

MEDCHI, THE MARYLAND STATE MEDICAL SOCIETY
HOUSE OF DELEGATES

Resolution 5-21

INTRODUCED BY: Medical Student Section

SUBJECT: Addressing the Gender Pay Gap in Medicine

Whereas, MedChi, The Maryland State Medical Society, supports pay based on objective, gender-neutral criteria; and

Whereas, MedChi supports pay equality to ensure equal pay for equal work; and

Whereas, in 2018, MedChi commissioned a survey by Merritt Hawkins to learn about physician compensation in Maryland; and

Whereas, the 2018 Merritt Hawkins survey found that the average annual compensation of female physicians was nearly fifty percent less than their male counterparts; and

Whereas, the 2018 Merritt Hawkins survey revealed that this significant earning disparity between male and female physicians persisted even when number of hours worked are accounted for; and

Whereas, MedChi adopted Resolution 3-19 (Advancing Gender Equity in Medicine) which outlines recommendations of how to address gender bias in physician compensation; therefore be it

Resolved, That MedChi adopt the following measures to take more concrete steps towards addressing the persistent gender-based pay disparities in Maryland, which are adapted from the policy and directives of the American Medical Association:

1. That MedChi draft and disseminate a report detailing its positions on gender equity in medicine and providing tangible recommendations on how MedChi can further promote the advancement of this cause in medicine including, but not limited to, suggestions for programming, initiatives, and resources for members and the medical community at large; this report shall be submitted to the House for consideration at the 2022 Annual Meeting; and
2. That MedChi:
 - a) Support institutional, departmental, and practice policies that offer transparent criteria for initial and subsequent physician compensation, consistent with federal and Maryland law;
 - b) Continue to advocate for pay structures based on objective, gender-neutral criteria;
 - c) Promote an awareness of means of identifying and reporting violations of the Maryland Equal Pay for Equal Work Law, which bars employers from discriminating between employees in regards to wages and less favorable employment opportunities;

d) Advocate for training to identify and mitigate implicit bias in compensation decision making for those in positions to determine salary and bonuses, with a focus on how subtle differences in the further evaluation of physicians of different genders may impede compensation and career advancement; and

3. That MedChi recommend as immediate actions to reduce gender bias to:
 - a) Inform physicians about their rights under the Lilly Ledbetter Fair Pay Act, which restores protection against pay discrimination;
 - b) Promote educational programs to help empower physicians of all genders to negotiate equitable compensation; and
 - c) Work with relevant stakeholders to develop and host a workshop on the role of medical societies in advancing women in medicine, with co-development and broad dissemination of a report based on workshop findings; and
 4. That MedChi collect and analyze comprehensive demographic data and produce a study on gender equity, including, but not limited to, membership; representation in the House of Delegates; reference committee makeup; and leadership positions within MedChi, including the Board of Trustees, Councils and Section governance, plenary speaker invitations, recognition awards, and grant funding; and disseminate such findings in regular reports to the House of Delegates, beginning at A-22 and continuing yearly thereafter, with recommendations to support ongoing gender equity effort.
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Fiscal Note: Significant; approximately \$30,000.