



Dear members,

The American Society of Agronomy, Crop Science Society of America, and Soil Science Society of America stand united against the systematic and institutionalized racism that has caused inequality and injustice across our communities. We will not remain silent as violence and oppression continue to inflict pain, destroy lives, and systematically repress opportunities for many.

We know we must do more to enhance the diversity and equality across our scientific community for strength, creativity, and innovation in science. We acknowledge a lack of diversity and representation across our Societies -- and we must take additional action now.

ASA, CSSA, and SSSA have taken action to improve to diversity and inclusion across our Societies (see below). We know these actions are not enough and we do not have all the answers. We invite you to help us double down on our efforts to end racism and inequality across our scientific community. Please join us in a dedicated [Town Hall Webinar on Diversity, Equality, and Inclusion](#) on **Tuesday June 30 at Noon** (Central) hosted by our Diversity in Agronomy, Crops, Soils, and Environmental Sciences Committee and SSSA Representation & Recognition Task Force to collect your input on tangible actions we can take immediately to strengthen our community and improve diversity, equality, and inclusion.

We would also welcome your input via email, our [ASA](#), [CSSA](#), [SSSA](#) Discussion Boards, and via social media (connect via our social channels listed in the footer).

Please help us in working to end racism -- while improving diversity, equality, and inclusion across our Societies.

[Sylvie Brouder, ASA President](#) | [Shawn Kaeppler, CSSA President](#) |
[Ole Wendroth, SSSA President](#) | [Nick Goeser, CEO](#)

Previous and planned actions taken by ASA, CSSA, and SSSA to improve diversity, equality, and inclusion across our Societies:

2017 – We formed Specialty Groups to connect members through human interest areas, rather than only technical science. We're expanding to enhance the social connections of members to speak to the social fabric across our agronomy, crop science, and soil science communities. These include Scientists and Students of Chinese Origin, Scientists and Students of Indian Origin, Military Veterans of Agriculture, LGBTQ+ Scientist and Allies, International Students and Researchers, and more.

2019 – Our Diversity in Agronomy, Crops, Soils, and Environmental Sciences Committee held the inaugural panel presentation at the Annual Meeting, *"Diversity in ACS: What Gains Have We Made, What Is the Outlook for the Future?"* featuring a panel of speakers with diverse backgrounds from underrepresented groups

2019 – Our SSSA Representation and Recognition Task Force has expanded its reach from gender equity, to now highlight inclusion and diversity. Their recommendations on outcomes can be fostered through greater standardization and formalization of procedures, criteria, and responsibilities that underlie decision making in the nomination and selection of members to committees, boards, and for honors and awards.

2020 – Our Diversity in Agronomy, Crops, Soils, and Environmental Sciences Committee will hold a panel presentation at the Annual Meeting, *“Diversity in our Sciences: Stories of Success and Strategies for the Future”* supported by the Agronomic Science Foundation. The session will provide a venue for open discussion of interest to illustrate diversity in action at universities, federal and state agencies, and highlight current successful programs.

Additional resources on how you can help through learning about systemic issues of racism here:

- [13th 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 (YouTube)
- [TedxTalk by Anthony Peterson on race](#) (YouTube)
- [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)