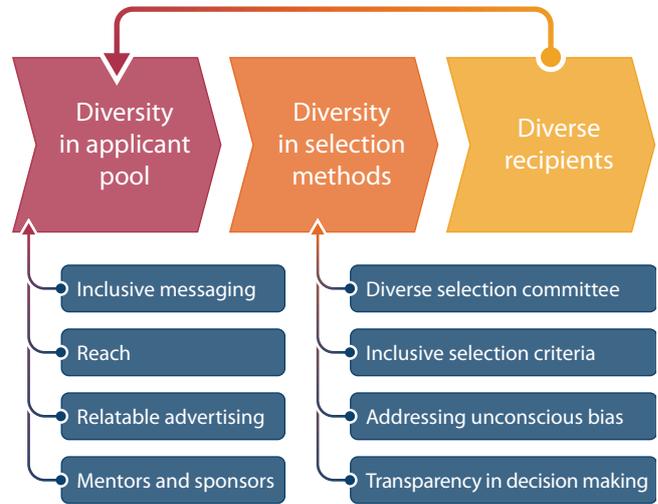


INCREASING DIVERSITY IN PRIZES AND AWARDS

Reflecting societal diversity in prize and award recipients sends clear signals that all people are valued in, and have a place in the research community. This will lead to a more diverse research community in the future, resulting in a more productive and innovative research sector.

The Early- and Mid-Career Researcher Forum (EMCR Forum) is the national voice of Australia's emerging scientists, championing improvement in the national research environment through advocacy. Through a series of facilitated workshops the EMCR Forum worked with EMCRs across Australia and identified a number of barriers existing in award schemes and solutions to address these.

These solutions are likely relevant to other competitive selection processes and more detailed information can be found at science.org.au/emcr-resources.



THINGS TO DO

Take time to **understand the diversity within your target audience**, then develop an advertising plan to ensure that the entire audience is reached.

Use **clear and concise language** about who the target audience is, and be explicit and transparent about eligibility requirements.

Work with organisations who employ your target audience to encourage diverse applications. Give them feedback if applicants from their organisation are not diverse.

Encourage organisations and senior figures to **“shoulder tap” potential applicants** with the aim of building a diverse pool of applicants.

Include easy to find **FAQs, tips, common misconceptions, guidelines and the contact details** of someone who can provide further information.

Engage diverse **mentors and champions to promote the awards**, including through social media.

Identify and address barriers that may be preventing eligible applicants from applying.

Increase the transparency of selection criteria by publicly disclosing them and the documented processes of selection, and have a procedure in place for open and equitable resolutions for any disagreements.

Ensure **selection committees are diverse** and list them publicly.

Reiterate **persistence and resilience** to unsuccessful award and prize applicants.

Collect demographic information from applicants so you can understand where diversity is lacking in your process and track your improvement.

THINGS TO AVOID

✗ Complex nomination processes.

✓ Demystify processes by having previous recipients outline how they were nominated and giving tips to others on how to be nominated.

✗ Websites that lack visible diversity.

✓ Showcase visible diversity among prize recipients and/or use diverse images in your advertising.

✗ Elitist, exclusive and ambiguous language such as “outstanding” and “distinguished” in advertising.

✓ Phrases such as “demonstrated research excellence” are clearer and more accessible.

✗ Referee reports as a requirement.

✓ Applicants to provide referee contact details instead.

✗ Requiring exemptions or special forms for career breaks.

✓ Incorporate these questions in the standard application form and require all applicants to answer them.

✗ Narrow assessment criteria that are solely based on research metrics.

✓ Expand to include research impact, outreach, industry engagement, patents, policy contributions, mentorships, supervision, teaching etc.

✗ Women-only awards or those that are targeted specifically to minority groups.

✓ Work instead to encourage and develop inclusive award schemes.