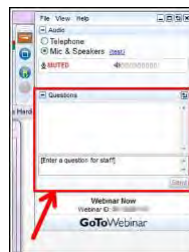


Have Questions?



Type them into questions box!

“Why am I muted?”

Don't worry. Everyone is muted except the presenter and host. Thank you and enjoy the show.

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1



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Check out the ACS Webinar Library!

An ACS member exclusive benefit



Hundreds of presentations from the best and brightest minds that chemistry has to offer are available to you on-demand. The Library is divided into 6 different sections to help you more easily find what you are searching.

Professional Development

▶ View the Collection

Learn how to write better abstracts, deliver more engaging presentations, and network to your next dream job. Brush up on your soft skills and set a new career path by mastering what can not be taught in the lab.

Technology & Innovation

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From renewable fuels to creating the materials for the technology of tomorrow, chemistry plays a pivotal role in advancing our world. Meet the chemists that are building a better world and see how their science is making it happen.

Drug Design and Delivery

▶ View the Collection

The Drug Design Delivery Series has built a collection of the top minds in the field to explain the mechanics of drug discovery. Discover the latest research, receive an overview on different fields of study, and gain insight on how to possibly overcome your own med chem roadblocks.

Culinary Chemistry

▶ View the Collection

Why does food taste better when it is grilled or what molecular compounds make a great wine? Discover the delectable science of your favorite food and drink and don't forget to come back for a second helping.

Popular Chemistry

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Feeling burdened by all that molecular weight? Listen to experts expound on the amazing side of current hot science topics. Discover the chemistry of rockets, how viruses have affected human history, or the molecular breakdown of a hangover.

Business & Entrepreneurship

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How do ideas make it from the lab to the real world? Discover the ins and outs of the chemical industry whether you are looking to start a business or desire a priceless industry-wide perspective.

<https://www.acs.org/content/acs/en/acs-webinars/videos.html>

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From ACS Industry Member Programs

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ACS Member-only weekly newsletter with exclusive interviews with industry leaders and insights to advance your career.

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ACS Career Navigator: Your Home for Career Services



Whether you are just starting your journey, transitioning jobs, or looking to brush up or learn new skills, the **ACS Career Navigator** has the resources to point you in the right direction.

We have a collection of career resources to support you during this global pandemic:



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Virtual Career
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ACS Leadership
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Career Navigator LIVE!



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College to Career



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7

Join us in our efforts to increase the diversity of chemistry.



Valued donors like you have sustained ACS educational programs that are welcoming students from diverse backgrounds into our profession.

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ACS Office of Philanthropy
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A Career Planning Tool For Chemical Scientists



ChemIDP is an Individual Development Plan designed specifically for graduate students and postdoctoral scholars in the chemical sciences. Through immersive, self-paced activities, users explore potential careers, determine specific skills needed for success, and develop plans to achieve professional goals. **ChemIDP** tracks user progress and input, providing tips and strategies to complete goals and guide career exploration.

<https://chemidp.acs.org>

9

ACS Bridge Program



Are you thinking of Grad School?

If you are from an underrepresented racial or ethnic group, we want to empower you to get your graduate degree!

The ACS Bridge Program offers:

- A FREE common application that will highlight your achievements to participating Bridge Departments
- Resources to help write competitive grad school applications and connect you with mentors, students, and industry partners!



Learn more and apply at www.acs.org/bridge

Email us at bridge@acs.org

10

ACS Department of Diversity Programs

Advancing ACS's Core Value of Diversity, Inclusion & Respect



We believe in the strength of diversity in all its forms, because inclusion of and respect for diverse people, experiences, and ideas lead to superior solutions to world challenges and advances chemistry as a global, multidisciplinary science.

Contact Us:

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DEIR Call to Action



How can you help advance inclusion in chemistry?

- Check out www.acs.org/deir for resources
- Share feedback with the Office of DEIR at:
https://bit.ly/ACS_DEIR_Feedback
(QR code also leads to contact form)
- Review [ACS Volunteer and ACS National Meeting Code of Conduct](#) and utilize in your meetings and events



13



Think Like a CEO

What Can Business Acumen Do For You?



Date: Thursday, August 5, 2021 @ 2-3pm ET

Speaker: Patricia Simpson, Game Changing Etiquette and the University of Illinois at Urbana-Champaign

Moderator: Matt Grandbois, DuPont Electronics & Industrial

[Register for Free!](#)

What You Will Learn:

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Co-produced with: ACS Division of Professional Relations

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How to Organize Your New Firm

ACS President H.N. Cheng Presents
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- How your team and organizational structure may evolve in the growth and maturity stages in order to address challenges and opportunities

Co-produced with: ACS Industry Member Programs, ACS President-Elect, ACS Board Committee on Corporation Associates, ACS Committee on Technician Affairs, the ACS Division of Small Chemical Businesses, and the ACS Division of Business Development and Management

Scaling-up Belzutifan

How a Photo-Flow Bromination Enables Greener Pharma Manufacturing



Date: Thursday, August 12, 2021 @ 2-3pm ET

Speakers: François Lévesque and Cecilia Bottecchia, Merck

Moderator: John Tucker, Neurocrine Biosciences

[Register for Free!](#)

What You Will Learn:

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- How a photochemical bromination in continuous-flow was developed and scaled-up to obviate hazardous thermal initiators, chlorinated solvents and impart exquisite reaction control to ensure robustness
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Industry's Continuing Efforts to Diversify the Workforce



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Industry's Continuing Efforts to Diversify the Workforce



ADWOA BAAH-DWOMOH
Research Technologist,
W.L. Gore & Associates



ANDRE ARGENTON
Vice President,
Core Research & Development, Dow



SCOTT COLLICK
Vice President of Technology,
DuPont Mobility & Materials



REBECCA PAUL
Program Manager, Industry Member
Programs, American Chemical Society

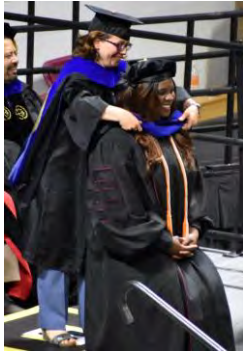
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Adwoa Baah-Dwomoh, Ph.D., Technologist



Ph.D. in Materials Science and Engineering, May 2018

VT Diversity Scholar



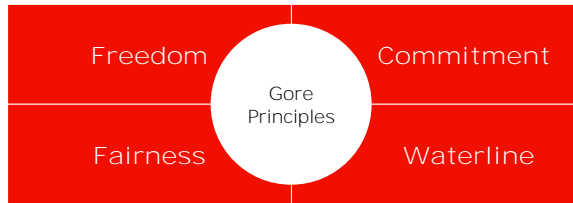
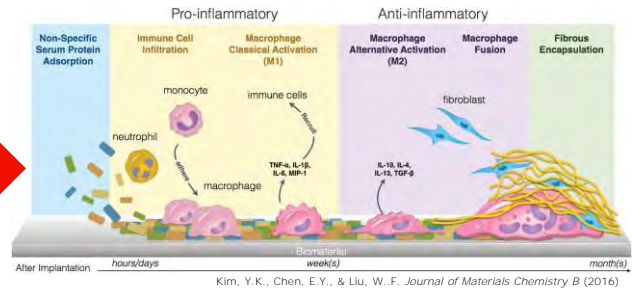
VT Early Engineering Mentoring (VTEEM)



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Research Technologist focusing on biomaterials



Gore DE&I Vision Statement

Diversity, Equity, and Inclusion

Working together to create exceptional Associate and customer experiences through a commitment to diversity, equity and inclusion.



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DE&I Framework

This is our guide to focus our DE&I efforts on important, actionable steps with a goal of realizing our Brand Promise of *Together, improving life.*



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Diversifying our workforce looks like:

Recruiting diverse talent

- Recruiting at HBCUs
- Ensuring diverse candidate pools
- Auditing our hiring processes to identify and mitigate bias
- Training our hiring champions to recognize unconscious bias

Retaining diverse talent through creating an inclusive environment

- Assessing and training our leaders on Inclusive Leadership Behaviors
- Maintaining Associate Business Networks and Councils
- Creating proactive development efforts for underrepresented groups

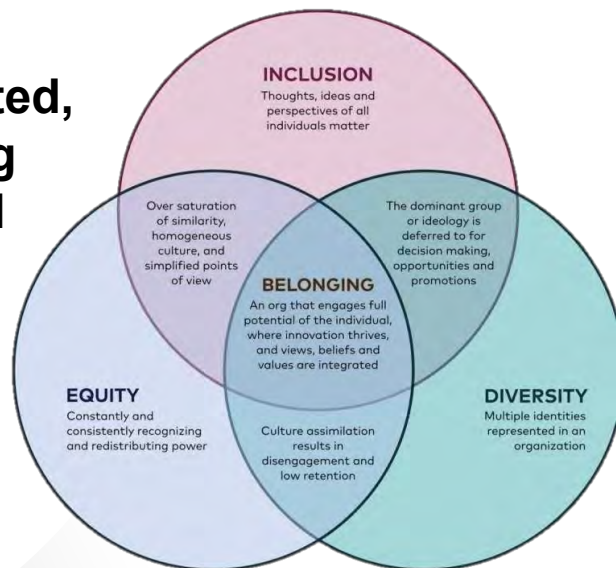
How Dow is Diversifying the Workforce

Andre Argenton
Vice President Core R&D



Presenter will not be sharing his slides for this portion of the webinar per their request.

Talent is Equally Distributed, Opportunity is Not - Using Chemistry to Improve DEI



Scott Collick, Vice-President

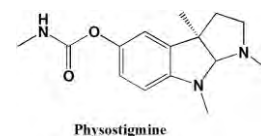
DuPont Mobility & Materials



Dr. Percy Lavon Julian

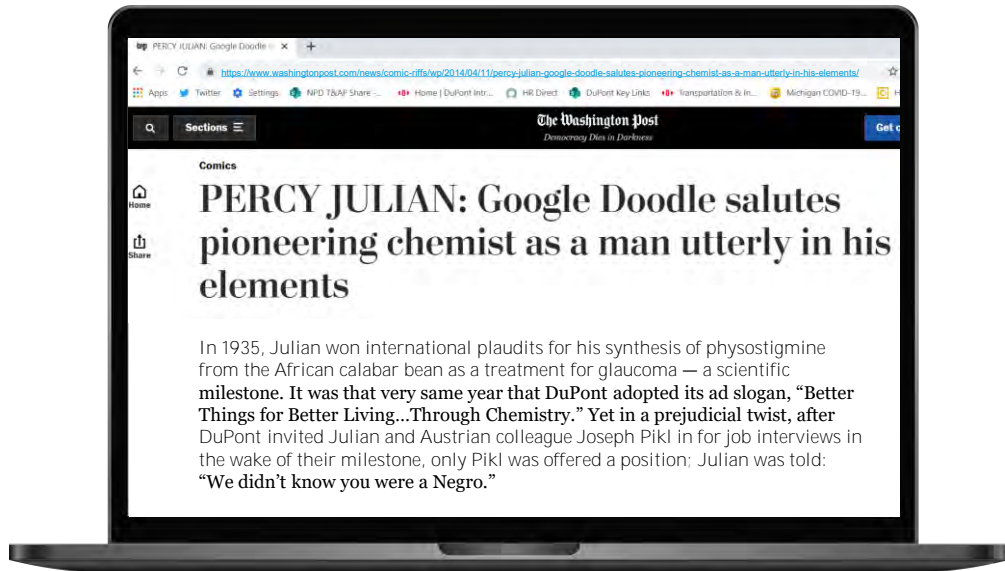


- American research chemist (April 11, 1899 – April 19, 1975) and a pioneer in the chemical synthesis of medicinal drugs from plants.
- Trailblazer not only in the lab but also in overcoming racism at every step in his life**
- First to synthesize physostigmine (At Depauw University in 1935 with Josef Piki) from the calabar bean to create a drug treatment for glaucoma
 - Recognized by the ACS as “**one of the top 25 achievements in the history of American chemistry**”
- Played an essential role in developing many of the steroid-based medical drugs (progesterone, testosterone, hydrocortisone) used today

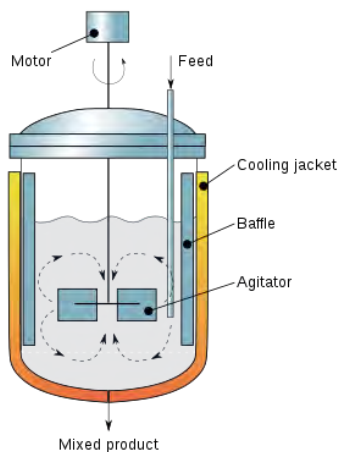


4/11/2014 Google Doodle for Percy Julian's 115th Birthday





Talent Is Equally Distributed, But Opportunity Is Not



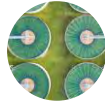
- This becomes a Kinetic Issue (Rate), not a Thermodynamic Issue (Equilibrium)
- **Let's use science principles (how to change rate), data & our industry's "Safety Rigor" culture to solve the opportunity gap**
 - Good data and scientific method
- Examples of ways to change rate in chemistry include:
 - **Concentration** → Recruiting; Diverse candidate pools/interview teams...
 - **Mixing/Temperature** → Culture; Unconscious Bias; DEI lens checks...
 - **Catalysts** → Mentors/Allies; DEI champions: DWN+5 connectors...
 - **Surface Area** → Active participation in ERGs, 2nd pair of eyes on CDP...



DuPont's 2030 Sustainability Goals



innovate now



protect now



empower now

Delivering solutions for global challenges

Align 100% of the DuPont innovation portfolio to meaningfully advance the UN SDGs and create value for our customers



Acting on climate

Reduce Green House Gas (GHGs) emissions 30% including sourcing 60% of electricity from renewable energy

Deliver carbon neutral operations by 2050



Accelerating diversity, equity & inclusion

Become one of the world's most inclusive companies, with diversity well ahead of industry benchmarks



Enabling a circular economy

Integrate circular economy principles into our business models considering lifecycle impacts in the markets we serve



Leading water stewardship

Implement holistic water strategies across all facilities prioritizing manufacturing plants and communities in high-risk watersheds

Enable millions of people access to clean water through leadership in advancing water technology and enacting strategic partnerships



Cultivating well-being & fulfillment

Create a workplace where employees report high levels of well-being and fulfillment



Innovating safer by design

Design 100% of our products and processes using sustainability criteria including the principles of green chemistry



Delivering world-class Health & Safety

Further our commitment to zero: injuries, occupational illnesses, and incidents



Building thriving communities

Improve over 100 million lives through targeted social impact programs



To Learn More including DuPont's 2021 Sustainability Report: <https://www.dupont.com/about/sustainability.html>



DuPont's DEI Dashboard Publicly Available

Diversity, Equity & Inclusion

At DuPont, we understand that we can only truly fulfill our purpose with the full commitment, participation, creativity, energy, and cooperative spirit of a diverse workforce.

"I look forward to what we can accomplish in cultivating an even more diverse, equitable and inclusive work culture that leads toward sustainable organizational progress. We can effect that change to meet the challenges we face today, and support a diverse workforce that delivers on a promise of innovation that drives positive change in the communities we call home."

Kimberly Manickavasagam, DuPont Vice President, Diversity, Equity and Inclusion



At DuPont we are all in to increase representation of all underrepresented communities globally. As we work toward ensuring equal opportunity for growth and fulfillment for our employees and positively impacting our communities, we're reaffirming our commitment to transparency. Here is an open disclosure of employee representation at DuPont.



To Learn More: <https://www.dupont.com/careers/diversity-and-inclusion.html>

“I have had one goal in my life, that of playing some role in making life a little easier for the persons who come after me.”

– Dr. Percy Julian



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To Learn More:

- <https://www.acs.org/content/dam/acsorg/education/whatischemistry/landmarks/julian/percy-julian-chemmatters.pdf>
- <https://www.acs.org/content/acs/en/education/whatischemistry/landmarks/julian.html#percy-lavon-julian>
- https://en.wikipedia.org/wiki/Percy_Lavon_Julian
- <https://www.washingtonpost.com/news/comic-riffs/wp/2014/04/11/percy-julian-google-doodle-salutes-pioneering-chemist-as-a-man-utterly-in-his-elements/>

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◆ Industry Matters Newsletter

ACS Member-only weekly newsletter with exclusive interviews with industry leaders and insights to advance your career.

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H.N. Cheng Presents:



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Industry's Continuing Efforts to Diversify the Workforce



ADWOA BAAH-DWOMOH
Research Technologist,
W.L. Gore & Associates



ANDRE ARGENTON
Vice President,
Core Research & Development, Dow



SCOTT COLLICK
Vice President of Technology,
DuPont Mobility & Materials



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Program Manager, Industry Member
Programs, American Chemical Society

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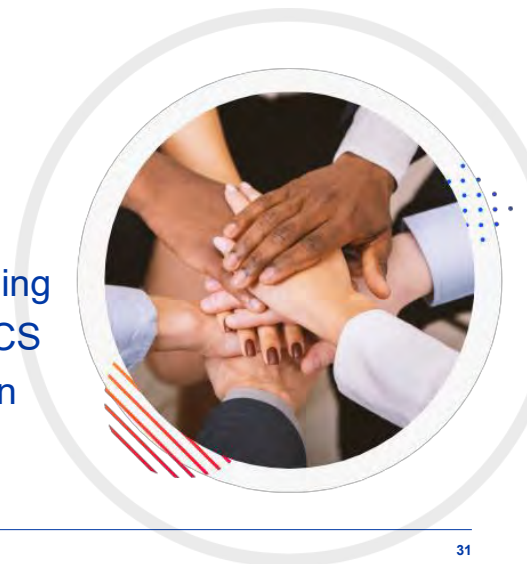
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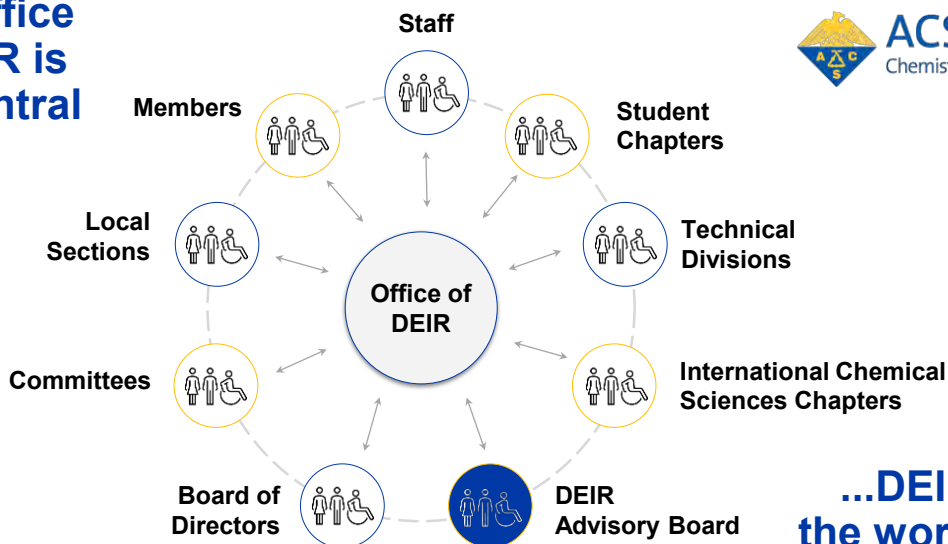
Goal 5

Embrace and Advance Inclusion in Chemistry

Promote diversity, equity, inclusion, and respect (DEIR); identify and dismantle barriers to success; and create a welcoming and supportive environment so that all ACS members, employees, and volunteers can thrive.



The Office of DEIR is the central hub...



...DEIR is the work of all of us.

DEIR Call to Action



How can you help advance inclusion in chemistry?

- Check out www.acs.org/deir for resources
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https://bit.ly/ACS_DEIR_Feedback
(QR code also leads to contact form)
- Review [ACS Volunteer and ACS National Meeting Code of Conduct](#) and utilize in your meetings and events



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Think Like a CEO

What Can Business Acumen Do For You?



Date: Thursday, August 5, 2021 @ 2-3pm ET

Speaker: Patricia Simpson, Game Changing Etiquette and the University of Illinois at Urbana-Champaign

Moderator: Matt Grandbois, DuPont Electronics & Industrial

[Register for Free!](#)

What You Will Learn:

- Why is business acumen important for all employees
- What are the core elements of a business acumen
- How to develop or enhance your business acumen

Co-produced with: ACS Division of Professional Relations

Starting a Company

How to Organize Your New Firm

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Co-produced with: ACS Industry Member Programs, ACS President-Elect, ACS Board Committee on Corporation Associates, ACS Committee on Technician Affairs, the ACS Division of Small Chemical Businesses, and the ACS Division of Business Development and Management

Scaling-up Belzutifan

How a Photo-Flow Bromination Enables Greener Pharma Manufacturing



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Moderator: John Tucker, Neurocrine Biosciences

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Mike Russell Erik Katie Erin

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