



CASS Diversity & Inclusion

Kevin Ferguson | CASS Diversity Champion

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CSIRO ASTRONOMY & SPACE SCIENCE

www.csiro.au





D&I Committee

Terms of reference
approved in 2020

Committee membership
refreshed

Action Plan Developed

- 38 Actions & 11 Targets
- 30 June 2021
- Quarterly Reports to CASS Exec
- Available on ATNF Website

- **Identify** areas in which CASS has scope to **improve equity, diversity and inclusion**.
- **Understand the barriers** to furthering equity, diversity and inclusion in these areas.
- Recommend and support the implementation of **targeted actions** to help remove barriers to inclusion and to **create an inclusive and equitable workplace**.



D&I Committee Goals

Actions within the Action Plan were categorised under three goals.

- **Increase awareness**
- **Diversify participation**
- **Improve equity**



Progress against actions: Increase Awareness

- **Training: Delivered**
 - Inclusive Leadership
 - Speak Up!
 - How to manage allegations of bullying/harassment
 - Empowering Allies
- **Training: In development**
 - Unconscious bias
 - DI&E for recruitment panels



Progress against actions: Increase Awareness

- **Increased communication from HR:**

- Who are the HR contacts for what areas and how can they help
- CSIRO policy – rewards process, APA, capability days

- **Language Register**

- Several Options being considered to assist with a variety of Languages in CASS
- Support for staff from CALD backgrounds
- Potential support for recruitment/interviews if fluent speaker is on the selection panel



Languages spoken within CASS

Tagalog (Filipino)	Dutch/Netherlandic	Vietnamese
Spanish	Hindi	Korean
Telugu	Hungarian	Croatian
Italian	Greek	Polish
Bengali/Bangla	Tamil	Turkish
Urdu	Russian	Khmer
French	Mandarin	African Languages (Other)
German	Cantonese	Armenian



Progress against actions: Diversify Participation

- **Recruitment**

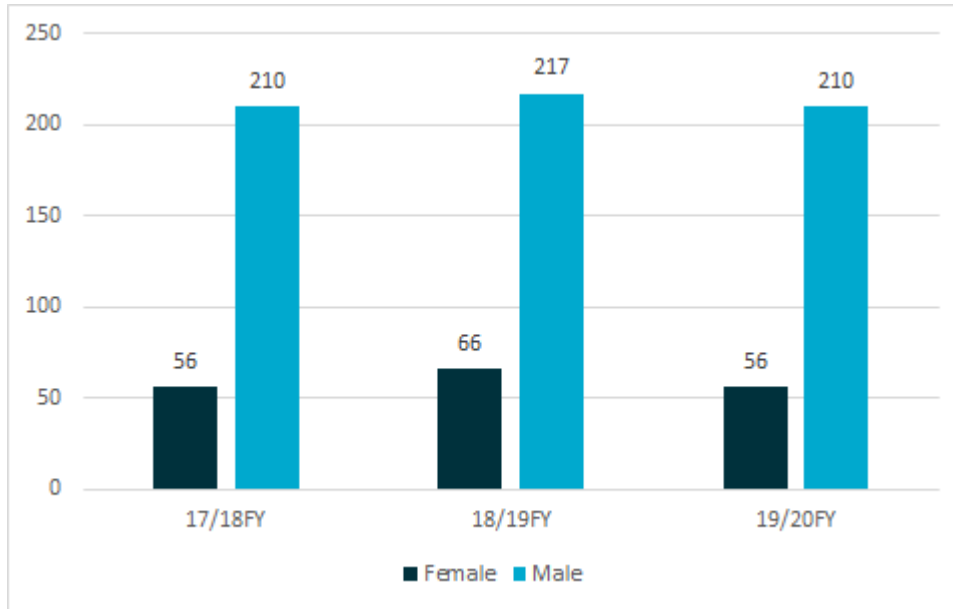
- All roles in CASS now advertised with option of part time or job-share
- Diversity statement added to position descriptions for all recruitments

- **CASS D&I Annual Report 2019-2020**

- Available on ATNF Website
- <https://www.atnf.csiro.au/resources/diversity.html>
- Contains a record of CASS Diversity data for the reporting period.



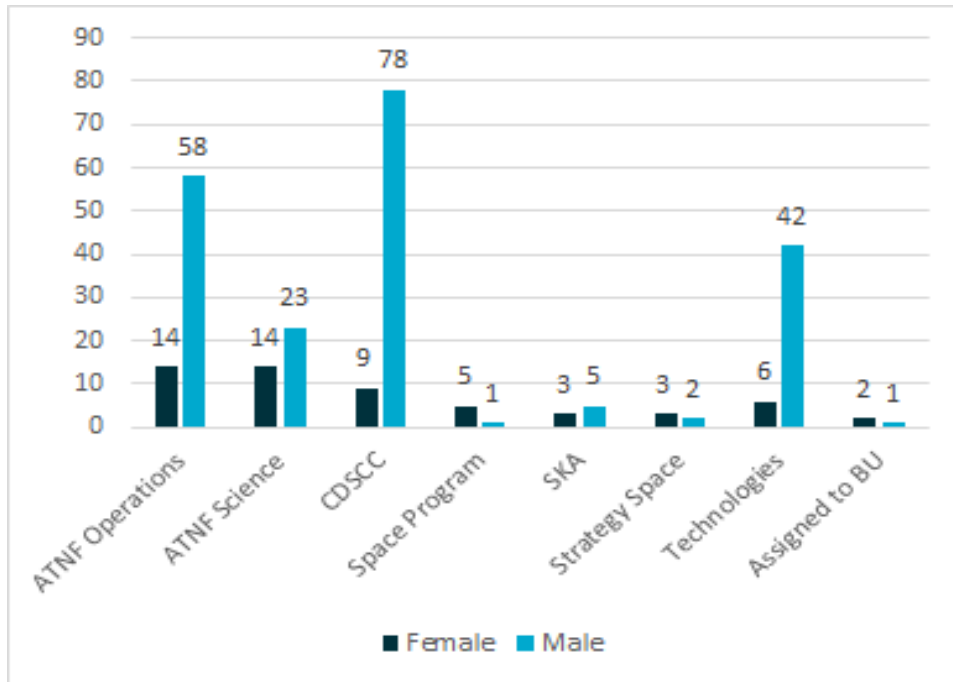
CASS D&I Annual Report 2019-2020



Gender breakdown over the past 3 financial years within CASS.



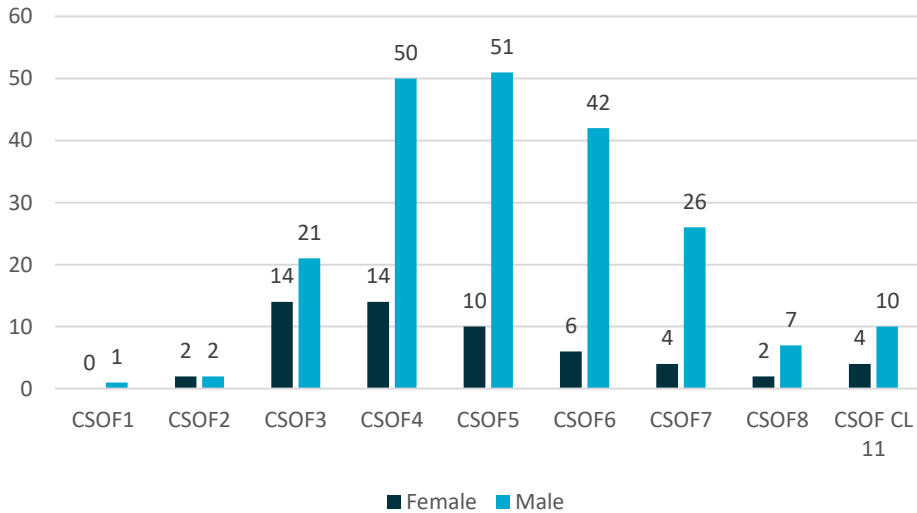
CASS D&I Annual Report 2019-2020



Gender breakdown within CASS programs for 19/20



CASS D&I Annual Report 2019-2020



Gender balance by CSOF level as at end June 2020



Progress against actions: Improve Equity

- **Gender Neutral Bathrooms across CASS**

- Majority of sites in CASS now have at least one gender neutral bathroom and appropriate signage in place.

- **Seeking Feedback**

- CASS D&I Confluence Page
- Anonymous Suggestion Box
- Email and phone contact details for CASS Diversity Champion
- D&I Committee Members published



Pleiades Application submitted:

- CASS application for Pleiades Bronze Award submitted (December)
- Pleiades Rejoinder Request received and submitted (March)
- Awaiting results of application (anticipated end-April)



Focus for next 3 months

- Still some work to do...a 12 month Action Plan in 6 months!
- Finalise unconscious bias training for recruitment panels
- Continue to develop recruitment strategies to:
 - improve gender diversity among applicants
 - improve accessibility for neurodiverse applicants
- Consult with OIE to determine how the business unit can improve results against the CSIRO Reconciliation Action Plan
- Schedule Lunch 'n' Learn sessions and CASS news articles



Thank you

CSIRO Astronomy & Space Science

Kevin Ferguson

Head of WA Operations

+61 8 6436 8761

Kevin.ferguson@csiro.au