

June 16, 2020

NACP Science Community Stands United Against Racism and Injustice

In the midst of ongoing racism and at a time of deep division in society, the North American Carbon Program Science Community reaffirms its commitment to diversity, equity and inclusivity in the sciences, and in actively creating and supporting a community that reflects this commitment. We are determined to create meaningful and lasting positive change that addresses systemic racism, prejudice and violence against people of color, or based on race, gender, religion, age, or otherwise. We value diversity in all its forms, and are determined to lead our institutions to becoming stronger and more just through inclusivity and equality. In light of recent events, we emphasize that we strongly condemn any form of racism or discrimination in the sciences and in all walks of life. An urgent need has been demonstrated loudly and clearly for all of us to stand actively against racism and discrimination, and to redouble our commitments to diversity, equity and inclusivity.

As a global community of over 2900 scientists and members, one of the goals of the North American Carbon Program is to grow and promote networks of diverse scientists to help advance the agenda of carbon-cycle science. These networks aim to be inclusive, spanning career stages as well as science and policy interests, and have gender-balance and racial equality. Over our 20-year existence, we have promoted integrative approaches to carbon management that balance carbon science and social science with equality and justice. As part of the 7th Open Science Meeting '*The future is here: North American carbon cycle science for a changed climate*', unfortunately postponed due to COVID-19, we planned to engage and challenge our community to be more active in these topics with sessions and keynotes addressing themes such as 'Indigenous Peoples and Multinational Experiences', 'What does the carbon science community owe communities of color, future generations, and other underrepresented groups?' and 'Who are we? Diversity, Equity and Inclusivity in NACP'. Despite these positive directions built on a strong track record, we know we can and must do more.

Some immediate actions that we can engage in now: We will work to specifically better support NACP members of underrepresented or marginalized groups. We will expand our efforts to recruit, engage, champion and encourage NACP members with diverse backgrounds, seeking input and help from all of you. As individual professionals, we will leverage our scientific and programmatic strengths and networks to improve inclusivity and equity in our workplaces, to stand against harassment and discrimination, and to openly discuss and actively intervene in these matters during direct and indirect interactions with our students, colleagues, funders, program administrators, partners and stakeholders. We will seek out anti-racist scholarship and leadership to educate ourselves on history and allyship. We will listen actively. We will act with integrity.

The North American Carbon Program community will continue to show and welcome leadership in bringing racial and other justice and equity problems to light. We will work to promote scientists whose voices have not always been heard or championed, and build active and diverse networks that can work together to find solutions to today's environmental and social justice problems. We acknowledge that the makeup of our community does not reflect that of wider society in North America, and over the coming months we will be working toward a new diversity, equity and inclusivity approach that addresses this and related challenges. We invite you to work with us on this by contacting Dr. Libby Larson (NACP Coordinator), Dr. Gyami Shrestha (Director of the U.S. Carbon Cycle Science Program), or Dr. Andrew Fox and Dr. Christopher Williams (Co-Chairs of the NACP Science Leadership Group). Thank you for being a member of our vibrant community, and for your many and diverse contributions to science and to society.

Signed,

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