

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

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ACS Division of Professional Relations
Subdivision for Gay and Transgender
Chemists and Allies

2012 Gallup Poll

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

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

	Yes	No	DK/Refused
All Americans	3.4%	92.2%	4.4%

Gallup Daily tracking
June 1-Sept. 30, 2012

GALLUP®

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

	Yes	No	DK/Ref
	%	%	%
Non-Hispanic white	3.2	93.9	2.8
Black	4.6	90.1	5.3
Hispanic	4.0	90.2	5.8
Asian	4.3	92.0	3.7

Gallup Daily tracking
June 1-Sept. 30, 2012

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2012 Gallup Poll

■ Differences based on age and education:

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

	Yes	No	DK/Ref
	%	%	%
18 to 29	6.4	90.1	3.5
30 to 49	3.2	93.6	3.2
50 to 64	2.6	93.1	4.3
65+	1.9	91.5	6.5
18 to 29 Women	8.3	88.0	3.8
18 to 29 Men	4.6	92.1	3.3

Gallup Daily tracking
June 1-Sept. 30, 2012

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

	Yes	No	DK/Ref
	%	%	%
High school or less	3.5	90.3	6.3
Some college	4.0	93.2	2.8
College graduate	2.8	94.7	2.6
Postgraduate education	3.2	94.5	2.3

Gallup Daily tracking
June 1-Sept. 30, 2012

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2012 Gallup Poll

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

	Yes	No	DK/Ref
	%	%	%
Under \$24,000	5.1	92.2	2.7
\$24,000 to <\$60,000	3.6	95.1	1.3
\$60,000 to <\$90,000	2.8	96.5	0.7
\$90,000+	2.8	96.4	0.8

Gallup Daily tracking
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- 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?

	Yes	No	DK/Ref
	%	%	%
Married	1.3	95.0	3.7
Single, never married	7.0	89.4	3.6
Domestic partnership	12.8	83.2	3.9
Divorced	2.8	93.1	4.1
Separated	3.7	91.1	5.1
Widowed	1.9	90.6	7.5

Gallup Daily tracking
June 1-Sept. 30, 2012

GALLUP

- 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?

	Yes	No	DK/Ref
	%	%	%
East	3.7	91.8	4.5
South	3.2	92.0	4.8
Midwest	3.4	92.2	4.4
West	3.6	92.7	3.7

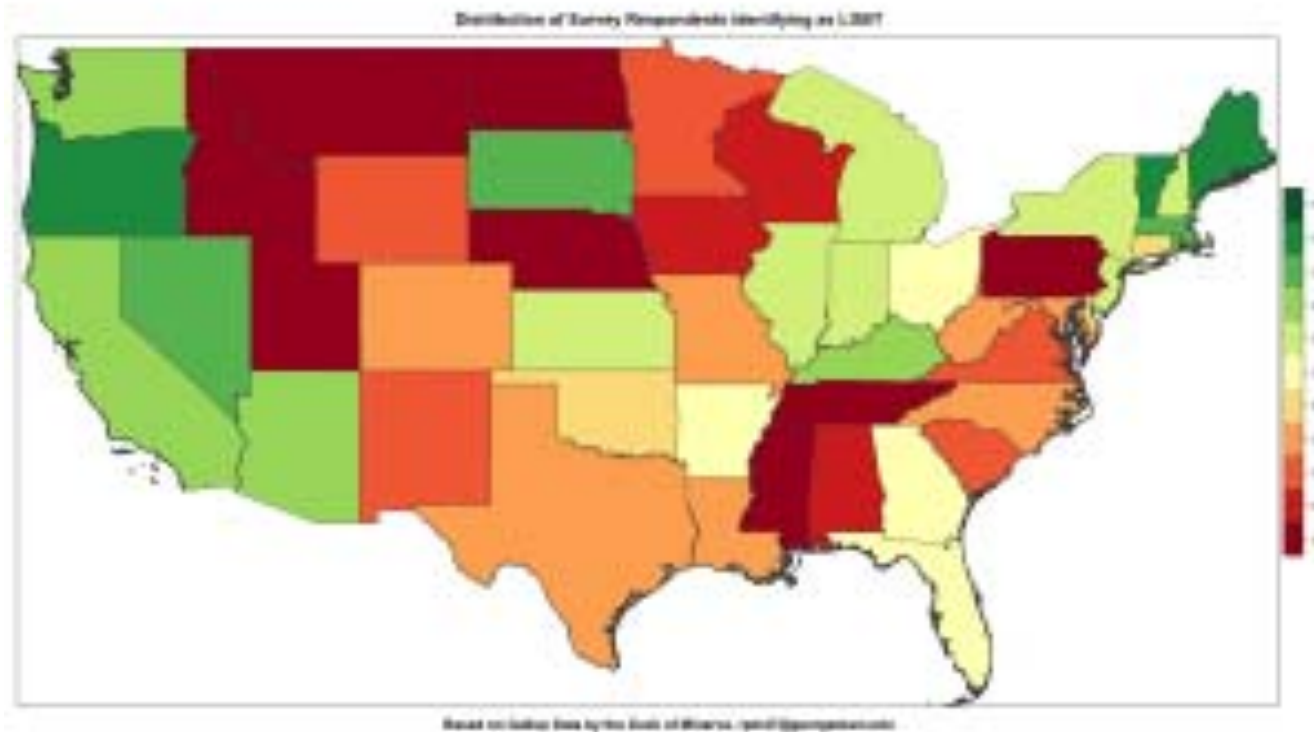
Gallup Daily tracking
June 1-Sept. 30, 2012

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- 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:

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

HRC Corporate Equality Index

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

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*



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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)



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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.



Subdivision for Gay and Transgender
Chemists and Allies

Acknowledgements

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