



# Australian Government

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# ANSTO

Science. Ingenuity. Sustainability.



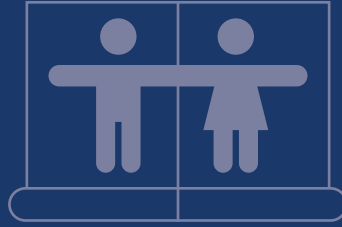
[View our Diversity and Inclusion video online.](#)

# Our differences make the difference

ANSTO is committed to always favour diversity of gender, age, race and religion to move us towards a more inclusive and progressive world.

We are inspired by diversity of thought – where the rich differences of our people's ideas and perspectives are a source of our ongoing success – imparting knowledge, diverse skills and ingenious thinking.





ANSTO aims to achieve  
gender equity by

2030

2020

2021

2022

2023

2024

2025

2026

2027

2028

2029

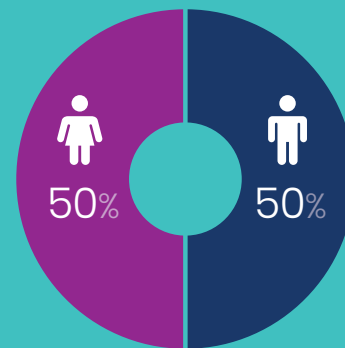
2030

## LEADERSHIP AND COHESION

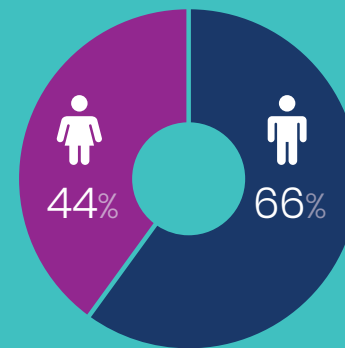
# We're focused on inclusive leadership

At the highest level ANSTO's leadership is driving change, empowering our people at all levels within the organisation, to create a culture of inclusiveness.

### Creating balanced leadership

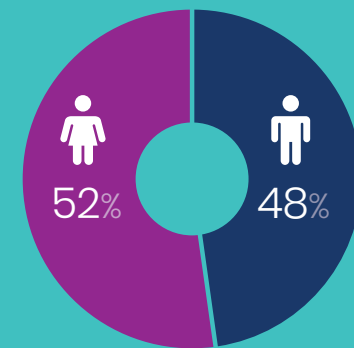


CURRENT  
ANSTO Board



CURRENT  
Group Executive

12% Female in 2015



CURRENT  
Senior Managers

32% Female in 2015

**Diverse teams are better in the measures of performance closely related to our strategic success**

and therefore all leadership teams and influential committees are supported to meet the

**40%** female, **40%** male, **20%** varying representation KPI.

Opportunity 1

## LEADERSHIP AND COHESION

# Leading from the top

Our CEO, Adi Paterson, is a male champion of change.

**Male Champions of Change** use their individual and collective leadership to elevate gender equality as an issue of national and international social and economic importance.

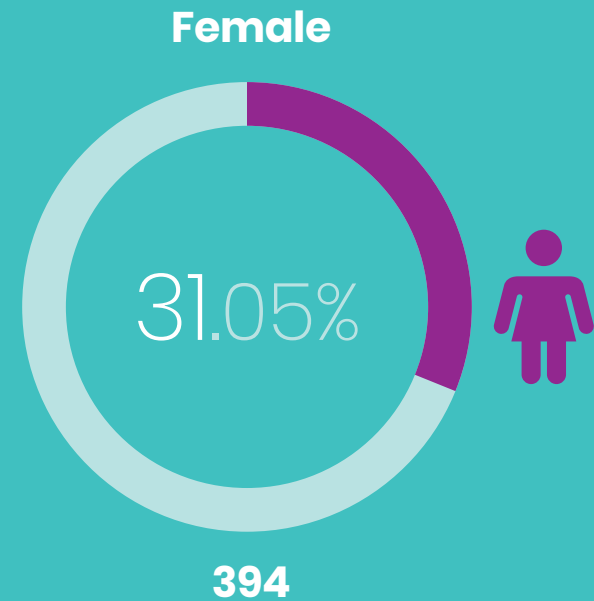
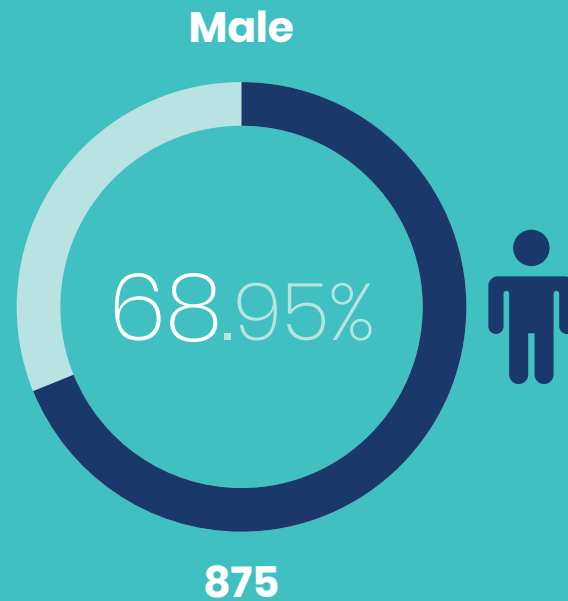


MALE CHAMPIONS  
OF CHANGE 

# Accountability through data

**ANSTO's D&I dashboard** is available to all staff on the intranet so we can see how we are progressing towards our goals each day.

This data is also available on **ANSTO's external website**.



# SAGE Athena Swan – Bronze Award



An **Athena SWAN Bronze** Institution Award recognises an institution's commitment to advancing the careers of women, trans and gender diverse individuals in STEM disciplines in Higher Education and Research. Achieving a Bronze Institution Award requires an institution to demonstrate a solid foundation for improving gender equity in STEM.

**WORKPLACE  
CULTURE**

We are improving  
how we work together

Be *yourself*. We like it that way.



New approach to recruitment – Clear targets



Flexible work arrangements for all



Parental career phase and other initiatives



A new career management system that looks at all  
opportunities for growth and development



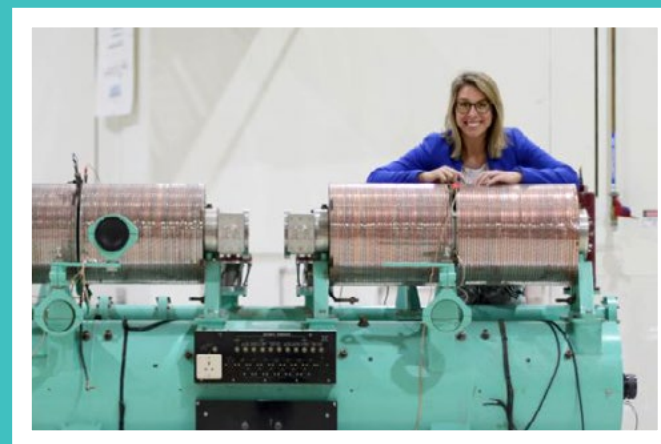


# ANSTO's Superstars of STEM 2019



**Dr Joanne Lackenby**

Nuclear safety specialist



**Dr Katie Sizeland**

Instrument scientist

**Superstars of STEM** aims to smash society's gender assumptions about scientists and increase the public visibility of women in STEM. Science & Technology Australia started Superstars of STEM to create a critical mass of celebrity Australian female scientists and technologists - role models for young women and girls - and to work towards equal representation in the media of women and men working in all fields in STEM.



Opportunity 5

## EDUCATION

# We have our eye on next gen STEM



ANSTO's popular education programs cater for girls and encourages their interest in STEM. Innovative and immersive experiences, including the **Girls in the Lab** and **ANSTO Big Ideas Forum**, invites school students into the lab to experience what it's like to workshop ideas and apply scientific thinking to solve problems and support a sustainable planet.