

International Orthopaedic Diversity Alliance

Newsletter

Issue 1
7 June 2020

OUR PURPOSE

*Global collaboration
to advance the
inclusion of women &
under-represented
minorities in
Orthopaedic Surgery*

Welcome to the inaugural IODA Newsletter, an update of activities relevant to International Orthopaedic Diversity. At this time of great international upheaval resulting from Covid-19 and the recent death of George Floyd, uniting to advance diversity is imperative. IODA is seeking an arrangement with the Australian Orthopaedic Association to support a webpage/digital presence. In the interim we shall attempt to share information via newsletter. Please forward any information you would like distributed to this group to orthodiversityalliance@gmail.com

AAOS Diversity Advisory Board & the Orthopaedic Diversity Leadership Consortium (ODLC)

AJ Johnson, Chair of AAOS Diversity Advisory Board (DAB) has introduced the recently formed Orthopaedic Diversity Leadership Consortium to IODA. ODLC is a US group led by Erica Taylor, Assistant Professor of Orthopaedic Surgery at Duke University and colleagues. Thank you also AJ for introducing your DAB colleagues to IODA, we welcome their ideas and look forward to collaborating.

- **Julie Balch Samora**, Clinical Associate Professor, Orthopaedic Surgery, Ohio State University College of Medicine
- **Coleen Sabatini**, Associate Professor, UCSF, Oakland
- **Elizabeth Matzkin**, Surgical Director, Women's Musculoskeletal Health, Brigham

Engaging with Orthopaedic Industry

The IODA membership is increasingly engaging with Orthopaedic Industry, many of whom have well-developed Diversity Strategies. There is considerable interest from Stryker, the AO Foundation, DePuy Synthes and other organisations to work with IODA through their global and national entities. Our Industry colleagues have enormous potential as powerful allies. Perhaps a coordinated approach from IODA would have the greatest effect.

Molly Carnes

Virginia Vailian Professor, Departments of Medicine, Psychiatry, and Industrial & Systems Engineering

Director, Center for Women's Health Research

Codirector, Women in Science and Engineering Leadership Institute (WISELI), University of Wisconsin-Madison

Gabriela Rojas

Vice president, Global Strategic Capabilities, DePuy Synthes, Johnson and Johnson

Women's Leadership and Inclusion Global Steering Committee, Johnson & Johnson Enterprise

Global Office of Diversity and Inclusion Advisory Board, Johnson & Johnson Enterprise



AO Foundation Diversity Webinar - *Please create a free account to access*
https://aovideos.aofoundation.org/media/1_xkgxfri

Research Paper: Diversity in Orthopaedic Webinars – Seeking Interest

Caroline Hing (IODA,UK) is starting a research project investigating Diversity in Orthopaedic Association Webinars in 2020. Given the explosion of webinars during Covid-19, this is an excellent opportunity for an IODA paper. Please contact Caroline if you are interested. Australia shall be participating. caroline.hing@stgeorges.nhs.uk

Recent statements from AAOS & BOA

We welcome the many statements from Orthopaedic Associations in response to recent events. Please find the AAOS and BOA statements below.

AAOS
American Association of Orthopaedic Surgeons

May 31, 2020

Anyone who has seen the graphic video of George Floyd being pinned down and suffocated by a Minneapolis police officer cannot help but be horrified. There is no justification for this violence. This incident follows the recent shooting of Ahmad Arbery as he was jogging through a Georgia neighborhood, and the case of Christian Cooper who was wrongly accused of harassing a woman while he was bird watching in New York City. The detrimental effects these incidents have on our society and especially on Black communities, should not and cannot be underestimated. The Academy rejects the idea of any person regardless of race, religion, gender, creed or sexual orientation, and we strongly condemn what has recently occurred.

To our Academy members of color, we stand with you. Every human life matters to us. As the poet John Donne wrote:

"Any man's death diminishes me, because I am involved in mankind; and therefore never send to know for whom the bell tolls; it tolls for thee."

We believe that although words are important, deeds matter most. I have always believed that our Academy and its leadership ought to look more like the population we serve. This is reflected in one of the three goals of our strategic plan: to ensure the culture and governance of AAOS's board and volunteer structure to become more strategic, innovative, and diverse.

A more diverse Academy will lead to better care for our patients, including those of color. Your Academy will respond to these episodes by demonstrating the very best of human nature and compassion. Values we continue to uphold as we face our future together.

Sincerely,



Joseph A. Bassi, Jr., MD, FRCOS
AAOS President

The current tensions in the United States have brought to the forefront the shameful effect of overt and insidious racism.

The impact of discrimination on Black and minority communities cannot be overlooked or underestimated; we at the BOA support our BAME surgeons, and believe in equality of all regardless of race, gender or religion.

We understand the importance of diversity across our leadership, reflecting the demographic of our members, and influencing the structure and strategies of our Council. A more diverse BOA, better serves our patients, and best supports our colleagues.

The issues highlighted this week do not solely effect our BAME members, but are a problem for us all; the Association is committed to words of action and deeds of change to best uphold our core values of caring for all patients and supporting all surgeons.



British Orthopaedic Association

Future IODA Newsletters

Please consider forwarding any information you would like shared to the IODA via this newsletter to orthodiversityalliance@gmail.com and it will be included in the next monthly edition. All feedback and ideas for regular content or feature articles welcome. **Closing date for contributions to the next edition shall be 30 June 2020.**

Editor

Jennifer Green FRACS FAOrthA
Chair, Australian Orthopaedic Association Orthopaedic Women's Link (OWL)
Australian Orthopaedic Association Cultural Inclusion Working Group

Acknowledging the Ngunnawal People as the traditional owners of the land on which I live and practise. I pay my respects to the elders, past, present and emerging.