



ANZCA
FPM

Gender Equity Action plan 2023-2025



OUR FOCUS FOR 2023-25

The Gender Equity Sub-Committee (GESC) Action Plan 2023-25 will continue to centre around the five focal areas previously identified in the ANZCA Gender Equity Position statement, which include:

1. Inclusive and equitable culture.
2. Diverse and representative workforce.
3. Flexible and empowering workplace.
4. Attention to closing gaps.
5. Strategic and accountable leadership.

The key areas we will address are outlined below:

Workplace inequity

The GESC recognises that inequity in the workplace is often a systemic issue which sits outside the remit of the college. The 2022 gender survey gave testament to the challenges that still exist in Australia and New Zealand, including wide pay gaps. 50 per cent of women respondents reported they feel gender is a barrier to the pursuit of an anaesthesia career versus only 17 per cent of men. We'll work to identify and recognise equitable workplaces.

Focusing on key stakeholder groups

The GESC will use a whole-of-college approach to ensure initiatives translate across all stakeholder groups. We'll draw our attention to advocating for gender equity in pain medicine, and for specialist international medical graduates (SIMGs), trainees, Aboriginal, Torres Strait Islander and Māori peoples, and rural practitioners.

Diversity and inclusion

The GESC has long recognised it's part of a larger discussion around diversity and inclusion and will work to support the college in its initial development of a plan to address equity across a spectrum of marginalised areas.

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Strategic priorities

INCLUSIVE AND EQUITABLE CULTURE

Active inclusion, attention to equity and acceptance of “difference” in others, to enable everyone to reach their full potential.

1. Continue to promote the benefits of gender equity.

Actions:

- Participate in the STEMM breakfast at the ANZCA Annual Scientific Meeting.
- Promote gender equity in International Women’s Day social media campaigns.
- Deliver online professional development events about gender equity.

2. Consistently communicate in a gender inclusive and equitable manner.

Action:

- Promote understanding and use of inclusive pronouns in all communications.

DIVERSE AND REPRESENTATIVE WORKFORCE

Policies and practices that promote equal participation in the workforce at all stages and in all domains of practice and decision making.

1. Contribute to development of diversity and inclusion position statement, utilising existing resources and engaging with diverse stakeholders.

Actions:

- Collaborate with operational team to draft the initial position statement.
- Drive engagement to deliver diversity and inclusion initiatives.

2. Develop and promote materials to help remove bias in decision making.

Actions:


- Release updated Unconscious Bias toolkit, with broader application and diversity.
- Promote Unconscious Bias toolkit in college communications and to other medical colleges onboarding process of new members.

FLEXIBLE AND EMPOWERING WORKPLACE

Workplace policies and management practices that enable gender equity in part time work, primary and secondary parental leave and other flexible work practices.

1. Promote fair and equitable workplaces by recognising those who meet ANZCA gender equity standards.

Actions:

- Develop and promote benchmarks for workplaces to establish gender equity standards.
 - Profile workplaces with equitable practice in the ANZCA Bulletin and other media channels.
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ATTENTION TO GAPS

Identification of areas where substantial gender-biased disadvantage exists and manage opportunities to close gaps.

1. Promote gender equity in pain medicine and reduce gender barriers.

Actions:

- Liaise with FPM contacts to explore gender barriers and provide feedback to the GESC.
- Seek opportunities to promote gender equity initiatives at FPM meetings and events.

2. Increase gender equity initiatives in fellowship entry pathways, including examinations, training, and for specialist international medical graduates (SIMGs).

Actions:


- Develop a gender equity project aligned with the Australian Medical Council and the Medical Council of New Zealand recommendations for supervisors of training and cultural safety.
- Check and report on exam success rates by gender to identify any barriers.
- Seek opportunities to promote gender equity initiatives within the trainee selection project and SIMG meetings.

ATTENTION TO GAPS

Identification of areas where substantial gender-biased disadvantage exists and manage opportunities to close gaps.

3. Collaborate with regional stakeholders to ensure equitable support is available for all genders in rural and remote areas.

Actions:

- Engage with key regional stakeholders to provide data insights and identify gaps.
 - Invite rural and remote representatives to attend or provide feedback to GESC meetings.
 - Promote gender equity at regional events.
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STRATEGIC AND ACCOUNTABLE LEADERSHIP

Strategic planning aimed at ensuring the sustainability of gender equity including measuring and reporting against benchmarks, making people accountable to carry out gender equity initiatives and communicating effectively to trainees, SIMGs, fellows and other stakeholders.

1. Promote ongoing research and evidence-based practice.

Actions:

- Publish results of 2022 gender equity survey.
- Engage in gender metric activities.
- Develop a toolkit to facilitate reproduction of gender equity survey for future GESC researchers.

2. Increase representation among key areas across membership profiles of the GESC.

Actions:

- Revise GESC terms of reference to ensure membership profiles are representative across genders, ages, and regions.
- Ensure diversity matrix is included in selection and onboarding process of new members.