

Why prioritise gender equity in healthcare leadership?

Equity is needed so leadership reflects the community & workforce

Improve healthcare outcomes for all

Improve organisational performance



- Healthcare is delivered by women and led by men; leadership does not reflect the community or healthcare workforce. Gender equality is a human right (1,2)
- Equity and diversity in leadership:
 - Leads to improved and more equitable health, social justice and healthcare outcomes (1)
 - Leads to a more empowered workforce, improved motivation, reduced attrition, and improved quality of care (1)
 - Improves board performance in Environmental, Social and Governance activities, with gender-diverse boards outperforming non-diverse boards (3)
 - Leads to greater business performance, profitability and productivity (4,5)
- There is a causal relationship between organisations increasing the share of women in leadership and their subsequent organisational performance. This relates to increasing women’s representation on boards and in the most senior leadership tier of an organisation, and when appointing a female CEO (5)

References

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