



OUT IN SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS, INCORPORATED



## 8th Annual oSTEM Conference Diversity & Recruitment Packet

November 15 - 18, 2018

Houston, TX - The Westin Galleria

*[sponsorship@ostem.org](mailto:sponsorship@ostem.org)*



# Previous Sponsors & Partners

**Genentech**  
A Member of the Roche Group

**Raytheon**

**NORTHROP GRUMMAN**

**REGENERON**  
SCIENCE TO MEDICINE®



**Rockwell Automation**



**IC**



**LOCKHEED MARTIN**



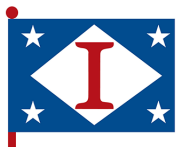
*Working Right.*

**FCA**

FIAT CHRYSLER AUTOMOBILES

**accenture**  
High performance. Delivered.

**Google**™



**Ingalls Shipbuilding**  
A Division of Huntington Ingalls Industries

**madeformore**  
GENERAL MOTORS  
CAREERS.GM.COM

**BAE SYSTEMS**  
INSPIRED WORK

**SIEMENS Healthineers**

 **SQUARESPACE**

 **POINT FOUNDATION**  
THE NATIONAL LGBTQ SCHOLARSHIP FUND

 **Fermilab**

**MONSANTO**



**Johnson Controls**



 **SAINT-GOBAIN**



**Southern Company Gas**



 **pwc**

**AECOM**

 **HUMAN RIGHTS CAMPAIGN®**

**Argonne**  
NATIONAL LABORATORY

**BAIRD**

**Rockwell Collins**

 **shopify**

 **Michael Best**

**UBER**



 **TE**  
connectivity

# About Us

Out in Science, Technology, Engineering, and Mathematics (oSTEM), Inc. is a 501(c)(3) non-profit professional society focused on LGBTQ people in the STEM community. We have more than 65 student chapters at colleges/universities and professional chapters in cities across the United States and abroad.

**Vision** A world where LGBTQ people in the STEM community are empowered to achieve success in a safe and supportive environment that celebrates their diversity and unique contributions.

**Mission** Empowering LGBTQ people in STEM to succeed personally, academically, and professionally by cultivating environments and communities that nurture innovation, leadership, and advocacy.

**Values** Integrity, Respect, Intentionality, Passion, Grit.

## Annual Conference

Since 2011, oSTEM has brought together diverse students and professionals from the STEM community in the interest of professional development and the creation of safe and inviting places to study and work.

“ oSTEM was the embodiment of bringing my engineering life and my queer life together ”

For more information on the general conference experience, please check out our 2016 Annual Conference video: <http://bit.ly/oSTEM2016Video>





# Conference Schedule

## Day 1 - Thursday

### Hackathon

Join teams of students and professionals as they create innovative solutions to some of our LGBTQ community's toughest challenges. This hackathon starts in the morning of the first day of the conference and concludes with the evening welcome reception on day 2 where recipients are recognized for their hard work.

## Day 2 - Friday

### Industry Site Tour / Local STEM Attraction

Organizations can submit a proposal for oSTEM conference attendees to tour their facility. Submissions will be evaluated on the experience you can provide and the ability to cover travel.

### Career and Graduate School Bootcamp

Organizations have the opportunity to meet conference attendees, to help them prepare their resumes/CVs & elevator pitches, and to provide general networking tips.

## Days 3 & 4 - Saturday & Sunday



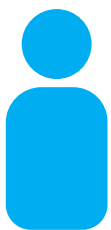
### Workshops, Talks, Panels

The majority of our conference programming includes workshops, panels, and talks focused on professional development, LGBTQ advocacy, and sharing technical expertise. Partnering organizations are encouraged to participate in our programming and we have a dedicated professional track for those seeking specific professional development.



### Career and Graduate School Expo

The Career and Graduate School Expo is a 3-hour tabling event where organizations can recruit top talent for their available positions. There is no other tabling outside of this Expo event since organizations are expected to be active participants throughout the conference.



### oSTEM Town Hall, Regional Breakouts, Partner Meeting

These conference events are an opportunity for oSTEM to seek feedback from our members and partners while also sharing our strategic vision and priorities for the upcoming year.

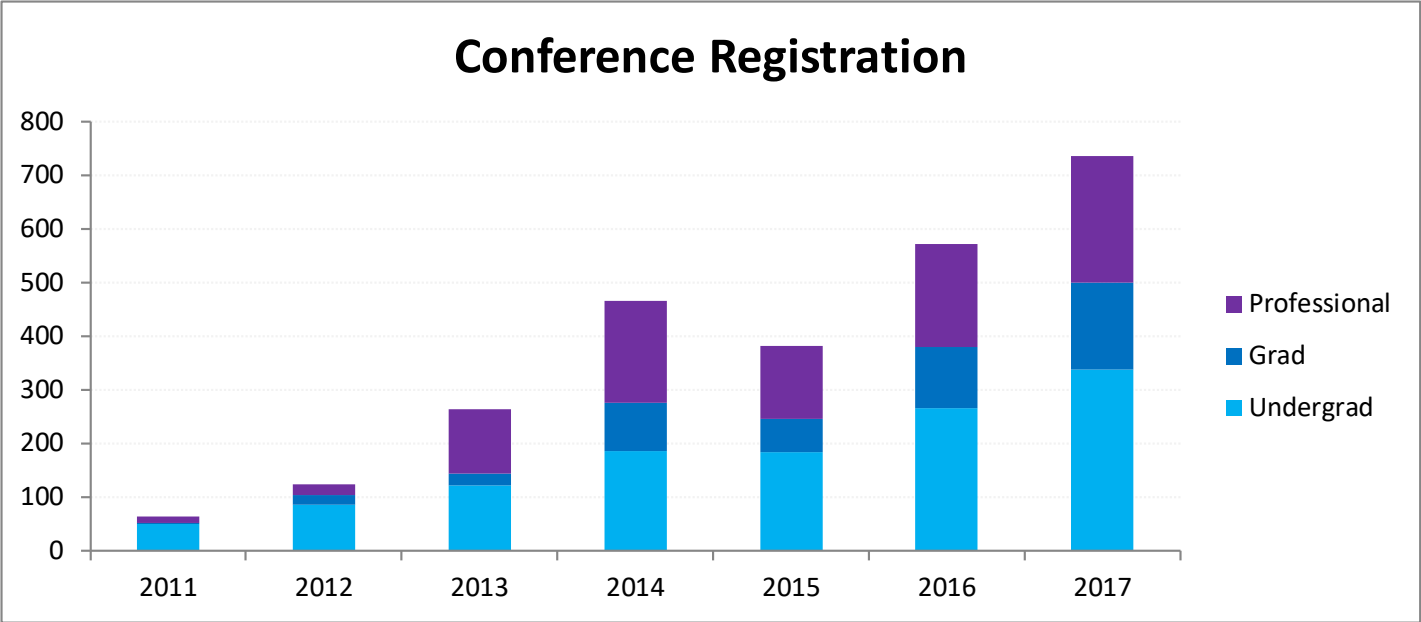
Our regional breakouts are geographically divided and student chapters are paired with an additional breakout for professional members.



### oSTEM Gala: Empowering the Future of STEM

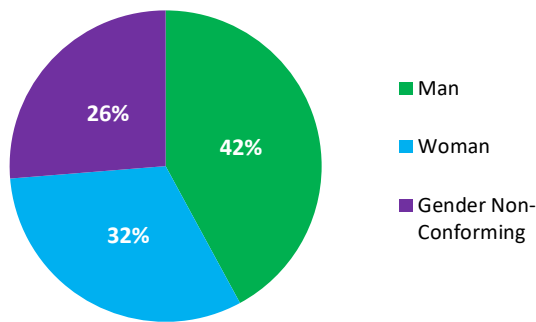
Connect with the oSTEM community as we celebrate our accomplishments through our annual awards presentation, reflect on the past year, and enjoy a thought-provoking performance by a queer artist.

# Conference Statistics

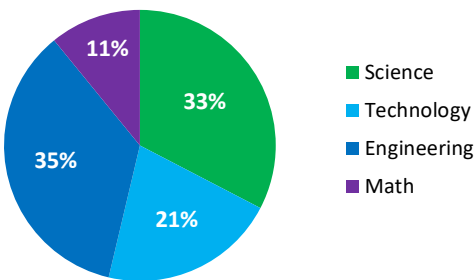


## 2017 Conference Breakdowns

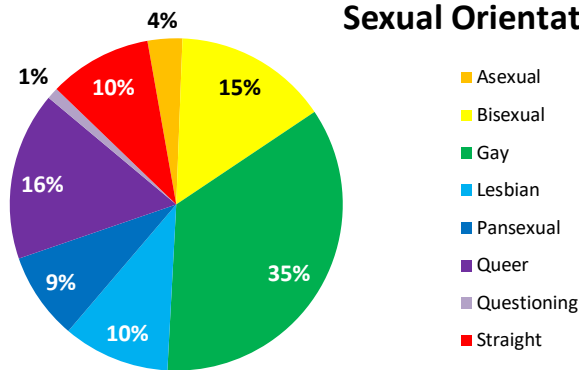
### Gender Identity



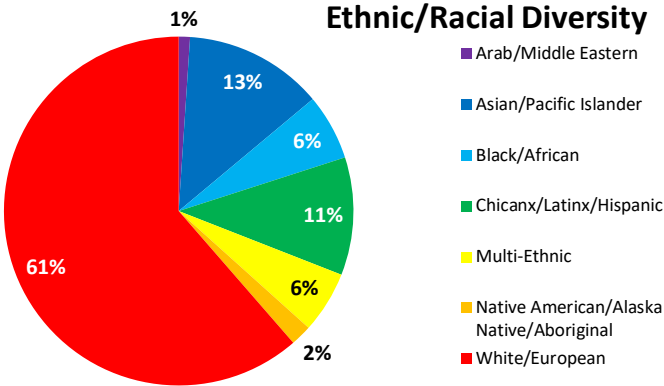
### General STEM Field



### Sexual Orientation



### Ethnic/Racial Diversity



# oSTEM Chapter List

## Region A

Carnegie Mellon \*  
Columbia University \*  
Cornell University  
Johns Hopkins University  
New York University  
Northeastern University  
Penn State  
Tufts University  
UMass Amherst  
University at Buffalo  
University Birmingham  
University of Pennsylvania  
Worcester Polytechnic \*  
Yale University

## Region B

Rose-Hulman Institute of Technology \*  
University of Michigan, Ann Arbor  
Virginia Commonwealth University  
Virginia Tech  
West Virginia University  
Western Michigan University

## Region C

Clemson University  
Duke University  
Florida Atlantic University  
Georgia Tech  
University of Florida  
University of Miami

## Region D

Kansas State University  
University of Illinois, Urbana-Champaign  
University of Iowa  
University of Kansas  
University of Nebraska, Lincoln  
University of Wisconsin, Madison

## Region E

New Mexico Tech \*  
Rice University  
Texas A&M  
University of Texas, Austin  
University of Arizona  
University of Colorado, Boulder  
University of Oklahoma

## Region F

Stanford University  
University California, Berkeley  
University California, Santa Barbara  
University of California, San Diego  
University of Southern California

\* Affiliate oSTEM Chapter

Please visit [ostem.org/chapters](http://ostem.org/chapters) for the most updated chapter map.



# Organizational Advisory Council

oSTEM now has an Organizational Advisory Council (OAC)!

This is an opportunity for you to partner with and support oSTEM all year round. OAC membership will create new spaces for more dynamic interactions with oSTEM and partnering peers. Membership will come with additional benefits for the annual conference, connections with our chapters, opportunities to meet with other organizations, LGBTQ-inclusive best practices, and an ability to provide guidance to the oSTEM Executive Committee.

Organizations interested in joining the Organizational Advisory Council should contact the oSTEM President & CEO, [Cortland.Russell@ostem.org](mailto:Cortland.Russell@ostem.org).

**Please note that this is different from the Annual Conference Organization Support. The term of the OAC memberships will be from July 1 - June 30 and will be pro-rated based on the number of OAC meetings that have occurred.**

## Pricing

### Corporate Sponsors

- Small (< 100 employees) | \$5k
- Medium (100 - 1000 employees) | \$7.5k
- Large (> 1000 employees) | \$10k

### Government | \$5k

- State or Federal Government Agencies
- National Labs

### Academic | \$5k

- College / Universities (Not for profit, accredited higher education institutions)
- Minority Serving Institutions | \$2.5k

### 501(c)(3) Non-Profits | \$2.5k

## Composition

### Who are we asking you to send as OAC representatives?

- 1 Executive Partner
- 1 Employee Representative (typically an ERG member)
- 1 Talent Acquisition Representative/Recruiter

## Meetings

The OAC will meet three times per year. There will be two in-person meetings: one at the Annual Conference venue to preview the site early in the year and one during the conference itself. There will also be one virtual meeting during the summer.

# Organizational Advisory Council

## Benefits

### **OAC Peer Networking**

Connection with other LGBTQ-Inclusive STEM companies focused on Diversity & Inclusion.

### **Facilitated Year-Round Access to oSTEM Student Chapters**

### **Provide Guidance on the Future of oSTEM to the Executive Committee**

### **Connection with developing oSTEM Professional Chapters**

### **3 Professional Memberships for OAC Members**

Your OAC representatives will receive 3 free oSTEM Professional Memberships.

### **International Platform for Best Practices and Strategies for LGBTQ-Inclusive Workplace Environments**

### **Recognition in all oSTEM Communications and Website**

Your organization logo will be featured on the monthly Global Newsletters. Your logo will also be on our Sponsors & Partners list year-round.

### **Annual Conference Advanced Information**

### **Discounted Conference Partnership**

You will get 10% off of your total Conference Partnership. You will also have first-pick for booth selection and the “Sponsor Spotlight” time slot before regular Conference Partners.

### **Additional Opportunities for Conference Involvement**

You will have the opportunity to serve on panels, be a poster judge for our poster session, and other exciting opportunities.

### **Year-Round Access to oSTEM Careers and Membership Center**





# Base Packages

Please note: these benefits will only be active during the conference.

BENEFITS	PLATINUM \$15k	GOLD \$10k	SILVER \$5k	BRONZE \$2.5k	CORPORATE 1st Time Sponsor \$1k	ACADEMIC / GOVERNMENT \$1k	501(c)(3) Non-Profit \$700
Booth at Career & Graduate School Expo	2 Booths	1 Booth	1 Booth	1 Booth	1 Booth	1 Booth	1 Booth
Full Conference Registrations	8	6	4	2	2	1	1
Expo Only Registrations	4	4	2	1			
Advertisement in Conference Program	Full Page	Half Page	Quarter Page				
Acknowledgment at all Workshops	✓	✓					
Sponsor Spotlight Workshop Session	✓	✓					
Access to the oSTEM Career Portal	✓	✓	✓				
Recognition in Conference Materials	✓	✓	✓				
Conference Attendee Contact Information	✓	✓	✓			✓	✓
Resumes/CVs from Conference Attendees	✓	✓	✓	✓		✓	✓
Recognition on Partner Logo Boards	✓	✓	✓	✓	✓	✓	✓

Academic/Government Partnership Level is open to the following organizations:

- College / Universities (Not for profit, accredited higher education institutions)
- State or Federal Government Agencies
- National Labs

Divisions, departments, and subsidiaries of larger organizations are encouraged to work together for a unified partnership.

## Want a customized package?

We are happy to work on a customized package for you and encourage you to check out some of our custom packages and add-ons on the next page. These packages can be stand-alone or added on to the supporting levels above.

# Custom Packages / Add-Ons

## **oSTEM Gala Organization | \$7,500**

Have your branding on the signature conference event! You will be verbally and visually recognized at the beginning of the program and in the program book, have the opportunity to add swag to each table, and can give a 3-minute welcome to all of the Gala attendees.

## **Support a Breakfast / Lunch | \$3,000**

Help provide breakfast or lunch to help power conference attendees through the day. You will be recognized with signs in the area and in the program book.

## **Support the Poster Session & Present Poster Awards | \$2,000**

You will be recognized in the very visible poster area all day on Day 2 and in the program book. You will also present the poster awards to the chosen winners at the oSTEM Gala.

## **Interview Booth | \$500/booth**

Want to get students into your pipeline right away? Get access to semi-private spaces to conduct interviews on Day 2. Stay ahead of the game by leaving with interviewed candidates!

## **Additional Career and Graduate School Expo Booth | \$2,000 per booth**

Want more space to attract and talk to conference attendees at the Career and Graduate School Expo Booth? You can add-on an additional booth to make a bigger impact.

## **Website Banner Ad on Conference Webpages | \$500**

Get your brand and organization on our conference webpage which all of our attendees see to register and get information from our conference.

## **Organization Conference Lanyard | \$5,000**

Get your organization logo on the lanyard of every conference attendee! Be seen in every photo and social media post. Limited to one organization.

## **Help Provide the Conference Bags | \$5,000**

Get your organization logo on the bags of every conference attendee! Talk about getting some serious visibility. Limited to one organization.

## **Provide an Item for our Conference Bags | \$500 + Branded Items**

Ensure all student attendees take home something from you in their swag bag. Provide a stress ball, flyer or other branded item from your organization.

## **Ad Space in the Program Book | \$500 per quarter page**

Provide an advertisement for our program book that every conference attendee - consider inviting attendees to join you at your Expo booth or share some information about your recent LGBTQ accomplishments.

## **Have something else in mind?**

Contact us about other branded opportunities you'd like to see at our conference!

# Benefits Explained

## **Full Conference Registration**

You will have the designated number of full conference registrations for the conference. This registration type will allow your representatives full access to the conference which includes all of our programming sessions, networking receptions, meals, career & graduate school expo, and more. Additional full conference registrations can be purchased ahead of time through the Sponsorship Team or during registration for \$300.

## **Career and Graduate School Expo Registration**

This registration allows access to the Career and Graduate School Expo only. The Expo is held on the Day 2 of the Conference for 3 hours in the late afternoon. This registration is ideal for recruiters who do not have time to commit to the full conference but who want to connect on the Expo floor.

## **oSTEM Career Portal**

The oSTEM Career Portal is an oSTEM exclusive career platform where any of our members can upload their resumes/CVs. You can post your job listings without the clutter or fighting for visibility and have direct access to oSTEM members.

## **Organization Acknowledgment at all Workshops**

Have your oSTEM support acknowledged at the beginning of any workshop at the Annual Conference – that is over 25 acknowledgments in all.

## **“Sponsor Spotlight”**

While all organizations can submit general conference programming, you can have a designated Information Session just to present to students all that you do as an organization. You will have half an hour to talk about opportunities for oSTEM students; sessions run during workshop blocks.

# Additional Opportunities

## **Host an Annual oSTEM Conference**

Our oSTEM team is on the search for future conference locations. If you think that you have a facility to host our conference, please let us know. Conference locations are selected several years in advance in most cases.

## **Day 1 Off-Site Tours**

Every year, the oSTEM Conference team looks for tour locations to engage students and professionals during the first day of the conference. If you have a facility in the area that would make for an interesting and engaging tour experience let us know!

## **oSTEM Regional Conferences**

oSTEM Student and Professional Chapters are exploring Regional Conferences, and are looking for committed partners who want to focus on growing a particular oSTEM region. This opportunity directly supports oSTEM Chapters and contributes to their future success.

# Invoice & Payment Information

- EIN / Tax ID: 27-1204776
- Mailing address for checks:  
oSTEM Incorporated  
2885 Sanford Ave SW #34480  
Grandville, MI 49418
- PayPal account: [donate@ostem.org](mailto:donate@ostem.org)
- Credit card payments can be accepted at: <https://www.ostem.org/payinvoice>

**Questions? Comments? Concerns?**  
Please email us directly at [sponsorship@ostem.org](mailto:sponsorship@ostem.org)

“ We're a bunch of ”  
Queers in STEM.