Oral Report for Council, Committee on Minority Affairs

August 22, 2018

Mister President, Councilors, all other ACS members, and staff:

The Committee on Minority Affairs CMA, in conjunction with the Diversity & Inclusion Advisory Board, is in the process of developing a new ACS Diversity and Inclusion workshop to be presented at the Leadership Institute to help future and current ACS leaders have a toolbox to develop diverse teams. Our aim is to have this workshop available to ACS members and leadership in 2019.

During our meeting on Sunday, the members of the CMA Membership Engagement and Professional Development subcommittee piloted a Diversity & Inclusion workshop targeted towards governance committee members. The workshop touched on the topics of privilege, intersectionality, and intent vs. impact. The workshop generated a rich discussion and gave CMA members specific recommendations for navigating each of these topics.

The ACS Scholars Program continues on an upward trajectory. CMA heard highlights of the program so far in 2018 showing high levels of success in supporting gifted students from under-represented groups to graduate from college in the chemical sciences—50% Hispanic; 40% African-American; and 8% American Indian/Native Hawaiian. 73% of the most recent and earlier classes of scholars have a mentor, and at this time over 300 scholar alums have received their Ph.D.’s. To further support the work of this influential program, Celgene was celebrated as a new ACS Scholars Program national partner.

At this meeting, ACS recognized Project Seed in their 50th year at the CMA Luncheon on Monday. In addition, the annual Zaida Morales-Martinez Mentorship award was also presented during the Luncheon. Our keynote speaker, K. Renee Horton from NASA spoke of her personal journey and what she has learned along the way and inspired the audience to be present in their intersectionalities as both chemists and allies of the more disenfranchised.

CMA has also discussed strategies to help the Council and board of directors to actively practice the society's diversity and inclusion core value, while keeping in mind the strategic drivers of the society. One main question that came up in this discussion is if diversity and inclusion is a core value of the society, why doesn’t it feel as incorporated into all of the functions and strategies of societal governance and key areas of collaboration as it should? CMA feels that to better move towards being a welcoming society requires diversity and inclusion within the workings of the society more fully and completely.

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In closing, CMA invites you to follow our activity on social media and visit our webpage chemdiversity.org. And we ask you to actively partner with us in making ACS a more diverse and inclusive Society.

Mister President, this concludes my report.

Ann Kimble-Hill