



OPTiMA Equity, Diversity and Inclusion Sub-Committee Plan

The purpose of the OPTiMA Equity, Diversity, and Inclusion Sub-Committee (EDI) Plan is to uphold the commitment to the ARC Linkage program to promote and incorporate Equity, Diversity and Inclusion into the Centre as standard practice. The Sub-Committee has been formed as directed by the OPTiMA Executive Committee.

Our specific aims are to:

- Ensure fair policies and workplace practices that comply with the equal opportunities policies at all participating organisations.
- Foster a culture of inclusiveness and eliminate all forms of discrimination.
- Increase diversity among all cohorts of OPTiMA researchers.
- Create and maintain a working environment that serves to eliminate the conflict of research and family commitments.
- Address the gender equity problem.
- Provide opportunities for advancement for all OPTiMA members by promoting scholarship opportunities for under-represented or marginalised groups.
- Hold a yearly climate survey to ensure that the OPTiMA and the EDI committee are following the plan and consider avenues of improvement.

The following measures are designed to improve the working environment for researchers of all backgrounds:

Equity

Goal: to have at least 50% representation of women, including non-binary researchers, across all cohorts in OPTiMA by 2025. To achieve this goal, we will:

- If the representation falls below 30% at any given time, we will develop recruitment strategies to attract women researchers at all career stages to OPTiMA.
- Have 50/50 gender-balanced representation on selection panels; ensure that all selection panel members have training in the implicit bias issues and gender-coded language.
- Implement the "50/50 if not then why not" policy for shortlisting.

Goal: To promote OPTiMA's research in a manner that encourage greater participation of women, particularly by highlighting the achievements of OPTiMA's female researchers.

- Women-specific mentoring network: individual mentoring face-to-face.
- Online, and via teleconferencing, and group goal-oriented mentoring via dedicated lectures by leading women scientists at annual OPTiMA meetings.
- 30% female participation in panels and seminars, to 50% by the start of 2023.

Goal: to have a family-friendly work environment:

- Redirect strategic support to a project if a leader is on maternity or paternity leave.
- Offer all full-time roles with the option of part-time, flexible working hours, work from home arrangements, or allow project sharing.



- Welcome children at all Centre events and in the workplace (where safe and complies with local OH&S plans).
- Focus on the outcomes rather than physical attendance/hours worked.
- Scheduling important meetings during 'core' work hours 9.30 am to 3 pm.
- Subject to space availability at OPTIMA nodes, establish privacy rooms that can be used for feeding young children (but also for praying and meditation).

Goal: to promote OPTIMA's research to encourage the participation of women in OPTIMA's disciplines:

- Create outreach opportunities aimed at promoting the participation of young women in STEM subjects (in collaboration with the Outreach Sub-committee).
- Actively support other relevant equity and diversity programmes promoted by external groups.

Diversity and inclusion

A diverse workplace should also be an inclusive workplace where people with all kinds of differences are made to feel welcome and actively included. Diversity refers to ethnicity, cultural and religious backgrounds, skin colour, gender, members of the LGBTI community, people with disabilities and other people from marginalised groups that may experience oppression. Intersectionality refers to the overlap of many of these individual characteristics “intersect” with one another and overlap.

Goal: promote inclusion within OPTIMA

- Offer all new personnel online induction modules that will promote OPTIMA EDI policy, facilitate awareness of gender equity issues (e.g., the Implicit Bias test), and broader access and inclusion issues (e.g., normalise the use of pronouns, LGBTIQA Ally training).
- Encourage implicit bias training during the recruitment stage to ensure that all applicants are treated fairly.
- Train members on algorithmic bias and how systemic inequalities in society can be exacerbated by technology OPTIMA develops
- Ensure that at both nodes the workspaces and facilities are accessible for people with disabilities and allow working from home where practicable.
- Make it clear that there is no place within OPTIMA for racism, sexual misconduct, gender discrimination, or other forms of discrimination.
- Integrate a reconciliation action plan into OPTIMA.

Goal: celebrate diversity within OPTIMA

- Yearly invite members at both nodes to come together to celebrate their cultural diversity during an international lunch.
- Recognise days that are significant for our members, e.g. reconciliation week, cultural diversity week, IDAHOBIT.
- Support the needs of employees participating in cultural or religious holidays by agreeing to flexible working arrangements or the use of leave entitlements. Consider these dates when planning events.
- Subject to space availability at OPTIMA nodes, establish privacy rooms that can be



used for praying and meditation.

- Incorporating indigenous perspectives. Outreach initiatives proposed for years three to five of the Centre. Integrate a RAP into the OPTIMA EDI Plan, and at all major meetings and events, follow the protocols laid out by the member's node for Acknowledgement of Country – see Appendix One.

Goal: create a framework for reporting misconduct with OPTIMA

- Create a code of conduct for all OPTIMA events.
- Create a misconduct page on the OPTIMA website linking to relevant people within OPTIMA and showing links for support services within the two nodes.
- *Comply with the ARC Research Integrity and Research Misconduct Policy (2018), which is available on the [ARC website](#).*

Goal: Promote opportunities for our diverse members

- Actively promote scholarships for OPTIMA members, to include first nations, women in stem, and other marginalised groups within OPTIMA.
- Seek funding opportunities that allow OPTIMA to offer Centre scholarships to include first nations, women in stem, and other marginalised groups within OPTIMA.

At all times OPTIMA will comply with the following regulations:

- Workplace Gender Equality Act 2012.
- Age Discrimination Act 2004, Disability Discrimination Act 1992, Sex Discrimination Act 1984 and the Racial Discrimination Act 1975.

APPENDIX ONE

University of Melbourne

<https://about.unimelb.edu.au/reconciliation/governance/indigenous-cultural-protocols>

- the Wurundjeri and Boon Wurrung peoples (Parkville, Southbank, Werribee and Burnley campuses)
- the Yorta Yorta Nation (Shepparton and Dookie campuses)
- the Dja Dja Wurrung people (Creswick campus).

Suggested: We acknowledge that we are on the lands of the Wurundjeri people who have been custodians of this land for thousands of years and acknowledge and pay our respects to their Elders past and present.

Monash University

<https://www.monash.edu/indigenous-australians/about-us/recognition-of-traditional-owners>

- the Wurundjeri people at Parkville campus
 - the Bunurong people at Peninsula campus
- Currently, there is no registered Aboriginal party at Clayton, Caulfield and City campuses.



OPTiMA

ARC TRAINING CENTRE IN
OPTIMISATION TECHNOLOGIES
INTEGRATED METHODOLOGIES
AND APPLICATIONS

Suggested at Clayton: *I wish to acknowledge the people of the Kulin Nations, on whose land we are gathered today. I pay my respects to their Elders, past and present.*