Advancing Gender Equity
The MMA endorses the AMA’s “Principles for Advancing Gender Equity in Medicine.” The MMA:

1. Declares it is opposed to any exploitation and discrimination in the workplace based on personal characteristics (i.e., gender);
2. Affirms the concept of equal rights for all physicians and that the concept of equality of rights under the law shall not be denied or abridged by the U.S. Government or by any state on account of gender;
3. Endorses the principle of equal opportunity of employment and practice in the medical field;
4. Affirms its commitment to the full involvement of women in leadership roles throughout the federation and encourages all components of the federation to vigorously continue their efforts to recruit women members into organized medicine;
5. Acknowledges that mentorship and sponsorship are integral components of one’s career advancement and encourages physicians to engage in such activities;
6. Declares that compensation should be equitable and based on demonstrated competencies/expertise and not based on personal characteristics;
7. Recognizes the importance of part-time work options, job sharing, flexible scheduling, re-entry, and contract negotiations as options for physicians to support work-life balance;
8. Affirms that transparency in pay scale and promotion criteria is necessary to promote gender equity, and, as such, academic medical centers, medical schools, hospitals, group practices and other physician employers should conduct periodic reviews of compensation and promotion rates by gender and evaluate protocols for advancement to determine whether the criteria are discriminatory;
9. Affirms that medical schools, institutions and professional associations should provide training on leadership development, contract and salary negotiations and career advancement strategies that include an analysis of the influence of gender in these skill areas.