

# EQUITY AND DIVERSITY PLAN

FLEET aims to ensure fair policies and workplace practices that comply with the equal opportunities policies at all participating organisations, eliminate all forms of discrimination, and increase diversity among all cohorts of FLEET researchers. The FLEET Equity and Diversity Committee, which has representatives at each node, oversees the implementation of this plan as per the following strategic goals:

## 4.1 Foster a culture of equity and inclusiveness

The FLEET Equity and Diversity (E&D) Committee will monitor and implement the best practices in equity and diversity across the STEM sector, and will actively work to increase awareness of the gender equity issues (e.g., through encouraging the uptake of the implicit bias test), as well as of broader access and inclusion issues (e.g., promoting and encouraging uptake of the LGBTQIA Allyship training). All new personnel are referred to an online induction package that includes information on FLEET E&D policy and practices. The FLEET website should show a broad range of diversity that closely matches that of its members but also seeks to include representation of minority groups. These include E&D guidelines for all events organised or supported by FLEET.

The Equity and Diversity Committee will monitor levels

of satisfaction with equity and diversity culture in FLEET through annual surveys.

### Targets:

- More than 30% response rate to annual surveys
- High levels of satisfaction with FLEET workplace culture: >90% agree or strongly agree in annual survey
- 100% compliance of all events organised or supported by FLEET within the E&D guidelines
- All members to complete one hour of education/training in equity, diversity and inclusion annually
- Increased awareness of the Centre's pathways to report unacceptable behaviour, with members of the governance committees receiving appropriate training.

## 4.2 Increase diversity among all cohorts of researchers

FLEET will work to increase diversity in the Centre by increasing the representation of members from marginalised groups, including but not limited to gender, race, ethnicity, nationality, sexual orientation, disability status, or other factors.

The following Recruitment Strategy is reflected in the FLEET HR Recruitment Policy within the Centre Multi-Institutional Agreement:

- Encourage participation in STEM subjects through

outreach activities overseen by the FLEET Outreach Committee (see Outreach Plan)

- Implement recruitment strategies to attract scientists from under-represented groups at all career stages to FLEET (see Recruitment Policy, Appendix A)
- Offer "Diversity in FLEET" and "Women in FLEET" scholarships and fellowships for outstanding higher-degree research (HDR) students and early-career researchers (ECRs), strategic grants (new AIs)
- Have 50/50 gender-balanced representation on selection panels, where practical, ensure presence of FLEET E&D Committee member on each selection panel;
- Ensure that all members of the selection panel are aware of the implicit bias issues and gender-coded language
- Implement the "50/50 if not then why not" policy for shortlisting (see Recruitment Policy)
- Actively encourage family-friendly work arrangements across FLEET, such as part-time appointments, flexible hours and project sharing.

## Targets:

- 30% women researchers and HDR students across FLEET
- At least two “FLEET Diversity” scholarships or fellowships are offered annually from 2022-2023
- 100% compliance of FLEET HR Recruitment Policy (Appendix A) in all Centre recruitments.

### **4.3 Establish career support initiatives for women in FLEET and members with caring responsibilities**

FLEET aims to create and maintain a working environment that eliminates the conflict between research and family commitments. Career support initiatives for women scientists within FLEET aim to create gender equity in the workplace and retain female scientists. While addressing the gender equity problem, these measures are designed to improve the working environment for researchers of all genders:

- Aim to retain women from marginalised groups after a PhD,, e.g., through the FLEET Diversity and Women in FLEET Fellowships
- Offer strategic support to a project if a leader is on maternity or paternity leave
- Assist with family travel and childcare expenses associ-

ated with a FLEET member attending a conference

- Promote and encourage positive family-friendly working practices across FLEET, such as:
  - Flexible working hours
  - Focus on the outcomes rather than physical attendance.

## Targets:

- Increased retention rates of ECR women in FLEET and science careers beyond FLEET, with retention rates for women to be at least equal to retention rates for men
- Increased participation of FLEET researchers with family/carer’s responsibilities in FLEET and/or external events as monitored by attendance and the workshop survey

### **4.4 Establish a women-specific mentoring network**

FLEET offers individual mentoring opportunities for women through matching of mentors and mentees within the mentoring program run by the Education & Training committee (see Education & Training Plan).

To ensure inclusion of women researchers in broader professional networks, FLEET will seek and involve external mentors. In particular, the continued involvement of FLEET researchers in the national Mentoring and Guidance in Careers Workshop (MAGIC) for women ECRs.

## Target:

- More than 80% uptake of mentoring opportunities by women in FLEET through individual mentoring arrangements and mentoring workshops.

# APPENDIX A: FLEET HR RECRUITMENT POLICY

All recruitments must follow FLEET's Equity and Diversity Guidelines. If chief investigators intend to recruit or appoint a FLEET postdoctoral fellow, they must first notify FLEET Chief Operating Officer with the following information: Supervisor(s) of postdoctoral fellow, node where fellow will be appointed, FLEET project the fellow will be responsible for, and FLEET fund supporting the fellow.

When recruiting and employing personnel, the recruiting organisation will ensure the following conditions are met:

- a. Selection panels will include representation from the FLEET Equity committee.
- b. All members of the selection panel should be aware of implicit bias issues. The FLEET Equity committee will develop an appropriate training module on implicit bias suitable for selection panel members in cases where such training is not already available through the participating organisation.
- c. Selection panels should endeavour to produce shortlists with equal representation of women and men. In cases where this is not possible, a justification must be provided to the Equity committee.
- d. Induction for new personnel will include online induction

modules that will promote awareness of gender equity issues (e.g., the Implicit Bias test), as well as broader access and inclusion issues (e.g., LGBTIQ allyship training).

e. FLEET actively encourages the family-friendly work arrangements such as part-time appointments or project sharing

## **Direct And Partial Appointments**

- Direct appointment of FLEET postdoctoral fellows without a competitive search is strongly discouraged. If CIs wish to appoint a postdoctoral fellow by direct appointment, they must first seek approval of the FLEET Executive Committee.
- Partial appointment of postdoctoral fellows (to work part-time for FLEET and part-time for another project) is discouraged. If CIs wish to appoint a postdoctoral fellow to partially to FLEET, they must seek approval of the FLEET Executive Committee.

Failure to comply with FLEET's rules for recruitment as established by the Executive Committee is a breach of FLEET's multi-institutional agreement, and FLEET will take appropriate action up to and including withholding of funding.

# APPENDIX A: FLEET HR RECRUITMENT POLICY

## Centre Acknowledgement in Position Descriptions

When recruiting personnel funded by the Centre including, but not limited to, administrative staff, research staff and students, the recruiting organisation must ensure that the following acknowledgement is included in the Position Description.

“The ARC CoE in Future Low-Energy Electronics Technologies (FLEET) is an international innovator in novel electronics technologies. Enabled by the new science of atomically thin materials, FLEET brings together over 40 world-leading experts to develop a new generation of ultra-low power devices. Headquartered at Monash University, the FLEET network comprises of 20 chief investigators at seven Australian institutions, >20 partner investigators at 18 institutions worldwide, and over 120 HDR students and postdoctoral fellows. The team is highly interdisciplinary with high-profile researchers from atomic physics, condensed matter physics, materials science, electronics, nanofabrication and atomically thin materials.

With over \$40M investment from the ARC and contributing organisations, FLEET is poised to make significant global impact in the electronics and energy sectors. By

building strategic and strong partnerships with Australian and international industry, research institutions and government, FLEET aims to build capacity for advanced electronics research in Australia and train the workforce for the next generation of electronic materials researchers and future semiconductor industry. To learn more about FLEET, please visit our website: [fleet.org.au](https://fleet.org.au).

At FLEET, we are committed to gender equity. Our goal is to achieve at least 30% women researchers and higher degree by research (HDR) students across FLEET. Please visit [fleet.org.au/equity](https://fleet.org.au/equity) to learn more.

We are also passionate about building future leaders in the field. All of our early career researchers and HDR students will take part in a comprehensive training program incorporating excellent supervision and professional development. To learn more about benefits of working with us, please visit [fleet.org.au/collaborate](https://fleet.org.au/collaborate).

# APPENDIX B: FLEET EVENT GUIDELINES

An event supported and/or organised by FLEET has to ensure that it is sufficiently diverse, inclusive, and complies with the FLEET gender equity policy and targets. These guidelines aim to assist the organising committees for such events in designing their event's Equity and Diversity policy.

The guidelines are non-rigid: a committee does not have to do 100% but has to demonstrate a genuine effort in order to obtain FLEET support and/or funding. In the event that the guidelines are not taken into consideration, the FLEET support and/or funding will not be provided.

Members of FLEET invited to speak at or serve on committees for externally organised events are strongly encouraged to promote the use of these guidelines.

The following resources (and references therein) were used in preparing these guidelines:

[ncbi.nlm.nih.gov/pmc/articles/PMC4238945](https://ncbi.nlm.nih.gov/pmc/articles/PMC4238945)

[cubistcrystal.wordpress.com/2016/12/09/show-me-the-policy-part-2](https://cubistcrystal.wordpress.com/2016/12/09/show-me-the-policy-part-2)

## **EQUITY AND DIVERSITY (E & D) GUIDELINES FOR FLEET-SUPPORTED\* EVENTS**

1. The composition of the organising committee should comply with the "50/50 and if not then why not" rule.
2. The organising committee should have at least one member of FLEET E&D committee in the "E&D Champion" role.
3. As part of application for FLEET support/funding, the organising committee should formulate an E&D strategy and policy for the event and submit it to the FLEET E&D committee. The policy should be made public on the event's website.
4. The organising committee should identify the baseline representation of female researchers in the particular field of research and aim to have at least the base rate representation on the list of invited speakers.
5. The committee should consider 50/50 gender balanced list of plenary speakers (as opposed to invited speakers), which is more easily achieved.
6. The committee should compose a list of invited female speakers well in advance, allow for significant redundancy, invite them first, and not replace with male speakers if they pull out.

7. The committee should recognise that, given that gender balance currently declines significantly with seniority, a more equal balance in the future can only be achieved if female ECRs are invited in greater numbers.

8. The committee should carefully consider the costs of travel to location, venue hire, and social events. The funds saved, e.g. by staying away from luxury resorts in isolated locations, should be redirected to make the event family-friendly.

9. The event should offer childcare and travel assistance to families, which will enable more women (and other primary carers) to attend.

10. The location should be family-friendly (i.e. have a family room, childcare/activities on-site) and social events should be inclusive.

\* 'Support' means sponsorship, full or partial funding, co-branding, or significant participation of FLEET members.