Preparing Students for Life After Graduate School: GLBT Scientists and Engineers Outside of Academe

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Member, NOGLSTP Board of Directors
2012 Gallup Poll

- Sample size: 120,000 adults
- Key Findings:

**Do you, personally, identify as lesbian, gay, bisexual, or transgender?**

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>DK/Ref</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Americans</td>
<td>3.4%</td>
<td>92.2%</td>
<td>4.4%</td>
</tr>
</tbody>
</table>

Gallup Daily tracking
June 1-Sept. 30, 2012

GALLUP®
2012 Gallup Poll

- Differences based on age and education:

Do you, personally, identify as lesbian, gay, bisexual, or transgender?

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Yes</th>
<th>No</th>
<th>DK/Ref</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 to 29</td>
<td>6.4</td>
<td>90.1</td>
<td>3.5</td>
</tr>
<tr>
<td>30 to 49</td>
<td>3.2</td>
<td>93.6</td>
<td>3.2</td>
</tr>
<tr>
<td>50 to 64</td>
<td>2.6</td>
<td>93.1</td>
<td>4.3</td>
</tr>
<tr>
<td>65+</td>
<td>1.9</td>
<td>91.5</td>
<td>6.5</td>
</tr>
</tbody>
</table>

Do you, personally, identify as lesbian, gay, bisexual, or transgender?

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Yes</th>
<th>No</th>
<th>DK/Ref</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school or less</td>
<td>3.5</td>
<td>90.3</td>
<td>6.3</td>
</tr>
<tr>
<td>Some college</td>
<td>4.0</td>
<td>93.2</td>
<td>2.8</td>
</tr>
<tr>
<td>College graduate</td>
<td>2.8</td>
<td>94.7</td>
<td>2.6</td>
</tr>
<tr>
<td>Postgraduate education</td>
<td>3.2</td>
<td>94.5</td>
<td>2.3</td>
</tr>
</tbody>
</table>

Gallup Daily tracking
June 1-Sept. 30, 2012

GALLUP®
2012 Gallup Poll

Do you, personally, identify as lesbian, gay, bisexual, or transgender?

<table>
<thead>
<tr>
<th>Income Range</th>
<th>Yes</th>
<th>No</th>
<th>DK/Ref</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $24,000</td>
<td>5.1</td>
<td>92.2</td>
<td>2.7</td>
</tr>
<tr>
<td>$24,000 to &lt;$60,000</td>
<td>3.6</td>
<td>95.1</td>
<td>1.3</td>
</tr>
<tr>
<td>$60,000 to &lt;$90,000</td>
<td>2.8</td>
<td>96.5</td>
<td>0.7</td>
</tr>
<tr>
<td>$90,000+</td>
<td>2.8</td>
<td>96.4</td>
<td>0.8</td>
</tr>
</tbody>
</table>

Gallup Daily tracking
June 1-Sept. 30, 2012

- 16% of GLBT identified individuals have incomes >$90,000 compared with 21% of the overall adult population.
- 35% of GLBT identified individuals have incomes <$24,000 compared with 24% of the overall adult population.
- 59% of GLBT identified individuals say their standard of living is getting better (non-GLBT 49%).
2012 Gallup Poll

- Nearly 13% of individuals in a domestic partnership or living with a partner identify as GLBT.
  
  *Do you, personally, identify as lesbian, gay, bisexual, or transgender?*

<table>
<thead>
<tr>
<th>Status</th>
<th>Yes %</th>
<th>No %</th>
<th>DK/Ref %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>1.3</td>
<td>95.0</td>
<td>3.7</td>
</tr>
<tr>
<td>Single, never married</td>
<td>7.0</td>
<td>89.4</td>
<td>3.6</td>
</tr>
<tr>
<td>Domestic partnership</td>
<td>12.8</td>
<td>83.2</td>
<td>3.9</td>
</tr>
<tr>
<td>Divorced</td>
<td>2.8</td>
<td>93.1</td>
<td>4.1</td>
</tr>
<tr>
<td>Separated</td>
<td>3.7</td>
<td>91.1</td>
<td>5.1</td>
</tr>
<tr>
<td>Widowed</td>
<td>1.9</td>
<td>90.6</td>
<td>7.5</td>
</tr>
</tbody>
</table>

Gallup Daily tracking
June 1-Sept. 30, 2012

- 20% of GLBT individuals indicate that they are married (non-GLBT 54%).
- 18% of GLBT individuals indicate that they are in a domestic partnership (non-GLBT 4%).
- 48% of GLBT individuals are single and have never been married (non-GLBT 23%).
2012 Gallup Poll

- GLBT identification higher in the East and West than in the Midwest and South.

Do you, personally, identify as lesbian, gay, bisexual, or transgender?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>DK/Ref</th>
</tr>
</thead>
<tbody>
<tr>
<td>East</td>
<td>3.7</td>
<td>91.8</td>
<td>4.5</td>
</tr>
<tr>
<td>South</td>
<td>3.2</td>
<td>92.0</td>
<td>4.8</td>
</tr>
<tr>
<td>Midwest</td>
<td>3.4</td>
<td>92.2</td>
<td>4.4</td>
</tr>
<tr>
<td>West</td>
<td>3.6</td>
<td>92.7</td>
<td>3.7</td>
</tr>
</tbody>
</table>

Gallup Daily tracking
June 1-Sept. 30, 2012

- Two factors:
  - More accepting regions attract GLBT people.
  - Social acceptance in the East and West means more people are willing to self-identify.
2012 Gallup Poll

- Heat Map: fewer GLBT identifiers in redder areas, more GLBT identifiers in greener areas
HRC Corporate Equality Index (CEI)

- Began in 2002.
  - 319 officially rated

- 2013 Survey:
  - 1848 surveys sent
  - 530 submitted surveys
  - 688 officially rated
  - 189 achieved a 100% rating

- Why is business interested in this survey?
  - GLBT consumers are estimate to have a cumulative buying power of $790 billion *(Witeck Communications)*
HRC Corporate Equality Index

Evaluation criteria:

1. Equal employment opportunity policy includes:
   a. Sexual orientation (15 points)
   b. Gender identity or expression (15 points)

2. Employment benefits:
   a. Equivalent spousal and partner benefits (15 points)
   b. Other soft benefits (10 points)
   c. Transgender inclusive health insurance coverage (10 points)

3. Organizational LGBT competency:
   a. Competency training, resources or accountability measures (10 points)
   b. Employee group or Diversity council (10 points)

4. Public commitment (15 points)
   At least three of the following: recruiting, supplier diversity, marketing or advertising, philanthropy or public support for GLBT equality under the law.

5. Responsible citizenship – no known activity that would undermine GLBT equality (-25 points)
Trans-Inclusive Healthcare

- Providers must affirm coverage based on the WPATH* Standards of Care.
- Benefits available to other employees must extend to transgender individuals.
- Other benefits must be available to fill gaps in coverage for transgender individuals:
  - Short term leave, mental health, pharmaceuticals
  - Reconstructive surgeries
  - Payment for routine services regardless of gender marker
  - Travel reimbursement and allowances for “out of network” care providers when availability of specialists is limited
- Coverage maximums must meet or exceed $75,000

* World Professional Association for Transgender Health
Trans-Inclusive Healthcare (cont.)

- *AMA Resolution 122* (2008) declared that hormone therapy, mental health care, and sex reassignment surgery for treatment of Gender Identity Disorder are medically necessary.
- Despite this resolution, many insurers have categorical exclusions for transgender care.
- A first goal in trans-inclusive health coverage is removal of these broad roadblocks.
- This allows certain procedures offered to cisgender employees to be available to transgender employees as needed (e.g., hysterectomies, HRT).
Transgender Workplace Issues

- Companies need to have an employee “Transition Plan” that is pre-planned, but versatile.

- Need established policies:
  - Restrooms
  - Protection of name and gender markers on Legal, HR, and Medical forms
  - Trans-Inclusive Non-Discrimination Policy

- Provide training:
  - To advertise their Transition Plan and other services
  - To promote respect
  - For better support
HRC Corporate Equality Index

- 293 of the Fortune 500 participated in the Survey
- Business Commitment to GLBT Employees:

<table>
<thead>
<tr>
<th></th>
<th>All Fortune 500</th>
<th>Fortune 500 Participants</th>
<th>Fortune 500 Non-Responders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual Orientation in Non-Discrimination Policy</td>
<td>88%</td>
<td>99%</td>
<td>72%</td>
</tr>
<tr>
<td>Gender Identity in Non-Discrimination Policy</td>
<td>57%</td>
<td>83%</td>
<td>20%</td>
</tr>
<tr>
<td>Domestic Partner Benefits</td>
<td>62%</td>
<td>94%</td>
<td>17%</td>
</tr>
<tr>
<td>Transgender-Inclusive Benefits</td>
<td>25%</td>
<td>41%</td>
<td>0%</td>
</tr>
<tr>
<td>Organizational Competency Practices</td>
<td>42%</td>
<td>70%</td>
<td>0%</td>
</tr>
<tr>
<td>Public Commitment to the LGBT Community</td>
<td>48%</td>
<td>80%</td>
<td>0%</td>
</tr>
</tbody>
</table>

NDEW 2013

C. Bannochie at NDEW 2013  www.oxide.gatech.edu
# HRC Corporate Equality Index

<table>
<thead>
<tr>
<th>Chemicals and Biotechnology</th>
<th>Headquarters Location</th>
<th>2013 Score</th>
<th>2012 Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dow Chemical Co.</td>
<td>Midland, MI</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>The Ecolab Inc.</td>
<td>St. Paul, MN</td>
<td>100</td>
<td>90</td>
</tr>
<tr>
<td>Genentech Inc.</td>
<td>South San Francisco, CA</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Monsanto Co.</td>
<td>St. Louis, MO</td>
<td>100</td>
<td>80</td>
</tr>
<tr>
<td>E. I. du Pont de Nemours and Co. (DuPont)</td>
<td>Wilmington, DE</td>
<td>95</td>
<td>100</td>
</tr>
<tr>
<td>Air Products &amp; Chemicals Inc.</td>
<td>Allentown, PA</td>
<td>90</td>
<td>80</td>
</tr>
<tr>
<td>BASF Corp.</td>
<td>Florham Park, NJ</td>
<td>90</td>
<td>90</td>
</tr>
<tr>
<td>Bayer Corp.</td>
<td>Pittsburgh, PA</td>
<td>80</td>
<td>90</td>
</tr>
<tr>
<td>PPG Industries Inc.</td>
<td>Pittsburgh, PA</td>
<td>75</td>
<td>60</td>
</tr>
<tr>
<td>Praxair Inc.</td>
<td>Danbury, CT</td>
<td>50</td>
<td>50</td>
</tr>
<tr>
<td>Huntsman Corp.</td>
<td>Salt Lake City, UT</td>
<td>40</td>
<td>0</td>
</tr>
</tbody>
</table>
Corporate Employee Resource Groups

- Provide an interface for management.
- Provide GLBT customer perspectives for products and services.
- Allow GLBT employees to network.
  - Provide unofficial channels for discrimination reports.
  - Eliminate feelings of isolation in conservative workplaces.
- Represent the company at the *Out & Equal Workplace Summit*
- Sponsor diversity programming, often during June Gay Pride.
- Interface for the company with external GLBT groups.
- Sponsor/Participate in Community Programs:
Savannah River Site GLOBE

- Programs and Activities
  - Community educational films.
  - Provide speakers for High School Gay-Straight Alliance groups.
  - SRS GLOBE Award for Promoting Diversity at the Savannah River Site.
  - Participate in the Augusta Pride Parade and Festival.
  - Train officers at the Out & Equal Workplace Summit
Academic Training

- You prepare your students and postdocs to be professional chemists:
  - Support their presentation of original research at conferences.
  - Teach them to be self-critical of their scientific work.
  - Coach them on how to defend their scientific work.

- What do you do to prepare them for science in Corporate America?
  - Do you teach them interpersonal skills?
  - Can they work in teams?
  - Can they interface with individuals of varying educational backgrounds?
  - Do you help them deal with work/life balance issues?
  - Do you assume they are all straight?
What can an academic do for GLBT students?

- Chairs need to lead, rather than waiting for change to happen on its own.
- Acknowledge they exist!
  - Don’t be afraid to say “gay”.
  - Create a climate that is conducive to being visible.
  - Invite their partner or spouse to social events.
  - Have a 1-2 diversity speakers throughout the year.
- Support their participation in workshops for GLBT students – like NOGLSTP’s
Out to Innovate

- Career summit for lesbian, gay, bisexual and transgender people in STEM
- When: Early November 2014
- Where: Georgia Institute of Technology
- Duration: Two days (Friday evening to Sunday afternoon)
Professional Organizations

- American Association for the Advancement of Science (AAAS)
  - AAAS has supported sexual minority issues since the 1970’s.
  - NOGLSTP has been an affiliated organization since 1980.

- American Chemical Society (ACS)
  - 2002 – present hold a National Meeting reception for GLBT chemists.
  - 2003 issued a Public Policy statement supporting the Employment Nondiscrimination Act (ENDA).
  - 2010 Division of Professional Relations (PROF) created a Subdivision for Gay and Transgender Chemists & Allies (GTCA).
  - 2011 created a Diversity and Inclusion Advisory Board with a permanent GLBT representative seat.

C. Bannochie at NDEW 2013

www.oxide.gatech.edu
Acknowledgements

- 2012 Gallup Survey on LGBT Americans
- Human Rights Campaign’s 2013 Corporate Equality Index
- Julie Bankston – SRS GLOBE member