

A pregnant woman in a white shirt is being examined by a young girl in a blue polka-dot dress. The girl is holding a stethoscope to the woman's belly. The background is a soft, out-of-focus white.

# **Gender & Leadership in Obstetrics & Gynaecology**

Master of Clinical Education  
Presentation

Dr Kirsten Connan  
Obstetrician/Gynaecologist





50 years of care  
餘年的照護服務

عناية صحية

Over



# Gender & Leadership in Obstetrics & Gynaecology (O&G)

## **PRIMARY (Institutional)**

Is there gender equity of leadership within O&G training institutions in Australia & New Zealand?

## **SECONDARY (Membership)**

What current leadership positions to members hold?

Does desire for leadership differ between genders?

Have members experienced gender bias?

Should RANZCOG consider gender quotas?



# The Royal Australian and New Zealand College of Obstetricians and Gynaecologists

**Excellence in Women's Health**

**Vision** – Excellence in women's health. To be the leading authority in women's health in Australia and New Zealand.

**Mission** – Through education and training, advocacy and policy development we influence the standard of care delivered in our community.



## TRAINEES

Working as a hospital registrar while completing the four years of training required before sitting the College's Fellowship examination.



## FELLOWS

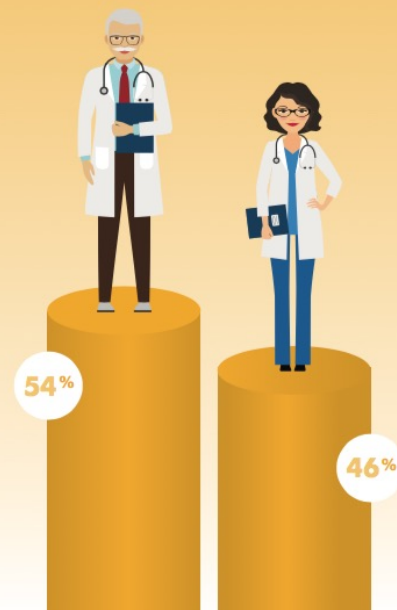
Obstetrician/gynaecologists in private practice, or in a senior position in a public or private hospital.



RANZCOG MEMBERSHIP  
**BY GENDER**



MALE: 95 | FEMALE: 380 | TOTAL: 475



MALE: 1110 | FEMALE: 945 | TOTAL: 2055



THE UNIVERSITY OF  
**MELBOURNE**

## Subspecialty and Gender of Obstetrics and Gynecology Faculty in Department-Based Leadership Roles

**Lisa Hofler, MD, MPH,**  
Department of Obstetrics and Gynecology Beth Israel Deaconess Medical Center Harvard  
Medical School

**Michele R. Hacker, ScD, MSPH,**  
Department of Obstetrics and Gynecology Beth Israel Deaconess Medical Center Harvard  
Medical School Harvard School of Public Health

**Laura E. Dodge, MPH, and**  
Department of Obstetrics and Gynecology Beth Israel Deaconess Medical Center

**Hope A. Ricciotti, MD**  
Department of Obstetrics and Gynecology Beth Israel Deaconess Medical Center Harvard  
Medical School

## Comparison of Women in Department Leadership in Obstetrics and Gynecology With Other Specialties

**Lisa G. Hofler, MD, MPH,**  
Department of Obstetrics and Gynecology, Beth Israel Deaconess Medical Center, Harvard  
Medical School, Boston, MA

**Michele R. Hacker, ScD, MSPH,**  
Department of Obstetrics and Gynecology, Beth Israel Deaconess Medical Center, Harvard  
Medical School, Harvard School of Public Health, Boston, MA

**Laura E. Dodge, ScD, MPH,**  
Department of Obstetrics and Gynecology, Beth Israel Deaconess Medical Center, Harvard  
Medical School, Boston, MA

and Gynecology, Beth Israel Deaconess Medical Center, Harvard

## FACTORS AFFECTING ACADEMIC PROMOTION IN OBSTETRICS AND GYNAECOLOGY IN CANADA

**Michelle R. Wise, MD,<sup>1,2,5</sup> Heather Shapiro, MD, FRCSC,<sup>1</sup> Janet Bodley, MD, FR**  
**Darren McKay, BCS,<sup>5</sup> Andrew Willan, PhD,<sup>3,4,5</sup> Mary E. Hannah, MDCM, FRCSC**

<sup>1</sup>Department of Obstetrics and Gynaecology, Mt. Sinai Hospital, Toronto ON

<sup>2</sup>Department of Obstetrics and Gynaecology, Sunnybrook and Women's College Health Sciences

<sup>3</sup>Department of Public Health Sciences

<sup>4</sup>Program in Population Health Sciences

<sup>5</sup>Maternal Infant and Reproductive

## We "never" train women in Sydney

Caroline M de Costa

**MJA • Volume 193 Number 11/12 • 6/20 December 2010**

*Australian and New Zealand Journal of Obstetrics and Gynaecology 2012; 52: 508-512*

DOI: 10.1111/ajo.12028

**Arthur Wilson Oration 2012**  
**'Hi Lucille, I'm Doctor Gold' – the changing roles of women in obstetrics and gynaecology**

*Prof Caroline de Costa, Obstetrics and Gynaecology, James Cook University School of Medicine, Cairns, Queensland, Australia.*

## Changes and challenges for women in academic obstetrics and gynecology

**Vicki L. Seltzer, MD**  
*New Hyde Park, New York*

**April 1999**  
**Am J Obstet Gynecol**

## EDITORS MESSAGE

**Women in leadership in obstetrics and gynecology: lig  
the end of the tunnel?**

**GANESH ACHARYA**

2016 Nordic Federation of Societies of Obstetrics and Gynecology, Acta Obstetrica et Gynecologica Scandinavica 95

# Methodology

- Literature review.
- Survey all trainees and fellows.
- Access public documents for all:
  - RANZCOG leadership positions.
  - RANZCOG accredited hospitals in Australia & NZ.
  - O&G university departments in Australia & NZ.
- Data analysis.
- Situate findings within the literature.

## Background

**This 5 minute survey aims to collect data on leadership among RANZCOG trainees and specialists.**

Involvement in this survey is voluntary. Data collected from this survey is anonymous. Participants are free to withdraw consent at any time, and to withdraw any unprocessed data previously supplied. The purpose of the project is for research only.

This survey has been created as part of a University of Melbourne Masters of Clinical Education project. Project supervisors are University of Melbourne academics A/Prof Clare Delany and Dr Jessica Gerrard. Ethics approval was obtained from the University of Melbourne. Data from this survey will be used for publication in a mini-thesis and in the ANZJOG. Data will not be disseminated to any third party.

To indicate your consent to participate in this survey please click on the next box to commence the first question.

Thank you for your time and consideration in participating in this survey.

Kind regards,  
Kirsten

Dr Kirsten Connan  
BSc, MBBS (Hons), FRANZCOG, DDU, Grad Dip (Clinical Teaching)  
Kirsten@tasogs.com

Please contact Dr Kirsten Connan if you have any further questions relating to this survey.

*RANZCOG statement: This survey has been approved for distribution by the Royal Australian and New Zealand College of Obstetricians and Gynaecologists. Approval by RANZCOG in no way constitutes ethics approval nor endorses the statements or opinions expressed in the survey or any publication arising from the survey's data or its interpretation.*

\* Do you currently hold a leadership position within RANZCOG, University, or your hospital?

☐ Yes

☐ No

\* Would you like to hold additional leadership positions now or in the future?

☐ Yes - within RANZCOG

☐ Yes - within my hospital

☐ No

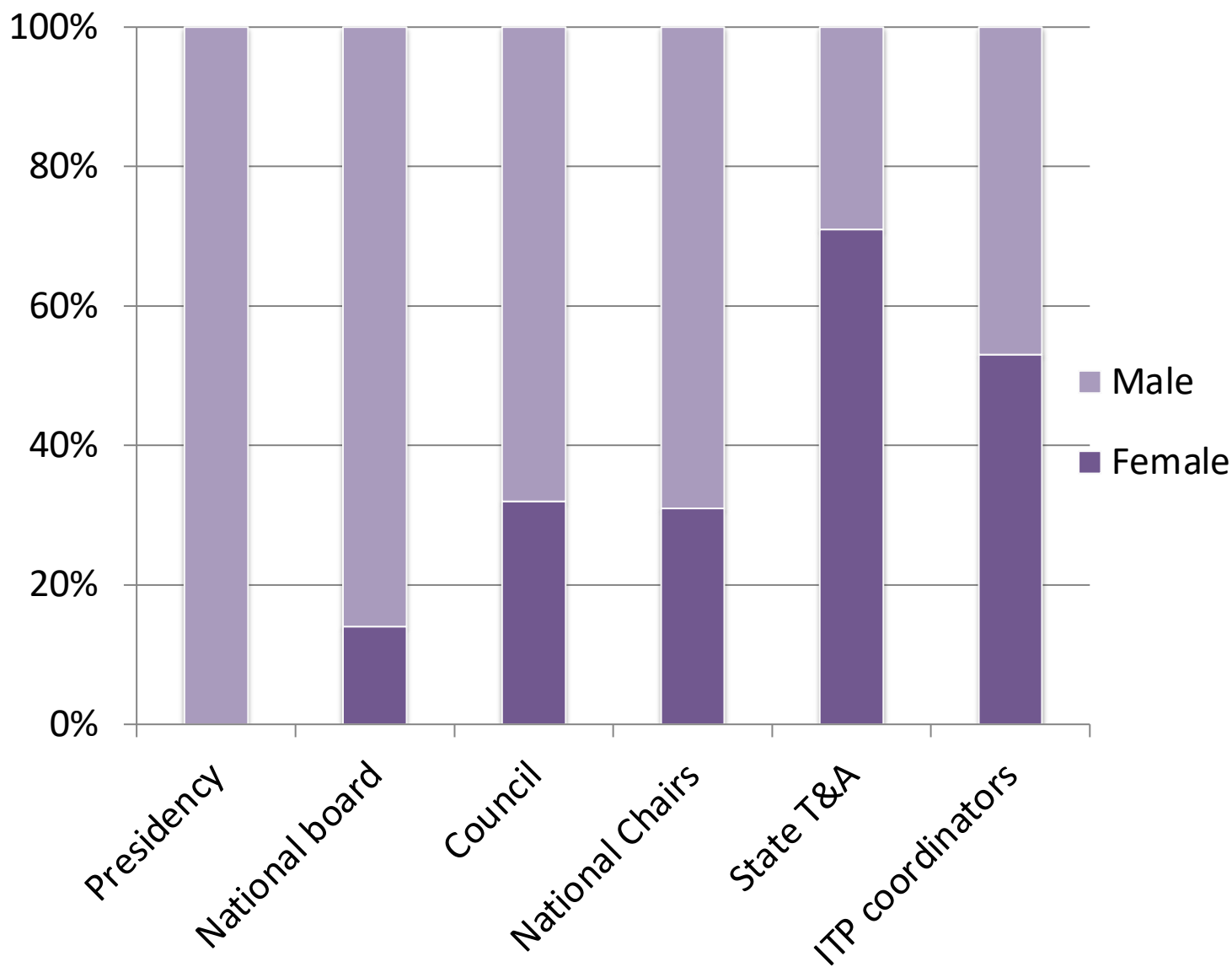
\* What factors stop you from seeking a leadership position or additional positions?

	Not significant		Moderately significant		Very significant
Available time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family commitments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having relevant experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having relevant skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Position availability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of interest	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

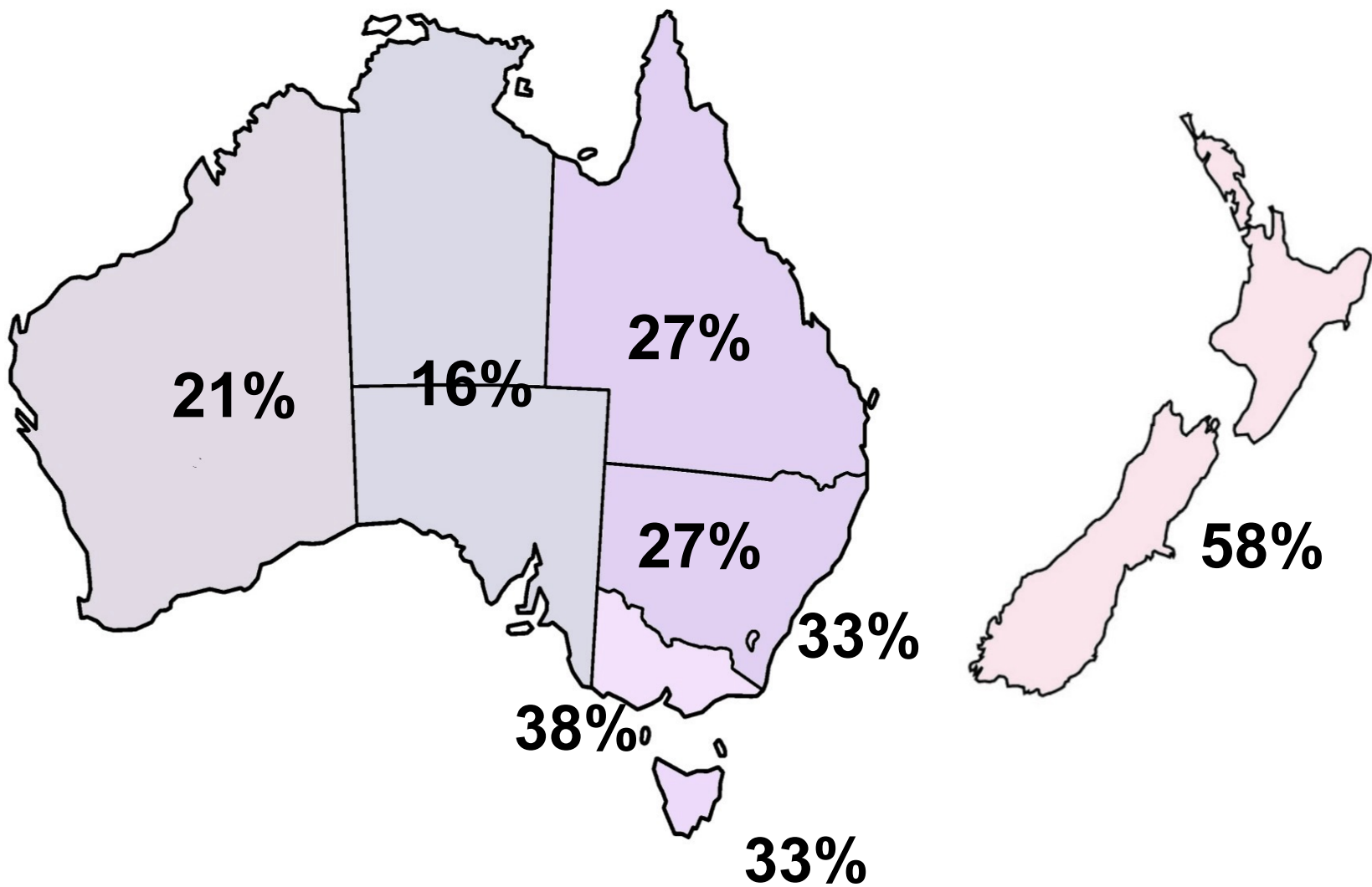
Other (please specify)



# RANZCOG leadership positions



# Accredited hospitals HOD



# University O&G Department Head

## Australia 33%

18 Universities  
20 Heads of department  
5 females (2 joint)

## New Zealand 67%

2 Universities  
3 Heads of department  
2 females (1 joint)



# Final thoughts

- Little past data available on Australian & New Zealand O&G gender and leadership.
- Leadership gender in O&G is poorly representative of both trainees and specialists.
- Survey currently underway, will provide some indication of reasons and remedy for imbalance.

Thank you!