

TOP STORY!

HEAR HERE: “ANS COMMITS TO DIVERSITY AND INCLUSION”

What is diversity and inclusion? A culture of diversity welcomes and respects people of varied identities with respect to gender, sexual orientation, religion, nationality, race, ethnicity, socioeconomic status, and disability. In the case of our specialty, diversity may also include age, practice structure, training program, professional background, primary role of clinician or scientist, degree and many other characteristics with which we define ourselves. However, diversity does not guarantee inclusion; and diversity without inclusion is not enough. A culture of inclusion allows diverse voices to be heard and affords each and every member access and opportunity to participate, contribute and lead. Diversity and inclusion do not imply quotas, equal representation, special status, or token appointments. Inclusion empowers individuals who might otherwise feel excluded to speak up, seek opportunities, engage, and be recognized for their ideas, expertise and contributions.

Diversity and inclusion matter because they lead to better problem-solving, creativity, innovation, and outcomes across many different disciplines, including science and surgery. Even more relevant to the ANS is that diversity is associated with better communication with patients, improved access to care, and fewer medical errors.

Data demonstrate a lack of diversity in Neurotology including women and minority groups that are even more underrepresented compared to medical students, residents, otolaryngologists as a whole and other otolaryngology sub-specialty societies. Each of our members seeks fair representation at all levels of engagement within the ANS. Recognizing the importance of this issue, the leadership of the ANS initiated a task force and subsequently proposed a new committee with a position on the Executive Council. Over the next several years, the Committee on Diversity and Inclusion will take the next steps to develop a data-driven approach to define the current status of diversity and inclusion in the ANS, identify barriers, and implement strategies toward a more diverse and inclusive membership. The Committee asks for each of our members to open their hearts and minds to understanding the perspectives of each and every member as we work through this process. By welcoming, recruiting, inviting, encouraging, mentoring, promoting, and celebrating a diverse membership, we as a society will produce better educational events and be more representative of our membership, and we as individual Neurotologists will better understand and care for our patients in this generation and those to come.

In the coming months, we will set out to further define the issues at play and develop a comprehensive strategy to address them. Tune in for information on identifying implicit bias, educational opportunities, and opportunities to volunteer.

Respectfully yours,

Elizabeth Toh, MD, MBA

Chair of the Diversity and Inclusion Committee

Stephanie A. Moody Antonio, MD

Chair-Elect of the Diversity and Inclusion Committee



IN THIS ISSUE:

- ◆ ANS Commits to D/I
- ◆ Electronic Survey
- ◆ D/I committee appointment?
- ◆ Upcoming Activities
- ◆ Glossary

DIVERSITY & INCLUSION COMMITTEE MEMBERS

Elizabeth H. Toh, MD, Chair
Stephanie A. Moody, MD, Chair-Elect
Simon I. Angeli, MD
Maura K. Cosetti, MD
Joni K. Doherty, MD
Howard W. Francis, MD
Bradley W. Kesser, MD

“Diversity is being invited to the party, Inclusion is being asked to dance.”

Verna Myers, JD Harvard, author and VP of Inclusion Strategy, Netflix

ATTENTION MEMBERS -

ARE YOU INTERESTED IN SERVING ON THE DIVERSITY & INCLUSION COMMITTEE?

Call for letters of interest to join the D/I committee

An additional 6 to 8 individuals are needed to serve on the newly created Diversity/Inclusion committee. The ANS invites any member to submit a letter of interest to join this standing committee. Applicants will be selected by the ANS President and the Committee Chair based on recommendations from the D/I Committee. Selected individuals will join the members of the current committee in developing recommendations, strategic plans and initiatives for expanding diversity and inclusion at all levels of the ANS organization. Please send a letter or email (maximum one page) to D/I Chair, Elizabeth Toh at Elizabeth.Toh@lahey.org

Deadline: January 1st 2019.

Full committee complement will be announced at COSM 2019.



YOUR PARTICIPATION IS CRUCIAL!

Look for the electronic survey in the coming weeks.

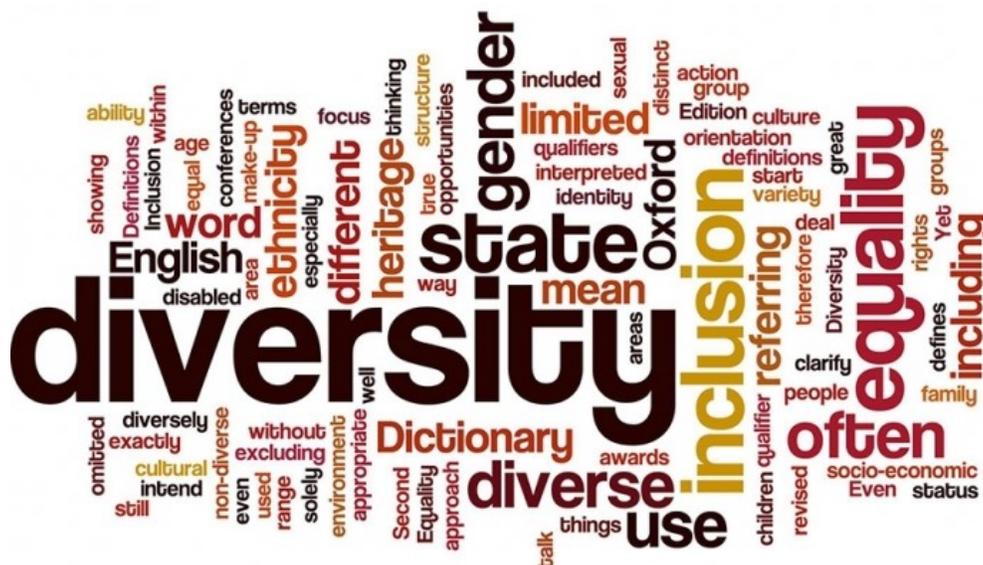
PLEASE complete the upcoming electronic survey regarding member engagement and perception of issues related to diversity and inclusion.

This will be sent via email shortly after the Fall meeting.

STAY TUNED...

- ◆ Development of searchable member database with self-identified areas of expertise
- ◆ D/I educational opportunities at COSM 2019
- ◆ Training in implicit bias

Watch for regular updates on the ANS website under the Diversity/Inclusion tab



GLOSSARY:

Diversity: Understanding, accepting, and valuing differences between members of different races, ethnicities, genders, ages, religions, disabilities, sexual orientations, education, skill sets, region, and practice environment.

Inclusion: Collaborative, supportive, and respectful environment that increases the participation and contribution of all members.