

# OSTEM<sup>®</sup>



OUT IN SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS, INCORPORATED

nov. 11-13, 2016



# national conference

6<sup>th</sup>  
annual



*a spectrum of possibilities*



Denver, CO

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## Gold

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# Welcome!

## Welcome to Denver and the 6th Annual oSTEM Conference!

The 2016 Conference Team has worked hard to bring you a full weekend of events, and all of us at oSTEM Incorporated are excited for your participation. Furthermore, we are grateful to you for all the hard work for bringing yourselves and your peers to Denver. We are super excited for this weekend, and we hope you are too!

For all of you who are new to oSTEM: we look forward to meeting you, and we encourage you to connect with the National Board and especially your oSTEM peers from around the globe. As a community, we value our members, we value students as peers and colleagues, and we value reciprocal mentorship.

If you are attending with your school's oSTEM chapter, then we encourage you to take what you learn here and bring it back to your school. Our society is truly a community of peers and you are an important contributor. Through your involvement, you have the ability to transform and advance how we serve LGBTQA+ and STEM communities!

When you have a moment, don't forget to register as a member at [www.oSTEM.org](http://www.oSTEM.org) and check out our resources, including oSTEM Careers and our upcoming oSTEM Membership Center (launching later this year). Finally, please connect with us on Google+, LinkedIn, Facebook, Twitter, and Instagram.

Eric Patridge  
oSTEM President



Eric Patridge - President

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# A message from the Conference Chair

## Welcome to the 6th Annual oSTEM Conference!

On behalf of the entire Conference Committee, we hope you are as energized and excited for this year's conference as we all are. We think you will enjoy all of the activities we have planned and hope that you make lasting connections that continue throughout your personal and professional endeavors.

We had an outstanding planning committee for the conference this year and I encourage you to join us next year as part of the team. If you have suggestions for how we can improve the conference or if you would like to join us, email [serve@ostem.org](mailto:serve@ostem.org) or come and speak with one of us on the Conference Committee directly.

We are sincerely grateful to every leader, presenter, and sponsor who has contributed so much time and effort to this great event. All of the programming has been selected by your peers, who worked tirelessly to select a broad range of topics from across our community. We hope you enjoy the programming, and we invite you to submit your own programs next year.

During your conference stay, we encourage you to attend workshops, visit posters, and participate in our Career and Graduate School Expo – but more importantly, we hope you will have fun and take time to meet both students and professionals. It is through spaces like this that you will create and build distinctive collaborations which otherwise may not happen.

We would like to thank you for taking the time to attend and contribute to this community – our community!

In Pride and Equality,

Cortland Russell  
oSTEM Annual Conference Chair, VP of Operations

# #oSTEM2016



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Jules Kramer	Director for Committee on Trans / Non-Binary Diversity
K Ryder Fox	Member at Large, Committee on Trans / Non-Binary Diversity
Zeke Elkins	Chapter Regional Coordinator
Peter Li	IT Manager

# Conference Team

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# LGBTQ Terms 101

**Affirmed Gender:** The gender with which someone identifies. This term is often used to replace terms like “new gender” or “chosen gender,” which imply that the current gender was not always a person’s gender or that their gender was chosen rather than simply in existence.

**Agender:** A person who does not identify with any gender.

**All-Gender:** Descriptive phrase denoting inclusiveness of all gender expressions and identities.

**Ally:** Typically someone who does not identify as LGBTQ but is an advocate for LGBTQ equality and issues. LGBTQ people can also be allies to other parts of the community.

**Asexual:** A person who does not experience sexual attraction.

**Bisexual (Bi):** An individual who is emotionally, romantically, and/or physically attracted to more than one gender. People who are bisexual need not have had equal sexual experience or any at all.

**Cisgender:** Someone whose gender identity matches the gender assigned to them at birth.

**Coming Out:** For people who identify within the LGBTQ+, it is the process of self-acceptance that continues throughout one’s life. People often establish a lesbian, gay, bisexual, or transgender identity to themselves first and then may decide to reveal it to others. It is up to each person, individually, to decide if and when to come out or disclose.

**Gay:** The adjective used to describe people whose emotional, romantic, and/or physical attraction is to people of the same sex (e.g., gay man, gay people). In contemporary contexts, “lesbian” is often a preferred term for women.

**Gender Fluid:** A person whose gender identity can vary. A gender-fluid person may identify as male, female, neither, or both, at different times.

**Gender Identity:** One’s deeply held personal, internal sense of being male, female, some of both, or neither. One’s gender identity does not always correspond to biological sex.

**Intersex:** A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male.

**Lesbian:** A woman whose emotional, romantic, and/or physical attraction is to other women.

**LGBTQQIP2SAA:** The extended acronym encompassing many identities, usually abbreviated to LGBT or LGBTQ+. It includes Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Pansexual, Two-Spirit, Asexual, and Allies.

**Non-binary:** A person whose gender does not fit the binary of “male” or “female.”

**Queer:** A term currently used by some people to describe themselves and/or their community. Traditionally a negative or pejorative term for people who are gay, “queer” is disliked by some within the LGBT community, who find it offensive.

**Questioning:** A term used to describe those who are in a process of discovery and exploration about their sexual orientation, gender identity, gender expression, or a combination thereof.

**Sex:** Refers to biological, genetic, or physical characteristics that define males and females. These can include genitalia, hormone levels, genes, or secondary sex characteristics.

**Sexual Orientation:** Refers to emotional, romantic, or sexual feelings toward other people, generally depending on their gender.

**Transgender (Trans):** An umbrella term for people whose gender does not line up with the gender assigned to them at birth. Includes nonbinary identities.

# Transgender & Gender Nonconforming Etiquette

## Initial Assumptions

Some of the individuals you may encounter this weekend may not have a gender presentation you are accustomed to.

A gender presentation is a way of showing the world what gender you are currently associating with. For example, in American culture a dress has typically been associated as a feminine gender presentation.

The gender presentation norms aren't necessarily followed by some members of our community and that means that people you might perceive as male may be presenting a feminine gender presentation (such as wearing a dress).

## How to be an ally

Be respectful and mindful of diversity of bodies and presentations.

Don't point or stare, don't take photos of attendees without their permission, and don't gossip about the attendees.

Don't make assumptions. Gender is fluid, and many attendees will fall at various places across the spectrum.

Don't assume the gender of a person or their preferred pronouns without asking them

- If attendees are wearing a name badge, their preferred pronouns will be displayed on it.
- Common pronouns include they/them/theirs and ze/zir/zirs.
- Pronouns might not always "match" their gender.

Hold everyone accountable to their actions, particularly when they are harmful to trans and gender-nonconforming attendees. Harmful actions include: purposely misgendering attendees, gossiping about attendees, asking about attendees' surgical status, and staring at attendees along with more overt forms of harassment.

When in doubt, ask the Conference Team!

## Restrooms

Every one of our attendees must feel comfortable using the restroom of their choice. Do not stop anyone from using any restroom based on how you interpret their gender. Trans and gender-nonconforming people often face harassment and violence when using public restrooms, and these individuals know for themselves which restrooms tend to be safest

Gender Neutral/All Gender restrooms are available for use by everyone

Don't assume that you know what bathroom is correct for each person



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Jacki, patient

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# Overall Schedule

## Friday

11:15 am - 4:45 pm	Denver Museum of Nature and Science	Atrium
1:00 pm - 3:00 pm	Building Championship Teams	Mesa Verde A
2:00 pm - 4:00 pm	Career and Graduate School Boot Camp	Wind Star A + B
2:00 pm - 4:45 pm	oSTEM Chapter Leader Summit	Wind River A + B
3:00 pm - 4:00 pm	Safe Space Dialogue	Mesa Verde B
5:00 pm - 6:00 pm	Opening Reception	Prefunction
6:00 pm - 8:00 pm	Dinner and Keynote	Grand Mesa D, E, F

## Saturday

8:00 am - 9:00 am	Breakfast	Prefunction
8:00 am - 6:30 pm	Poster Room Open	Chasm Creek
9:00 am - 10:00 am	Morning Address and Welcome	Grand Mesa D, E, F
10:10 am - 11:10 am	Workshop Block 1	<i>Various</i>
11:20 am - 12:20 pm	Workshop Block 2	<i>Various</i>
12:25 pm - 1:10 pm	Lunch	Prefunction
1:00 pm - 1:30 pm	Sponsorship Meeting	Highlands
1:15 pm - 1:45 pm	oSTEM Membership Meeting	Grand Mesa D, E, F
1:45 pm - 2:30 pm	Membership Meeting Regional Breakouts	<i>Various</i>
2:40 pm - 5:20 pm	Career and Graduate School Expo	Grand Mesa A, B, C
4:00 pm - 5:20 pm	Graduate Student and Post Doc Meetup	Root25
5:30 pm - 6:30 pm	Workshop Block 3	<i>Various</i>
6:30 pm - 7:00 pm	Reception	Prefunction
7:00 pm - 9:00 pm	Dinner, Keynote, and Awards	Grand Mesa
9:00 pm - 9:15 pm	Chapter Photos	Grand Mesa
9:00 pm - 10:00 pm	ANGLE of Ascent	Mesa Verde B
9:00 pm - 11:59 pm	oSTEM Social	Centennial (12th floor)

## Sunday

8:00 am - 9:00 am	Breakfast	Prefunction
9:10 am - 10:10 am	Workshop Block 4	<i>Various</i>
10:20 am - 11:20 am	Workshop Block 5	<i>Various</i>
11:30 am - 1:00 pm	Lunch	Prefunction
11:30 am - 12:30 pm	Closing Keynote and Look Forward	Grand Mesa D, E, F

# Keynote Speakers



## Sue Gordon

Friday Evening

Susan (Sue) Gordon became the National Geospatial-Intelligence Agency's (NGA) sixth Deputy Director on Jan. 1, 2015 after more than 25 years of service with the Central Intelligence Agency. As deputy director of NGA, she assists the director in leading the agency and in managing the National System for Geospatial Intelligence.

Ms. Gordon previously served concurrently as Director of the CIA's Information Operations Center and as the CIA Director's senior advisor on cyber. She was responsible for fully integrating advanced cyber capabilities into all of CIA's mission areas, while protecting against the cyber threat to the CIA's information, operations and officers.



## Dr. Nergis Mavalvala

Saturday Morning

Nergis Mavalvala PhD '97 is the associate head of the Department of Physics and the Curtis and Kathleen Marble Professor of Astrophysics at MIT. She is a physicist whose research focuses on the detection of gravitational waves from violent events in the cosmos that warp and ripple the fabric of spacetime. She is part of the scientific team that in early 2016 announced the first direct detection of gravitational waves from colliding black holes using the Laser Interferometer Gravitational-wave Observatory (LIGO) detectors.

This breakthrough ushers in a new era of astrophysics, allowing observations of the violent and warped universe not visible with light. In addition to her work on developing technologies for gravitational wave detectors since her graduate student years in the 1990s, Mavalvala has also conducted pioneering experiments in the optical trapping and cooling of mirrors to enable observation of quantum phenomena in macroscopic objects. She is the recipient of a 2010 MacArthur Foundation Fellowship. Mavalvala earned a BA in physics and astronomy from Wellesley College and a PhD in physics from MIT.

# #oSTEM2016

Presenter & Panelist Bios: [ostem.org/bios](http://ostem.org/bios)



## James Felton Keith

Saturday Evening

James Felton Keith is an award winning engineer economist and ethnographer. Via the Keith Institute he's incubated the Personal Data Project, Co-Founded of the IBM Watson backed FinTech (financial technology) firm Accrue Inc., and Slay TV Network. He specializes in the ethnography of technology and economic inclusion. Formerly CEO of the LGBT Chamber of Commerce and a Mayoral Technology Appointee in Detroit, JFK currently contributes to boards at oSTEM, OUT & Equal, Lifeboat Foundation, The Harlem Center, and Democratic National Committee. He is also one of the 2016 United Kingdom Technology & Investment FinTech Delegation, and a 2016 IBM Global Entrepreneur.



## Andrea Gibson

Saturday Evening

Andrea Gibson is not gentle with their truths. It is this raw fearlessness that has led them to the forefront of the spoken word movement– the first winner of the Women's World Poetry Slam –Gibson has headlined prestigious performance venues coast to coast with powerful readings on war, class, gender, bullying, white privilege, sexuality, love, and spirituality.

Their work has been featured on the BBC, Air America, C-SPAN, Free Speech TV and in 2010 was read by a state representative in lieu of morning prayer at the Utah State Legislature.

Now, on their fifth full-length album FLOWER BOY and her second book THE MADNESS VASE, Gibson's poems continue to be a rally cry for action and a welcome mat at the door of the heart's most compassionate room.

In their most recent book, PANSY Gibson balances themes of love, gender, politics, sexuality, illness, family and forgiveness with stunning imagery and a fierce willingness to delve into the exploration of what it means to truly heal. Each turn of the page represents both that which has been forgotten and that which is yet to be released. While this book is a rally cry for political action, it is also a celebration of wonder and longing and love.



## Riana Lynn

Sunday Morning

Riana Lynn is a young leader in innovation, technology, and "good food." As a serial entrepreneur, her products have significantly impacted thousands of food businesses across the US and beyond. Riana's development work was pivotal for CNBC's small business hit show, "The Profit." More recently, her accomplishments have been featured in USA Today, Wired, Entrepreneur Magazine, Crain's "20 in their 20s", among others. Riana graduated with a B.S. in Biology and Chemistry from the University of North Carolina at Chapel Hill before becoming a startup founder and Masters student at Northwestern University.

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# Denver Resources

## Local Organizations



### **Denver LGBT Center (The Center)**

The Center's mission is to engage, empower, enrich, and advance the gay, lesbian, and transgender community of Colorado by ensuring that every member of the LGBT community has access to the programs and resources they need to live happy, healthy, and productive lives.

### **Gender Identity Center of Colorado**

The Gender Identity Center of Colorado, Inc. is a non-profit corporation organized in 1978 and incorporated in June 1980. Their mission is to provide support for all gender identities and expressions through direct services and social change utilizing empowerment, identity affirmation, outreach, education, advocacy, creating safe spaces and a sense of community.



## Local Transportation

**Light Rail:** The Bellevue Station is a 7-minute walk from the hotel

**Uber:** Discount code "uberoSTEM2016" if you've never used the service before

**Lyft:** Discount code "LyftoSTEM2016" if you've never used the service before

**Yellow Cab:** 303-777-7777

**Metro Taxi:** 303-333-3333

## Emergency Resources

### **Nearby Hospitals:**

Littleton Adventist Hospital - 7700 S. Broadway (303-730-8900)

The Medical Center of Aurora - 1501 S. Potomac St (303-695-2600)

Porter Adventist Hospital - 2525 S. Downing St. (303-778-1955)

## Marijuana in Colorado

For those 21 and older with valid state identification, the purchase of retail marijuana and cannabis products is legal in Colorado. Out of state residents may purchase up to 1/4 ounce at a time from a licensed establishment.

Smoking and consuming edible cannabis products in public, however, is illegal and not allowed at the Hyatt Regency Denver Tech Center. Providing pot or drinks to persons under the age of 21 is illegal. Finally, transporting cannabis products outside of Colorado is illegal and possession of cannabis at the Denver International Airport is also illegal.

# oSTEM CAREERS

Join the oSTEM Career Center today!

- Job postings from sponsors
- oSTEM Resume/CV Book

[www.ostem.org/careers-join](http://www.ostem.org/careers-join)



Snap a photo with your chapter and/or friends in front of the oSTEM backdrop during the oSTEM Social.

Be sure to tweet it out using #oSTEM2016 and share it with your friends back home!

# Programs and Descriptions

## Building Championship Teams Fri 1:00 pm – Mesa Verde A

All teams go through the same 5 stages of team development. Team leaders need the skills to guide the team effectively through these stages. How you deal with these stages will determine the success of the team.

## Career and Graduate School Bootcamp Fri 2:00 pm – Wind Star A, B

This bootcamp will serve as an ice breaker between students and professionals: students can warm up their networking skills and receive immediate feedback, and professionals can meet oSTEM students prior to the Career Expo. If you're thinking about getting an internship, a full-time job, a graduate research position, or postdoc, attend this bootcamp.

## oSTEM Chapter Leader Summit Fri 2:00 pm – Wind River A, B

A workshop for chapter leaders looking to explore what it means to be a student leader, plan events and programming for your chapter, and discuss common pitfalls common among student organizations and unique to oSTEM chapters. Participation in this workshop is based on pre-conference sign-up and then at the conference only if there is availability.

## Safe Space Dialogue Fri 3:00 pm – Mesa Verde B

Please join us for a collaborative discussion on safe spaces at this year's conference. Practices learned here can be taken back to your chapter or workplace.

## Career and Graduate School Expo Sat 2:40 pm – Grand Mesa A, B, C

Come and engage with nearly 50 Universities, Colleges, Corporations, and Government agencies. Our sponsors are looking for motivated and engaged students like yourselves, so be sure to take your time in exploring some of the institutions that supported this year's conference.

## Graduate Student and Post Doc Meetup Sat 4:00 pm – Root25

Graduate students and Post Docs are welcome to a meet up in the Hyatt's taphouse and lounge, Root25. Come discuss and identify barriers faced by graduate student & postdoc members and how oSTEM can be part of the solution

## oSTEM Social Sat 9:00 pm – 12th Floor

Conference attendees are invited to this oSTEM Social in the Centennial Ballroom, which has panoramic views of the Rocky Mountains and Denver skyline. Come join us for Wiis, games, music, and more.

## ANGLE of Ascent Documentary Screening Sat 9:00 pm – Mesa Verde B

"ANGLE of Ascent" is an intriguing documentary created by the Central Intelligence Agency (CIA) that examines the individual leadership that it took to change the internal culture of the CIA to one that embraces diversity and inclusion, especially after the signing of Executive Order 12968 by President Bill Clinton in 1995 which stated that members of the LGBT community could no longer be denied security clearances.

## Workshop Blocks — Resume/CV/Interview Room Sat

This room is for any conference attendees to get critiques on their resume/cv and interview tips and practice from some of our corporate sponsors.

## Workshop Blocks — Community Breakouts Sat + Sun

Discussion groups for participants who identify with each of the various communities. These sessions are facilitated by members of the oSTEM Diversity Committee. They are safe spaces of open and honest intra-community dialogue.

## Workshop Blocks — Corporate Info Sessions Sat + Sun

The Corporate Information Sessions are where you can learn about some of the innovative work our sponsors are doing. You can also hear about some of the available positions that might be a good fit for you! The speakers would be happy to answer any additional questions you might have at the end of the session.

## Workshop Blocks — Flash Student Presentation Sessions Sun

Come learn more about the research your colleagues are doing! This session contains four 10-minute research presentations selected from the student and postdoc posters.

Women in STEM Community Breakout	Wind River A
Corporate Information Session: Genentech	Mesa Verde C
Resume/CV/Interview Prep Room	Thunderpass
I Will Meet You There <i>K. Ryder Fox, Samuel Brinton</i> The “I’ll Go With You” campaign of the last year, in response to bathroom bill legislation, has been a reminder that despite the discrimination we face as transgender and gender non-binary people, we rally together and find support. Often, we might feel that we cannot talk face to face with people who share the intersectionality of working in STEM and being trans or non-binary. This session is meant to bring people together in a small discussion format to discuss topics such as transitioning as a student or on the job, navigating medical care, Trans/GNC POC in STEM, choosing safe working/education environments, and choosing levels of outness. If you are looking for someone to meet face-to-face with and ask some of these questions (or mentor others who are asking them), then this is the place for you!	Wind River B
Breaking the Norm: oSTEM in the Intelligence Community <i>Stacey Dixon (Intelligence Advanced Research Projects Activity)</i> Moderated by Stacey Dixon, this panel includes a Data Scientist from the Central Intelligence Agency (CIA), a Radio Frequency engineer from the National Security Agency (NSA), an FBI Special Agent on Counterintelligence, a Data Scientist with the National Geospatial-Intelligence Agency (NGA) and an NGA Geospatial Intelligence officer from the Pentagon. Ms. Dixon will generate conversations focusing on their unique experiences in nontraditional career paths and their inclusion as LGBTQ+ in the IC.	Mesa Verde B
Is a Career in the Geosciences for me? <i>Dr. Carolyn Brinkworth, Dr. Michael Mills, Dr. Aaron Piña, Kristan Culbert</i> Careers in the geosciences are wide and varied, including climate and severe weather research, weather prediction, the oil and gas industry, effects of our changing planet on coral reefs and biodiversity, resource management, working with marginalized communities on climate resilience, and the societal applications and benefits of the technology we develop during our work. This career panel discussion brings 4 LGBT scientists and engineers from different areas of the geosciences to talk about their career paths, the every day experience of working in our field, and their experiences as LGBT individuals in science. Panelists will leave plenty of time for opening up the discussion to questions from the audience.	Mesa Verde A
What are you known for? Building Your Personal Queer Brand <i>Jacqueline Birkel, Steve Comingdeer</i> Have you found that one thing that makes you stand out – maybe it’s your technical expertise or your LGBTQ advocacy? Maybe it’s something that you’ve yet to discover. Building your brand is all about finding what makes you stand out from the crowd and sharing that with others. Representatives from Accenture will discuss how they have built their personal brands and share tips on how you can build yours too. Join us for this interactive session that takes a queer lens to this relevant topic!	Wind Star A
Call to Serve <i>Sandy Adams, Stacy Speer, AP Fritts, Jeff Mueller</i> Leadership and career tips for oSTEM conference attendees. Successful and out leaders from Raytheon, Box, and the US Air Force will discuss timeless lessons-learned and tips that helped them be successful in ways that apply today to those developing their career. Goals include using personal examples and stories, highlighting lessons learned and tips that attendees can use as they plan for their development and career. The panel will also share personal examples and lessons learned of how we coped as GLBTQ leaders in military and civilian work environments.	Highlands
International Students Panel <i>Moderator: Amy Phan   Panelists: Kshitij Deshmukh (KD), Bruno da Rocha Azevedo, Velu Raju, Ashish Agrawal</i>	Wind Star B

Trans/Non-Binary Community Breakout	Wind River A
Corporate Information Session: Raytheon	Mesa Verde C
Resume/CV/Interview Prep Room	Thunderpass
So You Wear Heels to Work? <i>Samuel Brinton, K. Ryder Fox</i>	Wind River B
Does your dress code require that women wear heels to work and men wear suits? What if you do not fit those categories? What if policies are not clear at all? What if you want to dress professionally, but find a lot of obstacles due to gender expression? Questions like these speak a lot to the environments we work and attend school in. It might mean we are advocating and educating constantly. It might mean we look for different jobs or schools. Our goal is to get the very best jobs and education we can without being held back because of our identities. This discussion-centric session will explore how we make decisions regarding our level of outness, being ourselves at school or in the workplace, and determining what environments are the best fit for us as we pursue our dreams.	
Being QPOC in Student Leadership <i>Jonathan Soulsby</i>	Mesa Verde B
This session will help students navigate the intersections of race, queerness, and student leadership in STEM. I will discuss my experiences of these intersections with my student leadership and there will be an exercise to empower young students towards harnessing their intersectionality and becoming more effective leaders.	
LGBT-rexes Unite!: Museums and Informal Science Education as Community Catalysts <i>Eric Godoy, Elisa Carlson, Ka Chun Yu</i>	Mesa Verde A
Beyond R+D labs or federal agencies, where else can LGBT+ STEM professionals practice their craft and support society's greater understanding of, and appreciation for, science and the natural world? Museums and similar informal science institutions often have scientific staff conducting on-going research, as well as play an important role in increasing their community's scientific literacy. Learn how staff at the Denver Museum of Nature & Science engage in authentic scientific research and informal science education, work to create a supportive work environment for LGBT+ staff, and how they are working to make the museum more welcoming to the LGBT+ community.	
STEM with Soul: Choosing Careers that Honor our Values <i>D Conner</i>	Wind Star A
While technology has made modern life possible, STEM also has historical and current problems that may come into conflict with our values. This workshop consists of participant-directed discussion to identify 1) values, 2) areas where those values might conflict with major directions of our industries/funding sources, and 3) ways to use our STEM skills to enhance people's lives and global sustainability, while still making a living. Some examples of technology-values conflicts include: Many advancements only benefit wealthy people or countries, while people living in poverty struggle to get safe drinking water and reliable electricity. Socioeconomic barriers limit access to STEM education, perpetuating underrepresentation. Plastics are still mostly petrochemical in origin; this waste can end up in oceanic garbage patches or be recycled into useful products. Engineering has extensive military applications, yet the same skills can revolutionize civilian medicine, energy, and infrastructure. Let's use our powers for awesome!	
Mental Health in the LGBTQ and STEM Communities <i>Mike Giordano, Sarah Burgamy, Helen Larson, Aaron Carroll</i>	Highlands
Mental health is a subject that pertains to everybody, particularly those faced with the challenges of being LGBTQ or the stresses involved with being in the STEM fields. Our mental health is affected constantly by factors as simple as exercise, diet, and sleep, to complications such as mental illness, stressful circumstances, and our ability to cope. This panel will use personal examples and first-hand experience to illuminate the importance of mental health for each individual, from perspectives of both the professional and those with severe mental illness.	
Getting into Graduate School Panel <i>Moderator: Shawn Abrahams   Panelists: Chris Siefe, Chrono Nu, David Leander, Navya Varshney, Philip Chow</i>	Wind Star B

**oSTEM Membership Meeting**

**1:15 pm - 1:45 pm**

**Grand Mesa D, E, F**

Our annual all organization meeting in which we discuss the past, present, and future of oSTEM! We will go over changes being made at the National organization level and how that will affect chapters. All oSTEM conference attendees will have the opportunity to fill out our annual assessment survey at this point. There will also be regional break outs, to discuss regional collaboration and hold nominations for a regional chair. oSTEM Chapters and students seeking to start chapters are encouraged to attend the regional breakouts

**oSTEM Membership Meeting Regional Breakout**

**1:45 pm - 2:30 pm**

Region 1 Wind River B	Region 2 Wind Star B	Region 3 Mesa Verde A
Connecticut	Delaware	Alabama
Maine	Indiana	Arkansas
Massachusetts	Kentucky	Florida
New Hampshire	Maryland	Georgia
New Jersey	Michigan	Louisiana
New York	Ohio	Mississippi
Pennsylvania	Virginia	North Carolina
Rhode Island	Washington, DC	South Carolina
Vermont	West Virginia	Tennessee
Non-US		

Region 4 Wind River A	Region 5 Mesa Verde B	Region 6 Wind Star A
Illinois	Arizona	California
Iowa	Colorado	Idaho
Kansas	New Mexico	Montana
Minnesota	Oklahoma	Nevada
Missouri	Texas	Oregon
Nebraska	Utah	Washington
North Dakota		Wyoming
South Dakota		
Wisconsin		

Racial/Ethnic Minorities Community Breakout Wind River A

Corporate Information Session: GE & Rockwell Automation Mesa Verde C

The Advocate: How to Get What You Want When You Want Wind River B  
*Samuel Brinton*

When considering advocacy, we need to know the rules of the game if we are going to win. Some of these rules are simple while others are woefully complex and keep us from even starting to play the game. This session will walk through what it takes to be an advocate in a variety of paths including as STEM students as well as LGBT activists. We will start with advocacy tips and tricks when dealing with congressional members (passed three bills in stilettoes so far) and move our way toward executive branch advocacy (Good Morning, Mr. President) and finally to the press (PBS Newshour in your home). The goal will be for attendees to leave the session ready to advocate more effectively for what they want changed in whatever area of interest they hold.

Event Planning 101 Mesa Verde B  
*Jonathan Soulsby, Matthew Welmers*

This session will go over the stages of planning and provide students with tips and tricks for each step. This workshop will give students a strategy to plan events for their chapter and to walk them through planning an actual event. The goal of this workshop is to provide new or future officers of oSTEM chapters with knowledge and experience that will empower them to plan and execute oSTEM events on their campus.

How to Save a Life: Safety, Health & Environmental Matters in Industry Mesa Verde A  
*Bryce Griffler*

In 2014, 4,821 workers were killed on the job in the United States--the highest annual total since 2008, and the first rate increase since 2010. Safety, Health, and Environmental (SHE) matters in the workplace used to be something to be addressed by the "safety person." But with tightening budgets and higher production expectations, such a model is no longer sustainable. Bryce Griffler, SHE Auditor from BAE Systems will discuss misconceptions about significant injuries and fatalities (SIFs), and how to leverage compliance and management system standards to "do the work for you."

All Aboard the Allyship Wind Star A  
*Emily Li*

In any civil rights movement, allies have played a role in raising the voices of their underrepresented counterparts and fighting for equity and equality. However, some aspiring allies can be, knowingly or unknowingly, be counterproductive in advancement of LGBTQIA rights and even damaging and hurtful in their behavior. Additionally, the neglectance of acknowledging intersectionality often creates policies and practices that only support some but not all peoples within the LGBTQIA community. The mission of this session is identify what is active allyship and provide examples and resources to guide aspiring allies for the LGBTQIA STEM communities.

Transitioning within the School or Workplace: Coming out as Trans or Non-Binary Mid-Education/Career Highlands  
*Erica Snider, K. Ryder Fox, Ells Long*

For many, gender transition or coming out as gender non-binary represents a momentous step toward realizing oneself as a whole person and unlocking one's full potential. Fear of adverse reactions by family, friends, and of marginalization by society as a whole, however, erect barriers to those who are considering making this important choice. Beyond these possible personal injuries, there is the added risk of losing position or status within the workplace, or one's job altogether. While the media abounds with stories of such traumatic losses for transgender and gender non-binary individuals living openly, it is encouraging to know that members of this community can have positive outcomes and rewarding experiences. In this session we will hear from a few individuals who openly identify as transgender and have navigated academic and professional careers with success despite their particular struggles. Beyond transition, our panelists will demonstrate how they have created expanded opportunities for inclusion and improvements for the LGBT community within their institutions.

Alternative Career Paths Panel Wind Star B  
*Moderator: Eric Patridge | Panelists: D Conner, Bill Peters, Navya Varshney, Brandon H. Haddock*

Bi, Pan, Ace, & Middle Sexualities Community Breakout	Wind River A
Corporate Information Session: Boeing & Northrop Grumman	Mesa Verde C
Intersectionality and Employee Resource Groups: What are They, and How Can They Help Me? <i>Sharon Harney, Therese Klein, Ed Holachek (Rockwell Automation)</i>	Wind River B
<p>E pluribus unum. A rising tide lifts all ships. Stronger together. Throughout history, people have recognized that banding together solves more problems, creates more opportunity, and develops a sense of community. Employee resource groups (ERGs) are an excellent way to connect with co-workers with whom you share an affinity, build relationships with allies, and get to know members of other ERGs to build your personal and professional network. Come join us as we discuss ERGs in the workplace, and the ways in which your social networks can enhance both your personal and professional work experience.</p>	
Tips for Getting Along in Your Queer Career <i>James Scott P. Pignatella, Blake Gaither (Raytheon)</i>	Mesa Verde B
<p>Moving from your college career to the professional world can be a daunting experience. It can be even more daunting if one is LGBTQ and looking to find employment in an inclusive company and community. How do you start looking at controlling your career and life trajectory when you're still worried about midterms? Come hear and discuss ideas about company research, connecting with the community, mentoring, and starting your professional life.</p>	
International LGBTQ Students Across Borders and Within the University <i>Ashish Agrawal, Yen Nong</i>	Mesa Verde A
<p>The session will focus on the experiences of international lesbian, gay, bisexual, transgender, and queer (LGBTQ)-identified students, studying in US colleges and universities. Coming from diverse cultural backgrounds, international LGBTQ students bring in unique narratives about how their experiences of being "foreigners" and LGBTQ shape their identity development. In the session, we will discuss scholarly work on international LGBTQ students and their identity development. We will also discuss ways in which campus communities can be more welcoming of international LGBTQ students. Finally, we will present our personal struggles and successes in creating AcrossBorders@VT, an international LGBTQ student organization, on Virginia Tech's campus.</p>	
Breaking the Silence and Releasing the Stigma: LGBTQ+ Mental Health <i>K. Ryder Fox, Lilian Martinez</i>	Wind Star B
<p>Mental health is of great concern in the LGBTQ+ community, and early results show that transgender and gender nonconforming people are ten times more likely to be "psychologically distressed" (NCTE survey, 2015). According to Campus Pride, the "overwhelming majority of LGBTQ students...report harassment, isolation and fear on campus" while "[t]ransmasculine, transfeminine and gender non-conforming students are the most likely to experience overt and blatant oppression and hostility (Rankin et al., 2010). The American Physical Society released a recent study confirming similar experiences of "exclusionary behavior" and "adverse climate" for transgender and gender nonconforming physicists (Atherton et al., 2016). We believe that enough is enough! We will talk about mental health in terms of our communities, the kinds of support systems that are available, personal stories of navigating our own mental health needs, as well as work to develop strategies that can be useful for your own self-care.</p>	
How-to: Community Outreach through the Hour of Code <i>Nathaniel Granor</i>	Highlands
<p>Since 2013, over 100 million people around the world have participated in an Hour of Code. Yet many communities and schools struggle to participate due to lack of leadership or perceived lack of coding skills on the part of the facilitators. This session provides basic end-to-end training on how to organize and lead an Hour of Code event from planning logistics through classroom mentoring techniques so that oSTEM chapters and members can help their local communities participate in this amazing movement.</p>	
Being a Queer POC in STEM Panel <i>Moderator: LaShaina Shakes   Panelists: Jaimie Marie Stewart, Husani S. Oakley, Angelique Gonzalez, Brandon H. Haddock, Allie Mae Danquera-Brinkworth</i>	Wind Star A
Flash Student Research Presentation I	Chasm Creek A

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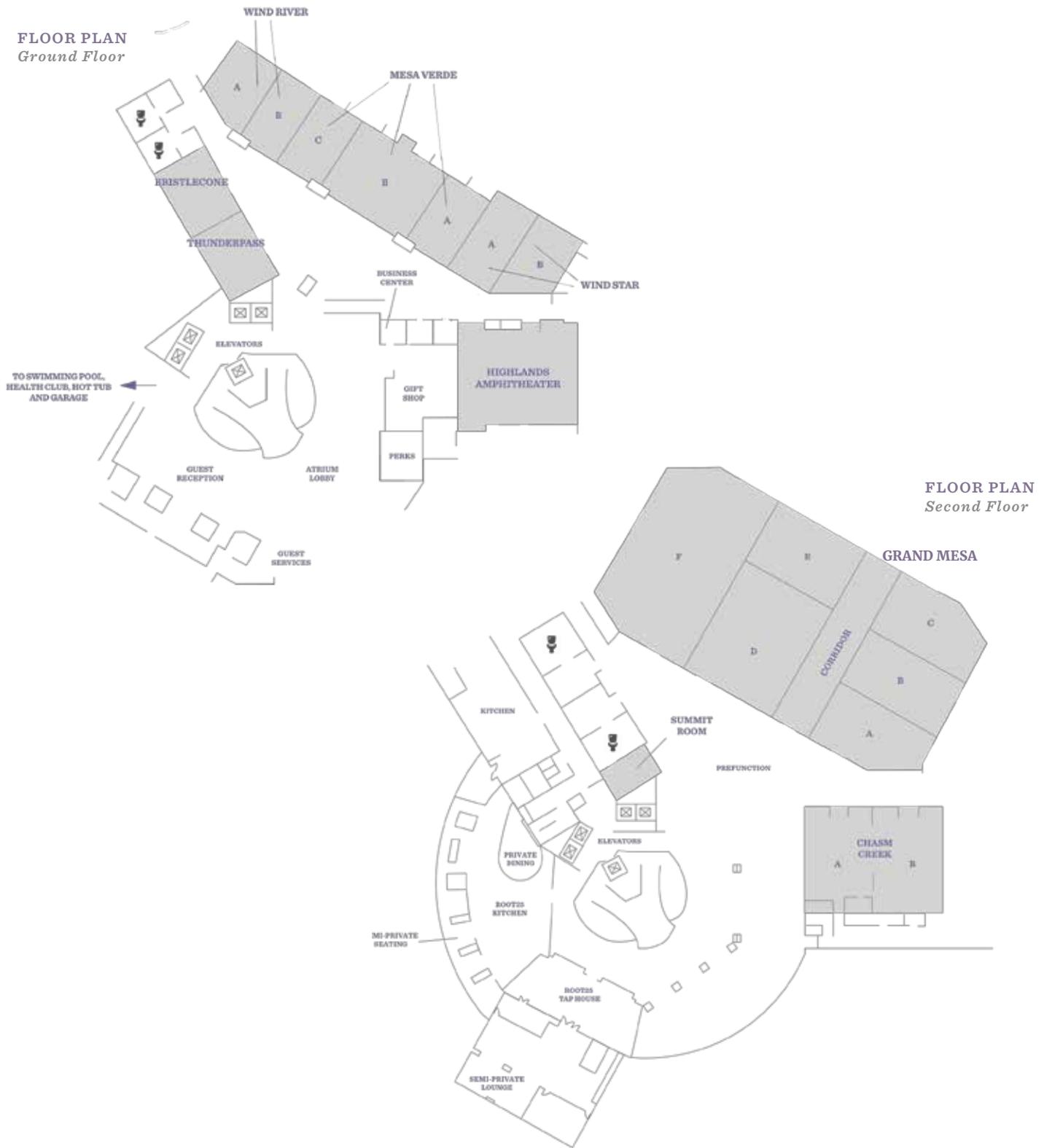
Allies Community Breakout	Wind River A
Corporate Information Session: CIA & Regeneron	Mesa Verde C
Ban the Average: Building Better Products for Everyone through Inclusive Design <i>Adam Stoffel</i>	Wind River B
<p>In the 1940s, the US Air Force took delivery of a fighter jet for the average pilot, and soon realized they had an aircraft with a cockpit designed for no one. A few years later, Lt. Gilbert S. Daniels proved that zero out of the 4,000 pilots in his research study fit the profile of an “average” pilot. So the Air Force banned the average. Although inclusive design has heritage in accessibility, it results in a better experience for all users of a product, service, or system. Everyone experiences moments of disability, and in this session we will explore a set of tools that will help you embrace these situational constraints to drive innovation, accessibility, and product quality.</p>	
LGBTQ Scientists & Engineers in the Realm on National Security: From the Lavendar Scare to an Environment of Embrace <i>Dr. Matthew Allen (Sandia National Laboratories, A Lockheed Martin Company)</i>	Mesa Verde B
<p>It’s a great time to be an engineer! Furthermore, it’s a great time to be out and living openly as an LGBTQA scientist or engineer in the field of national security. Unfortunately, this hasn’t always been the case. The Lavender Scare began in the 1950’s and continued all the way into the 1990’s. During this forty-year period, LGBTQA people were banned by law from receiving high level security clearance. This effectively kept out LGBTQA scientists and engineers from serving in national security positions and forced those who did chose to serve to remain closeted. This workshop will present a brief history of the Lavender Scare and the road to work-place equality in the field of national security. Discussions will include what it means to work in national security, what is involved with the security clearance investigation, and what to expect from a career in STEM fields at national security institutions.</p>	
Intersection of Faith and LGBTQA Identities Panel <i>Moderator: Ells Long   Panelists: Kshitij Deshmukh (KD), Jaimie Marie Stewart, Gopinaath Kannabiran, David B. D. Falk</i>	Mesa Verde A
Queer Women in STEM Panel <i>Moderator: Robin Bjorkquist   Panelists: Makayla Gurick, Therese Klein, Jen Chow, Navya Varshney, Sheilah Allison</i>	Wind Star A
What’s the Latest in LGBTQ+ in STEM Research <i>Tom Waidzunus, Jeremy B. Yoder</i>	Wind Star B
<p>Two groups of researchers looking into the state of LGBTQ+ professionals in STEM careers will discuss their research objectives, recent data, and future activities as well as the state of funding for such research, attitudes in funding agencies, and more. (Topic 1) Queer in STEM is an ongoing project in understanding the workplace experiences and career paths of LGBTQ-identified people working in science and technology. (Topic 2) In order to explore mechanisms of disadvantage and resistance for LGBTQ professionals in STEM, the researchers of the LGBT in STEM team conducted a survey and follow up interviews with LGBT and allied professionals at two NASA centers. Results from this pilot study are used to inform the design of a nationwide research project sponsored by the National Science Foundation on LGBT professionals in STEM.</p>	
A Medicinal Perspective, the Chemical Components, and the Regulatory Environment on Cannabis Products <i>Eric Patridge, Virginia Hoyer</i>	Highlands
<p>Across the country, cultural perspectives and State policies on Cannabis are rapidly changing, and there is substantial opportunity for innovation and economic development. Colorado serves as a perfect example of the modern Cannabis economy, where the local marijuana distributor supplies numerous Cannabis strains which are commonly available in a variety of product formulations. Each strain exhibits a unique profile of cannabinoids, terpenoids, and other compounds, resulting in a variety of medicinal applications for diseases such as alzheimer’s, anxiety, arthritis, HIV/AIDS, cancer, chronic pain, Crohn’s disease, depression, epileptic seizures, and multiple sclerosis. This workshop provides an overview of the legal landscape and diversity of Cannabis, including an overview of plant strains, available natural extracts, and latest product formulations.</p>	
Flash Student Research Presentation II	Chasm Creek A

# Workshop Grid Schedule

<b>Saturday</b>	<b>Workshop Block 1 10:10 am - 11:10 am</b>	<b>Workshop Block 2 11:20 am - 12:20 pm</b>	<b>Workshop Block 3 5:30 pm - 6:30 pm</b>
Wind River A	Women in STEM Community Breakout	Trans/Non-Binary Community Breakout	Racial/Ethnic Community Breakout
Wind River B	I Will Meet You There	So You Wear Heels to Work?	The Advocate
Mesa Verde C	Genentech Info Session	Raytheon Info Session	GE & Rockwell Automation Info Session
Mesa Verde B	Breaking the Norm	Being QPOC in Student Leadership	Event Planning 101
Mesa Verde A	Is a Career in the Geosciences for me?	LGBT-rexes Unite!	Reaching OUT and Up
Wind Star A	Building Your Personal Queer Brand	STEM with Soul	All Aboard the Allyship
Wind Star B	International Students Panel	Graduate School Panel	Alternative Careers Panel
Highlands	Call to Serve	Mental Health in LGBTQ & STEM Communities	Transitioning with the School or Workplace
Thunderpass	Resume/Interview Prep Room	Resume/Interview Prep Room	

<b>Sunday</b>	<b>Workshop Block 4 9:10 am - 10:10 am</b>	<b>Workshop Block 5 10:20 am - 11:20 am</b>
Wind River A	Bi, Pan, Ace, & Middle Sexualities Community Breakout	Allies Community Breakout
Wind River B	Intersectionality and Employee Resource Groups	Ban the Average
Mesa Verde C	Boeing & Northrop Grumman Info Session	CIA & Regeneron Corporate Session
Mesa Verde B	Tips for Getting Along in Your Queer Career	LGBTQ Scientists & Engineers in the Realm of National Security
Mesa Verde A	International LGBTQ Students Across Borders and Within the University	Intersection of Faith and LGBT Identities Panel
Wind Star A	Being a Queer POC in STEM Panel	Queer Women in STEM Panel
Wind Star B	Breaking the Silence and Releasing the Stigma	What's the Latest in LGBTQ+ in STEM Research
Highlands	Community Outreach through the Hour of Code	Medicinal Perspective, Chemical Components, and the Regulatory Environment on Cannabis Products
Chasm Creek A	Flash Research Presentation Session I	Flash Research Presentation Session II

# Floor Plan



We have Bristlecone available as a quiet space for all conference attendees to use.  
The Centennial Ballroom is on the 12th floor.  
The all-gender restrooms will be signed as such.