

Illustration by Sam Falconer.

Inspiring Women in Science

IN PARTNERSHIP WITH THE

ESTÉE

The Inspiring Women in Science awards celebrate and support the achievements of women in science, and all those who work to encourage girls and young women to engage with STEM subjects and stay in STEM careers around the world.

We invite applications in two award categories – Science Outreach and Scientific Achievement.

“When we get a prize from Nature, our colleagues think: ‘Well, this is important, this is worth doing’, and this gets recognition from the important people in the field, so this is really, really important for our department and the university, and how our colleagues perceive what we do.”

Thereza Paiva, Tem Menina no Circuito
2022 Winner, Inspiring Women in Science, Outreach

[Enter the 2023 Awards](#)

[Meet our 2022 winners](#)

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News

Applications are now open

The Inspiring Women in Science Awards 2023 are open for entries between the **30th January** and **8th May 2023**.

[Learn more about what we're looking for and how to apply.](#)

Make this the year you get the recognition you deserve.

nature awards
inspiring women in science

About

Aims & scope

The scope of the awards reflects two award categories, that describe the work they recognise - Science Outreach and Scientific Achievement.

The aim of the awards, in partnership with The Estée Lauder Companies, is to celebrate and support the achievements of women in science, and of all those who work to encourage girls and young women to engage with STEM subjects and who work to support women to stay in STEM careers around the world. STEM includes natural sciences, technology, engineering, mathematics and medicine.

Key dates

- **30th January 2023:** Application window opens
- **8th May 2023 11:59 pm UTC/GMT:** Application window closes
- **September 2023:** Shortlist announced
- **October 2023:** Winner announced

Science Outreach Category

The Nature Awards for Inspiring Women in Science - Science Outreach Category, is presented for initiatives that support girls or young women to engage with, enjoy and study STEM subjects OR to increase the retention of women in STEM careers. STEM includes natural sciences, technology, engineering, mathematics and medicine. These initiatives can be run by an individual or academic, educational, charitable,

governmental or corporate entity. In the case of corporate entities, the initiatives should form part of a corporate social responsibility programme and not be part of core commercial operations.

Eligibility criteria

We accept applications from organizations, departments, individuals (of any gender) or project teams. Please nominate one spokesperson who will be our point of contact and represent the winning entry at the award ceremony.

We are looking for initiatives that have either:

- encouraged girls or young women to engage with and study natural sciences, technology, engineering, mathematics and medicine OR
- increased retention of women in STEM careers, with a focus on providing tools to support women through their career progression in a STEM discipline.

Entries will have shown exceptional vision, insight and/or imagination and demonstrated that they encourage, support or promote the interest of girls and/or women in STEM. We also welcome applications that include an interdisciplinary component.

Evaluation criteria

Applications will be assessed by our expert [judging panel](#) consisting of editors from Nature Portfolio, independent experts and experts from our corporate partner, The Estée Lauder Companies. Each award category will have a separate judging panel. Panel members will review applications to create a shortlist of applicants for each award category. The full panel will then meet to discuss the merits of shortlisted applicants and select the winner. The judging panel will make up 100% of the votes. The chief judge will make the final decision in the event of a tie.

Applications will be assessed against the following criteria:

- Description of your initiative
- Success of your initiative
- Future plans

Prizes

The winners of the Nature Awards for Inspiring Women in Science, Science Outreach category will receive:

- A prize of US\$50,000
- An invitation to the award ceremony in London, with accommodation and travel expenses paid by the organiser. In the event that it is not possible or advisable to hold such a ceremony, an alternative virtual presentation or acknowledgement will be arranged.
- Coverage on nature.com
- An invitation to present their work or initiative to the scientists at The Estée Lauder Companies
- Mentoring through The Estée Lauder Companies

The shortlisted applicants will:

- Be profiled on the Nature Award website
- Have access to an exclusive mentoring and networking community site

Scientific Achievement Category

The Nature Awards for Inspiring Women in Science - Scientific Achievement Category, recognizes early-career women researchers. The successful applicant will have made an exceptional demonstrable contribution to scientific discovery, and may have faced significant challenges, personal or professional. The applicant will also exhibit the potential for developing and leading an independent research group. We are also keen that applicants have made efforts to inspire the next generation of scientists through outreach or support the retention of women in science careers.

Eligibility criteria

- Applicants must self-identify as women. We use an inclusive definition of ‘woman’ and ‘women’. We welcome trans women, genderqueer and non-binary people.
- Applicants must hold a PhD degree or a medical degree, or other type of doctorate by dissertation. A PhD or doctorate by dissertation is a globally recognized postgraduate academic degree awarded by a university or higher education institution to a person who has submitted a thesis or dissertation, based on extensive and original research in their chosen field.
- Applicants must be within 10 years of completing their PhD degree or medical degree, or other type of doctorate by dissertation:
- Completion of their PhD (or medical degree) is defined as the date the PhD (or medical degree) or doctorate by dissertation was approved by the institutional panel following submission of their dissertation and/or oral examination. It is not the date of their graduation.
- The abovementioned 10 years will be extended by any maternity leave(s) or other relevant leaves of absence. Thus, the 10 years do not need to be continuous. Details of these absences will need to be specified during the application process.
- If applicants hold both a PhD and a medical degree, the graduation date of the most recently awarded will be used.
- Applicants must hold a non-tenured position. This includes those who have non-permanent postdoctoral and/or non-permanent tenure-track positions (or equivalents such as proleptic lecturer positions). Those in a tenured position (or equivalents, such as permanent lecturer position) are not eligible to apply.
- We accept applications from those working in natural sciences, technology, engineering, mathematics and medicine. We also welcome applications that include an interdisciplinary component.

Evaluation criteria

- Applications will be assessed by our expert [judging panel](#) consisting of editors from Nature Portfolio, independent experts and experts from our corporate partner, The Estée Lauder Companies. Each award category will have a separate judging panel. Panel members will review applications to create a shortlist of applicants for each award category. The full panel will then meet to discuss the merits of the shortlisted

applicants and select the winner. The judging panel will make up 100% of the votes. The chief judge will make the final decision in the event of a tie.

- Applications will be scored with the focus on scientific achievements, but taking into account science outreach activities.

Prizes

The winner of the Nature Awards for Inspiring Women in Science, Scientific Achievement category will receive:

- A prize of US\$50,000
- An invitation to the award ceremony in London, with travel and accommodation expenses paid by the Promoter. In the event that it is not possible or advisable to hold such a ceremony, an alternative virtual presentation or acknowledgement will be arranged.
- Coverage on nature.com.
- An invitation to present their work or initiative to the scientists at The Estée Lauder Companies
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The shortlisted applicants will:

- Be profiled on the Nature Award website
- Have access to an exclusive mentoring and networking community site

Winners

2022

2022 Science Outreach Winner

The [Tem Menina no Circuito](#) initiative was founded in 2013 by three female physics professors at Universidade Federal do Rio de Janeiro in Brazil, to motivate girls to enjoy STEM. Our hands-on activities take place weekly in schools from low-income regions with high-school and junior-high in a girls-only environment. The activities, such as electrical circuits workshops in alternative media, combine materials commonly used in crafts with electronic components, and are designed to bring out the playful and creative aspects of science. We also promote field trips to universities, research centers, and museums, talks from female researchers, and other activities to empower girls.

- [Tem Menina no Circuito on facebook](#)
- [Tem Menina no Circuito on twitter](#)
- [Tem Menina no Circuito on instagram](#)
- [Tem Menina no Circuito on youtube](#)

2022 Scientific Achievement Winner

[Kizzmekia Corbett](#) is an assistant professor of immunology and infectious diseases at Harvard's T.H. Chan School of Public Health, Shutzer Assistant Professor at Harvard's Radcliff Institute of Advanced Study, and Associate Member of the Phillip T. and Susan M. Ragon Institute. Her laboratory studies host immune responses to coronaviruses and other emerging and re-emerging viruses to propel novel vaccine and antibody therapy development. Combining her research goals with her knack for mentorship, she invests much of her time in underserved communities as an advocator of STEM education and vaccine awareness.

- [Kizzmekia Corbett on twitter](#)
- [Kizzmekia Corbett on instagram](#)

2022 Science Outreach Runner Up

Fundi Bots promotes improved, practical science education in African schools and communities through the provision of classroom learning tools, hands-on skills and project-based training, with a strong focus on rural and underprivileged regions and a push for equitable inclusion for girls through the Fundi Girls program. Fundi Girls is an initiative by Fundi Bots to provide equitable access to high impact, practical science learning opportunities to girls to enable them to capitalize on opportunities in their communities to build stronger careers and improve their quality of life. Fundi Girls targets girls between 6 - 25 years of age in all four regions of Uganda. We also target female teachers from different schools. The projected impact of the Fundi Girls program in the next 10 years is to provide equitable access to STEM education resources, skills training and career opportunities for 125,000 African girls.

• [Fundi Bots on facebook](#)

2022 Scientific Achievement Runner Up

Chiara Mingarelli is a gravitational-wave astrophysicist, looking to understand how supermassive black holes in the centers of massive galaxies merge. She does this by predicting their nanohertz gravitational-wave signatures, which will soon be detected by Pulsar Timing Array experiments. With pulsar timing data, she looks for both individual supermassive black holes in binary systems, and for the gravitational-wave background which should be generated by their cosmic merger history. She has received over \$1M in research grants so far, and is a dedicated advocate for women in science. She is an assistant professor at the

2022 Science Outreach Runner Up

The **Zambian Women in Agricultural Research and Development (ZaWARD)** **Mentorship for Women and Girls (ZaWARD-MWG)** is an initiative that instigates, nurtures and sustains purposeful participation of girls/women in STEM-related agricultural careers. Through this initiative girls in primary and secondary school are introduced to the wide array of STEM disciplines in Zambia to foster purposeful career choice. Female college and university students pursuing STEM-based agricultural programs are mentored by senior STEM professionals and farmers are trained in agronomy, technology use and agribusiness to increase adoption of STEM- derived innovations in agriculture. Additionally, ZaWARD-MWG stimulates research that informs and influences policy on gender-responsive STEM applications for sustainable agricultural development in Zambia.

2022 Scientific Achievement Runner Up

Maitreyee Wairagkar is a biomedical scientist developing advance neurotechnology using artificial intelligence. She builds brain-computer interfaces to enable people with severe motor and speech impairments to communicate directly via their brain signals. These devices break down barriers between humans and technology to allow intuitive interactions. Her research is focused on healthcare applications of neurotechnology in rehabilitation and assistive devices for people with different neurological conditions, for example,

enabling a person with ALS to fluently speak through a computer, neurorehabilitation for stroke recovery and at-home robotic care for dementia. She is committed to translating her research to real-world applications through collaborating closely with patients, medical practitioners and industrial partners. Her previous neurotech research has been successfully commercialised. She is currently a postdoctoral scholar at University of California, Davis. Previously, she was postdoctoral researcher at Imperial College London. She have obtained my PhD and MEng in Cybernetics and AI from University of Reading.

Scientific Achievement Judges Special Commendation

[Lia Medeiros](#) is co-lead of the EHT Gravitational Physics Working Group, a member of the EHT's Junior Scientist Council, and an NSF Astronomy and Astrophysics Postdoctoral Fellow, working at the Institute for Advanced Study. Additionally, she co-leads one of six collaboration papers published in 2022 that presented groundbreaking results about the black hole in the center of our galaxy, Sgr A*. Her current focus includes developing simulations of accreting black holes, and black holes that differ from the predictions of Einstein's theory of General Relativity, and then comparing these simulations to EHT data. She also used a large library of high-fidelity simulations as a training set for a new algorithm she developed for image reconstruction with EHT data. Her algorithm achieves unprecedented resolution and accuracy. By modeling hypothetical black holes that challenge our understanding of gravity and comparing these exotic structures to EHT observations, she is able to test General Relativity.

- [Lia Medeiros on twitter](#)

2021

Science Outreach Winner

The Parent in Science Movement aims at raising awareness on the barriers faced by academic mothers. By generating primary data on these barriers and the impact of motherhood in the scientists' careers, we've been promoting affirmative actions and inclusive public policies to ensure women's access, permanence and progression in STEM.

- [Parent in Science on facebook](#)
- [Parent in Science on twitter](#)
- [Parent in Science on instagram](#)
- [Parent in Science on youtube](#)

Scientific Achievement Winner

Kiana Aran is a biomedical entrepreneur as well as a researcher, and Associate Professor of Medical Diagnostics and Therapeutics at Keck Graduate Institute, a member of the Claremont Colleges and the Co-Founder and Chief Scientific Officer at Cardea Bio. Her field of research focuses on designing novel biosensing platforms and using 2D nanomaterials for early disease diagnosis, as well as utilizing biology as tech elements for a variety of biosensing applications. Aside from her primary professional roles as a professor and entrepreneur, she also considers herself a dedicated mentor. Since her first post-doctoral post, she has loved being able to mentor and serve as a role model for students, especially young women who are as passionate about STEM as she is.

Scientific Achievement Runner Up

Simone Badal believes that being scientist in the developing world presents challenges that can easily stifle one's enthusiasm and impact, yet, it bestows the opportunity to advance niche areas, but this is only achieved through persistence and perseverance. Simone Badal's Ph.D. findings uncovered many Jamaican lead molecules, using in vitro cell line models, that were more effective and safer than known chemotherapy drugs. Indeed, the promising results

Scientific Achievement Runner Up

Markita Landry is an assistant professor in the department of Chemical and Biomolecular Engineering at the University of California, Berkeley; she received her B.S. in Chemistry and a B.A. in Physics from the University of North Carolina at Chapel Hill, a Ph.D. in Chemical Physics and a Certificate in Business Administration from the University of Illinois at Urbana-Champaign, and completed an NSF postdoctoral fellowship in Chemical Engineering at the Massachusetts Institute of Technology. She is the principal investigator of the Landry Laboratory, which pioneers nanotechnologies for in-brain neurotransmitter imaging, and for non-GMO genome editing in plants. In the past 5 years, she has received over 20 early career awards, including awards from the Burroughs Wellcome Fund, the Beckman Foundation, the Sloan Foundation, The Dreyfus Foundation, the DARPA Young Investigator program, the Howard Hughes Medical Institute, and the NSF CAREER award.

[Markita Landry on twitter](#)

Scientific Achievement Judges Special Commendation

This year for an application that showed strong future potential.

Megan Lickley grew up in Sudbury, Canada, a city in Northern Ontario that is recovering from a history of acid rain, and now also seeing some dramatic effects from climate change. In many ways this has inspired her career in Earth science. She received her PhD in Climate Science from MIT (2020) and is currently a postdoctoral researcher in Susan Solomon's lab at MIT. She combines tools from math and climate science to target climate policy at global and regional scales. Most recently, she has been evaluating global compliance with the Montreal Protocol, which regulates the production of ozone depleting substances, which are also very strong greenhouse gases. Her research quantifies sources and emissions of these gases in order to better estimate ongoing production and the size of material that remains in old equipment (e.g. refrigerators).

- [Megan Lickley on twitter](#)

2020

Scientific Achievement

Samira Asgari is a computational biologist whose research strives to understand how human history shapes global genetic diversity and how this genetic diversity translates to phenotypic diversity. She is particularly interested in understanding this genotype-phenotype relationship in the context of infectious disease susceptibility. Asgari was born and raised in Iran. After obtaining her M.Sc. degree from the University of Tehran, she moved to EPFL, Switzerland in 2011 to pursue a Ph.D. in human genomics of infectious disease. In 2017, she moved to the US to continue her research as a postdoctoral fellow at Harvard Medical School. Her postdoctoral work is focused on using statistical and population genetics to investigate how admixture information can be leveraged to learn about a populations' history and to identify new genotype-phenotype relationships.

- [Samira Asgari discusses her research in the Nature Career column.](#)

- [Samira Asgari speaks to The Source about her work.](#)

Science Outreach

Chicas en Tecnología. In Argentina, only 16% of women study careers linked to programming. In an era where technology is transforming the way we live and interact, Chicas en Tecnología believes that women's voices and perspectives must be included. Since 2015 Chicas en Tecnología has sought to reduce the gender gap in the technological entrepreneurial environment by motivating, training and mentoring young women; the next generation of leaders in technology. Through its programmes, clubs, Programming a Better World scheme (PUMM), and #CommunityCET, it empowers young women. It puts them in touch with technology in a novel way, so that they break stereotypes, go from being users to creators and learn that with available technology they can impact society, change realities. Through several Initiatives talks, workshops and events, research, and campaigns, it builds systemic change, involving various actors: formal and non-formal education institutions, ministries, public and international organizations, companies, startups, media and NGOs, among others.

- [Melina Masnatta discusses Chicas en Tecnología on The Source.](#)

2019

Inspiring Science Award

Jean Fan, Harvard University and CuSTEMized. Jean Fan is a Post-Doctoral Fellow at Harvard. She received her PhD in Bioinformatics and Integrative Genomics at Harvard and her research interests center around developing computational methods for identifying and characterizing heterogeneity at the single cell level, particularly in the context of cancer, using multi-omic approaches. She is the founder of a non-profit organization CuSTEMized which encourages young girls to see themselves in STEM.

“When I failed my first computer science class, my teacher discouraged me from continuing in CS. So I ignored her and took more CS classes. When I published my first paper, my colleagues insinuated that my male advisor did all the work. So I ignored them and published many more papers. When I received my first grant, my classmate downplayed my achievement, noting that my grant was rather small. So I ignored him and won more grants. Persevere. Bury doubters with your success.

You are not the rule. You are the exception. Just because a woman hasn't done it before, doesn't mean you can't do it. Just because this is the way things have always been done, doesn't mean it's the way things always have to be. You can defy the tyranny of precedent. At every stage of your scientific career, I hope you will use your power to bring about change, rather than letting that power change you. May you strive to be who you needed when you were younger.”

Innovating Science Award

The STEM Belle. STEM Belle founder Doreen Anene is a Schlumberger Foundation Fellow, a PhD student at the University of Nottingham, and currently a visiting scholar at the Poultry Research Foundation, Sydney - Australia. The STEM Belle is focused on levelling the female representation in STEM fields. With activity in three countries, The STEM Belle has impacted over 1000 girls from 6 different schools. Doreen is also a YALI RLC alumni and a UN Women Global Champion for Change

“Implementing initiatives in economically disadvantaged areas is expensive. Access to educational resources, equipment, e.g. projectors, computers, LEGO pieces and other STEM equipment is limited. Speak up and ask for in-kind support. Some organisations lend out their equipment, resources and staff for free.

Some people feel that getting women to join STEM and higher education is a waste of time and resource. I pay no attention to them and we remain focused on

our goals. I believe in launching out. There is no need for waiting until everything is perfect. There are so many school girls who just need guidance, inspiration and mentorship to join STEM fields. So, establish a good relationship with the school management. Get them involved with the plans and actions of the initiative. This is the pathway to sustainability. Cash support is important but do not hesitate to request for in-kind support from companies and service providers. And always keep your passion alive.”

2018

Inspiring Science Award

Mirjana Pović (Instituto de Astrofísica de Andalucía (IAA)-Consejo Superior de Investigaciones Científicas (CSIC), Spain). Mirjana Pović is an assistant professor at the Ethiopian Space Science and Technology Institute, Ethiopia, and associated researcher at the Spanish IAA-CSIC. Mirjana obtained her PhD degree in 2010 at the IAA, Spain, and her main field of research is galaxy formation and evolution, focused on nuclear activity in galaxies. She participated in more than 10 international projects (being co-principal investigator and principal investigator of two) and has around 80 publications. She works on the

development of science and education in Ethiopia, Rwanda, Uganda, Tanzania, South Africa, Kenya and Ghana, through joint research collaborations, student supervisions, training, lecturing, regulation development and outreach.

Innovating Science Award

The Association of Hungarian Women in Science (NaTE). The Association of Hungarian Women in Science (NaTE) is a non-profit, non-governmental organization that aims to promote STEM and computer sciences among girls who are under-represented in these fields of education. NaTE was established in 2008 by female scientists. Since then, NaTE has grown into a country-wide network of scientists – both men and women – working in STEM or social sciences, who are committed to the gender balance in academia, technology, innovation, and research and development. NaTE has founded projects such as the ‘Excellence Award for Women in Science’, ‘Scindicator – A science communication competition’, ‘Smart future for Girls’ and ‘Girls’ Day’.

Apply

Science Outreach Category

For initiatives that support girls or young women to engage with, enjoy and study STEM subjects OR to increase the retention of women in STEM careers.

How to apply

Applications must be submitted through the [online application form](#). The questions you will need to answer are listed below for reference. Entries must be complete (that is, all required fields are complete) and submitted by 12:00 midnight UTC/GMT on 8th May 2023 to be eligible.

Eligibility

- Declaration – self declaration that the applicant meets the eligibility criteria for the Nature Awards for Inspiring Women in Science 2023 as laid out in the award [terms and conditions](#).
- I represent an initiative that has: encouraged girls or young women to engage with and study STEM OR increased retention of women in STEM careers, with a focus on providing tools to support women through their career progression in a STEM discipline.
- Please select the area(s) of STEM that the initiative covers: natural sciences, technology, engineering, mathematics and medicine
- The initiative is run by [please select the category]: an individual, academic entity, educational entity, charitable entity, governmental entity or corporate entity, other

[please describe]

- If corporate, I confirm: initiative is part of a corporate social responsibility programme and not part of core commercial operations
- The initiative is focused primarily on girls/women and benefits greater than 50% girls/women
- The applicant is resident in any country, other than those prescribed in the [terms and conditions](#).
- The applicant (or members of their immediate families) are not a director or employee of the Springer Nature; any holding company or subsidiary of Springer Nature; or the judging panel.

Applicant and initiative details

- Full name of the individual or academic, educational, charitable, governmental or corporate entity responsible.
- Name of the initiative
- Address of the initiative - including city, country and postal/ZIP code
- Name of contact spokesperson
- Job title of contact spokesperson
- Email of contact spokesperson
- Phone number (including country code) of contact spokesperson
- Please define the exact involvement of the spokesperson in the described initiative
- Organizer
- Participant
- Started the initiative
- Other

Description of initiative

This section is to inform the later questions and is not scored.

- Please provide a 50 word summary of what your initiative does - pitch the initiative to us in a concise and informative way (maximum 50 words).

- Provide links to your website and/or social media accounts.
- What % proportion of your target group consists of girls or women? If less than 100%, please explain how the initiative is focused primarily on girls/women.
- For how many years has your initiative been running?
- Specify the exact countries in which your initiative has an impact and briefly describe how the initiative operates in each country (maximum 300 words).

This section is scored.

- Why did you start the initiative? (maximum 200 words)
- Please describe your mission statement and goals? (maximum 200 words)
- How often do you organize activities:
 - Daily
 - Once a week
 - Once a month
 - Once a year
 - Other
- Please select the method(s) used to deliver your initiative's activities:
 - Social media
 - Blog posts
 - Website
 - One-on-one contacts (in person, email or phone)
 - Lecture
 - Workshop, science fair
 - Networking event
 - Other [provide details]
- Describe how the method(s) selected are used for running the initiative. If you operate in different countries, please describe how the method varies in each country. (maximum 200 words).

- What methods do you use to measure the success of your initiative? (Maximum 150 words)
- Please list 6 examples of the results of these methods - 3 using quantitative (numerical) data and 3 using qualitative data (such as anecdotal evidence, quotes, comments or testimonials, social media). (maximum 100 words per example).
- How many girls/women have you reached to date, since you started your initiative? Please list a number.
- Please state how many additional girls/women you plan to reach in next 12 months? Please list a number.
- Please describe your existing plans for the next 12-24 months of your initiative, showing how you will increase the reach or improve the impact of the initiative. (maximum 500 words).
- Please breakdown a simple budget (showing \$ spend per item) of how would you use the additional \$50,000 to further improve and scale up the initiative. (maximum 300 words)
- Describe how your initiative would benefit from the prestige of winning this award? (maximum 200 words)
- Additionally we invite you to describe the particular challenges, professional or personal, that your initiative has faced during the course of your science outreach (maximum 500 words). *This question will not be scored but will be used to provide context should your application proceed to the judges' panel discussion.

Shortlist Profile

If your application is shortlisted, the responses to the following points will constitute your profile on the shortlist page of the awards website. This section is not judged:

- In simple terms, introduce the project and your organization, department or group and tell us a little about what it does (maximum 150 words).
- What are some of the challenges that the project or organization has faced whilst working on engaging girls and young women with STEM or supporting women to stay in STEM and what lessons have you learnt (maximum 150 words)?
- What advice would you give to someone wanting to do STEM outreach (maximum 150 words)?

- Please include a short statement about why it is important to encourage more girls to be interested in/engage with STEM subjects, or to support more women to stay in STEM. (maximum 200 words).
- Please provide an organization logo (organisations) or photo (personal applicants), in high-resolution 150 x 150 pixel JPEG format.

NB: Parts of the above will be used on the website, mentoring site and across promotional materials.

I confirm that I hold the permissions for this logo/photograph.

Terms and conditions for applicants

By applying, applicants agree to the [terms and conditions](#) of the award programme.

Key dates

Applications: applications are invited between 30th January 2023 and 12:00 midnight UTC/GMT on 8th May 2023.

Shortlist: the shortlist will be announced in September 2023.

Winner: the winner will be invited to the award ceremony, which will take place in London in October 2023, if circumstances permit.

Contact

Please contact us at awards@nature.com if you require any further information.

Scientific Achievement Category

For early-career women researchers.

How to apply

Applications must be submitted through the [online application form](#). The questions you will need to answer are listed below for reference. Entries must be complete (that is, all required fields are completed) and submitted by 12:00 midnight UTC/GMT on 8th May 2023 to be eligible.

Eligibility

- Declaration – self declaration that the applicant meets the eligibility criteria for the Nature Awards for Inspiring Women in Science 2023 as laid out in the award [terms and conditions](#).
- I self-identify as a woman (please note that we use an inclusive definition of ‘woman’ and ‘women’. We welcome trans women, genderqueer and non-binary people.).
- I hold a PhD degree or a medical degree, or other type of doctorate by dissertation
- I obtained my PhD or medical degree or other type of doctorate by dissertation after 31st December 2013, which can be extended backwards by the duration of any maternity leave(s) or other absences during this period.
- At the time of application, I am in a non-tenured research position.
- At the time of application, I am working in natural sciences, technology, engineering, mathematics or medicine.
- Date PhD* and/or medical degree** degree received. *PhD degree or other type of doctorate by dissertation. ** If you hold both a PhD and medical degree, please list the graduation date of the most recently received
- Extended leaves of absence, if any: exact dates + duration. After receipt of PhD or medical degree
- Please provide a letter from your HR department or department head confirming that you are in a non-tenured position.
- Please provide a copy of your degree certificate that attests the date your degree was awarded.
- The applicant is resident in any country, other than those prescribed in the [terms and conditions](#).
- The applicant (or members of their immediate families) are not a directors or employee of the Springer Nature; any holding company or subsidiary of Springer Nature; or the judging panel

Applicant details

- Full name
- Job title
- Email address
- Phone number (including country code)
- Applicant address - including city, country and postal/ZIP code
- Main affiliation
- Address of the main affiliation - including city, country and postal/ZIP code
- Second affiliation (if applicable)
- Address of the second affiliation - including city, country and postal/ZIP code (if applicable)
- PhD or medical degree or other type of doctorate by dissertation (discipline + university + graduation year)
- Address of the awarding institution - including city, country and postal/ZIP code
- Postgraduate experience
- ORCID ID
- Please provide a 50 word summary of your research - pitch your research to us in a concise and informative way (maximum 50 words).

Scientific achievements

- What is your main research area:
- Natural sciences
- Technology
- Engineering
- Mathematics
- Medicine
- Summarise your main research interests or projects, explaining in particular how you have approached the scientific questions you are tackling (maximum 400 words).

- Describe how your research has advanced your research field (maximum 500 words).
- Explain how your research has had an impact beyond your research field, for example, societal impact, impact on other research fields etc. (maximum 500 words).
- Provide up to 5 of your most scientifically important publications (articles, books and book chapters) and explain (maximum 200 words each) why you selected them.
- Provide up to 5 key highlights of your research career excluding publications (for example, posters or talks at conferences, successful grant applications, scientific prizes, contribution to policy documents, patents or other technological innovations etc.) and explain (maximum 200 words each) why you selected them.
- Briefly explain your research plans for the near future and your long term vision and explain how the prize would help you to accomplish your vision and increase the impact of your research (maximum 600 words). *We will aim to contact winners to get updates on their careers.
- Describe any research collaborations in which you are involved. (maximum 200 words)
- If your work has been cited and built upon by other researchers, provide details. (maximum 200 words)
- Summarise your achievements in other, more qualitative academic or career activities, for example: additional teaching activities, course design, contributions to university or institution policies, university management, student recruitment, mentoring, training, peer review, academic editing (maximum 500 words).
- Additionally we invite you to describe particular challenges, professional or personal, that you have faced during the course of your studies and scientific career (maximum 500 words). * This question will not be scored but will be used to provide context should your application proceed to the judges' panel discussion.

How have you inspired the next generation of STEM researchers?

- Describe how you have led or been directly involved in any general science outreach activities beyond your core duties? (maximum 200 words).
- Please complete the following information about your most impactful outreach activity:

- Provide a brief description and a short explanation why you selected to highlight this activity for the award (maximum 300 words).
- Who was the target audience of this activity (maximum 20 words)?

Shortlist profile

If your application is shortlisted, the responses to the following points will constitute your shortlist profile. This section is not judged:

- In simple terms, please introduce yourself, your field of research and your job role (150 words).
- What challenges did you face on your journey to where you are now and how did you manage them (150 words)?
- What is one piece of advice or encouragement you would give other girls or women starting out on their science career? What was the best advice given to you (150 words)?
- Please describe anyone that has mentored or inspired you (150 words)?
- Please provide a black-and-white headshot photograph in high-resolution 150 x 150 pixel JPEG format.

NB: Parts of the above will be used on the website, mentoring site and across promotional materials.

I confirm that I hold the permissions for this logo/ photograph.

Terms and conditions for applicants

By applying, applicants agree to the [terms and conditions](#) of the award programme.

Key dates

Applications: applications are invited between 30th January 2023 and 12:00 midnight UTC/GMT on 8th May 2023.

Shortlist: the shortlist will be announced in September 2023.

Winner: the winner will be invited to the award ceremony, which will take place in London in October 2023, if circumstances permit.

Contact

Please contact us at awards@nature.com if you require any further information.

Judges

The judging panels for both categories will be responsible for shortlisting applicants and picking the winner for each category. The judging panels consist of staff from Nature Portfolio, academic scientists, external experts working in organizations supporting access to science for women and our corporate partner, The Estée Lauder Companies. Each judging panel will be independent with a chief judge for each award category who will coordinate the judging process.

Scientific Achievement Category Award Panel

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Chair, Magdalena Skipper is editor in chief of *Nature*. She is a geneticist by training. She did her doctoral work at the MRC Laboratory of Molecular Biology, Cambridge, UK followed by a postdoctoral fellowship at CRUK in London, UK. She has considerable editorial and publishing experience: having started in Nature Publishing Group in 2001, she was chief editor of *Nature Reviews Genetics*, senior editor for genetics and genomics at *Nature*, and more recently

Kiana Aran is an associate professor of bioengineering at Keck Institute in US, as well as cofounder and chief scientific officer at cardeabio, a biotechnology company developing bio-integrated electronic chips for precision medicine. She is a pioneer of combining CRISPR with modern electronics. She received her PhD in Biomedical Engineering at Rutgers University and continued her postdoctoral studies in bioengineering at UC Berkeley. She is a recipient of the National Institutes of Health postdoctoral training fellowship at the Buck Institute for Age Research and is a consultant for the Gates Foundation. Her efforts have been recognized within the scientific community by the Clinical OMICs 10 under 40 Award, Athena Pinnacle Award in Life Sciences, and Nature Research Awards for Inspiring Women in Science: Scientific Achievement Category's Overall Winner. Dr. Aran is also the recipient of numerous government grants and awards from private sector to develop the next

Zuzana Burivalova is the principal investigator of the Sound Forest Lab. She is a tropical forest ecologist and conservation scientist, based in the department of Forest & Wildlife Ecology and The Nelson Institute for Environmental Studies at the University of Wisconsin-Madison, where she is an assistant professor. She and her team look for ways to protect biodiversity in tropical forests, both forests that are used by humans, for logging, and forests set aside for conservation, from national parks to small community protected areas. Her work is aimed at answering tricky questions in tropical forest ecology using new

technologies, such as through recording and analyzing soundscapes, where traditional field methods fall short. She also leads the ConservationEffectiveness.org platform, which she co-funded together with the environmental news platform Mongabay.com, to understand and communicate which conservation strategies succeed and fail in tropical forests.

Nicky Dean is the chief editor of Nature Energy. He joined Nature Research in July 2011 as an editor for Nature Communications, where he handled manuscripts across applied and fundamental physics and photonics. He was also team manager for physics and Earth sciences, before leaving to launch Nature Energy in April 2015. Prior to becoming an editor, Nicky gained his DPhil in physics from the University of Oxford and carried out postdoctoral work for the Max Planck Institute for the Structure and Dynamics of Matter.

Arianne Heinrichs is editorial director, life sciences, for the Nature Research

Dominique Morneau-Brosnan is the chief editor of *Nature Reviews Methods Primers*, which began publication in January 2021. She joined Springer Nature in February 2015 as an editor for *Genome Biology* and later for *Communications Biology* before leaving to launch *Nature Reviews Methods Primers* in January 2020. Prior to becoming an editor, Dominique gained a PhD from Carleton University in Canada, where she studied primary metabolism and enzymology in

legume plants, concurrently with a graduate diploma in health and science policy.

Lisa Napolione is senior vice president of global Research & Development, The Estée Lauder Companies, with responsibilities for all research & development, clinical science & scientific credentialing for all brands and laboratories. Previously, she held roles as global head of R&D for Novartis Consumer Health and R&D VP at Procter & Gamble. Her technical career has spanned pharmaceutical drug delivery, skin research and beauty science. Lisa graduated from Clarkson University in Chemical Engineering and Biology, and she leads their Faculty Research Sub-Committee. She is an active mentor to students in STEM, is a Women in Technology sponsor and is a YMCA Rising Star.

Nadine Pernodet, Ph.D., senior vice president, global research & development - skin biology & bioactives, leads the skin biology & bioactives groups for The

Science Outreach Category Award Panel

Chair, Subhra Priyadarshini is the chief editor of *Nature India* and co-chair of Springer Nature's employee network SN Women. In both her roles, she leads a number of diversity, equity and inclusion (DEI) activities, specially focused on women in science and science publishing. Through *Nature India's* outreach activities, Subhra trains scientists and health professionals in effective science communication. She has mentored the FameLab competition to hunt for the best science communicators in India and helms the *Nature India*-Wellcome Trust Science Media Fellowships. Subhra also trains health and medical journalists at a Google News supported initiative to combat medical misinformation

Marios Karouzos is an astronomer by training, with an expertise in black holes and the galaxies they live in. As one of the launching editors of *Nature Astronomy*, he has been with Springer Nature since 2016, currently working as a publishing manager for the Nature Portfolio. In addition to his role as a member of the editorial steering committee and a judge for the Nature Awards, he also chairs the Springer Nature SDG 5 "Gender equality" workshop group.

Vani Mahadevan is a qualified accountant who has been actively involved in Project Management and entrepreneurship for over 25 years. Vani is a seasoned entrepreneur who has successfully co-founded and run ventures in the past including StartupMalaysia where she designs, develops and implements programs and projects that help young people become more entrepreneurial in their thinking.

Vani co-founded TechSprint Academy in 2019 after realising the gender inequality in the tech industry and seeing that women need additional support to step into these careers which can give them flexibility as they juggle multiple commitments. Having taken a career break herself, Vani understood the challenges involved in making a successful career comeback and designed

Juliane Mössinger is a senior editor at *Nature*. She has over 15 years of editorial experience and looks after the journal's biogeochemistry, environmental sciences, atmospheric chemistry and geomorphology content. She obtained her PhD in atmospheric chemistry at the University of Cambridge and was a Tucker Price Research Fellow in Chemistry at Girton College, Cambridge.

Lisa Napolione is senior vice president of global Research & Development, The Estée Lauder Companies, with responsibilities for all research & development, clinical science & scientific credentialing for all brands and laboratories. Previously, she held roles as global head of R&D for Novartis Consumer Health and R&D VP at Procter & Gamble. Her technical career has spanned pharmaceutical drug delivery, skin research and beauty science. Lisa graduated from Clarkson University in Chemical Engineering and Biology, and she leads their Faculty Research Sub-Committee. She is an active mentor to students in

Thereza Paiva is senior-level professor of Physics at Universidade Federal do Rio de Janeiro where she does research in Condensed Matter Physics. She is also one of the co-founders of Tem Menina no Circuito, an outreach initiative that aims to encourage girls to like exact sciences, and 2022 recipient of the Inspiring Women in Science award in the Science Outreach category.

Sarah Vickery, Ph.D., is vice president of scientific communications for The Estée Lauder Companies Research & Development and was recently recognized as an Estée Lauder Companies Fellow in acknowledgement of her deep scientific and technical communications expertise. In this role, she develops strategic

Frequently asked questions

General

Q: Who can I contact for more information?

Please don't hesitate to [contact us](#) if you require any further information.

Q: When can I apply?

Now! The 2023 submission window is 30th January to 8th May 2023.

You can apply here: <https://natureawards.submittable.com/submit>

Q: When will I know if I have been shortlisted?

All shortlisted applicants will be contacted by September 2023.

Q. Will I receive updates on my application?

Unfortunately, we cannot provide individual feedback on applications.

Q. Can I enter both of the award categories?

The Scientific Achievement and Scientific Outreach categories are separate, you may submit a single application to both categories if you are eligible. An applicant cannot appear on 2 or more shortlists in one calendar year.

Q: How will you ensure all subjects are represented?

We will work to ensure the judging panel has representatives from a broad range of STEM subjects. STEM includes natural sciences, technology, engineering, mathematics and medicine.

Q: Do applicants need to be nominated?

No. Applicants for each award need to submit their own applications.

However, you can [recommend an applicant here](#). They will be sent an email once they have been recommended directing them to apply.

Q. If an applicant was among the shortlist last year, are they eligible to apply for the award again?

Previous applicants are more than welcome to re-apply.

Q. How do you define tenure?

A tenured (or equivalent permanent) post is an indefinite academic appointment that can be terminated only for cause or under extraordinary circumstances.

Applicants must hold a non-tenured position. This includes those who have non-permanent postdoctoral and/or non-permanent tenure-track positions (or equivalents such as proleptic lecturer positions). Those in a tenured position (or equivalents, such as permanent lecturer position) are not eligible to apply.

Scientific Achievement Category

Q: Who is eligible for the Scientific Achievement Category?

Eligibility criteria are:

Applicants must self-identify as women. We use an inclusive definition of 'woman' and 'women'. We welcome trans women, genderqueer and non-binary people.

Applicants must hold a PhD degree or a medical degree, or other type of doctorate by dissertation. A PhD or doctorate by dissertation is a globally recognized postgraduate academic degree awarded by a university or higher education institution to a person who has submitted a thesis or dissertation, based on extensive and original research in their chosen field.

Applicants must be within 10 years of completing their PhD degree or medical degree, or other type of doctorate by dissertation:

- Completion of their PhD (or medical degree) is defined as the date the PhD (or medical degree) or doctorate by dissertation was approved by the institutional

panel following submission of their dissertation and/or oral examination. It is not the date of their graduation.

- The abovementioned 10 years will be extended by any maternity leave(s) or other relevant leaves of absence. Thus, the 10 years do not need to be continuous. Details of these absences will need to be specified during the application process.
- If applicants hold both a PhD and a medical degree, the graduation date of the most recently awarded will be used.

Applicants must hold a non-tenured position. This includes those who have non-permanent postdoctoral and/or non-permanent tenure-track positions (or equivalents such as proleptic lecturer positions). Those in a tenured position (or equivalents, such as permanent lecturer position) are not eligible to apply.

We accept applications from those working in natural sciences, technology, engineering, mathematics and medicine.

Q: When do I need to have obtained my PhD degree or a medical degree, or other type of doctorate by dissertation

You should have obtained your PhD degree or a medical degree, or other type of doctorate by dissertation within the last 10 years (e.g. after 31st December 2013), provided that all other eligibility criteria are met. This period will be extended in case of maternity leaves or other leaves of absences taken during the 10-year period.

Science Outreach Category

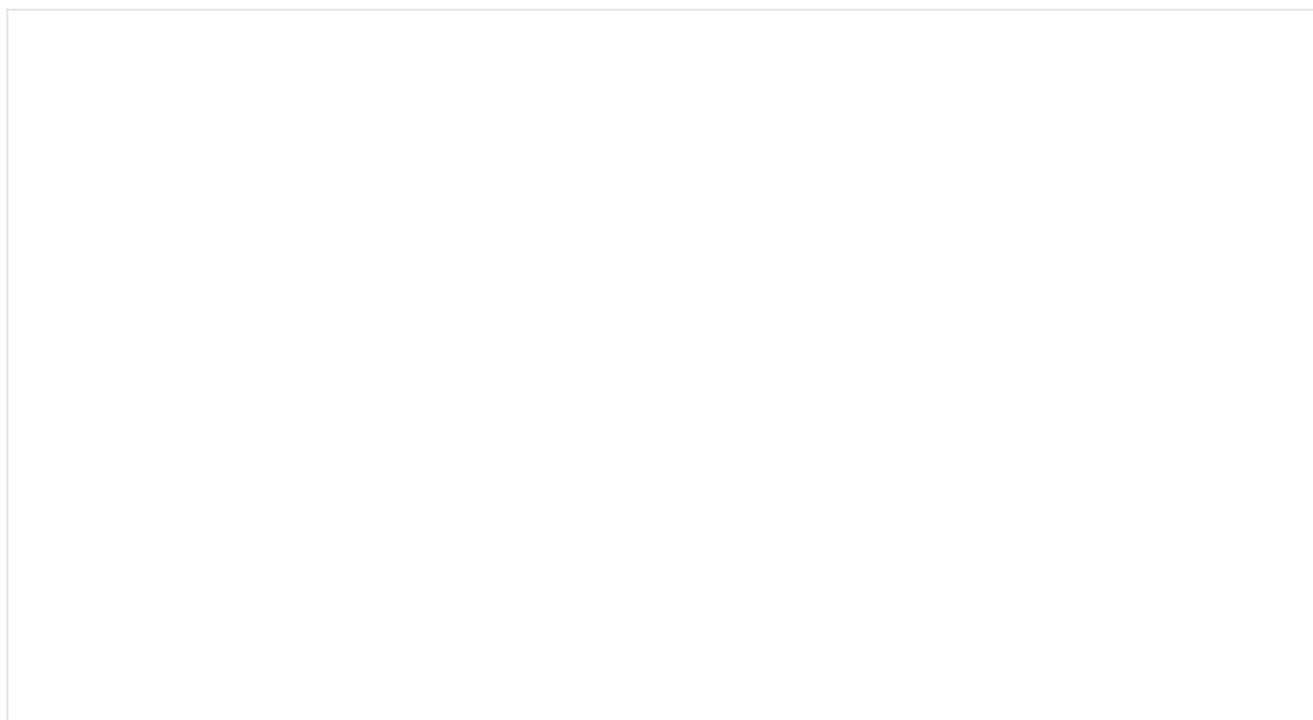
We accept applications from organizations, departments, individuals (of any gender) or project teams. Please nominate one spokesperson who will be our point of contact and represent the winning entry at the award ceremony.

We are looking for initiatives that have either:

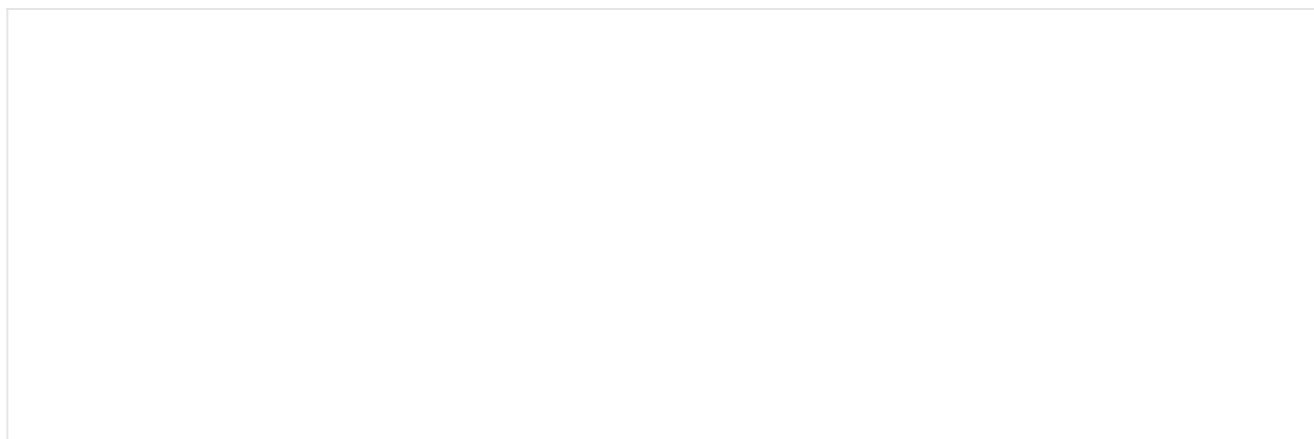
- encouraged girls or young women to engage with and study natural sciences, technology, engineering, mathematics and medicine OR
- increased retention of women in STEM careers, with a focus on providing tools to support women through their career progression in a STEM discipline.

Entries will have shown exceptional vision, insight and/or imagination and demonstrated that they encourage, support or promote the interest of girls and/or women in STEM.

Media gallery



nature awards
inspiring women
in science





04:42



Interview with the winners of the Science Outreach category, Tem Menina no Circuito

Show transcript



04:20



2022 Science Outreach Award shortlist introductions.

[Show transcript](#)

2019

Highlights from the 2019 Nature Research Awards for Inspiring and Innovating Science ceremony.

2018

Highlights from the 2018 Nature Research Awards for Inspiring Science and Innovating Science ceremony.

Sponsor

About The Estée Lauder Companies Inc.

[The Estée Lauder Companies Inc.](#) is one of the world's leading manufacturers and marketers of quality skin care, makeup, fragrance and hair care products. The company's products are sold in approximately 150 countries and territories under brand names including: Estée Lauder, Aramis, Clinique, Lab Series, Origins, M·A·C, La Mer, Bobbi Brown, Aveda, Jo Malone London, Bumble and bumble, Darphin Paris, TOM FORD BEAUTY, Smashbox, AERIN Beauty, Le Labo, Editions de Parfums Frédéric Malle, GLAMGLOW, KILIAN PARIS, Too Faced, Dr.Jart+, and the DECIEM family of brands, including The Ordinary and NIOD. [For more information, visit here.](#)

[Read the Estée Lauder Companies 2022 feature here](#)

[Read The Estée Lauder Companies 2021 feature here.](#)

[Read The Estée Lauder Companies 2020 feature here.](#)

[Read The Estée Lauder Companies 2019 feature here.](#)

[Read The Estée Lauder Companies 2018 feature here.](#)

Smallprint

Terms and Conditions

Please read these terms and conditions carefully. By entering into the Nature Awards Inspiring Women in Science Competition (the “**Awards**”) you agree that you have read and agree to these terms and conditions (the “**Terms**”). The Terms include the prize details and all instructions on how to participate or take part in the Awards. Failure to comply with the Terms may result in disqualification from participation in the Awards.

1. Parties

- a. The Awards are run by **Springer Nature Limited**, a company registered in England and Wales, registered number 00785998 and registered office at The Campus, 4 Crinan Street, London N1 9XW, under their brand name **Nature Awards**, in collaboration with **The Estée Lauder Companies Inc.**, a company incorporated in New York, USA (together, the “**Promoter**”).

2. Eligibility

- a. To be eligible to enter the Scientific Achievement Category of Awards, the applicant must at the point of application:
 - i. be an early career academic woman* (no more than 10 years since the completion of their PhD at the end of the year the Award will be granted 31st December 2023; this period will be extended in case of parental leave or other approved leaves of absences taken during this 10 years period with the duration of the leave taken. Applicants not yet in a tenured position are eligible (which includes those with individual funding and those in post-doc positions and tenure-track positions are eligible, but not those in tenured positions);
 - ii. hold an MD and/or PhD degree, or other type of doctorate by dissertation. A PhD or doctorate by dissertation is a globally recognized postgraduate academic degree awarded by a university or higher education institutions to an applicant who has submitted a thesis or dissertation, based on extensive and original research in their chosen field;
 - iii. be within 10 years of completing their MD or PhD or other type of doctorate by dissertation (Completion of their PhD (or MD or or other type of doctorate by dissertation) is defined as the date the PhD (or MD) or doctorate by dissertation was approved by the university panel following submission of the applicant’s dissertation and/or oral examination is considered the date their MD/PhD was received, independent on whether or not this coincides with their graduation) (The above mentioned 10 years will be extended by any maternity leave(s) or other approved leaves of absence. The 10 years does not need to be continuous. Details of these leaves will need to be specified during the application process). If applicants hold both a PhD and an MD degree, the graduation date of the latest received will be used;
 - iv. hold a non-tenured position. This includes those who have non-permanent postdoctoral and/or non-

permanent tenure-track positions (or equivalents such as proleptic lecturer positions). Those in a tenured position (or equivalents, such as a permanent lecturer position) are not eligible to apply;

- v. be working in natural sciences, technology, engineering, mathematics, and/or medicine (“STEM”);
- vi. be resident in a country where it is lawful for you to apply, nor be subject to any other exclusions listed in these Terms.

*We use an inclusive definition of ‘woman’ and ‘women’. We welcome trans women, genderqueer and non-binary people.

- b. To be eligible to enter the Science Outreach Category of the Awards, the applications must adhere to the following:
 - i. submitted from organizations, departments, individuals (of any gender) or project teams, which are running initiatives which either show:
 - 1. an exceptional contribution to the promotion and engagement of girls and young women in any area of natural sciences, technology, mathematics, engineering or medicine (together, “STEM”) and exhibit the potential for developing and encouraging more girls and young women to study STEM subjects OR
 - 2. make a significant and innovative contribution to retaining women in STEM careers.
 - ii. Names of all relevant applicants and the parent organization need to be listed and a contact spokesperson will need to be selected who will be responsible for completing the application form, will be the main point of contact and who will receive the prize on behalf of the group, if selected. Note: there are no gender-related requirements of applicants for this category
- c. The Promoter reserves the right to verify the eligibility of applicants.
- d. There is no restriction on the number of awards that an applicant can apply for, but an applicant cannot be selected to more than one award shortlist by the Promoter in the same calendar year.

3. Criteria for applications in the Scientific Achievement category

- a. As part of their application, applicants will be required to provide:
 - ii. in relation to their scientific achievements:
 - 1. Summarise your main research interests or projects, explaining in particular how you have approached the scientific questions you are tackling (maximum 400 words).
 - 2. Describe how your research has advanced your research field (maximum 500 words).
 - 3. Explain how your research has had an impact beyond your research field, for example, societal impact, impact on other research fields etc. (maximum 500 words).
 - 4. Provide up to 5 of your most scientifically important publications (articles, books and book chapters) and explain (maximum 200 words each) why you selected them.
 - 5. Provide up to 5 key highlights of your research career excluding publications (for example, posters or talks at conferences, successful grant applications, scientific prizes, contribution to policy documents, patents or other technological innovations etc.) and explain (maximum 200 words each) why you selected them.
 - 6. Briefly explain your research plans for the near future and your long term vision and explain how the prize would help you to accomplish your vision and increase the impact of your research (maximum 600 words). *We will aim to contact winners to get updates on their careers.
 - 7. Describe any research collaborations in which you are involved. (maximum 200 words)
 - 8. If your work has been cited and built upon by other researchers, provide details. (maximum 200 words)

9. Summarise your achievements in other, more qualitative academic or career activities, for example: additional teaching activities, course design, contributions to university or institution policies, university management, student recruitment, mentoring, training, peer review, academic editing (maximum 500 words).

10. Additionally we invite you to describe particular challenges, professional or personal, that you have faced during the course of your studies and scientific career (maximum 500 words). * This question will not be scored but will be used to provide context should your application proceed to the judges' panel discussion.

ii. in relation to their general science outreach activity ("Initiative"):

1. Describe how you have led or been directly involved in any general science outreach activities beyond your core duties? (maximum 200 words).

2. Please complete the following information about your most impactful outreach activity.

a. Provide a brief description and a short explanation why you selected to highlight this activity for the award (maximum 300 words).

b. Who was the target audience of this activity (maximum 20 words)?

iii. Applicants will also need to provide personal/organization details and a shortlist profile. Full details are available in the guidelines for applicants accessible at the following URL:

<https://www.nature.com/collections/jcpghfmqlz/applynow>

b. All applicants in the Scientific Achievement Category must apply via the application form

<https://www.nature.com/collections/jcpghfmqlz/applynow>

c. Entries must be complete and submitted online with all relevant supporting materials. Entries can be submitted between 30th January 2023 and 8th May 2023 12:00pm noon UTC 00:00.

4. Criteria for applications in the Science Outreach Category

a. Criteria for application in the Science Outreach Category: As part of the application, the applicant will be required to provide:

This section is to inform the later questions and is not scored

i. Please provide a 50 word summary of what your initiative does - pitch the initiative to us in a concise and informative way (maximum 50 words)

ii. Provide links to your website and/or social media accounts.

iii. What % proportion of your target group consists of girls or women?

1. If less than 100%, please explain how the initiative is focused primarily on girls/women

iv. For how many years has your initiative been running?

v. Specify the exact countries in which your initiative has an impact and briefly describe how the initiative operates in each country (maximum 300 words).

This section is scored

vi. Why did you start the initiative? (maximum 200 words)

vii. Please describe your mission statement and goals? (maximum 200 words)

viii. How often do you organize activities?

1. Daily

2. Once a week

3. Once a month

4. Once a year

5. Other

ix. Please select the method(s) used to deliver your initiative's activities.

1. Social media
2. Blog posts
3. Website
4. One-on-one contacts (in person, email or phone)
5. Lecture
6. Workshop, science fair
7. Networking event
8. Other [provide details]

x. Describe how the method(s) selected are used for running the initiative. If you operate in different countries, please describe how the method varies in each country. (maximum 200 words)

xi. What methods do you use to measure the success of your initiative? (Maximum 150 words)

xii. Please list 6 examples of the results of these methods - 3 using quantitative (numerical) data and 3 using qualitative data (such as anecdotal evidence, quotes, comments or testimonials, social media). (maximum 100 words per example).

xiii. How many girls/women have you reached to date, since you started your initiative? Please list a number.

xiv. Please state how many additional girls/women you plan to reach in next 12 months? Please list a number.

xv. Please describe your existing plans for the next 12-24 months of your initiative, showing how you will increase the reach or improve the impact of the initiative. (maximum 500 words).

xvi. Please breakdown a simple budget (showing \$ spend per item) of how you would use the additional \$50,000 to further improve and scale up the initiative. (maximum 300 words)

xvii. Additionally we invite you to describe the particular challenges, professional or personal, that your initiative has faced during the course of your science outreach (maximum 500 words). *This question will not be scored but will be used to provide context should your application proceed to the judges' panel discussion.

b. Full details are available in the guidelines for applicants accessible at the following URL:

<https://www.nature.com/collections/jcpghfmqlz/applynow>

c. All applicants in the Science Outreach Category must apply via the application form which is available at the following URL: <https://www.nature.com/collections/jcpghfmqlz/applynow>

d. Entries must be complete and submitted online with all relevant supporting materials. Entries can be submitted between 30th January 2023 and 8th May 2023 12:00pm noon UTC 00:00.

5. Exclusions

a. Please note that the Awards are not open at any stage to:

- i. persons resident in countries or territories where local, state, provincial or national laws prohibit the promotion of, operation of or participation in such awards or receiving prizes pursuant to the Inspiring Women in Science Award or
- ii. persons resident in Cuba, Iran, North Korea, Sudan, Syria, Burma/Myanmar, the Crimea region of Ukraine or other sanction-sensitive countries or regions as updated from time to time;
- iii. any individual named on Specially Designated Nationals lists as updated from time to time;

- iv. directors or employees (or members of their immediate families) of the Promoter or any affiliate of the Promoter;
 - v. any current members of the judging panel or ambassadors (or members of their immediate families);
 - vi. In the Scientific Achievement category only - an early career academic biologically born male; identifies as a man; or
- previous winners of the same award category.
- b. Applications received after the deadline will not be accepted.
 - c. Complete applications must be in English and include all sections requested by the Promoter.
 - d. Incomplete applications may be declared ineligible, and applicants may not be given the opportunity to re-submit or alter their application.

6. Judges, Shortlist Process and Winners

- a. Judges will select a shortlist of applicants, and subsequently one winner per category based on the applicants' scientific achievements and outreach activity as set out in the application form. Sub-criteria for judging to be defined by the judging panel as required during the shortlisting stage.
- b. The shortlisted applicants will be notified on or before 4th September 2023 and announced during September 2023. The final number of shortlisted applicants is decided at the discretion of the Promoter. The Promoter reserves the right to reduce the number of shortlisted applicants in the event that there are insufficient entries or that the entries are not suitable or of an unsatisfactory standard.
- c. The winner will be notified on or before 3rd October 2023 and announced during October 2023. The winner will be required to confirm acceptance of the Awards and the Prize within 14 calendar days and may be required to complete and return an eligibility form. If the winner does not accept the Awards within 14 days of being notified, they will forfeit the Awards and the Prize and the Promoter reserves the right to choose another winner. The judges' decision is final and the Promoter reserves the right not to correspond on any matter.
- d. The judging panel will make up 100% of the votes. The judging panel will choose a winner from the shortlisted applicants. The judging panel will consist of a Chief Judge and individuals including staff from Springer Nature, independent judges and judges from The Estée Lauder Companies. Full names of the judging panel are available at the following URL:
<https://www.nature.com/collections/jcpghfmqlz/judges>. In the event of a tie, the Chief Judge will make the final decision. Any decision will be final and binding and no further communication will be entered into in relation to it.
- e. Nature Awards actively encourages submissions from countries in the United Nations Development Programme's (UNDP) Country Classification System. Note that a number of weighting points will be added to such submissions, based on the country of origin's position in the classification. Fundamental excellence and achievement remain the overriding consideration of the judges but the weighting points will be used to ensure that these are viewed in the context of the entrant's access to opportunity and resources.

7. Prize

- a. The prizes ("Prize") for the Awards consist of the following:
- i. two prizes (one for each category) in the sum of US\$50,000 to be used for initiatives linked to the Awards (this includes but is not limited to the costs of consumables, materials, supplies, software and small, non-capital equipment associated with the Initiative; costs associated with communications and outreach around the Initiative, and travel and subsistence of the winner associated with executing or disseminating your Initiative, and publication costs);
 - ii. coverage within nature.com (the format and amount to be determined in the sole discretion of Springer Nature);
 - iii. an invitation to attend the Awards ceremony during October 2023 in a location to be confirmed by the Promoter ("Award Ceremony"), including:
 1. reasonable transport from the winner's nearest international airport to the Award Ceremony (for example, an economy class international flight);
 2. two nights' accommodation at a suitable three star local hotel, breakfast included;
 3. two airport transfers to the hotel; and
 4. reasonable expenses in the form of a £50 per diem.

a. Note that in the event that it is not possible or not advisable to hold such an award ceremony in October 2023, an alternative means of making the award presentation will be decided, at the discretion of the Promoter.
 - iv. **an invitation to give a talk at The Estée Lauder Companies, including:
 1. reasonable transport from the winner's nearest international airport to The Estée Lauder offices in Melville, NY office;
 2. one night's hotel accommodation at a suitable local hotel, breakfast not included;
 3. two airport transfers to the hotel; and
 4. reasonable expenses in the form of a \$135 per diem.
 - v. voluntary mentoring at The Estée Lauder Companies; and
 - vi. The Promoter will provide an online networking platform for the shortlisted applicants and the winners.
- b. For the invitations to the Award Ceremony and/or the talk at The Estée Lauder Companies outlined in clause 7, the following statements apply:
- i. carrier's terms of carriage apply;
 - ii. winners are solely responsible for obtaining their own visas, vaccines and travel insurance;
 - iii. if the Award winner cannot attend either or both events for any reason then there is no cash equivalent for the flights, hotel, per diem and transfers;
 - iv. if the winner cannot attend the Award Ceremony for any reason, the Award will be delivered to the winning applicant; and
 - v. local transfers to the nearest international airport are not included unless the winner is from a Springer Nature ResearchforLife country.
- c. The winner must confirm that the Awards Prizes will be used for initiatives linked to the Awards. Failure to do so could result in the prize being revoked and the proceeds (or any remaining amount) in turn being donated to supported organizations (www.springernature.com/responsiblebusiness).
- d. The Awards and the Prize are non-transferable and non-negotiable.
- e. The winning applicant will be required to formally accept the Award and the Prize via email within 14 calendar days, and may be required to provide confirmation of eligibility. If a winner does not accept the

Award and the Prize within 14 calendar days of being notified, they may forfeit the Award and the Prize and Promoter reserves the right to choose another winner.

- f. The judges' decision is final and the Promoter reserves the right not to correspond on any matter.
- g. Any government officials who enter the Promotion are responsible for ensuring that they may enter and/or receive a prize if they win, and that the prize does not exceed the relevant limit for their role and jurisdiction. If a winner is not able to accept the prize, then in the absolute discretion of the Promoter, a charity donation may be made instead to a Promoter-approved charity.
- h. The winners will be required to provide their bank details, and the prize will be paid into the winner's account by 31st December 2023. The winners are fully responsible for any tax that may be liable on the award.

8. Privacy and Publicity

- a. All personal data regarding applicants is subject to and will be treated in a manner consistent with Springer Nature's Privacy Policy, accessible at www.nature.com/info/privacy.html.
- b. By participating in the Awards, your personal data will be used as part of, and to communicate with you about, the Springer Nature Awards programme. You can remove your details by emailing awards@nature.com.
- c. Applicants agree that Promoter may collect and use their personal information, which shall be shared with the judging panel which includes members outside of the Promoter's staff, and stored until 31st December 2025, or for a further period of 2 years for the winner and shortlisted applicants.
- d. By participating in the Awards, applicants acknowledge that they have read and accepted the Promoter's Privacy Policy which shall be deemed to be applicable to the Awards application.
- e. The application form used for the Awards is hosted by Submittable. By participating in the Award, applicants give their consent to, such use, processing, and transfer as required by all applicable data protection laws and have sole responsibility for the accuracy, quality and legality of personal data processed by Submittable in the provision of the services they provide to the Promoter for the application process. The Submittable Privacy Policy is available at: <https://www.submittable.com/privacy/>.
- f. The shortlisted applicants and winners must participate in webcasts, interviews and contribute content after the award results have been announced, at the reasonable request of the Promoter.
- g. All shortlisted applicants must answer profile questions and provide a headshot photograph (JPEG, 150x150 pixels) to the Promoter as part of their application. The profile and questions will be used by the Promoter on the Award's website. The name, region of residence, profile and likeness of the winner and shortlisted applicants may be used by the Promoter for Award and event publicity in any form including on the Promoter's website and social media pages, and those of the Sponsor, at no cost to the Promoter or Sponsor.
Each shortlisted applicant shall keep the status and the listing for the Award completely confidential until after the public announcement of the shortlist by the Promoter. The winner agrees to keep the results of the Award completely confidential until after the public announcement of the winner by the Promoter.

9. Miscellaneous

- a. No purchase is necessary to apply for the Awards and would not increase your chances of winning.
- b. The Promoter accepts no responsibility for any entries that are incomplete, illegible, corrupted or fail to reach the Promoter by the closing date for any reason. Proof of posting or sending is not proof of receipt. Entries via agents or third parties are invalid. No other form of entry is permitted. Please keep a copy of your entry as we will be unable to return entries or provide copies.
- c. The Promoter may, in its sole discretion, disqualify any applicant or winner found to be tampering or interfering with the entry process or operation of the Awards website, or to be acting in any manner deemed to be disruptive of or prejudicial to the operation or administration of the Awards or otherwise in a manner not in keeping with the Promoter's standards around ethics and research integrity.
- d. The Promoter reserves the right to withdraw the Awards and/or Prize from any winner or shortlisted applicant in the event that the Promoter reasonably suspects: any error in the applicant's application form; any problem with the research programme to which the application relates; or that the applicant has acted in a manner inconsistent with the Promoter standards around ethics and research integrity.
- e. The Promoter may, in its sole discretion, withdraw the Awards and/or Prize from any winner or shortlisted applicant in the event that the winner or shortlisted applicant behaves in such a way as to bring the name or reputation of the Promoter or the Awards into disrepute.
- f. Other than for death or personal injury arising from negligence of the Promoter, so far as is permitted by law, the Promoter hereby excludes all liability for any loss, damage, cost and expense, whether direct or indirect, howsoever caused in connection with the Awards or any aspect of the Prize. All activities are undertaken at the applicant's own risk.
- g. The Promoter reserves the right to cancel or amend these Terms and Conditions or change the Prize (to one of equal or greater value) in its discretion. No cash equivalent to the Prize is available.
- h. These terms and conditions shall be governed by and construed in accordance with English law. Disputes arising in connection with this Agreement shall be subject to the exclusive jurisdiction of the English courts.

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