



Dear Members of the ISS Community,

We are deeply saddened by the tragic death of George Floyd. The continuing and horrifying acts of racism against the African American community (Breonna Taylor, Ahmaud Arbery, George Floyd, and the many more before) have led us to see more clearly now than ever that our decisions and actions as researchers, educators and administrators are important to how fairness, justice and equal opportunity play out in our immediate community. This tragedy is a manifestation of institutional racism, systemic inequity, and injustice that have plagued our society. The Information Systems Society (ISS) advocates for diversity, equity and inclusion, and we stand in solidarity with our members who are hurting in this period.

Our academic community has not done enough. We must do more to ensure that we are creating and nurturing an academic community that fights against racism and supports the principles of diversity, equity, and inclusion. To that end, we are taking several actions at various levels of our society:

1. We are working with the ISS Diversity & Inclusion (D&I) committee, consisting of Co-chairs Jui Ramaprasad and Gal Oestreicher-Singer, and members, Lauren Rhue, Idris Adjerid, Tingting Nian, and Paul Pavlou, to ensure that we promote these principles in our conferences, our award committees, our editorial boards, and support actions that lead to a more diverse Information Systems community and inclusive academic environment.
2. We will work to deepen our ties with the [PhD Project](#) to sponsor events and provide support to enable the IS community to continually create a diverse and inclusive environment for our PhD students and assistant professors of color. The PhD Project is an organization that helps Black/African-Americans, Latinx/Hispanic-American and Native Americans attain their business PhD and become the business professors who will mentor the next generation of leaders.
3. We are working with senior scholars to devise programs to be nurturing of and stimulate research that sheds light on and helps address systemic racism and bias, stand up against research that perpetuates such biases, and encourage research that improves our understanding of the linkages between digital technologies and social justice outcomes.
4. We are keen to listen and learn from your ideas on how we can effect change in practical ways for the ISS community, in line with the earlier message from INFORMS. You are encouraged to send your thoughts and ideas through this link: <https://forms.gle/zX1SegAhbwPUeVeF9>. The ISS officers, along with IS senior scholars, and the ISS D&I committee will work with these inputs to create opportunities for leading change in the IS community.

We encourage you to deliberate on these matters as a group with members of your university, your academic community, and at an individual level, and take action to make relevant changes.

*We thank Idris Adjerd, Ravi Bapna, Anindya Ghose, Alok Gupta, Edward McFowland III, and Lauren Rhue for their valuable inputs in crafting this message.*

With best wishes for your health and safety,

D.J. Wu, President of ISS

Jason Chan, Vice-President of ISS

Jui Ramaprasad, Co-chair of ISS Diversity & Inclusion committee