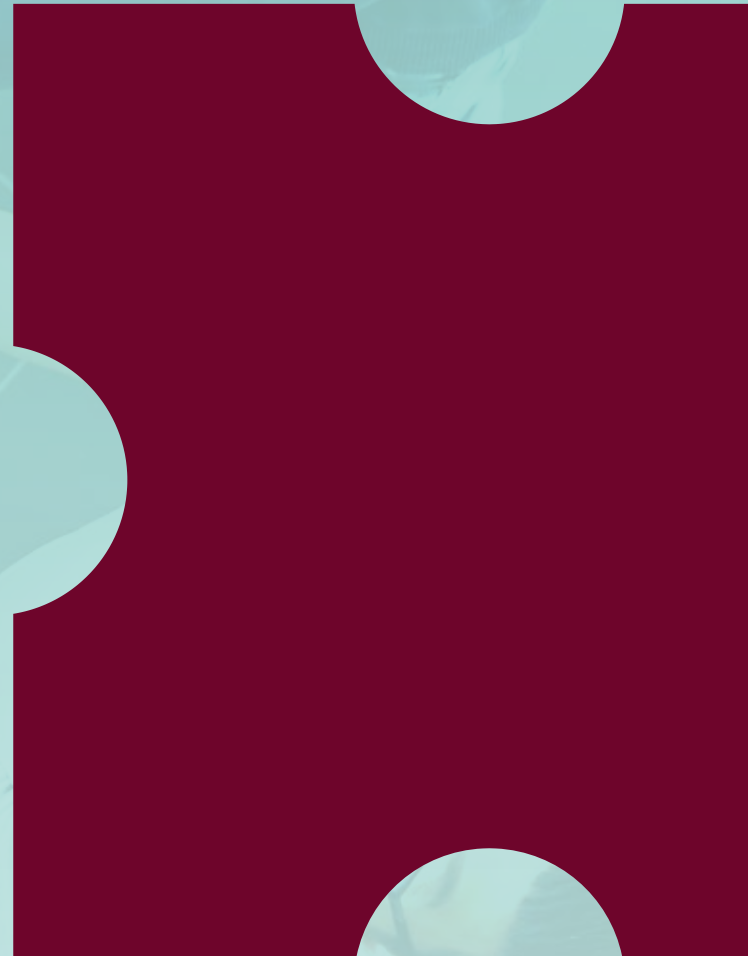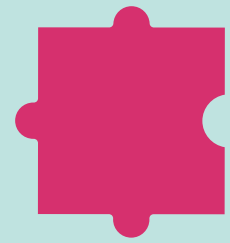Australian Government
Australian Research Council

Diversity and Inclusion
Framework Summary 2024-2026

Message from our Diversity Champion

It is my pleasure to present and endorse the Australian Research Council's (ARC) Diversity and Inclusion Framework for 2024 – 2026. The ARC's Diversity and Inclusion Framework forms the overarching framework of support for all the ARC's diversity initiatives.

If the ARC is to be successful in delivering on our purpose of helping to shape the Australian research system for the benefit of the nation, we need a workforce that reflects the rich diversity of the Australian community.

The ARC has made great strides to build an inclusive culture since our Diversity Working Group (DWG) was established in 2015. I am proud of the work of the DWG in promoting diversity within the ARC and thank all members past and present for their commitment to creating the sort of culture at the ARC where everyone can flourish and thrive.

The DWG focuses on supporting 6 focus groups: Aboriginal and Torres Strait Islander peoples, People with Disability, Multicultural people, People who identify as Lesbian, Gay, Bisexual, Trans/Transgender, Intersex, Queer and Asexual (LGBTIQA+), Gender, and Mature Age People.

The focus areas offer focus for the work of the DWG and acknowledge they may not recognise the full range of diversity in our workforce or the community. We commit to supporting all diverse groups in our workforce. This includes other groups not listed in our focus areas such as people with carer responsibilities, and young people (aged less than 25 years).

The culmination of these activities will provide a workplace that is supportive and engaging for everyone with benefits to our network and community.

Julija Deleva
Diversity Champion
Indigenous Champion

Introduction
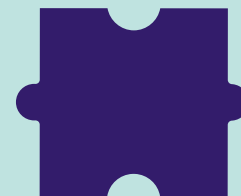
Purpose

This Framework outlines the ARC's commitment to creating and maintaining a safe, respectful, and inclusive workplace culture through equity and equality. Through the work enabled by this Framework we will do better in removing barriers and embracing the diversity of our people to create a truly inclusive workplace.

About diversity and inclusion at the ARC

The ARC's ambition is to be a leader in diversity and inclusion amongst small agencies in the Australian Public Service (APS). At the ARC we want to model best practice for the public sector and offer an inclusive work environment that attracts a diverse range of people, who bring their best selves to work each day to share perspectives and deliver results for our research partners and the Australian community.

Why diversity matters

Community expectations of the public service have heightened and there is an imperative to embed diversity and inclusion so that we can deliver on our outcomes for the Australian community while also representing the diverse nature of the Australian community.

The shape of our diverse workforce

ARC employee profile

Demographic measure	ARC June 2023	APS June 2023	Australia
Identify as woman or female	65%	59%	51%
Identify as man or male	30%	37%	49%
Identify as Aboriginal or Torres Strait Islander	3%	4%	3.2%
Identify as having ongoing disability	15%	11%	18%
Identifiy as having carer responsibilities	42%	43%	10.8%
Identify as LGBTIQA+	13%	9%	3-4%
Identify as neurodivergent	13%	8%	15-20%

ARC Diversity and Inclusion Principles
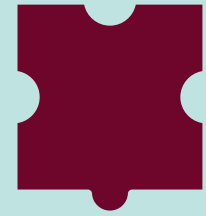
Based on the four aspects identified by the Diversity Council Australia essential to an inclusive culture, the ARC guiding principles will be used to assess the successful implementation of diversity and inclusion strategies within our workplace.

Respected

Inclusive Culture and Leadership

All employees will feel respected for who they are, with the ability to be themselves without judgement. Respectful relationships in the workplace will allow for greater, more honest communication.

Contributors

Innovative, inclusive policies and procedures

Employees will feel able to freely contribute their perspective and skills in the workplace. Employees will feel valued as being essential to the success of the organisation.

Connected

Support and empower all employees

Employees will feel that they belong and that they are valued as individuals and as part of the team and organisation. Employees will also feel connected to the outcomes and goals of the ARC.

Progressive

Be a collaborative leader in research and government sectors

All employees will be presented with equal opportunities to progress their careers either through promotion, networking events or learning and development opportunities at the ARC. Employees will feel supported by their managers when documenting learning and career objectives and applying for new positions.

Our diversity and inclusion goals

This Framework contains 4 over-arching goals for the ARC from 2024 to 2026 to drive diversity and inclusion in our organisation. These goals are high level and provide direction to the agency – other more detailed work will take place within the Diversity Working Group.

Goal 1: The ARC will empower our people to drive diversity and inclusion through continued support of our Diversity Working Group

Goal 2: The ARC will take a 'continuous learning' approach to diversity and inclusion by maintaining memberships with government networks and representative groups

Goal 3: The ARC will enthusiastically implement APS-wide diversity and inclusion strategies and frameworks, tailoring them as appropriate to our agency's needs

Goal 4: We will monitor and encourage diversity and inclusion amongst our partners in the research community, where appropriate

Supporting a diverse research workforce

In addition to our support for diversity and inclusion in our own workforce, the ARC also values equality, diversity, and inclusion in the research workforce that we partner with in the delivery of our grants. The ARC's Research Workforce Statement outlines our commitment to a strong and sustainable research workforce.

Gender equality

In support of gender equality in the research workforce the ARC has published the ARC Gender Equality Statement, which can be found on our website.

Aboriginal and Torres Strait Islander Researchers and Research Statement

The Aboriginal and Torres Strait Islander Researchers and Research Statement outlines the support the ARC provides for Aboriginal and Torres Strait Islander researchers, research students and research.

Research Opportunity and Performance Evidence (ROPE) Statement

ARC's Research Opportunity and Performance Evidence (ROPE) Statement supports equitable access to research funding.

Contacts

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