

*The Pediatric Orthopaedic Society of North America (POSNA) values diversity, and we are committed to creating an equitable and inclusive environment for all of our current and future members. We strive to eliminate healthcare disparities and deliver the highest quality orthopaedic care to all the children and families we serve.*

*To achieve these goals, we pledge to do the following:*

- actively promote an inclusive professional environment welcoming of all individuals regardless of race/ethnicity, gender identity and expression, sexual orientation, religious beliefs, socioeconomic status, ability, or culture,*
- promote diversity across the physician leadership and staff who will actively value and support all members,*
- continuously work to create a safe environment that encourages respectful dialogue and the expression of many perspectives, innovative ideas, and new concepts, and*
- provide mentorship and sponsorship to recruit people from diverse backgrounds into the field of pediatric orthopaedics.*

*As we aim to accomplish these goals, we acknowledge that we must continuously evaluate our methods to achieve a society that embodies diversity, equity, and inclusion. We recognize that a focus on these principles is integral to providing excellence in patient care, research, and education and better equips us to optimally care for the communities we serve.*

*We are a global community, we are always learning, and we know that we are accountable to each other when it comes to creating safety and belonging. At POSNA, we welcome people of all backgrounds to join us in our work and in our commitment to excellence.*

*Approved by the Board of Directors on March 2, 2022*

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