

s22

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**Subject:** FW: SBS Pride Consultation - Commissioning D & I Guidelines  
**Location:** Microsoft Teams Meeting

**Start:** Thu 24/10/2024 12:30 PM  
**End:** Thu 24/10/2024 1:00 PM  
**Show Time As:** Tentative

**Recurrence:** (none)

**Meeting Status:** Not yet responded

**Organiser:** s22 (TVOC)

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

**From:** s22 (TVOC) <s22@sbs.com.au>

**Sent:** Friday, October 18, 2024 10:27 AM

**To:** s22 (TVOC); s22

**Subject:** SBS Pride Consultation - Commissioning D & I Guidelines

**When:** Thursday, 24 October 2024 12:30 PM-1:00 PM (UTC+10:00) Canberra, Melbourne, Sydney.

**Where:** Microsoft Teams Meeting

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s22

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For organisers: [Meeting options](#)

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**1. Name of Industry body**

Media Pride

**2. Purpose**

*Media Pride* is dedicated to building collaborative networks among media industry professionals in Australia. Our goal is to create a strong network of community practitioners; enhance understanding and literacy on LGBTIQ+ issues right across the sector, to work collectively to drive positive change and inclusivity in the media industry and influence positive representation of LGBTIQ+ communities within media.

**3. Values** (To be workshopped at next session)

**4. Objectives**

- a. Promote and celebrate diversity and inclusion within the media industry with an intersectional lens across all our objectives
- b. Provide a platform for collaboration and knowledge-sharing among member organizations
- c. Implement initiatives to enhance workplace inclusivity for LGBTIQ+ individuals within the media sector
- d. Create opportunities for networking and professional relationship building across the sector
- e. Attract and encourage up and coming LGBTIQ+ talent to seek out a fulfilling career in media

**5. Membership**

General membership in Media Pride is open to any employee, contributor or professional engaged in the media sector across print, broadcast, streaming and digital media platforms, channels and entities.

**6. Governance structure**

- a. Co-Chairs: Two co-chairs shall be elected from the representatives, serving a maximum term limit of two years. Elections for co-chairs will be staggered with an annual election and one chair position being turned over each year to ensure leadership continuity.

- b. Executive Committee: In addition to the Co-Chairs, an Executive Committee shall be formed, including roles such as Secretariat, Treasurer and other positions deemed necessary for the effective functioning of Media Pride. Executive Committee members will also serve two-year terms
- c. General Members: All representatives from media organisations involved in the industry body are considered general members, however each representative organisation is provided with equal voting rights to ensure balance between larger and smaller organisations.

## **7. Election process:**

- a. Elections for Co-Chairs and Executive Committee members will be conducted annually during a designated election period.
- b. All member organizations will have the right to nominate candidates for each position
- c. Elections will be conducted through a transparent voting process

## **8. Decision making process:**

- a. Decisions will be made through a consensus-building approach, striving for unity among member organizations.
- b. In the event of a disagreement, a democratic voting process will be employed, with decisions requiring a two-thirds majority for approval for low-risk items
- c. Those items designated high risk from a reputational impact perspective will require unanimous agreement from all member organisations, taking into account any approvals required by members from their respective organisations as some members may not have decision making authority on behalf of their employer

## **9. Meeting Frequency**

- a. Regular meetings will be held on a monthly basis to discuss ongoing initiatives, address concerns and plan future activities

- b. Additional ad-hoc meetings may be convened as necessary
  
- c. Meeting frequency may be subject to change from time to time as agreed by the Executive Committee

## **10. Amendments to the Charter**

- a. Proposed amendments to this charter may be submitted by any member organisation at any time
  
- b. Amendments will be approved through a democratic voting process, requiring a two third majority

## **11. Dissolution**

In the event of Media Pride's dissolution, any remaining assets shall be distributed to charitable organisations that align with the goals and values of Media Pride and the LGBTIQ+ community. In line with any applicable state and federal legislative requirements.

## **12. Communication and Transparency**

Media Pride is committed to maintaining transparent communication channels, ensuring that all members are informed about key decisions, initiatives and developments.