



Executive Summary – IRPA Women in Radiation (WiR) Charter

Advancing Gender Equity and Representation in Radiation Protection

Purpose

The Charter sets out IRPA's collective commitment to equality, inclusion, and career sustainability for women in radiation protection. It provides a framework of pledges that Associate Societies can adopt and implement.

Key Commitments

- **Training & Mentorship:** Expand tailored training opportunities and establish mentorship/sponsorship programs.
- **Collaboration & Exchange:** Strengthen national and cross-national networks to share best practices and foster mutual growth.
- **Research & Representation:** Support women's participation in scientific research, policy development, and leadership roles.
- **Career Sustainability:** Promote flexible work arrangements, equitable parental leave, and childcare support at conferences and Congresses.
- **Visibility & Recognition:** Enhance recognition of women's contributions through awards, leadership spotlights, and conference participation.
- **Funding Equity:** Ensure funding policies accommodate career breaks and avoid rigid age limits; promote grants and fellowships for women.
- **Next Generation:** Commit to securing the future of radiation protection by supporting young professionals.



Associate Society Pledge

Societies signing the Charter commit to:

- Removing barriers faced by women and under-represented groups.
- Prioritizing flexible working policies across all levels.
- Demonstrating measurable improvement in diversity and inclusion within leadership.

Implementation

Societies signing the Charter commit to:

- Carrying out an annual review of progress against pledges.
- Integration of the Charter principles into organizational policies and action plans.

IRPA commits to:

- Public recognition of societies that sign and implement the Charter.