More multidisciplinary

- Advertise/ publish within orthoptics

- Highlight non clinical roles eg trials manager

- Encourage nurses to join

- More inclusive to non medics/ non academics

Collaboration

-Collaboration opportunities

-network advice for projects

-networking

-‘match making for collaborative grant projects’

-Database of different expertise

-Contacts of people interested in collaborating

Mentorship

-Career development

-Early career meetings

-Mentoring, formal mentorship scheme

-Peer mentorship on grant applications in a friendly environment

-Peer support

-Support women returning to academia/ research

- Support with embarking on small research projects in clinical practice

Jobs/ funding

Advertising funding

Post jobs

Personal

-Managing work/ life balance

-Emotional encouragement

-Advice

Events/ media

-Events outside London eg Manchester, Northern Ireland, local meetings

-Wiki page

- Help write Wiki entries

- Forum

Promoting WVUK

-Publish something on the stats that highlight the imbalance

-Be recognised at a higher level

- Get involved with REF