

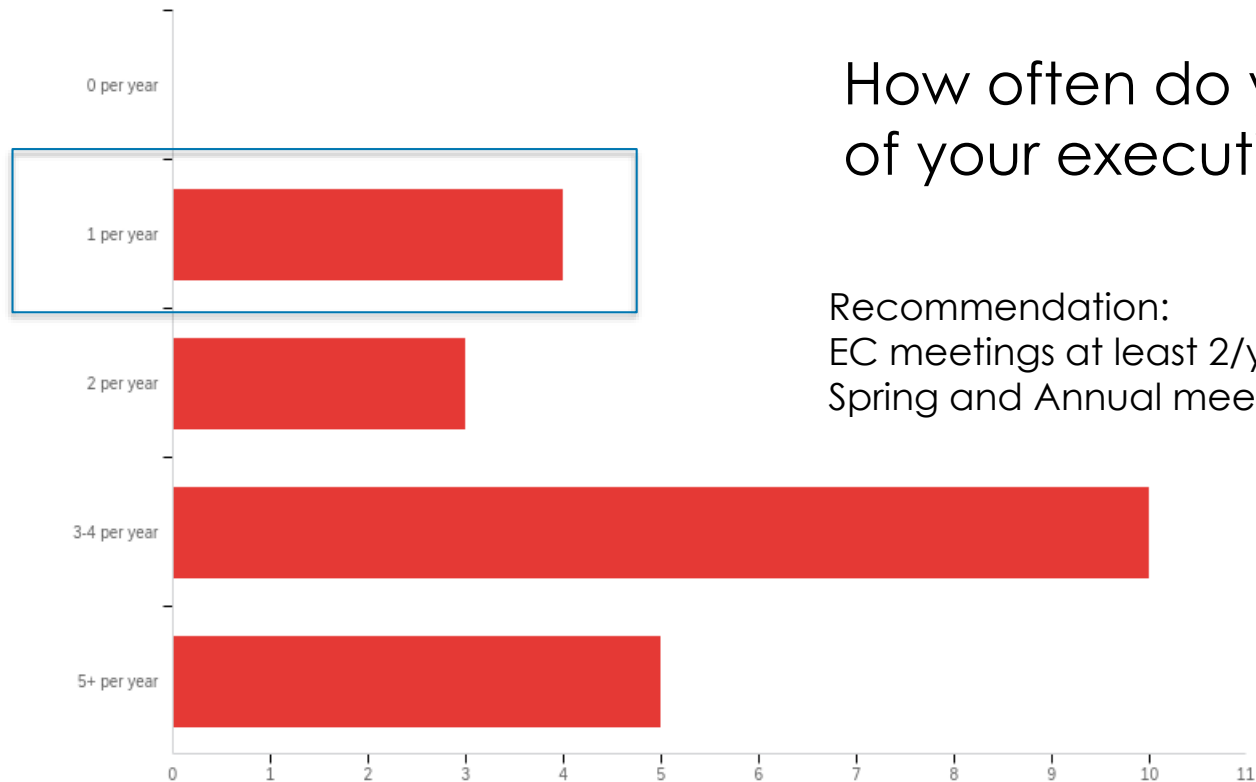
# CTOC Survey Task Force

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# CTOC Survey Task Force

- **Purpose:**
  - Identify the needs and concerns of D&Fs
  - Identify and disseminate best practices across D&Fs
  - Evaluate implementation of AIChE goals in D&Fs
- **How: Annual Survey of D&Fs with rotating focus**
  - **Last year:** Focus on membership, implementation of AIChE communities, and value propositions
  - **This year:** Focus on membership and D&I initiatives
- **D&Fs respond** (20/22 for 2020 survey)
- **Summarize results**
- **Develop Action Plan**

# D&F Survey: Operations

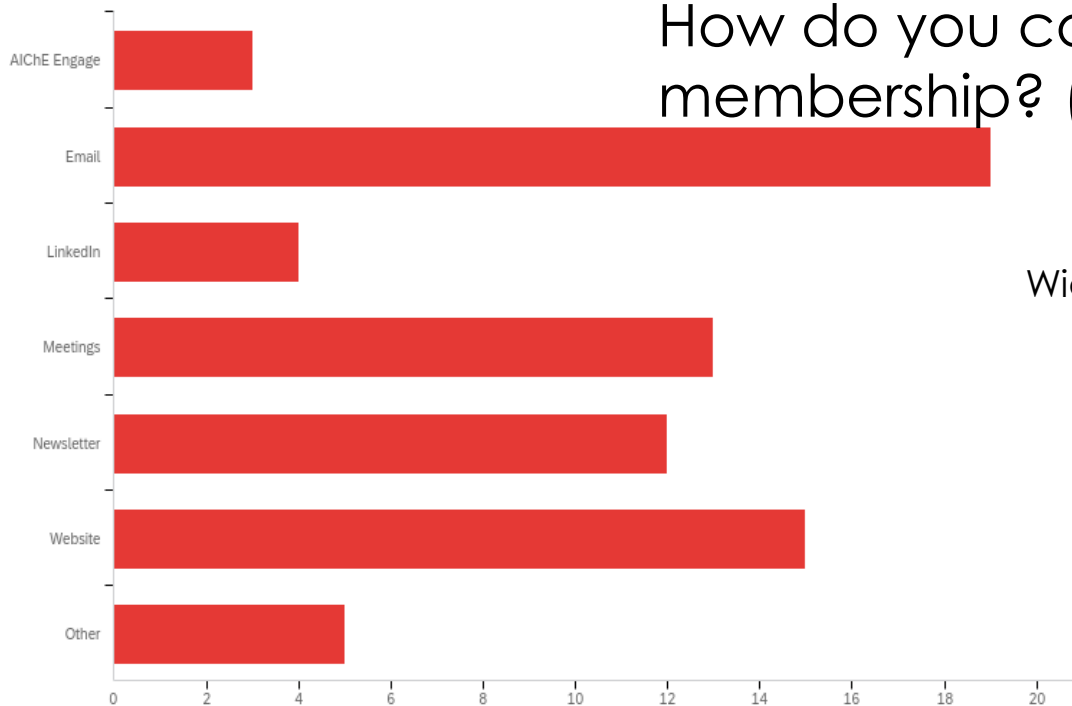


How often do you hold meetings of your executive committee?

Recommendation:  
EC meetings at least 2/yr, potentially corresponding to Spring and Annual meetings.

# D&F Survey: Operations

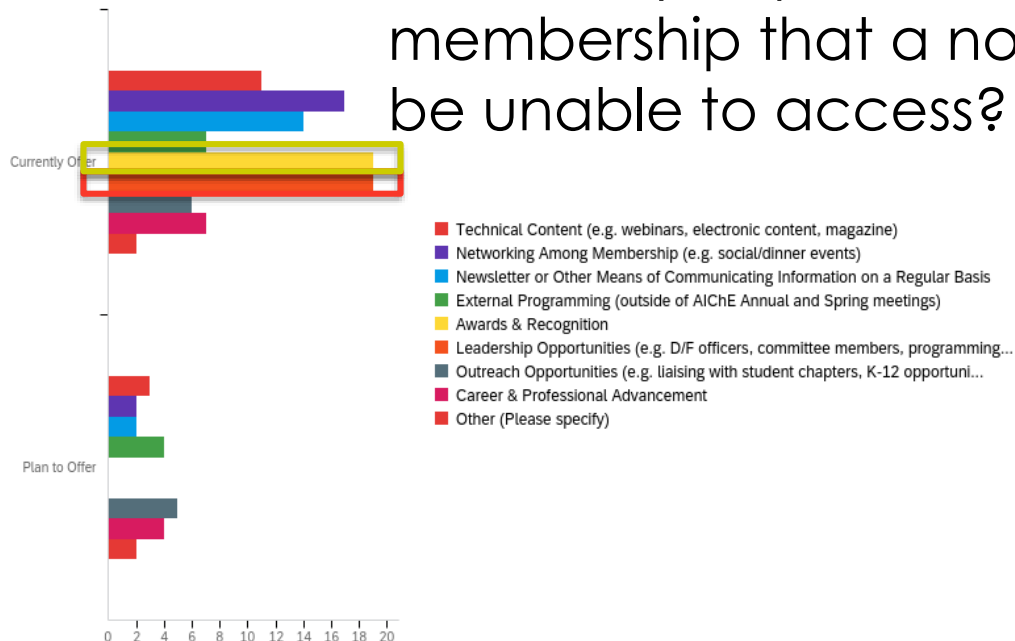
How do you communicate with your membership? (Select all that apply)



Wide variety of strategies employed.

# D&F Survey: Value Proposition

What do you provide exclusively to your membership that a non-member would otherwise be unable to access?



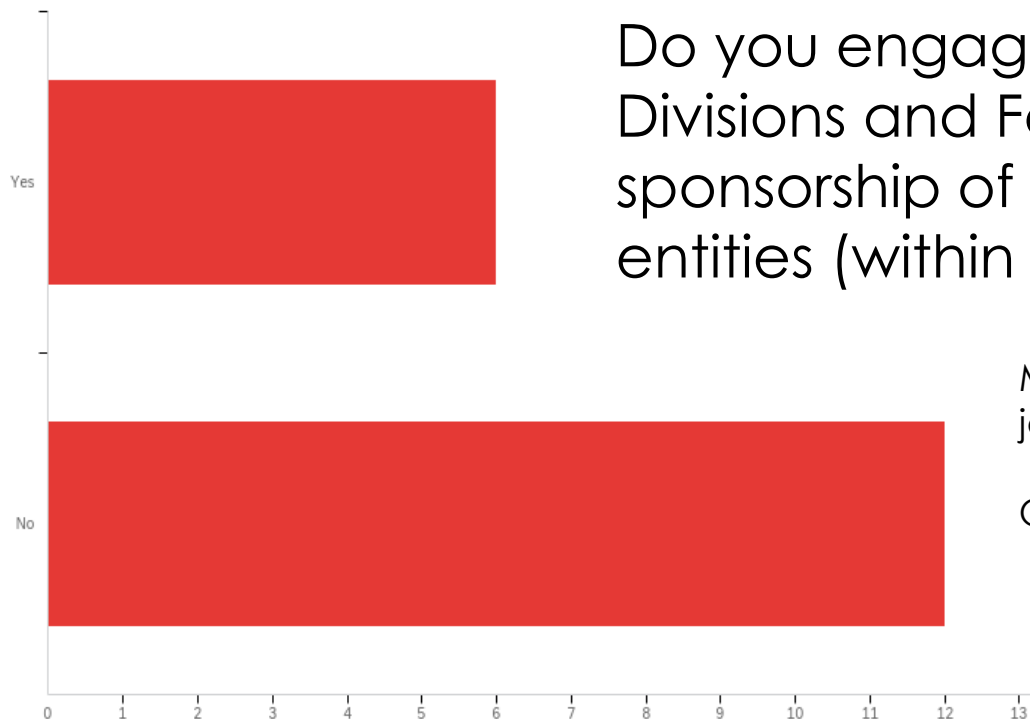
Strength:

- Awards and Recognition
- Leadership Opportunities

Opportunities:

- Career and Professional Advancement

# D&F Survey: Engagement

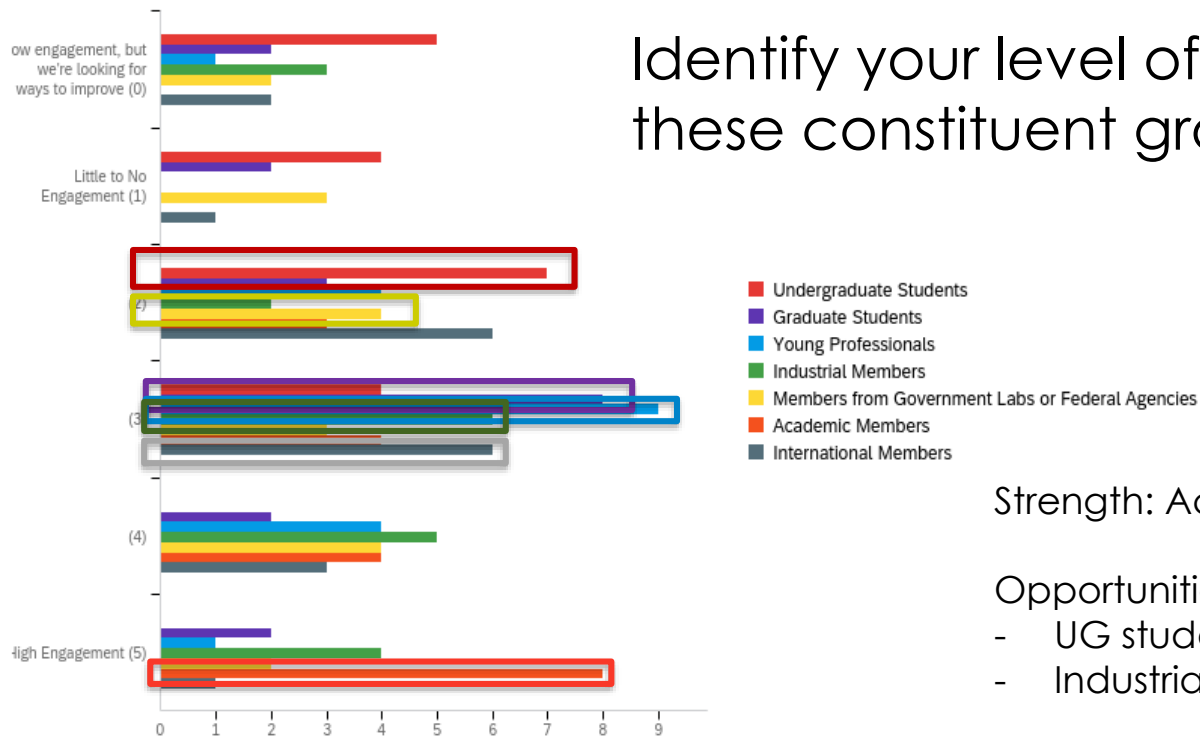


Do you engage with other AIChE Divisions and Forums (beyond co-sponsorship of sessions) or other entities (within or external to AIChE)? \*

Most mentioned type of collaboration: joint conferences.

Opportunity for future identified.

# D&F Survey: Engagement

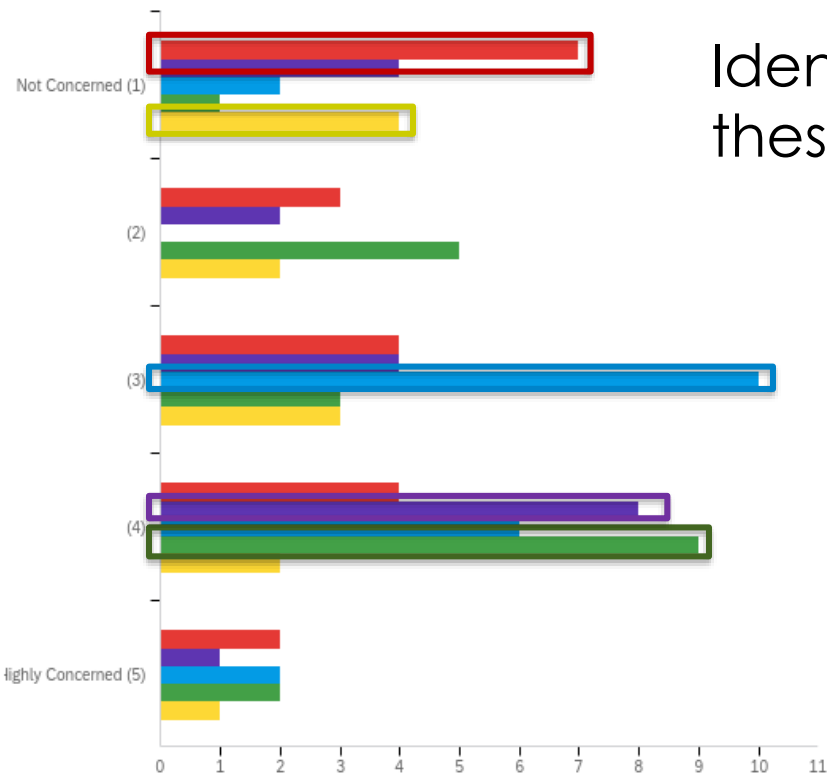


Strength: Academic Engagement

Opportunities:

- UG students, G students, and YPs
- Industrial Members

# D&F Survey: Concerns



Identify your level of outreach with these constituent groups:

Highest Concerns:

- Balance of Industry/Academic Membership
- Programming Quality (only 1 highly concerned)

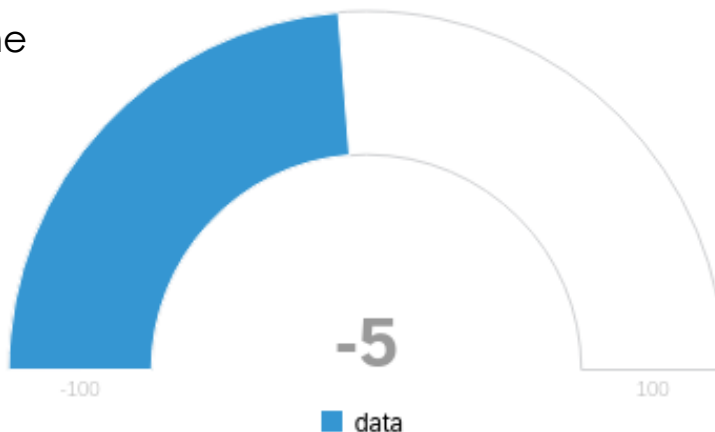
# D&F Survey: D&I

How would you rate AIChE's commitment to Diversity & Inclusion?

"Without actions, this statement is just words"

"very disappointed...after the George Floyd murder...that AIChE did not make a meaningful statement."

"it still feels like there is still a long way to go."



"Changing minds and perspective will take time, and I appreciate AIChE's continued efforts towards achieving that."

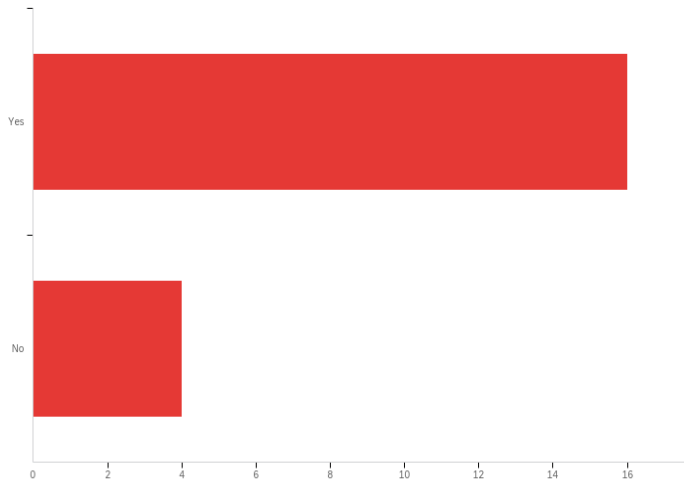
"...our community is inclusive and focused on creating a positive environment free of bias and discrimination."

AIChE Commitment to D&I Viewed as Average/Passive

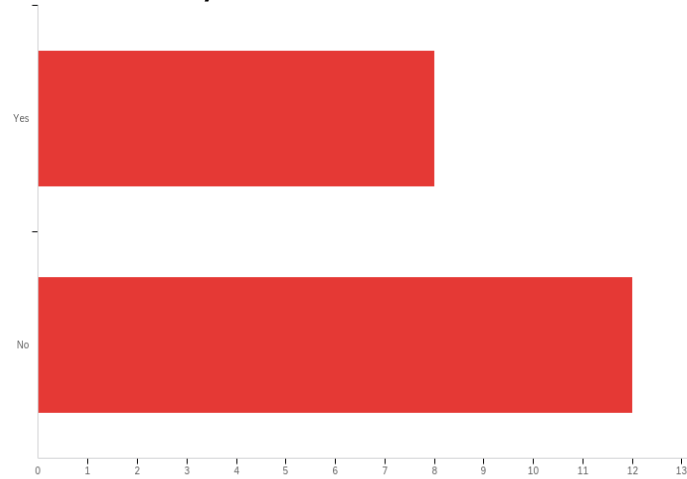
Opportunity to support D&I statement by targeted actions.

# D&F Survey: D&I

Are you aware of AIChE's updated Diversity & Inclusion statement?



Have you reviewed the statement within your division/forum?

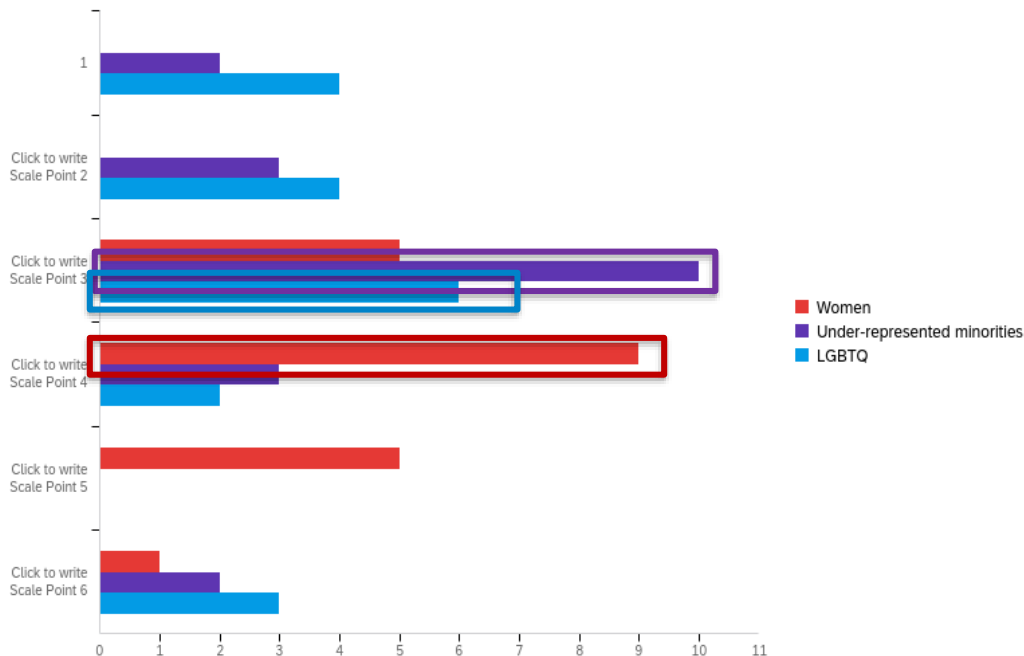


20% of D&Fs not aware of the new statement.  
Only 40% of D&Fs have reviewed the statement in their D&F

Opportunity for education and implementation.

# D&F Survey: D&I

What is your level of engagement with the following:



Greater engagement with women than URM or LGBTQ communities

Opportunity to partner with MAC, WIC, and LGBTQ+ & Allies Initiative

Leverage best practices from outreach to other groups

## Existing D&I Efforts in D&Fs

### Strengths:

- Recruiting diverse leaders
- Outreach events
- Diversity of Invited Speakers
- Diversity of Award Selection Committees

### Opportunities:

- D&I in Published Materials
- Retention Events
- Diversity of Award Winners
- Diversity in Speaker Selection
- Monitoring Metrics

## Suggested Topics for Foundation Grants

- Awards for excellence in D&I
- Travel grants for teaching faculty

## D&F Concerns

- Recognizing value of remote meeting participation beyond the epidemic
- Funding
- Emails (some members do not receive)

# D&F Survey: Strengths

- **Meeting Quality**
  - The quality of abstracts in the meetings was not identified as large of a concern as originally expected
- **Collaboration**
  - Some D&Fs actively collaborate to deliver more innovative content and can be used as examples for other D&Fs
- **Engagement**
  - Very strong academic engagement in D&Fs
- **Communication**
  - Strong communication through wide variety of methods to reach D&Fs members

# D&F Survey: Opportunities

- **Training**
  - D&F leaders lack an effective on-boarding session (e.g. expectations, resources, D&I data)
- **D&I**
  - D&I statement has not been embedded in D&Fs and perception that AIChE has not responded strongly to recent events
- **Value Proposition**
  - D&Fs created value propositions, but they have not been assessed against the needs of it's academic & industry members
- **Membership Engagement**
  - There is a lack of engagement by D&F of key target member group- YPs, Grad & Undergrad members
  - Targeting Industry membership in D&Fs is an opportunity for growth in membership

# AIChE BOD Recommendations

- **D&I**
  - Proposed year end statement to reflect and acknowledge systemic racism events in 2020
  - Targeted CEP special focus section on Equity, D&I, Racism, address the intersection of our profession and under-represented minorities...etc.
  - Communicate more broadly the D&I efforts and successes of the Foundation- periodic reports to engage and update members
  - Support ongoing efforts of EDI committee to embed D&I cohesively throughout the Institute
- **Membership**
  - Gap assessment of Value Proposition to Member needs and develop action plan for gap closure- this is particularly important for Industry members
- **Engagement**
  - Prioritize Foundation grants to increase engagement and meet needs of key member groups (e.g. YPs, Grad & Undergrad members)
- **Simplification**
  - Increase transparency of AIChE processes/ways of working to more effectively deliver information to members
    - Navigating the Institute
    - AIChE Opportunities at Each Career Stage
    - How to volunteer & get engaged
    - Abbreviations- central repository