

Space & Astronomy DI&B Action Plan 2024-26

1

A welcoming
CSIRO

2

A connected
CSIRO

3

An authentic
CSIRO

4

A responsible
CSIRO

1.1 Increase diversity of S&A's workforce.

- 1.1.1 Develop attraction strategies for each program/ site.
- 1.1.2 Recruitment panel members and hiring manager complete training. Recruitment panels are gender diverse.

2.1 S&A People are active bystanders and allies

- 2.1.1 Volunteering/ Corporate Citizenship across the BU in allyship roles.
- 2.1.2 Recognise and reward active bystanders and allies.
- 2.1.3 Undertake learning in unconscious bias 101
- 2.1.4 Undertake learning in Aboriginal and Torres Strait Islander Cultural Awareness training
- 2.1.5 Undertake awareness training in Autism in the Workplace

3.1 Leaders role model inclusive practices by creating safe and equitable environments

- 3.1.1 Leaders and managers are held accountable for practicing inclusive leadership through performance measures
- 3.1.2 Leaders and managers undertaking inclusive leadership training
- 3.1.3 Leaders and managers are approachable, clear, fair and provide an atmosphere that welcomes feedback

4.1 Zero tolerance for all forms of discrimination, bullying and harassment

- 4.1.1 Incidents of inappropriate behaviour, including subtle/ overt sexism and racism is called out and acted upon promptly and sensitively to all situations exhibited or reported to have occurred.
- 4.1.2 Leaders and managers undertake relevant training to support complaints and conflict resolution.
- 4.1.3 Report incidences of inappropriate behaviour and associated consequences for breeches .
- 4.1.4 Equity Officers are utilised widely and play a key role as 'first responders'
- 4.1.5 Leaders and managers include conversations about workplace behaviour during team meetings.

1.2 Flexible work arrangements are accessed and normalised across S&A

- 1.2.1 Remove barriers to access and normalise flexible work for people who are wanting to access it in consultation with individuals and teams.
- 1.2.2 Leaders and managers undertake flexible work and Annual Performance Appraisal training and access appropriate tools and supports.

2.2 Safe and positive relationships

- 2.2.1 DI&B events are focused on raising awareness, enhance our learning and encourage participation.
- 2.2.2 Pronouns are used for all introductions.
- 2.2.3 Events, Meetings and Forums are accessible, inclusive and guidelines are created to set expectations

3.2 Career paths are designed to maximise the talent of diverse high achieving people

- 3.2.1 HR Workforce Planning, including retention strategies, to include DI&B Lens when undertaking succession planning.
- 3.2.3 Staff capability is fully leveraged through programs that accelerate rates of progression through classification levels

4.2 Decisions are made based on evidence, transparency and continuous improvement

- 4.2.1 Data required to make informed decisions is accurate and accessible.
- 4.2.2 People with lived experience of diversity* are represented, participate in decision-making groups and inform changes.

*Refers to priority diversity groups.