

Very

Important Meeting JRGOS  
July 6-10, 2006 Lausanne Switzerland

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## JRGOS Supplement Introduction

### **Perspectives of Orthopaedic Professionalism, Diversity and Health Disparities**

The mission of the J. Robert Gladden Orthopaedic Society (JRGOS) is to increase diversity in the orthopaedic profession, improve musculoskeletal patient care by improving culturally competent care and eliminate musculoskeletal health care disparities in underserved groups.

The JRGOS is a pluralist multicultural organization designed to meet the needs of underrepresented minority orthopaedic surgeons, and to advance the ideals of excellent musculoskeletal care for all patients with particular attention to underserved groups.

The JRGOS inaugural meeting took place July 6 – 10, 2006 at the Lausanne Palace and Spa Hotel in Lausanne, Switzerland on the shores of beautiful Lake Geneva.

Why Lausanne, Switzerland in July which was a bit of a stretch for the very first JRGOS meeting. The concept was originally conceived by JRGOS Past President, Dr. Augustus A. White's love of the Montreux Jazz Festival. A May 2003 JRGOS Newsletter article quotes Dr. White as saying that "that the festival is a beautiful manifestation of the concepts of diversity, pluralism and community. It is a microcosm of the world and a kind of community with all of the members sharing their humanness in the context of their appreciation of the music, food, sights, and goodwill."

Three years after that article appeared, the long anticipated inaugural meeting entitled "Perspectives of Orthopaedic Professionalism, Diversity and Health Disparities" became a reality. A diverse and distinguished faculty including prominent legal scholars, policy makers, orthopaedic surgeons and physician leaders were invited to travel to Switzerland to address the mission of the society.

Eight symposia emphasizing the importance of building a strong foundation to enable the medical community to better care for our culturally diverse communities were presented over the course of four half days. Topics included

- Musculoskeletal Health Disparities,**
- Cogent Perspectives on Musculoskeletal Health Disparities in Women**
- The Important Causes of Health Disparities**
- Some Ways to Eliminate Health Disparities**
- How We Can Improve Health Provider Diversity**
- Activities in Culturally Competent Care Education (CCCE)**
- Health Disparities and Public Policy: Opportunities and Responsibilities**
- New Race Realities: Social, Cultural, Political, Genetic**

Sincere thanks to each of the program moderators including Randall C. Morgan, Jr., MD, Kimberly J. Templeton, MD, Charles H. Epps, MD, Mark C. Gebhardt, MD, E. Anthony Rankin, MD, James A. Hill, MD, Charles J. Ogletree, JD, and Christopher F. Edley, JD, MPP.

Dr. James Weinstein, Chairman of the Department of Orthopaedic Surgery at Dartmouth Medical School served as the keynote speaker for the section entitled musculoskeletal health disparities. Dr. Weinstein is one of the national leaders in musculoskeletal health disparity research. His manuscript is not included due to prior publication in the Journal of Bone and Joint Surgery. The remainder of the panelists from that section have submitted manuscripts outlining the important aspects of their presentations.

Dr. Saralyn Mark who serves as the Senior Medical Advisor to the Office on Women's Health within the Department of Health and Human Services and the National Aeronautics and Space Administration (NASA), was the keynote speaker for the session emphasizing musculoskeletal health disparities in women. John Ruffin, PhD, Director of the National Center on Minority Health and Health Disparities, presented keynote addresses in the sessions that looked at important causes of musculoskeletal health disparities as well as ways to eliminate health disparities.

Dr Joan Reede, Dean for Diversity and Community Partnership and Director of the Minority Faculty Development Program at Harvard Medical School discussed a comprehensive curriculum to increase diversity. Her program focused on the education of children and young adults throughout the educational process that makes certain the pipeline allows for increased diversity at each subsequent academic step, from pre-school to graduation as a health professional. Her presentation integrated extremely well with additional talks from the Honorable Louis W. Sullivan, MD, former U. S. Secretary of Health and Human Services, Dr. James Weinstein and Dr. Ronald W. Lindsay that focused on methods of increasing diversity as well as the importance of diversity in improving cultural competence, patient compliance, and helping to eliminate disparities in health care. Dr. Claudia Thomas who served as a panelist in this section did not submit a manuscript as her work was previously published in *Clinical Orthopaedics and Related Research (CORR)*.<sup>1</sup> Interested readers are referred to her manuscript regarding methods to increase diversity in an orthopaedic residency program.

Christopher Edley, the Dean of the Boalt School of Law at the University of California at Berkeley served as the keynote speaker for the sections on activities in culturally competent care education and health disparities and public policy. Professor Edley did not submit a manuscript. His presentations outlined the role civil rights legislation may play in helping address ethnic, gender and racially based health disparities, emphasizing the importance of having physicians work to address these disparities to encourage and assist politicians and legal authorities in addressing the issues through civil rights legislation.

Dean Edley also suggested the exploration and development of other strategies to effect broad societal change, such as programs of actions and activities to substantially effect public opinion.

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<sup>1</sup> Thomas, Claudia *CORR* 362:65-71, May 1999)

Finally Professor Charles J. Ogletree, JD, Professor of Law at Harvard Law School along with Dr. Said Ibrahim, Associate Professor of Medicine at the University of Pittsburgh, Dr. Richard A. Williams, Clinical Professor of Medicine at the UCLA School of Medicine and Dr. Perry Payne, Jr., JD, MPP discussed perspectives on new race realities. Eric Munoz, MD, Assemblyman in the New Jersey Legislature discussed the origin of New Jersey Law S-144. The bill requires all new physicians in New Jersey to be trained in cultural competency as a requisite for licensure. Physicians who are already licensed must complete a cultural competency training program to qualify for renewal. Th

One of the unique features of the meeting was the side-bar discussions held after each session presided over by meeting co-chairs, Drs. White and Charles L. Nelson; which allowed panel members and attendees an opportunity to discuss common issues, explore strategies for solutions and collaborate on future projects.

Take aways from the meeting included the importance of education of physicians, patients and society about the presence of ethnic health disparities, tools to eliminate these disparities and the role of improving diversity and cultural competence in successfully achieving this goal. The importance of effective culturally competent communication and trust between patients and health care professionals was emphasized by several panelists both with regard to education of patients about treatment options, risks and expectations as well as in facilitating patient compliance with a proposed treatment plan.

Participants and researchers discussed collaborative research studies aimed at better evaluation of the effectiveness of community based educational programs in addressing ethnic health disparities from a patient perspective. Furthermore, concepts regarding development of surveys to better understand the role primary care providers and orthopaedic surgeons may play in the existence of ethnic and racially based health disparities was discussed.

Plans were initiated to have the JRGOS support a research fellow with a JRGOS mentor to spend up to twelve months studying ethnic and racially based musculoskeletal health disparities at Dartmouth University under the guidance of Dr. James Weinstein. In addition, discussion was initiated regarding the role the JRGOS could play in expanding the mentoring program to touch younger individuals at the middle school and high school level to improve diversity by increasing the pipeline through mentoring, motivation and education of younger students.

The sessions on public policy and strategies to eliminate disparities emphasized the importance of addressing health disparities in the health of the workforce and competing in a global economy. In addition, the importance of advocacy and increasing funding to better study the root causes of health disparities and provide and fund solutions for these disparities was emphasized. Finally the role civil rights law may play in mandating processes aimed at eliminating health disparities we do not find and institute solutions was presented.

During the meeting, JRGOS was honored to present an award to festival founder, Claude Nobs for his vision and leadership and contributions to global multiculturalism on the 40<sup>th</sup>

anniversary of the jazz festival. This was truly a very special event and a privilege for JRGOS, a Multicultural Organization to recognize Mr. Nobs for his vision.

The meeting would not have been the success that it was without the wisdom and support of the JRGOS leadership, specifically president, James A. Hill, MD for his active involvement and dedication to JRGOS goals, Dr. Raymond O. Pierce, Jr. and Dr. Randall C. Morgan, Jr. for their long-term guidance and to all who serve on the JRGOS Board of Directors.

Special thanks to Ms. Verona Brewton, Zimmer's Director of Minority Issues for her tireless energy and efforts on behalf of the JRGOS.

The Society gratefully acknowledges the generous support of the meeting sponsors, Platinum Donors, Zimmer, Inc, DePuy Orthopaedics, Inc, Biomet, Inc and Bronze Donor, NitroMed, Inc. Without the assistance of these industry partners we would not have had the opportunity to come together to share our ideas, challenges and visions in this most picturesque city in Switzerland. Sincere thanks also to Zimmer, Inc. for their support of this supplemental publication.

We firmly believe that Dr. J. Robert Gladden would have truly been proud of the inaugural meeting and of how far our small Society has come in a very short time. Still there is much to be done. At this time planning is under way for the JRGOS 2008 biennial meeting scheduled to take place April 25 – 27 at the JW Marriott Hotel in Washington DC. This event will build on the information and energy that was generated in Switzerland and will honor E. Anthony Rankin, MD, AAOS 1<sup>st</sup> Vice President and a founding member of JRGOS. Meeting themes will include culturally competent care, diversity in orthopaedics and eliminating healthcare disparities.

Society initiatives continue to expand and now include . . .

- PGY 5 Minority Resident Scholarships
- Zimmer Resident/Fellow and Young Clinician Scholarships
- Culturally Competent Care Curriculum, Sponsored by Zimmer, Inc
- "Share Your Umbrella" Mentoring Program
- Alvin H. Crawford Mentoring Award
- DePuy Educational Assistance Awards
- Medical Student and Resident Forum – Sponsored by Zimmer, Inc.
- DePuy Visiting Professor Program

Additional information on the J. Robert Gladden Orthopaedic Society can be found on the website at [gladdensociety.org](http://gladdensociety.org). Contact the administrative office at 847 698 1633 or via e-mail at [jrgos@aaos.org](mailto:jrgos@aaos.org)

We hope the manuscripts in this supplement will stimulate many of you to strive to eliminate musculoskeletal health disparities and improve care for underserved populations through your interactions with your patients, through advocacy and through research and better identification of the root causes and solutions.

Sincerely,

Augustus A. White, III, MD, PhD  
Charles L. Nelson, MD  
Inaugural Meeting Program Chairs