

## **CEO Connect: Standing up for Diversity and Inclusion**

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**Society for the Study of Reproduction: Statement**

Dear SSR Community,

The Society for the Study of Reproduction Board of Directors is heartbroken by the acts of violence that led to the death of George Floyd and many others like him, including Breonna Taylor and Ahmaud Arbery. A major goal in the SSR Strategic Plan is to support underrepresented minorities and provide them the opportunity to be a visible part of all SSR activities. To these individuals, especially our African American SSR members, the SSR Board of Directors would like to further emphasize its commitment to:

1. Promote change in workplace and community culture to promote respect, safety, and inclusiveness,
2. Express our support and vocalize that they matter, have a unique perspective, and are valued,
3. Provide opportunities for advancement in their careers based on their expertise and talent,
4. Nominate broadly for recognition, awards, and leadership roles,
5. Implement mentoring and collaborative opportunities to support their scientific and academic/industry careers.

Our organization, like the USA and many other countries, has come a long way in promoting these ideals. However, there is still much to be accomplished. If each of us commits to these five principles, then we will demonstrate that there is no place for hatred in our workplace, our community, our SSR, or our world, resulting in a better tomorrow for us all! Please make this commitment with us as we support our SSR members most impacted by these recent events.

Respectfully,  
SSR Board of Directors

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## **Society of Asian Scientists and Engineers: Statement**

SASE, the Society of Asian Scientists and Engineers, stands with our brothers and sisters of the Black community in the pursuit of racial justice and social equity. In light of recent events, it is imperative that members of diverse communities come together in peaceful protest against the criminalization of race, systemic inequalities, and the brutal and heartbreaking actions of some who seek to dehumanize us all. George Floyd is not the first Black person who has died in this way and we grieve with the Black community. For the many who seek to uplift our communities through this period of social, economic, and public health turmoil, SASE supports you and is grateful for your sacrifices and resolve.

As an Asian/Pacific Islander/Desi American organization that stands for leadership, we denounce all racism and know that we all need to do our part to counter the bias we continue to see in our communities. We cannot stand by, say and do nothing. SASE takes this moment to honor those who we've lost due to these senseless acts and injustice and asks that you take a moment to learn more about the root of these issues.

How can you help? Learn about systemic issues of racism here:

- [13<sup>th</sup> by Ava DuVernay \(Netflix\)](#)
- [I Am Not Your Negro](#) directed by Raoul Peck (Amazon Prime)
- ["So You Want to Talk about Race"](#) by Ijeoma Oluo (YT)
- [TedxTalk by Anthony Peterson on race](#) (YT)
- [Stamped from the Beginning: The Definitive History of Racist Ideas in America](#) by Ibram X. Kendi (book)
- [Between the World and Me](#) by Ta-Nehisi Coates (book)

What else can you do? Take action!

- Listen to others about their experiences, particularly the Black community experience
- Have discussions with your friends and family about your privileges and examine your biases
- Complete the Census and encourage your friends and family to do the same – it is vitally important to be counted so we can all be accurately represented.
- Register to Vote & Get out and Vote!

"We but mirror the world. All the tendencies present in the outer world are to be found in the world of our body. If we could change ourselves, the tendencies in the world would also change. As a man changes his own nature, so does the attitude of the world change towards him. This is the divine mystery supreme. A wonderful thing it is and the source of our happiness. We need not wait to see what others do." – Mahatma Gandhi

While we celebrate our differences, we are united in our goal to create a better world for all.

In solidarity - SASE

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[Society of Fire Protection Engineers: Statement](#)

[Society of Women Engineers: Statement](#)

[The Optical Society: Statement](#)

[The Water Environment Federation's \(WEF\): Statement from our Board of Trustees](#)