

UCI Department of Chemistry

Statement of Community

**Statement endorsed by faculty vote on March 18, 2022*

Preamble

We believe that the success and well-being of an academic department relies on the contributions from many, and that academic units function best when all department members contribute to the greater good through individual and collective acts and service.

We will conduct ourselves according to the highest standards of scientific integrity and professional ethics.

Inclusivity and Equity

- We believe that every member of our community should be valued for their unique contributions to our department and are committed to creating an inclusive environment. We respect and welcome all members of our department community regardless of their race, national origin, sex, gender identity, gender expression, sexual orientation, political beliefs, religious beliefs, age, physical appearance, disabilities, economic class, and educational background.
- We acknowledge that biases exist, and conscious effort, training, and policies will be used to address these biases in admissions, promotion, merit-review and hiring practices. We recognize and are committed to correcting these inequities.
- We believe that our academic environment is enhanced by all kinds of diversity. Differences of all kinds must be celebrated for our department to realize its goal of cultivating an inclusive climate.

Respect

- We aim to treat all members of our departmental community, students, researchers, staff, and faculty, with the utmost respect.
- We acknowledge that there is an inherent power differential in faculty relationships with students, postdoctoral researchers and other trainees, other faculty members, and staff that requires special attention and consideration to avoid abuse, whether intentional or unintentional.
- We agree that faculty should interact with others in a manner that is supportive, encouraging, and non-intimidating, and that faculty understand that it is never right to use their positions to pressure and/or intimidate any member of the departmental community to meet unreasonable demands.
- Everyone has the right to express their professional opinions in a respectful and constructive manner. We honor academic freedom and actively encourage critique and discussion about institutional and professional topics.

Safety & Wellness

- We are committed to an environment in which all members are safe from harassment and discrimination.
- We are committed to supporting a culture of safety in our laboratory practices by adhering to all policies and procedures that have been put in place to ensure the safety of all laboratory and facility personnel.
- We strive to create a safe space for all department members in terms of wellness, and we encourage those that are feeling overwhelmed or unwell to seek assistance from the department or contact a campus resource.

Social Justice

- We have a duty to challenge prejudice and to uphold the laws, policies, and procedures that promote justice in all respects.
- We are committed to taking steps towards an inclusive culture by seeking knowledge, creating evidence-based policy, and actively choosing to dismantle systemic racism.
- We are committed to increasing all types of diversity of faculty, staff and students and commit to taking active steps to remove institutional and societal barriers for success for underserved communities.

Resources for addition assistance and reporting concerns:

Department Staff:

- Garrett Yoshitomi, gyoshito@uci.edu, 949-824-3082
- Morgan Sibley, msibley@uci.edu, 949-824-4261
- Cynthia Dennis, cadennis@uci.edu, 949-824-6089

DECADE Advisor, Professor Jenny Yang, j.yang@uci.edu

Diversity Equity and Inclusion Vice-Chair: Amanda Holton abrindle@uci.edu

Department Chair, Professor Doug Tobias, dtobias@uci.edu

Department of Chemistry [anonymous comment form](#), (visible only to the Department Chair):

UCI Office of Equal Opportunity and Diversity (OEOD) Title IX and ADA Officers: Kirsten Quanbeck or Theresa Truman (oeod@uci.edu) <http://www.oeod.uci.edu/>.

Discrimination/Sexual Harassment Hotline: 949-824-7037

Resources for reporting: http://www.oeod.uci.edu/harassment_guide/report.php

Ombudsman's Office (confidential resource for reporting concerns) 949-824-7256, <http://ombuds.uci.edu> MSTB 205,

Whistleblower Hotline:

- <http://whistleblower.uci.edu/>
- Phone:(949) 824-9166
- Email: whistleblower@uci.edu

Safety

Vice Chair for Safety: Greg Weiss 949-824-5566

Physical Sciences EH&S Coordinator Angela Geissbuhler 949-824-2518 ageiss@uci.edu

Wellness Resources:

Graduate Division Counselors

- Phong Luong 949-824-0246 pbluong@uci.edu
- Elizabeth S. Dunn 949-824-9031 dunnes@uci.edu

UCI Counseling Center 949.824.6457

203 Student Services 1 Irvine, CA 92697-2200

[Campus Assault Resources & Education \(CARE\)](#): (949) 824-7273 care@uci.edu

LGBTQ Resources

LGBT Resource Center: (949) 824-3277 lgbtrc@uci.edu

G301 Student Center