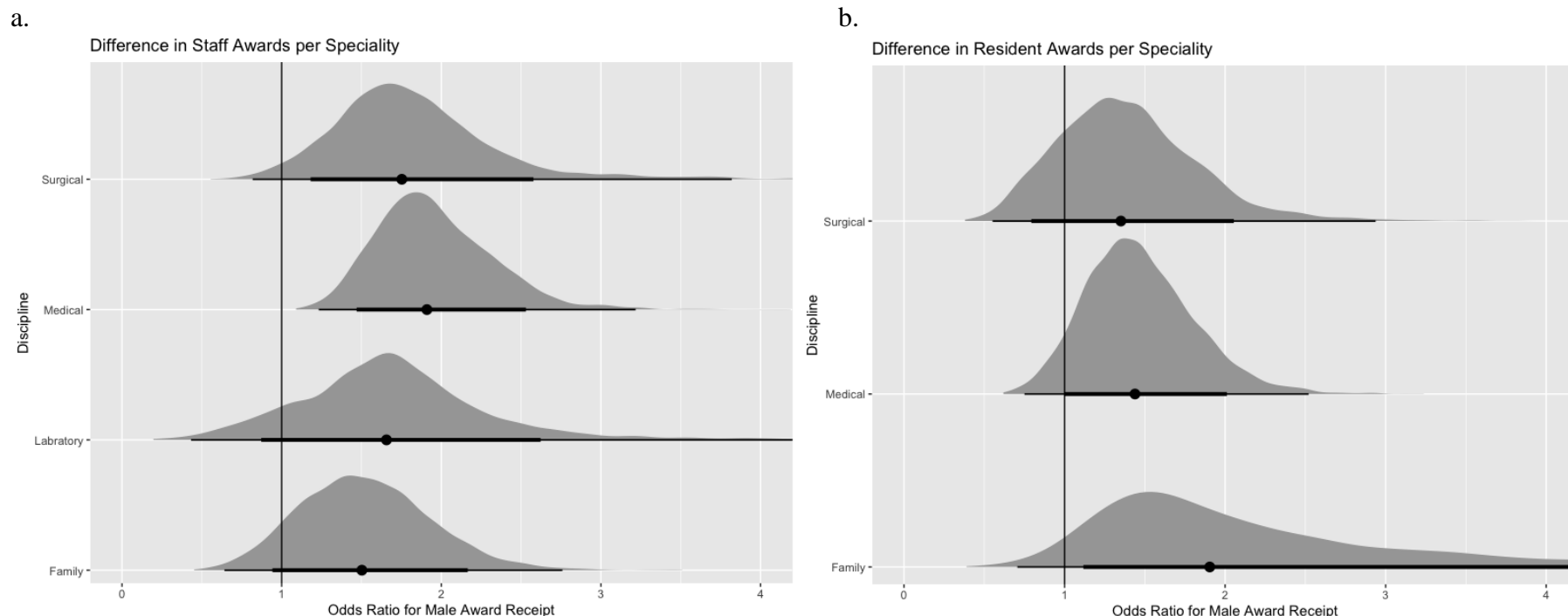


**Appendix 3 (as supplied by the authors): Bayesian models demonstrating estimates of the odds of male staff (a) and resident physicians (b) receiving awards from Canadian residency associations compared to their female colleagues for the entire study population and by specialty of practice for the years 2000-2018. The probability distribution represents the possible range of effect compatible with the data. The 95% posterior interval (solid line) represents the uncertainty range compatible with 95% of the population.**



†Includes family medicine and the enhanced skills training programs (e.g., family medicine plus emergency medicine) based on the CAPER classifications.

‡Anatomical pathology, general pathology, hematological pathology, medical biochemistry, medical microbiology, and neuropathology, based on the CAPER classifications.

§Anesthesiology, dermatology, diagnostic radiology, emergency medicine, internal medicine (including all subspecialties of internal medicine), medical genetics and genomics, neurology, neurology – pediatric, nuclear medicine, palliative medicine, pediatrics (including all subspecialties of pediatrics), physical medicine and rehabilitation, psychiatry, public health and preventative medicine, and radiation oncology, based on the CAPER classifications.

†Cardiac surgery, general surgery, neurosurgery, obstetrics and gynecology, ophthalmology, otolaryngology, orthopedic surgery, plastic surgery, urology and vascular surgery, based on the CAPER classifications.