

SUO | AADO | OPDO

SUO/AADO/OPDO Statement Discrimination During Crisis

June 4, 2020

The COVID-19 pandemic has forced us to adjust to a new way of life. Inequities in our minoritized communities have been exposed, and the most vulnerable have been disproportionately impacted. It has brought with it violent, xenophobic attacks against [Asian Americans and other people of Asian descent](#). Now, we are confronted with repeated and needless violence against Black/African Americans. Breonna Taylor was gunned down in her own home; George Floyd was killed while under the knee of a Minneapolis police officer; Ahmaud Arbery was chased and shot down while jogging; Christian Cooper was the victim of racial weaponization and threatened with police intervention while birdwatching. These are just the most recent tragic examples of longstanding systemic racism, white supremacy, and social injustice in our country. The Society of University Otolaryngologists, Association of Academic Departments of Otolaryngology, and Otolaryngology Program Directors Organization (SUO/AADO/OPDO) are saddened by these acts of violence and stands with our Black/African American members as we all mourn this needless loss of life. We recognize the significant trauma of witnessing and experiencing repeated acts of racist violence that our Black/African American community has endured.

SUO/AADO/OPDO are committed to equity, affecting change within the specialty of Otolaryngology-Head and Neck Surgery, and supporting broader social change. We stand against racism, supremacy, hate crimes and police violence. We support peaceful protestors who are organizing a movement to counter Law Enforcement violence. We also recognize that it is not enough to simply stand against these systems; we must be intentional in anti-racism efforts. We know that our organization and profession benefits when everyone is valued.

We have work to do and so do you. We ask that you listen, learn, and then act. This is the start of lasting change.

- We will remain committed to Diversity, Equity & Inclusion and promote structural competency and use this lens to inform programming and executive decisions which impact our entire membership.
- We will advocate for and support initiatives/policies that address ways to decrease health inequity.
- We will continue to advocate for and support initiatives to increase the number of Black/African Americans within the specialty of Otolaryngology-Head and Neck Surgery, Otolaryngology-Head and Neck Surgery training programs, and academic departments across the entire country.

SUO AADO OPDO

c/o Association Management by the ACS
633 N. Saint Clair Street Chicago, IL 60611

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- We will advocate for and support initiatives to increase the number of Black/African Americans in leadership positions, including within SUO/AADO/OPDO.
- We will advocate for and support initiatives that address racism within medical education.

We will continue to listen, learn and act.

Let's hold each other accountable and work toward a better future.

Resources for Engaging in Anti-Racism Work (Other resources will be added to the SUO/AADO/OPDO website)

- [Resources for Engaging in Anti-Racism Work](#)
- [We are Living in a Racist Pandemic](#)
- [What to Do Instead of Calling the Police](#)
- [Addressing Law Enforcement Violence as a Public Health Issue](#)
- [The Impact of Racism on the Health and Wellbeing of a Nation](#)
- [Affirming Black Lives Without Inducing Trauma](#)
- [75 Things White People Can Do for Racial Justice](#)
- [Anti-Racism Resources](#)

Uttam Sinha, MD-President, SUO and the Executive Council

Jeff Bumpous, MD-President, AADO and the Executive Council

Sonya Malekzadeh, MD-Chair, OPDO and the Executive Council