

# SBS Cultural Diversity Action Plan



# Our approach to inclusion

SBS Inclusion Council



SBS Multi



SBS Access



The Network



SBS Pride & Allies



RAP5

Inclusion Principles



# Cultural Diversity Action Plan (2020-2021)

## Enhanced Representation

12x Indigenous identified positions across different technical specialties and at varying levels of seniority

Diverse recruitment panels through a volunteer panellist program and associated training

Candidate Development Fund to support and encourage internal mobility

Accelerated Development Program to accelerate the careers of high potential team members from under-represented backgrounds



# Cultural Diversity Action Plan (2020-2021)

## Transparency & Measurement

Updated corporate website to increase transparency of inclusion initiatives with external audiences and stakeholders

Transparent project plan made available for all staff via the SBS intranet, and an always on feedback model via dedicated consultation email address

Video cascade summaries after every inclusion council meeting (every 6 weeks) to share discussion and decision items with all staff

Exit interviews to be managed by an external vendor to support psychological safety and early flagging of any potential issues so we can take action swiftly



# Cultural Diversity Action Plan (2020-2021)

## Systems and Processes

Conduct a review of internal productions at SBS to identify any opportunity to enhance our processes to further deliver diverse and inclusive outcomes

Conduct a review of external productions at SBS to identify any opportunities to enhance our processes to further deliver diverse and inclusive outcomes

Inclusive design sprints with SBS staff to redesign our recruitment and grievance management processes



# Cultural Diversity Action Plan (2020-2021)

## Organisational Capability

Engage an Indigenous Elder in residence to strengthen SBS through the sharing of their knowledges and experience

Identify and train a number of SBS Inclusion Champions to support staff in understanding their formal and informal options for resolving a concern

SBS Inclusion Program training will be delivered to all SBS staff

Develop guiding principles for the creation of and consultation on multicultural content internally

