

# LGBTIQ+ Inclusion Action Plan

## End of year progress report

2024



# Executive summary

Diversity and inclusion is at the heart of SBS purpose. 16.1% of SBS staff identify as members of the LGBTIQ+ community (See slide 3) and so it is our mission as SBS Pride & Allies to ensure that SBS continues to foster a safe and inclusive workplace where employees feel they can actively bring their whole self to work

The following document summarises SBS Pride & Allies 2024 activity including our key achievements

In looking back on our aforementioned activities the Pride & Allies Committee had 2 key pillars of focus – Education and Awareness and Inclusive Environments, which much of the ground work on systems and processes and policies having been completed by the SBS Pride & Allies committee in prior years.

In this document we also identify some areas of focus for 2025; namely

- Continue to drive awareness of and visibility of gender diverse identities internally
- Opportunities for more middle manager engagement on LGBTIQ+ inclusion
- Opportunity for greater internal recognition of the committees efforts and achievements
- Greater alignment with internal comms on events support

# SBS LGBTIQ+ in numbers

Demography	The numbers
ALL LGBTIQ+ identifying	16.1% (of all staff)
GBTQ+ Men	48.6% (of LGBTQ+ identifying staff)
LBTQ+ Women	49.7% (of LGBTQ+ identifying staff)
Trans identifying staff	0.3% (of all staff)
Non-Binary staff	1.7% (of all staff)
Staff who identify as intersex	0.9% (of all staff)
Culturally Diverse staff	60.4% (of LGBTQ+ identifying staff)
People of Colour	24.8% (of LGBTQ+ identifying staff)
First Nations staff	7.2% (of LGBTQ+ identifying staff)
Staff experiencing disability	32.6% (of LGBTQ+ identifying staff)
Active Allies	276

Action	Date	Owner	Status	Comment
Mardi Gras staff consultation	Nov 23-Jan 24	People & Culture	Complete	The Pride & Allies Network were heavily involved in the creative ideation and concept generation for the 2024 Mardi Gras concept – United Worlds of Difference and in assisting P&C in running rehearsals
SBS Inclusion Program LGBTIQ+ Module assigned to all new staff members	Ongoing	People & Culture	On track and ongoing	<p>Mandatory for all new starters to complete within the first 3 months of employment.</p> <p>During 2024 we undertook a review of the content to ensure language is up to expected standards and provided recommendations to the SBS Inclusion team.</p>
Pride Month activation	June 24	Pride & Allies	Complete	
Sensitive disclosure policy amendment	March 24	People & Culture	Complete	P&C have updated the staff complaints procedure to include information on sensitive disclosures
Wear It Purple Day	August 24	Pride & Allies	Complete	For Wear It Purple Day we wanted to showcase and highlight the diversity of Trans experiences in the workplace. This was due to the low numbers of representation within the business which we suspect is under-reporting combined with the current political and social climate which has been trans people used as political tools.
SBS Wellbeing Expo	October 24		Complete	Pride & Allies had a stall at the SBS Wellbeing expo where we shared information about SBS policies, invited participation in the network, gave out rainbow lanyards and merchandise, spruiks our pride on demand playlists

Action	Date	Owner	Status	Comment
Share ongoing feedback with the SBS Inclusion Council	Ongoing- quarterly	Pride & Allies	On track and ongoing	We have formalised our feedback mechanisms to ensure that each quarter we are sharing anecdotal information with James and the executive on the current state of LGBTQ+ Inclusion.
IDAHOBIT Day	May 24	Pride & Allies, Internal Comms	Complete	We worked with Internal Comms to develop a communication to go out to all staff for IDAHOBIT. The comms including stats from Equality Australia, information on how to be a better ally, links to Pride in Diversity's IDAHOBIT panel discussion and links to ACON's Trans and Gender Diverse Awareness Online Training registration
Trans day of visibility	March 24	Pride & Allies	Complete	We worked with Internal Comms to develop a communication to go out to all staff for Trans day of visibility. The comms including information about Trans allyship, links to the SBS Gender Affirmation Guidelines, information about Intersex inclusion and how to be a better intersex ally, information about continued challenges including birth certificates in NSW, a link to an article by Pride & Allies Co-Chair s22 on her lived experience as a Trans woman, external links to training and to events and resources
Visible inclusion	Ongoing	Pride & Allies Committee	On track and ongoing	We placed an additional order 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

# Collaboration and Advisory

In 2024 we engaged in intersectional collaboration with other EAG's around the SBS50 celebrations, building on the success of our collaborations in years prior as well as providing advisory services to the SBS Newsroom

1. SBS Pride & Allies attended the NACA digital journalist team meeting to offer consultation services on LGBTQ+ reporting processes
2. SBS pride & Allies also delivered a module in the NACA cadet training to educate new cadets on LGBTQ+ inclusive reporting and SBS policies and editorial frameworks related to LGBTQ+ stories and talent
3. SBS Pride & Allies collaborated with the other EAG's – SBS Access, SBS Multi, Ngarra and The Network facilitated by s22 in Marketing to ensure the SBS50 plans were as inclusive and representative as possible
4. We have also started a combined EAG group chat to enhance future opportunities to collaborate and take an intersectional approach to our work

# AWEI submission for 2025

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.

Our original intention was to delivery a special p[ro]ject over two years in place of our annual AWEI submission, however further research and literature review is needed to ensure the project is fit for purpose and meaningful to the community. As such as will submit the AWEI again in 2025

The following slides are our report card from the 2024 submission.



AUSTRALIAN WORKPLACE EQUALITY INDEX - ADVANCED SUBMISSION 2024

LGBTQ Bullying, Harassment & Support		Score	Index	Notes
1	Tracking of Incidents	6	6	
		6	6	
Inclusion of Trans and Gender Diverse Employees		Score	Index	Notes
2	Gender Affirmation Leave	3	3	
3	'All-Gender' Bathrooms	3	3	
4	Trans and Gender Diverse Applicants	4	4	
		10	10	
Strategic Focus & Accountability		Score	Index	Notes
5	Personal Accountability for Inclusion	4	4	
6	Documented LGBTQ Inclusion Strategies and Accountabilities	8	8	
7	External-facing Social Media Communications	2	2	
8	Strategic LGBTQ Inclusion Promotion	4	4	
		18	18	
LGBTQ Employee Network		Score	Index	Notes
9	Network Leadership Succession and Sustainability	4	4	
10	Research into under-represented LGBTQ Populations	4	4	
11	Visibility of under-represented LGBTQ Populations	3	3	
12	Broader Inclusion Support	3	3	
13	Network Reporting	1	5	Comment Required
		15	19	
Visibility of LGBTQ Inclusion		Score	Index	Notes
14	LGBTQ Days of Significance	4	4	
15	Visibility in the Workplace	4	4	
16	Individual LGBTQ Inclusion Work Recognition	0	3	The examples mentioned would most likely garner points if details around who was recognised and why were included
		8	11	
Training, Awareness & Professional Development		Score	Index	Notes
17	LGBTQ Training Delivered	4	4	
18	LGBTQ Training for People Managers	6	6	
19	LGBTQ Training for Critical Functions	4	4	
20	LGBTQ Content in Leadership Training	2	2	Evidence can be strengthened with a few more examples of LGBTQ+ inclusion content in the psych safety training session in 2024
21	Professional Development for LGBTQ Employees	1	2	in 2024 lets look at how we can strengthen this process, including how we can ensure LGBTQ+ staff who are not in the EAG are included
		17	18	
Executive Leadership & Engagement		Score	Index	Notes
22	Internal Executive / Senior Leadership Advocacy	3	3	
23	Internal CEO (or equivalent) Advocacy	3	3	
24	External Senior Leadership Advocacy	3	3	
25	Peer Support for Senior Leadership	3	3	
		12	12	
Data Collection & Reporting		Score	Index	Notes
26	LGBTQ Employee Data Analysis	4	4	
27	LGBTQ Employee Data Review	0	4	Sexuality and Gender Diversity data has been collected and analysed however evidence does not support activities or work done in this area
		4	8	

Community Engagement			Score	Index	Notes
28	Employer Branded Participation at Community Events		2	2	
29	Pro-Bono or Financial Support: LGBTQ Charities / Organisations		4	4	
			6	6	
Optional Survey			Score	Index	Notes
30	AWEI Employee Survey Participation		x	4	
	Total Section 9 Score		0	4	
Additional Work			Score	Index	Notes
31	Additional	Queer Content Club	1	1	
31	Additional	Media Sponsor for 2022 AWEI Awards Luncheon	0	1	Added to Q29 to obtain full points
31	Additional	Pride Playlist	1	1	
31	Additional	Pride Stall at SBS Wellbeing expo	1	1	
31	Network	Underepresented LGBTQ+ population	1	1	LGBTQ+ Women
31	Additional	2022 Honor Awards Sponsors	1	1	
31	Additional	SBS Pride Guide	0	1	Though an excellent project, published in 2019
31	Additional	2022 Media Sponsor of Pride in Sport	0	1	Already awarded in Q29
	Total Section 10 Score		5	8	
	Total Advanced Submission Score		101	120	
ORGANISATIONAL ACTIVITY SCORES					
	Core Network Activity		15		
	Additional Network Activity		1		
	Network Activity - Total Score		16		
	Core Activity - Inclusion of Trans and Gender Diverse Employees		10		
	Additional Activity - Inclusion of Trans and Gender Diverse Employees		0		
	Inclusion of Trans and Gender Diverse Employees - Total Score		10		
GENERAL SUBMISSION COMMENTS					

Congratulations SBS on a fantastic Solid Gold Submission! The evidence provided clearly demonstrates a sincere and embedded commitment to LGBTQ+ inclusion. Also we would like to thank you for your ongoing support of Pride in Practice events, it is always a pleasure to collaborate with your wonderful team. Bravo!

# 2025 opportunities

In 2025 we will develop a new plan which will focus on the following key areas:

- Trans representation in leadership on the SBS Pride & Allies committee- with the departure of **s22** from SBS, we believe that ensuring representation of Trans and Gender Diverse individuals in P&A leadership positions remains an important priority
- Continued focus on the awareness of gender diverse staff and potential barriers to engagement and inclusion
- Support the delivery of the SBS50 project and ensure LGBTQ+ inclusion is represented
- Greater alignment with internal comms to maximise enterprise support and funding to ensure 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
- Work collaboratively with our colleagues in P&C on strategies to address diversity backlash

