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This slide has a white background with a blue vertical bar on the left side. The AOA logo is positioned on the blue bar. The title 'Context' is centered at the top in a blue, sans-serif font. Below the title, there is a bulleted list. The first bullet point is 'The AOA has an overarching, AOA Strategic Plan 2019 – 2021 underway...'. Below this, the text 'Other key strategies that run concurrently:' is followed by another bulleted list: 'Ethics Strategy', 'Diversity Strategy' (which is circled in red), and 'Research Strategy'.

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Context

Purpose:

***Restoring and advancing the wonder of movement.***

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Context

Vision:


***To be world-recognised for the advancement of orthopaedic surgery through education, professional standards, research and advocacy.***

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Context

## Core Strategies:

-  **Education & Training**
-  **Leadership & Professional Standards**
-  **Research**
-  **Advocacy**



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## McKinsey & Company (Management Consulting) “Delivering through Diversity” report, 2015

Analyzed the Diversity & Inclusion of 346 Companies in Australia & UK

Organizations with higher Diversity & Inclusion (>30%)

- Attract **top talent**
- Increased **innovation**
- Better quality of **decision making**
- Better “**customer**” (patient) **orientation**
- Better “**employee**” (AOA member) **satisfaction**
- Secure “license to operate” (maintain AOA relevance)

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**AOA**  
AUSTRALIAN  
ORTHOPAEDIC  
ASSOCIATION

## Action taken

- Currently in year 2 of a 5-year strategy



Australian Orthopaedic Association


**DIVERSITY  
STRATEGIC PLAN  
2018–2023**



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## 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.*



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## 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

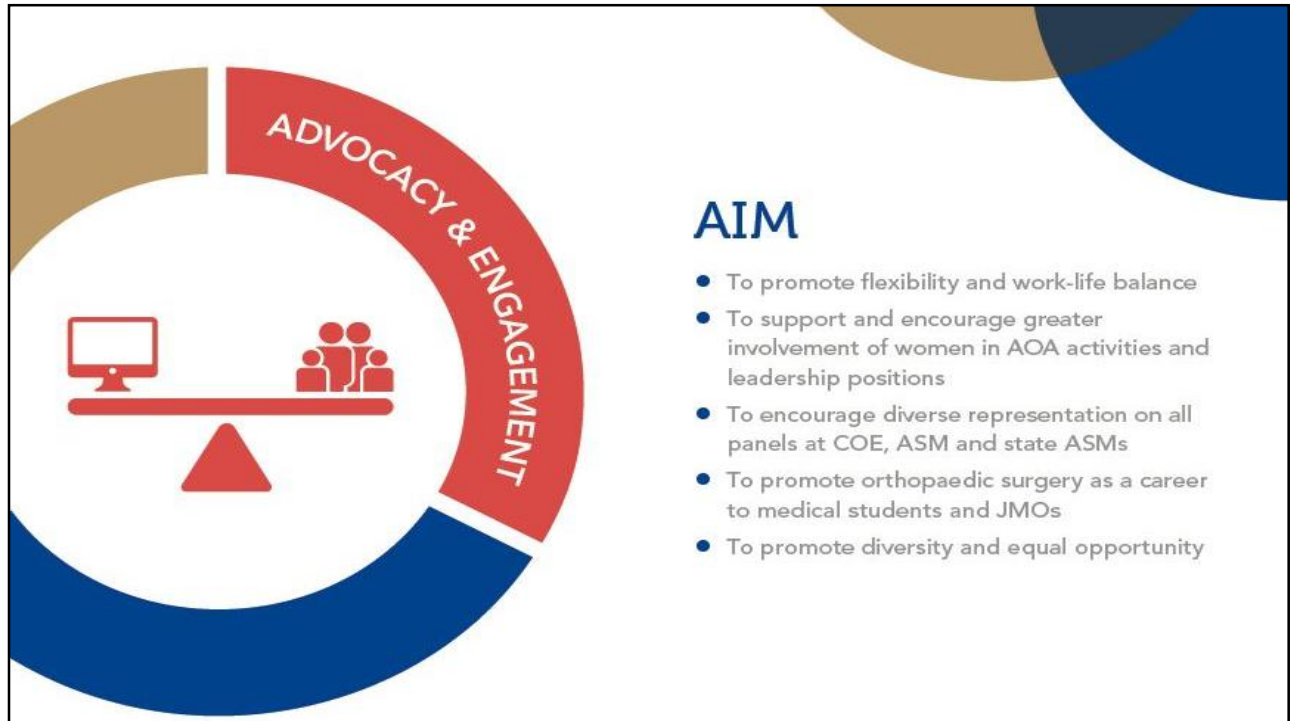


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## ADVOCACY & ENGAGEMENT

## 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




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## 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



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Action taken & impact

## Diversity Strategy Achievements: Ethical Framework

### AOA Ethical Framework 2018

- Recognises the inherent worth of all people and their beliefs
- Aims to build a diverse membership that reflects and respects the community

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Action taken & impact

## Diversity Strategy Achievements: Encouraging Female Medical Students & JDocs to consider an Orthopaedic Career





- Inaugural workshop in Brisbane Aug 2018 – ***excellent feedback***
- NSW workshop in Sydney on 23 Mar 2019 – ***at capacity***
- VIC workshop – ***in planning, date to be advised***

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Action taken & impact

## Diversity Strategy Achievements: Orthopaedic Women's Link (OWL) Committee



- An advocate for Women in Orthopaedics
- Increase inclusion & diversity in Orthopaedic Surgery
- Develop & implement the AOA Diversity Strategy



Chair: Jennifer Green  
RACS Women in Surgery Committee


**NSW/ACT:** Sindy Vrancic  
**QLD:** Catherine McDougall  
**SA/NT:** Nicole Williams  
**VIC/TAS:** Avanthi Mandaleson  
**WA:** Katherine Stannage  
**Board:** Andrew Ellis  
**FTC:** Ian Incoll  
**AORA:** Meenu Shunmugam

See our webpage 'interesting articles'

[owl@aoa.org.au](mailto:owl@aoa.org.au)

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Action taken & impact


## Diversity Strategy Achievements: AOA Champions of Change Group

- AOA CC group to work with AOA Board and OWL Committee and AOA membership to implement the AOA Diversity Strategy - in taking action against gender inequality within the organisation



Chair: Andrew Ellis

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Action taken & impact

## Diversity Strategy Achievements: Selection Panels & Presenter Guidelines

- *Selection Interview Panel Guidelines* amended to encourage the diversification of individuals serving on the interview panels to reduce the risk of ***unconscious bias and 'groupthink'***:
  - 2011-2017: **significant increase** from aggregated average of 11%
  - 2018: **50% women** on selection panel
- Stricter guidelines/policies for presenters/moderators at AOA meetings to outline professional standards expected of delegates

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Action taken & impact

### Diversity Strategy Achievements: Hospital Accreditation

- Revised **Hospital Accreditation Standards** – promote flexible/part-time training
  - Sites with three or more accredited positions to demonstrate how they accommodate part-time AOA trainee

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Action taken & impact

### Diversity Strategy Achievements: AOA Scientific Meetings

- Stricter guidelines/policies for presenters/moderators at AOA meetings to outline professional standards expected of delegates
- Improved inclusion & diversity of presenters & moderators
- Consequences for inappropriate/disrespectful behavior/content

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Action taken & impact

## Diversity Strategy Achievements: Flexible training & Childcare at AOA Events

- Moving from time-based to AOA21 competency-based Training Program
- The development and implementation of the *Breastfeeding and Childcare Facilities at AOA Events Policy* – appropriate service provisions to be made available to members at AOA meetings
  - Providing onsite childcare at the 2018 AOA ASM
  - 2019 → rolling out to State ASMs, COE meetings, AORA ASM

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## What we know so far...

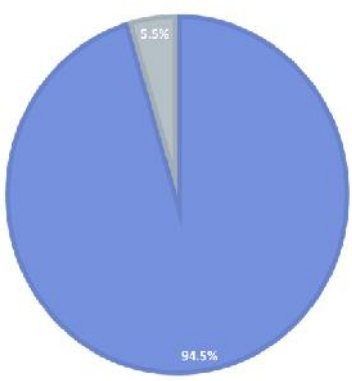
### AOA Members (Fellows & Trainees)

**Women comprise:**

- >50%** Medical Graduates
- 5.5%** AOA Members
- 4.5%** AOA Active Fellows

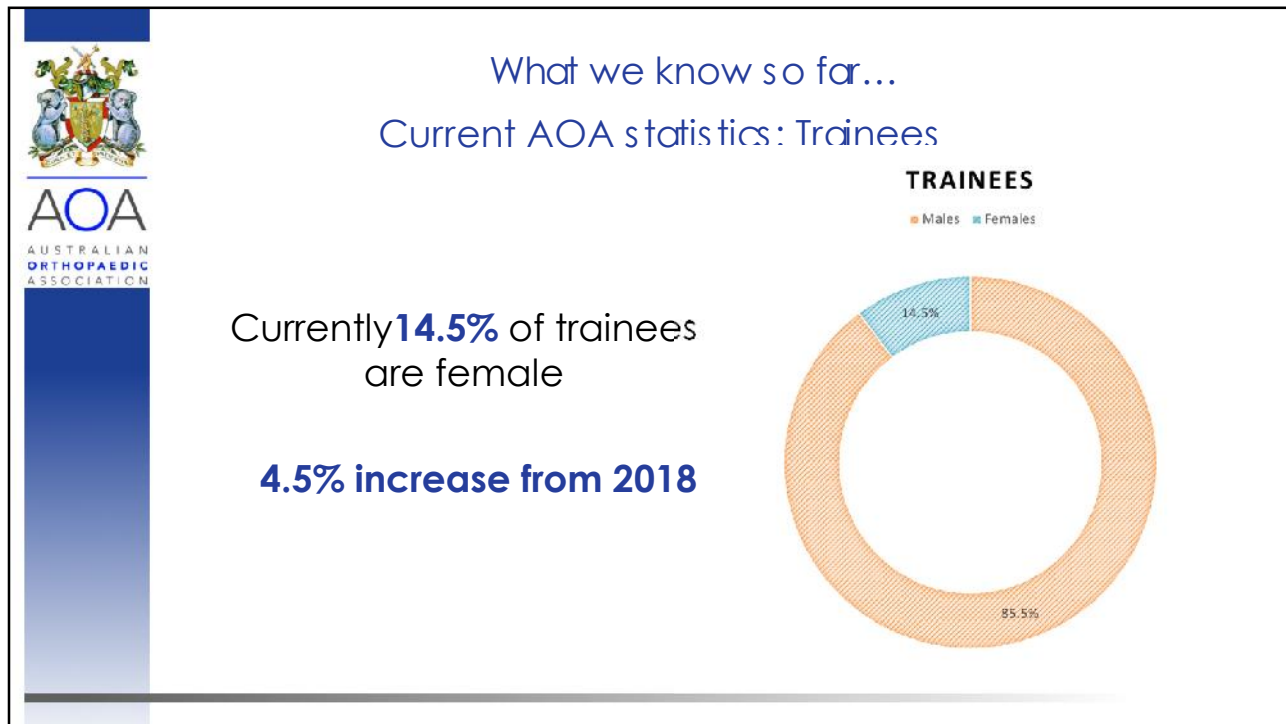
**MEMBERS**

■ Males ■ Females

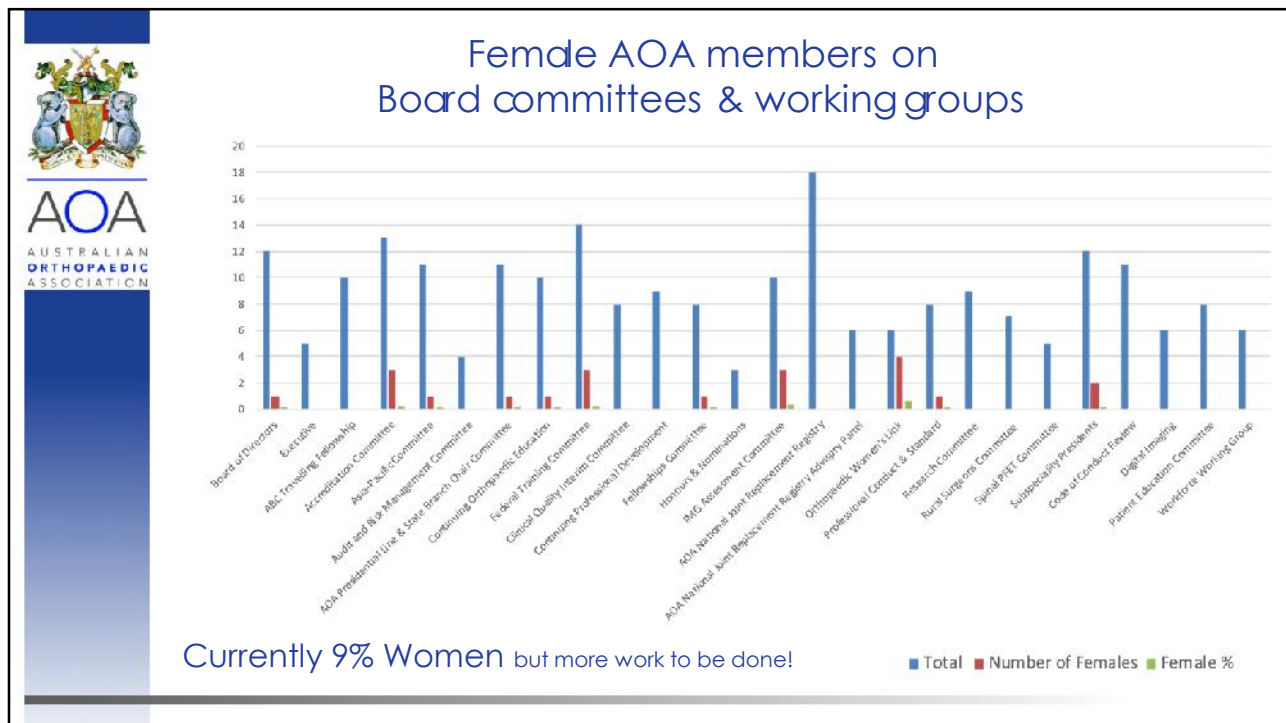


Gender	Percentage
Males	94.5%
Females	5.5%

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Questions

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