

Gender balanced representation

A guide for Federal, State and Territory AMAs

The Federal AMA has committed to a target of 40 per cent women, 40 per cent men, 20 per cent flexible for all AMA Councils, Committees and Boards, with a gender diversity target of women holding 50 per cent of Federal AMA representative positions overall, for attainment by 2021.

For the Federal AMA to reach its target of 40% men, 40% women, 20% flexible, we need your help. Your nominations to our Federal AMA Boards, Councils and Committees will influence the diversity of representation within the Federal AMA and lead to a responsive and innovative AMA.

This guide provides ideas to encourage and support women to apply for leadership and representative roles within organisations and to improve the gender balance on boards, councils and committees more broadly.

Supporting women to apply for leadership and representative roles

Be accountable >

1. Develop a plan with specific actions that you will take to achieve gender balance on your Boards, Councils and Committees.
2. Establish targets and set timeframes for achievement.
3. Collect data. You don't know what you don't know.
4. Report on and publish gender equity data to identify progress and areas that need further work.



Identify, support and encourage women to apply>

1. Create a welcoming environment, where women feel supported to take on leadership and representative roles.
2. Provide observer-ship status for women on Boards, Councils and Committees to allow women who have not been on a council or committee before to attend and see what's involved.
3. Spell out what a role entails – not only the number of hours or meetings involved but the skills that are required and what training will be provided.
4. Be flexible with meeting times and options to attend.
5. Implement active mentoring and sponsorship programs to support women to apply for leadership and representative roles.



Empower and connect>

1. AMA leaders show a commitment to diversity and set an example for others to follow.
2. Establish a diversity committee or task force to improve diversity and drive change.
3. "I see therefore I can". Celebrate women as leaders and profile women in leadership and representative roles.
4. Use gender inclusive photos and language in organisation communications.
5. Adopt criteria and anonymous evaluation practices for appointment to representative roles that minimise the potential for bias and eliminate gender cues.
6. Survey members to find out what the barriers are to representation and address those.