

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, the board in 2020-2022 was the first board to achieve 50% male and female board members and the current AGES board (2025-2027) has 90% female representation.

AGES is now committed to actively engaging in gender equity initiatives and endorses merit-based values and processes whilst ensuring our board represents our membership demographic.

Gender equity initiatives

- *We support a diversity of representation on the AGES board.*
- *We advocate for diversity of the speakers and panellists at AGES conferences.*
- Ensuring sponsorship of all genders into leadership.
- Ensuring conference venues provide feeding and parenting rooms.

Gender equity policy

AGES will commit to a biannual review and publication of its gender data for:

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

This is to highlight and ensure diversity in our leadership positions reflects that in our membership.