

oSTEM[®]



OUT IN SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS, INCORPORATED

8TH ANNUAL CONFERENCE

MAKING SPACE FOR EVERYONE

NOV 15-18, 2018 HOUSTON, TX

OAC SPONSORS



We create chemistry



CONFERENCE SPONSORS

PLATINUM

Genentech
A Member of the Roche Group



GOLD



Raytheon



Rockwell Automation

REGENERON
science to medicine®

NORTHROP GRUMMAN

SILVER

accenture



TEXAS INSTRUMENTS



Go Further

freenome

madeformore
GENERAL MOTORS

Georgia Tech Research Institute

Rockwell Collins
Building trust every day

SAINT-GOBAIN

SIEMENS Healthineers

SIEMENS
Ingenuity for life

Spectrum

2σ TWO SIGMA



AND NOW A WORD FROM OUR 2018 CONFERENCE CHAIR!

Hello and welcome to the 8th Annual oSTEM Conference!

We hope that you are excited for a wonderful weekend to network, learn, and have fun. The Conference Committee has worked hard this year to bring you diverse options for programming and keynote speakers. Our theme, “Making SPACE for Everyone,” shows our commitment to make sure that everyone feels safe, accepted, and included. We also hope you take a moment to enjoy Houston and all it has to offer.

The efforts of our team to make this conference happen cannot be completed without you. We thank you for your sponsorship, participation, and willingness to take the learnings from this weekend back to your communities.

We are always looking for people to join us! If you want to learn more about oSTEM and ways to get involved, please see our booth at the career expo or speak with someone on the Conference Committee directly. You can email conference@ostem.org as well as visit our website. You can also send us suggestions on improvements as we strive to make your experience better.

I want to thank you again for your participation this weekend and hope you will continue to join us for many years to come.

Kyle Sharp
2018 oSTEM Conference Chair

LETTER FROM OUR PRESIDENT & CEO

To all of my oSTEM family, welcome to the 8th Annual oSTEM Conference! As oSTEM approaches its first decade, there are some major milestones that we should celebrate from this year: our largest and most-dynamic conference to date, a growing college and university chapter network, the launch of our fully-integrated membership platform, expansion of our membership to include professionals, our new Organizational Advisory Council, and so much more.

At a time when our LGBTQ community seems to come under constant attack, I couldn't be prouder of this community and what we've all done to be seen, be heard, and support one another. This conference is an opportunity for connection, collaboration, celebration, and reflection and is one weekend that I look forward to all year long. Our entire team has worked hard to bring this conference to life, and I know that you will add your excitement and energy to the mix.

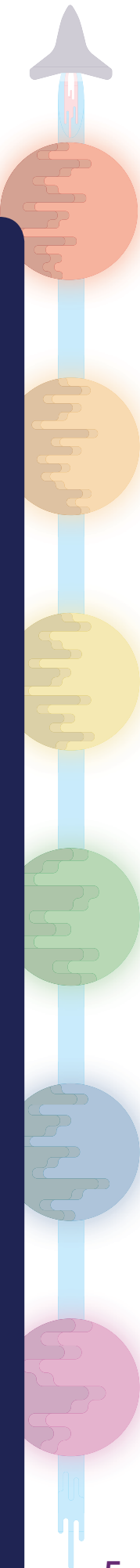
Many of you have put in additional effort to get your chapter, organization, or even yourself here with us today. Thank you all for the work that you do to advance our community and for helping us create a safe and supportive environment for everyone.

If you are new to oSTEM or this is your first conference, please connect with any of our oSTEM team and start building relationships with other LGBTQ students and professionals in STEM. If you are attending with your school's oSTEM chapter, I encourage you to take what you learn here and bring it back to your school. If you're attending with your workplace, I hope that you will check out our professional program track and will fully engage with the students here this weekend.

We all have so much to learn from one another and my hope is that each of you walk away renewed, energized, and empowered to make change in your local communities.

Thank you for again and see you around the conference!

Cortland Russell
President & CEO, oSTEM, Incorporated



CONFERENCE TEAM

oSTEM's Annual Conference is one of our biggest events that we put on and it takes a lot of hard work and planning. We would like to recognize the hard efforts of our 2018 Conference Committee for planning the wonderful conference you're going to take part in this weekend.

Kyle Sharp	Conference Chair
David Adams	Conference Vice-Chair
Matthew Welmers	Programming Committee Chair
Courtney Amster	Programming Committee
Mike Giordano	Programming Committee
Drew Weidner	Programming Committee
Robin Zollner	Logistics Committee Chair
Cristian Alonso	Logistics Committee
Rishabh Bhandawat	Logistics Committee
Jared Canright	Logistics Committee
Rusty Pickens	Hackathon Organizer
Adam Stoffel	Hackathon Organizer
Peter Li	Hackathon Organizer

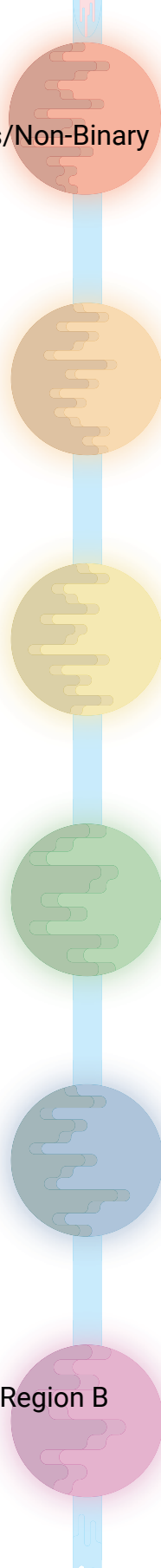
All of our oSTEM, Inc. volunteers come together to support this conference and put in a lot of hard work. So a big thank you to the many people in our organization that help make this conference a reality.

You can view the current oSTEM, Inc. volunteers at: ostem.org/our-staff

Enjoying the conference?
Do you want to help make the 2019 Conference even better than this year's?
We are looking for volunteers! Find out more at ostem.org/conference!



oSTEM VOLUNTEERS



Cortland Russell	President & CEO
R. Shawn Abrahams	Vice President of Membership
Christopher Cross	Vice President of Operations
K Ryder Fox	Vice President of Diversity & Inclusion, Director of Trans/Non-Binary
John McMullen	Vice President of Finance
Amy Phan	Vice President of Marketing & Communications
Rusty Pickens	Vice President of Innovation & Technology
Jonathan Soulsby	Vice President of Leadership & Education
Daniel Swartley McArdle	Assistant Vice President of Education
William Agnew	Vice President of External STEM Partnerships
Lilian Martinez	Director of Racial and Ethnic Diversity
Chad Coarsey	Director of (Dis)Ability Diversity
Jess Norman	Director of Middle Sexualities
Erika Aldrich	Director of Women
Isis Rose	Diversity & Inclusion Committee - Member at Large
Shayle Matsuda	Diversity & Inclusion Committee - Member at Large
Trey Ramsey	Diversity & Inclusion Committee - Member at Large
Peter Li	IT Manager
Andrew Wiechkoske	Director of Finance
Jordan Kaiser	Director of Human Resources
Michael Watson	Director of Development
Alec Bishop	Leadership & Education Committee - Member at Large
Bryan Bree Fram, Lieutenant Colonel	Leadership & Education Committee - Member at Large
Noah Mcqueen	Leadership & Education Committee - Member at Large
Makayla Gurick	Director of Marketing & Communications
Janine van Niekerk	Director of Design
Eric Kwok	Manager of Marketing & Communications
Mike DeNoia	Director of Professional Membership
Sindhu Sreedhar	Director of Student Membership, Regional Coordinator: Region B
Pat Linzo	Regional Coordinator: Region A
William Harrer	Regional Coordinator: Region C
Zeke Elkins	Regional Coordinator: Region D
James Park	Membership Data Support

CONFERENCE 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 attendees.

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

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 attendee's surgical status, and staring at attendees along with more overt forms of harassment.

When in doubt, ask the oSTEM Team (wearing bright blue lanyards)!

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 which bathroom is correct for each person.

PRONOUNS

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

If attendees are wearing a name badge, their pronouns will be displayed on it.

Common gender-neutral pronouns include they/them/theirs and ze/zir/zirs.

Pronouns might not always "match" their gender.

TABLE OF CONTENTS

Conference Etiquette.....	8
Overall Schedule.....	11
Friday Program Descriptions.....	12 - 13
Saturday Program Descriptions.....	15
Career and Grad School Expo List and Map.....	16 - 17
Keynote Speakers.....	19 - 20
Workshop Block 1.....	22 - 23
Workshop Block 2.....	24 - 25
Workshop Block 3.....	26 - 27
Member Mixers.....	29
Workshop Block 4.....	30 - 31
Workshop Block 5.....	34 - 35
Workshop Block 6.....	36 - 37
Workshop Grid Schedule.....	38 - 39
Map.....	Back Page

CRISIS & ACCOMMODATION INFORMATION

Are you in crisis or feeling overwhelmed? Trained oSTEM staff are on-call to assist 24/7.
(281) 451 - 9291

Need help accessing your accommodations? oSTEM Diversity & Inclusion staff can help.
(281) 451 - 9109

TIPS, TRICKS, AND OTHER IMPORTANT INFORMATION

Quiet Space: Quiet Rooms will be available in Richmond on the 4th level. If you need a space to get away from the conference crowds and have a moment to yourself, that space is available during conference programming.

Conference App: We have a Conference App! Our conference app all the programming and schedule information contained in this program book. It's available on the Google Play Store and the iOS App Store. You can also download the app from the following link: <https://guidebook.com/g/ostem2018>
The passphrase is: oSTEM2018

Workshop Grid Schedule: Our workshop blocks are some of our favorite programming at oSTEM. We know it's a lot to absorb and even harder to choose which program to attend. Our workshop grid schedule at the back of the program book is designed to give you a quick look at what's happening during the blocks to help you decide what programs you want to go to.



PASSPHRASE: oSTEM2018

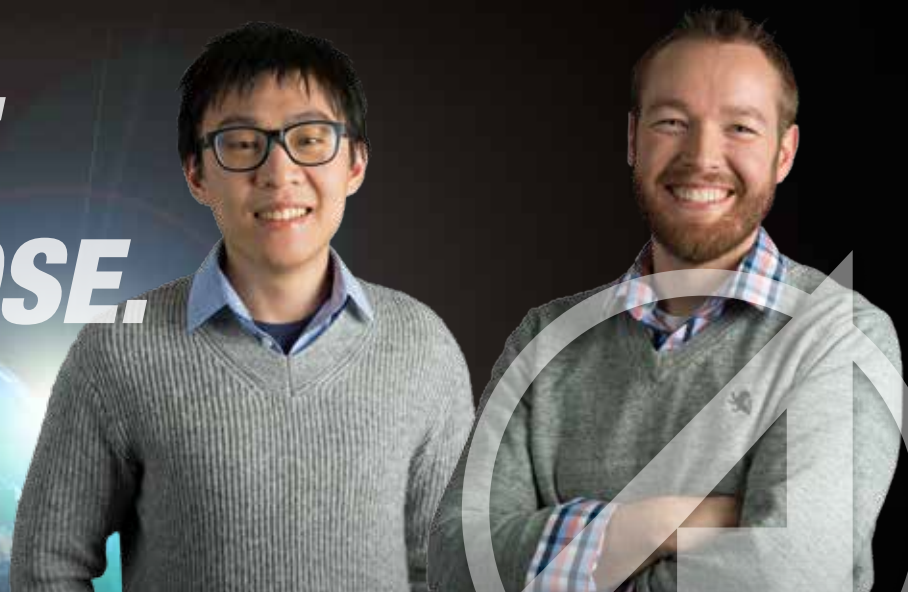


You Are
Here

NASA is Proud to Welcome **oSTEM** to Houston!

www.nasa.gov

**RIGHT PLACE.
RIGHT PATH.
RIGHT PURPOSE.**



Take your place in space.

Join an organization that touches every part of the U.S. space program. Work elbow-to-elbow with the industry's top scientists and engineers. Tackle the most complex challenges and safeguard the most critical missions.



Explore. Learn. Apply.

aerospace.org/careers    

U.S. citizenship is required for most positions. The Aerospace Corporation is an Equal Opportunity/Affirmative Action employer. We believe that a diverse workforce creates an environment in which unique ideas are developed and differing perspectives are valued, producing superior customer solutions. All qualified applicants will receive consideration for employment and will not be discriminated against on the basis of race, age, sex (including pregnancy, childbirth, and related medical conditions), sexual orientation, gender, gender identity or expression, color, religion, genetic information, marital status, ancestry, national origin, protected veteran status, physical disability, medical condition, mental disability, or disability status and any other characteristic protected by state or federal law.

CONFERENCE SCHEDULE



THURSDAY

9:00 am - 10:00 pm	Hackathon	Plaza I, II
--------------------	-----------	-------------

FRIDAY

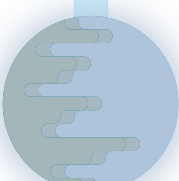
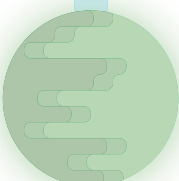
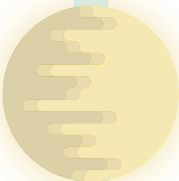
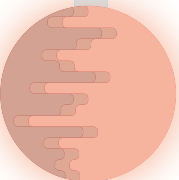
8:00 am - 12:00 pm	Hackathon	Plaza I, II
8:00 am - 4:00 pm	Company Site Tours	Off-Site
12:00 pm - 3:00 pm	Organizational Advisory Council (OAC) Meeting	Chevy Chase
1:00 pm - 2:00 pm	New to the Conference	Monarch
2:00 pm - 4:00 pm	LGBTQIA+ in STEM 101	Monarch
2:00 pm - 4:50 pm	Chapter Leader Summit	Westchester/Sage/San Felipe
3:00 pm - 4:50 pm	Career and Graduate School Bootcamp	Plaza I, II
5:00 pm - 6:00 pm	Workshop Block 1	Various
6:00 pm - 7:00 pm	Opening Reception - <i>Presented by Accenture Digital</i>	Galleria Foyer
7:00 pm - 9:00 pm	Opening Keynote & Dinner	Galleria Ballroom

SATURDAY

8:00 am - 9:00 am	Breakfast	Galleria Ballroom
8:00 am - 5:30 pm	Poster Room Open - <i>Presented by the NSA</i>	Woodway II
9:00 am - 10:00 am	Conference Kickoff	Galleria Ballroom
10:10 am - 11:10 am	Workshop Block 2	Various
11:20 am - 12:20 pm	Workshop Block 3	Various
12:30 pm - 1:30 pm	Member Mixers	Various
12:30 pm - 1:30 pm	Sponsor Representative Meeting	San Felipe
1:30 pm - 2:30 pm	Lunch - <i>Presented by Freenome</i>	Galleria Ballroom
2:00 pm - 4:30 pm	Gender Affirmation Symposium	Westchester/Sage/San Felipe
2:30 pm - 5:20 pm	Career and Graduate School Expo	Woodway I, II, III
4:00 pm - 5:00 pm	Poster Judging Session	Woodway II
4:00 pm - 5:20 pm	Grad School + Post Doc Meetup	Monarch
5:30 pm - 6:30 pm	Workshop Block 4	Various
6:30 pm - 7:00 pm	Reception	Galleria Foyer
7:00 pm - 9:00 pm	oSTEM Gala - <i>Presented by Boeing</i>	Galleria Ballroom
9:00 pm - 11:59 pm	Evening Social	Monarch

SUNDAY

8:00 am - 9:00 am	Breakfast	Galleria Ballroom
9:10 am - 10:10 am	Workshop Block 5	Various
10:20 am - 11:20 am	Workshop Block 6	Various
11:30 am - 1:00 pm	Lunch & Closing Keynote	Galleria Ballroom



FRIDAY PROGRAMMING DESCRIPTIONS

Hackathon

This year oSTEM is hosting an annual Hackathon in partnership with the Montrose Center, an LGBTQ+ community resource center. Our enthusiastic participants with skills in software development will use technology and engineering to solve problems for the queer community. Small teams of student-led groups will build technology solutions that solve a challenge related to a real-world need provided by our partner. We encourage our teams to develop functional prototypes that can be left with our partner organization for continued development at their own discretion.

Company Site Tours

Company site tours allow students to get a firsthand look at the professional workplaces of our sponsors. This year, NASA Johnson Space Center and ExxonMobil have been generous enough to host tours for our attendees.

Organizational Advisory Council (OAC) Meeting

The Organizational Advisory Council is a preeminent group of sponsors that have taken the additional step of strategically investing in oSTEM and its members. OAC members are year-round partners with oSTEM, supporting LGBTQ people in STEM 365 days per year. They provide guidance on the continued growth of the organization while building a deeper relationship with our chapters and one another. This meeting is closed to only appointed representatives from OAC member organizations. To learn more, contact oac@ostem.org.

New to the Conference

If this is your first oSTEM Conference, then this is the program for you! Come join oSTEM volunteers from the Membership Team, Diversity & Inclusion Team, Conference Logistics and Conference Programming to learn about what our conference has to offer. We will cover general conference tips and etiquette, the types of programs and workshops offered throughout the weekend, and provide opportunities to ask questions about oSTEM and the Annual Conference as a whole.

LGBTQIA+ in STEM 101: It Begins at Inclusion

Join the Diversity and Inclusion team to gain foundational skills for engaging the LGBTQIA+ STEM community through safe and supportive methods. We'll discuss the particular needs and challenges related to the intersections of being LGBTQIA+ in STEM, teach etiquette such as asking for people's names and pronouns, and discuss creating safe workspaces and inclusive application processes. This session will further set aside time to discuss supporting trans and non-binary people in a very uncertain time.

FRIDAY PROGRAMMING DESCRIPTIONS



Chapter Leader Summit

This year, our chapter leader summit will be broken into three phases, each an hour long:

Leadership Summit 101 / Leadership Summit 102

Leadership Summit 101: Whether you're just starting your student chapter or new to leadership at an established chapter, you'll have lots to learn at Leadership 101. Learn about event planning, marketing, membership recruitment, and more! This session has everything you need to start strong, plus introductions to oSTEM's Membership Team and collaboration with other leaders that are working on similar things at their own chapters!

Leadership Summit 102: If you've been a chapter leader for at least a semester, you probably have a pretty good idea of what running a chapter entails. Leadership 102 will help you take your chapter to the next level. Learn tips on working with campus administration and how to build your image as a student organization. You'll also have a chance to talk with other seasoned chapter leaders about growing your membership, collaborating with other student organizations, leadership transition, and more!

Corporate Sponsorship Workshop

Learn the best ways to interact with our corporate sponsors! We'll cover finding sponsors in your area, how to reach out to them, putting on collaborative events with sponsors, and funding from sponsors.

Activism on Campus

Chapter leaders will learn about how to address acts of discrimination on campus and laws and policies that may make their members feel unsafe, as well as how to make change on their own campus and larger community.

Career and Graduate School Bootcamp

Networking is one of the greatest benefits of professional conferences. However, it can be intimidating, especially if you're just starting your career! Our solution is this informal bootcamp; it will serve as an icebreaker, where conference attendees can warm up their networking skills and receive immediate elevator pitch and resume/CV feedback from academic and industry reps, who in turn learn more about oSTEM conference attendees and the issues that they face when job hunting. Whether you're hunting for an internship, full-time job, graduate research position, or postdoc, attend this bootcamp and lay the foundation for a fruitful, fun weekend.

THE FUTURE OF SCIENCE IS HERE

Genentech's mission is the true mission of science: committing every moment of every day to a broader charge of social responsibility, and bringing innovative medicines to patients.

We support the future of science and medicine, the scientists who dedicate their lives to it, and the patients who depend on it.

THE FUTURE OF SCIENCE IS HERE.

Genentech
A Member of the Roche Group

POWERED BY PRIDE.

We build more than products. We build a workplace where everyone is empowered to reach their full potential. Boeing is proud to support the 8th annual oSTEM Conference and stand with the LGBTQ community.

boeing.com/careers/ostem



SATURDAY PROGRAMMING DESCRIPTIONS

Member Mixers

Find and connect with people from your region during our member mixers!! Students will have the opportunity to meet students in their region and their regional coordinator while our professionals will have a chance to mingle and network with each other.

Sponsor Representative Meeting

This meeting is open to representatives from current and prospective sponsors of oSTEM of all types - attendance is highly encouraged. We will be discussing opportunities at our next annual oSTEM conference, taking feedback on this year's conference, and meeting those of you we haven't met in-person before. Each organization should plan to send key representatives and should have the rest of their team to attend the Professionals Member Mixer.

Career and Graduate School Expo

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.

Gender affirmation symposium: Healthcare from trans and non-binary perspectives

Many of us in the oSTEM community identify as trans or non-binary. Often, we face healthcare access challenges and decisions that impact our lives within and outside of STEM. While past conference programs have offered various gender inclusive workshops, we understand that 50 minutes limits your deeper gender-affirming health conversations. This year, you are invited to attend a 2.5 hour peer-led trans health symposium that will run concurrent to oSTEM's Saturday afternoon programming. Join us to hear from panelists and be involved in breakout sessions designed around topics like surgery, finding trans inclusive providers, transitioning as a non-binary person, mental health, and timelines for STEM students and professionals. Our first hour will feature a panel of trans and non-binary people as well as healthcare professionals who will speak to their various experiences with gender-affirming healthcare. After the panel, we invite those who wish to have more intimate, peer-led discussions to enter breakout sessions focused on feminizing or masculinizing healthcare conversations.

**Due to the sensitive nature of these discussions and potential to show and discuss surgical results, we ask that cisgender identified attendees not join these closed sessions following the panel. We further invite trans and non-binary people whose identities are neither masculine nor feminine to attend breakouts where they most want to learn and lend their voices.*

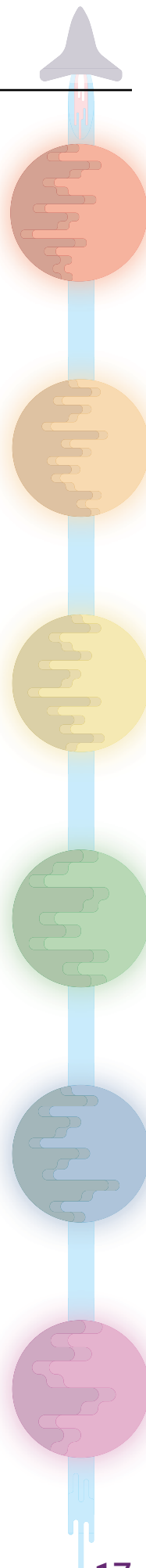
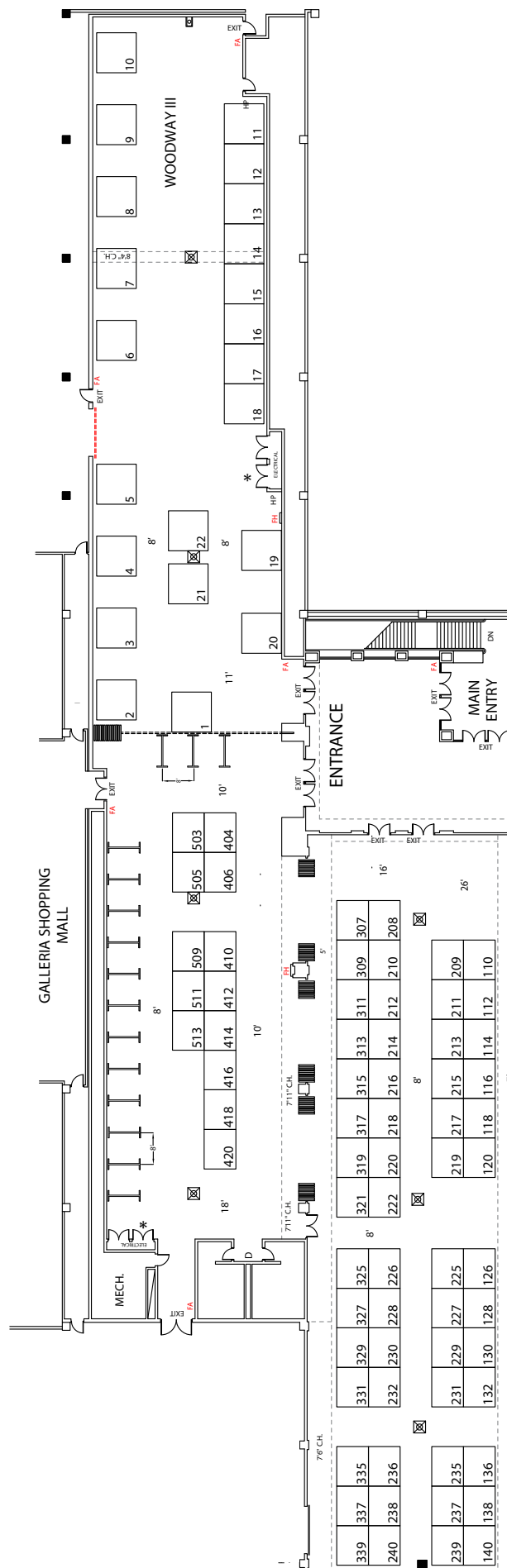
Evening Social

Student conference attendees are invited to this oSTEM Social. Come join us for games, music and more.

CAREER & GRAD SCHOOL EXPO LIST

Accenture	325	NAVAIR	232
AECOM	319	NOGLSTP	509
Argonne National Laboratory	329	Northrop Grumman	126, 225
Arrow Electronics	208	Northwestern - The Graduate School	503
BASF Corporation	226	NSF Graduate Research Fellowship ...	116
Bayer U.S.	309	Northwestern Pritzker School of Law	240
Be An Actuary	327	oSTEM	505
Becton Dickinson	215	Raytheon	410, 412
Boeing	404	Regeneron	214
Boston Scientific	313	rideOS	315
BP America	136	Rockwell Automation	211
Chevron Corporation	140	Rockwell Collins	307
Central Intelligence Agency	209	Saint-Gobain	217
Colorado School of Mines	317	Sandia National Laboratories	229
Columbia University	414	SHPE	513
ConsensSys	230	Siemens	406
Cornell University Graduate School	130	Spectrum	216
D. E. Shaw Research	231	Texas Instruments	236
Dunaway Associates	239	The Aerospace Corporation	213
Eaton	227	Two Sigma Investments	112
ExxonMobil	420	University of California, Berkeley	238
Fermilab	335	UC San Diego	228
Ford Motor Co.	218	University of Connecticut	235
Freenome	321	University of Iowa	339
Genentech	210, 212	Worcester Polytechnic Institute	138
General Atomics	416		
Georgia Tech Research Institute	114		
Home Depot	220, 222		
JHU/Applied Physics Lab	128		
Kansas State University	337		
Keck Graduate Institute	331		
Lockheed Martin	110		
Merck	418		
Michael Best & Friedrich, LLP	132		
MIT Lincoln Laboratory	311		
Montana State University	237		
NASA	120		
NASA - Jet Propulsion Laboratory	118		
National Geospatial Intelligence Agency	511		
National Security Agency	219		

CAREER & GRAD SCHOOL EXPO MAP





◀ BEEN THERE

The NASA Curiosity Rover that landed on Mars features Saint-Gobain seals, bearings, and crystals.

Saint-Gobain was founded in 1665 to manufacture glass for the Hall of Mirrors at the Palace of Versailles.

▶ DONE THAT



WORLD-CLASS PEOPLE AND FEATS OF ENGINEERING

Saint-Gobain is an industry leader that brings well-being to people by creating great living spaces and improving the quality of daily life. With a legacy spanning more than 350 years and 15 generations, we've made contributions to countless landmarks and achievements. Behind it all is a team of women and men who push the boundaries of engineering. As a proud supporter of the LGBTQ Community, Saint-Gobain welcomes the talent of individuals from every background imaginable.

Saint-Gobain is a proud sponsor of oSTEM.
saint-gobain-northamerica.com/careers

LET'S MAKE HISTORY.



SIEMENS
Ingenuity for life

Better together

SIEMENS
Healthineers

#SiemensPride



SEEK:

CONNECTIONS
IN THE
WORLD'S
DATA

TWO SIGMA

**JOIN
TWO SIGMA.**

We're looking for people who see beauty in data—and the possibilities it reveals: Modelers who see connections in unexpected places. Engineers who can harness technology to channel massive amounts of data into powerful tools. And people across multiple disciplines to support it all.

Apply at twosigma.com/careers

[@twosigmacareers](https://twitter.com/twosigmacareers) [in linkedin.com/company/two-sigma-investments](https://www.linkedin.com/company/two-sigma-investments)

 **TEXAS INSTRUMENTS**

**We are creators,
innovators,
world-changers.**

At TI, we value diversity and are committed to ensuring that our LGBTQ employees can thrive and advance in their careers as part of a fully inclusive environment. We are constantly building on a foundation of creativity and determination to redefine what's possible. We create opportunities for TI technology to improve people's lives in every region of the world.

We're changing the world, one chip at a time. Join us.

TI PRIDE
Network
TI Diversity Network

careers.ti.com

 **TEXAS INSTRUMENTS**

KEYNOTE SPEAKERS



LAUREN ESPOSITO

Dr. Lauren Esposito is the Assistant Curator and Schlinger Chair of Arachnology at the California Academy of Sciences. She is the co-founder/director of a science, education, and conservation non-profit called Islands & Seas, and the co-creator of 500 Queer Scientists, a visibility campaign for LGBTQ+ people working in STEM careers. Lauren's current research investigates the patterns and processes of evolution in spiders, scorpions, and their venoms. Originally from the US-Mexico borderlands, she completed her undergraduate degree at the University of Texas at El Paso, and went on to obtain a MS and PhD from the American Museum of Natural History in collaboration with the City University of New York. A passionate educator, Lauren has organized education programs on the importance of

conserving biodiversity in local communities throughout the Americas, has worked in digital science curriculum development, and has taught courses on a range of topics for elementary through graduate students.



MAYOR ANNISE PARKER

Victory Fund and Victory Institute President & CEO Annise Parker is the first former elected official to lead the organizations, having served six years as a Houston City Council member, six years as City Controller, and six years as Mayor of the city. She is one of only two women to have been elected mayor, and is the only person in Houston history to have held the offices of council member, controller and mayor. She was the first openly LGBTQ mayor of a major American city.

In 2010 Time magazine named Mayor Parker one of the 100 most influential people in the world. She was named top US mayor and seventh ranked world mayor in 2014 by City Mayors Foundation. In addition to her duties as mayor, Mayor Parker was a member of President Obama's Task Force on Climate Preparedness and Resilience, chaired the U.S. Conference of Mayors Criminal and Social Justice Committee, and served on the boards of the Texas Environmental Research Consortium and Houston Galveston Area Council.

Mayor Parker has been involved in Victory Fund and Victory Institute since its founding. Her first LGBTQ organizing event was the Texas Gay Conference in 1975, and she was a founding member of the Rice University Gay and Lesbian Support Group in 1979. She was a community liaison to the Houston Police department for many years, and created and taught an LGBTQ human relations module to cadets.

Mayor Parker graduated from Rice University with a Bachelor of Arts Degree. In the private sector, she spent 20 years working in the oil and gas industry. Mayor Parker and her wife Kathy Hubbard have been together for more than 28 years and are advocates for adoption, with three daughters, a son and a grandson.

KEYNOTE SPEAKERS



TRINITY NEWMAN

The hilarious, vibrant and beautiful comedian Trinity Newman was born and raised in Houston, Texas. Her vision and execution of comedy is unparalleled. Trinity's friends and family quickly discovered, at an early age, her unique ability to capture and entertain a crowd. As a result, her parents involved her in activities that would eventually develop and expand the talents that led to her becoming one of the hottest and most popular new actresses, comediennes, and hosts on the scene. A dream that has flourished into reality.

Since her first appearance on stage at the Comedy Store, Trinity has not looked back. With appearances on sitcoms "Two and a Half Men," "Saving Grace," and "Male Room," Trinity is more than on her way. As she shares the stage with well-seasoned comedians, Joe Torry and Melanie Camacho, she receives their compliments as affirmation, fueling her journey. During her time in Los Angeles, California, Trinity secured a role as comedic host at J. Anthony Brown's comedy club The "J" Spot alongside one of LA's top radio stations for ladies night. From that, she now headlines her annual comedy show "Crack Yo Side," because that's precisely what happens when you hear her jokes. Trinity Newman is your "one stop shop" for great entertainment. Whether it be a wedding, office party, red carpet event, bar mitzvah, concert, TV. show, play, comedy show, club event, online videos, cruise ship entertainment, motivational speaking, or simply hosting your house party, Trinity has done it, and done it well.



STEVE RILEY

Steve Riley from NASA's Johnson Space Center is the Deputy Chief of the Space Vehicle Mockup Facility, home for Astronaut training. Steve graduated from Texas A&M University in Mechanical Engineering, began his career supporting assembly of the International Space Station as a Robotics Flight Controller, and served as the Mechanisms & Maintenance Group Lead coordinating space maintenance and repair activities. Steve was the inaugural Chairman of NASA's "Out & Allied Employee Resource Group", bringing attention to LGBT issues in the workplace, producing their "It Gets Better" video, and getting NASA involved in Houston's Pride Festival and Pride Parade. He has been a mentor to Houston's LGBTQ youth for

over 15 years. He has supported the oSTEM Conference starting in 2016, receiving the oSTEM Partner Excellence Award last year, and has partnered with the Stanford, Rice, and Texas A&M chapters over the last 3 years. Steve and his husband have 2 children that take up what was previously known as "free time".



WILL DAVIS

Will is the Acting Deputy Director of Equal Opportunity and Diversity at NASA's Lyndon B. Johnson Space Center. Previous to this position, he served for 12 years as an engineer with the Safety and Mission Assurance Directorate at NASA's Lyndon B. Johnson Space Center where was a subject matter expert in the areas of materials and processes engineering, quality engineering, mechanical parts, and anti-counterfeiting. In this role he supported the Orion Program, International Space Station Program, and Commercial Crew Program. He is a 2009 graduate of NASA's FIRST (Foundations of Influence, Relationships, Success, and Teamwork) Program and holds a NASA Green Belt Certification in Lean Six Sigma.

Will Davis is a second-generation Mexican American born in El Paso, Texas. He holds a B.S. and M.S. in Metallurgical and Materials Engineering from The University of Texas at El Paso.



Spectrum

JOIN OUR TEAM

Providing advanced TV, Internet and Voice services across 41 states.

To start your career search please visit jobs.spectrum.com



Georgia Tech Research Institute

CREATING THE NEXT®

GTRI.gatech.edu/careers



Be the same you
outside of work as in.



REGENERON
SCIENCE TO MEDICINE®

careers.regeneron.com

Wear Your Science

Westchester

Kat Kelsch

Raspberry Pi and Arduinos have opened up low cost and accessible development opportunities to young engineers, and has led to at home prototyping to helping find solutions for those with disabilities with their day to day lives. In this talk, we'll touch on the foundations of how these devices work in wearables, including interactive live demos, and then go over what solutions these chips have brought forward for those with physical limitations. In addition, we'll go over the roles these devices play in creative outlets such as inclusive cosplay for all walks of life. We'll then examine the low cost resources & tools from inclusive groups, and leave you empowered to make your own wearables that fits your unique needs.

Diversity in the City - DiverCity

San Felipe

Cristian Bevington

Can city development support the LGBTQ+ community better? Explore how data gathering and modelling tools are used to inform, improve and guide urban development and how these approaches can be "queered". Urban environments and those that live, work and play in them are diverse, but do city development tools and approaches adequately reflect this? **Spoiler Alert** In many cases the answer is no. Why is this so? How do we change the position from which urban development is planned and designed? Can we better serve the LGBTQ+ community by updating the tools that we use? What is it about the LGBTQ+ community that makes it unique? Join Cristian Bevington from AECOM Cities as he explores the urban development process, tools and changes that could make a difference for the LGBTQ+ community. Participant feedback can help inform future modeling as we create cities that serve the community in all its diversity.

Community Discussion on Intersectional LGBTQ+ and Disability on Advocacy

Sage

Chad T. Coarsey; Mike Ulloa

A workshop or structured community discussion on advocacy for those LGBTQ+ in STEM with disabilities, but importantly, inviting those that are 'able' to join the discussion and improve on how everyone can advocate for resources and promote education about disability centric issues in the LGBTQ+ STEM community. People of varying abilities will be welcome to share ideas and experiences about disability centric issues and advocacy for resources, and how can we draw resources from our intersectional identity groups to better oSTEM for all disabled attendees. The ideas from this brainstorming workshop will be shared and discussed with the Disability Affinity group as action items. This workshop/discussion will be ongoing and will perpetuate outside of the conference and continue at future conferences.

Building Your Personal Brand

Chevy Chase

Steve Comingdeer; Freddy Jimenez

Building Your Personal Brand is an interactive learning experience designed to help participants acquire a deeper understanding of how effectively build their personal brand. Whether you're on the job hunt, a student, or gainfully employed, you must think, act, and plan like a business leader. Your personal brand is all about who you are and what you want to be known for, so this course is designed to challenge thinking and encourage behavior change.

* = Panel/Workshop Moderator

‡ = Professional Programming Track

What to Pack?: Traveling While Trans and Non-Binary (Fieldwork, Conferences)

West Alabama

Shayle Benjamin Matsuda

Time to pack your bags! Whether for fieldwork or professional conferences, graduate school travel is exciting and almost always required. Still, those of us who are trans or non-binary face real challenges: Your name doesn't match your ID? No gender neutral restrooms? Roommate assignments? Rest assured, a little planning can go a long way! Beyond tackling these questions, we'll explore healthcare, transition-related medications, booking agents, mental health, and self-care. Pre-planning will free you to focus on your destination! Participants can expect to self-select topics of interest, sharing major points with the larger group. Our efforts will culminate in the creation of an editable live document with tips, advice, and resources.

Get Yourself Funded! Writing Successful Scholarship and Fellowship Applications

Plaza I

K Ryder Fox; Jared Canright

Are you applying for graduate fellowships? Looking for a scholarship to fund your final year of undergrad? Interested in LGBTQ-specific scholarships? This workshop will pull from various successful application examples like the NSF GRFP, DOE CSGF, the Point Foundation, and NOGLSTP to answer questions about what made an application successful. We will help you answer questions like how to organize your work experiences, research, awards, and volunteerism, how to acquire solid reference letters, and how to disclose personal hardships or challenges with grades. We will empower you to discuss your LGBTQ identity and activism. Through this session, you will understand differences between fellowship and scholarship applications and variations between LGBTQ-specific and non-specific funding. Learn to narrate your story and get the attention of selection committees through a variety of perspectives and experiences. But most importantly, come prepared with plenty with questions that will drive discussion--Let's get you funded!

Representing Intersectionality - How collaboration with minority ERGs increases inclusivity ‡

Plaza II

Allison Cruz; Evan Manual; Tooba Fiaz

To improve representation of intersectionality and increase employee engagement of our diverse work force, Dow has pursued collaboration between its LGBTQI+ ERG and other minority ERGs. Attendees of this interactive session will take away ideas and tools to recognize intersectionality of their employees, increase collaboration with their minority ERGs, and leverage learning experiences from Dow Chemical's collaborative efforts.

Dear White People: Intersection of Race/Ethnicity and LGBTQA Identity

Monarch

Lilian Martinez; Neha Saxena; Addie Leabman; Ricardo Ferrer; Lianna Newman; Kellyn LaCour-Conant*

At the intersection of our many identities is who we are. Often people take one or two of those identities and try to define us. The resulting culture clashes propagate stereotypes and stigma, while reducing visibility of POC. This panel seeks to unwind implicit biases in a safe space designed to explore questions related to race, ethnicity, and culture. All people are welcome to participate.

OUTreach: A Whirlwind SciComm Primer and Practice

Westchester

Brittany Webster

Do you want to be heard? Now more than ever we need to build dialogue and relationships between scientists and wider communities, from journalists to policy makers to our neighbors. There is tremendous value in being able to speak in a compelling and accessible way about your science, and especially in being a representative of science who also identifies as LGBTQIA+. This lightning session will give you some communications tips and tools and the opportunity to practice using them with the audience(s) of your choice.

Alternative Career Paths: Don't Pigeon-Hole Yourself!

San Felipe

Bryce Griffler; Edward Lawson, Jr.; Mike Wierzb

Don't pigeon-hole yourself, or sell yourself short. As a STEM student or professional, you're equipped to do so much more than strictly STEM work. Narrowing your scope when searching for a job or navigating your career can be detrimental to your growth and development. Hear from individual contributors and leaders in industry on the importance of broadening your perspective and navigating alternative opportunities when first venturing into the workforce, or after having been there for years! Having a STEM background in a traditionally non-STEM role can make you a true asset!

Sponsor Spotlight: Boeing & BASF

Sage

Ever wondered what type of career paths various industries offer, especially for LGBTQ professionals? In these sessions we've invited our sponsors Boeing and BASF to share their organizational culture, career types, & current opportunities.

(Dis)ability Community Breakout

Chevy Chase

Chad Coarsey

The (Dis)ability diversity group at oSTEM provides a space to talk about physical and invisible adversities and overcoming them. Join us as we share our experiences of our own journeys of finding our accommodations, identify the means of access at education and work, and foster a place to talk about self-advocacy, develop our strengths, and demonstrate that we are defined by our talent and merits, and not our (dis)abilities. This session is open exclusively to members of this community.

Trans/Non-binary Community Breakout

West Alabama

Pat Linzo; Ryder Fox

Lean into the community of Trans and Non-Binary folks, during this challenging political environment. The Trans and Non-Binary breakout will provide a safe space to vent, to smile at our individual and combined beauty, and to build your support network. This session is open exclusively to members of this community.

Steers and Queers: Navigating the Experience of being LGBTQA in the South

Plaza I

Andrew Weichkoske; Kevin Ramirez; Elyssa Okkelberg; Gib Murray*

Have you wondered what life is like south of the Mason-Dixon line? What if you were told to just "keep your head down and no one will notice" as a child? How far does "Southern Hospitality" reach towards the LGBTQA+ community? Come find out to these questions and more as we invite several guests familiar with the Southern way-of-life to share their experiences of living, working, and coming out in a region not as well known for being pro-LGBTQ+. Can we flip the script on perceived Southern ideas towards the queer community?

* = Panel/Workshop Moderator

‡ = Professional Programming Track

Career Momentum: A Career In Motion Tends to Stay In Motion ‡

Plaza II

Will Davis

Is your career in motion? Most people are so focused on doing their jobs that they do not take the time to think about their careers. This session will emphasize the importance of career path planning and how to develop your career by engaging career coaches, mentors, organizations, peers, trainers, and supervisors in creating an action plan that translates your dreams into reality.

Rainbows, Time Dilation, and Worried Advisors: Special Relativity in VR

Monarch

Jared Canright

With modern, affordable, motion-sickness-free virtual reality technology, we can craft any universe following any set of rules we please. Our own universe is governed in large part by the values of fundamental constants, e.g. the speed of light, Planck length, gravitational constant, and fundamental charge. What if they were different? Using a VR headset, we will explore a world where physics works exactly how we want it to, better enabling hands-on exploration of relativity and electrodynamics. Alongside interactive demonstrations, I will explain the development of this experience from MIT Game Lab's OpenRelativity and Jim Pivarski's Magnetodynamics, attempting to fuse game development with physics simulation and education research. Additionally, I will describe my experience establishing an interdisciplinary, non-traditional project of my own design in graduate school rather than working on a faculty member's existing project, and prompt you to explore how VR will affect your own field.



INNOVATION THROUGH INCLUSION.

The ongoing human rights achievements of the LGBT community are one of the great success stories of our era. They are the result of tremendous courage, persistence, and an unshakeable belief in the power of inclusion. As one of the Human Rights Campaign's "Best places to work for LGBT Equality," Lockheed Martin is proud to support the LGBT community. Together, we will continue to accomplish great things.

Learn more at lockheedmartin.com/diversity

Being Out in Professional Organizations

Westchester

*Cortland Russell**; *Roberta Beal*; *Blaine Carmack*; *Dr. Michael K Hernandez*; *Timothy A. Wilson*; *Dr. Steven Guist*

Have you ever struggled to maintain your queer identity within professional organization spaces like society meetings? Come hear from several individuals who do exactly that! We will discuss how they balance professionalism and their true selves as well as your questions.

Blinding Out Discrimination

San Felipe

Ross DeFranco; *Blake Gaither*

Why do we tend to associate more closely with people who look like us? How much do we judge others based on their appearance? Is it how we are raised or is it just ingrained in our DNA? Is there some simple measure we can take to reduce this bias and be more inclusive. Blinding Discrimination is an interactive and engaging leadership development exercise designed to show how we can overcome implicit bias.

Sponsor Spotlight: Home Depot & Raytheon

Sage

Ever wondered what type of career paths various industries offer, especially for LGBTQ professionals? In these sessions we've invited our sponsors Home Depot and Raytheon to share their organizational culture, career types, & current opportunities.

Faith & Spirituality Community Breakout

Chevy Chase

Erika Aldrich

The Faith and Spirituality breakout will provide a safe space for those who wish to discuss the intersections of their LGBTQ+ identity with faith, spirituality, and personal consciousness. This session is open exclusively to members of this community.

Racial and Ethnic Diversity Community Breakout

West Alabama

Lilian Martinez

Come share with us in a space designed for POC to have their voices heard. This will be a safe space to share our similar experiences, discuss in community, and to build your support network. This session is open exclusively to members of this community.

How to Have Conversations with your Colleagues about Trans Identities

Plaza I

Brett Hoffmann; *Carissa Holohan*; *AJ Bryant*; *Erica Snider*

Being trans and/or non-binary within the workplace can be incredibly challenging. Whether facing the monumental task of coming out at work, or simply trying to get coworkers to use the proper pronouns, the challenges can seem insurmountable without support from your company. This round table discussion will focus on how to frame talks with employers about your trans or non-binary identity and give you tools to push for equality for everyone across the gender spectrum. We will have trans and non-binary people from different professional and educational backgrounds who will share their experiences and challenges as they have fought for acceptance. Audience participation is encouraged, and there will be time allocated to discuss topics that the audience is interested in.

* = Panel/Workshop Moderator

‡ = Professional Programming Track

Queering Biology Classrooms ‡

Plaza II

Sam Sharpe

Stigmatization and invalidation of queer, transgender, and intersex identities are often justified by appeals to the supposed biological immutability of sex binaries and the utility of heterosexual reproductive pairings. As scientists and educators, we have the opportunity to increase the inclusivity of our research, classrooms, and curricula by challenging these misconceptions while incorporating and exploring the diversity and complexity of sex, gender, and sexuality in human biology and across taxa. The goal of this workshop is to equip attendees to utilize biology as a source of empowerment for, rather than invalidation of, queer, transgender, and intersex individuals.

Social Implications of Artificial Intelligence for the LGBTQ Community

Monarch

Wells Lucas Santo

Artificial Intelligence (AI) is all around us, whether in the form of Amazon's Alexa, self-driving cars, or portrayed in media like Westworld or Marvel's Ultron. This technology is already affecting various aspects of our lives, from identifying more effective health care treatments to determining how we are served content on Google and YouTube -- but are you aware to what extent it does? For example, in 2017, a group of researchers at Stanford published a paper claiming to be able to use AI to detect sexual orientation from facial images -- a ridiculous, pseudo-scientific claim that deeply harms LGBTQ individuals. Many AI systems also use facial images to classify one's gender as either only male or female. This talk will give an introduction to AI and show why we need more LGBTQ individuals in the AI space to prevent the further abuse of a technology that currently ignores and harms our community.

IntelligenceCareers.gov/NSA

It's not only **WHAT** you do,
It's **WHY** you do it.

What's your expertise?

Is it a STEM field or business? Foreign language or intelligence analysis? Security or counterintelligence?

Whatever your field, NSA has a position that mixes your expertise with our mission: The safety and security of our families, our communities and our country.

**NSA**

WHERE INTELLIGENCE GOES TO WORK®

Apply todayIntelligenceCareers.gov/NSA

U.S. citizenship is required.
NSA is an Equal Opportunity Employer.



BUILD YOUR CAREER WITH US.

You may already know us as a big home improvement retailer or the go-to place for DIYers.

DID YOU KNOW THAT WE HAVE A TEAM OF 3,000+ TECHNOLOGISTS?

Push the possibilities of retail with us through one of our Technology career paths:

- Software Engineering
- Technology Security & Infrastructure
- Technology Product Support & Coordination
- Product Management
- User Experience
- Online Merchandising
- Data Science



Join us:

careers.homedepot.com/technology

Region A Plaza II	Region B Chevy Chase	Region C West Alabama
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	Puerto Rico
Vermont	West Virginia	South Carolina
Non-US		Tennessee
		Virgin Islands

Region D Plaza I	Region E Westchester	Region F Sage
Illinois	Arizona	Alaska
Iowa	Colorado	California
Kansas	New Mexico	Hawaii
Minnesota	Oklahoma	Idaho
Missouri	Texas	Montana
Nebraska	Utah	Nevada
North Dakota		Oregon
South Dakota		Washington
Wisconsin		Wyoming
		Other US Territories

Professionals Monarch

Professionals interested in starting/joining a professional chapter

There will also be a social hour for a future Houston professional oSTEM chapter at the West End Public House on Saturday, Nov 17 from 9 pm - 11 pm! Join us and learn more about a professional chapter starting up in Houston.

Being Queer as a Desi-American

Westchester

Farzana Haque

Being both LGBT and South Asian often leads to a sense of isolation and not belonging in either group. Interestingly enough being Asian-American and being LGBT actually have a lot of parallels from being seen as others in the mainstream culture. In this session, we'll talk about how being South Asian in America affects coming out, internalized homophobia, family interactions and more. Whether you're Desi or not, there's a lot to be learned and discussed to better understand and support people in this intersection.

Explaining STEM with SciComm

San Felipe

Lilian Martinez; Brittany Webster; Jason Marvin Chang; Sam Sharpe; Sara E. Mason; Sharon M. Harney*

It can be challenging communicating to others matters of scientific complexity. In this program, we will share best practices on how to turn complexity into simplicity. We will also discuss how to communicate research to those who are not in the STEM fields. All people are welcome to join.

Sponsor Spotlight: Genentech & Regeneron

Sage

Ever wondered what type of career paths various industries offer, especially for LGBTQ professionals? In these sessions we've invited our sponsors Genentech and Regeneron to share their organizational culture, career types, & current opportunities.

Womxn in STEM Community Breakout

Chevy Chase

Erika Aldrich

Come join our community of Womxn in STEM as we empower each other and provide a safe space to share similar experiences, and to build your support network. This session is open exclusively to members of this community.

Middle Sexualities Community Breakout

West Alabama

Jess Norman; Trey Ramsey

The Middle Sexualities breakout will provide a place for all who don't necessarily fit into gay, lesbian, or straight boxes. Whether you are bi, pan, queer, ace, aro, or any other who may fall under the term middle sexualities, you are welcome here. Draw on the support of those around you as we discuss what goes on in our day to day lives, offer advice to one another, and bask in our shared and different experiences. This session is open exclusively to members of this community.

Intersectional Identities: Coming Out When You Already Stand Out

Plaza I

Will Davis; Daniel Zapata

Human nature is to seek out others that look similar and are like minded. When faced with the threat of exclusion, individuals may conform to the majority culture, yet, what happens when you already stand out? LGBT people of color, gender non-conforming individuals, and those from the disability community face the added challenge that they cannot always hide their identity. What can we learn from their stories of coming out to help others attempting to come out from within any group whether it be the minority or majority culture? This panel will feature a diverse set of individuals from the LGBTQ and Ally community to explore the act of coming out when you already stand out.

* = Panel/Workshop Moderator

‡ = Professional Programming Track

An Unlikely Duo ‡

Plaza II

Bryce Griffler; John G. Tile

John was raised Catholic and was convinced that an LGBTQA+ identity was a choice for many years. Today, with two LGBTQA+ family members and a newfound outlook on inclusion, John relishes his “aha moments.” John worked over 30 years at the manufacturing plant in York, PA to become Program Director and the Site Executive. Bryce was raised Jewish and was aware of his sexual orientation by 13. In denial for years and then re-closeting himself upon entering the workplace as an engineer, he worked for 3 years before seeing the benefit of bringing his full self to work. Bryce continues to advocate for inclusion in the workplace, relocating six times in his short 10 year career. He currently serves as the Safety, Health, & Environmental Manager of the same manufacturing plant. Today, John and Bryce serve on the Site Leadership Team and speak daily. Come listen as they share their journeys and where they plan to drive the culture of the organization.

Undoing Toxic Machismo in the Gay Latinx Community

Monarch

Ricardo Rafael Ferrer Rivera

It's no secret that many Hispanic cultures impose hyper masculine expectations on their male population; Gay Latino men are no exception. If you heard “dejate de paterias” growing up then you know exactly what toxic machismo feels like. This workshop aims to bring to light the lasting effects that this mindset has on gay latinos and how to combat them as a community.

RESPECT

EVERY VIEWPOINT

THE VALUE OF PERFORMANCE.

NORTHROP GRUMMAN

As one of the Top 50 Companies for Diversity in the nation, we're proud to support oSTEM. Here, we thrive on the unique contributions that everyone brings to the important work that we do every day. We believe our commitment to diversity helps us achieve and sustain our top performance goals. After all, it's our curiosity about the world that keeps us innovating and redefining our industry.

So, bring your perspective and see the difference your insights can make.

Let's do the work that matters – together.

AUTONOMOUS SYSTEMS • CYBER • C4ISR • STRIKE • LOGISTICS & MODERNIZATION

CAREERS THAT TAKE YOU PLACES.

careers.northropgrumman.com



© 2018 Northrop Grumman is committed to hiring and retaining a diverse workforce. We are proud to be an Equal Opportunity/Affirmative Action Employer, making decisions without regard to race, color, religion, creed, sex, sexual orientation, gender identity, marital status, national origin, age, veteran status, disability, or any other protected class. U.S. Citizenship is required for most positions. For our complete EEO/AA and Pay Transparency statement, please visit www.northropgrumman.com/EEO



BASF
We create chemistry

We create chemistry with PRIDE

At BASF, we take PRIDE in supporting ALLchemie, our LGBTQ and Allies Employee Resource Group. We especially take PRIDE in supporting this year's **Out in Science, Technology, Engineering, and Mathematics** Conference.

Explore all of the opportunities to **#belongatBASF**

www.basf.com/careers

LISTEN.
THINK.
SOLVE.®



Inclusion Fuels Innovation

We create an environment where our almost **22,000 people** can bring their best work, be heard, and **work together** as partners. It's about all of us bringing **our best** to transform our company. Our **Culture of Inclusion** fuels innovation for everyone.



Our Culture of Inclusion Journey explained in 300 words
www.rockwellautomation.com/global/go/catalyst

Copyright © 2017 Rockwell Automation, Inc. All Rights Reserved.



BE LOVE
BE BEAUTIFUL
BE BRAVE
BE PROUD
BE OUT
BE UNITED
BE DIFFERENT
BE YOURSELF

To learn more, visit us at bd.com

THE DIVERSITY OF MANY
THE DIFFERENCE OF **ONE**

BD and the BD Logo are trademarks of Becton, Dickinson and Company. © 2018 BD and its subsidiaries. All rights reserved. (10/18)



EVERYTHING
YOU ARE
IS NEEDED HERE.

Come to a place where your inherent nature, values and patriotism strengthen our ability to crack the toughest challenges imaginable. The CIA offers rewarding careers for a diverse group of men and women who – like you – possess extraordinary integrity, exceptional talents and intellectual curiosity.

Join us and utilize your individuality to make America stronger and safer.



THE WORK OF A NATION.
THE CENTER OF INTELLIGENCE.

cia.gov/careers

An equal opportunity employer and a drug-free workplace.

BRING YOUR AUTHENTIC SELF TO WORK

Accenture is proud to be a corporate leader in supporting the LGBT community. Our commitment to inclusion and diversity is unwavering. Embracing all people, regardless of their sexual orientation, gender identity and expression makes us greater than.

Apply now at [accenture.com/oSTEManalyst](https://www.accenture.com/oSTEManalyst)

Fascinated

*by thinking
ahead*

At Bayer you're expected to be. Innovation is part of our DNA. But it's not something that happens exclusively in laboratories. We see it as being open to new and unconventional approaches and perspectives. Our working culture is driven by our passion and the fascination to think ahead. That is why we encourage you to question the status quo and constantly think beyond the obvious. It takes imagination, ambition and courage to find answers to society's most pressing questions. Passion to innovate. Power to change.

Visit our website: career.bayer.us

Science for a better life

Design Your Career, Design Your Future



Let's work together to help shape the future of mobility.

Join the Ford team and discover the benefits, rewards and career opportunities you'd expect from a global leader.

Together, let's work to change the way the world moves.

Connect with us and be part of the growing Ford community.

- Facebook.com/FordMotorCompanyCareers
- twitter.com/FordCareers
- linkedin.com/company/ford-motor-company
- instagram.com/lifeatford

Fighting cancer with pride.

Interested in transforming early cancer detection through the power of artificial intelligence?

Learn more at freenome.com/careers

"I am Enough": Shedding Stereotypes and Becoming the True You

Westchester

AJ Bryant

Not black enough, not Hispanic enough, not queer enough, not rich enough, not educated enough, not girl or boy enough...

AJ offers a fresh perspective of "Don't judge a book by its cover" in this captivating session. Growing up as an inner-city Boston kid, AJ participated in a Massachusetts school program that was designed to integrate public schools. Although it was an effort to stop racial segregation, it created numerous obstacles for him. After facing said obstacles in athletics and academics, AJ was able to gain a voice and say "I've had enough because I am enough." With that mindset, AJ was able to move on and become the first transgender powerlifter at Penn State.

Mid Career Pivots

San Felipe

Bryce Griffler; Jamie Irza; Lianna Newman; Mike Wierzba*

Have you ever considered switching careers but too nervous to do so? Curious about learning new fields of work but not sure how? Come join us for an engaging conversation about how to "take the leap" into a new career. We will have a panel of people who have succeeded in making the change and can help you determine how you could take your own steps. This panel is open to everyone.

Sponsor Spotlight: Lockheed Martin & Rockwell Automation

Sage

Ever wondered what type of career paths various industries offer, especially for LGBTQ professionals? In these sessions we've invited our sponsors Lockheed Martin and Rockwell Automation to share their organizational culture, career types, & current opportunities.

STEM Intersections: Exploring Self Narration and Shared Experiences

Chevy Chase

Garrett Massey

Sometimes it's hard to connect with people in different disciplines or fields, and sometimes its hard to communicate with people who don't share your experiences. This session dives into how our unique stories, identities, and experiences can be shared through a variety of mediums as they intersect with STEM. The discussion will focus on bridging the gap between STEM and non-STEM fields to gain the confidence, comfort, and ability needed to share our identities and experiences. The biggest questions we will address are (1) how does being in STEM impact how others view us and (2) how do we, as queer people in STEM, use various mediums of communication to expand our communities in a healthy way.

Research Symposium I

West Alabama

*Drew Weidner**

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.

Considering Spin in Analytic Solutions to Binary Inspirals Using the Dynamical Renormalization Group Formalism - *Shana Li*

Biochemical Study of the Ligand Binding Capabilities of the Oxysterol-Binding Proteins (OSBP/ORPs) - *Juan Nuñez*

100% Biodegradable and Renewable Coffee Pod - *Nufar Herzberg*

Modeling and Simulation of Geometrically Accurate, Multibillion Atom Cellular Membrane Structures with xMAS Builder - *Noah Trebesch*

* = Panel/Workshop Moderator

‡ = Professional Programming Track

What's Next, Doc? Navigating the Academic Job Path after Graduation

Plaza I

Bradley Tolar; Raul Navarro; Pedro Morgado-Flores

So you're interested in a STEM career? You probably know that you'll need a couple degrees, including graduate school. But what happens after you have a Master's or PhD? Typically you just apply for a job... but if you want to "stay in school forever" (AKA, work at a University: "in Academia"), there are usually a few more steps. Come hear about the academic experience from LGBTQIA+ Postdocs and Faculty, get insight into tips and tricks for navigating beyond grad school, and find out what we wish we'd known as students. For example: *What is a postdoc? *Is it as hard as they say to become a professor? *Can I be myself and express my identity in a university setting? Unfortunately, the LGBTQIA+ community is not well-represented at the upper levels of academia, and many queer faculty are unwilling to be out. That's why we are here to answer your questions!

LGBTQ+ & Going to Graduate School: What to Think About Before You Apply

Plaza II

Shayle Benjamin Matsuda

Interested in learning more about graduate school? Whether you're working on your applications or simply considering it, come participate in conversations about finding the right program, what to look for in a good advisor, and what to think about if deciding whether grad school is right for you. Hear from oSTEM graduate student peers about their diverse experiences across a range of fields – what worked, what they wish they would have known, and what matters most to them. We'll discuss how our identities have informed and impacted our experiences, how we each navigated discussing our LGBTQ+ activism/volunteer work on applications, if/how we decided to disclose our LGBTQ+ identity to our advisors and labs, and for those of us who are trans or non-binary, how we navigate our identities on our applications. This workshop will include hearing from individual grad students, small break-out groups, and plenty of time for questions.

MOREbot; Build-a-bot and Discussion On Encouraging STEM in Primary Education

Monarch

Rex Hudson Hearn; Canon Reeves; Peyton Smith

Come learn to build, wire, and program a robot with us as we discuss the challenges and solutions to promoting STEM careers with children within marginalized groups. We are a new educational robotics company with the goal of providing a tangible accessibility to STEM topics to students at a young age to preempt the negative social pressure towards students who are LGBT identifying, female, or part of other STEM-marginalized groups. In the workshop we will be building the MOREbot, a robotics platform based on arduino designed to make robotics simple to learn without sacrificing the modularity and usability of current hobbyist platforms. Through this platform we want to give students to have a reminder, a physical validation that they can achieve their passions regardless of society's expectations.

Is This Really My Body?

Westchester

*Lilian Martinez*****Content Warning Included****

Have you ever looked in the mirror and asked yourself, “@#\$% What happened?” Perhaps stared a little too long at someone before you caught yourself thinking, “Why can’t I look like them?” Maybe other people have made you feel like your body is unattractive. Whether you’ve dealt with scrutiny, teasing, or abuse from external individuals or you struggle with bouts of self-loathing, learning to love yourself in your own skin is a vital part of living your best life. In this session, we will devote time to the discussion of body politics, make space for the shame and pain that they carry, and discuss ways we can find ourselves smiling at that person in the mirror. This session is designed with every body type, identity, and style of human in mind, stirred with lots of compassion and time for reflection.

Sponsor Spotlight: NASA

Sage

Ever wondered what type of career paths various industries offer, especially for LGBTQ professionals? In these sessions we’ve invited our sponsor NASA to share their organizational culture, career types, & current opportunities.

Blood Quantum’s An Aftermath of Historical Trauma

Chevy Chase

Michael Bancroft

A short presentation and intractable discussion on Blood Quantum and its negative and positive affects on the indigenous peoples of America. Blood quantum is a term used to define bloodlines relating to ancestry and is used to tell you the percentage of someones race. For example, a person with one indigenous grandparent and three non-Indigenous grandparents has one-quarter Indian blood. It will include direct quotes and experiences from the voices of people in different indigenous communities. There will also be a brief history lesson of historical trauma and how certain events affect the lives of indigenous peoples today. A view into how blood quantum can affect someones life.

Research Symposium II

West Alabama

*Drew Weidner**

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.

The Effects of Variable Terrain on Path Planning for Skid-Steer Robots - *Veronica Gruning*

Fluoroquinolones’ Second Look in Host-Like Media - *Michelle Holland*

Synthesis and Characterization of Horizontally Aligned Nanotube Heterostructures - *Grace Wickerson*

Protonic Ceramics for Energy Storage and Electricity Generation with Ammonia - *Max Pisciotta*

Working through Challenging Family Dynamics as LGBTQIA

Plaza I

Brett Hoffmann; J Gonzales; Carissa Holohan; Ash Holohan; Diana Almario-Kopp

Sometimes families are not our number one supporters and may even create greater challenges for us to overcome. This is such an unfortunate reality for LGBTQIA people, that we want to bring awareness to this topic and introduce skills geared at navigating tough family dynamics. Skills that session attendees can expect to garner include communicating your identity with your family, recognizing when your family stress is unhealthy, developing strategies for improving your family dynamic (when that’s possible), incorporating healthy boundaries, and growing your chosen family. We further recognize that this holiday season can be especially challenging to our family dynamics and our emotions, so we will dedicate time to discussing strategies for improving holiday experiences, whether that is within your biological family, or starting traditions within your chosen family.

Beyond the Tweets: What It Takes to Run Infrastructure & Development Teams for Whitehouse.gov

Plaza II

Rusty Pickens

Take a behind the scenes look at the cloud technologies and software development practices that powered unprecedented levels of online public engagement and digital transformation during the Obama administration. Former White House Acting New Media Director and oSTEM's current VP for Innovation and Technology, Rusty D. Pickens, examines the people, platforms, and products that supported the 44th president's digital-first approach to modernizing government services. Topics include infrastructure to keep Whitehouse.gov online and secure, the "We the People" petition system and President's Correspondence System that empowered citizen voices as well as various social media channels to reach larger audiences. Discussion will also include adapting modern technology systems to comply with unique regulations such as the Presidential Records Act, embracing cloud computing and agile software development for more efficient use of taxpayer dollars, and navigating the threat of online misinformation campaigns since 2016.

Mental Health for Everyone

Monarch

Elibeth "Ellie" Andrade, LMSW; David Elder; Andrea Welsh; Elise Wantling; Mike Giordano*

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.

* = Panel/Workshop Moderator

‡ = Professional Programming Track

CAREERS AT RAYTHEON

A BETTER FUTURE FOR EVERYONE

We are excited you are at the oSTEM Conference! What an excellent opportunity for you to network and grow.

We are seeking next-generation talent to join our collaborative global team. Raytheon is a technology and innovation leader specializing in defense, civil government and cybersecurity solutions. We're comprised of 64,000 employees and in 2017 we had sales of \$25 billion. Alongside an array of full-time opportunities, we offer robust internships, co-ops and leadership development programs – all of which provide the training, development and experiences you need to stand out and change the world. Raytheon embraces diverse perspectives and values the role we all play in our shared vision. We want you to be a part of the innovative solutions that make the world a safer place.

Raytheon recruiters will be conducting interviews and issuing Employment Letters of Intent. We look forward to meeting you at our oSTEM Conference booth.

 jobs.Raytheon.com



WORKSHOP GRID SCHEDULE

	Workshop Block 1 <i>Friday</i> <i>5:00 pm - 6:00 pm</i>	Workshop Block 2 <i>Saturday</i> <i>10:10 am - 11:10 am</i>	Workshop Block 3 <i>Saturday</i> <i>11:20 am - 12:20 pm</i>
Westchester	Wear Your Science	OUTreach: A Whirlwind SciComm Primer and Practice	Being Out in Professional Organizations
San Felipe	Diversity in the City - DiverCity	Alternative Career Paths: Don't Pigeon-Hole Yourself!	Blinding Out Discrimination
Sage	Community Discussion on Intersectional LGBTQ+ and Disability on Advocacy	Sponsor Spotlight: Boeing & BASF	Sponsor Spotlight: Home Depot & Raytheon
Chevy Chase	Building Your Personal Brand	(Dis)ability CB	Womxn in STEM CB
West Alabama	What to Pack?: Traveling While Trans and Non-Binary (Fieldwork, Conferences)	Trans/Non-Binary CB	Racial and Ethnic Diversity CB
Plaza I	Get Yourself Funded! Writing Successful Scholarship and Fellowship Applications	Steers and Queers: Navigating the Experience of being LGBTQA in the South	How to Have Conversations with your Colleagues about Trans Identities
Plaza II	Representing Intersectionality: How collaboration with minority ERGs increases inclusivity	Career Momentum: A Career in Motion Tends to Stay in Motion	Queering Biology Classrooms
Monarch (Floor 24)	Dear White People: Intersection of Race/ Ethnicity and LGBTQA Identity	Rainbows, Time Dilation, and Worried Advisors: Special Relativity in VR	Social Implications of Artificial Intelligence for the LGBTQ Community

Note: CB = Community Breakout

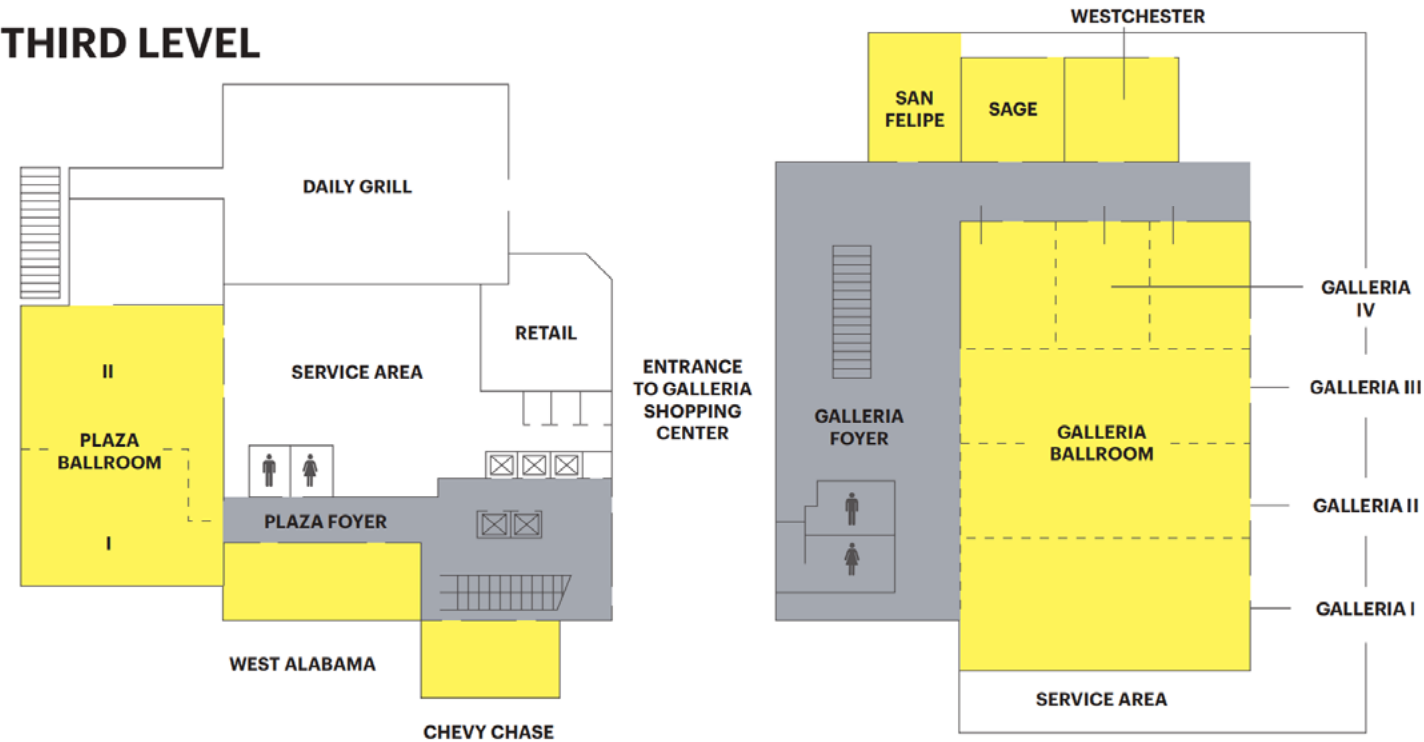
WORKSHOP GRID SCHEDULE

	Workshop Block 4 <i>Saturday</i> <i>5:30 pm - 6:30 pm</i>	Workshop Block 5 <i>Sunday</i> <i>9:10 am - 10:10 am</i>	Workshop Block 6 <i>Sunday</i> <i>10:20 am - 11:20 am</i>
Westchester	Being Queer as a Desi-American	"I am Enough": Shedding Stereotypes and Becoming the True You	Is This Really My Body?
San Felipe	Explaining STEM with SciComm	Mid Career Pivots	-
Sage	Sponsor Spotlight: Genentech & Regeneron	Sponsor Spotlight: Lockheed Martin & Rockwell Automation	Sponsor Spotlight: NASA
Chevy Chase	Faith CB	STEM Intersectionalities: Exploring Self Narration and Shared Experiences	Blood Quantum's An Aftermath of Historical Trauma
West Alabama	Middle Sexualities CB	Research Symposium I	Research Symposium II
Plaza I	Intersectional Identities: Coming Out When You Already Stand Out	What's Next, Doc? Navigating the Academic Job Path after Graduation	Working through Challenging Family Dynamics as LGBTQIA
Plaza II	An Unlikely Duo	LGBTQ+ & Going to Graduate School: What to Think About Before You Apply	-
Monarch (Floor 24)	Undoing Toxic Machismo in the Gay Latinx Community	MOREbot: Build-a-bot and Discussion on Encouraging STEM in Primary Education	Mental Health for Everyone

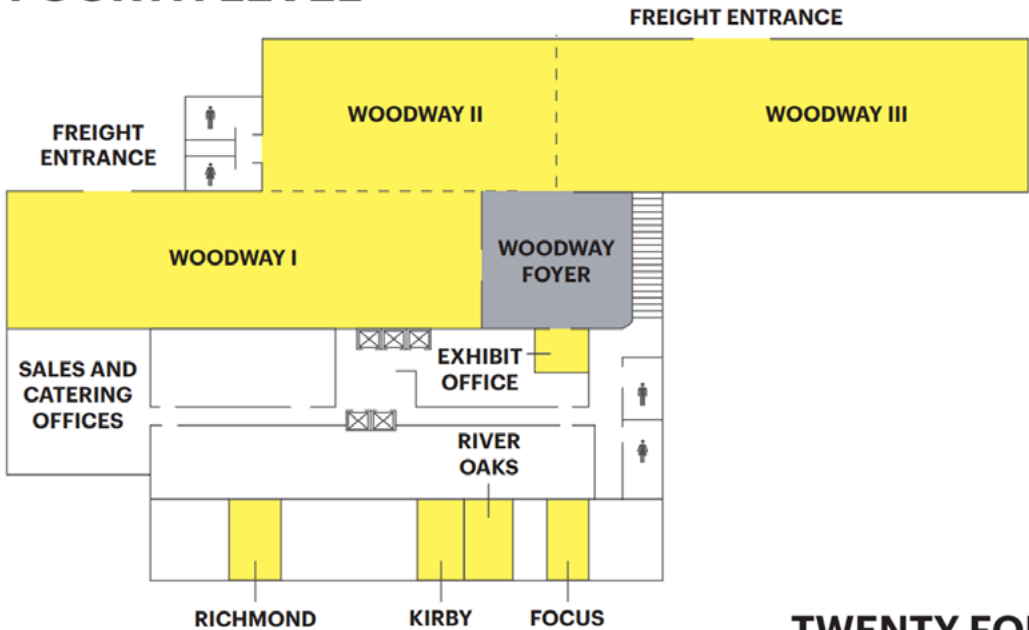
Note: CB = Community Breakout

CONFERENCE VENUE MAP

THIRD LEVEL



FOURTH LEVEL



TWENTY FOURTH LEVEL

