

On Sunday, August 25, 2019 the ACS Committee on Professional Training (CPT) and the ACS Committee on Minority Affairs (CMA) held a focus group to discuss the current status of diversity efforts and best practices at institutions with approved undergraduate chemistry programs. Questions asked of the focus group included how diversity, equity, and inclusion affected the success of their participants' departments and how can ACS do a better job of engaging with departments on these issues. Below is a summary list of the topics asked and the responses from the focus group.

Do you have a strategic plan at the department level?

- Most department did have a strategic plan at the department level and many institutions have been focusing on diversity, equity, and inclusion.
- The main focus appears to be on student retention and future success of the student.

How have diversity, equity, and inclusion affected the success of your department?

- One department reported a renewed focus on changing the culture of the graduate program to be more inclusive due to a realization that the current climate was not conducive to mental health and retention.
- Another department stated that a more diverse faculty resulted in a diversity of ideas and techniques which overall improve the student experience.
- Unfortunately, many faculty do not understand the importance of diversity, equity, and inclusion because it cannot be measured in a quantitative or objective fashion.

How can ACS and CPT do a better job of engaging with departments on issues surrounding diversity, equity, and inclusion?

- One recommendation was for ACS and CPT to have a place where they describe how they are making advances in Diversity, Equity, and Inclusion.
- Some institutions require a yearly report on the diversity efforts of the departments.
- CPT collects some of this data already and a published report would be beneficial.
- Potentially publish diversity demographics provided from schools?
- Partner with CMA to provide workshops to departments.
- Create reward structures that recognize Diversity, Equity, and Inclusion. CMA has done some work in this regard and defined some of the instructions.
- Recommend that the process of Promotion and Tenure takes into consideration service focused on DEI.
- Promote the OXIDE Model

What successful strategies has your department (or institution) implemented to recruit a diverse pool of faculty, students, and staff.

- Some suggestions included widening the pool of applicants to those that are ABD which works in other disciplines.
- Other departments claim to be oversampling and still having trouble making hires.
- Departments should look at successful hires and adopt those tactics.
- Implicit bias training needs to be required from all who participate in search committees.
- Form stronger connections with minority serving institutions to field more applicants.
- Broaden requirements in job postings to attract a larger, more diverse candidate pool.
- Crafted a diversity statement as part of the search committee.
- Eliminated the GRE which improved student diversity and helps attract more diverse faculty.