		Special Broadcasting Service (SBS)	
AUSTRALIAN WORKPLACE EQUALITY INDEX			
AUSTRALIAN WORKPLACE EQUALITY INDEX - ADVANCED SUBMISSION 2025			
LGBTQ+ Bullying, Harassment & Support		Score	Index
1	Tracking of Incidents	6	6
		6	6
Inclusion of Trans and Gender Diverse Employees		Score	Index
2	Gender Affirmation Leave	3	3
3	'All-Gender' Bathrooms	3	3
4	Trans and Gender Diverse Applicants	4	4
		10	10
Strategic Focus & Accountability		Score	Index
5	Personal Accountability for Inclusion	4	4
6	Documented LGBTQ+ Inclusion Strategies and Accountabilities	8	8
7	External-facing Social Media Communications	2	2
8	Strategic LGBTQ+ Inclusion Promotion	4	4
		18	18
LGBTQ+ Employee Network		Score	Index
9	Network Leadership Succession and Sustainability	4	4
10	Research into under-represented LGBTQ+ Populations	4	4
11	Visibility of under-represented LGBTQ+ Populations	2	3
12	Broader Inclusion Support	1	3
13	Network Reporting	5	5
		16	19
Visibility of LGBTQ+ Inclusion		Score	Index
14	LGBTQ+ Days of Significance	4	4
15	Visibility in the Workplace	4	4
16	Individual LGBTQ+ Inclusion Work Recognition	3	3
		11	11
Training, Awareness & Professional Development		Score	Index
17	LGBTQ+ Training Delivered	4	4
18	LGBTQ+ Training for People Managers	2	6
19	LGBTQ+ Training for Critical Functions	4	4
20	LGBTQ+ Content in Leadership Training	x	2
21	Professional Development for LGBTQ+ Employees	2	2
		12	18
Executive Leadership & Engagement		Score	Index
22	Internal Executive / Senior Leadership Advocacy	2	3
23	Internal CEO (or equivalent) Advocacy	3	3
24	External Senior Leadership Advocacy	2	3
25	Peer Support for Senior Leadership	3	3
		10	12
Data Collection & Reporting		Score	Index
26	LGBTQ+ Employee Data Analysis	4	4
27	LGBTQ+ Employee Data Review	4	4
		8	8

Community Engagement		Score	Index	Notes
28	Employer Branded Participation at Community Events	2	2	
29	Pro-Bono or Financial Support: LGBTQ+ Charities / Organisations	4	4	
		6	6	
Optional Survey		Score	Index	Notes
30	AWEI Employee Survey Participation	2	4	63 responses; 100 required for medium size employers.
	Total Section 9 Score	2	4	
Additional Work		Score	Index	Notes
31	Network Queer Content Club	1	1	
31	Additional Media Pride Panel Event at Ch 9	1	1	
31	Network Curated Playlists	1	1	Combining points for both 'Celebrating Pride Playlist' and 'Wear It Purple Playlist.'
31	Additional Wellbeing Expo Pride Stall	0	1	Covered in Q28: Employer Branded Participation at Community Events.
31	Additional Target setting for 2025 Commissioning Guidelines	1	1	
31	Additional Pride in Sport Fireside Chat event	1	1	
31	Additional Wear ir Purple curated playlist	0	1	Combining points for both 'Celebrating Pride Playlist' and 'Wear It Purple Playlist.'
31	Additional Item Name	x	1	
	Total Section 10 Score	5	8	
	Total Advanced Submission Score	104	120	
ORGANISATIONAL ACTIVITY SCORES				
	Core Network Activity	16		
	Additional Network Activity	2		
	Network Activity - Total Score	18		
	Core Activity - Inclusion of Trans and Gender Diverse Employees	10		
	Additional Activity - Inclusion of Trans and Gender Diverse Employees	0		
	Inclusion of Trans and Gender Diverse Employees - Total Score	10		
GENERAL SUBMISSION COMMENTS				

PRIDE IN DIVERSITY'S AUSTRALIAN WORKPLACE EQUALITY INDEX ADVANCED SUBMISSION

APPLICATION FOR SILVER OR GOLD TIER RECOGNITION 2025
Covering work completed between 1st January 2024 – 31st December 2024



AUSTRALIAN WORKPLACE EQUALITY INDEX

EMPLOYER / ORGANISATION DETAILS	
Organisation Name:	<p><i>Please enter name as you would like it to appear on certificates or any awards if applicable.</i></p> <p>Please check this carefully, as Pride in Diversity will not take any responsibility for organisation names if different to the above.</p> <p>In all circumstances, we will revert to the name entered here for any publications, announcements, trophies.</p>
Contact Person for the Index: Please provide full contact details. <ul style="list-style-type: none"> This is the person we should contact if we have any questions. Results will be emailed to this person 	<p>Name: Click or tap here to enter text.</p> <p>Position Title: Click or tap here to enter text.</p> <p>Postal address (including postcode): Click or tap here to enter text.</p> <p>Phone number: Click or tap here to enter text.</p> <p>Email: Click or tap here to enter text.</p>

DISCLOSURE RECOGNITION	
Please select the tier recognition point (at a minimum) at which you are happy to be publicly identified regarding participation and achievement within the AWEI.	<p>We list employers annually that reach each of the employer recognition tiers within the AWEI, unless you choose to be anonymous. Some employers choose only to be identified should they reach a certain recognition tier.</p> <p>Select the recognition tier at which you would like to be publicly identified:</p> <p><input type="checkbox"/> We are happy to be identified at Bronze Tier (based on Foundation Submission score) if we do not reach a higher tier</p> <p><input checked="" type="checkbox"/> Only identify us if we reach Silver Tier or higher</p> <p><input type="checkbox"/> Only identify us if we reach Gold Tier or higher</p> <p><input type="checkbox"/> <i>We are participating anonymously and do not want to be identified</i></p>

PERMISSION FOR USE OF CONTENT	
<p>We often like to profile images and video of people/events over the assessed year within the opening video of our awards event.</p> <p>Please advise if you give permission for us to use relevant visual images provided within your submission for this purpose.</p>	<p>Please confirm:</p> <p><input type="checkbox"/> Yes, you may use anything</p> <p><input checked="" type="checkbox"/> Yes, you may use anything – but please advise us first</p> <p><input type="checkbox"/> Yes, but please ask us for permission first</p> <p><input type="checkbox"/> No, please do not use any of our visuals</p>

NEGATIVE PRESS / COMPLAINTS DISCLOSURE

☐ **We have received negative press that could impact our reputation as an LGBTQ+ inclusive employer within the assessed year.**

In relation to the above (maintaining required confidentiality), please outline your course of action or response internally or externally to this negative press:

Click or tap here to enter text.

☐ **Formal complaints have been lodged against us for LGBTQ+ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act) within the assessed year; OR**

☐ **A complaint has won an LGBTQ+ -related case against us within the assessed year.**

In relation to the above (maintaining required confidentiality), please outline your course of action or response/outcomes of any formal complaints lodged:

Click or tap here to enter text.

We understand that up to 25 points **may be** deducted from our score if we have received a significant amount of negative press regarding an anti-LGBTQ+ incident where our organisation was responsible and insufficient action was taken to rectify this; or we were found *at fault* for a lodged complaint regarding LGBTQ+ individuals and this was not acted on.

ACCURACY STATEMENT

☒ We confirm that at the time of submission, details provided for all questions identified within the three submission documents are true and accurate. We understand that should any claims be found to be false; points and rankings will be adjusted accordingly.

☒ We understand that for questions where evidence is not required, there may be random audits or requests for information. If required, we are willing to supply these to validate our responses.

Name of person signing off accuracy:	s22
Position within organisation:	Head of Talent, Development and Inclusion
Contact Email:	s22
Contact Phone:	s22

AN IMPORTANT NOTE

Welcome to the fifth iteration of the AUSTRALIAN WORKPLACE EQUALITY INDEX...

The **Australian Workplace Equality Index (AWEI)** follows a 3-yearly cycle of local index review and international benchmarking. Upon review, new criteria are set with the intention of advancing LGBTQ+ workplace inclusion practice within Australia and aligning it with any new work being done internationally to ensure that Australian organisations continue to meet global standards of best practice. Within each new iteration, there is an expectation that entry points into the respective tiers will change, and overall scores decrease. This is a pattern we see with the release of every new iteration. It is important that the expectations of submitting organisations take this into account when aiming for a particular tier within a new iteration. It is important to note that the journey to maintain leading practice is not a 6-month journey; it's a 3-year journey.

It is also important to note that for the fifth iteration, the methodology of determining recognition for **Bronze**, **Silver** and **Gold** tier entry levels is changing. Entry points to each of these tiers in previous iterations have been determined by ranking the scores of all participating organisations and calculating the top consecutive percentages. This meant that, as practices improved or shifted, the entry points would change from year to year.

Starting with the 5th iteration of the AWEI, we will be introducing fixed entry points for each of the tiers making it easier to estimate, realistically, where your tier recognition may fall.

To achieve **Silver Tier Status** within the **AWEI Advanced Submission**, participating organisations must obtain 60% of allocated points. For Standard Employers (501 or more employees), this is 72 points out of 120 points.

To achieve **Gold Tier Status** within the **AWEI Advanced Submission**, participating organisations must obtain 80% of allocated points. For Standard Employers (501 or more employees), this is 96 points out of 120 points.

We wish you all the best with your submission.

SUBMISSION DETAILS

The AWEI Advanced Submission is for Silver or Gold Tier Status 2025.

This application can be completed and submitted between Monday, 6 January 2025 – Monday, 24 February 2025.

SUBMITTING YOUR INDEX:

Soft copies are to be sent via large file transfer systems to: s47F@acon.org.au.

- Note: Pride in Diversity will not accept attachments sent via email.
- We will contact you should we have any difficulty accessing or downloading your files.

Hard copies and USBs are also acceptable and can be sent to: *Pride in Diversity, 414 Elizabeth Street, Surry Hills NSW 2010*

For non-member organisations who wish request a review of their AWEI Advanced Submission at any time, a consulting fee would apply.

IMPORTANT: *Pride in Diversity will not accept submissions that do not use this document in its original format.*

- Portions of this document have been locked for security purposes.
- Any AWEI submissions made on altered documents, or in another format will not be marked.

Please select: ☒ ***We accept these terms and conditions; and understand that changing this document or submitting in another format will result in our submission not being assessed.***

SUBMISSION ELIGIBILITY

Please note: If your organisation has not already obtained a Bronze Tier within this iteration of the AWEI, this part of your submission will *not* be marked.

Please select: ☒ ***We understand and accept these terms.***

PROVIDING EVIDENCE TO ENSURE THAT YOUR RESPONSES ARE ASSESSED

Please read each question carefully and provide only the evidence requested.

- If evidence is contained within a broader document or policy, please extract only the detail requested.
- If inadequate or incomplete evidence is provided for any question, full points will not be obtained.

Regarding tick boxes, text responses and files:

- Please ensure you select the appropriate the tick-box when tick-boxes are presented within the question.
- Pride in Diversity will not assess responses if tick boxes have not been selected (these are critical to how your responses will be assessed).
- Pride in Diversity will not be responsible for non-assessment of questions where there is conflict between evidence provided and tick-box selected.
- Where evidence is by way of written responses, please use the text box provided. These will auto-expand to accommodate your written responses.
- Where evidence is contained within a file, it is essential that you note the filename that applies to that question within the Evidence column. Your filename should also indicate the question number, e.g. 'Q7 File Name.' No responsibility will be taken for missing evidence where incorrect filenames have been recorded, or when filenames have not been identified within the Evidence column.

ABOUT THE ADVANCED SUBMISSION – WORKING TOWARDS SILVER AND GOLD RECOGNITION

The Advanced Submission focuses on the following areas:

- **LGBTQ+ Bullying, Harassment & Support** – to assist in reducing heightened levels of targeted bullying & harassment that LGBTQ+ people face
- **Inclusion of Trans and Gender Diverse Employees** – an area that typically does not have the same level of awareness and/or support but one that is becoming critical for employers as more people openly identify with a diverse gender at work
- **Strategic Focus & Accountability** – to show that you have targeted initiatives or plans in place to support LGBTQ+ inclusion on an ongoing basis
- **LGBTQ+ Employee Network; Visibility of Inclusion; and LGBTQ+ Training, Awareness & Professional Development** – areas that contribute significantly to an LGBTQ+ inclusive culture
- **Executive Leadership & Engagement** – culture is led from the top and Senior Executive support for D&I speaks to the importance of inclusion, strategically, and the expectation of leadership within the organisation

- **Data Analysis** – which provides valuable information about the impact of your inclusion initiatives, highlighting where focus needs to be channelled or celebrated
- **Community Engagement** – which sends a significant message of inclusion to those outside of your organisation
- **Survey Participation** – optional participation within the annual AWEI Employee Survey but one the provides invaluable information and insight for a participating organisation's own impact of initiatives
- **Additional Work** – any workplace-related LGBTQ+ inclusion work accomplished, not covered elsewhere within this submission

REGARDING INTERNATIONAL POLICIES AND WORK

It is important to realise that the AWEI measures policy and practice here within Australia. Globally, policies, law and terminology can differ. International activity will not have the same impact on inclusion locally that local activity will have. It is therefore important to understand the following:

International Policies – need to have relevance within Australia

Where international policies are given as evidence for the Australian Index; it is important to note that laws, terminology, protected attributes under discrimination acts and entitlements can differ and impact an employee's perception of what may or may not be applicable locally. As such, no points will be given for simply referencing an international policy (unless written here in Australia in which case you would need to clearly state this) unless there are accompanying statements or addendums that relate specifically to the Australian context, differences in language, benefits and/or law (where applicable). These addendums can form part of the policy or be articulated on the intranet page where policies can be found. Typical areas impacted would include family leave benefits, staff entitlements, discrimination statements, protected attributes under discrimination law and health or leave benefits for those affirming their gender.

Work completed internationally – but not here

You will not be able to gain points for any work completed in international offices UNLESS your local team has been involved in the development of that work. You can gain points in the additional work section of the index for any LGBTQ+ inclusion work that you have contributed to overseas. Exceptions will be made for any work completed overseas that you have actively shown, utilised, promoted internally in Australia to promote your organisation's global inclusion efforts PROVIDING that this has been built into an event, a learning activity, a discussion point within a training, etc. Simply referencing overseas work without any localisation or activity around that work here in Australia will not attract points.

LGBTQ+ BULLYING/HARASSMENT & SUPPORT

1. Tracking of Incidents		6 points
<p>We have a formal process to extract and report on LGBTQ+-related incidents of bullying and harassment throughout the assessed year.</p> <p><i>For full points, please outline both:</i></p> <p>a) <i>how you extract and report on the LGBTQ+-related information; and</i></p> <p>b) <i>a process for sensitively managing LGBTQ+-related disclosures in escalating or managing the complaint</i></p>		<p>3 points for (a) an outline of how the organisation extracts and reports on the information</p> <p>3 points for (b) a process for sensitively managing LGBTQ+-related disclosures in escalating or managing the complaint</p>
<p>Why this question? This advanced question looks at the ability of an organisation to extract and report on complaints or reports of LGBTQ+-related bullying/harassment from a system that collects incident or complaints-related data.</p> <p>Some groups, including LGBTQ+ people, experience higher levels of bullying and harassment than the general population. Often organisations don't compare statistics for these groups and are not aware of specific issues faced by these populations.</p> <p>As identity disclosure is a significant stressor for many LGBTQ+ people, and often a cited reason for NOT reporting bullying/harassment, there also needs to be a process or support guidelines around sensitively managing disclosure in any mediation or actioning of the complaint.</p> <p>Providing Evidence: To obtain points for this question, you will need to outline both (a) and (b) above. Please include as much detail as possible.</p>		
<p>Answer: Q1a Case Management Data Base, Q1b i Sensitive disclosures, Q1b ii sensitive disclosures</p>		

INCLUSION OF TRANS AND GENDER DIVERSE EMPLOYEES

2. Gender Affirmation Leave		3 points
<p>Employees can access additional paid leave (over and above annual, sick, or generic personal/special leave) if they require time away to undertake or manage their gender affirmation.</p> <p><i>Please provide evidence that this <u>additional</u> paid leave is supported by policy and not at the discretion of a manager.</i></p>	<p>3 points if employees can access additional paid leave (over and above annual, sick, or generic personal leave) and that this is supported by policy so as not to be at the sole discretion of the manager</p> <p>There are no partial points for this question.</p>	
<p>Why this question? For this advanced area of the Index, we are looking for employers to recognise that people affirming their gender should not have to utilise sick leave for gender affirmation – this reduces their ability to utilise leave at times of illness.</p> <p>Similarly annual leave is designed for people to take time out of work and refresh – necessary for ongoing mental health and work life balance. The same applies to organisational wide special leave which is often used for things such as caring responsibilities, moving home, unexpected emergencies.</p> <p>In this question, we are allocating advanced points for employers who can accommodate additional paid leave options for people affirming their gender. This needs to be documented within a policy to ensure that this is not at the sole discretion of a manager.</p> <p>Providing Evidence: The points allocated for this question will focus on the paid leave provisions available over and above the use of sick leave/special leave/annual leave, please ensure that you clearly outline these.</p> <p>Different organisations have different paid leave terminology and considerations.</p> <p>If you believe your general paid leave is enough for someone affirming their gender, please very clearly and comprehensively outline your case for this.</p> <p>For example, if you reference an extensive accumulation of sick leave, please advise what would happen if enough sick leave had not yet been accumulated or if this sick leave were then required at a later stage to cover significant illness.</p>		
<p>Answer: We include paid leave options for people undertaking a gender affirmation process</p>	<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1:</i> Q2 paid gender affirmation leave</p> <p><i>File 2:</i> Click or tap here to enter text.</p>	

3. 'All-Gender' Bathrooms	3 points
<p>We have implemented 'All-Gender' inclusive signage and/or iconography at bathroom/s within our organisation.</p> <p><i>Please provide evidence of the signage and/or iconography used.</i></p>	<p>3 points for already implemented dedicated 'All-Gender' inclusive signage and/or iconography at bathroom/s within our organisation</p> <p>1 point if the only option is on ambulant/accessible bathrooms</p> <p>Note: Points will not be awarded for work still in progress.</p> <p><u>Points will not be obtained for:</u></p> <ul style="list-style-type: none"> • Unisex signage • Iconography reinforcing binary genders or non-binary as a 'third gender'
<p>Why this question? This is an advanced question. 'All-Gender' signage and iconography:</p> <ul style="list-style-type: none"> • is inclusive to LGBTQ+ employees • signals safety and inclusion to those who identify as trans, non-binary and/or gender diverse • is inclusive of ALL employees, regardless of their gender identity or experience • does not reinforce the cisgender binary like 'unisex' terminology (unisex definition 'both genders') • <i>ideally</i> would not be shared usage with a separate accessible/ambulant bathroom reducing availability to those who require accessible bathrooms. <p>If you have any questions surrounding this, please contact Pride in Diversity or your Relationship Manager.</p> <p>Providing Evidence: To obtain any points, your organisation will need to have already implemented inclusive signage and/or iconography for 'All-Gender' bathrooms.</p> <p>Please note, concerns have been raised regarding:</p> <ul style="list-style-type: none"> • accessible/ambulant facilities also being utilised as an all-gender bathroom reducing availability to those who require ambulant facilities 	

- the use of 'unisex' terminology (unisex meaning 'both genders') as it reinforces a concept that is not inclusive of all genders, thus by definition, excluding the people we are seeking to support here
- iconography or signage that reinforces binary genders or non-binary as a 'third gender' (e.g., the image of half man / half woman OR 'Mars' and 'Venus' symbols are seen by many as offensive)

Please provide one example of inclusive bathroom signage or iconography.

Answer: Click or tap here to enter text.

File name/s as evidence for this question:

File 1: Q3- bathroom signage

File 2: Click or tap here to enter text.

4. Trans and Gender Diverse Applicants

4 points

For trans or gender diverse applicants applying for a role in our organisation, we have:

- a documented resource of the recruitment barriers faced by trans and gender diverse people, which can be accessed by those recruiting**
- a documented resource of the internal processes for navigating these recruitment barriers**
- an easily located avenue of support available for trans and gender diverse people at the start of the application process, which they can access when first applying for a job.**

For full points, please provide evidence for a), b) and c).

2 points for (a) a documented understanding of the recruitment barriers faced by trans and gender diverse people, which can be accessed by those recruiting

1 additional point for (b) a documented resource of the internal processes for navigating these recruitment barriers

1 points for (c) an easily accessible avenue of support available for trans and gender diverse people at the start of the application process.

Why this question? Meaningful recruitment is a significant challenge for many trans and gender diverse employees, leading to a significant gap in employment rates between cisgender and transgender people. There are numerous roadblocks, hurdles and challenges to navigate.

For those organisations that wish to be leaders in LGBTQ+ inclusion, removing some of the barriers faced by trans and gender diverse people from the recruitment process is critical.

How you do this will depend on your individual recruitment practices and ability to influence external recruiters.

<p>Identifying the barriers is important; working to reduce and potentially eliminate these barriers is critical.</p> <p>Providing Evidence: To obtain points for this question, you will need to outline (a), (b), and (c) above.</p> <p>Evidence of training alone will not obtain marks here.</p> <ul style="list-style-type: none"> Addressing barriers documentation may include but is not limited to: <ul style="list-style-type: none"> Barriers of fear/exclusion/judgement Barriers in traditional recruitment processes or mindsets Legal identification documentation Issues Challenges re: Reference checks, Record checks Names on professional license /accreditations/qualifications 	
<p>Answer: Click or tap here to enter text.</p>	<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1:</i> Q4 (a and b) TA Guide</p> <p><i>File 2:</i> Q4c applicant comms and Q4c Applicant Guide</p>

STRATEGIC FOCUS & ACCOUNTABILITY

5. Personal Accountability for Inclusion		4 points
<p>Our organisation has put steps in place to ensure LGBTQ+-related work delivered by network leadership and/or working groups is formally recognised:</p> <p>a) as critical work within standard working hours (e.g., billable codes, hours allocated, etc.)</p> <p>b) with formal accountability (e.g., KPIs) built into performance-based evaluation/s</p> <p>c) as contributing toward individual employee/s career development within working hours</p>	<p>If LGBTQ+-related work is formally recognised:</p> <p>2 points for (a) as critical work within standard working hours (e.g., billable codes, hours allocated, etc.)</p> <p>1 point for (b) formal accountability (e.g., KPIs) within performance-based evaluation/s</p>	

For full points, please outline a), b) and c).	1 point for (c) as contributing toward individual employee/s career development within working hours
<p>Why this question? Many organisations rely on volunteers attached to employee networks to deliver LGBTQ+ inclusion work. This work adds tremendous value to organisations and <u>is</u> the business of the organisation. Too often it falls to a small number of people, with an expectation that this will happen in their own time and with little formal recognition. Time spent on this work within working hours may be viewed negatively by others and may well end up being a career barrier as opposed to something that is actively contributing to their skill set, the organisation, or their career development.</p> <p>Providing Evidence: To obtain points for this question, you will need to outline (a), (b), and (c) above.</p>	
Answer: Q5a IC Guidelines, Q5b&c S22 Focus Goals	

6. Documented LGBTQ+ Inclusion Strategies and Accountabilities		8 points
<p>We have:</p> <p>Please select all that apply:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> an organisational D&I strategy with an LGBTQ+ component <input checked="" type="checkbox"/> a documented stand-alone Network Strategy or articulated accountability for the LGBTQ+ component of the organisational strategy <input checked="" type="checkbox"/> a working action plan clearly stating deliverables, accountabilities and timelines that can be used to track progress <input checked="" type="checkbox"/> a process for reporting against the plan <p><i>For full points, please provide evidence for all of the items above.</i></p>		<p>2 points for a documented organisational D&I strategy with an LGBTQ+ component</p> <p>2 points for documented Network accountability for LGBTQ+ inclusion (be it part of the organisational D&I strategy or a standalone Network strategy)</p> <p>2 points for a working action plan clearly stating deliverables, accountabilities and timelines that can be used to track progress</p> <p>2 points for a process for reporting against the plan</p>

Why this question? There are different ways in which organisations tackle D&I, some take a ‘pillared’ approach by focusing on specific elements of D&I (e.g., LGBTQ+, First Nations, Women etc) others take an overarching approach focusing on the output of D&I (e.g., inclusive culture, business readiness etc.), melding all the streams into achieving the same overarching results.

Regardless of the approach, it is important that we don’t lose focus of LGBTQ+ inclusion and that there remain some clearly defined outcomes in order to maintain focus and momentum.

We are looking here for a strategic document that shows clearly defined organisational LGBTQ+ objectives/outcomes along with clearly defined actions plans or targets for the assessed year.

Providing Evidence: For this question, please provide evidence for all of the items selected.

Answer: SBS has an organisational Strategy which includes specific sections relating to the representation of LGBTQ+ peoples on and off screen. We also have an internal action plan which is owned by SBS Pride & Allies our Employee Advisory group who report on progress against the plan every quarter at the SBS Inclusion Council chaired by the SBS Managing Director

File name/s as evidence for this question:

File 1: Q6 (a) Inclusion strategy scripted targets & Q6 (a) inclusion strategy unscripted targets

File 2: Click or tap here to enter text.

File 3: Q6 (b and c) P&A Action Plan

File 4: Q6 (d) Reporting process

7. External-facing Social Media Communications

2 points

Our external-facing organisational social media pages have actively shown our LGBTQ+-inclusion work throughout the assessed calendar year.

Please provide evidence of the ongoing communications.

2 points for evidence of ongoing communications of LGBTQ+-inclusion work on organisational social media pages

There are no partial points to this question.

Why this question? Social media is a popular way to engage with organisations, individuals and areas of interest. Organisational posts on official social media sites that incorporate your work or support for LGBTQ+ inclusion show that this is important to your organisation. It not only sends a message of support in terms of an organisation, but also reflects inclusion from an employee perspective.

Providing Evidence: For this question, please provide either:

- An outline of dates and brief content description of LGBTQ+ related external social media posts throughout the year; or
- An example of several LGBTQ+ related social media posts throughout the year (not all targeting one particular event or launch)

Answer: Click or tap here to enter text.

File name/s as evidence for this question:

File 1: Q7 LGBTQ Inclusion Awards, Q7 Mardi Gras, Q7 WIP

8. Strategic LGBTQ+ Inclusion Promotion

4 points

We include our focus on LGBTQ+ inclusion when working with the following:

Please select all the apply:

- ☐ third-party recruiters/career services
- ☐ suppliers
- ☐ potential buyers/customers/service users
- ☒ existing customers/service users
- ☐ funding bodies
- ☒ strategic partners or key external stakeholders

1 point for one example

1 point for a second example

1 point for a third example

1 point for a fourth example

Note: Each example must target a different work area. For example, multiple points will not be obtained if for multiple examples of "suppliers."

For full points, please provide details regarding this work in up to four of the areas listed above.

Why this question? This question looks at the promotion and incorporation of your LGBTQ+ inclusion work beyond your employee base.

For many organisations, moving this work beyond their traditional employee base feeds into their corporate social responsibility charters, ensuring ethical and inclusive practices with and amongst those they do business with.

Providing Evidence: Provide details of up to four instances where your LGBTQ+ inclusion work has moved beyond your current employee base.

This may include but is not limited to:

- providing customers/service users with the ability to change their gender markers and update relevant information within your systems
- inviting customers or key stakeholders to your internal training in LGBTQ+ inclusion
- ensuring product brochures or service design speaks directly to LGBTQ+ people
- providing special hotlines or modes of enquiry for potential LGBTQ+ customers
- requesting evidence of LGBTQ+ inclusive practices from strategic partners or key external stakeholders

Answer: Q8 SBS On Demand Audience Data- allowing our customers to manage their gender markers and update them on the platform at any time
 Q8 SBS and IMAA partnership- A new partnership with IMAA which will provide SBS Inclusion Program training for Media Agencies including the LGBTQ+ Inclusion module developed in partnership with Pride in Diversity
 Q8 MFA partnership - this partnership with the Media Federation Australia provides free access to the SBS Inclusion Program including the LGBTQ+ module developed in partnership with Pride in Diversity to MFA member organisations

LGBTQ+ EMPLOYEE NETWORK

9. Network Leadership Succession and Sustainability

4 points

<p>To maintain the continuity and longevity of our network, our network has processes in place to ensure:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> leadership roles are not left vacant <input checked="" type="checkbox"/> potential successors have the training and/or correct skills/motivation to take on leadership roles <input checked="" type="checkbox"/> contingency plans should current resources become insufficient (e.g., financial, people) <input checked="" type="checkbox"/> network leadership representation spread across multiple sites, states or offices <p><i>For full points, please provide evidence for each of the selected items above.</i></p>	<p>Points are given for evidence provided for each of the following:</p> <p>1 point if leadership roles are not left vacant</p> <p>1 point if potential successors have the correct skills/motivation to take on leadership roles</p> <p>1 point if contingency plans are in place should current resources become insufficient</p> <p>1 point if network leadership representation is spread across multiple sites, states or offices</p> <ul style="list-style-type: none"> • Note: if your organisation only has one Australian location, please confirm this.
<p>Why this question? Planning for continuity is critical to the success of a network. These elements all contribute to the long-term success of a network.</p> <p>Providing Evidence: Provide evidence for each of the areas selected within the submission.</p> <p>If your organisation only has one Australian location, please confirm this.</p>	
<p>Answer: Click or tap here to enter text.</p>	<p><i>File name/s as evidence for this question:</i></p> <p>File 1: Q9 P&A Governance and Sustainability 2024-25</p> <p>File 2: Click or tap here to enter text.</p> <p>File 3: Click or tap here to enter text.</p> <p>File 4: Click or tap here to enter text.</p>

10. Research into under-represented LGBTQ+ Populations		4 points
<p>We acknowledge that certain groups within the LGBTQ+ population are less visible/represented and face additional/different barriers.</p> <p>Our network participated in activities/work within the assessed year to determine the less represented groups within the organisation's LGBTQ+ population; and to engage with (where possible) and/or research the population(s) to better understand unique challenges faced.</p> <p><i>For full points, please provide the details of examples regarding completed work for <u>up to four</u> independent populations.</i></p>		<p>1 point for one demographic whom you identified as an under-represented LGBTQ+ population; and for whom you have undertaken work to engage with; and/or research the population to better understand unique challenges faced</p> <p>1 point for a second, independent demographic</p> <p>1 point for a third, independent demographic</p> <p>1 point for a fourth, independent demographic</p>
<p>Why this question? Multiple layers of diversity can provide added complexity for LGBTQ+ people when it comes to being out at work, participating in inclusion activities, supporting inclusion activities and/or becoming comfortable around inclusion activity at work.</p> <p>There are also fewer visible role models and/or stories heard in regard to those who are LGBTQ+ with a diversity of background, culture, faith, heritage (to name a few). LGBTQ+ people from some of these backgrounds, can feel isolated due to the lack of diverse representation within LGBTQ+ settings at work.</p> <p>This question helps to determine the under-represented groups in your organisation and the challenges that they may face.</p> <p>Providing Evidence: In researching, this may be a detailed study or introductory level investigation of information. Either way, there should be an active part in learning or gaining knowledge about under-represented LGBTQ+ populations to potentially improve the inclusivity of your network – and, in turn, your organisation. This can be done by (but not limited to) reading materials, attendance of relevant topical events and panels dedicated to these populations, or more.</p> <p>Outline any work you have done to:</p> <ul style="list-style-type: none"> • Determine who the under-represented LGBTQ+ populations within your organisation are • For each group identified, please outline any work undertaken to understand and document some of the unique challenges faced by that group. <p>You may choose to focus on any of the following groups (this list is not exhaustive, used as an example only):</p>		

- LGBTQ+ Women
- Binary and non-binary trans people
- Bi+ people
- LGBTQ+ People of Faith
- LGBTQ+ Aboriginal and Torres Strait Islander peoples
- LGBTQ+ people living with a disability
- LGBTQ+ people who are neurodiverse
- LGBTQ+ people from a culturally and linguistically diverse background

Note: Points will be allocated for up to four independent groups that the network has identified and provided examples of completed work for such research.

Q10 Intersectional Report

11. Visibility of under-represented LGBTQ+ Populations		3 points
<p>In determining our under-represented LGBTQ+ populations (see question above):</p> <p>Our network has participated in activities/work within the assessed year to increase visibility, awareness of or engagement of less represented groups within the organisation's LGBTQ+ population.</p> <p><i>For full points, please provide details regarding completed work for <u>up to three</u> independent populations.</i></p>		<p>1 point for one population whom you identified as an under-represented group, and for whom you have undertaken work to increase visibility, awareness and/or engagement.</p> <p>1 point for a second, independent population</p> <p>1 point for a third, independent population</p>
<p>Why this question? While the previous question looks at determining and better understanding the challenges faced by less visible LGBTQ+ populations within your organisation, this question looks at increasing the visibility, awareness and/or engagement of less visible populations within the network.</p> <p>On holding panels such as multicultural LGBTQ+ panels at our conferences, the overwhelming feedback has been that many LGBTQ+ people do not feel represented within LGBTQ+ activities seeing them as typically for white, gay men and female allies.</p>		

Providing Evidence: Outline any work you have done to:

- Increase the visibility, awareness of, or participation of the less visible and/or under-represented LGBTQ+ populations within your organisation.
- Note: There are ways that you can create visibility and awareness without having people within your organisation to call on – e.g., external speakers, accessing videos, anonymous contributions to newsletters. If you have noted a participation increase in network activity of one of these groups, please detail how this was achieved.

Note: Points will be allocated for up to three independent populations that the network has identified and provided examples of completed work for.

Answer: Q10 Intersectional Report

12. Broader Inclusion Support

3 points

Our Network or Network Leadership has contributed to the organisation's inclusive culture by supporting or assisting other diversity networks.

For full points, please provide details for up to three other diversity networks.

1 point for details of support of one other diversity networks

1 point for a second, independent diversity network

1 point for a third, independent diversity network

Why this question? LGBTQ+ Networks are often the most successful employee networks within an organisation. The organisation's diversity and inclusion work can be enhanced by LGBTQ+ network leadership or members supporting other D&I networks.

This may include but is not limited to:

- sharing lessons learned
- providing insight, tools or assisting with the setup of a network.
- *If there are no other diversity networks within your organisation, points may be given for:* understanding the challenges faced by other diverse groups and role-modelling inclusive behaviours within the LGBTQ+ network (e.g., making LGBTQ+ network events accessible for people with a disability)

How you do this is up to you. The key is to role model inclusion by openly supporting other D&I networks to flourish. This does not need to be a significant project but rather assistance provided with impact.

Providing Evidence: Outline how you have contributed to or supported other D&I networks within your organisation. Please provide sufficient detail as to how you ascertained the support required and for markers to understand the depth and/or breadth of this contribution over the year.

[Answer:](#) Click or tap here to enter text.

13. Network Reporting		5 points
<p>Within the assessed calendar year, our network has produced its own end-of-year progress report for senior leadership and/or the wider organisation showcasing work in the following areas:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> progress against network targets <input checked="" type="checkbox"/> additional advice provided to the organisation throughout the year <input checked="" type="checkbox"/> areas of significant contribution <input checked="" type="checkbox"/> areas of future focus <input checked="" type="checkbox"/> annual progress tracking against the AWEI <p><i>Please select all that apply above; and provide a copy of the report, highlighting each of the selected areas above.</i></p>	<p>If the network has produced its own end-of-year progress report, points will be allocated for the following evidence:</p> <p>1 point for progress against network targets</p> <p>1 point for additional advice provided to the organisation throughout the year</p> <p>1 point for areas of significant contribution</p> <p>1 point for areas of future focus</p> <p>1 point for annual progress tracking against the AWEI</p>	
<p>Why this question? Reporting on network strategies, plans or objectives adds a layer of accountability and it also enables the network to be acknowledged for the breadth and depth of its contribution. While networks will often have progress meetings to update and track progress against a strategy, few provide a formal report outlining the contribution made to the organisation throughout the year.</p> <p>Providing Evidence: For this advanced question, we ask you to include a copy of your network-produced report on its activity/targets, showcasing its work in each of the following areas you have selected.</p>		
<p>Answer: Click or tap here to enter text.</p>		<p>File name/s as evidence for this question:</p>

[File 1: Q13 Network Report](#)

[File 2: Click or tap here to enter text.](#)

[File 3: Click or tap here to enter text.](#)

[File 4: Click or tap here to enter text.](#)

VISIBILITY OF INCLUSION

14. LGBTQ+ Days of Significance		4 points
<p>Within the assessed year, we have promoted LGBTQ+ Days of Significance while providing employees with an understanding of why these dates are important.</p> <p><i>Please provide:</i></p> <ul style="list-style-type: none"> a) <i>a list of up to 2 LGBTQ+ Days of Significance promoted throughout the assessed year; and</i> b) <i>evidence of providing information as to why these days of significance promoted are important to the community</i> 		<p>2 points for (a) up to 2 days of significant promoted throughout the year</p> <p>2 points for (b) evidence of providing information as to why these days are important to the community.</p>
<p>Why this question? Celebrating LGBTQ+ Days of Significance not only provides visibility of inclusion throughout the year, but also provides an opportunity for employers to communicate and educate people on why these dates are so significant for some people.</p> <p>It is also an opportunity to bring people together, network, share information and promote LGBTQ+ inclusion more generally.</p> <p>Providing Evidence: To obtain points for this question, you will need to provide details for (a) and evidence for (b) above.</p>		

Answer: Q14 WIP (1), Q14 WIP (2), Q14 Trans Day of Visibility March 31st, Q14 IDAHOBIT

15. Visibility in the Workplace

4 points

We actively encourage the visible support of LGBTQ+ inclusion by:

- a) providing options for individual employees to visually indicate that they are an ally or supporter of LGBTQ+ inclusion** (e.g., ally badges or lanyards, email signatures, personal pronouns, virtual backgrounds)
- b) displaying visible organisational support across our offices** (e.g., posters, Welcome Here, digital media on TV screens in office, LGBTQ+ inclusive signage in office)

2 points for (a) employees being able to visually indicate that they are an ally

2 points for (b) displays of organisational support throughout offices

For full points, please provide details for BOTH a) and b) above.

Why this question? Visibility of LGBTQ+ allies within the workplace contributes to the sense of inclusion for many LGBTQ+ people, regardless of whether they are out at work.

By providing employees with a way to visually identify themselves as an ally you are not only creating a sense of inclusion for LGBTQ+ people, but you are also providing a great way for people to identify themselves as someone you can have a conversation with about LGBTQ+ inclusion.

Furthermore, displaying inclusive visual signage throughout the office can go a long way in making LGBTQ+ people feel welcome, supported, and valued within the organisation, regardless of whether or not they are out at work.

Providing Evidence: To obtain full points for this question, you will need to provide details for both (a) and (b) above.

Answer: Click or tap here to enter text.

File name/s as evidence for this question:

File 1: Q15 a, Q15 a (i)

File 2: Q15 b

16. Individual LGBTQ+ Inclusion Work Recognition		3 points
<p>Senior Leadership has formally recognised the work of individual employee/s regarding their internal contribution to LGBTQ+ inclusion.</p> <p><i>Please provide details of this organisation-wide communication.</i></p>		<p>3 points if Senior Leadership has formally recognised the work of individual employee/s regarding their internal contribution to LGBTQ+ inclusion</p> <p>Note: Points will not be obtained if this recognition is not communicated across the organisation.</p>
<p>Why this question? There are numerous individuals within organisations that commit a significant amount of time to furthering LGBTQ+ inclusion within their organisation, and more often than not, this is over and above their day jobs and unrecognised.</p> <p>Providing recognition for the outstanding work that individuals do, whether formally (internal awards) or informally (org wide communications), acknowledges both the individual and the value of the work that they are doing in this area of D&I.</p> <p>Providing Evidence: Please note that this is about internal recognition by internal leadership, not the receipt of an external award.</p> <p>The only exception to this would be if someone had won an external award and there was a significant communication or celebration for that person within the organisation, outlining the details of their work internally and what they achieved. The award without this follow-up would not qualify as this is about colleagues and leadership formally acknowledging the immense value of the individual's achievement.</p>		
<p>Answer: All staff end of year email from Managing Director James Taylor specifically calls out and thanks the committees, co-chairs and executive sponsors of our various Employee Advisory Groups including Pride & Allies and summarises some of the years achievements</p>		<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1: Q16 a</i></p> <p><i>File 2: Q16 b</i></p>

TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

17. LGBTQ+ Training Delivered	4 points
-------------------------------	----------

<p>We have delivered dedicated LGBTQ+ Awareness/Inclusion/Ally training, available to ALL employees within the assessed period.</p> <p><i>Please outline the following:</i></p> <ul style="list-style-type: none"> <i>a) the training sessions delivered</i> <i>b) communications promoting the training as available to all employees</i> <i>c) any actions taken, or plans written to increase an uptake of training for all employees</i> <p>Please note: Such training may include online training (pre-recorded modules, eLearning, etc.) or facilitated (interactive with a facilitator, including Zoom/Webex/Teams, etc.)</p>	<p>2 points for delivery of LGBTQ+ inclusion training for ALL employees</p> <p>1 point for communications promoting the training to ALL employees</p> <p>1 point for a plan or actions taken to increase uptake of training for ALL employees</p>
<p>Why this question? LGBTQ+ inclusion is such a critical measure of an organisation's inclusive culture; and training is one of the key areas that can really impact, not only an understanding of <i>why</i> inclusion is important, but an understanding of some of the challenges faced by our diverse employees.</p> <p>The difficulty with most diversity training is that it usually only gets attended by the people who are interested – and quite often, they are not the people you are targeting. By having LGBTQ+ inclusion or ally training available and actively promoting and seeking to increase participation in the training, we are more likely to obtain maximum participation outside of mandating attendance.</p> <p>Providing Evidence: To obtain points for this question, you will need to outline (a), (b) and (c) above.</p>	
<p>Answer: The SBS Inclusion Program LGBTQ+ Module designed in collaboration with Pride in Diversity is a mandatory compliance training for all SBS employees. As such, we do not necessarily have active promotion or a plan to increase uptake, as the training is mandatory and continued non compliance results in escalation to the manager and eventually the divisional director.</p>	<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1:</i> Q17 - SBS Inclusion Program LGBTQ+ Course</p> <p><i>File 2:</i> Click or tap here to enter text.</p>

18. LGBTQ+ Training for People Managers	6 points
--	-----------------

<p>We have:</p> <p><input type="checkbox"/> completed work (over and above the promotion of generic LGBTQ+ inclusion training) to ensure that Middle Managers:</p> <ul style="list-style-type: none"> (a) understand challenges faced by LGBTQ+ employees (to include heightened bullying/harassment, targeting of innuendo); AND (b) are equipped to address any issues that may arise in terms of LGBTQ+ inclusion issues within their teams (to include cultural/religious conflicts, jokes, inappropriate comments) <p><input type="checkbox"/> made LGBTQ+ inclusion training compulsory for people managers</p> <p><i>Please provide evidence for each of the items selected.</i></p>	<p>For completed work in LGBTQ+ inclusion for Middle Managers (over and above generic opt-in training):</p> <ul style="list-style-type: none"> • 2 points for (a) providing middle managers with an understanding of the challenges faced by LGBTQ+ employees (Must incorporate the areas identified here.) • 2 points for (b) equipping middle managers with tools to address any issues that may arise in terms of LGBTQ+ inclusion within their teams (Must incorporate the areas identified here.) <p>For LGBTQ+ inclusive management training:</p> <p>2 points for LGBTQ+ inclusion training made compulsory for people managers</p>
<p>Why this question? AWEI survey results and the voice of members has repeatedly shown that Middle Management / Team Leaders are the hardest group to engage in LGBTQ+ Inclusion.</p> <p>Research has shown that this is the group that feels least supported and the most likely not to be actively engaged in LGBTQ+ inclusion. As people managers, it is critical that they not only understand some of the challenges that LGBTQ+ employees may face, but that they are equipped to address any issues that may arise for LGBTQ+ employees within their team.</p> <p>Providing Evidence: Please provide evidence for each of the tick boxes selected.</p>	
<p>Answer: The SBS Manager Masterclass series is a series of learning interventions delivered to all SBS people leaders on different topics throughout the year which leaders vote upon. In 2024 we ran three masterclasses including one on elevating diverse perspectives in the context of our strategy development work. The masterclass touches on barriers that may be faced by different demographic cohorts including LGBTQ+ people in being free to openly and actively contribute different ideas and perspectives and provided leaders with tools to better facilitate</p>	<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1:</i> Q18 - Elevating Diverse Perspectives</p> <p><i>File 2:</i> Click or tap here to enter text.</p> <p><i>File 3:</i> Click or tap here to enter text.</p>

psychologically safe team environments to enable all team members to contribute and to respond to situations in which issues may arise.	
---	--

19. LGBTQ+ Training for Critical Functions	4 points
<p>There are some roles within the organisation where it is essential that incumbents have a thorough understanding of the challenges that LGBTQ+ people face, and what they can do within their roles to minimise LGBTQ+-related challenges and roadblocks.</p> <p>We have:</p> <p><input type="checkbox"/> ensured that over the assessed year, people within at least one of the identified function critical roles have been adequately trained/skilled to provide a role-specific inclusive experience for LGBTQ+ people</p> <p><input type="checkbox"/> we have in place a process to identify new appointees within the above area to ensure that they are trained in role-specific LGBTQ+ inclusion as part of their onboarding</p> <p><i>Please provide:</i></p> <p>a) details regarding role-specific LGBTQ+ training within one of the mentioned functions</p> <p>b) evidence of processes in place to ensure new appointees within these critical functions are trained as part of their onboarding</p>	<p>2 points for (a) role-specific LGBTQ+ training within one of the mentioned functions</p> <p>2 points for (b) processes in place to ensure new appointees within these critical functions are trained as part of their onboarding</p>
<p>Why this question? Some roles within an organisation are particularly critical to the LGBTQ+ employee experience. It is important that people within these roles are equipped with role-specific LGBTQ+ inclusion training, to ensure that their role and specific practices are inclusive of LGBTQ+ employees.</p> <p>Function critical roles include HR, D&I and Recruitment.</p> <p>Providing Evidence: To obtain points for this question, you will need to provide details for (a) and evidence for (b) above.</p>	

Answer: Q19 TA team training workshop

20. LGBTQ+ Content in Leadership Training		2 points
<p>We have company specific internal management practices or leadership training that incorporate an LGBTQ+ component.</p> <p><i>Please provide details of such leadership training.</i></p>	<p>2 points for incorporating LGBTQ+ inclusion in professional development or internal leadership programs (over and above any work previously mentioned)</p> <p>There are no partial points to this question.</p>	
<p>Why this question? Many organisations have professional development or leadership training/events that cover a broad array of topics. This question is about whether any of these events or activities have an LGBTQ+ inclusion component or built-in time to discuss and expand upon topics that relate to LGBTQ+ inclusion.</p> <p>Providing Evidence: Please provide details in a way that will allow markers to access the depth and breadth of any LGBTQ+ component within these activities.</p>		
<p>Answer: Click or tap here to enter text.</p>		

21. Professional Development for LGBTQ+ Employees		2 points
<p>Our organisation identifies high-performing employees for inclusion within talent programs, management training and/or organisational succession planning. We:</p> <p>a) have a process to identify and develop high performing LGBTQ+ employees</p> <p>b) an ability to report on LGBTQ+ participation within talent / leadership or succession programs</p>	<p>1 point for (a) an existing process to identify and develop LGBTQ+ employees</p> <p>1 point for (b) describing how LGBTQ+ participation rates can be extracted and/or reported on for these programs.</p>	

For full points, please provide an outline for both a) and b).

Why this question? Research shows that LGBTQ+ people, like many other diverse groups are under-represented within senior leadership roles. As a result, many LGBTQ+ people do not see themselves reflected in leadership positions.

For this advanced question we are looking for organisations to acknowledge the importance of diversity in leadership through the creation of pathways to actively support the careers of high performing diverse employees.

This question is about the inclusion of LGBTQ+ people within that targeted demographic.

Providing Evidence: To obtain points for this question, you will need to outline both (a) and (b) above.

Answer: SBS has in place targets for our leadership development programs 'Emerging Leaders' and 'Accelerated Development' which requires a minimum of 15% of program participants to identify as members of the LGBTQ+ community. Through our annual talent review process, high potential employees are identified for these programs. We then undertake a process using a number of data sources to identify potential LGBTQ+ participants (As well as First Nations employees and People of Colour which also have representational targets in place). These data sources include information stored in the self-service diversity section of our payroll system where employees can manage their diversity data. We recognise that this data source is incomplete as not all employees will feel comfortable adding this information to SBS systems, so we also identify potential participants through their activity as part of the Pride & Allies committee or whom are otherwise 'out at work' to their leaders and thus can be identified anecdotally. Because we have these targets in place, we track participation in the programs and are able to identify and report on total LGBTQ+ participation for each.

EXECUTIVE LEADERSHIP & ENGAGEMENT

Please note: This section refers to those in leadership positions at the executive level including; CEOs (and equivalent), Board Chairs, and other executives, directors or managers at the C-Suite level.

22. Internal Senior Executive Advocacy

3 points

<p>Our Senior Executive/s have visibly shown their support for LGBTQ+ inclusion internally within the assessed year.</p> <p><i>For full points, please provide <u>up to two</u> examples.</i></p>	<p>2 points for one example how Senior Executive/s have visibly shown their support for LGBTQ+ inclusion internally</p> <p>1 additional point for a second example</p> <p>Note: A Board Chair would count as an equivalent to CEO for this question.</p>
<p>Why this question? It is widely accepted that culture is led from the top so your Senior Executive support for diversity and inclusion speaks volumes to employees. In this question we ask how CEO (or equivalent) or Senior Executive/s have shown their internal support for LGBTQ+ inclusion within the assessed year.</p> <p>Providing Evidence: Please provide sufficient information for markers to understand the depth or breath of support shown.</p>	
<p>Answer: SBS Executive Team members supported the delivery of Wear It Purple Day. This included Mandi Wicks, Director of News and Current Affairs, Theo Dorizac SBS General Counsel, Stig Bell Director of People and Culture and Clare O'Neil Director of Corporate Affairs. Theo Dorizac also sent a summary email out on all pride related activity at the end of the year.</p>	<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1:</i> Q22 Theo Email</p> <p><i>File 2:</i> Q22 WIP Exec Support</p>

23. Internal CEO (or equivalent) Advocacy		3 points
<p>Our CEO (or equivalent) has visibly shown their support for LGBTQ+ inclusion internally within the assessed year.</p> <p><i>For full points, please provide <u>up to two</u> examples.</i></p>	<p>2 points for one example of how your CEO (or equivalent) has visibly shown their support for LGBTQ+ inclusion internally</p> <p>1 additional point for a second example</p> <p>Note: A Board Chair would count as an equivalent to CEO for this question.</p>	

Why this question? While senior leadership support is impactful, having that visible support from your most senior Executive cannot be understated. In this question we ask how your CEO has visibly shown their support for LGBTQ+ inclusion internally within the assessed year.

Providing Evidence: Please provide sufficient information for markers to understand the depth or breath of support shown.

Answer: SBS Managing Director James Taylor has a regular communication to the entire business called Inside SBS in which he highlights his key messages for the month. Across the year James called out our Wear It Purple Day, Pride Month and Mardi Gras celebrations

File name/s as evidence for this question:

File 1: Q23 WIP MD communication

File 2: Q23 Pride Month MD comms, Q23 MD Comms Mardi Gras

24. External Senior Leadership Advocacy

3 points

Our CEO (or equivalent) or Senior Executive/s have visibly shown their support for LGBTQ+ inclusion externally within the assessed year.

For full points, please provide up to two examples.

2 points for one example of how your CEO (or equivalent) or Senior Executive/s have visibly shown their support for LGBTQ+ inclusion externally

1 additional point for a second example

Note: A Board Chair would count as an equivalent to CEO for this question.

Why this question? Senior Executive showing their support for LGBTQ+ inclusion externally sends a strong message of inclusion to potential employees, customers and other stakeholders, as well as LGBTQ+ people who may engage with your organisation.

Providing Evidence: Please provide sufficient information for markers to understand the depth or breath of support shown.

Answer: SBS General Counsel and Executive team member Theo Dorizac participated in the SBS Mardi Gras float in 2024. SBS P&C Director and Executive team member Stig Bell and SBs

File name/s as evidence for this question:

Director of News and Current Affairs Mandi Wicks also post and repost on LinkedIn about LGBTQ+ inclusion

[File 1: Q24 Stig Bell Post 1](#)

[File 2: Q24 Mandi Wicks repost](#)

25. Support for Senior Leadership

3 points

Our CEO (or equivalent) or Senior Executive/s have engaged in external peer led LGBTQ+ inclusion support within the assessed calendar year, beyond general organisational training.

For full points, please provide up to two examples.

2 points for one example of a CEO (or equivalent) or Senior Executive/s engaging in external peer led LGBTQ+ inclusion support, beyond general organisational training

1 additional point for a second example

Note: A Board Chair would count as an equivalent to CEO for this question.

Why this question? AWEI Employee Survey data shows that an organisation's Senior Leadership teams are generally highly supportive of LGBTQ+ inclusion initiatives, however, the voice of members has repeatedly shown that often Executives can have little knowledge about LGBTQ+ populations and the barriers they face and may lack confidence when speaking about LGBTQ+ populations and LGBTQ+ inclusion.

Just as it is important that organisations have access to external LGBTQ+ support/expertise, our feedback has been that it is incredibly valuable for your CEO and Senior Executive/s to have an external peer with whom they are able to speak confidentially, confide in or ask questions of, regarding LGBTQ+ inclusion work.

Providing Evidence: This may include, but not be limited to:

- Attending CEO LGBTQ+ focused events, roundtables, lunches, dinners (PID, Out Leadership, other such groups)
- Participation in Pride in Diversity Executive or Executive Allies Forums
- Engaging with Pride in Diversity's dedicated CEO support executive
- Being mentored and checking in regularly with other CEO's who are experienced in this space
- Building a support network of peers who engage in LGBTQ+ inclusion work with whom they can consult

Answer: SBS Director of News and Current Affairs Mandi Wicks attended the Pride in Diversity CEO Summit and the Exec Leaders Network event

File name/s as evidence for this question:

File 1: Q25 Pride in Diversity CEO Summit 2024

File 2: Q25 Pride in Diversity Exec Leaders Network

DATA ANALYSIS

26. LGBTQ+ Employee Analysis		4 points
<p>Within the assessed year (or year prior), we have reported on LGBTQ+ engagement/workplace experience data.</p> <p>Note: This may be utilising AWEI Survey data or any internal surveys.</p> <p><i>Please provide details.</i></p>		<p>2 points for details of this analysis</p> <p>1 additional point if the analysis is reported on, over and above acknowledgement that it took place</p> <p>1 additional point if the analysis is reported on to an executive(s), over and above acknowledgement that it took place</p>
<p>Why this question? This question looks at work your organisation has done to compare the engagement of LGBTQ+ people with the wider employee population or other diverse employee populations.</p> <p>This information can provide employers with valuable information in terms of the impact of your inclusion initiatives and can be a starting point in determining where focus needs to be channelled or celebrated.</p> <p>Providing Evidence: You must show that this data analysis has been not only collected but reported on within your organisation. The collection of survey results only will not suffice for this question.</p>		

Answer: Q26 - Survey Analysis

27. LGBTQ+ Employee Data Review

4 points

Within the assessed year (or year prior), we have engaged in activities or work to determine whether our LGBTQ+ employees are disadvantaged in any area of employment.

2 points for details regarding activities or work done to determine potential disadvantages

Please provide details of any work in this area.

2 additional points for details regarding steps put into place to alleviate such disadvantages

Why this question? While analysing LGBTQ+ engagement data is becoming common practice for those employers who work in LGBTQ+ inclusion, the deep dive into areas over and above engagement that may lead to negative workplace experiences or career outcomes is not yet common practice; hence the advanced status of this question.

Research shows that gaps can exist in recruitment, career progression, employee retention, salaries, etc. These are important areas in which an employer can conduct analysis, to shed light on areas that can be further investigated.

Providing Evidence: Please provide a description of any work carried out in this area. Your description must be thorough enough for markers to determine the extent of work undertaken.

Answer: Q27 - Survey Analysis

COMMUNITY ENGAGEMENT

28. Employer Branded Participation at Community Events

2 points

<p>Within the assessed calendar year, we have participated in external LGBTQ+ community events with organisational branding.</p> <p>This may include but is not limited to holding pride stalls or participating in pride parades under employer/company branding.</p> <p>Participating ‘virtually’ in events with prominent employer branding will also be accepted.</p> <p>Please note: This must be a targeted branding exercise, over and above an individual employee wearing corporate t-shirts to or speaking at an event.</p> <p><i>Please provide evidence of organisational branding displayed at one such community event.</i></p>	<p>2 points for organisational branding displayed at one such community event</p> <p>There are no partial points to this question.</p> <p>Please note:</p> <ul style="list-style-type: none"> • Having individual employees wearing t-shirts or marching independently at Pride events will not qualify for points within this question. • Sponsorship of events without employees actively participating will not qualify for points within this question but would qualify for points in <i>Support for LGBTQ+ Charities/Organisations (Q29)</i>.
<p>Why this question? Prominent employer branding and participation at community events, regardless of whether they are held in person or online, sends a significant message of inclusion and event endorsement to those outside of your organisation.</p> <p>Providing Evidence: Provide evidence of significant organisational branding at one such community event.</p> <p>This may include banners, stalls, floats, etc.</p> <p>If evidence is of virtual participation, there must be prominent organisational branding in promotion of, or within the event itself.</p> <p>Watch this video for more guidance around virtual event branding in a post-Covid world.</p>	
<p>Answer: SBS participates each year in the Mardi Gras Parade and did so in 2024</p>	<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1: Q28 Mardi gras 1, Q28 Mardi gras 2</i></p>

29. Pro-Bono or Financial Support of LGBTQ+ Charities and Organisations		4 points
<p>Within the assessed year, we have provided support to LGBTQ+ charities/community groups.</p> <p>This may include but is not limited to pro-bono work, fundraising, giving programs, volunteering, sponsorships, venue support and accommodation.</p> <p><i>Please provide details of up to two such independent instances.</i></p>		<p>2 points for details of one instance of support to LGBTQ+ charity/community group or cause</p> <p>2 points for a second, independent instance of support to LGBTQ+ charity/community group or cause</p>
<p>Why this question? Charities and LGBTQ+ organisations are typically run as not-for-profit organisations and they rely heavily on philanthropy, sponsorships and/or pro-bono support (venue support, in-kind services, provision of professional services) to continue their work.</p> <p>Providing Evidence: Please provide evidence for up to two LGBTQ+ charities / community groups supported within the assessed year.</p>		
<p>Answer: In 2024 SBS acted as Media Sponsor for two separate events for Pride in Diversity/ACON. The LGBTQ Inclusion Awards in Sydney and the Pride in Sport Awards in Melbourne</p>		<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1:</i> Q29 LGBTQ Inclusion Awards Media Sponsor</p> <p><i>File 2</i> Q29 Pride in Sport Media Sponsor</p>

OPTIONAL SURVEY

30. AWEI Employee Survey Participation		4 points
<p><input type="checkbox"/> We are participating in the AWEI Employee Survey (November 2024 – February 2025)</p> <p>Please note:</p> <ul style="list-style-type: none"> Points will not be obtained if no responses have been collected 		<p>Points will not be obtained if no responses have been collected.</p> <p><u>Medium Employers (501 – 2000 employees):</u></p>

<ul style="list-style-type: none"> • Partial points will be obtained if 50% of the minimum response requirement has been met <p>To obtain full points for AWEI Employee Survey participation, organisations must meet the following response requirements:</p> <ul style="list-style-type: none"> • Medium Employers (501 – 2000 employees): 100 or more survey responses are collected • Large Employers (2001 – 8000 employees): 200 or more survey responses are collected • Significant Employers (8001 or more employees): 400 or more survey responses are collected 	<ul style="list-style-type: none"> • 2 points if 50 or more Survey responses are collected • 4 points if 100 or more Survey responses are collected <p><u>Large Employers (2001 – 8000 employees):</u></p> <ul style="list-style-type: none"> • 2 points if 100 or more Survey responses are collected • 4 points if 200 or more Survey responses are collected <p><u>Significant Employers (8001 or more employees):</u></p> <ul style="list-style-type: none"> • 2 points if 200 or more Survey responses are collected • 4 points if 400 or more Survey responses are collected
<p>Why this question? The AWEI Submission really focuses on your organisational policies, processes, and LGBTQ+ inclusion activity. While independent feedback and benchmarking on this work is invaluable, it is not holistic.</p> <p>Combining the AWEI Submission with the optional Employee Survey, you not only receive:</p> <ul style="list-style-type: none"> • feedback on your policies and process • insight into the views, perceptions of your people when it comes to your LGBTQ+ inclusion initiatives • how your work is impacting your LGBTQ+ employees and their sense of an inclusive culture • an ability to benchmark high level survey results against national averages and often, industry groups. <p>In completing the Survey, you will receive, along with your AWEI results, a high-level analysis of your survey results, providing numbers are sufficient to secure anonymity.</p> <p>You may also request an Excel spreadsheet of the raw data (no individual identification is collected) to perform your own in-depth analysis of the findings.</p> <p>Providing Evidence: Evidence is not required for this question.</p> <p>We recommend that the survey goes out to as many people as you can – <i>not</i> just your LGBTQ+ demographic or network group as this data will not provide a balanced view.</p>	

Please note: the more respondents you have, the more substantial data you will receive. The purpose of the AWEI Employee Survey is to provide you with significant and meaningful feedback on the impact of your inclusion initiatives; and allow you to benchmark against the national dataset. This is difficult to do with low survey uptake.

No evidence required.

ADDITIONAL WORK

31. Additional Work

8 points

IMPORTANT: PLEASE COMBINE ALL **RELATED** INDEX WORK INTO ONE ROW. With a maximum of EIGHT ENTRIES, consider your best work and ensure that the additional work has not already been accommodated within the index questions.

Why this question? This section is intended to cover:

- work completed in a topic not covered within the AWEI
- work that you have undertaken here in Australia to contribute to LGBTQ+ workplace inclusion within one of your international offices
- active organisational participation in industry groups promoting the work of LGBTQ+ inclusion in that industry

Providing Evidence: When providing additional LGBTQ+ inclusion work within this section, please:

- do not overload evidence into this section of the submission
- only EIGHT entries will be accepted here – and any entries beyond the eight permitted will not be reviewed
- be sure to provide thorough information, details and support regarding your entries

Please note: Questions or topics covered within either the Foundation or Advanced Submission will not be eligible for “above and beyond” work within this section. Please do not include them below.

a	Queer Content Club	Answer: SBS runs a Queer Content club available to all staff whereby screenings of upcoming queer content are held quarterly with light refreshments and networking encouraged	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q31 Queer Content Club <i>File 2:</i> Click or tap here to enter text.
b	Media Pride Panel Event at Ch 9	Answer: On 4 December SBS participated in a Media Pride event hosted by Channel 9 in which SBS Executive Producer of Sport Catherine Whelan spoke about her experience as a queer woman in sport	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q31 Media Pride Panel <i>File 2:</i> Click or tap here to enter text.
c	Celebrating Pride Playlist	Answer: To celebrate Mardi Gras 2024 the SBS On Demand curation team pulled together a special playlist of films and television shows showcasing and celebrating pride	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q31 Celebrating pride playlist <i>File 2:</i> Click or tap here to enter text.
d	Wellbeing Expo pride stall	Answer: In October SBS ran a Wellbeing Expo where we had a Pride Desk which ran LGBTQ+ themed trivia with prizes and information about how SBS staff can participate in the Pride & Allies Employee Advisory Group activities	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q31 Wellbeing Expo <i>File 2:</i> Click or tap here to enter text.
e	Media Pride relaunch	Answer: SBS took to lead to relaunching Media Pride- an industry wide Pride Group with the support of Pride in Diversity. We met multiple times in 2024 to establish governance procedures and roles.	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q31 Media Pride Governance <i>File 2:</i> Click or tap here to enter text.
f	Target setting for 2025 Commissioning Guidelines	Answer: The SBS Commissioning team engaged in consultation with the SBS Pride & Allies committee regarding the setting of new formal targets for onscreen and offscreen representation of LGBTQ+ peoples on SBS commissioned productions. The	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q31 DEI Commissioning Guidelines consultation

		new guidelines will launch in mid 2025 however the consultations occurred throughout 2024	File 2: Click or tap here to enter text.
<i>g</i>	Pride in Sport Event	Answer: SBS ran a World Pride month event in collaboration with Pride in Sport.	File name/s as evidence for this question: File 1: Q31 Pride in Sport Event File 2: Click or tap here to enter text.
<i>h</i>	Wear it Purple curated playlist	Answer: The SBS On Demand team created a purple themed curated LGBTQ+ content playlist on SBS on Demand in recognition of Wear it Purple day.	File name/s as evidence for this question: File 1: Q31 WIP playlist File 2: Click or tap here to enter text.

Employee Relations Case Management database - FY 2024 (1 July 2023 - 30 June 2024)

Notes: The purpose of the Employee Relations Case Management database is to record formal complaints made by workers of SES (including Commonwealth), a company they do in a formal written format or made orally to a Manager, HR Business Partner or other support person (e.g. LG870), grievance officer) and which include matters such as bullying, harassment and grievance related to performance and expectations of work. For example complaints about facilities at SES are not included in this database.

Date Complaint Received	Case #	Worker name (Complainant)	Role	Business Unit	Line Manager	Worker name (Respondent)	Role	Business Unit	Other parties	Type of Complaint	Subject from drop down	Details of Complaint	HRBP	SES Assigned Support Officer	Investigator	Jurisdiction	Legal firm if booked	Legal costs	Outcome	Settlement costs	Status	Date Closed	Date Open	Comments
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES	John Doe	John Doe	Manager	SES	John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe	Other parties named eg. John Doe, John Doe
If the original complaint escalates to another jurisdiction or another investigator please put details into second row with same case number																								
1/1/2024	2024-00000001	John Doe	Manager	SES																				

disclosure as much as possible.

2. **Voluntary Disclosure:**
Employees are never required to disclose personal information about their identity as part of any complaint or concern. If an employee chooses to disclose such information, they have the right to decide how much or how little of that information they wish to share. Their decision will be respected and upheld throughout the process.
3. **Sensitive Disclosure Requests:**
Employees may request that specific details of their identity, or the nature of their complaint, not be shared beyond what is necessary to resolve the matter. SBS will honour these requests, and will disclose sensitive information only with the employee's consent, or in limited other circumstances where disclosure is absolutely necessary for the resolution of the issue.
4. **Record-Keeping and Information Sharing:**
Any documentation or records relating to sensitive disclosures, including complaints that involve personal or identity-related information, will be securely stored in DocHub with only senior members of the People & Culture team having access. These records will only be shared with individuals who need to know in order to resolve the issue at hand, and such sharing will be carried out in accordance with company policies and legal requirements.

What is unlawful discrimination?



Goal Statement *

Leadership effectiveness

Document 94
[Q5 (b and c)]

Measures *

B

I

U

S

I_x

1=

2=

•=

•=

≡≡

≡≡

ABC

✓

SBS Pride & Allies Co-chair position

•

Lead and coordinate regular P&A committee meetings

•

Attend Inclusion Council meetings each quarter to provide recommendations, insights and feedback

•

Support delivery of the LGBTQ+ Inclusion plan and AWEI submission

•

Work in collaboration with other EAG's to explore intersectional themes

•

Share back learnings and challenges with my manager as part of my leadership development plan

Start date *

01/07/2024



End Date *

30/06/2025



Weight *

15

**Special Broadcasting Service (SBS) Australia**

77,093 followers

8mo • Edited •

Last Friday SBS was deeply honored to be awarded Platinum Inclusive Employer status at the Australian LGBTQ+ Inclusion Awards, the highest possible tier of recognition.

This award represents the tireless efforts of a large team of people, working everyday over many years to create a more inclusive, healthy and safe workplace for all people and particularly for those with diverse sexualities or gender identities.

Particular recognition must be given to the current and historical chairs of SBS Pride & Allies, SBS's employee led advisory group championing LGBTQ+ inclusion and their executive sponsors. Without their efforts, none of this would be possible. So thank you...

[Chris Keely](#)
[Karl Uhrich](#)
[Michael Hickson](#)
[Eve Cooper-Muir](#)
[Marc Jamais](#)
[Ciara Bowe](#)
[Olek Novak](#)
[Catherine Whelan](#)
[Chloe Latham](#)
[Julia Frolov](#)
[Sara Joyce](#)
[Mandi Wicks GAICD](#)
[Adam Sadler](#)

[#PrideInDiversity](#) [#AustralianLGBTQInclusionAwards](#) [#AWEI](#) [#AWEI2024](#) [#SBS](#)
[#SBSPrideAndAllies](#) [#SBSCareers](#) [#BeTheDifference](#)



**Special Broadcasting Service (SBS) Australia**

77,093 followers

11mo • 🌐

Last weekend, SBS proudly participated in the Sydney Gay and Lesbian Mardi Gras as the 'Spacial Broadcasting Service' drawing inspiration from the 2024 theme of "Our Future", bringing together all peoples in our enduring mission to respect, explore and celebrate our wonderfully diverse world.

Thank you all for joining us in commemorating LGBTQ+ pride and progress at the 46th annual parade. Check out our fabulous float below!



🌈 118

7 reposts



Like

Comment

Repost

Comment as Special Broadcasting Service (SBS) Australia...



By Devni Fernando • 8/28/2024

...



Special Broadcasting Service (SBS) Australia

77,093 followers

Smo • Edited •

Today, SBS staff across our Sydney and Melbourne offices came together to mark Wear It Purple Day ahead of Friday's celebration.

Thank you to our masterful MC, SBS Cross Platform Journalist, [Naveen Razik](#) who hosted an insightful discussion on trans and gender diverse experiences with [Tidge Backhouse](#), Relationship Manager of Health at [Pride in Diversity](#) and [Sara Joyce](#), Cyber Security Analyst in our own Technology team at SBS.

A big thank you to SBS Pride for today's Wear it Purple event!



121

10 reposts



Like

Comment

Repost

Comment as Special Broadcasting Service (SBS) Australia...





Quick links:

REGISTER HERE FOR THE **SBS INCLUSION PROGRAM**

VIEW THE **MFA GUIDE TO HOSTING INCLUSIVE EVENTS & MEETINGS**

VIEW THE **MULTICULTURAL COMMUNICATIONS PLAYBOOK**

s22

From: s22
Sent: Thursday, 22 August 2024 5:46 PM
To: s22
Subject: FW: MEDIA RELEASE: SBS and IMAA partnership unlocks new training for Australia's independent media agencies
Attachments: Media release_SBS and IMAA partnership unlocks new training for Australia's independent media agencies_22.08.2024.pdf; Sam Buchanan CEO IMAA and Jane Palfreyman SBS Chief Marketing and Commercial Officer.jpg

Hi Team,

You would have seen the great announcement this morning that SBS have partnered with the Independent Media Agencies of Australia (IMAA) as their official diversity and inclusion partner. Across this partnership 175 independent media agencies will gain access to our SBS Inclusion courses, helping to educate and support our industry friends in embracing diversity and promoting a safe and happy workplace.s47E, s22, s47G

[REDACTED]

[REDACTED]

[REDACTED]

Thanks,

s22

s22
National Manager – SBS CulturalConnect
s22 [au](#)
s22
sbs.com.au

From: s22 sbs.com.au>
Sent: Thursday, 22 August 2024 10:36 AM
Subject: MEDIA RELEASE: SBS and IMAA partnership unlocks new training for Australia's independent media agencies

Media Release



SBS AND IMAA PARTNERSHIP UNLOCKS NEW TRAINING FOR AUSTRALIA'S INDEPENDENT MEDIA AGENCIES

Landmark partnership sees training on core inclusion skills, gender equity, cultural diversity, disability, First Nations, LGBTIQ+, generational diversity and appropriate workplace behaviour made available to all members of the IMAA Academy.

22 August, 2024

National hybrid-funded broadcaster SBS and the Independent Media Agencies of Australia (IMAA) have forged a new landmark partnership which will unlock SBS's deep library of inclusion training for the more than 175 Australian agencies that make up the leading industry body.

Under the partnership, SBS will become the official Diversity & Inclusion Partner of the IMAA and agrees to provide its market leading Inclusion Program to thousands of employees who make up the IMAA membership.



Photo (L-R): Sam Buchanan, CEO of Independent Media Agencies of Australia (IMAA), and Jane Palfreyman, SBS Chief Marketing and Commercial Officer.

"This is a significant partnership for the advertising sector," said Jane Palfreyman, SBS Chief Marketing and Commercial Officer. "SBS lives at the intersection of public and commercial media and this deal

means we will be providing important training to many of the leading independent agencies across the advertising sector.

"The Program is built to be online, interactive and informative, and is delivered in a very engaging manner. The businesses and agencies who have access to this world-class training for their people also get the reassurance that they are meeting the latest legislative requirements when it comes to areas like workplace behaviour."

The SBS Inclusion Program is designed to help employers maximise the benefits of diversity and inclusion through Australia's leading online training courses – covering core inclusion skills, gender equity, cultural diversity, disability, First Nations, LGBTIQ+, generational diversity, and appropriate workplace behaviour.

SBS's courses are designed to ensure employers are able to meet new legal requirements by providing specific training around issues such as workplace sexual harassment.

IMAA CEO, Sam Buchanan, welcomed the SBS partnership: "We're delighted to partner with SBS to provide this important program for our members. Diversity and inclusion is one of the IMAA's key pillars and the training program provided by SBS will help not only educate our members but also ensure compliance with workplace standards.

"We have partnered with SBS because they house a significant amount of knowledge and training materials, as well as the desire to make real positive change, which will only benefit our members."

The SBS Inclusion Program content is largely delivered as short films – animations which make difficult concepts easier to understand, and interviews featuring real stories from diverse people, academics and managers of diverse teams. It is complemented by activities designed to make people think about themselves. Additionally, further reading sections provide more detailed information on specific topics and links to a range of resources.

Learn more about the SBS Inclusion Program [here](#). Learn more about IMAA Academy [here](#).

ENDS

For further information and interview requests please contact:

Leah Boonthanom | 0411 860 741 | leah.boonthanom@sbs.com.au



SBS acknowledges the Traditional Custodians of Country throughout Australia.

To adjust preferences for receiving media releases from SBS please contact the above media representative.

SBS Pride & Allies Governance and Sustainability (2024-2025)

Overall SBS Diversity & Inclusion introduction

For more than 40 years, SBS has been committed to giving a voice to all Australians, regardless of gender identity, sexuality, geography, age, cultural background or language. Diversity is, and always will be, important to SBS. It's part of the fabric of our organisation, forms the very core of our Charter, and continues to be at the centre of our vision and strategy. While inclusion provides great business performance, innovation and collaboration, for SBS it means delivering on our promise to create a great workplace culture where each and every employee is welcomed and feels comfortable to be their authentic self.

Empowered, results-driven Employee Action Groups

To support the overall Diversity & Inclusion strategy, SBS has established an Inclusion Council composed of the SBS Managing Director, Inclusion & Diversity team, all five Employee Action Group (EAGs) representatives and Executive Sponsors. Our EAG's are; The Network (Gender Equity), SBS Access (Disability, Accessibility and Carers), SBS Multi (Culturally and Linguistically Diverse), Pride & Allies (LGBTIQ+) and FNSAG (Indigenous). The Inclusion Council gathers all Employee Action Groups (EAGs) together on a regular basis to draw on the life experiences, insights and knowledge of each of the representatives to improve culture, awareness, innovation and services across the organisation. The Inclusion Council has appointed an Inclusion & Diversity lead (from People & Culture department) to ensure consistency, operational efficiency and alignment to enterprise strategy across the five SBS Employee Action Groups (EAG).

SBS Pride & Allies purpose

Pride & Allies exists as an employee led network designed to provide feedback, advise and recommendations to the business in relation to LGBTIQ+ inclusion. Our goal is to remove any barriers which may exist for the full and equal participation at work for all peoples regardless of gender identity or sexuality. We work collaboratively with the SBS Inclusion Council to drive change as well as providing advisory services to various parts of the business in relation to LGBTIQ+ engagement and content.

SBS Pride & Allies structure

Since the creation of SBS Pride & Allies, in 2017, it has been led by a core Executive Committee and steered by a minimum of 2 co-chairs; working groups of members delivering initiatives and a broader membership base of LGBTIQ+ and Ally champions across SBS offices. SBS Pride & Allies will try to have steering members that also represent different business units to ensure that all LGBTIQ+ initiatives are reported right across the business to keep a holistic view and ensure staff awareness at all levels.

Monitoring & Regular reporting of strategies and outcomes:

1. The achievements, outcomes and progress updates of each of the EAG's are reported every quarter at the SBS Inclusion Council.
2. At the start of every financial year SBS Pride & Allies submits its proposed strategy and plan for the year. The SBS Inclusion Council will review and interrogate the strategy with a view to ensure alignment across the business and that intersectionality is represented within the plan. Once approved, the strategy will have elements assigned to various business units to deliver as part of our broader enterprise strategy. As such, the SBS Pride & Allies group have direct influence over the direction of the SBS Inclusion, Equity and Diversity Strategy

Committee Management roles

1. Roles within the SBS Pride & Allies committee are opened up each year as part of an Annual General Meeting (AGM) to ensure any staff member who wishes to contribute has the opportunity to submit an application which is then voted upon by the broader Pride & Allies base. By enabling turnover within our key management positions, we enable fresh ideas and perspectives to be shared over time.

Annual General Meeting (AGM)

At the end of each calendar year SBS Pride and Allies committee members attend the AGM. To revise each members position and responsibilities.

The AGM invitation:

- Is communicated to the whole SBS Pride & Allies base (Along with a list of current roles, responsibilities and incumbents)
- Provides important notes written below
- Is sent at least one month prior to give equal attendance opportunities and for people to think about the positions any staff member could hold (or propose to create) in the year ahead
- Offer a video conference option to provide equal opportunities to staff who are located in offices other than Sydney

Mandatory Positions

- Committee co-chairs (minimum two)
- Treasurer
- Secretary
- Melbourne Office lead
- Interstate liaison portfolio lead

Flexible positions (Which may change based on strategy)

- Sport portfolio lead
- Membership portfolio lead
- Allies portfolio lead
- Content Advisor portfolio lead
- Communication portfolio lead

- Design portfolio lead
- Community out-reach portfolio lead
- Social Media portfolio lead
- Partnership portfolio lead
- Family portfolio lead
- EAG intersectional portfolio lead

Attendees at the AGM may nominate themselves for any position through a written submission. The submissions are reviewed by the existing chairs, Executive Sponsor and the Head of Talent, Development and Inclusion prior to appointments being made. The review process will include an assessment of the individuals demonstrated leadership experience and/or potential.

The Pride & Allies co-chair will regularly raise at committee meetings the subject of chair succession so as to ascertain the current level of interest and motivation amongst the existing committee members to be nominated as a potential successors. Potential successors will be vetted by the Head of Talent, Development and Inclusion and the P&A Executive Sponsors and may be called upon to act in the chairs stead during periods of leave including at the SBS inclusion Council. The chair succession plan is in place to support backfilling of the chair role when a chairs term comes to a conclusion at a time other than the pre-planned term conclusion which coincides with the AGM.

Leads and committee chairs will be required to undertake LGBTIQ+ inclusion and allyship training in advance of commencement of their roles regardless of whether the nominee is a member of the LGBTIQ+ community or an ally.

Each portfolio lead can decide to have extra support, but the lead remains the primary contact point. Each committee member accepts a portfolio with related responsibilities. Any updates to the previous list of roles and responsibilities can happen in consult with the EAG co-chairs.

If any of the co-chairs or portfolio leads resign from their role within the committee or the organisation at a point other than the AGM, the remaining co-chair will agree on another member to fill the role on a temporary basis until a formal appointment can be made.

***Important notes on the steering committee:**

1. The Steering Committee should be representative of Diversity & Inclusion in its members:

- Equal (or as close as possible) representation of various genders.
- Equal (or as close as possible) representation of various sexual orientations.
- Equal (or as close as possible) representation of LGBTIQ+ or Allies with diverse backgrounds, faith or ethnicities.

2. Inclusion Council: Committee members will need to comply with the Inclusion Council guidelines

3. Attendance
 - Committee members meet monthly (60min) to discuss progress about portfolios' projects, overall team achievements and annual events.
- Committee members are encouraged to attend, at least, 50% of those meetings.

Organisational Alignment & Agreement

SBS Pride & Allies needs to be aligned with the overall SBS Inclusion, Equity & Diversity strategy to remain relevant and sustainable in the long term. Here are a couple of points to clarify SBS Pride & Allies long term position and agreement within SBS.

1. Focus & workload as volunteers

It is important to note that Committee members operate on a voluntary basis and are enabled to complete their SBS Pride & Allies work within work hours, provided there is agreement with your manager. If there is disagreement with your manager about your role participating in the committee please raise this with the Head of Talent, Development and Inclusion so that this can be worked through with your manager directly.

Co-chairs have dedicated focus goals added to their performance goals which enables them to engage in the work required to administer the EAG. Other committee members may add Focus goals in agreement with their manager, however all members are expected to be able to deliver on the core components of their primary role. From time-to-time members may need to take a step back during high activity times and should communicate this with the co-chairs.

2. Induction

SBS Pride & Allies is represented by at least one of the members to SBS monthly induction programs (alongside with other EAGs representatives) to give an opportunity for new potential LGBTIQ+ or Allies employees to be aware of the group and its purpose as well as how to get involved.

3. Training

SBS Pride & Allies works with the Inclusion and Diversity team to provide training to staff in various topics in order to continuously educate, raise awareness and create inclusive work environments that are safe, free from bullying, discrimination, harassment or microaggressions

4. Intersectional internal events

SBS Pride & Allies organises a maximum of two flagship internal events each year. The network is committed to ensuring those events are intersectional. For example "Wear it Purple" will be co-organised with a different EAG each year.

5. Budget and communication

SBS Pride & Allies relies on inclusion council budget for internal initiatives. This budget is shared among all EAG's based on annual strategy/initiative submission and approval. The submission of the strategy and plan for the next 12 months at the end of financial year ensures time for discussion, budget allocation and communication across the business. Except in exceptional circumstances, ad hoc budget will not be provided if initiatives have not been approved and endorsed by the SBS Inclusion Council. In the event that budget constraints occur through the central D&I budget, the Head of Talent, Development and Inclusion will work with each EAG to refine plans and actions based on a low cost model which may look different depending on the priorities and actions at the time

6. Mardi Gras and other LGBTIQ+ external events

Whilst SBS Pride & Allies focuses on internal employee needs and issues to ensure the workplace continues to be an inclusive place to work, from time to time the group will engage with external events in some capacity such as;

- Mardi Gras

The Sydney Mardi Gras is one of the most visible LGBTIQ+ events in the country. This represents a unique opportunity for SBS to reach out to its audiences and demonstrate its support to the community. Whilst SBS is no longer the broadcast partner for the Mardi Gras, SBS continues to have a presence at the event, and Pride & Allies are called upon each year to creatively contribute to the development of the SBS float theme. SBS is naturally solicited and happy to contribute overall support to the Mardi gras festival when possible. Pride & Allies has played a role in supporting some of the following events:

- Fairday (Sydney)
- Midsumma (Melbourne)
- Fed Square live broadcast activation (Melbourne)
- Mardi Gras parade participation
- SBS Pride content team stories
- Social media activations
- Australian Workplace Equality Index

SBS participates each year in the annual Australian Workplace Equality Index (AWEI) run by Pride in Diversity. It is a core responsibility of the co-chairs of SBS Pride & Allies as well as the Head of Talent, Development and Inclusion to collate and put forward our submission each year with the cooperation and support of the committee.

The AWEI submission (Usually in early March of each year) is designed to gauge the overall impact of inclusion initiatives on the organisational culture and stands as the definitive benchmark on LGBTQ+ workplace inclusion

The AWEI luncheon is also managed by the Pride & Allies committee regarding design assets, communications, materials and attendees list. Technology and News & Current Affairs have a separate media sponsorship agreement with Pride in Diversity for media coverage of the awards as the media sponsor.

- Pride in Sport, Media Pride and other external business events

Other external initiatives remain critical to SBS as an employer of choice. It is important for SBS to reflect the communities we serve and the Pride & Allies network is happy to contribute as much as possible to support SBS messaging. Each external initiative will be discussed with the Inclusion Council and or D&I team as it sits outside of the core responsibilities of the Pride & Allies committee.

7. Document storage

SBS Pride & Allies has migrated to Dochub in order to retain all important documentation as required by government guidelines.

8. Advisory services

SBS Pride & Allies may also be called upon from time to time to provide input and advice to the business on LGBTIQ+ related matters including content/editorial matters, projects, inclusion work and system or process changes. Advice delivered back to the business is managed collectively at the committee level.

LGBTIQ+ Inclusion Action Plan

End of year progress report

2024



Executive summary

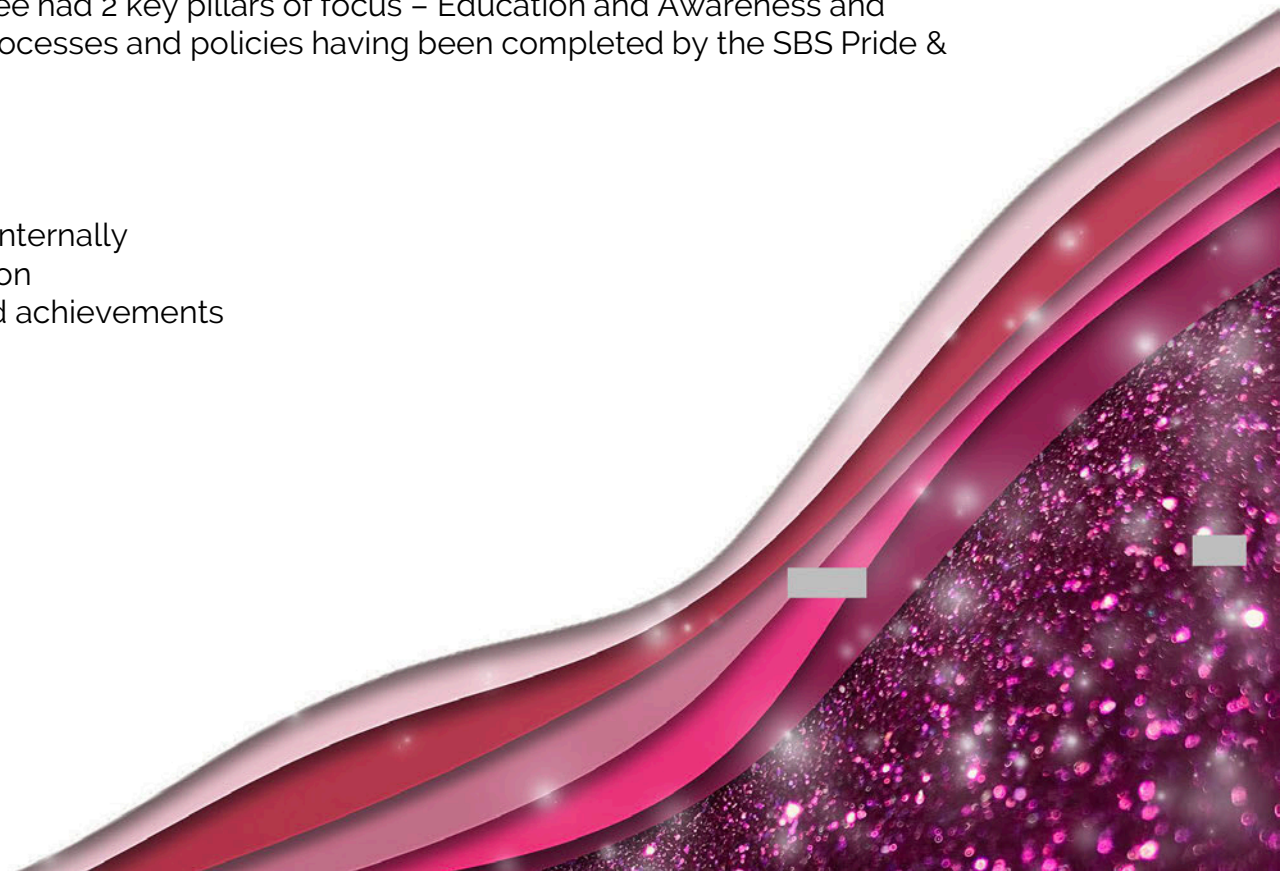
Diversity and inclusion is at the heart of SBS purpose. 16.1% of SBS staff identify as members of the LGBTIQ+ community (See slide 3) and so it is our mission as SBS Pride & Allies to ensure that SBS continues to foster a safe and inclusive workplace where employees feel they can actively bring their whole self to work

The following document summarises SBS Pride & Allies 2024 activity including our key achievements

In looking back on our aforementioned activities the Pride & Allies Committee had 2 key pillars of focus – Education and Awareness and Inclusive Environments, which much of the ground work on systems and processes and policies having been completed by the SBS Pride & Allies committee in prior years.

In this document we also identify some areas of focus for 2025; namely

- Continue to drive awareness of and visibility of gender diverse identities internally
- Opportunities for more middle manager engagement on LGBTIQ+ inclusion
- Opportunity for greater internal recognition of the committees efforts and achievements
- Greater alignment with internal comms on events support



SBS LGBTIQ+ in numbers

Demography	The numbers
ALL LGBTIQ+ identifying	16.1% (of all staff)
GBTQ+ Men	48.6% (of LGBTQ+ identifying staff)
LBTQ+ Women	49.7% (of LGBTQ+ identifying staff)
Trans identifying staff	0.3% (of all staff)
Non-Binary staff	1.7% (of all staff)
Staff who identify as intersex	0.9% (of all staff)
Culturally Diverse staff	60.4% (of LGBTQ+ identifying staff)
People of Colour	24.8% (of LGBTQ+ identifying staff)
First Nations staff	7.2% (of LGBTQ+ identifying staff)
Staff experiencing disability	32.6% (of LGBTQ+ identifying staff)
Active Allies	276

Action	Date	Owner	Status	Comment
Mardi Gras staff consultation	Nov 23-Jan 24	People & Culture	Complete	The Pride & Allies Network were heavily involved in the creative ideation and concept generation for the 2024 Mardi Gras concept – United Worlds of Difference and in assisting P&C in running rehearsals
SBS Inclusion Program LGBTIQ+ Module assigned to all new staff members	Ongoing	People & Culture	On track and ongoing	<p>Mandatory for all new starters to complete within the first 3 months of employment.</p> <p>During 2024 we undertook a review of the content to ensure language is up to expected standards and provided recommendations to the SBS Inclusion team.</p>
Pride Month activation	June 24	Pride & Allies	Complete	
Sensitive disclosure policy amendment	March 24	People & Culture	Complete	P&C have updated the staff complaints procedure to include information on sensitive disclosures
Wear It Purple Day	August 24	Pride & Allies	Complete	For Wear It Purple Day we wanted to showcase and highlight the diversity of Trans experiences in the workplace. This was due to the low numbers of representation within the business which we suspect is under-reporting combined with the current political and social climate which has been trans people used as political tools.
SBS Wellbeing Expo	October 24		Complete	Pride & Allies had a stall at the SBS Wellbeing expo where we shared information about SBS policies, invited participation in the network, gave out rainbow lanyards and merchandise, spruiks our pride on demand playlists

Action	Date	Owner	Status	Comment
Share ongoing feedback with the SBS Inclusion Council	Ongoing- quarterly	Pride & Allies	On track and ongoing	We have formalised our feedback mechanisms to ensure that each quarter we are sharing anecdotal information with James and the executive on the current state of LGBTQ+ Inclusion.
IDAHOBIT Day	May 24	Pride & Allies, Internal Comms	Complete	We worked with Internal Comms to develop a communication to go out to all staff for IDAHOBIT. The comms including stats from Equality Australia, information on how to be a better ally, links to Pride in Diversity's IDAHOBIT panel discussion and links to ACON's Trans and Gender Diverse Awareness Online Training registration
Trans day of visibility	March 24	Pride & Allies	Complete	We worked with Internal Comms to develop a communication to go out to all staff for Trans day of visibility. The comms including information about Trans allyship, links to the SBS Gender Affirmation Guidelines, information about Intersex inclusion and how to be a better intersex ally, information about continued challenges including birth certificates in NSW, a link to an article by Pride & Allies Co-Chair s22 on her lived experience as a Trans woman, external links to training and to events and resources
Visible inclusion	Ongoing	Pride & Allies Committee	On track and ongoing	We placed an additional order this year for rainbow merchandise including lanyards, pins and allyship stickers and have utilised these by sharing them with security at the front desks in Sydney and Melbourne and

Collaboration and Advisory

In 2024 we engaged in intersectional collaboration with other EAG's around the SBS50 celebrations, building on the success of our collaborations in years prior as well as providing advisory services to the SBS Newsroom

1. SBS Pride & Allies attended the NACA digital journalist team meeting to offer consultation services on LGBTQ+ reporting processes
2. SBS pride & Allies also delivered a module in the NACA cadet training to educate new cadets on LGBTQ+ inclusive reporting and SBS policies and editorial frameworks related to LGBTQ+ stories and talent
3. SBS Pride & Allies collaborated with the other EAG's – SBS Access, SBS Multi, Ngarra and The Network facilitated by s22 in Marketing to ensure the SBS50 plans were as inclusive and representative as possible
4. We have also started a combined EAG group chat to enhance future opportunities to collaborate and take an intersectional approach to our work

AWEI submission for 2025

We are confident that we are on track for our AWEI submission next year as we have discussed in the progress updates at each Inclusion Council.

Our original intention was to delivery a special p[ro]ject over two years in place of our annual AWEI submission, however further research and literature review is needed to ensure the project is fit for purpose and meaningful to the community. As such as will submit the AWEI again in 2025

The following slides are our report card from the 2024 submission.



Special Broadcasting Service (SBS)

AUSTRALIAN WORKPLACE EQUALITY INDEX - ADVANCED SUBMISSION 2024			
LGBTQ Bullying, Harassment & Support		Score	Index
1	Tracking of Incidents	6	6
		6	6
Inclusion of Trans and Gender Diverse Employees		Score	Index
2	Gender Affirmation Leave	3	3
3	'All-Gender' Bathrooms	3	3
4	Trans and Gender Diverse Applicants	4	4
		10	10
Strategic Focus & Accountability		Score	Index
5	Personal Accountability for Inclusion	4	4
6	Documented LGBTQ Inclusion Strategies and Accountabilities	8	8
7	External-facing Social Media Communications	2	2
8	Strategic LGBTQ Inclusion Promotion	4	4
		18	18
LGBTQ Employee Network		Score	Index
9	Network Leadership Succession and Sustainability	4	4
10	Research into under-represented LGBTQ Populations	4	4
11	Visibility of under-represented LGBTQ Populations	3	3
12	Broader Inclusion Support	3	3
13	Network Reporting	1	5
		15	19
Visibility of LGBTQ Inclusion		Score	Index
14	LGBTQ Days of Significance	4	4
15	Visibility in the Workplace	4	4
16	Individual LGBTQ Inclusion Work Recognition	0	3
		8	11
Training, Awareness & Professional Development		Score	Index
17	LGBTQ Training Delivered	4	4
18	LGBTQ Training for People Managers	6	6
19	LGBTQ Training for Critical Functions	4	4
20	LGBTQ Content in Leadership Training	2	2
21	Professional Development for LGBTQ Employees	1	2
		17	18
Executive Leadership & Engagement		Score	Index
22	Internal Executive / Senior Leadership Advocacy	3	3
23	Internal CEO (or equivalent) Advocacy	3	3
24	External Senior Leadership Advocacy	3	3
25	Peer Support for Senior Leadership	3	3
		12	12
Data Collection & Reporting		Score	Index
26	LGBTQ Employee Data Analysis	4	4
27	LGBTQ Employee Data Review	0	4
		4	8

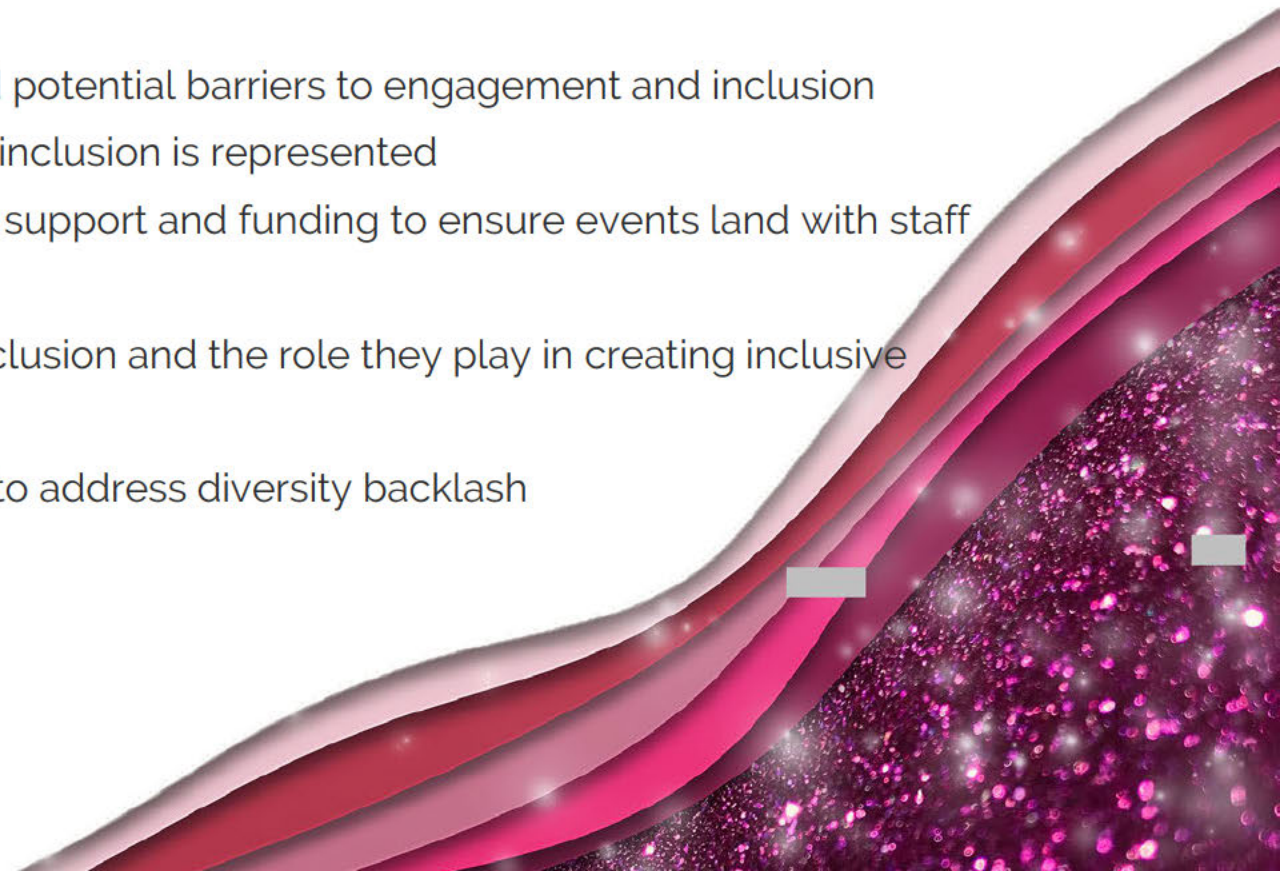
Community Engagement			Score	Index	Notes
28	Employer Branded Participation at Community Events		2	2	
29	Pro-Bono or Financial Support: LGBTQ Charities / Organisations		4	4	
			6	6	
Optional Survey			Score	Index	Notes
30	AWEI Employee Survey Participation		x	4	
Total Section 9 Score			0	4	
Additional Work			Score	Index	Notes
31	Additional	Queer Content Club	1	1	
31	Additional	Media Sponsor for 2022 AWEI Awards Luncheon	0	1	Added to Q29 to obtain full points
31	Additional	Pride Playlist	1	1	
31	Additional	Pride Stall at SBS Wellbeing expo	1	1	
31	Network	Underepresented LGBTQ+ population	1	1	LGBTQ+ Women
31	Additional	2022 Honor Awards Sponsors	1	1	
31	Additional	SBS Pride Guide	0	1	Though an excellent project, published in 2019
31	Additional	2022 Media Sponsor of Pride in Sport	0	1	Already awarded in Q29
Total Section 10 Score			5	8	
Total Advanced Submission Score			101	120	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			15		
Additional Network Activity			1		
Network Activity - Total Score			16		
Core Activity - Inclusion of Trans and Gender Diverse Employees			10		
Additional Activity - Inclusion of Trans and Gender Diverse Employees			0		
Inclusion of Trans and Gender Diverse Employees - Total Score			10		
GENERAL SUBMISSION COMMENTS					

Congratulations SBS on a fantastic Solid Gold Submission! The evidence provided clearly demonstrates a sincere and embedded commitment to LGBTQ+ inclusion. Also we would like to thank you for your ongoing support of Pride in Practice events, it is always a pleasure to collaborate with your wonderful team. Bravo!

2025 opportunities

In 2025 we will develop a new plan which will focus on the following key areas:

- Trans representation in leadership on the SBS Pride & Allies committee- with the departure of **s22** from SBS, we believe that ensuring representation of Trans and Gender Diverse individuals in P&A leadership positions remains an important priority
- Continued focus on the awareness of gender diverse staff and potential barriers to engagement and inclusion
- Support the delivery of the SBS50 project and ensure LGBTQ+ inclusion is represented
- Greater alignment with internal comms to maximise enterprise support and funding to ensure events land with staff and provide genuine positive cultural outcomes
- Greater engagement with middle management on LGBTIQ+ inclusion and the role they play in creating inclusive environments
- Work collaboratively with our colleagues in P&C on strategies to address diversity backlash



SBS NEWS AND STORIES

International Day against Homophobia, Biphobia, Intersex Discrimination and Transphobia

17 May marks the date in 1990 that Homosexuality was removed from the World Health Organisation's classification of diseases.



Hello everyone!

Today, Friday 17th May marks the date in 1990 that Homosexuality was removed from the World Health Organisation's classification of diseases. Known as the **International Day Against Homophobia, Biphobia, Intersex Discrimination and Transphobia (IDAHOBIT)**, the day is a reminder that whilst we've come far, there remains significant stigma and discrimination against the LGBTQ+ community across the world and closer to home here in Australia.

Did you know that according to Equality Australia...

- 68% of LGBTQ+ employees are not 'out' at work?
- 2 in 3 LGBTQ+ youth have experienced verbal or physical abuse due to their identity?
- 35% of LGBTQ+ Australians have experienced verbal abuse in the past 12 months?

These sobering statistics show us that our work to create a more inclusive society and workplace where everyone can bring their best and most authentic self into every space is far from done.

What can I do to be a better ally?

We all play a role in ensuring that homophobia, biphobia, intersex discrimination and transphobia have no place here at SBS. We've pulled together a number of resources that you may wish to access to enable you to be a more effective ally including:

- Reviewing SBS's [Gender Affirmation Guidelines](#). These guidelines outline the support we provide to employees undergoing a gender affirmation process, but they also include information about how you can be a supportive manager and/or colleague for members of your team who may be undergoing a gender affirmation process now, or who may be considering undertaking this process in future.
- Watch the Pride in Diversity ['LGBTQ+ Voices at the Heart of Change IDAHOBIT Panel recording'](#) - our partners at Pride in Diversity work with us to assist us in creating best in class inclusive workplace environments that enable all employees to bring their authentic selves to work.
- If you see something, say something. Discrimination thrives when good people see bad things happen and do nothing. If you see inappropriate behaviour in the workplace, speak up. Firstly check in with any individual who may have experienced the poor behaviour and ensure they are ok. Then, talk to your manager, your director, your P&C Business Partner, or a trusted colleague so that SBS can support you and your colleagues to ensure such behaviours are addressed.
- Sign up for the upcoming [Trans and Gender Diverse Awareness Online Training](#) run by ACON next week on the 21st from 3pm to 4:30pm

SBS Pride & Allies

From: SBS Pride
Sent: Wednesday, 27 March 2024 3:55 PM
To: All Staff
Subject: Trans Day of Visibility March 31st + Co-Chair Announcement



Hello all!

Sunday 31st of March marks Trans Day of Visibility (TDOV), encouraging everyone to consider and celebrate Transgender conversations, and attending events.

How did TDOV come about?

TDOV was created by Transgender activist Rachel Crandall of Michigan in 2009 as a reaction to the lack of recognition and frustration that the only well-known Transgender-centered day was the Transgender Day of Remembrance, which memorialized those who had died but did not acknowledge and celebrate living members of the Transgender community.

The first Trans Day of Visibility was held on the 31st of March 2009. The day is inclusive of people who are Intersex, which is distinct and has its own Intersex Awareness Day on the 26th of October.

How to be a Trans ally

- Always affirming someone's identity based on the information they have shared with you and not making assumptions
- Taking your own thoughts and feelings somewhere confidential. If you are confused or don't understand what gender affirmation is, it's ok to take some time to process these feelings. However, recognise that these feelings are not your own, and don't put them in front of your Trans colleague, or expect for them to have to educate or explain their situation to you.
- If you see a Trans colleague being disrespected, don't be a bystander. Say something, or escalate the matter if needed.
- Avoid outing someone as Trans without their permission, asking invasive or personal questions or treating Trans people differently. Don't treat any other member of the SBS team differently.

More information on being an ally as a [colleague](#) and [generally](#)

Read SBS's [Gender Affirmation Guidelines](#)

How to be an Intersex ally

- Recognise that many Intersex people are heterosexual, and many are not.
- We understand that being Trans and Intersex are different things, but we acknowledge there is intersectional challenges.
- Acknowledge that sex is assigned or assumed based on observed sex characteristics.
- Acknowledge the complexity of sex determination for Intersex people.
- Recognise that some Intersex people identify with male or female sex assigned at birth and some do not.
- Recognise that the Intersex population includes infants and children who don't have agency to freely express
- Understand some of the more common Intersex variations, such as androgen insensitivity, congenital adrenal
- Respect individual choices about terminology, and understand how these choices are influenced by our edu
- Disaggregate data; treat Intersex as a distinct intersectionality in its own right.

More information can be found [here](#)

Continuing challenges – birth certificates in NSW

This year we are reminded of the unique struggles and strengths of the Trans and gender diverse community. For ex evidence of a 'sex affirmation procedure' or otherwise can't change the sex on their birth certificate.

This means many people who do not identify with the sex of their birth – Transgender, gender-diverse and Intersex p constantly throughout life when their birth certificate is requested. This can cause embarrassment, raise privacy conc

Click the links for more information on how to change your gender marker in [ACT](#), [Northern Territory](#), [NSW](#), [Queensla](#) [Western Australia](#).



Announcement of SBS Pride & Allies Co-Chairs

s22 from s22 has officially joined s22 from SBS Media as Co-Chair of SBS Pride & Allies to 2024/25 so please join us in congratulating the team!

Interview with s22 on what Trans Day of Visibility means



Read on the intranet [here](#)

#beseen



Events and Training:

For those wanting to learn more, SBSU offers modules on LGBTQI+ inclusion and health organisation ACON has offer
Please register here: [Trans and Gender diverse training](#).

Sydney, NSW:

- Cook + Phillip Park Pool Open day for Trans and gender diverse communities <https://www.facebook.com/>
- Trans & Gender Diverse Swim Night at Ashfield Aquatic Centre <https://www.facebook.com/events/>
- Trans & Gender Diverse Art Exhibition at Blue Mountains Cultural centre <https://www.facebook.com/>
- ICLC Panel Discussion for Trans Day of Visibility hosted by Colin Biggers & Paisley, Sydney
<https://www.eventbrite.com.au/e/iclc-panel-discussion-for-trans-day-of-visibility-tickets-857610515137>
- Queer Reads at Waverly Library
<https://www.eventbrite.com.au/e/queer-reads-tickets-485673130407?aff=ebdssbdestsearch>

Melbourne, Victoria:

- Trans Day of Audibility 2024, - tune in via AM, Digital, online, OR join us in at 21 Smith Street, Fitzroy for
<https://www.3cr.org.au/transdayofaudibility2024#:~:text=Listen%20up%20as%20community%20radio's,fo>

-
- Trans Day Of Visibility - Trans/gender diverse variety show extravaganza at UNASSIGNED GALLERY <https://events.humanitix.com/trans-day-of-visibility-ht626m8y>
 - Gay Life Drawing Celebrates Trans Day of Visibility at Grouse Melbourne Fitzroy <https://events.humanitix.com/day-of-visibility>
 - TRANS GIG NIGHT is a night for Trans and gender diverse folk to come and put music on a stage! You <https://events.humanitix.com/trans-gig-night-ft-autumn-automatic-jack-harris-and-samara-marzola>

SBS On Demand also has a [Celebrating Pride collection](#) showcasing LGBTIQ+ content for those wanting to laugh, cry

SBS Pride & Allies



Your Passion, Your Pride

Wear It Purple Day started in 2010 in response to global stories of real teenagers, real heartache and their very real responses. In 2010 several young Trans and Gender Diverse people sadly took their own lives following bullying and harassment of their sexuality, gender or both.

As the world saw the faces of precious young lives lost, some young people found a new sense of conviction and purpose to ensure others would feel supported and loved.

Wear It Purple Day has continued to develop into an international movement and new generations of young, rainbow people continue to be dedicated to promoting this annual opportunity to express support, acceptance and love.

Here at SBS we believe everyone has a right to be proud of who they are.

1. Attend our Wear It Purple Day 'In Conversation' event in the Artarmon Atrium and via livestream

Wednesday 28 August, 11am-12pm

Join **SBS Journalist, S22** in conversation with Pride in Diversity's **Relationship Manager of Health, S22** and SBS Cyber Security Analyst, **Sara Jones** for an insightful exploration of the diversity of the Trans and

1. Attend our Wear It Purple Day 'In Conversation' event in the Artarmon Atrium and via livestream

Wednesday 28 August, 11am-12pm

Join **SBS Journalist, S22** in conversation with Pride in Diversity's **Relationship Manager of Health, S22** and **S22** for an insightful exploration on the diversity of the Trans and Gender diverse experiences in Australia.

Come by or tune in, grab a cupcake if you're in Sydney or Melbourne and listen to the stories of our incredible guests.

Join the livestream [here](#)

2. Bring your purple best

Wherever you are, don't forget to wear purple on Wear It Purple Day on **Friday 30 August**. You can also show your support in the office by wearing Purple on **Wednesday 28 August** for our panel event.

3. Tune into SBS On Demand and check out our [Wear It Purple Day collection](#)

The SBS On Demand curation team have pulled together [a collection of queer content](#) aligning with this year's theme – Your Passion, Your Pride. The collection has a splash of colour across the key artwork and will be prominent on the SBS On Demand homepage throughout the week.

Learn more about Wear It Purple Day [here](#)



Question 109

[Q15(a)]




Inside SBS: End of year wrap

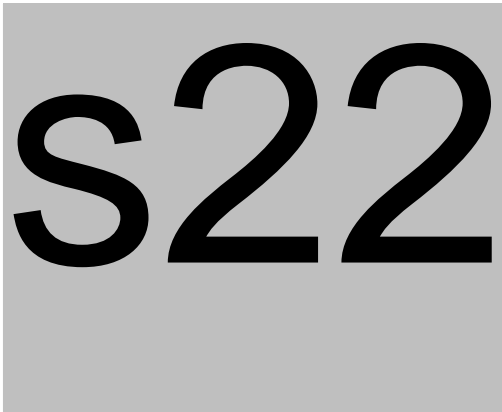


James Taylor <s22 [REDACTED]@sbs.com.au>
To s22 [REDACTED]



18/12/2024

 If there are problems with how this message is displayed, click here to view it in a web browser.



Thank you EAGs!

As the end of year approaches, we extend a sincere thanks to the tireless work of our Employee Advisory Groups (EAGs) which continue to provide feedback and drive activity to make SBS an even more inclusive place to work. To find out more about what's been achieved in 2024 click the link below.

[Read more](#)

SBS's EAGs - a year in summary

s22

Thank you to our Employee Advisory Groups (EAGs)

The last 12 months has been a big year for SBS in continuing to strive for a world class inclusive culture, and we simply could not have done it without the tireless work of our Employee Advisory Groups (EAGs), their leaders and supporters. Particular thanks to:

- SBS Pride & Allies Chair s22 and former Co-Chair s22 along with their Executive Sponsors Mandi Wicks and Theo Dorizac.
- First Nations Staff Advisory Group Ngarra and it's members s22
s22
- SBS Access Chairs s22 along with incoming Chair s22 and their Executive Sponsor Clare O'Neil.
- SBS Multi Chairs s22 and their Executive Sponsors Sarah Yassien and Nitsa Niarchos.
- The Network's Chair s22 and Executive Sponsor Jane Palfreyman.

This year SBS moved the dial forward with leading initiatives devised and supported by staff and raised through the SBS Inclusion Council including but not limited to;

- The launch of the SBS **Hidden Disabilities Sunflower Project**
- The repurposing of existing meeting rooms to create a quiet/sensory space for neurodivergent staff or others who may need a quiet space from time to time.
- The **First Nations Dispute Resolution Process and Cultural Safety Framework**.
- The **Employee Resolution Hub** - bringing more information and transparency to staff on how to resolve workplace issues and seek support.
- **The Queer Content Club**.
- Achieving Platinum Employer status at the LGBTQ+ Awards.



Elevating Diverse Perspectives

The latest addition to our series for people managers covers elevating diverse perspectives. The strategy development for FY26 has commenced and you've heard from your divisional Director on the business unit planning process for your division. This masterclass looks at how we can ensure that team members feel connected to the strategy and are able to contribute their perspectives, ideas and feedback in a psychologically safe way. This session was first delivered in person for News & Current Affairs team members, then adapted for an online style delivery and recorded with permission from the wider SBS Technology leadership group. Our approach has also been informed by the Corporate Strategy team and the SBS Diversity & Inclusion Talent team.

Watch and Participate

- Unlike most manager masterclasses, this one has been pre-recorded for you. You can [access the recorded session with interactive templates in SBSU](#).
- Learn more about:
 - Clearly articulating the SBS strategy goals to your team
 - Articulating how a diversity of lived experiences and perspectives can strengthen our collective thinking process and enhance the overall strategy development
 - Understanding barriers faced by different groups to contributing and engaging with the strategy work- this may include barriers faced by LGBTQ+ employees, employees with a disability, people from racially and culturally marginalised communities and more
 - Understanding techniques and tools to create psychologically safe team workshop environments that encourage active participation and contribution
 - Articulating how the work of your team delivers value to our audiences
 - Delivering a customised strategy document for your team.. and more!

Catch Up

- If you missed our last session, click through to the course on SBSU to watch the recording: [Manager Masterclass: Job Descriptions](#).
- If you haven't already, let us know what topics you'd like to be covered in the next masterclass by completing our [participant survey](#). Your answers will help shape the content for this series.

If you have any questions about our [Manager Masterclasses](#) please email [It's How We Lead](#)

Send Update

Title

TA Team: Trans and Gender Diverse Support in Recruitment (Refresher)

Required

MR Syd Great Culture (4)

Optional

Start time

Wed 30/10/20242:00 PM

☐ All day

☐ Time zones

End time

Wed 30/10/20243:30 PM

[Make Recurring](#)

Location

MR Syd Great Culture (4)

[Room Finder](#)

Trans and Gender Diverse TA Support guide.pdf125 KB

Trans and Gender Diverse Applicant Support_ (002).docx392 KB

Hi team,

You may recall last September that we ran a session on Trans and Gender diverse support guidance for the TA team and for candidates.

With Vidya having joined the team since, I am putting in a refresher session for us to discuss the current approach, any feedback you may have or have received and determine whether the existing mechanisms in place are suitable in supporting candidates through the SBS recruitment process and removing any barriers which might exist.

The aim of the refresher session will be

- For the TA team to have a good understanding of the types of barriers which may exist for Trans and Gender Diverse applicants, both in terms of our own processes as well as previous experiences they may have had
- For the TA team to be aware of the process for putting in place support measures to assist Trans and Gender Diverse Applicants
- For the TA team to be aware of where to find the applicable resources for candidates on the SBS Careers page
- For the TA team to be comfortable in understanding the framing of particular sensitive questions to all applicants to ensure a smooth recruitment experience
- For the TA team to understand the process involved at onboarding for updating any tech and payroll systems with applicable

I've attached for you copies of both the TA support guide and the candidate support guide and would ask that you review these documents in advance and come prepared with any feedback, questions or ideas that may be relevant to this workshop.

Warm regards,

s22

Microsoft Teams

[Need help?](#)

s22

SBS Pride + Allies: What a Year!

Theo Dorizac
To: BFDL SBS Pride Members
Cc: Mandi Wicks, S22

Reply Reply All Forward 1

Hello everyone!

As we rapidly approach the end of year shutdown, we wanted to write to you to say a huge thank you and congratulations on a momentous year filled with Pride! 🏳️‍🌈

As the Executive Sponsors of the SBS Pride & Allies Employee Advisory Group, we're always blown away by the passion, enthusiasm and genuine commitment to workplace inclusion demonstrated by the Pride & Allies committee and its supporters.

2024 has been a big year and now seems to opportune time to reflect on all that we have achieved including:

- 16.1% of staff at SBS identify as members of the LGBTQ+ community and 15.3% of Senior leaders
- SBS participated in the 2024 Mardi Gras - donning silver space suits and 'Uniting Worlds of Difference', we continued our long-standing commitment to participation in Oceania's largest pride event. A special thank you to Pride & Allies for assisting in facilitating the selection process, ensuring an equitable and fair way for all SBS staff to get involved.
- In April this year SBS was recognised as a Platinum Employer by the Australian Workplace Equality Index (AWEI). Platinum status is the highest obtainable recognition within the AWEI. In order to reach Platinum status, organisations must obtain Gold Tier Status within the AWEI for four out of the last five years of submissions. The AWEI stands as the definitive national benchmark on LGBTQ+ workplace inclusion and drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors. This recognition comes as a result of SBS Pride & Allies hard work and the dedication of our current and past committee members across the business.
- In June we celebrated Pride Month with bespoke communications sharing information about the various iterations of the pride flag, 'Empowering Allies' training sessions for SBS staff on how to be an effective ally, information on local pride events across Sydney and Melbourne, curated SBS On Demand pride collection playlists and links to internal and external resources.
- We also hosted an SBS Sport Inclusion preview and fireside chat which captured the experiences of queer athletes in Australian Sport featuring special guests S22 (Pride in Sport's National Program Manager) alongside our own S22 for a conversation about the creation of the series and LGBTQ+ in Australian Sport more broadly.
- The Queer Content Club hosted multiple screenings and social events throughout the year showing queer content and bringing the SBS community together in our shared appreciation of film, TV and content!
- In August we celebrated 'Wear It Purple Day' - a day designed to promote and express support, acceptance and love. We ran an 'In Conversation' event in the Artarmon Atrium and via livestream in which SBS Journalist S22 interviewed Pride in Diversity's S22 and our very own S22 on the diversity of the Trans and Gender Diverse experience in Australia. The SBS On Demand team jumped on board again with a special collection of queer content aligning with the 'Wear It Purple Day 2024' theme - Your Passion, your Pride.
- Pride & Allies participated in the annual Wellbeing Expo in Melbourne and Sydney in October with an allyship quiz that had heads scratching and brains 'ah-ha-ing'!
- In November/December we once again kicked off planning for Mardi Gras with many Pride & Allies supporters attending a creative workshop to develop the creative execution, theme, music, costuming and more for Mardi Gras 2025! More will be revealed in early January about the creative concept for 2025 - but what we can say is that we're simply 'buzzing' with excitement about it!

Of course, it would be remiss of us to not take the time to extend a particular thank you to SBS Pride & Allies chair S22 passion has been a lightning rod for much of the work described above this year and the work simply could not have been achieved without her ongoing dedication and enthusiasm.

We hope you all have a fabulous end of year break for those of you who are taking the shutdown, and a special shout out to those of you helping to keep the lights on and the news flowing over the break.

See you in 2025!

Yours proudly,

Mandi Wicks and Theo Dorizac

Executive Sponsors of SBS Pride & Allies



James Taylor <s22@[sbs.com.au](#)>
To: s22

[Reply](#) [Reply All](#) [Forward](#) [Share](#) [More](#)

Wed 6/03/2024 10:55 AM

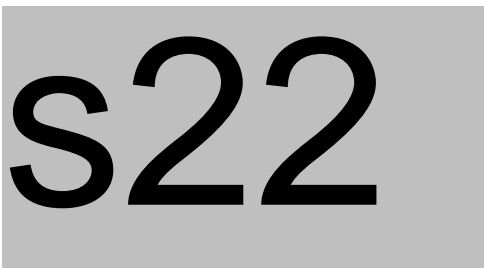
[i](#) If there are problems with how this message is displayed, click here to view it in a web browser.

[Mardi Gras](#) last weekend – well done to all, you were shining representatives for [SBS](#). See below for the photos.

Take care,

s22

James | Managing Director



Out of this world – SBS's space theme shines at Sydney [Mardi Gras](#)

Per SBS's proud and longstanding tradition, 46 of our people marched at the Sydney Gay and Lesbian [Mardi Gras](#) over the weekend. The creative concept for the [SBS](#) float was inspired by the 2024 [Mardi Gras](#) theme 'Our Future' where in 100 years the 'Spacial' Broadcasting Service is now an interplanetary network making 'Worlds of Difference' and bringing together all peoples in our enduring mission to respect, explore and celebrate our wonderfully diverse universe.

[See the photos](#)

Inside SBS: SBS is Australia's most trusted news brand



James Taylor <s22@sbs.com.au>

Reply Reply All Forward

Thu 20/06/2024 2:29 PM

If there are problems with how this message is displayed, click here to view it in a web browser.



Hi everyone,

s22



s22

This month is World Pride Month, and I'd like to acknowledge that SBS has been recognised as a Platinum Employer by the Australian Workplace Equality Index (AWEI) which stands as the definitive national benchmark for LGBTQ+ workplace inclusion. Platinum is their highest possible status and cannot be obtained without organisations first obtaining Gold status for four out of the last five years of submissions. Thank you to the many people who have made this possible, including SBS Pride and Allies members past and present.

s22

Inside SBS: SBS50 planning underway | RAP Barometer Survey

IC James Taylor <s22@[REDACTED].sbs.com.au>
To s22

🗨️ Reply 🗨️ Reply All ➡️ Forward 📧 📧
Thu 29/08/2024 12:36 PM

🔗 If there are problems with how this message is displayed, click here to view it in a web browser.



Thank you for wearing purple!

Thank you to everyone who joined our Wear It Purple Day event in the Artarmon Atrium and via livestream. Our masterful MC, s22 [REDACTED] facilitated an insightful conversation with s22 [REDACTED] Relationship Manager of Health at **Pride** in Diversity and s22 [REDACTED] in our own Technology team at **SBS**. The conversation focussed on the Trans and Gender Diverse experience to help mark Wear It Purple Day which is officially tomorrow so don't forget to wear it purple again!

[Catch up on the livestream here](#)



Mandi Wicks GAICD reposted this

**Special Broadcasting Service (SBS) Australia**

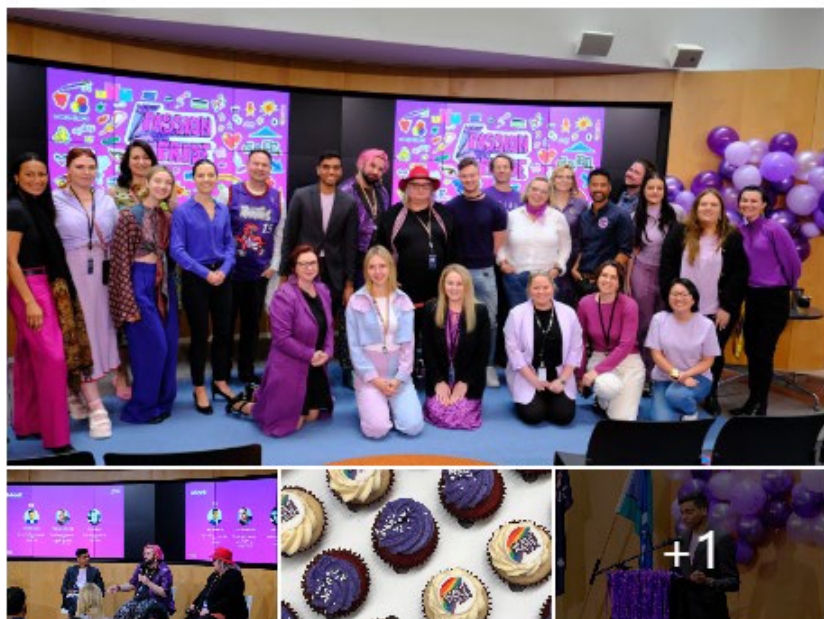
77,308 followers

5mo • Edited •

Today, SBS staff across our Sydney and Melbourne offices came together to mark Wear It Purple Day ahead of Friday's celebration.

Thank you to our masterful MC, SBS Cross Platform Journalist, [Naveen Razik](#) who hosted an insightful discussion on trans and gender diverse experiences with [Tidge Backhouse](#), Relationship Manager of Health at [Pride in Diversity](#) and [Sara Joyce](#), Cyber Security Analyst in our own Technology team at SBS.

A big thank you to SBS Pride for today's Wear it Purple event!



121

10 reposts

s22

Like

Comment

Repost

Send

**Stig Bell** • 1st
Director of People & Culture at Special Broadcasting Service (SBS) A...
1yr • 

Regardless of your religious beliefs this is pure leadership right here.



I'm Melbourne Grammar's school captain and I'm gay. The Presbyterian Church would have ...
smh.com.au

 82

3 comments · 2 reposts

s22

 Love

 Comment

 Repost

 Send

s22

From: s22
Sent: Tuesday, 11 February 2025 5:45 PM
To: s22
Subject: RE: Pride in Diversity CEO Summit 2024

Hi s22
As discussed.
Cheers,
s22

-----Original Appointment-----
From: s47F@acon.org.au>
Sent: Tuesday, October 29, 2024 2:23 PM
To: s47F Mandi Wicks; s47F

Subject: Pride in Diversity CEO Summit 2024
When: Tuesday, 26 November 2024 12:00 PM-2:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.
Where: Lee Ho Fook Marvel Stadium (740 Bourke Street, Docklands Victoria 3008)

s22

CAUTION: This email originated from outside of SBS. Do not click links or open attachments unless you recognise the sender and know the content is safe. If you are unsure, please report this using the "Report Phishing" button.

Hi Everyone

We are very much forward to welcoming you to this year's Pride in Diversity CEO Summit, kindly sponsored by PwC.

Please find attached a briefing document which has the timings and discussion points for the day, along with a list of all attendees. We also attach a map of the venue and access details. Staff from Pride in Diversity will be on hand to guide you at gate 9 to the right level when you arrive.

If you have any queries before then please contact s47F @acon.org.au or on s47F

We look forward to seeing you on the day.

Best Regards

s47F

Executive Programs & Operations Support, ACON's Pride Inclusion Programs
Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

On Gadigal Land

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

My pronouns: he/him



ACON acknowledges and pays respect to the Traditional Owners and Custodians of the lands, waters and territories on which we work.

"We aim to provide a safe and inclusive environment for all. Upon registering to attend this event (either in-person or online) you agree to behave in a respectful manner. Disrespectful behaviour towards any person or persons will not be tolerated and we reserve the right to remove you from the event."

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to which it is addressed. If you are not the named addressee you should not disseminate, distribute or copy this email. Please notify the sender immediately by email if you have received this email by mistake and delete this email from your system. Please note any views or opinions expressed in this email are solely those of the author and do not necessarily represent those of ACON. Email transmission cannot be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender therefore does not accept liability for any errors or omissions in the contents of this message which arise as a result of email transmission.

Pride in Diversity Exec Leaders Network

Organiser	 @acon.org.au>
Time	Thursday, 24 August 2023 5:30 PM-7:30 PM
Location	Investa Offices, 420 George Street Sydney
Response	 Accepted Change Response

CAUTION: This email originated from outside of SBS. Do not click links or open attachments unless you recognise the sender and know the content is safe. If you are unsure, please report this using the "Report Phishing" button.

Hello

Thanks for confirming your attendance at this event, we are looking forward to seeing you all.

Please find below the running order for the evening.

Agenda with approx. timings

5.30pm – 5.40pm
5.40pm – 5.45pm
5.45pm – 5.55pm
5.55pm – 6.20pm
6.20pm – 7.30pm


Social networking

The Investa Offices at 420 George Street are located close to public transport options with light rail at QVB and Wynyard and train stations at Town Hall, Wynyard and Martin Place. There are also multiple parking sites nearby, the closest two being either Secure parking on York Street which closes at 10pm, or the 24 hour Secure parking with entry on Pitt Street.

On arrival at the Investa offices please make your way up the escalators to the lift lobby where Investa staff will be on hand to facilitate lift access to Level 30.

Any issues on the day please contact my Pride Inclusion colleagues  as they will be present on site.

Thanks



Executive Programs & Operations Support, ACON's Pride Inclusion Programs
Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

Sexuality & Gender Diversity

May 2024 executive snapshot

Representation



46.6% of SBS employees have a linguistically diverse background

31.1% of senior leaders have a linguistically diverse background

40.5% of other leaders have a linguistically diverse background



43.4% of SBS employees were born overseas

37.1% of senior leaders were born overseas

41.6% of other leaders were born overseas



14.3% of SBS employees live with a disability or chronic condition requiring workplace adjustments

20.7% of senior leaders live with a disability or chronic condition requiring workplace adjustments

11.9% of other leaders live with a disability or chronic condition requiring workplace adjustments

Representation



53.1% of SBS employees are women
58.7% of senior leaders are women
51.2% of other leaders are women



63.1% of SBS employees identify as culturally diverse
56.5% of senior leaders identify as culturally diverse
61.2% of other leaders identify as culturally diverse



16.1% of SBS employees identify as having a diverse sexuality
15.3% of senior leaders identify as having a diverse sexuality
12.2% of other leaders identify as having a diverse sexuality

Representation



5.1% of SBS employees identify as Aboriginal and/or Torres Strait Islander people

15.6% of senior leaders identify as Aboriginal and/or Torres Strait Islander people

2.4% of other leaders identify as Aboriginal and/or Torres Strait Islander people



25.8% of SBS employees identify as a person of colour

22.1% of senior leaders identify as a person of colour

21.3% of other leaders identify as a person of colour

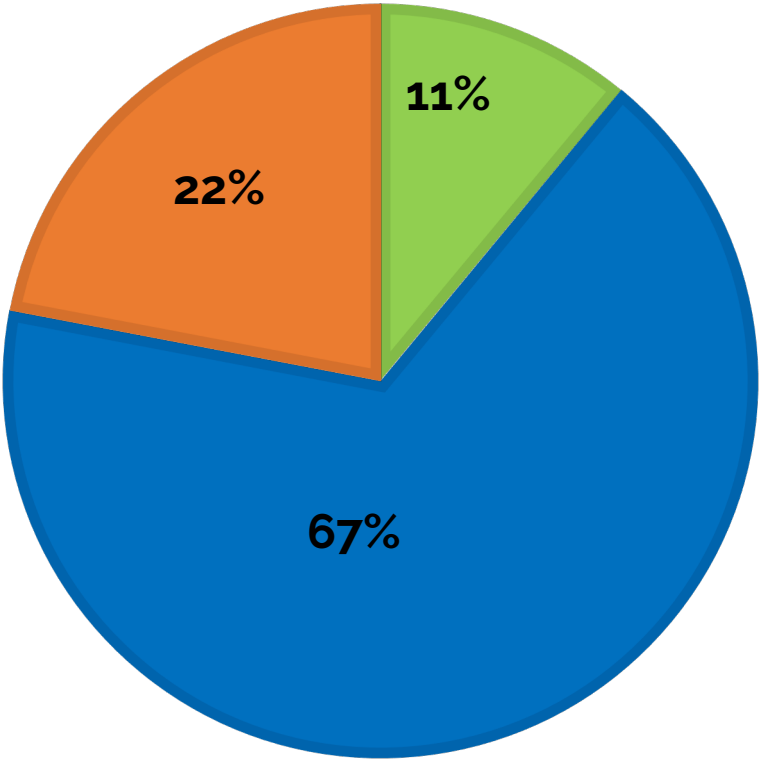
Sexuality or Gender Identity

In the last 12 months I have personally been a victim of discriminatory behaviour based on sexuality or gender identity in the workplace

	2024	2023	2022
Yes	1%	1%	6%

Which option best describes the experience of discrimination you had?

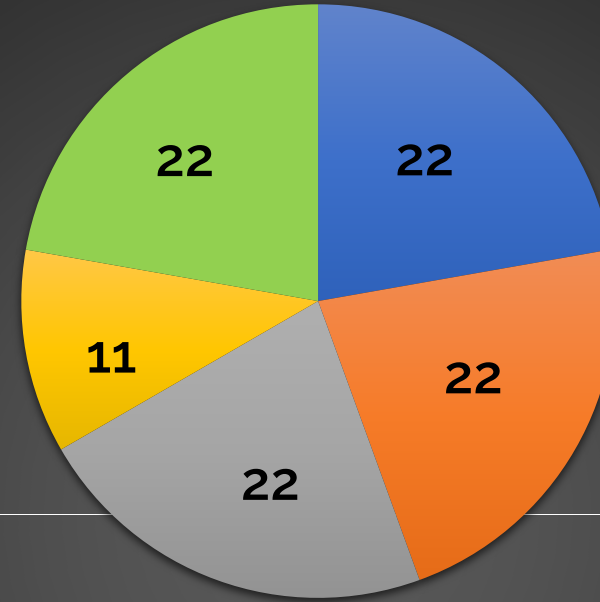
- ..from a manager or leader at SBS
- ..from a colleague
- ..in the form of systems or processes which I feel disadvantaged me
- ..from a vendor, client or external partner of SBS (0%)
- ..online by community or audience members SBS platforms such as Facebook or LinkedIn
- ..from audience or community members in person (0%)



Sexuality or Gender Identity

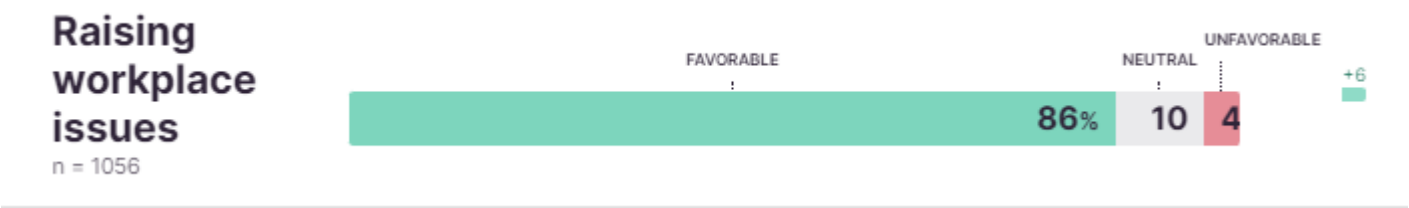
In 2023 78% of staff who anonymously reported an incident of LGBTIQ+ discrimination did not raise it.

In 2024 that number has reduced to 22%



- I did not raise the incident
- I raised the incident with another senior person who was not my manager however I believe no action was taken
- I raised the incident with my manager however I believe no action was taken
- I raised the incident with P&C directly however I believe no action was taken
- I raised the incident and action was taken

Raising Workplace Issues – SBS Overall



<i>I believe that I would be safe to raise issues of...</i>				<i>Movement in positive scores vs 2023</i>	<i>Movement in negative scores vs 2023</i>
Sexism in the workplace	85%	12%	3%	+6%	-4%
Racism in the workplace	85%	11%	4%	+5%	-2%
Sexual harassment in the workplace	87%	9%	4%	+5%	-1%
Ableism in the workplace	85%	12%	3%	+5%	-1%
Ageism in the workplace	83%	12%	5%	+7%	-2%
Discriminatory behaviour on the basis of sexuality or gender identity	87%	9%	4%	+5%	-1%

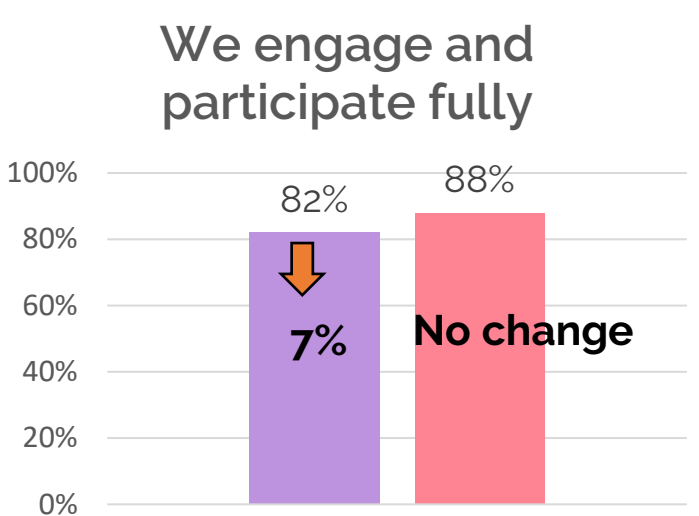
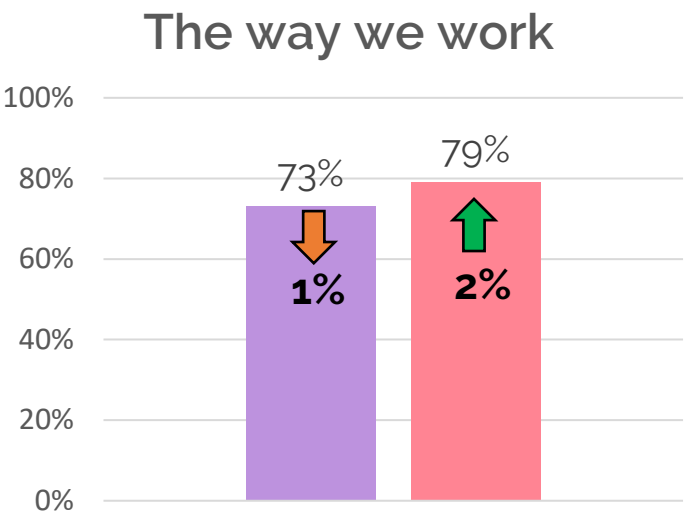
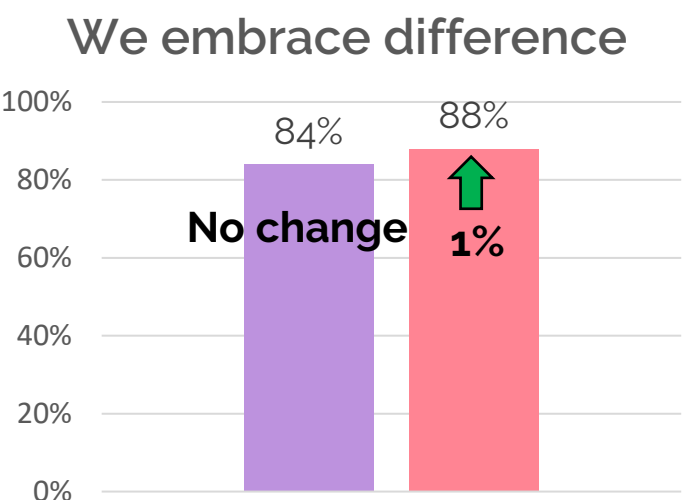
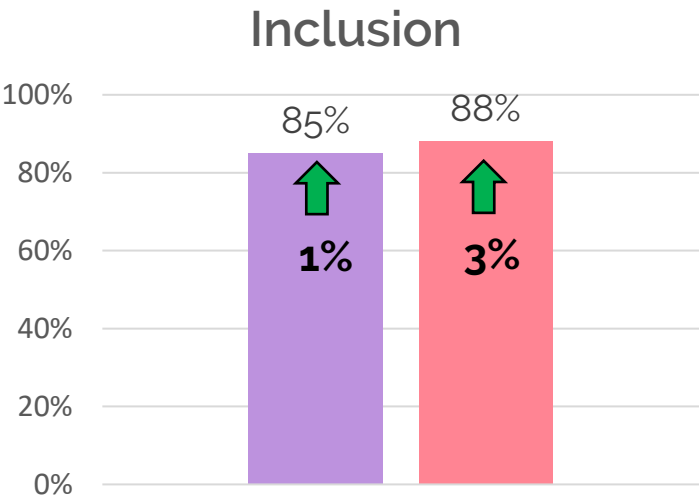
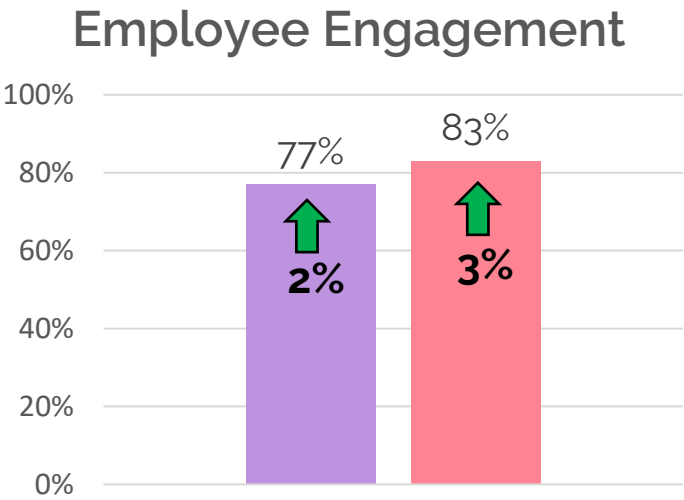
Representation of those with a diverse sexuality

S47E

Diverse sexuality by division

S47E

Results by sexuality



Population Sizes

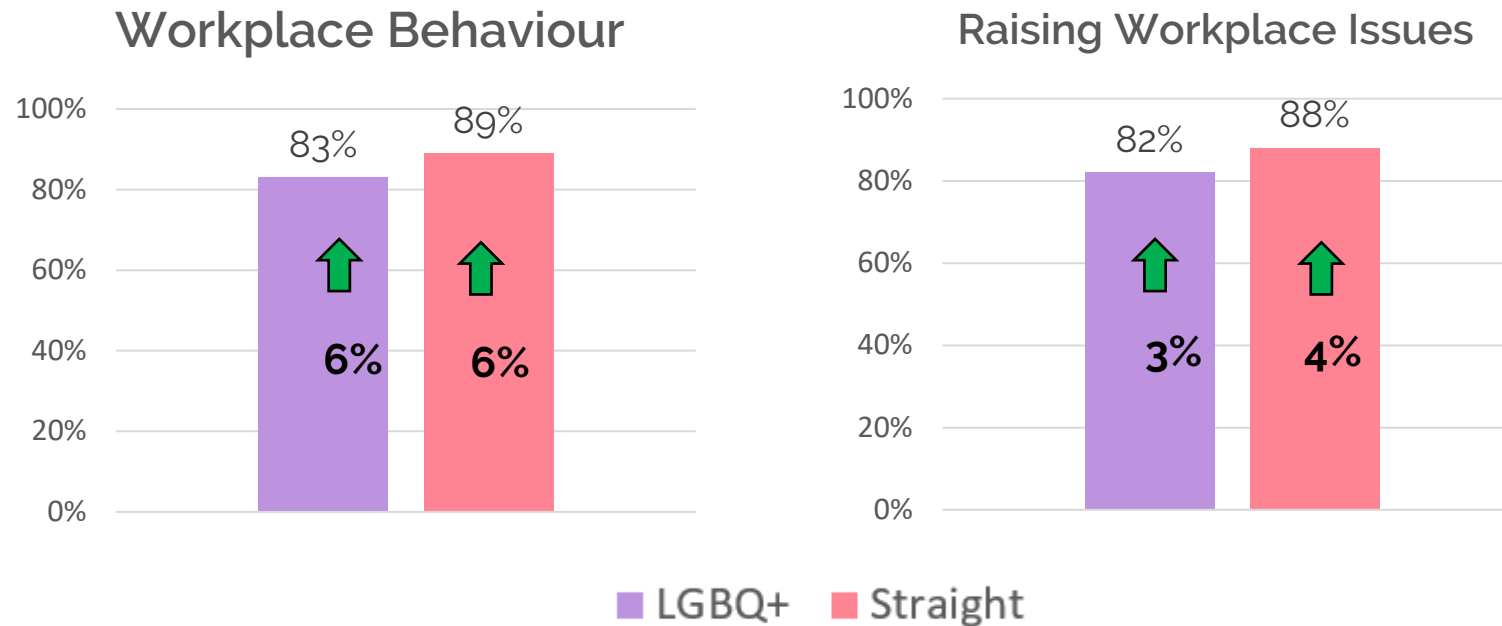
Straight: 767
LGBTQ+: 147

LGBTQ+

Straight

- The LGBTQ+ responses are actually comprised of multiple different communities who have responded differently- deeper analysis will be conducted between P&C and P&A.
- Red & Green arrows indicate comparisons against stats from the May 2023 D&I Survey

Experiences by sexuality



- Red & Green arrows indicate comparisons against stats from the May 2023 D&I Survey

Our Processes

SBS Overall

I am confident that SBS makes fair and equitable internal promotion decisions	72%	20%	8%
I am confident that SBS makes fair and equitable recruitment decisions	77%	17%	6%
I am confident that SBS provides fair and equitable training and development opportunities	80%	15%	5%

LGBQ+

I am confident that SBS makes fair and equitable internal promotion decisions	67%	21%	12%
I am confident that SBS makes fair and equitable recruitment decisions	77%	13%	10%
I am confident that SBS provides fair and equitable training and development opportunities	76%	16%	8%

Intersectionality

Demographic intersection	% of staff with a diverse sexuality	% of all staff
Culturally Diverse	60.4%	63.1%
People of Colour	24.8%	25.8%
Women	49.7%	53.1%
People experiencing disability	32.6%	14.3%
Aboriginal and/or Torres Strait Islander people	7.2%	5.1%

	% of all staff
Trans identifying	0.3%
Non-Binary gender identifying	1.7%

Insights

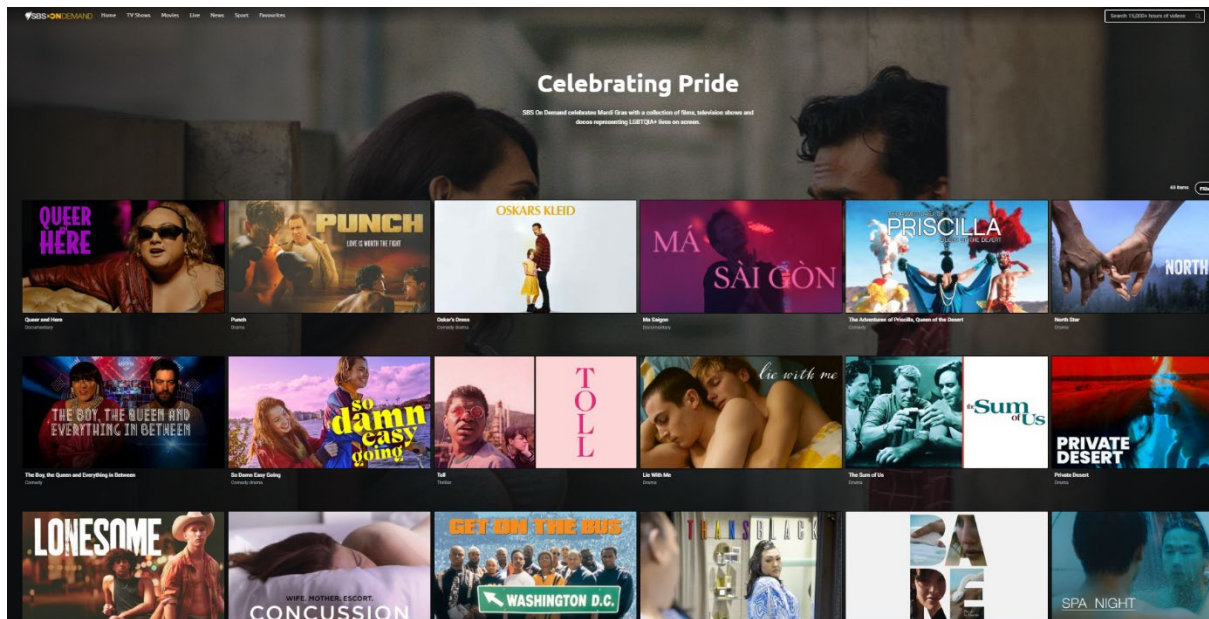
- There is a delta in Employee Experience scores between LGBTQ employees and non-LGBTQ employees- in particular Employee Engagement, trust in talent processes and experiences of inappropriate workplace behaviour.
- There is a significant intersection between LGBTQ employees and employees with a disability. Of our openly LGBTQ employees, 32.6% also identify as having a disability or disabilities. This is more than double the overall employee population of employees with a disability which sits at 14.3%
- Reporting of incidents relating to discrimination on the basis of sexuality or gender identity has improved. In 2023 78% of incidents went unreported, that has now decreased to 22%. This indicates to us that transparency measures like the employee resolution hub and intranet reporting of case numbers is having an impact in building trust and faith in our internal processes.
- Due to the small sample size, we are unable to draw statistically valid insights into the experiences of Trans employees at an enterprise level, though we still take on board the individual feedback, as all employees have a right to be happy and engaged at work and the nature of this survey means that 'statistical validity' should never be a reason not to listen actively to the feedback.

Actions

- Focus group feedback following the close of the survey indicated that some staff selected 'I believe no action was taken' options in the behavioural follow up questions when in fact action had been taken, however they were unsatisfied with the action that was taken. This is a fundamental difference and important for SBS to understand. We will take an action to expand the multiple choice options in the 2025 survey to distinguish between these sentiments as they require different actions to address.
- SBS Access and SBS Pride & Allies to collaborate together on an activation in FY25 which explores the experiences of queer people experiencing disability or disabilities.
- The Employee Resolution Hub has been successful in encouraging more staff to raise issues when they see them, so we can help them to address and resolve. In FY25 we will continue to communicate about the hub including through divisional roadshows. We will also run Upstander/Bystander sessions for all SBS staff which will include specific LGBTQ+ behavioural examples

S47E





s22

Subject: FW: SBS Pride Consultation - Commissioning D & I Guidelines
Location: Microsoft Teams Meeting

Start: Thu 24/10/2024 12:30 PM
End: Thu 24/10/2024 1:00 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organiser: s22 (TVOC)

-----Original Appointment-----

From: s22 (TVOC) <s22@sbs.com.au>

Sent: Friday, October 18, 2024 10:27 AM

To: s22 (TVOC); s22

Subject: SBS Pride Consultation - Commissioning D & I Guidelines

When: Thursday, 24 October 2024 12:30 PM-1:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.

Where: Microsoft Teams Meeting

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

s22

For organisers: [Meeting options](#)

1. Name of Industry body

Media Pride

2. Purpose

Media Pride is dedicated to building collaborative networks among media industry professionals in Australia. Our goal is to create a strong network of community practitioners; enhance understanding and literacy on LGBTIQ+ issues right across the sector, to work collectively to drive positive change and inclusivity in the media industry and influence positive representation of LGBTIQ+ communities within media.

3. Values (To be workshopped at next session)

4. Objectives

- a. Promote and celebrate diversity and inclusion within the media industry with an intersectional lens across all our objectives
- b. Provide a platform for collaboration and knowledge-sharing among member organizations
- c. Implement initiatives to enhance workplace inclusivity for LGBTIQ+ individuals within the media sector
- d. Create opportunities for networking and professional relationship building across the sector
- e. Attract and encourage up and coming LGBTIQ+ talent to seek out a fulfilling career in media

5. Membership

General membership in Media Pride is open to any employee, contributor or professional engaged in the media sector across print, broadcast, streaming and digital media platforms, channels and entities.

6. Governance structure

- a. Co-Chairs: Two co-chairs shall be elected from the representatives, serving a maximum term limit of two years. Elections for co-chairs will be staggered with an annual election and one chair position being turned over each year to ensure leadership continuity.

- b. Executive Committee: In addition to the Co-Chairs, an Executive Committee shall be formed, including roles such as Secretariat, Treasurer and other positions deemed necessary for the effective functioning of Media Pride. Executive Committee members will also serve two-year terms
- c. General Members: All representatives from media organisations involved in the industry body are considered general members, however each representative organisation is provided with equal voting rights to ensure balance between larger and smaller organisations.

7. Election process:

- a. Elections for Co-Chairs and Executive Committee members will be conducted annually during a designated election period.
- b. All member organizations will have the right to nominate candidates for each position
- c. Elections will be conducted through a transparent voting process

8. Decision making process:

- a. Decisions will be made through a consensus-building approach, striving for unity among member organizations.
- b. In the event of a disagreement, a democratic voting process will be employed, with decisions requiring a two-thirds majority for approval for low-risk items
- c. Those items designated high risk from a reputational impact perspective will require unanimous agreement from all member organisations, taking into account any approvals required by members from their respective organisations as some members may not have decision making authority on behalf of their employer

9. Meeting Frequency

- a. Regular meetings will be held on a monthly basis to discuss ongoing initiatives, address concerns and plan future activities

- b. Additional ad-hoc meetings may be convened as necessary
- c. Meeting frequency may be subject to change from time to time as agreed by the Executive Committee

10. Amendments to the Charter

- a. Proposed amendments to this charter may be submitted by any member organisation at any time
- b. Amendments will be approved through a democratic voting process, requiring a two third majority

11. Dissolution

In the event of Media Pride's dissolution, any remaining assets shall be distributed to charitable organisations that align with the goals and values of Media Pride and the LGBTIQ+ community. In line with any applicable state and federal legislative requirements.

12. Communication and Transparency

Media Pride is committed to maintaining transparent communication channels, ensuring that all members are informed about key decisions, initiatives and developments.

s22

Subject: REMINDER: SBS Sport Inclusion Preview + Fireside Chat 🔥
Location: Artarmon Atrium and via livestream

Start: Mon 17/06/2024 11:30 AM
End: Mon 17/06/2024 12:45 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organiser: SBS Pride
Required Attendees: All Staff

World Pride Month



SBS Sport Inclusion Preview + Fireside Chat 🔥

Monday 17 June 2024

11.30am – 12.45pm

Artarmon Atrium and via [livestream](#)

To celebrate and commemorate World Pride Month, SBS Pride & Allies are hosting a preview of a new mini-series created in partnership with SBS Sport & [Pride in Sport](#) for Pride month 2024, capturing the experience of queer athletes in Australian sport.

Join special guests **s47F** featured in the new series [SBS Sport Inclusion 2024: June Pride Month](#), **s47F**, Pride in Sport's National Program Manager, **s22**, Executive Producer of SBS Sport and **s22**, Producer/Editor for SBS Sport for a conversation about the creation of the series and LGBTQ+ inclusion in Australian Sport.

S47F

s47F

[Join the livestream](#)

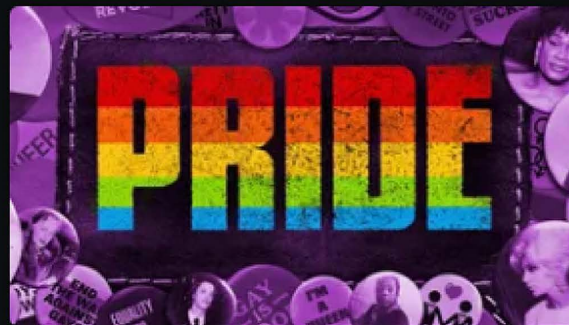
pridein
sport

 **SBS** Sport

SBS Pride & Allies



Girl
Drama



Pride
Documentary



Gaycation: United We Stand
Special



The Family Law
Comedy drama

ABN 91 314 398 574
Telephone 02 9430 3839

Particulars	Qty	Unit	Unit Price	GST Excl Value	GST	GST Incl Price
SBS Inclusion 8 courses for 24 users for 1 year via Portal	1	EACH	\$47E			
			Total (AUD):	\$47E		



pride
diversity

pride
sport

pride health

38 136 883 915
ACON Health Limited
414 Elizabeth St.
Surry Hills Sydney, NSW 2010
Phone 02 9206 2000

TAX INVOICE

BILL TO:
SBS
14 HERBERT STREET
ARTARMON, NSW 2064

INVOICE NO : PID000819
Invoice Date : 03/10/2024
Customer Code : 43001207
P.O. number :

s22

DESCRIPTION	AMOUNT
Pride in Diversity Standard Membership renewal from 1/10/24 to 30/9/25	\$6,200.00

Subtotal	\$6,200.00
GST	\$620.00
Total	\$6,820.00

Remittance Advice

EFT Payment Details

Account Name
Bank
BSB
Account No

s22

Debtor Details

Debtor No
Invoice No
Invoice Total

s22

Credit Card: We accept Visa/Mastercard/AMEX. Terms of Payment: 14 days

To make online payment, please visit:

Please send a copy of remittance advice

Please refer to our T & C - [Microsoft Word - APIP TermsConditions 26 August 2020 \(prideinclusionprograms.com.au\)](#)

Invoice Date: 03/10/2024 Terms: 14 Days Due Date: 17/10/2024

s22



pridein
diversity

pridein
sport

prideinhealth
+wellbeing

38 136 883 915
ACON Health Limited
414 Elizabeth St.
Surry Hills Sydney, NSW 2010
Phone 02 9206 2000

TAX INVOICE

BILL TO:
SBS
14 HERBERT STREET
ARTARMON, NSW 2064
s22

INVOICE NO : PID001580
Invoice Date : 04/09/2025
Customer Code : s22
P.O. number :

DESCRIPTION	AMOUNT
Pride Inclusion Programs Essential Membership Renewal from 1/10/25 to 30/9/26	\$7,158.00

Subtotal	\$7,158.00
GST	\$715.80
Total	\$7,873.80

Remittance Advice

EFT Payment Details

Account Name s22
Bank
BSB
Account No

Debtor Details

Debtor No
Invoice No
Invoice Total

s22

Credit Card: We accept Visa/Mastercard/AMEX. Terms of Payment: 14 days

To make online payment, please visit: s22

Please send a copy of remittance advice to s22

Please refer to our T & C - [Microsoft Word - APIP_TermsConditions 26 August 2020 \(prideinclusionprograms.com.au\)](#)