

AMP DEI Status Report: April 2022

In June 2020, AMP issued an [open letter to the AMP community](#) outlining the efforts that we would make as an organization to ensure a diverse, equitable, and inclusive environment for our members and staff, and to incorporate diversity, equity, and inclusion (DEI) into the core principles by which we operate. Since that time:

- AMP retained [The Diversity Movement](#) (TDM) to provide expertise through a robust DEI assessment process. Listening sessions, surveys and trainings tailored to various stakeholders in our community – including AMP leadership, members, and staff – are conducted on a purposeful timeline and will continue into the future. TDM has worked with AMP to identify a roadmap to accomplish the commitments we made to our community in 2020 and to identify an even more expansive list of goals for our organization (see “What’s Next” section below).
- Following an application and selection process spearheaded by the Membership Affairs Committee, AMP installed a [Diversity, Equity, and Inclusion Working Group](#), which meets monthly and recently hosted its first in a series of [Virtual DEI Member Engagement Events](#). As of spring 2022, AMP staff are also working on building a similar working group to hold themselves to these same standards of excellence.
- We have introduced [new award categories](#) to help foster advancement opportunities to Underrepresented in Medicine communities. In addition, all AMP committees and working groups have been charged with holistically incorporating DEI into their application and/or recruitment processes. From speaker and award selections to identifying volunteers for practice guidelines or committee positions, AMP pledges to keep our commitment to DEI front and center.
- Most recently, AMP’s Board of Directors extensively reviewed and enhanced our DEI Commitment and the organization’s Core Principles.

In addition to building on the necessary work we’ve implemented thus far, AMP adopted a robust DEI Action Plan in February 2022 to achieve goals that are specific, measurable, achievable, relevant and timebound (SMART). The Action Plan is an internal document that improves and expands upon our original June 2020 goals and commitments, yet elements are interwoven. As such, we can use the combined goals and commitments identified below to lay out ongoing progress in various areas:

Identified Goals and Commitments (combination of June 2020 letter and February 2022 Action Plan)	Progress Achieved as of April 2022
<i>Incorporate diversity, equity, and inclusivity into AMP’s Core Principles</i>	<ul style="list-style-type: none"> - Published in March 2022 following input collection, as well as Board of Directors’ discussion and review. Communicated to members and broader community through email and social media channels in April 2022, and will be focal highlight in 2022 Annual Report.
<i>Introduce award and membership grant opportunities for underrepresented groups in science and medicine</i>	<ul style="list-style-type: none"> - New Underrepresented in Medicine Membership and Travel Awards launched in September 2020, to be offered annually. - Associate Membership made free to all qualifying students, residents and post-docs starting in January 2021.

<p><i>Task all AMP Committees with incorporating diversity, equity and inclusion in their work</i></p>	<ul style="list-style-type: none"> - Several DEI objectives added to AMP’s Strategic Plan June 2021 - Launched an educational program to provide the AMP Board of Directors, staff, and volunteers with training incorporating diversity, equity, and inclusion into their work with AMP. - Progress toward Strategic Plan objectives and Action Plan goals will be monitored by the DEI Working Group and reviewed at least annually during Board and staff meetings. - Additional committee-specific efforts are in progress.
<p><i>Build explicit directives for diversity, equity, and inclusivity into the policies that govern how we select speakers, volunteers, award winners, and our leadership</i></p>	<ul style="list-style-type: none"> - By end of 2022, AMP seeks to increase collection of membership demographic data by 45%, to have a better understanding of our community and the DEI challenges our membership face. - Throughout 2022, we are working to further revise nominating and appointment processes to mitigate potential bias and ensure a diverse candidate slate and leadership pipeline. - Starting in 2022, AMP is working with the Editor-in-Chief of <i>The Journal of Molecular Diagnostics</i> to improve diversity among its Editors, Editorial Board and Reviewers; ensure that the journal submission and review process is transparent and lacks bias. - Existing policies such as the AMP Code of Conduct and CHAMP posting policy will be reviewed; improve communications regarding how to report a Code of Conduct violation. - AMP will continue to collect, monitor and evaluate member and staff DEI feedback, updating Action Plan as needed. - By the end of 2022, AMP will identify and plan timelines for future activities, such as “safe spaces” at AMP events for candid discussion from historically marginalized voices, and polling committee members during their onboarding process regarding the holidays/observances that should be observed during their particular group’s meeting schedule. - In late 2022, AMP will begin exploration and design of initiatives for underrepresented groups to enhance a sense of belonging and develop new leaders. - Additional committee, award and leadership-specific policies are in progress.
<p><i>Continue our work to eliminate disparities in access to molecular testing through our public policy and advocacy efforts</i></p>	<ul style="list-style-type: none"> - Continued Patient Engagement Outreach efforts across a broad spectrum of cancers, rare & infectious diseases, hosting semi-annual “Lunch and Learn” events and sharing resources on social media. - Additional committee-specific efforts are in progress.
<p><i>Provide specific education aimed at improving disparities in testing,</i></p>	<ul style="list-style-type: none"> - AMP’s Infectious Diseases Subdivision Leadership, as well as many members writing

<p><i>particularly to address the challenges facing communities disproportionately impacted by the current COVID-19 pandemic</i></p>	<p>independently, published insightful analyses of the early months of the U.S. outbreak and provide recommendations for improving the nation’s response to future pandemics.</p> <ul style="list-style-type: none"> - In 2020, AMP experienced a 300% increase in media inquiries for member subject matter experts, with responses facilitated by AMP staff. Many AMP members also used their voices independently to help educate the media and public about ongoing issues, including the disproportionate testing challenges impacting minority communities. - Additional subdivision and committee-specific efforts are in progress.
<p><i>Share resources with the AMP member community on ways to cultivate inclusion and address discrimination at our institutions, companies, and within our own laboratories</i></p>	<ul style="list-style-type: none"> - In February 2022, the AMP DEI Working Group launched a Virtual Member Engagement Event series. These events are designed to inspire conversation and change, both in AMP members’ workplaces and training programs. - By Q3 2022, we will have a dedicated webpage on our site to house resources that are of general interest to molecular professionals that seek to expand DEI considerations at their institutions.
<p><i>With the leadership of our International Affairs Committee, partner together as a global community to oppose discrimination, in all its forms, and tackle the health disparities that are often the tragic results</i></p>	<ul style="list-style-type: none"> - In April 2020, AMP joined a multi-society sign-on Letter to Support Congressional Resolution to Denounce Anti-Asian Discrimination as Related to COVID-19. - In September 2020, AMP supported U.S. House Science Chairwoman Johnson’s call for a NASEM study to “identify policies, strategies and practices that have been the most successful in preventing and addressing systemic racism” in academia.
<p><i>With the leadership of the Membership Affairs Committee, create a working group to recommend, monitor, and document our progress. (Note: A working group is the first step in AMP’s governance process to form new committees.</i></p>	<ul style="list-style-type: none"> - DEI Working Group formed in April 2021 - Additional Membership Affairs Committee and DEI working group-specific efforts are in progress.