

**SHATTERING THE LAVENDER CEILING:  
A GAY THEORETICAL PHYSICISTS'S PERSPECTIVE**

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Science advances most effectively when the scientific community embraces and supports scientists from all backgrounds and identities. In this talk, I focus on the particular challenges to full inclusion in the scientific enterprise faced by LGBTQIA physicists – the “lavender ceiling”. I will share insights from my own experience as an out gay theoretical physicist and from a recent American Physical Society climate study. I will also highlight some “best practices” that a physics department may adopt to engender a more inclusive climate for sexual and gender minorities.