

NOGLSTP *Bulletin*

Summer 2017

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

Meet the New Members of NOGLSTP's Board of Directors

Please welcome the two new members of the NOGLSTP Board of Directors.

Terry M. Demby is retired from Lockheed Martin Aeronautics Company, where he was Technical Operations Flight Test Site Manager. He has a degree in Aerospace Engineering. Terry was the first president of Lockheed Martin PRIDE at Aeronautics – Palmdale and a Lead in Lockheed Martin's LGBT Employee Resource Group (ERG). He is interested in working to enhance the visibility of employee resource groups. He would like to work on long term financial support for NOGLSTP and help with the Out to Innovate™ Summits for LGBTQ People in STEM.



TJ Ronningen Ph.D. is a Senior Researcher in the Department of Electrical & Computer Engineering at the Ohio State University, where he works with and leads teams of scientists, engineers and mathematicians to develop novel sensor solutions for the detection of hazardous materials. Previously, TJ had a lead role in the development and release of Battelle's REBS sensor for biological hazards. He holds a Ph.D. in Chemical Physics from The Ohio State University. TJ was co-chair of the 2012 and 2014 Out to Innovate™ Conferences for NOGLSTP. TJ worked with Battelle and NOGLSTP to found NOGLSTP's Out To Innovate™ Scholarship Program with seed money from Battelle. TJ plans to use his board position to support Trans+ people in STEM, strengthen NOGLSTP's partnerships with industry, and support LGBTQ+ students as they transition out of school and into the workforce through mentoring and employer recruitment opportunities. He would also like to increase local and regional chapter growth and interaction.



NOGLSTP Honored at NSF 2017 Celebration of PRIDE

NOGLSTP Board Chair, Rochelle (Shelley) Diamond, was invited to the National Science Foundation to present the keynote address for their 2017 Pride Celebration. Diamond delivered a history of NOGLSTP from its formation as NOGLS to its current status, and described NOGLSTP's organization and programming. She shared her life experiences as a lesbian scientist with her eyewitness account of historical events through the years, including the AIDS crisis, battling for workplace equality, security clearance court cases, and events leading to the acceptance of NOGLSTP as a professional society for LGBTQ+ people in science, technology, engineering, and mathematics. Diamond was suggested as a speaker by longtime member Ron Buckmire, currently the Lead Program Director of the Scholarship for Science, Technology, Engineering and Mathematics (S-STEM) program housed in the Division of Undergraduate Education (DUE) at the National Science Foundation.



Ron Buckmire and Rochelle Diamond with Beth Strausser, Co-Chair, NSF LGBTQ+ and Allies Group and Senior Policy Specialist in the NSF Policy Office.

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Queer Chemists at the Fall 2017 American Chemical Society National Meeting

LGBTQ+ Chemists and Allies will find the following events of interest at the upcoming ACS National Meeting on August 20-24 in Washington, DC.

Monday August 21, 9:55-10:25 a.m.: Mary Crawford will give a presentation about our ACS PROF subdivision, entitled "Professional Relations: Gay & Transgender Chemists and Allies Subdivision." Marriott Marquis Washington DC, Tulip Room.

Tuesday August 22, 10:35-11:05 a.m.: Benny Chan, Red Lhota, Angela Miguez, and Mary Crawford will lead an interactive panel on "Mentoring LGBTQ+ chemistry students. Marriott Marquis Washington DC, Cherry Blossom Room.

Tuesday August 22, 5:30-7:30 p.m.: LGBTQ+ Chemists and Allies Reception, sponsored by NOGLSTP, ACS Division of Professional Relations, and the ACS President and President-Elect. Open bar, hors d'oeuvres. W Hotel, Rooftop Level.

You must be an official registrant of the ACS National Meeting to attend these events. More information can be found at <https://www.acs.org/content/acs/en/meetings/fall-2017.html>

CEO Action for Diversity & Inclusion™ - 150 Executives Commit to Fostering Diversity and Inclusion

A June 12, 2017 article appearing in the *New York Times* announced that CEO Action for Diversity & Inclusion™ has been created to be the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. Members of CEO Action for Diversity and Inclusion™ are pledging to encourage workplace dialogue on diversity and inclusion, to introduce or expand education on implicit biases and to publicly share the best, as well as the unsuccessful, actions their companies have taken. Efforts can be searched by industry category on the initiative's website (www.ceoaction.com/). CEOs of companies, such as PricewaterhouseCoopers, were quoted as being willing to share their best practices on unconscious bias training and creating an advisory board for lesbian, gay, bisexual and transgender issues. The program's steering committee plans to hold a summit meeting in November to underscore its commitment to help companies improve dialogue and opportunities for all of their workers.

NOGLSTP Partners with HERC

NOGLSTP is partnered with the Higher Education Recruitment Consortium (HERC). Founded in 2000, HERC connects colleges and universities with job candidates seeking opportunities in higher education, especially those with partners who as a couple are seeking desirable jobs within commutable distances of each other. HERC has 18 regional chapters and more than 700 member institutions, 5,000 individual members, and dozens of corporate and non-profit partners across the U.S. As an added benefit to its members, HERC offers professional development opportunities for both employers and job seekers. Annual conferences, as well as monthly webinars on topics such as transgender issues in the workplace and bias in the hiring process, provide unique opportunities for professionals and organizations to connect and learn about best practices for recruiting, hiring, and retaining dual-career couples and minority candidates.

NOGLSTP at ASEE Conference

NOGLSTP members attended and supported the 124th annual conference of the American Society for Engineering Education (ASEE). The meeting was held in Columbus, Ohio on June 25-28. NOGLSTP Board member TJ Ronningen exhibited NOGLSTP information at the conference's Diversity Pavilion.

The ASEE Diversity Committee planned and set up the Diversity Pavilion, and ran several workshops, including a series of Safe Space workshops that NOGLSTP assisted in organizing. The Committee encouraged attendees to ensure that engineering includes diverse people in many dimensions. The Committee used #ASEEIncludes on t-shirts and posters and encouraged attendees to provide their own thoughts on who engineering includes. More information on ASEE's efforts is available at Diversity.asee.org.

The Diversity Pavilion and NOGLSTP's booth had steady traffic during the exhibition hours. Educators and students learned about NOGLSTP and raised issues they have encountered on campus and in classrooms. Foot traffic at the booth was boosted by its placement next to the Columbus Zoo's petting zoo, which featured koalas, penquins, kangaroos, and snakes. In addition to Ronningen, NOGLSTP members Tim Wilson and Hector Rodriguez-Simmonds attended the conference.

NOGLSTP at DiscoverE Meeting

On June 26, NOGLSTP participated in the DiscoverE Steering Committee and Diversity Council Meeting in Washington, DC. DiscoverE, formerly the National Engineers Week Foundation, works to celebrate and raise awareness of engineering education and careers. NOGLSTP is a founding member of the DiscoverE Diversity Council. As an outcome of the meeting, we're developing initiatives to recognize LGBTQ diversity in engineering and help celebrate the accomplishments of engineers globally.

Rand Corporation Study Reveals the Need for more Campus Mental Health Resources for LGBTQ+ Students

A study on mental health service utilization among LGBTQ college students, published in the *Journal of Adolescent Health*, and posted on the Rand.org site on June 2, 2017, shows that students who identify as LGBTQ are more likely than heterosexual students to seek mental health services off campus even when on-campus services exist. This appears to be due in large part to concerns over confidentiality. Past studies have indicated that LGBTQ students are more likely to experience psychological distress and to seek mental health services than their heterosexual peers. This new study shows that there are still many barriers to using on-campus mental health services. A total of 33,200 California college students completed the on-line survey. Approximately 7% of students self-identified as sexual minorities. Compared with heterosexual students, sexual minority students endorsed higher rates of psychological distress (18% vs. 26%) and mental health-related academic impairment (11% vs. 17%) but were 1.87 (95% confidence interval: 1.50-2.34) times more likely to use any mental health services. Sexual minority students were also more likely to report using off-campus services and to endorse barriers to on-campus service use (e.g., embarrassed to use services and uncertainty over eligibility for services). A summary and link to the article can be found at www.rand.org/news/press/2017/05/30.html

NOGLSTP in the News

“Is Science Too Straight? LGBTQ+ issues in STEM diversity” by Barbara Moran appeared in the *Boston University Research News*. You can find it here: <http://www.bu.edu/research/articles/lgbt-issues-stem-diversity/>

Two articles featuring NOGLSTP were published in the May/June 2017 issue of *Diversity in Action* :

“A Rainbow of Possibilities – LGBTQ employees find supportive environments in today’s most prominent companies” on pp. 31-34.

“The Intrinsic Power of Allies” an article by NOGLSTP Chair Rochelle Diamond, on p. 17.

Issues of the magazine can be found at <http://www.diversityinaction.net/>

Copies of these articles can also be obtained by contacting Rochelle Diamond at rd-chair@noglstp.org

Valerie Barr Receives ACM Award

NOGLSTP member Valerie Barr has been honored by the Association for Computing Machinery (ACM) for her “outstanding contributions in supporting women in the field.” Barr was recognized for reinventing the Association for Computing Machinery’s Council on Women in Computing (ACM-W), increasing its effectiveness in supporting women in computing worldwide, encouraging participation in ACM through development of new ACM-W chapters, and promoting networking events and conferences. Barr is a visiting professor of Computer Science at Union College. She launched a scholarship program in 2006 that has expanded the horizons of numerous young women internationally, and also established *Connections*, a monthly newsletter for ACM-W members.

Tyler Clementi Higher Education Anti-Harassment Act Reintroduced in Congress

Senators Tammy Baldwin and Patty Murray and Rep. Mark Pocan reintroduced the Tyler Clementi Higher Education Anti-Harassment Act in May, which aims at reducing college campus bullying and harassment by requiring colleges and universities to “establish policies to prohibit harassment based on actual or perceived race, color, national origin, sex, disability, sexual orientation, gender identity, or religion.” The bill also calls for a competitive grant program to encourage universities to develop preventive training programs and counseling for student victims, and includes a provision on “cyberbullying.” This comes amidst actions by Secretary of Education Betsy DeVos to withdraw guidance pertaining to discrimination against transgender students under Title IX of the education amendments of 1972.

Member Services

The NOGLSTP member services site allows for self-serve member update and automated renewal notices. Point your web browser to 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.

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. 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, complete this form and send it with a check or money order (US Funds only) to:
NOGLSTP, PO Box 91803, Pasadena CA 91109.*

Annual membership dues enclosed:

- \$40 for working professionals
- \$20 for post-docs
- \$10 for students and unemployed
- \$1000 for Lifetime Membership

Circle payment type:

Renewal New Info change only

Date:

Name:

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

Circle newsletter preference: print email

Your pronouns:

Telephone:

Email:

URL:

Latest Degree/Subject:

Job Title:

Employer (or school if student):

Alum of (latest degree):

Do you want your name and contact information in the NOGLSTP membership roster (to be released to other NOGLSTP members)?

Yes

No

Don’t forget to fill out the other side →

Mark Your Calendars

- August 20-24: ACS National Meeting, Washington, DC
- September 7-9: Lesbians Who Tech + Allies Summit, New York City
- March 15-17, 2019: Out to Innovate™ Summit, Los Angeles, CA

Organizing Underway for Out to Innovate™ 2019 Summit for LGBTQ+ People in STEM - Get Involved!

The University of Southern California has been chosen as the next site for Out to Innovate™ in 2019. The event will occur the weekend of March 15-17, 2019. NOGLSTP is looking for volunteers to work on the programming committee, poster committee, and on other aspects of organizing the summit. All are welcome to participate in planning and being a part of NOGLSTP's signature event.



Membership Form (continued)

Special Techno-interests or expertise:

Please list any other professional 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
- Nuclear Pride
- PrideSTEM at Texas Tech
- San Diego QuEST

For new members: How did you learn of NOGLSTP?

What would you like to help us with?

- 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 an LGBTQ+ caucus at my professional society: _____
- Don't know, but would like to help with something

Postdoc Committee Forming - Seeking Ideas and Participants

Are you interested in improving the lives of postdocs in our community? NOGLSTP is forming a new committee dedicated to serving the needs of our postdoc members. Joining us is the perfect opportunity to help steer our vision and goals with your creative ideas. We have begun by partnering with the National Postdoc Association (NPA) to increase the voice of postdocs in our community. If you would like to be a part of this committee or have any ideas you would like to share, please contact Kayla Chase at kayla.a.chase@gmail.com.

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 website at www.noglstp.org

Board of Directors (append each address with noglstp.org)

Rochelle Diamond, Chair, rd-chair@noglstp.org
Chris Bannochie, Member at Large, Augusta GA, cb-board@noglstp.org
Terry Demby, Member at Large, Lancaster CA, td-board@noglstp.org
Marcie Mathis, Member at Large, Bremerton WA, mm-board@noglstp.org
TJ Ronningen, Member at Large, Columbus OH, tj-board@noglstp.org

Affiliates Representatives:

AAS SGMA: American Astronomical Society (AAS) Committee for Sexual-Orientation and Gender Minorities in Astronomy (SGMA): Stephen Lawrence, wgle@noglstp.org
Association of Lesbian, Gay, Bisexual and Transgender Mathematicians rep: David Crombecque, math@noglstp.org
L'GASP: Lesbian, Gay, Bisexual Audiologists and Speech-Language Pathologists rep: Stephanie Hayes, lgasp@noglstp.org
LAGLS: Los Angeles Gay and Lesbian Scientists rep: Rochelle Diamond, rd-chair@noglstp.org
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NuclearPride: Fabulous Nuclear Engineers and their Friends; rep: Lane Carasik, nuclearpride@noglstp.org
PrideSTEM at Texas Tech rep: Mychael Solis-Wheeler, texastech@noglstp.org
Queer Engineers, Scientists, and Technical Professionals of San Diego; rep: Greg Goldgof, sandiegoquest@noglstp.org
SPEEA: Society of Professional Engineering Employees in Aerospace; rep: April Rebollo, speea@noglstp.org

Treasurer: Barbara Belmont, bbelmont@noglstp.org

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