



RECRUITING

Targeted and Focused Recruitment of URMs and Women

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

2

Promotion of membership for AAOS female and URM members in RJOS, JRGOS, and AALOS, 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, and AALOS Annual Meeting events outlining Committee, Council, and Cabinet volunteer opportunities and the Committee Appointment Program (CAP) process.

- The AAOS Presidential Line (PL) met with JRGOS and RJOS leadership early in 2020 and again with JRGOS, RJOS, and AALOS in Fall 2020.
- Kristy Weber, MD, FAAOS gave presentations on the importance of collaboration on diversity initiatives and applying for CAP positions to RJOS and JRGOS at their respective meetings.
- Developed multiple articles promoting AALOS, JRGOS and RJOS that appeared in *Headline News Now (HNN)* and *AAOS Now*, and conducted email and conference call communications. The partner societies are also linked on aaos.org/diversity for more information.
- The specialty societies have promoted the current AAOS committee openings through their newsletters, emails, and word-of-mouth.



SELECTION

Purposeful and Transparent Selection for Leadership Positions

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Public Selection Report released annually.

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Publish and promote selection criteria within CAP system and promote mentorship for appropriate CAP application.

6

>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, with a foreword written by the Diversity Advisory Board (DAB). The report, posted annually, reflects a 2018-2020 baseline and shows annual statistics on composition, selection, and engagement for AAOS diversity in governance.
- Reported on June and full year progress on overall AAOS Diversity Dashboard initiatives.
- The DAB validated the selection criteria in the CAP system and encouraged members to apply for CAP positions via outreach through societies and individually.
- Conducted Diversity, Inclusion and Implicit Bias Training for governance leaders and staff liaisons.
- In 2020, it is now mandatory as part of the CAP process to include comments on rationale selecting and not selecting candidates or the recommendation will not move forward.



RETENTION

Enhance Retention via Onboarding, Mentoring, and Leadership Development

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Committee members evaluate chairs including inclusion efforts; this feedback is given to the committee chairs and positive inclusion efforts used as a criteria for subsequent leadership positions. Metrics of participation by committee members with clear expectations.

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Committee chairs evaluate members; this feedback is given to the members.

9

>90% of leadership positions complete onboarding process.

10

Leadership training for all current committee leadership to promote leadership competencies for all AAOS members, focusing particularly on URM and women.

- DAB reviewed and made updates to the Committee Chair and Committee Member evaluation forms, which are now required for consistent use in 2020.
- DAB reviewed the current governance onboarding process and added diversity and implicit bias content to June Committee Chair and Committee Member onboarding webinars.
- Conducted Diversity, Inclusion, and Implicit Bias training for members new to governance leadership positions.
- Leadership training delivered through the AAOS Leadership Institute, which launched in Fall 2020
- This program focuses on key leadership competencies for AAOS governance and includes diversity education in several levels of the program.



CULTURE

Promotion of an Orthopaedic Culture Embracing Diversity, Inclusion & Equity

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Implicit bias, diversity, inclusion, and equity training for > 90% of AAOS Liaison Staff.



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

- All staff liaisons completed the same Diversity, Inclusion, and Implicit Bias training as their AAOS governance leaders.
- Finalized analysis of 2018 Workplace Culture Survey results and published article in JAAOS in March 2020.
- Staffing and budgets are in place to repeat the Workplace Culture Survey in 2021, with DAB planning initiated in 3rd quarter 2020.



FOUNDATIONAL

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

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

- The DAB completed its annual review of its charges in 3rd quarter to ensure ongoing alignment to support the ongoing diversity strategy.