



# AMA

## DIVERSITY REPORT

# GENDER

# 2021

The AMA has been reporting on gender diversity since 2019 in line with a commitment to achieving a target of 40 percent women, 40 percent men, 20 percent flexible for all Federal AMA Councils, Committees and Boards, with a gender diversity target of women holding 50 percent of Federal AMA representative positions overall.

The AMA is continuing to work towards achieving its gender targets and in December 2021, AMA Federal Council reaffirmed its commitment to achieving its gender targets with a revised time frame for attainment by 2024.

As part of this commitment, the AMA Equity, Inclusion and Diversity Committee is responsible tracking the gender balance of all Federal AMA Councils, Committees and Boards.

This fourth report on gender produced by the AMA presents data for AMA Federal Councils and Committees as of 31 December 2021, along with data for the Federal Board and State/Territory Boards and Councils, which are not subject to the target. It also includes information on gender diversity at National Conference and gender equity efforts at a Federal and State/Territory level in 2021.

The purpose of tracking data in this way is to increase gender representation on AMA representative bodies and to encourage consideration of gender in decision making about nominations and in elections for leadership positions. Our ultimate aim is for an AMA membership that is more representative of the medical community and the Australian population as a whole.



## GENDER BALANCE BY NUMBERS AS AT 31 DECEMBER 2021

All medical practitioners percentage by gender as at 31 December 2021<sup>1</sup>



FEMALE: 44.8%

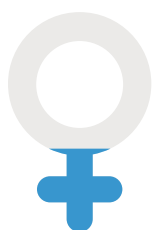


MALE: 55.2%



NOT STATED OR INTERSEX OR  
INDETERMINATE: <0.1%

AMA membership percentage by gender as at 31 December 2021



FEMALE: 38%



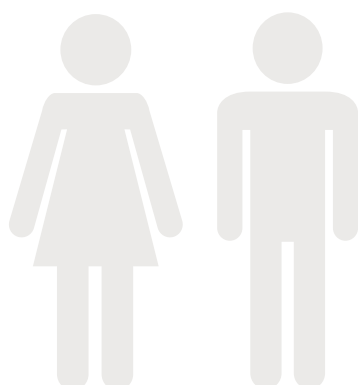
MALE: 62%



NOT STATED OR INTERSEX OR  
INDETERMINATE: 0%

<sup>1</sup> <https://www.medicalboard.gov.au/news/statistics.aspx>

## SUMMARY OF REPRESENTATION ON FEDERAL AMA COUNCILS AND COMMITTEES



### 15 FEDERAL AMA COUNCILS AND COMMITTEES

- 224 representative positions
- 145 (65%) were held by men
- 79 (35%) were held by women.

This is a slight improvement from 2020 (66%<sup>m</sup>; 31%<sup>f</sup>)  
and a marked improvement since 2018 (74%<sup>m</sup>; 26%<sup>f</sup>).

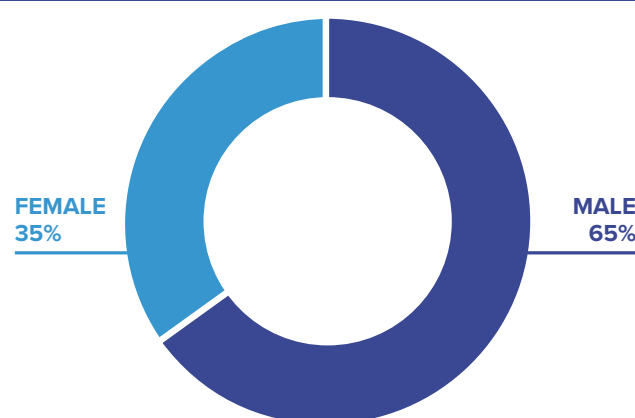
### OF THE 15 FEDERAL AMA COUNCILS AND COMMITTEES:

- 11 (73%) were chaired by men,
- 3 (20%) by women
- 1 (7%) jointly chaired
- 7 (47%) met gender targets

### GENDER REPRESENTATION ON AMA FEDERAL BOARD

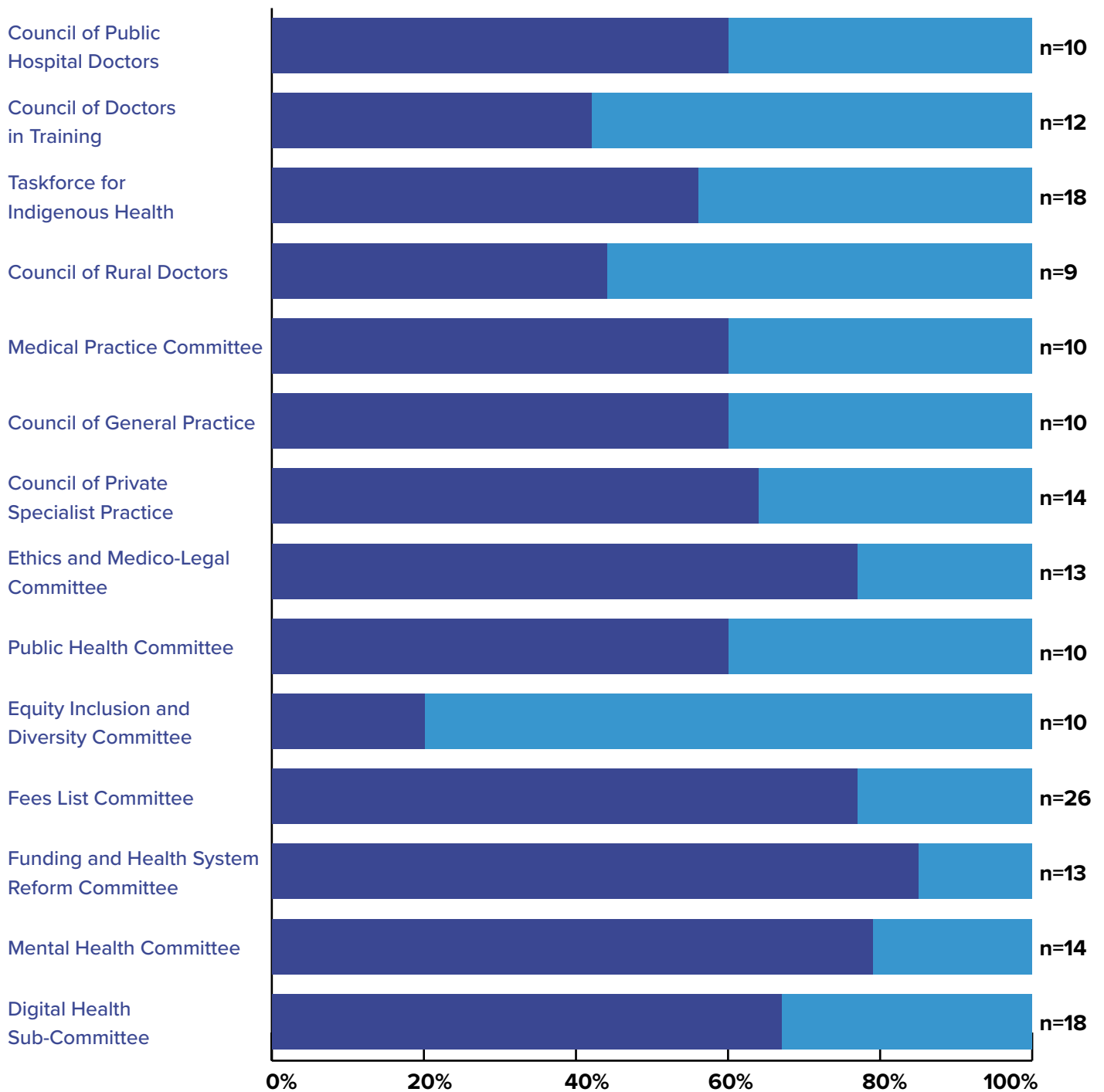


### GENDER REPRESENTATION ON AMA FEDERAL COUNCIL



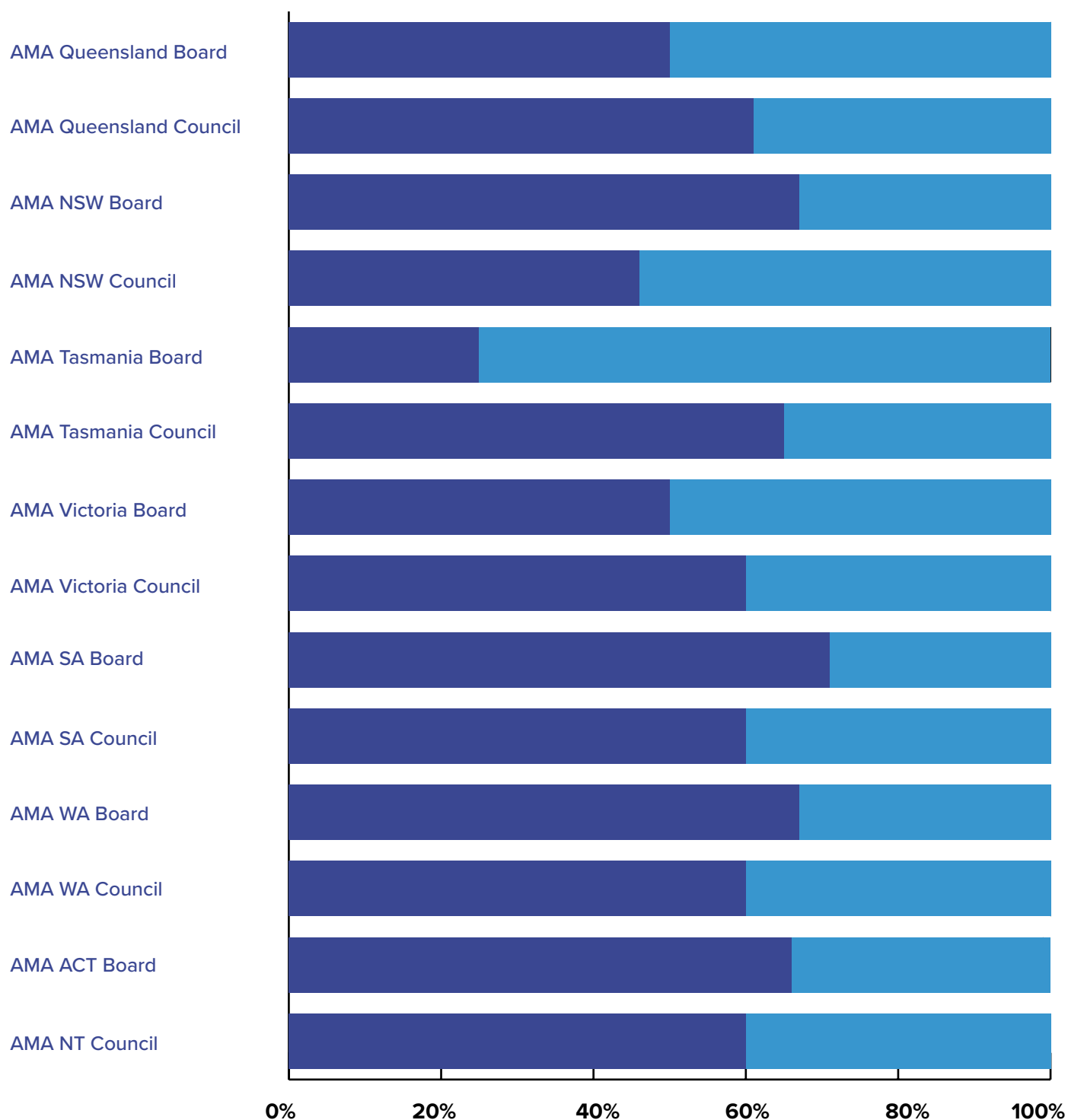
## GENDER REPRESENTATION ON AMA FEDERAL SUB-COUNCILS AND COMMITTEES

Male Female



## GENDER REPRESENTATION ON AMA STATE AND TERRITORY BOARDS AND COUNCILS

Male Female



## GENDER REPRESENTATION AT AMA NATIONAL CONFERENCE



Chairs of Sessions



Session Panel Members



AMA Awards



Policy Motion Movers



Delegates



### Federal AMA

- Report on our first [AMA Member diversity survey](#)
- [Role descriptions for AMA Council/Committee positions](#) publicly available
- Commitment to partner with [Advancing Women in Healthcare Leadership](#) and to an organisational change management project that will assist the AMA to increase and support the number of women in representative positions.
- From 31 July 2022, the AMA will adopt a revised Federal AMA Council structure which will support greater diversity in nominations to better reflect AMA membership and medical profession more broadly, with a view to increasing inclusivity, diversity and the breadth of representation.

### AMA Queensland

- In 2021 AMA Queensland's annual Women in Medicine Breakfast focused on everyday leadership, advocacy and impact. Key discussion topics from the three distinguished female panellists included leading with purpose and bringing your own strength. In 2022 AMA Queensland plans to host the annual breakfast in regional Queensland.

### AMA South Australia

- AMA(SA) recognised the valued contribution of women presenting the President's Medical Leader Award to Dr Hannah Szewczyk and the recipient of the AMA(SA) Award was presented to A/Prof Rosalie Grivell.
- AMA(SA) is fortunate to have a female President, Dr Michelle Atchison, who goes out of her way to ensure that we are an inclusive, accepting, and equitable organisation and is constantly aware of the AMA target of women holding 40% of Federal AMA representative positions overall, for attainment, if not in 2021, by 2022.

### AMA Tasmania

- In November 2021 AMA Tasmania held a women in medicine event that was well attended by existing and prospective members, with new members joining the AMA as a result.

### AMA Victoria

- To promote gender diversity, AMA Victoria introduced changes to their Constitution in 2019 imposing gender quotas for its Board, requiring at least 40% female and 40% male membership. Victoria was the first AMA in the country to introduce such diversity requirements. These quotas have been strictly adhered to and have resulted in 40%+ female representation on the Board since May 2019.
- They also seek to apply these quotas on Board Committees and on Council, which currently meets the 40% diversity target.
- More broadly, AMA Victoria is engaged on diversity issues through our Women in Medicine Group, though cooperation with the Medical Womens' Society of Victoria and in other activities such as our Leadership Training programs.

