

The Continued Case for Inclusion & Belonging

Dan Sutherlin, PhD, Senior Vice President Small Molecule Drug Discovery, Genentech

Josefina Aguayo/Candy Gee, US Inclusion & Belonging Office

Inclusion & Belonging in the workplace is a key part of creating and maintaining an inclusive environment that supports people to do their best work and build their careers.

In this interactive session we will engage dialogue to share our collective insights on:

1. Foundational understanding of Inclusion & Belonging
2. What it means to be show up and be inclusion
3. Expand our own ideas and opportunities to practice inclusion

The workshop aims to provide the participants with tangible ways to take action in their everyday work and personal lives following the session.

Balancing Parenting and a Career in Chemistry

Natalija Cernaka, Ph.D., Merck

Belinda Hetzler, Ph.D., Septerna

Annaliese Franz, Ph.D., UC Davis

Melanie Uguen, Ph.D., Hexagon Bio.

Becoming a parent, especially for the first time, is one of the most transformative experiences in life. For chemists, this transition can bring additional layers of complexity and uncertainty. Questions often arise: *How can I manage my career progression when becoming a parent? How can I step away from the lab or work safely in the lab without impacting my productivity during pregnancy? How can I balance the demands of work and family life?*

This workshop will explore these questions through the experiences of three chemist mothers from both academia and industry, who will share their personal journeys navigating parenthood alongside their careers. Building on these perspectives, we will engage in open discussions around the key stages of parenthood: planning for pregnancy while considering career impact, maintaining safety and well-being during pregnancy in laboratory environments, and managing the transition back to work, including challenges such as breastfeeding and caring for a young child.

The session, designed for current or future parents, as well as colleagues, mentors, and managers who work with or support parents and families, will also provide space to discuss broader challenges faced by parents and parents-to-be in chemistry at all career stages. Together, participants will exchange practical strategies, share supportive practices, and brainstorm ideas to foster a more inclusive and sustainable culture—where becoming a parent is normalized and supported within the field.