



# **ISO Workshop on Gender Equality in Standardization for Asia Pacific members**

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# Agenda

- Standards Australia's Approach
- Why Diversity matters
- What do we mean by Diversity
- Roadmap/Action plan

# SA's Approach

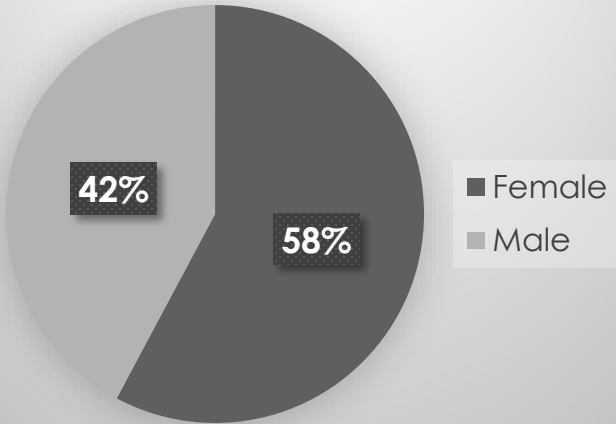
Our journey to date

As an organisation, Standards Australia has always strived to reflect, respect and celebrate diversity. We have a truly diverse workforce (and have always had), with equal opportunities for all.

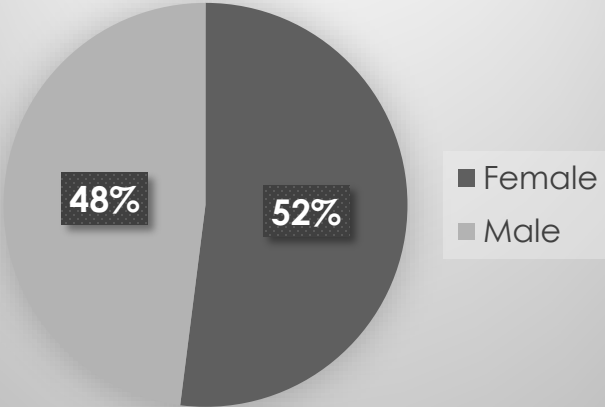
Our biggest challenge has been that the diversity we strive for our workforce is not replicated in our expert contributor base.

# SA Staff Profile

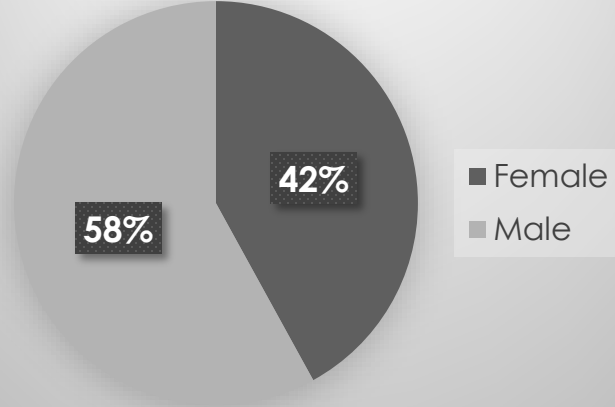
### All Staff Gender



### Managers Gender

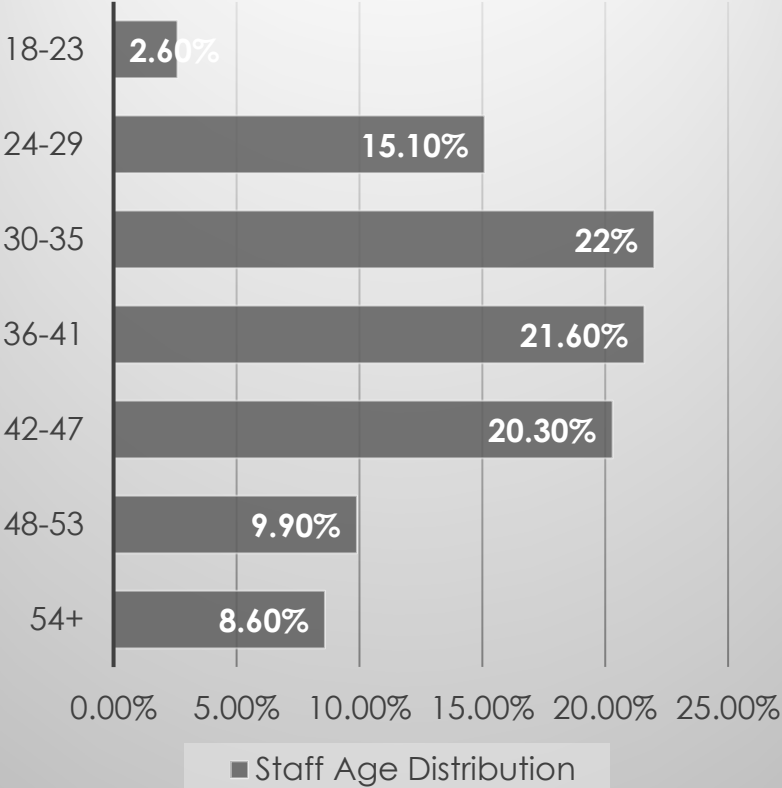


### Senior Leadership Gender

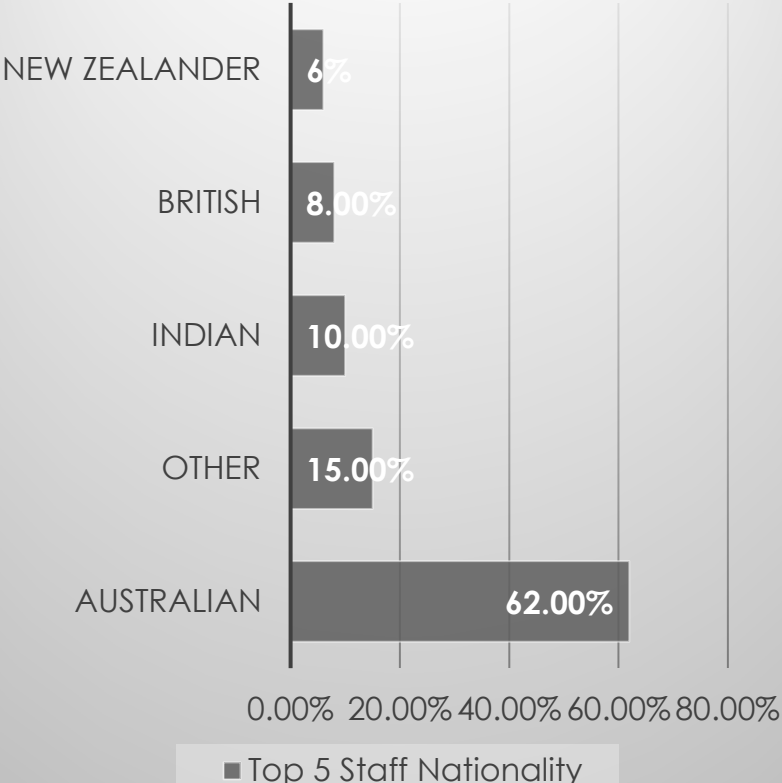


# SA Staff Profile

## Staff Age Distribution

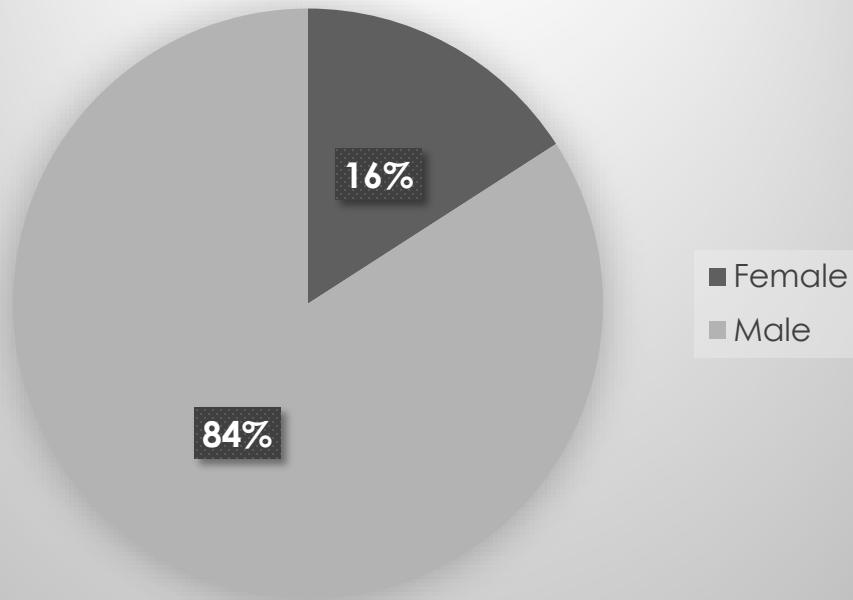


## Top 5 Staff Nationality

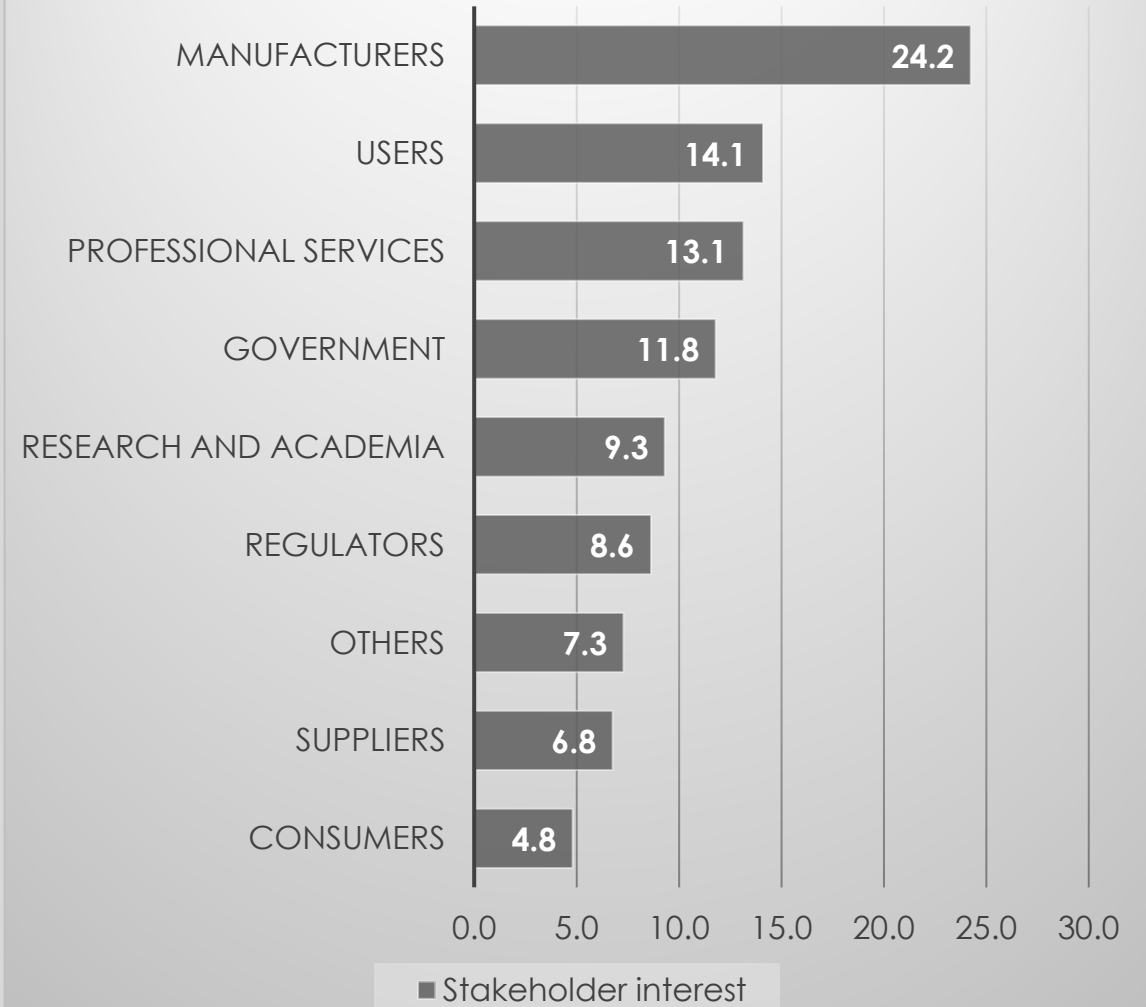


# Experts Profile

## Experts Gender



## Stakeholder interests % of total



# Strategic Plan 2020–25

## Our vision

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

## Our mission

Empowering communities

## Strategic objectives

### Reputation

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.

### Reach

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.

### Relevance

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.

### Revenue

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.

## Key measures of success

- Our reach across sectors and communities
- Our engagement with industries, governments and community groups
- The diversity of our staff, contributors and work
- Our brand recognition with all Australians and internationally
- The value we create and the revenue we generate to support our operations

“

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

## Our 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 SA

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.

To fulfil our mission of **Empowering Communities**, our workforce and contributor base need to reflect those communities in all that they are. Diversity of gender, ethnicity, age, educational and professional backgrounds and life experience will add to the perspectives we have, the positions we take and the decisions we make as Australia's national standards body.





# (DRAFT) DIVERSITY ACTION PLAN

STANDARDS AUSTRALIA

# Defining Diversity



## **STAFF**

GENDER, AGE, NATIONALITY,  
ETHNICITY, EDUCATION LEVEL  
AND DISCIPLINE, LANGUAGE



## **CONTRIBUTORS**

GENDER, AGE, NATIONALITY, ETHNICITY,  
EDUCATION LEVEL AND DISCIPLINE,  
STAKEHOLDER CATEGORY, SOURCE OF  
PARTICIPATION,  
EMPLOYMENT/EMPLOYER STATUS



## **WORK**

SECTORS OF THE ECONOMY

# HIGH LEVEL PLANS

2021

1. Establish and collect data to benchmark

Mid-  
2022

2. Identify areas for improvement and long-term objectives

End  
2022

3. Define lead indicators to support long-term objectives

# 1. ESTABLISH AND COLLECT DATA TO BENCHMARK (WIP)

STAFF

(Some) Data available, with further surveys for full collection

CONTRIBUTORS

No initial data available – SA Census

SECTORS

Data available

# SA's Approach

Where to next

1. Finalise data collection
2. Assess areas for improvement and initiatives to deliver as part of Diversity Action Plan
3. Communicate goals and change plans
4. Report status on an annual basis and targets
5. Review SG-006 Rules for The Structure and Drafting of Australian Standards to ensure gender lens is integrated in the development process
6. Sign the UNECE Gender Responsive Standards Declaration

# Interim measures

1. Nominating organisation to consider diversity when nominating experts
2. Gap analysis undertaken for all committees at the commencement of projects to ensure “balance of stakeholder representation”



**STANDARDS**  
Australia