Black orthopaedic surgeons comprise only 1.9% of orthopaedic surgeons in the US (573 Black orthopaedic surgeons). Therefore, they remain under-represented in the literature on perceived opportunity and discrimination in the workplace.

455 practicing orthopaedic surgeons who self-identify as Black

Anonymous electronic survey of 38 questions

Of the 274 respondents

97% Black orthopaedic surgeons in the US face workplace discrimination

94% Racial discrimination in the workplace is a problem

<20% Leaders of national orthopaedic organizations are sincerely attempting to end racial discrimination

Black female orthopaedic surgeons reported facing greater discrimination and receiving fewer occupational opportunities than their male counterparts.

Deeper understanding of the perceptions of Black orthopaedic surgeons could help improve organizational initiatives to reduce workplace discrimination and ensure inclusion in the field of orthopaedic surgery in the US.