



LGBTQ+ Culture at BNL: The Gen Z Perspective

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Who am I?

Theresa Grimaldi (she/they)

- Interned at BNL in Summer 2018 and Spring 2019
- Started at BNL in June 2019 as an employee
 - Medical Isotope Research and Production
- Joined the LGBTQ+ employee resource group
 - Reignition
 - Vice President, Interim Treasurer, President



Old Culture at BNL

- ERG used to meet outside working hours, off-site
- “Closet culture”
 - “Why do I need to know who you sleep with? We’re at work.”
- Early 2000s fought for same-sex partner benefits
- Lesbian, gay, bisexual visibility
 - What about gender minorities?
- ERG died out

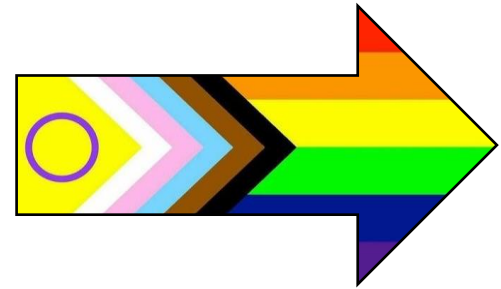


Current Culture at BNL

- 20ish-member ERG
- Start of a bathroom initiative
- Transgender fertility services
- Gender-affirming surgery
- Education/training
- Community outreach (Long Island involvement)
- Allyship training and support group
- DEIB involvement with upper laboratory management



Future Culture for BNL



- Include LGBTQ+ questions and statistics in lab-wide culture surveys
- Eliminate heteronormative and gender-binary language
- Improve culture *surrounding* BNL
 - Leaders in science? Leaders in community? Leaders in DEIB.
- Designate all-gender dorms for students
- Stress the fact that gender and sexual minorities **ARE MINORITIES**
- Build a pipeline of LGBTQ+ talent from local high schools and universities
- It's not about acceptance, it's about affirmation
- Starts with lab management, then the newest employees

“The top of the mountain is the bottom of the next, so keep climbing.”

- André De Shields

