

Gay and transgender chemists: Welcoming work environments

a poster presented by

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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

The Human Rights Campaign

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.



HUMAN
RIGHTS
CAMPAIGN®

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?

- No Corporate Equality Index for small businesses
- Majority of U.S. Business entities are small businesses
- Majority of chemical manufacturers, R&D firms, consulting firms, and testing labs have < 20 employees
- 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

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