

# oSTEM 2020 + OUT TO INNOVATE™

THE MAGIC OF TENACITY  
NOV. 12-15 • VIRTUAL CONFERENCE

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# LETTER FROM OUR CONFERENCE CHAIR

Hello friend!

Thank you for participating in our 10th Annual Conference + NOGLSTP's Out to Innovate™ 2020!! I'm glad that you are able to join us. Between a pandemic and an election, this past year has been historic. The conference this year is historic as well, seeing as it is the 10th oSTEM Conference. When deciding on a theme I had jokingly wanted to go with "A Decade of Magic" in reference to the fact that we were going to be in Anaheim, home to the "Happiest Place on Earth." Yet when, at last year's conference, I saw the potential a good theme has for inspiring speakers I quickly abandoned that idea.

Instead our theme this year is "The Magic of Tenacity" which still holds the intent behind the original idea. After we made the difficult decision to go virtual I was asked if we had planned on changing the theme. I felt and still feel that the theme stands because even though we are all here online tenacity is magical. The true magic of tenacity, besides starting with the word form of the number 10, is the ability to build, grow, and maintain a sense of community in the face of adversity.

oSTEM is, for a large portion of you, the first place where your sexual identity or gender identity and your STEM background and interests aren't at odds but instead celebrated. This experience is the foundation upon which our community is built. But to build upon that foundation requires tenacity! The tenacity to unapologetically embrace the many facets of being both LGBTQ+ and in STEM. For me, this conference embodies that tenacity and fuels it. I have met so many wonderful humans while planning and attending oSTEM conferences. I consider it some of the most important work I have ever done because I have witnessed the potential the conference imparts on its attendees.

This past year has brought us all adversity. I am not going to list out the sources of this adversity. Instead I want to highlight the potential of tenacity. Back in June the Supreme Court decided that Title VII of the 1964 Civil Rights Act prohibits employers from firing an individual based on their sexual orientation or transgender status. It takes great tenacity to speak truth to power and to overturn the status quo. I hope this conference gives you the tenacity to live your truth. I urge you to tap into the magic of tenacity to grow your community while attending the conference. I know that together we can accomplish more than any one of us can alone. Most importantly I want you to enjoy the conference.

**Matthew Welmars, 2020 Annual Conference Chair**





# LETTER FROM THE NOGLSTP CHAIR



Dear NOGLSTP members, oSTEM members, and Supporters,  
Welcome to the 10th Annual oSTEM Conference + Out To Innovate™ 2020! I am thrilled to see everyone here, investing your time and effort to support and maintain our community in the midst of this pandemic. Throughout this year, I have drawn strength from my fellow members of NOGLSTP and oSTEM. Our work together to organize this event has been a source of continuity for me, and I hope you take strength and hope away from the event itself.

This year has felt like an extended earthquake in the United States and around the globe. Some of these tremors have left me shaken and concerned. We are all facing health and economic risks that we were not just a year ago. Some of these tremors, though, have already been channeled into positive, creative force for changes that will benefit all of us. I stand in awe of Black Lives Matter, I know that oSTEM and NOGLSTP stand in solidarity with them, and I will learn from

their example of driving positive social change.

I want to thank oSTEM for inviting us to partner with them for this event. Our previous joint event in 2014 was a wonderful chance to bring together LGBTQ+ professionals and students, across multiple generations. This year is on track to bring more of our intersectional community together than either of us have before. We share a common vision for the change we want to see, and it is a pleasure to work together to achieve that.

Every oSTEM Conference and Out To Innovate I have attended has left a strong impression on me and had a positive impact. The first Out To Innovate introduced me to a community of LGBTQ+ people in STEM who I barely realized existed. Each of these events has filled me with encouragement and pride. I have learned something at every event, from the presenters and from the attendees. I hope each of you take away new knowledge and new connections. I encourage you to engage in as many events, and in as many ways, as you can. The network you are building will benefit your education and career, and I believe it will benefit our society and our planet.

I look forward to seeing all of you at this week's events and continuing to work together moving forward.

With pride,

TJ Ronningen (he/him)  
NOGLSTP Chairperson



# LETTER FROM THE oSTEM CEO

Dear oSTEM Family,

Welcome to 10th Annual oSTEM Conference + NOGLSTP's Out to Innovate™ 2020!

There is inexplicable magic that happens every year at our Conference. During this weekend, months of work, countless emails and late nights ignite and reveal the heart and soul of our volunteers and community. I will never find the words to adequately convey the feeling of walking into a room filled with you all, my people, and knowing that oSTEM is my home. I hope you too can experience this magic.

If you are a new attendee, welcome! If you are a returning attendee, from the bottom of my heart I thank you for following us into this new conference experience. I want to acknowledge my grief over the missed opportunity to see your faces, feel your excitement, and strengthen our relationships in person - but we at oSTEM know that our decision to go virtual is centered in what is best for our community.

My sincere hope this weekend is that you can make some new friends, enjoy our incredible programming, find your dream job or a research advisor who is your perfect match. Our volunteers did months of intensive research to bring to you the best experience we can. The oSTEM conference is made up of so many components: our programming, our career fair, our connections, and most importantly, our shared identity spaces. We could not compromise on any of these components by limiting them to a single platform, and with this knowledge in hand, we invite you to join us on our platform-hopping adventure.

I look forward to engaging with you in these coming days and beyond, as we strengthen our online community and platforms. The "Magic of Tenacity" is found within you. Regardless of where you are in your journey of life and learning, you are here with us building your network, mastering your skills, and honoring your identities, and I am so proud of you all! La distancia entre nosotros es solamente virtual.

Gratefully yours,

Lilian M. Martinez (she/her)  
Executive Director & C.E.O.



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A series of overlapping triangles in teal and pink colors, located in the top right corner of the dark blue background.

**THANK YOU!**

**Our Conference is made possible in part by a generous donation from the Gordon and Betty Moore Foundation.**

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# CONFERENCE TEAM

## CONFERENCE CORE TEAM

Matthew Welmers, *Conference Chair*

Schuyler Borges, *Conference Vice-Chair*

TJ Ronningen, *NOGLSTP Liaison*

Jared Canright, *Conference Technologies Chair*

Stephanie Huard, *Conference Logistics Chair*

Abeda Alam, *Conference Programming Chair*

Emily Li, *Conference Sponsorship Chair*

## CONFERENCE SPONSORSHIP TEAM

Emily Li

Vern Gruning

Cortland Russell

David Falk

## CONFERENCE LOGISTICS TEAM

Stephanie Huard

Jared Canright

Joshua LaBounty

Bryce Griffler

Jacob Guttman

TJ Ronningen

## CONFERENCE PROGRAMMING TEAM

Abeda Alam

Mike Giordano

Courtney Amster

Kyle Ta

Bryan Lynn

Jeremy Yoder

Tarek Hassoun

# CONFERENCE PLATFORMS

This year, the conference will be held on 3 different platforms - **BIZZABO**, **BRAZEN**, and **GATHER**. This allows us to provide the best experience for you, the attendees.

## BIZZABO - PROGRAMS

Bizzabo is where all of our main programming will occur for the conference.

You can view the agenda, join programming sessions, and navigate to the other platforms as well.

[GO TO BIZZABO](#)

## BRAZEN - CAREER & GRADUATE SCHOOL EXPO

Brazen is where we're hosting the career fair this year. There are 2 days of career fair, requiring a quick, free additional registration for each day.

We also have guides and resources for the expo on [our website here](#).

[DAY 1 BUTTON](#)

[DAY 2 BUTTON](#)

## GATHER - POSTER SESSION & SOCIAL HANGOUT

Gather will be our virtual social hang out space during the conference. You'll have a small avatar you can control with the Arrow Keys, WASD keys, and the "X" key to interact with items.

The Poster Session will be hosted here along with parts of our hackathon. There will also be "portals" for you to access Brazen and Bizzabo inside too, so feel free to hang out in there during downtime and then head off to your next programming session.

[GO TO GATHER](#)



# CONFERENCE ETIQUETTE

## INITIAL ASSUMPTIONS

Some of the individuals you may encounter at oSTEM events may not have gender presentations you are accustomed to. Gender presentation is how we display to the world what gender we identify with. For example, in American culture a dress has typically been associated as a feminine gender presentation.

The gender presentation of individuals within oSTEM may be different from what you would see within other organizations. You may see someone that you perceive to be a man wearing make-up or traditionally feminine clothing (such as a dress or skirt). Many people feel comfortable bringing their full selves to oSTEM, and these differences are not a reason to be concerned or react negatively. Attendees are people first, and they deserve to be respected regardless of their presentation or identity.

Although gender presentation may seem to be a confusing topic, the complexity of gender itself is even more diverse. Below are some basic concepts:

- **Sex** - the physical differentiation of bodies (male, female, intersex)
- **Gender Identity** - the mental state of differentiation, or an individual's own sense of gender (man, woman, genderfluid, non-binary, agender, etc.)
- **Gender Expression** - how you present your gender identity to the world (masculine, feminine, androgynous, non-binary); also includes performance of gender roles and expectations
- **Sexual Orientation** - the physical or sexual attraction you feel toward others (homosexual, heterosexual, asexual, bisexual, etc.)
- **Romantic Orientation** - the romantic attraction you feel toward others (homoromantic, heteroromantic, aromantic, biromantic, etc)

# CONFERENCE ETIQUETTE

## HOW TO BE AN ALLY

### **Be respectful and mindful of the diversity of bodies and presentations.**

Don't point or stare, don't take photos of attendees, and don't gossip about the attendees. People are often aware of these actions as they happen, and they can feel incredibly violating and make someone fear for their personal safety.

**Don't make gendered assumptions.** Gender is fluid and many attendees will fall at various places along and outside of the spectrum. Don't assume the gender of a person or their pronouns. Asking for the pronouns of attendees is not always welcome, as it can feel assumptive or as though you are somehow doubting someone's gender identity. In Brazen and for many folks in Bizzabo, pronouns are already appended to the end of display names to ease this process.

It is better to introduce yourself with your name and pronouns to create the invitation for others to do the same. Along with he/him/his and she/her/hers, common pronouns include they/them/theirs and ze/zir/zirs. Avoid using 'sir' and 'ma'am'. If asked your pronouns, please answer if comfortable doing so. If you do not have preferences, state as such.

**Hold everyone accountable for their actions**, particularly when they are harmful to trans and gender-nonconforming attendees. Harmful actions include: purposely misgendering attendees, gossiping about attendees, and staring at attendees along with more overt forms of harassment. There are direct violations of our Code of Conducts and can be reported at [beaware@ostem.org](mailto:beaware@ostem.org).

**oSTEM understands that we are all human**, and we ask that if an attendee corrects you that you move forward in the conversation being conscientious of the mistake. Perhaps first acknowledge the lapse by saying, "I'm sorry," "Thank you for correcting me," or something to that effect. If you have any questions, please reach out for clarification.

**When in doubt, ask conference volunteers!**

# CONFERENCE ACCOMODATIONS & CRISIS INFORMATION

WebEx, which is used for almost all of our programming sessions, has closed caption functionality. Additionally, our plenary sessions will have closed captioning as well.

If you require accommodations, have accessibility concerns, or need assistance accessing platform accommodations tools, please contact [access@ostem.org](mailto:access@ostem.org).

Additionally, this year we are partnering with THRIVE Lifeline, a grassroots crisis text line staffed by people in STEMM with marginalized identities. To learn more about THRIVE Lifeline, please visit their website: [thrivelifeline.org](http://thrivelifeline.org)

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# CONFERENCE SCHEDULE

\* Note: all times are listed in Pacific Standard Time (PST)

## WEDNESDAY, NOV. 11

9AM - 12PM	Hackathon Kickoff	<a href="#">Gather</a>
12 - 10PM	Hackathon	<a href="#">Gather</a>

## THURSDAY, NOV. 12

7 - 8:50AM	Sponsored Workshop Blocks	<a href="#">Brazen</a>
8 - 10AM	Hackathon	<a href="#">Gather</a>
9AM - 4PM	Community Breakouts	<a href="#">Bizzabo</a>
9AM - 12PM	Career & Graduate School Expo - Day 1	<a href="#">Brazen</a>
12 - 3PM	Poster Session	<a href="#">Gather</a>
4 - 6PM	Hackathon Check-In	<a href="#">Gather</a>

## FRIDAY, NOV. 13

7 - 10AM	Career & Graduate School Expo - Day 2	<a href="#">Brazen</a>
8:30 - 9:45AM	Workshop Block 1	<a href="#">Bizzabo</a>
10 - 11:45AM	Plenary Session	<a href="#">Bizzabo</a>
12:15 - 1:30PM	Workshop Block 2	<a href="#">Bizzabo</a>
2 - 3PM	NOGLSTP Awardees Reception	<a href="#">Gather</a>
2:30 - 3:30PM	Help! I Joined oSTEM but what do I do now?	<a href="#">Bizzabo</a>
3 - 6PM	Hackathon Demos	<a href="#">Gather</a>

## SATURDAY, NOV. 14

8:30 - 9:45AM	Workshop Block 3	<a href="#">Bizzabo</a>
10 - 11:45AM	Plenary Session	<a href="#">Bizzabo</a>
12:15 - 1:30PM	Workshop Block 4	<a href="#">Bizzabo</a>
2 - 3:15PM	Workshop Block 5	<a href="#">Bizzabo</a>
4 - 5PM	Social Mixers	<a href="#">Bizzabo</a>

## SUNDAY, NOV. 15

9AM - 12PM	Gender Affirmation Symposium	<a href="#">Bizzabo</a>
9AM - 12PM	NOGLSTP Member Meeting	<a href="#">Bizzabo</a>
10 - 11:30AM	Chapter Leader Summit	<a href="#">Bizzabo</a>
12PM - 1:30PM	oSTEM Annual Report Preview Presentation	<a href="#">Bizzabo</a>



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# PROGRAMMING DESCRIPTIONS & DETAILS

## WEDNESDAY, NOV. 11

### **9AM - 12PM**                      **Hackathon Kickoff**

Officially kicking-off the hackathon event. This session includes a welcome from oSTEM leadership, introduction of the sponsor JP Morgan Chase & Co., organizes hackathon teams, and introduces the technical challenges. After this session, hackathon teams work until Friday to complete their product demos.

### **12 - 10PM**                      **Hackathon**

Teams work on their hackathon product together.

## THURSDAY, NOV. 12

### **7 - 8:55AM**                      **Sponsored Workshop Blocks**

Please see the Sponsored Workshop Blocks page [here](#).

### **8 - 10AM**                      **Hackathon**

Teams work on their hackathon product together in teams.

### **9AM - 3PM**                      **Community Breakouts**

Please see the Community Breakouts page [here](#).

### **9AM - 12PM**                      **Career and Graduate School Expo Day 1**

Day 1 of the Career and Graduate School Expo. You can access the platform [here](#).

### **12 - 3PM**                      **Poster Session**

Please join us in [Gather](#) to hear some of our attendees talk about their research and share their poster. These posters can be visited throughout the conference.

### **4 - 6PM**                      **Hackathon Check-In**

Hackathon participants re-convene for Q&A session regarding technical challenges and address any event issues at this mid-way point through the event.



# PROGRAMMING DESCRIPTIONS & DETAILS

## FRIDAY, NOV. 13

**7 - 10AM**

### **Career and Graduate School Expo Day 2**

Day 2 of the Career and Graduate School Expo. You can access the platform [here](#).

**8:30 - 9:45AM**

### **Workshop Block 1**

Please see the Workshop Block 1 page [here](#).

**10 - 11:45AM**

### **Plenary Session**

Please join us for our opening Plenary Session. We'll be hearing Mylène Dipenta speak about their experience. We'll also be presenting the following awards: LGBTQ Employee Network, Strategic Alliance, Partner Excellence, Rookie Chapter of the Year, Overall Chapter of the Year, and the Global STEM Service Award.

**12:15 - 1:30PM**

### **Workshop Block 2**

Please see the Workshop Block 2 page [here](#).

**2:30 - 3:30PM**

### **Help! I joined oSTEM but what do I do now?**

Are you completely new to oSTEM and interested in starting a chapter at your university after the conference? This workshop aims to help you navigate starting a chapter and will cover topics like forming a student organization, finding other people to help lead the chapter, planning your first events, and promoting your chapter, among other topics. This workshop is for both those entirely new to student organizations and those that already have leadership experience.

**3 - 6PM**

### **Hackathon Demos**

Hackathon teams demo their product builds! The session will start with a brief program from our sponsor, JP Morgan Chase & Co, and will be followed by team demos for our panel of judges. Hackathon winners will be announced during the plenary session on Saturday.

# PROGRAMMING DESCRIPTIONS & DETAILS

## SATURDAY, NOV. 14

### **8:30 - 9:45AM      Workshop Block 3**

Please see the Workshop Block 3 page [here](#).

### **10 - 11:45AM      Plenary Session**

Please join us as we hear Sian Lewis speak about her experience. We will also be presenting the following awards: Poster Awards, Hackathon Awards, oSTEM Volunteer of the Year, and oSTEM Conference MVP.

### **12:15 - 1:30PM      Workshop Block 4**

Please see the Workshop Block 4 Page [here](#).

### **2 - 3:15PM      Workshop Block 5**

Please see the Workshop Block 5 Page [here](#).

### **4 - 5PM      Student Membership Social**

This is an informal space in Gather is for student members to meet and mingle with students in other oSTEM chapters. We will also provide a fun social bingo card to help break the ice and start conversations. This event will be a great opportunity for students to have fun and meet other conference attendees. Submit your filled out bingo card to the Membership team ([membership@ostem.org](mailto:membership@ostem.org)) for a chance to win some oSTEM Swag! Bingo Cards to download [here](#).

### **4 - 5PM      Professional Membership Social**

Network with other professionals in the oSTEM community! This is an opportunity to have professional and social discussions with other oSTEM professionals. We will put you in small breakout groups for fun and casual conversation!

# PROGRAMMING DESCRIPTIONS & DETAILS

## SUNDAY, NOV. 15

### **9AM - 12PM                      Gender Affirmation Symposium**

The Gender Affirmation Symposium is an inclusive and non-judgmental space hosted at the 10th Annual oSTEM Conference. The Symposium is a closed session for attendees who identify as Two-Spirit, transgender, agender, genderqueer, gender nonconforming, nonbinary, and people who are questioning their gender. Our goal is to connect attendees with people in the health and wellness fields who share similar identities in order to safely support intimate conversations.

This year, we are focusing on whole body wellness and will be divided into two sections: a main panel with question and answer session followed by topic-specific breakout groups for attendees. These smaller group discussions are designed to encourage open and thoughtful sharing of information between members of the community.

### **10 - 11:30AM                      Chapter Leader Summit**

This session is a great opportunity for chapter leaders to meet and collaborate with other chapter leaders. We will be hosting several break out rooms for a chance to talk with other leaders that are experiencing similar things at their own chapters! You'll also have a chance to talk with other seasoned chapter leaders and new leaders to get a different perspective and advice. Along with the break out rooms you will have a chance to ask questions to the Membership team and get access to lots of oSTEM resources all about growing your membership, collaborating with other student organizations, leadership transition, and more! You do not have to be a chapter leader to join! Anyone who is interested in chapter leadership can join.

### **9AM - 12PM                      NOGLSTP Town Hall**

All NOGLSTP members are encouraged to attend this town hall hosted by the NOGLSTP board. Board members will provide brief updates on NOGLSTP activities over the last year including updates on the rebranding. Members will have the chance to ask questions and discuss topics with the board and fellow members.

### **12 - 1:30PM                      oSTEM Annual Report Preview Presentation & Feedback**

Please join the oSTEM Executive Board for a discussion about the 2019-2020 Annual Report that will be released in December. We aim to provide an overview of the topics that will be covered and hear feedback from you. We hope you can join us.





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# KEYNOTE SPEAKERS



**MYLÈNE DIPENTA** (they/them) - *Friday, Nov. 13 Plenary Session*

Mylène started their career 25 years ago as a database developer, then studied electronics and worked as a hardware and firmware technologist in oceanographic R&D. For the last ten years, they have been teaching at a community college as well as continuing to work in industry. Their work experiences run a wide gamut that includes joy of satisfying work, the violence of misogyny and transphobia, the privileges of whiteness, and unexpected alliances with

people who took risks to stand up for them.

In that time, they have volunteered with organizations supporting women in trades and technology, organized a drop-in social group for rural queer and trans youth, facilitated professional development workshops on gender and sexuality issues, and worked on anti-white-supremacy education with and for other white people who want to end racism.



**SIAN LEWIS** (she/her) - *Saturday, Nov. 14 Plenary Session*

Sian [see-ann] is a lead data scientist at Booz Allen Hamilton. She manages a team of data scientists that support the Department of Defense Health Care Management System Modernization project to deliver a unified health care platform to active duty military members. At Booz Allen, she is the chair of the Professional Development Committee of the African American Network, the Vice President of Partnerships for Women in Data Science, and the Finance Director

of GLOBE+. She is also a data science teaching assistant at General Assembly and a data advisor for the National Urban League. Prior to joining Booz Allen, she was a principal in a political data firm and a political director for a labor union. For her contributions to data science and social good, Sian is a 2020 Women of Color in STEM All Star awardee, a 2019 DCFemTech awardee, and a 2017 Prince George's County, MD 40 Under 40 honoree. She lives in Southwest, DC.

# NOGLSTP AWARD RECIPIENTS

NOGLSTP is recognizing and celebrating the accomplishments of the following awardees from 2019 and 2020.

---

## 2019 Scholarship Awardees

Kellan Baker, *Out To Innovate Graduate Scholar*

Luis Castillo, *Out To Innovate Undergraduate Scholar*

Victoria Chen, *Out To Innovate Graduate Scholar*

Eilidh Lark, *Out To Innovate Undergraduate Scholar*

## 2020 Scholarship Awardees

Matthew Abrams, *Out To Innovate Graduate Scholar*

Sam Ayala, *David McClennan Memorial Undergraduate Engineering Scholar*

Leonie Barkakati, *Out To Innovate Community College Transfer Scholar*

Arpi Grigorian, *Out To Innovate Undergraduate Scholar*

Alexa Jakob, *InPHi Undergraduate Physics/Engineer Scholar*

Shayle Matsuda, *Out To Innovate Graduate Scholar*

Jay Meashey, *Out To Innovate Undergraduate Scholar*

Peter Pham, *Out To Innovate Community College Transfer Scholar*

Kelly Rojas, *David McClennan Memorial Undergraduate Engineering Scholar*

## 2020 Recognition Awardees

Dr. Sara Brownell, *LGBTQ+ Educator of the Year*

Mr. Jonathan Dell, *LGBTQ+ Engineer of the Year*

Queer Science at the University of Minnesota, *LGBTQ+ Organization of the Year*

Dr. Sean Whelan, *LGBTQ+ Scientist of the Year*



# COMMUNITY BREAKOUT DESCRIPTIONS & TIMES

THURSDAY, NOV. 12

**9 - 10AM**

**Race & Ethnicity**

**[Bizzabo Link](#)**

The Race and Ethnicity breakout is a space 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.

**10 - 11AM**

**InQUEERy**

**[Bizzabo Link](#)**

The inQUEERy breakout is a space for spiritual and/or religious queer folx to share our experiences with faith. InQUEERy provides a community in which you can openly question, express, and celebrate your faith, as well as an environment in which you can safely process how religion has been used as a tool of exclusion and oppression for queer people. This community breakout is open to anyone, regardless of spiritual or religious affiliation, or lack thereof.

**11AM - 12PM**

**Middle Sexualities**

**[Bizzabo Link](#)**

The Middle Sexualities break out is here for all of us to share our experiences as bi, pan, queer, ace, aro, poly, and more identifying people! We will have a variety of discussions depending on what people are interested in, be it intersections of identity, sharing personal stories, or advocacy brainstorming! This session is open exclusively to members of this community.

**12 - 1PM**

**Trans and Non-Binary**

**[Bizzabo Link](#)**

The Trans and Non-Binary breakout will provide a safe space to vent, meet, and share experiences with individuals who are trans, non-binary, gender non-conforming, intersex, and/or questioning their gender identity. This session is open exclusively to members of this community.



# COMMUNITY BREAKOUT DESCRIPTIONS & TIMES

THURSDAY, NOV. 12

## **1 - 2PM**

### **Ace and Aro**

[Bizzabo Link](#)

The Ace/Aro affinity breakout is for all aspec and questioning individuals to discuss our diverse experiences with asexuality, aromanticism, aspec labels, attraction, and relationships. As people who experience little to no attraction of various types, the experience of aspec queer people is fundamentally different from allo experiences. This is a space to discuss and break attraction and amatonormativity in queer spaces. This session is open exclusively to members of this community.

## **2 - 3PM**

### **(Dis)Ability**

[Bizzabo Link](#)

The (Dis)Ability community breakout provides a space for all folks to talk about physical and invisible disabilities and adversities as well as how we actively overcome them. Please join us as we share experiences of our own journeys in finding accommodations, identifying means of access for those who share our differences in ability, and as we talk through methods of self-advocacy and personal development. This session is open exclusively to members of this community.

## **3 - 4PM**

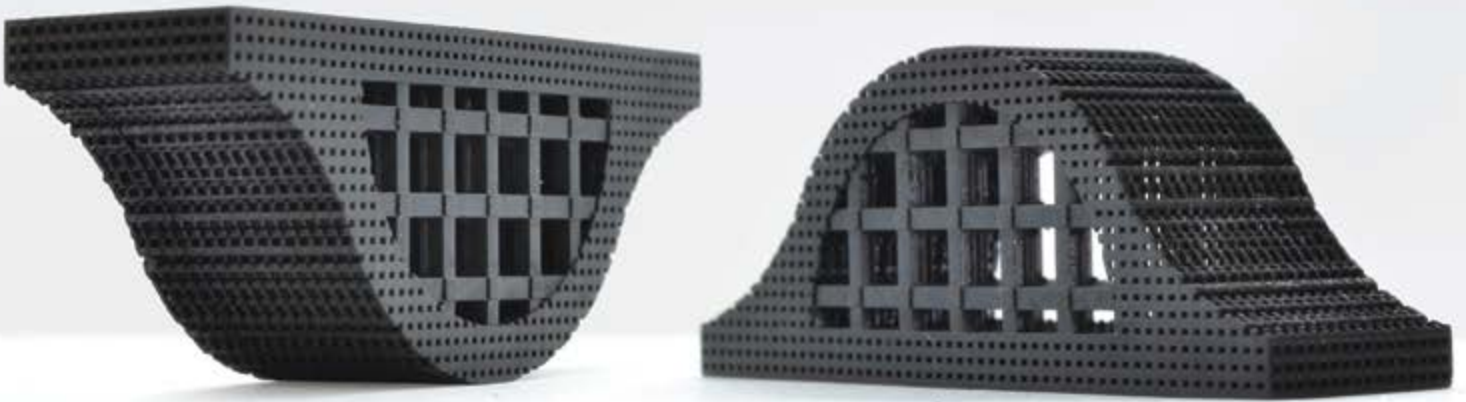
### **Womxn**

[Bizzabo Link](#)

What does being a womxn mean to you and how has that affected how you've moved in the world? The answer to this question varies by the experiences we've had, and our experiences aren't always apparent from our physical expressions. That's why we will first go through an activity to determine what experiences we have in common and then break up into groups based on our responses (feel free to be as open or not as you like). Hopefully you'll get a chance to interact with some people with similar experiences and get to learn how many people have different experiences than you do. This session is open exclusively to members of this community.

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# SPONSOR WORKSHOP BLOCKS

THURSDAY, NOV. 12 | 7 – 7:55AM

## **SRNL Today: Our Work and Our People**

SRNL is looking to build an exciting future in STEM, come hear about our work and our people. Opportunities for internships, postdoctoral appointments, and long-term careers will be presented.

## **JPMorgan Chase & Co: Acing the Technical Interview and Online Coding Assessment**

Join Terrance Bowman, from JPMorgan Chase's Chief Technology Officer, for an interactive and hands-on session on how to do well in technical whiteboarding interviews and online coding tests that companies are requiring candidates to complete to land internship and full-time opportunities.

## **Navy Civilian Careers: Meaningful Careers as a Scientist and Engineer in the DoD**

We will explore and debunk common myths of becoming a scientist and engineer in the Department of Defense versus the reality of starting a meaningful career.

## **Rockwell Automation: Courage in Today's Complex Climate**

The complexities of today's corporate climate with the current social, political and corporate pressures can mold you into your own worst enemy if you don't have the mental toughness to survive and thrive through challenging moments with the confidence and agility of a strong leader.

## **Being LGBTQ+ at Genentech and Roche**

Hear from several Genentech and Roche employees as they discuss their unique experiences in how they are able to show their authentic selves and how they engage in the LGBTQ+ community at work.

## **Out in the Pharmaceutical Industry with Merck**

The pharmaceutical industry has been prone to myths that can deter talent away from pursuing career opportunities in pharma, but we're here to clear the air, and share with you the impact you can make from drug research and development all the way to production and distribution.

**Lockheed Martin: Being True to Yourself - Authenticity in the Workplace**  
Authenticity seems to be a buzz word, now a days; however, what does this mean in the workplace? How can I bring my whole self to work and keep it real? Hear from Lockheed Martin employees whom are part of the Transgender Council and the overall PRIDE Business Resource Group (BRG) as to how they have been able to be their true and authentic self in the workplace.

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THURSDAY, NOV. 12 | 8 – 8:55AM

**Boeing: LGBTQ Challenges and Resilience in the STEM Workplace: An Interview with Jacky-Vy Chau**

Jacky-Vy Chau will share his experiences immigrating to the US, choosing the STEM field, coming out in his personal and professional life, and becoming the successful Senior Engineering Manager he is today.

**The Aerospace Corporation: Injecting Diversity into Aerospace**

The Injecting Diversity Into Aerospace panel brings together a diverse group of individuals who have played instrumental roles and have fought through the hardships to achieve pivotal advances in the way the aerospace industry approaches diversity in the workplace. Please be sure to register and submit your resume to: <https://tinyurl.com/yxt5b64h>

**Raytheon Technologies: Now Boarding: Your Aerospace Career!**

In this workshop engineering managers and talent acquisition specialists from Raytheon Technologies teach you how to craft an effective resume.

**General Motors Info Session**

General overview of GM, our vision, our future, and what we are doing to become the worlds most inclusive company.

**Texas Instruments: Out @ Work: Cultivating Common Ground at Work**

Join our discussion about navigating generational differences, bridging gaps that exist, and how those play in to your decision to come out at work.

**KSU: Rural STEM Initiatives and LGBTQ Representation at the Land-Grant Institution**

In this workshop, we will explore how LGBTQ+ experiences and representation at a rural LGI have shifted positively with an increased effort in development of discipline specific initiatives and educational efforts.



## **BASF: Technology and Innovation for a Sustainable Future**

The team at BASF will provide a closer look at the technology and innovation that BASF is implementing to ensure we have a sustainable future. In addition to explore how BASF wants to contribute to a world that provides a viable future with enhanced quality of life for everyone.

## **Welcome to Chevron - our people and culture**

Want to learn more about our people and how we work? Interested in hearing about our internship program and learning about real experiences as told by previous interns? Join us for a panel discussion and info session to hear insights from current Chevron employees and participate in a Q&A session. Come learn about our people, culture, and opportunities!

# VOLUNTEER

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Want to be a part of the team that makes the conference possible? Our team is always looking for passionate people who want to contribute to the LGBTQ+ and STEM communities. Volunteer opportunities are open to students and professionals alike. Learn more at:

[bit.ly/2JXJH7B](https://bit.ly/2JXJH7B)







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# WORKSHOP BLOCK 1

FRIDAY, NOV. 13 | 8:30 - 9:45AM

## **Leaving the Closet Behind**

[Bizzabo Link](#)

*Ms. Katarina Fowler (she/her), Whitney Hayden (she/her),  
Albert Nguyen (he/him)*

Even after 'coming out,' we often find ourselves coming out again. Every. Single. Day. Maybe a customer asks about your 'wife' or a family friend alludes to a 'boyfriend.' We all come out to different people in different ways, and it's rarely easy. This panel offers stories around coming out both at work and home - sometimes funny, sometimes scary. Panelists will share examples of how others responded to their coming out and how that changed the dynamic at work, if at all.

## **Values Assessment - Know what drives you and influences your decisions**

[Bizzabo Link](#)

*Ms. Katarina Fowler (she/her), Whitney Hayden (she/her),  
Albert Nguyen (he/him)*

Values are who we are, not who we would like to be, not who we think we should be, but who we are in our lives, right now. Our values serve as a compass pointing out what it means to be true to oneself. When we pay attention to and honor our values on a regular and consistent basis, life can be good and fulfilling.

## **Perseverance on the Pacific Crest Trail**

[Bizzabo Link](#)

*Mr. Justin Wang (he/him)*

College is hard, right? Now add majoring in a STEM field, working in research labs, being LGBTQA+, maintaining social and emotional well-being, and drinking enough water and now balancing all those things sounds like a nightmare. Like many in this community, I did all of those and more while mostly keeping my sanity, but I found myself sacrificing my emotional well-being losing sight of the present. I decided that this should be a priority, so I took a break in 2019 to hike the Pacific Crest Trail - a hiking trail spanning from Mexico to Canada through California, Oregon, and Washington. On the PCT, I encountered blizzards, lightning storms, raging rivers, food poisoning, tendinitis, and more that put everything in perspective and taught me the 'Magic of Tenacity'. Come to hear about what I learned from hiking for 140 days without having to hike 2,650 miles yourself.



# WORKSHOP BLOCK 1

FRIDAY, NOV. 13 | 8:30 – 9:45AM

## **Navigating LGBTQ+ Healthcare Benefits for Early Career Seekers and Professionals**

[Bizzabo Link](#)

*Ms. Margaret Botney (she/her)*

The healthcare landscape is complex and often difficult to navigate. As an LGBTQ+ professional or an employee with LGBTQ+ dependents, there are important healthcare benefits to consider. Will my health insurance cover my transition? Is PreP covered? Are there LGBTQ+ fertility options? How do I ask a potential employer about their LGBTQ+ benefits? How do I tell how LGBTQ+ friendly they are? Once hired, how do I find LGBTQ+ inclusive doctors in network? What do I do if my claim is denied? Margaret will guide us through her professional and personal experience navigating healthcare coverage.

## **Queering Biology**

[Bizzabo Link](#)

*Mx. Sam Sharpe (they/them)*

Oversimplified understandings of biological sex and gender are often deployed both in STEM classrooms and as a political tool to invalidate the existence of queer, transgender, and intersex individuals. This rhetoric discourages LGBTQIA+ students from continuing in these fields, reaffirms harmful misconceptions about human sex, gender, and sexuality in both these students and their heterosexual, cisgender peers, and neglects the true and extraordinary diversity of life on earth. 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 understand and communicate biology as a source of empowerment for, rather than invalidation of, queer, transgender, and intersex individuals.



# WORKSHOP BLOCK 1

## FRIDAY, NOV. 13 | 8:30 - 9:45AM

### **Pride in the field**

[Bizzabo Link](#)

*Sarah Banet-Eugene (she/her), Katie Hultquist (she/her),  
Will Westwood (he/him)*

Pride Field Network is a global platform providing knowledge, experience, and support. Our mission is to connect the LGBTIQ+ community working in the field, keeping people safe and standing against discrimination. We envision a world where people are free to work across the world without fear and without discrimination for being true to themselves. Firstly, we will introduce our background story. Secondly, we will display the results of our survey 'Being out in the field' highlighting institutional policies and personal experiences regarding LGBTIQ+ issues in the field. The results indicated, on one hand, the need to, create a network for LGBTIQ+ fieldworkers and, to change institutional policies to consider safeguarding guidelines for LGBTIQ+. Finally, we will feature a speaker from our partner OutRight Action International to give an overview of progress and threats to LGBTIQ+ human rights around the world, and how LGBTIQ+ communities are being impacted by COVID-19.

### **Out & Proud @ the National Institutes of Health**

[Bizzabo Link](#)

*Bali White (she/her)*

Professionals collaborate from across the National Institutes of Health (NIH) to present a career and mentoring panel on opportunities in the areas of science and technology at the primary US government agency responsible for biomedical and public health research. Panelists will also share their experiences working at NIH, a public federal institution that is a diverse, inclusive and welcoming environment to members of LGBTQ+ communities.

The panel will offer information on how to engage with NIH, including career training and employment opportunities (e.g. Office of Intramural Training and Education opportunities during COVID). The panel will also cover grant application processes, including how to find the announcements, types of grants, how to apply, etc.






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## WORKSHOP BLOCK 2

FRIDAY, NOV. 13 | 12:15 – 1:30PM

### **Travelling While Trans**

[Bizzabo Link](#)

*Jamie Irza (she/her)*

This combined panel discussion and workshop provides a forum for people to share travel experiences and best practices. While intended primarily for trans folx, anyone who fears their non-conformity, (whether based on gender presentation, clothing, personal appearance, disability, etc.) can put them at risk will benefit from the discussion and the guidance provided.

### **Establishing Best Practices for Sex and Gender Data**

[Bizzabo Link](#)

*Dr. Suzanne Thornton (she/her), Dooti Roy (she/her)*


The purpose of this workshop is to better-inform the LGBTQ+ STEM community about the statistical challenges regarding gender and sex data collection and analysis. This workshop will provide data-driven statistical recommendations for attendees to help them advocate for unbiased and less confounded data. By educating LGBTQ+ folks in STEM about the statistical concerns for qualitative variables of interest in data analysis and collection, we hope that attendees will feel confident to critique the use of gender and sex as variables in on-going research and be better suited to offer guidance on collecting this data in a statistically and ethically sound manner. The workshop will be led by a queer statistician, Suzanne Thornton.

### **Queers Doing the Heavy Lifting and Activism**

[Bizzabo Link](#)

*AJ Bryant (he/him), Angie Gonzalez (she/her), Ailsa Mummery (they/them)*

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, AJ, the first transgender powerlifter at Penn State, and Ailsa, a non-binary olympic weightlifter, 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.



# WORKSHOP BLOCK 2

FRIDAY, NOV. 13 | 12:15 – 1:30PM

## **Learning equity in STEM classes**

[Bizzabo Link](#)

*Dr. Sambuddha Banerjee (they/them/he/him/she/her)*


Often there is very little opportunity to talk about LGBTQIATS\* life experiences while sitting in a STEM lecture/lecturing. This panel is an invitation to educators and students alike to discuss how we can implement conversations around social equity in STEM lecture courses.

## **You're Not supposed to be human in STEM: Finding Belonging as Queer/Trans People in STEM**

[Bizzabo Link](#)

*Dr. Bryce Hughes (he/him)*

What does it mean to belong as a queer and/or trans person in STEM? STEM fields can be especially inhospitable for queer and trans people, which causes people to choose not to be open among their colleagues and even rethink their passion for science. In this session, I will present the results of my research conducting focus groups at two national conferences, including the 2019 oSTEM conference. Attendees will be invited to respond to these findings and co-construct recommendations to make STEM more queer- and trans-inclusive. I will also discuss the process of conducting social science research to understand the experiences of queer people in STEM to help participants learn how they might wield these tools to contribute to our knowledge base on these issues.



## WORKSHOP BLOCK 2

FRIDAY, NOV. 13 | 12:15 – 1:30PM

### **Adding Value: The Role of Employee Resource and Academic Affinity Groups in the Success of Students, Employees, Schools, and Companies**

[Bizzabo Link](#)

*Dr. Tam Phan (he/him), Andy Edgar-Beltran (he/him),  
Amanda Beasley (she/her)*

This interactive panel will delve into the considerations, successes, and barriers in establishing and sustaining employee resource/affinity groups to advocate for the LGBTQ+ community within the working industry and academia. It will explore the ways in which these groups are able to enrich individual's experiences as well as provide value to the universities/companies involved. The endeavor for diversity, equity, and inclusion is on-going, and it starts with businesses and universities being willing to open up and allow for affinity groups to not only exist, but to flourish. Providing a platform, leadership support, and funding are key drivers to success. We will explore different approaches to garnering this support and funding that have worked for the panel members as well as participation from the audience. Feeling a sense of belonging at work and in school is critical to success of the individual and the organization!



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## WORKSHOP BLOCK 3

SATURDAY, NOV. 13 | 8:30 - 9:45AM

### **My Career Has Never Been Straight**

[Bizzabo Link](#)

*Mr. Jim Foltyn (he/him), Stephanie Breeden (she/her),  
Brian Green (he/him)*

These panelists may have started with the same electrical engineering degree, but their paths have led in different directions. When Jim Foltyn joined BAE Systems as an electrical engineer, he kept a relatively quiet office presence before a temporary assignment across the country changed the course of his career and personal life, leading him to his husband and eventually leading the Los Angeles Business Center. Stephanie Breeden started in an Engineering Leadership Development Program at BAE Systems. Now, ten years later, she's side-stepped from technical work to lead early career programs for engineers, focusing on developing new employees in their engineering careers. Brian Green also started in an Engineering Leadership Development Program, but didn't complete it. After gaining confidence and coming out at work, he has led technical projects as a project engineer and chief engineer and now leads a team of 70 employees in testing weapon systems.

### **Highlighting Humanity - Focused on the Intersection of Asian, LGBTQ+, and STEM**

[Bizzabo Link](#)

*Ms. Chau Diep (she/her), Dae Lee (he/him),  
Mr. Victor Chu (he/him), Bin Ren (he/him),  
Elyssa Zhang Okkelberg (she/her)*

Learn about unique challenges of being an LGBTQ+ Asian employee in a traditionally conservative Oil & Gas industry and the success stories from Chevron employees that have first hand experience to help work and live authentically by creating a safe work environment. Panelists from various backgrounds will share their personal experiences as LGBTQ+ Asian navigating a STEM career. You will hear how factors such as cultural norms, traditions, emphasis on duty to family and community, immigration status, multicultural identifications, familial expectations, language differences, and support from the leaders and coworkers play roles in shaping who we are and how we work.



# WORKSHOP BLOCK 3

SATURDAY, NOV. 13 | 8:30 – 9:45AM

## **Grad School QUEENS: Tips & Tricks for Applying to Graduate School**

[Bizzabo Link](#)

*Luciana Schement (she/her), Ms. Mariah Green (she/her), Margaret Gelber (she/her), Kait Hauber (she/her)*

Think you want to go to grad school, but don't know where to start? Yay, neither did we! Join us to learn all the steps, tips, tricks, and ~SECRETS~ for applying to graduate school. We will guide you through the application process, provide tips for creating a stellar application, and spill the tea on what we've learned since starting grad school. In this workshop, we will give a presentation about the application process, and then we will have a live panel. The panel will feature current graduate students who will answer questions about applying and speak to their experiences about being queer in grad school. We're going to give you the scoop right here, come join us!

## **Disruptive action for racial justice in physics: An overview of the TEAM-UP report**

[Bizzabo Link](#)

*B. L. Kessenich (they/them)*

Several years ago, a team of academics set out to determine why, while the overall number of physics degrees granted was increasing, the percentage granted to Black students had remained static. What specific challenges were Black students facing, and what could be done to reduce those challenges? The American Institute of Physics TEAM-UP report is a 186-page comprehensive guide to addressing racial inclusion in STEM, summarized in this presentation. Attendees will leave with a comprehensive understanding of the roadblocks faced by Black undergraduates, and tools for making change that they can take back to their home institutions.



## WORKSHOP BLOCK 3

SATURDAY, NOV. 13 | 8:30 - 9:45AM

### **Life Lessons Looking Through Infrared Technology**

[Bizzabo Link](#)

*Kristy Thomsen (she/her), Ms. Gina Crawford (she/her)*

Ever notice how a picture feels different when taken in color versus black and white? What about another perspective? Does the world look different to the LGBTQI+ community versus the cisgender community? We have all heard the phrase 'my perception is my reality', but do we really understand how to truly see something from a different perspective? Join us for a unique session where will use Infrared camera images to illustrate this very idea. Along with a short introduction to Infrared Technology, we will share our personal journey of how we brought positive change when we were able to see the challenges and fears through the other's perspective. We will provide key lessons learned, over our 20-year careers, in overcoming challenges by utilizing key resources and allies to have successful educational and even 'uncomfortable' conversations to bring about positive changes around LGBTQI+ topics.

### **Embracing your role as change-maker: finding your niche in science advocacy**

[Bizzabo Link](#)

*Melissa Varga (she/her)*

Scientists have a unique role to play in creating change, but how do you decide where to start? This workshop will train scientists how to leverage their role in their community to impact policy in an equitable way. We will offer tips for understanding the local and state policy landscape, and how to identify timely, actionable issues. This approach is grounded in identifying community needs and building community capacity, so that scientists are contributing to solutions and not perpetuating injustices. This workshop will outline paths for scientist engagement and will feature stories from two scientists who now work in science policy, outlining how they got to where they are today. We will dig into effective, practical, and people-centered approaches for advocacy, both online and in-person. A mix of slides, Q&A, and group discussion will help participants assess their most effective paths for engaging as science advocates.





## WORKSHOP BLOCK 3

SATURDAY, NOV. 13 | 8:30 - 9:45AM

### **Interview Time: How to Shoehorn in oSTEM**

[Bizzabo Link](#)

*Bryce Griffler (he/him)*

You're proud of the tireless and invaluable work you did with oSTEM! But can you put that 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 directly from 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!

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## WORKSHOP BLOCK 4

SATURDAY, NOV. 14 | 12:15 – 1:30PM

### **Two-Spirit inclusion and diversity: How integrating Native American practices can promote Non-binary definitions of gender and sexuality**

[Bizzabo Link](#)

*Dr. Ryan Wilson (he/him),  
Elyssa Zhang Okkelberg (she/her)*

For thousands of years, Native American, American Indian, Alaska Native, First Nations, and Native Hawaiian people have been protectors of their lands and culture. Although they have not always been recognized as U.S. citizens, being a 'warrior' was considered a kuleana (both duty and privilege). This session intends to introduce the topic of Two-Spirit, a term for non-binary definitions of gender and sexuality, takes inspiration from terminology in the Ojibwe language for men who filled women's roles in society, or women who took on men's roles. 'Two-spirited' or 'two-spirit' indicates a Native person who feels their body simultaneously manifests both a masculine and a feminine spirit, or a different balance of masculine and feminine characteristics than usually seen in masculine men and feminine women. Many of North America's indigenous traditions include more than just a male and female understanding of gender, but the idea of gender fluidity that rests on a spectrum rather than a binary approach. Understanding the Two-Spirit tradition may be a lesson to how different corporations and industries in STEM can promote diversity and inclusion moving forward, as well as the Chevron One Team approach.

### **Computer Vision for Environmental Solutions - Tracking Waste in Urban Settings**

[Bizzabo Link](#)

*Jane Wu (she/her)*

As cities continue to grow, the problem of waste management does so as well. This session will go over cutting edge technical capabilities in the environmental sector, including the application of machine learning computer vision to track waste in urban settings. Using this technology, we can gain extremely useful insights into waste disposal patterns in neighborhoods and by businesses over time at a more granular and larger scale than previously possible. We can also use it to identify litter and locations with illegal dumping. In other applications, we've also been able to use computer vision to identify infrastructure conditions such as checking for cracks and potholes in roads. Lastly, this session will cover how companies can encourage junior employee engagement in developing these kinds of innovative capabilities to better serve our communities.



# WORKSHOP BLOCK 4

## SATURDAY, NOV. 14 | 12:15 – 1:30PM

### **Charisma+2. How to win at Workplace Etiquette**

[Bizzabo Link](#)

*Emily Li (she/her), Stephanie Huard (she/her), Jess Norman (they/them), Janine van Niekerk (she/her)*

Is this email too long? 'Why do people not respond to my emails?' 'Am I speaking too much in this meeting?' 'I thought we agreed on the plan, why are people now changing directions?' 'Is socializing at the 'water cooler' an actual thing?' 'When is the right time to ask for help, or to ... dare I say it... escalate?'

If you have ever wondered around the workplace afraid to step on the wrong booby-trap, then join this workshop to learn about workplace etiquette.

### **Developing LGBTQ+ Inclusion Trainings with Impact!**

[Bizzabo Link](#)

*Pete Cholewinski (he/him), Erica Snider (she/her)*

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.

### **Being Noticed: Standing Out at Your Next Internship**

[Bizzabo Link](#)

*Ms. Natalie Hahn (she/her)*

Standing out is something that every intern strives for, as it can lead to further internship opportunities, full-time offers, and more chances within your college or university. Whether you're one of five or one of a few hundred, figuring out how to accomplish this as an intern can be difficult. However, there are some simple steps that can be taken to make yourself someone who gets noticed. Proper networking, the revitalization of your resume, and dedication despite barriers can all help with becoming a standout employee, even as an intern. Learn how to use each of these activities to propel yourself and your career to new heights!





# WORKSHOP BLOCK 4

SATURDAY, NOV. 14 | 12:15 – 1:30PM

## **Scientific Ethics: How Sex Research, Standardized Testing, and Gifted Programs Are All Tied to Eugenics**

[Bizzabo Link](#)

*Emmett Leddin (he/him/they/them)*

The ethics training incorporated in a lot of STEM programs is basic and likes to focus on authorship issues. Unfortunately, STEM fields do not have the best track record when it comes to ethics. In fact, a number of common concepts, tests, and big-name facilities were either a direct result of, or popularized through, the eugenics movement. This session focuses on the not-so-hidden history about eugenics in STEM fields, how it still exists today, and building a better world without discriminatory research. Making positive change starts with awareness.

# 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](https://lockheedmartin.com/diversity)

Lockheed Martin. Your Mission is Ours.®





# WORKSHOP BLOCK 5

## SATURDAY, NOV. 14 | 2 - 3:15PM

### **Being Trans and Finding Chemistry Outside of the Classroom**

[Bizzabo Link](#)

*AJ Bryant (he/him), Mx. Erin Ross (they/them)*

Dating is ripe with twists and turns, but when your Catholic mom always tells you to marry a tall, dark, handsome man and it turns out that you are that man...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 + non-binary 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 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.

### **Accessibility Online**

[Bizzabo Link](#)

*Trestan Elsea (he/him/she/her/they/them)*

A presentation that details the ways to increase the accessibility of online events and interactions, especially for those who experience financial barriers or those with different audio/visual needs.

### **Lights, Camera, Action! Make STEM movies without leaving your kitchen.**

[Bizzabo Link](#)

*Dr. Eric Patridge (he/him)*

Come learn how make high quality STEM videos from the comfort of your kitchen! Workshop attendees will learn how to create online tutorials or pre-recorded classes. Together, we will review and discuss an example video, which was created over a few weeks in July 2020, as an online training component for a laboratory training program. Voiceover software tutorials with special highlighting will also be discussed. You can make high quality videos with a few key purchases and awareness of free resources. Note: This workshop will have some focus custom music, sound, effects, and text overlays - which can be more complex than simple streaming videos for social media.



# WORKSHOP BLOCK 5

## SATURDAY, NOV. 14 | 2 – 3:15PM

### **Exploring Racism and Anti-Blackness as Asian Queer Scientists**

[Bizzabo Link](#)

*Khanh Vien (she/her), Mr. Janghoon Yoon (he/him)*

Fifty-one years since black and brown transwomen, Marsha P. Johnson and Sylvia Rivera, threw the first brick at Stonewall, it has become more crucial than ever for the LGBTQA+ communities to stand in solidarity with black and brown communities. To begin to stand in solidarity we must first recognize and identify how we LGBTQA+ people also embody other identities, such as being Asian, and how those identities can elicit different attitudes and perspectives towards racism. During this workshop, we will discuss racism through the lenses of three identities: Asian, LGBTQ+, and STEM.

### **Mind the Gap: Gender and Sexuality in Engineering**

[Bizzabo Link](#)

*Rhys Herzberg (he/him)*

This presentation discusses the low retention rates seen among women and LGBTQ+ individuals in STEM, and especially engineering. Existing advocacy movements like Engineers Canada's 30-by-30 often leave out LGBTQ+ individuals in their work. We will also look at some of the practices and behaviours that often contribute to creating exclusionary spaces, and offer strategies for promoting inclusivity in professional and academic environments.

### **Embracing Agile Software Development**

[Bizzabo Link](#)

*Mr. Rusty Pickens (he/him)*

Agile Software Development includes multiple methods for shipping working product code in short iterations. It's easy to get started but difficult to master! This workshop will teach you the critical components of deploying agile methods within your development teams and prepare you to tackle your first agile project.