

# Lessons Learned from LGBTQ+ Roundtable Discussions at CUWiP

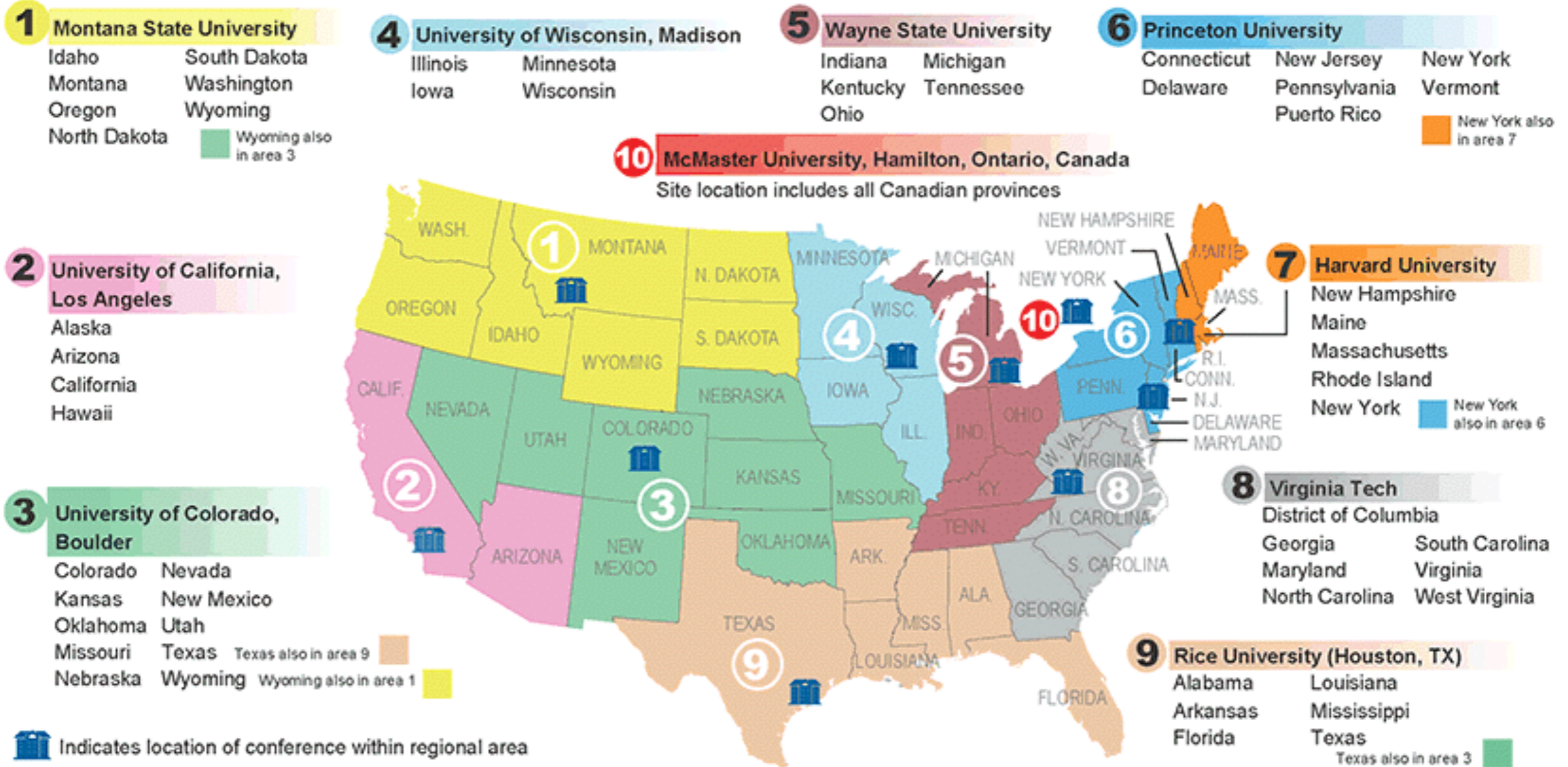
Robin Bjorkquist  
Cornell University



CUWiP 2017 at UW-Madison

# 2017 CUWiP conference site locations

If you have any questions, please email [women@aps.org](mailto:women@aps.org) or call (301) 209-3231



# 2017 Winter Meeting Call for Papers

## **Committee on Women in Physics**

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### **Lessons Learned from CUWIP**

*(Committee on Physics in Undergraduate Education)*

We are seeking stories and experiences of those who either organized, attended or participated in a Conference for Undergraduate Women in Physics (CuWIP).

# my history with CUWiP

**2009 (Yale)**



participant

**2013 (Cornell)**

local organizing committee

**2014 (Penn State)**

graduate panelist

**2016 (Ohio State)**

graduate panelist

workshop leader

**2017 (Wisconsin Madison)**

workshop leader



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workshop leader

**2017 (Wisconsin Madison)**

workshop leader

**October 2014**

join physics “Out List”

**November 2014**

attend joint NOGLSTP/oSTEM  
conference for the first time

**March 2015**

join oSTEM national organization  
(Director, Committee on Women)

**November 2015**

my 2nd oSTEM conference

# LGBTQ+ Roundtable Workshop

## session description

This will be a discussion session focused on LGBTQ+ issues in physics. We will discuss our experiences as LGBTQ+ people in physics, resources and opportunities for students, as well as changes we would like to see at our universities and in the field as a whole. Everyone is welcome to attend the session, including allies!



# LGBTQ+ Roundtable Workshop

<b>version 1</b> <b>Ohio State, 2016</b>	<b>version 2</b> <b>UW-Madison, 2017</b>
<p>90 minutes 6 facilitators ~25 participants</p>	<p>60 minutes 7 facilitators 29 participants</p>
<ul style="list-style-type: none"><li>- whole group discussion using discussion prompts brainstormed ahead of time by facilitators</li></ul>	<ul style="list-style-type: none"><li>- facilitator introductions</li><li>- survey (Poll Everywhere)</li><li>- small group discussions</li><li>- groups report back</li><li>- resources</li></ul>

# survey results from 2017 workshop

## What institution are you from?

When poll is active, respond at [PollEv.com/robinbjorkqu773](https://www.poll Everywhere.com/robinbjorkqu773)

Text **ROBINBJORKQU773** to **37607** once to join

“UW -Madison”  
about 1 month ago

“Marquette University”  
about 1 month ago

“Carleton Colege”  
about 1 month ago

“University of Minnesota”  
about 1 month ago

“Coe College”  
about 1 month ago

“Iowa State University”  
about 1 month ago

“UW Madison”  
about 1 month ago

“Coe College”  
about 1 month ago

“Carleton college”  
about 1 month ago

“UW Madison”  
about 1 month ago

“Carleton College”  
about 1 month ago

“American Physical Society”  
about 1 month ago

“I'm from Knox College.”  
about 1 month ago

“Knox college”  
about 1 month ago

“UW Madison”  
about 1 month ago

“UW - Madison”  
about 1 month ago

“Coe College”  
about 1 month ago

“Uw-Eau claire”  
about 1 month ago

“The University of Chicago”  
about 1 month ago

Total Results: 29



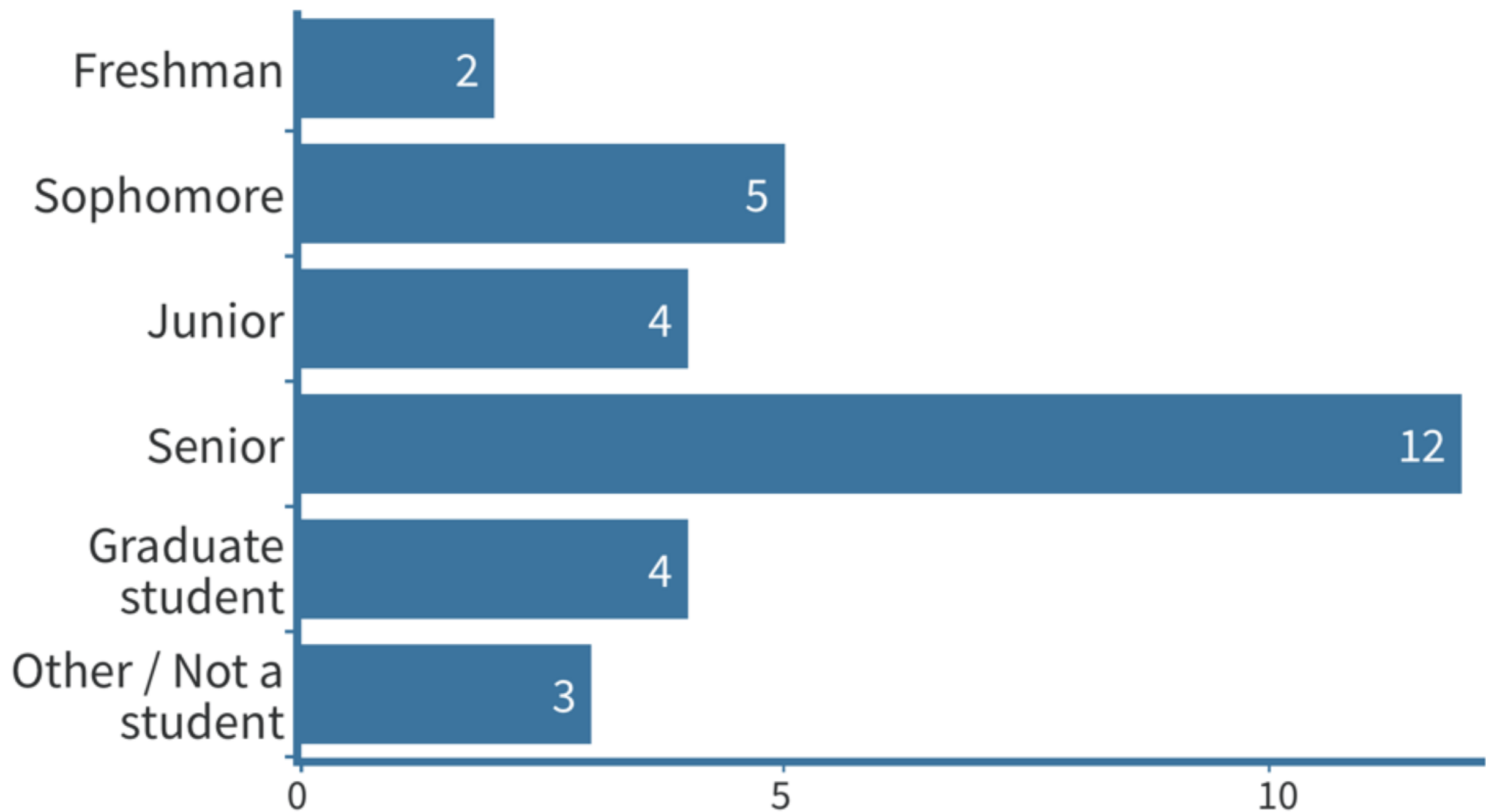
# survey results from 2017 workshop

## What institution are you from?

American Physical Society  
Carleton College (3)  
Coe College (3)  
Iowa State University (2)  
Knox College (2)  
Marquette University  
North Dakota State University  
St Norbert College  
University of Chicago  
University of Illinois, Urbana-Champaign (2)  
University of Minnesota  
University of Wisconsin, Eau Claire  
University of Wisconsin, Madison (9)  
University of Wisconsin, Platteville

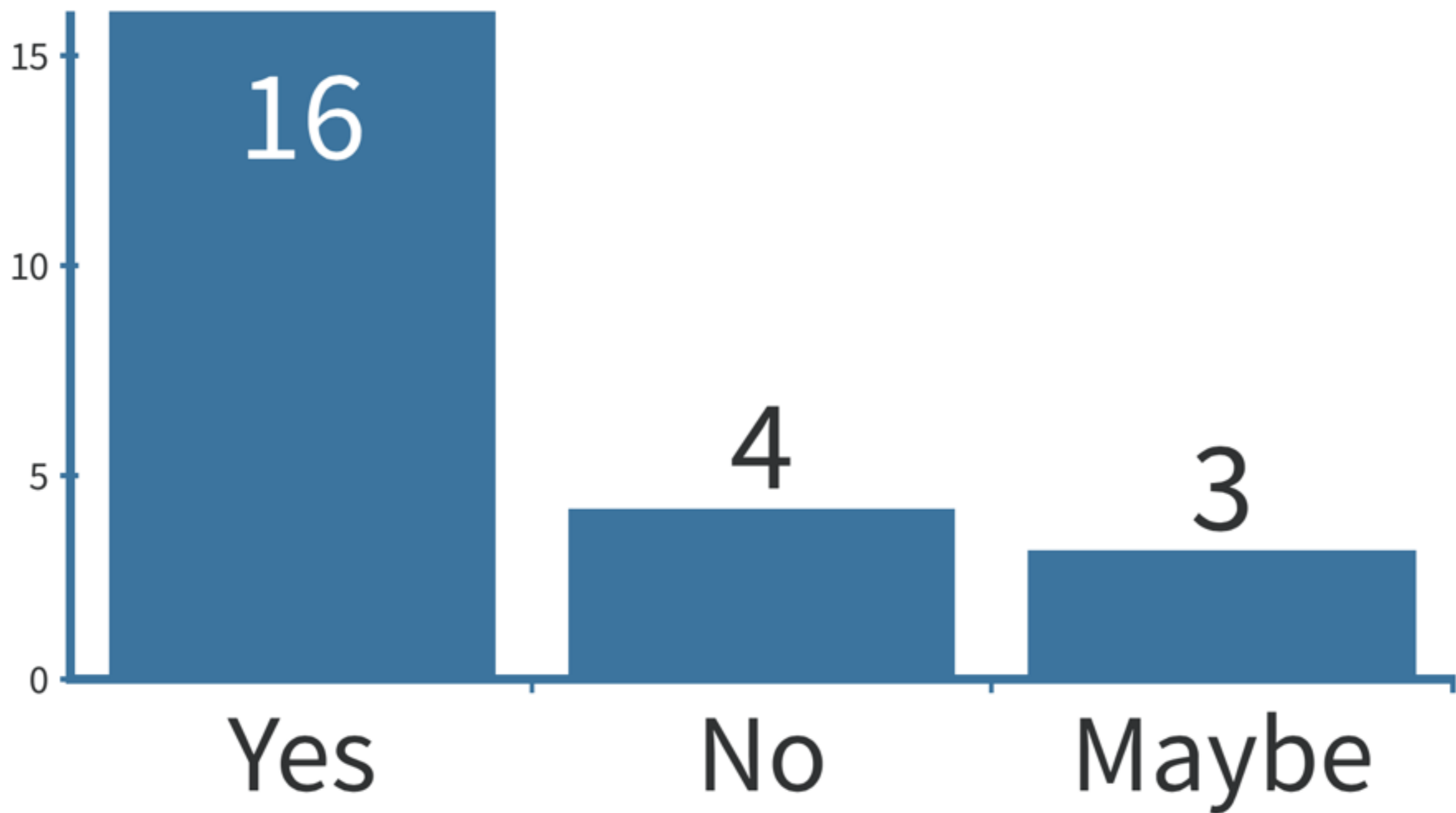
Total Results: 29

# What is your year in school?



Total Results: 30

# For undergraduates: Are you a physics major?



Total Results: 23

# Have you attended CUWiP before?

This is my first time

17

Once before

11

Twice before

4

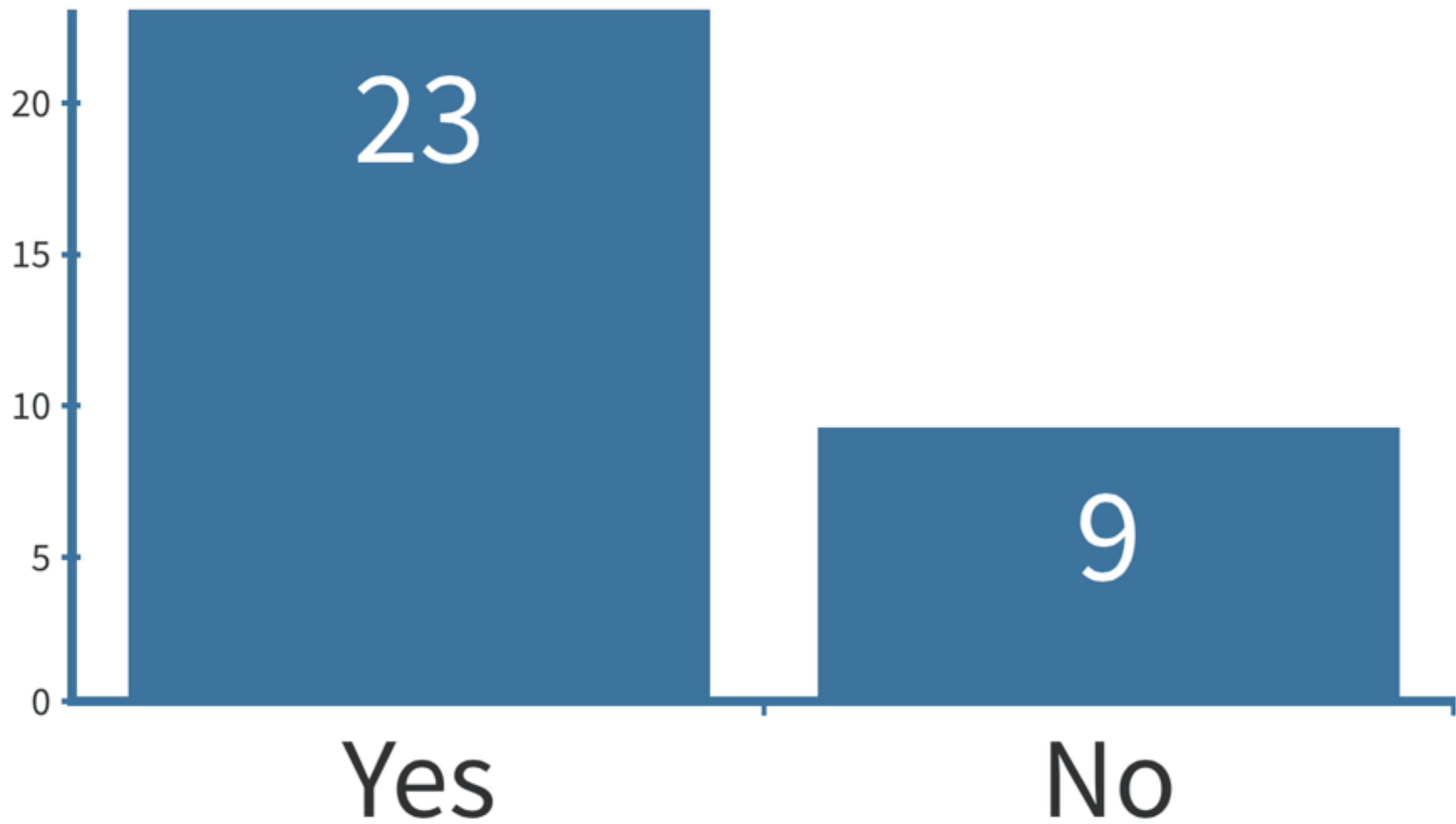
More than twice before

1

0 5 10

Total Results: 33

# Do you identify as LGBTQ+?



Total Results: 32

# What is your sexual orientation? (straight, lesbian, gay, bisexual, asexual, ...)

asexual (2)  
bisexual (8)  
demisexual (2)  
demisexual panromantic  
lesbian (7)  
pansexual (3)  
queer (3)  
straight (7)  
who knows  
idk

Total Results: 35





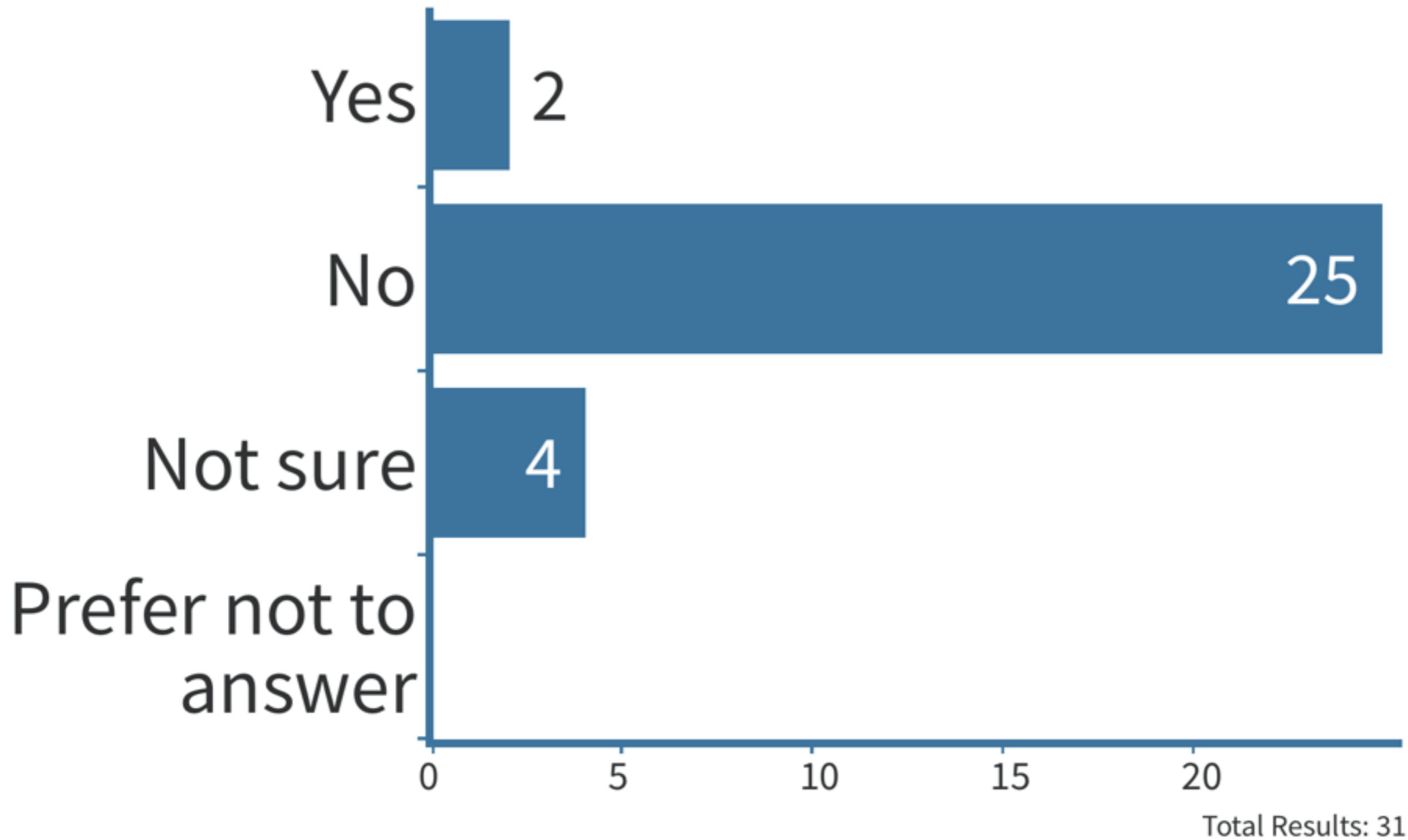
# What is your gender? (woman, man, non-binary, genderqueer, ...)

man  
woman (21)  
demiwoman  
gender non-conforming  
genderfluid  
genderqueer (4)  
non-binary (2)

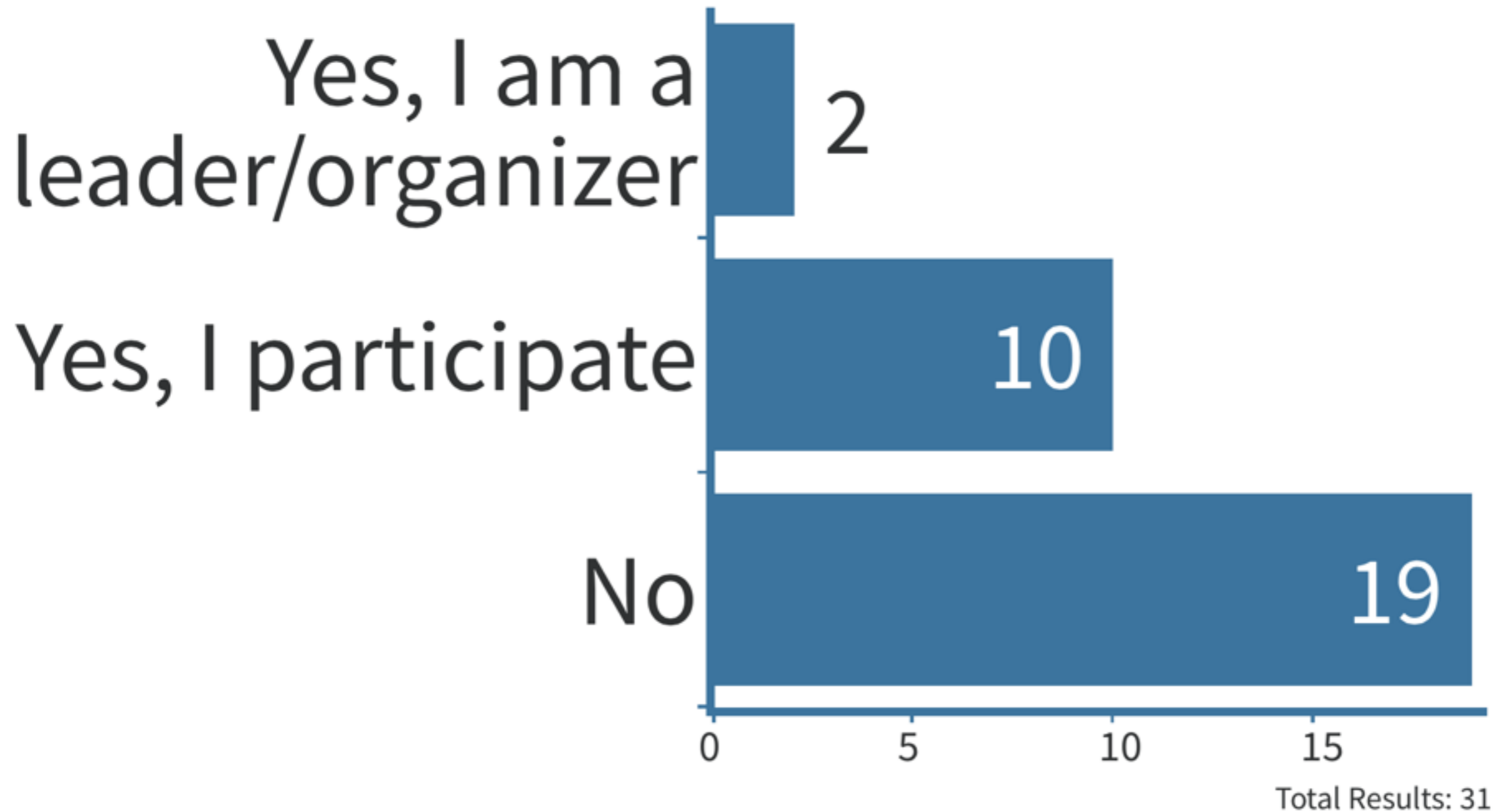
Total Results: 31



# Are you transgender?



# Are you involved with any LGBTQ+ organizations on your campus?



# What are some challenges facing LGBTQ+ physics students?

- Sexual Harassment
- Name calling and bullying
- Queerphobia
- Marginalization
- Misgendering
- Unsafe
- discrimination

← **discrimination,  
harassment**

└ **professional concerns,  
STEM-specific items**

- No awareness in the stem field
- "color-blindness" of science
- Industry prospects
- People want you because you make the "diversity"
- Constant need to educate

Total Results: 27



# What are some challenges facing LGBTQ+ physics students?

- Feeling alone
- I feel invisible very often.
- Misunderstand, isolation, judgment
- not knowing other people like you
- Lack of community
- Invalidation
- Acceptance, isolation
- Acceptance
- Visibility
- There are barely any others, feels kinda isolated
- silence
- representation
- Isolation; fear of coming out
- Others being really awkward after coming out
- Men thinking you're into them when you're actually into girls

**isolation, invisibility,  
lack of representation**



ults: 27

# What would you like to talk about during this workshop? What questions do you have?

## some common themes

- how / when to come out
- how to build community
- intersectionality
- how to be an ally
- how to make physics departments less isolating and more inclusive



# a few comments that struck me

## how CUWiP signals inclusiveness

- some genderqueer students registered as women because they feared they wouldn't be accepted to the conference if they told the truth about their gender identity (“It's a women's conference”)

## intersectionality is hugely important

- queer women of color are isolated on three counts

## bad department culture is often because of other students, not professors

- physics clubs (e.g. SPS chapters) can be especially bad
- can department administration / faculty do something to help?

# CUWiP 2018

The 2018 conferences will be held Friday, January 12 through Sunday afternoon, January 14, 2018.

- Arizona State University
- Cal Poly Pomona/Pomona College/Harvey Mudd College
- Columbia University
- George Washington University
- Iowa State University
- Rochester Institute of Technology
- Queen's University (Canada)
- University of Kansas
- University of North Florida
- University of Oregon
- University of Toledo
- University of Virginia