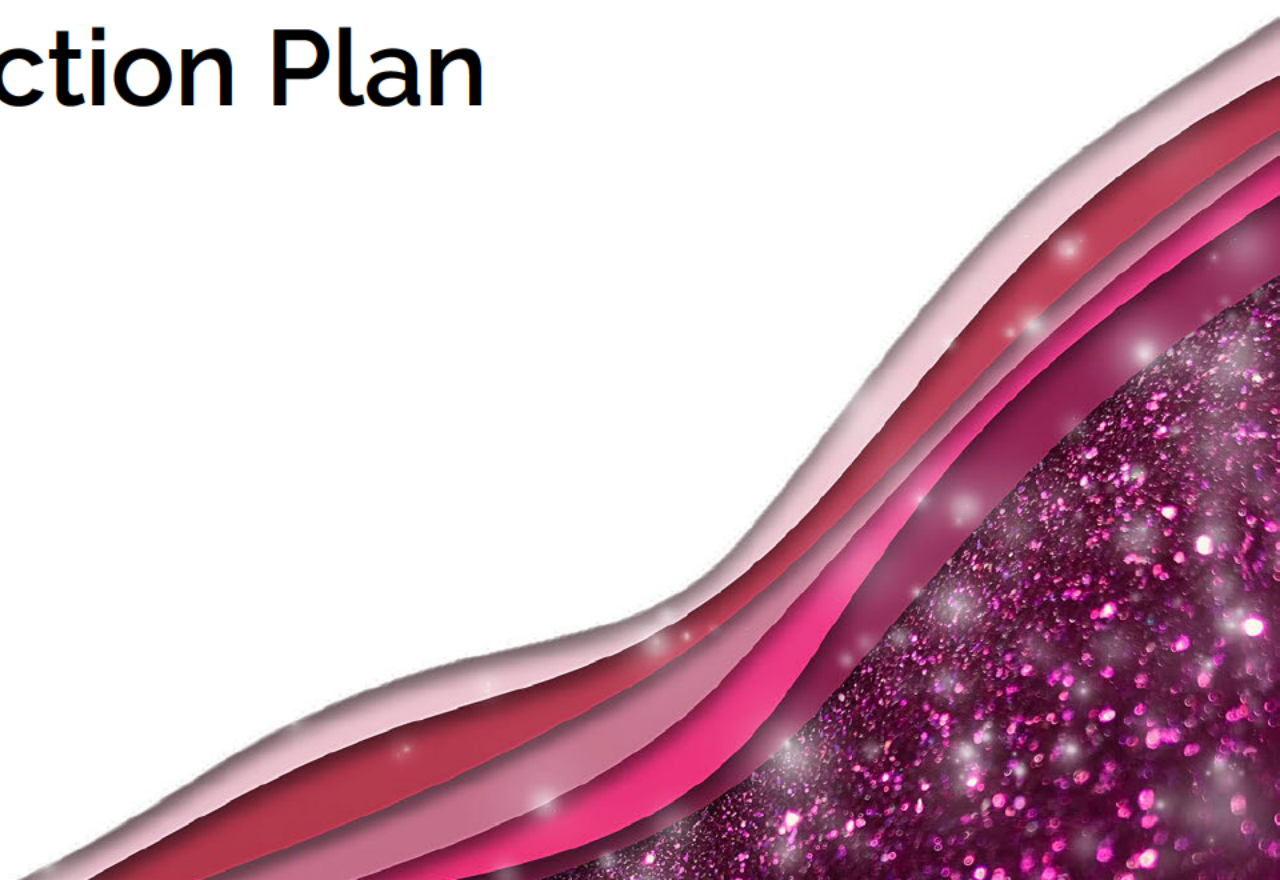


LGBTIQ+ Inclusion Action Plan

2024



Our approach to inclusion

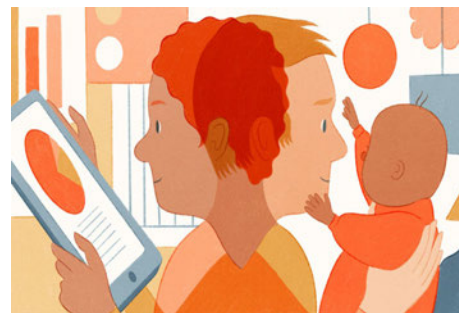
SBS Inclusion Council



SBS Multi



SBS Access



The Network



SBS Pride & Allies



RAP5

Inclusion Principles



LGBTIQ+ Inclusion priority actions (2024)

Education & Awareness

Deliver an internal event in collaboration with other EAG network for Pride Month

s22

June 24 & August 24

Develop an activation on trans and gender diverse experience for Wear It Purple Day

s22

Aug 24

Revamp Pride page on intranet to update on network movements and key initiatives

s22

March 24

Participate in SBS Induction sessions

Pride & Allies committee
Chairs

Ongoing

P&A to participate in SBS Staff Wellbeing Expo

Pride & Allies Committee

Oct 24

LGBTIQ+ Inclusion priority actions (2024)

Inclusive Environment

| | | |
|---|-------------------------------|--------------------------------|
| Communicate and encourage participation in the Queer Content Club | s22 [redacted] | Ongoing (Quarterly screenings) |
| Provide refresher workshop to Talent Acquisition team on Trans and Gender Diverse applicants with an information sheet on how SBS can support through recruitment process | s22 [redacted] | June 24 |
| Development of sensitive disclosure clause within the SBS Appropriate Workplace Behaviour Policy | s22 [redacted] | Mar 24 |
| Design and share with staff visible signs of inclusion such as pins, lanyards and laptop stickers | Pride & Allies committee | Ongoing |
| Facilitate creative workshops on SBS 2025 Mardi Gras creative concept and execution | s22 [redacted], P&A Committee | July 24 |