

Resolution 2019 – 217

MSSNY Policy on Gender Equity in Medicine

Introduced by the Women Physicians Committee of MSSNY, Suffolk County Medical Society, and the Eighth District Branch

ADOPTED

RESOLVED: That MSSNY support institutional, departmental and practice policies that promote transparency in defining the criteria for initial and subsequent physician compensation; advocate for pay structures based on objective, gender-neutral criteria; and be it further

RESOLVED: That MSSNY encourage a specified approach, sufficient to identify gender disparity, to oversight of compensation models, metrics, and actual total compensation for all employed physicians; promote training to identify and mitigate implicit bias in compensation determination; recommend elimination of the question of prior salary information from job applications for physician recruitment in academic and private practice; and be it further

RESOLVED: That MSSNY create an awareness campaign to inform physicians about their rights under the Lilly Ledbetter Fair Pay Act and Equal Pay Act, which took effect in 2009, restoring protection against pay discrimination⁷, establish educational programs to help empower all genders to negotiate equitable compensation.