



ANZCA  
FPM

# Gender Equity Action plan 2018-2022





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



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



OBJECTIVE	ACTION
Facilitate flexible and family/carer friendly work practices.	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Promote part-time training, flexible working hours, use of carers' leave and family/carer friendly rostering for all trainees, SIMGs and fellows.</li> </ul>
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"> <li>• Where feasible provide or enable:               <ul style="list-style-type: none"> <li>– Opportunities for families to attend meetings.</li> <li>– Creches and parents/carers viewing rooms at meetings.</li> <li>– Facilities for breast feeding.</li> </ul> </li> </ul>
Support and empower people to develop and practice, equitably.	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Accommodate interindividual differences in confidence and needs for support to enable trainees, SIMGs and fellows to achieve their full potential.</li> </ul>
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"> <li>• Where feasible, enable remote real-time tele/video participation in meetings.</li> </ul>
Develop initiatives to support confidence and capability when career is disrupted by leave or part time work.	<ul style="list-style-type: none"> <li>• Promote return to work programs.</li> <li>• Support mentoring.</li> <li>• Provide IT capability that enables remote participation in meetings and CPD activities.</li> </ul>



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



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