



**ANZCA**  
FPM

# Gender Equity Self-Assessment Quiz

Fellows, trainees and SIMGs are encouraged to utilise the self-assessment quiz to challenge gender balance and equity practices within your own health services, departments and teams. For more information on the college's gender equity position statement, please visit [anzca.edu.au/about-anzca/gender-equity](http://anzca.edu.au/about-anzca/gender-equity).

## How would you describe your group?

- |                        |                                 |
|------------------------|---------------------------------|
| Hospital department    | Conference organising committee |
| Private practice group | Topic working group             |
| Special interest group | University group                |
| Research team          | Other                           |
| Management committee   |                                 |

Name of group: \_\_\_\_\_

Appraise how well your group overall engages with the following gender equity behaviours.

Set benchmarks for, and measure attainment of, gender representation<sup>1</sup>.

Employ strategies to improve gender equity in the group's membership<sup>2</sup>.

Talk about how gender diverse membership is beneficial to the group.

Affirm gender equity when it is achieved and, if not, to question "why not?".

Use gender neutral inclusive language in verbal and written communication<sup>3</sup>.

Include gender equity in the group's terms of reference, reports and communication, where relevant.

Support a specific individual or people to monitor and lead change in gender equity.

<sup>1</sup> Apply ANZCA's and FPM's recommended benchmarks.

<sup>2</sup> Appraise eligibility criteria and nomination processes to minimise unconscious bias. Advertise through open expression of interest and identify and encourage women to seek nomination.

<sup>3</sup> Contemporary expressions of gender comprise man, woman, transgender and non-binary. Gender neutral language uses "they" and "them" avoiding sex-based pronouns such as his or her. "All" or "any" are used in favour of "both".

Encourage gender equity in work roles and hours, career advancement, family life and work-life balance.

Have provisions for people to participate and contribute to the group that are compatible with personal roles such as parenting or caring for family members.

Talk openly about unconscious bias and its potential effect on group processes.

Interact and make decisions in an inclusive manner<sup>4</sup>.

Identify potential women leaders and actively encourages and supports them to take on leadership roles.

Promote leadership development for women such as through education, mentoring, shadowing and deputising in leadership roles.

Role model and advocate for respectful inclusive behaviour.

Has policies and practices in place that discourage, identify and respond to bullying, discrimination and harassment.

<sup>4</sup> Such as through consultation, openness to feedback, fit for purpose voting processes and attention to unconscious bias when weighting the value of others' opinions.