



AMA

AMA 2020

MEMBER DIVERSITY SURVEY

In December 2020, the AMA conducted its first Member Diversity Survey to better understand the experience and perceptions of our membership in relation to diversity, inclusion, and representation within the AMA. The AMA is using the results of the Survey to identify ways to better support and represent our members to support diversity and inclusion within the AMA.

Members were asked **how supportive** the AMA was in terms of a **diverse membership, diversity in leadership** and their **experience as an AMA member**. Sentiments on membership and leadership on average were more positive than on member experience.

Across all diversity domains, positive sentiment outweighed negative sentiment.



We asked members to tell us:

How supportive we are of a diverse membership in terms of:

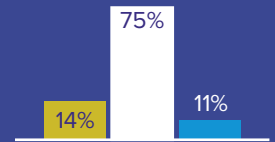
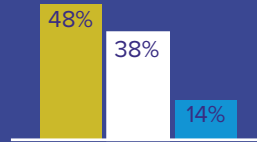
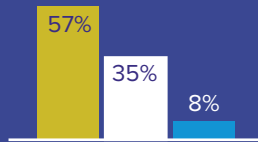
How supportive we are of a diverse leadership in terms of:

Whether your experience as an AMA member has been impacted by your identity in the following areas?

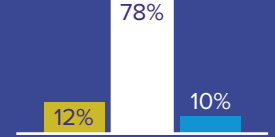
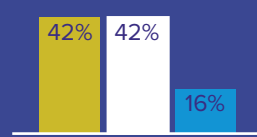
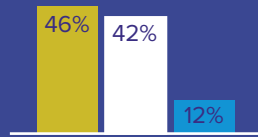
■ Positive ■ Neutral ■ Negative



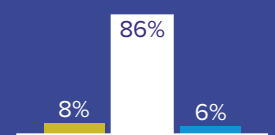
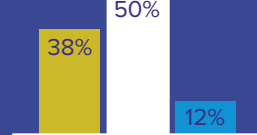
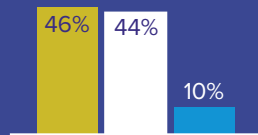
Age



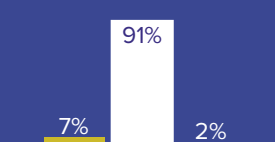
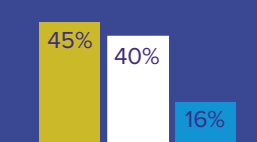
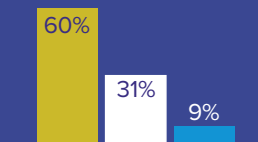
Gender identity



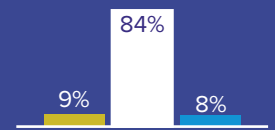
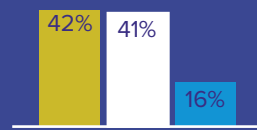
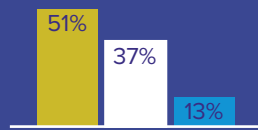
Sexual orientation



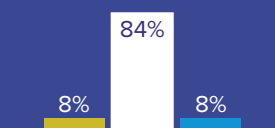
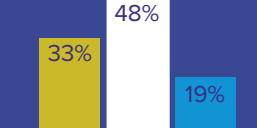
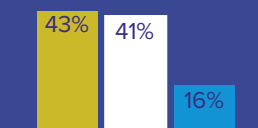
Aboriginal and Torres Strait Islander status



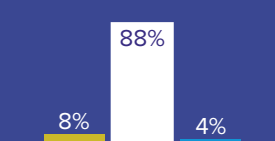
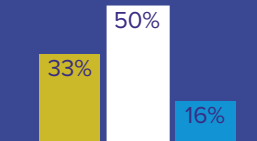
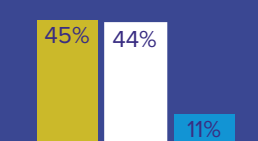
Ethnic and linguistic diversity



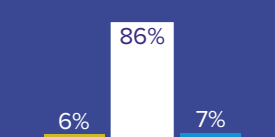
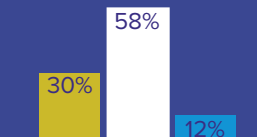
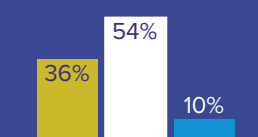
International medical graduate status



Disability status



Religion and belief



Positive comment examples

Negative comment examples



Membership

Generally, the organisation seems to take a positive view on all these matters.

The AMA tries to be honest and fair in all its dealings and tries to represent all members.

I am not aware of any diversity policies the AMA has and have experienced that most members tend to be older white males.

Despite being a member for years I continue to witness behaviour and views that do not reflect our diverse Australian culture.



Leadership

The current Board reflects gender and ethnic diversity.

The AMA accepts all practitioners and does not discriminate either positively or negatively about anyone.

I don't see evidence of active support for diversity in leadership.

There is a strong bias to older males in leadership roles.



Experience

As a female practitioner the AMA's approach to me has been excellent - gender has never been an issue/ discussed/ or presented itself as a barrier.

I have never felt excluded and congratulate the AMA for being inclusive.

I think that women and younger people's views are often disregarded.

I would not feel safe or confident being known to be gay or transgender or making comment on these areas in the context of the organisation, for fear of backlash.



Federal Council

It would look the same as it always has - following a traditional focus on the core values as outlined in the foundational document of the AMA.

Happy with current level of representation. Looking at federal council members there seems to be a good range of gender/cultural backgrounds.

Greater representation for people of colour, women, and junior doctors.

Diversity and inclusion require those with privilege to support the under-represented to be elected, and then nurture them to succeed in the role. Otherwise, it's just tokenism.

What we are doing to strengthen diversity and inclusion

Representation



We are changing our **Federal Council representative structure** to increase diversity of representation and provide an opportunity for members from different diversity groups to be elected to Federal Council.

Leadership development

We are committed to achieving a target of **40% women, 40% men, 20% flexible** on AMA Council and Committees.

The AMA has partnered with the Advancing Women in Health Care Leadership research project over the next three years to identify organisational barriers and required interventions to **increase the number of women in leadership and representation positions** within the AMA.



Awareness and engagement



We are embedding processes to **encourage diversity in nominations** to leadership and representative positions.

The AMA is developing role descriptions for representative positions so that members will have a clear idea about the skill set and time commitment involved for each position.

Support tools

We are improving the **collection and reporting of member diversity characteristics**.

The AMA is adding extra diversity characteristics to its member data collection profile so we know who our members are and in doing so, can better meet the needs of our diverse membership.





As the peak advocacy body for all doctors working in Australia, the AMA represents a diverse range of individuals.

This Survey provides us with a qualitative snapshot about what some of our members think about how we engage with and represent people from diverse backgrounds.

Email your ideas about how we can involve our diverse membership at all levels within the AMA and bring their unique skills, perspectives, and networks to the AMA at ama@ama.com.au.



AMA