

# RSPHys Equitable Hiring Strategy 2022-2027

## OBJECTIVE

To ensure equitable hiring practices are undertaken over a five-year period in RSPHys 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.

RSPHys Equitable Hiring Strategy 2022-2027 will form part of an overarching equity and diversity framework and associated strategies.

## CURRENT WORKFORCE DEMOGRAPHICS

While the School has an underrepresentation of many groups, such as people with disability and First Nations people, gender disparity is the most glaring issue to be addressed within Physics at ANU, as demonstrated by the profile of our staff at all levels. We know that addressing this diversity group issue will benefit all members of the School community both personally and professionally. Historically, Physics has poor gender representation in particular, and elements of this are societal – girls tend to be discouraged from studying Physics, still, at high school level for instance. However, there are real steps we can take to improve the situation at the local level. While the balance has been slowly improving over the last few years (see <https://physics.anu.edu.au/intra/equity/>), more can be done to improve.

There are different factors at play for the various cohorts within the School, and it is appropriate to give individual consideration to these. In 2022, in the academic cohort, 24% of staff identify as female (22% at level E, 17% at level C/D, 23% at level B, 35% at level A). Amongst professional staff, this percentage is only slightly higher, at 28% (17% at level ANU8 and above, 34% at ANU 4-7).

RSPHys ran an anonymous demographic survey in Oct/Nov 2022 to identify underrepresentation across the workforce, which confirmed the underrepresentation across diverse groups.

## ACTIONS TO ADDRESS UNDERREPRESENTATION

Initiatives	Actions	Success Measures	Responsibility
Improve the gender gap in hiring at all levels	<b>i. Reduce the effect of unconscious bias</b> a. Training around unconscious bias is to be actively encouraged for members of hiring panels. b. Explicit consideration of unconscious bias in the selection process, from before the shortlisting stage. c. Reporting on how unconscious bias was considered and mitigation put in place for each process.	Increase in job panel members having unconscious bias training  Written reports on consideration of unconscious bias  Increase in proportion of women shortlisted for advertised positions	Chairs of selection panels
	<b>ii Use gender neutral language in job advertisements</b>	All advertisements are run through a gender decoder	Cos HR
	<b>iii Promote the local support and resources available to women in job advertisements</b> This can include the availability of the RSPHys parenting room, our active Women in Physics group, the availability of on-campus day-care	Advertisements include local resources available for women in RSPHys	Chairs of selection panels
	<b>iv Active consideration of potential for positions to be offered as part time/flexible working hours, for all roles advertised</b> If this is not offered, there must be an explanation provided	Increase in proportion of positions advertised with flexible working arrangements  Written demonstration of consideration of flexibility for each position before advertisement is approved	Director, Chairs of selection panels, Hiring managers

	<p><b>v Women only roles to be created to redress gender balance</b></p> <p>a. This is particularly necessary for tenure track and tenured academic positions and for senior (ANU8/SM1) professional staff, where gender diversity tends to be at its lowest.</p> <p>b. Should be strongly considered for contract/short term positions to try and address the gender gap at more junior levels (academic levels A-C, ANU 2-7).</p> <p>c. Special Measures (women-only) recruitment available for academic positions for Australian Commonwealth grants e.g., ARC DP (low risk) prior to GLC creation to encourage hiring managers to use affirmative action to recruit staff.</p>	Advertisement of women-only positions at all levels	Director, Hiring managers  Finance, HR, Director
<b>Improve representation of people with disability within the School</b>	<p><b>i. Use disability recruitment services to reach a pool of candidates with disability when advertising</b></p> <p>This option is likely to be more useful for professional staff positions, rather than academic positions</p> <p>CoS has information and contacts available that should be useful for this</p>	<p>Increase in job applications from people identifying with disability</p> <p>Increase in number of people identifying with disability working in RSPhys</p>	Hiring managers
	<p><b>ii Include statement in advertisements on support and adjustments available for people with disability</b></p> <p>Should be built into the standard process of advertisement through the College HR systems</p>		Cos HR
<b>Improve representation of First Nations people within the School</b>	<p><b>i School to participate in ANU and CoS based recruitment and cadetship schemes</b></p> <p>a. ANU has a recruitment policy for targeting First Nations people in roles at the ANU. CoS is starting a</p>	Increase in the proportion of First Nations people working at RSPhys	Director

	cadetship program where First Nations cadets will be offered a rotation through different Schools within the College.  b. Ongoing support and mentoring to be provided as part of the positions		
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## MEASURING PERFORMANCE

RSPHys will provide an annual review each November at the CoS Executive Committee. This report will also be shared with the School and be made available on the Equity and Diversity webpage. This review will track the success of recruitment and retention actions outlined in this strategy. The review will report on:

- workforce demographics,
- our progress in closing identified 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 identified gaps,
- statistics on the success measures identified in the strategy above.