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Women Chemists Committee
*Mission, Goals, and Background*

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*Make the right connections*

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*Potential sources of support for local section activities*

Award Opportunities
*Recognize outstanding women in your local section*

Local WCC Section Programming
*Best practices and success stories of local section programming*
WOMEN CHEMISTS COMMITTEE OVERVIEW

Mission

Structure
Women Chemists Committee

The vision of the WCC is:

“Empowering women throughout the chemical enterprise”

The WCC mission is to “Attract, retain, develop, promote, and advocate for women to positively impact diversity, equity, and inclusion in the Society and the profession.” There are four goals designed to fulfill the mission statement:

• Goal 1: Increase engagement and retention (of women)
• Goal 2: Advocate and educate within the Society on issues of importance (to women)
• Goal 3: Enhance leadership and career development opportunities (for women)
• Goal 4: Highlight contributions (of women)
WCC Structure
WCC Structure

WCC is currently structured with 4 Project Managers. Each Project Manager oversees the Project Teams that address one of the four WCC goals.

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<thead>
<tr>
<th>Goal 1: Engagement &amp; Retention</th>
<th>Goal 3: Leadership &amp; Career Development</th>
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<tbody>
<tr>
<td>Women Chemists of Color</td>
<td>WCC Breakfast &amp; Luncheon</td>
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<tr>
<td>Networking/Just Cocktails</td>
<td>Program-in-a-Box/Webinar</td>
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<tr>
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<th>Goal 4: Awards &amp; Recognition</th>
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<td>Rising Stars</td>
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<td>Non-tenure Track Task Force</td>
<td>Eli Lilly Travel</td>
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<tr>
<td>Sexual Harassment Prevention</td>
<td>Merck Research Award</td>
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<tr>
<td>Data Collection/Compiling</td>
<td>Highlighting Accomplishments</td>
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<td>“Mom” Toolkit</td>
<td>PCJ and OCA</td>
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<td>ChemLuminary(?)</td>
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</table>
The Members of the committee are appointed jointly by the Chair of the ACS Board of Directors and the ACS President-Elect (who receive recommendations from the Committee on Committees [ConC]).

- There are 15 Members who serve 1- to 3-year terms (a 3-year term is most common). Members may serve on WCC for up to 9 years (i.e., three 3-year appointments, not including the time served as Associates).
- The Chair is appointed in the same manner as the Members.
- Committee Associates and Consultants serve 1-year terms.
- Consultants bring particular skills or expertise to the Committee through a clearly defined role such as a special project. Consultants should serve no more than five years. Consultants may be former Members of the WCC who have served their statutory limit or those who express interest but are not able to serve as full Members.

Councilors and Alternate Councilors can indicate interest in serving on the WCC through the annual Committee Preference Form sent by ConC. If you are not a Councilor and interested in serving on the Committee, you can submit your name at wcc@acs.org.
WCC NETWORK

Key Contacts

Local Section Contact Points
Key Contacts

WCC Chair: Kimberly Woznack (woznack@calu.edu)
WCC Staff Liaison: Victoria Fuentes (v_fuentes@acs.org)
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<th>WCC Leadership</th>
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## Local Section Contact Points

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<table>
<thead>
<tr>
<th>Local Section</th>
<th>Committee Chair</th>
<th>E-mail Address</th>
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<tbody>
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FUNDING OPPORTUNITIES

Grant Programs
Grant Programs

Innovative Program Grant
The ACS Committee on Local Section Activities (LSAC) funds new local section projects through Local Section Innovative Projects Grants (IPGs).

Corporation Associates Seed Grant
ACS Corporation Associates (CA) considers requests for seed grants that further CA’s role in areas agreed upon by the Committee. Funding guidelines for each applicant are generally up to $5,000 per calendar year.

Science Café Grants
Science cafés provide a relaxed, open venue for nonscientists and scientists to discuss current topics. By hosting a science café you can help promote scientific literacy within your local community and invigorate your local section about questions of the day with a scientific underpinning.

Local Section Virtual Event Participation Grant
This grant is meant to provide seed funding to Local Sections for the planning and implementation of hardware and/or software infrastructure to facilitate the ability of Section members to participate in events from a remote location.

Corporation Associates Local Section Grant
The Committee on Corporation Associates provides funding for ACS Local Sections and International Chapters to promote industry-focused events at the local section and international chapter level.
AWARD OPPORTUNITIES

Individual Awards

Group Awards

Becoming Award Ready
Award Opportunities

Local Women Chemists Committee chapters can highlight the potential, accomplishments, and successes of their members through WCC awards and more broadly through ACS awards.

**Individual Awards**
- Eli Lilly Travel Award
- Merck Research Award
- Priscilla Carney Jones Scholarship
- Rising Star Award
- Overcoming Challenges Award
- ACS National Awards

**Group Awards**
- WCC ChemLuminary Award
- ChemLuminary Awards
Eli Lilly Travel Award

- The ACS Women Chemists Committee and Eli Lilly and Company sponsor a program to provide funding for undergraduate, graduate, and postdoctoral female chemists to travel to meetings to present the results of their research. Through this program, WCC and Eli Lilly and Company continue to increase the participation of women in the chemical sciences.

- The deadlines for receipt of applications are:
  - February 15 for meetings between July 1st and December 31st
  - September 15 for meeting between January 1st and June 30th

- Application materials
  - A resume or C.V. (include permanent address).
  - A copy of her abstract submission which should include her abstract title, author(s), and text.
  - A letter detailing the reasons why she wants this award (both scientific and financial), and specifying whether she has made a previous presentation at a national or major meeting.
  - A letter from her advisor confirming her participation in the meeting at which she will be making her presentation, commenting on her technical ability and potential, and listing any other travel support that would be available from the department or research grants.

- [https://www.acs.org/content/acs/en/funding-and-awards/awards/other/travel/wcctravelaward.html](https://www.acs.org/content/acs/en/funding-and-awards/awards/other/travel/wcctravelaward.html)
Merck Research Award

• The Merck Award recognizes eight women who present their research at an awards symposium held during the Fall ACS national meeting. Awardees receive a $1,500 stipend to cover Fall ACS national meeting expenses. They present their research at a WCC/Merck half-day symposium and be recognized at the Awards Symposium Luncheon and the WCC Luncheon.

• Eligibility: 3rd & 4th year female graduate students with a research focus in one or more of the following - Organic, Medicinal, Analytical, Chemical Biology, Computational or Structural Chemistry and related disciplines. Open to US citizens or students attending a graduate program in the US. Those who have received a prior award under this program are ineligible.

• Application materials: December 1st Deadline
  – A resume or C.V. (include permanent address).
  – A brief cover letter detailing how this award will impact your career in science
  – Proposed abstract submission for the WCC/Merck Research Award Symposium
  – A letter from your research advisor commenting on your technical ability and potential, as well as confirming your participation in the ACS national meeting at which you are making your presentation

• https://fs7.formsite.com/acsdiversity/Merck_Research_Award/index.html
Priscilla Carney Jones Scholarship

• The Priscilla Carney Jones Scholarship was established by Paul R. Jones, in memory of his wife, to provide scholarships for female undergraduate majors in chemistry or related disciplines who are beginning their junior or senior years of study. Priscilla Carney Jones wished to have this scholarship established because of the difficulties she faced as a female chemist early in her career.

• Eligibility
  – To be considered a candidate, students must meet the following criteria:
  – Rising junior or senior female undergraduate student
  – Enrolled full-time at an accredited college or university
  – Major in chemistry or chemistry-related science
    Students in pre-med programs who intend to go to medical school are not eligible for this scholarship.
  – Completed research or plan to conduct research during undergraduate years
  – Minimum overall GPA of 3.25
  – US citizen or permanent resident
  – Able to demonstrate evidence of financial need

• [https://www.acs.org/content/acs/en/funding-and-awards/awards/other/diversity/priscilla-carney-jones-scholarship.html](https://www.acs.org/content/acs/en/funding-and-awards/awards/other/diversity/priscilla-carney-jones-scholarship.html)
Rising Star

- The WCC Rising Star Award recognizes up to ten outstanding women scientists approaching mid-level careers who have demonstrated outstanding promise for contributions to their respective fields.

- The award includes the following:
  - The opportunity to present contributions at a WCC-sponsored symposium at the spring ACS national meeting. The award symposium serves to highlight the accomplishments of the award winners by providing a venue to inform researchers and other professionals of the status of current work, ideas, and thought; to enable networking with other practitioners; and to acquaint scientists with other active members of the research community.
  - A $1,000 stipend to cover spring national meeting travel expenses.
  - Visibility and networking opportunities at the spring national meeting—awardees are recognized at the WCC ‘Just Cocktails’ reception and at the WCC Luncheon where awardees are seated at the head tables along with ACS governance, WCC members, and fellow award winners.

- The deadline for receipt of nominations is June 15

- In the online nomination process, the nominator will be required to provide/upload the following:
  - Nominee’s resume or C.V.
  - Primary nominator letter in support of nomination. Letter should not exceed 800 words (maximum of 2 pages), with no less than 11pt font.
  - A second nominator letter in support of nomination is optional, but recommended. The letter should not exceed 800 words (maximum of 2 pages), with no less than 11pt font.

- https://www.acs.org/content/acs/en/funding-and-awards/awards/other/diversity/wcc-rising-star-award.html
Overcoming Challenges Award

• **Purpose:** The Overcoming Challenges Award recognizes a female undergraduate for her efforts in overcoming hardship to achieve success in chemistry.

• **Nature:** One award is offered annually. The awardee receives a monetary prize of $250 and up to $1,000 for travel expenses to attend the ACS Fall National Meeting. The awardee is presented with a plaque and recognized at the WCC Luncheon at the fall meeting.

• Applications must be received by **April 1**.

• **Eligibility:**
  
  – Applicant must be a female undergraduate currently enrolled in a two-year chemistry-related program or pursuing a major or minor in a four-year chemistry program at a school that does not grant doctorates in chemistry. Applicant must have completed one semester of college-level chemistry.

  – Applicant must demonstrate that she has overcome hardships (economic, personal, or academic) in pursuit of her education.

  – Applicants are reviewed on: (1) Improvement; (2) Initiative; (3) Successes; and, (4) Grades from the previous two semesters (not cumulative grade point average)

• [https://www.acs.org/content/acs/en/funding-and-awards/awards/other/diversity/wcc-overcoming-challenges-award.html](https://www.acs.org/content/acs/en/funding-and-awards/awards/other/diversity/wcc-overcoming-challenges-award.html)
ACS National Awards

• The ACS National Awards program is designed to encourage the advancement of chemistry in all its branches, to support research in chemical science and industry, and to promote the careers of chemists.
  - https://www.acs.org/content/acs/en/funding-and-awards/awards/national.html

• The American Chemical Society (ACS) Fellows Program was created by the ACS Board of Directors in December 2008 to recognize members of ACS for outstanding achievements in and contributions to science, the profession, and the Society. Read more about the program purpose.
  - https://www.acs.org/content/acs/en/funding-and-awards/fellows.html
WCC ChemLuminary Award

• The WCC sponsors one award for local sections each year to be presented at the ChemLuminary ceremony during the ACS Fall National Meeting.

• The ACS ChemLuminary Awards recognize volunteer participants in ACS Local Sections and Divisions whose efforts have helped to achieve excellence.

• In order to provide the opportunity to focus on different aspects of the WCC’s mission – to be leaders in attracting, developing, promoting and advocating for women in the chemical sciences – WCC rotates the category for the award on an annual basis.
Becoming Award Ready

Becoming 'Award Ready', a free webinar held on September 20, 2016, covered what nominees and nominators need to know to prepare a successful nomination package:

- What the nomination and selection processes entail
- How to better prepare for the creation of competitive nomination packages
- How to conduct nomination and selections processes with the same professionalism used for publications and other scholarly endeavors
- How to invest efforts to prepare potential nominees, as well as nominators and canvassing committees, and expand the pool
- Why we must make efforts to minimize inherent bias throughout the nomination and selection processes.

The webinar was based on a recent ACS national meeting session, “Increasing Successful Awards Nominations from Underrepresented Groups”, held on August 23, 2016, and a series of ACS Comments:


WCC also contributed to the ACS Awards Nomination Guide and a single page summary document to guide the nominator in preparing a successful nomination, prepared by the Awards Equity Implementation Team of the ACS Board Committee on Grants and Awards.
LOCAL SECTION WCC PROGRAMMING

Best Practices

Examples
Programming Best Practices: Symposium

Symposia can feature technical talks (on a particular technical theme, leaders of the future, memorial symposia, etc) or career related talks (balancing career and family, tips for career success, etc). Audiences appreciate all types of talks. In general, luncheon and dinner speakers should stick to nontechnical talks.

- Confirm the symposium times and location with all speakers. Be sure they know what time they will speak and that this fits their travel plans.
- Tell the speakers what AV equipment will be available. Familiarize yourself with it before the session.
- Ask symposium speakers for a biographical sketch. Consider writing introductions if you aren’t comfortable doing them from memory.
- Check out the room in advance. Is everything there? If you have a panel discussion, is the room set up appropriately? Does the AV equipment project properly on the screen?
- Don’t hesitate to ask someone to speak or to recommend potential speakers. Most of us love to be asked to speak! Many women are flattered that their story may be of interest to others. In fact, the stories of successful women chemists who have faced the work/life/family balance are especially educational for students and younger chemists.
- If you have asked dignitaries to make opening remarks or introduce a speaker, determine if you need to write something for them. Remember that they may be asked to introduce several sessions or perform multiple functions at the meeting. A symposium organizer who provides speaking points is really appreciated!
- Double check that your speakers have entered their abstracts into PACS before the deadline.

For more information visit: http://www.womenchemists.sites.acs.org/localregional.htm
Programming Best Practices: Lunch/Dinner Ever

If you are planning a dinner event, consider using a different venue than the host hotel. You may have to provide transportation, but local science museums or sites of interest may entertain your visitors and give them a chance to mingle before the dinner.

- Prepare written introductions for luncheon or dinner speakers. Ask them to provide a biographical sketch (or use Google). You may be more comfortable reading the introduction than giving it “off the cuff”.
- Provide a small thank you gift for your luncheon or dinner speaker. This could be something special from your region or the host city.
- Consider who will sit at the head table for a luncheon or dinner. Will you ask any ACS dignitaries to sit there? (Presidential Succession, Members of the Board, Executive director, General Chair, etc). Most will be happy to have you ask them to sit someplace special. They enjoy unassigned seating, too, since it gives them the chance to talk with attendees they might not meet otherwise.
- Consider a printed program for your luncheon or dinner. This will list the activities as well as the speaker’s biography. It also provides a chance to thank sponsors.
- For the luncheon or dinner, work with your event coordinator to determine number of seats, meal selections, AV equipment, etc.

For more information visit: http://www.womenchemists.sites.acs.org/localregional.htm
PROGRAM EXAMPLES

The Perks of Being (a Woman) in Chemistry
Kentucky Local Section

Expanding Your Horizons Conference
Nashville Local Section

National Chemistry Week event at Ronald McDonald House
Pittsburgh Local Section

“Bonding with Chemistry: A Day for Girls” Day Camp
East Central Illinois

Career Panel Discussion and Network Event
Virginia Local Section

Women Chemists Retreat
Puget Sound Local Section

Non-Traditional Chemistry Career Forum
Chicago Local Section
Kentucky Local Section: “The Perks of Being (a Woman) in Chemistry”

• A slide show was presented during dinner that contained pictures and personal stories about women who had inspired people within our section. This included several stories of women who challenged our assumptions about what a career in chemistry had to look like, and of passionate women who had mentored, encouraged, or inspired members to grow professionally and personally.

• Then, our speaker gave an inspiring talk on “The Perks of Being (a Woman) in Chemistry,” which included a frank discussion on challenges faced by women while obtaining a chemistry education and employment. The speaker addressed several questions about her experience in navigating the chemistry field and challenges she faced that were not faced by her male colleagues. We talked about how more than one section member knew of chemistry buildings that did not even have female rest rooms in the original design and how we must be advocates for women, addressing the reasons why we do not have as many active females in our section.

• We sponsor Science Centers for the children who attend the local section meetings. The Science Center runs concurrently with the speaker presentation; they allow section members to attend and participate in the meeting while the children are engaged in a supervised science-themed activity center. The Science Center theme for this meeting was “Women in Science and the Nobel Prize.” It taught the children about Marie Curie, Dorothy Hodgkin, and Rosalind Franklin through hands-on activities, demonstrations, and stories. We wanted to envelop our children in a mindset from an early age that women can be anything they want to be. Seven children, aged two to seven, from four different families within our section attended; this was a fantastic turn-out for our small size.

• We publicized the event in our monthly newsletter and Science Center flier that are mailed to all section members and posted within our departments. Further, as we wanted to promote the recognition and contribution of women in science, we encouraged our university students to attend; 25% of the adults in attendance were student members.
Nashville Local Section: Expanding Your Horizons Conference

- For 19 years, the Nashville LS has supported the MTSU Expanding Your Horizons (EYH) Conference. We provide "scholarships" for inner city girls and their teachers to attend EYH. Opening words of encouragement were given by our chair-elect, Jennifer McKenzie. This year, visiting scholars from China hosted the Glitter Girls (cosmetics chemistry) workshops. Another favorite workshop was Become a PI, on the analysis of drugs. Undergraduate and grad students served as role models to over 300 girls.

- For 19 years, the Nashville Local Section WCC has offered events and activities and has clearly shown dedication to the mission of attracting, developing, promoting and advocating for girls and women in the chemical sciences. It is our (LS-WCC) mission to positively impact society and the profession by showing all EYH girls that they can have a successful and satisfying career in the chemical sciences. EYH is the signature program of the Nashville LC WCC. (See EYH event description below.) Today there are 5 other EYH sites in Tennessee. In addition to EYH, we host an annual Woman in Chemistry Invited Lecture, professional development on role models and mentoring for teachers, parents, and other community leaders. We also provide inner city girls with hands-on STEM activities through our Green Girls program. Middle school girls learn how to keep a science notebook as they participate in various Green energy activities. The Nashville LS WCC events definitely relate to the award theme. We (LS-WCC) also co-sponsors DigiGirlz with community partners Nissan and Microsoft and Girl Day with the MTSU engineering department.
Pittsburgh Local Section: National Chemistry Week event at Ronald McDonald House

• The Section’s NCW program was expanded in 2015 to include a new "first time" event on October 31st at the Ronald McDonald House in Pittsburgh. The 2 hour event was organized by members of the WCC and included 12 volunteers from the WCC, Section Officers, and students from the University of Pittsburgh ACS Student Affiliate organization. The event featured 7 stations of hands-on experiments/activities/demonstrations and served approximately a dozen families who were staying at the facility.

• In 2015 our list of sponsored events included:
  – A Careers in Chemistry Symposium (highlighting panels of women in various positions and stages of their careers in both industry and academia, geared towards high-school and undergraduate students);
  – A Couture, Cosmetics, and Chemistry Workshop (geared towards 7-10th grade students and also provided for Girl Scouts to earn their Science of Style badge);
  – A STEM-ulate Success Science Showcase (poster session for high school students to begin to learn the art of scientific presentations and undergraduates to learn more evaluative skills by serving as judges);
  – a Scientific Presentation Skills Workshop and Scientific Writing Skills Workshop (geared towards upper level undergraduates and early career graduate students, but also attended by those who have already completed their education);
  – a Proposal Writing Seminar (geared towards graduate students applying for NSF fellowships); a Self-Defense Workshop (focused on the special challenges faced by women who encounter physical aggression);
  – a Professional Development Workshop for Undergraduates (focused on preparing undergraduates for entrance into the job market or applying to graduate programs);
  – participation in NCW (to support established programs within the section); Networking Dinner (featuring a talk by Ayana Ledford regarding gender related issues encountered in negotiations);
  – endowing local WCC awards (to provide recognition of those who encouraging women in science and for personal scientific achievement);
  – NCW Event at Ronald McDonald House at Children’s Hospital (featuring stations of hands-on activities that served families who were staying at the facility and due to medical reasons were not able to attend the Section’s annual two-day event at the Carnegie Science Center held the previous weekend); and
  – organization and delivery of 300 filled stockings to veterans at a local VA hospital (to increase our exposure to and give back to our community at large).
East Central Illinois Local Section: “Bonding with Chemistry: A Day for Girls” Day Camp

- Each year, the East Central Illinois WCC at the University of Illinois at Urbana-Champaign organizes a day camp, “Bonding with Chemistry: A Day for Girls”. Since its inception in 2008, this camp has invited middle school girls from the area and around the state to participate in a full day of chemistry related activities led by graduate students at the university. The day camp has consistently been a great success for our organization with full attendance of 90 girls over two weekends. We often have campers who have enjoyed themselves so much they return for multiple years, which encourages the graduate student volunteers and organizers to keep the experience exciting and new.

- Overall, the central goals of the camp are to expose the students to a more realistic and exciting view of chemistry as well as nurture a deeper interest in a field to which they may not have otherwise had much exposure or interest. Students participate in rotating stations, each with a unique theme related to natural phenomena and chemical principles. We also aim to extend the experience beyond the day with take-home items, projects, and a lab notebook of all the day’s activities. A favorite event of the campers has been t-shirt chromatography in which they tie-dye shirts while learning the principles of liquid chromatography. Furthermore, in an effort to serve the entire community, all of these activities and additional outreach is at no cost to the student.

- In our last year alone, we had 90 girls attend camp, nearly 50 graduate student volunteers, and two central organizers from our executive board. These statistics are a snap shot of the annual involvement and project our impact to have reached hundreds of middle school girls (some of which are now well into college!) and graduate students.
Virginia Local Section: Career Panel Discussion

- The career panel event was outstanding because of the scope of the event. The WCC with the Minority Committee hosted a sequence of events for student members. The year started with a presentation co-sponsored by Pfizer Consumer Healthcare and the ACS. Denise Walters, Virginia Section Chair Elect and Kamala Payne Chapman, both with Pfizer, shared a talk at Virginia Union University on “Careers in Chemistry.” They spoke about the importance of chemistry and the number of different job opportunities related to chemistry, referencing the ACS website and they shared their personal stories. The program grew exponentially when the Virginia Section Minority Affairs Committee partnered with NOBCChE in a series of events designed to increase the professionalism of students in chemistry and to highlight the value of belonging to chemistry professional organizations. Initiating this collaboration, Talitha Hampton, President of NOBCChE, presented “Building your Brand in STEM” at the April section meeting at the University of Virginia. The workshop was attended by students from the University of Mary Washington, Virginia Union University, and Virginia State University. In June, she spoke to a large group of faculty about the value of service-learning during the 2015 Process Educators Conference at Virginia State University.

- These two events led to a collaboration entitled “Networking in October” which was advertised heavily across the section. The first networking event in October was via WebEx, with students from Virginia Union University, Virginia State University, Virginia Commonwealth University, and James Madison University involved. Talitha Hampton focused on the transition from building a brand in STEM to building a professional profile on LinkedIn. This theme was continued as part of the 7th annual Career Panel cosponsored by the Virginia Section’s Womens Chemist Committee (WCC) and the Minority Affairs Committee. Talitha Hampton was the featured speaker at the close of the event, addressing over 75 students from Virginia Commonwealth University, Virginia Union University, J. Sargeant Reynolds Community College, Virginia State University, and the University of Richmond. The collaboration of the Virginia Section Minority Affairs Committee and NOBCChE continues with efforts to build student chapters/affiliates in the region that would include membership in both organizations.
Puget Sound Local Section: Women Chemists Retreat

• The Puget Sound Women Chemists Retreat was held for the first time in 2013 at Pack Forest Conference Center in Eatonville, WA. The goal of the Retreat was to promote the career success of women chemists by teaching communication and negotiation skills, creating an excellent environment for networking, and connecting women to mentors. Thirty-five graduate and post-doctoral women chemists (and a few physicists!) from the University of Washington, University of British Columbia, and University of Oregon attended the two-day Retreat, which included a negotiation workshop (facilitated by Dr. Jane Tucker from the COACH program), an attendee research poster session, and panel discussions led by successful women chemists from academic, government, and industry sectors.

• The 2014 PS Women Chemists Retreat built on the solid foundation initiated in 2013 and continued to promote, develop, and inform women chemists, providing them the foundation they need to achieve success. We extended the opportunity to attend to women chemists from the entire Pacific Northwest and invited mentors from a broader range of career backgrounds to participate in panels and small group discussions in Vancouver, BC. We built on the success of 2013’s COACH negotiation workshop with communication and career launching workshops. Finally, after witnessing the enthusiasm of attendees at the inaugural retreat, we were inspired to host a forum on leadership strategies for change. In this forum, we held an open discussion about how these women can create an empowering workplace.

• https://sites.google.com/site/pswomenchemists/past-retreats
Chicago Local Section

- Chicago Section WCC’s year included a Non-traditional Chemistry Career Forum to attract women to chemical science careers outside of the box. The students learned about what working chemists can do with their chemistry degrees. Panel participants included an Intellectual Property Attorney, a DEA Senior Forensic Chemist (retired), a Chemical Safety Program Manager, a Librarian for Chemistry, & a Science Policy chemist.

- The Committee cosponsored an AAUW $tart $mart workshop that provided women with the knowledge and skills for negotiating salaries and benefits in order to receive fair and realistic compensation as they approach the job market. The ACS has an excellent series of workshops, but there are no programs directed specifically for women. This workshop changed attendees’ mind-sets to understand that salary and benefit negotiation is not about them but what an employer is willing to pay for the position.

- Another activity was a Mentoring event which allowed attendees to have Chicago Section women mentors talk about their careers and experiences in graduate school and post-doc positions. The mentors also discussed the education necessary for their careers and were positive female role models for the students & under-employed members attending.

- WCC Chicago Section held a Mix & Mingle jointly with Iota Sigma Pi during the monthly dinner meeting social hour in which women were highlighted. All social hour attendees joined in a Jeopardy-style game show with chemistry-based questions that were fun and informative. Candies were given as prizes with laughter and enjoyment.

- WCC Chicago Section identified several women as liaisons to 38 Chicago-area colleges and universities to publicize activities of the Chicago Section WCC. This system allowed the Chicago Section WCC co-chairs to reach out to many college-age women letting them know about mentoring and networking opportunities as well as learning about non-traditional careers.