

# Gender Equity Policy

Australasian Gynaecological Endoscopy & Surgery Society

## AGES Gender Equity and Diversity Policy

### Introduction

AGES supports and actively embraces gender equity and diversity. It does not advocate, support, or practice discrimination based on appearance, age, ethnicity, gender, religion, sexuality, or sexual orientation.

Gender inequity negatively impacts upon quality of care and health outcomes for patients. Gender inequity also reduces many key measures of professional success for medical practitioners including promotion and income.

Historically women have not held positions of leadership within AGES. More recently this has changed. In 2018 Dr Rachel Green became the first AGES female executive board member, and the current AGES board (2023-2025) has 60% female representation.

AGES is now committed to actively engaging in gender equity initiatives and endorses merit-based values and processes.

### Gender equity initiatives

- Ensuring a minimum 40% representation of men and women on the AGES Board.
- Ensuring a minimum 40% representation of men and women on AGES conference panels.
- Ensuring sponsorship of all genders into leadership.
- Ensuring conference venues provide breast feeding and parenting rooms.

### Gender equity policy

AGES will commit to an annual review and publication of its gender data for:

- Board positions
- AGES conferences
- AGES fellowship positions
- AGES membership data