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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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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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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>

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Advance YOUR CAREER

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ChemIDP.org

Discover ACS PUBLICATIONS

Publishing Resources







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Connect WITH CHEMISTS AND OTHER SCIENCE PROFESSIONALS

CAS SciFinder Future Leaders



171 alumni, 35 countries
and over 120 institutions

acsoncampus.acs.org/resources






From ACS Industry Member Programs

◆ LinkedIn Learning from ACS

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◆ Industry Matters Newsletter

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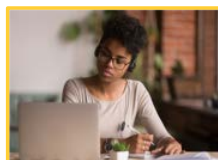


ACS Career Navigator: Your Home for Career Services



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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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.

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- Involved in both strategy recommendations and tactical execution, with the goal of seeing holistic engagement towards a more inclusive Society and scientific community
- Central hub for ACS members and governance units working together to build a culture of inclusion within ACS

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HOW TO RETAIN UNDER- REPRESENTED TALENT IN STEM



Co-produced with: ACS Department of Diversity Programs and ACS Diversity, Inclusion & Respect Advisory Board

THIS ACS WEBINAR WILL BEGIN SHORTLY...

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How to Retain Underrepresented Talent in STEM



Michele Heyward
CEO, PositiveHire

 @MicheleCHeyward
@PositiveHireCo



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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This ACS Webinar is co-produced with ACS Department of Diversity Programs and ACS Diversity, Inclusion & Respect Advisory Board.

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How to Retain Underrepresented Talent in STEM



Posi+iveHire

By: Michele C. Heyward

WHAT YOU'LL LEARN

- WHO IS MICHELE HEYWARD?
- DEFINE UNDERREPRESENTED
- WHY THIS FOCUS AREA?
- RETAIN
- ACTION STEPS

PositiveHire

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WHO IS MICHELE HEYWARD



Michele Heyward, **FOUNDER**

Education

- B.S. degree in civil engineering &
- M.S. degree in industrial management.

Experience:

- Technology Transfer
- Technical Sales
- Construction/Project Management

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POSITIVEHIRE

PositiveHire, a tech company engineered to bridge the gap between enterprises and women of color in STEM. We prepare enterprises to receive them, and help those enterprises recruit them. This approach makes PositiveHire, the premiere recruiting platform for women of color STEM professionals.



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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



“How do you define “underrepresented” as it relates to STEM?”

- Anyone who does **NOT** identify as a **white man**
- Anyone who does **NOT** identify as a **white or Asian man**
- Anyone who identifies as **Black, African American, Native American, Alaskan and Hispanic**
- Anyone who does **NOT** identify as a **white or Asian woman**

DEFINITION OF UNDERREPRESENTED

According to National Science Foundation:

- Hispanic or Latino women
- Hispanic or Latino men
- Black or African American women
- Black or African American men
- American Indian or Alaska Native women
- American Indian or Alaska Native men

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DEFINITION OF UNDERREPRESENTED

According to Michele Heyward:

- Latino womxn or Latinas
- Latino men
- LatinX
- Black womxn
- African American womxn
- Black men
- African American men
- Indigenous People

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WHY FOCUS ON UNDERREPRESENTED STEM PROFESSIONALS?

Less than 4% of engineering bachelor's degrees are awarded to African American, Hispanic, and Native American women combined, and for African American women that percentage is declining.

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WHY FOCUS ON UNDERESTIMATED STEM PROFESSIONALS?

Approximately one in four women engineers have left the workplace in the past five years, a rate that is much higher than their male counterparts.

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WHY FOCUS ON UNDERESTIMATED STEM PROFESSIONALS?

The study found that while only 20 % of engineering graduates are women, only one in five engineering degrees earned by women are by women of color.

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WHY FOCUS ON UNDERESTIMATED STEM PROFESSIONALS?

With Diverse Management Teams Revenue Increases by 19%

Revenue



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WHY FOCUS ON UNDERESTIMATED STEM PROFESSIONALS?

Racially Diverse Teams Outperform Non-diverse Ones by 35%



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WHY FOCUS ON UNDERESTIMATED STEM PROFESSIONALS?

Gender diversity accounted for a difference in Average Sales Revenue \$599.1 million.



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WHAT UNDERREPRESENTED WOMEN IN STEM ARE SAYING?

According to underrepresented women in STEM professionals, employers are missing the mark in retaining them.

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RESEARCH ON RETAINING UNDERREPRESENTED WOMEN IN STEM

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BENEFITS

Create Inclusive Benefits.

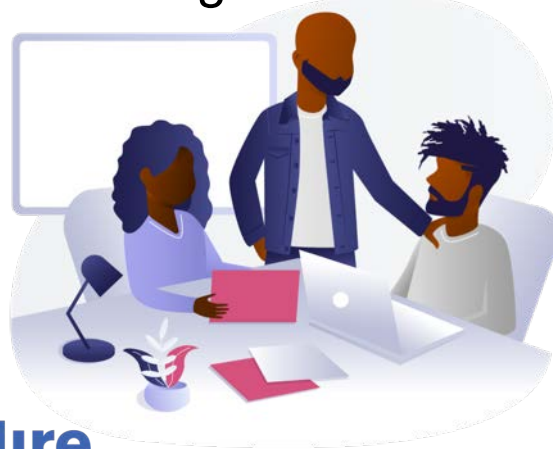


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VALUED

Acknowledged for their abilities.



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VALUED



Acknowledged for their skills.

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VALUED

Acknowledged for their knowledge.



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LOCATION

Location, location, location is important.



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COMPANY BRAND

Company's INTERNAL and EXTERNAL stance & actions with:

- Black Lives Matter
- Equal Pay
- Environmental Concerns
- More

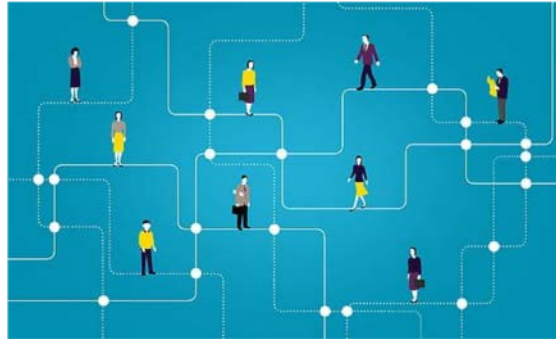


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CAREER ADVANCEMENT

A key way to retain underrepresented people in STEM is professional progression.



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TREATED WITH RESPECT

Ability to speak freely especially when they disagree with a situation or matter in the workplace.



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TREATED WITH RESPECT

Ability to openly talk about their families, race and culture.
Their experiences should be welcomed in the workplace.

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TREATED WITH RESPECT

Given credit for their work, ideas and contributions.

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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



“Which social media platform do you most often discuss diversity and inclusion or workplace issues?”

- Twitter
- Facebook
- LinkedIn
- Instagram
- None of the above

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TREATED WITH RESPECT

Consistently shutdown when they speak in meetings or in small groups.



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TREATED WITH RESPECT



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TREATED WITH RESPECT



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ACTION STEPS

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ACADEMIA

How to support faculty and staff of color?



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ACADEMIA

Faculty and staff of color are often the mentors and sponsors for students of color.

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ACADEMIA

1. Ask them how to support them and students of color.
2. Then do it!
3. Crowdfsource a list of resources.
4. Take over their office hours.

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ACADEMIA

1. Support them with being published.
2. Support them with pointing out and dismantling favoritism or “common” practices.
3. Support them in receiving funding.

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ACADEMIA

How to support students of color?

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ACADEMIA

1. Ask graduate, senior or junior level students of color what they needed. Then do it!
2. Crowdsourcing a list of resources.
3. Build a community.
4. Be a conduit for them.

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CORPORATE/ PRIVATE SECTOR

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ASSESS EMPLOYEE LIFE CYCLE

1. Attracting
2. Recruiting
3. Onboarding
4. Learning & Development
5. Retaining
6. Rewards, Recognition & Benefits
7. Progress & Performance
8. Retain/Exit (Separation)

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RECRUITING PROCESS

1. Inclusive job description
1. Increase diversity of candidate pool
1. Interview Process Is Unbiased

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ASSESSMENTS OF EMPLOYEE LIFE CYCLE

- As employee's lives changes some areas will become more important than other areas.
- Employers may find it easier to retain women of color based on their personal lives, professional goals and personal needs.

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PROGRESS & PERFORMANCE



Christopher Keelty 
@keeltyc

This has bothered me for a long time, but I've never spoken about it: In my career I've managed around 20 people or so at various times. Two of those people were Black.

I cannot tell you how different my supervisors were toward me about how I managed the Black direct reports.

5:59 PM · Jun 12, 2020 · Twitter Web App

1K Retweets 362 Quote Tweets 1.7K Likes

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PROGRESS & PERFORMANCE



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ONBOARDING

1. Customize content
1. Build an inclusive mentorship program
1. Utilize Employee Resource Groups

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STAY CONNECTED



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How to Retain Underrepresented Talent in STEM



Michele Heyward
CEO, PositiveHire

@MicheleCHeyward
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Paula Christopher
Program Specialist & Certified Diversity Expert,
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