

NOGLSTP *Bulletin*

Spring/Summer 2005

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

NOGLSTP to Present Mentoring Workshop at 2005 Out and Equal Workplace Summit

Taking the lead in developing mentoring partnerships that will assist the next generation of LGBT technical professionals to integrate into the corporate workplace, NOGLSTP will present its first-ever workshop at the upcoming Out and Equal Workplace Summit, to be held in Denver CO, September 22-25, 2005. Organized by Rochelle Diamond and Amy Ross, the workshop is entitled "Mentoring Young GLBT Scientists, Engineers, and Technical Professionals: Fostering Academic, Corporate, and Professional Society Partnerships".

This workshop will feature a panel of academic, corporate, and professional association executives who will discuss targeted mentoring programs that assist the next generation of LGBT scientists, engineers, and technology professionals in the transition from the academic environment to the corporate world. In today's career environment, it is critical that young LGBT professionals be provided with the tools and strategies required for success in these challenging and highly competitive fields.

Traditionally, universities have provided their students with assistance and guidance in transitioning to the workplace. However, once in the workplace, LGBT individuals have too often been confronted with a hostile and homophobic environment. Over the past several years, LGBT community and scientific/technical societies have worked in collaboration with the corporate world to heighten awareness and acceptance of LGBT individuals in the workplace. To ensure the long-term success of these programs, it will be necessary to establish innovative collaborative networks between academic institutions, the corporate world, and the professional societies and associations that have a vested interest in the employment and retention of LGBT employees. To accomplish this goal, it will be necessary to provide role model images, leadership training, and networking systems that address the unique needs of highly educated and trained LGBT talent.

Panel members will present their visions and discuss ways in which their organizations seek to foster novel and productive LBFT resources for their students, employees, and society members. Both theoretical concepts and concrete programs will be discussed. The goal of the integrated panel discussion and audience participation is to identify and establish mentoring alliances and programs that assist and benefit students, entry-level professionals, and the corporate environment in which they work.

Queer Science in the News

In the olden days, say, just 10 years ago, it was a rare day for a scientific journal to publish a research article about queerness and factors involving or leading to such. These days, we don't even have room in one newsletter to discuss them all. Here are a few titles and their brief descriptions.

Digit ratio (2D:4D) in homosexual and heterosexual men from Austria, Voracek M, Manning JT, Ponocny I, *Arch Sex Behav.* 2005 Jun;34(3):335-40. Remember the finger-length ratio studies of lesbians a few years ago? That study, as this study, was motivated by earlier findings that prenatal testosterone levels affect the length ratios of the 2nd and 4th fingers. This present study tried to demonstrate a correlation between sexual orientation and finger-length ratios of men (which could then be correlated to prenatal testosterone). The study was inconclusive.

'I daresay I might find it embarrassing': general practitioners' perspectives on discussing sexual health issues with lesbian and gay patients, Hinchliff S, Gott M, Galena E., *Health Soc Care Community.* 2005 Jul;13(4):345-53. A small (n=22) sample of British physicians was interviewed about the difficulties they face when discussing sexual health issues with lesbian and gay patients. Because they are uncertain about what words to use, and because they feel ignorant about lesbian and gay lifestyles and sexual practices, at least half of those interviewed were uncomfortable about talking about sexual health matters with their queer patients.

Brain response to putative pheromones in homosexual men, Savic, I, Berglund, H, Lindstöm, P, *Proceedings of the National Academy of Sciences of the United States* – May17, 2005. Positron Emission Tomography was used to determine whether sexually dimorphic regions of the brain were activated when the test subjects smelled a testosterone or estrogen derivative. The test subjects were heterosexual men, homosexual men, and heterosexual women. The results showed that the brain reacts differently to the two putative pheromones compared with common odors, and suggest a link between sexual orientation and hypothalamic neuronal processes.

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AAAS Symposium and NOGLSTP Awards Reception Review

by someone who was there

At last February's AAAS annual meeting, NOGLSTP presented the symposium "Defining Male and Female: Biology and the Law". We held a highly-attended pre-symposium press conference the day prior, and received significant press attention. The symposium itself was very well attended, but the audience size was dwarfed in the massive 3000-person capacity ballroom. In addition to our panelists — Eric Vilain on "Intersexualities", William Reiner on "When Upside Down is Right Side Up", and Susan Becker on "The Legal Challenges of Sexual Identity" — we had a few last minute guests. Dana Beyer replaced Mara Keisling, both from the national Center for Transgender Equality. Cheryl Chase and Alice Dreger, both representing the Intersex Society of North America, joined the symposium as discussants. Several of our panelists were interviewed by BBC radio and others. *The Advocate*, the national GLBT news magazine, even ran a story about the symposium. Too bad they didn't mention that NOGLSTP organized it, but maybe they don't understand how much creative and financial effort is expended to put these symposia together. Nevertheless, congratulations are in order to NOGLSTP's Rochelle Diamond and Mark Tumeo for organizing one of our most successful symposia to date!



Rochelle Diamond introduces symposium panelists Becker, Reiner, and Vilain (L to R).

The NOGLSTP Recognition Awards event later that afternoon was lovely, with standing room only. We honored the Raytheon Company, Lyn Conway, and Sim Aberson with our National Corporate Award, and GLBT Engineer and Scientist of the Year Awards, respectively.



Raytheon Vice-President Linda Rutherford (4th from left) proudly displays the 2005 NOGLSTP National Corporate Award, flanked by Raytheon GLBTA folks.

way had influenced her life and how being true to oneself would lead to the creative drive that was a sure path to professional success. Although Aberson was a recipient of the 2003 Presidential Early Career Award in Science and Engineering, he told us that the NOGLSTP GLBT Scientist of the Year Award was more meaningful to him. Congratulations to all! More event photos can be found on-line at <http://www.noglstp.org/outandabout/>

NOGLSTP Board Transitions

The NOGLSTP Board of Directors is pleased to welcome Members-at-Large Michael Wiggins and Steven Jacquier to its fold. Michael is formally trained in Materials Science, and is an expert in LGBT Diversity / Inclusion Efforts and Statistical Data Analysis for Technical / Financial Process Improvements. Steven is an Ecologist and Science Educator, and is an active member of the Gay, Lesbian, and Straight Educators Network (GLSEN), the National Science Teachers Association (NSTA), and more. We look forward to their fresh viewpoints and breadth of expertise.

Wiggins and Jacquier replace outgoing Board Members Arnold Zwicky and Mark Tumeo. Arnold served as Board Member since 2001. Mark passes the torch after 10 years as a Board Member. We are grateful to both of them for their long service and support.

NOGLSTP is Now Soliciting Nominations for its 2006 Recognition Awards

- ▽ GLBT Scientist of the Year
- ▽ GLBT Engineer of the Year
- ▽ GLBT Science/Technology Educator of the Year
- ▽ National Corporate Award
- ▽ National Institution/Organization Award
- ▽ Walt Westman Award

The deadline for nominations is November 15, 2005. For more downloadable nomination form and more information about our recognition awards program, point your web

The Raytheon Company was represented by a posse of one of its GLBTA employee resource groups, the chests of whom swelled with pride when Vice-President Linda Rutherford accepted NOGLSTP's first National Corporate Award. Lynn Conway was unable to join us that day to receive her GLBT Engineer of the Year Award, but at the last minute we learned that event guest Virginia Harmon, partner of symposium panelist Dana Beyer, considered Conway to be her role model and mentor for living openly as a transsexual. With little encouraging, Harmon was delighted to accept the NOGLSTP GLBT Engineer of the Year Award on Conway's behalf, and delivered a moving extemporaneous speech, in which she shared how Con-



Sim Aberson (r) receives 2005 NOGLSTP Scientist of the Year Award

Legislation Would Protect Federal Employees from Sexual Orientation Discrimination

submitted by our friends at NIH, source: govexec.com

Legislation that would guard federal employees from discrimination on the basis of sexual orientation was introduced early July with the support of 11 lawmakers.

The bill, known as the Clarification of Federal Employment Protection Act (H.R.3128), is in response to Senate testimony by Special Counsel Scott Bloch when he stated that the Office of Special Counsel is limited by law in its ability to protect gay employees from discrimination on the basis of sexual orientation.

The legislation, proposed by House Government Reform Committee ranking member Henry A. Waxman, D-Calif., would amend the 1978 Civil Service

(Continued on page 4, Federal Employee Protection)

—University of Toronto Paid Advertisement—

Perceptual or Cognitive Aspects of Human Communication and/or its Development: Assistant or Associate Professor

The University of Toronto at Mississauga (UTM), Department of Psychology, invites applications for a tenure-track position at the level of Assistant or Associate Professor, beginning July 1, 2006. We are seeking someone who conducts experimental research related to perceptual or cognitive aspects of human communication (verbal or nonverbal) and/or its development. Applicants should show evidence of excellence in research and teaching. For further details, please see our website:

<http://www.utoronto.ca/academicjobs.html> (Psychology, UTM).

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

Applicants should submit a CV, statement of research and teaching interests, and copies of representative publications. Three letters of recommendation should also be sent directly. Materials should be submitted by October 30, 2005 to Dr. Alison Fleming, Chair, Department of Psychology, University of Toronto at Mississauga, Mississauga, Ontario, Canada L5L 1C6.

Events Coming Up This Fall...

- ▽ **August 30**, 5-6:30 pm, NOGLSTP sponsors LGBT Chemists and Allies Reception at the American Chemical Society national meeting, Renaissance Washington DC Hotel www.noglstp.org/lgbchem/meetings.html
- ▽ **September 22-24**: Out and Equal Workplace Summit, with NOGLSTP workshop, Denver CO www.outandequal.org/
- ▽ **September 22-24**: 23rd Annual Conference of the Gay and Lesbian Medical Association, Montreal, Quebec www.glma.org/conferences/annual/2005/index.shtml
- ▽ **November 3-5**: Society of Women Engineers National Conference, Anaheim CA www.swe.org

IS IT TIME TO RENEW YOUR MEMBERSHIP DUES?

Check your mailing label. If it says 200505-200509, it is time to renew your membership. If it says 200501-200504, 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

Reform Act affirming "that federal employees are protected from discrimination on the basis of sexual orientation and to repudiate any assertion to the contrary."

"At a time when our federal employees are working tirelessly on behalf of the nation, we should be doing our utmost to ensure that all are protected against discrimination," Waxman said in a statement. "Unfortunately, the Bush administration appears to have abandoned a long-standing bipartisan interpretation of the law that protects federal employees from discrimination based on sexual orientation."

The proposed law, if passed by Congress and signed by President Bush, would add to the list of prohibited forms of discrimination against employees or potential employees that include race, gender, national origin, age, handicaps, marital status and political affiliation. OSC spokeswoman Cathy Deeds said that Congress has twice tried to pass legislation that would give homosexuals "protected class status," allowing OSC to enforce Bush's policy forbidding sexual orientation discrimination, but both attempts failed.

Co-sponsors of the bill include Reps. Tammy Baldwin, D-Wis.; Danny K. Davis, D-Ill.; Eliot L. Engel, D-N.Y.; Mark Foley, R-Fla.; Barney Frank, D-Mass.; Chris Van Hollen, D-Md.; Steny H. Hoyer, D-Md.; Jim Kolbe, R-Ariz.; Christopher Shays, R-Conn.; and Del. Eleanor Holmes Norton, D-D.C.

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 _____

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 glbt 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 queer, scientific and general communities, and fostering inter-city 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), 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 page at www.noglstp.org

Board of Directors:

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|--|--------------|
| 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 | |
| Michael Wiggins, Member at Large, Nashota WI | 262 646-4544 |
| Globalage1@earthlink.net | |
| Steven Jacquier, Member at Large, Anchorage AK | 907.346.3833 |
| Steven_Jacquier@hotmail.com | |

Treasurer: Barbara Belmont, office@noglstp.org

Newsletter

The **NOGLSTP Bulletin** is published quarterly, except this quarter, which is a combination of the spring and summer editions because the de-facto editor couldn't make time to do it during the spring. Perhaps by the next issue a real editor will have volunteered. Contributed articles are encouraged, and may be e-mailed as plain text to office@noglstp.org . Next publication deadline: September 15, 2005

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