

NOGLSTP *Bulletin*

Fall 2002

©National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc.
NOGLSTP, PO BOX 91803, Pasadena CA 91109, phone/fax: 626 791-7689, www.noglstp.org

Estimating the Numbers: Scientists and Engineers in the US Labor Force

by Barbara Belmont

A recent discussion on the NOGLSTP e-list led to an interesting question: "Just how many scientists and engineers are there, anyways?"



An afternoon's internet excursion into the bowels of the 2002 US Census Report and National Science Foundation's Science Resources Statistics led to some interesting answers to this question. And the answers depend on how scientist or engineer is defined.

In one approach, any person employed in a science/engineering occupation is considered to be part of the science/engineering workforce. Thus defined, there were approximately 3.5 million scientists and engineers working in the United States in 1999. A limitation of this definition is that individuals who use their science/engineering training but have occupational titles such as manager, salesperson, or writer are not counted.

In another approach, any person who has formal science/engineering training, is considered to be part of the science/engineering workforce. This approach is most meaningful when only the highest degree held by the individual is considered. For example, someone with a biology degree who has an advanced degree in engineering would be counted as an engineer (instead of a biologist), but a biology undergraduate degree followed by an MFA would not be counted. Thus defined, there are approximately 10.5 million scientists and engineers working in the United States in 1999.

Using the 2002 Census population statistics, we know that about 60% of the U.S. population of 2.8×10^8 is employed in the civilian labor force. Assuming that the numbers from the 1999 NSF statistics haven't changed much, we can estimate what percentage of the U.S. workforce is a scientist or engineer: 2.6% to 7.7%.

What does this all mean for the lesbian/gay scientist and technical professional? If it's true that 10% of the population is homosexual, then most certainly it means that less than 1% of the workforce is a queer technical professional. (*Shhh. Don't let anyone know we are so few...*) On the other hand, perhaps a greater percentage of us than our non-queer colleagues are attracted to the science/engineering professions. I'll leave it to the statisticians to determine what the probability of meeting another lesbigaytrans scientists is. Whatever the numbers are, science and engineering are minority occupations in this country. Considering that, we technical professionals are very valuable in a society so dependent on technology.

Sources: NSF 02-325 July 2002: "How Large is the US S&E Workforce?" US Census Factfinder at www.census.gov

News from New York's 8th Congressional District:

Permanent Partners Immigration Act Hits 100 Cosponsor Mark

Demonstrating the breadth of support for equal immigration rights for same-sex permanent partnerships, a bill which would extend to couples in permanent partnerships the same benefits legal marriages enjoy under the US Immigration Law reached 100 cosponsors this past September. To mark the occasion, the sponsor of H.R.690 - The Permanent Partners Immigration Act, Rep. Jerrold Nadler (D-NY), has written to Rep. George Gekas (R-PA) to hold immediate hearings on the bill in the Subcommittee on Immigration and Claims, which Rep. Gekas chairs.

"My bill is simply a matter of common sense and fairness," said Rep. Nadler. "Why do we allow the government to tear apart committed and loving couples just because of who they love? The answer is that there is no excuse for this atrocious treatment of same sex permanent partnerships. My bill would correct this injustice."

"The legislation is just common sense. That's why it has reached the triple digit mark in cosponsorship, and bipartisan cosponsorship, at that," he added.

The most prominent feature of The Permanent Partners Immigration Act would allow those US Citizens and lawful permanent residents who are in a permanent partnership, to legal spouse would. Currently, because there is no legally recognized marriage between gay and lesbian couples under the immigration law, many bi-national permanent partnerships

(Continued on page 2: Immigration Bill)

Inside this Issue:

Estimating the Numbers: Scientists and Engineers in the US Labor Force	1
Permanent Partners Immigration Act	1-2
NOGLSTP Volunteer Opportunities	2
Odd or Jolly Good	2
1st HRC Corporate Equality Index	2-4
Save the Date—NOGLSTP @ AAAS AMSIE	3
Membership Renewal Form	3
Statistics by Opinion	4
About NOGLSTP	4

(Immigration Bill, continued from page 1)

are torn apart when one partner moves to the United States, and the other is not allowed.

While the bill will afford the same immigration benefits to permanent partnerships that those who contract a legal marriage receive, it will also apply the same exact restrictions and enforcement standards. For example, if a person is found to have entered into a fraudulent permanent partnership for the purposes of obtaining a visa for another person, they will be subject to the same five year maximum imprisonment, or \$250,000 maximum fine, or both, as a person who contracts a fraudulent marriage would.

"My bill only demands that those people in same-sex permanent partnerships receive equal treatment to those who can get legally married," said Rep. Nadler. "Not one iota more."

Rep. Nadler has served in Congress since 1992 where he has worked on many issues of importance to the gay, lesbian, bisexual, and transgender community. He represents the 8th District of New York which includes parts of Manhattan and Brooklyn. Check out www.house.gov, to learn the status of this bill, or to find out how to contact your congressman.

Inquire at office@noglstp.org

NOGLSTP Volunteer Opportunities

- ▽ Edit The NOGLSTP Bulletin, our quarterly newsletter
- ▽ Compile of a list of professional societies to which our members belong, including any official or unofficial lesbian, gay, bisexual, and transgender special interest groups
- ▽ Solicit and secure grants to support expansion of NOGLSTP events/activities
- ▽ Facilitate a relationship between NOGLSTP and your professional society

Odd or Jolly Good...

NOGLSTP is pleased to announce that long time member and volunteer Barbara Belmont has been elected to the rank of Fellow within the American Association for the Advancement of Science. Election as a Fellow of AAAS is an honor bestowed upon AAAS members by their peers. In this case, Barbara's peers consist of the AAAS Section on Societal Impacts of Science and Engineering. Barbara is NOGLSTP's representative to this section, where she represents NOGLSTP as part of its activities in affiliation with AAAS. Fellows are recognized for meritorious efforts to advance science or its applications (scientifically or socially). Barbara is being honored for her service to her professional societies, namely, NOGLSTP, American Chemical Society, and AAAS, and for her outreach activities for promotion of public understanding of chemistry for children, especially girls.



Barbara joins NOGLSTP Board Members Mark Tumeo and Arnold Zwicky, who are also AAAS Fellows. If any other NOGLSTP members are AAAS Fellows, let us know. We'd like to boast about you!

NEWS from the Human Rights Campaign

13 COMPANIES EARN PERFECT SCORE ON FIRST HRC CORPORATE EQUALITY INDEX

Companies Demonstrate Leadership with Regard to Gay, Lesbian, Bisexual, Transgender Employees

A total of 13 major U.S. corporations earned 100 percent on the Human Rights Campaign Foundation's first Corporate Equality Index, released today. The index rates large corporations on policies that affect their gay, lesbian, bisexual and transgender employees, consumers and investors.

"The HRC Corporate Equality Index is a tool that can help fair-minded Americans decide what products to buy, where to work and how to invest," said Elizabeth Birch, HRC's executive director. "At the same time, we hope the index inspires those companies that fell short to take the next step and change their policies, not merely to improve their scores but because fairness is good for business."

The 13 companies that scored 100 percent are: Aetna Inc.; AMR Corp./American Airlines; Apple Computer Inc.; Avaya Inc.; Eastman Kodak Co.; Intel Corp.; J.P. Morgan Chase & Co.; Lucent Technologies Inc.; NCR Corp.; Nike Inc.; Replacements Ltd.; Worldspan L.P.; and Xerox Corp.

"While many of these companies have had a long commitment to gay and lesbian employees, most achieved a perfect score after adding gender identity to their non-discrimination policies," said HRC Education Director Kim I. Mills, who oversees HRC WorkNet, the organization's workplace advocacy project. "Eighty of the companies rated, or 25 percent, met every criterion of the index except for having a gender identity non-discrimination policy. Those companies received scores of 86 percent."

At the other end of the scale, three companies scored zero: CBRL Group Inc./Cracker Barrel; Emerson Electric Co.; and Lockheed Martin Corp. None of the three have any policies aimed at treating their GLBT employees fairly and all three have resisted shareholder resolutions urging them to include sexual orientation in their non-discrimination policies.

The 2002 HRC Corporate Equality Index rated 319 companies on a scale of 0 percent to 100 percent on seven factors, including whether they have a written non-discrimination policy covering sexual orientation; have a written non-discrimination policy covering gender identity and/or expression; offer health insurance coverage to their employees' same-sex domestic partners; and decline to engage in any activities that would undermine the goal of equal rights for lesbian, gay, bisexual and transgender people.

Almost all of the companies rated - 293, or 92 percent, - include Sexual Orientation in their non-discrimination policies. "This criterion was met more than any other measured by the index and is an indication that such policies are the foundation of a fair workplace and set the stage for other initiatives," said Daryl Herrschaft, associate director of HRC WorkNet.

(Continued on page 3: HRC Report)



**Renew or
Make Changes
Online**
at
www.noglstp.org/memberservices.php

IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. If it says 200210-200301, it is time to renew your dues. If it says 200206-200209, or trial2, it is past time to renew or join, and this will be your final newsletter unless we hear from you. We need and appreciate your continued support. You may renew online (and pay with a credit card), 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. Remember to add \$5US if you are subscribing outside of the US. Thank you. You may also use this form to inform us of any address or area code changes.

(HRC Report: Continued from page 2)

Only 17 employers, or 5 percent include gender identity and/or Expression in their non-discrimination statements.

The second most-common criterion met was health insurance benefits for employees' same-sex domestic partners. A total of 221 employers, or 69 percent of those rated, offer them. And 171 companies, or 54 percent, include sexual orientation in their diversity training.

The median score for all companies was 57 percent. Companies in several industry sectors consistently scored on the higher end of the scale. Banking and financial services received a median score of 71 percent; high-tech equipment manufacturers had a median score of 79 percent and consulting firms had a median score of 86 percent. In contrast, market sectors that scored consistently low were: engineering and construction (median score: 29 percent); food, beverage and grocery enterprises (median score: 43 percent) and retail and consumer products median score: 43 percent).

Six companies received a rating of 14 percent because HRC was unable to find any evidence that they had overtly resisted equal treatment for Their LGBT employees, but neither had they taken any affirmative steps for LGBT employees, consumers or investors.

These employers are: Domino's Inc.; FedEx Corp.; MeadWestvaco Corp.; Meijer Inc.; Shaw Industries Inc.; and Wal-Mart Stores Inc.

Two other companies, Exxon Mobil Corp. and Perot Systems Corp., received a score of 14 percent. ExxonMobil has for the last four years opposed a shareholder resolution that called on the company to include sexual orientation in its equal employment opportunity statement. The company Has implemented a diversity training program that covers sexual orientation - hence the 14 percentage points. However, the company has used the trainingprogram's existence in an attempt to mitigate negative publicity surrounding Exxon's decision in 1999 to remove sexual orientation from Mobil's non-discrimination policy following the two companies' merger. At the same

(Continued on page 4)

----- cut here -----

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:

\$15-35 (sliding scale) (tax deductible after the 1st \$10)

\$10 for students and unemployed*

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

\$5 extra for memberships outside of the US
(for the extra postage) (US Funds only, please!)

Renewal New Info change only

Name: _____

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

Telephone: _____

Email/URL: _____

Technointerest or profession: _____

Latest Degree/Subject: _____

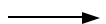
Do you want your name and phone/email printed on a membership roster to be released to other NOGLSTP members?

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



Save the Date



AAAS AMSIE 2002 -Denver

American Association for Advancement of Science
Annual Meeting and Scientific Innovation Exposition

February 16, 2002:

NOGLSTP Business Meeting 11:30am-1:30pm

Marriott/Nat Hill

NOGLSTP Reception 4:30 pm -6:30 pm

Marriott/Nat Hill

(HRC Report: Continued from page 3)

time, Exxon also closed Mobil's domestic partner benefits Program to any additional employees. Each of the other oil and gas firms that HRC rated - ChevronTexaco Corp., BP and Shell Oil Co. - scored 86 percent.

Perot Systems Corp., which also scored 14 percent because it has a non-discrimination policy covering sexual orientation, is the only Other company known to have closed a domestic partner benefits program.

The 319 rated companies were drawn from the 2002 Fortune 500; the 200 largest privately held companies from the 2001 Forbes Private 500; and, information collected by HRC WorkNet (the organization's workplace advocacy project) on other companies with at least 500 employees. The index was not applied to colleges and universities, government employers, non-profits or companies with fewer than 500 employees.

A full copy of the report and ratings can be found at http://www.hrc.org/worknet/cei/cei_report.pdf.

Membership/Renewal Form (continued):

Please list any other professional organizations that you belong to:

Special Techno-Interests or Expertise:

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

The Human Rights Campaign is the largest national lesbian and gay political organization with members throughout the country. It effectively lobbies Congress, provides campaign support and educates The public to ensure that lesbian, gay, bisexual and transgender Americans Can be open, honest and safe at home, at work and in the community.

Would That It Were True...

Statistics by Opinion

A recent Gallup Poll asked Americans for their own estimate of the percentage of American men and women who are gay or lesbian. The average responses were that 21% of men are gay and 22% of women are lesbians.

Roughly a quarter of those surveyed thought that more than 25% of the population is gay. Gallup also noted that male respondents tended to give lower estimates of both the gay and lesbian populations than female respondents did, and that both sexes believe there are more gays of the opposite sex than of their own sex. At least one in six respondents did not offer an estimate.

Gallup has been polling the American public on gay issues for more than 25 years.

ABOUT NOGLSTP

NATIONAL ORGANIZATION OF GAY AND LESBIAN SCIENTISTS AND TECHNICAL PROFESSIONALS, INC., is a nation-wide organization of lesbigay scientists and technical professionals, regional and caucus groups, and others interested in technical matters and the gay and lesbian community. NOGLSTP's goals include dialog with professional organizations, providing information, improving our member's employment and professional environment, opposing homophobia and stereotypes, educating the gay, scientific and general communities, and fostering intercity contacts among our members. National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc. is a tax-exempt educational organization under IRS section 501(c)3, incorporated in the State of California (TAX ID # 95-4358685). Written correspondence may be addressed to: NOGLSTP, PO BOX 91803, Pasadena CA 91109-9813. For more information, see our web page at <http://www.noglstp.org/>

Board of Directors:

Rochelle Diamond, Chair, Pasadena CA	626 791-4393
Diamond@its.caltech.edu	
John Burke, Member at Large, Dallas TX	972 503-6867
J-burke@raytheon.com	
Mark Tumeo, Member at Large, Cleveland OH	216 687-4860
M.tumeo@csuohio.edu	
Arnold Zwicky, Member at Large, Palo Alto CA	
Zwicky@csl.stanford.edu	

Newsletter

The **NOGLSTP Bulletin** is published quarterly. Articles are encouraged and gratefully received. e-mailed articles to the NOGLSTP office c/o editor@noglstp.org are preferred. Next publication deadline: January 5, 2002.

Please acknowledge the **NOGLSTP Bulletin** as your source if you choose to reproduce any of these articles.