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INDUSTRY MATTERS

Information, insights, and advice for ACS industry members

September 17, 2020

Aside from the pandemic, racial injustice is one of the most critical topics of 2020. We have asked chemistry enterprise companies to report what they are doing internally to advance the principles of diversity, inclusion, equity and respect. In addition, we have asked what ideas they have to advance these principles externally across the broader chemistry enterprise, and beyond. This new feature is called "Delivering on Diversity." My thanks to Cargill's Global Head of Inclusion and Diversity, Demetha Sanders, for contributing the first "Delivering on Diversity" piece. Given the commitment of the chemistry enterprise to advancing these principles, we expect to see many other companies reporting on this matter in the coming months.

Agilent Technologies' Tiffany Hoerter shares her thoughts on a number of issues important to our readers. Tiffany explains how to make sure you are solving the right problems, offers a projected three-year employment outlook for chemists and chemical engineers, and discusses how to prevent being stymied by overwhelming amounts of data, i.e. 'paralysis by analysis.'

Our Early Career Chemist feature focuses on HP's Juan Carlos Ramos, who explains why 3-D printing is the future for industrial-scale production of metal components.

And in our Innovation Zone, the co-founders of Ecovia Renewables, Jeremy Minty and Drew Hertig, tell us how they create biopolymers for agricultural, personal care, and industrial applications.

John C. Katz
Executive Editor

DELIVERING ON DIVERSITY

Diversity executives share plans and suggestions to advance diversity, inclusion, equity, and respect both inside and outside of their companies



Demetha Sanders

Global Head, Diversity & Inclusion
Cargill

Cargill's Global Head of Diversity & Inclusion reveals efforts to create a more diverse and equitable company, and more broadly, Cargill's contributions in promoting inclusion and diversity in STEM fields. [Go to article](#)

WHAT I LEARNED

Tiffany Hoerter discusses the domestic employment outlook for the chemistry enterprise over the next three years, avoiding data-driven paralysis by analysis, and the personality trait most responsible for her career success.

[Go to article](#)



Tiffany Hoerter

Chemistries Portfolio Manager
Agilent Technologies

INNOVATION ZONE

The co-founders of Ecovia Renewables share how they create biopolymers for agricultural, personal care, and industrial applications. [Go to article](#)

**Jeremy Minty**

Co-Founder, President and Chief
Executive Officer,
Ecovia Renewables

**Drew Hertig**

Co-Founder and
Chief Business Officer
Ecovia Renewables

EARLY CAREER CHEMIST

Juan Carlos Ramos of HP says the future of industrial-scale production of metal components will be accomplished in a very different way. [Go to article](#)

**Juan Carlos Ramos**

3D Metals Process Development
Engineer
HP

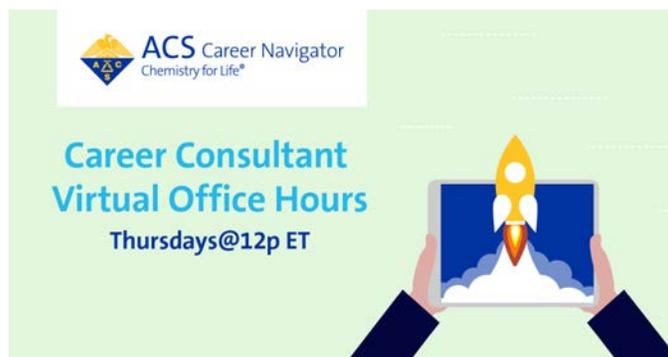
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