



Adopted 7 July 2020

Health Physics Society
Specialists in Radiation Safety

Health Physics Society Statement on Diversity and Inclusion

The last several months have presented us with unprecedented challenges due to the COVID-19 pandemic and, in its midst, we are once again reminded of the racial, social, and economic divides that disproportionately affect Black, Hispanic, Indigenous, and other people of color.

The Health Physics Society (HPS) acknowledges that we are late in explicitly denouncing systemic racism in our country, but let us be clear—the HPS unequivocally believes that all minorities deserve equality. Our Black members, colleagues, students, and clients are precious to us and are important contributors to the HPS and broader scientific community. No one deserves pain and discrimination, yet this is the experience of many of our fellow human beings simply because of the color of their skin.

We are committed to meaningful actions that aim to improve the experience of marginalized people in the HPS and our profession. We also realize that many of our members may find this commitment difficult to trust; while there have been several vocal advocates, there has been a general hesitation within the HPS to meaningfully support the cultural and institutional changes we now understand are necessary to advance the HPS in the best interest of all our members. To that end, we offer in good faith the following immediate actions:

- A task force was created to consider the broad spectrum of issues related to inclusion and diversity; the group contributed to the development of this statement and will provide a report with a list of concrete, sustainable, and actionable items and resources to promote diversity and inclusion in the HPS. This report will be made available to HPS membership as originally written and approved by the task force.
- A previously planned annual meeting special session on diversity and inclusion will be established as the first HPS webinar this fall, following the opening plenary session.
- Inclusion, diversity, and antidiscrimination will be emphasized in future Strategic Plans.
- To strengthen the Respectful Behavior Policy, adopted in 2017, a clear and convenient process will be adopted for reporting incidents and a meaningful and transparent process will be developed for enforcement.

Positive progress has been made over the last few years, but together we must do better to create an HPS where all feel welcome and safe and, most importantly, where equality is not discussed as a goal but is ingrained into our way of life. We ask our membership to join us in standing against discrimination in any form as we move toward a more equitable HPS.

We welcome any and all input on this matter—you may directly [contact the Board](#), your section leadership, or the task force members, or you may submit this [Google form](#) anonymously to the task force. In addition, ideas and feedback will be solicited during the aforementioned webinar.

The Health Physics Society is a nonprofit scientific professional organization whose mission is excellence in the science and practice of radiation safety. Formed in 1956, the Society has approximately 3,500 scientists, physicians, engineers, lawyers, and other professionals. Activities include encouraging research in radiation science, developing standards, and disseminating radiation safety information. The Society may be contacted at 950 Herndon Parkway, Suite 450, Herndon, VA 20170; phone: 703-790-1745; fax: 703-790-2672; email: HPS@BurkInc.com.