

Dear Member,

Many of us are hurting and enraged about the violence and social injustice perpetrated in the United States and around the world. As an inclusive organization, firmly established on the values of integrity, diversity and inclusion, teamwork and collaboration, and adaptability, The Controlled Release Society has no tolerance for injustice, discrimination, or violence.

Diversity enriches our science and furthers our Society. We should all be listening to the anger and frustration over systemic racism and stay focused on ending discrimination. This is not just an issue in United States – this is a matter of international scale and of importance to all of us across the globe. Now more than ever, we need to come together as a community to strengthen and promote a more balanced society in which all are safe and treated with respect and dignity.

One of the principal drivers and manifestations of disparities and discrimination is the unequal access to educational and technological ecosystems. As an international society focused on education, science, and technology, CRS has both opportunity and responsibility to strive to be at the forefront of the fight against discrimination. We are dedicated to implementing effective actions that will fight racism and inequality.

One year ago, the CRS board created a task force to improve the racial and gender diversity of our Society. We still have much work to do. To catalyze change in the short term, we are planning a virtual town hall with the goal of listening to you and facilitating the discussion and understanding among the members of the society to be held shortly after the annual meeting. The Board will be taking your input and will hold a board meeting dedicated solely to this topic in the weeks following the Town Hall, with the goal of coming up with concrete steps to begin to address the issues. Your input is critical to achieving the goal of becoming a more diverse, equitable, and inclusive Society. We encourage you to access this [form](#) in preparation of and to participate in the Town Hall. Subsequently, we will report our plans to make CRS accessible and welcoming to all members while providing support for most inclusive and equitable scientific community.

While the answers to social injustice are complex and multi-faceted, the CRS is a community of problem solvers. We expect tangible commitments from our members to identify, challenge and change the values, structures and behaviors that perpetuate systemic discrimination of any kind, including racism. The leaders of our Society are prepared to confront the uncomfortable truths in our world, to create a safe and equitable community for our Members, and to actively work for a better tomorrow.

The Controlled Release Society