



29 Jan 2019

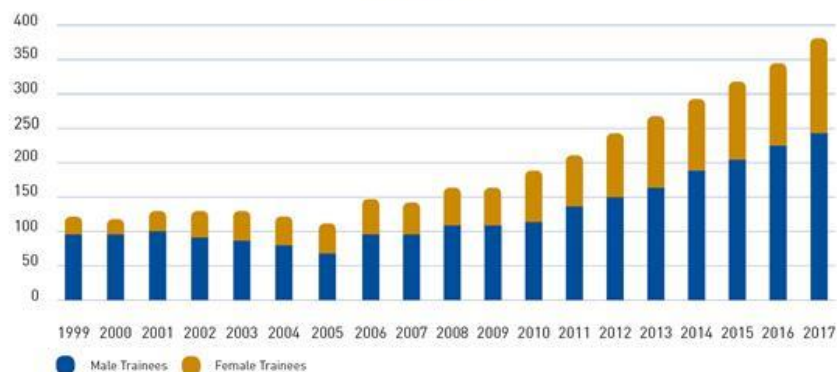
Re: Gender initiatives

RANZCO is the medical college responsible for the training, examination and professional development of ophthalmologists in Australia and New Zealand. We seek to improve eye health across Australia and New Zealand, as well as further afield, by providing best quality education, training and continuing professional development; by promoting eye health care and the work of ophthalmologists; and through collaboration with others involved in the delivery of eye health care.

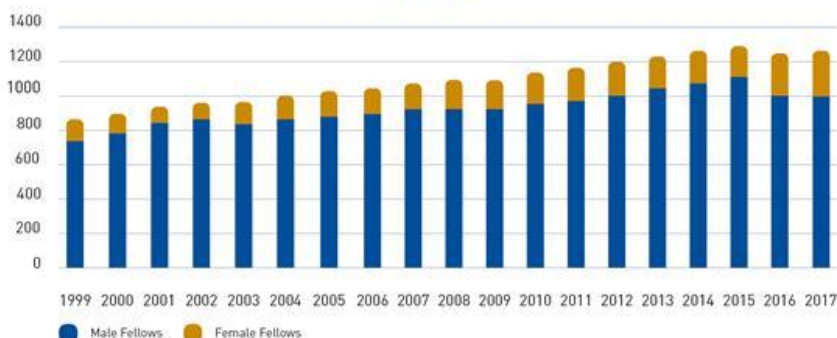
In 2015 the RANZCO Board established a target of 35 % female representation on all College Committee and leadership bodies. The graphs below provide insight into female participation in a range of RANZCO Committees and activities and indicate the effect of the target.

RANZCO Statistics

All Trainees

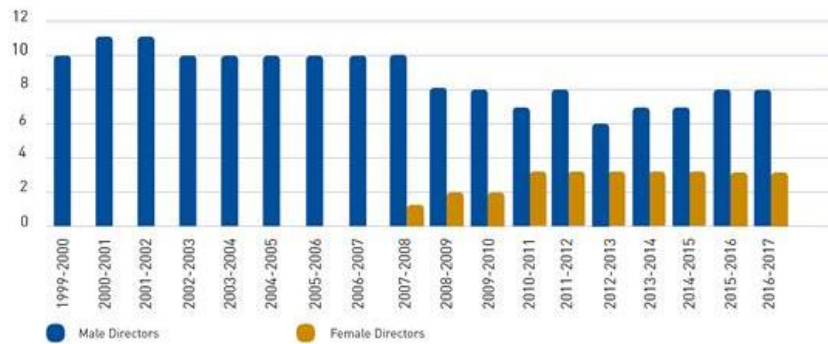


All Fellows

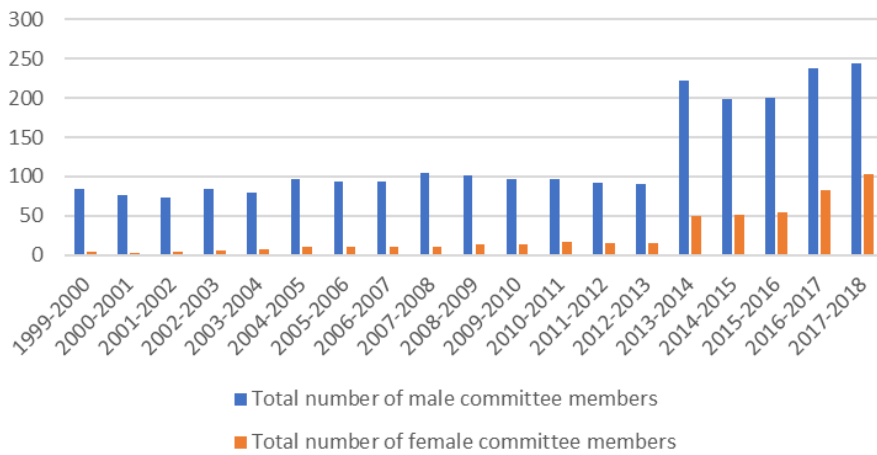


RANZCO Statistics

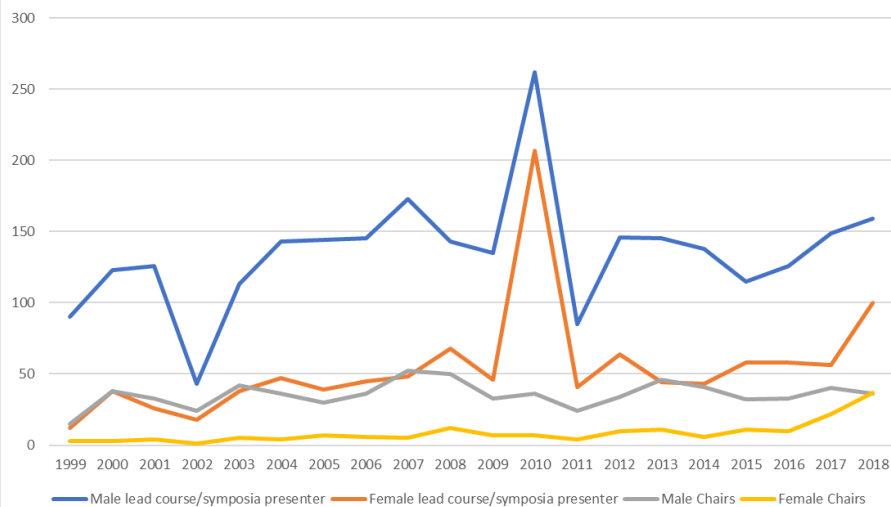
Directors (Board)



Male/Female Committee composition



RANZCO Congress Male/Female Speakers and Chairs



The RANZCO Women in Ophthalmology Group has been in existence for many years. In 2017 an Advisory Group was formed to provide more direction and resourcing to the collective. I took on the role of co-Chair, later Chair, of the Advisory Group. I am proud to report on our activities to date and their impact on the College.

In 2017, the Advisory Group Co-sponsored an Ocular Trauma symposium at the 49th Annual Congress that dealt with topics such as child abuse and neglect, domestic violence and the role of the ophthalmologist and management of trauma in rural and remote Australia. This included funding for guest speaker, A/Prof Erin Shriver from Iowa, USA. This was followed up by an article in the Summer edition of the College's printed newsletter, Eye2Eye. Additionally, A/Prof Shriver attended the Advisory Group business meeting at Congress and provided valuable in-sight to gender equity issues on an international scale. At the same Congress, the Advisory Group hosted the first ever Women in Ophthalmology lunch, which focussed on networking.

Unrelated to the Congress, the Advisory Group conducted the following engagement activities in 2017/2018:

- Surveyed the membership to collect expressions of interest to join Committees or speak or chair at events. From this, targeted emails were sent out to female Fellows about joining RANZCO Committees. 2017 saw the first ever female members of the Medicare Advisory Committee and increased number of women on Committees.
- Welcome letters were sent to new Fellows, as they attained Fellowship and to new Trainees (2018 intake) and this will continue into the future.
- Promotion of the Women & Leadership Australia 100 Days for Change initiative
- Attending a range of women in health and women in medicine events throughout the year and promoting these events to female Fellows and trainees. This included the International Women's Day 2018 – Women & Leadership Australia's National Health Sector Women's Leadership Summit.
- Welcomed the first female President (who was the first female Treasurer) of RANZCO, A/Prof Heather Mack.

Late in 2018 the Advisory Group hosted a moderated and sponsored strategic planning lunch at the 50th Congress of RANZCO. The attached strategic plan is the result of this session and is being carried out by a revitalised Advisory Group that comprises three working groups (one per strategic goal) and a representative for each State (and New Zealand) and a trainee representative. The Congress lunch sponsor also provided funding to run an Outspoken Women masterclass the day prior to Congress for 12 female Fellows/trainees. There was a competitive application and selection process for this.

The 2018 Congress had, for the first time, an equal number of male and female session Chairs. There were also two Women in Ophthalmology sponsored sessions in the Congress program, being What to Expect When Your Patient is Expecting: The Effect of Pregnancy on the Eye and In the Eye of the Beholder: Quality Improvement Through Conscious Decision-Making (Unconscious bias). In an attempt to increase the female representation at Congress, the College ran a creche at the 2018 Congress and will continue to do so into the future.

Finally, the 2019 Congress invited speakers (who are selected based on nominations from our Fellows) comprises four women and five men – this is a first, and all the female speakers were nominated and supported by the Women in Ophthalmology Advisory group members.

Kind regards

Genevieve Oliver
Chair, RANZCO Women in Ophthalmology Advisory Group



RANZCO

WOMEN IN OPHTHALMOLOGY STRATEGIC PLAN: 2019-2020

RANZCO

WOMEN IN OPHTHALMOLOGY



The Royal Australian
and New Zealand
College of Ophthalmologists

RANZCO Women in Ophthalmology Strategic Plan: 2019-2020

The Women in Ophthalmology (WIO) group has undergone a series of changes in recent years, establishing a core Advisory Group to advocate for female fellows and trainees within RANZCO.

At the 50th RANZCO Congress held in Adelaide in 2018, the WIO Advisory Group hosted a lunch to set the strategic direction of the group for the next two years. This was a well-attended event that generated robust discussion and set clear priorities that have been captured in this strategic plan.

We encourage all RANZCO fellows and trainees to connect and support their colleagues and to engage in College activities at all levels. By working together, we are stronger doctors, we are a stronger College, and we are stronger advocates for our patients.

AIM ONE AWARENESS

To increase the representation of female ophthalmologists at the podium, we will:

- ▶ Encourage female fellows to submit courses / symposia at Congress
- ▶ Encourage organizing committees to ensure at least 35% female representation
- ▶ Advocate for uptake of the panel pledge among fellows (50/50 gender balance)
- ▶ Encourage fellows to nominate female speakers for meetings
- ▶ Develop and maintain a database of female domestic and international speakers
- ▶ Contribute a WIO update to Eye2Eye each quarter
- ▶ Report back on successes

AIM TWO RECOGNITION

To increase recognition of the achievements of women in the field of ophthalmology, we will:

- ▶ Identify awards and scholarships and encourage fellows to apply
- ▶ Encourage fellows to nominate women for awards
- ▶ Create a WIO-funded position for the RANZCO Leadership Development Program
- ▶ Assist the College in creating transparent nomination processes for all awards
- ▶ Report back on successes

AIM THREE ENGAGEMENT

To strengthen networks to provide support for women at all stages of their ophthalmology career, we will:

- ▶ Promote available positions within the College to female fellows and encourage them to apply
- ▶ Explore barriers to participation within the College and work to mitigate these
- ▶ Explore barriers facing female fellows and trainees returning to work after leave and engage the College and workplaces to address these
- ▶ Coordinate a network to support and mentor women at all stages of their career
- ▶ Establish state-based representatives and provide opportunities for women to meet and connect with colleagues
- ▶ Report back on challenges and successes

**GET
INVOLVED
NOW!**

PROMOTE

Contact the WIO via the support staff at RANZCO on ranzco@ranzco.edu to:

- ▶ Join the group – membership is free
- ▶ Find out what Committees and Groups have expressions of interest open
- ▶ Join the speaker network list
- ▶ Offer mentoring services or seek a mentor
- ▶ Contribute articles, blogs or images

Promote the WIO on RANZCO's social media accounts



@RANZCOeyedoctor

