



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.



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.



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, RJOS, and AALOS.
- 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](https://www.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.

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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, 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 progress on overall AAOS Diversity Dashboard initiatives.
- 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.
- Performed assessment of standards for including member profile data for sexual identity and other potential categories, and add upgraded data options to technology pipeline for future releases and future governance data reporting.
- Delivered formal and informal mentorship through Levels 2-4 of the AAOS Leadership Institute.



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.



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



>90% of leadership positions complete onboarding process.



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

- DAB reviewed and updated additional diversity content opportunities in curriculum for AAOS Leadership Institute
- Reviewed current onboarding process and recommended improvements to the current diversity and implicit bias content.
- Obtained DAB feedback on annual CAP Evaluation Process for committee chairs and committee members and recommend changes to the CAP Committee.
- Leadership training continues through the AAOS Leadership Institute with Level 3 and Level 4 applicants selected for the 2021 cycle.



CULTURE

Promotion of an Orthopaedic Culture Embracing Diversity, Inclusion & Equity



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



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

- Held Diversity Town Hall webinar to provide forum for discussion and update on diversity activities.
- Implemented Social Media Diversity Plan, including engagement of members, and outreach.
- Continued to include diversity and implicit bias content to governance onboarding process.
- Diversity related articles published in *AAOS Now*.
- Evaluated DAB charges to ensure alignment with strategic plan and diversity goals.
- Confirmed plans to deploy Workplace Culture Survey in 2022.
- Implicit bias, diversity, inclusion and equity training continues for new chairs appointed to serve within the AAOS governance structure.



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.

- The DAB completed its annual review of its charges in 3rd quarter to ensure ongoing alignment to support the ongoing diversity strategy.
- The DAB added a SOMOS liaison member to the composition.