2020 AAOS DIVERSITY DASHBOARD

June Progress Update

AAOS
American Academy of Orthopaedic Surgeons

RECRUITING

Targeted and Focused Recruitment of URMs and Women

1. 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 once with the leadership of JRGOS and RJOS in 2020 and will meet again in the fall. The PL is scheduling time with AALOS.
- 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.* The partner societies are also linked on aaos.org/diversity for more information. Additional articles and webinars are being developed.
- The specialty societies have promoted the current AAOS committee openings through their newsletters and word-of-mouth.

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SELECTION

Purposeful and Transparent Selection for Leadership Positions

4 Public Selection Report released annually.

5 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, which will be posted annually, reflects a 2018-2020 baseline and shows annual statistics on composition, selection, and engagement for AAOS diversity in governance.
- The DAB validated the selection criteria in the CAP system and encouraged members to apply for CAP positions via outreach through societies and individually. The DAB is available to answer questions for individuals during the application process.
- Conducting Diversity, Inclusion and Implicit Bias Training for all 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.

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RETENTION

Enhance Retention via Onboarding, Mentoring, and Leadership Development

7 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.

8 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.
- Diversity, Inclusion, and Implicit Bias training is underway, including those members new to governance leadership positions.
- Leadership training will be delivered through the AAOS Leadership Institute, which is targeted for a Fall 2020 initial launch.
- This program will focus on key leadership competencies for AAOS governance and will include diversity education in several levels of the program.

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CULTURE

Promotion of an Orthopaedic Culture Embracing Diversity, Inclusion & Equity

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

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

- Staff liaisons are taking 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 for 2021 Survey with planning to start in 3rd quarter 2020.

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FOUNDATIONAL

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

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

- The DAB will discuss charges in 3rd quarter to ensure ongoing alignment to support the ongoing diversity strategy.

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