

The International Orthopaedic Diversity Alliance (IODA) Charter



INTERNATIONAL ORTHOPAEDIC DIVERSITY ALLIANCE

A vision for a global orthopaedic culture in which everyone can thrive.

Orthopaedic societies serve as role models for the profession of orthopaedics. This Charter has been created by the International Orthopaedic Diversity Alliance to recognize organizations who have publicly committed to improving diversity, equity, inclusion (DEI) and engagement in orthopaedic surgery.

In signing the Charter, signatories believe that a commitment to diversity, inclusion, and belonging is essential to reflect the society that we serve today. It is essential for our patients and our profession, because it helps us to attract and retain the best healthcare providers. It enables us to understand and to meet our patient's needs more effectively. By doing so, we provide higher quality and more equitable, patient-centered care.

Signatories of the Charter will accordingly:

- Develop a strategic plan that incorporates a commitment to DEI with clear measurement of metrics and objectives;
- Outline progress toward strategic DEI goals in a regular Diversity Report via the organization's internal communications;
- Strive to provide historically excluded groups with representation in the volunteer and leadership (Board) structure of the organization;
- Make an intentional effort to develop annual scientific and/or educational meeting programs or related events that have diverse speakers and panels;
- Recognize, respect, amplify and celebrate contributions from diverse individuals to strengthen team performance;
- Develop or facilitate leadership and mentorship opportunities aimed at under-represented groups and individuals.