

A10
American Medical Student Association
House of Delegates 2022
Resolution:

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Subject: Principles Regarding Representation of Women in Medicine

Type: Addition to Principles

WHEREAS women physicians have been historically underrepresented in recognition awards and achievements [1].

WHEREAS women are 35% less likely to receive a call back for an interview compared to male counterparts based on qualification level and parenthood status [2].

WHEREAS women are underrepresented in leadership in healthcare representing only 18% of medical school deans and 13% of healthcare CEOs [3] and women physicians on average earn \$105,000 less pay per year contributing to the widening 27.7% gender pay gap [5].

WHEREAS first-time male grantees receive a median research grant of \$165,721, women only receive a median grant of about \$126,615 in funding [4].

THEREFORE BE IT RESOLVED that the Principles Regarding Representation of Women in Medicine (pg. 80) be **AMENDED BY ADDITION** to state:

The American Medical Student Association

1. ENCOURAGES the recognition of Women in Medicine Month established by the AMA to honor the growing number of women serving in the healthcare professions.
2. SUPPORTS the investing in pipeline programs and initiatives at the premedical and medical level to increase the number of women hired in medicine and OPPOSES the

discrimination against women that occurs through biases in hiring criteria and social barriers.

3. ENCOURAGES goals for hospital administrations to promote more women of color into roles of senior management/administration to combat underrepresentation in leadership and SUPPORTS equal pay for women in healthcare roles
4. SUPPORTS increased funding for women conducting research within the healthcare field to close the gender gap in science research funding.

Fiscal Note: None

Citations:

1. Silver, J. K., Blauwet, C. A., Bhatnagar, S., Slocum, C. S., Tenforde, A. S., Schneider, J. C., ... & Mazwi, N. L. (2018). Women physicians are underrepresented in recognition awards from the Association of Academic Physiatrists. *American journal of physical medicine & rehabilitation*, 97(1), 34.
2. González, M. J., Cortina, C., & Rodríguez, J. (2019). The role of gender stereotypes in hiring: A field experiment. *European Sociological Review*, 35(2), 187-204.
3. Salles, A. (2019, July 23). *Gender bias narratives in medicine*. Physician's Weekly. <https://www.physiciansweekly.com/gender-bias-narratives-in-medicine>.
4. Oliveira, D. F., Ma, Y., Woodruff, T. K., & Uzzi, B. (2019). Comparison of National Institutes of Health grant amounts to first-time male and female principal investigators. *Jama*, 321(9), 898-900.
5. Asgari, M. M., Carr, P. L., & Bates, C. K. (2019). Closing the gender wage gap and achieving professional equity in medicine. *Jama*, 321(17), 1665-1666.