







Actions that individuals and organizations can take to address the gender pay gap in Canadian medicine

	PROVINCIAL/ TERRITORIAL GOVERNMENTS	PROFESSIONAL ASSOCIATIONS	FACULTIES OF MEDICINE	CLINICAL LEADERS	INDIVIDUAL PHYSICIANS
 Transparent aggregate data stratified by gender and other demographics	Transparent reporting of physician payments		Transparent reporting of salary support and promotion to physicians within an institution	Transparent reporting of income to physicians within a practice plan	Ask for data stratified by gender and demographics
 Anti-oppression training	Training for leadership and those on negotiation committees		Training for all faculty	Training for all clinical leaders	Act as role-models by doing training
 Standard, fair, and transparent hiring and promotion practices	E.g. for physician leadership roles	E.g. for committees, executive	E.g. for new hires, salary support, promotion		Advocate for open, advertised competitions with transparent process
 Actively seek women for leadership roles	Gender representation on negotiation committees	Gender representation on negotiation committees, executive, and board	Gender representation on hiring committees Actively seek and encourage female candidates	Actively mentor and sponsor women	
 Better maternity and parental leave programs	Improve maternity and parental benefits programs		Support colleagues who are taking maternity and parental leave		
 Other specific actions	Address disparities in fee-codes for “procedural” and “non-procedural” services and for surgical procedures for men versus women Apply gender-based analysis to discussions of income relativity		Expose and challenge the “hidden” curriculum, starting with faculty education Apply a feminist critique to medical curricula	Adopt standard and transparent starting salaries Implement centralized, objective, and transparent referral and triage systems	Support women by leaning-in domestically and sharing household labour more equitably