



Dear CRS Members,

In 2020, CRS formed the Equity, Diversity, and Inclusion Committee whose first task was to create an [ED&I Mission Statement](#). This statement, to which all members explicitly agree upon joining the society and participating in its events, can be found on the society website and distributed at in-person meetings. This includes the [Member Code of Conduct](#), which is a vital part of creating and maintaining an intellectual and social space that is safe and welcoming for all members. CRS thrives when its members thrive, and harassment has no place in a thriving society.

To date, our efforts have focused on education and prevention. However, recent events have forced us to take a reactive stance as well. The unfortunate truth is that even in a professional organization like CRS with a longstanding history of women as presidents, award winners from diverse backgrounds, and luminaries representing varied affiliations and orientations, harassment still exists. It is never tolerated, however. We remain committed to taking all reports of harassment or discrimination seriously and to enforcing the appropriate sanctions. Many organizations, including the US National Academy of Science and National Science Foundation, frame harassment as a form of research misconduct, as it significantly damages research integrity and leads to a loss of talent in research settings. This is antithetical to the core principles of CRS.

Our ED&I work will continue to fight all forms of harassment so that we may foster a culture of belonging and respect and build the most accessible and equitable society possible. Any resistance to these efforts undermines the goals and values of CRS. Membership in the global CRS community is a privilege that comes with requirements: at a minimum, we require that you accept the ED&I mission, including the Member Code of Conduct. Our sincere hope is that you will go beyond acceptance and bring your enthusiastic allyship and support to CRS so that we can all achieve our highest potential together.

Regards,

Twan Lammers

Twan Lammers, PhD
CRS President

Ruth Schmid

Ruth Schmid, PhD
CRS ED&I Program Director

CONTROLLED RELEASE SOCIETY

1120 Route 73 • Suite 200 | Mount Laurel, NJ 08054, USA

P: 856.380.6910 | **F:** 856.439.0525

E: info@controlledreleasesociety.org | **W:** controlledreleasesociety.org