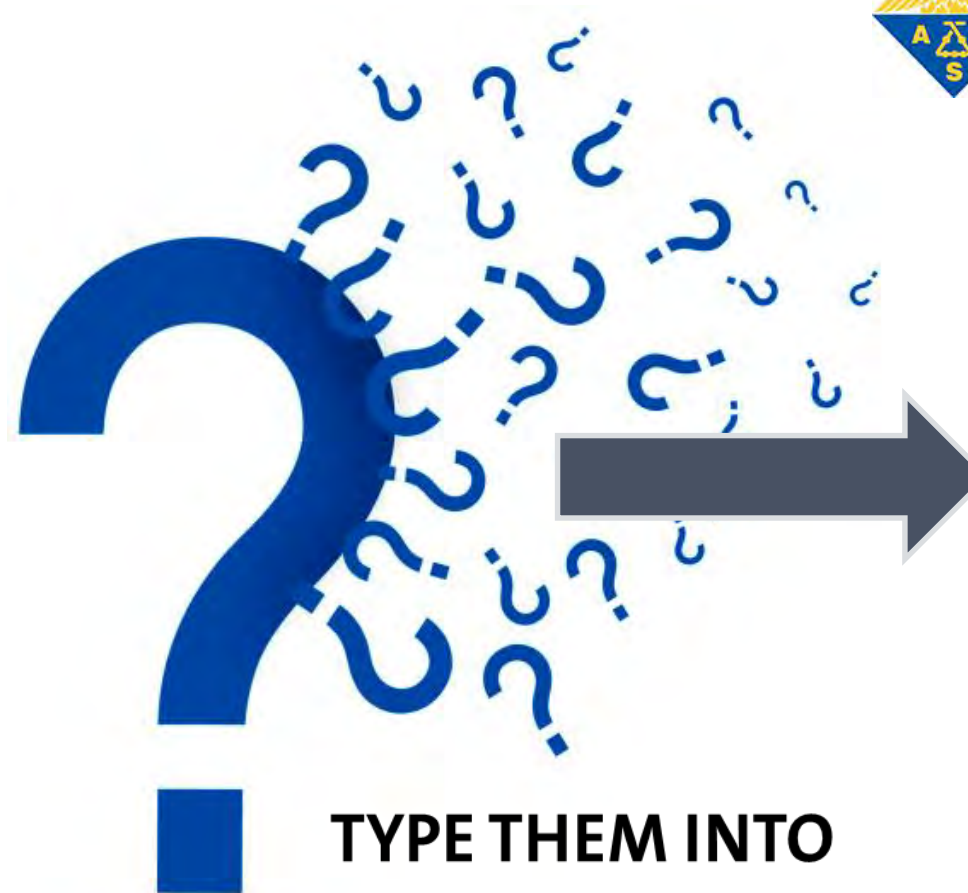


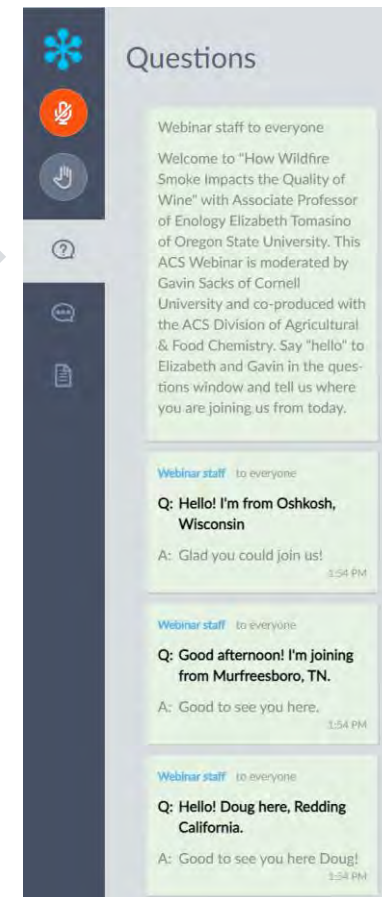
HAVE QUESTIONS OR COMMENTS



“Why am I muted?”
Don't worry. Everyone is muted
except the presenter and host.
Thank you and enjoy the show.



TYPE THEM INTO THE QUESTION BOX!



Questions

Webinar staff to everyone
Welcome to "How Wildfire Smoke Impacts the Quality of Wine" with Associate Professor of Enology Elizabeth Tomasino of Oregon State University. This ACS Webinar is moderated by Gavin Sacks of Cornell University and co-produced with the ACS Division of Agricultural & Food Chemistry. Say "hello" to Elizabeth and Gavin in the questions window and tell us where you are joining us from today.

Webinar staff to everyone
Q: Hello! I'm from Oshkosh, Wisconsin
A: Glad you could join us!
3:54 PM

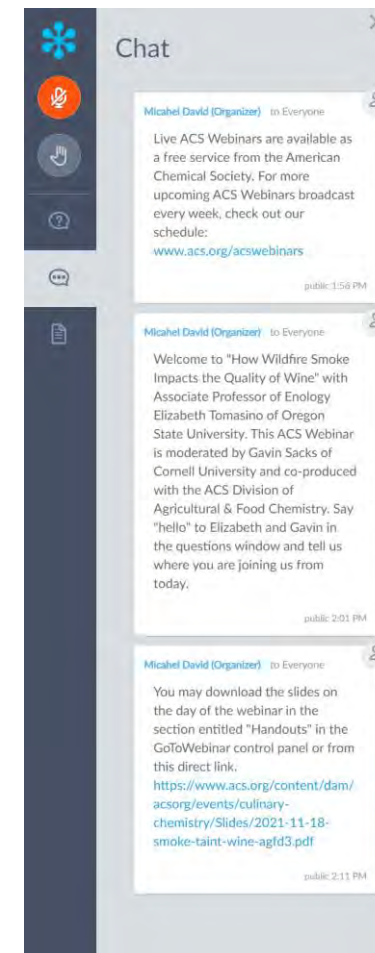
Webinar staff to everyone
Q: Good afternoon! I'm joining from Murfreesboro, TN.
A: Good to see you here.
3:54 PM

Webinar staff to everyone
Q: Hello! Doug here, Redding California.
A: Good to see you here Doug!
3:54 PM

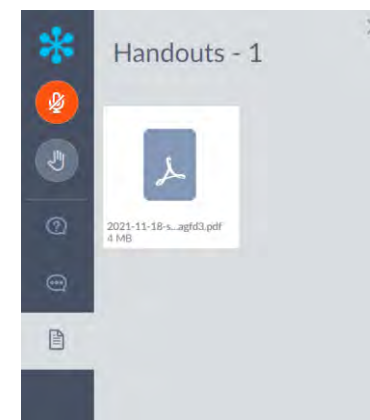
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Striving to create an
inclusive environment
for diverse chemists



YCC Diversity Haiku

All here and all served

Diversified, varied, assorted, contrasting

And connected by chemistry

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.



Not Everything Meets the Eye

Invisible Disabilities and Special Abilities



FREE Webinar | TODAY at 2pm ET



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THIS ACS WEBINAR IS ABOUT TO BEGIN, THANK YOU FOR JOINING US!

Not Everything Meets the Eye: Invisible Disabilities and Special Abilities



PEPSI HOLMQUIST

Adjunct Professor, National Technical Institute for
the Deaf/Rochester Institute of Technology



MELISSA POSTLEWAITE

Chair, Disability OutReach
Inclusion Community



STEFAN KILYANEK

Associate Professor, Department of Chemistry
and Biochemistry, University of Arkansas



PAULA CHRISTOPHER

Diversity Planning & Strategy Program Manager,
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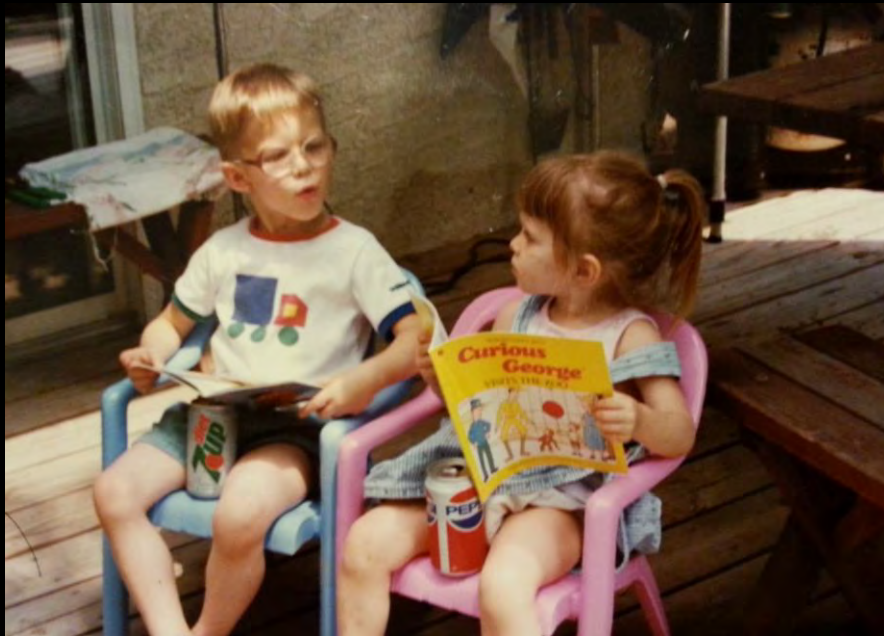
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Disabilities

- Some are visible, some are not.
- How many deaf people have you met?

My childhood... and my namesake



My Deaf family



My dad – my inspiration



Rochester Institute of Technology National Technical Institute for the Deaf



Crack in the Pipeline...

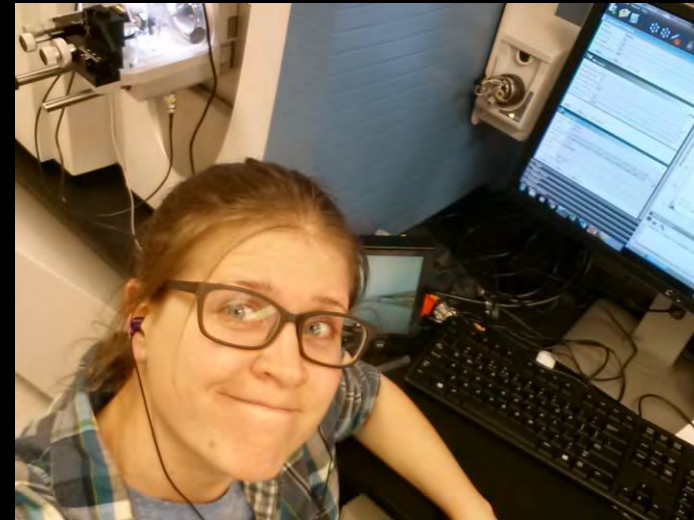
HEARING LOSS = LOSS OF AMBIENT KNOWLEDGE

- Ambient knowledge is what people pick up from their surroundings, out of the classroom
- Also known as “incidental learning”
- Gives a sense of belonging

- **Drastic gap in schooling between hearing and deaf peers**
 - Deaf students severely lack in ambient knowledge, falling behind their hearing peers
 - Contributes greatly to the sense of loneliness and loss in deaf people
 - A large crack in the educational pipeline

- Requires additional work – the “Deaf Tax”

My graduate research in mass spectrometry



Person of Privilege

- A person in minority needs another person in a position of privilege to help.
- My person of privilege? My advisors.

My advisors and labs



THE OHIO STATE
UNIVERSITY

Dr. Vicki Wysocki and
lab members



Dr. Mark Foster and lab members



Where am I?



- Becoming a tenure-track professor
- How to balance work and family?
- How to establish my lab and research?

Advocacy for the Underprivileged

How can we fix the leaky pipeline for the deaf and disabled people in STEM?



Not Everything Meets the Eye: Invisible
Disabilities and Special Abilities

Superpowers Associated with Disabilities

By Missy Postlewaite



Business mogul Sir Richard Branson, Ikea founder Ingvar Kamprad, and JetBlue founder David Neeleman, all have **ADHD: The Entrepreneur's Superpower.**

- Creativity
- Spontaneity
- Hyperfocus
- Day dreaming
- Risk-taking
- High energy
- Resilience
- Problem-solving skills



People with autism tend to notice and can see small details that others may not be able to pick up on.

Other traits associated with Asperger's Syndrome:

- Very strong ethics
- Very logical
- Very Honest
- Persistent
- Not socially driven
- Have values that aren't shaped by financial, social, or political influences
- High integrity



Studies have shown carriers for the schizophrenia gene have many advantages:

- Decreased frequency of viral infections
- Higher IQ
- Increased creativity
- Mathematical reasoning
- State of constant alertness
- Divergent thinking



Dr. Carry Supalo, PhD - Chemist



Dr. Mona Minkara, PhD - Chemist



Dr. Henry Wedler, PhD - Chemist

Blind and Visually impaired can use their “superpower” mentally imagine the structure of organic compounds and see chemical reactions in a way that sighted individuals can’t.

Superpower of Hiring People with Disabilities



- Competitive advantage
 - ✓ diverse customers
 - ✓ customer loyalty & satisfaction
 - ✓ innovation
 - ✓ productivity
 - ✓ work ethic
 - ✓ safety
- Improvements in profitability
 - ✓ profits and cost-effectiveness
 - ✓ turnover and retention
 - ✓ reliability and punctuality
 - ✓ employee loyalty
 - ✓ company image
- Ability awareness
- Inclusive work culture





Adaption:

a change or the process of change by which an organism or species becomes better suited to its environment.





- Archer, Dale. “ADHD the Entrepreneur's Superpower” Forbes Magazine. 14 May 2014. <https://www.forbes.com/sites/dalearcher/2014/05/14/adhd-the-entrepreneurs-superpower/?sh=4f7baeb759e9>
- Supalo, Cary. “The Blind in Science and Beyond” *Braille Monitor* , Vol. 58, No. 7, July 2015, <https://nfb.org//sites/default/files/images/nfb/publications/bm/bm15/bm1507/bm150704.htm>
- Astro Access and Zero Gravity Corporation (ZERO-G), 17 October 2021, <https://news.northeastern.edu/2021/11/08/making-spaceflight-accessible-for-people-with-disabilities/>
- University of Davis, “Overcoming Obstacles” 23 March 2016, <https://stories.ucdavis.edu/stories/students/wedler.html>
- Lindsay S, Cagliostro E, Albarico M, Mortaji N, Karon L. *A Systematic Review of the Benefits of Hiring People with Disabilities*. *J Occup Rehabil*. 2018 Dec;28(4):634-655.
- National Conference of State Legislatures. “*Wheelchair Interview*” 18 August 2021. <https://www.ncsl.org/research/labor-and-employment/state-exchange-on-employment-and-disability.aspx>
- Empiribox Primary School Science *Evolution of Man* <https://www.empiribox.com/the-differences-between-adaptation-inheritance-evolution/>



Audience Survey Question

ANSWER THE QUESTION ON THE INTERACTIVE SCREEN IN ONE MOMENT



Is it safe for someone to work in a chemistry lab if they can't see everything they are doing?

- Yes
- No
- Maybe, it depends

** If your answer differs greatly from the choices above tell us in the chat!*





The glovebox and chemical safety and hygiene

- I got into inorganic chemistry because of the bright colors!
- unexpectedly inorganic chemistry turned out to use the safest experimental methods.
- All chemicals and solvents are completely contained and unable to come in contact with the skin and eyes.
- You can put them right up to your face!



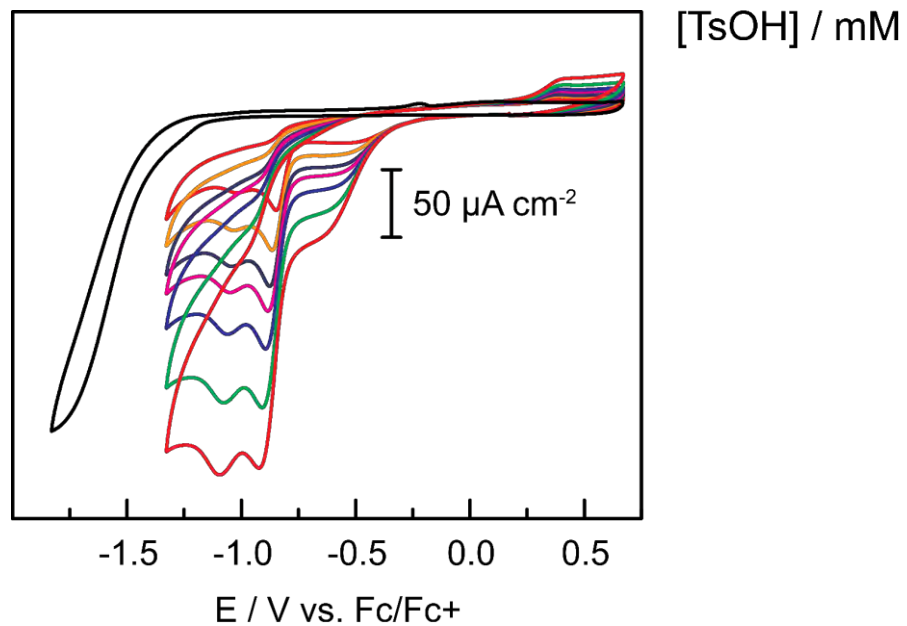
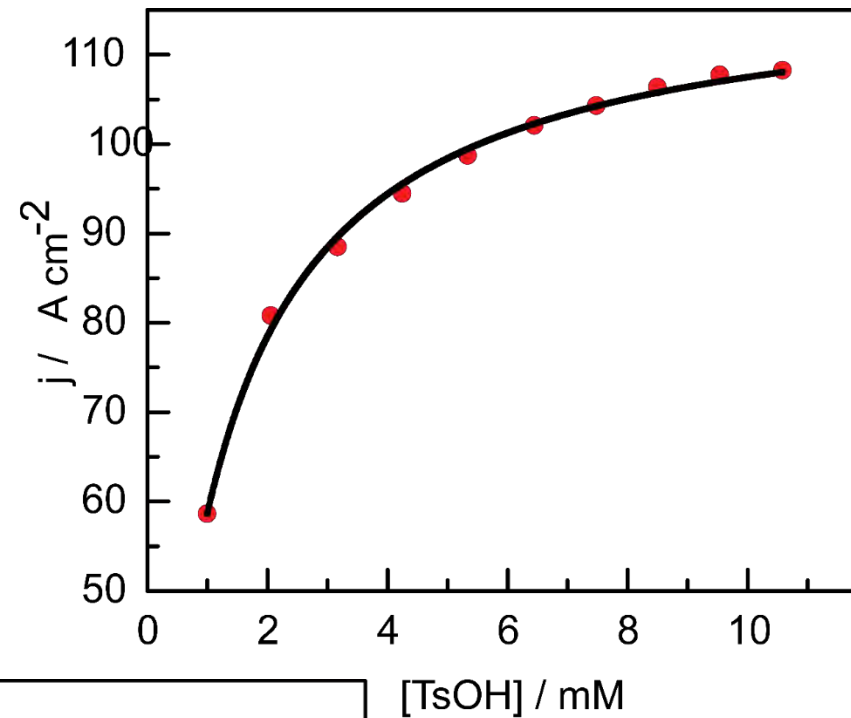
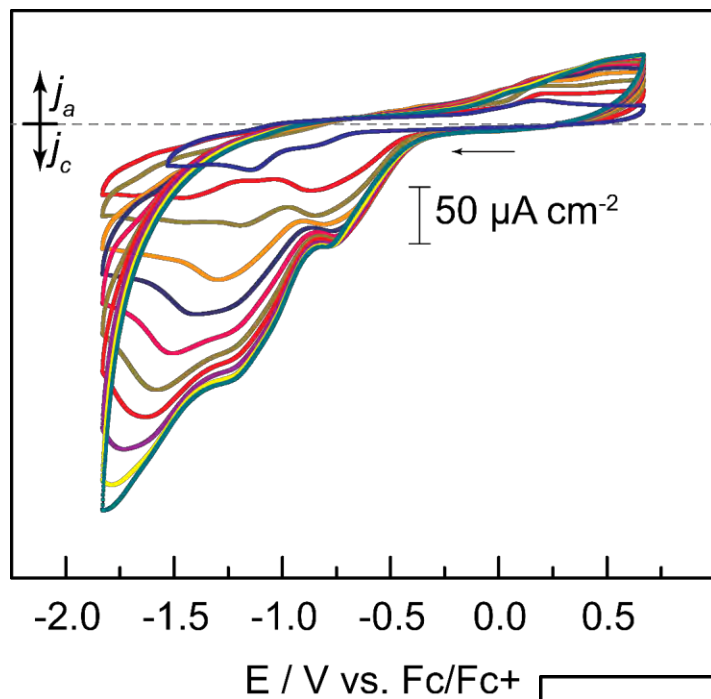
Other notes on chemical safety

- One must be tidy
- Wear gloves and PPE at all times
- Build good habits that ensure proper handling of waste
 - Aqueous waste is always labeled in blue and in hood A
 - Organic waste is always labeled in red and in hood B
- Be selective about what you work with



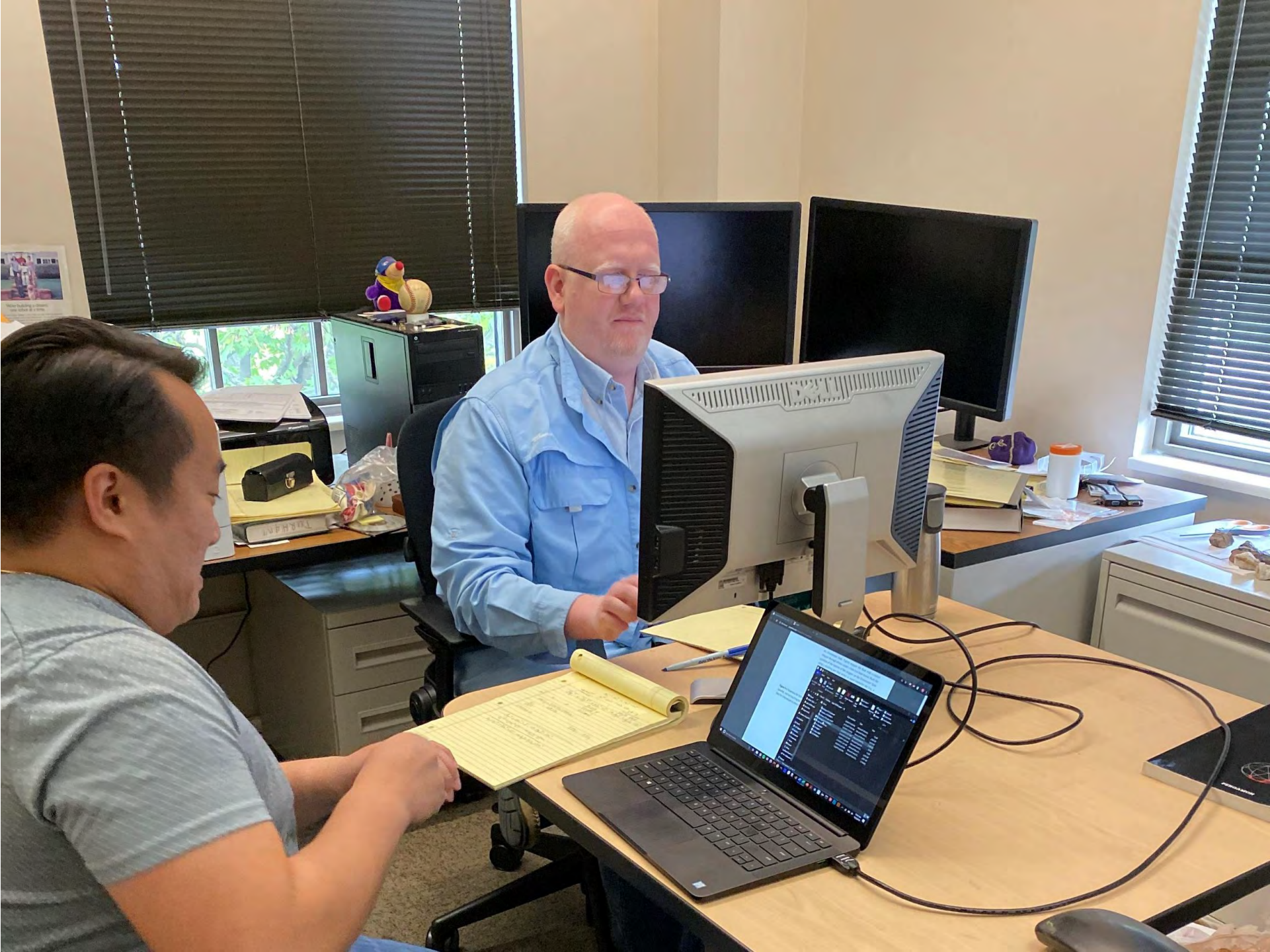
**“Smiling
Data
Face”**

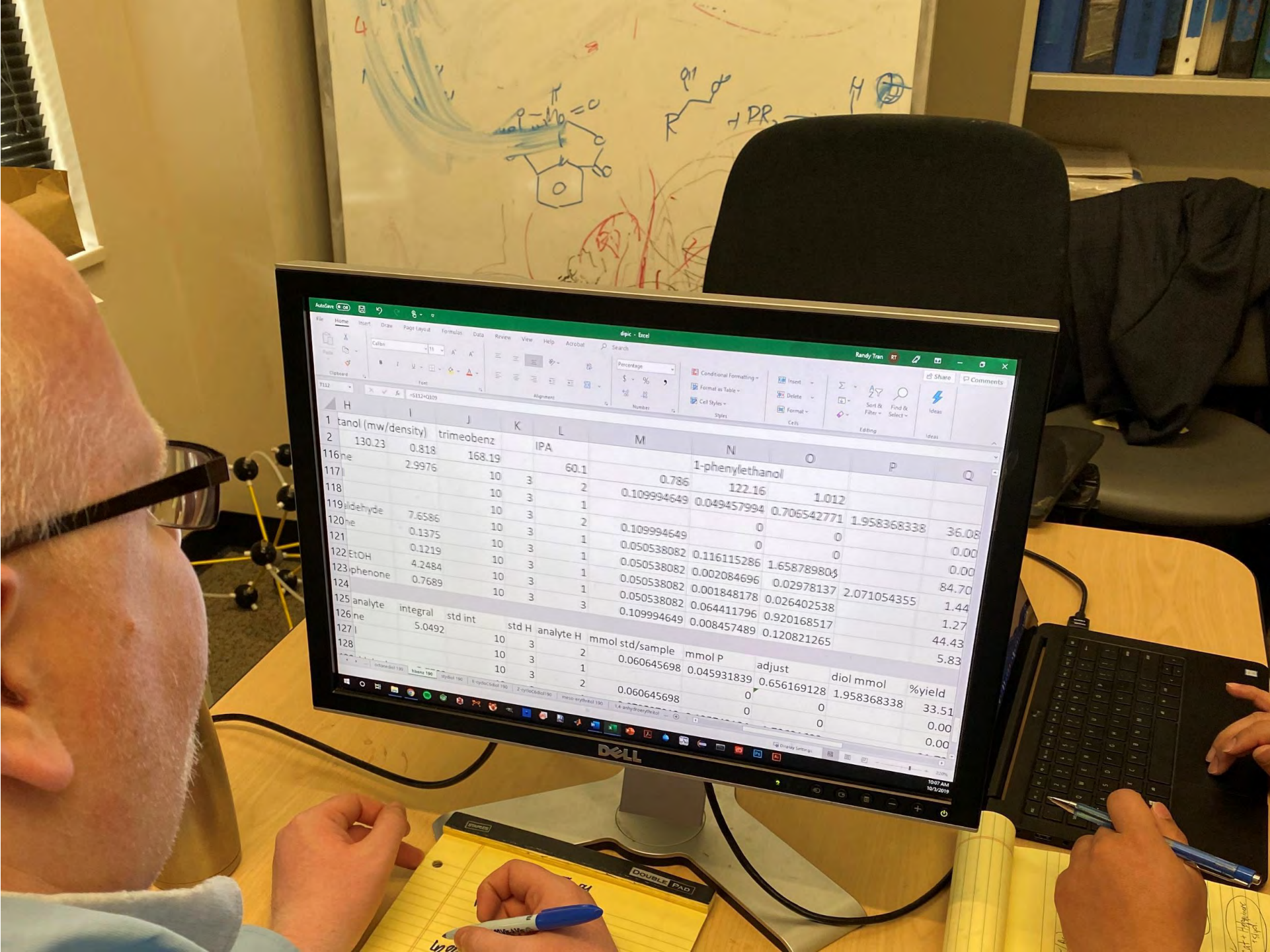
Electrochemical Reduction of Mo Catalysts



PI stuff : Analyzing data with students

- Regular data meetings
- Electronic notes and summaries (so they can be read on or by a computer)
- Organized presentation of raw data (this is a hard one)
- Even more computer screens!





Peak	Ret. Time (min)	Area	Height	Width	Height	Area	Height	Width	Height	Area	Height	Width	Height	Area	Height	Width	Height	Area	Height	Width	Height	
1	tanol (mw/density)																					
2	130.23	0.818	168.19																			
116	ne	2.9976	10	3	2	0.109994649																
117			10	3	2	0.109994649																
118			10	3	2	0.109994649																
119	aldehyde	7.6586	10	3	2	0.109994649																
120	ne	0.1375	10	3	2	0.109994649																
121		0.1219	10	3	2	0.109994649																
122	EtOH	4.2484	10	3	2	0.109994649																
123	phenone	0.7689	10	3	2	0.109994649																
124			10	3	2	0.109994649																
125	analyte	integral	std int																			
126	ne	5.0492	10	3	2	0.109994649																
127			10	3	2	0.109994649																
128			10	3	2	0.109994649																

When things are different try not **to think they are “wrong”**

- When workflows are different or have a different pacing don't assume they are “worse”.
- Look at the sum total of what folks can do not if it's done the “correct” way.
- Some tasks take more time some tasks take less time. (like everyone else)

Some common frustrations

- If there is something a VI person cannot do it is because they are “dumb” or “lazy”.
- People with disabilities “have an advantage” because they have extra time on exams etc. etc.
- If someone can't do everything others do they aren't “a good scientist”



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Invisible Disabilities and Special Abilities



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ASK YOUR QUESTIONS AND MAKE YOUR COMMENTS IN THE QUESTIONS PANEL NOW! 44

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All here and all served

Diversified, varied, assorted, contrasting

And connected by chemistry

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75 Azadi Ka Amrit Mahotsav

Science, Technology and Innovation

Key Drivers for Aatmanirbhar Bharat

Featuring Dr. Shekhar Mande
Secretary, DSIR and Director General, Council of Scientific & Industrial Research,
Ministry of Science and Technology, India

Date: Thursday, December 23, 2021 @ 6-7pm IT (7:30am ET)

Speaker: Dr. Shekhar Mande, Ministry of Science and Technology, India

Moderator: Dr. Deeksha Gupta, American Chemical Society

[Register for Free!](#)

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- How to bridge gaps to increase your chance of employability

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