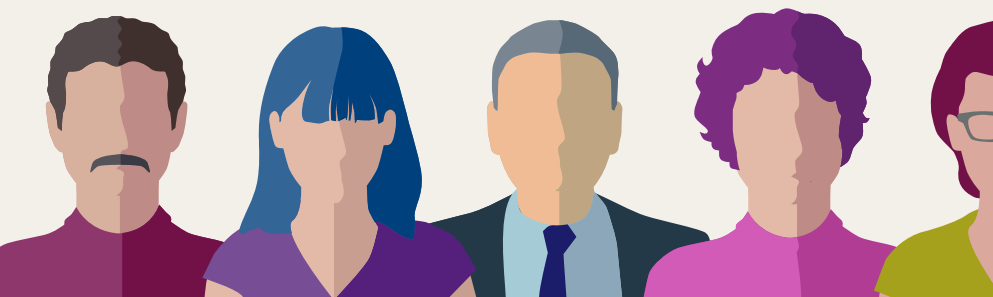




AMA Diversity Report:

GENDER 2022



AMA

AMA Diversity Report:

GENDER 2022

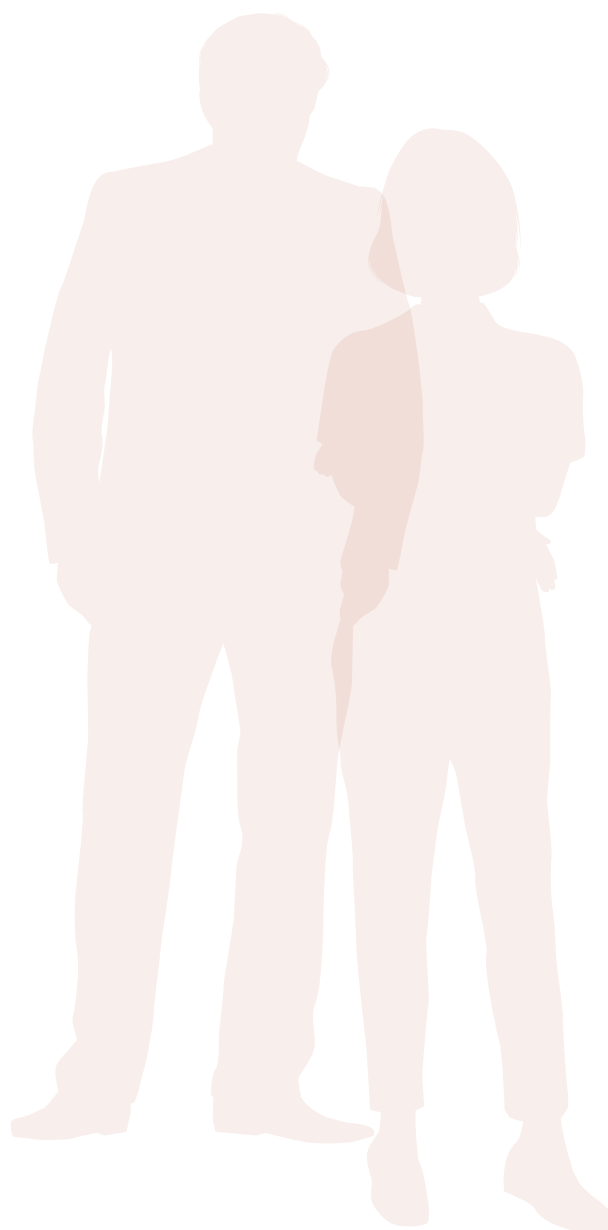
The AMA has been reporting on gender diversity since 2019 in line with a commitment to achieve a target of 40% women, 40% men, 20% flexible for all federal AMA councils and committees, with a gender diversity target of women holding 50% of federal AMA representative positions overall.

In December 2021, AMA Federal Council reaffirmed its commitment to achieving its gender targets with a revised time frame for attainment of 2024.

The AMA's 5th report on gender presents data for federal AMA councils and committees as of 31 December 2022. It includes data for the Federal AMA Board and AMA state and territory boards and councils, who while not subject to the federal AMA target, choose to report. The report also includes information on gender diversity at AMA National Conference and gender equity initiatives at a federal and state and territory level in 2022.

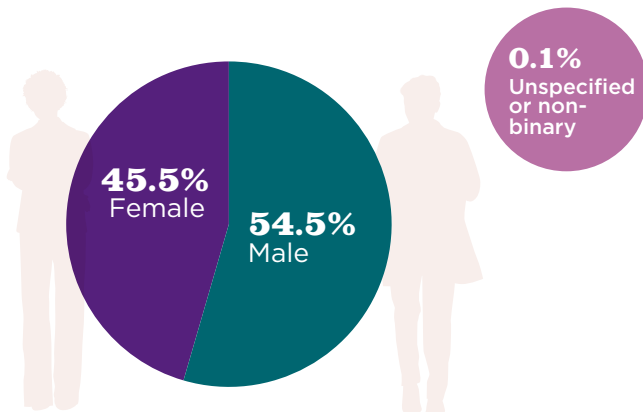
The purpose of tracking data in this way is to improve the equality of gender representation on AMA representative bodies and encourage consideration of gender in decision making for nominations and elections to leadership positions. This is in line with the AMA's aim for its membership to be representative of the medical community and the Australian population as a whole.

In December 2021, AMA Federal Council reaffirmed its commitment to achieving its gender targets with a revised time frame for attainment of 2024.

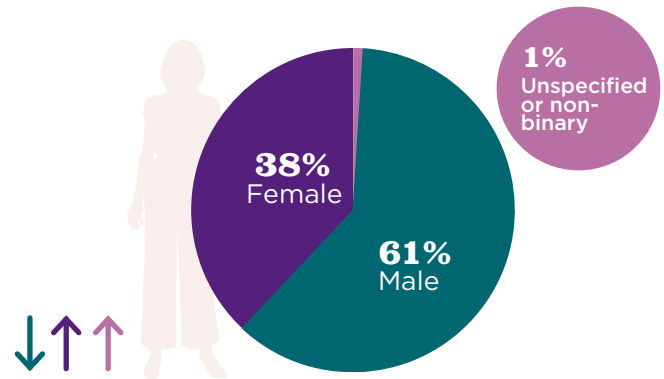


Gender Balance by numbers as at 31 December 2022

All medical practitioners % by gender as at 31 December 2022



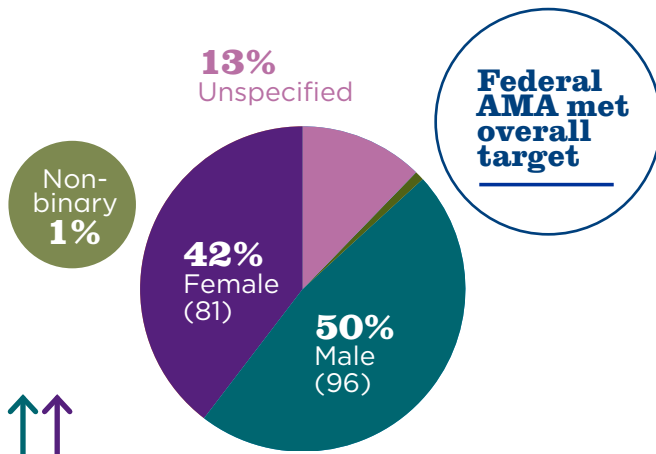
AMA membership % by gender as at 31 December 2022



RESULT: The gender diversity of AMA membership has improved slightly over time from 64% male, 36% female in 2018 to 61% male, 38% female, 1% unspecified or non-binary in 2022.

Summary of representation on Federal AMA Councils and Committees:

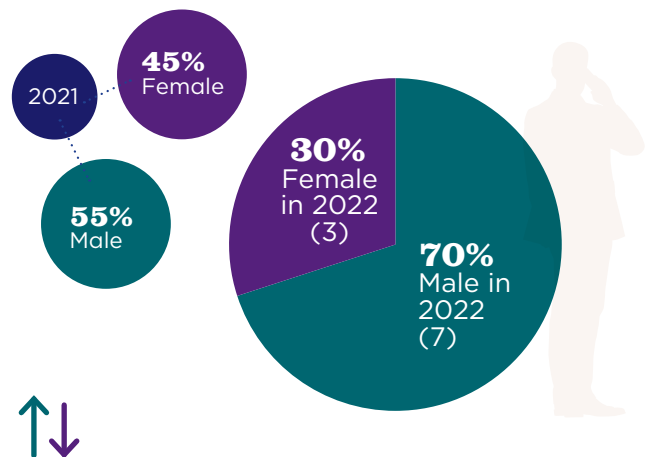
13 Federal AMA Councils and Committees with 191 representative positions



RESULT: This is a significant improvement from 2021 (31%f; 65%m) and a marked improvement since 2018 (26%f; 74%m). **AND** For the first time the federal AMA has met its overall target to have 40% women, 40% men, 20% flexible represented as an average across all federal AMA councils and committees.

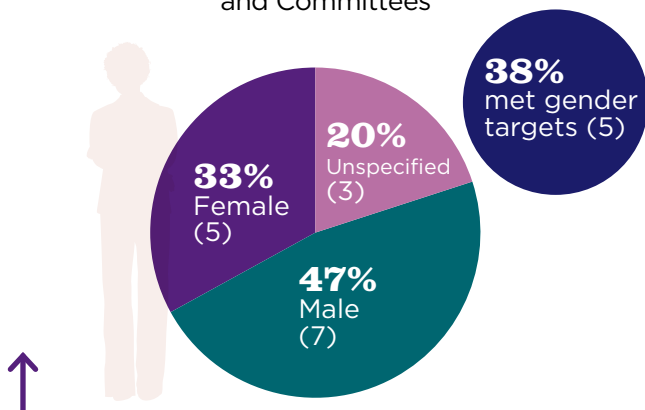
Summary of representation on Federal AMA Board and Councils:

Gender representation on Federal AMA Board as at 31 December 2022



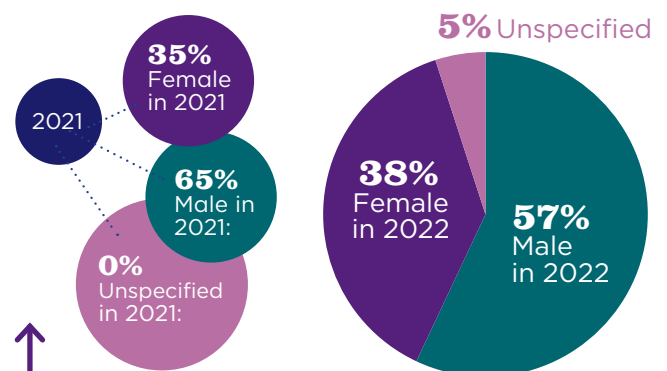
RESULT: Smaller councils and committees are prone to greater fluctuations as gender proportions change. This has impacted on the gender balance of the Federal AMA Board.

Of the 13 Federal AMA Councils and Committees



RESULT: The proportion of Federal AMA Councils and Committees chaired by women increased in 2022 from 20% in 2021 to 33% in 2022.

Gender representation on Federal AMA Council as at 31 December 2022



RESULT: Gender representation on Federal AMA Council improved in 2022 with 38% of positions held by women, up from 35% in 2021.

Gender representation on Federal AMA Sub-Councils and Committees

Federal Council	57%	38%	5%
Council of Public Hospital Doctors	45%	45%	10%
Council of Doctors in Training	27%	67%	6%
Taskforce for Indigenous Health	41%	53%	6%
Council of Rural Doctors	50%	30%	20%
Medical Practice Committee	60%	27%	13%
Council of General Practice	40%	60%	
Council of Private Specialist Practice	50%	30%	20%
Ethics and Medico-Legal Committee	58%	33%	9%
Fees List Committee	75%	25%	
Public Health Committee	44%	56%	
Equity Inclusion and Diversity Committee	33%	67%	
Mental Health Committee	46%	38%	16%
Average	50%	42%	7%

- Despite the Federal AMA meeting its gender target across Council and Committees, the proportion of individual Federal AMA Councils and Committees meeting the gender target fell from 47% in 2021 to 38% in 2022.
- We know we have more to do to meet our gender targets for each Federal AMA Council and Committee.

Gender representation at Federal AMA National Conference 2022

Chairs of Sessions	66% (2021: 69%)	34% (2021: 31%)	
Session panel members	50% (2021: 55%)	50% (2021: 45%)	
AMA awards	55% (2021: 61%)	45% (2021: 39%)	
Policy motion movers	66% (2021: 100%)	34% (2021: 0%)	
Delegates	37% (2021: 56%)	34% (2021: 44%)	29%

- We are getting better at creating opportunities and supporting women to lead and participate at our National Conference.

State and territory AMA boards and councils as of 31 December 2022

AMA Queensland Board	62.5% (2021: 50%)	37.5% (2021: 50%)
AMA Queensland Council	62% (2021: 61%)	38% (2021: 39%)
AMA NSW Board	67% (2021: 67%)	33% (2021: 33%)
AMA NSW Council	50% (2021: 46%)	50% (2021: 54%)
AMA Tasmania Board	40% (2021: 25%)	60% (2021: 75%)
AMA Tasmania Council	52% (2021: 65%)	48% (2021: 35%)
AMA Victoria Board	57% (2021: 50%)	43% (2021: 50%)
AMA Victoria Council	60% (2021: 60%)	40% (2021: 40%)
AMA SA Board	65% (2021: 71%)	35% (2021: 29%)
AMA SA Council	60% (2021: 60%)	40% (2021: 40%)
AMA WA Board	67% (2021: 67%)	33% (2021: 33%)
AMA WA Council	63% (2021: 60%)	37% (2021: 40%)
AMA ACT Board	40% (2021: 66%)	60% (2021: 33%)
AMA NT Council	64% (2021: 60%)	36% (2021: 40%)

- More State and Territory AMA Boards and Councils met the 40:40:20 gender target in 2022 than in 2021.

KEY:  Male  Female  Unspecified  Non-binary

AMA Diversity Report:

GENDER EQUITY INITIATIVES IN 2022

A word on data: The 2022 report contains a higher number of members on councils and committees for whom their gender was recorded as unspecified. The AMA does not require members to specify gender and members can skip this question or choose not to specify gender. This has influenced reporting this year. The AMA will continue to refine how it collects member data to ensure we capture the diversity of our membership as accurately as possible.



FEDERAL AMA

[AMA Diversity and Inclusion Plan 2020-2022](#)

An audit of the AMA Diversity & Inclusion Plan 2020–2022 (the plan) at the end of 2022 revealed 78% of actions have been achieved (up from 63% in June 22), 17% partially achieved (down from 48%) and 5% not progressed (down from 7%). The plan is up for renewal and will be a key focus for the AMA Equity, Inclusion and Diversity Committee in 2023.

The AMA is working with [Advancing Women in Healthcare Leadership \(AWHL\)](#) to map, co-design, provide evidence, undertake stakeholder engagement, and develop an evidence-based organisational plan to achieve gender equity in leadership with tools, resources and support towards implementation and evaluation.

A key focus of the project is collaboration with other partners. The opportunity exists within the project to work with medical colleges and health service providers to identify areas of influence to eliminate gender discrimination and bias from key processes such as training, recruitment and promotion. This systematic push for change strongly aligns with the AMA Diversity and Inclusion Plan.

As part of the AWHL project, the AMA surveyed members and non-members during October/November about what has worked and what still needs to be done to increase the number of women in AMA leadership positions. Approximately 670 completed surveys were received. Preliminary results were provided to AMA Equity, Inclusion and Diversity Committee with a view to a priority setting workshop being held with the AMA in 2023.

AMA QUEENSLAND

In 2022 AMA Queensland's annual Women in Medicine Breakfast expanded into two separate events – one based in south-east Queensland and, for the first time, one in North Queensland. The inaugural North Queensland event was a sell-out. The breakfasts provide motivating and uplifting support, networking opportunities, and advice for AMA Queensland's members. The breakfasts are some of the most highly anticipated AMA Queensland events of the year and celebrate the incredible work of women in medicine and the impact they make in the health care sector. Given the success and popularity of the breakfasts, AMA Queensland is planning to offer the two events again in 2023 for its northern and southern members.

AMA NEW SOUTH WALES (NSW)

2022 was a very busy year for AMA(NSW) holding many events, many of which primarily supported and promoted women in medicine.

Some of the highlights included:

The successful 2022 publication of the book “Celebrating Medical Women in NSW” produced by AMA(NSW) and the Medical Women’s Society of NSW, is a beautifully crafted book showcasing 103 Women Doctors across NSW. It is a collection of biographies that feature women in medicine at all stages of their careers, from all different specialities. AMA(NSW) shares the Medical Women’s Society of NSW’s mission to advance gender equity in medicine and is committed to working collaboratively with other organisations to tackle bias and achieve diversity, equity, and inclusion.

The AMA(NSW)’s annual Women in Medicine High Tea was held at Parliament House with more than 100 attendees, 98 per cent which were female. We were honored to have several distinguished female speakers to share with us on subjects which included an insightful history of medical women in WWI. In addition, our panel of speakers generously shared their insight and experience and provided the audience an inspirational window to aspects of their career and life through a different lens.

The AMA(NSW) Starting & Working in Private Practice was well attended with 55% female and 45% male attending. Speakers included industry experts including accountants, lawyers, medical insurance groups and our own experts from the AMA(NSW) Workplace Relations team. All topics covered were specifically relevant to those seeking to thrive in private practice or those looking to turn their private practice dream into a reality.

The AMA(NSW) Practice Manager’s Masterclasses 2022 offered in Sydney and regional NSW, were once more very well attended. This masterclass is predominately attended by women in medical administration, wishing to upskill and provide superior support to their medical practice. AMA(NSW) seeks to empower members

by offering educational and networking events each year and the attendees in 2022 have all appreciated the experience of coming together to build and re-establish networks and foster relationships, especially after a few challenging years.

The AMA(NSW) council are currently made up of exactly 50% female and 50% male.

AMA TASMANIA

In 2022, AMA Tasmania partnered with the College of Surgeons for International Women’s Day putting on a breakfast for doctors, where most attendees were women. AMA Tasmania also had a very successful Women in Medicine end of year event.

AMA VICTORIA

To promote gender diversity, AMA Victoria introduced changes to its Constitution in 2019 imposing gender quotas for our 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% plus female representation on the Board since May 2019. We 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.

AMA SOUTH AUSTRALIA (SA)

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. AMA(SA)’s commitment to gender diversity is highlighted by the inclusion of gender targets in our new Constitution. ■

STAY CONNECTED:

