

WEBVTT

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00:00:18.080 --> 00:00:29.479

Matt Amundson (he/him/his): Good morning, folks. Welcome. We're just gonna hang on just about a minute or so as people are trickling in before we get started, but thank you for taking a moment to, fill out our roll call poll.

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00:01:47.290 --> 00:01:51.409

Matt Amundson (he/him/his): Alright, I think we'll get started. I know people will continue to join us.

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00:01:51.410 --> 00:02:07.450

Matt Amundson (he/him/his): Throughout our time, but thank you all so much for being here. Good morning, and welcome back to the Dean's Lecture Series. I'm Matt Amundsen, I'm a Learning Development Manager here in the Office of Diversity, Equity, and Inclusion. Always good to be with you, always good to have this space, to learn and grow together, so thank you all for joining us.

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00:02:07.450 --> 00:02:22.350

Matt Amundson (he/him/his): This session is being recorded currently. It will be shared out within 2 days to all who registered for the event. And otherwise, the recording can be found under the Education and Training tab of our ODEI website, where you can find the whole archive of all of our Dean's Lecture Series.

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00:02:22.370 --> 00:02:39.829

Matt Amundson (he/him/his): Live transcription has been enabled, so please note that the live transcript is not perfect, as it is an auto-transcript, and we do invite you to take care of yourself as necessary during today's session, as we will not be taking a break. Any feedback or issues with accessibility, please email us at DLS-ODEI at umn.edu.

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00:02:39.830 --> 00:02:59.120

Matt Amundson (he/him/his): And we ask that participants, meaning you, please use the Q&A function instead of the chat in order to ask questions of our presenter today. We'll do our best to respond, but please understand that we're working within a set window of time, and should we not get to your question, we'll work with the presenter to get any unanswered questions posted on the Dean's Lecture Series webpage at a later date.

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00:02:59.120 --> 00:03:13.130

Matt Amundson (he/him/his): You'll notice a few things pasted in the chat. You'll find links to the Dean's Lecture Series website, the slides

to our presenter's lecture, and the Dean's Lecture Series email address. And with that, I'll now turn it over to Dr. Nunez, who will introduce today's guest lecturer.

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00:03:14.000 --> 00:03:17.569

Ana Nunez MD: Good morning, everybody! Delighted to have you here.

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00:03:17.570 --> 00:03:41.029

Ana Nunez MD: I think it's pretty fair, based on the weather, though it's mild today, that we're gonna... we're definitely heading to that winter thing. We know in terms of, sort of, the darkness, but I just heard that there were Northern Lights last night that I missed, but we have another chance tonight, so, you know, make... make sure you take a peek out your window, in terms of looking at things. We are delighted to be back with you in terms of the Dean's Lecture Series. Again, we have an opportunity to, sort of.

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00:03:41.070 --> 00:04:00.490

Ana Nunez MD: you know, come to the... our North Star, if you will, in terms of our values. As a land-grant institution, we're here to be here for everybody as we attend to our mission of education and training, clinical care and discovery and research. And so, towards that, our goal is to make sure we don't leave any tablet left behind.

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00:04:00.490 --> 00:04:25.109

Ana Nunez MD: And so, how do we do that? We have an opportunity today, and I'm delighted to introduce sort of one of our impact winners, one of our folks who are figuring out, how do we get all that talent? How do we make sure, in terms of decreasing barriers and increase access, that everybody can sort of join us in terms of sort of moving forward and advancing inclusive excellence? So, I am thrilled to introduce Dr. Deborah.

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00:04:25.110 --> 00:04:44.609

Ana Nunez MD: one of our professors, professor of orthopedic surgery at the University of Minnesota. She has a sub-specialization in pediatric and adult hand and upper extremity conditions. In addition, for her clinical care expertise, she is the department's medical student clerkship director, advises medical students through the discernment and residency match processes.

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00:04:44.890 --> 00:04:57.330

Ana Nunez MD: Her other academic work includes teaching residents and fellows global health outreach work and research. Dr. Bone, thank you so much for joining, and we're looking forward to hearing about your success.

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00:04:58.430 --> 00:05:05.819

Dr. Deborah Bohn: Thank you, Dr. Nunez and Matt, for the invitation. I'm really honored to be here with you today.

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00:05:05.920 --> 00:05:19.640

Dr. Deborah Bohn: this work is very important to me, and I think many others in our department, so we're thrilled to be, you know, singled out as somebody who's doing some good work that we can present to you.

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00:05:19.640 --> 00:05:27.039

Dr. Deborah Bohn: I will admit I'm a little nervous. I'm outside of my comfort zone. Most of my lectures are chock-full of x-rays and

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00:05:27.040 --> 00:05:37.200

Dr. Deborah Bohn: discussions about surgery and things like that. So, I certainly don't have great expertise in DEI, certainly not formal training, but I do think I have...

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00:05:37.200 --> 00:05:49.929

Dr. Deborah Bohn: some interesting things to share, things that we have done as a department to improve the diversity of our residency program. And I think we were asked to do this based on, the Impact Award.

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00:05:49.930 --> 00:06:11.740

Dr. Deborah Bohn: our department actually, I believe, won 3 impact awards this year, which I... we're incredibly proud of, and this is just the one that I worked on. I happen to be the submitter, so I am not the most knowledgeable person in our department about DEI, nor am I the greatest contributor, but I do know lots about this, because many of these initiatives are,

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00:06:11.800 --> 00:06:18.680

Dr. Deborah Bohn: you know, are things that I help to lead. There are many others in my department who do this work as well.

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00:06:19.530 --> 00:06:26.569

Dr. Deborah Bohn: So, ORIF of the diversity program, what the heck is that, right? So,

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Dr. Deborah Bohn: like all good medical professionals, we like to abbreviate things, so an ORIF is an open reduction internal fixation.

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00:06:37.270 --> 00:06:42.549

Dr. Deborah Bohn: So, you know, this is... this is my one shot at an x-ray for this lecture.

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00:06:42.550 --> 00:07:00.530

Dr. Deborah Bohn: And open reduction is when, we make an incision and look straight at the bone that's broken. We look straight at the problem, we evaluate it, assess it, figure out how to fix it, and then internal fixation is actually the physical fixing of the..

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00:07:00.680 --> 00:07:15.670

Dr. Deborah Bohn: of the problem, or the broken bone, with plate and screws. So, you know, orthopedic surgeons are fixers and problem solvers, so, you know, I think when we decide that we need to address and fix a problem, we're pretty good at it.

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00:07:16.680 --> 00:07:35.879

Dr. Deborah Bohn: So, we saw a problem in our department and in our entire profession. This is not new news. The orthopedic surgery field is not very diverse, so you might say, like, what do I have to tell you about diversity coming from the least diverse medical specialty?

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00:07:35.940 --> 00:07:51.710

Dr. Deborah Bohn: But, for this talk, I'll talk about, you know, where we've come from, where we have been sitting as a profession, and then what the things that we have done in our department to try to help ameliorate that and solve that problem.

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00:07:52.080 --> 00:08:06.540

Dr. Deborah Bohn: So, again, I was invited to give this lecture, but our department's impact has been pretty incredible. These are just a few of the people, and I need to point these people out. This is our education team.

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Dr. Deborah Bohn: And because this particular talk is on, diversifying our residency program, I think I have to honor the entire education team. This is a team of four... of five orthopedic surgeons, all of whom happen to be women. There's, our vice chair of education is Anne Van Heist.

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Dr. Deborah Bohn: Alicia Harrison is our program director, Jess Downs and Caitlin Chambers are our Associate Program Directors, and I'm the medical school student clerkship Director.

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Dr. Deborah Bohn: And in addition to these people, all of whom have done work publishing, research, policy change in orthopedic surgery, but there are many, many others in our department who do this work, and the education team is supported by

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00:08:53.590 --> 00:08:59.789

Dr. Deborah Bohn: Two really important, administrative people in a lander is our..

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Dr. Deborah Bohn: recently promoted program, coordinator. She's now our education manager, and Erin Toussett is an absolutely selfless, dedicated, medical student clerkship coordinator. So, all of those people are really important in our team.

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00:09:18.660 --> 00:09:25.180

Dr. Deborah Bohn: So, orthopedic surgery, the least diverse specialty in the land.

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00:09:25.350 --> 00:09:31.390

Dr. Deborah Bohn: And that's... that's all comers, that's including neurosurgery and cardiology and urology.

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00:09:31.570 --> 00:09:36.270

Dr. Deborah Bohn: So, our workforce has only 8.5% women.

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00:09:36.490 --> 00:09:48.780

Dr. Deborah Bohn: Only 16.5% underrepresented in medicine. And, you know, we know that's not good. Through research, we know that care and outcomes are improved with concordant care.

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Dr. Deborah Bohn: And doctors from groups underrepresented in medicine disproportionately provide care to the communities they come from. And so, this is something that is really not acceptable.

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Dr. Deborah Bohn: Other facts are medical students from underrepresented medicine groups match into orthopedic surgery at a lower rate than their white counterparts.

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Dr. Deborah Bohn: Overall, an unintended attrition rates in orthopedic surgery are higher for women and underrepresented in medicine groups. They're more than double that of white males.

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Dr. Deborah Bohn: We're not getting much better, honestly, and I'll show you some slides on that.

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Dr. Deborah Bohn: We know that programs with underrepresented in medicine faculty have more underrepresented in medicine residents in their orthopedic programs.

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Dr. Deborah Bohn: On the bright side, we do publish the most on diversity issues, so somebody did a meta-analysis of who publishes in, diversity in residency, and, we win, so we know that it's a problem. Still not fixing it very well, but trying really hard.

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00:10:58.930 --> 00:11:14.660

Dr. Deborah Bohn: And another interesting thing is, is at least women, I don't know about others underrepresented in orthopedic surgery, but women participate at a higher rate in national organizations than their, than their percentage would, would,

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Dr. Deborah Bohn: presume. So, we also do lots of extra work and engagement in the field.

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Dr. Deborah Bohn: So, here is just a graphic representation of the percentage of women in orthopedic surgery

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Dr. Deborah Bohn: Over a 20-year period. So, the left, this is really impossible to read, I know, but all you need to really look at is the red arrow. That's us. So, the percentage of faculty female in 1997 on the left, and in 2017 on the right.

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Dr. Deborah Bohn: It's still, you know.

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00:11:49.370 --> 00:11:59.060

Dr. Deborah Bohn: by far the lowest, maybe not by far the lowest, but the lowest. We've... we've doubled, you know, we've gone from 8.5% to 17%,

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Dr. Deborah Bohn: female faculty in 20 years, but we're still lagging way behind all of the other fields. And this is basically the same graphic for faculty underrepresented in medicine.

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Dr. Deborah Bohn: In 1997 on the left, and 2017 on the right.

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00:12:17.280 --> 00:12:33.800

Dr. Deborah Bohn: So, in Minnesota, we're better, actually, than the national average. I counted up on our website, we have 42 core faculty. We have faculty really all over the community, but our core faculty at the university are 42 people.

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Dr. Deborah Bohn: 13 or 30% are women, and 3 of our full professors are women in the Department of Orthopedic Surgery.

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00:12:42.020 --> 00:12:52.620

Dr. Deborah Bohn: But only one of our 42 core faculty is from a group underrepresented in orthopedic surgery besides women. You know, so obviously, you know.

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Dr. Deborah Bohn: we can't rest on our laurels. Over the last 25 years. We've done a great job of bringing women into the field, but we thought we probably need to do better with the rest.

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Dr. Deborah Bohn: So here's a, a graph of how...

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Dr. Deborah Bohn: we compare the U.S. population to medical students, to orthopedic residents, to members of our national organization, the AAOS. So,

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Dr. Deborah Bohn: white people are... and all throughout, I'm gonna use terms that I'm sure are gonna offend some group, but these are the ones from the paper, and there are other ones that I've, used myself, and apologies if anybody is worried about how I'm describing any group.

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Dr. Deborah Bohn: So white people are 60% of the U.S. population, but they're 86% of our AAOS membership.

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Dr. Deborah Bohn: And then, in the opposite direction, the second section is African Americans are 13% of the population, and only 1%, 1.5% of our AAOS.

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Dr. Deborah Bohn: Same for Hispanic, Native American, and women. Asian Americans, interestingly, are overrepresented in orthopedic surgery and medicine, so it's not really,

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Dr. Deborah Bohn: I wouldn't say that it's an issue for that group.

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00:14:12.230 --> 00:14:21.640

Dr. Deborah Bohn: And so we know that there's a lot of people who are in medical school who are from these groups, but not that many that go into orthopedic surgery.

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00:14:21.640 --> 00:14:36.590

Dr. Deborah Bohn: So, we wanted to figure out how can we do this better? Our primary mission in the Department of Orthopedic Surgery is to train competent, ethical orthopedic surgeons who serve all peoples of Minnesota and beyond.

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Dr. Deborah Bohn: But really this, this smaller goal of transforming, our, our.

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Dr. Deborah Bohn: workforce, is really important to us. So, we're applying, you know, some of the principles we've used in increasing the female leadership in our department, to changing our residency program.

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Dr. Deborah Bohn: So, we... We know that there are students out there, and, yet they're not coming to our profession.

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00:15:10.590 --> 00:15:32.380

Dr. Deborah Bohn: And so, you know, we thought, well, we gotta get better at this. Orthopedic surgery is really competitive. It's really hard to get into. And so, when we look at all of the applications that come in to our residency program in the fall, historically, we've had 800-some, and so we started to really select out for

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Dr. Deborah Bohn: students who, add diversity to the, to the field. And... and so we would, we would find ourselves interviewing quite a few highly, highly qualified candidates.

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Dr. Deborah Bohn: On paper, at least. And we'd interview them, we'd rank them high, and we wouldn't match.

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Dr. Deborah Bohn: And, you know, we thought, what's going on? Well, what was going on is those students were... those same students were being interviewed by every single program, and it was, you know, they went wherever they wanted, and when they looked around our program, they probably didn't see people that looked like them.

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00:16:05.380 --> 00:16:21.749

Dr. Deborah Bohn: And so we weren't getting them. So then we decided, you know, obviously we need to make some changes from the bottom up, right? If the pyramid goes from medical students up to department chairs, let's start at the bottom with, you know, the pipeline, and making sure that we get people

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Dr. Deborah Bohn: interested in here. And then making sure that we align our policies, research, and things that we're doing in our department.

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00:16:30.650 --> 00:16:45.799

Dr. Deborah Bohn: With that goal, once we get people. And then mentoring and belonging is really important. Dismissal, as we saw, was... is high for those underrepresented in, orthopedic surgery, and we have a history, too, in our department of...

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Dr. Deborah Bohn: Some... some of... probably, definitely more of our dismissals or attrition has been in groups that are not white male.

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00:16:54.390 --> 00:17:00.370

Dr. Deborah Bohn: And so making sure that people are mentored and belong, and then, how do we retain them?

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Dr. Deborah Bohn: So, this is... this is probably a lot of what I'm going to talk about here is the medical student initiatives, because that's really...

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Dr. Deborah Bohn: as the medical student clerkship director, and where we can have the biggest impact, because those students are already in medicine, they've already made a commitment to medicine, we just need to get them there.

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00:17:21.869 --> 00:17:41.210

Dr. Deborah Bohn: So, you know, kind of the first one that we started doing over a decade ago was called the PERI Initiative. And the PERI Initiative is, an organization that exposes women... girls and women to careers in orthopedic surgery and engineering, and it was started by,

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Dr. Deborah Bohn: an orthopedic surgeon, a female orthopedic surgeon, in honor of Jacqueline Perry, who was a great mentor to this person. And, every year, we bring the Perry Initiative to our

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Dr. Deborah Bohn: our department, and we invite any medical student, female now, you know, the goal is female, but it's open to anybody who wants to come, to learn about a career in orthopedic surgery, to, get their hands on... this is a picture from a PERI initiative, where they get to start using saws and drills and...

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Dr. Deborah Bohn: Equipment that an orthopedic surgeon uses in a very safe environment where we teach them how to do

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00:18:21.900 --> 00:18:39.219

Dr. Deborah Bohn: Those things, and it's really, really fun to see, you know, a woman or, you know, a young woman who's not otherwise ever held a saw, or didn't ever envision herself, doing this kind of work, seeing that, oh, I could do this work.

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Dr. Deborah Bohn: So, that's a really exciting program that we, continue to support.

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Dr. Deborah Bohn: There are... there is research on the PERI Initiative showing that,

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Dr. Deborah Bohn: people who do the Aperi initiative are far more likely to go into orthopedic surgery than people... than women who don't.

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00:18:57.450 --> 00:19:17.450

Dr. Deborah Bohn: Our MS1 musculoskeletal course is, something that we put a lot of pride and effort into. Caitlin Chambers from our education team has led that, and she has expanded it as much as she has been able through a lot of hard work, in order to get

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00:19:17.470 --> 00:19:33.390

Dr. Deborah Bohn: All medical students exposed and learning musculoskeletal care, but then also, you know, being in front of all of the medical students as somebody who can represent our department and our profession as perhaps open to them.

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00:19:34.480 --> 00:19:52.250

Dr. Deborah Bohn: in keeping with that, the orthopedic Surgery Interest Group is something that we've really invested a lot of effort into. I'm the advisor for that group, but we have, we have monthly meetings, we have, helped them get lots of

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Dr. Deborah Bohn: activities, That help students with both career discernment and skill building.

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00:20:00.230 --> 00:20:19.080

Dr. Deborah Bohn: And we've expanded to have a representative from the Duluth campus, because I would have these Duluth students come down, you know, midway through their third year, and they'd say, I think I'm interested in orthopedic surgery. And, you know, by then it's a little late to get everything in place that you need to get.

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00:20:19.140 --> 00:20:31.810

Dr. Deborah Bohn: To be able to match into orthopedic surgery. So the orthopedic surgery group has been really active and engaged. They do social media, they reach out to different,

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Dr. Deborah Bohn: orthopedic surgery interest groups in other programs and, engage them in some of our, programs as well.

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00:20:40.510 --> 00:20:46.889

Dr. Deborah Bohn: Erin works really hard on shadowing experiences. We have lots of medical students who then want to shadow.

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Dr. Deborah Bohn: And that gets increasingly difficult in different health systems, because there are increasing barriers to that, even with our registered medical students. But, she gets as many in as possible, so that they can see what it's like. And we've also had orthopedic surgeons involved in the POCC, which is where they get their first clinical experience, so that when they're starting to learn how to interact with patients.

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00:21:10.930 --> 00:21:19.330

Dr. Deborah Bohn: And engage with, you know, what is the... what is the work and the cadence of a physical exam and clinic visit?

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00:21:19.660 --> 00:21:24.160

Dr. Deborah Bohn: That they can see what an orthopedic surgery... surgeon does every day.

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00:21:26.010 --> 00:21:44.899

Dr. Deborah Bohn: We've also had, developed a program called Crack the Code. That is a program, it's a half day, we do once a year. We open it up to other schools in the region, especially schools that don't have home programs like ours, and it's a half day of...

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Dr. Deborah Bohn: what is the pathway to orthopedic surgery? So, they learn things like.

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Dr. Deborah Bohn: you know, how long is our residency program? How do you get in? What do you need to do to set yourself up? Learning about having to do away rotations. And so we have, like, first through fourth years in that.

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00:22:06.510 --> 00:22:25.919

Dr. Deborah Bohn: are invited, and this... we just finished it, and we had about 52 students who attended that group. So, like, 52 medical students, spent this half day in person, learning about orthopedic surgery, which was really exciting. So, the more we can expose to orthopedic surgery, the better.

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00:22:26.810 --> 00:22:44.089

Dr. Deborah Bohn: We have also, sent some of our young students to the American Academy of Orthopedic Surgeons annual meeting, and this is a really good way for them to see what the entire profession is like, get immersed in some of the

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00:22:44.090 --> 00:22:54.220

Dr. Deborah Bohn: Learning and education that goes on at the annual meeting, and so we've sponsored, quite a few students over a couple of years to go to that.

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00:22:54.340 --> 00:23:07.240

Dr. Deborah Bohn: And then finally, we have had a medical student, year 3 boot camp that we've developed. This has been an important labor of love,

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Dr. Deborah Bohn: So, for orthopedic surgery, it's a very competitive subspecialty, and in order to get in, people do audition rotations. So, summer of the fourth year is spent

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00:23:20.650 --> 00:23:34.059

Dr. Deborah Bohn: doing orthopedic acting internships at different programs where they might want to become a resident, and so it's a chance for them to audition. Well, as we know, in medical schools, there's not very much,

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00:23:34.550 --> 00:23:52.639

Dr. Deborah Bohn: musculoskeletal care that is, taught. It's kind of underrepresented in medicine in terms of subject matter. But, when you go to be an orthopedic acting intern, not only do you need... are you expected to have orthopedic knowledge, but you're expected to have

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00:23:52.650 --> 00:24:09.159

Dr. Deborah Bohn: Skills. Almost every time we, interact with a patient on an inpatient consult, there's some kind of skill that you need to participate in, putting on a splint, suturing, reducing a fracture, putting in a traction pin.

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00:24:09.270 --> 00:24:24.829

Dr. Deborah Bohn: Etc. And so, we have developed a one-month course where students who are in their... end of their third year going into their orthopedic away rotations learn all of those skills. It's a four-credit, pass-fail class.

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00:24:24.870 --> 00:24:42.729

Dr. Deborah Bohn: that's given once a year, but they're exposed to all of those things that, like, how to be a great sub-I rotator, and that's really helped our students distinguish themselves when they go out on rotation. So trying to give all those students who have an interest in orthopedic surgery exposure.

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00:24:42.730 --> 00:24:49.489

Dr. Deborah Bohn: Knowledge about the process, and skills that they need to Be successful in matching.

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00:24:51.250 --> 00:24:57.190

Dr. Deborah Bohn: So, we've also done national engagement, so our, our...

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00:24:57.440 --> 00:25:06.930

Dr. Deborah Bohn: profession in our department has engaged nationally. Not only do we have people who engage in policy and research,

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00:25:06.940 --> 00:25:20.940

Dr. Deborah Bohn: at different levels and organizations. We have, our department does a lot of outreach for medical students, where we are present at the national meetings, we are present at the medical student sessions.

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00:25:20.980 --> 00:25:26.440

Dr. Deborah Bohn: Where many students from underrepresented groups are also attending.

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00:25:26.520 --> 00:25:38.050

Dr. Deborah Bohn: There are, subspecialty, professional organizations for women, for people of color, for Latino, and other groups.

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00:25:38.480 --> 00:25:43.610

Dr. Deborah Bohn: And, we all try to go to their luncheons when we can, or make sure somebody is.

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00:25:43.640 --> 00:26:00.019

Dr. Deborah Bohn: And then we also, have attended the, we have sent some of our residents, both as representatives of our school and as our... as representatives of our profession, to the SNMA, or the Student National Medical Association.

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00:26:01.120 --> 00:26:15.410

Dr. Deborah Bohn: national meeting, and that's a great way for some of our residents who are from underrepresented groups to show that, you know, talk about our program as somewhere that is good to go and is, you know, a safe place for them.

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00:26:16.070 --> 00:26:25.120

Dr. Deborah Bohn: So probably our flagship initiative, though, is our Visiting Student Scholarship. So, as I mentioned, people go and do away rotations. Well, if we can't

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00:26:25.120 --> 00:26:41.939

Dr. Deborah Bohn: if we can't score those students who are at the top of the CV list, you know, those that look great on paper who are from underrepresented groups, how are we going to find those students who may not have the exact same CV, but who have

122

00:26:41.940 --> 00:26:49.850

Dr. Deborah Bohn: what it takes to become an orthopedic surgeon. And so, we have, since 2020,

123

00:26:49.850 --> 00:27:09.260

Dr. Deborah Bohn: offered a scholarship to come and rotate at our program, so people can learn about our program, see that it's a supportive environment, perhaps, for them, that they might be a good fit. We can also see them, if we're willing to look at a person whose CV isn't on par with the average ortho applicant.

124

00:27:09.270 --> 00:27:17.040

Dr. Deborah Bohn: Do they have the other things that it takes to be a great resident in our program? And so, over time,

125

00:27:17.480 --> 00:27:31.420

Dr. Deborah Bohn: we have, attracted... we've given 46 scholarships at a cost of about \$58,000 to our department. And I forgot to mention in a previous slide, I had mentioned numbers of things

126

00:27:31.910 --> 00:27:39.859

Dr. Deborah Bohn: costs of some of these programs. And so, it's really to say we've invested in every single way.

127

00:27:39.860 --> 00:27:52.970

Dr. Deborah Bohn: And it does take, at least for what we did, it did take, you know, some financial investment from our department, our chairman, generous individuals to do some of these things.

128

00:27:52.970 --> 00:28:05.409

Dr. Deborah Bohn: So, that's what we've done over the last 6 years. Here's the data on that. The impact of our visiting students has been the first year we only had one, and that's because

129

00:28:05.720 --> 00:28:30.170

Dr. Deborah Bohn: the, we weren't allowed to have away rotators during COVID unless the student did not have a home program. So, in... we've got the far left is the academic year, the number of scholarships we gave in column 2, the number of students from that cohort that we matched into

our program, and then the investment that we made. And you can see that the investment per scholarship has gone up

130

00:28:30.170 --> 00:28:32.610

Dr. Deborah Bohn: Just because it's very expensive.

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00:28:32.610 --> 00:28:34.080

Dr. Deborah Bohn: to rotate

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00:28:34.300 --> 00:28:50.490

Dr. Deborah Bohn: spend money on transportation, an apartment for a month besides the one you have at home, etc. And so, we have... we don't know yet about the 25-26 match, but this year we had 15 students. We probably think that's a little bit too much, but there are various reasons we did that.

133

00:28:50.490 --> 00:28:59.139

Dr. Deborah Bohn: So we've, we've... we've matched 6 people from the 15, from, sorry, from the 46 scholarships that we've given.

134

00:28:59.400 --> 00:29:10.830

Dr. Deborah Bohn: Pretty hefty investment, right? That's like \$10,000 a student, but, I'll show you in a minute, we've done a really good job of changing the face of our department.

135

00:29:11.280 --> 00:29:28.390

Dr. Deborah Bohn: So, 6 out of 40 students, though, we have... I didn't mention earlier, we have 40 residents, so 5... 5 years, 8 residents per year, we have a cohort of 40 residents, and so 6 out of 40 in our current cohort is 15% of our resident pool.

136

00:29:29.540 --> 00:29:37.140

Dr. Deborah Bohn: Alright, so other things our department has done, policy I've been mentioning with,

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00:29:37.300 --> 00:29:40.950

Dr. Deborah Bohn: Individuals who work on this, in our department.

138

00:29:41.090 --> 00:29:47.610

Dr. Deborah Bohn: We've also done, implicit bias and diversity training for all our residency selection committee members.

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00:29:47.650 --> 00:30:02.739

Dr. Deborah Bohn: We are really a leader in our field in parental leave. One of our faculty is on the American Board of Orthopedic Surgeons, and we, through research and their representation.

140

00:30:03.370 --> 00:30:18.189

Dr. Deborah Bohn: We got our board to, change the leave policy to one that's more favorable for, being out on a parental leave. And then, the university has finally changed the parental leave so that,

141

00:30:18.230 --> 00:30:34.969

Dr. Deborah Bohn: both parents can take a 6-week paid leave. And now, what we do is we don't require, but we really encourage request, push our, non-childbearing parents to also take a 6-week paid leave.

142

00:30:34.980 --> 00:30:42.950

Dr. Deborah Bohn: So that sets the tone for everybody gets to take leave, it's not a burden when the woman is away on leave.

143

00:30:43.220 --> 00:30:55.660

Dr. Deborah Bohn: Also, we've worked really hard on belonging. So, Caitlin Chambers and some other people have led things like, the Alloy Alliance, which is our diversity committee.

144

00:30:55.660 --> 00:31:04.150

Dr. Deborah Bohn: We give a resident award every year for diversity, and, equity and inclusion. We have a book club.

145

00:31:04.150 --> 00:31:15.750

Dr. Deborah Bohn: We have faculty and resident mentoring groups, where every resident is signed a, into a group of four residents and 3 faculty, so that there's always a touchpoint.

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00:31:15.830 --> 00:31:20.700

Dr. Deborah Bohn: We also, as an education team, make sure that everybody's got a place to go for the holidays.

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00:31:21.680 --> 00:31:25.949

Dr. Deborah Bohn: We work on, retaining our, our, our talent,

148

00:31:26.050 --> 00:31:44.789

Dr. Deborah Bohn: the mentoring groups that I mentioned, and sending our residents who are interested, to SNMA has been a really helpful thing for them, so that they... if we can't provide them with a group that they are similar to,

149

00:31:44.790 --> 00:32:01.379

Dr. Deborah Bohn: that we can't give them everything they need. We can send them to SNMA, and they've all said that that's been a really impactful and helpful thing for them. We sometimes use coaching and individual mentors for residents who are struggling in some way.

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00:32:02.100 --> 00:32:03.290

Dr. Deborah Bohn: So...

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00:32:04.600 --> 00:32:15.179

Dr. Deborah Bohn: I would say that I don't think there's any residency program out there that will work harder to ensure that a resident who matches into our program successfully completes our program.

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00:32:15.360 --> 00:32:17.019

Dr. Deborah Bohn: With support.

153

00:32:17.830 --> 00:32:22.390

Dr. Deborah Bohn: So, how have we done, right? Like, that's the question. So...

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00:32:22.650 --> 00:32:39.860

Dr. Deborah Bohn: these categories are somewhat, unscientific. From 1995 to 2025, so 30 years, I... I matched in 1999, so many of these students were... residents were still in the program when I began.

155

00:32:39.900 --> 00:32:49.330

Dr. Deborah Bohn: But, this is the makeup that I could either tell with, through personal knowledge or, or guessing.

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00:32:49.610 --> 00:33:07.380

Dr. Deborah Bohn: It's fair to say. But, and then the second column is our current cohort, so those who are PGY1 through PGY5. And those people, I asked them. If I wasn't sure, I sent them a text, I was like, hey, I'm doing this thing, do you mind sharing this information? How do you identify?

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00:33:07.510 --> 00:33:12.850

Dr. Deborah Bohn: So, 95 to 2000... 25.

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00:33:13.200 --> 00:33:20.829

Dr. Deborah Bohn: 83% were white. That's come down to 67%, which is closer to our national makeup.

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00:33:21.240 --> 00:33:34.890

Dr. Deborah Bohn: Female, my goodness, like, I don't think there's another program in the country that's had 22 or 23% women over 30 years, but now we're at 38%, which is, like, really remarkable.

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00:33:35.200 --> 00:33:47.150

Dr. Deborah Bohn: Black... people who identify as Black, 5 out of, 217 of our graduates, which is 2% of all graduates.

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00:33:47.150 --> 00:33:58.990

Dr. Deborah Bohn: Currently, we have 6 people in our residency program out of 40, so 15%. So we currently have 6 people in our residency program, which is more than we had in the 30 years before.

162

00:33:59.040 --> 00:34:07.369

Dr. Deborah Bohn: Hispanic or Latinx, We have 2, which is 5%, and, you know, previously we've had 1.8%.

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00:34:07.610 --> 00:34:22.670

Dr. Deborah Bohn: We don't have any people who are American Indian or Pacific Islander now, but we've actually done a pretty good job compared to the national average. And then openly gay, I don't really know anything before, 2025, but,

164

00:34:23.489 --> 00:34:42.209

Dr. Deborah Bohn: they're called ortho Bros for a reason, and there aren't very many openly gay people in our profession, and we currently have 3 in our program who are. And then, first-generation Americans, I don't really have any information previously, but now, 8 of our 40 residents,

165

00:34:42.340 --> 00:34:48.989

Dr. Deborah Bohn: have parents who were not born and raised in the United States, which I think is, Pretty remarkable.

166

00:34:51.659 --> 00:35:07.540

Dr. Deborah Bohn: This is a picture of our... this is 6 cohorts. It's hard to tell everybody, but it doesn't look like, you know, a white male-dominated group. This is our current cohort, plus our 8 graduates from

167

00:35:08.520 --> 00:35:09.920

Dr. Deborah Bohn: 2025.

168

00:35:10.320 --> 00:35:26.970

Dr. Deborah Bohn: So things that, you know, this is kind of the formula that we've used. We've had some champions who have not always been women. We've got our three previous department chairs who have been absolutely remarkable, supportive before their time, some of them.

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00:35:26.970 --> 00:35:36.390

Dr. Deborah Bohn: In getting women into our department, and, you know, that's helped lead this work of changing the ethnic face of our, department as well.

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00:35:36.760 --> 00:35:54.560

Dr. Deborah Bohn: Our entire, I think our entire department is, because we talk about it so much, we do so much, we don't hear those... we don't hear very many, comments, that complain about the policies and the, procedures that we do.

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00:35:54.750 --> 00:36:03.760

Dr. Deborah Bohn: I think we've been really successful in the early intervention with, starting with the medical students, where we've done most of our investment.

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00:36:03.990 --> 00:36:12.059

Dr. Deborah Bohn: And then, you know, working on culture change has been helpful, and funding. I would estimate that in the last 5 years.

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00:36:12.220 --> 00:36:31.490

Dr. Deborah Bohn: individuals or the department have spent \$100,000 on some of these initiatives, although I should say we did win an AAOS IDEA grant for our boot camp that was \$25,000. So, it has required, you know, some commitment, but we think it's important to do that.

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00:36:32.540 --> 00:36:47.429

Dr. Deborah Bohn: And so, you know, this is... these are our takeaways that we've been, able to make change, which is exciting, not, this isn't always possible, or... or there are lots of barriers, and I think,

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00:36:47.940 --> 00:37:02.130

Dr. Deborah Bohn: we are not the only people we've done this. If you look in the literature, there are other orthopedic departments, there are other subspecialties who have done meaningful work in improving the diversity of their programs, but, you know, this is just an example of what we have done.

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00:37:02.400 --> 00:37:22.159

Dr. Deborah Bohn: You know, I think we've done a good job of studying the problem. If you look up, certain people in our department, you'll find many publications on, diversity, and that's the people writing it, and the people who are the editors of those journals who are encouraging that kind of, publication.

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00:37:22.160 --> 00:37:28.840

Dr. Deborah Bohn: And then, you know, we're hoping that we can continue to lead, this... this charge.

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00:37:28.890 --> 00:37:32.829

Dr. Deborah Bohn: Both here, in the university, and nationwide.

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00:37:33.960 --> 00:37:47.799

Dr. Deborah Bohn: So that's all I have. I, I think these slides will be available. This is by no means, a comprehensive list of the references that, that,

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00:37:47.900 --> 00:37:53.980

Dr. Deborah Bohn: our department has contributed to research and diversity. These are just some of the numbers that I got.

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00:37:54.100 --> 00:37:56.020

Dr. Deborah Bohn: From the literature for my talk.

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00:37:57.570 --> 00:38:01.019

Dr. Deborah Bohn: So... I will stop sharing.

183

00:38:01.370 --> 00:38:06.400

Dr. Deborah Bohn: See if I can do this right. We had a... We had a lot.

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00:38:06.790 --> 00:38:10.889

Dr. Deborah Bohn: of... Trouble getting started, but here we are at the end.

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00:38:12.240 --> 00:38:26.829

Ana Nunez MD: Well, thank you. This, this has been really interesting. You know, I'll share with you, having come... now I'm into my sixth year here, coming here, from, from various other, sort of, orthopedic spaces, assured that the barriers were fixed.

186

00:38:26.830 --> 00:38:51.170

Ana Nunez MD: In terms of the demographics of ortho, that there was no way to, sort of, change it across, sort of, sex and gender lines, because

that's just the way it was. And then I came here, and I'm like, holy moly, Batman, here's a group that actually defied that, in terms of said, we're not accepting, sort of, those barriers, we're a national leader in terms of, sort of, access, and then we can expand that model, and so it's really wonderful

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00:38:51.170 --> 00:38:55.770

Ana Nunez MD: In terms of the work that you talked about. And, you know, as we talk about a lot.

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00:38:55.770 --> 00:39:20.510

Ana Nunez MD: it's how we get the work done as a team. It's, you know, our professional staff, our students, our residents who are telling us what's working, what's not working, our team members, our champions in terms of, sort of, leaders who are supporting this, and so, you know, it really does take a village, both to decrease those barriers, but also, you know, kind of create the happy home, right? That once they're here, they're like, yay, I'm glad I'm here, and, you know, they're paying attention.

189

00:39:20.510 --> 00:39:44.660

Ana Nunez MD: you know, they see me, I feel like I belong. And so, really, across that sort of continuum, the progress that you've made is really exceptional. You know, and sort of a standout in terms of the profession, of sort of saying, yes, you can. You know, yes, you can do this. You know, these barriers are not immutable, that you can sort of make it better for everybody. And, you know, I appreciate how you talked about, in terms of

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00:39:44.870 --> 00:39:52.180

Ana Nunez MD: In terms of the competency rubrics of, you know, you're looking for the people that have the competency. It might be in the rough.

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00:39:52.640 --> 00:40:01.649

Ana Nunez MD: Because there wasn't anybody there giving them advice, or telling them, sort of, how to frame it or present it, or, you know, what are the, what are the, what...

192

00:40:01.860 --> 00:40:12.749

Ana Nunez MD: you know, they didn't crack the code, right? They didn't take that opportunity because they didn't know, but to be able to be discerning as team members and faculty members, to sort of say.

193

00:40:12.750 --> 00:40:22.170

Ana Nunez MD: You know, they don't have... they're not as shiny as maybe this one, but they have the competencies, and that's really what we're looking for in terms of, sort of, having, sort of, competent folks.

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00:40:22.170 --> 00:40:27.590

Ana Nunez MD: Was there anything in this process that surprised you, in terms of moving things forward?

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00:40:28.440 --> 00:40:38.770

Dr. Deborah Bohn: I think the... Acceptance of, a lot of these initiatives by some of the old white guys.

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00:40:39.070 --> 00:40:39.809

Ana Nunez MD: If I can...

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00:40:39.810 --> 00:40:42.410

Dr. Deborah Bohn: that, you know, I think...

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00:40:42.920 --> 00:40:55.059

Dr. Deborah Bohn: we really haven't had resistance, which has been really fun and exciting. Yeah, I'd say that's probably...

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00:40:56.030 --> 00:41:14.979

Dr. Deborah Bohn: I would also say that another surprising thing has been the engagement of the medical students, how they have just... once they are invited, and once they see it as interesting, or they... or fun, the response we've had has just been great.

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00:41:15.980 --> 00:41:16.580

Dr. Deborah Bohn: Yeah.

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00:41:16.970 --> 00:41:20.169

Ana Nunez MD: Yeah. So that early exposure and the light bulb going off type of thing?

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00:41:20.830 --> 00:41:37.899

Dr. Deborah Bohn: Yep, definitely. Can't be what you can't see. And I don't know if I said this, but most men who go into orthopedic surgery go to medical school thinking they're going to be an orthopedic surgeon, and most women who become orthopedic surgeons have some experience in medical school, where they say, aha, this is...

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00:41:37.950 --> 00:41:50.619

Dr. Deborah Bohn: this... this is cool, I... I might want to do that, but then again, it's a little too late, or it gets harder because you're later in the process. And the same is probably true for people underrepresented in medicine.

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00:41:51.720 --> 00:42:00.440

Ana Nunez MD: So that... so the light bulb going off, you know, is sort of the... a big... a big difference in terms of sort of saying, oh, this is a thing.

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00:42:00.550 --> 00:42:01.270

Ana Nunez MD: Yeah.

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00:42:01.270 --> 00:42:01.860

Dr. Deborah Bohn: Yep.

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00:42:02.280 --> 00:42:14.929

Ana Nunez MD: you know, it's interesting, as co-director for the Prep A prep, where we give a summer experience about translational science opportunities for undergraduates and for early doctoral, sort of, folks, it's the same thing of, like.

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00:42:15.430 --> 00:42:33.560

Ana Nunez MD: I didn't know that this was science. This was, you know, like, I thought, you know, I had an idea that science was just this, I didn't think about translation or implementation science, and I didn't think that I could do this, to your point of, you can't be what you've never seen, right? So then suddenly you see somebody who's doing this, and you're like, this is cool!

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00:42:33.650 --> 00:42:51.349

Ana Nunez MD: And I want to grow up and be you, right? You know, in terms of sort of that opportunity. And I think that, you know, there's so many things in terms of skill building and identifying talent in the rough, but just giving people the opportunity to see people who are, you know, sort of doing the work is really sort of

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00:42:52.000 --> 00:42:52.969

Ana Nunez MD: Game changer.

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00:42:53.260 --> 00:42:58.550

Dr. Deborah Bohn: Sorry, I... I have a, like, super, super bad battery.

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00:42:58.550 --> 00:43:00.120

Ana Nunez MD: Oh, okay.

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00:43:00.120 --> 00:43:03.640

Dr. Deborah Bohn: So, I'm just gonna, before I go away.

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00:43:03.990 --> 00:43:06.609

Ana Nunez MD: Not just, poof on us here, huh?

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00:43:06.610 --> 00:43:09.050

Dr. Deborah Bohn: Right. That would be bad. Okay.

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00:43:09.100 --> 00:43:09.950

Ana Nunez MD: Yep.

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00:43:09.980 --> 00:43:19.819

Dr. Deborah Bohn: Little switch, there we go. Yeah, I think that, you... if you can't see what it... what the opportunities are, then you can't...

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00:43:19.820 --> 00:43:23.049

Ana Nunez MD: you know, you certainly can't see it. I certainly went to medical school.

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00:43:23.120 --> 00:43:32.160

Dr. Deborah Bohn: not thinking that I would be a surgeon of any kind. And so, you know, having that experience is, is a really important thing.

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00:43:33.560 --> 00:43:42.989

Ana Nunez MD: Great, so we have a couple questions here. Thank you, the first is from Akash Nagapur. I hope I said your name somewhat okay. If I didn't, I apologize.

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00:43:42.990 --> 00:43:56.279

Ana Nunez MD: Have you seen that your efforts in increasing DI amongst ortho-surgery residents has also led to the past researched improvements in patient care, specifically at the U, has it led to outcomes you expected?

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00:43:56.490 --> 00:44:01.030

Ana Nunez MD: So, has... has care, sort of, changed in terms of, sort of, some of these changes?

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00:44:01.030 --> 00:44:10.749

Dr. Deborah Bohn: Yeah, that's a great, opportunity for growth for us. We really haven't had somebody in our department who has,

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00:44:10.970 --> 00:44:28.690

Dr. Deborah Bohn: has really invested and made a research track out of that particular question, and I think that's a great opportunity for somebody who's interested in that. We certainly do that kind of research, especially our adjunct faculty at Hennepin County.

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00:44:28.740 --> 00:44:43.030

Dr. Deborah Bohn: engages in that type of work, but, we don't. Other people have certainly done it. You know, joint replacement, literature is full of examples of how people who

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00:44:43.040 --> 00:45:02.529

Dr. Deborah Bohn: are of color, if they can't find a concordant surgeon, they get knee replacements at a far lower rate, or joint replacements at a far lower rate, and that's, you know, that's a great procedure for keeping people mobile and independent and working, and so..

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00:45:02.570 --> 00:45:11.679

Dr. Deborah Bohn: there... we know that there are disparities when people don't have concordant care. We... we don't know if our changes and our,

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00:45:11.840 --> 00:45:15.649

Dr. Deborah Bohn: You know, our work has translated into that, however.

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00:45:16.690 --> 00:45:29.310

Ana Nunez MD: I suspect more time, more people, and more research will have to go into, sort of, you know, making a difference, and even the type of questions that are asked. Because, again, depending on your perspective.

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00:45:29.310 --> 00:45:48.839

Ana Nunez MD: you know, you may not ask that question because that doesn't seem relevant, but to somebody else, from their lived experience, there might be a question that's never been asked. And so, how do you sort of capture that in terms of sort of saying, well, that question wouldn't have ever been asked if you weren't in the room, and now you're in the room and the question is asked. So how do we track that? But I think that that really is an important thing to sort of think about.

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00:45:48.840 --> 00:46:01.969

Ana Nunez MD: Tina Russell sort of asked, given the current administration views on equity and diversity in DEI in general, has your program received increasing barriers or pushback in the inclusive work that's being done, especially given to advancing groups?

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00:46:02.940 --> 00:46:09.810

Dr. Deborah Bohn: You know, we are following the lead of the Office of Diversity, Equity, and Inclusion.

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00:46:12.630 --> 00:46:31.700

Dr. Deborah Bohn: you know, all of our funding is... is really private. I mean, the way that University of Minnesota Physicians and the Department of Orthopedic Surgery works is, you know, most of the funding comes from patient care. Like, that's where we get all of our money. Patient care and, you know, the educational dollars.

234

00:46:31.830 --> 00:46:50.709

Dr. Deborah Bohn: For training residents, but that mostly goes toward supporting the residency program. And so, we really aren't counting on federal funding for these initiatives. These are what we divert from our department funds and, or, you know, like, charitable giving funds.

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00:46:50.880 --> 00:46:54.789

Dr. Deborah Bohn: So, we haven't had to really

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00:46:54.900 --> 00:47:02.990

Dr. Deborah Bohn: worry about that. I wouldn't say that we don't worry about that, but I would also say that we have changed the name of our diversity

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00:47:03.770 --> 00:47:09.720

Dr. Deborah Bohn: Committee to the Alloy... Ally Alloy... Alloy Alliance?

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00:47:11.380 --> 00:47:18.149

Dr. Deborah Bohn: But, I don't know, I think... I think we have to be brave and stand up and move forward with the work that we know is right.

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00:47:18.560 --> 00:47:23.699

Ana Nunez MD: Yeah. And, you know, as you mentioned, the opportunities that exist are open to everybody.

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00:47:23.700 --> 00:47:46.520

Ana Nunez MD: Right? I mean, you know, we're here for all Minnesotans, they're open to everybody, we're here nationally. So, those opportunities are open for everyone. We're allowed to have support in terms of different groups, that's totally, you know, within, sort of, university and sort of legal guidance. We're here for everybody, and decreasing barriers to improving access in terms of care, you know, like you even showed in terms of

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00:47:46.520 --> 00:48:07.080

Ana Nunez MD: your efforts weren't directed in terms of first generation, and yet 1 in 5 first generation had a chance to sort of become an orthopedic surgeon, right? And so, all things float all boats type of thing, when we do it sort of in a way where it is for everybody, in terms of moving the needle. And so I think that, you know, going for the best.

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00:48:07.080 --> 00:48:21.580

Ana Nunez MD: trainees, that have the competencies to become our best clinicians and teachers and researchers, you know, across the board, you know, that's kind of what we sort of talk about in terms of inclusive excellence, of setting and getting the job done.

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00:48:22.020 --> 00:48:26.799

Dr. Deborah Bohn: We often talk about, in a candidate, not where they are, but how far they've come.

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00:48:27.560 --> 00:48:29.100

Dr. Deborah Bohn: And...

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00:48:29.350 --> 00:48:49.160

Dr. Deborah Bohn: you know, I think that's a really good way of looking at it, and that's one of the things that the diversity scholarship has helped us with, is if we're going to, you know, take a chance on somebody who's gonna... who doesn't have, you know, all of the boxes ticked on their CV, we want to know who they are.

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00:48:49.220 --> 00:48:59.289

Dr. Deborah Bohn: And how hard they work, and, you know, what they learn, and what their professionalism level is, and how they work as a team player before we select them.

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00:48:59.440 --> 00:49:10.129

Ana Nunez MD: Yeah, and, you know, what you're getting in terms of resilience and lived experience and perspective is, you know, what the return is from the patient perspective.

248

00:49:10.130 --> 00:49:21.059

Ana Nunez MD: is an expert clinician who kind of gets you, who understands, you know, and is with you in the long run. And so I think that that's a very different kind of investment, but an important one nonetheless.

249

00:49:22.280 --> 00:49:40.869

Dr. Deborah Bohn: Yeah. Yeah, we, one of our graduates from last year is a woman, lovely woman, was a University of Minnesota medical student, and thought, I think I like orthopedic surgery, this is really cool. And when she was a second-year resident, you know, she went all through the pathway and matched with us.

250

00:49:40.870 --> 00:49:43.539

Dr. Deborah Bohn: And she told me when she's a second-year resident.

251

00:49:43.550 --> 00:49:57.309

Dr. Deborah Bohn: I didn't even know it was weird to be an orthopedic... to be a woman in orthopedic surgery until I did my away rotations, and it was like, that's awesome, and so I'd like, you know, I'd like to get there with, you know, the next step as well.

252

00:49:57.310 --> 00:50:07.899

Ana Nunez MD: Yeah, no, that's great, that's great. Well, that speaks to sort of, you know, the culture and the support, in terms of we're here for everybody, you know? And so that's really very cool.

253

00:50:08.070 --> 00:50:27.120

Ana Nunez MD: You know, it's interesting you mention about, sort of, ortho as sort of a field, but... and again, this is old information, and please, if there's people out there that have newer one, throw it in the Q&A. But even in fields previously, like, from what I'd looked in the literature, peds and psych, that we sort of think that are female predominant.

254

00:50:27.550 --> 00:50:32.820

Ana Nunez MD: When you turn the camera to look at who are the leaders, They're not women.

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00:50:33.380 --> 00:50:52.560

Ana Nunez MD: They're mostly all men. So even in female-predominant fields, we have sort of... we have a leadership challenge in terms of that next piece, and I wonder whether that's something, because if anybody should be thinking about it in terms of being premier leaders in the fields, you guys are, and gals,

256

00:50:53.220 --> 00:51:11.610

Ana Nunez MD: how do we promote, sort of, that permeation, sort of that leadership piece? Not that I am not, you know, like, some of my most fabulous, sort of, champions and allies and marvelous people in my life have been men in medicine, insofar as mentors and sponsors, so I'm not throwing shade.

257

00:51:11.610 --> 00:51:29.149

Ana Nunez MD: But I do think that we have kind of a leadership challenge, sort of that next level in terms of our fields. We see it in these other fields. I don't... I assume, based on the numbers, it's probably true also in ortho, but how do we do that next lift or setup in terms of crossing that sort of leadership gap?

258

00:51:30.020 --> 00:51:36.900

Dr. Deborah Bohn: Yeah, it's... it's a problem. As I said, women tend to be more engaged in their,

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00:51:37.140 --> 00:51:45.139

Dr. Deborah Bohn: In their subspecialty organizations, in terms of... of committee membership, volunteering for things,

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00:51:45.340 --> 00:52:03.789

Dr. Deborah Bohn: But they are less represented in the leadership positions, especially the higher up you get. And so, there's clearly... some subspecialties are better than others. Like the Foot and Ankle Society has done a really great job,

261

00:52:04.120 --> 00:52:21.189

Dr. Deborah Bohn: Other subspecialties are even worse than the regular, you know, than general orthopedic. And I think one of the big problems is the nominating committees. You know, women need to be on the nominating committees for leadership positions in their subspecialty.

262

00:52:21.250 --> 00:52:31.319

Dr. Deborah Bohn: And I think if you can change the policies for how those nominating committees are put together, that would be helpful. For example, in the AAOS,

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00:52:31.730 --> 00:52:43.619

Dr. Deborah Bohn: 40 people get nominated, and you vote for 4. And so, like, all the women, and a lot of the men, might vote for, you know, some women, but if...

264

00:52:43.970 --> 00:52:53.970

Dr. Deborah Bohn: If the votes are, you know, like, 85% white male who don't know or don't care, or do care, and, you know, or the votes are diluted.

265

00:52:53.970 --> 00:52:57.959

Ana Nunez MD: You know, because there are 6 women, and only 4 people, you know, there's...

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00:52:58.180 --> 00:53:04.680

Dr. Deborah Bohn: So I think looking at how nominating committees are put together would be a really helpful thing.

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00:53:05.990 --> 00:53:13.950

Dr. Deborah Bohn: And yeah, I mean, I think we keep volunteering for those positions, but we aren't getting the, you know, the lead positions as well, and..

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00:53:14.050 --> 00:53:18.279

Dr. Deborah Bohn: I'm not engaged really much in national leadership,

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00:53:18.530 --> 00:53:29.510

Dr. Deborah Bohn: So, I'm not going to be the person that changes, but also, it's a lot of work. I mean, if you're the... if you are the president of one of our societies, it is about a half-time job for a year.

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00:53:30.190 --> 00:53:32.230

Dr. Deborah Bohn: And that's a lot to give up.

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00:53:32.230 --> 00:53:32.870

Ana Nunez MD: Yeah.

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00:53:32.870 --> 00:53:36.639

Dr. Deborah Bohn: In practice, you know, it's not... it's volunteer. Those are all volunteer positions.

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00:53:36.640 --> 00:53:38.940

Ana Nunez MD: Your labor. Yeah.

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00:53:39.210 --> 00:53:42.989

Dr. Deborah Bohn: So, you know, and it's probably pretty thankless.

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00:53:42.990 --> 00:53:51.890

Ana Nunez MD: But somebody has to do it. Somebody needs to do it. So, excellent.

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00:53:51.890 --> 00:54:16.420

Ana Nunez MD: Well, I think we're getting to the end of our time. I appreciate, and again, kudos in terms of being an Impact Award, and true. Yes, orthopedic surgery did win 3 of those awards, so, you know, woo-hoo as a department in terms of the good work, and looking forward to

continued good work as we move forward. You know, it's easy to do it when it's easy, and it's important to do when it gets harder.

277

00:54:16.420 --> 00:54:40.580

Ana Nunez MD: Right? And so, you know, and we do it the way, you know, the way the answer is, is doing it together as a team. So thank you and your members in terms of your leadership, because it's really great stuff. It's always nice to brag how wonderful our departments at the U are in terms of sort of setting the standards for national standards of, yes, you can do this.

278

00:54:40.580 --> 00:55:02.129

Ana Nunez MD: we look forward in terms of, you know, continuing to hear about sort of the good work that's happening. So, please bring our thanks back to all the members of the team in terms of this, and look forward to the next phase of the story. Maybe meeting with some of your trainees and your students to hear their experiences coming through would be really fun in terms of, sort of, doing stuff.

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00:55:02.130 --> 00:55:06.700

Ana Nunez MD: So, thank you again for joining us, and I'll turn it over to Matt.

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00:55:07.090 --> 00:55:08.389

Dr. Deborah Bohn: Thank you, Dr. Nunez.

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00:55:10.090 --> 00:55:19.679

Matt Amundson (he/him/his): Excellent. Thank you so much, Dr. Bone, for being here, for your great lecture. That was really, really thought-provoking, and, we appreciate just your time and effort and engagement today.

282

00:55:19.770 --> 00:55:32.740

Matt Amundson (he/him/his): For all of you who joined us, thank you for joining us today as well. A one-question survey will appear in your web browser immediately after the Zoom session. We would appreciate it if you took the time to complete the survey. That helps inform us of future topics.

283

00:55:32.790 --> 00:55:48.470

Matt Amundson (he/him/his): And a reminder that this session was recorded. It will be shared within 2 days to all those who registered for the event, and otherwise, the recording can be found under the Education Training tab of the ODEI website. And please save the date. Our next Things Lecture Series session will be on Wednesday, December 10th.

284

00:55:48.470 --> 00:55:53.889

Matt Amundson (he/him/his): with Dr. Carolina Sandoval-Garcia of the Department of Neurosurgery, and we look forward to seeing you all then.

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00:55:54.040 --> 00:55:56.429

Matt Amundson (he/him/his): Take care, everyone. Thanks again, Dr. Bowen.

286

00:55:57.370 --> 00:55:59.010

Ana Nunez MD: Have a great day, take care, everybody.

287

00:55:59.230 --> 00:56:00.000

Dr. Deborah Bohn: Thanks.

288

00:56:00.260 --> 00:56:00.830

Ana Nunez MD: Thanks.