Pushing Towards Diversity, Equity, and Inclusion in Orthopaedics

The number of women and racial/ethnic minorities in orthopaedics continues to be the lowest among any other medical or surgical specialty.

To advance women and other minorities in orthopaedics, it is critical to promote their professional growth.

Ruth Jackson Orthopaedic Society (RJOS): A support and networking organization for female orthopaedic surgeons

**Strategic domains**

- **Diversity and inclusion**
  - Increases innovation
  - Improves cultural sensitivity
  - Improves treatment outcomes
  - Enhances communication between groups
  - Decreases healthcare inequity

- **Professional development**
  - Provides educational opportunities to enhance students' careers
  - Enables resource sharing and knowledge transfer

- **Membership**
  - 1000+ females and 60+ males
  - Performs surveys to understand member needs
  - Builds a strong mentorship network between junior and senior surgeons

- **Research**
  - Empowers members to perform research
  - Provides awards to encourage research
  - Creates awareness of research opportunities

- **Organizational excellence**
  - Fosters a culture of transparency
  - Builds long-term relationships

RJOS encourages women in orthopaedics to embrace their individuality while upholding this incredibly strong community.