

# Sexuality & Gender Diversity

May 2023



**43.3%** of SBS employees have a **linguistically diverse background**



**39.7%** of SBS employees were **born overseas**



**13.1%** of SBS employees live with a **disability or chronic condition** requiring workplace adjustments



**52.8%** of SBS employees and **51.3%** of senior leaders are **female**



**58.2%** of SBS employees and **56%** of senior leaders identify as **culturally diverse**



**17.5%** of SBS employees and **15.4%** of senior leaders have a **diverse sexuality**



**4.8%** of SBS employees and **13.8%** of senior leaders are **Aboriginal and/or Torres Strait Islander people**



**24.5%** of SBS employees and **21.3%** of senior leaders identify as **a person of colour**

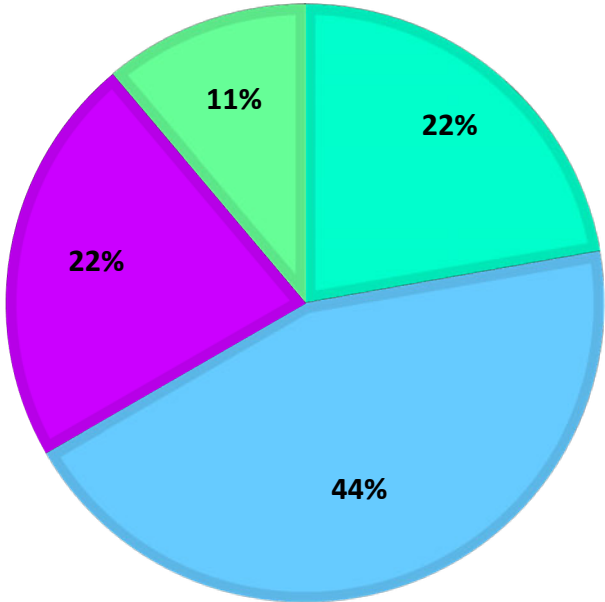
# Behaviour in the workplace – Discriminatory behaviour based on sexuality or gender identity

*In the last 12 months I have personally been a victim of discriminatory behaviour based on sexuality or gender identity in the workplace*  
*\*In 2022 we asked "I've not been a victim of discriminatory behaviour based on sexuality or gender identity in the workplace". This was a rating question and not multiple choice*

	2023	2022*
Yes	Redacted	Redacted
No	Redacted	Redacted

*Which option best describes the experience of discrimination you had?*

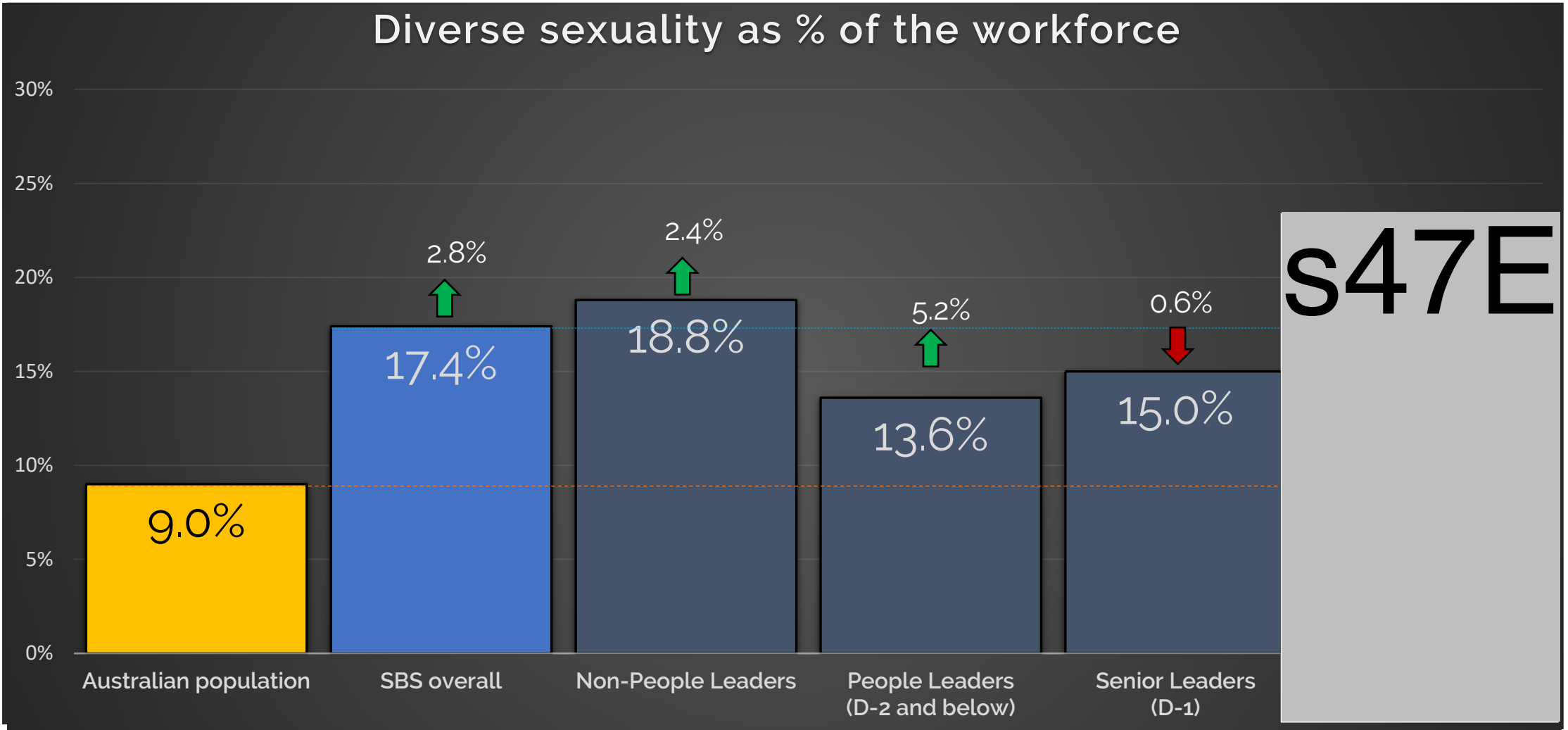
- ..from a manager or leader at SBS
- ..from a colleague
- ..in the form of systems or processes which I feel disadvantaged me
- ..from a vendor, client or external partner of SBS (0%)
- ..online by community or audience members SBS platforms such as Facebook or LinkedIn
- ..from audience or community members in person (0%)



*Did you raise the incident of discrimination with a manager, inclusion champion or with people & culture and was the matter dealt with appropriately?*

Graph redacted

# Representation of those with a diverse sexuality



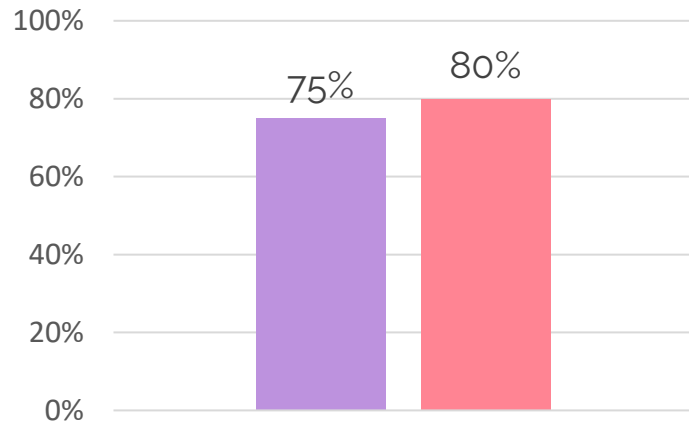
• Red & Green arrows indicate representation against stats from the February 2022 D&I Survey

# Diverse sexuality by division

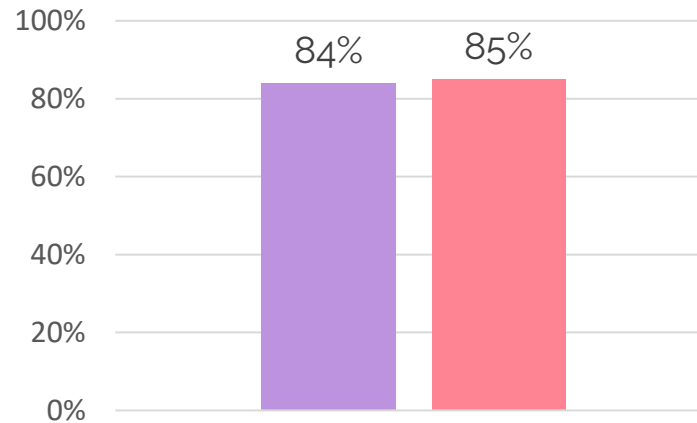
S47E

# Results by sexuality

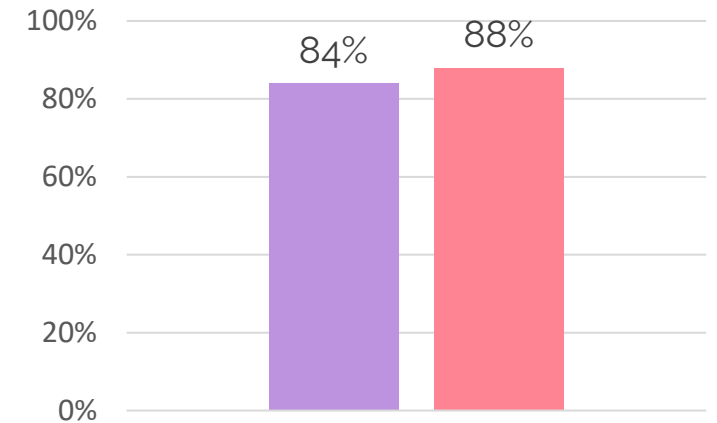
## Employee Engagement



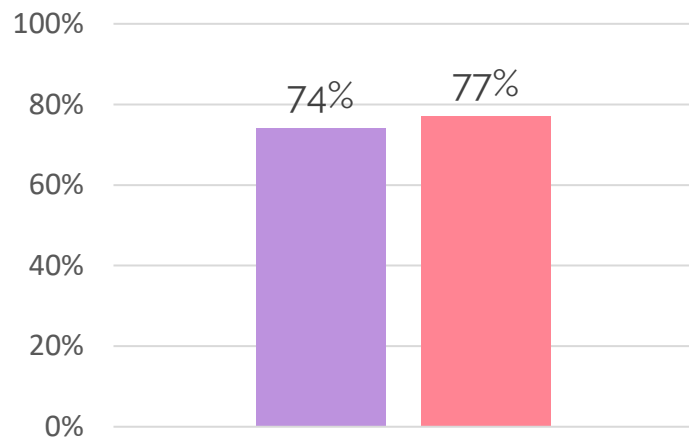
## Inclusion



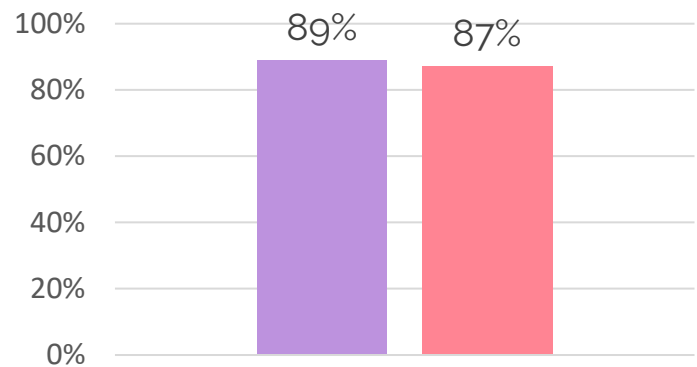
## We embrace difference



## The way we work



## We engage and participate fully



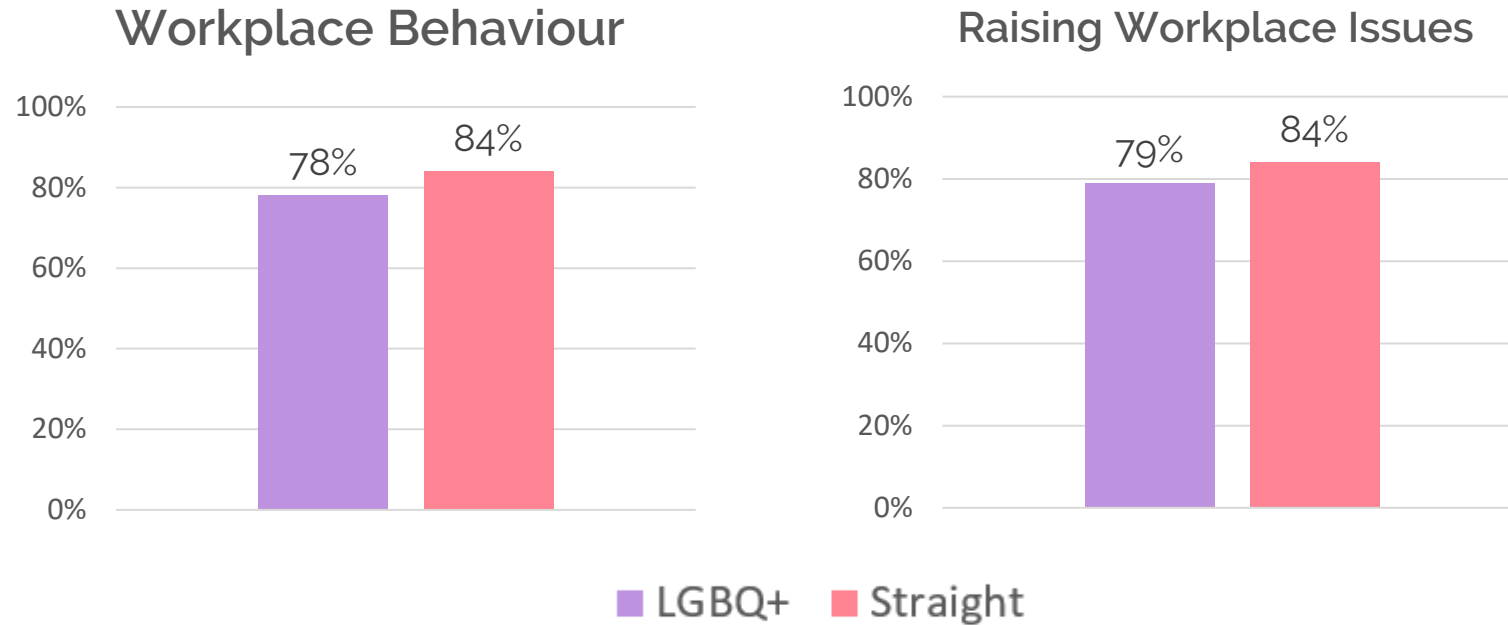
### Population Sizes

Straight: 706  
LGBTQ+: 147

■ LGBTQ+ ■ Straight

• The LGBTQ+ responses are actually comprised of different communities who have responded differently. Further segmentation will be undertaken with SBS Pride & Allies.

# Experiences by sexuality



# Our Processes

## SBS Overall

I am confident that SBS makes fair and equitable internal promotion decisions **67%** **22%** **11%**

I am confident that SBS makes fair and equitable recruitment decisions **73%** **20%** **7%**

I am confident that SBS provides fair and equitable training and development opportunities **77%** **18%** **5%**

## LGBTIQ+

I am confident that SBS makes fair and equitable internal promotion decisions **68%** **20%** **12%**

I am confident that SBS makes fair and equitable recruitment decisions **75%** **17%** **8%**

I am confident that SBS provides fair and equitable training and development opportunities **77%** **17%** **6%**

# Intersectionality

Demographic intersection	% of staff identifying with a diverse sexuality	% of all staff
Culturally Diverse	56.2%	61.4%
People of Colour	25.9%	24.8%
Women	51%	52.8%
People experiencing disability	30.6%	13.1%
Aboriginal and/or Torres Strait Islander people	4.7%	4.8%

	% of all staff
Trans identifying	0.3%
Non-Binary gender identify	1.4%

# Insights

- There is an opportunity for us to explore further the intersection between diverse sexualities and cultural diversity including Aboriginal and Torres Strait Islander peoples. SBS Multi have recommended a joint event with SBS Pride & Allies to explore this intersection in more detail and we will be reviewing SBS 2023 Mardi Gras participation against the World Pride theme to try to bring our LGBTQ+ First Nations colleagues to the forefront on a global stage
- Men are 3x more likely to identify as gay than bisexual, however women are 2x more likely to identify as bisexual than lesbian.
- There is significantly higher representation of LGBTQ+ people amongst employees who experience disabilities.
- The LGBTQ+ community is more likely to experience negative forms of behaviour in the workplace, though it is worth noting that this does not translate to LGBTQ+ employees directly experiencing a significant amount of homophobia, but rather that they are more likely to report occasions of other forms of negative behaviours including sexism and ableism.
- Due to the small sample size, we are unable to draw statistically valid insights into the experiences of Trans employees at an enterprise level, though we still take on board the individual feedback, as all employees have a right to be happy and engaged at work.
- Whilst the gap between LGBTQ+ staff and non-LGBTQ+ staff in relation to inclusion is marginal, there is a larger gap as it relates to employee engagement. Further work will be undertaken with SBS Pride & Allies to source employee feedback on what may be driving this gap