

CACHE Supports Diversity, Equity, and Inclusion (DEI)

According to a study published in the [Proceedings of the National Academy of Sciences](#), a diverse team is more likely to outperform a homogenous team—even when the homogenous team is considered to have “relatively greater ability” as individuals than the diverse team. Authors of the study suggest this is because people with different backgrounds have different experiences and perspectives, and because of this, they approach problems differently, ask different questions, and develop more innovative solutions. By being more inclusive, the likelihood of scientific success is higher, promoting economic growth and competitiveness. In a recent post, the [Forbes Human Resources Council listed 15 benefits of DEI for business outcomes](#). Both these studies highlight that DEI makes sense on many levels, and not only for achieving a goal.

Diversity is variety within a group of people, and it arises from differences in gender, race, ethnicity, nationality, sexual orientation, and disability status, as well as possible other factors. According to the [National Science Foundation](#), the current US STEM workforce does not reflect the diversity of our country, in particular, women and other racial and ethnic minorities continue to be underrepresented. To proactively address this challenge, CACHE has made a serious commitment to promote DEI in STEM through a series of measures

- A committee for diversity including two Executive Committee members and two Trustees (one academic, one industrial) that will lead CACHE’s diversity initiative and track its progress
- CACHE trustee nominations now have a diversity requirement that at least 50% of newly nominated candidates will be from under-represented groups.
- Non-trustee members of CACHE task forces will be chosen with diversity in mind.
- CACHE-sponsored conferences will require diverse conference chairs, planning committee members, and speakers, with a goal of achieving 50% of speakers from under-represented groups. If the tentative list is less than 33%, then conference organizers

should share the list(s) with the CACHE [Executive Committee](#) for review and suggestions before being publicized.

- The CACHE conference-organizers manual (* should be a hyperlink here*) contains suggestions for achieving diversity at CACHE-funded events,
- CACHE-funded initiatives will promote diversity among principal investigators.
- Chemical Engineering departments at minority-serving institutions will receive free or discounted CACHE membership and access to other CACHE products

CAST has put together list of under-represented people in the hopes that this can be a resource for those organizing conferences, nominating people for awards, inviting speakers, etc.:

- [Women in PSE](#)
- [Black, Latinx/Hispanics, Native American/Indigenous in PSE](#)