

# Australian Medical Association Diversity Report - Gender 2018



Prepared by the AMA Equity, Inclusion and Diversity Committee

October 2019

## About this Diversity Report

In May 2019, the Federal Council of the Australian Medical Association agreed to “adopt a target of 40 per cent women, 40 per cent men, 20 per cent flexible for all AMA Councils and Committees, and recommends the Board adopts the same, with a gender diversity target of women holding 50 per cent of Federal AMA representative positions overall, for attainment by 2021.”

As part of this commitment, the AMA Equity, Inclusion and Diversity Committee has been tasked with tracking the gender makeup of Federal AMA representative bodies – the Federal Council, federal sub-councils, and federal committees. This report is the first such formal record of gender makeup, and presents data for 2018 as a baseline for future reporting. It also presents data for the AMA Board, and state AMA Boards and Councils – these bodies are not included in the target but are important indicators of gender balance at the AMA. Membership of each representative body was measured at a point-in-time of 31<sup>st</sup> December 2018.

## Purpose of the Report

The purpose of this report is to present an honest picture of the gender representation on AMA representative bodies, with an aim to highlight where inequities are apparent and where gender balance is tracking well.

Selection processes for AMA committees and councils vary - some positions are nominated by the AMA President; others are nominated by state AMAs; others are voted on by members on a state or territory, area or speciality group basis. Regardless of process, the AMA hopes that presenting data in a transparent way will encourage the consideration of gender in decision-making about nominations or elections to leadership positions.

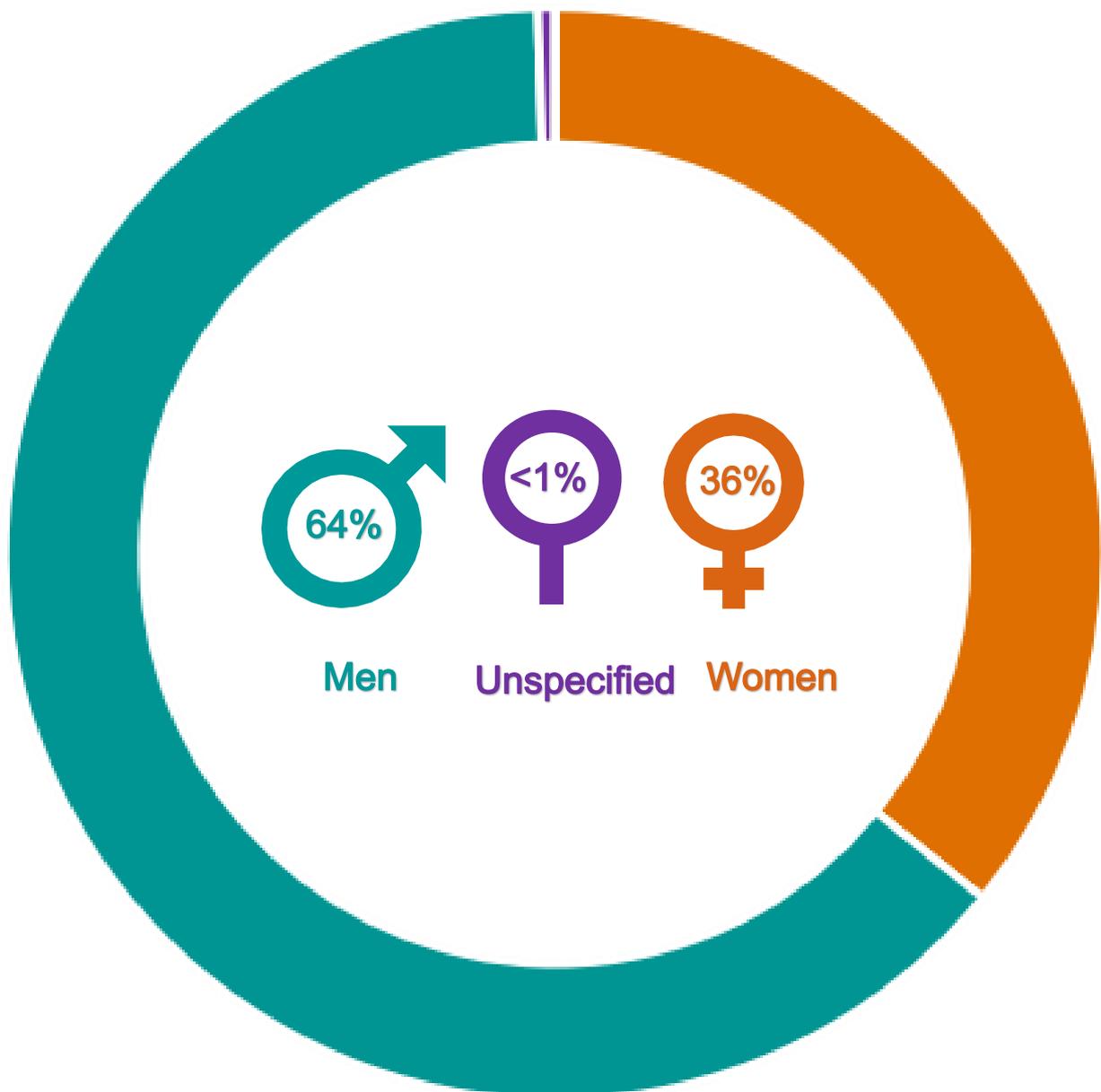
Ultimately, the purpose of tracking data in this way is to increase the equality of gender representation on AMA representative bodies. As this report will show, men are over-represented in current leadership positions, with women generally underrepresented. Ideally, increasing the visibility of women and those of unspecified gender at AMA leadership level will encourage greater diversity in general membership. Overall, we aim for an AMA membership that is more representative of the medical community and of the Australian population as a whole.

## A Note on Terms

This report presents information on the three gender categories that are currently collected by the AMA membership software – men, women, and unspecified. Although the vast majority of AMA members have a recoded gender of either male or female, a small but important proportion have no gender recorded. Problematically, it is impossible to determine whether members in this category identify as trans, non-binary, both genders, or neither; or whether they have been placed in ‘unspecified’ because they have not nominated a response for privacy or other reasons. The AMA is exploring options to enhance data collection on this question to ensure we have a more accurate understanding of the gender identity of members for future reports.

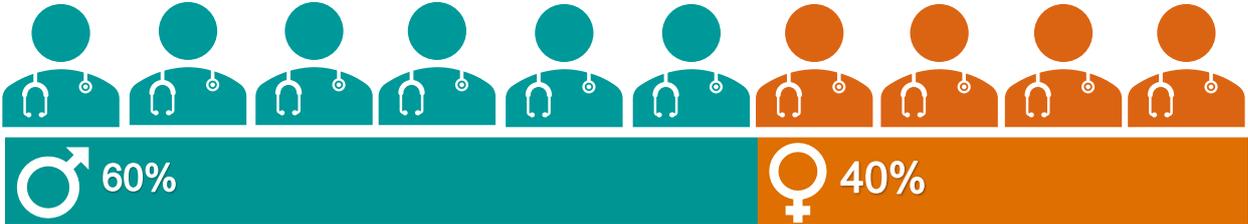
On 31<sup>st</sup> December 2018, the AMA was comprised of 30,176\* members.  
19, 301 had a recorded gender of 'male'.  
10, 859 had a recorded gender of 'female'.  
16 had no recorded gender.

### Gender Composition of AMA Members, December 2018 (n = 30,176)

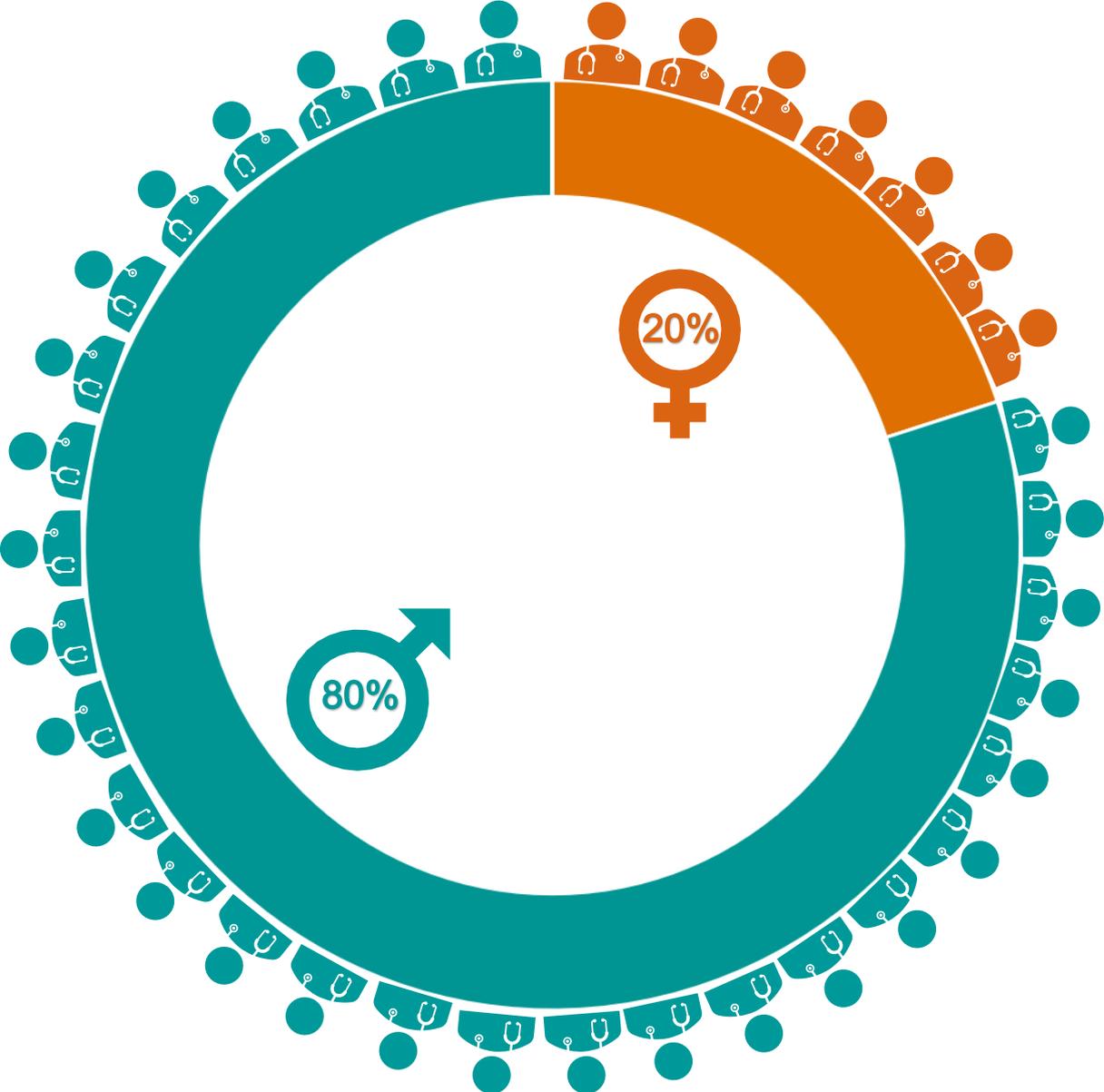


\*This does not include student members.

Gender Representation on AMA Federal Board (n = 10)



Gender Representation on AMA Federal Council (n = 35)



## Gender Representation on AMA Federal Sub-Councils and Committees



Equity, Inclusion and Diversity Committee (n=7)



Council of Doctors in Training (n=12)



Council of General Practice (n=17)



Council of Rural Doctors (n=10)



Medical Workforce Committee (n=11)



Ethics and Medico-Legal Committee (n=11)



Council of Public Hospital Doctors (n=9)



Taskforce for Indigenous Health (n=9)



Council of Private Specialist Practice (n=11)

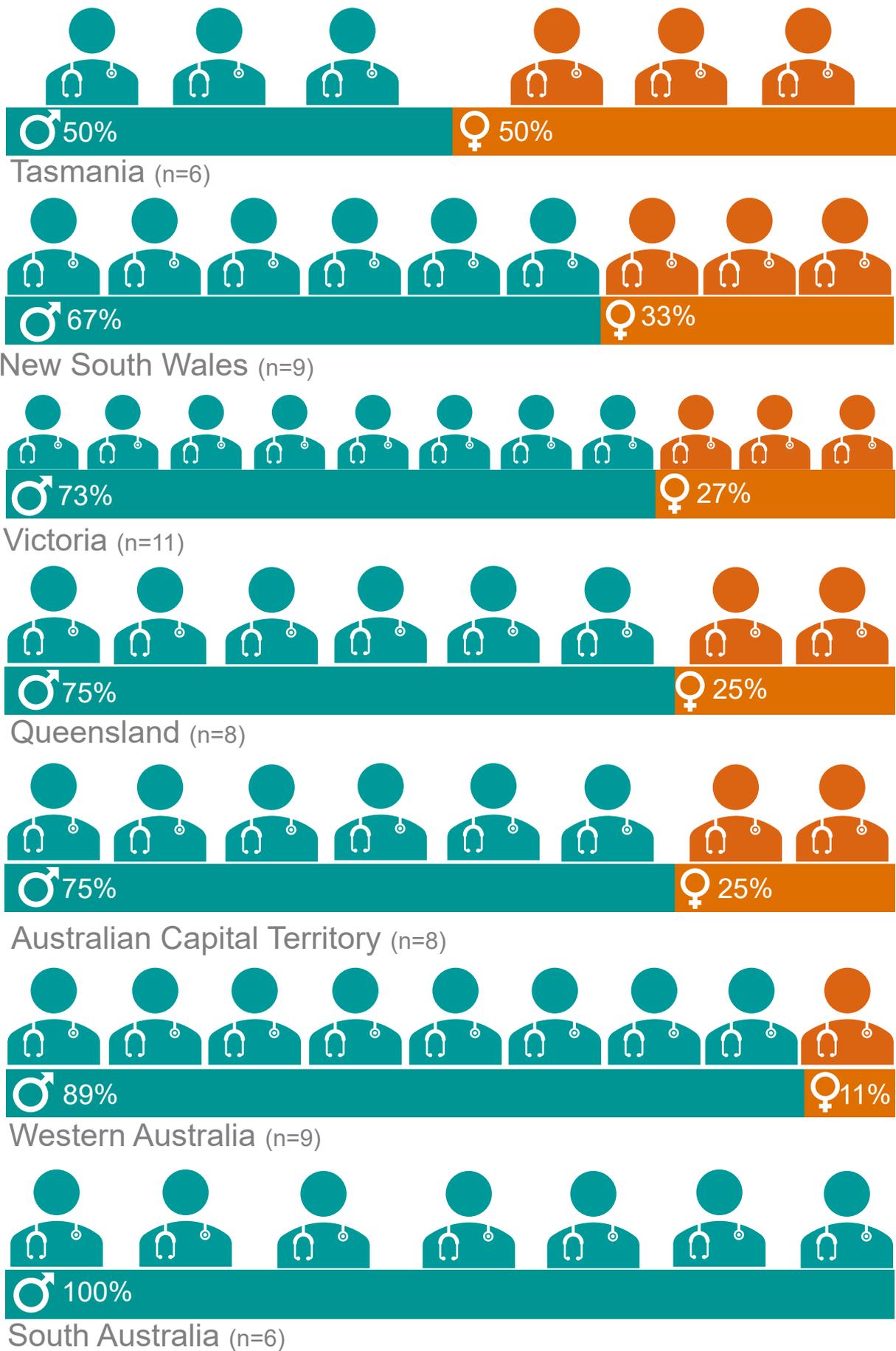


Medical Practice Committee (n=11)



Health Financing and Economics Committee (n=7)

## Gender Representation on AMA State and Territory Boards



## Gender Representation on AMA State and Territory Councils

Australian Capital Territory (n = 11)

New South Wales (n = 33)

Northern Territory (n = 9)

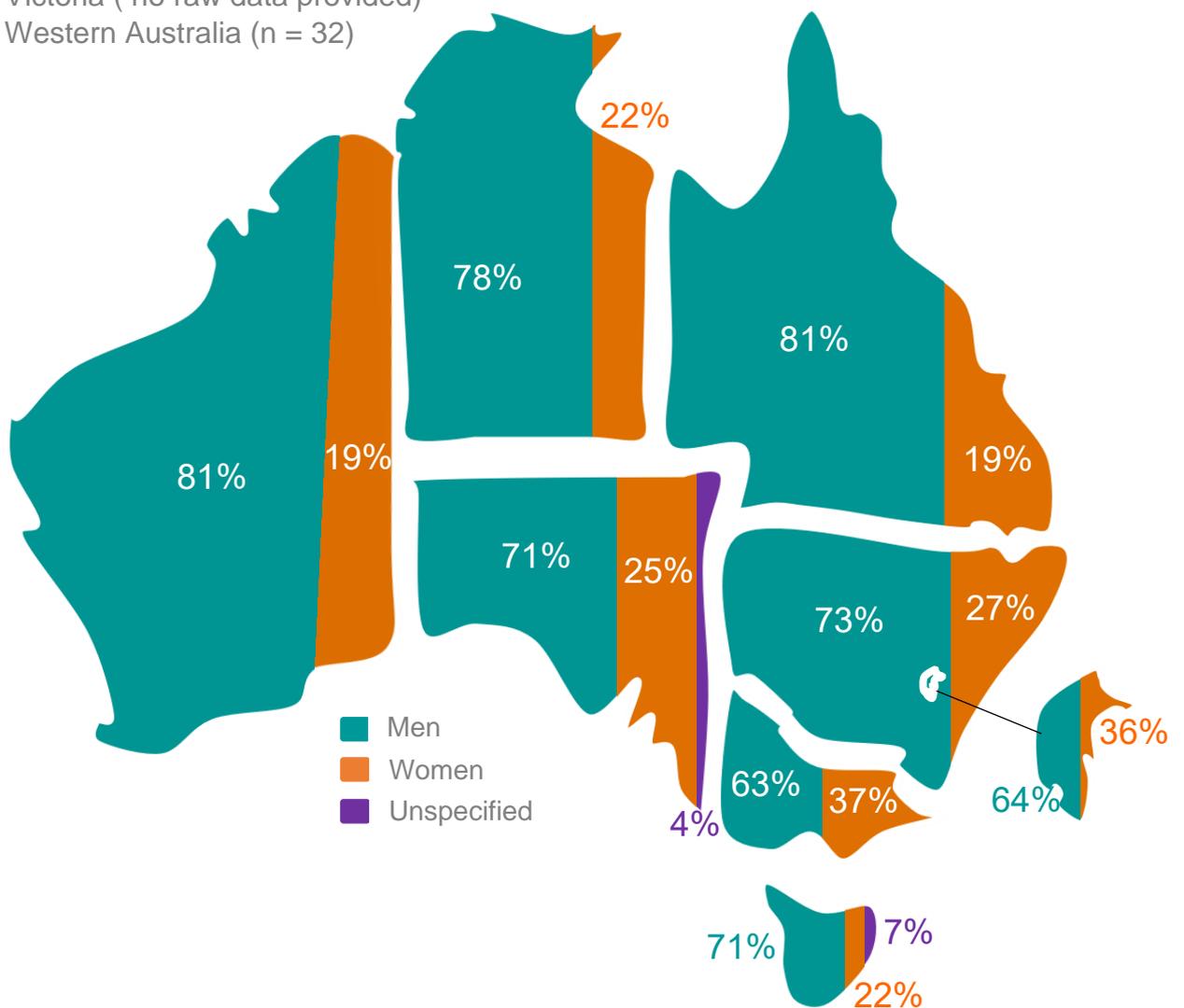
Queensland (n = 27)

South Australia (n = 28)

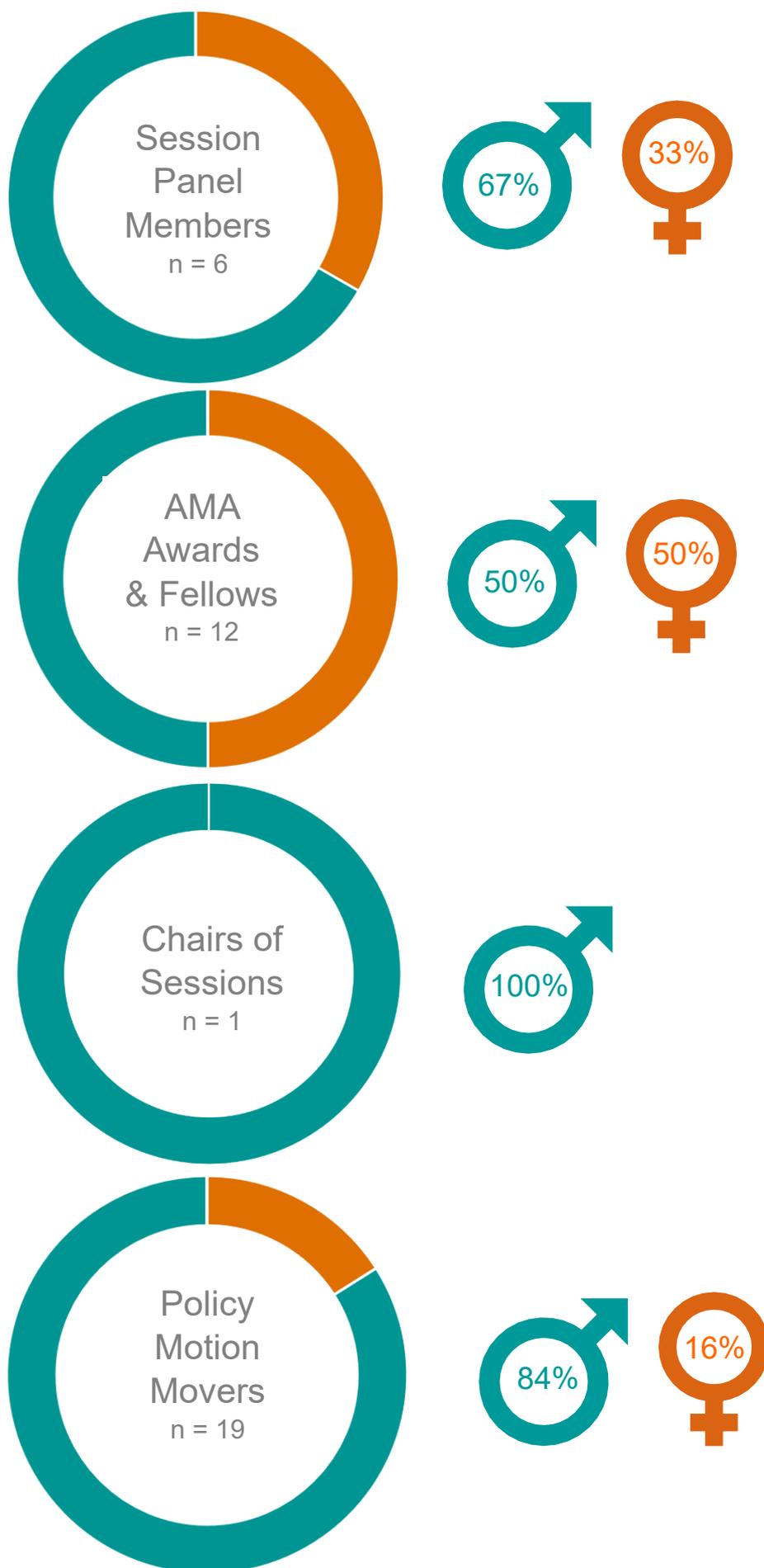
Tasmania (n = 14)

Victoria (no raw data provided)

Western Australia (n = 32)

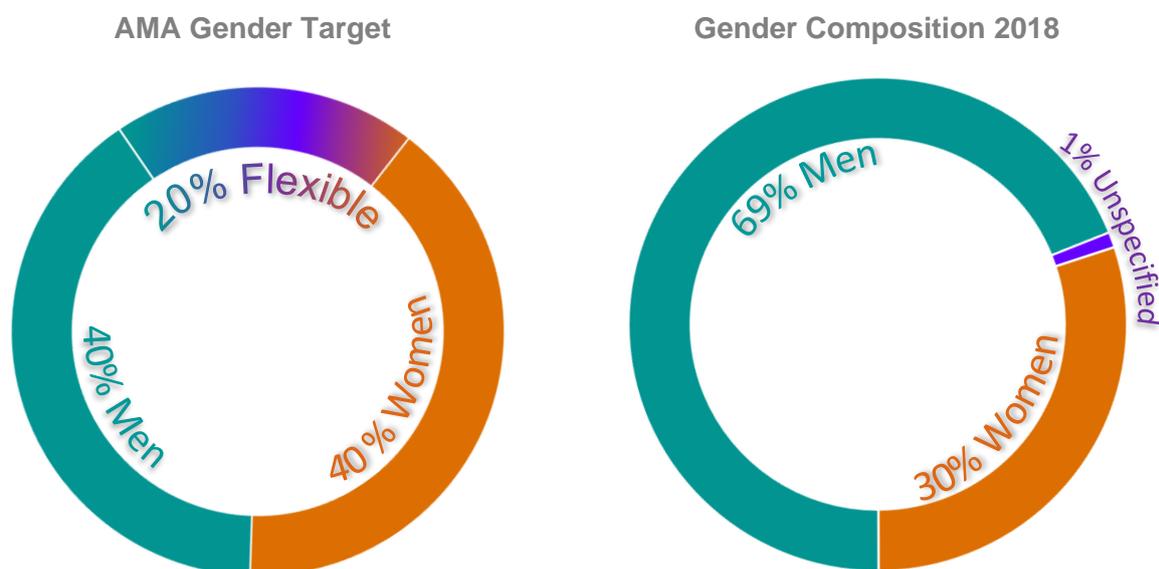


## Gender Representation at AMA National Conference\*



\*These statistics include non-members

## Summary of Results



On 31st December 2018, there were a total of 150 representative positions on Federal AMA Councils and Committees. These are the representative bodies included in the AMA's target of 40% men, 40% women, 20% flexible. Of 150 positions, 104 (69%) were held by men; 45 (30%) were held by women; and one (1%) was held by a person of unspecified gender. Therefore, at a baseline, cumulatively AMA Councils and Committees have not met the target (although it is important to note that these measurements are for 2018; before the target was agreed on).

AMA Federal sub-councils and committees were close to meeting the target, with 66% men, 33% women, and 1% unspecified, cumulatively. AMA Federal Council has more work to do to achieve the target, being comprised of 80% men and 20% women in December 2018.

AMA representative bodies that do not fall within the target measurement – the Federal Board, and State and Territory Boards and Councils, had a wide variation in gender composition. The AMA Federal Board and the AMA Tasmania Board both had at least 40% women in 2018, while the AMA South Australia Board had none. Federal AMA thanks the state and territories who shared their information to assist with the compilation of this scorecard.

Being an election year, the AMA's 2018 National Conference only had one panel session – which has likely skewed the percentages for panel chairs and panel members. The majority of AMA Awards were awarded to men, and the majority of policy motions were moved by men.