

# Sexuality & Gender Diversity

May 2024 executive snapshot



# Representation



**46.6%** of SBS employees have a linguistically diverse background  
**31.1%** of senior leaders have a linguistically diverse background  
**40.5%** of other leaders have a linguistically diverse background



**43.4%** of SBS employees were born overseas  
**37.1%** of senior leaders were born overseas  
**41.6%** of other leaders were born overseas



**14.3%** of SBS employees live with a disability or chronic condition requiring workplace adjustments  
**20.7%** of senior leaders live with a disability or chronic condition requiring workplace adjustments  
**11.9%** of other leaders live with a disability or chronic condition requiring workplace adjustments

# Representation



**53.1%** of SBS employees are women  
**58.7%** of senior leaders are women  
**51.2%** of other leaders are women



**63.1%** of SBS employees identify as culturally diverse  
**56.5%** of senior leaders identify as culturally diverse  
**61.2%** of other leaders identify as culturally diverse



**16.1%** of SBS employees identify as having a diverse sexuality  
**15.3%** of senior leaders identify as having a diverse sexuality  
**12.2%** of other leaders identify as having a diverse sexuality

# Representation



**5.1%** of SBS employees identify as Aboriginal and/or Torres Strait Islander people

**15.6%** of senior leaders identify as Aboriginal and/or Torres Strait Islander people

**2.4%** of other leaders identify as Aboriginal and/or Torres Strait Islander people



**25.8%** of SBS employees identify as a person of colour

**22.1%** of senior leaders identify as a person of colour

**21.3%** of other leaders identify as a person of colour

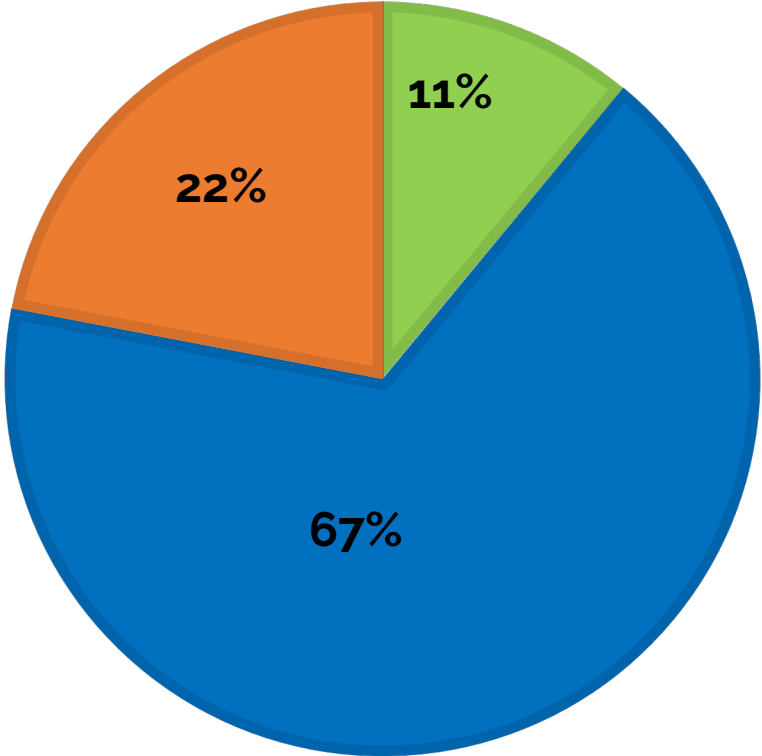
# Sexuality or Gender Identity

*In the last 12 months I have personally been a victim of discriminatory behaviour based on sexuality or gender identity in the workplace*

	2024	2023	2022
Yes	1%	1%	6%

*Which option best describes the experience of discrimination you had?*

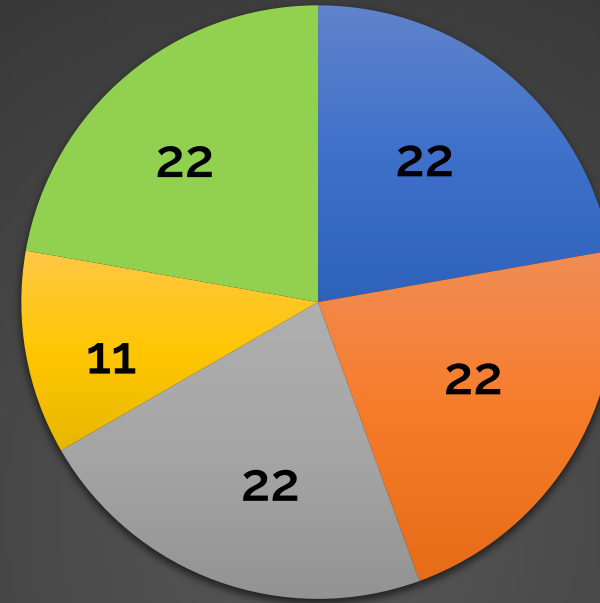
- ..from a manager or leader at SBS
- ..from a colleague
- ..in the form of systems or processes which I feel disadvantaged me
- ..from a vendor, client or external partner of SBS (0%)
- ..online by community or audience members SBS platforms such as Facebook or LinkedIn
- ..from audience or community members in person (0%)



# Sexuality or Gender Identity

In 2023 78% of staff who anonymously reported an incident of LGBTIQ+ discrimination did not raise it.

In 2024 that number has reduced to 22%



■ I did not raise the incident

■ I raised the incident with another senior person who was not my manager however I believe no action was taken

■ I raised the incident with my manager however I believe no action was taken

■ I raised the incident with P&C directly however I believe no action was taken

■ I raised the incident and action was taken

# Raising Workplace Issues – SBS Overall

Raising workplace issues  
n = 1056



## *I believe that I would be safe to raise issues of...*

*Movement in positive scores vs 2023*      *Movement in negative scores vs 2023*

Issue	Favorable	Neutral	Unfavorable	Movement in positive scores vs 2023	Movement in negative scores vs 2023
Sexism in the workplace	85%	12%	3%	+6%	-4%
Racism in the workplace	85%	11%	4%	+5%	-2%
Sexual harassment in the workplace	87%	9%	4%	+5%	-1%
Ableism in the workplace	85%	12%	3%	+5%	-1%
Ageism in the workplace	83%	12%	5%	+7%	-2%
Discriminatory behaviour on the basis of sexuality or gender identity	87%	9%	4%	+5%	-1%

# Representation of those with a diverse sexuality

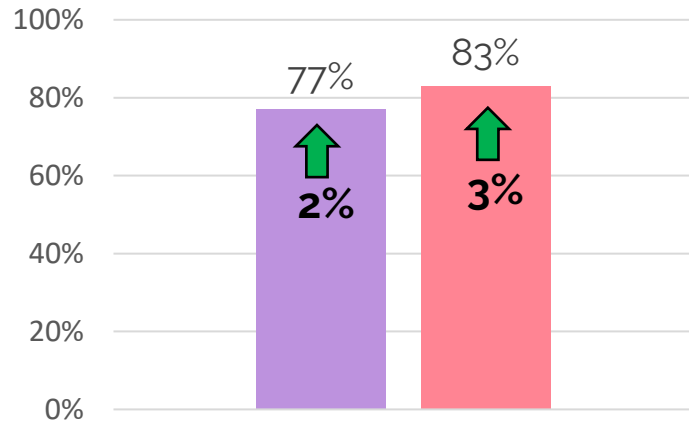
S47E

# Diverse sexuality by division

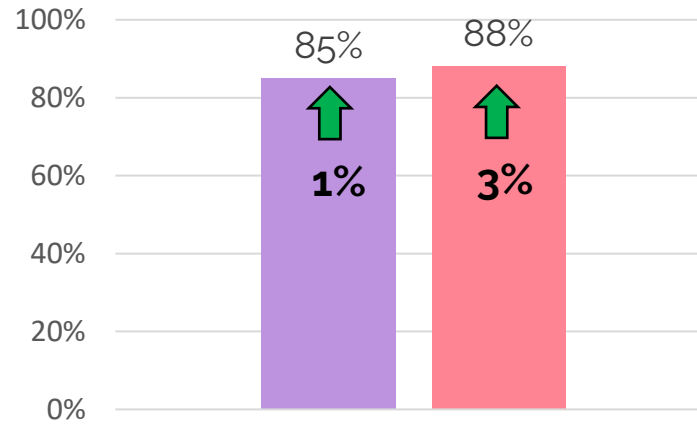
S47E

# Results by sexuality

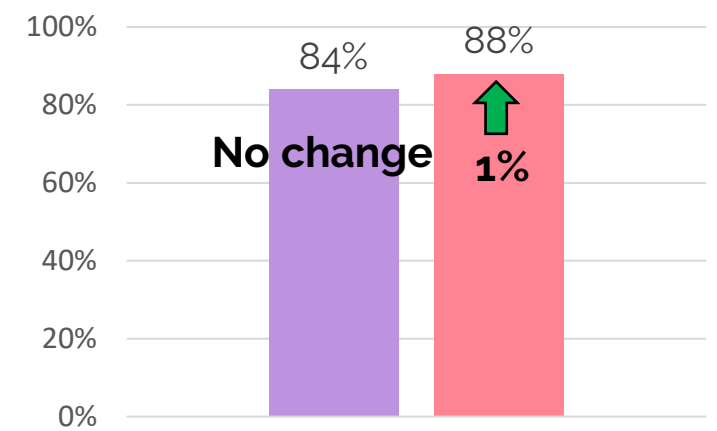
## Employee Engagement



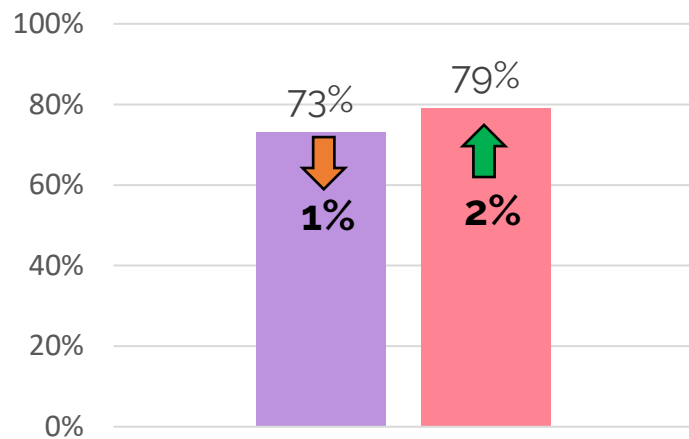
## Inclusion



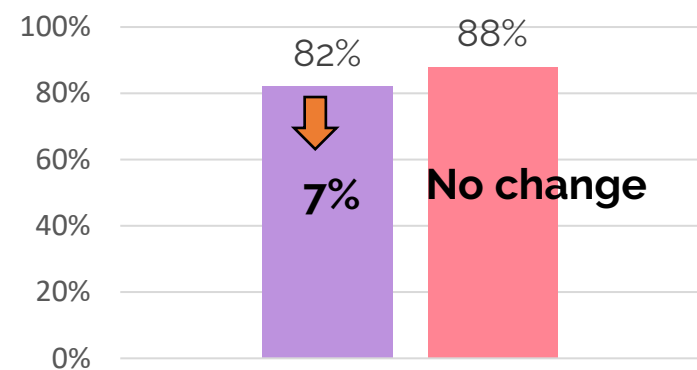
## We embrace difference



## The way we work



## We engage and participate fully

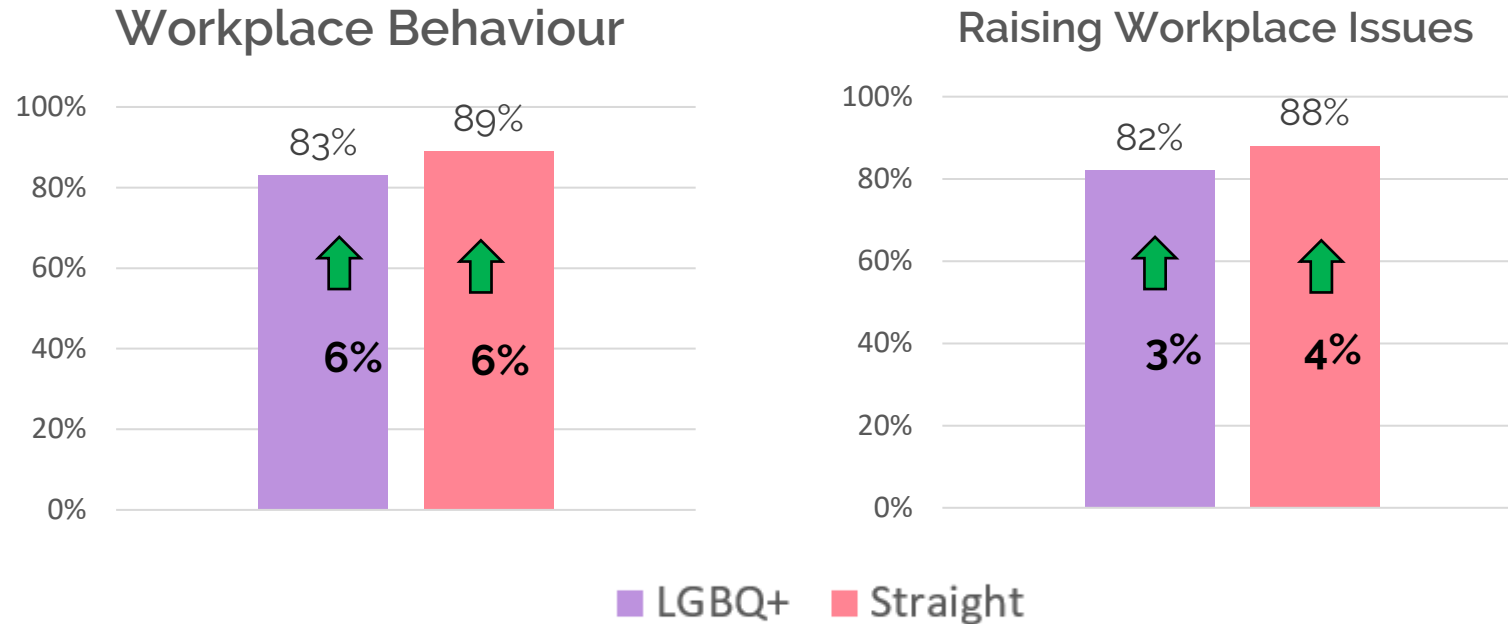


Population Sizes  
 Straight: 767  
 LGBTQ+: 147

■ LGBTQ+ ■ Straight

- The LGBTQ+ responses are actually comprised of multiple different communities who have responded differently- deeper analysis will be conducted between P&C and P&A.
- Red & Green arrows indicate comparisons against stats from the May 2023 D&I Survey

# Experiences by sexuality



- Red & Green arrows indicate comparisons against stats from the May 2023 D&I Survey

# Our Processes

## SBS Overall

I am confident that SBS makes fair and equitable internal promotion decisions	<b>72%</b>	<b>20%</b>	<b>8%</b>
I am confident that SBS makes fair and equitable recruitment decisions	<b>77%</b>	<b>17%</b>	<b>6%</b>
I am confident that SBS provides fair and equitable training and development opportunities	<b>80%</b>	<b>15%</b>	<b>5%</b>

## LGBQ+

I am confident that SBS makes fair and equitable internal promotion decisions	<b>67%</b>	<b>21%</b>	<b>12%</b>
I am confident that SBS makes fair and equitable recruitment decisions	<b>77%</b>	<b>13%</b>	<b>10%</b>
I am confident that SBS provides fair and equitable training and development opportunities	<b>76%</b>	<b>16%</b>	<b>8%</b>

# Intersectionality

Demographic intersection	% of staff with a diverse sexuality	% of all staff
Culturally Diverse	60.4%	63.1%
People of Colour	24.8%	25.8%
Women	49.7%	53.1%
People experiencing disability	32.6%	14.3%
Aboriginal and/or Torres Strait Islander people	7.2%	5.1%

	% of all staff
Trans identifying	0.3%
Non-Binary gender identifying	1.7%

# Insights

- There is a delta in Employee Experience scores between LGBTQ employees and non-LGBTQ employees- in particular Employee Engagement, trust in talent processes and experiences of inappropriate workplace behaviour.
- There is a significant intersection between LGBTQ employees and employees with a disability. Of our openly LGBTQ employees, 32.6% also identify as having a disability or disabilities. This is more than double the overall employee population of employees with a disability which sits at 14.3%
- Reporting of incidents relating to discrimination on the basis of sexuality or gender identity has improved. In 2023 78% of incidents went unreported, that has now decreased to 22%. This indicates to us that transparency measures like the employee resolution hub and intranet reporting of case numbers is having an impact in building trust and faith in our internal processes.
- Due to the small sample size, we are unable to draw statistically valid insights into the experiences of Trans employees at an enterprise level, though we still take on board the individual feedback, as all employees have a right to be happy and engaged at work and the nature of this survey means that 'statistical validity' should never be a reason not to listen actively to the feedback.

# Actions

- Focus group feedback following the close of the survey indicated that some staff selected 'I believe no action was taken' options in the behavioural follow up questions when in fact action had been taken, however they were unsatisfied with the action that was taken. This is a fundamental difference and important for SBS to understand. We will take an action to expand the multiple choice options in the 2025 survey to distinguish between these sentiments as they require different actions to address.
- SBS Access and SBS Pride & Allies to collaborate together on an activation in FY25 which explores the experiences of queer people experiencing disability or disabilities.
- The Employee Resolution Hub has been successful in encouraging more staff to raise issues when they see them, so we can help them to address and resolve. In FY25 we will continue to communicate about the hub including through divisional roadshows. We will also run Upstander/Bystander sessions for all SBS staff which will include specific LGBTQ+ behavioural examples

S47E