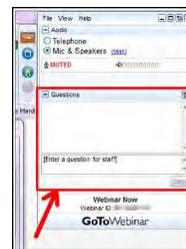




Have Questions?



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.

Contact ACS Webinars® at acswebinars@acs.org

1



@AmericanChemicalSociety



@AmerChemSociety



@AmerChemSociety



<https://www.linkedin.com/company/american-chemical-society>

Contact ACS Webinars® at acswebinars@acs.org

2

Check out the ACS Webinar Library!

An ACS member exclusive benefit



Hundreds of presentations from the best and brightest minds that chemistry has to offer are available to you on-demand. The Library is divided into 6 different sections to help you more easily find what you are searching.

Professional Development

[▶ View the Collection](#)

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.

Technology & Innovation

[▶ View the Collection](#)

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.

Drug Design and Delivery

[▶ View the Collection](#)

The Drug Design Delivery Series has built a collection of the top minds in the field to explain the mechanics of drug discovery. Discover the latest research, receive an overview on different fields of study, and gain insight on how to possibly overcome your own med chem roadblocks.

Culinary Chemistry

[▶ View the Collection](#)

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.

Popular Chemistry

[▶ View the Collection](#)

Feeling burdened by all that molecular weight? Listen to experts expound on the amazing side of current hot science topics. Discover the chemistry of rockets, how viruses have affected human history, or the molecular breakdown of a hangover.

Business & Entrepreneurship

[▶ View the Collection](#)

How do ideas make it from the lab to the real world? Discover the ins and outs of the chemical industry whether you are looking to start a business or desire a priceless industry-wide perspective.

<https://www.acs.org/content/acs/en/acs-webinars/videos.html>

3



ACS Webinars®

CLICK • WATCH • LEARN • DISCUSS



Learn from the best and brightest minds in chemistry! Hundreds of webinars on diverse topics presented by experts in the chemical sciences and enterprise.

Edited Recordings are an exclusive ACS member benefit and are made available once the recording has been edited and posted.

Live Broadcasts of ACS Webinars® continue to be available to the general public several times a week generally from 2-3pm ET!

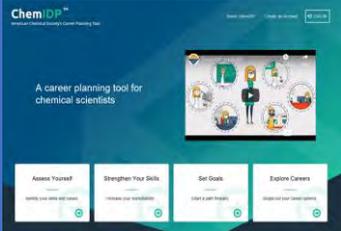
A **collection of the best recordings** from the ACS Webinars Library will occasionally be rebroadcast to highlight the value of the content.

www.acs.org/acswebinars

4

Advance YOUR CAREER

ChemIDP™



ChemIDP.org

Discover ACS PUBLICATIONS

Publishing Resources



publish.acs.org

Connect WITH CHEMISTS AND OTHER SCIENCE PROFESSIONALS

CAS SciFinder Future Leaders



171 alumni, 35 countries
and over 120 institutions

acsconcampus.acs.org/resources



From ACS Industry Member Programs

◆ Industry Matters Newsletter

ACS Member-only weekly newsletter with exclusive interviews with industry leaders and insights to advance your career.

Preview & Subscribe: acs.org/indnews



Connect, collaborate, and stay informed about the trends leading chemical innovation

Join: bit.ly/ACSinnovationhub

ACS Career Navigator: Your Home for Career Services



Whether you are just starting your journey, transitioning jobs, or looking to brush up or learn new skills, the **ACS Career Navigator** has the resources to point you in the right direction.

We have a collection of career resources to support you during this global pandemic:



Professional
Education



Virtual Career
Consultants



ACS Leadership
Development System



Career Navigator LIVE!



ChemIDP



College to Career



ACS Webinars



Virtual Classrooms

Visit www.ACS.org/COVID19-Network to learn more!

7

ACS Department of Diversity Programs



Advancing ACS's 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.

Contact Us:

https://app.suggestionox.com/r/DI_R

Diversity@acs.org

 @ACSDiversity

 ACS Diversity



acsvoices.podbean.com/



www.acs.org/diversity

8

Grateful for your chemistry career?

Pay it forward with a donation to the ACS Scholars Program today!

www.donate.acs.org/scholars



ACS Office of Philanthropy
Chemistry for Life®



ACS Scholars Endowment Founder Joe Vacca, retired Vice President of Chemistry, Merck & Co., meets with his 2018 ACS Scholar Johanna Masterson, now a grad student at Princeton University.

"Chemistry has been good to me...so I wanted to make a significant gift to provide that opportunity to others."

9

HOW INDUSTRY IS ACS DIVERSIFYING THE WORKFORCE

ACS
Chemistry for Life®

Co-produced with: ACS External Affairs & Communications



THIS ACS WEBINAR WILL BEGIN SHORTLY...

10



How Industry is Diversifying the Workforce



Vikram Gopal
Sr. Vice President, Technology,
Ascend Performance Materials



Marcus Remmers
Chief Technology Officer,
Royal DSM



Marvin Mendoza
Global Head of Diversity, Equity
and Inclusion, PPG



Rebeka Paul
Program Manager,
American Chemical Society

Presentation slides are available now! The edited recording will be made available as soon as possible.

www.acs.org/acswebinars

This ACS Webinar is co-produced with ACS External Affairs & Communications.

11



A Foundation of Inclusion

Vikram Gopal
Sr. Vice-President and CTO, Ascend Performance Materials
Jan 12th 2021

CONFIDENTIAL - NOT FOR DISTRIBUTION





Better every day

We invest in our people and our processes to improve every day.

Customer-focused

We exist for our customers; they drive our actions. Their success is our success.

One Ascend

All together, with a common set of goals and eye toward the future.

We care

We operate safely with high integrity for our employees, our customers and our communities.

Agile

We think broadly and lead proactively in a constantly evolving organization and industry.

Ascend Values

CONFIDENTIAL – NOT FOR DISTRIBUTION

What is Diversity & Inclusion (DI)



DIVERSITY is a mixture of people with **differences and similarities** in their appearance, abilities, experiences, beliefs, thoughts and perceptions.

Inclusiveness is about **Trust, Respect and Humility**.

It includes:

- Valuing others' opinions and ideas
- Treating others with dignity and respect without compromising our core beliefs.
- Finding common ground

CONFIDENTIAL – NOT FOR DISTRIBUTION

inspiring everyday

Key Strategy Components

To foster and grow a diverse workforce, we have to strengthen:

- **inclusive leadership behaviors**
- **development opportunities**
- **policies and tools**

This includes:

- Clear **accountability** and **expectations**
- **Ability to have challenging conversations**
- Intentionally diverse hiring and succession pipelines
- Ability to reinforce inclusive behaviors during **pivotal moments**
- **Diverse project teams** that intentionally include
 - Disruptive thinkers
 - Unique perspectives
 - Learning opportunities for growing team members
 - Cross functional perspectives



Accountability and
Expectations



Success Metrics



Leadership Training



Deliberate Dialogue



Global Perspective

CONFIDENTIAL - NOT FOR DISTRIBUTION

inspiring everyday

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



Which company is likely to be more innovative?

- One with no clear path toward diversity and inclusion
- One with a commitment to diversity and inclusion
- Both are equally likely to be innovative

D&I drives faster innovation



Disruptive thinking

Vision to reimagine technologies for different end-uses.

Unique perspectives

Life experiences enable non-linear thinking and faster solutions.

Cross-functional learning

Result in synergies, avoid pitfalls and come to better solutions.

Global perspective

Different cultures and nationalities bring simple solutions that may be overlooked.



Acteev odor-fighting technology launched in 2019 for apparel industry



Tested against viruses, bacteria and fungi and used to make masks in 2020

CONFIDENTIAL - NOT FOR DISTRIBUTION

inspiring everyday

How DSM is diversifying its workforce

Marcus Remmers
Chief Technology Officer, DSM

NUTRITION · HEALTH · SUSTAINABLE LIVING





Creating an inclusive workplace where everyone is valued and can make an impact



Gender diversity & inclusion at DSM

Equal opportunities, equal pay for equal work, an inclusive work environment free of harassment and bias



Internationalization & diversity			
	Aspiration	2019	2018
Female executives	25% by 2021	20%	19%
Under-represented nationalities	35% by 2021	31%	31%

21

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT

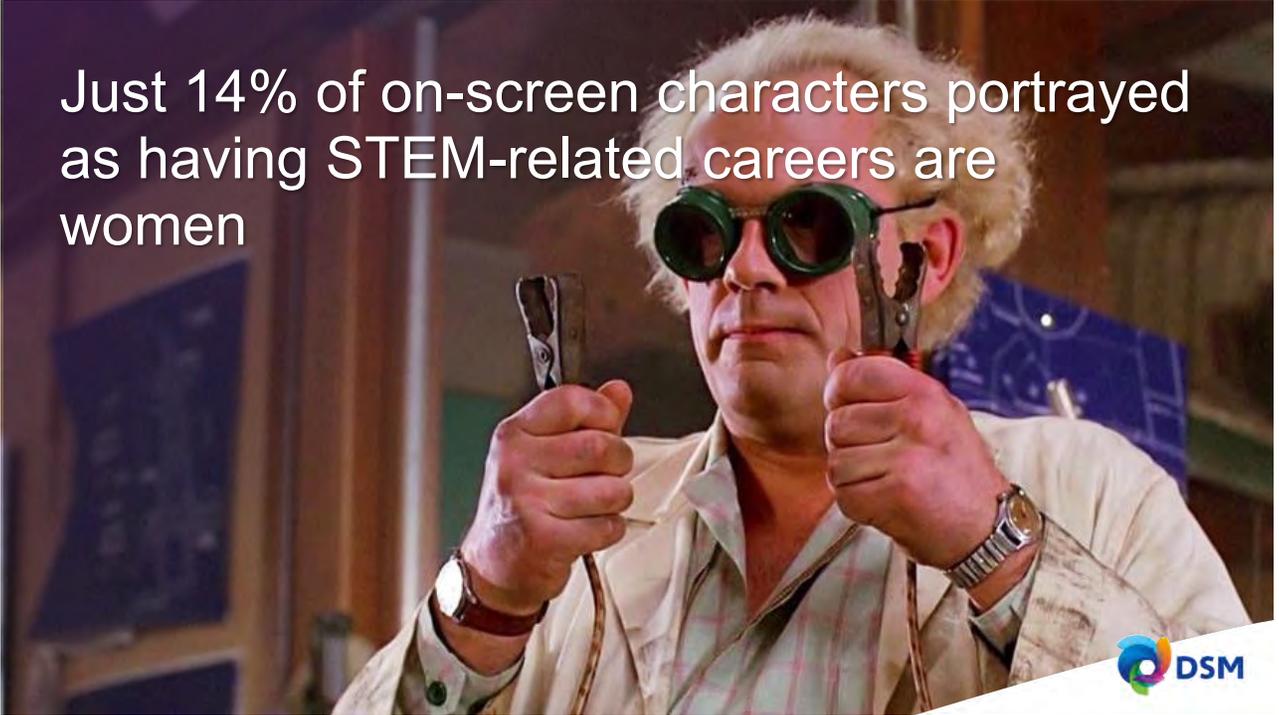


Please close your eyes and picture your favorite Hollywood Movie scientist. **Was that scientist a:**

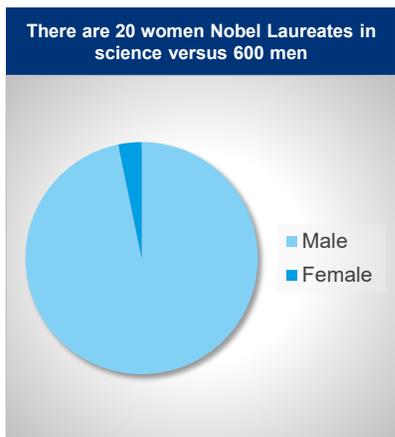
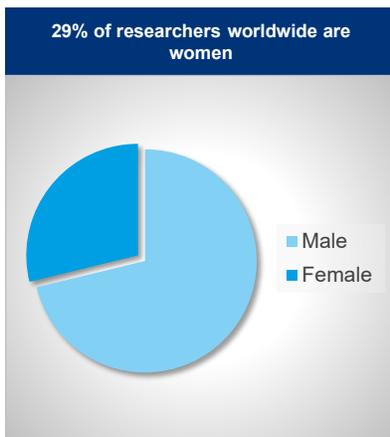
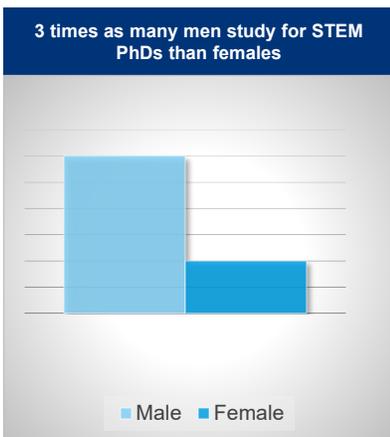
- Man
- Woman

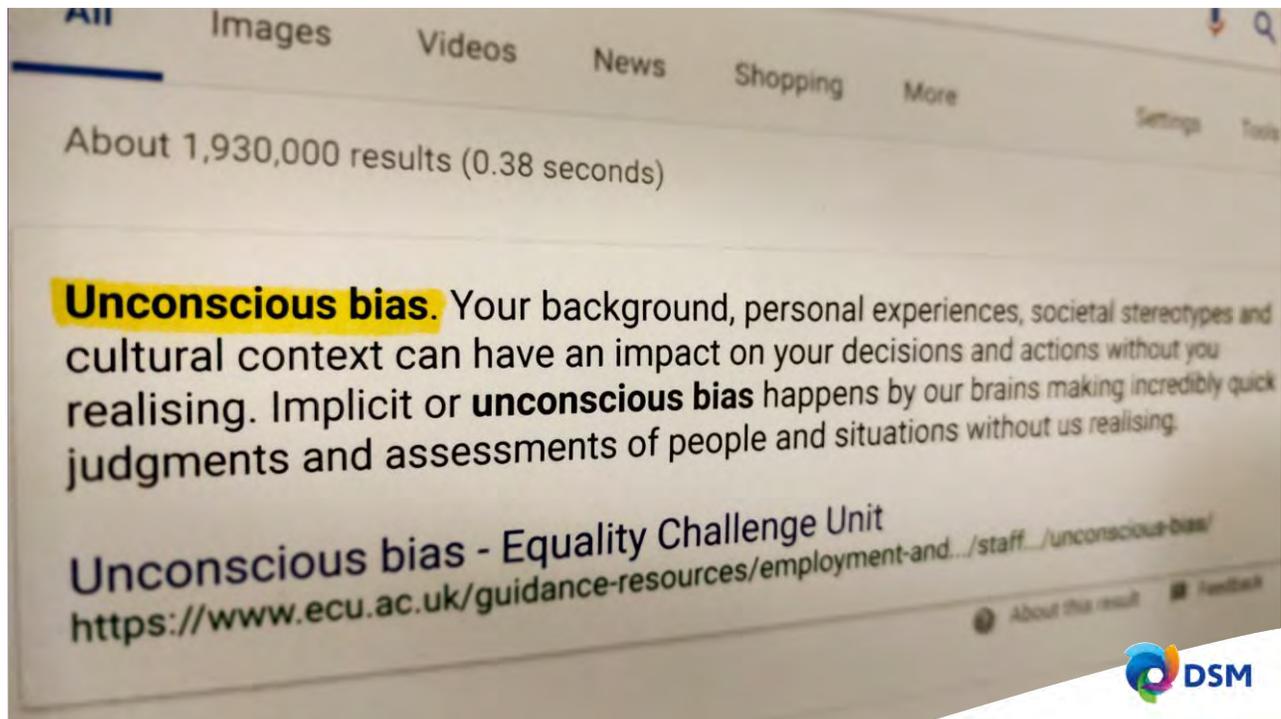
22

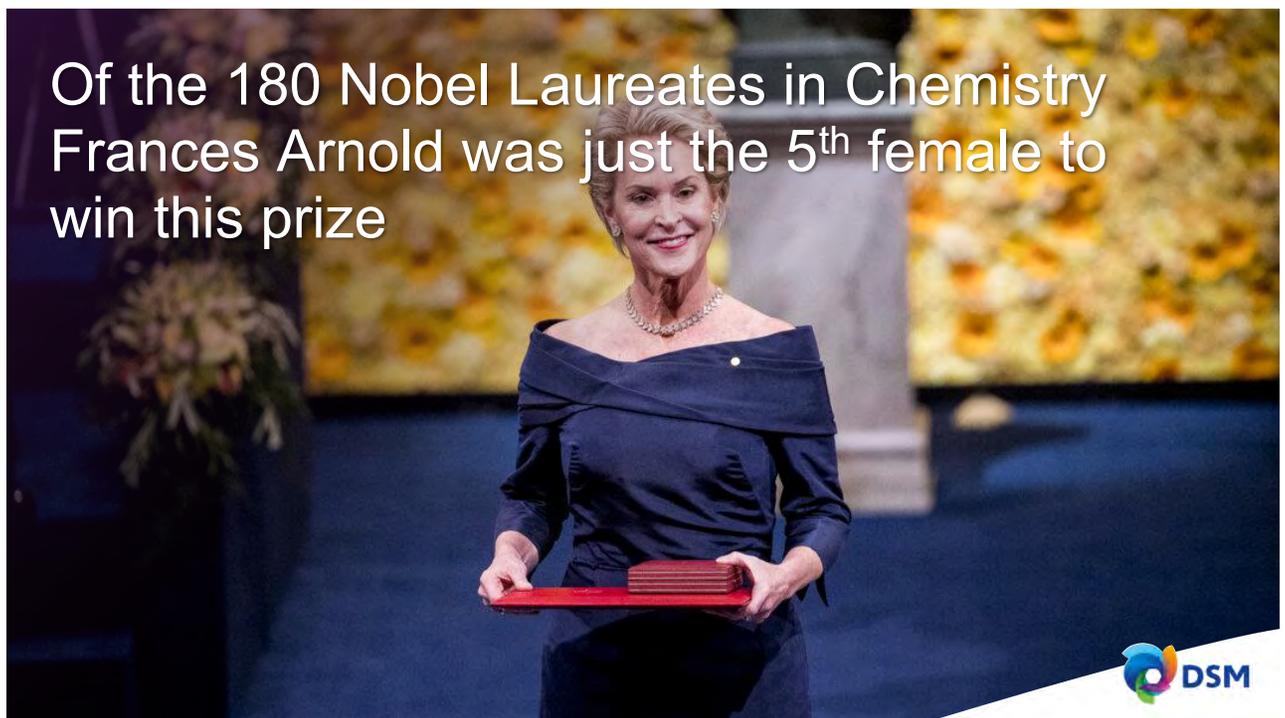
Just 14% of on-screen characters portrayed as having STEM-related careers are women



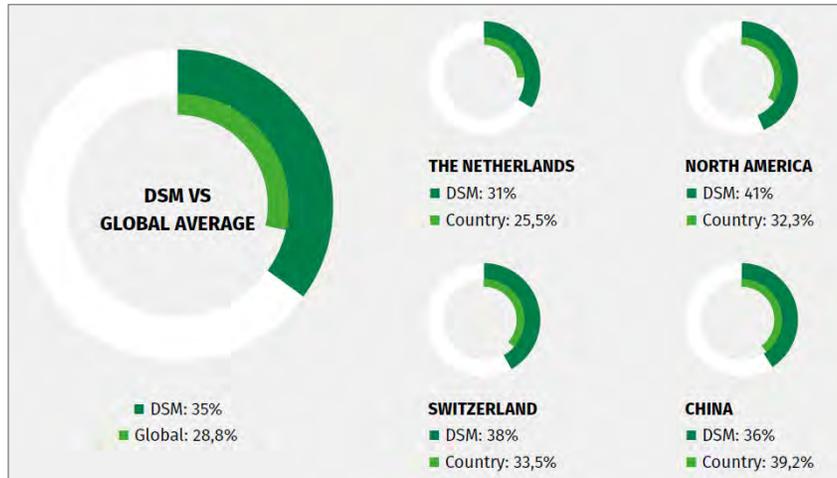
At school, the STEM split is around 50/50. Why are less women working in science?







With 35% women working in R&D, DSM is performing better than the global industry average of 29%



29



Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



How long has your company or you been on a diversity, equity & inclusion (DE&I) journey?

- 0-1 year
- 1-5 years
- 5-10 years
- Over 10 years

30

Marvin Mendoza

PPG global head of diversity, equity & inclusion



31

An Unprecedented Year: Racial Injustice in 2020



2020: The year America confronted racism

The Washington Post

Protests wind down on East Coast, but clashes persist in West; hundreds mourn Floyd near N.C. birthplace



George Floyd death: Why US protests are so powerful this time



The New York Times

White Americans Say They Are Waking Up to Racism. What Will It Add Up To?

Anti-racism activists have detailed concerns that are not only about symbols or slurs but also about entire systems governing how Americans live.



Trump Tells Agencies To End Trainings On 'White Privilege' And Critical Race Theory'



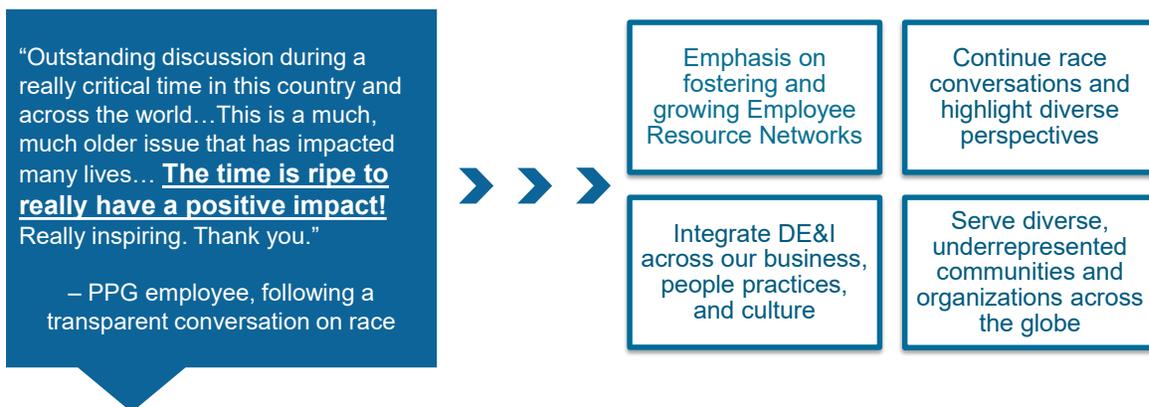
32

PPG's Diversity, Equity & Inclusion Activities To-Date



33

2021 and Beyond at PPG



34

HOW INDUSTRY IS DIVERSIFYING THE WORKFORCE



ACS
Chemistry for Life®

Co-produced with: ACS External Affairs & Communications



ASK YOUR QUESTIONS AND MAKE YOUR COMMENTS IN THE QUESTIONS PANEL NOW! ³⁵



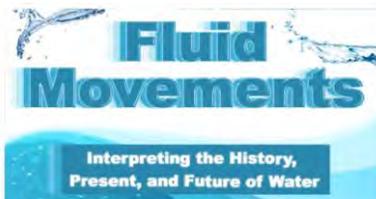
Date: Thursday, January 14, 2021 @ 2-3:30pm ET
Speaker: Christopher Hendon, University of Oregon
Moderator: Brian Guthrie, Cargill

[Register for Free!](#)

What You Will Learn:

- A historical account of espresso and its role in the coffee industry
- The chemistry and physics of conventional espresso and how to optimize the process to achieve reproducibly tasty coffee
- Challenges in real-time quantification using a refractive index measurement, and the next-generation of analytical approaches

Co-produced with: ACS Division of Agricultural & Food Chemistry



Date: Thursday, January 21, 2021 @ 2-3pm ET
Speakers: Jahnavi Phalkey, Science Gallery Bengaluru and Jesse Smith, Science History Institute
Moderator: Daryl Boudreaux, Principal, Boudreaux & Associates LLC

[Register for Free!](#)

What You Will Learn:

- The history of water quality analysis and the various scales of water protection that have emerged in the United States over the past 200 years
- The challenges, limitations, and opportunities of more ontological approaches to the interpretation of water for public audiences
- Why museums and galleries should interpret water not as a singular material that preexists its understanding by scientific or indigenous knowledge, but rather as a multiplicity made by and bound up in systems of bodies, practice, power, and places

Co-produced with: Science History Institute and *Chemical & Engineering News*



Date: Thursday, January 28, 2021 @ 2-3:30pm ET
Speakers: Katrina Knauer, BioCollection Inc. and Philippe Reutenauer, Léa Nature
Moderator: Peter Boul, Aramco Americas

[Register for Free!](#)

What You Will Learn:

- Challenges in recycling of plastics and scaling new depolymerization technologies
- Chemical pathways for breaking down single-use plastics with an emphasis on polyethylene
- Synthesis of new polymers from chemically recycled monomers
- How food companies can modify their relationship towards plastics to face the public concerns linked to plastic packaging
- Mechanical recycling and its limitations and the emerging solutions for chemical recycling

Co-produced with: ACS Division of Polymer Chemistry

www.acs.org/acswebinars

36



ACS Webinars®

CLICK • WATCH • LEARN • DISCUSS



Learn from the best and brightest minds in chemistry! Hundreds of webinars on diverse topics presented by experts in the chemical sciences and enterprise.

Edited Recordings are an exclusive ACS member benefit and are made available once the recording has been edited and posted.

Live Broadcasts of ACS Webinars® continue to be available to the general public several times a week generally from 2-3pm ET!

A **collection of the best recordings** from the ACS Webinars Library will occasionally be rebroadcast to highlight the value of the content.

www.acs.org/acswebinars

37



ACS Webinars®

CLICK • WATCH • LEARN • DISCUSS



ACS

Chemistry for Life®

ACS Webinars® does not endorse any products or services. The views expressed in this presentation are those of the presenter and do not necessarily reflect the views or policies of the American Chemical Society.



Mike Russell Erik Katie

Contact ACS Webinars® at acswebinars@acs.org

38



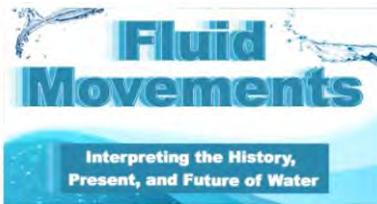
Date: Thursday, January 14, 2021 @ 2-3:30pm ET
 Speaker: Christopher Hendon, University of Oregon
 Moderator: Brian Guthrie, Cargill

[Register for Free!](#)

What You Will Learn:

- A historical account of espresso and its role in the coffee industry
- The chemistry and physics of conventional espresso and how to optimize the process to achieve reproducibly tasty coffee
- Challenges in real-time quantification using a refractive index measurement, and the next-generation of analytical approaches.

Co-produced with: ACS Division of Agricultural & Food Chemistry



Date: Thursday, January 21, 2021 @ 2-3pm ET
 Speakers: Jahnvi Phalkey, Science Gallery Bengaluru and Jesse Smith, Science History Institute
 Moderator: Daryl Boudreaux, Principal, Boudreaux & Associates LLC

[Register for Free!](#)

What You Will Learn:

- The history of water quality analysis and the various scales of water protection that have emerged in the United States over the past 200 years
- The challenges, limitations, and opportunities of more ontological approaches to the interpretation of water for public audiences
- Why museums and galleries should interpret water not as a singular material that preexists its understanding by scientific or indigenous knowledge, but rather as a multiplicity made by and bound up in systems of bodies, practice, power, and places

Co-produced with: Science History Institute and *Chemical & Engineering News*



Date: Thursday, January 28, 2021 @ 2-3:30pm ET
 Speakers: Katrina Knauer, BioCollection Inc. and Philippe Reutenauer, Léa Nature
 Moderator: Peter Boul, Aramco Americas

[Register for Free!](#)

What You Will Learn:

- Challenges in recycling of plastics and scaling new depolymerization technologies
- Chemical pathways for breaking down single-use plastics with an emphasis on polyethylene
- Synthesis of new polymers from chemically recycled monomers
- How food companies can modify their relationship towards plastics to face the public concerns linked to plastic packaging
- Mechanical recycling and its limitations and the emerging solutions for chemical recycling

Co-produced with: ACS Division of Polymer Chemistry

www.acs.org/acswebinars