

Promoting Gender Equity in Surgery

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March 2015

- Intense media focus
- Formation of Expert Advisory Group (EAG)



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EAG Findings

- Discrimination
 - Gender and sexual orientation
 - Family and carer responsibilities
 - Pregnancy
 - Race



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Expert Advisory Group statement

- Every **patient** has a right to expect that their healthcare is not compromised by DBSH
- Every **health care worker** has a right to a workplace free of DBSH
- This is a long way from the reality of many health workplaces
- **This must change**



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RACS Action Plan

- Cultural Change and Leadership
- Education
- Complaint Handling

- Two core principles :
 - Respect
 - Collaboration
- Eight goals and supporting actions
- 20 discrete projects



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CULTURE CHANGE & LEADERSHIP

<p>Goal 1 Build a culture of respect and collaboration in surgical practice and education</p>	<p>Engagement and Collaboration</p> <p>Communication: Campaign</p>
<p>Goal 2 Respecting the rich history of the surgical profession, advance the culture of surgical practice so there is no place for discrimination, bullying and sexual harassment (DBSH)</p>	<p>Leadership Development</p> <p>Diversity & RACS</p>
<p>Goal 3 Build and foster relationships of trust, confidence and cooperation on DBSH issues with employers, governments and their agencies in all jurisdictions</p>	<p>Updating Policies / Procedures</p> <ol style="list-style-type: none"> 1. Code of Conduct 2. Sanctions Policy 3. Accreditation of Hospital Training Posts 4. Selection of Supervisors 5. IMG oversight 6. Hospital Appointments 7. Appointment process for members of Training Boards
<p>Goal 4 Embrace diversity and foster gender equity</p>	
<p>Goal 5 Increase transparency, independent scrutiny and external accountability in College activities</p>	



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SURGICAL EDUCATION	
<p>Goal 6 Improve the capability of all surgeons involved in surgical education to provide effective surgical education based on the principles of respect, transparency and professionalism</p>	<p>Building Respect & Improving Patient Safety Educational Program Foundation Course for Educators</p>
<p>Goal 7 Train all Fellows, Trainees and International Medical Graduates to build and consolidate professionalism including:</p> <ul style="list-style-type: none"> • fostering respect and good behaviour • understanding DBSH: legal obligations and liabilities • 'calling it out': not walking past bad behaviour • resilience in maintaining professional behaviour 	<p>Annual survey of Hospital Training Posts Individual Education & Support</p> <ul style="list-style-type: none"> • Individual surgeons • Supervisors & Trainees • IMG Support and Oversight • RACSTA Support <p>Assessment Tools including Multisource Feedback for all Surgeons</p>
COMPLAINT MANAGEMENT	
<p>Goal 8 Revise and strengthen RACS complaints management process, increasing external scrutiny and demonstrating best practice complaints management that is transparent, robust and fair</p>	<p>Complaints & Investigation Resolution Program Privacy Legislation Review</p>



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Diversity & Inclusion Plan

Released in late 2016

4 Pillars

- Inclusive culture and leadership excellence
- Gender equity
- Participation of all diversity groups
- Board & committee diversity



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Diversity & Inclusion Plan

- **Inclusive culture and leadership excellence**
 - Intentionally create a culture of inclusion amongst the surgical community through advocacy, championing and communicating diversity



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Actions:

- Inclusive communication strategy
- Use of symbols to promote diversity and inclusion
- Identify and promote diversity champions



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Diversity & Inclusion Plan

- **Gender equity**
 - Increase the representation of women in the practice of surgery by removing barriers to participation and introducing flexible training models for any Trainee or surgeon, irrespective of gender



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Actions:

- Set targets for women in SET
- Redesign training models
 - Less than full time training
 - Interrupted training
 - Reduced geographic rotations
- Actively promote the availability of flexible training



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Diversity & Inclusion Plan

- **Diverse representation on Boards and in leadership roles**
 - Increase diversity and in particular, the representation of women, on training boards and in all leadership roles within the College



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Actions:

- Set targets
- Achieve greater diversity
- Encourage participation
- Reduce barriers



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Diversity & Inclusion Plan

- **Benchmarking and reporting**
 - Be transparent and accountable for increasing diversity and making progress in implementing the Diversity and Inclusion Plan, by gathering data and reporting publicly on progress



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Actions:

- Collect data
 - Representation of women on Boards and Committees
 - Offerings and uptake of flexible training requirements
 - For each specialty
- Create sustainable structures to ensure accountability, measurement and reporting



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Gender Diversity Dashboard

- Women in Surgery
 - 12%
- Women in SET
 - 29%
- Women on RACS Boards and Committees
 - 27%
- Invited Speakers for RACS conferences
 - 22 – 39%
- Skills Training Faculty
 - 24%



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Critical Issues

- Burnout
 - 12% women
 - Retention in SET
- Jurisdictional non-alignment
 - Leave entitlements
 - Flexible Training opportunities
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Find out more: www.surgeons.org/respect