

MESSAGE FROM THE PRESIDENT

10 years ago, when one talked of an Orthopaedic Surgeon, the words depicted an image of a cis white, hetero, tall, and buff man. For many of us, that image contradicted who we are and how we saw ourselves. When I entered orthopaedic residency, I never thought that today would come.

1000 days ago, Julie Samora wrote the first series of articles in orthopaedic literature talking about members of our LGBTQ+ community who were in orthopaedics. That was when I read about Joe Letzelter, the only other gay orthopaedist I had heard about. While I had heard about lesbian orthopaedists, gay orthopaedists were unthinkable. I never thought there were others out there who were like me.

100 weeks ago, I worked with Dr. Samora to plan the first LGBTQ+ orthopaedic happy hour in July of 2020. The happy hour turned out to be the gayest happy hour in orthopaedic history. We saw faces that had every color and every background, allies, and a lot of love.

30 weeks ago, I got together with Dr. Julie Samora, Jaime Bellamy and David Fralinger and started Pride Ortho. My home was the headquarters, Dr. Fralinger came up with our name, and Dr. Bellamy, who was deployed, brought it all together.

100 days ago, we launched publicly and in less than 100 days we have more than 100 members. We have an organization that represents the LGBTQ+ community and we are able to connect to so many other members of our community. How many future members are out there? How many LGBTQ students out there have thought of orthopaedics, but dismissed the idea because of the image of the cis white, hetero male?

We have an exciting Pride Month planned this June 2022. We have a webinar for every week planned by our board members to reach out to you, our members. Additionally, we just launched 4 scholarships to support LGBTQ+ medical students, including two with guaranteed spots at NYU and Columbia.

The work ahead of us is enormous, but we have already come so far. Because of you, our members, our community. We are here to serve and represent you. Please reach out, step up, bring your rainbow ideas and let us make them reality.

Best,
Q Hammouri
President, Pride Ortho



MESSAGE FROM THE VICE PRESIDENT

I am so humbled and honored to be representing Pride Ortho. We came from such a slow beginning, but we have accomplished so much in such a short time. Our first major step was being visible to each other and the rest of orthopaedics, including our allies. I firmly believe that visibility is how we will live our lives safely with belonging for all.

It is hard to form an organization with people who have invisible identities and our slow beginning was due to us not knowing who would join us. We have our members to thank for showing up. You are what motivates me everyday to put effort towards our organization. Out of everything I do, serving in an organization like Pride Ortho is what matters. I read every single member questionnaire that comes in and I feel that I know each of you. I hope we can all make a difference in each other's lives. Thank you for all of your comments, that is the only way we can improve on what you want and need from us. I assure you, our common purpose, making inclusivity and belonging better for the LGBTQ+ orthopaedic community and our patients, will always be at the forefront of our minds.

Sincerely,
Jaime Bellamy
Vice President, Pride Ortho



[Thank You For Your Service](#)

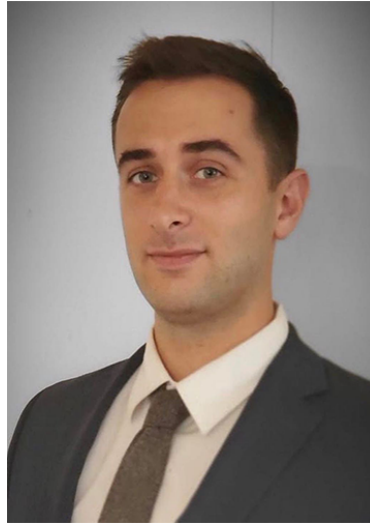


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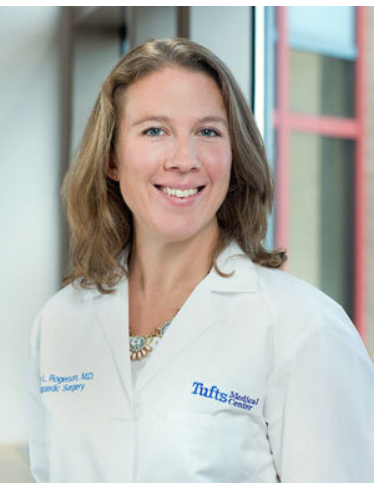
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**Pride
Ortho**

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Apply for a Chair or Committee volunteer position today!
(Click on the links below to apply and scroll below for full description)

**JOIN A
COMMITTEE!**



THANK YOU DONORS

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**Pride
Ortho**

PRIDE ORTHO PROMO VIDEO

SHOUT OUT TO DR. DAVE ATKIN M.D. FOR HIS INCREDIBLE GENEROSITY AND MR. EDWARD MAILHOT FOR HIS UNBELIEVABLE TALENT AND ALL THE HARD-WORK THAT WENT INTO CREATING THIS VIDEO



We Are All Pride Ortho



ACHIEVEMENTS

IN THE PAST 6 MONTHS, PRIDE ORTHO HAS:



ATTAINED 501(C)3 STATUS

- 501(C)(3) REFERS TO A SECTION OF U.S. IRS CODE ALLOWING FEDERAL TAX EXEMPTION FOR NONPROFIT ORGANIZATIONS
- INCORPORATED IN NY 2022
- EIN: 87-4041056
- WHY IT MATTERS: DONATIONS TO PRIDE ORTHO ARE NOW **TAX DEDUCTIBLE**





LAUNCHED WEBSITE



Contact us [Donate](#) [Login](#)
[Home](#) [About >](#) [Resources >](#) [Events](#) [Membership >](#)

Pride Ortho

Dedicated to LGBTQ+ causes, career development, and mentoring

[Learn More](#)



- **BLOG POSTS**
- **CALENDAR OF EVENTS**
- **RESOURCES ON DIVERSITY, EQUITY AND INCLUSION**
- **MEMBER RESOURCES:**
 - **MEMBER DIRECTORY**
 - **SCHOLARSHIP OPPORTUNITIES**
 - **FORUMS**



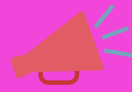
ON MARCH 10, 2022 OVER 75+ INDIVIDUALS GATHERED ON ZOOM TO CELEBRATE THE LAUNCH OF SOMETHING THAT WOULD CHANGE ORTHOPAEDICS FOREVER, THE PRIDE ORTHO WEBSITE! THE PASSION TO INITIATE CHANGE WAS PREVALENT AND FOR A FEW HOURS PEOPLE FROM ALL WALKS OF LIFE AND MEDICINE GATHERED WITH ONE COMMON GOAL: TO CULTIVATE DIVERSITY WITHIN ORTHOPAEDICS AND CELEBRATE THE START OF SOMETHING GREATER THAN THEMSELVES.

APPLY HERE 

Membership

Your active voice, support, and presence matters





FUNDRAISED \$3,600+

**T-shirt
fundraiser
raised
\$2,500+**



\$30

**BUY
YOURS
TODAY**



**Tank
fundraiser
\$1,100 so far**

***All proceeds benefit Pride Ortho**





ONLINE STORE



Unisex t-shirt
\$25.00



Unisex Long Sleeve Tee
\$40.00



Tree Lapel Pin
\$20.00



Enamel Mug
\$20.00



White glossy mug
\$20.00



Unisex t-shirt
\$30.00



PURCHASE HERE!



Shop

Pride Ortho swag is a great way to show your support and signal your membership





WELCOMED 100+ MEMBERS

FEATURED MEMBER: DR. DAVID P. ROYE JR.



**DR. ROY IS PROFESSOR
EMERITUS OF PEDIATRIC
ORTHOPEDIC SURGERY AT
COLUMBIA UNIVERSITY
VAGELOS COLLEGE OF
PHYSICIANS AND SURGEONS**

"Pediatric orthopedic surgery centered me for the decades before coming out. Caring for children's orthopedic problems, teaching and research filled my career at Columbia University. From my perspective there was not a safe way to enter the profession in the seventies as a gay man. Finally out, I want to change the environment that drove me to hide. I know we have a long way to go but I have entered the new world of orthopedic surgery that is more accepting and is becoming more diverse. Family, friends and colleagues welcomed me; my department embraced that revelation and helped make the transition. It has become clearer and clearer that I made the right decision. Now emeritus professor at Columbia, I have moved to China to create new services for children with cerebral palsy. The move has not altered my ambition to support all in the LGBTQIA community who are looking for that safe, accepting place in orthopedics. I am a proud member of PrideOrtho and I have participated in the diversity efforts of all of my professional societies. My goal is to help provide the environment needed for all who want to have differences accepted, welcomed, yes even recruited as they practice orthopedic surgery."





SPONSORED SCHOLARSHIPS

NYU LANGONE - PRIDE ORTHO SCHOLARSHIP

PRIDE ORTHO AND NYU LANGONE ORTHOPEDICS ARE JOINING FORCES TO OFFER A MEDICAL STUDENT ROTATION AT NYU! THE SELECTED STUDENT WILL GET A GUARANTEED AWAY ROTATION AT NYU, A \$2,500 STIPEND, MENTORSHIP, AND A LETTER OF RECOMMENDATION FROM THE PRIDE ORTHO TEAM. NYU DOES NOT PARTICIPATE IN THE ALSO PROGRAM, SO INTERESTED STUDENTS MUST ALSO APPLY VIA THE INSTRUCTIONS LISTED ON THEIR WEBSITE:

APPLY:

THE DAVID ROYE JR SCHOLARSHIP

PRIDE ORTHO HAS TEAMED UP WITH NYP/COLUMBIA ORTHOPEDIC SURGERY RESIDENCY PROGRAM TO SPONSOR A MEDICAL STUDENT ROTATION IN NEW YORK CITY! THE SELECTED STUDENT WILL GET A GUARANTEED AWAY ROTATION AT COLUMBIA, A \$2,500 STIPEND, MENTORSHIP, AND LETTER OF RECOMMENDATION FROM THE PRIDE ORTHO TEAM. STUDENTS MUST ALSO APPLY TO COLUMBIA THROUGH THE VISITING STUDENT LEARNING OPPORTUNITY (VSLO) SYSTEM, AND MEET ALL REQUIREMENTS FOR VISITING STUDENTS REQUIRED BY COLUMBIA UNIVERSITY ORTHOPEDICS.

THE SCHOLARSHIP IS NAMED AFTER DR. DAVID ROYE JR. WHO IS A DISTINGUISHED SENIOR LGBTQ PEDIATRIC ORTHOPAEDIC SURGEON WHO SPENT MUCH OF HIS CAREER AT COLUMBIA.

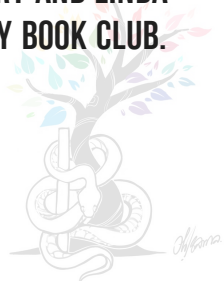
APPLY:

THE GARY AND LINDA FRIEDLAENDER SCHOLARSHIPS AND THE JULIE SAMORA AWAY ROTATION SCHOLARSHIPS

THANKS TO THE GENEROSITY OF PRIDE ORTHO'S FOUNDING PRESIDENT DR. QUSAI HAMMOURI AND FOUNDING MEMBER DR. JULIE SAMORA, WE WILL ALSO BE OFFERING 2 SCHOLARSHIPS TO MEDICAL STUDENTS COMPLETING ORTHOPEDIC AWAY-ROTATIONS AT OTHER INSTITUTIONS. JUST TELL US WHERE YOU ARE GOING AND WHY IN THE APPLICATION BELOW! ALL AWAY ROTATIONS MUST BE SET UP AND APPROVED THROUGH THE PROGRAM WHERE YOU WILL BE ROTATING. MENTORSHIP AND A LETTER OF RECOMMENDATION WILL BE PROVIDED TO ALL SCHOLARSHIP RECIPIENTS.

DR GARY FRIEDLAEDNER IS CHAIR EMERITUS OF ORTHOPAEDICS AT YALE. FOR THE PAST 25 YEARS GARY AND LINDA HAVE HELD A SAFE SPACE IN THEIR HOME FOR DIVERSITY IN ORTHOPEDICS THROUGH THEIR MONTHLY BOOK CLUB. THIS SCHOLARSHIP IS NAMED IN APPRECIATION TO THEIR DEI WORK.

APPLY:



EVENTS RECAP

AAOS SOCIAL

Pride Ortho's 1st annual luncheon at the 2022 AAOS conference in Chicago invited LGBTQ+ members and allies to learn about our mission, goals, and vision in promoting diversity and inclusion within the orthopedic community. The event was captured beautifully by the quote below. Thank you AAOS and everyone who attended!

"At the forefront of my memory will be the warmth, acceptance, and optimism emanating from each and every individual in attendance and the group as a whole."

- Stewart Morrison, MBBS FRACS (Orth) FAOrthoA
Pediatric Orthopaedic Surgeon, Melbourne, Australia



POSNA SOCIAL

Pride Ortho held a luncheon at the 2022 POSNA Annual Meeting in Vancouver, Canada. LGBTQ+ members and allies of the Pediatric Orthopaedic community were invited to learn more about our mission, goals, and vision in promoting diversity and inclusion within the orthopedic community. Thank you POSNA and everyone who attended!





EVENTS RECAP

SPEAK UP ORTHO COLLABORATION

For Pride Month, Speak Up Ortho and Pride Ortho have teamed up to share personal stories from LGBTQ+ members who have experienced discrimination and harassment within orthopedics. Two stories of particular importance are highlighted below. Thank you to the Speak Up Ortho team for working so hard on this project!

"At a peds fellowship interview, an older attending said to me 'I want you to know that our fellowship is not designed for your kind of people. I'm just being honest and don't want you to take it the wrong way.'"

SPEAKUPORTHO | PRIDEORTHO

"I loved seeing the partnership of SpeakUpOrtho and Pride Ortho! Seeing the work that these groups have done and the collaboration together demonstrates that our field is really paving the way for all of medicine to create a better culture for all."

WEBINARS

IODA with David Fralinger

In March of this year David was invited to represent Pride Ortho in an IODA and AAOS sponsored webinar. He gave a short talk called "Pride Ortho: Steps to LGBT inclusion" and then participated in a panel discussion with other panelists from the UK, Saudi Arabia and Australia. This was the first time we were able to highlight some of the research we've compiled on our website related to being LGBTQ and an orthopedic surgeon. "It was amazing to get to speak to an international audience so soon after the creation of our group. We hope to work with IODA and the AAOS more in the future!"--David F.

RJOS annual meeting at AAOS

The RJOS annual meeting in Chicago welcomed Pride Ortho board members Jaime Bellamy, DO, Vice President and Carla Bridges, MD, Chair of Communications committee in a meaningful panelist discussion on intersectionality, especially pertaining to the field of orthopedic surgery. Panelists were able to reflect and share their experiences in orthopedics in which they were marginalized based on personal attributes- gender, race, sexual orientation, and more. The discussions further inspired and emphasized the importance of the Pride Ortho's mission to advocate for diversity within orthopedics.

PRIDE MONTH WEBINARS

Allyship/Basic Terms

June 2nd

This webinar kicked off the first in the Pride Month Webinar Series with a discussion on how to be an ally for the orthopaedic LGBTQ+ community, the meaning of LGBTQIA abbreviations, and terminology preferable for patients and families to enhance orthopedic care. Thank you to our speakers- Drs. Samora & Odum!

Post-Match Medical Student

June 9th

The webinar hosted four recently matched medical students to discuss the match process through their unique lens and from the perspective of the program director. Thank you to our panelists- Drs. Nellans, Anthony, Feroe, Petrie, and Desrosiers!

Coming Out in Residency

June 16th

Courageous orthopedic residents shared their personal coming out stories during residency along with fears associated and support integral to their experiences. The conversation inspired and further emphasized the importance of our Pride Ortho community. Thank you to our panelists- Drs. Tetreault, Shaner, Rahman, and Beutler!



PRIDE MONTH WEBINARS

Fireside Chats June 23rd

The fourth Pride Month Webinar event took place with Drs. Hammouri and Odum. They spent the evening chatting with two of the most respected orthopaedic surgeons in the LGBTQ+ community. They dropped some knowledge and shared their wisdom with us. Thank you to our speakers- Drs. Easterling and Anderson.

Family Planning June 30th

Our final Pride Month Webinar event will feature Drs. Rogerson and Schultzel. They will spend the evening discussing and answering all of your questions related to family planning in the LGBTQ+ community. Thank you to our speaker- Dr. Marie Gdalevitch for joining us.

MOST OF OUR WEBINARS WERE RECORDED AND WILL BE AVAILABLE IN THE NEAR FUTURE.

HAVE AN IDEA FOR A WEBINAR?

SHARE YOUR IDEAS WITH US AT THE **LINK** BELOW



RESOURCES

LGBTQ+ Inclusive Residency Programs



Programs endorsed by LGBTQ+ resident AND Program Director/Chairperson

NEW YORK UNIVERSITY/HOSPITAL FOR JOINT DISEASE

DUKE UNIVERSITY

SUNY UPSTATE MEDICAL UNIVERSITY

Programs endorsed by LGBTQ+ resident



MEDICAL COLLEGE OF WISCONSIN

NYP/COLUMBIA UNIVERSITY MEDICAL CENTER

SAN ANTONIO MILITARY MEDICAL CENTER

TUFTS MEDICAL CENTER

UNIVERSITY OF ILLINOIS CHICAGO

UNIVERSITY OF CHICAGO

YALE NEW HAVEN HOSPITAL

Programs endorsed by Program Director/Chairperson

UNIVERSITY OF TORONTO

ATRIUM LINK MUSCULOSKELETAL INSTITUTE



Want to get on the List?

Submit letters from a current resident/fellow as well as the program director/chairperson stating their support of the LGBTQ+ community. Email letters to membership@prideorthopaedics.org



Residency Spotlight



SUNY Upstate Medical University

"As an intern, I had never met another queer person in orthopedics. We have been lucky enough to match two more openly gay residents since I matched. I jokingly claim that Upstate is the "gayest orthopedic residency in America" right now. My coresidents are supportive people who have always made me feel like part of a family. I am very blessed to have trained here, where I feel proud to be a visible gay member of the orthopedic community."

Matt Bauer, MD
PGY5



"We understand that orthopaedics historically has not been as accepting of diversity as other fields in medicine and every year we strive to improve our commitment to under-represented groups in our department. We are blessed to have a number of LGBTQ+ residents in our program, as they have helped us to be more accepting and thoughtful surgeons and doctors."

Matthew Sullivan, MD
Program Director

Left to Right
Daniel Sylvestre, PGY1
Matt Bauer, PGY5
Kevin Lacy, PGY2

Check out
Upstate's
residency
program here:

Upstate
Orthopedics



RESOURCES

LGBTQ+ Inclusive Fellowship Programs



Programs endorsed by LGBTQ+ fellow



NEW YORK UNIVERSITY/HOSPITAL FOR JOINT DISEASES - HAND AND UPPER EXTREMITY



COLUMBIA PRESBYTERIAN



DUPONT NEMOURS PEDIATRIC ORTHOPEDIC FELLOWSHIP



PHOENIX CHILDREN'S HOSPITAL



SHRINER'S HOSPITAL FOR CHILDREN - PORTLAND



SHRINER'S HOSPITAL FOR CHILDREN - NORTHERN CALIFORNIA



CAROLINAS MEDICAL CENTER TRAUMA FELLOWSHIP



RESOURCES

Shoutout to the AAOS



The AAOS has committed \$1 million to support **Diversity, Equity, and Inclusion** initiatives. For more information about the application process and the grant program, click here



For Pride this year, Take Action!



Learn from and support the following LGBTQ+ Organizations

GLMA (Gay & Lesbian Medical Association)

Human Rights Campaign (HRC)

Lesbian Health Fund

MSPA (Medical Student Pride Alliance)

OutCare

The Trevor Project



RESOURCES

LGBTQ+ Patient Support Links



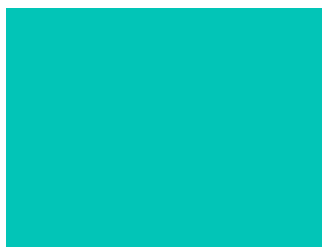
Different programs and websites offer resources on how to help support and treat LGBTQ+ patients. Check out Pride Ortho's curated list here.



Research



Find publications focused on LGBTQ+ issues and experiences here.



MEMBER OF THE MONTH

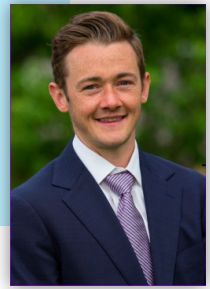


DR. TYLER TETREAUULT, M.D.

Meet Dr. Tyler Tetreault. He is currently doing his pediatric orthopedic fellowship at the Children's Hospital of Los Angeles. Dr. Tetreault's ancestors are from Quebec, hence the French last name. Originally from South Jersey, Dr. Tetreault was a high school athlete and ran track. He did his undergraduate work in Biophysics at the University of Pennsylvania before going on to Tufts for medical school. He then went through residency in Colorado.



DR. TYLER TETREULT, M.D.



Why choose pediatric orthopedics? Dr. Tetreault has been around kids all his life. He has 3 brothers and 3 sisters, with a 19-year age difference between him and the youngest. He felt a natural fit with children. They are so eager to recover. Plus, the kids enjoy his goofy personality. Moreover, as you will read below, the pediatric faculty have been especially open and welcoming to Tyler. They are warm and friendly, which is so essential for any trainee of any situation.

Tyler actually transitioned during his third year of residency. He was fortunate to have had support from his pediatric orthopedic mentors. The transitioning process was quite a journey. He did not know any trans people in college. However, he indicated that there was an awesome LGBTQ community in college. He was so driven towards his career, so goal-oriented that he did not engage or explore his gender identity. He felt that this would conflict with his goal of becoming an orthopedic surgeon. At the start of his third year of residency, he was doing a research rotation, and he felt that he was in the right place. He was able to reorient himself, and being around other trans people helped him accept his identity. He had been having the burden of having this huge secret of who he really was. In the first half of the third year of residency, he felt depressed as he was “in the closet”. He had a wonderful support system including his wife, therapist and family. They very much encouraged him to pursue his true self. He was lucky in that his family was supportive and continued to treat him exactly the same as before. Tyler mentioned that his dad, with whom he is very close, was very supportive.

His first year of transition was the biggest challenge. Some co-workers accepted him but were not overwhelmingly supportive. There were incidences of pronoun confusion. However, this was overshadowed by the many positive responses he received including the program director and program chair at the University of Colorado. (Author’s note – the program chair at the University of Colorado is only one of four female academic department chairs in the United States). She told Tyler to take whatever time he needed for this process.

With respect to our national societies, Tyler feels that AAOS and POSNA are supportive. He is a private person, and being trans is not a subject that comes up in everyday conversations. Tyler does keep his guard up and as a trainee, feels that there is a bit of an inferiority complex.

That being said, Tyler did join PrideOrtho. This road began in 2019 when AAOSNow published a series of articles about the LGBTQ community. He emailed Dr. Julia Semore, one of the authors, and this led to involvement in PrideOrtho. Interestingly, Tyler pointed out Any complex journey can be met with bumps and obstacles. How does one handle someone who is denigrating a person in the LGBTQ community or any marginalized or underrepresented? Tyler uses this as a teachable moment, an opportunity to educate the person putting down another person. The denigrator does not understand the background and experiences of the person whom he/she/they are disrespecting.

It is clear from speaking with Tyler that he loves his job. He feels that it is the best career in the world. He has such joy in what he does. He loves the technical aspect of orthopedics, that it is always evolving, and that he is a lifelong learner. He feels that it is exciting for him to go to work.

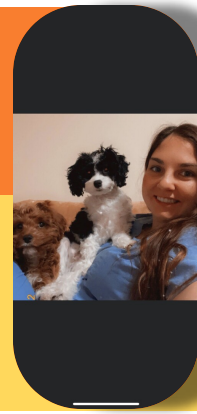
Now for some fun facts about Tyler – he loves woodworking. That is not surprising since many people refer to us as carpenters anyways. He also likes to run (remember, he was a track athlete in high school). He and his wife like to cook, hike, camp. Plus they are very busy looking after their two dogs. His dear wife is originally from San Diego. She has family in Chula Vista and La Jolla which are two beautiful locales.

We are so pleased to feature Dr. Tyler Tetreault as our member of the month and thank him for his kindness and courage in sharing his journey with us.



OUR FIRST MEMBER

DR. GRACE GILBERT



PrideOrtho: Please describe your background - med school, residency, career thus far. How did you get interested in orthopedics?

Dr. Gilbert: I never wanted to be a doctor. I genuinely had no interest in medicine at all, until my grandmother became sick. As I started to care for her I decided to go to Rutgers nursing school. In nursing school I got to see my first surgery and was absolutely hooked. I started doing premed requirements with my nursing courses. After graduating, I worked for 2 years as a scrub nurse before going to St. George's University. As a scrub nurse I was exposed to ortho and instantly fell in love. It reminded me of building things on the farm with my father. I am currently beginning my prelim general surgery year at the Mayo Clinic in Minnesota and will be applying ortho in the 2023 cycle.

PrideOrtho: How did you hear about PrideOrtho?

Dr. Gilbert: Instagram!!

PrideOrtho: What drew you in to become a PrideOrtho member?

Dr. Gilbert: Being recently out of the closet, and from a conservative religious background, I was inspired to see these professionals loudly proclaiming who they were. I don't want to wait until it's accepted or normalized, I want to be part of the change so I signed up the very first day I could to be a member.

PrideOrtho: Are you able to describe any incidents where you saw negative behaviour against the LGBTQ community? How did you handle this?

Dr. Gilbert: Unfortunately there are too many to count. Last week I saw a man yelling slurs at the park. I've seen countless patients made fun of while they are asleep. I've seen a classmate with his jaw wired shut after being the victim of a hate crime in NYC.

PrideOrtho: What advice do you have for anyone to advocate for someone being denigrated or put down, especially in the LGBTQ community?

Dr. Gilbert: Nothing will change without us doing so. Keep your head high. They will not make spaces for us, but we will make it better for the next generation.

PrideOrtho: What inspires you to continue in orthopedic surgery?

Dr. Gilbert: Every single time I set foot into an ortho case I'm reminded why I love it so much. There's literally nothing like it. The mechanics, the force, the exactness mixed with ambiguity.

PrideOrtho: Please share a fun fact about yourself.

Dr. Gilbert: I have two adorable puppies who I'm obsessed with.



OUR 100TH MEMBER!

DR. CHRISTEN RUSSO



We are happy to spotlight our 100th member of PrideOrtho. Dr. Christen Russo is an East Coaster, having done medical school at SUNY Downstate, followed by a general surgery internship at Brown. Residency took her back to SUNY Downstate with a pediatric orthopedic fellowship at Columbia. She is currently an assistant professor at Columbia at NYP/Methodist. We e-chatted with Dr. Russo about her connection to PrideOrtho:

PrideOrtho: How did you hear about PrideOrtho?

Dr. Russo: In so many ways, I have been waiting for PrideOrtho for years. But I would assume I probably heard about it from Julie Samora although I am not quite sure.

PrideOrtho: What drew you in to become a PrideOrtho member?

Dr. Russo: As I am very active w/ RJOS, I understand the need to organize and have financial power in the orthopedic world to be recognized and get things done. I have always been an ally for LGBTQ+ in ortho, but there is more to be done. PrideOrtho is doing it – education, mentoring, scholarship – I am impressed at the structure and detail of a young, small society and think PrideOrtho deserves it all.

PrideOrtho: Are you able to describe any incidents where you saw negative behaviour against the LGBTQ community? How did you handle this?

Dr. Russo: I think as a woman in orthopedic surgery, you are exposed to a certain level of behavior that was always grouped into the “boys will be boys” category, and only recently is that changing. And so, yes I have witnessed negative behavior over and over again – mostly as a resident – and to be honest when you are a resident it is a very difficult position to be in – to be speak up or stand up. I am not proud of that, and I am thankful that now as a women in leadership in orthopedic surgery I can voice my disdain for those who may not feel comfortable speaking their minds. PrideOrtho also does just that – grabs the bullhorn and shouts it out – so individuals don’t have to feel like they have to do it alone.

PrideOrtho: What advice do you have for anyone to advocate for someone being denigrated or put down, especially in the LGBTQ community?

Dr. Russo: I think squashing it early is the easiest thing to do – not that it was ever acceptable, but simply saying upfront, “hey, we don’t talk like that here,” or “those might be hour views but they don’t reflect this program, practice, etc,” is the first step. Then, providing education – PrideOrtho has great resources! – to redirect this behavior. Finally, if it continues, reach out to someone in PrideOrtho to help advocate further.

PrideOrtho: What inspires you to continue in orthopedic surgery?

Dr. Russo: Change. Growth. Making people uncomfortable. As a pediatric orthopedist, it’s all about growth and change right – which is, uncomfortable. Orthopedics is growing and changing and it sure is making some of usual comfortable people feel uncomfortable, and I LOVE IT.

PrideOrtho: Please share a fun fact about yourself.

Dr. Russo: This is the toughest question! I am a heterosexual cis woman in orthopedic surgery with a fierce passion for change and discomfort – I love to see people squirm! I feel like I fit in with the LGBTQ+ community and maybe it is because of that. I hope my kids grow up in a world where they never have to create a group like this because I made it more comfortable for them.



INTERNATIONAL MEMBER SPOTLIGHT

MS. CHLOE SCOTT



PrideOrtho: Please describe your background - med school, residency, fellowship, and current practice with subspecialty if any.

Ms. Scott: I went to medical school in Edinburgh just after coming out as gay to my friends at home. At age 21, I bucked up the courage to tell my family who were always supportive. After med school I had a series of jobs scattered around the UK for 2 years before returning to Edinburgh for residency. I completed short travelling fellowships to Boston and South Carolina before completing knee Fellowship training in Edinburgh where I was appointed as a Consultant (Attending) in 2017. I specialize in hip and knee arthroplasty and complex lower limb trauma and I have a keen research interest.

PrideOrtho: How did you hear about PrideOrtho?

Ms. Scott: I met one of the awesome PrideOrtho founding members Dr Jaime Bellamy on Twitter a few years ago. I was lucky enough to be involved in a webinar with Dr Bellamy and Jessica Halem (Gay to the Bone) and have been very excited by the development of PrideOrtho ever since.

PrideOrtho: What drew you in to become a PrideOrtho member?

Ms. Scott: For under-represented groups in any field I think that visibility and networking are absolutely vital to both empower those who are diverse and to help educate those who are less diverse and more established. In orthopaedics that typically means women, people of colour and of course people identifying as LGBTQ+. Changing the orthopaedic culture to be more inclusive will not only benefit us in the LGBTQ+ community, it will drive up quality overall and help us to provide a better service to our patients who themselves are more diverse than the traditional orthopaedic workforce. I think PrideOrtho is a very important part of encouraging that equity.

PrideOrtho: What inspires you to continue in orthopedic surgery?

Ms. Scott: I love orthopaedic surgery. I love operating. I love the tools, the mechanics, the implants, the physicality of it. But most importantly the patients are amazing and you get the opportunity to really help them. Though there is a lot of work to do in terms of diversity, there are now some really strong voices working together to drive a culture shift in orthopaedics. Change is hopefully coming!

PrideOrtho: Please share a fun fact about yourself.

Ms. Scott: I cycle pretty much everywhere and have 3 kids who also love cycling. We have a triplet bike so that 3 of us fit on one bike. We get quite a few funny looks.

PrideOrtho: Are you able to describe any incidents where you saw negative behaviour against the LGBTQ community? How did you handle this?

Ms. Scott: I am lucky to work in a very cosmopolitan city and as such the negative behaviours I have experienced or witnessed have fortunately been minimal. I have never been aware of being discriminated against at work or through my training due to my sexuality, though the casual banter of referring to things as "gay" in a derogatory way was common in my early training. Though I have never felt actively badly treated, when you actually look back and think there are always some incidents, like the assumption that I wouldn't have kids or take maternity leave because of my sexuality. A gay male colleague from another department was badly assaulted during my training as part of a homophobic hate crime in the city which was shocking to me – even in a city that feels safe and friendly these terrible things can and unfortunately do still happen albeit rarely. We typically exist in a safe social bubble, but things like this really bring you back down to earth. My assumption here is that being LGBTQ+ is not an issue – it is always a massive disappointment when that is proven not to be the case.



INTERNATIONAL MEMBER SPOTLIGHT

MS. CHLOE SCOTT



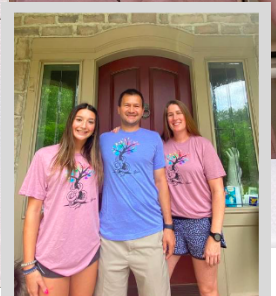
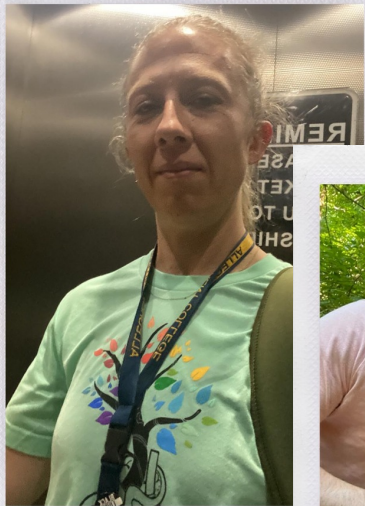
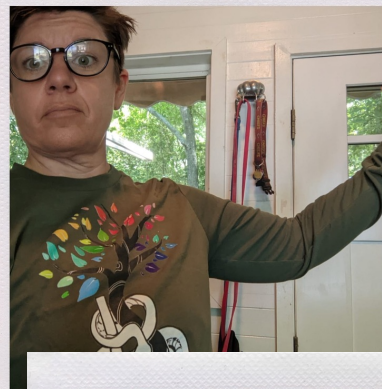
PrideOrtho: What advice do you have for anyone to advocate for someone being denigrated or put down, especially in the LGBTQ community?

Ms. Scott: I think allyship is incredibly important both to support LGBTQ+ people who are being bullied or discriminated against, but most importantly in calling out bad behaviour when you see it. It can't all be left to members of the LGBTQ+ community to sort out – we won't get very far without open and unabashed support from straight white cis men in particular as they form the majority of our specialty. Sometimes people are scared of standing up for what they know is right, especially against someone more senior and this is definitely an issue within the hierarchy of medicine. Many organizations now offer bystander training on how and when to call out bad behaviour in effective and non-confrontational ways. These should be a part of training – both for trainees and for established senior surgeons.

To anyone who feels that they are being discriminated against - get a supportive mentor. They don't have to be the same specialty or even in the same location, but having either a senior ally who knows the system that you work in or having advice from organisations such as PrideOrtho in the US and Pride in Surgery Forum (PRiSM) in the UK can really help support you. This is where building LGBTQ+ networks is also important to learn from the experiences of others, access the hive mind of a larger group and provide connections for mentorship.



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