



Diversity Report — Gender 2024



The AMA Diversity Report — Gender 2024

Introduction

The Australian Medical Association (AMA) has been reporting on gender diversity in its representative structures since 2018. This is in line with the AMA's commitment to achieving a target of 40 per cent women, 40 per cent men, and 20 per cent flexible for all federal AMA councils and committees, with a gender diversity target of women holding 50 per cent of federal AMA representative positions.

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

The AMA's seventh Diversity Report provides a snapshot of gender representation on the federal AMA's councils and committees as of 31 December 2024. It includes data for the federal AMA Board as well as state and territory AMA boards and/or councils in 2024. The report also includes data for the AMA's national conference (AMA24) and provides a longitudinal comparison of progress towards meeting gender targets since reporting began in 2018.

The purpose of tracking data in this way is to improve the equality of gender representation on the AMA's representative bodies.

This is in line with the AMA's aim for its membership to be representative of the medical community and the Australian population.

Acknowledgement of Country

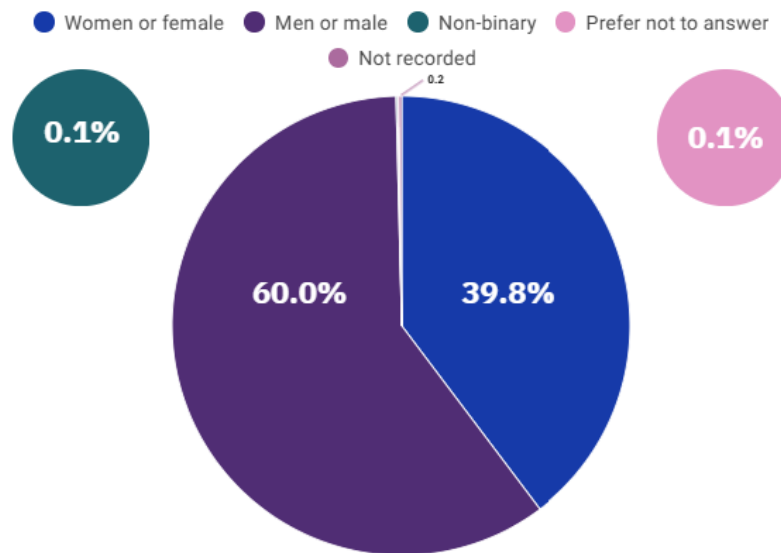
In the spirit of reconciliation, the AMA acknowledges the traditional custodians of Country throughout Australia and their connections to land, sea, and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Our membership and representation

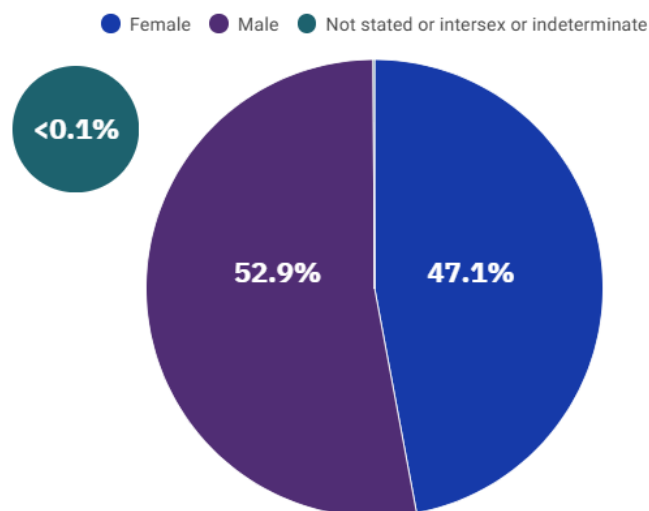
As at 31 December 2024

- 40 per cent of AMA members identified as women or female compared to 36 per cent who identified as women or female in 2018. This compares to 47 per cent of all medical practitioners who identified as women or female (Medical Board of Australia Registrant Data. Reporting period: 1 October 2024 to 31 December 2024).

AMA Membership 2024



All medical practitioners 2024

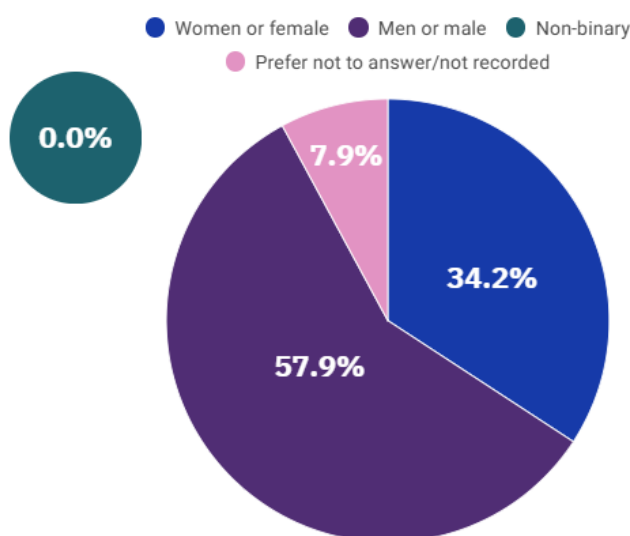


Our federal board, councils and committees

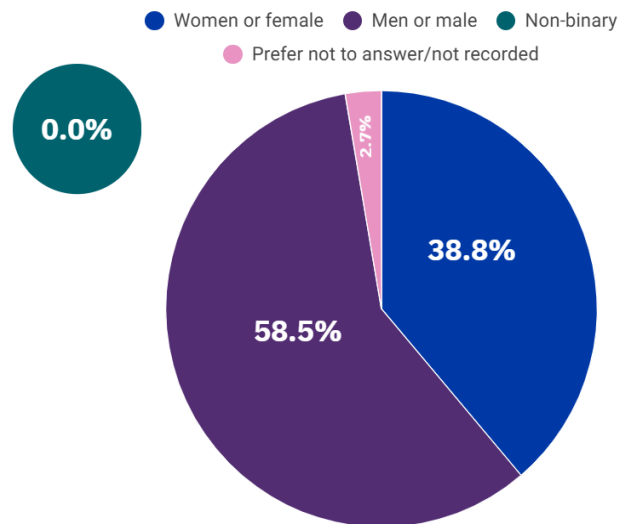
As at 31 December 2024

- Gender representation on the AMA Federal Council did not meet the federal AMA's gender targets in 2024, with 34.2 per cent of positions held by members who identified as women or female, 57.9 per cent held by members who identified as men or male, and 7.9 per cent by members who preferred not to answer or had no gender recorded. This compares to 2023 where 41 per cent of positions were held by members who identified as women or female. The increase in the number of members who preferred not to answer or had no gender recorded impacted on the capacity of Federal Council to meet targets.
- Overall gender representation on the federal AMA's councils and committees (inclusive of Federal Council) did not meet the federal AMA's gender targets in 2024, with 38.8 per cent of positions held by members who identified as women or female, 58.5 per cent held by members who identified as men or male, and 2.7 per cent of members preferring not to answer or having no gender recorded.
- Forty per cent of positions on federal AMA councils and committees (excluding Federal Council) were held by members who identified as women or female.
- Forty-two per cent of the federal AMA's councils and committees (excluding Federal Council) met gender targets in 2024 compared to 50 per cent in 2023.
- Fifty per cent of the federal AMA's councils and committees (including Federal Council) were chaired by members who identified as women or female, improving from 36 per cent in 2023.
- Twenty per cent of federal AMA Board positions were held by members who identified as women or female in 2024, declining from 41 per cent in 2023.

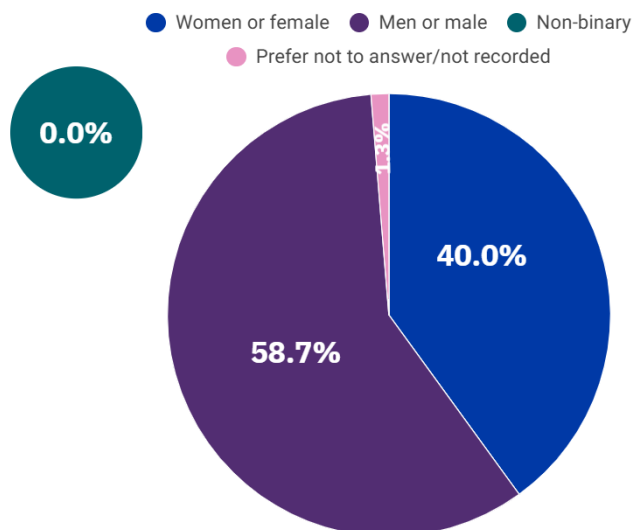
AMA Federal Council 2024



Federal AMA councils and committees 2024 (including Federal Council)

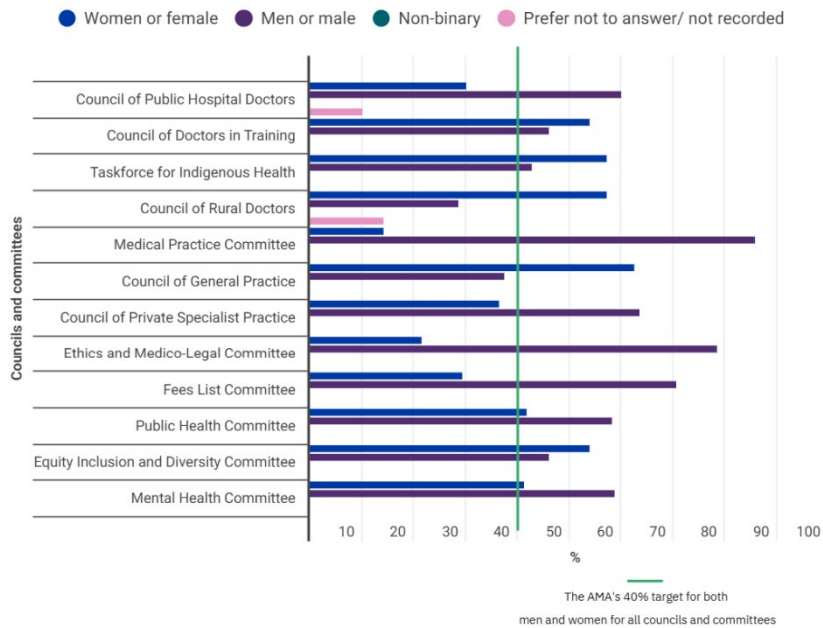


Federal AMA councils and committees 2024 (excluding Federal Council)

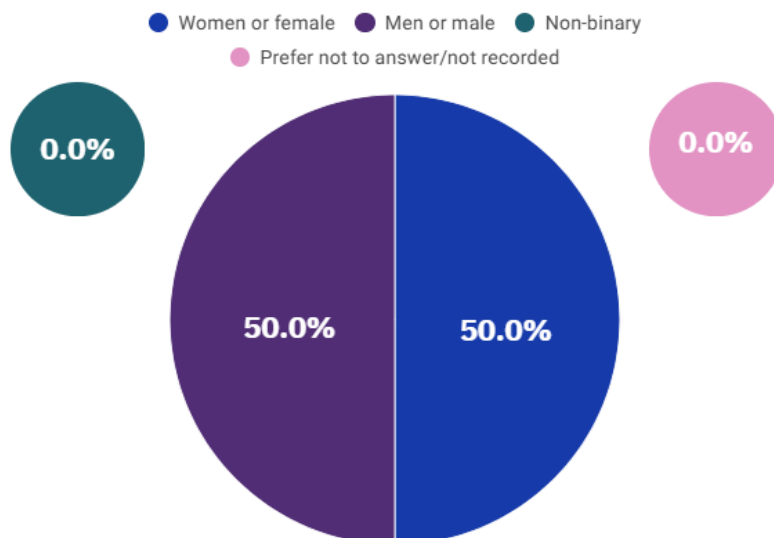


Individual federal AMA councils and committees 2024

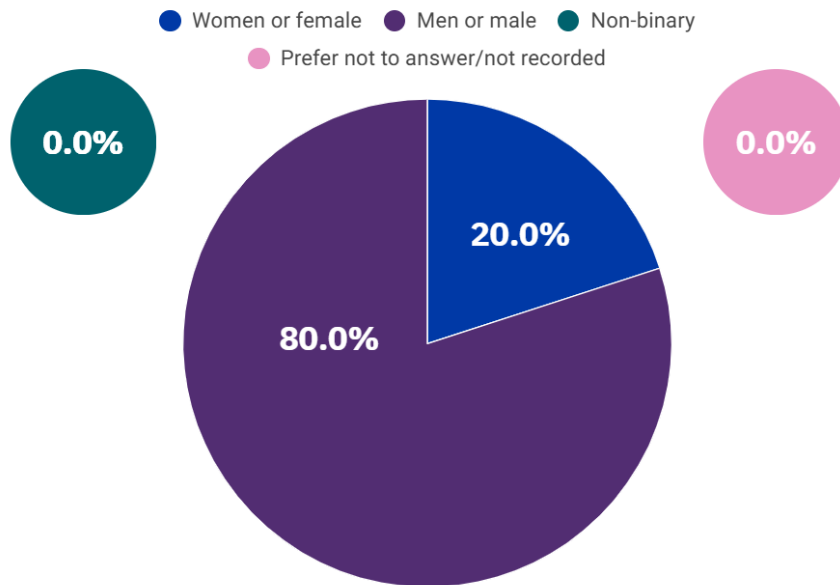
0.0%



Federal AMA council and committee chairs 2024

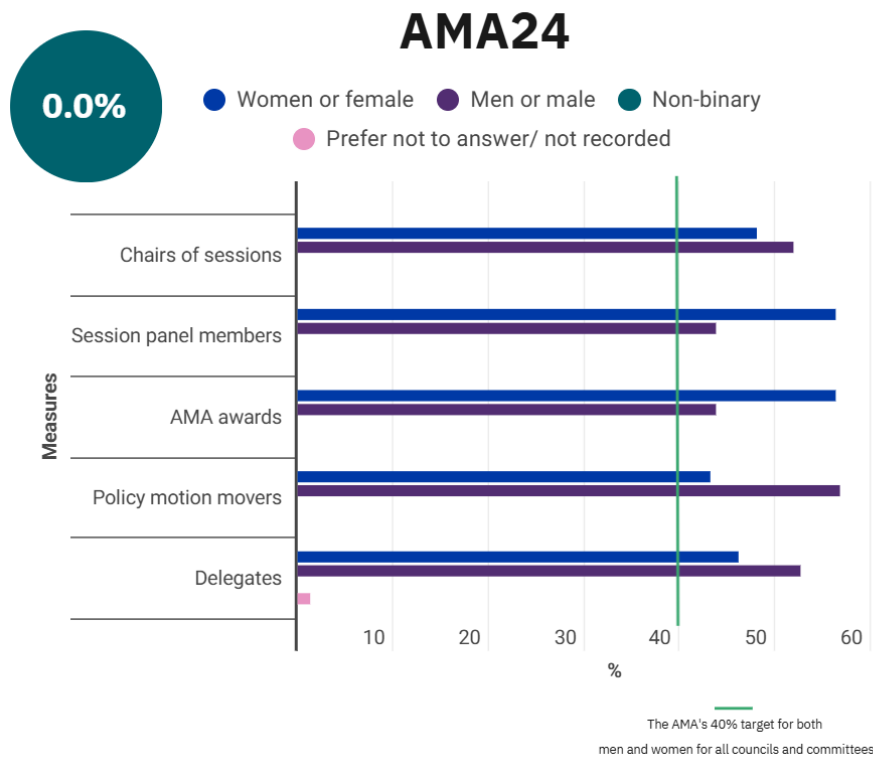


Federal AMA Board 2024



AMA24

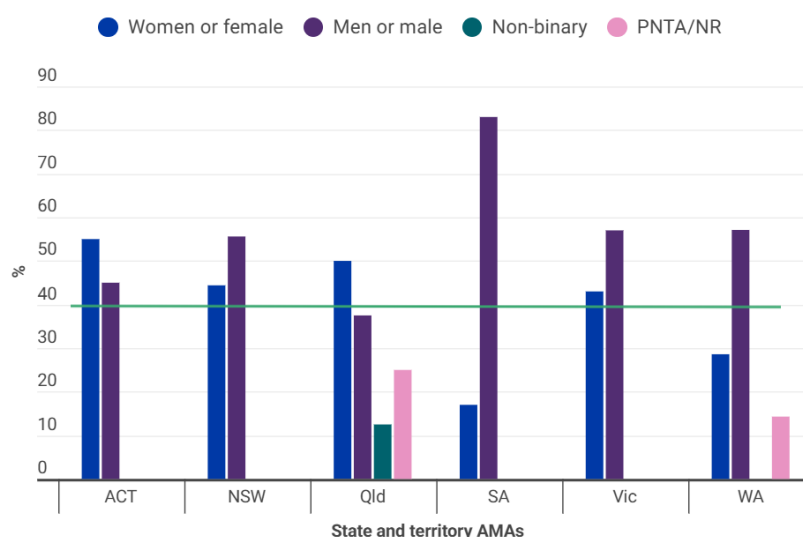
- AMA24 met the 40:40:20 gender targets for representation across all domains: session chairs, session panel members, the AMA awards, policy motion movers, and delegates.



Our state and territory AMAs

- This report includes data for the state and territory AMA boards and/or councils, which, while not subject to the federal AMA target, choose to report.
- Four AMA state and territory boards met the 40:40:20 gender target in 2024.
- Three AMA state and territory councils met the 40:40:20 gender target in 2024.

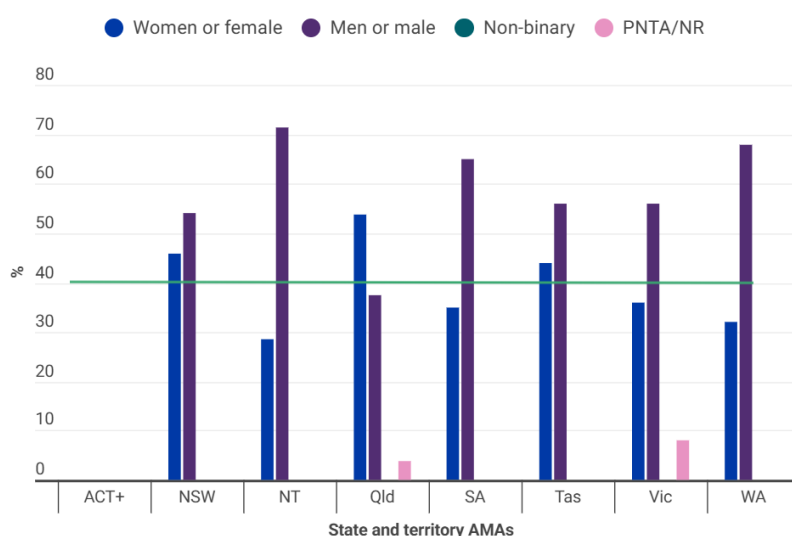
State and territory AMA boards 2024



@ The Northern Territory and Tasmania have no board
PNTA/NR = Prefer not to answer/ not recorded

The AMA's 40% target for both men and women for all councils and committees

State and territory AMA councils 2024



+ ACT has no council.

PNTA/NR = Prefer not to answer/ not recorded

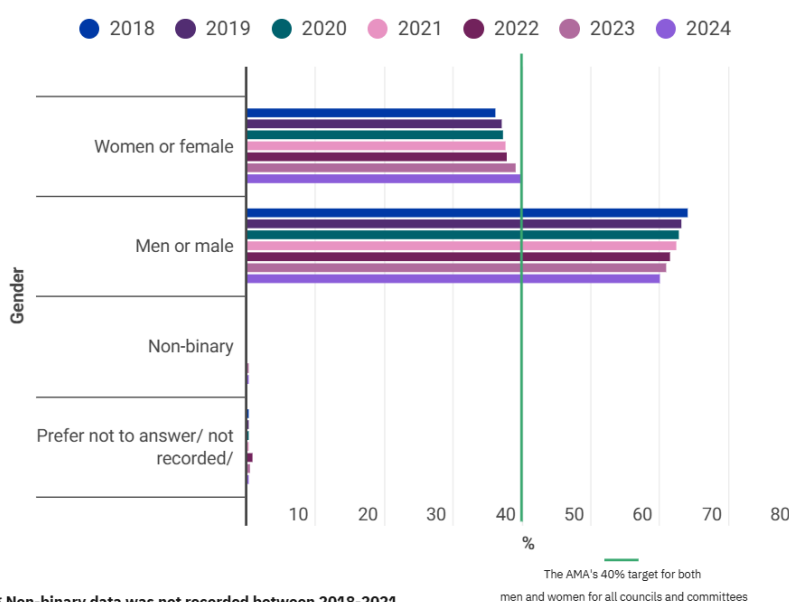
The AMA's 40% target for both men and women for all councils and committees

Federal AMA longitudinal data sets 2018–2024

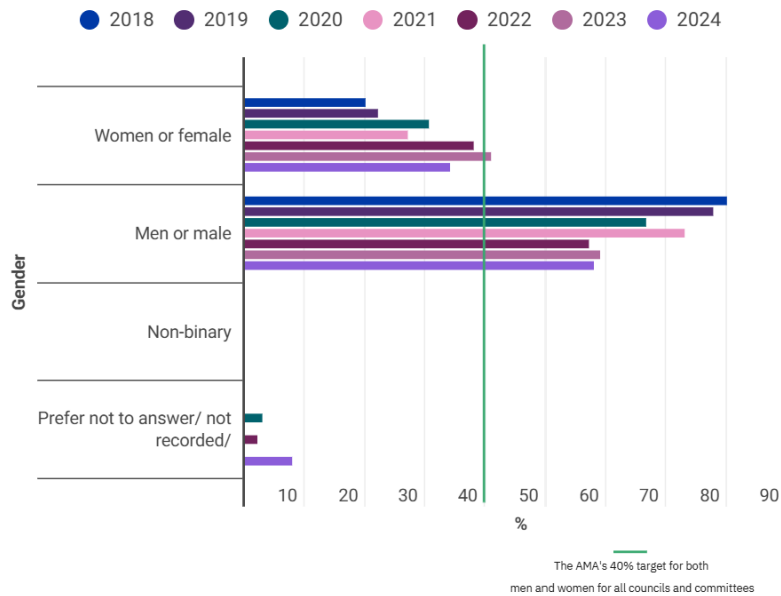
Key trends

- **Membership:** There has been a steady increase in the percentage of women members from 2018 to 2024.
- **Federal Council:** The representation of women peaked in 2023 but dropped in 2024.
- **Councils and committees:** The overall representation of women improved until 2023 but saw a decline in 2024.
- **Meeting gender targets:** The proportion of councils and committees (excluding Federal Council) meeting gender targets has improved since 2018, and has fluctuated since 2021, with a decrease in 2024.
- **Federal Board:** The representation of women on the Federal Board saw a notable decline in 2024 after meeting targets in 2018, 2021, and 2024.
- **Differences in the number of representatives who prefer not to have their gender recorded and/or for whom no gender is recorded** continues to impact on reporting of, and capacity to meet, targets.

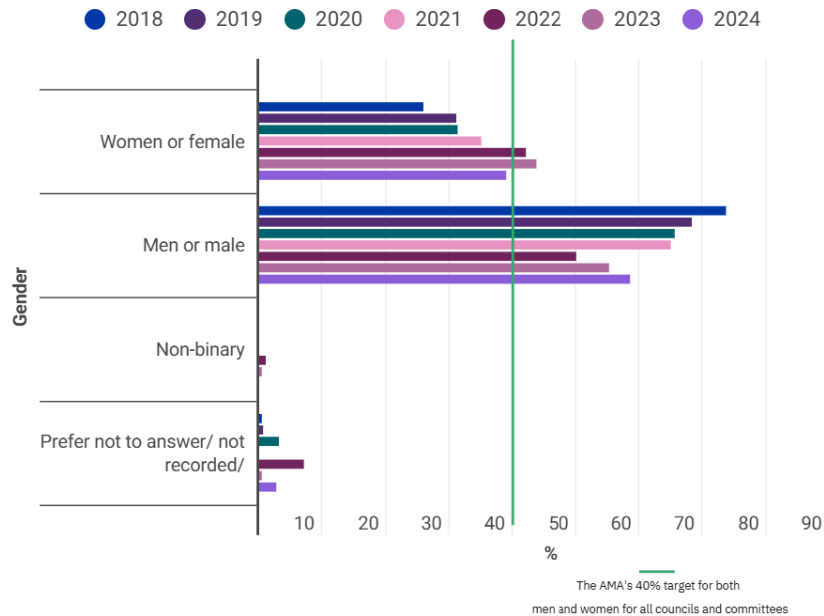
AMA membership gender representation



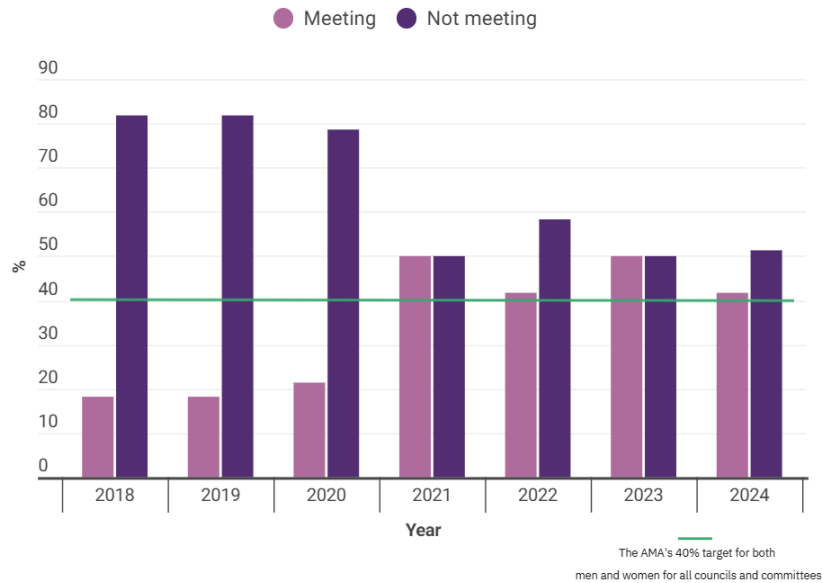
AMA Federal Council gender representation



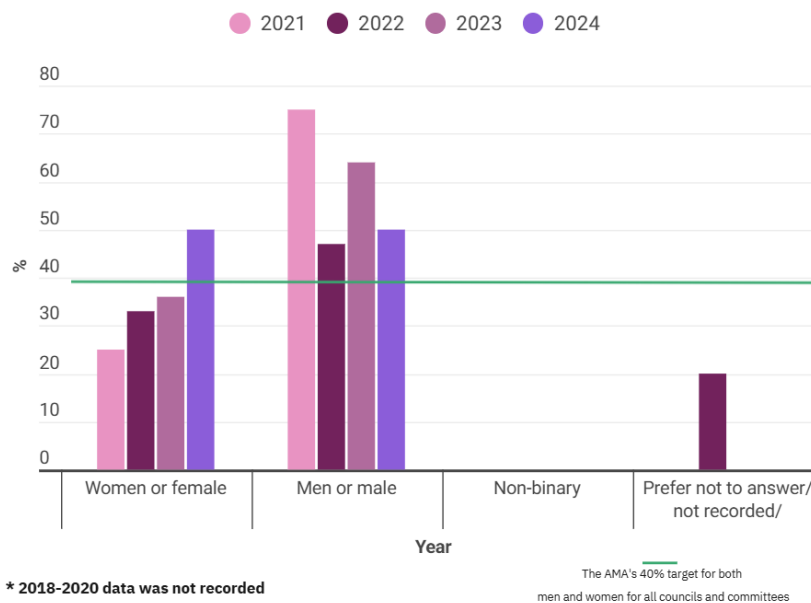
Federal AMA councils and committees gender representation (including Federal Council)



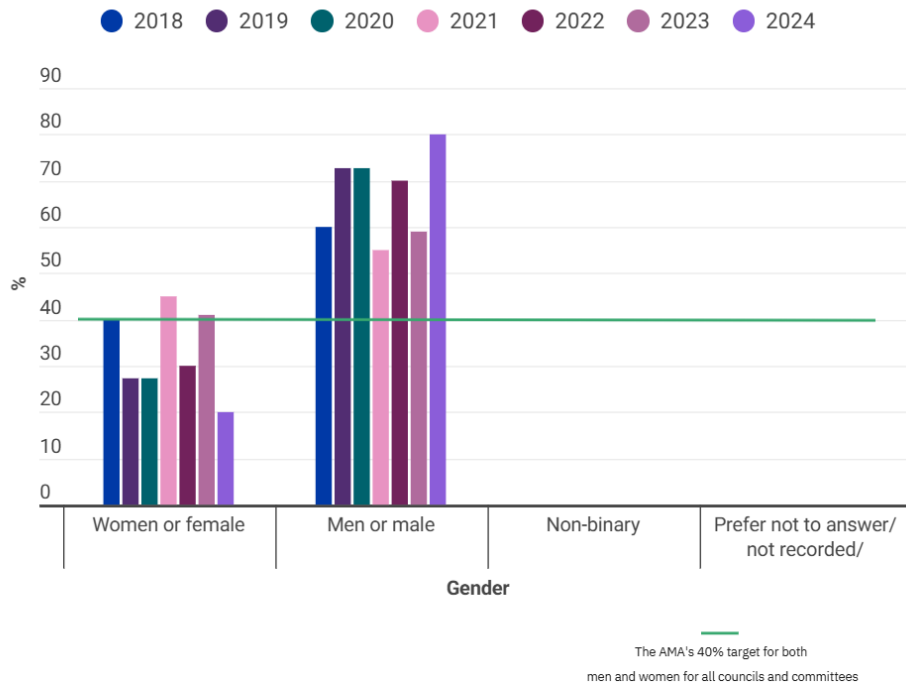
Proportion Federal AMA councils and committees meeting gender targets (excluding Federal Council)



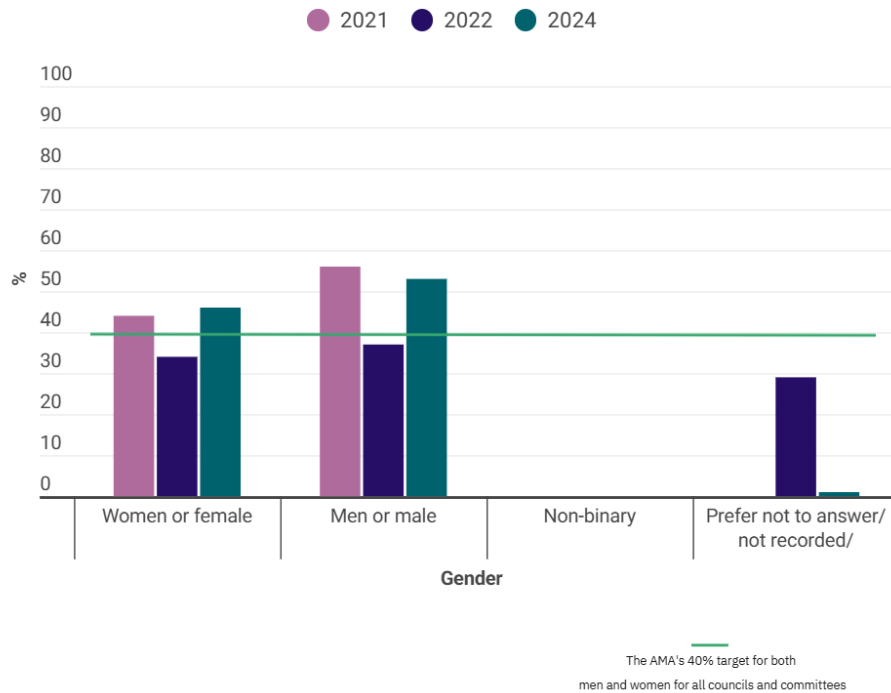
Proportion Federal AMA council and committee chairs meeting gender targets (including Federal Council)



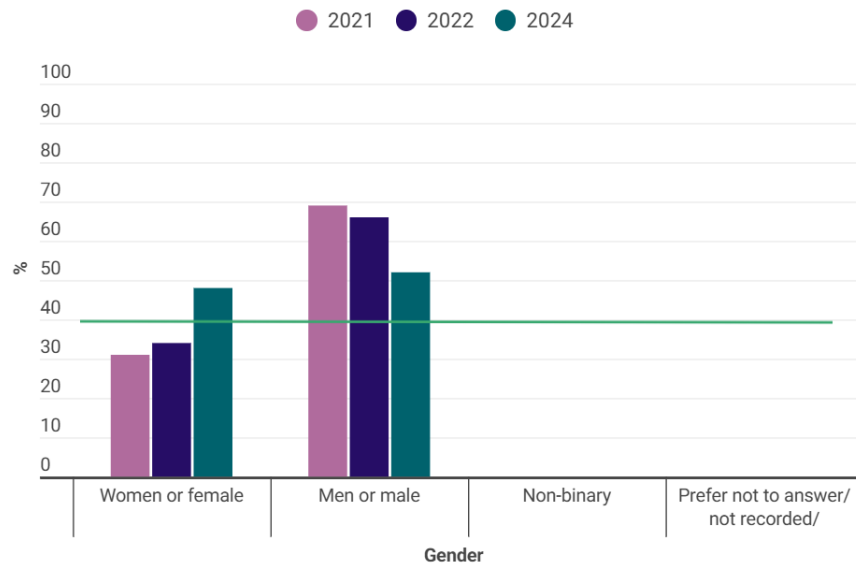
Federal AMA Board gender representation



AMA National Conference Delegates

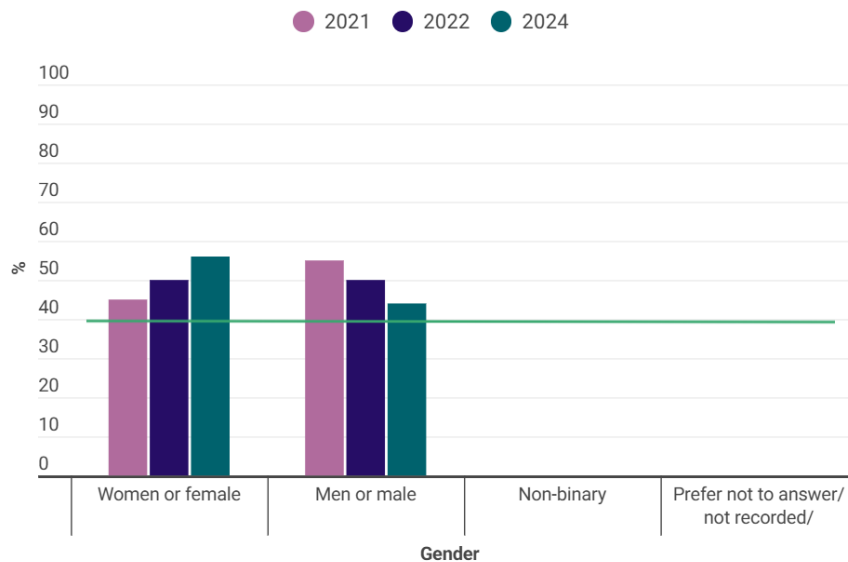


AMA National Conference Chairs of Sessions



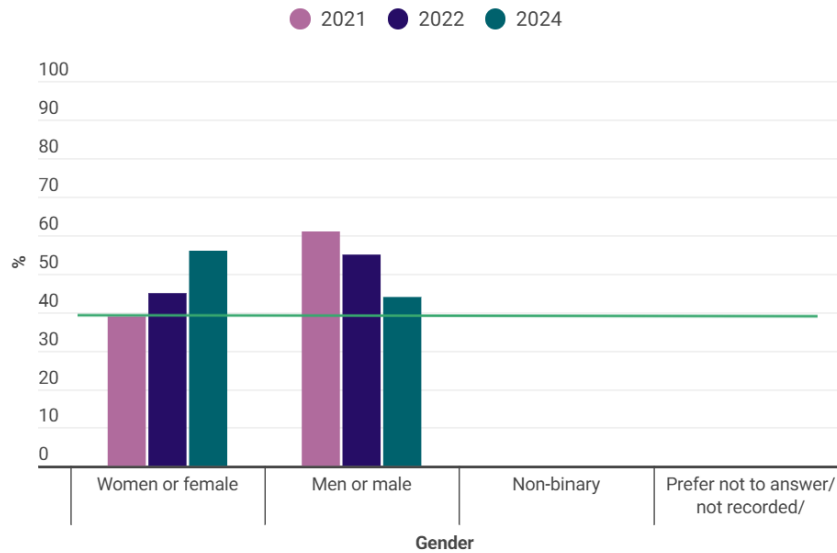
The AMA's 40% target for both
men and women for all councils and committees

AMA National Conference Session Panel Members



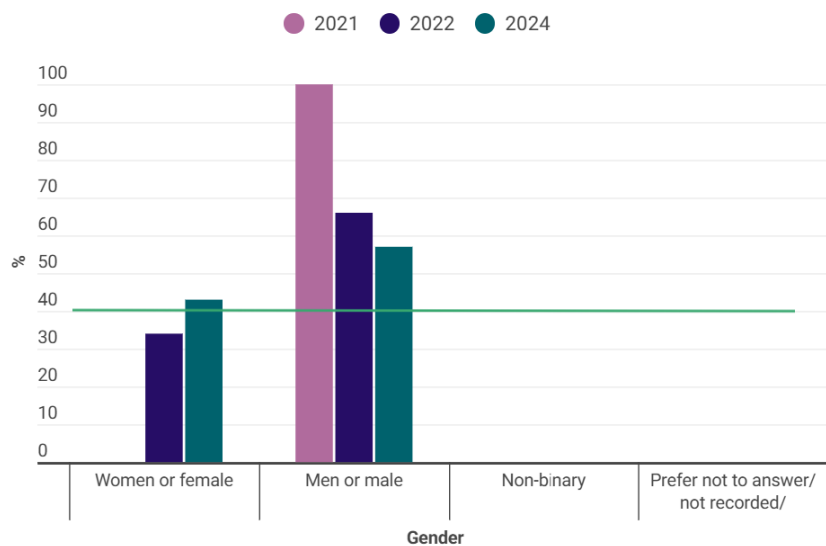
The AMA's 40% target for both
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AMA National Conference Awards



The AMA's 40% target for both men and women for all councils and committees

AMA National Conference Policy Motion Movers



The AMA's 40% target for both men and women for all councils and committees

Gender equity initiative snapshot 2024

Federal AMA

- Over the past decade, the AMA has made notable progress in advancing gender equity and promoting women in leadership across the medical profession. Since 2018, the AMA has actively worked to improve gender representation within its membership, leadership, and representative structures. This commitment is grounded in strong evidence that organisations with more women in leadership roles tend to perform better overall.
- In 2021, the federal AMA partnered with the [Advancing Women in Healthcare Leadership \(AWHL\)](#) initiative to drive evidence-based organisational change. This collaboration has played a key role in helping the AMA identify and address barriers to women's leadership and strengthen gender equity across its structures.
- The AMA's gender equity goals include increasing female membership, boosting the presence of women in senior internal roles, and advocating for gender equality across the broader health sector. Internally, the AMA has demonstrated a sustained commitment to these goals through improved processes, greater transparency, and the regular publication of gender representation data — fostering a culture of accountability and continuous improvement. Ongoing efforts to monitor behaviour and drive cultural change are ongoing to ensure long-term impact.
- Key initiatives supporting gender equity include setting gender representation targets during nomination processes, developing strategies to ensure balanced committee representation, and hosting national conference forums that spotlight gender diversity. These forums have addressed unconscious bias and challenged traditional notions of merit, helping to ensure outdated perceptions do not hinder progress. The AMA has also enhanced transparency around participation requirements for councils and committees, making these processes more inclusive and accessible.
- Externally, the AMA's leadership has consistently championed gender equity through public advocacy, recognition programs, and strategic investments such as the AWHL initiative. Its policy work — particularly around workplace flexibility — has significantly influenced the national conversation on career sustainability and has been adopted or modelled by other key stakeholders, including medical colleges. These efforts highlight the AMA's growing influence in shaping a more equitable and inclusive healthcare system.
- Looking ahead, the AMA remains committed to championing gender equity and supporting women in leadership, with the goal of building a more inclusive and diverse medical profession.

