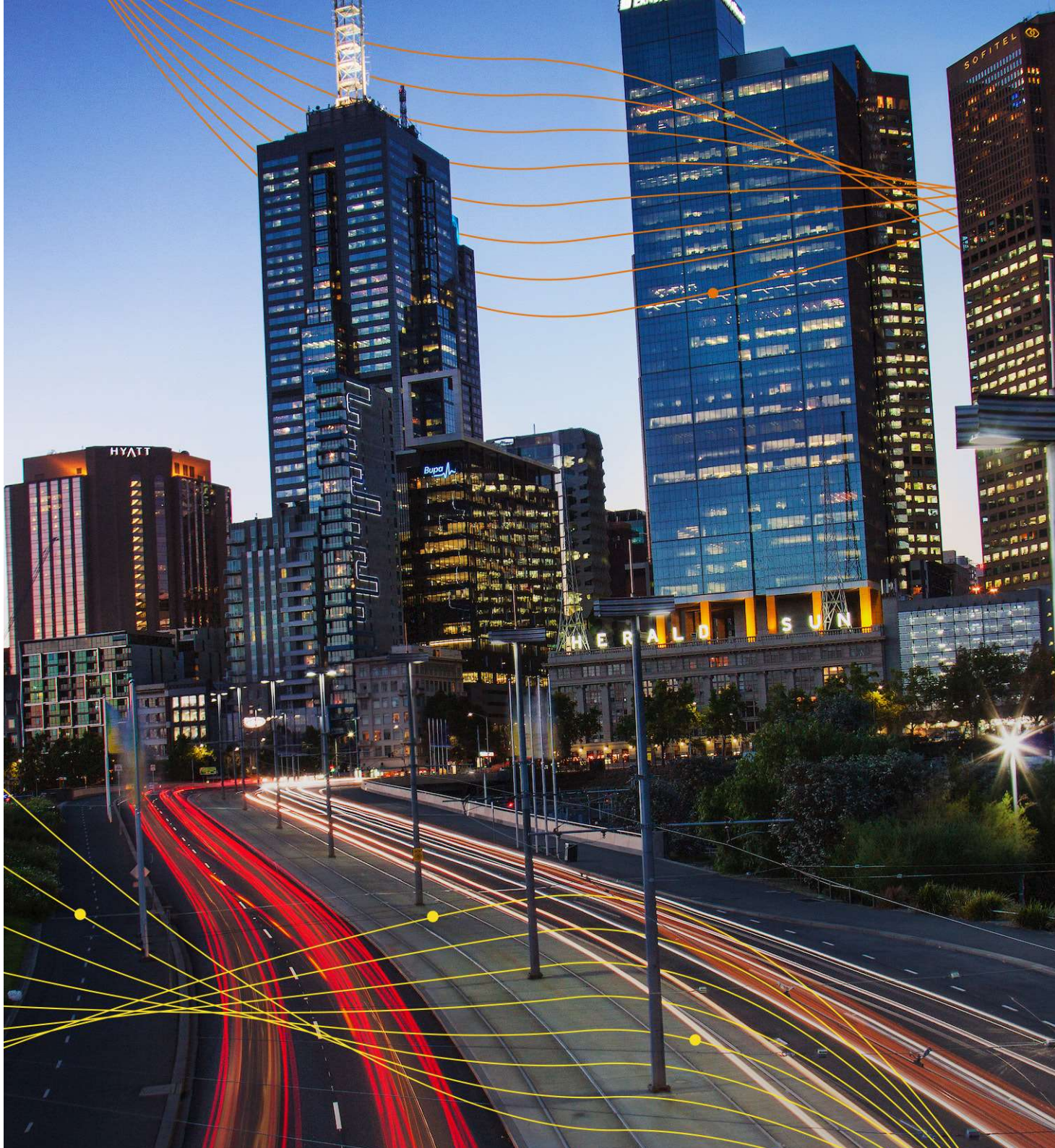
Space, Spatial & Surveying

DIVERSITY LEADERSHIP NETWORK

Strategic Plan 2021-2025

Our vision, tangible steps, and markers of success



Our Vision

We aim to dramatically improve the dire state of diversity and inclusion in our sectors. We know that having varied perspectives helps cultivate innovation to solve complex problems in a changing world — and inclusion is how we unleash the power of diversity. Our goal is to be celebrated as a leading example in the Australasian science, technology, engineering, and mathematics (STEM) community of the positive impact of diversity, inclusion, equity, and belonging.

WHO WE ARE

We bring together leaders from business, government, research, and education to provide visible advocacy for diversity and inclusion within the space, spatial, and surveying professions. Membership is open to individuals from the space, geospatial, and surveying profession in Australia and New Zealand.

AUDIENCE

The Strategic Plan 2021–2025 is written for our members, setting out a unifying vision and plan for sector-level actions that support greater diversity, more inclusive workplaces, and that grow the capabilities and skills of our sector for the future.

KEY CHALLENGES

- The space, spatial, and surveying sectors have a history of low levels of diversity and of placing a low priority on addressing this aspect of the well-documented skills shortage we are facing. In 2020, women in the spatial and surveying profession made up only 21% of the workforce.
- Career pathways into the space, spatial, and surveying sectors are unclear to the majority of primary, secondary, and tertiary students, hindering our ability to strengthen our industry into the future and in the context of an ageing workforce.
- Space, spatial, and surveying technologies are relied upon across all areas of society, but practitioners do not always reflect the diversity in society nor embed and support inclusion.
- People of diverse backgrounds and identities transition out of the industry over time — a phenomenon known as "the leaky pipeline". This hinders creativity and innovation and puts the relevance of our sectors at risk.
- There is ad-hoc leadership and low visibility of role models for diversity and inclusion in our sectors which can limit leadership aspirations. Simply put, "you can't be what you can't see".
- Bias in the collection, use, combination, and mapping of spatial datasets can perpetuate stereotypes, amplify disadvantage, and heighten the difficulties of access to services and enjoyment of rights faced by marginalised groups.

Source: Department of Industry Science, Energy and Resources (2021) STEM Equity Monitor (STEM Qualified Professions) online https://www.industry.gov.au/data-and-publications/stem-equity-monitor/stem-qualified-occupations

Guiding Principles

Leadership:

we create and actively promote a shared ambitious vision to raise the Australasian space, spatial, and surveying sector to be leaders of diversity, inclusion, equity, and belonging in STEM.

Psychological safety:

we work towards an industry culture of open-minded and authentic respect towards difference, and encourage organisations and individuals to face up challenge with compassionate curiosity.

Respect:

we understand that change can be confronting and will champion a culture within our sector where change is managed respectfully, compassionately, and with humility.

Courage:

we promote going deeper than 'ticking a box' and aim to empower our members to challenge the status quo, create concrete improvements, and become ongoing agents of change.

Fairness, accountability, transparency, and ethics (FATE):

we strive to create a future where adoption of fairness, accountability, transparency, and ethics with regards to diversity, inclusion, equity, and belonging are the norm, in all our technologies, industries, and workplaces.

To achieve our vision, we will...

1.
Create an active network of change makers

2.
Monitor and report

3.
Lead by example

4.
Share stories that educate and empower

5.
Recognise and reward diversity and inclusion champions

1. Create an active network of change makers

Create an active network of change makers who are educated about and empowered to support diversity, inclusion, equity, and belonging in our sectors. We will harness their collective energy to make an impact at scale.

BY TAKING THE FOLLOWING TANGIBLE STEPS...

- Appoint a Conveners Group to provide strategic leadership, coordination, and advocacy for the Network's activities
- Create forums where the SSS-DLN can come together to share ideas, learn, and collaborate

WE WILL KNOW THAT WE HAVE BEEN SUCCESSFUL WHEN:

- There is an active Conveners Group with diverse representation
- Adoption of a Strategic Plan by August 2021
- Two to three SSS-DLN forums held per year
- The SSS-DLN has an annual growth in membership of 10%

2. Monitor and report

Monitor and report on the state of diversity and inclusion across our sectors. This will enable us to benchmark and track levels of diversity and to make data-led decisions about where to invest efforts that ensure underrepresented groups are given equal opportunity to be included.

BY TAKING THE FOLLOWING TANGIBLE STEPS...

- Form a partnership with peak associations to create and promote a diversity and inclusion benchmarking survey

WE WILL KNOW THAT WE HAVE BEEN SUCCESSFUL WHEN:

- Inaugural survey administered in 2021, with a minimum of 2,000 responses
- Sector report released in 2021-22

3. Lead by example

Support our sectors to lead by example so we better reflect the people and communities we serve. We also want to grow the number of visible leaders, spreading the load currently borne by those who are regularly called on to be the face of diversity.

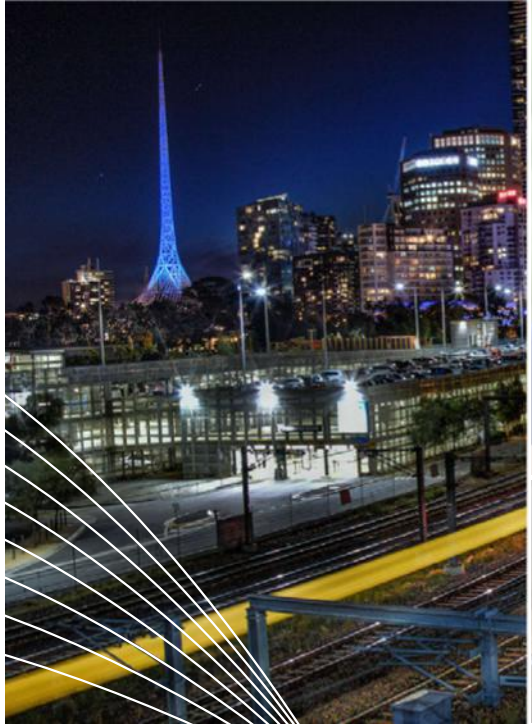
BY TAKING THE FOLLOWING TANGIBLE STEPS...

- Create a 'panel pledge' and 'conference/event code of conduct' for the sector that commits organisations and professional to diverse, safe, and inclusive events
- Create a set of resources that individuals and organisations can use to make their own start on realising our vision, including a conference code of conduct
- Provide advice to the sector on diversity and inclusion when directly approached to provide guidance
- Encourage women to register for Women in Geospatial+

WE WILL KNOW THAT WE HAVE BEEN SUCCESSFUL WHEN:

- A set of educational resources and templates are developed and made available on the SSS-DLN website
- An increasing evidence of the use of those resources, for example in specific instances of use and the number of downloads of resources and templates
- A panel pledge has been adopted by all space, spatial, and surveying peak sector associations across Australia and New Zealand

4. Share stories that educate and empower



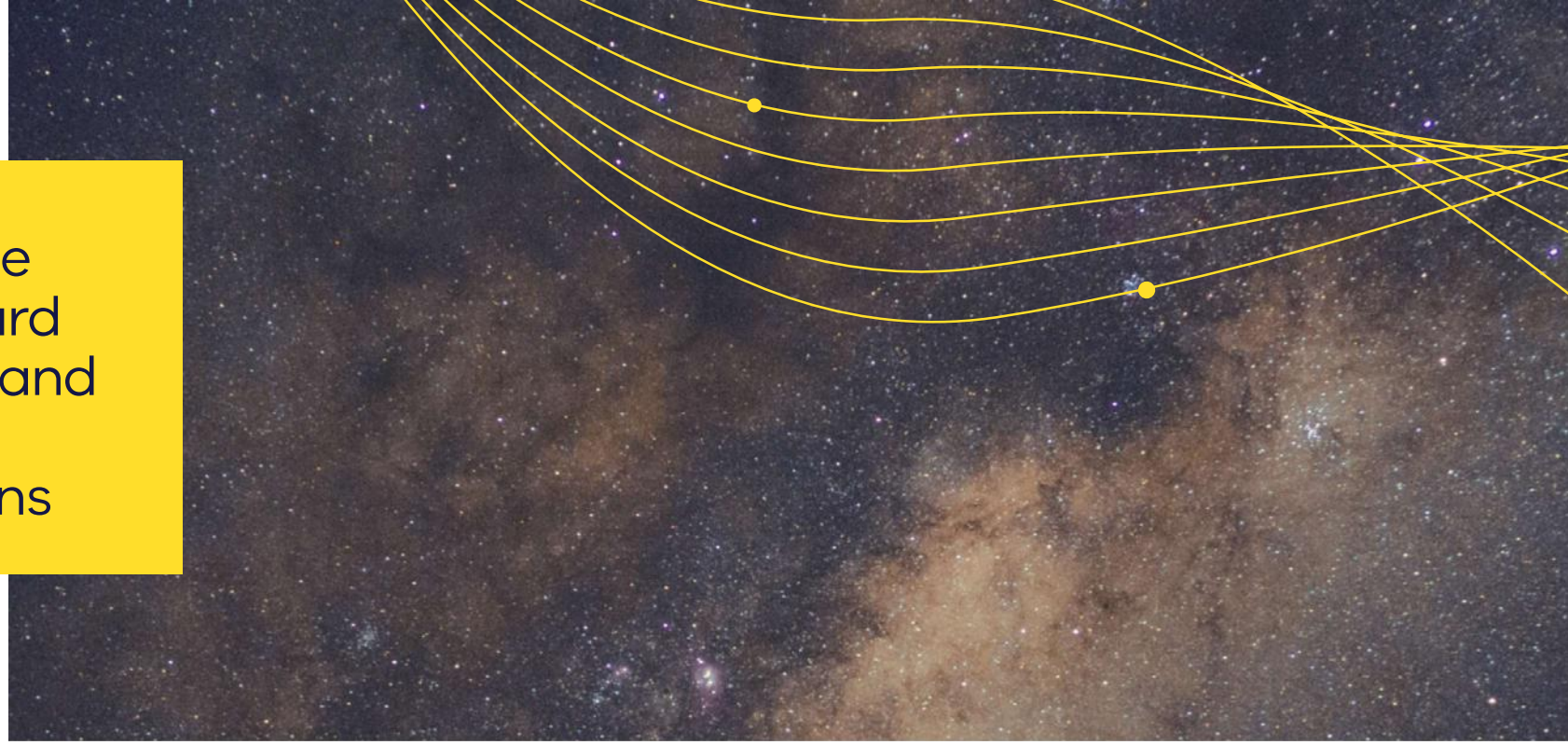
Share stories that educate and empower our industry to advance diversity and inclusion. We recognise that you can't be what you can't see. Sharing stories of success and actions to support diversity and inclusion by individuals and organisations in our sectors promotes visibility of the purpose and drivers behind these.

BY TAKING THE FOLLOWING TANGIBLE STEPS...

- Create an accessible repository which allows for the collection of stories to educate and empower our members to share lessons learned with respect to inclusion and diversity
- Develop a communications plan to ensure widespread awareness of diversity and inclusion as a priority across our sectors
- Partner with existing campaigns targeting the next generation of professionals to promote greater diversity

WE WILL KNOW THAT WE HAVE BEEN SUCCESSFUL WHEN:

- A repository of stories has been published on the SSS-DLN website and is attracting case studies and stories at a targeted rate
- A communications plan is approved and implemented by the SSS-DLN Conveners Group



5. Recognise and reward diversity and inclusion champions

Recognise and reward diversity and inclusion champions so there is greater recognition and promotion of the positive contribution made by individuals and organisations towards holistic and long-term changes.

BY TAKING THE FOLLOWING TANGIBLE STEPS...

- Advocate for a greater focus on diversity and inclusion in industry awards
- Leverage our influence to promote increased diversity in nominations for industry awards
- Call on our network to support diversity on judging panels

WE WILL KNOW THAT WE HAVE BEEN SUCCESSFUL WHEN:

- Increased diversity in award nominees at the Asia and Pacific Spatial Excellence Awards

Space, Spatial & Surveying

DIVERSITY LEADERSHIP NETWORK

Contact us:
diversity@2026agenda.com

Learn more about becoming a member:
https://2026agenda.com/sss-dln/

Follow us on linked in:
https://www.linkedin.com/company/sss-dln