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**
**EDUCATION**

- Educate RANZCO members on barriers facing female fellow and trainees
- CPD: Develop programmes that address diversity and inclusion
- Women as Educators
  - Advocate for uptake of the panel pledge among fellows (50/50 gender balance)
  - Encourage fellows to nominate female speakers
  - Develop and maintain a database of female domestic and international speakers for congress and online platforms
  - Encourage female fellows to submit courses/symposia at Congresses/Webinars
- Training Sensitive to Education Orientated for Women

**AIM TWO**
**ADVOCACY**

- Develop state-based representatives and opportunities for women to meet and connect with colleagues
- Membership representation of College Committees: ensure at least 35% female representation
- Understand priorities and concerns of Women Ophthalmologists
- The Member recognition system
- Increase female in leadership positions
- Promotion, engagement and understanding of cultural safety and unconscious bias
- Improvement in measures around bullying and harassment, bias, and cultural awareness
- Our response to issues around bullying and harassment, and expectations around collegial behaviour

**AIM THREE**
**MEMBERS**

- Establish a network to support and mentor women at all stages of their career
- Establish a formal advocacy programme to investigate issues identified by women ophthalmologists and trainees
- Advocate for women to be nominated and recognised for College Awards
  - Identify awards and scholarships and encourage fellows to apply
- Trainees: Work with Council and Censor-in-Chief
  - Trainee selection
  - Trainee experience
- Mid-career
  - Promote available positions within the College to female fellows and encourage them to apply
  - Research: Advocate for Research Re-entry Grant

**GET INVOLVED NOW!**

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