



AMA Gender Equity Summit

23 March 2019, Sydney

Dr David Martin
President, AOA



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Context

- The AOA has an overarching, **AOA Strategic Plan 2019 – 2021** underway...

Other key strategies that run concurrently:

- Ethics Strategy
- **Diversity Strategy**
- 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

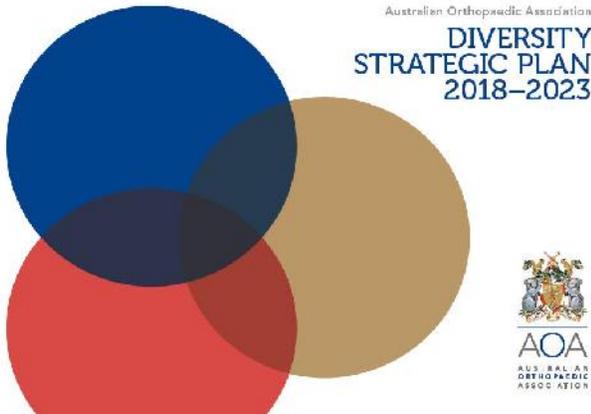
Organizations with higher Diversity & Inclusion (>30%)

- 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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Action taken

- Currently in year 2 of a 5-year strategy



Australian Orthopaedic Association
DIVERSITY STRATEGIC PLAN 2018-2023



The slide features a Venn diagram with three overlapping circles in blue, red, and gold. The Australian coat of arms is positioned in the top left and bottom right corners. The AOA logo is also present in the top left and bottom right. The text 'Action taken' is at the top right, and a bullet point indicates the organization is in year 2 of a 5-year strategy. The central graphic is titled '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.



CORE STRATEGIES

CULTURE & LEADERSHIP

ADVOCACY & ENGAGEMENT

FLEXIBILITY



The slide features a circular diagram with three segments: 'CULTURE & LEADERSHIP' (gold), 'ADVOCACY & ENGAGEMENT' (red), and 'FLEXIBILITY' (blue). The center of the circle contains the text 'CORE STRATEGIES'. The word 'VISION' is written in large blue letters on the left, followed by a paragraph of italicized text. The decorative graphic in the top left corner consists of overlapping blue, red, and gold shapes.

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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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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

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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 S 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 S 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...

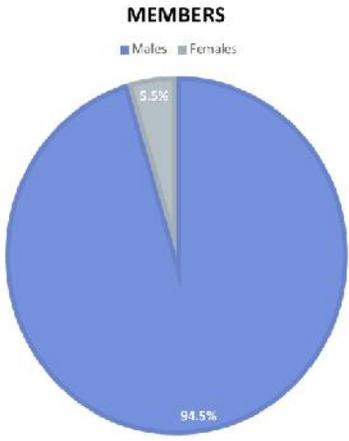
AOA Members (Fellows & Trainees)



Women comprise:

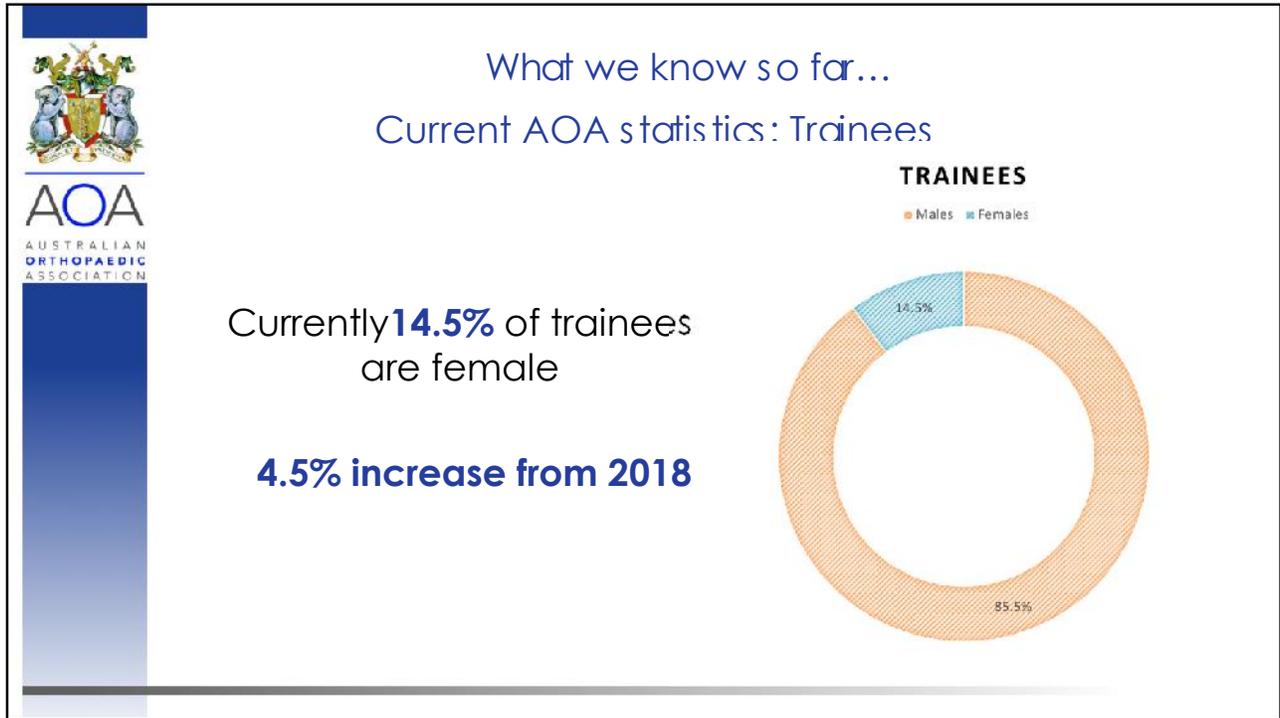
- >50% Medical Graduates
- 5.5% AOA Members
- 4.5% AOA Active Fellows

MEMBERS

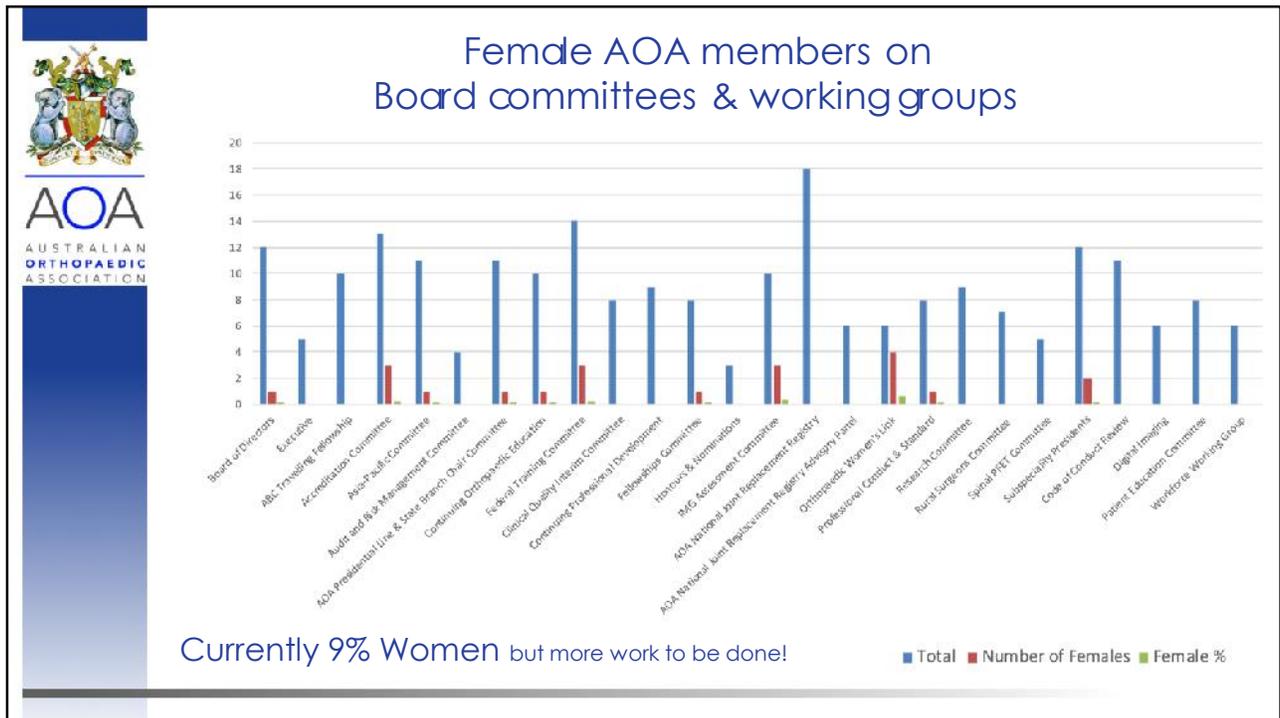


Gender	Percentage
Males	94.5%
Females	5.5%

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Questions

