



Strategic Plan 2023

Mission: ASHG's mission is to advance human genetics and genomics in science, health, and society through excellence in research, education, and advocacy.

Vision: People everywhere realize the benefits of human genetics and genomics research.

Core Values:

- Integrity
- Inclusion
- Collaboration
- Rigor
- Innovation
- Social responsibility

Envisioned Future and Outcomes:

- Professionals advancing research consistently turn to ASHG for highest quality emerging science, training, professional education, publishing, and mentorship opportunities
- There is increased appreciation of the value and impact of human genetics and genomics research among key partners and communities
- ASHG's work has fostered greater diversity, equity, and inclusivity in research and the research workforce
- ASHG is regarded highly for being an inclusive, diverse, accessible society where human genetics and genomics researchers and professionals feel represented, valued, and welcomed
- ASHG is a society with operational excellence and sustainable growth

Goals and Objectives

Promote Research Excellence

Goal:

ASHG is a leading force to enhance the quality of human genetics and genomics research and increase its benefits for all.

Objectives:

1. Sustain leadership as the primary home for human genetics and genomics discovery, translation, and implementation research
2. Increase capacity and success in bringing the field together through collaborative opportunities using ASHG's leading scientific venues (meeting, journals, year-round professional education)
3. Communicate and cultivate the importance of research participant diversity in human genetics and genomics research
4. Develop and drive access to innovative professional education on new genetics and genomics technologies, scientific approaches, and ethical practices

Advance Policy and Advocacy

Goal:

ASHG leverages its reputation and strengths to shape the future of the field.

Objectives:

1. Elevate ASHG as a sought-after source and provider of information that advances and influences research policy
2. Increase member value and participation in ASHG advocacy for greater investment in human genetics and genomics research
3. Provide reliable, research-informed genetics knowledge, combat misinformation, and speak out against the use of human genetics to cause harm
4. Provide guidance to the field by communicating on emerging scientific and research ethics issues

Cultivate Diversity, Equity, and Inclusion

Goal:

ASHG works to foster diverse, equitable, accessible, and inclusive environments and scientific priorities within the Society and across the international research community.

Objectives:

1. Integrate diversity, equity, and inclusion across ASHG leadership, activities, programs and operations
2. Sustain leadership in building a diverse and inclusive human genetics and genomics workforce
3. Collaborate to expand inclusive pathways to careers in the field
4. Expand strategies to increase sustainable, equitable access to ASHG resources and programs

Ensure Organizational Strength and Sustainability

Goal:

ASHG is a financially resilient and thriving organization that is well-positioned to lead, adapt, and innovate.

Objectives:

1. Optimize the business model through a continued focus on delivering valuable professional development, an impactful Annual Meeting, and sustainable publishing strategies
2. Reinforce the value of membership at all career stages
3. Sustain focus on revenue diversification and innovation, risk management, and sound investment strategies to ensure organizational adaptability and resilience

