



**College of Intensive Care Medicine**  
of Australia and New Zealand  
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## STATEMENT ON GENDER BALANCE WITHIN THE COLLEGE OF INTENSIVE CARE MEDICINE

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### INTRODUCTION

The College of Intensive Care Medicine is committed to providing an inclusive environment that welcomes contributions from the broad diversity of the intensive care community.

There is a gender imbalance in Intensive Care Medicine in Australia and New Zealand, and also throughout the world. This imbalance is more pronounced within senior academic and leadership positions. There are compelling reasons to pursue gender balance to ensure that intensive care medicine attracts the best medical graduates (of whom more than 50% are women), has a workforce representative of the community of patients it serves and reaps the advantages of diverse leadership teams.

This document outlines the commitments the College makes to promote an inclusive culture across all domains of College activity, with a focus on improving gender balance. In some areas the College has committed to targets for female representation. These are voluntary. They are not quotas and there are no penalties attached to them. Nevertheless, the College has adopted these targets as a statement of intent, recognising that targets are effective drivers of change.

### COMMITMENTS

#### 1. Gender balance across CICM leadership

The College will strive to improve female representation in CICM leadership roles by:

1.1 Regularly auditing and publishing female representation across the breadth of College leadership and representation positions including the College Board, speakers at College-affiliated meetings including the Annual Scientific Meeting, College examiners and members of College accreditation teams

1.2 Setting targets for female representation:

For College board members, College examiners and speakers at College-affiliated meetings the targets will be minimum 30% in 2019, minimum 40% in 2020 and 50% from 2022 onwards.

1.2.1 For elected positions such as the Board, the College will work towards these targets by promoting and encouraging diversity.

1.2.2 For positions on committees and other College affiliated roles, where a position remains unfilled, the College will seek suitably qualified candidates with consideration to gender and cultural diversity.

1.2.3 With regard to meeting targets for female representation at all College affiliated fora, the College will:

- Ensure the organising committee has acceptable female representation.
- Publish the College's expectations in the relevant manuals to ensure committees are well informed.
- Aim for diversity throughout all sessions, including balanced gender

representation when choosing session chairs, and particularly avoiding all-male panels wherever possible.

- Strive to invite speakers early, as women may be more likely to turn down late invitations for numerous reasons including greater difficulties travelling to meetings.
- Ensure, where possible, that events are family friendly; this could, for instance, include the provision of childcare facilities at the Annual Scientific Meeting.

1.3 Collaborate formally with the Women in Intensive Care Medicine Network (WIN-ANZICS) Committee.

## **2. Trainee selection**

The College will strive to ensure the trainee selection process is transparent and fair, and to minimise the impact of unconscious bias. This will be achieved by publishing objective criteria for trainee selection and using tools that select for diversity such as Situational Judgement Tests. The College will work towards blinding initial applications and ensure that any training selection panel includes at least one woman and one man. Panellists will be encouraged to undertake training in unconscious bias. Questions, whether written or at interview that could potentially discriminate based on protected characteristics (for example, caring responsibilities or sexual orientation) are prohibited.

## **3. Employment interviews**

College-accredited intensive care units will recruit intensive care doctors at all levels using transparent and fair processes. All employment selection panels should aim for 50% female representation on the interview panel, including at least one senior female and one senior male panellist, preferably both doctors. Questions that could potentially discriminate based on protected characteristics (for example, caring responsibilities or sexual orientation) are prohibited.

## **4. Flexible workplace environment**

The College commits to create and maintain a flexible training program that allows recruitment and retention of a diverse group of trainees, without compromising the rigorous standards for which CICM is recognised.

- 4.1 The College will support accredited ICUs to offer high quality part-time training positions and part time specialist positions. Accredited units should ensure that parental leave is accessible for trainees and specialists (see Regulation 5.7.3). Pregnant and breast-feeding trainees and specialists should be supported in rosters (eg avoiding night shifts in the third trimester) and in the provision of appropriate private facilities for breastfeeding or expressing breast milk. Appropriate time for these activities should be enabled.
- 4.2 Where training terms are interrupted by the start or end of parental leave, the College undertakes to provide advice to the trainee as to how the interrupted terms are likely to be accredited before the start of leave, so that the trainee can plan for future training.
- 4.3 The College will continue to support trainees and specialists transitioning back to clinical work following extended leave including parental leave (see IC-15).

## **5. Promoting respect and inclusivity within intensive care medicine**

The College commits to promoting respect and inclusivity in intensive care medicine

- 5.1 Ensuring that trainees and fellows are adept at effectively calling out inappropriate behaviour in the ICU by including speaking up in the face of BDSH behaviours and bystander silence in the mandatory communication training for all CICM trainees and

encouraging Fellows to do the same as part of CPD

- 5.2 In recognition of the insidious impact of unconscious bias on the career progression of minority-identifying doctors, the College undertakes to include unconscious bias training within workshops and symposia specifically addressing how to provide feedback and career advice to trainees in a gender-neutral manner. The College also undertakes to recognise unconscious bias and cultural competence training within the College CPD framework.

Please refer to IC-20 for further detail.

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*This document was prepared in collaboration with the WIN-ANZICS Committee.*

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