Diversity & Inclusion Initiative Award

Call for Nominations

Science
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Awards for the NWO Domain Science

1. Introduction

The NWO Domain Science has five awards that were developed based on strategic goals of the domain (see strategy manifesto 2019-2022). These goals are still supported by the domain. In 2023 these awards will be presented for the fourth time in this format. The awards recognise the achievements of scientists in various areas of scientific research. There is an award for inspirational teamwork (Team Science Award), an award for science communication to a wider audience (Communication Initiative Award), awards to foster diversity (Diversity & Inclusion Initiative Award and Athena Award), and an award for the societal impact of scientific results (Stairway to Impact Award). The awards are intended to reward scientists who have contributed in these areas and to inspire others to do the same. All disciplines in the Science domain are eligible for these awards.
2. Goal of the Diversity & Inclusion Initiative Award

With the Diversity & Inclusion Initiative Award, the NWO Domain Exact and Natural Sciences wants to reward effective initiatives that increase diversity and/or inclusion in the exact and natural sciences. Diversity and inclusion are important for the quality of science and the impact of science on society. In the Netherlands, Dutch researchers with a migration background or from abroad are underrepresented in natural sciences. Furthermore, the percentage of women working in (natural) sciences is also low: only 19.8% of professors in (natural) science disciplines is female (source: LNVH Monitor Vrouwelijken Hoogleraren 2022).

Through the Diversity & Inclusion Initiative Award, the NWO Domain Science wants to place (small) initiatives related to the improvement of Diversity and Inclusion on the work floor in (natural) scientific disciplines in the spotlight. These initiatives are a motivation and inspiration to others. This Award is intended for a scientist (the initiator), a scientific team or department.
3. Requirements for nominations

Who can submit a nomination?

Anyone can submit one or more nominations. It is possible to nominate your initiative for the Diversity Initiative Award.

Who can be nominated?

For the Diversity & Inclusion Initiative Award multiple persons can be nominated together.

Nominees for the Diversity & Inclusion Initiative Award
- are one or more researchers of whom a majority has not received the award previously.
- are one or more researchers of whom a majority works in the fields of science that fall within the NWO Domain Science (Earth Sciences, Astronomy, Chemistry, Computer Science, Life Sciences, Physics, Mathematics) and who conduct scientific research in this domain.
- are one or more researchers of whom a majority is employed by one of the following knowledge institutions:
  - A university located in the Kingdom of the Netherlands;
  - A university medical centre;
  - KNAW and NWO institutes;
  - the Netherlands Cancer Institute;
  - the Max Planck Institute for psycholinguistics in Nijmegen;
  - Naturalis;
  - Advanced Research Centre for NanoLithography (ARCNL);
  - Princess Máxima Centre.

What can the prize be used for?

The Diversity & Inclusion Initiative Award is a sum of €50,000. The recipients may spend the prize on activities that contribute to the purpose of this prize. The recipients have ample freedom when it comes to spending this sum: staff, equipment, investment, travel and subsistence costs, guest researchers, knowledge utilization activities, and so on. However, a minimum spending plan must be approved by NWO. This prize can only be spent by persons employed by the knowledge institutions as mentioned in “Who can be nominated?”. The prize must be spent within three years of receipt of the award letter.

When can nominations be submitted?

Nominations must be received by NWO at latest by 15 June 2023, 14:00:00 CE(S)T.

Specific requirements

A maximum of € 50,000 is available for this Call for Nominations. A maximum of one nomination can be awarded. Only nominations of sufficient quality can win a prize.

Drafting a nomination

The “nomination form” must be used for nominations. The form can be downloaded from the website. The nominations must be written in English and must be DORA compliant. If a document is only available in Dutch, please contact the secretary of the award, Kirsten Martens, via ENWprijzen@nwo.nl or by phone via +31 70 34 94261.
Awards for the NWO Domain Science

The nomination form contains the following elements:

1. A cover page (mandatory) with general information about the nominee(s) and the applicant.

2. A motivational letter (mandatory, maximum two pages), in which the applicant explains why the initiative should win the Award and how the assessment criteria stated in Call for Nominations apply to the initiative.

3. Supporting documentation (optional, maximum five pages), such as, supporting (visual) material and any supporting letters from third parties.

Additional notes:
It is advisable to take to account of the fact that the committee is composed of representatives from different disciplines of the ENW Science domain and that some members may not be experts in the relevant field.

Submitting a nomination

The completed nomination form should be send in pdf-format to ENWprijzen@nwo.nl, with the words ‘Diversity and Inclusion Initiative Award + [the name of the candidate]’ in the subject field.

Formal conditions for submission

NWO will assess your application against the conditions listed below. Your application will only be admitted to the assessment procedure if it meets these conditions. After submitting your application, NWO requests you to be available to implement any possible administrative corrections so that you can (still) meet the conditions for submission.

These conditions are:

- the nominee(s) meets/meet the conditions stated in Section 3;
- the application complies with the DORA guidelines as described in Section 4;
- the application form is, after a possible request to make additions or changes, complete and filled out according to the instructions;
- the application is submitted via the main applicant’s ISAAC account;
- the application is received before the deadline;
- the application is written in English.
4. Assessment procedure

The San Francisco Declaration (DORA)

NWO is a signatory to the San Francisco Declaration on Research Assessment (DORA). DORA is a worldwide initiative that aims to improve the way research and researchers are assessed. DORA contains recommendations for research funders, research institutions, scientific journals and other parties.

DORA aims to reduce the uncritical use of bibliometric indicators and obviate unconscious bias in the assessment of research and researchers. DORA's overarching philosophy is that research should be evaluated on its own merits rather than on the basis of surrogate measures, such as the journal in which the research is published.

When assessing the scientific track record of applicants, NWO makes use of a broad definition of scientific output.

NWO requests committee members not to rely on indicators such as the Journal Impact Factor or the h-index when assessing applications. Applicants are not allowed to mention these in their applications. You are, however, allowed to list other scientific products besides publications, such as datasets, patents, software and code, et cetera.

For more information on how NWO is implementing the principles of DORA, see DORA | NWO

Procedure

The first step in the procedure is a check to see whether the proposal is complete. The conditions as described in chapter 3 of this Call for Nominations are applied for this. If NWO assesses that the nomination does not meet the administrative conditions, the applicant will be given a one-off opportunity to adjust the nomination within five working days. If the required information is incomplete or not provided within the set term, the nomination will not be processed by NWO. The Code dealing with personal interests applies to all persons involved in the assessment and/or decision-making, including NWO employees.

The nominations for the Science Domain awards are assessed by four award committees: a committee for the Team Science Award, a committee for the Communication Initiative Award, a committee for the Stairway to Impact Award and one committee for the two diversity awards, the Athena Award and the Diversity & Inclusion Initiative Award. Each committee member prioritizes (part of) the nominations for their award based on the assessment criteria in order to form a pre-prioritization. In the committee meeting, each committee ranks the nominations for their award based on the assessment criteria and the discussions of the individual nominations, which will lead to a final ranking. The four committees advise the NWO Science Domain board about the winners they have selected. The board takes the decision on the allocation. In the event that two nominations have been given the same final priority by one of the committees, the board will favour the nomination from the research discipline in which (calculated on the advice of the four committees) the fewest awards will be granted.

After the decision of the NWO Science Domain board, the applicants and the winners will be informed. The prizes will be awarded at appropriate national (disciplinary) conferences.
Awards for the NWO Domain Science

<table>
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<tr>
<th>Indicative timeline</th>
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<tbody>
<tr>
<td>15 June 2023, by 14:00:00 CE(S)T.</td>
<td>Deadline for submitting complete nominations</td>
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<tr>
<td>September 2023</td>
<td>Committee meeting</td>
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<tr>
<td>October 2023</td>
<td>Decision by the NWO Domain Science board</td>
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<tr>
<td>November 2023</td>
<td>Award winners announced</td>
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<tr>
<td>2023/2024</td>
<td>Awards presented at scientific conferences</td>
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Entry requirements

The nominees conduct scientific research within the NWO Science Domain (Earth Sciences, Astronomy, Chemistry, Computer Science, Life Sciences, Physics, Mathematics). If the nominee does not meet this condition, the nominee will not compete for the prize. This is a decision of the NWO Science Domain board based on the advice of the selection committee.

Criteria

The NWO Domain Science wants to reward effective initiatives that increase diversity and/or inclusion in the exact and natural sciences. The following criteria have therefore been chosen:

1. The initiative is intended to increase Diversity and/or Inclusion in (natural) science, for example in terms of gender or people with a migration background. The nominated initiative has either already achieved good results, or excels in originality and potential;
2. The initiative is original and novel;
3. The initiative has long-term potential and the prize money of the Diversity & Inclusion Initiative Award can make a significant contribution to the extension of this initiative;
4. The initiative is mostly set up by the scientist or the team itself and is set up next to the regular work of the researchers.

Composition of the committee

The selection committee consists of scientists and experts from various disciplines within the Science domain. The selection committee itself is diverse: men/women, senior/junior, including people with a non-western background, and people who are not raised in the Netherlands.
5. Contacting us and other information

Contact

For questions regarding the Diversity Initiative Award and this Call for Nominations, please contact: Kirsten Martens, ENWprijzen@nwo.nl, or by phone at +31 70 34 94261.

Other information

Information about the award policy of the NWO Domain Science can be found on the NWO website. Information about other awards in the Science domain can also be found there.

NWO processes the personal data it receives in the context of this Call for Nominations in accordance with the NWO Privacy Statement.

This brochure is a translation of the Dutch language brochure. In case of difference in interpretation between the two texts, the Dutch language brochure is leading.

NWO might approach applicants for an evaluation of the procedure and/or research programme.