



International  
Centre for  
Radio  
Astronomy  
Research

# ICRAR-UWA

Diversity, Equity and Inclusion – Programs and  
Initiatives



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



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# Kaya! Hello! Welcome! Wandjoo!

We acknowledge that Aboriginal and Torres Strait Islander people are Australia's first astronomers.

We acknowledge their long-standing systems of knowledge on which we continue to build and we acknowledge the Traditional Custodians of the unceded lands on which we are meeting today.

We are on Wajuk Noongar boodja, Wajuk Noongar country, and we pay our respects to their Elders past and present, and extend that respect to all First Peoples joining us here today.

We acknowledge the Wajarri Yamatji as the traditional owners of the Murchison Radio-astronomy Observatory site.



# Current DEI Committee Members

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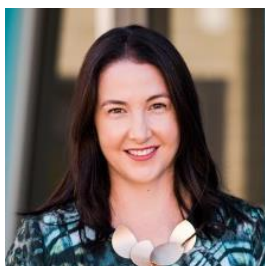
Elisabete da Cunha (she/her)  
*Chair (Parental Leave)*  
*(UWA DEI Contact Officer)*



Claudia Lagos (she/her)  
*Senior Research Fellow*



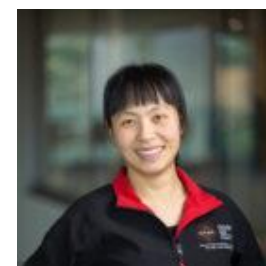
Kevin Vinsen (he/him)  
*Senior Research Fellow*



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*



# Our Commitment

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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

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*“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*



# Dimensions of Diversity, Equity & Inclusion

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- Aboriginal and Torres Strait Islander Peoples
- Culture and Religion
- Disability and Accessibility
- Carers Responsibilities
- Gender
- LGBTIQ+
- Mental Health
- Professional Development





# Aboriginal & Torres Strait Islander Peoples

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Outreach and Education:

Indigenous Australian Engineering School (Curtin)

Stargirls+

Regional Tours

SPIRIT

National Science Week 2024

Connecting to Science through Stories and Sky (in partnership with Scitech)







# Aboriginal & Torres Strait Islander Peoples

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- Cultural Awareness and Education
- Reconciliation Week and NAIDOC Week – education and native foods
- Indigenous Research Methods workshop
- National Indigenous Space Academy – collaborating partner
- IAU Indigenous Astronomy in the Space Age Symposium (July 2025)







# Culture and Religion

- Celebrations of culturally significant days of staff and students
  - Diwali, Deepavali
  - Lantern Festival
  - Chinese New Year
  - Christmas
- International Mother Language Day
- World Day for Cultural Diversity for Dialogue and Development
- Cultural Awareness education





# Disability and Accessibility

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- Hidden Disabilities / Different Abilities
  - Blindness
  - Deafness
  - Neurodivergent
  - Diabetes
- Education sessions (delivered by staff with lived experience)
- Inclusive approach
- Trialling and investing in equipment to support accessibility



# Carers Responsibilities

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- Carer support scheme (conference attendance)
- Long leave support scheme (financial support to offset impact)
- Childcare provision (conferences / training)
- Meeting times scheduled to allow for school drop off / pick up
- Increased uptake of parental leave by both parents (removal of 'primary carer')
- Nursing Room
- Parents Office





# Gender

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- Unconscious Bias training (mandatory for recruitment panel)
- Gender neutral toilets and facilities
- Establishment of the Renu Sharma Masters Scholarship for Women+ or Indigenous
- Women-only permanent positions
- Employment of couples
- Fostering engagement for future opportunities





# Gender - Visibility

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- Tracking of quotes / press contact for press releases
- Focus on close to equitable balance of speakers' gender
- 'Manels' pledge
- Senior Women+ in Astronomy Fellowship case study
- Tracking of seminar speakers and visitors, with targets to increase female / non-binary numbers
- Women+ in Technology WA
- Promotion of our commitment to DEI
- #includeher
  - Include Her movement led by Dr Kat Ross





# Women+ in Astronomy Fellowship Alumni

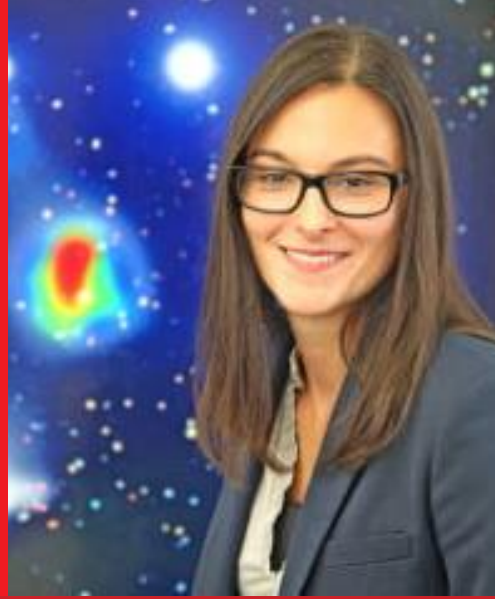
**A/Prof Anna Frebel** (Nov '17 – Jan '18) – MIT Cambridge



**Dr Francesca Primas** (July '17) – ESO



**A/Prof Vernesa Smolcic** (Nov-Dec '15) – University of Zagreb



**Dr Andreea Font** (Sep-Nov '15) – Liverpool John Moores Uni



**Dr Jarita Holbrook** (Sep–Nov '24) – Edinburgh / Harvard (UK)



**Prof Prajval Shastri** (Oct-Dec '23) – Raman Research Inst



**Dr Maria Grazia Labate** (Jun - Aug '23) – SKAO (UK)



**Prof Lilia Ferrario** (Jun-Sep '19) – Australian National University





# LGBTIQ+

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- ALLY training (Delivered by UWA)
- Recognition of significant days including Wear it Purple and IDAHOBIT
- Inclusive Language guide adopted and embedded







# Mental Health

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- Mental Health training – staff, supervisors
- Mental Health First Aiders
- Dedicated Wards at each node
- R U OK Day
  - Conversation starters, focus on connection outside immediate circle
- Sharing of resources, tools







# Development

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- Mentoring Program
  - Manual 'matching' of Mentors / Mentees
  - Education sessions on effective mentoring
  - Monthly mentoring tip and reminder to check in
  - PhD students mentor Summer Interns
- Education sessions
  - Promotion of relevant webinars and events
  - Cross-node training and development initiatives
  - Sharing DEI papers at Journal Club



# Governance, Reporting and Statistics

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- Weekly updates – Friday Morning Tea
- Monthly meetings of Committee, reporting to Execs
- DEI Wards pigeon hole and anonymous reporting
- Annual ‘Climate Survey’
- Tracking of gender statistics – staff, students, visitors, seminar speakers
- WIA Fellowship feedback form and meeting
- Exit interviews of all staff
- Recruitment and promotion
  - Gender statistics of new employment, including of applicant pool and of selection committee
  - Updates from Hiring Managers shared at weekly morning tea
- Bi-annual submission to ASA-IDEA for Pleaides Award



# Future Focus

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## Next steps

- Deeper evaluation of the outcomes and impact of each initiative
- Ongoing focus, tracking, training and education
- Neuroinclusion in the workplace
- Establishment of an Indigenous Working Group, collaborative approach to support self-determination for First Nations / Indigenous people
- Mental Wellness / Resilience program
- Leadership and Supervisor Development