

AIChE Equity, Diversity and Inclusion Statement *Approved March 2020*

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 towards a better future for all — not just through our technical expertise but through how we inspire, engage, retain and advance future talent, and how we treat each other within and beyond the profession.

AIChE is committed to promoting equity. We believe that some groups experiencing historical and present discrimination continue to face specific challenges in entry to or participation in engineering and science professions. AIChE holds forth a vision of the profession in which discrimination and conscious or unconscious bias is unwelcome and unacceptable. Efforts to support and promote diversity must also address root causes of inequities and narrow gaps, not just their manifestations.

Solutions to 21st century problems require innovation and creativity. These are accelerated through diverse teams and by ensuring that spaces are inclusive. AIChE is committed to nurturing 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 work to recognize our differences and achieve greater inclusion.

We encourage inclusion and intentional representation of people from diverse backgrounds and experiences, not only because it is ethical and honorable, but because it enhances the innovation and creativity necessary to find solutions to current and future challenges. We aim to eliminate disparities pertaining to gender and underrepresented minorities, recognizing that specific strategies will be required for specific groups and that long-standing narratives will need to be combated. We expect all members of our community to support and celebrate equity, diversity and inclusion.

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