



International Younger Chemists Network

“To connect and empower younger chemists globally”

June 9, 2020

At IYCN, we strongly condemn discrimination of any kind, and we are committed to supporting and empowering black chemists. We advocate for chemists irrespective of race, gender, sexual orientation, socio-economic status, nationality, or geographic location. While the actions we are taking towards this commitment will ultimately support all younger chemists, the steps we are taking initially will support and empower our black colleagues. Some of the steps that IYCN plans to take to promote diversity, equity and inclusion include:

- We promote the United Nations Sustainable Development Goals (UN SDGs) related to diversity, inclusion, equality, and eliminating discrimination.
- Ensure that our membership base is representative of all facets of diversity.
- We commit to ensuring our Executive Board, sub-committees, and all events that are run by IYCN are inclusive and diverse.

UN Sustainable Development Goals

In the coming weeks, we will be announcing a new initiative to promote the UN SDGs, including those that are related to diversity, inclusion, equality, and eliminating discrimination of any kind. Some strategies that we will employ to achieve this include:

- Creating a space where IYCN members can share resources related to combating racism in the workplace
- Elevating the work of those who are actively working to combat racism and promote inclusivity
- Amplifying the voices of black younger chemists both on social media and through the solicitation of articles for the newsletter

The UN SDGs that are related to diversity, inclusion, and equality are:

- **Goal 5:** Gender Inequality
- **Goal 10:** Reduced Inequalities
- **Goal 16:** Peace, justice, and strong institutions

We will use this as an opportunity to better engage with STEM groups that are focused on inclusion and highlight the work that they are doing. We will also look to amplify the voices of minority chemists who are driving change.

Diverse Membership

As a young organization, we are working to ensure that we are an inclusive organization that represents a diverse group of younger chemists. We have identified a number of strategies that will help us to achieve this: 1) develop a social media campaign that promotes STEM groups focused on diversity, 2) partner with IYCN members to promote the network within their local communities to further strengthen our international reach and 3) analyze our membership to identify diversity gaps on a quarterly basis

Ensuring diversity of the Executive Board, sub-committees and events organized by IYCN

We believe that fruitful scientific advancements and a collaborative community require a diversity of thought and approaches. As an international organization, we recognize that it is part of our responsibility to ensure diversity and representation from all groups on our Executive Board. This is reflected in the current makeup of the Board and each of the sub-committees that are part of IYCN. We will strive to ensure that events organized by IYCN will create an environment where respectful and meaningful communication can occur. In this way, we are committed to ensuring meaningful exchange and promotion of often marginalized voices across the chemical sciences.

Science contributes to a vast number of careers, addressing the most fundamental and practical challenges of our time. This requires a diversity of thought and representation at all levels. This is the beginning of what IYCN intends to do to support our black colleagues and to advocate for all other facets of diversity. We will continue to learn, unlearn, and listen, and we will continually reassess what it is that we need to do to support diversity, equity, and inclusion across the chemical sciences.

- On behalf of the IYCN Executive Board