Vanderbilt LGBTQ+ Policy Lab

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Tara McKay, Sociologist, Associate Director
Kitt Carpenter, Economist, Director
Gilbert Gonzales, Health Services Researcher, Associate Director
Kirsty Clark, Social & Psychiatric Epidemiologist, Associate Director
Ellen Armour, Divinity Scholar
Matthew Shaw, Legal Scholar
Luis Leyva, Education Scholar
Lawrence Stacey, Sociologist
Hasan Shahid, Economist
Joshua Martin, Economist
Marcus Dillender, Economist
Nathaniel Tran, Health Policy Scholar
Laura Nettuno, Economist

● 30+ undergraduate trainees who have gone on to graduate training (JD, MD, PhD) and employment at Yale, Florida State, Fenway
● Graduate & postdoc mentees placed at Dartmouth, Johns Hopkins, Exeter, Trinity, Notre Dame, RAND, CDC
● Started with 3 folks ➔ team of ~15 + 2 full-time staff in 7 years
GRANTS
- Over $4 mil internal funding
- Over $6 mil external funding
  - R01s from NIA, RWJF
  - K01 from NIMH
- R21s from NIMHD, AHRQ, RWJF
- Applied for > $6 mil from NIH in past 12 mos on SGM health
- Policy Lab active in reviewing NIH grants in SGM health

SCHOLARSHIP
- Published LGBTQ+ health and policy scholarship in JAMA, JAMA Psychiatry, JAMA Pediatrics, NEJM, Harvard Law Review, Demography, LGBT Health, BMC Open, JPAM
- Invited to give talks at Stanford, Columbia, Cornell, Indiana, Maryland, UNC, Census, etc.
- Research accepted for presentation at AEA, ASA, APA, APPAM, APHA, SRCD, AADA, AABCT

TRAINING
- UG courses on LGBTQ+ health; LGBTQ+ policies; numerous grand rounds and guest lectures
- Awarded multiple NIH diversity training supplements for postdocs, PhD students, UGs
- Grad student trainee Tran R36 imminent
- Postdoc Barbee awarded 2022 Vanderbilt Postdoc of the Year

COMMUNITY IMPACT
- Provide research evidence to advocates in response to anti-LGBTQ+ legislation
- Regularly host and/or co-sponsor public talks, discussions, and events for Vandy & Nashville
- Presence at Atlanta Black Pride, Nashville Pride, Franklin Pride
- Active partners with Vanderbilt administration on EDI
Things we have done to advance EDI at Vandy

• Created a queer positive hallway for faculty, staff, students, visitors

• Always willing to partner
  • With Chancellor’s Office on LGBTQI+ Legislation Task Force
  • With Provost’s Office on key LGBTQ+ recruits, best practices
  • With CAS Dean’s Office on UG research immersions
  • With Faculty colleagues across campus, delivering numerous guest lectures
  • With Office of LGBTQI+ Life on student org panels
  • With Employee resource group on social events, lunch & learns

• Consistently advocating, being visible
  • Nominating our faculty, postdocs, students for key internal & external awards
Things you might do at your institution

• Educate yourself about the relevant policy landscape
  • Federal protections in employment, education, etc. (*Bostock*)
  • State landscapes vary tremendously w.r.t. lots of rights, esp for Trans/NB folks
    • A lot is actively in flux given EDI restrictions in FL, TX, and elsewhere
  • Institution-specific practices also vary a lot, but there is latitude
    • All gender restrooms, queer-inclusive health insurance benefits, pronouns, etc.

• Learn from colleagues in other units/at other institutions

• Support your existing LGBTQI+ colleagues!
  • If you don’t know how, ask them.
  • Make yourself a known ally.
Within economics (34% of PhDs to women, compared to 21% for physics)

• In the past five years, we have:
  • Established an LGBTQ+ Committee within the AEA
  • Received annual budget allocations of $70K per year to support programs
  • Started a weekly online seminar where LGBTQ+ economists present research
  • Guaranteed 2 LGBTQ+ themed research sessions at the annual meeting
  • Started a mentoring program for LGBTQ+ economists
  • Threw an inaugural mentoring conference for 65 queer economics PhD students and 20 junior economists