

Table 1: What suggestions do you have to drive change towards gender equity?

Themes, Representative Quotations, and Recommendations from PHM Division Directors

THEME	SELECTED REPRESENTATIVE QUOTATIONS	RECOMMENDATIONS
Increase Transparency in Compensation	<p>"Have a broader pediatric benchmark from orgs like AMSPDC, AAP, APA, etc. and then the US government"</p> <p>"Transparency of data, data stratified by gender "</p>	<p>Make national pediatric salary benchmarking data publicly accessible</p> <p>Implement standardized compensation packages to eliminate variations subject to bias</p>
Expand Caregiver Supports	<p>"The biggest immediate needs are for adequate FMLA and restructuring of clinical time for pregnancy, parental leave for birthing and non-birthing parents"</p> <p>"I would otherwise have been eligible based on the practice pathway clinical hours requirement, but was denied ability to take boards due to having a baby in June 2019 and not starting practice in July."</p> <p>"We need more childcare, including evening and weekend hours when we need doctors to work and there isn't childcare. We have lost [single parent providers] who couldn't make the schedule work."</p> <p>"Yes we have fertility benefits but it covers limited cycles of egg harvesting and even less IVF. And it is one time so if a fellow uses the benefit and stays as faculty they can't access again which hurts recruitment."</p>	<p>Paid leave for all caregivers, including both birthing and non-birthing parents</p> <p>Develop staffing models that cover caregiving leaves without burdening other faculty; offer additional compensation or shift-premium pay for those who fill in</p> <p>Expand childcare access including evening and weekend hours</p> <p>Address certification and career milestones impacted by caregiving</p> <p>Support individuals pursuing family-building through fertility treatments, adoption, surrogacy, etc.</p>
Strengthen Career Development & Advancement	<p>"Continue to provide mentorship to our newer colleagues joining the group, support physicians who are interested in leadership roles"</p> <p>"The more we start acting on narrowing the gaps, the quicker we can shift the bias towards equity among others to participate in growth. Women have tendency to slow down in academia for many reasons, but if there's a robust system to support them for each transitional season they go through, we will have a better chance for having women keep moving and not plateau."</p> <p>The biggest difference in my group is that the women take the leadership roles, where you are always expected to be available and you work many more hours than what that protected time is. The men in my team are just not signing up for that."</p>	<p>Establish broad mentoring networks at institutional and national levels</p> <p>Consider term limits for certain leadership positions</p> <p>Sponsor junior faculty for opportunities that would increase institutional and national visibility and recognition</p> <p>Evaluate promotion criteria to minimize gender bias and ensure transparency in promotion timelines</p> <p>Survey women nationally to identify and address specific barriers by career stage</p>
Counter Bias Through Education & Allyship	<p>"I expect that equity will improve as physician demographics change with regard to gender. Leadership roles are often occupied by older physicians, which were typically men. Now that women outnumber men, particularly in pediatrics, there will be more seasoned women physicians applying for those positions. We need to involve men in the advocacy"</p>	<p>Promote awareness of gender inequities through education</p> <p>Involve men in advocacy efforts and allyship</p>
Foster Psychological Safety through Open Dialogue	<p>"Creating an environment where the issue can be openly discussed"</p> <p>"peer evaluation of 'advocates' chosen to lead gender equity initiatives"</p> <p>"As women, it is difficult to be authentic and there is a cultural expectation to fit in to a mostly white man's world still, even in pediatrics"</p>	<p>Create environments for open discussion about gender equity</p> <p>Evaluate gender equity advocates through peer review</p> <p>Address cultural expectations for women in leadership</p>
Advance Institutional Support and Accountability	<p>"...understanding the extent of and addressing the inequity across the department and across the institution (for example--are we treated differently as a subspecialty group since we are nearly all women, compared to groups with a larger proportion of men)?"</p> <p>"Accountability for senior leaders (mostly men) who are comfortable in those positions making it less likely that a more junior person has the opportunity"</p>	<p>Extend equity efforts from division to department and institutional levels</p> <p>Identify visible female leader role models</p> <p>Ensure accountability for senior leaders</p>