

Vanderbilt LGBTQ+ Policy Lab



Kitt Carpenter (he/him)
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Vanderbilt University

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Kitt Carpenter,
Economist,
Director



Tara McKay,
Sociologist,
Associate Director



Gilbert Gonzales,
Health Services Researcher,
Associate Director



Kirsty Clark, Social &
Psychiatric Epidemiologist,
Associate Director



Marcus Dillender,
Economist



Luis Leyva,
Education Scholar



Lawrence Stacey,
Sociologist



Ellen Armour,
Divinity Scholar



Matthew Shaw,
Legal Scholar

**Affiliated
Faculty**



Nathaniel Tran,
Health Policy Scholar



Laura Nettuno,
Economist

PhD students



Hasan Shahid,
Economist



Joshua Martin,
Economist

**Postdoctoral
scholars**

- 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

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

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



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

