**Introduction**

- American Society of Breast Surgeons (ASBrS) was founded in 1995
- Gender diversity of membership has improved over time
- Women are underrepresented as speakers at national surgical society meetings
- Speaking at national meetings can assist with career growth
- Lack of speaker opportunities for women is one barrier to academic and career advancement

**Methods**

- 2000 – 2019 ASBrS Annual Meeting programs were reviewed manually for gender based on name of:
  - General session moderators and panel speakers
  - Society resident
  - Meeting program chair
  - Keynote speaker
- If gender could not be determined by name, online search was performed

**Results**

- Female moderators increased from 0 to 50%
- Female panelists increased from 25% to 52.5%
- 3 of 17 (17.6%) keynote speakers were women
- 6 society presidents (30%) were women
- 8 program chairs (40%) were women
- 4 years president & program chair were women
- 7 years president & program chair were men

**Conclusions**

- ASBrS Annual Meeting speaker gender diversity has improved over 20 years
- Only three women have been honored with the keynote address.
- ASBrS should pay attention to representation by gender and other identity metrics to ensure equity in physician speaker opportunities

**Limitations and Future Studies**

- Gender analysis based on name or internet search rather than self-identification. This is consistent with other studies as societies have not historically asked for speakers or even members to identify gender
- Gender is only one important measure of diversity

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