RANZCO
WOMEN IN OPHTHALMOLOGY
STRATEGIC PLAN:
2019-2020
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.

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

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

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
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