Whereas, A study published in the Canadian Medical Association Journal has shown that grant applications going through the peer review process submitted by women are scored lower than those submitted by men; and

Whereas, A study has shown that university professors in the basic sciences identified male applicants as superior to female applicants and deserving of higher compensation even though the application materials submitted were identical except for the names identifying them as male or female; and

Whereas, A study looking at the relationship between gender and the length and tone of letters of reference showed that female applicants were only half as likely as male applicants to receive an “excellent” letter versus a “good” letter, and that letters of reference for women applicants included substantially different adjectives, such as “diligent” and “hardworking,” as opposed to “brilliant” and “trailblazer” used to describe male applicants; and

Whereas, Our AMA has comprehensive policy on gender equity within the organization and has committed to presenting a report at the 2019 Annual Meeting; and

Whereas, Our AMA has some policy relating to gender equity in regards to physician compensation and advancement, but nothing specifically relating to gender equity in academic or commercial medical research; therefore be it

RESOLVED, That our American Medical Association advocate for the establishment of best practices that remove any gender bias from the review and adjudication of grant applications and submissions for publication in peer-reviewed journals, including removing names and gender identity from the applications or submissions during the review process. (Directive to Take Action)

Fiscal Note: Not yet determined

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