

Solutions to gender inequity in academic medicine*

Tricco AC, Bourgeault I, Moore A, Grunfeld E, Peer N, Straus SE. Advancing Gender Equity in Medicine. CMAJ. 2021 Feb;193(7):E244-E250. doi:10.1503/cmaj.200951



Quantification of gender inequities in funding, publications, promotion and compensation

- Communicating gender statistics
- Annual reporting on the impact of gender equity efforts (completed and made publicly available to ensure accountability)



Behavioural or systemic change

- Recognition of the systemic nature of gender inequity and the need for systemic solutions from organizations
- Role modelling equity principles by the leaders of professional institutions (academic and health care)
- Enshrining core principles of equity, diversity, inclusion, mutual respect, collegiality and professionalism in all organizational policies
- Communication of clear objectives to address inequities, describing how it will be achieved with well-defined plans
- Open and transparent procedures and policies to protect whistleblowers
- Appropriate and evidence-based remediation for the perpetrator if an underlying cause (e.g., burnout or mental health issues) is identified
- Gender-inclusive language in recruitment, hiring, and grants and funding assessments
- Use of reverse quotas
- Search committees reflecting the diversity of the profession or the broader population, and committee awareness of gender bias in reference letters
- Gender bias training and champions of gender equity
- Seminar training, with a curriculum based on Systems of Oppression theories, using a formally trained search advocate
- Proportional approach for research grants



Career flexibility

- Integrated career–life planning, coaching to create a customized plan to meet both career and life goals, and a time-banking system
- Flexible policies, including family-friendly, parental and career flexibility policies
- Nongendered parental leave schemes
- Shortened workdays
- Policies prohibiting assigning work or sending emails in the evenings and on the weekend



Increased visibility, recognition and representation

- Career development planning
- Leadership program
- Ensure availability of role models to foster identity compatibility and belonging
- Social media campaign



Creating opportunities for development, mentorship and sponsorship

- Career advising plan
- Curriculum vitae review program
- Peer mentoring program
- Sponsorship program



Financial support

- Financial support for childbearing and caregiver responsibilities
- Lottery for research grants

*Solutions that combine several of these components are recommended.