



SBS Special Broadcasting Services

AUSTRALIAN WORKPLACE EQUALITY INDEX 2021

AWEI STANDING SUBMISSION

Section 1: Standing Submission: HR Policies & Practice			Score	Index	Notes
1	Foundation	Removal of the terms 'Sexual Preference' or 'lifestyle choice/s'	2	2	Carry forward from 2020
2	Foundation	LGBTQ Inclusivity within Policies and Benefits	2	2	Carry forward from 2020
3	Advanced	New Parent Leave Inclusive of LGBTQ Families	3	3	Carry forward from 2020
4	Advanced	Travel Advice for Employees	2	2	Carry forward from 2020
5	Advanced	Third Party Policies	2	2	Carry forward from 2020
6	Advanced	LGBTQ Inclusive Domestic & Family Violence Policy	5	5	Carry forward from 2020
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	4	4	Carry forward from 2020
Total HR Policies & Practice Score			20	20	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support			Score	Index	Notes
8	Foundation	LGBTQ Training HR / Grievance Officers	3	3	
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	4	4	
10	Intermediate	EAP Provider	3	3	Carry forward from 2020
Total LGBTQ Bullying / Harassment & Support Score			12	14	
Section 1: Standing Submission: Trans / Gender Diverse Inclusion			Score	Index	Notes
12	Intermediate	Gender Affirmation Policy and Process Documentation	5	5	Carry forward from 2020
13	Intermediate	Dress Codes and Uniforms	4	4	
14	Advanced	Gender Affirmation Leave	4	4	Carry forward from 2020
15	Advanced	Gender Neutral Bathrooms and Facilities	4	4	
16	Advanced	(Forms) Non-Binary Gender Options for Employees	2	2	Carry forward from 2020
17	Advanced	(IT Systems) Non-Binary Gender Options for Employees	2	2	
18	Advanced	Trans and Gender Diverse Applicants	6	6	
Total Trans / Gender Diverse Inclusion Score			27	27	
Section 1: Standing Submission: Strategic Focus			Score	Index	Notes
19	Foundation	External Web LGBTQ Workplace Inclusion Promotion	2	2	
20	Intermediate	HR/Diversity Professional accountabilities	2	2	Carry forward from 2020
21	Advanced	Executive Sponsor	4	4	Carry forward from 2020
22	Advanced	Senior Management Diversity Accountability	4	4	Carry forward from 2020
23	Advanced	Customer-facing LGBTQ Inclusion	3	3	
24	Advanced	Customers Information: Changing Gender Markers	3	3	
Total Strategic Focus Score			18	18	
Total Standing Submission Score			77	79	

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Section 2: Strategy & Accountability			Score	Index	Notes
1	Foundation	External LGBTQ Expertise	2	2	
2	Foundation	Documented Strategy	2	3	No detailed plans with timelines and accountabilities
3	Intermediate	LGBTQ Advisory Group	4	4	
4	Intermediate	LGBTQ Inclusion Reporting	2	2	
5	Intermediate	Media Coverage	2	2	
6	Advanced	Strategic Work in Recruitment, Supplier Policy or Service Provision	3	3	
7	Advanced	Executive Leadership Representation	2	2	
8	Advanced	LGBTQ Inclusion Promotion	4	4	
Total Section 2 Score			21	22	
Section 3: LGBTQ Employee Networks / Resource Groups			Score	Index	Notes
9	Foundation	LGBTQ Employee Network	2	2	
10	Foundation	Network Leadership Structure	3	3	
11	Foundation	Network Strategy / Work Plan	3	3	
12	Intermediate	Orientation / On-boarding	2	2	
13	Intermediate	Strategy and Goals	2	2	
14	Intermediate	Sustainability Plan	2	2	
15	Advanced	Allies of Trans / Gender Diverse People	3	3	
17	Advanced	Intersectionality	3	3	
18	Advanced	Intersex Allies	4	4	
19	Advanced	Broader Inclusion	3	3	
20	Advanced	Network Reporting	4	4	
Total Section 3 Score			31	34	
Section 4: Visibility of Inclusion			Score	Index	Notes
21	Foundation	Days of Significance	2	2	
22	Foundation	Visibility in the Workplace	3	3	
23	Intermediate	Ally / Champion Reference Guides	3	3	
			2	2	
25	Foundation	Confidential Contacts	2	2	
26	Foundation	Communication of LGBTQ Support Information	2	2	
27	Intermediate	LGBTQ Social Media Streams	2	2	
Total Section 4 Score			16	16	
Section 5: Training, Awareness & Professional Development			Score	Index	Notes
28	Foundation	Face-to-Face Training	2	2	
29	Foundation	Online Training	2	2	
30	Advanced	Professional Development for LGBTQ Employees	0	2	Need to show instances of this occurring or show the specific relevant options available
31	Advanced	LGBTQ Inclusion Training Plan	4	4	
32	Advanced	LGBTQ Conferences, Events and Seminars	2	2	
Total Section 5 Score			10	12	
Section 6: Executive Leadership & Engagement			Score	Index	Notes
33	Intermediate	Executive Sponsor or Champion	2	2	
34	Advanced	Executive Advocacy	2	2	PiD Exec Allies moved from S10 to obtain point; Sport Awards moved to S10 to obtain point
35	Intermediate	CEO or Equivalent Communications	2	2	
36	Intermediate	CEO or Equivalent Speaking at Events	0	2	Not CEO/equivalent; combined with S6Q36 into an additional point in S10
Total Section 6 Score			6	8	

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Section 7: Data Collection & Reporting			Score	Index	Notes
37	Intermediate	Employee Data Analysis	3	3	
38	Advanced	LGBTQ Analysis	0	3	Insufficient evidence; what were items that came out of analysis?
Total Section 7 Score			3	6	
Section 8: Community Engagement			Score	Index	Notes
39	Intermediate	Employer Branded Participation at Community Events	2	2	
40	Intermediate	Pro-Bono or Financial Support: LGBTQ Charities / Organisations	2	2	Multiple instances provided; additional point awarded in S10
41	Intermediate	Fundraising	x	2	
Total Section 8 Score			4	6	
Section 9: Optional Survey			Score	Index	Notes
42	Optional	Survey Participation	2	2	
Total Section 9 Score			2	2	
Section 10: Additional Work			Score	Index	Notes
43	Additional	MG Parade Participation	1	1	
	T/GD Inclusion	Professor Jane Ussher Talk	1	1	
	Additional	SBS Pride Guide	1	1	
	Additional	Australian LGBTQ Inclusion Awards on National Broadcast	1	1	
	T/GD Inclusion	ACON Covid-19 LGBTQ Impact Panel	1	1	Combined with ACON Living Trans During COVID19 Online Forum to obtain point
	Network	SBS Pride & Allies undertaking divisional road-shows	1	1	
	Additional	Thai gay men research project	1	1	ACON/SBS commissioned research project into Gay and Thai gay men
	Network	Insight - 'Coming out with faith' episode	1	1	
	Additional	Mardi Gras Federation Square Partnership & Screening	1	1	
	Network	Pride & Allies Video	1	1	
	Additional	Mardi Gras Broadcast – Sales Presentation	1	1	
	Additional	Inclusion Council staff update videos	1	1	
	Additional	Section 6, Q34	1	1	Did not fulfill requirements question above; Sport Awards speech moved her to obtain point
	Additional	Section 6, Q36	1	1	Did not fulfill requirements question above, NITV at PIP moved here to obtain point
Additional	PIP Sponsorship	1	1	Extra items provided; moved from S8 Q40 to obtain point	
Total Section 10 Score			15	15	
Total Annual Submission Score			108	121	
AWEI TOTAL SUBMISSION SCORES					
Total Standing Submission Score			77	79	
Total Annual Submission Score			108	121	
Total AWEI Score			185	200	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			31		
Additional Network Activity			3		
Network Activity - Total Score			34		
Core Activity - Inclusion of Trans/Gender Diverse Employees			33		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			2		
Inclusion of Trans/Gender Diverse Employees - Total Score			35		
GENERAL SUBMISSION COMMENTS					