

Orthopaedics is still one of the least gender diverse medical specialties in the world with a known percentage of women ranging from approximately 1% in India, 7,6% in the USA, and 17% in Sweden to the largest known number, 26.4% in Estonia.

Societies and collectives of women in orthopaedics have been formed globally for the purpose of networking with other women, empowering & supporting the voices of women and seeking solutions for barriers to women in orthopaedic surgery. The first society for women in orthopaedics was the Ruth Jackson Orthopaedic Society (RJOS), formed in 1983 in the USA. In 2021, there are more societies and collectives of women in orthopaedics around the world than ever before. These range from informal internet messaging groups to larger established societies with boards, bylaws and clear missions. Women in orthopaedics are mobilizing around the globe.

In February 2021 Camila B. R. De Mattos (Brazil/Sweden) contacted Dawn LaPorte (USA), the then President of RJOS to inform her of the creation of the Brazilian Association of Women in Orthopedics and to acknowledge the important leadership role of RJOS in inspiring women in orthopaedics to come together. Camila, Dawn, and then immediate Past President AAOS, Kristy Weber assisted Marí Thiart in establishing the South African Female Ortho Surgeons' Society (SAFOSS). The idea of organizing the 1st International Symposium on Women in Orthopaedics was born with Camila B.R. De Mattos & Dawn LaPorte as the conveners of the symposium after the enthusiasm of the newly formed society and the acknowledgment of other organizations in other parts of the world. Jennifer Green (Australia), founding member of the International Orthopaedic Diversity Alliance and past Chair of the Orthopaedic Women’s Link was invited as the third co-convener due to her strong background in diversity and global network. Women in orthopaedics were brought together through an amazing collective effort, uniting the following associations & leaders:

        **North America:** Ruth Jackson Orthopaedic Society, Perry Initiative, Black Women Orthopaedic Surgeons, Ortho Women Mexico, Canadian Women in Orthopaedics and orthopaedic surgeons from Panama and Honduras

        **Latin America:** Associação de Mulheres Ortopedistas do Brasil, Ortho Women (with chapters in Argentina, Guatemala, Nicaragua, Ecuador and Bolívia), Asociación de Traumatologas de Chile, Mujeres Ortopedistas Colombia and Associación de Mujeres Tramatólogas del Perú, and orthopaedic surgeons from Paraguay and Uruguay

        **Africa:** South African Female Orthopaedic Surgeons Society and orthopaedic surgeons from Malawi, Egypt, Botswana, Tanzania, Nigeria, Kenya

        **Europe:** Kvinnliga Ortopeders Sällskap a.k.a. Bad Girls Society, Sweden, W.ORTH (British Women in Orthopaedics Society), DOLS (Dutch Orthopaedic Ladies Society), Twisted Sisters, Norway, Die Orthopädinnen e. V., Germany, Austria and Switzerland, Kvindelige Ortopædkirurger, Denmark and orthopaedic surgeons from Greece, Italy, Kosovo, Finland, Spain, Estonia, Turkey and Ukraine

        **Middle East:** Saudi Arabia: Ortho ladies

        **Asia and Oceania:** Woice - Women Orthopaedic Surgeons of India Collective Empowerment, Ladies in Orthopaedics New Zealand, IODA - International Orthopaedic Diversity Alliance, Orthopaedic Women's Link (OWL) and orthopaedic surgeons from Malaysia, Brunei, China, Taiwan, Brunei, Thailand, Sri Lanka, Timor L'Este and Papua New Guinea

Our first meeting was on March 6th, 2021 (with women attendees from over 40 countries) and the name WOW – Women in Orthopaedics Worldwide was created. WOW aims to showcase the work of women in ortho societies/associations/collectives, empower women in nations where their voice is unheard and encourage (and facilitate) the formation of new associations for women in orthopaedics. WOW seeks to be truly intersectional by acknowledging the different challenges of women in each nation and working to advance cultural change through actions and research. WOW would also like to acknowledge and honour women who have been pioneers in orthopaedics around the world, many of whom have not been recognized or celebrated.

As the first two giant leaps in WOW’s mission, we are honored to have been invited to host our first two symposia (virtually) at the American Academy of Orthopaedic Surgeons (AAOS) meeting in August 2021 and at the British Orthopaedic Association (BOA) meeting in September 2021.

WOW aims to raise awareness of the barriers to equity and inclusion of women in orthopaedic surgery and seeks the engagement & partnership of orthopaedic leaders to advance diversity, equity, and inclusion in orthopaedic surgery. It is essential that the number of women in orthopaedic practice and training and the data regarding their inclusion in all aspects of national orthopaedic association committees and activities be transparent as an indicator of a nation’s diversity efforts. Leaders in orthopaedics are requested to support the development of societies for women in orthopaedics and encourage their efforts to promote orthopaedic surgery as a career for women in order to increase diversity and equity in orthopaedic surgery.

WOW welcomes all who share the purpose of advancing diversity, equity and inclusion for women (and those who identify as women) in orthopaedic surgery around the globe.