

ICRAR – The University of Western Australia – Pleiades Application 2023

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.

Since its formation in 2014, ICRAR-UWA's Development, Equity and Inclusion (DEI) committee has continued to examine 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. All initiatives are recorded and publicly available online (see [this link](#)). Recent initiatives are discussed in section O. Specific examples since the last Pleiades application are the implementation of a cultural competence program and best-practice hiring guidelines within the institute. As in many institutes, ICRAR-UWA still not has achieved equity in diversity, with only 30% of academic staff identifying as non-male.

★★★ 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. The questions include specific DEI aspects, and open comments for future areas. Over 65% of all staff and students have contributed to the Survey in the past 4 years.
- 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, including of applicant pool and of selection committee, 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).
- Feedback from the IDEA Chapter from previous Pleiades Awards, discussed and (when possible) implemented in subsequent DEI committee meetings (see Table 1).

Strategy

★★★ S1 and S1.a. Established and maintained a committed team over the past 4 years 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.

The DEI Committee was formed in 2014, and its 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 a representative 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/>.

DEI Committee members must have attended unconscious bias and ally training provided by the university in the last two years. Student representatives are excluded from this requirement as the university training is only available to staff.

The DEI committee has held regular monthly, quorum (>60%) meetings since 2018. Meetings last 1.5 to 2 hours with a default agenda, where every committee member provides an update on their areas, plus additional items for business, either suggested by committee members or ICRAR staff, focused on identifying/monitoring issues and/or implementing positive changes. Minutes for all meetings are recorded and available on 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 second half of its third funding phase, ICRAR-III, and will transition to ICRAR-IV in the next 2 years. The ICRAR-III plan makes a clear statement to aim for a "world-class high-performing organisation that is diverse, inclusive and equitable", and will continue to strengthen this in ICRAR-IV.

Based on our ongoing work and previous Climate Surveys, in the next two years DEI will;

- liaise with the ICRAR executive to define a target for the fraction of female members of ICRAR, seminar speakers, visitors, and press release quotes, as required by our AAS Women in STEM champions document.
- liaise with the ICRAR executive to implement some formal manager/supervisor training for all line managers. The aim would be to have managers to be more understanding, empathetic, and supportive.
- continue mental health workshops, and specifically aim for lived experience of chronic health conditions.
- better coordinate mentor/mentee relationships, and to monitor ongoing mentor relationships.
- continue to emphasize that all members of ICRAR should be treated with respect, and that all aspects of ICRAR are important (not just academic), and emphasize the importance of reporting incidents and to advertise that all incidents taken seriously (even anonymous).

★★★ 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 new ICRAR-UWA members undergo a formal induction where they 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. A one-pager with information on DEI is also handed to all ICRAR visitors by our administrative staff. The DEI chair also makes regular announcements at ICRAR-UWA weekly gatherings and presents the process for reporting at a yearly presentation. Lastly, information and contact details about the Wards (below) 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 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. DEI Wards are strongly recommended to have undergone Mental Health First Aid training as part of their overall training (currently 2 out of 3).

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 form is guaranteed to be an anonymous way to submit feedback, with the system set-up such that the IP address used to submit the feedback is not recorded. For each report, the Wards decide on the best course of action to resolve the issue, in consultation with the DEI committee, the ICRAR management and/or with the University if necessary. In doing so, the Wards uphold legislation of UWA and promote diversity and equity among the staff and students.

The head of the Wards forms part of the DEI Committee and gives updates at every meeting. The head maintains a confidential and anonymised written record of all reports made. When necessary, and particularly 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, previously Peter Quinn and now Lister Staveley-Smith, regularly emphasises their 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. ICRAR also makes clear statements on diversity to its stakeholders (governments and university) through its [yearbooks](#), and publicly through its [webpages](#)

★★★ 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, the ICRAR Executive Director 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.
- ICRAR's "Visiting Fellowship for Women in Astronomy" attracts one influential female astronomer per year to visit ICRAR for 2-3 months, visiting both nodes for similar lengths of time (<https://www.icrar.org/about/visiting-fellowship/>). While paused due to COVID and closed-borders, in 2022 the scheme was modified to invite Australian based influential astronomers (Tara Murphy by ICRAR/Curtin in October 2022 and Jean Brodie by ICRAR/UWA in early 2023) and take advantage of an influential astronomer already visiting ICRAR/UWA (Magda Arnaboldi, ESO). In each instance, ICRAR funded travel and accommodation costs for each fellow and the fellows gave both scientific seminars and a seminar/discussion related to DEI.
- ICRAR Executive supported the purchase of the [SBS Cultural Competence program](#) for ICRAR-UWA in 2021 to increase cultural awareness and improve inclusivity. All staff were strongly encouraged to do the training with numbers monitored and over 90% of staff and students completing the program. An associated training program has now been taken up by UWA and ASTRO3D in 2022.
- 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.
- Our COO Renu Sharma is the current chair of the UWA Culturally and Linguistically Diverse Working Group and a member since 2016, and our Science Lead, Luca Cortese is part of the UWA Gender Equity and the DVCR Gender Equity working group. He is also part of UWA's task force in charge of drafting UWA's submission for the Athena SWAN Cygnet progress program.
- 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 has a specific DEI Strategic Plan for the coming years, including monitoring of gender & cultural diversity ([link](#))
- UWA now has a [DEI Committee](#) and a specific pro Vice-Chancellor (Diversity & Inclusion) to ensure that the institutional structure, as a whole, supports inclusion diversity and equity. This comprises several inclusion and equity working groups of which ICRAR senior members play key roles (as mentioned above).
- 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. More info can be found [at this link](#).
- UWA takes the wellbeing of staff and students seriously. Professional counselling is free of charge for both [staff](#) and [students](#) and the regular UWA newsletter gives information about a range of initiatives on mental health. This continues to represent an incredible resource for the well-being of ICRAR/UWA members.
- 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 for any member of a selection panel from 2023, as well as Ally and Bystander training. 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 now has its own "Wards" through DEI contact officer [program](#), including our own current Ward Chair Elisabete da Cunha
- UWA provides a reporting system for offence and harassment (see [this link](#))
- The DEI Committee has shared ICRAR-UWA's initiatives with these various working groups. This has allowed us to clearly promote the wider aims of the IDEA chapter to the wider University community. A UWA-wide Climate survey is planned for the following year, based partly upon ICRAR's successful model.

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. Since then, the number of reported cases has remained roughly constant at 4-7. The reason for this rise in cases can be attributed to a much more proactive approach of the DEI Wards and increase in ICRAR members. 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 and available on our internal website. 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. An example from the last two years, made public without naming the complainants/offenders:

- A student, in response to an Equity seminar, sent an email to all ICRAR-UWA referencing discredited studies on why women are underrepresented in STEM. The wards had open discussions with both the student and affected ICRAR members to diffuse the situation and controls were put in place to prevent such emails in the future.

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/>). All ICRAR-UWA members are reminded of our aims and achievements during our annual meeting following the analysis of the annual climate survey (see O3.e) and weekly updates in the ICRAR-UWA Friday morning tea. This application was shared with all ICRAR-UWA members in January, 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 8 years. Also, since 2018, statistics about the 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 within ICRAR.

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, previously Peter Quinn and now Lister Staveley-Smith, report the state-of-affairs and vision for ICRAR to the plenum. They always include 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 an induction meeting, 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. Since 2019, line managers are requested to introduce new staff to DEI initiatives during their induction (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’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 a member and current chair of the “culturally and linguistically diverse” (CALD) working group at UWA.
- The Executive representative on the DEI Committee, 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.
- Our Ward Chair, Elisabete da Cunha, is the UWA DEI Contact Officer within our area of the UWA campus.
- Upon receiving the Pleiades Bronze (2015), Silver (2017) and Gold (2018, 2020) awards, ICRAR-UWA has used these awards to promote its commitment to best practice (e.g. [link](#)), 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](#)).
- With the creation of the ASA Community Action Committee in 2022, two DEI members regularly meet with other astronomy institutes in Australia to discuss and share methods for implementing positive change within our universities.

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:

- Stargirls STEM Camp, a day camp aimed at encouraging under-represented genders to pursue careers in astronomy and associated STEM subjects.
- 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 2022).
- SPIRIT telescope intensive programs that occur in girls only schools, low SES and remote Aboriginal schools, giving students access to research grade telescopes at no cost
- Presented to other Science Communicators at PARI conference (international) and Communicate to Inspire (WA) about running gendered events to benefit women and other underrepresented genders.
- Partnered with Deadly Science to run lessons for several remote Aboriginal community schools.
- The “Galaxies” outreach group has presented to over 550 students since 2020 through connections with ASPIRE and the School of Indigenous Studies. This has included presentations to high schools that are underrepresented at university, including students from regional schools spanning from Broome to Albany.

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 2020 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.

- Gender Equity: While we have improved our visitor statistics, our gender statistics for staff & students have plateaued at 30-40%. Recent implementation of Best Practice Recruitment Guidelines and support for funding applications and promotion processes is hoped to improve the situation.

- Diversity Beyond Gender: Tracking diversity is problematic as it can impinge upon personal privacy. However, ICRAR recognises that this is important and has supported several initiatives (such as cultural training). The DEI Committee is looking at ways diversity can be tracked anonymously for future reference.
- Indigenous participation in training opportunities: While ICRAR is reaching Indigenous and lower socio-economic areas with our outreach programs, the applications to the internship & work experience programs for these areas is still poor.
- Low level (<10%) of harassment/uncomfortableness still seen in annual climate survey. Most often noted in the gender, culture and employment categories. This suggests there is an ongoing need to further encourage those experiencing such things to come forward and to encourage respect in the workplace.

★ 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:

- Visiting fellowship programme for women: Andrea Font (2015), Vernesa Smolicic (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 visits of the 2020 Fellows (Prajval Shashtri and Maria Labate) has been delayed to 2023 due to COVID-19-related travel restrictions. We have implemented a temporary Visiting Fellowship with Tara Murphy and Jean Brodie the 2022/2023 recipients, as well as an invited presentation from Madga Arnaboldi on the topic of her journey and lessons learned during her career through astronomy.
- ICRAR-UWA has actively worked throughout the years toward increasing the percentage of female staff and students at all levels. 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 attribute this to; the creation of permanent staff positions reserved for women in 2018, having advertised multiple positions simultaneously (and will continue to do so when feasible), the requirement of hiring committees to report on the gender breakdown of their shortlists, and the annual visiting fellowship program that gives strong female role models to students and ECRs.
- 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. Similar measures are encouraged at any ICRAR-associated events through our inclusive meeting guidelines ([link](#)) shared with all staff and students who are organising meetings.
- The breast-feeding room introduced to ICRAR-UWA in 2020 has not only been used by at least two new parents since its introduction, but also been used as a private and clean space for ICRAR members with medical requirements to change medical devices, etc.

★★ 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), 2018 (72), 2019 (65), 2020 (67), 2021 (65), and 2022 (72 respondents, 68% ICRAR) [survey questions available upon request]. A quorum (>65%) has been achieved from staff and students in each survey. In 2022, the results were compiled by UWA’s HR to further anonymise the process. 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/Lister Staveley-Smith, specifically answer questions/concerns raised in the survey. The 2022 survey closed on the 14th October 2022. The results were presented to ICRAR-UWA staff and students in two sessions on November 9 and 17, 2022.

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). One point of feedback from previous Pleiades marked as dark pink to indicate one not yet implemented. 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)
Mental Health recognised as an issue (especially with COVID travel restrictions)	Implemented mental health awareness and resilience training for staff and students (May 2022)	Large participation (> 30%) with positive feedback. Climate surveys indicate greater awareness and acceptance of mental health issues
Ongoing cases of harassment of feeling uncomfortable noted in Climate Survey.	Respect in the Workplace Workshop (held June 2022)	Aims to reduce uncomfortableness in work environment – monitored via reduction in uncomfortableness in climate survey. As yet no clear reduction seen
Broaden Cultural awareness to improve	SBS Cultural Training purchased. Participation was actively encouraged and monitored (2021)	>70% take up. Climate survey monitored to see if impact. Awareness improved but still see some cultural improprieties in 2022 survey.
Broaden awareness of Neurodiversity	Invited neurodiverse astronomers to discuss their experiences in dealing with their conditions (late 2022)	Raised awareness that neurodiverse researchers exist and can be successful in astronomy.
Benefits of mentoring recognised	Mentorship scheme extended beyond students to include staff	So far limited uptake of non-student mentees (< 10) but those participating indicate usefulness
Acknowledgement of country needed	With coordination with UWA School of Indigenous Studies, acknowledgement of country is now on the ICRAR website and slides/templates provided to all staff.	Welcome & acknowledgement regularly used at meetings and seminars now.
Careers outside academia need to be acknowledged and supported	Presentation from a panel of data scientists (female and non-binary) about their careers in Data and the nature of Data Science in Industry	Large attendance (>70% of student cohort) and interest from students in contacting presenters. Will make such presentations a regular event.
Gender diversity still lacking in ICRAR	International Women's Day Journal Club 2022 - Data was presented demonstrating the gender imbalance across fields of STEM and particularly astronomy in Australia, + actions we can take to tackle this and enable change in the future.	Ongoing discussion about gender diversity issues in Astronomy. Aim to see increase in ICRAR (See figures 1 & 2)
Gender diversity still lacking in ICRAR	Implementation of Best Practice Recruitment Guidelines for ICRAR to support better searches and hiring of underrepresented communities in astronomy.	Recently implemented. Need to monitor future recruitment efforts to see if improvement made in shortlists and hires.
Further initiatives outside of gender warranted	Wear it purple day celebrated and shared on social media (link)	Visible support of LGBTQI+ community by ICRAR & Executive
The development of ways to track diversity beyond gender	While ICRAR does track all members nationality, concern has been raised about personal privacy in tracking other areas.	Not yet implemented (removed from Climate survey) due to privacy concerns. Issue continues to be discussed in DEI meetings and with Executive.

Further initiatives outside of gender warranted	Indigenous cultural presentation to all ICRAR	Raise awareness of Indigenous cultures and appreciation of recognition of country. Welcome & acknowledgement regularly used at meetings and seminars now.
Further initiatives outside of gender warranted	Yearly Rainbow dinner supported and funded by ICRAR	Visible support of LGBTQI+ community by ICRAR & Executive
Further DEI Initiatives outside of ICRAR	Participation in IDEA Community Action Committee by ICRAR (DEI chair and 1 other member)	Aim to share our experiences and knowledge with other institutes.
Ensure all DEI Committee members have undergone training	Unconscious bias and Ally training necessary for DEI members (excluding students), Mental Health First Aid strongly recommended for Wards	All training is now tracked for all ICRAR members (with unconscious bias required for all selection panel members)

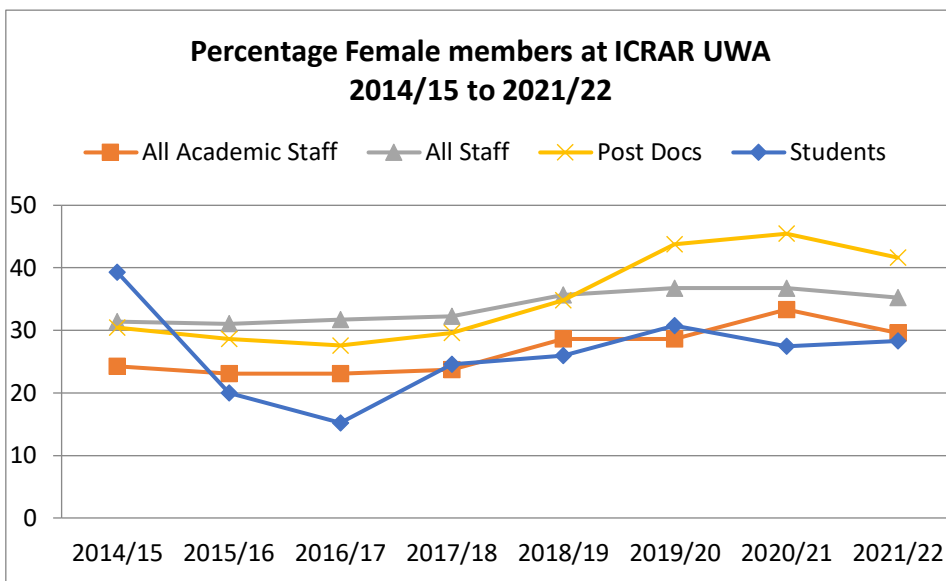


Fig. 1 (Left). Gender statistics of employees & students over the last eight years. “All staff” include academics, IT, administration and outreach. The employment numbers for 2021/22 are as confirmed on 15/12/2022 and may be subject to small changes. For reference, the fraction of female members of the ASA is just over 30%.

Fig. 2 (Right). Gender statistics of visitors and seminar speakers over the last eight years. During 2020-2022 our visitor numbers were severely impacted by closed borders and the pandemic. Since 2020 we have achieved > 40% female participation in both areas.

