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H.N. Cheng, Ph.D.  
President-Elect, 2020  
President, 2021  
Immediate Past President, 2022

January 25, 2021

Dear Fellow ACS Members,

The new year begins as the previous year ended: under challenging circumstances. However, the COVID-19 vaccinations have begun to take place, and 2021 brings hope for better times ahead. With that in mind, I wanted to share some important changes to the ACS Strategic Plan approved by the ACS Board of Directors in December 2020. The two additions will strengthen the Society's commitment to creating a more diverse and inclusive chemistry enterprise, something that is important to me and essential to continued growth and innovation of the chemistry enterprise.

I am proud to report that:

1. The ACS Board voted to modify our existing core value of "Diversity, Inclusion and Respect" to include Equity. The revised core value, "Diversity, Equity, Inclusion and Respect" (DEIR), better captures our belief in diversity in all its forms. We embrace and encourage an inclusive chemistry enterprise and strongly support an equal and equitable environment for the practice of chemistry. In order to meet the global challenges facing us today and advance chemistry, we need to be more inclusive and respectful of people of all backgrounds, perspectives, experiences and ideas. This important update ensures that we will work to promote equity in the chemistry enterprise.
2. The ACS Board voted to adopt a new goal for the ACS Strategic Plan. "Goal 5: Embrace and Advance Inclusion in Chemistry" aims to promote diversity, equity, inclusion and respect; identify and dismantle barriers to success; and create a welcoming and supportive environment so that all ACS members, employees and volunteers can thrive.

I encourage you to take the time to review both the revised [DEIR core value and the new Goal 5](#). I also encourage you to learn more about me and my presidential priorities by reading the recent [C&EN interview](#) that appeared in the January 4 issue of the magazine. As the article notes, I look forward to collaborating with all of you to benefit chemistry and enhance its growth. If you have ideas or thoughts that you would like to share with me, please reach out to me anytime at [h.cheng@acs.org](mailto:h.cheng@acs.org).

As members of ACS, I hope you share my commitment to work toward achieving the ACS vision: "Improving all people's lives through the transforming power of chemistry." And I ask you, what role would you play in shaping the future of chemistry?

Best regards,



H.N. Cheng, Ph.D.  
2021 President  
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