



MBIE Diversity in Science Statement

Diversity is vital for our science system to realise its full potential. A focus on diversity ensures we capture the very best ideas and talent to support the highest quality research.

Outcome:

An inclusive and diverse environment

Everyone will have a fair and equal opportunity to participate in the science system to their fullest potential by:

- › Ensuring that everyone can see themselves as the next research leaders
- › Recognising that the pathways to success are not linear and include a wide range of achievements
- › Challenging bias and ensuring fair and inclusive funding processes
- › Encouraging a diversity of people and perspectives as part of the scientific process
- › Reflecting on diversity in everything we say and do. From how and what we write, to the design of our funding policies and processes and our people

Enablers:

People, data, policy and process

PEOPLE

- Showcase researchers from a diverse range of backgrounds
- Ensure a diversity of people and perspectives in advisory, assessment and decision making bodies
- Raise awareness of unconscious bias

DATA

- Report on the diversity of our applicants, award holders and advisory, assessment and decision making bodies

POLICY AND PROCESS

- Review funding policies and processes to understand their impact on inclusion and diversity
- Build our understanding of inequities in the science talent pipeline
- Connect with other parts of the system to identify collective goals, promote existing initiatives and identify gaps.

Our Aspiration:

A vibrant and successful science and research base that reflects the diversity of New Zealand

