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The Freshwater Mollusk Conservation Society recognizes many social prejudices and inequalities have occurred for far too long in the United States and elsewhere. The Black lives matter movement has, once again, brought issues of racism and discrimination to the forefront of a global conversation and we as a society cannot sit idly by and remain quiet if we expect change to occur. Many of our Black, Indigenous, and People of Color (BIPOC) and LGBTQ+ colleagues, students, neighbors, families, and friends are affected by these discriminations. Like many other aquatic science societies, including the [American Fisheries Society](#) and the [Society of Freshwater Science](#), FMCS stands in solidarity in support of movements to fight the oppression against underrepresented groups. FMCS condemns social injustices and [supports the advancement of equality, diversity and inclusion](#) in the workplace and beyond. Natural resources and the career opportunities they provide are for everyone. All are welcome. Regrettably, there are far too many inexcusable barriers impeding fellow humans from sharing the same experiences so many of us take for granted. Many of our non-BIPOC members do not worry about the color of their skin when doing research, enjoying public spaces, or sleeping in our homes the way so many BIPOC and underrepresented groups in America do. In order to demand change, we have to rise above the hate, stand together in support, and work collectively in creating a more equitable world. We challenge each of our members to be inclusive, mentor those outside of our academic bubble, and expand opportunities to groups that are underrepresented. Let us all commit to change.

The Freshwater Mollusk Conservation Society Executive Committee and Diversity and Inclusion Committee feel strongly that the Society cannot remain inactive at this moment if we are authentic in our commitment to equity. We recognize that we have a lot of work to do. We encourage all our members to educate themselves on how racism and bigotry are at work in the institutions we are a part of, and what we might be able to do to fix it. Conservation and environmental history include racism, bigotry, and systemic oppression, and we want to begin the work to fight this structural problem starting with our Society. As researchers, we are skilled at finding information, and on this subject, it is no different. We [The FMCS Executive Committee and FMCS Diversity and Inclusion Committee] plan to start by encouraging every member to read anti-racist works like *How to Be an Anti-Racist* by Kendi X. Ibram and *White Fragility* by Robin Diangelo. Additionally, we encourage all to read the firsthand accounts of how our colleagues are directly affected by these social prejudices and inequalities by simply following the hashtag [#BlackintheIvory](#) and [#ShutDownSTEM](#) (no Twitter account needed to read).

FMCS will continue to explore ways on how to recruit and retain minorities in our society, and increase their accessibility to meetings. We will seek out other professional aquatic societies on identifying ways we can grow, not just as single societies, but as a collective group. We will start to foster those relationships, and create a more inclusive atmosphere that will begin to build trust and ultimately lead to tangible action items. The FMCS Diversity and Inclusion Committee is committed to sending our members a demographic survey that we encourage you to complete. We will develop plans and resources to infuse our institution with equity and inclusiveness actions over the coming years, which we will share on our website, journal, social media, and other outlets. We call on all members of our Society to join us in difficult conversations to make our institution stronger and more equitable. It's the FMCS Executive Committee and FMCS Diversity and Inclusion Committee's responsibility to use our privilege for good in this moment.

As a society, we have and will continue to reflect how FMCS operates and will work on recognizing and eliminating our biases. We are resolved in continuing to make more concerted efforts in the uncomfortable conversations around race and inequality. We will be committed to these ideals to help make our communities a safer space for all.

On behalf of the Freshwater Mollusk Conservation Society,



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