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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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**
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- **Technology & Innovation**
  - 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**
  - 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 mad chemist roadblocks.

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

- **Business & Entrepreneurship**
  - 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 practitioner industry-wide perspective.

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♦

Connect, collaborate, and stay informed about the trends leading chemical innovation
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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](http://www.ACS.org/COVID19-Network) to learn more!

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.

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Grateful for your chemistry career?
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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.”

HOW INDUSTRY IS DIVERSIFYING THE WORKFORCE

Co-produced with ACS External Affairs & Communications

THIS ACS WEBINAR WILL BEGIN SHORTLY...
How Industry is Diversifying the Workforce

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.

A Foundation of Inclusion

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

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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
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

Success Metrics

- Leadership Training
- Deliberate Dialogue
- Global Perspective

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.

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How DSM is diversifying its workforce

Marcus Remmers
Chief Technology Officer, DSM

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Acteev odor-fighting technology
launched in 2019 for apparel industry

Tested against viruses, bacteria and fungi and used to make masks in 2020
Creating a diverse & inclusive workforce contributes to:

• Business results
• Society at large
• People development

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

<table>
<thead>
<tr>
<th>Internationalization &amp; diversity</th>
<th>Aspiration</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female executives</td>
<td>25% by 2021</td>
<td>20%</td>
<td>19%</td>
</tr>
<tr>
<td>Under-represented nationalities</td>
<td>35% by 2021</td>
<td>31%</td>
<td>31%</td>
</tr>
</tbody>
</table>

**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
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?

- 3 times as many men study for STEM PhDs than females
- 29% of researchers worldwide are women
- There are 20 women Nobel Laureates in science versus 600 men
Unconscious bias. Your background, personal experiences, societal stereotypes and cultural context can have an impact on your decisions and actions without you realising. Implicit or unconscious bias happens by our brains making incredibly quick judgments and assessments of people and situations without us realising.

Unconscious bias - Equality Challenge Unit
https://www.ecu.ac.uk/guidance-resources/employment-and.../staff_/unconscious-bias/

We support female representation in R&D through:

• Recruitment targets
• Inclusion index in our Empl. Engagement Survey
• Unconscious biases workshops
• Women Inspired Network
• I&D Council
• External partnering
Of the 180 Nobel Laureates in Chemistry Frances Arnold was just the 5\textsuperscript{th} female to win this prize
With 35% women working in R&D, DSM is performing better than the global industry average of 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
Marvin Mendoza
PPG global head of diversity, equity & inclusion

An Unprecedented Year: Racial Injustice in 2020

CNN
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

BBC
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 stats but also about entire systems governing how Americans live.

npr
Trump Tells Agencies To End Trainings On ‘White Privilege’ And Critical Race Theory
PPG’s Diversity, Equity & Inclusion Activities To-Date

Transparent Race Discussions
“Thanks for sharing your personal stories - they are so powerful for generating the empathy required for positive change.”

Financial Contributions
The NAACP Legal Defense Fund
Center for Policing Equity
The Equal Justice Initiative

Offering Employee Resources
Unconscious bias training
Company-wide panels
Employee Resource Networks

Speaking Up In the Industry
Diverse PPG senior leaders shared their authentic perspectives on allyship and race in corporate America with various news publications

2021 and Beyond at PPG

“Outstanding discussion during a really critical time in this country and across the world... This is a much, much older issue that has impacted many lives... The time is ripe to really have a positive impact! Really inspiring. Thank you.”

– PPG employee, following a transparent conversation on race

Emphasis on fostering and growing Employee Resource Networks
Continue race conversations and highlight diverse perspectives
Integrate DE&I across our business, people practices, and culture
Serve diverse, underrepresented communities and organizations across the globe
Learn from the best and brightest minds in chemistry! Hundreds of webinars on diverse topics presented by experts in the chemical sciences and enterprise.

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Espresso Chemistry
From First Principles to Current Challenges

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

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 reproduducibly 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

Fluid Movements
Interpreting the History, Present, and Future of Water

Date: Thursday, January 21, 2021 @ 2:30pm ET
Speakers: Jianmin Phadke, Science Gallery Bengaluru; and Jesse Smith, Science History Institute
Moderator: Daryl Bouchraux, Principal, Bouchraux & Associates LLC

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 ornamental approaches to the interpretation of water for public audiences
- Why museums and galleries should interpret water not as a singular material that precedes 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

Solving the Plastic Waste Problem
Novel Chemical Pathway Upcycling & Chemical Recycling

Date: Thursday, January 28, 2021 @ 2:30pm ET
Speakers: Katrina Kroun, BioCollection Inc.; and Philippe Renonziou, Lea Nature
Moderator: Peter Boul, Anemos Americas

What You Will Learn:
- Challenges in recycling of plastics and scaling new polymerization 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

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