



RECRUITING

Targeted and Focused Recruitment of URMs and Women

1

Direct lines of communication between AAOS leadership and RJOS/ JRGOS/AALOS/SOMOS leadership to identify opportunities for collaboration. Direct presidential line meetings should occur at least annually.

- The AAOS Presidential Line (PL) met with leadership of liaison societies.
- The specialty societies have promoted the current AAOS committee openings and membership benefits through their newsletters, emails, and word-of-mouth.

2

Promotion of membership for AAOS female and URM members in RJOS, JRGOS, AALOS, SOMOS e.g. focused outreach to under-represented groups to educate about existing AAOS affiliate societies and benefits to becoming a member.

3

Communication and promotion of application within the CAP system for all URM and women AAOS members, including but not exclusive to presentations at RJOS, JRGOS, AALOS and SOMOS Annual Meeting events outlining Committee, Council, and board volunteer opportunities and the Committee Appointment Program (CAP) process.



SELECTION

Purposeful and Transparent Selection for Leadership Positions

4

Public Selection Report released annually.
(AAOS Governance Diversity Report)

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>90% of Individuals making membership and leadership selections undergo implicit bias and diversity, inclusion, and equity training with development of a rubric assisting those making committee appointments identifying why certain selections were made and why they didn't make other selections.

- Developed a Public Selection Report, posted on [aaos.org/diversity](https://www.aaos.org/diversity). The report, posted annually, reflects a 2018-2020 baseline and shows annual statistics on composition, selection, and engagement for AAOS diversity in governance.
- Encouraged members to apply for CAP positions via outreach through societies and individually.
- Held an LGBTQ+ Networking Social at Annual Meeting to promote diversity activities and CAP positions.



RETENTION

Enhance Retention via Onboarding, Mentoring, and Leadership Development



Participate as needed in leadership training to promote leadership competencies for all AAOS members, focusing particularly on URM and women.

- Leadership training continues through the AAOS Leadership Institute with Level 3 and Level 4 applicants selected for the 2023 cycle.
- The chair of the DAB began serving as an ex-officio member of the CAP Committee and provides direct feedback on diversity aspects of the committee appointment process, including the onboarding, selection and evaluation process.



CULTURE

Promotion of an Orthopaedic Culture Embracing Diversity, Inclusion & Equity

7

Promote the Diversity Strategy to Members and those who may be interested in Orthopaedics.

- Implemented Social Media Diversity Plan, including engagement of members, and outreach.
- Implicit bias, diversity, inclusion and equity training continues for new chairs appointed to serve within the AAOS governance structure.

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DAB charged to repeat Workplace Culture Survey to monitor AAOS membership experiencing discrimination, bullying, sexual harassment, or harassment within the past 6 months.



FOUNDATIONAL

Additional Initiatives and/or Measures to Support Execution of Diversity Tactics and Metrics



Identify other foundational activities needed in order to execute the diversity strategy.

- AAOS IDEA Grant Program opened applications for second year of the grant program.



Implement IDEA Grant Program.