



### Special Broadcasting Service (SBS)

AUSTRALIAN WORKPLACE EQUALITY INDEX - ADVANCED SUBMISSION 2025				
<b>LGBTQ+ Bullying, Harassment &amp; Support</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
1	Tracking of Incidents	6	6	
		6	6	
<b>Inclusion of Trans and Gender Diverse Employees</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
2	Gender Affirmation Leave	3	3	
3	'All-Gender' Bathrooms	3	3	
4	Trans and Gender Diverse Applicants	4	4	
		10	10	
<b>Strategic Focus &amp; Accountability</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
5	Personal Accountability for Inclusion	4	4	
6	Documented LGBTQ+ Inclusion Strategies and Accountabilities	8	8	
7	External-facing Social Media Communications	2	2	
8	Strategic LGBTQ+ Inclusion Promotion	4	4	Please consider providing more detail for the examples provided.
		18	18	
<b>LGBTQ+ Employee Network</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
9	Network Leadership Succession and Sustainability	4	4	
10	Research into under-represented LGBTQ+ Populations	4	4	
11	Visibility of under-represented LGBTQ+ Populations	2	3	2 examples: Pride in Sport panel (LGBTQ+ and disability) and WIP Trans Visibility
12	Broader Inclusion Support	1	3	Although you've assisted fellow networks, there is insufficient detail re. specific network support provided for each separately to obtain full points.
13	Network Reporting	5	5	
		16	19	
<b>Visibility of LGBTQ+ Inclusion</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
14	LGBTQ+ Days of Significance	4	4	
15	Visibility in the Workplace	4	4	
16	Individual LGBTQ+ Inclusion Work Recognition	3	3	Please provide more detail around what achievements were actually made with their internal contributions.
		11	11	
<b>Training, Awareness &amp; Professional Development</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
17	LGBTQ+ Training Delivered	4	4	
18	LGBTQ+ Training for People Managers	2	6	Please enhance the training module to explicitly include components covered in (a) and (b).
19	LGBTQ+ Training for Critical Functions	4	4	Please provide more explicit detail confirming the process for new appointees.
20	LGBTQ+ Content in Leadership Training	x	2	
21	Professional Development for LGBTQ+ Employees	2	2	
		12	18	
<b>Executive Leadership &amp; Engagement</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
22	Internal Executive / Senior Leadership Advocacy	2	3	Points awarded for Theo's email, but general attendance does not suffice for additional point.
23	Internal CEO (or equivalent) Advocacy	3	3	
24	External Senior Leadership Advocacy	2	3	repost from Mandi Wicks does not obtain point because there was no detail around the importance of LGBTQ+ work from her.
25	Peer Support for Senior Leadership	3	3	
		10	12	
<b>Data Collection &amp; Reporting</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
26	LGBTQ+ Employee Data Analysis	4	4	
27	LGBTQ+ Employee Data Review	4	4	
		8	8	

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