



The American Chemical Society Approach to Diversity and Inclusion

Racquel Jemison
Student Experiences Portfolio Manager
Education Division

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Council of Science Editors



ACS Organizational Structure and Values

- Congressionally chartered not-for-profit 501 (c)3 scientific society
 - ~150,000 member-based organization
 - Founded in 1876
- Organized into three branches:
 - Publications and Chemical & Engineering News (C&EN)
 - Chemical Abstract Services (CAS)
 - Society Programs
 - Education Division
 - Membership Division

Vision
Improve people's lives through the transforming power of chemistry

Mission
Advancing the broader chemistry enterprise and its practitioners for the benefit of Earth and its people.

What We Value



Passion for Chemistry



Focus on Members



Professionalism, Safety & Ethics



Diversity & Inclusion

ACS Education Division Programs



Project SEED

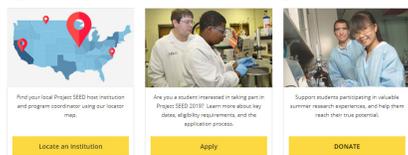
- Founded in 1968
- Paid summer research experiences for low-income high school students at partnering universities, government labs, or industry
- Over 400 students participating across the domestic US and Puerto Rico each summer
- Over 350 institutions participating
- Over 10,000 students have participated
- Scholarship opportunities for eligible students (based on major)

ACS Project SEED Program

Coordinate a Program Host a Site Find a Location Scholarship Donate **Apply Now**

More than 350 institutions have sponsored more than 10,600 high school students since Project SEED's inception almost 50 years ago.

Since 1968, Project SEED has helped more than 10,600 economically disadvantaged high school students, many of whom were the first in their family to attend college. For 8 to 10 weeks during the summer, SEED students work in real laboratories, with real scientists serving as their mentors.



www.acs.org/ProjectSeed
www.acs.org/Scholars

ACS Scholars Program

- Founded in 1995 out of the Committee of Minority Affairs
- Renewable scholarship program for undergraduate students of underrepresented minority race backgrounds majoring in chemistry-related fields.
- Currently 400 students attending 200 different colleges and universities across the United States and US territories
- Hispanic/Latino, African-American, and Native American students eligible
- Mentoring program, travel awards, and additional resources offered.

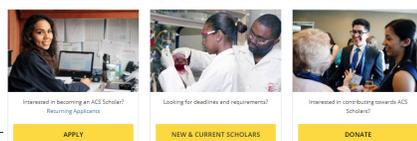
ACS Scholars Program

How to Apply Current Recipients Program Sponsors Scholars Profiles

Approximately \$900,000
in chemistry-related awards annually

The ACS Scholars Program awards renewable scholarships to underrepresented minority students majoring in undergraduate chemistry-related disciplines, and are also intended to pursue careers in chemistry-related fields. Selected recipients are awarded up to \$1,000* per academic year. To date, over 3,000 students have received a funding from the ACS Scholars Program.

*Number of awards and award amounts are determined by school year, demonstrated financial need, and available funding.

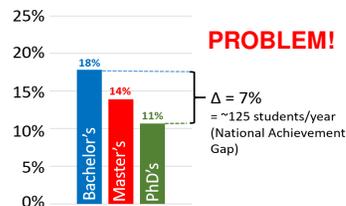


ACS Bridge Project – New in 2019



Broadening Participation in Graduate Education

Degrees to Underrepresented Minorities in Chemistry (5-yr average 2013-2017)



ACS Bridge Project Offerings:

- 1) ACS Bridge Program (connecting URM students with Bridge or Ph.D. programs)
- 2) ACS Bridge Travel Awards (educating students on how to prepare for graduate school)

www.acs.org/bridge

The Bridge Project has the following goals:

- Increase, within 10 years, the fraction of chemical science PhDs awarded to underrepresented minority students to match the fraction of chemical science Bachelor's degrees granted to these groups
- Develop, evaluate, and document sustainable model bridging experiences that improve the access to and culture of graduate education for all students, with emphasis on those underrepresented in doctoral programs in chemical sciences
- Promote and disseminate successful program components to the chemical science community

NSF INCLUDES Alliance:

Inclusive Graduate Education Network (IGEN)

Vision: "To achieve equity for underrepresented groups in doctoral degree attainment in physical sciences."



NSF-1834545 (to ACS)

ACS Department of Diversity Programs



Functions of the Diversity Programs Office

- Serves as liaison for the diversity-based committees
- Establishes and maintains collaborative relationships and partnerships with minority advocacy organizations such as AISES, SACNAS, NOGLSTP, and NOBCChE
- Collects and shares data on membership diversity
- Serves as a reference for other resources, committees, and programming

Diversity Committees in the DDP Portfolio

- Committee on Minority Affairs (CMA)
- Committee on Chemists with Disabilities (CWD)
- Younger Chemists Committee (YCC)
- Women Chemists Committee (WCC)
- Women Chemists of Color
- Senior Chemists
- Gay and Transgender Chemist and Allies Subdivision (Division of Professional Relations)

www.acs.org/Diversity

<https://www.acs.org/content/acs/en/membership-and-networks/acs/welcoming/diversity.html>

Committee Resources and Program Offerings



- Travel awards for national meetings
- Cross-pollination by inviting and sponsoring award-winning students from minority advocacy conferences (AISES, SACNAS, NOBCChE) to attend ACS National Meetings
- Scholarships
- Planned events, seminars, and workshops during national and regional meetings
- On-going activities and campaigns throughout the year
- Diversity-focused awards and recognition
 - Stanley C. Israel Regional Award for Advancing Diversity in the Chemical Sciences
 - ACS Award for Encouraging Disadvantaged Students into Careers in the Chemical Sciences Chemluminary Awards

Our Diverse Communities

Take a closer look at the array of opportunities ACS offers to represent diversity and inclusion in the sciences. Let's work together!

<p>Cross-Cultural Diversity</p> <ul style="list-style-type: none"> • ACS Voices Podcasts • Speaker list • Committee on International Activities • Committee on Minority Affairs • Women Chemists of Color 	<p>Chemists of All Ages</p> <ul style="list-style-type: none"> • Senior Chemists • Younger Chemists Committee (YCC) 	<p>LGBTQ+</p> <ul style="list-style-type: none"> • Gay and Transgender Chemist and Allies Subdivision
<p>Persons with Disabilities</p> <ul style="list-style-type: none"> • Committee on Chemists with Disabilities (CWD) 	<p>Students</p> <ul style="list-style-type: none"> • Student Chapters • Undergraduates • Graduate/Post-doctorate Students • High School Chemistry Clubs 	<p>Women</p> <ul style="list-style-type: none"> • Women Chemists of Color • Women Chemists Committee

Closing the Gap

The ACS collects and distributes data about racial, ethnic and gender disparities and works tirelessly to implement effective programs and initiatives to close these gaps in the classroom and in the chemistry-related workforce.





Thank you!

Please feel free to ask questions!

Contacts:

Portfolio Manager of Student Experiences (ACS Scholars and Project SEED),

Racquel Jemison – r_jemison@acs.org

Portfolio Manager of Graduate and Postdoctoral Scholars Office (ACS Bridge Program),

Joerg Schlatterer – j_schlatterer@acs.org

Department of Diversity Programs Manager,

Benjamin Fiore-Walker - b_fiore-walker@acs.org