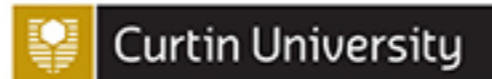




International  
Centre for  
Radio  
Astronomy  
Research

# ICRAR - Enabling Diversity, Equity and Inclusivity

Dr. Luca Cortese



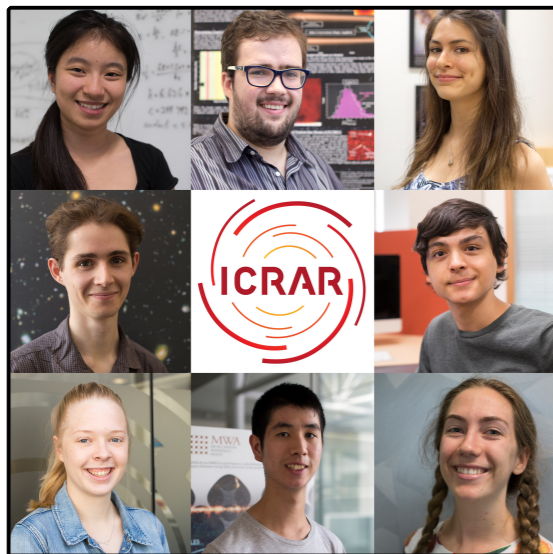


# The International Centre for Radio Astronomy Research

*Committed to equity, diversity and inclusivity to enable all at ICRAR to achieve their full potential.*

*A truly diverse organisation with over 30 countries of birth represented and over 40 languages spoken.*

*A node of two ARC Centres of Excellence (CAASTRO, ASTRO 3D) strongly committed to equity and diversity*



Researchers and students at ICRAR's UWA Node celebrating 'Wear it purple day' in August 2019. Credit: ICRAR.



# The Development, Equity and Inclusion (DEI) committee

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*Established in 2014, to foster matters related to equity, inclusion and development.*

*DEI's objective is to strengthen the quality of ICRAR-UWA as a workplace, by taking measures to promote equity and inclusion across genders and cultures, as well as to help the professional development of students and early-career researchers.*

## **Main areas of responsibility:**

- Review current practices at ICRAR and identify areas of improvement regarding:
  - ☆ Equality and inclusivity principles
  - ☆ Career support for women astronomers and minority groups
  - ☆ Family friendliness
  - ☆ Professional development of early career researchers (ECRs)
  - ☆ Career preparation of higher degree students (Master and PhD)
- Promote ICRAR's strive for an inclusive and equal work environment inside and outside the institute
- Report to the ICRAR Executive Director.



# DEI Committee Roles



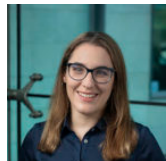
## Chair

Overall coordination and chair of meetings  
Report to ICRAR members  
Report to ICRAR exec



## ICRAR/EXEC Representative

Informs committee of Exec views  
Report to ICRAR Exec  
Handle high-level activities



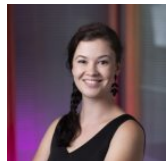
## Student & ECR development officer

Lead mentorship program for students and ECRs  
Organise two annual development sessions



## Student Representative

Inform the committee of HRD students issues



## Gender diversity officer

Organise activities to raise awareness for gender bias and support women  
Raise awareness and contract LGBTIA+ issues  
Ensure a bias-free work environment



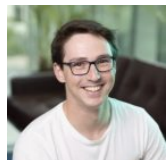
## Wards officer

Select and train wards  
Liaise to DEI committee and exec  
Keep wards record



## DEI ambassador

Keep informed with diversity and equity issues/activities ICRAR  
Liaise with other UWA diversity committees and activities (inc. SAGE)



## Awards & data officer

Collect/keep track of gender balance: panels, students, post-docs, staff



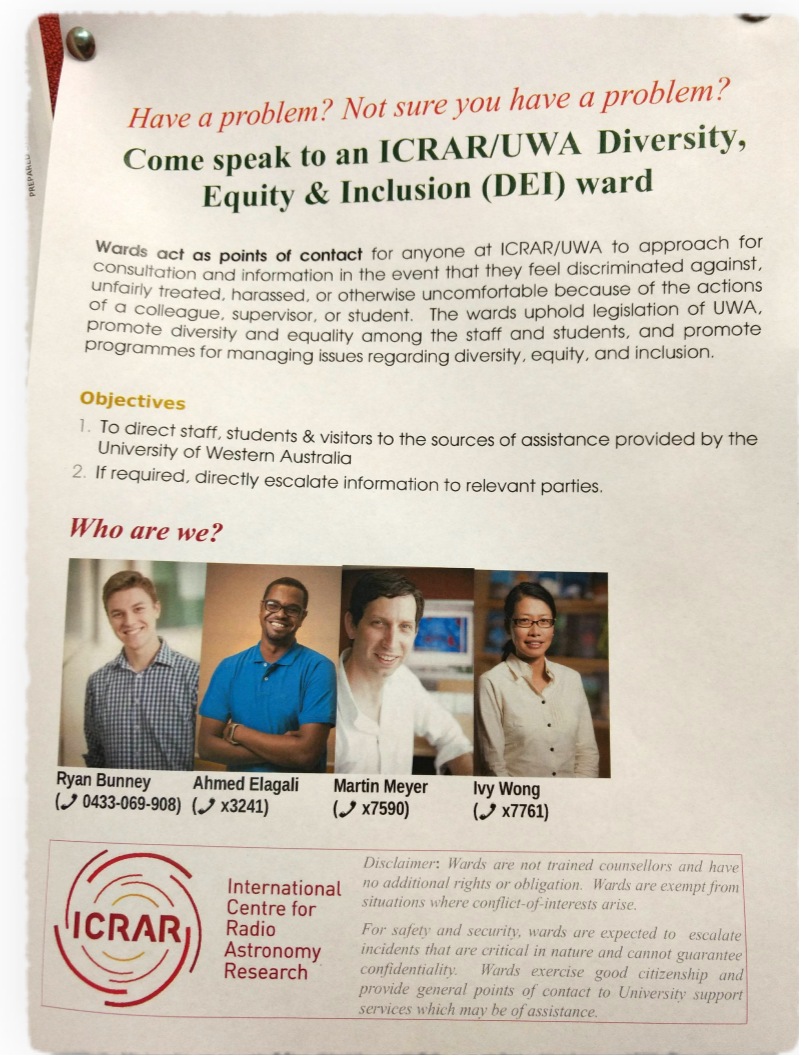
## Web officer

Regularly update ICRAR/DEI webpage and DEI documentation

## The ICRAR Wards

To ensure that all students, staff & visitors have available points of contact for raising grievances or concerns.

Four wards across various levels of seniority.  
They wards act as points of contact for anyone in ICRAR to approach for consultation and information in the event that they feel discriminated against, unfairly treated, harassed, or otherwise uncomfortable because of the actions of a colleague, supervisor, or student.





# Some examples of our initiatives focused on gender

## Visiting Fellowship For Senior Women In Astronomy

Create opportunities for women, to learn career development and work-life balance strategies from potential senior role models.



## Female-only ASTRO 3D Fellowships

Appointed two female researchers to on-going positions in 2018.

## Supporting Girls in STEM

Strong focus on outreach activities to introduce school girls to STEM subjects: e.g., SPIRIT telescope, girls in engineering, innovators tea party, school visits

## Tracking hiring gender statistics

Reviewing gender balance in applications/short-lists/selection panels

## Primary Carer Support Scheme

Financial support to staff/students with primary carer responsibilities (e.g., attending conferences, return after long leave)

## Child care

Providing child care support for ICRAR organised events

## Climate Survey

Annual anonymous survey to check staff/student's view on different aspects of ICRAR life/working environment (60-70 entries)

## Staff/Student Training

- Unconscious Bias
- Ally Training
- Dealing with difficult behaviour
- Career Development
- Job interviews
- ....

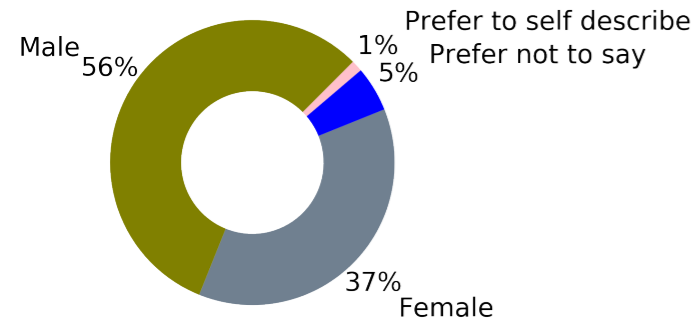
## Open communication and anonymous feedback

`DEI Corner' at senior staff meeting and Friday morning tea  
Locked pigeon-hole and on-line form for anonymous feedback

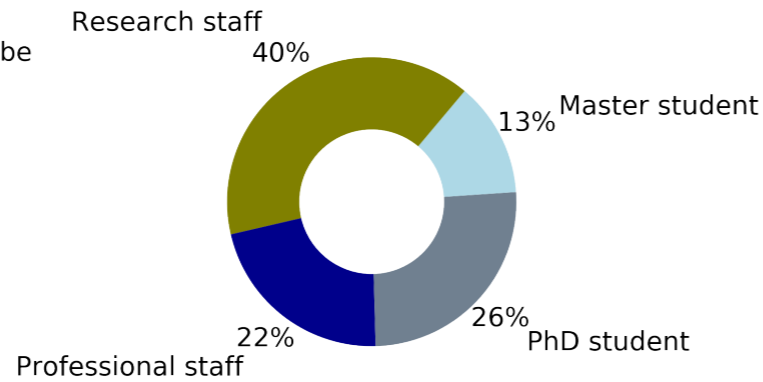


# Our Demographic - Climate Survey 2019

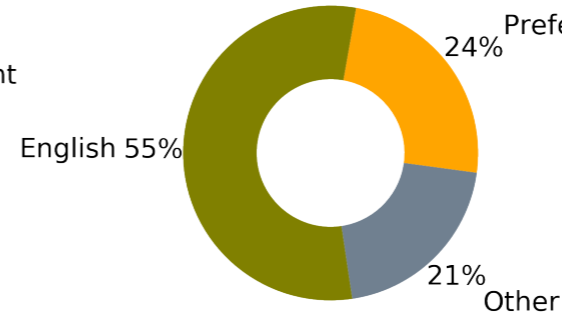
### Gender



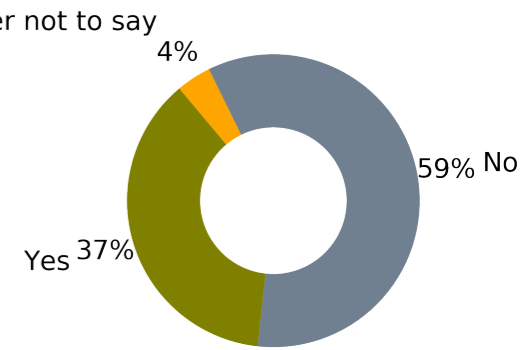
### Role at ICRAR/UWA



### First language



### Caring responsibilities?





# Future Plans

*Make ICRAR an even friendlier workplace for staff returning to work after giving birth*



*Become a Women in STEM Decadal Plan Champion*

**Become a champion**

To become a Women in STEM Decadal Plan Champion, provide a response outlining how you or your organisation's gender equity activities align with the six opportunities identified in the decadal plan, now and in the future. Champions revisit their response every 12 months and provide an update reflecting their progress.

We will share your response here, providing a platform to celebrate progress, identify gaps and build a community of interest.

A response guide is available to assist you in generating a response.

[START RESPONSE](#) [DOWNLOAD GUIDE](#)

*Keep the Pleiades Gold Award accreditation*



*For more info, please see [www.icrar.org/dei](http://www.icrar.org/dei)*