

SBS Pride & Allies Governance and Sustainability (2024-2025)

Overall SBS Diversity & Inclusion introduction

For more than 40 years, SBS has been committed to giving a voice to all Australians, regardless of gender identity, sexuality, geography, age, cultural background or language. Diversity is, and always will be, important to SBS. It's part of the fabric of our organisation, forms the very core of our Charter, and continues to be at the centre of our vision and strategy. While inclusion provides great business performance, innovation and collaboration, for SBS it means delivering on our promise to create a great workplace culture where each and every employee is welcomed and feels comfortable to be their authentic self.

Empowered, results-driven Employee Action Groups

To support the overall Diversity & Inclusion strategy, SBS has established an Inclusion Council composed of the SBS Managing Director, Inclusion & Diversity team, all five Employee Action Group (EAGs) representatives and Executive Sponsors. Our EAG's are; The Network (Gender Equity), SBS Access (Disability, Accessibility and Carers), SBS Multi (Culturally and Linguistically Diverse), Pride & Allies (LGBTIQ+) and FNSAG (Indigenous). The Inclusion Council gathers all Employee Action Groups (EAGs) together on a regular basis to draw on the life experiences, insights and knowledge of each of the representatives to improve culture, awareness, innovation and services across the organisation. The Inclusion Council has appointed an Inclusion & Diversity lead (from People & Culture department) to ensure consistency, operational efficiency and alignment to enterprise strategy across the five SBS Employee Action Groups (EAG).

SBS Pride & Allies purpose

Pride & Allies exists as an employee led network designed to provide feedback, advise and recommendations to the business in relation to LGBTIQ+ inclusion. Our goal is to remove any barriers which may exist for the full and equal participation at work for all peoples regardless of gender identity or sexuality. We work collaboratively with the SBS Inclusion Council to drive change as well as providing advisory services to various parts of the business in relation to LGBTIQ+ engagement and content.

SBS Pride & Allies structure

Since the creation of SBS Pride & Allies, in 2017, it has been led by a core Executive Committee and steered by a minimum of 2 co-chairs; working groups of members delivering initiatives and a broader membership base of LGBTIQ+ and Ally champions across SBS offices. SBS Pride & Allies will try to have steering members that also represent different business units to ensure that all LGBTIQ+ initiatives are reported right across the business to keep a holistic view and ensure staff awareness at all levels.

Monitoring & Regular reporting of strategies and outcomes:

1. The achievements, outcomes and progress updates of each of the EAG's are reported every quarter at the SBS Inclusion Council.
2. At the start of every financial year SBS Pride & Allies submits its proposed strategy and plan for the year. The SBS Inclusion Council will review and interrogate the strategy with a view to ensure alignment across the business and that intersectionality is represented within the plan. Once approved, the strategy will have elements assigned to various business units to deliver as part of our broader enterprise strategy. As such, the SBS Pride & Allies group have direct influence over the direction of the SBS Inclusion, Equity and Diversity Strategy

Committee Management roles

1. Roles within the SBS Pride & Allies committee are opened up each year as part of an Annual General Meeting (AGM) to ensure any staff member who wishes to contribute has the opportunity to submit an application which is then voted upon by the broader Pride & Allies base. By enabling turnover within our key management positions, we enable fresh ideas and perspectives to be shared over time.

Annual General Meeting (AGM)

At the end of each calendar year SBS Pride and Allies committee members attend the AGM. To revise each members position and responsibilities.

The AGM invitation:

- Is communicated to the whole SBS Pride & Allies base (Along with a list of current roles, responsibilities and incumbents)
- Provides important notes written below
- Is sent at least one month prior to give equal attendance opportunities and for people to think about the positions any staff member could hold (or propose to create) in the year ahead
- Offer a video conference option to provide equal opportunities to staff who are located in offices other than Sydney

Mandatory Positions

- Committee co-chairs (minimum two)
- Treasurer
- Secretary
- Melbourne Office lead
- Interstate liaison portfolio lead

Flexible positions (Which may change based on strategy)

- Sport portfolio lead
- Membership portfolio lead
- Allies portfolio lead
- Content Advisor portfolio lead
- Communication portfolio lead

- Design portfolio lead
- Community out-reach portfolio lead
- Social Media portfolio lead
- Partnership portfolio lead
- Family portfolio lead
- EAG intersectional portfolio lead

Attendees at the AGM may nominate themselves for any position through a written submission. The submissions are reviewed by the existing chairs, Executive Sponsor and the Head of Talent, Development and Inclusion prior to appointments being made. The review process will include an assessment of the individuals demonstrated leadership experience and/or potential.

The Pride & Allies co-chair will regularly raise at committee meetings the subject of chair succession so as to ascertain the current level of interest and motivation amongst the existing committee members to be nominated as a potential successors. Potential successors will be vetted by the Head of Talent, Development and Inclusion and the P&A Executive Sponsors and may be called upon to act in the chairs stead during periods of leave including at the SBS inclusion Council. The chair succession plan is in place to support backfilling of the chair role when a chairs term comes to a conclusion at a time other than the pre-planned term conclusion which coincides with the AGM.

Leads and committee chairs will be required to undertake LGBTIQ+ inclusion and allyship training in advance of commencement of their roles regardless of whether the nominee is a member of the LGBTIQ+ community or an ally.

Each portfolio lead can decide to have extra support, but the lead remains the primary contact point. Each committee member accepts a portfolio with related responsibilities Any updates to the previous list of roles and responsibilities can happen in consult with the EAG co-chairs

If any of the co-chairs or portfolio leads resign from their role within the committee or the organisation at a point other than the AGM, the remaining co-chair will agree on another member to fill the role on a temporary basis until a formal appointment can be made.

***Important notes on the steering committee:**

1. The Steering Committee should be representative of Diversity & Inclusion in its members:

- Equal (or as close as possible) representation of various genders.
- Equal (or as close as possible) representation of various sexual orientations.
- Equal (or as close as possible) representation of LGBTIQ+ or Allies with diverse backgrounds, faith or ethnicities.

2. Inclusion Council: Committee members will need to comply with the Inclusion Council guidelines

3. Attendance
 - Committee members meet monthly (60min) to discuss progress about portfolios' projects, overall team achievements and annual events.
- Committee members are encouraged to attend, at least, 50% of those meetings.

Organisational Alignment & Agreement

SBS Pride & Allies needs to be aligned with the overall SBS Inclusion, Equity & Diversity strategy to remain relevant and sustainable in the long term. Here are a couple of points to clarify SBS Pride & Allies long term position and agreement within SBS.

1. Focus & workload as volunteers

It is important to note that Committee members operate on a voluntary basis and are enabled to complete their SBS Pride & Allies work within work hours, provided there is agreement with your manager. If there is disagreement with your manager about your role participating in the committee please raise this with the Head of Talent, Development and Inclusion so that this can be worked through with your manager directly.

Co-chairs have dedicated focus goals added to their performance goals which enables them to engage in the work required to administer the EAG. Other committee members may add Focus goals in agreement with their manager, however all members are expected to be able to deliver on the core components of their primary role. From time-to-time members may need to take a step back during high activity times and should communicate this with the co-chairs.

2. Induction

SBS Pride & Allies is represented by at least one of the members to SBS monthly induction programs (alongside with other EAGs representatives) to give an opportunity for new potential LGBTIQ+ or Allies employees to be aware of the group and its purpose as well as how to get involved.

3. Training

SBS Pride & Allies works with the Inclusion and Diversity team to provide training to staff in various topics in order to continuously educate, raise awareness and create inclusive work environments that are safe, free from bullying, discrimination, harassment or microaggressions

4. Intersectional internal events

SBS Pride & Allies organises a maximum of two flagship internal events each year. The network is committed to ensuring those events are intersectional. For example "Wear it Purple" will be co-organised with a different EAG each year.

5. Budget and communication

SBS Pride & Allies relies on inclusion council budget for internal initiatives. This budget is shared among all EAG's based on annual strategy/initiative submission and approval. The submission of the strategy and plan for the next 12 months at the end of financial year ensures time for discussion, budget allocation and communication across the business. Except in exceptional circumstances, ad hoc budget will not be provided if initiatives have not been approved and endorsed by the SBS Inclusion Council. In the event that budget constraints occur through the central D&I budget, the Head of Talent, Development and Inclusion will work with each EAG to refine plans and actions based on a low cost model which may look different depending on the priorities and actions at the time

6. Mardi Gras and other LGBTIQ+ external events

Whilst SBS Pride & Allies focuses on internal employee needs and issues to ensure the workplace continues to be an inclusive place to work, from time to time the group will engage with external events in some capacity such as;

- Mardi Gras

The Sydney Mardi Gras is one of the most visible LGBTIQ+ events in the country. This represents a unique opportunity for SBS to reach out to its audiences and demonstrate its support to the community. Whilst SBS is no longer the broadcast partner for the Mardi Gras, SBS continues to have a presence at the event, and Pride & Allies are called upon each year to creatively contribute to the development of the SBS float theme. SBS is naturally solicited and happy to contribute overall support to the Mardi gras festival when possible. Pride & Allies has played a role in supporting some of the following events:

- Fairday (Sydney)
- Midsumma (Melbourne)
- Fed Square live broadcast activation (Melbourne)
- Mardi Gras parade participation
- SBS Pride content team stories
- Social media activations
- Australian Workplace Equality Index

SBS participates each year in the annual Australian Workplace Equality Index (AWEI) run by Pride in Diversity. It is a core responsibility of the co-chairs of SBS Pride & Allies as well as the Head of Talent, Development and Inclusion to collate and put forward our submission each year with the cooperation and support of the committee.

The AWEI submission (Usually in early March of each year) is designed to gauge the overall impact of inclusion initiatives on the organisational culture and stands as the definitive benchmark on LGBTQ+ workplace inclusion

The AWEI luncheon is also managed by the Pride & Allies committee regarding design assets, communications, materials and attendees list. Technology and News & Current Affairs have a separate media sponsorship agreement with Pride in Diversity for media coverage of the awards as the media sponsor.

- Pride in Sport, Media Pride and other external business events

Other external initiatives remain critical to SBS as an employer of choice. It is important for SBS to reflect the communities we serve and the Pride & Allies network is happy to contribute as much as possible to support SBS messaging. Each external initiative will be discussed with the Inclusion Council and or D&I team as it sits outside of the core responsibilities of the Pride & Allies committee.

7. Document storage

SBS Pride & Allies has migrated to Dochub in order to retain all important documentation as required by government guidelines.

8. Advisory services

SBS Pride & Allies may also be called upon from time to time to provide input and advice to the business on LGBTIQ+ related matters including content/editorial matters, projects, inclusion work and system or process changes. Advice delivered back to the business is managed collectively at the committee level.