

CRS Town Hall on Equity, Diversity, & Inclusion

September 9, 2021

8:30 -9:30 ET (Zoom)



Purpose and Format for ED&I Town Hall

Goal: Update on ED&I initiatives and gather feedback for 2022

- CRS Statement on ED&I
- Introduce ED&I Committee
- Summarize the past year's ED&I activities based on goals established after 2020 Town Hall
- Member of the Year Awardee talk
- Future plans
- Open Discussion
 - Questions/comments will be limited to one minute
 - Use the chat function for anonymous comments (privately to Gabrielle Copperwheat)

CRS Statement on Diversity and Inclusion



Equity, diversity, and inclusion are fundamental components of the mission of the Controlled Release Society and integral to its achievement of excellence in scientific research and communication. CRS supports and celebrates the diversity of its members, their ideas, educational backgrounds, and cultural experiences as an essential part of the foundation for delivering this mission. The collective expertise, views, and experiences of the CRS community helps drive scientific discovery and technical innovation for the betterment of all members and society.

The goal of creating an international organization for open scientific exchange requires mutual respect and personal integrity of all members. The privilege of membership in CRS requires that each member conduct themselves with the utmost professionalism, respect, and ethics at all times. As such, CRS has a zero-tolerance policy for discrimination or harassment of any kind on any basis, including but not limited to:

Ethnicity/race/age/gender

Cultural/religion/political affiliation

Sexual orientation/gender identity

Disability/physical abilities/special needs

Communication or fluency skills

Citizenship status

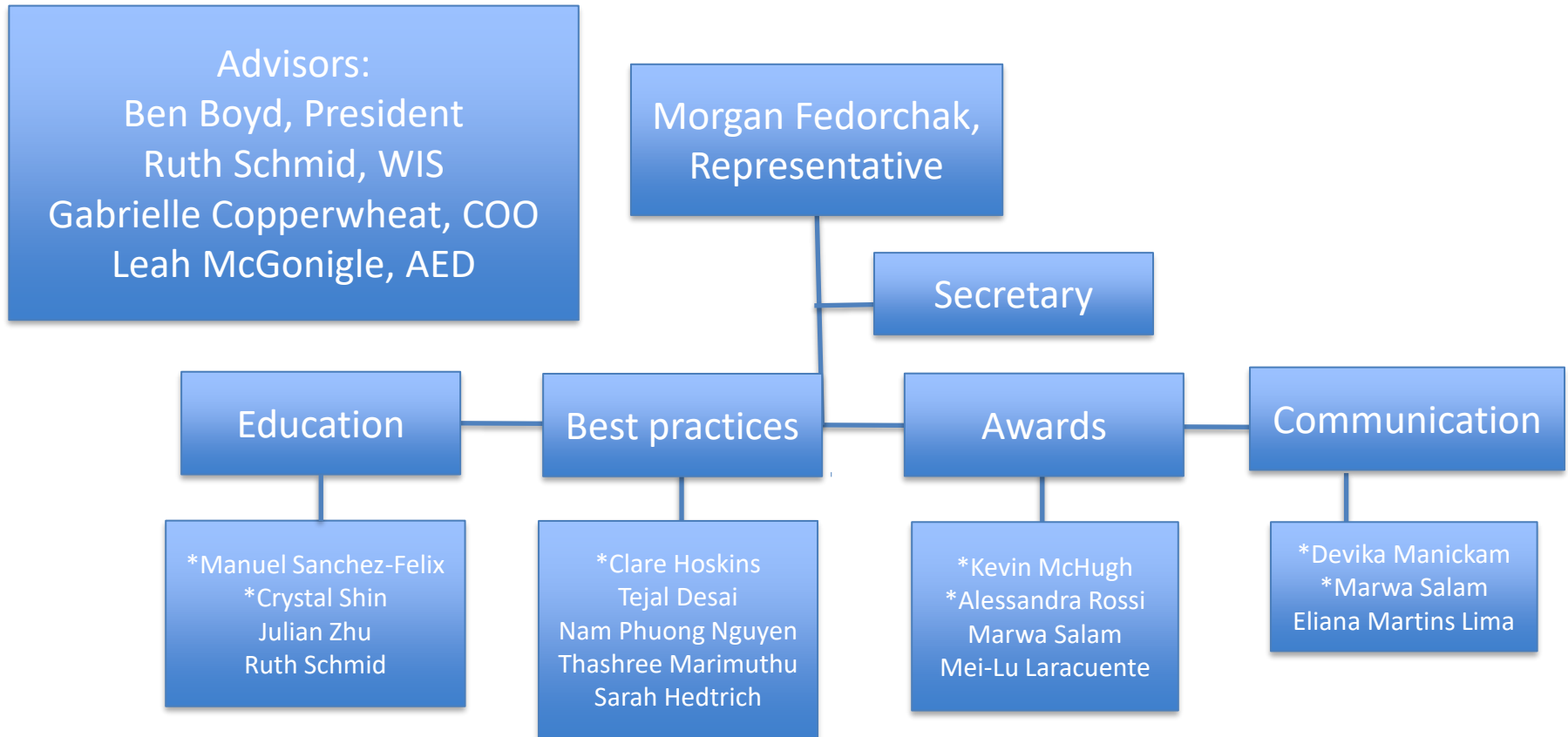
Income level/net worth

Education level/professional focus/work affiliations

CRS acknowledges and appreciates the unique contribution of each of its members to the successful completion of the mission to highlight cutting edge research and push the frontiers of scientific knowledge. As this community grows and thrives, CRS will continue to listen to its members and seek out opportunities to improve policies, practices, and communication in support of its core values and mission.

ED&I Committee

2021-2022 ED&I Committee Structure



Current ED&I Committee Members



Morgan Fedorchak



Alessandra Rossi



Kevin McHugh



Devika Manickam



Nam Phuong Nguyen



Marwa Salam



Eliana Martins Lima



Tejal Desai



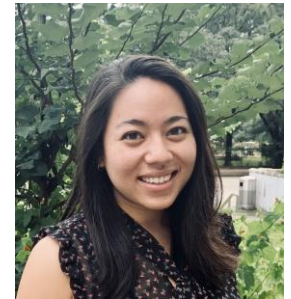
Thashree Marimuthu



Sarah Hedtrich



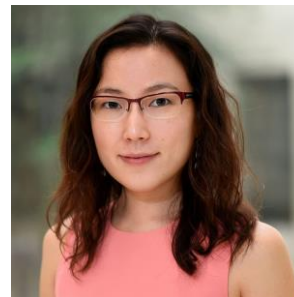
Ruth Schmid



Mei-Li Laracuenta



Clare Hoskins



Crystal Shin



Manuel Sanchez-Felix



Julian Zhu

ED&I Sub-Committee Goals and Progress

Education Sub-Committee



Crystal Shin

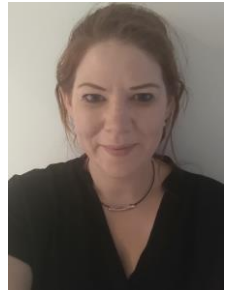
Goals

- To develop ED&I curriculum and customize depending on the committee/group needs
 - Identify and provide training aids and course information that are readily accessible
 - Develop timescale of content implementation
- Develop CRS members pulse survey to establish ED&I views, monitor progress and provide feedback or ideas
- To ensure the CRS board, leadership, members are aware of ED&I initiatives

Work in progress

- Obtained basic CRS membership demographic that will be shared
- Developing interactive ED&I awareness session for the CRS board to conduct in November
- Developing ED&I CRS member pulse survey that will be reviewed by CRS board at the meeting

Best Practices Sub-Committee



Clare Hoskins

Objectives:

Review and revise drafted CRS policies and procedures documentation to ensure that current practices uphold ED&I strategies

Progress:

Reviewed 6 CRS internal documents (Code of Conduct, Focus Group Policy, Young Scientist Committee Policies, Women in Science Policies, and Nominating Committee Policies) and compiled a comprehensive list of suggestions and recommendations for future drafts

Communication Sub-Committee



Devika Manickam

Goals

- Identify areas where subcommittee can impact the CRS
- Defining the tone and voice of CRS
- Communicate about the ED&I committee and endeavors
- Continuing solicitation of feedback and ideas on ED&I
- Recruitment of new CRS members
- *Focus efforts on reducing barriers to increase global participation and increase the visibility of CRS (added new)*

Work in progress

- Establish a monthly “Inspirational webinar” series to highlight the research paths/successes of local chapter leaders and to celebrate the accomplishments of scientists from diverse backgrounds.
- The subcommittee chair will present at the CRS International Chapter Committee next week (September 15, 2021) to get input on establishing the webinar series.
- Possible writeup/column highlighting and advertising the webinar series in any of the upcoming CRS e-Newsletters?

Awards Sub-Committee



Alessandra Rossi

Goals

- Identify CRS members making a difference in ED&I
- Recognize CRS members with a prolonged commitment to ED&I
- Identify DE&I role models amongst CRS members

Work in progress

- Selected first Member of the Year recipient
- Clarifying Member of the Year application rules for next year
- Planning how to best publicize next year's award

Congratulations to Eun Ji Chung

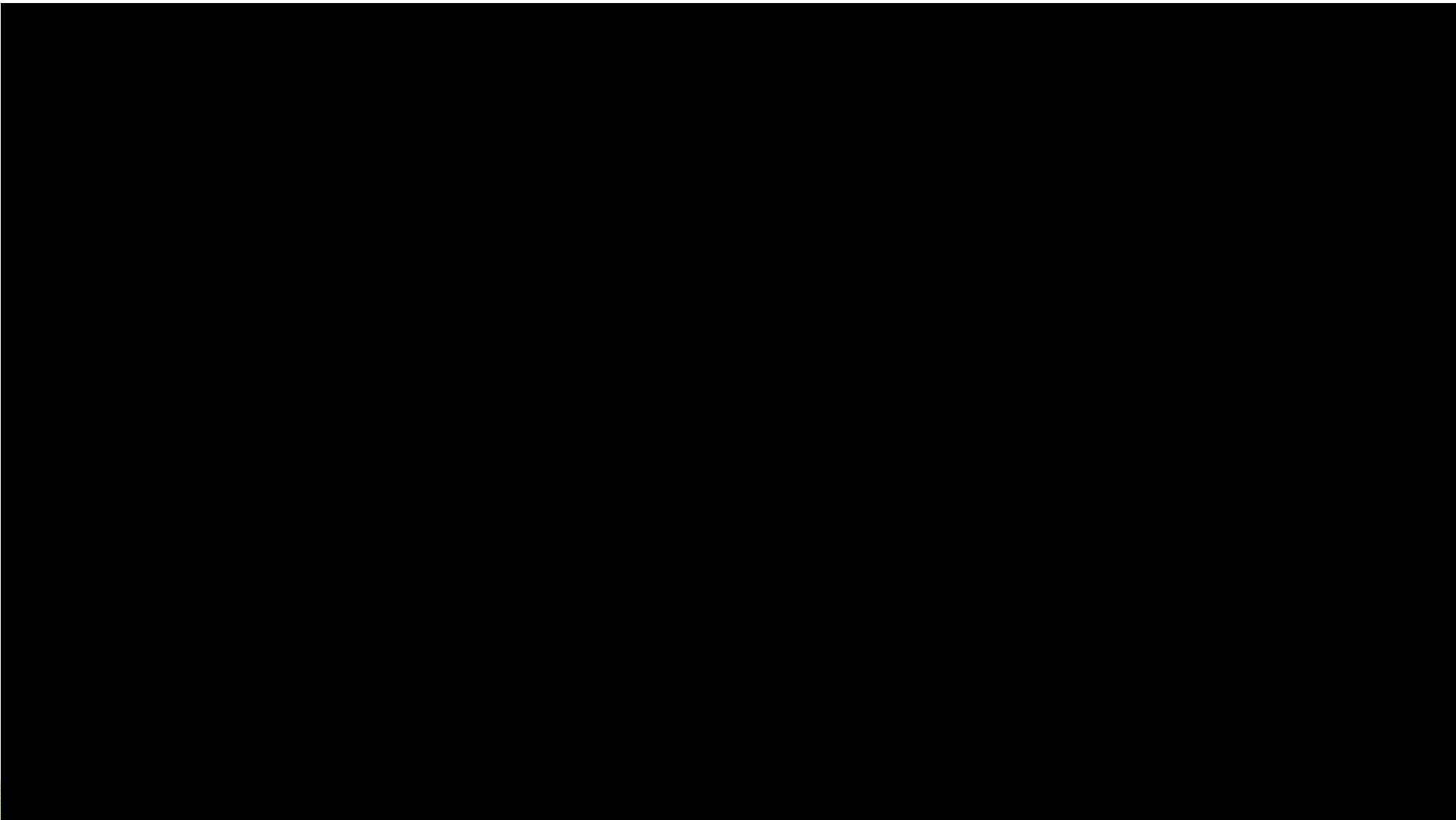
Assistant Professor of Biomedical
Engineering, USC

Inaugural CRS *Member of the Year*
Awardee





Eun Ji Chung, 2021 CRS Member of the Year Awardee



Future Plans

- We will distribute a summary of this meeting to all members
- Your feedback will again be incorporated into short- and long-term initiatives and improvements within CRS to support the mission of a diverse, inclusive, and equitable scientific community
- We will continue working on our goals as described previously

Open Discussion

- Questions/comments will be limited to one minute.
- We are here to listen! Use whatever method you are comfortable with:
unmute and speak, raise your (digital) hand, or use the chat.
- For anonymous comments, chat privately to Gabrielle Copperwheat.

Get in touch to provide additional feedback—
*We need your help to continue building
momentum!*

fedorchak@pitt.edu

Thank you for your support.

Connect with CRS

www.controlledreleasesociety.org

856.380.6910

