

# Advancing Gender Equity in Medicine: Resources for physicians

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The American Medical Association recognizes that gender inequity in medicine is a complex issue that requires a multilayered approach. Promoting gender equity in medicine requires an acknowledgement of the underlying causes of gender-based disparities, creation of policies and resources that will promote gender equity, and collaboration to improve the environment for women and the profession overall.

## AMA policy

### **Principles for Advancing Gender Equity in Medicine**

The AMA policy, “Principles for Advancing Gender Equity in Medicine,” was adopted at the 2019 AMA Annual Meeting and outlines recommendations for achieving equity.

### **Policies on gender equity**

Use PolicyFinder to read the AMA’s positions and policies on gender equity.

## Gender equity

### **AMA principles will further gender equity among physicians**

Disparities persist after controlling for specialty and experience. Employers should review pay and promotion by gender for potentially discriminatory patterns.

## **Physicians adopt plan to combat pay gap in medicine**

Reports show pay disparities among male and female physicians after accounting for other factors. The AMA advocates a wide array of measures to address the issue.

## **Promoting gender diversity in the workplace**

The 2019 Women in Medicine webinar presented by Chiquita Collins, PhD, inaugural vice dean for inclusion & diversity and chief diversity officer at UT Health San Antonio and Aletha Maybank, MD, MPH, AMA chief diversity officer. (Registration required)

## **How to position yourself as a physician leader**

The 2017 Women in Medicine webinar presented by Vineet Arora, MD, MAPP, University of Chicago.

## **Gender inequity in medicine: An expert survey of the landscape**

Explore with the AMA how gender equity gaps can impact an entire health care system.

## **AMA Moving Medicine podcast: Gender inequity: Creating systemic change, part 1**

In the first of a two-part discussion at the 2019 AMA Annual Meeting, Esther Choo, MD, MPH, explores the impact of gender bias in the health care workplace. (This episode is available on Apple Podcasts, Google Play, Spotify and Stitcher)

## **AMA Moving Medicine podcast: Gender inequity: Creating systemic change, part 2**

In the second part of her discussion at the 2019 AMA Annual Meeting, Esther Choo, MD, MPH, discusses practices and processes that eliminate gender bias in hiring, promotion, leadership and inclusivity. (This episode is available on Apple Podcasts, Google Play, Spotify and Stitcher)

## Pay disparities

### **3 misconceptions about what drives medicine's gender pay gap**

Often-told explanations of why male physicians earn more than their female counterparts overlook some key facts.

### **How surgical residents' views on future earnings differ by gender**

Male and female general surgery residents have similar career goals, but what they expect to earn in their first salary after residency differs significantly.

## Sex and gender-based discrimination & harassment

### **#MeToo in medicine: The after effects of harassment**

Many sexual harassment and discrimination events are not reported by medical students. Learn about the psychological effects and legal ramifications.

### **#MeToo in medicine: We can all be allies**

Harassment is more common in historically male-dominated fields, such as medicine. Learn how to prevent a hostile work environment.

### **#MeToo in med ed: 1 in 7 students subjected to sexist remarks**

Medical trainees are in a particularly vulnerable position when it comes to sexual harassment. Stakeholders in medical education discuss ways to protect them.

## **Medicine must address #MeToo moment—and beyond**

Rape, harassment and abuse can happen in any field to any gender. It is especially difficult in medicine because there is an established hierarchy.

### **AMA Moving Medicine podcast: #MeToo in the medical field, part 1: Dr. Reshma Jagsi on harassment**

In honor of Women in Medicine Month, the AMA is excited to share this presentation by Reshma Jagsi, MD, DPhil, from the 2018 AMA Annual Meeting. In her discussion, Dr. Jagsi provides an overview of sexual harassment and discrimination in the medical field. (This episode is available on Apple Podcasts, Google Play, Spotify and Stitcher)

### **AMA Moving Medicine podcast: #MeToo in the medical field, part 2: Dr. Tiffani Bell and David Gabor on consequences**

In honor of Women in Medicine Month, the AMA is excited to share this presentation by Tiffani Bell, MD, a former AMA Resident and Fellows Section (RFS) representative, and David Gabor, a partner at the Wagner Law Group. Together they discuss the psychological effects and legal ramifications of sexual harassment and discrimination. (This episode is available on Apple Podcasts, Google Play, Spotify and Stitcher)

## **Negotiating equitable compensation**

### **Tips for negotiating employment contracts**

Whether you are looking for your first job out of residency or have been practicing for years, negotiating your employment contract is important.

### **Physician contracting: Job duties and liability insurance**



Find out what you need to know before signing a physician employment contract. Read up on how to understand your compensation package and more.

## **Understanding employment contracts**

Learn from the AMA about negotiating your job duties as part of your employment contract, and also about liability insurance.

## **Other resources**

External resources to learn more about gender-based disparities.

## **Equal Pay Act of 1963**

Review the Equal Pay Act of 1963, a U.S. labor law aimed at abolishing wage disparity based on gender from the U.S. Equal Employment Opportunity Commission.

## **Ledbetter Fair Pay Act of 2009**

The Lilly Ledbetter Fair Pay Act of 2009 is a law enacted by Congress that bolstered worker protections against pay discrimination.

## **United States Equal Employment Opportunity Commission brochure**

A brochure on Equal Pay Act of 1963 and Lilly Ledbetter Fair Pay Act of 2009 from the U.S. Equal Employment Opportunity Commission.

## **State and local salary history bans**

An overview of state and local salary history bans from The American Association of University Women (AAUW).