

# Making Physics More Inclusive for LGBT+ People



Communicated on behalf of the LGBT+ Physicists Group by T. J. Atherton<sup>1</sup>

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<http://arxiv.org/abs/1206.4112>

## 1. Background

A self-organized bunch of volunteer physicists, from colleges all over the country, decided to organize the **first ever conference session** about Gender and Sexual Diversity Issues in Physics at the national March Meeting of the American Physical Society (APS), Boston 2012.

Four speakers, Janice Hicks, Elena Long, Michael Ramsey-Mussolf and Sue Rankin (together with oStEM's Eric Patridge and Ramon Barthelemy) shared their experiences and the results of recent surveys.

## 2. What the Audience Said

“ I'm amazed at how little these issues are being discussed and how few scientists are out. I suspect that a lot of people think that the academy is a liberal atmosphere and thus - we're doing well, but that isn't enough (and often isn't even true). ”

“ It has brought out assumptions, issues from the background into the open. ”

“ I know a number of queer students or allies that are students, but I have no visible, living queer scientist role models. ”

“ Speaking as an 'ally', I have trouble knowing what I can do to help. What can those of us who are part of the majority do? We need input on that. ”

## 3. What needs to happen?

Based on the audience feedback and ideas from the speakers, the Physics community should:

1. Design and conduct, or support, a **national survey** to understand the experiences and climate for sexual and gender minorities in the physics community. *[the audience rated this top priority]*
2. Create an **out list** for LGBT Physicists. **DONE!**
3. Consult with department chairs and the private sector to produce and make available a set of "**best practices**". **IN PROGRESS!**
4. Explore ways to **obtain representation** for people who identify as belonging to a sexual or gender minority within the structure of the APS.
5. **Empower allies** with resources and actionable items (e.g. encouraging them to participate in their institution's version of Safe Zone).
6. Explore the status of sexual and gender minorities in industry and national labs.
7. Facilitate, provide and publicize **spaces for discussion** of sexual and gender minority issues in physics, both online and at future APS conferences and other relevant opportunities. **ONGOING!**
8. Facilitate, provide and publicize **networking events** for sexual and gender minority physicists. **ONGOING!**
9. **Identify partners** who might facilitate similar movements in other countries (e.g. Institute of Physics).
10. Develop the website LGBTIQQAP+ Physicists as a central resource for information. **ONGOING!**

## 4. How you can get involved

In order to make these things happen, **we need you to join us!**

1. Get resources from our website:  
**<http://www.lgbtphysicists.org>**



2. Sign up for the Out List

**<http://www.lgbtphysicists.org/outlist.html>**

3. Join the Facebook Group



**Out In Physics**

4. Join the LGBTIQQAP+ Physicists **Google Group** LGBT Physicists by emailing us at:

**[lgbt.physicists@gmail.com](mailto:lgbt.physicists@gmail.com)**

5. Find out if there's an **oSTEM** or **NOGLSTP** chapter at your school. Join it or start one!

6. Read more about the APS session in our ArXiv paper:

**<http://arxiv.org/abs/1206.4112>**

