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(This is intended to be a living document which strives to continually improve to better reflect our current efforts and serve the community. If you have any suggestions for links, improvements, activities or ways to better this document please contact nate at [nathan.oldenhuis \(at\) unh.edu](mailto:nathan.oldenhuis@unh.edu))

The acts of violence committed against BIPOCs and the essay containing inexcusable biased statements briefly published in *Angewandte Chemie* have compelled us to redouble our efforts to diversity, justice, and equality in our lab, the UNH community, and the broader academic society. The recent revelations in our own department have strengthened our resolve to make a difference despite the actions of some in direct opposition to our and the department's efforts. Beyond condemning these crimes and adhering to the [core values of UNH](#), we are committed to action and to making a concrete plan of action. Voicing our commitment and priority to change now is the first step. Below is a list of items which are planned or already completed towards this goal:

- Developing a departmental diversity, equality, and community strategic plan (June 2020)
- Creation of an open forum for suggestions to improve the department (July 2020)
- Implementation of an annual social justice education training in the department (July 2020)
- Signing the <https://notimeforsilence.org/sign-on/> petition (July 2020)
- Donation of funds to organizations supporting diversity, equality, and anti-racism (August 2020, recurring)
- Self-education and reflection on diversity, equality, and anti-racism (Ongoing)
- Implementation of regular discussion on diversity, equality, and anti-racism in group meeting (August 2020, ongoing every Monday)
- Participation in “Dismantling Oppression within Course Syllabi” workshop (October 2020)
- Participation in an Implicit Bias Training facilitated by Yashwant Vyas (November 2020)
- Participation in a bias and discrimination, racism, and gender identity training mediated by NH Listens (January-February 2021)
- Participation in UNH's DEI committee's “Community of Learning” (February – May 2021)
- On the committee to replace the “dude wall” in UNH chemistry (March 2021, ongoing)
- Participated in the 21 day challenge to promote racial justice (April 2021)
- Created Tuesday's at 2: a monthly meeting to normalize discussion about diversity, gender, mental health, equity, and community (April 2021, ongoing)

We encourage anyone who cares about these topics to get involved and welcome suggestions for improvement.

Sincerely,
The natolab

Below are some links we have found to be helpful (please feel free to suggest anything that should be included):

<https://libraryguides.unh.edu/racialjusticeresources>
<https://pubs.acs.org/doi/10.1021/jacs.0c06482?ref=pdf>
<https://notimeforsilence.org/>

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<https://www.unh.edu/inclusive/>