Diversity Equity & Inclusion @Duke Ortho

Moving Forward During A Movement
Orthopaedic Inclusion Workforce (OIW)

MISSION: Ensure that the best and the brightest candidates are represented within orthopaedic surgery and given equitable opportunity to make valuable contributions to the advancements of orthopaedic healthcare.

~OIW, circa 2018
Duke Orthopaedics has been recognized for our creative, multifaceted strategy geared towards achievement of an inclusive environment to work, learn, and play.

- **Perry Initiative Program**
- **Orthopaedic Surgery Night**
- **Dinner at the Chair's House**
- **Formal Mentoring**
- **Informal Mentoring**
- **Search Committee Participation (Faculty)**
- **Implicit Bias Training for Resident Selection Committee**

**Programming**
DEPARTMENT FACULTY MEETING | JULY 2020

The team

Erica Taylor, Chair
Ben Alman
Kelms Amoo-Achampong
Oke Anakwenze
Edward Baldwin
El-shaday Belay
Janet Prvu Bettger
Michael Bolognesi
Holley Broughton
Melissa Erickson
Norah Foster

Gloria Liu
Daniel Lorenzana
John McCall
Robyn Miller
Joseph Minchew
Dara Purvis
Rachel Reilly
William Richardson
Dave Ruch
Dean Taylor

CHANEL COPELAND
Clinical Experience

THORSTEN SEYLER
Research

JEFF HODER
DPT Program Task Force
Strategic Workgroups

COMMUNICATIONS
Provide guidance / enhancement of internal and external communication regarding DEI education and programming

MENTORSHIP
Coordinate and innovate opportunities to extend mentorship throughout the career journey

PROFESSIONAL RELATIONS
Evaluate and/or create policies and procedures to foster equity in the workplace

RESEARCH
Investigate avenues for scholarship in the area of DEI, including MSK health disparity research

DEPARTMENT FACULTY MEETING | JULY 2020
To the Duke Community,

On Friday, we celebrate Juneteenth, the day when enslaved people in Texas learned of the Emancipation Proclamation that had been issued by President Lincoln more than two years earlier. We do so at a somber and sobering moment in our history, as our nation confronts the horror of police violence against Black people, amidst the backdrop of systemic racial inequities and injustices that have been laid bare by the pandemic.

In recognition of Juneteenth’s message of liberation from oppression, and out of respect for the anger, sadness, exhaustion, and courage of our Black friends and neighbors, this Friday, June 19, will be a day of reflection for the entire Duke community. I encourage you to pause from your regular work and reflect both on the ongoing history of systemic racial injustice and how it manifests in our neighborhoods, our places of work, our families, our faith communities, and at Duke. To the extent possible, managers should provide employees with time to take part in programs and observances for this day of memory and contemplation.

I hope that this opportunity for reflection will prove valuable for you, as I know it will for me. I cannot as a white person begin to fully understand the daily fear and despair that is experienced by the Black community. Instead, I

DUKE UNIVERSITY OIE

Diversity leaders monthly Zoom meeting with breakout sessions and best practice sharing

DUKE UNIVERSITY HEALTH SYSTEM

Strategic Workgroup #7: Our Culture, newly formed with Ortho department membership

SCHOOL OF MEDICINE ODI

Ortho department members in the Inclusion Council, Dean's Strategic Planning Groups, Office of Faculty Development, GME Planning
Potential Challenges

Sustainability
Communication Across Segments
Authenticity
Transparency
Cultural Shift from Equality to Equity ("Fairness")
Discomfort
Defining Target Metrics
Time Commitment
How Can You Help OIW?

DEPARTMENT FACULTY MEETING | JULY 2020

VOLUNTEER FOR PROGRAMMING

PARTICIPATE IN FACULTY DEVELOPMENT & EDUCATION OPPORTUNITIES

DEMONSTRATE EMPATHY AND COMPASSION DURING CONVERSATIONS

INTEGRATE PRINCIPLES OF INCLUSION AND EQUITY IN DAY-TO-DAY ACTIVITIES

ALLOW ROOM FOR IMPERFECTION

ADVOCATE FOR SUPPORT OF OUR EFFORTS