



The AIChE®  
Henry T. Brown Endowment Fund

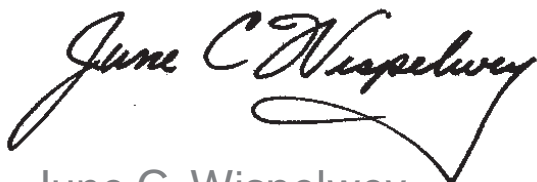
**DOING  
A WORLD  
OF GOOD**

**Advancing  
the Education of Minority  
Chemical Engineers**

# Hello and thank you

We hope the material presented here serves as a starting point for advancing the education of minority chemical engineers, and continuing to positively impact society for decades to come.

Sincerely,



June C. Wispelwey  
Executive Director



S. Shariq Yosufzai  
Chair, Foundation Board of Trustees

# History of the Henry T. Brown Endowment



Established in 1968 at the height of the Civil Rights Movement, the "Task Force on Minority Youth Guidance" paved the path for AIChE's Minority Affairs Committee (MAC), and was the first engineering society to address this need.

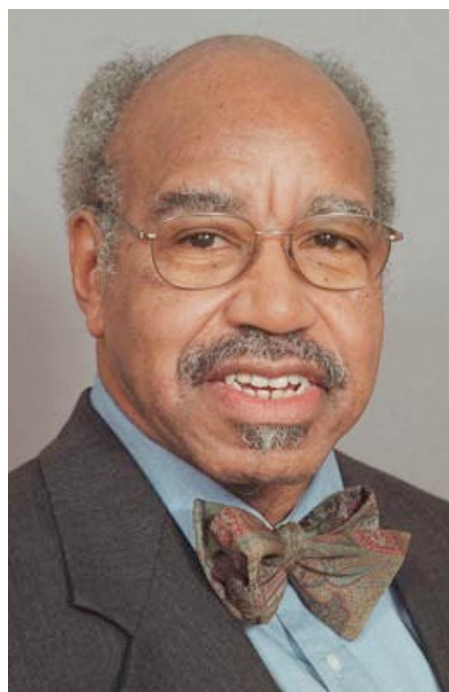
"No longer should extensive human resources go untapped because of artificial barriers or poor communications—particularly at a time when there is an increasing national need for scientific talents."

*—from the committee's first position paper, accepted by the AIChE Council at its Tampa meeting on May 18, 1968*



## Henry T. Brown

The Henry T. Brown Endowment for the Education of Under-Represented Minority Chemical Engineers is a global effort to promote greater inclusiveness in AIChE and the profession by providing an endowment to support, in perpetuity, the education and training of future minority chemical engineers.



**Henry T. Brown** is one of the original advocates for minority engineers in AIChE, beginning in 1968. He co-created AIChE's first outreach initiatives for underrepresented engineers, and held the position of AIChE's Minority Affairs Coordinator from 1983 through 2001. He remains a guide and mentor to the committee's leaders and active participants.

This endowment is a part of AIChE's efforts to attract and retain the best and the brightest, one of five Doing a World of Good campaign priorities that will advance the chemical engineering profession for decades to come.





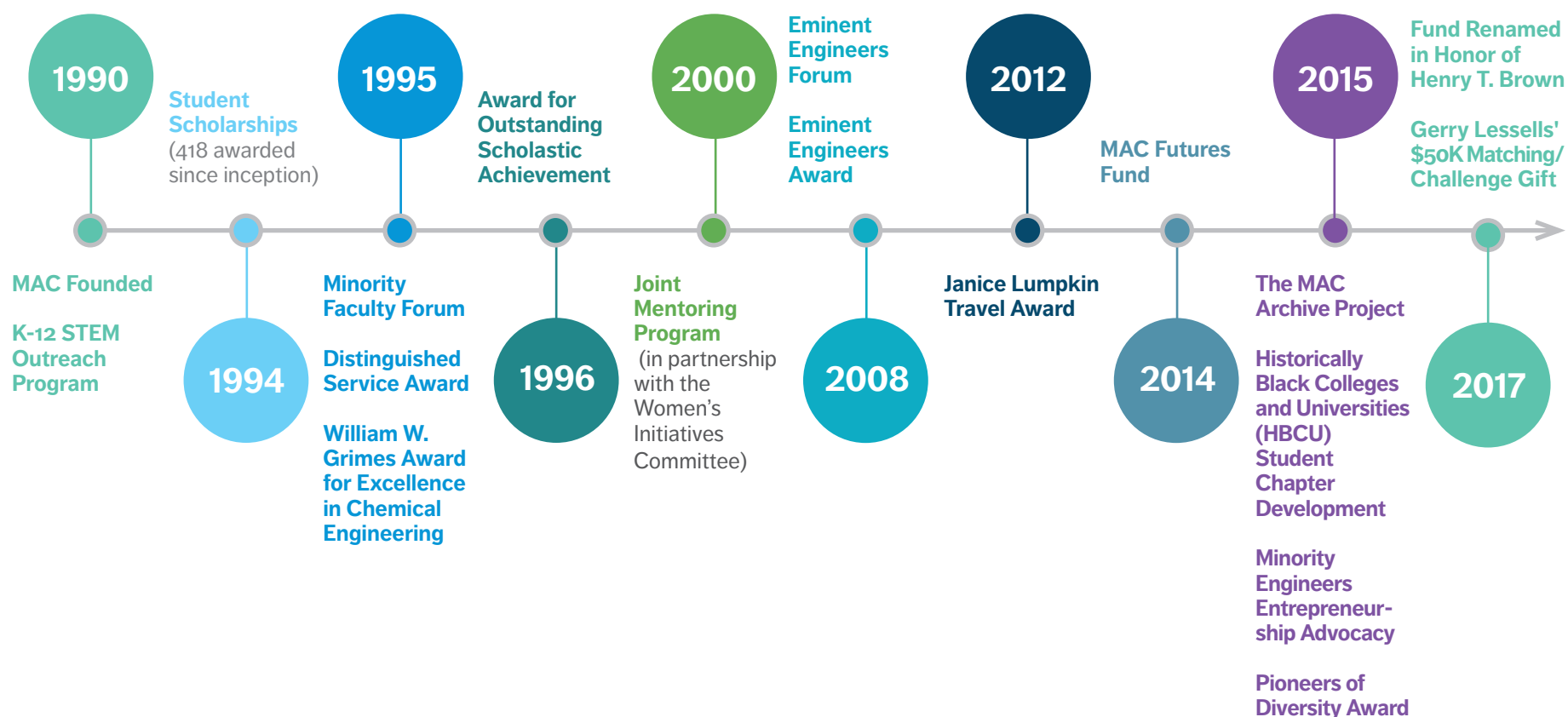
## Leaders of Diversity

Since 1990, MAC has flourished into a vibrant community of leaders working together to ensure that underrepresented minority chemical engineers, especially students, are provided resources and opportunities that allow them to shape and drive a changing world.



# Our Legacy

For over 25 years, the Henry T. Brown Endowment Fund has focused on sponsoring scholarships, providing mentoring and networking opportunities, and raising awareness.



# The Value of Diversity

Companies that are more diverse have...

- Higher Return on Equity
- Higher Return on Invested Capital
- Higher Earnings
- Higher Revenue

McKinsey&Company

**35% more likely  
to have financial returns  
above their median**

for companies in the top quartile  
for racial/ethnic diversity.\*

CATALYST 

**60% difference in  
return on invested capital**

between companies that have three or more  
women board directors and those with  
zero women directors.\*\*

\*McKinsey Analysis, *Why Diversity Matters*, 2015

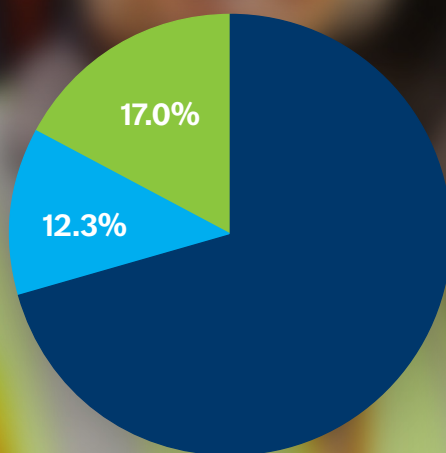
\*\*Catalyst, *The Bottom Line: Corporate Performance and Women's Representation on Boards*, 2011



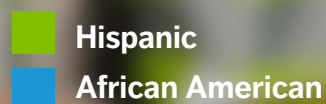
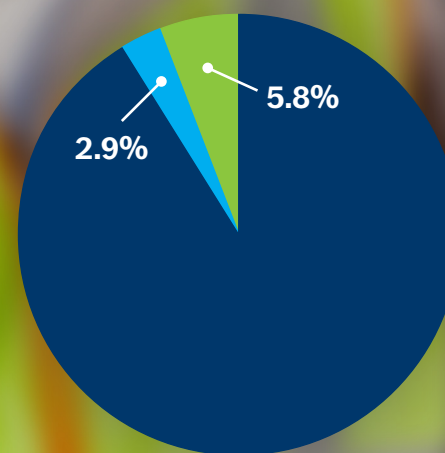
## An Urgent Need

While Hispanics and African Americans make up 29.3% of the U.S. population,\* they make up only 8.7% of employed chemical engineers.\*\*

U.S. Population



Employed Chemical Engineers



\*NACME Analysis of Population Projections from U.S. Census, 2012

\*\*National Science Foundation Employment Report, 2010

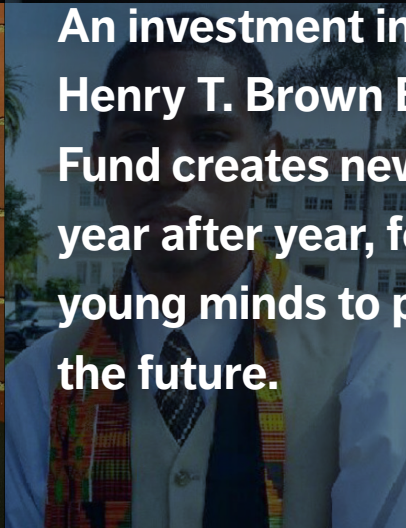
# The Henry T. Brown Endowment Fund

A global effort to promote diversity and inclusion in AIChE® and the profession, by creating an endowment to support and encourage the education and training of future minority chemical engineers.





# Attracting the Best and the Brightest



An investment in the Henry T. Brown Endowment Fund creates new opportunities, year after year, for brilliant young minds to power the future.



 **mac**  
AIChE Minority Affairs Committee



## An Investment in the Future

The Henry T. Brown Endowment Fund will support, in perpetuity, at least fifteen outstanding minority students every year in their pursuit of chemical engineering excellence.



\*\$300K minimum targeted goal, for first three years.

## Moving Forward

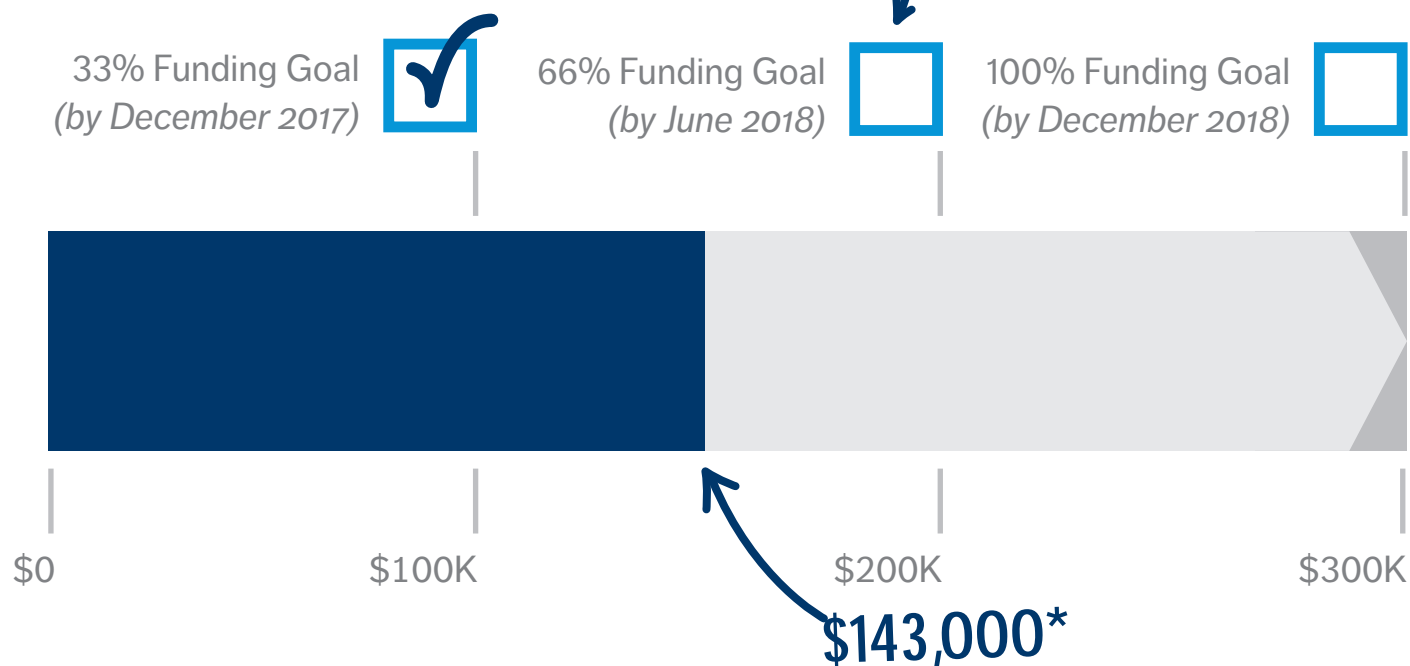
The Henry T. Brown Endowment Fund creates a lasting legacy, advancing diversity in chemical engineering and positively impacting society.



\*Based on 10% annual growth of fund through additional contributions.

# Funding Milestones

PLEASE HELP US REACH  
THIS VITAL GOAL!



## Henry T. Brown Endowment Fund Contributions



Gerry Lessells and Henry Brown

Thanks to a generous challenge gift made by Gerry Lessells, an AIChE Fellow and longtime friend of Henry Brown, all donations to the Henry T. Brown Endowment Fund in 2018 up to \$50,000 will be doubled!

\*Cumulative contributions received as of January 2018.



## The Opportunity

Industry support of the Henry T. Brown Endowment Fund positions your company as an integral part of the Doing a World of Good campaign.



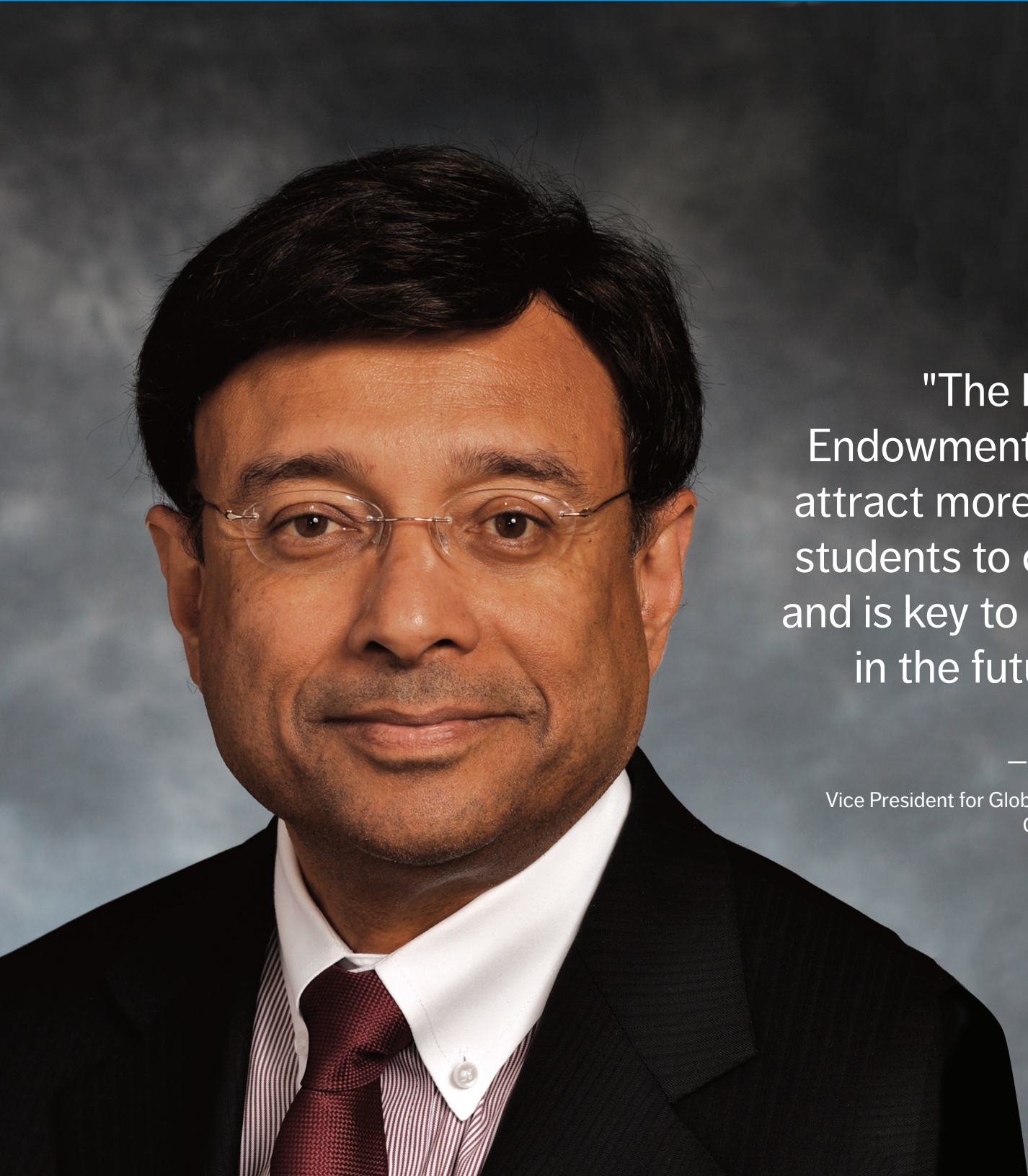
### Corporate Giving Levels

Benefactor*	\$750,000 and up
Underwriter*	\$500,000 to \$749,999
Patron*	\$250,000 to \$499,999
Partner	\$100,000 to \$249,999
Supporter	\$50,000 to \$99,999

### Donor Recognition Benefits

- New Initiative, Program, Endowment and Scholarship Naming Opportunities
- Recognition on AIChE Corporate Giving Wall
- Speaking opportunities at AIChE Annual Meeting, Spring Meeting and events
- Invitation and VIP access to AIChE events
- Recognition on AIChE website, newsletters and publications, including *Chemical Engineering Progress* magazine
- Recognition in the AIChE Foundation Annual Report

\*Early industry leadership supporters at the Patron level and above are recognized with a special designation as Founders' Circle members. Speak with an AIChE Foundation representative for complete corporate giving level details and requirements.



"The Henry T. Brown  
Endowment Fund will allow us to  
attract more outstanding minority  
students to chemical engineering,  
and is key to remaining competitive  
in the future global market."

—S. Shariq Yosufzai

Vice President for Global Diversity, Ombuds and University Affairs  
Chevron Corporation



The AIChE  
Henry T. Brown Endowment Fund

**DOING  
A WORLD  
OF GOOD**

#### AIChE Leadership

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**June C. Wispelwey**  
Executive Director

**Cathy Diana**  
Director, Foundation

#### Foundation Board of Trustees

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**S. Shariq Yosufzai**  
Chair

**Pablo Debenedetti**  
Vice Chair

#### Campaign Chairs

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**James (Jim) R. Fitterling**  
President and Chief Operating Officer, The Dow Chemical Company

**John Y. Televantos**  
Partner, Arsenal Capital Partners

#### Henry T. Brown Endowment Fund Steering Committee Chairs

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**Otis Shelton**  
2014 President, AIChE  
Director of Global Compliance and Operational Assessments,  
Praxair (Retired)

**Soni Oyekan**  
President and CEO, Prafis Energy Solutions

#### Contact Info

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