

## Foreword

# Diversity: A Necessity in the Otolaryngology Workforce



Sujana S. Chandrasekhar, MD, FACS, FAAOHNS  
*Consulting Editor*

This Special Article Series, Intentionally Shaping the Future of Otolaryngology, is designed for otolaryngologists and health care leaders to reflect upon where we are and where we would like to be. It is clear that sitting back and waiting for change to happen is not adequate.

Dr Jennifer Villwock has thoughtfully curated this series, which offers 2 articles per issue of *Otolaryngologic Clinics of North America*, starting with the August 2020 issue. The 2 articles in the current issue directly approach workforce issues in Otolaryngology–Head and Neck Surgery. Dr Cass’ article tells us where we are; Drs Villwock and Francis’ article tells us why we need to be deliberate about expanding our physicians so that they represent more accurately the patients for whom we give care.

This does not mean that a physician of one background or circumstance cannot correctly care for a patient from another. We each care for people who both look like us and do not look like us, who come from similar and different socioeconomic and cultural backgrounds, and whose overall life experience varies, or does not, from ours. Deliberate actions that enhance diversity in our workforce enhance each of us and the care that all of our patients receive.

Diversity relates to race, ethnicity, socioeconomic status, sex, gender identity, sexual orientation, and disability. As the Mission Statement of the Ohio State Wexner Medical Center reads: “We celebrate and learn from our diversity. We see diversity as the uniqueness each of us brings to achieving our shared mission and goals. We recognize and value different perspectives, characteristics, experiences and attributes of each individual in creating an environment where we thrive on and benefit from our differences.”<sup>1</sup>

Being deliberate about diversity from education to service to leadership is vitally important. The articles that follow articulate this clearly. I hope you enjoy reading

them as much as I did, and I hope you share this important information with your medical community.

Sujana S. Chandrasekhar, MD, FACS, FAAOHNS  
Consulting Editor, Otolaryngologic Clinics of North America

Past President, American Academy of Otolaryngology–Head and Neck Surgery

Secretary-Treasurer, American Otological Society

Partner, ENT & Allergy Associates LLP  
18 East 48th Street, 2nd Floor, New York, NY 10017, USA

Clinical Professor, Department of Otolaryngology–Head and Neck Surgery  
Zucker School of Medicine at Hofstra-Northwell, Hempstead, NY, USA

Clinical Associate Professor, Department of Otolaryngology–Head and Neck Surgery  
Icahn School of Medicine at Mount Sinai, New York, NY, USA

*E-mail address:*  
[ssc@nyotology.com](mailto:ssc@nyotology.com)

## REFERENCE

1. Available at: <https://medicine.osu.edu/diversity/mission>. Accessed July 13, 2020.