

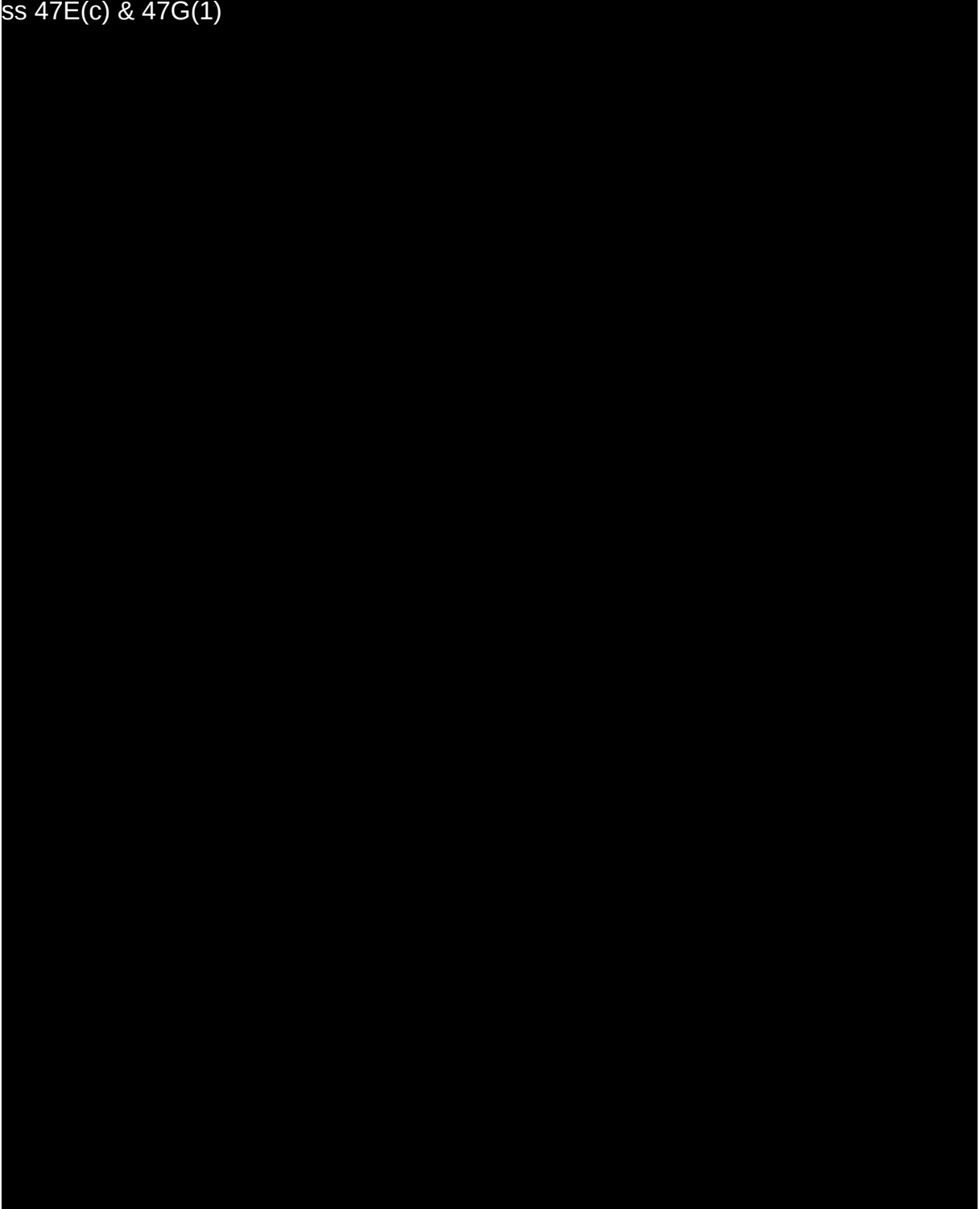
**AWEI Iteration 5 – Advanced Submission for Std Employers (501 or more employees)**

**Evidence**

**1/ Tracking of Incidents**

The ABC is committed to creating a safe and healthy workplace (Work Health, Safety & Wellbeing Policy) and understand the importance of employees knowing what to do and who to turn to in the event of a grievance in the workplace.

ss 47E(c) & 47G(1)



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Extract of the ABC Workplace Grievance Form 47G(1)

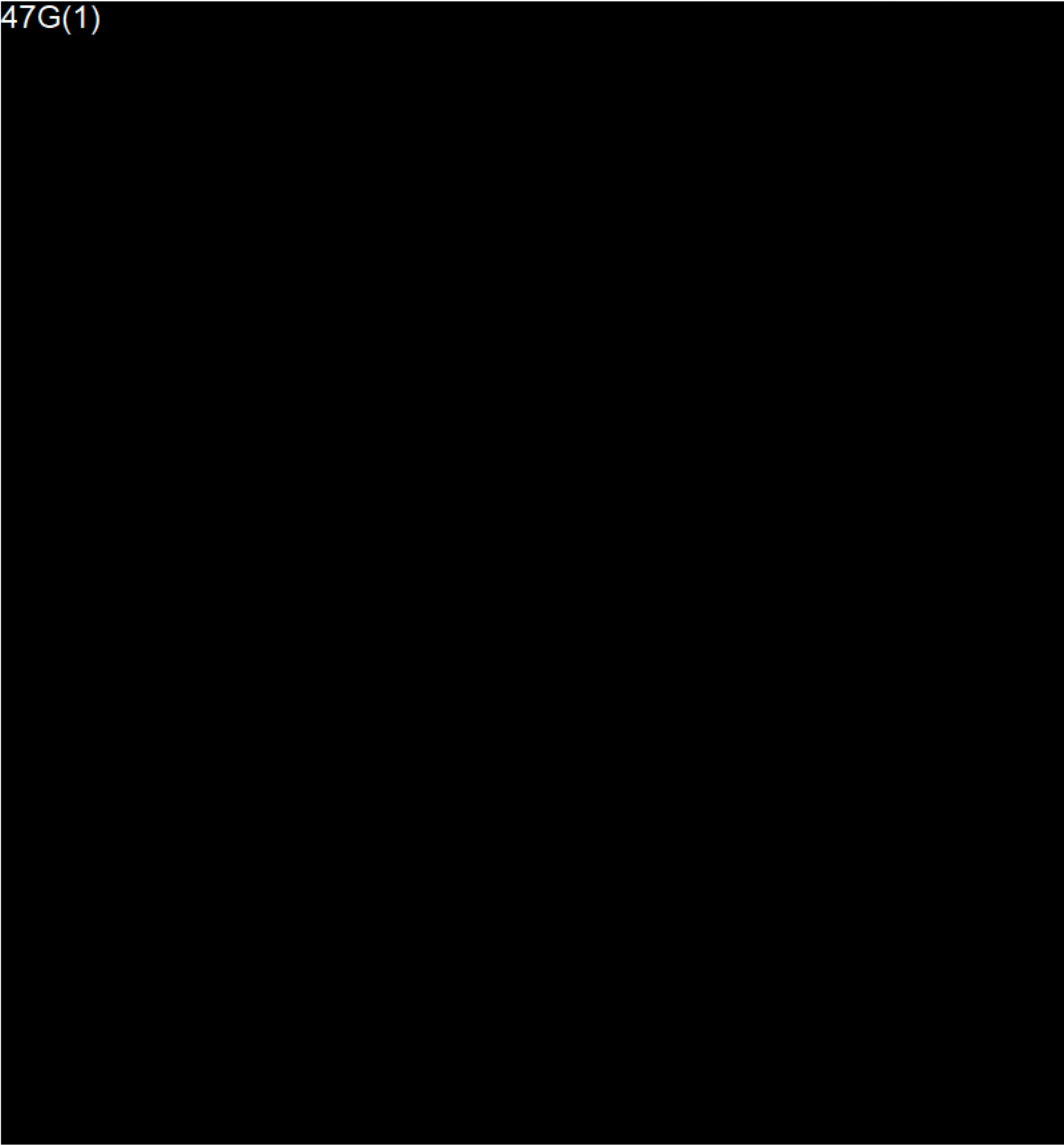
47G(1) Full form available in Evidence folder titled: Qu 1 ABC

Workplace Grievance Form

47G(1)

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47G(1)

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## 2/ Gender Affirmation Leave

The ABC provide paid affirmation leave as part of ABC Enterprise Agreement – this means that is forms part of employee contract and therefore cannot be removed in the same way that a policy could be changed or withdrawn.

This extract from the Enterprise Agreement page 86, outlines the paid leave provisions for gender affirmation. This includes 10 days which is in addition to existing entitlements and up to 12 months unpaid leave.

### 41.1.7 Gender Affirmation Leave

- a. An employee (other than a casual employee) who identifies as transgender or gender diverse and who is undertaking Gender Affirmation, will have access to:
  - i. up to 10 days' paid Gender Affirmation Leave, which counts as service for all purposes; and
  - ii. up to 12 months unpaid Gender Affirmation Leave. Unpaid Gender Affirmation Leave does not count as service.
- b. The paid leave provided in subclause 41.1.7.a is in addition to existing entitlements and may be taken as consecutive or single days, or as a portion of a day.
- c. 'Gender Affirmation' means the social, medical and/or legal affirmation of a gender that does not match someone's sex assigned at birth or their sex characteristics.

[To view the full ABC ENTERPRISE AGREEMENT click here](#)

## 3/ 'All Gendered' Bathrooms - Evidence in primary document

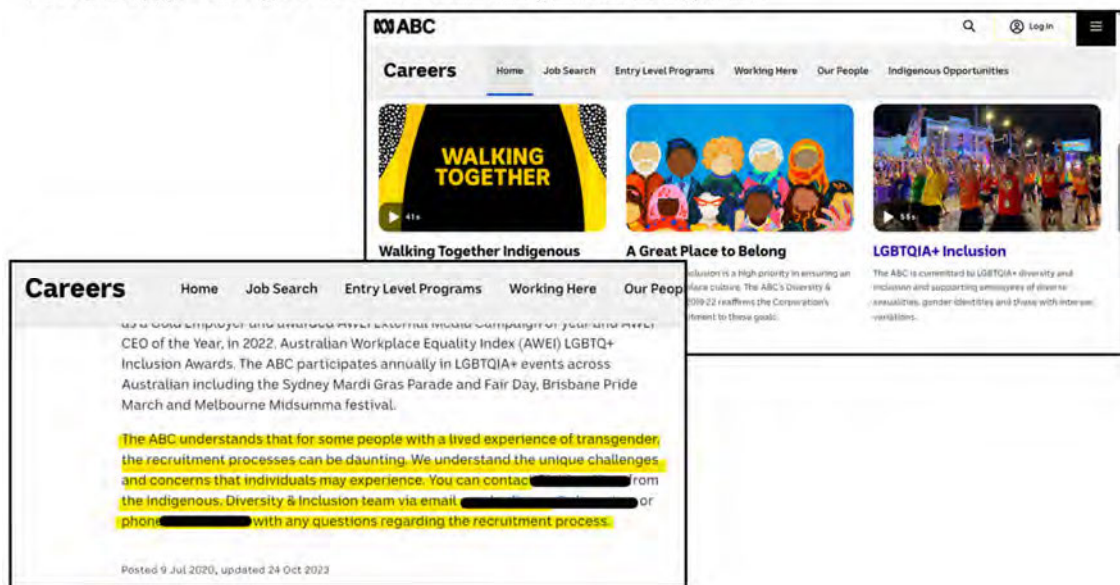
## 4/ Trans and Gender Diverse Applicants

Evidence A and B/

A documented resource combining an outline of the unique barriers faced by trans and gender diverse applicants and documented guidance of the internal processes for navigating and addressing these barriers at the ABC. s 47E(c)

C/ Evidence – Managers of an easily accessible contact for support for Trans and Gender diverse applicants found on the ABC Careers page within the LGBTQIA+ section. This key contact is also provided in the Managers guide too.

ABC Careers page – offering a direct contact for trans and gender diverse applicants.



## STRATEGIC FOCUS & ACCOUNTABILITY

5/ Personal Accountability for Inclusion - Evidence outlined in the primary document

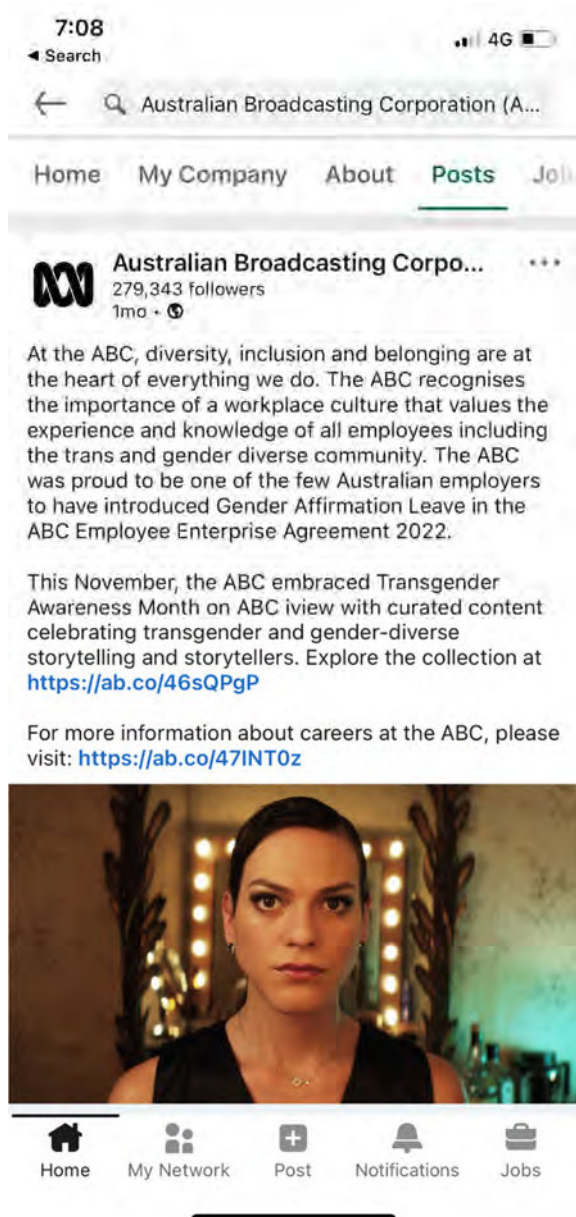
6/ Document LGBTQ Inclusion Strategies and Accountabilities - Evidence outlined in the primary document

### 7/ External facing social media communications

Multiple high-profile promotional articles of ABC's support of LGBTQIA+ Inclusion across various digital platforms and outlets. The ABC does regular press releases that are posted to social sites but are also available for people to use for personal promotion too.

These include LinkedIn, Facebook, TikTok and Instagram

Examples range from promoting awareness of the various LGBTQIA+ days/ periods of significance or highlighting the ABC support and drawing attention to different events such as World Pride, Mardi Gras or regional events such as HeyWire or [WorldPride road trip - ABC listen](#) which was conducted for audio but was accompanied by images on digital and socials and digital news articles in other media outlets see screen shot below from Star Observer - [The ABC of LGBT Youth Content - Star Observer \(note from 2022\)](#)



COMMUNITY SPOTLIGHT | NEWS

THE ABC OF LGBT YOUTH CONTENT






After more than 12 years and a variety of roles at the ABC, award-winning journalist and our and proud queer, Mon Schaffer, may have found grid at the end of the rainbow. The ABC is now leading the content for ABCQueer, the ABC's hub for young LGBTQIA+ people.

"When this opportunity came up to focus solely on queer content, that was like, wow, all my worlds coming together. I'm queer myself, I'm part of the community, I've been actively involved with the community, you know, for a number of years," says Schaffer.

**Curating Queer Youth Content**

Schaffer, who has served on the boards of Midsumma and Star Observer and is a board director at Twenty10, was named one of Australia's Outstanding 50 LGBTQIA+ Leaders in Deloitte's Out50 report. Schaffer also MCed on the main stage at Fair Day.

As Content Lead for ABCQueer, Schaffer is responsible for curating queer youth content across various platforms. ABCQueer began as an Instagram account, filling a void in the community when it quickly amassed a following.

It was expanded into other content including the podcast *Lines + Outlets*, which was launched last October.

star\*observer

CELEBRATING 40 YEARS

Setting Australia's LGBTI agenda since 1979



HOME

NEWS

IN PRINT

ARTS

SCENE EVENTS

SCENE PHOTOS

Schaffer interacts with a lot of young queer people, listening to them and providing a platform for them to be heard.

"I'm kind of blown away by how savvy they are with this idea of gender and sexuality being a spectrum ... It warms my heart for the next generation where people have the freedom to be who they want to be," says Schaffer, recalling how queer people once struggled with labels when they were coming out.

**Strong Culture of Diversity**

How does Schaffer feel about the Mardi Gras parade returning to the ABC?

"I'm pretty stoked. We were the first broadcaster to broadcast the parade back in 1994 ... I went to make it better than it's ever been."

"I want to see so much diversity in terms of sexuality and gender in our coverage, but also intersectional representation. I really want to highlight the experiences of queer Indigenous people, of queer culturally diverse people. I want lots of geographical diversity as well in terms of what it's like for LGBTQIA+ people in regional and remote parts of Australia."

A strong culture of diversity within the ABC is manifest in various representative groups. ABC Pride is headed by Mande Hester, former president of Dykes on Bikes and a "maverick" for LGBTQIA+ staff at the ABC.

ABC has the rights to Mardi Gras - including Sydney WorldPride - for the next three years, and there's a fairly large queer contingent within the organisation who are ecstatic about it.

"Honestly, the enthusiasm for Mardi Gras being broadcast by the ABC is off the charts," says Schaffer.

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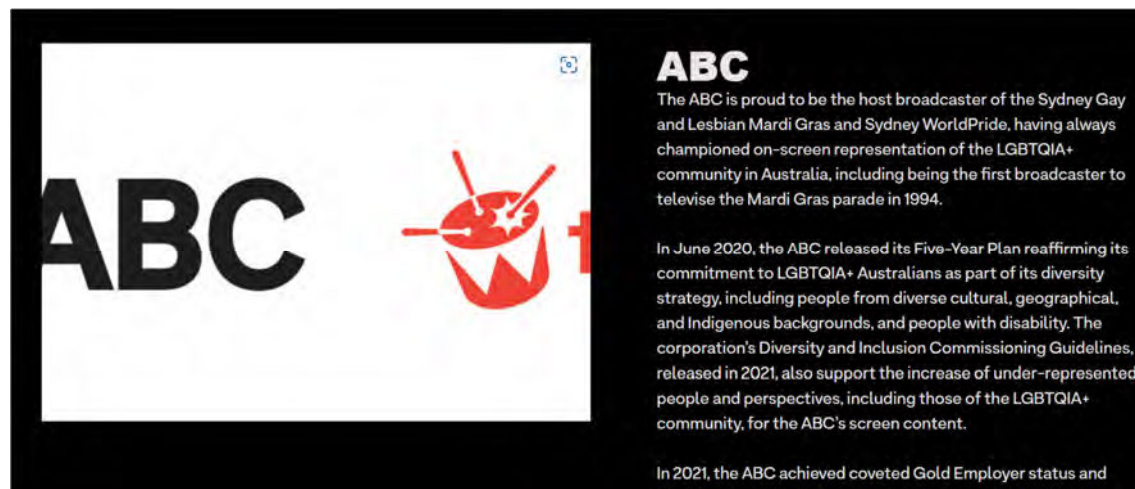
<https://www.starobserver.com.au/news/the-abc-of-lgbt-youth-content/21088>

8/ Strategic LGBTQIA+ Inclusion Promotion

47G(1)

ABC Media rights to World Pride and Mardi Gras – The ABC is extremely proud to have obtained the 3 year media rights based on the ABC's ability to promote awareness and share all stories to a national audience. This extends to our television broadcast, digital platforms such as iview but also socials such as Facebook, LinkedIn, TikTok and our ABCQueer Instagram channel.

[Our partners - Sydney Gay and Lesbian Mardi Gras](#)



9/ Network leadership and succession - Evidence in primary document

10/Research into under represented LGBT populations - Evidence in primary document

11/Visibility of under-represented LGBT populations - Evidence in primary document

12/Broad inclusion support - Evidence in primary document

13/ Network reporting - Evidence in primary document

**Visibility and Inclusion**

**14/ LGBT Days of Significance**

ABC has referenced two days as evidence Pansexual Day of Awareness and Wear It Purple see extracts below.

Each communications were included in Newsletters circulated within the ABC.

A/



**Pan Day of Visibility - 24 May**



Pansexual Awareness & Visibility Day is celebrated each year on May 24th to increase the visibility of pansexual identities within the LGBTQ+ community, and to combat stigma and prejudice towards pansexual and panromantic people.

This is important to achieve diversity and inclusivity throughout workplaces, service delivery and to improve the health and wellbeing of pansexual communities.

Pansexuality is being attracted to people regardless of gender identity, which falls within the bisexual+ umbrella. Bisexuality refers to attraction to your own gender as well as other genders, while pansexuality means gender isn't a factor in your attractions.

Check out **Pansexuality Explained** from the award-winning podcast, **Innies + Outies**, where **Mon Schafter (they/them)** busts some myths about bisexuality and pansexuality.

[LISTEN HERE](#)



**Further Reading:** *What it's like to come out as pansexual* by 2020 Heywire winner Kirra Hampson - [ABC Everyday](#)

s 47E(c)

ss 47E(c) & 47G(1)

And Wear It Purple Day screens shots below;



**Wear It Purple Day - 25 August**



**Happy Wear It Purple Day!**

Established in 2010 by a student-led group, Wear It Purple Day is an annual event in which people around the world don their best purple garb to celebrate the LGBTQIA+ youth in their communities. By wearing purple, supporters show that rainbow young people are seen, supported and

respected — that they have the right to be proud of who they are and who they're becoming.

This year's theme — 'Write your own Story' — is about the importance of voice, visibility and owning your narrative... a theme that is especially relevant to the ABC.

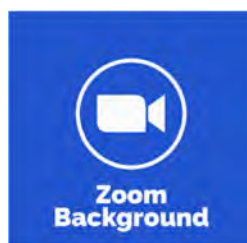
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47G(1)

## Purple Resources



Wear It Purple have a range of free resources available for anyone who wants to participate in the event.

[See the full range >](#)

Evidence in primary document

16 Individual LGBT Inclusion recognition - Evidence in primary document

17 Training delivered - Evidence in primary document

18 – LGBT Training for people managers - Evidence in primary document

19 Training for critical functions - Evidence in primary document

20 – Content in Leadership training - - Evidence in primary document

21 Professional development for LGBT employees - - Evidence in primary document

22 Internal Senior Exec Advocacy - - Evidence in primary document

23 Internal CEO Advocacy - - Evidence in primary document

24 External Senior Exec / CEO Advocacy - Evidence in primary document

25 Support for Senior Leadership - - Evidence in primary document

26 Employee analysis - - Evidence in primary document

27 Employee data review - - Evidence in primary document

28 Employer branded participation in community events - Evidence in primary document

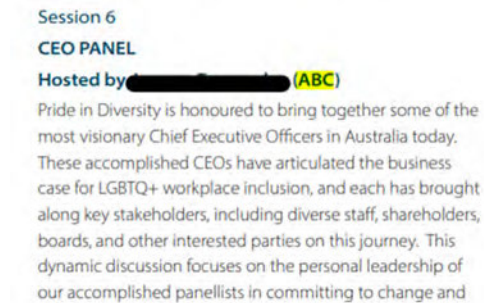
29 Pro Bono financial support charities and organisations - Evidence in primary document

30 AWEI employee survey participants – we need to have over 200 people complete the survey which will be within PiD system.

31 Additional Points

A/ Queers screen - trans panel with Mon Schafter MC and S 47E(c) involved in the panel  
Q 31 The Archivist

b/ ABC Presenter talent hosted the CEO panel at the Pride in Practice 2023 event



c/ ABC Pride is included on a Royal Australian Mint commemorative coin

[Royal Australian Mint marks 90 years of the ABC with two commemorative coins](#) | [About the ABC](#)

d/

ABC Chair, Ita Buttrose officially opens the Qtopia Museum



[Sydney's first queer museum gains \\$300,000 from City of Sydney \(smh.com.au\)](#)



e/ ABC Diversity & Inclusion Commissioning Guidelines - [Commissioning for Diversity and Inclusion | ABC](#). These guidelines inform content makers of the ABC expectations to have LGBTQIA+ and other diverse communities represented in the content making process both on screen and visible but also in the crew and the story writers. This is an important initiative to ensure that LGBTQIA+ community forms an important role in all aspect of the production. This leads to LGBTQIA+ People getting to tell their stories first hand. Examples of this include: First Day.

f/

ABC developed and facilitated the ABC Quiz Show as part of the Pride in Diversity – images below of the onscreen images.

Session 20A

**ABC'S QUEER QUIZ**

**ABC**

Will your rainbow knowledge outshine the other contestants? Do you know enough about this year's conference themes to take home the not-that-big, definitely-not-brass mug? Join the **ABC** for a quiz show that has 100% not been based off any existing quiz shows, hard or not.



g/ evidence in submission document

h/ evidence in submission document

D/