

ACMG Diversity Statement

Scientific diversity and the understanding of genomic variation among populations are cornerstones to medical advancement and development of better healthcare systems. The commitment to bolster equity and celebrate diversity is now, more than ever, a necessary step towards addressing our country's systemic racism, and confronting the neglect and oppression of targeted racial, ethnic, and social groups in our population.

As a medical genetics society and community, the American College of Medical Genetics and Genomics (ACMG) embraces diversity in our members and our patients. ACMG welcomes and encourages participation by all individuals in our organization and the genetics field, regardless of age, sex, gender, sexual orientation, race, religion, ability, ethnicity, national origin, or economic status. We believe in diversity, both in knowledge of human genome variation and the composition of our membership, to cultivate an interdisciplinary society built on respect, encouragement, and mentorship.

ACMG has championed diversity among our members and joined other professional organizations in their pledge to promote inclusivity and diversity in the genetics and medical fields. Through the creation of the Diversity, Equity, and Inclusion (DEI) Committee, ACMG will endeavor to ensure representation of diverse genetic backgrounds in genetic population databases and study cohorts, and to increase representation amongst our membership from historically underrepresented groups. Through the actions of the DEI Committee, ACMG will work to identify and facilitate activities that promote an environment in which the inherent worth and dignity of all people are recognized, respected, and accepted.

Plan of action regarding diversity, equity, and inclusion

ACMG's Diversity, Equity and Inclusion (DEI) Committee is responsible for promoting activities to achieve DEI within ACMG and the medical and genetics fields in our country.

To achieve ACMG's pledge to promote diversity and inclusivity, the DEI Committee will advise the ACMG Board with respect to:

1. Identifying strategies to increase diversity at all levels within ACMG, including membership, representation at the annual meeting (as presenters, panelists, and moderators), and bolstering leadership roles within ACMG through committees and as part of the Board of Directors;
2. Ensuring that medical genetic principles are addressed appropriately and with equity in ACMG policies, procedures, and guidelines;
3. Reducing potential barriers that may sustain advantage to some and disadvantage to others in the genetics and medical fields;
4. Creating educational opportunities for students from underrepresented social groups to perform genetics research at the graduate and undergraduate level; and
5. Reaching out to other professional societies to increase awareness of genetics among underrepresented social groups in science.