Oral Report for Council, Committee on Minority Affairs

August 24, 2019

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

**Walk-up SLIDE**

The Committee on Minority Affairs (CMA), in conjunction with the Diversity & Inclusion Advisory Board, is in the process of developing content that could be offered as a new workshop to be presented at the next ACS Leadership Institute to give future and current ACS leaders a toolbox for developing diverse, inclusive and respectful teams.

**SLIDE 1**

During our meeting on Sunday, the members of the CMA Membership Engagement and Professional Development subcommittee piloted the second phase of the diversity workshop on the topic of equality vs equity. *Equality*, is a broad term that assumes we are comparing identical entities with respect to some stated attributes, while *equity refers to everyone getting what they need* considering our various backgrounds and experiences. *Equity* is a better term for discussing the various remedies to remove inequalities of experience and level the playing field within the chemical enterprise. CMA has also committed to forming partnerships to remedy the barriers to diverse representation in societal programming and education efforts. As a general practice, we encourage all level of governance and programming to include conversations with persons of unequal experiences to preemptively find equitable solutions that best fit their needs. Furthermore, we suggest that local and regional leadership be provided harassment prevention and reporting training mechanisms that will allow the Code of Conduct to have long lasting impact.

**SLIDE 2**

As you can see from the following slides, the ACS Scholars Program continues on an upward trajectory. CMA heard encouraging highlights from the program including >310 ACS Scholar alum having earned a doctoral degree and the selection of 138 new scholars.

**SLIDE 3**

We had 89 graduates this year and about half of the chemistry majors received an ACS accredited degree. We suggest that former ACS scholars have a higher representation in CMA to provide more structured mentoring and training experiences.

**SLIDE 4**

CMA continued to provide dynamic programming at this meeting including 2 symposia co-sponsored with the Computers in Chemistry and Environmental Chemistry technical divisions. We were also privileged to have our luncheon keynote address come from Dr. Luisa Whittaker-Brooks, from the University of Utah. Her talk inspired all in attendance to be mindful of inequitable success barriers.

CMA continues to work alongside the other members of the Diversity & Inclusion Advisory Board to determine active strategies towards the diversity, inclusion and respect core value, while keeping in mind the strategic drivers that coordinate and direct the work towards full societal incorporation.

**SLIDE 5**

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.

Madame President, this concludes my report on behalf of the Committee on Minority Affairs.

Ann Kimble-Hill