



## Women in Lymphoma (WiL) Terms of Reference

Created: 3 May 2021

Date of next review: 4 May 2024

### Purpose

Women in Lymphoma (WiL) is an international alliance dedicated to supporting female lymphoma clinicians, researchers and educators and advocating for their leadership in the field. WiL collects data on female representation in lymphoma, and promotes proportionate/equal representation at conferences, on panels, in leadership committees, in publications, and in research. WiL endorses opportunities for women in lymphoma globally and celebrates the achievements of the alliance's members.

WiL encourages mentoring, education, networking and engagement for and with women in lymphoma around the world through dedicated meetings at major conferences, as well as information sharing via newsletters, webinars and WiL's website.

WiL facilitates lymphoma education through a regular webinar lecture series with presentations and professional development insights from internationally renowned women in lymphoma. In addition, WiL promotes and publicises events, activities and research conducted by WiL members.

WiL acknowledges the systemic gender bias that exists in health care is not in isolation. Other biases, notably systemic racism and discrimination against nonbinary individuals also exist. While primarily focused on constructive activities to promote women, WiL undertakes to consider productive diversity as a whole in its structure and activities.

### Vision

Equity in lymphoma practice and research.

### Mission

WiL's mission is to increase the visibility and participation of women across all aspects of lymphoma clinical practice and academic activities, and to specifically address the underrepresentation of women in leadership of such activities.



## Expected Outcomes

WiL will achieve the following outcomes:

Proportionate representation of women across all levels of lymphoma practice, teaching and research.

## Membership

### Membership eligibility

All interested clinicians\*, researchers, academics, support staff or other individuals active in lymphoma and committed to supporting women and advocating for proportionate representation of women in lymphoma leadership.

\*Clinicians include – though are not limited to – haematologists, oncologists, pathologists, imaging physicians, physicians' assistants, nurse practitioners, pharmacists.

Male lymphoma clinicians/researchers are encouraged to join WiL as supporters of system change.

New members should provide their full name, job title, institution or organization details and location to be included in the global distribution list.

### Membership expectations

Members will respect the privacy of all other members and not share names and contact details of any or all members for any commercial or other purposes without the prior consent of the Steering Committee.

## WiL Steering Committee

The WiL Steering Committee will assist with coordination and management of WiL; track progress of its objectives and expected outcomes; support and cooperate in the organization of newsletters and other communications, webinars, events and activities; prepare reports on group activities or matters of interest for members; and ensure adherence with the WiL Terms of Reference.



## Meetings

At this time, Steering Committee meetings are held once per month, for one hour at times suitable to all or most of the Steering Committee members around the world. The Agenda and Minutes are prepared by the Executive Administrator and Chair and circulated to the Steering Committee.

## Acknowledgements

Lymphoma Australia <https://www.lymphoma.org.au/> is acknowledged as the supporter and sponsor of Women in Lymphoma in all external correspondence, on the WiL website, in the regular newsletters and throughout the webinar and other event/activity promotion and presentation.

## Evaluation

The WiL Steering Committee will conduct an evaluation and review of its Terms of Reference one year after approval/release and biennially thereafter. A copy of updated Terms of Reference will be circulated to and adopted by the group.

