



## **SGO Statement on Pay Equity within Gynecologic Oncology<sup>1</sup>**

Consistent with its mission to support gynecologic oncologists and advanced practice providers, the Society of Gynecologic Oncology believes in fair and equitable compensation regardless of gender, race, or other protected characteristics, in accordance with applicable law.

Addressing pay inequity requires a multi-faceted approach, including promoting pay transparency, implementing fair and unbiased compensation practices, supporting career advancement, and addressing bias within the field of gynecologic oncology.

SGO supports systematic approaches to advancing pay equity, including the development of transparent compensation policies with clearly defined criteria and benchmarks to guide salary decisions and reduce subjectivity. Employers should conduct regular pay equity analyses and undertake periodic salary reviews to identify and address disparities, taking into account factors such as experience, specialty, productivity, and academic contributions, including non-promotable work. Staff involved in the compensation and promotion process should also receive training to mitigate implicit bias in related decisions, and efforts should be made to support leadership development, mentorship, sponsorship, and negotiation to advance all providers and promote equitable opportunities in the field.

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<sup>1</sup> This position statement is intended to provide general guidance, does not constitute legal advice, and is not intended to establish mandatory standards or requirements.