Article begins on page three of this document.

Title	Gender Inequity in Medicine and Medical Leadership
-------	--

Authors:

	Title	First name	Mid inits	Last name	Postnom (eg, PhD) [3 only for publication]	Position1	Address1	Position2	Address2	Tel	Email
1	Dr.	Allison		Hempenstall	BBMedSci (Hons), MD, DCH, DTM&H	ACRRM Registrar	1			042157 6030	ahempenstall7@gmail.com
2	Dr.	Jillian		Tomlinson	MBBS (Hons), PG Dip Surg Anat, FRACS(Plast)	Director	2			03 9427 9596	jilliantomlinson@hotmail.com
3	Assoc. Prof.	Marie	M	Bismark	MD, LLB, MBHL, MPH, FAFPHM	Associate Professor	3			0488 044 032	mbismark@unimelb.edu.au
4											
5											
6											

Number of corresponding author:	1
Number of alternative corresponding author:	

Addresses:

	Institution	City	State	Post Code
1	Thursday Island Hospital, Torres and Cape Hospital and Health Service	Thursday Island	QLD	4875
2	Melbourne Hand Surgery	Melbourne	VIC	3121
3	Centre for Health Policy, University of Melbourne	Melbourne	VIC	3010
4				
5				

Postal address of first corresponding author (if different from the institutional address given above)	
--	--

This is the author manuscript accepted for publication and has undergone full peer review but has not been through the copyediting, typesetting, pagination and proofreading process, which may lead to differences between this version and the [Version of Record](#). Please cite this article as [doi: 10.1002/MJA2.50388](#)

This article is protected by copyright. All rights reserved

Primary Keywords [Office use only]	Social Determinants of Health
Secondary keywords [Office use only]	Women's rights
Notes:	

Article details (press ctrl – 9 to enter details):

Article type	Letter
Blurb	

Office use

<i>Ms. Number</i>	mja19.00976
<i>Medical editor</i>	Robyn Godding
<i>Medical editor email</i>	rgodding@mja.com.au
<i>Structural editor</i>	Laura Teruel
<i>Structural editor email</i>	lteruel@mja.com.au
<i>Section/Category</i>	Letters to the editor (new)
<i>Strapheading</i>	Letter
<i>Substrap</i>	

Wiley – file data:

Filename for copyediting	hem_mja19.00976_ms.docx
Accompanying graphics	None
Stock images	None
Appendices	None

Office use – history:

Event	Date
Original submission received	30/09/2019

Event	Date
Accept	09/10/2019

Proof sent to author	
Proof returned by author	
Published (date format xx/xx/xx)	18/11/19
Issue	10
Vol	211
DOI	10.5694/mja19.00976
Journal	The Medical Journal of Australia
Original article DOI (for response)	

Gender inequity in medicine and medical leadership

TO THE EDITOR: Last month, the *Medical Journal of Australia* called for manuscript submissions on the topic of “Women in medicine and medical leadership in Australia — is there gender equity?” We answer with a resounding no. Indeed, we believe the question itself perpetuates gender disparity by suggesting that the answer is up for debate.

There is overwhelming evidence to demonstrate that gender equity in medicine and medical leadership in Australia has not been achieved. Women have had gender parity in Australian medical schools for decades; however, they represent only 28% of medical deans and 12.5% of hospital chief executive officers.¹ In February 2019, *The Lancet* dedicated an entire issue on advancing women in science, medicine and global health.² The *MJA* has also reported on capacity, capability and credibility barriers for women in health leadership.³ These disparities are even greater for Aboriginal and Torres Strait Islander women, women of colour and women with disabilities.

There is an urgent need to shift our focus from asking whether gender inequity exists to implementing and evaluating sustainable strategies to change the status quo. This year, the Australian Medical Association of Victoria changed its constitution to include a 40% gender quota for its board.⁴ The Royal Australasian College of Surgeons has established a business plan with tangible indicators to promote leadership and flexible training for its female surgeons.⁵ Both the Women in Tropical Health Catalyse Program⁶ in Australia and Wāhine Connect (www.wahineconnect.nz) in New Zealand offer mentoring for women in medicine and medical leadership.

We need to bolster current strategies aimed at improving the number of women in medical leadership. Moreover, we need to keep our workplaces, colleges, committees, professional associations and academic journals accountable for the role they play in the persistent gender inequities in medicine and medical leadership in Australia.

We invite the *MJA* to follow *The Lancet's* example and dedicate an entire issue to strategies that advance women in medicine and medical leadership. We implore it not to ask “is there gender equity?” when the answer to this question is patently clear. The answer is no.

Collaborating authors: Sonia Fullerton, Rebekah Hoffman, Monica Cooper, Amanda Cohn, Clare Skinner, Helen Schultz, Kara Allen, Prunella Blinman, Deborah Verran, Jacqueline Ho, Simon Fleming, Anita MY Goh, Lisa Rampersad, Tamara Hall, Diane Ghanem, Charlotte Durand, Mya Cubitt, Ruth Mitchell, Jordan Walter, Elizabeth Sigston, Nisha Khot, Rhea Liang, Catherine Marraffa, Carly Silvester, Jane Munro, Marisa Magiros, Brooke Sachs, Rebecca Szabo, Jacinta Johnson, Ekta Paw, Christine Lai, Xiu Lee and Ashleigh Witt.

Competing interests: No relevant disclosures.

Editor's note: The *MJA* welcomes views on this important topic and wishes to encourage evidence-based submissions. Suitable submissions will be published in ongoing issues of the Journal.

References

1. Bismark M, Morris J, Thomas L, et al. Reasons and remedies for under-representation of women in medical leadership roles: a qualitative study from Australia. *BMJ Open* 2015; 5: e009384.
2. The Lancet. Advancing women in science, medicine, and global health. *Lancet* 2019; 393: 493-610. <https://www.thelancet.com/lancet-women> (viewed Oct 2019).
3. Teede HJ. Advancing women in medical leadership. *Med J Aust* 2019. doi: 10.5694/mja2.50287. [Epub ahead of print] <https://www.mja.com.au/journal/2019/211/9/advancing-women-medical-leadership>
4. Australian Medical Association. The AMA Gender Equity Summit Report. AMA, 2019. https://ama.com.au/sites/default/files/documents/AMA%20GES%20Report%20Aug%202019_2.pdf (viewed Sept 2019).
5. Royal Australasian College of Surgeons. Women in Surgery Section business plan 2017–2021. Melbourne: RACS, 2019. https://umbraco.surgeons.org/media/1008/177348_2017-10-25_pln_wis-bus-plan-v4.pdf (viewed Sept 2019).
6. Hot North. Catalyse Mentorship Program. Hot North, 2019. <https://www.hotnorth.org.au/opportunities/northern-australia-professional-health-networks/women-in-tropical-health-network/catalyse-mentorship-program> (viewed Sept 2019).

Minerva Access is the Institutional Repository of The University of Melbourne

Author/s:

Hempenstall, A;Tomlinson, J;Bismark, MM

Title:

Gender inequity in medicine and medical leadership

Date:

2019-11-01

Citation:

Hempenstall, A., Tomlinson, J. & Bismark, M. M. (2019). Gender inequity in medicine and medical leadership. MEDICAL JOURNAL OF AUSTRALIA, 211 (10), pp.475-+. <https://doi.org/10.5694/mja2.50388>.

Persistent Link:

<http://hdl.handle.net/11343/286570>