

Presented by the Diversity, Equity, Inclusion, and Accessibility
(DEIA) Committee:

First Annual DEIA Summit



MISOS

MEDICAL STUDENT ORTHOPEDIC SOCIETY

October 15, 2023

10am-12:30pm EST

DANISA

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About Us

Orthopedic surgery has historically lacked diverse representation. In 2019, the field had the **lowest** percentage of female (15.4%) and minority (28.7%) representation when compared to all other specialties. When compared to demographics in 2007, minority representation **decreased** by 3.0%, while female representation slightly increased by 3.0%, demonstrating a continued need for improvement in diversity efforts.

The aim of the Medical Student Orthopedic Society (MSOS) is to provide students with equal access to resources to help them navigate the field of orthopedic surgery. Although the society provides resources to all students, it acknowledges that **equality in our field can only be reached if equity is properly promoted.**

MSOS is committed to promoting equity within the field, and the inaugural DEIA Summit provides a unique opportunity to increase outreach, support, and interest for the field of orthopedic surgery among underrepresented populations.

Welcome

Welcome to the Medical Student Orthopedic Society (MSOS) Inaugural Diversity, Equity, Inclusion, and Accessibility (DEIA) Summit hosted by The George Washington University. The DEIA committee, chairs, and advisors have worked diligently to prepare the best summit program for medical students.

This inaugural DEIA Summit is unlike any other meeting in the country – providing a comprehensive program aiming to increase medical students' understanding of DEIA disparities in orthopaedic surgery and provide exposure to the many established organizations focused on improving DEIA in orthopaedic surgery

Thank you to our platinum sponsor, Depuy Synthes, and gold sponsor, Stryker, for supporting this event. Additionally, thank you to all volunteers for helping to moderate.



Amil Agarwal
President
Co-Founder



Amy Zhao
Vice President



Robert Sterling, MD
Chair of Orthopaedic Surgery at
The George Washington
University

Our Summit Host



Fast Facts about GW

- Located in the heart of Washington, DC
- 4 residents per class
- 4 rotation sites (GW, Washington Hospital Center, Sibley Memorial, Childrens National)



Join GW for an Away Rotation

- Applications for the 2024 Match Cycle will open on April 1, 2024

Learn More about GW

- Check out our website
- Follow us on social media
 - Instagram and Twitter: @gworthoresident



Organizational Leadership

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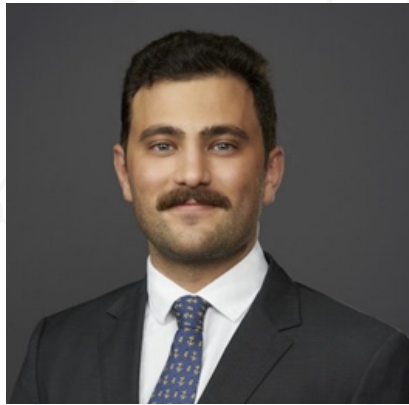
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Ivan Liu

MENTORSHIP CO-CHAIR

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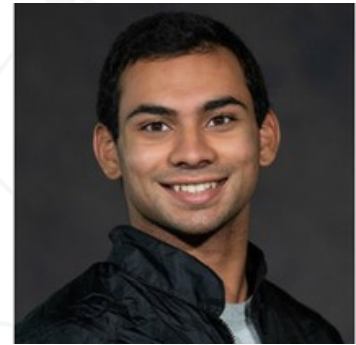
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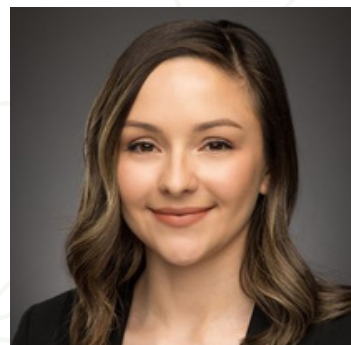
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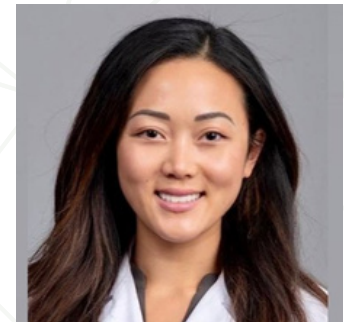
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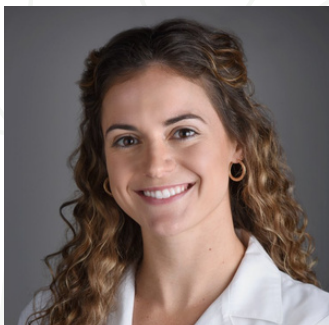
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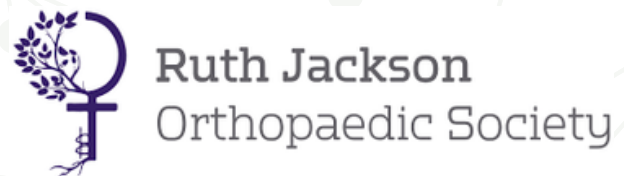
Nth Dimensions

Orthopaedic Diversity Leadership Consortium

The Perry Initiative

Pride Ortho

Ruth Jackson Orthopaedic Society



Summit Schedule

10:00AM EST: Welcome Address

Marvin Dingle, MD

10:15AM EST: Organization Introductions

*American Association of Latino Orthopaedic Surgeons (AALOS)
Nth Dimensions*

Orthopaedic Diversity Leadership Consortium (ODLC)

The Perry Initiative

Pride Ortho

Ruth Jackson Orthopaedic Society (RJOS)

11:00AM EST: Group Panel Discussion

Moderated by Lisa Cannada, MD

11:30AM EST: Organization-Led Breakout Discussions

Gender Diversity in Orthopedic Surgery

LGBTQIA+ in Orthopedic Surgery

Racial and Ethnic Minorities in Orthopedic Surgery

Creating, Leading, and Sustaining Successful DEIA Initiatives

Mentorship in Orthopedic Surgery

12:30PM EST: Closing Remarks

Mary Mulcahey, MD

Opening Speaker



Marvin E Dingle, MD

Dr. Marvin Dingle is a graduate of the United States Naval Academy and The University of Wisconsin School of Medicine and Public Health. He completed his internship and residency at the Walter Reed National Military Medical Center in Bethesda, MD. Dr. Dingle went on to complete Hand and Upper Extremity Fellowship at the OrthoCarolina Hand Center in Charlotte, NC. Throughout his career, Dr. Marvin Dingle has been passionate about diversity, equity, inclusion, and accessibility. He is the creator and director of the Society of Military Surgeons E. Anthony Rankin Orthopaedic Surgery Scholarship for medical students from underrepresented backgrounds interested in orthopaedics. 16 scholarships have been awarded to date, totaling over \$120,000. Dr. Dingle is also passionate about mentorship. He mentors students all around the country and has previously served on the Advisory Board of MSOS, it's Mentorship Committee, and also on the board of his alma mater, the University of Wisconsin School of Medicine. He currently serves as the only hand surgeon for over 50,000 military members and their families in Okinawa, Japan.

Closing Speaker



Mary K Mulcahey, MD

Dr. Mulcahey is a Board Certified orthopaedic surgeon specializing in shoulder and knee surgery and sports medicine. She is a New Hampshire native, who received her Bachelor of Arts in Biochemistry from Dartmouth College and her Doctor of Medicine from the University of Rochester School of Medicine. She completed her orthopaedic residency at Brown University, followed by a fellowship in Orthopaedic Trauma at the same institution. Dr. Mulcahey then went on to do a fellowship in sports medicine at San Diego Arthroscopy and Sports Medicine. Currently, Dr. Mulcahey serves as an Associate Professor and the Chief of Sports Medicine in the department of Orthopaedic Surgery and Rehabilitation at Loyola University Medical Center in Chicago.

Breakout Discussions

Gender Diversity in Orthopedic Surgery



Lisa Lattanza, MD
Co-Founder and Board of
Directors, Perry Initiative



Christen Russo, MD
President, Ruth Jackson
Orthopaedic Society

LGBTQIA+ in Orthopedic Surgery



Jaime Bellamy, DO
Vice President, PrideOrtho



Ashley Rogerson, MD
Chair of Education Committee,
PrideOrtho



Mark Schultzel, MD MBA
Treasurer, PrideOrtho

Breakout Discussions

Racial and Ethnic Minorities in Orthopedic Surgery



Ramon Jimenez, MD
Past President & Co-Founder,
American Association of Latino
Orthopedic Surgeons



Cassandra Pino, MD MS MPH PGY-3
Ruth Jackson Orthopaedic Society
and American Association of Latino
Orthopedic Surgeons

Creating, Leading, and Sustaining Successful DEIA Initiatives



Erica Taylor, MD, MBA
Founder and Executive Director, Orthopaedic
Diversity Leadership Consortium



A. Rashard Dacus, MD,
Advisory Board, Orthopaedic Diversity
Leadership Consortium and Vice Chair of DEI &
Wellness, UVA Health

Breakout Discussions

Mentorship in Orthopedic Surgery



Julie Samora, MD, PhD
Chair of Mentorship Committee,
PrideOrtho



Caroline Tougas, MD
Mentorship Committee, Ruth
Jackson Orthopaedic Society



AMERICAN ASSOCIATION OF LATINO
ORTHOPAEDIC SURGEONS

AAALOS is an organization of Orthopaedic surgeons dedicated to the promotion of care to the Hispanic Population in the United States. Membership is offered to all who deliver care to the hispanic population and have an interest in culturally competent care for this expanding population. AAALOS is involved with helping to improve musculoskeletal and health equity of hispanics through the delivery of culturally competent care. AAALOS remains dedicated to improving the representation of hispanic physicians in the workforce through community outreach, scholarships and mentoring.



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J. ROBERT GLADDEN ORTHOPAEDIC SOCIETY
A MULTICULTURAL ORGANIZATION

The mission of the J. Robert Gladden Orthopaedic Society (JRGOS) is to increase diversity within the orthopaedic profession and promote the highest quality musculoskeletal care for all people.

The JRGOS is a pluralist multicultural organization designed to meet the needs of under-represented minority orthopaedic surgeons and to advance the ideals of excellent musculoskeletal care for all patients with particular attention to underserved groups. JRGOS is a chartered affiliate specialty society of the American Academy of Orthopaedic Surgeons (AAOS) formally incorporated on August 10, 1998, however its origin truly began with the orthopaedic section of the National Medical Association (NMA) annual meeting in 1950. Starting as an annual luncheon at the annual AAOS meetings, the group that began with 59 members decided in 1995 that they should formulate an official national organization to aid in mentoring, leadership, and the development of cultural competency within the field of orthopedic surgeons. Originally named the Committee of Concerned African American Academy Members (CCAAAM), the organization was officially named JRGOS in 1998 and has been working to diversify and advance the field of orthopedic ever since.



@gladdensociety



@gladdensociety



Gladden Society



<https://www.gladdensociety.org>
info@gladdensociety.org



Our Mission: To eliminate healthcare disparities in all communities by diversifying the physician workforce

Nth Dimensions, established in 2004 by Dr. Bonnie Simpson-Mason, is a nonprofit organization dedicated to addressing the lack of diversity in orthopaedic surgery and healthcare. By collaborating with academic institutions, community surgeons, and the healthcare industry, Nth Dimensions aims to reduce healthcare disparities by fostering a more diverse physician workforce. The organization offers resources, mentorship, and hands-on experience, resulting in competitive residency applicants and successful pipeline programs for specialties with significant shortages of women and underrepresented populations.



@nthdimensions



@nth_dim

www.nthdimensions.org

The Orthopaedic Diversity Leadership Consortium



Advancement of our orthopaedic leaders of Diversity, Equity, and Inclusion through **Networking, Innovation, & Strategy**

MISSION

The mission of the Orthopaedic Diversity Leadership Consortium (ODLC) is to optimize the efficacy and sustainability of diversity efforts in academic departments and healthcare organizations through the *professional development* and *advancement* of diversity, equity, and inclusion leaders.

OUR APPROACH

ODLC is a pioneering network of healthcare diversity leaders brought together for the purpose of sharing best practices and innovative strategies for success. This network has continued to expand and encompasses a wide array of backgrounds and experiences in diversity leadership.

The Consortium's initiatives are targeted towards a variety of healthcare professionals and industry stakeholders, including those who are new to strategic diversity leadership as well as those who would like to advance their existing approaches to implementing change while forming relationships with colleagues in similar roles. By developing the appropriate skillsets and planning tools, leaders and groups are equipped to address opportunities for cultural transformation in challenging environments.

HOW ODLC CHANGES THE LANDSCAPE



Educational Sessions



DEI Strategy Assessments



Strategic DEI Leadership Certificate Program



Industry Partnerships



Online Engagement Platform & App



DEI Leadership Coaching and Mentorship

ODLC...Taking DEI Leadership to the Next Level for a Better Tomorrow



THE PERRY INITIATIVE

Our Mission: To build a pipeline for women in engineering and orthopedic surgery and inspire them to become leaders in the fields.

The Perry Initiative was founded in 2009 by Dr. Jenni Buckley and Dr. Lisa Lattanza. The first Perry Outreach Program for high school students was in 2009 in San Francisco, California. By 2010, the high school program expanded nationwide. In 2012, The Perry Initiative started the Medical School Outreach Program to encourage women in medical school to pursue careers in orthopaedic surgery. In response to the COVID-19 pandemic of 2020, The Perry Initiative developed virtual program opportunities. The Perry Initiative currently runs over 50 one-day outreach programs annually nationwide and has reached over 17,000 high school, college, and medical students through over 600 outreach events.



The Perry Initiative



@PerryInitiative



@PerryInitiative

<https://perryinitiative.org/>
info@perryinitiative.org



Pride Ortho

Pride Ortho is a community of proactive lesbian, gay, bisexual, transgender, queer (LGBTQ+) individuals and their allies with a mission to provide mentorship, networking in a safe space, and a sense of belonging for members of our orthopaedic community. We focus on education and research and promote diversity, equity, and inclusivity to improve quality of care for LGBTQ+ orthopaedic patients. We aim to increase diversity and inclusivity of the orthopaedic LGBTQ+ community and promote professional development of LGBTQ+ people of all backgrounds to succeed throughout all stages of their career.



@prideortho



@pride_ortho



PrideOrtho

www.prideortho.org
membership@prideorthopaedics.org

SUPPORTING THE NEXT GENERATION OF ORTHOPAEDIC SURGEONS

Shaping the Future of Women in Orthopaedics

Maximizing growth professionally and personally.

The mission of the Ruth Jackson Orthopaedic Society is to promote the professional development of women in orthopaedics throughout all stages of their careers.



The Ruth Jackson Orthopaedic Society (RJOS) is a group of more than 1,000 women orthopaedic surgeons and supporters. RJOS offers numerous programs and educational platforms that benefit and impact our residents' and medical students' journey to success. The RJOS database of resources is vast and addresses topics relevant to our members at every stage of the orthopaedic journey. Our committees are the heart of RJOS and are one of the only national organizations that accept medical student committee members. We hope you will join our mission to support women!

Social Media:



RuthJacksonOrtho / rjosmedstudents



RJOSociety / rjosmedstudents



2023 Recap



Mentorship

Creation of our National Mentorship Program with over 400 medical student mentees across 2 program cycles.



Research

- Completion of 2 Panel Series with JBJS: “Welcome to Research” and “Dissecting a Manuscript”
- Successful execution of our 2nd Annual Research Symposium



Education and DEIA

Creation of Highly Utilized Resources:

- Virtual Open House Calendar
- Research Year List
- DEIA away rotation scholarship list

HAVE YOU COMPLETED OUR SUMMIT SURVEY?



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