Contributors

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member of the Medical Women's Association of Nigeria and member of the Research Collaboration Network of the Nigerian Association of Resident Doctors that conducted the 'Challenges of Residency Training and Early Career Doctors in Nigeria Study'.

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Becky Cox General Practitioner in Inclusion and Homeless Health, Specialist GP in Gynaecology, and co-founder Surviving in Scrubs, United Kingdom with expertise in gender-based violence in the health care sector.

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Rebecca Fisher General surgery registrar, Gloucestershire NHS Foundation Trust, PhD candidate in Medical Education, University of Manchester, and Research Fellow, King's College London, United Kingdom, with a research focus on the experiences of women in surgery.

Simon Fleming Hand and wrist orthopaedic surgeon, Queensland Health, Australia, founding member for the International Orthopaedic Diversity Alliance and Medical Education PhD. Barts & The London, United Kingdom and

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University of Queensland, Australia, with expertise in improving the culture of health care through education, mentoring and advocacy.

Leslie Flynn Retired psychiatrist and past Vice Dean Education, Associate Dean Postgraduate Medical Education, Director of Continuing Medical Education, Postgraduate Program Director, the Director of Psychotherapy and Interim Head in the Department of Psychiatry Queen's University, Canada and leads the Royal College initiatives for physician health

Ian Freckelton AO KC King's Counsel and barrister, former judge of the Supreme Court of Nauru, elected fellow of the Australian Academies of Health and Medical Sciences, Law, and Social Sciences, Professor of Law and Professorial Fellow of Psychiatry at the University of Melbourne and Honorary Professor of Forensic Medicine at Monash University with expertise in health law and disciplinary matters involving health practitioners.

Diana Guízar-Sánchez Child and Adolescent Psychiatrist, National Autonomous University of Mexico and 'Ramón de la Fuente Muñiz' National Institute of Psychiatry, coordinator Educational Research of the Subdivision of Medical Specializations and Career Professor of the Department of Physiology and Member of the National System of Researchers of the Consejo Nacional de Ciencia y Tecnología (the National Council of Science and Technology).

Chali Mbewe Hambayi Lawyer, specialised in the prosecution of sexual and gender-based violence and cases of violence against children. She heads the Gender-Based Crimes Department at the National Prosecution Authority of Zambia and is responsible for ensuring that victim-centred and child-friendly prosecutions are conducted in the courts of law. She led the development of the National Prosecution Authority's first ever Anti Sexual Harassment Policy and has conducted trainings in this field. She is a national and international trainer in child protection as well as sexual gender-based violence for Zambia, and the Southern African Region.

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Lisa Kelm Medical graduate and public health consultant, Department for Postgraduate Medical Education, Austrian Ministry of Health with a research focus on the mistreatment of medical students throughout medical school.

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Victoria Lister Master of Business and Master of Philosophy, consultant, researcher, peer mentor and workplace coach in health care and academia with a focus on

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junior doctors' silence about their working conditions, including their experiences of bullying, harassment, discrimination and sexual harassment, Griffith University, Australia.

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Paul McGurgan Obstetrician and gynecologist, Associate Dean for Student Matters in UWA Medical School, chair of the Health Faculty's Professional Behaviour Advisory Panel, theme lead for professionalism, coordinator of the medical school's mentoring programmes, Diversity, Equity and Inclusion representative and clinical member on the WA Notifications Committee for the Medical Board of Australia.

Esperanza Martinez Medical doctor and general surgeon, specialising in public health, with expertise in global health, humanitarian action in armed conflict settings, and complex crisis management. Professor and Head of Health and Human Security, Australian National University.

Ricardo Martínez-Tapia Medical doctor and Professor in the Department of Physiology, Facultad de Medicina, Universidad Nacional Autónoma de México (UNAM) in Mexico City, Mexico, with expertise in traumatic brain injury, complexity science and human behaviour.

Pringl Miller Board-certified general surgeon and hospice and palliative medicine specialist with fellowship training in clinical medical ethics. She has a deep understanding of the inequitable dynamics at play within the medical profession. Motivated by the passion to support her peers, she founded Physician Just Equity (PJE), a 501(c)(3) advocacy organization aimed at providing vital peer support to physicians facing workplace injustices.

Kotoko Mizuno Medical student at Shimane University, Shimane, Japan.

Fiona Moir General Practitioner, academic and wellbeing lead in the University of Auckland Medical Programme, New Zealand, Director of Connect Communications NZ, an education business specialising in communication and wellbeing and co-creator and lead of HOTSPOTS, an initiative tackling bullying, harassment and discrimination in the clinical workplace.

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social protection programmes across the world, board member of Young Emerging Scientists (YES) Zambia, past Vice Secretary for Graduate Women Zambia and leader in Social Protection programmes focusing on girls and women's empowerment.

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Adrienne Ringin Lawyer and PhD candidate at La Trobe University, Australia, with a research focus in international criminal law, specifically sexual and gender-based crimes, and experience in human rights advocacy in Arusha, Tanzania, the Indigenous lands in central Australia and the United Nations Human Rights Council.

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Kate Walsh Clinical psychologist and Professor in the Psychology and Gender & Women's Studies Departments at the University of Wisconsin-Madison, researcher with the National Institute of Mental Health, the National Institute on Drug Abuse, and the Department of Justice. Academic focus on the assessment, prevention and management of sexual violence with a focus on identifying malleable environmental and institutional characteristics associated with sexual violence and developing, implementing, and evaluating tailored prevention programs.

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