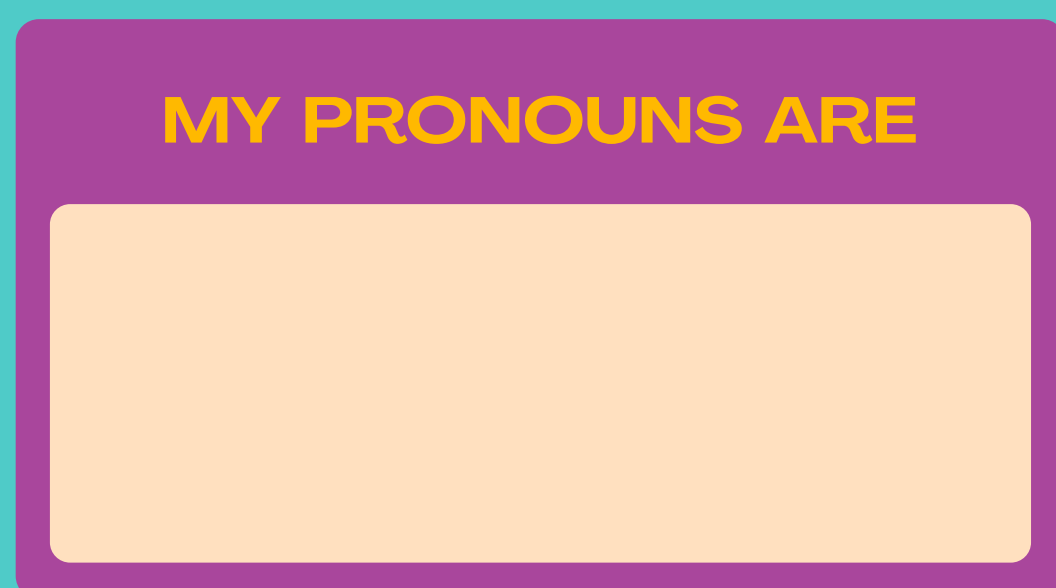


DEI JOURNAL CLUB TAKEAWAYS

INCREASING THE VISIBILITY OF LGBTQ+ RESEARCHERS IN STEM



NORMALIZE
SHARING
PRONOUNS



CREATE
UNDERSTANDING
THROUGH TRAININGS



DEMONSTRATE
ALLYSHIP

WITH VISIBLE INDICATORS SUCH AS
PINS OR VERBALLY



ADVERTISE SAFE
SPACES

FOR EXAMPLE: SAFESPACE PROVIDES
A CARD FOR YOUR DOOR OR DESK