

The RANZCP Gender Equity Award

Terms of Reference

Authorising Body:	Board
Responsible Committee:	RANZCP Gender Equity Subcommittee
Responsible Department:	Membership Experience
Document Code:	TOR The RANZCP Gender Equity Award

Description

The *RANZCP Gender Equity Award* (the Award) was established in 2026 to recognise and celebrate RANZCP members who demonstrate outstanding innovative and/or sustained change towards improving or championing gender equity in psychiatry and psychiatric practice.

Eligibility criteria

This Award is open to all RANZCP members, including trainees, and specialist international medical graduates, with the recipient demonstrating outstanding innovative and sustained change towards improving or championing gender equity in psychiatry and psychiatric practice.

The Award may be made to one person or shared by two or more persons.

Previous recipients of the Award are eligible to receive the Award on a further occasion.

Form of award

The Award comprises a framed award certificate and an invitation to attend the College Ceremony at the RANZCP Congress where the award will be presented. Award winners will receive complementary registration to attend Congress.

Frequency

The Award is presented annually, although if there are no suitable applicants, the Award will not be made in that year.

Application / nomination process

Applications for the Award may be made by all RANZCP members, including trainees, and specialist international medical graduates either on their own behalf, or nominations may be made by colleagues.

Applications and nominations must be made in writing by any one (1) member of the RANZCP, setting out their reasons for the application/nomination and include a statement of how the applicant/nominee is demonstrating outstanding innovative and sustained change towards improving or championing gender equity in psychiatry and psychiatric practice.

Applicants and Nominees who have or are currently working or training on a part-time basis, are on or are returning from parental leave, a break in training, or undertaking another form of leave including carers/family leave can be considered for the award and are encouraged to apply.

Applications and Nominations for the Award must be made in the manner specified by the RANZCP.

Prospective applicants or nominees for this Award can contact the College to ask who the selection panel members are before making their submission.

Selection panel process

The selection panel will consider the nominee's contribution, through outstanding innovative and sustained change, to improving or championing gender equity in psychiatry and psychiatric practice, in making a recommendation for the Award.

Selection panel composition

The selection panel shall consist of the Chair of the Awards and Recognition Committee and two members of the Gender Equity Subcommittee (or nominees).

At least one member of the Selection Panel must be from Australia and at least one from New Zealand. If no selection panel members are from New Zealand then the Chair will nominate a New Zealand representative. Achieving appropriate diversity, including gender balance, will also be considered when forming the Selection Panel.

Involvement in the Selection Panel may include a meeting with other panelists to review the candidates and come to an agreement on the winner, after review scoring has taken place.

It is the responsibility of all members of the selection panel to comply with the [RANZCP Declaring and Managing Conflict of Interest Guideline](#) and to promptly take appropriate action to effectively manage the conflict of interest. In the event that a conflict of interest is identified:

1. the Chair will be responsible for addressing the conflict and taking appropriate steps to ensure the integrity of the selection process is maintained; or
2. where the Chair declares a conflict of interest, and it is not possible to make alternative arrangements, the decision will be deferred to the remaining members of the selection panel.

Final determination

The selection panel's decision is final with the Board to be notified of the Award recipient.

Revision record

Date	Executive Manager, Membership Experience		
Authorising Body:	Board		
Responsible Committee:	RANZCP Gender Equity Subcommittee		
Document Code:	ToR The RANZCP Gender Equity Award		
Date	Version	Approver	Description
04/09/2026	1.0	Board	Creation of new <i>RANZCP Gender Equity Award</i> .
NEXT REVIEW: 2028			