

NZOA Diversity Equity and Inclusion Plan 2024

Aim: To acknowledge under-represented groups in New Zealand Orthopaedics and take measures to effect positive change across the specialty

- a. Females are 50% of the population, 58% of medical graduates, but only 6% of Orthopaedic surgeons are female. 24% of Orthopaedic Trainees are female.
- b. Māori are 17% of the population, 22% of Otago medical graduates and 14% of Auckland medical graduates, but only 3% of Orthopaedic surgeons are Māori. 18% of Orthopaedic Trainees are Māori.
- c. Pacific Islanders are 8% of the population, 7% of medical graduates but only 2% of Orthopaedic surgeons are Pacific Islanders. 12% of Orthopaedic Trainees are Pacific Islanders.
- d. LGBTQIA+ are <1% of Orthopaedic surgeons.

Aspirational Trainee Targets: 50% female; 17% Māori; 8% Pacific Islander.

Aspirational Council Member Targets: 20% female within 5 years and 40% within 10 years; 17% Māori within 10 years; 8% Pacific Islanders within 10 years.

Aspirational Membership Targets: to reflect the communities we serve.

This Plan will be reviewed and reported against annually.

KPI Key: Green Achieved
 Amber Progressing
 Red Not achieved

Priority One		
1. Promote Diversity within the NZOA Council, Committees, Membership and Sub Specialty Societies to reflect the Society we serve		
Method	Milestone	KPI
Council approves Diversity Equity and Inclusion Strategic Plan.	Publication on NZOA website.	
Ensure diversity of Trainee selection by support of under-represented groups before and after the Selection process.	Ladies in Orthopaedics New Zealand (LIONZ) – interview technique courses and mentoring. Ngā Rata Kōiwi (NRK) – interview technique courses and mentoring. Pacific NZ Orthopaedic Assn (PNZOA) – interview technique courses and mentoring.	

Priority Two		
2. Promote Diversity across all Educational Forums		
Method	Milestone	KPI
Increase the diversity of Chairs, Speakers and Invited Guests at NZOA ASM and other Educational events.	Monitoring % of female, Māori and Pacific Island speakers year on year.	
Priority Three		
3. Promote Orthopaedics as an Inclusive Specialty to College/High School and Medical School Students		
Method	Milestone	KPI
Promote Diversity in Orthopaedics in colleges/high schools and medical schools.	Female, Māori and Pacific Island Orthopaedic surgeons presenting at colleges/high schools and medical schools.	
Improving the Image of Orthopaedics being the least accepting surgery for females.	Promote a more diverse image of Orthopaedic surgeons. Correct misconceptions of a need for strength, lack of senior support, and poor work/life balance.	
Inclusion at all levels.	Promote inclusion of all medical officers, registrars and consultants in social events to engender a sense of unity and belonging.	
Increasing awareness of Orthopaedics as a career for under-represented groups.	Work with Universities to increase Orthopaedic exposure. Have an NZOA representative present at Pūhoro events regularly.	
Priority Four		
4. Provide Career-long Support for Orthopaedic Colleagues		
Method	Milestone	KPI
Strengthening Mentoring Programmes.	Establishing short and long term mentoring schemes to support surgeons throughout their careers.	
Improving Communication and Network.	Networking – formal meetings and informal activities – LIONZ, Ngā Rata Kōiwi and PNZOA, NZOA ASM and Sub Specialty meetings.	
Promoting Training Activities and Supporting Societies which Promote Diversity.	Supporting annual or biannual training activities and meetings such as LIONZ and their workshops.	
Supporting Societies which Promote Diversity.	Supporting societies under the umbrella of NZOA to further diversity – such as LIONZ, Ngā Rata Kōiwi and PNZOA.	

Priority Five**5. Support for Educational Tools and Research**

Method	Milestone	KPI
NZOA provides or supports educational tools and training for Council and Committee Members.	CPD recognition of training in unconscious bias and Te Tiriti O Waitangi.	
NZOA supports research through the Wishbone Orthopaedic Research Committee into gender imbalance and Māori and Pacific Islander health outcomes.	Applications to Wishbone Orthopaedic Research Committee.	
Current demographic census data available to Council to inform Advocacy.	Updated census data.	