

The Importance of Diversity Explored

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June 30, 2021



Disclaimer: The ideas & opinions expressed are solely those of Latonia Harris.

Engineering Excellence - A Snapshot in Time

Chemical Engineering at University of Michigan ~1990

CP

- Ph.D. Chem E
- 24 Patents
- 20+ yrs catalysis



JR

- MS Chem E
- MBA
- 20+ yrs Pharma

LH

- Ph.D. Chem E
- NAE
- 20+ yrs Pharma



DG

- Double Major
- 13 yrs auto industry
- Chemistry Teacher

Expanded Network of Diverse Engineering Excellence



HOWARD
UNIVERSITY



UNIVERSITY OF
MICHIGAN



TUSKEGEE
UNIVERSITY

NC A&T



AGGIES



Massachusetts
Institute of
Technology



1881

HAMPTON



UNIVERSITY

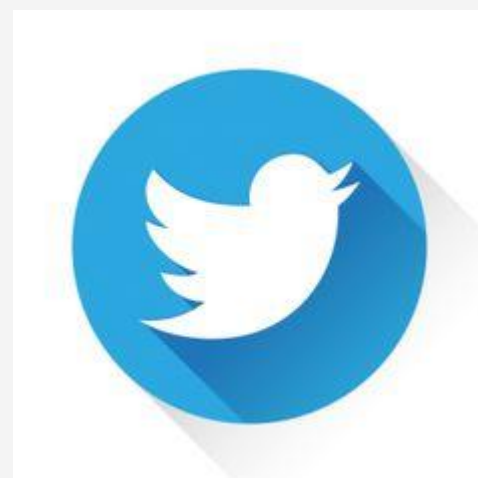


Northwestern
University



1876

Jeff



Kizzmekia Corbett, Ph.D.



Latonia Harris, Ph.D.

DARZALEX[®]
Faspro
(daratumumab/hyaluronidase human)
subcutaneous injection



EXCELLENCE DIVERSE PROFESSIONALS → POSITIVE OUTCOMES for SOCIETY

Diversity in STEMM Positively Impacts the Bottom Line of Companies Across the Globe

- Untapped talent / underutilized intellect translates to unrealized profits and innovation in companies
- Global Competitiveness in STEMM will depend upon how effectively we utilize ALL talent within our borders

Industry Approaches to Increasing DEI

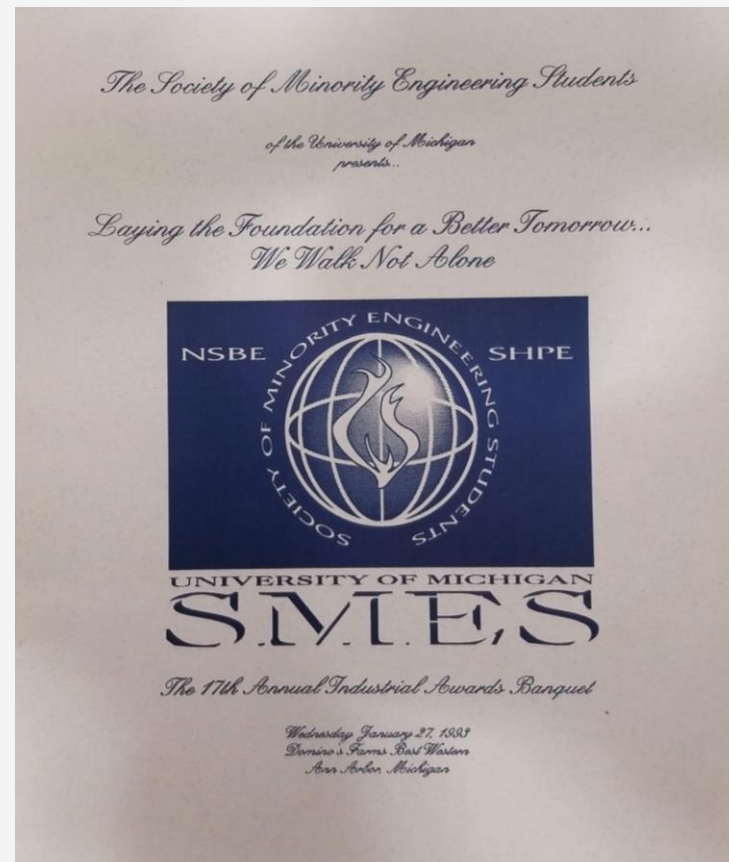
- Communication of Intent to Increase Number of Diverse Hires
- Support of Affinity Groups
- Creation and Support of DEI boards and groups
- Mentoring Program (Ex. J&J Scientist Mentoring & Diversity Program)
- Sponsorship Programs

Additional Considerations

- Most important factor in job satisfaction is often relationship with direct manager. Does that person embrace diversity?
 - Are you seen? Valued? Included? Supported?
 - What is the work environment? Company Culture?
- **HIRING:** Expecting large numbers of diverse candidates to apply for open positions will not likely result in significant increases in the number of diverse hires
 - Strategic and intentional targeting diverse groups is more likely to be effective
 - Recruit via professional societies focusing on underrepresented groups
 - Recruit at universities with diverse student populations
 - Develop a reputation for being a place where diverse talent is treated fairly and supported

Diversity, Equity, & Inclusion

Perspective Gained 3 Decades after U of M



**Laying the Foundation
for a Better Tomorrow ...
We Walk Not Alone**

- The **diverse engineers** in SMES were indeed the **Leaders & Best**
- **Backlash and Resistance** to programs focused on the recruitment and support of underrepresented groups has **impacted today's environment**
- The **NEED STILL EXISTS** for **SUSTAINED and UNIFIED EFFORTS** to increase diversity, equity, and inclusion while addressing racism

Thank You!!