

Gender Equity

Action plan

2018-2022





OBJECTIVE	ACTION
Consistently communicate in a gender inclusive and equitable manner.	<ul style="list-style-type: none"> Update the ANZCA communication style guide and policy development guidelines to promote: <ul style="list-style-type: none"> The use of contemporary expressions of gender – man, woman, transgender and non-binary – where gender is specified in verbal and written communication. Equality and minimise bias by using gender neutral language and or refer to gender in the non-binary plural: “all” or “any” rather than “both”. Use photographs strategically to achieve balanced gender representation in future publications.
Persuade people that everyone benefits from gender equity.	<ul style="list-style-type: none"> Use ANZCA publications to educate trainees, SIMGs, fellows and other stakeholders of the benefits of gender equity to individuals, teams, organisations and society.
Make it a habit to consciously appraise and improve inclusion and gender equity.	<ul style="list-style-type: none"> Embed gender equity principles in the routine work of ANZCA and FPM committees and groups.
Initiate an activity or program aimed at raising awareness of and or improving gender equity.	<ul style="list-style-type: none"> Promote use of the Gender Equity Resource Kit by trainees, SIMGs and fellows. Publish profiles of trainees, SIMGs and fellows who are role models for gender equity.
Seek endorsement and promotion of gender equity from people of influence.	<ul style="list-style-type: none"> Engage with ANZCA and FPM affiliated groups across Australia and New Zealand to promote gender equity.



OBJECTIVE	ACTION
Generate a gender equity scorecard	<ul style="list-style-type: none"> • Measure and report key gender equity measures.
Set benchmarks for gender equity that take into account the current and future fellowship population and fellows' preferences.	<ul style="list-style-type: none"> • To enable benchmarking, ANZCA and FPM endorse: <ul style="list-style-type: none"> – Equal representation of men and women among trainees and SIMGs. – Current gender representation among fellows as a short-term target and equal representation as the long-term target. – Customised benchmarking that reflects local organisational needs and personal preferences of trainees, SIMGs and fellows.
Promote equal numbers of men and women entering and completing specialist anaesthesia and pain medicine specialist training.	<ul style="list-style-type: none"> • Promote the specialities of anaesthesia and pain medicine to medical students and junior doctors as good career choices for all genders.
Manage work referrals and recruitment processes.	<ul style="list-style-type: none"> • Advertise positions transparently and manage recruitment processes to ensure these achieve gender equity, for ANZCA related appointments.
Maximise gender equity in decision making.	<ul style="list-style-type: none"> • Employ strategies to improve gender equity in membership of ANZCA and FPM affiliated organising committees and leadership teams. • Facilitate inclusive strategic discussions and decision-making.



OBJECTIVE	ACTION
Facilitate flexible and family/carer friendly work practices.	<ul style="list-style-type: none"> • Endorse all genders to engage in key societal roles such as caregiving and breadwinning and encourage equal participation in work, career advancement, family life and recreation. • Promote part-time training, flexible working hours, use of carers' leave and family/carer friendly rostering for all trainees, SIMGs and fellows.
Provide family and carer friendly facilities in the workplace and other settings for trainees', SIMGs' and fellows' activities including conferences and committee meetings.	<ul style="list-style-type: none"> • Where feasible provide or enable: <ul style="list-style-type: none"> – Opportunities for families to attend meetings. – Creches and parents/carers viewing rooms at meetings. – Facilities for breast feeding.
Support and empower people to develop and practice, equitably.	<ul style="list-style-type: none"> • Appreciate that interindividual differences in confidence and self-promotion may influence perceptions of capability among people when seeking training and career advancing opportunities. Use objective, bias-free methods for assessing capability. • Accommodate interindividual differences in confidence and needs for support to enable trainees, SIMGs and fellows to achieve their full potential.
Promote technology aimed at improving participation and performance in people with limited or disrupted access to the physical workplace.	<ul style="list-style-type: none"> • Where feasible, enable remote real-time tele/video participation in meetings.
Develop initiatives to support confidence and capability when career is disrupted by leave or part time work.	<ul style="list-style-type: none"> • Promote return to work programs. • Support mentoring. • Provide IT capability that enables remote participation in meetings and CPD activities.



OBJECTIVE	ACTION
Identify priority areas.	<ul style="list-style-type: none"> • ANZCA and FPM will address gender equity in the following areas of inequity identified to date: <ol style="list-style-type: none"> 1. Leadership opportunities for women. 2. Adoption of family and carer roles among male trainees, SIMGs and fellows. 3. Measures of wellbeing, bullying, harassment and discrimination, for all genders and in particular for women. 4. Visibility of women as invited speakers, presenters and convenors at meetings. 5. Succession planning for leadership roles, including ANZCA Council and FPM Board.
Prevent pipeline loss and undertake succession planning for women in leadership and academia.	<ul style="list-style-type: none"> • Educate people about pipeline loss theory. • Identify the future pool of potential women leaders and academics. • Mentor potential women leaders and academics early in their careers.
Adopt a systematic approach to developing leadership capability.	<ul style="list-style-type: none"> • Implement a range of methods to develop leadership capability among women.
Promote wellbeing and work life balance.	<ul style="list-style-type: none"> • Promote activities aimed at increasing work-life balance and wellbeing reducing bullying discrimination and harassment.



OBJECTIVE	ACTION
Establish a formal group to lead gender equity.	<ul style="list-style-type: none"> The GEWG is established to oversee gender equity on behalf of ANZCA and FPM.
Seek perspectives on gender equity from stakeholders.	<ul style="list-style-type: none"> Involve stakeholders in the development of gender-related policy.
Develop and implement a gender equity diagnostic process to measure, monitor and share the status of gender equity.	<ul style="list-style-type: none"> Create a set of outcome measures for gender equity.
Collaborate with external groups to accelerate progress with gender equity.	<ul style="list-style-type: none"> Promote activities aimed at increasing work-life balance and wellbeing reducing bullying discrimination and harassment.
Promote research and evidence-based practice.	<ul style="list-style-type: none"> Establish an evidence-base to inform strategy.