



LGBTQ+STEM Day

#LGBTSTEMDAY

18 NOVEMBER 2020

#LGBTQSTEMDAY

Wednesday 18th November 2020 will mark the third International Day of LGBTQ+ 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 an event. This toolkit is for anyone who would like to organise an event or online get-together to mark LGBTSTEMDay.

Join us on social media

Join the conversation on social media, with **#LGBTSTEMDay** or **#LGBTQSTEMDay** - whichever you prefer.

- Share stories, images and videos of yourself or your #QueerInSTEM role models.
- Help boost the visibility of LGBTQ+ people in STEM by sharing their posts, particularly BIPOC folks and members of our community who experience multiple minoritisations.
- We're [@LGBTSTEMDay](#) on Twitter, and you can find lots of other groups and organisations on there working to support LGBTQ+ people in STEM, including [@PrideinSTEM](#), [@HouseofSTEM](#), [@InterEngLGBT](#), [@OUTinSTEM](#), [@QueersInSTEM](#), [@500QueerSci](#), [@LGBTSTEM](#), [@QueersInScience](#), [@LGBT Physics](#), [@LGBTQstemCast](#), [@TheSTEMvillage](#), [@QueerEngineers](#), [@PridePolar](#), [@PRISMAciencia](#), [@StemTrans](#), [@QAtCanSTEM](#), [@PRISMexeter](#), [@MFQCPod](#), [@LGBTQPlantSci](#), [@CellLgbtq](#), [@LGBTQCERN](#)

The essentials

How we chose the date this year

For its first two years, LGBTQSTEMDay took place on the 5th of July, because the date symbolised colors found in the Pride flag. Written "507", the date corresponds to a green wavelength in nanometers, representing nature; and written as "705", it corresponds to a red wavelength, representing life.

We wanted to hold LGBTQSTEMDay later this year, so we chose the 18th of November, connecting to a story that begins with Frank Kameny.

Frank Kameny was an American astronomer who graduated from Harvard under the supervision of Professor Cecilia Payne-Gaposchkin, the first woman to head a department at Harvard and the first person to realize that stars were mainly made of hydrogen and helium. Kameny was a gay man. He was hired in the U.S. Army's Army Map Service in July 1957 but was fired in January 1958 because they found out he was gay. He was barred from future employment by the federal government. He appealed his firing through the judicial system but was unsuccessful, so he took the fight all the way to the US Supreme Court. In 1960, during the October Term he fought this battle and a document ([linked here](#)) bears the date of November 18th.

Repressive and Draconian laws are still present in many countries. Regressive attitudes are not only prevalent but have found new breath in the rise of fascist populism worldwide. New laws are being proposed to curtail the rights of our queer siblings in many different countries. Science, particularly biology and genetics, has been misused and misrepresented in many of these discussions.

2020 marks 60 years since Kameny's judicial battle reached its conclusion. Kameny never held a paid job again but he continued his activism until his death in 2011. We chose November 18th because it represents a moment when a queer scientist stood up for our community. We hope that it could come to represent the people who continue to make the world of STEM a better and more inclusive place today.

It's also fine if you can't organise your event for the 18th—just organise it for the nearest date that works for you.

The audience

First and foremost, your event should be developed with and for LGBTQ+ people working in STEM; and it should reflect and include the diversity of people, identities, and backgrounds that exist within the LGBTQ+ community. We would love events and celebrations to centre those with intersectional identities who are most marginalised in our community. Your audience might also include friends, colleagues and allies of LGBTQ+ scientists. We ask that everyone make their events **free and accessible**, and we've included a suggested code of conduct in the appendix.

The format

The format and content of the event is up to you, but we encourage online events to keep everyone as safe as possible. We've put together some ideas, guides, and content to get you started...

Wikipedia Edit-a-thon

One place we can improve the visibility and representation of LGBTQ+ people in STEM is on Wikipedia. For LGBTQSTEMDay 2019, we worked with some fantastic Wikimedians to create this project page:

https://en.wikipedia.org/wiki/Wikipedia:GLAM/Wellcome/Events_and_Workshops/PrideinSTEM

There are still lots of articles to be created and expanded that reference LGBTQ+ scientists or engineers, scientific topics that relate to the LGBTQ+ community, queer characters or culture in science fiction, or connects STEM with the LGBTQ community in some way. There are a few ways to organise your own online Wikithon:

- Encourage your friends and colleagues to contribute in their own time
- Get a group of friends together over Zoom to edit together
- Do a live stream of you editing, where you encourage others to join in

Wikipedia has this detailed article on how to organise an edit-a-thon:
https://en.wikipedia.org/wiki/Wikipedia:How_to_run_an_edit-a-thon

Online Event

There are many online event formats you can use to mark LGBTQSTEMDay, like discussions, presentations, performances, interviews, workshops, and demonstrations. We encourage you to develop events that centre those who are most marginalised within our community, particularly BIPOC and disabled folks. Please do everything you can to make the event as accessible as possible—for example, hire a sign language interpreter, caption videos, and share a transcript of your event. Let us know when your event listing is live, and we'll include it on the LGBTQSTEMDay web page, and promote it on our social media. You can email us at lgbtstemday@gmail.com or DM us [@LGBTSTEMDay](https://twitter.com/LGBTSTEMDay) on Twitter.

Remote Charity Coffee morning

To mark the first LGBTQSTEMDay in 2018, lots of offices, workplaces, university departments, and labs held coffee mornings to bring people together for a cup of coffee (or tea!) and some delicious baked goods. The simple act of marking LGBTQSTEMDay with a friendly get-together can be a message of support to LGBTQ peers and colleagues. If you've been working remotely and having online meetings with your colleagues, consider using your next meeting to have a coffee and some cake together, to celebrate your LGBTQ+ colleagues, and to chat about ways your workplace can be more inclusive. If you're using your coffee morning to collect money for charity, we recommend that you choose a charity that supports vulnerable LGBTQ people.

Journal club

Many research groups have regular journal clubs, where everyone reads a particular paper, and usually one member of the team leads a discussion on it. For LGBTQSTEMDay, consider discussing a paper on the experiences of LGBTQ people in STEM or academia.

Here are some papers we suggest:

- Science Advances | Coming out in STEM: Factors affecting retention of sexual minority STEM students. Bryce E. Hughes, 14 March 2018 | <http://advances.sciencemag.org/content/4/3/eaao6373.full>
- Social Sciences | Queer in STEM Organizations: Workplace Disadvantages for LGBT Employees in STEM Related Federal Agencies. Cech and Pham, 2017 | <https://www.mdpi.com/2076-0760/6/1/12/html>
- Journal of Homosexuality | Queer in STEM: Workplace Experiences Reported in a
- National Survey of LGBTQIA Individuals in Science, Technology, Engineering, and Mathematics Careers. Yoder and Mattheis, 2016 | <https://drive.google.com/file/d/0B8WTovkBDKYWYWQtamF0UXkzTU0/view>
- Journal of Women and Minorities in Science and Engineering | Factors impacting the academic climate for LGBTQ STEM faculty. Patridge et al., 2014 | <http://www.dl.begellhouse.com/journals/00551c876cc2f027.761a7b37493b2d86.6fe4cda94f55abdf.html>
- CBE—Life Sciences Education | Coming Out in Class: Challenges and Benefits of Active Learning in a Biology Classroom for LGBTQIA Students. Cooper and Brownell, 2016 | <https://www.ncbi.nlm.nih.gov/pubmed/27543636>

- Engineering Studies | Navigating the heteronormativity of engineering: the experiences of lesbian, gay, and bisexual students. Erin A. Cech & Tom J. Waidzunus, Vol. 3, Iss. 1, 2011 | <http://www.tandfonline.com/doi/abs/10.1080/19378629.2010.545065>
 - There are also lots of articles and essays, including those collected by:
 - House of STEM: <https://houseofstem.org/reading/>
 - LGBTSTEM: <https://lgbtstem.wordpress.com/lgbt-stem-in-the-media/>
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Appendix I: Suggested Code of Conduct

This LGBTQSTEMDay event aims to ensure we offer a harassment-free experience for everyone, regardless of race, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, or religion. We will not tolerate harassment of event participants in any form. Event participants violating these rules may be sanctioned or expelled from the event at the discretion of the organisers.

Harassment includes offensive verbal comments related to race, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, religion, sexual images in public spaces, deliberate intimidation, stalking, following, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, the event organisers reserve the right to take any action they deem appropriate, including warning the offender or expulsion from the event. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact one of the event organisers.

(For in-person events) A member of the organising team will be happy to help participants contact security, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event.

We expect participants to follow these rules at all LGBTQSTEMDay-related events.

Adapted from the Inspirefest Code of Conduct.
