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.

More than half of these committees are made of 50% or greater female membership (excl. Chairs).
RANZCP and clinical leadership positions

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

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.

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.

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.

Female 25.7% 9 Male 74.3% 26

Female 40.4% 19 Male 59.6% 28

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.

Female 42% 46 Male 58% 64

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’.

Honorific 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 honorific postnominals compared to 20 female members.
**Psychiatry training**

**RANZCP Fellowship Program enrolment by gender**

<table>
<thead>
<tr>
<th>Year</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cohort 2013</td>
<td>55%</td>
<td>45%</td>
</tr>
<tr>
<td>Cohort 2014</td>
<td>53%</td>
<td>47%</td>
</tr>
<tr>
<td>Cohort 2015</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Cohort 2016</td>
<td>52%</td>
<td>48%</td>
</tr>
<tr>
<td>Cohort 2017</td>
<td>56%</td>
<td>44%</td>
</tr>
<tr>
<td>Cohort 2018</td>
<td>52%</td>
<td>48%</td>
</tr>
<tr>
<td>Cohort 2019</td>
<td>55%</td>
<td>45%</td>
</tr>
<tr>
<td>Cohort 2020</td>
<td>53%</td>
<td>47%</td>
</tr>
</tbody>
</table>

**Training load for Trainees**

<table>
<thead>
<tr>
<th>Type</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full time</td>
<td>779</td>
<td>977</td>
</tr>
<tr>
<td>Part time</td>
<td>39</td>
<td>82</td>
</tr>
<tr>
<td>Break in training</td>
<td>8</td>
<td>11</td>
</tr>
</tbody>
</table>

**Specialist International Medical Graduate candidates on pathway to Fellowship**

<table>
<thead>
<tr>
<th>Country</th>
<th>Australia</th>
<th>New Zealand</th>
<th>RANZCP Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>72 (33%)</td>
<td>3 (75%)</td>
<td>75 (33%)</td>
</tr>
<tr>
<td>Male</td>
<td>148 (67%)</td>
<td>1 (25%)</td>
<td>149 (67%)</td>
</tr>
</tbody>
</table>

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.

**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**

**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.

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

- 5.6 years for males (n=165)
- 5.7 years for females (n=168)

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

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.

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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 then 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.

RANZCP journals

**Australasian Psychiatry editorial team**

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.

**Australian and New Zealand Journal of Psychiatry editorial team**

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.