



Gender Equity, Diversity and Inclusion Plan

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1. Overview and Objectives

Diversity and inclusion is about our individual differences and valuing the knowledge, skills and perspectives people bring to the workplace. The Australian Cobotics Centre considers diversity to broadly cover characteristics such as age, gender, physical abilities, disability, nationality, cultural background and ethnicity, marital, family or relationship status, religious beliefs, sexual orientation and gender identity. An inclusive culture is one where everyone feels respected and valued and is able to fully contribute their unique abilities, qualities, skills and perspectives. It is inclusion that promotes diversity of thought and allows us to drive innovation, helps engage our people, builds productivity and reduces conduct risk for the benefit of our performance and research outcomes.

While the composition of women across the Centre's CIs reflects the under-representation of women at senior levels of research in STEM disciplines, a 5-year ITTC aimed at uplifting human capability in collaborative robotics is an unmissable opportunity to support strategies which may improve this representation in the future, in both research pathways and manufacturing careers. In addition to Program 5, which supports much needed research in workforce diversity and longevity for manufacturing, the Centre itself will explicitly address gender equity including: establishing an equity and diversity policy; implementing strategies to encourage women applicants to ICHDR and ICPD positions; removing barriers for researchers with caregiving responsibilities to undertake field work or attend conferences; measuring and reporting on gender participation across the life of the Centre; fostering conversations with POs about female participation in manufacturing careers; connecting with existing networks supporting women in manufacturing and dissemination of findings from Program 5. The Centre will access gender equity programs at each partner university, all of whom are Athena SWAN Bronze Award recipients and participate in the Science in Australia Gender Equity (SAGE) initiative.

In accordance with QUT's [Gender Equity Policy](#)¹ the Centre recognises that gender is one dimension of diversity and is committed to achieving fair and equitable outcomes for staff and students in all aspects of work and study, regardless of gender identity or presentation.

This plan will provide all ACC members with guidance in relation to the recruitment, support and engagement with Centre members and other end users. This plan is not intended to replace existing policies and programs from industry and university partners. Rather, the Centre has identified specific areas where we can make a positive impact.

The Centre will review its Gender Equity, Diversity and Inclusion policy annually.

2. Our principles

We will:

- Build a research team that reflects the diversity of our society by actively encouraging women, LGBTQI+ and indigenous applicants to all HDR and post-doctoral fellow positions.
- Consciously consider all genders, recognising that gender is not binary, and that trans and gender diverse people face specific inequities because of their gender identities.
- Encourage Cultural and Linguistic Diversity (CALD) at all levels in the Centre. CALD is a broad concept that encompasses differences between people such as language, birthplace, ancestry, ethnicity, cultural traditions, societal structures, and religion. We will ensure our policies, practices and behaviour support inclusion and equality, and do not perpetuate systemic discrimination or exclusion due to unconscious bias, stereotypes, or other inappropriate assumptions.
- Instil a culture of social and ethical responsibility in the staff and student cohort.
- Provide a platform to highlight and celebrate the successes of the Centre's female, non-binary, Indigenous and LGBTQI+ people.
- Create a safe, inclusive and supportive environment that empowers people to succeed in their study or work.
- Expect our members to lead by example, and in line with the equity and diversity policies of their institution and this Centre.
- Remove barriers for all staff with caregiving responsibilities to undertake field work or attend conferences.
- Implement appropriate flexible work arrangements and encourage participation in mentoring and training initiatives.
- Measure and report on diversity within the Centre activities. Tracking our progress and improvement will ensure inclusion and diversity remain at the forefront of the Centre.
- Connect with existing networks supporting women, LGBTQI+ and Indigenous people in STEMM.

3. Action Plan

The Centre has identified different stages where we can create positive impact with actions associated with each.

1. Recruitment and People Management
 - a. All staff roles within the Centre will be available on a part time/job share or compressed work week appointment if required
 - b. Leave will be provided for PhD students subject to any specific provisions of the scholarship
 - c. Inclusivity should be incorporated in all phases of recruitment (planning, advertising, interviews etc.)
 - d. An appropriate ratio of gender and diversity is to be represented in reviewing applications
 - e. Gender equity, diversity and inclusiveness training is to be provided to all Centre members
 - f. Individuals are encouraged to negotiate directly with their supervisors regarding flexible work hours and or working from home subject to the policy/procedures of the home university
 - g. Supervisors are encourage to promote and enable flexible working conditions where possible, consistent with the wishes of staff/students and the university policy.
 - h. Recruitment and membership statistics in relation GEDI to be collated and reviewed by the Centre's Executive committee
2. Mentoring of ACC Students and postdoctoral Research Fellows
 - a. All postdocs and students will be allocated an academic and industry mentor.\

- b. Mentors should:
 - i. Open up their network to the mentee and aid the formation of new connections
 - ii. Champion the profile and visibility of the mentee wherever possible
 - iii. Connect the mentee to high profile/high reward opportunities that lead to career advancement
 - iv. Nominate the mentee for promotions and awards where appropriate
- 3. Workshops, committees and events
 - a. Include an acknowledgement of country and statement of inclusivity during the opening statements
 - b. Prioritise gender and CALD equity and diversity in presenters
 - c. Scheduling to be respectful of school holidays, and dates of cultural significance to all communities
 - d. Where possible and appropriate, recordings will be available for people unable to attend
 - e. Where possible, core meetings and events to take place between 10am and 3pm AEST (being respectful of interstate and international time differences)
 - f. Event organisers to be respectful of diversity of needs when planning events
 - g. When providing financial or in-kind sponsorship for external events/conferences/workshops, the Centre will ensure these events have diverse representation not limited to gender, cultural and linguistic, race, age and LGBTQI+
 - h. Individuals attending the centre's annual conference will be asked to share accommodation. Where possible (subject to financial limitations) we will cater to individual needs
- 4. Family friendly travel
 - a. Where conference or event attendance is subject to finding alternative care for dependents, the Centre will offer accommodation for dependents of the attendee and a carer
 - i. Costs for this will be covered by the Centre
 - ii. Where the event or conference is interstate or outside of the attendee's usual city, spouses/partners of attendees are welcome to stay in the accommodation. Additional accommodation costs will be borne by the attendee and not the Centre. The spouse / partner should be included in evening group meals and other activities.
- 5. Personal Information
 - a. The disclosure of a member's personal information such as age, parental status, culture etc is discouraged in communications such as reference letters, introductions and media releases. Members are to consider carefully the relevance of personal disclosures (and permission obtained where disclosure is deemed necessary and appropriate)

With thanks to the [CAASTRO Gender Policy](#) and the [CNBP GEDI Policy](#) which helped to inform parts of this plan.

4. Appendices

Appendix 1 - Gender statistics within the Centre

Group	At proposal		Current	
	Female : Male	% Female	Female : Male	% Female
Chief Investigators	5:14	26%	7:13	35%
Postdoctoral Research Fellows	n/a	n/a	2:2	50%
PhD students	n/a	n/a	n/a	n/a
Partner Investigators	0:9	0%	1:8	11%
Advisory Board	n/a	n/a	2:3	40%
Operational Staff	n/a	n/a	2:0	100%
Total	5:23	18%	14/23	38%