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Current Landscape and Trends of Gender Diversity in AAPM Task Group Participation and Leadership

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INTRODUCTION

- Many studies have shown that diversity in the workplace is crucial to overall success and performance
- Diversity and inclusion are pillars of the current AAPM Strategic Plan, however recent analysis highlighted gender disparities in leadership positions and recognition in the organization [1]
- Identifying these differences may help to create effective strategies to address and improve upon this problem

AIM

To quantify gender diversity trends and disparities between male and female participation and leadership in AAPM TGs

METHODS

Data Acquisition

- TG membership data were acquired via a request to the AAPM
- Name, gender, report number, authorship order, TG title, and TG year were collected
- TG members from 1977 to 2020 were evaluated for this study
- Any gender that was unidentified or not self-reported was manually assigned by examining name and photograph.
 - This were evaluated using the AAPM online member directory, LinkedIn (www.linkedin.com), and other institutional websites
 - Any undetermined gender was reported as "N/A"

Quantitative Analysis

- We evaluated overall gender distribution, frequency by decade, first author positions, and if leadership involvement in AAPM correlated with TG participation.
- Increase in female involvement across each decade was also considered as shown in figure 2
- Leadership involvement included holding the positions of president, secretary, treasurer, council chair, or vice council chair.
- Our data were normalized using overall female membership for the respective years evaluated.

RESULTS

- We identified a total of **2,151** participants as TG authors from 1977-2020
 - Of these, 85.5% (1,839) were male and 13.0% (280) were female (Figure 1)
 - The remaining either did not report a gender or chose "Prefer not to respond"
- Although we found that the percentage of female involvement in TGs increased as time went on, male involvement always remained at least three times higher
 - Between 2001-2010 and 2011-2020, female participation in TGs grew only from 11% to 19% (Figure 2)

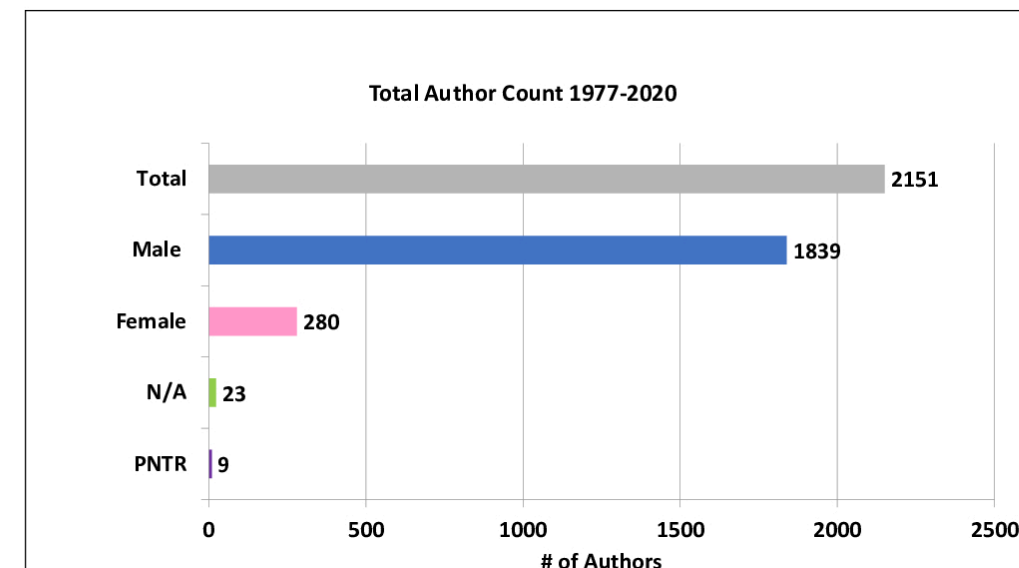


Figure 1: Overall gender participation in TG across all years evaluated including members with unidentified gender (N/A) and those who chose "Prefer not to respond" (PNTR).

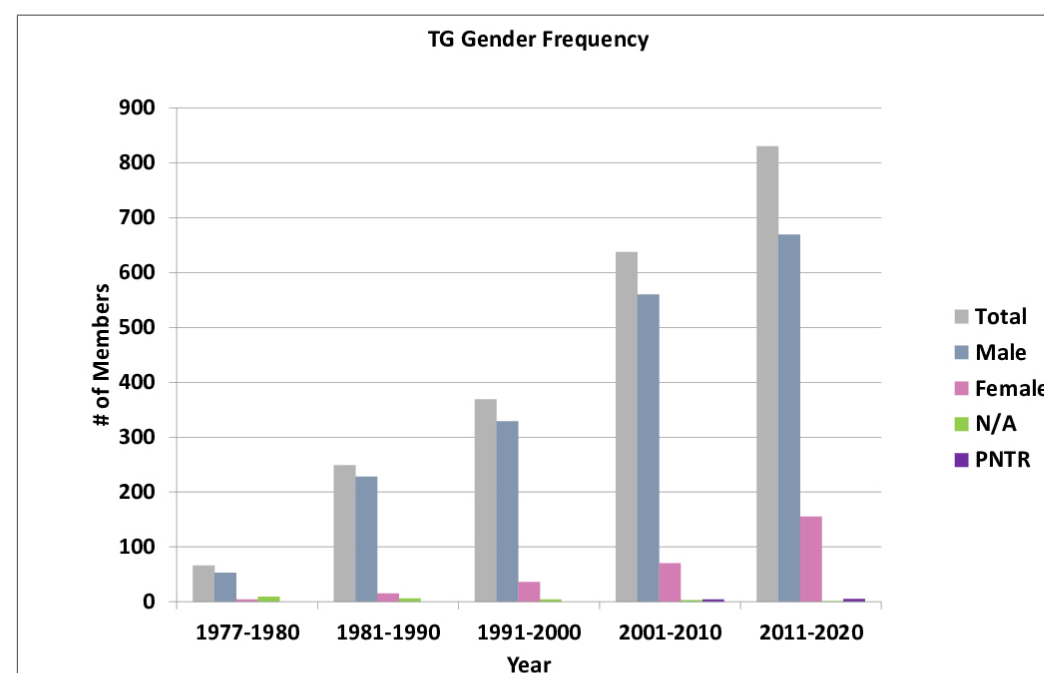


Figure 2: Task group gender participation by year compared to total task group participation.

- Of the 196 TGs, 171 had male first authors, suggesting they served as chair (Figure 3)
 - 57 of the 171 being all-male TGs
 - There were no female-only task groups
- Leadership positions in AAPM were also dominated by males with them holding 86.2% of the positions available during this time period [1]
 - Of the 167 leadership positions, 23 (13.8%) were held by females
 - Of these 23, 19 of them were also TG member in AAPM with 7 of them being first authors on their TG report
- While participating members of TGs were mostly men, we saw that women who were TG members were more likely to be active in AAPM by taking leadership roles and holding first author positions

RESULTS

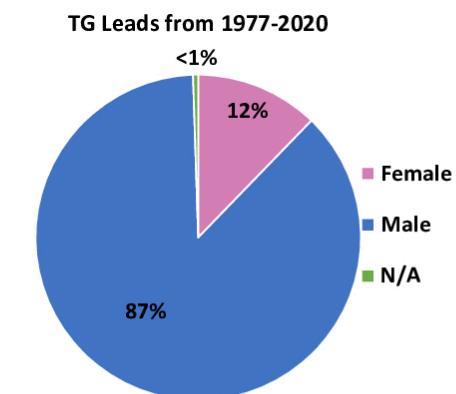


Figure 3: TG lead gender percentages from 1977 to 2020

CONCLUSIONS

- Although female participation in TGs has risen over the years, a need for outreach and continued growth in this area still exists
- Effort to diversify member involvement, particularly in leadership, in AAPM TGs should be of high priority as well as understanding why these gender disparities exist
- Further work identifying key barriers and mechanisms to overcome them is warranted

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REFERENCES

[1] Covington EL, Moran JM, Paradis KC. The state of gender diversity in medical physics. Medical Physics. 2020 Apr;47(4):2038-43.

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