



# Breaking and Entering

## Challenge

Address issues for early-career academic researchers (ECRs), including finding the right opportunities, networking as a way of breaking in, and levelling the playing field in applications and interviews

If we don't address the costs for ECRs in terms of relocation, travel, childcare, etc., we risk it becoming an even whiter and more middle-class profession.

Academia is becoming more exclusive as a result of the financial crisis.

We need to address the skills gap left by COVID for ECRs, many of whom have missed the chance to give conference presentations, for example.

Find ways to reward and recognise the non-traditional work in academia, like EDI initiatives, which tend to fall disproportionately on women.

Ring-fenced funding for minoritised groups (e.g. pre-PhD internships) would help make academia more representative.

Movement between industry and academia should become the norm.

We need to see more staff from minoritised backgrounds in senior leadership who can act as role models and mentors for colleagues at earlier career stages.

Incentives for PIs to take care of their teams, and repercussions for poor behaviour, would help improve conditions for early-career researchers.

If the funders change, universities will have to change.

Mentoring of ECRs should be a positively valued and systematically evaluated responsibility for later-career researchers.

