

PRIDE ORTHO NEWSLETTER

NOVEMBER
2022



MESSAGE FROM THE PRESIDENT

In every organization, and relationship in life there is the excitement of the beginning, the birth of something, the first date, the wedding, the honeymoon. However, this quickly gives way to what I call the “laundry” of the organization. We have launched, got to over 140 members, and had our first LGBTQ+ celebrations at different meetings. Our posts on Twitter have been prolific. We created 4 new scholarships for LGBTQ+ orthopaedic medical students and two of those collaborated with NYU and Columbia. Yet, this is all the beginning. Now comes the hard task of long term advocacy, institutionalizing our team of volunteers, growing our online offerings, and finding our voice in a world where it is getting harder to be different. Where our rights are being excised or are in jeopardy. Where the gains we have fought for in the past are gradually reversed.

Despite what happens, this is when our work matters the most. When we have to stand firm together to model inclusion and kindness. Speak up to tell why our stories, our lives, our differences, and our patients matter. We must come together to protect and support those of us most at risk. This is a call for all of us who read this. Step up, speak up, come out, and help out. Offer to mentor, donate, and volunteer because every little effort matters. It all starts with you.

Best,
Q Hammouri
President, Pride Ortho



MESSAGE FROM THE VICE PRESIDENT

I am encouraged by the exponential growth we had in our first 10 months! One of the things I am most proud of that we accomplished recently was the formation of the mentorship program. I never had a LGBTQ+ mentor in training. I didn't even think LGBTQ+ surgeons existed and a few years ago thought it would be impossible to have a mentor like me. However, our mentorship committee has worked tirelessly to make a meaningful program for our members to propel them forward in their careers and personal lives. The program is open to allies and the LGBTQ+ orthopaedic community, we hope you will join us as a mentor or mentee.

We continue to create safe spaces for our LGBTQ+ orthopaedic community with meetups at the major orthopaedic meetings. In October, we had one sponsored by Stryker at the OTA meeting in Tampa with over 100 people in attendance! We are excited to have our next one in November at the AAHKS meeting in Dallas. This has been a great way for our allies to show their support and network with our community and provides visibility that LGBTQ+ people do exist in orthopaedics. I look forward to seeing you at one!

#YouBelong,

Jaime Bellamy

VP, Pride Ortho



[Thank You For Your Service](#)





**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

a new **HOME** for the
LGBTQ Ortho community



We Are All Pride Ortho



ACHIEVEMENTS

IN THE PAST 4 MONTHS, PRIDE ORTHO HAS:



ESTABLISHED A MENTORSHIP PROGRAM

BENEFITS:

- **ONE-ON-ONE MENTORING**
- **GROUP MENTORING**
- **PAIR MENTORS WITH MENTEES FOR A YEAR-LONG FORMAL MENTORING RELATIONSHIP**
- **PAIRING IS BASED ON GOALS, SKILLS, AND ABILITIES**
- **ACCESS TO A CURATED LIST OF SUGGESTED BOOKS AND PAPERS TO ENHANCE THE MENTORSHIP EXPERIENCE**

APPLICATIONS

If interested, complete the mentee and/or mentor applications below:

Mentee Application:

Mentor Application:

**Mentorship
Program**

SIGN UP TODAY!



SCHOLARSHIP RECIPIENTS

CONGRATULATIONS!



EZRA GOODRICH

Friedlaender/Samora Pride Ortho Scholarship Recipient!

CONGRATULATIONS!



BRENDAN STEWART

Friedlaender/Samora Pride Ortho Scholarship Recipient!

CONGRATULATIONS!



KIMBERTON NGUYEN

Friedlaender/Samora Pride Ortho Scholarship Recipient!

CONGRATULATIONS!



SARAH NAGEL

Friedlaender/Samora Pride Ortho Scholarship Recipient!

CONGRATULATIONS!



BENJAMIN GAAL

Friedlaender/Samora Pride Ortho Scholarship Recipient!

CONGRATULATIONS!



ALEXANDER KOO

David Roye Jr - Pride Ortho Scholarship Recipient!



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



Fanny Pack
\$36.50

PURCHASE HERE!



Shop

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





EVENTS RECAP

OTA STRYKER SOCIAL

OUR PRIDEORTHO SOCIAL AT THE OTA STRYKER EVENT WELCOMED STUDENTS, RESIDENTS, AND SURGEONS FROM VARIOUS STAGES IN THEIR ORTHOPAEDIC CAREERS TO NETWORK WITH ONE ANOTHER AND CELEBRATE IN PRIDEORTHO'S MISSION!

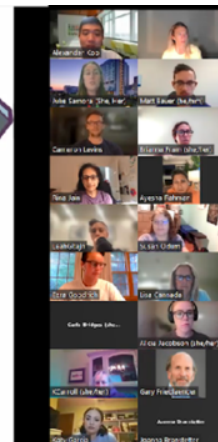
"Not everyone has a safe space to be their true selves in the LGBTQ+ orthopaedic community and our goal is to have a meetup at every major orthopaedic meeting. In these meetups, we promote visibility, inclusivity, belonging, and networking for everyone. I am grateful to our allies and LGBTQ+ members for coming out and supporting us in these safe spaces."

-Jaime Bellamy, DO, F AAOS



MENTORSHIP WEBINAR

OUR MENTORSHIP WEBINAR HOSTED FACULTY AND STUDENTS TO DISCUSS THE IMPORTANCE OF MENTORSHIP THROUGH ALL STAGES OF ORTHOPAEDIC TRAINING AND CAREER. THE WEBINAR WELCOMED PARTICIPANT INSIGHT TO FURTHER DEVELOP THE MOST SUCCESSFUL PRIDEORTHO MENTORSHIP PROGRAM ATTAINABLE. THANK YOU TO OUR HOSTS, DR.'S JULIE SAMORA, LEAH GITAJN, RINA JAIN, ALEXANDER KOO, EZRA GOODRICH, BRIANNA FRAM, MATT BAUER, SUSAN ODUM, CAMERON LEVINS, LISA CANNADA, MARK SCHULTZEL, AND ASHLEY ROGERSON!





UPCOMING EVENTS

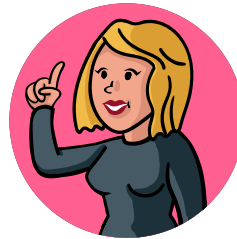
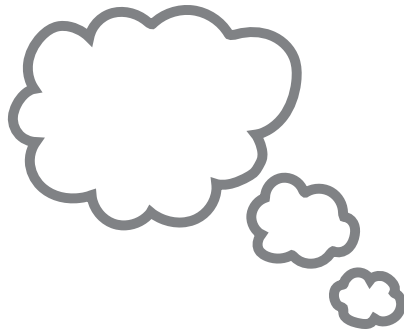
AAHKS STYKER EVENT

Please join us for drinks & appetizers during the PRIDE ORTHO Social at AAHKS annual meeting in Dallas, Texas

Saturday, November 5th 6-7pm CST @ Texas Station Sports Bar & Grill

HAVE AN IDEA FOR A WEBINAR?

SHARE YOUR IDEAS WITH US AT THE [LINK BELOW](#)



RESOURCES

LGBTQ+ Inclusive Residency Programs



NEW Programs endorsed by LGBTQ+ resident AND Program Director/Chairperson

NYP/COLUMBIA UNIVERSITY MEDICAL CENTER

UNIVERSITY OF MICHIGAN

UNIVERSITY OF TORONTO



Congrats to those three programs who join our growing list of dually endorsed programs!

NEW YORK UNIVERSITY/HOSPITAL FOR JOINT DISEASE

SUNY UPSTATE

DUKE UNIVERSITY



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



RESOURCES

LGBTQ+ Inclusive Residency Programs



NEW Program endorsed by LGBTQ+ resident/fellow

UNIVERSITY OF SOUTHERN CALIFORNIA



Congrats as they join our growing list of LGBTQ+ resident endorsed programs

MEDICAL COLLEGE OF WISCONSIN

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

ATRIUM LINK MUSCULOSKELETAL INSTITUTE

GEORGE WASHINGTON



Residency Spotlight



New York University/Hospital for Joint Disease

"In my first week of NYU residency, my chairman shared with me that I had his full support as an open member of the LGBTQ community, that he was an advisor to the med school LGBTQ group and could provide me with resources. At my first orthopedic grand rounds my residency director made sure to compliment my tie. On the day of the Supreme Court marriage equality ruling, I received numerous hugs and congratulations. Many of my coresidents, and even my residency director, made the trip from NYC to Cape Cod to attend my wedding. My wife was always made to feel very welcome at events. For the five years I spent in training, I never struggled to be myself or hide anything--and I know I am very fortunate to have had that experience at NYU."

Ayesha Rahman, MD
Former NYU resident, Current
Attending, Hand/UE

"At NYU Langone Orthopedics we have made diversity, equity, and inclusion an important priority. This commitment reflects institutional and departmental goals and, even more importantly, a personal one for me especially for the LGBTQ community. I am very proud of the environment we have created but also know it needs to grow and expand so it is part of the fabric of what we do each and every day. Pride Ortho is a very important step forward that will help get us where we should be."

Joseph Zuckerman, MD
Program Director



Ayesha with her co-chiefs on graduation night (L to R)

Brian Capogna, JP Begly, Mike Guss,
Wes Bronson, Ayesha Rahman, Abiola
Atanda, Surya Mundluru (below),
Neeraj Patel, Natalie Danna, Saqib
Hasan, John Mercuri

Check out NYU's
residency
program here:



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



UCSF SPORT MEDICINE AND SHOULDER FELLOWSHIP



CAROLINAS MEDICAL CENTER



RESOURCES

LGBTQ+ Patient Support Links



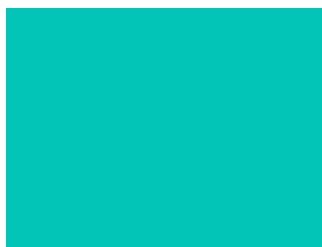
Different programs and websites offer resources on how to help support and treat LGBTQ+ patients. Check out Pride Ortho's curated list here.



Research



Find publications focused on LGBTQ+ issues and experiences here.



MEMBER OF THE MONTH



DR. CAMERON LEVINS, MD

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

Dr. Levins: I recently graduated from McGill Medical school and am currently taking this year to pursue a master's degree in Experimental Surgery at McGill University before hopefully starting my residency in Orthopedic Surgery next year.

PrideOrtho: How did you hear about PrideOrtho?

Dr. Levins: I saw an ad on Instagram promoting the group right when PrideOrtho was starting to form, and I knew that it was a project I wanted to be involved in from the start.



DR. CAMERON LEVINS, M.D.

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

Dr. Levins: I have always been passionate about LGBT health and diversity both within and outside of medicine. Throughout my experiences in orthopedics, I noticed there was a lack of LGBT representation, as well as a negative stereotype of gay orthopedic surgeons, so I wanted to help change that mindset and lack of diversity, and PrideOrtho was the perfect platform for me to help in that fight.

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

Dr. Levins: Throughout my training I have unfortunately witnessed cases of negative behaviour from both patients and staff towards members of the LGBT community. I have seen interactions between staff and queer patients during which the staff will make negative comments regarding sexuality, as well as inappropriate jokes between staff in the operating room. To help combat these issues, increase visibility of LGBT individuals in the hospital space, and create a safe space for patients, I helped spearhead a project that provided rainbow lanyards to hospital staff and students, with the ultimate goal of increasing and advocating for inclusivity. The project now aims to grow to include workshops on LGBT topics in order to inform those that wear these lanyards on topics about LGBT health that can be helpful in generating safe spaces and creating a conversation within the healthcare field.

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

Dr. Levins: I think what's most important is visibility. If you are a member of the LGBT community or an ally, it is important to show up for those that may not be out yet or can't stand up for themselves. Speaking up when you see something inappropriate or giving everyone a safe space to talk to you about any problem goes a long way. It reminds us and others that we are not alone, and that we have each other's backs. Unfortunately, you may be in situations where you are put down for your queerness or you see others being put down for theirs, but what's important to remember is that you have a voice, and it is important to use it for yourself but also for others.

PrideOrtho: Describe your involvement with the PrideOrtho group, especially the mentorship committee.

Dr. Levins: I am currently involved with both the mentorship and research committees within PrideOrtho. I am helping to create our new mentorship program that was just recently launched, as well as keeping up to date with current LGBT+ literature, so that our website and resources remain up to date.

PrideOrtho: What inspires you to continue in orthopedic surgery?

Dr. Levins: I have always had a love of sports and a passion for medicine, which is what inspired me to pursue a career in orthopedic surgery. Throughout the years, I have sustained my fair share of sports related injuries myself, yet surprisingly no fractures! Helping others manage their injuries and healing them in order to return to that sport quickly but safely, or just return to normal daily life in general, is what inspires me to continue on this path.

PrideOrtho: Please give a fun fact about yourself.

Dr. Levins: I run a LGBT+ hockey league in Montreal, Canada. It's probably the most Canadian thing I could ever do!



NEW MEMBER

AMY ZHAO



Amy Zhao is a second year medical student at George Washington University, interested in orthopedic surgery. She entered medical school not knowing what field she wanted to go into. She did some shadowing while in high school and was drawn to the musculoskeletal system because it made sense to her. She also has an interest in sports as do quite a few of our colleagues. She loves the orthopedic pathologies as often times, problems are fixable instantly. For example, she recounts a patient with severe arthritis, and that following a total hip or knee replacement, this patient can walk again soon after surgery. The improvement in quality of life is instantaneous.

She found out about PrideOrtho on Twitter about a year ago through Dr. Jaime Bellamy reaching out to her as Amy had a rainbow in her bio. Dr. Bellamy had started a PrideOrtho Facebook group, and out of this grew PrideOrtho as part of the AAOS.

Amy joined PrideOrtho to find a community of people who are similar. She already has a mentor at George Washington U who is queer. This was life-changing for her. PrideOrtho is a vehicle for her to meet others who are like her.

Anti-LGBTQ sentiment has occurred in many areas of society. In a perfect world, people should speak up against negativity. However, Amy recognizes that not all situations are safe to be able to say something. Her advice to others in handling incidents is to try and break up the opposing parties and create a physical separation, as long as it is safe to do so.

Amy also offers great advice for someone who is being denigrated. She recommends creating a safe space and being an advocate. Gestures such as wearing a rainbow flag pin, using pronouns, may be small acts but they are important. Amy uses her pronoun labels for virtual meetings, and like some of us, has received some push back from others who tell her that it is not necessary.

We welcome Amy to the PrideOrtho family as our newest member and look forward to seeing her as our colleague.



OUR INTERNATIONAL MEMBER

DR. TATIANA QUINONEZ-YEPES



Dr. Quiñonez Yepes has so many credentials in her young career. She is an industrial engineer of the District University of Bogotá, orthopedic trauma surgeon at the Javerian University, and part of ACMMA; Colombian Association of Afro-descendant Medical Women. She is also a PhD student in biomechanics, working on her doctoral project while maintaining a very busy career as an orthopedic trauma surgeon, almost three years into practice.

She has been heavily involved in advocacy for women. She created Ortho Women of Colombia and is a member of WOW – Women in Orthopedics Worldwide. Through WOW's Dr. Jennifer Green, she became involved in PrideOrtho. Dr. Quiñonez Yepes' background of being a Black Latin lesbian gives her ample insight into many intersecting issues.

Despite being so multifaceted and talented, the reality is that minorities, where she is, have all eyes on them. Dr. Quiñonez Yepes is keenly aware that she is under a microscope and often feels that she cannot make a mistake. She has witnessed challenges that the LGBTQ community has faced. In her experience, a gay man has been seen as less “manly” and because of this bias, it is impossible to declare oneself gay during residency. She mentioned that she actually came out during residency and was no longer thought of as a woman. Interestingly, her hospital was more understanding than her contemporary colleagues and orthopedic students. The older surgeons were actually the ones who were more supportive and understood that it was important to be inclusive. Her sage advice for the LGBTQ community is to create a safe space with lots of people where everyone can be themselves. She indicated that it would be wonderful to show who we all are, feel comfortable with this, and in her case, she had to be the first to pave the way. She leads by example and says it is important to be brave and not be alone.

On a side note, she loves doing orthopedic trauma, putting on casts, doing closed reductions and nailing. She also has a penchant for joint replacement. When she is not working, she enjoys music, singing, and being a DJ. Her artistic side continues with reading poems. She also loves soccer and has two adorable cats.



PERSONAL REFLECTIONS - WHY I DISPLAY MY PRONOUNS

FROM RINA JAIN



Why I Display my Pronouns

I am a straight, cis-gender, non-Caucasian woman, and my pronouns are she/her/hers. I am also a physician in a male-dominated surgical specialty. This provides some context as to my journey after having been in practice for over 20 years. It seems that recently, there has been some backlash against those of who state our pronouns. Even the Vice-President of the United States was not immune to criticism for using her pronouns. I, too, have been lambasted by close friends and colleagues for adding my pronouns to my signature line on email.

Why are people so critical over the use of pronouns in Medicine? Here are their so-called reasons:

1. Medicine is a conservative profession. The medical world is not ready for a woman to make a political statement.

My rebuttal: When I hear that medicine is a conservative profession, I visualize Caucasian men in white lab coats whose feelings are so delicate that it is an affront to their personal sensibilities to have a woman declare her pronouns. It means that there may be other pronouns, particularly “they” that they are afraid of. After being in practice for over 20 years and forging my way in a very male-dominant surgical specialty, I have earned my right to declare my name, my pronouns or however I wish to comport myself. I do not have to be afraid to have my own voice and display who I am. I do not need the approval or blessing the medical establishment. Plus, here’s a clue: I am now the establishment, and it looks like me.

2. It is an embarrassment.

My rebuttal: This comment from a close friend was particularly hurtful. Why would someone ever be embarrassed by me simply giving people permission on how to address me? There is no ambiguity.

3. It is unnecessary.

My rebuttal: It is necessary, and read below as to the real reasons why I do this.



I am very proud to be a staunch, true-blue ally of the LGBTQ community. I am so honoured that they have accepted me into one of our profession's organizations dedicated to the advancement of this community. Members of the LGBTQ community have always been my allies over the last 30-plus years, and now it is time for me, as someone who is independent and successful, to ensure that they will never walk alone.

I was not always this way because I was simply unaware and uninformed of how much my friends needed allies, even when it was not easy to be one. I recall when I was a resident, I was seeing patients in my attending surgeon's clinic. One of the patients was a young man with whom I used to hang out in high school and undergrad. He was being treated for an ankle fracture. He looked sad, and I could not figure out why. He and I chatted briefly, and then he left. My attending told me that my classmate had AIDS and was gay. I had no idea. He had never come out to any of us during high school and the early years of university. Clearly, he was not comfortable in telling us his true self. This was in 1997, in the earlier days of AIDS. I have to blame myself for not putting a welcoming, nonjudgmental aura such that he could not tell me. It is not enough to attend pride parades; I needed to be very proactive in showing that it would have been fine to come to me for support. My very miniscule gesture of displaying my pronouns may one day reach someone who just needs to know that there are people like me who are all-inclusive and welcoming. It is a signal to those out there that when they are ready and willing to share who they are, they will be welcomed with very open arms.

In medical school, I had a group of 10 friends; we had lunch together, studied together, and supported each other. I even tried to play matchmaker for one of the men and one of the women. It was a flop. A few years later, we gathered for a wedding for one member of the group. That man for whom I tried to play matchmaker brought a gentleman as his date. All my friends and I were stunned, not by him being gay but that he did not tell us. Why had he not told us before? Again, clearly, my friends and I somehow were not able to make him feel comfortable in revealing his true identity. I understand that sometimes, people struggle with finding and defining their true selves. They may not be ready to accept themselves, but I always have been ready to accept.

Another friend in that group also declared himself as gay. When we met again at our 25th medical school reunion, his spouse was a great guy whose sister was taught by my father in university. My father passed away decades ago, and for someone to remember him as a great teacher meant the world to me. The spouse actually called his sister during the reunion to let her know that he was sitting with the great professor's daughter. I was almost in tears that my dear dad made such an impact on other people. I was so happy that my friend felt comfortable enough to talk with me and introduce his spouse to me. Finally, I had achieved my goal of being a better ally, but I still have much more work to do.

My use of pronouns is just my tiny way of acknowledging to myself that I must be a strong, proactive ally. If someone is offended by this, then that is her/his/their problem. I am not asking anyone else to use pronouns or imposing my will on others. I am sure that people were offended when women were admitted to medical school, but look where we are today when women make up more than half the student body. Using pronouns opens the door for others to follow my example. More importantly, it serves as a beacon to the LGBTQ community, that if they feel it is relevant, if it is appropriate, and if they feel comfortable, they can share their pronouns and identities, and they will be welcomed not only with open arms, but big hugs and the strongest ally who will walk beside them, hand in hand, arms intertwined. We are indivisible and unbreakable together.





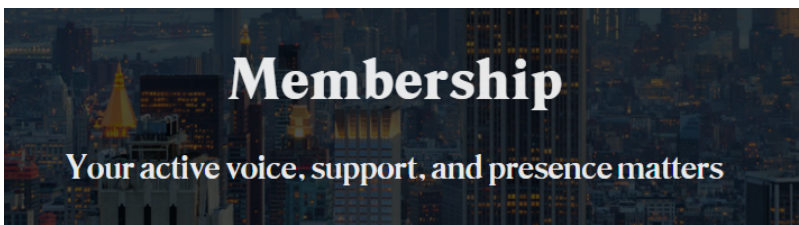
WEBSITE



- **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 ↘

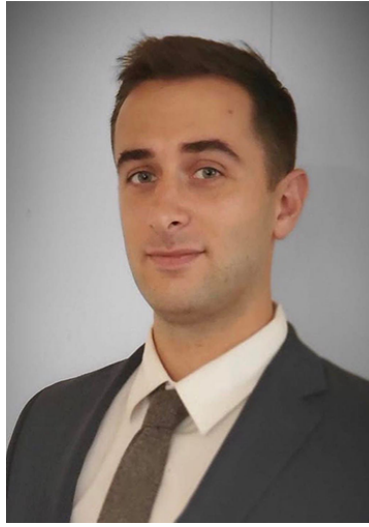


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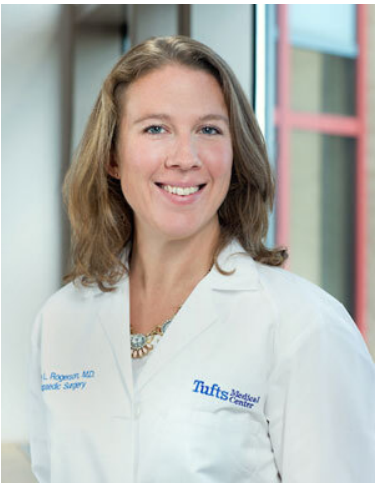
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DR. QUSAI HAMMOURI M.D.

DR. JULIE SAMORA M.D.

SPENCER ADLER

We obtained x-rays today that show normal post op changes, no abnormal findings of button implants, no osseous abnormalities.

DR. KRISTEN L. CARROLL, M.D.

ARIEL SHAGORY

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**DONATE
HERE**



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**THANK YOU TO EVERYONE WHO
CONTRIBUTED TO THIS POWERFUL
CAMPAIGN DESIGNED TO SHOWCASE THE
DIVERSITY & ALLYSHIP THAT EXISTS
WITHIN THE ORTHOPAEDIC COMMUNITY.**





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MATT BAUER

TAYLOR BRADLEY

BRIANNA FRAM

RINA JAIN

CARLA BRIDGES

CHRISTOPHER NGUYEN



**Pride
Ortho**

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SOCIAL MEDIA**



"WE ARE ALL PRIDE ORTHO"