



presents

OUT | Science
Technology
Engineering
Mathematics
innovate | with **PRIDE.**

A Career Summit for LGBT Science, Technology, Engineering, and Mathematics Students and Professionals

hosted by



UNIVERSITY OF SOUTHERN CALIFORNIA

Lesbian, Gay, Bisexual & Transgender Community

Program

10|09

2010

Welcome

Dear Out to Innovate Participants:

What a delight it is to welcome you to the first-of-its kind career summit on LGBT issues in Science, Technology, Engineering, and Mathematics (STEM) and allied fields! You are taking part in a historic day that will showcase the accomplishments, hopes, and career dreams of our community.

This day would not be possible without the enormous contributions of The National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP), our host The University of Southern California, our generous sponsors, and our distinguished speakers.

Please use this day to celebrate your career journey; whether you are a high school student, a struggling postdoc, at the top of your field in academia, or looking for that perfect job. Take advantage of the knowledge and support you will gain today to make that next career step. Look around you and smile in the awareness that you are part of a vibrant and strong community that needs your talents and contributions to grow and thrive in today's increasingly complex world.

It has been an honor for us put this program together for you. And always, be Out to Innovate!



Rochelle Diamond
NOGLSTP Chair
Out to Innovate Co-Chair



Amy A. Ross, Ph.D.
Out to Innovate Co-Chair

Dear Out to Innovate Participants:

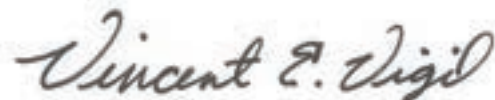
It is our pleasure to welcome you to the University of Southern California. As one of the world's premier private research universities, USC has been a leader in innovation throughout its 130 year history. Our distinguished faculty and alumni have developed breakthroughs in a variety of fields, encompassing everything from medicine to lunar exploration to environmental conservation. Even everyday activities like answering your mobile phone, microwaving popcorn and going to the movies have been enhanced and improved by members of our Trojan Family.

In addition to being a trailblazer in STEM fields, USC also leads the way as a diverse and inclusive university. USC was named one of the "Top 20 LGBT-Friendly Colleges and Universities" by *The Advocate College Guide for LGBT Students* and has received national and local awards for its commitment to LGBT issues. Our LGBT student, faculty and alumni groups are among the most active in the country, so it's a natural fit for USC to host the inaugural Out to Innovate summit.

We hope you have a wonderful day as you learn about STEM fields, LGBT issues and each other. If you're not a member of the Trojan Family, we hope you'll visit our campus again soon. And if you are a Trojan, Fight On!



Danielle Harvey
Director, Special Interest Programs
USC Alumni Association



Vincent Vigil
Director
USC LGBT Resource Center

Background and Mission of “Out to Innovate”

THE NEED

With an economy that is increasingly dependent on people with technical expertise, we must encourage more of our students to pursue higher education and careers in science, technology, engineering, and mathematics (STEM) fields. Once entered into the track, we must nurture them and give them a helping hand up the ladder through mentoring and networking within the LGBTQ professional community. “Out to Innovate” is the beginning of what we hope to be many summits that will take place in other locales to provide these needed role models, resources, and discussions. LGBTQ STEM students and professionals need to be included in the diversity equation.

There is an abundant need to fill the technological pipeline with highly trained scientists and technicians especially for research, design, and engineering positions that require employees to have a college degree and skills in math, science, or technology. All groups of students continue to drop out of the educational pipeline in science and technology at alarming rates, but women and ethnic minority youth drop out at a faster rate at each transition within higher education.

An increasing body of evidence shows the unique challenges that young LGBT individuals inclined toward careers in STEM face.¹ Many students may be socially marginalized or even abandoned by family, friends and society because of their sexual orientation, gender expression or gender identity. Feeling the isolation and the pressure to succeed, many students may choose not to stay the course in their career track. There are few out role models for these individuals to give them a sense that the career they would like to have is attainable. Yet, at the same time, LGBT STEM professionals have made substantial formal and informal strides in achieving workplace equality.² The need is great to bring together LGBT and Ally high school, college, and post-doctoral students with LGBT career professionals, academics, and employers in the STEM community for a day of sharing diversity, mentoring, and career learning opportunities. The “Out to Innovate” summit will do just that by providing keynote and plenary talks by LGBT leaders in STEM professions, poster sessions by LGBT students, workshops focused on issues particular to LGBT students and professionals in the STEM fields, and a career fair with participants from leading LGBT-supportive technology-focused corporations and government agencies. Life stories will be shared, myths corrected, and resources provided to give hope, inspire, and enable a helping hand to be out, proud, and on track whether on campus or in the workplace.

ANSWERING THE CALL

When President Obama announced his "Educating for Innovation" campaign, NOGLSTP made the decision to embark on a new and exciting pilot project to engage the lesbian, gay, bisexual, transgender communities' involvement in STEM career paths and opportunities. “Out to Innovate” has gained tremendous momentum from its inception and has been met with great enthusiasm from both the scientific community and the LGBTQ community. This summit will bring together LGBT and Ally high school, college and post-doctoral students, with LGBT career professionals, academics, and employers in the STEM community for a day of sharing diversity, mentoring, and career learning opportunities.

The date for “Out to Innovate” was specifically chosen to follow strategically after the Out and Equal Workplace Summit where many of the Fortune 500 science and technology companies bring their human resource and LGBT affinity groups. We welcome those groups who have chosen to stay one more day for “Out to Innovate” and share their momentum and energy. We hope, with the success of this first summit to follow Out and Equal’s Workplace Summit every year as it travels to different locales.

The University of Southern California Alumni Association and LGBT Resource Center have partnered with NOGLSTP to host this inaugural summit, providing logistics and USC's beautiful new Ronald Tutor Campus Center as our venue. The American Association for the Advancement of Science has endorsed “Out to Innovate” and their ScienceCareers will be its official media sponsor. We thank all of our sponsors, partners, and endorsing societies for their help and enthusiasm to make this summit a reality.

You might notice that there will be some filming of the summit. We hope to film the speakers and interview participants for a documentary that can be streamed on AAAS’ My-SciNet website and that we can distribute as a DVD to other parts of the country through gay/straight school alliances and other community organizations as an incentive to increase student interest in STEM fields, retain them in their career paths, and provide a network for employment and retention in addition to providing solid role models that exemplify success in their chosen fields.

¹Cheh, E. and Waidzun, T., “Engineers Who Happen to Be Gay: Lesbian, Gay, and Bisexual Students’ Experiences in Engineering” (2009). *Proceedings of the 2009 Conference of the American Society for Engineering Education*.

²National Organization of Gay and Lesbian Scientists and Technical Professionals. “Career Opportunities for LGBT Science, Engineering, and Technology Graduates: Brighter Than Ever” (2009).

Out to Innovate Program

USC Ronald Tutor Campus Center

8:00 AM

Check-in and Continental Breakfast

9:00 AM

Welcoming Remarks

Rochelle Diamond & Amy A. Ross, Ph.D., Co-Chairs of Out to Innovate
Vince Wong, President of USC Lambda LGBT Alumni Association

9:15 AM

Summit Kick-off and Motivation Address

Kei Koizumi, Assistant Director for Federal Research and Development
White House Office of Science and Technology Policy

9:30 AM

Being Out in the STEM World: Panel Discussion and Open Forum

Moderator: Shirley Jahad, Southern California Public Radio and KPCC, Pasadena, CA

- Erin Cech, Graduate Student, UC San Diego
- Drea Elzy, USC Student Affairs
- Kei Koizumi, M.A., White House Office of Science and Technology Policy
- James Nowick, Ph.D., UC Irvine
- Donna Riley, Ph.D., Smith College
- Julie Schell, Ed.D., Harvard University and The Point Foundation
- Tim Wilson, Sci.D., Embry Riddle Aeronautical University

10:30 AM

Break and Adjournment to Breakout Session 1

10:45 AM

Breakout Session 1: Your Community

Leadership and Activism

Moderator: Paula S. Jones, Esq., Genentech

- Barbara Belmont, M.Sc., American Chemical Society
- Lynda Higgs, Intuit
- John Mastroilli, Intuit
- Donna Riley, Ph.D., Smith College
- David Taylor, National Postdoctoral Association

Gender Identity and Gender Expression

in the STEM Workplace:

Perspectives, Challenges, and Best Practices

Moderator: Stephanie Langhoff, Ph.D., NASA-Ames

- Amy Trangsrud, Graduate student, Caltech
- Laurie Tucker, M.B.A.

Mentoring in the Classroom and Workplace: Creating Safe Spaces

Moderator: James Nowick, Ph.D., UC Irvine

- Leila Armush, MentorNet
- Ron Buckmire, Ph.D. Occidental College
- Drea Elzy, USC Student Affairs
- Julie Schell, Ed.D., Harvard University

11:45 AM

Break and Adjournment to Lunch

12:00 PM

Lunch and Keynote Address:

“Out in Science: Science, Sex, and Society”

Dean Hamer, Ph.D., Chief of the Gene Structure and Regulation
National Cancer Institute

12:45 PM

Networking and Table Discussions

1:15 PM

Break and Adjournment to Breakout Session 2

1:30 PM

Breakout Session 2: Your Career

STEM Careers in Government

Moderator: Kei Koizumi,

White House Office of Science and Technology Policy

- Dean Hamer, Ph.D., National Cancer Institute
- Zachary Portilla, Presidential Personnel Office
- Theodore J. Ronningen, Ph.D., Batelle Memorial Institute
- Thomas Wehr, M.B.A., Booz Allen Hamilton

Careers in IT/Entertainment

Moderator: Lynda Higgs, Intuit

- Phil Amato, Ph.D., Epson
- Tomlinson Holman, USC School of Cinematic Arts and Viterbi School of Engineering
- Yaron Kfir, Fortify Software
- John Mastroilli, Intuit
- Piyush Prakash, Ph.D., Fulcrum Microsystems

Being a Minority within a Minority

Moderator: Ron Buckmire, Ph.D.

- Scottie Henderson, Ph.D., Cerritos College
- Devin Sok, Graduate Student at Scripps Institute
- Raul Navarro, Graduate Student at Caltech

Careers in Healthcare

Moderator: Rick Tan, MD,

Private Practice and President, Southern California
Lambda Medical Association

- Christy Gaughan, M.B.A./M.S., Genentech
- Frances Grimstad, Medical Student, USC Keck School of Medicine
- Johanna Ho, L.Ac. Private Practice Acupuncture
- Fiona Visocnik, O.T.R./L. Occupational Therapy Director, Weeefun Therapy for Children
- Sinny Wang, Medical Student at The David Geffen School of Medicine at UCLA

Careers in Research and Engineering

Moderator: Tim Wilson, Sci.D.,

Embry-Riddle Aeronautical University

- Barbara Belmont, M.Sc., American Research and Testing
- Bill Hendrix, Ph.D., Dow Chemical
- Kate Hutton, Ph.D., Caltech
- Victoria Orphan, Ph.D., Caltech

2:30 PM

Break and Adjournment to Expo

(continued on next page)

2:45 PM

Out to Innovate Expo and Dessert Reception

Tabling Organizations

- Harvey Mudd College
- NOGLSTP
- Northrop Grumman
- Raytheon
- Battelle
- Booz Allen Hamilton
- Caltech Center for Diversity
- Genentech
- Intuit
- Texas Instruments
- USC Viterbi School of Engineering Center for Engineering Diversity
- Chevron
- Creative Brokers
- Dow Chemical
- Fortify Software
- AAAS Science Careers
- MinorityPostDoc.org
- National Postdoctoral Association
- MentorNet
- Out & Equal Workplace Advocates
- Point Foundation
- SACNAS
- SWE
- The White House Presidential Personnel Office
- USC LGBT Community
- UCLA LGBT Resource Center

Special Focus Sessions

Minority Issues in STEM presented by SACNAS


Mentoring in STEM presented by MentorNet

Tips for Resume Writing presented by Booz Allen Hamilton

4:15 PM

Poster session prizes awarded

Concluding Remarks




uscLambda
LGBT ALUMNI ASSOCIATION

is proud to welcome

OUT | Science
innovate | Technology
Engineering
Mathematics
with **PRIDE.**

to the USC campus



Meet the 2010 Out to Innovate Keynote Speaker

Dean Hamer, Ph.D.



Dr. Dean Hamer is one of America's leading research scientists and popular science authors. His discovery of the “gay gene” sparked a national debate, and his research on the genetics of personality, addiction and spirituality have revolutionized our understanding of human nature and behavior. Dr. Hamer is an author of three popular science books: *The Science of Desire* (1994) was a New York Times Notable Book of the Year. *Living with our Genes* (1996) became a science best seller. His book, *The God Gene* (2004), was featured on the cover of Time magazine. Dr. Hamer’s work has been featured in national and international newspapers and magazines and he has made frequent media appearances, including "Oprah," "Good Morning America," and "Dateline." Recently he has begun producing his own documentaries. His first feature film *Out in the Silence*, which portrays LGBT life in small town America had its premiere at the Human Rights Watch International Film Festival followed by national PBS broadcast. Dr. Hamer lives in Washington, DC, with his partner Joe Wilson.

Meet the 2010 Out to Innovate Motivational Speaker

Kei Koizumi, M.A.



Kei Koizumi is Assistant Director for Federal Research and Development at the White House Office of Science and Technology Policy (OSTP). Mr. Koizumi joined OSTP in February 2009 after having served on the Obama transition team as part of the Technology, Innovation & Government Reform Policy Working Group. Before joining OSTP, he served as the longtime Director of the R&D Budget and Policy Program at the American Association for the Advancement of Science (AAAS). Mr. Koizumi received his M.A. from the Center for International Science, Technology, and Public Policy program at George Washington University, and received his B.A. in Political Science and Economics from Boston University. He is a Fellow of the American Association for the Advancement of Science. He recently won a gold medal in high hurdles at The Gay Games in Germany. In April, he married Jeff Dutton in Washington, DC, where they live.

Meet the 2010 Out to Innovate Presenters



Phil Amato, Ph.D.

Philip Amato has a Ph.D. in Physiology and Biophysics from the University of Illinois Medical Center in Chicago, IL. He has been a Product Manager for Epson America, Inc. for six years. Prior to Epson, he was employed by the Eastman Kodak Company for sixteen years. Originally hired as a Research Physicist, he transitioned to marketing and sales, serving as both the U.S. and Worldwide Marketing Manager for digital cameras and thermal printers. In this capacity, he worked in Kodak Health Imaging, and was responsible for obtaining FDA 510K clearance of both technologies for use as diagnostic instruments. He subsequently worked in Kodak Professional Imaging, which sponsored his attendance at the Lesbian, Gay, Bisexual, and Transgender Leadership Institute at the UCLA Anderson School of Management. He also was part of a team that attended and supported Eastman Kodak's presence at the 2001 Out and Equal Conference in Orlando, FL. Phil is honored

to be participating in the 2010 Out to Innovate Summit for LGBT Science, Technology, Engineering, and Mathematics Students and Professionals.



Leila Armush

Leila Armush works as a full-time communications consultant for MentorNet, an on-line mentoring program based in San Jose, CA. Ms. Armush creates MentorNet's e-newsletters, handles new and renewing campus partnerships, trains new partners on how to use the program, and designs the organization's print collateral materials. She studied graphic design at The Art Institute of California—San Francisco, and received her B.A. in journalism from The University of Texas at Austin. She has previously worked both as a copy editor for *The San Mateo County Times* and as a graphic designer for Macy's headquarters in San Francisco. Ms. Armush has spent many years working with refugees, rescuing animals, and tutoring immigrants in ESL. She is also a singer-songwriter in a four-piece band called Opal Axis.



Barbara Belmont, M.Sc.

Barbara Belmont has a Professional Science Master's in Analytical Chemistry, from Illinois Institute of Technology. As President of American Research and Testing Inc, she earns her living as an industrial forensic analytical chemist, investigating and solving chemistry quality problems for consumer products, coatings, and other manufactured products. She is also a part-time member of the chemistry faculty at California State University, Dominguez Hills, teaching Quantitative Analysis. In her spare time, she is a member-volunteer for the American Chemical Society, American Association for Advancement of Science, and long-time Treasurer and Board Member of NOGLSTP. Barbara has shared her life for over 27 years with her wife, research biologist Shelley Diamond.



Ron Buckmire, Ph.D.

Dr. Ron Buckmire has been on the faculty of Occidental College, Barack Obama's first *alma mater*, since 1994. He was Chair of the Mathematics Department for 5 years and is currently an Associate Professor. At Occidental, he regularly teaches courses in the areas of LGBT Rights, Numerical Analysis, Differential Equations, Applied Mathematics and Calculus. His primary research areas are in numerical analysis and Mathematical modeling. Dr. Buckmire probably is most well-known for creating the Queer Resources Directory, the first comprehensive directory of LGBT and HIV/AIDS information on the Internet, in 1991, before the World Wide Web was invented. In 2006, Ron co-founded the Barbara Jordan/Bayard Rustin Coalition, the premiere Black LGBT political organization in Los Angeles. He lives in North East Los Angeles with his legally married husband Dean Elzinga and their two dogs Leenah and Dezmond. He blogs daily at MadProfessah.com.

Elzinga and their two dogs Leenah and Dezmond. He blogs daily at MadProfessah.com.

NOGLSTP
is proud to present
the first ever **OUT TO INNOVATE** Career Summit
for LGBT people in Science Technology Engineering and Mathematics!

NOGLSTP is a member organization of scientific and technical professionals in the fields of -

zoology biomedical engineering geography physics
archeology neurobiology electrical **engineering**
meteorology oceanography biochemistry botany
psychobiology mathematics computer **science**
epidemiology materials **science** microbiology
environmental **science** linguistics chemistry
geology mechanical **engineering** astronomy
science education sociology molecular biology
anthropology aerospace **engineering** ecology
science policy physiology patent law health
professions medical technology and more!



NOGLSTP members are lesbian, gay, bisexual, trans, and allies. Those of who are able, are out and proud. NOGLSTP advocates equal employment opportunity, professional networking, role modeling, science education, and scientific freedom/responsibility.

NOGLSTP is **Science and Engineering with PRIDE.**

NOGLSTP definition—

[Nah' - goal - step]

-noun

1. acronym for National Organization of Gay and Lesbian Scientists and Technical Professionals Inc.
2. a member-based professional society for LGBT people in Science, Technology, Engineering, and Mathematics that advocates equal employment opportunity, professional networking, role modeling, STEM education, and scientific freedom/responsibility
3. A 501c3 non-profit affiliate of American Association for the Advancement of Science, a participating professional society in the MentorNet® Affiliated Partners Plus program, a sustaining member of the National Postdoctoral Association, an endorsing society of National Engineers Week, and a founding member of the E-Week Diversity Council.
4. the people who dreamed up Out to Innovate, the first ever career summit for LGBT people in STEM





Erin Cech

Erin Cech is a doctoral candidate in sociology at UC San Diego. Her research examines individual-level, cultural mechanisms that reproduce inequality, especially those pertaining to sex segregation in science and engineering fields. Her article with Tom Waidzunus called "Navigating the Heteronormativity of Engineering: The Experiences of Lesbian, Gay and Bisexual Students" is forthcoming in the journal *Engineering Studies*. She investigates the self-expressive edge of sex-segregation in her dissertation, and also studies the role of professional culture in wage inequality, cross-national beliefs about work time for mothers (with Maria Charles), and perceptions of inequality among high-level professional women (with Mary Blair-Loy). She earned Electrical Engineering and Sociology degrees from Montana State University.



Rochelle Diamond

Rochelle Diamond is a Member of the Professional Staff at the California Institute of Technology (Caltech) where she specializes in flow cytometry and developmental immunology. She has authored over 15 publications in these areas. Prior to her arrival at Caltech, Ms. Diamond was a researcher at the University of Southern California School of Medicine, City of Hope Research Institute, and UCLA. She has a B.A. in Biochemistry and Molecular Biology from UC Santa Barbara. She is currently chair of the National Organization of Gay and Lesbian Scientists and Technical Professionals, which she co-founded. Over the past 25 years, Ms. Diamond has been a key organizer of workshops and scientific symposia to educate about topics relevant to those in the intersection of the scientific and LGBT communities. Rochelle has shared her life for over 27 years with her wife, chemist Barbara Belmont.



Christy Gaughan, MBA/MS

Christy Gaughan is a Senior Analytics Manager at Genentech. She works in Marketing Science where she supports pre-launch products in the metabolism business unit. In this role, Christy provides strategic insight and recommendations through rigorous, evidence-based analytics to enable well-informed decision-making. Her analytics focuses on optimizing marketing resources and sales targeting, data mining in secondary databases, and measuring the effectiveness of promotional campaigns. Prior to Genentech, she worked as a Senior Statistician at IMS Health, a Biostatistician at the University of Pennsylvania, and a Statistician at Campbell Soup. Christy holds an MBA/MS in Healthcare management and Healthcare finance, as well as Masters in Statistics from Temple University, and a BA in Mathematics from Rowan University where she spent a summer interning at NASA. She lives in San Francisco with her girlfriend Melissa and their dog Gladyyce.



Frances Grimstad

Frances Grimstad is a second year medical student at University of Southern California, Keck School of Medicine. A native of San Francisco and a graduate of Sarah Lawrence College, Frances strives to use her advocacy and education skills to promote awareness of minority communities. She has had a long history of fighting for queer and transgender rights and a passion for transgender health care. As a member of the queer community, she aims to raise awareness of the disparities faced by the transgender community, and hopes to become a surgeon who can specialize in culturally competent gender reassignment surgeries. In between being the co-president of Keck's Student National Medical Association, Curriculum Representative, and Treasurer of the Psychiatry Interest Group, she enjoys cycling (and recycling!). She has been a card carrying member of the ACLU since childhood, and puts the fight for civil rights above all else. Her ultimate passion is to help people smile; she gets true satisfaction out of improving the quality of lives of others.



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Scottie Henderson, Ph.D.

Scottie Henderson is a marine invertebrate biologist and a new instructor at Cerritos College in Norwalk, CA. She received her B.A degree in Marine Biology from the University of California Santa Cruz in 1992, and graduated in 2001 with a Ph.D. in Zoology from the University of Washington, Seattle. Scottie did postdoctoral research at the University of Arizona as a member of the NIH-funded PERT (postdoctoral excellence in research and teaching) program. Currently, Scottie has an adjunct position at California State University Fullerton where she collaborates with faculty on research on the topics of marine invertebrate life histories and the ecology of invasive species in intertidal systems. For these projects she conducts field work in Southern California and in Washington State, where she continues her affiliation with the University of Washington Friday Harbor Laboratories marine biological station. Scottie has always been active in mentoring minority students in the sciences by engaging students in research and reaching out through panels and seminars. Scottie is a member of SACNAS, American Indian Science and Engineering Society (AISES), Western Society of Naturalists (WSN), Society for Integrative and Comparative Biology (SICB), and the American Malacological Society (AMS).



Bill Hendrix, Ph.D.

Dr. Bill Hendrix is the Biology Team Leader for Insect Traits and Seed Treatments for Dow. Bill has been with Dow since 1989 and holds a Ph.D. in Entomology from Iowa State University and received degrees from the University of Arkansas and Clemson University. He has been a participant in GLAD (Gays, Lesbians and Allies at Dow) since 2001 and has been global leader for the last four years. During that time, Dow has maintained its 100% rating from HRC and has won awards from the International Gay and Lesbian Chamber of Commerce. Bill has testified before congress twice for LGBT equality in the workplace. Bill and his partner, Gary, have been together since 1981 and were profiled for the documentary "Ordinary Couples—Extraordinary Lives" which examines the relationships of 16 long-term gay and lesbian couples. Bill also served on the board for six years at Indiana Youth Group, a United Way agency and nationally recognized resource for at-risk GLBTQ youth.



Lynda Higgs, MBA

Lynda Higgs is the Director of Development Operations for the Consumer Group at software maker Intuit. In this role, Ms. Higgs manages teams of engineers who develop internal systems to manage the development workflow and releases of the popular TurboTax product line. She has a BA and an MBA from the University of California, Irvine and is also a Six Sigma Master Black Belt. She has over 25 years of experience developing, marketing and operating consumer finance and technology products. Ms. Higgs lives in downtown San Diego with her wife Donna, and enjoys local hiking and cooking up fabulous feasts.

Johanna Ho, L.Ac.

Johanna Ho is a licensed acupuncturist in private practice in Pasadena, specializing in Sports Acupuncture. She earned her bachelor's degree from the University of California at Berkeley and her master's degree in Oriental Medicine from Samra University. While attending Samra, Ms. Ho completed externships at the Minority AIDS Project, Los Angeles and Heart and Soul Institute. She also participated in an advanced internship at the Samra Acupuncture Spinal Center.

Raytheon People



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Raytheon

Customer Success Is Our Mission



Tomlinson Holman

Tomlinson Holman is a Professor at the University of Southern California School of Cinematic Arts and at the Viterbi School of Engineering. He is Chief Scientist at Audyssey Laboratories, and founder of TMH Corporation. He was Chief Engineer of Advent Corporation and founded Apt Corporation, manufacturer of the Apt/Holman Preamplifier. Tom was subsequently Corporate Technical Director for Lucasfilm Ltd where he pioneered the THX Sound System, Home THX, and introduced innovations into postproduction that became widely used. He named the most widely used multichannel sound system "5.1", and in recent years has been working on a 10.2-channel one.



Kate Hutton, Ph.D.

Dr. Kate Hutton supervises data processing for the Southern California Seismic Network, at the California Institute of Technology, where she has been employed since 1977. Dr. Hutton obtained her BS in astronomy from Pennsylvania State University in 1971. She obtained her MS and her Ph.D. in astronomy from the University of Maryland. Fondly known to Southern Californians as our earthquake expert, Dr. Hutton has been "out" in her matter-of-fact way since she realized her true orientation. She has been active in the Los Angeles Gay & Lesbian Scientists (LAGLS) and the National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) during the early history of both organizations.

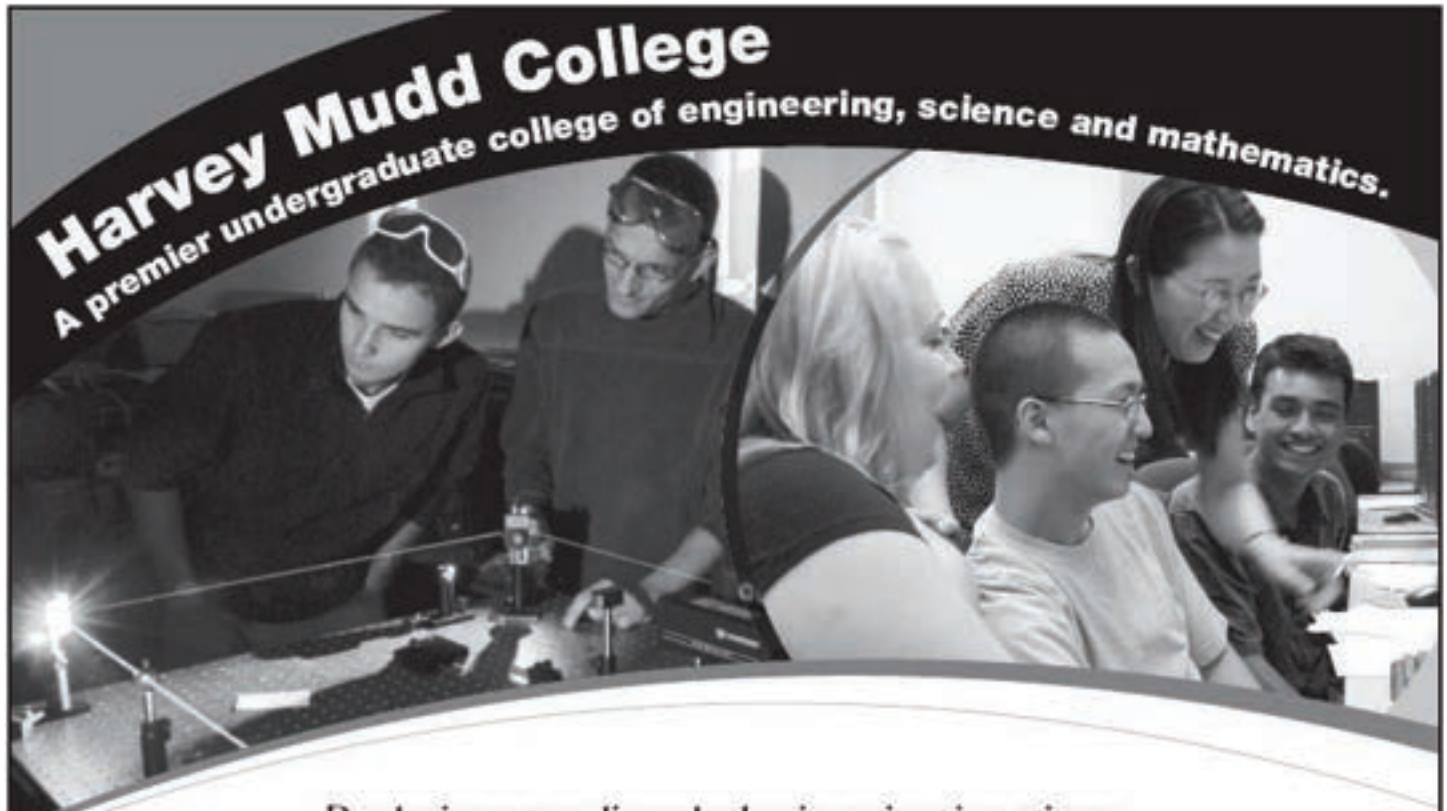
Shirley Jahad

Shirley Jahad is an award-winning journalist at 89.3 KPCC-FM, the National Public Radio affiliate in Los Angeles. You hear her work across Southern California as a senior correspondent, host and anchor. Shirley has received broad recognition for her reporting. She won the Robert F. Kennedy Award, the National Associated Press Award, LA Press Club Awards, Chicago Press Club Awards, among others. She is most proud to be a recipient of The Studs Terkel Media Award for coverage of underserved communities. Shirley came to KPCC from Chicago Public Radio, where she was a correspondent. In addition to her radio work, Shirley also served as a news correspondent for Chicago Public Television's Chicago Tonight program. Shirley has produced several award winning radio documentaries. She went to Iran to document her parents first return to their home in more than 40 years. She tells the story of an African American young man struggling to choose a path between "the straight and narrow and the crimey route." In another report, she documents the sharp rise in asthma. In her spare time, Shirley has been working toward her black belt in karate.



Paula S. Jones, Esq.

Paula S. Jones is a Principal Diversity Consultant at Genentech, a leading biotechnology company. Her primary areas of responsibility are creating and implementing enterprise-wide diversity strategies to support the company's business goals. Before joining Genentech, she specialized in leadership and management development as President of Paula S. Jones and Associates, Inc. For 15 years, she designed and implemented leadership assessment and coaching, team development, change management and leadership communication programs for Fortune 500 companies. An employment attorney for 26 years, she has also litigated employment disputes, counseled clients, and conducted training to prevent or remedy workplace discrimination and harassment. Ms. Jones has been an adjunct faculty member at the University of San Francisco Law School and UC Berkeley Haas School of Business. She is also member of the NTL Institute and the California State Bar.



Developing extraordinary leaders in engineering, science, mathematics, and technology who understand the impact of their work on society.

Focus on Teaching

9:1 student-to-faculty ratio enables the extensive student/faculty collaboration that truly sets HMC apart.

Exceptional Faculty

Passionate and innovative educators, who are also experts in their fields, publish cutting-edge research and win national awards.

Humanities, Social Sciences and the Arts

Nearly a one-third of coursework prepares students to understand the human and social contexts of their work and its impact on the world around them.

Undergraduate Student Research

HMC provides some of the best undergraduate research opportunities in the nation. Students annually collaborate with faculty on over 100 graduate-level projects, and more than 170 students participate in summer research.

The Clinic Program

An internationally recognized innovation of the College, Clinic engages students in the solution of real-world technical problems through hands-on experiential learning. Since Clinic was developed nearly 45 years ago, industrial, government and non-profit clients have sponsored 1,300 projects, resulting in multiple patents.

Community and Social Responsibility

The integration of community service into the curriculum, support of student service organizations and outreach programs in area schools encourage students to invest in the community

The Common Core

The broad core curriculum provides a base of knowledge and experience essential to interdisciplinary problem solving.

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Yaron Kfir

Yaron Kfir graduated from the Technion in Israel in 2000 with a B.A. in Computer Science. He joined Fortify Software a year ago, where he develops runtime security tools. These tools, along with Fortify's other security products, prevent hackers and malcontents from breaking into the software of corporations.



Stephanie Langhoff, Ph.D.

Dr. Stephanie Langhoff holds a B.S. in chemistry (1968) from Colorado College, a Ph.D. in physical chemistry (1973) from the University of Washington and a M.B.A (1998) from the Sloan School of Management at Massachusetts Institute of Technology. Her research interests are in the field of computational chemistry, especially electronic structure and molecular spectroscopy. She has authored or co-authored over 240 peer-reviewed journal and review articles. Dr. Langhoff has been the Chief Scientist at NASA Ames Research since 1998. Key responsibilities include managing the Center's funds for innovative research and the internal awards program. She represents the interests of the research staff on the Ames Research Center Executive Council.



John Mastrorilli

John Mastrorilli joined Intuit in 2005 and is the University Program Leader for Finance and Operations. In this role, Mr. Mastrorilli is responsible for recruiting and hiring top talent for Intuit's Rotational Development Program. He is the Co-Chair of the Intuit Pride Network and launched Intuit's first Diversity and Inclusion event to inspire all employees to come together and celebrate their similarities and differences. Prior to joining Intuit, Mr. Mastrorilli was a key manager at AT&T and was also member of the diversity site leadership team. He earned his BA degree in English & Communications from Le Moyne College in Syracuse, NY and is a Certified Personal Trainer through the National Academy of Sports Medicine. He also served as the Volunteer Chair on the San Jose Pride Board.



Raul Navarro

Raul was born and raised in Los Angeles, California. He obtained his bachelor's degree in chemistry from Yale University in 2008. Mr. Navarro is currently a graduate student at the California Institute of Technology (Caltech), where his doctoral studies focus on the development of new and efficient methods for the synthesis of biologically active alkaloid natural products. As a graduate student at Caltech, he has taken on a leadership role in the Caltech PRISM group, the on-campus social group for LGBT students, staff, and allies. Additionally, he has served as a mentor to students via the Minority Undergraduate Research Fellowship (MURF) program. Mr. Navarro hopes to one day become a professor and to continue mentoring minority students who are pursuing scientific careers.

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James Nowick, Ph.D.

James Nowick received his A.B. (Bachelors) degree in Chemistry in 1985 from Columbia University and his Ph.D. degree in Organic Chemistry in 1990 from MIT, where he was both an NSF Graduate Fellow and an ACS Division of Organic Chemistry Graduate Fellow. Dr. Nowick was named to the faculty of UC Irvine in 1991. Practical applications of this research include the development of agents to block the aggregation of peptides and proteins associated with Alzheimer's disease. Dr. Nowick has received the Award for Outstanding Faculty Contribution to Undergraduate Research, the Chancellor's Award for Excellence in Undergraduate Research and the School of Physical Sciences Award for Outstanding Contributions to Undergraduate Education. He was recently elected a Fellow of the American Association for the Advancement of Science. He has been out, visible, and contributing to GLBT issues for the past 28 years. He has served as a mentor and role model to gay and lesbian students and colleagues, both at UCI and elsewhere. In recognition of his contributions in science and in LGBT issues, he received the 2009 NOGLSTP GLBT Scientist of the Year Award.



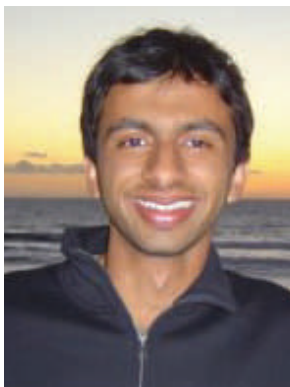
Victoria Orphan, Ph.D.

Dr. Victoria Orphan is an Associate Professor of Geobiology at Caltech. Her research areas are in environmental microbiology and biogeochemistry, with an interest in carbon, nitrogen and sulfur cycling in the deep sea. Dr. Orphan was the recipient of a Moore Young Investigator award and recently was selected as a Department of Energy Young Career Scientist. She received her Ph.D. in Biology in 2001 from the University of California, Santa Barbara and spent two years as a National Research Council Postdoctoral Fellow at the NASA Ames Research Center before joining the Division of Geological and Planetary Science Division in 2004. She currently lives in Pasadena and enjoys going to sea with her wife and fellow deep sea biologist, Dr. Shana Goffredi.



Zach Portilla

Zach Portilla currently serves as Assistant to the Director of Priority Placement in the Presidential Personnel Office at the White House, where he works to identify the most qualified candidates to fill political appointments across all agencies. Prior to his appointment, he worked as an intern in the White House Office of Public Engagement and on the Obama-Biden Pennsylvania Campaign for Change. Mr. Portilla is an alumnus of the Pennsylvania State University, where he earned a BA in Political Science, graduating with High Distinction.



Piyush Prakash, Ph.D.

Piyush Prakash is an Integrate Circuit Design Engineer at Fulcrum Microsystems, Calabasas. He received his Ph.D. in Computer Science from Caltech in 2008, where he studied the design of asynchronous VLSI circuits. Dr. Prakash was a software engineer and a member of the AdSense Team at Google Inc. for three years prior to joining Fulcrum in April, 2010. He is also an accomplished runner and a member of Los Angeles Frontrunners.



“California Institute of Technology (Caltech) is a community dedicated to scientific and engineering exploration and to academic excellence. At the heart of our mission are unwavering commitments to honor, integrity, equity, and diversity. Together these values help create and sustain a community where all are committed to the goals of academic and personal achievement”.

On behalf of our students, staff and faculty we offer our sincerest congratulations on the success of the “Out to Innovate” conference! We applaud and support the work that NOGLSTP continues to do to create access to careers in science and support the full inclusion of Gay and Lesbian scientists in academia and industry.

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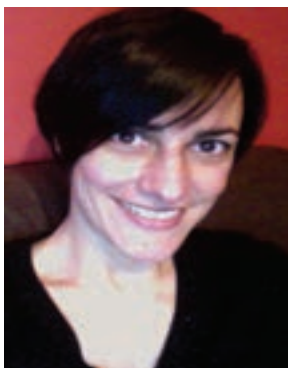
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Donna Riley, Ph.D.

Dr. Donna Riley is a founding faculty member and Associate Professor in the Picker Engineering Program at Smith College, the nation’s first and only accredited engineering program for women. Dr. Riley received her Ph.D. in engineering and public policy from Carnegie Mellon University and her B.S.E. in chemical engineering from Princeton University. Her technical research considers indoor air quality and chemical consumer product risks stemming from household pesticide use and cultural and religious uses of elemental mercury. In 2005 Dr. Riley received a CAREER award from the National Science Foundation for implementing feminist and critical pedagogies in engineering education. Her recent book *Engineering and Social Justice* (Morgan and Claypool, 2008) “calls upon engineers to cultivate a passion for social justice and peace and to develop the skill and knowledge set needed to take practical action for change within the profession.” In 2010 Dr. Riley received the

GLBT Educator of the Year Award from NOGLSTP.



Theodore “TJ” Ronningen, Ph.D.

Dr. TJ Ronningen develops novel spectroscopic sensors as a Principal Research Scientist at Battelle Memorial Institute. Battelle is an international science and technology enterprise that explores emerging areas of science, develops and commercializes technology, and manages laboratories for customers. Dr. Ronningen joined Battelle in 2005. He works with scientists and engineers in the Electronics, Sensors and Information Systems product line to address the needs of commercial and government clients. He also carries out research into applications of emerging spectroscopic and data analysis techniques. Dr. Ronningen is a member and leader of Battelle's LGBT employee resource group. He obtained his Ph. D. in Chemical Physics from The Ohio State University and a B.A. from Wabash College with a major in Chemistry.



Amy A. Ross, Ph.D

Dr. Amy Ross has been active in the LGBT community for over 25 years. She was a founding member of The National Organization for Gay and Lesbian Scientists and Technical Professionals (NOGLSTP). She has presented workshops and symposia on medical and scientific issues that relate to the LGBT community. She currently serves as NOGLSTP’s Mentoring Program Coordinator. Dr. Ross is also active in the USC Lambda LGBT Alumni Association and the USC Alumni Association Board of Governors. She received her Ph.D. in Experimental Pathology from USC and has worked in cancer diagnostics and biotechnology since 1986. Dr. Ross is currently an Associate Biologist at Caltech.



Julie Schell, Ed.D.

Dr. Julie Schell is a postdoctoral fellow in the Mazur Group of the School of Engineering and Applied Sciences at Harvard University. She received her Doctorate in May of 2009 from Teachers College, Columbia University. Her dissertation, *Venturing Toward Better Teaching: S.T.E.M. Professors’ Efforts to Improve Their Introductory Undergraduate Pedagogy at Major Research Universities* was selected as the 2009 Dissertation of the Year from the American Educational Research Association, Postsecondary Education Division. In the Mazur Group, Dr. Schell leads research on the design, implementation, assessment and dissemination of research-based pedagogies for improving undergraduate S.T.E.M. education worldwide. From 2003–2008 she was Point Scholar selected by Point Foundation --the National L.G.B.T. Scholarship Fund. Dr. Schell co-developed the Point Foundation Mentoring Program and has been heavily active in Point as a scholar, staff member, donor, and alumnus.

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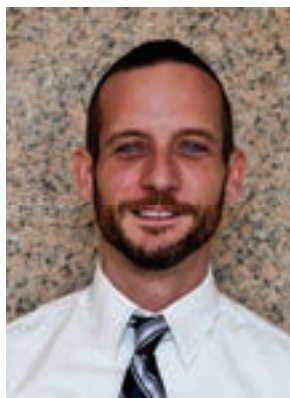
Devin Sok

Devin Sok hails from Lowell, MA and graduated from Lowell High School in 2004 before attending Stanford University for an undergraduate degree in Chemistry. He is currently a graduate student at The Scripps Research Institute (TSRI) in La Jolla, CA and is developing a methodology for using circulating tumor cells to monitor therapeutic response and resistance in advanced prostate cancer patients. Mr. Sok has been an active advocate for encouraging underrepresented minorities to pursue a future in science. He is currently involved in outreach programs at TSRI to provide access to scientific research and education for underrepresented high school students. Following graduate school, he plans to pursue a career in science policy and education.



Rick Tan, M.D.

Rick Tan, MD is in private practice in West Los Angeles and board certified in internal medicine and subspecializing in allergy and clinical immunology. He completed his fellowship training at the UCLA Medical Center. Dr. Tan has published extensively in the field of allergy, asthma and clinical immunology, and is the co-author of the textbook *Practical Allergy*. He serves on the editorial board of the journal *Annals of Allergy, Asthma and Immunology*. In 2011, Dr. Tan will be the incoming president of the Los Angeles Society of Allergy, Asthma and Clinical Immunology. He is the current president of the Southern California Lambda Medical Association (SCLMA), which recently celebrated 30 years as one of the oldest organizations for LGBT physicians and health care providers in the country.



David Taylor, Ph.D.

David Taylor currently serves on the National Postdoctoral Association (NPA) Board of Directors, assisting with strategic planning, fundraising and oversight for the member-driven, non-profit organization. In addition, he functions as Academic Programs Officer for The Children’s Hospital of Philadelphia Research Institute, providing direction and program coordination for the Office of Postdoctoral Affairs. This position offers him the opportunity to work directly with research trainees at all experience levels, providing orientations, creating support programs, and developing a more robust trainee infrastructure.

Dr. Taylor earned his doctorate from the University of Virginia and completed a postdoctoral fellowship at The Children’s Hospital of Philadelphia. His interest in postdoctoral programming and trainee education led him to his current positions with both the NPA and Children’s Hospital.



Amy Trangsrud

Amy Trangsrud is a NASA Earth and Space Science Fellow pursuing a PhD at Caltech. Amy's primary interests are in the development of telescopes and technologies to answer questions on the frontier of experimental cosmology. At present, Amy is preparing to deploy the Spider Balloon-borne Cosmic Microwave Background telescope, a high precision polarimeter utilizing sensitive superconducting detectors, developed in direct collaboration with NASA's Jet Propulsion Laboratory. Outside of the lab, Amy has been the President of Prism, Caltech's LGBTQA group, for four years and is a passionate advocate for the community. Amy is very proud of her leadership role in advancing the resources and campus policies at Caltech over the last few years, including the creation of the Caltech Center for Diversity, an LGBTQ Lounge, increased collaborations with the Counseling Center, the addition of transgender health coverage to student insurance, the first RA training about LGBTQ experiences, and the beginnings of a Safe Zone program. Amy, who identifies as genderqueer, and her wife, Lorelei, who identifies as pansexual, married in June in the Santa Monica Mountains.

ifies as genderqueer, and her wife, Lorelei, who identifies as pansexual, married in June in the Santa Monica Mountains.



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Laurie Tucker, M.B.A.

Laurie Tucker is a retired accountant/tax auditor. Holding a variety of positions with Pacific Bell, Nevada Bell, AT&T, and Pacific Telesis throughout her 26 year career, she retired from Pacific Telesis Group in 1996 as Director of Tax Audits. Ms. Tucker has a BS in Accounting from University of Nevada, Reno, and an MBA in Taxation from Golden Gate University, San Francisco.

Fiona Visocnik, O.T.R./L.

Fiona Visocnik is a licensed occupational therapist and the Director of Weeefun Therapy for Children in Arcadia, CA. She received her Bachelor of Applied Science degree in Occupational Therapy from the Lincoln School of Health Sciences, La Trobe University, Melbourne, Australia in 1990. Ms. Visocnik has 20 years clinical experience in pediatrics and acute care from around the Globe. She is currently in pediatric private practice, Arcadia CA. and is happily married to Johanna with whom she is raising three dogs.



Sinny Wang

Sinny Wang is a second year medical student at David Geffen School of Medicine at UCLA, where she is also a student coordinator for *MedGLO*, UCLA's organization for LGBT medical faculty, staff, and students. Originally from San Diego, Ms. Wang relocated to New Hampshire for college, where she developed a passion for medicine and honed her driving skills in snow. She graduated magna cum laude from Dartmouth College with a degree in biology. Prior to returning to Southern California, she worked as an AmeriCorps volunteer at a medical clinic in Berkeley. In her free time, Ms. Wang loves exploring local museums, watching "chefbians" at work on TV, and dodging traffic while biking in LA.



Thomas Wehr

Mr. Wehr, a Lead Associate with Booz Allen Hamilton on the Mission Performance and Policy Analytics team, has over 8 years of professional experience. He holds a B.S. in Aerospace Engineering from the University of Illinois and an MBA from the University of Maryland, which included study in Brazil, India, Vietnam, and Thailand. Prior to Booz Allen, he was an aerospace engineer at Naval Air Systems Command and a systems engineer at the Federal Aviation Administration. At Booz Allen, Mr. Wehr supports Navy clients with naval aviation science and technology portfolio management and decision support. He also supports Joint Staff clients with determining language and cultural awareness capability requirements for Geographic Combatant Commands.

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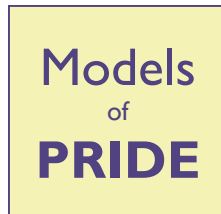
Timothy Wilson, Sci.D.

Tim Wilson received Bachelor's (1985), Master's (1987), and Doctoral (1994) degrees in Electrical Engineering and Computer Science from the Massachusetts Institute of Technology. He joined the faculty of Embry-Riddle Aeronautical University, Daytona Beach, Florida, in fall 2000, having previously taught at the University of Memphis. In spring 2010, he was appointed Chair of ERAU's new Department of Electrical, Computer, Software, and Systems. Dr. Wilson's research focuses on Unmanned Aircraft Systems (UAS). He serves on the Board of Directors of the National Organization of Gay and Lesbian Scientists and Technical Professionals and is that organization's representative to the National Engineers Week Foundation's Diversity Council. He led efforts resulting in ERAU's offering domestic-partner benefits and previously served as advisor to GALBA. He and his partner of fifteen years, Mack McKinley, an Environmental Engineer, live in Debarry, Florida.

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