

RANZCP 2021 gender equity snapshot

Introduction

Gender equity in health care matters. Starting a conversation about how we can all contribute to gender equality is an important part of promoting an inclusive, and supportive College for everyone.

Gender equity matters as it enhances the safety and quality of care we can provide to consumers, carers and communities. It helps to address discriminatory attitudes and gender-based violence, enhances cultural diversity, increases economic prosperity, and improves leadership within mental health.

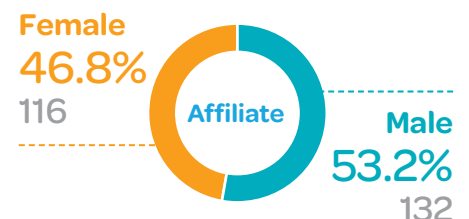
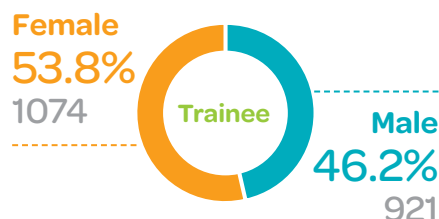
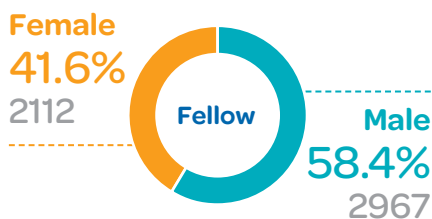
This snapshot illustrates gender equity within the RANZCP, highlighting significant progress already made as well as areas that can be improved. Developed to encourage reflection and discussion, further work is planned in this space. Gender equality for women is a key contributor to the RANZCP's ongoing commitment to diversity, inclusion and equity.

RANZCP membership by gender

Of the 7334 **RANZCP members** based in Australia, New Zealand and overseas, 54.9% are male and 45.1% are female.

Previously, the RANZCP's membership database has recorded male and female categories only. However, this is being expanded to recognise diverse and non-binary categories which will enable richer and more reflective reporting in the future.

Membership data correct as at 23 July 2021. Other datasets in this snapshot are constantly evolving and being updated by the College as changes occur.



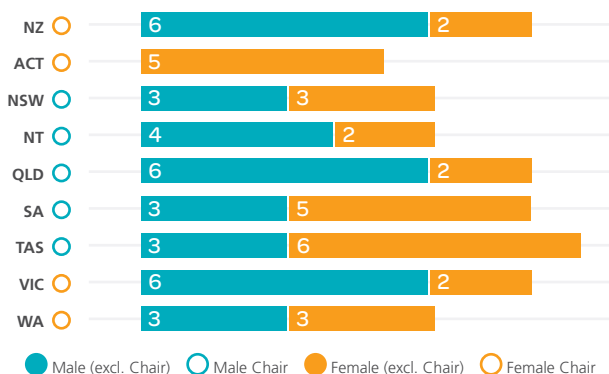
RANZCP committee membership and other roles

Of the 884 filled **committee positions** on the 125 RANZCP committees included in this data, 57% are held by males and 43% by females.

These numbers are similar to the overall RANZCP membership gender split.



Membership of the RANZCP's Australian Branch Committees and New Zealand National Committee



There are 34 male and 30 female members (excl. Chairs) on the RANZCP's **Australian Branch Committees** and the **New Zealand National Committee**.

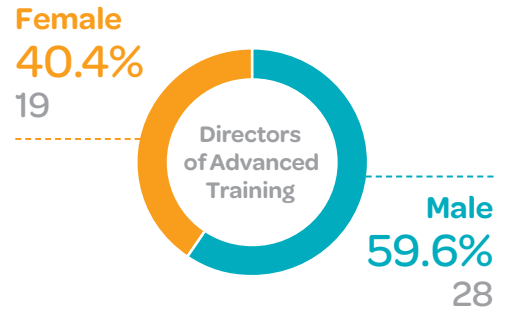
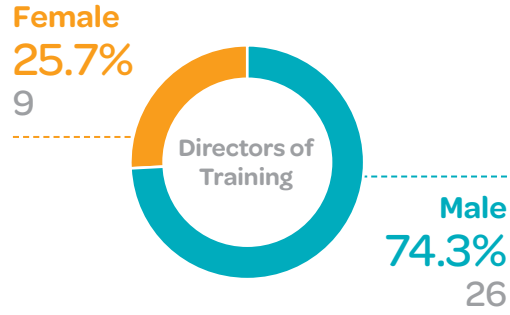


55.6% of these committees have a male Chair.



More than half of these committees are made of 50% or greater female membership (excl. Chairs).

There are currently 82 **Directors of Training** and **Directors of Advanced Training** at the RANZCP, of whom 28 (34.1%) are female and 54 (65.9%) are male.



RANZCP and clinical leadership positions

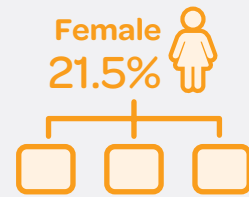
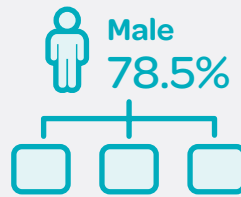


63.2%
of RANZCP Committee Chair roles (n=114) are held by males.

Please note, this data only includes formal committees and networks which hold elections and excludes some committees with ex-officio membership (such as the Members' Advisory Council and Branch Chairs' Forum) and working steering groups.

93 **Clinical Director positions** are held by RANZCP members, with 78 in Australia and 15 in New Zealand.

Across both countries 78.5% of these positions are held by males and 21.5% by females.

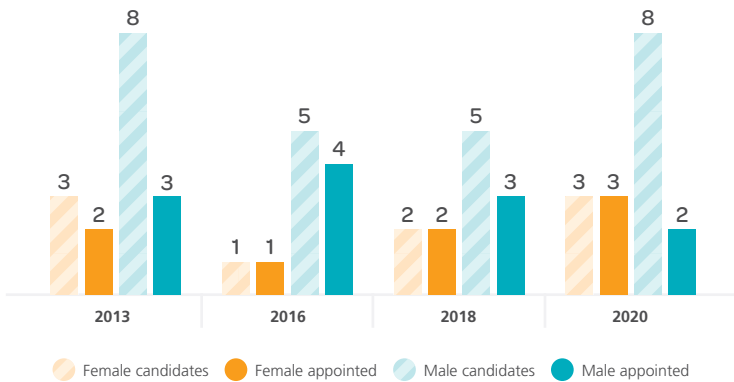


Since 2013, of the 5 **Elected Director** positions available on the RANZCP Board each election, there have been

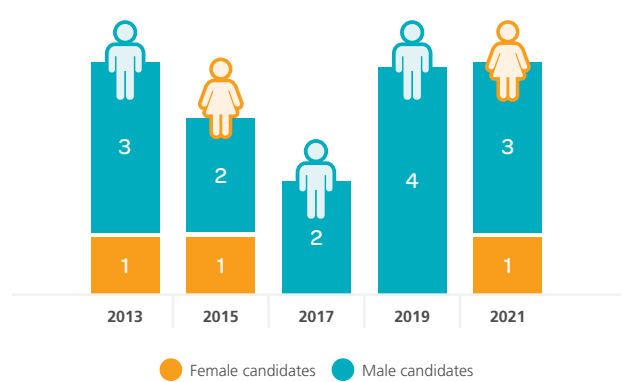
- 26 male and 9 female candidates,
- resulting in 12 male and 8 female appointments.

Of the last 5 **President-Elects**, 3 have been male, and 2 female. However, there have been only 3 female candidates compared to 14 male who have nominated for the position.

RANZCP Board Elected Directors



RANZCP Board President-Elect

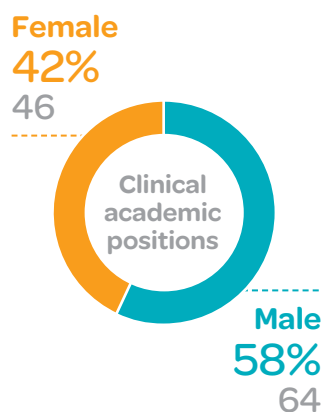


Academic roles, titles and honours

There are approximately 110 RANZCP members in **clinical academic positions** within psychiatry at 24 universities across Australia and New Zealand.

58% of these positions are held by males and 42% by females.

However, 80% of the senior positions (e.g. Head of Psychiatry) are male.



236 male members (6.1% of the male membership) use a **title other than 'Doctor'**, e.g. Professor, A/Prof. Only 58 female members (1.8% of female membership) use a title other than 'Doctor'.



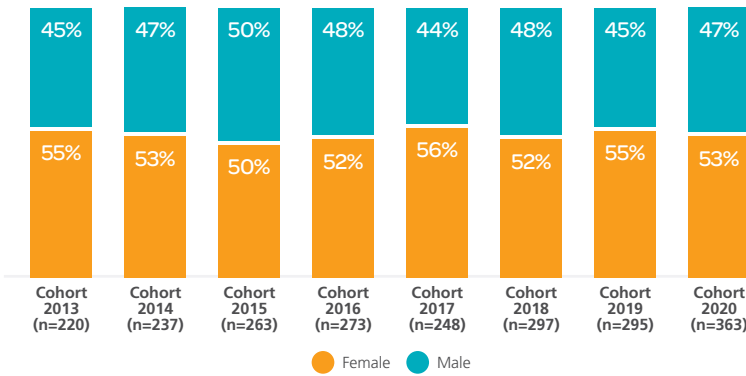
Honoric postnominals and citations are bestowed in recognition of public service and lifetime contribution, e.g. Member in the General Division of the Order of Australia (AM) and The Order of New Zealand (ONZ).

54 male RANZCP members have **honoric postnominals** compared to 20 female members.



Psychiatry training

RANZCP Fellowship Program enrolment by gender



Females have represented

>50%

in each Fellowship Program intake cohort since 2013.



Of the 333 Fellows who commenced training from 2012 onwards, the average **time to completion** was:

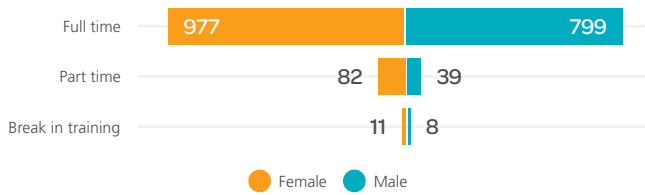
5.6 years

for males (n=165) and

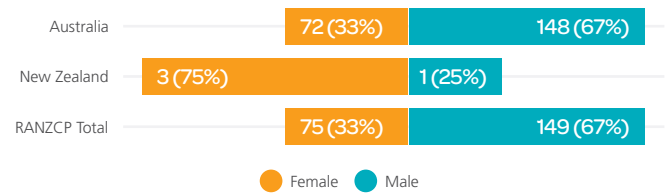
5.7 years

for females (n=168)

Training load for Trainees



Specialist International Medical Graduate candidates on pathway to Fellowship



Based on member fee categories, 8.4% of female trainees are undertaking **part-time training** (i.e. <0.5 FTE), compared with 4.6% of male trainees who are part-time.

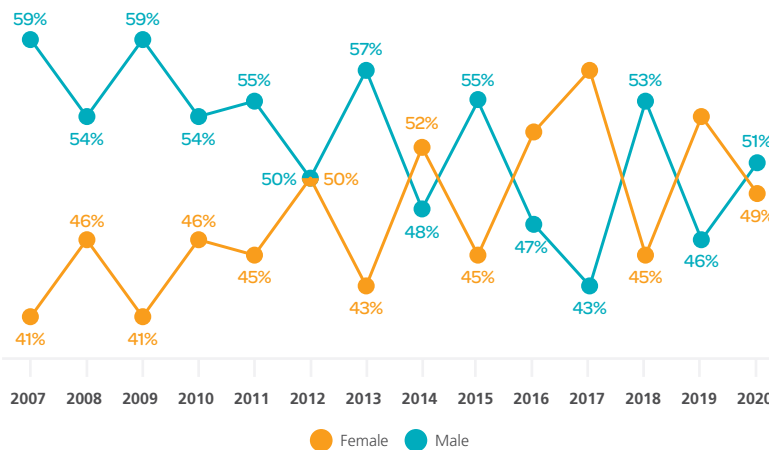
There are 149 male (67%) and 75 female (33%) **Specialist International Medical Graduate candidates on the pathway to Fellowship**.

Admissions to Fellowship

Until 2012 there was a clear trend where most **newly-admitted Fellows** were male.

2014 represented the first year more females were admitted to Fellowship than males, which has occurred in several subsequent years since.

Admissions to Fellowship - gender comparison



Average age of admission
35.5 years

Since 2012, the **age at admission to Fellowship** has been almost identical for both males and females, with the average age for both genders being 35.5 years, and the median age 34 for females and 35 for males.

The youngest and oldest ages at admission to Fellowship are equal for both genders at 28 and 59 years respectively.

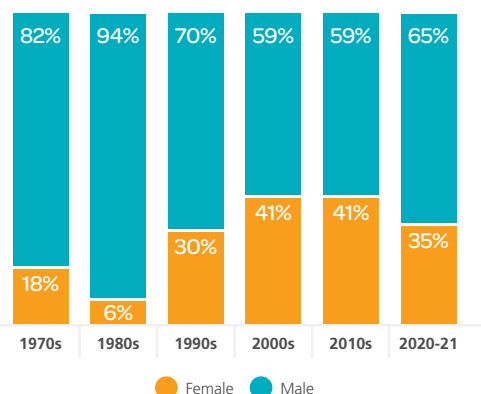
RANZCP award recipients



Since the 1970s, a total of 382 RANZCP awards have been granted, with 134 (35%) received by female and 248 (65%) male members.

Less than 41% of the awards given out across each decade have been received by female members.

Award recipients by decade



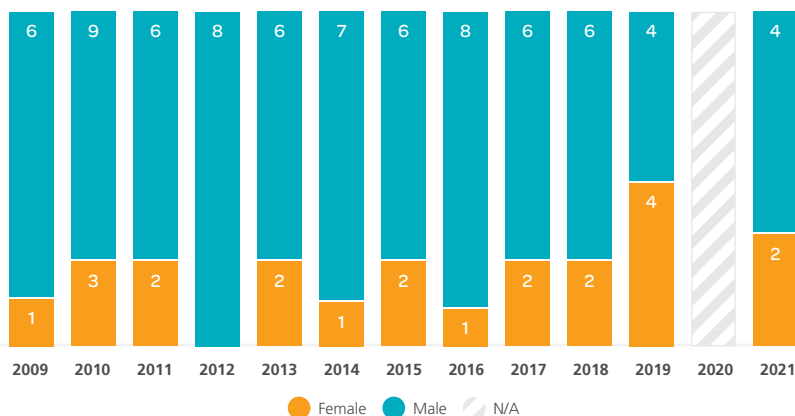
Female
35%
134



Male
65%
248

RANZCP conference keynote speakers

Keynote speakers - RANZCP Congress



Since 2009, RANZCP Congress has seen ≥75% of total keynote speaking spots allocated to male presenters.

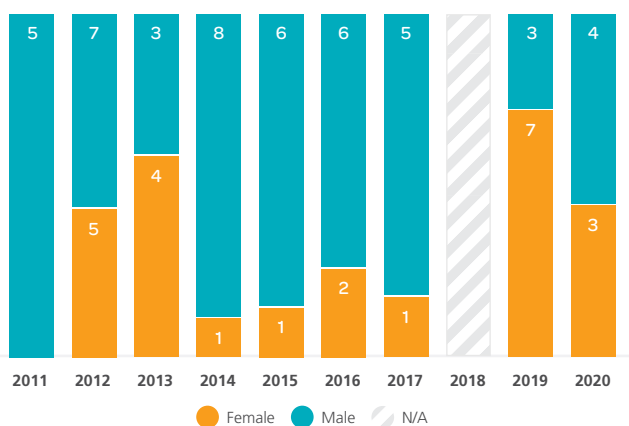
Congress 2019 saw its first 50/50 gender split, and the highest total number of female keynote speakers at 4.

Keynote speakers at the annual **RANZCP New Zealand Conference** are slightly more varied in gender, although there have been more male speakers than female, representing 62% of the total keynote speakers (n=71) since 2011.



2019 saw the highest female representation with 7 speakers making up 70% of the keynote speakers, and 2020 was almost a 50/50 split with 3 female and 4 male keynote speakers present.

Keynote speakers - RANZCP New Zealand Conference



RANZCP journals

Australasian Psychiatry editorial team

PUBLICATION YEAR	2018		2019		2020		2021	
	Male	Female	Male	Female	Male	Female	Male	Female
Editor	1		1		1		1	
Deputy Editors	2		2		2		2	
Positions								
Statistical Editor	1		1		1		1	
Trainee Editor (introduced in 2021)	n/a		n/a		n/a		1	
Associate Trainee Editors (introduced in 2021)	n/a		n/a		n/a		2	
Editorial Committee	8	4	7	4	6	4	8	4
Faculty & Section representatives	12	5	12	4	13	3	12	5
TOTAL POSITIONS	24	9	23	8	23	7	27	9
	72.7%	27.3%	74.2%	25.8%	76.7%	23.3%	75%	25%

During the last four years, the **RANZCP journals' editorial teams** have had significantly more male than female members, and the Editor and Deputy Editor positions have been 100% occupied by males.

Australian and New Zealand Journal of Psychiatry editorial team

PUBLICATION YEAR	2018		2019		2020		2021	
	Male	Female	Male	Female	Male	Female	Male	Female
Editor	1		1		1		1	
Deputy Editor (until 2020)	1		1		1		n/a	
Positions								
Associate Editors	5	1	5	1	5	1	4	3
Advisors to Editor (until 2020)	8	1	8	1	7	1	n/a	
Advisory Board - ANZ	27	6	27	6	27	6	27	6
Advisory Board - Intl	30	7	30	7	32	7	32	7
Trainee Advisory Board (until 2020)	2	6	1	8	1	8	n/a	
Statistical Method Advisors	5	4	6	6	6	6	6	6
TOTAL POSITIONS	79	25	79	29	80	29	70	22
	76%	24%	73.1%	26.9%	73.4%	26.6%	76.1%	23.9%

Females have only held between 23-27% of the **Australasian Psychiatry** and 24-27% of the **Australian and New Zealand Journal of Psychiatry** editorial positions.