



RANZCP GENDER EQUITY ACTION PLAN

INTRODUCTION

In 1967 Dr Isobel Williams delivered her Presidential address as the first woman President of the RANZCP, and in this address she reflected that it is often perceived that “the equality of the sexes is a discussion point fresh to the last two or three generations, but this of course is not so. As far back as Greek civilisation we find pleas for women’s rights...and the idea has recurred throughout the years.” While much progress in gender equity has followed in the decades since her address, there remain many barriers and challenges facing women in both professional and personal life including as they strive for improved equity within our profession.

This Statement of Commitment for Gender Equity, and Action Plan to improve gender equity in psychiatry was developed in consultation across the membership and represents an important step towards moving beyond this being a discussion point towards real action.

The development of this Action Plan has demonstrated leadership, allyship and the values that underpin the RANZCP in inclusion and diversity. It is now time through this Action Plan to embed the principles of improving gender equity into our everyday business in supporting members, training and education, community engagement and mental health policy leadership as a part of a commitment to both improving access and equity, as well as diversity, empowerment and inclusion in the College.

Professor Megan Galbally
Chair, RANZCP Gender Equity Working Group

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RANZCP GENDER EQUITY STATEMENT

Our College recognises gender equity and equality. Gender equality is a human right for our members, communities, and in the care we deliver.

This is part of our broader commitment to inclusive, diverse representation and equity for all.

We acknowledge the distress and harm that has come from the impact of gender inequality within the profession of psychiatry and the work that we do.

The RANZCP will provide leadership to deliver gender equity as part of the advancement of the profession of psychiatry and as a contemporary College.

DEFINITIONS

Gender equality

The rights, responsibilities, protections, and opportunities of individuals do not depend on however they identify in gender or in their sex. It implies that the perceptions, interests, needs, and priorities of women and men will be given equal weight in planning and decision-making.

Gender equity

The process of allocating resources, programs and decision-making fairly to all genders, without any discrimination on the basis of sex and addressing any imbalances in the benefits available to people depending on their sex or gender.

Gender equity vs Gender equality

Gender equality does not mean that all people have to become the same, but that their rights, responsibilities, and opportunities will not depend on whether they are male or female. Gender equity means fairness of treatment for all people according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities.

Short term outcomes (1 year)

Medium term outcomes (2-3 years)

Long term outcomes (up to 5 years and beyond)

Leadership & Accountability

Host a dedicated networking breakfast event at Congress 2023.

Establish a standing Gender Equity Subcommittee of the Membership Engagement Committee (MEC) following the expiration of the Gender Equity Working Group Terms of Reference.

Encourage and promote women in College leadership positions to mentor in the 2023 edition of the RANZCP Mentoring Program.

New College position statement on sexual safety in in-patient wards.

Host symposium on gender equity at Congress 2023.

Collaborate with Monash Centre for Health Research and Implementation's (MCHRI) national NHMRC funded initiative Advancing Women in Healthcare Leadership (AWHL).

Introduce a standard gender equity impact consideration in all College and committee business planning and policy development.

Incorporate voluntary inclusive pronoun practices by staff within the College, such as the addition of pronouns in email signatures, and support College leaders to consider being inclusive in the voluntary use of pronouns.

Provide information that supports senior leaders (e.g. Clinical Directors) to resource them on gender related issues in their workplace and ways to support trainees, including: breaks in training and fee relief policies, normalising and encouraging the creation of part-time and job-share roles, the uptake of flexible work arrangements and parental leave, for men and women.

Develop and host educational events and encourage thematic streams in all College conferences relating to women's mental health, women in psychiatry, male allyship, and support for gender neutral or non-binary individuals.

Collaborate with other professional medical bodies to advance common gender equity priorities, including participation in joint projects or initiatives.

Work towards gender balance in RANZCP nominations to representative roles on bodies external to the College.

Continue to monitor and support efforts to improve gender balance in senior leadership roles both in College and at workplaces.

Encourage senior leaders both within the College and in workplaces to have a critical role in building a culture that prevents sexual harassment and bullying and promotes zero tolerances to sexual harm.

Collaborate with and support other non-medical organisations surrounding improving the mental health of women in the community.

**Short term outcomes
(1 year)**

**Medium term outcomes
(2-3 years)**

**Long term outcomes
(up to 5 years and beyond)**

**Leadership
&
Accountability**

Update the College Congress guidelines on keynote speakers and scientific committee representation to ensure improving gender equity is considered.

Demonstrate and promote gender equity within psychiatry through College spokespeople, media, and public commentary.

Collaborate and develop joint initiatives such as webinars with external organisations e.g. host an annual webinar during International Women's Day (March).

Develop a College leadership program for women trainees and early career psychiatrists.

Advocacy

Publish Gender Equity Statement that communicates the College's position on improving gender equity in psychiatry.

Continue to raise the profile of women in psychiatry and their career journeys through College communications and other profile opportunities.

Develop new resources and information for members on understanding, identifying, and how to escalate bullying, harassment, or sexual harassment issues at workplaces or at College events.

Complete the review of College training fees and implement changes.

Resource members to encourage workplaces to provide psychiatrists and those in training with diverse working arrangements such as part-time consultant and leadership roles and assisting to create and facilitate job sharing, including the benefits of having part-time workforce capacities to service periods of increased need.

Consider options to include a mandatory training component for new supervisors on bullying, harassment and sexual harassment, as well as provide accessible online training content (e.g. webinars/modules).

Support the Committee for Examinations in its review of Special Consideration policies to consider whether including specific examples that support women (e.g. breastfeeding and lactation breaks and facilities at examinations) could be included.

Include gender equity impacts as a standard consideration in the periodic review cycles of all College policies.



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Short term outcomes (1 year)

Medium term outcomes (2-3 years)

Long term outcomes (up to 5 years and beyond)

College data gathering

Include in 2022 College Annual Review a new standard feature on improving gender equity and gender equity reporting metrics.

Liaise with the Committee for Training on the review of the College syllabus, regarding opportunities to include components on women's mental health and gender equity in the future.

Explore, and where possible, include gender equity questions in the annual RANZCP trainee exit survey.

Obtain and review data on trainee retention rates with a view to identifying any inequities or trends indicative of elevated non-completion rates for future action.

Research

Advocate to governments for improved data collection on gender and mental health service delivery for the next 5 years.

Include standard information in all new grants or awards Terms of Reference – encouraging nominations from applicants who are part-time, have had periods of interruption, are returning from leave, or who have carer responsibilities.

Complete a review of existing College awards to identify if there are any structural barriers for women.

Develop a future leadership grant, research grant specific to gender equity / women's mental health, or specific award for women trainees or early career psychiatrists.

Support the work of the Academic Psychiatry Steering Group to publish a report on gender equity within academic psychiatry.

ACTION PLAN INDICATORS AND MONITORING

Monitoring changes this Action Plan has helped to drive is one part of ensuring that our collective efforts toward gender equity in psychiatry continue to translate into meaningful and lasting improvement over time. This Action Plan is a tool that helps progress this. It is a living document, and we recognise that it may need to be adapted where needs change or are later identified. The indicators provided below are designed to support effective and ongoing assessment through a process of annual reporting of available gender equity data as well as the implementation of the Action Plan.

<p>Leadership & Accountability</p>	<p>Increase in the number of women mentors taking part in the annual RANZCP mentoring program.</p>	<p>Attainment of a relative balance in College spokespeople, media and public commentary on gender equity within psychiatry and women’s mental health.</p>	<p>Increase in College conference annual number of thematic streams relating to women’s mental health and women in psychiatry.</p>	<p>Attainment of a relative gender balance of member nominations for RANZCP representative roles on bodies external to the College.</p>
<p>Advocacy</p>	<p>Monitor rates of uptake by women members for part-time training fee options.</p>	<p>Monitor and improvement in the gender balance of member profiles and career journeys in psychiatry.</p>		
<p>College data gathering</p>	<p>Improvement in women trainee retention rates over time.</p>	<p>Monitor and improvement in trainee feedback on College gender equity strategies and in their training experience received from the annual RANZCP trainee exit survey.</p>		
<p>Research</p>	<p>Increase in either the number or ratio of women applicants for College awards .</p>			