

New Zealand Ecological Society Strategic Plan 2024-2028

Theme	Objective	Action
Sustainability	Implement and promote environmentally sustainable practices	Scope, develop, and incorporate key elements of the NZES Sustainability Strategy into a conference booklet of Council expectations
Sustainability	Implement and promote environmentally sustainable practices	Minimise the carbon footprint of the Society by limiting activities which involve greenhouse gas emissions
Sustainability	Implement and promote environmentally sustainable practices	Use public submissions and/or statements to support or promote policies and practices towards carbon neutrality and other forms of sustainability, utilising maramataka and mātauranga to support these submissions/statements
Equity and diversity	Promote and support equity and diversity with the Society	Seek consultation on incorporation of Te Reo Māori into NZES name
Equity and diversity	Promote and support equity and diversity with the Society	Investigate the purpose and use of te reo in key strategic documents, conference names etc
Equity and diversity	Promote and support equity and diversity with the Society	Ensure Conference Organisers are aware of Equity & Diversity Strategy; encourage and support indigenous ecology forums, workshops and conference symposia; and ensure key indicators are reported on
Equity and diversity	Promote and support equity and diversity with the Society	Encourage award nominations from under-represented groups
Equity and diversity	Promote and support equity and diversity with the Society	Create templates for all award applications and assessment criteria for awards judging panels
Equity and diversity	Promote and support equity and diversity with the Society	Develop a code of conduct for equity and diversity at conferences
Equity and diversity	Promote and support equity and diversity with the Society	Consider diversity in conference speakers, panels and session chairs. Aim for at least 50% of panel members to be female
Equity and diversity	Promote and support equity and diversity with the Society	Collect data on gender and ethnic diversity of our members and publish this annually as anonymised data
Equity and diversity	Promote and support equity and diversity with the Society	Equity & Diversity working group to meet quarterly and tasks include periodic review of diversity statement and action plan
Equity and diversity	Promote and support equity and diversity with the Society	Report on Diversity & Equity measures of activity at AGM
Membership benefits	Identify and improve benefits of membership	Continue to provide information on website on relevant employment, postgraduate, and postdoctoral opportunities in Ecology
Membership benefits	Identify and improve benefits of membership	As opportunities arise consider and review member-only benefits (e.g. discounts from suppliers of interest to member)
Membership benefits	Identify and improve benefits of membership	Encourage and assist in the facilitation of member-led workshops and/or retreats to be run in association with the annual conference
Membership benefits	Identify and improve benefits of membership	Establish, maintain and support a NZ network of early career and graduate student ecologists
Membership benefits	Identify and improve benefits of membership	Continue to support student day events at annual Conference and student presence on local organising committee, or activities outside the conference at discretion of student Council rep(s)
Membership benefits	Identify and improve benefits of membership	Continue annual mentoring scheme for young and early career ecologists
Membership benefits	Maintain and grow the membership of the Society	Analyse demographics and needs of current members

Membership benefits	Maintain a searchable and informative membership database	Maintain membership database
Engagement and communication	Maintain regular and relevant communication with members	Produce a quality quarterly newsletter
Engagement and communication	Maintain regular and relevant communication with members	Ensure promotion of grants and awards is clearly and consistently communicated
Engagement and communication	Promote ecological science	Renew and maintain a conference 'how to' booklet, reviewed and updated as necessary post-conference reflecting roles and representation of events organisers, local organising committee and Council including sustainability requirements, awards judging, AGM expectations and comms requirements
Engagement and communication	Promote ecological science	Encourage press representation at annual conference and release media stories connected to issues / presentations given at conference and articles published in the NZJE
Engagement and communication	Maintain regular and relevant communication with members	Implement Communication Strategy
Engagement and communication	Promote ecological science	Regularly review the journal publication process, publishing, and alternative options
Engagement and communication	Promote ecological science	Maintain journal impact and relevancy
Engagement and communication	Promote ecological science	Publish hot topics as required
Engagement and communication	Improve engagement with policy makers and decision makers to enhance uptake & application of ecological principles	Clearly communicate ecological principles via submission process as required, or other forms of engagement, and encourage engagement from NZES members
Engagement and communication	Engage with other relevant societies, networks and ecologists	Establish and maintain formal links to other relevant societies and organisations
Engagement and communication	Maintain external awareness of the Society	Employ Society and Journal vertical banners at appropriate opportunities
Engagement and communication	Encourage undergraduate/school students in ecology	Encourage teaching and learning of ecology through advertising conferences to local high schools, and providing conference opportunities when feasible
Engagement and communication	Maintain regular and relevant communication with members	Update communication strategy and training for Communications Officer
Engagement and communication	Promote NZES conference and other events	Review success of 2023 virtual event
Engagement and communication	Engage with other relevant societies, networks and ecologists	Implement joint event/workshop with ESA in 2024
Engagement and communication	Promote ecological science	Create templates for all award applications and assessment criteria for awards judging panels
Engagement and communication	Engage with other relevant societies, networks and ecologists	Promote representation and participation in international ecologists networks e.g. Intecol
Engagement and communication	Maintain regular and relevant communication with members	Assess indicators for monitoring uptake of webpages, hot topics etc and integrate into Comms Strategy
Engagement and communication	Promote NZES conference and other events	Develop long-term strategy for conferences/virtual events
Engagement and communication	Capture the history of the Society including critical moments and key players	Continue to post awards recipients and other important news items on the website in a timely manner
Engagement and communication	Capture the history of the Society including critical moments and key players	Create and maintain an archive on the website, include cameos of recipients of the Te Tohu Taiao Award, Ecology in Action, and other awards
Governance	Manage finances prudently and ethically to enhance capacity and for future sustainability	Review membership fees for all categories annually and adjust as required
Governance	Manage finances prudently and ethically to enhance capacity and for future sustainability	Review publishing costs and adjust page fees for the journal as required

Governance	Manage finances prudently and ethically to enhance capacity and for future sustainability	Regularly review risks and returns for investments while maintaining ethical standards
Governance	Maintain and improve running of Council	Define and describe roles on Council, post on members area of website, and circulate these to members of Council prior to first meeting of term. Update periodically as required
Governance	Maintain and improve running of Council	Review council and support roles periodically as required, including job sizing, responsibilities etc. and consider requirement for honorarium or remuneration
Governance	Maintain and improve running of Council	Annually review and present progress towards five year strategy at the AGM
Governance	Manage finances prudently and ethically to enhance capacity and for future sustainability	Review financial sustainability for Society accounts annually
Governance	Maintain and improve running of Council	Develop an AGM checklist to cover responsibilities and procedures
Governance	Manage finances prudently and ethically to enhance capacity and for future sustainability	Ensure checks and balances are in place to prevent subversion of the purpose of the society
Governance	Maintain and improve running of Council	Investigate flexible alternatives for society leadership structure (e.g. co-presidents)
Governance	Maintain and improve running of Council	Update constitution and re-register society to meet requirements of Incorporated Societies Act (2022)