Diversity & Inclusion in STEM Mtg Final Report 2021

Diversity & Inclusion in 'thru the lens of Chemistry'

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VCU STEM CHEMISTRY
APRIL 29, 2021
5:30 PM via Zoom

Co-HOST:
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Interested in diversity in STEM?
Come join us to hear about how these amazing chemists connected by the VCU Chemistry Department have overcome challenges and were motivated to pursue various careers in STEM!
All students from all disciplines are welcome!

Sponsors:
American Chemical Society, VCU Chemistry, College of Humanities and Sciences-Inclusion Diversity and Equity Committee, Black Education Association (BEA), TRIO, YouFirst

Co-HOST:
Jasmine Witt
ACS at VCU- Vice President

Virginia Commonwealth U
American Chemical Society
Authored by: Charlene Crawley
Diversity & Inclusion in STEM Program
‘Thru the Lens of Chemistry’ - Summary Event Report
Dr. Charlene Crawley and Jasmine Witt – co-Hosts

I. Background
This initiative was the brainchild of Jasmin Witt, a Hispanic American undergraduate student at VCU and Vice-President of the student-affiliate Chapter of the American Chemical Society. Ms. Witt approached me regarding her interest in wanting to have open discussions regarding the diversity of faculty within the chemistry department, since as a minority student she had only limited contact with faculty who shared her heritage. She was also excited at the prospect of interacting and engaging with minority faculty, professionals and students to have a discussion about diversity and inclusion and its impact in creating a stronger sense of ‘belonging’ within the department and field.

“The future of STEM is in the hands of the students now who want to see change in their future career”
Jasmine Witt – VCU Double biology and chemistry major – Hispanic – Mexican American

Increasing the diversity and inclusion in STEM and increasing the success of both minority and majority students has been a long-term personal career focus. As joint goals of the event were to increase student awareness regarding climate challenges for historically marginalized students, faculty, and professionals in STEM and providing financial incentives for student participation, we raised $1300 of monitory support in raffles to provide our attendees with either $50 Amazon gift cards or ecard full American Chemical Society (ACS) membership. In addition, the VA section of the ACS offered complimentary ‘affiliate membership’ status to all attendees to better facilitate their awareness of the programming and networking potential offered by the ACS. In addition, we were able to obtain funding commitments from the VCU Black Education Association (BEA) of $500, the Virginia Section of the ACS, for which I am the Minority Affairs Chair for $500, and the VCU College of Humanities and Sciences (CHS) and the Department of Chemistry’s Inclusion, Diversity and Equity Committees (IDECs) for $100 and $200, respectively. Although we only had three weeks to make this happen, as Jasmine had
already set the April 29th date before I partnered with her, we were able to get 109 people registered to attend the Zoom event and 73 attendees. In addition, this event would not have been possible or successful without the aid of Mr. Deverick Strand, as our ‘web and Zoom master’ and Dr. Julian Bobb, member and chair of the Young Chemist Committee (YCC) of the ACS-VA section.

A summary of the attendee raffle awards are summarized in the following Tables:

### RAFFLE I - Selection Pool:

1. **Submissions to Diversity Collage Picture**
   a. $50 Amazon Gift Card - 1
   b. $50 Amazon Gift Card - 2
2. **Submissions to Demographic Classification Poll**
   a. ACS e-Gift Membership - Undergraduate Student - 1 ($29)
   b. ACS e-Gift Membership - Undergraduate Student - 2 ($29)
   c. ACS e-Gift Membership - Graduate Student - 1 ($87.50)
   d. ACS e-Gift Membership - Professional - 1 ($175)
   e. ACS e-Gift Membership - Non-Scientist Affiliate Professional - 1 ($175)
3. **Correct Responses to Hechinger Report Question-1** - $50 Amazon Gift Card - 3
4. **Correct Responses to Hechinger Report Question-2** - $50 Amazon Gift Card - 4
5. **Undergraduate Student Membership by Institution ($29)**
   a. Virginia Union University
   b. Virginia State University
   c. Virginia Commonwealth University
   d. University of Richmond
   e. Other

### RAFFLE II - #1 - Selection Pool:

- **Registration and Attendee Raffle**
  a. $50 Amazon Gift Card - 1
  b. $50 Amazon Gift Card - 2
- **Follow-up Assessment**
  c. $50 Amazon Gift Card - 3

II. Review of the Registration Pool

The registration form polled the registrants based upon the following criteria:

a. Student or Professional Career status
b. Academic Institution
c. Major (if student)
d. State of Residence (over 90 percent of the attendees were from Virginia)
e. Race/Ethnicity
f. ACS membership status (only 30% of the attendees were ACS members)

The following charts highlight the registration pool based upon these elements:

**Attendee Professional Demographic**

![Pie chart showing Graduate (11.1%), Mid-Career (21.3%), Post-Doc/Early (10.2%), Late-Career (13.0%), and Undergraduate (44.4%)]

**Attendee Academic Institution (Current)**

![Pie chart showing Virginia (61.1%), Other Four-Year (15.7%), Virginia State (13.9%), Virginia Union (6.5%), and Community (1.9%)]

Attendee Majors

- Sociology: 1.3%
- HPEX: 4.0%
- Forensic Science: 4.0%
- Dietetics: 2.7%
- Chemistry: 33.3%
- Biology: 18.7%
- Biomedical: 4.0%
- Biochemistry: 6.7%
- Bioinformatics: 1.3%

Attendee ACS Membership Status

- No: 29.6%
- Yes: 70.4%

Attendee State/Province

- VA
- NY
- NJ
- CA
- MD
- MI
- Other
- DE
III. **Review of Polling Questions Addressed to Meeting ATTENDEES:**

As indicated there were 73 attendees at the meeting (out of 109 registrants). Attendance varied throughout the 2-hour meeting, which actually went over by about 15 minutes with follow-up questions and the end-of-meeting raffling of gift or membership awards. Five polls were taken during the meeting, with the last polling question asking how many of the remaining attendees had an interest in becoming VA-ACS member affiliates. There were about 60 attendees remaining for this last polling question. Of the 36 members responding to the poll, who were primarily students, about 80% (or 29 persons) were interested in having affiliate memberships. This was an astounding response, given that this was the last polling question, which was close to 8 pm.

A summary of the live responses to the five polls are highlighted below in the following Figures:

1. Active Polling Q1 - Demographics of Attendees
2. Active Polling Q2 – Question 1 of the Hechinger Report
3. Active Polling Q3 – Question 2 of the Hechinger Report
4. Active Polling Q4 – One Word Expression of Environment Lacking Inclusion
5. Active Polling Q5 – Polling of Attendee Interest in VA-ACS Affiliate membership
- **Response to Active Poll Question 1**

  Audience members: Please indicate your closest classification from the choices below

  - Undergraduate student: 56%
  - Faculty: 22%
  - Academic Administrator or Staff: 13%
  - Graduate student or Post-doc: 9%
  - Industrial Professional: 2%

- **Response to Active Poll Questions 1 and 2** which are related to the attendees prior reading of the Hechinger Report, which was a link made available in the meeting advertisement that was sent to all STEM units and advertised two weeks in a row in the College of Humanities & Sciences Telegram:
The number and percentage of attendees selecting the correct responses (indicated by the green colored bars) are also shown in each slides below:

The next poll reflected a WORD chart report asking the attendees to indicate their feelings, if their work or school environments lacked the diversity and inclusion of persons like them:
Finally, the last Figure indicates the resulting poll of attendees who expressed an interest in becoming affiliate members of the Virginia Section of the American Chemical Society. Since this poll was taken AFTER the raffle of full ACS memberships, it would be reasonable to assume that the 29 persons interested in the ‘affiliate’ membership status did NOT include the 9-full membership student and professional ACS ecards that were raffled.