

At Antarctic Science Ltd we are proud to support international early career researchers to carry out cutting-edge and exciting science in and around Antarctica and the subantarctic. Antarctica and the Southern Ocean support biodiversity and are crucial in driving global climate and carbon cycling; regions of the Antarctic are also some of the most climatically sensitive of the world. Every year, we fund students and postdoctoral researchers to explore, discover and expand our knowledge about the functioning of this critical component of our planet.

Polar science still struggles with poor diversity, stemming from a legacy of gender exclusion and discrimination on the basis of sexual orientation, and a poor track record of inclusivity of minority ethnic scientists. Antarctic research is - by its nature - an expensive venture, and all too easily dominated by nations with established programmes and infrastructure.

We have already taken action to address the diversity and gender balance in the composition of our Board and in the recipients of our international bursaries, but we also recognise that there is still a long way to go for us to be a fully equitable and inclusive organisation. We commit to positive action to improve our funding support for early career researchers from all underrepresented groups, and researchers from countries that are still developing their Antarctic research resources (initial-stage programmes within the Scientific Committee on Antarctic Research).