

LGBT Climate in Physics

BUILDING AN
INCLUSIVE
COMMUNITY



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AMERICAN
PHYSICAL
SOCIETY

More than 1 in 3 LGBT physicists considered leaving their campus or workplace in the last year.

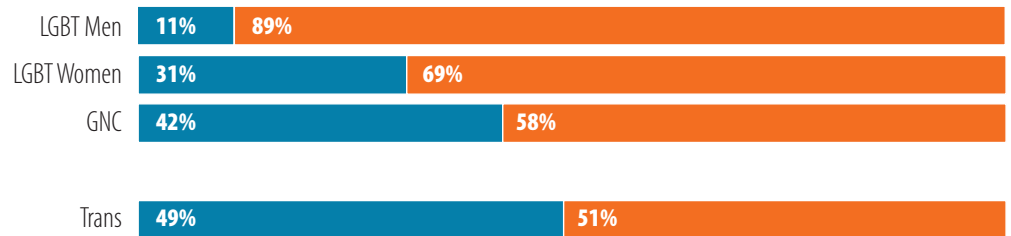
Harassment is a serious issue in academia — including the sciences — that negatively impacts climate, retention and productivity. While workplace harassment can be experienced by anyone, some individuals are more vulnerable.

A recent survey by the APS Ad Hoc Committee on LGBT Issues indicates that overall about 1 in 5 LGBT physicists experienced harassment or discrimination in the last year, and about half of transgender physicists experienced harassment in the last year. In addition, about 2 in 5 LGBT physicists reported observing harassment or discrimination of others based on gender, gender expression, gender identity, sexual orientation, and/or sexual identity.

Over a third (36%) of participants reported considering leaving their institutions in the year prior to taking the climate survey. This correlated strongly with both personally experiencing harassment and just observing the harassment of others.

EXPERIENCE OF HARASSMENT

■ Yes ■ No



LGBT = lesbian, gay, bisexual, transgender as well as other sexual and gender minorities

GNC = gender-nonconforming

Quotes from survey and interview participants:

"A gay student was openly mocked by a professor in front of the class, most of whom laughed in agreement."

"One of my undergraduate mentees was beaten by his roommate because of his sexual orientation. He has endured lasting physical and emotional injury that will likely persist for years to come."

Full report available at go.aps.org/lgbtphysics