

Statement on Diversity & Inclusion at ChemRxiv

Dear ChemRxiv Authors & Readers,

Recent events including the publication of troubling remarks in *Angewandte Chemie* have made clear that many in the scientific community and broader society continue to face systemic racism and discrimination in their daily personal and professional lives. As these events unfold, we must take personal responsibility and commit to supporting all members of our community, regardless of race, culture, national origin, creed or sexual orientation.

Let us be clear: ChemRxiv and its governance condemns racism, discrimination and harassment in all forms and manifestations. We will not tolerate practices and viewpoints that seek to exclude or demean members of our community. We stand in solidarity with our authors, readers and community members from oppressed groups. We recognize our responsibility to champion these values and commit to doing everything in our power to address any underlying systemic racism and discrimination in our organizations and the broader chemical enterprise.

Science is stronger when it is inclusive and ChemRxiv is fortunate to have a diverse group of authors and readers from around the globe. We celebrate the contributions to ChemRxiv from the widest possible array of backgrounds. Openness to all researchers is core to our philosophy, and we are committed to ensuring that every member of our community feels safe and respected when using ChemRxiv.

ChemRxiv is the preprint server for the global chemistry community, and we will continue to work to ensure that it is an inviting destination for all chemists, everywhere. We welcome your feedback and comments at admin@chemrxiv.org. Additionally, we encourage readers to read the cross-society Statement on inclusion and diversity in the chemical sciences at <https://bit.ly/statementondiversity>.

ChemRxiv Governing Board

Roheena Anand, MChem, Head of Open Access Journals, Royal Society of Chemistry
Dr. Wolfram Koch, Executive Director, German Chemical Society
Donna Minton, Ph.D., Director of Publications, Chinese Chemical Society
Fumio Nakamura, Ph.D., Senior Director of Publication Department, Chemical Society of Japan
Mitsuo Sawamoto, Ph.D., Executive Director, Chemical Society of Japan
Dr. Irina Sens, Deputy Director, TIB Hannover
Zhigang Shuai, Ph.D., Vice President, Chinese Chemical Society
Sarah B. Tegen, Ph.D., Senior Vice President, Journals Publishing Group, American Chemical Society
Emma Wilson, Ph.D., Director of Publishing, Royal Society of Chemistry

ChemRxiv Management

Marshall Brennan, Ph.D., Senior Product Manager, ChemRxiv
Jessica Rucker, Director of Global Editorial Operations, American Chemical Society