



# YOUNG

## Young committee, chaired by Pierfrancesco Franco:



[pierfrancesco.franco@uniupo.it](mailto:pierfrancesco.franco@uniupo.it)

### *How are members selected/invited to join your committee?*

The process of introduction of new members into the young ESTRO (yESTRO) committee has historically relied on individual suggestions, personal networks, and interaction and collaboration with the other ESTRO committees. More recently, the AGORA strategy meetings have proved to be valuable initiatives to increase the participation, involvement and visibility of young members in the society and to select some of them to join ESTRO activities and eventually to become members of the young committee.

Recently, yESTRO has focused its effort on the theme of diversity, equity and inclusion (DEI). Diversity involves being mindful of human differences. Equity means that everyone receives fair treatment and has equal access to opportunities. Inclusion implies the provision of support, access to information, a sense of belonging and job security. The yESTRO believes that promotion of DEI as core values of ESTRO may improve retention and engagement of members in the society and improve the overall quality of the organisation's output.

To align with this approach, we recently set up a transparent selection process to fill vacant positions in the young committee. An open call was launched to all the members potentially interested in joining yESTRO activities. Candidates were filtered according to their individual profiles, CVs and motivation letters, and those who were selected were interviewed online. Since yESTRO strives for a diverse committee in terms of gender, professional background and geographical location, those criteria were taken into account during the selection process.

### *What is the profile of the perfect candidate for your committee or working groups?*

A suitable candidate for the yESTRO committee should be willing to act as a spokesperson for young professionals who are at the start of their careers, give a voice to the issues that young members perceive to be important, work within an interdisciplinary environment and be eager to help to carry out the various activities that the committee endorses.

### *How can members get involved with your committee activities?*

yESTRO believes that young members outside the committee should have the chance to collaborate and interact with the committee itself and participate in its initiatives. As an example, two qualitative research projects that are ongoing within yESTRO (dedicated to DEI and strategies for researchers in radiation oncology to cope with isolation) are led by young ESTRO members outside the committee.

## ***How can members contact your committee to propose activities or to become involved?***

Don't be shy. If you are a young member and have an idea or a project that you think is important and you would be willing to see developed within ESTRO, just contact the young ESTRO committee at [young@estro.org](mailto:young@estro.org) and we will try to help you.

