



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.

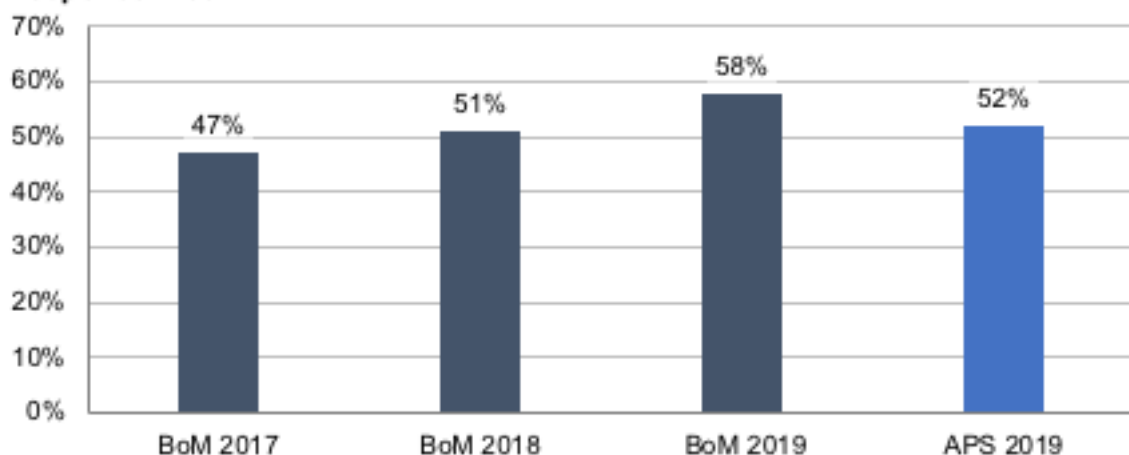
The Bureau has done a major uplift in the promotion of flexible working within the organisation. Since the launch of the Gender Equality Action plan we have significantly uplifted our IT end user offering enabling most of our staff to access the technology required to work from any location at any time. 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:

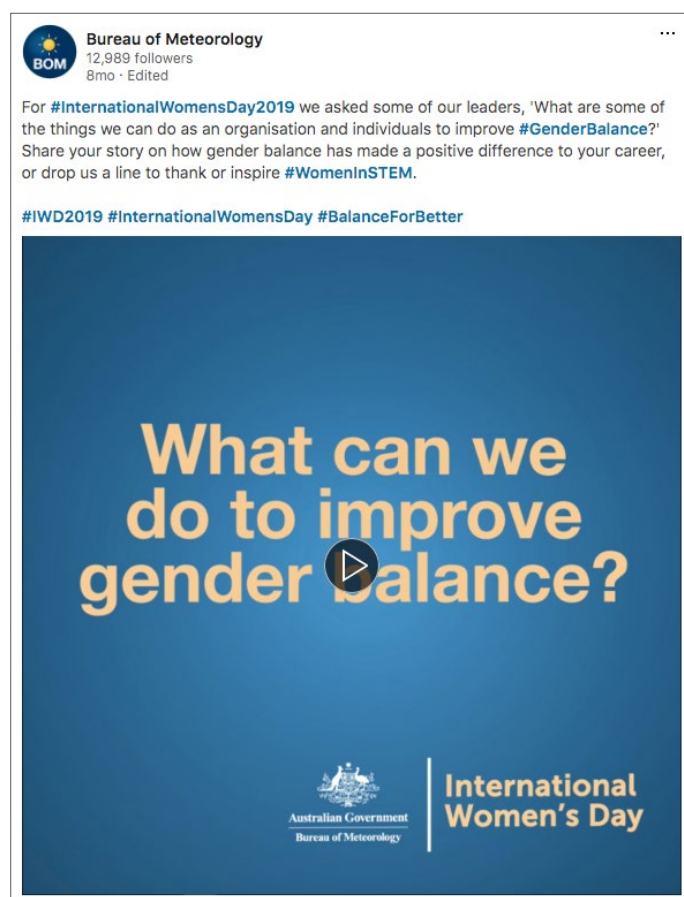
- Our Severe Weather Updates, Climate and Water Outlooks and #AskBoM video series features a number of our female scientists on the Bureau's YouTube channel
- Women in Science Video
- Women in Technology and Engineering Video
- Participation in the first 2017/18 Superstars in STEM program by Dr Sue Barrell 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.

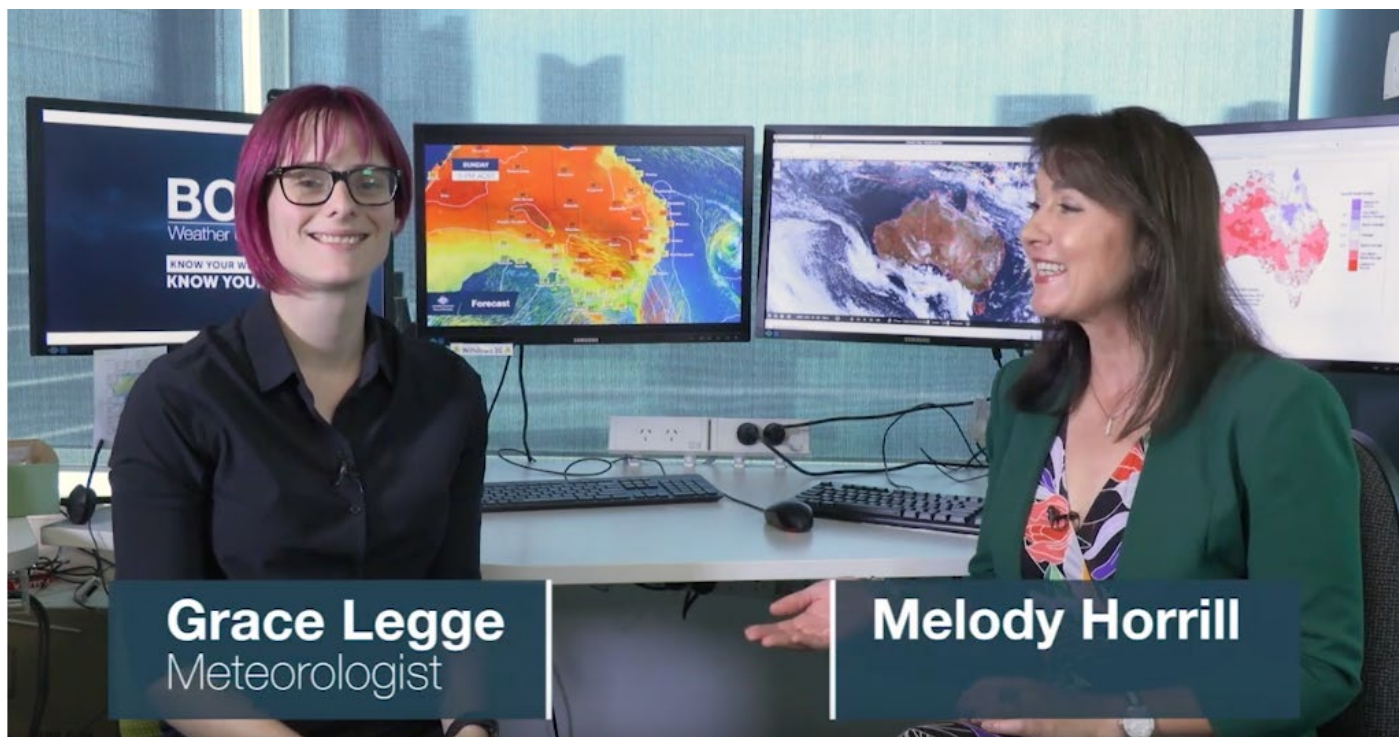
Our Social Media team is active in promoting Women in STEM and diversity and inclusion. The Bureau of Meteorology has a strong social media presence in Australia, and we leverage this to improve the visibility of women and girls in STEM.

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:

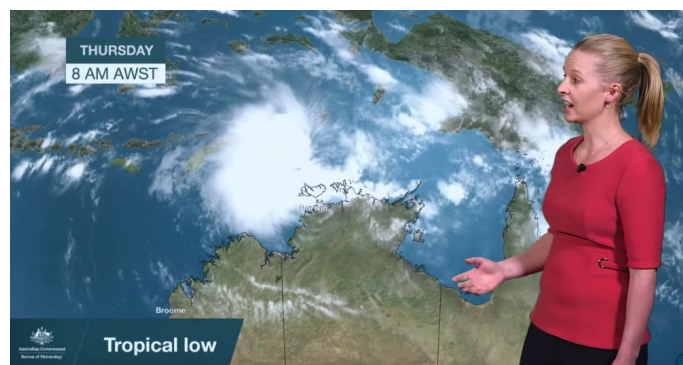
Engagement with Schools including:

- 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:
diversity@bom.gov.au



Women in STEM Decadal Plan Champion

Appended Summary 2020-2021

2020-2021 Insights

Whilst Covid-19 had a huge impact last year the Bureau of Meteorology introduced a Covid-19 Safe Plan to protect its staff, customers, and visitors. This enabled us to maintain workplace health and safety and supported a creative and resilient workforce to stay connected with our people and customers alike. Flexible working arrangements were the status quo prior to the pandemic and it is now accepted as the norm as we enable our staff to transition back into the workplace.

As Australia's national weather, climate and water agency 71% of the Bureau jobs are founded in STEM. Of those active in the STEM workforce 74% are male and 26% are female. Gender disparity is an issue on a global scale and locally we are continually reminded of the importance of supporting and harnessing young minds and talent to develop leadership in our own STEM workforce with a particular focus on lifting the proportion of Women in STEM.

The Bureau's Group Executive Data and Digital, and Gender Equality Champion, Nichole Brinsmead noted that one of the many reasons why there is a gender imbalance in STEM is unconscious bias and the apparent inability to excite the minds of young girls to pursue a science and technology-based education and career path. In the Bureau we are continuously challenging ourselves to change this mindset, to excite women and girls to consider a career in STEM.

Opportunity One: 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 continue to be committed to leadership in this space through our Gender Equality Action Plan (2017-2022) and Executive leadership through our Gender Equality Champion Nichole Brinsmead. The Gender Champion chairs the Bureau's Gender Equality Reference Group and is accountable for the Bureau's Gender Equality Action Plan.

The Executive is closely engaged in the progress of our Gender Equality Action Plan and considers adjustments and advice through regular reporting and discussion at Bureau Executive Meetings. For example, in 2020 the Executive considered a paper of the recommendations of a Gender Health Check and agreed on a set of recommendations, for continuous improvement, put forward by the Diversity, Inclusion and STEM team. An assessment of the Success Measures in the Gender Plan found that it was progressing well for actions around inclusive culture and flexibility, however more work was required to meet our gender targets. This resulted in a Gender Health Check as documented below in the Evaluation section.

We continue to have close relationships with our partners and to work with them at both the national and local level on STEM outreach activities and to promote STEM education and STEM careers.

Opportunity Two: Evaluation

At the halfway point of our Gender Equality Action Plan (GEAP 2017-2022), and following advice from the Executive Leadership Team, we approached external consultants Diversity Partners to conduct a Gender Equality Health Check. The aim was to accelerate gender equality, continue to meet our success measures and to maintain momentum. The Check involved reviewing our demographic data, targets and progress; reviewing a range of job descriptions/advertisements across different areas and levels; and facilitating structured discussion with each of the leadership teams and CEO; we considered what's working well and asked for ideas on continuous improvement.

The summary observations of this health check found that:

- Significant progress on current actions within the GEAP
- Positive trends on data that relate to measures of an inclusive culture
- Positive trend and utilisation of flexible work arrangements
- More work is required to achieve our 2022 goals in gender diversity
- Additional actions are recommended with focus areas to include:
 - Leadership accountability & communication
 - Recruitment and
 - Flexibility.

Twenty-five recommendations were presented to our Executive Team covering: 1) Leadership, accountability and communication; 2) Recruitment; and 3) Flexibility. As a result of this health check, a communication plan was developed and a working group was established, as a sub group of our Gender Equality Reference Group, to implement the actions. This work is continuing.

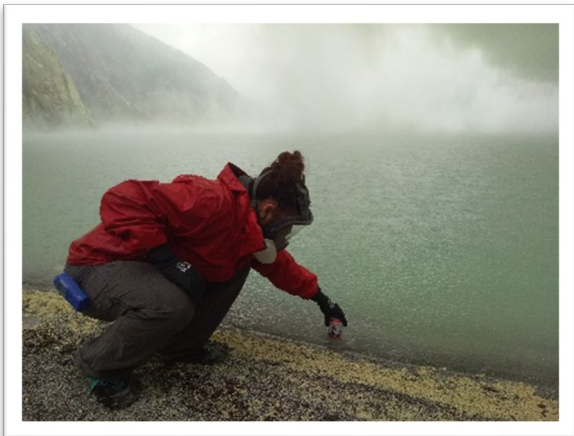
Opportunity Three: Workplace Culture

The Bureau continues to build and promote an equitable, respectful and inclusive workplace culture. We host events throughout the year to mark special occasions, that focus on our people and their stories, such as International Women's Day, International Day of People with a Disability and Harmony Day.

To mark International Women's Day in 2021, the Bureau hosted an all-staff event which included a panel of some of our most senior women leaders discussing this year's theme "Choose to Challenge". The event covered a range of topics and insights and enabled interaction, feedback and questions from our people. The message was that "it's not easy to choose to challenge but it is vital for there to be change; change for ourselves and future generations." During this event, our leaders interpreted this theme and discussed the importance of our choices to make lasting change. It was further enhanced by active participation via the Teams Chat from the large Bureau audience.

The Bureau also celebrated women throughout the week on our social media channels including a video shown [here](#) of Hydrologists Elma Kazazic and her daughter Adna Kajim who make a formidable flood forecasting team at the Bureau. When Elma started her career in 1997, she was the only female in flood forecasting nationally — now she runs a team of 30 people, 16 of them are women. Her example not only encourages other women, but also inspired her daughter Adna to follow a career in science.

On international Day of Women and Girls in Science we used an internal article to promote our Women in STEM as well as promoting through our external social media.



From volcanologist to Transport Strategy Manager; Adele Crozier testing the acidity of the crater lake at Kawah Ijen volcano, East Java, Indonesia (in full PPE!)



Andrea Bride and Raquel Gillespie are technical officers at Learmonth Solar Observatory. They undertake regular analyst shifts at the Radio Solar Telescope Network Dish behind them.

In support of flexible working, we published a series of staff profiles as of people who work flexibly. Our Flexible Working Role Models come from a range of genders, backgrounds and levels in the organisation to demonstrate that flexible working is open to everyone in a reason neutral framework. We also aim to promote the fact that flexible working is not only about working from home but considering family and lifestyle preferences to use other locations, part-time or compressed hours to name a few.

Opportunity Four: Visibility

Through our media and social media outreach the diversity of our workforce is highlighted in our outreach with the public, particularly during severe weather events. Videos of our staff in action can be found on our Social Media channels such as the Severe Weather Updates on our YouTube channel with this example showing Meteorologist Sarah Scully reporting on the March 2021 flood event in NSW shown [here](#).

More generally, we aim to provide role models for aspiring STEM talent by featuring Women in STEM articles on the Bureau's intranet site and social media posts. Likewise promoting the sponsorship of Women in STEM roles from senior leaders is equally important.

For example, for International Women's Day last year we celebrated female scientists at the Bureau as role models and a source of inspiration to those around them, watch the video on Facebook [here](#). And for International Day of Women and Girls in Science go to our LinkedIn page and learn about our current and first female forecasters [here](#).

We also mark other days of significance through our social media channels such as:

- World Meteorology Day – including the video [The Bureau Above and Below the Sea](#)
- [World Water Day](#)
- National Science Week.

Opportunity Five: Education

The Bureau provides formal procedures and policies in place for staff that define our outcomes and work practices. The following procedures, guidelines and toolkits promote gender equality and endorse appropriate behaviors and conduct.

- Procedures:
 - Family and Domestic Violence
 - Flexible Working Arrangements
 - Research Scientists Promotion Scheme
- Guidelines:
 - Promoting Gender Balance in Meetings
 - Bureau Code of Conduct
- Toolkits:
 - Flexible Working
 - Parental Leave
 - Workforce Planning

It is the Bureau's ongoing commitment to provide unconscious bias awareness and build inclusive leadership capability to incoming senior leaders across the whole Bureau leadership cohort. This is an objective of our Gender Equality Action Plan and Multicultural, Access and Equality Action Plans to promote diverse and inclusive culture in the workplace. In May and June 2020, we hosted 5 one-hourly webinars on Inclusive leadership – Unconscious Bias attended by 55 people. Each webinar covered three modules as shown below.

- Actively promote diversity - of thinking approaches and background
- Disrupt unconscious biases that can distort our reasoning
- Create an inclusive team culture - in remote and office-based teams

In support of this face-to-face training, we have made available to all our people the CORE Cultural Learning Package and invested with Special Broadcasting Service (SBS) to provide online training modules for LGBTQIA+, Cultural Competence training, access to the Cultural Atlas. We also provide Disability Confidence training.

Opportunity Six: Industry Action

The Bureau participates in a number of external collaborative STEM initiatives with community and professional groups making use of our growing STEM Ambassador Network. Our STEM Ambassador Program is open to all our STEM staff in the organisation and provides a mechanism for our volunteers to share their knowledge and experience and inspire the next generation of STEM. This includes many opportunities such as University Careers Days, the Australian Mathematical Sciences Institute, National Science Week events to name a few. In September 2020 our CEO Dr Andrew Johnson featured in a live webinar for the National Youth Science Forum which was received enthusiastically by the NYSF alumni who enjoyed learning about the different types of skills needed at the Bureau and the wide variety of work we do.

Dr. Andrew Johnson FTSE FAICD featured in one of the National Youth Science Forum's alumni webinar series. A recording of the webinar can be found [here](#).



Our stakeholder engagements in this period have opened many opportunities thanks to virtual technology that we would otherwise not have considered.

An area of particular focus in the Bureau, and promoted to our STEM Ambassadors, is an industry partnership with CSIRO in the STEM Professionals in Schools Program. We have over 30 Bureau employees working in this program and to further promote this we collaborated on a video with CSIRO to showcase the value of industry partnerships, the value of this program for promoting STEM education and inspiring the next generation. The video link can be found [here](#).

Inspiring Australia is a national strategy aimed at helping build connections between scientists, organisations, businesses, and students to foster public participation in STEM and innovation. The Bureau participates in the Inspiring Australia initiative in Victoria through the Royal Society and in Canberra as a member of the Inspiring Australia ACT Organising Committee.

New Opportunity: Covid-19 Response

The Bureau has implemented a Covid-19 Safe Plan to protect its staff, customers, and visitors. It also prepares staff for a suspected or confirmed case of coronavirus (COVID-19) in the workplace. The COVID-19 Safe Plan is used in conjunction with the Bureau of Meteorology's COVID-19 Response Plan and Pandemic Planning Guidelines. Training and instructions are provided to mitigate the introduction and spread of COVID-19.

The Bureau intends to review our covid response formally, including the wide adoption of flexible working to inform future ways of working and ensure the learnings are embedded in our work culture going forward.

- The COVID-19 Safe Plan sets out:
 - The Bureau's actions to help prevent the introduction of COVID-19 into the workplace.
 - How the Bureau will prepare for, and respond to, a suspected or confirmed case of COVID-19 in the workplace.
- The Bureau's Approach:
 - The Bureau has adopted comprehensive and multi-faceted COVID-19 management arrangements to protect all staff.
 - The Bureau has used a risk-based and incident management approach to ensure the health and safety of our people during the pandemic, informed by risk assessment, consideration of the hazards and risks associated with our business.
 - The Bureau operates across all Australian states and territories, including external territories and in conjunction with other persons conducting a business or undertaking.
 - The Bureau operates with the understanding that flexible work arrangements can be supported in times of unanticipated events and crises situations and that a hybrid approach to work is anticipated to be the future-state workforce model.
 - The Bureau has strengthened its digital technology arrangements for improved equity and access, enabling remote working arrangements to be carried out effectively.

The Bureau's underlying COVID-19 response shall be based upon the direction provided by Safe Work Australia, Australian Government Department of Health and the Australian Public Service Commission (APSC).

The Bureau's response will factor restrictions easing at different speeds across the country, with each state and territory making decisions based on their public health situation and local conditions. The Bureau monitors the latest COVID-19 advice for each jurisdiction, and this necessitates that different locations may have alternate arrangements in place.