



## Gender Diversity Policy 性別多元化政策

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.

在企業和組織的領導層採納性別多元化政策於香港和世界各地愈趨普及，被認為是增長和可持續性的一個重要元素。香港醫學專科學院（醫專）及其分科學院致力推動在其院務委員會和各委員會之性別多元性，作為良好機構管治措施的其中一環，有助於專科培訓、醫療專業和整個社會相關的議題之決策，提升委員會的表現。

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.

醫專相信，在院務委員會推動性別多元性有利於提高其效能和可持續性，因此而給予相關考慮。醫專院務委員會的成立是以《香港醫學專科學院條例》為基礎，在適用的情況下，委員的組合會廣泛考慮到不同的範疇來推動更大的包容性，當中包括但不限於性別、年齡、文化和教育背景、種族、專業經驗、技能、知識和服務年限，以及其他院務委員會認為相關和適用的因素。醫專及其分科學院內的組織和委員會在其架構和舉辦活動時會考慮性別多元化的因素，並適切地訂立定期檢視和匯報機制。

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.

政策推行的重點將在於確保委員的組合在平衡相關技能和經驗之可行的情況下，有著不同性別的參與，旨在包攬不同性別以及不同背景的委員之廣泛見識，協助院務委員會更有效地履行其法定職能和責任，協助良好的決策，促進院務委員會的交接規劃和發展。

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

院務委員會將不時檢視此政策，以確保其適切性。