



AOA

AUSTRALIAN  
ORTHOPAEDIC  
ASSOCIATION

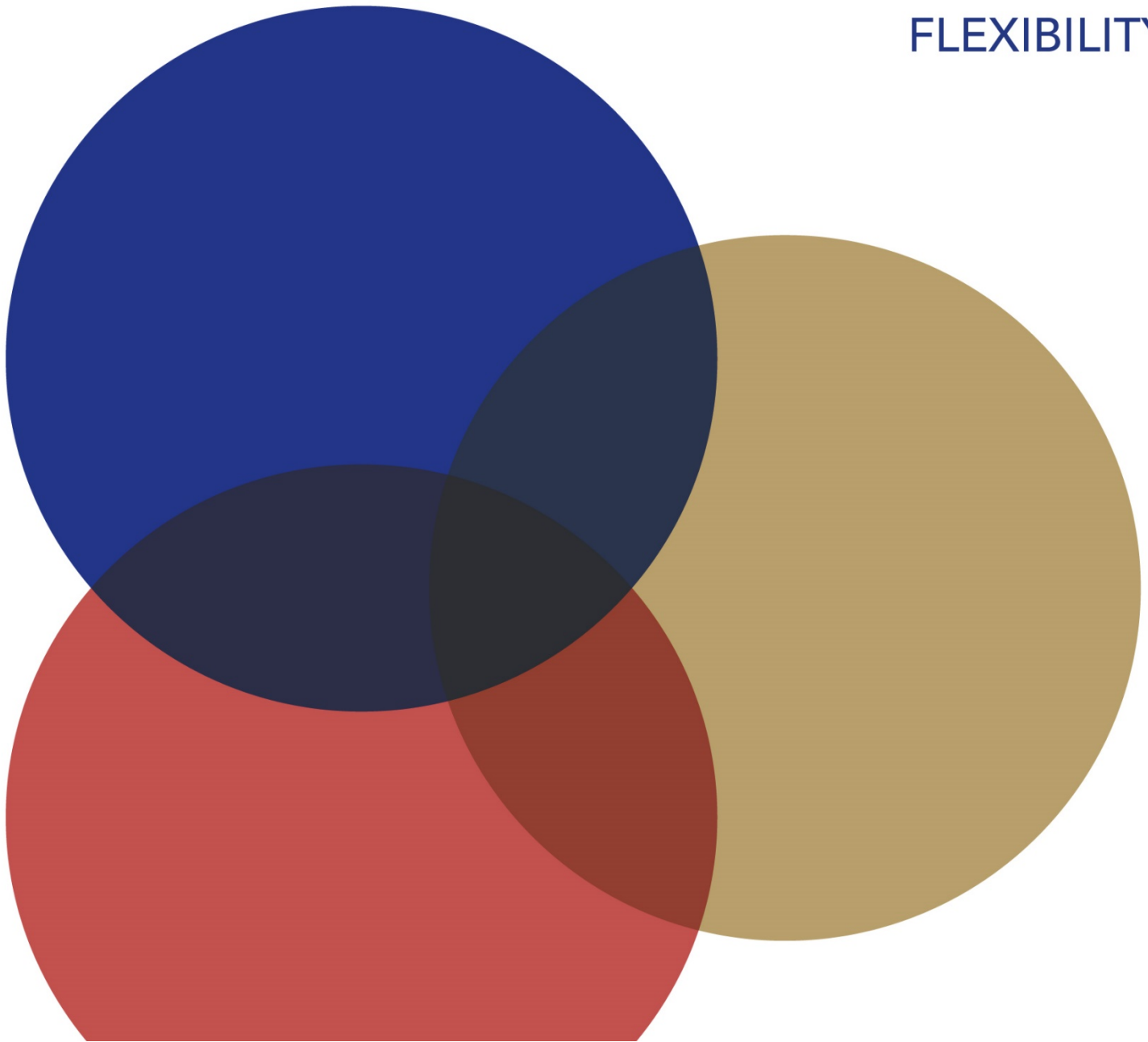
Australian Orthopaedic Association

# DIVERSITY STRATEGIC PLAN 2018–2023

CULTURE & LEADERSHIP

ADVOCACY & ENGAGEMENT

FLEXIBILITY



## CULTURE & LEADERSHIP

Milestones	Deliverables
<i>To remove diversity and equality barriers and create an enabling environment</i>	
Actively work towards achieving an agreed percentage of female applicants to AOA 21 Training Program each year	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>2020 saw 24 per cent of female applicants</li> </ul>
Actively work towards achieving an agreed percentage of female orthopaedic trainees in 'Introduction to Orthopaedics', as per the selection regulations	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>In the 2020 Intro to Orthopaedics cohort, 14 per cent of trainees were female</li> <li>Update for 2021 to be provided later in the year</li> </ul>
To commence collecting more complete data as identified in this plan	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>Diversity statistics are collected and reported frequently to the AOA Board</li> <li>Specific OWL surveys completed on the barriers for females into orthopaedic surgery and other data as presented and discussed in the AOA webinar on <a href="#">'Reversing the barriers to females becoming orthopaedic surgeons'</a></li> </ul>
Achieve an agreed percentage of female Board Directors within three years	<b>COMPLETE &amp; ONGOING</b> <ul style="list-style-type: none"> <li>2021 saw 30 per cent of female Board members excluding Board Observers</li> <li>Constitutional changes to allow OWL board member to move from observer to voting rights underway</li> </ul>
Actively work towards achieving an agreed percentage of Board committee's members and state branches executive members are female within five years	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>Increased communication of available positions to membership and included on AOA webpage for increased visibility</li> <li>2021 saw 18 per cent of females representing a seat on Board committees and state branch executive committees</li> </ul>
<i>To deliver sessions in education, training and ethical decision making in leadership</i>	
To include diversity education in mentoring workshops, bone camp, bone school, AOA 21, ethics education and leadership forum	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>Diversity education is involved in all relevant AOA activity and will continue</li> <li>OWL Committee Chair spoke at Bone Camp in 2021 year and it will be included as an ongoing arrangement</li> <li>Inclusion in all AOA education forums and opportunities in 2020 and future</li> </ul>
<i>To mentor and support women to leadership positions</i>	

To extend the Mentoring Program to include high school students, medical students and JMOs	<p><b>COMPLETE</b></p> <ul style="list-style-type: none"> <li>• Correspondence sent to universities and postgraduate medical councils regarding the AOA Mentoring Program</li> <li>• Webpage developed regarding AOA's mentoring and advocacy initiatives</li> </ul>
<i>To benchmark against world-recognised best practice in diversity</i>	
To identify and report to the Board one best practice standard in diversity per annum	<p><b>COMPLETE and ONGOING</b></p> <ul style="list-style-type: none"> <li>• Policy on AOA female members in AOA Scientific and Educational Meetings Policy completed</li> <li>• <i>Welcome to and Acknowledgment of Country Policy</i> completed</li> <li>• D&amp;I survey approved and to be released in September 2021</li> <li>• AOA Culture, Diversity &amp; Inclusion Annual Award – in scoping with AOA Diversity groups</li> </ul>
<i>To create an environment of psychological safety</i>	
To create an orthopaedic 'champions of change' group, with representation from every state	<p><b>COMPLETE and ONGOING</b></p> <ul style="list-style-type: none"> <li>• Champions of Change Working Group formed in late 2018</li> </ul>
To purposefully review AOA documents for diversity biases & incorporate diversity into documents addressing professionalism & ethical conduct arising from the ethics implementation plan	<p><b>COMPLETE and ONGOING</b></p> <ul style="list-style-type: none"> <li>• AOA documents are reviewed ongoing and their language is checked to rectify any unconscious bias and to reflect AOA's <i>Ethical Framework</i></li> </ul>

## ADVOCACY & ENGAGEMENT

Milestones	Deliverables
<i>To promote flexibility and work-life balance</i>	
See below milestones	<b>COMPLETE and ONGOING</b>
<i>To support and encourage greater involvement of women in AOA activities and leadership positions</i>	
Actively work towards achieving an agreed percentage of female surgical facilitators for the undergraduate workshop	<p><b>COMPLETE and ONGOING</b></p> <ul style="list-style-type: none"> <li>• In 2019, 26 per cent of facilitators who led sessions during the UG workshop were female. The women that we had were fantastic role models and facilitators</li> <li>• 2020 was postponed due to COVID-19</li> </ul>
An agreed percentage of undergraduate workshop	<p><b>ONGOING</b></p> <ul style="list-style-type: none"> <li>• Outcome for 2018 was 26 per cent and outcome for 2019 was 37 per cent</li> </ul>

participants are female within the next five years (average per year)	<ul style="list-style-type: none"> <li>• Average of two out of five years is 31 per cent</li> <li>• 2020 was postponed due to COVID-19</li> </ul>
<i>To encourage diverse representation on all panels at COE, ASM and state ASMs</i>	
To invite female representation on all panels at COEs, ASMs and state ASMs	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>• Inclusion of female members in AOA Scientific and Educational meetings Policy approved by Board in February 2019</li> <li>• Diversity and inclusion at AOA meetings</li> </ul>
To achieve female representation on all panels at COEs, ASMs and state ASMs	
<i>To promote orthopaedic surgery as a career to medical students and JMOs</i>	
To develop a national diversity communication and engagement plan (including social media) to advocate and communicate the benefits of orthopaedics for AOA members including a specific plan targeted to high school students, medical students and JMOs	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>• <a href="#">Orthopaedic Diversity</a> campaign's run</li> <li>• RACS OWL networking – 14 May 2021</li> <li>• OWL workshops planned for QLD and SA cancelled due to COVID-19</li> <li>• Reversing the Barriers Webinar</li> <li>• Glimpse into Orthopaedics webinar</li> </ul>
Develop networking opportunities for minority groups in orthopaedic surgery	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>• 'Through the looking glass' OWL Workshops run: 1 x QLD in 2018   1 x NSW &amp; 1 x VIC in 2019 Cancelled 2020 and 2021 due to COVID-19. Online webinar July 10 as a pivot</li> </ul>
Develop protocols/guidelines for female trainees, unaccredited registrars, JMOs and medical students, contacting AOA to put them in touch with OWL	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>• owl@aoa.org.au inbox set up and process to manage enquiries and requests</li> </ul>
<i>To promote diversity and equal opportunity</i>	
To include more diverse images of orthopaedic consultants and trainees in AOA marketing and promotional material	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>• Use of AOA own membership and OWL membership participants at events and workshop promoted on AOA website and social channels</li> <li>• 3-4 Diversity campaigns developed and implemented each year and promoted on socials and AOA webpage</li> <li>• Specific webpages for Diversity &amp; Inclusion <a href="#">Diversity at AOA</a> <a href="#">Orthopaedic Women's Link</a> <a href="#">Champions of Change</a> <a href="#">Cultural Inclusion</a> <a href="#">Orthopaedic Diversity</a> <a href="#">Articles</a></li> </ul>

Target inclusion of diversity and equity as topics at state ASMs, COEs and the AOA ASM	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>Engagement with State Branches regarding AOA Diversity aims</li> <li>Diversity topics and Involvement in State and National ASM's</li> </ul>
To develop a relationship engagement plan with outside agencies eg Diversity Council Australia, Universities, hospitals, AIDA, industry etc	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>Member of Diversity Council Australia</li> <li>Working with medical surgical societies and state hospitals for OWL workshops</li> <li>AIDA skills workshop in progress</li> <li>Regular engagement with universities, hospitals and industry</li> <li>Full activity plan for Diversity groups approved by Board and underway for 2021</li> </ul>
Increase membership awareness on the importance of diversity (track at least annually)	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>OWL eNewsletter established in 2018 and a quarterly publication and was enhanced to be D&amp;I eNewsletter – high engagement rates</li> <li>2019 results show that 85 per cent AOA Membership think diversity is important</li> <li>Board approved a D&amp;I survey – to be sent in September 2021</li> </ul>

## FLEXIBILITY

<b>Milestones</b>	<b>Deliverables</b>
<i>To complement the achievement of competency-based training in AOA 21</i>	
See below milestones	<b>COMPLETE and ONGOING</b>
<i>To support and encourage greater involvement of women in AOA activities and leadership positions</i>	
To develop clear guidelines and policies regarding flexible training	<b>COMPLETE</b> <ul style="list-style-type: none"> <li>Guidelines and policies completed regarding flexible training</li> </ul>
To develop and implement the principles of blinded selection where possible	<b>INCOMPLETE – REFRESHED for next plan</b> <ul style="list-style-type: none"> <li>AOA always look to find ways to remove unconscious bias from the selection process. The possibility of blinded selection was considered and not feasible.</li> <li>Unconscious bias measures have continued to be of focus and implemented)</li> </ul>
Increase the diversity of members participating in the selection process	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>For 2020: 74 females out of 180 national (41 per cent)</li> <li>Since 2018 the diversity of members participating in the selection process has risen to 40 per cent and above and held stable for the last three years</li> </ul>
To facilitate unconscious bias training sessions for those involved in selection	<b>COMPLETE and ONGOING</b> <ul style="list-style-type: none"> <li>Unconscious Bias webinar was run August 2020 – 197 registered, 101 attended (85 members and 16 non-members); 51 per cent attendance rate. Available to</li> </ul>

	<p>membership and those involved in selection. 97 per cent of those who completed the post survey rated it to satisfaction or above expectations.</p> <ul style="list-style-type: none"> <li>• Focus will continue in the Education and Training strategic milestones and the Diversity Strategy 2022–2024 will continue to progress areas in removing unconscious bias as appropriate</li> </ul>
<i>To further develop and deliver member services at AOA events and activities</i>	
To implement the Breastfeeding & Child Care Facilities Policy at ASMs, state branch ASMs and COE's	<p><b>COMPLETE and ONGOING</b></p> <ul style="list-style-type: none"> <li>• AOA Breastfeeding and Childcare facilities at AOA Events Policy released in 2018 and ongoing implementation occurs</li> </ul>
To include requests for childcare on all meeting registration forms	<p><b>COMPLETE and ONGOING</b></p> <ul style="list-style-type: none"> <li>• ASM, COE's and other AOA events and conferences include an area on registration for include childcare requests</li> </ul>
<i>To support any AOA member wishing to undertake flexible training</i>	
To accredit at least one flexible training post in each training region within the next three years	<p><b>COMPLETE AND ONGOING</b></p> <ul style="list-style-type: none"> <li>• We train in seven different regions</li> <li>• All AOA sites with more than three AOA trainees must demonstrate how they will accommodate a flexible training post as part of their accreditation</li> <li>• We have four trainees training part time in Term 1 2021</li> <li>• Five training sites were reviewed in 2020 to which the part-time accreditation standard applies (ie they have three or more posts) – all satisfied the standard</li> </ul>

Last updated July 2021