



DATE: 9 June 2022

## Network Name

Women Leaders of Paediatric Oncology (WLPO) Network

NB: Alternative names include:

- Women Leaders (WL) Network
- Women in Paediatric Oncology (WPO) Network
- Women Leading Paediatric Oncology Network

The Steering Group (SG) of the WLPO Network and/or the members of the WLPO Network will vote on the final name of this Network.

## Purpose

As of May 2022, SIOP's global membership stood at 58% female and yet, SIOP does not currently offer programmatic activities for this specific group. The Women Leaders of Paediatric Oncology Network fills this gap.

According to a recent WHO report (2019), although women represent 70% of the health workforce, they fill only 25% of senior policy making positions in global health organizations.<sup>1</sup> By establishing the WLPO, SIOP will contribute to efforts aimed at changing the status quo within paediatric oncology and global health. Furthermore, in global health care, occupational segregation is widespread, including in paediatric oncology.<sup>2</sup>

Female SIOP members are living examples of the extraordinary value of women in paediatric oncology—across disciplines and subfields—and in many cases, especially in low- and middle-income countries. Many of these women have had to break the glass ceiling in their hospitals, research institutions, universities and laboratories, thus paving the way for other women to follow suit.

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<sup>1</sup> World Health Organization. (2019). Delivered by women, led by men: a gender and equity analysis of the global health and social workforce. <https://apps.who.int/iris/bitstream/handle/10665/311322/9789241515467-eng.pdf?sequence=1&isAllowed=y>

<sup>2</sup> Ernest Fruge et al, "Increasing Diversity in Pediatric Hematology/Oncology", PBC 2011, 57(1): 147-152, DOI: 10.1002/psc.22977.

This Network will include all SIOP members invested in advancing gender equity in paediatric oncology and global health leadership, including members who identify with female, male or other gender identities. The Network aims to promote female leadership in paediatric oncology and camaraderie among female professionals in global health through public events, role modelling and networking opportunities. The Network aims to contribute to building the next generation of talented female professionals in paediatric oncology by:

1. Providing easy access to information about pioneer women who have served the paediatric oncology field and who have made ground-breaking contributions to our profession.
2. Providing evidence and messages to challenge power and privilege in paediatric oncology and leverage gender equity
3. Conducting webinars by and for WLPO members and the public to share experience, good practice and strategies for placing women in positions of leadership within paediatric oncology and global health.
4. Serving as a mentoring and coaching arena for those who seek to improve gender access and equality across paediatric oncology.
5. Providing opportunities for WLPO members and their allies to educate key decision-makers about gender through events and publications.
6. Highlighting the value and contributions made by female-dominated professions to paediatric oncology.

The main initiative of the Network is to organise a series of online/in-person events that feature women leaders of paediatric oncology and their work in the paediatric oncology field. Through these activities, the Network will strengthen bonds among female members of the Society, enable SIOP members to support each other and celebrate female leadership in paediatric oncology. Activities will be of interest to all SIOP members who are interested in advancing gender equity in paediatric oncology. Experience in other sectors teaches us that having a wide variety of female role models tends to boost the aspirations and career achievements of early-career female professionals who are navigating the complexity of education, career, family responsibilities, and childcare/elder-care. We hope that these activities will foster a close-knit community of female paediatric oncology professionals who engage with SIOP over the long-term.

## Scope

The Network will produce 3 events in 12 months (triannual) featuring prominent women leaders in paediatric oncology. Two of the events will be online and the third, if possible and if Congress

abstracts are approved, will be an in-person event held during the SIOp Annual Congress. This will form the core workstream of the Network.

The events will be 60-90 minutes long, recorded and made available on the SIOp YouTube Channel. The webinar structure will be fine-tuned in the course of the production of the first event. Examples include 1:1 interview by a nominated Young SIOp member who interviews a prominent female paediatric oncology leader, or a panel with a moderator leading a focused discussion with 2 or 3 prominent women leaders in paediatric oncology. In all webinars, there will be ethnic and age diversity to reflect SIOp's global membership.

In general, topics may include:

- Struggling in early career and strategies to overcome challenges
- Finding a mentor – good practice examples
- Advice about navigating hospital/office politics
- Managing family/childcare/elder care and a career
- Building support structures
- Women in research
- Networking into your first job
- LGBT+ and paediatric oncology
- Making tough choices to balance career and personal life and obligations

Tentative Dates for the first 3 events are:

- September 1, 2022 (online)
- December 1, 2022 (online)
- May 1, 2023 (online)

In addition, the Network will establish and launch some of the following programmatic activities, after consultations with the Network members' preferences:

- Annual Almanac of Women Leaders in Paediatric Oncology, featuring 10 prominent women from around the world
- Closed LinkedIn Group "Women in Paediatric Oncology" to facilitate member-to-member engagement, informal mentoring, career advice and networking
- Two blog articles for the SIOp Blog on issues related to women in paediatric oncology
- Engagement, as appropriate, with other groups addressing women's leadership in global health, e.g., Women in Global Health, Center for Creative Leadership, and WomenLift Health.



It is important to emphasize that the vision of the WLPO Network is to highlight female leadership within **all domains of paediatric oncology**: nursing, nutrition, supportive care, radiology, rehabilitation, scientific research, psychology, surgery etc. The Network does not aim to focus on female exclusively paediatric haematologists/oncologists, but aims to be inclusive of all fields/sectors that make up paediatric oncology care and support to children and families affected by cancer.

### Authority

The Network has authority to fine-tune the concept of its flagship events, select speakers, panellists and moderators, organise and hold the events. Decisions are taken by SG consensus. Where there is no consensus, decisions are taken by a simple majority. The Network has the authority to generate new ideas for activities within its scope of work.

The Network has the authority to form Working Groups to focus on specific tasks or initiatives within the Network, or to disband them when no longer relevant for functioning.

### Chair and Steering Group

The Network is led by a Chair supported by a SG. Any SIOP member in good standing can nominate or self-nominate.

The Chair has an 24-month term and is expected to dedicate 6 hours of work towards the Network each month. The position is non-renewable to allow more SIOP members to have the experience of leading the Network's work. The Chair position is not a Board-level position.

The SG consists of 6 SIOP members in good standing. Any SIOP member interested in advancing gender equity in paediatric oncology leadership, regardless of their gender and identity, can nominate themselves or be nominated. SG members are expected to allocate 4 hours each month towards the work of the Network, including attending a monthly meeting and working offline on tasks assigned.

The SG members have an 24-month term. Terms are non-renewable to allow more SIOP members to have the experience of participating in the SG and contributing to building and delivering the Network's program.

To achieve SG term staggering, the first cohort of SG members will have 3 members appointed for 12 months and 3 members appointed for 24 months.

Two SG members are focal points for each of the following areas of work:



- Advocacy, communications and social media
- Speaker selection and flagship event preparation
- Almanac development

In the unlikely event that a SG member becomes unresponsive, the Chair will write to the SG member about their participation (attend calls, answer emails, etc.). If no response, or an unsatisfactory response, is received, the Chair will inform the SG and with the SG approval, the SG member will be informed that their term has ended, and the seat will be filled by a special election.

The selection of the first Chair of the Network will be done by a Selection Committee, consisting of the SIOP President, SIOP Secretary-General, the Young SIOP Network Chair and a Co-Chair of one of the SIOP Networks/Working Groups. The Selection Committee will select a Chair and 6 Steering Group from a list of nominees in good standing. After that, selection of the subsequent Chair and subsequent Steering Group members will be done through elections managed by the SIOP Secretariat.

### Meeting Arrangements

SG meetings will be virtually via SIOP teleconference facilities. The agenda and minutes of each meeting will be prepared by the Chair or their nominee and circulated before and after each meeting, respectively. Between meetings, the groups will communicate via email or appropriate channels.

### Reporting

The WLPO Network's work will be shared in the SIOP Annual Report, in the quarterly SIOP newsletter to all SIOP members, and through SIOP social media accounts.

The WLPO Working Groups (if any) will report to the Chair of the Network, which in turn reports to the SIOP Board of Directors.

### Deliverables

The Network deliverables are as follows:

- 3 events featuring prominent women in paediatric oncology
- Almanac featuring 10 women from around the world
- The management of the Network Social Media accounts, especially LinkedIn group



- Advocacy activities as determined by the SG and WLPO members

### Review of Network Performance

The SIOp Governance Committee, on behalf of the SIOp Board of Directors, conducts periodic reviews (once a year) of the effectiveness and need for all individual Networks. On the recommendation of the Governance Committee, the Board of Directors may dissolve a Network if its remit has been fulfilled or if there is no longer interest and participation from the Network membership.

### Webpage

The WLPO Network maintains a webpage on the SIOp Website with basic information about the Network. The webpage is reviewed and updated once a year by the SG members assigned to communication.

### SIOp Secretariat Support

The SIOp Secretariat will provide administrative and programmatic support within existing resources.

**Next Review:** June 2023

**TOR Completed by:** Julia Challinor, Kathy Pritchard-Jones, Lillian Sung, Courtney Sullivan, Claire Wakefield, Gemma Bryan, Liliana Vasquez, Joyce Kambugu, Rashmi Dalvi, Donna Jonhston, Trijn Israels, Maya Prasad, Martha Grootenhuis, Sarah Cohen-Gogo, Jess Morgan, Alan Davidson, Michael Sullivan, Pamela Kearns, Rejin Kebudi, Jeremy Slone, Steve Hunger.