

# NOGLSTP *Bulletin*

Spring 2018

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

## AAAS Meeting and NOGLSTP Recognition Awards Reception Recap

The AAAS 2018 Annual Meeting found NOGLSTP hard at work to encourage broader participation of the LGBTQ+ STEM community and outreach to the meeting attendees. Three workshops, including “Leveraging Networking and Collaboration to Promote Diversity,” “Creating a Safe and Welcoming Environment for LGBTQ+ People in STEM,” and “LGBTQ+ In Academia and the Workplace: Your rights and the Law,” were presented by volunteers from a number of academic institutions. Leading community STEM scholars presented a scientific session on “LGBTQ+ Identities in STEM Fields: Research and Implications.” The NOGLSTP Recognition Awards Reception was held to honor this year’s Scientist, Engineer, and Educator of the Year award recipients and the NOGLSTP Annual Meeting was held. Rochelle Diamond, NOGLSTP chair, also addressed the Affiliate Organizations of AAAS and spoke at the United in Our Variations Attendee Breakfast, which was the first AAAS Diversity and Inclusion Expo reception. AAAS donated a booth to NOGLSTP, located directly in front of the AAAS exhibit booths, for the AAAS Science Expo. A big thank you to AAAS for putting NOGLSTP front and center at the 2018 AAAS Annual meeting!

## Calling All LGBTQ+ Postdocs

NOGLSTP is seeking LGBTQ+ Postdoctoral Scholars to nucleate a Post-Doc committee for NOGLSTP. NOGLSTP is partnered with the National Postdoctoral Association. As such, five free memberships to the Association are available to postdocs affiliated with NOGLSTP. The Association has also offered NOGLSTP an opportunity to present a webcast on NOGLSTP and have discussion of issues, concerns and experiences of LGBTQ+ postdocs. If you are interested in participating on a post-doc committee, please contact Rochelle Diamond at rd-chair at noglstp.org .

## Time to Submit Your Out to Innovate™ Scholarships Application Deadline June 1

There is still time to apply for an Out to Innovate™ Scholarship. The deadline is June 1st! LGBTQ+ undergraduate and graduate students in STEM attending accredited universities and colleges in the United States who meet the eligibility requirements are encouraged to apply. The scholarships are designed to promote academic excellence and increased visibility of talented LGBTQ students in STEM careers. Please see the following URL for details:  
<https://www.noglstp.org/programs-projects/scholarships/>

## Coming Out in STEM: Factors Affecting Retention of Sexual Minority STEM Students

In a paper published in the March 14, 2018 edition of *Science Advances*, Bryce Hughes, Assistant Professor of Education at Montana State University, used data from a national longitudinal survey that tested whether LGBTQ+ students were more or less likely to persist after four years in STEM, as opposed to switching into a non-STEM program, compared to their heterosexual peers. The study found that 8% of LGBTQ+ students were more likely to switch to non-STEM fields, even though factors thought to retain students in STEM were experienced by both cohorts, suggesting that other factors were present for LGBTQ+ students.

Rochelle Diamond, NOGLSTP chair, has submitted a session proposal for the American Association for the Advancement of Science 2019 Annual Meeting to present these findings in relation to other studies evaluating the experiences of LGBTQ+ students in STEM fields. Invited speakers are Erin Cech, Joey Nelson, and Bryce Hughes, with Allison Mattheis moderating. Notifications will be sent out in July 2018 regarding acceptance of proposals.

## NOGLSTP Applies for Another Motorola Solutions Foundation Grant

Rochelle Diamond, NOGLSTP chair, pressed the submit button on another Motorola Solutions Foundation Grant meant to fund the Out to Innovate™ Scholarship Fund and Mentoring Opportunities for LGBTQ+ STEM undergraduate and graduate students through the on-line MentorNet™ platform. If funded, this would be the 8th year of support from the foundation. Grant awardees will be announced in late July.

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## LGBTQ+ Student Loan Data

A recent survey published in March by the website Student Loan Hero found that LGBTQ student borrowers feel concerned about their education debt. Sixty percent of LGBTQ+ students, compared to 45% of general borrowers of student loans, regret the decision to take out student loans. More than half (53%) of the LGBTQ respondents in the survey reported making less than \$50,000 a year, exacerbating the difficulties in affording student loan payments. On top of that, they still have no protection against being fired for sexual orientation or gender identity in more than half of U.S. states. When seeking financial help and services, 32% of LGBTQ respondents say their gender identity or sexual orientation was a factor in being denied services. Many LGBTQ respondents cite difficulties finding jobs that allow them to keep up with their student loan payments. In addition, they report not understanding how much they would have to repay after graduation. According to Out & Equal Workplace Advocates, 1 in 4 LGBTQ workers have experienced employment discrimination in the past five years, and nearly 1 in 10 have left a job due to an unwelcoming environment. Things can be even tougher for transgender people, who experience unemployment at a rate that is three times the national average.

## LGBTQ College Students Experience Depression, Suicidal Thoughts Four Times More Frequently Than Heterosexual Peers

Queer and transgender college students frequently experience depression and contemplate suicide at four times the rate of their heterosexual and non-transgender peers, according to a new Rutgers-led analysis, the largest of its kind in U.S. higher education history. This first-ever meta-analysis of student experiences, based on data from seven national student surveys spanning 2015-2017, included nearly 90,000 LGBTQ students across 902 institutions nationwide. The data was culled from surveys conducted by the Center for Post-secondary Research at Indiana University, the Higher Education Research Institute at UCLA, the SERU-AAU Consortium, and the American College Health Association, which collaborated with the Clementi Center on the research study.

## Department of Education Policy Changes Affecting Transgender Students

As reported in April 2018 issue of *Insight into Diversity*, groups that support the rights of LGBTQ students are concerned about the Department of Education's policy changes. In February 2017, Secretary DeVos withdrew existing guidance that required schools to allow students to use the bathroom and locker room that match their gender identity. "The guidance was helpful to schools, including colleges and universities, in that it clearly told them what they needed to do to be in compliance with federal civil rights law," says Mia Jacobs, an ACLU spokesperson. The DOE's Office for Civil Rights (OCR) released a memo last June that failed to include bathroom access as one of the issues over which the OCR has jurisdiction. The HuffPost reported that over the last several months, multiple complaints brought by transgender students were dismissed by the OCR. Then in February 2018, the Department of Education confirmed it would no longer be investigating such civil rights complaints.

## Training Medical Students to Meet Transgender Healthcare Needs

Sheryl Jackson writes in the May 2018 issue of *Insight to Diversity* that being able to provide expert care for the transgender population is a significant advancement for America's healthcare system and a momentous gain in the struggle for transgender rights. By ensuring that the next generation of physicians can provide compassionate, knowledgeable care for these patients, schools like University of Louisville, Case Western Reserve University, and UC San Francisco are setting the standard for modern, inclusive medical education. Although many schools have had LGBTQ healthcare seminars, a sustained, culturally competent curriculum has been a long time coming to medical schools, especially for gender-nonconforming patients.

## New Conscience and Religious Freedom Division of HHS Announced

A new Conscience and Religious Freedom Division within the U.S. Department of Health and Human Services Office for Civil Rights (OCR) will offer legal protections to healthcare workers who feel pressured by their employers to provide services that run counter to their moral or religious beliefs. The new department may put the health and rights of certain individuals at risk, especially women and members of the LGBTQ community. The guidelines may allow loopholes for legal discrimination against transgender patients. The ethics code of the American Medical Association says doctors should not refuse to treat patients on the basis of race, gender, sexual orientation, or gender identity, setting up a legal battle.

## State Bans on Official Business Travel to Other States with Anti-LGBTQ Laws

Beginning January 1, 2017, the state of California prohibited state employees and officials from traveling on official business to states that the California legislature judges to be discriminatory toward the LGBTQ community. Currently, the list prohibits travel to eight states: Alabama, Kansas, Kentucky, Mississippi, North Carolina, South Dakota, Tennessee, and Texas.

Examples of laws that California deems discriminatory include regulations allowing adoption or foster agencies to refuse to place children with same-sex couples, or those allowing school clubs to reject members based on their gender identity. The travel bans do not place any restrictions on personal travel and include several exemptions — for existing contractual agreements and mandatory job training, for example. Since August 2017, five other states, including Washington, Minnesota, New York, Vermont, and Connecticut, have instituted similar travel restrictions for government employees. All of these, in addition to California, banned travel to the state of North Carolina because of its controversial, anti-transgender "bathroom law," which requires that individuals use only the restroom that corresponds to the biological sex listed on their birth certificate. In addition, Washington, Minnesota, New York, Vermont, and California all maintain bans against traveling to Mississippi due to the state's law protecting religious organizations from government interference should they choose to deny services to members of the LGBTQ community based on their beliefs.

## NASA Headquarters LGBTQ Employee Resource Group (ERG) Open House

NASA Headquarters in Washington, DC recently held an open house as the first meeting of their LGBTQ Employee Resource Group (ERG). About 50 people turned out to meet and greet, along with visitors from other agencies. The leadership is excited about partnering with other groups in the area, including those at Goddard and the National Science Foundation.

## Queer in Your Career at CSUN

Rochelle Diamond, NOGLSTP chair, participated in Queer in Your Career day at California State University, Northridge on April 6. Diamond staffed a table at the career fair held at the student union and then participated in a dinner and discussion event held that evening at the Northridge Center. Diamond connected with CSUN's Pride Center, as well as engaging many students and career professionals in a lively discussion on coming out and being out in one's career in the workplace and personal experiences. The event was very well attended, with some potential participants waitlisted for standby entrance.

## The CDC's 7 Forbidden Words

In December, policy analysts at the Centers for Disease Control and Prevention in Atlanta were told of a list of forbidden words, not to be used in budgetary documents. The forbidden words are "evidence-based," "diversity," "fetus," "transgender," "vulnerable," "entitlement" and "science-based." This is being portrayed now as suggested advice, but this comes amid other attempted rollbacks of the clock, and has additional significance to NOGLSTP members because CDC has a number of programs that address the LGBTQ+ community's healthcare disparities. For instance, the National Center for HIV/AIDS, Viral Hepatitis, STD, and TB Prevention is working on ways to prevent HIV among transgender people and reduce health disparities. Even if the ban is related to the budget and supporting materials, these are to be given to the CDC's partners and to Congress.

This is just another arrow into the heart of researchers who care about the LGBTQ+ community. Health and Human Services (HHS) has also removed information about LGBT Americans from its website. The department's Administration for Children and Families, for example, archived a page that outlined federal services that are available for LGBT people and their families, including how they can adopt children, and receive help if they are the victims of sex trafficking. Several key departments — including HHS, as well as Justice, Education, and Housing and Urban Development — have changed some federal policies and how they collect government information about lesbian, gay, bisexual and transgender Americans. In March, HHS dropped questions about sexual orientation and gender identity in two surveys of elderly people.

In October, the U.S. Department of Justice reversed an Obama-era ruling that protected transgender employees from discrimination. All U.S. attorneys and federal officials were informed via a memo that individuals are not guaranteed protections based on gender identity under Title VII of the Civil Rights Act of 1964. Attorney General Jeff Sessions has declared that Title VII only refers to biological sex.

## 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](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, 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 →

# Out to Innovate™ Call for Committee Volunteers – We Need YOU!!

## Mark Your Calendars

- June 24-27: ASEE Annual Conference, Salt Lake City, UT
- July 9-13: SIAM Annual Meeting, Portland, OR
- August 19-23: ACS National Meeting, Boston, MA
- March 16-17, 2019: Out to Innovate™ Summit, Los Angeles, CA

NOGLSTP's signature program, the Out to Innovate™ Summit for LGBTQ+ People in STEM, is gearing up for its March 16-17, 2019 event. It will be held on the campus of the University of Southern California in Los Angeles. This is a biennial two day, cross-generational summit that provides an educational and supportive environment for career development and enrichment for LGBTQ+ students, academics, and career professionals in STEM. Committees are now forming to assist with many of the activities including: programming, speakers, workshop proposals, marketing/advertising, outreach to students, sponsor/exhibitor outreach, poster contest, and volunteer coordination. If you would like to lead or help out on any of these committees please contact NOGLSTP board members Terry Demby or Rochelle Diamond.

## 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](http://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.

### 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 our affiliate groups listed to the right in the ABOUT NOGLSTP panel? If so, please state which group(s).

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

### 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, queer, questioning 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](http://www.noglstp.org)

### Board of Directors (append each address with [noglstp.org](http://www.noglstp.org))

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### Affiliates (more info at: <https://tinyurl.com/y9kq2lps>):

- AAS SGMA: American Astronomical Society (AAS) Committee for Sexual Orientation and Gender Minorities in Astronomy (SGMA)
- CSUN QueerSTEM
- L'GASP: Lesbian, Gay, Bisexual Audiologists and Speech-Language Pathologists LAGLS: Los Angeles Gay and Lesbian Scientists
- LGBT Chemists and Allies
- NOGLSTP — Chesapeake Region rep: David Kaplan, [chesapeake@noglstp.org](mailto:chesapeake@noglstp.org)
- NOGLSTP at Purdue
- NOGLSTP at Indiana University
- NuclearPride: Fabulous Nuclear Engineers and their Friends
- LBGTQ STEM at Oklahoma State University
- PrideSTEM at Texas Tech
- Queer Engineers, Scientists, and Technical Professionals of San Diego
- Spectra: The Association for LGBT Mathematicians
- SPEEA: Society of Professional Engineering Employees in Aerospace

**Treasurer:** Barbara Belmont, [bbelmont@noglstp.org](mailto:bbelmont@noglstp.org)

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