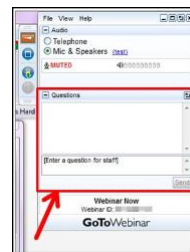
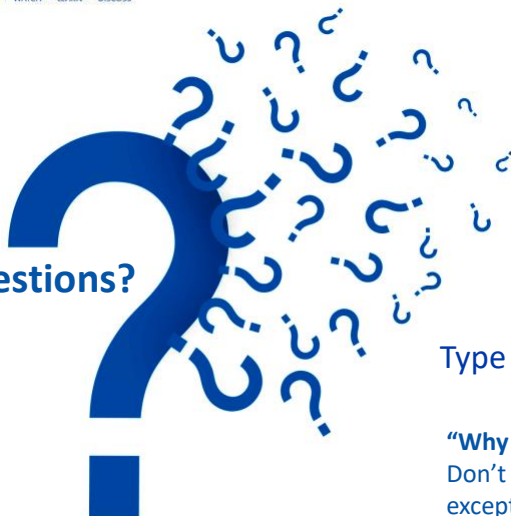




Have Questions?



Type them into questions box!

“Why am I muted?”

Don't worry. Everyone is muted except the presenter and host. Thank you and enjoy the show.

Contact ACS Webinars® at acswebinars@acs.org

1



@AmericanChemicalSociety



@AmerChemSociety



@AmerChemSociety



<https://www.linkedin.com/company/american-chemical-society>

Contact ACS Webinars® at acswebinars@acs.org

2

Check out the ACS Webinar Library!

An ACS member exclusive benefit



Hundreds of presentations from the best and brightest minds that chemistry has to offer are available to you on-demand. The Library is divided into 6 different sections to help you more easily find what you are searching.

Professional Development

▶ View the Collection

Learn how to write better abstracts, deliver more engaging presentations, and network to your next dream job. Brush up on your soft skills and set a new career path by mastering what can not be taught in the lab.

Technology & Innovation

▶ View the Collection

From renewable fuels to creating the materials for the technology of tomorrow, chemistry plays a pivotal role in advancing our world. Meet the chemists that are building a better world and see how their science is making it happen.

Drug Design and Delivery

▶ View the Collection

The Drug Design Delivery Series has built a collection of the top minds in the field to explain the mechanics of drug discovery. Discover the latest research, receive an overview on different fields of study, and gain insight on how to possibly overcome your own med chem roadblocks.

Culinary Chemistry

▶ View the Collection

Why does food taste better when it is grilled or what molecular compounds make a great wine? Discover the delectable science of your favorite food and drink and don't forget to come back for a second helping.

Popular Chemistry

▶ View the Collection

Feeling burdened by all that molecular weight? Listen to experts expound on the amazing side of current hot science topics. Discover the chemistry of rockets, how viruses have affected human history, or the molecular breakdown of a hangover.

Business & Entrepreneurship

▶ View the Collection

How do ideas make it from the lab to the real world? Discover the ins and outs of the chemical industry whether you are looking to start a business or desire a priceless industry-wide perspective.

<https://www.acs.org/content/acs/en/acs-webinars/videos.html>

3



ACS Webinars®

CLICK • WATCH • LEARN • DISCUSS



Learn from the best and brightest minds in chemistry! Hundreds of webinars on diverse topics presented by experts in the chemical sciences and enterprise.

Edited Recordings are an exclusive ACS member benefit and are made available once the recording has been edited and posted.

Live Broadcasts of ACS Webinars® continue to be available to the general public several times a week generally from 2-3pm ET!

A collection of the best recordings from the ACS Webinars Library will be broadcast on Fridays from 2-3pm ET!

www.acs.org/acswebinars

4

Advance YOUR CAREER

ChemIDP™



ChemIDP.org

Discover

ACS PUBLICATIONS

Publishing Resources



ACS Authoring Services

publish.acs.org

Connect

WITH CHEMISTS AND
OTHER SCIENCE
PROFESSIONALS

CAS SciFinder Future Leaders



171 alumni, 35 countries
and over 120 institutions

acs campus.acs.org/resources



From ACS Industry Member Programs

◆ Industry Matters Newsletter

ACS Member-only weekly newsletter with exclusive interviews with industry leaders and insights to advance your career.

Preview & Subscribe: acs.org/indnews



Connect, collaborate, and stay informed about the trends leading chemical innovation

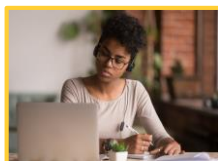
Join: bit.ly/ACSinnovationhub

ACS Career Navigator: Your Home for Career Services



Whether you are just starting your journey, transitioning jobs, or looking to brush up or learn new skills, the **ACS Career Navigator** has the resources to point you in the right direction.

We have a collection of career resources to support you during this global pandemic:



Professional
Education



Virtual Career
Consultants



ACS Leadership
Development System



Career Navigator LIVE!



ChemIDP



College to Career



ACS Webinars



Virtual Classrooms

Visit www.ACS.org/COVID19-Network to learn more!

7

Grateful for your chemistry career?

Pay it forward with a donation
to the ACS Scholars Program today!

www.donate.acs.org/scholars



ACS Office of Philanthropy
Chemistry for Life®



ACS Scholars Endowment Founder **Joe Vacca**, retired Vice President of Chemistry, Merck & Co., meets with his 2018 ACS Scholar **Johanna Masterson**, now a grad student at Princeton University.

“Chemistry has been good to me...so I wanted to make a significant gift to provide that opportunity to others.”

8

Register Today for the ACS Virtual Career Day!



Talk Industry + Career Development with Top Chemists

VIRTUAL

ACS Virtual
Career Day

SATURDAY, NOVEMBER 21
11 AM ET



Manibarsha Goswami
Senior Chemist, DuPont
Electronics & Imaging



Rachel Harris
Research Chemist, PPG



Tejas Shah
Crop Protection Discovery
Chemist, Corteva



James Walker
Senior Research
Specialist, Dow

www.acs.org/careerevents

9

ACS Department of Diversity Programs

Advancing ACS's Core Value of Diversity, Inclusion & Respect



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.

Contact Us:

https://app.suggestionox.com/r/DI_R

Diversity@acs.org



@ACSDiversity



ACS Diversity



acsvoices.podbean.com/



www.acs.org/diversity

10

Diversity, Inclusion, and Respect Advisory Board (DI&R AB)



ACS Executive Leadership Team, Board of Directors, and DI&R AB Members

- Supports the ACS Board of Directors and Committee on Professional and Member Relations (P&MR) in implementing the Society's core value of Diversity, Inclusion, and Respect
- Involved in both strategy recommendations and tactical execution, with the goal of seeing holistic engagement towards a more inclusive Society and scientific community
- Central hub for ACS members and governance units working together to build a culture of inclusion within ACS

11

Free ACS Webinars Every Week! *Upcoming Broadcasts*



Wednesday, November 11, 2020 at 6-7pm IST (7:30am ET)
Speaker: Anubhav Saxena, Pidilite Industries Limited
Moderator: Deeksha Gupta, ACS International

Register for Free!

What You Will Learn

- How to become aware why healthy competition is the key to a healthy work-life balance and job satisfaction
- Understanding the value of mentorship and openness to reverse-mentoring
- How to discover ways to pursue a research problem beyond your comfort zone

Co-produced with: ACS International

* This ACS Webinar is produced for a target audience in India.



Thursday, November 12, 2020 at 2-3pm ET
Speaker: Paul Hodges, International Echem
Moderator: Bill Carroll, Carroll Applied Science

Register for Free!

What You Will Learn

- How the US election could impact international trade and supply chains, especially with China
- What the rising rates of national debt mean for the market
- What is the new vision for oil and the petro-chemical industry going forward?

Co-produced with: ACS Industry Member Programs and ACS Division of Business Development and Management



Tuesday, November 17, 2020 at 1-2pm ET
Speaker: Vijay Kapur (retired), International Solar Electric Technology
Moderator: Bill Tsuzynski, Science History Institute

Register for Free!


What You Will Learn

- A brief history of photovoltaic technology, its current status, and its future
- How innovators worldwide are working to further improve PV technology and develop new applications to solve global problems
- Possible approaches to using PV technology in Philadelphia to make this UNESCO World Heritage City a green city

Co-produced with: Science History Institute

www.acs.org/acswebinars

12



ACS
Chemistry for Life®

Co-produced with: ACS Department of Diversity Programs and
ACS Diversity, Inclusion & Respect Advisory Board

HOW TO RECOGNIZE & RESPOND TO MICROAGGRESSIONS

THIS ACS WEBINAR WILL BEGIN SHORTLY...

13



How to Recognize and Respond to Microaggressions



Fatima Dainkeh
Learning & Development Manager,
She+ Geeks Out

 @shegeeksout



Paula Christopher
Program Specialist & Certified Diversity Expert,
The American Chemical Society

Presentation slides available now! The edited recording will be made available as soon as possible.

www.acs.org/acswebinars

This ACS Webinar is co-produced with ACS Department of Diversity Programs and ACS Diversity, Inclusion & Respect Advisory Board.

14

About She+ Geeks Out

SGO's mission is to educate, promote, and support diverse and inclusive organizations.

We achieve this through a holistic approach to fostering diversity, equity, and inclusion in the workplace.

WOMEN
OWNED



Fatima Dainkeh
Learning and
Development Manager

She+ Geeks Out | facilitators@shegeeksout.com
Diversity, Equity, Inclusion Programming

15

Learning Objectives



- Learn what a microaggression is
- Understand underlying messages and types of microaggressions
- Review ways to microaggressions as a recipient, offender, and witness

16

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



During my professional experience, I have:

(Select all that apply)

- witnessed a microaggression
- experienced a microaggression
- committed a microaggression
- not sure

17

Understanding Microaggressions

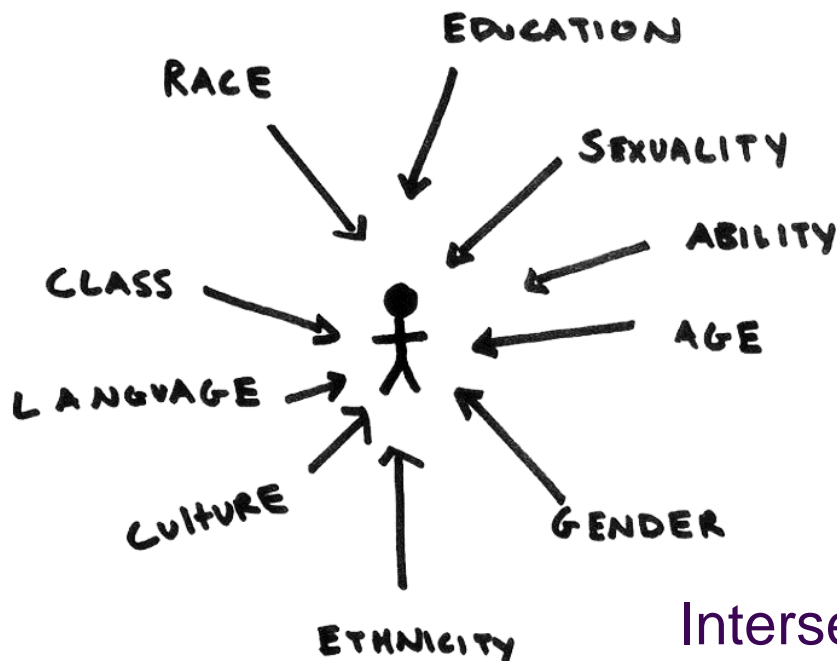
Microaggressions



19

"Microaggressions are the brief and commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults to a target person or group." This can be because of a person's race, gender (identity or role expression), sexual orientation, religious, age, ability status, and/or class.

Sue, Capodilupo, et al, 2007



Intersectionality

20

Themes of Microaggressions



21



- Alien in One's Own Land
- Ascription of Intelligence
- Color Blindness
- Myth of Meritocracy
- Second-Class Citizen
- Sexist/Heterosexist Language
- Traditional Gender Role
- Prejudicing and Stereotyping

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



Which of the following is a type of microaggression?

(Select all that apply)

- Microassault
- Microinsult
- Microinvalidation
- None of the above

Types of Microaggressions



23

Microassault

'Old-fashioned racism'. A verbal or nonverbal attack meant to hurt someone through name-calling, avoidant behavior, etc.

Microinsult

Subtle snubs or insults, often unintentional, but which convey rudeness and insensitivity, or demean one's heritage/identity.

Microinvalidation

Communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of another person.

Examples of Microaggressions



24

Microassault

Calling someone the 'N' word

Displaying a swastika

Microinsult

'He only got the job because of his (insert marginalized identity)'

Calling something "gay" to mean stupid

Microinvalidation

'You're so articulate'

'What's your real name?'

'Where are you *really* from?'

Additional Examples



25



Can I touch your hair?



I'm not a racist, I have Black friends.



Feel free to bring your wife (assuming heteronormativity).



I would've never guessed you were gay!



Don't be so sensitive.



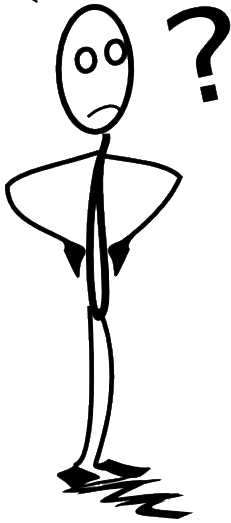
Being ignored in meetings.

Responding to Microaggressions

What Do You Do?



27



- **Recipient:** How can someone who is experiencing a microaggression respond?
- **Offender:** How can someone who has done or said something harmful respond?
- **Witness:** How can someone who is witnessing a microaggression respond?

Individual Level Tips



28

Recipient

It's not your job to teach
 Respond if you feel safe
 Keep context in mind
 Criticize the act, not the person
 Reach out for support
 Don't respond

Offender

Accept responsibility
 Try not to be offensive
 An apology is a critical first step
 Acknowledge the other person
 Work to raise your own awareness
 Intent does not equal impact

Witness

Be an ally
 Speak for yourself, not for the recipient of the microaggression
 Develop and practice responses
 Check in with the recipient of the microaggression
 Report the incident

Institutional Level Tips



29

- Acknowledge that microaggressions occur on a daily basis in and out of the workplace
- Believe and support employees who report experiencing a microaggression
- Foster an environment that encourages open and honest conversations
- Develop formal and informal ways to provide and receive feedback
- Offer trainings and opportunities to support employees in their diversity, equity, and inclusion journey

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT



During my professional experience, I have:

(Select all that apply)

- witnessed a microaggression
- experienced a microaggression
- committed a microaggression
- not sure



31

SGO TRAINING | www.shegeekouts.com | @shegeekouts | #shegeekouts

SGO

THANK YOU!
Questions?

fatima@shegeekouts.com

Learn from the best and brightest minds in chemistry!



We have a topic of interest for every chemist. Go ahead, dive into these diverse categories and discover our growing library of past webinars.

COVID-19

Business & Entrepreneurship

Professional Development

Technology & Innovation

Drug Discovery

Culinary Chemistry

Popular Chemistry

Upcoming Free Webinars



Wednesday, November 11, 2020 at 6-7pm EST (7:30am ET)
Speaker: Anubhav Saena, Polifio Industries Limited
Moderator: Snehalika Gupta, ACS International

[Register for Free!](#)

What You Will Learn:

- How to become aware why healthy competition is the key to a healthy work-life balance and job satisfaction
- Understanding the value of mentorship and openness to reverse-mentoring
- How to discover ways to pursue a research problem beyond your comfort zone

Co-produced with: ACS International

* This ACS Webinar is produced for a target audience in India.



Thursday, November 12, 2020 at 2-3pm ET
Speaker: Paul Hodges, International Echem
Moderator: Bill Carroll, Corvair Applied Science

[Register for Free!](#)

What You Will Learn

- How the US election could impact international trade and supply chains, especially with China
- What the rising rates of national debt mean for the market
- What is the new vision for oil and the petro-chemical industry going forward?

Co-produced with: ACS Industry Member Programs and ACS Division of Business Development and Management.



Tuesday, November 17, 2020 at 1-2pm ET
Speaker: Vijay Kumar Iyengar, International Solar Electric Technology
Moderator: Bill Toyonick, Science History Institute

[Register for Free!](#)

What You Will Learn

- A brief history of photovoltaic technology, its current status, and its future
- How innovators worldwide are working to further improve PV technology and develop new applications to solve global problems
- Possible approaches to using PV technology in Philadelphia to make this UNESCO World Heritage City a green city

Co-produced with: Science History Institute



Miércoles, 18 de Noviembre a las 2-3pm ET
Ponente: Juan Raúl Álvarez Gallego, Universidad Nacional Autónoma de México
Moderadora: Lenia Ruiz Aquino, Sociedad Química de México

[Regístrate Gratis!](#)

Lo Que El Público Aprenderá

- How to become aware why healthy competition is the key to a healthy work-life balance and job satisfaction
- Understanding the value of mentorship and openness to reverse-mentoring
- How to discover ways to pursue a research problem beyond your comfort zone

Co-produced with: Sociedad Química de México/ Chemical & Engineering News

* This ACS Webinar is produced for Spanish speaking target audience.



Thursday, November 19, 2020 at 2-3:30pm ET
Speakers: Michael Hefley, Merck / Jim Hannon, Merck / Wen-Kang, Merck
Moderator: Kaushik Mitra, Janssen Research & Development

[Register for Free!](#)

What You Will Learn

- The role of key hepatic transporters in drug-induced liver injury and strategies to derive molecules with transporter-inhibition liability
- Development of a bioactivation gene signature-based model in detecting hepatotoxicants and its in vivo application in real time to make safe drugs
- Establishment of an in vitro transcriptional signature of bioactivation using a micropatterned culture system (iNATOR-CR) to derive compounds early in discovery

Co-produced with: ACS Division of Chemical Toxicology, ACS Division of Medicinal Chemistry, American Association of Pharmaceutical Scientists, and ACS Publications

www.acs.org/acswebinars

32

Diversity, Inclusion, and Respect Advisory Board (DI&R AB)



ACS Executive Leadership Team, Board of Directors, and DI&R AB Members

- Supports the ACS Board of Directors and Committee on Professional and Member Relations (P&MR) in implementing the Society's core value of Diversity, Inclusion, and Respect
- Involved in both strategy recommendations and tactical execution, with the goal of seeing holistic engagement towards a more inclusive Society and scientific community
- Central hub for ACS members and governance units working together to build a culture of inclusion within ACS

33

ACS Department of Diversity Programs

Advancing ACS's Core Value of Diversity, Inclusion & Respect



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.

Contact Us:

https://app.suggestionox.com/r/DI_R

Diversity@acs.org



@ACSDiversity



ACS Diversity



acsvoices.podbean.com/



www.acs.org/diversity

34



How to Recognize and Respond to Microaggressions



Fatima Dainkeh
Learning & Development Manager,
She+ Geeks Out

@shegeekouts



Paula Christopher
Program Specialist & Certified Diversity Expert,
The American Chemical Society

Presentation slides available now! The edited recording will be made available as soon as possible.

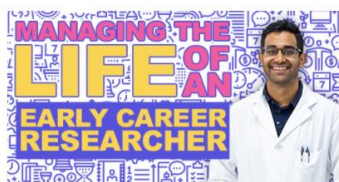
www.acs.org/acswebinars

This ACS Webinar is co-produced with ACS Department of Diversity Programs and ACS Diversity, Inclusion & Respect Advisory Board.

35

Free ACS Webinars Every Week!

Upcoming Broadcasts



Wednesday, November 11, 2020 at 6-7pm IST (7:30am ET)
Speaker: Anubhav Saxena, Pidilite Industries Limited
Moderator: Deeksha Gupta, ACS International

[Register for Free!](#)

What You Will Learn

- How to become aware why healthy competition is the key to a healthy work-life balance and job satisfaction
- Understanding the value of mentorship and openness to reverse-mentoring
- How to discover ways to pursue a research problem beyond your comfort zone

Co-produced with: ACS International

* This ACS Webinar is produced for a target audience in India.



Thursday, November 12, 2020 at 2-3pm ET
Speaker: Paul Hodges, International Echem
Moderator: Bill Carroll, Carroll Applied Science

[Register for Free!](#)

What You Will Learn

- How the US election could impact international trade and supply chains, especially with China
- What the rising rates of national debt mean for the market
- What is the new vision for oil and the petro-chemical industry going forward?

Co-produced with: ACS Industry Member Programs and ACS Division of Business Development and Management



Tuesday, November 17, 2020 at 1-2pm ET
Speaker: Vijay Kapur (retired), International Solar Electric Technology
Moderator: Bill Tsuzynski, Science History Institute

[Register for Free!](#)

What You Will Learn

- A brief history of photovoltaic technology, its current status, and its future
- How innovators worldwide are working to further improve PV technology and develop new applications to solve global problems
- Possible approaches to using PV technology in Philadelphia to make this UNESCO World Heritage City a green city

Co-produced with: Science History Institute

www.acs.org/acswebinars

36



ACS Webinars®

CLICK • WATCH • LEARN • DISCUSS



Learn from the best and brightest minds in chemistry! Hundreds of webinars on diverse topics presented by experts in the chemical sciences and enterprise.

Edited Recordings are an exclusive ACS member benefit and are made available once the recording has been edited and posted.

Live Broadcasts of ACS Webinars® continue to be available to the general public several times a week generally from 2-3pm ET!

A **collection of the best recordings** from the ACS Webinars Library will be broadcast on Fridays from 2-3pm ET!

www.acs.org/acswebinars

37



ACS Webinars®
CLICK • WATCH • LEARN • DISCUSS



ACS Webinars® does not endorse any products or services. The views expressed in this presentation are those of the presenter and do not necessarily reflect the views or policies of the American Chemical Society.



Mike Russell Erik

Contact ACS Webinars® at acswebinars@acs.org

38

Free ACS Webinars Every Week!

Upcoming Broadcasts



Wednesday, November 11, 2020 at 6-7pm IST (7:30am ET)
 Speaker: Anubhav Saxena, Pidilite Industries Limited
 Moderator: Deeksha Gupta, ACS International

[Register for Free!](#)

What You Will Learn

- How to become aware why healthy competition is the key to a healthy work-life balance and job satisfaction
- Understanding the value of mentorship and openness to reverse-mentoring
- How to discover ways to pursue a research problem beyond your comfort zone

Co-produced with: ACS International

* This ACS Webinar is produced for a target audience in India.



Thursday, November 12, 2020 at 2-3pm ET
 Speaker: Paul Hodges, International Echem
 Moderator: Bill Carroll, Caroll Applied Science

[Register for Free!](#)

What You Will Learn

- How the US election could impact international trade and supply chains, especially with China
- What the rising rates of national debt mean for the market
- What is the new vision for oil and the petro-chemical industry going forward?

Co-produced with: ACS Industry Member Programs and ACS Division of Business Development and Management



Tuesday, November 17, 2020 at 1-2pm ET
 Speaker: Vijay Kapur (retired), International Solar Electric Technology
 Moderator: Bill Tsuyinski, Science History Institute

[Register for Free!](#)

What You Will Learn

- A brief history of photovoltaic technology, its current status, and its future
- How innovators worldwide are working to further improve PV technology and develop new applications to solve global problems
- Possible approaches to using PV technology in Philadelphia to make this UNESCO World Heritage City a green city

Co-produced with: Science History Institute

www.acs.org/acswebinars