

PRIDE IN DIVERSITY'S AUSTRALIAN WORKPLACE EQUALITY INDEX ADVANCED SUBMISSION

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



AUSTRALIAN WORKPLACE EQUALITY INDEX

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

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

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

NEGATIVE PRESS / COMPLAINTS DISCLOSURE

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

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

Click or tap here to enter text.

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

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

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

Click or tap here to enter text.

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

ACCURACY STATEMENT

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

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

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

AN IMPORTANT NOTE

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

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

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

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

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

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

We wish you all the best with your submission.

SUBMISSION DETAILS

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

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

SUBMITTING YOUR INDEX:

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

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

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

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

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

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

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

SUBMISSION ELIGIBILITY

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

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

PROVIDING EVIDENCE TO ENSURE THAT YOUR RESPONSES ARE ASSESSED

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

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

Regarding tick boxes, text responses and and files:

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

ABOUT THE ADVANCED SUBMISSION – WORKING TOWARDS SILVER AND GOLD RECOGNITION

The Advanced Submission focuses on the following areas:

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

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

REGARDING INTERNATIONAL POLICIES AND WORK

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

International Policies – need to have relevance within Australia

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

Work completed internationally – but not here

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

LGBTQ+ BULLYING/HARASSMENT & SUPPORT

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

INCLUSION OF TRANS AND GENDER DIVERSE EMPLOYEES

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

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

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

Please provide one example of inclusive bathroom signage or iconography.

Answer: Click or tap here to enter text.

File name/s as evidence for this question:

File 1: Q3- bathroom signage

File 2: Click or tap here to enter text.

4. Trans and Gender Diverse Applicants

4 points

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

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

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

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

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

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

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

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

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

Identifying the barriers is important; working to reduce and potentially eliminate these barriers is critical.

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

Evidence of training alone will not obtain marks here.

- Addressing barriers documentation may include but is not limited to:
 - Barriers of fear/exclusion/judgement
 - Barriers in traditional recruitment processes or mindsets
 - Legal identification documentation Issues
 - Challenges re: Reference checks, Record checks
 - Names on professional license /accreditations/qualifications

Answer: Click or tap here to enter text.

File name/s as evidence for this question:

File 1: Q4 (a and b) TA Guide

File 2: Q4c applicant comms and Q4c Applicant Guide

STRATEGIC FOCUS & ACCOUNTABILITY

5. Personal Accountability for Inclusion

4 points

Our organisation has put steps in place to ensure LGBTQ+-related work delivered by network leadership and/or working groups is formally recognised:

a) as critical work within standard working hours (e.g., billable codes, hours allocated, etc.)

b) with formal accountability (e.g., KPIs) built into performance-based evaluation/s

c) as contributing toward individual employee/s career development within working hours

If LGBTQ+-related work is formally recognised:

2 points for (a) as critical work within standard working hours (e.g., billable codes, hours allocated, etc.)

1 point for (b) formal accountability (e.g., KPIs) within performance-based evaluation/s

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

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

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

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

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

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

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

File name/s as evidence for this question:

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

File 2: Click or tap here to enter text.

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

File 4: Q6 (d) Reporting process

7. External-facing Social Media Communications

2 points

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

Please provide evidence of the ongoing communications.

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

There are no partial points to this question.

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

Providing Evidence: For this question, please provide either:

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

Answer: Click or tap here to enter text.

File name/s as evidence for this question:

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

8. Strategic LGBTQ+ Inclusion Promotion

4 points

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

Please select all the apply:

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

1 point for one example

1 point for a second example

1 point for a third example

1 point for a fourth example

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

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

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

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

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

This may include but is not limited to:

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

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

LGBTQ+ EMPLOYEE NETWORK

9. Network Leadership Succession and Sustainability

4 points

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

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

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

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

Q10 Intersectional Report

11. Visibility of under-represented LGBTQ+ Populations

3 points

In determining our under-represented LGBTQ+ populations (see question above):

Our network has participated in activities/work within the assessed year to increase visibility, awareness of or engagement of less represented groups within the organisation's LGBTQ+ population.

For full points, please provide details regarding completed work for up to three independent populations.

1 point for one population whom you identified as an under-represented group, and for whom you have undertaken work to increase visibility, awareness and/or engagement.

1 point for a second, independent population

1 point for a third, independent population

Why this question? While the previous question looks at determining and better understanding the challenges faced by less visible LGBTQ+ populations within your organisation, this question looks at increasing the visibility, awareness and/or engagement of less visible populations within the network.

On holding panels such as multicultural LGBTQ+ panels at our conferences, the overwhelming feedback has been that many LGBTQ+ people do not feel represented within LGBTQ+ activities seeing them as typically for white, gay men and female allies.

Providing Evidence: Outline any work you have done to:

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

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

Answer: Q10 Intersectional Report

12. Broader Inclusion Support

3 points

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

1 point for details of support of one other diversity networks

1 point for a second, independent diversity network

1 point for a third, independent diversity network

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

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

This may include but is not limited to:

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

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

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

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

13. Network Reporting

5 points

Within the assessed calendar year, our network has produced its own end-of-year progress report for senior leadership and/or the wider organisation showcasing work in the following areas:

- progress against network targets**
- additional advice provided to the organisation throughout the year**
- areas of significant contribution**
- areas of future focus**
- annual progress tracking against the AWEI**

Please select all that apply above; and provide a copy of the report, highlighting each of the selected areas above.

If the network has produced its own end-of-year progress report, points will be allocated for the following evidence:

1 point for progress against network targets

1 point for additional advice provided to the organisation throughout the year

1 point for areas of significant contribution

1 point for areas of future focus

1 point for annual progress tracking against the AWEI

Why this question? Reporting on network strategies, plans or objectives adds a layer of accountability and it also enables the network to be acknowledged for the breadth and depth of its contribution. While networks will often have progress meetings to update and track progress against a strategy, few provide a formal report outlining the contribution made to the organisation throughout the year.

Providing Evidence: For this advanced question, we ask you to include a copy of your network-produced report on its activity/targets, showcasing its work in each of the following areas you have selected.

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

[File name/s as evidence for this question:](#)

[File 1: Q13 Network Report](#)

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

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

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

VISIBILITY OF INCLUSION

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

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

15. Visibility in the Workplace

4 points

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

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

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

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

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

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

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

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

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

Answer: Click or tap here to enter text.

File name/s as evidence for this question:

File 1: Q15 a, Q15 a (i)

File 2: Q15 b

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

TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

17. LGBTQ+ Training Delivered		4 points
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<p>We have delivered dedicated LGBTQ+ Awareness/Inclusion/Ally training, available to ALL employees within the assessed period.</p> <p><i>Please outline the following:</i></p> <ul style="list-style-type: none"> a) the training sessions delivered b) communications promoting the training as available to all employees c) any actions taken, or plans written to increase an uptake of training for all employees <p>Please note: Such training may include online training (pre-recorded modules, eLearning, etc.) or facilitated (interactive with a facilitator, including Zoom/Webex/Teams, etc.)</p>	<p>2 points for delivery of LGBTQ+ inclusion training for ALL employees</p> <p>1 point for communications promoting the training to ALL employees</p> <p>1 point for a plan or actions taken to increase uptake of training for ALL employees</p>
<p>Why this question? LGBTQ+ inclusion is such a critical measure of an organisation’s inclusive culture; and training is one of the key areas that can really impact, not only an understanding of <i>why</i> inclusion is important, but an understanding of some of the challenges faced by our diverse employees.</p> <p>The difficulty with most diversity training is that it usually only gets attended by the people who are interested – and quite often, they are not the people you are targeting. By having LGBTQ+ inclusion or ally training available and actively promoting and seeking to increase participation in the training, we are more likely to obtain maximum participation outside of mandating attendance.</p> <p>Providing Evidence: To obtain points for this question, you will need to outline (a), (b) and (c) above.</p>	
<p>Answer: The SBS Inclusion Program LGBTQ+ Module designed in collaboration with Pride in Diversity is a mandatory compliance training for all SBS employees. As such, we do not necessarily have active promotion or a plan to increase uptake, as the training is mandatory and continued non compliance results in escalation to the manager and eventually the divisional director.</p>	<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1:</i> Q17 - SBS Inclusion Proram LGBTIQ+ Course</p> <p><i>File 2:</i> Click or tap here to enter text.</p>

<p>18. LGBTQ+ Training for People Managers</p>	<p>6 points</p>
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<p>We have:</p> <p><input type="checkbox"/> completed work (over and above the promotion of generic LGBTQ+ inclusion training) to ensure that Middle Managers:</p> <ul style="list-style-type: none"> (a) understand challenges faced by LGBTQ+ employees (to include heightened bullying/harassment, targeting of innuendo); AND (b) are equipped to address any issues that may arise in terms of LGBTQ+ inclusion issues within their teams (to include cultural/religious conflicts, jokes, inappropriate comments) <p><input type="checkbox"/> made LGBTQ+ inclusion training compulsory for people managers</p> <p><i>Please provide evidence for each of the items selected.</i></p>	<p>For completed work in LGBTQ+ inclusion for Middle Managers (over and above generic opt-in training):</p> <ul style="list-style-type: none"> • 2 points for (a) providing middle managers with an understanding of the challenges faced by LGBTQ+ employees (Must incorporate the areas identified here.) • 2 points for (b) equipping middle managers with tools to address any issues that may arise in terms of LGBTQ+ inclusion within their teams (Must incorporate the areas identified here.) <p>For LGBTQ+ inclusive management training:</p> <p>2 points for LGBTQ+ inclusion training made compulsory for people managers</p>
<p>Why this question? AWEI survey results and the voice of members has repeatedly shown that Middle Management / Team Leaders are the hardest group to engage in LGBTQ+ Inclusion.</p> <p>Research has shown that this is the group that feels least supported and the most likely not to be actively engaged in LGBTQ+ inclusion. As people managers, it is critical that they not only understand some of the challenges that LGBTQ+ employees may face, but that they are equipped to address any issues that may arise for LGBTQ+ employees within their team.</p> <p>Providing Evidence: Please provide evidence for each of the tick boxes selected.</p>	
<p>Answer: The SBS Manager Masterclass series is a series of learning interventions delivered to all SBS people leaders on different topics throughout the year which leaders vote upon. In 2024 we ran three masterclasses including one on elevating diverse perspectives in the context of our strategy development work. The masterclass touches on barriers that may be faced by different demographic cohorts including LGBTQ+ people in being free to openly and actively contribute different ideas and perspectives and provided leaders with tools to better facilitate</p>	<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1:</i> Q18 - Elevating Diverse Perspectives</p> <p><i>File 2:</i> Click or tap here to enter text.</p> <p><i>File 3:</i> Click or tap here to enter text.</p>

<p>psychologically safe team environments to enable all team members to contribute and to respond to situations in which issues may arise.</p>	
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19. LGBTQ+ Training for Critical Functions	4 points
<p>There are some roles within the organisation where it is essential that incumbents have a thorough understanding of the challenges that LGBTQ+ people face, and what they can do within their roles to minimise LGBTQ+-related challenges and roadblocks.</p> <p>We have:</p> <ul style="list-style-type: none"> <input type="checkbox"/> ensured that over the assessed year, people within at least one of the identified function critical roles have been adequately trained/skilled to provide a role-specific inclusive experience for LGBTQ+ people <input type="checkbox"/> we have in place a process to identify new appointees within the above area to ensure that they are trained in role-specific LGBTQ+ inclusion as part of their onboarding <p><i>Please provide:</i></p> <ul style="list-style-type: none"> a) <i>details regarding role-specific LGBTQ+ training within one of the mentioned functions</i> b) <i>evidence of processes in place to ensure new appointees within these critical functions are trained as part of their onboarding</i> 	<p>2 points for (a) role-specific LGBTQ+ training within one of the mentioned functions</p> <p>2 points for (b) processes in place to ensure new appointees within these critical functions are trained as part of their onboarding</p>
<p>Why this question? Some roles within an organisation are particularly critical to the LGBTQ+ employee experience. It is important that people within these roles are equipped with role-specific LGBTQ+ inclusion training, to ensure that their role and specific practices are inclusive of LGBTQ+ employees. Function critical roles include HR, D&I and Recruitment.</p> <p>Providing Evidence: To obtain points for this question, you will need to provide details for (a) and evidence for (b) above.</p>	

Answer: Q19 TA team training workshop

20. LGBTQ+ Content in Leadership Training

2 points

We have company specific internal management practices or leadership training that incorporate an LGBTQ+ component.

Please provide details of such leadership training.

2 points for incorporating LGBTQ+ inclusion in professional development or internal leadership programs (over and above any work previously mentioned)

There are no partial points to this question.

Why this question? Many organisations have professional development or leadership training/events that cover a broad array of topics. This question is about whether any of these events or activities have an LGBTQ+ inclusion component or built-in time to discuss and expand upon topics that relate to LGBTQ+ inclusion.

Providing Evidence: Please provide details in a way that will allow markers to access the depth and breadth of any LGBTQ+ component within these activities.

Answer: Click or tap here to enter text.

21. Professional Development for LGBTQ+ Employees

2 points

Our organisation identifies high-performing employees for inclusion within talent programs, management training and/or organisational succession planning. We:

- a) have a process to identify and develop high performing LGBTQ+ employees**
- b) an ability to report on LGBTQ+ participation within talent / leadership or succession programs**

1 point for (a) an existing process to identify and develop LGBTQ+ employees

1 point for (b) describing how LGBTQ+ participation rates can be extracted and/or reported on for these programs.

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

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

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

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

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

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

EXECUTIVE LEADERSHIP & ENGAGEMENT

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

22. Internal Senior Executive Advocacy

3 points

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

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

<p>Why this question? While senior leadership support is impactful, having that visible support from your most senior Executive cannot be understated. In this question we ask how your CEO has visibly shown their support for LGBTQ+ inclusion internally within the assessed year.</p> <p>Providing Evidence: Please provide sufficient information for markers to understand the depth or breath of support shown.</p>	
<p>Answer: SBS Managing Director James Taylor has a regular communication to the entire business called Inside SBS in which he highlights his key messages for the month. Across the year James called out our Wear It Purple Day, Pride Month and Mardi Gras celebrations</p>	<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1:</i> Q23 WIP MD communication</p> <p><i>File 2:</i> Q23 Pride Month MD comms, Q23 MD Comms Mardi Gras</p>

24. External Senior Leadership Advocacy		3 points
<p>Our CEO (or equivalent) or Senior Executive/s have visibly shown their support for LGBTQ+ inclusion externally within the assessed year.</p> <p><i>For full points, please provide <u>up to two</u> examples.</i></p>	<p>2 points for one example of how your CEO (or equivalent) or Senior Executive/s have visibly shown their support for LGBTQ+ inclusion externally</p> <p>1 additional point for a second example</p> <p>Note: A Board Chair would count as an equivalent to CEO for this question.</p>	
<p>Why this question? Senior Executive showing their support for LGBTQ+ inclusion externally sends a strong message of inclusion to potential employees, customers and other stakeholders, as well as LGBTQ+ people who may engage with your organisation.</p> <p>Providing Evidence: Please provide sufficient information for markers to understand the depth or breath of support shown.</p>		
<p>Answer: SBS General Counsel and Executive team member Theo Dorizac participated in the SBS Mardi Gras float in 2024. SBS P&C Director and Executive team member Stig Bell and SBs</p>	<p><i>File name/s as evidence for this question:</i></p>	

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

File 1: Q24 Stig Bell Post 1

File 2: Q24 Mandi Wicks repost

25. Support for Senior Leadership

3 points

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

For full points, please provide up to two examples.

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

1 additional point for a second example

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

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

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

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

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

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

File name/s as evidence for this question:

File 1: Q25 Pride in Diversity CEO Summit 2024

File 2: Q25 Pride in Diversity Exec Leaders Network

DATA ANALYSIS

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

Answer: Q26 - Survey Analysis

27. LGBTQ+ Employee Data Review

4 points

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

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

Please provide details of any work in this area.

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

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

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

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

Answer: Q27 - Survey Analysis

COMMUNITY ENGAGEMENT

28. Employer Branded Participation at Community Events

2 points

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

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

OPTIONAL SURVEY

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

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

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

No evidence required.

ADDITIONAL WORK

31. Additional Work

8 points

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

Why this question? This section is intended to cover:

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

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

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

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

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

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

