Science and Engineering with Pride

Moving LGBTQIQA inclusion forward within academic and corporate institutions:
Resources and steps to achievement
National Organization of Gay and Lesbian Scientists and Technical Professionals

we pronounce it “naw-gull-step”

NOGLSTP is a non-profit professional association that educates people on LGBT issues in science and the technical workplace.
Diversity and Inclusion

NOGLSTP
Helping to build academic and workplace environments where all individuals know they are equally valued and respected.

Where Everyone Counts
NOGLSTP’s Mission

• Educate
  - Our community about science
  - The science community about LGBT issues
• Interact with other professional associations
• Provide positive role models
• Advocate EEO and diversity inclusion
• Foster networking/mentoring
According to the U.S. 2000 Census.....

<table>
<thead>
<tr>
<th>Census Item</th>
<th>Same Sex – Domestic Partner</th>
<th>Opposite Sex - Married</th>
</tr>
</thead>
<tbody>
<tr>
<td>Racially &amp; ethnically diverse</td>
<td>28%</td>
<td>21%</td>
</tr>
<tr>
<td>Both Employed</td>
<td>70%</td>
<td>62%</td>
</tr>
<tr>
<td>Raising Children</td>
<td>17%</td>
<td>43%</td>
</tr>
<tr>
<td>Veterans</td>
<td>15%</td>
<td>19%</td>
</tr>
<tr>
<td>Partner who is disabled</td>
<td>21%</td>
<td>19%</td>
</tr>
<tr>
<td>Partner over 65</td>
<td>7%</td>
<td>13%</td>
</tr>
</tbody>
</table>


No LGBT Global data has been collected — estimates are 3%-8% of the population identify as LGBT.
FACT: 61% heterosexual & 29% LGBT not aware that there are no federal protections protecting LGBT employment –
State Nondiscrimination Laws in the U.S.

This map was last updated on July 1, 2009

- States banning discrimination based on sexual orientation and gender identity/expression (13 states and the District of Columbia):

- Laws banning discrimination based on sexual orientation (8 states):

1.Certain states have laws that cover certain aspects of sexual orientation nondiscrimination laws. These states have gender identity/expression laws.

Relationship Recognition for Same-Sex Couples in the U.S.

This map was last updated on: September 13, 2010

- **States with full marriage equality:** Massachusetts (2004); Connecticut (2008); Iowa (2009); Vermont (2009); New Hampshire (2009); District of Columbia (2010)

- **States with broad relationship recognition laws:**
  - Civil unions: Vermont (2009); New Jersey (2006)
  - Domestic partnerships: California (2005); Oregon (2007); Washington (2008); Nevada (2009)

- **States with limited relationship recognition laws:**
  - Designated beneficiaries: Colorado (2000); Maryland (2000); Wisconsin (2009); Maine (2004)
  - Reciprocal beneficiaries: Hawaii (1997)

- **States which recognize same-sex marriages performed in other states:**
  - New York (2008); Maryland (2010)

- VT will honor existing civil unions, but will not issue new licenses. Civil unions will not automatically convert to marriages.
- DC will continue to honor and issue domestic partner licenses, and will convert domestic partnerships to marriages for those who wish.
- In 2008, MD created domestic partnerships, but does not maintain a registry. In 2010, the attorney general determined that out-of-state marriages should be recognized.
- CA recognizes same-sex marriages legally registered in or out of CA prior to Nov. 5, 2008 as marriages, and those registered out of CA on or after Nov. 5, 2008 as domestic partnerships.
Cultural Overview

• Sexual orientation and gender identity are sensitive - largely not addressed
• Strong cultural and social pressures to conform and live up to family expectations – patriarchy, procreation
• No equal opportunity legislation on the grounds of sexual orientation or gender identity
• Can result in difficulties for sexual minorities both in the community and the workplace
• Many fear opening up to family members
Global Perspective

• Thirty-eight countries in Africa have laws criminalizing homosexuality, some with the death penalty, and many more with harsh jail sentences.
• Across Asia today, 23 countries still criminalize homosexuality; and 4 Asian countries have the death penalty
• According to the International Lesbian and Gay Association, seven countries still put gay, lesbian and bisexual people to death for same-sex actions. Those countries are:

Iran, Mauritania, Saudi Arabia, Sudan, United Arab Emirates
LGBT Equality in your organization matters for:
- Recruiting
- Retention & Performance
- Diversity of Ideas & Talents
- Customer Service
- Social Responsibility & Agency Reputation
The Power of Equality

• Increased effectiveness in use of internal resources
  - Larger pool of new employees
  - Reduce urge to look for another job
  - Move closer to 100% engaged
  - Better use of internal resources

• Increased effectiveness in reaching customer base
  - Improved agency image
  - Partnering with community resources for professional growth
  - Improved effectiveness of community access and community resources for LGBT customers
Genentech Culture
The Key to Our Success

- Starting with the founders, Genentech recognized that the company’s success depended on the ability to recruit and retain highly qualified, motivated people with diverse backgrounds and approaches.

- Because of our emphasis on finding and keeping the right people, the company’s employees are highly intelligent, entrepreneurial, and driven by a desire to develop novel medicines that help patients.

- Genentech strives to create an environment where employees enjoy coming to work every day. Genentech offers leading benefits and programs designed to meet the diverse needs of all our employees.
Is equal really equal?

- Benefits for Transgender Employees
  - Basic health Insurance
  - Transition
    - First step - hormone therapy, required psychotherapy, voice training, electrolysis etc.
    - Second step - sex reassignment surgery, leave
- Cost to insurer pool for coverage?
  - Coverage in San Francisco after 4 years shows no additional costs to insurers

**FACT:** Only 8% of companies reporting on the CEI have surgical coverage for transgender employees. *2010 CEI Report*
### Fiscal Impact: Is Equal Really Equal?

<table>
<thead>
<tr>
<th></th>
<th>Steve (Married)</th>
<th>Jim (DP)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Earned</strong></td>
<td>$32,000</td>
<td>$32,000</td>
</tr>
<tr>
<td><strong>Employee Health Payment (before taxes)</strong></td>
<td>$1069</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Taxable Income</strong></td>
<td>$30,931</td>
<td>$32,000</td>
</tr>
<tr>
<td><strong>Taxes</strong></td>
<td>$3155</td>
<td>$4710</td>
</tr>
<tr>
<td><strong>Employee Health Payment (after taxes – best case)</strong></td>
<td>$0</td>
<td>$1069</td>
</tr>
<tr>
<td><strong>Added costs for Health Care for Partner (more if you have kids)</strong></td>
<td>$1069</td>
<td>$2624 (+$1555)</td>
</tr>
</tbody>
</table>
Is equal really equal?

- Family Leave (FMLA) - 12 weeks of unpaid, protected job leave
- Sick or Bereavement Leave to take care of partner or partner’s children (informal)
- Time off for Adoption/Child Birth
- Domestic partner program “residency” requirements
- Relocation support for partner
Fostering a LGBT-friendly workplace environment at Genentech that sets the standard for the biotechnology industry

• Delivering programs that support, develop and celebrate Genentech's lesbian, gay, bisexual and transgender (LGBT) employees
• Helping to shape human resource policies that embrace all employees, regardless of sexual orientation, gender identification characteristics and expression, or HIV status
• Building alliances with other diversity organizations at Genentech
• Supporting company-wide collaborations, from executive management to support staff
LGBT Diversity

Out & Equal Workplace Advocates' Building Bridges: Lesbian, Gay, Bisexual and Transgender Diversity in the Workplace training program breaks down barriers and fosters communication between LGBT and employees and their co-workers.

The Program achieves three goals:

1. **Awareness:** Through a series of interactive exercises and educational materials, participants examine the ways common myths and stereotypes influence their views of lesbian, gay, bisexual and transgender (LGBT) people, learn definitions and information about LGBT terminology and reflect on personal stories about affirmative and negative experiences as a result of being a lesbian, gay, bisexual or transgender person. All components are conducted within the context of workplace issues.

2. **Assessment:** Trainers lead participants through an assessment of the current environment for LGBT employees (or employees who have LGBT family members or friends), to explore how this environment affects productivity and employee retention, as well as how it can influence workplace goals.

3. **Action Plan:** Together we’ll develop an action plan to effect changes (or affirm existing positive steps) that ensure a more comfortable, productive and profitable environment for all workplace attendees.
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Discovering, developing and commercializing non-standard approaches to medicines requires employees with diverse perspectives and novel approaches.

Diversity Network Associations (DNA) engage in grassroots diversity efforts through strategic community and educational initiatives both on campus and off. Their missions and activities contribute to the common goals of the business – and offer professional support and networking to members, outreach to the community, and help develop cultural awareness amongst our employees.

The DNA Groups Focus Efforts in Three Key Areas:

- Strategic Health Care initiatives
- Professional Development
- Community and Educational Outreach

DNA Groups (ERG’s)

Out & Equal

VIDA (Latino Professionals at Genentech)

SANG (South Asian Network at Genentech)

Next Gen (Developing the Next Generation of Leaders)

AAIB (Afro-Americans in Biotechnology)

GWP (Genentech Women Professionals)

SAGES (Solidarity in Appreciation for Experienced Seniors)

FACT (Filipino Americans Coming Together)

GVDT (Genentech Veterans Diversity Team)
Dow Receives “Significant Achievement” Award for Championing Inclusion
Midland, MI - October 08, 2010
The Dow Chemical Company (NYSE: DOW) on Thursday, October 7, was recognized by Out & Equal Workplace Advocates at the 11th Annual Out & Equal Workplace Awards with the 2010 “Significant Achievement” award for its efforts to support a diverse and inclusive workplace, as well as for the efforts of its Gays, Lesbians and Allies at Dow (GLAD) Network.
Safe Space™ Program

"A diverse and global workforce helps us create higher value solutions for our customers in more productive and less capital-intensive ways."--Charles O. Holliday, Jr., DuPont Chairman and CEO

"DuPont must embrace the diversity of its workforce in order to flourish and compete as a global leader."--Jim Borel, Senior Vice President, DuPont Human Resources
What does an ally do…

• Be a friend
• Be a listener
• Be open minded
• Express supportive opinions
• Be willing to talk
• Maintain a commitment to personal growth
• Recognize your own prejudices
• Join with others with a common purpose

CHANGE ATTITUDES.
CHANGE BEHAVIORS.
CHANGE DIRECTIONS.
CHANGE LIVES.
CHANGE POLICIES.
CHANGE VOICES.
BE AN ALLY.
BE THE CHANGE.
I challenge you in the chemical industry to create an inclusive, safe environment and:

- Recruit and retain LGBT individuals;
- Demonstrate institutional commitment to LGBT issues/concerns;
- Provide educational programming on LGBT issues/concerns;
- Create safe spaces for dialogue and interaction;
- Integrate LGBT issues/concerns company dialog at all levels of management.
For those of you in academia, I challenge you to create an inclusive, safe environment and:

- Provide educational programming on LGBT issues/concerns;
- Provide mentoring programs and role model programming;
- Integrate LGBT issues/concerns into curriculum and pedagogy;
- Provide staff and faculty training for safe space;
- Implement nondiscrimination policies and teaching respect for diversity;
- Stop the bullying.
My “special challenge” to the allies of the LGBT community –

Don’t be afraid to educate yourselves on the issues.

You have the power to keep things real in your work environment by changing attitudes, and dispelling myths and stereotypes.
Resources

- Out & Equal Workplace Advocates – www.outandequal.org


- Williams Institute – research on LGBT issues - http://www.law.ucla.edu/williamsinstitute/home.html


- 2010 Corporate Equality Index – company ratings - http://www.hrc.org/about_us/13523.htm