

REPRESENTATION MATTERS: An exploration of EDI in reproductive health societies' leadership

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Background

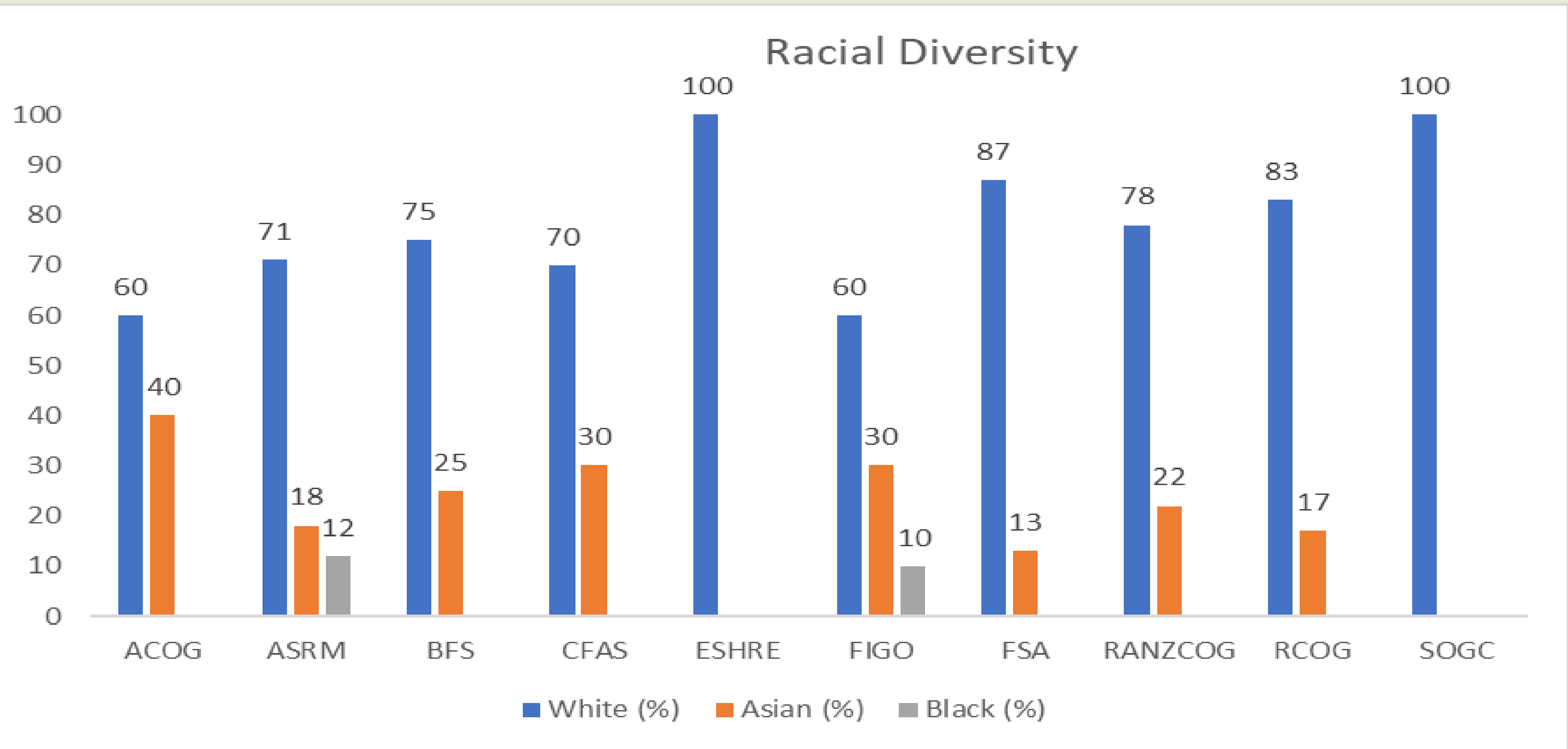
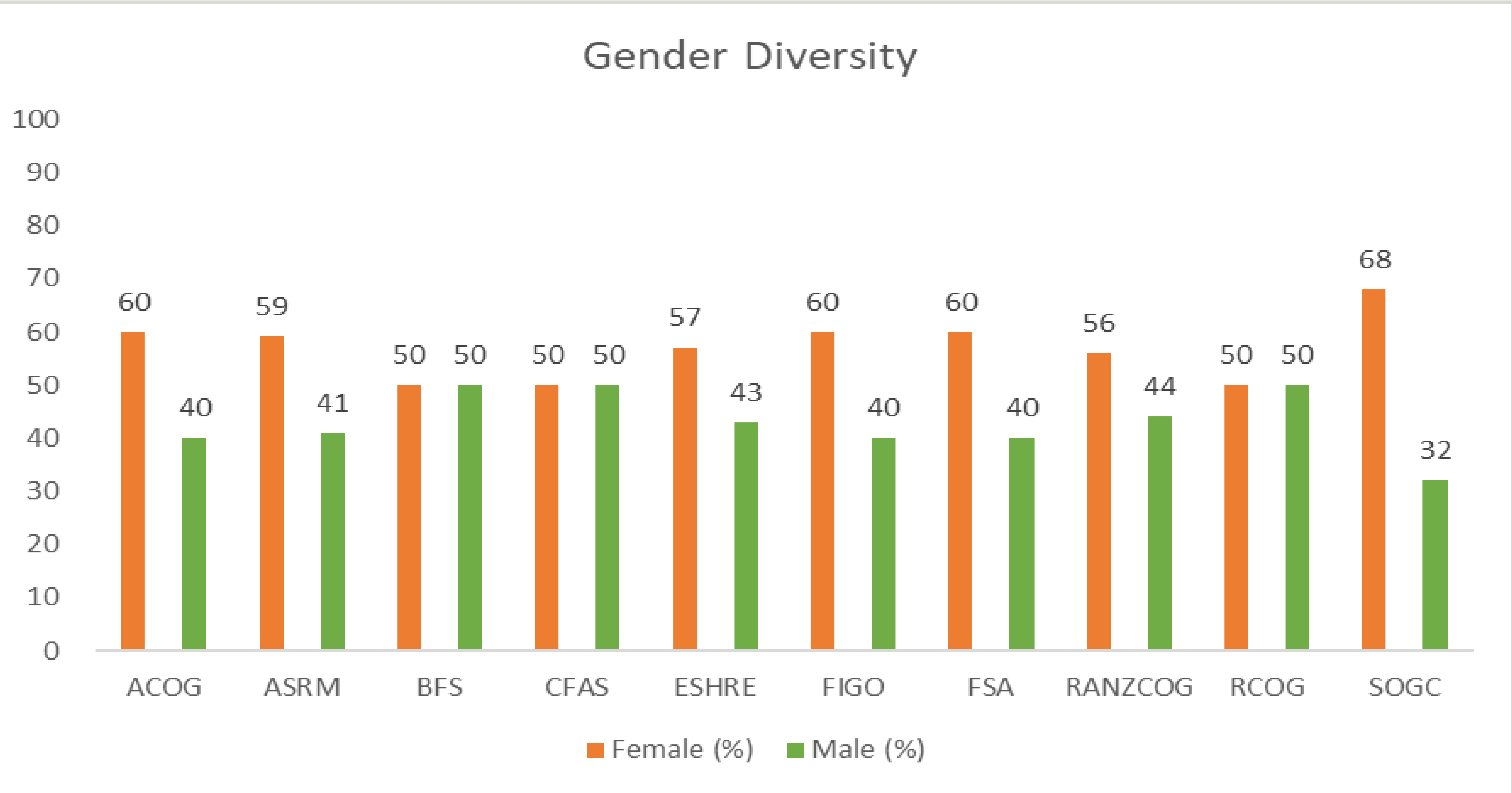
Reproductive health societies promote understanding and interest in reproductive biology and medicine. They are leading authorities, providing guidelines, opinions, and direction to practitioners, policy makers and the public. Many societies have clear Equality and Diversity Statement on their website, suggesting that they value representation of members from whom they obtain fees. This study reviews the diversity in leadership of major fertility and reproductive health societies in Europe, North America, Australia and internationally.

Methods

An audit of 10 leading fertility and reproductive health societies' websites, assessing gender and ethnic diversity was conducted.
Inclusion: Executive leadership team /governing board members
Exclusion: Subgroup leaders / special interest group coordinators.

- American College of Obstetricians and Gynaecologists(ACOG)
- American Society for Reproductive Medicine(ASRM)
- British Fertility Society(BFS)
- Canadian Fertility and Andrology Society(CFAS)
- European Society of Human Reproduction and Embryology(ESHRE)
- The Fertility Society of Australia and New Zealand(FSA)
- International Federation of Obstetrics and Gynaecology(FIGO),
- The Royal Australian and New Zealand College of Obstetricians and Gynaecologists(RANZCOG)
- Royal College of Obstetricians and Gynaecologists (RCOG)
- The Society of Obstetricians and Gynaecologists of Canada(SOGC).

Results



Conclusions

There appears to be good gender diversity across organisations, but poor racial diversity. As reproductive health organisations continue make extensive contributions to the field, it is important for their leadership to represent the diversity of members and wider population they serve. With issues such as maternal mortality and worse reproductive health outcomes in BAME communities, there remains a need to move beyond diversity and equality statements on websites, to actively deploying policies and processes to improve and monitor representation.

Considerations:
Results presented are based on a snapshot at the time of audit. Organizations periodically change leadership. Gender analysis was based on self-identification in individual's profile biography.



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