

Advancing Women in Leadership: A national multi-level research and translation initiative

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Background

- In Australia and internationally, the under representation of women in healthcare leadership positions persists.
- Systemic barriers that exclude women from progressing to leadership positions center on concepts of capability, credibility and capacity that extend beyond the individual level into the organizational and system levels.
- A multi-level, data-driven, and strategic suite of interventions that enable change with measures and reports on the fundamental determinants, and drivers of success is proposed as the next solution for the healthcare industry.

Aims

- To examine core themes of the barriers and determinants to career progression in the healthcare context on a systems, individual, and organizational level.
- To establish a suite of evidence based, best practice interventions that are industry specific, and focused on advancing women in healthcare leadership.
- To build an integrated, multi-faceted and data driven scorecard platform for measuring success.
- To inform a large- scale national code print program for subsequent implementation and evaluation.

Design

This research is designed to enhance the engagement and participation of women in healthcare leadership through the delivery of a co-designed, multi-faceted, data driven suite of interventions that align strategies and evidence with industry specific measures within the healthcare setting.

This includes:

- Systematic Literature Review
- Intervention Mapping:
 - Diverse expert/stakeholder input
 - Needs assessment
 - Priority setting techniques
 - Qualitative research
 - Logic modelling
 - Design, feasibility, & production
 - Implementation & evaluation

Methods

Phase 1- Stakeholder and expert engagement for research, including mapping current activity, scoping, priority setting, needs analysis through qualitative, and quantitative research led by experienced Monash University staff, with partner investigators across leading health services, (Epworth, Monash, Alfred and Cabrini Health), Professional Society partners (RACP, RACS, RANZCOG, Colleges of Midwifery and Nursing and others engaged through the national taskforce for workforce development), government, advisory committee members and national and international leaders.

Phase 2- Evidence synthesis of effective individual and organizational level interventions, and the codesign and adaptation of interventions within the healthcare setting.

Phase 3- Data systems visualisation of co-developed components for measurement to be incorporated into a digital platform with benchmarked reporting.

Phase 4- Implementation & evaluation of a tool kit for organisations seeking to implement leadership improvement initiatives that are low cost, accessible, interdisciplinary, and capacity building for women in healthcare.

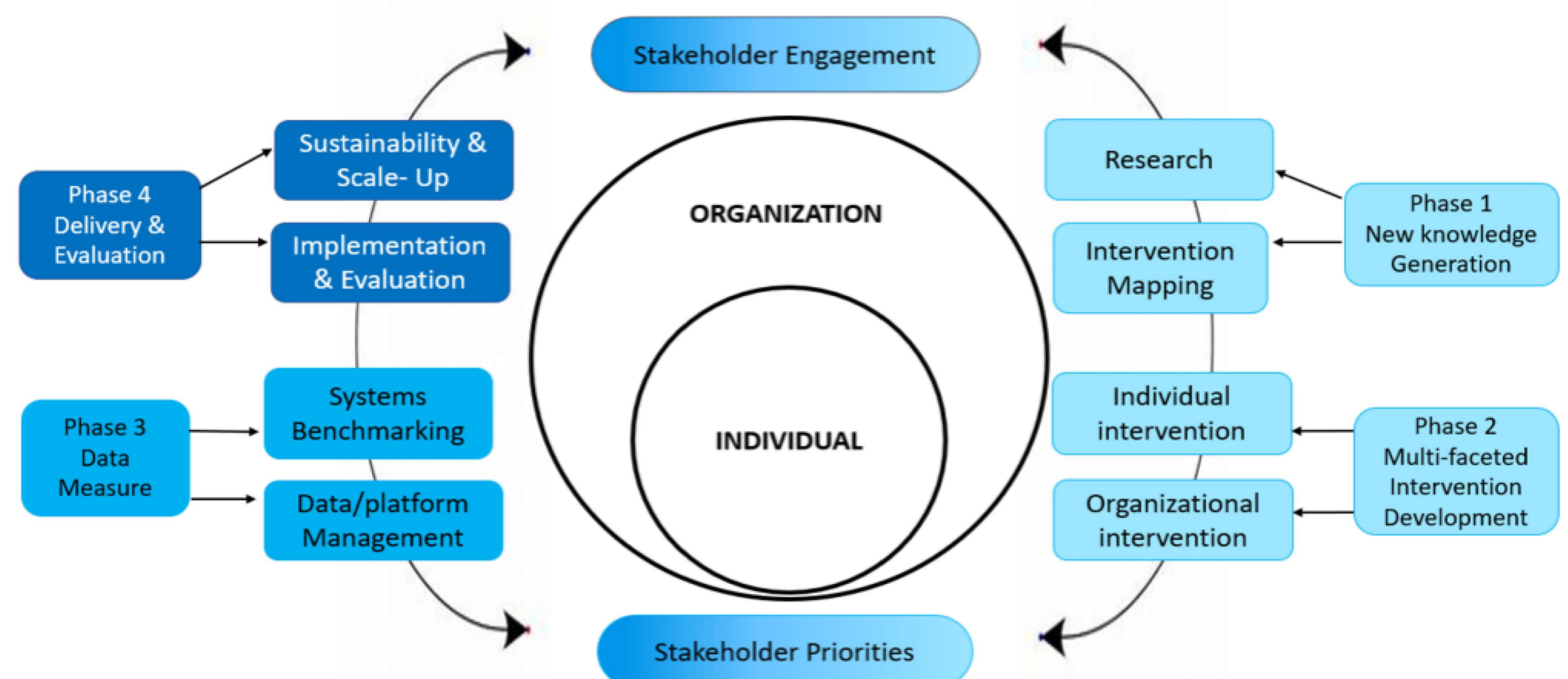


Figure 1: Four-phased, co-designed, multi-level approach to advance women in healthcare leadership

Stakeholders

- Aligned with objectives, we leverage and expand established partnerships with leading academics, health professionals, health services, Professional Colleges, government and diversity leaders.
- Our partners have prioritised, supported and co-funded this work, and with strong governance, project management and collaboration, we will deliver on our joint vision.
- The breadth of the partnership ensures a robust approach to co-design, along with an implementation and translation focus in developing and scaling evidence-based strategies that build capacity and enable career goal attainment for women in healthcare.

Impact

- Through stakeholder engagement, research and translation, we will deliver effective, sustainable and scalable, systems, organisational and individual level interventions that promote gender equity for women in healthcare. Our work will be evidence based, industry and partner tailored.
- The program will be evaluated through agreed measurable outcomes, supported by a cross cutting digital platform and benchmarked reporting.
- This work is a national implementation initiative with health services, Partner Societies, government and the Academic Health Science Centre Monash Partnership.