

GENDER EQUITY IN MEDICINE ACTION PLAN | 2023-2026





The College's leadership is committed to gender equity, supported by the following principles:

- Advocating for evidence-based gender equity initiatives in healthcare.
- Embedding gender equity in College activities and culture.
- Enabling change to address barriers and issues to gender equity in medicine.
- Embedding gender diversity in all levels of College leadership.

Our College Values

We Listen
to members
and enable
the College to
be responsive
to members'
needs.

**We are
Compassionate**
towards the
needs of
members.

We Advocate
for the
improvement
of member
wellbeing
and support
members to
take control
of their own
health.

We Promote
gender and
cultural equity,
diversity, and
inclusion.

**We Indigenise
and Decolonise**
We partner,
resource,
and embed
Indigenous
knowledge
and ways to
accelerate
culturally
safe change,
to achieve
equitable
Indigenous
futures.



We acknowledge and pay respect to the Traditional Custodians and Elders – past, present, and emerging – of the lands and waters on which RACP members and staff live, learn and work. RACP acknowledges Māori as tangata whenua and Te Tiriti o Waitangi partners in New Zealand.





The Gender Equity in Medicine Action Plan is based on the recommendations of the [Gender Equity in Medicine Working Group Report](#) (GEMWG Report).

The GEMWG Report sets out six recommendations for implementation to better support gender equity in medicine. The recommendations and focus areas for this action plan are:

1. Gender equity in medicine is a strategic priority for the College.
2. Gender representation and equity on College bodies and College leadership is prioritised
3. The College is an active advocate for gender equity in medicine.
4. College policies reflect the Gender Equity in Medicine Principles.
5. The College is an active supporter of gender equity in medicine activity through external partnerships.
6. The College establishes a Gender Equity in Medicine College Body to implement the GEM Action Plan and drive member engagement.

Recommendation 1: Strategic Priority



Gender equity in medicine is a strategic priority for the College.

The College is committed to improving and supporting gender equity in medicine and demonstrates this commitment via the College’s Strategic Plan, Gender Equity in Medicine (GEM) Principles and employment of the Gender Equity in Medicine Glossary of Terms.

| Objectives | Key Milestone/Deliverable | Responsible | Due Date | Progress |
|---|--|----------------------|----------------|---------------------|
| The College adopts the GEM Principles. | • GEMWG report launched to membership. | MES Team | Q2, 2022 | Complete, June 2022 |
| | • GEMWG report is disseminated to College bodies and operational teams (together with the GEM Action Plan). | MES Team | Q3, 2023 | |
| The College endorses the use of the Gender Equity in Medicine Glossary of Terms across College activities. | • The Gender Equity in Medicine Glossary of Terms and the Diversity and Inclusion Glossary of Terms are merged. | GEMC, MDAG, MES Team | Q3, 2023 | |
| | • The Glossary of Terms implemented across College activities: <ul style="list-style-type: none"> ▪ Disseminated to all College bodies. ▪ Disseminated to all College operational teams. ▪ Glossary of Terms included as an appendix to the RACP Style Guide (operational teams). | GEMC, MDAG, MES Team | Q3, 2023 | |
| | • The Glossary of Terms is regularly reviewed by the GEMC and MDAG to ensure currency, safety, and best practice. | GEMC and MDAG | Ongoing | |
| The College commits to work to support gender equity in medicine in the College Strategic Plan. | • Gender equity is embedded in the RACP Strategic Plan. | Board | Complete, 2022 | Complete, 2022 |
| | • Evaluation plan developed to monitor the efficacy of the GEM Action Plan. | GEMC, MES Team | Q1, 2024 | |

Full description

Gender Equity in Medicine Working Group
Gender Equity in Medicine
Member Engagement and Support
Gender Equity in Medicine Committee
Membership Diversity Advisory Group

Acronym

GEMWG
GEM
MES
GEMC
MDAG

Recommendation 2: Representation



Gender representation and equity on College bodies and College leadership is prioritised.

Balanced gender representation on decision making bodies and in leadership roles has a significant impact in improving gender equity.

| Objectives | Key Milestone/Deliverable | Responsible | Due Date | Progress |
|--|--|--|-------------------------------------|----------|
| Improve gender distribution on College bodies and leadership roles/positions. | <ul style="list-style-type: none"> GEM and Diversity and Inclusion Principles embedded into the College's EOI, grant application and award nomination processes. From 2024 onwards, the College will aspire to a minimum of 40 per cent of any gender for: <ul style="list-style-type: none"> All future appointments to College bodies. Selection panels. Chairs of College bodies. Award nominees and recipients. Speakers at College events. | Board, GEMC, MDAG, MES Team, Office of the Dean Team | Commence Q1, 2024 | |
| | <ul style="list-style-type: none"> A gender and diversity matrix is implemented to log the gender and diversity balance for: <ul style="list-style-type: none"> All appointments to College bodies. Selection panels. Chairs of College bodies. Award nominees and recipients. Speakers at College events. | Board, GEMC, MDAG, MES Team, Office of the Dean Team | Aspirational goal achieved Q1, 2026 | |

Full description
Expression of Interest

Acronym
EOI

Recommendation 3: Advocacy



The College is an active advocate for gender equity in medicine.

The College will play an important role in working with members and relevant organisations to advocate for gender equity in medicine.

| Objectives | Key Milestone/Deliverable | Responsible | Due Date | Progress |
|--|--|-------------|-----------|----------|
| The College advocates on behalf of our members to address gender equity in medicine in the health system. | <ul style="list-style-type: none"> Divisions, Faculties, Chapters and Specialty Societies are consulted regarding gender equity issues to: <ul style="list-style-type: none"> gather qualitative data for GEMC review. identify any required action or support. advance gender equity in medicine in specific disciplines. | GEMC | Q1, 2024. | |
| | <ul style="list-style-type: none"> Gender equity issues raised by the Chairs of the MDAG, MHWC, CTC, CEC and OTP representatives are identified to support: <ul style="list-style-type: none"> GEMC review of quantitative and qualitative data. Identification of any required action or support. Advancement of gender equity in medicine in specific disciplines and/or stages of physician careers. | GEMC | Q1, 2024 | |

Full description

Member Health and Wellbeing Committee
 College Trainees' Committee
 College Education Committee
 Overseas Trained Physician

Acronym

MHWC
 CTC
 CEC
 OTP

Recommendation 4: Policies and Resources



College policies reflect the Gender Equity in Medicine Principles.

College policies and resources support gender equity in medicine and reflect the Gender Equity in Medicine Principles.

| Objectives | Key Milestone/Deliverable | Responsible | Due Date | Progress |
|--|---|-------------------------------|--|-------------------------|
| The College updates policies and resources to support gender equity in medicine and reflect the Gender Equity in Medicine Principles. | <ul style="list-style-type: none"> Flexible Training Policy updated to reflect GEM Principles and support equitable training practices. | CEC | Q4, 2022 | Complete, December 2022 |
| | <ul style="list-style-type: none"> College policies and resources are regularly reviewed with a gender equity lens. <ul style="list-style-type: none"> Prioritise policy updates in order of need and impact. Develop new resources, for instance Gender Equity Podcast series. | Whole of College | Updates to be provided to the membership biannually. | |
| | <ul style="list-style-type: none"> Communication plan implemented to report on and raise awareness of updated policies and resources. | GEMC, ELA, PP, Communications | | |

Full description

Education, Learning and Assessment
Professional Practice

Acronym

ELA
PP

Recommendation 5: External Partnerships



The College is an active supporter of gender equity in medicine activity through external partnerships.

Partnerships with external organisations and activities aim to address systemic challenges to gender equity that members encounter.

| Objectives | Key Milestone/Deliverable | Responsible | Due Date | Progress |
|--|---|---|---------------------|----------|
| The College is an active supporter and partner of external organisations and activities that aim to address gender equity in medicine issues. | <ul style="list-style-type: none"> Ongoing contribution to the AWHL Program via representation on its Steering Committee and Community of Practice. The College mobilises AWHL data and evidence into action where appropriate (i.e., policy and resource updates, advocacy and promotion). | GEMC Chair, Operational Teams (Member Wellbeing and Support and Education Policy, Research and Evaluation. Communications) and AWHL Team. | Ongoing | |
| | <ul style="list-style-type: none"> College contributes to the Champions of Change Coalition: Health Group. | OPCEO, Head of People and Culture | Q4, 2022 – Q4, 2025 | |
| | <ul style="list-style-type: none"> External partnerships are investigated and established where appropriate, including Aotearoa New Zealand partnerships. | GEMC, Board | Q1 2024 – Q1, 2025 | |

Full description

Advancing Women in Healthcare Leadership Office of the President and the CEO

Acronym

AWHL
OPCEO

Recommendation 6: Implement Activity and Drive Engagement



The College establishes a Gender Equity in Medicine College Body to implement the GEM Action Plan and drive member engagement.

A new Gender Equity in Medicine College body was established for a three-year term (commencing Dec 2022) to transform the recommendations into an action plan and oversee the implementation of this work (complete/ongoing).

Gender Equity in Medicine Committee membership

Professor Elizabeth Elliott
Associate Professor Nitin Kapur
Professor Helena Teede

Dr Hannah Bills
Dr Allison Hempenstall
Professor Rebecca Grainger

Associate Professor Catherine O'Connor

Associate Professor Mitra Guha
Dr Swati Mukherjee

Dr Fabiola Martin
Dr Hashim Abdeen
Dr Aidan Tan

Chair
Fellowship Committee Representative
Ex-Officio (The Chief Investigator, Advancing Women in Healthcare Leadership program)
College Trainees' Committee Representative
College Trainees' Committee Representative
Aotearoa New Zealand Committee Representative
College Policy and Advocacy Committee Representative
College Education Committee Representative
Membership Diversity Advisory Group Representative
Membership Representative
Co-opted Member
Co-opted Member



RACP
Specialists. Together
EDUCATE ADVOCATE INNOVATE



