Finding Diverse Scientists
and Supporting Them
to Succeed
LGBT+ Science??
'No sexuality please, we're scientists'

BY DAVID SMITH | 1 APRIL 2014

David Smith wonders why gay scientists seem to stay unseen, and asks does it matter?

Where are all the LGBT (lesbian, gay, bisexual and transgender) scientists? If you look at last year’s *Time* magazine list of the 100 most influential people, 10% work in science and technology. But *The Independent* ‘Pink List’ (101 most influential LGBT people) has just two, and then only if you count a psychologist and a technology journalist.
'You are mistaking us for people who give a ****. Your sexuality is NOT important vis-a-vis your job'.

'So your fellow scientists don't give a shite about your sexuality, just your research credentials and publication records? Isn't that equality?'

*Meritocracy or ‘Don’t Ask Don’t Tell’?*
‘I had violated an unspoken convention of STEM: the invisibility of its LGBT members’ Manil Suri

https://www.nytimes.com/2015/09/05/opinion/manil-suri-why-is-science-so-straight.html
Well, you have two choices, Tajel. You can:

A) Switch to a different professor and start your thesis all over again...

Or B) Leave everything behind, move across the country and join me in my new research group.

How about "C) you don't totally mess up my life?"

You have a life?

So, what's it going to be?
Female Researcher (Anon):

‘A lot of people worry that there will be unconscious bias against them in the job hunting process. This should be something we are happy to talk about as scientists. It should just be a part of life.’
A junior researcher’s supervisor can have a lot of influence on their prospects, many researchers think it is necessary to avoid personal details.

‘If you can’t even have a conversation with a colleague about who you spent the weekend with it’s not a nice working environment’
‘Except for rumour we have zero LGBT staff or students here. It is quite isolating’

Anonymous Chemistry Student in Major UK Metropolitan University
‘Throughout my academic life in Chemistry, I've found it normally has a very conservative, macho culture. Any sexuality related issues are met with embarrassment or sometimes hostility, more so than other academic areas.

It doesn't help on an emotional level, leading to feelings of isolation perhaps leading to giving up on a science career.’

Academic (Anon)
LGBT CERN

LGBT CERN is a CERN-recognized group seeking to provide a welcoming space for lesbian, gay, bisexual, and transgender (LGBT) individuals at CERN. Friends and allies welcome!

Meet us for lunch
Every Wednesday at 12:00 in Restaurant 1
(Alternatively if the weather is good, "Heavy" area otherwise)

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www.lgtbcern.com
Or contact aidan@cern.ch

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Look for the rainbow flag!

We have regular social events! Please subscribe to our confidential mailing list: lgtbcern-list@cern.ch (CERN e-groups)

lgtbcern-contact@cern.ch
First academic department in the UK to receive Athena SWAN Gold award

Awarded in 2007, renewed in 2010 and 2015

Longest held Athena SWAN Gold - 10 years
• Focus on unconscious bias
• Flexible working guarantee, Part-time working assurance
  – increased uptake of part-time working (M+F)
• Benefits men and women
• Adoption leave policies
• Promotion to professor whilst working part time
  – Quality over quantity
• Induction, mentoring and one to one careers support
• Teaching and vacation bursary opportunities
• Networking lunches with visiting speakers
• Researcher ‘Champion’
• Annual postdoc poster prize
• Joliot Curie Conference
• Fostering inclusive culture
• High profile out staff, social media presence
• Invited career talks from LGBT scientists
• Listen to our students
• Gender pronouns guide
• Trans* awareness training
LGBT+

The Department of Chemistry is committed to supporting staff and students who identify as LGBT+ (Lesbian, Gay, Bisexual, Transgender, +) and creating an inclusive community where everyone can thrive. We are actively working to ensure LGBT+ staff and students feel comfortable and safe in the Department.

For example, guidance on the use of Personal Gender Pronouns (PGPs) was recently shared across the Department to inform staff and students on what PGPs are and how to use them: Personal Gender Pronouns (PDF 461kb)

There is also an online anonymous suggestion box for staff - (there is a physical suggestion box located outside Room K167 for YSBL staff), to comment or make suggestions on how the Department can better support its LGBT+ staff and students.

Sources of information

- University Equality & Diversity Office
- University Staff Sexual Diversity & Equality Forum
- YUSU LGBTQ+ page
- Stonewall (working for LGBT+ rights)
- University of York Equality and Diversity sexual orientation webpages
- LGBT Foundation
- Trans-gender equality: the 7th strand online training
- Gender Identity Research and Education Society

Survey

The Equality and Diversity Group welcomed the positive results of a survey carried out among LGBT+ students about their experience of studying in the Department. Following on from this survey, and the Departmental Culture Survey carried out in 2016, possibilities for improving support and representation for LGBT+ students are being investigated by the working group.

If any students and/or staff in the Department have concerns specifically relating to LGBT+ issues, including personal difficulties, or any experiences of homophobia and/or transphobia, they can approach any of the following senior staff members, who either as LGBT+ individuals or allies, are happy to discuss any problems and take action where appropriate: Professor Duncan Bruce, Professor Peter O’Brien, Professor David Smith, Professor Jane Thomas-Oates, Professor Paul Walton, Dr Derek Wann and Dr Leonie Jones.
'It's important for LGBT students like me to see that there are people like us who make it higher up and do great things with their lives in our field of study. We see that we too can have a future like that.'
When someone asks you to use a different pronoun:

**DON'T**

What?
'Zie' isn't a real pronoun.
Don't you have something more normal that you use?

**DON'T**

But it's not grammatically correct to use 'they' as a singular pronoun.

**WHY?**

You are not being asked to evaluate this person's gender identity or preferred terminology.

I'm not familiar with those pronouns.
Could you go over them with me so I know I'm using them right?

**DO**

Oh, of course. I'll do my best!
Prof. David K. Smith
University of York
@professor_dave

LGBT STEMinar
‘Diverse scientists will have diverse ideas and approaches – essential for cutting-edge research. Happy and fulfilled scientists will perform better. If we only care about the science, and not the people who do it, we won’t achieve the best results.’