



CASS Diversity & Inclusion

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CSIRO ASTRONOMY & SPACE SCIENCE
www.csiro.au



Outline

New CASS Diversity Champion – An Introduction

CASS D&I Review and Recommendations

New CASS Diversity Champion and Chair of the Diversity and Inclusion Committee

Who am I...?

- 5th year at CSIRO
- Group Leader and member of CASS Executive team
- Head of WA Operations, located in Perth
- Engineer; not an Astronomer/Scientist
(Fellow of the Institution of Engineers Australia, FIEAust and Chartered Professional Engineer, CPEng)
- 1st month in role as CASS Diversity Champion

New CASS Diversity Champion and Chair of the Diversity and Inclusion Committee

...why me?

- Strong advocate for positive change:
 - Varied working environments
 - DNFC Representative for CSIRO's Balance Project
 - CASS Representative for CSIRO's Risk Management Steering Committee
 - Involved with the recent addition of ESA New Norcia to CASS
 - ❖ led to opportunity for the Station Manager (OIC) role to be held by a female engineer
 - ❖ a first for CASS and ESA

New CASS Diversity Champion and Chair of the Diversity and Inclusion Committee

...but seriously, why me?

Correct Balance of Talent

Opportunity for Staff Development & Growth

A great working environment!

Outline

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CASS D&I Review & Recommendations

Why a Review?

- Organisations benefit from conducting periodic reviews
- Diversity Champion (Jane Kaczmarek) was relocating overseas
- Provided suitable opportunity to conduct continuous improvement review:
 - Diversity Champion role
 - Diversity and Inclusion Committee

CASS D&I Review & Recommendations

Three (3) Primary Recommendations:

1. More Structure
2. More Engagement
3. More Action

CASS D&I Review & Recommendations

Three (3) Primary Recommendations:

1. More Structure

- to increase the attendance levels at meetings
- to provide greater clarity of goals
- to achieve more progress on initiatives
- to increase visibility and engagement with CASS Executive

CASS D&I Review & Recommendations

Three (3) Primary Recommendations:

➤ **More Structure - Actions**

- D&I Committee to report to the CASS Executive
 - *Diversity Champion to provide Quarterly Report to CASS Executive*
- Terms of Reference (ToR) produced and approved by CASS Executive
- D&I Committee develop a D&I Annual Plan
 - *Monthly meetings to track against Annual Plan*
 - *Annual Plan to be supported by CASS Executive endorsed Communications Plan*
- 12-month calendar of pre-scheduled and diarized D&I Committee meetings

CASS D&I Review & Recommendations

Three (3) Primary Recommendations:

2. More Engagement

- Leadership
- Committee Members

CASS D&I Review & Recommendations

Three (3) Primary Recommendations:

➤ **More Engagement - Actions**

Leadership

- CASS Director is the D&I Committee Sponsor and attends meetings by invitation
- Chief Operating Officer is a member of the D&I Committee
- At least one (1) Program Director is a member of the D&I Committee
 - *If that Program Director is unable to attend, another Program Director is to attend in their absence.*

CASS D&I Review & Recommendations

Three (3) Primary Recommendations:

➤ **More Engagement - Actions**

Committee Members

- Committee Members to discuss their responsibilities with their Manager and record in APA's
- D&I Committee is comprised of diverse and inclusive members
 - location, age, experience, abilities, ethnicity, gender, seniority
 - *use of Expressions of Interest (EOI) to assist*

CASS D&I Review & Recommendations

Three (3) Primary Recommendations:

3. More Action

- Unanimous agreement that the previous Diversity Champion (Jane Kaczmarek) has been an excellent Diversity Champion.

➤ **More Action - Actions**

- Tasking of specific committee members/small groups to progress initiatives or actions
- Distribute the workload across the Committee Membership
- Progress reporting during Monthly D&I Committee meetings required

CASS D&I Review & Recommendations

Three (3) Primary Recommendations:

More Structure + More Engagement = More Action

CASS Diversity & Inclusion

Status 2020

- ✓ New CASS Diversity Champion and Chair of D&I Committee identified and in the role
- ✓ New CASS D&I Implementation Schedule drafted
- ✓ New CASS D&I ToR drafted for comment
- ❖ EOI's to be drafted along with clear expectations of role
- ❖ D&I Annual Plan to be drafted for CASS Executive approval
- ❖ Regular D&I diarized monthly meetings to commence
- ❖ COVID-19 Implications?

**Thank you
Jane Kaczmarek**

