**AMP DEI Status Report: April 2022**

In June 2020, AMP issued an [open letter to the AMP community](https://www.amp.org/AMP/assets/File/pressreleases/2020/AMP_Statement_DEI.pdf) 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](https://thediversitymovement.com) (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](https://www.amp.org/membership/diversity-equity-inclusion-working-group/) , which meets regularly and recently hosted its first in a series of [Virtual DEI Member Engagement Events](https://educate.amp.org/local/catalog/view/product.php?productid=390). 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](https://www.amp.org/membership/awards-grants-honors/) 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.

**What’s Next?**

In addition to building on the necessary work we’ve implemented thus far, AMP adopted a DEI Action Plan in February 2022 to achieve goals that are specific, measurable, achievable, relevant and timebound (SMART). We will evaluate our progress at Board and staff meetings biannually and will work to keep the community informed of our efforts as we move forward.

While the internal action plan improves and expands upon our original June 2020 goals and commitments, many elements are interwoven. To hold ourselves accountable, we will continue to update the table below and show where we are making progress to achieve all goals of both the initial pledge and our expanded action plan.

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| **Identified Goals and Commitments** | **Progress Achieved as of April 2022** |
| *Incorporate diversity, equity, and inclusivity into AMP’s Core Principles* | * Published in March 2022 following extensive input collection, as well as extensive 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.
* Goals from the AMP DEI Action Plan to be incorporated into the AMP Strategic Plan at the June 2022 Board of Directors meeting
	+ Progress of Action Plan goals will be reviewed biannually at Board and staff meetings.
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| *Introduce award and membership grant opportunities for underrepresented groups in science and medicine* | * New [Underrepresented in Medicine Membership and Travel Awards](https://www.amp.org/membership/awards-grants-honors/) launched in September 2020, to be offered annually going forward.
* Associate Membership made free to all qualifying students, residents and post-docs starting in January 2021.
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| *Task all AMP Committees with incorporating diversity, equity and inclusion in their work* | * 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.
* Additional committee-specific efforts are in progress.
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| *Build explicit directives for diversity, equity, and inclusivity into the policies that govern how we select speakers, volunteers, award winners, and our leadership* | * 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 revise nominating and appointment processes to mitigate bias and ensure diverse candidate slate and leadership pipeline.
* Starting in 2022, AMP is working with ASIP to ensure the *Journal of Molecular Diagnostics* Editors, Editorial Board and Reviewers are diverse; ensure that the journal review process is transparent and lacks bias.
* Existing policies such as the AMP Code of Conduct and CHAMP posting policy will be reviewed and disseminated annually.
* AMP will continue to collect, monitor and evaluate member and staff DEI feedback, updating strategy as needed.
* By the end of 2022, AMP will identify and plan timelines for future goals, 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.
* Starting in 2023, AMP will begin developing programs for underrepresented groups to enhance sense of belonging, promote diversity, and develop new leaders.
* Additional committee, award and leadership-specific policies are in progress.
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| *Continue our work to eliminate disparities in access to molecular testing through our public policy and advocacy efforts* | * Continued [Patient Engagement Outreach](https://outreach.amp.org/) 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.
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| *Provide specific education aimed at improving disparities in testing, particularly to address the challenges facing communities disproportionately impacted by the current COVID-19 pandemic* | * AMP’s Infectious Diseases Subdivision Leadership – as well as many members writing independently - published [insightful analyses](https://www.jmdjournal.org/article/S1525-1578%2820%2930360-3/pdf) of the early months of the U.S. outbreak and provide recommendations for improving the nation’s response to future pandemics.
* 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.
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| *Share resources with the AMP member community on ways to cultivate inclusion and address discrimination at our institutions, companies, and within our own laboratories* | * In February 2022, 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 end of 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.
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| *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* | * 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](https://www.amp.org/AMP/assets/File/advocacy/Multisociety%20Letter%20Stigmatization%20of%20Asians_Final.pdf).
* In September 2020, AMP supported U.S. House Science Chairwoman Johnson’s [call for a NASEM study](https://www.amp.org/AMP/assets/Sign-on-letter-NASEM-study-9-2-2020.pdf) to “identify policies, strategies and practices that have been the most successful in preventing and addressing systemic racism” in academia.
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| *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.* | * [DEI Working Group formed in April 2021](https://www.amp.org/membership/diversity-equity-inclusion-working-group/)
* Additional Membership Affairs Committee and DEI working group-specific efforts are in progress.
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