

oSTEM[®]



OUT IN SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS, INCORPORATED

9th Annual Conference Visibility Fuels Opportunity

Detroit, MI • Nov. 14 - 17, 2019





*Explore the
Extraordinary,
Every Day!*

EXPLORE a CAREER at NASA

CURIOSITY

TEAMWORK

INNOVATION

EXPLORATION

Follow us online!



NASA Careers Website www.nasa.gov/careers



NASA People twitter.com/NASAPEOPLE



NASA on LinkedIn <https://www.linkedin.com/company/nasa>

Table of Contents

Conference Team	8
Conference Etiquette	9
Conference, Crisis, Accommodations & Other Info	10
Overall Schedule	11
Friday Programming Descriptions	12-13
Saturday Programming Descriptions	14
Sunday Programming Descriptions	15
Keynote Speakers	17
Career & Graduate School Expo List & Map	18-19
Workshop Block 1	20-23
Workshop Block 2	24-27
Workshop Block 3	28-29
Workshop Block 4	32-35
Member Mixers	36-37
Workshop Block 5	42-43
Workshop Grid Schedule	46-47
Venue Map	Back Cover

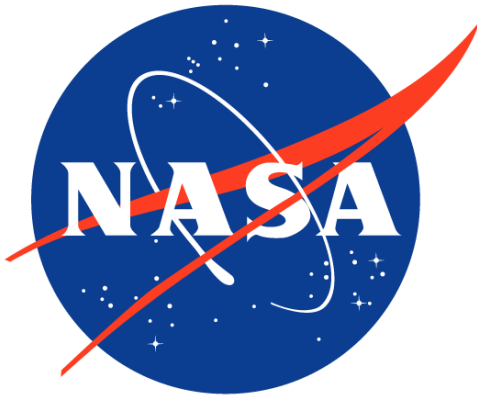
Don't want to carry around this program book all day?
Tired of having to flip back and forth between pages to
find the info you need? Do you always want the latest
and greatest information? **You should download our
conference app!**

Visit: <https://guidebook.com/g/ostem2019>
OR scan the QR code to the right.



Our Program Book is also available online at the following link:
ostem.org/program-book

OAC Sponsors



JPMORGAN CHASE & CO.



Conference Sponsors

PLATINUM

JPMORGAN CHASE & CO.



Genentech

A Member of the Roche Group



GOLD



freemove



NORTHROP GRUMMAN



Raytheon

REGENERON
science to medicine®

SILVER

Qualcomm

accenture

Spectrum



TWO SIGMA



Letter from our President & CEO



This year marks my eighth oSTEM conference; in fact, I started attending oSTEM conferences back when they were still referred to as national meetings because “conference” still seemed like an overestimation of what really happened here.

I still remember that first conference though. We all fit into a room not much bigger than one of our breakout session rooms today. There were a couple of sponsors in the back who were there to answer questions. The entire conference was at-most one day. And I was the only person attending from my university. Despite all those limitations and my own insecurities about not knowing anyone, oSTEM felt special and different than

anything I had experienced before. It was clear that this community was necessary, not just for me but for others back at my university.

My first oSTEM conference inspired me to found the University of Florida chapter with oSTEM's now former Vice President of Membership R. Shawn Abrahams. Shawn is still one of my closest friends to this day, and their involvement with the oSTEM, Inc. Executive Committee after undergrad inspired me to also get involved. From chapter leader, to sponsor representative, to Conference Chair, to the President & CEO, oSTEM has been one of the most impactful parts of nearly a decade of my life.

But this conference isn't about me or my story – this conference is about you. What story do you want to tell about this year's conference? Is this where you'll meet that fellow researcher with whom you make an amazing discovery? Or will you land that dream job that you didn't think was possible? Or maybe you'll just meet someone who finally gets you and sees you for who you truly are?

Whether this is your first oSTEM conference or you're a seasoned conference pro, I invite you to connect with at least one other person this weekend who can be part of the story you tell one day. Attend a community breakout session, start a one-on-one conversation at your table over dinner, reach out to someone who doesn't know anyone or is here by themselves, learn a new skill during a programming session – make this conference your conference!

Cortland Russell
President & CEO, oSTEM, Inc.

Conference Team

Our Annual Conference is the biggest event that we organize each year. It takes hours of hard work and planning. We would like to recognize the hard efforts of our 2019 Conference Committee for making this conference happen.

Matthew Welmers	Conference Chair
Schuyler Borges	Conference Vice-Chair
Abeda Alam	Programming Committee Chair
Drew Weidner	Programming Committee
David Adams	Programming Committee
Courtney Amster	Programming Committee
Lilian Martinez	Programming Committee
Jared Canright	Logistics Committee Chair
Jacob Guttman	Logistics Committee
Remy Bulbulka	Logistics Committee
Rishabh Bhandawat	Logistics Committee
Z Marzouk	Logistics Committee
Cristian Alonso	Logistics Committee
Cortland Russell	Sponsorship Committee Chair
Mikey Watson	Sponsorship Committee
David Falk	Sponsorship Committee
Erika Aldrich	Sponsorship Committee
Rusty Pickens	Hackathon Organizer
Peter Li	Hackathon Organizer
Jared Canright	Hackathon Organizer

Do you have a passion for event planning? Would you like to help choose keynote speakers? Are you a super organizer? Come join the conference team!

We're gearing up for our tenth conference in 2020 and need your help! Visit ostem.org/conference-volunteer for more information about what each team does to make this event happen. To volunteer come visit the oSTEM table at the expo or volunteer online!

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 for their actions, particularly when they are harmful to trans and gender non-conforming attendees. Harmful actions are defined by the victim. Harmful actions include but are not limited to: 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 bathroom based on how you interpret their gender. Trans and gender non-conforming 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. They are marked by a green circle on the venue map on the back of this program book.

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 presentation.

Quiet Room, Crisis Info, & Accommodations

Quiet Room

Our Quiet Room remains an important staple at the conference in the event that you need a calm space to have a moment to yourself. This year the quiet space includes: dimmed lighting, small tables replete with crafts, coloring books, sensory blanket, noise canceling headphones, and more. The Quiet Room is open from 8AM to 10PM.

Accessibility Accommodations

Please visit our registration desk or find an oSTEM volunteer near you (bright blue lanyards) if you have an accommodations request or need more information.

Crisis Resources

We have a 24-hour oSTEM crisis support line tended to by trained volunteers. For your convenience please find our crisis line posted at the registration desk, quiet space, meeting spaces and the included easy-to-carry wallet card available at the registration desk.

ASIST-Certified Staff

8 of our Diversity & Inclusion volunteers will be available to talk to anybody about crisis and accommodations information at the conference. They will have conference badges with a green border and the ASIST logo.



Food Menu

For those with dietary restrictions, you can view our menu by scanning the QR code to the right or at the following link: ostem.org/conference-menu

Prior to our dinners, attendees will select meal cards that will inform servers what meal is to be served. This is to ensure any dietary restrictions and accommodation requests are met.



Important Schedule Changes

Conference Schedule Changes

Important changes have been made to this year's conference! Below is a quick summary of some of our bigger changes.

- **Career & Graduate School Expo is now on Friday AND Saturday:** We've expanded our career fair to two days to ensure there is enough time for attendees and sponsors to interact.
- **More Programming on Friday:** We've shifted a lot of our typical Sunday programming to Friday and Saturday to allow attendees to attend the sessions without missing out due to travel timing.

Professional Track Workshop Block Programming

As oSTEM strides to fully include professionals within our mission statement, we've expanded our professional track from last year to include more programming. All professional track workshop block programs will be indicated by the following symbol in the title: ‡

Conference Schedule

THURSDAY

9:00 AM - 11:59 PM	Hackathon - <i>Sponsored by Lockheed Martin</i>	42 Degree North
--------------------	---	-----------------

FRIDAY

12:00 AM - 12:00 PM	Hackathon - <i>Sponsored by Lockheed Martin</i>	42 Degree North
8:00 AM - 12:00 PM	Allyship in Motion (pre-registration required)	Duluth
9:00 AM - 10:00 AM	New to the Conference	Mackinac West
10:00 AM - 12:00 PM	Career & Graduate School Bootcamp	Mackinac West
10:00 AM - 12:00 PM	Career & Graduate School Workshops	Mackinac East
12:00 PM - 1:00 PM	Conference Kickoff with Lunch - <i>Presented by Saint-Gobain</i>	Columbus/Cabot
1:00 PM - 4:00 PM	Career and Graduate School Expo (Part 1)	Ontario East
2:00 PM - 4:00 PM	Career Fair Debrief	Renoir
4:00 PM - 5:00 PM	Workshop Block 1	Various
5:10 PM - 6:10 PM	Workshop Block 2	Various
6:10 PM - 7:00 PM	Reception - <i>Presented by Bayer</i>	Renaissance Foyer
7:00 PM - 9:00 PM	Dinner Program - <i>Presented by Boeing</i>	Columbus/Cabot
9:00 PM - 10:00 PM	Gender Affirming Clothing Swap	Mackinac East

SATURDAY

8:00 AM - 5:00 PM	Posters Area Open - <i>Presented by NSA</i>	Nicolet
8:00 AM - 10:00 AM	Breakfast, Chapter Awards, Announcements - <i>Presented by Freenome</i>	Columbus/Cabot
10:10 AM - 11:10 AM	Workshop Block 3	Various
11:20 AM - 12:20 PM	Workshop Block 4	Various
12:30 PM - 1:30 PM	Member Mixers	Various
1:30 PM - 2:30 PM	Lunch - <i>Presented by Siemens</i> & Autism/Neurodiversity Working Lunch	Columbus/Cabot
2:30 PM - 3:30 PM	Workshop Block 5	Marquette B
3:30 PM - 6:00 PM	Career and Graduate School Expo (Part 2)	Various
4:00 PM - 6:00 PM	Career Fair Debrief	Ontario East
5:30 PM - 6:30 PM	Is This Really My Body?	Renoir
6:00 PM - 6:30 PM	Reception - <i>Presented by Roche</i>	Cadillac
6:30 PM - 9:00 PM	oSTEM Gala - <i>Presented by Lockheed Martin</i>	Renaissance Foyer
9:00 PM - 11:59 PM	Evening Social	Columbus/Cabot
		42 Degree North

SUNDAY

8:00 AM - 9:00 AM	Breakfast	Mackinac & LaSalle
9:00 AM - 12:00 PM	Gender Affirmation Symposium	Mackinac
9:00 AM - 12:00 PM	Mentorship Summit	LaSalle A
9:00 AM - 12:00 PM	Chapter Leader Summit	LaSalle B
9:00 AM - 12:00 PM	OAC Meeting	Duluth

Friday Programming Descriptions

Hackathon

oSTEM is hosting its annual hackathon sponsored by Lockheed Martin and in partnership with the LGBT Detroit, an LGBTQ+ community resource center. Participants form student-led teams and apply modern software development skills to solve real world problems for the queer community as they “hack” for 12 hours. The Hackathon helps students make new friends while solving problems and having a lot of fun along the way. Teams present their products to a panel of judges and win prizes announced during the plenary session Friday evening.

Allyship in Motion (**Pre-registration required*)

Allyship in Motion focuses on the inclusion part of Diversity and Inclusion. Too often, companies, especially STEM-focused ones, seek to hire diverse individuals without quite knowing how to do so successfully or perhaps without first creating a culture where the individuals will feel supported and included within their workplace. This training moves beyond the messages of “hiring diversity” to give participants the allyship tools necessary to recruit, retain, and support underserved LGBTQ+ candidates on a day-to-day basis. Education will center around modules such as An Honest Conversation About Race and Ethnicity in STEM, Exploring Gender Beyond the Binary, and LGBTQ+ STEM Challenges. Participants to the full Friday morning training will receive a badge flag that signifies to oSTEM Expo attendees that they have completed this training.

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.

Career & 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.

Friday Programming Descriptions

Career & Graduate School Workshops

Great You Landed an Interview ... Now What?! | 10AM - 11AM

Beau Williams, Dana Pellegrini

An interactive workshop on panel interviews used by Boeing and many other corporations. Attendees will receive about 10 to 15 min of introduction on structured interviews and what to expect during the interview process. The remainder of the time will be facilitated in small groups of 3 to 4 practicing the interviews. By the completion of this program you will find out what traits/competencies the Interviewer is looking for, and use what you find as a roadmap for preparation. It's not enough to go over a list of questions and answers in preparation for an interview. You need insight into what the interviewer is looking for.

Bridges to Academia: Crafting your Future as a STEM Scholar | 11AM - 12PM

Carlos Olivo

Honest, concise, accurate and factual. These are some of the qualities of good CV's and cover letters. But how to make a good first impression with them? How to tell a persuasive success story? After all these years of study and hard work, these are the questions that come to mind when applying for an academic position. Applying for an academic position may seem intimidating. In this interactive workshop you will be guided through the process of putting together an academic CV. If your plan is to move into the higher education realm, join us so we can coach you with good advice and writing techniques that will make both your CV and cover letter stand and shine.

Career & 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.

Career Fair Debrief

We understand that career fairs can be stressful and sometimes you'd like a place or people to debrief with. Career Fair attendees are invited to join some oSTEM volunteers after the career fair to relax, debrief and find supportive conversations. This session is closed and only for attendees (not sponsors of the career fair).

Gender Affirming Clothing Swap

Navigating the world of professional attire can be difficult for trans and gender-non-conforming folx. Our goal is to help you find gender affirming attire so you can present yourself confidently to potential employers or schools! We are hosting a Gender Affirming Clothing Swap. If you have extra clothes you'd like to donate, please bring them. If you'd like to find clothes for you, you're welcome to attend. We are accepting clean, gently used, little to no damage professional and business attire.

Saturday Programming Descriptions

Autism/Neurodiversity Working Lunch

Join us as we share our experiences of our own journeys of finding our accommodations, identify the means of access to education and work, and foster a place to talk about self-advocacy, develop our strengths, and demonstrate that we are defined by our talents and merits, and not our neurodiversity and/or autism. This session is open exclusively to members of this community.

Is This Really My Body?

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.

Evening Social

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



Capital One

**LIVE WITH PRIDE.
WORK WITH PURPOSE.**



[CAMPUS.CAPITALONE.COM](https://campus.capitalone.com)

EEO EMPLOYER F/M/DISABILITY/VETERAN/SEXUAL ORIENTATION/GENDER IDENTITY



**Be the same you
outside of work as in.**

REGENERON
SCIENCE TO MEDICINE®
careers.regeneron.com

Sunday Programming Descriptions

Gender Affirmation Symposium

The Gender Affirmation Symposium is an inclusive and non-judgmental space hosted at the 9th Annual oSTEM Conference. The Symposium centers around the experiences of Two-Spirit, transgender, agender, gender nonconforming, and people who are questioning their gender. Our aim is to connect attendees with healthcare professionals who share similar identities to their own in order to safely support intimate conversations of identity-affirming healthcare access.

We have divided the Symposium into two main themes: primary care and mental health. The primary care portion will include the topics of surgical and sexual health resources, while the mental health portion will include discussion around dealing with gender dysphoria, communicating needs within intimate relationships, and self-care. These conversations will be introduced in large group panel discussions, after which attendees will be invited to join breakout sessions to discuss more deeply the topics that interest them. These smaller group discussions are designed to encourage open and thoughtful sharing of information between members of the community.

We are excited to welcome to the Gender Affirmation Symposium healthcare professionals who represent a broad spectrum of specialties and gender identities. Their work includes directing gender and sexual health clinics, medical professorship, sexology and sex therapy, clinical HIV and transgender care, and social work. Bios are available at ostem.org.

Mentorship Summit

oSTEM will soon be launching our full mentorship program! Believing that mentorship is critical to successful individual and organizational development, we will provide this opportunity for everyone who wants to contribute to the development of this program.

At this summit, we will gather students, professionals and community members from a variety of disciplines and professional sectors to collaboratively design the future direction of the oSTEM mentorship program. With your support, we will continue developing strategies to engage both mentors and mentees in the creation of rewarding mentorship relationships. At this Summit, you can dive into a speed mentorship activity, small breakout sessions, and meet others who are equally committed to improving the representation of LGBTQ+ people in STEM. Come support us as we continue to support our oSTEM family!

Chapter Leadership Summit

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!

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. Lockheed Martin is proud to support the LGBT community, and together, we will continue to accomplish great things.

Learn more at lockheedmartin.com/diversity

Lockheed Martin. Your Mission is Ours.®



Keynote Speakers



Reece Malone, DHS, MPH, CSE-S, CST

Based out of Winnipeg, Manitoba, Canada, Dr. Reece Malone is the CEO and founder of Sexuality Consultants and Support Services Manitoba, Inc. as well as its subsidiary company Diversity Essentials. As a trainer, supervisor, and program and policy consultant, he has worked with local, national and international organizations including the Public Health Agency of Canada, The Canadian Human Rights Commission, and the World Health Organization on topics that center human sexuality, sexual orientation, gender identity, equity and inclusive practices.

He is the author of the Canadian Human Rights National Roundtable on Gender Identity and Gender Expression that helped lead to the inclusion of Gender Identity as a protected characteristic to the Canadian Human Rights Act as well as to the Canadian Criminal Code. Dr. Malone is the author of the resource SHOUTOUT: Against Homophobia, Biphobia, Transphobia and Heterosexism which has been distributed to over 90,000 youth across Canada. He along with his research associates has recently received the prestigious George and Fee Yee Centre for Healthcare Innovation award on patient engagement examining healthcare barriers experienced by trans and gender diverse Manitobans.

Dr. Malone holds a certification in sexology and sex therapy and maintains a private practice that centres the needs of marginalized populations while treating sexual health issues and concerns.



Jess Guilbeaux

Jess Guilbeaux is a LGBTQ advocate and activist. She is recognized as the “strong, black lesbian woman” from Season 3 of Netflix’s *Queer Eye*. She focuses on not only LGBTQ+ issues but also issues that impact women and people of color. Her work leads mainly in non-profit work and sending messages of positivity, self-love, and mental health awareness on social media. She is also currently the Tech Lead at a startup company for a social/dating app currently in production. She is also currently studying Computer Science at Western Governor’s University.

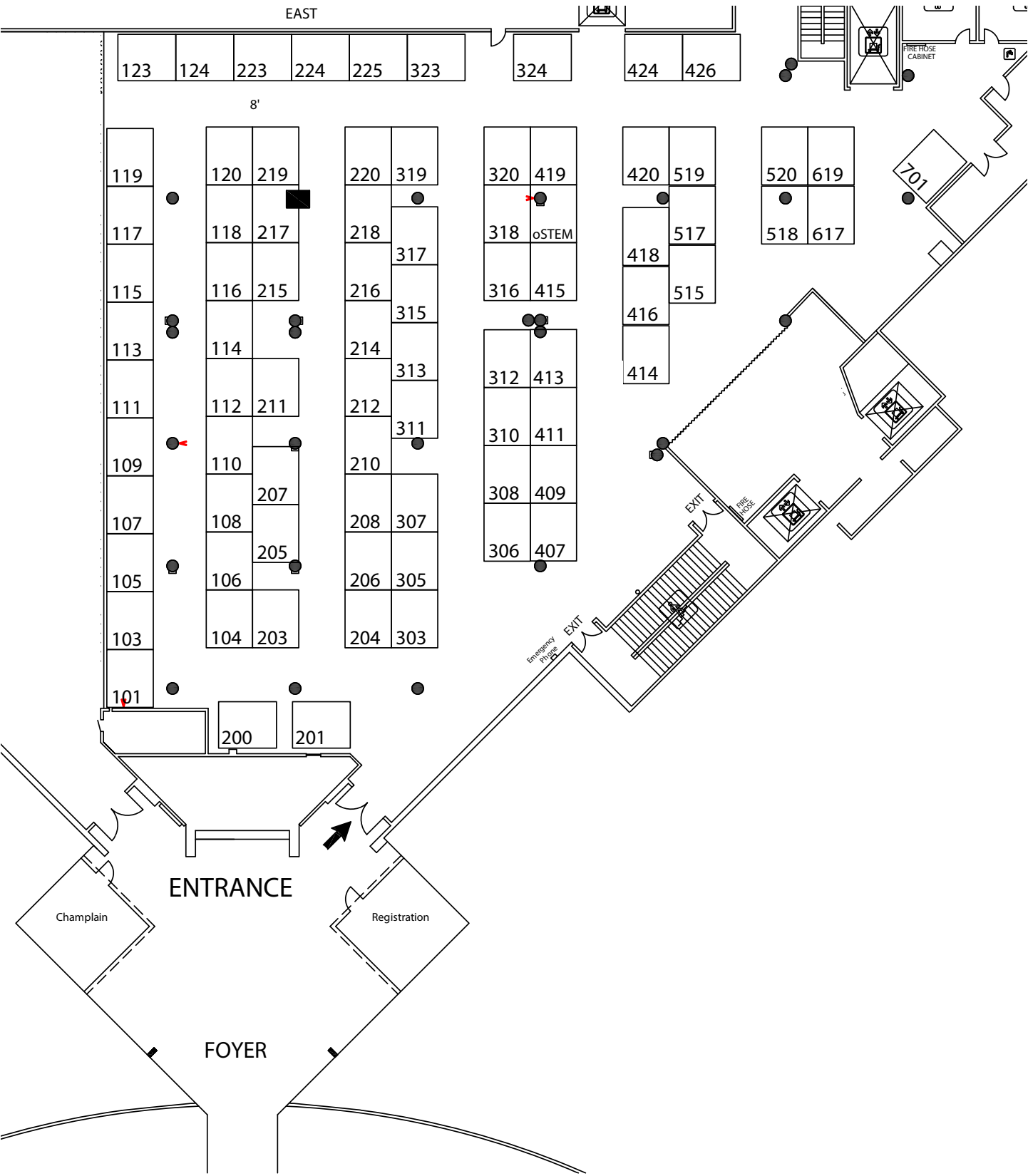
Evening Entertainers: Kai Quix and Alex Bozinovic

Our evening entertainment will be Detroit comics Kai Quix and Alex Bozinovic.

Expo List

Accenture	414	National Geospatial Intelligence Agency	426
Air Force Research Lab	Foyer	National Grid	210
American Institute of Aeronautics and Astronautics (AIAA)	418	National Security Agency	211
Applied Research Laboratory at Penn State	517	Navy Civilian Careers	101, 103
Argonne National Laboratory	223	NOGLSTP	Foyer
Arrow	203	Northrop Grumman	417
BAE Systems	123	Northwestern University - The Graduate School	323
BASF	307	Northwestern University (Law)	117
Bayer	318	NSF Graduate Research Fellowship Program	416
Be An Actuary	220	oSTEM	Foyer
Boeing	306, 407	Pratt & Whitney	305
Brown University	701	Procter & Gamble	313
Capital One	106	Qualcomm	216
CIA	104	Raytheon	518, 617
Colorado School of Mines	619	Regeneron	105
Columbia University	112	Rexnord	317
Cooper Tire & Rubber Company	118	Rockwell Automation	108
Cornell University	115	Rosetta Commons	424
D. E. Shaw Research	415	Saint-Gobain	119
Emory University	116	Sandia Labs	212
ExxonMobil	109	Siemens	320
Fermilab	111	Society of Hispanic Professional Engineers (SHPE)	Foyer
Flexential	114	Society of Women Engineers (SWE) ..	Foyer
Ford Motor Co.	205, 207	Spectrum	311
Freenome	316	Texas Instruments	310, 312
Genentech	206, 208	The Aerospace Corporation	420
General Atomics	419	Transportation Security Administration	219
General Electric	519	Two Sigma	107
Georgia Tech Research Institute (GTRI)	214	UC San Diego Computer Science & Engineering	110
Google	124	University of California, Berkeley	113
Johns Hopkins University Applied Physics Lab	215	University of Connecticut	319
Johnson & Johnson	224	University of Michigan	324
JPMorgan Chase & Co.	200, 201	University of Nebraska - Lincoln	218
Keck Graduate Institute	225	Worcester Polytechnic Institute	217
Lockheed Martin	204, 303		
Los Alamos National Lab	520		
Merck & Co.	308		
Michael Best & Friedrich	315		
MIT Lincoln Laboratory	515		
Montana State University	120		
NASA	409, 411		
NASA - JPL	413		

Expo Map



Friday

Workshop Block 1

4:00 PM - 5:00 PM

Racial & Ethnic Diversity Community Breakout

Columbus/Cabot

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.

(Dis)ability Community Breakout

Duluth

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 universities and companies, 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.

How to Be a Better White Gay

Mackinac East

Jess Norman

What's the difference between a white gay and a White Gay™? Being able to recognize our own inherent biases and privileges and work on addressing inequity and uplifting the voices of those around us! Just because we are part of a marginalized group does not mean that we are exempt from addressing our own behavior and actions. Come on over to this workshop if you are interested in learning more about disrupting the cycle of racism within your everyday life.

Pursuing Life Science: Academic and Professional LGBTQIA+ Narratives

Mackinac West

K Ryder Fox

Life Science, a “culmination of all the other sciences”; a science aimed at improving life; a science that is broad enough to apply concepts from other sciences into biologically interesting facets... These are just some of the reasons people entering life sciences may expect a queer-friendly and welcoming culture. However, homophobia and transphobia, unsafe field-working environments, and lack of access for people with intersecting identities or lower socioeconomic backgrounds can also provide unique barriers to entry. Within the larger STEM community, the life sciences are sometimes viewed as “soft science”, meaning several fields can be overlooked. During this first-ever oSTEM LGBTQIA+ life sciences panel we will explore these challenges as well as discuss various strategies for navigating personal experiences along the academic journey. Hear from speakers across a spectrum of life sciences as we highlight specific narratives faced by the LGBTQIA+ community.

Software is Eating Your Car

LaSalle A

Ghida Choukair

It's all about the “ACES”: Autonomy, Connectivity, Electrifications, Services. Is Car Data the New OIL? Is it true that Autonomous Vehicles are our future? Join us at this session where we will explore our Robo-Driven Future from the eyes of the industry and Ford Motor Company.

An Introvert's Guide to Networking in the IT Industry ‡

LaSalle B

Nico R.

Introverts – the inward-facing; the introspective; those energized by time to themselves; those who may find it intimidating to professionally network in a world that won't stop talking!! This workshop focuses on strategies to help introverts emerge from their shell and push themselves into unfamiliar waters in order to ensure that their voice is heard and to achieve boundless success.

Navigating First Career Experiences as an Out LGBTQA+ Employee

Cadillac

Topher Brough, Brock Todd Haft

Looking for a job and entering the workforce comes with additional considerations for LGBTQA+ people. How and when to reveal you are LGBTQA+ (and the consequences of doing so), how to connect with new coworkers and management, and what it can be like navigating first-year expectations, goals and realities. Companies may have a nondiscrimination policy – does the day-to-day environment match? In this interactive session, panelists will share their experiences and engage with questions from the audience.

How to Market Your oSTEM Experience on a Resume/Interview

Marquette A

Bryce Griffler

Many students are (rightfully) proud of the invaluable work they did with oSTEM. But does that experience go on a resume? Where? And what if the interviewer asks about it? Marketing your experiences as a leader in oSTEM doesn't have to be challenging--but it can prove to be a vital piece that sets you apart from a sea of other applicants. Come hear from a recruiter and a hiring manager about how the process works, what goes on "behind the scenes," and how to articulate your time with oSTEM to make you STAND OUT. Bring your resume and be ready to edit!

Getting Queer in the Atmosphere: Saving Our Pale Blue Dot

Marquette B

Amy Langhorst, Samiha Islam, Jane Wu

This century, humanity faces escalating environmental challenges. The extent of waste pollution everywhere on Earth, from highly dense cities to swathes of ocean with no humans for miles, is becoming particularly apparent. Nonbiodegradable plastics and unrecycled materials accumulate in landfills and form patches the size of countries out at sea. How do we make efficient and sustainable use of materials to reduce waste? How can we manage all the waste modern society produces? Come hear how our speakers engage with these questions and more in the first of our speakers series, a programming format new to the conference!

The Science of Gendered Bodies

Richard

Decatur Foster

Advancements in science over the past two decades show us that biological sex determination is much more complex than the binary male/female system being taught in middle school, high school, and often the university setting. Public discourse relating to the biology of sex and gender has drawn considerable attention in recent years, and it is important that scientists have a foundational knowledge grounded in current scientific and social research relating to gendered bodies. In this workshop, we will explore an intersectional approach when considering the nuanced factors that define biological sex and gender, as well as the impact race, class, and ability have on such definitions. The scientific gendering of the human body merits being studied from an interdisciplinary queer and feminist perspective - integrating biology, health and medicine with current and historical social, cultural, ethical and political forces.

More Workshop Block 1 Programming on the next page!



IT'S MORE THAN TOLERANCE.
IT'S BIGGER THAN ACCEPTANCE.
IT'S A RECOGNITION OF YOUR VALUE.



ANGLE

When we look at our LGBTQ employees, we see everything they are and everything they bring to the table – their background, their experiences, their perspectives. And we want all of them contributing to our mission of protecting America. That's why we created our internal LGBTQ network, ANGLE (Agency Network of Gay, Lesbian, Bisexual, and Transgender Officers and Allies), more than 20 years ago. We've worked hard to build a culture where you're valued because of – not in spite of – your gender identity and sexual orientation.

Join the CIA and discover a career where everything you are is valued.



THE WORK OF A NATION.
THE CENTER OF INTELLIGENCE.

For additional information and to apply, visit:
cia.gov/careers

Applicants must have US citizenship and the ability to successfully complete medical examinations and security procedures, including a polygraph interview. *An equal opportunity employer and a drug-free workforce.*

Friday

Workshop Block 1

4:00 PM - 5:00 PM

Science Advocacy: How to Get Involved and Make Impact ‡

Nicolet

Edyta Sitko, Tejas Navaratna

Communicating the impacts of inequitable science-based policy has never been more important. Scientist-activists play a unique role in promoting equitable science-based policies. This session will discuss how scientists, engineers, and other technical experts can advocate for informed policy, justice, and the public interest. Through real world examples and advocacy opportunities, participants will also learn how they can use their expertise, community affiliations, and constituency to strengthen the role of science in democracy, advance equity and promote dialogue. Learn how to make a difference—whether that's through speaking to the media, delivering testimony, signing on to expert letters to elected officials, conducting research and environmental impact assessments, or serving on federal advisory committees.



Design Your Career, Design Your Future

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

FordMotorCompanyCareers



Ford-Motor-Company



LifeAtFord



FordCareers



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.

Complete your online applicant profile at **fordglobe.org/careers**

‡ = Professional Programming Track

InQUEERy Community Breakout

Duluth

The inQUEERy breakout is a space in which you can: Explore notions of belief, faith, and philosophy; Question these notions in critical and respectful ways; Create dialogues that unify us in our differences. This session is open to any members in search of meaningful ways to be queer and engage their spirituality.

Accessibility for All

Mackinac East

Jess Norman, William Harrer

You can create the most fantastic event ever, but if people can't get through the door, what's the point? From subtitles on videos to dietary restrictions, this session aims to teach participants the basics of universal design and the impact of accessibility in event planning has. We will also discuss resources available to those looking to host these events.

Examining Emotional Intelligence: Self-Awareness, Self-Management, Empathy, and Social Skills

Mackinac West

Will Davis

Emotional intelligence was first coined by Dr. Goleman and covers the four domains of Self-Awareness, Self-Management, Social Awareness (Empathy), and Relationship Management (Social Skills). Within these domains are the capacity to be aware of one's emotions, how to manage them, to understand others' emotions, and how the interplay between one's emotions and that of others can enable better communication and decision-making/outcomes. The objective of this session is to provide the attendees with a practical introduction to emotional intelligence while offering interactive examples that enable self-awareness and develop their individual emotional intelligence. Attendees will get to perform a quick self-assessment as part of this session.

Acing the Technical Interview and Online Coding Assessment

LaSalle A

Terrance Bowman

Join Terrance Bowman, from JPMorgan Chase's Chief Technology Office, for an interactive session on how to do well in tech interviews and coding tests that companies are requiring candidates to complete to qualify for internship and full time opportunities. He will also share updates on the firm's Diversity & Inclusion initiative.

LGBTQ+ ERGs and Their Impact on Company Culture ‡

LaSalle B

Lianna Newman

Does your company have an Employee Resource Group for LGBTQ+ Employees? If not, have you or someone you know considering starting one? What are ERGs, their purpose and how can they change a company's culture? Come learn all about them and workshop a proposal to either create one at your workplace or improve an existing one.

Non-binary People Can Be Femme Too: Creating LGBTQ+ Communities Inclusive of Invisible Identities

Cadillac

Kitty Sipple, Morgan Whitcomb

The identities of non-binary femme people are more often than not disproportionately ignored and excluded, even in traditionally LGBTQ+ spaces. This problem is directly tied to sexism—people often have internalized a relationship between femininity and womanhood and have a specific picture in their minds of what non-binary people look like, which does not include those of us who are femme-presenting. In this session, panelists will share their experiences as femme non-binary people and identify specific forms of marginalization that they experience. The session will conclude with a discussion where the panelists and audience will together brainstorm ways to elevate and celebrate folks in the femme non-binary community. All of the ideas developed during this session will be incorporated into future inclusion efforts led by oSTEM's Femme Non-binary Working Group. oSTEM members of any identity are welcome to attend and encouraged to join in the discussion.

Telling Stories About Science & Self

Marquette A

Olivia Ambrogio

Typically, white, Western science has focused on “objectivity” to the point of erasing the personality—sometimes the person—of the scientist(s) doing the work. This has the unfortunate effect of making scientists seem like ciphers and of hiding the diversity of people doing science—from ourselves as well as from wider audiences. When we want to increase visibility and connect with others about science, we need to humanize science and scientists. One of the best ways of doing this is through telling stories—about our own journeys as well as about our science. This interactive workshop will discuss story structure and elements, the power of including emotion, and the benefits and challenges of sharing stories of ourselves as well as our work.

Navigating Roadblocks in Your Path through STEM

Marquette B

Quincy Greene, AJ Schlesinger, Kati Moug, Claire Ladan

This roundtable discussion will create space for those of us in STEM who navigate alternative and sometimes rocky pathways into our field(s). Obstacles to succeeding in STEM include, but are not limited to, physical and mental health challenges, gap years, changing majors or fields, homelessness, poverty, barriers to educational access, and/or toxic family dynamics. Because STEM conferences often celebrate attendees with 4-year degree completion rates and 4.0 GPAs who follow “the right path” in their fields, this session will shift that focus in order to highlight people with laborious pathways into STEM. Our speakers will represent both a variety of hurdles in and unique perspectives on overcoming those obstacles. If you want to connect with other people like you, for whom a meandering STEM path is real, this is the session where your voice will be heard!

More Workshop Block 2 Programming on the next page!



WHO WE ARE

Naval Sea Systems Command
(NAVSEA)



Naval Air Systems Command
(NAVAIR)



Naval Information Warfare Systems
Command (NAVWAR)

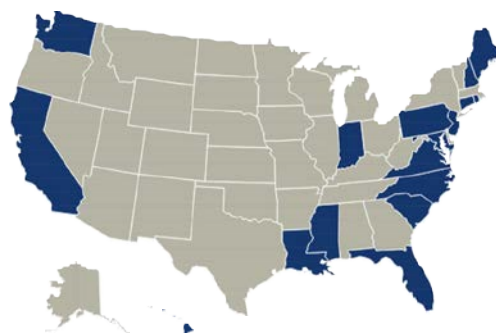


Navy Civilian Careers is a partnership among three Navy Systems Commands (SYSCOMs) with one goal in mind: to encourage the best and brightest candidates to pursue civilian careers with the Department of the Navy.

Our Civilian STEM workforce engineer, build, buy, develop, and sustain every aspect of the Navy Fleet: including aircraft, weapons systems, ships, communications systems, and information systems. The Navy Civilian workforce is dedicated to providing the latest technologies and innovations to ensure that the U.S. Navy can protect and defend America.

OUR LOCATIONS

- 75 locations in 17 states and the District of Columbia
- International locations in Italy, Japan, Bahrain, and Guam



OUR CAREER FIELDS



Engineering



Science



Business & Finance



Human Resources



Logistics



Contracts

Friday

Workshop Block 2

5:10 PM - 6:10 PM

Queers Doing the Heavy Lifting and Activism

Richard

AJ Bryant, Angie Gonzalez

Being LGBTQ+, an activist, and pursuing a STEM major/career can cause a lot of stress, so how are you taking a break from all the heavy work and taking care of yourself? Angie, a queer CrossFit enthusiast, and AJ, the first transgender powerlifter at Penn State, have taken that shift from heavy work to heavy lifting to relieve stress and prioritize their physical/mental health and wellbeing. However, it wasn't always easy—queer folks are discouraged from a lot of different things and becoming an athlete can be one of them. Coming out as a queer athlete has its complications; from being criticized for our natural bodies (ex: Brittney Griner and Caster Semenya), to trans athletes being banned from competing in USA Powerlifting (USAPL). In this session, we explore the unique intersections between being queer, being fit, and discuss ways for queer folks to engage in physical activity as a method for self-care.

Queering Biology Classrooms and Curricula ‡

Nicolet

Sam L Sharpe

LGBTQIA+ students in college biology classes often find their identities and experiences ignored or stigmatized, which can alienate these students from continuing to study biology and reaffirm harmful misconceptions about human sex, gender, and sexuality in both these students and their heterosexual, cisgender peers. On a political and cultural level, the stigmatization and invalidation of queer, transgender, and intersex identities is 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.

Middle Sexualities Community Breakout

Columbus/Cabot

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.

Womxn in STEM Community Breakout

Duluth

Come join our community of Womxn in oSTEM 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 individuals who identify as womxn.

Queering Psychedelic Science

Mackinac East

Kitty Sipple

Psychedelic science research is entering into mainstream STEM studies as a new field to understand new possible alternatives in the field of mental health. This research creates possibilities for healing where mainstream medical options have not always been successful, and there is a need for diverse voices to be involved in this research, including the LGBTQIA+ community. This workshop will discuss what psychedelic science research is, particularly focusing on research involving the intersection of LGBTQIA+ community.

Out in the Mountain West: Cultivating an oSTEM Chapter at Montana State University

Mackinac West

Kyle Rutten, Monika Kwapisz, John Paxton, Bryce E. Hughes

LGBTQ+ people in Montana have limited access to community resources, making organizations like Montana State University's oSTEM chapter a critical asset for building community in these rural settings. In this interactive session, the first presenter will share a brief overview of research into the experiences of LGBTQ students in STEM, followed by a panel comprised of MSU student leaders and the chapter advisor who will lead a conversation around the lessons learned in establishing and sustaining the university's oSTEM chapter. Attendees will then be invited to share their own experiences, whether they are just starting to establish an oSTEM chapter on their home campus or are leading a well-established chapter and are looking for new ideas to keep their members engaged. Join us for what will surely be an exciting, interactive session to get ideas flowing.

REAL TALK: The Power of Authentic Communication

LaSalle A

Michael Scott Dixon, Matt Smith

Are you ready to get real? Communication is a critical skill that most of us recognize is our limiting factor in the workplace and beyond. Immerse yourself in true authentic communication. The Lockheed Martin PRIDE Network will be hosting this dynamic workshop to enable you to truly hear one another, to effectively engage in critical decision making and to make your voice resonate in the board room and in any relationship where authenticity is needed.

Saturday

Workshop Block 3

10:10 AM - 11:10 AM

Out @ Work – Cultivating Common Ground at Work

LaSalle B

Amanda Terrazas, Eric Hackett

While civil rights have improved over the years, LGBTQ people are still common targets of hostilities, making it a difficult decision on whether or not to be “out” at work. At the same time, many organizations in today’s business world include four generations of employees with ages that range over 60 years. Our panel will discuss selecting a company where you can bring your whole self to work, and how Gen Z/Millennials and previous generations can work together to create a safe and equitable work environment for LGBTQ+ employees.

D is for Doctorate

Cadillac

Jared Canright, Shayle Benjamin Matsuda, D. André Green II, John O’Trakoun

Are you thinking about pursuing a doctorate degree, currently enrolled in a doctoral degree program, or graduated with a doctorate and wondering what your next steps are? Come join us at this panel featuring students and professionals across various doctoral programs as they discuss their experiences navigating their career path. Topics will range from demands of their doctoral programs to entering the workforce. Panelists will be answering pre-formed questions followed by a Q&A with the audience.

Being Trans and Finding Chemistry Outside of the Classroom

Marquette A

AJ Bryant, Erin M Ross

Dating as a human is ripe with twists and turns, but when your Catholic mom always tells you to marry a tall dark handsome man, and that man turns out to be you...let’s just say that ‘dating’ can get tricky. Join us on a humorous but honest take on a trans man’s journey through self-acceptance and finding love in the place you least expect it. AJ and Erin will share the story of their personal experiences as a trans + cis couple, discussing how they learned to communicate around body dysphoria, love languages, sex, and personal boundaries. As no one journey tells the whole story, we will provide ample time for participant discussion to seek counterpoints and give opportunities for reflection on the audience’s own journeys. You are invited to this frank conversation about sex, sexuality, the human body, and dating as a trans person.

Brains Are Hard: Here’s How to Deal with Having One

Richard

Addie Leabman, Jacqueline Steel

In this workshop, we will be having an in-depth discussion regarding mental health in the LGBT+ community and how it intersects with STEM. Specific topics will be burnout, imposter syndrome, and executive functioning. We are going to be focusing on coping strategies and real-world experiences. Please note that while everyone is welcome to this session, we will be centering the voices of those who are neurodivergent, as well as students. Come to cry, stay to learn.

Language of Leadership Change: Beyond the Binary ‡

Nicolet

Kronda Seibert

What does your communication secretly say about who is welcome in your spaces? Learn to degender your professional spaces and build or enhance inclusive workplace and academic environments. You will leave this workshop with specific tools and action items to enact change from every level of organization.

SCIENCE DEMANDS DIVERSITY

After more than 40 years of tackling the toughest medical challenges, we know that approaching any problem from a single point of view is setting a course for failure.

Success depends upon welcoming diverse approaches, challenging the status quo and exploring hypotheses from all angles. Science demands diversity and so do we.

TO LEARN MORE ABOUT OUR COMMITMENT TO DIVERSITY AND INCLUSION, VISIT GENE.COM

Genentech
A Member of the Roche Group

Fighting cancer with pride.

Interested in transforming early cancer detection through the power of artificial intelligence?
Learn more at freenome.com/careers

freenome

RAYTHEON PEOPLE

INCLUSIVE. INSPIRING. INNOVATIVE.

Raytheon fosters an inclusive culture that harnesses the power of different ideas and experiences to deliver the innovative solutions our customers depend on.

 Raytheon.com
 [@Raytheon](https://twitter.com/Raytheon)
 [Raytheon](https://www.linkedin.com/company/raytheon)



Raytheon

© 2019 Raytheon Company. All rights reserved.

Notes

Notes page with horizontal dotted lines for writing.

Trans/Non-Binary Community Breakout

Columbus/Cabot

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.

Getting OUT of Your Head and Into Your Body

Duluth

Max Pisciotta, Luke W. Colaciello

Doing good science becomes limited when we can not find meaningful ways to communicate it, especially to people outside of the STEM fields. Even when it comes to presenting in front of our scientific peers, we can often find ourselves feeling uncomfortable in our own skin and trapped in our own mind. The goal of this workshop is to build presentation confidence as well as to take the participants out of their head and into their body, so they can be present for any situation. Improvisation, and the unique tools that it offers to help communicate, is a powerful and fun way to gain this confidence. This session will give participants the opportunity to learn simple improv warm-up techniques, group interactions, and monologuing.

More than Calculators: Asians in the LGBTQ Community

Mackinac East

Janghoon Yoon, Khanh Vien, Rosanne Lam, Ziyi Wang

Lack of experience and understanding can lead to offense without intent. While society has become more aware of the LGBTQ+ community, cultural/social differences offer an additional layer of complexity and intrigue. In general, Asians and Pacific Islanders (APIs) face unique challenges due to pre-conceptions, language barriers and, or socio-cultural differences. Often coming from strongly heteronormative communities, those who also identify openly, or silently, as LGBTQ+ face additional pressures and challenges. Join us for a discussion that seeks to build awareness of the difficulties faced this community and develop strategies to become a better colleague, friend, and ally.

Identifying, Establishing, and Maximizing Your LGBTQ+ Mentoring Relationships

Mackinac West

Quincy Greene, Claire Ladan, Bryce Griffier, AJ Schlesinger, Erin M Ross

Successful mentoring relationships allow us to explore and work towards a breadth of personal and/or professional goals. But what does it mean to be an effective mentor? As a mentee, how do you approach a mentor to initiate a relationship and ensure you both get the most out of it? For those who identify as LGBTQ+, these questions become even more challenging if you aren't openly out, lack workplace/university resources or support, or don't know other LGBTQ+ individuals with shared interests and experiences. This workshop session will focus on mentoring best practices, strategies for identifying and establishing mentoring relationships regardless of geographical constraints, and Q&A discussion with active participants in oSTEM's pilot mentorship program.

Saturday

Workshop Block 4

11:20 AM - 12:20 PM

Research Skills for the Newbie in the Lab ‡

LaSalle B

Emmett Leddin

Imposter syndrome, lab notebooks, and presentations, oh my! Getting started with research can be overwhelming—how do you set reasonable expectations about workload and deadlines when you’ve never done something like this before? Likewise, communicating your data is just as important as doing the research, but learning how to communicate effectively can be overwhelming and unclear. This workshop will cover personal research skills (i.e., building healthy lab relationships, recognizing toxic lab behavior, and imposter syndrome), as well as some tips and tricks to help get you familiar with the tools and hidden “gotchas” of research, such as reference managers, collaborative projects, image making, building presentations and posters, and sharing published work.

Future of Human Transportation

LaSalle A

Michael Ulloa, Christine Bland, Rachel Flynn-Kasuba

Transportation is at the center of our fast-paced, modern-day lives. Many take cars, trains, buses or even planes to work everyday or to see family. As populations grow and transportation needs rise, the importance of developing efficient, cost-effective and environmentally friendly options is increasing exponentially. Speakers will be sharing their experiences from industry and academia on how best to tackle this critical challenge.

Sticking it Out: The Academic Career Path for LGBTQIA+ STEM Graduates

Cadillac

Pedro Morgado, Raul Navarro, Bradley Tolar

What happens after you get your STEM degree(s)? If you decide you want to stay in academia and continue with research and teaching, what’s next after graduate school? What exactly is a postdoc and do I need it to be successful? How does my identity fit into a career track with few professors who are like me? Come hear about the academic experience from LGBTQIA+ Postdocs and Faculty, get insight into tips and tricks for navigating academia, and find out what we wish we’d known before we started. As we know, there is a ‘leaky pipeline’ along the STEM academic career track with diverse, underrepresented, and minoritized individuals leaving before reaching the upper levels. In addition, many LGBTQIA+ faculty are unwilling to be out. That’s why we are here to answer your questions, share our own experiences, and encourage you to succeed in academia.

Research Symposium

Marquette A

“Effect of Processing Conditions on the Structure, Morphology and Electrical Properties of Nanocrystalline Niobium Thin Films” - Avery “Murphy” Haubert

“Investigating the Impact of Mucins on Wound Healing in *Clytia hemisphaerica*” - Katherine Chiasson

“Dry Orgasm, Censorship, and A New Perspective on the Masters and Johnson Sexual Response Cycle” - Daina Almario-Kopp

“Effects Of Drought Stress Across Population and Age in Wild Foxtail Millet *Setaria Viridis*” - Sam Sharpe

More Workshop Block 4 Programming on the next page!

‡ = Professional Programming Track

Meet the 50,000 technologists driving our business forward. (Well, some of them anyway!)

2019 Out in Science, Technology, Engineering, and Mathematics (oSTEM) Conference

With an investment of \$11 billion a year in technology, we're transforming the financial services industry with high-performance cloud computing, payment innovations, new digital experiences, advanced cyber security features and more. We're looking for bright minds from all backgrounds to join our team and take our technology solutions to the next level.

Are you up for the challenge? Come meet our leading tech experts, and find out how you can make a real impact on the future of financial technology.

Visit us at Booth #200. We look forward to meeting you.

Make Tomorrow Together

jpmorganchase.com/techcareers



JPMORGAN CHASE & CO.

Saturday

Workshop Block 4

11:20 AM - 12:20 PM

Environmental Justice: an Intersectional Discipline and an Existential Imperative

Richard

AJ Schlesinger

Environmental health is more than a modern political issue: it's a requirement for any sustainable and equitable society. Not everyone in the world is impacted equally by ecological harm: the industrial fallout of pollution and climate change disproportionately impact communities of indigenous people, people of color, the working class, and LGBTQ+ folk. This workshop investigates the contours of the environmental justice movement and our community's role within it. Also included will be a discussion on how we as STEM professionals can challenge and disrupt the industrial systems that exploit marginalized communities.

Engaging Queer Students in STEM Fields with Queer Science! ‡

Nicolet

Rachel Tenney, Juliet Johnston, Claire Myers, Elliott Dean

Did you ever dream of being a scientist? Did any queer scientists inspire you? This workshop addresses ways to encourage young people's participation in STEM, with Queer Science, an organization dedicated to science outreach for LGBTQ high school students. The workshop has three components: (1) how to organize similar events, (2) hands-on active learning demonstrations, and (3) a discussion about how to support LGBTQ high school students. We dive into ways for authentic collaboration with young people in institutionally adultist academic spaces.



NOGLSTP is the professional society for LGBTQ+ people in STEM, providing...

- *Advocacy*
- *Professional development*
- *Networking, mentoring, peer support*
- *Recognition Awards*
- *Scholarships*
- *Symposia, Workshops*
- *Biennial Summit "Out to Innovate"*
- *and more!*

Open to professionals and students at all phases of their training and careers.

Science, Technology, Engineering, and Mathematics with **PRIDE!**

‡ = Professional Programming Track

Member Mixers

Student Regional Mixers

Various

Find and connect with other student members from your region during our Member Mixers! Students will have the opportunity to meet students in their region as well as their Regional Coordinator. Students who are starting a new chapter or are not part of a chapter are also welcome. For which region is meeting in which room, please refer to the chart on the right hand side page.

Graduate Student Mixer

Marquette A/B

We understand that graduate students have unique experiences so this year we are introducing a Member Mixer just for graduate students! Connect with other graduate students in graduate specific oSTEM chapters, oSTEM chapters for all students, and those who are not associated with a chapter at all. All graduate students are welcome!

Professionals Mixer

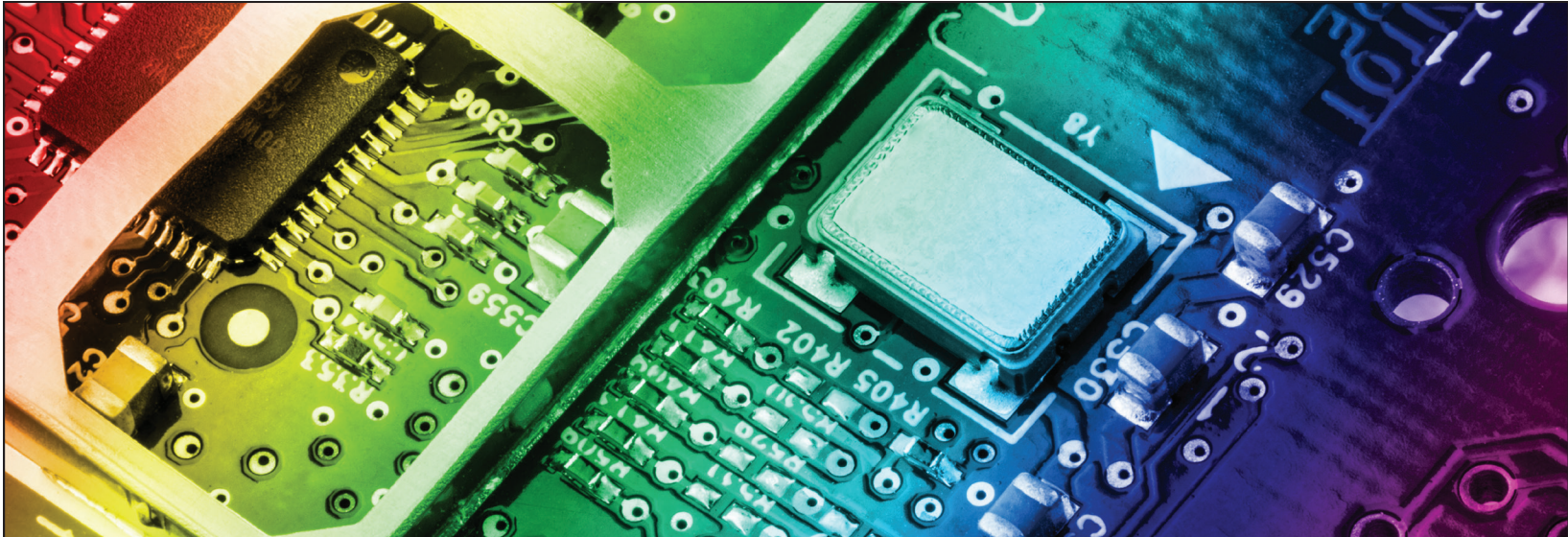
Cadillac

Network with other professionals in the oSTEM community! We will discuss being out in the workplace, ERGs (or a lack thereof), and how to start a professional oSTEM chapter in your city. All professionals are welcome!

Sponsor Meeting

Duluth

Each sponsoring organization or future sponsor should send one to two representatives to this meeting to provide feedback on this year's conference and learn more about our opportunities next year. We want to meet and hear from you!



We are world-changers

At TI, we value diversity and are committed to ensuring 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, while creating opportunities for our technology to improve lives in every region of the world. Learn more at ti.com/diversity.

careers.ti.com

Member Mixers

Region A Richard	Region B Nicolet	Region C LaSalle B
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-U.S.		Tennessee
		Virgin Islands

Region D LaSalle A	Region E Mackinac East	Region F Mackinac West
Illinois	Arizona	Alaska
Iowa	Colorado	California
Kansas	Montana	Hawaii
Minnesota	New Mexico	Idaho
Missouri	Oklahoma	Nevada
Nebraska	Texas	Oregon
North Dakota	Utah	Washington
South Dakota	Wyoming	Other U.S. Territories
Wisconsin		

Graduate Students Marquette A/B	Professionals Cadillac	Sponsors Duluth
Graduate Students, both in a chapter and not in a chapter.	Professionals interested in starting/joining a professional chapter.	Current and Potential Sponsors interested in sponsoring next year.

Notes

A series of horizontal dotted lines for writing notes.

Notes

Notes page with horizontal dotted lines for writing.

It's not only **WHAT** you do,

It's **WHY** you do it.

What's your expertise?

Is it data science or neural networks? Advanced machine learning or artificial intelligence?

Whatever your technical specialty, the National Security Agency has a position that combines your expertise with our mission:

The safety and security of our families, our communities and our country.

Apply today

IntelligenceCareers.gov/NSA

Computer/Electrical Engineering
Computer Science
Cybersecurity
Data Science
Information Assurance
Mathematics
Cryptanalysis
Signals Analysis
Security & Counterintelligence
Paid Internships, Scholarships & Co-op
and many more



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



NSA

WHERE INTELLIGENCE GOES TO WORK®

IMPACT TOMORROW, TODAY

For more than a century, Merck has been working in service of humanity—inventing medicines and vaccines for many of the world's most challenging diseases.

In joining Merck, you'll be part of an organization that's transforming lives through a culture of spirited collaboration and applied inquiry. We work relentlessly to improve health outcomes for countless people around the world—yesterday, today, and tomorrow.

How will you
invent the future?

[merck.com/careers](https://www.merck.com/careers)



Merck is proud to embrace diversity in all its manifestations | EOE M/F/D/V



At National Grid, we take Pride in recognizing that diversity enables team members, promotes collaboration, and drives energy innovation.

Join us in building
a brighter, more equal
future.

careers.nationalgridus.com

Connect with us on



nationalgrid

PARIVEDA

**DIVERSE PEOPLE
DIVERSE IDEAS
DIVERSE SOLUTIONS**

**GROW YOUR WHOLE SELF
TOWARDS YOUR HIGHEST POTENTIAL**

[PARIVEDASOLUTIONS.COM](https://www.parivedasolutions.com)
[LEARN.COACH.GIVE](https://www.learn.coach.give)

Be you.

At Rockwell Automation, we know that bringing The Connected Enterprise to life starts with being our whole selves at work. Through our culture of inclusion, we are expanding human possibility.



CATALYST
2017 AWARD WINNER



Our Culture of Inclusion Journey
<https://careers.rockwellautomation.com>

Copyright © 2019 Rockwell Automation, Inc. All Rights Reserved.

Startups 101: Get Your Bearings Before You Start!

Mackinac East

Eric Patridge

Is your idea right for a startup? What's it like to work at a startup? Startups often feel like a "blackbox".... magic happens, but you aren't quite sure how. There are various kinds of startup companies (oSTEM was/is also a startup!), and the answers to your questions will absolutely depend on which product your company is focused, as well as which role you take. One thing is for sure: before you work for a startup company (or your own!), you need to do a lot of homework. Participants will learn about the landscape of startups (including likely directions for "success") and how to gauge which ones may be excellent places to work. As an attendee, you will have an opportunity to get feedback on your own ideas and practice managing your resources (and yourself) in order to accomplish your goals. Note: this workshop will briefly discuss funding challenges.

How to Tell Your Story: Writing a Compelling Application

LaSalle A

K Ryder Fox, Luke W. Colaciello

In this workshop, participants will have the opportunity to engage with techniques that will help them tell their story—specifically in the context of the Personal Statement, a nearly ubiquitous component of any application. This workshop will provide a space in which participants with pre-written 1- to 2-page statements can get personalized feedback, as well as ask questions related to how to share their personal identities with an unknown audience (application reviewers). As LGBTQI+ individuals, it can be difficult to know when and how to incorporate an important part of our identity into an application. Through this workshop, we aim to provide participants with the tools to be true to themselves in an authentic and efficient way.

Developing LGBTQ+ Inclusion Trainings with Impact ‡

LaSalle B

Pete Cholewinski, Erica Snider

To be impactful, LGBTQ+ inclusion trainings must candidly and accurately present the challenges our community faces and yet positively engage members of the dominant culture (who may have little or no exposure to the LGBTQ+ community). Failure to do both will lead to trainings that are poorly attended, unpersuasive to those who do attend, and ineffective at driving culture change or inclusion. In 2019, Fermilab's ERG for the LGBTQ+ community (Spectrum) rolled out the Lab's first-ever LGBTQ+ inclusion training. It was quickly embraced by Spectrum members, management, senior leadership, and is now a sought-after training with positive 'buzz'. This presentation will share learnings and insights our team gained over an eight-month development process to aid others in creating and successfully presenting inclusion trainings.

Saturday

Workshop Block 5

2:30 PM - 3:30 PM

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

Cadillac

Lilian Martinez, Lianna Newman, Sambuddha Banerjee, Angie Gonzalez, Amila Cooray, Ricardo Ferrer

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.

Research Symposium

Marquette A

"Disease driven dynamics of evolutionary rescue from a game-theoretic perspective" - *Brandon Grandison*

"Measurement of the Anomalous Magnetic Moment of the Muon at Fermilab" - *Joshua LaBounty*

"Antibiotic Drug Resistance before the Antibiotic Era" - *Mische L Holland*

"Stochastic Sand: Simulating Self-Assembly of Nanoporous Catalysts" - *Eden Richardson*

What to pack?: Traveling While Trans and Non-binary (Fieldwork, Conferences)

Nicolet

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!

Though centered around trans and non-binary graduate students and postdocs, this workshop will also be valuable for undergraduates interested in pursuing graduate school, as well as professionals involved in planning and booking travel, fieldwork/cruises, and ground logistics for trans/non-binary students.



Inclusion Lives Here.

Work(place)Forward underscores Arrow's commitment to innovation, powered by global inclusion and diversity. We bring together employees from all over the world who have unique perspectives, experiences and varied backgrounds to help us all innovate and grow our Arrow business and our careers.

Together, our global community fuels technology innovation that inspires and drives our shared success, now and Five Years Out. This is Work(place)Forward. Join us.

ARROW
Five Years Out

careers.arrow.com

BUILDING THE FUTURE WITH PRIDE

We see the world in full color. Inclusion takes us to new heights, and we're excited to fly higher together. Boeing is proud to stand with the LGBTQ+ community and build a future where everyone can soar.

boeing.com/careers



Boeing is an Equal Opportunity Employer. Employment decisions are made without regard to race, color, religion, national origin, gender, sexual orientation, gender identity, age, physical or mental disability, genetic factors, military/veteran status or other characteristics protected by law.



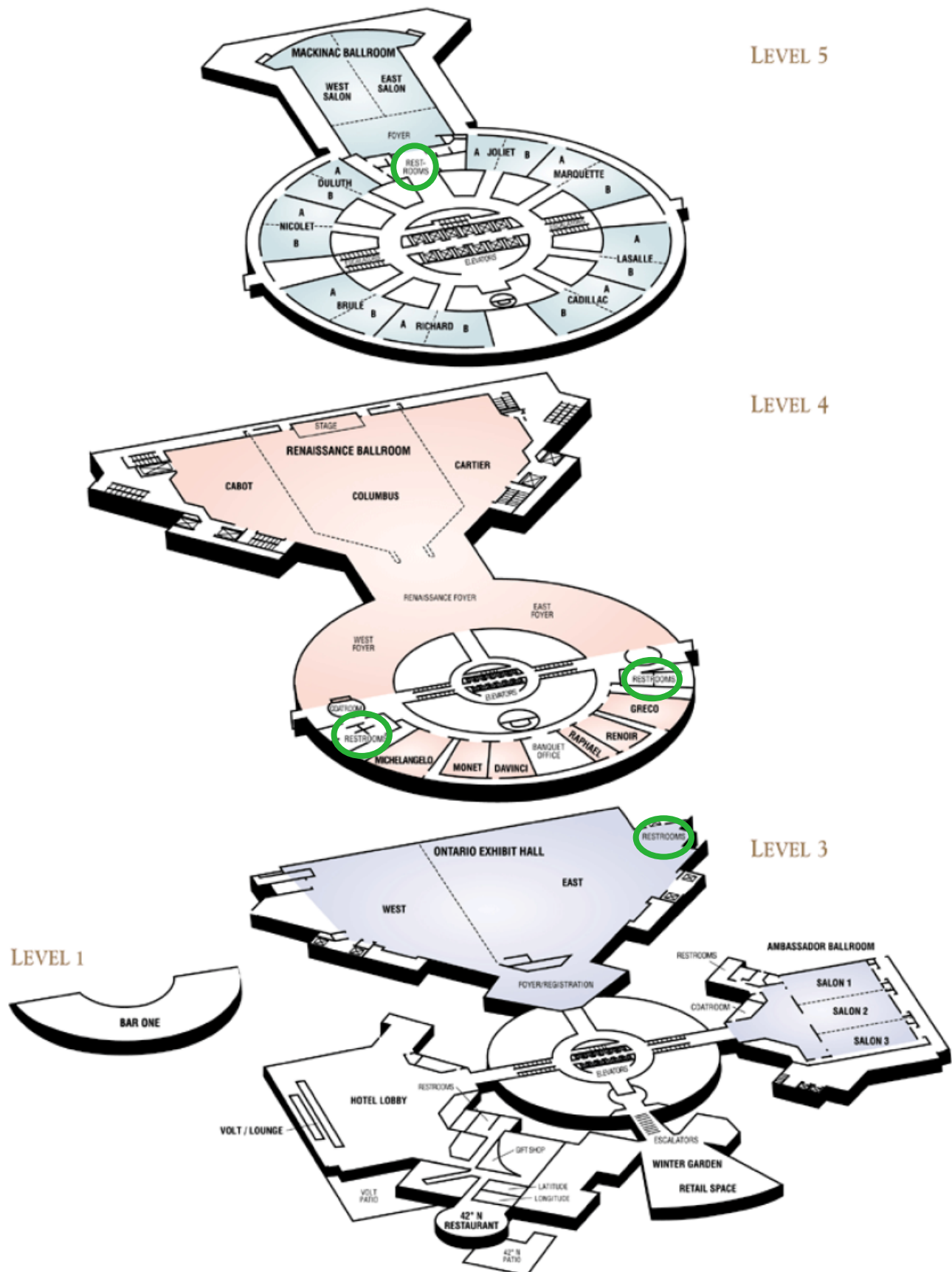
Workshop Grid Schedule

	Workshop Block 1 <i>Friday</i> <i>4:00 PM - 5:00 PM</i>	Workshop Block 2 <i>Friday</i> <i>5:10 PM - 6:10 PM</i>
Columbus/ Cabot	Racial & Ethnic Diversity Community Breakout	-
Duluth	(Dis)ability Community Breakout	InQEERY Community Breakout
Mackinac East	How to Be a Better White Gay	Accessibility for All
Mackinac West	Pursuing Life Science: Academic and Professional LGBTQIA+ narratives	Examining Emotional Intelligence: Self-Awareness, Self-Management, Empathy, and Social Skills
LaSalle A	Software is Eating Your Car	Acing the Technical Interview and Online Coding Assessment
LaSalle B	An Introvert's Guide to Networking in the IT Industry	LGBTQ+ ERGs and Their Impact on Company Culture
Cadillac	Navigating First Career Experiences as an Out LGBTQA+ Employee	Non-binary People Can Be Femme Too: Creating LGBTQ+ Communities Inclusive of Invisible Identities
Marquette A	How to Market Your oSTEM Experience on a Resume/ Interview	Telling Stories About Science & Self
Marquette B	Getting Queer in the Atmosphere: Saving Our Pale Blue Dot	Navigating Roadblocks in Your Path through STEM
Richard	The Science of Gendered Bodies	Queers Doing the Heavy Lifting and Activism
Nicolet	Science Advocacy: How to Get Involved and Make Impact	Queering Biology Classrooms and Curricula

Workshop Grid Schedule

	Workshop Block 3 <i>Saturday</i> <i>10:10 AM - 11:10 AM</i>	Workshop Block 4 <i>Saturday</i> <i>11:20 AM - 12:20 PM</i>	Workshop Block 5 <i>Saturday</i> <i>2:30 PM - 3:30 PM</i>
Columbus/ Cabot	Middle Sexualities Community Breakout	Trans/Non-Binary Community Breakout	-
Duluth	Womxn in STEM Community Breakout	Getting OUT of Your Head and Into Your Body	-
Mackinac East	Queering Psychedelic Science	More than Calculators: Asians in the LGBTQ Community	Startups 101: Get Your Bearings Before You Start!
Mackinac West	Out in the Mountain West: Cultivating an oSTEM Chapter at Montana State University	Identifying, Establishing, and Maximizing Your LGBTQ+ Mentoring Relationships	-
LaSalle A	REAL TALK: The Power of Authentic Communication	Future of Human Transportation	How to Tell Your Story: Writing a Compelling Application
LaSalle B	Out @ Work – Cultivating Common Ground at Work	Research Skills for the Newbie in the Lab	Developing LGBTQ+ Inclusion Trainings with Impact
Cadillac	D is for Doctorate	Sticking it Out: The Academic Career Path for LGBTQIA+ STEM Graduates	Dear White People: Intersection of Race/ Ethnicity and LGBTQA Identity
Marquette A	Being Trans and Finding Chemistry Outside of the Classroom	Research Symposium 1	Research Symposium 2
Marquette B	-	-	-
Richard	Brains Are Hard: Here's How to Deal with Having One	Engaging Queer Students in STEM Fields with Queer Science!	-
Nicolet	Language of Leadership Change: Beyond the Binary	Engaging Queer Students in STEM Fields with Queer Science!	What to pack?: Traveling While Trans and Non- binary (Fieldwork, Conferences)

Conference Venue Map



All Gender Restrooms are marked with a green circle 