



Australian Government
Bureau of Meteorology



DIVERSITY, INCLUSION & STEM

Women in STEM Decadal Plan Champion

Introduction

The Bureau of Meteorology strives to be the model of an inclusive culture where diversity of thought and background is valued. This provides better outcomes for our people, customers and the Australian community.

We believe diversity of thought and background, together with an inclusive workplace environment, is critical. This supports every person and team to excel and enables innovation to continuously improve our products and delivery of our services.

We know that diversity by itself is not enough. To be successful we must create an inclusive environment where our people feel they belong, are valued for their uniqueness, are respected, and share a sense of what is fair. An inclusive work environment is one where different voices are respected and heard, diverse viewpoints, perspectives and approaches are valued, and everyone is encouraged to make a unique and meaningful contribution.

As a science, technology, engineering and mathematics (STEM) based organisation, it is a business imperative that we have access to a diverse pipeline of STEM graduates. We are committed to achieving gender equality particularly focused on our leadership team and for Women in STEM.

The Women in STEM Decadal Plan provides a unique opportunity to help address systemic barriers faced by Women in STEM and we look forward to continuing our championship of the plan and contributing to the aspirations of the plan.

Leadership

The Bureau's Strategy commits to a whole-of-enterprise inclusion program and plan that enables gender equity and diversity at all levels in the organisation. As a STEM based organisation, we are committed to enhancing the pipeline of STEM and note a key component of this is building the pipeline of Women in STEM.

In 2017, the Bureau launched our **Gender Equality Action Plan (2017-2022)**. In developing this plan, we conducted a comprehensive diversity diagnostic and consultation with staff across all levels, which identified several challenges and opportunities. These challenges are addressed by the plan, which contains 33 targeted actions specifically aimed at optimising our efforts in achieving gender equality. To ensure success we are focused on an inclusive culture; gender diversity; flexibility; leadership; parental support and measuring our progress.

The Bureau's Gender Champion is a member of the Bureau Executive whose role is to guide, influence and progress gender equality at the Bureau. The gender champion chairs the Bureau's Gender Equality Reference Group and is accountable for the Bureau's Gender Equality Action Plan. We have also appointed a senior leader to be our Flexible Working Champion.

To strengthen our activities, we have formed partnerships with Diversity Partners, the Diversity Council of Australia, CSIRO, and have close relationships with Science and Technology Australia and the Australian Academy of Science. To maximise our efforts we also work with organisations both at a local and national level on STEM outreach activities to promote STEM education and STEM careers.



Bureau's Gender Equality Champion Nichole Brinsmead.

Evaluation

The Gender Equality Action Plan is reviewed on a biannual basis with a traffic light report that is tabled at our Gender Equality Reference Group and then published internally.

It includes several ways in which we measure progress including:

1. **Inclusive Culture:** developing and promoting an equitable, respectful and inclusive work place culture.
 - Leader participation in diversity and inclusion training
 - Monitoring changes in the organizational culture through the annual APS employee census including: level of acceptance/ inclusivity of diversity; extent of diversity as a barrier to career development.
2. **Gender diversity:** increasing the representation of women in leadership and STEM roles.
 - gender composition in the total workforce
 - gender composition of the Executive
 - gender composition of the Senior Leadership Team
 - Representation of women in STEM job roles.
3. **Flexibility:** increase the access and opportunity to use flexible work arrangements at all levels.
 - monitor HR data on the number of employees using flexible working arrangements
 - monitor employee satisfaction with accessing flexible working by gender.

These metrics are collated and analysed into A Diversity Measurement Report which is updated biannually and published internally. It includes data from our HR system, Australian Public Service (APS) Census Data and Entry and Exit survey data. Current data shows good progress on the Inclusive Culture and Flexibility, but more work is required in building our gender diversity.

Workplace Culture

An important part of the work we are doing in the Bureau is to build and promote an equitable, respectful and inclusive workplace culture. This is done in several ways including through education and training focused on building inclusive leadership capability and challenging unconscious bias; embedding gender equality, diversity and inclusion in employment practices and business processes; and enabling flexible work arrangements.

The Bureau provides face-to-face inclusive leadership and unconscious bias training – these half day training sessions are provided to our leadership team with approximately 80 per cent trained within the last two years. In addition, we will trial a webinar version of this training for staff in remote locations. Our recent purchase of the SBS Cultural Competence Program includes online learning modules on the business case for diversity and inclusion. More generally the Bureau has launched the Just-In-Time learning library with access to online training including on diversity and inclusion.

We host several events celebrating our diversity and inclusion including International Women's Day which featured Asha Rao a 2019 Superstar of STEM.



Guest speaker, Professor Asha Rao, Associate Dean of Mathematical Sciences at RMIT and a Science and Technology Australia Superstar of STEM.

The Bureau Way Mentoring Program is designed to build a workforce for the future with skill in leadership, collaboration and personal resilience. Learning modules for staff interested in both being a mentee or a mentor are provided to help gain understanding of mentoring and how it supports achievement of individual and organisational goals.

Recent changes in the way we advertise new roles in the Bureau include a default option whereby 'Both full-time or part-time will be considered', our commitment to diversity and inclusion and a statement promoting the Bureau as a flexible working environment with a range of flexible working options on offer. We also promote our access to workplace adjustments to support our staff throughout their career.

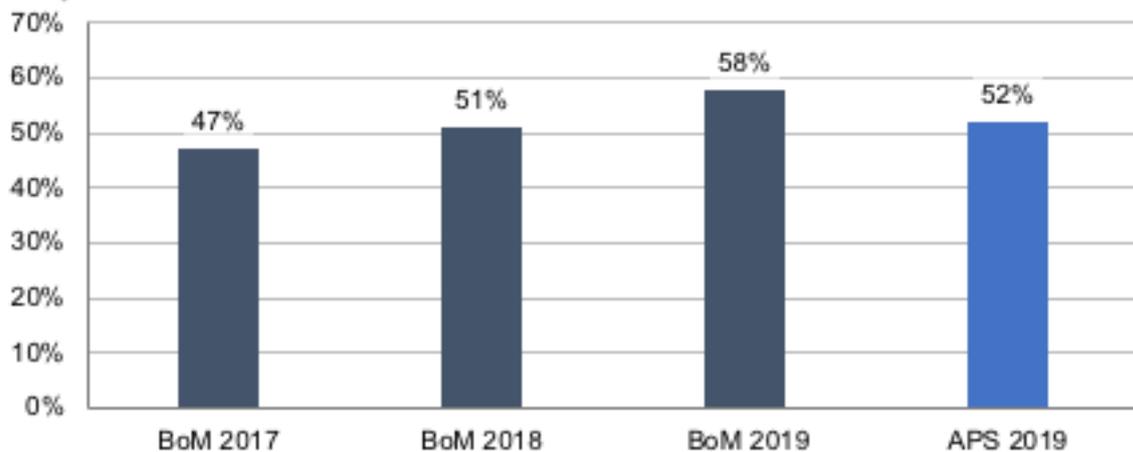
The Bureau has done a major uplift in the promotion of flexible working within the organisation. Since the launch of the Gender Equality Action plan we have significantly uplifted our IT end user offering enabling most of our staff to access the technology required to work from any location at any time. We have published a Flexible Working and Working from Home Procedure based on our Enterprise Agreement.

In 2017-2018 the Bureau partnered with the Behavioral Economics Team of the Australian Government (Department of Prime Minister and Cabinet) in the Flexible Working Pilot. The study used both qualitative and quantitative data to investigate and analyse two interventions aimed at encouraging conversations on flexible working. Resulting from this work the Bureau has built a Flexible Working Toolkit promoting our 'reason neutral framework' that includes promoting diverse staff representing all levels of the organisation as Flexible Working Role Models. The graph below from the APS Census shows the increase in uptake of flexible working since 2017.

A consultation with staff was undertaken to develop a Domestic Violence Procedure and a Parental Leave Toolkit

Are you currently using flexible working arrangements?

Response: Yes.



Source: APS Census

Visibility

The Bureau engages in a wide range of activities promoting our Women in STEM and aimed at inspiring the next generation of Women in STEM. Some include the following:

- Our Severe Weather Updates, Climate and Water Outlooks and #AskBoM video series features a number of our female scientists on the Bureau's YouTube channel
- Women in Science Video
- Women in Technology and Engineering Video
- Participation in the first 2017/18 Superstars in STEM program by Dr Sue Barrell whose profile is [here](#)
- I am a Geographer STEM video series – Adele Crozier volcanologist
- Female scientists participate in the Girls in Physics Breakfast series
- Female scientists involved in the Mathematical Association Victoria Girls in STEAM annual event – for girls in the Melbourne region

In terms of Bureau events we promote gender equality through Guidelines for Gender Equality in Meetings.

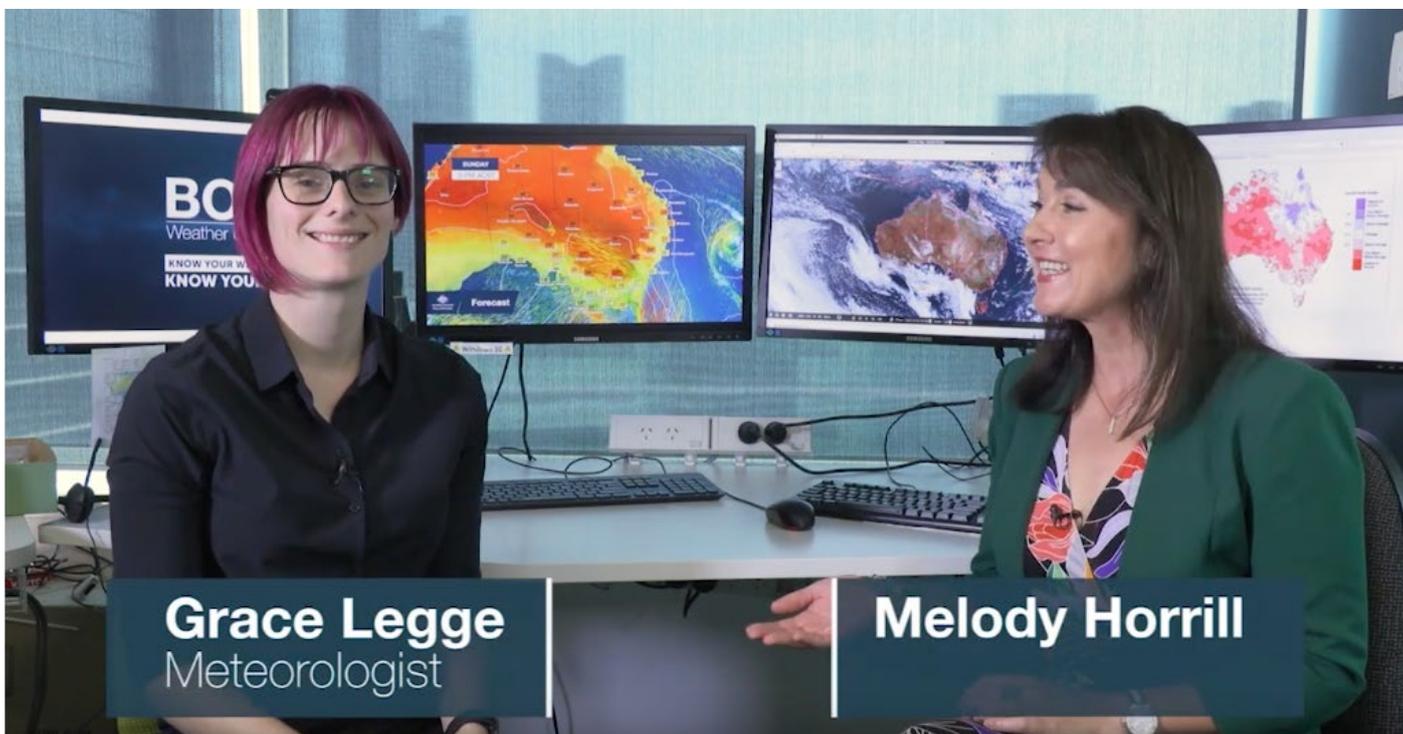
Our Social Media team is active in promoting Women in STEM and diversity and inclusion. The Bureau of Meteorology has a strong social media presence in Australia, and we leverage this to improve the visibility of women and girls in STEM.

Two examples of our social media posts include:

- Women in STEM role models
- Promoting gender diversity



Mother and daughter duo, Elma Kazazic and Adna Kajim.



Grace Legge
Meteorologist

Melody Horrill

Education

To enhance the Pipeline of STEM our Bureau STEM Ambassadors Program is inspiring the next generation of STEM. The network currently has 120 staff registered. Our STEM Ambassadors are available for outreach and engagement as follows:

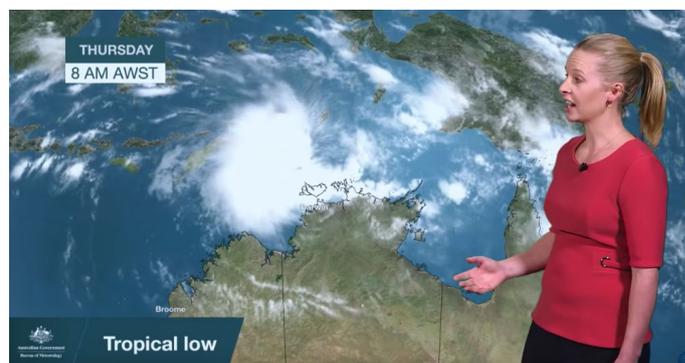
Engagement with Schools including:

- CSIRO STEM Professionals in Schools – we have over 50 staff as registered in this program
- CSIRO STEM in Schools event in 2018 National Science Week and in 2019 on the 30 October.
- CSIRO in the Pilot Virtual Work Experience Program

The Bureau engages with the university sector including:

- Membership of the Australian Association of Graduate Employees (AAGE)
 - Participation in the Grad 100 – promotion of the top Graduate Employees in Australia

- AMSI Summer School – careers event held at University of NSW hosting the top Mathematics students from across Australia
- Hosting of undergraduate and postgraduate students for internships and work integrated learning experiences
- Career days at universities across the country.



Meteorologist, Andrea Peace in severe weather update video



Women in Science within the Bureau.

Industry Engagement

The Bureau has close associations with a wide range of stakeholders and customers. In all our customer interactions we promote diversity and inclusion and strive to ensure that our participation in conferences, workshops and meetings are conscious of ensuring gender equality.

We have close associations in the national sphere to promote gender equality, including with Science and Technology Australia particularly regarding the Superstars of STEM and Science Meets Parliament programs, the Australian Academy of Science in the Science at the Shine Dome, and the Australian Meteorological and Oceanographic Association.

In the international sphere we support and promote gender equality within the World Meteorological Organisation, the Intergovernmental Oceanographic Commission, with other National meteorological authorities, including the UK Met Office and NOAA.

We were an active participant in the development of the Women in STEM Decadal Plan and look forward to continuing our support in the implementation of this plan.

For more information please contact:
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