



# One Health EcoHealth 2016

3-7 December 2016 • Melbourne, Australia

The 4th International One Health Congress & 6th Biennial Congress of the International Association for Ecology and Health



## **Policy on Gender Equality at the 4<sup>th</sup> International One Health Congress & 6<sup>th</sup> Biennial Congress of the International Association for Ecology and Health**

The 4<sup>th</sup> International One Health Congress & 6<sup>th</sup> Biennial Congress of the International Association for Ecology and Health (OHEH2016) recognises and values the wealth of talent, creativity and discoveries achieved by women in research, policy and practice. We acknowledge that women continue to be underrepresented in these arenas, particularly at senior levels, and in the diverse countries that constitute attendance at the congress.

This goal of gender equality is vitally important for three reasons. The first reason relates to the science we conduct. We recognise that women are under-represented at congresses, both in invitations to speak and in participation. Thus, the important contributions and discoveries made by a significant portion of our community remain under-recognised. Second, it is understood that career development in the sciences is driven, not only by publication output, but also by prestige measures, such as active and invited participation in scientific congresses. Equal representation at congresses is thus important for women to thrive and develop in their careers. Third, gender equality is integral to improving global health. Our congress needs to model its commitment to this health agenda through its own actions.

OHEH2016 demonstrates its commitment to gender equality in the following ways:

- As a congress held in the Australian State of Victoria, OHEH2016 acknowledges the development of a Victorian Gender Equality Strategy and the strategy themes: workforce participation and economic security, women's development and leadership, women's education and employment, health and wellbeing, and violence against women and girls. (see <http://www.vic.gov.au/news/gender-equality-strategy.html>).
- OHEH2016 will be a scientific venue that actively seeks equality for all participants. The congress will strive to achieve gender balance at all levels of the congress and among plenary and invited presentations, contributed papers, recipients of early career scholarships and developing nation grants, and session chairs. In all aspects, the principle we adopt is that all participants have equal opportunity for representation, regardless of gender.
- We aim to present OHEH2016 as a safe place for scientific engagement and discussion, free from intimidation or harassment based on gender, ethnicity or religion. We thus strive to promote responsible participation in congress business and social events by all delegates and committee members, so that all participants can experience full benefit from the congress.
- We will audit the OHEH2016 to gauge how we have performed in gender equality and will use this information to inform development of future congresses.