

## Scripted inclusion targets

At SBS Scripted, we are focused on true craftsmanship and will work with producers to achieve equality and change over time. We understand each story is unique, so these targets can be tailored to each program's story world and subject matter. We're asking production companies to use best efforts to achieve these targets on their individual programs. The 'four groups' refers to people who identify as CALD, First Nations, people with disability and/or LGBTIQ+.

ON SCREEN Meet all three categories	OFF SCREEN Meet all three categories	CAREER PROGRESSION
<ol style="list-style-type: none"> <li><b>Main characters*</b> to include at least two CALD and/or First Nations people</li> <li><b>Broader cast**</b> to include                             <ol style="list-style-type: none"> <li>33.3% from the four groups +</li> <li>50% women</li> </ol> </li> <li><b>Inclusive casting</b> Producers to demonstrate best efforts to                             <ol style="list-style-type: none"> <li>Practice open casting for all characters who are not specifically written to be Anglo-Celtic +</li> <li>Cast extras that are from the four groups</li> </ol> </li> </ol>	<p><b>If the series focuses on a particular under-represented community</b></p> <ol style="list-style-type: none"> <li><b>Writing Team*</b> to include at least                             <ol style="list-style-type: none"> <li>two key roles for people from this community +</li> <li>50% women</li> </ol> </li> <li><b>Other Key Creatives:</b> Directors/Producers                             <ol style="list-style-type: none"> <li>At least one other key creative is from this community. e.g. At least one producer or at least one director &amp;</li> <li>50% women</li> </ol> </li> <li><b>Production team****</b> to include at least                             <ol style="list-style-type: none"> <li>One Head of Department (HOD)***** from the four groups +</li> <li>50% women</li> </ol> </li> </ol> <p><b>OR If the series does not focus on a particular under-represented community</b></p> <ol style="list-style-type: none"> <li><b>Writing Team*</b> to include at least                             <ol style="list-style-type: none"> <li>Two key roles from the four groups (including 1 CALD and/or First Nations writer, to align with our SBS Charter goals as Australia's multicultural and Indigenous broadcaster) +</li> <li>50% women</li> </ol> </li> <li><b>Other Key Creatives:</b> Directors/Producers to include at least                             <ol style="list-style-type: none"> <li>At least one other key creative from the four groups e.g. At least one of the producers or one of the directors is CALD, First Nations, a person with disability and/or LGBTIQ+ &amp;</li> <li>50% women</li> </ol> </li> <li><b>Production team</b> to include at least                             <ol style="list-style-type: none"> <li>One Head of Department (HOD)***** from the four groups +</li> <li>50% women</li> </ol> </li> </ol>	<p><b>Demonstrate efforts to:</b></p> <ol style="list-style-type: none"> <li>Hire people from the four groups in off-screen roles +</li> <li>Elevate practitioners from the four groups into more senior roles</li> </ol> <p><b>Note:</b></p> <ul style="list-style-type: none"> <li>Each year, SBS Scripted aims to provide career progression opportunities to people from these four groups on SBS productions.</li> <li>We encourage producers to hire people from these four groups to help SBS meet our targets.</li> </ul>

\*Main characters appear in all episodes of a series and are integral to the plot.

\*\*Broader cast includes main and supporting characters. Supporting characters are named roles which sit between main cast roles and 50-words and/or extras.

\*Key writing team roles: Includes writers, co-writers, experts, script/development producers, script editors, director, producer, co-producer, associate producer. This does not include notetakers, but we strongly encourage that the notetaker is from an under-represented group.

\*\*Key creative roles include: Writers (including co-writers), Directors, and Producers (including executive producer, co-producer, associate producer).

\*\*\*For series set within the Aboriginal and/or Torres Strait Islander community, the 2 out of 3 must include the lead director or lead writer AND at least one person who identifies as Aboriginal or Torres Strait Islander in another key creative role.

\*\*\*\*Production team includes all crew that are not HOD roles.

\*\*\*\*\*HOD roles include Director of Photography, Editor, Casting Director, Production Designer, Costume Designer, Art Director, Make-Up and Hair Designer, Composer, Sound Designer, First Assistant Director, Line Producer, Production Accountant, Sound recordist.

\*Off-screen roles: Includes writing team, key creatives and production team.

**Goal Statement \***

Executive Sponsor of SBS Pride & Allies

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**Measures \***

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- Meet with the SBS Pride & Allies co-chairs, Head of Talent, Development and Inclusion and Director of People and Culture a minimum of two times between each Inclusion Council sessions to align on action plan reporting, initiative development and support required
- Attend Pride & Allies events and activations and actively encourage staff to get involved in the Pride & Allies community and events
- Advocate and champion Pride & Allies priorities and initiatives at the executive level
- Work with the Pride & Allies co-chairs to support the removal of any barriers to executing on the LGBTIQ+ Action plan

**Start date \***

01/07/2023

**End Date \***

30/06/2024

**Weight \***

5

## What we do

We provide the SBS Inclusion Council including the executive and the Managing Director with advice, feedback, ideas and recommendations on how we can continue to amplify the inclusion of LGBTIQ+ staff at SBS. We also work with the relevant teams to support the implementation of initiatives and actions as well as providing advisory services to different business areas on LGBTIQ+ language, content, comms and marketing. It should be noted that SBS Pride and Allies advisory is NOT a substitute for genuine community consultation or engagement with relevant peak bodies. This is particularly true for news stories or commissioned content, however we can provide a good starting point and potential advise on whom you might be best to speak with in the community. To get in touch for advice please email [s22@sbs.com.au](mailto:s22@sbs.com.au)

You can find out more about these actions in the key initiatives section below: