



# 14th Annual Conference

October 17-20, 2024

Portland, OR



## Exhibitor & Sponsorship Prospectus

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## **Contact**

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# About oSTEM

Out in Science, Technology, Engineering, and Mathematics (oSTEM), Inc. is a 501(c)(3) non-profit professional association for LGBTQ+ people in the STEM community. With over 150 collegiate chapters and professional chapters in cities across the United States and abroad, oSTEM is the largest chapter-based organization focused on LGBTQ+ people in STEM.

## Mission



oSTEM empowers LGBTQ+ people in STEM to succeed personally, academically, and professionally by cultivating environments and communities that nurture innovation, leadership, and advocacy.

## Vision



We envision a world where LGBTQ+ people in the STEM community are empowered to achieve success in a safe and supportive space that celebrates their diversity and unique contributions.

## Commitment to Diversity & Inclusion

oSTEM strives to provide a safe space for all people to express themselves. To that end, we have and hold ourselves to a high-level and broad diversity policy, built around respect for individuals regardless of where they are on life's journey. oSTEM prohibits discrimination on the basis of gender, sex, gender identity, gender expression, sexual orientation, race, color, ethnicity, citizenship, cultural background, socioeconomic status, age, disability, religion, or veteran status. Furthermore, oSTEM prohibits any harassment that detracts from the learning experience or threatens an individual in any form.

Visit [www.oSTEM.org](http://www.oSTEM.org) to learn more.



# Active oSTEM Chapters

## 150 COLLEGIATE AND PROFESSIONAL CHAPTERS

All oSTEM Members - oSTEM Global Alliance at Worcester Polytechnic	oSTEM Student Chapter at Dartmouth	QuASAR at New Mexico Tech
GoSTEM @ UCSD	outGRADS at University of Rochester	Queer and Formal Reasoning at Oberlin
GoSTEM @ WashU	Pride Alliance at Georgia Tech	Queer and Trans in STEM at UCLA
GoSTEM at Northwestern	Pride in STEMM at The University of Akron	QUEST at James Madison University
GoSTEM at University of Michigan	PrideSTEM at Texas Tech University	QuEST at University of Southern California
Grad Pride at Georgia Tech	PRISM at Anschutz Medical Campus	Spectrum at New Jersey Institute of Technology
McMaster Engiqueers	PRISM at Rockefeller University	STEMgiQueers at University of Kentucky
OPEN @ Olin	Professionals at East Carolina University	TMU EngOut
oSTEM @ Mizzou	Professionals in Boston	UK oSTEM Professionals and Postgraduates
oSTEM @ Morris	Professionals in the DMV	Unity at Rose-Hulman Institute of Technology
oSTEM @ Purdue	qSTEM at Pace University	oSTEM at...
oSTEM @ SIUe	qSTEM Cornell	University of Colorado, Boulder
oSTEM @ Ursinus College	QSTEM Lake Nona High	University of Connecticut
oSTEM @ UWaterloo	oSTEM at...	University of Delaware
oSTEM at...	Montana State University	University of Florida
Agnes Scott	Mount Sinai	University of Georgia
Alabama	Murray State	University of Hartford
Amherst College	New York University	University of Houston
Arizona State University	North Carolina State University	University of Illinois at Chicago
Auburn	North Dakota State University	University of Illinois, Urbana-Champaign
Binghamton University	North Texas	University of Kansas
Boston College	Northern Arizona University	University of Maryland, College Park
Boston University	Northwestern	University of Massachusetts Dartmouth
Bowdoin	Ohio State University	University of Miami
Brown University	Oklahoma State University	University of Michigan, Ann Arbor
Cal Poly Pomona	Oregon State	University of Minnesota
Cal Poly San Luis Obispo	Oregon Tech, Portland-Metro	University of Nebraska, Lincoln
Carnegie Mellon University	Penn State	University of New Mexico
Case Western Reserve University	Rice University	University of North Carolina
Central Michigan University	Rowan University	University of Oklahoma
Clemson University	San Diego State University	University of Oregon
Colorado School of Mines	Stanford University	University of Pennsylvania
Colorado State University	Stevens Institute of Technology	University of Pittsburgh
Cooper	Stony Brook University	University of Rochester
CSUSM	Swarthmore	University of South Carolina
Drexel University	Texas A&M	University of Tennessee, Knoxville
Duke University	Texas State University	University of Utah
East Carolina University	The University of Central Florida	University of Washington
Elon	The University of Texas, Austin	UT Dallas
Embry-Riddle Aeronautical University	Truman State University	UT Southwestern
ERAU - Prescott	Tufts University	Utah State
Florida International University	UAB	Vanderbilt
George Washington University	UC Davis	Vermont
Georgia State University	UC Santa Cruz	Virginia
Howard University	UMass Amherst	Virginia Commonwealth University
Hunter College	University of Arizona	Virginia Tech
Indiana University, Bloomington	University of Arkansas	WashU
Iowa State University	University of Birmingham	Wentworth
IUPUI	University of Buffalo	West Virginia University
Jewell	University of California, Berkeley	Wichita State University
Johns Hopkins University	University of California, San Diego	Yale University (Grad)
Kansas State University	University of California, Santa Barbara	
Kenyon College	University of Chicago	
Lehigh University	University of Cincinnati	
Louisiana Tech University	University of Colorado - Colorado Springs	
Marquette		
Miami University		

# Thank You to Our Previous Partners







# Why oSTEM?

"My experience at oSTEM was incredible. Being in a place of other queer scientists and professionals felt like nothing else I've experienced before."

"I loved it and it really gave me a space to be open and a lot of insight to how I can better support other queer people."

"As an ERG lead at my company I gained a lot of new knowledge and ideas from hearing about others' experiences and I'm excited to go back to work and try to further our DEI with these ideas."



"This was my first time at an oSTEM conference and it was so empowering and gave me so many ideas to bring back to my company."

"Ansys has partnered with oSTEM going on three years now, and we feel like we are just getting started! They have been incredible to work with. oSTEM continues to do amazing work for LGBTQ+ people and communities in STEM and we look forward to supporting their mission for many more years to come."





# Partnership Standards

## Minimum requirement to be a sponsor or exhibitor

- Publicly available nondiscrimination policy including sexual orientation, gender identity and gender expression.
- Has hosted at least 1 LGBTQ+ focused competency training including pronoun usage for recruiters within the last 3 years.

## Additionally preferred:

- Supports an LGBTQ+ inclusive Employee Resource Group or Affinity Group.

## WHY?

We want our members to feel confident that they're engaging with prospective employers who are committed to LGBTQ-inclusive policies and practices.



**Don't meet these requirements? Inclusion is a journey we all take together!**

**Ask us how oSTEM can help you get there!**



Fill out the interest form below to request a workshop.

[Training Request Form](#)

Trainings are available for OAC members free of charge (up to 4 hours annually) and available to non-OAC members at a charge of \$1,000 per hour.

Please allow at least 3-week notice for scheduling.





# The Annual Conference

is built on unforgettable moments where LGBTQ+ students and professionals in STEM fields from across the country and around the globe engage their whole self, surrounded by a vibrant community of peers.

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## Attending oSTEM's conference is beneficial for:

- Companies, government agencies, community organizations, and academic institutions aiming to attract and connect with LGBTQ+ talent.
- Providing professional development for current employees
- Supporting LGBTQ+ people in shaping global change through STEM careers

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**If you want a space where you can be your authentic LGBTQ+ self and your authentic STEM self, this is the conference for you!**



## Oregon Convention Center

777 NE Martin Luther King Jr Blvd.  
Portland, OR 97232

October 17 -20, 2024  
(Thursday- Sunday)

Estimated attendance: 1,300- 1,400

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This event is designed for attendees to share their professional and personal experiences and learn from one another in an authentic and vulnerable way. Programs and content range from introspective to technical. The Career Fair & Grad School Expo allows attendees to connect and network with professionals, academics, and colleagues from STEM industries and universities.





# Demographics

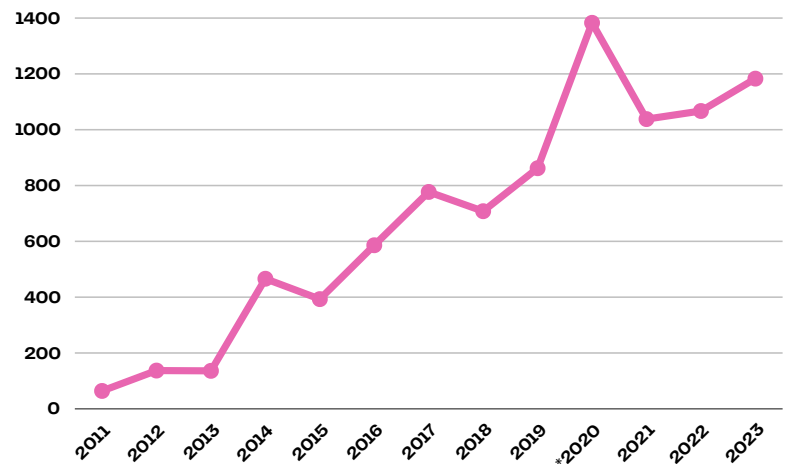
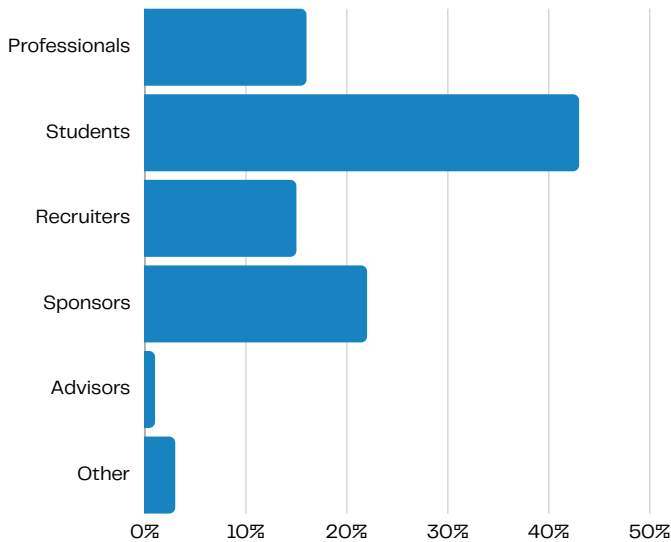
oSTEM 2023 Attendee Data

1183

2023 Attendees

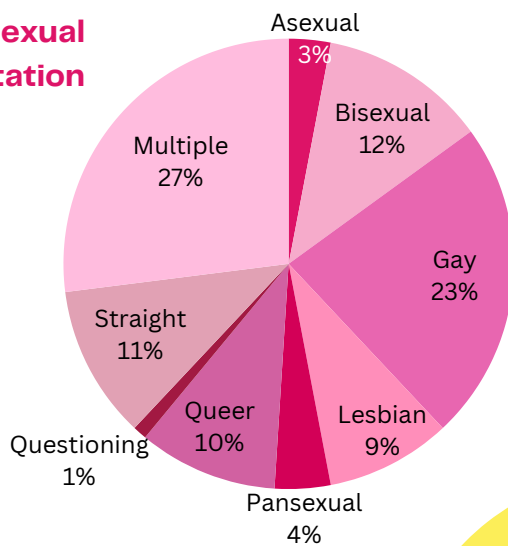
111

Exhibitors  
Career Fair & Expo

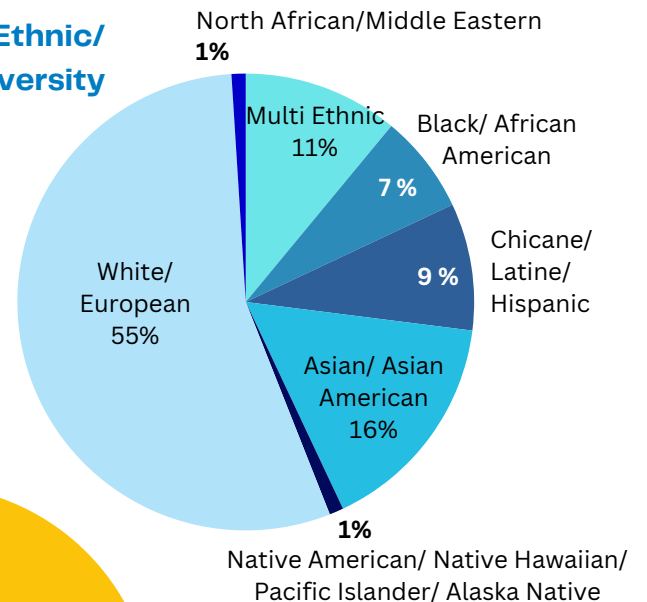


\*2020 Annual Conference was virtual and co-hosted with NOGLSTP's Out to Innovate.

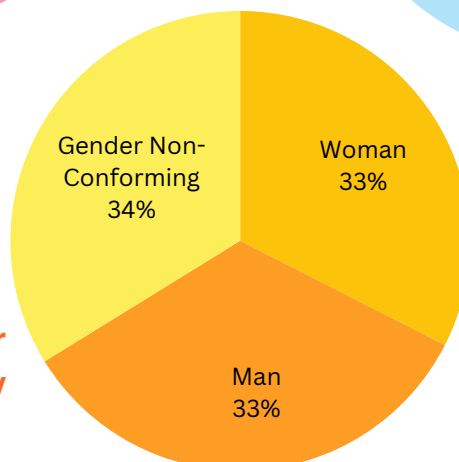
## Sexual Orientation



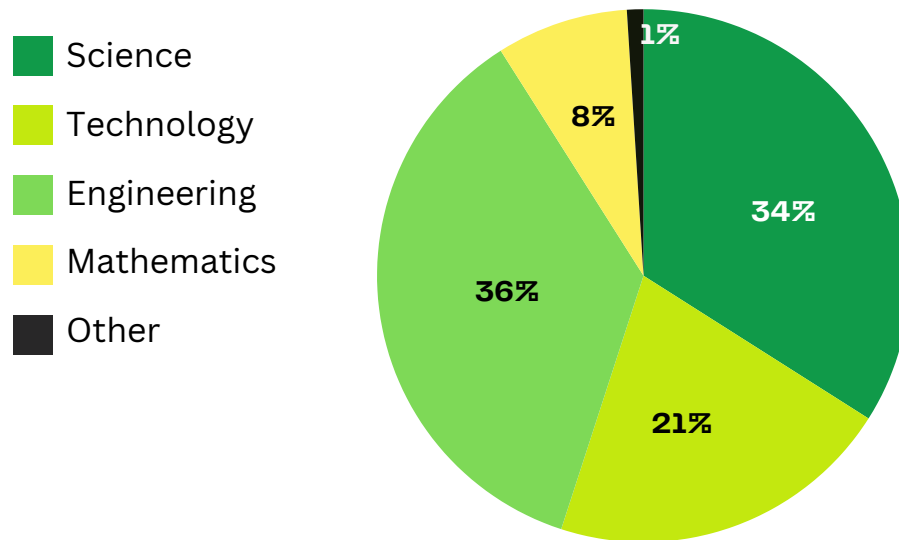
## Ethnic/Racial Diversity



## Gender Identity



# Majors & STEM Discipline



Majors in Attendance	%
Aerospace Engineering	4%
Biochemistry	3%
Biology	10%
Biomedical Engineering	4%
Chemical Engineering	6%
Chemistry	5%
Civil / Environmental Engineering	4%
Computer and Information Science and Engineering	17%
Electrical / Computer Engineering	8%
Geosciences	1%
Health and Life Sciences	3%
Industrial / Systems Engineering	3%
Materials	2%
Math / Statistics / Finance	5%
Mechanical Engineering	8%
Nuclear / Radiological Engineering	0.5%
Physics and Astronomy	7%
Psychology	2%
Social Sciences	1%
Other	6%

Majors based on 4 years of conference data.

# Program Highlights

Professional Development

Expo Success Clinic

Poster Session

Keynote Speakers

Award Ceremonies

Allyship in Motion Training

Gender Affirming Clothing Swap

Career Fair & Grad School Expo



**The oSTEM  
conference gets  
better and better  
every year!**





# Request for Programs

The Request for Programs (RFP) is the official call for program proposals for the 14th Annual Conference.

## REVIEW THE RFP



The strongest proposals will highlight intersectionality between STEM and queer identities. Selection is highly competitive and reading the RFP in its entirety will help you craft your best application.

## THREE TRACKS

Submit your proposal to one of three conference tracks:

- Collegiate Programs
- Industry Programs
- Technical Spotlights



## TIMELINE

The deadline for applications is Friday, May 31, 2024.

Decisions can be expected by the end of June 2024.

## SUBMIT YOUR APP

Be sure to read the RFP in its entirety. Reach out to [conference-programming@ostem.org](mailto:conference-programming@ostem.org) with questions and submit your app at [conference.ostem.org](https://conference.ostem.org).



## Benefits for Presenters

- 50% registration discount for selected presenters.
- Add "Selected Talk for National Conference" to resume or CV
- Gain additional public speaking experience
- Increase visibility and networking opportunities with LGBTQ+ professionals and students in STEM
- Present on lived experiences and identities in addition to academic and professional development topics
- Receive presenter acknowledgment in conference program book and on badge

\*Presenter discount cannot be applied to Registrations included in Exhibitor packages.

To learn more visit:  
[conference.ostem.org](https://conference.ostem.org)



# Career Fair & Grad School Expo



Connect with passionate candidates in the LGBTQ+ community and position your organization as a leader in fostering diverse and thriving workplaces at oSTEM's 2-day expo.



**Friday, October 18, 2024**

4 hours



**Saturday, October 19, 2024**

4 hours

**Interview Booths  
Available  
(all day Friday &  
Saturday)**





# Exhibitor Levels

## Corporate, Government and Non-Profit Employers

	Platinum	Gold	Silver	Bronze
<b>Corporate</b>	<b>\$15,750</b>	<b>\$12,000</b>	<b>\$7,000</b>	<b>\$4,000</b>
<b>Government and Nonprofit Employers</b>	<b>\$8,000</b>	<b>\$5,500</b>	<b>\$3,500</b>	<b>\$2,250</b>
<b>Exhibit Space</b>	10'x 20'	10'x 20'	10'x 10'	10'x 10'
<b>Full Conference Registrations</b>	5	3	2	1
<b>Expo Only Registrations (2-day)</b>	5	4	2	
<b>Allyship in Motion Training</b>	2			
<b>Guaranteed Workshop Slot*</b> (Must be submitted by 7/30)	✓			
<b>Ad in Program Book</b> (Must be submitted by 8/30)	Half-page	Quarter-page		
<b>Interview Booth (8' x 10')</b>	1	1		
<b>Attendee Contact Information</b>	✓	✓		
<b>Access to oSTEM Resume Bank</b>	90-days	90-days		
<b>Job Posting on oSTEM Career Center (60-day)</b>	4	3	2	
<b>20% Discount on oSTEM Career Center</b>	✓	✓	✓	
<b>Recognition in conference materials</b>	✓	✓	✓	
<b>Conference App Listing &amp; Booth Profile</b>	✓	✓	✓	✓
<b>Recognition in Exhibitor Logo Board</b>	✓	✓	✓	✓

\*Guaranteed workshop space will include snack and refreshment bar for attendees.

## Academic and Community Partners

	Academic & Community Partners
	<b>\$1,500</b>
<b>Exhibit Space</b>	10' x 10'
<b>Full Conference Registrations</b>	1
<b>Expo Only Registrations (2-day)</b>	1
<b>Ad in Program Book</b> (Must be submitted by 8/30)	Quarter-page
<b>Recognition in Conference Materials</b>	✓
<b>20% Discount on oSTEM Career Center</b>	✓
<b>Recognition in Exhibitor Logo Board</b>	✓
<b>Conference App Listing &amp; Booth Profile</b>	✓

Contact Linda Aragon for small corporate and local government pricing options and eligibility, email: [sponsorship@ostem.org](mailto:sponsorship@ostem.org).

Each 10' x 10' Exhibit space includes pipe and drape, one 6' skirted table, two chairs, one wastebasket, and an identification sign. Wired internet and power are not included.

Government level is open to the following organizations:

- State or Federal Government Agencies
- National Labs
- Federally funded Research and development Centers

A valid .gov email address is required for government pricing. Community Partner rate is valid for 501(c)(3) organizations with less than \$50 million in annual revenue. Federal 501(c)(3) tax-exemption documentation is required for nonprofit sponsorship. In addition, oSTEM reserves the right to determine which category a company/organization qualifies for.





# Add-Ons

## Need More Space?

### **Additional Expo Booth**

**\$1,000**

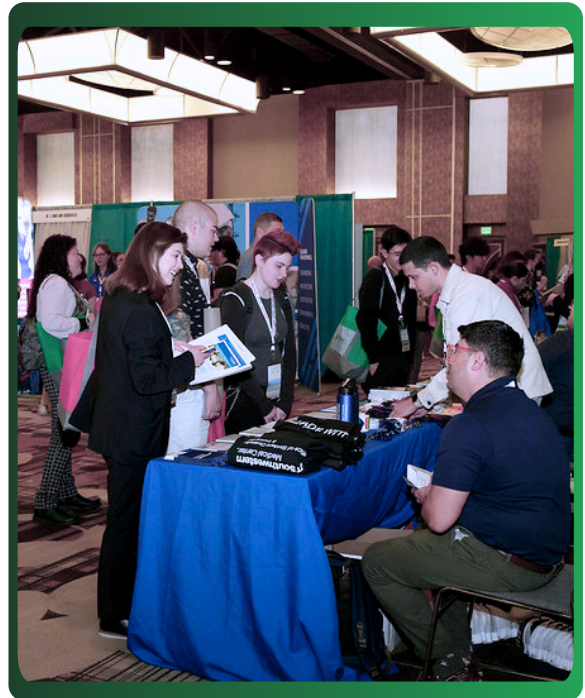
Want more space to attract and talk to conference attendees at the expo? Consider adding on 10'x10' booths to make a bigger impact.

### **Interview Booth(s)**

**\$800 per booth**

**\$6,500 for 10 booth bundle**

Want to get bright minds into your pipeline right away? Get access to semi-private spaces to conduct interviews on Friday and Saturday. Stay ahead of the game by leaving with candidates interviewed! Each booth is 8'x10' and includes 3 chairs, 1 table and ID sign. Electricity and carpet not included.



## Registrations

### **Full Conference Registration**

**\$525 Professional Non-Member**

**\$425 Professional Member**

Includes access to all open networking events, Career & Graduate School Expo, programs, workshops, and plenaries.

### **Expo Only Registration (2 day)**

**\$125**

Expo Only Badge provides access to the Career & Graduate School Expo and interview booths.

### **Allyship in Motion Training**

**\$300/person or \$1,000 group of 4**

Allyship in Motion by oSTEM moves beyond the messages of “hiring diversity” to give participants the tools necessary to recruit, retain, and support underserved LGBTQ+ candidates on a day-to-day basis. This is a 3-hour intersectional training addressing not just LGBTQ+ issues, but all historically marginalized identities. Participants will receive a badge flag and certificate upon completion. Space is limited.



# Sponsorship Opportunities



## Student Travel Funding

### Support a Chapter

**\$5,000**

Do you want to support a chapter? With this Travel Scholarship creation, you will be able to support a chapter of your choosing and oSTEM will facilitate the connection.

### Support an oSTEM Member

**\$1,500**

Create a Travel Scholarship for an oSTEM Member. Your team will get to select the scholarship awardees and oSTEM will facilitate the connection.



## Diversity & Inclusion

### Accessibility Partner

**\$2,500 (4 available)**

oSTEM is committed to bridging the accessibility gap and removing barriers so all members of our community can succeed. Your support helps make the conference a welcoming and accessible place, ensuring that everyone can reach their full potential. Your organization will be recognized as an accessibility partner at each plenary session, on the conference app, and in the program book.



### Crisis Resources

**\$2,500 (4 available)**

People in STEM with multiply-marginalized identities face increased likelihood of mental health struggles due to microaggressions, discrimination, and compounded stress. oSTEM partners with THRIVE Lifeline to provide all crisis support and mental health services during the event. THRIVE Lifeline is a 501(c)(3) text-based crisis hotline run by qualified interventionists who identify as marginalized people in STEM. Help ensure our community has access to these resources when needed. You'll be verbally and visually recognized at each plenary session, with on-site signage, on the conference app, and in the program book.

Sponsorships are tax-deductible and constitute a charitable contribution. Receipt will be provided upon request.



# Branding & Visibility



## Charging Station

**\$2,500**

Power up conference attendees' devices throughout the conference. Your branding will appear on the charging station for the conference duration.

## Co-branded Conference Lanyard

**\$5,500**

Get your organization logo on the lanyard of every conference attendee! Be seen in every photo and social media post.

## Poster Session & Awards Presenter

**\$3,000**

Your organization will be recognized in the poster area all day. You will also present the poster awards to the chosen winners and provide the funding for awards or the physical awards.

## Item in Conference Swag Bag

**\$500 per item**

Ensure all attendees take home something from you in their swag bag. Provide a stress ball, flyer, or other branded item from your organization.

## Conference Push Notification

**\$500**

Conference attendees will receive a timed push notification to promote your organization at the conference, whether it's a social gathering, a site visit, or inviting attendees to stop by your career fair booth!

## Conference App Rotating Banner Ad

**\$500**

Your ad will be featured on the event app as a rotating banner for the duration of the conference, for all attendees to see.

## Ad Space in Program Book

**\$500 per 1/4 page**

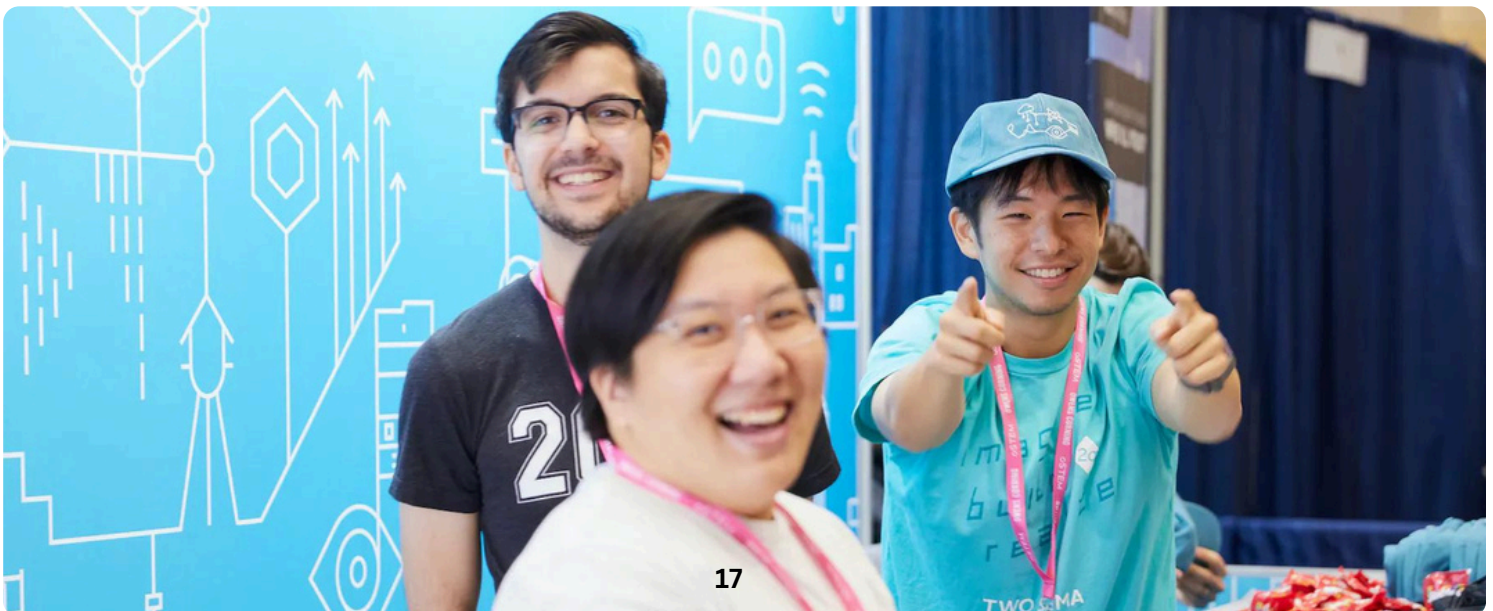
Use this space to encourage attendees to visit your booth or to share information about your recent LGBTQ+ accomplishments.



**Interested in additional [new]  
on-site branding opportunities?**

**Contact us to discuss options!**

- Elevator Wraps
- Window Clings
- Interior Banners





# Other Opportunities



## Company/ Organization Site Tour

Must provide round-trip transportation and lunch

Bring conference attendees on a tour of your site on Thursday or Friday morning. All we ask is for coverage of lunch and transportation. Tours will be selected based on the quality of submitted proposals.

## Evening Networking Space

**\$2,500 + cost of refreshments**

Friday evening (3 available)

Saturday evening (3 available)

This is a unique opportunity to connect with job seekers outside the Expo Hall in a relaxed social environment. Attract candidates by offering refreshments and informal networking in a fun environment on Friday or Saturday evening. Each space can accommodate approximately 100 attendees in reception. *This add-on requires exhibition at the Career Fair and Grad School Expo.*

- Partners are responsible for cost of food, beverage, and giveaways.
- Partner recognition in the program book, mobile app, and onsite signage.

## Site Office

**\$1,000 Thursday- Saturday (2 Available)**

This flexible space located across from the Expo Hall can be used as a command center or offer room. These rooms range from 165- 250 square feet and will be available for use Thursday through Saturday from 8 AM to 7 PM. *This add-on requires exhibition at the Career Fair and Grad School Expo.*

## Afternoon Donuts & Coffee Break

**\$8,000 Friday or Saturday (2 Available)**

Sponsor a refreshment break for all attendees on Friday or Saturday afternoon. Maximize your exposure while providing a relaxing environment where attendees can chat over an afternoon pick-me-up in the plenary space. All attendees will receive a branded push notification before the break. At your expense, you may provide brochures, giveaway items, or additional food and beverage.

- Partners receive a 3-minute speaking opportunity during the coffee break.
- Partner recognition in the program book, mobile app, and onsite signage.
- Partners are responsible for any additional food, beverage, and giveaways.





# Partner Awards

oSTEM's awards program recognizes the achievements of our members, partners, and chapters during the oSTEM Annual Conference.



## Eligibility:

- Must be a current oSTEM partner
- Must be attending the oSTEM 14th Annual Conference in Portland, OR.

**Strategic Alliance Award**  
Organization

**Partner Excellence Award**  
Individual

**LGBTQ+ Network**  
**of the Year**  
Group

**Global STEM**  
**Service Award**  
Individual

Self-nominations  
are accepted and  
encouraged.

**Nominations  
close June 30th**

Click the above thumbnails to submit your nominations.



Visit our [Awards page](#) to view past winners and award descriptions.



2023 Strategic Alliance Award - Chevron



2022 Global STEM Service Award- Angie Gonzalez

# Become an OAC Member



The Organizational Advisory Council (OAC) is a premier partnership comprised of companies, government agencies, educational institutions, and non-profits committed to LGBTQ+ inclusion and success.

## Year-Round Benefits:

- **Branding** - Logo on oSTEM website, newsletters, and more.
- **Support & Education** - Access to oSTEM-developed trainings on best practices, and strategies for LGBTQ+ inclusion and allyship. Includes four (4) hours of consultancy from oSTEM's DEI & LGBTQ+ experts.
- **Connection** - Facilitated connections with both collegiate and professional chapters, and OAC peers.
- Exclusive invitation to participate in oSTEM's signature **Professional Development Summit**.

## Annual Conference Benefits:

- 10% off conference exhibition/sponsorship package
- Priority booth placement
- Complimentary registration for 3 OAC Representatives
- 2 tickets to the Allyship in Motion Training
- Full Page Ad in program book
- Express check-in counter
- Opportunity to participate and/or co-host virtual pre-conference membership events

Join oSTEM's OAC today to show your year-round support for the LGBTQ+ STEM community!

*Please note that this is separate from the Annual Conference Sponsorship.*

View the [OAC Membership Flyer](#) for a full list of benefits and pricing information.



Contact [sponsorship@ostem.org](mailto:sponsorship@ostem.org) to learn more.

Thank you to our current OAC members for their support and partnership!





# Secure Your Spot



Complete our Exhibitor/Sponsor commitment form to to secure your benefits!

Please direct all questions to Linda Aragon, email: [sponsorship@ostem.org](mailto:sponsorship@ostem.org).

## Payment Terms and Cancellation Policy

Accepted forms of payment are check, wire transfer, ACH deposit/EFT, or credit card (will incur 3% fee).

Upon receipt of the signed commitment form, an invoice will be sent to the billing contact with a link to a secure online payment portal. A signed commitment form is a guarantee to pay and all invoices sent to the billing contact will require payment. All outstanding invoices must be paid by 8/15/2024 to guarantee inclusion in exhibitor and sponsorship listings. If your organization has any outstanding invoices with oSTEM by 8/15/2024, you may not be permitted to register.

All financial commitments for the 2024 oSTEM Annual Conference are final. Complete payment is required to receive the value outline. No refunds will be provided for any reason. If a request for a change of exhibitor level or sponsorship is made prior to 8/14/2024, committed funds may be allocated to other 2024 oSTEM Annual Conference opportunities. If a request for cancellation of exhibitor level or sponsorship is made prior to 8/14/2024, 50% of committed funds may be allocated to 2024 oSTEM Annual Conference opportunities and the remaining 50% will be applied to 2025 oSTEM Annual Conference. All commitment forms received after 8/15/2024 will be considered final and payment will be due regardless of exhibitor/sponsor's decision to participate.

\*EXPO ONLY Registration includes access to the Career & Graduate School Expo and interview booths on October 18 and October 19.

\*\*FULL CONFERENCE Registration includes access to all open networking events, Career & Graduate School Expo, programs, workshops and select meals on October 17-20.

## Official Service Contractor



- oSTEM has selected Shepherd Logistics to serve as the Official Service Contractor.
- To assist you in planning, the oSTEM Exhibitor Kit will be made available online by June 2024. It is imperative that the oSTEM Exhibitor Kit be reviewed and understood in its entirety.
- Please note that electricity, wire internet and supplementary Wi-Fi are not included in your Exhibit booth-level participation. Carpet is not included and is **optional** at the exhibitor's expense.

## Code of Conduct

oSTEM appreciates your support of its Exhibitor/Sponsor Code of Conduct. Your continued cooperation helps us uphold the integrity of the conference, our exhibitors, sponsors, and attendees. We require that all Exhibitors and Sponsors agree to abide by the following Code of Conduct Rules & Guidelines:

<https://ostem.org/page/code-of-conduct>



# Other Ways You Can Help

➡ **Create a Named Scholarship**

➡ **Contribute to the Grad App Program**

➡ **Volunteer** with oSTEM

➡ **Become a Member**

➡ **Donate Today**





# Stay Connected!



[bit.ly/oSTEM-newsletter](https://bit.ly/oSTEM-newsletter)



[www.oSTEM.org](http://www.oSTEM.org)



[conference.ostem.org](https://conference.ostem.org)



[linkedin.com/company/ostem](https://linkedin.com/company/ostem)



[@ostem.global](https://www.instagram.com/ostem.global)



[facebook.com/ostem.incorporated](https://facebook.com/ostem.incorporated)



[@OUTinSTEM](https://twitter.com/OUTinSTEM)



[OUTinSTEM](https://www.tiktok.com/OUTinSTEM)

