



Gender Equity and Diversity Policy

Purpose and Scope

This policy provides the principles for Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) to promote, advance, enable and support gender equity and diversity practices at the College, through education and training, and with governance and advocacy. It applies to all members, trainees and staff of RANZCOG in Australia and New Zealand.

1. Background

RANZCOG recognises that an organisation with leadership diversity, composed of members with different skills, experiences, perspectives, age, gender, and culture, leads to improved leadership and stronger decision-making across the organisation. Leadership diversity also drives better health outcomes for doctors, the wider healthcare community, and the patients that they serve.

The College's Gender Equity and Diversity Policy formalises RANZCOG's commitment to fostering and embracing gender equity and diversity across all College activities and the broader specialty of obstetrics and gynaecology.

As part of this Policy RANZCOG commits to; increasing the involvement of under-represented groups within the community, increasing the participation of Aboriginal and Torres Strait Island and Māori people. This is with the goal of improving health outcomes for women and their families across Australia, New Zealand and the Pacific.

The College recognises the following four key areas where ongoing focus and commitment to equity, diversity and inclusivity is necessary:

1. Education, Training and Professional Development
2. College Governance and Leadership
3. College Executive, Management and Staff
4. Wider College Membership

2. Principles

2.1 Education, Training and Professional Development

RANZCOG is committed to:

- The provision of a high-quality standard of education and training including, access to communication, cultural competency and implicit bias resources, to better-enable equity and inclusivity in training and education.
- Addressing the flexibility of training models to avoid barriers to entry and progression for trainees and, to be understanding of work-life balance and family commitments during training time.
- Alignment with standards for Specialist Training Programs as set out by the Australian Medical Council (AMC) and the Medical Council of New Zealand (MCNZ) including selection into training, exams and assessments.

- Removing barriers in pathways for progression of all training programs that do not penalise trainees for parental leave, family responsibilities, or associated time-out-of-training circumstances.
- Ensuring gender balance of 40% female, 40% male and 20% flexible is achieved with speaker and panellist representation in the academic programs for all RANZCOG events and conferences.
- Ensuring representational gender balance of RANZCOG Examiners.

2.2 College Governance and Leadership

RANZCOG is committed to:

- A minimum target of 40% male and 40% female and 20% flexible on the College Board and Council:
- Leadership that is representative of the minority groups within the O&G specialty in particular, a responsibility to promote Aboriginal and Torres Strait Islander and Maori Peoples' participation in College Governance via representation on Council.
- Gender equity and diversity practices that are aligned with the College's Code of Conduct and Organisational Values that promote a culture of compassion, kindness and respect.
- Equitable accessibility to opportunities and participation in College governance activities and governance succession for all members and consumer representatives, across all regions of Australia and New Zealand including rural and remote areas, and at all levels within the College.
- Leadership composition that is aligned with the Australian Government Workplace Gender Equality Agency (WGEA) benchmarks, for promotion and sustainability of gender equity and diversity practices.

2.3 College Executive, Management and Staff

RANZCOG is committed to:

- Removing barriers that might hinder gainful employment and the full and equal participation of applicants or employees), including through recruitment, selection and promotion activity.
- Promoting a safe working environment where all staff are treated with respect and dignity in alignment with the College's Code of Conduct and Organisational Values that promote a culture of compassion, kindness and respect.
- Creating an environment that is free from discrimination based on gender, race, culture, background, experience, age, or sexual preference.
- Ensuring employee pregnancy or parental needs are considered.
- Providing cultural leave for all employees, and ensuring employees' religious beliefs, observances and faiths are respected.
- Challenging discriminatory behaviours if and where they occur. Responding to discriminatory behaviour with compassion, but with adherence to a zero tolerance to bullying, discrimination and harassment in the workspace.
- Developing and supporting career progression equitably, for all employees.
- Ensuring all Human Resource policies and procedures support the objectives of this policy.
- Celebrating a diverse workforce with the shared understanding that diversity brings value to the organisation.
- Eliminating the gender pay gap for all employees

2.4 Wider College Membership

RANZCOG is committed to:

- Setting a high standard and effectively communicating standard expectations for training hospitals. This includes the expectation that training hospitals deliver flexible and equitable workplaces and training environments for trainees.
- Using our position as the peak body in women’s health, to champion the discussion for inclusivity and gender equity in the workplace.
- Recognising the barriers that may inhibit access to training in the workplace and taking steps to remove these by:
 - Advocating for workplaces to employ flexible working options, regardless of gender; and
 - Understanding that workplaces who promote gender equity and diversity have a positive effect and better health outcomes for their patients and the wider community.
- Advocating workplaces for the deliberate inclusion of minority groups within the O&G specialty to reflect the communities that they care for.

3. Related RANZCOG Documents

- RANZCOG Gender Equity and Diversity Report
- Constitution
- Regulations
- Code of Conduct
- Reconciliation Action Plan

Policy Version	1 (March 2021)
Policy Owner	Executive Office & Advocacy
Policy Approved By	RANZCOG Board, April 2021
Review of Policy	As required or no later than November 2023