

APPENDIX C | Resource Guide for LGBT and related issues in physics

LGBT support groups and advocacy in physics and astronomy

lgbt+physicists

An advocacy group for people in physics who are considered sexual minorities and/or gender minorities. The group formed following informal discussions on LGBT issues in physics that were held at the 2009-2011 APS March and April Meetings, and later nominated members for the APS ad-hoc committee on LGBT issues, C-LGBT. Their website hosts an OutList, with names of physics professionals who choose to publicly identify themselves as LGBT physicists or allies, as well as media resources and a blog. The group was founded by Elena Long.

Committee for Sexual Orientation and Gender Minorities in Astronomy

SGMA is a committee of the American Astronomical Society (AAS) that works to promote equality for sexual-orientation and gender minorities within the Astronomy profession, including those identifying as lesbian, gay, bisexual, transgender, intersex, questioning or queer, or asexual. SGMA aims to eliminate hiring and workplace discrimination on the basis of sexual orientation and gender identity or expression, and to create a professional climate that respects and values diversity. SGMA was originally established as the Working Group on LGBTIQ Equality (WGLE) in January 2012.

Supporting LGBT+ Physicists & Astronomers: Best Practices Guide for Academic Departments

This document, primarily directed at department chairs, is intended to serve as a guide for creating an inclusive department environment that is free from harassment and discrimination against LGBT physicists and astronomers. The guide includes both short-term and long-term department-level suggestions, as well as several recommendations for university-level policies intended to guide conversations with institution administrators. Policies that can be implemented rapidly are flagged with stars. The Best Practices Guide was developed in collaboration between lgbt+physicists and SGMA (formerly WGLE).

LGBT CERN

LGBT CERN aims to facilitate the integration of LGBT individuals within the CERN community and to create a work environment based on mutual respect and inclusiveness without discrimination on the basis of sexual orientation or gender identity. The group also organizes social and cultural events for LGBT physicists working at CERN and is recognized by the CERN Diversity Office.

IGenSpectrum

A student group at UC Berkeley dedicated to improving the visibility and professional preparation of LGBT physicists. Founded in 2014, IGenSpectrum has already hosted a visiting colloquium speaker in a discussion of the challenges facing LGBT scientists, a summer research supplement program for undergraduates, and many social events.

LGBTIQ and Allies Astro Outlist

A list of “out” lesbian, gay, bisexual, transgender, intersex, queer (LGBTIQ), and ally astronomers; along with affiliations and contact info.

LGBT support in the wider science and tech community

NOGLSTP

The National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) is a membership-based professional society that educates and advocates for lesbian, gay, bisexual, transgender, and queer students and professionals in science, technology, engineering, and mathematics. NOGLSTP educates on LGBT issues in science and technical workplaces while fostering mentoring and networking among its members. NOGLSTP is a 501(c)(3) organization.

oSTEM

Out in Science, Technology, Engineering, and Mathematics (oSTEM) is a national society dedicated to educating and fostering leadership for LGBTQA communities in the STEM fields. Following an IBM-sponsored focus group at the Human Rights Campaign headquarters in Washington D.C. in October 2005, students on several campuses founded groups focused on LGBT issues in STEM fields. These groups eventually converged to form oSTEM, which is also a 501(c)(3) organization.

Other diversity organizations in physics and astronomy

Conferences for Undergraduate Women in Physics (CUWiP)

This APS conference series supports and encourages undergraduate women pursuing a professional career in physics. A typical conference program includes research talks by faculty, panel discussions about graduate school and careers in physics, and a student poster session. A member of LGBT+physicists hosted a roundtable discussion at a previous iteration of CUWiP focusing on issues facing LBTQ women.

Committee on Minorities (COM)

The APS Committee on Minorities (COM) is responsible for advising the Society on increasing the representation, retention, and professional development of underrepresented minority physicists. The committee implements programs, suggests studies, and provides oversight for activities that improve the participation of underrepresented minorities in physics. The committee also produces *The Gazette* newsletter in conjunction with CSWP.

Committee on the Status of Women in Physics

The APS Committee on the Status of Women in Physics (CSWP) is responsible for advising the Society on increasing the representation, retention, and professional development of women physicists. The committee implements programs, suggests studies, and provides oversight for activities that improve the participation of women in physics. The committee also produces *The Gazette* newsletter in conjunction with COM.

National Society of Black Physicists (NSBP)

Founded in 1977 at Morgan State University, the mission of the National Society of Black Physicists is to promote the professional well-being of African American physicists and physics students within the scientific community and society at large. The organization seeks to develop and support efforts to increase opportunities for African Americans in physics, and to increase their numbers and visibility of their scientific work.

National Society of Hispanic Physicists (NSHP)

The NSHP promotes the professional well-being and recognizes the accomplishments of Hispanic physicists within the scientific community of the United States and within society at large. The Society seeks to develop and support efforts to increase opportunities for Hispanics in physics and to increase the number of practicing Hispanic physicists, particularly by encouraging Hispanic students to enter a career in physics.

Select Academic Readings

Cech, E., Waidzunus, T. (2011)

Navigating the Heteronormativity of Engineering: The experiences of lesbian, gay, and bisexual students. *Engineering Studies*, 3(1), 1J24.
<http://doi.org/10.1080/19378629.2010.545065>.

Partridge, E., Barthelemy, R., Rankin, S. (2014)

Factors Impacting the Academic Climate for LGBQ STEM Faculty, *Journal of Women and Minorities in Science and Engineering*, 20, 75
<http://doi.org/10.1615/JWomenMinorScienEng.2014007429>

Yoder, J. B., Mattheis, A. (2015)

Queer in STEM: Workplace Experiences Reported in a National Survey of LGBTQA Individuals in Science, Technology, Engineering and Mathematics Careers, *Journal of Homosexuality* 63, 1
<http://www.tandfonline.com/doi/citedby/10.1080/00918369.2015.1078632>

Select Media Resources

(for more detailed picture, see the [lgbt+physicists media page](#))

APS Looks to Improve Climate for LGBT Physicists

Physics Today, March 2015. This article discussed the formation of the C-LGBT committee at the request of APS and the motivations for the committee's work.

LGBT Physicists: The Interviews

Physics Today, February 2015. Interviews with several out LGBT physicists.

[Why Sally Ride's Sexuality Really Matters](#)

New Scientist, July 2012. Lisa Grossman describes the need for LGBT role models in science in light of discovering that the late Astronaut Sally Ride's life partner was a woman.

[On Becoming a Woman Astronomer](#)

Astrobetter Blog Post, November 2015, and "WGLE Interview: Jessica Mink," SGMA Website, <date not listed>.

Social Media Resources

[Out in Physics](#)

The Facebook group of the lgbt+physicists group, a collection of physicists seeking to create a more welcoming environment in physics and related fields for people of diverse sexuality and gender.

[LGBTIQ Physicists, Astrophysicists & Astronomers and Allies](#)

A Facebook group with approximately 350 members (as of December 2015) that promotes discussion among lesbian, gay, bisexual, transgender, intersex, and questioning physicists, astrophysicists, astronomers and allies.

[Committee on the Status of Women in Astronomy](#)

The Facebook page of the American Astronomical Society's Committee on the Status of Women in Astronomy (CSWA), from which a working group on LGBT equality was formed that eventually became the Committee for Sexual-Orientation and Gender Minorities in Astronomy (SGMA) in the summer of 2015.

[Equity & Inclusion in Physics & Astronomy](#)

A closed Facebook group that addresses the structural and cultural marginalization of underrepresented minorities in the physics and astronomy communities and institutions.

[NOGLSTP](#)

The Facebook page for NOGLSTP.

[oSTEM Incorporated](#)

The Facebook page for oSTEM.