

Overview of DEI programs

We host two new programs to provide opportunities for graduate students and postdoctoral scholars in the Department of Chemistry to make Diversity, Equity and Inclusion (DEI) -related contributions and gain leadership experience in this space. The programs provide multiple benefits to the graduate students and postdocs and the Chemistry Department, including opportunities to enhance diversity, equity and inclusion, professional development opportunities, small financial incentives and professional conference travel support, and enhancement of the diversity of our recruiting for our graduate program.

Program 1. Advancing Excellence Conference Grant

The Advancing Excellence Conference Grant program provides graduate students or postdocs in the Department of Chemistry with an opportunity to travel to and participate in the annual meeting for one of three organizations that collaborate with the American Chemical Society to advance DEI goals in chemistry¹:

- SACNAS (Society for Advancement of Chicanos/Hispanics & Native Americans in Science),
- NOBCChE (National Organization for the Professional Advancement of Black Chemists and Chemical Engineers) conference, or
- American Indian Science and Engineering Society (AISES)

The DEI Recruitment Leaders attend, as a cohort, and represent the UVA Chemistry Department at one of the above conferences. Attendance at these conferences is expected to be rotated on an annual basis. Details of their activities at the meeting may vary with each year, developed in advance by the awardees in consultation with the program managers, which include the Chemistry Department Director of DEI, the Director of Graduate Studies and other faculty member participants. It is expected that Grant recipients will participate in a range of professional development components, DEI workshops and recruiting events at the conference. For their role in recruiting on

behalf of the Chemistry Department, participants receive a one-time award of \$250. In addition, expenses for travel to the conferences are covered fully by our program (registration, travel, meals, etc.). When possible, one or more faculty members from the Chemistry Department will attend the conference and participate in recruitment efforts, and their costs of attendance will be covered as well.

Applications, Timeline, and Public Announcement

The application process include a statement of interest, a statement that asserts willingness to represent the department for recruiting at the meeting, and a tentative title and abstract for presentation. The number of attendees will not necessarily be capped, and the Chemistry Department will support as many students as possible, but the program may be limited by financial constraints in covering cost of attendance (expected attendance is 3 – 4 students per year). If more students apply than can be accommodated, students who are more senior, ready to present their research, and/or who express a particular professional development need will be prioritized.

In Spring, the program managers will select the recipients of the DEI Recruitment Leader awards. The program managers will begin working with Conference Grantees to select which conference the cohort will attend, organize their attendance, and plan the activities and recruitment efforts while there. Conference Grantees will be announced on the Chemistry Department website and through departmental social media, at the time of award and with an update on their activities after the meeting.

Timing:

SACNAS	Meets annually each fall (e.g., Oct)	Abstracts due in May
NOBCCHE	Meets annually each fall (e.g., Sept)	Abstracts due in March
AISES	Meets annual each fall (e.g., Oct)	Abstracts due in Spring

Program 2: DEI Project Leaders

This DEI grant program provide an opportunity for graduate students or postdocs in the Department of Chemistry to propose and implement a project directed toward DEI enhancement.

DEI Project Leaders develop and implement a DEI-focused project in the department, whose details vary based on student interests and goals. DEI Project Leaders can propose a budget for their project (e.g., \$100 - \$1000), which will be supported if possible. If applicable, the managers of the program will support student efforts to secure external funding for their proposed effort. The program managers will provide feedback at each stage of the project, including the initial planning, implementation, and assessment of success.

Timeline, Applications, and Public Announcement

The application process include a project description (statement intended outcomes and plan to accomplish), a timeline of activities, indication of who will be involved, a budget and justification, a continuation plan (if applicable), and an assessment plan if relevant (maximum total will be 2 pages, 11-point Arial font). Applicants are welcome to discuss their ideas with the program managers before applying.

Applications for the DEI Project Leaders will be accepted annually in July. Individuals or small teams (e.g., pairs, trios) may apply. In August, the program management team selects the recipients of the DEI Project Leader Grant. If more meritorious applications are received than can be funded, they will be prioritized based on expected impact. To recognize their efforts and work on behalf of the department, and to demonstrate the value of DEI work, each Project Leader (or team) will receive a one-time award of \$1000, to be split between the members of the team if applicable.

In September, the program managers begin working with awardees to develop their projects. DEI Project Leaders are announced on the Chemistry Department website and through departmental social media. At the conclusion of a cycle of Projects, a brief description of their project and outcome will be published on the Chemistry Department Website and on social media, as appropriate.

¹ Montes, "Strengthening partnerships with our sister societies," C&E News, 2020 (98) 38. Accessed online, July 26, 2022, <https://cen.acs.org/acs-news/comment/Strengthening-partnerships-sister-societies/98/i38>