

ASHG Our Case for Support

American Society of Human Genetics Join us in advancing equity in genetics and genomics research

Our Society

Support from members, donors, and partners has and continues to make the American Society of Human Genetics an enduring leader in advancing genetics and genomics for all.

As the world's oldest and largest professional society for human genetics and genomics, ASHG is uniquely positioned to sustain the advancement of genetics and genomics research and application on a global scale. Nevertheless, a lack of diversity in genetic research studies and the workforce has hampered the speed of progress in the field. ASHG aims to change this through our work acknowledging and addressing inequities in human genetics and genomics, expanding participation and strengthening careers of researchers from diverse backgrounds, sustaining emphasis on increasing diversity and inclusion in research cohorts, and developing a knowledge network and professional education for researchers. We invite you to join us on this enduring journey as an ASHG Genetics and Genomics Impact Partner.

Our Members

Society members include leading researchers, educators, and advocates recognized for their invaluable contributions to human genetics and genomics.

Founded in 1948, ASHG welcomes nearly 7,000 members from over 70 different countries. Our members include scientists, clinicians, genetic counselors, and students studying human genetics and genomics and developing tests and treatments for nearly all human diseases. ASHG members champion the need to better understand human genetic diversity and develop tests and treatments that help people everywhere.

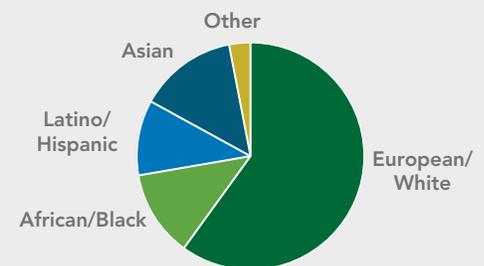
The Need

Lack of diversity in genetic research studies and the workforce slows progress but we can change that.

Current understanding of human genetics and genomics is based primarily on research studies using genomes from people of European backgrounds. This hinders our ability to translate research into health care benefits for people of all backgrounds.

Similarly, the genetics and genomics workforce does not mirror the racial, ethnic, or ancestral diversity of our nation and global society. Greater workforce diversity will tap into a richer range of viewpoints to drive discovery and innovation.

Diversity in Human Genomic Data (NIH ClinVar)



Popejoy AB, Ritter DI, Crooks K, et al. The clinical imperative for inclusivity: Race, ethnicity, and ancestry (REA) in genomics. *Hum Mutat.* 2018;39(11):1713-1720. doi:10.1002/humu.23644

Our Work

We are developing a knowledge network and professional education for researchers.

ASHG is informing the human genetics and genomics workforce about the importance and best ways of engaging and recruiting diverse groups to participate in research.

How?

- Creating an online training course on implicit bias and antiracism for researchers.
- Developing guidelines to help researchers learn to engage diverse groups in genetics research.
- Prioritizing diversity, equity, and inclusion (DEI) content in ASHG programs and publications.
- Piloting a member affinity group dedicated to DEI-related dialogue and learning.

We are expanding participation and strengthening careers of researchers from diverse backgrounds.

ASHG is cultivating a diverse genetic and genomic research workforce equipped with the resources and networks they need to pursue and remain in scientific careers.

How?

- Advancing underrepresented researchers' careers thru the Human Genetics Scholars Initiative.
- Bringing more researchers from underrepresented backgrounds to the ASHG Annual Meeting.
- Collaborating with minority-serving institutions to engage their students and faculty in the field.

We are sustaining emphasis on increasing diversity and inclusion in research cohorts.

ASHG is promoting greater participation of underrepresented groups in genetics and genomics research studies to bring the benefits of genetics and genomics to people of all backgrounds.

How?

- Emphasizing the contributions of genetics and genomics research to better understanding conditions that disproportionately impact underserved patient populations.
- Building partnerships with other organizations committed to increasing diversity, equity, and inclusion within research.

Our Progress & Impact

Human Genetics Scholars Initiative

With support from multiple partners, ASHG has begun advancing the professional success of underrepresented early-career genetics researchers through the Human Genetics Scholars Initiative (HGSI). The program provides each Scholar with two years' worth of important financial resources, year-round professional development, and intensive mentoring and networking opportunities. Half of those in cohorts 1 and 2 have already transitioned to early-career scientist and faculty positions in academia and industry.



2019-2020 Human Genetics Scholar

"Being part of HGSI has improved my sense of belonging and lessened my imposter syndrome within human genetics."

Developing Country Awards

ASHG provides awards for outstanding early-career researchers from developing countries to attend the Society's annual meeting to present their research and network with ASHG leaders and community members. Importantly, with support from partners, we have tripled the number of researchers we can support each year.

"For candidates like me [living in] developing countries, [we] can't afford to shoulder the expenses of traveling and attending these sorts of international conferences [though] they play crucial role in our professional growth. This award can open new paths in terms of collaboration, training, and learning."

Diversity, Equity, & Inclusion Dialogue Series

ASHG has begun work to engage our community in authentic and courageous conversations. We recently held a dialogue series on diversity, equity, and inclusion topics to hear and learn about the ASHG community's thoughts and experiences, including:

- How to improve the inclusion of diverse researchers within our programs and activities.
- Barriers to equity and inclusion for diverse individuals within the workforce.
- How past injustices have impacted and how we might address them to expand research participation

How You Can Make an Impact

Become an ASHG Genetics and Genomics Impact Partner.

ASHG Impact Partners include individuals and organizations dedicated to advancing human genetics and genomics through ongoing dialogue and philanthropic engagements, knowing that collective effort is required to ensure all people benefit from genetics and genomics research.

As an Impact Partner, your \$75,000 annual contribution to the ASHG Fund for Equity in Genomics Research helps us to:

- Design innovative programs with demonstrable impacts on DEI.
- Build capacity to expand our DEI efforts in future years.
- Sustain our DEI programs and initiatives through challenging times.

Recognition & Engagement

Becoming an ASHG Impact Partner means you are invited to...

- Showcase your role and impact on genetics and genomics research through highly visible recognition in ASHG communications and programming.
- Celebrate advances and explore emerging opportunities to advance diversity, equity, and inclusion during an annual reception and day of panel discussions with ASHG leaders.
- Communicate shared and unique goals and priorities via twice yearly one-on-one calls with ASHG executive and senior staff.
- Learn about new advancements during two to four virtual educational presentations from key leaders each year.
- Share your DEI efforts and impact with the broader genetics and genomics community through an annual ASHG Impact Partners event at the ASHG Annual Meeting.
- Convey your commitment to the field via philanthropic and volunteer support for ASHG programs and activities that align with your mission and goals.

Exclusive Benefits

Organizations who become Impact Partners can also...

- Support your employees' professional development with five complimentary ASHG memberships and Annual Meeting registrations.
- Recruit talented human genetics professionals to join your team through complimentary participation in the annual ASHG Career Fair and five online job postings.
- Receive a complimentary standard booth along with priority access to and a discount for other ASHG Annual Meeting exhibit, sponsorship, and advertisement opportunities.

Contact Us

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