



# DEIR Learning Essentials

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# Table of Contents



- [Welcome](#)
- [Content Disclaimer](#)
- [Accessibility](#)
- [Allyship](#)
- [Cultural Competence](#)
- [Disability Inclusion in STEM](#)
- [Gender Equity in STEM](#)
- [Generations in the Workplace](#)
- [Intersectionality](#)
- [LGBTQ+ Inclusion in STEM](#)
- [Microaggressions](#)
- [Neurodiversity](#)
- [Racial and Ethnic Disparities](#)
- [Unconscious Bias](#)
- [Veteran Inclusion in STEM](#)
- [Additional Resources](#)

# Welcome!



**DEIR Learning Essentials** offers a comprehensive array of materials designed to enhance your understanding and encourage meaningful discussions on Diversity, Equity, Inclusion (DEI) topics and terms.

Our aim is to provide you with up-to-date and relevant information, ensuring you have access to the latest insights and best practices in DEI. We regularly update these resources to reflect new developments and emerging trends.

If you have any ideas or suggestions for content you'd like to see included in the future, please don't hesitate to contact the [ACS Office of Diversity, Equity, Inclusion and Respect \(DEIR\)](#). Your feedback is invaluable in helping us create a resource that meets your needs and fosters a more inclusive environment for everyone.

# Content Disclaimer



The external links included in this document are provided solely for informational purposes and do not imply any endorsement by the American Chemical Society (ACS). Please be aware that some of the references and internal links may contain content or language that could be considered sensitive or challenging to some audiences.

# Accessibility

**Accessibility** refers to the design of physical and digital environments that ensures everyone regardless of disabilities or abilities can access information, products, services, and environments in a way that is inclusive and equal.

(Source: [HandTalk. Accessibility: What does it Mean, what are the purpose and types](#))

- [Leading Practices for Improving Accessibility and Inclusion in Field, Laboratory, and Computational Science](#) (Article)
- [How to Make Your Communications Accessible](#) (ACS Webinar)
- [Inclusive Science: Making STEM Accessible for everyone](#) (ACS Webinar)

# Allyship

**Allyship** is the practice of using one's privilege and influence to support and advocate for marginalized groups. It involves recognizing systemic inequalities, actively working to dismantle them, and amplifying the voices of those facing discrimination. Allyship is not a self-designated title but is earned through consistent, genuine efforts and recognized by the marginalized communities.

- [What Effective Allies Do Differently](#) (Article)
- [Allyship in the Workplace](#) (Article)
- [Breaking Barriers: How to Be an Ally for Women in Science](#) (Article)

# Cultural Competence

**Cultural competence**, also known as intercultural competence or multicultural fluency, refers to the knowledge, skills, and mindset needed to live and work effectively and successfully in a globally connected world.

(Source: [Columbus Council on World Affairs – Global Fluency Training](#))

- [Educational System v. Cultural Competence \(Video\)](#)
- [Global Fluency Training \(Training\)](#)
- [Teaching Interculturally \(Book\)](#)

# Disability Inclusion in STEM

A **disability** is any condition of body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).

(Source: [Centers for Disease Control](#))

- [Making Space in STEM for People with Disabilities](#) (Article)
- [Chemistry is Inaccessible: How to Reduce Barriers for Disabled Scientists](#) (Article)
- [Being Accessible and Discussing Disabilities and Health Issues](#) (Article)
- [Scientists with Disabilities Paid Less than Peers](#) (Article)



# Gender Equity in STEM

**Gender equity in STEM** (Science, Technology, Engineering, and Mathematics) refers to the fair treatment, access, opportunity, and advancement for all genders within these fields. It involves identifying and eliminating biases, barriers, and disparities that have historically disadvantaged women and non-binary individuals in STEM disciplines.

- [The STEM Gap: Women and Girls in Science, Technology, Engineering and Mathematics \(Article\)](#)
- [Let Us Together Shine a Light on Women in STEM \(Article\)](#)
- [Advancing Women in Chemistry \(Article\)](#)
- [Making Inroads to Gender Equality in Science \(Article\)](#)

# Generations in the Workplace

## **Generations in the workplace**

refer to cohorts of employees distinguished by their birth years, each with unique characteristics, values, and work styles. There are currently 5 generations in the workplace. Understanding generational differences can help improve workplace communication, collaboration, and management strategies.

- [Leading the 6-Generation Workforce](#) (Article)
- [How to Manage a Multi-Generational Team](#) (Article)
- [Bridging Generational Divides in Your Workplace](#) (Article)
- [Defining Our Six Generations](#) (Article)

# Intersectionality

**Intersectionality** is a social construct that recognizes the fluid diversity of identities that a person can hold such as gender, race, class, religion, professional status, marital status, socioeconomic status, and others.

- [What is Intersectionality?](#) (Article)
- [The Urgency of Intersectionality](#) (Video)
- [The Effect of Intersectionality in the Workplace](#) (Article)
- [Intersectionality Matters! with Kimberlé Crenshaw](#) (Podcast)

# LGBTQ+ Inclusion in STEM

The **LGBTQ+** acronym stands for lesbian, gay, bisexual, transgender, and queer. The plus (+) stands for all other gender identities, sexualities, and sexual orientations. There are other variations of the acronym, including LGBTQIA, LGBTQI+, and others.

- [Glossary of LGBTQ+ Terms](#) (Article)
- [LGBTQIA+ Chemists You Should Know](#) (Article)
- [LGBTQIA+ Workplace Inclusion](#) (Article)
- [LGBTQ+ Diversity in the Lab](#) (On-demand Workshop)

# Microaggressions

Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

- [Microaggressions: How and why do they impact health?](#) (Article)
- [Recognizing and Responding to Microaggressions on Work](#) (Article)
- [Eliminating Microaggressions: The Next Level of Inclusion](#) (Video)

# Neurodiversity

**Neurodiversity** describes the idea that people experience and interact with the world around them in many different ways; there is no one 'right' way of thinking, learning, and behaving, and differences are not viewed as deficits.

(Source: [Harvard Medical School](#))

- [Neurodiverse or Neurodivergent? It's More than Just Grammar](#) (Article)
- [Bridging the Divide between Reductionism and the Neurodiveristy Movement](#) (Article)
- [Embracing Neurodiversity by Increasing Learner Agency in Nonmajor Chemistry Classes](#) (Article)

# Racial and Ethnic Disparities

**Racial and ethnic disparities** refer to the unequal outcomes and opportunities experienced by individuals based on their racial or ethnic backgrounds. These disparities can manifest in various domains of life.

- [The Race Gap in Science Knowledge](#) (Article)
- [Advancing Antiracism, Diversity, Equity, and Inclusion in STEMM Organizations](#) (Article)
- [Generational Impact of Racism on Health, Voices from American Indian Communities](#) (Article)

# Unconscious Bias or Implicit Bias

**Unconscious bias**, also known as implicit bias, refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

- [Types of Unconscious Bias \(Article\)](#)
- [Unconscious Bias Training by UCSF \(Online Training\)](#)
- [Check Your Bias: Resources to Unlearn Implicit Bias \(Resource List\)](#)



# Veteran Inclusion in STEM

**Veteran inclusion** refers to the intentional efforts to integrate military veterans into various aspects of civilian life, particularly within the workforce, educational institutions, and community settings. It involves creating supportive environments that recognize and value the unique skills, experiences, and perspectives that veterans bring.

- [Inclusive Guide for Working with Military Veterans \(ACS Guide\)](#)
- [Expanding Pathways to STEM Careers for Veterans \(Article\)](#)
- [Chemistry Platoon – Raising GPAs, Raising Morale \(Article\)](#)
- [Why Veterans Need to Be Part of Your Inclusivity Plan \(Article\)](#)

## Additional ACS DEIR Resources

- **ACS DEIR Webpage**: Dedicated ACS webpage including updated news, announcements, and content related to DEIR.
- **Inclusivity Style Guide**: This guide aims to help American Chemical Society staff and members communicate in ways that recognize and respect diversity in all its forms.
- **Facilitating Inclusion Moments (PDF)**: Learn about what “Inclusion Moments” are and see ideas to host them during your meetings.
- **How to Host Inclusive In-Person Events (PDF)**: Recommendations and best practices to ensure that your events accommodate everyone.



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