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.