

American Chemical Society



# ACS Local Section Officers Webinar: *Advancing Inclusion to the Next Level with your Local Section*

October 19, 2023

1:00- 2:00 pm ET

# Welcome



- **Overview of Today's Event**
- **Ground Rules**

# Agenda

## Opening Remarks

**“Advancing Inclusion to the Next Level with your Local Section”  
presentation by Racquel Jemison, PhD**

## LSAC DEIR Grants Overview

**Small Group Networking facilitated by LSAC members/ACS Staff**

**Small group recaps**

## Closing Remarks



# Advancing Inclusion to the Next Level with your Local Section

American Chemical Society

Office of Diversity, Equity, Inclusion, and Respect

Racquel Jemison ([r\\_jemison@acs.org](mailto:r_jemison@acs.org))

October 19, 2023

# Meet the Presenter

## Racquel Jemison, Ph.D.



- Senior Portfolio Manager with ACS in Office of Diversity, Equity, Inclusion and Respect.
- Manages programs that support inclusion and belonging and created the ACS Inclusivity Style Guide.
- PhD and Bachelor's in Chemistry from Carnegie Mellon and Morgan State University (respectively)



# What are we chatting about today?



- The origin and purpose of the Office of DEIR
- DEIR resources and guides
- LSAC – Local Section Diversity Grants
- Breakouts and discussion

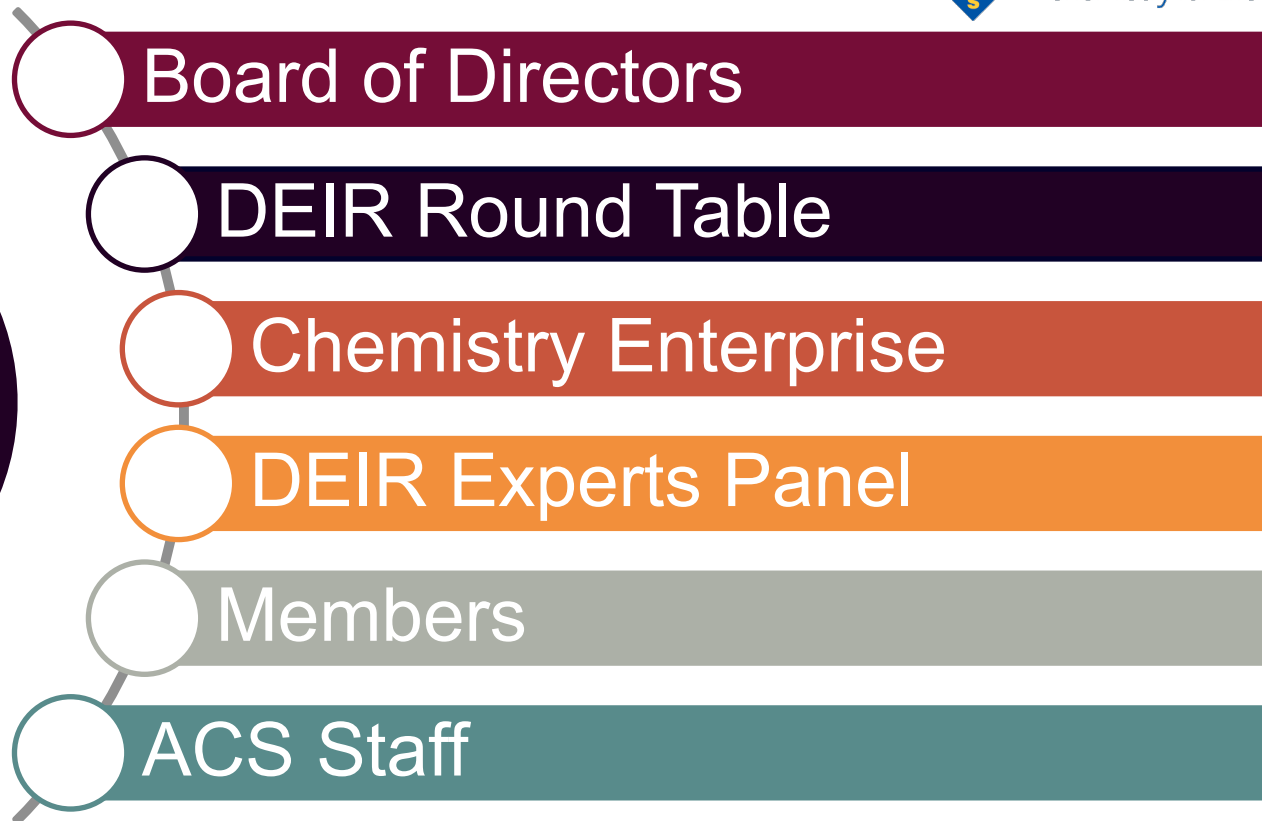
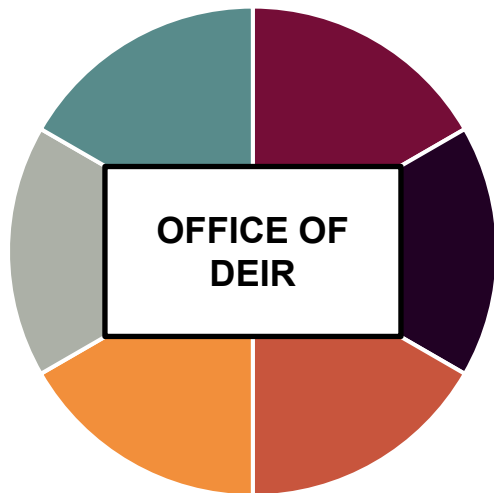
## Goal 5

# Embrace and Advance Inclusion in Chemistry

Promote diversity, equity, inclusion, and respect; 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 Resources ([www.acs.org/diversity](http://www.acs.org/diversity))




## Resources for Inclusion

- 
- An icon showing three stylized human figures in white. One figure is at the top, and two are at the bottom, connected by lines to form a triangle. The background is a light teal color.
- ACS Inclusivity Style Guide
  - Inclusive In-Person Events Guide
  - Facilitating Inclusion Moments

## Partnerships & Community Building

- 
- An icon showing two hands shaking in a firm grip, symbolizing partnership or agreement. The hands are white with black outlines, set against a light teal background.
- Guide sheet – ACS Partner Organizations
  - Creating Relationships with Underrepresented STEM Communities

## Learning

- 
- An icon showing an open book with pages visible, flanked by two closed books. Above the books are several short, vertical lines and two small diamonds, suggesting light or knowledge. The background is a light teal color.
- 2023 DEIR Educational Resources
  - Leading Inclusively, Beyond Lip Service
  - Previous ACS Webinars on DEIR topics

# ACS Inclusivity Style Guide



## Communicate, inclusively.

Start today with the  
ACS Inclusivity Style Guide.

Get Started



- [www.acs.org/inclusivityguide](http://www.acs.org/inclusivityguide)
- Tips on crafting more inclusive communications
- Sections on Accessibility and Forms
- Resources and websites to find free stock images with visible dimensions of diversity
- Printable tip sheets, video trainings

# ACS Inclusivity Style Guide



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## Ideas for quick go-do implementation

- Add alt text to any images online
- Avoid using the term “ladies and gentleman” or “his or her” (assuming gender as a binary)
- Add video captions, alt text, and or image descriptions for social media posts

# Guide Sheets



## Inclusive In-Person Events

- Detailed checklists
- Reminders for accommodations for people with disabilities
- Reminders for dietary restrictions
- Considerations for date/time selection

## Facilitating Inclusion Moments

- Fresh activity and discussion ideas
- Tips to customize the activity for a full meeting agenda or many attendees
- Recommendations on topics with a global mindset

# Guide Sheets



## Inclusive In-Person Events – Go-do ideas

- Ordering t-shirts? Include youth sizes and the sizes that go up to at least 5 or 6XL
  - Always hosting your Local Section social gatherings at a pub or bar? Consider an alcohol-free location occasionally
  - Ordering food/catering? Make sure you have at least one vegan option, even better, ask for dietary preferences in advance
  - Ask about any accommodations needed in event registration forms
-

# Learning & Training Opportunities



- Self-paced, on demand course
  - Free for members
  - Introductory course to DEIR at ACS; highly recommended for ACS leaders
  - [Leading Inclusively: Beyond Lip Service](#)
- [2023 DEIR Educational Resources Guide](#)
  - Deeper learning opportunities for a wide range of topics
  - Range of learning mediums including books, articles, web pages, videos, trainings, podcasts, and more

A screenshot of the ACS Institute website. The top navigation bar includes the ACS Institute logo, "Learn. Develop. Excel.", and links for "Explore", "About ACS Institute", a search bar, "My Learning", and "Order History". The main content area features a blue header for the course "Leading Inclusively: Beyond Lip Service". Below the header, it states "On-demand" and "Pricing: Free for Members" and "Duration: 1-2 hours". A yellow "Registration Info" button is visible. The "About the Instructor(s)" section identifies La'Wana Harris as a Course Consultant, Global Diversity and Inclusion Consultant, Author and Executive Coach at La'Wana Harris, Inc. A grid of ten diverse individuals is shown below the instructor information. At the bottom, a blue banner reads "2023 DIVERSITY, EQUITY, INCLUSION, and RESPECT EDUCATIONAL RESOURCES GUIDE".

# Partnerships & Community Building

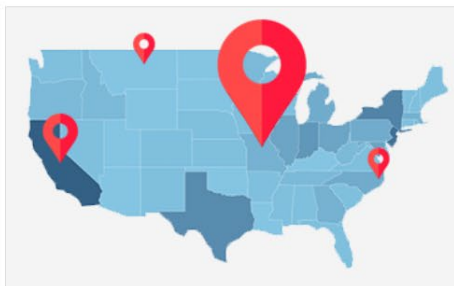


- ACS Partnerships
  - AISES: American Indian Science and Engineering Society
  - NOBCChE: National Organization for the Professional Advancement of Chemists and Chemical Engineers
  - SACNAS: Society for the Advancement of Hispanics/Chicanos and Native Americans in the Sciences
- Building Community
  - Consider extending invitations for Local Section events to nearby chapters of the above organizations
  - Be mindful of why you are reaching out and consider how to maintain collaborations
  - Inviting an external speaker that does not regularly engage with ACS?  
Budget for an honorarium and/or travel costs

# Project SEED

## Project SEED Mission

To provide sustained STEM research, learning, and growth opportunities for high school students with diverse identities and socioeconomic backgrounds so they can be empowered to advance and enrich the chemical science enterprise.



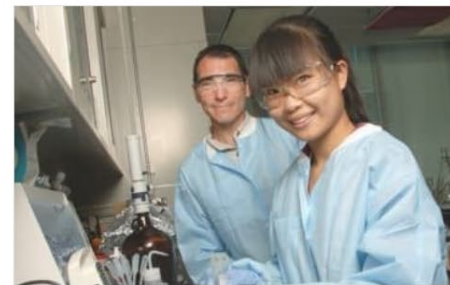
Use our locator map to see where Project SEED sites operate.

[Locate an Institution](#)



The 2023 Student Application for the Project SEED Program is now CLOSED as of April 12, 2023 11:59 PM.

[Apply](#)



Support students participating in valuable summer research experiences, and help them reach their true potential.

[Donate](#)



## Project SEED

- Philanthropic program that matches high school juniors and seniors with ACS volunteers for paid summer research experiences
- Participating students come from households with incomes 200% of the US Federal Poverty Guidelines or less
- Local Sections can coordinate a site, host end-of-summer poster sessions, or/and professional development activities during the summer
- Local Sections can sponsor student travel to the ACS Fall Meeting
- Visit [www.acs.org/projectseed](http://www.acs.org/projectseed) for more details and to see a map of active sites



# Questions?

Contact us any time at [diversity@acs.org](mailto:diversity@acs.org)

# Poll Time!

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# Local Section Diversity, Equity, Inclusion, and Respect (DEIR) Grant

# Purpose/Description

## Purpose

To provide up to \$3,000 to local sections for embracing and advancing inclusion and equity across ACS and in their communities

## Description

The ACS Committee on Local Section encourages applications for DEIR projects and programs that foster inclusiveness and participation within your local section and support interaction within other ACS local sections, divisions, committees, professional associations or community groups

# NEW DEIR Program/Activities Examples



- Binghamton, Building Inclusivity and Representation in STEM Education Through Community Outreach and Engagement
- California Los Padres, Department of Chemistry & Biochemistry Diversity, Equity, and Inclusivity Workshops
- Indiana, PREDICT (Promoting Equity and Diversity in ChemisTry) Etiquette Dinner and Networking Event
- New York, Teaching Chemistry to Students with Disabilities

# Other Program/Activities Ideas



- Speaker Series
- Outreach to Underrepresented Communities/Schools
- High School Mentoring
- Diversity Professional Development
- Seminar Series
- Training and Workshops
- Student Internships
- Book Clubs

## How to Apply/FAQs

Scan the following QR code for further grant details and to apply for the DEIR Grant for your local section.

- Deadline: November 13th
- Award Notification: Early-December
- Award Acknowledgement: Mid-December
- Final Reports: Within 90 days



Contact: [lsac@acs.org](mailto:lsac@acs.org)





# Breakout Groups

# Breakout Time!

- Each breakout group will have a facilitator
- Introduce yourself (Name, Local Section)
- Assign someone to report out highlights from the discussion (it should **not** be the facilitator)
- Your facilitator has additional questions and prompts

## Welcome back & Recap

Please take our quick survey





# THE HEALING POWER OF CHEMISTRY

October 15-21 | 2023  
National Chemistry Week

Save  
50% on ACS  
Membership with  
Code NCW23!

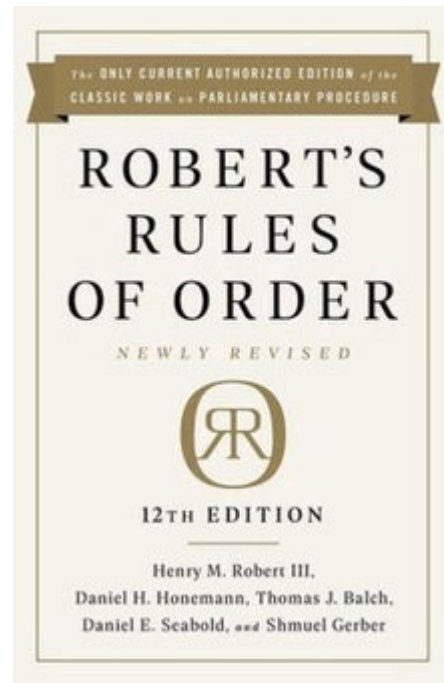
# Upcoming Webinar: Robert's Rules of Order



- What: Robert's Rules of Order for Effective Meetings
- When: **Hosted Virtually** via Zoom on November 15, 2023, at 1pm ET

Register now:

<https://american-chemical-society.zoom.us/meeting/register/tZEKfu-hrD0vEtLaPHSJ29tP5IF4Seqw-oDg#/registration>



## Local Section Elections

- Review your local section bylaws to ensure your elections are conducted in accordance with established procedures.
- Request your election-only mailing list to ensure that only eligible ACS members can participate in your election.
- Instructions for reporting election results via Community Connection will be sent to all local sections in November
- Report election results to ensure your officers has access to Community Connection, Officer Insights and eRosters

# Save the Date



# ACS Leadership Institute

January 26-28, 2024

Westin Peachtree Plaza Hotel  
Atlanta, GA

Registration Opens in Mid-November



American Chemical Society



# Thank You!

October 19, 2023  
1:00pm – 2:00pm ET