Gay and transgender chemists: Welcoming work environments

a poster presented by
Barbara Belmont
Chris Bannochie

at the
ACS Division of Professional Relations
Town Hall Meeting and Poster Session

during the
American Chemical Society
National Meeting
Denver, August, 2011
Gay and transgender chemists: Welcoming work environments

Abstract

The HRC Corporate Equality Index provides an in-depth analysis and rating of large US employers and their policies and practices pertinent to lesbian, gay, bisexual and transgender employees. This poster:

- Summarizes the latest HRC ratings for ACS Corporation Associates and other chemical firms
- Presents a snapshot of welcoming professional environments for gay and transgender chemists
- Suggests a strategy for making sure gay and transgender chemists are included in the movement for broadening participation in the chemical enterprise
A Welcoming Work Environment

All people are more productive employees in a welcoming work environment, where equal opportunity, benefits and inclusive corporate culture extend to all.

For gay and transgender people, a welcoming work environment includes:

• Corporate non-discrimination policies that include sexual orientation, gender identity and gender expression
• Inclusion of lesbian, gay, bisexual, and transgender (LGBT) in corporate diversity programs
• Domestic partner benefits
• Employee Resource Groups
• Safe Space
• Inclusive and tolerant corporate culture
Gay and transgender workers can identify potentially welcoming work environments by referring to the HRC Corporate Equality Index.

HRC is Human Rights Campaign. HRC is America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender (LGBT) equality. HRC envisions an America where lesbian, gay, bisexual and transgender people are ensured equality and embraced as full members of the American family at home, at work and in every community.
What is the HRC Corporate Equality Index?

The HRC Corporate Equality Index is a report of results from an annual survey of publicly traded Fortune 1000 companies and privately owned Fortune 200 companies. Any private sector firm with >500 employees may self-enroll.

Survey includes questions about:
- Non-discrimination / equal employment opportunity policy
- Spousal and partner benefits
- Transgender-inclusive benefits
- Diversity management and training
- External engagement (marketing, philanthropy)
- International operations
Welcoming Environments?
2011 HRC Corporate Equality Index of ACS Corporation Associates

Air Products and Chemicals: 100
AstraZeneca: 80
Bayer MaterialScience: 85
Bristol-Myers Squibb Co: 100
ChevronTexaco: 100
ConocoPhillips Co: 70
Dow Chemical Co: 100
DuPont Co: 100
Eli Lilly & Co: 100
ExxonMobile Research and Engineering Co: 0
General Motors R&D Center: 100
GlaxoSmithKline: 100
Honeywell: 100
Merck Research Labs: 100
Novartis Institutes for Biomedical Research: 100
Pfizer Inc.: 100
Philip Morris U.S.A.: 0
Praxair, Inc.: 65
Procter & Gamble Co: 100
R.J. Reynolds Tobacco Co. 88
Rohm & Haas Co: 100
SC Johnson and Son, Inc.: 100
Wyeth Research: 80
Xerox Corp: 100

100 is the best possible score
No CEI Index Available for these ACS Corporation Associates

Advanced Chemical Safety
Afton Chemical Corp
Arkema, Inc.
Hercules, Inc.
Idaho National Engineering & Environmental Laboratory
Innocentive
International Specialty Products
Polymer Chemistry Innovations, Inc.
Strem Chemicals

No CEI Index Available because not surveyed because NOT
• publicly held Fortune 1000
• OR privately held Fortune 200,
• Or self-reporting business of >500 employees
Corporate Equality Index of Some Other Fortune 500 Chemical Firms

PPG Industries: 40
Mosaic: 30
Ashland: 30
**Huntsman: 0**
Sherwin-Williams: 15
Avery Dennison: 15
Ecolab: 100
Celanese: 15
Eastman Chemical: 15
Lubrizol: 15

*A CEI Index of zero is usually a result of not responding to the survey request*
What About the Small Businesses?

1. No Corporate Equality Index for small businesses
2. Majority of U.S. Business entities are small businesses
3. Majority of chemical manufacturers, R&D firms, consulting firms, and testing labs have < 20 employees
4. Micro-businesses likely to not have robust non-discrimination policies, diversity training programs, or extended employee benefits programs
How to be inclusive and welcoming to LGBT people in a micro-business environment

- Let your potential employees know during interview that your business environment and culture is intended to be inclusive of and welcoming to all people
- If you have a written EEO policy, include sexual orientation, gender identity, and gender expression in it
- If you offer insurance coverage to spouses and families, offer it to your employee’s significant other and dependents, without regard to the legal status or definition of family
- For social occasions that include spouses and families, make sure that all employees feel welcome to bring somebody important to them, without regard to the legal status or definition of family
How to be inclusive and welcoming to LGBT people in a micro-business environment (continued)

- If you offer time off for family or bereavement leave, make sure that this benefit is extended to your LGBT employees, without regard to the legal status or definition of family
- Create a culture of inclusion and tolerance in the workplace by example
- Educate yourself about gay and transgender issues in the workplace via the HRC website
- Consider Safe Space and Diversity training for your staff
- Support your employee’s leadership training and accomplishments in the LGBT community as professional development
- Support ENDA (the Employment Non-Discrimination Act)
- Support Human Rights Campaign; display an HRC sticker
Strategies for inclusion of LGBT people in the broadening participation movement

- **Come out** and be visible if you are LGBT; we can’t be served if we are invisible
- **Be** willing to serve as a **role model** to STEM students and early career LGBT chemistry professionals; letting young people know that they not alone will help them stay on their career path
- **Encourage outreach to and inclusion** of LGBT people in diversity initiatives
- **Educate** employers, professional societies, and funding agencies about career path issues unique to LGBT people
- **Become an Ally**: promote safe space, inclusion, and equality for LGBT people
- **Recruit and retain LGBT people** at your business or institution by adopting inclusive and welcoming employment policies
- **Join the ACS PROF Subdivision for Gay and Transgender Chemists**
References

- 2007 Economic Census
  www.census.gov/econ/census07/

- “Coming Out in the Chemical Sciences”,
  C&E News, May 23 2011, pubs.acs.org/cen/employment/89/8921employment.html

- Current Corporation Associates Member
  Committees and Representatives
  portal.acs.org/portal/acs/corg/content?_nfpb=true&_pageLabel=PP_SUPERARTICLE&node_id=1597&use_sec=false&sec_url_var=region1&_uuid=a2a67bbe-dac2-4e59

- “Gay and Transgender Chemists: The Case for Visibility and Diversity Inclusion”,
  Spring 2011 National ACS Meeting Symposium
  prof.sites.acs.org/lgbtandallies.htm

- HRC 2011 Corporate Equality Index
  www.hrc.org

- National Organization of Gay and Lesbian Scientists and Technical Professionals
  www.noglstp.org