

# Towards gender equity in neuro-oncology

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## Extract

Significant social movements have been challenging traditional cultural norms of gender roles and highlighting the significance of gender equity across institutions including medicine and science. Concurrently, patient advocates and caregivers elevate care issues that reinforce caring for people living with central nervous system cancer is complex and extends far beyond diagnosis and traditional cancer-directed therapeutic approaches. Patients must perceive their health care not only as efficacious but as socially and culturally acceptable if it is to be successfully implemented. Healthcare professionals are the literal faces of healthcare systems patients expect to provide that socially and culturally acceptable care.

Despite women representing about 70% of the global workforce in the healthcare sector, compensation inequities and barriers to advancing women in healthcare leadership persist.<sup>1</sup> According to a joint report by the International Labour Organization and the World Health Organization published in 2022, in the health and care sector women earn 24% less than men which is a larger gender pay gap than in other economic sectors.<sup>1</sup> The 2022 Doximity Physician Compensation Report found similar disparities among men and women physicians across the United States with women physicians on average earning 26% less than their male counterparts even when controlling for specialty, location, and years of experience. When examining the physician gender pay gap by specialty, there were no medical specialties in which women earned the same or more than men.

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