

AAOS GOVERNANCE DIVERSITY REPORT

COMPOSITION, ENGAGEMENT, SELECTION



As part of the selection metric, which focuses on purposeful and transparent selection for governance and leadership positions, AAOS developed the Governance Diversity Report with the objective of identifying a baseline and establishing a goal for increasing diversity among the volunteer structure. It provides an analysis of the AAOS' volunteer structure composition, member engagement, and applicant selection. The report will be provided on an annual basis.

EXECUTIVE SUMMARY

This report was developed with the objective of identifying a baseline and establishing a goal for increasing diversity among AAOS' board and volunteer structure. From 2020 to 2021, the data shows:

1. An increase in the percentage of female and underrepresented minorities holding positions on the AAOS Board of Directors.
2. An increase in the percentage of female holding leadership positions on AAOS Committees and Councils, and an increase in the percentage of female and underrepresented minorities holding member positions on AAOS Councils and Committees.
3. Based on total Active Fellow membership, female members continue to be engaged in volunteer service at a higher percentage than their male counterparts. In addition, underrepresented minorities also continue to be engaged at a higher percentage compared to White (non-Hispanic) and Asian American (non-Hispanic) members.
4. When applying for Council/Committee leadership and member positions, females are selected at a higher percentage rate than males. Underrepresented minority applicants are selected at a higher percentage rate than White (non-Hispanic) and Asian American (non-Hispanic) applicants, a change from the previous analysis.
5. A baseline for the inaugural Level 3 and 4 classes of the AAOS Leadership Institute, which provides training, mentoring, and networking opportunities for members who aspire to serve as a committee or council chair or on the AAOS Board of Directors.

INTRODUCTION

This report provides an analysis of the AAOS' volunteer structure composition, member engagement, and applicant selection. The report includes data from 2019, 2020, and 2021 and is updated annually, following the governance changes that take effect after the AAOS Annual Meeting. The report is made up of three main sections: Composition, Engagement, and Selection.

■ Composition

Provides data on the composition of the Board of Directors, Councils, and Committees, based on gender and race/ethnicity.

■ Engagement

Provides data on the number of active volunteers as a percentage of the total membership, based on gender and race/ethnicity.

■ Selection

Provides the number of applications submitted by gender and race/ethnicity, and indicates the percentage at which the members of each group are selected.

ASSUMPTIONS / DEFINITIONS

- **URM** – Individuals who identified as Asian (Hispanic), Black/African American (Hispanic), Black/African American (non-Hispanic), White (Hispanic), American Indian/Alaskan Native (Hispanic), American Indian/Alaskan Native (non-Hispanic), Multi-Racial (non-Hispanic), Multi-Racial (Hispanic), Native Hawaiian/Other Pacific Islander (Hispanic), Native Hawaiian/Other Pacific Islander (non-Hispanic)
- **NON-URM** – Individuals who identified as White (non-Hispanic), Asian (non-Hispanic)
- **AAOS Board of Directors:** Composed of President, Vice President, Second Vice President, Immediate Past President, 4 Members-at-Large, BOC Chair, BOC Chair-Elect, BOC Secretary, BOS Chair, BOS Chair-Elect, BOS Secretary, Lay Member, Treasurer, Treasurer-Elect
- **Leadership:** Includes individuals serving as a chair, chair-designee, vice-chair, or section leader.
- **Members:** Includes individuals serving as a member-at-large, resident member, former LFP member, society representative, consultant, secretary, or treasurer position.
- **Total Reported:** Total number of members within a given governance unit who chose to report their race, ethnicity, and/or gender in AAOS membership data. As not every member reports this information, it is possible for Total Reported to be a lower number than Total Positions.

COMPOSITION

AAOS Governance Diversity Data

AAOS BOD	2019 - % Female	2020 - % Female	2021 - %Female	2019 - % URM	2020 - % URM	2021 - %URM
Total Positions	16	16	17	16	16	17
Female or URM / Total Reported	3 Female/ 16 TR	4 Female/ 16 TR	5 Female/ 17 TR	1 URM/16 TR	2 URM/16 TR	6 URM / 17 TR
%	18.75%	25.00%	29.41%	6.25%	12.50%	35.29%
% Growth		33.3%	17.6%		100.0%	182.4%

Council, Advisory Board, Committee Leadership

Total Positions	78	76	77	78	76	77
Female or URM / Total Reported	9 Female/ 78 TR	9 Female/ 76 TR	10 Female/ 77 TR	4 URM/77 TR	6 URM/75 TR	4 URM/76 TR
%	11.54%	11.84%	12.99%	5.19%	8.00%	5.26%
% Growth		2.6%	9.7%		54.0%	-34.2%

Council, Advisory Board, Committee Members

Total Positions	646	626	615	646	626	615
Female or URM / Total Reported	80 Female/ 638 TR	85 Female/ 623 TR	84 Female/ 614 TR	49 URM/ 609 TR	52 URM/ 600 TR	55 URM/ 591 TR
%	12.54%	13.64%	13.68%	8.05%	8.67%	9.31%
% Growth		8.8%	0.3%		7.7%	7.4%
Total Serving / Total Reported (TR)	92 Female / 732 TR	98 Female / 715 TR	99 Female / 708 TR	54 URM / 702 TR	60 URM / 691 TR	65 URM / 684 TR
	12.57%	13.71%	13.98%	7.69%	8.68%	9.50%
Total Serving / Total Positions (TP)	92 Female / 740 TP	98 Female / 718 TP	99 Female / 709 TP	54 URM / 740 TP	60 URM / 718 TP	65 URM / 709 TP

*Total Reported includes individuals who selected a gender/ethnicity. For percentage value, non-identified for gender and ethnicity were excluded from total.

AAOS Governance Active Fellow Volunteers as % of Total Active Fellows

2019

Gender or Race/Ethnicity	Volunteer Total	Active Fellow Membership Total*	% Active Volunteers
Female	78	1,150	6.8%
Male	553	17,259	3.2%
URM	47	815	5.8%
White / Asian American (non-Hispanic)	479	12,910	3.7%

Approximately 64 of the governance volunteers belong to other membership categories that are eligible, per the Bylaws, to volunteer on a committee.

*Based on 2018 Year-End membership, defined as of October 1, 2018

2020

Gender or Race/Ethnicity	Volunteer Total	Active Fellow Membership Total*	% Active Volunteers
Female	83	1,193	7.0%
Male	509	17,032	3.0%
URM	46	838	5.5%
White / Asian American (non-Hispanic)	531	12,823	4.1%

Approximately 65 of the governance volunteers belong to other membership categories that are eligible, per the Bylaws, to volunteer on a committee.

*Based on 2019 Year-End membership, defined as of October 1, 2019

2021

Gender or Race/Ethnicity	Volunteer Total	Active Fellow Membership Total*	% Active Volunteers
Female	82	1,220	6.7%
Male	506	16,791	3.0%
URM	51	854	6.0%
White / Asian American (non-Hispanic)	517	12,704	4.0%

Approximately 60 of the governance volunteers belong to other membership categories that are eligible, per the Bylaws, to volunteer on a committee.

*Based on 2019 Year-End membership, defined as of October 1, 2020

Not all membership categories are eligible for every individual volunteer position. For additional information regarding the various AAOS membership categories, please review Article IV - Member Classifications, Requirements and Rights of the [Bylaws of the American Association of Orthopaedic Surgeons](#).

SELECTION

Board of Directors - Nominees and Selection

Second Vice President

	2018	2019	2020
Total Nominees	13	9	8
Female	2	1	1
URM	1	1	1
Selected	Male, Non-URM	Male, Non-URM	Male, Non-URM

Member-at-Large (No Age Designation)

	2018	2019	2020
Total Nominees	22		8
Female	2	N/A	2
URM	3		3
Selected	Male, Non-URM		Female – URM

Member-at-Large (Under Age 45)

	2018	2019	2020
Total Nominees	12	11	14
Female	4	3	5
URM	1	1	0
Selected	Female, Non-URM	Male, Non-URM	Female, Non-URM

Member-at-Large (Over 45)

	2018	2019	2020
Total Nominees		18	
Female	N/A	0	N/A
URM		1	
Selected		Male, Non-URM	

Individuals selected begin service the following year. Ex: Nominees considered in 2020, begin service on the Board March 15, 2021.

SELECTION

Board of Directors - Nominees and Selection

Treasurer-Elect

	2018	2019	2020
Total Nominees			6
Female	N/A	N/A	0
URM			1
Selected			Male, URM

BOC Secretary

	2018	2019	2020
Total Nominees	4	3	3
Female	0	1	0
URM	2	1	1
Selected	Male, URM	Female, URM	Male, URM

BOS Secretary

	2018	2019	2020
Total Nominees	3	4	3
Female	1 *Withdrew	1	0
URM	0	0	1
Selected	Male, Non-URM	Female, Non-URM	Male, URM

Individuals selected begin service the following year. Ex: Nominees considered in 2020, begin service on the Board March 15, 2021.

Councils and Committees

	2018	2019	2020
Total Applicants	254	414	261
# Female Applicants	41	70	40
# Female Appointed	17	32	19
% Female Appointed	41.46%	45.71%	47.50%
# Male Applicants	213	343	220
# Male Appointed	86	139	83
% Male Appointed	40.38%	40.52%	37.73%
# URM Applicants	18	60	32
# URM Appointed	5	23	13
% URM Appointed	27.78%	38.33%	40.63%
# Non-URM Applicants	222	348	220
# Non-URM Appointed	94	147	87
% Non-URM Appointed	42.34%	42.24%	39.55%

Includes total applications received for leadership and member positions.

AAOS generally limits members to serving on one committee at a time, unless the governance unit is exempt from the “one-committee” rule. Therefore, this analysis may include:

- Individuals that applied for multiple positions and were appointed to a committee, making the applicant ineligible for additional committee appointments.
- Individuals that hold a committee seat and are not eligible for the position for which they applied.

AAOS Leadership Institute

The AAOS Leadership Institute provides training, mentoring, and networking opportunities to help members acquire and enhance the key skills needed to succeed as a volunteer leader at AAOS. The AAOS' Leadership Institute, or ALI (pronounced "AL-EYE"), is offered in four successive tiers that align to the member's current level of involvement in the AAOS' governance structure. Each level will progressively develop members' skills, knowledge, and experiences to prepare them for higher levels of leadership at AAOS. Levels 3 and 4 are available through an application process for members who aspire to serve as a committee or council chair or on the AAOS Board of Directors. The table below provides a baseline on the number of eligible applications submitted by gender and race/ethnicity and indicates the percentage at which the members of each group are selected.

Class Year 2021	Level 3	Level 4
# Female Applicants	7	2
# Female Appointed	7	2
# Male Applicants	25	8
# Male Appointed	13	8
# URM Applicants	3	0
# URM Appointed	2	0
# Non-URM Applicants	29	10
# Non-URM Appointed	18	10
% Female in Class	35%	20%
% URM in Class	10%	0%