

ICRAR – The University of Western Australia – Pleiades Application 2020

Philosophy

★★★P1. Examined the conduct of the organisation in relation to equity and inclusion, and identified several specific areas in which there are opportunities to improve.

ICRAR-UWA's Development, Equity and Inclusion (DEI) committee continually examines the conduct of the organisation in relation to equity and inclusion. This is done using the feedback tools listed under P2. Based on this feedback, the committee identifies areas that need improvement and develops specific initiatives with support from the ICRAR executive. These initiatives are recorded and publicly available online (see [this link](#)). Specific examples of new initiatives carried out over the last two to four years, as well as areas of improvement for the future, are discussed in section O of this application.

★★★P2. Devised ways to measure the impact (or lack thereof) of planned initiatives within the organisation. Ideally the implemented initiatives will be specific, measurable, achievable, relevant and time bound and should be monitored over time.

The committee and the ICRAR management have implemented several tools for measuring the impact of initiatives at ICRAR-UWA, the most notable are:

- ICRAR-UWA wide annual anonymous climate survey (since 2016), where all members from masters students to senior staff, including professional staff, provide feedback on an extensive set of aspects related to the working environment. As discussed in O3, in 2019 this was significantly expanded from 12 to over 60 questions.
- DEI Wards, a dedicated team of trained members who act as contact points for staff, students and visitors, for consultation and information in the event of any issue that may arise within the workplace (see S4)
- Gender statistics of new employment, collected by ICRAR's admin staff and made public (see [this link](#)).
- Exit interviews conducted by our Chief Operating Officer (COO) with each leaving student, postdoc and staff.
- Physical pigeon hole and on-line form for anonymous feedback, checked weekly by a Ward member (see S4).

Strategy

★★★S1 and S1.a. Established and maintained a committed team over the past 2 years (4 years for Gold) with a quorum meeting regularly (at least four times a year) to identify, monitor and implement positive changes, and ensured that a majority of committee members have undertaken relevant diversity training.

In 2014, ICRAR-UWA established the DEI committee. DEI's objective is to strengthen the quality of ICRAR-UWA as a workplace, by taking measures to foster equity and inclusion across genders and cultures, as well as to help the professional development of students and early-career researchers. About 50% of the DEI activities are related to gender equity. The committee has 8-9 members of varying seniority and includes one member of the ICRAR executive. The committee's terms of reference and full list of roles are publicly available on our website <https://www.icrar.org/dei/>.

The core of the 2019 committee (7 out of 9 members) attended unconscious bias and Ally training in the first half of 2019. In 2020, new members had no access to these training options due to COVID-19 restrictions that have forced UWA to cancel all planned training. Given that nearly half of the committee will be renewed at the end of 2020, the next training is planned for early 2021. As discussed in S2, we have been proactive in securing on-line training to make sure that COVID-19-related interruptions do not impact on our ability to provide training to staff and students.

The DEI committee holds regular quorum (>60%) meetings since its establishment 6 years ago (Oct 2014). The frequency of these meetings was bi-monthly until 2018 but, due to the increasing number of activities organised by DEI (see O3 section), we moved to monthly meetings (currently the first Monday of every month). Meetings last 1.5 to 2 hours with a default agenda, where every committee member provides an update on their tasks, plus additional items for business, which are suggested by committee members or ICRAR staff focused on identifying/monitoring issues and/or implementing positive changes. Minutes for each meeting are recorded and available under request.

★★★S2. Demonstrated a credible commitment to implement a range of initiatives during the coming 2 years that will promote equity and inclusion and demonstrate best practice.

ICRAR-UWA is currently in the first half of its third funding phase, ICRAR-III, started in July 2019. The ICRAR-III plan makes a clear statement to aim for a "world-class high-performing organisation that is diverse, inclusive and equitable". Most importantly, ICRAR recently submitted an official response to the Women in STEM Decadal Plan of

the Australian Academy of Science (available [at this link](#)), in which we provide a public and credible commitment to implement a range of initiatives to promote equity and inclusion and demonstrate best practise in the coming 2 years. To our knowledge, with ASTRO 3D, we are the only astronomy institute in the country to have provided an official and public response. Some key highlights on our current commitments for the next two years include:

- Funding for our two new “Primary Carer” initiatives (Conference and Leave Support schemes) has been guaranteed at least until the end of ICRAR-III (mid 2024). See [this link](#) for more info about these schemes.
- From the 2020/2021 call, one of the ICRAR summer studentships will be reserved for Indigenous students to come and work at the UWA node.
- From 2021, ICRAR-UWA has committed to expand its work experience student program creating a branch directly focused on Indigenous students. See [here](#) for an overview on our Indigenous engagement initiatives.
- Our extremely successful ‘[Visiting Fellowship for Women in Astronomy](#)’ scheme has been extended at least until the end of ICRAR-III (mid 2024).
- The organisation has made a public commitment of “increasing the number of women across all staff categories, including visitors and seminar speakers” and of “increasing the percentage of press releases focused on work led by female researchers” (see [this link](#) for more details).
- Due to COVID, this year UWA was not able to provide the usual breadth of diversity training that DEI (and ICRAR staff in general) have benefitted from in the past. To solve this key issue, ICRAR-UWA has looked for training options outside UWA and has subscribed to the Cultural Competence Training Program (<https://www.cultural-competence.com.au/>) developed by SBS. The ICRAR management has requested for 2021 all ICRAR staff and students to undertake this training.

★★★ S3. *Ensured all staff are aware of the University’s or institution’s code of conduct as well as the process for reporting cases of misconduct.*

All newly joining ICRAR-UWA members are informed of the University’s code of conduct, the DEI committee at ICRAR-UWA, as well as the channels for confidential and anonymous consultation and reporting of discomfort and misconduct. This information is supplied in one-on-one meetings with the COO, Renu Sharma, for staff and students. In 2019, DEI also created a line manager check-list for staff and student supervisors to use during formal induction at the start of each appointment (<https://www.icrar.org/dei/documents/>). This also includes information about UWA code of conduct and ICRAR/DEI activities. A one-pager with information on DEI is also handed to all ICRAR visitors by our administrative staff. Lastly, information and contact details about the Wards are available on information boards on all levels of the ICRAR building.

★★★ S4. *Provided safe avenues for staff to report issues or make suggestions without risk of repercussions, typically outside of formal reporting options provided through organisational Human Resources channels. All staff should be aware of how to make any report, what happens to that report once it is made and whether it is possible to make a report anonymously.*

In 2014, the DEI committee put in place the so-called “DEI Wards”, a group of ICRAR-UWA members of varying seniority (currently one PhD student, one Professional staff and one Academic staff), acting as contact points for consultation and reporting of discrimination, unfair treatment, harassment or other forms of actual or suspected misconduct at work. The Wards are also a point of contact for staff and students to discuss other issues (not necessarily misconduct), which may affect mental health at the work place.

A report can be made confidentially by speaking to a Ward and/or anonymously by dropping a written note in our “pigeon hole” or using our online feedback form. The online feedback form was added in 2019 following requests for an even more anonymous way to submit feedback (as people could be seen using the pigeon hole), and we set-up a system so that the IP address used to submit the feedback is not recorded (to guarantee 100% anonymity). For each report, the Wards decide on the best course of action to resolve the issue, if needed, in consultation with the DEI committee, the ICRAR management and/or with the University. In doing so, the Wards uphold legislation of UWA and promote diversity and equity among the staff and students.

The head of the Wards provides feedback to the committee on a monthly basis. The head maintains a confidential and anonymised written record of all reports made. When necessary, and in particular in the case of an anonymous submission, the head of the Wards has the duty to inform the ICRAR-UWA plenum once the incident has been resolved at Friday morning tea and by sending an email to all ICRAR-UWA staff and students. We also use our annual climate survey (see Sec. O and Appendix) to monitor that all staff/students are fully aware of the avenues in place to report issues. In the last two years, >95% of the participants have confirmed that they are aware of these initiatives.

Outcomes

★★★ *O1. Announced a credible commitment from the head of the organisation to achieving equity and inclusion goals set out by the organisation.*

The ICRAR Executive Director, Peter Quinn, regularly emphasises his strong commitment to achieving high equity and inclusion standards in the organisation. This is explicitly stated at every Friday Morning Tea during the DEI-updates session, as well as during the plenary discussions of the climate survey, the annual ICRAR-wide “all hands” meeting and our annual retreats. In addition, the support and resources that the ICRAR-UWA executive provided in response to the AAS Women in STEM Decadal Plan (see [this link](#)) are a public testament to the commitment of the head of the organisation to achieving equity and inclusion.

★★ *O1.a. Demonstrated effective commitment from the head of the organisation to achieving equity and inclusion goals set out by the organisation over the past 2 years.*

Since at least the creation of DEI (2014), the ICRAR Executive Director, Peter Quinn, and the ICRAR executive have regularly demonstrated their commitment by supporting and funding various initiatives and directly contributing to the DEI committee via an executive representative in this committee. Some examples are provided below.

- The management keeps proactively working towards improving the gender balance of ICRAR staff. While this was clearly highlighted in 2018 by the creation of *two* permanent positions for women, also the number of female postdocs has steadily increased in the last 2 years (see Fig. 1). ICRAR’s Executive Director has also recently presented a paper to the ICRAR Board about having a better gender balance in ICRAR Executive. As a first step in this direction, senior female researchers have been invited to showcase their work to the Board.
- ICRAR’s “Visiting Fellowship for Women in Astronomy” attracts one influential female astronomer per year to visit ICRAR for 2-3 months (<https://www.icrar.org/about/visiting-fellowship/>).
- ICRAR-UWA’s executive has agreed to provide funding support for the two new schemes introduced by DEI to help staff and students with primary carer responsibilities (see S3 and [this link](#) for more details).
- The annual retreat “ICRAR-Con” fosters scientific collaborations and aims at promoting an inclusive work environment through common activities, diversity sessions and by providing excellent family support. DEI is specifically in charge of organising a session to discuss equity and inclusion issues during the event.
- The Executive Director always invites the DEI Chair and the Ward in-charge during the weekly node-wide Friday morning tea to share information on DEI activities and initiatives and any matters that need attention. Since 2020, the executive has also added a “DEI corner” in the agenda of the monthly senior staff meeting to discuss issues and/or initiatives related to equity and diversity.
- Following the COVID-19 pandemic, the ICRAR executive has established a funding scheme to support students and staff in need. So far 6 students have received financial support while in-between jobs.
- The Executive Director and ICRAR/UWA executive team have also provided invaluable support to DEI in resolving incidents involving misconduct of senior staff.

★ *O1.a.G Demonstrated widespread ‘buy-in’ throughout the organisation, including universal uptake of appropriate training and vocal public leadership by senior managers over the past 4 years.*

ICRAR is a WA State funded equal joint venture of Curtin University and UWA. The ICRAR Executive Director reports to the ICRAR Board on a quarterly basis on safety and wellbeing. UWA, as the home of ICRAR-UWA, demonstrates its commitment to the ideals of the ASA IDEA initiative, as reflected by the following:

- UWA was Awarded the Athena SWAN Bronze Award in February 2020. This provides a clear recognition of UWA’s efforts towards achieving gender equity across STEM subjects and the broader University environment. Luca Cortese (current chair of DEI) is a member of the committee in charge of implementing the plan presented in the Athena SWAN application. More info can be found [at this link](#).
- UWA takes wellbeing of staff and students seriously. Professional counselling is free of charge for students and the regular newsletter gives information about a range of initiatives on mental health. This continues to represent an incredible resource for the well-being of ICRAR staff and students.
- UWA has a nationally recognised program that actively supports staff and students who identify as LGBTIQ+.
- UWA is the only university to have consistently ranked in the top 10 for LGBTIQ+ inclusion since the inception of the definitive Australian Workplace Equality Index.
- UWA employs professionally trained diversity officers to provide equity and diversity training across all faculties and schools. In 2019, a new ‘unconscious bias’ training for all staff was introduced, which will be

made mandatory in 2021/22. DEI members and ICRAR staff and students have regularly attended both the unconscious bias and Ally training session organised by UWA in the last six years.

- UWA provides a reporting system for offence and harassment (see [this link](#))
- UWA has a Gender Equity committee to ensure that the institutional structure, as a whole, supports inclusion diversity and equity. At the same time, every UWA Faculty has its own Equity and Diversity committee. From January 2020, ICRAR-UWA has a representative in both committees to make sure we can share our experience and take advantage of what happens in other areas of the University. This has been one of the key actions taken in response to the feedback by the IDEA chapter received in 2019 (see also Sec. O and Table 1).
- The DEI chair has presented ICRAR-UWA's initiatives in the area of equity and diversity to the UWA Gender Equity committee, to the Gender Diversity committee of the Faculty of Engineering and Mathematical Sciences and to the chair of the Gender Equity committee of the Faculty of Science. This has allowed us to clearly promote the wider aims of the IDEA chapter to the wider University community.

More information about UWA's leadership and engagement in the area of equity and diversity are available [at this link](#).

★★★ O2. *Established the number of reported cases of misconduct, the number resolved and the average time to resolution over the past year. If the applying organisation is a new entity, plans for such reporting should be clearly outlined.*

The DEI Wards keep a confidential record of all complaints and reports made to them, including cases of misconduct, their dates, nature and resolution. Statistics are kept up-to-date and publicly available on the DEI website (<https://www.icrar.org/dei/dei-wards/>).

★★ O2.a. *Published, where institutional and legal constraints permit, the number of reported cases of misconduct, the number resolved and the average time to resolution over the past 2 years (4 years for Gold) in a public document. The location of the document should be specified in the application.*

As mentioned above, the number as well as the nature of reports and resolution time are published online (<https://www.icrar.org/dei/dei-wards/>). A more detailed, confidential document is kept by the DEI Wards. The number of reports remained low (~1/year) during the first three years. The reason for the rise in 2017 and 2018 can be attributed to a much more proactive approach of the DEI Wards. Since then, the number of reported cases has remained roughly constant. We also monitor the presence of un-reported cases of bullying and harassment as part of our climate survey. The results of the survey are not publicly available, but are presented to the whole ICRAR community at the end of the year. In the last few years we have seen a steady decrease of the number of cases that are unreported (see also Table 1).

★★ O2.b. *Demonstrated support for complainants in misconduct cases, including, where institutional and legal constraints permit, the freedom to publicly speak about such cases. Demonstrated unequivocal strong support of complainants when retaliation for a complaint has occurred.*

All our reported cases of actual and suspected misconduct have been dealt with confidentiality and as quickly as possible. If appropriate, and as far as legal constraints permit, the DEI chair or DEI Wards officer inform the plenum of ICRAR-UWA of resolved cases during Friday Morning Tea and via email. In 2019, we revised the reporting structure for Wards, as it emerged that the Wards did not have a direct way to investigate potential misconduct claims against DEI members. Two examples from the last two years, made public without naming the complainants/offenders, are:

- A student reported unwanted attention from somebody visiting ICRAR as part of a collaboration. As soon as this case was reported, the DEI chair contacted the ICRAR executive. After a swift investigation the visitor was invited to leave the premises and was excluded from further collaborations with/visits to ICRAR staff.
- DEI received anonymous complaints relative to the publication of data obtained from an internal ICRAR-UWA survey, without informing the participants that the data collected were going to be made publicly available. DEI liaised with UWA's Ethics office (in charge of the management of all data collected as part of University surveys). After careful investigation, it was found that this case did not breach University policies but, nevertheless, after DEI's actions, the publication was modified to avoid publishing the results of the survey.

We have not had any notable cases of retaliation but would, of course, strongly support the complainants.

★★★ O3. *Publicised the commitment to work towards best practice by circulating specific plans to all staff and students within the organisation including sharing this application with all staff and students for their comment at least 2 weeks prior to submission.*

The DEI terms of reference, stating our commitment to best practice, and our list of initiatives with KPIs are available online (<https://www.icrar.org/dei/documents/>). They are also reminded to the ICRAR-UWA plenum during our annual

meeting following the analysis of the annual climate survey (see O3.e). This application was shared inside ICRAR-UWA on Nov 16, more than 2 weeks prior to submission and was contributed to by several students and staff.

★★ *O3.a. Monitored the conduct of the organisation in relation to equity and inclusion over a sustained period of at least 2 years (4 years for Gold).*

The conduct of the organisation has been monitored by the channels listed under P2 for the last 6 years. Also, since 2018, statistics about gender balance of applicants/shortlisted candidates and selection panel for ICRAR-UWA positions are available on our intranet and are communicated to the whole of ICRAR during Friday Morning Tea. A publicly available summary can be found at [this link](#).

★★ *O3.b. Demonstrated regular communication of goals and progress reports to all staff and students [...].*

DEI goals and progress reports are regularly communicated to all staff and students of ICRAR-UWA. The following list is not exhaustive but constitutes the minimum information that all members receive:

- At the annual “All hands” meeting the Executive Director, Peter Quinn, reports the state-of-affairs and vision for ICRAR to the plenum. He always includes a high-level statement on best practice, inclusion and diversity.
- DEI provides weekly updates during our Friday Morning Tea. Moreover, during the annual DEI presentation following our climate survey (see O3.e), the DEI chair communicates progress and future goals in DEI matters.
- All new ICRAR members have a welcome talk, where they are informed about the code of conduct and the DEI goals. DEI provides regular weekly updates on initiatives during our Friday morning tea. Also, since 2019, line managers are requested to introduce new staff to DEI initiatives during their induction meeting (see also S3).

★ *O3.b.G Demonstrated a regular public commitment to sharing best practice and achievements inside as well as outside the organisation, thereby encouraging others to implement positive change.*

- ICRAR-UWA’s COO Renu Sharma has vocally promoted ICRAR’s vision to achieve a diverse and inclusive work environment since 2009. She regularly shares recommendations for best practice internally and promotes diversity outside ICRAR. She was on the VC’s equity & diversity advisory committee until 2014 and she is member of the “culturally and linguistically diverse” (CALD) working group at UWA.
- DEI chair Luca Cortese is currently a member of the UWA Equity and Diversity committee and was, until 10/2020, a member of the EMS Equity and Diversity committee. In the last 12 months, he also delivered 2 presentations to different UWA committees highlighting ICRAR-UWA’s work in equity and diversity.
- Upon receiving the Pleiades Bronze (2015), Silver (2017) and Gold (2018) awards, ICRAR-UWA has used these awards to promote its commitment to best practice, both outside and inside UWA, e.g. the Gold Pleiades was listed among UWA’s Research highlights of the year in 2019 ([see this link](#)).

ICRAR also maintains a strong outreach team actively reaching out to underrepresented groups and helping encourage and equip them for careers in science and engineering. Examples of notable events in the last 4 years include:

- Hosted engineering workshops for Indigenous secondary school students (more than 100 students).
- Partnered with Aspire UWA to conduct regional tours to low SES schools and high Indigenous population areas (more than 200 students in 2020 alone).
- Presented 10 online lectures during COVID-19 lockdown in 2020, featuring 6 female presenters.
- SPIRIT telescope intensive programs (15-week long programs, majority female from local girl schools) and introducing online professional development for teachers across Western Australia.
- Increased percentage of women quoted in ICRAR’s media releases, with a commitment to increase the proportion even further (see [this link](#)).
- School visits across metro and regional WA, visiting 1700 students approx. 50% female.
- Supporting our staff/students to engage with diverse audiences, such as the ‘GALaxies’, a group of students who have developed an engaging experience for Indigenous students sharing their paths into astronomy.

We chose to combine the answers to O3.c (only past, not future), O3.d and O3.d.G in a table (see Appendix). These criteria are (paraphrased): Over the past 2 years, have you implemented a range of initiatives (★★O3.c, past), measured their impact (★★O3.d) and demonstrated their tangible positive result (★O3.d.G). Here we also include initiative addressed as part of our annual climate survey (★ O3.e.G). Initiatives include best practices and initiatives with high potential in promoting equity and inclusion.

Table 1 in the Appendix lists examples of initiatives that have been developed in the last 2 years. These are on top of initiatives already in place 2 years ago and can be inspected in our public document (available [here](#)) as well as in our 2018 Pleiades application (available [here](#)).

★★ *O3.c (future). Identified several specific areas in which there are still opportunities to improve, and made plans to address those over the coming 2 years.*

Below we provide areas of improvement already identified. We note that, as we continually assess needs and opportunities, experience suggests that this list is not exhaustive of the initiatives that the committee will take in the next 2 years.

- Due to the COVID-19 pandemic, 2020 has seen a dramatic decrease in the level of training available to the ICRAR community. In addition to implementing the SBS Cultural Competence Training Program (see S2), our first priority for 2021 will be to make sure all staff and students undertake mandatory mental health training.
- To further increase awareness across equity and diversity, DEI is considering starting an 'equity and diversity' seminar series to make sure key topics can be openly discussed in the working environment.
- We are working on creating a "diversity and equity statement" to incorporate into any outward-facing ICRAR-UWA events, as a public demonstration of our commitment to diversity. This is intended not only as a demonstration, but also as a reminder to the ICRAR-UWA community to continually assess the gender balance of groups that represent the community. This is an issue that has come up in the past, especially when joint events with partners are hosted. This ensures that we share our commitment to diversity with other organisations, both internal and external to UWA.
- Thanks to the expansion of the ICRAR's Master program, we are seeing a larger number of Masters students working/studying at ICRAR. As such, we have identified that the representation of Masters students should be increased. This has been initiated via a call for a Masters student to join the DEI committee in 2021.

★ *O3.c.G Demonstrated sustained best practice across a broad range of measures for at least the past 4 years, and implemented novel and/or high-profile initiatives that have a broad reach and have significantly progressed equity and inclusion in the organisation over the past 4 years.*

Over the last 6 years, we have run a series of initiatives that have measurably improved equity and diversity. Key examples of high-profile initiatives that led to tangible progress are:

- Over the last 6 years, ICRAR-UWA has proactively supported couples and families, by facilitating the joint hiring of partners. In this period, ICRAR-UWA employed *six* couples in engineering and science including four ECR post-doc couples, a few with children.
- Visiting fellowship programme for women: Andrea Font (2015), Vernesa Smolcic (2016), Francesca Primas (2017) Anna Frebel (2018), Lilia Ferrario (2019) each spent 2-3 months at ICRAR. They all led closed discussions with our students and ECRs on career challenges for minority groups and gave high-impact public talks on career related topics as well as on their own impactful scientific research. The visit of the 2020 Fellows (Prajval Shashtri and Maria Labate) has been delayed due to COVID-19-related travel restrictions.
- ICRAR-UWA has actively worked throughout the years toward increasing the number of female staff and students at all level. This is highlighted in Fig. 1, where we can see a steady increase in the number of female staff and students in the last 6 years.
- We maintain various measures for family and part-time support, such as free child care support at our annual retreat "ICRAR-con" and part-time friendly schedules of group meetings and seminars.

★★ *O3.e. Performed an (anonymous) climate survey to identify equity and inclusion issues within the organisation and developed an action plan to address those issues. Consulted with, and actively sought feedback from, staff and students regarding those results and action plan.*

ICRAR-UWA conducted an anonymous climate survey in 2016 (39 responses), 2017 (78 responses), 2018 (72 responses), 2019 (65 responses) and 2020 (67 responses) [survey questions available upon request]. Results are first discussed by the DEI committee, who decides on a number of new actions in consultation with the ICRAR exec. The survey results and new actions are then discussed with all ICRAR-UWA members both to inform and seek feedback. Two sessions are organised to make sure that all staff can attend. During these information sessions, most ICRAR executive members are present. The Executive Director, Peter Quinn, specifically answers questions/concerns raised in the survey. The 2020 survey closed on 6 October 2020. The results have been presented to ICRAR-UWA staff and students in two session on November 13 and 18, 2020.

Table 1: Examples of initiatives (O3.c/O3.d/O3.d.G/O3.e) developed in the last 2 years. Colours indicate whether these have been in response to the Climate Survey (yellow), initiative of DEI/ICRAR staff and students (green) or in response to feedback from previous Pleiades award (pink). Due to lack of space, here we only present our top new initiatives. Additional initiatives, as well as detailed information about those listed below, can be found on the DEI website.

Issue	Implemented initiative (O3.c)	Impact measures, KPIs (O3.d) and Tangible results (O3.d.G)
Up to 2018, none of the staff and students who felt harassed or bullied in the workplace sought help/support from the organisation.	ICRAR-UWA executive increased the visibility of initiatives against bullying/harassment, publicly labelling this as unacceptable behaviour, and asking DEI to provide weekly updates every Friday.	Our climate survey has highlighted a net drop in the number of potential bullying/harassment cases that go unreported: from 100% in 2018, to 50% in 2019, to 20% in 2020.
Perceived lack of transparency and fairness in hiring process.	Statistics for every job advertised available to ICRAR personnel via the intranet. Summary publicly available at this link. Public announcement providing gender statistics also made at Friday Morning Tea once selection has been completed.	Fraction of staff complaining about transparency in hiring process decreased from 9% in 2018 to 4% in 2020.
Up to 2018, our Climate Survey was limited in breath, including only 12 questions. DEI felt that this was not providing a fair census of the life at ICRAR-UWA.	In 2019, DEI expanded the Climate survey to 69 questions including students-only and staff-only sections. In 2020, we added 4 new questions focused on the impact of COVID-19. We also set a target of 60% completion rate to deem the survey useful.	The survey has helped highlight a series of issues related to health and safety, mental health, etc. that, while going beyond the equity and diversity, have helped improve our overall working environment.
No official support available to staff and students with primary carer responsibilities and/or returning from paternity/maternity leave.	-Launch of “Primary Carer Conference Support” and “Long leave Support” funding schemes (see here for more details). -Creation of nursing room within the ICRAR building (see here for more details).	-Conference support scheme already used by 2 staff members to attend domestic conferences. -Breastfeeding room has not yet been used, but staff coming back from maternity leave will use it in Q1 2021.
Increase awareness and support for indigenous staff and students (see this link).	-Creation of one of the ICRAR-UWA summer studentship to students with indigenous background. -Release of a public statement in support of the BLM movement (see link .)	Too early for results on summer studentships. Increased awareness facilitated approval to expand work experience program to directly target Indigenous students from 2021.
Low number of female applicants shortlisted for the ICRAR summer studentship program.	Complete re-structure of selection criteria, selection panel and selection procedure to prevent conscious and unconscious bias.	For the first time, 50/50 gender balance in shortlist with no need to “re-adjust” gender ratio a posteriori.
Need to make internal meetings more inclusive and be able to gather feedback on the event afterwards.	Creation of ICRAR meeting guidelines and feedback form (see this link).	-ICRAR events are funded only if they demonstrate to follow the guidelines in the document. -The initial draft of our conference form has been used as inspiration for similar form developed by the ASTRO 3D CoE (see this link).
In our last Pleiades application, we acknowledged the limited number of initiatives in support of the LGBTIQ+ community. This was also highlighted by the feedback received from the IDEA chapter.	-Established the role of LGBTQIA+ advisor to provide feedback on LGBTQIA+ issues. -Ally training available to DEI and to whole staff.	-We have seen an increase in the participation of staff and students to initiatives in support of the LGBTQIA+ community. -Particularly, notable is purple Friday. Until 2019, this was not

	<p>-Increased the visibility of initiatives to support LGBTQIA+ community.</p> <p>-Converted disabled toilets to gender-neutral toilet.</p> <p>-Pronoun stickers (mandatory) for conference badges and (suggested) for desk signs to provide an inclusive and welcoming environment (see here for examples).</p>	<p>even acknowledged, now most of the staff (from the Executive Director to the master students wear purple during the day). See this link.</p>
<p>Limited engagement from DEI in promoting equity and diversity initiatives outside ICRAR-UWA.</p>	<p>-DEI chair presented the ICRAR-UWA initiatives to the UWA Gender Committee and EMS Diversity committee (see this link).</p> <p>-DEI shared information on Wards scheme with the Pawsey supercomputing centre.</p> <p>-ICRAR submitted a public response to the AAS Decadal Plan for Women in STEM (see this link).</p>	<p>-DEI now has representatives in both the UWA Gender Diversity and EMS diversity committee. As such, we are actively contributing to the implementation of UWA's Athena Swan action plan.</p> <p>-The Pawsey supercomputing centre is planning to establish a Wards initiative and climate survey inspired by our own initiatives.</p> <p>-STEM Decadal Plan submission approved and publicly available.</p>
<p>Limited interaction and coordination with the ICRAR/Curtin node in terms of equity and diversity initiatives.</p>	<p>DEI actively worked to implement new initiatives across nodes. This was facilitated by the creation – in 2018– of the role of “DEI Ambassador” to build closer ties with ICRAR/Curtin DevCom.</p>	<p>The two committees worked on a number of joint projects:</p> <p>-Response to the AAS Decadal Plan for Women in STEM (link)</p> <p>-Joint public statement on BLM movement (link).</p> <p>-Joint investment on studentships for Indigenous students.</p>

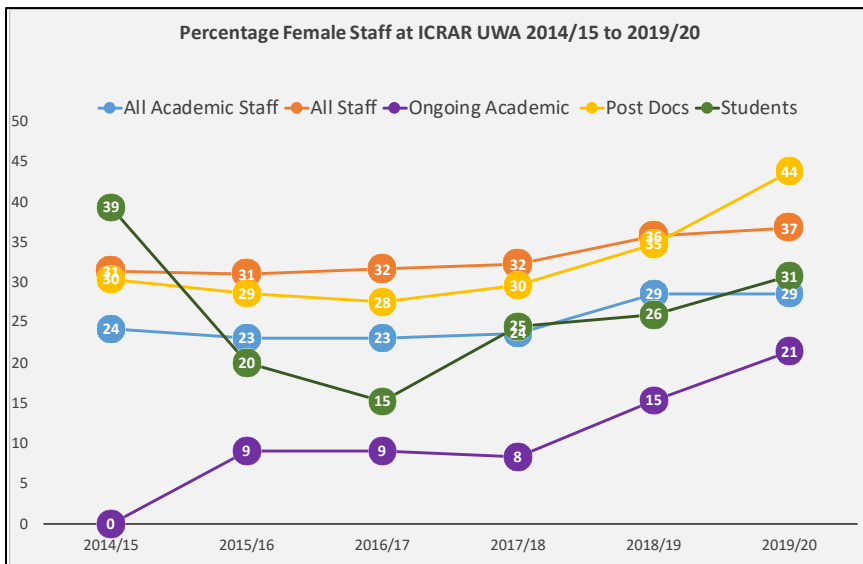


Fig. 1 (Left). Gender statistics of employees & students over the last six years. “All staff” include academics, IT, administration and outreach. The employment numbers for 2019/20 are as confirmed on 15/10/2020 and may be subject to small changes. For reference, the fraction of female members of the ASA is 25%.

Fig. 2 (Below). Map showing the location of our nursing room with pictures showing both access and parts of interiors. For more info, please see [this link](#).

