

# WONCA's Gender Equity Standards (GES): 10 Years from Conception to Delivery

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on behalf of the WONCA Working Party on Women and Family Medicine

## Purpose:

The WONCA World Council unanimously endorsed the Gender Equity Standards (GES) for Scientific Meetings in Cancun in 2010. In taking this unique step WONCA affirmed that attention to women's experiences and status is an important human rights initiative.



## Preconception:

- 1998 WONCA Dublin fails to include women family doctors as conference presenters or women's health as a key topic: 50-100 women proposed the establishment of a Women in Family Medicine Special Interest Group (SIG)
- 2001 WONCA Durban established the WONCA Working Party for Women and Family Medicine (WWPWFM)

## Conception:

- 2006 Hamilton, Hamilton Equity Recommendations (HER) Statement

## Gestation:

- 2007 WONCA Singapore World Council unanimously endorsed the HER Statement
- 2009 WWPWFM Norwich interim meeting, endorses the GES Statement and Gender Equity Bylaws

## Delivery:

- 2014 Millcroft Inn, Ontario – Levitt, Lent, Candib and Strasser draft the GES Guidebook and Checklist
- 2015 WWPWFM Manila suggests short Handbook
- 2016 WONCA Executive does not endorse the GES Guidebook. Further discussions continue at the regional meetings, preconference and GES workshop in Rio.

## Growth and Development:

- 2016 WONCA Rio share with WWPWFM, regional leaders, committee leaders, general membership (*meetings, poster, workshop*)
- Disseminate through WWPWFM list serve, interested parties, medical organizations, experts, publication in medical and non-medical journals, website, etc.



## GES Standards (abridged version)

1. **Committee structure.** All conference committees adhere to principles of gender equity.
2. **Program content.** All themes include a gender perspective or analysis. All calls for proposals request a gender consideration. Women's health topics are encouraged.
3. **Gender balance.** The scientific committee promotes gender balance for speakers for workshops.
4. **Plenary speakers.** Deserving women are purposefully and proactively considered as plenary speakers.
5. **Bursaries.** The Host Organizing Committee purposefully distributes bursaries in a gender equitable fashion.
6. **Leadership development.** Scientific committees promote leadership development at each conference.
7. **Family activities.** The Host Organizing Committee facilitates accessible childcare.
8. **Social Events.** All social activities are respectful of the gender, national origin, and ethnicity of participants.
9. **Corporate sponsorship and marketing.** The scientific committee restricts external sponsors who conduct policy or market products that adversely affect women.
10. **Interactive educational styles.** Scientific committees encourage interactive teaching and learning styles.



The GES will have a major impact on how women reach their full potential in family medicine and at scientific conferences around the world.