



AUSTRALIAN WORKPLACE EQUALITY INDEX

Special Broadcasting Service (SBS)

AUSTRALIAN WORKPLACE EQUALITY INDEX - FOUNDATION SUBMISSION (2023 - 2026)

HR Policies & Diversity Practice		Score	Index	Notes
1	Updated Terminology	1	2	The Gender Affirmation policy consistently uses the term transition throughout.
2	LGBTQ Inclusivity within Policies and Benefits	0	2	While the policy statement is inclusive of LGBTQ+ staff it does not explicitly state that their families (where applicable) are covered.
3	New Parent Leave Inclusive of LGBTQ Families	3	3	
4	International Travel Advice for Employees	3	3	While the SBS does consider travel risks for LGBTQ+ staff travelling abroad It would be beneficial for SBS to include in their travel policy area/pride page a link to Smart Traveller Advice for LGBTI travellers <a href="https://www.smarttraveller.gov.au/before-you-go/who-you-are/LGBTI">https://www.smarttraveller.gov.au/before-you-go/who-you-are/LGBTI</a> so that staff can check the risks with proposed travel destinations.
5	LGBTQ Inclusive Domestic & Family Violence Policy	4	4	
		11	14	
LGBTQ Bullying, Harassment & Support		Score	Index	Notes
6	Resources on LGBTQ Inclusive and Negative Language	6	6	
7	LGBTQ-related Grievance Officers	4	4	
8	Behavioural Examples of What Constitutes Bullying / Harassment	4	4	
		14	14	
Inclusion of Trans and Gender Diverse Employees		Score	Index	Notes
9	Gender Affirmation Policy and Process Documentation	3	4	Evidence provided does not clearly offer support processes for the peers/colleagues of the individual affirming.
10	Dress Codes	3	4	Please include a contact point (a specific email address) for staff with any concerns or questions around dress code.
11	Non-Binary Gender Options for Employees	4	4	
		10	12	
Strategic Focus & Accountability		Score	Index	Notes
12	External LGBTQ Expertise	3	3	
13	LGBTQ Inclusion Strategy	3	3	
14	External LGBTQ Workplace Inclusion Promotion	3	3	While the inclusion page does speak to activity in the Pride space, as deos the Inclusion, Equity and Diversity Strategy, it would be great to see the SBS showcase some of their LGBTQ+ inclusion actions such as participation in Mardi Gras or some interviews with LGBTQ+ staff.
15	HR / Diversity Professional Accountabilities	8	8	
		17	17	
LGBTQ Employee Network		Score	Index	Notes
16	LGBTQ Employee Network	4	4	
17	Orientation / On-boarding	3	3	
18	Ally / Champion Reference Guides	3	3	
19	Confidential Contacts	3	3	
20	Internal LGBTQ Social Media Stream	2	2	
		15	15	
Training, Awareness & Professional Development		Score	Index	Notes
21	LGBTQ Training Availability	8	8	
		8	8	
<b>Total AWEI Foundation Submission Score</b>		<b>75</b>	<b>80</b>	

GENERAL SUBMISSION COMMENTS

Well done SBS on a strong Foundation Submission. There are a few details that need to be updated around the explicit inclusivity statement, use of the work "transition" throughout he Gender Affirmation guide, some targeted support and resources for the peers of the individual affirming, and a specific contact point for the dress code, but overall it is overwhelmingly clear that the SBS is sincerely committed to LGBTQ+ inclusion. Congratulations!



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AUSTRALIAN WORKPLACE EQUALITY INDEX - ADVANCED SUBMISSION 2024				
<b>LGBTQ Bullying, Harassment &amp; Support</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
1	Tracking of Incidents	6	6	
		6	6	
<b>Inclusion of Trans and Gender Diverse Employees</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
2	Gender Affirmation Leave	3	3	
3	'All-Gender' Bathrooms	3	3	
4	Trans and Gender Diverse Applicants	4	4	
		10	10	
<b>Strategic Focus &amp; Accountability</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
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	
<b>LGBTQ Employee Network</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
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	
<b>Visibility of LGBTQ Inclusion</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
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	
<b>Training, Awareness &amp; Professional Development</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
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	
<b>Executive Leadership &amp; Engagement</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
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	
<b>Data Collection &amp; Reporting</b>		<b>Score</b>	<b>Index</b>	<b>Notes</b>
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					
<p>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!</p>					