



## SAGE Cygnet Award Application Feedback – Inclusive Culture (749 words)

### Progress

*What actions were taken to achieve the targets for increasing the number of women in the workforce and on boards, committees, and recruitment panels?*

**Demonstrate: The Institution has implemented SMART actions appropriately designed to remove or reduce the Key Barrier.**

We took a top-down and holistic approach to improving culture in the organisation. Actions included:

- Embedding efforts to foster inclusive culture into our day-to-day work;
  - We updated policies and procedures to remove bias, add inclusive language and to remove unintended barriers to full participation in the workplace, regardless of gender or individual circumstances.
  - We updated our recruitment policy and procedures to ensure selection panels have a mix of genders (50/50 where possible) and a broad diversity representation.
  - We updated our advertising material to promote flexible work options; access to part-time arrangements, flexible hours, working from home arrangements and resources such as a dedicated parent's room and breastfeeding room for nursing parents.
  - The terms of reference and processes for boards and committees were reviewed to ensure membership was a 40:40:20 gender mix. This also included ensuring chair and co-chairs were not the same gender, where possible.
  - In their roles as organisational leaders, our senior executive espoused their commitment to ensuring the organisation is not only a safe place to work but is also representative of the community that we serve.
- Strengthening employee engagement and senior executive visibility in the ownership of our diversity and inclusion networks and objectives;
  - Our senior executive were established as diversity champions, in areas such as gender equity, pride, disability, age, cultural and linguistic diversity, First Nations Australians, and inclusive culture.
  - We ensure diversity messages are in at least 50% of all our senior executive communications with the Chief Executive Officer being the most visible.

## Outcomes

The Review Group noted that Geoscience Australia have shown a measurable change to their baseline data, however, would like to know the total numbers and further disaggregation of data to judge outcomes more effectively.

### Demonstrate:

The Institution has provided evidence of outcomes resulting from its actions. Evidence of outcomes will typically be in the form of a measurable change to the Institution's baseline data.

The Institution has achieved its target outcomes OR the Institution has provided a rationale for any gaps between its target outcomes and actual outcomes.

### Provide absolute numbers in addition to the percentage changes for Figures 1 and 2

Table 1: Gender Representation in STEM roles – Geoscience Australia

Gender	31 March 2019	31 March 2020	31 March 2021	31 March 2022
Women	110 (31.3%)	155 (34.9%)	166 (36.4%)	176 (37.8%)
Men	241 (68.7%)	289 (65.1%)	289 (63.6%)	290 (62.2%)

Table 2: Gender Representation in the Senior Leadership Team – Geoscience Australia

Gender	31 March 2019	31 March 2020	31 March 2021	31 March 2022
Women	4 (25%)	5 (33%)	7 (50%)	7 (50%)
Men	12 (75%)	10 (67%)	7 (50%)	7 (50%)

### Show disaggregation of Figure 3 by gender

Full disaggregation of the requested data by gender was unfortunately not possible as the original data sources are no longer available in that level of detail due to a change in the portal, which resulted in a loss of data. We have supplemented this with more accessible and recent data from the APS employee census which demonstrates a similar level of personal commitment to our organisation's goals, which increased as we implemented our inclusive culture commitments (Figure 1 and Table 3) and our organisation commitment to our inclusive culture (Figure 2 and Table 4).

Figure 1. Percentage of workforce indicating they are committed to Geoscience Australia's goals

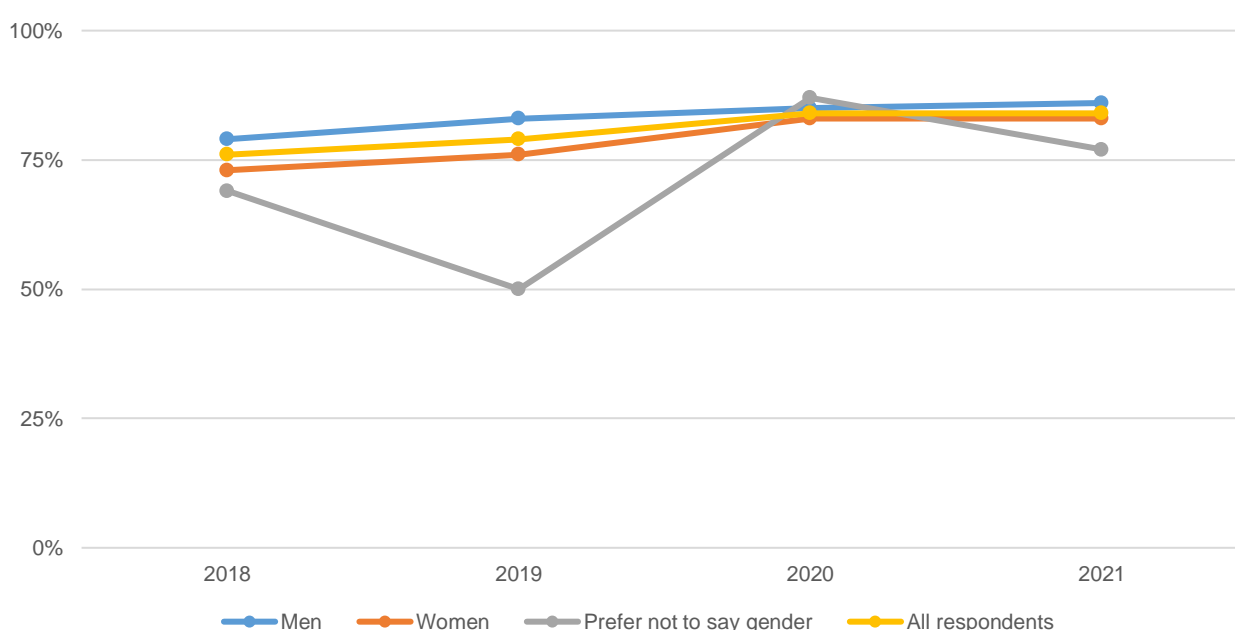


Table 3: Percentage of workforce indicating they are committed to Geoscience Australia's goals

Gender	2018	2019	2020	2021
Women	111 (73%)	130 (76%)	160 (83%)	149 (83%)
Men	161 (79%)	197 (83%)	213 (85%)	210 (86%)
Prefer not to say gender	11 (69%)	7 (50%)	20 (87%)	17 (77%)
All respondents	283 (76%)	334 (79%)	394 (84%)	378 (84%)

Figure 2. Percentage of workforce who believe Geoscience Australia promotes an inclusive culture

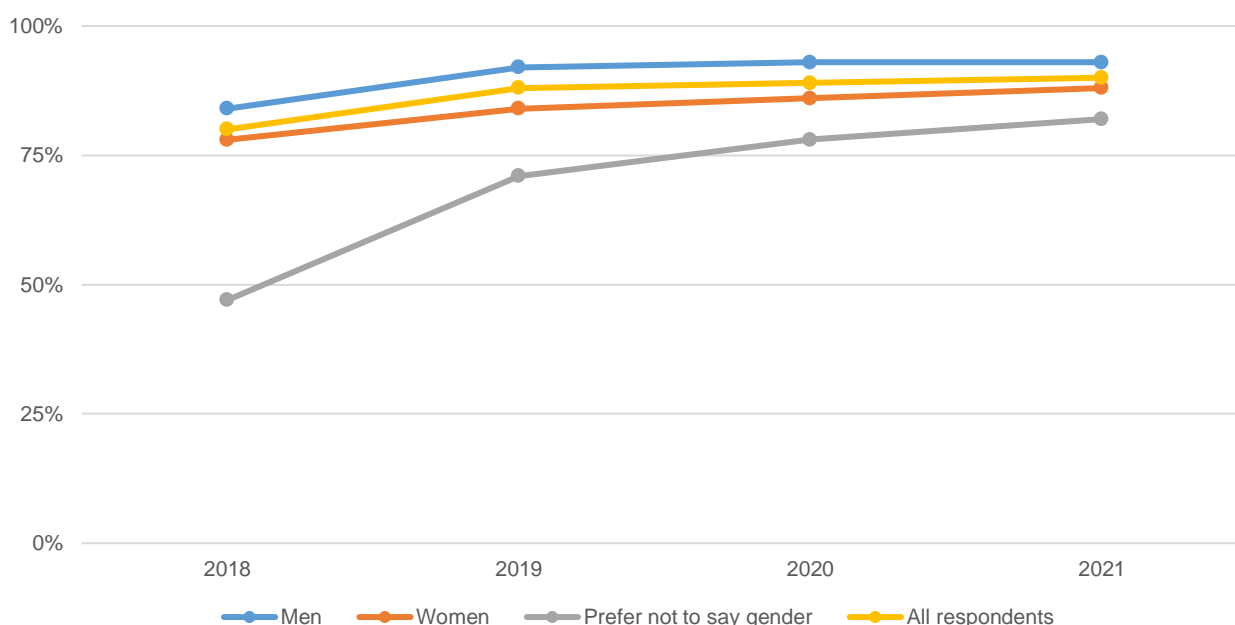


Table 4. Percentage of workforce who believe Geoscience Australia promotes an inclusive culture

Gender	2018	2019	2020	2021
Women	117 (78%)	143 (84%)	166 (86%)	159 (88%)
Men	170 (84%)	219 (92%)	231 (93%)	227 (93%)
Prefer not to say gender	7 (47%)	10 (71%)	18 (78%)	18 (82%)
All respondents	294 (80%)	372 (88%)	416 (89%)	406 (90%)

**Figure 1 shows that the representation of women has increased by 6.5% and on page 7 Geoscience Australia notes that “improving inclusive recruitment resources increased representation of women in STEM by 6.5 per cent”. If the change is only attributable to external recruitment, please give detail as to how this relates to inclusive culture at the organisation.**

Our approach to improve inclusive culture included an ensuring we increased the representation and experiences of all genders in our workforce.

As outlined in the activities and outputs section of our submission, this was accompanied by other resources such as new policies, action plans and learning materials to ensure we had a consistent approach to inclusive culture across the organisation and at all stages of the employee life-cycle.

Figures 3 and 4 demonstrate that together these actions combined have led to improved experiences of genders in our workplace as well as the improved representation noted to contribute to a more inclusive culture at Geoscience Australia.

Figure 3. Number of people who indicated they received the respect they deserved at work 2018-2021

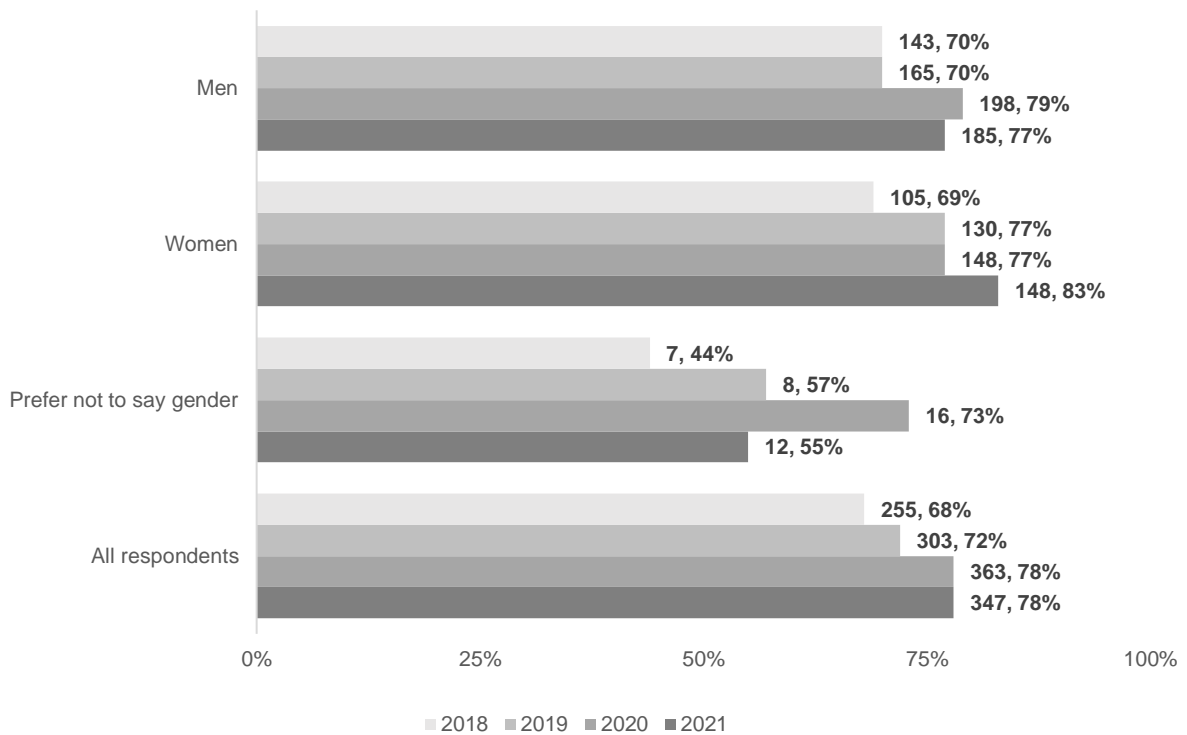
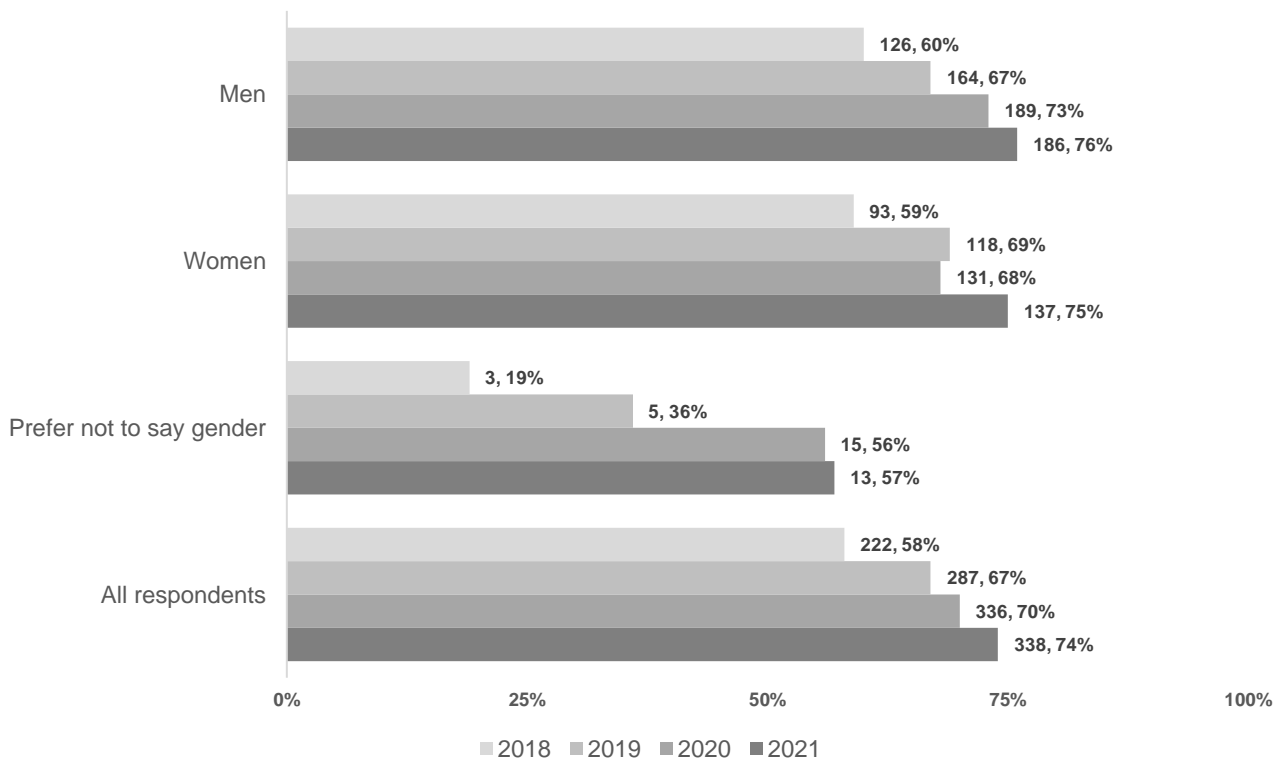


Figure 4. Number of people who are satisfied with the recognition they receive at work 2018-2021



## ***Impact***

### ***Provide information on the size of the focus groups and the makeup of the gender equity network.***

Our Gender Equity Network at Geoscience Australia (GENGA) is comprised of 114 staff members, of which 70 per cent are women. GENGA also includes many focus groups, such as a women's network, pride network and parents and carers' network.

### ***Provide data to back up claims that the empowerment of women (by existing role models) led to an increase in the representation of women in the senior leadership group.***

In preparing our submission, and as a staff led network, GENGA was given ownership of speaking to all staff to help measure the impact of our actions under this cygnet award. GENGA led a qualitative data collection process through their focus groups to ascertain the impact of our actions. This process identified that having women more visible in senior executive roles and positions demonstrated better and clearer pathways for women to progress within the organisation. GENGA summarised this by saying 'you can't be what you can't see' and that 'there are now more women in senior positions within the organisation, who are driving decision-making and holding people accountable for their workplace behaviours'.

In addition, seven of nine of our executive committees are chaired or co-chaired by women, which has been noted as a particular outcome showing better career pathways for women. It has also resulted in greater expressions of interest from women to join these committees which has improved 40:40:20 diversity representation on those committees. This is further highlighted by the fact that in 2021 we had our first female acting CEO in the organisation's history.

At the time when collecting this data, our intent was to be as inclusive as possible in the preparation and development of our cygnet award; however, in reflection, we needed to provide more guidance and oversight in GENGA's data collection process. This is because we acknowledge that we are unable to provide further information and there is opportunity in the future to improve the robustness and validity of the data.