



International
Centre for
Radio
Astronomy
Research

ICRAR-UWA

Diversity, Equity and Inclusion Committee
Executive Summary and Terms of Reference

February 2025



ICRAR is a joint venture between Curtin University and The University of Western Australia and receives support from the Western Australian and Australian Governments.



Our Commitment

ICRAR is committed to creating a working environment and culture that is inclusive and provides equal opportunities, irrespective of race, gender, age, sexual orientation, culture and origin. We celebrate inclusion and diversity and believe gender equity is fundamental to an excellent workplace. We appreciate the experiences, skills and perspectives of all individuals and harness a collaborative environment. We actively encourage applications from people from diverse backgrounds, and we encourage flexible working hours in consultation with management.

The role of the DEI Committee is to foster a sense of belonging at ICRAR-UWA as a work environment that enables people to thrive, by developing initiatives and advice on measures that promote diversity, equity and inclusion, as well as to help the professional development of students and early-career researchers.





Executive Director



“Science is a human endeavour and that means that ICRAR and its achievements are the product of everyone associated with it. People are at their best when they can see that their contributions are valued and are respected for who they are, they can bring their whole selves to work. Over my career I haven’t always felt comfortable or supported in expressing my values at work and I know that things are much better when I can.”

“I’m strongly committed to improving the diversity of ICRAR and support everyone here through inclusive practices. That means a process of iterative evaluation and reflection – as ICRAR evolves and societal values change there will always be work to be done and ways in which we can improve. Being challenged by new ideas and new perspectives is one of the most rewarding parts of science and at ICRAR we want to cement that as a core part of the culture.”

Prof Simon Ellingsen, Executive Director, ICRAR



Executive Summary

The Diversity, Equity and Inclusion (DEI) committee was established in Oct. 2014 as part of an ICRAR-wide initiative to foster matters related to equality, inclusion and development.

The DEI committee is composed all genders and all levels of seniority, as well as pulling from both academic and professional staff. The DEI Committee leads initiatives including the annual climate survey, the Women+ in Astronomy Fellowship program, Mentoring for staff and students and a range of events to promote and foster inclusion in the workplace and recognise the cultural diversity within ICRAR-UWA.

The Pleiades Awards, inspired by the UK's Athena SWAN program, were originally launched by the ASA Chapter for Women in Astronomy (WiA) to recognise organisations in Australian astronomy that take active steps to advance the careers of women through focused programs and strive for sustained improvement in providing opportunities for women to achieve positions of seniority, influence and recognition. Starting in 2018 the criteria for the Pleiades Awards changed to reflect this expanded goal of equity and inclusion at all levels, and across all people in the astronomical community. ICRAR-UWA first attained the Gold Award in 2019 and retained this status in 2021 and 2023, and are in the process of applying to renew this status for 2025.





Current DEI Committee Members



Elisabete da Cunha (she/her)
Chair (Parental Leave)
(UWA DEI Contact Officer)



Claudia Lagos (she/her)
Senior Research Fellow



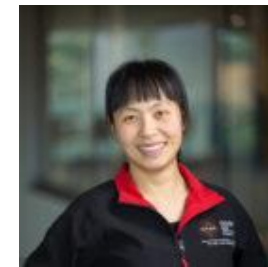
Kevin Vinsen (he/him)
Senior Research Fellow



Asha Stabback (she/her)
Acting Chair
Translation & Impact Manager



Andrew Battisti (he/him)
Research Fellow



Fuling Chen (she/her)
Research Associate



Luca Cortese (he/him)
Exec Representative



Lucia Garate Nunez (she/her)
PhD student



Tim Young (he/they)
SPIRIT Coordinator



Aaron Ludlow (he/him)
Wards Officer



Venkatesh
Sreramasubramanian
Krishnapriya (he/him)
Masters student



Shane Walsh (he/him)
Senior Research Fellow



Terms of Reference

ICRAR attracts and recruits staff, students and visitors nationally and internationally from diverse backgrounds of culture, race, gender and age for their excellence in research and development. The *Development, Equity and Inclusion* (DEI) committee was established in October 2014 as part of an ICRAR-wide initiative to foster matters related to equality, inclusion and development. In 2025, it was agreed to rename the committee to Diversity, Equity and Inclusion to recognise our strong focus on fostering a sense of belonging and celebrating the strength of diversity.

DEI's objective is to strengthen the quality of ICRAR-UWA as a workplace, by taking measures to foster a sense of belonging, equality and inclusion across genders and cultures, as well as to help the professional development of students and early-career researchers (ECRs). The committee runs various activities and makes recommendations to ICRAR's Executive Director.





Areas of Responsibility



1. Review current practices at ICRAR-UWA regarding
 - a. Equality and inclusivity principles
 - b. Career support for women+ astronomers and minority groups
 - c. Family friendliness
 - d. Professional development of early career researchers (ECRs)
 - e. Career preparation of higher degree students (Master and PhD)
2. Identify areas of improvement identified by our annual climate survey
3. Develop initiatives and KPIs addressing the areas of improvement, monitor progress
4. Collaborate with and co-deliver relevant initiatives across both ICRAR nodes
5. Promote ICRAR as an inclusive and equal work environment inside and outside the institute.
6. Report to the ICRAR-UWA Executive