



Question 109

[Q15(a)]




Inside SBS: End of year wrap

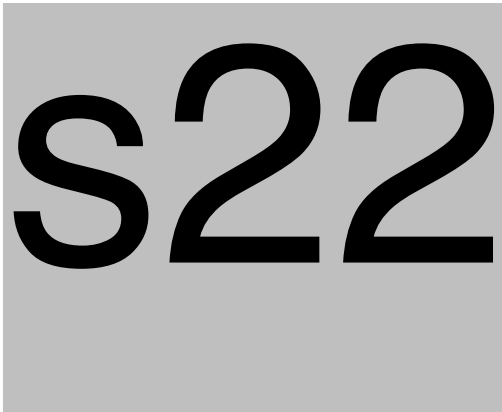


James Taylor <s22 [redacted]@sbs.com.au>
To s22 [redacted]



18/12/2024

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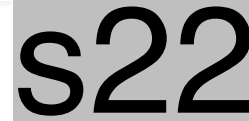


Thank you EAGs!

As the end of year approaches, we extend a sincere thanks to the tireless work of our Employee Advisory Groups (EAGs) which continue to provide feedback and drive activity to make SBS an even more inclusive place to work. To find out more about what's been achieved in 2024 click the link below.

[Read more](#)

SBS's EAGs - a year in summary



Thank you to our Employee Advisory Groups (EAGs)

The last 12 months has been a big year for SBS in continuing to strive for a world class inclusive culture, and we simply could not have done it without the tireless work of our Employee Advisory Groups (EAGs), their leaders and supporters. Particular thanks to:

- SBS Pride & Allies Chair **s22** and former Co-Chair **s22** along with their Executive Sponsors Mandi Wicks and Theo Dorizac.
- First Nations Staff Advisory Group Ngarra and it's members **s22**
s22
- SBS Access Chairs **s22** along with incoming Chair **s22** **s22** and their Executive Sponsor Clare O'Neil.
- SBS Multi Chairs **s22** and their Executive Sponsors Sarah Yassien and Nitsa Niarchos.
- The Network's Chair **s22** and Executive Sponsor Jane Palfreyman.

This year SBS moved the dial forward with leading initiatives devised and supported by staff and raised through the SBS Inclusion Council including but not limited to:

- The launch of the SBS **Hidden Disabilities Sunflower Project**
- The repurposing of existing meeting rooms to create a quiet/sensory space for neurodivergent staff or others who may need a quiet space from time to time.
- The **First Nations Dispute Resolution Process and Cultural Safety Framework**.
- The **Employee Resolution Hub** - bringing more information and transparency to staff on how to resolve workplace issues and seek support.
- **The Queer Content Club**.
- Achieving Platinum Employer status at the LGBTQ+ Awards.



Elevating Diverse Perspectives

The latest addition to our series for people managers covers elevating diverse perspectives. The strategy development for FY26 has commenced and you've heard from your divisional Director on the business unit planning process for your division. This masterclass looks at how we can ensure that team members feel connected to the strategy and are able to contribute their perspectives, ideas and feedback in a psychologically safe way. This session was first delivered in person for News & Current Affairs team members, then adapted for an online style delivery and recorded with permission from the wider SBS Technology leadership group. Our approach has also been informed by the Corporate Strategy team and the SBS Diversity & Inclusion Talent team.

Watch and Participate

- Unlike most manager masterclasses, this one has been pre-recorded for you. You can [access the recorded session with interactive templates in SBSU](#).
- Learn more about
 - Clearly articulating the SBS strategy goals to your team
 - Articulating how a diversity of lived experiences and perspectives can strengthen our collective thinking process and enhance the overall strategy development
 - Understanding barriers faced by different groups to contributing and engaging with the strategy work- this may include barriers faced by LGBTQ+ employees, employees with a disability, people from racially and culturally marginalised communities and more
 - Understanding techniques and tools to create psychologically safe team workshop environments that encourage active participation and contribution
 - Articulating how the work of your team delivers value to our audiences
 - Delivering a customised strategy document for your team, and more!

Catch Up

- If you missed our last session, click through to the course on SBSU to watch the recording [Manager Masterclass: Job Descriptions](#).
- If you haven't already, let us know what topics you'd like to be covered in the next masterclass by completing our [participant survey](#). Your answers will help shape the content for this series.

If you have any questions about our [Manager Masterclasses](#) please email [It's How We Lead](#)

Send Update

Title: TA Team: Trans and Gender Diverse Support in Recruitment (Refresher)

Required: [MR Syd Great Culture \(4\)](#)

Optional:

Start time: Wed 30/10/2024 2:00 PM All day Time zones

End time: Wed 30/10/2024 3:30 PM [Make Recurring](#)

Location: [MR Syd Great Culture \(4\)](#) [Room Finder](#)

[Trans and Gender Diverse TA Support guide.pdf](#) 125 KB [Trans and Gender Diverse Applicant Support_ \(002\).docx](#) 392 KB

Hi team,

You may recall last September that we ran a session on Trans and Gender diverse support guidance for the TA team and for candidates

With Vidyia having joined the team since, I am putting in a refresher session for us to discuss the current approach, any feedback you may have or have received and determine whether the existing mechanisms in place are suitable in supporting candidates through the SBS recruitment process and removing any barriers which might exist.

The aim of the refresher session will be

- For the TA team to have a good understanding of the types of barriers which may exist for Trans and Gender Diverse applicants, both in terms of our own processes as well as previous experiences they may have had
- For the TA team to be aware of the process for putting in place support measures to assist Trans and Gender Diverse Applicants
- For the TA team to be aware of where to find the applicable resources for candidates on the SBS Careers page
- For the TA team to be comfortable in understanding the framing of particular sensitive questions to all applicants to ensure a smooth recruitment experience
- For the TA team to understand the process involved at onboarding for updating any tech and payroll systems with applicable

I've attached for you copies of both the TA support guide and the candidate support guide and would ask that you review these documents in advance and come prepared with any feedback, questions or ideas that may be relevant to this workshop.

Warm regards,

s22

Microsoft Teams [Need help?](#)

s22

SBS Pride + Allies: What a Year!

Theo Dorizac
To: B+DL SBS Pride Members
Cc: Mandi Wicks, S22

Reply Reply All Forward Thu 19/12/2024 12:27 PM

Hello everyone!

As we rapidly approach the end of year shutdown, we wanted to write to you to say a huge thank you and congratulations on a momentous year filled with Pride! 🏳️‍🌈

As the Executive Sponsors of the SBS Pride & Allies Employee Advisory Group, we're always blown away by the passion, enthusiasm and genuine commitment to workplace inclusion demonstrated by the Pride & Allies committee and its supporters.

2024 has been a big year and now seems to opportune time to reflect on all that we have achieved including:

- 15% of staff at SBS identify as members of the LGBTQIA+ community and 15.3% of Senior leaders
- SBS participated in the 2024 Mardi Gras - donning silver space suits and 'Uniting Worlds of Difference', we continued our long-standing commitment to participation in Oceania's largest pride event. A special thank you to Pride & Allies for assisting in facilitating the selection process, ensuring an equitable and fair way for all SBS staff to get involved.
- In April this year SBS was recognised as a Platinum Employer by the Australian Workplace Equality Index (AWEI). Platinum status is the highest obtainable recognition within the AWEI. In order to reach Platinum status, organisations must obtain Gold Tier Status within the AWEI for four out of the last five years of submissions. The AWEI stands as the definitive national benchmark on LGBTQIA+ workplace inclusion and drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors. This recognition comes as a result of SBS Pride & Allies hard work and the dedication of our current and past committee members across the business.
- In June we celebrated Pride Month with bespoke communications sharing information about the various iterations of the pride flag, 'Empowering Allies' training sessions for SBS staff on how to be an effective ally, information on local pride events across Sydney and Melbourne, curated SBS On Demand pride collection playlists and links to internal and external resources.
- We also hosted an SBS Sport Inclusion preview and fireside chat which captured the experiences of queer athletes in Australian Sport featuring special guests S22 (Pride in Sport's National Program Manager) alongside our own S22 for a conversation about the creation of the series and LGBTQIA+ in Australian Sport more broadly.
- The Queer Content Club hosted multiple screenings and social events throughout the year showing queer content and bringing the SBS community together in our shared appreciation of film, TV and content!
- In August we celebrated 'Wear It Purple Day' - a day designed to promote and express support, acceptance and love. We ran an 'In Conversation' event in the Artarmon Atrium and via livestream in which SBS Journalist S22 interviewed Pride in Diversity's S22 and our very own S22 on the diversity of the Trans and Gender Diverse experience in Australia. The SBS On Demand team jumped on board again with a special collection of queer content aligning with the 'Wear It Purple Day 2024' theme - Your Passion, your Pride.
- Pride & Allies participated in the annual Wellbeing Expo in Melbourne and Sydney in October with an allyship quiz that had heads scratching and brains 'ah-ha-ing'!
- In November/December we once again kicked off planning for Mardi Gras with many Pride & Allies supporters attending a creative workshop to develop the creative execution, theme, music, costuming and more for Mardi Gras 2025! More will be revealed in early January about the creative concept for 2025 - but what we can say is that we're simply 'buzzing' with excitement about it!

Of course, it would be remiss of us to not take the time to extend a particular thank you to SBS Pride & Allies chair S22. Her passion has been a lightning rod for much of the work described above this year and the work simply could not have been achieved without her ongoing dedication and enthusiasm.

We hope you all have a fabulous end of year break for those of you who are taking the shutdown, and a special shout out to those of you helping to keep the lights on and the news flowing over the break.

See you in 2025!

Yours proudly,

Mandi Wicks and Theo Dorizac

Executive Sponsors of SBS Pride & Allies



James Taylor <s22@[redacted].sbs.com.au>
To: s22

Reply Reply All Forward [Share icon] [More icon]

Wed 6/03/2024 10:55 AM

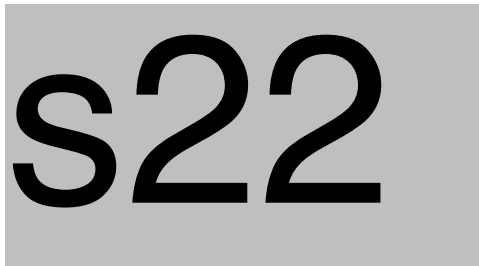
If there are problems with how this message is displayed, click here to view it in a web browser.

Mardi Gras last weekend – well done to all, you were shining representatives for **SBS**. See below for the photos.

Take care,

s22

James | Managing Director



Out of this world – SBS's space theme shines at Sydney Mardi Gras

Per SBS's proud and longstanding tradition, 46 of our people marched at the Sydney Gay and Lesbian **Mardi Gras** over the weekend. The creative concept for the **SBS** float was inspired by the 2024 **Mardi Gras** theme 'Our Future' where in 100 years the 'Spacial' Broadcasting Service is now an interplanetary network making 'Worlds of Difference' and bringing together all peoples in our enduring mission to respect, explore and celebrate our wonderfully diverse universe.

[See the photos](#)

Inside SBS: SBS is Australia's most trusted news brand



James Taylor <s22@sbs.com.au>

Reply Reply All Forward

Thu 20/06/2024 2:29 PM

If there are problems with how this message is displayed, click here to view it in a web browser.



Hi everyone,

s22



s22

This month is World Pride Month, and I'd like to acknowledge that SBS has been recognised as a Platinum Employer by the Australian Workplace Equality Index (AWEI) which stands as the definitive national benchmark for LGBTQ+ workplace inclusion. Platinum is their highest possible status and cannot be obtained without organisations first obtaining Gold status for four out of the last five years of submissions. Thank you to the many people who have made this possible, including SBS Pride and Allies members past and present.

s22

Inside SBS: SBS50 planning underway | RAP Barometer Survey

IC James Taylor <s22@...@sbs.com.au>
To s22

☺ Reply Reply All → Forward 📧 ...

Thu 29/08/2024 12:36 PM


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Thank you for wearing purple!

Thank you to everyone who joined our Wear It Purple Day event in the Artarmon Atrium and via livestream. Our masterful MC, s22, facilitated an insightful conversation with s22, Relationship Manager of Health at **Pride in Diversity** and s22 in our own Technology team at **SBS**. The conversation focussed on the Trans and Gender Diverse experience to help mark Wear It Purple Day which is officially tomorrow so don't forget to wear it purple again!

[Catch up on the livestream here](#)



 Mandi Wicks GAICD reposted this ...


**Special Broadcasting Service (SBS) Australia**
77,308 followers
5mo • Edited • 





Today, SBS staff across our Sydney and Melbourne offices came together to mark Wear It Purple Day ahead of Friday's celebration.

Thank you to our masterful MC, SBS Cross Platform Journalist, [Naveen Razik](#) who hosted an insightful discussion on trans and gender diverse experiences with [Tidge Backhouse](#), Relationship Manager of Health at [Pride in Diversity](#) and [Sara Joyce](#), Cyber Security Analyst in our own Technology team at SBS.

A big thank you to SBS Pride for today's Wear it Purple event!



 121 10 reposts

s22  Like  Comment  Repost  Send



Stig Bell • 1st
Director of People & Culture at Special Broadcasting Service (SBS) A...
1yr • 🌐

Regardless of your religious beliefs this is pure leadership right here.



I'm Melbourne Grammar's school captain and I'm gay. The Presbyterian Church would have ...
smh.com.au

   82

3 comments · 2 reposts

s22  Love  Comment  Repost  Send

s22

From: s22
Sent: Tuesday, 11 February 2025 5:45 PM
To: s22
Subject: RE: Pride in Diversity CEO Summit 2024

Hi s22
As discussed.
Cheers,
s22

-----Original Appointment-----

From: s47F @acon.org.au>
Sent: Tuesday, October 29, 2024 2:23 PM
To: s47F Mandi Wicks; s47F

Subject: Pride in Diversity CEO Summit 2024
When: Tuesday, 26 November 2024 12:00 PM-2:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.
Where: Lee Ho Fook Marvel Stadium (740 Bourke Street, Docklands Victoria 3008)

s22

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Hi Everyone

We are very much forward to welcoming you to this year's Pride in Diversity CEO Summit, kindly sponsored by PwC.

Please find attached a briefing document which has the timings and discussion points for the day, along with a list of all attendees. We also attach a map of the venue and access details. Staff from Pride in Diversity will be on hand to guide you at gate 9 to the right level when you arrive.

If you have any queries before then please contact s47F @acon.org.au or on s47F

We look forward to seeing you on the day.

Best Regards

s47F

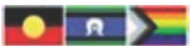
Executive Programs & Operations Support, ACON's Pride Inclusion Programs
Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing

On Gadigal Land

s47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

My pronouns: he/him



ACON acknowledges and pays respect to the Traditional Owners and Custodians of the lands, waters and territories on which we work.

"We aim to provide a safe and inclusive environment for all. Upon registering to attend this event (either in-person or online) you agree to behave in a respectful manner. Disrespectful behaviour towards any person or persons will not be tolerated and we reserve the right to remove you from the event."

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Pride in Diversity Exec Leaders Network

Organiser	 s47F @acon.org.au
Time	Thursday, 24 August 2023 5:30 PM-7:30 PM
Location	Investa Offices, 420 George Street Sydney
Response	<input checked="" type="checkbox"/> Accepted Change Response

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Hello

Thanks for confirming your attendance at this event, we are looking forward to seeing you all.

Please find below the running order for the evening.

Agenda with approx. timings

- 5.30pm – 5.40pm
- 5.40pm – 5.45pm
- 5.45pm – 5.55pm
- 5.55pm – 6.20pm
- 6.20pm – 7.30pm


Social networking

The Investa Offices at 420 George Street are located close to public transport options with light rail at QVB and Wynyard and train stations at Town Hall, Wynyard and Martin Place. There are also multiple parking sites nearby, the closest two being either Secure parking on York Street which closes at 10pm, or the 24 hour Secure parking with entry on Pitt Street.

On arrival at the investa offices please make your way up the escalators to the lift lobby where Investa staff will be on hand to facilitate lift access to Level 30.

Any issues on the day please contact my Pride Inclusion colleagues  as they will be present on site.

Thanks



Executive Programs & Operations Support, ACON's Pride Inclusion Programs
Pride in Diversity | Pride in Sport | Pride in Health + Wellbeing