

## Committee on Minority Affairs

Mister President-Elect, Councilors, and staff:

### **SLIDE 1**

Last fall, the ACS Committee on Minority Affairs (CMA) held a strategic planning retreat. We have updated our vision and mission statements, and our activities and objectives are now focusing on the three goals shown here.

### **SLIDE 2**

Current events have provided a unique opportunity for CMA to immediately enact our strategic plan. This included providing language for the statement on Mister George Floyd's tragic killing. We encourage you to view it on the ACS website.

### **SLIDE 3**

Some of our significant co-programming activities included our webinar with Undergraduate Programs and our wiki-edit-athon with WCC this past Sunday.

### **SLIDE 4**

We are pleased to report on some of the collaborative activities with other societal committees and technical divisions. The list includes new diversity, inclusion, and respect guidelines being implemented by CPT and LSAC; and panel discussions with PROF and CONC.

### **SLIDE 5**

We also look forward to the implementation of the new ACS DIR guiding principles and strategies as advanced by the board committee P&MR and the DIR Advisory Board for the Society to become a more welcoming and inclusive environment. One of those strategies is the webinar series "Leading and Living Inclusively", followed by listening sessions hosted by PROF.

### **SLIDE 6**

Furthermore, CMA encourages you to read our recommendations for societal DIR strategies in our written report and the councilor newsletter. Here we show examples of impactful DIR current chemistry related reflections. And on June 29<sup>th</sup>, DIRAB piloted a 2.5hr training course that is now ready for implementation on all levels.

### **SLIDE 7**

And finally, during our fall meeting CMA passed the following resolution recognizing and honoring the passing of our beloved member, Dr. Iona Black.

### **SLIDE 8**

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

Mister President-Elect, this concludes my final report as chair of the Committee on Minority Affairs.

Ann Kimble-Hill, Chair

American Chemical Society



# Report from the Committee on Minority Affairs

Ann Kimble-Hill

# 2020-2022 Strategic Plan



Vision: Diversifying chemistry through the transforming power of inclusion and equity.

Mission: Advancing a broader, inclusive and equitable chemistry enterprise by empowering underrepresented groups, stakeholders, and marginalized peoples for the benefit of the world.

Goal 1: Increase diversity awareness by providing professional development and recognition

Goal 2: Strengthen ACS programming to reflect a broader, inclusive and equitable chemistry enterprise

Goal 3: Enhance shared expertise in effective diversity, equity, and inclusion content and act as a resource

# ACS Statement on the Killing of George Floyd



[American Chemical Society](#) > [Communities](#) > [ACS Membership](#) > [Welcoming All Chemists](#) > [Diversity & Inclusion](#)



## Advancing ACS' Core Value of Diversity, Inclusion & 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.



[ACS's Statement on the Killing of George Floyd](#)

## Resources to Support Diversity, Inclusion & Respect

Take a closer look at the array of resources to advance diversity, inclusion & respect in the sciences.

<https://www.acs.org/content/acs/en/membership-and-networks/acs/welcoming/diversity.html>

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# Standing out & succeeding

## Our experiences as diverse chemists

Sunday, August 16, 2020  
5:00 - 6:00 p.m. (PDT)



# CMA Activities



- Collaborations:
    - CPT development of diversity, equity, inclusion, and respect guidelines for undergraduate education  
<https://www.acs.org/content/acs/en/about/governance/committees/training.html>
    - LSAC development of diversity, inclusion, and respect (DIR) evaluation criteria for IPGs
    - PROF forum panel discussion on ACS DIR (June 12)
    - CONC Chairs Summit on Promoting DIR and Removing Systemic Barriers within ACS Committees (Aug. 5)
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# DIR Advisory Board (DIRAB) Webinars "Leading & Living Inclusively"



- Featured Guest: La'Wana Harris, author of "Diversity Beyond Lip Service" (Aug. 12)
  - PROF Listening Session led by Ben Fiore-Walker (Aug. 24)
  
- Featured Guest: Desiree S. Coleman, First Vice President, Diversity and Inclusion of Wells Fargo Advisors (Sept. 9)
  - PROF Listening Session (TBD)

See [www.chemdiversity.org](http://www.chemdiversity.org) for more information

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# CMA DIR Recommendations: Example DIR Reflections



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Communication

## Insights Gained into Marginalized Students Access Challenges During the COVID-19 Academic Response

Ann C. Kimble-Hill,\* Armando Rivera-Figueroa, Benny C. Chan, Wasiu A. Lawal, Sheryl Gonzalez, Michael R. Adams, George L. Heard, J. Lynn Gazley, and Benjamin Fiore-Walker



Cite This: <https://dx.doi.org/10.1021/acs.jchemed.0c00774>



Read Online

[dx.doi.org/10.1021/acs.jchemed.0c00774](https://dx.doi.org/10.1021/acs.jchemed.0c00774)

Maurice Gordon, a chemistry student at Dutchess Community College (N.Y.) was shot by a white officer after a traffic stop on the Garden State Parkway, two days before the death of George Floyd.

<https://www.nytimes.com/2020/06/08/nyregion/maurice-gordon-nj-killed.html>

# Resolution on the passing of Dr. Iona Black



Be it resolved, that the ACS CMA & Scholars Program acknowledge the passing of our beloved member, Dr. Iona Black. We remember her with respect, affection, and appreciation for her long-term service to our committee, the selection of ACS Scholar recipients, mentoring of Project Seed and Scholars, and service on many levels for the American Chemical Society as a whole. We also recognize and celebrate her life and many accomplishments, both academically, professionally, and personally.



Therefore We, the members, associates, and staff of the American Chemical Society Committee on Minority Affairs and ACS Scholars Program express our sincerest condolences and sympathies to her family, friends, and colleagues in this time of bereavement.

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# Contact us



- [www.chemdiversity.org](http://www.chemdiversity.org)
- Facebook (ACS.CMA)
- Twitter (@chemdiversity)

Congratulations to  
**Robert Hoyte & Marilyn Mackiewicz**  
2020 **Stan Israel Regional Award** Winners,  
and to  
**Benny Chan & Zaida “Mamma Z” Morales-Martínez**  
for their selection as 2020 **ACS Fellows!!!**