

August 2021

#### Special Committee on Women Orthodontists (SCWO) Update

One of the charges of the SCWO, in a nut shell, was to increase inclusion and engagement for all members. In November 2019, the BOT charged the SCWO with developing diversity guidelines (i.e., a “diversity toolkit”) for constituents, as well as exploring the possibility of a diversity task force. The SCWO started development of such a tool kit knowing it would most likely be completed by the proposed Task Force. We also submitted a motion which was approved in November 2020 as a Task Force on Inclusion and Engagement. It is important to note that 37 members applied to be on the Task Force! You can read more about this new Task Force on the AAO website. Gagan Balla, from the GLAO, is one of the task force members.

In an effort to recruit more women leaders and to improve their leadership abilities, the SCWO presented a motion for a Women’s Leadership Training Program in February 2021 which was passed. More information to come.

The SCWO collaborated with CONYM (Council on New and Younger Members) to develop resources for women transitioning back into practice after maternity.

Another project we are undertaking is volunteer recruitment tools to improve awareness of open volunteer positions, expand the pool of potential leaders and create more opportunity. A survey of constituent Eds will be conducted to gain perspective and to help inform about initiatives.

The AAO Marketing Department is providing promotional support for SCWO initiatives. We continue to have Annual Sessions Call Outs to encourage women and individuals of diverse background to apply for speaking positions. You will have noticed that we are getting more women speakers for clinical and doctor sessions. We are doing leadership and diversity testimonials, and diversity stories.

Our first in-person meeting is to take place in September and we are so excited to finally be together.

Respectfully,

Valerie Martone