



ARC Centre of Excellence for
All Sky Astrophysics in 3 Dimensions

Equity and Diversity Policy

OVERVIEW

The ARC Centre of Excellence for All Sky Astrophysics in 3 Dimensions (ASTRO 3D) is a Research Centre of Excellence funded over 7 years by a \$30.3 million grant from the Australian Research Council (ARC) and supported by nine collaborating Australian universities.

The Centre will ultimately produce a comprehensive picture of the evolution of matter, the chemical elements, and energy in the Universe from shortly after the Big Bang to the present day. ASTRO 3D merges world-leading Australian and international optical, infrared and radio telescope technologies with sophisticated theoretical simulations and ambitious new big data analysis techniques to open a new realm in astrophysics - a 3D understanding of the origins of the Universe and our place within it. Through the Centre, the next generation of scientific leaders will be trained within a cohesive, national and international framework that includes cutting edge science and data intensive infrastructure, highly successful nationwide and worldwide collaborations, leading equity and diversity programs, and large-scale public education and outreach programs.

SCOPE

This policy applies to staff and students of the Centre in any area and at any time they are undertaking work or study related activities both within Australia and overseas, including during work placement and conferences.

This Policy should be read in conjunction with the specific equity and diversity policies of the collaborating universities.

RELATED DOCUMENTS

- Code of Conduct
- Diversity and Inclusion Action Plan
- Recruitment Policy
- Membership Policy
- Visitor Policy
- Conference and Workshop Funding Policy

POLICY

1. The Centre is committed to the principles of equity, fairness and inclusivity and to providing a workplace which is supportive and free from discrimination on the grounds of:
 - race, colour, national extraction, or social or ethnic group marital status
 - gender identity or intersex status
 - medical condition (not affecting work performance)
 - pregnancy or potential pregnancy
 - breastfeeding
 - sex
 - age
 - family or carer's responsibility
 - religious belief or activity
 - physical features
 - trade union activity (or inactivity)
 - political belief or activity
 - employment activity
 - sexual orientation
 - lawful sexual activity
 - impairment (including physical or mental disability)
 - personal association with a person who is identified by reference to a protected attribute.

2. The Centre recognises that there are groups of people who have experienced long term and/or systemic disadvantage and undertakes to redress this through taking appropriate and reasonable measures to ensure equity of access and participation in all aspects of the Centre's work.
3. The Centre strives to eliminate discrimination, harassment, bullying and vilification in all aspects of its work and to create an environment in which the diversity of all members is valued and they can work and study within a culture based on mutual respect where people can reach their full potential. Such a culture encourages the use of inclusive language and respectful interpersonal interactions.
4. The Centre will, in consultation with collaborating institutions, identify and eliminate barriers to full participation in employment, education or research, through a range of strategies including the promotion of awareness of unconscious bias, the elimination of discriminatory selection criteria, access to training and development, support and mentoring, and recognising the importance of work-life balance.
5. The Centre will systematically review its policies, procedures, guidelines and activities to ensure they are consistent with and reflect the principles of equity and inclusion.
6. The Centre is committed to the principle of gender equality, recognises its particular responsibilities to women and has developed plans and programs to address the gender imbalance within astronomy through the ASTRO 3D Equity and Inclusion Action Plan.

This policy is current at 5 September 2018