



## **AIChE Statement on Equity, Diversity, and Inclusion**

*Board approved January 2021*

AIChE believes that all who wish to be a part of the chemical engineering community should have equal opportunity to pursue and achieve success. We work toward a better future for all — through our technical expertise; through how we inspire, engage, retain, and advance future talent; and through how we treat each other within and beyond the profession. Solutions to 21st century problems require innovation and creativity, which are accelerated through diverse teams and by ensuring that spaces are inclusive.

AIChE is committed to promoting a fair, just, and equitable profession and society. Groups that have faced discrimination continue to encounter challenges when entering into or participating in engineering and science professions. We encourage inclusion and intentional representation of people from diverse backgrounds and experiences because it is ethical and honorable, and it enhances the innovation and creativity necessary to find solutions to current and future challenges. We aim to eliminate disparities in treatment, racism, and any form of discrimination from our profession — recognizing that specialized strategies will be required for distinct groups, and that long-standing narratives will need to be combated. As members of our AIChE Community, we have an obligation to support and celebrate our advancement along an IDEAL path.

### **I (Inclusion) D (Diversity) E (Equity) A (Anti-Racism) L (Learning)**

- We believe efforts to support and promote **inclusion** must narrow gaps and address root causes and manifestations of inequities.
- We hold forth a vision for a **diverse** profession in which discrimination and conscious bias are unwelcome and unacceptable and where **unconscious bias** is recognized and eliminated.
- AIChE will initiate and support proactive efforts to combat the influences of racism and bias as a key part of our **equity**, diversity and inclusion initiatives.
- We are committed to **anti-racism** and to understanding, addressing and mitigating the effects of racism within and beyond our profession through sharing of identified best practices.
- We believe that moving from understanding to action requires an openness and commitment to **learning**; through education we will build allyship.

To reach this IDEAL, AIChE is committed to creating, nurturing and expanding an inclusive, respectful and welcoming environment where people of all backgrounds and identities are valued and respected and can achieve their full potential, regardless of:

(i) race, ethnicity, or national origin; (ii) religious or spiritual practice, or absence thereof; (iii) sex, gender identity and expression, or sexual orientation; (iv) family or relationship structure; (v) any type of disability or perceived disability, past or present; (vi) age; (vii) any ascribed status or visible or invisible difference.

Through [intersectionality](#) and the awareness of shared difficulties, we can transcend our differences and achieve a better future for all.