

LGBT+ STEM DAY

JULY 5

MISSION & TOOLKIT

The First International Day of LGBT+ People in Science, Technology, Engineering, and Maths

BACKGROUND

LGBT+ people in science, technology, engineering, and maths (STEM) continue to struggle being themselves out in the open.

We believe that a day of recognition, similar in style to initiatives like the International Day of Women and Girls in Science, could go a long way in helping raise awareness and increase support.

According to Nature, just over half of American LGBT researchers are 'out' in the lab, 57% to be exact. This is based on a 2013 survey of 1,427 people working in STEM fields. These results might be seen as encouraging when compared to the 47 percent of the average American workers who identify as being 'out', however, it's not what we would call a success story for academia.

A survey from the American Physical Society shows that life out of the closet in academia in America can still be terrible. About a third of LGB people are advised to stay in the closet if they want to advance in their career. The situation is even more dire for trans and gender-nonconforming people, with about half reporting having experienced harassment. Valuing diversity factually makes organisations better. It's clear that fostering and valuing people's individuality leads to having better and happier employees, and gets more results.

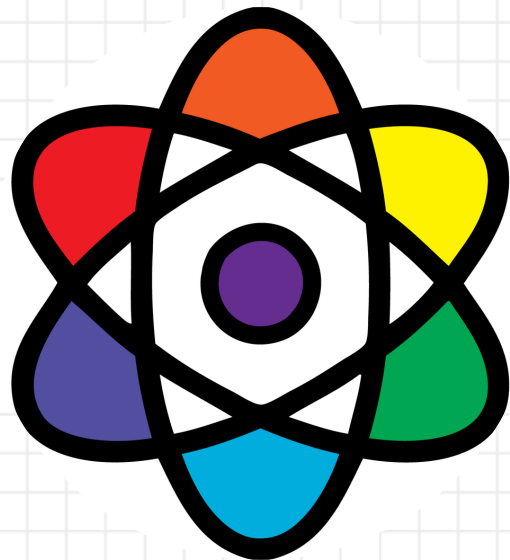
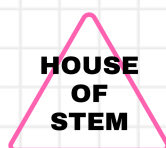


Illustration by TwistedDoodles

It is time to make a bold statement of support and we believe that such an event can be significant to achieve this goal.

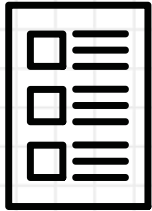
Beginning such a celebration was proposed by Pride in STEM, a UK-based charitable trust, in collaboration with House of STEM, Science Gallery, CERN LGBT+ Network. Do get in touch, if you would like your organisation to be part of this



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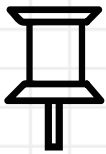
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OBJECTIVES

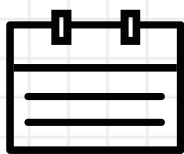
We hope that the International Day of LGBT+ People in Science and Engineering can help:

- Improve the visibility and representation of LGBT+ scientists through public, academic, and industry engagement.
- Strengthen the community of LGBT+ people working in STEM and STEM-related fields by connecting with key partners
- Improve support and resources for LGBT+ scientists and engineers by highlighting the challenges faced by the community and proposing solutions and strategies to universities, organisations and governing bodies.



2018 PROGRAMME

There is no theme for 2018 but organisers of independent events should be mindful to keep the day as intersectional as they possibly can. It is also important to remember to include the entire LGBT+ community in promotional and support material. It is particularly important that issues faced by trans and bisexual people can often not be covered by general gay-friendly approaches.



WHY JULY 5?

We selected July 5th to celebrate this date in 2018 as it can be written as '507' which is (in nanometres) the wavelength of the colour green featured in the rainbow flag and is representative of nature. If you're in the US, then it's '705' which is the wavelength of the colour red, representing life.



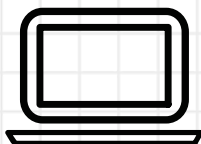

WHO IS IT FOR?

- Members of the LGBT+ community who work in STEM or STEM related fields
- Everyone who supports LGBT+ people working in STEM
- Groups and organisations for LGBT+ people in STEM
- Universities or organisations who support their LGBT+ scientists and engineers

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HOW DO I TAKE PART?

Thursday 5th July 2018 will be the first ever International Day of LGBT+ People in Science, Technology, Engineering and Maths. It is a day to improve visibility and support for LGBT+ people in STEM, and there are lots of ways you can take part — from a single social media post, to attending or organising a local event.

ON SOCIAL MEDIA

Join the conversation on social media, with **#LGBTSTEMday**:

- Share stories, images and videos of yourself or your LGBTSTEM role models
- Help boost the visibility of LGBT+ people in STEM by sharing their posts
- Show your support for groups and organisations working to support LGBT+ people in STEM

Groups and organisations, use #LGBTSTEMday to share the work you do all year round to support the community

AT AN EVENT

ATTEND AN EVENT

We'll be posting listings for local events on prideinstem.org/lgbtstemday
Go along to a local event, and share photos and updates on #LGBTSTEMday

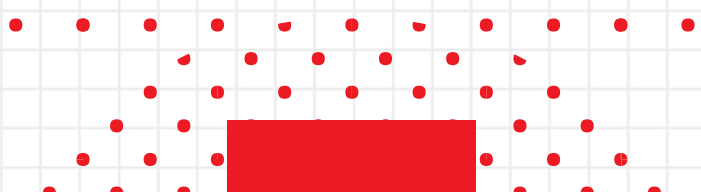
ORGANISE AN EVENT

If you are an organisation that supports diversity in STEM, an LGBT+ network in a university, a group of scientists, or an existing science communication initiative that wants to support and include the LGBT+ community, then please consider organising an event on the day.

There are lots of formats your event can take, and we'd be happy to offer advice (email), but here are some suggestions:

- A series of Lightning Talks by LGBT+ scientists
- A pop-up poster session by LGBT+ researchers
- A pride-filled hackathon run by LGBT+ engineers
- A coffee morning to raise funds for your university's LGBT+ network
- An editathon to improve visibility of LGBT+ scientists on Wikipedia
- A communications workshop for LGBT+ researchers
- Team up with a local science event to organise a special LGBTSTEMday edition

Share live streams, photos and videos of your event on social media, using #LGBTSTEMday



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HELP US MAKE A DOCUMENTARY

We're going to put together an audio documentary telling the story of the first ever LGBTSTEMday, and will post it online, free for everyone to listen to, later in the year. We want you to help us make it. If you have audio recording equipment, fantastic! But you really just need a mobile phone.

Here's how you can help:

RECORD YOUR OWN STORY

Tell us about you! Record a short piece of audio telling us your name, what you do, and what it's like to be an LGBT+ person working in STEM.

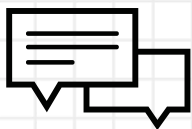
RECORD SOMEONE ELSE'S STORY

Interview a friend or colleague. Make sure they tell us their name and what they do, then ask them about their work and their experiences as an LGBT+ person in STEM.

RECORD YOUR EVENT

If you are running an event, record some audio of what you do, whether it's an evening of short talks or a coffee morning to support your LGBT+ network. Ask people who come along why they feel it's important to support LGBT+ people working in STEM.

Send your recordings to us (at lgbtstemday@gmail.com), and feel free to get in touch beforehand to ask us any questions or for advice on how to record good audio and capture compelling stories.



FURTHER INFORMATION

For updates on LGBTSTEMday, visit prideinstem.org/lgbtstemday

For a reading list, visit houseofstem.org/reading

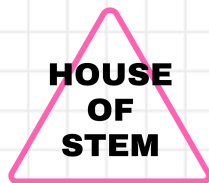
To get in touch, email lgbtstemday@gmail.com

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ORGANISERS



SUPPORTERS



LGBTQ CERN

