

# AMA Diversity Report Gender 2023



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## Introduction

The AMA has been reporting on gender diversity since 2019. This is in line with the AMA's commitment to achieving a target of 40 per cent women, 40 per cent men, 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 sixth Diversity Report provides a snapshot of gender representation on federal AMA councils and committees as of 31 December 2023. It includes data for the federal AMA Board which also chose to report. The report also includes information on gender equity initiatives at a federal and state and territory level in 2023. Note that there is no data reported for AMA National Conference as no conference was held in 2023.

The purpose of tracking data in this way is to improve the equality of gender representation on AMA 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

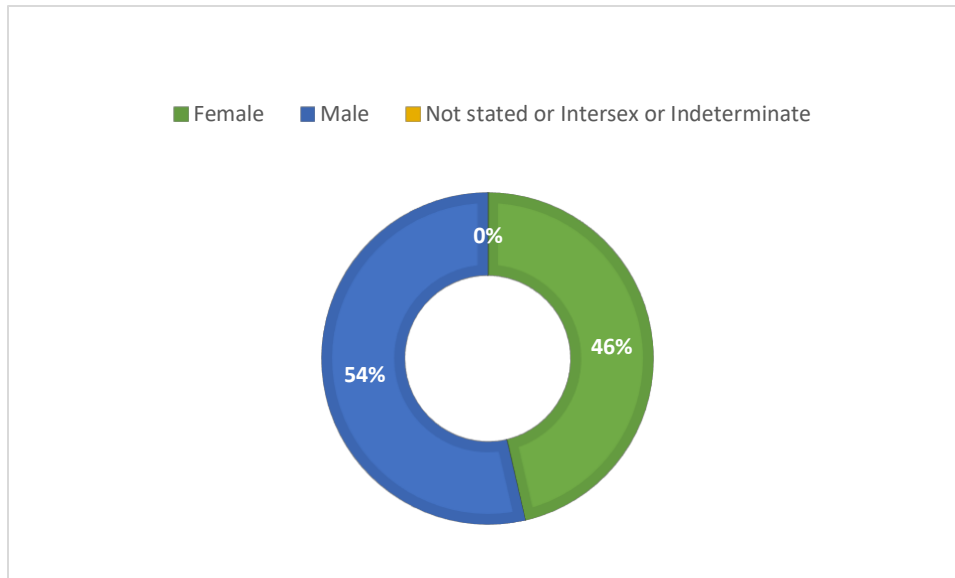
In the spirit of reconciliation, the AMA acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea, and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

## Our membership and representation

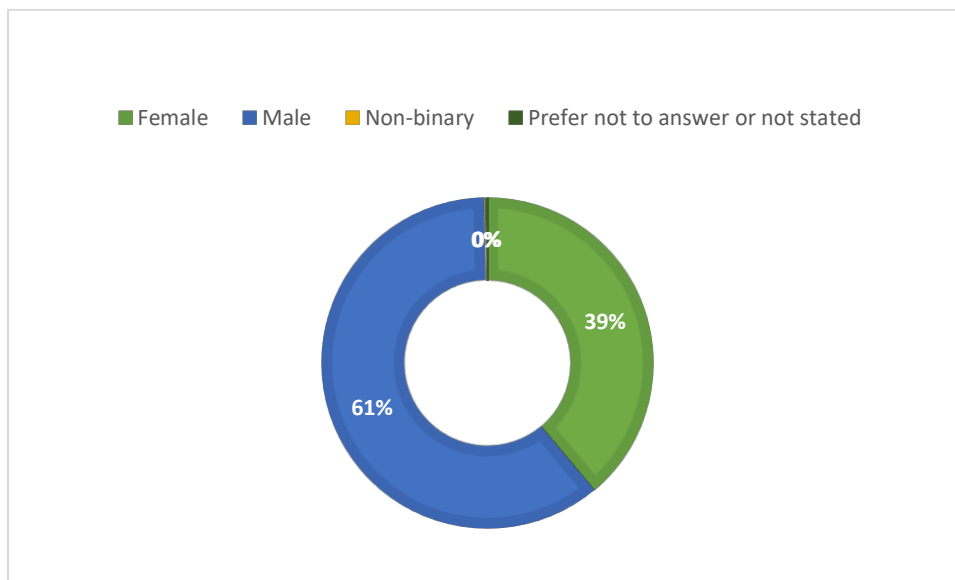
### As at 31 December 2023

- The gender diversity of AMA membership has improved since 2018, shifting from 64 per cent male, 36 per cent female to 61 per cent male, 39 per cent female in 2023.

#### All medical practitioners



#### AMA membership

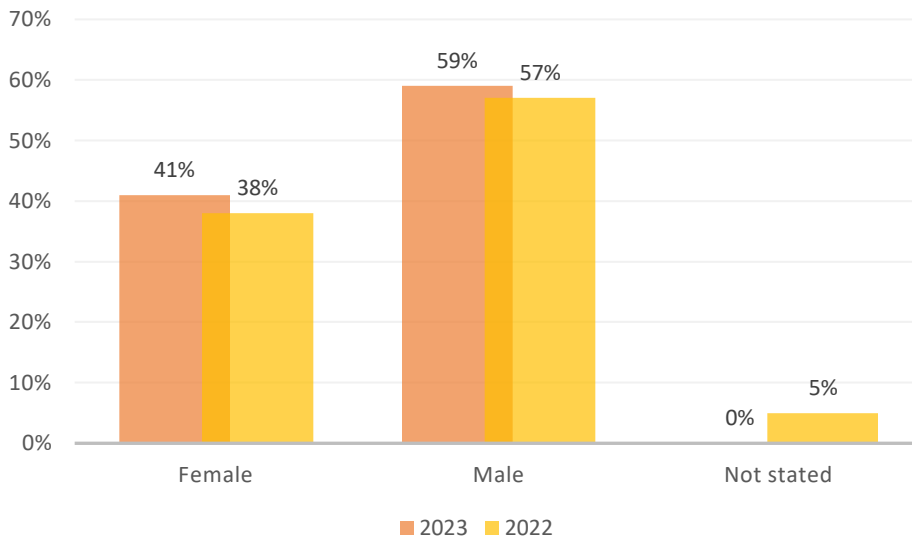


## Our federal board, councils and committees

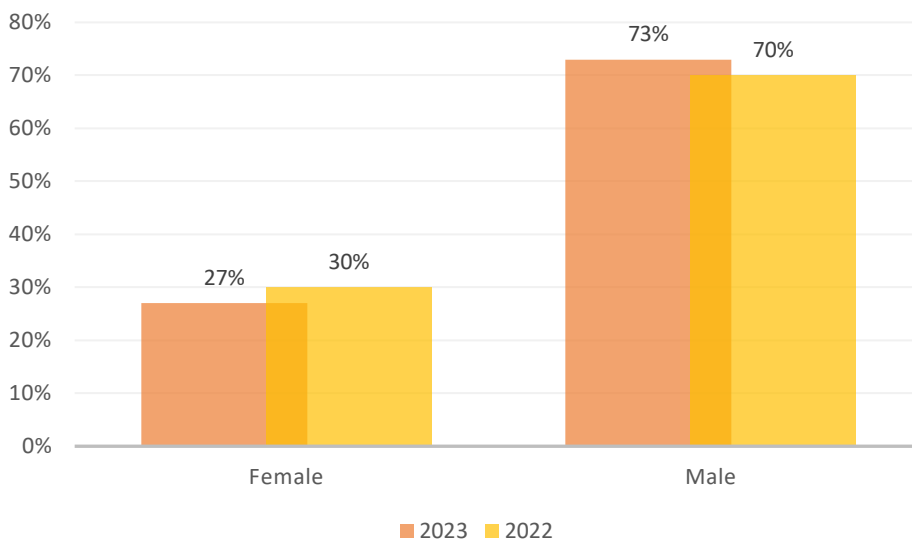
### As at 31 December 2023

- For the first time since reporting, the gender representation on federal AMA Council met federal AMA gender targets, improving from 38 per cent of positions held by women in 2022 to 41 per cent in 2023.
- In 2023, 27 per cent of federal AMA Board positions were held by women, falling slightly from 30 per cent in 2022.
- Smaller councils and committees are prone to greater fluctuations as gender proportions change. This impacts the gender balance of the federal AMA Board.
- For the second time since reporting the overall gender representation on all federal AMA councils and committees met federal AMA gender targets.
- The proportion of federal AMA councils and committees meeting the gender target increased from 38 per cent in 2022 to 54 per cent in 2023.
- Of the 13 federal AMA councils and committees, 36 per cent were chaired by women, improving from 33 per cent in 2022 and 20 per cent in 2021. These figures do not include the federal AMA Board, noting the Board chair was female in 2023.
- Improvements to the way we collect, and record gender have improved our ability to accurately report on gender balance.

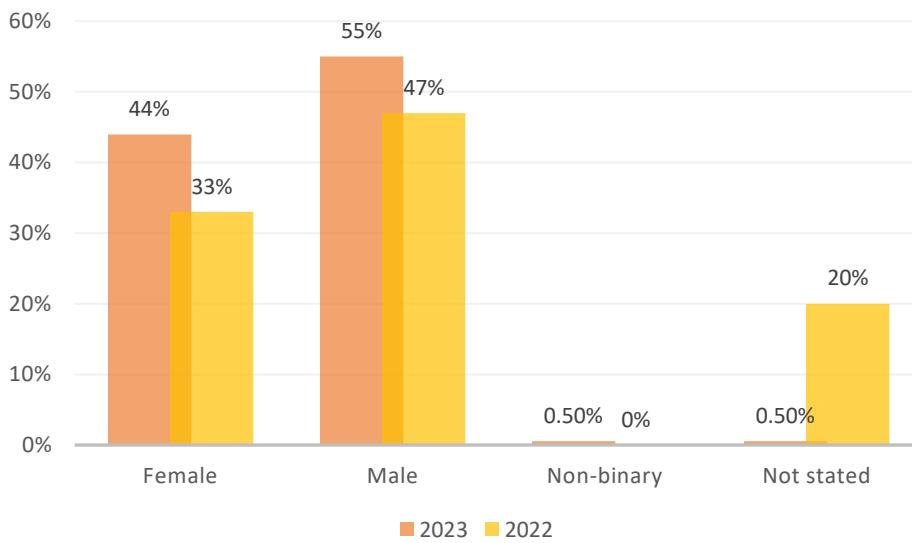
### Federal AMA Council 2022 v 2023



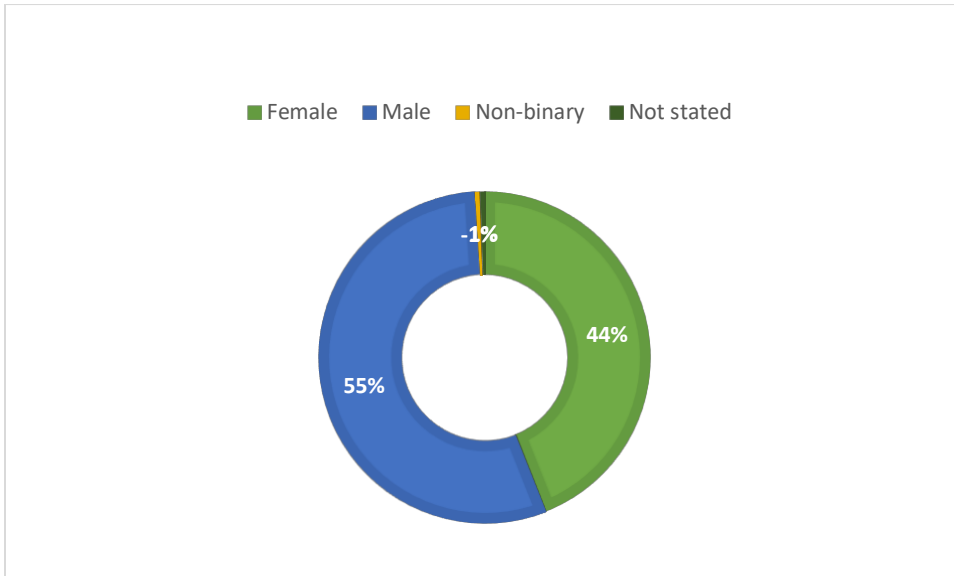
### Federal AMA Board 2022 v 2023



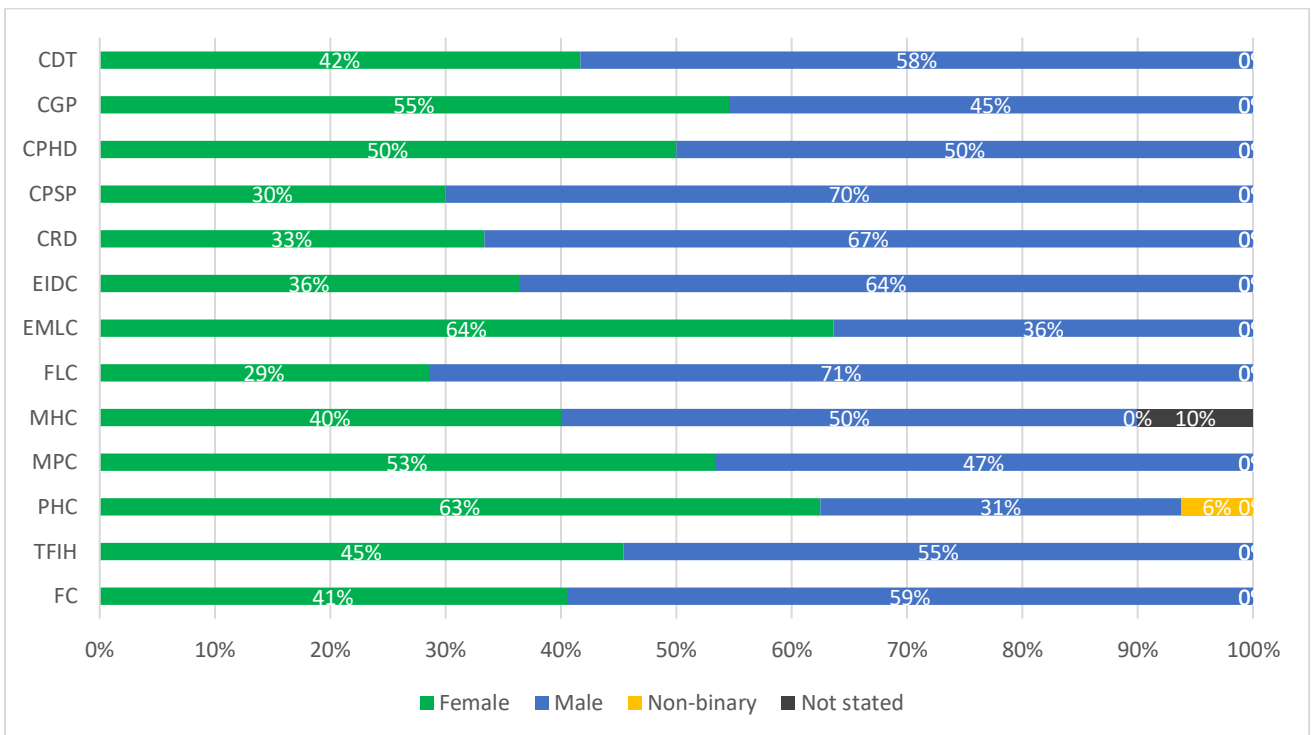
### All federal AMA councils and committees 2022 v 2023



### All federal AMA councils and committees 2023



### Individual federal AMA councils and committees 2023



**Key:**

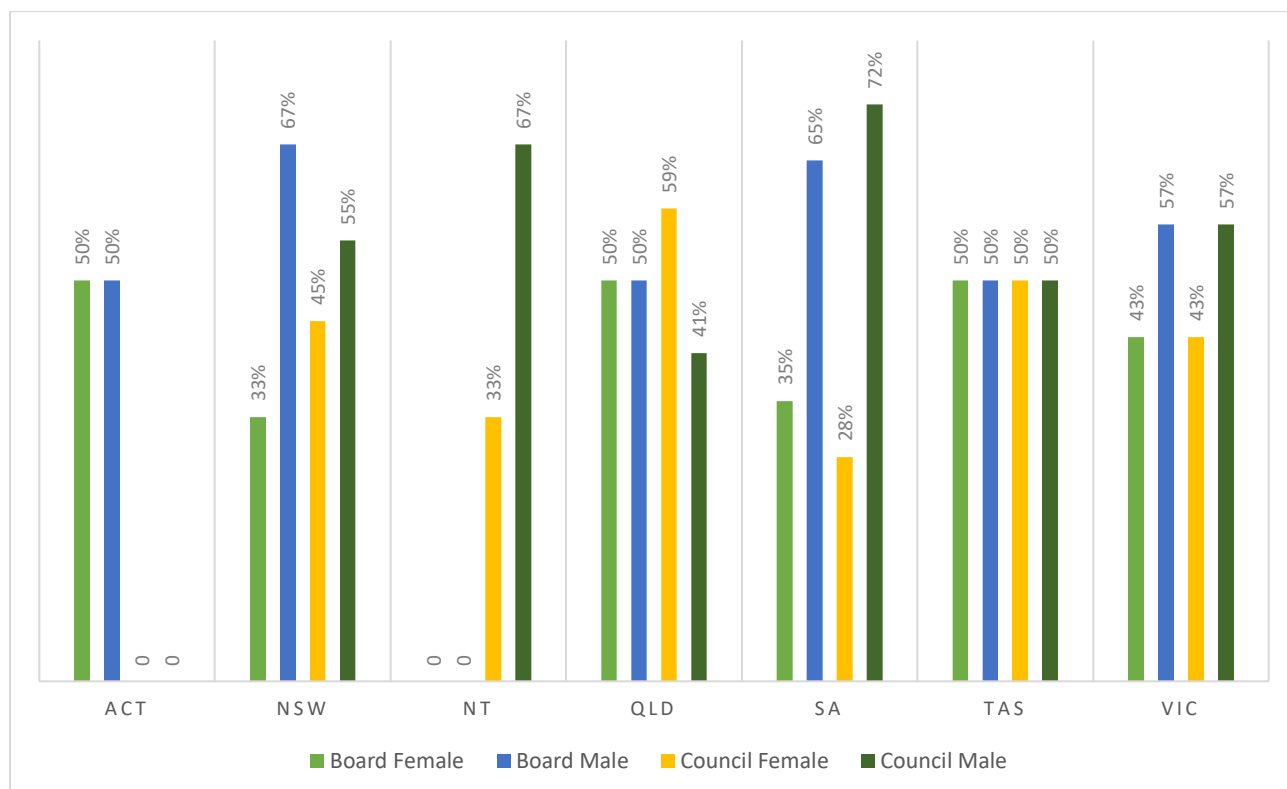
Council of Doctors in Training (CDT)  
 Council of General Practice (CGP)  
 Council of Private Specialist Practice (CPSP)  
 Council of Public Hospital Doctors (CPHD)  
 Council of Rural Doctors (CRD)  
 Equity, Inclusion and Diversity Committee (EIDC)  
 Ethics and Medico-Legal Committee (EMLC)

Federal Council (FC)  
 Fees List Committee (FLC)  
 Medical Practice Committee (MPC)  
 Mental Health Committee (MHC)  
 Public Health Committee (PHC)  
 Taskforce on Indigenous Health (TFIH)

## 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, chose to report.
- The AMA ACT, Queensland, Tasmania and Victoria boards met the 40:40:20 gender target in 2023.
- The AMA NSW, Queensland, Tasmania and Victoria councils met the 40:40:20 gender target in 2023.

### State and Territory AMA boards and/or councils 2023 <sup>+</sup>, <sup>@</sup>, <sup>\*</sup>



<sup>+</sup> ACT has no council.

<sup>@</sup> NT has no board.

<sup>\*</sup> At the time of reporting, AMA Western Australia 2023 data was not provided.

## Gender equity initiative snapshots 2023

### Federal AMA

- Since 2021, the federal AMA has partnered with [Advancing Women in Healthcare Leadership \(AWHL\)](#) to map, co-design, provide evidence, undertake stakeholder engagement, and develop a plan to support the AMA to achieve gender equity within its leadership and representative structures.

### AMA Australian Capital Territory (ACT)

- After several election cycles and casual vacancies, the AMA ACT Board's target of 40 per cent male and 40 per cent female was achieved in 2023 for the second complete election cycle, confirming its commitment to gender equity in representation.

### AMA New South Wales (NSW)

- AMA NSW ensures activities are, as much as possible inclusive, and supportive of work and family objections. This is not seen as a gender-based issue but instead is designed to support doctors whatever their circumstances. AMA NSW has reduced the minimum number of board meetings, removed the obligation for councillors to be members of standing committees in addition to their council role and moved to shorter-term working groups rather than committees.

### AMA Northern Territory

- AMA Northern Territory (NT) continues to work towards ensuring equity in employment arrangements for all doctors working in the NT, inclusive of access to flexible work arrangements and parental leave.

### AMA Queensland

- AMA Queensland's advocacy for improved health outcomes for women has been ongoing. The AMA Queensland Women in Medicine Breakfast continues to be a hugely popular networking event. Tickets sold out in both Brisbane and Townsville in 2023.

### AMA South Australia (SA)

- AMA SA is committed to ensuring it is an inclusive, accepting, and equitable organisation. Gender targets are included in the new constitution and strategic plan and there are future focused educational and networking events planned for women in the medical sector, with key female speakers who will be able to share their insights, experience and knowledge with the audience.

### AMA Tasmania

- AMA Tasmania's annual Women in Medicine event serves as a vital platform for networking and discussions. In 2023, senior female clinicians from Tasmania's major hospital emergency departments sought support and guidance in the establishment of an annual Women in Medicine retreat in Tasmania.

### AMA Victoria

- The introduction of gender quotas for the AMA Victoria Board, requiring at least 40 per cent female and 40 per cent male membership, has resulted in 40 per cent+ female representation on the board since May 2019. AMA Victoria is engaged on diversity issues through its Women in Medicine Group, cooperation with the Medical Women's Society of Victoria and in activities, such as leadership training programs and the International Women's Day lunch in Melbourne in conjunction with the Women in Medicine Group.



