



# The IDEAL Path to Equity, Diversity and Inclusion





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“AIChE is leading the way to a more inclusive profession with its commitment to the IDEAL Path, and with broad industry support of All For Good: Engineering For Inclusion.”

## Leading the Way to Change

At AIChE, promoting fair, just and equitable practices in engineering dates back to the 1960s and the pioneering leadership of members who would later establish the Minority Affairs Committee (MAC). Today, our commitment to equity, diversity and inclusion (EDI) builds on their historic efforts through the IDEAL Path.

**The IDEAL Path to Equity, Diversity & Inclusion is an initiative that organizes AIChE’s efforts to achieve 100% parity in the profession—encouraging members to take three easy steps: Make a Commitment, Join a Community, and Advance a Career.**

426

Participants in Leadership  
Workshop for Rising Star  
Women Engineers

151

Future of STEM Scholars  
Initiative (FOSSI) scholars  
awarded \$40,000  
scholarships

70

Participants in Leadership  
Equity in Engineering  
(LEE)

64

Universities participating  
in Equity, Diversity and  
Inclusion Certificate  
Program

54

K-12 modules used by  
teachers and parents to  
help introduce students  
to STEM

162

Students, parents and  
educators participating  
in 2021 K-12 STEM  
Showcase

203

Unconscious Bias  
Workshop attendees

87

Companies supporting  
and participating in EDI  
programming

# Make a Commitment

IDEAL stands for inclusion, diversity, equity, anti-racism, and learning, but it is much more than an acronym. It is a movement committed to driving action—by opening doors and eliminating barriers to advancement for people of diverse backgrounds and experiences.

**The first step on the IDEAL Path is to make a commitment to change, and take action.**

Please visit [aiche.org/IDEAL](https://aiche.org/IDEAL) and sign up to receive news, updates, and make a donation.



Sindia Rivera-Jiménez (right) receives the IDEAL Star Award at the 2021 AIChE Annual Meeting from June Wispelwey, Executive Director and CEO of AIChE.

## **AIChE Equity, Diversity and Inclusion (EDI) Statement**

AIChE believes that all who wish to be a part of the chemical engineering community should have equal opportunity to pursue and achieve success. We work toward a better future for all—through our technical expertise; through how we inspire, engage, retain, and advance future talent; and through how we treat each other within and beyond the profession. Solutions to 21st century problems require innovation and creativity, which are accelerated through diverse teams and by ensuring that spaces are inclusive.

AIChE is committed to promoting a fair, just, and equitable profession and society. Groups that have faced discrimination continue to encounter challenges when entering into or participating in engineering and science professions. We encourage inclusion and intentional representation of people from diverse backgrounds and experiences because it is ethical and honorable, and it enhances the innovation and creativity necessary to find solutions to current and future challenges.

We aim to eliminate disparities in treatment, as well as racism and any form of discrimination from our profession—recognizing that specialized strategies will be required for distinct groups, and that long-standing narratives will need to be combated.

**As members of the AIChE community, we have an obligation to support and celebrate our advancement along an IDEAL path.**



# Join a Community



The Minority Affairs Committee celebrates its 30th anniversary at the 2021 AIChE Annual Meeting.

**The second step on the IDEAL Path is to join an AIChE community and help lead the way to change.**

Community participation is one of the best ways to give and get support, and to develop a network of colleagues who share common interests, experiences and goals.

## **AIChE K-12 Community**

The AIChE K-12 Community aims to increase interest, awareness, and excitement for science and engineering in K-12 students and prepare future engineering students and professionals to creatively solve technical challenges in an ethical, environmentally responsible, and socially conscious way.

## **Disabilities Outreach & Inclusion Community (DORIC)**

DORIC aims to raise awareness of chemical engineers with disabilities, while providing resources, support, and networking opportunities for them and their allies.

## **LGBTQ+ & Allies Initiative**

The Initiative aims to increase inclusion, participation, and the progress of all gender and sexual minorities within the field of chemical engineering.

## **Minority Affairs Committee (MAC)**

MAC promotes activities that encourage the education and training of underrepresented communities in engineering and related disciplines.

## **Women in Chemical Engineering Community (WIC)**

WIC provides leadership by promoting the entry, development, and full participation of women in the Institute and the profession.

# Advance a Career

From the classroom to the boardroom, AIChE has a wide range of EDI programming to introduce the next generation to engineering, and provide scholarships, mentoring, and leadership skills.

**The third step on the IDEAL Path can help you advance your career, or help advance the career of someone from an underrepresented group.**

## **K-12 STEM Outreach Modules**

AIChE members can engage with K-12 students and prepare them to creatively solve technical challenges in an ethical, environmentally responsible, and socially conscious way.

## **K-12 STEM Outreach Competition**

The annual competition connects members of the AIChE and K-12 communities, while growing a central repository of educational resources for use in K-12 STEM outreach.

## **K-12 Dow STEM Ambassador Program**

This program gives students a personal perspective by meeting the undergraduate K-12 STEM ambassadors and brings STEM into traditionally underserved populations.

## **Future of STEM Scholars Initiative (FOSSI)**

FOSSI provides scholarships, mentoring and leadership training to students pursuing STEM degrees at Historically Black Colleges and Universities (HBCUs).

## **Unconscious Bias Workshop**

The Unconscious Bias—Why it Matters in Engineering workshop and panel builds pathways toward a more inclusive engineering profession.

## **Equity, Diversity & Inclusion Certificate Program**

A series of three online courses for students, faculty, and industry to raise awareness of why EDI matters, how it impacts STEM and engineering, and how to create a safe and welcoming scientific environment.

**New Learning Modules** coming in 2022.

## **Rising Star Leadership Workshop**

The program for early to mid-career women utilizes best practices and research on gender to advance professional goals. **Rising Star for All** coming in 2022.

## **Leadership Equity in Engineering (LEE)**

LEE helps to increase the presence of women and minorities in executive leadership positions by providing training and tools to build the skill sets and acumen to access board and executive-level positions.

## **IDEAL Conversations**

A series of workshops that discuss topics relevant to the IDEAL Path in a small, group setting emphasizing conversation and engagement.

## **IDEAL Star Award**

The award recognizes AIChE members who have created programming to advance topics pertaining to inclusion, diversity, equity and/or anti-racism.

# Corporate Honor Roll

AIChE thanks the following Founders' Circle member companies for their leadership and support of All For Good: Engineering for Inclusion—and for helping to open the doors of the engineering profession to all.

## Founders' Circle

### Changemaker



### Visionaries



### Benefactors



### Underwriter



### Patrons



## Funds Raised



Cumulative contributions to the Doing a World of Good campaign since campaign launch.

## For information on opportunities for giving:

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Engineering for Inclusion

The IDEAL Path is made possible by support of All For Good: Engineering for Inclusion, a core initiative of the Doing a World of Good campaign.