

International Women's Day 2024

Dear AWHL partners,

It is International Women's Day on March 8th and this year's UN theme is, [Count Her In: Invest in Women, Accelerate Progress](#) -

The United Nations have been observing International Women's Day since 1975. This year's theme highlights: Women's economic empowerment is central to a gender equal world.

When women are given equal opportunities to earn, learn and lead – entire communities thrive. Based on the priority theme for the United Nations 68th Commission on the Status of Women, Count Her In will examine the pathways to greater economic inclusion for women and girls everywhere.

The [Advancing Women in Healthcare Leadership](#) national initiative recognises that financial security is fundamental to optimal health and wellbeing. Hence, investing in women is key. The AWHL initiative – including your organisation as a valuable partner – are working to advance gender equity in healthcare leadership. Your partnership with AWHL means that collectively, we are acting on this year's theme through:

- leadership commitment and investment in gender equity
- contributing to a national data framework to enable us to accurately 'count' women in leadership, to identify the problem, and intervene to accelerate progress
- prioritising system-wide actions to advance women in healthcare leadership by promoting ability and confidence, motivation and opportunity, such as:
 - raising awareness on what and why gender equity is needed and on evidence-based solutions
 - targeted education on 'merit', bias and privilege and why this perpetuates inequity
 - implementing evidence-based strategies to deliver on the gender pay gap and financial security
 - implementing and leveraging strategies to support career trajectories including at career junctures, equitable parental leave, flexible work and part-time training
 - transparent and equitable processes for decision-making around recruitment, selection and acquiring leadership and representative roles

- investing in evidence-based women's leadership development, mentoring and networking support
- sharing learnings and collaborating for impact
- advocating for policy and healthcare system reforms nationally and internationally

International Women's Day offers us an excellent opportunity to showcase, celebrate and acknowledge the great strides we have achieved together; to demonstrate our continued commitment and vision for delivering transformative and sustainable gender equity and diversity in healthcare, and helping achieve economic inclusion for women and girls everywhere.

To this end, we want to let you know how we will celebrate and showcase our partnership and important work together. **We invite and encourage you to consider our program of activities for this year's IWD in your planning.** We welcome partner engagement with any of the following, as well as suggestions from partners for any further opportunities to collaborate and/or amplify your own activities.

IWD24 | AWHL PROGRAM OF ACTIVITIES

1. **Women in Leadership (WIL) Program scholarships** | Building on the unprecedented success of 2023, we are pleased to offer further scholarship opportunities in 2024. The AWHL initiative and Monash Centre for Health Research & Implementation (MCHRI) are offering 15 women the opportunity to attend the Monash University 3-day Women in Leadership Program, at the heavily discounted rate of \$500 (tax deductible). This equates to a roughly 70% saving! Please note a 'financial barrier exemption' will be offered on a case-by-case basis. More info can be found [here](#).
2. **Opportunity for your organisation to offer its own scholarship opportunity for women to attend the WIL Program** | The WIL Program is evidence-based and evaluated, and has been running for a decade. Partners are establishing dedicated in-house tailored programs with AWHL and are offering to support leaders within their organisation to attend. If this is of interest please let us know. This will serve as a clear demonstration of your organisation's commitment to advancing gender equity in healthcare leadership. We are happy to work with partners that fund a scholarship(s) to optimise communication and awareness of your commitment and activities.
3. **Online webinar | "Making it happen: work flexibility in healthcare" hosted by RANZCP, in collaboration with RACP and ACD** | On March 6th AWHL Chief Investigator Prof Helena Teede will be featuring in a panel discussion for this online webinar. The discussion will be solution-focused and explore what works to facilitate women's participation in the workforce and how it can be best implemented. The webinar will be live-streamed for RANZCP, RACP & ACD members. This is your opportunity to participate in the webinar and share your experience/examples of real-world solutions and/or raise important questions for the panel to advise on. More info can be found [here](#).

4. **National AWHL data framework to accurately ‘count’ women in leadership** | AWHL is submitting a perspective piece to a suitable journal, to highlight the current lack of meaningful data for the assessment and evaluation of women’s career advancement in healthcare. This forms part of our larger AWHL Data Framework, the purpose of which is to provide a national healthcare workforce data framework to improve harmonised, consistent and granular data collection on gender and career stage to enable more effective evaluation, benchmarking and measurement of success. We will share publication details once confirmed.
5. **Sharing resources via social media** | In the lead up to IWD, our host Centre the Monash Centre for Health Research and Implementation will be sharing resources each day that align with the 2024 theme. We will also be sharing short videos that highlight the work of our national AWHL initiative. We aim to include all partners’ logos and invite your engagement to promote the AWHL social media, to amplify our collective messages, and share evidence and knowledge widely. We additionally welcome the opportunity to support your own social media activities for this event.
6. **Shared media messaging:** Our media and communications team are happy to support tailored partner messaging highlighting the work you are involved in with AWHL.

Please contact AWHL Project Manager, Jen McLachlan, jen.mclachlan@monash.edu in the first instance if you’d like further information

-  womeninhealthleadership.org
-  [@AWHLproject](https://twitter.com/AWHLproject)
-  [Advancing Women in Healthcare Leadership](https://www.linkedin.com/company/awhlproject)

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