

**APECS OCEANIA
2021-2023 Implementation Plan**

1. Viable Career Paths	2. Diversity and Collaboration	3. Skill Development	4. Strengthening Relationships with the Polar Sector	5. Getting People Involved
<p>1.1 Advocate for the strengthening of early career professionals (ECP)* career paths, including by making submissions to polar sector consultations on behalf of ECPs i.e. comment into the Australian State of the Environment Report</p> <p>1.2 Work with the polar sector to identify, investigate, create, and raise awareness of ECP funding opportunities.</p> <p>1.3 Seek and create networking opportunities to connect ECPs with future potential employers/funders</p> <ul style="list-style-type: none"> - Establish a mentoring program within APECS Oceania <p>1.4 Improve the work experience of post-PhD ECPs by:</p> <ul style="list-style-type: none"> - Conduct a workshop to identify the key challenges being faced by post-degree ECPs - Use the outcomes from the workshop to develop actions to: advocate for a positive change for ECP employment and performance requirements; support ECPs to prioritise well-being and work-life balance and embody these values ourselves; create a network of supportive, open-minded ECPs in similar positions 	<p>2.1 Establish a diversity, equity and inclusion project group within APECS Oceania to develop and implement a diversity and collaboration plan within APECS Oceania in consultation with our membership and key representative groups.</p> <p>This will involve:</p> <ul style="list-style-type: none"> - Defining terminology in an APECS Oceania context i.e. diversity and collaboration - Developing an appropriate plan to identifying key issues and developing strategies to address them i.e. workshop - Investigating, identifying and link existing efforts - Exploring the option of an internal code of conduct for diversity, equity and inclusion in APECS Oceania. <p>Key actions for this item will be reviewed and re-defined after the diversity, equity and inclusion project group develops a plan for diversity, equity and inclusion in APECS Oceania. Expected time frame for this plan is by the end of 2021.</p>	<p>3.1 Run regular online seminar program from 2021 onwards with one focus being on skill development and ECP presentation opportunities.</p> <p>3.2 Provide opportunities for ECPs to present and discuss their research within the APECS community and learn skills for presenting well across a range of platforms.</p> <p>3.3 Host APECS Oceania skills workshops in collaboration with polar events, such as the Antarctica NZ conference, polar week, or a second APECS Oceania symposium.</p> <p>3.4 Provide opportunities to learn about knowledge communication and managing and using social media effectively through APECS Oceania council positions and involvement in running the APECS social media.</p>	<p>4.1 Create opportunities for APECS Oceania members to network and collaborate with senior scientists. This may involve:</p> <ul style="list-style-type: none"> - Establishing a mentoring program (1.3) - Enabling representation of ECPs on committees (4.2) <p>4.2 Make contact with relevant Oceania institutions and bodies to advocate for meaningful ECP representation on committees and involvement in decision-making processes, including:</p> <ul style="list-style-type: none"> - Providing support for ECP representatives on how to engage and be influential on committees <p>4.3 Position APECS Oceania as an interested and active stakeholder by contributing to community consultations</p> <p>4.4 Work with key organisations and research initiatives with a polar and cryosphere remit, to create further opportunities for ECPs</p> <p>4.5 Develop and implement ways to celebrate and promote ECP involvement in projects and committees, thereby helping to normalise ECP involvement as a standard to be achieved</p>	<p>5.1 Focus on running smaller events more frequently e.g., monthly webinars</p> <p>5.2 Develop and implement strategies to connect more with undergraduate students at the very start of their polar careers and seek the help of universities to do this to create awareness of APECS and APECS opportunities for undergraduate students early in their careers</p> <p>5.3 Develop and implement strategies for connecting with groups that are currently underrepresented in APECS Oceania to understand and address barriers to participation</p> <p>5.4 Work with APECS International to better understand our number of active members and learn more about people’s preferred communication methods e.g., through membership surveys</p>

***"Early Career Professionals" are used instead of the more common terminology "Early Career Researchers" to remain inclusive of non-research based polar and cryosphere early career personnel.**