

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:

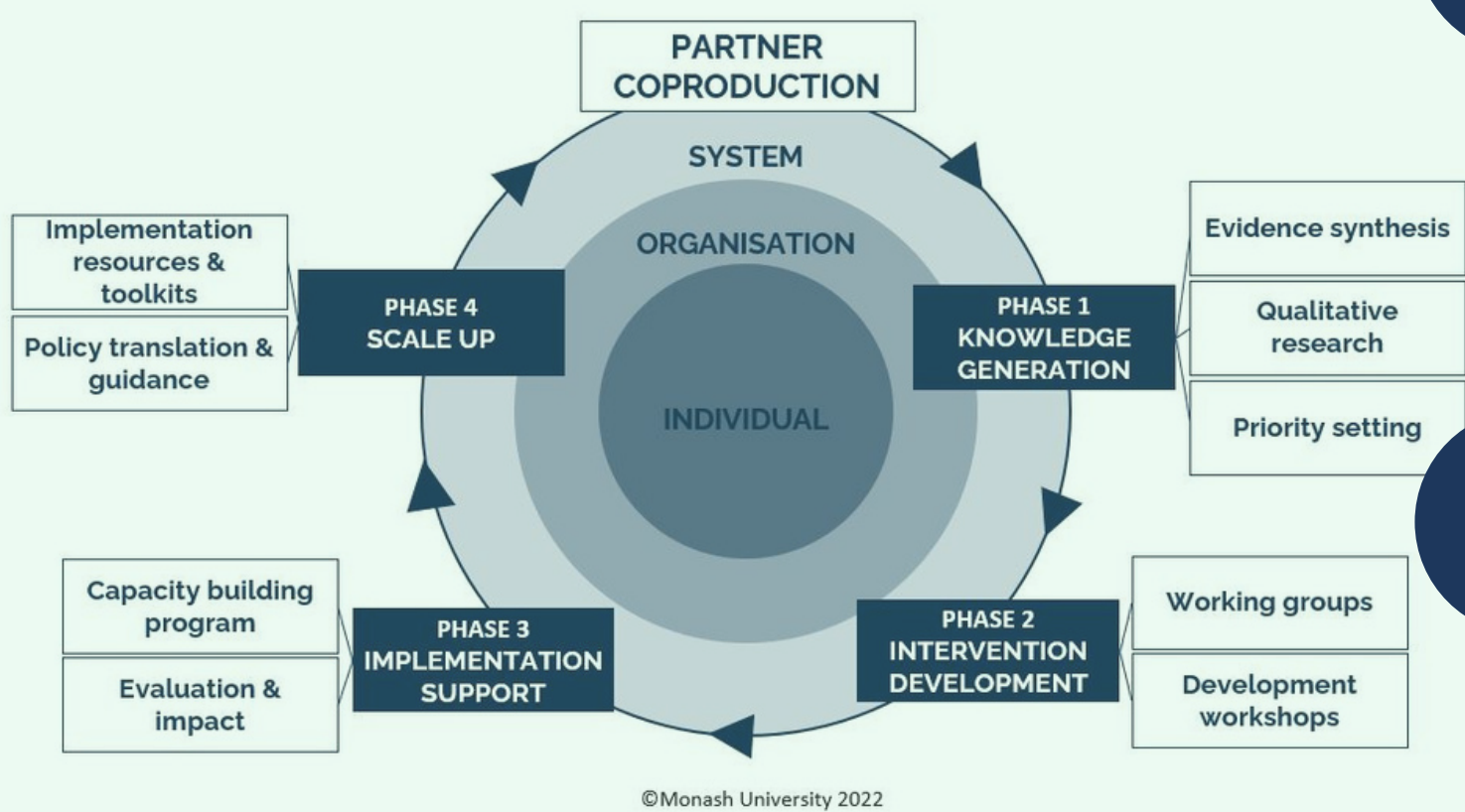
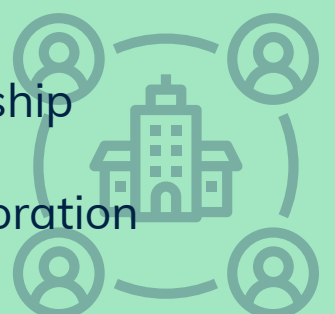
- Intervention fit & fidelity
- Leadership commitment & accountability
- Cultural context & organisational readiness



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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1. World Health Organization. Delivered by women, led by men: A gender and equity analysis of the global health and social workforce. Geneva; 2019.
 2. Mousa, M. et al. Advancing women in healthcare leadership: A systematic review and meta-synthesis of multi-sector evidence on organisational interventions. *EClinicalMedicine* 39, 101084 (2021). DOI: [10.1016/j.eclinm.2021.101084](https://doi.org/10.1016/j.eclinm.2021.101084)
 3. Mousa, M. et al. Factors that influence the implementation of organisational interventions for advancing women in healthcare leadership: A meta-ethnographic study. *eClinicalMedicine* 51, 101514 (2022). DOI: <https://doi.org/10.1016/j.eclinm.2022.101514>
 4. Mousa, M. et al. Experiences of Organizational Practices That Advance Women in Health Care Leadership. *JAMA Netw Open*. 2023;6(3):e233532. DOI:[10.1001/jamanetworkopen.2023.3532](https://doi.org/10.1001/jamanetworkopen.2023.3532)

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