



Australia's National
Science Agency

SAGE Cygnet 1

Institutional Overview

August 2023

ACKNOWLEDGEMENT OF COUNTRY

CSIRO acknowledges the Traditional Owners of the lands, seas and waters, of the area that we live and work across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. CSIRO is honoured to partner and collaborate with Aboriginal and Torres Strait Islander communities across the nation, and we acknowledge the contributions of all Aboriginal and Torres Strait Islander People, staff and partners towards our vision for reconciliation.

BACKGROUND

As Australia's national science agency, CSIRO solves the greatest challenges through innovative science and technology.

We are Australia's most trusted research institution and most connected innovator, working with universities, governments, Australian businesses of all sizes across all major industries, and communities around the country.

One of the largest and most multidisciplinary research and technology organisations in the world, we manage state-of-the-art research facilities for the nation, for greater collaboration and the development of new technologies to support Australia.

There are six challenges we are assisting the nation to overcome, and turn to Australia's unique advantage:

- **Health and wellbeing:** Enhance the health of Australians through preventative, personalised, biomedical and digital health services.
- **Food Security and quality:** Achieve sustainable security through new AgriFood products, technology and innovation for Australia.
- **Secure Australia and region:** Help safeguard Australia from threats (terrorism, regional instability, pandemics, biosecurity, disasters, and cyber- attacks).
- **Resilient and valuable environments:** Enhancing the resilience, sustainable use, and value of our natural and built environments, including by mitigating and adapting to the impacts of climate and global change.
- **Sustainable energy and resources:** Build competitiveness, sustainability and security, nationally and regionally, of our energy and minerals systems and resources while lowering emissions to Net Zero.
- **Future Industries:** Help create Australia's future industries and jobs by collaborating to boost innovation performance and promote Science, Technology, Engineering and Maths (STEM) skills.

The challenges were identified through analysis of our own trend modelling and forecasting, including the [Australian National Outlook](#) report, engagement with our partners in industry, government and academia, and a review of Australian and international priorities (including the Australian Science and Research Priorities and the United Nations' Sustainable Development Goals).

We deliver around \$8.4 billion of benefit to the nation each year as a result of our science, securing our future national prosperity as well as environmental and social benefits.

Over 4,000 industry and government partners Including nearly 1,600 small and medium businesses (SMEs)	For every \$1 invested in CSIRO, at least \$8.40 in value is returned to the Australian people Considering CSIRO's 2021-22 budget, this equates to \$10.2 billion of benefit to the nation	5854 people Committed to delivering the greatest national benefit	50 sites In Australia and three sites overseas
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GOVERNANCE

CSIRO was constituted and operates under the Science and Industry Research Act 1949 and is responsible and accountable to the Commonwealth. CSIRO is an Australian Government Corporate entity with a Board that sets the strategic direction of the Organisation and an Executive Team, led by the Chief Executive Officer that leads, directs, corporates and controls our operations. Both the CSIRO Executive team and Board is gender balanced.

CORPORATE PLAN

CSIRO operates an Annual Corporate Plan, this is our key strategic planning document that demonstrates how we will deliver on our purpose over the next four years. It outlines our strategic initiatives that will enable our commitment to science excellence and reflects our passion for solving the greatest challenges to make life better for all Australians. Our Corporate Plan includes Targets for Women in Leadership and gender balance in significant recruitment campaigns such as Impossible without you.

Figure 1: Strategy at a Glance



2022-23 Strategy

Our purpose is to solve the greatest challenges through innovative science and technology



Our values underpinning how we work

Making it real

Trusted

People first

Further together

SI-MW-17-00107

SIZE AND STRUCTURE

CSIRO has 5854 people delivering across 53 sites throughout Australia and Globally working across 6 Impact Science Business Units and 8 Enterprise support units.

Figure 2: CSIRO Locations Australia and International

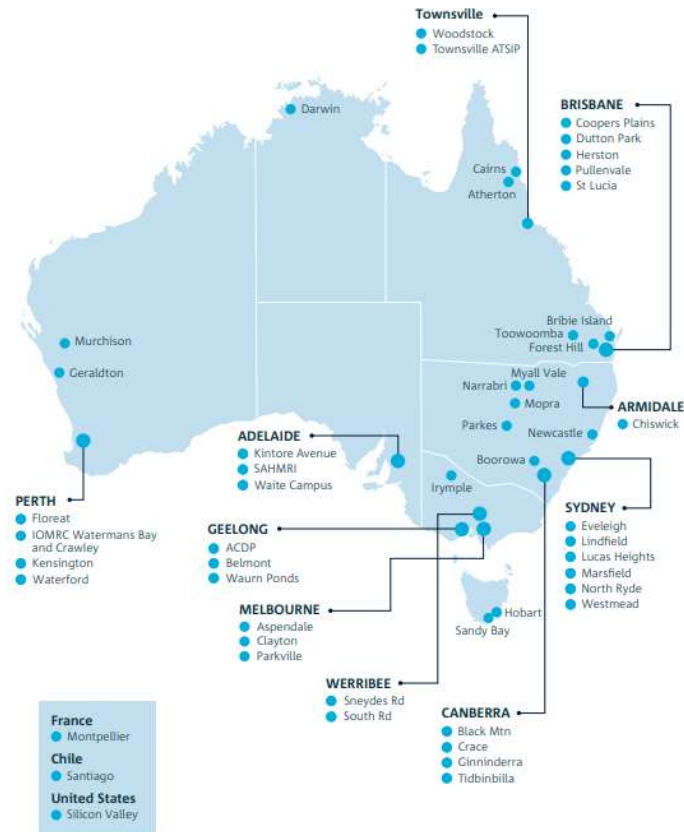
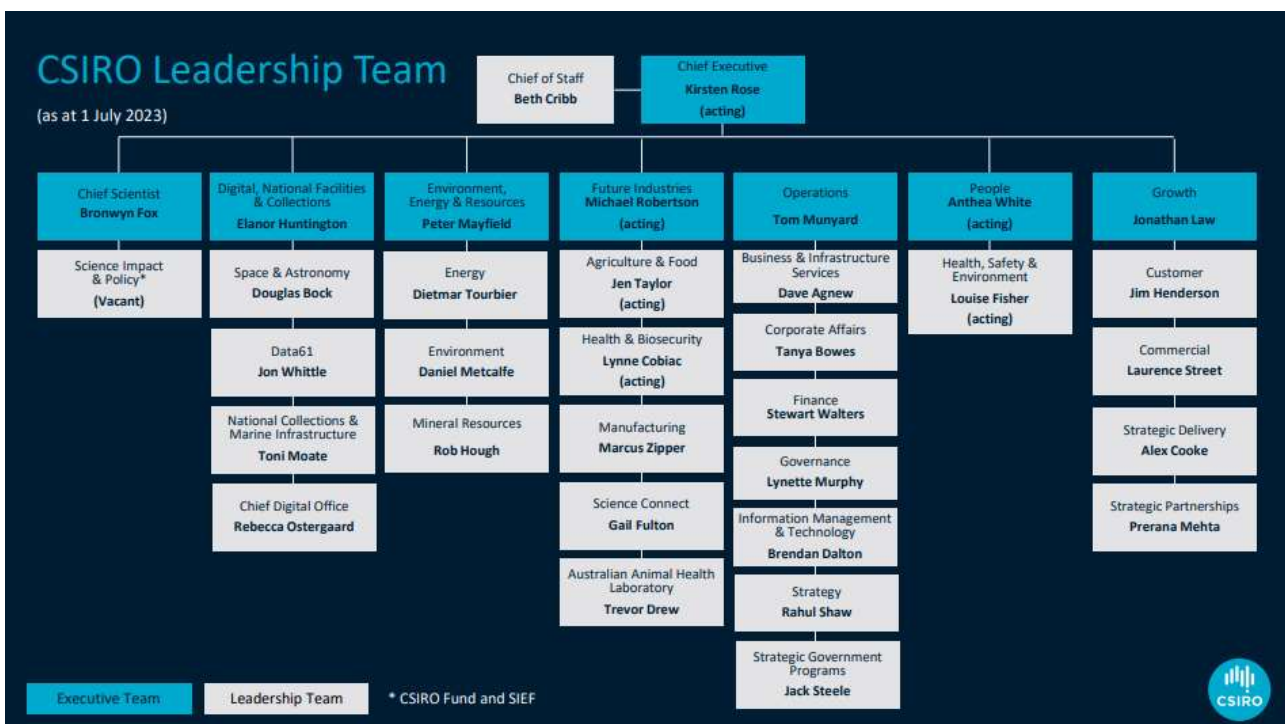


Figure 3: Organisational and Leadership Structure



STAFF PROFILE

Of our 5854 employees, 60.5% (N = 3540) are employed as research staff (generally within our Business Units) and 39.5% (N = 2314) as professional and service staff (who may work in Business Unit or in Enterprise Services) contributing to day-to-day operations.

Figure 3: Research Staff by functional area and gender

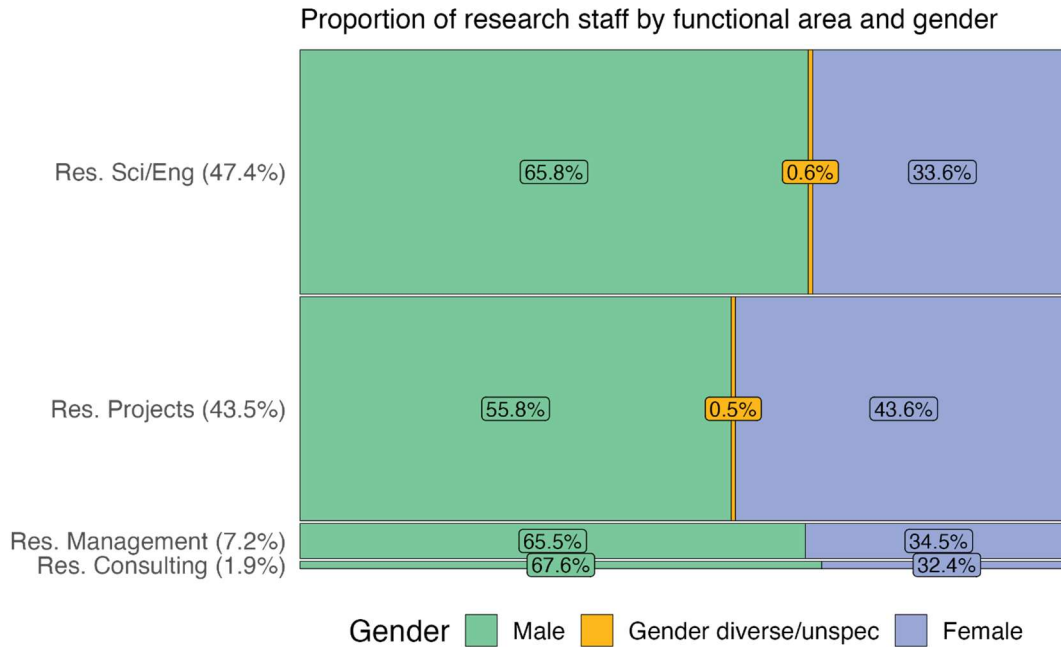
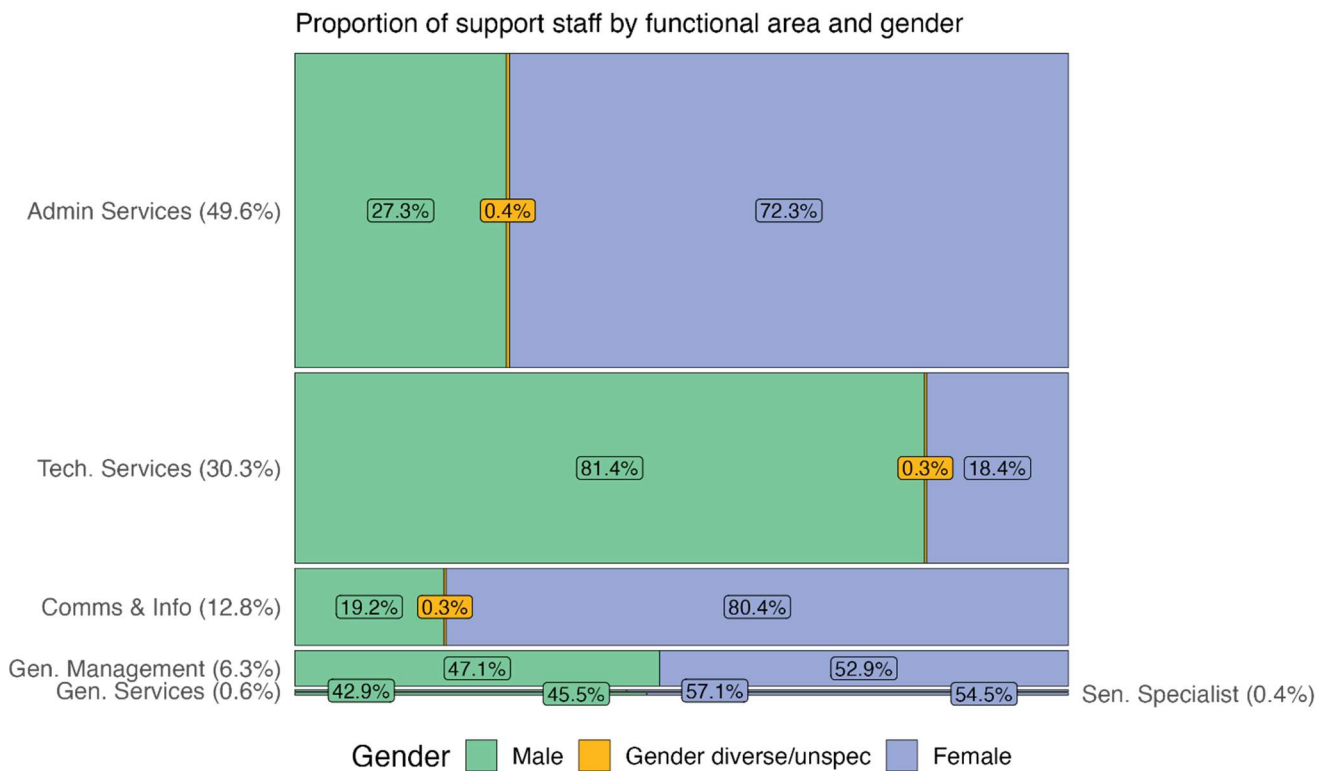


Figure 4: Support Staff by functional area and gender



CSIRO staff are remunerated within a given band according to their primary job function.

Figure 5: Support Staff by functional area and gender



* CSOF = CSIRO Officer. With respect to mapping research staff at CSIRO against academic levels, CSOF4 ≅ Level A; CSOF5 ≅ Level B; CSOF6 ≅ Level C; CSOF7 ≅ Level D; CSOF8 ≅ Level E.

Diversity of our workforce is currently tracked through an online dashboard available for all staff and filterable by Business Unit and by Research or Support and is currently reflected as follows:

Figure 6: Workforce Diversity Dashboard August 2023



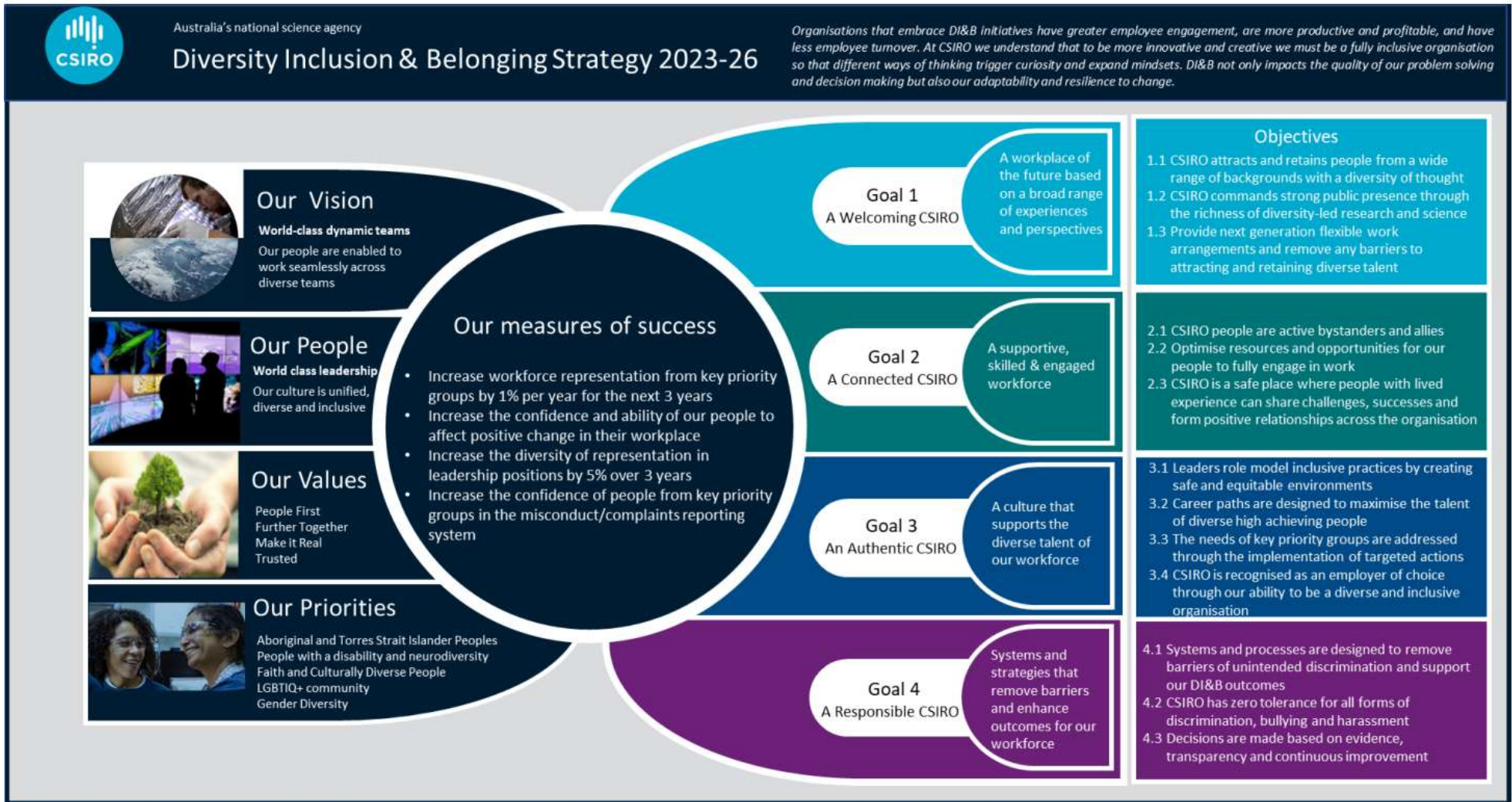
DIVERSITY, INCLUSION AND BELONGING STRATEGY

In 2022 the successful CSIRO Diversity, Inclusion and Belonging (DI&B) Strategy 2019-2022 was reviewed and updated. The refreshed DI&B Strategy 2023-2026 informs the key focus areas for organisational investment to move towards systemic DI&B where everyone plays a role in building and fostering a diverse and inclusive workplace. CSIRO’s emphasis going forward, is on intersectionality, where the interconnected nature of identity and lived experiences a person or group of people encounters is at the forefront of what we do. In this respect, we also recognise that psychological safety is integral to inclusion.

Whilst the focus is on intersectionality, CSIRO will continue to address equity imbalances for specific communities and diverse groups. Targeted action plans aligned to our priority groups will enable us to make accelerated change through tailored initiatives. Our key focus areas are: Aboriginal & Torres Strait Islander Peoples; Gender Equity; Disability and Neurodiversity; LGBTIQ+; Faith & Culture.

It is important to note that although we have identified focus areas, our intention is that through focusing on specific disadvantaged or under-represented communities we are creating inclusive workplaces where all our people benefit.

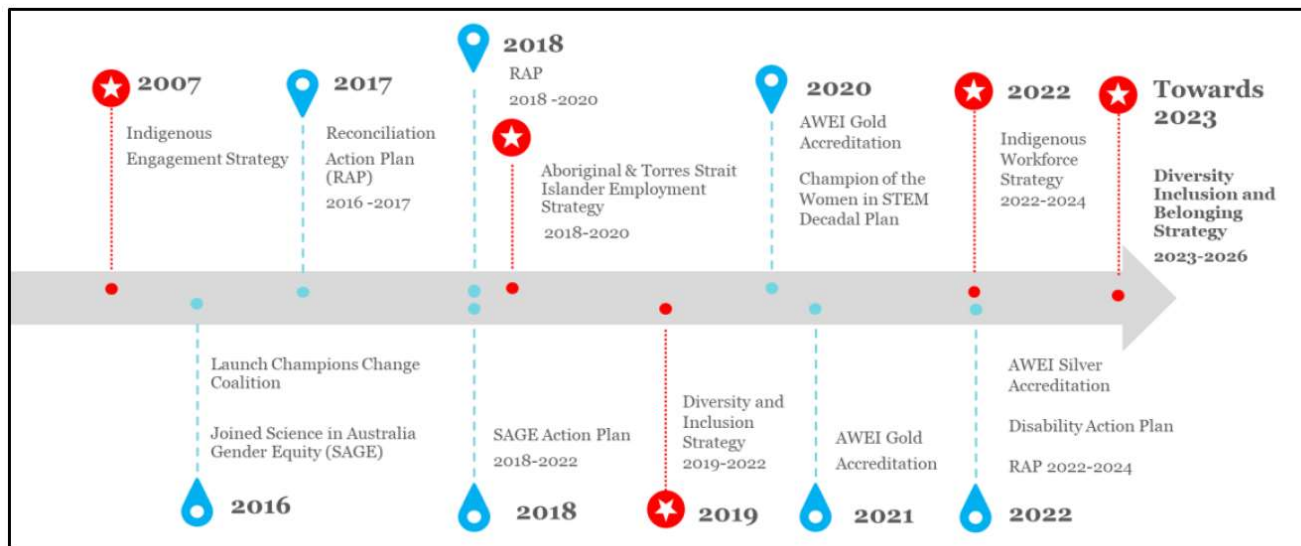
Figure 5: One Page Summary of Diversity Inclusion and Belonging Strategy 2023-26



SAGE JOURNEY

CSIRO became a SAGE Athena Swan pilot member of the program in 2015, achieved Athena Swan Bronze accreditation in 2018 and continues to be integrated into our diversity, inclusion and equity strategies and projects. CSIRO's participation in the Athena Swan Accreditation Scheme runs parallel with other National Equity, Diversity and Inclusion programs and initiatives.

Figure 6: DIB Strategic Milestones



Our SAGE Action Plan contains 90 proposed actions grounded in our data. Some are 'big' and affect all of us, others have a defined scope and focus. The rest are underlying mechanistic 'enablers'. Together we believe they will drive systemic, long-term change at CSIRO.

We have made significant progress on our action plans towards creating diverse and inclusive working environments and delivering real impact through initiatives including:

- continuing to prioritise flexibility as the norm across the whole organisation, regardless of gender
- commitment to raising the visibility of women in STEM roles, for example, each year on International Women's Day we share inspirational stories of women scientists in CSIRO's history and current day, on social media and CSIRO's website
- an analysis of gender pay equity in like-for-like roles as well as across the organisational
- a comprehensive workplace response to domestic family violence and abuse, and
- fostering an inclusive and diverse workforce culture through the sharing of resources and activities including, but not limited to, inclusive meeting calendars and inclusive meeting guidelines.
- Targeted activities to support school girls in STEMM – Through CSIRO's education and outreach activities
- Actively encourage part time staff to apply for promotions and the addition of FTE calculation to support equity in review of applications.
- Update Advertising, Recruitment and Selection practices to attract more diversity and de-bias the process.

As Australia's national science agency and innovation catalyst, CSIRO is solving the greatest challenges through innovative science and technology.

CSIRO. Unlocking a better future for everyone.

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