



ASCEND Network Terms of Reference

The network's intention

The network aims to provide peer support for career development and progression for women and gender non-conforming researchers in mid and senior level positions. We hope that in creating a space for these researchers to socialise and network, they will gain access to more opportunities for collaboration and a forum for discussing their research ideas.

The direction of the network will be determined by its members, who will identify the priorities of the network and provide input on network activity to ensure that the network continues to serve their needs and benefit them.

Terms of Reference

These terms of reference have been written to establish a standard of behaviour that ensures a culture that is inclusive and respectful to its members regardless of background.

Members are therefore responsible for upholding the following principles:

- All network members have a voice and opportunity to provide feedback and input on the network's aims and activities and will be respectful of different contributions.
- All members will be respectful of each other's gender identities and preferred pronouns.
- The network and its members recognise that inequities affect individuals differently due to a number of factors, including but not limited to race and ethnicity, disability, class, neurodivergence, and socioeconomic and cultural background. The network and its members also recognise the need to provide support that takes the diversity of its members into account and seeks to address these various inequities.
- The network is intended to provide an inclusive space for women and gender non-conforming individuals and its members will strive to create and maintain this culture of inclusivity

The group is administered by a team of co-convenors who will consult members of the network on the needs of its members and its activity. These consultations will take a variety of forms and will at times include the entire network's membership and at others will include a self-selected advisory group, depending on the nature of the feedback sought. If you would like to serve as a member of the network's advisory group, please contact us.