

Supplementary file 1 - Search strategy

All databases searched 20/05/2022, updated 25/10/2023

Database: PubMed

1	gender[Title/Abstract]
2	women*[Title/Abstract]
3	female*[Title/Abstract]
4	sex[Title/Abstract]
5	"Physicians, Women"[Mesh]
6	"sex"[MeSH]
7	"Sex Factors"[Mesh]
8	"Sex Distribution"[Mesh]
9	"gender identity"[MeSH]
10	ethnic*[Title/Abstract]
11	race*[Title/Abstract]
12	racial[Title/Abstract]
13	BAME[Title/Abstract]
14	minorit*[Title/Abstract]
15	"Ethnicity"[Mesh]
16	"Racial Groups"[Mesh]
17	"Ethnic and Racial Minorities"[Mesh]
18	"Sexism"[Mesh]
19	"Racism"[Mesh]
20	#1 OR #2 OR #3 OR #4 OR #5 OR #6 OR #7 OR #8 OR #9 OR #10 OR #11 OR #12 OR #13 OR #14 OR #15 OR #16 OR #17 OR #18 OR #19
21	career[All Fields]
22	rank[All Fields]
23	leader*[All Fields]
24	specialt*[All Fields]
25	faculty[All Fields]
26	"Employment"[Mesh]
27	"Occupations"[Mesh]
28	"Leadership"[Mesh]
29	#21 OR #22 OR #23 OR #24 OR #25 OR #26 OR #27 OR #28
30	doctor*[Title/Abstract]
31	physician*[Title/Abstract]
32	"Medical Staff, Hospital"[Mesh]
33	"Physicians"[Mesh]
34	"Faculty, Medical"[Mesh]
35	#30 OR #31 OR #32 OR #33 OR #34
36	"Nursing"[Mesh]
37	"Nurses"[Mesh]
38	"Nursing Staff"[Mesh]
39	#36 OR #37 OR #38

40	#20 AND #29 AND #35 NOT #39
41	"Meta-Analysis as Topic"[Mesh]
42	"Systematic Reviews as Topic"[Mesh]
43	"systematic"[filter]
44	"meta-analysis"[pt]
45	"meta analy*"[Title/Abstract]
46	"systematic review*"[Title/Abstract]
47	#41 OR #42 OR #43 OR #45 OR #46
48	#40 AND #47

Database: EMBASE (Ovid)

1	gender.ab,ti.
2	"women*".ab,ti.
3	"female*".ab,ti.
4	sex.ab,ti.
5	exp *female physician/
6	*gender/
7	*gender bias/
8	*gender identity/
9	*gender inequality/
10	"ethnic*".ab,ti.
11	"race*".ab,ti.
12	racial.ab,ti.
13	BAME.ab,ti.
14	"minorit*".ab,ti.
15	*ethnicity/
16	*racial disparity/
17	*ethnic group/
18	exp *sexism/
19	exp *racism/
20	1 OR 2 OR 3 OR 4 OR 5 OR 6 OR 7 OR 8 OR 9 OR 10 OR 11 OR 12 OR 13 OR 14 OR 15 OR 16 OR 17 OR 18 OR 19
21	career.af.
22	rank.af.
23	"leader*".af.
24	"specialt*".af.
25	faculty.af.
26	exp *occupation/
27	*leadership/
28	21 OR 22 OR 23 OR 24 OR 25 OR 26 OR 27
29	"doctor*".ab,ti.
30	"physician*".ab,ti.
31	exp *medical staff/
32	exp *physician/
33	29 OR 30 OR 31 OR 32
34	exp *nursing/

35	exp *nurse/
36	34 OR 35
37	20 AND 28 AND 33 NOT 36
38	(systematic review or meta-analysis).pt.
39	meta-analysis/
40	systematic review/
41	systematic reviews as topic/
42	meta-analysis as topic/
43	"meta analysis (topic)"/
45	"systematic review (topic)"/
46	(systematic* adj3 (review* or overview*).ab,ti.
47	meta-analy*.ab,ti.
48	metaanaly*.ab,ti.
49	38 OR 39 OR 40 OR 41 OR 42 OR 43 OR 44 OR 45 OR 46 OR 47 OR 48
50	37 AND 49

Database: CINAHL

1	TI gender OR AB gender
2	TI women* OR AB women*
3	TI female* OR AB female*
4	TI sex OR AB sex
5	(MM "Physicians, Women")
6	(MM "Sex Factors")
7	(MM "Gender Bias")
8	TI ethnic* OR AB ethnic*
9	TI race* OR AB race*
10	TI racial OR AB racial
11	TI BAME OR AB BAME
12	TI minorit* OR AB minorit*
13	(MM "Ethnic Groups")
14	(MM "Intersectionality")
15	(MM "Minority Groups")
16	(MM "Sexism")
17	(MM "Racism")
18	S1 OR S2 OR S3 OR S4 OR S5 OR S6 OR S7 OR S8 OR S9 OR S10 OR S11 OR S12 OR S13 OR S14 OR S15 OR S16 OR S17
19	TX career
20	TX rank
21	TX leader*
22	TX specialt*
23	TX faculty
24	(MM "Employment")
25	(MM "Occupations and Professions+")
26	(MM "Leadership")

27	S19 OR S20 OR S21 OR S22 OR S23 OR S24 OR S25 OR S26
28	TI doctor* OR AB doctor*
29	TI physician* OR AB physician*
30	(MM "Medical Staff")
31	(MM "Physicians")
32	(MM "Faculty, Medical")
33	S28 OR S29 OR S30 OR S31 OR S32
34	(MM "Nurses")
35	(MM "Nursing Staff, Hospital")
36	S34 OR S35
37	S18 AND S27 AND S33 NOT S36
38	MH "meta analysis"
39	MH "systematic review"
40	TI meta-analy* OR AB meta-analy*
41	TI metaanaly* OR AB metaanaly*
42	((TI systematic* OR AB systematic*) N3 ((TI review* OR AB review*) OR (TI overview* OR AB overview*)))
43	S38 OR S39 OR S40 OR S41 OR S42
44	S37 AND S43

Database: PsycInfo

1	TIAB(gender)
2	TIAB(women*)
3	TIAB(female*)
4	TIAB(sex)
5	MAINSUBJECT.EXACT.EXPLODE("sex")
6	MAINSUBJECT.EXACT.EXPLODE("gender gap")
7	MAINSUBJECT.EXACT.EXPLODE("gender equality")
8	TIAB(ethnic*)
9	TIAB(race*)
10	TIAB(racial)
11	TIAB(BAME)
12	TIAB(minorit*)
13	MAINSUBJECT.EXACT.EXPLODE("gender equality")
14	MAINSUBJECT.EXACT.EXPLODE("Racial and Ethnic Relations")
15	MAINSUBJECT.EXACT.EXPLODE("sexism")
16	MAINSUBJECT.EXACT.EXPLODE("racism")
17	1 OR 2 OR 3 OR 4 OR 5 OR 6 OR 7 OR 8 OR 9 OR 10 OR 11 OR 12 OR 13 OR 14 OR 15 OR 16
18	career
19	rank
20	leader*
21	specialt*
22	faculty
23	MAINSUBJECT.EXACT.EXPLODE("occupations")

24	MAINSUBJECT.EXACT.EXPLODE("leadership")
25	18 OR 19 OR 20 OR 21 OR 22 OR 23 OR 24
26	TIAB(doctor*)
27	TIAB(physician*)
28	MAINSUBJECT.EXACT.EXPLODE("physicians")
29	MAINSUBJECT.EXACT.EXPLODE("educational personnel")
30	26 OR 27 OR 28 OR 29
31	MAINSUBJECT.EXACT.EXPLODE("nursing")
32	MAINSUBJECT.EXACT.EXPLODE("nurses")
33	31 OR 32
34	17 AND 25 AND 30 NOT 33
35	TIAB(meta-analy*)
36	TIAB(metaanaly*)
37	TIAB(systematic*) NEAR/3 (review*)
38	MAINSUBJECT.EXACT.EXPLODE("systematic review")
39	MAINSUBJECT.EXACT.EXPLODE("meta analysis")
40	35 OR 36 OR 37 OR 38 OR 39
41	34 AND 40