



Executive – Minority Affairs Committee Report

Executive Meeting Summary – Aug 27, 2022 - *Charlene Crawley & Colleen Taylor*

Minority Affairs Mission Statement: The mission of the Minority Affairs Committee of the ACS-VA section is to serve, increase the representation of, communicate interests of, and establish programming for persons under-represented in the chemical and engineering sciences. This mission is advanced through sponsoring of the following initiatives:

1. Attract minority students (K-12 and College) to the chemistry related professions.
2. Create programs that provide mentoring to minority students via liaisons with VA universities and industries.
3. Compile best practices for recruitment, retention, career development, resumes writing, and evaluate programs for the advancement of minority programs.
4. Establish links with other STEM minority serving groups, such as the National Organization for the Professional advancement of Black Chemists and Chemical Engineers (NOBCChe)
5. Identify minority friendly educational institutions and business.
6. Create programming and initiatives to increase the participation and membership of minority STEM students and professionals within the ACS VA Section.

2022 Initiatives and Accomplishments: (Budget Request- \$1000)

1. **Increase outreach, awareness, and involvement of Minority membership and mentoring** in VA section and surrounding sections with a **'share your story'** feature in future bulletins with 'interview-type' responses to questions like: (1) *Why did you choose chemistry/engineering/STEM as a career*, (2) *Discussion of 'defining' moments in career/discipline selection, such as early heroes/mentors*, (3) *steps and struggles overcome in attaining degree/position*, (4) *what excites you about discipline area*, (5) *describe everyday experiences/research on job*, (6) *what would you do/change to increase pipeline or make ACS or work environment more attractive/conducive to under-represented populations?* (7) *How have you navigated the COVID-19 and social justice pandemics and what advice can you offer to others.*

Measure of success – increase in membership, participation, or attendance at VA section meetings.

Accomplishments to date: (1) Pursued joint effort with Julian, YCC Chair, the Minority Affairs Committee (initiated by Colleen Taylor) in advancing his efforts to sustain and improve a Mentor Mentee Matching Program for the VA section ACS. Currently he is soliciting NOBCChe for any Mentors who wish to spend as little or as much time as they wish to interact one-on-one with undergraduate chemistry majors (remotely is fine). On May 4, 2022, Julian, Colleen, and I held a meeting with Sharon Neal (NOBCChe Northeast Regional Chair, UDEL) who was deputized to brief the NOBCChe Board to get more info on our needs and how to create a larger degree of involvement or MOU with NOBCChe.

- (2) Invite Dr. Pamela Leggett-Robinson to speak to the minority affairs committee and also be an ACS speaker on the topic of 'Broadening STEM Participation' to provide guidance on how we can create and sustain partnerships with STEM K-12, university, industrial, and University partners to enhance student success by strengthening 'belonging and community' in marginalized populations via diversity and inclusion efforts. I plan to make this a joint effort between the VCU-BEA, the VCU-College of Humanities and Sciences (CHS), as well as the VCU Department of Chemistry IDEC (Inclusion, Diversity, and Equity) committees.

Dr. Pamela Leggett-Robinson is the CEO and Executive Director for PLR Consulting in Atlanta, GA. PLR Consulting is a boutique Program Development and Evaluation firm that works with organizations and institutions that seeks to address multi-faceted obstacles confronting both historically and marginalized groups in STEM environments as well as optimize current STEM programs through management and evaluation. She has more than 15 years of higher education experience which includes STEM academic and student success/support programming, strategic planning, data analytics, and program evaluation. As a PI, she has garnered funds in excess of \$3 million dollars from both NIH and NSF for broadening participation in STEM Undergraduate Education and as an Evaluator has worked on large projects with NSF (Big Data, BioGraph), Google CS-ER, and DOD STEM Student Success. Her distinguished record of STEM programmatic success (at HBCUs and PWIs) is well documented in publications and presentations. Dr. Leggett-Robinson holds a Ph.D. in Physical Organic Chemistry from Georgia State University and is a Certified Associate of Project Management.

BROADENING STEM PARTICIPATION THROUGH INTENTIONAL EXPOSURE, ENCOURAGEMENT, AND ENGAGED SUPPORT

A VIRTUAL EVENT VIA ZOOM
TUESDAY • MAY 17, 2022
4:00 - 5:00 P.M. PACIFIC TIME

Presented by:

Dr. Pamela Leggett-Robinson, PhD, CAPM
Founder & Executive Director, PLR Consulting

Many of the educational STEM settings (K-12 and higher education) serve as arenas where both academic and social inequities (and injustices) can be produced and reproduced by privileging some identities while marginalizing others. Thus, conspiring to create the STEM opportunity gap by way of lack of STEM exposure, encouragement, and engaged support. To effectively broaden participation and decrease the opportunity gap for these groups, current STEM environments must intentionally create and foster a culture of diversity, inclusion, and equity — one that is open, welcoming, and nurturing to everyone. This seminar aims to build capacity for ways in which individuals and local sections can work together to broaden participation in STEM for marginalized groups through intentional exposure, encouragement, and engaged support. Join us!



Pamela Leggett-Robinson has more than 15 years of higher education experience which includes STEM academic and student success/support programming, institutional strategic planning, data analytics, educational programming (start-ups), and program evaluation. Her diverse skill set is a result of serving as an academic administrator, project manager, principal investigator/project director for STEM student and community initiatives, high school teacher, and lobbyist for K-20 science funding on Capitol Hill. She is a Certified Associate in Project Management and brings an exceptional level of enthusiasm, dedication, and nuanced perspective to each STEM program she serves.

Dr. Leggett-Robinson's research and scientific presentations focus on natural product chemistry, surface chemistry, student support programs in STEM education and support programming for women of color in STEM professions. She has received multiple awards for her STEM service to students and garnered funds from both NIH and NSF in program funding. Her distinguished record of STEM programmatic success is well documented in publications and presentations.

Dr. Leggett-Robinson holds a B.S. in chemistry from Georgia State University, M.S. in Bio-Organic Chemistry from Tennessee Technological University, and a Ph.D. in Physical Organic Chemistry from Georgia State University. Dr. Leggett-Robinson is a co-editor of the book *Overcoming Barriers for Women of Color in STEM Fields* and co-author of book chapter "Navigating the Landscape of the STEM Professoriate: Reflections and Insights" from *Women of Color. Women's Influence on Inclusion, Equity, and Diversity in STEM Fields*.



ACS Local Section
Southern California

This is a Southern California Section of the American Chemical Society (SCALACS) event presented under the Diversity, Equity, Inclusion, and Respect (DEIR) grant from the American Chemical Society (ACS).