

Diversity & Inclusion

Kate Callaghan | 5 November 2020

CASS D&I Committee Member



A lot has been happening in the past year

Dec

CASS D&I Committee Review

Jan

Diversity Champion, Jane Kaczmarek leaves 

March

Kevin Ferguson appointed Diversity Champion

May

D&I Committee Terms of Reference Approved

June

EOI process for refreshed D&I Committee

July

New CASS D&I Committee appointed

Aug – Oct

Development of the CASS D&I Annual Action Plan 20/21



CASS D&I Committee Review

Recommendation

More
Structure



More
Engagement



More
Action



Diversity Champion & Committee Chair

- 5th year at CSIRO
- Group Leader and CASS Executive team member
- Head of WA Operations
- Engineer
- Strong advocate for positive change





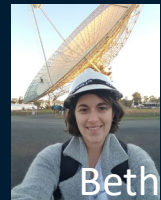
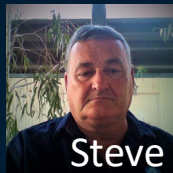
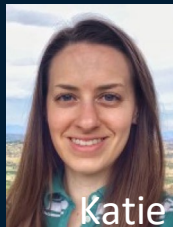
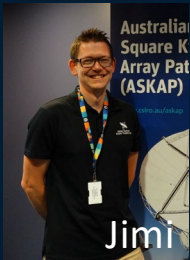
CASS D&I Committee Terms of Reference

Collective responsibility is to:

- **identify** areas in which CASS has scope to **improve diversity and inclusion**;
- **understand the barriers** to furthering diversity and inclusion in these areas; and
- recommend and support the implementation of **targeted actions** to help remove barriers to inclusion and to **create an inclusive workplace**.



CASS D&I Committee





CASS D&I Annual Action Plan

DRAFT





Three goals

Increase
awareness

Diversity
participation

Improve
equity



Increase the levels of awareness and understanding of the importance of equity, diversity and inclusion in our workplace

Training

Unconscious bias
Recruitment panels
Inclusive leadership
Navigating behaviours
workshops

**Regular two-way
communication** about
progress on
D&I initiatives

Increase CASS Participation in
CSIRO D&I Community of
Practice webinars by holding
events on site to participate
together

**Communicate CASS and CSIRO
policies and procedures,**
eg. *CSIRO Guidelines for
working effectively within
and/or leading diverse teams*

**Increase awareness of
Rewards process**



Work towards increasing diversity throughout CASS

Diversify Applications

Advertise roles as full time, part time or job share *by default*. Exceptions to be approved by Program Director

Improve Selection Process

Review CSIRO Good practice recruitment guidelines, including for students

Equitable Recruitment

Recruitment to offer applicants the opportunity to ask for anything that is needed for accessibility during the application/interview process

Share Diversity Data

Record and make available CASS diversity data on an annual basis

Conferences and Meetings

Develop guidelines on gender balance for Conferences and meetings CSIRO are hosting



Review and improve systems and processes to ensure equity at all levels

Seek Feedback

Periodically solicit feedback from people who self-identify as part of a marginalised group

Reduce Bias

Analyse the Women in STEM office resources on anonymising research proposals

Gender Neutral Bathrooms

Every CSIRO site to offer at least one gender neutral bathroom per site by June 2022

Promote Uptake of Development Days

Provide resources to staff on available networking, coaching, and mentoring & training programs

Shared Commitment

All CASS staff to include a requirement to demonstrate their contribution to a diverse and inclusive culture in annual APAs





Tracking Progress and Setting Target

Our aim is to have begun or completed action on all items by end of FY2021, with particular emphasis on **implementing training, a communication plan, improvements to recruitment, and seeking feedback.**

In addition to the CASS D&I actions, we also aim to align with the **SAGE targets**, which are focused specifically on **gender diversity.**



Draft Measures

Increase	Increase the number of females in underrepresented roles, eg. technical and engineering
Record	Record baseline diversity data for speakers at Co-learnium and Colloquium
Maintain	Maintain gender balance on CASS Rewards Committee, the Australian Telescope User Committee (ATUC) and Time Assignment Committee (TAC)
Document	Sex disaggregated data for job applications including short-lists and recruitment panels



ASA – Pleiades Awards 2021

Why Pleiades?

- Broader scope than SAGE (Science in Australia **Gender** Equity)
- CASS to be engaged and active in our astronomical our community

Our Review

- Review conducted on each criterium for Bronze award level
- Can we achieve this? ‘yes, with a plan’
- A STA and a SAGE representative on the review panel

Recommendation: let's prepare a nomination



Thank you

Questions?