

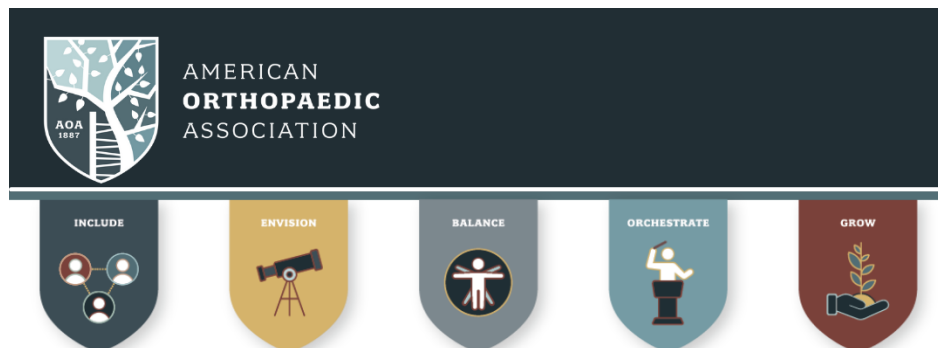


AMERICAN
ORTHOPAEDIC
ASSOCIATION

AOA/CORD STATEMENT of SUPPORT for INCLUSIVITY
November 2, 2021

Each year in early fall at the height of the residency application season, a crowd-sourced, cloud-based file is circulated among and accessed by medical students in an effort to share information about programs such as interview dates, experiences on sub-internship rotations, and candid information about the residency application process. At times, this file includes false information about programs, and, as we have learned, each year, a handful of misguided and thoughtless comments are included in a chatter section of the sheet. However, this year, 2021, the comments have reached a new, alarming level of contempt, with direct attack on individual applicants and misogynistic, racist, and other disparaging commentary. These comments have ignited social media platforms with thousands of posts.

AOA/CORD leadership condemns this behavior and seeks to remind the community of the highest of leadership principles: inclusivity and respect. The AOA aspires to build a future where orthopaedics is inclusive, diverse, and equitable. The following was posted on social media.



The AOA stands on five essential Leadership Principles to guide us into the future. The first Leadership Principle: Include.

We include by assembling diverse teams, creating a caring and inclusive culture, and seeking others' perspectives.

The AOA is fully committed to this vision of inclusivity within orthopaedics.

We welcome all who share this goal.

To the orthopaedic residency applicants who posted or supported the divisive, misogynist, and widely discriminatory comments: you have no place in our field.

AOA/CORD representatives to the American Association of Medical Colleges (AAMC) have reported these comments to the organization; their leadership is taking steps to review policies and determine if there are recommendations for next steps.

The [AOA/CORD Orthopaedic Residency Information Network \(ORIN\)](#) was created specifically for students looking for accurate information about orthopaedic programs. Please promote this search tool to your students and medical school deans as a source for reliable information.

Join us as we stand for a future of diverse, inclusive leaders who will propel the field of orthopaedics forward. We call on you, our AOA/CORD community, to support these values and join us in condemning this divisive behavior.