



Women's *i*nitiatives *C*ommittee

Newsletter

NEWSLETTER

Issue 7 – September, 2018

Welcome to 2018's Fall e-newsletter of the Women's Initiatives Committee. We have exciting events coming up at the 2018 AIChE Annual Meeting. You will also find information about our past events held at the 2018 AIChE Spring Meeting. Enjoy!

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Message from the Chair

Dear Colleagues,

In 2018, as the Women's Initiative Committee embarks into its 20th year of actuality, we will continue pursuing WIC's mission in promoting the entry, development, and full participation of women in the institute and the profession. WIC is led by a group of talented and passionate volunteers who are engaged in putting together programs and events that will benefit the AIChE community. I want to take this opportunity to thank the steering team for their dedication, time and efforts.

The annual meeting was held in Minneapolis in October. Workshops catering towards the needs of undergraduate, graduate students, postdoc, assistant professors and young scientist in industries were put together by the team lead by Heather Emady and Julianne Holloway. The luncheon speaker Prof. Rachael Segalman engaged her audience through her learning path involving, "Planning, Serendipity and Optimism". Prof. Segalman addressed over 40 attendees with her strategy and insight into achieving balance within one's life and successfully achieving realistic goals. During the luncheon, 9 students and post docs were recognized with the "Graduate Student Travel awards" and Elizabeth Wach was recognized with the "W2R2 Travel award" to support women's reentry in the work Force. The recipient of the 2017 Mentorship Excellence award was Professor Lola Eniola-Adefeso for the development of the next generation of chemical engineers through mentoring. Details can be found in this newsletter.

I'm really excited about the engaging events this team is working on putting together for the spring meeting in Orlando. WIC is collaborating with MAC to put together workshops to help build awareness about unconscious bias in the workplace. As part of our 20th anniversary celebration, WIC will be co-hosting the 14th GCPS Tuesday luncheon. The luncheon will feature Delia Contreras (Global Vice President of Engineering & Sustainability – Global Supply Chain at Nalco Champion, an Ecolab Company) as keynote speaker.

As we look forward to Spring 2018 meeting, we will continue our collaboration with YPC and MAC in organizing panel discussions and workshops relevant to development of skillsets to succeed in the chemical industry. If you have any suggestions or wish to join us, please contact me at bkrishnan3@dow.com.

Best regards,
Bindu Krishnan
Senior Scientist
The Dow Chemical Company

Join WIC's Email List and Social Media

Please join our email list and social media groups. Here, we are hoping to create networks between women undergraduates, graduate students, post-docs, industry professionals, and academics. Please feel free to start discussions and post relevant articles.

Email:

<http://www.iche.org/community/sites/committees/womens-initiatives/forms/keep-posted-on-wic-activities>

LinkedIn:

<http://www.linkedin.com/groups/AIChE-Womens-Initiatives-Committee-4823836>

Facebook:

<https://www.facebook.com/groups/aichewic/>

Twitter:

<https://twitter.com/aichewic>

2018 AIChE Annual Meeting Announcements

October 28- November 2, Pittsburgh, PA



Workshops

WIC will be very active at the Annual Meeting and will offer several workshops at the Annual Meeting. We will hold workshops and panels for undergraduate and graduate students as well as post-docs, assistant professors and young scientists as listed below. These are all ticketed events, so do not forget to register in advance.

- [Women Undergraduates Workshop](#)
David L. Lawrence Convention Center, Room: 315, October 28, 8:00am – 12:00pm
- [Developing Your Career for Women Graduate Students and Beyond](#)
David L. Lawrence Convention Center, Room: 316, October 28, 9:00am – 1:30pm
- [Unconscious Bias](#)
David L. Lawrence Convention Center, Room: 315, October 29, 8:00am – 10:30pm

Women's Initiatives Committee (WIC) Luncheon

Westin Convention Center, Allegheny Grand Ballroom III, October 29, 11:00am – 12:30pm

You are invited to join us for the 2018 AIChE Annual Meeting luncheon. This luncheon will be a part of the celebration of Women's Initiatives Committee's 20th Year Anniversary. *Ticketed event.

WIC 20th Anniversary: Celebrating Women in Chemical Engineering

David L. Lawrence Convention Center, Room: 336, October 30, 8:00am – 6:00pm

The Women's Initiative Committee (WIC) is celebrating their 20th anniversary as a committee this year. To celebrate this important milestone, we are having a full day symposium to highlight the significant contributions of women to chemical engineering. The symposium is comprised of 20 invited speakers from diverse research backgrounds and affiliations.

- [Celebrating Women in Chemical Engineering I](#) (8:00am – 10:30am)
- [Celebrating Women in Chemical Engineering II](#) (12:30pm – 3:00pm)
- [Celebrating Women in Chemical Engineering III](#) (3:30pm – 6:00pm)

We will have a [coffee break](#) between Session II and Session III and our celebration will continue with a [reception](#) at 7:30pm.

Women's Initiatives Committee (WIC) Meeting

David L. Lawrence Convention Center, Room: 332, October 30, 10:30am – 11:30am

We will discuss WIC events and our future plans. Also we will select our new leadership. If you want to be a part of the WIC here is your chance. Come join us at the meeting, it is open to everyone!

WIC Travel Award Program

[Women's Initiatives Committee's \(WIC\) Travel Award Program](#)

This award is geared to women graduate students, and post-doctoral associates, who would like to attend the Annual Meeting. WIC provides individual awards up to \$500 to be utilized towards travel and registration fees only. Awardees will be notified by September 10 and recognized at the WIC Luncheon on October 29 at the Annual Meeting. The application deadline is September 4.

[Women's Initiatives Committee's \(WIC\) Mentorship Excellence Award](#)

This award recognizes women faculty who have contributed to the development of the next generation of chemical engineers through outstanding mentoring. Awardees will be recognized at the WIC Luncheon during the Annual Meeting. The application deadline is September 17.

2018 AIChE Spring Meeting Recap Orlando, FL, April 22-26



WIC Unconscious Bias Workshop

Understanding Unconscious Bias in the Workplace

Do we all biases? What are the biases that we personally have or see in others around us? These were some of the intriguing questions discussed at a recent AIChE workshop. Following the continuous efforts of advancing inclusiveness, the [AIChE Foundation](#) sponsored the Workshop: Understanding Unconscious Bias in the Workplace as part of the Development Topical Conference that took place at the 2018 Spring Meeting. The event was co-sponsored by AIChE Women's Initiatives Committee (WIC) and AIChE Minorities Affairs Committee (MAC).

Overall, the participants learned about how their belief systems, principles and stereotypes can influence their interactions and decisions in the workplace. The workshop was a call to action – to be proactive and mindful of our own biases as we engage with others to build inclusivity. This session was led by Cynthia Murphy-Ortega (Chevron) and Sindia Rivera-Jiménez (University of Florida). With her unique industry perspective, Murphy-Ortega introduced unconscious bias (or implicit bias) as unconscious beliefs or stereotypes that influence our actions and decisions when interacting with other people. Rivera-Jiménez reviewed the fundamental ideas related to the bias habit and showed the attendees various strategies to “detect, reflect on, and or reject” those attitudes and prejudices. Both moderators noted various times that all humans have implicit biases and, without self-judgment, we need to become aware and take action.

Real Stories of Unconscious Bias in the Workplace

An invited panel of professionals shared stories of unconscious bias in the workplace that were not limited to gender biases. Biases concerning race, gender, economic status, and disabilities, were discussed in a welcoming environment. The panelists included Bill Byers (CH2M Hill and AIChE's 2004 President), Kevin J. Edwards, (Bechtel Infrastructure), LaRuth McAfee (University of Wisconsin, Madison), and Cynthia Murphy-Ortega. Moderated by Rivera-Jiménez, the attendees were open to sharing their own experiences and, together, find ways where they can improve their awareness and actions for having a more inclusive environment in our workplace. Many of the attendees thanked WIC for providing them with a common language and examples to discuss this important topic with their peers. This inaugural session laid an excellent foundation for future sessions on this topic and the broader area of diversity and inclusion.



Women's Initiatives Committee (WIC) Luncheon

The luncheon featured keynote speaker Delia Contreras, Global Vice President of Engineering & Sustainability – Global Supply Chain at Nalco Champion, an Ecolab Company. This luncheon was a part of the celebration of Women's Initiatives Committee's 20th Year Anniversary.

WIC Mission

The American Institute of Chemical Engineers (AIChE) Women's Initiatives Committee (WIC) will lead in promoting the entry, development, and full participation of women in the Institute and the profession through the following strategies:

- Develop / distribute resources on subjects pertaining to women in the profession.
- Mobilize AIChE to meet the needs of existing and potential female members of AIChE and the profession.
- Provide networking means for women in AIChE to use each other as resources.
- Increase the visibility of women within AIChE and the profession.

2018 WIC Executive Committee

Chair

Bindu Krishnan, BKrishnan3@dow.com
Research Scientist, The Dow Chemical Company

Past Chair

Heather Emady, Heather.Emady@asu.edu
Assistant Professor, Arizona State University

Secretary

Whitney Stoppel, whitney.stoppel@ufl.edu
Assistant Professor, University of Florida

Program Chair – 2018 Annual Meeting

Shannon L. Servoss, sservoss@uark.edu
Associate Professor, University of Arkansas

Communications Chair

Irem Sen, irems@andrew.cmu.edu
Postdoctoral Fellow, Carnegie Mellon University

Fundraising Chair

Panagiota Kyriakou, panagiota_kyriakou@cargill.com
Research Engineer, Cargill

Fellow Nominations Chair

Caryn Heldt, heldt@mtu.edu
Associate Professor, Michigan Technological University

Communications Committee

Beyza Bulutoglu (Newsletter Editor), Chrisy Duo, Aida Amini Rankouhi, Angela Brown, Humeyra Ulusoy-Erol

Donating to WIC is critical to having continuing programming.

You can donate online now at <http://www.aiche.org/community/giving/donate>. Scroll to “Women’s Initiatives” at the bottom of the page. Also, look for a donation box for WIC when renewing your AIChE membership.

Vice Chair

Julie Renner, jxr484@case.edu
Assistant Professor, Case Western Reserve University

Treasurer

Lalitha Ganapatibhotla, LVGanapatibhotla@dow.com
Sr. Engineer, The Dow Chemical Company

Program Chair – 20th Anniversary Symposium

Julianne Holloway, Julianne.Holloway@asu.edu
Assistant Professor, Arizona State University

Program Chair – 2018 Spring Meeting

Sindia Rivera-Jimenez, rivera.jimenez@eng.ufl.edu
Lecturer, University of Florida

Industry Partnership

Cynthia L. Murphy-Ortega, cynthiamurphy@chevron.com
Manager, Chevron Corporation

Awards Chair

Intan Munirah Hamdan, IMHamdan@dow.com
Associate Scientist, The Dow Chemical Company

AIChE Staff Liaison

Elsa Lopez-Toglia, elsal@aiche.org
Diversity & Inclusion Consultant, Foundation, AIChE