

**RESOLUTION 05.2019-02 (A-20)**  
**ADVANCING GENDER EQUITY IN MEDICINE**

**ISMS Board Action Taken on 10/26/2019**

**Adopted Resolution 05.2019-02 (A-20), as amended by the Medical Legal Council.**

Medical Legal Council Service Recommendation to ISMS Board on 10/26/2019

The Council expressed some concern with the language in Resolved clauses 1 and 3. The resolution's authors agreed with the suggested edits and friendly amendments were incorporated.

The Medical Legal Council recommends that the ISMS Board of Trustees adopt Resolution 05.2019-02 (A-20), as amended:

RESOLVED, that the Illinois State Medical Society draft and disseminate a report detailing its positions and recommendations for gender equity in medicine, including clarifying principles for ~~state and~~ Illinois medical specialty societies, academic medical centers and other entities that employ physicians, to be submitted immediately to the Board of Trustees, followed by submission to the House for consideration at the 2020 Annual Meeting; and be it further

RESOLVED, that the Illinois State Medical Society: (a) advocate for institutional, departmental and practice policies that promote transparency in defining the criteria for initial and subsequent physician compensation; (b) advocate for pay structures based on objective, gender-neutral objective criteria; (c) encourage a specified approach, sufficient to identify gender disparity, to oversight of compensation models, metrics, and actual total compensation for all employed physicians; and (d) advocate for training to identify and mitigate implicit bias in compensation determination for those in positions to determine salary and bonuses, with a focus on how subtle differences in the further evaluation of physicians of different genders may impede compensation and career advancement; and be it further

RESOLVED, that the Illinois State Medical Society recommend as immediate actions to reduce gender bias (a) eliminate of the question of prior salary information from job applications for physician recruitment in academic and private practice; (b) inform physicians about their rights under ~~the Lilly Ledbetter Fair Pay Act and Equal Pay Act~~ federal and state law; (c) establish educational programs to help empower all genders to negotiate equitable compensation; (d) work with relevant stakeholders to host

41 a workshop on the role of medical societies in advancing women in medicine, with co-  
42 development and broad dissemination of a report based on workshop findings; and (e)  
43 create guidance for medical schools and health care facilities for institutional  
44 transparency of compensation, and regular gender-based pay audits; and be it further  
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46         RESOLVED, that the Illinois State Medical Society collect and analyze  
47 comprehensive demographic data and produce a study on the inclusion of women  
48 members including, but not limited to, membership, representation in the House of  
49 Delegates, reference committee makeup, and leadership positions within our Illinois  
50 State Medical Society, including the Board of Trustees, Councils and Section  
51 governance, plenary speaker invitations, recognition awards, and grant funding, and  
52 disseminate such findings in regular reports to the House of Delegates, beginning at A-  
53 19 and continuing yearly thereafter, with recommendations to support ongoing gender  
54 equity efforts; and be it further  
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56         RESOLVED, that the Illinois State Medical Society commit to pay equity across  
57 the organization.