

AMP DEI Status Report: May 2023

Diversity, Equity and Inclusion (DEI) are embedded within AMP's Core Principles. We aim to enhance DEI at AMP, provide resources to help members improve DEI at their institutions, and promote a DEI-centric next generation of molecular professionals within the society and among the broader scientific community.

AMP has incorporated diversity, equity, and inclusion into our Core Principles and into our strategic plan to ensure a DEI-encompassing environment for our members and staff. AMP is working to achieve goals that are specific, measurable, achievable, relevant and timebound (SMART). We received a formal organizational assessment report and recommended Action Plan from our consultants at The Diversity Movement (TDM) in February 2022. The plan as approved by our Board of Directors was crafted through a rigorous, holistic assessment review. A part of AMP's commitment is to report periodically on our progress and activities. Below is a report of our ongoing progress in various areas:

Identified Goals and Commitments	Progress Achieved as of April 2023
<i>Incorporate diversity, equity, and inclusivity into AMP's Core Principles</i>	<ul style="list-style-type: none"> - Published and widely disseminated the updated Core Principles and enhanced our DEI Commitment in Spring 2022
<i>Introduce award and membership grant opportunities for underrepresented groups in science and medicine</i>	<ul style="list-style-type: none"> - New annual Underrepresented in Medicine Membership and Travel Awards launched in September 2020 <ul style="list-style-type: none"> o Able to provide seven awards in 2022 thanks to generous support from Asuragen, a BioTechne company - Associate Membership made free to all qualifying students, residents and post-docs in January 2021. <ul style="list-style-type: none"> o Since its introduction, AMP has seen a 117% increase in Associate Members
<i>Task all AMP Committees with incorporating diversity, equity and inclusion in their work</i>	<ul style="list-style-type: none"> - Most objectives added to AMP's Strategic Plan as a result of the initial Action Plan had been accomplished by March 2023. - Committees that select candidates for election, faculty, and speakers continue to be required to attend training in mitigating unconscious bias and advancing inclusion and equity. - AMP members voted to expand the number of positions on the Board of Directors to add voices to offer two Early Career positions; these positions were filled in March 2023 - Progress toward Strategic Plan objectives and Action Plan goals will continue to be monitored by the DEI Working Group and reviewed at least annually during Board and staff meetings. - Additional committee-specific efforts are in progress.
<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>	<ul style="list-style-type: none"> - AMP increased collection of membership demographic data in 2022 to over 45%, allowing us to have a better understanding of our community and the DEI challenges our membership face. We also continue to call upon members who haven't provided

	<p>demographic information to do so. Members can easily update this information at any time by logging in at https://www.amp.org/MyAMP</p> <ul style="list-style-type: none"> - In 2022, we reviewed award criteria to ensure they are transparent to applicants and initiated using rubrics for recipient selection. - The Editor-in-Chief and Managing Editor of <i>The Journal of Molecular Diagnostics (JMD)</i> continues to improve diversity among its Editors, Editorial Board and Reviewers; we applaud the appointment of Dr. Rondell Graham as Associate Editor for Solid Tumors (September 2022) - AMP’s assessment of the Journal in February 2023 indicated that <i>JMD</i> submission and review processes are fair, transparent, have processes in place to mitigate potential bias, and adheres to the pro-DEI best practices for scholarly publications and other resources. - AMP has reviewed existing policies such as the AMP Code of Conduct and CHAMP posting policy; we continue to improve communications regarding how to report a Code of Conduct violation. - AMP will poll committee members during their onboarding process regarding the dates of holidays/observances that should be avoided in planning their group’s meeting schedule. - In 2022, we reviewed the volunteer position descriptions, and revised where needed, to ensure that expectations are transparent to all applicants and nominees; we also initiated use of rubrics for selection of candidates and appointees to mitigate potential bias and help ensure a diverse candidate slate and leadership pipeline. - In 2023, we will begin to analyze member data to assess our leadership pipeline and our success in ensuring diversity in all volunteer groups and in removing undue barriers to leadership in AMP. - Continuing through 2023, we will assess current programs and revise/expand them or develop new programs for underrepresented groups to enhance sense of belonging, promote diversity, and develop new leaders. - AMP will continue to collect, monitor, and evaluate member and staff DEI feedback, and update the Action Plan as needed.
<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"> - We continue our Patient Engagement Outreach efforts across a broad spectrum of cancers, inherited disorders, and rare & infectious diseases, including ongoing translation of select digital resources into Spanish, hosting semi-annual “Lunch and Learn”

	<p>events and sharing free resources geared towards the general public on social media.</p> <ul style="list-style-type: none"> - In Spring 2023, AMP issued results of a survey detailing how laboratories are being negatively impacted by PAMA statutes, which may have downstream impacts on patients of all backgrounds - On August 12, 2022 AMP expressed deep concern for the U.S. Supreme Court’s ruling in <i>Dobbs v. Jackson Women’s Health Organization</i>. AMP noted “any statute that criminalizes the practice of evidence-based medical care is an imposition by government that threatens the health and life of patients and has implications far beyond reproductive health services,” and that AMP “is further concerned with how negative impacts of the Supreme Court’s ruling will exacerbate health care inequity.” - In the <i>Dobbs</i> statement, AMP also announced it “will not consider locations for its future [as yet uncontracted] annual meetings with laws that violate AMP’s revised Core Principles,” expanding upon its previous anti-discrimination position adopted in 2017.
<p><i>Provide specific education aimed at improving disparities in testing</i></p>	<ul style="list-style-type: none"> - AMP continues to drive its advocacy mission to ensure broad patient access to appropriate molecular testing. - AMP maintains a dedicated COVID-19 Testing Resources webpage, and has facilitated media inquiries for COVID-19 subject matter experts <ul style="list-style-type: none"> o AMP’s Infectious Diseases Subdivision Leadership, as well as many members writing independently, published insightful analyses of the early months of the U.S. COVID-19 outbreak and provide recommendations for improving the nation’s response to future pandemics. - In 2022, AMP created and maintained a dedicated Mpox Resources webpage - We created an Emerging Pathogens Task Force to design strategies to improve the U.S. (and international) response to new outbreaks.
<p><i>Share resources with the AMP 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. <ul style="list-style-type: none"> o March 16, 2022: “Reversing the Gender Leadership Gap: Taking Action for Meaningful Change”

	<ul style="list-style-type: none"> ○ June 22, 2022: “Combatting Bias in the Workplace” ○ November 2, 2022: DEI Working Group Networking Luncheon held at the AMP Annual Meeting in Phoenix, AZ ○ June 2023: DEI in Pathology: From Education to Clinical Practice session at AMP Europe <p>- AMP staff created 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>
<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>	<p>- AMP Europe Congress in June 2023 session, “DEI in Pathology: From Education to Clinical Practice session at AMP Europe” designed to inspire conversation and change in attendee workplaces and training programs.</p>