



The Current Trend of Women Surgeon Speakers at AAO-HNS

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Introduction

The opportunity to speak at society meetings is an important component of building a national reputation and achieving academic promotions. In 2019, women accounted for 4.9% of all otolaryngology chairs (5/102 positions available). In the last couple years, there are 11 female chairs (9% of the 113) of Otolaryngology-Head and Neck programs.

The importance of gender diversity is well recognized in medicine among other fields, but little is known about the gender diversity of the annual speakers at the largest otolaryngology-head and neck surgery annual meeting, AAO-HNS, in the United States. Our objective was to investigate the current trend of women identifying speakers at AAO-HNS.

Methods

Academy publishes all oral presentations delivered at the annual meeting as a supplement in the journal *Otolaryngology-Head and Neck Surgery*.

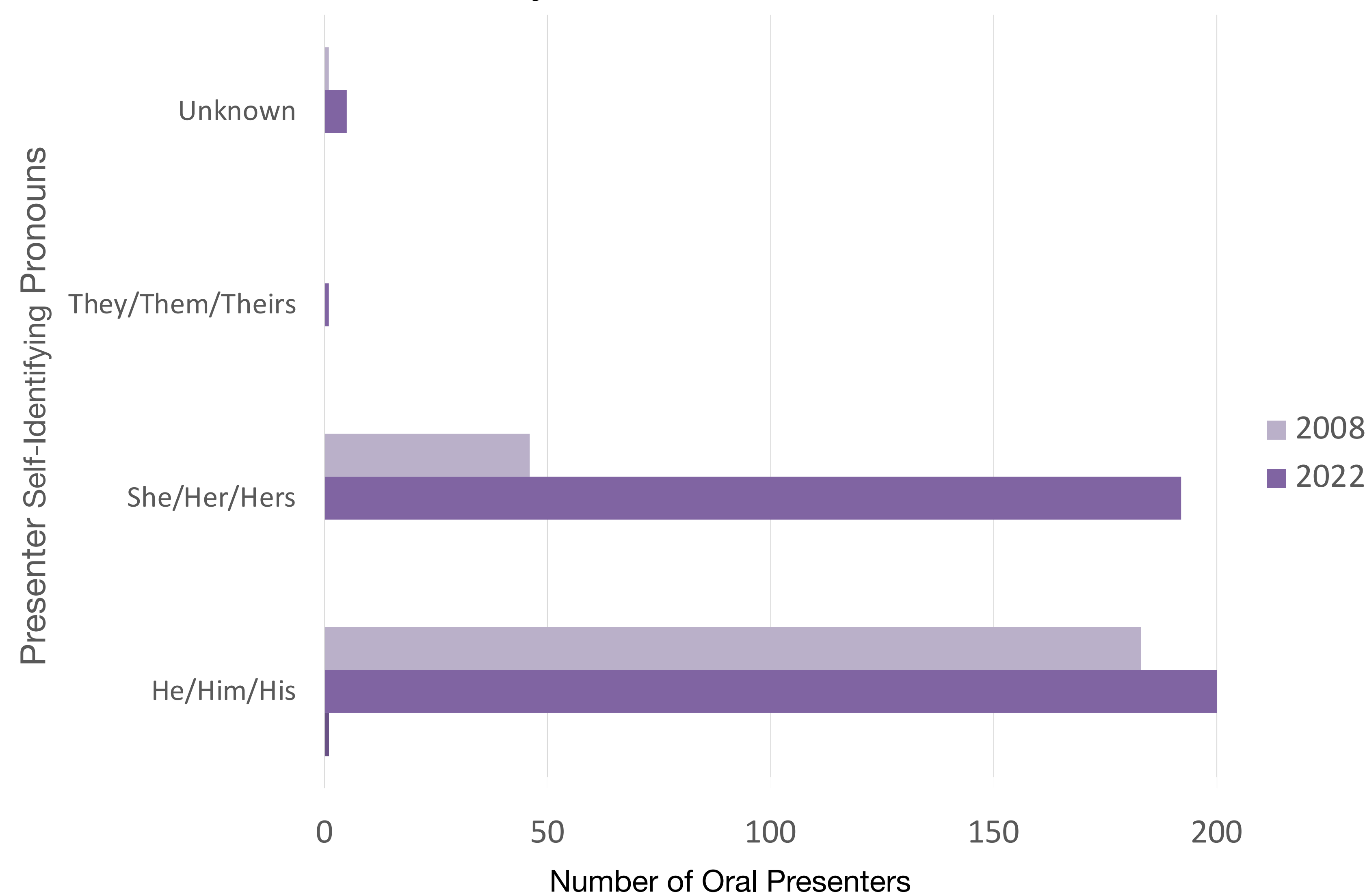
The year 2008 was chosen as this was two years prior to the founding of the Women in Otolaryngology (WIO) Section and 2022 was the most recent Academy Meeting.

The presenting speakers' genders were identified using publicly available author pronouns.

Statistical analysis was performed in R language for statistical computing version 4.1.1.

Categorical variables were evaluated using the chi-square test.

Gender Diversity at AAO-HNS in 2008 vs 2022



Category	2008	2022	p-value
Comprehensive	15.40%	44.40%	0.090
Head and Neck Cancer	22.40%	54.30%	<0.001
FPRS	13.30%	55.20%	0.008
Laryngology	30.00%	48.40%	0.256
Pediatrics	32.30%	63.90%	0.004
Rhinology	9.09%	27.30%	0.109
Sleep	15.39%	23.80%	0.329

Female Identifying Oral Presenters at AAO-HNS 2008 vs 2022 by Sub-Specialty

Results

- We reviewed the number of women-identifying presenters between 2008-2022. Overall, 41.67% of oral presentations were given by female speakers at the 2022 Annual Meeting. This is a striking increase from the previous 19.74% in 2008 (p<0.001).
- At the 2022 meeting, Facial Plastics and Reconstruction Surgery (FPRS) and Head and Neck Cancer Sections were one of the highest female speaker representations (55.18% and 54.31% respectively).
- Business and Professionalism are newer additions to Academy which both include notable oral presentations delivered by female speakers (41.67% and 72.7%). Compared to 2008, Rhinology and Sleep have made insignificant gains in female representation.

Results Continued:

- In 2022, female presenters accounted for only 27.23% (rhinology) and 23.81% (sleep) oral presentations which has not significantly changed since 2008 (p=0.1; p=0.33) but is trending upward.

Discussion

The WIO Section at Academy was founded in 2010. There has been substantial work over the years focused on improving gender-based achievement.

In recent years there has been increased implicit bias training, emphasis on mentorship and sponsorship, and newly implemented work-life integration policies. Since 2008 our field has expanded to include business and professionalism, as part of Academy's focus as well as the development and growth of the WIO section.

The growing trend in female Otolaryngology-Head and Neck Surgeon speakers is emboldening and worth celebrating. This increase in representation is starting to be mirrored in the number of female trainees, training applicants, and department chairs

Conclusion

The recruitment, retention, and promotion of diversity is critical and will lead to a more vibrant, equitable, and innovative field.

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