

## **Resolution 2019 – 216**

Advancing Gender Equity in Medicine

*Introduced by the Women Physicians Committee*

### **ADOPTED**

RESOLVED: That MSSNY promote pay structures based on objective, gender-neutral criteria; and be it further

RESOLVED: That MSSNY promote and/or develop educational programs to help empower physicians of all genders to negotiate equitable compensation; and be it further

RESOLVED: That MSSNY advocate for training to identify and mitigate implicit bias in compensation decision making for those in positions to determine salary and bonuses, with a focus on how subtle differences in the evaluation of physicians of different genders may impede compensation and career advancement; and be it further

RESOLVED: That MSSNY collect and analyze comprehensive demographic data and produce a report on gender equity, including, but not limited to, membership; representation in the House of Delegates; reference committee makeup; and leadership positions within MSSNY, and disseminate this report to the House of Delegates and the MSSNY membership beginning with the Annual Meeting in 2020 and continuing yearly thereafter, with recommendations to support ongoing gender equity efforts.