LGBTQ+ in ACS and the Workplace: Status Report

presented at

ACS Fall National Meeting 2014
• Fundamentals of LGBTQ+
  – Nomenclature
  – Biology
  – Baggage
  – Laws

• Workplace Diversity

• ACS Diversity Inclusion
Alphabet Soup Nomenclature

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer
- Questioning
- Intersex
- Ally

LGBTQ+
Other terms

- SGL  Same Gender Loving
- MSM  Men who have Sex with Men
- MSGI Minority Sexual and Gender Identities
- GSM  Gender and Sexual Minorities
- Homosexual
- Homophile
- Third gender
- Two-spirited
Born this way

• Most of us know very early in life
• Some studies support a genetic link for a subset of gay men
• Studies are leaning toward epigenetic linkage for most
Born this way

• Most of us know very early in life
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• Studies are leaning toward epigentic linkage for most
• But does the cause really matter? We are what we are.
Born this way

- Transgender ≠ transexual
- Sex
- Gender identity
- Gender expression
- Gender fluid
- non-cis-gender
Coming Out Process Never Ends

- LGBT people are invisible
- Heteronormative culture ==> heterosexual presumption
  Gender binary culture
Why should it be anyone else’s business at work?

- Workplace socializing
- Two-body problem
- Family leave
- Emigration / immigration
- Authenticity = Productivity
Trans issues

- Coming out to coworkers, clients
- Pronoun usage
- Impact on work environment
- Productivity
- Relationships
- Marginalization
- Clothing/appearance
- Restrooms/locker rooms
- Healthcare polices
- CV / prior productivity / publications
Lesbian and Gay Civil Rights

- In the late 70's, early 80's
  - Homosexuality considered a mental disorder
  - LGBT people could not get a security clearance
  - LGBT people could be fired if discovered to be gay
  - LGBT people barred from adopting, marriage, military service
It’s Getting Better

- LGBT not a mental condition since mid 1970's
- LGBT is a non-issue for security clearance since the mid 1980’s... if open and out about it
- Marriage or equivalent legal in 20 states and DC
- 21 states and DC/PR have passed laws prohibiting employment discrimination based on sexual orientation
- DADT rescinded 2011
- DOMA unconstitutional 2013
- 97% of Fortune 500 companies have non-discrimination policies that include sexual orientation
Defense of Marriage Act
Unconstitutional

AFTER DOMA:
WHAT IT MEANS TO COUPLES IN MARRIAGE EQUALITY STATES

- Binational couples are able to sponsor partners for U.S. residency.
- Legally married same-sex couples may file taxes jointly.
- Same-sex widows and widowers may receive Social Security survivor benefits.

- Servicemembers can receive equal support and benefits for their same-sex spouses.
- Federal employees’ same-sex spouses may receive health insurance and retirement benefits.
STATEWIDE EMPLOYMENT LAWS AND POLICIES

Sexual orientation

 Sexual orientation and gender identity

 Sexual orientation only

Updated May 15, 2014
World View of LGBT Equality

- Death penalty
- Imprisonment
- Unenforced penalty
- Freedom of expression restrictions
- Same sex unions not recognized
- Recognized federally but not performed locally
- Marriage Equivalent
- Same sex marriage

Map showing the global view of LGBT equality.
Where Do ACS Members Work?

Manufacturing 45%
Academia 32%
Non-Manufacturing 14%
Government 7%
Self Employed 2%

source: ChemCensus 2010
Being openly ... different
The case for coming out

- Focus on work, rather than coping
- Develop workplace social network
- Partake in benefits
- Be part of the team
- Serve as/ find role models
- Be more productive
Degree of Coming Out Depends on

- Comfort level
- How being out affects job stability
- How co-workers react
- How management reacts

Made easier when there are
- Corporate non-discrimination policies
- Inclusion of LGBT in corporate diversity programs
- Domestic Partner Benefits
- Safe Space
- Employee Resource Groups
- A welcoming environment
HRC Equality Index rates companies for...

- Equal employment opportunity
- Employment benefits
- Organizational LGBT competency
- Public Engagement
- Responsible citizenship
Welcoming Environments?
HRC CEI of ACS Corporation Associates

Air Products and Chemicals: 85
AstraZeneca: 85
Bayer Material Science: 80
Bristol-Myers Squibb Co: 90
ChevronTexaco Energy Research and Technology Co: 100
ConocoPhillips Co: 55
Dow Chemical Co: 100
DuPont Co: 100
Eli Lilly & Co: 100
ExxonMobile Research and Engineering Co: -25
General Motors R&D Center: 100
GlaxoSmithKline: 100

Honeywell: 85
Merck Research Labs: 100
Novartis Institutes for Biomedical Research: 100
Pfizer Inc.: 100
Philip Morris U.S.A.: 0
Praxair, Inc.: 50
Procter & Gamble Co: 100
R.J. Reynolds Tobacco Co. 75
SC Johnson and Son, Inc.: 90
Wyeth Research: 45
Xerox Corp: 100
ACS Corporation Associates with No Corporate Equality Index Rating

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

No survey results because not
- Fortune 1000 publicly held
- Fortune 200 privately held
- Self-reporting Business of >500 employees
Corporate Equality Index of Some Other Fortune 500 Chemical Firms

PPG Industries: 75
Mosaic: 70
Ashland: 15
Huntsman: 40
Sherwin-Williams: 15
Avery Dennison: 15
Ecolab: 100
Celanese: 15
Eastman Chemical: 100
Lubrizol: 15
Two large employers of chemists totally missing from HRC indexing

- American Chemical Society
- Chemical Abstracts Service
Small Businesses

• Majority of U.S. businesses are small businesses
• Majority of chemical manufacturers, R&D firms, consulting firms and testing labs have <20 employees (2007 economic census)
• Microbusinesses unlikely to have robust EEO policies, diversity training, extended benefits programs
Sexual orientation and gender identity

Ohio 6269
12 sections

Pennsylvania 10447
12 sections

New York 8246
10 sections

Texas 7619
15 sections

Georgia, 3638
8 sections

Carolinas, 5944
7 sections

Updated May 15, 2014
ACS Diversity

• Welcomes ALL Chemists
  – The Chemical Professional’s Code of Conduct
  – Professional Employment Guidelines
  – Academic Professional Guidelines
  – Volunteer/National Meeting Attendee Conduct Policy
  – Endorses the Employment NonDiscrimination Act
  – ACS President Funds LGBT Chemists and Allies Receptions
  – PROF formed GATC Subdivision to give us a programming voice
GATC Subdivision

- Promote Inclusion, Advocacy, Recognition, Mentoring, Networking, and Diversity of lesbian, gay, bisexual, transgender, and questioning chemists
- Educate the Society, its members, and employers of chemists about why overt inclusion and acknowledgment of LGBTQ people is important – in EEO practices, in hiring/benefit practices, in the workplace social environment, in diversity training, and in diversity outreach
- Collaborate with other organizations concerned about workplace and career issues unique to LGBTQ people
GATC Subdivision Accomplishments

• Programming presence at ACS National Meetings since 2011
• First of PROF Subdivisions to have elections for Chair
• IPG for PROF and OTI 2012: Symposium on ERG, organized poster contest
• Got “gay” to be removed from censor list in ACS Network
• Got the GATC subdivision to show up on ACS Website search for “gay” (or LGBT, etc).
• Represented on Diversity & Inclusion Advisory Board
What do we want

• Continued visibility and inclusion of LGBTQ in “broadening participation”
• Inclusion of LGBTQ in ACS demographics survey, employment survey
• ACS continued endorsement of ENDA
• ACS Corporation Associates adopt EEO policies, participate in HRC CEI
• ACS/CAS participate in HRC CEI NPO database
What do we want

• Husband/Wife dues on membership form ➔ in line with bylaws: “Spouse membership”

• Offer “other” category where gender data are collected; or non-binary option

• Encourage CA, meeting exhibitors, employers to promote “safe space”

• Human rights advocacy for LGBTQ+ people working for international employers
A permanent place at the governance table

LGBTQ+ does not have a committee!
Is LGBT Underrepresented in ACS?

~3.8% of Adult Population Identifies as LGBT

Source: The Williams Institute, UCLA School of Law, “How many people are lesbian, gay, bisexual, and transgender?”, April 2011
Is LGBTQ Underrepresented in ACS?

\[
\frac{3.8 \ LGBTQ}{100 \ people} \times 160000 \ ACS \ members = 6080
\]

- Latest GATC roster: 110 members
- Includes many allies
- \[100 \times \frac{110}{160000} = < 0.1\%\]
Is LGBTQ Underrepresented in ACS?

- Uncounted
- Undercounted
- Invisible

110 <<<< 6000
A permanent place at the governance table

welcoming all chemists

acs supports and caters to the needs of a diverse membership. from aspiring scientists at the high school level, to veteran chemists, acs is here to support its members and enhance their professional development.

scientists

- industry
- international

diverse members

- silver circle
- diversity programs

students

- student chapters (formerly student affiliates)
- undergraduates
- graduate/post-doctorate students
- high school chemistry clubs

diversity committees

- committee on minority affairs (cma)
- women chemists committee (wcc)
- younger chemists committee (ycc)
- committee on chemists with disabilities (cwd)

- lgbtq+ chemists committee (q+cc)
The Chemical Professional’s Code of Conduct

• adopted by the Board of Directors on June 1, 2012

• To Colleagues
  – Chemical professionals should treat *colleagues* with respect, encourage them, learn with them, share ideas honestly, and give credit for their contributions. Chemical professionals should carefully avoid any bias based on race, gender, age, religion, ethnicity, nationality, sexual orientation, gender expression, gender identity, presence of disabilities, educational background, or other personal attributes. They should show consistent respect to colleagues, regardless of the level of their formal education and whether they are from industry, government or academia, or other scientific and engineering disciplines.
Professional Employment Guidelines

• 8th edition
• ...We assume
  – that chemical professionals and their employers follow the law. However, the ACS does hereby assert that employment of a chemical professional should be based on professional capabilities alone, and that gender, race, national origin, religion, age, sexual orientation, gender expression, gender identity, physical disability, or any other factor not relevant to the position, should not be a consideration in hiring, firing, or any evaluation of job performance. The ACS opposes all forms of discrimination and believes that employment should be based solely on professional qualifications and job performance.
Volunteer/National Meeting Attendee Conduct Policy

• ...to foster a positive environment built upon a foundation of trust, respect, open communications, and ethical behavior, the ACS Board of Directors has issued this Conduct Policy. It applies to ACS Volunteers, i.e., it applies to individuals conducting the business and affairs of the ACS without compensation for that conduct. It also applies to attendees at ACS national meetings
  – Volunteers and national meeting attendees must avoid taking any inappropriate actions based on race, gender, age, religion, ethnicity, nationality, sexual orientation, gender expression, gender identity, marital status, political affiliation, presence of disabilities, or educational background. They should show consistent respect to colleagues, regardless of the level of their formal education and whether they are from industry, government or academia, or other scientific and engineering disciplines.
Academic Professional Guidelines

• 4th edition, 2008

– Chemical scientists in an academic community have the right to equal treatment and opportunity regardless of gender, race, national origin, religion, age, sexual orientation, gender expression and gender identity, physical disability, or any other factor not related to the position. This includes a workplace free of intimidation, coercion, exploitation, discrimination, and harassment, sexual or otherwise.
ACS Endorses the Employment NonDiscrimination Act

- [http://www.acs.org/content/acs/en/policy/publicpolicies/invest/employment.html](http://www.acs.org/content/acs/en/policy/publicpolicies/invest/employment.html)

- Recommends federal legislation to extend employment discrimination protection to include sexual orientation, gender expression, and gender identity.

- October 2013, advocacy letter sent to US Senate from ACS President Marinda Wu
OFFICE OF THE PRESIDENT
Miranda Wu

October 30, 2013

The Honorable Harry Reid
United States Senate
522 Hart Senate Office Building
Washington, DC 20510-2803

The Honorable Mitch McConnell
United States Senate
317 Russell Senate Office Building
Washington, DC 20510-1702

Dear Majority Leader Reid and Minority Leader McConnell:

On behalf of the American Chemical Society, the world’s largest scientific society and home to more than 163,000 chemists, engineers, and related professionals, we thank you for scheduling S.815, the Employment Non-Discrimination Act of 2013, for a full Senate vote and urge passage of the measure.

ACS believes that employment should be free of discrimination based upon an individual’s perceived or actual sexual orientation, gender expression, or gender identity. Employment decisions including hiring, firing, promotions, compensations, and others should be based upon an individual’s performance.

Currently no federal law protects individuals from this kind of discrimination. A number of employers in the chemical and allied industries and at public and private educational institutions have already moved to include sexual orientation, gender expression, and gender identity in their anti-discrimination policies. Unfortunately, it remains legal to fire an individual in many states because of their sexual orientation. Additionally, gender expression and identity are almost completely unprotected in the workplace. Hence, professionals and working people are being denied employment on the basis of something that has no relationship to their ability to perform their work.

The ACS strongly urges the Senate to continue the bipartisan cooperation that has marked the Employment Non-Discrimination Act of 2013. I have also enclosed a copy of the ACS Employment Non-Discrimination statement for your information. Thank you for your leadership on this vital issue, and, should you have any questions, please do not hesitate to contact Glenn Ruskin, Director, ACS Office of Public Affairs, at (202) 872-4475 or g_ruskin@acs.org.

Sincerely,

[Signature]

Marinda Li Wu, Ph.D.
President