



# Diversity, Equity, and Inclusion Statement

*We, as the American Society of Agronomy, Crop Science Society of America, and Soil Science Society of America Boards of Directors, approve and fully support this statement and affirm our commitment to Diversity, Equity and Inclusion in our Societies and sciences. March 2021*

## Our Vision and Role

We envision a scientific community where every person, regardless of their background and challenges, is able to explore their potential. Our role is to help elevate professional and scientific growth of individuals in all career stages. We proudly serve our members, collaborate with stakeholders, and partner with policymakers to help empower, engage, and cultivate the advancement of all within our scientific community.

## Our Pledge

We are committed to enhancing the experiences, opportunities, and safety of all members by creating a diverse, equitable and inclusive environment in our scientific fields of study and throughout the Societies. Our Boards of Directors, Committees, and Staff are working to bring diverse voices to the table and provide unique perspectives to enhance the quality and innovation of our sciences and our scientific organizations. We pledge to be a reflection of the communities we serve through fostering an atmosphere of respect, open communication, and diversity that serves as a model for our members and other stakeholders.

At the American Society of Agronomy (ASA), Crop Science Society of America (CSSA), and Soil Science Society of America (SSSA), our core values guide our efforts and long-standing commitment to proactively build a culture where every person can develop and apply their limitless potential in the fields of agronomy, crop, soil, and environmental sciences. We are committed to increasing diversity in Science, Technology, Education, Agriculture, and Mathematics (STEAM) by seeking out participation from underrepresented groups, in order to build and develop a world in which studying, working, utilizing, contributing and promoting science are open to all.

**We define diversity, equity, and inclusion as:**

## Diversity

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Individual diversity is a unique collection of attributes and life experiences that make us each who we are. These include, but are not limited to, national origin, language, race, color, political viewpoints, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, career stage, and family structures/backgrounds. Collectively, the diversity of our members helps guide our missions, provides innovative ideas to solve the problems facing our communities and our planet, and provides a richer connection to each other.



“Diversity is not about how we differ. Diversity is about embracing one another’s uniqueness.”

– Ola Joseph, Author

## Equity

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Equity is providing various levels of support and assistance depending on the specific needs or abilities of individuals to ensure all can succeed. Equity is different from equality in that equality implies treating everyone as if their experiences are exactly the same. Being equitable means acknowledging and addressing structural inequalities—historic and current—that advantage some and disadvantage others. Equal treatment results in equity only if everyone starts with equal access to opportunities.



“Equality is leaving the door open for anyone who has the means to approach it; Equity is ensuring there is a pathway to that door for those who need it.”

– Caroline Belden, Author

## Inclusion

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Inclusion is to pursue deliberate efforts to ensure that our organizations welcome differences, respectfully listen to diverse perspectives and make every individual feel welcome, empowered, accepted and that they belong.



“Inclusion is not a strategy to help people fit into the systems and structure which exist in our societies. It is about transforming those systems and structures to make it better for everyone.”

– Diane Richler Past President, Inclusion International





## Our Commitment

ASA, CSSA, and SSSA are committed to encouraging a culture of diversity, equity, and inclusivity that ensures:

- ◆ All members and staff are valued, belong, and can have their voices heard.
- ◆ Staff and leaders are able to clearly articulate and reflect our commitment to diversity, equity, and inclusion. They are aware of social context, create positive inclusive environments, eliminate microaggressions, and help each other build genuine relationships and networks.
- ◆ All are treated collegially in all communications, public or private.
- ◆ Pathways are promoted for students to transition into agricultural and natural science careers that maximize their unique perspectives, competencies, and abilities.
- ◆ Leadership understands and works to change the conditions needed to create an environment where everybody can thrive and grow personally, academically, and professionally.
- ◆ Scientific career and professional development opportunities are available to support life-long growth, and by extension, promote inclusion for all society members.
- ◆ Leadership represents the diversity of our Societies - including the diverse perspectives and beliefs of our members.
- ◆ An environment that is safe and free from harassment and other negative behaviors.
- ◆ Society policies and activities support diversity, equity, and inclusion.
- ◆ Our efforts act as an example for other organizations.

