

CALIFORNIA INSTITUTE OF TECHNOLOGY

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To: The CCE Community
From: The CCE Diversity, Equity, and Inclusion Committee
Date: October 9, 2022
Re: Second Annual Report, AY 2021-2022

The CCE DEI Committee continues to focus on improving inclusion, diversity, equity, and accessibility in the division. We are committed to working with the Division's Diversity Officer in developing new initiatives, stewarding ongoing programs, assist in coordinating efforts across the Division, plus interfacing with Institute level activities that enhance DEI efforts across campus.

CCE Diversity Committee Roster 2021-2022. Brian M. Stoltz (CCE Diversity Officer and chair), Bil Clemons (faculty), Scott Cushing (faculty), Julia Kornfield (faculty), Kim See (faculty), Reina Buenconsejo (Grad Student), Kyle Virgil (Grad Student), Stephanie Threatt (Postdoc), Paolina Martinez (CCE staff, ex officio), Elyse Garlock (CCE staff, administrative support), Lindsey Malcom Piqueux (CCID standing invited guest). Throughout the 2021-2022 academic year the committee has continued to work with the active CCE DEI student groups including DICI (Diversity in Chemistry Initiative), CGSC (Chemistry Graduate Studies Committee and their DEI subcommittee), and WIC (Women in Chemistry). These student groups have been instrumental in introducing DEI related ideas into the division such as the DEI Coordinators, the creation and expansion of the Big Sib/Little Sib mentoring program, which pairs incoming graduate students with current graduate students, creating and participating in outreach programs, plus establishing the yearly CCE Division Townhalls.

CCE DEI Webpage: Please visit our website where information regarding details on DEI initiatives in the division as well as contact information for CCE DEI organizations can be found: <https://www.cce.caltech.edu/about/dei>

CCE DEI Committee Meeting Minutes are located on the CCE DEI website. Committee meetings throughout the fall, winter and spring focused on many aspects of DEI concerns in CCE and throughout campus. Presentations of interest are noted below:

- Dr. Lindsey Malcom-Piqueux' Vision and Data presentations on "Advancing, Inclusion, Diversity, Equity and Accessibility at Caltech and CCE" was presented at the 11/1/21 meeting. The CCE Demographics data can be found on the CCE DEI Website.
- Kim Pham presented an overview of both Part 1 & Part 2 of the Town Hall meetings. Part 1 on November 15 hosted by CGSC updated the community on the division's efforts to improve diversity, equity, and inclusion within and outside of CCE. Guest speakers included members from CCID, CGSC, DICI, PRISM+, WIC and faculty, which discussed initiatives that they led over the current academic year.

Part 2 on December 1st utilized zoom breakout rooms for the CCE Community to share their ideas, thoughts, and proposals for improving DEI initiatives in the division was presented at the 12/14/21 meeting.

- Kim Pham presented detailed notes from the second Townhall and compiled the information into a Timeline Overview broken into three-to-four-month segments plus term retention items at the 01/31/22 meeting.
- Dr. Lindsey Malcom-Piqueux “Assessment of Campus Climate for Learning, Living, and Working at Caltech with CCE Division: Selected results and a summary of institutional vs Division-Level Findings” was presented at the 04/12/22 meeting.

James Ellis LuValle Award was established by the CCE DEI Committee to honor those graduate students and postdoctoral scholars who have continually worked to bring ideas and programs focused on improving inclusion, diversity, equity, and accessibility to the CCE division. James Ellis LuValle was an amazing scientist, athlete, and person. As an undergraduate at UCLA, academics was of the utmost importance to him, even though he was a track star and known as the “Westwood Whirlwind”. He won a bronze medal in the 400 meter dash at the 1936 Summer Olympics. After completion of his undergraduate studies at UCLA, he moved to Pasadena and was the first black person to receive a Ph.D. in Chemistry at Caltech, where he worked with Linus Pauling. He was also the first black scientist at Kodak and had a successful career in industry. In addition to his time in industry, he enjoyed a career in academia at Fisk University and Stanford.

The inaugural James Ellis LuValle Award recipients are ***Reina Buenconsejo*** (a member of the DEI Committee, the CGSC DEI Subcommittee and on the WIC-Committee), ***Trixia Buscagan*** (Co-Founder of DICI), ***David Cagan*** (DICI Committee President and DEI Coordinator- Hadt Lab), ***Anna Karen Orta*** (Club Latino, DICI Committee, a DEI Coordinator -Clemons Lab) ***Kim Pham*** (a member of the CGSC DEI Subcommittee - coordinator of the 2021-2022 CCE Townhalls, DEI Coordinator – See Lab), and ***Hannah Szentkuti*** (on WIC Committee, DEI Coordinator- Okumura Lab, Created and ran the “Career in Science Series an extracurricular program for PCC Students).

Summary of CCE DEI Activities throughout 2021-2022 academic year.

CCE DEI Coordinators: The October 6, 2021, meeting introduced the coordinators to the Implementation of the DEI Moments with the CCE DEI Moment Implementation Schedule and the Standard Operating Procedures for delivering a DEI Moment to their research group. CCE faculty agreed with the DEI committee’s recommendation to begin internal seminars and group meetings with a DEI Moment with a broader focus to be reevaluated in the Spring.

November 4, 2021, the DEI Moment information was presented to the CCE Staff meeting with a DEI Moment on Accessibility amid Climate Change and what that means for people with disabilities.

March 4, 2022, DICI proposed an in-person DEI Coordinator lunch meeting to review the past year, discuss training/upcoming events. Key discussion points included: How are things going in your research groups and what has been the most impactful DEI-related work your group has done this past year? What are the common issues you have experienced in implementing the new DEI efforts in your role as a DEI coordinator? How is your lab/group preparing for the upcoming in-person recruitment weekends and will your lab/group members be accessible to visiting students? David Cagan sent the link for the Annual Follow-up Anonymous Survey to the DEI Coordinators following the meeting.

June 27, 2022, CCE DEI Coordinator and CCE DEI Committee lunch meeting. Following the survey and input from DEI Coordinators, the DEI Coordinator Role and DEI Moment SOP were updated.

Accessibility: Due to the demolition of the Mead Building and the construction of the new Resnick building, the handicap parking spaces were removed from behind Mead/Noyes and not relocated to an area close to Noyes and the BI. Following communications from members and Chair of the DEI Committee, two temporary handicap spaces were added behind Schlinger.

Caltech Connection: The Caltech Connection program (spearheaded by Professor Scott Cushing) couples Caltech graduate students with undergraduate students at MSI's in the LA area. The goal of the program is an informal, customized mentoring that allows for progression from soft skills to actual research while growing confidence and awareness of STEM career pathways. The program ran its second successful year now including undergraduates from Charles Drew University (HBCU), Compton College (MSI), and PCC (MSI). In the 2022-2023 program, now underway, the program will expand to all divisions at Caltech beyond just Chemistry and Biology as well as adding new regional partners.

Future Ignited: October 21, 2021, Future Ignited. Professor Theo Agapie continued his work on CCE Future Ignited to raise awareness of our doctoral programs for underrepresented minority graduate student applicants. The Diversity in Chemistry Initiative (DICI) contacted CCE DEI Coordinators for volunteers for three sessions: Session 1. Graduate School Admissions (volunteers would be moderators). Session 2. Students Research Talks presenters to give short talks on the academic journey. Session 3. A Day in the Life of a Graduate Student (Students ONLY Session).

Fall Conferences: Faculty volunteered to represent our graduate programs in the Caltech "virtual booth" at the SACNAS (Society for Advancement of Chicanos/Hispanics and Native Americans in STEM) Conference from October 25th to 29th, 2021, and the ABRCMS (Annual Biomedical Research Conference for Minority Students) Conference from November 10th to 12th, 2021.

Caltech Shines: March 26, 2022, continued this year as a virtual multi-divisional, multi-option event to celebrate graduate student life at Caltech. The 5-hour event focused on 1) Caltech's institutional support resources, 2) Fielding question related to specific divisions and their options, 3) Networking sessions giving admitted students the opportunity to connect with current graduate students, faculty, and the various affinity/identity groups.

Graduate Admissions: Given the efforts associated with recruiting and building a pipeline of potential graduate students as described above, the final graduate admission numbers for CCE are highly encouraging in terms of diversity (47% Women, 15% URM). In Chemistry particularly, we are excited to welcome our incoming class consisting of a majority of women graduate students for the first time ever (56% women)! We look forward to welcoming and supporting this diverse incoming graduate class as they begin their journey at Caltech.

The Center for Inclusion and Diversity (CCID) Celebration of Excellence Awards: are in recognition of the work by campus community members that have contributed to inclusion diversity, equity, and accessibility initiatives at Caltech during the last year. CCE Division awardees include The IDEA Ally Award recipient Rebeccah Warmack, a CCE Postdoctoral Scholar, Award recipient and The CCID Activist Scholar Award recipient Levi Palmer, a Chemistry graduate student.

The Inaugural Shirley M. Malcom Prize Excellence in Mentoring: The first recipient is CCE Professor Scott Cushing. The prize was created to recognize and celebrate the important role mentors serve during the education, training, and advancement of promising students and scientists.

Caltech Weekly Article: July 13, 2022, entitled "CCE Charts Path in Diversity, Equity, and Inclusion" is the first article in a new series focused on how each division is tackling DEI issues and concerns.

CCE DEI Funding and Outreach Support

The Preer Family Gift: Dr. Preer (PhD 1970) was a graduate student in Professor Gray's group. After leaving Caltech, he moved to Washington DC and taught at an HBCU (now the University of District Columbia). Due to Dr Preer's strong commitments to diversity, his family is supporting diversity work in his honor with this gift. Part 1 of the gift supports three (3) WAVE Fellowships to be awarded to students specifically from HBCUs per year for three years. Part 2 will support Professor Cushing's Caltech Connections mentoring program. Creating connections with HBCU's is critical to the success of this gift. Please spread the word within your contacts. Potential candidates may apply through the WAVE program website: <https://sfp.caltech.edu/undergraduate-research/programs/wavefellows>

DEI Funding: To advertise that there is DEI funding available for DEI related events, outreach, and speakers etc., the committee sends out an email at the beginning of every term and has included a notice in the CCE newsletter. CCE DEI funds are limited and additional funds are always appreciated. If you are interested in contributing to the fund, please contact the chair of the CCE DEI committee for more information (stoltz@caltech.edu)

2021-2022 Fall, Winter, Spring, and Summer Funding was approved for the DICI Committee's monthly coffee/food meetings.

November 19, 2021, DEI Committee Funded PCC-Caltech STEM Day Lunch. Event Objectives: Engage with PCC students casually, allow PCC students to see research labs, allow PCC students to explore different and interesting fields of STEM. There was one Caltech student to 3-5 PCC students for tours of Chemical Physics labs, Inorganic Chem labs, Organic Synthesis labs and Chemical Biology labs. Caltech students from URM or community college backgrounds were prioritized as volunteers. 22 PCC attendees and 7 Caltech graduate students/postdocs.

December 3, 2021, Reina Buenconsejo was funded for Caltech swag as part of her Guest Lecture at Occidental College for junior chemistry majors. Occidental is a predominately undergraduate institution; data indicates that nearly 57% of the student body are women and 43% identify as racial-ethnic minorities. In her lecture she discussed career opportunities for chemistry majors, including going to graduate school, as well as her experiences at Caltech. Reina shared her experience applying to graduate school as a first-generation PhD student.

April 2022, DEI Committee committed funding support for three students from Charles Drew University of Medicine and Science to participate in Professor Cushing's Caltech Connection Mentoring Program, in person.

May 6, 2022, CCE DEI Committee participated in financially sponsoring the Ethical Orientations Workshop for Collegiality, Mentoring and Teaching presented by Dr. Koritha Mitchell. The focus of the workshop: "When Americans aren't ignoring inequities altogether, we focus on cultivating empathy for other people's hardships. Unfortunately, this approach only reinforces the status quo." In contrast, this workshop helped attendees see that changing our environments requires our laser focus on unearned advantages. Too often, people in dominant identity categories assume they are good and decent without reference to actual standards. However, operating ethically as a colleague, mentor or teacher requires holding oneself to objective standards, not simply assuming you're good at your job because no one has compelled you to do it better." The workshop was sponsored by CCID and the following DEI divisional committees: CCE, BBE, EAS, GPS and HSS.

May 23, 2022, STEM Outreach Event at PUSD's Marshall Fundamental High School. Melissa Ramirez, (Presidential Postdoctoral Fellow and MPS-Ascend Postdoctoral Research Fellow), Stoltz Research Group requested funding for a STEM outreach event at Marshall Fundamental, a local public high school. The outreach event involved sharing the CCE research volunteers experience in STEM with high school students as well as running a nylon synthesis experiment in the honors and AP chemistry classes. The CCE volunteers had lunch with the students to answer any questions the students had regarding the volunteer's experiences at Caltech and in higher education. Professor Stoltz and members of the Stoltz, Reisman, and Arnold research groups were the volunteer participants at the event.

June 3, 2022, ACS Solar Fuels Symposium for 2023 ACS Spring Meeting funding request from Levi Palmer and Katie Luedecke, PhD Candidates in Professors Cushing and Hadt labs. They are part of the Liquid Sunlight Alliance (LiSA) and are organizing a solar fuels symposium as representatives of Caltech, CCE, LiSA along with other DOE-funded solar fuels hub (CHASE) at the spring ACS meeting. The funding support for this request is to enable access to 10 marginalized undergraduates by advertising the symposium and travel award to

HBCU's, PUI's and minority serving chemistry, physics, and engineering programs. Recruit symposium speakers with diverse experience and interests in solar fuels. Select the travel award winners with unbiased considerations through the Caltech CCE DEI Committee. During the event each symposium speaker will be requested to present a DEI moment. There will be a hosted lunch with symposium attendees (including travel award winners) plus a post-symposium happy hour social. Organizers will encourage conversations of DEI moments mentorship, outreach, and programming from individual's home institutions during the lunch and social. Following the event, they will provide the travel award winners with summer fellowship program resources and application assistance. The goal is to build connections with PIs at institutions outside of the hub and encourage/foster collaborations between LiSA/Chase and faculty at minority serving institutions outside of the hubs.

June 4, 2022, Three Caltech students Melinda Chan, Kali and R.J. Chadha represented CCE booth at the JURASSIC WORLD STEAM Symposium. CCE DEI paid the expenses for their participation. The Comcast/NBC Universal held JURASSIC WORLD STEAM Symposium for 350 low-income, first-generation TRIO program students from across the nation interested in STEAM at Universal Studios, Hollywood. In the College and Career Fair & STEAM Demonstration Showcase, students connected with representatives from colleges, universities, and STEAM organizations from across the country and learned more about the STEAM programs they offer.

June 9, 2022, As noted above, the James Ellis LuValle Awards were presented to the awardees at the beginning of the McCoy awards symposium.

June 17, 2022, Funding to support CGSC's for the expansion of the Big Sib/Little Sib mentoring program. The request noted that CCE's current DEI programming focused primarily on recruiting and the belief that the divisions recruitment efforts would most effective when paired with retention programs that provide support and community for students once they have arrived here. With the DEI funding support, the program will now provide mentorships for all CCE grads and postdocs for the duration of the academic year. The program plans to match mentors and mentees both on an individual basis and into larger "pods" of 4-6 students enabling participants to benefit from one-on-one mentorship and small group interactions. To ensure that all participants in the program benefit from a variety of voices, students will meet once per quarter as pods and twice per academic year as a full cohort. The DEI funding support will provide coffee and light refreshments for these meetings. In the request, the CGSC noted that every participant will benefit from mentoring and mentorship, first-generation academics and students with marginalized identities will be especially well-served by the program's focus on connecting students with others who share those lived experiences.

June 27, 2022, Support for a DICI/WAVE Morning Coffee Gathering was approved. The gathering included 23 Wave Fellows, 5 to 6 WAVE Council members and 10 to 10 DICI Committee members. The gathering allowed for interactions with the WAVE fellows to discuss how their research is progressing and how they are doing at Caltech in CCE.

This year the task before the committee has been to continue to support the various programs and projects that were established and to realize that it will take long term commitments to continue solid progress with the programs and projects that have been created, so that they become integral parts of the CCE Division into the future. We thank everyone that has contributed to the work of diversity, equity, inclusion, and accessibility in CCE and ask the following:

"May we all consider the many ways that each of us can make every space we enter less hostile for more people." (Dr. Koritha Mitchell)