Advancing women in healthcare leadership

WHAT WORKS?

WHY PRIORITISE EQUITY IN HEALTHCARE LEADERSHIP?

- Healthcare is delivered by women and led by men (1)
- Leadership does not reflect the community or healthcare workforce.
- Equity and diversity in leadership leads to improved healthcare, workforce and quality of care outcomes (1)

WHAT IS ALREADY KNOWN?

- Making the case
  - Inequity & barriers to women’s leadership pathway
- Fixing the woman
  - Strategies for women to address barriers
- Fixing the system
  - Practices, policies, interventions

WHAT IS THE SOLUTION?

1. A collaborative, partnership approach
   - Evidence-based
   - Coproduction
   - National partnership & tailored to context
   - Intervention development
   - Implementation & scale up
   - Organisational and systems change

2. Start with evidence-based interventions (2)
   - Organisational leadership commitment & accountability
   - Organisational processes
   - Awareness & engagement
   - Mentoring & networking
   - Leadership development
   - Support tools

3. Apply evidence-based implementation approaches (3)
   - Successful implementation needs:
     - Intervention fit & fidelity
     - Leadership commitment & accountability
     - Cultural context & organisational readiness

4. Create a workplace culture that supports women’s credibility as leaders (4)
   - Address systemic barriers
   - Challenge gendered assumptions of leadership
   - Provide mentoring opportunities
   - Build practices that foster credibility, collaboration and continuous improvement.


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