

Supplemental Tables:

Supplemental Table S1. Sex Composition of CAPER Medical Sub-specialty Data

Year	Anes	ER	IM	Peds	Cards (Adult)	Cards (Peds)	CCM	Cardiac Surgery	* Other Surgery	Obs Gyn
% Female (no. of females/total no.)										
2006	39 (35/90)	50 (60/121)	55 (18/33)	74 (26/35)	14 (6/43)	67 (2/3)	35 (10/29)	0 (0/10)	25 (16/65)	78 (36/46)
2007	37 (33/90)	43 (48/112)	47 (18/38)	81 (35/43)	40 (21/52)	50 (1/2)	27 (8/30)	17 (1/6)	29 (22/75)	81 (43/53)
2008	46 (46/99)	56 (73/130)	58 (34/59)	79 (37/47)	23 (10/43)	67 (2/3)	34 (13/38)	0 (0/9)	29 (20/69)	87 (40/46)
2009	42 (40/95)	45 (69/152)	60 (28/47)	78 (29/37)	60 (28/47)	50 (2/4)	30 (12/40)	11 (1/9)	33 (29/87)	76 (45/59)
2010	50 (51/102)	44 (66/150)	37 (22/59)	80 (44/55)	28 (15/53)	0 (0/4)	26 (13/50)	0 (0/10)	33 (25/75)	83 (49/59)
2011	42 (44/104)	53 (81/154)	51 (31/61)	83 (38/46)	36 (16/45)	67 (4/6)	31 (12/39)	10 (1/10)	34 (30/88)	81 (43/53)
2012	49 (65/133)	49 (81/167)	29 (15/51)	89 (49/55)	30 (17/56)	20 (2/10)	30 (14/47)	8 (1/13)	41 (41/100)	95 (60/63)
2013	42 (56/132)	51 (90/178)	34 (14/41)	82 (61/74)	37 (18/49)	60 (3/5)	31 (18/59)	0 (0/6)	32 (33/104)	88 (71/81)
2014	38 (47/124)	47 (85/181)	84 (26/31)	83 (60/72)	31 (23/75)	86 (6/7)	32 (14/44)	20 (2/10)	46 (42/92)	87 (71/82)
2015	47 (64/137)	44 (76/172)	29 (7/24)	80 (65/81)	29 (19/66)	43 (3/7)	26 (19/72)	33 (3/9)	39 (44/113)	85 (68/80)
2016	42 (52/125)	46 (91/200)	46 (18/39)	88 (73/83)	36 (25/70)	100 (6/6)	28 (14/50)	40 (2/5)	38 (45/119)	90 (78/87)
2017	43 55/128	48 28/58	52 17/33	83 75/90	31 18/59	50 2/4	45 27/60	10 1/10	42 47/113	89 73/82
2018	32 50/158	51 39/76	50 23/46	79 75/95	39 25/65	50 2/4	22 11/49	30 3/10	42 52/123	84 64/76

Abbreviations: Anes = Anesthesia; ER = Emergency Medicine; IM = Internal Medicine; Peds = Pediatrics; Cards = Cardiology; CCM = Critical Care Medicine; Obs Gyn = Obstetrics Gynecology; * Other Surgery = General Surgery, Vascular Surgery, and Neurosurgery

Supplemental Table S2. Sex Composition of Trainees in Cardiology Fellowships in 2019

Cardiology Sub-Specialty	Adult	Pediatric
<i>% Female (no. of females/total no.)</i>		
Electrophysiology	18 (7/38)	20 (1/5)
Interventional Cardiology	11 (7/64)	100 (1/1)
Critical Care Cardiology	30 (3/10)	N/A (0/0)
Echo, Nuclear, and/or Other Imaging	30 (16/53)	60 (6/10)
Heart Failure and Transplant	53 (8/15)	75 (3/4)
Total Invasive*	15 (17/112)	33 (2/6)
Total Non-Invasive*	35 (24/68)	64 (9/14)

**Invasive = Electrophysiology, Interventional Cardiology, Critical Care; Non-invasive = Imaging, Heart Failure and Transplant.*

Supplemental Table S3. Sex Composition of Canadian Cardiovascular and Affiliate Society Leadership

Organization (Inaugural Year)	Female Presidents, n of total N (%)	President (Years of Service)
Canadian Cardiovascular Society (CCS, since 1947)	3 of 38 (8%)	Dr. Catherine Kells (2016-2018) Dr. Heather Ross (2014-2016) Dr. Ruth L Collins-Nakai (1999-2002)
Canadian Association of Interventional Cardiology (CAIC, since 1991)	0 of 13 (0%)	N/A
Canadian Society of Cardiovascular Magnetic Resonance (CanSCMR, since pre-2010)*	0 of 6 (0%)	N/A
Canadian Cardiac Transplant Network (CCTN, since 2006)	2 of 6 (33%)	Dr. Deb Isaac (2014-2016) Dr. Heather Ross (2010-2012)
Canadian Heart Failure Society (CHFS, since 2011)	1 of 3 (33%)	Dr. Shelley Zeiroth (2018-2020)
Canadian Heart Rhythm Society (CHRS, since 2004)	0 of 8 (0%)	N/A
Canadian Society of Cardiovascular Nuclear and CT Imaging (CNCT, since 2008)	1 of 6 (17%)	Dr. Marla Kiess (2010-2012)
Canadian Pediatric Cardiology Association (CPCA, since 2000)	5 of 8 (63%)	Dr. Anne Fournier (2018-2020) Dr. Christina Templeton (2013-2016) Dr. Jennifer Russel (2010-2013) Dr. Reeni Soni (2007-2010) Dr. Marie Béland (2004-2007)
Canadian Society of Cardiac Surgeons (CSCS, since 2006)	0 of 7 (0%)	N/A
Canadian Society for Echocardiography (CSE, since 1998)	1 of 10 (10%)	Dr. Bibiana Cujec (2006-2009)
Canadian Cardiovascular Critical Care Society (CANCARE, since 2014)	0 of 2 (0%)	N/A
Canadian Adult Congenital Heart Network (CACHnetwork, since 2008)	1 of 2 (50%)	Dr. Arianne Marelli (2016-2020)

Supplemental Table S4. Sex Composition of Canadian Cardiovascular Congress Programs

Program Year	2014	2015	2016	2017	2018	Total
<i>% Female (no. of females/total no.)</i>						
AMC Chair	0 (0/1)	0 (0/1)	0 (0/1)	0 (0/1)	0 (0/1)	0 (0/5)
SPC Chair	0 (0/1)	0 (0/1)	100 (1/1)	100 (1/1)	100 (1/1)	60 (3/5)
SPC SC Chair	0 (0/7)	10 (1/10)	10 (1/10)	20 (2/10)	45 (5/11)	19 (9/48)
SPC Track Captain	0 (0/14)	21 (3/14)	40 (6/15)	33 (4/12)	50 (7/14)	29 (20/69)
SPC Total	14 (4/29)	15 (4/26)	24 (7/29)	22 (6/27)	42 (11/26)	23 (32/137)
Major Symposia Chair*	17 (1/6)	25 (3/12)	33 (4/12)	33 (4/12)	40 (4/10)	31 (16/52)
Major Symposia Speaker*	19 (3/16)	25 (5/20)	28 (5/18)	33 (6/18)	44 (8/18)	30 (27/90)
Trainee Have a Heart Bursary*	42 (8/19)	33 (6/15)	47 (7/15)	33 (7/15)	42 (5/12)	40 (30/76)

*Abbreviations: AMC = Annual Meeting Chair; SPC SC = Scientific Program Committee Subcommittee; * Major Symposia = SPC Symposium, Year-In-Review Symposium, Joint CCS/ACC Symposium, and Joint CCS/ESC Symposium*

Supplemental Table S5. Sex Composition of Canadian Cardiovascular Society Guidelines Panels

Guideline Years	Pre-2000	2000-2004	2005-2009	2010-2014	Post-2015	Total
<i>% Female (no. of females/total no.)</i>						
Chair	13 (1/8)	28 (5/18)	19 (6/32)	17 (13/78)	8 (3/36)	16 (28/172)
Primary Panelist	16 (10/61)	28 (53/191)	24 (62/263)	23 (155/677)	23 (64/284)	23 (344/1476)
Secondary Panelist	16 (10/63)	19 (28/146)	12 (20/169)	15 (51/338)	18 (32/174)	16 (141/890)

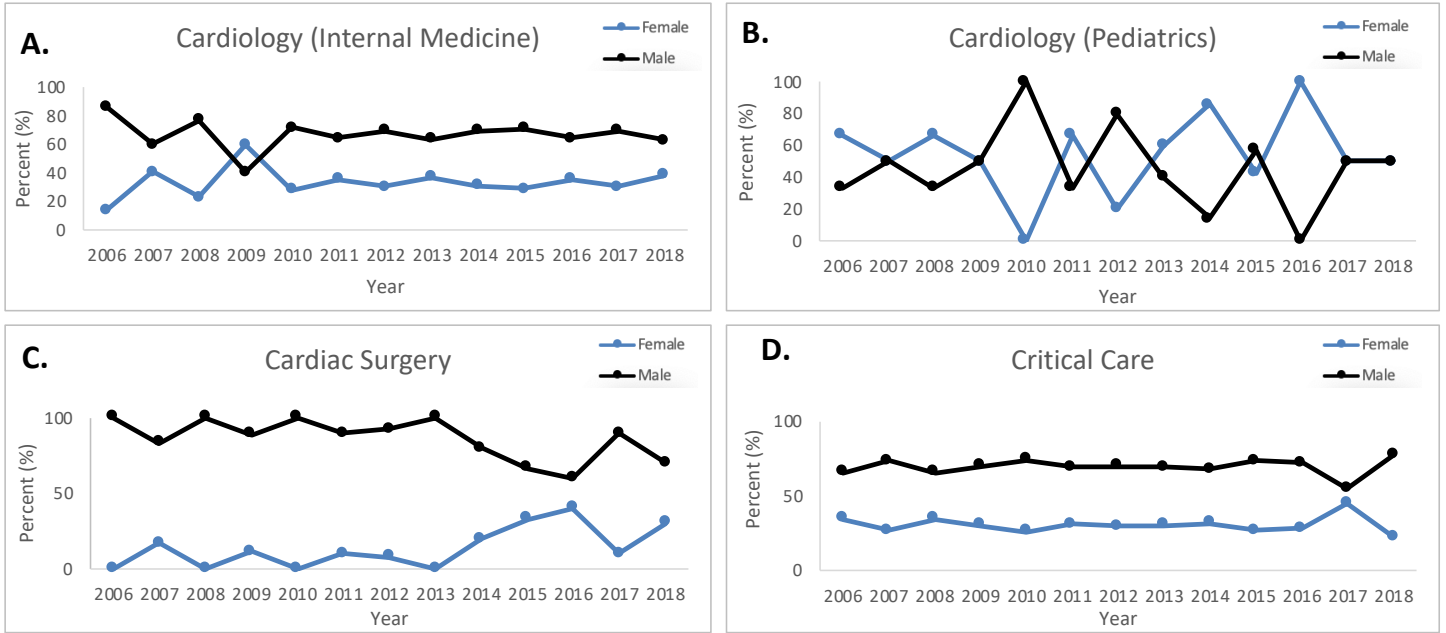
Abbreviations: CIHR = Canadian Institutes of Health Research; CV = Cardiovascular

Supplemental Table S6. Sex Composition of CIHR Cardiovascular Project Grant Committees

Committee Year	2013	2014	2015	2017	2018	Total
<i>% Female (no. of females/total no.)</i>						
Chair	25 (1/4)	25 (1/4)	50 (2/4)	25 (1/4)	25 (1/4)	30 (6/20)
Scientific Officer	50 (4/8)	25 (2/8)	0 (0/4)	50 (2/4)	50 (2/4)	36 (10/28)
Total Members	18 (11/61)	16 (13/80)	14 (8/56)	25 (14/57)	18 (11/60)	18 (57/314)

Abbreviations: CIHR = Canadian Institutes of Health Research; CV = Cardiovascular

Supplemental Figures:



Supplemental Figure S1. Sex-Based Analysis of CAPER Cohort in Cardiovascular-Related

Specialties. The sex composition of the 12-year CAPER cohort in cardiovascular-related specialties of adult cardiology (A), paediatric cardiology (B), cardiac surgery (C), and critical care medicine (D) is shown.

Supplemental Appendix S1: Understanding Gender Equity in Cardiovascular Medicine and Scientific Careers Questionnaire

Part A: Demographics

1. Are you a:

- Male
- Female
- Prefer not to disclose

2. Identify your race (check all that apply):

- Aboriginal (includes Inuit, Métis peoples of Canada, First Nations - North American Indian)
- Arab (includes Egyptian, Kuwait, Libyan)
- West Asian (includes Afghan, Assyrian and Iranian)
- Black (includes African, Nigerian, Somali)
- Chinese
- Filipino
- Japanese
- Korean
- Latin American (includes Chilean, Costa Rican, Mexican)
- South Asian (includes Bangladeshi, Punjabi, Sri Lankan)
- South East Asian (includes Vietnamese, Cambodian, Malaysian, Laotian)
- White (Caucasian)
- Other, if possible, specify (optional to specify) _____

3. Which of the following describe your current career stage (check all that apply):

- Clinical Trainee:** __ Medical Student __ Surgical Resident __ Core Medical Resident __ Cardiology Resident __ Clinical Fellow
- Research Trainee:** __ Masters __ PhD __ Post-doctoral Fellow
- Clinical Staff:** __ Clinical Associate __ Clinician __ Clinician Quality Improvement __ Clinician Educator __ Clinician Investigator __ Clinician Scientist
- Research Staff:** __ Research Associate __ PhD Scientist
- Appointment:** __ Academic __ Non Academic __ Part-Time __ Full-Time
- Other (specify):** _____

4. What leadership activities are you engaged in within your community (check all that apply):

- Journal:** __ Editor in Chief __ Associate Editor __ Board Member __ Reviewer
- Any Society / Meeting:** __ Chair __ Vice Chair __ Board Member __ Program Chair
- Any Workshop Committee:** __ Chair __ Member __ Speaker / Panelist __ Reviewer
- Any Guidelines Committee:** __ Chair __ 1° Panel __ 2° Panel __ Reviewer
- Grant Committee:** __ Chair __ Reviewer __ CIHR __ HSFC __ Other (specify): _____
- Review Board:** __ Clinical Study __ Ethics __ Faculty __ Quality and Safety __ Other (specify): _____
- University:** __ President / Dean __ Vice President / Dean __ Board Member

- Department Head:** __ Cardiac Surgery __ Cardiology __ Research
- Program Director:** __ Cardiac Surgery __ Cardiology __ Research __ Cath Lab __ ECHO Lab __ EP Lab __ Imaging Lab
- Fellowship Director:** __ Cardiac Surgery __ Research __ Cath __ ECHO __ EP __ ACHD __ Heart Failure / Transplant __ Imaging __ Rehab / Prevention __ Women's Health / Pregnancy
- Committee Member:** __ Clinical Study __ Graduate Research __ Ethics Board __ Faculty Evaluation __ Quality and Safety __ Other (specify): _____
- Other (specify): _____
- None of the above

5. Do you have responsibilities related to children or caregiving (e.g. elderly relative)?

- Yes
- No

6. For the children or other people living with you, to what level are you directly responsible for caring for them? (circle one number)

no responsibility

total responsibility

0

1

2

3

4

5

6

N/A

Part B: Gender Equity and Career

7. Have you encountered inequities during your training and/or career that may be related to your sex and/or gender identity?

- Yes
- No

8. What challenges have you encountered during your training and/or practice that may relate to your sex and/or gender identity?

9. What strategies have you used to overcome these personal challenges?

10. What initiatives have you witnessed and/or participated in to promote gender equity at your institution and/or within the academic community?

11. What new initiatives would you like to have to promote gender equity at your institution and/or within the academic community?

12. Other Comments:
