



## Women in Lymphoma

### Change Champions Committee

### TERMS OF REFERENCE

Approval : March 22, 2022

Reviewed: March 22, 2023

#### Purpose

Women in Lymphoma (WiL) is an international alliance dedicated to supporting female lymphoma clinicians, researchers and educators and to 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.

The WiL Change Champions Committee (CCC) comprises a number of female WiL Steering Committee (SC) members and invited international male lymphoma leaders with a demonstrated commitment to gender equality. The CCC will support the WiL SC in initiatives to overcome the gender gap and improve gender diversity in the global lymphoma community to advance innovation, international collaboration and ultimately the quality of research.

The Change Champions committee upholds WiL's Vision, Mission and Expected Outcomes by encouraging mentoring, education, networking and engagement for and with women in lymphoma around the world as well as information sharing via newsletters, webinars and WiL's website.

#### WiL Vision

Equity in lymphoma practice and research.

#### WiL Mission

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 in such activities.



## Expected outcomes

The Change Champions Committee will strive to support WiL to significantly improve proportionate representation of women across all levels of lymphoma practice, research and education.

## Committee Membership

Recognising the specific value and key role of male champions of change, the majority composition of the CCC is to be male. With its remit to support the WiL Steering Committee, the CCC is to be comprised of no fewer than seven (7) male lymphoma clinicians, researchers and/or educators and no more than five (5) WiL Steering Committee members. The initial maximum size of the Committee is twelve (12) members, but expansion in membership can be considered to ensure broad geographic and cultural representation. Such expansion should also embrace any opportunity to welcome non-binary members to the CCC for their complementary perspective on gender equity.

Two (2) Committee Co-Chairs (one male, one female) will be nominated by the CCC. They will lead the Committee for a term of up-to two (2) years, with a change in one co-Chair every twelve months. After the first 12 months term of each Chair, a Chair-Elect nominee will be identified. At the resignation/retirement of any Committee member(s), in liaison with the WiL Steering Committee members, the CCC members will propose new member(s) to fill the vacancy at the earliest opportunity.

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

## Meetings

At this time, meetings will be held once every three (3) / six (6) months for one hour at a time suitable to all or most of the Committee members around the world. The meetings will be held online via Zoom or a similar video conferencing service.

## Evaluation

The Change Champions Committee will conduct a review of the Terms of Reference one (1) year after approval and release and biannually thereafter. A copy of the updated Terms of Reference will be circulated to and adopted by the Committee.

March 22, 2023