



# ACS Strategic Plan\*

The American Chemical Society (ACS) is a congressionally chartered nonprofit 501(c)3 scientific society. The Society is committed to being a strong and sustainable organization, serving a diverse and global membership, maintaining adequate financial resources and adhering to financial stewardship principles that will ensure its ability to accomplish the ACS goals today and into the future.

## Vision

Improving all people's lives through the transforming power of chemistry

## Mission

Advancing the broader chemistry enterprise and its practitioners for the benefit of Earth and all its people

## Core Values

In everything we do, we are committed to the following core values:

- **Passion for Chemistry and the Global Chemistry Enterprise**

We harness the power of chemistry and the chemical enterprise to provide solutions to the world's most pressing problems. We promote the health of the chemical enterprise by supporting investments in education, training, entrepreneurship, research, advocacy, and innovation.

- **Focus on Members**

We develop and deliver programs, products, services, and experiences that make ACS indispensable to the success of all members worldwide regardless of race, religion, country or ethnic origin, citizenship, language, political opinion, sex, gender identity and expression, sexual orientation, disability, age, and economic class in academe, industry, government, and other places. The Society promotes an environment that is supportive of all diverse groups in the interest of advancing science. Celebrating and recognizing the achievements and contributions of ACS members is crucial to the Society's member-value proposition.



- **Professionalism, Safety, and Ethics**

We support and promote the safe, ethical, responsible, and sustainable practice of chemistry coupled with professional and inclusive behavior and technical competence. We recognize a responsibility to safeguard the health of the planet and the people who live on it, through chemical stewardship.

- **Diversity, Equity, Inclusion, and Respect (DEIR)**

We embrace and promote diversity in all its forms, not only to create a more inclusive environment for the practice of chemistry, but also to provide fair and just outcomes for all to achieve their full potential. Inclusion of and respect for people of all backgrounds, perspectives, experiences, and ideas will lead to superior solutions to world challenges and advance chemistry as a global, multidisciplinary science.



## Goals

ACS will marshal its unique worldwide resources to:

### **Goal 1: Provide Information Solutions**

**Deliver indispensable chemistry-related information solutions to address global challenges and other issues facing the world's scientific community.**

ACS will be the most trusted source of chemistry-related information solutions. The Society will provide products and services including high-quality publications, curated databases, and scientific conferences that advance the practice of chemistry and related sciences. Through customer collaborations, transformative technologies, and industry best practices, ACS will leverage its information products and services to offer the most authoritative and indispensable knowledge-based solutions for chemical professionals addressing the world's challenges.



## Goal 2: Empower Members and Member Communities

Provide access to opportunities, resources, skills training, and networks to empower our global members and diverse member communities to thrive.

ACS will develop and provide resources to enable chemistry-related professionals to succeed in the global scientific enterprise. The Society will support members in their quest for technical competence, a strong ethics and safety culture, and professional advancement. ACS will also help members form and maintain inclusive communities worldwide — both traditional, established communities and limited-lifetime, self-organizing communities — as they work to collaboratively address the major chemistry-related problems and opportunities of our time.

## Goal 3: Support Excellence in Education

Foster the development of innovative, relevant, and effective chemistry and chemistry-related education.

ACS will support reforms and initiatives that result in highly effective chemistry education, safer laboratory practices, and the preparation of technically competent, ethical, and competitive chemists ready to address global challenges. Through formal and informal educational resources, instruction, and mentorship, ACS and its members will encourage the incorporation of principles of safety and ethics throughout pre-college, undergraduate, graduate, and post-graduate education. The Society will promote the development and dissemination of evidence-based practices in chemistry education and professional development to foster a scientifically literate citizenry and ensure a highly qualified chemical workforce.

## Goal 4: Communicate Chemistry's Value

Communicate — to the public and to policymakers — the vital role of chemical professionals and chemistry in addressing the world's challenges.

ACS will lead in communicating the value of chemistry. The Society will also encourage and support the active participation of members in public outreach efforts by providing training, connections, venues, and other assistance. In collaboration with other professional organizations ACS will advocate for support for science, engineering, innovation, and chemical stewardship. Through its advocacy efforts, the Society will encourage the creation and retention of chemistry-related jobs.



## Goal 5: Embrace and Advance Inclusion in Chemistry

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.

ACS will exemplify diversity, equity, inclusion, and respect and highlight their importance to the profession at every level by embracing and celebrating our differences in our programs, products, services, and leadership. We recognize that the world has not been an equal nor equitable space for everyone, and science is no different. ACS will evaluate the impact of administrative and governance actions intended to enhance inclusion and will build sustainable processes for addressing inequities. The Society will speak out against injustice, establish professional standards, and provide training for creating an inclusive culture, both internally and externally. ACS will recruit, retain, develop, and recognize members, employees, and volunteers from all backgrounds by building an inclusive culture. ACS will support partnerships aimed at creating equal opportunities and a sense of belonging in science.

---

## Terms Used Above

### VISION

The *Vision* statement expresses the desired future state when the Society has achieved its mission. A vision is concise, inspiring, motivating, energizing, core values-oriented, and futuristic by tapping into what we wish the future would be.

### MISSION

The *Mission* statement asserts the Society's and its subunits' purpose and reason for existing as the ACS in terms of who it is, what difference it will make, what it will do, and how it will do it. It is short, clear, easily understood, and believed in by the members.

### CORE VALUES

*Core Values* are the underlying, fundamental, deeply ingrained beliefs of the Society that guide how all ACS staff and volunteers act and conduct their work to fulfill the ACS mission and vision. Core Values are the essence of the Society's identity, support the vision, define the ACS culture, and reflect what drives ACS work.



## GOALS

*Goals* are broad, ambitious outcome statements or directional themes to be achieved to advance the ACS vision and mission. These outcome statements serve as guides for the choice of specific objectives and strategies for ACS staff and volunteers of the Society.

## DIVERSITY\*\*

*Diversity* is the representation of varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals. ACS seeks to proactively engage, understand, and draw on a variety of perspectives.

## INCLUSION\*\*

*Inclusion* builds a culture of belonging by actively inviting the contribution and participation of all people. Every person's voice adds value, and ACS strives to create balance in the face of power differences. In addition, no one person can or should be called upon to represent an entire community.

## EQUITY\*\*

*Equity* seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity. Equity requires the identification and elimination of barriers that have prevented the full participation of some groups.

## RESPECT

*Respect* ensures that each person is treated with professionalism, integrity, and ethics underpinning all interpersonal interactions.

**\*\*Adapted from definitions from the Ford Foundation Center for Social Justice: <https://www.fordfoundation.org/about/people/diversity-equity-and-inclusion>**