



www.acs.org/acswebinars



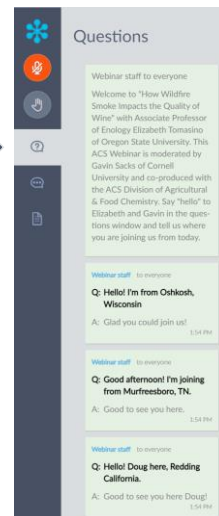
**Questions or Comments?**

Type them into the questions box!



**"Why am I muted?"**

Don't worry. Everyone is muted except the Presenter and the Host. Thank you and enjoy the show.



1

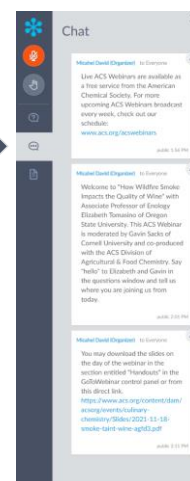
1



www.acs.org/acswebinars



**Chat**  
Announcements and hyperlinks from our team



2

2

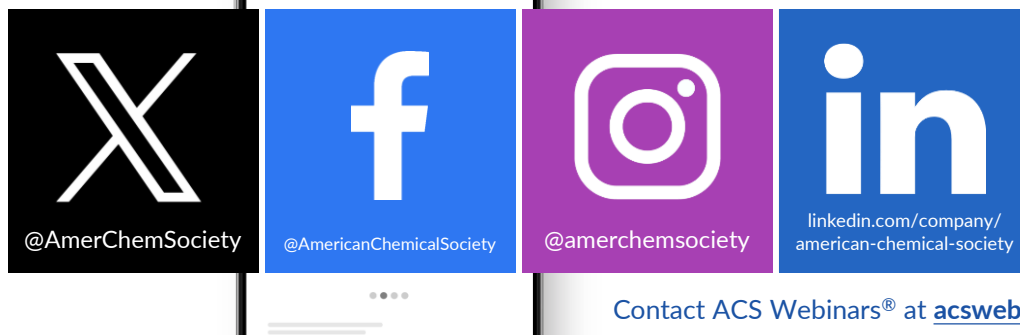


[www.acs.org/acswebinars](http://www.acs.org/acswebinars)



## Let's Get Social!

Follow the American Chemical Society on Twitter, Facebook, Instagram, and LinkedIn for the latest news, events, and connect with your colleagues across the Society.



Contact ACS Webinars® at [acswebinars@acs.org](mailto:acswebinars@acs.org)

3



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



## Where is the Webinar Recording?



### All Registrants

Watch the unedited recording linked in the **Thank You Email** for 24 hours.



### ACS Members w/Premium Package

Visit the [ACS Webinars® Library](#) to watch the **edited and captioned** recording.

4

4

## A Career Planning Tool For Chemical Scientists



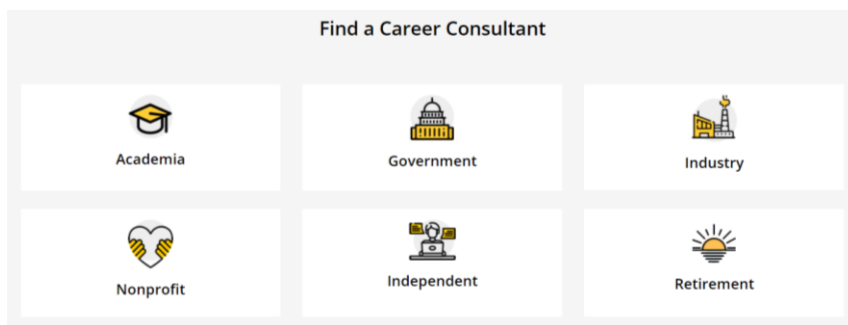
**ChemIDP** is an Individual Development Plan designed specifically for graduate students and postdoctoral scholars in the chemical sciences. Through immersive, self-paced activities, users explore potential careers, determine specific skills needed for success, and develop plans to achieve professional goals. **ChemIDP** tracks user progress and input, providing tips and strategies to complete goals and guide career exploration.

<https://chemidp.acs.org>

5

5

## 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)

6

6

## ACS Bridge Program

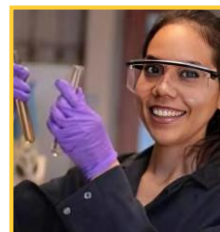


### Are you thinking of Grad School?

If you are a student from a group underrepresented in the chemical sciences, we want to empower you to get your graduate degree!

The ACS Bridge Program offers:

- A FREE common application that will highlight your achievements to participating Bridge Departments
- Resources to help write competitive grad school applications and connect you with mentors, students, and industry partners!



Learn more and apply at [www.acs.org/bridge](http://www.acs.org/bridge)

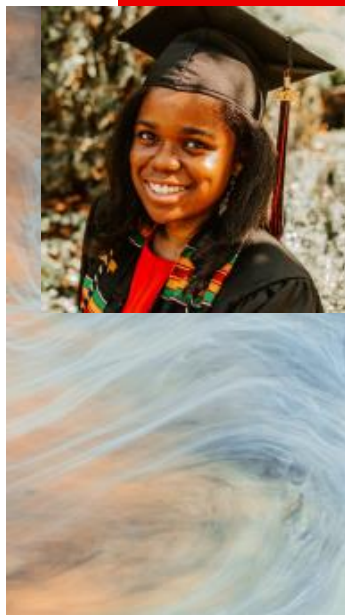
Email us at [bridge@acs.org](mailto:bridge@acs.org)

7

7

### ACS Scholar Adunoluwa Obisesan

BS, Massachusetts Institute of Technology, June 2021  
(Chemical-biological Engineering, Computer Science & Molecular Biology)



*"The ACS Scholars Program provided me with monetary support as well as a valuable network of peers and mentors who have transformed my life and will help me in my future endeavors. The program enabled me to achieve more than I could have ever dreamed. Thank you so much!"*

GIVE TO THE

**ACS SCHOLARS PROGRAM**

Donate today at [www.donate.acs.org/scholars](http://www.donate.acs.org/scholars)

8

8

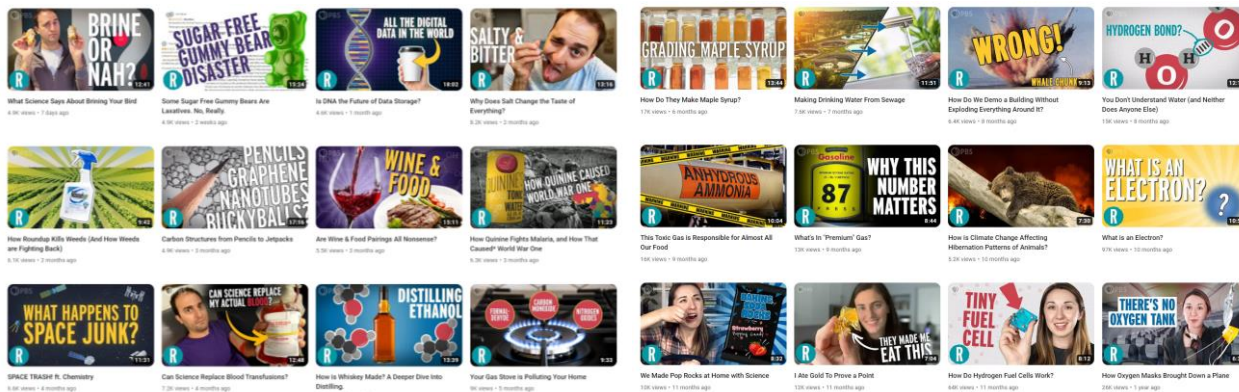



# REACTIONS

PRODUCED BY THE AMERICAN CHEMICAL SOCIETY

Reactions  
 240 subscribers  
 39M subscribers

Subscribe



<https://www.youtube.com/c/ACSReactions/videos>

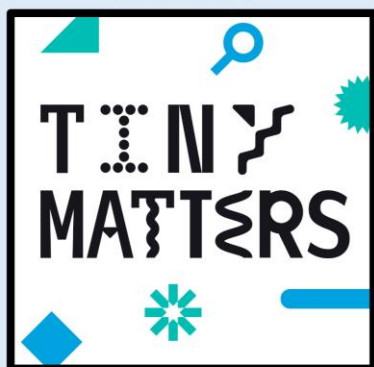
9

9



ACS  
 Chemistry for Life®

Looking for a new science podcast  
 to listen to?



Check out Tiny Matters, from the American Chemical Society.



Sam Jones, PhD  
 Science Writer & Exec Producer



Deboki Chakravarti, PhD  
 Science Writer & Co-Host

TO SUBSCRIBE  
 visit <http://www.acs.org/tinymatters> or  
 scan this QR code



10

10



## c&en's STEREO CHEMISTRY



**Bonus Episode**  
Carolyn Bertozzi and K. Barry Sharpless chat about sharing the 2022 Nobel Prize in Chemistry  
December 6, 2022



**Bonus Episode**  
Bioorthogonal, click chemistry clinch the Nobel Prize  
October 9, 2022



**Episode #40**  
Lithium mining's water use sparks bitter conflicts and novel chemistry  
September 13, 2022



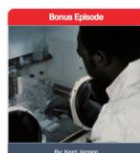
**Bonus Episode**  
Happy 100th birthday, John Goodenough! Stereo Chemistry revisits a fan-favorite interview with the renowned scientist  
July 25, 2022



**Bonus Episode**  
Jess Wade on Wikipedia and work-life balance  
June 21, 2022



**Bonus Episode**  
The sticky science of why we eat so much sugar  
May 31, 2022



**Bonus Episode**  
There's more to James Harris's story  
April 27, 2022



**Bonus Episode**  
The helium shortage that wasn't supposed to be  
March 24, 2022

Subscribe now to C&EN's podcast

VOICES AND STORIES FROM THE WORLD OF CHEMISTRY



[cen.acs.org/sections/stereo-chemistry-podcast.html](https://cen.acs.org/sections/stereo-chemistry-podcast.html)

11

11

## ACS Industry Member Programs

- **ACS Industry Matters**

ACS member only content with exclusive insights from industry leaders to help you succeed in your career. #ACSIndustryMatters

Preview Content: [acs.org/indnl](https://acs.org/indnl)

- **ACS Innovation Hub LinkedIn Group**

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

Join: [bit.ly/ACSinnovationhub](https://bit.ly/ACSinnovationhub)

12

**ACS on Campus** is the American Chemical Society's initiative dedicated to helping students advance their education and careers.



**Get Results.**  
Discover how to prepare an effective resume, interview with confidence, pick a graduate or post-doctoral program, and more!

**Get Published.**  
Share your science with confidence - get essential tips for becoming a better writer, reviewer and communicator.

**Get Ahead.**  
Develop your career, network with local professionals, and learn how to leverage your ACS membership.

acsoncampus.acs.org

13

## ACS Career Resources



### Virtual Office Hours



<https://www.acs.org/careerconsulting.html>

### Personal Career Consultations

**Jim Tung**  
Marketing  
Lacamas Laboratories  
B.S., Biochemistry, University of Oregon  
Ph.D., Organic Chemistry, University of Notre Dame

Jim Tung works at Lacamas Laboratories in Portland, OR, currently as a business development manager. He has been with Lacamas for 10 years, working on developing new chemical manufacturing projects. Before that, he was a senior research chemist at Oblet Research in Champaign, IL, performing kilo-scale organic chemistry.

An Oregon native, Jim got his B.S. in biochemistry from the University of Oregon, his Ph.D. in organic chemistry from the University of Notre Dame, with postdoctoral experience at Pfizer's laboratories in La Jolla, CA. He is past chair of the Portland Section of the American Chemical Society and was 2019 general co-chair of NORM 2019. He has interests in process chemistry, labor economics, social media outreach and encouraging career exploration and development for younger chemists.

Ask me about:  
Working in industry  
Applying for academic jobs  
Getting your first job

Contact with Jim

<https://www.acs.org/careerconsulting.html>

### LinkedIn Learning



<https://www.acs.org/linkedinlearning>

14

14

## Most Trusted. Most Cited. Most Read.

ACS Publications' commitment to publishing high-quality content continues to attract impactful research that addresses the world's most important challenges.

[Get Access](#)

### NEW & NOTEWORTHY

Follow your favourite journal or newsletter through the Email Preference Center

Open Access for everyone – no matter your institution

Find the latest virtual, hybrid and in-person events hosted by ACS Publications

## Browse Content



[Publish with ACS](#)

[New Products & Services](#)

[ACS Open Science](#)

[Explore ACS Solutions](#)

<https://pubs.acs.org>

15

15

## ACS OFFICE OF DEIR

*Advancing ACS' Core Value of Diversity, Equity, Inclusion and Respect*



### Resources

<b>Inclusivity Style Guide</b> Designed to help staff and members use language and images that respect diversity in all its forms. <a href="#">→</a>	<b>ACS Webinars on Diversity</b> Covering diversity and inclusion at the workplace <a href="#">→</a>
<b>ACS Publications DEIR Hub</b> See what ACS Publications is doing for fostering inclusivity in scholarly publishing <a href="#">→</a>	<b>ACS Volunteer and ACS Meetings Code of Conduct</b> Fostering a positive and welcoming environment for attendees, volunteers and staff. <a href="#">→</a>
<b>C&amp;EN Trailblazers</b> C&EN highlights scientists from different backgrounds who are making an impact in chemistry. <a href="#">→</a>	<b>NEW! Download DEIR Educational Resources</b> Download this educational guide for additional recommendations on videos, articles, books, podcasts, and more on diversity, inclusion, and related topics. <a href="#">→</a>
<b>Quick Guide: Inclusion Moments</b> Learn more about what Inclusion Moments are and see ideas to host them during your meetings. <a href="#">→</a>	<b>Quick Guide: How to host inclusive in-person events</b> Recommendations and best practices to ensure that your events can accommodate everyone. <a href="#">→</a>

### Diversity, Equity, Inclusion, and Respect

\*\*Adapted from definitions from the Ford Foundation Center for Social Justice:

#### Equity\*\*

Seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity. Equity requires the identification and elimination of barriers that have prevented the full participation of some groups.

#### Diversity\*\*

The representation of varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking, and communication styles, etc.) collectively and as individuals. ACS seeks to proactively engage, understand, and draw on a variety of perspectives.

#### Inclusion\*\*

Builds a culture of belonging by actively inviting the contribution and participation of all people. Every person's voice adds value, and ACS strives to create balance in the face of power differences. In addition, no one person can or should be called upon to represent an entire community.

#### Respect

Ensures that each person is treated with professionalism, integrity, and ethics underpinning all interpersonal interactions.

<https://www.acs.org/diversity>

16

16





**ACS Advocacy**  
See your influence in action!



The impact and results of **ACS member advocacy** outreach and efforts by the numbers!

**2439+**

Members participated  
In Act4Chemistry

Get Involved

**1739+**

ACS Advocacy  
Workshops participants  
or enrollees

Enroll in a workshop

**49**

Years of Public  
Policy Fellows

Become a Fellow

**2000**

Letters sent to  
Congress

Take Action

American Chemical Society

<https://www.acs.org/policy>

17

17



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



**NEXT WEEK!**



Thursday, November 16, 2023 | 2-3:30pm ET

**The Polymer Mechanochemistry  
of Self-Healing Materials**

Co-produced with the ACS Division of Polymer Chemistry

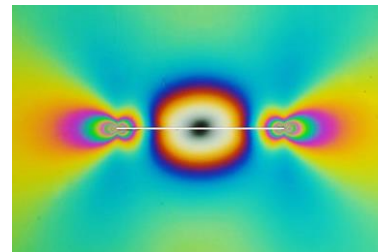
**en español**



Wednesday, November 22, 2023 | 2-3pm ET

**Desafíos y Soluciones a través de  
la Ecofarmacovigilancia**

Co-produced with the Sociedad Química de México



Wednesday, December 13, 2023 | 2-3:30pm ET

**Breaking Down the Mechanics of Polymers:  
From Networks to Viscoelasticity**

Co-produced with the ACS Division of Polymeric Materials:  
Science & Engineering

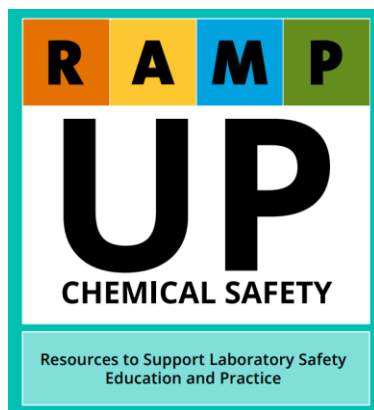
Register for Free

Browse the Upcoming Schedule at [www.acs.org/acswebinars](http://www.acs.org/acswebinars)

18

18

## A complete listing of ACS Safety Programs and Resources



Download it for free in the “Projects & Announcements” Section! [www.acs.org/ccs](http://www.acs.org/ccs)


19



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



**THIS ACS WEBINAR®  
WILL BEGIN SHORTLY...**

 Say hello in the  
questions window!



20



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



Download  
the Presentation Slides  
Under Handouts



ACS Webinars<sup>®</sup>  
CLICK • WATCH • LEARN • DISCUSS

## Psychological Safety is Lab Safety: Using RAMP to Assess DEIR Hazards



**DEBBIE M. DECKER, CHO**

ACS Fellow and Retired Chemical  
& Laboratory Safety Manager



**ANNA L. DUNN, PHD**

Director, Safety Engineering  
Laboratories, Merck & Co, Inc.



**DANIEL R. N. JACQUES, MS**

Instructional Support Specialist,  
SUNY Brockport

*This ACS Webinar<sup>®</sup> is co-produced with Committee on Chemical Safety and the ACS Division of Chemical Health and Safety.*

21

21



## Psychological Safety is Lab Safety: Using RAMP to Assess DEIR Hazards



**Debbie M. Decker, CHO** (she/her/hers)  
ACS Fellow  
Retired Chemical & Laboratory Safety Manager



**Anna L. Dunn, PhD** (she/her/hers)  
Director, Safety Engineering Laboratories  
Merck & Co, Inc



**Daniel R. N. Jacques, MS** (he/him/his)  
Instructional Support Specialist  
SUNY Brockport

22

22

# Overarching Philosophy

## ACS Core Value of Diversity, Equity, Inclusion and 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.”



**Debbie M. Decker** (she/her/hers)



## ACS Core Value of Professionalism, Safety, and Ethics:

“We support and promote the safe, ethical, responsible, and sustainable practice of chemistry coupled with professional behavior and technical competence. We recognize a responsibility to safeguard the health of the planet through chemical stewardship.”

23

23

### Reducing Risk: Strategies to Advance Laboratory Safety through Diversity, Equity, Inclusion, and Respect

Cite This: *J. Am. Chem. Soc.* 2023, 145, 11468–11471

[Read Online](#)



**Psychological safety** means feeling safe to take interpersonal risks, to speak up, to disagree openly, to surface concerns without fear of negative repercussions



**Debbie Decker**  
Co-chair  
UC-Davis  
(retired)



**Anna Dunn**  
Co-chair  
GSK/Merck



**Claudia Cartaya**  
Appalachian  
State



**Joya Cooley**  
California State  
Fullerton



**David Finster**  
Wittenberg  
(retired)



**Kirk Hunter**  
(retired)



**Daniel Jacques**  
SUNY Geneseo  
SUNY Brockport



**Ann Kimble-Hill**  
Purdue



**Jennifer Maclachlan**  
PID Analyzers



**Patricia Redden**  
St. Peters  
(retired)



**Samuella Sigmann**  
Appalachian State  
(retired)



**Catherine Situma**  
Auburn  
University

ACS Committee on Chemical Safety – DEIR Task Force



**Debbie M. Decker** (she/her/hers)

24

24



## The Intersection of Laboratory Safety & DEIR

### An Anecdote:

- A graduate student from abroad, working with high-risk chemicals in a synthesis lab, faced persistent bullying by a postdoctoral researcher.
- To avoid conflict, the student began conducting experiments alone at night, which raised safety concerns.
- The lab's Principal Investigator (PI) lacked the resources to address the hostile environment and the bullying incidents.
- Intervention by an impartial mediator led to discussions with both the student and the PI.
- Resolution: The graduate student agreed to notify the PI of their after-hours lab schedule and to ensure another person was present during these times for safety.



Debbie M. Decker (she/her/hers)  
25

25

## The Intersection of Laboratory Safety & DEIR

### An Anecdote:

- A junior scientist working in industry was held responsible for an entire department's chemical safety
- One day, the Director of the department ran into the laboratory and asked the junior scientist to quickly fix any safety violations - an "unannounced" inspection was about to occur
- The scientist immediately felt pressure and stress & quickly began running around fixing safety violations
- The scientist closed a lab mate's open waste container and did not see the broken glass on the lid due to their rush
- The scientist's finger was cut with contaminated glass - a preventable accident



Anna L. Dunn (she/her/hers)  
26

26

## Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



**I have observed disrespectful or bullying behavior in the laboratory and felt unsure of how to respond.**

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

27

27

ACS Technical Division  
Chemical Health & Safety (CHAS)

**The Intersection  
of Laboratory  
Safety & DEIR**

**R** Recognize hazards.

**A** Assess Risk.

**M** Minimize Risk.

**P** Prepare for Episodes and Issues.

ACS Committee  
Chemical Safety



Debbie M. Decker (she/her/hers) 28

28



29

**R Recognize hazards.** Stress, poor communication, marginalization, and toxic environments lead to colleagues feeling unwelcome and not valued. Diverse teams allow introduction of innovative perspectives into laboratory activities that directly impact safety. Need to foster an environment where all feel welcome to ask questions and make suggestions

**A**

**M**

**P**

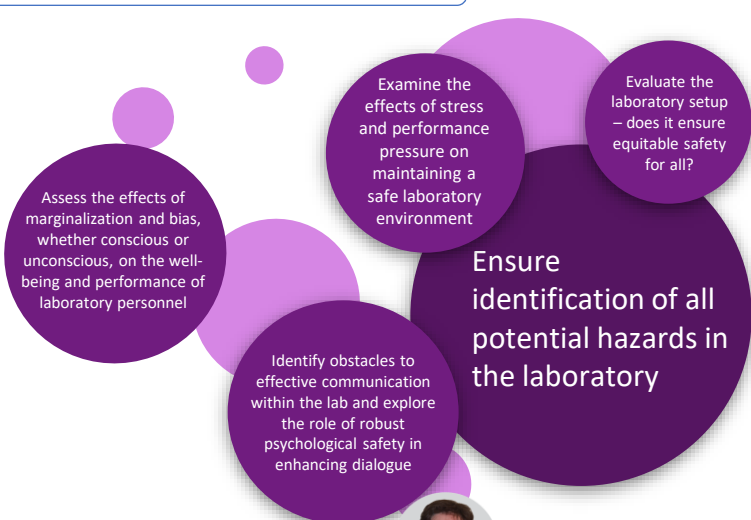


**Debbie M. Decker** (she/her/hers) 29



30

## Recognize DEIR Hazards



**Debbie M. Decker** (she/her/hers) 30



**R Recognize hazards.** Stress, poor communication, marginalization, and toxic environments lead to colleagues feeling unwelcome and not valued. Diverse teams allow introduction of innovative perspectives into laboratory activities that directly impact safety. Need to foster an environment where all feel welcome to ask questions and make suggestions

**A Assess Risk.** Exposure to DEIR hazards leads to an inability for individuals to work safely, impacts response to incidents, and compromises communication of safety concerns. Taking an individualized approach to risk assessments allows for consideration of the level of training and experience of the individuals performing the tasks

**M**

**P**



**Debbie M. Decker** (she/her/hers) <sup>31</sup>

## Assess Risks

Assess the hazard's impact on the ability of an individual to feel safe and function safely in the lab

Mental stress can increase the likelihood of a safety incident

An inability to work safely in the lab due to inadequate facilities for persons with disabilities

Working at unusual hours, often alone, which is not safe

Potential safety hazards or near misses are not effectively communicated

Making a preventable mistake due to an environment that lacks trust and support to initiate communication



**Debbie M. Decker** (she/her/hers)



## Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



**I believe that our laboratory's safety practices are equitable and take into account the diverse needs of all individuals.**

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

33

33

ACS Technical Division  
Chemical Health & Safety (CHAS)

### The Intersection of Laboratory Safety & DEIR

**R** RISK ASSESSMENT  
R  
A  
M  
P  
P

ACS Committee  
Chemical Safety

**R Recognize hazards.** Stress, poor communication, marginalization, and toxic environments lead to colleagues feeling unwelcome and not valued. Diverse teams allow introduction of innovative perspectives into laboratory activities that directly impact safety. Need to foster an environment where all feel welcome to ask questions and make suggestions

**A Assess Risk.** Exposure to DEIR hazards leads to an inability for individuals to work safely, impacts response to incidents, and compromises communication of safety concerns. Taking an individualized approach to risk assessments allows for consideration of the level of training and experience of the individuals performing the tasks

**M Minimize Risk.** We *all* have a responsibility, at all levels! An environment must be promoted where different perspectives and identities feel included and respected, enabling more frequent conversations regarding laboratory safety. Leaders have a duty to challenge interpersonal interactions that undermine a positive safety culture

**P**



Anna L. Dunn (she/her/hers)

34

34

## Minimize Risks

Creating and fostering a supportive environment encompasses the following approaches:



Anna L. Dunn (she/her/hers)

35

35

## Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



**The leadership in our laboratory actively promotes a culture of safety that is inclusive and respectful of all individuals.**

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

36

36



**The Intersection of Laboratory Safety & DEIR**




37

- R Recognize hazards.** Stress, poor communication, marginalization, and toxic environments lead to colleagues feeling unwelcome and not valued. Diverse teams allow introduction of innovative perspectives into laboratory activities that directly impact safety. Need to foster an environment where all feel welcome to ask questions and make suggestions
- A Assess Risk.** Exposure to DEIR hazards leads to an inability for individuals to work safely, impacts response to incidents, and compromises communication of safety concerns. Taking an individualized approach to risk assessments allows for consideration of the level of training and experience of the individuals performing the tasks
- M Minimize Risk.** We *all* have a responsibility, at all levels! An environment must be promoted where different perspectives and identities feel included and respected, enabling more frequent conversations regarding laboratory safety. Leaders have a duty to challenge interpersonal interactions that undermine a positive safety culture
- P Prepare for Episodes and Issues.** All individuals must have a broad and diverse network of role models, mentors, and sponsors. Any DEIR threat response plan must include explicit mechanisms for: *reporting* the complaint, *investigating* the situation, and *ensuring* a resolution



Anna L. Dunn (she/her/hers)

37



## Prepare for Episodes and Issues

DEIR response plans enable open dialogue to empower individuals, defuse potential conflicts, and address issues as they occur

Establish transparent procedures and defined responsibilities for reporting, investigating, and resolving complaints when immediate resolution is not possible

**Importantly – both laboratory safety and DEIR must be *continuously discussed and reassessed***



Anna L. Dunn (she/her/hers)

38

38

## Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



**I feel confident in my ability to address DEIR issues when they arise in the context of laboratory safety.**

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

39

39

ACS Technical Division  
Chemical Health & Safety (CHAS)

### The Intersection of Laboratory Safety & DEIR

ACS Committee  
Chemical Safety

## Lessons Learned and a Call to Action

**Collective action** is essential for reinforcing safety in our labs from physical, chemical, and psychological hazards.

Currently the **ACS Committee on Chemical Safety (CCS) DEIR Task Force** is developing a series of editorials that focuses on outlining pragmatic measures for individuals at every organizational level

**What action will you take today to make your laboratory a safer place?**



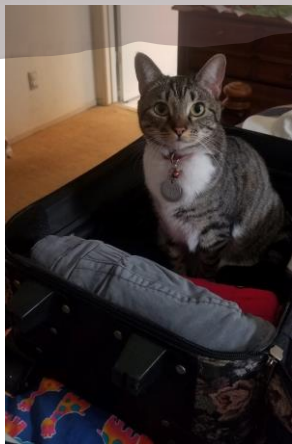
Daniel Jacques (he/him/his)

40

40



# Thank you



41

41

## The ACS Division of Chemical Health and Safety (CHAS)



For All Interested in Getting Involved with Safety Communities

**The Division of Chemical Health and Safety (CHAS)** is a vibrant community of chemical professionals who promote chemical health and safety in public and across the chemical enterprise. Safety experts, researchers, educators, and learners regularly contribute to **CHAS** activities.

**CHAS** members can participate in an email discussion group; contribute to, organize, and learn from programming at national, regional, and local meetings; help lead and operate the division; and participate in technical projects such as ACS Innovative Project Grants.

For more information about joining CHAS! <https://dchas.org>

42

42

## The Committee on Chemical Safety (CCS)



**The Committee on Chemical Safety (CCS)** encourages safe practices in chemical activities; serves as a resource to chemical professionals in providing advice and counsel on the handling of chemicals; seeks to ensure safe facilities, designs, and operations by calling attention to potential hazards and stimulating education in safe chemical practices; and provides advice to other units of ACS on matters related to chemical safety and health. ACS members interested in being appointed to serve on an ACS committee should submit their committee assignment preferences to the online committee preference form.

For more information about CCS, visit [www.acs.org/ccs](http://www.acs.org/ccs)

43

43



**THE LIVE Q&A IS ABOUT TO BEGIN!**

Keep submitting your questions in the questions window!

44

44



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



Thursday, November 16, 2023 | 2-3:30pm ET

### The Polymer Mechanochemistry of Self-Healing Materials

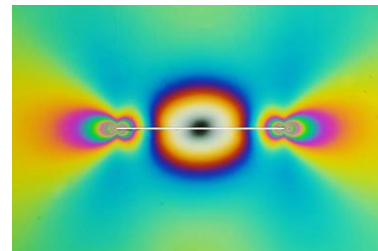
Co-produced with the ACS Division of Polymer Chemistry



Wednesday, November 22, 2023 | 2-3pm ET

### Desafíos y Soluciones a través de la Ecofarmacovigilancia

Co-produced with the Sociedad Química de México



Wednesday, December 13, 2023 | 2-3:30pm ET

### Breaking Down the Mechanics of Polymers: From Networks to Viscoelasticity

Co-produced with the ACS Division of Polymeric Materials: Science & Engineering

Register for Free

Browse the Upcoming Schedule at [www.acs.org/acswebinars](http://www.acs.org/acswebinars)

45

45



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



## Learn from the best and brightest minds in chemistry!

Hundreds of webinars on a wide range of topics relevant to chemistry professionals at all stages of their careers, presented by top experts in the chemical sciences and enterprise.



### Edited Recordings

are an exclusive benefit for ACS Members with the Premium Package and can be accessed in the ACS Webinars® Library at [www.acs.org/acswebinars](http://www.acs.org/acswebinars)



### Live Broadcasts

of ACS Webinars® continue to be available free to the general public several times a week generally from 2-3pm ET. Visit [www.acs.org/acswebinars](http://www.acs.org/acswebinars) to register\* for upcoming webinars.

\*Requires FREE ACS ID

46

46



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



ACS Webinars® does not endorse any products or services. The views expressed in this presentation are those of the presenter and do not necessarily reflect the views or policies of the American Chemical Society.

Contact ACS Webinars® at [acswebinars@acs.org](mailto:acswebinars@acs.org)



47