



MEDIA RELEASE

27 October 2022

RANZCR Champions Gender Diversity and Equality in Radiology

The Royal Australian and New Zealand College of Radiologists (RANZCR) today opens its 72nd Annual Scientific Meeting (ASM) at the Adelaide Convention Centre, starting with a Women in Leadership Breakfast to recognise and celebrate outstanding female leaders as role models in radiology while acknowledging the gender gap in the radiology workforce and the under-representation of female radiologists in leadership roles.

The RANZCR membership data (2012-2022) indicate an increase of female clinical radiologists from 25% to 31% and that of radiation oncologists from 39% to 44% in Australia and New Zealand, which is still an under-representation of female radiologists when compared with gender distribution of medical students and junior doctors.

In Australia, 30% of academic leadership positions were held by women in 2019 despite women accounting for 40% of the medical workforce and greater than 50% of medical students¹. These numbers are exacerbated in clinical radiology where women are significantly under-represented at higher leadership levels.

Internationally, academic radiology has a “leaky pipeline”, where the proportion of women incrementally decreases as they progress further along the career path towards leadership and senior faculty positions. While there may be parity in medical school, female representation drops to 25% at the faculty level and constitutes less than 10% of academic leadership positions².

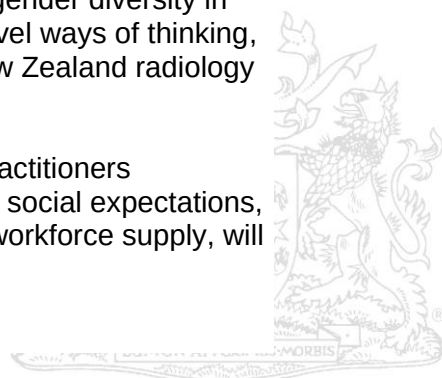
Clin A/Prof Sanjay Jeganathan, RANZCR President, said: “It is of great importance that we recognise the gender gap, which is the first step towards achieving gender diversity and equality in our workforce. I firmly believe that improving gender diversity in the radiology workforce will ultimately deliver patient-centred care and better health outcomes. I pledge that the College will embark on this journey through enabling innovations and collaborations that can achieve gender equality.”

Dr Sally Ayesa, clinical radiologist and researcher, said: “A gender gap exists in radiology leadership around the world and Australia is no exception. Improved gender diversity in leadership brings increased breadth of experience, new ideas and novel ways of thinking, which is why striving for this is so important for our Australian and New Zealand radiology community.”

Dr WanYin Lim, clinical radiologist, said: “Male and female medical practitioners participate in the workforce differently. Understanding the cultural and social expectations, economic productivity, professional opportunities, and the effects on workforce supply, will aid workforce planning.”

¹ Action needed to achieve gender equality in medical leadership and the medical profession [Internet]. Australian Medical Association. 2020 [cited 2022 Apr 2]. Available from: <https://www.ama.com.au/media/action-needed-achieve-gender-equity-medical-leadership-and-medical-profession>

² Weigel KS, Kubik-Huch RA, Gebhard C. Women in radiology: why is the pipeline still leaking and how can we plug it? Acta Radiologica. 2020 Jun 1;61(6):743–8.





The Royal Australian and New Zealand College of Radiologists®

The Women in Leadership Breakfast also features Dr Catherine Jones (AUS), clinical radiologist, and Dr Anita Mahajan (USA), radiation oncologist, who share their leadership journeys as women and reflect on challenges in medicine in reaching gender equality.

Please visit: <https://www.ranzcr2022.com/> for more information.
Search or use #RANZCR2022 to follow updates from the RANZCR ASM 2022 on social media.

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About RANZCR

The Royal Australian and New Zealand College of Radiologists (RANZCR) is committed to improving health outcomes for all, by educating and supporting clinical radiologists and radiation oncologists. RANZCR is dedicated to setting standards, professional training, assessment and accreditation, and advocating access to quality care in both professions to create healthier communities.

RANZCR creates a positive impact by driving change, focusing on the professional development of its members and advancing best practice health policy and advocacy, to enable better patient outcomes.

RANZCR members are critical to health services: radiation oncology is a vital component in the treatment of cancer; clinical radiology is central to the diagnosis and treatment of disease and injury.

For more information, go to www.ranzcr.com and follow us on [LinkedIn](#), [Twitter](#) and [Facebook](#).