

Our differences make the difference

Diversity and inclusion at ANSTO.

ANSTO is committed to always favour diversity of gender, age, race and religion to move us towards a more inclusive and progressive world.

We are inspired by diversity of thought—where the rich differences of our people's ideas and perspectives are a source of our ongoing success — imparting knowledge, diverse skills and ingenious thinking.

At the highest level ANSTO's inclusive leadership is driving change, empowering our people at all levels within the organisation to create a culture of inclusiveness.

Policies and programs that recognise the different needs of employees leads to a more supportive workplace that develops and retains our people and attracts new talent.

The greatest opportunity for ANSTO lies in achieving gender equity and we are working towards achieving this by 2030.

Be yourself. We like it that way.

An inclusive culture ensures all employees are valued as individuals. By actively recruiting people with unique qualities and having a greater understanding of the differences, you can create an environment where everyone can achieve their full potential. An inclusive environment leads to an increase in creativity and innovation.

Research shows businesses that lay a foundation for diversity and inclusion and authentically commit to the idea have a greater chance of meeting organisational goals.

Investing in diversity and inclusion will lead to stronger returns, an increase in employee engagement, productivity and effectiveness.

How will ANSTO benefit?

- ✓ A workplace where everybody belongs and can succeed
- ✓ Attract and keep talent
- ✓ Improve organisational performance and decision making
- ✓ Increase the potential for ingenuity and sustainability of our organisation

Our focus areas

INCLUSIVE LEADERSHIP

Develop the effectiveness of leaders to drive the change agenda and model inclusion, cultivate inclusive and growth mindsets and behaviours

PEOPLE PRACTICES

Streamline, simplify and expedite recruitment and performance management processes, broaden criteria to incorporate diversity, attract diverse talent, recruitment seen as an opportunity

CAPABILITY CULTURE

Create a high-performance culture, create more opportunities to recruit diverse talent, improve meeting effectiveness, embed as business-as-usual

COMMUNITY NETWORKING AND EVENTS

Create an inclusive community of professional and personal support including internal and external networks, partnerships and education

Gender equity targets

It is important to have key performance indicators (KPIs) and targets for the organisation in order to track progress in a transparent and meaningful way.

LEADERSHIP TEAMS 40/40/20* targets

AREA	TARGET DATE
Group Executive	1 JAN 2020
ANSTO-wide representation at all levels both vertically and horizontally throughout the organisation	1 JAN 2025
Senior Management / 'Influential' Committees and Working Groups	1 JAN 2019

RECRUITMENT 40/40/20* targets

AREA	TARGET DATE
Attraction Pool (Zero recruitment action to progress to interview without attracting a mix of genders)	IMMEDIATE
Interview Pool (Non STEM)	IMMEDIATE
Interview Pool (STEM)	1 JAN 2019

* Targets will be known as 40/40/20 (40% Female/40% Male/20% Discretionary).