



## American Chemical Society's Statement on Diversity, Equity, Inclusion, and Respect

*Approved by the ACS Board of Directors, August 2024*

At the American Chemical Society (ACS), we believe that the pursuit of excellence in the global chemical enterprise is inextricably linked with a commitment to diversity, equity, inclusion, and respect (DEIR). Scientific innovation and discovery are enriched when we [embrace and advance the inclusion of everyone](#).

Since our founding in 1876, ACS has committed to the advancement of scientific progress within the chemistry enterprise. However, throughout our history, ACS often impeded or ignored the contributions of scientists from a number of marginalized groups, including women; Black, Hispanic, and Indigenous communities; and people with disabilities. We acknowledge those injustices of the past. We celebrate the many ACS volunteers, Board members, and staff whose energy and dedication over the past century made progress in creating a more inclusive global chemistry community that now welcomes people from a variety of different lived experiences, identities, and perspectives.

ACS will continue to use its influence to intentionally challenge and address broad, systemic inequities that scientists from different walks of life face in their educational paths and careers. In 2021, ACS released a statement affirming our commitment to DEIR. We reaffirm our commitment to an environment where all scientific work is conducted and communicated with integrity, fairness, and transparency at all organizational levels.

We will know we are succeeding at creating a diverse, equitable, inclusive, and respectful organization when:

- Members, customers, employees, and the broader chemistry enterprise – of any status, characteristic, or background – feel a sense of belonging, receive fair treatment, and have equal opportunity at success.
- Leaders at all levels of the Society are ready and accountable for doing the work of DEIR.
- ACS acknowledgements and recognitions reflect the diversity of the people we serve.
- ACS transparently and consistently shares information and opportunities, and disseminates accessible chemical information to all constituents, including those with disabilities.

We measure progress through regular data collection, analysis, and reporting. The data help us identify opportunities for improvement, shape our approaches, and drive change. Our most recent demographic data reports can be found on the [ACS Office of Diversity, Equity, Inclusion, and Respect webpage](#). Data specific to our publishing efforts can be found in the ACS Publications [Publishing Center](#). These are just some of the many inclusion efforts underway throughout the ACS.

We call upon every leader and member of the global chemistry community, from students and educators to researchers and professionals, to actively engage with and advocate for an environment where everyone can thrive and reach their fullest potential.