

**Dr. Laura Morrison**

*"RUMORS: Recruitment and Retainment of Underrepresented Minorities in Orthopaedic Surgery"*

Recruitment and Retainment of Underrepresented Minorities in Orthopaedic Surgery (RUMORS) is a collection of initiatives undertaken to enhance diversity and inclusivity in orthopaedic surgery through special events, research, and policy development. Each initiative has included a team of individuals that recognizes the importance of a workforce that is reflective of the diverse patient population. "Early Exposure to the #CuttingEdge" was an interactive seminar where students who self-identified as underrepresented in surgery were invited to learn about and gain hands-on experience with a career in orthopaedic surgery. "More to Life than Just Bones" was a Lunch n' Learn session designed to showcase women in orthopaedic surgery at the COA Annual Meeting, and discuss how to manage gender-based discrimination in the workplace. Publications such as a systematic review on challenges related to pregnancy and parenthood and a position statement supporting parental responsibility in orthopaedic training were completed to identify and overcome barriers in the workplace. Additionally, efforts are underway to advocate for national residency guidelines to ensure equity and clarity for pregnant and parenting orthopaedic surgery residents.