

## Gender disparities persist in all specialties of academic medicine and continue to be exacerbated by the COVID-19 pandemic.<sup>1</sup>

Despite calls for action,<sup>2</sup> health care leaders have often struggled to cultivate environments that promote and sustain equity of opportunity for women in academic medicine.<sup>3</sup> In most cases, leaders are well intentioned but have limited guidance as to approaches for supporting gender equity in academic medicine. Building on evidence-based strategies,<sup>4</sup> this AM Last Page offers 10 clear ways for male allies to support women in medicine. Recognizing that inequities in academic medicine exist across race and the gender spectrum, these strategies can also be employed to address equity more broadly.<sup>5</sup>



- Creating a culture of safety for women in medicine requires active engagement and participation of male upstanders who are willing to call out inappropriate behavior while learning how to foster a supportive workplace culture for women in medicine.<sup>3</sup>
- Appointment to leadership positions, placement on journal editorial boards, and nomination for awards (not just gender-based awards) enable women in medicine to demonstrate national and international recognition, which is often a criterion for promotion.<sup>2</sup>
- Gender equity is not only a women's issue; men have an important role in addressing and eliminating gender-based disparities in academic medicine.<sup>3</sup>

**Disclosures:** None reported.

**References:**

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