

TERMS OF REFERENCE

NATIONAL CONGRESS OF THE INDONESIAN YOUNG ACADEMY (KIMI) IV and THE INDONESIA-AUSTRALIA YOUNG SCIENTIST FORUM (IAYSF) OF 2025

Universitas Hasanuddin, Makassar, 8-9 December 2025

‘Inclusive Science Leadership and Coalition Building between Young
Scientists in Indonesia and Australia’

Background

The National Congress of the Indonesian Young Academy (KIMI) is one of the leading and prestigious congresses organised by the Indonesian Young Academy of Sciences (ALMI), which plays a crucial role in advancing innovation and collaboration within the scientific community in Indonesia.

This congress not only aims to enhance academic collaboration among Indonesian scientists, but also facilitates professional academic gatherings based on transdisciplinary principles. These principles foster the synthesis of knowledge across various fields, creating a fertile ground for innovative ideas and interdisciplinary partnerships. KIMI was inaugurated in 2022 at the National Library of Indonesia in Jakarta, with a thought-provoking theme, “Strengthening the Future Science Architecture by Young Indonesian Scientists,” which sought to engage and inspire a new generation of researchers. This inaugural congress successfully brought together numerous scientists from diverse disciplines, each representing various leading institutions from across Indonesia, creating a rich mosaic of ideas and experiences.

In 2023, the second KIMI was held at the Bandung Institute of Technology (ITB) under the equally compelling theme, “The Future of Science, Responsibility, and Globalization of Eco-Social Justice.” This theme highlighted the crucial need for scientists not only to advance their respective fields but also to bear responsibility in addressing urgent global challenges. The discussions held during this congress provided a dynamic platform to explore how scientific

endeavours can be harmoniously aligned with social justice initiatives, ensuring that the benefits of scientific progress are accessible to all segments of society.

Additionally, the third KIMI in 2024 was held at Universitas Negeri Malang (UM), focusing on the important theme of “The Future of Young Scientists’ Career Development in Indonesia.” This theme reflects the growing recognition of the need to support the career development of young scientists by equipping them with essential skills, mentorship, and opportunities to thrive in an increasingly complex and evolving scientific landscape.

The fourth KIMI will be a more ambitious project, receiving funding from Australia's KONEKSI GEDSI DFAT. This congress will mark a historic milestone, as it represents the inaugural collaboration between ALMI and the Early- and Mid-Career Researcher (EMCR) Forum of the Australian Academy of Science (the Academy). Their partnership aims to host the Indonesia-Australia Young Scientists Forum 2025 (IAYSF), which promises to facilitate cross-cultural dialogue and enrich scientific understanding between the two countries.

The IAYSF is an initiative of ALMI and the EMCR Forum of the Australian Academy of Science, following their engagement during the 2024 Science at the Shine Dome event hosted by the Academy. The primary objective of this collaboration is to enable inclusive leadership and awareness of young scientists between the two countries, with the aim of taking lessons from the Forum and sharing with colleagues in the Oceania and Southeast Asia regions.

The initiatives include research matchmaking, coalition building for specific scientific fields, and co-designing a remote mentoring program in the future, all of which aim to promote inclusive science in the region. IAYSF 2025 will be the first in-person forum meeting, and we plan to organise similar programs in the coming years. We will also invite observers from several Asia-Pacific countries (New Zealand, Malaysia, Vietnam, and India) to participate in building a coalition of young scientists in the Asia-Pacific region.

The theme chosen for this year’s KIMI and IAYSF, “Inclusive Science Leadership and the Future of Early- and Mid-Career Scientists,” is highly relevant in our interconnected world, where the ability to lead inclusively in scientific discourse is essential for addressing complex global issues and fostering sustainability. In essence, KIMI stands as a beacon of collaboration, innovation, and responsibility, empowering young scientists to take charge of their own destinies while championing the values of inclusivity and transdisciplinary engagement in the pursuit of innovative solutions.

Objectives

The main objectives of the National Young Scientists Congress and the

Indonesia-Australia Young Scientists Forum include:

- **Fostering Collaboration:** Encouraging collaboration among young scientists and researchers from various disciplines and countries, facilitating the exchange of ideas and expertise.
- **Building Networks:** Creating networking opportunities for young scientists, enabling them to connect with peers, established researchers, and industry professionals.
- **Promoting Scientific Understanding:** Enhancing public understanding of scientific issues and the role of science in addressing global challenges, as well as promoting science education and awareness.
- **Developing Strategic Recommendations:** Formulating Joint Statements and policy recommendations related to inclusive science leadership that can serve as references for the development of science in Indonesia, Australia, and the Asia-Pacific region.
- **Increasing Inclusivity and Representation:** Ensuring diverse representation (gender, regional, and disciplinary) in science leadership, as well as strengthening the capacity of young scientists through mentoring, training, and advocacy.

The Forum takes an important step forward in nurturing the next generation of scientists by fostering coalition building, research, and other collaborations, as well as providing mentoring opportunities and research exchanges. It also promotes scientific collaboration through joint knowledge sharing.

Expected Outcomes

The expected outcomes of this event include strengthening the network of young scientists from Indonesia and Australia (and the Asia-Pacific region) as well as increasing the visibility of leadership for underrepresented groups, resulting in a stronger scientific community and enhanced collaboration between the two countries.

Activity Format

1. **Workshop:** These in-person and interactive sessions will be carefully designed to explore key topics in the field of inclusive science. Participants will engage in dynamic discussions, hands-on activities, and collaborative exercises that not only highlight the importance of inclusivity in scientific disciplines but also encourage the exchange of innovative ideas and promising methodologies. The workshops aim to foster meaningful connections between new scientists from Indonesia and Australia, building a platform for shared learning and the exchange of experiences.
2. **Panel Discussion:** These enriching dialogues will bring together a diverse range of leading experts from both countries, who will share and offer their

perspectives on critical issues affecting the landscape of inclusive science leadership. Panellists will share their insights on various challenges faced by scientists today, such as access to resources, equal representation in research, and the integration of diverse viewpoints. Such discussions will not only highlight the current state of science leadership but will also inspire participants to envision and advocate for a more inclusive and equitable future for science.

3. **Networking Sessions:** These strategically organised opportunities will serve as vital avenues for participants to build valuable connections within the scientific community. Participants will engage in facilitated discussions, roundtable conversations, and informal meet-and-greets designed to foster partnerships and collaboration. By sharing backgrounds, aspirations, and research interests, participants will be empowered to explore the potential for joint projects that integrate their diverse expertise, thereby enriching scientific dialogue and broadening the horizon of future initiatives.
4. **Excursion or Field Visit:** During the forum, participants will have a unique opportunity to take part in curated visits to leading local scientific institutions or exemplary community projects that embody the principles of inclusivity in scientific practice. These visits will provide firsthand experience, allowing participants to witness the tangible impacts of inclusive initiatives in action. By engaging with scientists and community leaders involved in pioneering work, participants will gain valuable insights and inspiration that they can apply to their own research and leadership efforts.
5. **Cultural Exchange:** This forum will include dynamic enrichment activities that showcase the richness and diversity of each participant's cultural backgrounds. The cultural exchange will feature performances, art exhibitions, and storytelling sessions, all designed to foster a deeper understanding and appreciation of each participant's heritage. By engaging in these activities, participants will form bonds that go beyond scientific discourse, creating a collaborative atmosphere that encourages creative solutions and innovative thinking within the realm of inclusive science.

Participants

Participants for KIMI and IAYSF will be selected through a Call for Participants. Interested participants will be asked to complete an Expression of Interest (EoI). In addition to basic information about expertise, area of research, confirm that they are an EMCR, and a short writing on what inclusive science leadership means to them.

The writing is expected to answer the following 3 questions (200 words total)

- (1) What do you see as the primary opportunities and challenges of inclusive

science leadership in the region?

(2) How has inclusive science leadership shaped you?

(3) How do you apply inclusive science leadership in your current position?

The intent is to have 5 Australian participants and 45 participants from Southeast Asia. Additionally, invited participants included those from the Indonesian Ministry of Education, Research, and Technology. We are also inviting observers from several countries in Asia and the Pacific (New Zealand, Malaysia, Vietnam, and India).

It is anticipated that the Australian and other participants will meet virtually prior to leaving for Makassar, e.g. early- and late-November. The aim is to have one meeting with the Convener of the Forum and to help seed ideas and set expectations for the participants. They are also able to have a brief introduction prior to the in-person meeting.

Funding

Funding for the 4th Indonesian Young Scientists Congress and the Indonesia Australia Young Scientists Forum I at Hasanuddin University has been provided by:

1. KONEKSI GEDSI DFAT Australia
2. Hasanuddin University
3. Ministry of Higher Education, Science and Technology, Directorate General of Science and Technology (confirmation pending)

Active partners participating in this event include the Collective for Climate, Environmental and Sustainable Technology (CEST), Organization of Women Scientists of Developing Countries Indonesian Chapter (OWSD), PhD Mama Indonesia (PMI), Bandung Institute of Technology (ITB), and the Conversation Indonesia (TCID).

Event Agenda

NATIONAL CONGRESS OF THE YOUNG ACADEMY 2025 (08 DECEMBER 2025)

*Foreign participants are encouraged to observe and participate

Time	Durations	Event
08.00-08.10	10"	Registration
08.10-08.20	10"	Sing Indonesian National anthem and Indonesian Young Academy hymn

08.20-08.30	10"	Opening by ALMI Chair, Introduction of ALMI and highlight of ALMI's works
08.30-09.00	20"	Keynote Speech 1: Prof. Brian Yulianto, Minister of Higher Education and Science and Technology (tentative to be confirmed)
09.00-09.30	20"	Keynote Speech 2: Prof. Jamaluddin Jompa (Chancellor of Hasanuddin University, Honorary Member ALMI)
09.30 - 09.45	15"	Coffee Break
09.45-11.15	90"	Panel Session Theme: Science Leadership in Indonesian Context Key Experts: Professor Daniel Murdiyarso, Chair of AIPI
11.15 - 12.15	60"	Thesis Award 2025 Presentation
12.15 - 13.30	80"	Networking lunch
13.30 - 14.30	60"	Parallel Session Themes: Participants will be divided into 5 rooms to discussed five different themes
14.30-15.15	60"	Panel Sessions: Emerging Issues in Science Leadership and Fostering Science Leadership Framework
15.15 - 15.30	15"	Coffee Break
15.30 - 16.30	60"	Thesis Awards 2025 Winner Announcement
16.45 - 17.00	15"	Closing Day 1

RUNDOWN IAYSF 2025 (09 DECEMBER 2025)

*The main event for EMCRs from AAS, ALMI and invited Young Academies

Time	Duration	Activity
08.15 - 08.30	10"	Registration
08.30 - 09.00	30"	Opening of the 1st Indonesia - Australia Young Scientist Forum (1) Chair of the Indonesian Young Academy of Sciences, Dr Lilis Mulyani (2) Representative of the Australian Academy of Science (TBC)
09.00 - 10.00	60"	Keynote Speech for IAYSF 2025 (1) Professor Jacqui Rammage, Executive Dean UniSA STEM and President of the Australian Council of Deans of Sciences Australia (TBC) (2) Professor Sangkot Marzuki, Former Chair of Indonesian Academy of Sciences (AIPI)
10.00 - 10.15	15"	Coffee Break
10.15 - 11.00	45"	Panel Session 1 IAYSF: The current state of Inclusive Science Leadership from perspectives in Environment, Social Science and Engineering Prominent speakers: Prof. Budiman Minasny (AAS Fellow, USyd, TBC) – environmental science
11.00 - 11.45	45"	Brainstorming session in table groups: Inclusive Science Leadership Barriers and Opportunities (Seeded by EOI responses)
11.45 - 13.00	75"	The IAYSF Research Matchmaking lunch (clustered around National R&D Priorities)
13.00 - 13.45	45"	Small Group Discussion: Next steps in research collaboration, identifying achievable for research collaborations
13.45 - 14.45	60"	Workshop: Developing Research Pitches to Open Australian EMCR Network - research interest and

		<p>capability mapping in participants local research networks</p> <p>Setting the expectation for virtual introductions of participants to relevant colleagues with overlapping interests/expertise.</p>
14.45 - 15.00	15"	Coffee Break
15.00 - 16.15	45"	<p>Drafting a Joint Statement on the Future/Importance of Inclusive Science Leadership</p> <p>(Seeded by EOI responses)</p>
16.15 - 16.45	30"	<p>Closing IAYSF and Announcement</p> <p>Next steps & virtual get together in March 2026</p>
18.00 - 21.00	3 hours	Coalition Building Gala Dinner

EXCURSION (10 DECEMBER 2025)

Time	Duration	Activities
07.30 - 17.00		<p>Excursion to Leang-Leang Prehistoric Caves in Maros South Sulawesi</p> <p>Link to information: https://www.smithsonianmag.com/history/journey-oldest-cave-paintings-world-180957685/ </p>