



ACSESS Diversity and Inclusion Statement
Adopted on Sept. 22, 2016

The agricultural, environmental and natural sciences are central to understanding the interaction between the Earth system and humankind, and are vital to global economic and social development. As a community, it is important that we are inclusive, welcoming, and open to all members of society. Our sciences face challenges in securing the workforce necessary to meet the needs of the coming decades. To increase talent and diversity in our workforce, opportunities for more inclusive learning and professional development must be developed that enable all persons to advance academically and professionally.

The Alliance of Crops, Soils, and Environmental Science Societies, which includes the American Society of Agronomy, Crop Science Society of America, and Soil Science Society of America, is committed to promoting educational and career opportunities to all persons through proactive efforts that engage individuals and reduce barriers to full inclusion, in accordance with any relevant national regulations. Consequently, the representative leadership of these scientific professional societies and organizations seek to embrace, empower, engage, and sustain the participation and retention of individuals within all sectors of our community.

ACSESS acknowledges and values all dimensions of diversity in our members' and employees' interests. Therefore, we welcome into our societies and encourage the participation of all individuals regardless of age, gender, gender identity, race, cultural background, religion, physical ability, sexual orientation, professional status, military status, geographic location and all other characteristics that make our members unique.

ACSESS actively promotes inclusion, recruitment, and retention in every aspect of the societies – including but not limited to membership, leadership, committees, and staff. We strive to cultivate scientific societies of excellence built on mentorship, encouragement, and mutual respect. ACSESS is committed to proactively rejecting and denouncing prejudice and stereotyping whenever it is encountered in our societies or professions.

As an inclusive agricultural, environmental and natural sciences community, supportive of the needs of all current and future scientists in our fields, we agree to:

- Strive to actively target under-represented groups for engagement in our organizations,
- Encourage the development of supportive learning environments and inclusive curricula, including in the classroom, laboratory, and field that are conducive to developing the skills of all scientists.
- Foster the participation and support the retention of all scientists in academic communities, our professional organizations, and the workforce.
- Treat each other collegially in all communications, public or private.
- Promote pathways for students to transition into agricultural and natural science careers that maximize their unique perspectives, competencies, and abilities.
- As representative societies, ensure that career and professional development opportunities are made available to scientists to support life-long growth, and by extension, promote inclusion and act as an example for other organizations.