



# Standards Australia Diversity Action Plan

---

Presented by Lauren Russo

Thursday 4 April 2024

*Note from UNECE secretariat:*

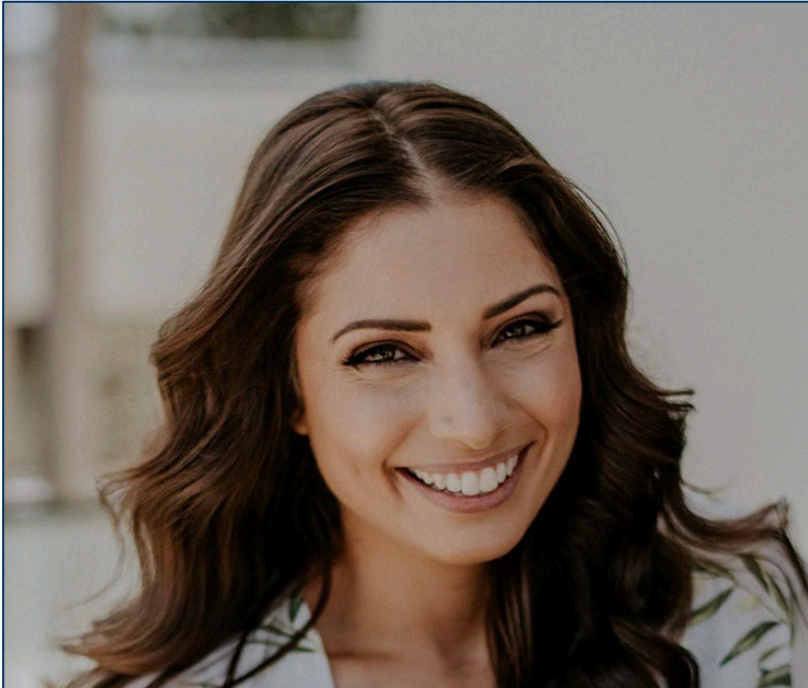
- *The author and the speaker of this presentation confirm that they have authorization to use all photos and visual elements.*
- *The material is either copyright-free or the author / speaker holds the necessary copyright.*
- *The UNECE will remove any material from its events and supporting websites if there is unlawful use of copyrighted material.*
- *The author / speaker takes responsibility for any infringements on copyright and holds the UNECE harmless to this effect.*

## 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.




# Introduction



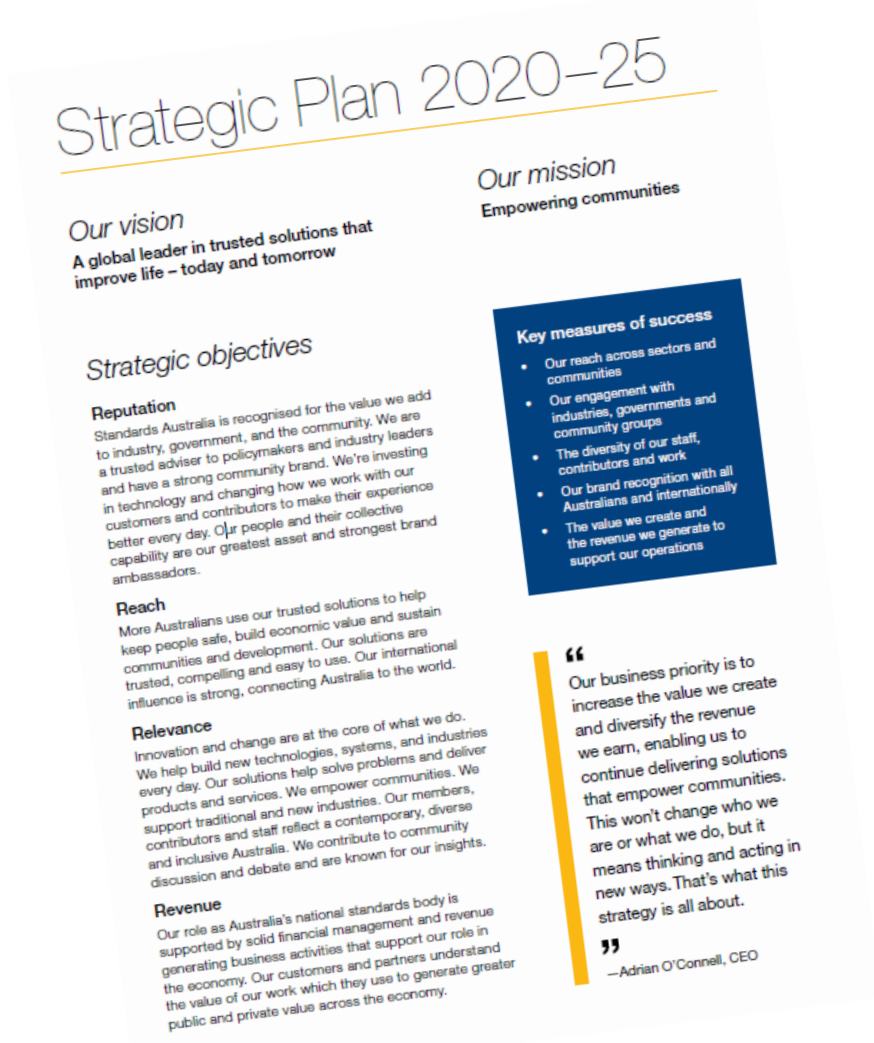
**Lauren Russo**

- 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

- 
1. 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



# Standards Australia mission Empowering communities

## One of our key measures of success

## Diversity of our staff, contributors and work

## **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.

# 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



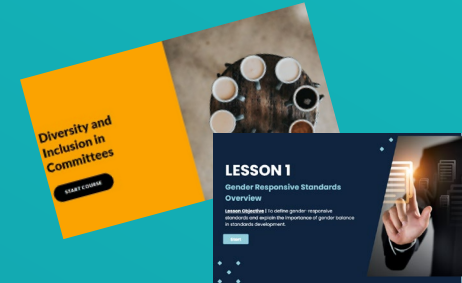
Feb 23: Standards Australia signs the UNECE Declaration



Jul 23: Diversity Action Plan Survey and Competition Giveaway



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

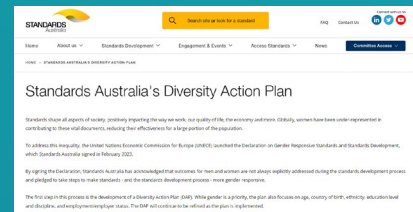


Jan 24: E-modules created on diversity & inclusion and gender responsive standards

Apr 23: Diversity Action Plan shared with Standards Australia staff and Diversity Action Plan group created.



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

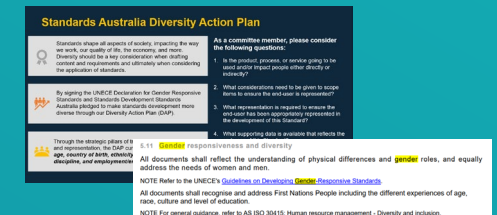


[Standards Australia's Diversity Action Plan](#)

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



## Challenges in 2023-2024

1 Initiating the plan

2 Strategising on how to best make an impact

3 Collecting data

## The next year



Data



Strategy



Awareness

Resulting in completion of initiatives impacting transparency, representation and participation



Thank you!



Q&A



**STANDARDS**  
Australia