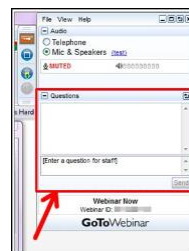


Have Questions?



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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- Build industry partnerships
- Prepare for a changing employment landscape

<http://acsoncampus.acs.org>

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- **RECEIVE ACCESS TO LINKEDIN LEARNING THROUGH THE END OF THIS YEAR** This powerful resource includes over 15,000 on-demand courses to support your continued learning and career advancement for active ACS members.
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www.acs.org/covid-19

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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:



Professional Education



Virtual Career Consultants



ACS Leadership Development System



Career Navigator LIVE!



ChemIDP



College to Career



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LEADING and LIVING INCLUSIVELY



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THIS ACS WEBINAR WILL BEGIN SHORTLY...

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Leading and Living Inclusively



La'Wana Harris
Author, ICF Credentialed Coach, and
Global Diversity and Inclusion Strategist



Paula Christopher
Program Specialist & Certified Diversity Expert
The American Chemical Society

Presentation slides and worksheet are available now! The edited recording will be made available as soon as possible.

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Leading and Living Inclusively

La'Wana Harris, CDE, ACC

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POWER AND PRIVILEGE

Leverage power and privilege to enable inclusion.



Three pillars for leading inclusively



ALLYSHIP

Become thoughtful and effective allies for underrepresented groups.



EVERYDAY INCLUSION

Embed inclusive behaviors as a way of doing business.

How comfortable are you with talking about diversity and inclusion in the workplace?

Not at all

Somewhat , but I need additional support.

It's about time. Been ready. Let's talk.



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Privilege



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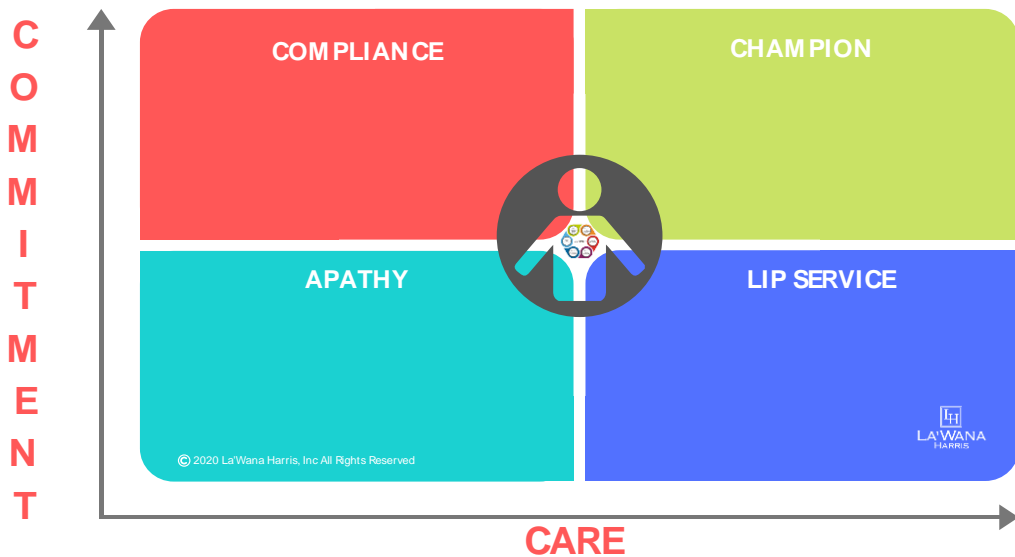
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Power and Privilege

How can you create access and opportunity for underrepresented groups within your organization?



Phases of Engagement



Resources

21-Day Racial Equity Habit Building Challenge: Setting our intentions and adjusting what we spend our time doing is essential. It's all about building new habits. Sometimes the hardest part is just getting started. The good news is, there's an abundance of resources just waiting to empower you to be a more effective player in the quest for equity and justice.

<https://www.eddiemoorejr.com/21daychallenge>



Engage across the full spectrum of human diversity.

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Performative allyship:

Superficial acts of solidarity from a nonmarginalized group that are self-centered and not supported by a long-term commitment to meaningful action.



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Honoring your Best Intentions

Performative Allyship

- Making a public declaration for racial equity
- Posting the Black Lives Matter or Say their names hastags
- Posting a black square for Blackout Tuesday
- Focusing your narrative and conversation on your own feelings



Thoughtful Allyship

- Engage at the systemic level to impact policy.
- Speak up, even when you feel uncomfortable.
- Use your privilege to benefit underrepresented groups.
- Acknowledge that even though you feel pain, the conversation is not about you.
- Understand that your education is up to you and no one else.



Ask yourself:

- Who benefits from this action?
- Will this action amplify marginalized voices?
- Are these actions part of a long-term strategy?



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Resources

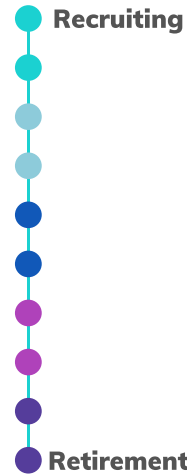
Guide to Allyship: An open source starter guide to help you become a more thoughtful and effective ally.

<https://guidetoallyship.com>

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Everyday Inclusion



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What support do leaders say they need most?

Learning how to talk about race and privilege

Creating Psychological Safety in a virtual workplace

Supporting employee wellness and well-being



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Where to start

Mirrors

"It's not easy looking in the mirror because you might see things that you don't want to see."

- Michelle, VP Marketing

Windows

"My team, my board and my family are looking to me for direction, and I feel lost."

- Jason, CEO

Doors

"The complexity of our current reality makes it difficult to decide when and how to act."

- Sandra, Senior Director

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Curiosities and Musings



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