

Media release

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A strong statement on inclusion as SHPA marks International Women's Day

The Society of Hospital Pharmacists of Australia (SHPA) is embracing inclusion on International Women's Day (IWD) 2024 by opening consultation on the organisation's first Diversity, Equity and Inclusion Strategy, as part of its *Transformation 2024* agenda.

Announced today by Vice President Dr Kate O'Hara at SHPA's special [2024 International Women's Day webinar](#), the draft strategy defines diversity, equity and inclusion in the context of its people and purpose while outlining six years of action toward inclusive leadership, diverse workforce and workplace culture, community collaboration and partnerships, and advocacy for broader change.

Dr O'Hara says it's fitting to launch the consultation on IWD 2024 with the theme 'inspiring inclusion' as the Diversity, Equity and Inclusion Strategy is being developed through a collaborative process informed by voices across the organisation.

'This important initiative embeds equity and inclusion across SHPA's operational landscape while promoting the cultural shift needed to affect system change that brings us closer to true equity in health outcomes.

'Collaboration is a key part of making equity real. And we'll work with our Members, organisational partners and communities to share, enhance and improve this work program over the life of the Strategy.'

SHPA Chief Executive Kristin Michaels says the organisation is committed to better health care for all through embracing diversity and building a culture of inclusion and respect.

'We hear and value all voices from across Australia's diverse communities as part of our focus on health, wellbeing and safety.

'As detailed in our [Transformation 2024](#) agenda, SHPA is evolving to meet the needs of our entire profession, a truly representative peak body for pharmacy practice in Australia.

'Our Diversity, Equity and Inclusion Strategy demonstrates we are committed to prioritising inclusion as we enter a new era of growth and impact, sitting alongside our Reconciliation Action Plan, the addition of a pharmacy technician voice to the Board of Directors, and strong record of female leadership.

'Women comprise two-thirds of both the SHPA Board of Directors and SHPA Executive, while 76% of elected Specialty Practice Leadership Committee positions are held by women.

'Through the recent appointment of Tara Clayson-Fisher as SHPA's first Pharmacy Technician Observer to the Board, we have both another female voice in the boardroom and representation at Board level for the thousands of pharmacy technicians and assistants working across Australian pharmacy departments and pharmacies.

'By embracing female leadership and a more inclusive culture, we are able to provide our members and partners with a richness of perspectives and improve our decision making and professional impact.

'All of which can only benefit our Members, our activities and our profession as a whole.'

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About SHPA

The Society of Hospital Pharmacists of Australia (SHPA) is the national, professional organisation for the 6,100+ Hospital Pharmacists, and their Hospital Pharmacist Intern and Hospital Pharmacy Technician colleagues working across Australia's health system, advocating for their pivotal role improving the safety and quality of medicines use. Embedded in multidisciplinary medical teams and equipped with exceptional medicines management expertise, SHPA members are progressive advocates for clinical excellence, committed to evidence-based practice and passionate about patient care.

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