

# Women in Conservation Leadership Network

Working for gender equality in conservation



## OUR VISION

We believe that diversity leads to a stronger conservation community. We strive for leadership that is representative of the many different voices and experiences within our sector.

There is a growing recognition that greater diversity in groups leads to more positive and enduring outcomes across many different fields. Gender equality and representation of women in conservation leadership will result in greater conservation impact.

## OUR GOALS

We work to achieve gender equality in conservation – in Cambridge and beyond. Cambridge is a global hub for conservation, our network focuses here and inspires and provides resources globally.

Professional culture that is inclusive – with women’s voices heard

Broader interpretation of leadership – that recognises differences

Progression and promotion strategies that work for women

Women equipped with leadership skills

Women positive and confident in progressing their careers

## OUR ACTIONS We seek funding to develop and expand all of these activities

Catalyse action to achieve equality within the conservation community

Empower and equip women to achieve their potential and aspirations

Encourage adoption and inspire commitment to gender equality in conservation organisations. For example:

1. Routine equality assessment
2. Increased awareness of unconscious bias
3. Bias-free recruitment
4. Diverse, gender-balanced panels and speakers

These elements could be combined into a charter of good practice for conservation organisations.

Run events to inspire action and equip women for leadership. For example:

1. Networking and informal support
2. Training and leadership skills
3. Education and awareness raising for all genders
4. Highlighting International Women’s Day and similar events

We aim to grow our global online community and facilitate ongoing dialogue and support.

Photo credits: Tropical Biology Association and members of the network

