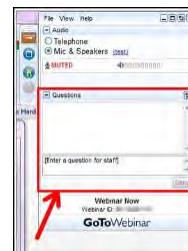
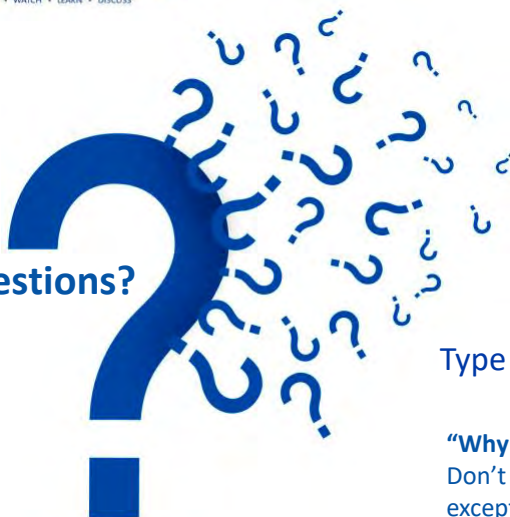




Have Questions?



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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1



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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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Culinary Chemistry

▶ View the Collection

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.

Popular Chemistry

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Feeling burdened by all that molecular weight? Listen to experts expound on the amazing side of current hot science topics. Discover the chemistry of rockets, how viruses have affected human history, or the molecular breakdown of a hangover.

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.

<https://www.acs.org/content/acs/en/acs-webinars/videos.html>

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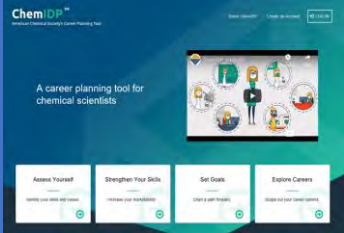
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Connect, collaborate, and stay informed about the trends leading chemical innovation

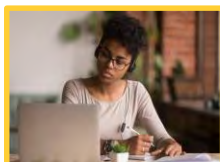
Join: bit.ly/ACSinnovationhub

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



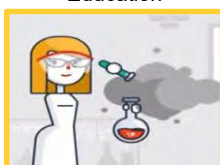
Virtual Career
Consultants



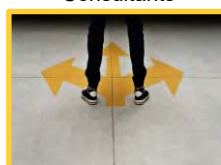
ACS Leadership
Development System



Career Navigator LIVE!



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Visit www.ACS.org/COVID19-Network to learn more!

7

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.

Contact Us:

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8

Grateful for your chemistry career?

Pay it forward with a donation to the ACS Scholars Program today!

www.donate.acs.org/scholars



ACS Office of Philanthropy
Chemistry for Life®



ACS Scholars Endowment Founder Joe Vacca, retired Vice President of Chemistry, Merck & Co., meets with his 2018 ACS Scholar Johanna Masterson, now a grad student at Princeton University.

“Chemistry has been good to me...so I wanted to make a significant gift to provide that opportunity to others.”

9

HOW INDUSTRY IS ACS DIVERSIFYING THE WORKFORCE

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THIS ACS WEBINAR WILL BEGIN SHORTLY...

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How Industry is Diversifying the Workforce



Vikram Gopal
Sr. Vice President, Technology,
Ascend Performance Materials



Marcus Remmers
Chief Technology Officer,
Royal DSM



Marvin Mendoza
Global Head of Diversity, Equity
and Inclusion, PPG



Rebeka Paul
Program Manager,
American Chemical Society

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

www.acs.org/acswebinars

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A Foundation of Inclusion

Vikram Gopal
Sr. Vice-President and CTO, Ascend Performance Materials
Jan 12th 2021

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Better every day
We invest in our people and our processes to improve every day.

Customer-focused
We exist for our customers; they drive our actions. Their success is our success.

One Ascend
All together, with a common set of goals and eye toward the future.

We care
We operate safely with high integrity for our employees, our customers and our communities.

Agile
We think broadly and lead proactively in a constantly evolving organization and industry.

Ascend Values

ASCEND
PERFORMANCE MATERIALS

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What is Diversity & Inclusion (DI)



***DIVERSITY** is a mixture of people with **differences and similarities** in their appearance, abilities, experiences, beliefs, thoughts and perceptions.*

Inclusiveness is about **Trust, Respect and Humility**.

It includes:

- Valuing others' opinions and ideas
- Treating others with dignity and respect without compromising our core beliefs.
- Finding common ground

Key Strategy Components

To foster and grow a diverse workforce, we have to strengthen:

- **inclusive leadership behaviors**
- **development opportunities**
- **policies and tools**

This includes:

- Clear **accountability** and **expectations**
- **Ability to have challenging conversations**
- Intentionally diverse hiring and succession pipelines
- Ability to reinforce inclusive behaviors during **pivotal moments**
- **Diverse project teams** that intentionally include
 - Disruptive thinkers
 - Unique perspectives
 - Learning opportunities for growing team members
 - Cross functional perspectives



Accountability and
Expectations



Success Metrics



Leadership Training



Deliberate Dialogue



Global Perspective

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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



Which company is likely to be more innovative?

- One with no clear path toward diversity and inclusion
- One with a commitment to diversity and inclusion
- Both are equally likely to be innovative

D&I drives faster innovation



Disruptive thinking

Vision to reimagine technologies for different end-uses.

Unique perspectives

Life experiences enable non-linear thinking and faster solutions.

Cross-functional learning

Result in synergies, avoid pitfalls and come to better solutions.

Global perspective

Different cultures and nationalities bring simple solutions that may be overlooked.



Acteev odor-fighting technology launched in 2019 for apparel industry



Tested against viruses, bacteria and fungi and used to make masks in 2020

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How DSM is diversifying its workforce

Marcus Remmers
Chief Technology Officer, DSM

NUTRITION · HEALTH · SUSTAINABLE LIVING





Creating an inclusive workplace where everyone is valued and can make an impact



Gender diversity & inclusion at DSM

Equal opportunities, equal pay for equal work, an inclusive work environment free of harassment and bias



Internationalization & diversity			
	Aspiration	2019	2018
Female executives	25% by 2021	20%	19%
Under-represented nationalities	35% by 2021	31%	31%

21

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT

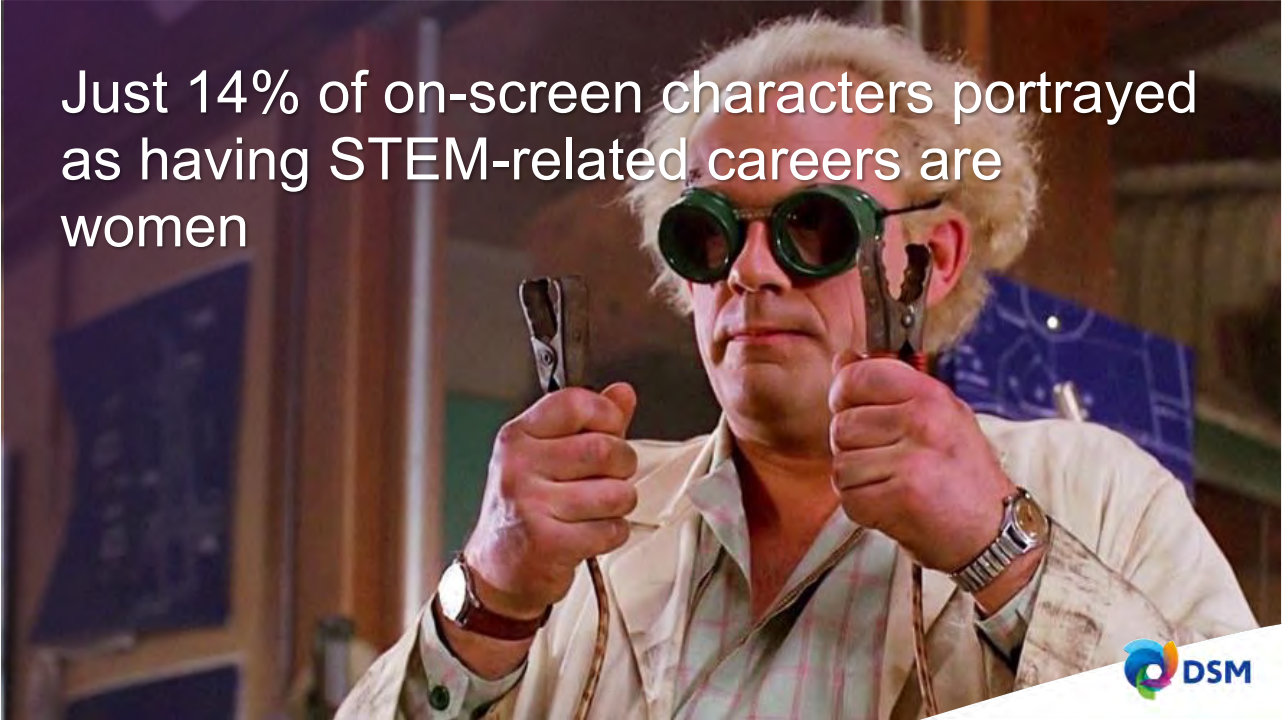


Please close your eyes and picture your favorite Hollywood Movie scientist. **Was that scientist a:**

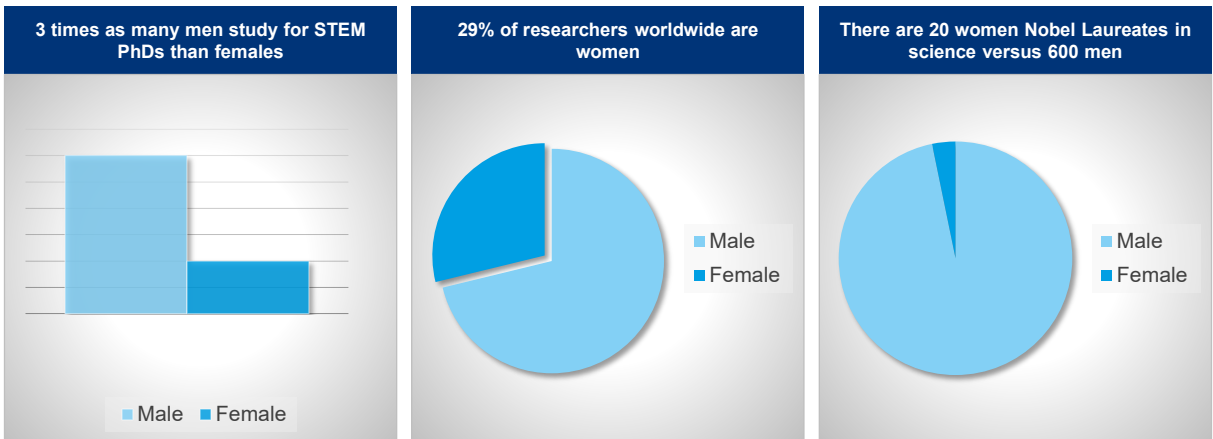
- Man
- Woman

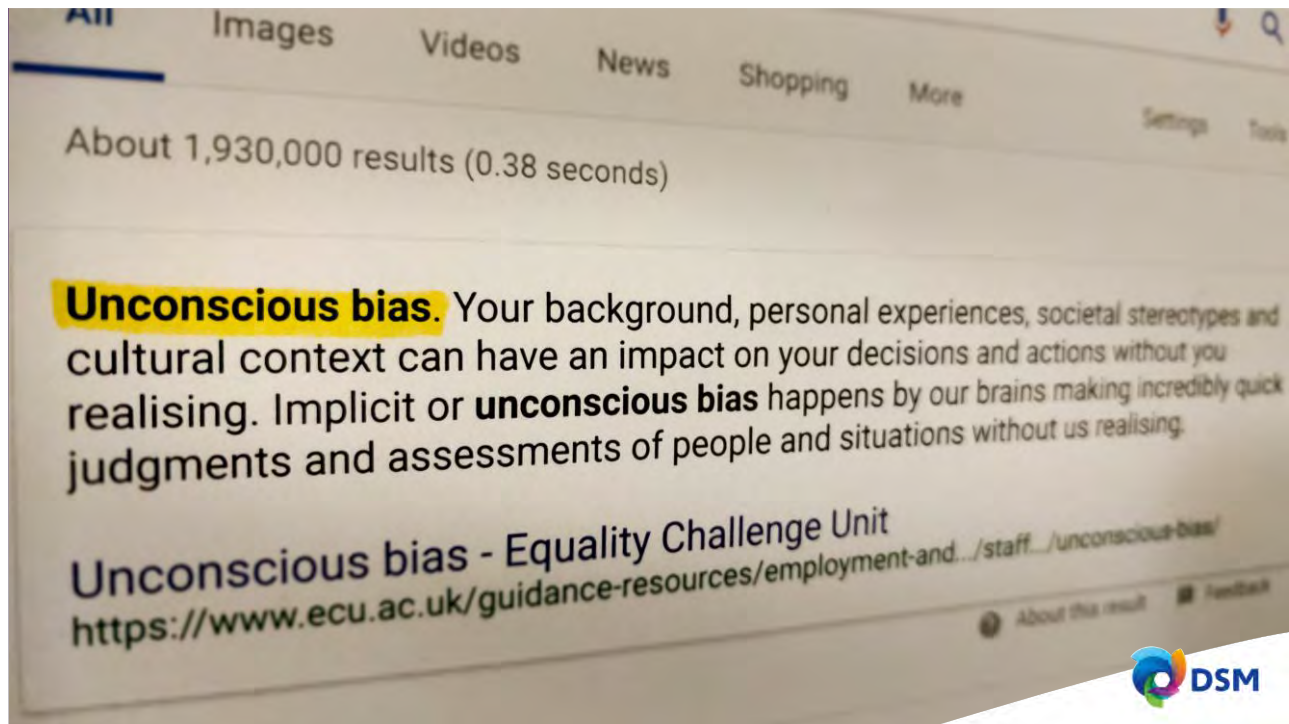
22

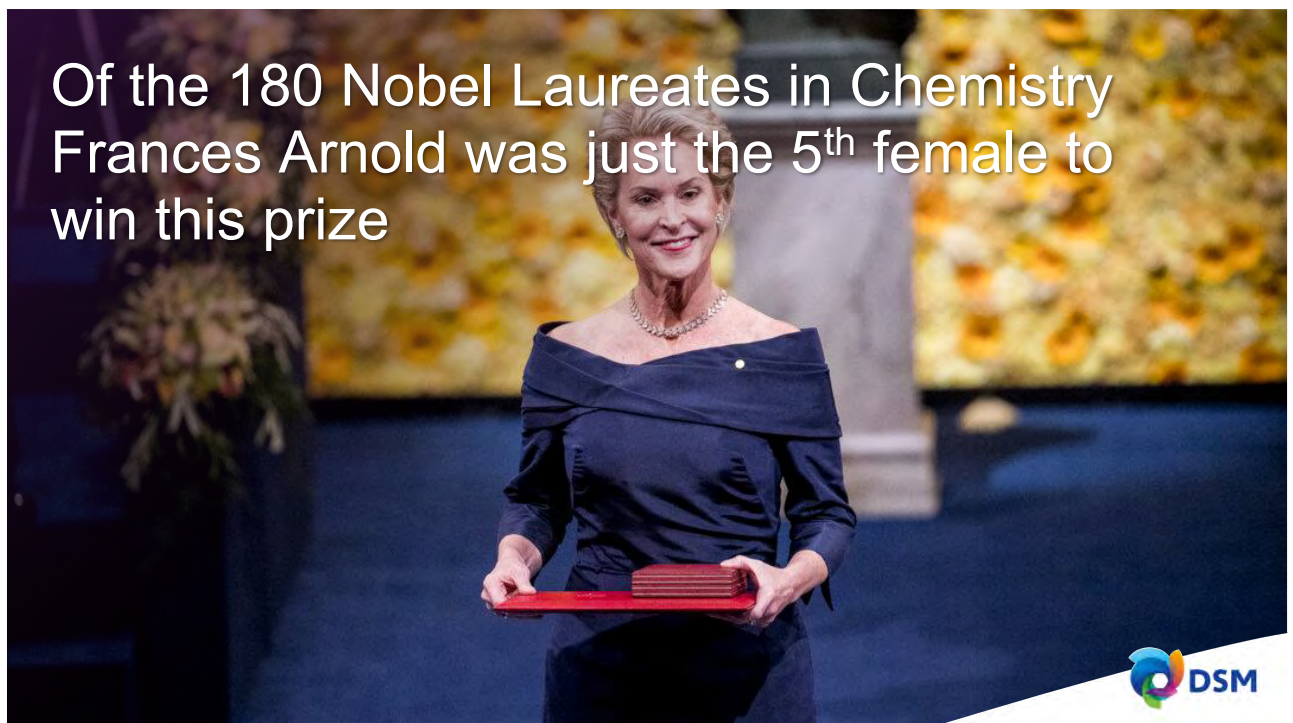
Just 14% of on-screen characters portrayed as having STEM-related careers are women



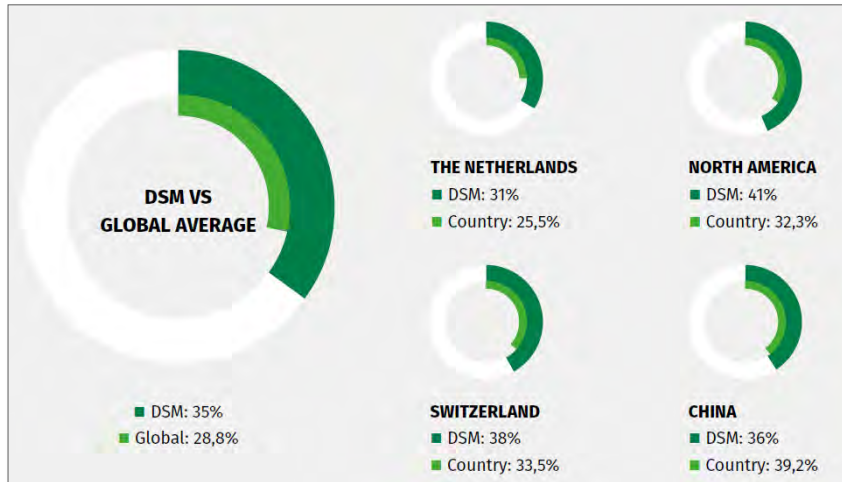
At school, the STEM split is around 50/50. Why are less women working in science?







With 35% women working in R&D, DSM is performing better than the global industry average of 29%



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Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



How long has your company or you been on a diversity, equity & inclusion (DE&I) journey?

- 0-1 year
- 1-5 years
- 5-10 years
- Over 10 years

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Marvin Mendoza

PPG global head of diversity, equity & inclusion



31

An Unprecedented Year: Racial Injustice in 2020



2020: The year America confronted racism

The Washington Post

Protests wind down on East Coast, but clashes persist in West; hundreds mourn Floyd near N.C. birthplace



George Floyd death: Why US protests are so powerful this time



The New York Times

White Americans Say They Are Waking Up to Racism. What Will It Add Up To?

Anti-racism activists have detailed concerns that are not only about symbols or slurs but also about entire systems governing how Americans live.



Trump Tells Agencies To End Trainings On 'White Privilege' And Critical Race Theory'



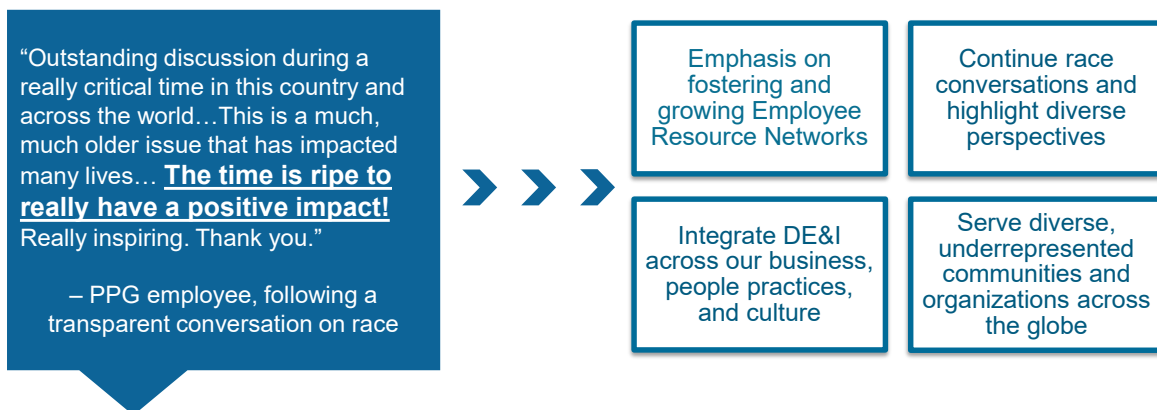
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PPG's Diversity, Equity & Inclusion Activities To-Date



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2021 and Beyond at PPG



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HOW INDUSTRY IS DIVERSIFYING THE WORKFORCE



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ASK YOUR QUESTIONS AND MAKE YOUR COMMENTS IN THE QUESTIONS PANEL NOW! ³⁵



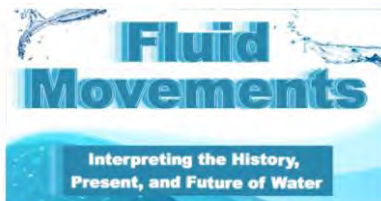
Date: Thursday, January 14, 2021 @ 2-3:30pm ET
Speaker: Christopher Hendon, University of Oregon
Moderator: Brian Guthrie, Cargill

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What You Will Learn:

- A historical account of espresso and its role in the coffee industry
- The chemistry and physics of conventional espresso and how to optimize the process to achieve reproducibly tasty coffee
- Challenges in real-time quantification using a refractive index measurement, and the next-generation of analytical approaches

Co-produced with: ACS Division of Agricultural & Food Chemistry



Date: Thursday, January 21, 2021 @ 2-3pm ET
Speakers: Jahnvi Phalkey, Science Gallery Bengaluru and Jesse Smith, Science History Institute
Moderator: Daryl Boudreaux, Principal, Boudreaux & Associates LLC

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What You Will Learn:

- The history of water quality analysis and the various scales of water protection that have emerged in the United States over the past 200 years
- The challenges, limitations, and opportunities of more ontological approaches to the interpretation of water for public audiences
- Why museums and galleries should interpret water not as a singular material that preexists its understanding by scientific or indigenous knowledge, but rather as a multiplicity made by and bound up in systems of bodies, practice, power, and places

Co-produced with: Science History Institute and *Chemical & Engineering News*



Date: Thursday, January 28, 2021 @ 2-3:30pm ET
Speakers: Katrina Knauer, BioCollection Inc. and Philippe Reutenauer, Léa Nature
Moderator: Peter Boul, Aramco Americas

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What You Will Learn:

- Challenges in recycling of plastics and scaling new depolymerization technologies
- Chemical pathways for breaking down single-use plastics with an emphasis on polyethylene
- Synthesis of new polymers from chemically recycled monomers
- How food companies can modify their relationship towards plastics to face the public concerns linked to plastic packaging
- Mechanical recycling and its limitations and the emerging solutions for chemical recycling

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Mike Russell Erik Katie

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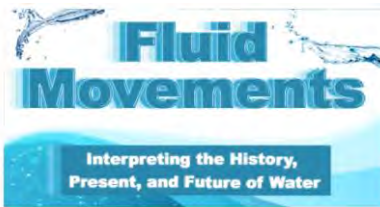
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