

Guru says:

Advocacy to local and national governments is important since so many of the challenges faced by our LMIC colleagues are resource and infrastructure related.

—*Coleen Sabatini, MD, MPH*

surgeons from HICs cannot change history, they can do their best to be cognizant of how this painful history may affect their global outreach efforts in the present. Potential biases that may impact global outreach include assuming that you are there to teach and not to learn, that you have superior western training, or that your intelligence and work ethic make you deserving of the resources and privilege that you have. Awareness of unconscious bias and strategies to combat it are being

Guru says:

What I have observed is that the ones who are [making unintended errors in global outreach] have not taken into account other people's experiences, so this leads you to make a cascade of errors in the developing of different programs you can start.

—*Miguel Oqueli, MD*

included in many orthopaedic departments across the United States, particularly in efforts related to resident and faculty selection, and improving diversity and inclusion across our specialty. Bias and racism have the potential to negatively impact outreach efforts if not actively confronted. Surveys of Ugandan healthcare providers regarding overseas surgical volunteers noted concerns regarding racial stereotypes, as well as barriers involving language and cultural norms.¹⁸ At a minimum, bias training should be considered as part of pre-trip planning and ongoing team development. Getting to know colleagues with different backgrounds and experiences and building friendships with surgeons who don't look like you may be the most impactful to begin breaking down barriers. Approaching uncomfortable topics with

humble curiosity can allow for productive conversations not only about race and bias but also enhance understanding of the region and people you are hoping to help with your outreach work. If we view our surgeon partners as true peers, like we do each other within POSNA, then respect, bidirectional learning, and desire to find out about our partner's needs and how to best meet those needs will naturally flow from that relationship.

Guru says:

I think that too often there is a failure to recognize the intelligence, skill, and experience of our colleagues from around the globe. Surgeons in resource-limited areas have a lot to teach us about providing effective and safe surgical care with a lot less equipment and support. They have to utilize creativity and ingenuity in ways that we don't. Any international work should come from a place of mutual respect, collegiality, and a desire for all parties to learn from each other.

—*Coleen Sabatini, MD, MPH*

Visiting surgeons often report that they learned more than they taught when volunteering overseas. We can learn much from our LMIC colleagues regarding conditions uncommon in HICs such as gluteal fibrosis, chronic osteomyelitis, walking-age clubfoot, and delayed presentations to care. Partner surgeons' ingenuity, creativity, and resourcefulness can be an inspiration for our own practices. Limited ability to travel during the COVID-19 pandemic has led to the development and improvement of many virtual conferencing platforms that could be leveraged in continuing educational exchange between surgeons and institutions in between in-person visits.¹⁴ Shared curiosity can lead

Guru says:

Always think ... this is teamwork.

—*Miguel Oqueli, MD*

to research collaboration that benefits both parties. Research opportunities allow surgeon partners from LMIC to share knowledge and for the world to recognize their contributions.

Conclusion

The global need for children's orthopaedic care is significant, providing many opportunities for outreach efforts. Thoughtful consideration of the desired impacts and avoiding unintended harms will improve the success of these endeavors. Relationships built on trust and mutual respect are essential to developing ethical outreach programs. Sustainable care is possible through capacity building and resource support.

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