



## REPORT ON FUNDED PROJECT

Divisions that are recipients of these funds are required to submit a short report on the use of the funds and the effectiveness of the project receiving funds. This is required 30 days at the end of the project's completion, or the completion of part of the project for which these funds were used, whichever comes first. In any case, a status or final report on any previous year's funding shall be submitted by July 1 before any new funding for a subsequent year can be considered.

Please fill shaded areas to complete the form. Email the completed form to: [division@acs.org](mailto:division@acs.org)

Date: 02/09/2014

Status  Final

Division Name: Division of Professional Relations

Project Title: Out to Innovate Event Support

Start Date: (DD/MM/YY) 09/01/2012

Completion Date: (DD/MM/YY) 12/31/2013

Division Chair: Joe Stoner

Division Project Contact: (name, email) Barbara Belmont [bbelmont@noglstp.org](mailto:bbelmont@noglstp.org)

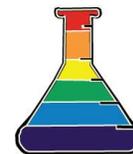
Funding Received from DAC: \$ 7500

Other Funding Received: \$0

Project Assessment: This first-of-its-kind collaboration between the ACS PROF Subdivision for Gay and Transgender Chemists and Allies and National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) took place October 13-14, 2012, and had the following successful outcomes:

- Chemical sciences were the second most represented field at this pan-discipline conference.
- By recruiting LGBT ACS members to participate in active roles at *Out to Innovate*, willing and interested people were identified for potential future leadership within the GTCA.
- Subdivision members presented the symposium, "Employee Resource Groups in the Chemical Enterprise", a well-attended workshop that appealed to a pan-technical audience of career professionals interested in starting a resource group, or interested in sharing their own experiences.
- Six of the eight judges for the student poster contest were ACS chemists. Three chemistry students received travel grants from this IPG to present their research poster at *Out to Innovate*.
- The ACS Division of Professional Relations had an information table at the *Out to Innovate* Career Resources Fair.

Describe the impact of these funds on the Division (if applicable): ACS Chemists played a prominent role as invited panelists or moderators in at least eight of the *Out to Innovate* workshops, as well as conference organizing. The message that ACS supports LGBTQ people in its Diversity and Inclusion efforts reached a significant number of people. The IPG funds created an otherwise unfunded opportunity for PROF to deliver this message. See appended document for a detailed report.



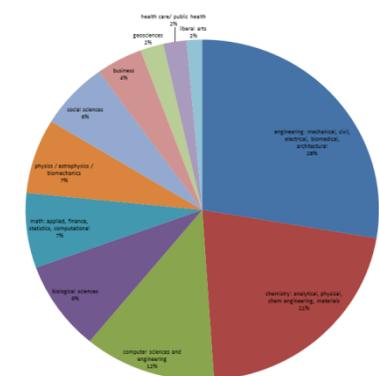
This collaboration between the ACS PROF Subdivision for Gay and Transgender Chemists and Allies and National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP) took place October 13-14, 2012, and had the following goals:

- Attract chemistry students and professionals to NOGLSTP's Out to Innovate, the nation's only career summit for LGBT people in STEM
- Identify candidates for potential (future) Diversity & Inclusion Advisory Board travel grants to an ACS national meeting
- Identify LGBT candidates for potential leadership within the Gay and Transgender Chemists and Allies Subdivision
- Build positive relationships with potential ACS members who are gay or transgender
- Raise ACS visibility and good will in the LGBT STEM community

A Poster summarizing the outcomes is being presented during Sci-Mix at the Spring 2013 National ACS Meeting in New Orleans. This short report includes the poster session content, as well as some information on expenditures, lessons learned, and recommendations.

**Goal 1:** Attract chemistry students and professionals to NOGLSTP's *Out to Innovate*, the nation's only career summit for LGBT people in STEM.

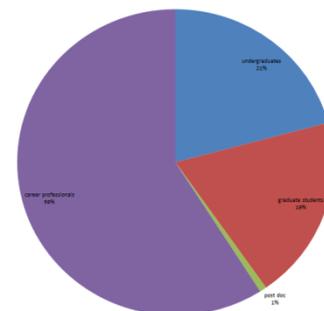
### Outcomes:

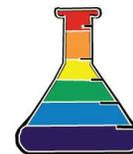


Chemical sciences were the second most represented field at this conference. 40% of the attendees were students.

15 student posters were presented; 3 were in the field of chemistry. These three students received travel and registration support from the IPG.

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 Submitted by Barbara Belmont  
 April 4, 2013


Pictured left: Stephanie Miller, Cameron Unverferth, and Jennifer Soltis, the three chemistry student poster presenters at Out to Innovate, after being presented with a commemorative ACS T-shirt. All three students received travel support from the IPG to attend Out to Innovate. Past GATC chair Barbara Belmont presided over the poster awards ceremony, which involved 12 other students and a wide range of research topics.

### Lessons Learned:

The chemistry student turnout for the poster session was disappointing. Two causes are attributed to the low turnout:

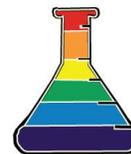
1. Because the notice of IPG funding did not happen until September 12, we did not have the added publicity and outreach that we could have, had we been able to promote the project during the Fall national ACS meeting, and
2. Most students needed travel support to attend Out to Innovate, but only chemistry students presenting posters were eligible to receive our IPG funds. This prevented undergraduate chemistry students without a research project from receiving IPG travel support. It also resulted in some unspent travel support funds.

### Recommendations:

1. Secure IPG funding in time to have at least two national ACS meetings at which to promote the project.
2. Don't constrain travel support to poster-presenting students if the target audience includes undergraduates.

**Goal 2:** Identify LGBT candidates for potential leadership within the Gay and Transgender Chemists and Allies Subdivision

### Outcomes:



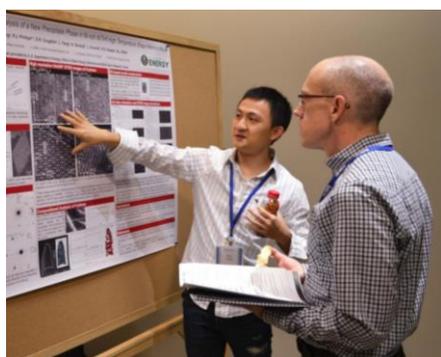
By recruiting LGBT ACS members to participate in active roles at *Out to Innovate*, willing and interested people were identified for potential future leadership within the GTCA.



Subdivision members presented the symposium, “Employee Resource Groups in the Chemical Enterprise”, a well-attended workshop that appealed to a pan-technical audience of career professionals interested in starting a resource group, or interested in sharing their own experiences. The workshop presenters were Chris Bannochie of Savannah River National Laboratory, John Crawford of Dow Chemical, David Hahn of Merck, and Janice Hicks from the National Science



Foundation.



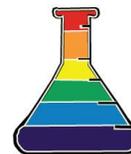
Six of the eight judges for the student poster contest were ACS chemists. The poster contest was very popular among all conference attendees, and was a point of **PRIDE** especially for students. GTCA Subdivision members serving as poster contest judges were Chris Bannochie, Barbara Belmont, John Crawford, Rochelle Diamond, David Hahn, and Larry Wagner.

### Lessons Learned:

Engaging people activates people to want to be involved. Engaging people to interact with young people is even more motivating.

### Recommendations:

Do it again, and get more students to the conference.

Submitted by Barbara Belmont  
April 4, 2013

**Goal 3:** Build positive relationships with potential ACS members who are gay or transgender

**Outcomes:** See Goal 1

**Goal 4:** Raise ACS visibility and good will in the LGBT STEM community.

**Outcomes:**

ACS Chemists played a prominent role as invited panelists or moderators in a number of *Out to Innovate* workshops:

- Being a Minority Within a Minority (Benny Chan/ College of New Jersey, Valesha Parker/ Battelle)
- Careers in Physical Science (Mary Crawford/Knox College)
- Mentoring and Career Advancement (Barbara Belmont/CSUDH, Stephanie Miller/grad student U Maryland)
- Careers in Government (Chris Bannochie/SRNL, Janice Hicks/NSF)
- Careers in Biological Sciences (Rochelle Diamond/Caltech)
- Careers in the Entrepreneurial Environment (TJ Ronningen/Battelle)
- Out on Campus (Eric Patridge/post-doc Yale )
- Careers in Information Technology (James Grywalski/Chem Abstracts)



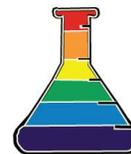
The ACS Division of Professional Relations had an information table at the *Out to Innovate* Career Resources Fair.

#### Lessons Learned:

ACS people played a prominent role in all aspects of Out to Innovate, largely because three out of the four primary organizers of the conference were ACS members (Diamond, Ronningen, Belmont). Between that and the IPG, ACS members made a mighty big footprint.



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April 4, 2013



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Some sponsors were disappointed to not have more face time with potential job candidates during the career fair. Instead of attending the career fair, many students enjoyed networking at the poster contest.

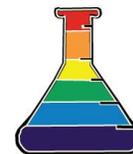
**Recommendations:**

Engineer the traffic flow of Out to Innovate to drive people into the career expo area. This might be accomplished by positioning the expo in a central area where the sponsors are set up.

Provide more opportunity for sponsors to interact with students. This might be accomplished by encouraging sponsor representatives to attend the event luncheon and gala dinner, participate as panelists, and participate in a mixer.

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A full Out to Innovate program book can be view on the web, at  
<http://www.noglstp.org/2012OuttoInnovate-program-forweb.pdf>


 Submitted by Barbara Belmont  
 April 4, 2013


## Financials

We spent slightly more in travel support for ACS professionals than we had planned, and considerably less on chemistry students than we had planned. The leadership committee for GTCA recommends that the surplus funds be used to support student travel to a future ACS national meeting. If this recommendation is approved, the committee will design selection criteria for these travel scholarships.

Category	Original IPG Budget Proposal	Actually Spent
Event Support Sponsorship Level	\$2500	\$2500
Travel Support to GTCA subdivision members	\$1600	\$1688
Travel/registration support to out of area poster-presenting chemistry students	\$2400	\$1697
Registration support to local poster-presenting chemistry students	\$950	\$0
Promotional items	\$50	\$45
TOTAL	\$7500	\$5930
Surplus		\$1570





# Collaborations and outreach: A review of ACS presence at the 2012 *Out to Innovate* career summit for LGBT people in STEM

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 (1) NOGLSTP, Pasadena, CA 91109, (2) SRNL, Aiken, SC 29808, (3) LWSN Consulting, Plano, TX, 75024



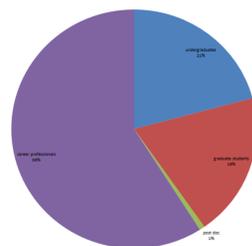
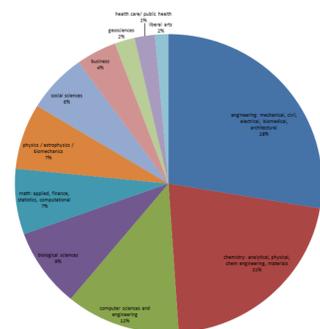
## Abstract:

In October 2012, the ACS PROF Subdivision for Gay and Transgender Chemists and Allies (GTCA) participated in the very first ACS Division Innovative Project Grant targeted to the LGBT STEM community by collaborating with NOGLSTP's *Out to Innovate*, a career summit for LGBT people in Science, Technology, Engineering, and Math. PROF GTCA representatives presented a workshop, "Employee Resource Groups in the Chemical Enterprise", as well as organized and judged a pan-science student poster session. Some of the IPG funds were also used to support poster-presenting chemistry students attending the summit. This poster summarizes the efforts and outcomes of this innovative project.

**Goal 1:** Attract chemistry students and professionals to NOGLSTP's *Out to Innovate*, the nation's only career summit for LGBT people in STEM.

## Outcomes:

Chemical sciences were the second most represented field at this conference. 40% of the attendees were students.



15 student posters were presented; 3 were in the field of chemistry. These three students received travel and registration support from the IPG.

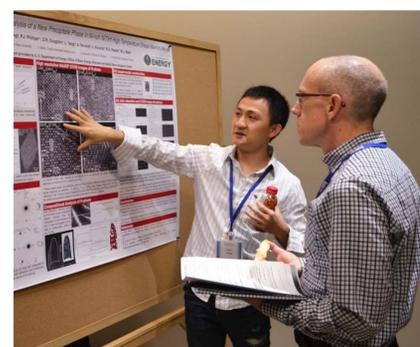
**Goal 2:** Identify LGBT candidates for potential leadership within the Gay and Transgender Chemists and Allies Subdivision.

## Outcomes:

By recruiting LGBT ACS members to participate in active roles at *Out to Innovate*, willing and interested people were identified for potential future leadership within the GTCA.



Subdivision members presented the symposium, "Employee Resource Groups in the Chemical Enterprise", a well-attended workshop that appealed to a pan-technical audience of career professionals interested in starting a resource group, or interested in sharing their own experiences.



Five of the eight judges for the student poster contest were ACS chemists. The poster contest was very popular among all conference attendees, and was a point of PRIDE especially for students.

**Goal 3:** Raise ACS visibility and good will in the LGBT STEM community.

## Outcomes:

ACS Chemists played a prominent role as invited panelists or moderators in a number of *Out to Innovate* workshops:

- Being a Minority Within a Minority
- Careers in Physical Science
- Mentoring and Career Advancement
- Careers in Government
- Careers in Biological Sciences
- Careers in the Entrepreneurial Environment
- Out on Campus

The ACS Division of Professional Relations had an information table at the *Out to Innovate* Career Resources Fair.



Photo credits: Chris Bannochie, Guy Robinson