



OUT IN SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS, INCORPORATED

# 7th Annual Conference

16-19 Nov Chicago, IL



## Finding Unity in Community

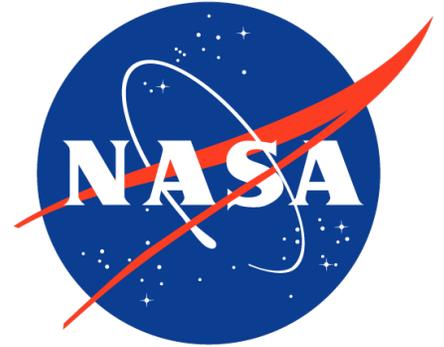
# Thank you to our Sponsors

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## Gold

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Innovation, engineered.



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# Overall Schedule

## Thursday - 11/16

9:00 am - 11:00 pm | oSTEM/Maven/QTC Chicago Hackathon | Offsite - Microsoft Office

## Friday - 11/17

9:00 am - 4:00 pm | oSTEM/Maven/QTC Chicago Hackathon | Offsite - Microsoft Office

5:00 pm - 8:00 pm | Dinner | --

12:00 pm - 4:00 pm | Chicago Corporate Site Tours | Hyatt Lobby

1:00 pm - 2:00 pm | New to the Conference | London

2:00 pm - 3:00 pm | LGBTQIA+ STEM 202: It Begins at Inclusion | London

2:00 pm - 5:00 pm | oSTEM Chapter Leader Summit - Invite Only | Charles DeGaulle

3:00 pm - 5:00 pm | Career and Grad School Bootcamp | Various

5:00 pm - 6:00 pm | Opening Reception | Grand Prefunction

6:00 pm - 8:00 pm | Dinner - *Sponsored by Genentech* | Grand DE

## Saturday - 11/18

8:00 am - 9:00 am | Breakfast | Grand DE (Entry)

8:00 am - 6:30 pm | Poster Area Open - *Sponsored by NASA* | Grand Prefunction

9:00 am - 10:00 am | Morning Address & Welcome | Grand DE

10:10 am - 11:10 am | Workshop Block 1 | Various

11:20 am - 12:20 pm | Workshop Block 2 | Various

12:30 pm - 1:30 pm | Sponsor Meeting/Lunch | Grand DE

12:30 pm - 1:30 pm | Regional Breakouts/Lunch | Various - *see pg 18*

12:30 pm - 1:30 pm | Professionals Breakout/Lunch | Da Vinci

1:30 pm - 2:30 pm | oSTEM Town Hall | Grand DE

2:40 pm - 5:20 pm | Career and Graduate School Expo | Grand FGH

4:00 pm - 5:20 pm | Graduate Student & Post Doc Meetup | London

5:30 pm - 6:30 pm | Workshop Block 3 | Various

6:30 pm - 7:00 pm | Reception | Grand Prefunction

7:00 pm - 9:00 pm | Dinner - *Sponsored by Northrop Grumman* | Grand DE

9:00 pm - 11:59 pm | oSTEM Social | LAX

## Sunday - 11/19

8:00 am - 9:00 am | Breakfast | Grand DE

9:10 am - 10:10 am | Workshop Block 4 | Various

10:20 am - 11:20 am | Workshop Block 5 | Various

11:30 am - 1:00 pm | Lunch & Closing Keynote | Grand DE

3 You can view the schedule on our app or our web based schedule: [ostem.org/schedule](http://ostem.org/schedule)

# Programs and Descriptions

- New to the Conference** Fri 1:00 pm – London  
If this is your first oSTEM conference this is the program for you. We'll review special programs, what you should expect from workshops, tips for the career fair, and share some more about oSTEM.
- LGBTQIA+ STEM 202: It Begins at Inclusion** Fri 2:00 pm – London  
Join K. Ryder Fox and Traci Davis to gain foundational skills for engaging the LGBTQIA+ STEM community through safe and supportive methods.
- Career and Graduate School Bootcamp** Fri 3:00 pm – Heathrow  
London, Da Vinci  
Kick off your conference with a student/professional mixer and bootcamp prep session. STEM professionals will be on hand to review CVs and resumes, practice elevator pitches, and speed network. Start to warm up your skills in this interactive session. All conference attendees are encouraged to attend!
- Career and Graduate School Expo** Sat 2:40 pm – Grand FGH  
Meet over 50 universities, companies, and government agencies. Our sponsors are looking for motivated and engaged students like yourselves, so be sure to bring your CV/resume and dress in your interview best. Be prepared to share why you would be a good fit for that summer internship, full-time position, graduate school, or fellowship.
- Graduate Student and Post Doc Meetup** Sat 4:00 pm – London  
Meet with other graduate students and post docs to have round table discussions about a variety of topics.
- oSTEM Social** Sat 9:00 pm – LAX  
Student conference attendees are invited to this oSTEM Social. Come join us for Wiis, games, music, and more.
- 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 (CB)** 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 — Career Deep Dive** Sat + Sun  
Ever wondered what type of career paths various industries offer, especially for LGBTQ professionals? In these sessions we've invited our sponsors to share their organizational culture, career types, & current opportunities.
- Workshop Blocks — Research Symposiums** Sun  
Come learn more about the research your colleagues are doing! This session contains four 10-minute research presentations selected from the student and post-doc posters.
- Quiet Space** Fri – Sun  
This room is for any conference attendees to have a quiet space to rest or gather themselves. It will be available during all conference programming times. If you need assistanc outside of those hours, please contact the front desk. They will have the contact information for oSTEM Staff Members that can help.

**oSTEM Regional Breakouts & Lunch**

**12:30 pm - 1:30 pm**

Region A Florence	Region B Vienna	Region C Charles DeGaulle
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 D London	Region E Paris	Region F Malpensa
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		

**All professionals who are not joining the Sponsorship Meeting should meet in Da Vinci A/B.**

**Sponsorship Meeting & Lunch 12:30 pm - 1:30 pm**

**Grand DE**

Inviting all sponsors & potential future sponsors to join lunch with the oSTEM Sponsorship Committee to discuss this year's oSTEM goals, the new oSTEM mission, engagement opportunities for this year, & the upcoming opportunities for this year.

**oSTEM Membership Meeting 1:30 pm - 2:30 pm**

**Grand DE**

Our annual all organization meeting in which we discuss in detail the future of the organization, fill out our annual assessment survey, and have our organizational town hall. We encourage all conference attendees to attend to make sure their voice is heard as we move forward in serving our community.

# 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>
<b>Charles DeGaulle</b>	Career Deep Dive: Northrop Grumman & Raytheon	Career Deep Dive: NASA & Genentech	Career Deep Dive: Rockwell Automation & BASF
<b>Heathrow A</b>	(Dis)Abilities CB	Trans/Non-Binary CB	Bi/Pan/Ace/Middle Sexualities CB
<b>Heathrow B</b>	Women in STEM CB	Faith CB	Racial/Ethnic Minorities CB
<b>Florence</b>	End Police Violence with A.I.	How to get Campus Administration and Drag Queens on Your Side	Bring Your Best Self to Work
<b>Vienna</b>	Navigating Gender Transition in an Uncertain World	Bi+ Visibility	Active Bystander Intervention on College Campuses
<b>London</b>	Thriving in STEM with Intersecting Identities	STEM with Soul	Managing Your Mental Health
<b>Paris</b>	Best Practices for ERGs (Professional Track)	Courageous Conversation on Diversity & Inclusion (Professional Track)	Valuing Team Diversity for Fomenting Innovation in Systems Engineering (Professional Track)
<b>Malpensa</b>	Inside Schoop from Professional Recruiters	Dear White People	Careers in Academic & Industry Research
<b>Da Vinci</b>	Resume/Interview Prep Room	Resume/Interview Prep Room	Queer Campfire Stories
<b>Narita</b>	-	-	Developing Your Trans Narrative

# Workshop Grid Schedule

<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>
<b>Charles DeGaulle</b>	Career Deep Dive: Boeing & Regeneron	Career Deep Dive: CIA
<b>Heathrow A</b>	What It's Like to Work at a U.S. National Lab	STEM Equity in the Classroom
<b>Heathrow B</b>	Destigmatizing Invisible (Dis)Abilities and Illnesses within the LGBTQ+ Community	The Super-Advocate: Politics, Activism, and Michelle Obama's Heels
<b>Florence</b>	The Barriers Created by Colorism in the STEM Fields	Data Science and Unicorns
<b>Vienna</b>	Is Gender and Sexual Fluidity Losing Its Fluidity in a Changing Climate?	How Inclusive is Your Workplace or Learning Environment? (Professional Track)
<b>London</b>	OUTReach: Why & How to do Science Communication	Culturally Relevant Curriculum's Affect on the Native American Achievement Gap
<b>Paris</b>	Diversity and Innovation in University Education (Professional Track)	Navigating Adverse Climates as LGBTQ+
<b>Malpensa</b>	-	Faith Panel
<b>Da Vinci A</b>	How About Those Grad School Applications?	"The Gay Privilege" Transforming Personal Hardship in order to Thrive in STEM
<b>Da Vinci B</b>	An Introduction to Leadership	Bring Your Full Self
<b>Narita A</b>	How Your STEM Background Will Help the CIA Accomplish Its Mission (Simulation) - 2 hour program	
<b>Narita B</b>	Research Symposium	Research Symposium

(Dis)Abilities Community Breakout Heathrow A

Women in STEM Community Breakout Heathrow B

Career Deep Dive: Northrop Grumman & Raytheon Charles DeGaulle

Resume/CV/Interview Prep Room Da Vinci

Ending Police Violence with Artificial Intelligence Florence

[Brandon D. Anderson](#)

Police violence against black, brown, and LGBTQ+ people is happening at an alarming rate. The lack of clear, actionable information plays a major role in enabling police violence across the country. Smartphones have helped bring the issue of police violence to the spotlight. We believe they can be a part of the solution, too.

This workshop will discuss the history of state-sanctioned violence against the world's most vulnerable populations and introduce Raheem AI, a Messenger Bot that lets you anonymously rate your experience with police officers and share it via an online, interactive dashboard open to the public.

Raheem AI is a tech startup funded by President Obama's White House initiative, My Brother's Keeper.

Navigating Gender Transition in an Uncertain World Vienna

[Erica Snider](#), [K Ryder Fox](#), [Nathan Aguirre](#), [Victoria Datta](#)

As transgender people, we may see our interactions as taking place inside environments of polar extremes: one where inclusivity is the rule and we are most freely ourselves; and one where discrimination seems to rule and we feel unwelcome. In the most inclusive spaces, we are empowered to make personal decisions about transition and timing that best reflect our inner selves. However, how do we respond within settings of deeper discrimination? Do we postpone, or rush transition-related care? And how does that affect our own coming out, transition experience, and mental health? This panel explores these dichotomies, as panelists discuss their experiences with social and medical transition and how environment and timing contributed. Though no single answer will apply directly to another individual's experiences, it is the goal of this panel to speak candidly to how these concerns shape us. We will then discuss ways to preserve our best interests in the face of uncertainty or environmental pressure.

“Only” but Never Alone: Thriving in STEM with Intersecting Identities London

[Dr. Deanna Hence](#)

A 2014 survey of its members by the American Meteorological Society found that only 2.1% of respondents identified as Black or African-American, a number that has not grown significantly since 2005. Being in such a small percentage, it is easy to get lost in the crowd, to feel like the “only one” in your department, your specialty, or among your peers. If you have many intersecting identities being ‘only’ might feel like your primary identity. Led by a presenter who will talk freely about the intersections of being a Black, cis-female, Texan, bisexual professor, this session will explore how to succeed in STEM while preserving yourself. Sharing personal experiences such as becoming a ballroom dancer as a means for self care throughout graduate school, the presenter will challenge attendees' own creativity and empower them toward personal success through hosting a lively discussion.

Best Practices for ERGs (Professional Track) Paris

[Aamir Vaid](#)

Today the top companies are investing in their employees by launching Employee Resource Groups (ERG) within the company. ERG's have a considerable positive impact on the business as well as an increase in employee engagement. Genentech is no exception and has over 20 ERG groups for employees to participate in. Genentech's LGBTQA ERG (gPRIDE) is a successful diverse group that understands the need to focus on LGBTQA engagement locally and within the company all while carrying out the groups mission statement. This workshop will focus on the Best Practices to creating and maintaining a successful ERG a large company. We will cover items that have made gPRIDE at Genentech successful and one of the strongest ERG's within the company.

Inside Scoop from Professional Recruiters Panel Malpensa

[Moderator: Andrew Wiechkoske](#) | [Panelists: Ilenia Hererra Lutz, Christopher Magaha, Tamara Burks](#)

Trans/Non-Binary Community Breakout	Heathrow A
Faith Community Breakout	Heathrow B
Career Deep Dive: NASA & Genentech	Charles DeGaulle
Resume/CV/Interview Prep Room	Da Vinci A
How to get Campus Administration and Drag Queens on Your Side	Florence

[Mary Balise](#)

Have you ever found yourself accidentally the President of two student organizations? Now, have you ever tried to find two drag queens in an unknown parking lot somewhere on your campus an hour before the biggest event of the year? You may be surprised to find that the latter is significantly more difficult. Both of these things have happened to Mary Balise of the University of Miami who will teach you how to advocate for LGBTQ+ students and grow your oSTEM chapter, regardless of your campus environment. You will also learn about student leadership for your campus and chapter, working with administration, and how to survive accidentally making an enemy out of a locally famous drag queen.

## Bi+ Visibility

[Leah Yoemans](#)

What does it mean to identify as bisexual? Why are bisexuals often an overlooked segment of the LGBTQA community? This engaging workshop will give you tools for challenging ignorance, biphobia and bi erasure.

Vienna

## STEM with Soul: Choosing Careers that Honor our Values

[D Conner](#)

While technology has made modern life possible, STEM practice 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!

London

## Courageous Conversation on Diversity & Inclusion (Professional Track)

[Therese Klein, Steve Stall](#)

While increasing the number of women in technology is partially about opening up opportunities to do so, it's also about a serious cultural shift. In this session you will discover the secrets to creating culture transformation by example of one company (Rockwell Automation), and the courageous conversations that made it happen. You will learn and practice tools for action, and will partner with others to discuss workplace challenges. Come learn how you can enhance your inclusive leadership skills to create fundamental culture shifts at work.

Paris

## Dear White People: Intersection of Race/Ethnicity & LGBTQIA Identity Panel

*Moderator:* [Lilian Martinez](#) | *Panelists:* [Jimmy Su](#), [Angie Gonzalez](#), [Hector E. Rodriguez-Simmonds](#), [Michael Bancroft](#), [Christopher Cross](#)

Malpensa

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Queer/Pan/Ace & Middle Sexualities Community Breakout	Heathrow A
Racial/Ethnic Minorities Community Breakout	Heathrow B
Career Deep Dive: Rockwell Automation & BASF	Charles DeGaulle

Bring Your Best Self to Work	Florence
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[Dr. Michael Kevin Hernández](#), [Beau Williams](#), [Michael Villanueva](#)

For many LGBT individuals, there is a conscious effort to separate one's private life from the workplace. The adverse cost of covering our identities at work does not allow us to work to our full potential nor provide our companies the expertise and skills we exemplify. This class will help participants understand the costs of covering, leveraging the business case for diversity and provide examples of successful LGBT employees from the Boeing Company. Upon completion of the class, participants will understand the value of being out in the workplace and how embracing one's authenticity can create greater inclusion for all employees.

You Are Enough: Active Bystander Intervention on College Campuses	Vienna
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[Courtney Amster](#), [Dana Michels](#)

Bystanders are individuals who witness instances of power-based violence and have the opportunity to provide assistance, but fail to intervene. In this session, we invite attendees to be active bystanders, or upstanders. Active Bystanders are able to identify potentially violent situations and take action to alleviate the harm by intervening. Acts of power-based personal violence, such as sexual assault, domestic violence, and stalking, are increasingly prevalent on college campuses and often occur in the presence of bystanders. Attendees will learn the common reasons why people hesitate or fail to intervene upon witnessing situations of power-based personal violence and will be given the tools to develop their own strategies for intervention. Stepping up to intervene can have tremendous impacts on the outcome of potentially violent situations and on how a community responds to sexual violence. Attendees will be invited to identify their role in preventing power-based violence.

It's Okay to Not Be Okay: Managing Your Mental Health	London
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[Stephanie Huard](#)

Often mental health goes unnoticed or lacks visibility in STEM programming because of associated stigma. Even more stigma and challenges may arise for people with mental illnesses other than depression and anxiety. When intersecting identities and lacking access compound personal experiences, individuals can find themselves in greater need.

This workshop will focus attentions on some of the lesser represented mental health conditions. Attendees will also be exposed to resources that are not often mentioned, such as appropriate social media outlets and apps that target personal health. These 'at your fingertip' resources aid accessibility by breaking down cost and urban barriers while being attractive to many traditional-aged college students. Finally, the presenter will devote time to the topic of having more than one intersecting identity, how that influences individual experiences of mental illness, and some specific take-aways for attendees.

Valuing Team Diversity for Fomenting Innovation in Systems Engineering (Professional Track)	Paris
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[Jim Leatham](#)

Companies have recognized that diversity brings forth new perspectives (i.e. innovation) in teams. However, often team members do not recognize their own value, and fear speaking up and going against the flow. In this workshop, we will introduce some tools for brainstorming and innovation. Then we will break into groups and consider a case study of a simple design problem. As we work through the case study, we will identify some of the diverse points of view that we bring to the table because of our perspective- one of non-binary choices, for example, or one that closely mimics what we have observed in nature. We will discuss how our unique perspectives presented as we worked in the group, and how they are formed by our identities; thus bringing an awareness in a concrete way to the value we bring to the team from our diverse background.

## Queer College Campfire Stories: Sharing Knowledge, Experience, and Resources

Da Vinci

*Moderator: Angie Gonzalez | Panelists: Mel Abler, Varshini Ramaraj, Niko Thomashow*

From tips on which professors are the most sympathetic, to how including pictures in chapter emails makes them more exciting, the wisdom of those gone prior is invaluable. We aim to provide a more intimate setting for students graduating in less than one year to share their experiences in a “campfire storytelling” experience. Learn more about how to survive the first couple of years studying in a STEM field, what comes after graduation, potentially disastrous mistakes to avoid making, and any resources/knowledge that are invaluable and key to success! The panel will end with a Q&A session with potential question topics such as professionalism, current events, activism, social life, experiences as an LGBTQ person in STEM, and more! We encourage all underclassmen to attend, especially first-year students that are looking to get a jump-start on thinking about undergraduate research, applying for external scholarships, or searching for internships.

## Developing Your Trans Narrative

Narita

*K Ryder Fox*

Your narrative is exactly that--YOURS. Often, marginalized people are open to scrutiny in ways that make it challenging for us as transgender and gender non-binary people to revel in our personal stories. Is such vulnerability even more daunting if you change your name, documents, or physical appearance? Do you lose power when your history comes up as part of your STEM interactions? This session will seek to discuss how shaping our narratives can empower us. From creating value in the parts of us that feel difficult to discuss, to making decisions about how, when, and to whom we share our stories... This workshop will leave attendees room for personal reflection, for strategy, and for practice. Come ready to brainstorm the blueprint of your own narrative in a safe and respectful space.

## Careers in Academic & Industry Research Panel

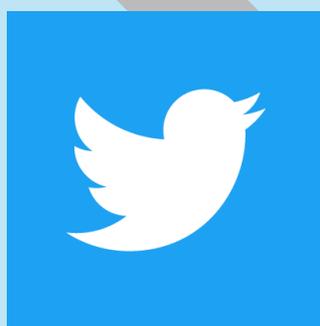
Malpensa

*Moderator: Matthew Welmers | Panelists: Amlan Mukherjee, D Conner, Tami Bowman, James Patrick Horine*

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## Career Deep Dive: Boeing &amp; Regeneron

Charles DeGaulle

## The Barriers Created by Colorism in the STEM Fields

Florence

[Lillian Martinez](#)

Colorism refers to discrimination based on skin color. Typically it disadvantages dark-skinned people, and privileges those with lighter skin – often among people of the same ethnic or racial group. Can you think of a list of dark-skinned artists or performers currently on our screens during prime-time? This day in age, we can argue that mass media is the most powerful source of information. It bombards our society with standards of good vs bad, desirable vs undesirable – acceptable versus unacceptable. The message is clear – We don't fit this standard, and for decades we have faced societal and cultural erasure. This workshop will include a short presentation on how societal constructs cause erasure and its effects. Afterwards we will progress to an inclusive, facilitated discussion on our personal experiences with colorism, and the steps we have taken to support adequate representation of our communities.

## Is Gender and Sexual Fluidity Losing It's Fluidity in a Changing Climate?

Vienna

[K Ryder Fox, Sam Brinton](#)

2017 has seen a number of policy changes that may leave people whose genders and/or sexualities are fluid feeling pressure to express, or even define themselves, as binary. This discussion-based session will focus on how we define fluidity individually, examining intrinsic definitions and self expressions. The workshop will also serve to discuss how our individual fluidities ebb and flow throughout our lifetimes as well as what that means to us and to our personal interactions. Finally, the session will devote time to discussing the ways that external circumstances impact our feelings about fluid identities and expressions and formulate possible responses to those impacts.

## OUTReach: Why &amp; How to do Science Communication

London

[Olivia V. Ambrogio](#)

Our current political landscape is putting a number of groups at risk, including (though not limited to) the LGBTQA community and scientists. Now more than ever, it's critical for \*any\* scientist to be explain their work and its value in a clear and compelling way to any audience--and it's especially important to ensure that public representatives of science don't all look the same. This interactive workshop will highlight the value of being a visible, authoritative, and accessible public voice for science and provide tips for doing it well.

## Diversity and Inclusion in University Education: Tips, Tools, and Strategies (Professional Track)

Paris

[Caleb Hightower](#)

This session, geared towards university-level educators (TAs, graduate students, instructors, etc.), will be a discussion of incorporating our queer identities into our teaching methodologies. The two big questions we will address are (1) what does it mean to be a queer educator?; and (2) how do we as educators recognize the diversity of our student audience? These questions will serve as the basis of a discussion, followed by some practical strategies (from personal experience, colleagues, and research) that we can implement directly in our lectures. Lastly will be an open discussion for other teaching strategies the audience would like to share.

## What It's Like to Work at a U.S. National Lab

Heathrow A

[Elizabeth Merritt, Mark Costella, Travis O'Brien, Christopher J. Bannochie, Jason Michnovicz](#)

The National Lab Pride (NLP) consortium will feature a panel of LGBTQ scientists, engineers, and technical professionals from the U.S. national laboratory system. They will discuss their career trajectory, being LGBTQ in the workplace, and offer insights on their research and what it's like to work at a U.S. national lab. The panel's goal is to provide participants an opportunity to learn about the national labs as a possible career path beyond academia or industry. Visit us at [bit.ly/nationallabpride](http://bit.ly/nationallabpride).

## Destigmatizing Invisible (Dis)Abilities and Illnesses within the LGBTQIA+ Community

Heathrow B

*Moderator: Chad Coarsey*

This panel discussion will focus on Invisible disabilities such as cognitive disorders or mental illnesses that affect LGBTQIA STEM workers in their professional and personal lives. Because silence adds stigma to already marginalized individuals, we will openly discuss topics like mental health, dyslexia, chronic pain, and progressive illnesses. The session will bring awareness to the association of greater stigmatization of LGBTQIA people who experience invisible illnesses and disabilities. Our goal is to have a productive conversation on overcoming adversity and supporting each other in our journeys to live fulfilling lives. We believe that this goal will be accomplished by providing insight and awareness to individuals and their unique experiences of overcoming the challenges associated to having invisible disabilities. The session's format is a panel of people who represent a spectrum of invisible disabilities, followed by a guided open forum.

## How About Those Grad School Applications?

Da Vinci A

*John McMullen*

Finding a graduate school program that is the correct fit for you is hard work and oftentimes you do not know the best way to go about it! The goal of this panel is to provide attendees with information about how to choose programs, how to prepare your application, what questions to ask if you go for interview weekends, and ways of including your LGBTQIA identity throughout the process. Please be advised: stories of wacky, fun, stressful, and weird personal experiences throughout this process will be shared! Audience questions will be permitted.

## An Introduction to Leadership: Motivating People to Believe and Achieve

Da Vinci B

*Will Davis*

Leadership is complex concept that has been debated, discussed, modeled, and studied for ages now. When properly exercised, leadership is the ability to translate vision into reality by motivating others to believe, commit, and execute a shared vision. To become an effective leader, one must understand the different types of leadership and how to apply each style in real life. This session explores 4 distinct types of leadership: Influence, Servant, Situational, and Traditional.

## How Your STEM Background Will Help the CIA Accomplish Its Mission (Simulation) – 2 Hour Program

Narita A

*CIA*

The work of the CIA and how it is done is often mysterious to those outside the CIA. Learn more by participating in this 2.0 hour simulation working in small groups with peers and a facilitator where you will assess data, evaluate the implications for US interests, develop hypotheses, test and formulate judgments, and present conclusions.

## Research Symposium 1

Narita B

Career Deep Dive: CIA

Charles DeGaulle

## Data Science and Unicorns! Build your data science toolbox and make it work for you

Florence

[Eric Patridge](#), [Andrew Wiechkoske](#)

What is data science? What can it do for me? What can't it do? This workshop will provide attendees with a basic understanding of data science and data structures, as well as some of the tools commonly used by data scientists. Using the National Health Interview Survey (NHIS) as a case study, presenters will focus on the only LGBTQA-related question, including its limitations. The technical topics will include data programming/analysis, databases, and data visualization tools.

## How Inclusive Is Your Workplace or Learning Environment? (Professional Track)

Vienna

[Erica Snider](#), [Lillian Martinez](#)

We focus a lot of attention upon training allies regarding the creation of inclusive workplaces or learning environments. Such trainings result in improvements including non-discrimination policies, providing healthcare and facilities, and developing employee resource groups or departmental outreach to diverse people. Unfortunately, from the perspective of LGBTQ+ people whose intersecting identities increase marginalization, lack of inclusion might persist as a regular experience even within their respective communities. Attendees to this workshop are invited to brainstorm collaboratively with presenters on the topic of what makes their experiences inclusive, particularly as it pertains to intersecting identities. Through shared experiences, the first outcome will be the initiation of an Out-List accessible to oSTEM members. As oSTEM strives to engage, empower, and promote our underrepresented members, the session's second objective is to bring allied and underrepresented attendees together to generate protocol for training curricula aimed at designing inclusive workplaces and learning environments.

## Culturally Relevant Curriculum's Affect on the Native American Achievement Gap

London

[Michael Bancroft](#)

Many minority students are placed in systems of education that take us away from traditional forms of learning and place us in a states of disengagement. The resulting cultural gap means minority children lose passion in their educational pursuits, leading to higher dropout rates, lower graduation rates, lower college success rates, and a growing achievement gap. Students are passed along through the system without attaining the basic concepts of core subjects. This leads to poor standardized testing scores and misinterpretations of a student's skill, intelligence, and ability. This presentation showcases the weaving of Native American culture into STEM education. Attendees will learn how to use master plans to develop culturally relevant curricula, as well as how to design lessons from pre-designed master plans. Finally, the workshop will specifically educate attendees as to the significant outcomes of culturally relevant teaching to minority students and their communities.

## Navigating Adverse Climates as LGBTQ+

Paris

[K Ryder Fox](#)

The LGBT Climate in Physics Report showed that more than a quarter of LGBT respondents observed and/or experienced exclusionary behavior. That statistic is closer to 50% for gender nonconforming and transgender respondents. Similarly, a survey of underrepresented students at New Mexico Tech found that more than 50% of write in responses highlight directed discrimination as the reason they consider transferring to another school. We in STEM fields still have work to do in order to foster welcoming work environments. As students or early career professionals, navigating adverse climates presents challenges beyond those generally required to complete a degree or begin a career. This session will discuss data and personal experiences, offer insight into facing these challenges, and facilitate space for creating a support network while on your educational and early career journey.

## STEM Equity in the Classroom

Heathrow A

[Leah Yoemans](#)

This session will focus on equitable teaching practices in K-12 STEM education that will promote learning on the part of each student. We will participate in a transdisciplinary STEM investigation, practice collaborative groupwork, and examine disparities and inequities in STEM education. LGBTQA individuals in STEM fields are invisible, yet LGBTQA individuals are an important part of the diversity that will drive innovation. That is why we must create inclusive environments, eliminate disparities, and broaden participation in STEM starting in the early years of education.

## The Super-Advocate: Politics, Activism, and Michelle Obama's Heels"

Heathrow B

[Sam Brinton](#)

NOW is the time to be an advocate. But 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, the President (yes, I've met him) and finally to the press and public. The goal will be for students to leave the session ready to advocate more effectively for what they want changed in whatever area of interest they hold.

## "The Gay Privilege": Transforming Personal Hardships in Order to Thrive in STEM

Da Vinci A

[Justine Davidson](#)

Privilege is defined as, "a special right, advantage, or immunity granted or available only to a particular person or group of people" and often has a negative connotation. As LGBTQIA individuals, we experience unique hardships and obstacles. These experiences arguably enable us to grow, which gives us a greater capacity to accept and understand. As such, we have the potential to turn our own hardships into personal power. What I will refer to as "The Gay Privilege" provides insights into oppression and intolerance, in turn fostering compassion and empathy. Such skills advantage the LGBTQIA community to be better leaders, innovators, and advocates. This discussion is meant to highlight the positive transformation of personal hardships that allow us to excel in STEM.

## Bring Your Full Self

Da Vinci B

[Steven Comingdeer](#)

What does being authentic mean to you? Whether it means feeling comfortable, or showing others your fabulous self, it's important to have your authentic self celebrated. Accenture colleagues will share what authentic means to them, tangible ways to build a support system within an organization, and how to return the favor by establishing your role as a trusted advisor to others. Bringing our whole selves to work creates an environment that supports others to follow suit in bravery and confidence.

## How Your STEM Background Will Help the CIA Accomplish Its Mission (Simulation) - 2 Hour Program

Narita A

[CIA](#)

The work of the CIA and how it is done is often mysterious to those outside the CIA. Learn more by participating in this 2.0 hour simulation working in small groups with peers and a facilitator where you will assess data, evaluate the implications for US interests, develop hypotheses, test and formulate judgments, and present conclusions.

## Research Symposium 2

Narita B

## Intersection of Faith & LGBTQIA Identity Panel

Malpensa

[Moderator: Jonathan Soulsby, Sam Brinton](#) | [Panelists: Kshitij \(KD\) Deshmukh, David Williams, Rev. Sarah Carpenter, Sam Sharp](#)