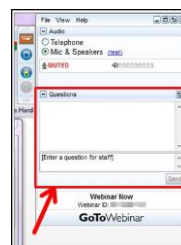




Have Questions?



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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How has ACS Webinars benefited you?



“As a female chemist that runs a small environmental consulting firm, I greatly appreciate hearing from seasoned professionals that have similar values. Being your own unique you, sometimes feeling alone or taking the path not traveled have all been part of my career growth and continue to be what defines my best experiences. I always appreciate affirmation from leaders in all aspects of our diverse industry.”

Fan of the Week
Amelia Nechka
 Principal Environmental Chemist, JUA Environmental Ltd.,
 ACS member for 8 years strong!

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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.

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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

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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.

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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.

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What is ACS on Campus?



ACS visits campuses across the world offering FREE seminars on how to be published, find a job, network and use essential tools like SciFinder. ACS on Campus presents seminars and workshops focused on how to:

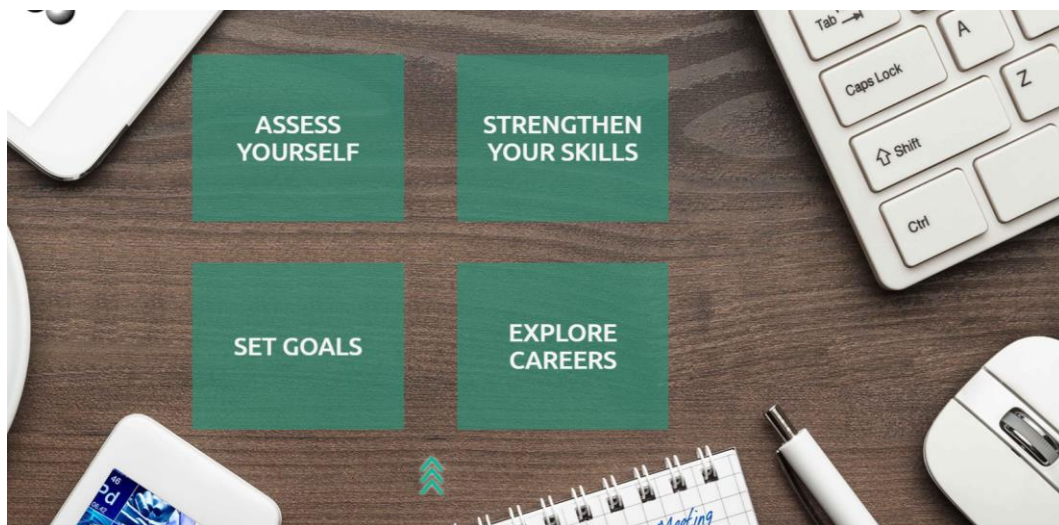


- Publish in top journals
- Find a job
- Effectively use research tools like SciFinder® and ACS ChemWorx
- Communicate your science
- Write grant proposals
- Build industry partnerships
- Prepare for a changing employment landscape

<http://acsoncampus.acs.org>

8

An individual development
planning tool for you!



<https://chemidp.acs.org>

9

From ACS Industry Member Programs

◆ Industry Matters Newsletter

Exclusive interviews with industry leaders and insights to advance your career

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Join: bit.ly/ACSinnovationhub

10

Upcoming ACS Webinars!

www.acs.org/acswebinars



Limpiando el Medio Ambiente Usando
Catálisis

Dr. Juventino Garcia Alejandre, Facultad de Química, Universidad Nacional Autónoma de México

WEBINAR GRATUITO | Mier., 18 de Mar. a las 3pm EDT

<https://www.acs.org/content/acs/en/acs-webinars/spanish/medio-ambiente-catalisis.html>

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PASSIVE PERMEABILITY

An Important Mechanism for Drug Absorption

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<https://www.acs.org/content/acs/en/acs-webinars/drug-discovery/passive-permeability.html>

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Discover more about ACS WCC!



Empowering women throughout the chemical enterprise

The Women Chemists Committee (WCC) serves the membership of the American Chemical Society.

▶ [Learn more](#)



Mission: Attract, retain, develop, promote, and advocate for women to positively impact diversity, equity and inclusion in the Society and the profession.

<https://acswcc.org>

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THIS ACS WEBINAR WILL BEGIN SHORTLY...

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The Art of Tooting Your Own Horn and Getting Paid for It



Amy Balija
Assistant Professor of Chemistry,
Radford University



Ingrid Montes
Professor of Organic Chemistry, University
of Puerto Rico and Board of Directors,
American Chemical Society



Janet Bryant
Chair, Chemical Innovation and
Entrepreneurship Council
and ACS Fellow

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This ACS Webinar is co-produced with the ACS Women's Chemist Committee.

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ACS Women Chemists Committee (WCC)



Vision:

*Empowering women
throughout the
chemical enterprise*

<https://acswcc.org>

16

WCC Rising Stars Award



- Recognizes female scientists approaching mid-level careers
- \$1000 stipend to attend the Spring ACS meeting
- Awards given to females in chemistry orientated fields such as Industry, Government, Non-Profit, Academia
- Deadline: **June 15th**



Award Details:

<https://www.acs.org/content/acs/en/funding-and-awards/awards/other/diversity/wcc-rising-star-award.html>

<https://acswcc.org>

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WCC Overcoming Challenges Award



- Recognizes an individual undergraduate for her efforts in overcoming hardship to achieve success in chemistry.
- Prize of \$250 and up to \$1,000 for traveling to the Fall ACS Meeting
- Applicant must demonstrate that she has overcome hardships (economic, personal, or academic) in pursuit of her education.
- **Deadline:** April 1st



Award Details:

<https://www.acs.org/content/acs/en/funding-and-awards/awards/other/diversity/wcc-overcoming-challenges-award.html>

<https://acswcc.org>

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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



How comfortable are you with promoting yourself at work?

- **Very comfortable** - *I am the star of brass section in the band*
- **Somewhat comfortable** – *I have been seen performing solos and like to practice*
- **Somewhat uncomfortable** – *I don't toot my horn too often, but want to learn how to play*
- **Very uncomfortable** – *I have never used my horn, its brand new...*

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

GO Ahead... Be Proud!



Janet Bryant

- Chair, ACS Chemical Innovation & Entrepreneurship Council (CIEC)
- Retired Scientist/Engineer IV – PNNL after a 38 year career
- Chair, 2016- 2020 – ACS Northwest Region
- Principal – ecosVC, Inc.
- ACS Fellow 2011
- ACS 2020 Award Recipient for Volunteer Service to the ACS

21st-Century Career Development - New Contact Sport



- The rules *are* and *must change...* and
- We must help *change them*.
- Requires *full* commitment and skill.

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To HELP... You Have To Be Heard...

Put on your own
oxygen mask *before*
helping others...



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Main Messages...

Whether you call it branding, bragging or just plain BEING PROUD...

1. YOU are the CEO of Me.Life – and always have been

- ALL CEO's know that what counts is BRAND.
 - *How, what and when* you communicate all speak to your BRAND.
- BEING PROUD means making ACTIVE choices.
 - *Set goals; Network; Selling yourself*

2. Know yourself and know your audience

- OWN the interaction – choose what you project
- **Only YOU can manage your career!**



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Monetizing (In)tangibles

• We've Met the Enemy – and She is Us

- Show up
- Stay
- Be confident

We can't "brag"... when we are complaining!



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We've Met the Enemy... and She is Us?

Show Up

- **30%** of male post-docs expected their wives to make career concessions...

...while only **15%** of female post-docs expected the same from their husbands. EMBO Reports 8:977, 2007

- Women *expect* lower salaries than men for the same jobs
- Men *expect* to earn more than women

...**13%** more than women during their first year of work; **32%** more at their career peaks. Women Don't Ask - Women and the gender Divide; Babcock and Leschever; <http://www.womendontask.com/stats.html>



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We've Met the Enemy... and She is Us?

Stay

- *One year into a profession in science, technology, engineering, or math (STEM), women are far more likely to leave their jobs than their male coworkers.*
- A study by the Center for Talent Innovation finds that **women call it quits 45% more often in their rookie years at STEM jobs than men!**

WHY?

- Bias?
- Isolation?
- Lack of Confidence?

<http://thinkprogress.org/economy/2014/02/13/3287861/women-leaving-stem-jobs>

<http://www.fastcompany.com/3037075/strong-female-lead/why-are-women-are-leaving-science-engineering-tech-jobs>

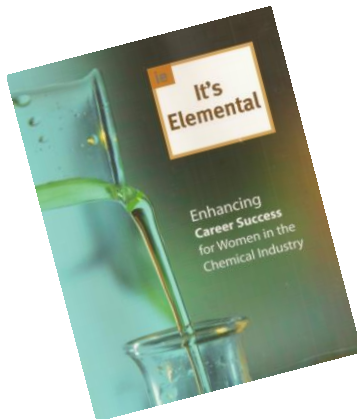


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We've Met the Enemy... and She is Us?



Confidence

- Strong links between actual success (e.g., salary, position) and **attitudes and beliefs**

It's Elemental: Enhancing Career Success for Women in the Chemical Industry
<http://static.squarespace.com/static/511d1130e4b0555e6be263d4/t/51deb30ee4b063b4f5667136/1373549326095/It%27s%20Elemental%20-%20Project%20Enhance%20-%20Giordan.pdf>

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Don't Seethe...ACT!



But...

I'm only one woman!

I will be accused of being aggressive...

No one will listen...

*They'll say I am being that word that
RHYMES WITH WITCH...*

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ARROGANCE with no facts = BRAGGING

CONFIDENCE + facts = SHARING

Avoid the sound of your own voice...

**REMEMBER (under)statement at
MINIMUM ...Not... NO STATEMENT**



Confident Understatement...



EXAMPLE:

When a woman was asked if she could fix a failing sales force in 16 countries, none of which speak the same language, she could shout *"I have every confidence that I can achieve that goal!"*

OR SHE COULD...

Pause, make eye contact with the interviewer, and say confidently, *"I'd be completely comfortable with that project."*

**REMEMBER (under)statement at MINIMUM ...Not...
NO STATEMENT**



Take-Away Messages...

1. **YOU are the CEO of Me.Life – and always have been**
 - BEING PROUD means making ACTIVE choices

2. **Know yourself and know your audience**
 - OWN the interaction – choose what you project
 - **Only YOU can manage your career!**

3. **You can't change the dialogue and succeed unless you...**
 - Show up!
 - Stay!
 - Develop Confidence! (This takes practice!)



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Resources

EXTENDED SLIDES ARE AVAILBLE on www.ecosvc.com. There's also other resources that may be interesting to you! 😊 (NOTE THE SMALL BRAG!)

It's ELEMENTAL: <http://static.squarespace.com/static/511d1130e4b0555e6be263d4/t/51deb30ee4b063b4f5667136/1373549326095/It%27s%20Elemental%20-%20Project%20Enhance%20-%20Giordan.pdf>

Women's Guide to Successful Negotiating: http://www.amazon.com/Womans-Guide-Successful-Negotiating-Collaborate/dp/0071389156/ref=pd_bbs_sr_1/104-3828629-1382362?ie=UTF8&s=books&qid=1185817601&sr=1-1



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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT

What reason MOST limits your ability to advocate for yourself?

- I don't know how to self-advocate
- I have low self-confidence
- My job does not encourage / support advocating
- I am unsure where I want to go in my career
- Other (tell us more in the chat)

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

Ingrid Montes



Faculty Advisor, Student Chapter → ACS Director-At-Large



COMMITTED TO:

- Advance ACS Strategic plan, its critical objectives and encouragement of its core values
- Enhance the value proposition for membership to ensure the competitiveness of our members
- Support and strengthen science communication and advocacy
- Enhance our global presence
- Boost philanthropic efforts, with special emphasis in support to Project SEED and Scholars program

INGRID MONTES



STRENGTHS:

- Organizational and leadership skills
- National and international networking facilitator
- Advocate for diversity and inclusiveness
- Dedicated to meet member's needs
- Experienced educator and passionate volunteer:
 - ACS member for 38 years and 35 years as educator
 - Councilor for 20 years
 - Director at Large for almost 6 years
 - Founder of the Festival de Química, now renamed ACS Festival Series
 - Co-Founder and supporter of webinars in Spanish
 - Student Chapter Faculty advisor for 29 years
 - NACW, CCEI and Project SEED coordinator for many years



ACS Festival Series: Global Impacts



Funded by Chemistry Festival Grants since 2015-2019

Grants	Countries	Volunteers	Participants
76	35 All numbers exclude Puerto Rico	> 2,700	> 44,000



Spanish Webinar Series Impact (2015 – 2019)



ORGANIZADO POR



Lena Ruiz Azuara
Sociedad Química de México



Ingrid Montes
Universidad de Puerto Rico, Recinto de Río



Bibiana Campos Seijo
Chemical and Engineering News

• **29 Total Webinars**



• **10,180 Total Registrants**



• An average of **96% Speaker Satisfaction** and **95% Topic Satisfaction**

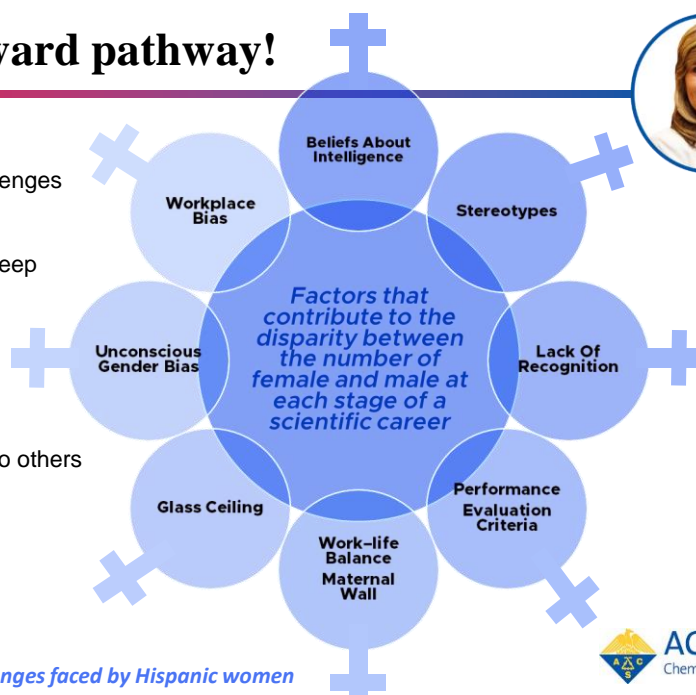


• An average of **< 20 countries** participating per event



Not a straightforward pathway!

- Being strong enough to face challenges
- Finding mentors or role models, keep focus on your goals
- Being sensible to others
- Putting my knowledge in service to others
- Being passionate in what I do



Challenges faced by Hispanic women



How to advocate for yourself within your work environment



- Stand up for yourself in a respectful manner
- Be visible and participate
 - *Respectful*
 - *Assertive*
- Don't be passive: make choices in your own life
 - *We are all more likely to succeed when we build on your strengths*
- Take responsibilities for your actions



How to obtain a strong voice within your organization



“
BE COMFORTABLE AND SAY WHAT'S ON YOUR MIND. YOU HAVE TO GO AGAINST THE GRAIN A LITTLE BIT. THERE ARE NAY-SAYERS WHO SAY YOU CAN'T DO IT AND YOU HAVE TO OVERCOME THAT REJECTION.
”

- Be visionary and focused
- Be trustworthy and transparent: Lead by example
- Expect some push back
- Don't expect immediate results
- Recognize other's efforts



Larry M. (Seattle, WA)



Upcoming ACS Webinars!

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Limpiando el Medio Ambiente Usando
Catálisis

Dr. Juventino Garcia Alejandre, Facultad de Química, Universidad Nacional Autónoma de México

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The Art of Tooting Your Own Horn and Getting Paid for It



Amy Balija
Assistant Professor of Chemistry,
Radford University



Ingrid Montes
Professor of Organic Chemistry, University
of Puerto Rico and Board of Directors,
American Chemical Society



Janet Bryant
Chair, Chemical Innovation and
Entrepreneurship Council
and ACS Fellow

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Mike Russell Erik

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