

oSTEM



12TH ANNUAL CONFERENCE FOR LGBTQ+ PEOPLE IN STEM

NOVEMBER 11 – 13, 2022



oSTEM 2022  Boston, MA

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it's only human to realize diverse thinking means diverse solutions

Different perspectives bring different strengths. At Chevron, our diverse and inclusive work environment helps us find better options, make better decisions, and reach better solutions in everything we do. Whether our employees or our partners, diversity and inclusion are at the core of who we are and how we do business. Learn more at [chevron.com](https://www.chevron.com)

Chevron is proud to sponsor the 2022 12th Annual oSTEM Conference



LETTER FROM OUR CONFERENCE CHAIR

Dear oSTEM Conference Attendee,

Welcome to Boston! On behalf of the organizing committee, allow me to thank you for joining us for our annual conference. This event has been in the making since February of 2020 and while the pandemic necessitated virtual meetings, we are delighted to see you all in-person here in Beantown.

If this is your first oSTEM conference you are in for a treat! If this is your first in-person oSTEM conference, welcome! If this is not your first in-person oSTEM conference, welcome back! It has been said that the oSTEM conference is a life-changing experience and I can certainly say that was the case for me. I spent my first conference enamored with all the nerdy, queer people I met and in the midst of that conference decided that I could help give others that same experience. Providing a safe harbor for the area of overlap between my identity as a chemist and a queer person by volunteering with oSTEM has been one of the greatest joys of my life. I challenge you to take time this weekend to explore that overlap in your identities as someone in STEM and someone who belongs to the LGBTQ+ community. We have a great slate of programs ranging from technical sessions to career advice to introspection and life-plotting. Find or build community with our Affinity Groups or at any of the networking opportunities available to you. Visit the Career & Graduate School Expo to chat with our exhibitors and discover the next step on your career journey.

Our conference theme is Sail to Success, reflecting Boston's role as a port city. It is located on the Charles River, known to the native Massachusetts tribe as Quinobequin. The city is located on the unceded territory of the Massachusetts, Pawtucket and Naumkeag peoples. Sailing is one of the oldest forms of transportation originating from ancient Egyptians navigating the Nile. Sailing requires a knowledge of several STEM disciplines from physics to astronomy to engineering. Sails are also not limited to boats! Sails can be attached to sleds and wheeled carts to create ice boats and land yachts. And while sails, for better or worse, powered the last age of exploration they may yet power the next age of exploration: solar sails allow craft to navigate space without the need for an on-board propellant.

In order to navigate the in-person conference experience I hypothesize that the route to success is purposeful action, balancing risk and opportunity, prioritizing health and safety, and intentional community building. Make the most of your experience while here in Boston! Make new connections, discuss your nerdy interests with others in your field, and take a moment to relish in the comfort of being surrounded by peers. Thank you for coming to Boston for the 12th Annual oSTEM Conference and I hope to see you next year in Anaheim for our 13th Annual Conference.

Your Vice President of Projects and Programs, on behalf of the 2022 Conference Team,

Matthew Welmers



LETTER FROM OUR CEO

Dear oSTEM Conference Attendee,

Welcome to our 12th Annual oSTEM Conference!

I am grateful you have journeyed this weekend to join us as we "Sail to Success". I have dreamed of this in-person conference experience since coming into my role as Executive Director in the Summer of 2020. This conference is the culmination of months of dedication, thousands of emails, late-night meetings, and the unbridled passion of our amazing volunteers. I have said many times that I may be biased (I definitely am), but walking into an oSTEM conference is a magical experience.

Whether this is your first year here, or you're a returning member of our oSTEM family, welcome! You will be surrounded by people with shared interests, intersecting identities, and experiences - oSTEM is my home, and I hope you find that sense of belonging here too. If you've ever felt like you are "the only one", you've arrived at the place to find others like you. When you approach this with intentionality, what you gain this weekend will transcend past your time in Boston. I invite you to build deep connections, find amazing opportunities, and enjoy the brilliant programming our team has curated for you.

I look forward to connecting and engaging with you in person for the first time in years!

Thank you for being the building blocks of oSTEM and the motivation that drives our team year after year.

Gratefully yours,

Lilian M. Martinez

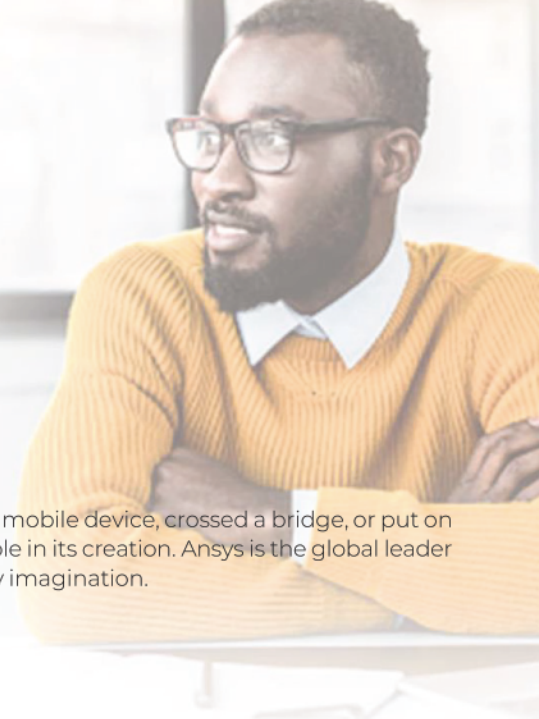
Lilian M. Martinez (she/her)
Executive Director & C.E.O.





ACCELERATE YOUR

CAREER



/ Meet Ansys

If you've ever seen a rocket launch, flown on an airplane, driven a car, used a computer, touched a mobile device, crossed a bridge, or put on wearable technology, chances are you've used a product where Ansys software played a critical role in its creation. Ansys is the global leader in engineering simulation, helping highly innovative companies design products limited only by imagination.

/ Ansys Internships: Bring Innovation to Life

Pursue an entry-level role in software development, software testing or software research & development, and tackle the toughest assignments related to your field of study. For 40 hours per week and a minimum of 12 weeks — and possibly over multiple semesters — you'll feel the thrill of bringing innovation to life through simulation technology. Each rotation delivers new, challenging assignments that will progressively develop their unique technical competencies. Benefits include:

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- Instruction by industry experts
- Team building and collaboration
- Training and development
- Full-time hiring consideration upon completion of internship or co-op programs

/ Professionals & Industry Experts

If you're a future software developer, product engineer or testing engineer, you could help us create exciting next-generation tools. Check out our Product R&D team. Be part of the next engineering (r)evolution — leveraging bleeding-edge technology to create next-generation products.

Are you a people person and passionate about sales? You might consider joining our Sales team. Or are you an engineering sleuth who specializes in solving technical problems? If so, check out our Ansys Customer Excellence (ACE) team.

From legal to accounting to human resources to corporate IT, Ansys' Shared Services division is the engine behind Ansys that powers our stability and growth. We are looking for the best and brightest lawyers, accountants, and HR gurus to support our mission.

/ Bring your authentic self to work

At Ansys, we are committed to a culture of belonging & inclusion, where all employees can see themselves at Ansys and make a difference. A diverse and inclusive workplace inspires creativity, powers ingenuity, and helps propel Ansys' continued success far into the future. Our employees have highly unique backgrounds, and we proudly accelerate diversity throughout our company.

/ Onward to Ansys

To learn more about Ansys and accelerate your career, visit us at: ansys.com/careers

/ ERGs at Ansys

Employee Resource Groups (ERGs) are an integral part of building a sense of belonging. These self-organized, fully inclusive networks give employees with common backgrounds, origins and interests the chance to support and learn from one another.

- Black Employee Network
- (dis)Ability Network
- Latino Connection
- Pride Alliance
- Veterans at Ansys
- Women in Technology



Stay connected to [#LifeAtAnsys](https://twitter.com/LifeAtAnsys)



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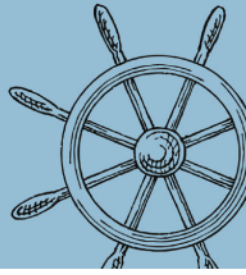


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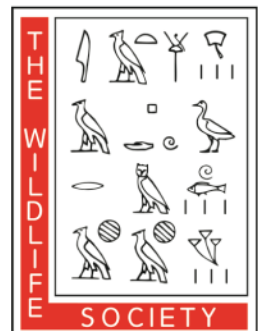
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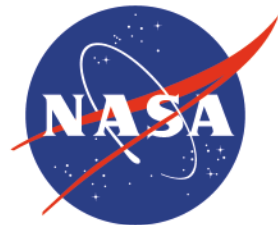
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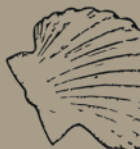
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ZEBRA



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THANK YOU TO OUR NONPROFIT PARTNERS



THANK YOU TO OUR CONFERENCE TEAM

Volunteers

Matthew Welmers, *Conference Chair*

Stuart Duncan, *Conference Co-Chair*

Abby Ray, *VP of Marketing & Communications*

AJ Bryant, *VP of IDEA*

Billie Harrer, *Interim VP of Membership*

Djordje Vidojevic, *oSTEM CEE Fellow*

Erin Bryant-Ross, *Director of Accessibility*

Janine Van Niekerk, *VP of IT*

Josh LaBounty, *Logistics Committee*

Jared Canright, *Logistics Committee*

Kiersten Page, *Programming Chair*

Tatyana Graesser, *Programming Committee*

Staff Members

Lilian Martinez, *Executive Director & CEO*

Linda Aragon, *Director of Corporate & Foundation Relations*

Jamie Gonzales, *Director of Community Relations & Events*

oSTEM and its annual conferences are made possible by volunteers. If you'd like to learn more about getting involved in planning next year's conference, please visit the oSTEM table at the Expo or visit us online at ostem.org.



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AMILA COORAY he/him
MECHATRONICS ENGINEER

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Join an organization that values diversity and inclusion. You can lead and grow as a STEM professional with the U.S. Department of State.

Apply your talent where it counts.

**This is where innovation
reaches new heights**

We believe your career should be filled with innovation and discovery. And that's exactly what you'll find at BAE Systems. As you develop the latest technology and defend national security, you will continually hone your skills on a team making a big impact on a global scale.

Build your future at BAE Systems. Browse opportunities at jobs.baesystems.com.

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“We're bringing more specialized talent, including STEM expertise to the Department...to make sure that the United States remains the world's innovation leader and standard setter.”

— Antony J. Blinken, Secretary of State

Join our Talent Network



CONFERENCE ETIQUETTE

INITIAL ASSUMPTIONS

Some of the individuals you may encounter at oSTEM events may not have gender presentations you are accustomed to. Gender presentation is how we display to the world what gender we identify with. For example, in American culture a dress has typically been associated as a feminine gender presentation.

The gender presentation of individuals within oSTEM may be different from what you would see within other organizations. You may see someone that you perceive to be a man wearing make-up or traditionally feminine clothing (such as a dress or skirt). Many people feel comfortable bringing their full selves to oSTEM, and these differences are not a reason to be concerned or react negatively. Attendees are people first, and they deserve to be respected regardless of their presentation or identity.

Although gender presentation may seem to be a confusing topic, the complexity of gender itself is even more diverse. Below are some basic concepts:

- **Sex** - the physical differentiation of bodies (male, female, intersex)
- **Gender Identity** - the mental state of differentiation, or an individual's own sense of gender (man, woman, genderfluid, non-binary, agender, etc.)
- **Gender Expression** - how you present your gender identity to the world (masculine, feminine, androgynous, non-binary); also includes performance of gender roles and expectations
- **Sexual Orientation** - the physical or sexual attraction you feel toward others (homosexual, heterosexual, asexual, bisexual)
- **Romantic Orientation** - the romantic attraction you feel toward others (homoromantic, heteroromantic, aromantic, biromantic)

RESTROOMS

Each of our attendees must feel comfortable using the restroom of their choice. Do not stop anyone from using any bathroom based on how you interpret their gender. Trans and gender non-conforming people often face harassment and violence when using public restrooms, and these individuals know for themselves which restrooms tend to be safest. Gender Neutral/All Gender restrooms are available for use by everyone. They are marked by a toilet icon on the venue map in this program book and on the Whova app. Don't assume that you know which bathroom is correct for each person.



CONFERENCE ETIQUETTE

HOW TO BE AN ALLY

Be respectful and mindful of diversity of bodies and presentations. Don't point or stare, don't take photos of attendees, and don't gossip about the attendees. People are often aware of when these actions as they happen, and they can feel incredibly violating and make someone fear for their personal safety.

Don't make gendered assumptions. Gender is fluid and many attendees will fall at various places along and outside of the spectrum. Don't assume the gender of a person or their pronouns. Asking for the pronouns of attendees is not always welcome, as it can feel assumptive or as though you are somehow doubting someone's gender identity. If attendees are wearing a name badge, their pronouns will be displayed on it.

It is better to introduce yourself with your name and pronouns to create the invitation for others to do the same. Along with he/him/his and she/her/hers, common pronouns include they/them/theirs and ze/zir/zirs. Avoid using 'sir' and 'ma'am'. If asked your pronouns, please answer if comfortable doing so. If you do not have preferences, state as such.

Hold everyone accountable for their actions, particularly when they are harmful to trans and gender-nonconforming attendees. Harmful actions include: purposely misgendering attendees, gossiping about attendees, and staring at attendees along with more overt forms of harassment.

oSTEM understands that we are all human, and we ask that if an attendee corrects you that you move forward in the conversation being conscientious of the mistake. Perhaps first acknowledge the lapse by saying, "I'm sorry," "Thank you for correcting me," or something to that effect. If you have any questions, please reach out to a volunteer for clarification or visit the information and resource desk to learn more.

When in doubt, ask conference volunteers (wearing purple lanyards!)



Innovation through Inclusion.

The ongoing human rights achievements of the LGBT community are one of the great success stories of our era. They are the result of tremendous courage, persistence, and an unshakeable belief in the power of inclusion. Lockheed Martin is proud to support the LGBT community, and together, we will continue to accomplish great things.

Learn more at lockheedmartin.com/diversity

Lockheed Martin. Your Mission is Ours.®



CONFERENCE ACCOMMODATIONS & CRISIS INFORMATION

DECOMPRESSION ZONE

Our Decompression Zone remains an important staple offering for our attendees, providing a space to find calm or take a moment to yourself. This year, our Decompression Zone includes dimmed lighting, sensory toys, noise canceling headphones, coloring books, craft kits, puzzles, and more. The Decompression Zone is located in the Jamaica Pond room on the fifth floor of the Boston Sheraton Hotel.

ACCESSIBILITY ACCOMODATIONS

While we have tried to think of many accomodations and accessibility needs in advance, please visit our registration desk or find an oSTEM volunteer near you if you have an accommodations request or need more information. Alternatively, you can direct your accessibility or accommodations concerns to access@ostem.org.

LANYARD COLOR COMMUNICATION

You will see 3 different colored lanyards at the oSTEM conference. Here is a guide on what each one means.

PURPLE – I'm an oSTEM leader, staff, or volunteer. Reach out if you have questions or need assistance!

BRIGHT GREEN – I am not comfortable with my photos being taken or shared. Please make sure you don't see any individuals with bright green lanyards in your photos or videos as your share your experiences with others.



PINK – I am attending the conference or expo and I'm fine with my photo being taken. If you are not the oSTEM conference photographer, we recommend still asking others for permission before sharing their photos with others.

This year's pink attendee lanyards are made possible by Owens Corning. Thank you for your support!

CONFERENCE ACCOMODATIONS & CRISIS INFORMATION

CRISIS RESOURCES

Crisis support for oSTEM 2022 is made possible in part by the generous donations of our sponsor, Bayer. Thank you for your support.



Additionally, this year we are proud to partner with THRIVE Lifeline, a grassroots crisis text line staffed by people in STEMM with marginalized identities. To learn more about THRIVE Lifeline, please visit their website: www.thrivelifeline.org.

You can find the THRIVE resources in the Arnold Arboretum room on the fifth floor of the Boston Sheraton.

Text "SAIL" to +1.313.662.8209

For mental health or identity-based support

THRIVE
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Thriving Harnesses Respect, Inclusion, and Vested Empathy



Allyship and Advancements for the LGBT+ Community

We're dedicated to building a more equitable, inclusive and sustainable future for all members of the LGBT+ community. To drive meaningful change globally, we're:

- Expanding programs for entrepreneurs and small businesses
- Equipping LGBT+ professionals with career development skills
- Building financial health through tools and programs that help customers reach long-term goals
- Investing in nonprofits and public policy advancements that support LGBT+ communities

To learn more, visit jpmorganchase.com/lgbt

CONFERENCE SCHEDULE

Note: All times are listed in Eastern Time (ET).

THURSDAY, NOV. 10

3:00 PM - 7:00 PM

| Registration Desk Open

FRIDAY, NOV. 11

9:00 AM - 10:00 AM

| New to the Conference Session

9:00 AM - 12:00 PM

| Allyship in Action™ Training

9:00 AM - 1:00 PM

| Site Visits

10:00 AM - 12:00 PM

| Career & Graduate School Member Bootcamp

| Gender Affirming Clothing Swap

| Meet & Mingle Session

11:00 AM - 12:30 PM

| Etiquette Workshop

12:00 PM - 1:00 PM

| Conference Kickoff Lunch with Keynote

1:00 PM - 4:15 PM

| Career & Graduate School Expo

4:30 PM - 5:30 PM

| Workshop Block 1

| Racial Justice Program Part 1

5:40 PM - 6:40 PM

| Workshop Block 2

| Racial Justice Program Part 2

6:45 PM - 7:30 PM

| Membership Regional Mixer

SATURDAY, NOV. 12

8:00 AM - 9:00 AM

| Breakfast

9:00 AM - 10:00 AM

| Technical Keynote & Chapter Awards

10:15 AM - 12:15 PM

| Career & Graduate School Expo

| Poster Session

12:30 PM - 2:00 PM

| Lunch & Learn Sessions

2:10 PM - 3:10 PM

| Workshop Block 3

| Lightning Talks

3:40 PM - 4:40 PM

| Research Symposium Part I

| Workshop Block 4

4:50 PM - 5:50 PM

| Research Symposium Part II

| Workshop Block 5

6:30 PM - 9:00 PM

| Dinner: Keynote Address & Awards

9:00 PM - 11:00 PM

| Evening Social

SUNDAY, NOV. 13

8:00 AM - 9:00 AM

| Breakfast

9:00 AM - 12:00 PM

| OAC Meeting

| Gender Affirmation Symposium

12:00 PM - 1:00 PM

| So You Want to Plan a Regional Conference?

FOR THE MOST UP
TO DATE SCHEDULE,
INCLUDING LOCATIONS,
PLEASE VISIT THE
AGENDA IN THE WHOVA
APP.



FRIDAY PROGRAMMING DESCRIPTIONS

NEW TO THE CONFERENCE (9:00 AM - 10:00 AM)

If this is your first oSTEM Conference, then this is the program for you! Come join oSTEM volunteers from the Membership Team, Diversity & Inclusion Team, Conference Logistics and Conference Programming to learn about what our conference has to offer. We will cover general conference tips and etiquette, the types of programs and workshops offered throughout the weekend, and provide opportunities to ask questions about oSTEM and the Annual Conference as a whole.

ALLYSHIP IN ACTION™ TRAINING (9:00 AM - 12:00 PM)

Pre-registration is required for this event.

The Allyship in Action™ training is a 3-hour workshop-style training designed to provide the tools necessary for gentle, respectful, and responsive communication. In this training, we will discuss how to create equitable spaces for everyone with respect to our differences because of race and ethnicity, sexuality, religion, and more. This session will provide an overview of basic terminology before diving deeper into the techniques necessary for breaking down barriers, practicing allyship in our day-to-day lives, choosing language for effective communication, and knowing how inclusion and equity differ and the role that justice plays in creating braver spaces. Participants who successfully complete the training will receive a badge flag to signify to other attendees that they are committed to equity in STEM.

SITE VISITS (9:00 AM - 1:00 PM)

Pre-registration is required for this event.

GENDER AFFIRMING CLOTHING SWAP (10:00 AM - 12:00 PM)

Navigating the world of professional attire can be difficult for trans and gender-non-conforming folx. Our goal is to help you find gender affirming attire so you can present yourself confidently to potential employers or schools! We are hosting a Gender Affirming Clothing Swap. If you have extra clothes you'd like to donate, please bring them. If you'd like to find clothes for you, you're welcome to attend. We are accepting clean, gently used, little to no damage professional and business attire.



Scan for schedule and location updates, speaker bios, and program info!

FRIDAY PROGRAMMING DESCRIPTIONS

CAREER & GRADUATE SCHOOL MEMBER BOOTCAMP (10:00 AM - 12:00 PM)

Networking is one of the greatest benefits of professional conferences. However, it can be intimidating, especially if you're just starting your career! Our solution is this informal bootcamp; it will serve as an icebreaker, where conference attendees can warm up their networking skills and receive immediate elevator pitch and resume/CV feedback from academic and industry reps, who in turn learn more about oSTEM conference attendees and the issues that they face when job hunting. Featuring headshots, a resume workshop, practice interviews, and more!

MEET & MINGLE (10:00 AM - 12:00 PM)

Looking for an easy and structured way to meet other conference attendees? Want to connect with leaders from other student chapters, companies, or regions? This space creates a casual environment to connect with peers and colleagues from across the nation. Feel free to come and go as you please.

ETIQUETTE WORKSHOP (11:00 AM - 12:30 PM)

This session is an interactive dining experience on the rules of etiquette through a modern and inclusive lens. Attendees will practice professional networking with colleagues over a meal. Limited to 50 participants.

CONFERENCE KICKOFF LUNCH WITH KEYNOTE (12:00 PM - 1:00 PM)

Join us in kicking-off this year's conference in style with Indigenous scientist, feminist, and environmental activist, Dr. Paulette Blanchard (Absentee Shawnee Citizen & Kickapoo descendant). Learn more about all of our keynote speakers on Page 28.

CAREER & GRADUATE SCHOOL EXPO (1:00 PM - 4:15 PM)

Meet over 100 universities, companies, and government agencies. Our sponsors are looking for motivated and engaged students, like yourselves, so be sure to bring your CV/resume and dress in your interview best. Be prepared to share why you would be a good fit for that summer internship, full-time position, graduate school, or fellowship.

FRIDAY PROGRAMMING DESCRIPTIONS

WORKSHOP BLOCK 1 (4:30 PM - 5:30 PM)

Please see the Workshop Block 1 descriptions on Page 32.

WORKSHOP BLOCK 2 (5:40 PM - 6:40 PM)

Please see the Workshop Block 2 descriptions on Page 36.

MEMBER MIXER (6:45 PM - 7:30 PM)

Find and connect with other members from your field of study during our Member Mixers! You will have the opportunity to connect with students, professionals, and company representatives in your field of study.



Impossible is temporary.

Expand what's possible. Build with GF.



SATURDAY PROGRAMMING DESCRIPTIONS

BREAKFAST (8:00 AM - 9:00 AM)

Come join us for breakfast and fuel your oSTEM day to the max.

TECHNICAL KEYNOTE & CHAPTER AWARDS (9:00 AM - 10:00 AM)

Join us for our technical keynote address with Dr. Marvi Matos Rodriguez with her presentation titled "Life as a Learning Journey." Learn more about all of our keynote speakers on Page 28.

POSTER SESSION (10:15 AM - 12:15 PM)

Experience the latest research by your fellow oSTEM members.

CAREER & GRADUATE SCHOOL EXPO (10:15 AM - 12:15 PM)

Meet over 100 universities, companies, and government agencies. Our sponsors are looking for motivated and engaged students, like yourselves, so be sure to bring your CV/resume and dress in your interview best. Be prepared to share why you would be a good fit for that summer internship, full-time position, graduate school, or fellowship.

LUNCH & LEARN SESSIONS (12:30 PM - 2:00 PM)

Want to learn about some of fabulous exhibitors? Come and have lunch and learn more about their organizations and available opportunities. More details on Page 40.

WORKSHOP BLOCK 3 (2:10 PM - 3:10 PM)

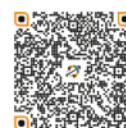
Please see the Workshop Block 3 descriptions on Page 44.

RESEARCH SYMPOSIUM PART I (2:10 PM - 3:10 PM)

Please see the Research Symposium Abstracts on Page 47.

WORKSHOP BLOCK 4 (3:40 PM - 4:40 PM)

Please see the Workshop Block 4 descriptions on Page 50.



Scan for schedule and location updates, speaker bios, and program info!

SATURDAY PROGRAMMING DESCRIPTIONS

RESEARCH SYMPOSIUM PART II (3:40 PM - 4:40 PM)

Please see the Research Symposium Abstracts on Page 53.

WORKSHOP BLOCK 5 (4:50 PM - 5:50 PM)

Please see the Workshop Block 5 descriptions on Page 54.

DINNER: KEYNOTE & AWARDS (6:30 PM - 9:00 PM)

Join us for dinner, awards, and keynote address with #NuclearNerd, Lecturer, Advocate, and Changemaker, Sam Brinton. Learn more about all of our keynote speakers on Page 28.

EVENING SOCIAL (9:00 PM - 11:59 PM)

The evening of the penultimate day of oSTEM 2022 comes to a close with our Saturday Night Social. This is a place where we may start winding down the weekend by making connections with other guests through activities such as playing games, listening to music, and more. A time to relax, have fun, and make new friends!



Scan for schedule
and location updates,
speaker bios, and
program info!

SUNDAY PROGRAMMING DESCRIPTIONS

BREAKFAST (8:00 AM - 9:00 AM)

Come join us for breakfast, connect with familiar and new people, and get ready for the last day of oSTEM 2022.

GENDER AFFIRMATION SYMPOSIUM (9:00 AM - 12:00 PM)

The Gender Affirmation Symposium is an inclusive and non-judgmental space hosted at the 12th Annual oSTEM Conference. The Symposium is a closed session for attendees who are Two-Spirit, transgender, agender, genderqueer, gender nonconforming, nonbinary, and people who are questioning their gender. Our goal is to connect attendees with people who share similar identities in order to safely support intimate conversations.

This oSTEM signature stand-alone, three-hour session. This year, we are focusing on the experiences of trans and non-binary academics and academia's relationship with gender. The session will be divided into two sections: a main panel with question and answer session followed by topic-specific breakout groups for attendees. These smaller group discussions are designed to encourage open and thoughtful sharing of information between members of the community.

SO YOU WANT TO PLAN A REGIONAL CONFERENCE? (12:00 PM - 1:00 PM)

Do you wish the annual conference came more than once a year? Do you want a chance to bring your region together? Do you just want to hear more about regional conferences? Come hear about the founding of regional conferences within the UK, how it then grew to the US and how you can get involved in running your very own! Hear about the benefits, tips and tricks and how oSTEM can support you in this journey.



KEYNOTE SPEAKERS

DR. PAULETTE BLANCHARD (FRIDAY, 12:00 PM - 1:00 PM)

Dr. Blanchard (Absentee Shawnee Citizen & Kickapoo descendant) holds a Doctorate of Geography from the University of Kansas, Master of Arts in Geography from the University of Oklahoma, and a Bachelor of Arts in Indigenous & American Indian Studies from Haskell Indian Nations University. Dr. Blanchard was a Diversity, Equity, and Inclusion Fellow for University Corporation for Atmospheric Research for 2018-2020. She is a CoPI on NSF CoPe Rising Voices Changing Coast's



grant #2103843 that directly engages Indigenous and Non-Indigenous scientists with Indigenous coastal communities to address climate change impacts and variabilities across four regions; Hawaii, Alaska, Louisiana, and Puerto Rico.

Her work addresses the challenges and opportunities that Indigenous Peoples face in relation to climate change and climate justice. Her work also addresses Indigenous science and science education, Indigenous led environmental movements, and activism. She incorporates Indigenous Feminist methodologies and philosophies into her geographic framework. Her work includes social, climate, and environmental justice for Indigenous Peoples and other marginalized populations.

MARVI MATOS RODRIGUEZ, PHD (SATURDAY, 9:00 AM - 10:00 AM)

Dr. Marvi Matos Rodriguez serves as director for Design Practices. Marvi is a Chemical Engineer with a BS from the University of Puerto Rico and a PhD from Carnegie Mellon. She worked as postdoc at NIST, Lecturer and Scientist at the UW, prior to working as lead-engineer, Engineering Manager and as director of Chem-Tech, Metals and Ceramics. Marvi also worked at Blue Origin as director of Materials and Processes and director Crew Capsule.



CAREER & GRADUATE SCHOOL EXPO MAP



CAREER & GRADUATE SCHOOL EXHIBITORS

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Altria	T15	National Institute of Standards of Technology	116
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Merck	T4		
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Millenium Space	T7		
MIT Lincoln Laboratory	318		
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**Come visit the oSTEM booth in
the lobby of the Expo!**



WORKSHOP BLOCK 1

FRIDAY, 4:30 PM - 5:30 PM



TRANS/NON-BINARY AFFINITY GROUP

The Trans/Non-Binary community breakout will provide a safe space to vent, meet, and share experiences with individuals who are trans, non-binary, gender non-conforming, intersex, and/or questioning their gender identity. We will have several concurrent topic-based conversations in this space. This session is open exclusively to members of this community.

EXPLORING SYSTEMIC RACISM AND ITS IMPACT ON OUR LIVES AND STEM (PART 1)

Donna Bivens and Paul Marcus

STEM curriculum and environments often leave out discussions of racism and white supremacy, but the STEM field does not exist within a bubble. Join seasoned facilitators Donna Bivens and Paul Marcus in a 2-hour extended, interactive session to learn about systemic racism and consider its impact in our personal and professional lives.

OVERCOMING BARRIERS TO EDI EFFORTS IN THE WORKPLACE: PRACTICAL TALES FROM THE FRONT

Pete Cholewinski

Despite senior leadership support of EDI efforts, many employees have not seen meaningful change in their workplace culture. When Fermi National Accelerator Laboratory (Fermilab) formed its EDI Task Force, the group faced significant barriers: establishing a team structure, setting priorities, working together constructively, writing persuasive policy proposals, and engaging decisionmakers. Based on how Fermilab addressed these issues, as well as leveraging the presenter's decades of senior leadership consulting experience, this presentation will share lessons learned and real-world guidance in how to surmount these barriers and drive significant EDI change in your organization.

FINDING THE BALANCE: ACADEMIC / PROFESSIONAL / PERSONAL

Beau Williams

The wheel of life is a visual tool that's used to assess your academic/work/life balance. It can be challenging to balance the demands of going to school, a full-time job and/or personal responsibilities. This interactive workshop is intended to support you in building your own wheel, allowing you to gain clarity and the ability to prioritize things in your life which are most important to you.

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WORKSHOP BLOCK 1

FRIDAY, 4:30 PM - 5:30 PM



IN YOUR OWN WORDS: TELLING YOUR STORY

James Jurgensen and Cortland Russell

You don't have "a" story. You have a lifetime of experiences, memories, thoughts, and beliefs, which can be combined into a million different narratives, or "stories." We'll explore how to tell your story based on what you're willing to share and what you want your audience to remember. This session is particularly relevant to anyone preparing for a new position, looking for that next job or promotion, or undergoing a big life change where you may be reshaping what you share with others.

EMERGING TECHNOLOGIES IN WATER RESOURCE MANAGEMENT

Kat Demaree

Considering the ongoing megadrought confronting the Western United States, the Colorado state legislature passed a bill in July 2021, tasking researchers at the University of Colorado Boulder with investigating how technologies could aid in the management, monitoring, allocation, and conservation of water resources. This presentation will provide an overview of this state-funded research and explain how the research is spurring innovation and focusing dialogue, funding, and legislative activity to support advancements in water conservation. Innovations in remote sensing, telemetry, blockchain, and advanced aerial observation will be discussed in the context of water management.

THE ACCESSIBLE LAB BENCH - FINDING A PLACE IN STEM AS A DISABLED PERSON

Hannah Crooks

The lab bench most commonly used as a storage location is usually the accessible one, student labs rarely have seats, and most research employers panic when a disabled person who uses a mobility aide shows up for an interview. What happens when your passion lies in STEM fields, but you also happen to have a disability? The answer is simple- life gets complicated. "The Accessible Lab Bench" is a topic meant for all levels of disability awareness; from those with disabilities looking for community to those who wonder how could a lab be truly accessible. Come to learn about what barriers are often hidden behind lab doors, who is addressing those barriers, and what you can do to make your workplace more diverse.

WORKSHOP BLOCK 1

FRIDAY, 4:30 PM - 5:30 PM

EMPOWERMENT THROUGH OPPORTUNITY

Catherine Marsh, Ph.D. Director Intelligence Advanced Research Projects Activity

The Intelligence Community's world never sleeps - not even through a pandemic. Our nation's adversaries would almost certainly attempt to exploit opportunities to advance their efforts and gain an edge. With these challenges, science and technology play a key role in meeting and addressing these challenges. Come hear Dr. Marsh's personal journey from Brown University, to chief scientist at CIA, to leading a team that put lithium ion technology onto NASA's MARS exploration Rovers Spirit and Opportunity. Learn how the totality of these life and professional experiences empowers her to lead and to grow a small but important organization in the face of many obstacles and challenges. Learn also how "failure is an option" in a place that pushes the boundaries of innovation and invests in high-risk, high-payoff research, and why technology matters.

ACE/ARO AFFINITY GROUP

The Ace/Aro community breakout is for all aspec and questioning individuals to discuss our diverse experiences with asexuality, aromanticism, aspec labels, attraction, and relationships. As people who experience little to no attraction of various types, the experience of aspec Queer people is fundamentally different from allo experiences. This is a space to discuss and break attraction and amatonormativity in Queer spaces. This session is open exclusively to members of this community.

(DIS)ABILITY AFFINITY GROUP

The (Dis)Ability community breakout provides a space for all folks to talk about physical and invisible disabilities and adversities as well as how we actively overcome them. Please join us as we share experiences of our own journeys in finding accommodations, identifying means of access for those who share our differences in ability, and as we talk through methods of self-advocacy and personal development. This session is open exclusively to members of this community.



Scan for schedule and location updates, speaker bios, and program info!



WORKSHOP BLOCK 2

FRIDAY, 5:40 PM - 6:40 PM



HOW COURAGEOUS CONVERSATIONS IN THE WORKPLACE HELP DRIVE INNOVATION AT ROCKWELL AUTOMATION

Therese Klein

Want to drive innovation in your organization? Top performing teams have diverse perspectives, are willing to compare themselves to the best, and have a workplace culture where everyone can do their best work. How do we develop these top performing teams? At Rockwell Automation we practice courageous conversations about diversity to build understanding of issues that can get in the way of an inclusive work environment. These conversations create stronger workplace partnerships and build team member skills about valuing our differences, and how to treat each other with respect. When a team is practiced at respectful dialog on difficult topics such as LGBTQ+ inclusion, they can easily apply these same skills on solving STEM related challenges. This is where the sharing of ideas, different viewpoints, and "outsider" perspectives leads to complex discussions and drive innovation. In this workshop you will learn ground rules and how to facilitate these learning conversations with your colleagues. Talking about gender identity, gender expression and sexual orientation in the workplace is difficult, and having meaningful conversations is important. Join this workshop to understand some of the barriers and a practical approach you can start using today to drive innovation in your organization.

DO I TELL THEM I'M [LGBTQIA+]? HOW TO MARKET YOUR TRUE SELF FOR A JOB

Bryce Griffler

You're proud of the tireless and invaluable work you did with oSTEM or in your local LGBTQIA+ community! But can you put that on a resume? Where? What if the interviewer asks about it? Is it okay to tell them you're [LGBTQIA+]? Marketing your experience as a leader in the LGBTQIA+ community or in oSTEM doesn't have to be challenging--but it can prove to be vital in setting you apart from the sea of other applicants, spotlighting you as the asset their company needs! Come hear directly from a hiring manager about how the process works, what goes on "behind the scenes," and how to articulate your time with oSTEM to make you STAND OUT. Bring your resume and be ready to edit!



WORKSHOP BLOCK 2

FRIDAY, 5:40 PM - 6:40 PM



EXPLORING SYSTEMIC RACISM AND ITS IMPACT ON OUR LIVES AND STEM (PART 2)

Donna Bivens and Paul Marcus

STEM curriculum and environments often leave out discussions of racism and white supremacy, but the STEM field does not exist within a bubble. Join seasoned facilitators Donna Bivens and Paul Marcus in a 2-hour extended, interactive session to learn about systemic racism and consider its impact in our personal and professional lives.

WHAT KIND OF ASIAN ARE YOU? DISCUSSING ALLYSHIP FOR QUEER ASIANS

Alana Gonzales, Janghoon Yoon, S. Monroe, and Christopher Minki Lee

Considering the increasing reports of violence and discrimination against Asians in the US, it's imperative that oSTEM and other LGBTQ+ communities stand in solidarity with the marginalized, especially with those who also identify as LGBTQ+ (simplified as "Asian queers" in this program). So in order to support and advocate for Asian queers, we need to be proactive allies by having difficult conversations and learning moments. For example, many of us may know that the question "what kind of Asian are you?" can be problematic. However, it is not only uncomfortable to ask WHY it is problematic, but also more importantly, it is burdensome and exhausting for the Asian queers to educate everyone who may ask. Additionally, the allyship requires conscientious effort because the intersection between the two marginalized identities of being Asian and queer adds extra dimensions of alienation and discrimination. In our session, the panelists will discuss some of the common themes and questions around allyship and the challenging experiences that took place. This discussion is not a formal training due to limited time and resources, and it will primarily be based on personal experiences. There will be Q&A at the end, during which a few audience members may be invited to share questions and insights.

MEDICAL DEVICE SECURITY

David Gentry and Jonathan Lewin

The world is becoming increasingly interconnected through cyberspace and vulnerable to attack. Learn how advances in security are applied to Medical Device Products and Public Safety from two members of the LGBTQ+ community in both private and public industry.

WORKSHOP BLOCK 2

FRIDAY, 5:40 PM - 6:40 PM

QUEER ISSUES IN STEM: AN EXPLORATION OF STUDENT-DRIVEN LGBTQIA+ STEM EDUCATION PROJECTS

Matthew Voigt

Authors: Abigail Smith, Clara Holloman, Chloe Wright, Sarah Otterbeck, Margaret Ann Bolick, Destinee Cooper

There has been a growing effort within STEM education to broaden participation, address equitable outcomes, and promote inclusive learning environments. At the same time, educational research, institutional programs, and policies to support students with a Queer identity in STEM environments remain largely underdeveloped and undertheorized. In this session we will present findings and reflections from student-driven research projects to better understand the experiences of Queer students in STEM. The undergraduate research projects examined queer issues in healthcare and patient experiences, understanding queer spaces in collegiate settings through interview analysis, and the development of queer-inclusive curricular materials. Attendees will learn more about STEM education research methods and how those are being used to promote inclusive spaces for Queer scientists, engineers, and mathematicians.

A recruitment banner for ASML. It features a man with a beard and short hair, wearing a grey sweater and a rainbow-colored lanyard, sitting and smiling. The background is a blurred office or factory setting with ASML signs. The text is overlaid on the image in white and yellow. A QR code is located in the bottom right corner of the banner.

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ASML

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WORKSHOP BLOCK 2

FRIDAY, 5:40 PM - 6:40 PM



INTERNATIONAL MOBILITY OF QUEER PEOPLE

Djordje Vidojevic

Are you interested in learning about international opportunities? Do you have concerns around traveling as a queer person or financial barriers? This session will be led by Djordje, oSTEM fellow from Serbia, who has completed 25+ programs abroad ranging from 2-weeks to 12-months since 2013. Learn about different opportunities such as fellowships, learning/study abroad, student exchange programs, and volunteering. Speaker will also provide resources to support your day-to-day life abroad including health insurance, mental wellbeing and safety.

CREATING SAFE[®] COMMUNITIES AND ORGANIZATIONS: INCLUSIVITY IN PRACTICE

Stephanie Huard

We all deserve to exist in communities and organizations that are safe, respectful, and inclusive. As marginalized individuals, we seek belonging and as allies, we seek to help others experience belonging. But how do we create these spaces? In this workshop, we will discuss concepts and frameworks for practicing inclusivity and intentionally creating SAFE[®] communities and organizations.

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LUNCH & LEARN SESSIONS

SATURDAY, 12:30 PM - 2:00 PM

SEE YOURSELF AT ROCKWELL AUTOMATION: CULTURE IS OUR BRAND BY ROCKWELL AUTOMATION

This presentation will highlight how the Rockwell Automation culture has evolved into one of the best places to work and how this environment can cultivate a great career and future.

UNCOVER THE SECRETS OF FINDING AND APPLYING TO JOBS IN THE FEDERAL GOVERNMENT AND AT THE USPTO HOSTED BY USPTO

Curious about which occupations are best suited to your field(s) of study? Want to know how to leverage your knowledge and expertise to make a global impact or tackle increased levels of responsibility? Gain a greater understanding of the many career paths and developmental programs available to you as a student, recent graduate, young or seasoned professional, or whether you are looking for a mid-career change.

Additionally, learn how to:

- Use your education and expertise to apply to the most appropriate jobs for your skillset;
- Navigate USAJOBS—the official job search portal for the federal government—and make it work for you by tailoring job searches, setting automatic notifications, uploading pertinent documents, and applying to jobs without leaving the site;
- Read and understand a federal job announcement;
- Craft a robust résumé/CV that highlights education, strengths, experience and accomplishments;
- Nail the interview and build a strong portfolio;
- Explore special federal hiring programs for students and recent graduates, veterans, military spouses, applicants with disabilities, national and community service volunteers, and eligible foreign service family members;
- And much more!

No matter your field of study or professional background, you can be a part of the 21st century workforce that's shaping a stronger nation. Empower yourself by learning more about federal career and career development opportunities!

LUNCH & LEARN SESSIONS

SATURDAY, 12:30 PM - 2:00 PM

OUT IN MANUFACTURING - MY DOW JOURNEY

Gil Camareno will be sharing his out-IN journey at Dow and how in the almost nine years with the company, his own perspective has changed. He will talk about his acceptance journey as an intern and what individual he crossed over his career that propelled his journey to advocacy at Dow. He hopes to help others find that opportunity to bring their whole selves to work, the same way he does now.

LUNCH & LEARN WITH BLUE ORIGIN

At Blue Origin we envision a future where millions of people are living and working in space. We are developing human spaceflight systems, including reusable launch vehicles and rocket engines, that will dramatically lower the cost of access to space. Hear from engineers about their experiences working at Blue Origin as well as available internship and full-time opportunities.

BOEING - BUILD YOUR UNIQUE AEROSPACE CAREER

Join Boeing engineering and LGBTQ+ leaders to learn more about the unique careers at The Boeing Company. We are hiring all engineering, math and science majors, and look forward to giving you a peak into our careers, culture, and development opportunities. oSTEM is one of our favorite conferences for recruiting top talent - come meet us in a relaxed setting and see if we are a fit for you!

TECHNOLOGY @ CHEVRON

Chevron is a proud sponsor and committed to fostering diversity and inclusion at all levels of our company. In this session, we will highlight how Chevron leverages Information Technology to advance its mission to safely deliver higher returns and lower carbon. In this session you will hear about the various ways we leverage IT at Chevron, including how we leverage technology in our Chevron New Energies organization, how we support enterprise-wide collaboration, and how we leverage virtual and mixed reality to do our work more safely and efficiently in the field. We will also highlight some of the diversity and inclusion efforts at Chevron.



Scan for schedule
and location updates,
speaker bios, and
program info!

LUNCH & LEARN SESSIONS

SATURDAY, 12:30 PM - 2:00 PM

DATA & ANALYTICS @ JPMORGAN CHASE

Data & Analytics play an increasingly important role in how financial services institutions make decisions, but the role itself has evolved from what was expected 10 years ago. Join us to learn about the role Data Scientists play at JPMorgan Chase and the key skills and experience we look for when hiring for these roles.

BUILDING YOUR CAREER WITH PRIDE AT MATHWORKS

Join MathWorks (makers of MATLAB and Simulink) for a Lunch & Learn session! Meet our brilliant team of both STEM and non-STEM professionals, to learn how our work is advancing the future of science and engineering. Members of our LGBTQ staff affinity group will be in attendance to answer questions about how MathWorks is building an inclusive workplace.

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BEHIND THE SCENES @ LOCKHEED MARTIN

Curious what it's like to work for the biggest aerospace, defense and information security company? Want to learn about our PRIDE Business Resource Group, Transgender Council and other ways we support our employees? Join us for our Lunch and Learn and get to know us during this interactive session.

AUTHENTICITY THROUGH ADVERSITY WITH MICRON TECHNOLOGY

As you consider what life after graduation looks like, how do you navigate the job search and being out at work? Join for a conversation on strategies how to authentically navigate the shift from campus life to the workplace.

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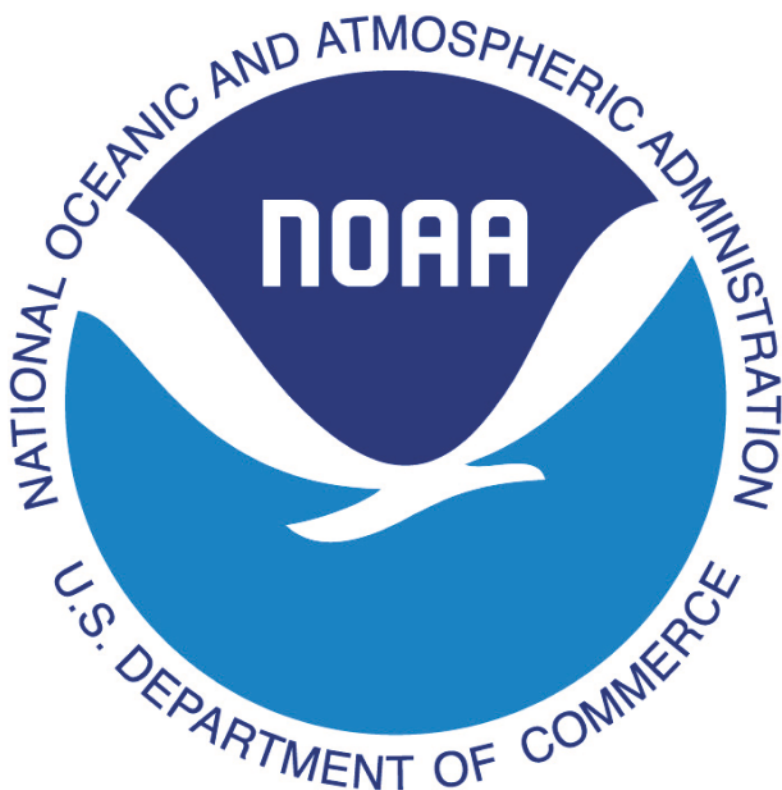


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WORKSHOP BLOCK 3

SATURDAY, 2:10 PM - 3:10 PM



DEVELOPING INCLUSIVE LEADERSHIP TRAINING WITH UNDERGRAD STEM STUDENTS

Kaz Burns, Ingrid Paredes, and Mei Schuerch

In this workshop, attendees will learn how to plan and execute inclusive leadership training with undergraduate STEM students. A panel of students and faculty will present a co-created framework for training grounded in principles of global inclusion, diversity, belonging, and access (GIDBEA). Designed for undergraduate STEM students, the training provides a foundational understanding of diversity, equity, inclusion, and justice. The training also shares actionable items for students to use in their interactions on campus and in their professional careers. The interactive session will feature activities to simulate the training environment. Attendees will gain an understanding of GIDBEA, analyze and discuss relevant case scenarios with the group, and reflect on what they have learned. We will provide resources for those interested in bringing this work back to their institutions.

BUILDING & PRIORITIZING FINANCIAL WEALTH DURING YOUR CAREER

River Nice

You've worked hard to make money. You're spending a third of your waking life working for your money. But are you using that money to get what you want out of life? River Nice (they/them), a queer, anti-capitalist financial planner, will teach you how to 1) figure out what you want out of life, 2) set specific, actionable goals, and 3) use your income to achieve those goals!

Whether you want to adopt children, buy a home, take care of your parents, have gender-affirming surgery, or start a queer commune, you're going to need to manage your money intentionally to create the life you want!

WOMEN AFFINITY GROUP

The Women community breakout provides a space for women and non-binary and feminine-aligned folks to come together and discuss gender in regards to academia, industry, and STEM. We will share our experiences as they relate to various topics and come together to uplift, encourage, and support one another, as well as celebrate our achievements and build a supportive network. This session is open exclusively to members of this community.





WORKSHOP BLOCK 3

SATURDAY, 2:10 PM - 3:10 PM



LEAD CLIMBING: ESTABLISHING QUEER STEM MENTORSHIP IN TWO-YEAR COLLEGE SETTINGS

Emalinda McSpadden

Despite the proven success among students in STEM fields when under the guidance of supportive mentorship, students in 2-year college settings are often lacking in much needed queer-specific campus supports and mentorship, let alone in STEM fields. This session focuses on a pilot program of a mentorship program designed for general LGBTQI+ mentorship for students at an urban 2-year campus that included mentors and mentees with STEM specializations, and discusses the experiences and challenges faced by participants in that context. Findings of a case study exploring STEM-oriented mentor/mentee diads will be shared, as well as the implications of those findings on developing future programming at the departmental and campus levels for the enrichment of queer STEM students and faculty alike.

LIGHTNING TALKS

Quick Tips for Great Research Proposals

Steven Holz

Engage with one of NASA's University Innovation Project Managers and industry experts for a Panel Discussion on tips and best practices for writing great research proposals.

Spacecraft Charging and Electrostatic Actuation

Kaylee Champion

As spacecraft travel through plasma, charge accumulates on the surface. This charge may have detrimental impacts, including dangerous arc discharges between surfaces contacting when docking, unexpected torques between spacecraft due to the Coulomb force, and interference with measurements of the ambient environment. As a result, spacecraft charging has been a subject of research since the beginning of the space age. More recently, the electrostatic force between two charged spacecraft has been investigated as a means of electrostatic actuation. Electrostatic actuation involves a servicer charging a target using an electron beam and utilizing the resulting electrostatic force to maneuver the target. The first step towards using electrostatic actuation is determining the charge of the target spacecraft, and the complexity of various plasma environments and spacecraft-plasma interactions presents novel challenges.



WORKSHOP BLOCK 3

SATURDAY, 2:10 PM - 3:10 PM



LIGHTNING TALKS (CONT.)

Creating Community in the Workplace

Shannon Gatta

When we leave for work, people should not have to leave their identities at the door. How we identify in gender, race, sexuality, etc. all contribute to the unique perspective we bring to the products we develop and the projects we build. But how do we learn how to present our authentic selves in the workplace? In this talk, Shannon Gatta will focus on how creating community through Employee Resource Groups creates a supportive environment for those seeking the development of that authentic representation and what that can do for retention, mental health, and the company culture.

Small Groups Big Questions: Minimal bacterial protein networks and pathogenic consequences

Wesley Burford

Pathogens differ wildly. Many Gram-negative bacterial pathogens utilize a Type Three Secretion System (T3SS) to deliver virulent "effector" proteins directly into the host cell. While these effectors are essential for bacterial infection, pathogens can use widely different numbers of effector genes, from 2-300, that can vary significantly between both species and serovars. Determining the interrelationship between pathogen effector gene networks, their host substrates, and pathogen virulence has been challenging for microbiologists. Using targeted mutagenesis and genome reassembly, we engineered a minimal SPI-2 T3SS effector gene network that supports *Salmonella enterica* serovar Typhimurium (STm) intracellular replication in cells and disease pathogenesis in a murine model of Typhoid-fever. This dynamic interplay between effector proteins in cells and in mouse models reveals a new complexity of host-pathogen interactions, illustrating the cooperation necessary to drive tissue tropism during bacterial pathogenesis and a powerful tool for interrogating effector functions in complex model systems.

MIDDLE SEXUALITIES AFFINITY GROUP

The Middle Sexualities community breakout is here for all of us to share our experiences as bi, pan, queer, ace, aro, poly, and more identifying people! We will have a variety of small-group discussions on popular topics, be it intersections of identity, sharing personal stories, or advocacy brainstorming! This session is open exclusively to members of this community.



WORKSHOP BLOCK 3

SATURDAY, 2:10 PM - 3:10 PM



FOSTERING ACCESSIBLE SPACES FOR NEURODIVERGENT TRANS AND GENDER NON-CONFORMING PEOPLE

Erin Bryant-Ross

The identities of trans, non-binary, and neurodivergent folks are often ignored or deliberately excluded in both professional and personal settings, even in traditionally “inclusive” spaces. Recent research suggests that rates of neurodiversity in trans and gender non-conforming communities can be as much as five times greater than that of the general population. Despite this, queer spaces are often not accessible for those who are autistic or neurodivergent. In this workshop, we’ll discuss ways that neurodiversity (ADHD, autism, etc.) impacts gender identity, as well as current research on the intersection of trans and neurodivergent communities. From there, we will explore high-level accessibility and barriers to inclusion and equity for those who are trans, autistic, or both. Lastly, we’ll cover tactics for breaking down barriers, confronting ableism, and elevating neurodivergent voices. All are welcome in this session, though trans and neurodivergent narratives will be centered.

RESEARCH SYMPOSIUM PART I

Evaluating Health Behaviors of LGBTQ+ Adolescents in the Deep South Region

Olivia Blanton

Investigating the link between mustelid teeth morphology and diet

Leila Curtis

The Rhubarb Dilemma: A Plant Pathologist’s Field Day

Libby Indermaur

TRANSITIONING FROM oSTEM STUDENT TO PROFESSIONAL

Adam Blackburn and Avery Cunningham

You’re out of school and now you’re a professional...but what does that mean? What does an oSTEM professional look like? Join our panelists for a discussion on life outside of school, as well as being LGBTQ+ in the workplace.



Scan for schedule and location updates, speaker bios, and program info!



WORKSHOP BLOCK 3

SATURDAY, 2:10 PM - 3:10 PM



HOW (NOT) TO TRANSITION IN THE WORKPLACE

Jennifer McCullough

Transition can be one of the most difficult parts of a trans person's life. Transitioning while attempting to have a career is even harder, particularly because of the lack of trans role models who can give support and mentorship. Trans acceptance has come so recently, not many people have had a chance to work their way up into senior roles. Our presenter will share her story, some of the things she learned along the way, and her advice for people currently transitioning or thinking of transitioning in the tech world.

RACE & ETHNICITY AFFINITY GROUP

The Race & Ethnicity community breakout is a space for people of color to have their voices heard. This will be a safe space to share our similar experiences, discuss in community, and to build your support network. This session is open exclusively to members of this community.

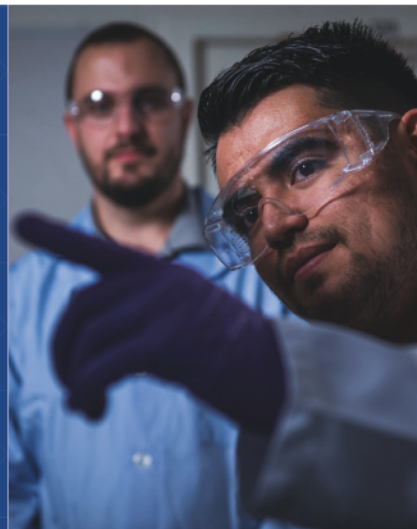


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WORKSHOP BLOCK 4

SATURDAY, 3:40 PM - 4:40 PM

BEING TRANS AND FINDING CHEMISTRY OUTSIDE OF THE CLASSROOM

AJ Bryant and Erin Bryant-Ross

Dating is ripe with twists and turns, but when your Catholic mom always tells you to marry a tall, dark, handsome man and it turns out that you are that man... let's just say that 'dating' can get tricky. Join us on a humorous but honest take on a trans man's journey through self-acceptance and finding love in the place you least expect it. AJ and Erin will share the story of their personal experiences as a trans + non-binary couple, discussing how they learned to communicate around body dysphoria, love languages, sex, and personal boundaries. As no one journey tells the whole story, we will provide ample time for participant discussion to seek counterpoints for reflection on the audience's own journeys. You are invited to this frank conversation about sex, sexuality, the human body, and dating as a trans person.

LEADING FROM THE MIDDLE: INFLUENCING OTHERS AND EFFECTING CHANGE WHEN YOU'RE NOT IN CHARGE

Glorimar Maldonado

Why are some employees heard and others not? Why does it seem that some rise to the top quickly, while others struggle in the trenches for years? How can the average Joe effect change in a team, office or organization without the "clout" that comes from being in a leadership position? The best leaders lead from their strengths, no matter their position—do you know how? Learn what it takes to be seen and heard, and how to make others sit up and take notice.

MIDDLE SEXUALITIES AFFINITY GROUP

The Middle Sexualities community breakout is here for all of us to share our experiences as bi, pan, queer, ace, aro, poly, and more identifying people! We will have a variety of small-group discussions on popular topics, be it intersections of identity, sharing personal stories, or advocacy brainstorming! This session is open exclusively to members of this community.



Scan for schedule and location updates, speaker bios, and program info!



WORKSHOP BLOCK 4

SATURDAY, 3:40 PM - 4:40 PM



IDENTITY-AFFIRMING PRACTICES OF CLASSROOM TEACHING AND CAMPUS SUPPORT FOR UNDERGRADUATE QUEER AND TRANS STUDENTS OF COLOR IN STEM

Luis Antonio Leyva and B R. Balmer

This workshop explores identity-affirming educational practices for queer and trans* (QT) students of color in undergraduate STEM. Workshop content is based on the speakers' research study about the experiences of 39 undergraduate QT students of color in STEM majors at historically white and minority-serving universities. The workshop begins with an overview of research findings about how interlocking systems of racism and cisheteropatriarchy in STEM shape oppression and resistance among QT students of color. Next, attendees work in small groups on scenarios corresponding to themes in our findings. Scenarios stimulate brainstorming of identity-affirming practices for QT students of color across campus spaces (e.g., STEM classrooms, pipeline programs, LGBTQA+ offices/centers) and reflection about adopting such practices across attendees' home institutions/organizations. After whole-group sharing across scenario groups, the workshop concludes by drawing connections to research findings about teaching and campus support practices that QT students of color perceived as disrupting oppression in STEM.

DEMYSTIFYING POLICYMAKER ENGAGEMENT: TIPS FOR EARLY CAREER SCIENTISTS BY EARLY CAREER SCIENTISTS

Shreya Durvasula, Emma Conrad-Rooney, Katie Atherton, and Danielle Fox

Students and early career scientists have a valuable role to play in policy and advocacy through engaging with policymakers, but it can feel intimidating to get started. This workshop will feature early career scientists and leaders in science advocacy explaining what meeting with elected officials looks like, how to prepare for a successful meeting, and how to continue building a relationship after a policymaker meeting. The audience will have a chance to practice crafting their personal story, including reflecting on integrating aspects of their identity and issues they care about into their story to share with policy audiences. They will also walk away with tools to help them set up a meeting with their elected officials.



WORKSHOP BLOCK 4

SATURDAY, 3:40 PM - 4:40 PM

ESTABLISHING YOUR FLIGHT PATH – MAPPING OUT YOUR TECHNICAL CAREER

Juliette Dubon and Adam Martinez

The goal of this workshop is to help participants develop clarity and action plans to connect their interests and abilities with career opportunities. Workshop attendees will gain insights to Julie and Adam's "Flight Path" from university to engineers in a technical role. Participants will then engage in an interactive career mapping exercise and conversation. Julie and Adam are excited about sharing their experiences on the Boeing Enterprise Pride Alliance St. Louis Executive Board and working together on the Boeing Research and Technology Next Generation Composites Thermosets Team.



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WORKSHOP BLOCK 4

SATURDAY, 3:40 PM - 4:40 PM



INQUEERY AFFINITY GROUP

The InQUEERy community breakout is a space for spiritual and/or religious Queer folx to share our experiences with faith. InQUEERy provides a community in which you can openly question, express, and celebrate your faith, as well as an environment in which you can safely process how religion has been used as a tool of exclusion and oppression for Queer people. This community breakout is open to anyone, regardless of spiritual or religious affiliation, or lack thereof.

RESEARCH SYMPOSIUM PART II

Exploring Math Accuracy, Anxiety, and their Physiological Effects on College Students

Paul Pacheco Jr.

Engineering Degradable Hydrogel Microparticles for Enhanced Nanoparticle Delivery to the Vascular Wall

Jonathan Lee

Screening Mycobacterium tuberculosis mutants in vivo to identify physiologically relevant protein-protein interactions

Abby Ray

A CHEMISTRY CLASS ON INTERSECTIONAL FEMINISM

Michelle Reyes and Sambuddha Banerjee

The authors present an argument on the importance of teaching science from a feminist point of view, which we define as acknowledging that any knowledge is historically situated and is influenced by social power and politics. The class was taught in the department of chemistry of East Carolina University, a rural university in the South of United States. The authors provide the co-curricular model, assignments, student learning outcomes, and qualitative data analysis from student interviews. Based on our data analysis, we argue that this class helped students in developing a critical scientific consciousness in relation to their social locations. Additionally, we note that their language development compared to the beginning of the course is more conscientious and inclusive. We present this work as a critical and transformative pedagogical model to dismantle White-supremacy in Chemistry.



WORKSHOP BLOCK 5

SATURDAY, 4:50 PM - 5:50 PM

BE TRUE, BE YOU: EMPOWERING YOU TO BRING YOUR TRUE SELF EVERYWHERE, AND CREATING A CULTURAL SHIFT IN ADVOCACY

Suellen Cristina dos Santos Frank, Xander Barbar, Lizzie Hammar, Trinity Downing, Indica Bennet

The main goal of the workshop is to bring awareness to how important it is to be your authentic self at work, and the value it brings to your team, your organization, and the Boeing Company as a whole. By sharing our experiences and being vulnerable to accept what we have already overcome, we will support the next generation transitioning from college to professional working environment by providing insights on how to be successful while adapting as an LGBTQ+ person in the work place.

SCIENCE CULTURE SHIFT: DIVERSIFYING METHODS WITH INDIGENUITY

Paulette Blanchard

Science has been historically done through the white Eurocentric heteronormative male lens. Indigenous people have been subjects of the so-called “objective” gaze. In recent years there have been a significant number of Native American and other Indigenous scholars who have used their own experiences as Indigenous Peoples to investigate other ways of knowing and doing science from their own worldview’s. This has led shifts in methods and methodologies in science allowing for innovative and inclusive science information, techniques, and distribution. Dr. Blanchard will speak to some of the methods and methodologies Native Americans are utilizing to flip the script on “traditional” science to offer new ideas on how we might better provide inclusive and diverse science and have a deeper understanding of place. She will speak about how she has brought her whole authentic self to her own work to advance the needs and knowledges for the Indigenous communities she works with, and how we can all benefit from some of these simple ideas. The culture of science is changing and we can all be agents of positive change.



Scan for schedule and location updates, speaker bios, and program info!



WORKSHOP BLOCK 5

SATURDAY, 4:50 PM - 5:50 PM

EFFECTIVE PROJECT MANAGEMENT: APPLYING BEST PRACTICES TO YOUR PROJECTS

Tienming Chao

One of the most important parts of successfully completing projects, relies not only on procedures and requirements, but on the people involved in the project. Workshop attendees will gain project management insights, best practices, and principles from Kyle who manages a 20-million-dollar project portfolio supporting BCA Supply Chain Organization. Participants will learn how to identify project management skills including recognizing technology integration opportunities, leadership, communication, and stress and time management. Participants will learn best practices so that changes such as integrating new technology can be managed, controlled, and implemented effectively. Attendees will then engage in a project management case study activity and discussion. The goal of this workshop is to provide attendees with best product management practices, so that they can apply them in their current places of work.

BLACK & QUEER WORKING GROUP

The Black & Queer Working Group session is designed to be a confidential working space for those who identify as Black & Queer. You're invited to share your experiences as it relates to the STEM field, oSTEM organization, and annual conference. The goal of the group is to identify areas of growth, action items, resources, and/or services that oSTEM Global leadership can implement. This session is open exclusively to members of this community.

THERMOPLASTIC COMPOSITE MATERIALS FOR SUSTAINABLE STRUCTURES

Mo Morrissey

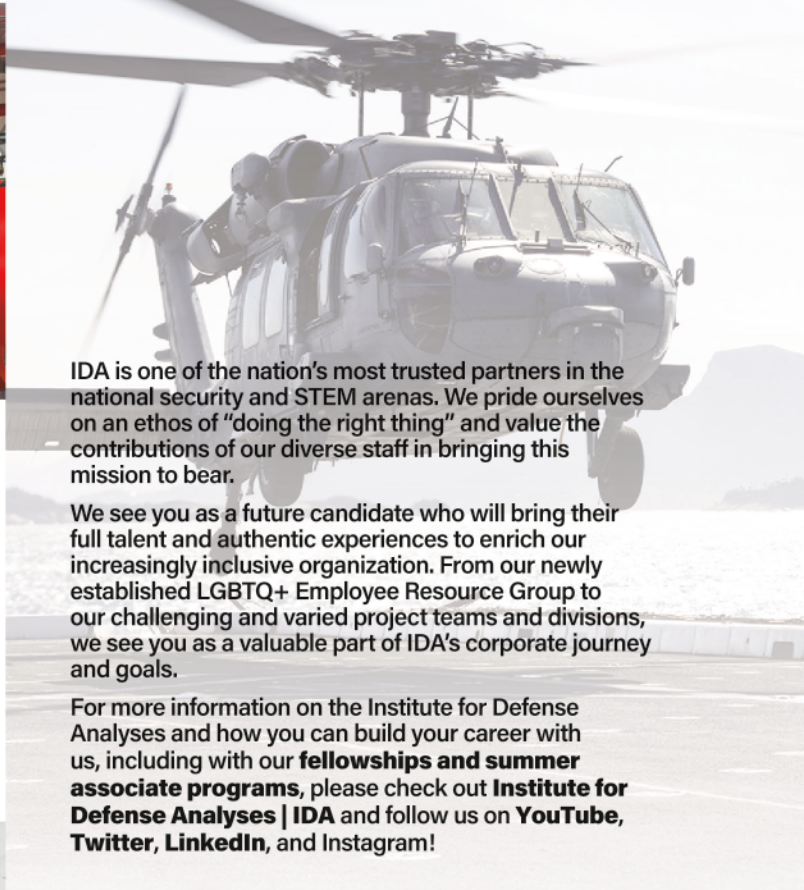
Fiber reinforced thermoplastic polymer composite materials hold great potential to meet sustainability and structural needs in the design and production of vehicles in the aerospace and automotive industries. Attendants will become familiar with the international state-of-the-art processing methods, applications, and ongoing challenges in the field from a critical perspective.



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WORKSHOP BLOCK 5

SATURDAY, 4:50 PM - 5:50 PM

HOW SIMULATION BOOSTS YOUR CAREER

Gilles Eggenspieler

Simulation is becoming a required skills for students to have on their resume. In the session we will focus on 3 topics. First, we will answer why simulation is important for students and professionals. You will hear of examples from students who have secured full-time opportunities because of their simulation skills, examples of organizations looking for bachelors and graduate degree students trained in simulation. Next, we will show a real-world example of how our customers are using simulation in the industry. Lastly, you will learn how you can develop your skills in simulation by sharing recommendations to tools, training, and support.

CHANGING ATTITUDES TOWARDS LGBTQ+ INCLUSION IN THE WORKPLACE: A REFLECTION ON PAST AND PRESENT AND LOOK INTO THE FUTURE

Paul Rodriguez and Christopher Cockshaw

During the workshop we will focus on highlighting experiences of LGBTQ+ leaders, and how they embrace themselves while creating an environment that truly fosters inclusivity, especially when difficult conversations arise, with the focus on fostering an environment where allies are present in every step of their careers.

WHOLE-SELF CARE: TOOLS FOR WELL-BEING AS DIVERSE HUMANS

Stephanie Huard

Many of us already know through lived experience that our communities of diverse humans experience greater mental health burdens, while faced with barriers to accessing care and resources. In light of this, many of us have been told or encouraged to "practice self care" - but what does that mean, and how do we personalize this process to include our diversity? In this workshop, we will discuss how our lived experiences can influence our mental well-being and what strategies we can use to practice whole-self care, through a trauma-informed and intersectional-identity lens.



Scan for schedule and location updates, speaker bios, and program info!

WORKSHOP BLOCK 5

SATURDAY, 4:50 PM - 5:50 PM

AUTISM/NEURODIVERGENCE WORKING SESSION

Join us as we share our experiences of finding accommodations at school and in the workplace, identify the means of access, and foster a space to talk about self-advocacy in a world that is not designed for minds like ours. The Autism/Neurodivergence working session is a closed space for those in the autistic and neurodiverse communities to come together and empower one another while recognizing ways to improve our day-to-day lives. We will also discuss specific ways in which oSTEM, its sponsors, and its sibling organizations can best support neurodivergent people and provide pathways to success.



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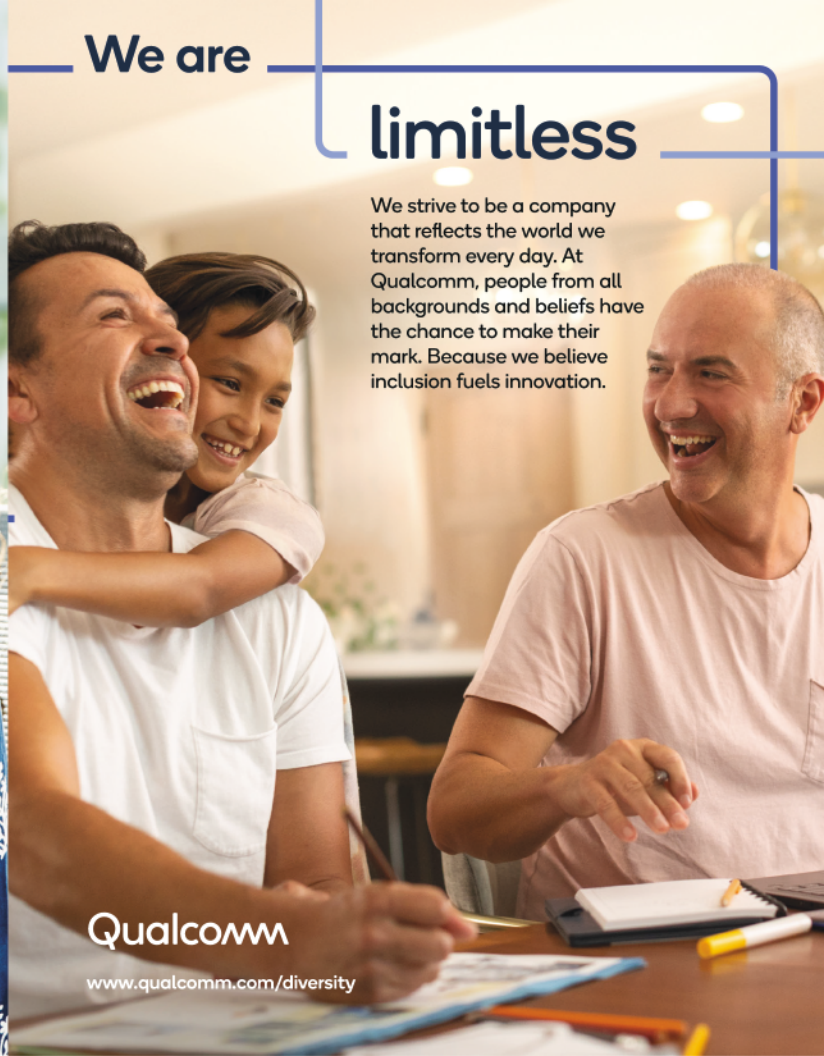
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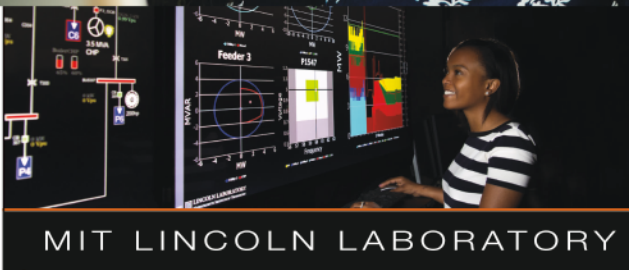


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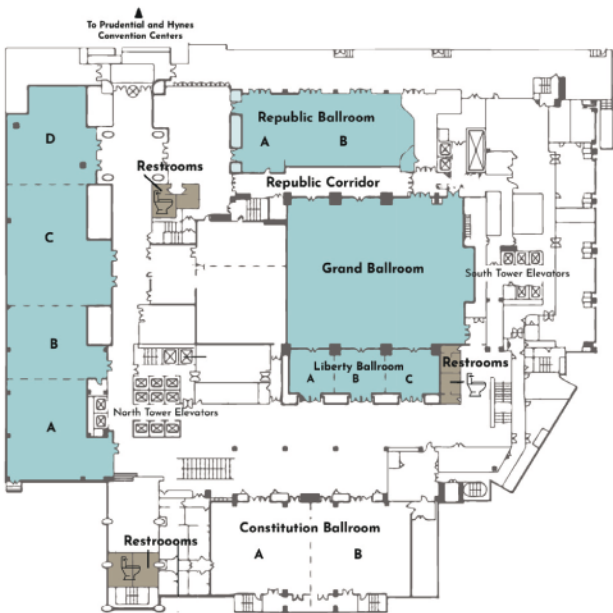
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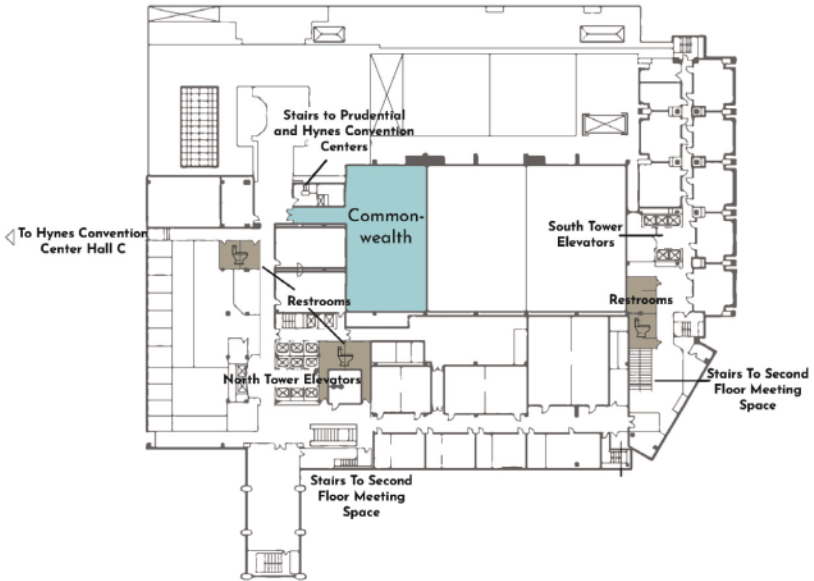
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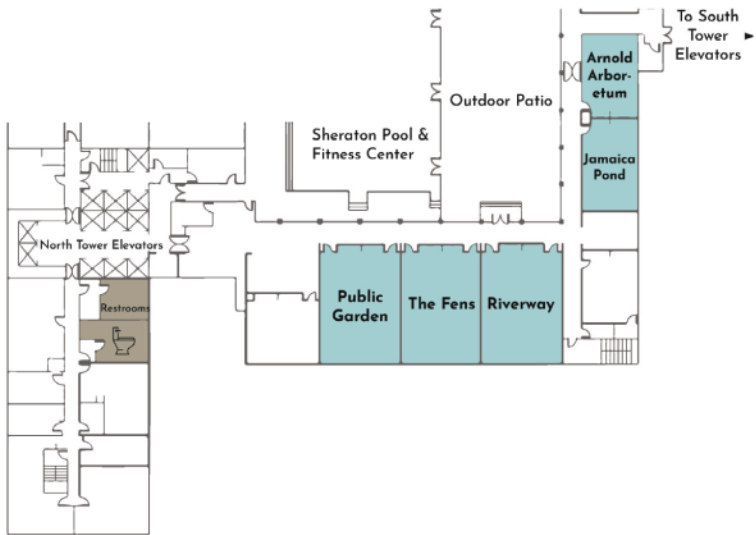
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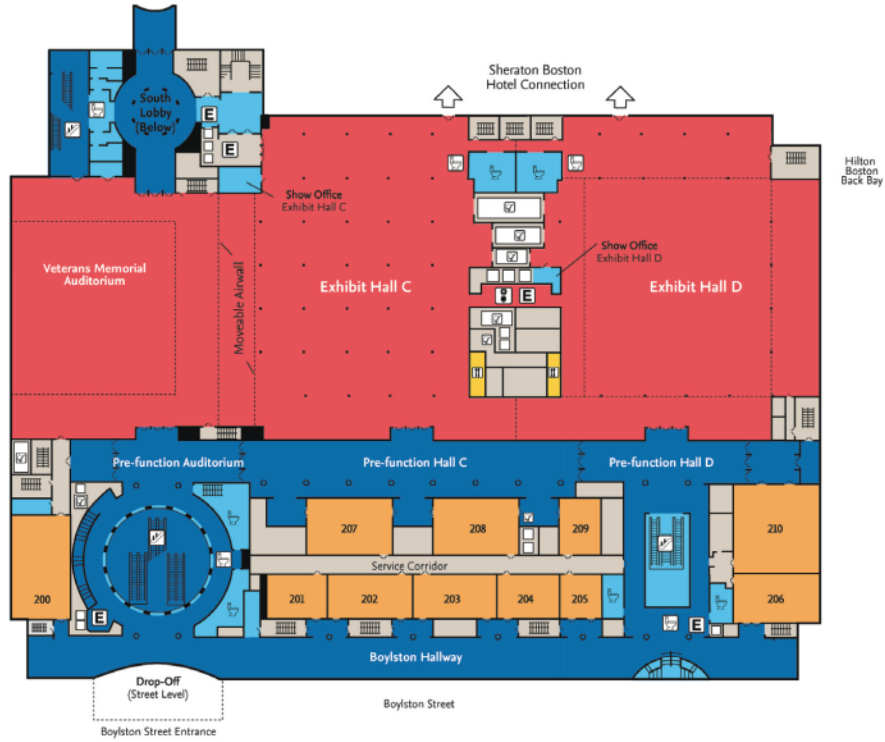


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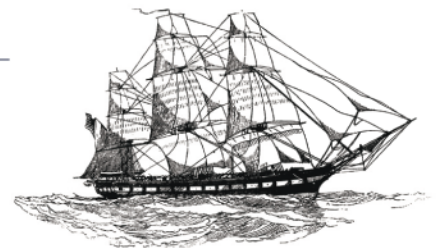
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 - Congressional Black Caucus
 - ASPIRE PAC (AAPI)
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