

## Gender Diversity in Process Chemistry

Grace Trammel  
Brown Group DEI Moment  
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# About the authors



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[https://ewochem.org/EWOC/wp-content/uploads/2019/01/FINAL\\_Ruck\\_Rebecca\\_Bio\\_2019.pdf](https://ewochem.org/EWOC/wp-content/uploads/2019/01/FINAL_Ruck_Rebecca_Bio_2019.pdf)

[https://en.wikipedia.org/wiki/Margaret\\_Faul](https://en.wikipedia.org/wiki/Margaret_Faul)

# Data highlighting gender disparity

- 13-27% of staff positions in process chemistry departments held by women
  - Majority early career positions
  - “Leaky pipeline”
- 4-18% publications from process groups had female corresponding authors (2014-2019)
  - Women make up 20-25% editorial boards of *JOC* and *OPR&D*
- Organic Reactions and Process Gordon Research Conferences: 16% female attendees (2006-2015)

# Root causes - recruitment, retention, and progression issues

- Low numbers of women in process groups
- Few women in leadership roles in process
  - Few role models for aspiring female chemists
  - Challenging to change traditional perceptions of leadership
  - Unconscious bias:  
<https://implicit.harvard.edu/implicit/takeatest.html>
- Lack of transparency around career advancement
  - Dearth of coaching/feedback to aid advancement into higher roles

# Root causes, continued

- Lack of sponsorship
  - Mentorship vs. sponsorship – sponsors give advice, feedback, and advocate for your career advancement
- Work/Life balance concerns
  - Women often have more household responsibilities
- Lack of inclusive environment

# Strategies for improvement

- Support women during undergraduate and graduate years
  - ACS Women Chemist's Committee
  - Conferences highlighting women's accomplishments
- Actively recruit women into process chemistry by having female recruiters
- Supporting women early in their careers
- Industry initiatives – foster inclusivity, mentoring minorities
- Recognition/Awards

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Questions?