

## Statement on Diversity

1. As members of the Department of Chemistry and Physics and the College of Arts and Sciences at UTC, we adopt the College's diversity statement:

"We recognize that diverse and inclusive communities serve as rich learning environments that cultivate growth in both intellectual knowledge and philosophical perspectives. We aspire to create and sustain an academic community that includes and values diverse experiences, ideas, passions, and talents toward enriching the academic experience for all and motivating social justice beyond campus."<sup>1</sup>

2. Specifically, as scientists, we affirm the values in the Diversity, Equity, Inclusivity, and Respect (DEIR) statements of the national chemistry and physics professional societies: American Chemical Society (ACS) and American Physical Society (APS).<sup>2-5</sup>
3. Fully adopting this statement requires, within our department and discipline, activities which recognize the underrepresentation of minorities in science, technology, engineering, and mathematics (STEM)<sup>6</sup> as well as in our local environment (within and outside of UTC)<sup>7</sup>. Such actions are further delineated in our departmental DEIR Action Plan.

### Statements and Resources from ACS, APS, NSF, and UTC.

- 1 <https://www.utc.edu/arts-and-sciences/diversity-equity-and-inclusion>
- 2 <https://www.acs.org/content/acs/en/membership-and-networks/acs/welcoming/diversity.html>
- 3 <https://axial.acs.org/2020/09/17/editorials-and-issues-on-diversity-and-inclusion-from-ac-publications/>
- 4 [https://www.aps.org/policy/statements/08\\_2.cfm](https://www.aps.org/policy/statements/08_2.cfm)
- 5 [https://www.aps.org/policy/statements/19\\_1.cfm](https://www.aps.org/policy/statements/19_1.cfm)
- 6 <https://nces.nsf.gov/pubs/nsf21321/>
- 7 <https://www.utc.edu/finance-and-administration/equity-and-inclusion>