



Guiding Principles for AustMS Schemes, Initiatives and Funding

This document outlines principles that should underpin eligibility and selection criteria and funding rules associated with awards, scholarships, funding schemes and activities sponsored or administered by the Australian Mathematical Society. It is intended as an evolving document, and a statement of the spirit of our principles rather than an exhaustive and prescriptive list of rules. The over-arching principle underpinning the Australian Mathematical Society's activities is that:

All members of the Australian Mathematical Society should have equity of access to funding schemes, roles¹, activities, and opportunities offered or sponsored by the Society.

This includes, but is not restricted to, the following guiding principles:

- eligibility rules must be consistent with the spirit of the Values set forth in the Society's Code of Conduct including:
 - equitable and merit-based award, reward, and recognition; and
 - equality of opportunity regardless of age, race, nationality, gender identity, sexuality, religion, disability, ethnicity, marital status, carer's responsibilities, political affiliation, or culture.
- Achieving equity of opportunity may require positive action in the interests of equity for underrepresented groups.
- Where "academic age" is an eligibility criterion or a component of assessing track record relative to opportunity,
 - it should be measured in years of Full-Time Equivalent employment in relevant positions, and should be adjusted for career breaks including parental and carer's leave;
 - where practicable, assessment of eligibility on these grounds should be prior to and separate from the ranking/assessment of applications
- Neither nationality of institutions of study (e.g., "having graduated from an Australian university") nor country of citizenship should be an eligibility criterion. (Where appropriate, residency in Australia at the time of an award/fellowship/etc. may be a requirement.)

1 Equity of access to some formal roles within the Society are governed by the constitution.

- Funding and expenditure rules should not lead to inequity of opportunity for members whose mobility and/or capacity for travel are restricted. For example,
 - o collaborative travel schemes should allow for funding for the awardee **either** to travel to visit a collaborator **or** to invite a collaborator to visit them;
 - o permissible budget items for travel schemes should include provision of care for dependents, or for travel costs for dependants and a carer for these dependents, where needed to ensure equity of opportunity for applicants with carer's duties;
 - o travel schemes should allow for budget items for provision of care for dependents;
 - o travel schemes should not insist on travel outside Australia;
 - o where collaboration schemes stipulate a total duration of collaboration, they should allow for travel/visits to be broken up into a series of shorter blocks.
 - o AustMS sponsored conferences and workshops should make all reasonable efforts to utilise accessible venues and facilities and to assist in finding childcare.
- With a view to ensuring equitable practices and encouraging applications from underrepresented groups, the AustMS may require award committees to report numbers of applications from members of underrepresented groups.