

November 15, 2020

Special Committee on Women Orthodontists (SCWO)

The SCWO is now in its second year of existence. The first year ended successfully with the supporting of the At-large Trustee resolution and the appointment of two women to the Board of Trustees as At-large members, one of whom is our very own GLAO Past-President Dale Anne Featheringham!

The 2018 AAO Economics and Patients Census Study revealed a gender pay gap. Last winter the SCWO conducted a pay gap survey to dig deeper into those findings. The results of the pay gap survey will be rolled out later, but I will share some of the findings with you. Starting salaries for male and female orthodontists were very similar. Male orthodontics had higher salaries which are partially explainable by tenure, practice ownership and number of patients. Minority orthodontists had lower salaries than white orthodontists.

The committee is working on several projects this year. We will be developing podcasts relative to women and we anticipate these will begin after the Winter Conference. The first of the series will include balance, stress, fitness and delegating especially important during this pandemic. Of importance is a mechanism for networking, training, and recruitment of future women orthodontic leaders and this will a focus through the year. The SCWO is also partnering with the AAO on an Orthodontic Women's Network (OWN).

Hopefully we will be able to attend the 2021 Annual Session in person. One of the featured speakers, Joanne Lipman, an American journalist, and author of [That's What She Said: What men need to know about working together](#), will also be speaking at the Women Orthodontist Networking Session Panel discussion. She is an engaging speaker who has worked as the Chief Editor of USA Today and I think you will enjoy her lecture.

As part of an Engagement and Inclusion initiative, the committee was tasked to develop the structure and charges for such a committee, and we will present the BOT with a motion in December.

Respectfully submitted,

Valerie Martone

Chair, Special Committee on Women Orthodontists