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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- Career Navigator LIVE!
- ChemIDP
- College to Career
- ACS Webinars
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Industries Continuing Efforts to Diversify the Workforce

FREE Webinar | TODAY at 2pm ET

THIS ACS WEBINAR WILL BEGIN SHORTLY...
Adwoa Baah-Dwomoh, Ph.D., Technologist

VT Diversity Scholar

VT Early Engineering Mentoring (VTEEM)

Ph.D. in Materials Science and Engineering, May 2018

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Gore DE&I Vision Statement

Diversity, Equity, and Inclusion

Working together to create exceptional Associate and customer experiences through a commitment to diversity, equity and inclusion.

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DE&I Framework
This is our guide to focus our DE&I efforts on important, actionable steps with a goal of realizing our Brand Promise of Together, improving life.

Diversifying our workforce looks like:

Recruiting diverse talent
- Recruiting at HBCUs
- Ensuring diverse candidate pools
- Auditing our hiring processes to identify and mitigate bias
- Training our hiring champions to recognize unconscious bias

Retaining diverse talent through creating an inclusive environment
- Assessing and training our leaders on Inclusive Leadership Behaviors
- Maintaining Associate Business Networks and Councils
- Creating proactive development efforts for underrepresented groups

How Dow is Diversifying the Workforce

Andre Argenton
Vice President Core R&D

Presenter will not be sharing his slides for this portion of the webinar per their request.
Talent is Equally Distributed, Opportunity is Not - Using Chemistry to Improve DEI

Scott Collick, Vice-President
DuPont Mobility & Materials

Dr. Percy Lavon Julian

- American research chemist (April 11, 1899 – April 19, 1975) and a pioneer in the chemical synthesis of medicinal drugs from plants.
- **Trailblazer not only in the lab but also in overcoming racism at every step in his life**
- First to synthesize physostigmine (At Depauw University in 1935 with Josef Pikl) from the calabar bean to create a drug treatment for glaucoma
  - Recognized by the ACS as "**one of the top 25 achievements in the history of American chemistry**"
- Played an essential role in developing many of the steroid-based medical drugs (progesterone, testosterone, hydrocortisone) used today
In 1935, Julian won international plaudits for his synthesis of physostigmine from the African calabar bean as a treatment for glaucoma—a scientific milestone. It was that very same year that DuPont adopted its ad slogan, “Better Things for Better Living...Through Chemistry.” Yet in a prejudicial twist, after DuPont invited Julian and Austrian colleague Joseph Pikl in for job interviews in the wake of their milestone, only Pikl was offered a position; Julian was told: “We didn’t know you were a Negro.”

Talent Is Equally Distributed, But Opportunity Is Not

• This becomes a Kinetic Issue (Rate), not a Thermodynamic Issue (Equilibrium)

• Let’s use science principles (how to change rate), data & our industry’s “Safety Rigor” culture to solve the opportunity gap
  • Good data and scientific method

• Examples of ways to change rate in chemistry include:
  • Concentration → Recruiting; Diverse candidate pools/interview teams…
  • Mixing/Temperature → Culture; Unconscious Bias; DEI lens checks…
  • Catalysts → Mentors/Allies; DEI champions: DWN+5 connectors…
  • Surface Area → Active participation in ERGs, 2nd pair of eyes on CDP…
DuPont’s 2030 Sustainability Goals

**Delivering solutions for global challenges**
- Align 100% of the DuPont innovation portfolio to meaningfully advance the UN SDGs and create value for our customers

**Acting on climate**
- Reduce Green House Gas (GHGs) emissions 30% including sourcing 60% of electricity from renewable energy
- Deliver carbon neutral operations by 2050

**Accelerating diversity, equity & inclusion**
- Become one of the world’s most inclusive companies, with diversity well ahead of industry benchmarks

**Enabling a circular economy**
- Integrate circular economy principles into our business models considering lifecycle impacts in the markets we serve

**Leading water stewardship**
- Implement holistic water strategies across all facilities prioritizing manufacturing plants and communities in high-risk watersheds
- Enable millions of people access to clean water through leadership in advancing water technology and enacting strategic partnerships

**Cultivating well-being & fulfillment**
- Create a workplace where employees report high levels of well-being and fulfillment

**Innovating safer by design**
- Design 100% of our products and processes using sustainability criteria including the principles of green chemistry

**Delivering world-class Health & Safety**
- Further our commitment to zero injuries, occupational illnesses, and incidents

**Building thriving communities**
- Improve over 100 million lives through targeted social impact programs

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To Learn More including DuPont’s 2021 Sustainability Report:
https://www.dupont.com/about/sustainability.html

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DuPont’s DEI Dashboard Publicly Available

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To Learn More:
“I have had one goal in my life, that of playing some role in making life a little easier for the persons who come after me.”

– Dr. Percy Julian

To Learn More:
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Industry’s Continuing Efforts to Diversify the Workforce

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Goal 5

**Embrace and Advance Inclusion in Chemistry**

Promote diversity, equity, inclusion, and respect (DEIR); identify and dismantle barriers to success; and create a welcoming and supportive environment so that all ACS members, employees, and volunteers can thrive.

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**The Office of DEIR is the central hub**...

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...DEIR is the work of all of us.
DEIR Call to Action

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