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.*

ICRAR-UWA's Diversity, Equity and Inclusion (DEI) committee, detailed under the strategy question S1 (below), continually examines the conduct of the organisation in relation to equity and inclusion. This examination happens using the feedback tools listed under the philosophy question P2 (below). Based on this feedback, the committee identifies areas that need improvement and develops specific initiatives with KPIs together with the executive. These initiatives are recorded in the "DEI Initiatives" document, available online at https://www.icrar.org/dei/. Examples of areas that led to initiatives over the last four years are listed under the outcome questions O1.a and O3.c/O3.d/O3.d.G (see especially Table 1 in the appendix).

★★★ *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.*

Current and new initiatives with SMART KPIs (where feasible) are described in a public document (https://www.icrar.org/dei/documents/, see Table 1 for some examples). Initiatives under development are listed in the minutes of the DEI committee meetings and are regularly monitored. The committee and the ICRAR management have implemented several tools for measuring the impact of initiatives at ICRAR-UWA:

- ICRAR-UWA wide annual anonymous climate survey (since 2016), where all members from students to senior staff members, including administrative personnel, provide feedback
- 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)
- Activity-specific ways of measuring the impact of an initiative (see examples in Table 1)
- Statistics of employment (gender, duration, age, salary), collected by ICRAR's admin staff
- Exit interviews conducted by Renu Sharma with each leaving student, postdoc and staff
- Physical pigeon hole for anonymous feedback, checked weekly by a DEI Ward member (S4)

Strategy

★★★ *S1. Established a committee to identify, implement and monitor positive changes in equity and inclusion within the organisation. Planned for committee members to undertake relevant diversity training as soon as possible within the next 2 years.*

In 2014, ICRAR-UWA established the DEI committee. DEI's 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 (ECRs). About 50% of the DEI activities are related to gender equity. The DEI committee has 8-9 members of varying seniority and includes one member of the ICRAR executive, currently Renu Sharma. The full list of roles and names of members are available in the "DEI Roles" and "DEI Members" documents at https://www.icrar.org/dei/.

The committee's high-level mission, specified in the public "DEI terms of reference", is:

1. Review current practices at ICRAR-UWA regarding (a) equity and inclusivity principles, (b) career support for women astronomers and minority groups, (c) family friendliness, (d) professional development of ECRs and (e) career preparation of Higher Degree Students (HDR)
2. Identify areas of improvement that follow from the review
3. Develop initiatives with KPIs addressing the areas of improvement
4. Monitor progress of KPIs and initiatives
5. Promote ICRAR's strive for an inclusive and equal work environment inside and outside the institute
6. Report to ICRAR executive team

The next training with UWA Equity & Diversity is planned for early February next year, following the committee renewal effective in January 2019.

★★ S1.a. Maintained a committed team over the past 2 years (4 years for Gold) 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 holds regular quorum meetings since its establishment 4 years ago (Oct 2014). The frequency of these meetings is bi-monthly (first Tuesday of every even month), but we are currently evaluating monthly meetings to synchronise with the corresponding committee meetings at ICRAR-Curtin. The agenda of the meetings follows points 1—5 of the mission specified under S1, which can be summarized as identifying, monitoring and implementing positive changes.

All but one current DEI members have received diversity training by UWA Equity & Diversity (via Malcolm Fialho and Gina Bannon) at least once, with many having had multiple training sessions in the last four years.

★★★ 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 is entering a new funding phase, ICRAR-III, in July 2019. The draft ICRAR-III plan, like the current ICRAR-II plan, makes a clear statement to aim for a "world-class high-performing organisation that is diverse, inclusive and equitable". Detailed funding for DEI initiatives is currently being finalised within the larger ICRAR-III budget discussions, while funding to continue our visiting fellowship for women (O1.a, O3.c.G) has already been guaranteed as a matter of priority, demonstrating a continued commitment to promote equity.

Our commitment to implement a range of initiatives during the coming 2 years is also demonstrated by our recent (mid 2018) effort to create new roles and better define the responsibilities of existing roles in the DEI committee. For instance, we now have an "ambassador", tasked with promoting our commitment outside ICRAR-UWA and coordinating efforts with other committees; as well as a "data officer", in charge of gathering data to better measure the impact of initiatives. The DEI committee is continuing with the successful ongoing initiatives and will launch the new initiatives described under O3.c/O3.d/O3.d.G.

★★★ 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 newly joining ICRAR-UWA members are informed of the University's code of conduct, the DEI committee at ICRAR-UWA, as well as the channels (see S4) for confidential and anonymous consultation and reporting of discomfort and misconduct. This information is supplied in one-on-one meetings with the associate director, Renu Sharma, for staff, and with the graduate course coordinator, Gerhardt Meurer, for students. A 1-pager with this information is also handed to all ICRAR visitors by our administrative officer, Lisa Randell, and is permanently displayed on the information boards on all three levels of our building. Both the code of conduct and information on the DEI Wards are available online (https://www.icrar.org/dei/).

★★★ 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 4-5 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. All current Wards have received special training by UWA Equity & Diversity and one Ward is an accredited Mental Health First Aider (MHFA).

A report can be made confidentially by speaking to a Ward and/or anonymously by dropping a written note in our "pigeon hole". For each report, the Wards try to decide on the best course of action to resolve the issue, if needed, in consultation with the DEI committee, the ICRAR management and/or with the University. In doing so, the Wards uphold legislation of UWA and promote diversity and equity among the staff and students.

The head of the Wards, currently Ivy Wong, is also a DEI committee member and provides feedback to the committee on a bi-monthly basis unless a quicker turn-around is required. The head maintains a confidential and anonymised written record of all reports made. When necessary, the head of the Wards informs the ICRAR-UWA plenum on the state of ongoing cases at Friday morning tea. ICRAR-UWA members are well informed of the Wards (see S3), following improvements described in Table 2 (row 1).

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 director, Peter Quinn (see cover letter), regularly emphasises his strong commitment to achieving high equity and inclusion standards in the organisation. Explicitly, he stated this commitment to the ICRAR-UWA members following the plenary discussion of previous anonymous climate surveys (see O3.e), as well as during the annual ICRAR-wide "all hands" meeting.

★★ *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 (more than) 2 years, the ICRAR director, Peter Quinn, and the ICRAR executive frequently demonstrated their commitment by supporting and funding various initiatives and directly contributing to the DEI committee via an executive representative in this committee (currently Renu Sharma). Examples of some initiatives started or funded by the ICRAR management are:

- The management proactively improved the gender balance of ICRAR staff, for instance by creating *two* permanent positions for women in 2018 (more examples under O3.c.G).
- ICRAR's "visiting fellowship for women in astronomy" attracts one influential female astronomer per year to visit ICRAR for 2-3 months (https://www.icrar.org/about/visiting-fellowship/).
- We are running workshops and seminars (roughly 2 per year) for raising awareness of diversity issues, unconscious bias regarding gender and culture, wellbeing, stress management, inclusivity, etc. These workshops are held by staff from UWA's Equity and Diversity office or external providers.
- The annual retreat "ICRAR-con" fosters scientific collaborations and aims at promoting an inclusive work environment through common activities, diversity sessions and by providing excellent family support.
- The 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.
- When cases of harassment were unveiled at CSIRO, the ICRAR director proactively interacted with CSIRO and held discussions with leadership at CSIRO to ensure that any ICRAR staff and student visiting CSIRO were not subject to such behaviour and were safeguarded from that environment.

★ *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. (private clarification by D. Zucker: "we would take 'widespread buy-in' to mean that not just the applying organisation, but also the larger organisational units within which it sits are supportive of initiatives like the Pleiades awards, and are in general agreement with the goals of the ASA IDEA chapter. […] with regard to 'universal uptake', we would tend to look to training and leadership efforts not only on a departmental level, but also centrally-sponsored, university-wide initiatives to promote the wider aims of the IDEA chapter.")*

ICRAR is a WA State funded equal joint venture of Curtin University and UWA. The ICRAR 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:

- UWA is a "1st cohort" partner of the Science in Australia Gender Equity (SAGE) programme, Australia's model of the British Athena SWAN project. ICRAR-UWA was actively involved in this partnership.
- UWA takes wellbeing of staff and students seriously. Professional counselling is free of charge for students and the regular newsletter gives information about a range of initiatives on mental health. ICRAR and a UWA psychologist jointly organised two workshops at ICRAR-UWA in September 2018.
- UWA's "Equity and Diversity" office employs professionally trained diversity officers with whom ICRAR-UWA has organised six meetings and UWA-funded training sessions over the last four years.
- UWA provides a reporting system for offence and harassment (https://tinyurl.com/uwarep). An example for the efficiency of this system is a recent (Sept 2018) case of sexual assault on campus which was reported and resulted in the alleged offender being caught and presented to the court the following week.
- UWA has been awarded Top Ten Employer for LGBTI (Australian Workplace Equity Index 2016).

Within UWA, ICRAR is affiliated with the Faculty of Engineering and Mathematical Sciences (EMS). The Dean of EMS, John Dell, is an active proponent of equity principles, as shown in his recent investigation of the underrepresentation of women to inform a submission to The Australian Academy of Science on the Women in STEM Decadal Plan. The investigation's results are compiled in a confidential report (17/10/2018).

★★★ *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 confidential complaints and reports made to them, including cases of misconduct, their dates, nature and resolution. The statistics since 2017 are as follows:

Year	Total number of reports	Cases of factual misconduct	Resolved	Resolve time [days] (mean)	Resolve time [days] (median)
2017	7	2	7	11.1	2.5
2018	4	0	4	3.2	2

★★ *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.*

The numbers of reports since 2014, as well as their nature and resolve time (as shown in O2 for 2017/18) 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. The reason for the rise in 2017 and 2018 can be attributed to a much more proactive approach of the DEI Wards, who continually motivate all ICRAR-UWA members (e.g. at morning tea) to report any concerns and cases of misconduct.

★★ *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 confidentially 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. Two examples of the last four years, made public without naming the complainants and offenders, are:

- An ICRAR student reported a UWA course coordinator for making sexually offensive comments online while identifying themselves as UWA staff. The DEI committee and ICRAR executive decided to escalate the case to UWA HR who decided to launch a formal investigation. The investigation included long (~60 min) interviews with several UWA members (inside and outside ICRAR) and concluded after 60 days with measures that are kept confidential. The student expressed satisfaction with the process and result.
- An ICRAR-UWA member received anonymous emails attacking their religion. As soon as this case was reported, the DEI committee, in consultation with the ICRAR executive, logged a report to the Australian Cybercrime network and ICRAR IT analysed the emails for traces to the offender. While no individual could be identified, the attack stopped and the complainant was satisfied with the approach.

We haven't had any notable cases of retaliation but would, of course, strongly support the complainants. Staff and students trust that the Wards do their best, as shown by the increase in consultations in the past 2 years.

★★★ *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/) They are also presented to the ICRAR-UWA plenum during our annual DEI plenum meeting following the analysis of the annual climate survey (see O3.e).

This application has been shared inside ICRAR-UWA on 15/10/2018 more than 2 weeks prior to submission and has been 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 4 years. Some of these channels (e.g. the employment statistics and exit interviews) have been in place since the establishment of ICRAR in 2009. As an example, the hiring and visiting statistics by gender are shown in Figure 1.

★★ *O3.b. Demonstrated regular communication of goals and progress reports to all staff and students […].*

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 director, Peter Quinn, reports the state-of-affairs and visions for ICRAR to the plenum. He always includes a high-level statement on best practice, inclusion and diversity.
- During the annual DEI presentation, following our annual climate survey (see O3.e), the DEI chair, Danail Obreschkow, communicates progress and future goals in DEI matters.
- All new ICRAR members have a welcome talk (with Renu Sharma for staff and Gerhardt Meurer for students), where they are informed about the code of conduct and the DEI goals (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.*

- Senior executive and DEI member 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 till 2014 and is now on the "culturally and linguistically diverse" (CALD) working group at UWA.
- Upon receiving the Pleiades Bronze (2015) and Silver (2017) awards, ICRAR-UWA has used these awards to promote its commitment to best practice, both outside and inside UWA, e.g. http://www.news.uwa.edu.au/201703239491/march-2017/icrar-leading-way-gender-equality.
- Since its establishment ICRAR has been an active player in the ASA IDEA chapter, for instance by hosting the WiA workshop (2013) and participating in the panel discussions in the IDEA meeting in 2017. Currently, ICRAR student Ahmed Elagali is on the steering committee, following Fiona Audcent-Ross.
- ICRAR maintains a strong outreach team of four full-time professionals. They actively reach out to minority groups and help encourage and equip them for careers in science and engineering. Examples of notable events in the last 4 years, include:
  - Hosted 16 female secondary school students in our intensive work experience program
  - 4 engineering workshops for indigenous secondary school students (more than 100 students)
  - Intense 1-week astronomy course for regional and indigenous students (7 students, 4 female)
  - 55 school visits in WA (visiting 4,400 students, approx. 50% female)
  - Joined 6 'Science Cafe' and 'Innovator's Tea Party' events designed to encourage women in STEM
  - Hosted over 200 indigenous students on campus over 3 astronomy events
  - Participated in multiple 'Girls in Engineering' days for over 100 students
  - SPIRIT telescope intensive programs (240 students, majority female from local girl schools)

We chose to combine the answers to O3.c (only past, not future), O3.d and O3.d.G in a table. 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). 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 active over at least the last 2 years (often 4—5 years) unless otherwise specified. Additional examples of particularly high-profile initiatives that have significantly progressed equity and inclusion at ICRAR-UWA are given under O3.c.G.

★★ *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.*

Since we continually assess needs and opportunities, it is fair to say we do not have an exhaustive view of the activities over the next two years. However, we have identified a need and assigned responsibilities to continue

the six initiatives listed in Table 1: the DEI Wards programme, mentorship, student support, visiting fellowship for women, targeted outreach and training sessions. We further decided to engage in two new directions:

- ICRAR-UWA sees an opportunity to be more active in the LGBTIA space. In 2019 the DEI committee will host a workshop with UWA Equity & Diversity and evaluate the need for an LGBTIA officer.
- We identified a need to coordinate ICRAR-UWA's efforts in equity and diversity with parallel efforts inside and outside UWA. We have thus defined the new role of a DEI "ambassador" (currently Sascha Schediwy) who promotes our goals to and seeks input from other committees, such as the IAU and Astro 3D gender committees, DevCom at ICRAR-Curtin and UWA Equity & Diversity.

Additional areas currently under consideration but still requiring discussions and careful planning are:

- Joint proposal between ICRAR-UWA & Curtin for an equity & diversity grant that would provide family support for travelling academics, career-break support, etc., as part of the ICRAR-III budget.
- Proposals to enforce gender-balanced shortlists for staff hires to maintain the newest figures: 50% shortlisted females in 2018 not counting female-only positions, compared to 43% (23%) in 2017 (2016).
- The 2017/18 climate surveys have some people indicating that they felt harassed/bullied but did not report the cases. We are discussing whether & how such unreported cases should/could be avoided or alleviated.

★ 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.

All initiatives in Table 1 have run over the last 4 years and have measurably improved equity and diversity, as shown in this table. Additional examples of high-profile initiatives that led to tangible progress are:

- Over the last 4 years, ICRAR-UWA has proactively supported couples and families, by facilitating the joint hiring of partners. In this period, ICRAR-UWA employed *six* couples in engineering, science and outreach including four ECR post-doc couples and one with children (names provided on request).
- Visiting fellowship programme for women: Andrea Font (2015), Vernesa Smolcic (2016), Francesca Primas (2017) and Anna Frebel (2018) 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.
- In 2018, ICRAR-UWA made a substantial effort to turn an Astro 3D fellowship into an ongoing position for women only, requiring an exception from UWA HR. Due to the very high quality of the female applicants, the executive and UWA subsequently decided to create *two* such ongoing positions for females which is a milestone towards improving our gender balance in a sustained manner (see Figure 1).
- 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.

★★ 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 replies), 2017 (78 replies) and 2018 (72 replies) [survey questions available upon request]. The results of the 2016 and 2017 surveys were first discussed by the DEI committee who decided on a number of suggestions in consultation with the ICRAR exec (O3.e.G). The survey results and suggested actions were then discussed with all ICRAR-UWA members both to inform and seek feedback. During these information sessions, most ICRAR executive members were present. The director, Peter Quinn, specifically answered some concerns raised in the survey. Since we noticed that only scientific students & staff attended these information sessions, separate additional information sessions were run for professional staff (outreach and admin). The 2018 survey closed on 19 October 2018. The analysis of the results is ongoing and will be discussed with the plenum this year.

★ O3.e.G Executed the action plan to address issues uncovered by climate survey within 2 years of climate survey findings.

Table 2 (appendix) summarises the issues uncovered in the climate survey two years ago (2016), actions taken and results. A similar list for the 2017 survey is available upon request.

Table 1: Examples of initiatives (O3.c/O3.d/O3.d.G); note that in addition to the "Impact measure & KPIs" described here, most initiatives also receive multiple comments in our *annual climate survey* (O3.e).

Implemented initiative (O3.c)	Impact measures & KPIs (O3.d)	Tangible results (O3.d.G)
DEI Wards programme (detailed under S4) for all ICRAR-UWA members to have a confidential contact point and/or report an actual or suspected case of misconduct confidentially and/or anonymously.	All reports made in person to a DEI Ward or via the pigeon hole (S4) are listed in the confidential "Wards Record", which details the cases, actions taken, outcomes and start/end dates. Maintaining this record, ensuring the training of the Wards and informing about the Wards are the KPIs.	14 reports logged in the last 4 years, including some cases of misconduct (see O2.b for two examples). All cases were addressed and resolved to the satisfaction of the complainants in a median time of 3 days (one case significantly longer due to a legal procedure).
Mentorship programme: each HDR (PhD+Master) student is given a choice of two staff mentors outside their project. They are strongly encouraged to meet with them at least twice per year. The DEI committee oversees the assignment, regularly encourages meetings and provides a plan for these meetings.	The KPIs are: + each student, other than students visiting less than 6 months, must be assigned a mentor (optional for others and ECRs) + availability of an online guide for mentees and mentors + verification that each student has met with their mentors at least once	Determining the outcomes of a mentorship program is difficult due to the confidential and personal nature of mentoring. At least three students have explicitly benefited from their mentor in training for job interviews and several others reported that their mentors were useful for career discussions.
Student entry support: based on complaints of PhD students about a lack of information and fairness in the allocation of academic and financial support, we developed (1) a transparent and standardised student budget and (2) a "survival guide" for students, written by students.	The verifiable KPIs of this initiative are the two documents themselves, both of which are now available online. The student representative in the DEI committee, Rodrigo Cañas, informs the DEI committee bi-monthly about the satisfaction of the students in regard of this support.	As reported by the student rep, PhD and Master students find the "survival guide" very useful and the standard budget reliable. Incidentally, the existence of this budget has also led to a lot of positive feedback by supervisors. Complaints by students on this have stopped.
Fellowship for women in astronomy (see O1.a and O3.c.G), a generous scheme to invite one senior female astronomer per year for a period of 2-3 months to ICRAR. This was one of several measures (O3.c.G) to address the under-representation of women and lack of role models.	The immediate KPI is the selection of one fellow per year and their visit to ICRAR. While at ICRAR, the fellows have a list of "mandatory" missions, including a science colloquium and various career development activities with students and ECRs. The impact of those is measured in a dedicated report submitted by the fellow to the exec and DEI committee.	This fellowship programme regularly receives positive feedback across the institute as reflected by statements in the climate survey. All written & oral feedback provided so far applauded ICRAR's leadership in equity and diversity issues. Over the years, the fellowship has attracted a growing number of submissions and is now internationally well known.
Outreach activities demonstrating and promoting equity and inclusion (see O3.b.G, last point)	Statistics of people reached, including breakdowns by gender and cultural background	The examples provided in O3.b.G show that ICRAR-UWA has significantly reached out to young women and minority groups.
Training programs to respond to a need for increased awareness for equity & diversity as well as for non-scientific "soft" skills	We keep a record of the training sessions in the DEI Initiatives document (available online), track the statistics of attendees and debrief all training sessions in DEI committee meetings.	In the last 4 years, we ran 3 well attended seminars on unconscious bias, 2 on wellbeing at work, 2 on careers outside astronomy, as well as workshops on presentation skills and media.

Table 2: Examples of responses to the 2016 climate survey results (O3.e.G)

| Issue	Action	Outcome
11 members (28%) ticked "no" or "unsure" to the question asking if they knew where to report unfair and inappropriate treatment.	Based on this feedback, the DEI Wards decided to become more present by (1) regularly advertising the existence of the DEI Wards (see S4) at morning tea, (2) setting up posters with the Ward information, (3) installing a pigeon hole for anonymous feedback.	Following these actions, the reports made to the DEI Wards increased strongly (7 in 2017, 4 in 2018) from 1/year in the previous three years. The 2017 and 2018 surveys showed that the number of those unsure where to report had dropped to 10% and 8%, respectively.
It was pointed out several times that, however inclusive ICRAR-UWA is, the gender statistics are heavily biased.	ICRAR-UWA has taken a strong, temporarily positively biased approach to addressing its gender bias by creating two female-only ongoing positions and facilitating multiple couple hires (see O3.c.G).	Gender balance has improved significantly (Figure 1) but needs to improve further (as highlighted in the future plans under O3.c).
A large fraction (48%) of the responses said that ICRAR-UWA was moderately or strongly biased against non-native (English) speakers along with some comments that this also affects the way social groups form.	(1) This was raised to the plenum which was an important step since most native English speakers had not realised this issue. (2) The group leaders were asked by DEI to observer the social balance within their groups and take a stand for non-English speakers.	The subsequent surveys in 2017 and 2018 found that this fraction had dropped to 13% and 15%, respectively. However, "native language bias" is still our most strongly *perceived* bias compared to biases against age, religion, race, nationality, sexual orientation, political opinion and employment category.
Complaints that part-time students & staff were often unable to attend key events.	The DEI committee asked seminar organisers and group leaders to consider part-time students and employees in the scheduling of their events.	Problem largely resolved as shown by no more complaints raised in the 2018 survey, as well as by direct feedback from group leaders.
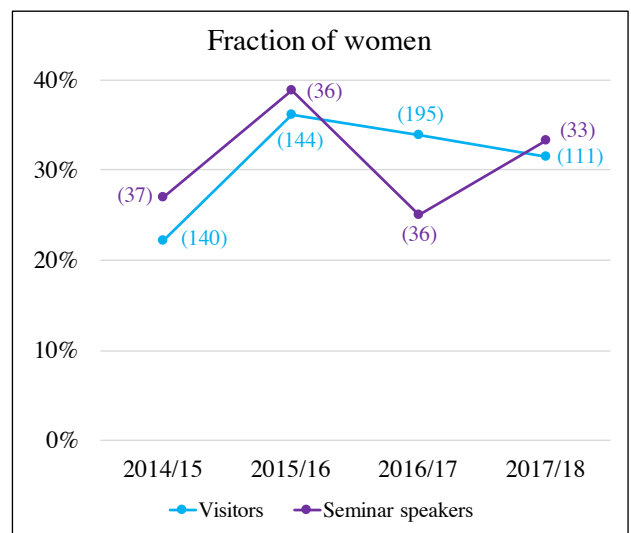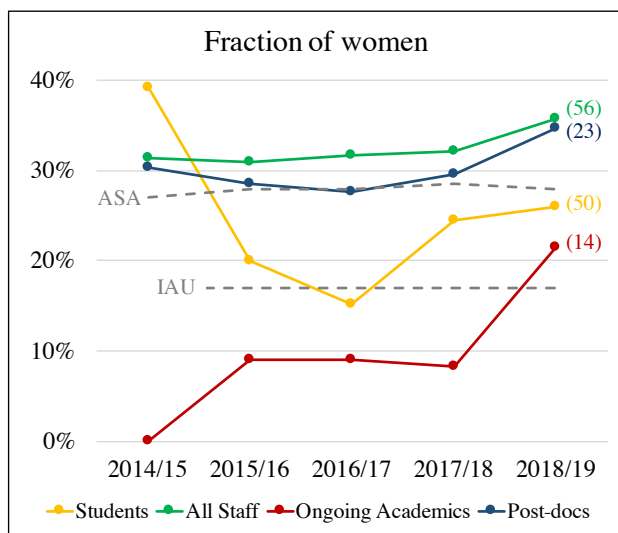
Figure 1: Gender statistics of employees & students (left) and visitors & speakers (right) over the last four years. "All staff" include academics, IT, administration and outreach. The employment numbers for 2018/19 are as confirmed on 23/10/2018 and may be subject to small changes. Numbers in parentheses are the absolute counts of all genders. For reference, the dashed lines show the fraction of women among all ASA and IAU members (without new student members), modulo a small uncertainty due to members who prefer not to say.