



Australia's National
Science Agency

Women in STEM: Decadal Science Plan

CSIRO Champion Response | 2021 update



We are Australia's national science agency and one of the largest and most diverse scientific research organisations in the world. Our research focuses on the biggest challenges facing the nation.

We play an instrumental role in driving change across the STEM workforce. We believe diversity is the compass that guides us through the ambiguity of innovation –

and our performance shows diversity works.



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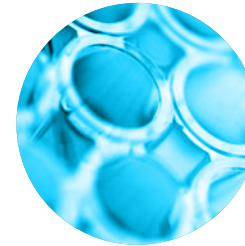
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Opportunity 1:

Leadership and cohesion

Strong cohesion and leadership across the Australian STEM ecosystem to amplify and strengthen diversity outcomes.

CSIRO is a founding member of the Science in Australia Gender Equity (SAGE) initiative, with Bronze Accreditation and aspirations to achieve Silver.

“Since 2015, we’ve increased gender diversity at the fastest rate ever. We have looked at every single element of working life at CSIRO to unpick where we were unconsciously excluding women.”

— Larry Marshall, CSIRO Chief Executive



Image: CSIRO's new Board Chair, Kathryn Fagg AO.

Champions of Change Coalition

Our Chairman, David Thodey and Chief Executive, Dr Larry Marshall are Champions of Change Coalition (CCC).

Larry Marshall has been a Male Champion of Change since 2016, raising the visibility of gender inequality and leading change across the innovation system including:

- a champion in the development of the CCC Future of Work Report
- stepping down from panels or speaking opportunities when no meaningful steps have been taken to achieve gender diversity, and
- our Chief Executive quarterly blogs dedicated to gender equity.

2021 UPDATE: CSIRO continues its commitment to the Champions of Change Coalition (formerly MCC) through our Chief Executive, Dr Larry Marshall and one of CSIRO's Board Members, Professor Tanya Monro, Chief Defence Scientist, Defence Science and Technology Group, Department of Defence. In 2021, CSIRO's new Board Chair, Kathryn Fagg AO was appointed, who is also a Board Director of the Champions of Change Coalition.

Chief Executive Larry Marshall attended an event to launch the Champions of Change Coalition Future of Work discussion paper, urging leaders to take this opportunity to shape the workplace of the future.



Executive leadership

Chief Scientist

Dr Cathy Foley is our second consecutive female Chief Scientist. She is a strong advocate for women in science, technology, engineering, and mathematics. In 2013 Cathy Foley was named 'Woman of the Year' by the NSW Government and elected as a Fellow to the Australian Academy of Science in 2020.

2021 UPDATE: In January 2021, Dr Foley commenced as Australia's Chief Scientist in recognition of her significant contributions to scientific research. Dr Sarah Pearce was appointed to the position of Acting Chief Scientist, while an international search took place. CSIRO is proud to welcome Professor Bronwyn Fox, who commenced in October 2021 as CSIRO's fourth female Chief Scientist.

Leadership Team

Our leaders are building strong collaborative networks across the national science sector on gender equity strategies and actions such as inclusion, intersectionality and process. Our Leadership Team has performance indicators directly accountable for diversity and inclusion outcomes in their portfolios of responsibility. The majority of CSIRO Directors and senior leaders are members of CSIRO's SAGE team, actively developing, guiding, and championing our action plan.

2021 UPDATE: CSIRO's Executive Team is now comprised of 62.5% female Executive Directors, following the appointment of Professor Bronwyn Fox and Professor Elanor Huntington during 2021.

The percentage of women in leadership roles at CSIRO has increased from

29% to 38%
in 2015 in 2021



Image: CSIRO's new Chief Scientist Professor Bronwyn Fox.

Opportunity 2: Evaluation

Establishing a national evaluation framework will guide decision making and drive investment and effort into measures that work.

Image: Elline Camilet partnered with Regina Coeli School as part of our STEM Professionals in Schools program that aims to increase student understanding and engagement with STEM.



CSIRO is a member of the SAGE initiative, an evidence-based approach to analysis, action and demonstrable impact.

Gender benchmarks and targets

- Developed methodology for discipline-specific gender benchmarking and shared 24 discipline-specific reports across CSIRO Business Units and Support Functions to guide aspirational targets and progress.
- Annually, results are shared with the Executive Team, Board and externally through SAGE, Champions of Change Coalition and Senate Estimates.

Gender pay equity

An analysis of gender pay equity in like-for-like roles achieved gender pay equity at an organisational level. We continue to deepen our analysis to ensure the organisational average does not disguise any hidden inequities.

SAGE 90-point action plan

The SAGE Project team diversity dashboard, updated quarterly, presents diversity metrics that enable data breakdowns and trend analysis. Our SAGE tracker, accessible to all our people, shares our 90-point action plan and current progress increasing transparency and accountability across CSIRO. Quarterly reports are also produced for our CSIRO Executive Team.

**90-point
action plan** 52% complete 40% in progress 8% not started

2021 UPDATE: CSIRO is aspiring towards the SAGE Silver Accreditation via the Cygnet Awards. We have reviewed our SAGE Bronze Action Plan and identified opportunities to demonstrate impact against five barriers to inclusion. CSIRO continues to monitor the gender pay equity in like-for-like roles. Key achievements in the period include Domestic Family Violence and Abuse workplace response, Indigenous Artist-in-Residence pilot on Waite Site and Best practice online learning challenges available for all staff.

Opportunity 3:

Workplace culture

An inclusive and respectful culture, challenges traditional stereotypes, is free of discrimination and bias, enables flexibility and accommodates career interruptions and changes maximising women's participation in the workforce.

Image: Our Baby Booklets offer a guide to planning, entitlements, and leave for a baby while working at CSIRO.



Supporting our people with caring responsibilities

- Our Balance initiative, established July 2017, makes flexibility the norm across the whole organisation, regardless of gender.
- Assessment of output by full-time equivalent years rather than calendar years for grants and promotion cases, piloted in 2018-2019, and implemented in 2020.
- Expansion of support for people returning to the workforce with caring responsibilities including CSIRO baby booklet and bag. Since launching in November 2018, we have sent out bags to over 200 of our people.
- Inclusive leader programs to foster more inclusive leaders and leadership teams.

2021 UPDATE: CSIRO continues to encourage its team members to make use of the Balance initiative encouraging flexible working. During 2021, we introduced Our Way of Working – resources and advice on the different ways of working in CSIRO, including different work modes available to support people to work flexibly. CSIRO also offers a variety of leave types to support people with their individual circumstances. More information is provided in the COVID-19 Response section.

Networking and sharing best practice

We bring together our Diversity Champions through symposiums, networks, and Communities of Practice.

- Global Communities of Practice share and better leverage knowledge and opportunities across our workforce to build global capability.
- Pride@CSIRO (Marching in the 2019 and 2020 Sydney Gay and Lesbian Mardi Gras).
- Empowered Inclusion and Diversity teams working with the Corporate Diversity and Inclusion team for shared learning and impact.

2021 UPDATE: In August 2021, CSIRO held its inaugural Diversity Month – an entire month dedicated to the celebration and exploration of our diversity to reconnect and build our sense of belonging. There were over 2,100 attendees across the range of events.

Inclusive culture

Fostering an inclusive and psychologically safe workplace through the creation and dissemination of resources including Inclusive Meeting and Virtual Meeting Guidelines, and Inclusive Planning Outlook Calendar showing regional holidays, international days of recognition, and other major events potentially impacting our people.

2021 UPDATE: As part of Diversity Month, CSIRO ran #TheInclusionPandemic challenge which explored 22 days of inclusive actions via our internal collaboration tool, Yammer. Ongoing activities were undertaken to embed CSIRO's Values (of which diversity and inclusion feature prominently) in areas such as Recruitment, Awards, and Rewards and Promotions.

Recruitment

- Transition to all-gender inclusive language in our recruitment and HR systems.
- Piloting new recruitment initiatives to diversify our recruitment pools including gender-balanced selection panels and short-lists.

Fostering and promoting inclusive leadership across the board, including in recruitment where calls for leadership positions highlight the importance of inclusive leadership, seek a diverse range of applications and encourage the recruitment panel to focus on applicants' track history of demonstrating inclusive behaviours.

2021 UPDATE: CSIRO recognises the value that all forms of diversity contribute to the workplace. During 2021, CSIRO undertook a focused recruitment campaign to increase the number of women hired into the organisation in one of our business areas. We are also currently reviewing our talent acquisition processes and procedures with a view to introducing the concept of experience relative to opportunity.

Image: Our Inclusive Meeting Guidelines facilitate inclusion, so everyone has the opportunity to contribute fully.



Opportunity 4:

Visibility

Seeing women in diverse STEM careers, and equally represented in the media, in public events, and in other forums like boardrooms and classrooms will provide role models for girls and women and inspire a nation.

Image: Dr Rachel Makinson featured in our International Women's Day campaign in 2020. Dr Makinson was the first woman at CSIRO to become a Chief Research Scientist and to hold the position of Acting Chief of a division.



Raising the visibility of Women in STEM

Annually, for International Women's Day we showcase women in CSIRO's history and current day. Throughout the week we share stories of inspirational women on social media and CSIRO's website.

We have set aspirational targets for gender-balanced images and spokespeople in our internal and external communications contributing to remedying the current deficit in female STEM role models.

CSIRO has strong embedded practice in making diverse scientists and diverse science teams and leaders visible both within CSIRO and externally, consciously working to showcase diversity.

Development opportunities

Supporting female scientists to take up development and role modelling opportunities through:

- Superstars of STEM
- Homeward Bound
- Gender balance in our leadership development programs.

2021 UPDATE: CSIRO continues to review gender and other forms of diversity when promoting and offering development opportunities, including leadership development programs. We are committed to improving promotion and leadership opportunities for women in STEM and will be exploring avenues to achieve this further during 2022.

50:50 panel pledge

The 50/50 panel pledge is a campaign to drive and embed a culture of diversity by encouraging gender balance on panels, committees, and project teams.

2021 UPDATE: We continue to strive for gender-balanced images and spokespeople in our internal and external communications, such as CSIRO Says, all-staff webcasts, internal panel discussions, our external blogs and across our social media channels.

In 2021 we developed a plan to host female-targeted media training sessions to ensure a diverse talent pool of spokespeople to draw from. Whilst impacted by COVID-19 travel restrictions, this will form part of a diversity checklist to ensure there is balance and diversity in CSIRO's spokespeople.

Currently, as part of our media release review process, we actively consider diversity of spokespeople and look for women, as well as people of a diversity of ages and cultural backgrounds. We also have a database of female science spokespeople, which currently has 82 women and their field of expertise listed.

CSIRO's new website launched in March 2021, which included an equitable representation of images of both men and women. We also ensured the face of women in STEM was visible in our 'Meet the Researcher' blog series, of which 57% of researchers profiled were women.

- <https://blog.csiro.au/dr-vanessa-moss/>
- <https://blog.csiro.au/researcher-marlee-hutton/>
- <https://blog.csiro.au/new-board-chair-kathryn-fagg/>

During 2021 we also ran the #WithSTEMYouCan campaign to promote what's possible with a STEM career. We continue to uphold the 50/50 panel pledge to be involved in speaking engagements with mixed gender panels.



Intersectionality workshop

Working towards understanding diversity through an intersectional lens so we can be more inclusive and value the diversity this brings to science and leadership. Developed in collaboration with the Australian National University, University of Canberra, CSIRO, Charles Sturt University, and SAGE.

STEM's got talent but nearly lost it

CSIRO, together with several universities in the Australian Capital Territory SAGE regional network produced the 'STEM's got talent but almost lost it' video. The collaboration captures the stories of successful individuals who have pursued careers in science; how at times, they nearly turned away from STEM, and how a range of obstacles were overcome along the way.

Image: CSIRO's cotton research team.

Case Study

Pawsey SuperComputing Centre

The Pawsey SuperComputing Centre based in Western Australia increases the visibility of female scientists as role models through:

- International days of recognition including:
 - Women in High Performance Computing
 - Women in Technology
 - Women in STEM
 - WiTWA (women in tech [+] WA)
 - UN Women.
- SuperSTEM communication and media training of 10 female scientists in 2019.
- 700 attendees at the National Data Science Week launch in 2019, showcasing Women in Data Science.
- Over 1300 views of publicly available profiles of women-led research projects on the Pawsey website.

Image: Pawsey celebrating International Women's Day.



Opportunity 5: Education

Strengthening the education system to support teaching and learning on a national scale will enable and encourage girls and women at all levels to study STEM courses and equip them with the skills and knowledge to participate in diverse STEM careers.

Image: Young Indigenous Women's STEM Academy participants and staff at the Inaugural Camp held in January 2020.



CSIRO Education Programs, including the BHP Foundation Science and Engineering Awards, Generation STEM and STEM Professionals in Schools all have key performance indicators for gender participation.

Female STEM professional participation is 43% which is significantly higher than the national female STEM qualified population of 17%.

Young Indigenous Women's STEM Academy

The Young Indigenous Women's STEM Academy is the first program of its kind; offering long-term, individualised support to Aboriginal and/or Torres Strait Islander young women who want to pursue STEM studies and careers.

In partnership with CareerTrackers, the program has been operating since mid-2018, and has worked to support, engage and involve young women in STEM from Year 8 in secondary school through to University.

The key objectives of the Academy are to encourage young Aboriginal and Torres Strait Islander school students who identify as women, to pursue STEM studies and careers. The Academy strongly believes in recognising and celebrating Aboriginal and/or Torres Strait Islander excellence in STEM, which will in turn raise the aspirations of other young women to pursue STEM education and careers and build higher expectation relationships with teachers, schools, the community and families.

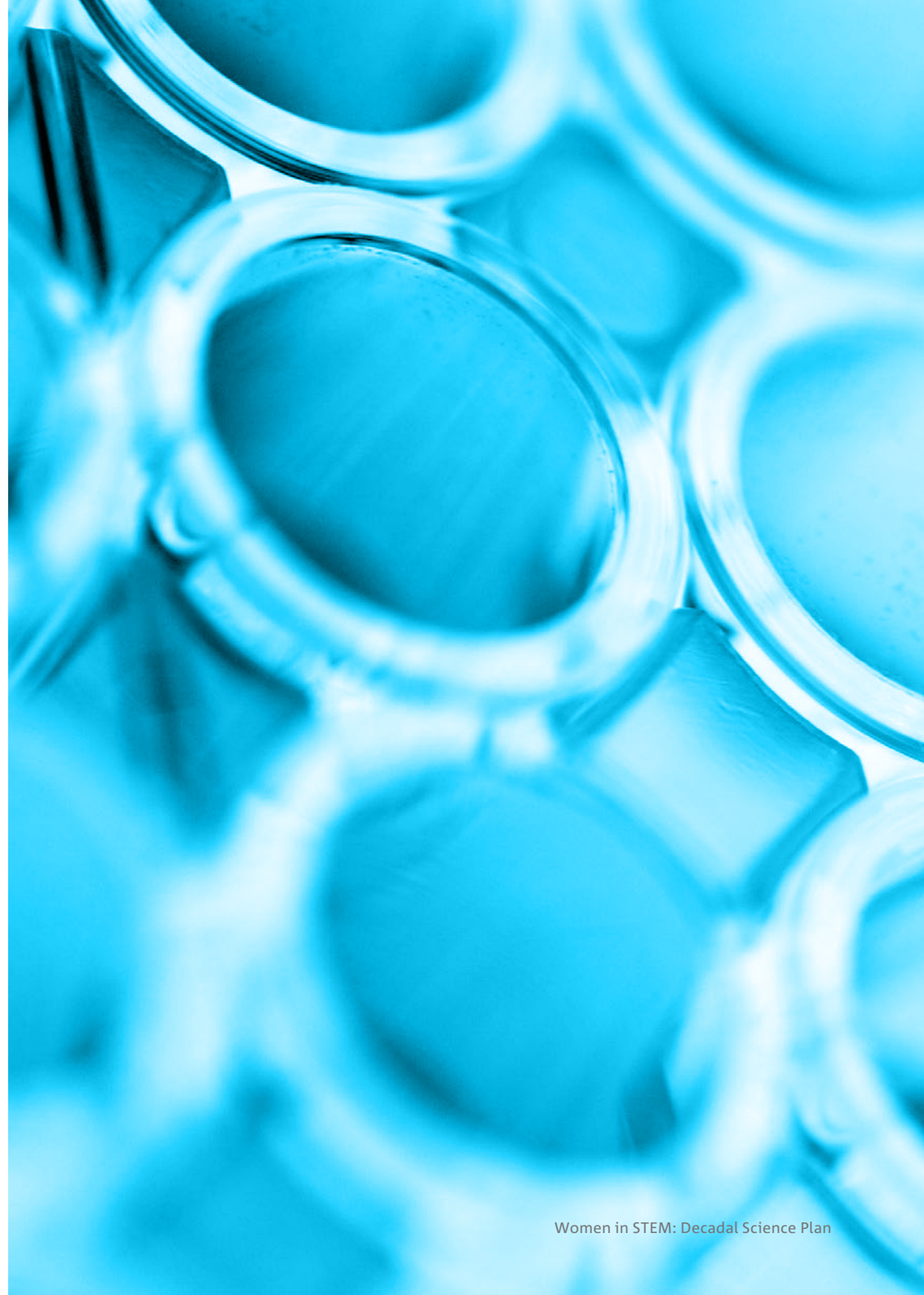
172 students enrolled with the goal to recruit
600 young women nationwide by **2028**.

2021 UPDATE: The Academy is currently supporting 308 young Indigenous women across Australia, as well as making an impact on young women, with students engaging in a range of activities including virtual STEM experiences the team developed to ensure students were able to remain engaged in the program during COVID. We also participated in the recent mission design patch competition run by Gilmour Space Technologies and Griffith University. Two students won the design challenge, and their patches will be placed on “Joey” the first Australian made G-class satellites to be launched from Australia into space.

Opportunity 6:

Industry action

Establishing a national framework that guides and provides tools to address gender equity amongst Small to Medium Enterprises will impact the vast majority of businesses not reached by existing programs.



Collaboration

Along with our SAGE ACT Regional Network partners, we co-developed an ‘intersectionality’ walk to provide an experience of walking in the shoes of others to better understand systemic institutional barriers to inclusion of diversity, and to workshop mitigating actions.

2021 UPDATE: CSIRO and collaborating institutions worked together to deliver Intersectionality Walks to approximately 30 institutions, reaching over 200 individuals during 2021. CSIRO will continue to deliver this activity within the organisation in 2022 in recognition of the impact it has, not only for individuals, but also for our science and innovation.

Resource sharing

CSIRO resources and materials are actively shared in support of women in STEM fields:

- Domestic Family Violence and Abuse is a significant concern, particularly during COVID-19. Our guidelines and resources were shared across partner CCC organisations.
 - Everyday sexism steers women away from STEM fields. Our animations and resources were also shared with CCC organisations.
 - Our Inclusive Meeting Guidelines have been shared with several domestic and international organisations.
-

2021 UPDATE: Gender equality in the digital economy is a key focus for CSIRO, and through our Chief Executive’s role as a Champion of Change, we are committed to improving gender equality in the digital economy.

New opportunity: COVID-19 response

CSIRO is committed to ensuring the safety and wellbeing of all our people.

Image: CSIRO opened Australia's first accredited testing facility for single use surgical face masks in 2020.



In response to COVID-19, CSIRO:

- established a COVID-19 Situation Management Team to proactively monitor and manage the evolving situation
- developed a COVID Safe Plan and a Return to Site Plan to protect the health and safety of our people, partners and the community
- held virtual catchups with those in locked down states and territories to check-in with people and provide an avenue to share experiences, seek and provide support, and discuss pertinent topics like home schooling children
- implemented pulse surveys to check-in more frequently with our people and understand what support and resources were needed
- offered the Work From Home package to provide our people with the physical infrastructure to support flexible work arrangements
- created a range of resources to support our people, including resources for Parents and Carers, a Wellbeing Hub, a Leaders Hub, and information about keeping well when working from home
- started a Yammer group to connect and support parents working from home
- provided information and resources on the variety of ways people could adopt flexible work modes to suit their circumstances
- updated leave provisions to support changing circumstances, such as domestic and family violence leave, and taking Paid Leave for Specific Purposes to care for / home-school children if no sick and carers leave credits were available.

We continue to monitor the impacts of COVID-19 to identify any disproportional impacts on our people.

Image: CSIRO has on-site childcare services at our two largest sites to better support working parents.



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CSIRO. Unlocking a better future for everyone.

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For further information

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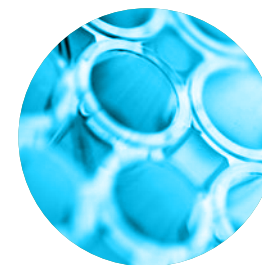
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Opportunity 1: Leadership and cohesion

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Male Champions of Change

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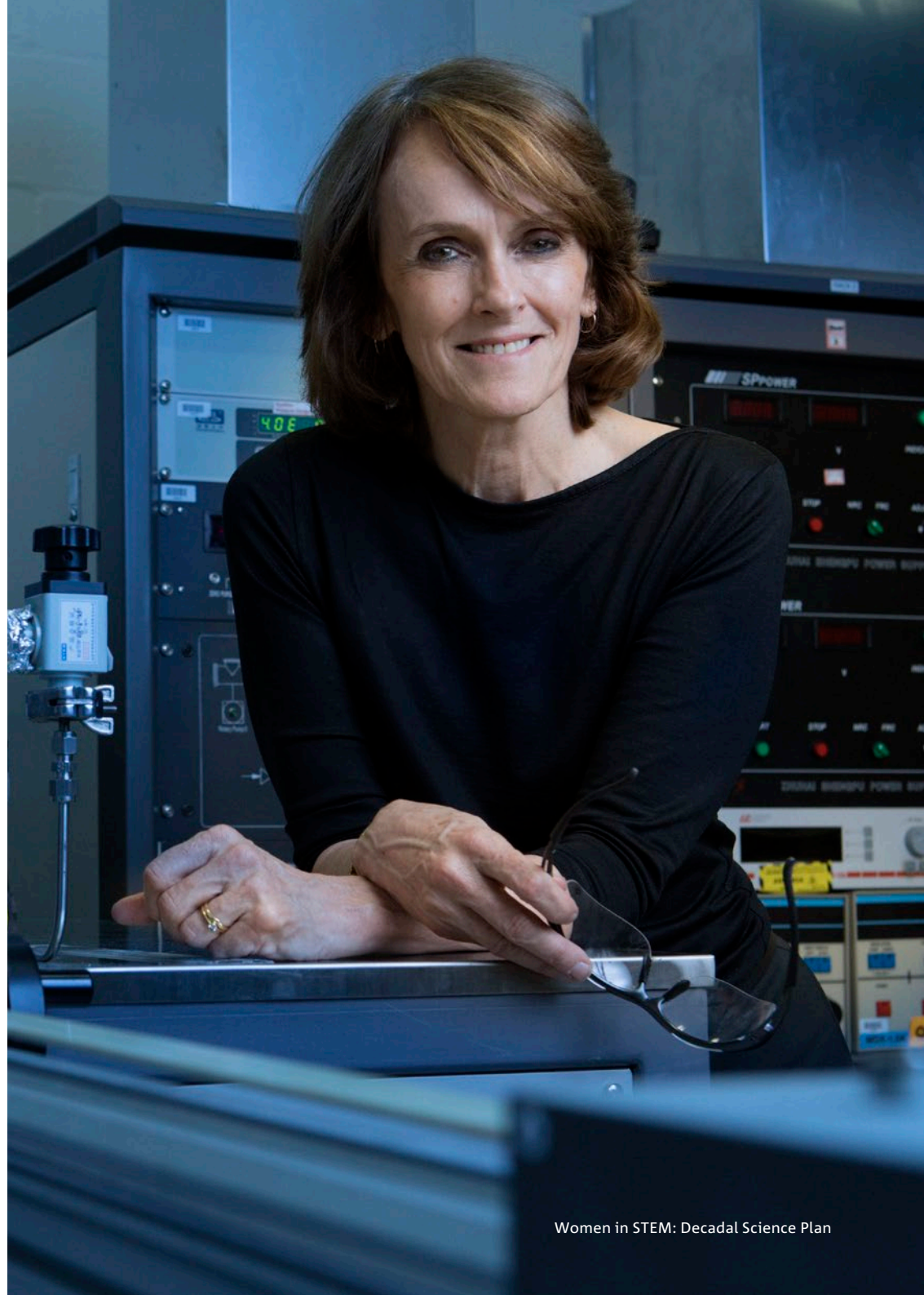
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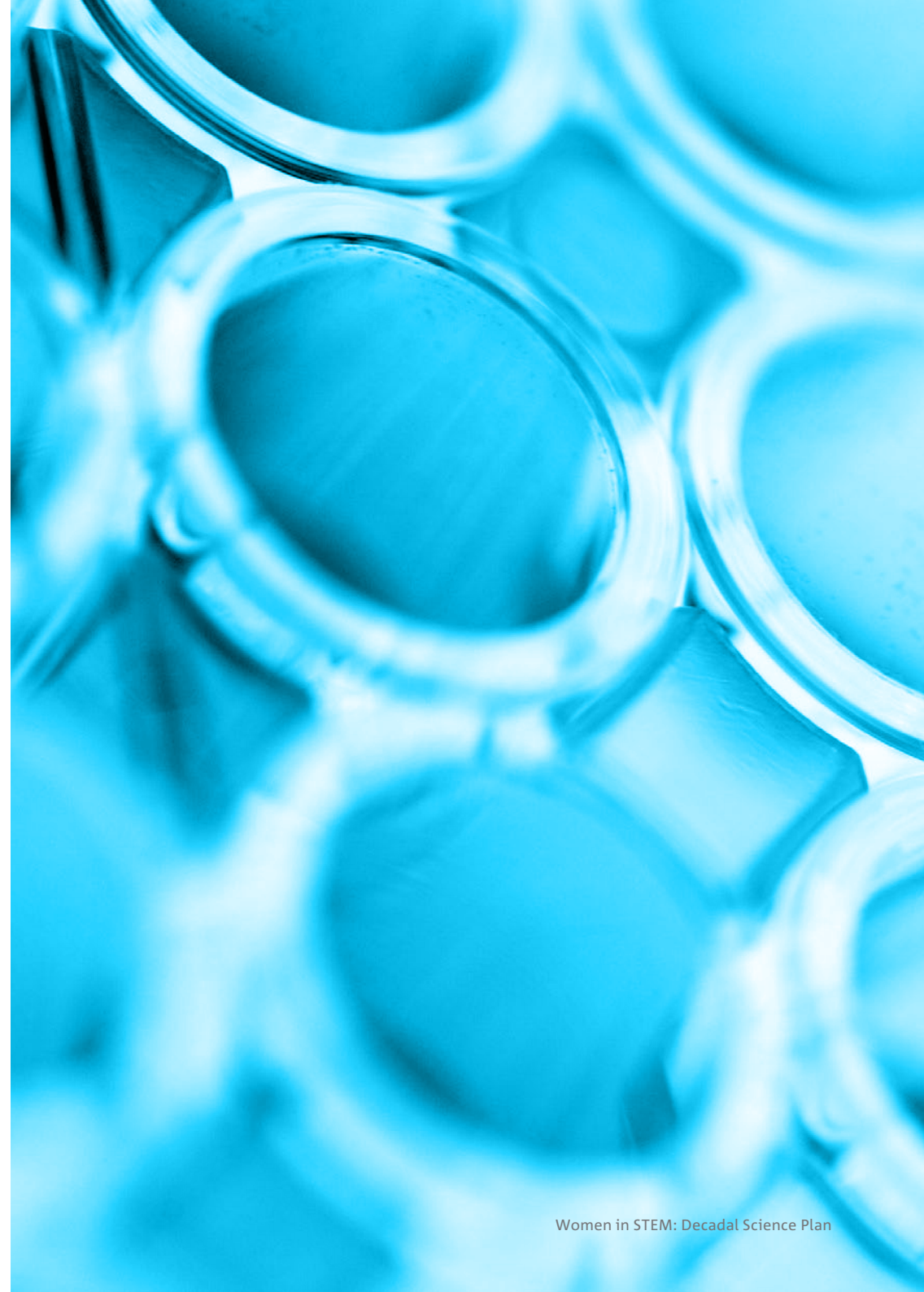
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