



ICO World Ophthalmology Roundtable on Leadership Development (WORLD)

The Diversity Challenge: How to Transform Organizations to Reflect Your Community

Saturday, October 15, 2016, Noon – 1:45 p.m.
Jackson Park CD, Hyatt Regency McCormick Place, Chicago

11:30 a.m. Light Lunch

12:00 p.m. **Welcome and Perspectives on Transforming Organizations**
Hugh Taylor, AC, MD, President, International Council of Ophthalmology

12:10 **Transitioning from the Old to New Paradigm**
Wanjiku Mathenge, MD, PhD, FEACO, ICO Board Member, Director of the Rwanda International Institute of Ophthalmology, Kigali, Rwanda

Questions and Answers

12:30 **Discussion**

- What lessons can be learned from Dr. Mathenge's experience?
- Is it important that eye organizations reflect the composition of their constituents with regard to gender, age, culture and language? If so, why? What are the benefits?
- Do you know organizations that successfully reflect their communities or have made great progress? How were they transformed?

12:55 **Moving Toward Representative Organizations in Ophthalmology**
Pinar Aydin O'Dwyer, MD, PhD, ICO Board Member, Professor of Ophthalmology and Neuro-Ophthalmologist, Ankara, Turkey

Questions and Answers

1:15 **Discussion**

- What are the biggest obstacles to transforming an organization to be more representative?
- What approaches have you found to speed up and facilitate transformation? How important is the top leadership?
- Do you have suggestions for achieving gender balance and how to develop and integrate younger leaders?

1:40 **Summary**
Professor Taylor