

JUSTICE EQUITY DIVERSITY INCLUSION



Impact Report

2021

ARNOLD AND
MABEL
BECKMAN
FOUNDATION

Table of Contents

3 Our Equity Journey

4 2021 Completed Goals

6 JEDI Committee Members

7 Upcoming Goals

Our Equity Journey

OUR MISSION

"The mission of the Foundation is to support leading edge research, in the fields of chemistry and life sciences, broadly interpreted, and particularly to foster the invention of methods, instruments, and materials that open up new avenues of research and application in these sciences and related disciplines. My preference is to favor young investigators, new ideas, and a variety of projects rather than fund large, established ones of long duration."

– Dr. Arnold O. Beckman



OUR COMMITMENT

At the Arnold and Mabel Beckman Foundation, we acknowledge, appreciate and support the fundamental roles that justice, equity, diversity, and inclusion have in scientific progress and innovation. We are infusing these values throughout our internal culture, systems, and practices. We seek applicants from all backgrounds in our programs and strive to ensure a fair and equitable process for the selection of awardees, recognizing that excellent science is not the exclusive endeavor of one group of people, but of all people, working collaboratively to accomplish unique solutions to challenging scientific questions.

Our founders challenged us that "there is no satisfactory substitute for excellence" and "absolute integrity in all things" - not just in the research laboratory, but in life.

2021 Completed Goals

1

Internal JEDI (Justice, Equity, Diversity, Inclusion) discussions to determine training and identify recurring equity concerns.

2

Development of JEDI Committee and recruitment process.

3

Staff and JEDI committee completed training provided by the People's Institute for Survival and Beyond.

4

JEDI Recommendations section added to monthly Beckman newsletter to encourage the sharing of JEDI resources.



PROGRAM-SPECIFIC COMPLETED UPDATES

5

Beckman Scholars Program Updates

- Removal of minimum GPA requirement
- Updated reviewer guidance for equal emphasis on merit, diversity, equity, and inclusion
- Expanded college/institution invitation list and reviewer outreach
- Updates to simplify application task templates
- Mentor application updated to include a personal statement on their commitment to holistic development of scholars and fostering a safe environment on campus and in the lab

6

Beckman Legacy Program Updates

- Blinded review process, lowered GPA requirement
- Technology contingencies for software used in experiments to allow for equal access
- Added personal statement from students on their prior experience with laboratory work as context for reviewers

7

Postdoctoral Fellows Program Updates

- Revised the application to include a blinded LOI process
- Diversification amongst reviewers

8

Self-identified applicant data collection across eligible programs. This data is used internally to track applicant and awardee demographics.

9

Beckman Young Investigator Updates

- Blinded Letter of Intent Review Process
- Standardized interview procedure with scoring criteria to include JEDI efforts of PI
- Eligibility updates to allow for: extended tenure track, non-US citizen/permanent resident status, and extended tenure-clock leave
- Budget allocation for child/elder care and diversity related training and workshop
- Emphasis on diverse reviewer recruitment

JEDI Committee

NAME	DETAILS
AARON TABOR, PHD	Coconino Community College: Adjunct Faculty, Arts and Sciences NASA AZ Space Grant College Consortium Affiliate NIH Bridges to Baccalaureate Program Director
CAROLYN ANDERSON, PHD	Calvin University: Professor Department Co-Chair, Chemistry and Biochemistry, Gender Studies Executive Committee Member, Arnold O. Beckman Postdoctoral Fellows (current)
DONOVAN YOUNG, MSSA, MNO	Fowler Family Foundation: Program Associate: Social Impact & Strategy
JULIANNE GROSE, PHD	Brigham Young University: Associate Professor of Microbiology and Molecular Biology Executive Committee Member, Beckman Young Investigator Program (current)
KARL MUELLER, PHD	Pacific Northwest National Lab: Director, Project Development Office Beckman Young Investigator Awardee (1996) Scientific Advisory Council Member (current)
NICHOLAS BALL, PHD	Pomona College: Associate Professor of Chemistry Beckman Scholar Awardee (2003) Reviewer, Beckman Scholars Program (current)
RAYMOND ESQUERRA, PHD	San Francisco State University: Professor of Biochemistry and Chemistry Program Director, NIH MARC Program Co-Director, UCSF IRACDA Scholars Program
SALVADOR ZÁRATE, PHD	University of California, Irvine: Assistant Professor, Anthropology

Upcoming Goals



Diversification of Foundation Executive Committee, Scientific Advisory Council, and Board of Directors.

Continued work with JEDI Committee with three meetings scheduled per year.

Identify and form relationships with diverse institutions that have historically not applied to or received awards from the Foundation's Programs.

Develop a set of look-back data with applicant metrics to share with our community.

Invite identified institutions to online webinar to learn more about the programs and how to apply.

Achieve diverse representation among our awardees to include: institution, awardee demographics, educational and training backgrounds.

"Not everything that is faced can be changed, but nothing can be changed until it is faced."

-James Baldwin

*We want to hear from
YOU!*

Join us on our JEDI journey!

*The Foundation encourages our awardees and
affiliates to reach out and share suggestions
with our staff.*

