

# LGBTQ+ Inclusion in STEM

## BARRIERS WITHIN BARRIERS – MINORITIES WITHIN MINORITIES

The challenges for LGBTQ+ inclusion in the UK-US STEM landscape through an intersectional lens

STEM professions have stereotypically been dominated by white, heterosexual men – a masculine culture with the expectation of heteronormative identity. Not surprisingly, the scientific world is now at high risk of losing its LGBTQ+ scientists because of the hostile, exclusionary, working and learning environments we have created. What are the cumulative effects of this environment on those who are minoritised within the LGBTQ+ community? The LGBTQ+ scientists of colour working in white-dominated spaces? The LGBTQ+ women scientists of colour working in men-dominated disciplines and white-dominated spaces? We seek to understand how these minorities within minorities navigate the layered barriers to inclusion across both the UK and US scientific landscape. Applying an intersectional lens, we will provide a deeper insight into the barriers and enablers to LGBTQ+ inclusion in STEM, and establish a richer evidence base to inform effective strategies to prevent attrition and increase retention for all LGBTQ+ groups in STEM.

## PROJECT LAUNCH AND NETWORKING EVENT (LONDON, UK)

*'Barriers within Barriers – Minorities within Minorities'* is set to launch in November 2023. Join us in London to celebrate the start of this new research project!

**When:** Monday 20 November 2023, 15.00–18.00

**Where:** Royal Society of Chemistry, Burlington House, Piccadilly,  
London W1J 0BA

This will be a networking event with the opportunity to learn more about *'Barriers within Barriers – Minorities within Minorities'*, our ambition, our goals, and how you can get involved.

**Canapés and a variety of beverages will be served (15.00–18.00)**

[Please register your attendance here](#)

Numbers are restricted, and invitations will be issued on a first-come-first-served basis.

