

A Sense of Belonging in the Chemical Sciences

*Interest Group Forum
November 2021*

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*Senior Programme Manager,
Inclusion and Diversity*





ROYAL SOCIETY
OF CHEMISTRY

SCIENCE CULTURE

A sense of belonging in the chemical sciences

Every chemist deserves to feel
like they belong.

Read our report: rsc.li/belonging



What is belonging?

- Being part of a community with a shared identity
- Being able to contribute to that community
- Being accepted and respected, personally and professionally
- Having a 'right' to be here

“[Belonging is the feeling you get] when you get your first publication or go to a conference, when you get your PhD, when people recognise you.”



Why belonging matters

Belonging:

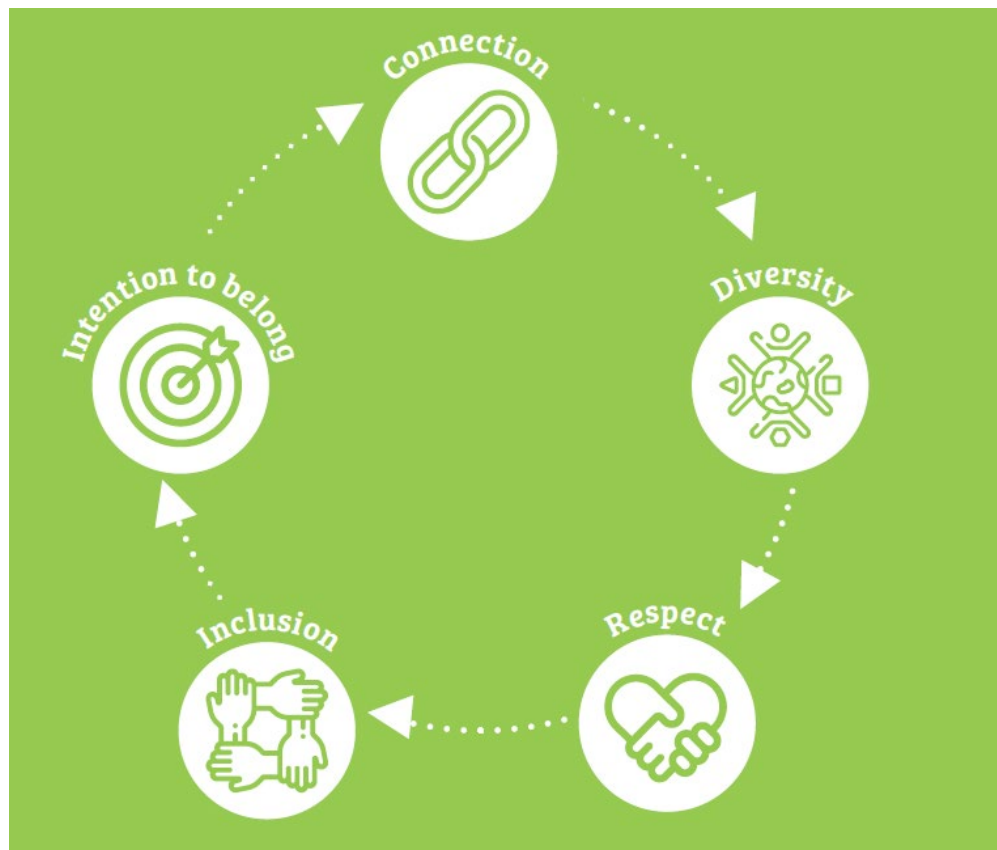
- Better science outcomes
- Innovation and creativity
- Collaborative
- Self-confidence, mental health and well-being

Not-belonging:

- Negative impact on performance, progression and retention
- Painful
- Hide aspects of self at work

“When I felt I belonged, I was very productive, I collaborated a lot, I really enjoyed it.”

Enabling belonging



“Within that group of other D/deaf scientists, I feel I do belong. We have a shared language, and we can talk about our passion for science.”

“I had a supportive supervisor, who treated me like my ideas were valued. I’d never had that before. That made me want to continue in academia, where other experiences had dissuaded me.”

Building a culture of belonging

- Individuals
- Organisations
- Own self



Grants for Carers



ROYAL SOCIETY
OF CHEMISTRY
Chemists'
Community Fund



Assistance grants



Struggling to talk?

BULLYING & HARASSMENT SUPPORT LINE

0800 5200115 | +44 1223 624606
(UK FREEPHONE) | (INTERNATIONAL)



Supported by the
Chemists'
Community Fund



Struggling to talk?

If you've encountered bullying or harassing behaviour in the chemical sciences our impartial support is here for you.

BULLYING & HARASSMENT SUPPORT LINE

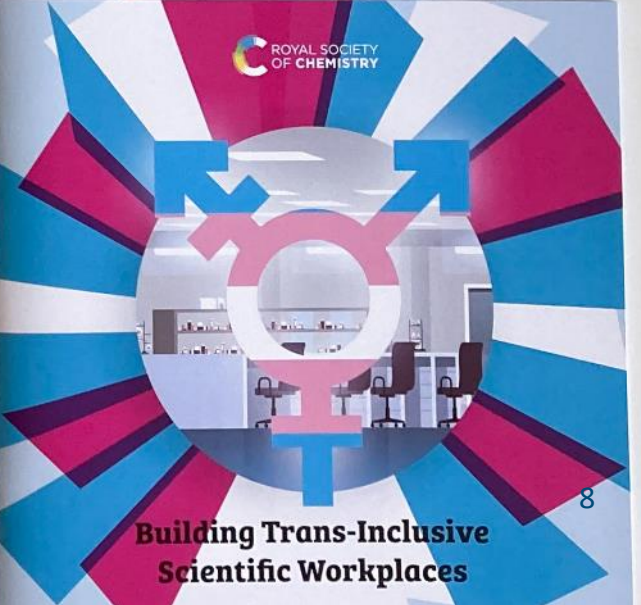
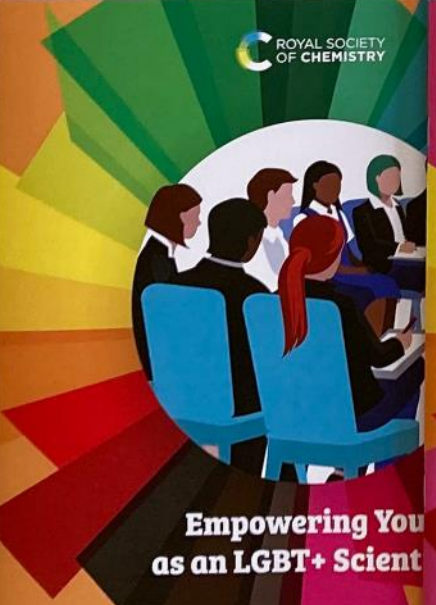
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[rsc.li/support](https://www.rsc.li/support)



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Inclusion & Diversity Fund

Get support and
funding for your project

For details visit
[rsc.li/ianddFund](https://www.rsc.li/ianddFund)

[#ChemistryForEveryone](https://www.rsc.li/ianddFund)

Registered charity number: 207890



Inclusion and Diversity Prize

Do you know someone who is making a significant contribution to improving accessibility, inclusivity and diversity of the chemical sciences community?

Give them the recognition they deserve plus a £5,000 prize.

rsc.li/inclusion-diversity-prize



Resources

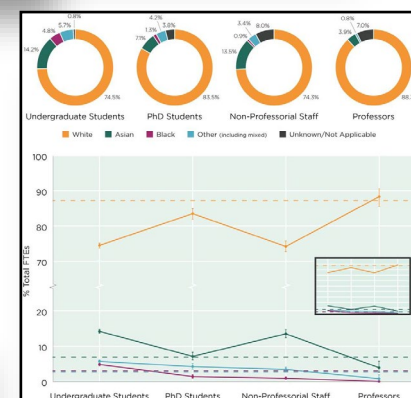


Who can...

...research **inequality** in the chemistry community?

You can.
We're here to help

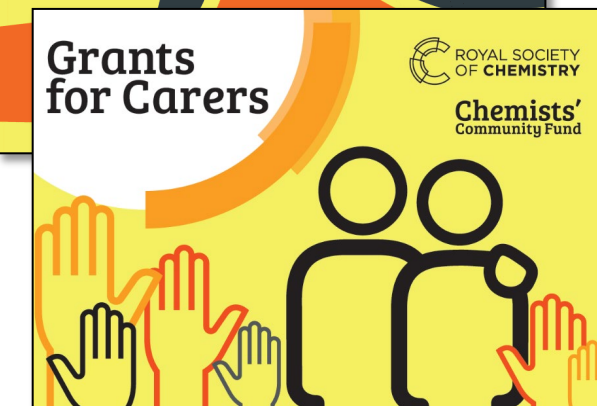
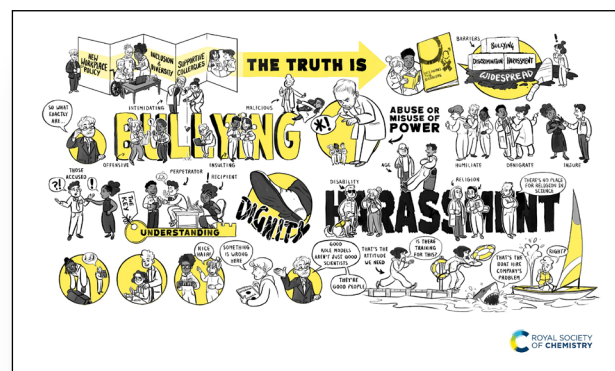
Inclusion & Diversity Fund



RSC Participant Agreement

We agree to...

- ...foster equal participation
- ...maintain privacy/confidentiality
- ...engage with kindness and respect
- ...consider diverse cultural backgrounds
- ...not tolerate bullying, harassment, or discrimination
- ...respect people's identities & experiences
- ...keep communication professional
- ...contribute constructively



Struggling to talk?

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0800 5200115 | +44 1223 624606
(UK FREEPHONE) | (INTERNATIONAL)

Contact diversity@rsc.org

Save the date

ID Forum December 8th 2021

- focus on race and ethnicity
- *A sense of belonging in the chemical sciences* report
- RSC 2021 Inclusion and Diversity Prize
- presentations of community-led RSC ID Fund projects



Electing a diverse committee

Following discussions at the Interest Group Forum 2020 both Member Networks Committee and the Member Communities Board discussed possible mechanisms for improving the diversity of our member networks' committees. Members of the Board agreed that while diversity is an important issue, we need to be very careful that we are not implementing a solution that results in positive discrimination. It is also important that processes are transparent and fair.

There is a need to better communicate to committees and the wider membership community about why diversity on member networks' committees is important. As part of our commitment to supporting our networks, we will be developing diversity training sessions covering unconscious bias, inclusion and belonging.

Based on the feedback received from our networks, and the governance practices within the rest of the RSC, we propose that the following changes will be made the process for electing new members to our member networks' committees:

- Committees will be encouraged to include details of any skills or diversity gaps in their committee in their call for nominations and ballot emails and/or to express that they are seeking diversity on their committee.
- An overview of the current committee members will be included in each call for nominations and ballot emails – this will help potential candidates and voters identify where there are skills, experience and diversity gaps on the committee.
- Staff will support the calls for nominations and ballots to ensure that inclusive language is used and make/suggest changes where appropriate.
- Nominations will be made through an online survey asking nominees questions about why they are applying and what they would bring to the committee – providing this framework will support all candidates to showcase their potential equally.

In addition,

- Current committee members will be asked to volunteer to be case studies to demonstrate the diversity of our current volunteers, and what motivates them in their volunteer roles.
- Committees will be reminded that term limits can only be extended with the permission of Member Networks Committee – unless there are vacancies on committees, new volunteers will be unlikely to come forward.

In cases where the ballot does not result in the diversity and skills gaps being filled by suitable nominees, committees may seek permission from Member Networks Committee to appoint members to fill those specific gaps in addition to their elected members. All appointments must be approved by a sub-panel of Member Networks Committee.

Where no nominees come forward to fill the diversity and skills gaps then the committee may seek permission from Member Networks Committee to approach suitable members for appointment to the committee. In these cases, the committee must demonstrate that the initial call for nominations sent to all members clearly outlined the gaps in the committee and that no suitable candidates had come forwards.

Committees are able to appoint up to two members for the specific purpose of improving the diversity of their committee where this has not naturally happened through the election process – it is not necessary to fill these roles where a diverse committee has been achieved through an election. This mirrors the governance process for all RSC Boards. Appointed members will be able to vote on committee matters, must be members of the RSC and will

be subject to the same terms of office and rules as all other RSC member networks' committee members.

Member Networks Committee approved that the following addition to the rules is submitted to Member Communities Board for approval:

Where a committee has not been able to fill diversity or skills gaps through a normal election process, they may appoint up to two members for this purpose. All appointments must be approved by Member Networks Committee.

Anonymised election process

Following concerns raised by some members at the Interest Group Forum 2020 about the process by which networks' ballots are held via email, staff are now putting in place a process for all voting to be done through an anonymous survey platform.

The system used will allow staff to upload members' email addresses (GDPR compliant process) in order to send each member of the group a unique link to the survey, each link would only work once avoiding any member from voting more than once. The votes will be anonymous via this process, and only the final results (not individual counts) will be shared with the committee.



RSC Division Review:

New subject communities

November 2021

Sheena Elliot &

Anne Horan



OUR PURPOSE



**To help the chemical
science community make
the world a better place**

OUR VISION IS FOR A WORLD WHERE...



Chemical scientists have adapted, innovated and succeeded in a changing world and ensured chemistry is a force for good



The culture in science supports an inclusive and enabling community for the benefit of everyone



Science infrastructure, funding, policy and regulation enables chemical scientists to continue to drive forward new research and innovation



People worldwide recognise, trust and understand the value of the chemical sciences

AND OUR MISSION IS...



To enable change in chemical science education and practice to ensure a diverse and skilled workforce



To provide the opportunities and tools for the chemical science community to network, create and exchange knowledge



To recognise and reward innovation, collaboration, teamwork and leadership, and uphold ethical and professional standards



To be a trusted and authoritative voice, ensuring that chemistry has a recognised and influential role in science and society

OUR CORE STRATEGIES

ORGANISATION



PUBLISHING



MEMBERSHIP



EDUCATION



VOICE & INFLUENCE



Our Science

Our Community

- Develop a member community representative of the diversity of the chemical science community
- Increase support for multidisciplinary collaboration amongst our members
- Prioritise members within the communities supported by the RSC
- Facilitate chemistry-based solutions by convening diverse stakeholders to drive change
- Influence decision makers, responding to the political environment while drawing on community insight
- Advocate for our community and increase the visibility of how they make the world a better place





Division Review Key findings

- Clarity on dual role of Divisions re RSC strategy development and scientific activities
- Simplify relationship between the Divisions and any relevant Interest Groups
- Communication mechanisms across and between the Divisions, with Interest Groups and to RSC Boards and Committees
- Review and modernise language and nomenclature associated with Divisions



Review key points

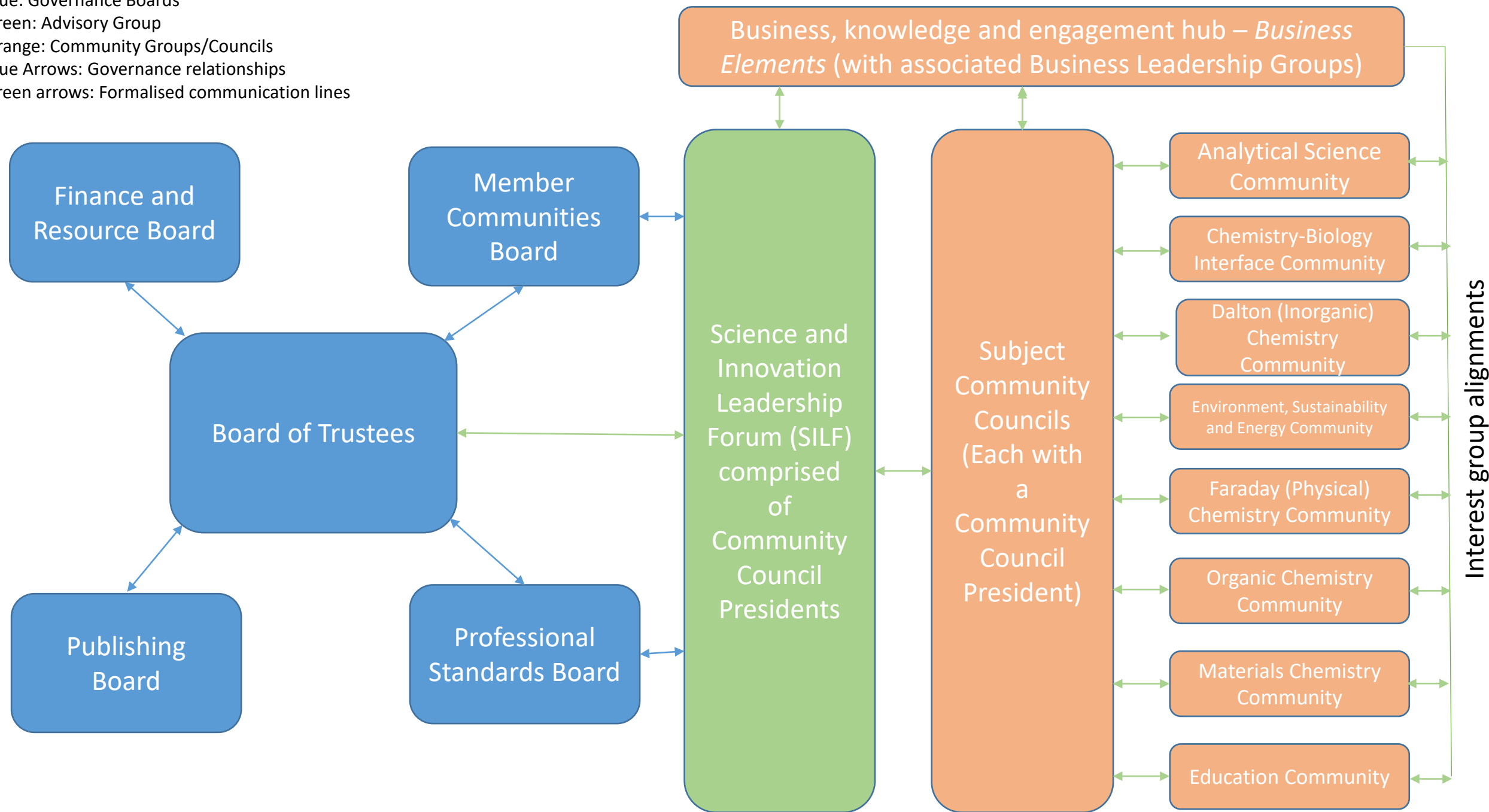
#	What?	How is it changing?
1	Nomenclature	Division will be replaced by Community Names Dalton and Faraday reviewed Division President become Community Council President
2	Community Council composition	Bringing together leading representatives including from relevant Interest Groups , Industry, Academia, Early Career and internationally
3	Community Council purpose	To provide expertise, advice and acting as advocates To discuss issues and opportunities related to the field and how they might support RSC to address these topics
4	Members in industry	ITD disbanded but members in industry join subject communities alongside launch of a new Business Hub – <i>Business Elements</i> ITD Council evolve to new business leadership groups



Review key points

#	What ?	How is it changing?
5	Science and Innovation Leadership Forum	Forum of Community Council Presidents to identify opportunities for collaboration and provide insights to RSC across the breadth of the chemical sciences RSC President, President-Elect and RSC Executive
6	Simplified Boards and Governance	Altered composition for MCB and PSB New communication channels to Boards and Committees
7	Ways of working and communication	Virtual/hybrid/physical meetings Greater connectivity between member groups Optimising how members input to thought leadership, strategy and programmes

Blue: Governance Boards
Green: Advisory Group
Orange: Community Groups/Councils
Blue Arrows: Governance relationships
Green arrows: Formalised communication lines



Business Elements



Business Elements

Business Elements covers the key cross-sector topics for chemistry-enabled businesses. We highlight where the chemical sciences are at the heart of the big issues and the ways we are informing debate. Our focus includes:

- Policy, perspectives and thought leadership
- Innovation and sustainability developments
- Senior jobs and management skills for industry
- News, events and business networking opportunities

Insights & policy

New Industry Task Force Tackles Speciality Materials' Sustainability

Our major new report highlights opportunities to make millions of household and industrial products containing polymers in liquid formulations more sustainable. We have convened a task force that will prioritise and progress solutions.

[Find out more](#)

Changes To Regulations Post-Brexit

Chemistry World takes a first look at the vital industry issue: how UK Reach may operate post-Brexit.

[Read the article](#)



Our Policy Work

Our 'Perspectives' series draws together

- Business Elements is a planned new information hub for members with business management and leadership responsibilities or interests
- A targeted resource for an underserved segment of our membership that is focused on the big cross-sectoral topics eg innovation, sustainability, policy, strategy etc
- Members can subscribe and view content via their membership login
- Focus is on connecting members to industry insights and opportunities from the RSC and our community
- Opportunities to highlight relevant IG activities of cross-sectoral interest through Business Elements e.g. events. Contact hollidayrj@rsc.org

Existing relationships between Interest Groups, Divisions, Committees and Boards

- Member Communities Board and Member Networks Committee
- Existing connections to Division Councils, e.g.
 - IG committee members appointed to Division Council
 - IG committee members invited to attend a Division Council meeting and meet other IGs
 - IG collaborations under banner of Division e.g. Joint Interest Group meetings
 - Members are appointed or elected to Division Councils who are also IG committee members





Benefits of the new framework

For Interest Group Committees

- Enhanced opportunities for collaboration between IGs in the subject
- Ability to have holistic overview of a subject area
- Clearer route to advocate for subject area and to add to stronger voice for the community

For Interest Group Members

- Have increased visibility of activities in a subject area
- Enhance member engagement with subject communities, the interest groups and with the RSC



Becoming part of the Subject Communities

Interest Group Members become part of the Subject Community via

- their membership of Interest Group that is part of that Subject Community
- By subscribing directly to the Subject Community

Interest Group committee members can get involved via

- Call for nominations for the 2022 RSC Elections
- New opportunities for appointments to Subject Community Councils
- Other ways to engage and link with Subject Community Council

In summary:

Scientific oversight across a subject area

More connected & collaborative between disciplines and sectors

Better able to influence thought leadership and strategy





Breakout Discussions

For questions and feedback about
the Division Review please contact
Anne Horan – horana@rsc.org

Hybrid events at Burlington House



Costs below are for the Library. The Science Room not yet set up. Smaller rooms can use the in room camera for no additional charge. Email: bhrooms@rsc.org

Option 1 - Live stream your event with output formed of cuts between three fixed camera angles with branded screen backgrounds and a selection of other production effects. Stream to your website, dedicated microsite or social spaces (Facebook, LinkedIn etc) Note that stream can be to one or more with no loss of quality or latency.

- 3 locked off camera (2 x stage area, 1 x audience)
- 2x lapel mics, 2x HH mics
- Streaming to socials
- 1 Streaming engineer

Price £350

Option 2 – Live stream your event to our dedicated hybrid platform with all the features of your in-room event available to audience members unable to attend in person - password protected registration, main stage with live presentations, Q&A, polling, breakout rooms, sponsors' area.

Your event mirrored online with event presenters able to deliver their presentations remotely. All fully customisable with layout, branding and comprehensive delegate analytics for post-event follow up.

- Branding colours and logo
- Speaker Bios
- Event Agenda
- Q&A
- Polling
- Moderation

Price from £900

Option 3 - Two cameras and camera operator to pan between subjects, track moving presenters, zoom to audience members in Q&A etc The more dynamic output offers a more engaging experience to the remote audience and resulting footage is ideal for clients wanting to prepare promotional event clips for social media (editing footage in post-production is an optional extra with prices dependant on total footage and final output length)

- 2 cameras (1x manned, 1x locked off)
- Streaming encoder
- 2x lapel mics, 2x HH mics
- 1 Streaming engineer
- Recording available after the event
- 1 streaming engineer
- 1 cameraman

Price from £1400