

**Board Adopted Resolution as Amended  
(October 2019)  
(Affirmed; 2020 Annual Meeting)**

**ILLINOIS STATE MEDICAL SOCIETY**

**Resolution 05.2019-02  
(A-20)**

Introduced by: Shikha Jain, MD, Niva Lubin-Johnson, MD, Karen Nichols, DO,  
and Katherine Tynus, MD, ISMS Members

Subject: Advancing Gender Equity in Medicine

Referred to: Medical Legal Council

---

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

7  
8           RESOLVED, that the Illinois State Medical Society: (a) advocate for  
9 institutional, departmental and practice policies that promote transparency in defining  
10 the criteria for initial and subsequent physician compensation; (b) advocate for pay  
11 structures based on objective, gender-neutral objective criteria; (c) encourage a  
12 specified approach, sufficient to identify gender disparity, to oversight of compensation  
13 models, metrics, and actual total compensation for all employed physicians; and (d)  
14 advocate for training to identify and mitigate implicit bias in compensation  
15 determination for those in positions to determine salary and bonuses, with a focus on  
16 how subtle differences in the further evaluation of physicians of different genders may  
17 impede compensation and career advancement; and be it further

18  
19           RESOLVED, that the Illinois State Medical Society recommend as immediate  
20 actions to reduce gender bias (a) eliminate of the question of prior salary information  
21 from job applications for physician recruitment in academic and private practice; (b)  
22 inform physicians about their rights under ~~the Lilly Ledbetter Fair Pay Act and Equal~~  
23 Pay Act federal and state law; (c) establish educational programs to help empower all  
24 genders to negotiate equitable compensation; (d) work with relevant stakeholders to  
25 host a workshop on the role of medical societies in advancing women in medicine, with

1 co-development and broad dissemination of a report based on workshop findings; and  
2 (e) create guidance for medical schools and health care facilities for institutional  
3 transparency of compensation, and regular gender-based pay audits; and be it further  
4

5         RESOLVED, that the Illinois State Medical Society collect and analyze  
6 comprehensive demographic data and produce a study on the inclusion of women  
7 members including, but not limited to, membership, representation in the House of  
8 Delegates, reference committee makeup, and leadership positions within our Illinois  
9 State Medical Society, including the Board of Trustees, Councils and Section  
10 governance, plenary speaker invitations, recognition awards, and grant funding, and  
11 disseminate such findings in regular reports to the House of Delegates, beginning at A-  
12 19 and continuing yearly thereafter, with recommendations to support ongoing gender  
13 equity efforts; and be it further  
14

15         RESOLVED, that the Illinois State Medical Society commit to pay equity across  
16 the organization.