

## 2021 EMPLOYER PARTICIPATION DETAILS

**EMPLOYER DETAILS: ALL ORGANISATIONS/EMPLOYERS MUST COMPLETE THIS PART OF THE SUBMISSION**  
**EMPLOYER DETAILS: PLEASE CHECK THAT YOU HAVE COMPLETED ALL DETAILS WITHIN EACH ROW OF THIS TABLE**

EMPLOYER / ORGANISATION DETAILS	
Organisation Name:	<i>Special Broadcasting Service</i>
Sector: <i>Please delete those not relevant</i>	<input type="checkbox"/> Public/Government: Federal
Employer Size (within Australia): <i>Please delete those not relevant</i>	Number of employees within Australia: <input type="checkbox"/> 501 -1999 employees
Regional Employers	Is your head office Regional? <i>No</i>
Global Employers	Do you have international offices: <i>No</i> Is your head office in Australia: <i>Yes</i>
Contact Person for the Index: <i>Please provide full contact details including postal address and postcode.</i> <i>This is the person we should contact if we have any questions. Email results will also be sent to this person and hard copy participation certificates will be mailed to this person.</i>	Name: Joshua Griffin Position Title: Head of Talent Development & Inclusion Postal address (including postcode): 14 Herbert Street, Artarmon NSW 2064 s47F [REDACTED] [REDACTED]

INTERNATIONAL WORKPLACE INDEX PARTICIPATION	
Do you participate in any other workplace equality indices globally? <i>Please delete those not relevant</i>	

INDUSTRY BENCHMARKS	
<p>Participating employers will by default be benchmarked according to:</p> <ul style="list-style-type: none"> <li>• Sector: Public / Private / NFP / Higher Education</li> <li>• Government: Federal, State, Local</li> <li>• Employer Size</li> <li>• Awarded Tier Recognition</li> <li>• Global Employers</li> </ul> <p><i>All benchmarking tables will be provided for comparison, but only those that reflect your dominant industry/business should be selected here.</i></p> <p><i>Please remove all that are not applicable or your core industry business.</i></p>	<p>In addition to the Industries/Sectors listed in the column to the left, select the Industries most relevant to your organisation's area(s) of focus:</p> <p><b>Please select a maximum of 4 industries:</b></p> <p><input type="checkbox"/> Media &amp; Entertainment</p> <p><input type="checkbox"/></p>

DISCLOSURE RECOGNITION	
<p><b>Please select participation identification level at which we can identify you (Name and Employer Tier only, no scores)</b></p> <p><i>Please delete those not relevant</i></p>	<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><b>Select the recognition tier at which you would like to be publicly identified:</b></p> <p><input type="checkbox"/> Only identify us if we reach Silver Tier or higher</p>

ADDITIONAL AWARD SUBMISSIONS	
<p><b>Have you considered nominating someone for an LGBTQ Inclusion Award?</b> Please list any other LGBTQ Inclusion Awards that you are submitting for this year within the AWEI. This provides us with a cross-check reference to ensure that all expected submissions are received.</p> <ul style="list-style-type: none"> <li>• Consider nominating a group or individual for their extensive work in LGBTQ inclusion within your organisation</li> <li>• More than one nomination in each category may be received</li> </ul> <p>• Individual Nomination submission forms can be found here: <a href="http://www.pid-awei.com.au/submission-documents/">http://www.pid-awei.com.au/submission-documents/</a></p>	

NEGATIVE PRESS / COMPLAINTS DISCLOSURE
<ul style="list-style-type: none"> <li>• <b>We have received negative press that has impacted our reputation as an LGBTQ inclusive employer</b></li> <li>• <b>Formal complaints were lodged against us for LGBTQ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act)</b></li> <li>• <b>We understand that up to 25 points <i>may be</i> 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.</b></li> </ul> <p>In relation to the above (maintaining required confidentiality), please broadly outline your course of action or response/outcomes of any complaints lodged:</p> <p>No negative coverage or complaints.</p>

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.	
<b>Name of person signing off accuracy:</b>	Joshua Griffin
<b>Position within organisation:</b>	Head of Talent & Inclusion
<b>Contact Email:</b>	[REDACTED]
<b>Contact Phone:</b>	[REDACTED]

# 2021 STANDARD EMPLOYER AWEI

## SECTION 1: STANDING SUBMISSION

This section pertains to LGBTQ inclusion within organisational policies and practice.

The Standing Submission includes:	
<b>HR Policy &amp; Diversity Practice:</b>	Standard practices within HR Policies and explicit LGBTQ inclusion within them; including third party policies
<b>LGBTQ Bullying / Harassment &amp; Support:</b>	Tracking and handling of potential incidents and support for LGBTQ employees, should this occur
<b>Trans &amp; Gender Diverse Inclusion:</b>	Explicit policy inclusion for trans and gender diverse employees; including leave, forms, titles and dress codes
<b>Strategic Focus:</b>	Accountabilities and role responsibilities for HR and Executive staff; external / customer facing inclusion promotions

### IMPORTANT NOTE:

If you have submitted an AWEI last year, ***you may choose to carry over your point allocations within Section 1: Standing Submission only.***

- **If you wish to carry over your entire Standing Submission scores from last year, please leave Section 1: Standing Submission blank.** (Recommended if you are satisfied with your previous scores and/or no further work has been done in this section.)
- **If you leave any questions blank within this section, we will not change the score from last year.**

**OR:**

- **If you wish to submit (or re-submit) for any question/s within Section 1: Standing Submission, please submit evidence for the individual question/s applicable.**
- **If you submit evidence for any question, the evidence and score will be re-evaluated based only on the evidence supplied within this Submission** (last year's evidence will not be referenced, so you must re-submit all evidence requested).

Please provide the name and contact details of your Senior HR person:	
<b>Senior HR Person:</b>	Joshua Griffin
<b>Contact Details (email / phone):</b>	[REDACTED]
<b>Should we require clarification/verification for any particular question within Section 1: Standing Submission, we will contact this individual. If this contact is not supplied, it may result in a loss of points for questions within this section.</b>	

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**For further support and clarification: Please download the [AWEI Scoring Guidelines](#) or refer to the [AWEI Tools and Support](#) webpage.**

## STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE

<b>STANDING SUBMISSION: HR POLICY &amp; DIVERSITY PRACTICE</b>	<b>FOUNDATION</b>
<b>1. Removal of the terms: 'Sexual Preference' or 'Lifestyle Choice(s)'</b>	<b>Max. 2 points</b>
<p>We have conducted a review to ensure that any reference to 'sexual preference' or 'lifestyle choice' within our policy documentation, diversity references, on external facing websites and company intranet pages has been replaced with the words 'sexual orientation.'</p> <p><i>Please provide an outline of progress to date.</i></p>	
<p><i>As per 2020 submission</i></p>	

<b>STANDING SUBMISSION: HR POLICY &amp; DIVERSITY PRACTICE</b>	<b>FOUNDATION</b>
<b>2. LGBTQ Inclusivity within Policies and Benefits</b>	<b>Max. 2 points</b>
<p>On our policy intranet pages (or upfront within our policy documentation), we have made it <b><u>explicitly clear</u></b> that all policies are inclusive of LGBTQ employees and their families (where families are included within policies/benefits).</p> <p><i>Please provide a screenshot or insert attachment of where you state the explicit inclusion of LGBTQ employees (and families where relevant) within policies/benefits (please do NOT attach complete policies).</i></p>	
<p><i>As per 2020 submission</i></p>	

<b>STANDING SUBMISSION: HR POLICY &amp; DIVERSITY PRACTICE</b>	<b>FOUNDATION</b>
<b>3. New Parent Leave Inclusive of LGBTQ Families</b>	<b>Max. 3 points</b>
<p>On our policy pages (or upfront within our family policy documentation), we <b><u>explicitly communicate</u></b> that our New Parent Leave (or equivalent) includes those who have children via surrogacy, adoption and foster arrangements regardless of employee gender.</p> <p><i>For full points, please identify:</i></p> <ul style="list-style-type: none"> <li><i>(a) If leave covers surrogacy and where the availability of this leave is explicitly communicated for LGBTQ families</i></li> <li><i>(b) If leave covers adoption and where the availability of this leave is explicitly communicated for LGBTQ families</i></li> <li><i>(c) If leave covers foster arrangement and where the availability of this leave is explicitly communicated for LGBTQ families</i></li> </ul>	
<p><i>As per 2020 submission</i></p>	

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	<b>ADVANCED</b>
<b>4. Travel Advice for Employees</b>	<b>2 points</b>
<p>We have travel advice and support available to our LGBTQ employees or employees with LGBTQ dependents should they be required to travel for work (e.g. cultural context, safety, LGBTQ matters in other jurisdictions).</p> <p><i>Please provide a copy of travel advice available.</i></p>	
As per 2020 submission	

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	<b>ADVANCED</b>
<b>5. Third Party Policies</b>	<b>Max. 2 points</b>
<p>We have audited third party service providers to ensure they align with our non-discriminatory policies/procedures, inclusive of LGBTQ people and their families.</p> <p>Please select <b><i>all</i></b> that have been audited, evidence only required for <b><i>one</i></b>:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Superannuation</li> <li><input type="checkbox"/> Death &amp; TDP Benefits / Life Insurance</li> <li><input type="checkbox"/> Travel Insurance</li> <li><input type="checkbox"/> Healthcare (excluding EAP – Employee Assistance Programs – covered elsewhere)</li> </ul> <p><i>Please select all that have been audited from the list above (clicking the check box will mark it as selected). Please also provide evidence for <b><i>one</i></b> of the above, showing explicitly where LGBTQ inclusivity is stated.</i></p>	
As per 2020 submission	

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	<b>ADVANCED</b>
<b>6. LGBTQ Inclusive Domestic &amp; Family Violence Policy</b>	<b>Max. 5 points</b>
<p>We have a Domestic &amp; Family Violence Policy (DFV) that covers the following:</p> <ul style="list-style-type: none"> <li>(a) specific challenges and unique types of violence faced by LGBTQ communities</li> <li>(b) stated LGBTQ avenues of support</li> <li>(c) a statement that the policy <b>explicitly covers LGBTQ people, partners and their families</b></li> </ul> <p><i>For full points, please provide evidence for all of the above. (Please only provide evidence specific to each of the above points, do not attach your entire policy.)</i></p>	
As per 2020 submission	

<b>STANDING SUBMISSION: HR POLICY &amp; DIVERSITY PRACTICE</b> <b>7. Communications on LGBTQ Inclusive and Offensive Language</b>	<b>ADVANCED</b> <b>max. 4 points</b>
<p>We have developed targeted communications or public relations guides that outline how to reference LGBTQ communities in communications, articles, media, and/or advertising that:</p> <ul style="list-style-type: none"> <li>a) provide examples of <b>both</b> inclusive language AND language that is exclusive/offensive to LGBTQ people</li> <li>b) <b>are available to all employees within the organisation</b></li> </ul> <p>For full points, please attach:</p> <ul style="list-style-type: none"> <li>(a) a copy of your guide <i>that includes examples of both inclusive language AND exclusive/offensive to LGBTQ people</i></li> <li>(b) <i>details of how this guide is made available to employees</i></li> </ul>	
<p><i>As per 2020 submission</i></p>	

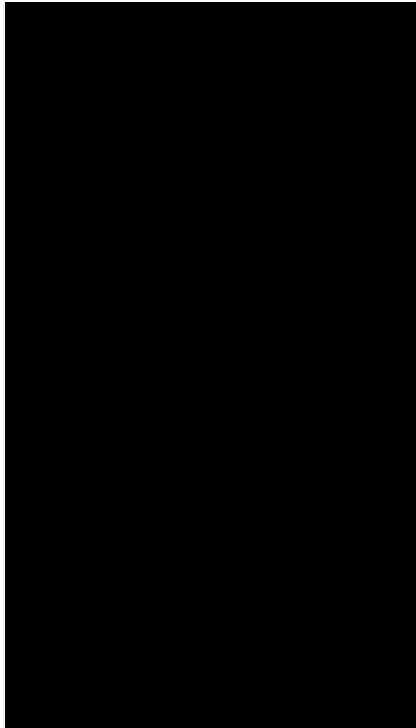
### STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT

<b>STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT &amp; SUPPORT</b> <b>8. LGBTQ Training HR / Grievance Officers</b>	<b>FOUNDATION</b> <b>Max. 3 points</b>
<p>We have an internal formal HR/Grievance process whereby LGBTQ people can request or engage with:</p> <ul style="list-style-type: none"> <li>a) someone specifically trained in LGBTQ Inclusion; OR</li> <li>b) an ally who has a good understanding of LGBTQ sensitivities and potential areas of concern</li> </ul> <p>For full points, please confirm:</p> <ul style="list-style-type: none"> <li>(a) <i>that all identified LGBTQ friendly Grievance Officers or first points of contact have either; undertaken LGBTQ awareness training <u>or</u> are experienced allies with a good understanding of sensitivities</i></li> <li>(b) <i>where these LGBTQ aware/friendly grievance contact points can be located or requested for those seeking formal support</i></li> </ul>	
<p><i>A) [redacted] with experience in Industrial and Employment Relations is our nominated LGBTQ+ grievance officer. [redacted] has received training in LGBTQ+ Inclusion through PID, is a member of the LGBTQ+ community and is trained in employment relations, so he has a good understanding of the sensitivities involved. Additionally, [redacted] is a senior leader who has received LGBTQ+ inclusion training and is also a nominated contact point for support in navigating workplace concerns relating to LGBTQ+ people if people do not feel comfortable approaching a HR representative.</i></p> <p><i>B) These contacts are outlined on the SBS Intranet with their contact details as per the below screenshot.</i></p>	

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## Need to have a confidential chat with someone?

If you're looking for advice or just someone to talk to, we have a dedicated Pride & Allies contact person, a trained LGBTIQ+ grievance officer and confidential counselling and support services available.



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### Free and confidential counselling services:

At SBS we work closely with our **Employee Assistance Provider, Converge International**, to provide access to a **confidential specialist LGBTIQ+ support counselling services**. We recognise there are many issues impacting the LGBTIQ+ community which require specialist expertise and understanding. Speak with a specialist counsellor and access support across issues specific to Lesbian, Gay, Bisexual, Transsexual, Intersex, Queer or Questioning people. You can also discuss referral to specialised services and access to general information and resources.

**Specialist LGBTIQ+ helpline through Converge International: 1300 542 874**



**STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT**

**INTERMEDIATE**  
**Max. 4 points**

**9. Behavioural Examples of What Constitutes Bullying / Harassment**

**Documentation within our bullying and harassment policy/guidelines provide clear behavioural examples of what constitutes bullying/harassment in terms of sexual orientation, gender identity/expression AND examples of behaviour that constitutes bullying/harassment of intersex people.**

*For full points, please provide evidence of behavioural examples given within your documentation in terms of:*

- (a) behaviour that constitutes bullying/harassment in regard to one’s sexual orientation*
- (b) behaviour that constitutes bullying/harassment of trans or gender diverse employees*
- (c) behaviour that constitutes bullying/harassment of intersex people*

*The below screenshot shows a portion of our Appropriate Workplace Behaviour Policy and covers off behaviours related to sexual orientation, gender diverse employees and intersex people.*

**4. What is unlawful harassment?**

Unlawful harassment is described as any unwelcome and uninvited behaviour (verbal, non-verbal, physical, written or visual) which has no legitimate workplace purpose and which intimidates, humiliates or offends another person or persons.

Harassment can be physical, spoken or written. It includes but is not limited to the following behaviour:

- display of offensive materials, pictures or objects based on a person’s disability, race, sex, age, gender identity, sexual orientation, intersex status or any other Protected Characteristic, including material on the internet;
- intimidation or verbal abuse aimed at a person with a disability or their carer, their aids or capabilities;
- racially oriented intimidation or verbal abuse;
- Deliberate misgendering or deadnaming of someone;
- imitating someone’s accent or other Protected Characteristic;
- telling offensive jokes, making practical jokes or making fun of someone because of their disability, race, sex, age, gender identity, sexual orientation, intersex status or any other Protected Characteristic;
- isolating, segregating or humiliating someone because of a Protected Characteristic; and
- asking intrusive questions about someone’s personal life, including their sex life or sex characteristics.
- Making jokes or treating people unfavourably on the basis of the way in which they dress or present related to their gender expression

Under anti-discrimination law, treating a person less favourably on the basis of Protected Characteristics includes harassing a person due to those characteristics. The legislation also specifically prohibits sexual harassment (see further below at section 5), harassment based on or linked to a person’s disability and offensive behaviour based on racial hatred.

In harassment cases, the intention of the alleged harasser is irrelevant. What is important is what a reasonable person would think of the situation. Harassment can also arise as a result of a single incident as well as repeated incidents.

Any Team Member found to have engaged in unlawful harassment will be the subject of disciplinary action which may result in termination of employment or engagement.

<b>STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT &amp; SUPPORT</b>	<b>INTERMEDIATE</b> Max. 3 points
<b>10. EAP Provider</b>	
<p>We have either:</p> <ul style="list-style-type: none"> <li>a) identified individuals within our EAP provider who have received specific training in, or have considerable understanding of the challenges faced by LGBTQ individuals that we can refer our LGBTQ employees</li> <li>b) received documentation that we believe demonstrates both the knowledge and expertise of our EAP provider to support LGBTQ people</li> </ul> <p>and we have:</p> <ul style="list-style-type: none"> <li>c) <u>clearly communicated</u> this on our EAP Provider page and/or our LGBTQ intranet page</li> </ul> <p>Please provide:</p> <ul style="list-style-type: none"> <li>(a) evidence of (a) <u>or</u> (b) above <u>and</u></li> <li>(b) where this has been communicated on an LGBTQ intranet page</li> </ul>	
<i>As per 2020 submission</i>	

<b>STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT &amp; SUPPORT</b>	<b>ADVANCED</b> Max. 4 points
<b>11. Tracking of Incidents</b>	
<p>We can provide evidence that shows:</p> <ul style="list-style-type: none"> <li>a) how we extract LGBTQ related instances from collected bullying/harassment data</li> <li>b) the development of a process that is sensitive to LGBTQ disclosure enabling us to mediate and/or action incidents</li> </ul> <p><i>For full points, please screenshot or provide evidence for <u>both a) and b) above.</u></i></p> <div style="background-color: black; height: 15px; width: 100%; margin-bottom: 5px;"></div> <div style="background-color: black; height: 15px; width: 95%; margin-bottom: 5px;"></div> <div style="background-color: black; height: 15px; width: 90%; margin-bottom: 5px;"></div> <div style="background-color: black; height: 15px; width: 60%; margin-bottom: 5px;"></div> <div style="background-color: black; height: 15px; width: 95%; margin-bottom: 5px;"></div> <div style="background-color: black; height: 15px; width: 45%; margin-bottom: 5px;"></div>	

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## STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE

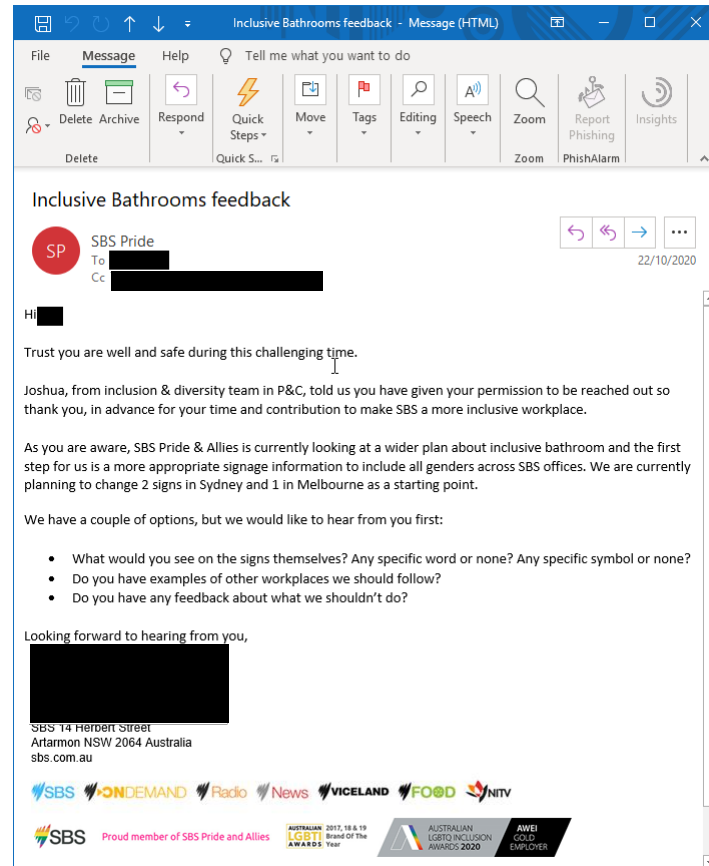
<b>STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE</b> <b>12. Gender Affirmation Policy and Process Documentation</b>	<b>INTERMEDIATE</b> <b>Max. 5 points</b>
<p>We have a documented gender affirmation policy/process and documentation to support both; the employee(s) wishing to affirm their gender in the workplace AND their manager(s), peers and colleagues.</p> <p><b>Note: ‘Gender affirmation’ (above) is the ideal term for what has commonly been referred to as ‘transitioning.’</b></p> <p><i>Please provide:</i></p> <ul style="list-style-type: none"> <li>a) a copy of this specific policy/process</li> <li>b) detailed support documentation for employee(s) wishing to affirm their gender in the workplace</li> <li>c) detailed support/educational documentation for managers peers and colleagues</li> </ul>	
<p><i>As per 2020 submission</i></p>	

<b>STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE</b> <b>13. Dress Codes and Uniforms</b>	<b>ADVANCED</b> <b>Max. 4 points</b>
<p>We have removed gendered language within organisational wide dress code policies and/or guidelines to empower all employees, including trans, gender diverse and non-binary employees to dress in a manner (or select uniforms) that best reflects who they are.</p> <p><b>Further contact details and information has also been provided for support, if required.</b></p> <p><i>For full points, policies or guidelines must:</i></p> <ul style="list-style-type: none"> <li>a) state that all employees are supported to dress in a manner that best reflects their gender <i>identity</i></li> <li>b) explicitly mentions trans, gender diverse and non-binary employees</li> <li>c) provide a support contact or further information on interpreting these guidelines, if required</li> </ul>	
<p><i>Based on last year’s feedback, we have now included more explicit references to gender diverse and trans employees, as per below screenshot:</i></p> <p><b>Client and Audience interface</b></p> <p>Whilst SBS does not have a formal dress policy, some roles at SBS may require interfacing with audience members, community groups, clients and vendors and as such require a higher standard of professional dress. SBS welcomes and supports you to dress and present however you identify, whether that is female, male, non-binary, gender diverse or transgender, even if this changes over time. We trust you as part of your role to understand what level of professional attire is appropriate in the circumstances. If you have questions in regards to how to interpret this guidance or if you are commencing a gender transition or affirmation process and would like some assistance in communicating with clients, vendors or suppliers, please reach out to your manager or your People &amp; Culture Business Partner.</p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE 14. Gender Affirmation Leave	ADVANCED Max. 4 points
<p>We have an internal policy that ensures <b>additional</b> paid leave is available for employees who require time away to undertake or physically manage their gender affirmation.</p>	
<p><b>Note:</b> For full points, this leave must be in addition to the need to utilise annual leave, sick or generic personal leave.</p>	
<p>For full points, please provide:</p> <ul style="list-style-type: none"> <li>(a) evidence of a paid leave entitlement (over and above annual leave, sick or generic personal leave) for individuals currently affirming their gender</li> <li>(b) a list of any supporting documentation required from the employee for you to enact this leave</li> <li>(c) whether this leave availability is standard HR policy or solely dependent on the discretion of the manager</li> </ul>	
<p><i>As per 2020 submission</i></p>	

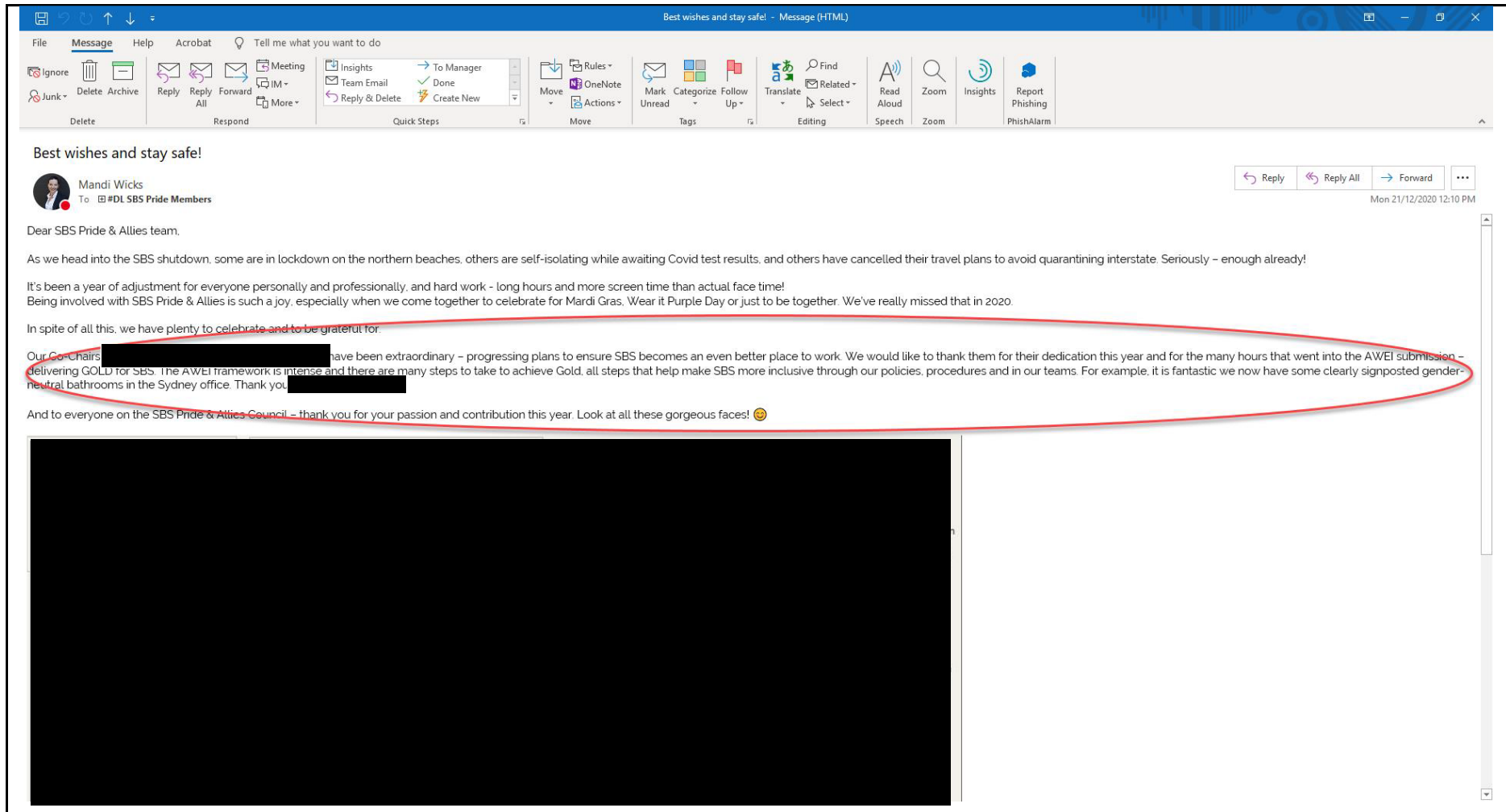
STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE 15. Gender Neutral Bathrooms and Facilities	ADVANCED Max. 4 points
<p>We have (or are working towards) having ‘Gender Neutral’ or ‘All Gender’ bathrooms and/or facilities <b>with clear and visible signage</b> available to employees.</p>	
<p><b>Note:</b> “Unisex” signage will not be given points for this question. <b>We are seeking more inclusive language for inclusive signage.</b></p>	
<p><b>If you already have gender neutral or all gender signage, please provide:</b></p> <ul style="list-style-type: none"> <li>(a) evidence of a <b>communication</b> regarding where ‘Gender Neutral’ or ‘All Gender’ bathroom/facilities can be located</li> <li>(b) evidence of clear and visible signage as it appears at the bathroom/facility location</li> </ul>	
<p><b>If you are still making progress towards this, please:</b></p> <ul style="list-style-type: none"> <li>(c) outline progress made and when you expect to have signage in place.</li> </ul>	
<p><b>If this is not possible for any reason, please provide:</b></p> <ul style="list-style-type: none"> <li>(d) evidence of any research or work that you have done in this area</li> <li>(e) any means by which you have been able to accommodate trans, gender diverse and non-binary employees</li> </ul>	
<p><b>* Please refer to the Evidence Guidelines regarding changes made to this question.*</b></p>	

*We implemented our new inclusive bathrooms in both Sydney and Melbourne towards the end of 2020, following consultation with Pride in Diversity and gender diverse employees internally. See below for evidence of internal consultation as well as photos of the signage outside two of our all-gender bathrooms. At the end of 2020 the vast majority of SBS workforce was still working remotely and so it was determined that an extensive communication plan regarding the bathrooms would be shared as part of our return roadmap in early 2021 along with other physical changes to our office space. Therefore, while the work was undertaken in 2020, the communications fall into 2021 outside of the assessable year, however the changes have been communicated to staff through broader email communications (as per screenshot below).*



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**STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**  
**16. (Forms) Non-Binary Gender Options for Employees** **ADVANCED**  
Max. 2 points

**We have audited and amended (or are in the process of auditing/amending) all internal documents and forms that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).**

*For full points, please provide:*

- (a) a brief outline of progress of work to date*
- (b) options provided within changed documents if changes have been made*

**OR (c) *evidence that you do not collect or have removed gender options or gendered information on your forms***

*As per 2020 submission*

**STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**

**ADVANCED  
Max. 2 points**

**17. (IT Systems) Non-Binary Gender Options for Employees**

**We have audited and amended (or are in the process of amending) all relevant IT systems that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).**

*For full points, please provide:*

- (a) a brief outline of progress of work to date*
- (b) options provided within systems if changes have been made*

**OR (c) *evidence that you do not collect or have removed gender options or gendered information within your systems***

*As of 2019 we implemented new gender options for our internal recruitment and payroll systems. The recruitment system flows into payroll and our payroll system then has API's to all our other talent and finance systems so can be considered the primary IT system for the collection of employee gender information. The options that we provide are Male, Female and Non-Binary.*



First Name\*

Last Name\*

Gender (this data will assist SBS in building a better and more inclusive workplace)

--- Select ---

--- Select ---

Female

Male

Non-binary

Prefer not to disclose

Original and/or Torres Strait Islander?

*Previously we lost points for not including contact details so including those here:* [REDACTED]

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	ADVANCED
18. Trans and Gender Diverse Applicants	Max. 6 points
<p>For trans and gender diverse applicants, we have:</p> <ul style="list-style-type: none"> <li>a) Implemented processes to help reduce roadblocks/difficulties faced by trans and gender diverse <b>people who are applying for jobs</b></li> <li>b) <b><i>clearly communicated</i></b> a point of contact available for trans and gender diverse applicants throughout the <b>recruitment</b> process on relevant web pages or within application documentation</li> <li>c) provided documentation addressing concerns specific to trans and gender diverse applicants and made these available throughout the recruitment process</li> </ul> <p><i>For full points, evidence must be provided for all items above. Partial points will be given if all items are not evidenced.</i></p>	

***a) MyRecruitment+ candidate response was set up in order to ensure at the very beginning of the recruitment process, that candidates are aware of our openness to adjustments, specifically calling out trans and gender diverse individuals. This email is received by applicants :***

"Hi [%applicant\_firstname%],

Thank you for taking the time to submit your application for the role of [%job\_title%] with SBS. We're pretty thrilled you're interested in joining the team!

What happens next? We will take the next few weeks shortlisting and reviewing applications. Don't worry if you don't hear from us immediately, it's important to us that we place the best people in the right roles so we don't want to rush this. As a general rule, interviews usually take place in week three or four of the recruitment process.

At SBS **We Are Audience Obsessed** so your experience is crucial to us. That's why we ensure that every applicant is notified of the outcomes of their application once the role is closed.

We also **Embrace Difference** and understand that everyone is unique and experiences job applications differently. Some job applicants may require adjustments to the interview process. This may include but is not limited to candidates with an experience of disability, those of particular cultural backgrounds or trans and/or gender diverse candidates. We are more than willing to make reasonable adjustments you need to ensure you are able to bring your best self to the interview.

To talk to someone about any support or adjustments you may require please contact us by replying to this email and a member of our team will reach out to you.

Good luck with your application – we'll be back in touch soon.

The SBS Talent Team

I



***b) We have included in our candidate response email the contact steps for trans and gender diverse applicants to seek support or more information.***

***c) When a candidate advises us that they are trans or gender diverse we provide them with a copy of our Trans & Gender Diverse Applicant Support Documentation. [For Evidence please see PDF document "SO1Q18c"]***

## STANDING SUBMISSION: STRATEGIC FOCUS

<b>STANDING SUBMISSION: STRATEGIC FOCUS</b> <b>19. External Website LGBTQ Workplace Inclusion Promotion</b>	<b>FOUNDATION</b> <b>Max. 2 points</b>
<p>We have promoted our focus and work on LGBTQ workplace inclusion on our <u>external</u> facing webpage (URL).</p> <p><i>Please provide the URL of an external webpage that specifically promotes your inclusion work. (Points will not be given if we are unable to access this externally.)</i></p>	
<p><i>We have updated our Corporate website to include a lot more information on our workplace inclusion initiatives, including those specific to the LGBTQ community.</i></p> <p><i>Link to website: <a href="https://www.sbs.com.au/aboutus/sbs-bursting-with-pride">https://www.sbs.com.au/aboutus/sbs-bursting-with-pride</a></i></p> <p><i>For screenshot evidence please see the following files titled:</i></p> <p><i>S01Q19(1)</i></p> <p><i>S01Q19(2)</i></p> <p><i>S01Q19(3)</i></p>	
<b>STANDING SUBMISSION: STRATEGIC FOCUS</b> <b>20. HR / Diversity Professional Accountabilities</b>	<b>INTERMEDIATE</b> <b>2 points</b>
<p>We have at least one Diversity / HR professional whose job description, performance appraisal or work plan includes <u>specific and detailed</u> LGBTQ inclusion objectives/targets.</p> <p><b>Note: This is beyond a general reference to LGBTQ inclusion as an area of diversity.</b></p> <p><i>Please provide evidence of such specific targets.</i></p>	
<p><i>As per 2020 submission</i></p>	
<b>STANDING SUBMISSION: STRATEGIC FOCUS</b> <b>21. Executive Sponsor or LGBTQ Champion</b>	<b>ADVANCED</b> <b>Max. 4 points</b>
<p>We have an Executive Sponsor located <u>within our Australian offices</u> with documented role expectations/accountabilities related to LGBTQ inclusion work and advocacy within the organisation.</p> <p><i>For full points, please provide evidence of both:</i></p> <p><i>(a) the documented role expectation/accountabilities</i></p>	

(b) the mechanism through which the Executive Sponsor reports or is made accountable for these

*As per 2020 submission*

**STANDING SUBMISSION: STRATEGIC FOCUS**

**22. Senior Management Diversity Accountability**

**ADVANCED**

**Max. 4 points**

We include specific diversity and inclusion accountabilities, job goals or expected outcomes within senior management appraisals beyond generic company values addressing diversity/inclusion (this may or may not include LGBTQ specific accountabilities).

**Note: This is outside of network leadership and executive sponsor accountabilities - applies to all executive/senior leaders.**

*For full points, please:*

(a) confirm that there are diversity accountabilities (over and above general behavioural values) within senior management appraisals.

(b) provide evidence (template example acceptable) or if highly confidential, please indicate the name of a senior HR person who can verify this:

*As per 2020 submission*

**STANDING SUBMISSION: STRATEGIC FOCUS**

**23. Customer-facing LGBTQ Inclusion**

**ADVANCED**

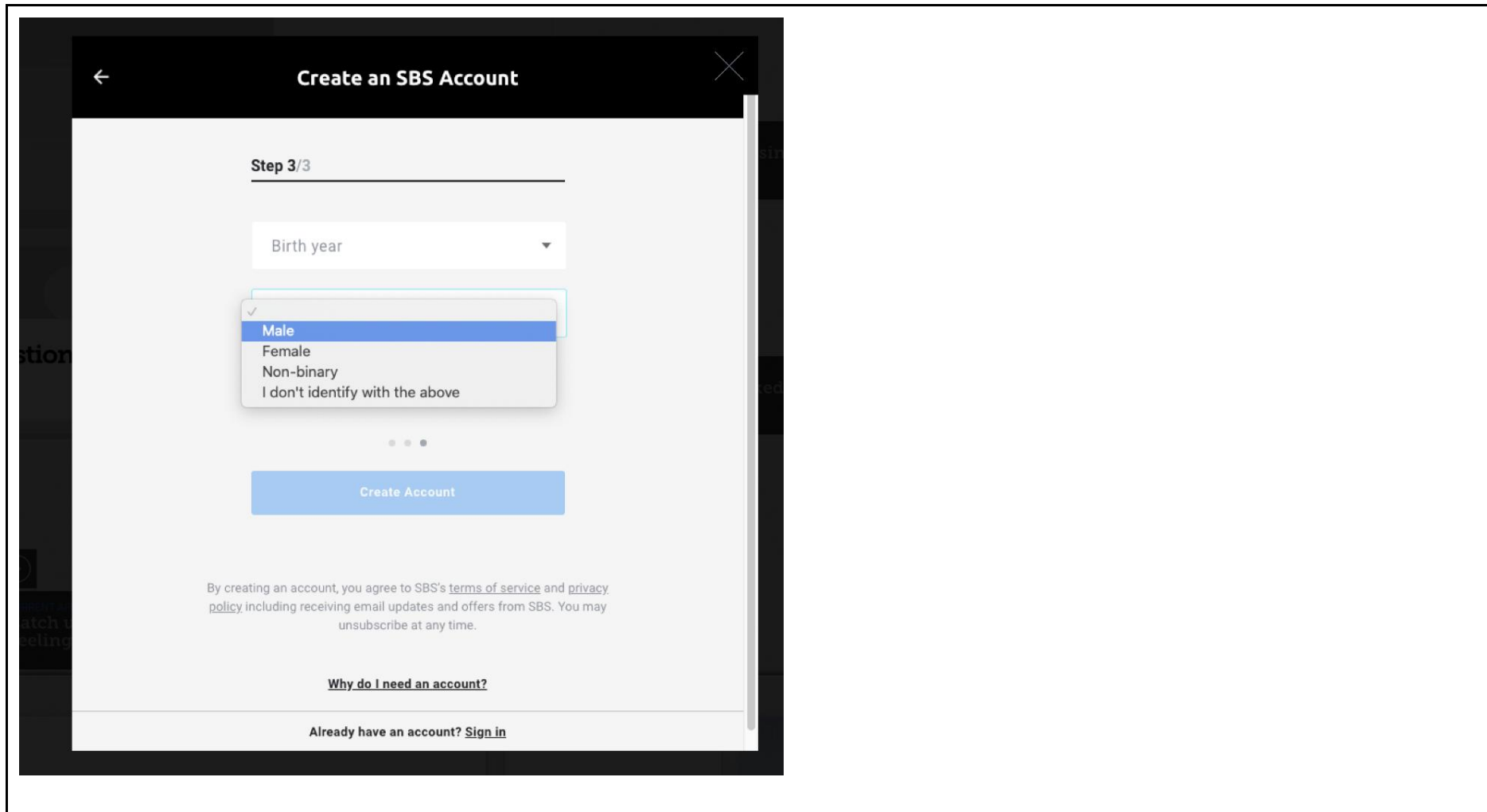
**Max. 3 points**

We have evaluated (or are in the process of evaluating) the LGBTQ inclusivity of customer facing / service user processes.

*For full points, please:*

a) clearly outline the extent of this work and progress made to date

*SBS' primary 'customer facing' user processes relate to signups for SBS On Demand and App services. In February 2020 the SBS Technology team changed our customer facing digital forms to include 'non-binary' as an option in the gender drop-down. These changes were applicable to: SBS On Demand Sign-up & Logged-in flow and SBS My Account. This was based on recommendations from our staffed SBS Pride & Allies committee on how we could make our digital services more LGBTQ friendly. Please see screenshot of evidence below.*



<p><b>STANDING SUBMISSION: STRATEGIC FOCUS</b> <b>24. Customers Information: Changing Gender Markers</b></p>	<p><b>ADVANCED</b> <b>3 points</b></p>
<p><b>We provide customers / service users with easily accessible information on how they can change their title (Mr, Ms, Mx), name and gender within our systems.</b></p>	

*For full points, please provide either:*

- a) *a copy of the customer/service user documentation that outlines this or a screenshot of that information.*
- b) *evidence that you do not collect or have removed gender options or gendered information in your systems*

#### **How can you access your information, or make a complaint?**

You have a right to access any personal information we hold about you, and you can ask us to update, correct or delete your personal information. For more information on how you can access your personal information, opt-out, or contact us with any questions or privacy related complaints, please see our Privacy Policy or contact us at [privacy@sbs.com.au](mailto:privacy@sbs.com.au) or write to the Privacy Contact Officer, SBS Corporate Affairs, Locked Bag 028, Crows Nest NSW 1585.

*Excerpt from our privacy policy available to all audience members:*

#### **9. Access and correction of information about you**

It is important to us that the information we hold about you is up-to-date, accurate and complete, and we will try to confirm your details through our communications with you and promptly add updated or new personal information to existing records when we are advised. If any of your details change, please notify us as soon as you can.

You have a right to access the personal information that we hold about you, and can ask that we correct that personal information. If you subscribe to SBS email newsletters or have created an SBS account, you can access and correct your information at any time by logging in to the SBS website. If you believe we are holding information about you that is inaccurate, incomplete, irrelevant or misleading, you can ask us to correct it, or delete it altogether.

If you would like to access your personal information, or request us to update, correct or delete it, you can do so by contacting us in writing and verifying your identity. We will do our best to respond to your request within 30 days.

We will only refuse access in exceptional circumstances, and if this is the case, we will advise you of our reasons for doing so.

If you require a hard copy of your personal information we may charge an administration fee.

**\*\* END OF SECTION 1: STANDING SUBMISSION \*\***

## ANNUAL SUBMISSION

This part of the Submission (Sections 2 – 10) is only applicable to work carried out in the 2020 calendar year. Points will not be allocated for work carried out in 2021.

All questions within the Annual Submission must be answered in order to obtain point allocation. No points are carried over within these sections.

A reminder to read each question carefully and the specific evidence required, respectively.

- Each question asks for specific LGBTQ-explicit evidence. If inadequate or incomplete evidence is provided for any question, full points may not be obtained.
- If attaching evidence, please indicate the question number / title on the file name

For further support and clarification: Please download the [AWEI Scoring Guidelines](#) or refer to the [AWEI Tools and Support](#) webpage.

**\*\*Due to the Covid-19 pandemic and national/state-wide restrictions, social distancing and other related factors, we will be accepting any virtual or digital evidence for the questions within the Annual Submission.\*\***

## SECTION 2: STRATEGY & ACCOUNTABILITY

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY 1. External LGBTQ Expertise	FOUNDATION Max. 2 points
<p>We have access to external LGBTQ support/expertise that we have called upon throughout the assessed year (this may include but is not limited to PID).</p>	
<p><i>Please provide evidence of <u>one</u> such engagement throughout the assessed year, identifying who that was with.</i></p>	
<p><i>We work with Pride in Diversity as part of our membership contract to call on their expertise and guidance.</i></p>	

**We've included one example of our regular catch-up sessions (recurring monthly) with Brett Atkinson below:**

Occurs day 9 of every 1 month(s) effective 9/07/2020 until 11/02/2021 from 10:00 AM to 10:30 AM  
Accepted on 7/12/2020 10:51 AM.

**SBS Monthly catch up.**

Organizer Brett Atkinson <BAtkinson@acon.org.au>

Time Wednesday, 16 December 2020 10:00 AM-10:30 AM

Location Microsoft Teams

Response ✓ Accepted [Change Response](#)

Putting in a placeholder for us to catch up on a regular basis to track progress for AWEI submission.

Agenda to follow.

Thanks  
Brett

[Join Microsoft Teams Meeting](#)

[Learn more about Teams](#) | [Meeting options](#)

**ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**

**2. Documented LGBTQ Strategy**

**FOUNDATION**

**Max. 3 points**

**We have a documented LGBTQ inclusion strategy (or pillar within an overarching diversity strategy) in place for the assessed year that includes clearly defined LGBTQ targets and/or action plans.**

*Please provide a copy of the LGBTQ component of your strategy and clearly defined targets. If your strategy does not contain clearly defined LGBTQ targets, please provide any accompanying/supporting action plans that will show specific goals in this area*



Please see PDF file "S02Q2" which is our action plan available on our intranet and our corporate audience facing website alongside our broader Inclusion Strategy.

**ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**

**3. LGBTQ Advisory Group**

**INTERMEDIATE  
Max. 4 points**

We have ***established and promoted*** an internal LGBTQ advisory group which has:

- a) met specifically to identify areas requiring change or to work on projects requiring their expertise and guidance
- b) engaged with ***the organisation*** in efforts to implement change or complete allocated projects

**Note:** This group may be the leadership or a subset of your Employee Network, or a group within your organisation with distinct expertise in LGBTQ inclusion.

*For full points, please provide:*

- (a) evidence of how this group's expertise or counsel is promoted across the organisation*
- (b) evidence of any meetings or work undertaken by this group throughout the assessed year*

***A) The Pride & Allies working group is a subset of our organisation which meets monthly to work on projects, discuss progress on actions, prepare recommendations for the inclusion council. Please see files "S02Q3" to see how we promote the work of the advisory group via our Pride Intranet page and include information about the projects already delivered as well as those yet to come on our roadmap.***

***B) Our LGBTIQ advisory group meets monthly. See evidence below of our recurring monthly Committee meeting, as well as an example of the type of consultation that our Committee provides across the business around LGBTQ issues (below example is related to a project our Research and Sales team ran with ACON, which the Pride Committee were consulted about).***

Accepted on 1/07/2020 9:24 AM.  
2 instances of this recurring appointment conflict with other appointments on your Calendar.

Pride

## SBS Pride and Allies monthly online meeting

Organizer  SBS Pride

Recurrence Occurs the fourth Wednesday of every 1 month(s) effective 22/04/2020 from 10:30 AM to 11:00 AM

Location Online

Response  Accepted [Change Response](#)

**From:** [REDACTED]

**Sent:** Friday, 21 February 2020 2:33 PM

**To:** [REDACTED]

s47F

**Subject:** FW: ACON - CREATIVE

Hi [REDACTED]

Here is the creative for the ACON brief – below is the description I sent to marketing on what we are looking at,

I would love any feedback from the PRIDE committee on the image selections favourites that would be seen as most effective to talk to the Thai and Chinese communities for Men who sleep with men.

The scripts are going to have to be cut down as well – if there are any bright ideas of how this community might like to be regarded that would be super helpful.

If I could get any feedback by Tuesday Morning please 😊

Thanks for your help!

RE: ACON - CREATIVE

Hi [REDACTED]

We've had some responses from the Pride Committee about the ACON creative!

I've collated these below – hopefully helpful? Let me know if you need any further follow up from them or assistance from us?

Cheers,  
[REDACTED]

**FEEDBACK 1**

Social media tiles – I always test images for social by looking on a mobile or stepping back from the computer to see what they convey in a split-second glance...

- 2 is best (looking direct at camera)
- 6 is good (another eyes-at-camera to get attention, but with a busier background that would distract more than #2)
- 3 is good (looking away from user but towards text, users follow the glance)
- 4 is a maybe (close up is normally good but obscured face is less engaging)

Generally less text and more face / expression / direct eyes is the best.

The mobile banners, #4 is the best of all worlds, and black text is often easier to read quickly.

Scruff & banners – the wording of “Asian gay men survey” ... it's not bad, I'm just trying to think if there's a better way to say it. Like, it will appear out of context to a broader audience, and those keywords may come across as labels rather than a call-to-action...

Could you use something like “Are you a gay Asian man? Have your say in our survey” ....?

Anyway. Sharing in case it helps. Feel free to ignore any of these #hottakes!

=====

**FEEDBACK 2**

Have you spoken with the Mandarin & Thai teams about running the campaign from their pages? If they're happy for this, Stefan could set up the campaigns and optimise different creative by what performs best

=====

**FEEDBACK 3**

**ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**

**4. LGBTQ Inclusion Reporting**

**INTERMEDIATE**  
**2 points**

Within the assessed calendar year, we have published a report on our LGBTQ inclusion work. This may be within annual reports, CSR documentation or equivalent public facing documentation.

**Note:** This report may include work prior to the assessed year, however the report must be published within 2020.

*Please provide evidence.*

*We report on our LGBTQ+ Inclusion work each year via our annual report. The link to the 2019/2020 SBS Annual Report is below :*

[https://www.sbs.com.au/aboutus/sites/sbs.com.au/aboutus/files/sbs\\_annual\\_report\\_2019-20\\_final.pdf](https://www.sbs.com.au/aboutus/sites/sbs.com.au/aboutus/files/sbs_annual_report_2019-20_final.pdf)

**ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**

**5. Media Coverage**

**INTERMEDIATE  
2 points**

Our work in LGBTQ inclusion has been covered by an independent source (not internally written or published) within the assessed calendar year.

**Note:** This has to cover your LGBTQ inclusion work in detail and cannot be a brief mention of your organisation, recognised employee/individual or an award won.

*Please provide evidence of how your LGBTQ inclusion work has been recognised by an independent source: screenshot, URL, image or insert attachment.*

*SBS inclusion strategies have been covered by independent sources in 2020 including the likes of Media Week and TV Tonight – please see below for an article by Media Week highlighting our “diverse writers” initiative, and highlighting queer talent Ben Law as a judge, as well as another article covering our successful inclusion strategy with gold AWEI designation at the AWEI awards.*

<https://www.mediaweek.com.au/sbs-is-looking-for-the-next-generation-of-diverse-australian-writers/>

<https://tvtonight.com.au/2020/07/sbs-gets-gold-for-lgbtig-inclusion.html>

**ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**

**6. Strategic Work in Recruitment, Supplier Policy or Service Provision**

**ADVANCED  
Max. 3 points**

We have completed, updated or are making progress towards work within one of the following areas over the assessed calendar year:

- LGBTQ targeted recruitment (targeting LGBTQ job seekers)
- LGBTQ supplier policy / promotion / resourcing / procurement policy (either seeking LGBTQ suppliers; or having a policy requiring suppliers to reflect your values around LGBTQ inclusion or attend training)
- LGBTQ marketing campaigns or service provision brochures/collateral specifically targeting LGBTQ populations or answering questions specific to this population

Please provide evidence for work within one of the requested areas within the assessed year.

If you have completed work within more than one of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the ADDITIONAL WORK section at the end of this submission.

*The Mardi Gras received a huge amount of marketing support across television, digital and print assets in advance of the 2020 parade broadcast. As well as this, through our SBS Pride website we specifically created articles answering key questions for the LGBTQ community – including the below example outlining how you can watch the 2020 Sydney Gay & Lesbian Mardi Gras, with detail around TV, Digital, Social coverage and live sites. See link below:*

<https://www.sbs.com.au/topics/pride/mardiqras/article/2020/02/17/how-watch-2020-sydney-gay-and-lesbian-mardi-gras-parade>



*For full marketing wrap email for Mardi Gras 2020, see document: “S02Q06 - EMAIL FW Sydney Gay and Lesbian Mardi Gras 2020 Campaign Showcase”. This outlines the various elements to the campaign.*

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY		ADVANCED 2 points
7. Executive Leadership Representation		
We currently have <b>openly LGBTQ identifying people</b> within our internal Diversity Council and/or within our Executive Leadership Team.		
<i>Please provide details of the <b>names and roles</b> of openly LGBTQ identifying people within either your Diversity Council or Executive Team</i>		
<div style="background-color: black; height: 15px; width: 250px; margin-bottom: 5px;"></div> <div style="background-color: black; height: 15px; width: 250px; margin-bottom: 5px;"></div> <div style="background-color: black; height: 15px; width: 250px; margin-bottom: 5px;"></div> <div style="background-color: black; height: 15px; width: 150px; margin-bottom: 5px;"></div> <div style="background-color: black; height: 15px; width: 250px; margin-bottom: 5px;"></div> <div style="background-color: black; height: 15px; width: 250px; margin-bottom: 5px;"></div>		s47F

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY		ADVANCED Max. 4 points
8. LGBTQ Inclusion Promotion		
We can show evidence of promoting our commitment to LGBTQ inclusion in <b>up to two</b> of the following areas:		
<ul style="list-style-type: none"> <li>• pitching for business or contracts</li> <li>• engaging with potential clients/customers</li> <li>• applying for funding</li> <li>• engaging with strategic partners or key external stakeholders</li> </ul>		
<i>Please provide evidence for <b>up to two</b> of the areas covered. Note: Partial points will be given for less than two areas of work evidenced.</i>		
<i>If you have completed work within more than two of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the <b>ADDITIONAL WORK</b> section at the end of this submission.</i>		
<i>Area 1: <b>engaging with potential clients/customers</b> - below is a screenshot from our SBS Inclusion Program Sales Proposal pack. This slide details the LGBTIQ+ course that SBS has developed along with PID and is in market selling to businesses around Australia in order to help them become more inclusive places of work for their employees.</i>		





**LGBTIQ+**

LGBTIQ+ inclusion is about building a safe and productive environment for all individuals regardless of their sexuality, gender identity or bodily diversity. Workplaces that are inclusive of LGBTIQ+ diversity have been shown to outperform those that aren't.

The LGBTIQ+ course has been developed in collaboration with ACON Pride in Diversity, the national not-for-profit employer support program for LGBTIQ+ workplace inclusion - specialising in HR, organisational change and workplace diversity. Pride in Diversity publishes the Australian Workplace Equality Index (AWEI), Australia's national benchmarking instrument for LGBTIQ+ workplace inclusion. The University of Queensland's Workforce Diversity and Inclusion team have also contributed their expertise, their insights, and access to leading researchers and people with lived experiences.

Participants will gain a solid understanding of barriers to inclusion for people from the LGBTIQ+ community, and the benefits they bring to an organisation. They will learn about the impact of language, the importance of allies, and what organisations are doing to be more inclusive of LGBTIQ+ people

*“Openness may not completely disarm prejudice, but it's a good place to start.”*

- JASON COLLINS,  
FIRST OPENLY GAY PLAYER IN THE NBA



### COURSE THEMES

- THE 'WHY?' OF LGBTIQ+ INCLUSION
- LETTERS AND LABELS
- COMING OUT
- ALLIES AND ROLE MODELS
- EVERYDAY CONVERSATIONS
- TRANSGENDER
- LGBTIQ+ POLICIES
- ACON PRIDE IN DIVERSITY'S AWEI CERTIFICATION

*Area 2: engaging with strategic partners or key external stakeholders: please see evidence of our strategic partnership with Queer Screen in file "S02Q8 .pdf" - this partnership includes the exchange of advertising airtime, tickets, promotional. Marketing and Social media entitlements and internal staff benefits.*

## SECTION 3: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

Please note: Different terms are used for internal networks (including Ally/Champion Networks, Resource Groups, Employee Network Groups, Employee Action Groups, etc.). For the purpose of consistency within this submission, when referring to such networks or equivalent, the terminology used within this section will be *Employee Network*.

If you have an outstanding Network Leader who has performed above and beyond the expectations of their role and significantly impacted LGBTQ inclusion within your workplace, please consider nominating them for the [Network Leader of the Year Award](#). (This nomination is open to anyone who has a formal role within the employee network leadership group.)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	FOUNDATION Max. 2 points
<b>9. LGBTQ Employee Network</b>	
<p><b>Within the assessed calendar year, we have <u>either</u>:</b></p> <ul style="list-style-type: none"> <li>a) made progress towards the launch or establishment of an LGBTQ employee network</li> <li>b) an established LGBTQ employee network with a clearly documented charter/purpose or remit</li> </ul> <p><i>If you are in the process of creating a network, please evidence progress made within the assessed year.</i></p> <p><i>If you have an existing network, please provide a copy of the network's charter/purpose.</i></p>	
<p><b>SBS Pride &amp; Allies Vision</b></p> <p><i>We are continuously looking for ways to promote diversity and inclusion within SBS, recognising the diverse mix of employees that makes working here so unique.</i></p> <p><i>We want to be an industry leader in driving an inclusive and open workplace to deliver higher levels of employee wellbeing and engagement. At the heart of our vision is to contribute to SBS being a safe and inclusive workplace where all employees can bring their true and best self to work. We will do this by seeking to identify and remove potential barriers to inclusion for all SBS employees on the basis of sexuality or gender identity.</i></p> <p><i>In addition, we recognise that the media influences the self-realisation, coming out and self-identity of LGBTIQ+ people and so we will seek to support our content creators to deliver rich and meaningful LGBTIQ+ content that raises the bar and conversation on LGBTIQ+ stories and people. We will do this through providing tools and advice to enhance our editorial standards.</i></p>	

**ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS**

**FOUNDATION  
Max. 3 points**

**10. Network Leadership Structure**

**Our employee network has a clearly articulated leadership structure with:**

- a) clear roles and/or responsibilities for those involved**
- b) an HR or Diversity representative as part of the leadership structure**

*For full points, please provide:*

- (a) a copy of your network leadership structure clearly articulating role accountabilities*
- (b) evidence that you have HR or diversity representation within the leadership*

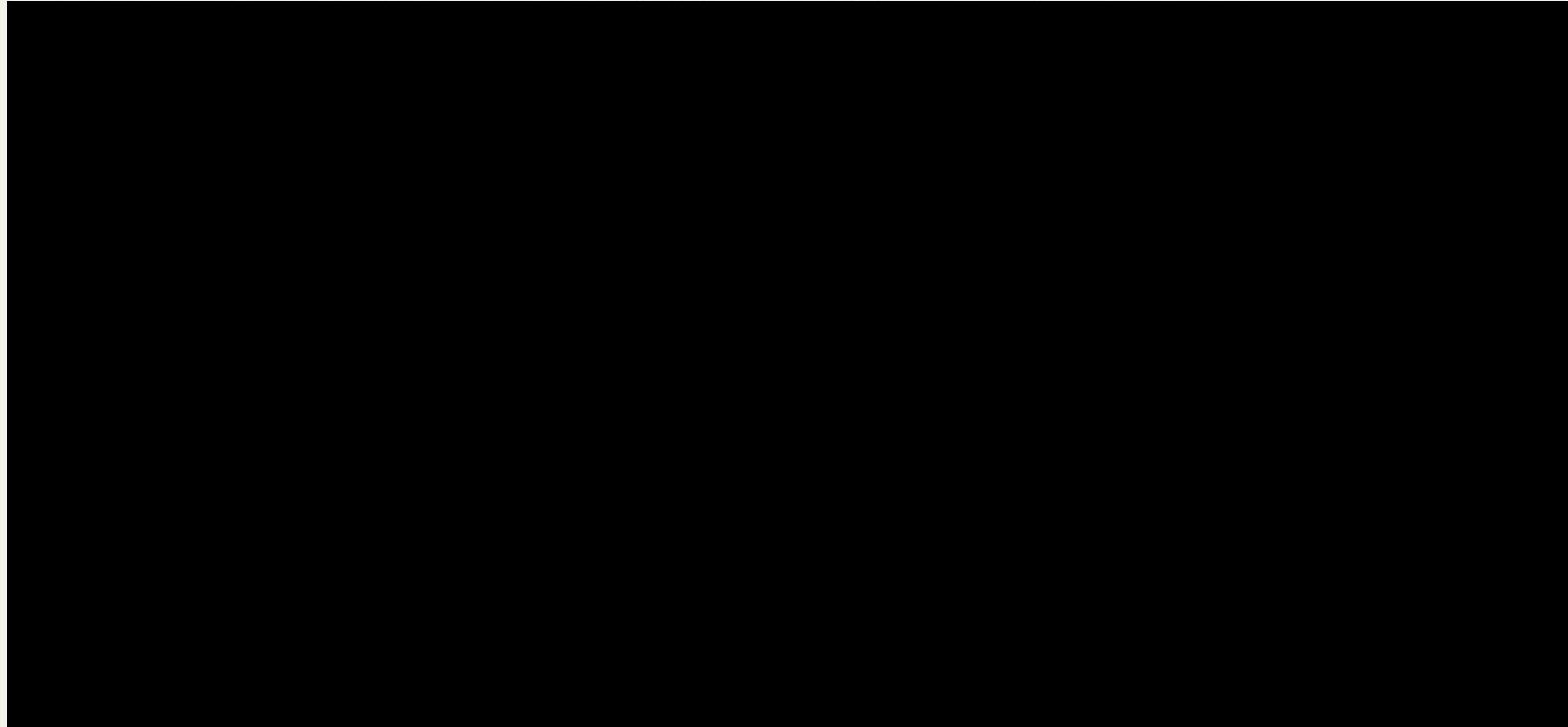
*(a) See below for a bird's eye view of the SBS Pride & Allies Committee, and refer to file titled "S03Q10 - Committee Roles and Responsibilities" for further detail on role accountabilities.*

*(b) [REDACTED] at SBS and is part of the network Leadership.*

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## Organisational chart aka “The Heroes”

SBS Pride & Allies works has a clearly articulated leadership structure with clear roles and/or responsibilities for those involved



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### ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

#### 11. Network Strategy/ Work Plan

FOUNDATION

Max. 3 points

Our network has in place its own strategy (or a work plan contributing to the organisation’s LGBTQ inclusion strategy) and has reported progress against clearly defined action plans, timelines and/or deliverables within the assessed year.

For full points, please provide all of the following:

- (a) a copy of your **network** strategy or component of the strategy that the network has been working on within the assessed year
- (b) a copy of action plans and timelines utilised
- (c) a copy of the latest progress report

*(a) See whole document titled "S03Q11 - SBS Pride & Allies - Strategy FY21"*

*(b) See document: "SO3Q11 - SBS Pride & Allies - Strategy FY21" (page 31)*

*(c) See whole document: "SO3Q11. - SBS Pride & Allies FY20 Report"*

**ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS**

**INTERMEDIATE**

**12. Orientation / On-boarding**

**Max. 2 points**

**Our network is actively involved in orientation, on-boarding or the welcoming of new hires within the organisation. If orientation is strictly online, our network has sought means to introduce new hires to the network and welcome them to the organisation.**

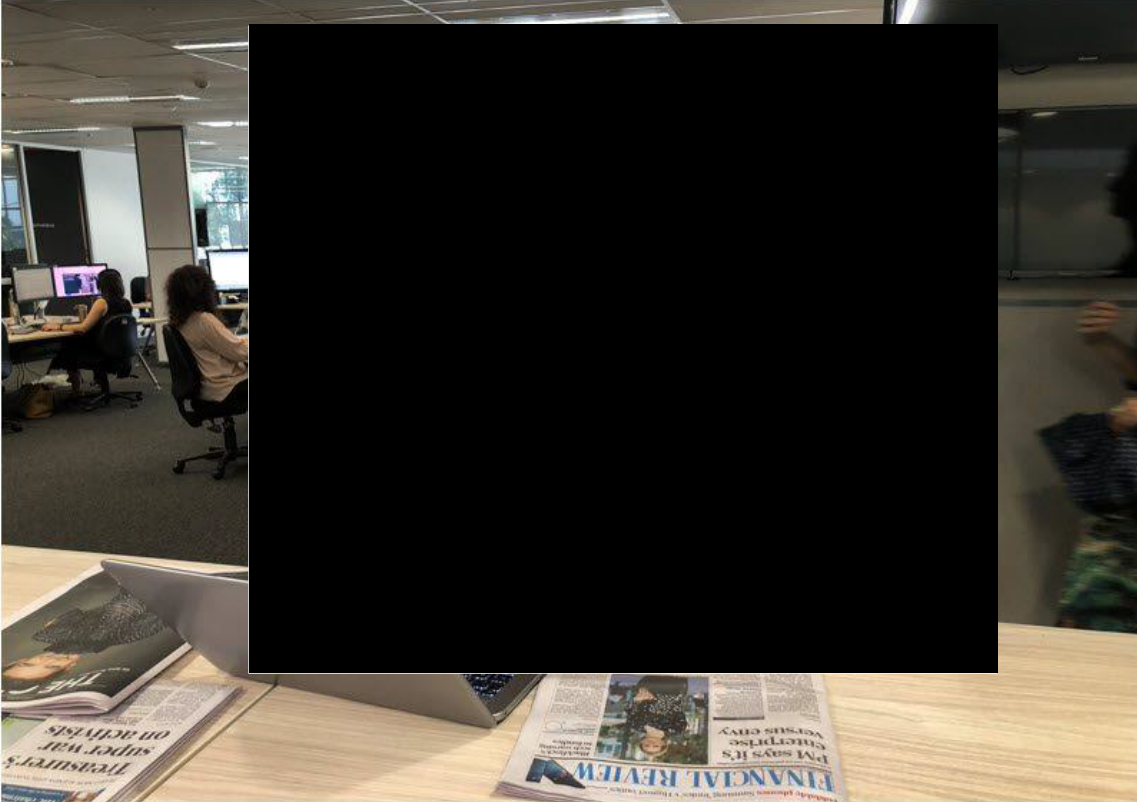
For full points, please provide:

- (a) evidence of when this last occurred
- (b) the degree of network involvement/participation

*We hold employee inductions fortnightly and members of all our 5 Employee Advisory Groups attend to share with new employees' information on how to get involved or seek further information. Please see below for evidence of the slide featured within Employee Induction presentations.*

*The last induction session of 2020 was on the 9<sup>th</sup> December. [REDACTED] attended the Induction at [REDACTED], along with Sarah O'Connor, People & Culture Consultant.*

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## SBS Pride & Allies

SBS Pride & Allies is our internal LGBTIQ+ Inclusion team. Here's a couple of things to know...

1. You don't need to identify as a member of the LGBTIQ+ community to get involved. Some of our most active participants are allies and everyone is welcomed
2. We embrace difference and actively try to ensure that we work hand in hand with other SBS Employee Action Groups – because no-one is ever defined by just one thing
3. Find out more by visiting the Pride & Allies intranet page, or reach out to [sbspride@sbs.com.au](mailto:sbspride@sbs.com.au) for more information or to find out when we're meeting next

**Title** Induction to SBS

**Required** [Redacted]

**Optional**

**Start time** Wed 9/12/2020 1:30 PM  All day  Time zones

**End time** Wed 9/12/2020 2:00 PM [Make Recurring](#)

**Location** Microsoft Teams Meeting

Hi Both.  
Welcome to SBS! My name is [Redacted] and I work in the P&C team, I'm hoping we can catch up so I can take you through some key things to know in your first couple of weeks here.  
Come with any questions you might have related to your employment.  
See you tomorrow if you can make it.  
Cheers  
[Redacted]


**Microsoft Teams meeting**

**Join on your computer or mobile app**  
[Click here to join the meeting](#)

[Learn More](#) | [Meeting options](#)

7 - 13 December 2020 Washington, D.C. ▾ Today 75° F / 57° F Tomorrow 66° F / 43° F Saturday 58° F / 40° F [Search Calendar](#)

MONDAY	TUESDAY	WEDNESDAY	THURSDAY
7	8	9	10



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s47F

**13. Strategy and Goals**

**2 points**

**Our network leads have objectives that are assessed annually within performance discussions, relating specifically to performance within that role (as opposed to generic cultural, diversity or value statements).**

*Please provide evidence of specific KPI's in relation to a network lead role being incorporated within formal performance/assessment discussions.*

*Here is a screenshot of a network lead from our "Focus" performance system. Please note we do not currently use the weighting functionality within our performance assessments.*

[Redacted content]


- [Redacted content]
- [Redacted content]
- [Redacted content]
- [Redacted content]

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## Goal setting

### Focus on what matters



Create Your Goals

**Step 1: Goal Statement**

What do you need to achieve?  
Give it a simple name or a few words to describe it!

**Step 2: Measures**

How are you going to measure it?  
Make sure you can actually measure it!

All fields marked "\*" are required

**Goal Statement \***

**Measures \***

**B I U S**

**Start date \***

**End Date \***

**Weight \***

s47F

<b>ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS</b>	<b>INTERMEDIATE</b>
<b>14. Sustainability Plan</b>	<b>Max. 2 points</b>
<p><b>Our network has a documented sustainability plan (over and above a leadership structure and/or a succession plan) that will help ensure the longevity and continuity of the network.</b></p> <p><i>Please provide:</i></p>	

- (a) **an outline of what considerations were considered in the development of the plan**
- (b) **a copy of the plan**

**(a) Considerations outlined:**

- **Place of SBS Pride & Allies in overall SBS inclusion strategy**
- **Monitoring & Regular reporting of strategies and outcomes**
- **Annual General Meeting and election (Co-Chairs and Portfolio leads)**
- **Diversity represented within the steering committee (Gender, various backgrounds...)**
- **Meeting and event attendance**
- **Organisational alignment & agreement (Intersectionality, budget, training...)**
- **Document retention and governmental policies**

**(b) See document: "SO3Q14. SBS Pride & Allies Sustainability Plan"**

**ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS**

**ADVANCED  
Max. 3 points**

**15. Allies of Trans and Gender Diverse People**

The network has undertaken one of the following within the assessed year:

- a) **actively distributed, promoted or developed information on how to be an ally to trans and gender diverse employees**
- b) **worked with trans and gender diverse employees or community members to develop targeted inclusion initiatives profiling trans and gender diverse speakers or role models**

**Note: This is over and above speaking events or LGBTQ calendar Days of Significance.**

Points will be given for one of the above.

- (a) *If you have selected (a), please provide a copy of the information provided*
- (b) *If you have selected (b), please provide details and evidence of this work*

*If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission. Please do not duplicate any evidence already submitted for events around LGBTQ Days of Significance. Points will not be allocated twice for the same event.*

**(a) SBS Pride and Allies scheduled online gender affirmation training run by Pride in Diversity. The session covered:**

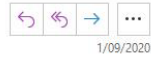
- **The LGBTIQ+ acronym and the importance of LGBTIQ+ inclusion**
- **Differences between sex assigned at birth, gender identity, gender expression and sexual orientation**
- **Tips for being a great Ally.**

*We promoted this training in the fortnightly internal comms from our Managing Director, James Taylor. See below All Staff email from CEO James Taylor dated 1st Sept 2020, and specifically promoting gender affirmation training and tips for being a great Ally.*

Inside SBS: 1 September 2020

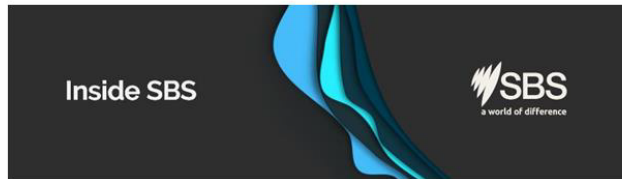


James Taylor <Internalcomms@sbs.com.au>  
To [redacted]



1/09/2020

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



### A note from James

Hi everyone,

Earlier today I [announced the appointment of Mandi Wicks](#) as our next Director of News and Current Affairs (NACA). An exceptional leader with a strong commitment to news and public broadcasting, and deep knowledge of SBS's strategy and operations, Mandi is well-positioned to take the reins in NACA.



Of course, Mandi follows Jim, who has built a purpose-led and capable team delivering Australia's most distinctive and one of its most trusted news services, and I thank him for his significant contribution. Mandi will move into her new role at the end of September and I wish her every success in her next chapter at

Inside SBS: 1 September 2020



James Taylor <Internalcomms@sbs.com.au>  
To [redacted]



1/09/2020

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



which guides classroom learning around the 2020 theme 'Always Was, Always Will Be'. Please share the resource far and wide to help spark year-round conversations and activities within schools and communities.



SBS's [Pride and Allies](#) group has scheduled online gender affirmation training from 10am-11.30am on Thursday 10 September. Run by Pride in Diversity, the session will cover:

- The LGBTIQ+ acronym and the importance of LGBTIQ+ inclusion
- Differences between sex assigned at birth, gender identity, gender expression and sexual orientation
- Tips for being a great Ally.

This event is only for SBS staff and is being run as a pilot session to get feedback for future training opportunities. Please register [here](#), or email [sbspride@sbs.com.au](mailto:sbspride@sbs.com.au) for more information.

s47F

## ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

### 16. Visibility of LGBTQ Women

**ADVANCED**  
Max. 3 points

Throughout the assessed year, our network has *either*:

- developed and made progress against an active strategy with targets in place to increase the visibility of LGBTQ women; or
- undertaken and documented significant activity throughout the year to increase visibility of LGBTQ women and **out** role models

Points will be given for one of the above.

- (a) If you have selected (a), please enclose a copy of any plan developed along with a report of progress made  
(b) If you have selected (b), please provide an outline of all activity taken to specifically increase the visibility and participation of LGBTQ women

If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission.

*The SBS Pride & Allies Committee Co-Chairs are invited to all Mardi Gras broadcast steering committees to feed in to all planning with Producers. In 2020, the Steering Committee, with input from SBS Pride & Allies, continued to champion key LGBTQ female talent as the faces of our Mardi Gras coverage externally and internally – this includes Zoë Coombs Marr and Narelda Jacobs (Jacobs is on contract with competitor Channel 10, however given the significance of the event, we have been able to secure Narelda to continue to take part in our coverage despite this). The below press release covers our broadcast talent, with quotes from all female LGBTQ talent:*

<https://mumbrella.com.au/sbs-to-air-2020-sydney-gay-and-lesbian-mardi-gras-live-with-joel-creasey-courtney-act-narelda-jacobs-and-zoe-coombs-marr-hosting-615902>

*Furthermore, to continue to increase the accessibility of our Mardi Gras coverage (and therefore also increase the reach of our LGBTQ talent) the decision was made as part of our Steering Committee to remove the geo-block from our SBS On Demand live stream of the parade:*

<https://www.sbs.com.au/topics/pride/mardigras/article/2020/02/05/international-viewers-will-be-able-watch-mardi-gras-parade-live-first-time>

*Please see below for evidence of SBS Pride & Allies women being invited to the broader SBS-wide Mardi Gras broadcast steering committee. Below invite was to* [REDACTED]

s47F

Mardi Gras Steer Co. - Meeting

File Meeting Series Scheduling Assistant Tracking Insert Format Text Review Help Tell me what you want to do

Delete Calendar Meeting Notes Accept Tentative Decline Respond Show As: Busy Reminder: 15 minutes Categorize Private High Importance Low Importance Dictate Insights Add Teams Meeting New Group

Accepted on 5/11/2019 1:07 PM.

Pride

**Mardi Gras Steer Co.** s47F

Organizer [Redacted]

Recurrence Occurs every 2 week(s) on Tuesday effective 26/11/2019 until 28/02/2020 from 11:30 AM to 12:00 PM

Location MR Syd Content Conference Room

Response ✓ Accepted [Change Response](#)

Hi team,

It's come time for us to start conversations around Mardi Gras. We will update on programming, how the live broadcast will work, host conversations etc. In addition please see below:

- Float conversations are already in progress
- Creative response should be approved by end of November
- Recruiting for staff to take part in the parade will commence early December

s47F

[Redacted] I have included you from a Community Engagement perspective  
[Redacted] not sure if you have a new contact for ALC as yet?

In Shared Folder Calendar - Ciara.Bowe@sbs.com.au

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 17. LGBTQ Intersectionality	ADVANCED 3 points
<p>Throughout the assessed calendar year, the network has provided opportunities for LGBTQ people of diverse groups to raise their visibility and/or to share their stories across the organisation:</p>	
<p>Please provide evidence for one of the following:</p> <ul style="list-style-type: none"> <li>• LGBTQ and Aboriginal, Torres Strait Islander or Indigenous</li> <li>• LGBTQ and a person of faith</li> <li>• LGBTQ and of another diverse group (i.e. CALD, of mature age, living with disability, etc.)</li> </ul>	
<p><i>Please provide evidence for <u>one</u> of the selected groups above.</i></p>	
<p><i>If you have undertaken above-and-beyond work for more than one of the groups mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.</i></p>	
<p><i>This year we focused on raising the voices of LGBTQ people with a disability; one example of this is on the International Day of People with Disability, we held a panel in collaboration with SBS Access (our internal employee access network). On this panel, we heard from [REDACTED]. See video clip from event introducing [REDACTED] to the panel, refer video file titled: "S03Q17 - International Day of People with Disability 2020.mp4"</i></p>	

s47F

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 18. Intersex Allies	ADVANCED Max. 4 points
<p><b>As Intersex Allies:</b></p> <p>a) The network has completed one of the following within the assessed calendar year:</p> <ul style="list-style-type: none"> <li>• communicated what the organisation has been or is currently doing to be more inclusive of Intersex people while acknowledging that Intersex status is about variations of sex characteristics, not gender identity or sexual orientation</li> <li>• held organisation-wide educational events where Intersex people have spoken</li> <li>• distributed current and accurate information on Intersex inclusion or awareness raising across the organisation</li> <li>• shared articles, books, movies, documentaries, presentations about Intersex from intersex perspectives</li> <li>• sought and gained permission from intersex organisations such as IHRA to share relevant content on social media or LGBTQ network / diversity page</li> <li>• developed a network initiative or working group with Intersex representation to help determine how the organisation or network can be more inclusive of Intersex people (over and above including Intersex awareness within LGBTQ inclusivity training).</li> </ul> <p>b) Our organisation has signed up to The Darlington Statement</p> <p><i>Please provide:</i></p>	

- a) *evidence for one of the selected actions above*
- b) *evidence of your organisation signing up to The Darlington Statement*

*If you have undertaken above-and-beyond work for more than one action in part a) mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.*

*SBS Pride & Allies, along with the SBS Pride Guide committee have launched the SBS Pride Guide internally and externally which includes an Intersex definition and lots of information about intersex people (see screenshot below). This guide helps not only SBS editors, but also external communications divisions, create inclusive content and comms by providing definition, examples, best practice and contact details for any questions. The external launch of the SBS Pride Guide occurred in 2020 at the Pride in Practice conference online, presented by our News Presenter and Personality Ricardo Goncalves. SBS Pride & Allies has also made the Guide to Intersex Inclusion PDF available to all staff on our intranet resource library (see second screenshot below) and the actual PDF is attached in supporting document titled "S03Q18 Guide to Intersex Inclusion".*

## Key concepts

Sex, sexual orientation, gender expression, intersex and gender identity are separate concepts.

### Sex

Sex refers to a person's biological characteristics. A person's sex can be described as being male, female or intersex. Intersex people are born with genetic, hormonal or physical sex characteristics that don't fit medical norms for female or male bodies.

### Sexual orientation

Sexual orientation refers to a person's emotional and/or sexual attraction to another person, including – amongst others – the following identities: heterosexual, gay, lesbian, bisexual, pansexual, asexual or same-sex attracted.

### Gender expression

Gender expression refers to a person's cultural expression such as masculine, feminine or androgynous.

### Intersex

Intersex refers to people who were born with genetic, hormonal or physical sex characteristics that are not conventionally male or female.

### Gender identity

Gender identity refers to the way in which a person understands, identifies or expresses their gender, whether that be as a man, woman, both, in between, or another identity. Some may identify as one gender in one setting and a different gender in another. This may or may not be aligned with the person's assigned sex at birth (e.g. a person may identify as a man, a woman, or a transgender man or transgender woman). Never assume someone identifies based on how they present themselves physically.

## Resources

- [Australia's Workplace Equality Index](#)
- [Pride Inclusion Programs](#)
- [SBS Pride Guide](#)
- [Guide to Intersex Inclusion](#)
- [How to be a Trans Ally](#)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

19. Broader Inclusion

ADVANCED  
Max. 3 points

Within the assessed calendar year, the network has ***planned, targeted and tracked both activity and progress*** within ***one*** of the following areas:



- a) work to extend and increase network engagement and inclusion within regional offices
- b) increasing LGBTQ presence or leadership within other internal diversity networks or working groups (i.e. women, parents, cross-cultural)

Points will be allocated for one of the above. If you have completed work in more than one of the above stated areas, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

- (a) If you have selected (a), please provide a list of activities/work conducted/completed to increase inclusion within regional offices and progress to date
- (b) If you have selected (b), please provide evidence of activity or LGBTQ representation across other diversity networks

*Deepening synergies and partnerships with other internal diversity networks and working groups has been a key focus in 2020, particularly with the newly formed SBS Multi which champions multicultural and faith diversity across SBS. [REDACTED] who is a member of SBS Pride and Allies (as our [REDACTED], and [REDACTED]) became Co-Chair of SBS Multi in 2020. Following on from this, [REDACTED] and his fellow Co-Chairs invited a selection of staff across SBS to take part in 4 x 1 hour workshops (across 4 x separate groups) to formulate the principles of SBS Multi (see evidence of invitation email below). SBS Pride and Allies ensured to have a representative from our network at each of these 4 x 1 hour sessions with Pride & Allies Committee members [REDACTED], [REDACTED], as well as general Pride and Allies member [REDACTED].*

s47F


FW: Invitation to co-create SBS Multi Principles - Message (HTML)

File Message Help Tell me what you want to do

Delete Archive Reply Reply All Forward Quick Steps Move Tags Editing Speech Zoom Report Phishing Insights

Delete Respond Quick Steps Zoom PhishAlarm

**FW: Invitation to co-create SBS Multi Principles**



**The Network**  
To

Reply Reply All Forward ...

Thu 5/11/2020 9:51 AM

---

**From:** [Redacted]  
**Sent:** Tuesday, 27 October 2020 4:08 PM  
**To:** SBS Multi <sbsmulti@sbs.com.au>  
**Subject:** Invitation to co-create SBS Multi Principles

Hello SBS Multi,

As part of our commitment to making SBS an even more inclusive place to work for staff of multicultural and multi-faith backgrounds, we are looking to generate a set of principles to help guide how the organisation approaches multicultural storytelling and issues. This is an evolution of what appears in the Diversity and Inclusion action plan as "multicultural guide".

Whilst we have some ideas, we wanted to co-create these principles with all of you so wanted to invite you to participate in some workshops. The plan is to **do 4 x 1 hour workshops with 8-12 people in each**. We will kick-start with some key problems framed as a "how might we..." statement, get your feedback and then generate some draft principles off the back of this. For example:

***Problem to solve:*** *How might we create more consultation with multicultural people on content and issues that deal with their communities?*

***Principle:*** *When dealing with anything multicultural, seek advice from a person from that community*

The aim is to land 5-6 key principles which will be applicable to all divisions and ensure we have a unified approach. We'd look to embed these in the organisation through including them in leadership day and in divisional workflows. It's pretty exciting.

If you'd like to take part, please write your full name in this spreadsheet [here](#). Once we hit 12 in each group please start populating the next group. We're looking at getting 48 of you to participate to make it truly collaborative and representative.

Please let us know if you have any questions or concerns.

Looking forward to seeing you in a workshop soon.

Cheers,

[Redacted]

s47F

<b>ANNUAL SUBMISSION: LGBTQEMPLOYEE NETWORKS / RESOURCE GROUPS</b>	<b>ADVANCED</b> <b>Max. 4 points</b>
<b>20. Network Reporting</b>	
<b>Within the assessed calendar year, we produced:</b>	

- a) a network specific report on progress against network targets, in addition to
- b) one of the following areas of performance:
  - additional advice provided to the organisation throughout the year
  - areas of significant contribution
  - areas of future focus
  - annual progress tracking against the AWEI

Please provide evidence for both (a) and (b). If you have undertaken above-and-beyond work for more than one of the areas mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

(a) We refer to our FY19/20 report – see file “S03Q11 - SBS Pride & Allies FY20 Report”

(b) We refer to the FY19/20 report again as we structure our strategies and reports around the sections of the AWEI submissions. Each title slide (Slides 8, 12, 19, 30, 38, 44, 49, and 56) refers to each section so we can make sure we’re checking in on progress against our own strategies as well as our AWEI submission throughout the year.

## SECTION 4: VISIBILITY OF INCLUSION

### ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

#### 21. Days of Significance

FOUNDATION  
Max. 2 points

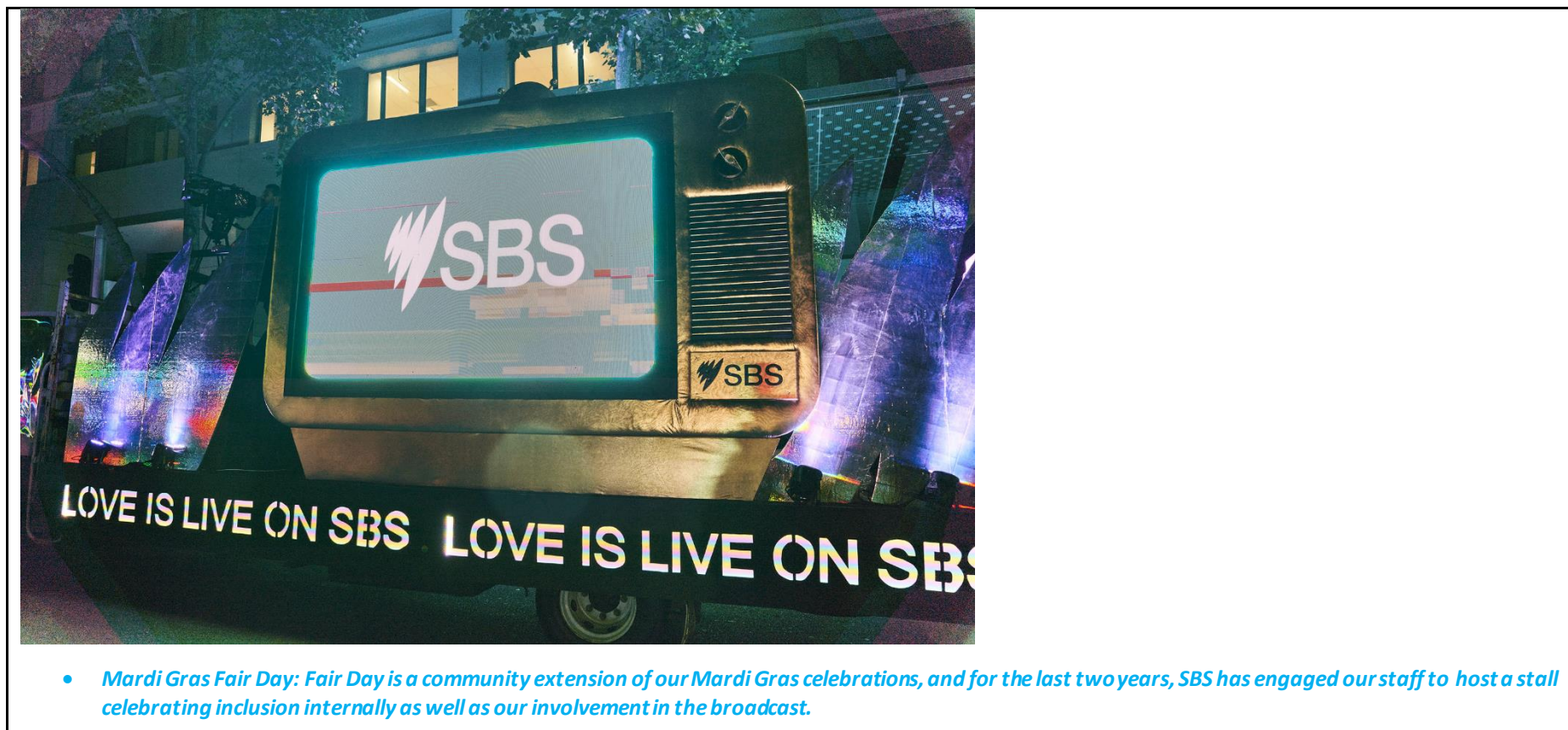
Within the assessed calendar year, we have celebrated and promoted LGBTQ Days of Significance across the organisation while *providing and/or educating employees with an understanding of why these dates are important.*

For full points, please provide:

- a) a list of LGBTQ Days of Significance celebrated throughout the assessed year
- b) a brief description of each event, *detailing how you promoted an understanding of why the day is significant*

*SBS Pride and Allies marked the below Days of Significance throughout 2020:*

- *Mardi Gras: Celebrating all LGBTIQ achievements and commemorating the 1978 activists who called for an end of discrimination against LGBTIQ+ people in employment, for an end to police harassment and the repeal of all anti-gay laws. SBS hosts the official broadcast of the parade.*



Fair Day 2020 - Volunteers Needed - Message (HTML)

File Message Help Acrobat Tell me what you want to do

Ignore Delete Archive Reply Reply All Forward IM Meeting Insights Team Email Reply & Delete To Manager Done Create New

Move OneNote Mark Unread Categorize Follow Up Translate Related Select Read Aloud Zoom Insights Report Phishing

**Fair Day 2020 - Volunteers Needed**

SBS Pride To

Reply Reply All Forward

Fri 7/02/2020 9:56 AM

Hello Pride & Allies members.

We are less than a month away from Australia's most vibrant and oozing-with-love event – **Sydney Gay and Lesbian Mardi Gras Parade 2020**. But before D-Day, we have the **Fair Day!** An all-day rainbow adventure where you can chill with your families and friends, enjoy a picnic spread on a perfect summer day, browse through the community stalls, join the fun and games in the Sports Village or take a dip in Victoria Park Pool.

And...drum roll...for the second year, SBS will have a stand at the event. We, as SBS reps, get to talk to the community about Mardi Gras programming, showcase our upcoming content, create more awareness about SBS On Demand, and how fun it is to work at SBS! The event will take place on **Sunday 16 February at Victoria Park** (Corner of Parramatta Road and City Road, Broadway)

**We are looking for volunteers** to help us at the stand. You will only be required to spare a couple of hours to help us on the day.

If you are keen and available, please reply by letting us know which time slot you fit in by **Wednesday 12 February**

- 9am-11am
- 11am-1pm
- 1pm-3pm
- 3pm-5pm

Thanks in advance.

SBS Pride & Allies

P.S. - Did we mention Doggywood will showcase Mardi Gras-themed dog show where cute canines will battle it out to win *Best Dressed & Most Talented?*

**SBS**

- **Bi-Visibility Day: We marked the day with an email educating our staff about the history and importance of celebrating the day, as well as increasing the visibility of bisexuals within the community.**

## Happy Bi-visibility Day!



SBS Pride  
To: @DL SBS Pride Members  
Cc: Mandi Wicks; Adam Sadler

↩ Reply
↶ Reply All
→ Forward
⋮

Wed 23/09/2020 9:15 AM

*i* You forwarded this message on 10/03/2021 10:26 PM.

Hi SBS Pride & Allies members,

For the last 21 years, **September 23rd has been Bi-visibility Day!!!**



More and more people are identifying as bi, especially amongst [young people](#). This is reflected in the AWEI survey from our partner Pride in Diversity.

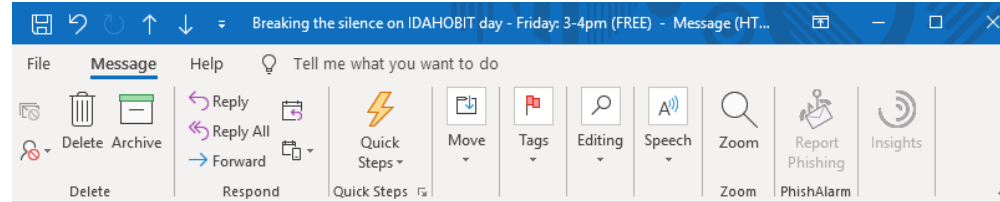
- **38.7%** of LGBTIQ+ people aged 18-24 identify as bisexual (vs 12.4% of those aged 55+),
- **9.5%** of LGBTIQ+ people aged 18-24 identify as pansexual (vs 1.3% of those aged 55+),
- **41.4%** of LGBTIQ+ people aged 18-24 identify as gay/lesbian (vs 81.3% of those aged 55+),

This is not a recent phenomenon. Despite bisexual activity being recorded in [ancient and medieval](#) history, and our current definition of bisexuality starting to take shape in the 19<sup>th</sup> century, bisexuality has frequently been denied, erased, or reframed into a 'gay/straight' framework.



- **IDAHOBIT Day: International Day Against Homophobia, Transphobia and Biphobia stands as an ongoing day of significance to remind us that although Australia is a much more inclusive place than it once was, there are still LGBTIQ+ rights violations worldwide. On this day, we shared an email encouraging**

**staff to register to attend ACON's Breaking The Silence panel marking the day.**



**Breaking the silence on IDAHOBIT day - Friday: 3-4pm (FREE)**

**SP** SBS Pride  
 To #DL SBS Pride Members  
 Wed 13/05/2020 3:44 PM

You forwarded this message on 10/03/2021 7:13 PM.

Hi Pride & Allies members,

On behalf of our partner ACON, please join us at "Breaking The Silence" conference on **Friday between 3-4pm** (register on link below).

IDAHOBIT day is one of the most important international day for the LGBTIQ+ community to fight against homophobia, biphobia, interphobia and transphobia.

Please share around to hear LGBTIQ voices and stories (and wear your rainbow lanyard/pin on Friday to show your support anywhere online 😊)

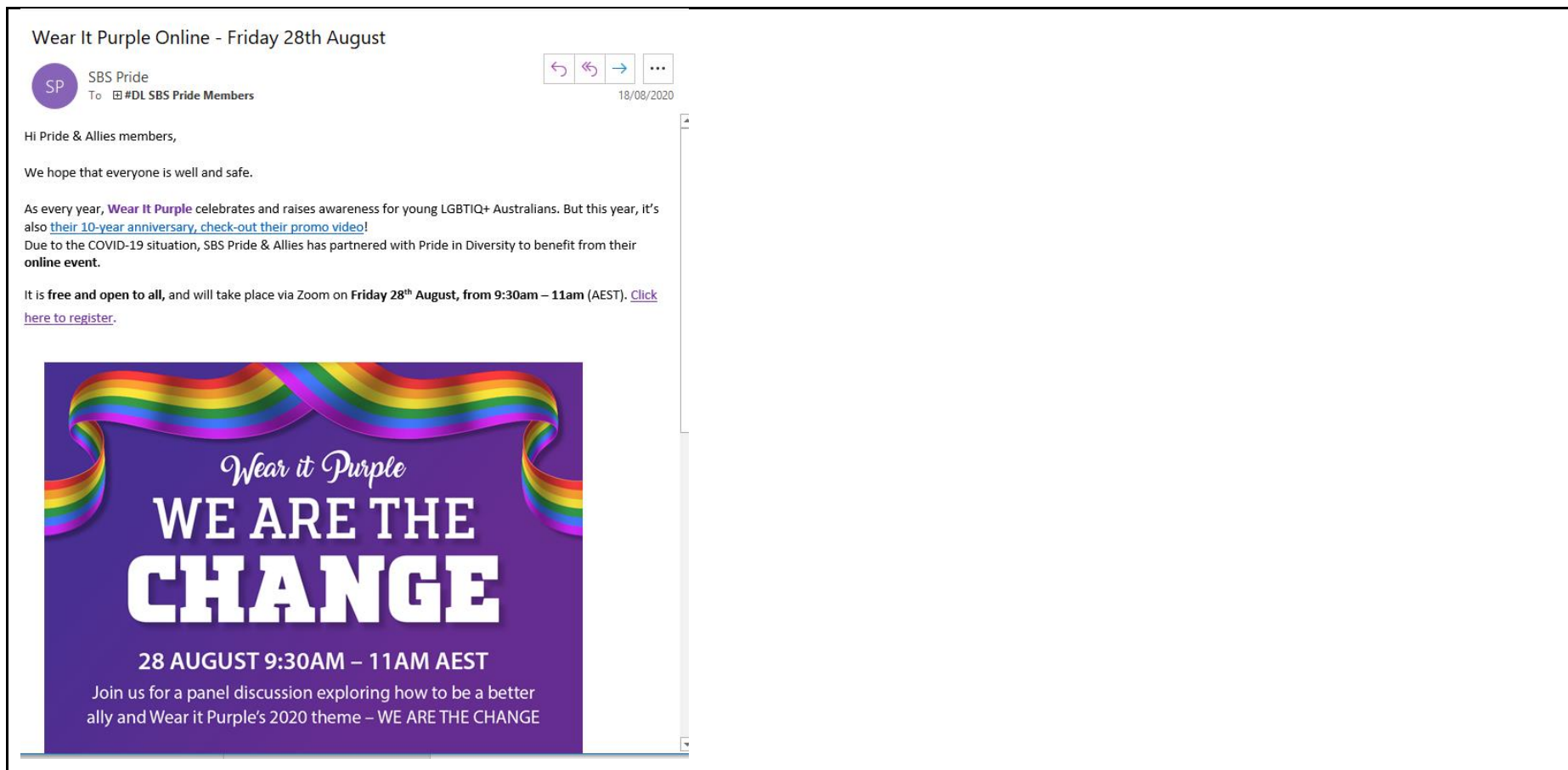
SBS Pride & Allies



Proud member of SBS Pride and Allies



- **Wear It Purple Day: WIP Day is such an important day where we encouraged staff to wear purple even when working from home to increase the visibility of active allies to LGBTIQ+ youth. This year as it was the 10-year anniversary of Wear It Purple, so we directed our staff to tune into their event marking the day.**



<b>ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION</b> <b>22. Visibility in the Workplace</b>	<b>FOUNDATION</b> <b>Max. 3 points</b>
<p><b>We actively encourage and provide a means by which employees can indicate their commitment to LGBTQ workplace inclusion through the use of: ALLY email signatures, lanyards, personal pronouns, <b>virtual backgrounds</b>, etc.</b></p> <p><i>Please provide:</i></p> <p>a) <i>a list of options available to employees through which they can visually indicate that they are an ally or supporter of LGBTQ inclusion</i></p>	

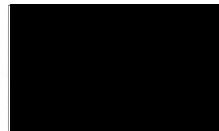


*b) a couple of photos showing active support and visibility of these options within/around/throughout the workplace (please limit photos to a couple of photos – not required for each available option)*

*We have a range of ways in which employees can visibly demonstrate their commitment to LGBTIQ+ workplace inclusion including:*

- *Rainbow lanyards*
- *Rainbow SBS brand stickers in a variety of sizes*
- *Ally stickers for laptops*
- *SBS Pride rainbow pins*
- *Official SBS Pride & Allies brand for email signatures*

*b) See photos*



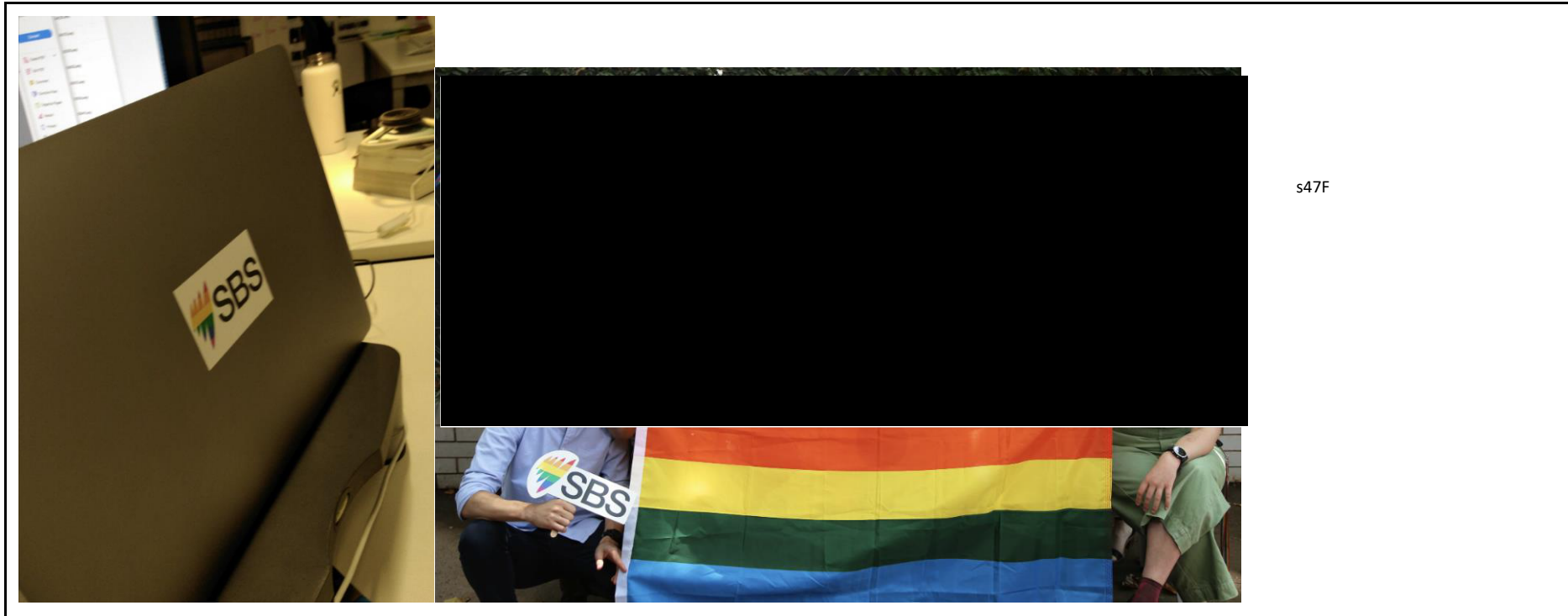
s47F

sbs.com.au



SBS acknowledges the traditional owners of country throughout Australia.





s47F

**ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION**

**23. Ally / Champion Reference Guides**

**INTERMEDIATE**  
**Max. 3 points**

**We provide Ally/LGBTQ Champion Reference Guides or materials on how to be an effective ally and/or an active champion for LGBTQ inclusion within the workplace.**

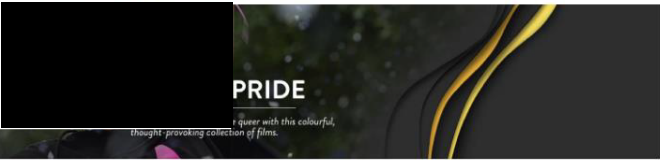
*Please provide*

- (a) copy of this guide or an outline of the content covered within the guide*
- (b) information regarding how it is distributed or where this guide can be found*

*a) See document "S04Q23. SBS Allies Guide.pdf"*

*b) Ally Guide can be found on the SBS Pride & Allies intranet page:*

SBS LGBTQ+ Content & Guides



s47F

- SBS Allies Guide
- SBS On Demand
- SBS Sexuality
- SBS Mardi Gras
- A Blueprint For Improving The Health & Wellbeing of the Trans & Gender Diverse Community in NSW
- Employee Assistance Provider Converge International

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION	INTERMEDIATE
<b>24. Individual LGBTQ Inclusion Work Recognition</b>	<b>2 points</b>
<p><b>Leadership has formally <span style="color: red;">recognised</span> and communicated the work of employee/s across the organisation, regarding their <i>internal</i> contribution in LGBTQ inclusion within the workplace.</b></p> <p><b>Note: This excludes PiD communications around AWEI Awards – but can include your leadership’s formal <i>internal</i> recognition of the contribution made by employees.</b></p> <p><i>Please provide evidence.</i></p> <p><i>Below we have included 3 x communications made by Mandi Wicks (Director of News and Executive Sponsor, Pride &amp; Allies) in which she specifically calls out Pride &amp; Allies Co-Chairs by name in an email to all 200+ Pride members; as well as an email from CEO James Taylor specifically calling out P&amp;A members by name in a congratulatory email to all Pride members, and also an SBS-wide All Staff email from CEO James Taylor in which he calls out Pride Co-Chairs, Executive Sponsors and P&amp;C Lead by name to recognise their efforts.</i></p>	

**From:** Mandi Wicks <Mandi.Wicks@sbs.com.au>  
**Sent:** Monday, 21 December 2020 12:10 PM  
**To:** #DL SBS Pride Members <SBSpridemembers@sbs.com.au>  
**Subject:** Best wishes and stay safe!

Dear SBS Pride & Allies team,


As we head into the SBS shutdown, some are in lockdown on the northern beaches, others are self-isolating while awaiting Covid test results, and others have cancelled their travel plans to avoid quarantining interstate. Seriously – enough already!

It's been a year of adjustment for everyone personally and professionally, and hard work - long hours and more screen time than actual face time! Being involved with SBS Pride & Allies is such a joy, especially when we come together to celebrate for Mardi Gras. Wear it Purple Day or just to be together. We've really missed that in 2020.

In spite of all this, we have plenty to celebrate and to be grateful for.

Our Co-Chairs [REDACTED] have been extraordinary – progressing plans to ensure SBS becomes an even better place to work. We would like to thank them for their dedication this year and for the many hours that went into the AWEI submission – delivering GOLD for SBS. The AWEI framework is intense and there are many steps to take to achieve Gold, all steps that help make SBS more inclusive through our policies, procedures and in our teams. For example, it is fantastic we now have some clearly signposted gender-neutral bathrooms in the Sydney office. Thank you [REDACTED]

Inside SBS: 23 June 2020

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



23/06/2020

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

### SBS recognised as gold tier employer



SBS has been recognised as a gold tier employer by the Australian Workplace Equality Index (AWEI) Awards, shifting from our silver result last year. The AWEI comprises a comprehensive survey to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees.

Our gold tier status is testament to the hard work and passion of the SBS Pride and Allies team who increased our overall score by 20 points compared to last year. A huge congratulations to the SBS Pride and Allies Committee, especially co-chairs [REDACTED]. A special thanks to Joshua Griffin, Mandi Wicks and Adam Sadler for their support and guidance. And, of course to all staff for contributing to SBS being an inclusive workplace.

s47F

**From:** James Taylor [redacted] >  
**Sent:** Thursday, 11 June 2020 5:56 PM  
**To:** Mandi Wicks [redacted] >  
**Cc:** #DL SBS Pride Members <[SBSpridemembers@sbs.com.au](mailto:SBSpridemembers@sbs.com.au)>; Joshua Griffin [redacted]; Stig Bell [redacted] >  
**Subject:** Re: SBS is GOLD!

Hi all,

Woot! Congratulations. What a tremendous outcome. At its heart this award demonstrates that, little by little, we are together making SBS a more inclusive and welcoming home for members of the LGBTQ+ community. That's a big deal, and a big contribution to SBS. Thank you.

Can I also acknowledge [redacted] and of course Mandi and Adam. I'd also like to recognise [redacted]'s tenacity in kicking off our initial participation.

s47F

Cheers,

James [redacted]

<b>ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION</b>	<b>INTERMEDIATE</b>
<b>25. Confidential Contacts</b>	<b>2 points</b>
<p><b>We have an LGBTQ intranet page that clearly identifies LGBTQ people or allies who can be contacted for a <u>confidential</u> and informal discussion regarding being an LGBTQ employee within the organisation. This is over and above any HR or grievance contacts and <u>confidentiality must be assured</u>.</b></p> <p><i>Please provide a screenshot of where this information is provided. <b>If the contact is not clearly communicated as CONFIDENTIAL, full points will not be awarded.</b></i></p> <p><i>See screenshot of our Intranet page below:</i></p>	

SBS Intranet - SBS-pride x + v

https://myintranet.sbs.com.au/sbs-pride-and-allies/

Library Layout Manager Edit

Ciara Bowe

### Need to have a confidential chat with someone?

If you're looking for advice or just someone to talk to, we have a dedicated Pride & Allies contact person, a trained LGBTIQ+ grievance officer and confidential counselling and support services available.

s47F

Free and confidential counselling services:

**ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION**

**26. Communication of LGBTQ Support Information**

**INTERMEDIATE**  
**Max. 2 points**

As the initial source of information for LGBTQ employees, our LGBTQ intranet page *clearly articulates:*

- a) the process for formally reporting workplace LGBTQ bullying/harassment

**b) available LGBTQ friendly support (should this occur)**

For full points, please:

- (a) provide a screenshot of where this information is communicated on the network or LGBTQ diversity page.
- (b) clearly show LGBTQ friendly support avenues

**(a) Screenshot from our SBS Pride & Allies intranet page:**

**Any questions about LGBTQ+ policies and culture?**

**People & Culture contact**

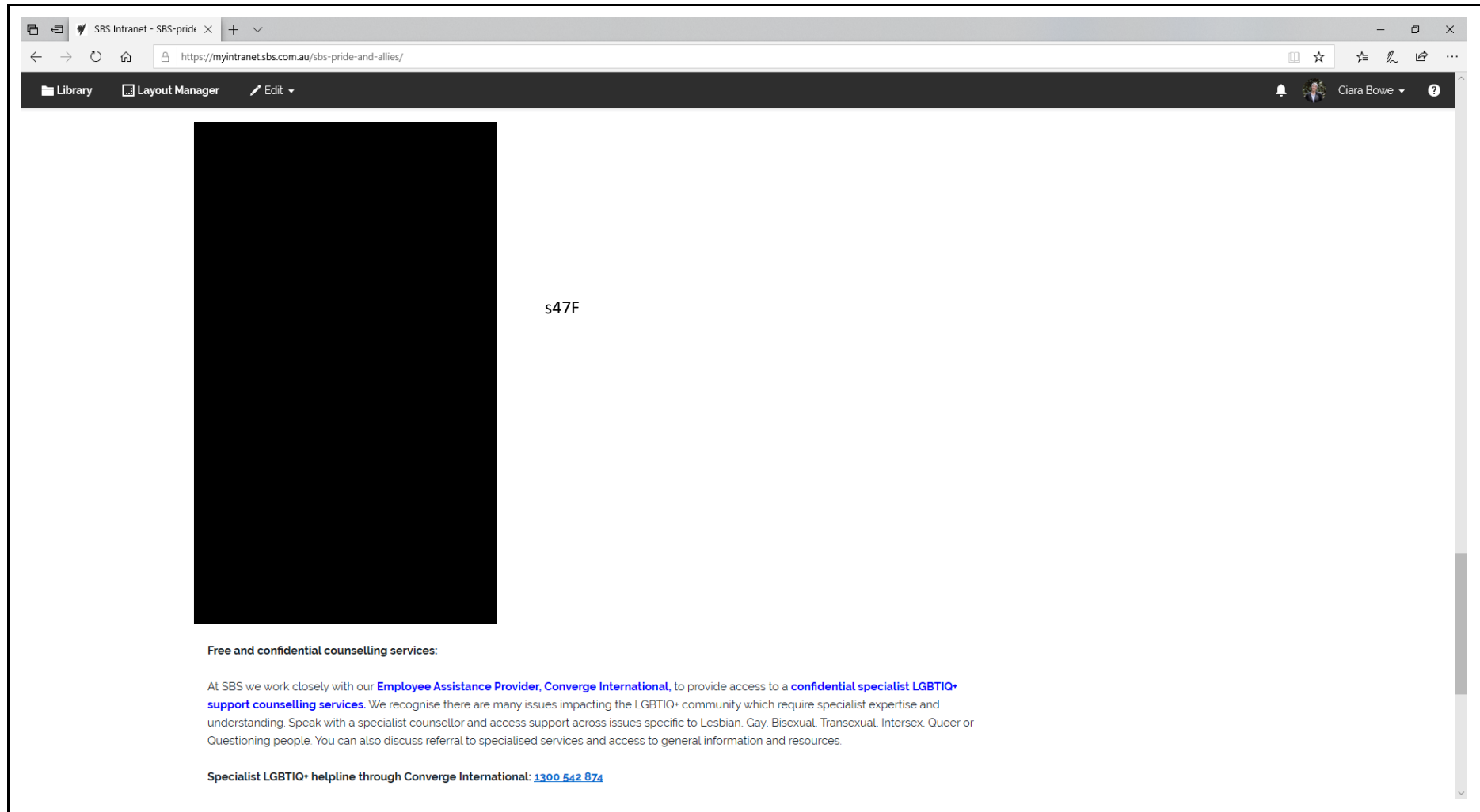
@Joshua Griffin [REDACTED]

Josh is an experienced People & Culture professional who is trained in LGBTQ+ Inclusion and can be contacted for a confidential conversation if you have any concerns relating to LGBTQ+ inclusion, including but not limited to the reporting of inappropriate behaviour or conduct.

To date, Pride & Allies have played a role in supporting and championing the following updates to SBS policy, processes and documents:

- **Updated Parental Leave Policy** to ensure that employees have equal access to paid parental leave regardless of sex, gender identity, sexual orientation or family type (including surrogacy, adoption and fostering arrangements). This was a win for all employees but in particular for same sex couples, fathers and our trans and intersex friends and colleagues. The new policy can be found here.
- **Updated staff benefits** documents available on the intranet to ensure employees are aware that staff benefits including health care packages are available to LGBTQ+ individuals, couples and families. Staff benefits can be found on the people and culture page of the intranet.
- **Updated various policies** to ensure appropriate terminology and inclusive language used throughout – this included our **Leave policy** and **Appropriate Workplace Behaviour policy** both of which can be found in the policies section of the intranet.
- **Updated our induction process** to ensure that new staff are aware of Pride & Allies and how they can access resources or participate and our **Recruitment policy**.
- **Assisted to develop Gender Affirmation Guidelines** to assist Trans and Intersex colleagues, their teams and managers in circumstances where they may be undergoing a gender transition or affirmation process in the workplace.
- **Conducted a benchmarking survey** to understand the qualitative feedback from the business on the state of LGBTQ+ inclusion and the visibility and effectiveness of the SBS Pride & Allies team.
- **Worked with our partners Pride in Diversity** to deliver LGBTQ+ 101 and Allies inclusion training across several key cohorts at SBS throughout 2018

**(b) Screenshot from our SBS Pride & Allies intranet page:**



SBS Intranet - SBS-pride x

https://myintranet.sbs.com.au/sbs-pride-and-allies/

Library Layout Manager Edit

Ciara Bowe

s47F

**Free and confidential counselling services:**

At SBS we work closely with our **Employee Assistance Provider, Converge International**, to provide access to a **confidential specialist LGBTIQ+ support counselling services**. We recognise there are many issues impacting the LGBTIQ+ community which require specialist expertise and understanding. Speak with a specialist counsellor and access support across issues specific to Lesbian, Gay, Bisexual, Transsexual, Intersex, Queer or Questioning people. You can also discuss referral to specialised services and access to general information and resources.

**Specialist LGBTIQ+ helpline through Converge International:** [1300 542 874](tel:1300542874)



**ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION**

**27. LGBTQ Social Media Streams**

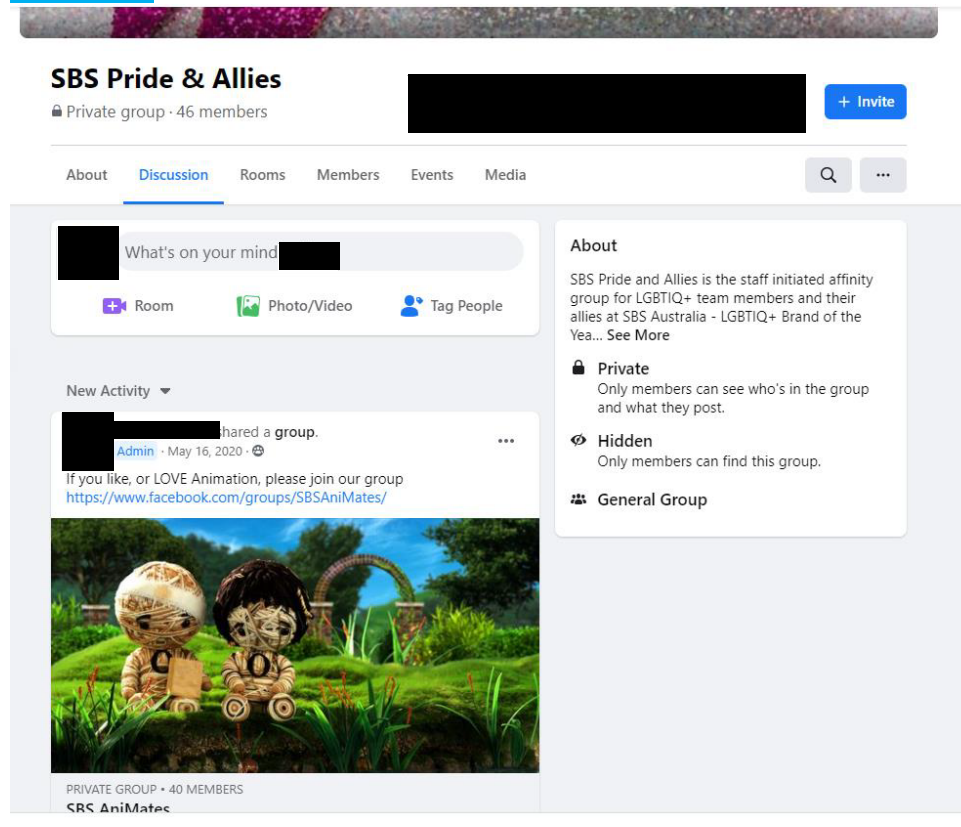
**ADVANCED  
2 points**

**We have internal LGBTQ social media streams or any other means by which we can engage staff in conversations and post items of interest in regard to our inclusion work (may include but is not limited to Yammer, Twitter, Facebook, SharePoint).**

*Please provide screenshot evidence of such posts and/or conversations on your social media streams.*

*SBS Pride & Allies has a private Facebook group for members to connect and share news and opinions, as well as a Yammer account, a Slack account and our regular Microsoft Teams chat which continues between our monthly meetings (also held via Teams). See below for an example of each:*

**FACEBOOK:**

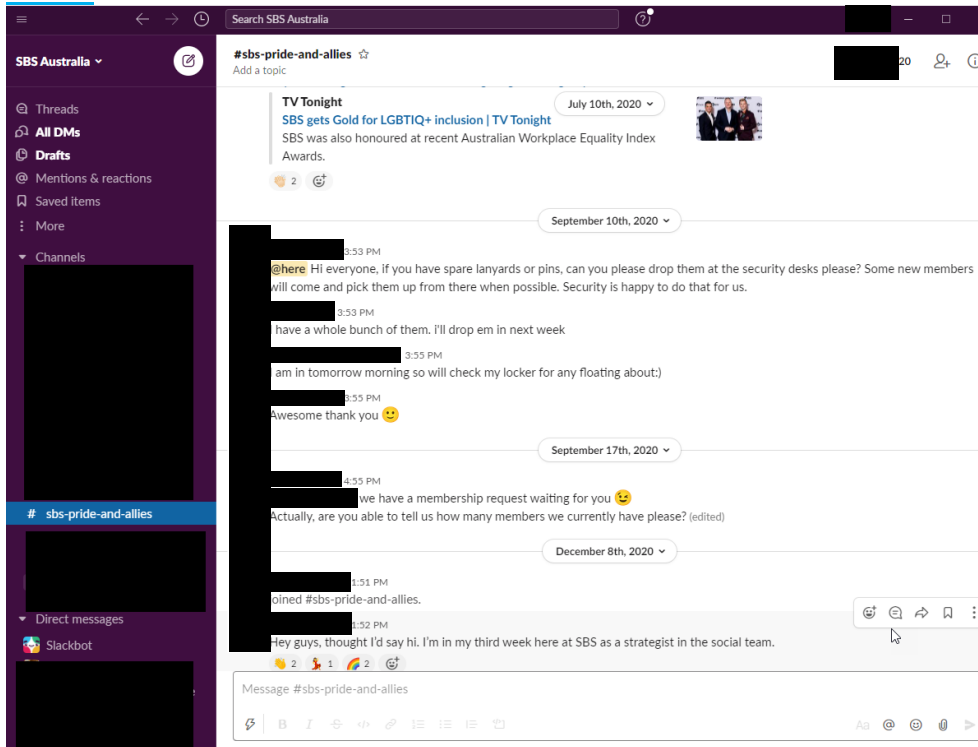


s47F

**YAMMER:**

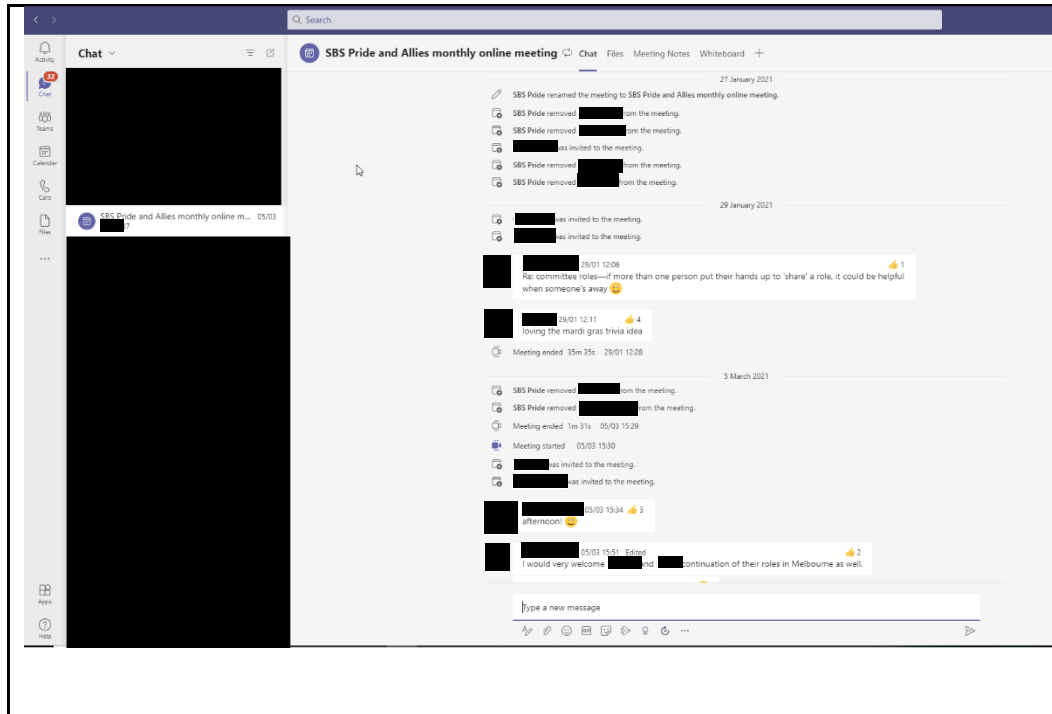


**SLACK:**



s47F

**MICROSOFT TEAMS:**



s47F

## SECTION 5: TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

Please do not include compliance training covering anti-discrimination policies or training within events. Both of these are covered elsewhere.

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT		FOUNDATION
28. Face-to-Face Training		2 points
<p><b>We have made face-to-face LGBTQ Awareness / Inclusion / Ally Training available to all employees within the assessed calendar year. This would include any interactive training conducted via internet technologies (i.e. WebEx, Zoom, Teams, etc).</b></p>		
Name of Trainer or Provider:	<i>Christopher Nelson, Pride in Diversity</i>	<input checked="" type="checkbox"/> Our trainer is accredited by or from Pride in Diversity
Length of training:	<i>90 minutes</i>	
Date/s:	<i>10th September, 2020</i>	
Number of attendees approx that will have gone through this training:	<i>125 employees attended – see evidence below; email from Co-Chair [REDACTED] which was reported back to SBS Inclusion Council</i>	

s47F

	<p>SBS Pride &amp; Allies pre-reads/updates</p> <p>To [Redacted] Cc [Redacted]</p> <p>16/09/2020</p> <p>Media release - Study shows trans women of colour subject to pervasive violence[3].docx 29 KB</p> <p>Hi [Redacted]</p> <p>Here are SBS Pride &amp; Allies pre-reads/updates:</p> <p><u>What happened:</u></p> <ul style="list-style-type: none"> <li>• <b>Wear it Purple 2020:</b> Great success with lots of SBS employees attending their online panel on Friday 28<sup>th</sup> of September. The <a href="#">recorded session</a> is available for anyone to interested. Their panel was a discussion exploring how to be a better Trans Ally and their Wear it Purple’s 2020 theme – WE ARE THE CHANGE (it was also their 10 year anniversary).</li> <li>• <b>SBS Gender Affirmation training:</b> Huge success with 125 SBS employees attending 1,5h session about LGBTIQ+ inclusion in the workplace, differences between sex assigned at birth, gender identity, gender expression and sexual orientation and tips for being a great Ally. We will have more training sessions like that in the coming months (as part of the Pride in Diversity membership).</li> <li>• <b>Lanyard and pins:</b> Security/Front desk has accepted to keep spare merchandises for anyone to pick them up when needed. This measure will remain in place during COVID restrictions.\</li> </ul>	s47F
Evidence of training undertaken (one piece required):	<p><i>Screenshot of the invitation sent or where training has been communicated.</i></p> <p><i>Communication to SBS Pride &amp; Allies Members:</i></p>	

File Meeting Scheduling Assistant Tracking Insert Format Text Review Help Tell me what you want

Calendar Meeting Notes Accept Tentative Decline Propose New Time Respond

Accepted on 27/08/2020 5:40 PM. Pride

### SBS Gender Affirmation Training

Organizer: SBS Pride

Time: Thursday, 10 September 2020 10:00 AM-11:30 AM

Location: <https://zoom.us/j/4955480323?pwd=aFJoMGYwVlFhUjFwOTBwZkM2cHdxJT09>

Response: ✔ Accepted [Change Response](#)

Hi Pride and Allies members,

Lots of members have been asking about the next **Gender Affirmation training** about Transgender and Gender Awareness. It's now been scheduled for the 10<sup>th</sup> of September specifically for SBS in partnership with Pride in Diversity.





It is good for everyone who wants to fully learn about:

- **LGBTQ+ inclusion (and what isn't),**
- **Its importance in the workplace,**
- **All letters but specifically about transgender, gender diverse and non-binary people,**
- **Differences between sex assigned at birth, gender identity, gender expression and sexual orientation,**
- **Tips for being a great Ally.**

> Feel free to prepare your questions prior to the session for our trainer – we will have a Q&A session at the end too.  
 > **Feel free to share this invite with anyone interested (SBS only).**


Note: if you never used Zoom before, you should be able to attend from their [link](#) on web or by installing Zoom desktop app.

See you all soon,  
 SBS Pride & Allies


Proud member of SBS Pride and Allies




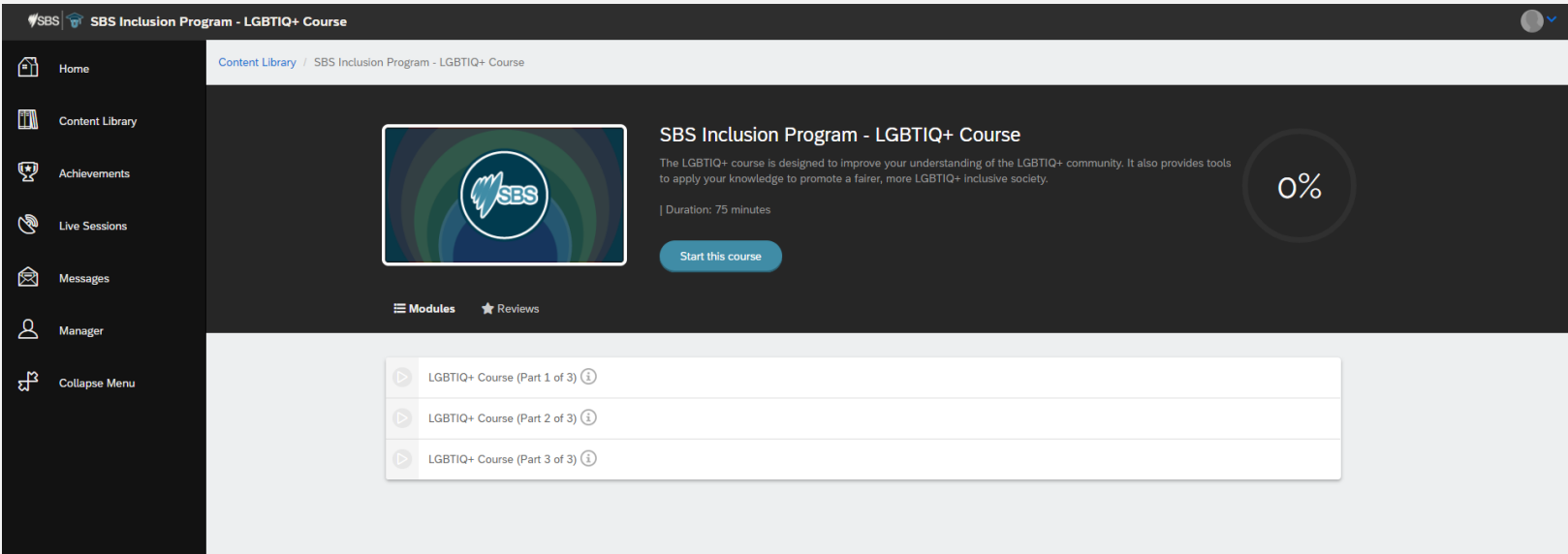
Further options from Pride in Diversity if you can't use the link:

Meeting ID: 495 548 0323  
 Passcode: 367615  
 One tap mobile  
 +61731853730,,4955480323#,,,,0#,,367615# Australia  
 +61861193900,,4955480323#,,,,0#,,367615# Australia

In Shared Folder  Calendar - Clara.Bowe@sbs.com.au

<i>Communication to the wider company:</i>	
	<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <p>Inside SBS: 1 September 2020</p> <p> James Taylor &lt;Internalcomms@sbs.com.au&gt; To [redacted] 1/09/2020</p> <p><small>🔍 If there are problems with how this message is displayed, click here to view it in a web browser.</small></p> <p><b>A note from James</b></p> <p>Hi everyone,</p> <p>Earlier today I <a href="#">announced the appointment of Mandi Wicks</a> as our next Director of News and Current Affairs (NACA). An exceptional leader with a strong commitment to news and public broadcasting, and deep knowledge of SBS's strategy and operations, Mandi is well-positioned to take the reins in NACA.</p> <p>Of course, Mandi follows Jim, who has built a purpose-led and capable team delivering Australia's most distinctive and one of its most trusted news services, and I thank him for his significant contribution. Mandi will move into her new role at the end of September and I wish her every success in her next chapter at</p> </div> <div style="width: 48%;"> <p>Inside SBS: 1 September 2020</p> <p> James Taylor &lt;Internalcomms@sbs.com.au&gt; To [redacted] 1/09/2020</p> <p><small>🔍 If there are problems with how this message is displayed, click here to view it in a web browser.</small></p> <p>which guides classroom learning around the 2020 theme 'Always Was, Always Will Be'. Please share the resource far and wide to help spark year-round conversations and activities within schools and communities.</p> <hr/> <p><b>SBS's Pride and Allies</b> group has scheduled online gender affirmation training from 10am-11.30am on Thursday 10 September. Run by Pride in Diversity, the session will cover:</p> <ul style="list-style-type: none"> <li>• The LGBTIQ+ acronym and the importance of LGBTIQ+ inclusion</li> <li>• Differences between sex assigned at birth, gender identity, gender expression and sexual orientation</li> <li>• Tips for being a great Ally.</li> </ul> <p>This event is only for SBS staff and is being run as a pilot session to get feedback for future training opportunities. Please register <a href="#">here</a>, or email <a href="mailto:sbspide@sbs.com.au">sbspide@sbs.com.au</a> for more information.</p> </div> </div>
Copy of presentation or outline of training covered:	<i>(Not required if Pride in Diversity or Pride in Health + Wellbeing delivered) – Not required in this instance</i>

<b>ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS &amp; PROFESSIONAL DEVELOPMENT</b> <b>29. Online Training</b>	<b>FOUNDATION</b> <b>2 points</b>
<b>We have LGBTQ online training modules or pre-recorded content that can be accessed by employees throughout the assessed calendar year.</b>	

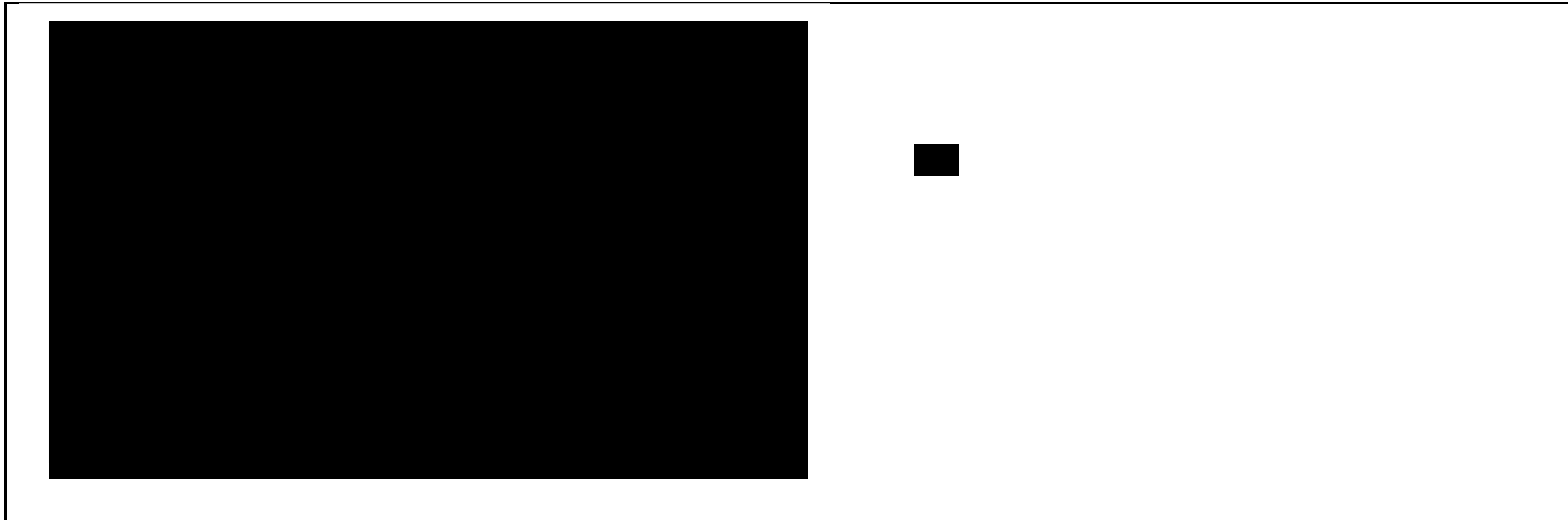
Name of Online Training or Video:	<a href="#">SBS Inclusion Program – LGBTIQ+ Course</a>
Length of the LGBTQ component within the video/training:	<a href="#">75 minutes (see screenshot below)</a>
Where employees can access this training:	<p><i>Please provide screenshot of where this training is accessed.</i>  <a href="#">Screenshot detailed below of SBS intranet page for all staff.</a></p> 
Tracking:	<p><i>To provide evidence of training being accessed, please identify:</i></p> <p><b>(a)</b> <i>how participation numbers are tracked: <a href="#">Participation is tracked via our Learning Management System where individuals are assigned and then their completion status tracked in the system. In the below image you can see that assigned users have been filtered by ‘complete’ - there are 64 completed as seen in the top left.</a></i></p>



	<p>People (64)</p> <p>Search by name [ ] Completed [v]</p> <p><input type="checkbox"/> select all <input type="checkbox"/> Show Inactive</p> <table border="1"> <tbody> <tr><td><input type="checkbox"/></td><td>[redacted]@sbs.com.au</td><td>Active</td><td>Complete</td><td>Edit result</td><td>X</td></tr> <tr><td><input type="checkbox"/></td><td>[redacted]@sbs.com.au</td><td>Active</td><td>Complete</td><td>Edit result</td><td>X</td></tr> <tr><td><input type="checkbox"/></td><td>[redacted]@sbs.com.au</td><td>Active</td><td>Complete</td><td>Team</td><td>Edit result</td><td>X</td></tr> <tr><td><input type="checkbox"/></td><td>[redacted]@sbs.com.au</td><td>Active</td><td>Complete</td><td>Team</td><td>Edit result</td><td>X</td></tr> <tr><td><input type="checkbox"/></td><td>[redacted]@sbs.com.au</td><td>Active</td><td>Complete</td><td>Edit result</td><td>X</td></tr> <tr><td><input type="checkbox"/></td><td>[redacted]@sbs.com.au</td><td>Active</td><td>Complete</td><td>Edit result</td><td>X</td></tr> <tr><td><input type="checkbox"/></td><td>[redacted]@sbs.com.au</td><td>Active</td><td>Complete</td><td>Edit result</td><td>X</td></tr> <tr><td><input type="checkbox"/></td><td>[redacted]@sbs.com.au</td><td>Active</td><td>Complete</td><td>Team</td><td>Edit result</td><td>X</td></tr> </tbody> </table> <p>Assign to existing people [button]</p> <p>Perform a bulk action on selected people [dropdown]</p> <p>64.65% of the people assigned to this course are completed.</p> <p>(b) <i>approximate number of people accessing this training throughout the assessed year. 64 people of the 96 assigned in 2020 have completed this program. You can see the 64 completed in the above screenshot, and on the right-hand side the green progress bar shows that 64.65% of assigned participants have completed the training. (A significant number of staff completed the program in 2019 and in 2021 100% of the remaining workforce have now been assigned this program)</i></p>	<input type="checkbox"/>	[redacted]@sbs.com.au	Active	Complete	Edit result	X	<input type="checkbox"/>	[redacted]@sbs.com.au	Active	Complete	Edit result	X	<input type="checkbox"/>	[redacted]@sbs.com.au	Active	Complete	Team	Edit result	X	<input type="checkbox"/>	[redacted]@sbs.com.au	Active	Complete	Team	Edit result	X	<input type="checkbox"/>	[redacted]@sbs.com.au	Active	Complete	Edit result	X	<input type="checkbox"/>	[redacted]@sbs.com.au	Active	Complete	Edit result	X	<input type="checkbox"/>	[redacted]@sbs.com.au	Active	Complete	Edit result	X	<input type="checkbox"/>	[redacted]@sbs.com.au	Active	Complete	Team	Edit result	X
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<p>Copy of the module or a brief outline of it's LGBTQ content.</p>	<p><i>See below for two screenshots detailing a short blurb on the aim of the course and a list of all included topics:</i></p>																																																			

	<h1>LGBTIQ+ Course</h1> <p>LGBTIQ+ inclusion is about building a safe and productive environment for all individuals, regardless of their sexuality, gender identity, or bodily diversity.</p> <p>This course has been developed in collaboration with ACON Pride in Diversity, as well as input from the University of Queensland's Workforce Diversity and Inclusion team.</p>	<h2>Topics</h2> <p>The LGBTIQ+ course includes the following topics:</p> <ul style="list-style-type: none"> <li>- The 'Why?' of LGBTIQ+ inclusion</li> <li>- Letters and labels</li> <li>- Coming out</li> <li>- Gender diverse</li> <li>- Everyday conversations</li> <li>- Allies and role models</li> <li>- LGBTIQ+ Policies</li> </ul>
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<b>ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS &amp; PROFESSIONAL DEVELOPMENT</b>	<b>ADVANCED</b> <b>Max. 2 points</b>
<b>30. Professional Development for LGBTQ Employees</b>	
<p><b>Outside of the Pride in Practice Conference within the assessed calendar year, we have <i>either</i>:</b></p> <p><b>(a) provided LGBTQ people with LGBTQ specific leadership training, internally or externally (excludes conferences unless specifically dedicated to LGBTQ leadership development)</b></p> <p><b>(b) put processes in place to ensure that there is LGBTQ representation within talent development programs.</b></p> <p><i>Please provide evidence for the <u>one</u> selected item above. If you can provide both, please add the second item to the ADDITIONAL WORK section at the end of this submission.</i></p> <p><i>We have an accelerated development program in place which aims to invest in the professional development of high potential employees from under-represented backgrounds. We specifically included members of the LGBTIQ+ community when discussing under-represented backgrounds and cross reference our program candidates to the best of our ability to ensure representation from the LGBTIQ+ community</i></p>	



**ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT**

**ADVANCED**  
Max. 4 points

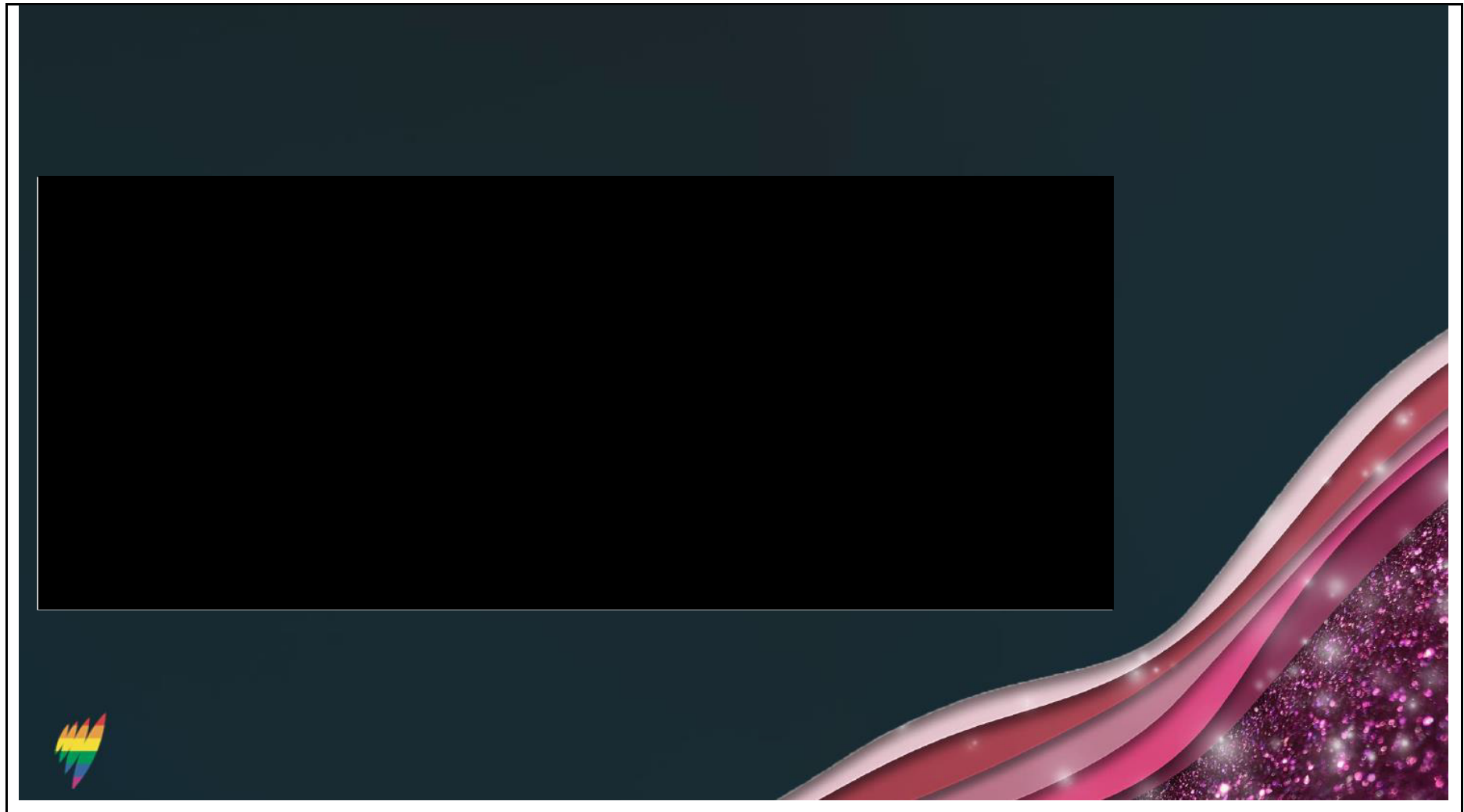
**31. LGBTQ Inclusion Training Plan**

**We have a strategy or training plan in place to specifically address LGBTQ inclusion and/or awareness training for all employees.**

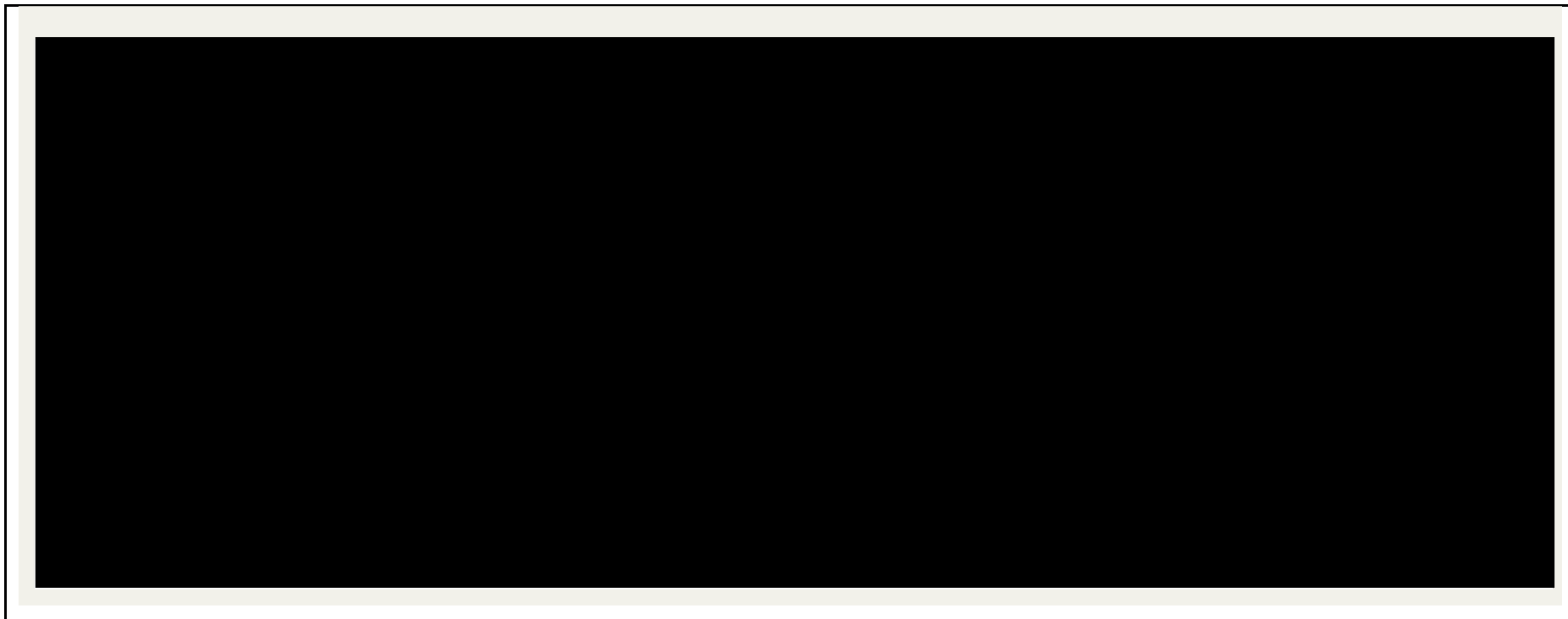
*Please provide:*

- (a) a copy of the strategy*
- (b) outlined progress made throughout the assessed year*

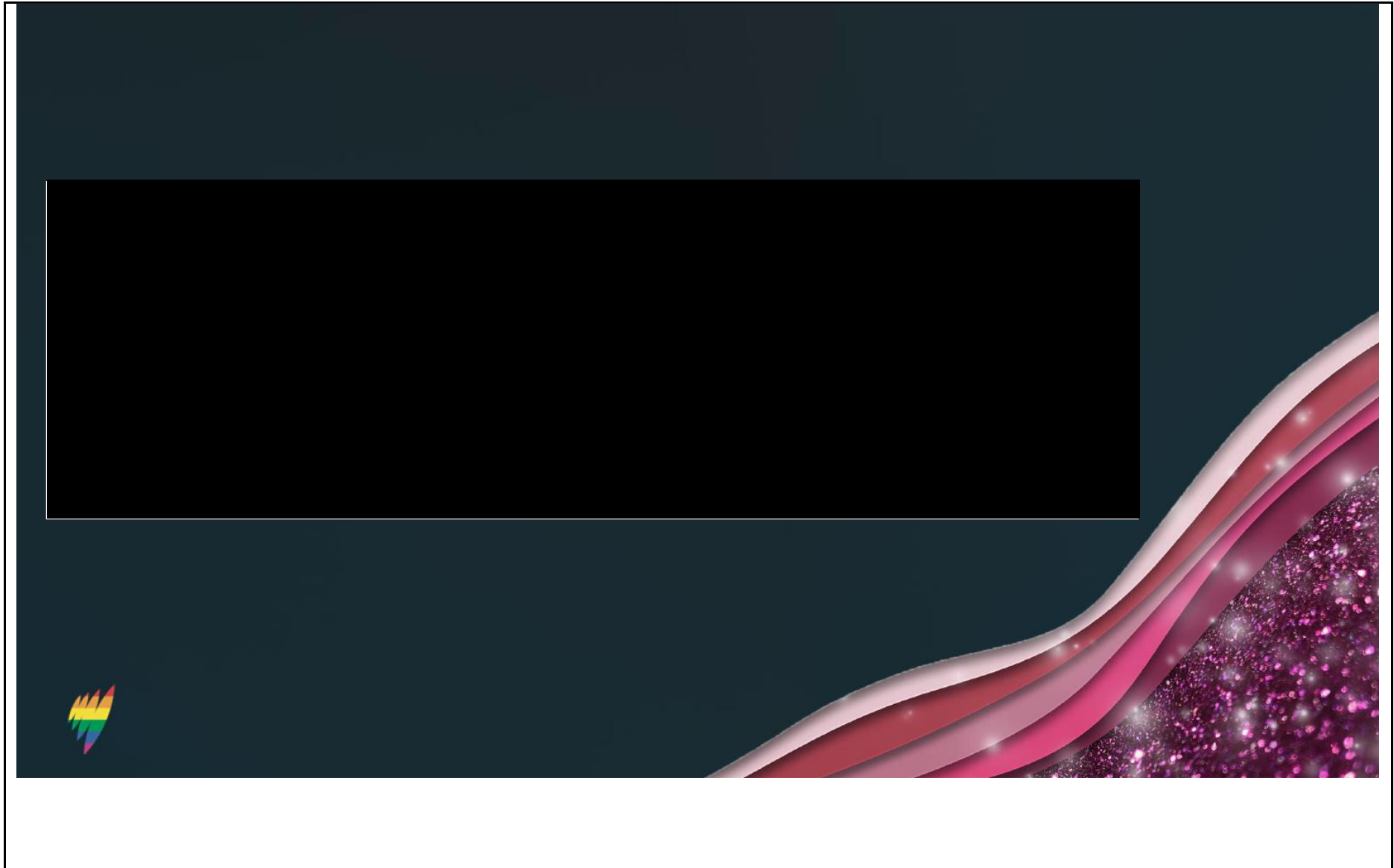
*Please refer our Financial Year 20-21 Strategy document, file "S03Q11 - SBS Pride & Allies - Strategy FY21", and refer specifically to slides 15, 16, 23, 24 and 26 which we have also screenshotted below. These slides are evidence of our mid-year strategy update in which re reflected on lessons learnt and progress made so far in 2020, and the key goals moving forward based on this.*



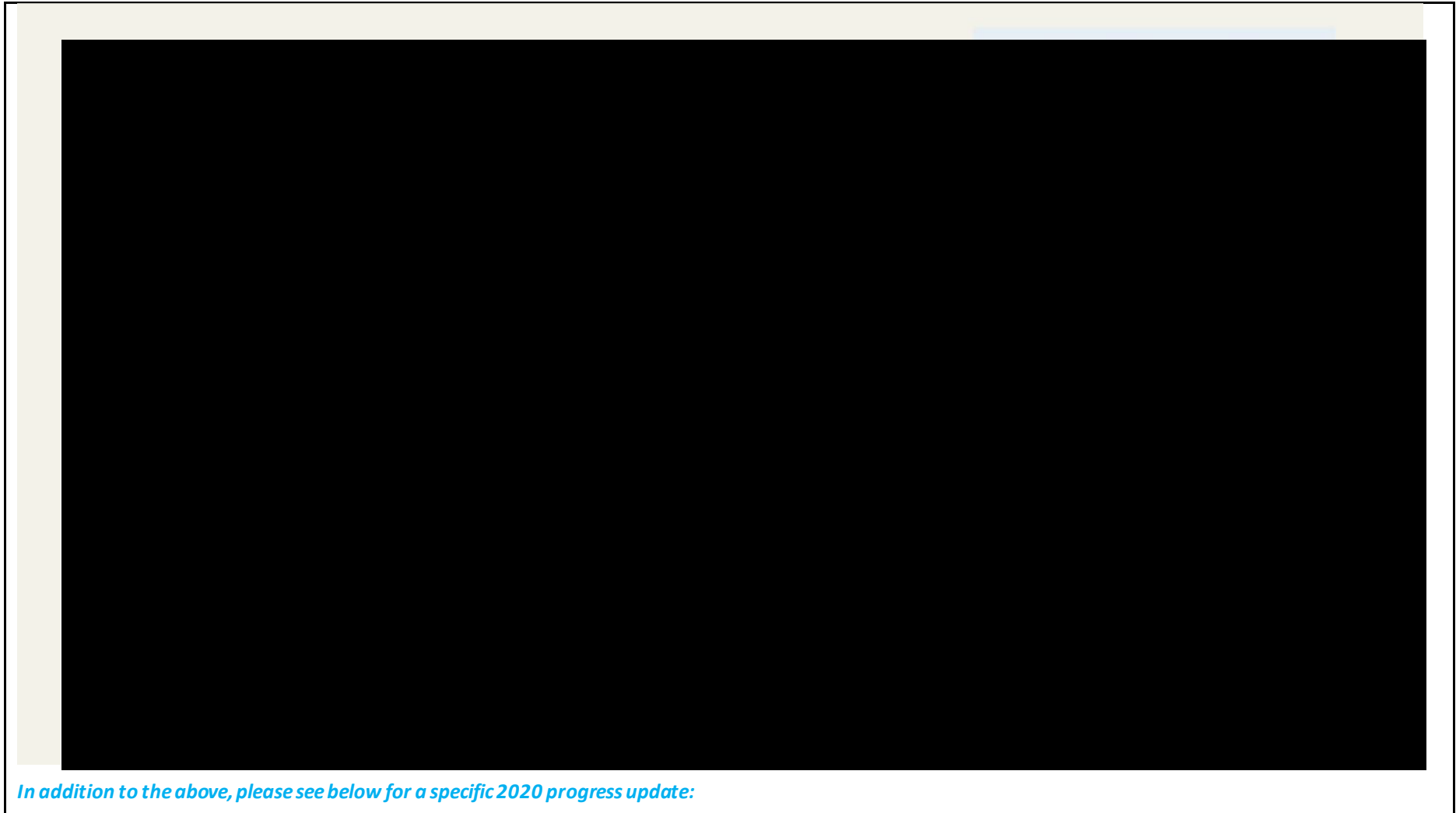
s47E



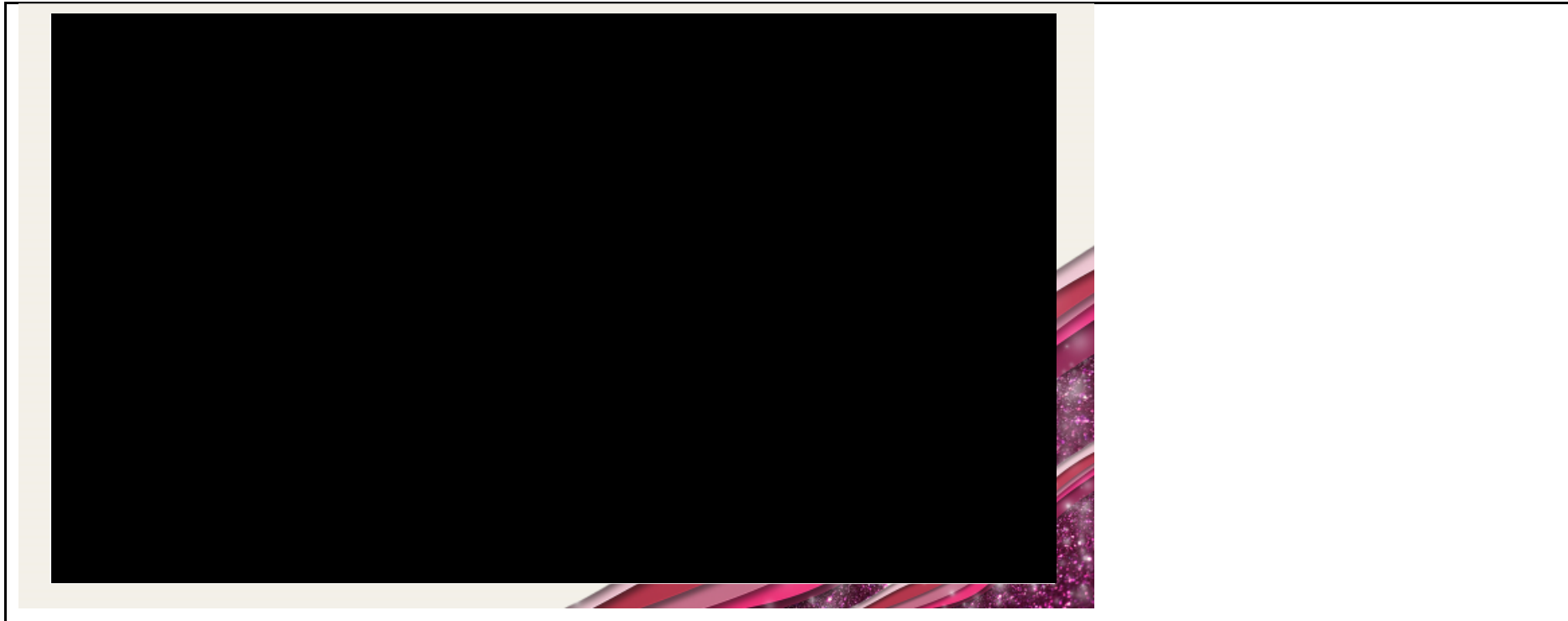
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<p><b>ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS &amp; PROFESSIONAL DEVELOPMENT</b>  <b>32. LGBTQ Conferences, Seminars and Events</b></p>	<p><b>ADVANCED</b>  <b>2 points</b></p>
<p>Within the assessed calendar year, we have provided opportunities for employees to attended <u>external</u> dedicated LGBTQ <u>conferences, seminars or events</u>.</p> <p><b>Note: This may include but is not limited to the Pride in Practice Conference, Regional Reach or Sapphire Events, or external LGBTQ panel events. This does not include roundtables or social networking events.</b></p> <p><i>Please provide evidence.</i></p>	
<p><i>Our People and Culture team purchased 3 x single pass tickets for the Pride in Practice Conference in November 2020; evidence of one of these tickets below:</i></p>	



## Pride in Practice Conference: Chime Live Platform Link, Username and Password

 anzpac@chime.live  
To [REDACTED]

[↩ Reply](#) [↩ Reply All](#) [→ Forward](#) [⋮](#)

Sun 29/11/2020 4:49 PM

[Click here to download pictures.](#) To help protect your privacy, Outlook prevented automatic download of some pictures in this message.



Dear [REDACTED]

We are looking forward to welcoming you to the Pride in Practice Online Conference, to be held from **Monday 30th November – Wednesday 2nd December**.

In this email you will find the **URL link and log in details** for you to join to the Chime Live Platform.

To get the best experience within the platform, please use **Chrome as a browser** and avoid using a VPN. Please note, you will not need to download any software, as this platform is accessible using your web browser.

If possible, we recommend you logging in now, so you can get familiar with the functions of the platform.

### LOGIN DETAILS

Website: <https://prideinpractice.anzpac.chime.live/app>

Username: [REDACTED]

Password: 432338

### TECHNICAL SUPPORT

Should you have any technical difficulties on the day please send an email to: [Webcast@encore-anzpac.com](mailto:Webcast@encore-anzpac.com)

s47F

## SECTION 6: EXECUTIVE LEADERSHIP & ENGAGEMENT

Please note: Different titles are used when referring to the most senior executive. For the purpose of consistency within submission, in defining CEO or Equivalent, we are referring to the most senior executive in your organisation within Australia.

If you have a CEO or equivalent, or Senior Leader/Executive highly active in promoting and supporting LGBTQ inclusion (as an LGBTQ individual or an ally), please consider nominating them for the following Awards (where applicable):

- [Executive Leadership Award](#)
- [CEO of the Year Award](#)

<b>ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP &amp; ENGAGEMENT</b> <b>33. Executive Sponsor or Champion</b>	<b>INTERMEDIATE</b> <b>Max. 2 points</b>
<p><b>We have a visible and active Executive Sponsor or Senior Champion for LGBTQ inclusion who has both:</b></p> <ul style="list-style-type: none"> <li>a) contributed to the LGBTQ strategy</li> <li>b) is engaged in tracking performance progress against the strategy throughout the year</li> </ul> <p><i>For full points, please provide evidence for all parts to this question:</i></p> <ul style="list-style-type: none"> <li>a) specific contribution to the strategy</li> <li>b) level of engagement, tracking progress against the strategy (signed statement by the Executive as to their role in strategy development/tracking will suffice)</li> </ul> <p><i>Please see below for an example agenda from one of our regular monthly catch ups in which Co-Chairs meet with our Executive Sponsors in order to report on progress and get input, guidance and assistance from Sponsors on all key areas of activity. As well as this we have included a signed statement from our Executive Sponsor Mandi Wicks on her contribution in 2020. This signed letter is also attached under file name "S06Q33 - Mandi Wicks – Signed Letter".</i></p>	

# Pride Catch Up

28 October 2020



## Pride Catch Up

<b>Location</b>	Microsoft Teams
<b>Date</b>	28 <sup>th</sup> October
<b>Time</b>	1pm-1:30pm
<b>Meeting Attendees</b>	Mandi Wicks, Adam Sadler, [REDACTED]
<b>Apologies</b>	

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## Agenda Items

Item	Topic	Owner
1	General Updates <ul style="list-style-type: none"> <li>- NITV presentation</li> <li>- Corporate Affairs presentation</li> </ul>	CO CHAIRS
2	Pride Guide <ul style="list-style-type: none"> <li>- Launch Update</li> <li>- Next Steps</li> <li>- Translation discussion (will need to bring to inclusion council)</li> </ul>	CO CHAIRS
3	Inclusive Bathrooms Update	CO CHAIRS
4	AGM & Next Steps for Pride Group – Discussion	CO CHAIRS
5	AOB	ALL

## SBS Pride & Allies

11 March 21



Hello,

As a proud ally of the LGBTQI+ community, I have been privileged to be a Co-Executive Sponsor of SBS Pride & Allies for another year in 2020. Over what was a challenging year, as a result of the COVID-19 pandemic, I've been fortunate to be able to support our talented, passionate and dedicated Committee go from strength to strength.

Along with my fellow Co-Executive Sponsor (Adam Sadler), we have met regularly (every 6 weeks minimum), generally via Microsoft Teams, with our three SBS Pride & Allies Co-Chairs [REDACTED] to track progress against our 2020 strategy. As part of these regular check-ins, we discuss how we are tracking against key goals and allocated timelines, as well as providing our Co-Chairs with feedback and input on new initiatives and relaying any key information from the Co-Chairs and wider Committee back to the SBS Executive.

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Also, we regularly see our Co-Chairs at our SBS Inclusion Council meetings where we discuss key Pride & Allies activity with the wider Council. Our Co-Chairs will diligently prepare pre-reading documents ahead of these meetings, which we review and provide strategic direction before they are circulated to the broader group.

Some of our key achievements that we have helped the Committee drive in 2020 have included the external launch of the SBS Pride Guide, implementing our inclusive bathrooms strategy and also our biggest achievement to date - gaining Gold employer designation at the AWEI Awards!

Furthermore, as a member of the Executive Ally Network, hosted by PWC, my role is to proactively share our progress with a wider forum, and then debrief with the SBS Co-Chairs after each meeting regarding key information or research.

It's been a privilege to help provide strategic direction and support to our growing SBS Pride & Allies group so far and I can't wait to see what more we can do to assist this fabulous group to progress inclusion at SBS in 2021!

Regards,



Mandi Wicks  
Co-Executive Sponsor, SBS Pride & Allies

Special Broadcasting Service  
14 Herbert Street, Artarmon NSW 2064 Australia sbs.com.au

11 March 21

**ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT**

**ADVANCED  
2 points**

**34. Executive Advocacy**

**Within the assessed calendar year, Senior Executive(s) within our organisation have:**

- a) advocated for LGBTQ inclusion at an executive level *externally* amongst peers
- b) advocated for LGBTQ inclusion at an executive level *internally* amongst peers; or
- c) attended at least two of the Pride in Diversity Executive Allies Forums within the assessed year

*Please provide evidence for one of the above.*

*If you can provide evidence for two or more of the above, please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.*

*Our Director of Sport, Ken Shipp, spoke at the Pride in Sport Awards in October 2020 on the importance and power of inclusion within Sport and of the proud commitment by SBS to champion this change. See photographic evidence below.*



**ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT**

**35. CEO or Equivalent Communications**

**ADVANCED  
2 points**

**Within the assessed calendar year, our CEO or equivalent has sent formal communications to all employees comprehensively discussing progress made in LGBTQ inclusion work and its importance to the organisation. This may be CEO communications prioritised on intranet pages or within a CEO newsletter (beyond social media, award announcements only).**

*Please provide the most comprehensive communication sent out by your CEO (or equivalent) to all employees in regard to your work in LGBTQ inclusion.*

*Below is a screenshot of an ALL STAFF email from our CEO James Taylor ahead of the 2020 Sydney Gay and Lesbian Mardi Gras, specifically detailing Pride and Allies work organising the SBS stall at Fair Day.*

Inside SBS: 18 February 2020



James Taylor <Internalcomms@sbs.com.au> (James Taylor via mail209.atl271.mcdlv.net)  
To Olek Novak

Reply Reply All Forward ...  
Tue 18/02/2020 2:56 PM

If there are problems with how this message is displayed, click here to view it in a web browser.  
The actual sender of this message is different than the normal sender. Click here to learn more.

### 2020 Sydney Gay and Lesbian Mardi Gras



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For the first time ever, SBS will broadcast the 2020 Sydney Gay and Lesbian Mardi Gras parade LIVE on Saturday 29 February – as well as on SBS On Demand. [Watch the promo.](#)

One of the key events in the lead up to the Sydney Gay and Lesbian Mardi Gras parade is [Fair Day](#) – where SBS had pride of place last Sunday. The SBS tent offered respite from the heat and humidity with screenings of last year's parade as well as promos relating to this year's Sydney Gay and Lesbian Mardi Gras programming. The day was not only the perfect on-ground opportunity to promote our broadcast of the 2020 parade, it also gave [SBS Pride & Allies](#) the chance to showcase SBS as a proud driver of diversity and inclusion.

Congratulations and a big thanks to all of you from ALC, Content, Sales, Legal, People and Culture, NITV, Publicity and Marketing (some of you pictured above) who represented SBS and our [SBS Pride & Allies](#) group.

## ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT

**ADVANCED**  
**2 points**

### 36. CEO or Equivalent Speaking at Events

**Our CEO or equivalent has spoken at LGBTQ events held by our organisation, either internally or externally.**

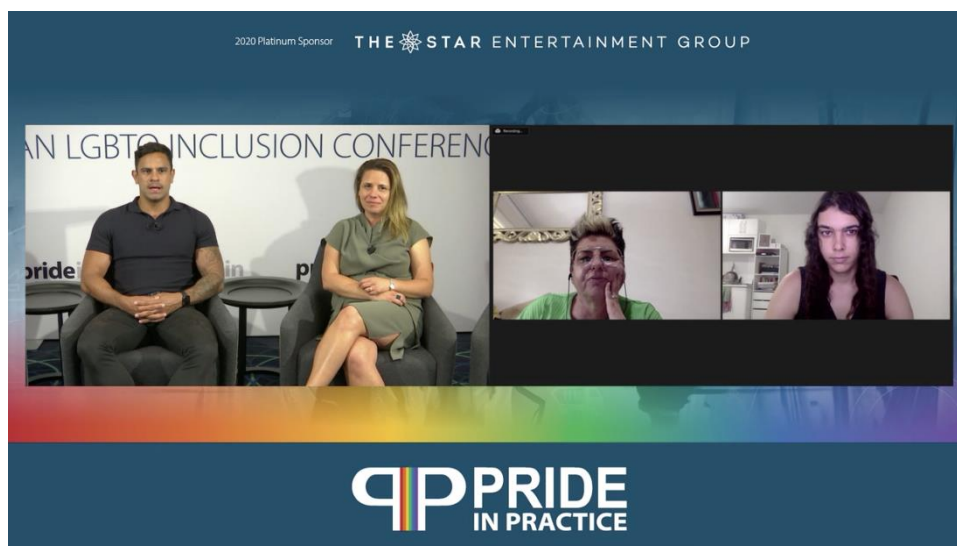
*For full points, all of the following must be provided:*

- (a) *evidence of the individual speaking at the event and approximate duration of speech*
- (b) *brief outline of event purpose and typical audience*
- (c) *approximate attendee numbers*

*Our Director of Indigenous Content and the Head of the NITV Business Tanya Denning Orman spoke at the Pride in Practice Conference in 2020, appearing on the Aboriginal and Torres Strait Islander LGBTQ+ Workplace Inclusion Panel, as seen in the below photo. SBS was proud to have presence on this panel through Tanya's representation as it focused around the intersectionality of two communities which sit at the very heart of SBS.*

*The Pride in Practice conference is an annual conference dedicated to advancing LGBTQ inclusion in Australian workplaces, sport organisations and the health and human services sector and attracts audiences from HR professionals, D&I practitioners, business leaders and professionals who care about workplace inclusion.*

*Whilst we do not have the precise attendee numbers for this event, given its virtual nature- we are hoping that PID have a record.*



## SECTION 7: DATA COLLECTION & REPORTING

### ANNUAL SUBMISSION: 2020 DATA COLLECTION & REPORTING

#### 37. Employee Data Analysis

**INTERMEDIATE**  
Max. 3 points

Within our annual engagement, pulse or diversity surveys, either for the assessed calendar year or year prior, we have:

- a) included questions in regard to one's sexual orientation, gender identity or whether or not someone is intersex, AND

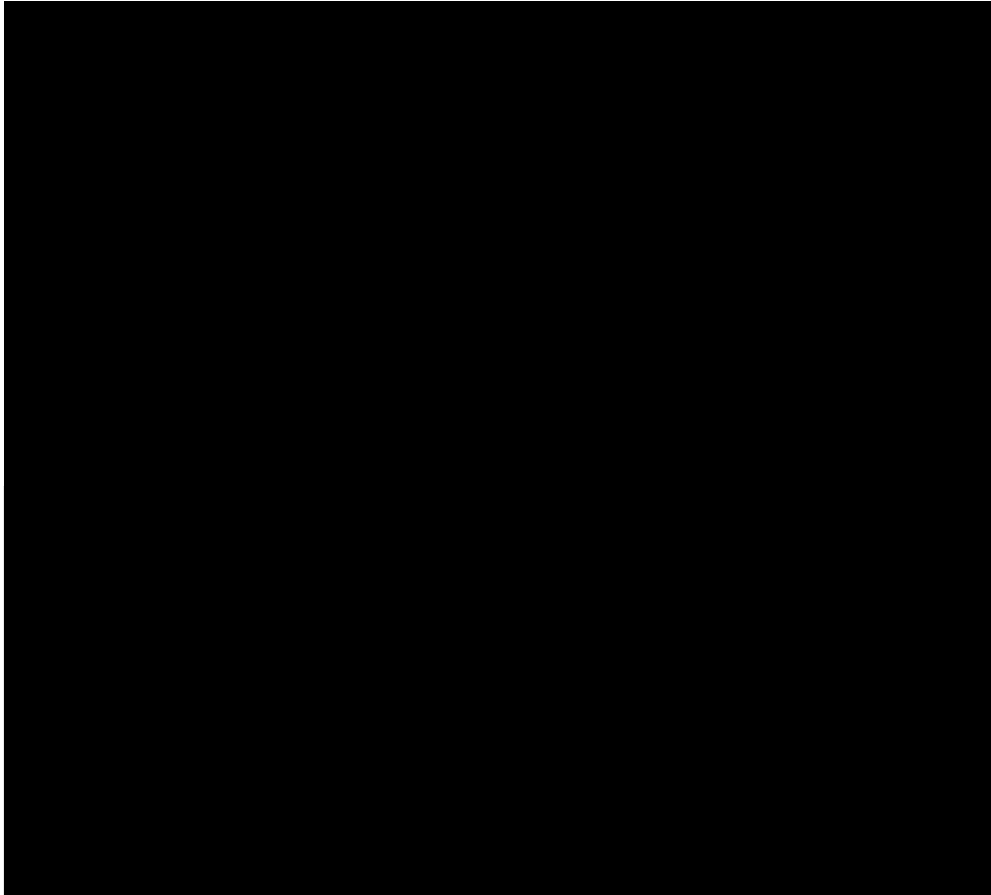


**b) analysed and reported on LGBTQ engagement data alongside other diversity demographics or overall population statistics**

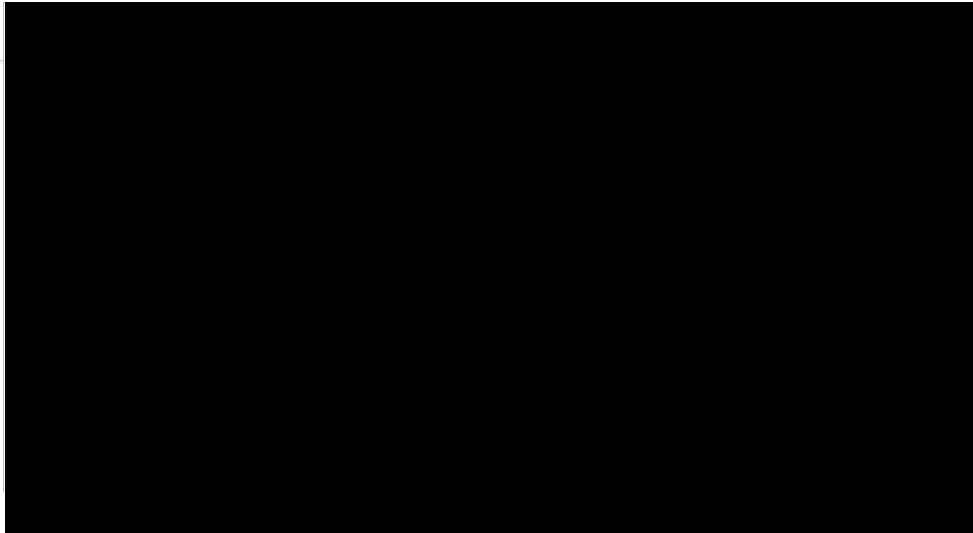
*For full points, please provide:*

- a) details of when that data was last collected*
- b) a copy of the questions used to identify LGBTQ population*
- c) an overview of comparative findings or analysis as compared to other internal populations*

***A) We ran an engagement survey D&I edition in October of 2019 which asked a number of engagement and employee experience questions, along with a series of demographic questions***

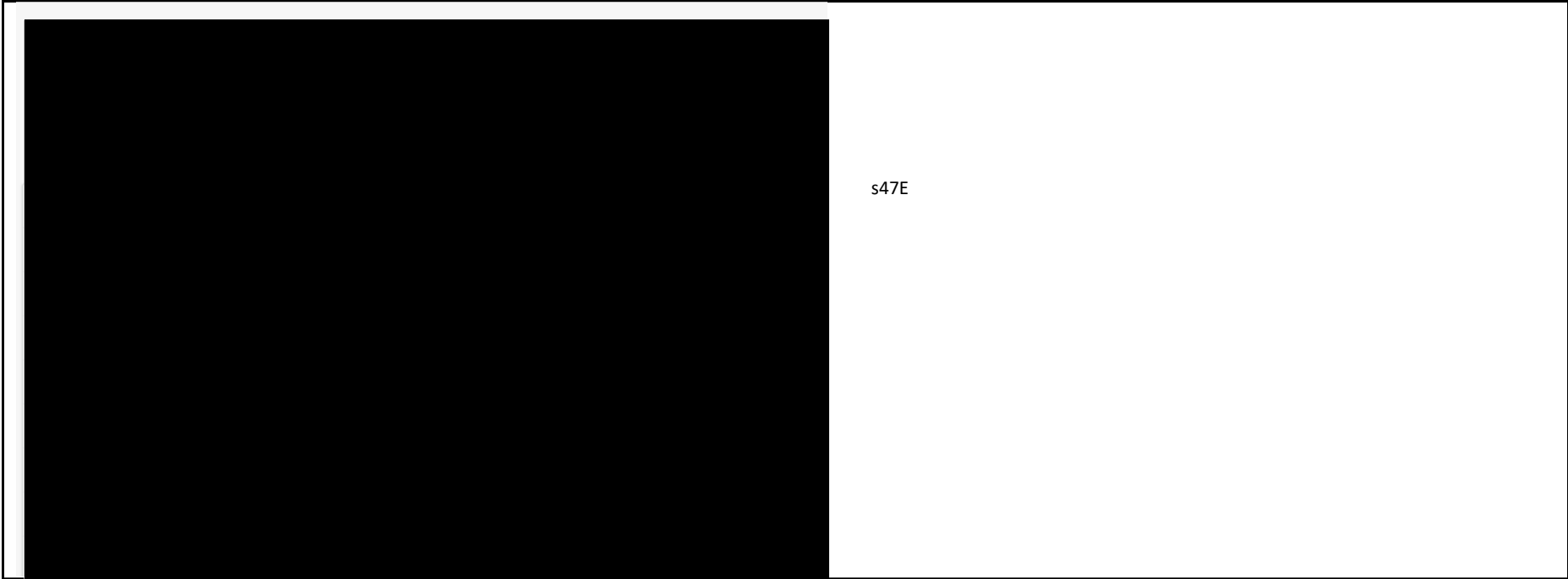


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<b>ANNUAL SUBMISSION: 2020 DATA COLLECTION &amp; REPORTING</b>	<b>ADVANCED</b>
<b>38. LGBTQ Analysis</b>	<b>3 points</b>
<p><b>Within the assessed calendar year (or year prior), we have specifically asked, investigated or assessed <u>one</u> of the following:</b></p> <ul style="list-style-type: none"> <li>• if LGBTQ employees are directly or indirectly disadvantaged at any stage during the recruitment process</li> <li>• if LGBTQ employees are directly or indirectly disadvantaged in talent management processes or career progression</li> <li>• if there are discrepancies in attrition rates between LGBTQ and non-LGBTQ employees</li> <li>• if within gender aggregated data, we include non-binary employees and if not a proposed plan of action</li> <li>• if internal engagement or AWEI Survey data show any “most in need” areas to focus on, resulting in a plan of action</li> </ul> <p><i>Please provide evidence for <u>one</u> of the above, including a plan of action where stipulated. Points will be given for one of the above.</i></p> <p><i>If you have done work in more than one of the above areas within the assessed year, or year prior, please add such work to the ADDITIONAL WORK section at the end of this submission.</i></p>	

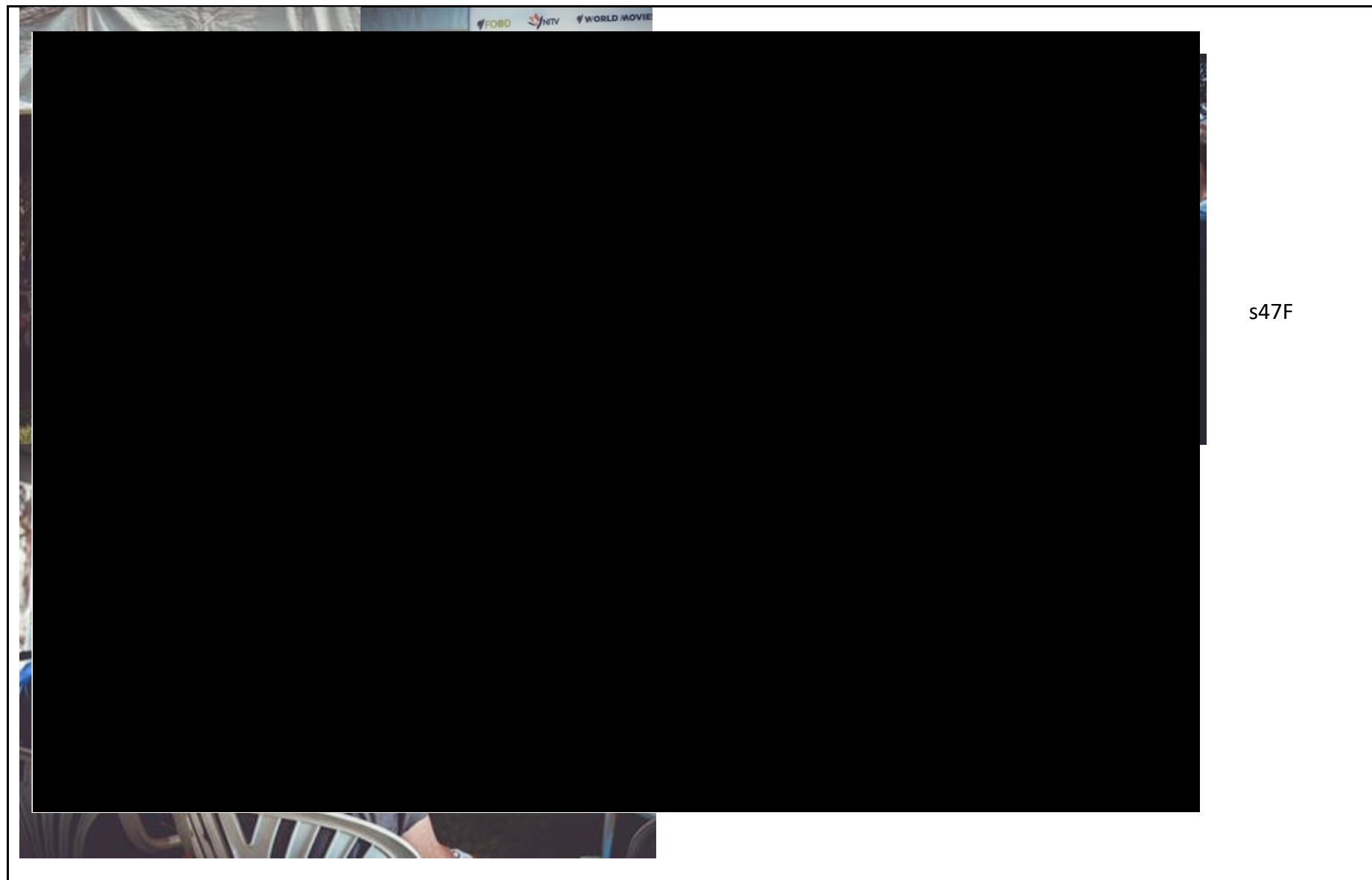


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## SECTION 8: COMMUNITY ENGAGEMENT

Please note: For this Submission, we will be accepting evidence only regarding one such event/instance for each question within this section, respectively (as opposed to two). If you have more than one example to evidence for the questions within this section, please *please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.*

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT	INTERMEDIATE
39. Employer Branded Participation at Community Events	2 points
<p>Within the assessed calendar year, we held stalls at LGBTQ community events or participated in pride parades under our employer/company branding. <b>(This may include online community events with prominent employer branding.)</b></p>	
<p><b>Note:</b> This must be a targeted branding exercise, over and above employees wearing corporate t-shirts but not contributing formally to the event.</p>	
<p><i>Please provide evidence of branding displayed at one such community event, including online community events.</i></p>	
<p><i>SBS, lead by our Pride and Allies Committee, was proud to attend Fair Day 2020 (screenshots below) and actively engage with the Community as part of our “SBS Chill Zone”.</i></p>	



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<b>ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT</b>	<b>INTERMEDIATE</b>
<b>40. Pro-Bono or Financial Support: LGBTQ Charities/Organisations</b>	<b>2 points</b>
<p><b>Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)</b></p> <p><i>Please provide evidence of <b>one</b> such instance.</i></p>	
<p><i>SBS has a contra arrangement with the Honour Awards as detailed in S08Q40 – this includes ██████████ of advertising inventory for ACON for the Honour Awards – agreement ██████████.</i></p> <p><i>As well as this, SBS continued our media partnership with ACON and our sponsorship of the Australian LGBTQ Inclusion Awards in 2020 (evidence below of email agreement with ACON, and also of Riccardo Goncalves MCing 2020 awards).</i></p>	

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**From:** [REDACTED]  
**Sent:** Monday, 17 February 2020 3:05 PM  
**To:** [REDACTED]  
**Subject:** Sponsorship requirements

Hi [REDACTED]

We are very excited and grateful to once again have SBS as our Media Partner of our Australian LGBTQ Inclusion Awards!

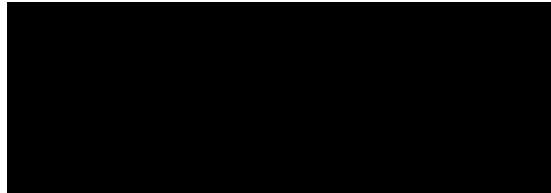
As a sponsor, there are a few requirements which I need from you. Please see the list below and should you have any questions, feel free to let me know:

- Logo suite including EPS file – As soon as you can
- 1 full page advertisement – Due 13<sup>th</sup> March
  - Full page 210mm x 210mm  
High Res PDF, CMYK, plus 4mm bleed, crop marks outside the bleed
- 100 words sponsorship profile within the printed program – Due 13<sup>th</sup> March
- Year-long sponsor profile/overview published on the Australian LGBTQ Inclusion Awards website – As soon as you provide me with this, I will upload it to our website (200 words)
- Complimentary table of 10 seats. Can you please let me know the names of those in attendance, along with dietary requirements and email addresses

s47F

Any questions, feel free to get in touch.

Warm regards,



Make your  
**LGBTQ INCLUSION  
INITIATIVES**  
count

**AWEI SUBMISSIONS  
CLOSE 6 MAR 2020**  
For more info and submission  
documents please [click here](#)



<b>ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT</b> <b>41. Fundraising</b>	<b>INTERMEDIATE</b> <b>2 points</b>
<p>Throughout the assessed calendar year, we have engaged in fundraising for LGBTQ charities / communities / groups. (This may include the support of any LGBTQ charity groups within workplace giving programs.)</p>	
<p><i>Please provide evidence of <b>one</b> such instance. (This can be a letter of appreciation, certificate, receipts or confirmation of funds raised issued by the charity/group.)</i></p>	
<p><i>Unfortunately, although SBS does have contra deals and partnerships with several LGBTQ+ community organisations, we have not engaged in direct fundraising in 2020.</i></p>	

## SECTION 9: SURVEY

ANNUAL SUBMISSION: OPTIONAL SURVEY PARTICIPATION 42. Survey Participation	OPTIONAL 2 points
<p><input type="checkbox"/> We are participating in the 2021 AWEI Survey. <i>Please note:</i></p> <ul style="list-style-type: none"> <li>• <b>Partial points will not be given. Full points will only be obtained for the following:</b> <ul style="list-style-type: none"> <li>○ <b>Medium Employers (501 – 2000 employees):</b> if 50 or more survey responses are collected</li> <li>○ <b>Large Employers (2001 – 8000 employees):</b> if 100 or more survey responses are collected</li> <li>○ <b>Significant Employers (8001 or more employees):</b> if 200 or more survey responses are collected</li> </ul> </li> </ul> <p><i>SBS is participating in the 2021 AWEI Survey, and as of 11<sup>th</sup> March 2020, 56 participants have completed the survey (meeting the requirement of SBS as a Medium Employer).</i></p> <p><i>Please note: the more respondents you have, the more substantial data you will receive. The purpose of the AWEI Survey is to provide you with significant information on the impact of your inclusion initiatives and allow you to benchmark against the national dataset.</i></p>	

## SECTION 10: ADDITIONAL WORK

This section allows you to describe and provide evidence for any additional work completed throughout the assessed calendar year:

- (a) *that has not already been included within this index submission*
- (b) *that you believe is significantly over and above what a particular question or index topic is looking for*
- **IMPORTANT: PLEASE COMBINE ALL RELATED INDEX WORK INTO ONE ROW.** For example, if you wish to claim for significant training, list all LGBTQ training within one row under the Item Name of “Training.” Only 1 point is available for all work pertaining to a particular topic/area – PLEASE do not split similar areas of index activity over multiple rows.
- Please add additional rows regarding different areas of work, as necessary. **Note: A maximum of 15 points (15 items) may be obtained in this section. Should you submit more than this, you will still only be eligible for the same Maximum points.**

ANNUAL SUBMISSION: ADDITIONAL WORK 43. ADDITIONAL WORK	ADDITIONAL Max. 15 points
<p><b>Mardi Gras Staff Participation in Parade</b></p>	<p><i>In addition to the broadcast, for Mardi Gras, SBS built our own float, and invited all staff to apply to take part in our march.</i></p>



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**Professor Jane Ussher Talk**

*As a result of the impact of COVID, the Pride Committee brainstormed new ways of engaging with our membership. This included the first in a series of guest speakers to our monthly meetings, the first being a talk from Professor Jane Ussher from the University of Western Sydney. Professor Ussher talked to us about her research into the lived experience of sexual violence among trans women of colour in Australia. You can see a link to her bio at the UWS page below and a note to our Committee and Inclusion Council following her extremely informative session:*

[https://www.westernsydney.edu.au/staff\\_profiles/uws\\_profiles/professor\\_jane\\_ussher](https://www.westernsydney.edu.au/staff_profiles/uws_profiles/professor_jane_ussher)



## Lived experience of sexual violence among trans women of colour in Austr...



SBS Pride

To #DL SBS Pride Committee; #DL Inclusion Council  
Cc Mandi Wicks; Adam Sadler



24/09/2020

Hi everyone,

This morning SBS Pride & Allies had the pleasure to host our first expert/guest session with [Professor Jane Ussher](#).

This is a new format for us to touch on various topics (with a focus on intersectional and trans subject this year) in a more flexible way, shorter but more frequent. Jane was kind enough to come for our new pilot session of 30 mins format (20min talk + 10min Q&A).

She talked about her project and interviews about lived experiences of sexual violence among trans women of colour in Australia. (She also recommends this great [exhibition of photographs](#) to raise awareness). We have recorded the session which is available on [Microsoft streams](#) and [SBS Pride & Allies intranet page](#).

This pilot session has been a success and we are already planning to have similar ones with a broader audience next time.

### More about her:

[Professor Jane Ussher](#) studies Women's Health Psychology at Western Sydney University.

Here are some of her recent publications and awards:

- [Out with Cancer: LGBTQI+ experiences of cancer and cancer care](#) ARC Linkage Grant
- [Crossing the line: Lived experience of sexual violence among trans women of colour from culturally and linguistically diverse \(CALD\) backgrounds in Australia](#) (ANROWS Research report and photo exhibition).
- [The Routledge International Handbook of Women's Sexual and Reproductive Health](#). London, Routledge. 622pp. Shortlisted for the best handbook, Taylor and Francis book awards, 2020
- [Gay and Bisexual Men Living with Prostate Cancer: From Diagnosis to Recovery](#). New York: Harrington Park Press. Awarded the IBPA Benjamin Franklin Award, Gold Category, 2019.

Let us know if you have any questions,  
SBS Pride & Allies,



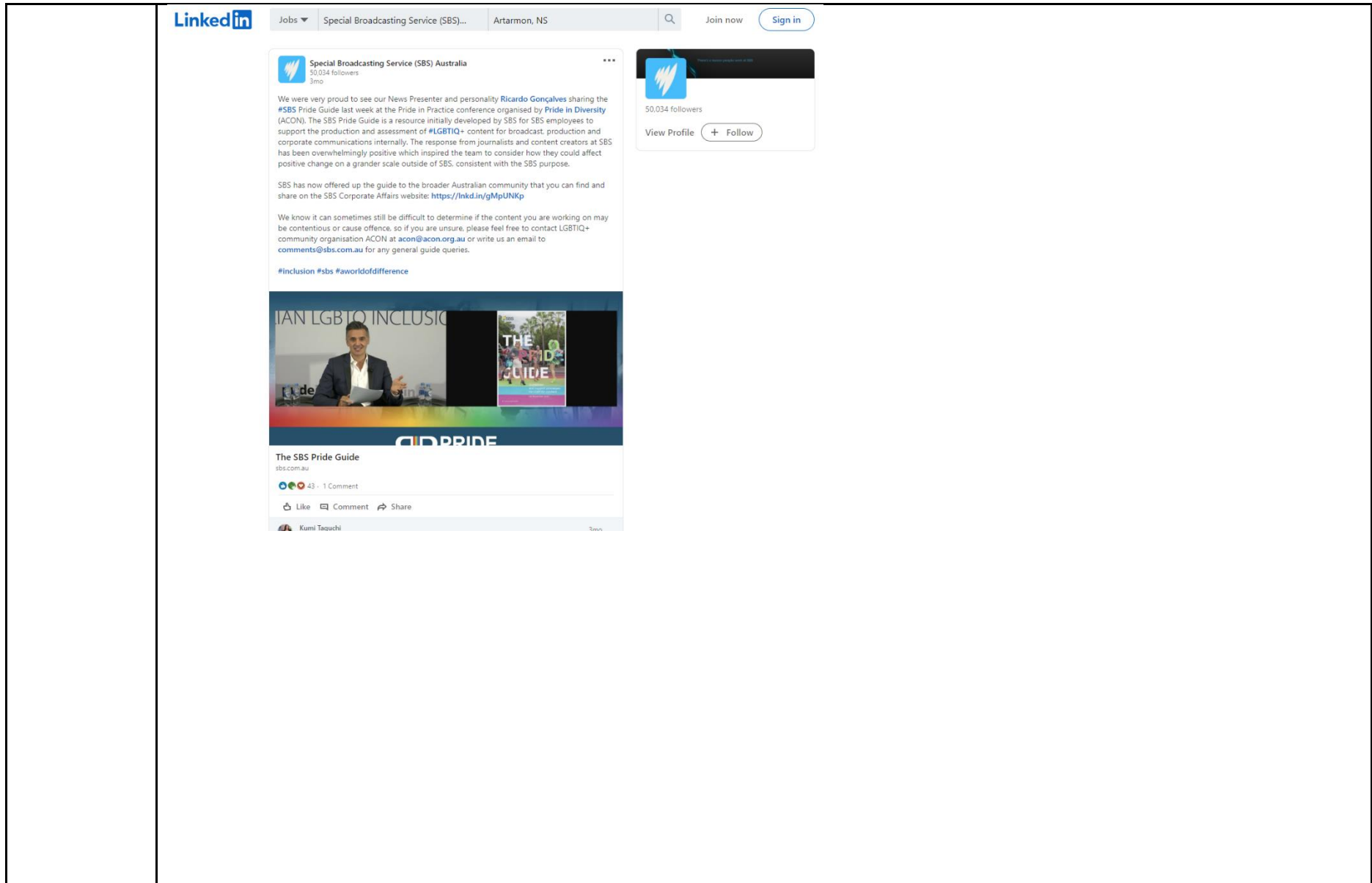
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**SBS Pride Guide Launched Publically**

*The SBS Pride Guide was one of our biggest success stories in 2019, and we were excited to launch it externally in 2020 at the Pride in Practice Conference on December 1, 2020, presented by Riccardo Goncalves as per below screenshot. The Guide is available externally via the SBS website at the below link. We have also included a screenshot of our LinkedIn post which went live after Riccardo's presentation.*  
<https://www.sbs.com.au/aboutus/the-sbs-pride-guide>





**Special Broadcasting Service (SBS) Australia**  
50,034 followers

We were very proud to see our News Presenter and personality **Ricardo Gonçalves** sharing the #SBS Pride Guide last week at the Pride in Practice conference organised by **Pride in Diversity (ACON)**. The SBS Pride Guide is a resource initially developed by SBS for SBS employees to support the production and assessment of #LGBTIQ+ content for broadcast, production and corporate communications internally. The response from journalists and content creators at SBS has been overwhelmingly positive which inspired the team to consider how they could affect positive change on a grander scale outside of SBS, consistent with the SBS purpose.

SBS has now offered up the guide to the broader Australian community that you can find and share on the SBS Corporate Affairs website: <https://lnkd.in/g/MpUNKp>

We know it can sometimes still be difficult to determine if the content you are working on may be contentious or cause offence, so if you are unsure, please feel free to contact LGBTIQ+ community organisation ACON at [acon@acon.org.au](mailto:acon@acon.org.au) or write us an email to [comments@sbs.com.au](mailto:comments@sbs.com.au) for any general guide queries.

#inclusion #sbs #aworldofdifference

**The SBS Pride Guide**  
sbs.com.au

43 · 1 Comment

Like Comment Share

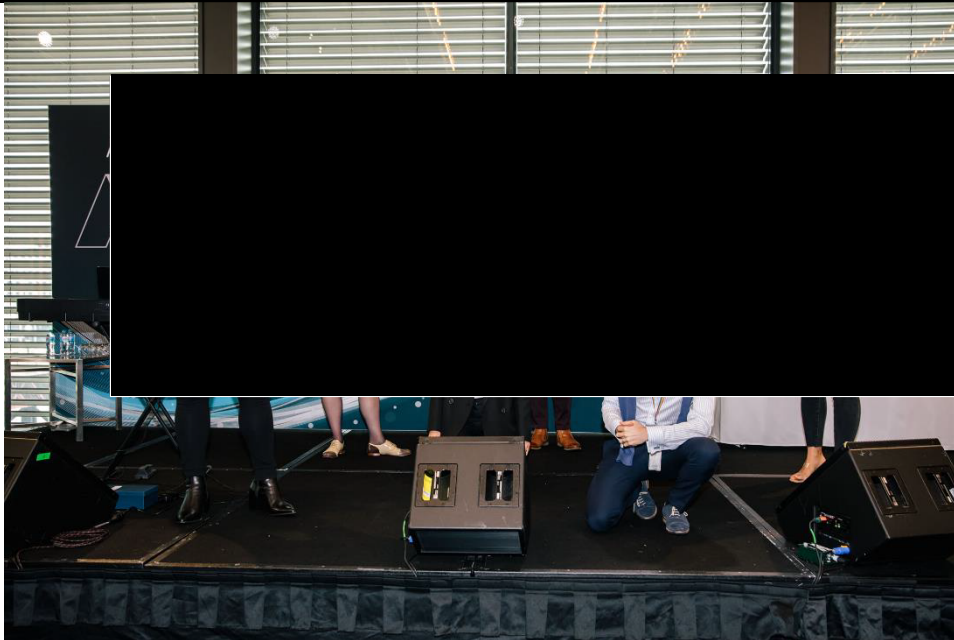
Kumi Taquchi

**Australian  
LGBTQ  
Inclusion  
Awards on  
National  
Broadcast**

*Following our Gold announcement at the LGBTQ Inclusion Awards last year, SBS World News ensured to cover the awards, our designation and the importance of LGBTQ inclusion on national TV as part of our nightly World News bulletin that evening (see screenshot below of presenter Darren Mara introducing the story). We ensured key members of our staff, Executive and Inclusion Council were present at the Award Ceremony too. Our CEO James Taylor gave our Committee ██████████ (pictured with the award) the wonderful opportunity of accepting the award on behalf of all of SBS.*



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**ACON Covid-19  
LGBTQ Impact  
Panel**

***In April, as most SBS employees adjusted to working from home, the Pride Committee ensured to promote the ACON COVID-19/ LGBTQ+ Forum with our 200+ Pride membership – email record below:***

**From:** SBS Pride <[SBSPrize@sbs.com.au](mailto:SBSPrize@sbs.com.au)>  
**Sent:** Friday, 3 April 2020 11:29 AM  
**To:** #DL SBS Pride Members <[SBSpridemembers@sbs.com.au](mailto:SBSpridemembers@sbs.com.au)>  
**Cc:** Mandi Wicks <[Mandi.Wicks@sbs.com.au](mailto:Mandi.Wicks@sbs.com.au)>; Adam Sadler <[Adam.Sadler@sbs.com.au](mailto:Adam.Sadler@sbs.com.au)>  
**Subject:** COVID-19/LGTBIQ+ online forum next Monday

Hi SBS Pride and Allies members,

As you all know COVID-19 is having a profound effect on many communities not only around Australia, but around the world. With so much of uncensored information floating around the internet, causing confusion and misinformation, can sometimes make understanding COVID-19 difficult.

[Our partner, ACON, are hosting a COVID-19/LGBTIQ online information session to dispel myths and misunderstanding, and come together as a community to discuss COVID-19 and how it is changing the ways in which we live our day-to-day lives.](#)

The forum will include experts from community, public health and medicine, who will talk through issues, answer questions and provide better clarity, so that we can work together to confront this crisis. Please see attached for some additional information.

The session will take place next **Monday 6 April** from **3.00-4.30pm**. You can register at the following link: <https://www.aconhealth.org.au/covid19communityforum>

Keep safe, and we hope to see you there.

SBS Pride and Allies



Proud member of SBS Pride and Allies



Partnered with

**ACON Living Trans Panel**

**Following on from the COVID panel, SBS Pride & Allies ensured to promote the ACON Living Trans During COVID19 Online Forum in May with our 200+ Pride membership.**

**From:** SBS Pride <[SBSPrize@sbs.com.au](mailto:SBSPrize@sbs.com.au)>  
**Sent:** Thursday, 30 April 2020 1:13 PM  
**To:** #DL SBS Pride Members <[SBSpridemembers@sbs.com.au](mailto:SBSpridemembers@sbs.com.au)>  
**Subject:** Living Trans During C19 - An Online Forum - Wed 6 May @ 4:30pm

Hi SBS Pride and Allies members,

You are invited to a **free online forum for trans and gender diverse people and our allies** to learn more about staying safe, well and connected as a trans person in a global pandemic. Please do share widely. Hear from a diverse range of speakers, ask lots of questions and interact with the audience.

Hosted by:

- [Redacted]

Panellists include:

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

**When:** Wednesday 6 May 4:30pm - 6pm


**Where:** Register for link at <https://www.acon.org.au/tgd-c19>

The forum will be cast live to [this Facebook event](#) and recorded for sharing with captions as soon as possible. We also hope (pending funding applications) that this forum will kick off a series with our friends at [Trans Pride Australia](#).

Keep safe, and we hope to see you there.

SBS Pride and Allies



Delivered by  in partnership with the [National LGBTI Health Alliance](#).

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SBS Pride & Allies undertaking divisional road-shows

To continue to promote our Pride & Allies mission, Pride & Allies Co-Chairs frequently presented at SBS Staff Divisionals about who we are, what we do and how SBS staff can get involved. In 2020, this included Co-Chairs [REDACTED] presenting at the SBS Finance team divisional and also the SBS Corporate Affairs Divisional – email records of our planning/confirmation of attendance below.

**From:** Lisa Broderick <[REDACTED]>  
**Sent:** Monday, 20 January 2020 1:05 PM

[REDACTED]

s47F

**Subject:** RE: Finance Divisional - SBS Pride & Allies (2pm, 16 Dec)

Hi [REDACTED]

Happy new year!

Thank you so much for sending through your slides, they look great. I'm excited to hear about the upcoming events, some great ideas!

We have a fairly light agenda for our meeting tomorrow - you are the only presenters (apart from Nitsa). If you're happy to come at the start of our meeting, at 2:30pm, and sit through Nitsa's brief update (usually only 5 mins or so), that would be great.

Looking forward to seeing you then,

Lisa

**From:** Kirana van Gelderen [REDACTED] >

**Sent:** Thursday, 22 October 2020 10:16 AM

[REDACTED]

**Subject:** RE: Presenting Pride and Allies to Corporate Affairs' divisional meeting

Yay! Thanks. [REDACTED] Yeah, you can just share your screen.

Cheers  
Kirana

s47F

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**From:** [REDACTED]

**Sent:** Thursday, 22 October 2020 10:13 AM

**To:** Kirana van Gelderen [REDACTED] [REDACTED]

[REDACTED]

**Subject:** RE: Presenting Pride and Allies to Corporate Affairs' divisional meeting

Hi Kirana,

Hope you're well too.

Confirming all good to present – will have a few slides, so hoping can just share my screen?

Cheers,  
[REDACTED]



RE: SBS Pride & Allies Info please - Message (HTML)
File Message Help Acrobat Tell me what you want to do

Ignore Delete Archive Reply Reply All Forward Meeting IM More

Insights Team Email Reply & Delete To Manager Done Create New

Move Rules OneNote Actions

Mark Unread Categorize Follow Up

Translate Find Related Select

Read Aloud Zoom Insights

**RE: SBS Pride & Allies Info please**

To: [Redacted]  
Cc: Kiah Mundine, [Redacted]

Hi Kiah,

No problems, happy to join to give a 2 minute plug about Pride & Allies!

Would you like to send us through the meeting invite and we can decide who comes between us?

As you say we can briefly talk about who we are, what we do, some of our achievements, things we're working on and how people can get involved, and then throw it open to any questions from your team.

We'd keep it super casual, but if we did want to present any slides are we able to just bring them ourselves and share our screen? (that said we'd keep it super short if we did)

Let us know what works.

Cheers,

[Redacted]

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**From:** Kiah Mundine [Redacted]  
**Sent:** Wednesday, 30 September 2020 1:53 PM  
**To:** [Redacted]  
**Cc:** [Redacted]  
**Subject:** RE: SBS Pride & Allies Info please

Thank you so much for all of that info. Sounds great.

I was just wondering if maybe it would make more sense for yourself or someone else to join our Channel update meeting and I perhaps I can throw to you to give a 2min spiel about what is involved etc...

The meeting is Tues 12 – 12.30pm on MS Teams.

Please let me know if you would be keen to do that? Or if there is someone else I should reach out to.

Hear from you soon,  
Keys

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**From:** [Redacted]  
**Sent:** Wednesday, 30 September 2020 12:27 PM  
**To:** Kiah Mundine [Redacted]  
**Cc:** [Redacted]

s47F

Consultation with ACON/Teddy Cook for Inclusive bathrooms

We have ensured to consult with ACON experts in regard to our ongoing Inclusive Bathroom changes.

RE: Inclusive Bathrooms Strategy - Question

TC To [redacted]  
Cc [redacted]

Reply Reply All Forward

Wed 21/10/2020 5:03 PM

You replied to this message on 31/10/2020 4:49 PM.

s47F

From: [redacted]  
Sent: Thursday, 1 October 2020 8:46 PM  
To: [redacted]  
Cc: [redacted]  
Subject: Inclusive Bathrooms Strategy - Question

Hi [redacted]

I hope this email finds you well.

By way of introduction, my name is [redacted] and I work with [redacted] (cc'd) at SBS. As well as our regular roles we are also Co-Chairs of SBS's internal Pride & Allies Employee Action Group.

I hope you don't mind us reaching out to you however [redacted] recommended you might be a good person to talk to.

We were hoping you would be able to share your guidance and expertise on one of the initiatives that we are driving as part of SBS Pride and Allies - the implementation of an inclusive bathroom strategy.

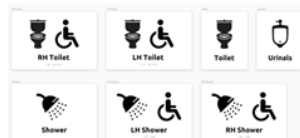
Logistically this still requires a bit of work however a key win we have recently had is that we will be able to officially "designate" three of our bathrooms as "genderless" bathrooms for everyone.

One of the key considerations before we move forward is how we go about this in terms of signage.

On the one hand we thought that it would be powerful to have worded signage on the door that says something to the effect of "All Gender Bathroom". The sentiment was that being explicitly inclusive of everyone through text would be the most inclusive approach.

However, at the same time, we also did some internal consultation with some staff who identify as non-binary. The feedback was that a focus on "all genders" is still a focus on "genders", whereas the focus should be based on the function that the amenities provide, which has nothing to do with gender. As an example, this approach would be as simple as just having the word "Toilets" on a sign. See below text and icon examples.

## TOILETS



ACON/SBS commissioned research project into Gay and Thai gay men.

*Our Sales and Research team engaged with ACON directly on research into key communities and how they can best be reached based on the content they consume. ACON was able to utilise SBS expertise through our Research and Marketing teams. Our Research team consulted with the Pride & Allies Committee along this process.*

ACON research

Tim Freiszmath  
To [redacted]

Reply Reply All Forward ...

Thu 16/01/2020 10:30 AM

*i* You replied to this message on 22/01/2020 10:15 AM.

Hello all – hope you’ve all had a good break!

As some of you may be aware, ACON has commissioned SBS to conduct some research on their behalf, to better understand how a very specific target audience consumes content and what are the best channels to reach them.

**Target Audiences:**

[redacted]

I have conducted several face-to-face interviews for the qualitative part of our research late last year with and we are now looking at our quantitative design, namely a questionnaire which we will need to get completed by the target audiences.

As part of your roles in SBS Pride & Allies I was wondering if you had any leads, or tips, for us to reach the target audiences with this activity. I’ll pop a catch up in the calendar for next week to discuss further.

Cheers  
Tim



Tim Freiszmath  
Custom Research Manager – Audience Data & Insights  
[redacted]  
SBS 14, Herbert Street  
Artarmon NSW 2064 Australia  
T: +612 9430 3313  
sbs.com.au



SBS acknowledges the traditional owners of country throughout Australia.

s47F  
s47G

Insight -  
'Coming out  
with faith'  
episode

SBS current affairs program "Insight" ran an episode in February 2020 focused entirely on the intersection between sexuality and faith. What makes this episode all the more special to our Pride Committee is that the episode was directly inspired by an internal staff-only panel we held in 2019 for Wear It Purple Day with special guests [REDACTED]. This panel was such a success internally, that it inspired not only our audience but also the Executive Producer of Insight Ross Scheeper's to spend the next 6 months researching this moving episode of Insight before airing it nationally on SBS Television in 2020. Below is a link to the episode which can be viewed on SBS On Demand, an email from Ross to our Pride Committee, and a photo reminder of our aforementioned panel from the previous year.  
<https://www.sbs.com.au/ondemand/video/1696444483597/coming-out-with-faith>

s47F

**From:** Ross Scheepers [REDACTED]  
**Sent:** Wednesday, 26 February 2020 1:55 PM  
**To:** SBS Pride <[SBSPrize@sbs.com.au](mailto:SBSPrize@sbs.com.au)>; #DL SBS Pride Committee  
<[SBSPrizeCommittee@sbs.com.au](mailto:SBSPrizeCommittee@sbs.com.au)>  
**Subject:** Insight: Coming Out With Faith

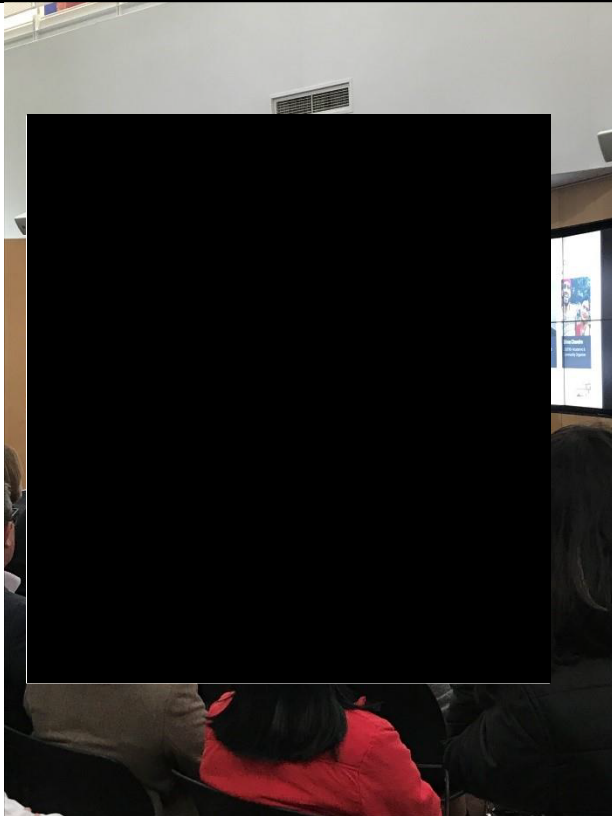
Hey Folks,

If you missed our Mardi Gras Episode last night... you can catch it On Demand..  
Feel free to share with your friends..

[https://www.sbs.com.au/ondemand/video/1696444483597?  
fbclid=IwAR05xj4SgxKjSONk\\_W73rtiHfsR0mnbLCZbdVeJTEsfXmw4MV5ry7HMm9hQ](https://www.sbs.com.au/ondemand/video/1696444483597?fbclid=IwAR05xj4SgxKjSONk_W73rtiHfsR0mnbLCZbdVeJTEsfXmw4MV5ry7HMm9hQ)

Again.. it was inspired by the panel the Committee put together last year.. Thanks for  
the idea 😊

Cheers  
Ross



s47F

**Mardi Gras  
Federation  
Square  
Partnership &  
Screening**

*Another SBS Pride & Allies driven initiative was the pitching to and liaison with Federation Square to have the live SBS Parade broadcast aired live on the big screen outside Federation Square. This was driven by Committee Member [REDACTED] – see below for record of his email reporting back to our Executive Sponsors, and a photo of the Parade airing live at Fed Square below.*


s47F

## Update | Mardi Gras live-screening at Federation Square

[Redacted]  
To Adam Sadler; Mandi Wicks  
Cc [Redacted]

Reply Reply All Forward ...

Thu 30/01/2020 4:11 PM

 You forwarded this message on 3/02/2020 10:24 AM.

Hi Adam and Mandi,

### Update | Mardi Gras live-screening at Federation Square

Hope this e-mail finds you well. I'm writing on behalf of SBS Pride and Allies.

As you are already aware, among ideas canvassed within the P&A group about SBS employees' involvement with this year's Mardi Gras, one idea was explored further—the possibility of Federation Square in Melbourne screening SBS Mardi Gras coverage on their large public screen. Pride and Allies also believe this will increase SBS content consumption both in Victoria and also on On Demand.

We've contacted various stakeholders internally and externally, and wish to report back with the following updates.

Federation Square, Benjamin McCarthy—Multimedia team:

- has agreed to broadcast the content at the largest public screen (with the undercover atrium screen as a backup)
- advised us that the broadcast will be live with our advertisement intact
- will organise events on the ground and the promotion ('drumming up') of the event

SBS (with the help of Josh Marin, Sarah Vahtola, Naomi Clarke and Jo'an Papadopoulos) can provide:

- SBS marketing support and content/editorial coverage (including social media, edm) of this screening—to help drive up audience consumption of SBS content
- Work with production team, on 'shout outs' during the broadcast to the Melbourne audience

Mardi Gras organisation may also:

- Provide social media resources, promoting the event (Josh Martin is liaising).

[Redacted]

We will also update Pride and Allies members.

If you have any direction, thoughts or suggestions, please do not hesitate to let us know.

Kind regards,

[Redacted]  
SBS Pride and Allies

s47F

s47E





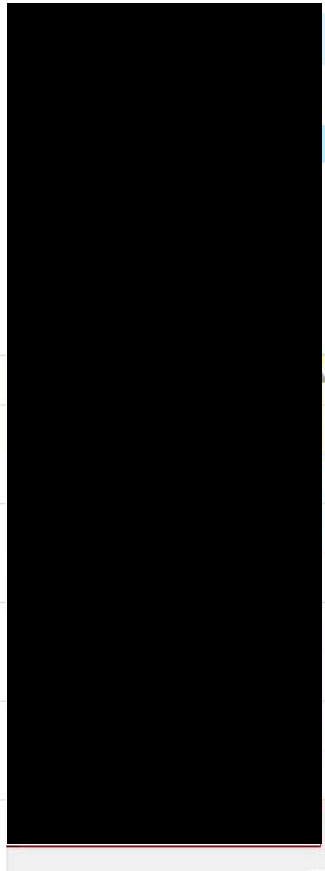
<p><b>Pride &amp; Allies Video</b></p>	<p><i>Our Pride &amp; Allies Creative and Design Lead [REDACTED] created a wonderful Reel in 2020 which we play in all our internal divisional roadshows and also during our employee inductions. This video will be updated regularly, with the 2020 version viewable in the file titled: "S10 - SBS Pride &amp; Allies Video.mp4".</i></p>
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s47F

**PID Diversity  
Executive Ally  
Form Meeting**

*Our Executive Sponsor of Pride and Allies Mandi Wicks maintained attendance at PID Executive Ally Forums in 2020; as per evidence from her diary below.*

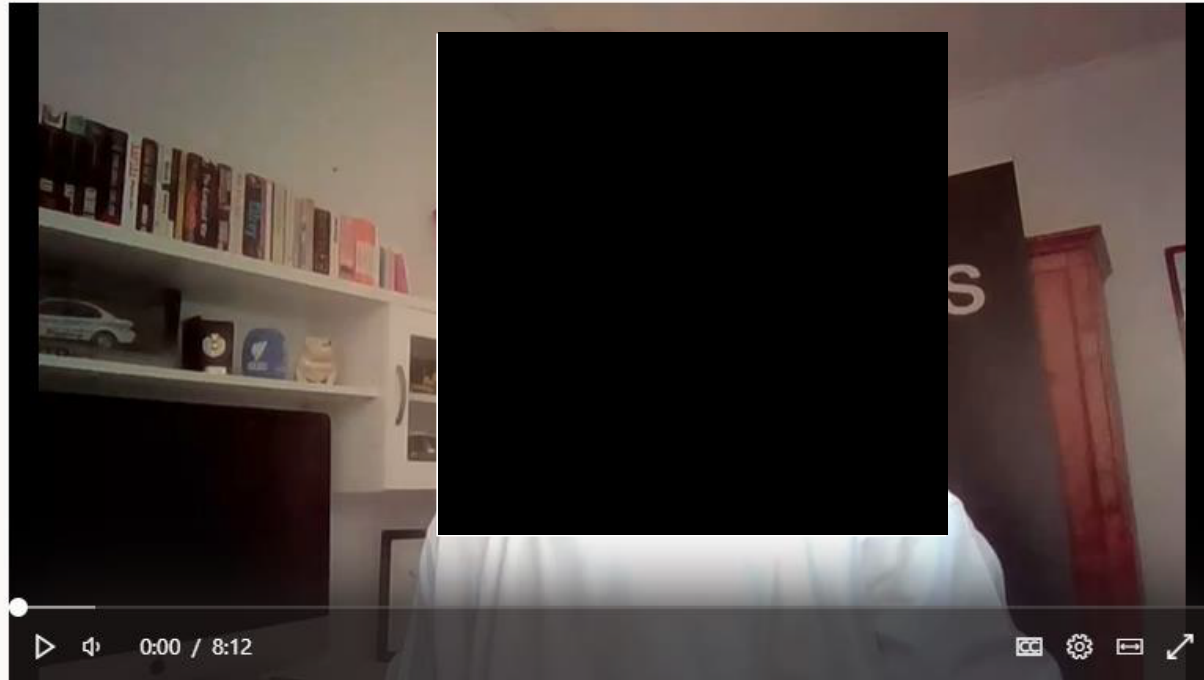
◀ ▶ 30 November - 6



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**Inclusion  
Council staff  
update videos**

*Pride & Allies Co-Chair [REDACTED] provided an update to all staff on all things Inclusion Council and SBS Pride & Allies as part of our commitment to transparency and sharing more information about our diversity & inclusion initiatives with staff. A relevant portion of this video can be watched under file titled "S10 Additional – Inclusion Council Update – [REDACTED].mp4". Further screenshot below of a plug for this video by James Taylor in his All Staff Update in December.*



Details

**Inclusion Council - November 2020 meeting recap**

Published on 12/8/2020 by [Ruth Kotevich](#)  Company 26  0 

After each Inclusion Council meeting (every six weeks), we post a video recap of what was discussed - with each one presented by an Employee Advisory Group member. This video is presented by [REDACTED] Co-Chair of SBS Pride and Allies.

s47F

## Inside SBS: 8 December 2020




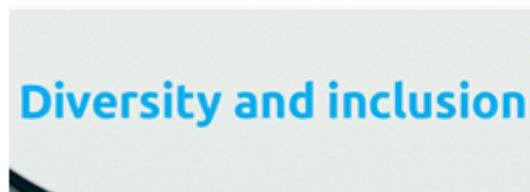
James Taylor <Internalcomms@sbs.com.au>

To [REDACTED]



8/12/2020

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



After each [Inclusion Council](#) meeting a Chair of an SBS Employee Advisory Group (EAG) does a [video summary of the key agenda items](#).

You can [watch these video recaps on Microsoft Stream](#), the same platform where [Communic8](#) is hosted.



s47F

<b>Mardi Gras Broadcast – Sales Presentation</b>	<b>Our national Sales team was in market selling advertising to clients around Australia around our Mardi Gras broadcast. Please see attached file “S10 - 2020 Mardi Gras Sales Deck” for the presentation that our Sales team took to market, which was created by Pride &amp; Allies Co-Chair [REDACTED].</b>
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## AWEI 2021 SUBMISSION DATES

**We can accept AWEI submissions between Monday 4th January – 5pm Friday 12th March 2021 (or midnight Saturday 13th March 2021 for large file transfer URL).**

- No later than 5pm, Friday 12th March 2021 for hand-delivered, couriered or mailed submissions (hard copies, USB, etc).
- Deadline for large file transfer program URL (including but not limited to Dropbox, Google Docs, Parcel Post, SharePoint or any other internally approved large file transfer system) midnight Saturday 13th March 2021
- **Important: File attachments within emails will not be accepted. Pride in Diversity will take no responsibility for attachments sent via email.**
- All file transfers and access to various systems must be sent to [AWEI@prideindiversity.com.au](mailto:AWEI@prideindiversity.com.au); with a copy to [dthough@acon.org.au](mailto:dthough@acon.org.au)

### IMPORTANT INFORMATION FOR SUBMITTERS

Please ensure that you have signed up to the following newsletter – this will ensure that you receive all relevant information and updates in terms of the up and coming AWEI period. Click here to sign up or go to: <http://eepurl.com/tT7vf>

### OPTIONAL AWEI EMPLOYEE SURVEY

**Participating in the AWEI optional Survey? You will be able to [request your unique survey](#) URL as of 1st December 2020.** You will receive this link when the survey goes live on Monday 4th January 2021 and will remain open until the close of submissions on Friday 12th March 2021.

Participation in the survey allows you to balance the results of your AWEI with the views and lived experiences of your employees. While survey data is linked to your organisation enabling us to provide you with a comprehensive high-level analysis of responses, individual respondent data is not collected

### INDIVIDUAL AWARD NOMINATIONS

Please consider nominating your colleagues, networks, etc. for an LGBTQ Inclusion Award. Award categories can be found within the Participation Details of this Submission or on the AWEI website: <http://www.pid-awe.com.au/submission-documents/>