boston, MA
- October 7-10: BMES Annual Meeting, Tampa, FL
- October 14-18: HENAAC STEM Conference, Pasadena, CA
- November 13-15: oSTEM National Conference, Pittsburgh, PA



### 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
- SPEEA: Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001

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

## Call for Volunteers

2016 will be here before we know it. Now is the time to step up and join a fun group of people planning the next Out to Innovate™ Summit for people in STEM. We need your ideas, hands, and humor to help us get ready for another successful and important meeting of students and professionals. We are looking for you! Just email the NOGLSTP office, or Rochelle Diamond at rd-chair@noglstp.org and let us know how you would like to help.

## Queer Laboratory Life: Recognizing the Work of LGBT Scientists – An Article in the June 29 Issue of the *Guardian*

Georgina Voss's June 29 article in the *Guardian* sums up many NOGLSTP members' viewpoints on being out as a scientist or engineer. It is well worth a read if you haven't seen it yet. Hats off to Georgina! The full article can be found at: <http://tinyurl.com/ncnf3ps>

## Transgender Federal Employees to be Eligible for Needed Health Care Benefits

On June 23, 2015 the US Office of Personnel Management issued an order covering benefits for Gender Transition Services. Effective January 1, 2016 no insurance carrier participating in the Federal Employees Health Benefits Program may have a general exclusion of services, drugs, or supplies related to gender transition or "sex transformation." The letter clarifies OPM's earlier guidelines recognizing the evolving professional consensus that treatment may be medically necessary to address a diagnosis of gender dysphoria.

### 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, transgender people, and allies 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 address with noglstp.org)

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### Affiliates Representatives:

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