

Women in Radiology in Australia and New Zealand: Where we are at 2026

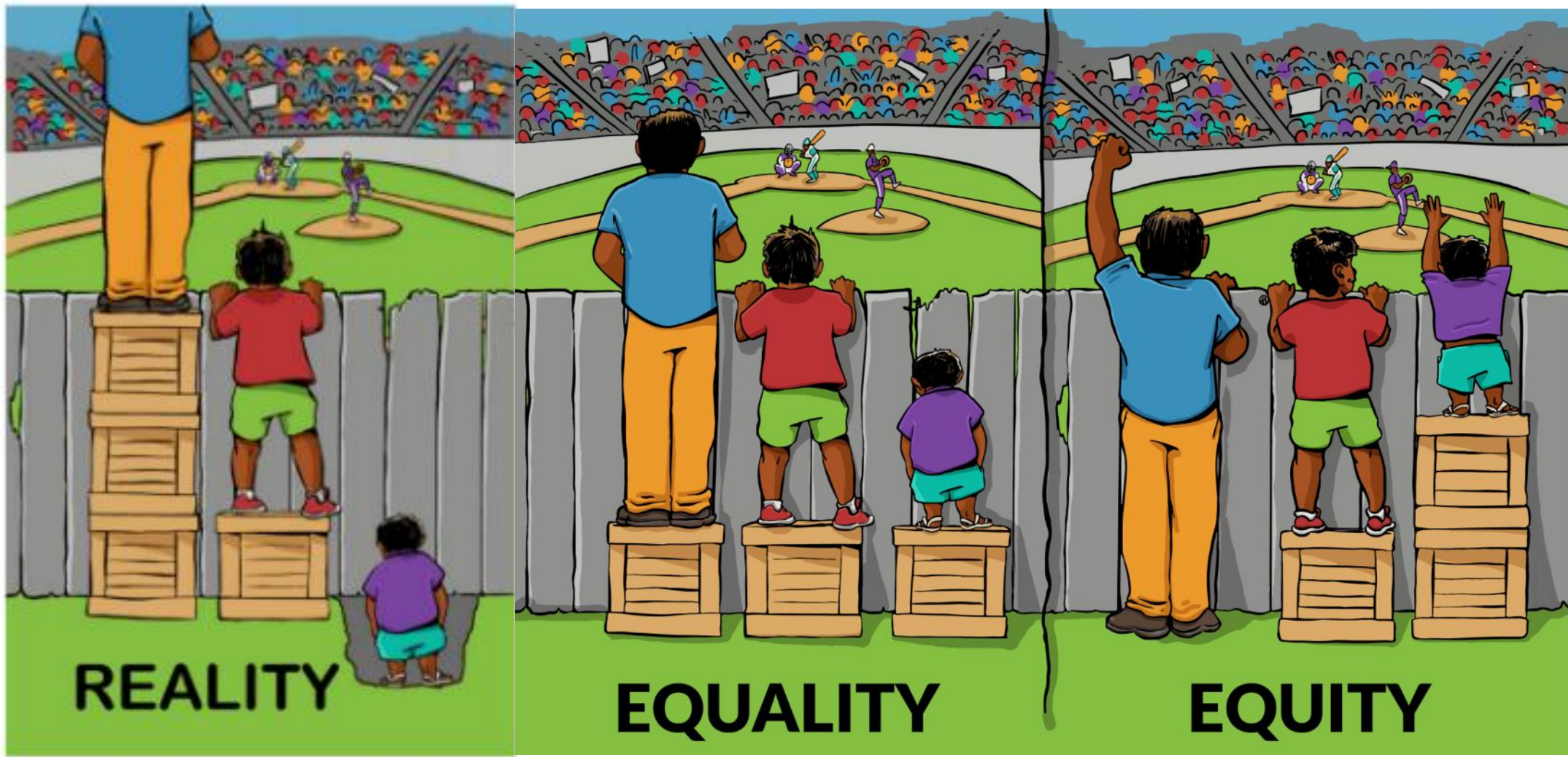
A/Prof Emmeline Lee

MBBS FRANZCR DRANZCOG

Agenda Highlights

- Stats Stats and more stats
- Where to from here

Equality vs Equity



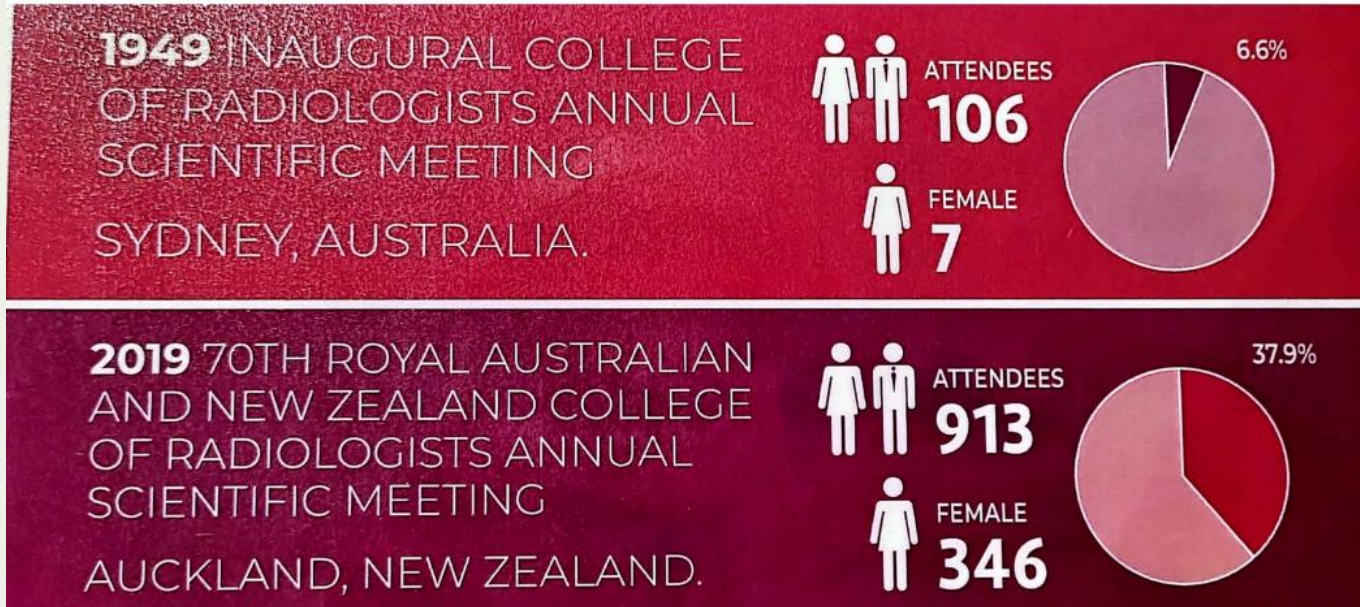
REALITY

EQUALITY

EQUITY

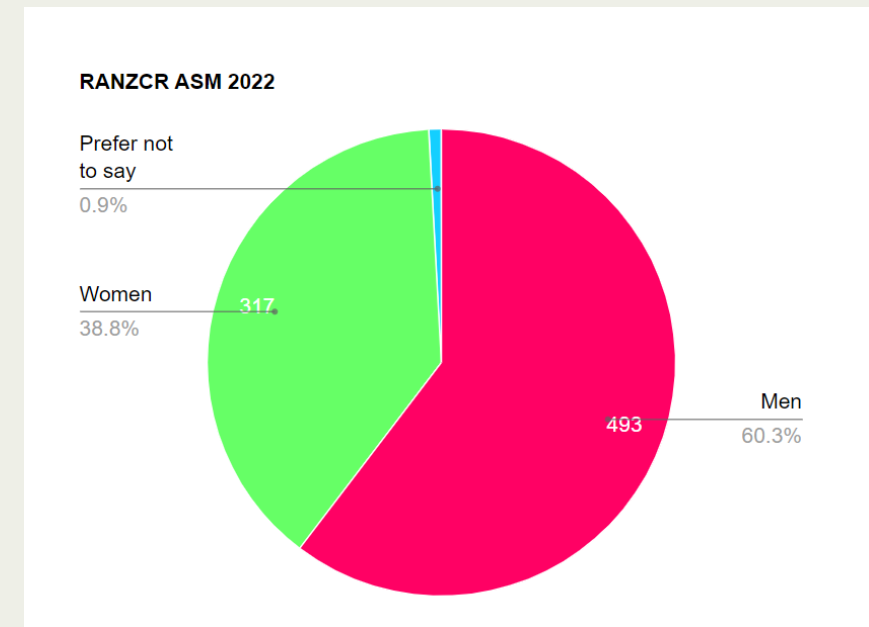
Reflect: Gender distribution - ASM

Women 7%



Women 38%

RANZCR ASM Adelaide 2022



Total attendees: 817

Women: 317 (39%)

Men: 493 (60%)

Prefer not to say: 7 (1%)

College Membership 2022

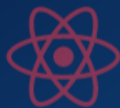
MEMBER DEMOGRAPHICS

Total Number of Members **4,966**

Specialty



4,202
Clinical Radiologists



764
Radiation Oncologists

Type

791

Students

137

Educational
Affiliates

3

Associate
Members

3,914

Fellows
(including 102
Life members)

19

Honorary
Members

Gender



1,582
Female



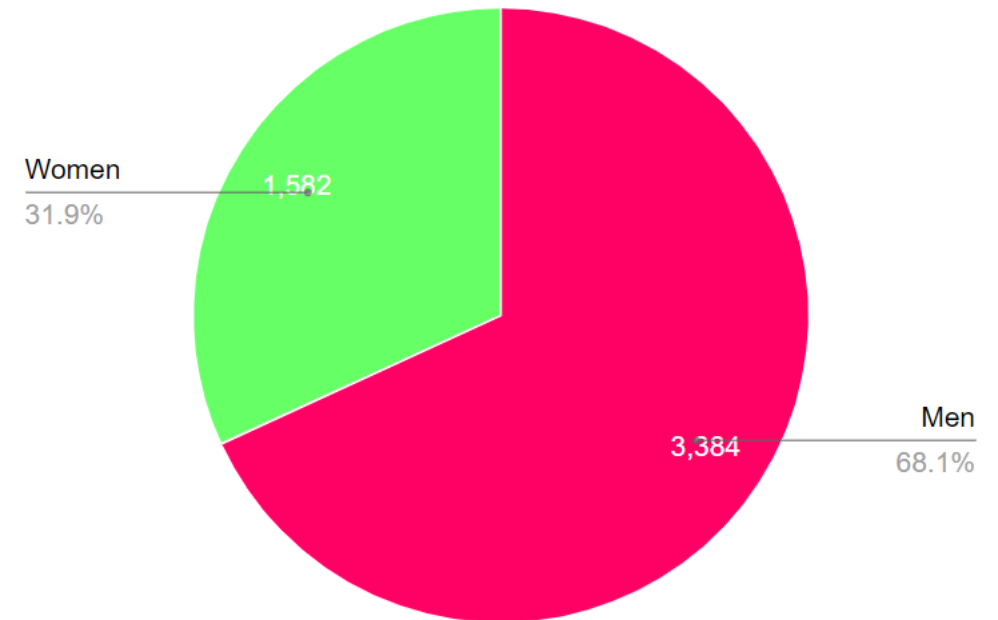
3,384
Male

Location



ACT 98	TAS 84
NT 7	VIC 1021
NSW 1,214	WA 410
QLD 808	NZ 762
SA 319	Overseas 243

RANZCR Members 2022



RANZCR Membership

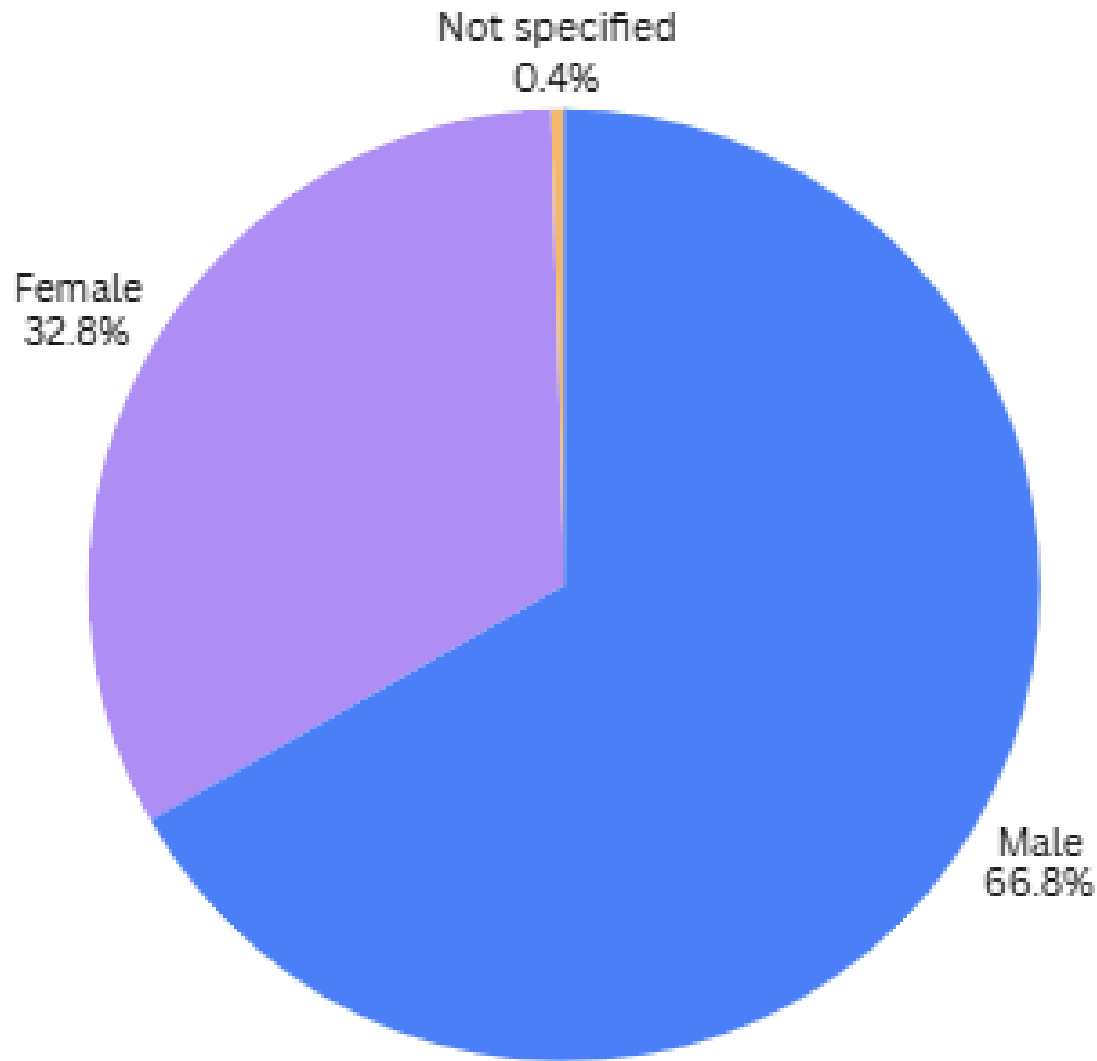
RANZCR Membership 2026:

Total members = 5757

Men – 3845 – 66.8%

Women – 1887 – 32.8%

Not specified – 25 – 0.4%

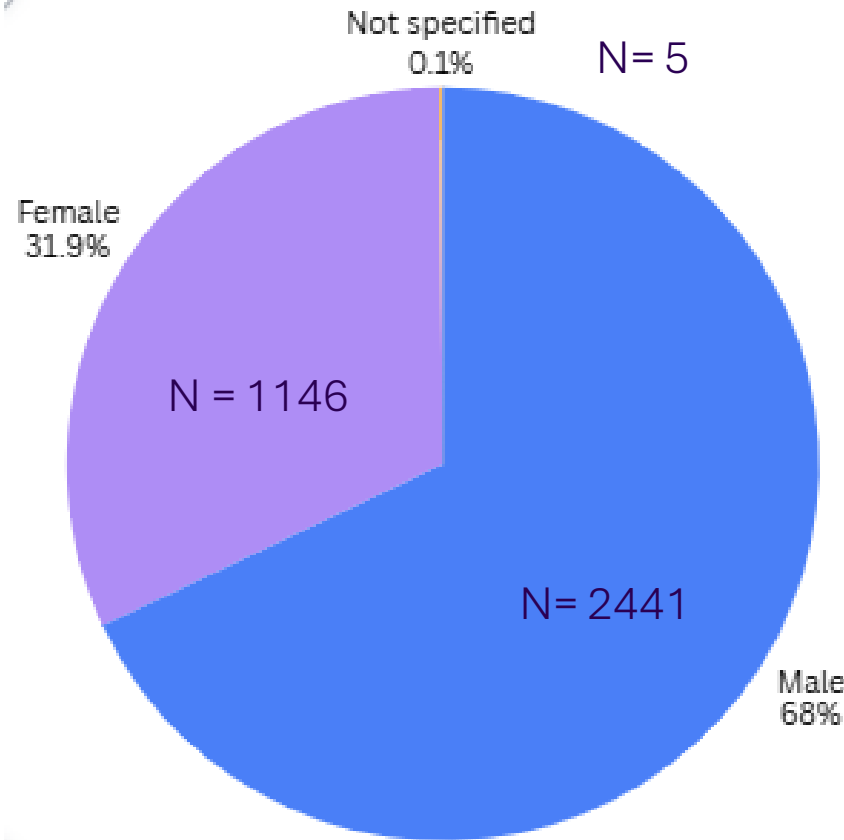


RANZCR Fellows

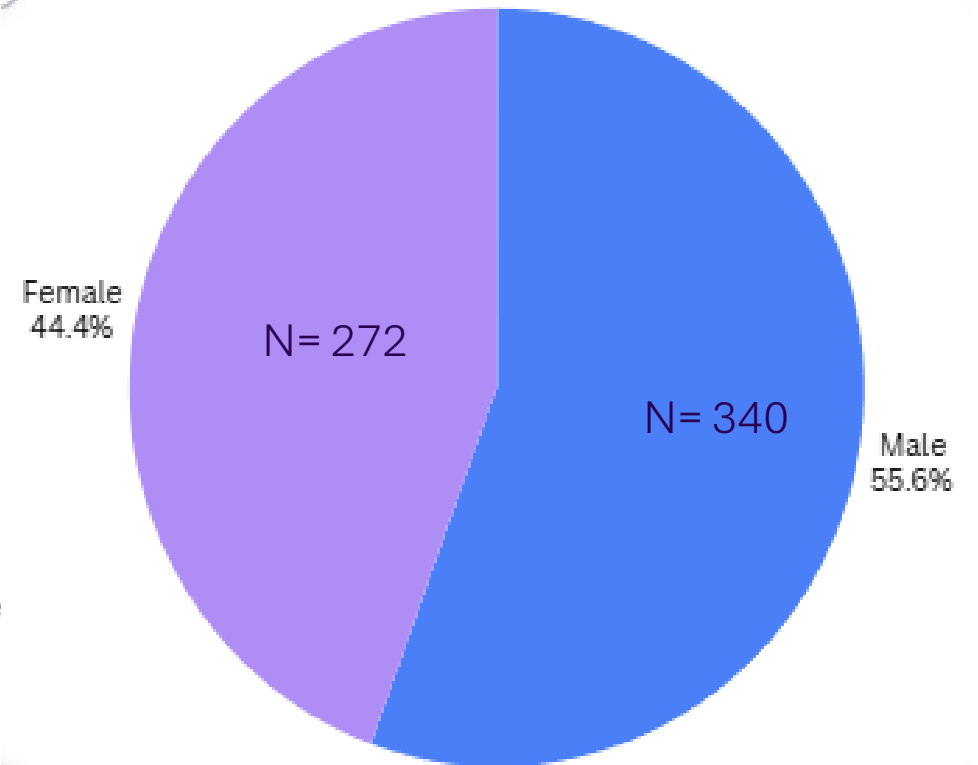
RANZCR Membership: Fellows

CR vs RO

CR - total – N= 3592



RO – total – N= 612

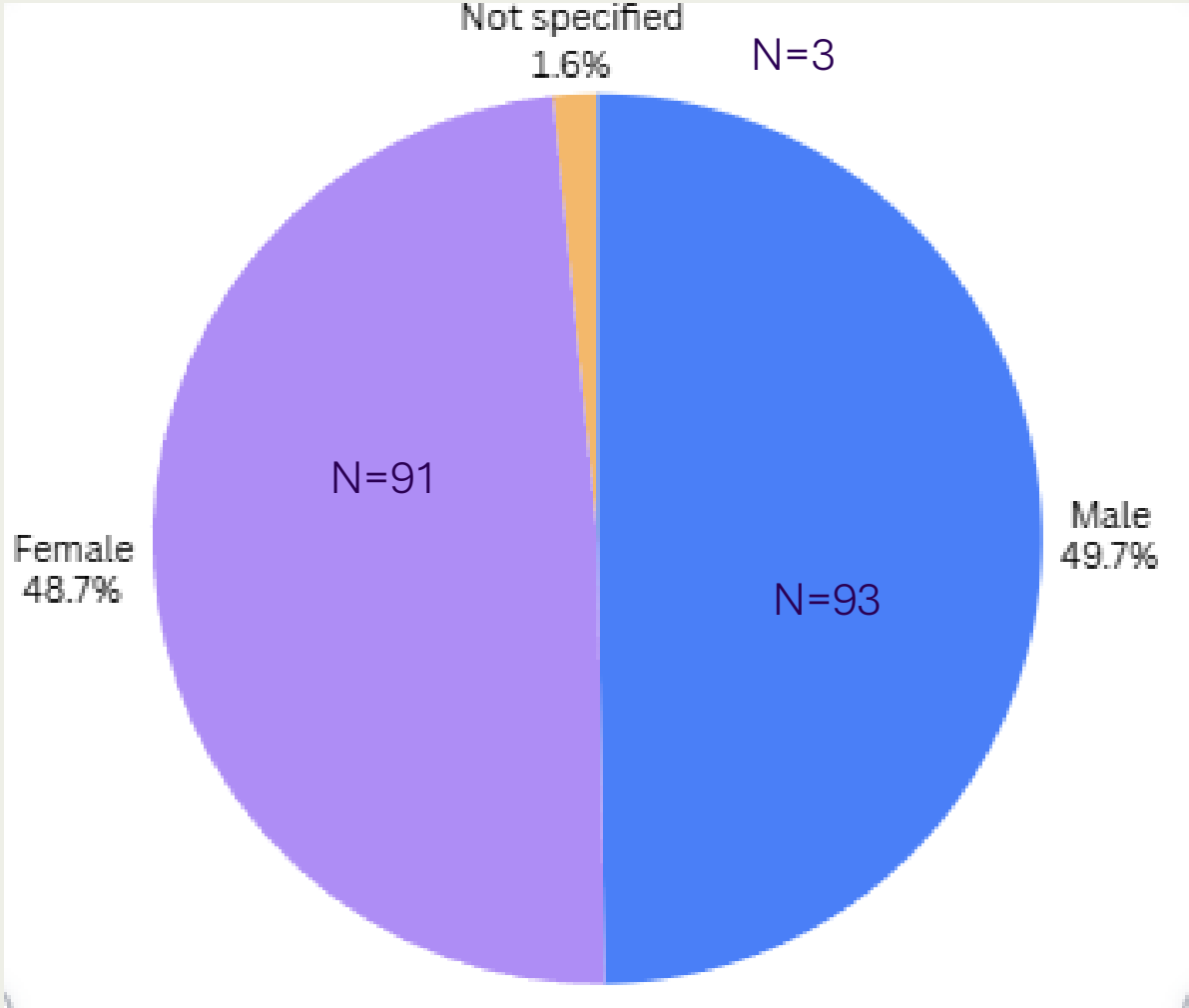
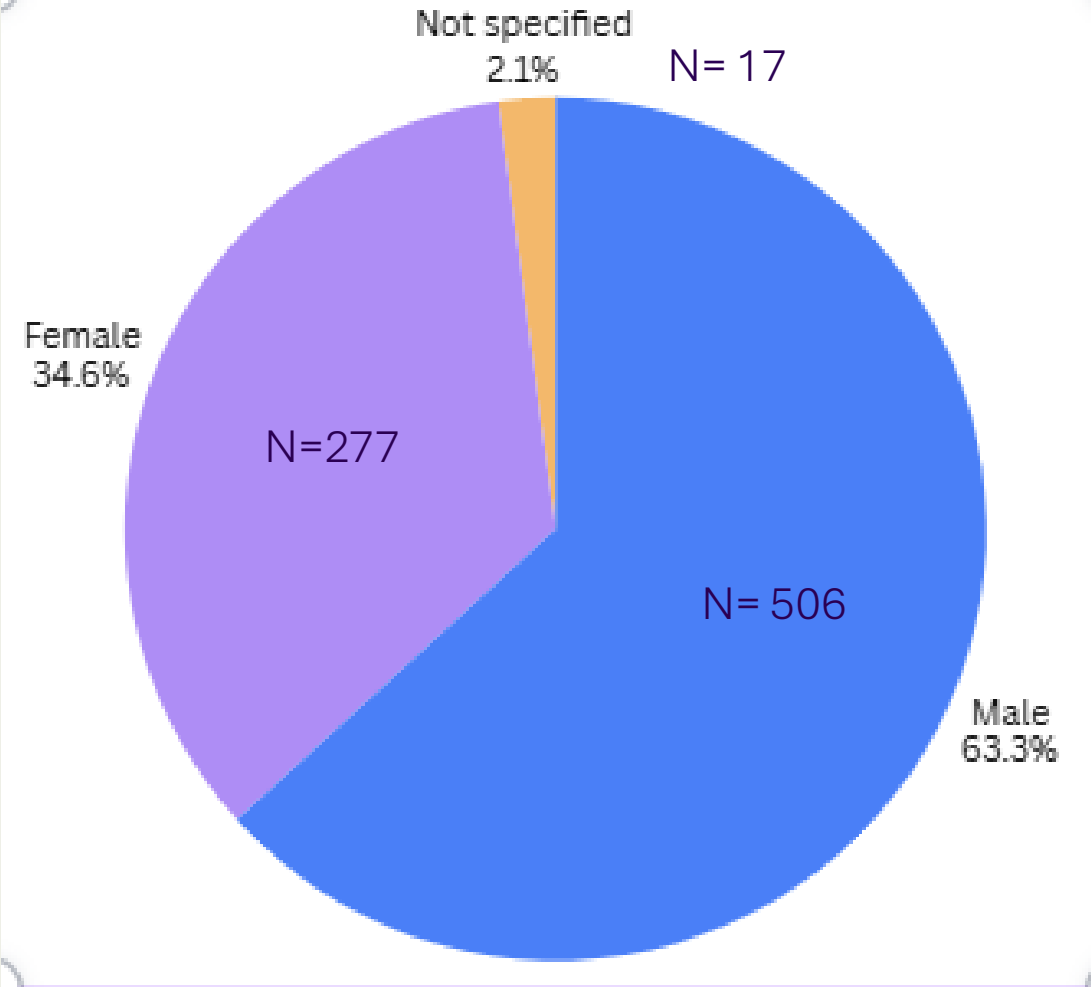


RANZCR Trainees

RANZCR - Trainees

CR - total – N= 800

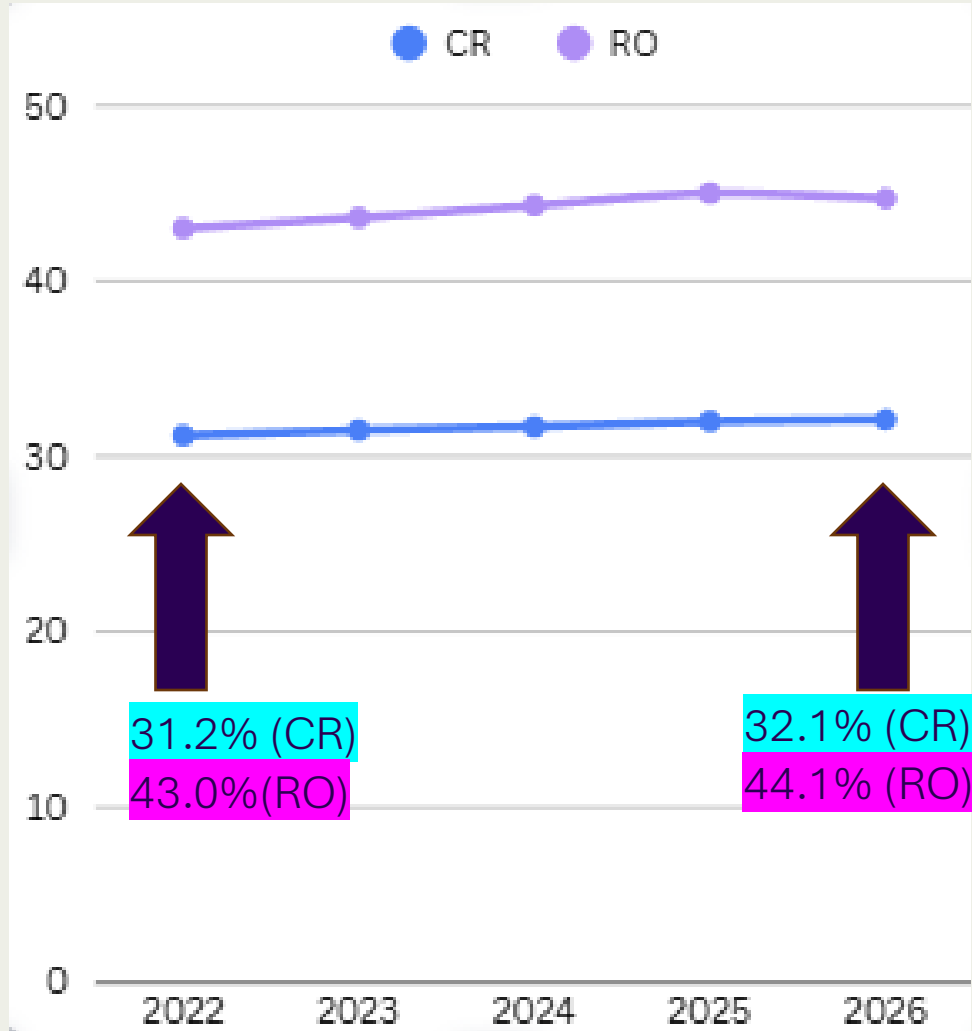
RO – total – N= 187



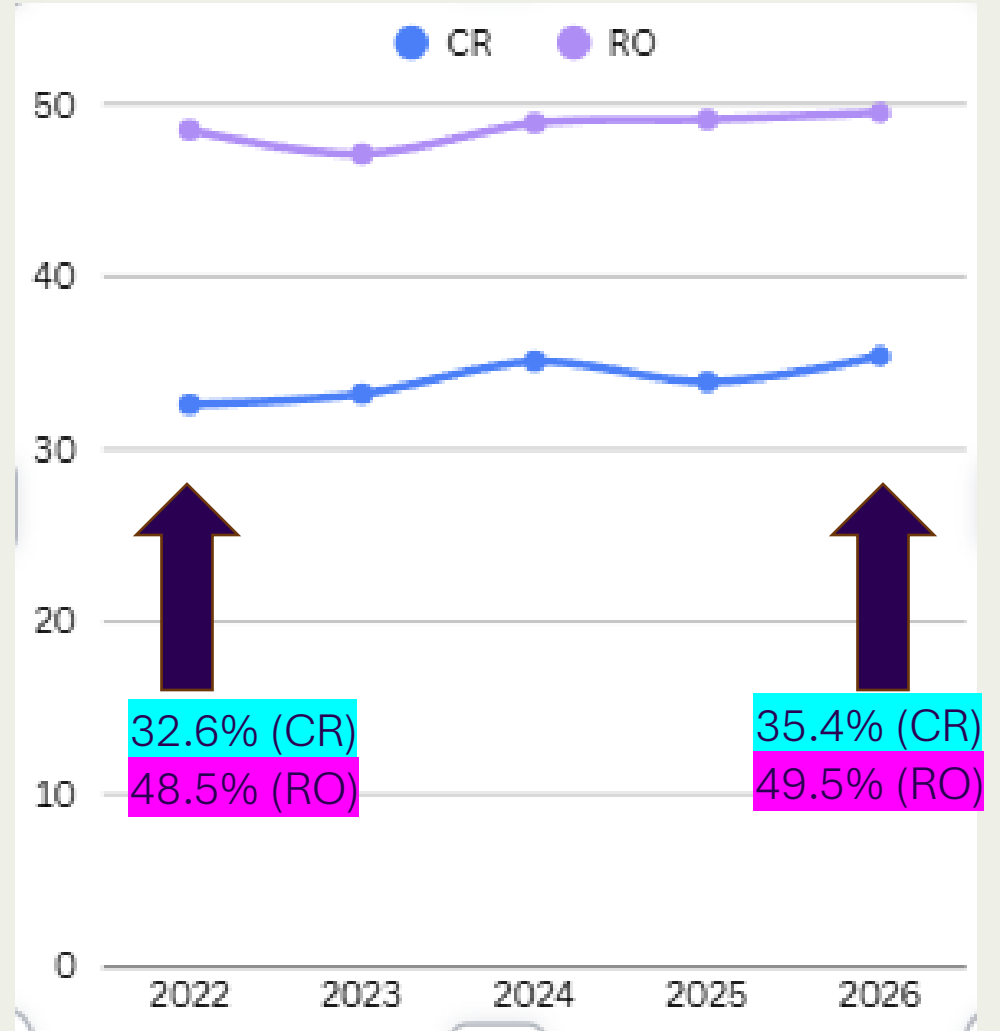


RANZCR Fellows and Trainees Trends

RANZCR Fellows



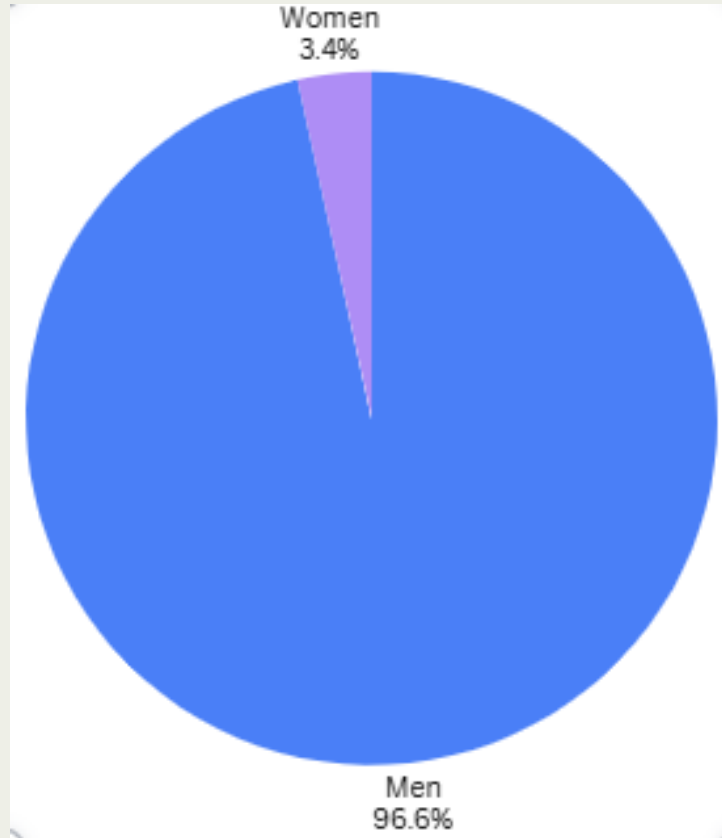
RANZCR Trainees



RANZCR Leadership

RANZCR Presidents

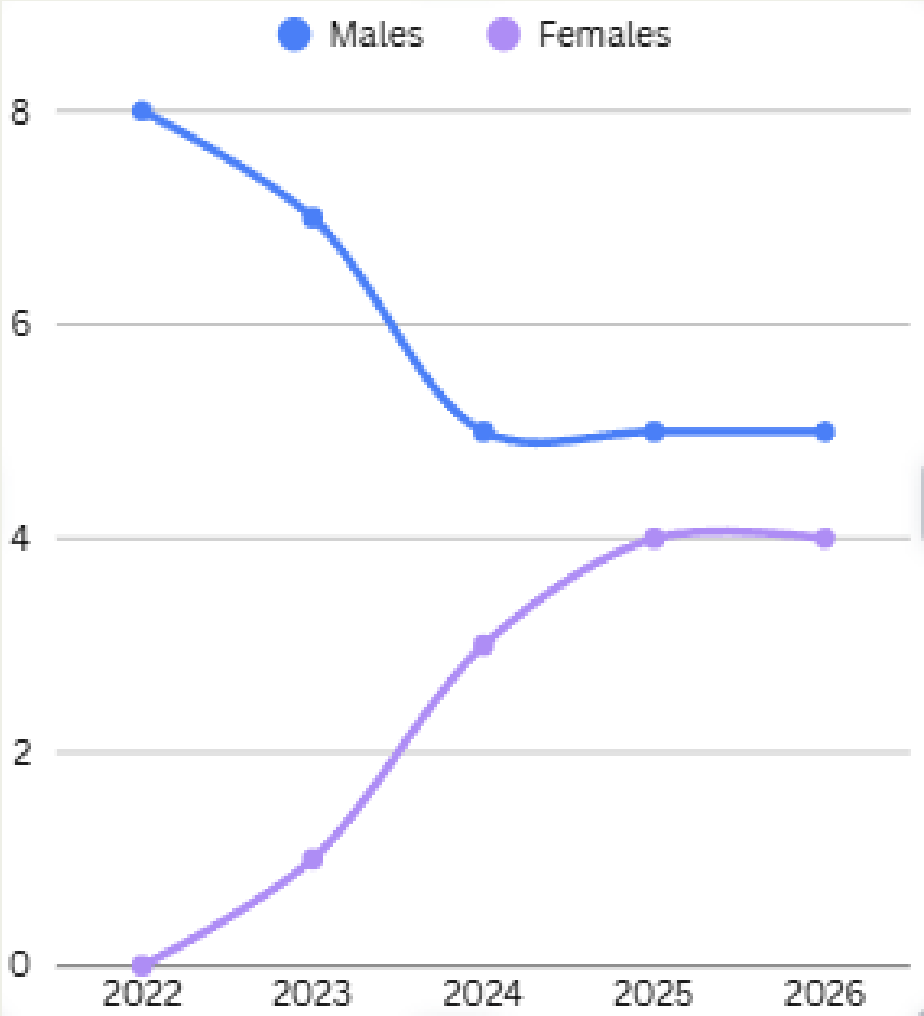
2 women
56 men



Dr Owen Pinner RANZCR President 1984-1985

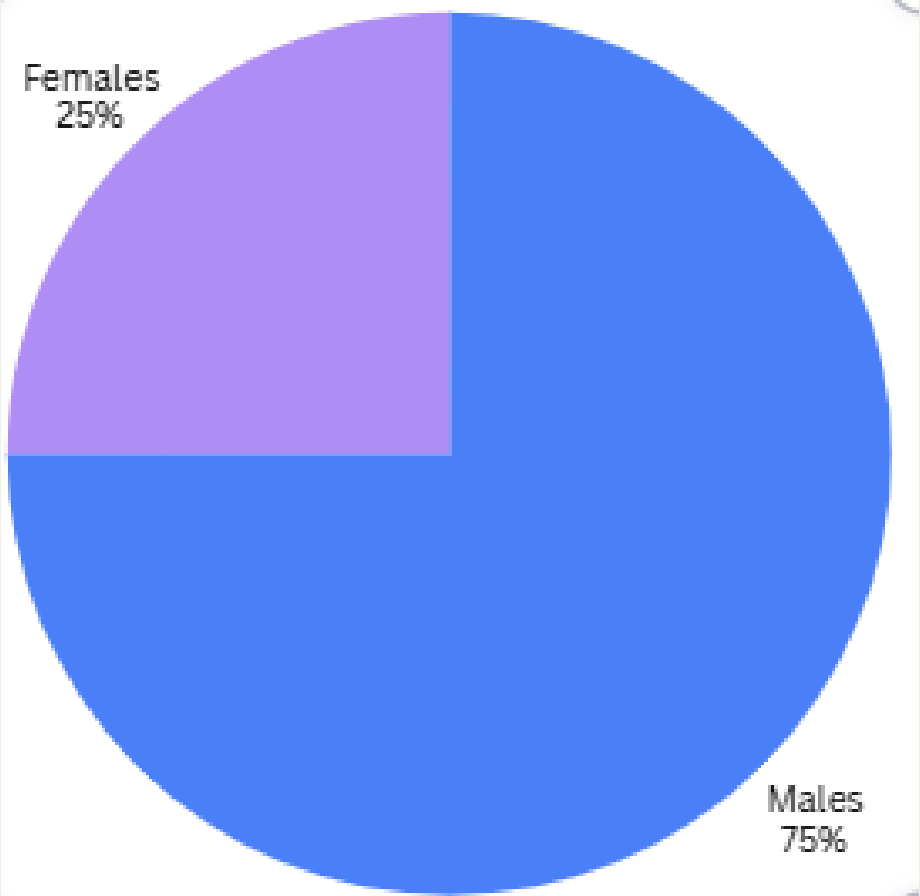


RANZCR Leadership – Board of Directors

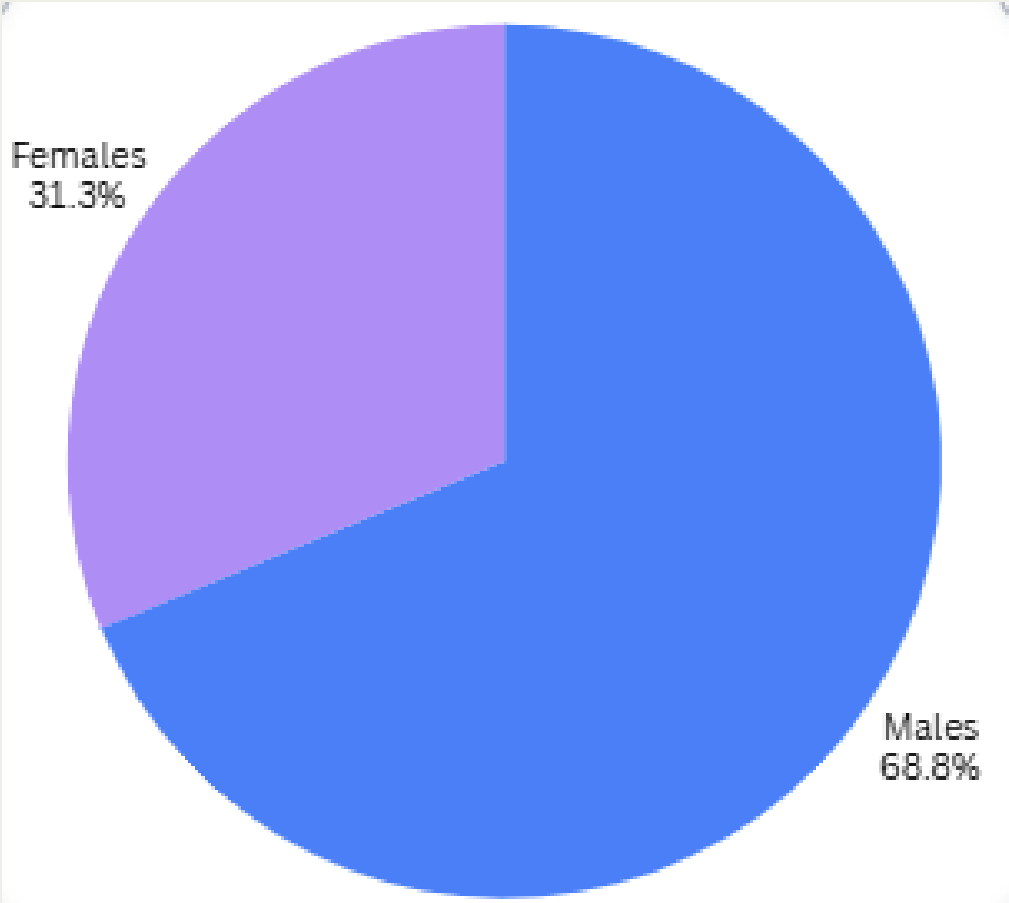


RANZCR Leadership – Council – 2026

CR



RO



Subspecialty Interest Group Executives: 2022

Journal of Medical Imaging and Radiation Oncology •• (2022) •••••

MEDICAL IMAGING—ORIGINAL ARTICLE

Female representation in radiology subspecialty interest groups in Australia and New Zealand

Catherine L Hayter^{1,2} and Sally L Ayesa^{3,4,5}

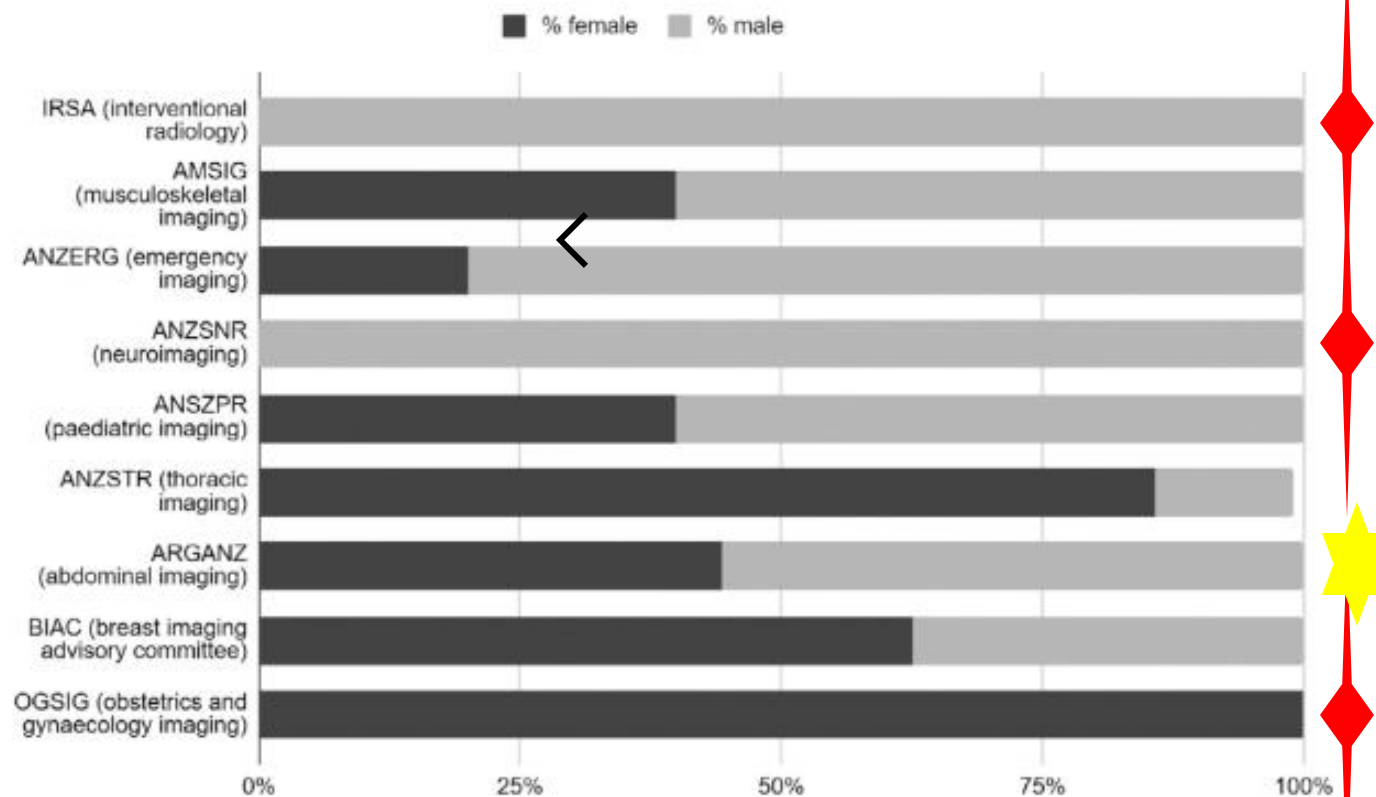
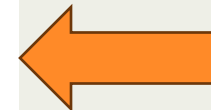
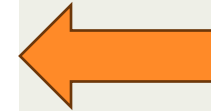


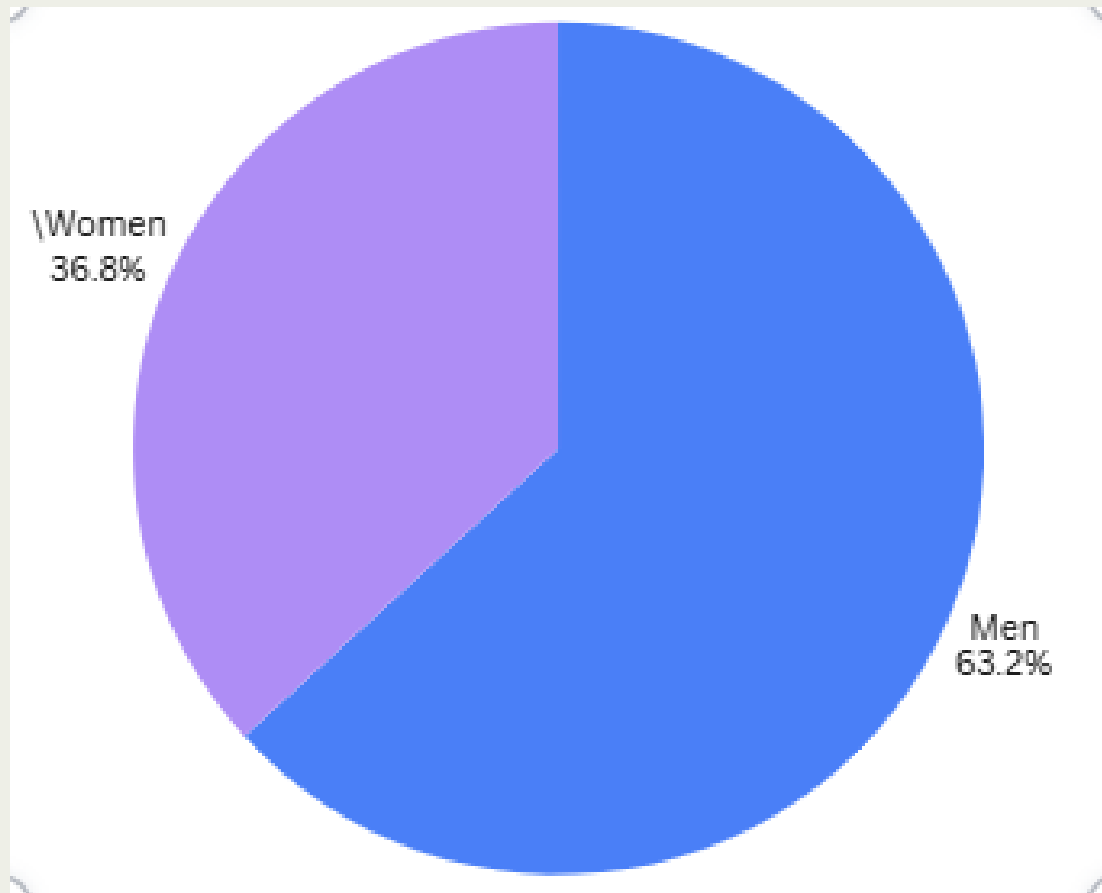
Fig. 2. Percentage of male and female members within RANZCR Special Interest Group Executive Boards.

Special Interest Groups Executives – 2026

Australian and New Zealand Palliative Radiation Oncology Group (ANZPROG)	2	6	8	75%
Australian and New Zealand Society of Paediatric Radiology (ANZSPR)	5	4	9	44%
Australian and New Zealand Society of Thoracic Radiology (ANZSTR)		3	3	100%
Asia-Pacific Radiation Oncology Special Interest Group (APROSIG)	3	4	7	57%
Abdominal Radiology Group Australia and New Zealand (ARGANZ)	7	6	13	46%
Breast Interest Group - Faculty of Radiation Oncology (BIG-FRO)	1	4	5	80%
Faculty of Radiation Oncology Genito Urinary Group (FROGG)	7	1	8	13%
Faculty of Radiation Oncology Lung Interest Cooperative (FROLIC)	4	3	7	43%
Faculty of Radiation Oncology Paediatric Group (FRO-PAED)	2	1	3	33%
Gynaecology Oncology Radiation Oncology Collaboration (GOROC)	1	6	7	86%
Nuclear Medicine Special Interest Group (NMSIG)	5		5	0%
Obstetrics and Gynaecology Special Interest Group (OGSIG)	2	3	5	60%
Total	45	45	90	50%



RANZCR Examiners



Women 78
Men 134

Unacknowledged barrier
to advancement in a
profession, especially
affecting women &
minorities

Glass ceiling



RANZCR in history

Reflections from the RANZCR museum

7 women out of 50 radiologists (14%) “work like slaves”

“We don’t know any women students who plan to specialise in Radiology”

Women Radiologists
“WORK LIKE SLAVES”
IN spite of the fact that in their profession they “work like slaves,” the seven women radiologists who are among the 50 radiologists present at the Inaugural Session of the College of Radiologists of Australia and New Zealand, are disturbed that so few medical students are interested in radiology.
“We don’t know of any women students at present who plan to specialise in radiology,” said Dr. Sylvia Bray, of Sydney Hospital, who with Dr. Nell Farrar, of St. Vincent’s Hospital, is one of the only two women radiologists and therapists in N.S.W.
“We think the shortage is due to lack of training among students who are not forced to visit our clinics, and there are no lectures.” Dr. Bray added. “Radiology is a very good field. Its scope has increased tremendously during the last ten years and it is a pity so few medical students are interested in taking it up.”
All seven radiologists agree that in their profession there is no chance of “getting into a groove” as it is necessary for them to be up-to-date with every branch of medicine.

HOMES AS WELL
Most of the women are married. They manage their homes and children with the minimum of help, conduct private practises and act as honoraries at hospitals.
The only woman who has had time to develop a hobby is Dr. Mary Thornton, of Melbourne, who as Mary Kent-Hughes has written “Mathilda waltzes with the Tommies,” and “Dust of Nineveh.” She has written an early history of Victorian medicine in a book entitled “Pioneer Doctor,” which at present is being published by Oxford University Press.
Dr. Farrar presented a paper entitled “Mastitis” at the Session yesterday morning and Dr. Bray will give a clinical demonstration of non-malignant conditions and cases treated by radio-phosphorus at Sydney Hospital to-day.
The three women radiologists from Victoria are Dr. Heather Dick (Ballarat), Dr. Gwynne Villiers (Melbourne), and Dr. Mary Thornton (Melbourne). Dr. Molly Cronin and Dr. Marjorie Dalgarno, both of Sydney, also attended the Session.

“They manage their homes and children with the minimum of help...”

“The only woman who has had time to develop a hobby is...”

1949

RANZCR Currently





No dedicated Women's Association

DEI committee

WIR (state-based)

- WA (est 2007)
- Queensland (est 2019)



Courtesy: Dr Janey MacInerney

Failed (so far)



ANZ Women in Radiology >

🔒 Private group · **227** members

ANZRROW:
ANZ Radiology Radiation
Oncology Women



The Pipeline Effect

Limited progression to top-level leadership, despite large numbers at entry point



Journal of **MEDICAL IMAGING**
and **RADIATION ONCOLOGY**



Medical Imaging—Original Article

Gender diversity in radiology: Shedding light on the 256 shades of grey

[Cassie McCloskey](#) ✉, [Dana A Hince](#), [Amanda Timler](#), [John G Oh](#), [Paul Langton](#), [Emmeline Lee](#)

First published: 23 April 2024 | <https://doi.org/10.1111/1754-9485.13625> |

[VIEW METRICS](#)

C McCloskey MBBS, DCH; **DA Hince** BSc(Hons), PhD; **A Timler** BSc, MA, PhD; **JG Oh** BBiomedSc; **P Langton** BSc, MBBS(Hons), FRACP, FCSANZ; **E Lee** MBBS, FRANZCR, DRANZCOG.

Results



Medical

Gender
of gender

Cassie

First pu

C McCl
Langto

A total of 318 participants responded to the questionnaire – 197 women (61.9%), 114 men (35.8%), 4 non-binary (1.3%), 2 preferred not to answer gender (0.6%), 1 I/they (0.3%). The most common reasons for not considering Clinical Radiology as a specialty include ‘perceived limited patient contact’ (62%), ‘never/rarely exposed to it’ (59%) and ‘too lonely’ (49%). Reasons with the largest gender discrepancies were ‘too technology heavy’ and ‘limited patient contact’, both cited more frequently by women. Most respondents indicated that their opinions of Clinical Radiology may change with more exposure during medical school, more patient contact and more mentorship.

ades

Conclusion

This study has revealed multiple reasons why women may not pursue specialty training in Clinical Radiology. Notable differences were found in the reasonings provided by men and women. Limited Clinical Radiology exposure and mentorship in medical school result in a lack of interest in this specialty as a career option. A proposed solution is to offer more medical school lectures and more junior doctor rotations to debunk stereotypes that may be negatively impacting opinions on Clinical Radiology. More mentorship of Medical Students and Junior Doctors, particularly from women, may also help decrease the gender gap.

1949

**Women hold up
half the sky.**

Mao Zedong

“ quotefancy

2022



UWA Panel Pledge



UWA Panel Pledge

UWA Commits to:

- ✓ Openly calling for gender equity on panels, at conferences and other professional events.
- ✓ Actively supporting women's voices and championing diversity more broadly.
- ✓ Ensuring that all forums that the University is involved in both within and beyond UWA take equal gender representation and other facets of diversity into account so that equity of voice is achieved.
- ✓ Ensuring that all forums organised by UWA take the gender of speakers and panellists into account and uniform gender panels are not hosted.
- ✓ Enquiring about the gender composition of the panellists/speakers and how the organisers are working towards both men and women being represented.
- ✓ Reserving the right to withdraw from events should diversity of speakers not be achieved.
- ✓ Recognising where gender representation is not achieved at an event, and if a UWA employee is speaking they reserve the right to:
 - » mention that improved diversity in the speaker mix was requested, and
 - » highlight relevant women leaders in the field and potential speakers in the presentation.

RANZCOG 12th Council election 2021-2023

Board and Council

Minimum targets

Female 40%

Male 40%

Flexible 20%



Reimagine

WA RANZCR exams 2021





~~ASK NOT~~ WHAT **RANZCR**
CAN DO FOR YOU
ASK WHAT **YOU** CAN DO
FOR **RANZCR**

Re-imagine – what can we do?

1. Organizational Change

Targets/ Quotas (MERIT)

Support women in career progression

Women in senior positions

Role models/Mentors

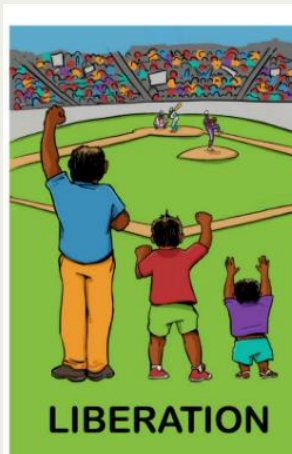
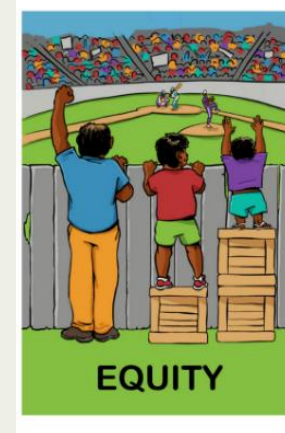
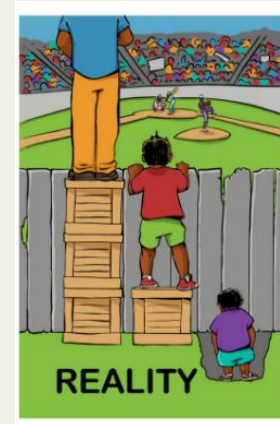
Gender Equity and Diversity Working Group/ SIG

Panel pledge (40:40:20)

2. Recruitment/Selection

3. Diversity in selection panels (unconscious bias)

4. Women need to step up too!



Thank you for your attention



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