Have Questions?

Type them into questions box!

“Why am I muted?”
Don’t worry. Everyone is muted except the presenter and host.
Thank you and enjoy the show.

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<td>Learn how to write better abstracts, deliver more engaging presentations, and network to your next dream job. Brush up on your soft skills and set a new career path by mastering what can not be taught in the lab.</td>
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<td>Technology &amp; Innovation</td>
<td>From renewable fuels to creating the materials for the technology of tomorrow, chemistry plays a pivotal role in advancing our world. Meet the chemists that are building a better world and see how their science is making it happen.</td>
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<td>Drug Design and Delivery</td>
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<td>Why does food taste better when it is grilled or what molecular compounds make a great wine? Discover the delectable science of your favorite food and drink and don’t forget to come back for a second helping.</td>
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- ACS Leadership Development System
- Career Navigator LIVE!
- ChemIDP
- College to Career
- ACS Webinars
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Advancing ACS's Core Value of Diversity, Inclusion & Respect

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FINDING YOUR VOICE IN THE DIVERSITY, EQUITY & INCLUSION CONVERSATION

Desiree S. Coleman

September 2020

Our Time Today:

- That one day in 3rd grade.....
- That time I spoke up....
- The need for systems change....
- Where do we go from here....

@desireescoleman
COMMUNITY AGREEMENTS

1. LEAN IN.

2. SUSPEND YOUR PRE-CONCEIVED NOTIONS.

3. BE PRESENT.

POLL QUESTION

What's the primary way you're engaging with chemistry?
WHERE IT ALL BEGAN....

....CIRCA 1989

3RD GRADE ME
From the handout:

WHAT WAS YOUR ENTRANCE INTO THE DIVERSITY, EQUITY & INCLUSION CONVERSATION?

EQUITY
Believe in something. Even if it means sacrificing everything.
WE HAVE TO PRIORITIZE NEW & EVOLVED SYSTEMS THAT WORK FOR EVERYONE.

@DESIREESCOLEMAN
“WE ALL HAVE A ROLE IN ADVANCING EQUITY.”

@DESIREESCOLEMAN

FOUR CONSIDERATIONS IN HOW YOU DECIDE TO ADVANCE EQUITY

- Connection to Coalitions
- Willingness to Challenge Status Quo
- Perceived Proximity to Power
- Comfort with being uncomfortable
BIASED

POP QUIZ

What would you have done?

1. How many people would have spoken to the dean?

2. How many people would have written a letter?

3. How many people would have done nothing?
AFRAID
ALLY IS AN ACTION WORD

@DESIREESCOLEMAN

FIND YOUR LANE
8 MIN, 46 SECONDS

FIND YOUR VOICE BECAUSE.....

“THE MARATHON CONTINUES”

-LAUREN LONDON
USE WHAT YOU HAVE

RUN YOUR RACE
YOU ARE NOT RESPONSIBLE FOR HAVING ALL THE ANSWERS....

BUT YOU ARE RESPONSIBLE FOR SEEKING & LEARNING.

@DESIREESCOLEMAN

From the Handout:

WHAT BREAKS YOUR HEART?
WRITE YOUR ONE SENTENCE ‘PERSONAL MISSION STATEMENT’

ASK YOURSELF...

• WHAT’S ONE THING YOU CAN DO TOMORROW?
• NEXT MONTH?
• AND NEXT YEAR?
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