

**RESOLUTION 12.2020-32 (A-21)**  
**ADVANCING GENDER EQUITY IN ISMS LEADERSHIP**  
**REPRESENTATION**

**ISMS Board Action Taken on 01/30/2021**

**Adopted Resolution 12.2020-32 (A-21), as amended by the Board of Trustees.**

ISMS Board Considered this Resolution on 01/30/2021

The Illinois Department of Financial and Professional Regulation does not release data regarding physician demographics in Illinois, but in any case, as a voluntary membership organization, our goal should be to maximize participation among physicians of all descriptions from around Illinois and make sure all members have equal access to leadership opportunities. As the gender equity report discussed above shows, the gender makeup of most of our councils and committees – our primary avenue for leadership development – is roughly proportional to the gender breakdown of ISMS membership, being composed of roughly two-thirds male members and one-third female members. Our councils and committees also represent our greatest potential engine for membership recruitment, and they must be empowered and equipped to recruit women physicians. With all these facts in mind, it is recommended that the Board amend the first resolved clause of this resolution to remove its statistical goal while affirming the principle of gender equity in ISMS leadership.

The reporting element contained in the second resolved clause overlaps significantly with the requirements of Resolution 05.2019-02 (A-20), Advancing Gender Equity in Medicine, that ISMS “draft and disseminate a report detailing its policies and recommendations for gender equity in medicine” and “collect and analyze comprehensive demographic data and produce a study on the inclusion of women members including, but not limited to, membership, representation in the House of Delegates, reference committee makeup, and leadership positions within our Illinois State Medical Society ... and disseminate such findings in regular reports to the House of Delegates.” The Board adopted this resolution in 2020, and the first such report has been submitted in the January 30, 2021 Chair’s Report to the Board.

It is recommended that the ISMS Board of Trustees adopt Resolution 12.2020-32 (A-21), as amended:

RESOLVED, that the ISMS Board of Trustees, its Chair and Nominating Committee will actively encourage, recruit, appoint and nominate women ISMS members to the Board of Trustees, standing Councils and Committees, its delegation to

40 the American Medical Association House of Delegates and Executive Leadership  
41 positions with the goal of achieving strong and equitable representation of women  
42 physicians within ISMS. ~~that is proportional to their numbers in active practice in the~~  
43 ~~state of Illinois; and be it further~~

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45 ~~RESOLVED, that the ISMS Chair of the Board of Trustees will publish an annual report~~  
46 ~~on the efforts and progress in achieving gender equity within the Board of Trustees,~~  
47 ~~standing Councils and Committees, its delegation to the American Medical Association~~  
48 ~~House of Delegates and Executive Leadership positions, to be presented at the ISMS~~  
49 ~~Annual House of Delegates meeting, beginning in the year 2022.~~