

CPAS Equitable Hiring Strategy

2022 - 2027

OBJECTIVE

To ensure equitable hiring practices are undertaken over a five year period in CPAS to develop a workforce that is representative of the Australian population and embraces diversity and inclusion.

BACKGROUND

The [CoS Diverse and Equitable Hiring and Workforce Development](#) Guideline requires all schools, institutes and centres to develop an equitable hiring strategy that identifies demographic gaps and encourages hiring and retention practices that remove employment barriers and address underrepresentation. The guideline aims to balance the proportion of women at all levels in all staffing categories to parity by 2030. However, the guideline also encourages areas to look beyond a binary view of gender to raise awareness of diversity and address underrepresentation more broadly.

CURRENT WORKFORCE DEMOGRAPHICS

CPAS has not surveyed the workforce to identify underrepresentation as our small numbers (8FTE) preclude reliable anonymous survey techniques. However, the CPAS external review in 2019 noted that CPAS was a “model case for diversity at the ANU” and CPAS keeps a standing item at its school meetings to address any issues arising.

CPAS self-assessment in terms of gender, cultural, and linguistic diversity, as well as LBGTQIA+ identifying staff, is that we are well-represented in our staff diversity. The School has gender balance and positive promotion rates for staff identifying as female in Academic/Professional levels C-E. 50% of the staff in CPAS were born elsewhere (other than Australia) and 30% of staff speak English as their second (or third) Language.

CPAS encourages staff who may need access to the employee assistance planning process to engage this service and over the last 3 years, we have had staff who have used this service in relation to their own disability needs.

ACTIONS TO ADDRESS UNDERREPRESENTATION

Initiatives	Actions	Success Measures	Approvals Required
Inclusive hiring practices for applicants with disability	CPAS uses pilot disability scheme for advertising new hires.	Applicants with disability apply for advertised roles.	Dean approval for continuing hires
Unconscious bias/cultural inclusivity	Unconscious bias training for new staff, refresher course for continuing staff in 2023	All staff have undertaken unconscious bias/cultural inclusivity training	
Diversity in recruitment	Using the CoS pilot disability scheme for advertising new hires, using the PCST (Public	Maintaining our balance of gender and diversity	

	Communication of Science and Technology) network for inclusion to advertise any hires, continued activity with Ally program.		
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MEASURING PERFORMANCE

CPAS will provide an annual review each November at the CoS Executive Committee. This review will track the success of recruitment and retention actions outlined in this strategy. The review will report on:

- workforce demographics (self-assessment),
- any emerging gaps,
- whether the School is on track to meet strategic goals,
- whether any attraction, recruitment, selection or retention methods will be amended to help the School close or eliminate emerging gaps.