

**EMBARGOED UNTIL 10:30 AM, TUESDAY, MARCH 15, 2016**

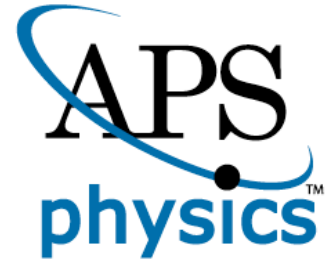
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Press Conference and Webcast: LGBT Climate in Physics Report

COLLEGE PARK, MD – The American Physical Society (APS) ad hoc Committee on LGBT Issues (CLGBT) has assembled a new report, entitled *LGBT Climate in Physics*, which will be the topic of a press conference/webcast on Tuesday, March 15 at 10:30 AM (see below for further details).

The report is the result of a C-LGBT review of the status of LGBT physicists, which assessed the barriers to full inclusion within the physics community. In order to compile the report, the committee obtained input through focus groups held at APS meetings, a detailed climate survey, and a set of in-depth interviews with individuals who self-identify as LGBT. The committee identified several important findings. Some of those findings include:

- Over one-third of LGBT climate survey respondents considered leaving their workplace or school in the past year; this was correlated strongly with experiencing or observing harassment or discrimination
- LGBT physicists have faced uneven protection and support from legislation and policies, and may be fired or, in some countries, charged as criminals as a result of their LGBT status or for discussing LGBT issues
- LGBT physicists with additional marginalized identities faced greater levels of discrimination women experienced exclusionary behavior at three times the rate of men, and particular challenges exist for LGBT persons who were also people of color

Based on the experiences of LGBT physicists the report compiles six recommendations that the committee identified as the most critical steps to ensure that LGBT individuals face a level playing field as they establish their physics careers. The recommendations include:

- Ensuring a safe and welcoming environment at APS meetings for LGBT individuals
- Addressing the need to systematically accommodate name changes in publication records
- Developing advocacy efforts that support LGBT equity and inclusion
- Promoting inclusive practices in academia, national labs, and industry
- Implementing LGBT-inclusive mentorship programs
- Supporting the establishment of an APS Forum on Diversity and Inclusion.

The recommendations fit with the broader goals of promoting participation within the physics enterprise by a diverse membership and ensuring equal opportunity. These are goals clearly expressed in the mission statement of APS, as well as its policy on equal professional opportunity.

### **Press Conference/Webcast Details**

A press conference featuring members of the APS Committee on LGBT Issues discussing the report will take place at the APS March meeting in Baltimore Convention Center on Tuesday, March 15 at 10:30 AM. To attend

the press conference or participate via webcast, contact James Riordon (riordon@aps.org, 3019192173). Committee members to be on hand include:

- Michael L. Falk (chair), Johns Hopkins University
- Ramón S. Barthelemy, APS/AIP Sponsored AAAS Science and Technology Policy Fellow
- Savannah Garmon, Osaka Prefecture University
- Elena Long, University of New Hampshire
- Monica Plisch, APS Associate Director of Education and Diversity
- Arlene Modeste Knowles, APS Diversity Programs Administrator

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### **About APS**

The American Physical Society ([www.aps.org](http://www.aps.org)) is a nonprofit membership organization working to advance and diffuse the knowledge of physics through its outstanding research journals, scientific meetings, and education, outreach, advocacy and international activities. APS represents over 53,000 members, including physicists in academia, national laboratories and industry in the United States and throughout the world. Society offices are located in College Park, MD (Headquarters), Ridge, NY, and Washington, D.C.