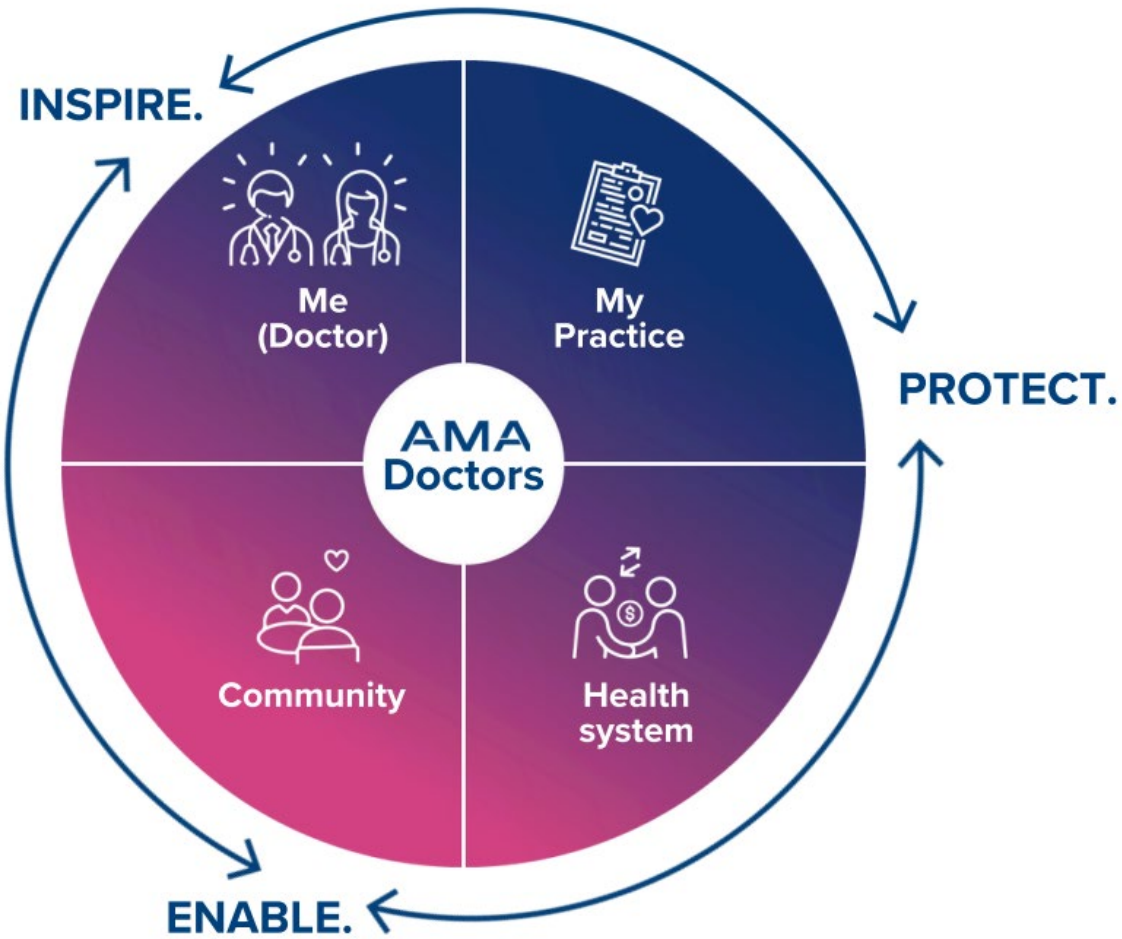




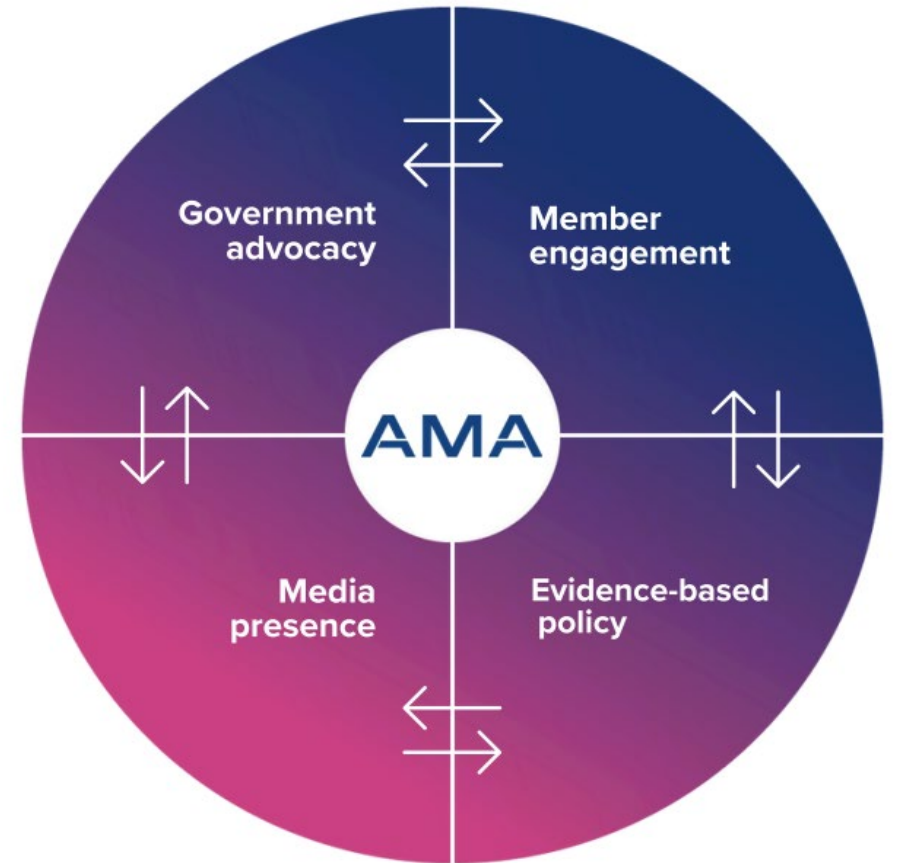
The Impact of women in the healthcare workforce in Australia



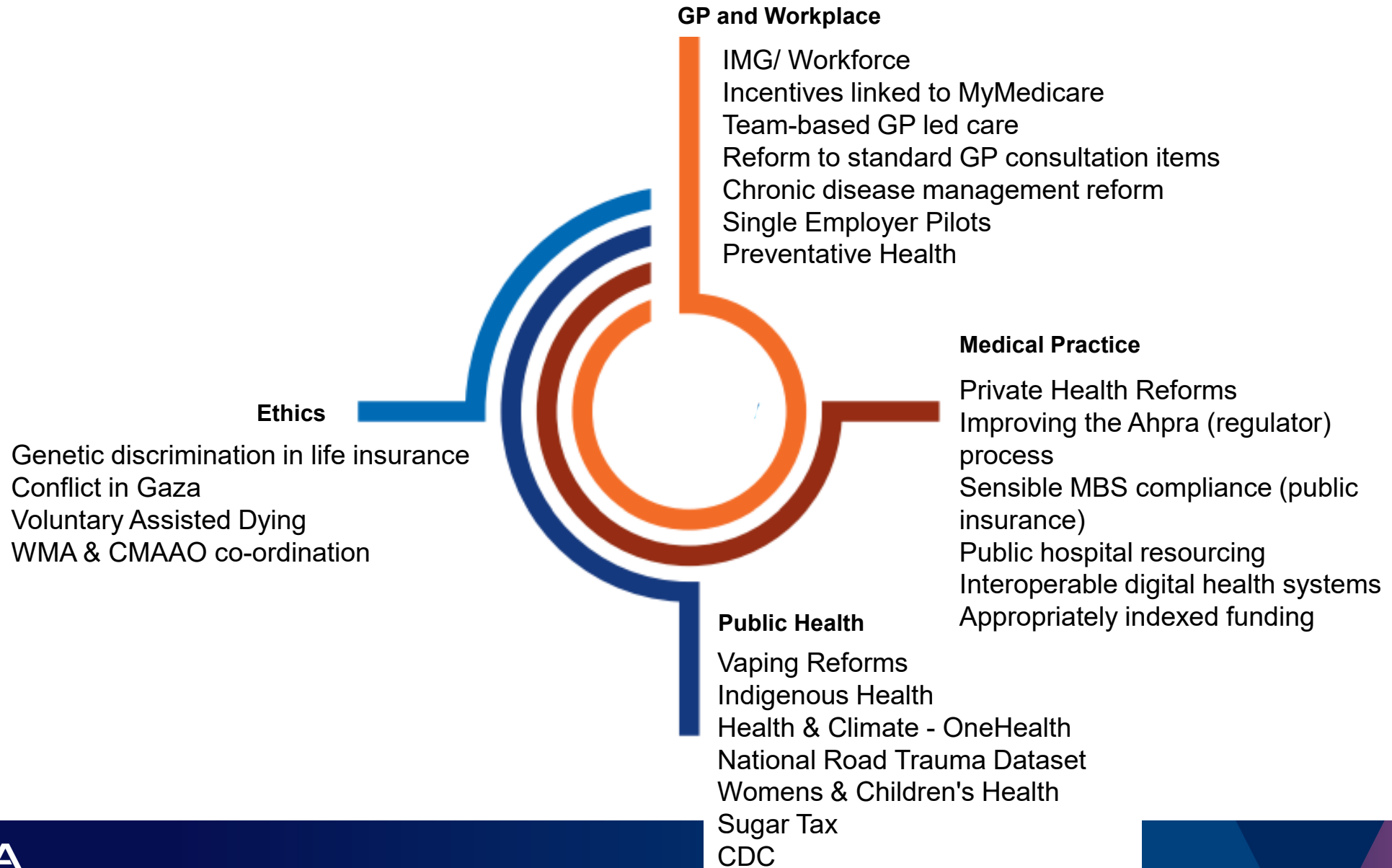
Doctors are at the heart of AMA's work



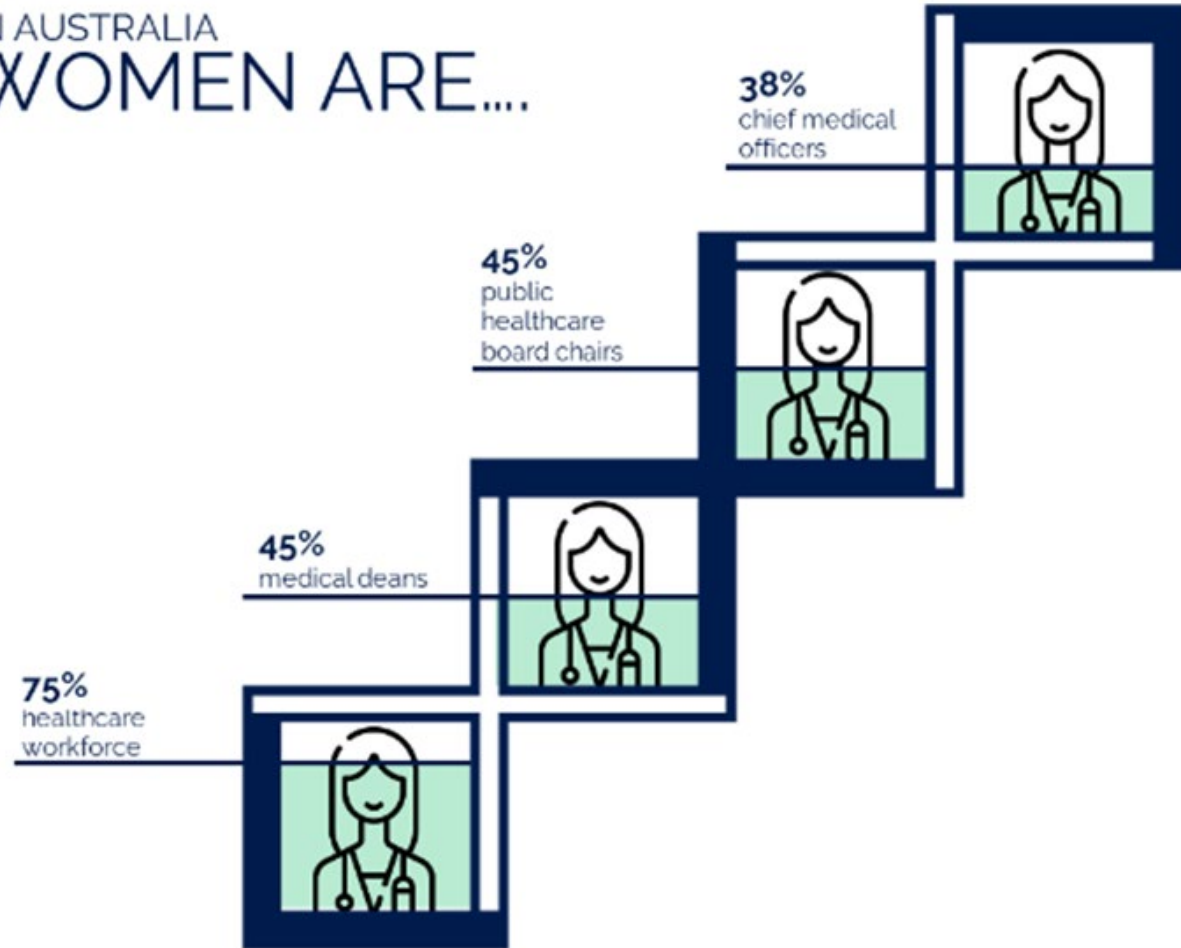
4 Key areas influence health policy to realise the best outcomes for doctors, patients and the community.



Continuing the work on what matters most to our doctors



IN AUSTRALIA WOMEN ARE....

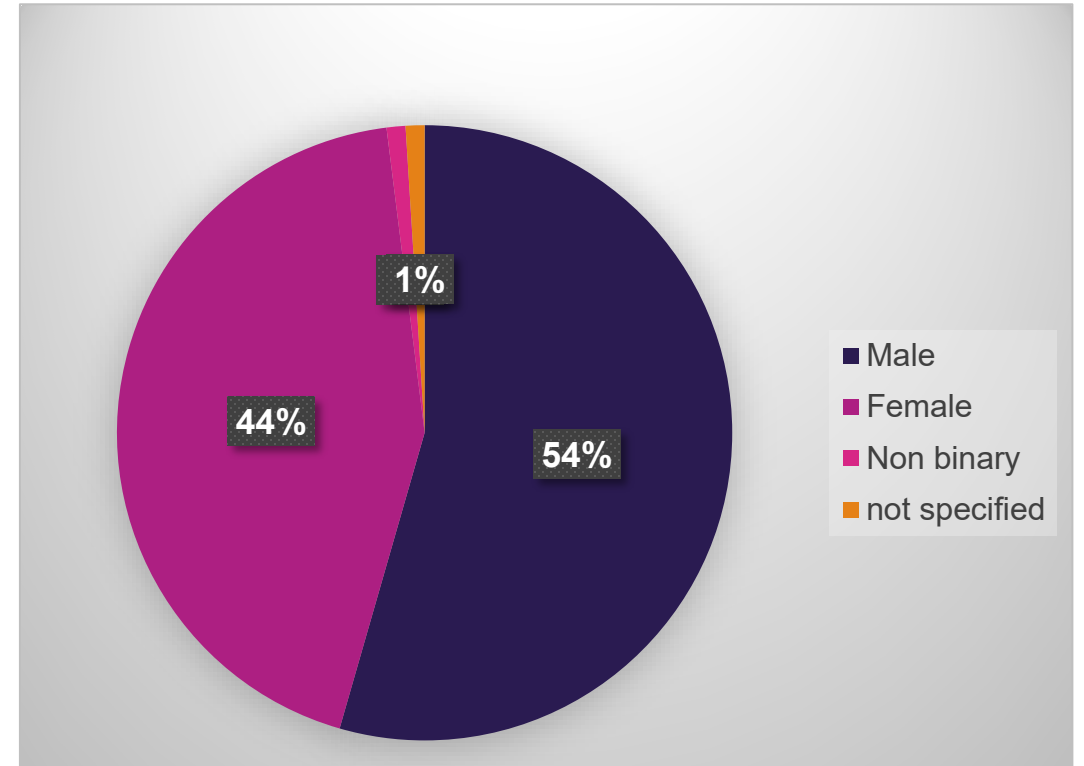


Data updated August 2021

Gender equity at the AMA

In 2023

- For the second time (first in 2022) the federal AMA has met its overall target to have 40% women, 40% men, 20% flexible represented as an average across all federal AMA councils and committees.
- This is a significant improvement from 2021 (31%f; 65%m)
- And a marked improvement since 2018 (26%f; 74%m).



Why diversity in representation is important

- It leads to improved and more equitable health, social justice and healthcare outcomes, a more empowered workforce, improved motivation, reduced attrition, improved quality of care, and organisational performance.
- AMAs leadership and representative structures will reflect the diversity of the community it cares for, underpinned by values of professional excellence, integrity, respect, and collegiality.

**“Healthy women
are at the heart of
a healthy
community”**

*Don't assume a woman
can't do a role because
she's got a young family,
or she's "too busy" ...just
go ahead and ask her”*

AMA Advancing Women in Healthcare Leadership (AWHL) Partnership

<https://www.womeninhealthleadership.org/>

- Since 2019
 - Partnership with Monash University
- To deliver coproduced, evidence-based organisational and system change to advance women in healthcare leadership.
- Mapping
- Evidence
- Planning
 - AMA
 - Medical profession



Opportunity areas

1. **Female representation in leadership roles**
2. **Inclusive and transparent recruitment strategies and workplace practices**
3. **Formal and informal mentoring and networking opportunities**
4. **Flexibility and family-friendly policies and practices**
5. **Gender targets and quotas**

Equity, inclusion and diversity plan 2023-25

Key focus areas

Work participation

- Advocate for pathways to support work participation and career progression for international medical graduates, doctors with disability, and doctors returning to work after a prolonged absence.

Cultural safety

- Collaborate to support Aboriginal and Torres Strait Islander doctors and doctors from culturally and linguistically diverse backgrounds to work and train in culturally safe environments, free from racism.

Equity and inclusion

- Support equity and diversity in our representative structures across the AMA and create a culture where members feel they belong.

Equity, inclusion and diversity plan 2023-25

Work underway

Leading on advocacy

- Advocate for removal of barriers to work participation and career progression for:
 - International medical graduates
 - Doctors with disability
- Review the AMA position statement on antiracism
- Contribute to:
 - Advancing women in healthcare leadership community of practice
 - National Strategy to Achieve Gender Equality

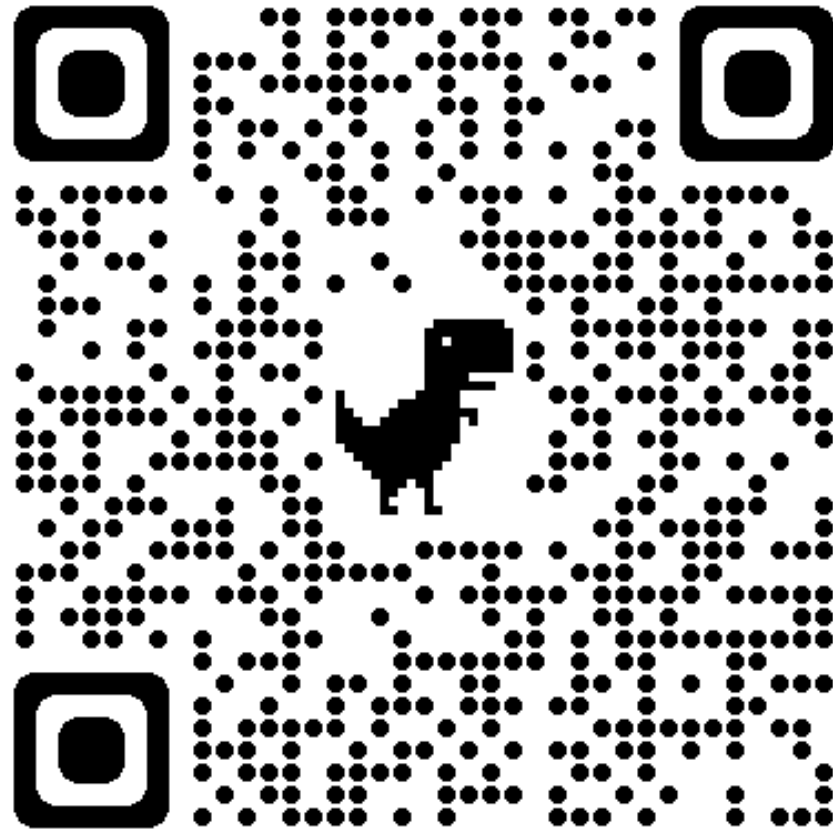
Recognising and valuing members

- Identify opportunities to link AMA messaging to significant public diversity events
- Review AMA meeting code of conduct to promote respectful and collaborative discussion and recognise and act on inappropriate behaviour

Strengthening our AMA community

- Support women to participate in leadership and representative roles by implementing recommendations from the AWHL project
- Review representative and member engagement structures and processes (Governance project)
- Improve our capacity to report on the diversity characteristics across our AMA membership (Business led/digital member engagement project)

Find out more about what we are doing



AMA Federal Councillors and Leadership Team discuss what it means and what can be done this International Women's Day to invest in women.

<https://www.youtube.com/watch?v=leYqxsUxxOs>