

NOGLSTP *Bulletin*

Fall 2005

©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

NOGLSTP Launching Mentoring Program

NOGLSTP is proud to announce the coming launch in early January of a new initiative. It is an international mentoring program for LGBTQ students in the sciences, engineering, and technical professions. NOGLSTP member Amy Ross, Ph.D., has volunteered to coordinate the program. NOGLSTP is in the early stages of developing the mentoring program for LGBTQ students to connect them with established professionals and human resources pipelines at top science, engineering, and high-technology companies. Integral to the mission will be an affiliated partnership with MentorNet, a non-profit e-mentoring portal that already services women and under-represented minorities in these fields. The overview of the vision was presented in late September at the Out and Equal Workplace Summit. NOGLSTP is currently putting together a grant proposal to fund this project and is looking for appropriate funding sources. In addition, talks are underway with various industry employee resource groups to seek sponsorship for career fairs and career conferences for these students, early career professionals, and out of work professionals seeking to re-enter the workforce. NOGLSTP will work face-to-face with universities, professional societies, and industry by presenting workshops on the value of LGBT mentoring and providing them with access to the mentoring network.

NOGLSTP Members are encouraged to participate in this project — as members of the program coordination committee, and as mentors. For more information, contact project coordinator, Dr. Amy Ross, aross@noglstp.org.

Raytheon Shows Their Support

NOGLSTP is grateful to have received a \$2000 donation this past August from Raytheon's GLBTA. Raytheon's GLBTA has demonstrated outstanding support for NOGLSTP's programs and activities providing generous monetary support since 2001.

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News About and From Our Members

Bannochie Receives ACS Award

NOGLSTP Member Chris Bannochie has been selected as the recipient of ACS's 2005 Stanley C. Israel Regional Award for Advancing Diversity in the Chemical Sciences. Bannochie, an American Chemical Society Councilor for the Savannah River Section, has been recognized for his leadership in establishing and fostering inclusiveness and recognition of LGBT members of ACS and the broader scientific and professional communities. In particular, this award was given to him in recognition of his work leading to the ACS Policy Statement 2003-14 that recommends federal legislation to extend employment discrimination protection to include sexual orientation, gender expression, and gender identity. The award was presented to Bannochie at the Southeast/Southwest Regional American Chemical Society Meeting in Memphis earlier this month. The award was named after deceased American Chemical Society Director Stanley C. Israel, who was dedicated to the cause of inclusiveness and diversity in the chemical profession and society at large.



Award recipient Bannochie with ACS President-Elect

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Outreach at the Association of Science-Technology Centers Conference

NOGLSTP Member Judd Proctor reports that there was a GLBT Reception at the annual conference of the Association of Science-Technology Centers in Richmond, Virginia this past October. Thirty-second, mini-history statements about famous GLBT scientists were announced on the local FM radio (WRIR, 97.3FM) the Thursdays before and after the conference.

Tumeo Elected to City Council

Congratulations are in order for Mark Tumeo, who won his bid for election to the Cleveland Heights City Council. Dr. Tumeo, Vice-Provost for Research and Dean of Graduate Studies at Cleveland State University, is a long-time NOGLSTP member, and served on our Board of Directors for over ten years.

Reports on NOGLSTP Presence at Fall Conferences

2005 Out & Equal Workplace Summit

NOGLSTP presented a well-attended, standing room only, workshop at the 2005 Out & Equal Workplace Summit held late September in Denver Colorado. This was especially gratifying as it is NOGLSTP's inaugural effort in its new mentoring program. Entitled "Mentoring Young LGBT Scientists, Engineers, and Technical Professionals: Fostering Academic, Corporate and Professional Society Partnerships", the workshop featured academic, corporate, and professional association executives. The panel featured NOGLSTP members Amy Ross (moderator and NOGLSTP Mentoring Program Coordinator) and Rochelle Diamond (NOGLSTP chairperson), along with Miriam Feldblum (Special Assistant to the President of Caltech and Student Affairs Liaison for GLBT groups on campus), Chase Hawkins (Director for Diversity at Raytheon Integrated Defense Systems), and Jeffrey Ehrenberg (Learning Leader for IBM Research). The participants discussed the NOGLSTP vision of a targeted mentoring program that will assist students and entry-level professionals with practical guidance and the tools to succeed. In today's highly competitive environment, the next generation of LGBT scientific, engineering, and technology professionals must be able to successfully integrate their unique knowledge and skills into the corporate workplace. Such alliances will be mutually beneficial to LGBT students, professionals, and the corporate world.

In addition, NOGLSTP was pleased to accept the donation of IBM's exhibition booth for the duration of the Summit. NOGLSTP displayed its various brochures and gave away its first ever NOGLSTP pens with the NOGLSTP logo and website imprint. A new color NOGLSTP general information brochure was also introduced at the summit.

Out & Equal™ Workplace Advocates is a national nonprofit 501(c)(3) organization headquartered in San Francisco. They champion safe and equitable workplaces for lesbian, gay, bisexual, and transgender (LGBT) people. They advocate building and strengthening successful organizations that value all employees, customers, and communities. This kind of networking raises the profile of NOGLSTP with the 1,060 participants at the Summit who gathered to share best practices on how to achieve workplace equality for LGBT employees. Participants represented 223 companies and organizations in 39 states and abroad, including attendees from Canada, Germany, Kazakhstan, the Netherlands and the United Kingdom. The 2006 Summit will be held next September in Chicago.

LGBT Chemists and Allies

NOGLSTP sponsored a well-attended reception for LGBT Chemists and Allies at the Fall National American Chemical Society Meeting this past August, in Washington DC. ACS has two national meetings a year. The LGBT Chemists and Allies usually have an informal gathering, such as a night "out", and NOGLSTP hosts a reception at the fall meeting. We're looking forward to the next fall meeting, which will be in San Francisco, September 10-14, 2006!

SACNAS National Conference

NOGLSTP Chairperson, Rochelle Diamond, attended the first ever-official LGBTQ forum at the Society for the Advancement of Chicano and Native American Scientists (SACNAS) National Conference in Denver. This forum was a big step for SACNAS whose mission is to encourage Chicano/Latino and Native American students to pursue graduate education and obtain the advanced degrees necessary for science research, leadership, and teaching careers at all levels. SACNAS is over 30 years old and membership spans several different age and education ranges.

Even though Rochelle is not ethnically a member of SACNAS, as chairperson of NOGLSTP, she was invited to talk about the issues facing LGBTQ students and early career professionals who are also women and under-represented minorities pursuing their fields of study. The event was a well-attended panel discussion with much input from the audience. Unfortunately this forum was the last session of the entire conference and the attendees really didn't get a proper chance to network and discuss the issues amongst themselves. Many in the audience have since contacted her to try and organize a similar forum for next year with a reception at the beginning of the meeting so that people would have a chance to make contact with each other during the meeting. NOGLSTP will try to help the SACNAS LGBTQ community to raise sponsorships and awareness of the need for such programming.

Society of Women Engineers

Rochelle Diamond and Amy Ross hosted a NOGLSTP reception at the Society of Women Engineer's (SWE) National Conference in Anaheim, CA. The reception was held in honor of the first ever diversity track session for LGBTQ women engineers. Entitled "Homeward Bound – Companies Welcoming the Whole You, from Gender to Sexual Orientation/Invisible Diversity in Engineering". The session was graciously sponsored by Out and Equal and DuPont. NOGLSTP very excited about expanding contact with SWE and they are very interested in the launch of NOGLSTP's Mentoring Program. SWE is already a partner with MentorNet, representatives of which attended the SWE reception.



After the SWE LGBT Meet and Greet. Rochelle Diamond, second from right. Amy Ross, far right.

Save the Date: NOGLSTP Annual Meeting

Pencil in President's Weekend, February 16-20 2006, for the NOGLSTP Annual Meeting, to be held in St. Louis Missouri during the AAAS convention. We will have our traditional Reception and Recognition Awards Ceremony, as well as our Business Meeting during this weekend. As this newsletter goes to press, we don't know exactly which day these events will be on. But we'll let you know as soon as AAAS lets us know!

National Engineering Week

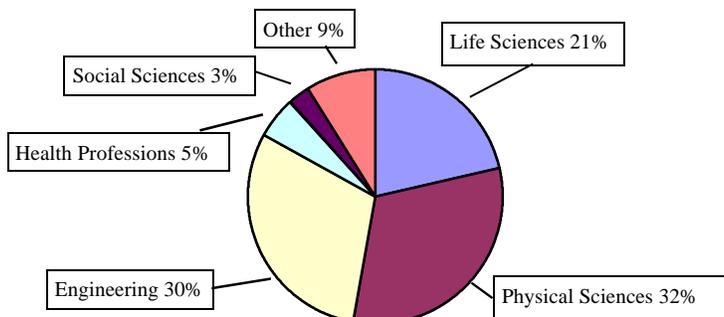
NOGLSTP is an endorsing society of National Engineering Week for 2006. NOGLSTP's EWEEK activity will be the celebration of our LGBT Engineer of the Year, who will receive a recognition award during our annual meeting in St. Louis (*see article above*).

Founded in 1951 by the National Society of Professional Engineers, Engineers Week (February 19-25, 2006) is celebrated annually by thousands of engineers, engineering students, teachers, and leaders in government and business. In 1988, the National Engineers Week consortium expanded its scope and now includes more than 100 engineering, scientific, and education societies and major corporations dedicated to enhancing the public understanding of the engineering profession and to promoting pre-college interest in math, science, and engineering as a career option. The Society of Women Engineers and Northrop Grumman Corporation will lead this annual event in 2006 and work alongside leading engineering societies to increase the public's awareness and appreciation of engineering. For more information on National Engineering Week, point your web browser to www.eweek.org.

Consider Making an End-of-Year Donation

As you plan your end-of-year tax strategies, please consider a generous donation to support NOGLSTP's new Mentoring Program. In addition to accepting traditional cash donations, we are pleased to inform you of our new stock donation transfer program. Under a newly established contract with Charles Schwab Institutional Brokers, you may transfer shares of personally owned stock to the NOGLSTP account. This approach has a double advantage; you benefit from a direct stock transfer that allows you the full IRS charitable deduction donation on the sale value of the equities, and you pay no capital gains taxes on the stock's appreciation. So, you benefit from your charitable contribution, you by-pass the capital gains on the sale of the stock, and NOGLSTP programs benefit from your generosity and involvement! Under agreement with Schwab, there is no fee charged to you or your account. Proceeds of stock sales are directly deposited into NOGLSTP's fund to support our programs. Contact the NOGLSTP Office for DTC Transfer and account details.

NOGLSTP Member Professions In a Nutshell:



IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. If it says 200510-200601, it is time to renew your membership. If it says 200505-200509, 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) at www.noglstp.org/memberservices.php, 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. You may also use this form to inform us of any address or area code changes.

[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 →

Queer Scientists of Contemporary Note: Alexis Templeton and Amy Palmer

Earth scientist Alexis Templeton and biophysical chemist Amy Palmer have been together since their undergraduate days at Dartmouth. They have a one year old son, Ethan and all are embarked on a new life together at the University of Colorado, Boulder. Its hard enough to land a tenure-track job and even harder to search for two jobs together starting a family. So says the article in the October 21st issue of *Science*. Perhaps a sea change is occurring in some of the top academic institutions as they search for the best talent available and struggle to keep the talent within their institutions. These women have worked hard for the opportunity and were audacious enough to go after what they desired – good jobs for both in a comfortable environment. They have both supported each other through their careers, each taking turns at technical jobs while each finished a degree. Then on to co-interviewing for postdocs and now securing faculty positions together. “Just a few years ago, any one of these complicating factors--the unconventional nature of their relationship; requiring two jobs in the same place; having a baby in the midst of the job search--could have caused problems. But "what we found is that many institutions have worked very hard in the last few years to be very open" to assisting new parents and dual-career couples, as well as about lifestyle choice, says Templeton: "I think the landscape has changed a lot."... "There wasn't a blink, which was really astounding," says Templeton.

AAAS members may read the entire article on-line at:
<http://www.sciencemag.org/cgi/content/full/310/5747/518>

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

ABOUT NOGLSTP

NATIONAL ORGANIZATION OF GAY AND LESBIAN SCIENTISTS AND TECHNICAL PROFESSIONALS, INC., is a nation-wide organization of lesbigaytrans scientists and technical professionals and others interested in technical matters and the LGBT community. NOGLSTP's goals include educating the scientific and general communities about LGBT issues in science and the technical workplace; educating the queer community about relevant topics in science; dialogue with professional societies and associations; improving our members' employment and professional environment; opposing queer phobia and stereotypes by providing role models of successful LGBT scientific and technical professionals; and fostering networking and mentoring 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), and is an affiliate of the American Association for the Advancement of Science (AAAS). 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

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Newsletter

The **NOGLSTP Bulletin** is published quarterly, most of the time. Contributed articles are encouraged, and may be e-mailed as plain text to office@noglstp.org . Next publication deadline: January 15, 2006

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