



Dear PRISM Members,

We hope this email finds all of you and your families in good health and safe as we face the unprecedented current COVID-19 public health crisis. We know many of you have likely been called to the front lines fighting this crisis and we appreciate all you do and pray for your safety and wellbeing.

We wish to take this opportunity to address a concern that a few conference attendees provided in the 2020 Annual meeting surveys. Specifically, a concern was raised regarding the diversity of speakers on several panels. Although it was not mentioned by a large majority of the respondents, the board feels strongly that, despite this, the topic warrants addressing with the membership at large. This also allows us to provide you with important recent updates regarding our diversity initiative within PRISM and further improvements that we are instituting for the future.

Over the past 5 years our presidential line, our executive committee, and our membership have worked together to find ways to make diversity a key value of PRISM. Over this time, the diversity of the organization in its membership as well as leadership has grown. Over the past year, the leadership of PRISM launched a new Diversity Committee, published a [Diversity Mission Statement](#) outlining these core values of our organization and consistently sought processes to ensure increased diversity throughout all aspects of our organization. We modified the format of our annual meeting to include panels throughout the majority of the meeting thereby enhancing podium time, allowing more members to contribute to important dialogue and enhancing our diversity initiative.

The 2020 Scientific Planning Committee worked throughout the year to try and ensure a diverse group of presenters on many levels who represented the rich diversity of our organization. In many areas, the committee was very successful. However, despite our efforts to make every panel as diverse as possible through extensive planning as well as several last-minute adjustments which were necessitated by unexpected scheduling conflicts, we fell short in that three (3) of our 13 panels were single sex panels. This is improvement from years past, but we recognize we can and should do better.

Moving forward, as an organization, we strive to grow from this experience and implement new standards and processes to continue to uphold our mission to expand the diversity of PRISM. One new change for the 2021 meeting is the establishment of a selection process for Instructional Course Lectures. In a recent email communication, we announced that ICL applications are being accepted for consideration for the 2021 meeting. We look forward to receiving many outstanding applications for consideration at our 2021 meeting. **The evaluation process is based not only on the merit of the topics, but also on the diversity of speakers included in the ICL application.** Further, we are engaging our Diversity Committee more fully in the conference planning process to create the most diverse, vibrant and inclusive annual meeting possible. Our organization can be a world leader in research and education in pediatric sports medicine while also being a leader in inclusion and diversity. We hope you

agree that with each step we take we are creating an organization that is further enriched and strengthened through our diverse membership

The 2020 meeting was an incredible success on many levels and we welcome the opportunity to learn and grow from our successes as well as our missteps. Outstanding research and educational sessions were presented, similar to years past. The lessons learned and improvements we are making to our planning processes may be some of the greatest lessons of all.

As a young organization, the Scientific Programming Committee for PRISM appreciates your feedback and wants all of its membership to be heard. The committee is thankful for the many positive comments as well as suggestions for improvement regarding the 2020 meeting. It is through the time you take to provide thoughtful feedback that we are able to grow into an organization we are all proud to be a part of. We look forward to growing from this experience.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark V. Paterno". The signature is fluid and cursive, with a large, stylized "P" at the end.

Mark V. Paterno PT, PhD, MBA, SCS, ATC  
President, PRISM

A handwritten signature in black ink, appearing to read "Kristina". The signature is cursive and somewhat stylized.

Kristina Wilson MD, MPH, FAAP, FAMSSM  
Chair, 2020 PRISM Scientific Program Planning Committee

A handwritten signature in black ink, appearing to read "Nirav". The signature is bold and stylized, with a large "N" and "P".

Nirav Pandya MD  
Chair, PRISM Diversity Committee