



HONG KONG ACADEMY OF MEDICINE 香港醫學專科學院

Policy on Gender Diversity

Adopting gender diversity policy at leadership level of businesses and organisations has gained momentum in Hong Kong and across the globe, and it is considered an important aspect for growth and sustainability. The Hong Kong Academy of Medicine (the Academy) and its constituent Colleges are committed to strive for gender diversity in their respective councils and committees as one of the good corporate governance practices to enhance their performance in making decisions that concern specialist training, the healthcare profession and the community as a whole.

The Academy believes that promoting gender diversity at the Council would be conducive to the enhancement of its effectiveness and sustainability, and hence relevant considerations are given by the Academy towards this goal. With the establishment of Academy Council stipulated in the Hong Kong Academy of Medicine Ordinance as the basis, a wide range of aspects have been and will be taken into account where applicable in steering membership composition towards greater inclusivity, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service, as well as any other factors that the Council may consider relevant and applicable. Entities and committees within the Academy and Colleges shall have regards to the issue of gender diversity in their structures and conduction of activities, with regular review and reporting mechanisms in place where appropriate.

When implementing the policy, emphasis will be placed on ensuring a membership composition of balanced skills and experience with a mix of gender where possible, aiming to engage a wide range of insights from members of different genders and backgrounds that can help the Council discharge its statutory functions and responsibilities effectively, support good decision-making, facilitate succession planning and development of the Council.

This policy is subject to regular review by the Council from time to time to ensure its appropriateness.