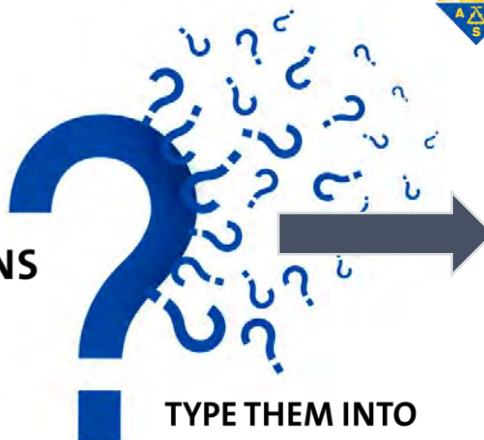
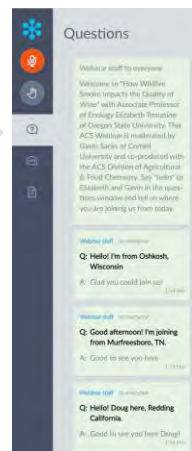




**HAVE QUESTIONS OR COMMENTS**



**TYPE THEM INTO THE QUESTION BOX!**



**“Why am I muted?”**  
Don't worry. Everyone is muted except the presenter and host. Thank you and enjoy the show.

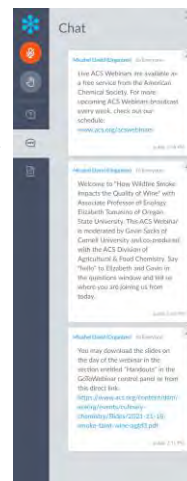


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The Drug Design Delivery Series has built a collection of the top minds in the field to explain the mechanics of drug discovery. Discover the latest research, receive an overview on different fields of study, and gain insight on how to possibly overcome your own med chem roadblocks.

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### Culinary Chemistry

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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## Career Consultant Directory



- ACS Member-exclusive program that allows you to arrange a one-on-one appointment with a certified ACS Career Consultant.
- Consultants provide personalized career advice to ACS Members.
- Browse our Career Consultant roster and request your one-on-one appointment today!

[www.acs.org/careerconsulting](http://www.acs.org/careerconsulting)

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## Virtual Office Hours: LinkedIn Profiles for Chemists



**Thursday, Feb. 3<sup>rd</sup> @12pm ET**

- Optimize your LinkedIn profile
- How to attract new career opportunities
- Best practices of virtual networking

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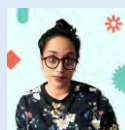
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A science podcast by the **American Chemical Society** about things small in size but **BIG** in impact.



Sam Jones, PhD  
*Science Writer & Exec Producer*



Deboki Chakravarti, PhD  
*Science Writer & Co-Host*

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## Get in touch with the Office of Diversity, Equity, Inclusion & Respect

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<https://fs7.formsite.com/acsdiversity/ACSMemberFeedback/index.html>

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### Yes And!

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 Moderator: Annabelle Lolincio, Iowa State University

[Register for Free!](#)

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- Why improving professional empathy can build win-win scenarios
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Co-produced with: ACS Division of Professional Relations

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**The Inclusivity Triangle**

 Approaching DEIR in Chemistry through Academia, Industry, and Community  
 Co-produced with the ACS Office of Diversity, Equity, Inclusion & Respect

**The Inclusivity Triangle: Approaching DEIR in Chemistry through Academia, Industry, and Community**


**SHANINA SANDERS JOHNSON**  
 Assistant Professor, Organic Chemistry,  
 Spelman College



**SHERINE OBARE**  
 Dean and Professor, Joint School of Nanoscience  
 and Nanoengineering, North Carolina A&T State  
 University and UNC Greensboro



**PAMELA LEGGETT-ROBINSON**  
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 PLR Consulting



**PAULA CHRISTOPHER**  
 Diversity Planning & Strategy Program Manager,  
 Office of Diversity, Equity, Inclusion & Respect,  
 American Chemical Society

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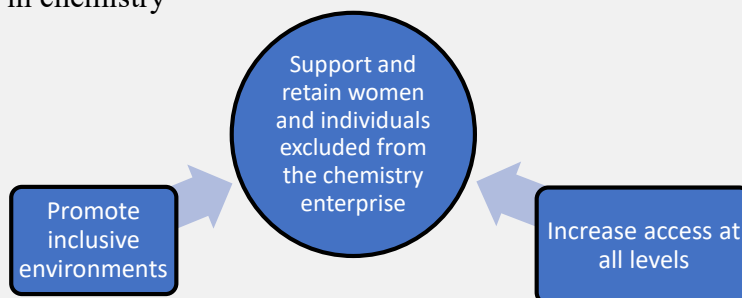
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*This ACS Webinar is co-produced with the ACS Office of Diversity, Equity, Inclusion & Respect.*

# Diversity, Equity, Inclusion, and Respect in Chemistry (DEIR)



- ACS commitment
  - Embracing and advancing DEIR
  - Dismantling systemic and structural barriers that have formed from a history of exclusion and bias in chemistry



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Embracing and Advancing DEIR:

**Creating Inclusive Learning Environments**

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## Inclusive Teaching



- Includes all students in the learning process
- Inclusive Classroom Environment
  - Get to know students and build community
- Students should contribute to the knowledge base of the course and lead discussions on topics of interest to them

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## Culturally Relevant Pedagogy (CRP)



- Culturally relevant teaching is a framework used to raise engagement and academic achievement of students whose culture and experiences are not included in mainstream curriculums.

- **Principles are:**

- 1) High academic achievement- Put chemistry in context
- 2) Cultural competence- include cultural and social elements to develop positive ethnic and cultural identities
- 3) Examination of social and political inequities- Examine and challenge inequities in society related to chemistry



**Gloria Ladson-Billings**  
Introduced CRP in 1995

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## Developing culturally relevant activities

- **Food:** Let students pick family recipe or their favorite food and create assignments or questions related to compounds in the food
  - Properties, synthesis, analysis, biology (lecture and laboratory)
- **Medicine/Drugs:** Medicines targeted at diseases impacting minority communities, women/minorities in medicinal chemistry, discoveries by women
  - **TV shows/documentaries/books:** Use books to frame a course, ask students to relate the class to the shows they watch, or use popular documentaries as source material
    - Opioid crisis- Euphoria, High Town, Dopesick, Painkiller, Ben is Back, Snowfall

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## Review Projects- Student Choice



### Organic I Course (Infographics)

- Red Lipstick
- Alcohol Chemistry
- Baking
- Christmas Chemistry
- Acrylic Nails
- Sunscreen

### Organic II Course

- Cigarettes and Vapes
- Chemistry and Social Impact of Plan B
- Organic Farming and Pesticides
- Cannabis and Prison Reform
- Maternal Death and Pregnancy Hormones

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## Summary



- **Principles 1&2:** Use culturally relevant teaching to encourage high academic achievement while developing positive ethnic and cultural identities for all students
- **Start small- individual questions, assignments, or discussion**
- **Principle 3:** Critique social and political inequities in society to solve problems related to chemistry
- Can be accomplished through RESEARCH!

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## Audience Survey Question

ANSWER THE QUESTION ON THE INTERACTIVE SCREEN IN ONE MOMENT



22

### What are you prepared to do to create an inclusive curriculum?

- **A)** Climate survey
- **B)** Curricular audit
- **C)** Incorporating current events/entertainment in the course
- **D)** Working with colleagues to create assignments/projects

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




# Embracing and Advancing DEIR: Creating an Inclusive Research Environment

23

## Vision 2030



- How can America keep its lead in fundamental research?
- How can American discoveries continue to empower U.S. businesses and entrepreneurs to succeed globally?
- How can the U.S. increase STEM skills and opportunities for all Americans?

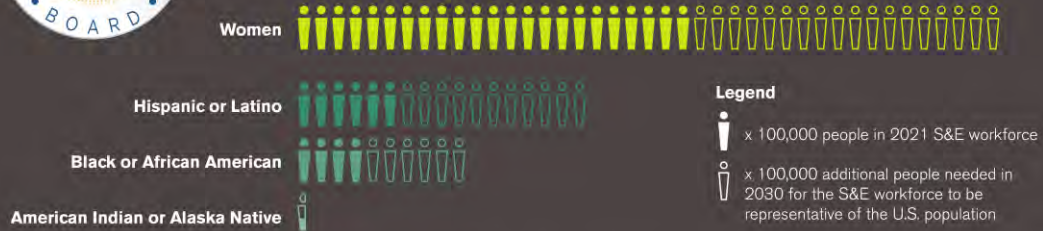
 <b>NATIONAL SCIENCE BOARD</b> <b>VISION 2030</b> The U.S. science & engineering (S&E) ecosystem, fueled by federally funded fundamental research, has led to innovation and new industries, revolutionized health care, promoted peace, created the mobile and digital world, and transformed our lives. Fundamental S&E research benefits the entire world. Yet a strong economy and our national security depend on a significant share of future scientific	<b>DELIVER BENEFITS FROM RESEARCH</b> To enhance the return to U.S. taxpayers from our S&E investments and empower the nation's businesses and entrepreneurs to compete globally, the U.S. must build on progress from the past decade, improve coordination, and speed translation from discovery to innovation.
	<b>DEVELOP STEM TALENT FOR AMERICA</b> To keep our lead in fundamental research and bolster the workforce of the future, the U.S. must develop America's STEM talent, including a STEM-capable workforce at all educational levels, and continue to welcome foreign talent.

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# Missing Millions: Faster Progress in Increasing Diversity Needed to Reduce Significant Talent Gap



**Legend**

- x 100,000 people in 2021 S&E workforce
- x 100,000 additional people needed in 2030 for the S&E workforce to be representative of the U.S. population

While the number of people from under-represented groups in the S&E workforce has grown over the past decade, much faster increases will be needed for the S&E workforce to be representative of the U.S. population in 2030. To achieve that goal, the NSB estimates that the number of women must nearly double, Hispanic or Latinos must triple, Black or African Americans must more than double, and the number of American Indian or Alaska Native S&E workers needs to quadruple (from 15,000 to 60,000). The NSB estimates that the number of Native Hawaiian or Other Pacific Islanders will be slightly overrepresented in the S&E workforce in 2030.

These estimates are based on projections from the U.S. Census and Bureau of Labor Statistics, together with data from the 2021 Women, Minorities, and Persons with Disabilities in Science and Engineering report published by the National Center for Science and Engineering Statistics and assume that participation of these groups in the S&E workforce increases at current rates.

U.S. CHAMBER OF COMMERCE

# AMERICA'S OPPORTUNITY GAPS: BY THE NUMBERS

Systemic Barriers to Equality of Opportunity for Black Americans and People of Color

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# Workforce and Talent Development



*Creating opportunities for career progression toward chemistry, science and engineering careers*



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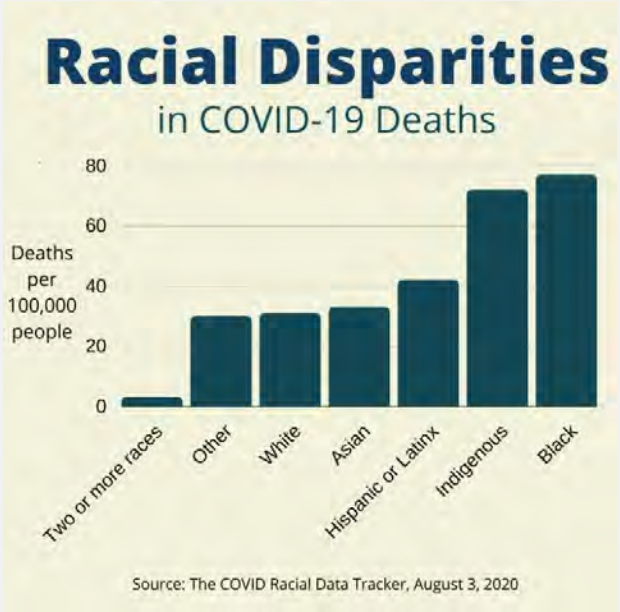
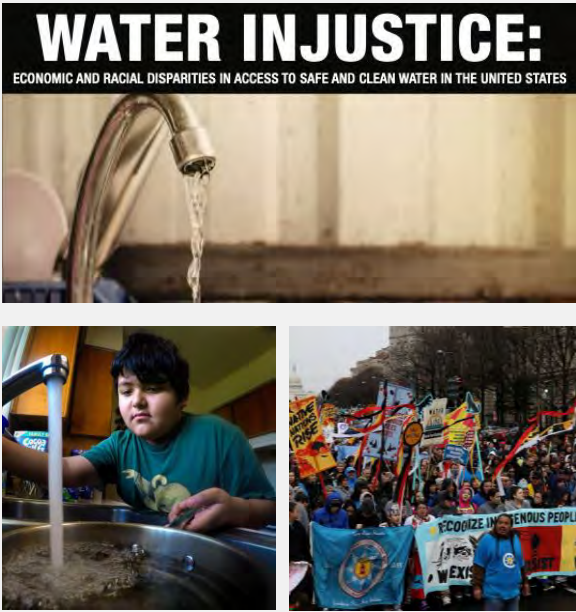
## Creating Cultures that Embrace Inclusivity in Research Labs



***Research leaders can create inclusive environments by:***

- Demonstrating cultural competence
- Ensuring that all participants are fully engaged as active contributors in the research
- Welcoming all ideas and questions and demonstrating value and respect
- Being open about not having all the answers, but instead having a growth mindset
- Becoming comfortable with being uncomfortable

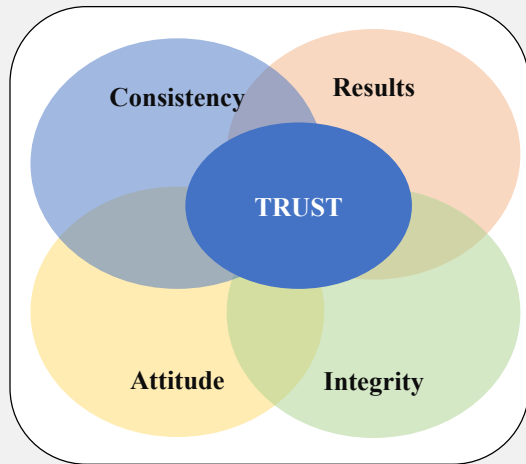
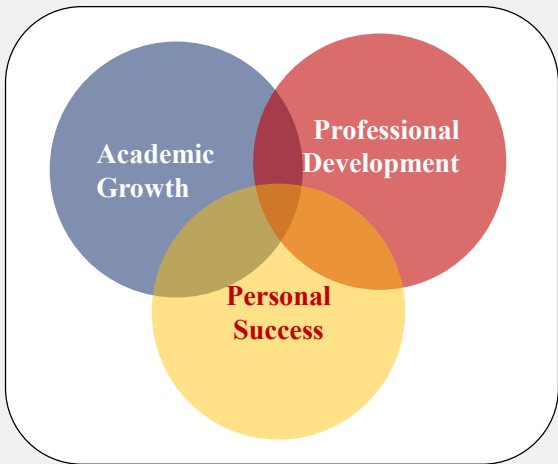
28



# Mentoring Matters



Intentional mentoring leads to success and career progression











## Audience Survey Question

ANSWER THE QUESTION ON THE INTERACTIVE SCREEN IN ONE MOMENT



### What are the next steps you plan to take in workforce and talent development?

(Select all that apply)

- **A)** Give a seminar at an HBCU (historically black college/university) or HIS (Hispanic Serving Institution)
- **B)** Attend NOBCChE or SACNAS conference and host a booth/attend poster session
- **C)** Aspire to develop professionally in areas of cultural competence and inclusive excellence in research and mentoring
- **D)** Reflect on the impact of unconscious bias in classrooms, research, and work environments

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



Embracing and Advancing DEIR:  
**Creating Space for All  
 Members to Grow**



## Audience Survey Question

ANSWER THE QUESTION ON THE INTERACTIVE SCREEN IN ONE MOMENT



### How long have you been a member of ACS?

- A) Less than 5 years
- B) 6-15 years
- C) 16-25 years
- D) Greater than 25 years
- E) I am not an ACS Member

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

## How to utilize local section activities to increase inclusion of diverse perspectives, professions, and racial/ethnic/gendered identities of members?



*"Professional organizations are the best-kept secrets as they are a breeding ground for professional growth, leadership training, and scholarship." (Leggett-Robinson, 2021)*



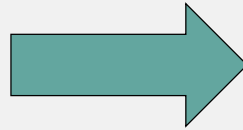
Use organizational awareness



Ensure all members have fair access and opportunities



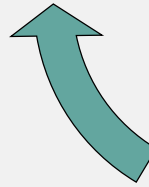
Intentionally invest in DEIR at the committee level



Creating personal and professional opportunities for growth within the section



Creating new processes and systems to recruit and support members from diverse groups



Creating new opportunities for members to engage in ACS activities



## Local Section Organizational Awareness (Demographics)



### What it looks like:

- Demographics of Membership
- Demographics of Leadership
- Field of Research
- Degree Discipline
- Age
- Meeting attendees
- Meeting Location
- Meeting Topics/Speakers

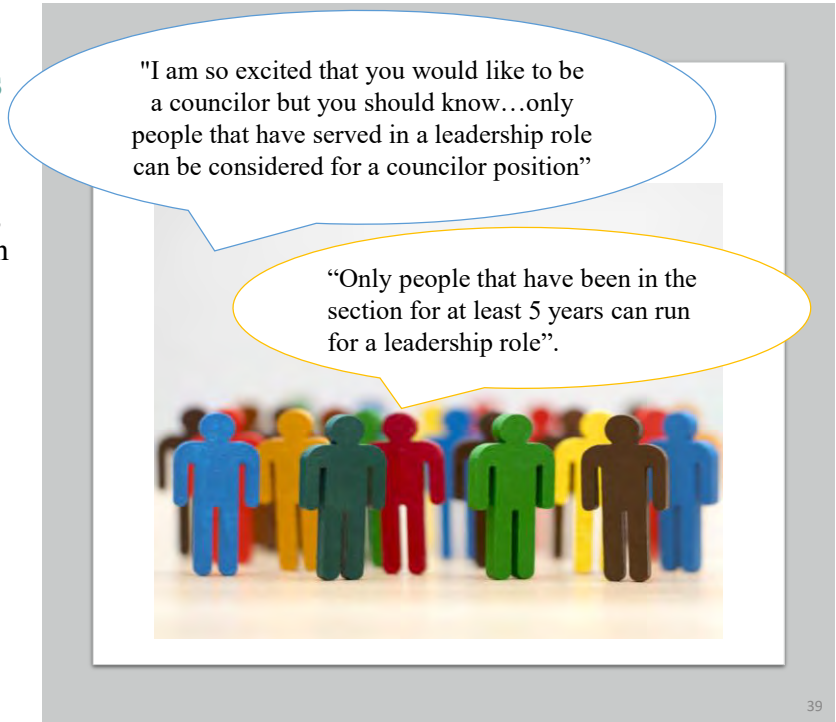


## Local Section Organizational Awareness (Operations)

Before we can utilize local section activities or create space, we have to know how the section operates.

**LS Member XYZ** would like to run for a councilor position. She has been a member of the local section for 2 years.

She has attempted to serve in a leadership role but has been met with opposition from the more senior local section members.



## Belonging and Fair Access & Collaborations



### Belonging

The human need to belong is the most powerful motivator of social behavior (Baumeister & Leary 1995). When people perceive threats to their belonging in organizations (e.g., rejection, isolation, invisibility), their interactions, functioning and productivity can be and is often negatively impacted (Leggett-Robinson, 2020).

### Fair Access and Collaborations

Systematic access to high-quality advice and guidance through work experiences, skill development, and collaborations is crucial in helping diverse members pursue professional careers.



# Opportunity

## Leadership

Members can serve on committees, fill a local chapter officer position, spearhead scholarship awards, develop community outreach programs or the like. With each, the skill set obtained members lay the foundation for their leadership progression.



## Networking

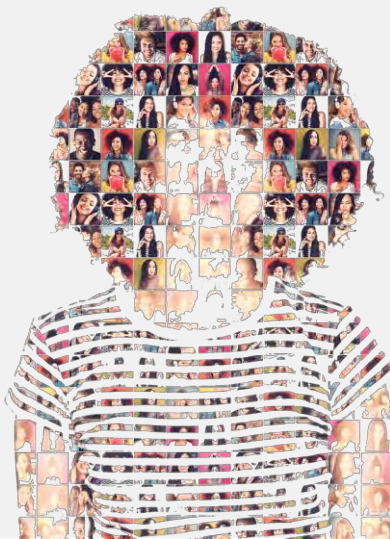
Being able to share experiences and information with others within the discipline is a huge benefit, as operating in isolation can lead to feelings of unmet needs for professional support (Obare, 2020; Leggett-Robinson, 2021)

## Sponsorship

Sponsorship from the local level can place diverse members at the door of leadership on the national level of the professional organization.

# Intentional Investments in DEIR

## DEIR as a Committee Commitment



**Listening & Relationships**

**Respect for Diverse Perspectives, Values, & Ways of Doing**

**Intentional Recruitment & Leadership Advancement**



## Audience Survey Question

ANSWER THE QUESTION ON THE INTERACTIVE SCREEN IN ONE MOMENT



**What next step do you plan to take in creating a space for all members of the local section to thrive?** (Select all that apply)

- **A)** Use organizational awareness for advocacy, empowerment, and accountability
- **B)** Seek ways to ensure all members have access and opportunities for professional growth and leadership
- **C)** Develop and/or foster collaborations and partnerships with NOBCChE, SACNAS, AACT, and Chemical Industries
- **D)** Ensure DEIR is a part of all committees (strategic planning)

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

## References and Resources- CRP



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The work is funded in part by the National Science Foundation Award Number HRD-1912385. The content is solely the responsibility of the authors and does not necessarily represent the official views of the funding agencies listed.



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Tuesday, February 1, 2022 | 1pm - 2pm ET

### The Inclusivity Triangle

Approaching DEIR in Chemistry through Academia, Industry,  
Co-produced with the ACS Office of Diversity, Equity, Inclusion

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





## The Inclusivity Triangle: Approaching DEIR in Chemistry through Academia, Industry, and Community



**SHANINA SANDERS JOHNSON**  
Assistant Professor, Organic Chemistry,  
Spelman College



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- Why improving professional empathy can build win-win scenarios
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How a False Sense of Security  
Can Lead to Lab Accidents



Date: Wednesday, February 9 @ 2-3pm ET

Speaker: Mary Beth Mulcahy, ACS Chemical Health & Safety

Moderator: Ralph Stuart, Keene State College

Register for Free!

#### What You Will Learn:

- How to recognize the multiple contributing factors that lead to a laboratory accident
- How a laboratory accident can impact a chemist's career
- What are ACS Chemical Health & Safety journal's expectations for incident reports

Co-produced with: ACS Division of Chemical Health and Safety and ACS Committee on Chemical Safety

## 10 Tips for Creating Abstracts with Substance and Style



Date: Thursday, February 17 @ 2-3pm ET

Speaker: Osvaldo Oliveira Jr., ACS Applied Materials & Interfaces and University of São Paulo, Brazil

Moderator: Regiane Braicchi, ACS Publications

Register for Free!

#### What You Will Learn:

- How to create a strong title
- How to craft a substantive abstract
- How to construct an impactful TOC graphic

Co-produced with: ACS on Campus

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