

LGBTIQ+ Inclusion Action Plan

End of year progress report

2023



SBS LGBTIQ+ in numbers

| Demography | The numbers |
|-------------------------|--------------------------------------|
| ALL LGBTIQ+ identifying | 17.5% (of all staff) |
| GBTQ+ Men | 47.8% (of LGBTIQ+ identifying staff) |
| LBTQ+ Women | 51% (of LGBTIQ+ identifying staff) |
| Trans identifying staff | 0.3% (of all staff) |
| Non-Binary staff | 1.4% (of all staff) |
| Active Allies | 212 |

| Action | Date | Owner | Status | Comment |
|---|----------|------------------|----------------------|--|
| Mardi Gras staff consultation | January | People & Culture | Complete | s22 ran sessions with First Nations staff to iterate on the design and delivery of our Mardi Gras concept for World Pride. We ended up having First Nations staff leading the parade procession in the colours of the Aboriginal and Torres Strait Islander flags, updated Marketing materials accordingly and commissioned an Indigenous artist to develop the amazing iconography on the side of the SBS van |
| SBS Inclusion Program LGBTQ+ Module assigned to all new staff members | Ongoing | People & Culture | On track and ongoing | Has been made mandatory for all new starters to complete within the first 3 months. Media Sales are working on a shorter refresher course to assign all staff after 2 years with SBS |
| Pride Month activation | 28 June | Pride & Allies | Complete | In collaboration with SBS Multi we ran a staff panel discussion event in the Sydney Atrium on the intersection of sexuality and culture and live streamed to other locations. Hosted by s22 and featuring s22 |
| Revamp Pride & Allies intranet page | 30 March | Internal Comms | Complete | s22 assisted us in updating all the collateral and information on the P&A page. We updated several links to ensure all linked to the most up to date documents and strategies and reflected the current state of the committee as well as including additional information for new starters |

| Action | Date | Owner | Status | Comment |
|--|---------------|---|----------------------|--|
| Communicate and encourage participation in the Queer Content club | May & ongoing | Pride & Allies | On track and ongoing | We have run several successful screenings this year of queer films and TV shows and internal comms has assisted us with regular comms updates in Inside SBS encouraging staff to get involved |
| SBS Inclusion Program LGBTIQ+ Module assigned to all new staff members | Ongoing | People & Culture | On track and ongoing | Has been made mandatory for all new starters to complete within the first 3 months. Media Sales are working on a shorter refresher course to assign all staff after 2 years with SBS |
| Participate in SBS induction sessions | February | Pride & Allies | On track and ongoing | Along with the chairs of the other EAG's we have been invited to attend the fortnightly induction sessions run by P&C as an opportunity to meet new starters and share with them information about how to get involved. Usually the chairs attend, however in the event of clashes on some occasions we have sent other committee members. |
| SBS Wellbeing Expo | 11 October | People & Culture + Pride & Allies Committee | Complete | Pride & Allies had an activation stall in both Sydney and Melbourne for the SBS wellbeing expo where we shared ally support materials including lanyards and laptop stickers, information about the committee and our various initiatives such as the Queer content club, information about the various ways we have influenced |

| Action | Date | Owner | Status | Comment |
|---|--------------|--------------------------|----------|--|
| Trans Awareness Week | 20 November | Pride & Allies Committee | Complete | s22 and the P&A team ran a live atrium event in Sydney which was livestreamed and including a screening of the film Gabi. In addition, we also communicated out to staff to register for the ACON run training session for Trans and Gender Diverse awareness training. |
| Wear it Purple Day | 25 August | Pride & Allies Committee | Complete | We developed an activation in both our Sydney and Melbourne office in line with the WIP theme for 2023 'Write your story' – we put up a large contribution board and encouraged staff to write advice to their younger selves and post it on the wall. We then ran an in person event where we shared some of the amazing advice (deidentified) |
| Training workshop on Trans and Gender diverse applicant support | 12 September | People & Culture | Complete | s22 took the Talent Acquisition team through a 90 minute workshop session in which he shared information with the team about the various barriers faced by gender diverse people in recruitment, along with candidate and TA team support tools that he had developed. s22 and the team workshoped the tools, making iterative changes that better fit the existing workflows. |
| Review Gender Affirmation Guidelines | 5- 19 July | People & Culture | Complete | Following feedback from a trans identifying member of staff, s22 and his team undertook a review of the guidelines to improve the communication flow with the technology team on updates to names/gender as well as the editorial teams in terms of setting out guidance for how we treat historical |

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|---|--------------|--------------------------|----------------------|--|
| Visible inclusion | Ongoing | Pride & Allies Committee | On track and ongoing | We placed two orders this year for rainbow merchandise including lanyards, pins and allyship stickers and have utilised these by sharing them with security at the front desks in Sydney and Melbourne and also bringing them along to our various events and activations |
| Wear it Purple Day | 25 August | Pride & Allies Committee | Complete | We developed an activation in both our Sydney and Melbourne office in line with the WIP theme for 2023 'Write your story' – we put up a large contribution board and encouraged staff to write advice to their younger selves and post it on the wall. We then ran an in person event where we shared some of the amazing advice (deidentified) |
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Collaboration and Advisory

In 2023 we engaged in intersectional collaboration with both the FNSAG and SBS Multi, building on the success of our collaborations with SBS Access the year prior and the fabulous Love story activation:

1. Collaboration with SBS Multi to deliver the Queer Culture panel event
2. Collaboration with FNSAG to deliver changes to the World Pride SBS Mardi Gras creative concept and execution

We have also been asked to provide advice to the business on numerous occasions including:

1. Advisory provided to marketing on the new SBS Pride logo incorporating the progress flag colours
2. Advisory provided to the Current Affairs team regarding gender options on the audience registration forms
3. Ad Hoc Advisory provided to the NACA team regarding the framing of LGBTIQ+ content stories and recommendations as to peak bodies for them to engage in meaningful consultation which sat outside of the expertise and role of SBS Pride and Allies

Areas of continued concern

One of the key areas of concern highlighted during the D&I survey breakdown was the lack of reporting by staff who experience inappropriate behaviour particularly as it relates to discrimination on the basis of sexuality or gender identity. 91% of staff who say they experienced an incident did not report it.

As such, we propose that this be a focus area for the organisation as a whole in 2024 to create transparency for staff and focus on increasing psychological safety and trust to report behaviours, with confidence and faith that SBS will address those behaviours.

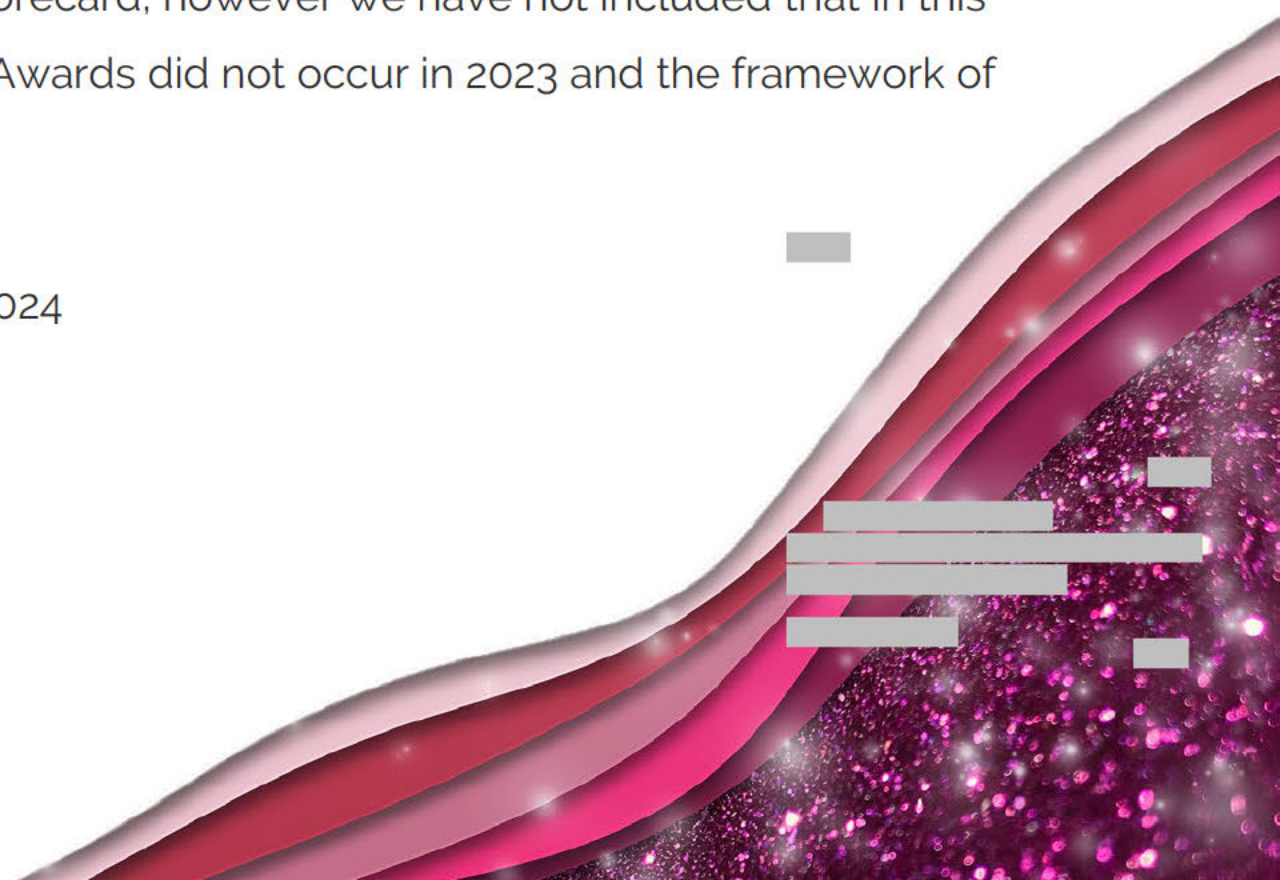
We recognise that 2023 has seen several pieces of work being focused on with this aim including the Employee Resolution Hub, Divisional town halls, inclusion champions program and the publishing of employee complaint data. However we feel that more work needs to be done to truly eradicate negative behaviours from our workplace and ensure staff feel they can raise issues as and when they occur in a culturally safe environment.

AWEI submission for 2024

We are confident that we are on track for our AWEI submission next year as we have discussed in the progress updates at each Inclusion Council.

Usually we would seek to include our previous years AWEI scorecard, however we have not included that in this years report because it was included last year as the AWEI Awards did not occur in 2023 and the framework of the AWEI has changed.

We will report back on our performance against the AWEI in 2024



2024 opportunities

In 2024 we will develop a new plan which will focus on the following key areas:

- Trans representation in leadership on the SBS Pride & Allies committee- we already have interested parties
- An increased focus on the awareness of gender diverse staff and potential barriers to engagement and inclusion
- Greater recognition at the enterprise level of the work of the committee and its leaders
- Greater alignment with internal comms to set the activation agenda early in the year and maximise enterprise support and funding to ensure these events land with staff and provide genuine positive cultural outcomes
- Greater engagement with middle management on LGBTIQ+ inclusion and the role they play in creating inclusive environments