The American Chemical Society aspires to be a diverse and inclusive community of highly skilled chemical professionals.

Being “In” starts with you
An inclusive environment is one in which people feel respected by and connected to one another. Join ACS and learn how you can be “In” at your school, workplace or life.

We proudly welcome all chemists!

DIVERSITY & INCLUSION:
An Essential ELEMENT

The American Chemical Society aspires to be a diverse and inclusive community of highly skilled chemical professionals.
Characteristics of an Inclusive Environment

- Differences along all cultural dimensions are recognized and valued
- The multiplicity of ways that people learn, know and communicate are respected
- Progress and change are seen in a positive light
- Open and honest discussion between members is encouraged policies and activities which promote understanding and appreciation of other community members are encouraged
- The “unwritten rules” of the community are understood by all members
- Flexibility is demonstrated to accommodate differing needs and preferences

Benefits of an Inclusive Environment

- Increased satisfaction and retention of members
- Access to greater human resources and skills
- Opportunity to gain from multiple perspectives when problem solving
- Opportunity for synergy
- Increased productivity and collaboration

Characteristics of an Inclusive Person

- During discussions, invite input from quiet and overlooked individuals
- Interrupt interrupters – For example: “I’d like to hear the rest of what [name of person] has to say before we move on”
- Make effective introductions – Take time to highlight their strengths and accomplishments, and how others might benefit from getting to know them better
- Be an active listener
- Seek first to understand, then to be understood

How are YOU Inclusive?
Share your story. #inclusionacs

www.acs.org/diversity