HAVE QUESTIONS OR COMMENTS

“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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  Preview & Subscribe: [acs.org/indnews](http://acs.org/indnews)

- **ACSI Innovation Hub**
  Connect, collaborate, and stay informed about the trends leading chemical innovation
Join us in our efforts to increase the diversity of chemistry.

Valued donors like you have sustained ACS educational programs that are welcoming students from diverse backgrounds into our profession.

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A Career Planning Tool For Chemical Scientists

ChemIDP is an Individual Development Plan designed specifically for graduate students and postdoctoral scholars in the chemical sciences. Through immersive, self-paced activities, users explore potential careers, determine specific skills needed for success, and develop plans to achieve professional goals. ChemIDP tracks user progress and input, providing tips and strategies to complete goals and guide career exploration.

https://chemidp.acs.org
The ACS Younger Chemists Committee  https://acsycc.org

Striving to create an inclusive environment for diverse chemists

YCC Diversity Haiku

All here and all served

Diversified, varied, assorted, contrasting

And connected by chemistry

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.
Get in touch with the Office of Diversity, Equity, Inclusion & Respect

The Office of Diversity, Equity, Inclusion & Respect (DEIR) is the central hub at the American Chemical Society that coordinates, supports, and guides all efforts by staff, members, and governance toward Strategic Goal 5, “Embrace and Advance Inclusion in Chemistry.” The Office of DEIR at ACS is committed to empowering everyone, irrespective of lived experience and intersectionality of identities, to fully participate in the chemistry enterprise. The Office of DEIR welcomes comments, suggestions, and questions around issues of diversity, equity, inclusion, and respect from members at any time. Please do not hesitate to reach out to the Office through this form.

Not Everything Meets the Eye
Invisible Disabilities and Special Abilities

FREE Webinar | TODAY at 2pm ET

THIS ACS WEBINAR IS ABOUT TO BEGIN, THANK YOU FOR JOINING US!
Not Everything Meets the Eye: Invisible Disabilities and Special Abilities

Download the presentation slides now! The edited recording will be made available as soon as possible.

www.acs.org/acswebinars
Disabilities

• Some are visible, some are not.

• How many deaf people have you met?
My childhood... and my namesake
My Deaf family
My dad – my inspiration
Rochester Institute of Technology
National Technical Institute for the Deaf
Crack in the Pipeline...

**HEARING LOSS = LOSS OF AMBIENT KNOWLEDGE**
- Ambient knowledge is what people pick up from their surroundings, out of the classroom
- Also known as “incidental learning”
- Gives a sense of belonging

- **Drastic gap in schooling between hearing and deaf peers**
  - Deaf students severely lack in ambient knowledge, falling behind their hearing peers
  - Contributes greatly to the sense of loneliness and loss in deaf people
  - A large crack in the educational pipeline

- Requires additional work – the “Deaf Tax”
My graduate research in mass spectrometry
Person of Privilege

• A person in minority needs another person in a position of privilege to help.

• My person of privilege? My advisors.
My advisors and labs

Dr. Vicki Wysocki and lab members

Dr. Mark Foster and lab members
Where am I?

• Becoming a tenure-track professor
• How to balance work and family?
• How to establish my lab and research?
Advocacy for the Underprivileged

How can we fix the leaky pipeline for the deaf and disabled people in STEM?
Superpowers Associated with Disabilities

By Missy Postlewaite
ADHD Superpower

Business mogul Sir Richard Branson, Ikea founder Ingvar Kamprad, and JetBlue founder David Neeleman, all have ADHD: The Entrepreneur's Superpower.

• Day dreaming
• Creativity
• Spontaneity
• Hyperfocus

• Risk-taking
• High energy
• Resilience
• Problem-solving skills
What is the first letter that you see?

• T
• R
• S
• Q
• Other

* If your answer differs greatly from the choices above tell us in the chat!
People with autism tend to notice and can see small details that others may not be able to pick up on.

**Other traits associated with Asperger’s Syndrome:**

- Very logical
- Very strong ethics
- Very Honest
- Persistent
- Not socially driven
- Often have special niche
Schizophrenia Superpower

Studies have shown carriers for the schizophrenia gene have many advantages:

- Decreased frequency of viral infections
- State of constant alertness
- Mathematical reasoning
- Higher IQ
- Increased creativity
- Divergent thinking
Blind and Visually impaired can use their superpower mentally imagine the structure of organic compounds and see chemical reactions in a way that sighted individuals can’t.
Superpower of Hiring People with Disabilities

• Ability awareness

• Competitive advantage
  ✓ Innovation
  ✓ Diverse customers
  ✓ Safety
  ✓ Customer loyalty & satisfaction
  ✓ Productivity
  ✓ Work ethic

• Improvements in profitability
  ✓ Cost-effectiveness
  ✓ Reliability and punctuality
  ✓ Tax credits
  ✓ Employee loyalty
  ✓ Company image

• Inclusive work culture
Adaption: a change or the process of change by which an organism or species becomes better suited to its environment.


• Empiribox Primary School Science Evolution of Man https://www.empiribox.com/the-differences-between-adaptation-inheritance-evolution/
Is it safe for someone to work in a chemistry lab if they can’t see everything they are doing?

• Yes
• No
• Maybe, it depends

* If your answer differs greatly from the choices above tell us in the chat!
The glovebox and chemical safety and hygiene

• I got into inorganic chemistry because of the bright colors!

• unexpectedly inorganic chemistry turned out to use the safest experimental methods.

• All chemicals and solvents are completely contained and unable to come in contact with the skin and eyes.

• You can put them right up to your face!
Other notes on chemical safety

• One must be tidy

• Wear gloves and PPE at all times

• Build good habits that ensure proper handling of waste
  • Aqueous waste is always labeled in blue and in hood A
  • Organic waste is always labeled in red and in hood B

• Be selective about what you work with
“Smiling Data Face”
Electrochemical Reduction of Mo Catalysts
PI stuff: Analyzing data with students

• Regular data meetings

• Electronic notes and summaries (so they can be read on or by a computer)

• Organized presentation of raw data (this is a hard one)

• Even more computer screens!
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**Notes:**
- H: Molality (molarity/density)
- J: Solvent (i.e., toluene, benzene, IPA)
- K: Phenyl ethanol
- L: Other variables (e.g., temperature, pressure)
- M: Measured values
- N: Calculated values
- O: Expected values
- P: Deviation from expected values
- Q: Further analysis or notes
When things are different try not to think they are “wrong”

- When workflows or different or have a different pacing don’t assume they are “worse”.

- Look at the sum total of what folks can do not if it’s done the “correct” way.

- Some tasks take more time some tasks take less time. (like everyone else)
Some common frustrations

• If there is something a VI person cannot do it is because they are “dumb” or “lazy”.

• People with disabilities “have an advantage” because they have extra time on exams etc. etc.

• If someone can’t do everything others do they aren’t “a good scientist”
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Date: Thursday, December 23, 2021 @ 6-7pm ET (7:30am ET)
Speaker: Dr. Shekhar Mande, Ministry of Science and Technology, India
Moderator: Dr. Deelisha Gupta, American Chemical Society

What You Will Learn:
- How to contribute in making India move towards the sustainable path of Aatmnirbhar Bharat
- How to mold career in innovation and entrepreneurship
- How to bridge gaps to increase your chance of employability

Co-produced with: ACS International and ACS Publications

This special broadcast is produced for a target audience in India.

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