



# DIVERSITY, EQUITY, AND INCLUSION IN CHEMISTRY AND CHEMICAL ENGINEERING

Virtual Workshop from the  
Chemical Sciences Roundtable

May 25-26, 2021

## DIVERSITY, EQUITY, AND INCLUSION IN CHEMISTRY AND CHEMICAL ENGINEERING

A VIRTUAL WORKSHOP OF THE CHEMICAL SCIENCES ROU

A diverse workforce and inclusive workspaces are critical for the advancement of science and the future of the chemical and chemical engineering fields. This virtual workshop will serve as a forum for academic, government, and industrial professionals to discuss the barriers to and best practices for creating more diverse, equitable, and inclusive environments in chemistry and chemical engineering classrooms and workplaces.

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### TUESDAY, MAY 25, 2021

- 11:00 AM **Welcome and Opening Remarks**  
Jeremy Mathis, *Director, Chemical Sciences Roundtable*
- 11:10 AM **Expanding the Participation of Underrepresented Minorities in the Chemical Sciences: Moving the Needle**  
Freeman Hrabowski, *University of Maryland, Baltimore County*
- 11:30 AM **Discussion**  
Moderator: Rigoberto Hernandez, *Johns Hopkins University*
- 12:00 PM **Break**

### SESSION ONE: ESTABLISHED PROGRAMS

- 12:20 PM **Demographic Data: Cultivating Change**  
Dontarie Stallings, *OXIDE*  
Moderator: Mary Kirchhoff, *American Chemical Society*

### Part I. Building A Climate Conducive to Diversity, Equity, and Inclusion

- 12:45 PM **Creating a Culture of Diversity & Inclusion at Merck**  
Rebecca Ruck, *Merck*
- Diversity in All Dimensions - People, Life Experiences, and Ideas**  
Miguel Garcia-Garibay, *University of California, Los Angeles*

**Cultivating Inclusive Cultures in Chemical Sciences: Catalyzing Change with People & Processes**

Travis York, *American Association for the Advancement of Science*

2:00 PM **Panel Discussion**  
Moderator: Carlos Gonzalez, *National Institute of Standards and Technology*

2:30 PM **Break**

**Part II. Enhancing Diversity, Equity, and Inclusion in the Talent Pool**

2:50 PM **BUILDing SCHOLARS on a Foundation of Talent and Asset Bundles**  
Lourdes Echegoyen, *The University of Texas at El Paso*

**Cultivating Diversity, Equity, and Inclusion in Graduate Programs**  
Ellen Wang Althaus, *University of Illinois at Urbana-Champaign*

**Nobody Can See Atoms: Making Chemical Sciences More Diverse, Inclusive, and Accessible to All**  
Hoby Wedler, *Hoby's*

**Creating Cultures of Inclusion in Chemical Engineering**  
Christine Grant, *North Carolina State University, American Institute of Chemical Engineers*

4:30 PM **Panel Discussion**  
Moderator: Malika Jeffries-El, *Boston University*

5:00 PM **Closing Remarks**  
Ian Henry, *Procter & Gamble*

5:10 PM **Adjourn**

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**WEDNESDAY, MAY 26, 2021**

11:00 AM **Welcome and Opening Remarks**  
Jeremy Mathis, *Director, Chemical Sciences Roundtable*

11:10 AM **COACH and Equity: Views and Career Plans of Chemistry Women and Underrepresented Minority Graduate Students in STEM**  
Geraldine Richmond, *University of Oregon*

11:50 PM **Break**

**SESSION TWO: COMMUNITY ENGAGEMENT**

12:20 PM **Introduction**  
Leyte Winfield, *Spelman College*

12:30 PM **Community Engagement Session**

[Click here to join the Slack Workspace](#)  
[Click here for Slack Guidance Document](#)

1:30 PM **Reporting from Planning Committee Members**

2:15 PM **Break**

**SESSION THREE: EMERGING PROGRAMS AND NEEDS**

2:35 PM **Diversity and Inclusion in the Chemical Sciences PhD: American Chemical Society Bridge Program**

Judy Kim, *University of California, San Diego*

**Diversity Without Inclusion is an Empty Gesture**

David Asai, *Howard Hughes Medical Institute*

**The Business Case for Diversity/Inclusion in Industry**

Allyn Kaufmann, *SACNAS, GSK Consumer Healthcare*

**Engaging People with Disabilities: Barriers and Best Practices**

Sheryl Burgstahler, *University of Washington*

4:15 PM **Panel Discussion**

Moderator: Cheryl Leggon, *Georgia Institute of Technology*

4:45 PM **Closing Remarks and Next Steps**

Rigoberto Hernandez, *Johns Hopkins University*

5:00 PM **Adjourn**