GETCO2 Inclusion, Diversity, Equity and Access (IDEA) Plan

Contents

1 Introduction

GETCO2 is committed to Inclusion, Diversity, Equity and Access (IDEA) principles because excellence is achieved through:

- differences in thought, approach and delivery

- people feeling valued and respected

- all voices being heard and opinions considered

A wide range of characteristics are discussed and considered within IDEA, including age, responsibilities, career stage, gender, race and culture, health and disability, as examples. GETCO2 needs to consider these characteristics to ensure the Centre is being inclusive and accessible, allowing for diversity and equity. The participants of GETCO2 show age, career stage and cultural inclusivity and diversity, however improvements can be made in gender equity and Indigenous knowledge.

Gender equity has been well recognised as an issue in STEM areas with <20% of commencing engineering students identifying as women in Australia. This presents an opportunity for GETCO2 to show leadership in supporting women and increasing their involvement in STEM within our Centre, demonstrating effective approaches to our participating universities and partners. Therefore, this will be one of the initial key focus areas of the IDEA portfolio.

As a Centre we will be investing in women at all stages of their careers:

- *inspiring STEM students in primary and secondary schools,*

- *training young scientist and engineers in their tertiary studies,*

- *creating innovative, inclusive recruitment processes,*

- *encouraging flexible working conditions,*

- *building leadership skillsets in our early career researchers and professional staff,*

- *giving opportunities to our mid-career academics, and*

- *supporting those in leadership roles.*

This investment will accelerate progress and drive scientific discovery.

The Centre's Acknowledgement of Country also points to the importance of appreciating, consulting and working with Aboriginal and Torres Strait Islander peoples. Therefore, another key focus area will be to improve representation and input from Indigenous Australian peoples in GETCO2 research.

2   Purpose

The purpose of this plan is to detail GETCO2's commitment to IDEA through setting clear objectives and actions for outreach and establishing pipelines, recruitment, flexible and inclusive work arrangements, building and supporting leaders, along with ongoing education and training in IDEA. The *IDEA Portfolio* will work closely with other portfolios to facilitate these actions, showing cooperative cross-Centre teamwork.

3   Objectives

Centre participants will consider IDEA first and foremost for all Centre endeavours:

• student outreach

• tertiary student training

• recruitment policy

• work arrangements (flexible and allowing work-life balance)

• growth of E/MCR leaders, professional staff and support of senior leaders

• committees/management and decision-making

• activities – balanced panels, imagery, and branding

• training – education, outreach and partnerships

Detailed Objectives and Actions to achieve them are given in **Table 2**.

4   Strategy

Establish an IDEA Portfolio with Chief Investigator membership which rotates on a biennially basis.

The IDEA Portfolio will:

• Develop the Centre's IDEA Plan and monitor its implementation, making sure that inclusion, diversity, equity and access are foundational in the GETCO2 culture and activities.

• Monitor gender equity in recruitment (PhD students, research personnel) to ensure the Centre is consistent with reportable Key Performance Indicators (KPIs, Table 1), taking action (e.g., targeted recruitment of women) if not being achieved.

Table 1: GETCO2 KPIs

Performance measure	Year						
	2024	2025	2026	2027	2028	2029	2030
Total female research personnel	24	30	40	50	50	50	45
% female PhD recruits	40	40	40	40	40	40	40

- Monitor gender equity and report to the Centre Management Committee (CMC) regarding composition of recruitment panels and selection pools, participants in key research programs and committees, uptake in training activities (such as unconscious bias and professional conduct), mentoring programs, and outreach activities to the broader community.

- Focus on training and awareness of Indigenous knowledge, culture and communities.

- Leverage various participating institutional initiatives, e.g., UQ has a strong Women in Engineering Program and an Equity, Inclusion and Diversity Committee, and provide additional training and support where gaps are identified.

- Subscribe to organisations such as Women in Technology and Science in Australia Gender Equity (SAGE), Equal by 30, and ATSE Elevate.

The IDEA Portfolio will function by:

- Meeting quarterly with a face-to-face meeting at the Annual Conference.

- Reporting to CMC and minutes uploaded to GETCO2 Teams channel.

- Being supported by COO, Business Manager, Communications, Media and Outreach Officer, and Node Administrators to assist with executing initiatives.

- Reviewing Centre's IDEA plan annually.

GETCO2 will:

- Advocate for gender balance and diversity in all professional events, panels and conferences, at all costs avoiding increasing the workload of underrepresented groups.

- Promote the visibility and contribution of women in public and professional forums.

- Focus on flexible and balanced work/life friendly policies (establishing Centre awards to offset regular childcare and costs associated with conference attendance or committee work and provide preschool childcare at the Annual Conference): Travel Award (up to $3,000/trip; 16 awarded by year 4) to cover childcare and associated costs. Applications will be made through the IDEA Portfolio on an ongoing basis.

- Support gender balance and diversity in leadership through targeted mentoring and coaching programs for women researchers (from HDRs to senior researchers) to grow the future leadership pipeline.

- Address diversity and inclusion for LGBTIQA+, Aboriginal and Torres Strait Islanders peoples and people with a disability with targeted initiatives and workshops provided at the Annual Winter School and the Annual Conference.

- Engage with participating universities' Reconciliation Action Plans (RAPs) by seeking to establish training and education on the concept of Indigenous-led research which is integral to the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS) code of ethics. This will be embedded through training and workshops at the Annual Conference.

- Engage with and learn more about Aboriginal and Torres Strait Islander voices, knowledges and perspectives from ARC Centre of Excellence for Indigenous Futures and ARC Centre of Excellence for Indigenous and Environmental Histories and Futures

- Educate Centre participants on Indigenous-informed ways of engaging Aboriginal and Torres Strait Islander peoples in STEM education and career pathways.

Table 2: Detailed Objectives and Actions for the IDEA Portfolio

Objective	Area/Portfolio	Actions	Performance measures 2024/2025 (* indicates an official KPI)
IDEA in student outreach	- Communication - IDEA - capitalise on Participating Universities' programs	- carefully messaging research and outcomes to appeal to women & underrepresented groups	- IDEA Portfolio meet with Communication, Education, Outreach Portfolio twice annually
		- ensuring women feature in advertising and pamphlets distributed to teachers/students, as presenters to students, and in images in presentations	- women featuring in at least 40% of all examples, photos, etc. of outreach
IDEA in tertiary student training	- Communication - IDEA - capitalise on Participating Universities' programs (UQ Women in Engineering, RMIT Women Researchers' Network)	- incorporating learnings from GETCO2 research into undergraduate and postgraduate teaching	- IDEA Portfolio meet with Communication, Education, Outreach Portfolio twice annually
		- carefully messaging research and outcomes to appeal to women & underrepresented groups	
		- ensuring students and CIs are mentioned by name and/or feature in images given in presentations, discussion, related to the Centre	- women featuring in training materials at least 40%
IDEA in recruitment	- To be enacted across GETCO2 in general - in the initial stages this will be specific in the recruitment of postdoctoral researchers and HDR candidates	- being targeted in approach - gender neutral advertising - encourage mixed gender PhD supervisory teams	- circulate the Recruitment Plan, ensure all CIs refer to suggestions for inclusivity in recruitment and check Position Description and advertisements using Katmatfield, a free Gender Decoder (or equivalent)
		- encouraging and strengthening women and underrepresented groups involvement (equal gender representation at shortlisting and at interview, on selection and interview panels)	For recruitment of research personnel and PhD students - report gender balance for shortlists, interviews, selection/interview panel to CMC

		- If required, extend deadlines for applicants and target underrepresented groups.	
		- applying a stepwise approach, reaching out to undergraduate women to increase representation and therefore provide the required pipeline for future PhD students and research academics. - work with Communication, Outreach to target undergraduate women as future HDR candidates	- IDEA Portfolio meet with Communication, Education, Outreach Portfolio twice annually
		- consider targeted recruitment if required to meet KPIs	- 2024 have 24 female research personnel, 40% female students* - 2025 have 30 female research personnel, 40% female students*
IDEA in work arrangements (flexible and allowing work-life balance)		- flexible working hours, fractional time encouraged where required	- Centre participants aware of flexible options
		- running polls to determine meeting date/times - ensuring all GETCO2 participants are aware of work flexibility at interview and through induction packages, and encouraging flexible work arrangements	
		- ensure primary caregivers are aware of support for travel	- award 8 grants by 2026 of up to $3000/trip to cover carers costs for conference attendance
IDEA in growth (ECR and MCR) of leaders and in support of senior leaders		- supporting senior women into leadership roles	- identify suitable coach and allocate individual one-on-one coaching sessions to senior leaders
	- Capacity Building - IDEA	- Include HDRs, ECRs and MCRs in committees - leadership training opportunities	- committee membership across all levels - training for fellowship applications
		- encouraging and strengthening women and underrepresented groups involvement in mentoring (mentors and mentees)	- ensuring all members receiving appropriate mentoring

IDEA in committees/management	All Committees and Portfolios	- being targeted in committee composition - encouraging and strengthening women and underrepresented groups involvement	- equal distribution of CIs across committees and portfolios - monitor and report attendance and participation in committee/portfolio meetings to CMC
IDEA in activities		- ensure consideration of inclusion, diversity, equity and access in all Centre activities - speaker/panel selection - outreach, advertising, brochures - educational/workshop activities focused on importance of gender diversity	- monitor and report participation in panels, speakers to CMC - IDEA training for Centre participants every year
IDEA training	- Education - Capacity Building - IDEA	- Indigenous participants/consultant involved in speaking/running workshop at Annual Conference	- annual Indigenous-led workshop/learning activity
	- Outreach - IDEA -Partnerships	- make connections with relevant Indigenous-led organisations including ARC Centres of Excellence	- from 2024 onwards