



PARTNERS FOR PROGRESS AND PROSPERITY: CELEBRATING DIVERSITY TOGETHER!

Background on the American Chemical Society (ACS)

The American Chemical Society was founded in 1876 in New York City. It has over 161,000 members with about 25,000 members living outside the U.S.A. ACS has 184 local sections in the U.S., 32 Technical Divisions of all kinds, and 8 ACS International Chapters (Saudi Arabia, Hong Kong, Hungary, Shanghai, Thailand, **Roumania**, South Korea and Malaysia, with more to come).

The ACS Vision is *“Improving people’s lives through the transforming power of chemistry,”* and the ACS Mission is *“Advancing the broader chemistry enterprise and its practitioners for the benefit of Earth and its people.”*

The ACS Core Values are:

- Passion for Chemistry in the broadest sense
 - Research, Education, Innovation, Solutions
- Focus on Members
 - Service to members, Volunteer contributions
- Professionalism
 - Integrity and transparency, High standards
- Diversity and Inclusion
 - Diverse community of highly-skilled chemistry professionals
 - Advancement of chemistry as a global multidisciplinary science

More details and information can be found on the ACS website at www.acs.org

Diversity and Inclusivity: Some Global Perspectives

There are many definitions of Diversity. However, I particularly like the following definition.¹

“The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences.

These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.”

From a global perspective, there are more interactions among people from diverse cultures, beliefs, and backgrounds than ever before. The changing world order in which economic, social, political, cultural and environmental factors are part of a global community and not restricted in scope.²

Diversity is a reality. Just as globalization has been accelerating, the increase in diversity is an unavoidable component of the 21st century. The need for understanding and embracing diversity in cultures, backgrounds, and beliefs is critical to promote innovation.

To help solve the world's global challenges of adequate clean water, energy, food, medicines, and more, the global chemistry enterprise must embrace and celebrate diversity in order to attract and retain the best available talent from global pools.

The American Chemical Society not only has Core Values promoting Diversity and Inclusion, but there is also an ACS Diversity & Inclusion Advisory Board that reports quarterly to the ACS Board of Directors. I have seen its progress and journey toward empowerment since I was first elected to the ACS Board of Directors in 2006.

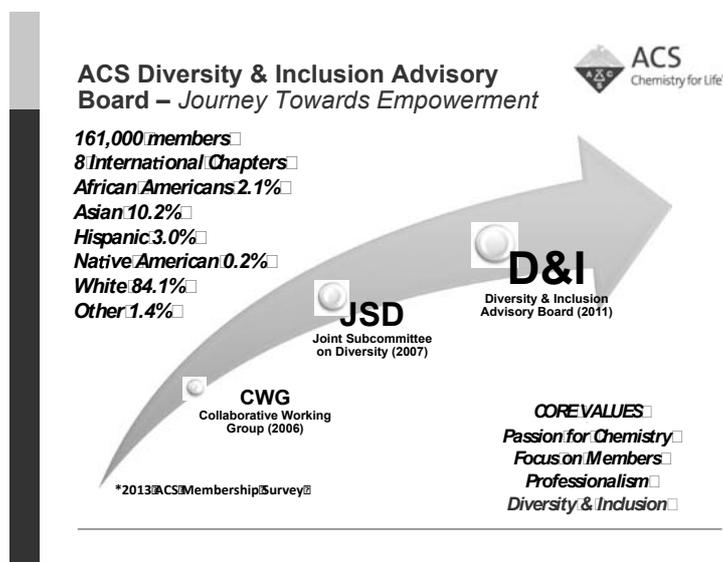


Fig. 1 – ACS Diversity Journey Towards Empowerment.²

Fig. 1 shows how diversity support at ACS first began in 2006 as a Collaborative Working Group (CWG) and then became the Joint Subcommittee on Diversity (JSD) in 2007. At that time, it was a self-assembled group made up of representatives of under-represented groups within the ACS. It officially became the Diversity & Inclusion (D&I) Advisory Board in 2011.



Fig. 2 – ACS Diversity & Inclusion Advisory Board Representatives.³

Fig. 2 shows the many under-represented groups within ACS that have a representative on the current D&I Advisory Board. See Fig. 3 for a description of its Vision, Mission and Goals.

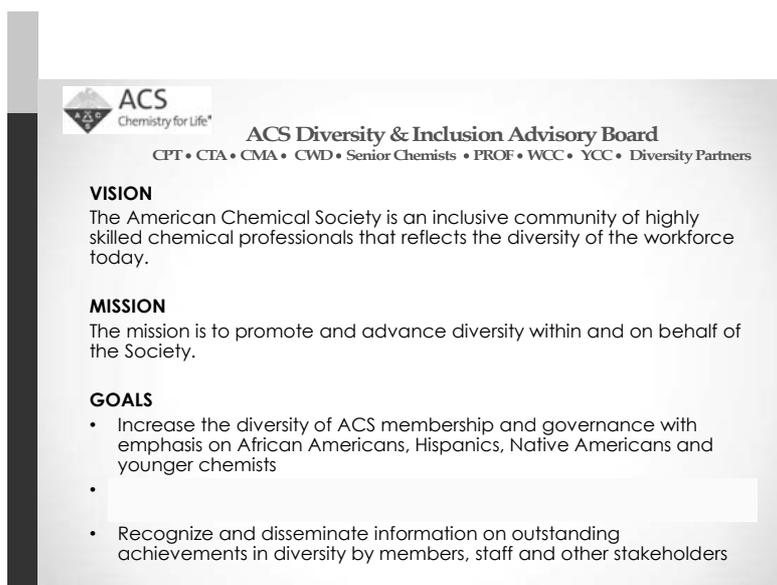


Fig. 3 – ACS D&I Advisory Board Vision, Mission and Goals.³

In 2007, I was on the ACS Board of Directors when we approved the ACS Statement on Diversity. An excerpt from that Diversity statement reads as follows:

“To enable scientific progress and maintain its global competitive edge, the American Chemical Society remains committed to inspiring and educating the present and future generations of diverse, innovative, and creative chemical professionals. By promoting inclusion and equity to all, the American Chemical Society will succeed in fostering a diverse community of professionals in the chemical sciences who will be the catalyst for transforming the world through their full participation and integration into the chemical professions.”

My ACS Presidential Initiatives

Once I was elected to the ACS Board of Directors, I began writing more ACS Comments for *Chemical & Engineering News* (C&EN). My ACS Comment from the August 6, 2007 issue of C&EN on “*Ambassadors for Science, Technology & Education in the 21st Century*” (4) talked about “*the best way to achieve better understanding is through person-to-person interactions and by developing friendships.*” This is something I still strongly believe today. I had a vision back then that we can all be global partners working together as ambassadors for science, technology and education. Later, my ACS Comment on “*Chemistry Ambassadors Go Global*” was published in C&EN in Sept. 2010.⁵

One of the reasons I ran for President of the ACS was my desire for ACS to become more engaged in the global chemistry enterprise. I have always believed in serving our members, regardless of where they live. During my three years in the ACS presidential succession, I have served as a global ambassador for ACS, visiting chemistry communities worldwide with my message of how we can all work together as “Partners for Progress and Prosperity”.⁴⁻⁹ See Fig. 4 for photos of just a few of the global chemistry communities I have visited.

One of my presidential recommendations for the ACS Board of Directors was to “*Expand ACS support for chemists and chemistry communities worldwide*”.⁶ I have partnered with the International Activities Office (IAO), International Activities Committee (IAC), and others to accomplish this initiative.

By partnering with IAO and IAC, I was pleased to host the very first ACS Summit meeting for all the ACS International Chapters after our fall national ACS meeting in Indianapolis when I was 2013 ACS President. The international chapter leaders from all eight chapters at that time, including the Roumanian chapter, convened to network and exchange ideas and best practices.



Fig. 4 – Visiting Chemistry Communities Worldwide.

The ACS International Activities Office now offers to the worldwide chemistry community the following useful resources:

- **ACS International Center** offers resources on international scholarships, exchange programs, internships and travel awards by country and experience level (undergraduates, graduate students, mid-career professionals, etc.)
- **International Employment Initiative (IEI)** offers an opportunity for companies and universities outside the USA to participate in a Virtual ACS Career Fair at each of our two national ACS meetings each year to recruit job seekers for employment. Virtual interviews are conducted by employers to evaluate potential candidates to hire. This is useful for both employers and job seekers regardless of where they live.
- **ACS Global Chemistry monthly e-newsletter** is available at no cost for news of interest to the international chemistry community. Anyone can subscribe to this monthly e-newsletter by sending an email to intlacts@acs.org with the subject “oia-newsletter-subscribe.”

Please visit www.acs.org/international for more details on any of the above.

My most recent ACS Comment⁸ summarizes some highlights from my ACS presidency including three ACS Symposium books based on my presidential symposia from 2013 and 2014.^{6,10,11} It also describes a new **Partners for Progress & Prosperity (P3) Award**. This is an award offered to all ACS local sections and the ACS International Chapters. Each International Chapter can apply for a P3 Salute to Excellence. International Chapter P3 award winners will then compete for the P3 Global Award which will be selected by the International Activities Committee. At every fall national ACS meeting, a P3 Global Award consisting of a silver and gold P3 medallion plus a framed certificate will be awarded to recognize and honor the international chapter with the best P3 Salute to Excellence activities in partnering that year. Please see www.acs.org/awards under Regional Awards for more details on this new P3 Award.

Concluding Remarks regarding Roumania

I want to conclude by saying how very special Roumania is to me. I was first invited to visit Roumania in 2012 by the President of the Roumanian Chemical Society, Professor Sorin Rosca, soon after

being elected to my three years in the ACS presidential succession. It was wonderful to make my first trip visiting Romania to attend the *XXXII Romanian Chemistry Conference* in Râmnicu Valcea, Roumania, Oct. 3-5, 2012. See Fig. 5 for a few photos from my first memorable visit to Roumania.



Fig. 5 – My First Visit to Roumania in 2012.

Also soon after getting elected to the ACS presidential succession, I received an email from a Roumanian chemist in my own local ACS section (California Section near Berkeley, California), Dr. Oana Leonte. She asked if it might be possible for ACS to start an international chapter in her homeland where many chemists live. I forwarded her request to the ACS International Activities Office and was delighted to see the help and support received from ACS for the prospective Roumanian chapter. Dr. Leonte recruited a very capable, hard working leader for this new ACS international chapter in Roumania, Prof. Dr. habil. Raluca-Ioana van Staden. She worked hard together with the ACS International Activities Office to obtain the necessary signatures from ACS members in Roumania to submit a petition for application in order to start a new ACS international chapter. The application was approved by the International Activities Committee, ACS Council, and ACS Board of Directors at the national ACS meeting in New Orleans when I was ACS President in 2013.

As ACS President, I invited eleven presidents of chemical societies from around the world to the national ACS meeting in New Orleans, Louisiana in April 2013. These presidents represented Europe (including Professor Sorin Rosca as RCS President), Asia, Africa, and both North and South America. I also hosted this international group of presidents to participate in the first Global Collaboration Roundtable discussion for ACS at this spring national ACS meeting. Each president was invited to give a presentation at my presidential symposium on “Global Opportunities” to share perspectives from their own country. Later, I asked them to contribute a chapter for my first ACS Symposium book based on my presidential symposia. Thanks to Professor Sorin Rosca for submitting a chapter from Roumania on “*Chemical Education – A Key Factor in Facing the Challenges of the Future*”.⁶

In April 2013, Professor Rosca delivered an invited lecture at not only the national ACS meeting in New Orleans, Louisiana, but also later at Lawrence Berkeley National Laboratory in Berkeley, California for the California Sections of the American Chemical Society and Electrochemical Society with the help of

Roumanian chemists from my local California ACS section. I was happy again to partner with IAO and IAC to host several Roumanian chemists to celebrate the final approval of the new ACS International Roumanian Chapter after the ACS Council meeting at the national ACS meeting in New Orleans. It was also my great pleasure to host Professor Rosca and my Roumanian chemist friends later in my California Section.

I was then invited to visit Roumania again in September 2014 by Prof. Dr. habil. Raluca- Ioana van Staden, the Roumanian ACS international chapter chair, to attend the International Conference in Analytical Chemistry in Targoviste and by Professor Rosca to visit the famous Petru Poni Macromolecular Institute in Iași. The international conference was jointly organized by the Roumanian Chemical Society, the Roumanian ACS international chapter, and the Division of Analytical Chemistry of the European Association for Chemical & Molecular Sciences, and it was a success.

To honor outstanding graduate student research at this International Analytical Chemistry Conference in Târgoviște, the Roumanian ACS chapter awarded several ACS student memberships sponsored by Roumanian chemists from my California ACS local section: Drs. Oana & Dinu Leonte, Dr. Mircea Gheorghiu, and Dr. Ana Racoveanu. Please visit www.join.acs.org/eGift if you have interest in gifting an ACS membership to a student for as little as \$26 USD per undergraduate.

The Petru Poni Institute of Macromolecular Chemistry in Iasi is a very famous polymer institute in Roumania. I wish to thank Professor Sorin Rosca, and Dr. Victor Corneliu Radu for taking me to visit beautiful Iasi as well as several other famous places in Roumania. I gave my *“Partners for Progress and Prosperity”* lectures at Petru Poni Institute and also the “Vasile Alecsandri” University of Bacău on our trip back to Bucharest (Președinta American Chemical Society vizitează Universitatea “Vasile Alecsandri” din Bacău – See more at: <http://www.bacauexpres.ro/presedinta-american-chemical-society-viziteaza-universitatea-vasile-alecsandri-din-bacau.html#sthash.yZq1I24Z.dpuf>).

While visiting the famous Petru Poni Institute of Macromolecular Chemistry in Iasi, it was wonderful to be able to surprise and present to Professor Sorin Rosca my very first presidential medal for “Partners for Progress and Prosperity.” This P3 medallion, coated with pure silver and gold, are special ACS medals for the winners of the new P3 Global Award I recently established for ACS. A few of these presidential medals are also reserved for very special individuals I wish to recognize as wonderful and outstanding “Partners for Progress and Prosperity.” It was back in 1976 when the first presidential medal from ACS was awarded to Professor Cristofor Simionescu at the same institute. The ACS President in 1976 was someone I knew and admired from my own local California ACS Section, the famous Nobel Laureate Professor Glenn Seaborg. He is the only chemist to have had an element named after him while still living. My gracious host, Dr. Valeria Harabagiu, Deputy Director of Petru Poni Institute, honored me with the Cristofor Simionescu medal.

Thanks also to my friend, Professor Gheorghita Jinescu for representing Roumania with her chapter contribution for my third ACS Symposium Book on “Jobs, Collaborations, and Women Leaders of the Global Chemistry Enterprise.” I am currently working on my own chapter *“Partners for Progress and Prosperity: A Personal and Professional Journey.”* This third ACS Symposium book¹¹ is based on my presidential symposium at our last national ACS meeting in San Francisco, California, where I invited women leaders from all over the world to give talks about their personal and professional journeys. It was a very inspiring and wonderful program that brought many international women pioneer leaders together to share very different experiences, but with much in common as well. This third book will complete my presidential series of ACS Symposium Books.^{6, 10, 11} Together, these books share valuable perspectives and useful information for students and chemists at all stages of their careers in the global chemistry enterprise.

I want to conclude by thanking all my wonderful friends from Roumania for teaching me so much about the history, food, music, universities, beautiful churches, monasteries and other unforgettable sights of your lovely country. I am truly grateful for the warmth and generous hospitality I received from all that I met in Roumania. As I said, Roumania and my many Roumanian good friends will always have a special place in my heart!

Va mulțumesc!

Acknowledgements: In addition to thanking all my Roumanian friends, I wish to acknowledge the help and support of my ACS colleagues. In particular, Denise Creech (Director of ACS Membership and Scientific Advancement), Dr. Bradley Miller (Director of ACS International Activities Office), and Dr. H. N. Cheng (Chair of the International Activities Committee) have been wonderful partners for progress and prosperity in supporting my ACS presidential initiatives to strengthen the global chemistry enterprise.

REFERENCES

1. www.gladstone.uoregon.edu (Please see Definition of Diversity).
2. Gray, T.Q., ACS Diversity & Inclusion Advisory Board Chair, Diversity Presentation for Younger Chemists Committee, ACS Leadership Institute, Jan. 2014.
3. Titus-Young, J., Diversity Office Manager, American Chemical Society, Washington D.C.
4. Wu, M.L. "Ambassadors for Science, Technology & Education in the 21st Century." *Chem. Eng. News*, Aug. 6, 2007.
5. Wu, M.L. "Chemistry Ambassadors Go Global," *Chem. Eng. News*, Sept. 13, 2010.
6. Cheng, H.N.; Shah, S.; Wu, M.L. "Vision 2025: How to Succeed in the Global Chemistry Enterprise." *ACS Symp. Ser.* 1157, American Chemical Society, 2014.
7. Wu, M.L. "Partners for Progress and Prosperity," *Chem. Eng. News*, Jan. 7, 2013.
8. Wu, M.L. "Partners for Progress and Prosperity," *Chem. Eng. News*, March 11, 2013.
9. Wu, M.L. "Partners for Progress and Prosperity," *Chem. Eng. News*, Dec. 8, 2014.
10. Cheng, H.N.; Shah, S.; Wu, M.L. "Careers, Entrepreneurship and Diversity: Challenges and Opportunities in the Global Chemistry Enterprise," *ACS Symp. Ser.* 1169, American Chemical Society, 2014.
11. Cheng, H.N., Miller, B., Wu, M.L. "Jobs, Collaborations, and Women Leaders of the Global Chemistry Enterprise," manuscript in preparation to be published in 2015 by ACS Symp. Series, American Chemical Society.

Dr. Marinda Li Wu
2013 President, American Chemical Society

