Please fill out this form, and address the selection criteria within a maximum of 6 pages of text (minimum 11 pt), plus up to 2 pages of accompanying tables / figures, and return by November 2, 2018 to the Steering Committee of the IDEA Chapter: daniel.zucker@mq.edu.au

Name of organisation: ______________________  
Number of ASA members: ____________________  
Contact name: _____________________________  
Contact email address: _____________________  
Contact telephone number(s): _______________  

By my signature, I confirm that a complete draft of this application was circulated to all staff and students for comment at least two weeks prior to submission:  

Name of organisation head: ____________________  
Signature of organisation head: ________________  
Date ___ /___ /_____

Award sought:  
- Gold  
- Silver  
- Bronze

We encourage applicants to respond to all criteria relevant to their organisation, even if the criteria apply at a higher level of award than is being sought. In the event that the criteria for the level of award sought by the eligible organisation are not met, the awards committee will consider the application against the criteria for a lower award level.
The International Centre for Radio Astronomy Research

Committed to equity, diversity and inclusivity to enable all at ICRAR to achieve their full potential.

A truly diverse organisation with over 30 countries of birth represented and over 40 languages spoken.

A node of two ARC Centres of Excellence (CAASTRO, ASTRO 3D) strongly committed to equity and diversity.
The Development, Equity and Inclusion (DEI) committee

Established in 2014, to foster matters related to equity, inclusion and development.

DEI’s objective is to strengthen the quality of ICRAR-UWA as a workplace, by taking measures to promote equity and inclusion across genders and cultures, as well as to help the professional development of students and early-career researchers.

Main areas of responsibility:

- Review current practices at ICRAR and identify areas of improvement regarding:
  - Equality and inclusivity principles
  - Career support for women astronomers and minority groups
  - Family friendliness
  - Professional development of early career researchers (ECRs)
  - Career preparation of higher degree students (Master and PhD)

- Promote ICRAR’s strive for an inclusive and equal work environment inside and outside the institute

- Report to the ICRAR Executive Director.
# DEI Committee Roles

| **Chair** | Overall coordination and chair of meetings  
|           | Report to ICRAR members  
|           | Report to ICRAR exec |
| **ICRAR/EXEC Representative** | Informs committee of Exec views  
|           | Report to ICRAR Exec  
|           | Handle high-level activities |
| **Student & ECR development officer** | Lead mentorship program for students and ECRs  
|           | Organise two annual development sessions |
| **Student Representative** | Inform the committee of HRD students issues |
| **Gender diversity officer** | Organise activities to raise awareness for gender bias and support women  
|           | Raise awareness and contract LGBTIA+ issues  
|           | Ensure a bias-free work environment |
| **Wards officer** | Select and train wards  
|           | Liaise to DEI committee and exec  
|           | Keep wards record |
| **DEI ambassador** | Keep informed with diversity and equity issues/activities ICRAR  
|           | Liaise with other UWA diversity committees and activities (inc. SAGE) |
| **Awards & data officer** | Collect/keep track of gender balance: panels, students, post-docs, staff |
| **Web officer** | Regularly update ICRAR/DEI webpage and DEI documentation |

## The ICRAR Wards

To ensure that all students, staff & visitors have available points of contact for raising grievances or concerns.

Four wards across various levels of seniority. They act as points of contact for anyone in ICRAR to approach for consultation and information in the event that they feel discriminated against, unfairly treated, harassed, or otherwise uncomfortable because of the actions of a colleague, supervisor, or student.
Some examples of our initiatives focused on gender

**Visiting Fellowship For Senior Women In Astronomy**

Create opportunities for women, to learn career development and work-life balance strategies from potential senior role models.

**Female-only ASTRO 3D Fellowships**

Appointed two female researchers to on-going positions in 2018.

**Supporting Girls in STEM**

Strong focus on outreach activities to introduce school girls to STEM subjects: e.g., SPIRIT telescope, girls in engineering, innovators tea party, school visits

**Primary Carer Support Scheme**

Financial support to staff/students with primary carer responsibilities (e.g., attending conferences, return after long leave)

**Climate Survey**

Annual anonymous survey to check staff/student’s view on different aspects of ICRAR life/working environment (60-70 entries)

**Open communication and anonymous feedback**

‘DEI Corner’ at senior staff meeting and Friday morning tea
Locked pigeon-hole and on-line form for anonymous feedback

**Tracking hiring gender statistics**

Reviewing gender balance in applications/short-lists/selection panels

**Child care**

Providing child care support for ICRAR organised events

**Staff/Student Training**

Unconscious Bias
Ally Training
Dealing with difficult behaviour
Career Development
Job interviews
....
Our Demographic - Climate Survey 2019

Gender
- Male: 56%
- Female: 37%
- Prefer not to say: 5%

Role at ICRAR/UWA
- Research staff: 40%
- PhD student: 26%
- Master student: 13%
- Professional staff: 22%

First language
- English: 55%
- Other: 21%
- Prefer not to say: 24%

Caring responsibilities?
- Yes: 37%
- No: 63%
Future Plans

Make ICRAR an even friendlier workplace for staff returning to work after giving birth

Become a Women in STEM Decadal Plan Champion

Keep the Pleiades Gold Award accreditation

For more info, please see www.icrar.org/dei