



## **IRPA Women in Radiation (WiR) Charter**

### **For Gender Equity and Representation in Radiation Protection**

The IRPA community has joined together voluntarily to publicly acknowledge the need for equality and inclusion in the workplace.

#### **Our Commitments**

1. We commit to promoting and increasing training opportunities specifically addressed and designed for women in the radiation protection field.
2. We commit to establishing mentorship and sponsorship programs where experienced professionals provide guidance, career advice, and networking opportunities to help women navigate career challenges.
3. We commit to improving the dissemination of information regarding online webinars and workshops.
4. We commit to facilitating enhanced exchange and collaboration between national networks to share insights and best practices.
5. We commit to encouraging research and representation by supporting women to contribute to scientific research, policy development, and decision making.
6. We commit to organizing semi-annual online meetings for women in radiation protection, focusing on topics such as career advancement, promotion, and family planning.
7. We commit to including open discussions where our members share their challenges and solutions to create a supportive environment.
8. We commit to fostering cross national collaboration by establishing platforms for women to share experiences, solutions to workplace challenges, and mentorship opportunities across countries to strengthen mutual growth and learning.
9. We commit to ensuring that funding policies accommodate career breaks often taken for family planning and avoid rigid age limits in funding criteria.
10. We commit to offering and promoting research grants and fellowships specifically designed for women in radiation related sciences to bridge existing gender gaps.



11. We commit to developing strategies to provide childcare services at our conferences and international IRPA Congresses to encourage greater participation for primary carers.
12. We commit to encouraging workplace policies for career sustainability, such as flexible work arrangements, equitable parental leave, and accessible childcare services to reduce career interruptions.
13. We commit to enhancing visibility and recognition of women's contributions in radiation protection through awards, leadership spotlights, and participation in global conferences.
14. We commit to championing transparent hiring and promotion processes to prevent gender bias and ensure equal access to leadership positions.
15. We commit to securing the next generation of radiation protection professionals.



**Our Associate Society Pledge**

We acknowledge that the radiation protection profession cannot reach its full potential without maximizing the talents of all.

We acknowledge that advancing equality and inclusivity demands commitment and action from all levels of the organization, particularly active leadership from those in senior roles.

We commit to identifying and removing obstacles faced by women and other under-represented groups.

We commit to prioritizing action to remove barriers to flexible working across the radiation protection profession for all types of work and at all levels.

*Example: We pledge to achieve measurable improvement in diversity and inclusion in our senior leadership team over the next year.*

By signing this Charter, .....is committing to adopting these principles within organizational policies, practices, action plans, and culture, and allowing IRPA WiR to promote that our Associate Society has signed up to the Charter principles.

Name:

Signature:

Role:

Associate Society:

Date: