

# Equity in SCPMG Physician Leadership

Shari Chevez, MD, Southern California Permanente Medical Group, shari.g.chevez@kp.org

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**Project Description:** There is an unequal representation of women at the highest levels of leadership, despite having an almost equal representation of female to male physicians in the Southern California Permanente Medical Group (SCPMG). The potential impact of increasing the gender equity in physician leadership within SCPMG would result in improved performance, innovation and outcomes based on evidence-based literature supporting diverse leadership teams.

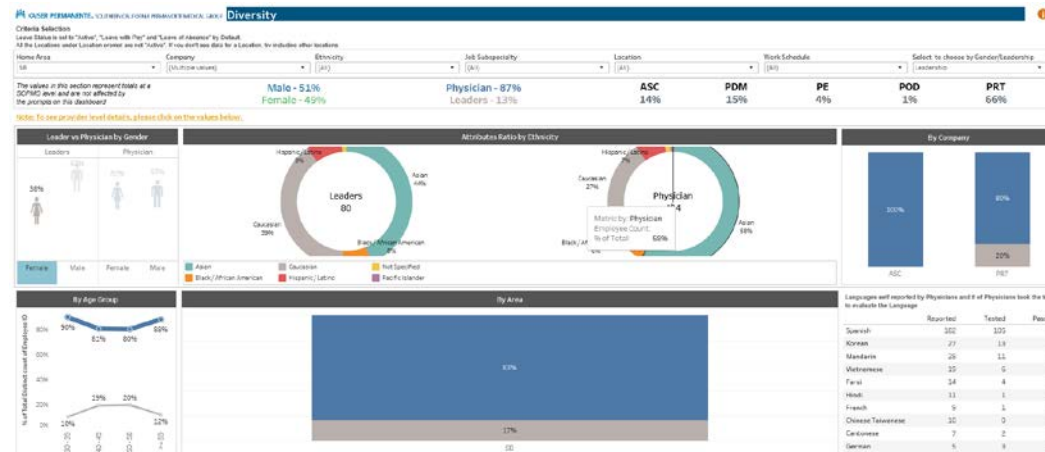
**Outcome - Oriented Objective:** Develop, socialize and utilize a Diversity Dashboard to benchmark, goal set and create accountability to increase representation of Female Stipend Physician Leaders in SCPMG.

**Solution:** At the end of the CHCF fellowship the Diversity Dashboard was launched and socialized with key Executive and EID Physician Leaders. The next phase of this work is the comparative benchmarking, determine metrics and identify accountable stakeholders to sustain and sponsor the work.

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## Results



## Lessons Learned

- Having data to start a conversation is helpful. We did not really know the “current state” and therefore were having difficulty taking intentional action.
- Trying to negotiate a “zero sum mindset” when taking about diversity is challenging.
- The conversation started with gender as a focus but with the data other even more dire issues of inequity exist. Particularly within the realm of the intersection of gender and Physicians of Color in leadership. Being ok with a pivot or more expansive in thinking is a gift.



Attributes include:

- Medical Center Affiliation
- Physician/Leaders Ratio
- Gender
- Age
- Language
- Race/Ethnicity
- Work Schedule
- Job Subspecialty

**SCPMG  
Diversity  
Dashboard**