

D&I

Jane Kaczmarek (on behalf of the D&I Committee) | CASS Diversity
Champion
30 October 2019

CSIRO ASTRONOMY & SPACE SCIENCE
www.csiro.au



Outline

- **D&I Committee at CASS**
- **Gender metrics**
- **CASS Culture Survey**
- **CASS as part of the larger SAGE Action Plan**

Who we are

Marsfield

Sarah Pearce
Vicki Drazenovic
Tasso Tzioumis
Danica Chandra
Kate Chow

Geraldton

Rebecca

Esmond Parke

Jane
Kaczmarek

Kensington

Jimi Green
Minh Huynh
George Heald

Tidbinbilla

Kerry Fereday
Ed Kruzins

New Norcia

Other

Lesley Kliska
Michelle
Storey

2019 CASS Culture Survey

2019 CASS Culture Survey

- External analysis of repeat 2016 Culture Survey
 - 2016: 120 responses, 46% response rate
 - 2019: 134 responses, 49% response rate
- Participants did *not* include ATNF
- The survey results were overall *positive*
- The final report is available to all



The good...

- Majority of respondents indicated they:
 - Had good relationships with colleagues
 - *LGBTIQ+ respondents were most likely to agree*
 - Felt valued at work
 - *Female respondents most likely to agree*
 - Believe people are treated respectfully and fairly
 - *Caregivers most likely to agree*
 - Believe culture and diversity is supported by CASS
 - Majority (63%) had not experienced any negative interactions at work

& the not so good...

- **31%** of respondents had experienced inappropriate behavior
 - **5%** indicated this behaviour occurred 'often'
 - LGBTIQ+ respondents more likely to experience these behaviours
 - LGBTIQ+ respondents most likely to feel uncomfortable because of their culture or beliefs.
- Significant *decline* over the time in satisfaction with CASS career progression
- Significant *decline* over time in perception of fair and equal treatment within CASS

Key Questions

Note. Significantly different scores at: * $p < .05$; ** $p < .01$

	2016	2019
Do you have a good relationship with co-workers? (1-5)	4.80	4.80
Satisfaction with CASS career progression? (1-4)	3.16**	2.81**
Do you feel valued and respected at work? (1-5)	4.29	4.14
Have you experienced a situation in which diversity/equity has had a negative impact on yourself or others? (1-4)	2.32	2.16
Have you been the subject of verbal comments, jokes, or behaviour that you found inappropriate or offensive? (1-4)	1.25	1.32
Have you been made to feel uncomfortable because of your culture or beliefs? (1-4)	1.11	1.13
Have you been the subject of bullying, belittling comments, being ignored? (1-4)	1.55	1.48
Do you think people are treated fairly and equally in CASS? (1-5)	4.23*	3.94*
Do you think that CASS workers support inclusive culture and diversity? (1-5)	4.29	4.13

To action!

SUGGESTIONS

- Increased communication with D&I Committee
- Suggestion boxes
- Increase use of mentors
- Conflict resolution training

ACTIONS

- Register for the new anonymous suggestion box
- Updated website and all new conference page
- New resolution page
- New exp for in the for D&I updates offered in surveys for all site meetings (like this one!) visitors



Gender metrics

Gender metrics by employment level

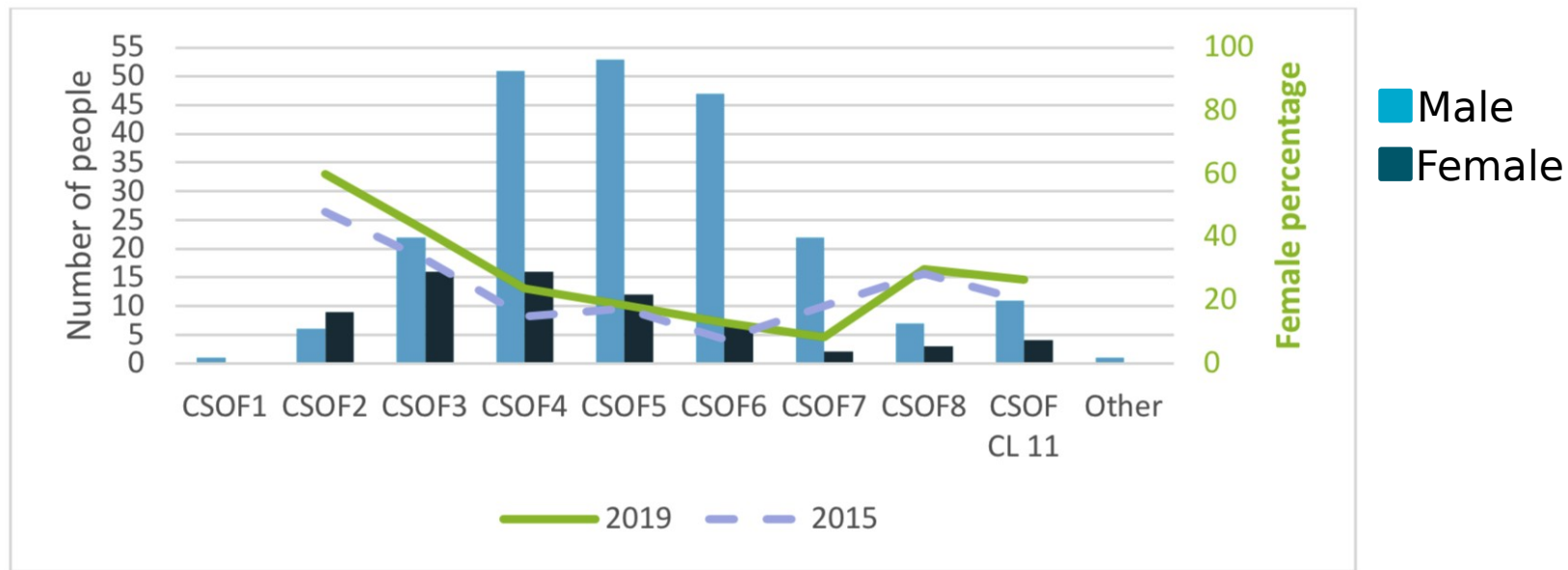


Figure 3-6: Gender breakdown of CASS staffing levels for the 2018-2019 financial year.

Gender metrics by employment level

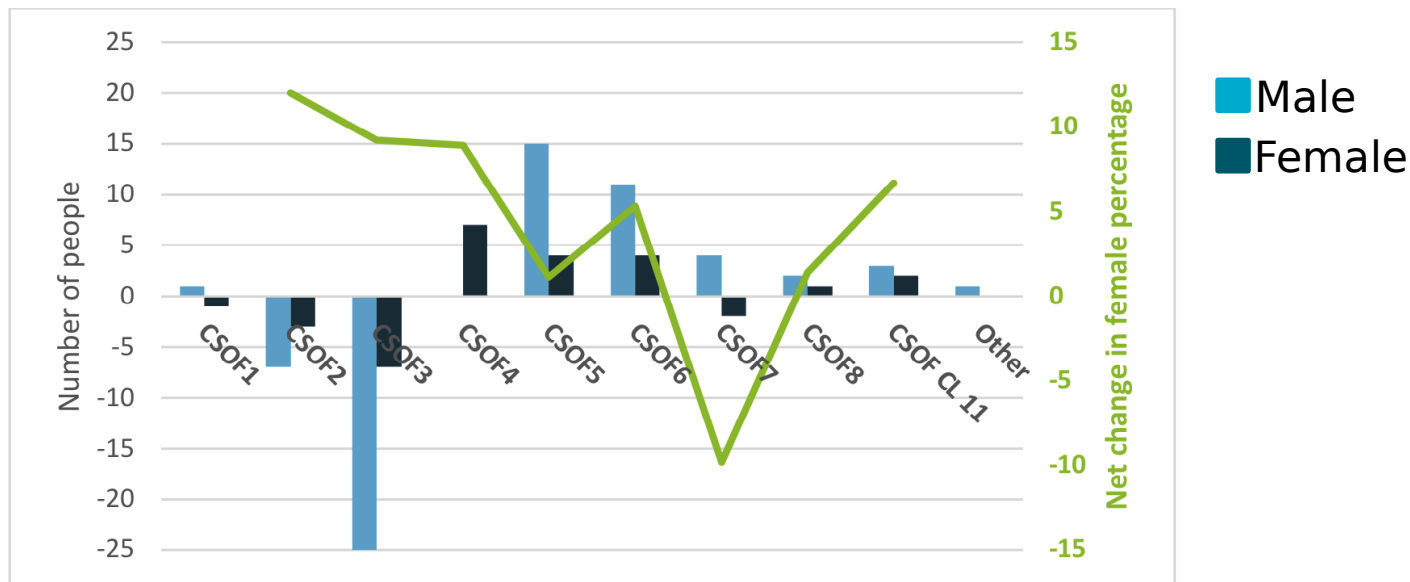


Figure 3-7: Change in staffing level population between June 2015 and June 2019.

Note: there was a net gain of 10 staff between 2015 -2019.

Gender metrics by site

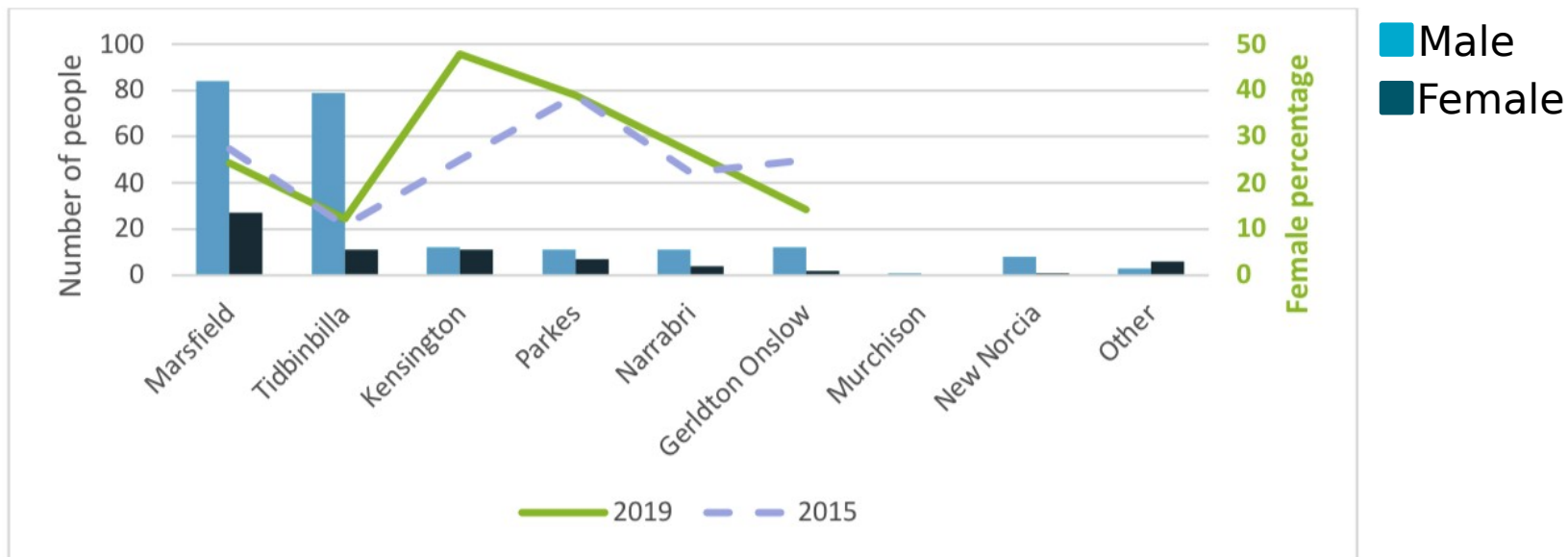
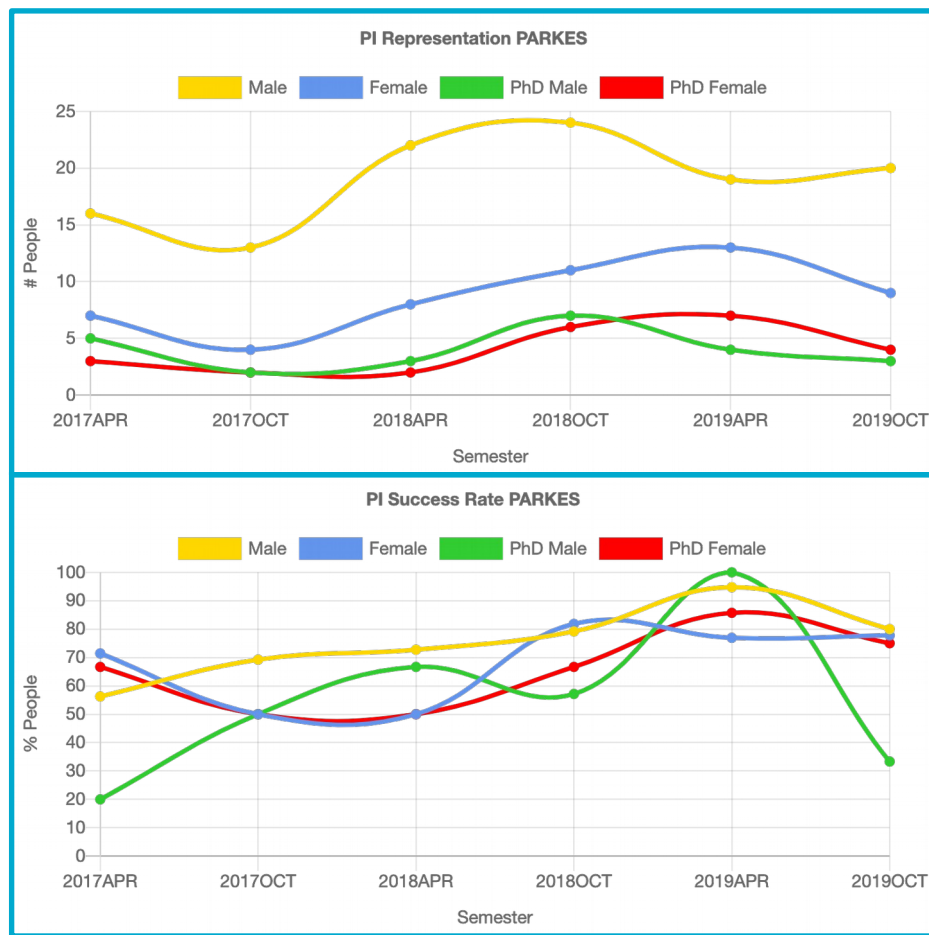


Figure 3-4: Gender breakdown by CASS site.

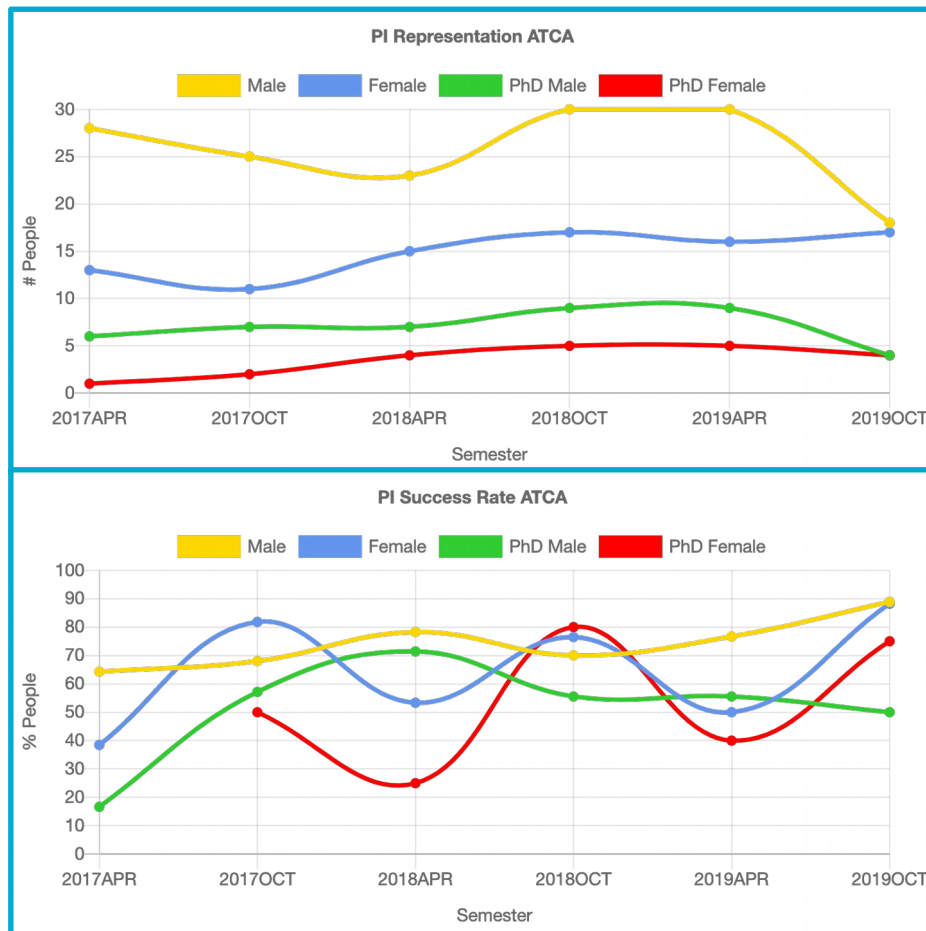
PIs for Parkes

- Total male & female counts include students
- Only includes users who specify their gender in OPAL



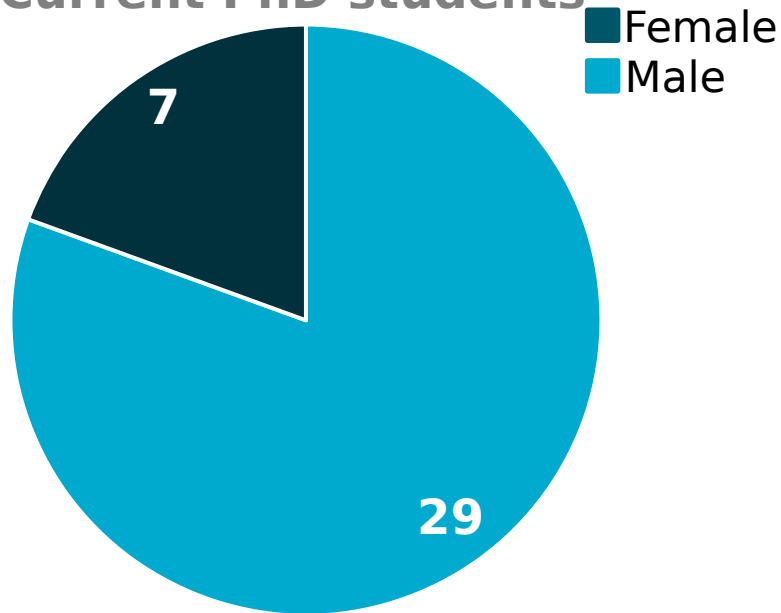
PIs for ATCA

- Total male & female counts include students
- Only includes users who specify their gender in OPAL

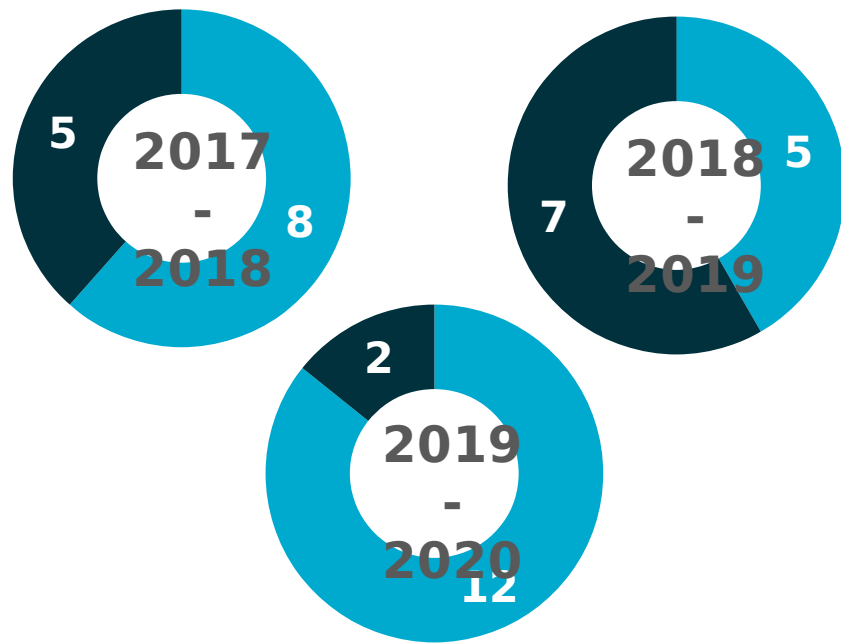


Gender breakdown of CASS students

Current PhD students



CASS summer students



Engage! Encourage! Educate!

CSIRO Astronomy and Space Science (CASS) Women in Engineering Scholarship



MACQUARIE
University

- 2nd year female engineering students
- \$13,000 / annum
- Can be held for up to 3 years
- Applications open Jan 2020

A comment and a question

- CASS is very active in the D&I space
 - More than 10 new actions undertaken in the last year
 - Focused, direct response to feedback from staff
- What more can we be doing for users?
 - User feedback is just as important!
 - Gender goals for students?
 - Culture survey of early science teams?

Thank you

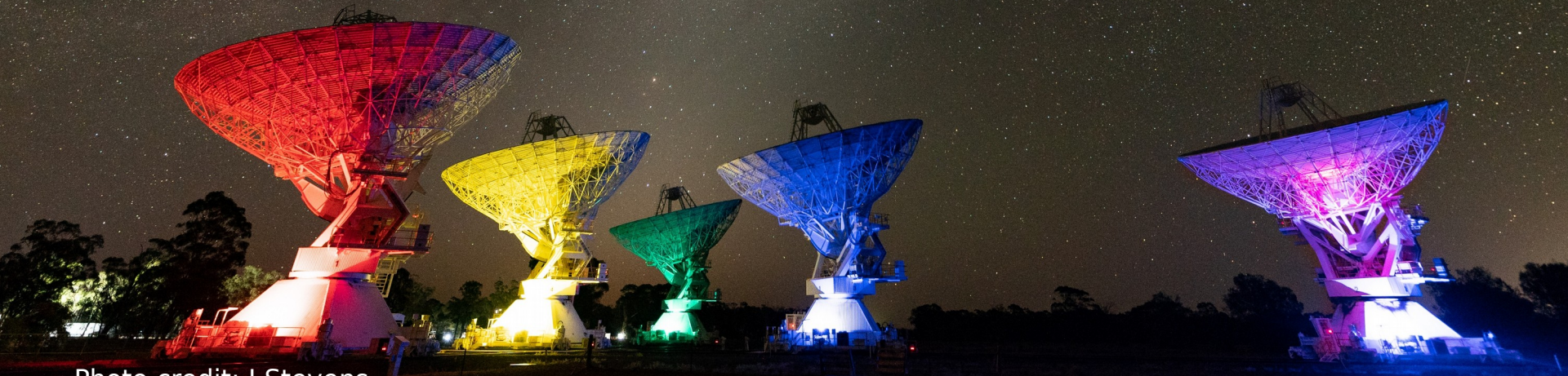


Photo credit: J Stevens