

Australian Orthopaedic Association

# DIVERSITY STRATEGIC PLAN 2018–2023

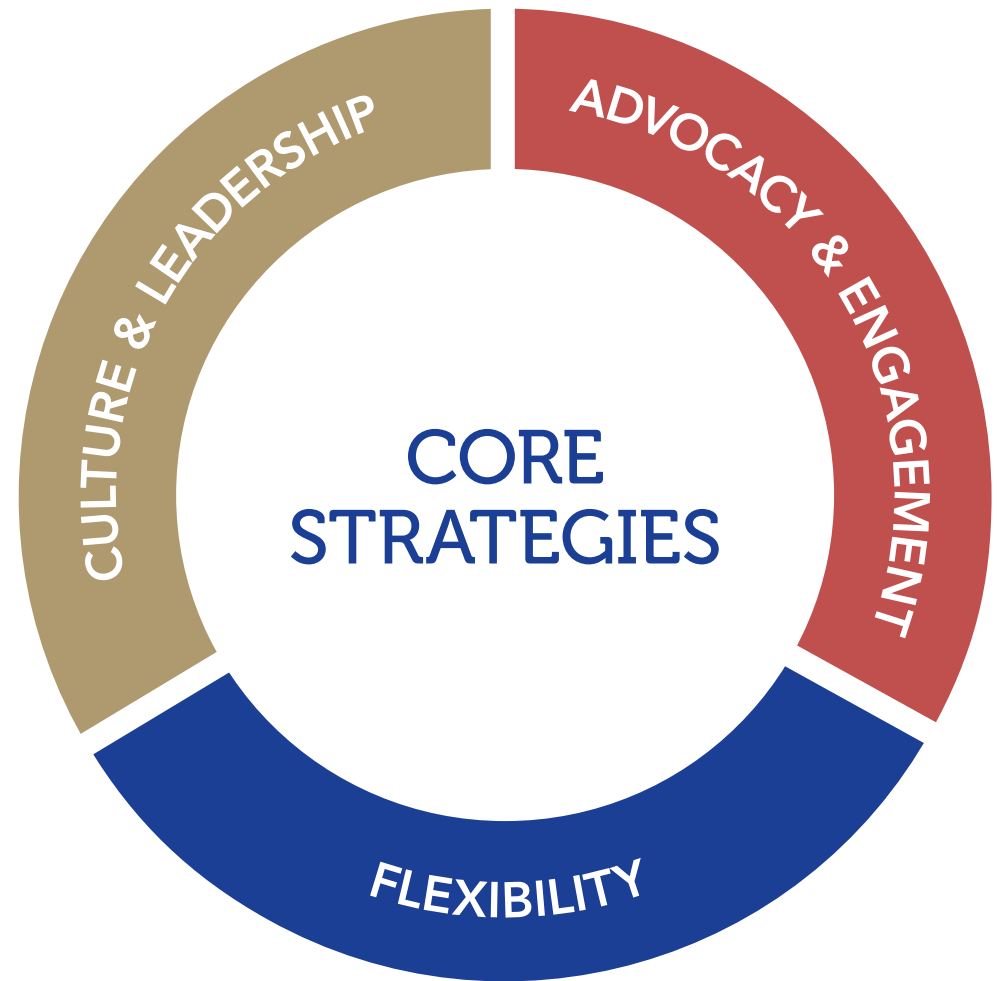


AOA

AUSTRALIAN  
ORTHOPAEDIC  
ASSOCIATION

# VISION

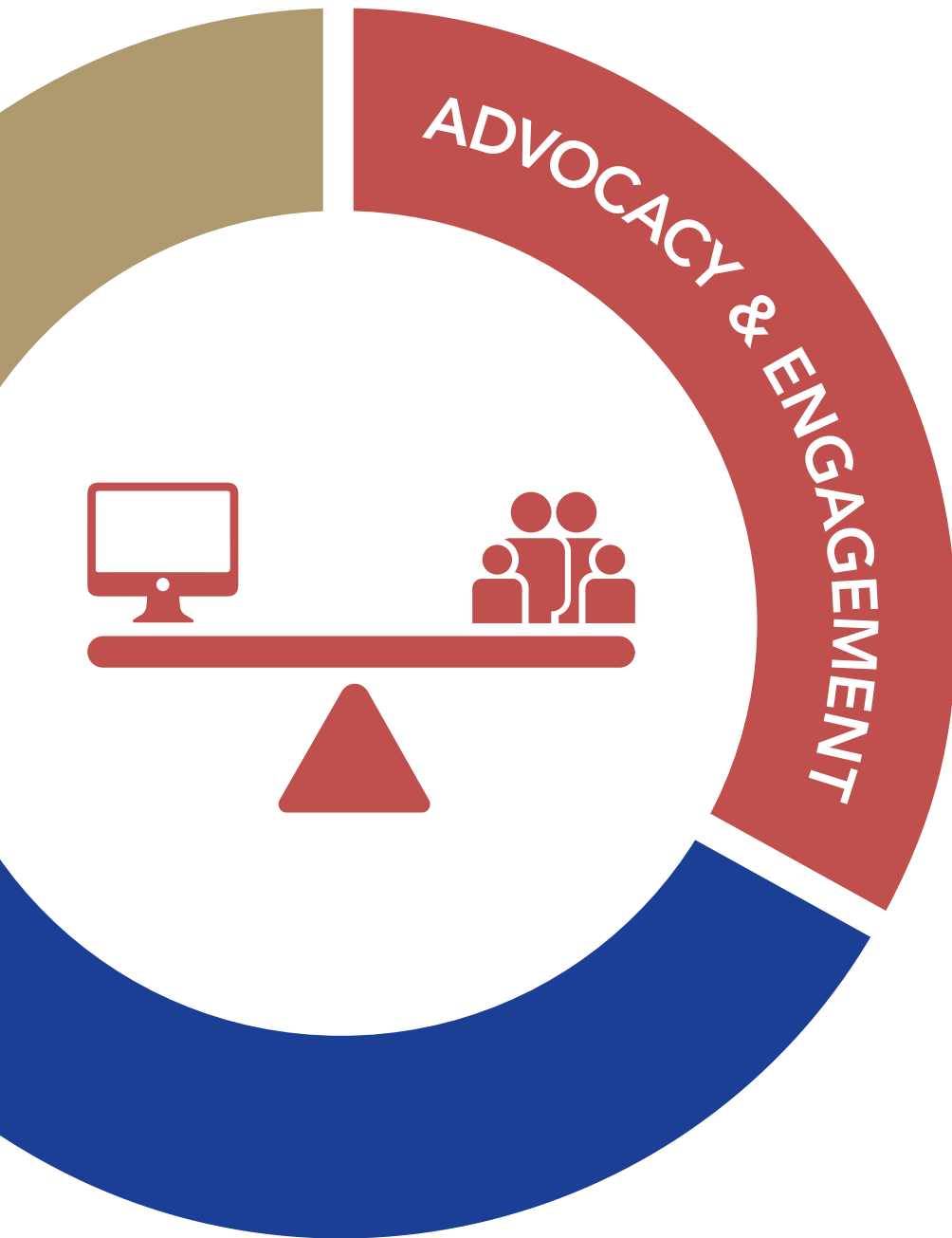
*To create a culture of inclusion that promotes and enables all people into and within the profession of orthopaedic surgery to the benefit of the Australian people.*



# AIM

- To remove diversity and equality barriers and create an enabling environment
- To deliver sessions in education, training and ethical decision making in leadership
- To mentor and support women to leadership positions
- To benchmark against world-recognised best practice in diversity
- To create an environment of psychological safety





## AIM

- To promote flexibility and work-life balance
- To support and encourage greater involvement of women in AOA activities and leadership positions
- To encourage diverse representation on all panels at COE, ASM and state ASMs
- To promote orthopaedic surgery as a career to medical students and JMOs
- To promote diversity and equal opportunity

# AIM

- To allow flexibility in the selection process, an individual's selection application, training and career so that structured barriers to a diverse workforce are removed
- To further develop and deliver member services at AOA events and activities
- To complement the achievement of competency based training in AOA 21
- To support any AOA member wishing to undertake flexible training

