



ASSOCIATION FOR MOLECULAR PATHOLOGY
Providing global expertise in molecular testing that drives patient care
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An Open Letter to AMP Members: Fostering Forward Movement Against Racism and Inequality

Dear Colleagues,

Following recent events in the U.S., many of us—along with our loved ones, colleagues, friends, and neighbors—are hurting.

The Association for Molecular Pathology (AMP) stands in solidarity with the Black community in this fight against racial inequality and race-based violence. We strongly condemn systemic racism and the recent acts of violence.

Our community is made up of healthcare providers who are committed to helping people, not harming them. As we have reflected on these recent events as an organization, we believe that we can be better allies for molecular diagnostics professionals of color and better supporters of diversity, equity, and inclusion in our discipline.

As a healthcare organization, we recognize the impact that racism and inequality have on the health of racial and ethnic minorities, and resource-poor communities. We know there are disparities in both access to and quality of healthcare available in these communities, which have contributed substantially to inequities that have spanned generations. This is an unacceptable problem that will require effort from all healthcare professionals to solve.

AMP has always valued diversity and has strived to provide a welcoming community for all, regardless of race, gender, sexual orientation, disability, ethnicity, religion, national origin, age, gender identity, the country we live in, or any other demographic grouping. We are, by essence, a diverse and inclusive organization. AMP's leadership and staff are committed to continuing this tradition, and developing new initiatives to better address the burden of discrimination within our organizational activities, in health care and in society. We believe this is paramount to our efforts to serve our members and advance clinical care of patients.

We believe our goal of making meaningful progress against racism in our field is best served by amplifying diverse voices in our community and including representation from across the spectrum of our community in everything we do. We hope that you as AMP members will continue to join us in this effort.

In coming weeks and months, we hope that you will see our efforts to improve diversity, equity, and inclusion for yourself. Our initial plans to support our member community and improve access to high quality care for the patients we serve as are as follows:

- Incorporate diversity, equity, and inclusivity into AMP's Core Principles
- Introduce award and membership grant opportunities for underrepresented groups in science and medicine
- Task all AMP Committees with incorporating diversity, equity and inclusion in their work
- Build explicit directives for diversity, equity, and inclusivity into the policies that govern how we select speakers, volunteers, award winners, and our leadership
- Continue our work to eliminate disparities in access to molecular testing through our public policy and advocacy efforts
- Provide specific education aimed at improving disparities in testing, particularly to address the challenges facing communities disproportionately impacted by the current COVID-19 pandemic
- Share resources with the AMP member community on ways to cultivate inclusion and address discrimination at our institutions, companies, and within our own laboratories
- 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
- 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.)

These actions must be only the beginning. We want each of you to use your voice and share your thoughts on how AMP can best advance. You can contact our Executive Director, Mary Steele Williams (mwilliams@amp.org) directly.

AMP values the diverse and welcoming community that we have built over the last 25 years. We are in a position to help make change and we take that responsibility seriously. Science, healthcare, and the world benefit when diversity, equity, and inclusivity are prioritized and racism in all its forms is eliminated.

Sincerely,

Karen Weck, MD
AMP President
on Behalf of the AMP Board of Directors