

Standards Australia Diversity Action Plan

Presented by Lauren Russo Thursday 4 April 2024

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Standards Australia Diversity Action Plan

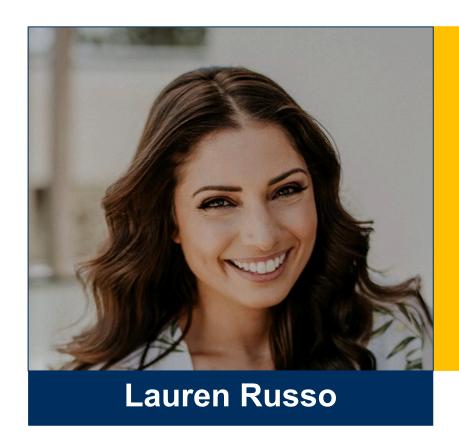
Acknowledgement of Country

(We) Acknowledge the Traditional Owners of the Country on which we meet today, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past and present.



Standards Australia Diversity Action Plan

Introduction



- Program Manager at Standards Australia
- Background in project, program and change management, leadership, and strategy
- Worked in standards development for four years
- Started as lead on Standards Australia's Diversity Action Plan in July 2023

Agenda

- Background to Standards Australia and the Diversity Action Plan
- 2. Diversity Action Plan 2023-2024
 - a) Wins
 - b) Challenges
- 3. Diversity Action Plan 2024-2025
- 4. Q&A

Background to Standards Australia and the Diversity Action Plan

Strategic Plan 2020-25

Our vision

A global leader in trusted solutions that improve life - today and tomorrow

Strategic objectives

Standards Australia is recognised for the value we add to industry, government, and the community. We are a trusted adviser to policymakers and industry leaders and have a strong community brand. We're investing in technology and changing how we work with our customers and contributors to make their experience better every day. Our people and their collective capability are our greatest asset and strongest brand ambassadors.

More Australians use our trusted solutions to help keep people safe, build economic value and sustain communities and development. Our solutions are trusted, compelling and easy to use. Our international influence is strong, connecting Australia to the world.

Innovation and change are at the core of what we do. We help build new technologies, systems, and industries every day. Our solutions help solve problems and deliver products and services. We empower communities. We support traditional and new industries. Our members, contributors and staff reflect a contemporary, diverse and inclusive Australia. We contribute to community discussion and debate and are known for our insights.

Our role as Australia's national standards body is supported by solid financial management and revenue generating business activities that support our role in the economy. Our customers and partners understand the value of our work which they use to generate greater public and private value across the economy.

Our mission Empowering communities

Key measures of success

- Our reach across sectors and

Our business priority is to increase the value we create and diversify the revenue we earn, enabling us to continue delivering solutions that empower communities. This won't change who we are or what we do, but it means thinking and acting in new ways. That's what this strategy is all about.

-Adrian O'Connell, CEO

Standards Australia mission Empowering communities

One of our key measures of **success**

Diversity of our staff, contributors and work

Background to Standards Australia and the Diversity Action Plan

The business case for diversity – Why it matters for Standards Australia

Research has shown that a healthy and positive diversity in a workforce, can generate a better work environment and overall outcomes. When diversity is valued, innovation accelerates.

We believe Standards Australia has a diverse workforce that is broadly reflective of the Australian communities we support. However, to support this claim, it is essential to not only benchmark the diversity across multiple levels of our workforce, but also seek to improve diversity amongst our contributors.



The Standards Australia Diversity Action Plan currently focuses on gender, age, country of birth, ethnicity, education level and discipline and employer/employment status.

Diversity Action Plan 2023-2024

Mission, strategic pillars & success measures

Mission – Empower diverse communities through our standards and standardisation activities

Strategic pillars & success measures

Transparency

- Improvement of current state data
- Provide staff and contributors with tools to encourage diversity conversations
- Raise awareness of the need for diversity in standardisation both nationally and internationally

Representation

- Address focus areas of diversity across Diversity Action Plan initiatives
- Standards Australia input and cooperation with UNECE, ISO and IEC

Participation

 Improve diversity in committees in key, highlighted sectors to ensure end-users of standards are appropriately represented

Diversity Action Plan 2023-2024

2023-2024 focuses









Defining diversity

In our contributor base and our work

Collecting data

To understand our starting point in the goal for diversity

Analysing gaps

Using data and first list of initiatives to define next steps

Raising awareness

To bring our staff and contributors on the journey to meet our objectives

Diversity Action Plan 2023-2024 – Wins

Accomplishments in 2023-2024



Feb 23: Standards Australia signs the UNECE Declaration



Jul 23: Diversity Action Plan Survey and Competition Giveaway



Sep 23: Diversity Action Plan stand and Strategy Café at ISO AM



Jan 24: E-modules created on diversity & inclusion and gender responsive standards





Aug 23: Diversity Action
Plan webpage created on
Standards Australia
website



Standards Australia's Diversity
Action Plan

Nov 23: Recognition of Traditional Owners of country on website & acknowledgement of country resources created



Feb 24: Commencement of amendments to standardisation guides, internal processes and presentations



Diversity Action Plan 2023-2024 – Challenges

Challenges in 2023-2024

Initiating the plan

Strategising on how to best make an impact

3 Collecting data

Diversity Action Plan 2024-2025

The next year



Resulting in completion of initiatives impacting transparency, representation and participation

Thank you!

Q&A

