Below is a list of specific actions I take to promote inclusiveness, diversity, and equity (IDE) and work against bias. I regard these efforts as modest.

Prior to June 2020
- attended most diversity trainings offered by ESF
- participated in a campus-wide meeting to discuss IDE policies
- participated in a campus-wide meeting to discuss sexual violence on campus
- ensured that women are well represented among speakers I invite to ESF and to symposia I organize
- called myself out when I displayed prejudice or bias
- On social media:
  - called out biased and sexist behavior
  - liked or favorably commented on posts/tweets in support of IDE
- attended some meetings of ESF’s Diversity 24/7/365 group, organized by the Office of Inclusion, Diversity, and Equity (OIDE)
- attended ESF’s Inclusive Excellence Graduation
- include ESF’s Inclusive Excellence statement on my syllabi and explain, in class, the need for this statement
- when grading, I hide student names if possible, or avoid looking at names
- worked to promote attention to religious diversity on the ESF campus
- Paid attention to media and reports about bias, sexual violence, and IDE practices

Since June 2020
- Joined NOBCChE
- Distributed a statement to my research group on the need for respect. This statement described what actions I would take to support group members who experience prejudice.
- Reached out to a few black colleagues to offer support
- Added a long comment to ESF’s Living Document (plan for IDE)
- Volunteered to assist ESF’s Office of IDE
- Searched for BIPOC scientists to invite to my department seminars
- On Twitter
  - started following 20+ additional BIPOC scientists
  - started following Black Lives Matter, @NOBCChE, SACNAS, @BlackintheIvory, and @MeTooSTEM, @BlackWomenSTEM, @AISES, @SACNAS, @BLACKandSTEM, Academics for Black Lives
  - routinely liked, commented on, or retweeted tweets by BIPOC
  - routinely liked, commented on, or retweeted tweets in support of IDE
  - commented on lack of diversity in one set of awards to academic chemists
  - made multiple comments disagreeing with an editorial against IDE by a noted chemist in Angewandte Chemie
  - Brought attention to a Cornell chemistry professor whose attacks on IDE had not been noted by chemists
• Attended "The Need to Breathe: A Vigil Sponsored by the ESF Office of Inclusion, Diversity and Equity (OIDE)"
• Attended part of the two-day webinar “Experiences of Black STEM in the Ivory: A Call to Disruptive Action”
• Attended the ACS webinar “Senior Chemists Action Agenda to Address Systemic Racism”
• Read many articles on antiracism

What I plan to do in Fall 2020
• Attend ESF’s Inclusive Excellence Welcoming Reception
• Attend meetings of ESF’s Diversity 24/7/365 group 3 days/month
• More actions TBD