Rutgers-Newark Chemistry Department supports *Black Lives Matter* movement

Right now, many across the country seek justice for George Floyd, Breonna Taylor, and the countless other Black people who have been senselessly murdered for the "crime" of being Black in America. The chemistry community is not exempt from the racism and discrimination that motivate these incidents, as seen in a recently deleted article in the scientific journal Angewandte Chemie. For information on what our Black colleagues and students face in the academy, you may want to follow the #BlackInTheIvory hashtag on Twitter. To promote an anti-racist environment requires work from everyone independently and as a community.

As a department that is part of the most diverse university in the nation, we seek to do more to recruit, welcome, retain, and support underrepresented minority scientists. We pledge to redouble our efforts at leveling the playing field for minority STEM students through direct mentoring of students from the RU-N NIH Minority Biomedical Research Support (MBRS) program, RU-N-based NSF Garden State Louis Stokes Alliances for Minority Participation (GS-LSAMP) program, and the newly established RU-N GS-LSAMP Bridge to the Doctorate program. Another step we will take immediately is to foster a seminar program that reflects the diversity we wish to see in our field.

In addition, we are asking for your help as we create a more welcoming and inclusive environment for our Black and other underrepresented minority students and postdocs. We ask for your input on what changes you would like to see made using one of the submission links below. The next steps don't have to be big, but they have to be meaningful so the department can change for the better.

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