Reviewer’s report

Title: The perceived organizational impact of the gender gap across a Canadian Department of Medicine and proposed strategies to combat it: a qualitative study.

Version: 0 Date: 04 Nov 2017

Reviewer: Pavel Ovseiko

Reviewer’s report:

This is an important qualitative study of the perceived organizational impact of the gender gap across a leading Canadian Department of Medicine and proposed strategies to combat it. The study is designed and conducted using robust qualitative methods and rigorously reported using the consolidated criteria for reporting qualitative research (COREQ). It is important to note that the evidence base on the organizational impact of the gender gap is currently limited. Therefore, the choice of qualitative methods is most appropriate for the investigation of the given research question and publishing this research will help improve the current evidence base. Taking into account the scientific rigour and societal significance of this study, I recommend that the manuscript is accepted for publication as it is. I would also like to suggest that in their future research the authors might want to consider whether a national strategy such as Athena SWAN in the UK, Ireland, and Australia might be appropriate and effective in Canada, e.g. https://health-policy-systems.biomedcentral.com/articles/10.1186/s12961-017-0177-9

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