

## 2022 DEI Goals

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### Communications

- By end of March 2022, finalize DEI commitment, core principles, & Action Plan; begin communications internally and externally.
- Starting in 2022, annually review the CHAMP posting policy and Code of Conduct to ensure that they continue to promote inclusion and safe participation; include in new member welcome information and communicate annually to members where the policies reside online, how they can report violations, and how they are enforced.
- Starting in October 2022, gather follow-up data to monitor improvement from initial member and staff feedback, i.e., deploy DEI pulse surveys.

### Membership

- By end of 2022, increase collection of demographic data to 45%.
- Starting in September 2021, begin requiring DEI training for AMP staff and volunteers, and providing resources for members.
- Continuing through 2022, revise nominating and appointment processes to mitigate bias and ensure diverse candidate slate and leadership pipeline.
- Starting in 2022, ensure award nomination and selection processes are transparent; mitigate bias by having criteria with clear rubric.
- Starting in 2022, ensure Editors, Editorial Board and Reviewers are diverse; ensure that the journal review process is transparent and lacks bias.

### Community

- Starting in 2023, begin developing programs for underrepresented groups to enhance sense of belonging, promote diversity, and develop new leaders.

### Staff Empowerment, Education, Recruitment & Retention

- Beginning in March 2022, create a staff group to identify DEI and other relevant issues; create, recommend, and implement initiatives and solutions.
  - Starting in June 2022, create DEI training calendar and establish resources for staff.
  - By end of September 2022, review staff policies/procedures; update where needed to enhance DEI; share updates with staff.
  - Starting in 2022, provide information repeatedly and in various formats regarding promotion, pay equity, and professional development processes for staff.
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