

STEM and LGBTQA+ Resource Guide

Statistics

A 2013 survey of STEM workers found that more than 40% of LGBTQ+ identified respondents working in STEM fields are not out to their colleagues.

In 28 states it's still legal for employers to discriminate against someone for their sexual or gender identity.

A 2018 study found that undergraduate sexual minority students were 8% less likely to be retained in STEM compared to switching into a non-STEM program, but more likely to have worked in a lab than their heterosexual counterparts (an experience typically associated with retention in STEM the pipeline).

A 2014 study of STEM faculty at universities found that 69.2% of 'out' faculty members felt uncomfortable in their university department, and that those who were out were 7.2 times more likely to experience exclusionary behavior by colleagues.

According to the Association of American University's Climate Survey on Sexual Assault and Sexual Misconduct (2015), transgender, genderqueer, and gender-non-conforming undergraduate and graduate students reported the highest levels of on-campus sexual assault and misconduct.

A recent report on the LGBQ climate in physics has drawn attention to some of the major issues faced by sexual minority STEM professionals, including a heterosexist climate that reinforces gender role stereotypes in STEM work environments, a culture that requires, or at least strongly encourages, LGBQ people to remain closeted at work, and a general lack of awareness about LGBQ issues among STEM professionals.

Source: [500 Queer Scientists](#)

Looking for more information or resources about LGBTQA+ identity and representation in science?

Articles

["Is Science Too Straight?: LGBTQ+ issues in STEM Diversity"](#) – Barbara Moran

["Sexual-minority students more likely to abandon science majors"](#) – Giorgia Guglielmi

["Queer in STEM: Workplace Experiences Reported in a National Survey of LGBTQA Individuals in Science, Technology, Engineering, and Mathematics Careers"](#) – Jeremy B. Yoder and Allison Mattheis

["Why \(and How\) STEM Curriculum Needs to Be LGBT Inclusive"](#) – Mary Hoelscher

["6 Ways I Make My Science Classroom LGBTQ-Inclusive as a Trans Teacher"](#) – Lewis Maday-Travis

["Seven Scientists You Didn't Know Were LGBT \(or Even Existed!\)"](#) – Stephanie Rankin

["10 LGBT Leaders Reinventing Science and Technology"](#) – Shaunacy Ferro

Videos

["Bill Nye On Sexuality and Gender Spectrum"](#)

["No Sexuality Please – We're Scientists"](#) (LGBT STEMinar) – David K. Smith

["Podcast: Queer Science"](#) – feastoffun

Other Resources

LGBT STEM

“STEM subjects (Science, Technology, Engineering and Mathematics) have been traditionally thought of as heterosexual, masculine fields and the thought of this can be quite intimidating for those just starting out in the field who don’t fit this mold. This project showcases LGBT people in the STEM fields, showing the diversity of people that can be found in roles all across the STEM disciplines and hopefully providing some role models for people who are either at a junior stage in their careers, or who are only currently considering the possibility of going into a STEM field.”

<https://lgbtstem.wordpress.com/about/>

500 Queer Scientists

“A new visibility campaign for LGBTQ+ people and their allies working in STEM and STEM-supporting jobs — a group that collectively represents a powerful force of scientific progress and discovery.”

<https://www.500queerscientists.com>

LGBT Science and Research Resources

<http://www.apadivisions.org/division-44/resources/research.aspx>

Organizations

On-Campus

oStem (Out in Science, Technology, Engineering, and Mathematics)

“oSTEM (Out in Science, Technology, Engineering and Mathematics) is an organization that facilitates greater involvement and leadership of the LGBT*QQIAAP community in the sciences. Specifically, the organization's mission is to (1) educate, empower, and engage a diverse community (2) identify, address, and advocate for the needs of queer students in the STEM fields and (3) fulfill these needs through reciprocal mentorships, networking, and professional development opportunities. You can find more information at <http://www.ostem.org/> or find the University of Arizona group on [facebook!](#)” For more information, you can also email UAoSTEM@gmail.com.

National

Pride In STEM

“Pride in STEM is a charitable trust run by an independent group of LGBT+ scientists & engineers from around the world. Proud of who we are and what we do.”

<https://prideinstem.org/about/>

National Organization of Gay and Lesbian Scientists and Technical Professionals

“We empower lesbian, gay, bisexual, transgender, and queer individuals in science, technology, engineering, and mathematics by providing education, advocacy, professional development, networking, and peer support. We educate all communities regarding scientific, technological, and medical concerns of lesbian, gay, bisexual, transgender, and queer people.”

<https://www.noglstp.org>

Spectra: The Association for LGBT Mathematicians

<http://lgbtmath.org>