



# Diversity, Inclusion and Belonging Action Plan 2024-2026

Space and Astronomy

February 2024

# Contents

1.	Acknowledgment of Country .....	3
2.	Message from the Director .....	4
3.	Diversity, Inclusion & Belonging Committee.....	5
4.	S&A Workforce Diversity Targets, Profile, and Trends .....	6
5.	Our Progress .....	9
6.	D&I Consultation with Staff.....	10
7.	Alignment to CSIRO DI&B Strategy .....	11
8.	Your role and how you can help.....	12
9.	S&A DI&B Action Plan.....	14
10.	Glossary .....	17

## **Commitment to Accessibility**

This document has been written in 12pt text and includes data tables and Alt-text descriptions of images.

It is also available in large print, word and PDF formats.

If another format is preferred or adjustments required, please contact Beth.Cloake@CSIRO.au or 08 6436 8937.

## 1. Acknowledgment of Country

Space and Astronomy pay our deep respects to the Traditional Owners of the land and waters we work across.

We feel honoured to share the sky and stars and we are committed to work in partnership with Aboriginal and Torres Strait Islander communities to protect, value and preserve our ancient and significant cultural heritage.



*Image: Zeke George, Colliding Galaxies, 2019, acrylic on canvas.*

Zeke George, a Wajarri and Badimaya Yamaji, was 17 years old when he painted these spinning and colliding galaxies, inspired by a discussion with researchers seeking to understand how galaxies move and interact through the Universe. Each galaxy is unique and can affect those around it in ways we do not yet clearly understand.

You can learn more about CSIRO commitments to reconciliation through the [Indigenous Engagement page on MyCSIRO](#). To learn how Space and Astronomy are contributing, please view the Space and Astronomy Implementation Plan for CSIRO 2021-2023 RAP [located on the S&A DI&B Confluence page](#).

## 2. Message from the Director

Our ambitious vision *to enable humanity to understand our Universe, from the Earth to the furthest horizons* requires a team that brings a wealth of unique perspectives, experiences, and talents to enrich our workplace and enhances our ability to innovate. We need to create an environment through our everyday behaviours where we can bring our whole selves to work and thrive.

Our most recent S&A culture survey and workshops in September 2023 revealed that most people believe that significant progress has been made on creating a diverse and inclusive workplace, and showed a large decrease in the number of people who feel like they are treated differently because of a characteristic in their identity.

It is also very clear there is more to do.

The data have revealed that attracting gender diversity is a key challenge for us, as is improving the experience for women so they can thrive. Whilst most people felt confident in speaking up, I heard that you need to see me and the leadership team lead by example to make sure your voice is heard and that you feel safe and supported.

### **We need to speed up the rate of change.**

The S&A Executive and I are taking action to support this change:

- holding ourselves to a greater level of **accountability** through this S&A DI&B Action Plan;
- committing to **understanding** and **learning** more;
- raising our **awareness** of our own biases and being curious about the experience of others; and
- folding DI&B into our ways of working so it becomes **business as usual**.

### **I would like to ask everyone across S&A to also commit to these undertakings.**

You will note that this year we have changed the name of our action plan for 'Diversity and Inclusion' to 'Diversity, Inclusion & Belonging'. This brings us in line with CSIRO's overarching strategy. I personally like the inclusion of "belonging" as most of us spend a significant part of our lives at work and we know it's a fundamental human need to feel truly accepted and belong to our work environment.

Our committee will also change its name to the S&A Diversity, Inclusion & Belonging Committee. I thank them for their continued advice, support and hard work.

I look forward to working with you to build a workplace that reflects the diversity of the world around and fosters an inclusive environment and a true sense of belonging, where everyone can thrive.

Douglas Bock

### 3. Diversity, Inclusion & Belonging Committee

Since its establishment in 2014, the S&A Diversity, Inclusion & Belonging (DI&B) committee has strived to fulfill its primary objective of facilitating the creation of an inclusive culture within S&A.

The S&A DI&B committee is made up of dedicated volunteers from multiple disciplines and a broad range of backgrounds distributed across the business unit.

While the members may have different reasons for joining the committee, they work together to foster an environment of diversity, inclusivity and belonging across S&A. If you are interested in joining the committee and want to know more, please visit our [Confluence page](#).

These themes are responses from committee members on the aspects of diversity and inclusion that are important to them, and what drew them to volunteering on the DI&B committee.

Equity, fairness, equal opportunity, neurodiversity, wellbeing, exposure to alternative perspectives, how we show up internally and externally, building workplace culture, justice, safety, intersectionality, inclusion, connection.

The committee identifies key challenges and barriers to creating an inclusive culture and addresses these through a strategic and action-based approach. Its remit is to develop and implement the initiatives within this action plan, and to make recommendations to the S&A executive on diversity, inclusion and belonging matters. The committee also provide a forum (via the committee members) for staff and affiliates to contribute to and drive the DI&B initiatives within S&A.

Consultation and hearing the voices of the people are central to the committee's DI&B activities, and results from the S&A culture surveys (held every two years since 2017) has shown an increased awareness and understanding of diversity and inclusion related issues. Recognition of this business unit-wide effort towards a more inclusive culture resulted in the achievement of a Silver Pleiades award, by the Astronomical Society of Australia in 2023.

Following the 2023 S&A culture survey, the committee have worked with the S&A Executive to produce this 2024-2026 S&A Diversity, Inclusion and Belonging Action Plan.

S&A DI&B Committee Members			
Eleanor Ingram (D&I Manager)	Beth Cloake (D&I coordinator)	Kate Callaghan (Exec member)	Mita Brierley (Exec member)
Anego Liu (Committee Secretary)	Kevin Ferguson (Exec member)	Gabby Russell (Exec /Comms rep)	Genevieve Batten (Student rep)
Greg Dowling (Exec /HR rep)	Rochelle Desmond	Jimi Green (SKAO rep)	Nick Carter
Mia Baquiran	George Heald (Exec member)	Minh Huynh	Phil Edwards
	Tamara Thompson	Mohamed Manoufali	

## 4. S&A Workforce Diversity Targets, Profile, and Trends

### S&A Workforce Diversity Targets

<b>1. A Welcoming CSIRO</b>			<b>Year 1 (2024)</b>	<b>Year 2 (2025)</b>	<b>Year 3 (2026)</b>
<b>1.1 Increase diversity of S&amp;A's workforce</b>	<b>Aboriginal &amp; Torres Strait Islander</b>	a. Staff b. Cadets c. Postgraduates d. Trainees	All staff 3% June 2024	TBD - New targets will align with RAP (Indigenous Employment strategy) when it is refreshed at end of 2024.	
	<b>Women</b>	Research roles increased from 21% to 25%	22%	23%	25%
		Tech roles increased from 8.1% to 15%	10%	13%	15%
		CSOF 1-5 from 31% to 35%	33%	34%	35%
		Proportion of female leaders (CSOF 6+) across S&A > 41%	> 41%		
	<b>People with Disability</b>	Increase from 6.74% to 9.74%	7%	8%	9%
	<b>LGBTIQA+ (Gender diversity)</b>	Increase from 1.12 to 4%	2%	3%	4%
	<b>Non-English-Speaking Background</b>	Increase from 19.94% to 22.94%	21%	22%	23%

## Notes on targets

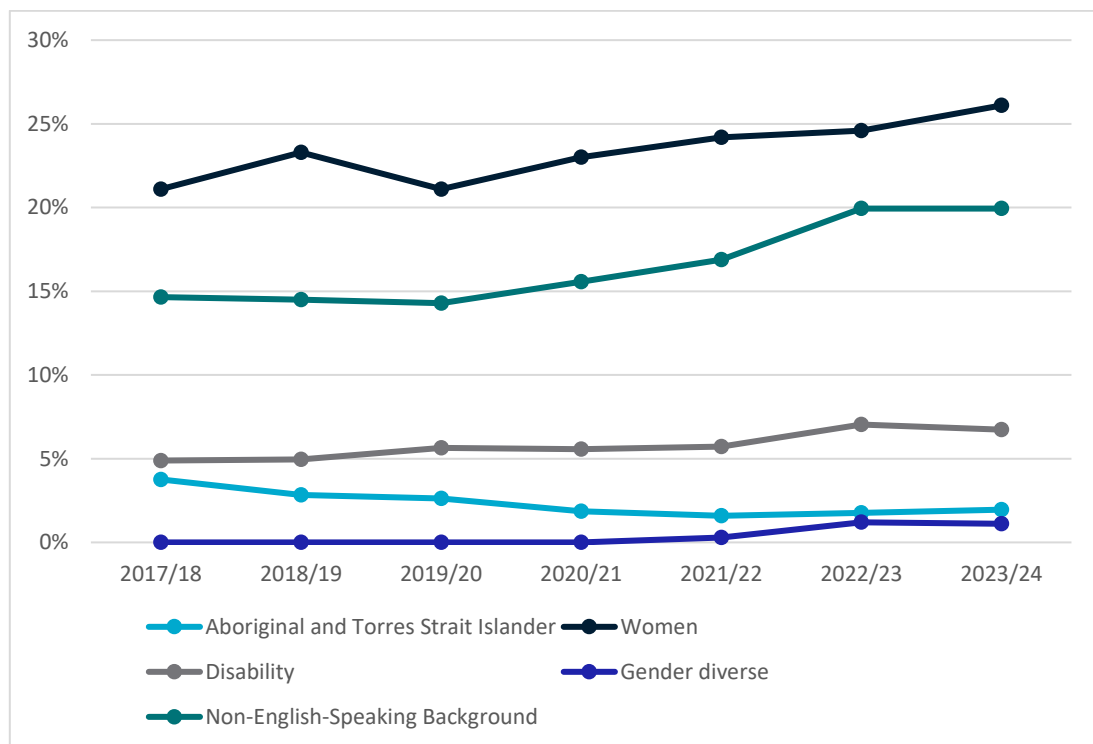
- i. CSIRO's Diversity, Inclusion and Belonging Strategy 2022-2026 includes targets to increase the diversity of our workforce - *1. A Welcoming CSIRO: Impact Measure: Increase workforce representation from key priority groups by 1% per year for the next 3 years.*
- ii. Employee data will always be direct CSIRO employment arrangements or CDSCC equivalents. The definition of employment in the context of the Indigenous Employment Strategy will refer to our lifecycle of engagement with Aboriginal and Torres Strait Islander people and will include: Students, Employees, Contractors, Affiliates and honorary fellows, Potential and future talent (inc. talent pools, pipelines and industry and community networking.).
- iii. CSIRO currently tracks gender diversity data, captured as unspecified, but does not report on this organisationally. Unlike other demographic data, LGBTIQ+ community data is not recorded in the same manner. The above percentage is ascertained from the number of respondents who identified as LGBTIQ+ in the 2022 CSIRO organisational culture survey. It should be noted that this figure may be an underrepresentation, given the Australian Human Rights Commission estimates the percentage of the LGBTIQ+ population to be closer to 11%.
- iv. All the targets in the table above are CSIRO wide targets, including the target for Proportion of female leaders (CSOF 6+) across S&A > 41% (taken from the CSIRO Performance pack) and the 3% target for Aboriginal and Torres Strait Islanders from CSIRO's RAP. All other targets listed fall under the DI&B Strategy target to increase workforce representation from key priority groups by 1% per year for the next 3 years or are targets that have rolled over from the previous action plan, based on CSIRO SAGE targets.
- v. While CSOF levels are used throughout this document for ease of reading, CDSCC equivalents are accounted for within these targets.

## S&A Workforce Diversity Profile

Financial Year	Total Staff	Aboriginal and Torres Strait Islander	Women	Disability	Gender Diverse iii	Non-English-Speaking Background
2017/18	266	3.76%	21.1%	4.89%	N/A	14.66%
2018/19	283	2.83%	23.3%	4.95%	N/A	14.49%
2019/20	266	2.63%	21.1%	5.64%	N/A	14.29%
2020/21	270	1.85%	23.0%	5.56%	N/A	15.56%
2021/22	314	1.59%	24.2%	5.73%	0.3%	16.88%
2022/23	341	1.76%	24.6%	7.04%	1.20%	19.94%
2023/24*	356	1.96%	26.1%	6.74%	1.12%	19.94%

\* as of September 2023

## S&A Workforce Diversity Trends





## 5. Our Progress

Since 2014 Space and Astronomy has made good progress, particularly in recent years, towards making our workplace more inclusive and demonstrating a sustained commitment to change. Since September 2022, a full-time D&I Manager, supported by the Diversity, Inclusion and Belonging (formerly D&I) Committee, and has helped co-ordinate and lead change across the BU. This has resulted in making significant progress and impact across the business unit through improved coordination of activities, engagement with staff and increased governance, awareness amongst the Executive Team to help improve accountability.

### Highlights

- Improving gender equity and diversity in the SKA-Low Collaboration Team by utilising targeted recruitment strategies, such as the use of identified roles, conscious inclusion and affirmative measures to our attract women into technical roles and Aboriginal and Torres Strait Islander people.
- Tracking our promotion and reward data over the past 5 years, demonstrating that our efforts to improve gender equity has seen a positive impact, maintaining gender balance (40% male, 40% female, 20% any gender) in CSOF 1-6 and gender parity (50% male, 50% female) for CSOF 7+ levels. We have reviewed our processes and practices involved in promotions and rewards, that includes oversight from diversity and equity advisors, and now the Diversity and Inclusion Manager.
- An increase in our gender diversity within technical services roles to 5.2% and research roles to 20.8% women and 1.1% unspecified, therefore meeting our research target of 20.5%.
- We have reached our targets of achieving gender balance on the S&A Executive, SKA Low Collaboration Executive Team, S&A Rewards Committee, ATNF Steering Committee and ATNF User Committee, and the NovaSAR-1 National Facility Steering Committee. Additionally, we have seen a 22% increase to the number of women group leaders.
- In 2023 we were awarded the Silver Pleiades Award from the Astronomical Society of Australia acknowledging our commitment to fostering an inclusive work environment where everyone feels valued and respected. This award recognises that S&A have achieved a high level of sustained positive impact, monitoring and improving the working environment. It also recognises leadership in promoting positive actions as examples of best practice to other organisations in the astronomy community.
- Development and implementation of a highly successful training program “Speak Up!”, which taught our staff how to call out and address inappropriate behaviours in the workplace.

## 6. D&I Consultation with Staff

Whilst we have made good progress and seen some impact of our efforts, we recognise that we have more work to do. In our recent D&I Culture Survey, supporting workshop sessions and interviews, we captured the experiences of S&A staff members. We sought to listen and understand these views and learn of the impact of our initiatives have had on creating a diverse, inclusive and welcoming workplace. This process has helped us identify the areas where we are making a positive difference and where we need to prioritise efforts going forward, not for the majority, but rather for people who are under-represented and who are experiencing marginalisation and at times, discrimination.

Overall, the survey results indicated that since 2021 we have made an overall improvement, with all metrics showing moderate progress to good progress in 2023:

- 75% agreed or strongly agree that they feel valued at work (4.3% improvement).
- 91% agree or strongly agree that they value and embrace difference (2.6% improvement).
- 64% agree or strongly agree that they feel confident speaking up or reporting inappropriate behaviour or discrimination (6.4% improvement).

*“The Ultimate goal is to be an organisation that has high performing teams – this by definition requires stronger consideration for diversity and inclusion. Which means people in S&A need to be able to have strong, mature conversations about the things that are more personal in nature and will challenge our own assumptions and biases.”*

*- S&A Survey respondent*

Analysis from the consultation results revealed a distinct difference in the experiences and priorities different groups across S&A. For example:

- Women prioritised succession planning, increasing the recruitment of women and the need to make reporting complaints safe.
- Younger people (20-27 years) identified access to flexible work arrangements is a priority.

The consultation process asked respondents to identify the initiatives they thought should be prioritised in the next three years. They are as follows and have been incorporated into this action plan:

1. **Leadership commitment and accountability to DI&B.**
2. **Creation of a psychological safe work environment** where everyone is encouraged to ‘speak up’ (bystander action when behaviours do not align to our values) and people feel comfortable to report complaints.
3. **A diverse and inclusive workforce** through recruitment, promoting and supporting flexible work and undertaking succession planning to ensure the wellbeing of our staff.

The S&A DI&B management team will improve monitoring and reporting of various initiatives, align our success measures with the CSIRO D&IB strategy, to measure the effectiveness of our implementation and quantify the impact we are making.

## 7. Alignment to CSIRO DI&B Strategy

For this Diversity, Inclusion & Belonging Action Plan we have an opportunity to align with the CSIRO Diversity, Inclusion and Belonging Strategy 2023-2026. By doing this we can ensure we are accountable through better monitoring, and to improve how we report on progress.

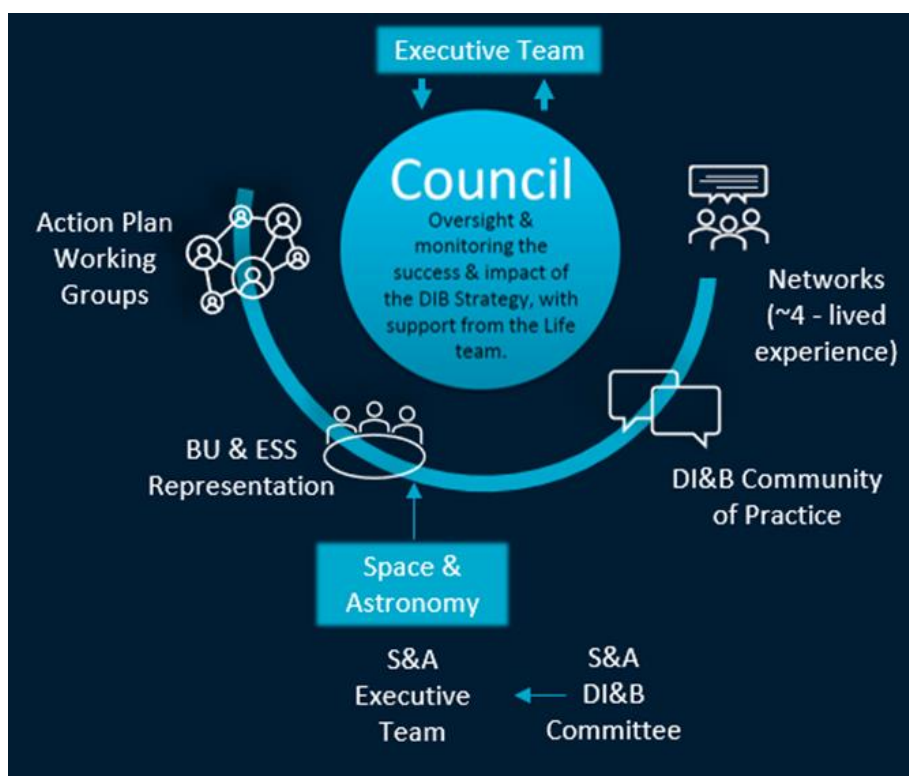
This Action Plan will support and sit alongside our existing plans that support our values and cultural aspirations, such as the CSIRO Reconciliation Action Plan – S&A Implementation Plan and contributes to:

- Science in Australia Gender Equity (SAGE) Bronze Action Plan
- Disability Access and Inclusion Plan
- PRIDE Strategic Networking Plan

A robust governance structure in place to ensure decision making, reporting and accountability measures are appropriately allocated.

To ensure consistency of information for performance evaluation and monitoring, we will align to the CSIRO DI&B Governance reporting process. This will include providing regular metrics on our performance to the CSIRO DI&B Council who have the responsibility for organisational oversight of the DI&B Strategy. The Life Team provide support across CSIRO on the implementation of the DI&B Strategy. This model provides an avenue for identifying systemic barriers that impact on our progress, making recommendations, and influencing organisational wide changes.

The following model illustrates how S&A reports to and aligns with the DI&B Strategy and governance structure.



## 8. Your role and how you can help.

Everyone within S&A has a role in supporting the initiatives outlined in this Action Plan to help contribute to creating an inclusive work environment. This means upholding CSIRO Code of Conduct and role modelling CSIRO Values and the 8 DI&B Principles (listed below), through our behaviours and actions.

### **DI&B Principles**

1. Diversity, inclusion, and belonging is vital to CSIRO's success. It enables us to attract and retain world class talent and innovate to solve our greatest challenges.
2. The model we use is evidence-based best practice and takes into account the role intersectionality plays across the employee lifecycle.
3. CSIRO is committed to the removal of attitudinal and structural barriers that overtly and covertly disadvantage employees belonging to under-represented and diverse groups.
4. CSIRO people treat each other with dignity and respect and there is zero tolerance for all forms of discrimination, harassment and abuse.
5. The voices of people with lived experience are valued and listened to. We authentically create opportunities to collaborate through purpose and action.
6. Investing in the capabilities of our leaders to be effective allies and champions of inclusivity, by assessing performance and ensuring accountability is core to our approach.
7. The work will be guided by evidence and the use of robust and reliable data, to ensure we drive continuous improvement and change.
8. CSIRO prioritises its commitments to diversity, inclusion and belonging and appropriately allocates resources to the greatest need, having real impact and sustainability for future action.

To help guide this journey, everyone is encouraged to actively participate through:

- ✓ Treating each other with empathy and dignity and speaking out against disrespectful behaviour.
- ✓ Being curious about other people and their experiences, particularly if different to your own.
- ✓ Completing DI&B training and learning programs – there is an excellent range in the Learning Management System.
- ✓ Attending events and celebrating significant days.
- ✓ Contributing feedback and participating in surveys/ workshops.

Additionally, there are opportunities to fulfill key roles that contribute greatly to progressing DI&B change, including:

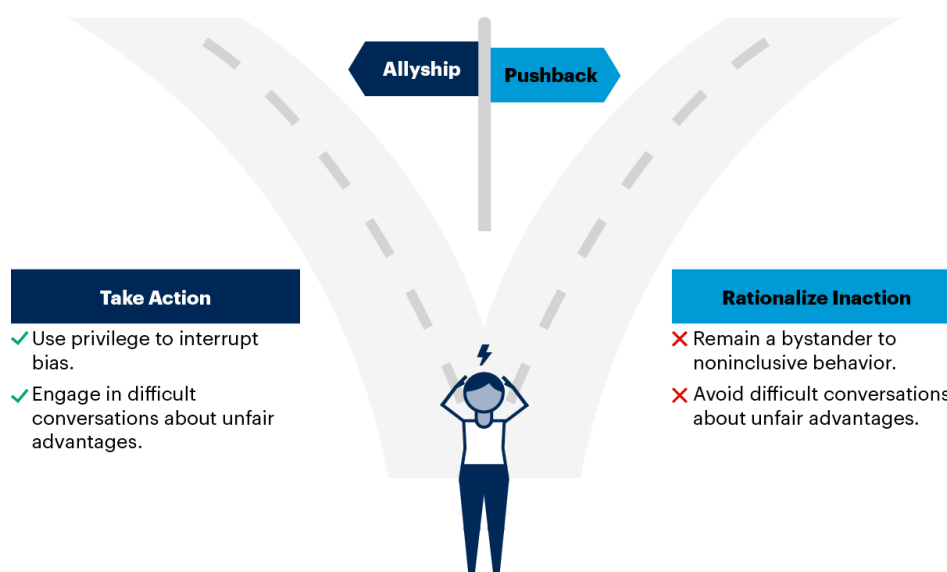
Volunteering	Participation
<ul style="list-style-type: none"> <li>• Domestic and Family Violence &amp; Abuse/ Equity Contact Officers.</li> <li>• S&amp;A DI&amp;B Committee.</li> <li>• Site Champions - help plan and organise events throughout the year.</li> <li>• Mental Health First Aider.</li> </ul>	<ul style="list-style-type: none"> <li>• CSIRO Employee Networks (lived experience) – i.e. SHINE, Pride.</li> <li>• Communities of Practice.</li> <li>• DI&amp;B events.</li> <li>• Feedback forums, surveys, workshops.</li> </ul>

We recognise and acknowledge change is hard, particularly when our previously held beliefs and existing viewpoints are challenged (Gartner, 2022). This can sometimes create discomfort and cause tension, as illustrated in the image below.

However, as we work towards embracing diversity in its fullness, we have the opportunity to learn, listen and grow, moving beyond previously held perspectives by taking action and being a pro-active ally.

The alternative is inaction which creates a path leading to increased risks of discriminatory and exclusionary behaviour. This means we are not upholding our responsibility to our Code of Conduct, CSIRO Values, meeting our legislative requirements or contributing to an inclusive culture we are proudly working towards.

### Employees Experience Psychological Discomfort



Source: Gartner  
765689\_C

Gartner

Note: From: "3 Ways to Convert DEI Pushback Into Allyship" by Gartner, 2022  
(<https://www.gartner.com/document/4013219?ref=lib>). Reprinted with permission.

We will know this plan is successful when our people feel comfortable enough to bring their whole, authentic and best self to work. We openly discuss our challenges, are open to learning and hear from our people that they feel accepted, supported and safe in the workplace.

## 9. S&A DI&B Action Plan

We aim to propel our Action Plan forward by building the right scaffolding and support to bring to life the intention behind our strategy. This isn't an exercise to just meet KPIs; this is about being aware of our intentions and *why* we're choosing to make these changes.

All of us have a role to play in supporting actions and contributing to building an inclusive work environment<sup>1</sup>.

Our leaders will be actively involved and champion DI&B. This means ensuring accountability to implement DI&B improvements and encourage everyone to be involved in making our initiatives impactful and seeing the change we want.

This Plan sets out our high-level intentions in response to S&A staff feedback and areas where we would like to make progress towards CSIRO goals and Progress Indicators. This Action Plan includes 8 objectives supported by a detailed list of Progress Indicators that will be regularly monitored and available to all staff, ensuring our we are transparent, visible, and connected. The four goals in this Action Plan are firm and have been set by the CSIRO DI&B Strategy (a welcoming, connected, authentic and responsible CSIRO). The initiatives listed in this S&A DI&B Action Plan are those which will be led by S&A.

### Evaluation and Reporting

This Action Plan will be updated at least every 6 months to assess relevance and reflect any implications for the future. Additional Initiatives and Progress Indicators may be created to ensure objectives are met and positive impact is being made. How we will measure the Progress Indicators will form part of the implementation of The Plan (see 4.2.1) and will involve capturing data from Culture Surveys, HR Data, staff engagement, and other sources. Ongoing consultation across S&A with staff will continue, through regular communication, surveys, conversations, and interactions involving our DI&B Committee, D&I Manager, D&I Coordinator, and S&A Executive. People with lived experience are a critical part of decision making and we will work hard to ensure that voices are heard, experiences are understood and informs any changes implemented. The following table includes the 4 goals of the CSIRO DI&B Strategy and our S&A DI&B action plan. Under these 4 goals we have identified 8 objectives and 24 initiatives to focus our efforts on.

---

<sup>1</sup> CSIRO People Plan 2012-2024

# Space & Astronomy DI&B Action Plan 2024-26



1.1 Increase diversity of S&A's workforce.	2.1 S&A People are active bystanders and allies	3.1 Leaders role model inclusive practices by creating safe and equitable environments	4.1 Zero tolerance for all forms of discrimination, bullying and harassment
<p>1.1.1 Develop attraction strategies for each program/ site.</p> <p>1.1.2 Recruitment panel members and hiring manager complete training. Recruitment panels are gender diverse.</p>	<p>2.1.1 Volunteering/ Corporate Citizenship across the BU in allyship roles.</p> <p>2.1.2 Recognise and reward active bystanders and allies.</p> <p>2.1.3 Undertake learning in unconscious bias 101</p> <p>2.1.4 Undertake learning in Aboriginal and Torres Strait Islander Cultural Awareness training</p> <p>2.1.5 Undertake awareness training in Autism in the Workplace</p>	<p>3.1.1 Leaders and managers are held accountable for practicing inclusive leadership through performance measures</p> <p>3.1.2 Leaders and managers undertaking inclusive leadership training</p> <p>3.1.3 Leaders and managers are approachable, clear, fair and provide an atmosphere that welcomes feedback</p>	<p>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.</p> <p>4.1.2 Leaders and managers undertake relevant training to support complaints and conflict resolution.</p> <p>4.1.3 Report incidences of inappropriate behaviour and associated consequences for breeches .</p> <p>4.1.4 Equity Officers are utilised widely and play a key role as 'first responders'</p> <p>4.1.5 Leaders and managers include conversations about workplace behaviour during team meetings.</p>
1.2 Flexible work arrangements are accessed and normalised across S&A	2.2 Safe and positive relationships	3.2 Career paths are designed to maximise the talent of diverse high achieving people	4.2 Decisions are made based on evidence, transparency and continuous improvement
<p>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.</p> <p>1.2.2 Leaders and managers undertake flexible work and Annual Performance Appraisal training and access appropriate tools and supports.</p>	<p>2.2.1 DI&amp;B events are focused on raising awareness, enhance our learning and encourage participation.</p> <p>2.2.2 Pronouns are used for all introductions.</p> <p>2.2.3 Events, Meetings and Forums are accessible, inclusive and guidelines are created to set expectations</p>	<p>3.2.1 HR Workforce Planning, including retention strategies, to include DI&amp;B Lens when undertaking succession planning.</p> <p>3.2.3 Staff capability is fully leveraged through programs that accelerate rates of progression through classification levels</p>	<p>4.2.1 Data required to make informed decisions is accurate and accessible.</p> <p>4.2.2 People with lived experience of diversity* are represented, participate in decision-making groups and inform changes.</p> <p>*Refers to priority diversity groups.</p>

References:

Gartner (2022, April 4). 3 Ways to Convert DEI Pushback Into Allyship. Human Resources Research Team, Gartner. Retrieved January 9, 2024, from <https://www.gartner.com/document/4013219?ref=lib>

We thank and acknowledge the contributions of the following people who helped produce this plan:

Eleanor Ingram, Beth Cloake, Kate Callaghan, Douglas Bock, and Stacy Mader.



## 10. Glossary

<b>ATNF</b>	Australia Telescope National Facility
<b>Active Bystander</b>	An active bystander is someone who not only witnesses a situation but takes action to keep a situation from escalating or to disrupt a problematic situation.
<b>Belonging</b>	Belonging is when people feel they can be their authentic self, they are welcomed and their uniqueness is appreciated.
<b>BU</b>	Business Unit. Specifically referring to the Space and Astronomy Business Unit in this plan.
<b>CDSCC</b>	Canberra Deep Space Communication Complex
<b>CSOF</b>	CSIRO Officer levels (Classification level descriptors as set out in the Enterprise Agreement).
<b>CSIRO</b>	Commonwealth Scientific and Industrial Research Organisation
<b>Diversity</b>	Diversity refers to the broad range of human difference. Each person has layers of diversity, making their perspective and lived experience different from others. Diversity encompasses all that makes us unique, including the diversity of thought that accompanies our identity.
<b>DI&amp;B</b>	<b>Diversity, Inclusion and Belonging-</b> Essentially, diversity is the mix of people in the organisation, inclusion is getting the mix to work so that people feel they belong, where they are safe to speak up even when they have different views to the majority or to those that hold the power.
<b>ESS</b>	Enterprise Support Services. Includes functions such as Corporate Affairs, Finance, People Services and others. ( <a href="https://my.csiro.au/OrgInfo/Structure/Support">https://my.csiro.au/OrgInfo/Structure/Support</a> )
<b>Functional Areas</b>	<ul style="list-style-type: none"> <li>• Technical roles: include Tech Services</li> <li>• Research roles: include research consulting, research management, research projects and research science/engineering</li> <li>• Other roles: include Admin services, comms &amp; info and other roles that do not fit into the technical or research role definitions above.</li> </ul>
<b>Key Priority Groups</b>	Aboriginal and Torres Strait Islanders, Women, LGBTIQ+, Disability, Culturally and Linguistically Diverse.
<b>Inclusion</b>	Inclusion occurs when a diversity of people are valued for who they are, connected to others, have opportunities to develop and contribute to the organisations' successes.
<b>Life team</b>	A function of PeopleConnect within CSIRO, the <b>Life team</b> (formerly known as Culture, Diversity & Inclusion) developed the CSIRO DIB Strategy 23-26 and support the DIB council.

<b>LGBTIQA+</b>	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer/questioning, Asexual +(such as, but not limited to, non-binary and pansexual)
<b>People with Disability</b>	Defined by The Disability Discrimination Act 1992 (Cth) as: people who have temporary and permanent disabilities; physical, intellectual, sensory, neurological, learning and psychosocial disabilities, diseases or illnesses, physical disfigurement, medical conditions, and work-related injuries. It extends to disabilities that people have had in the past and potential future disabilities, as well as disabilities that people are assumed to have. ( <a href="https://humanrights.gov.au/sites/default/files/GPGB_disability_discrimination.pdf">https://humanrights.gov.au/sites/default/files/GPGB_disability_discrimination.pdf</a> )
<b>RAP</b>	Reconciliation Action Plan
<b>S&amp;A</b>	Space and Astronomy
<b>SAGE</b>	Science in Australia Gender Equity
<b>SHINE Network</b>	Shine@CSIRO is the network to support our people with a disability or support a family member with a disability.

---

**As Australia's national science agency and innovation catalyst, CSIRO is solving the greatest challenges through innovative science and technology.**

CSIRO. Unlocking a better future for everyone.

**Contact us**

1300 363 400  
+61 3 9545 2176  
[csiro.au/contact](https://www.csiro.au/contact)  
[csiro.au](https://www.csiro.au)

**For further information**

**Space and Astronomy**

Diversity and Inclusion Manager  
Eleanor Ingram  
+61 6436 8545

[Eleanor.ingam@csiro.au](mailto:Eleanor.ingam@csiro.au)

<https://www.csiro.au/en/about/people/business-units/Space-and-Astronomy>

**Space and Astronomy**

Diversity and Inclusion Coordinator  
Beth Cloake

+61 8 6436 8937

[beth.cloake@csiro.au](mailto:beth.cloake@csiro.au)

<https://www.csiro.au/en/about/people/business-units/Space-and-Astronomy>