

## **Diversity, Equity, and Inclusion Among Orthopaedic Surgery Trainees**

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**INTRODUCTION:** Women and minorities have been historically underrepresented in medicine. This trend is especially significant in the field of orthopaedic surgery. The goals of this study were to quantify the current state, perceptions, and makeup of diversity in terms of race/ethnicity, gender, and sexual orientation among orthopaedic surgery residents and fellows.

**METHODS:** An institutionally reviewed and validated survey was delivered to 209 orthopaedic surgery residency programs. Topics addressed included gender identity, sexual orientation, racial and ethnic background, rationale for pursuing orthopaedic surgery, and medical training experiences. The study was administered from January to April 2023.

**RESULTS:** In total, 119 orthopaedic surgery residents and fellows responded to the survey. The sample was 62.2% white (n = 74), 60.5% male (n = 72), and 86.6% (n = 103) of respondents self-reported as straight or heterosexual. Respondents indicated that role models/mentors were very or most important in their desire to pursue orthopaedic surgery (n = 91; 76.4%). In total, 23% of females and 4.2% of males reported that having women/diverse faculty was very or most important in their decision to pursue orthopaedic surgery. Some 15.4% of female respondents and 1.4% of male respondents reported that their gender identity negatively impacted their decisions to pursue orthopaedic surgery (p = 0.004). In total, 24.4% of racial and ethnic minorities reported a negative experience as an orthopaedic surgery resident compared to 4.1% among White participants (p = 0.002). Discrimination during the orthopaedic surgery residency application process or as a trainee ranged from 2.6% due to sexual orientation, 20.6% due to race/ethnicity, and 26.3% due to gender/gender identity.

**DISCUSSION AND CONCLUSION:** Experiences of discrimination based on race/ethnicity, gender, and gender identity continue to be a concern among orthopaedic surgery trainees. Mentorship continues to appear as a premier factor to foster interest in orthopaedic surgery among women. Creating an environment that is inclusive and supportive of all trainees regardless of race/ethnicity, gender/gender identity, and sexual orientation is needed. Interventions and strategies to create an inclusive environment may improve diversity within orthopaedic surgery.