

2024 Submission Evidence

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

Please note as a government agency we are subject to the Freedom of Information Act, whereby evidence including names and images of people included in our submission may be published in public domains. We therefore protect employees' and participants' identities by redacting them, so they don't appear in unintended social domains.

Evidence

1/ Tracking of Incidents

Evidence a/

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

In an effort to improve the experiences of all diverse people including those from LGBTQIA+ communities the ABC has created policies, guidelines and networks to create an Anti-Discrimination, Anti-Bullying and Anti-Harassment framework, which includes:

- **Policy - Anti-Discrimination, Anti-Bullying and Anti-Harassment**
- **Guidelines - ABC Grievance Resolution** and
- **Form** - provides the **ABC Workplace Grievance Form (see form extract below)** supports employees to report key points and to request **Diversity Advocates Network** support. When the Diversity HR Case Advocate is engaged they are trained to capture the nature of the complaint (for example sexism, racism, homophobia, ableism) and flag the complaint as such in the ABC's HR management system. These categories of complaints are then reviewed and reported to the ABC Senior Leadership Team within People & Culture (P&C) and ABC-wide periodically.
- **Network** - we have established a **Diversity Advocates Network** (see details below)
- **Specific to Evidence a/ Reporting** - incidents are recorded in a HR Case Tracker using information collected from the **ABC Workplace Grievance Form (see form extract below)**. The tracker has the capacity to analyse and report on incidents that have occurred.

Specific to Evidence b/ Support guidelines around sensitively managing disclosures are documented in the policy and managed carefully during an investigation ensuring confidentiality. Any breach is treated as a breach of the **ABC Code of Conduct**.

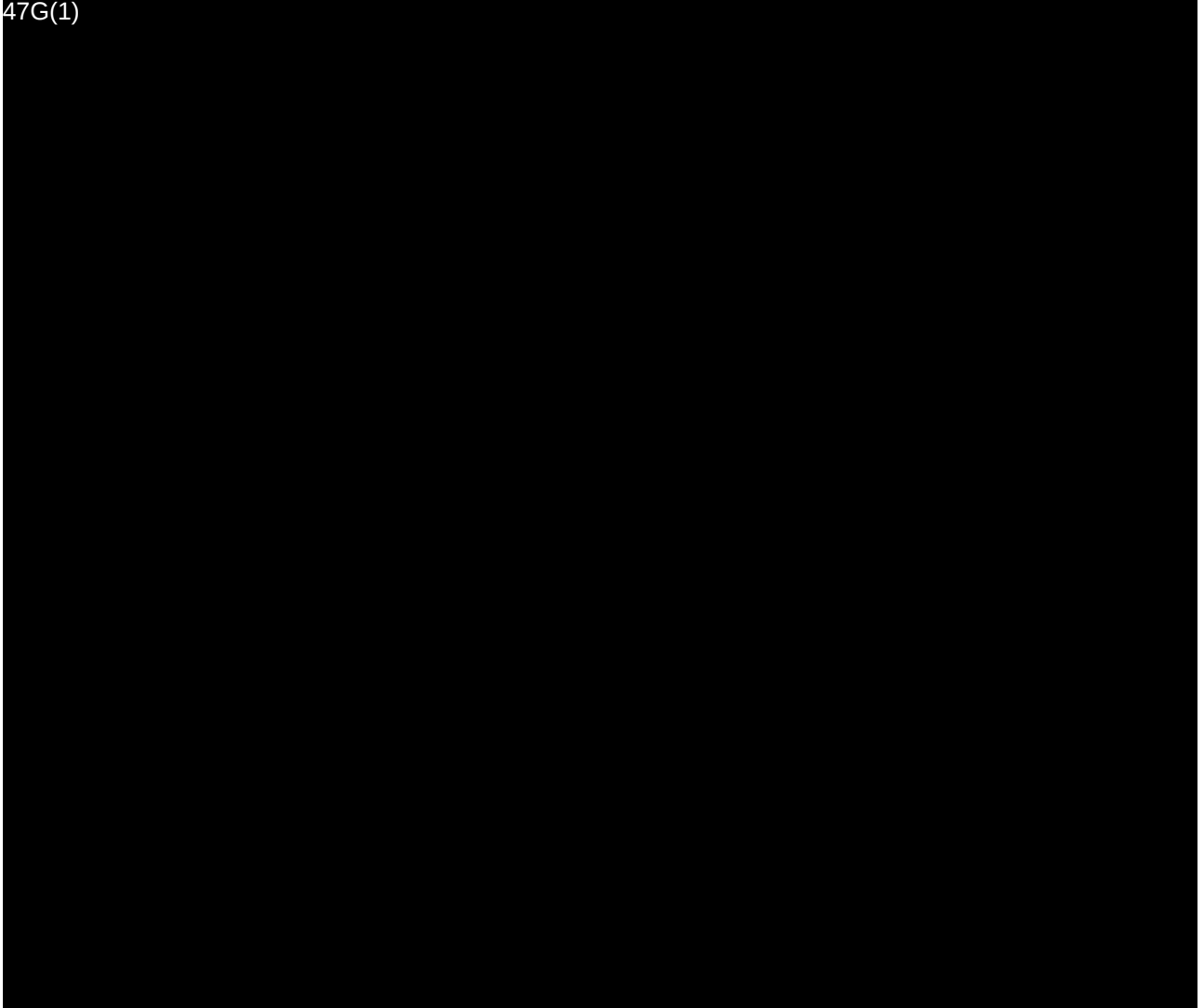
Furthermore, the development of the **Diversity Advocates Network** in 2021 and the employee network group, ABC Pride, offers employee support by providing key contacts trained in aiding staff with grievances as an alternative to going directly to an HR Officer or Manager.

The ABC engaged Pride in Diversity to facilitate a Grievance Officer Training course in November 2023. Staff from key specialist areas such as HR Business partners, Injury Management and Diversity HR Case Advocates attended as did those who also take initial queries from staff with grievances on an ad hoc basis.

This framework of support enables employees to have their concerns heard and attended to in a way that is comfortable for them. Members of LGBTQIA+ communities might sometimes feel more comfortable reporting incidents to members of their own communities who can then triage staff incidents by referring them to different services or relevant support information.

Extract of the ABC Workplace Grievance Form – which demonstrates the request to engage with the Indigenous & Diversity Case Advocates. Full form available in Evidence folder titled: Qu 1 ABC Workplace Grievance Form

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Evidence b/ In 2024, the ABC also introduced the Report & Support reporting portal where employees can submit optionally anonymous complaints (see screenshot of this intranet page below). Posters have been displayed throughout the ABC offices in bathrooms and corridors to ensure all staff are aware of the available avenues to report workplace issues.

[Home](#) | [My job and career](#) > [Report & Support Portal](#)

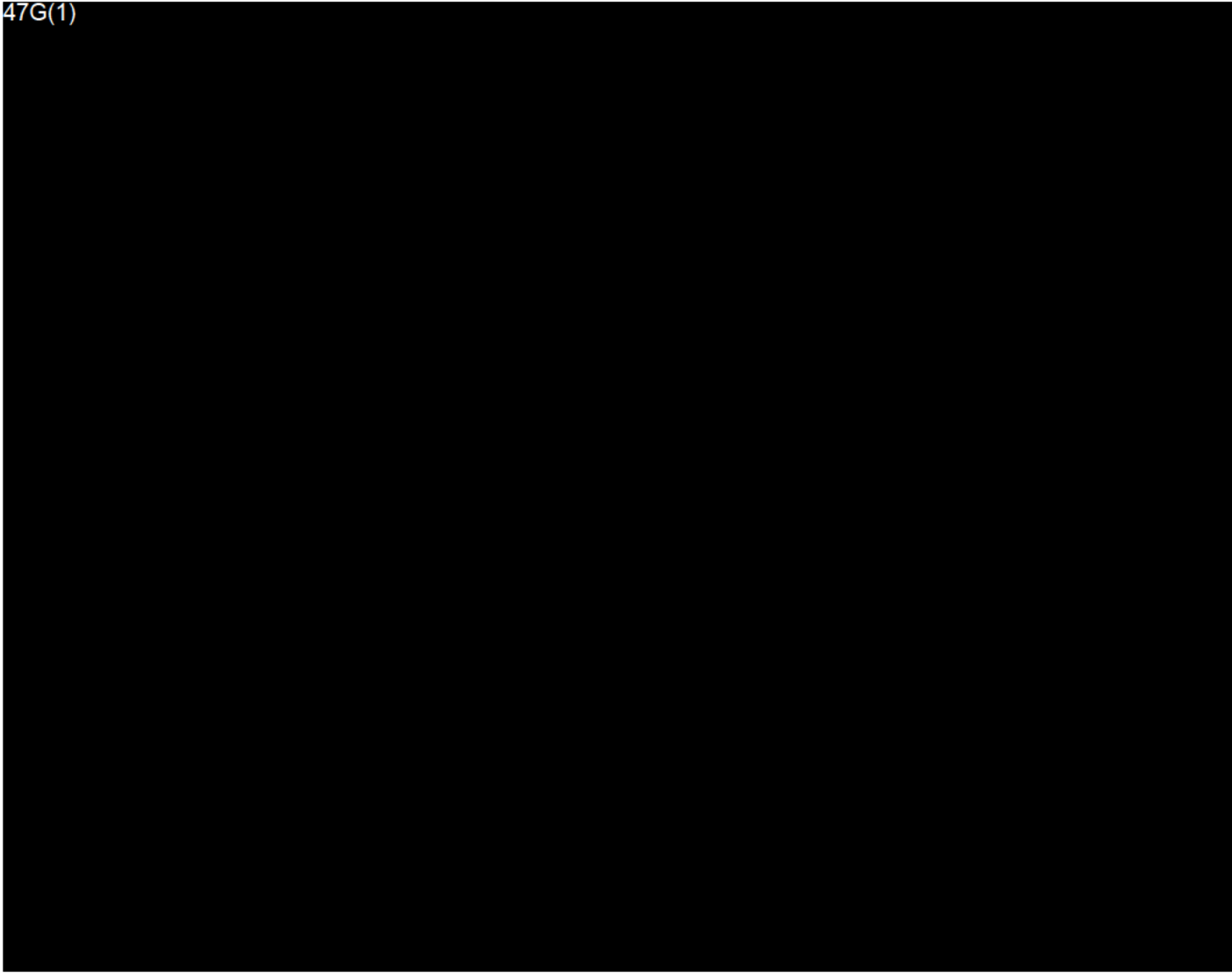
Report & Support Portal



Edit 

The ABC strives for a safe and collaborative workplace, and we do not tolerate behaviours which do not meet our standards and expectations for how we work together.

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A large, solid black rectangular box covering the majority of the page content, indicating that the information has been redacted.

2/ Gender Affirmation Leave

The ABC provides paid affirmation leave as part of the ABC Enterprise Agreement. This means it is part of the employee contract and therefore cannot be removed or altered in the 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.

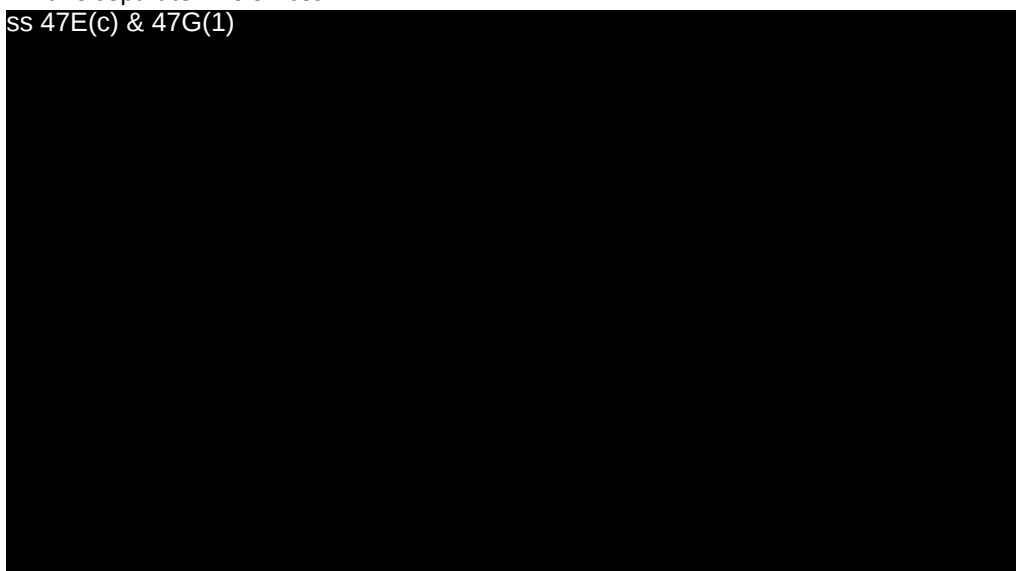
[To view the full ABC ENTERPRISE AGREEMENT click here](#)

3/ 'All Gender' Bathrooms

Evidence a/

The ABC 5-year plan includes upgrades to our capital and regional offices that include the construction of All Gender bathrooms, in addition to Accessible bathrooms. These images are from two separate ABC offices.

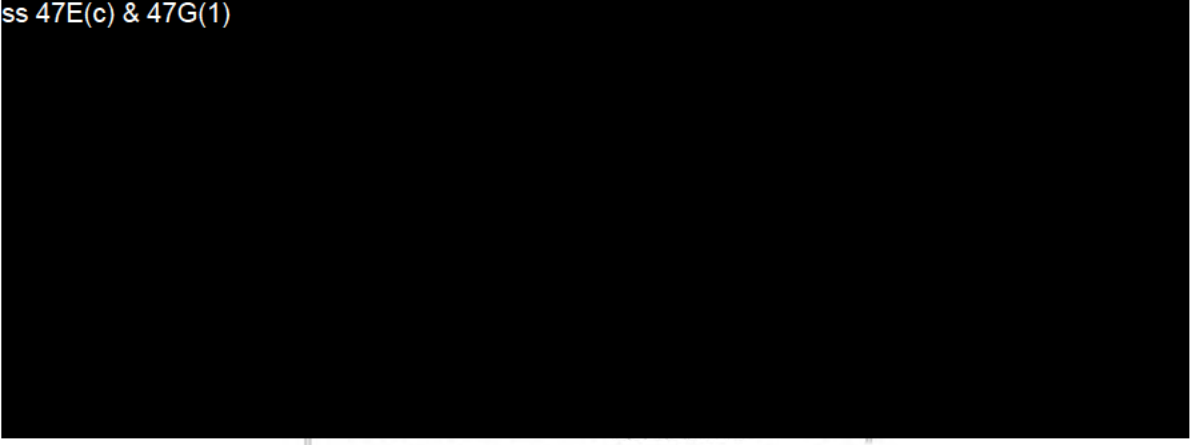
ss 47E(c) & 47G(1)



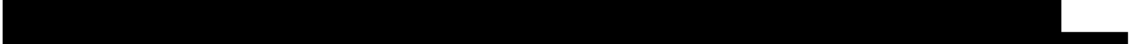
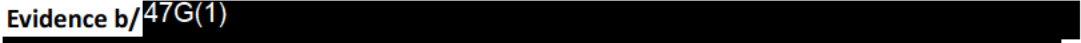
4/ Trans and Gender Diverse Applicants

Evidence a/ and b/ The ABC has documented in an inclusive, single resource an outline of the unique barriers faced by trans and gender diverse applicants and guidance on the internal processes for navigating and addressing these barriers at the ABC.

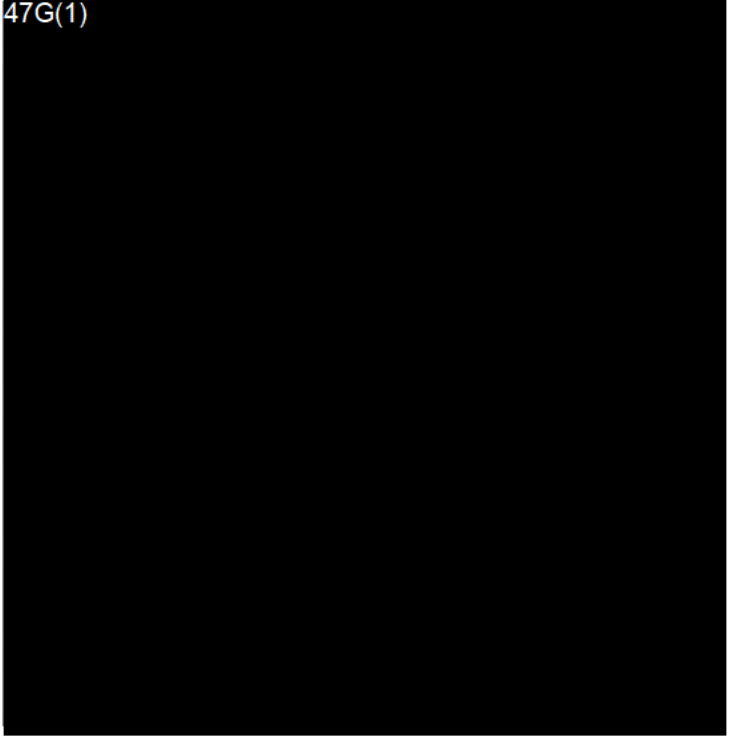
Please see folder titled: Documents for Evidence and file name: [4 Evidence - Resources Recruitment](#)
ss 47E(c) & 47G(1)



Evidence b/47G(1)

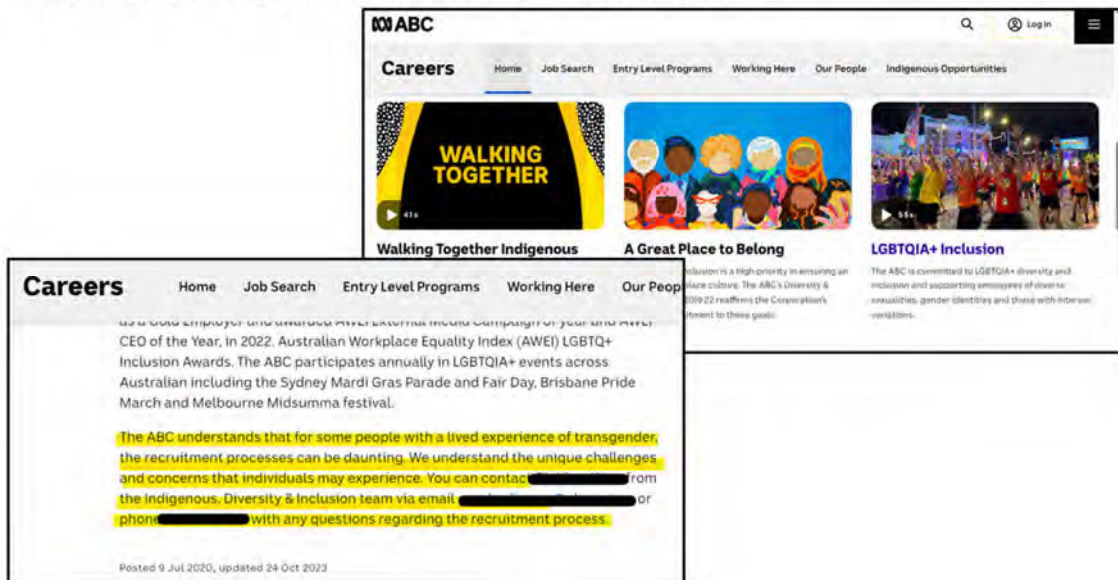


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Evidence c/ – An easily accessible avenue of support is available for trans and gender diverse applicants at the start of the process by accessing the ABC Careers page within the LGBTQIA+ section. Here the applicant can find key contact and support details (screenshot below).

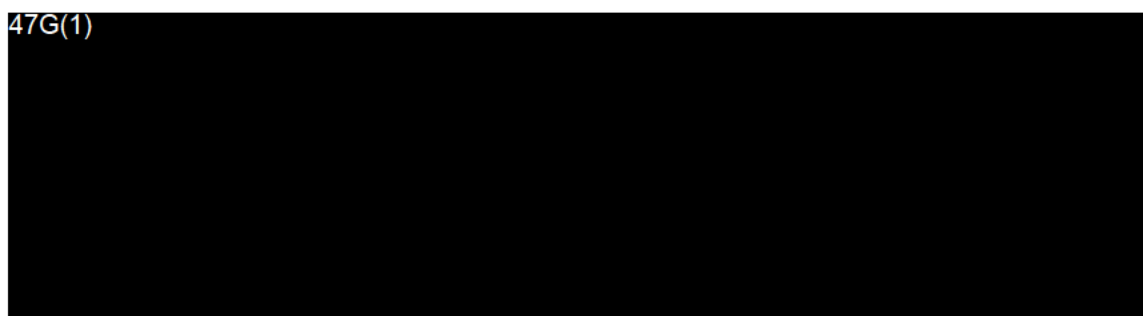
ABC Careers page – offering a direct contact for trans and gender diverse applicants.



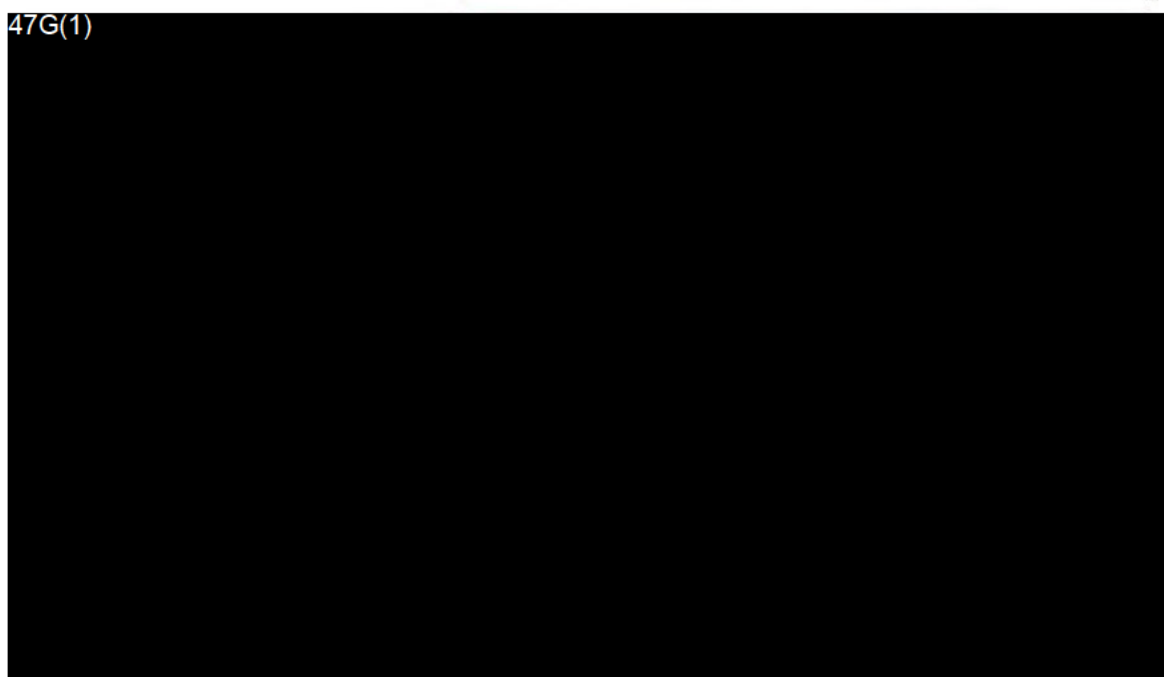
STRATEGIC FOCUS & ACCOUNTABILITY**5/ Personal Accountability for Inclusion**

The ABC has a framework in place to ensure LGBTQIA+ related work delivered by ABC Pride network leadership is formally recognised as part of the ABC's commitment to diversity and inclusion.

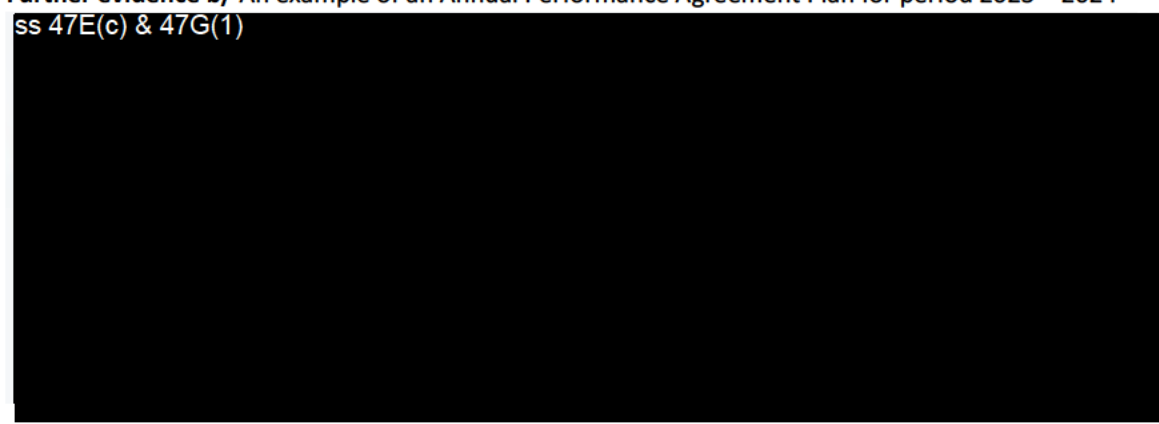
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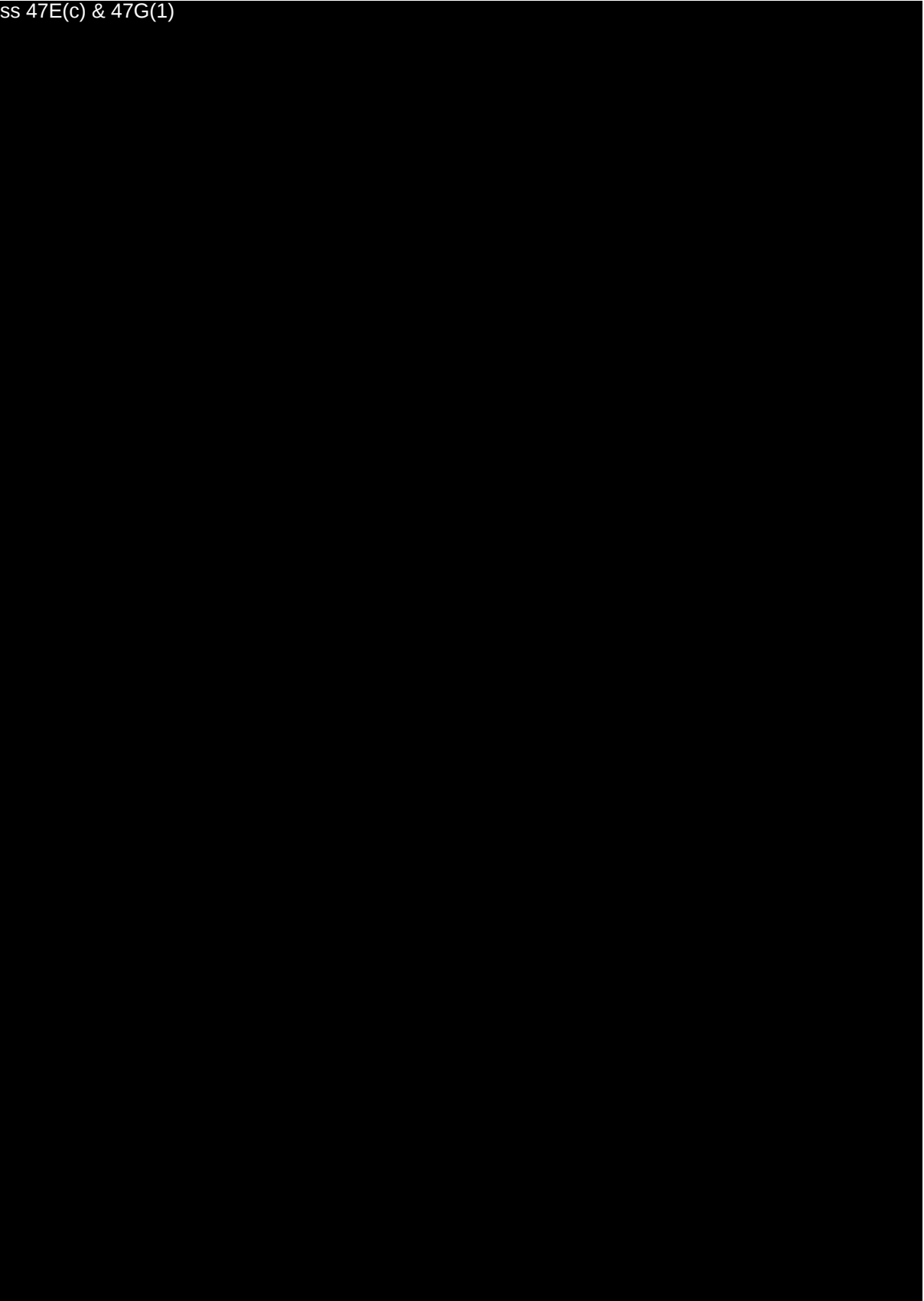


Further evidence b/ An example of an Annual Performance Agreement Plan for period 2023 – 2024
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Evidence c/ There are many examples of where ABC Pride network leadership contribution supports career development:

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



6/ Document LGBTQ+ Inclusion Strategies and Accountabilities

Evidence a/ A public facing organisational wide D&I strategy with an LGBTQIA+ component:

[ABC Diversity, Inclusion & Belonging Plan 2023-26](#) see pages 4, 6, 11, 17, 20.

Whilst the entire plan focuses on building inclusion and wellbeing across the ABC, in addition to specific supports for LGBTQIA+ staff members, there are also components that support Indigenous and CALD staff, as well as staff with disability and women in underrepresented work areas. Pages that directly reference the inclusion of LGBTQIA+ communities and initiatives to drive progress are highlighted below.



Page 6 screenshot of ABC workforce representation of LGBTQIA+ employees

Our Employees



Extract page 11

Pillar 1. Inclusion in practice – Empower our people.

Focuses on key enablers to advance LGBTQIA+ inclusion. All initiatives outlined here incorporate LGBTQIA+ inclusion (pictured and highlighted below are two that specifically build staff inclusion). The Annual Diversity and Inclusion Symposium celebrates progress but also aims to bring to life what diversity and inclusion looks and sounds like.

1. Inclusion in practice		DIVERSITY, INCLUSION & BELONGING PLAN 2023-26	
Empower our people			
Measures of success:			
- ABC teams complete team inclusion plans - All ABC leaders complete Building an Inclusive Culture training - Engagement survey results for inclusion are at or above the Australian benchmark - The ABC is recognised as an inclusive employer in external indices		Team inclusion plans <i>Inclusive Leadership</i> The ABC recognises the importance of an inclusive workplace in enhancing employee engagement and creativity. All ABC leaders will complete Building an Inclusive Culture training. This will focus on inclusion, cultural competence and psychological safety. <i>Inclusive Teams</i> All ABC teams will create team inclusion plans through facilitated discussions. They will identify specific actions they will take to create a more inclusive workplace. Team inclusion plans will align with divisional Diversity, Inclusion and Belonging Action Plans, and will be updated regularly. Targeted anti-racism and discrimination campaign With the support of independent experts, the Diversity Advocates Network will lead an organisation-wide anti-racism and discrimination campaign. The campaign will draw on the Australian Human Rights Commission's Racism, It Stops With Me Initiative, and will provide employees with resources, training and communications on how to respond to racism and discrimination.	
		Annual diversity and inclusion symposium The ABC will host an annual symposium to centre diversity and inclusion as a foundation for organisational planning. The symposium will feature speakers leading the way in promoting gender, Indigenous, CALD, disability and LGBTQIA+ inclusion. It will connect industry, nominated content makers, and leaders at all levels. Each year the symposium will focus on different elements of inclusion, with keynote and interactive sessions tailored to these topics. Employee network groups The ABC will establish a framework that recognises and supports the initiatives of its employee led groups. - The Bonner Committee is the ABC's primary advisory and representative body on matters relating to Aboriginal and Torres Strait Islander employees, content and communities - ABC Inclusive for employees with disability, care givers and their allies - ABC Pride for LGBTQIA+ employees and their allies - ABC Belong for CALD employees and their allies - Gender Equity and Inclusion Network for women, trans and gender diverse employees and their allies - Diversity Advocates Network to empower employees to foster a culture of inclusion and deal with issues of racism and discrimination - Divisional action groups to promote diversity and inclusion efforts at a divisional level	

Extract page 17

Pillar 3. Inclusive content, products and services.

The plan ensures ABC content continues to be representative of all Australians, including Australians from LGBTQIA+ communities.

3. Inclusive content, products and services		DIVERSITY, INCLUSION & BELONGING PLAN 2023-26
Embed inclusive practices		
Measures of success: - Year-on-year improvement in the representation of diversity in ABC content - Content accessibility targets are met	Content accessibility The ABC will make its content more accessible to more Australians. We will continue to explore new tools to improve accessibility, including the use of artificial intelligence and machine learning technology. We will also implement the following recommendations made by ABC Inclusive: - Caption all video content, regardless of platform - Provide transcripts for all podcasts, all radio programs (60 minutes and under), and all radio segments/ audio clips published online - Provide alternative text for all digital images and explore image description possibilities - Create audio description for at least 14 hours of key TV & ABC view programming per week	Cultural Guidance Advisor The ABC will recruit Cultural Guidance Advisors in content divisions to guide cultural enquiries from content makers. Cultural Guidance Advisors will be the first point of contact for enquiries about diversity in content, centralising this process and ensuring that advice is consistent. They will connect content makers with appropriate resources to make culturally informed decisions.
	Cultural safety in productions The ABC is committed to a more diverse and inclusive creative industry. We will collaborate with industry to promote safe and respectful workplaces in productions. The ABC will develop a framework to support the cultural safety of participants within our productions.	Diverse storytelling The ABC recognises the importance of showcasing the diverse experiences of Australians in its storytelling. Building on the model developed for International Day of People with a Disability, the ABC will engage with the community to develop similar content projects for other significant events such as NAIDOC Week, Harmony Week and International Women's Day. These will be coordinated content projects that involve all ABC divisions.
		Content tracking ABC teams will continue to track diversity in content through the collection of data and case studies. The data covers gender, Indigenous, CALD, disability and LGBTQIA+ and will be used to inform editorial decision making.

Evidence b/ Documented standalone network accountability for LGBTQIA+ inclusion

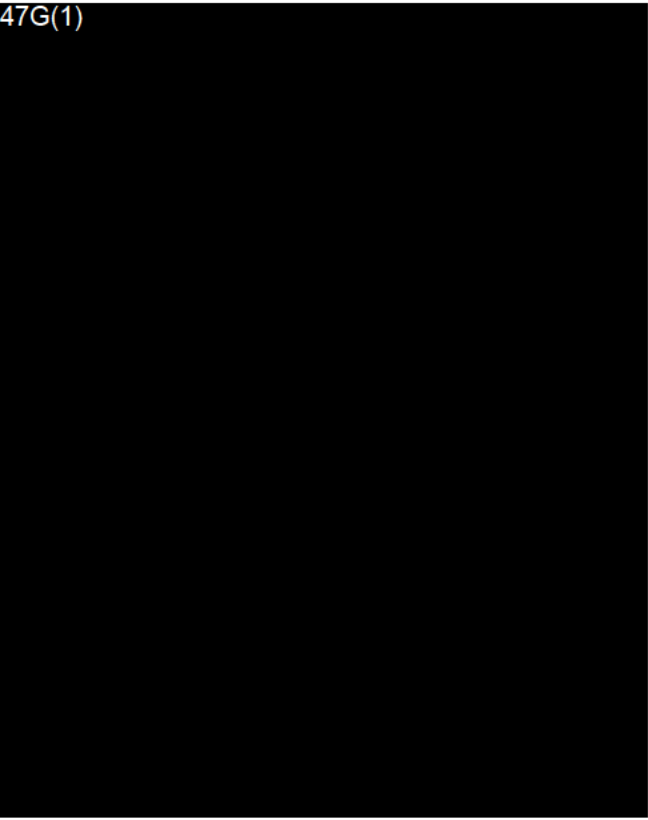
Whilst some elements of network accountability sit within the organisation D&I plan as outlined above, there is also a standalone network strategy outlining accountabilities, which is shared below.

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A working action plan clearly stating deliverables, accountabilities and timelines that can be used to track progress.

The screenshots below evidence ABC Pride's Action Plan that includes accountabilities, timelines and deliverable.

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Evidenced d/

A process for reporting against the plan.

The Chairs regularly report on action against the Plan at standing meetings with the Executive Sponsor as well as in an annual wrap up email.

From: [REDACTED]
 Sent: Friday, 31 January 2025 4:28 PM
 To: [REDACTED] Managing Director [REDACTED]
 <[REDACTED]>
 Subject: ABC Pride; 2024 Co-Sponsor Recap

Hi [REDACTED]

This document is for your review and provides an update on ABC Pride in the last 12 months. Please find below the annual reporting outline which is aligned to our ABC Diversity and Inclusion Belonging plan (2023-2026).

May we first take this opportunity to thank you both for your leadership and sponsorship of ABC Pride. Having visible support from the executive level is crucial to create a sense of belonging. On a personal note, it's been a great honour to spend time with you this year, to have both of your guidance and support.

In this reporting you will receive:

- ABC Pride progress against our network strategy and significant contribution to the ABC
- Share what additional advice ABC Pride provided to the ABC throughout the year
- Annual progress tracking against the AWEI
- Our 2025 areas of focus

ABC Pride progress against our network strategy and significant contribution to the ABC

ABC Pride continued our proud purpose to be the employee led network committed to creating an inclusive workplace that supports individuals of diverse sexualities, gender identities, and intersex variations. We aim to empower people to be their authentic selves and achieve their full potential.

ABC Pride began the year with Melbourne's **Midsumma Carnival** in Jan 2024, providing both visibility of the ABC and fundraising for our pride events. We had 14 volunteers give their time at this event, including an appearance by ABC Melbourne-based talent.

Sydney Gay & Lesbian **Mardi Gras Parade**; ABC Pride participated with a float and [REDACTED] employees marching to the delight of thousands of people on Oxford Street. The ABC Pride float embraced *Our Digital Future*; showcasing how the ABC connects Australians in more places, on more platforms. It was broadcast across multiple ABC platforms.

Other notable highlights over the past year include;

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The ABC Pride newsletter promotes LGBTQIA+ awareness and education within the ABC. It informs employees on days of significance including Wear It Purple, IDAHOBIT Day, Trans Day of Visibility; and events such as Fair Day 2024, ABC Pride Network and pride marches across the country. In 2024 we had

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This platform is particularly useful to highlight to new staff the great work of our employee networks.

Annual progress tracking against the AWEI

ABC AWEI submission is well underway as we have already received our [Bronze AWEI](#) recognition for the foundation section. The Advance section is in its final stages and on track to be submitted by February.

The submission is again strong due to the ABC LGBTQIA+ workplace inclusion practices for the period from Jan – Dec 2024 and outcomes can be [found here](#). Some areas that would benefit from some changes have been flagged and strategies put in place to strengthen these in the 2025 assessment year. We look forward to updating you on these initiatives as the year progresses.

Finally we'd like to thank a few key staff for their ongoing commitment to ABC Pride.

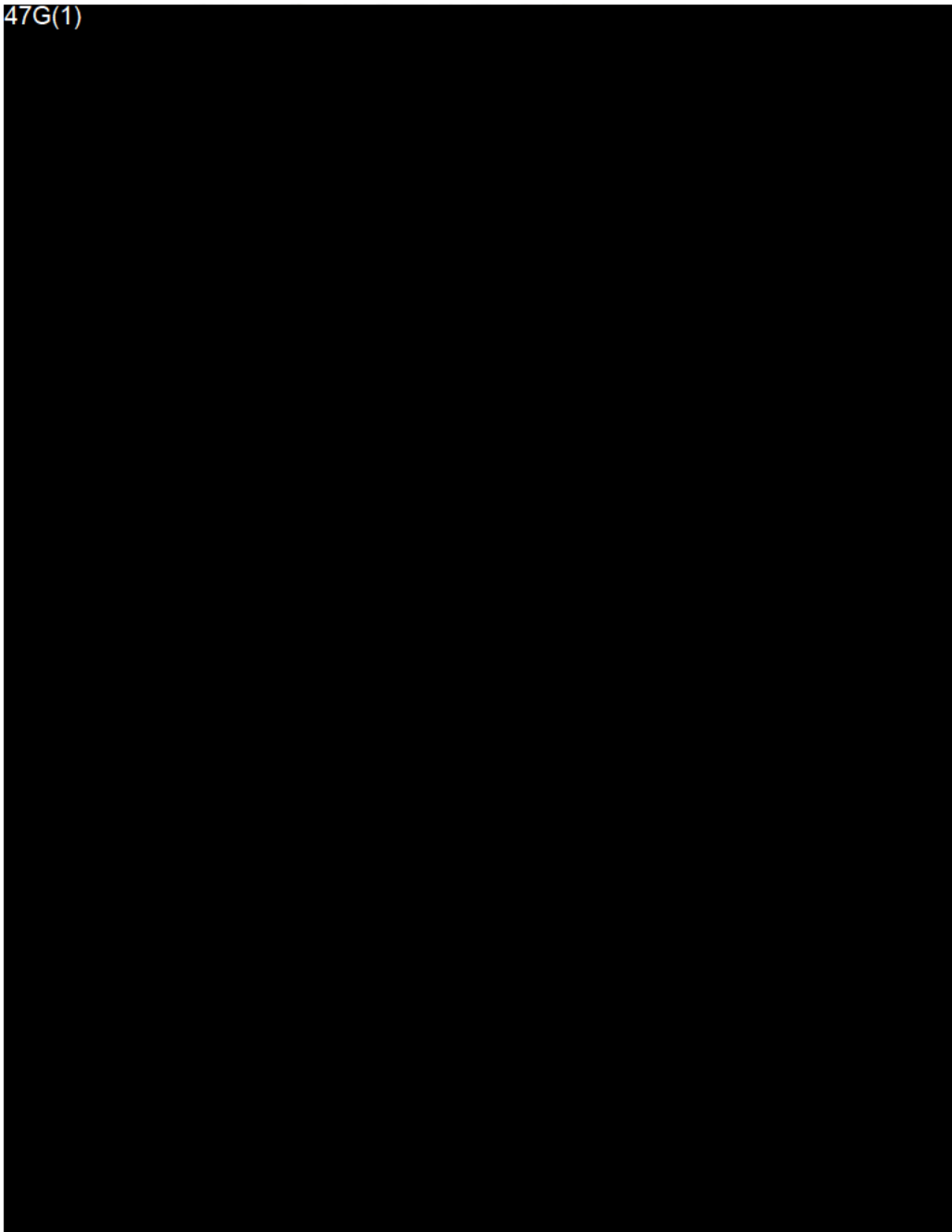
To you both, as executive sponsors for your ongoing mentoring and support. Visible leadership elevates us all.

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We're looking forward to working closely with you again in 2025.

	ABC Pride Co-Chairs We acknowledge Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work.
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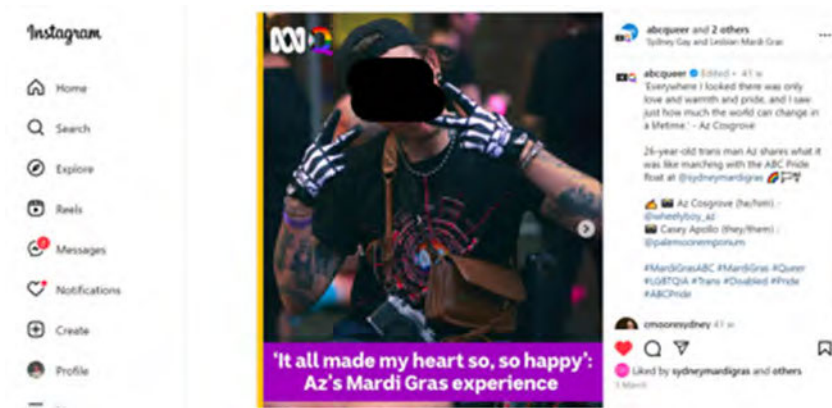
7/ External facing social media communications

Evidence a/

Screenshots and links below evidence the ABC's commitment to LGBTQIA+ inclusion. The ABC publishes regular posts to social sites but are also available for people to use for personal promotion.

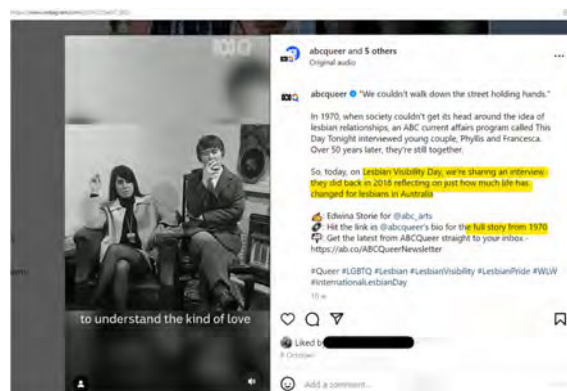
These include on LinkedIn, Facebook, TikTok and Instagram.

March 2024 - Mardi Gras 2024 – Instagram post that highlights the experience of an employee who marched with the with ABC float:



8 October 2024 International Day of Lesbian visibility

https://www.instagram.com/reel/DA2ZQwhO_BD/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==



14 Oct 2024 - ABC Pride Content Lead and Journalist provides an educational video on pronouns



Nov 2024 - ABC Pride held an event on Trans Day of Remembrance for all staff which was marked with a post that featured the quote below from a (paid) trans advocate and musician who performed at the event.



The ABC live broadcasted the Mardi Gras Parade on iView and produced news stories such as this:

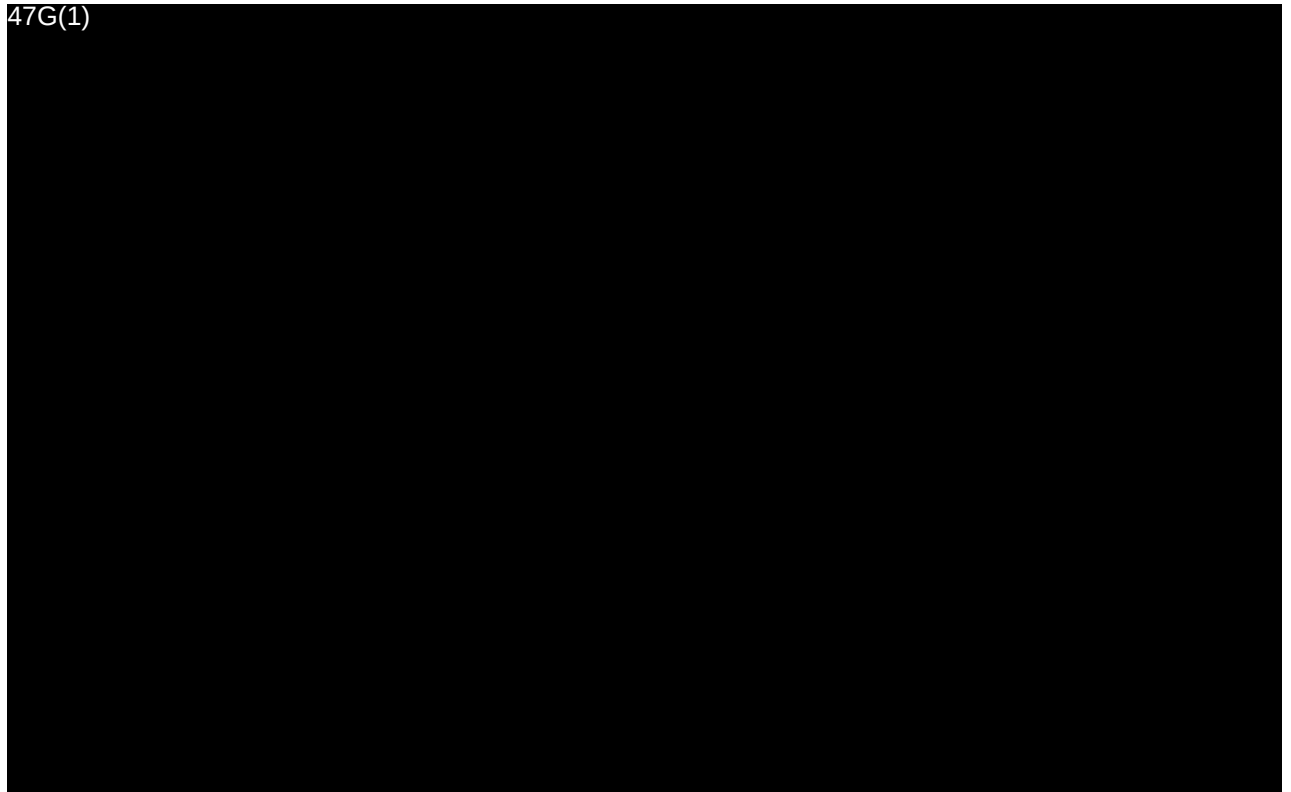
https://www.instagram.com/reel/C4Q1RPRsIT/?utm_source=ig_web_copy_link&igsh=MzRIODBiNW FZA==



8/ Strategic LGBTQIA+ Inclusion Promotion

Evidence a/

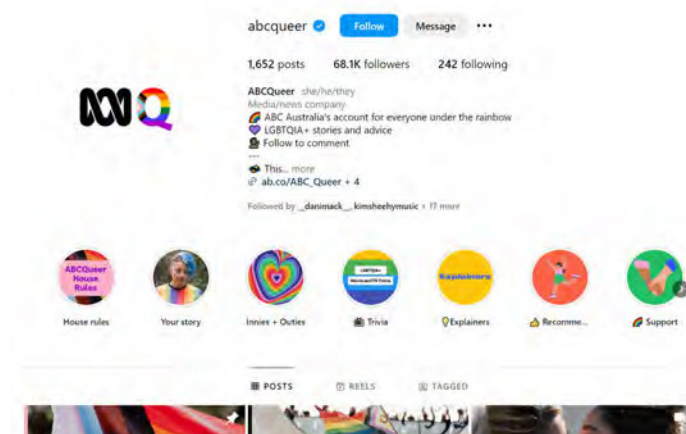
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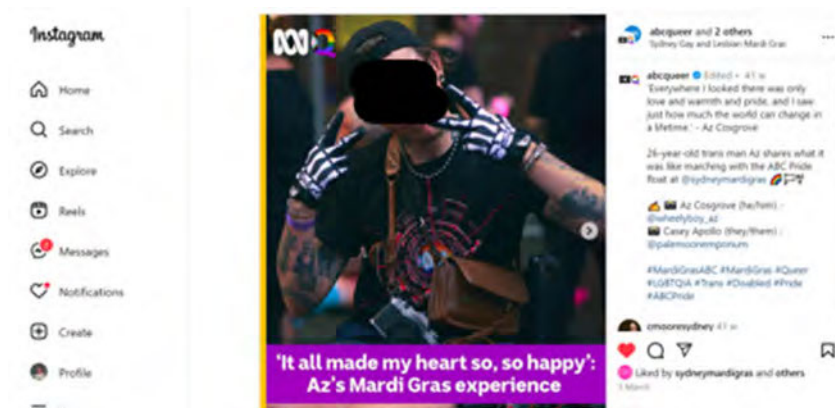


Customers/ service users / audience members

ABC uses Instagram to connect with our audience members and share with them a variety content including stories from ABC staff sharing their experiences.

ABCQueer channel





Evidence c/

Strategic partnership

ABC Media rights to World Pride and Mardi Gras – The ABC has proudly obtained media rights to Mardi Gras for three years based on the ABC's ability to promote awareness and share diverse Australian LGBTQIA+ stories with a national audience. These rights extends to the television broadcast, digital platforms such as iView as well as social media including, the ABCQueer Instagram channel.

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



ABC

The ABC is proud to be the host broadcaster of the Sydney Gay and Lesbian Mardi Gras and Sydney WorldPride, having always championed on-screen representation of the LGBTQIA+ community in Australia, including being the first broadcaster to televise the Mardi Gras parade in 1994.

In June 2020, the ABC released its Five-Year Plan reaffirming its commitment to LGBTQIA+ Australians as part of its diversity strategy, including people from diverse cultural, geographical, and Indigenous backgrounds, and people with disability. The corporation's Diversity and Inclusion Commissioning Guidelines, released in 2021, also support the increase of under-represented people and perspectives, including those of the LGBTQIA+ community, for the ABC's screen content.

In 2021, the ABC achieved coveted Gold Employer status and...



Evidence d/

Key external stakeholders within Industry inter-group:

Media Pride Network is an initiative focused on promoting LGBTQIA+ inclusion and diversity within the media industry. ABC staff participate in this network.

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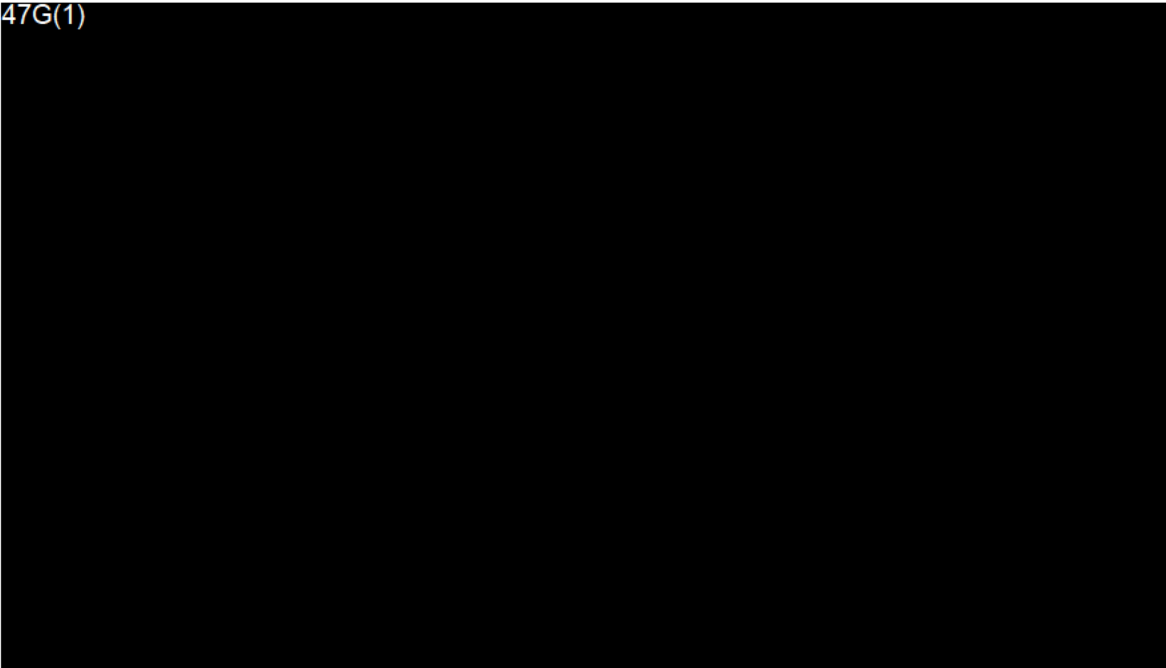
9/ Network leadership and succession

Evidence a/**Leadership roles are not left vacant**

The ABC and the ABC Pride network have worked in partnership to develop a robust governance structure and framework to prevent attrition and role vacancy. As outlined in a supporting governance and strategy document, the responsibility resides with the Chairperson / Co-Chairs to manage the resources of the network with the explicit identification of the Inclusion and Wellbeing team as a support mechanism to ensure that the network is adequately resourced.

Chairs terms are for two years and include succession planning throughout the term.

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Evidence b/**Potential successors have the training and/or correct skills/ motivation to take on leadership roles**

Each of the committee leads has at least one person in their stream who is equipped with skills to support the lead or fill in for them should they become unable to fulfill their duties as chair. Over the last five years this has worked in avoiding any extended vacancies.

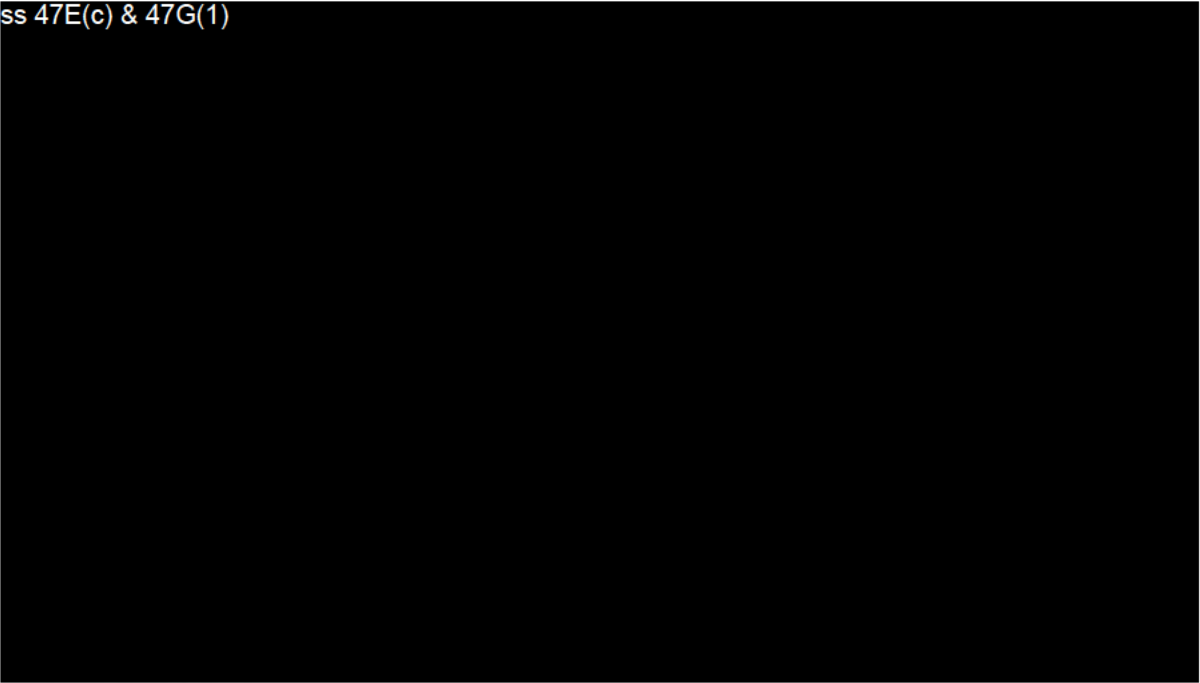
Evidence c/**Contingency plans should current resources become insufficient (eg financial, people)**

There are several committee leads who support the co-chairs of the network and lead their own streams of focus within the broader network. The org chart below illustrates how the leads support the co-chairs and maintain their own areas of leadership.

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Evidence d/
ss 47E(c) & 47G(1)



10/Research into under-represented LGBTQ+ Populations

1 point for one demographic whom you identified as an under-represented LGBTQ+ population; and for whom you have undertaken work to engage with; and/or research the population to better understand unique challenges faced.

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

- **Trans and Gender Diverse People:** Due to the ongoing harmful public rhetoric targeting trans and gender diverse people in the media, ABC Pride explored the unique challenges and themes affecting trans and gender diverse communities. **ABC Pride** held a Trans Day of Remembrance event focused on providing education and awareness to staff about the unique challenges trans and gender diverse people experience but also offering support and solidarity.
- **Remote and Rural LGBTQIA+ Population:** As the ABC is a nationwide broadcaster with television and radio centres in all corners of the country we know anecdotally from our [REDACTED] staff and audience feedback that LGBTQIA+ representation can be scarce outside of major cities. Lack of visibility and support can lead to poor mental health outcomes for members of the rainbow community who already experience heightened rates of bullying and harassment, discrimination and violence compared to non-LGBTQIA+ Australians.
- **LGBTQIA+ People with a disability:** ABC Pride and ABC Inclusive, the ENG for people with disability, have a well-established and collaborative partnership. ABC Pride has invested in understanding the unique challenges that can affect queer people with disability. Given that in 2024 Global Accessibility Awareness Day (GAAD) and IDAHOBIT Day were within one day of each other (16 and 17 May respectively), ABC Pride and ABC Inclusive Joined partnered to organise an ABC all-staff event which explored the intersection of disability and queer experience and their connection to technology and accessibility.

11/ Visibility of under-represented LGBTQ+ populations

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Additional initiatives to increase visibility, awareness and engagement with these groups are outlined below:

Evidence a/ 47E(c)

[REDACTED] raise awareness amongst ABC staff more broadly. This event was the first of its kind at the ABC and was received positively.

In the lead up to this event, ABC staff members who are 47E(c) [REDACTED] were invited to participate and provide input on what they would like to see included in the event.

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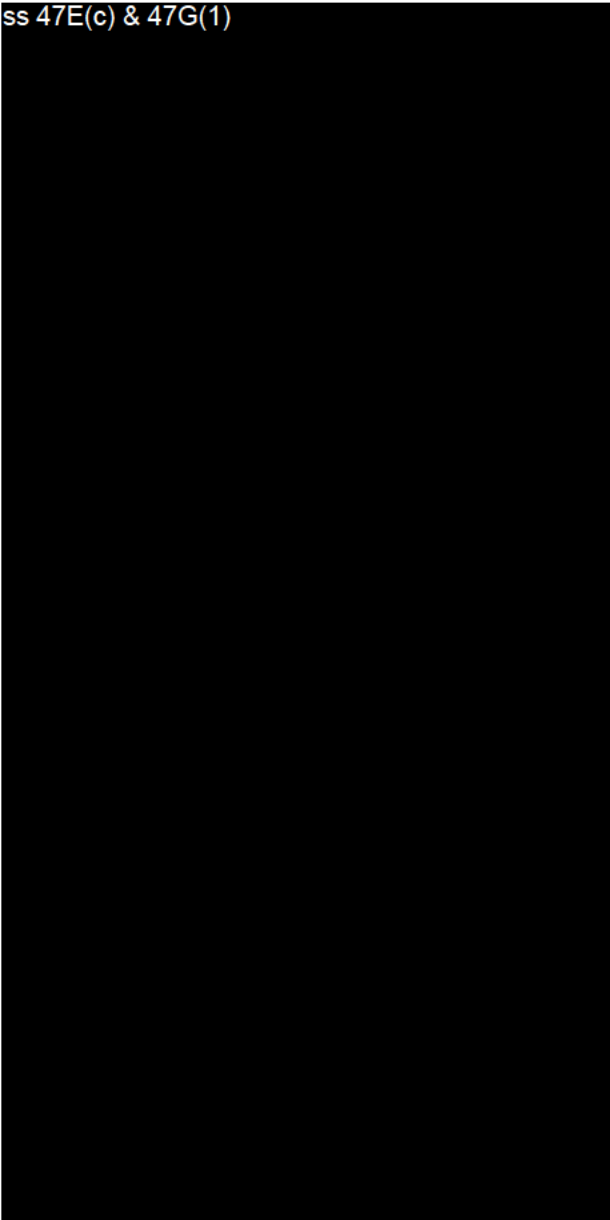
Evidence b/ Transgender people

ABC Pride also organised an event on Trans Day of Remembrance, to raise awareness of the specific challenges and dangers faced by members of the trans community. The event was held both in-person and streamed live to all ABC staff across Australia, with watch parties organised in capital city

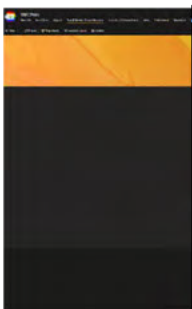
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In the lead up to this event ABC trans and gender diverse employees were invited to participate and provide input to what they would like to see included in the event.

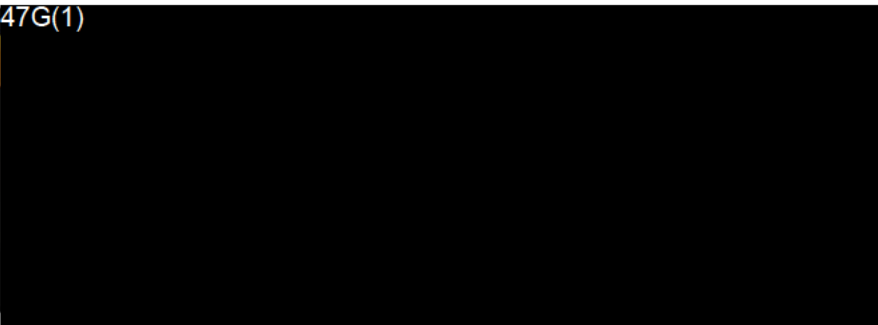
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As another measure of support and to better engage the ABC's trans and gender diverse staff, ABC Pride collated existing and new resources in an easily accessible and navigable SharePoint site.

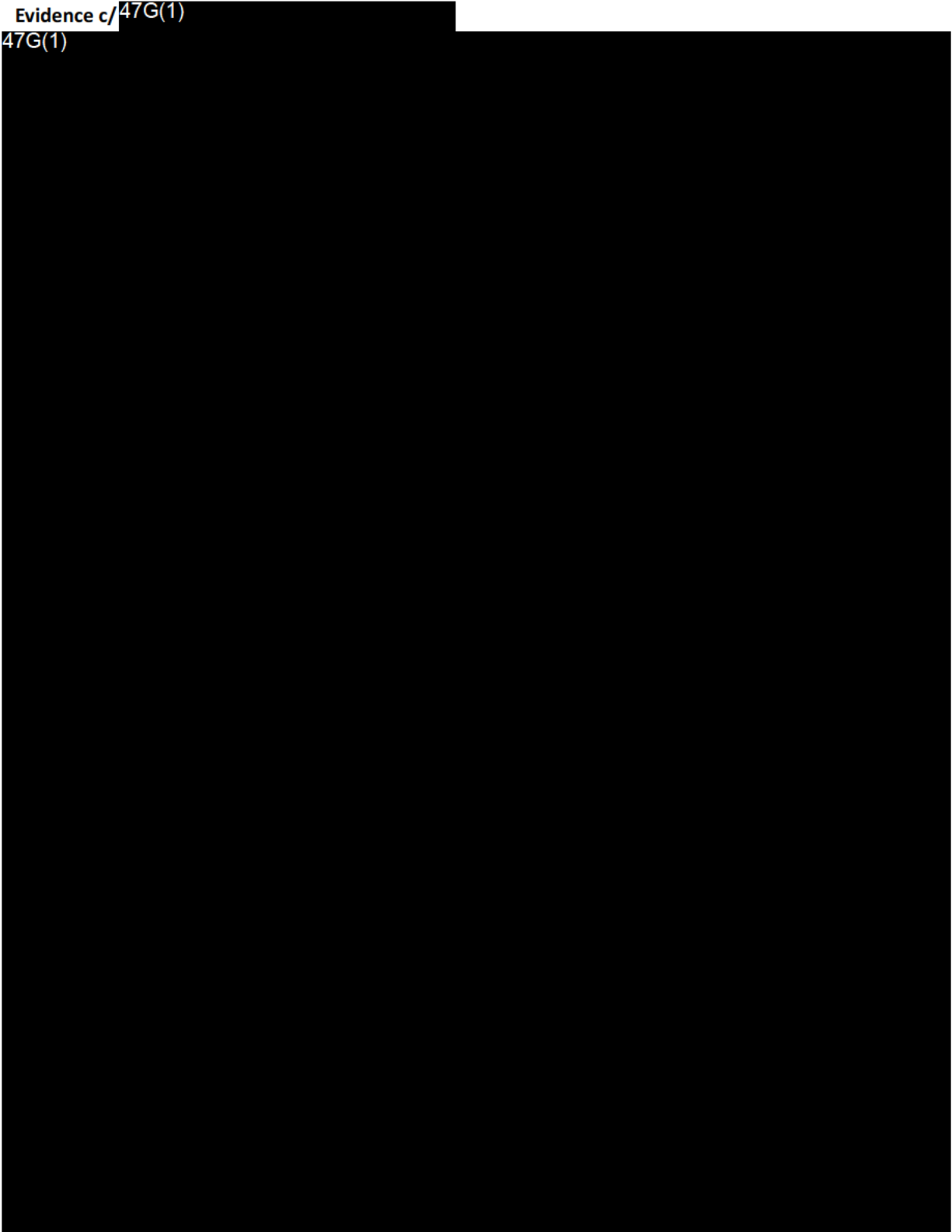


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Evidence c/47G(1)

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The roundtable discussion was supported with a presentation deck that was created as a measure of support specifically for this event:

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Evidence d/ LGBTQ+ People with disability

ABC Pride has frequently collaborated throughout the year with the ABC's employee network group for people with disability, ABC Inclusive, including on events. These events, which are fully accessible and include LGBTQ+ staff with disability, drive awareness and engagement across the broader ABC staff community.

In 2024 Global Accessibility Awareness Day (GAAD) and IDAHOBIT Day occurred within a day of each other (16 and 17 May respectively). ABC Pride and ABC Inclusive collaborated to organise an ABC-wide event (Accessible Rainbows) to explore the intersections between experiences of disability and queer identities and their connection to technology and accessibility.

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The ABC Inclusive and ABC Pride networks continue to work closely together through a variety of approaches to support LGBTQIA+ staff with disability.

12/ Broader inclusion support

ABC Pride has contributed extensively to the ABC's inclusive culture by supporting or assisting other diversity network groups.

Three forms of evidence are highlighted below but there are many examples of this.

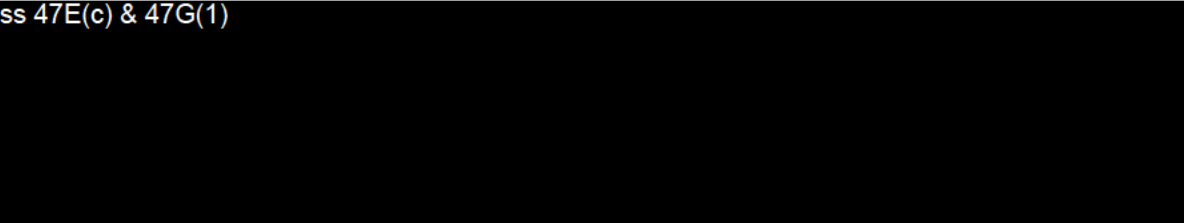
Evidence a/ LGBTQIA+ and People with disability networks collaboration

ABC Pride and ABC Inclusive work closely together, specifically through promotion of organised events or relevant days of significance.

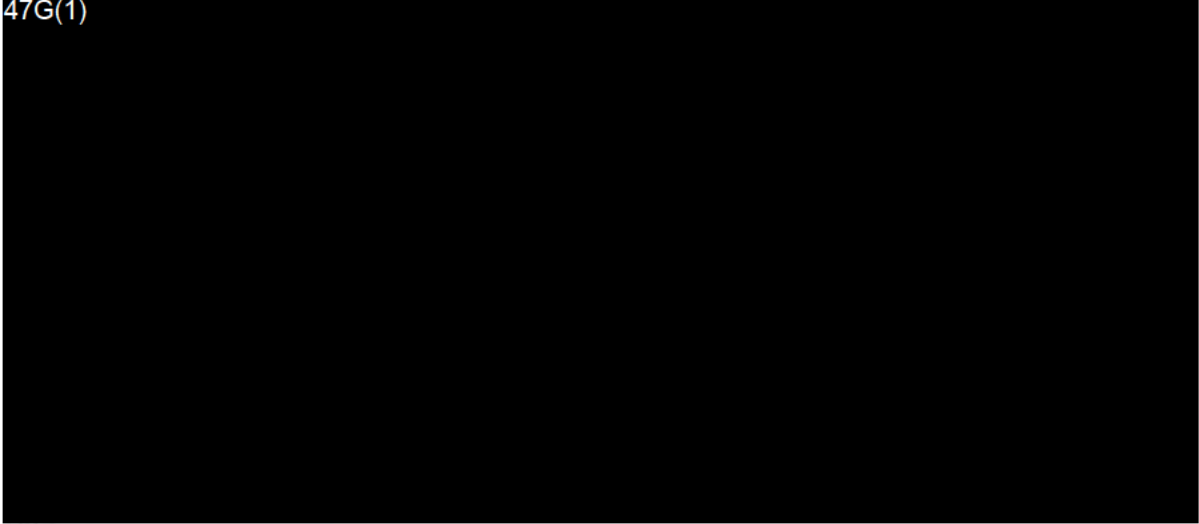
When ABC Inclusive has events, the ABC Pride Events Stream Lead often helps extensively with technical support and by providing guidance.

The ABC Pride intranet site has prioritised featuring staff stories that centre on queer experience and living with disability. ABC Pride actively invites and encourages staff across the organisation to participate.

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



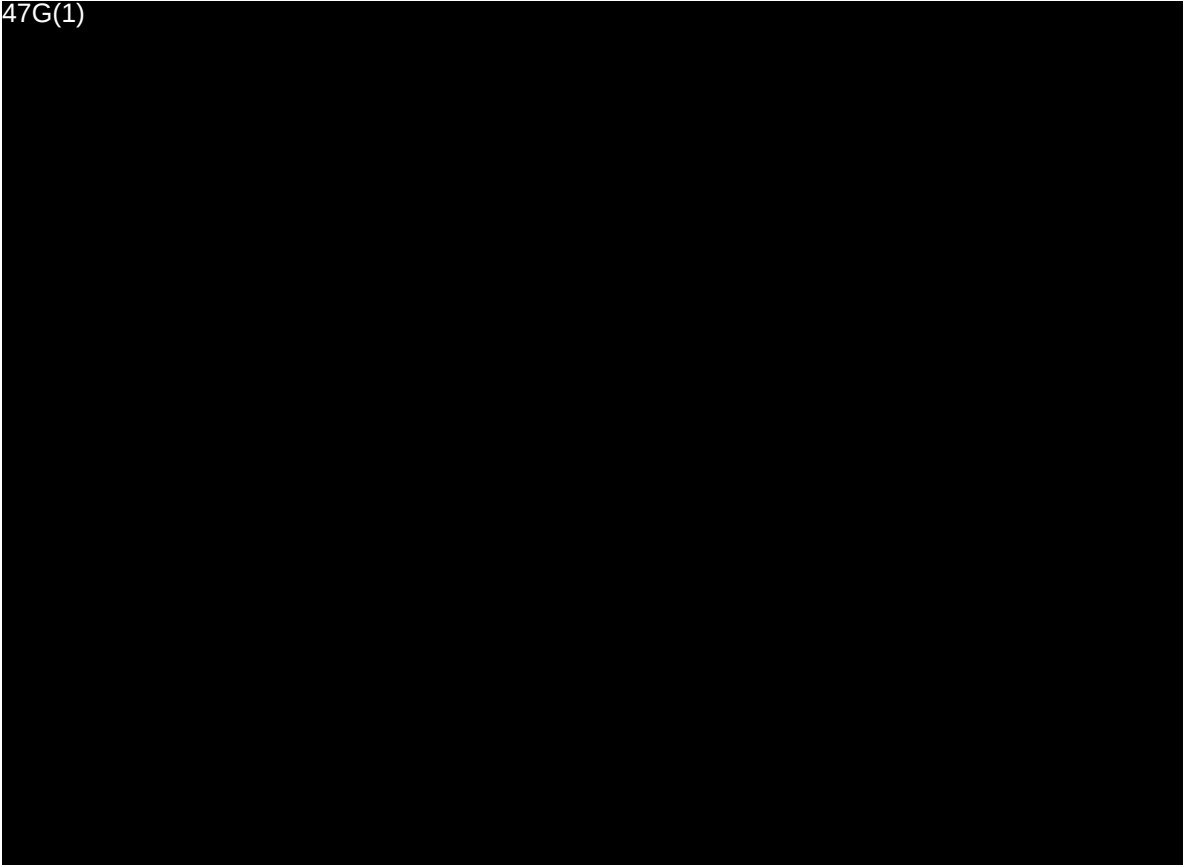
47G(1)



47G(1)



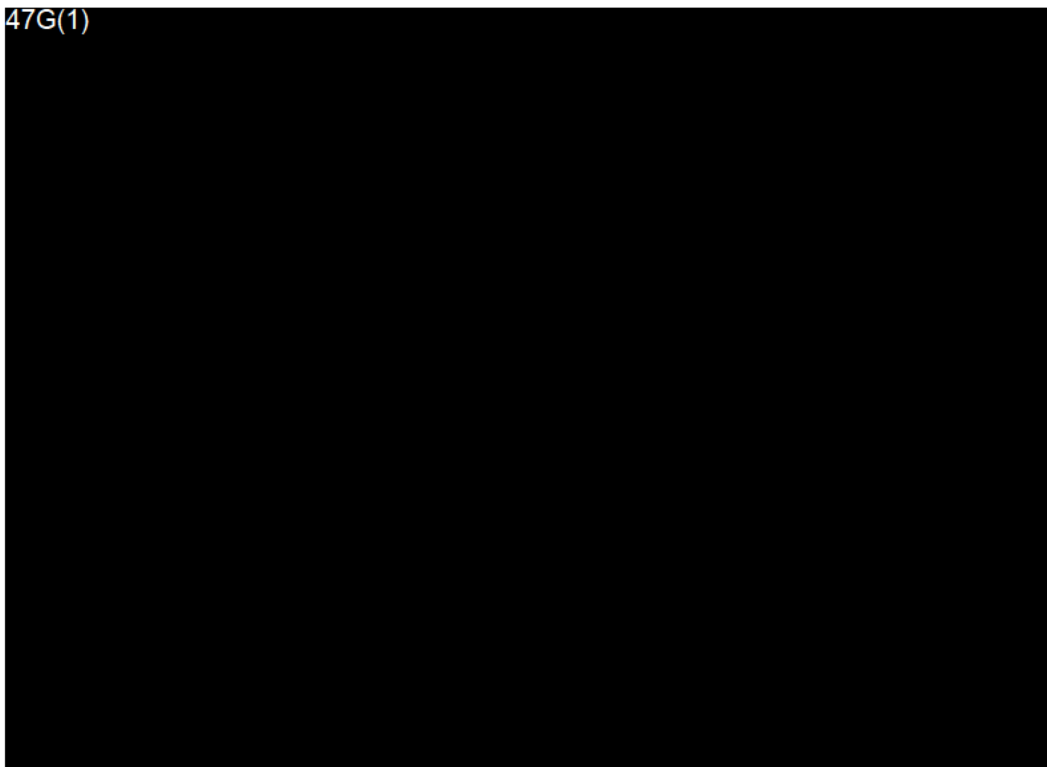
47G(1)



Evidence b/

ABC Pride promoted awareness of the ABC Gender Equity network event for International Women's Day and provided back-end support.

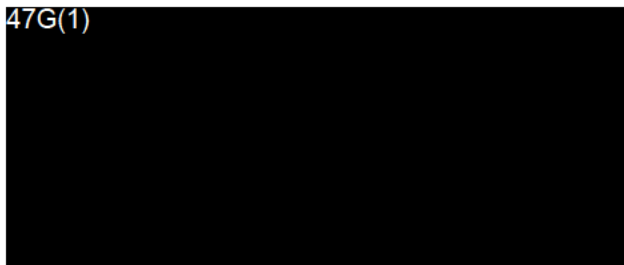
47G(1)



Evidence c/47G(1)

groups, including via mentoring and guidance.

47G(1)



The below lanyard images also demonstrate the support of other networks displayed around the ABC offices with pins representative of the network groups (relevant for Questions 11 & 12).



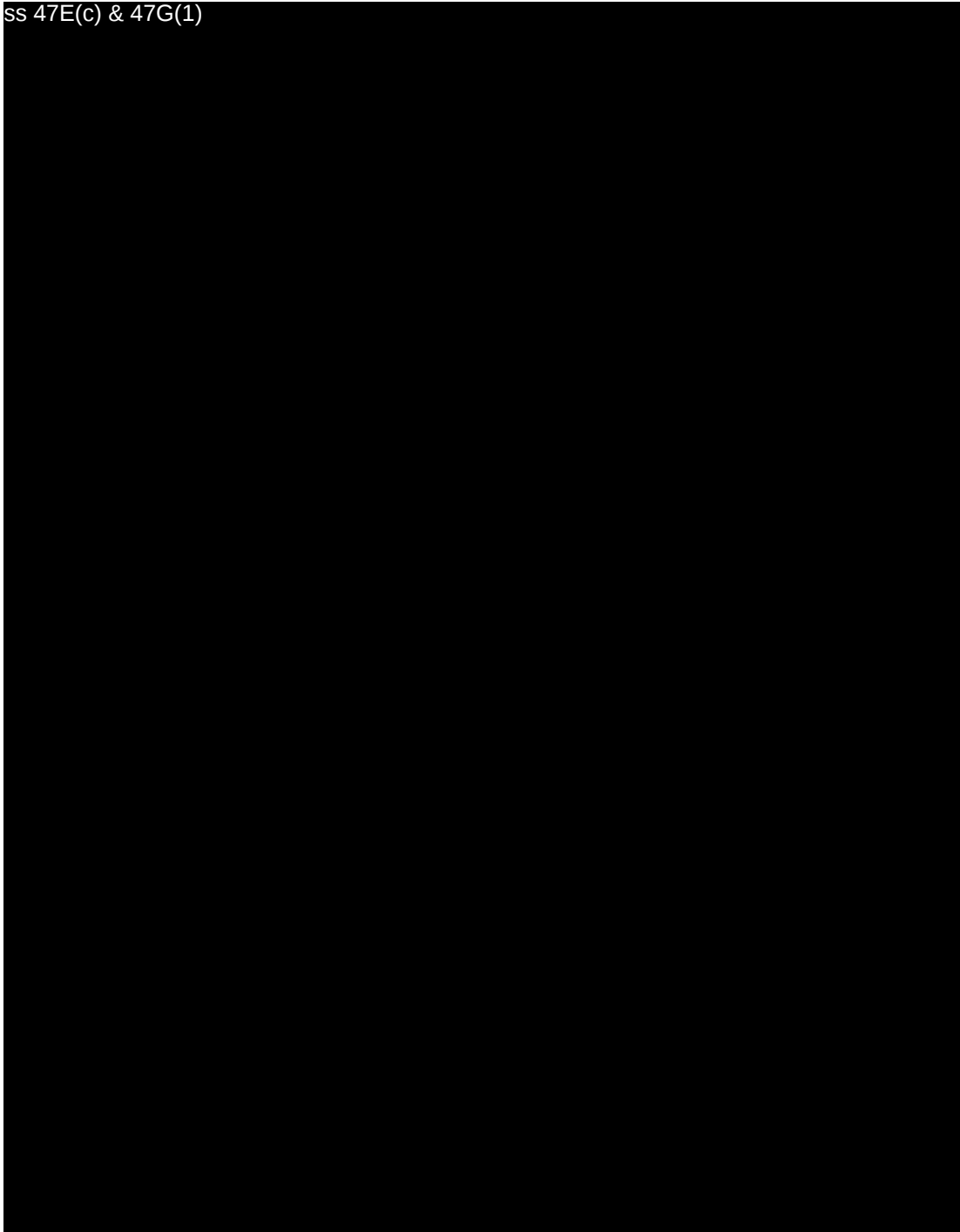
13/ Network reporting

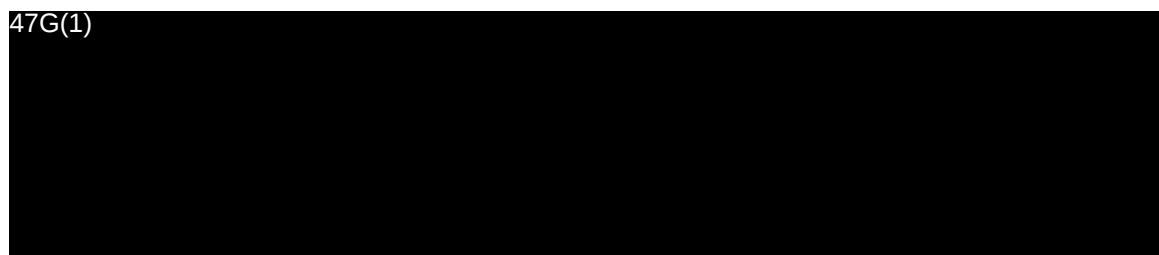
ABC Pride has produced its own end of year progress report for senior leadership as detailed in the tables below. This is supported by meetings with the Executive Sponsor, monthly meetings with the Network Committee and meetings with Pride in Diversity periodically to report on progress.

Evidence a/ Progress against network targets

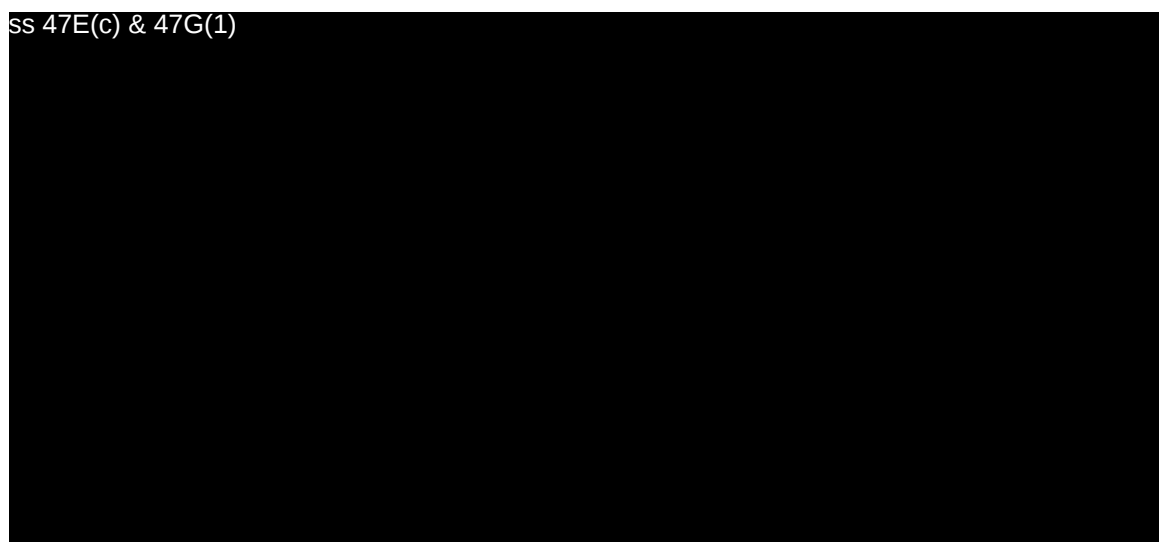
This screen shot is an extract of the full document

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



Evidence b/ Additional advice provided to the organisation throughout the year47G(1)
A large black rectangular redaction box covering the majority of the page content under section b.**Evidence c/ Areas of significant contribution**

The ABC Pride network has led community engagement through its representation at the Brisbane Pride March, Melbourne Midsumma Festival, Sydney Fair Day, and Sydney Mardi Gras. These events are driven by dedicated ABC Pride members in a voluntary capacity. While the ABC supports event planning and meetings during work hours, participation requires additional commitments outside standard hours, including dance rehearsals, stall setups, safety briefings, and weekend events. ABC Pride makes a significant contribution to the community by representing ABC at these events and supporting workplace inclusion.

Evidence d/ Areas of future focusss 47E(c) & 47G(1)
A large black rectangular redaction box covering the majority of the page content under section d.

Evidence e/47G(1)

47G(1)

14/ LGBTQ+ Days of Significance

Evidence a/

ABC has promoted a number of days of significance during the year including Wear It Purple Day and Pansexual Day of Awareness.

Evidence b/ Wear It Purple Day

47G(1)

The approach in 2024 was in line with the Wear It Purple theme, 'Your Passion Your Pride' – staff were invited to share their stories to increase visibility and help increase ABC staff awareness via colleagues' stories. Staff were enabled to make private and optional donations to Wear It Purple to support services for LGBTQIA+ youth around Australia.

Screenshots below evidence communication of why the day is important and how to support the Wear It Purple organisation.



Happy Wear It Purple Day!

We hope you can join us today by Wearing It Purple to visibly celebrate and support the rainbow youth in our communities.

Wear It Purple Day was founded in 2010 by a group of students in response to growing reports of LGBTQIA+ teen suicide. The students wanted to create a clear and visible symbol of acceptance, and so Wear It Purple was born.

Over a decade later, Wear It Purple Day is now an international movement with thousands of participants across the globe. Every year on 30 August, we pull on our best purple outfits to visibly show that young people everywhere are supported and accepted for exactly who they are.

47G(1)

Evidence b continued/ Pansexual Day of Awareness

For Pan Day of Visibility, ABC Pride included awareness-raising information on the Day and community in its newsletter.

Pan Day of Visibility - 24 May



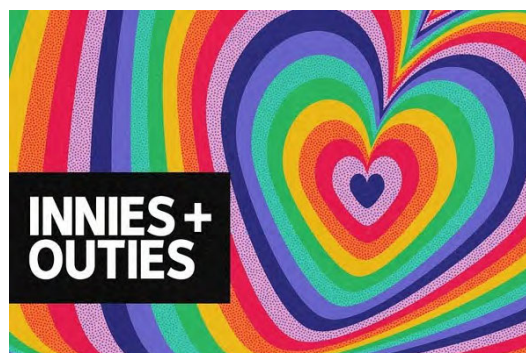
Pansexual Awareness & Visibility Day is celebrated each year on May 24th to increase the visibility of pansexual identities within the LGBTQ+ community, and to combat stigma and prejudice towards pansexual and panromantic people.

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.

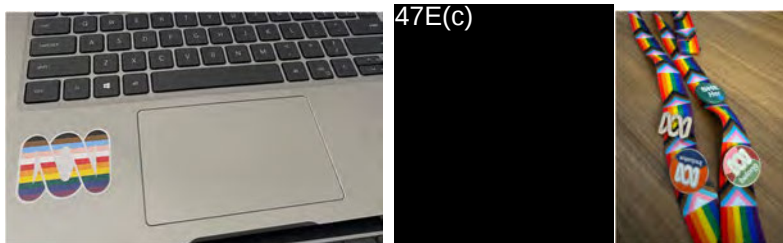
[LISTEN HERE](#)



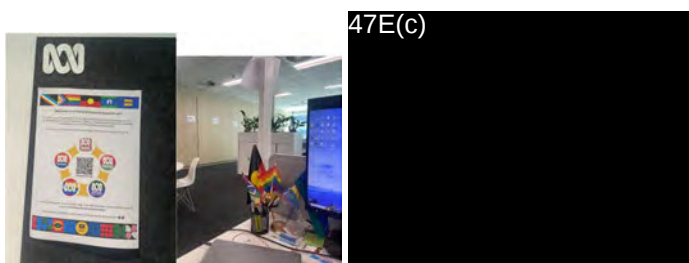
15/ Visibility in the Workplace

Evidence a/ examples of employees visually indicating that they are an ally

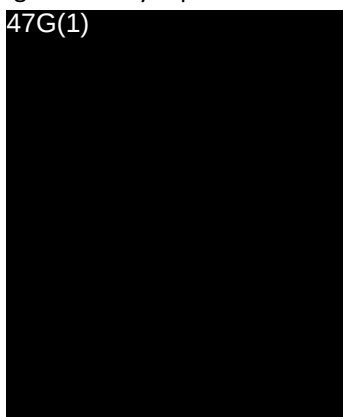
Employees can visually indicate that they are an ally through displaying ABC Pride stickers, wearing lanyards or using/wearing several items displaying the Progress Pride flag, most of which is available for purchase via the ABC Pride Network. We have also distributed the 'Welcome to a safe and inclusive space for all' posters for staff to put up around their workstations. Images below show some of the visible signs of pride and inclusion at the ABC.



Evidence b/ Organisational support throughout the offices



When ABC staff acquire ABC Pride merchandise such as lanyards, stickers, mugs, t-shirts, etc. they are given the flyer pictured below to provide education and awareness of the importance of visibility.



16/ Individual LGBTQ+ Inclusion recognition

Senior leadership has formally recognised the work of individual employees regarding their internal contribution to LGBTQIA+ inclusion. An example of this was the ABC Annual Pride Awards which were attended by the ABC Managing Director who thanked ABC Pride committee members and acknowledged other outstanding efforts that support the inclusion of LGBTQIA+ staff. The event was stream lived for all employees and recorded for employees to play back.

16 evidence continued/

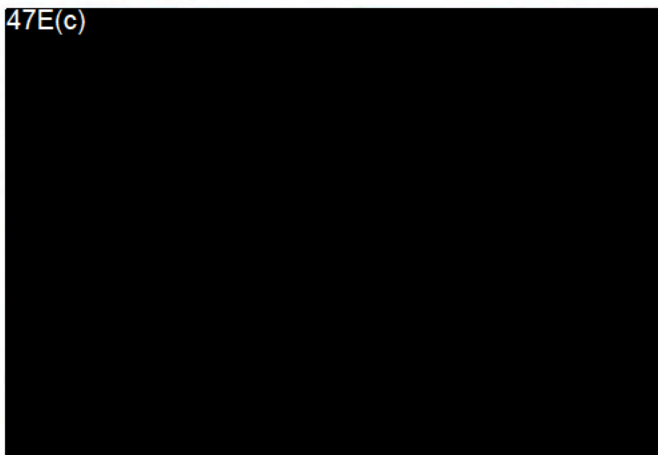
ss 47E(c) & 47G(1)



16 evidence continued/

Following the successful attainment of AWEI Gold recognition, a thank you was communicated to all employees for the work invested in making this happen.

47E(c)



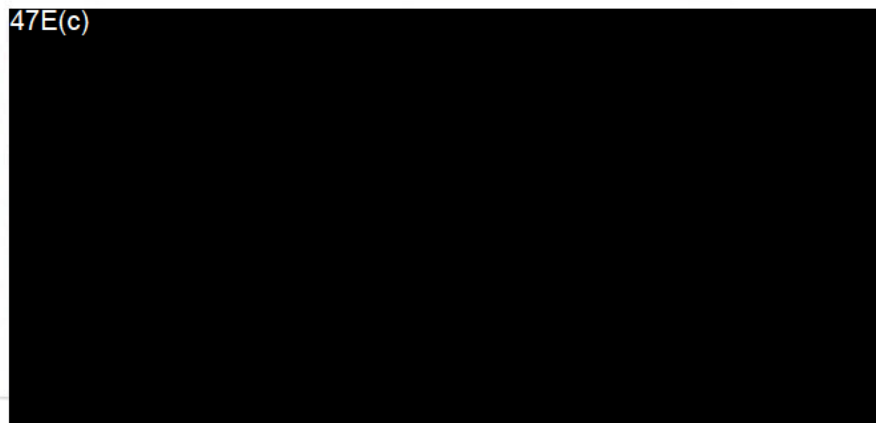
The ABC has reaffirmed its commitment to equality, taking home a **Gold Employer Award** at the Australian Workplace Equality Index (AWEI). The AWEI stands as a national benchmark for LGBTQ+ workplace inclusion, annually measuring and driving best practice for organisations all across Australia.

To attain gold employer status is a huge achievement, and we're thrilled to announce that – for the third year in a row! – the ABC has been recognised in this tier. Maintaining gold status is an incredible testament to ABC Pride's ongoing support of a better, safer and more inclusive spaces where every individual feels empowered to bring their whole selves to work.

The ABC was also recognised as a finalist for the **LGBTQIA+ Inclusive Innovation Award** for the immersive retelling of the first Mardi Gras march in 1978, *'Retracing the Steps of the First Mardi Gras'*.

██████████ Chief People Officer and Co-sponsor of ABC Pride, said: "This remarkable achievement is a testament to the dedication and hard work of many people. Special thanks to ██████████ from the ID&I team, and our ABC Pride Co-Chairs ██████████ Your commitment to fostering an inclusive workplace where everyone feels valued and respected has truly made a difference. Let's continue to work together to create a more inclusive workplace for all.

47E(c)



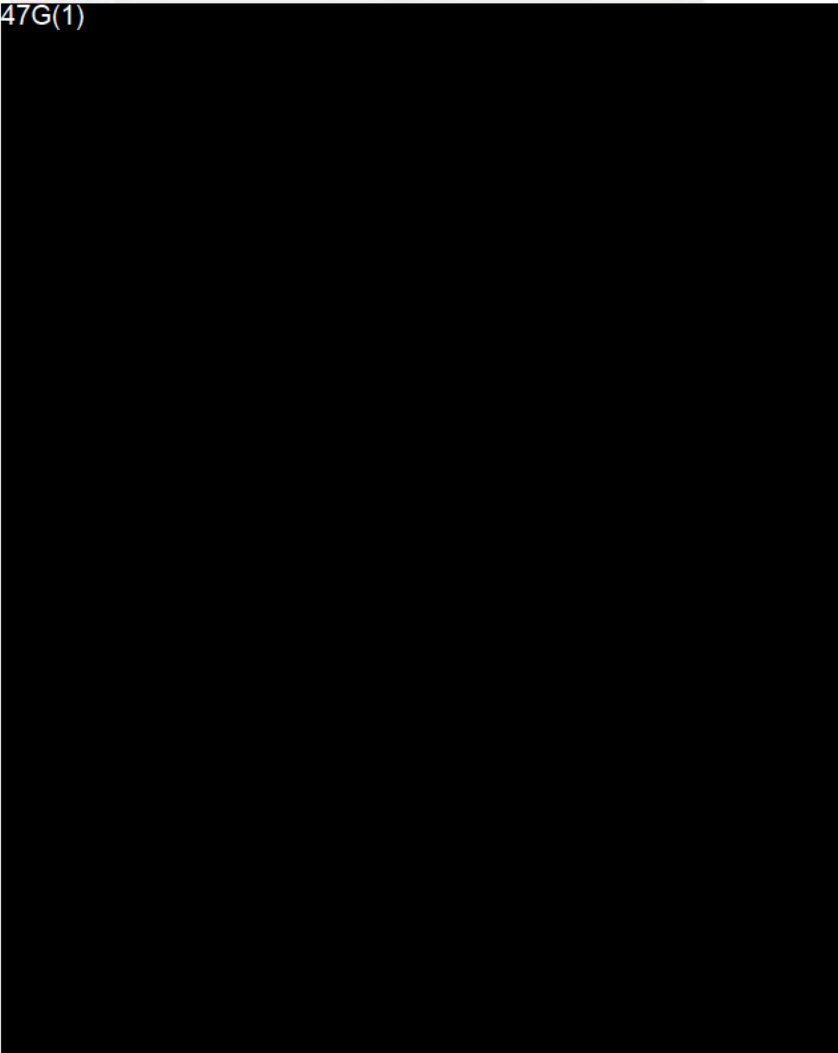
17/ LGBTQ+ Training delivered**Evidence a/ of delivery of LGBTQIA+ inclusion training for ALL employees**

LGBTQIA+ inclusion training is provided for ALL employees through the ABC online learning platform in the form of an online module that focuses on LGBTQIA+ Awareness. This module was developed in partnership with Pride in Diversity and is revised each year. The module runs for 20-30 mins and includes introductions to key ABC Pride members and quizzes to test individuals' knowledge.

This training is mandatory for ALL new starters with reminders built into the process that alerts managers if the training isn't completed.

Screenshot below of the mandatory training list which includes this module.

47G(1)



Evidence b/ communication promoting the training to ALL employees

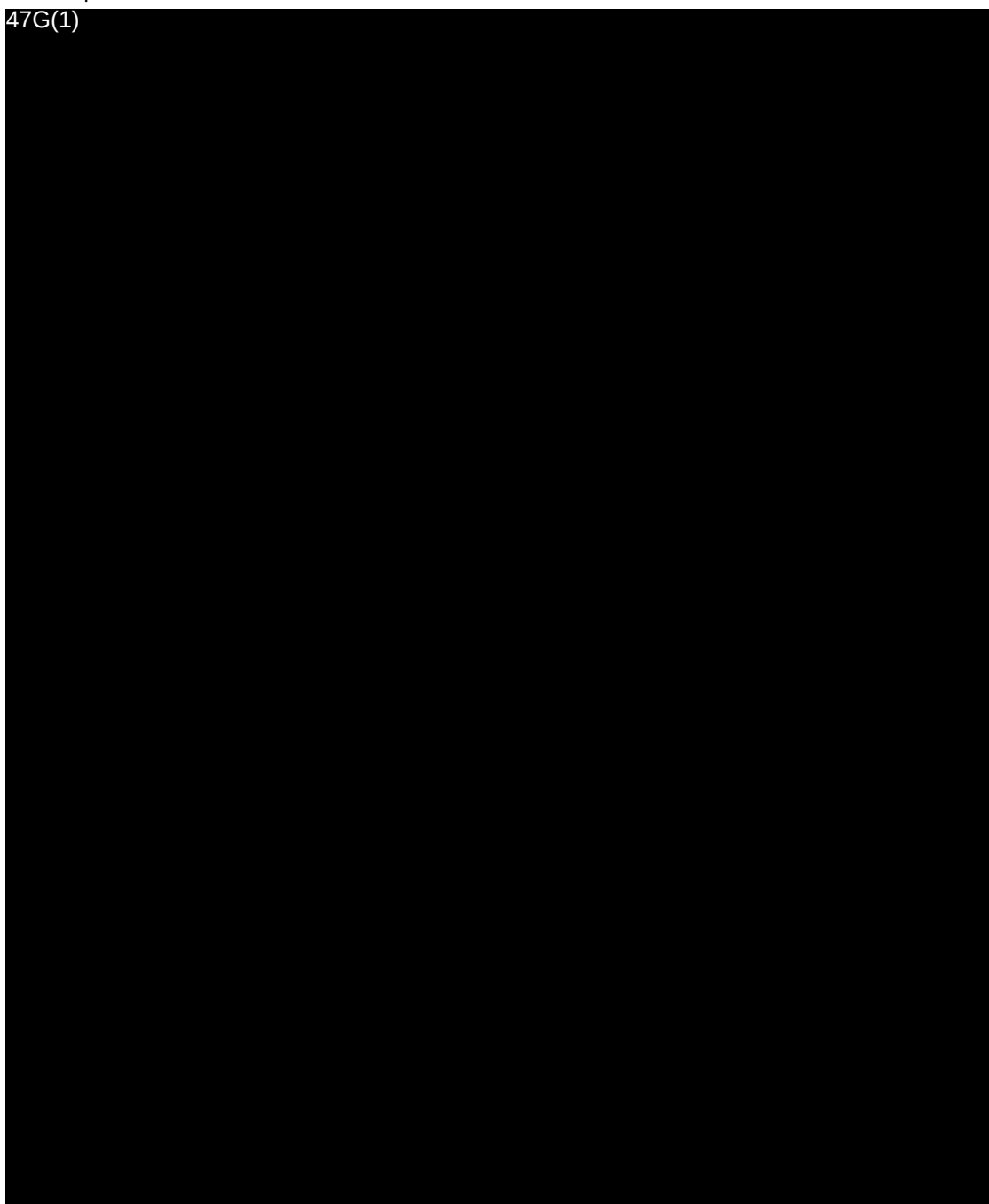
Communication is channelled through the onboarding process informing ALL new employees as they join the organisation that they need to complete the training.

Further communication is tabled on the ABC-wide intranet, and it is promoted through newsletters and internal events to ALL staff.

Evidence c/ a plan or action taken to increase uptake of training for ALL employees

The D&I team has worked with people leaders and teams through our 'Building an Inclusive Culture' training program and through periodic Divisional reporting (screenshot below) to develop strategies such as divisional communication, individual reminders and leadership by example to drive training completion.

47G(1)



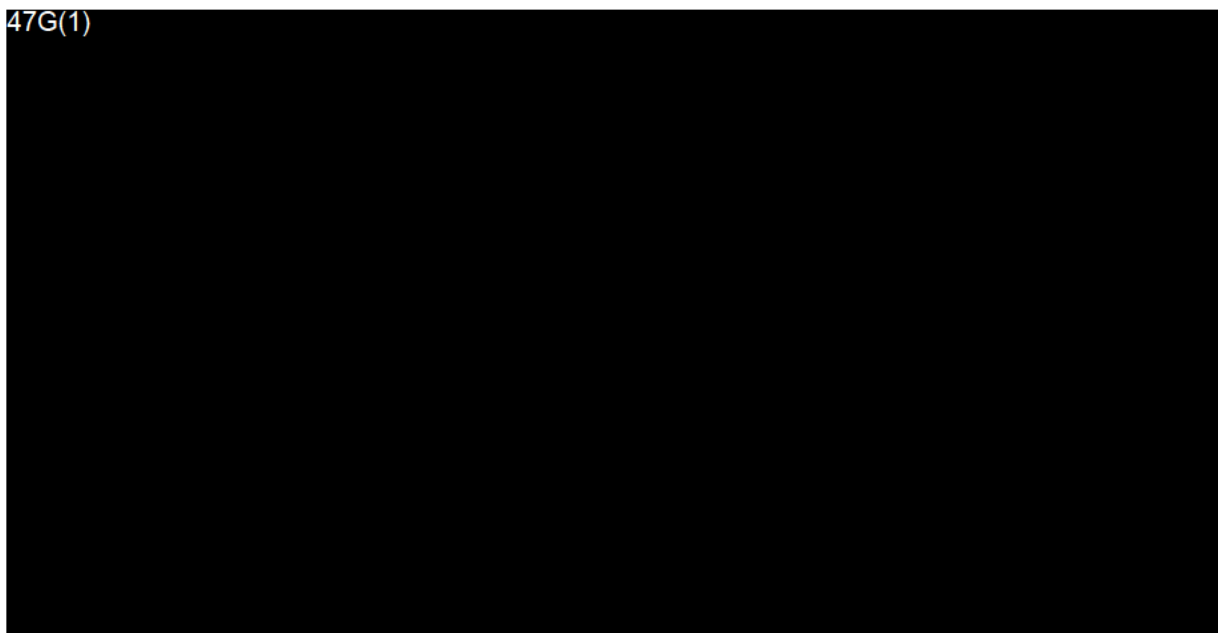
18/ LGBTQ+ Training for people managers

Evidence a/

Providing middle managers with an understanding of the challenges faced by LGBTQIA+ employees (Must incorporate the areas identified including: bullying/ harassment, targeting of innuendo).

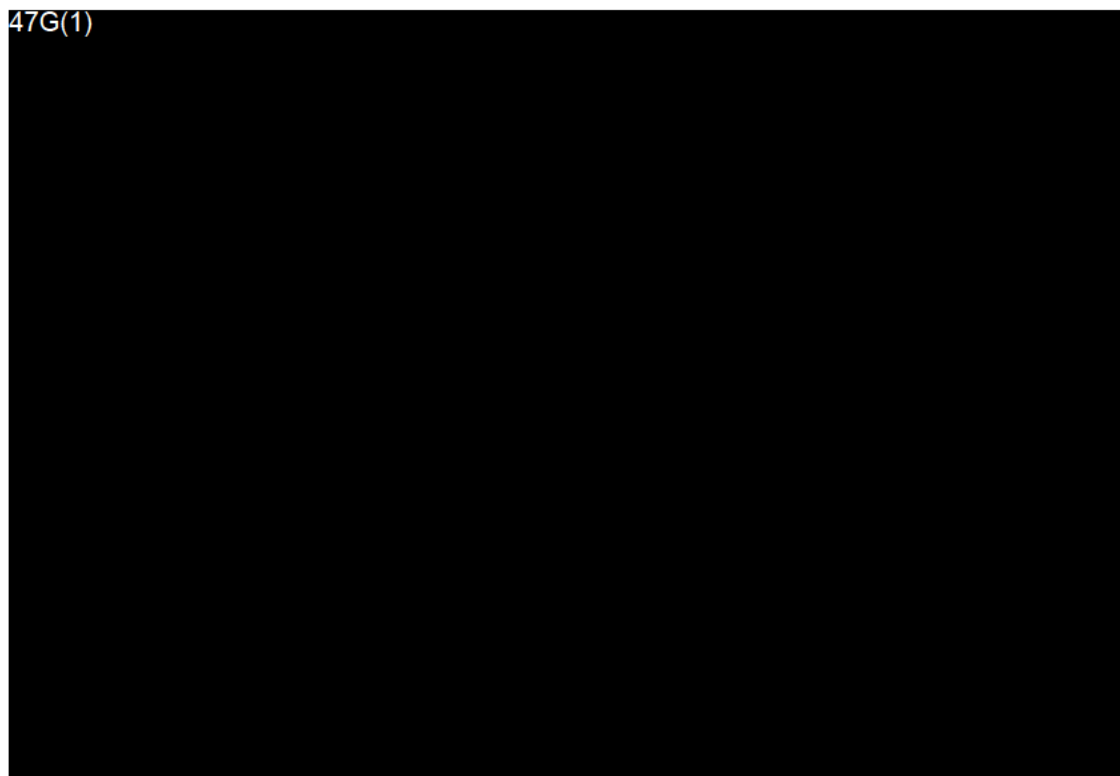
The ABC has several different opportunities for people managers to upskill and build awareness in various inclusion capacities, including supporting LGBTQIA+ employees with challenges specific to them as members of the community.

47G(1)



This screenshots below demonstrate relevant course content.

47G(1)



47G(1)

The trainings also highlight specific ABC policy that outlines unacceptable behaviours with direct reference to discrimination and harassment based on an employee's sexuality, intersex status or trans or gender diverse identity.

ABC Policy - Anti-Discrimination, Anti-Bullying and Anti-Harassment Policy

POLICY STATEMENT

We encourage and support positive workplace behaviours that reflect our values of integrity, respect, collegiality and innovation.

Behaviour like bullying, discrimination and harassment is clearly at odds with our values, as well as potentially breaching the law – and this will not be tolerated.

PURPOSE OF THIS POLICY

This policy is to make you aware of your obligations together with the ABC Grievance Resolution Guidelines.

- not to harass, discriminate, bully or victimise others and the consequences of such conduct; and
- how to make a grievance or complaint.

For information on how to raise issues of bullying, harassment and discrimination, and information about the approach we may take to resolve these issues, see the ABC Grievance Resolution Guidelines.

WHO AND WHEN

This policy applies to all ABC employees, all ABC suppliers, contractors and subcontractors, work experience students, interns and all ABC volunteers (**Workers**).

The expectations of behaviour set out in this policy apply:

- in the workplace (including outside normal working hours);
- while undertaking work activities (including interactions with third parties and while working away from the ABC's premises);
- at work-related events (including conferences and social functions whether during or outside business hours where the interaction is with other workers, whether in person, through email, messaging, social media and other means of communication).

- changing work arrangements such as rosters and leave to deliberately inconvenience a particular Worker or Workers;
- **speculating with colleagues about an individual's sexuality, intersex status, or trans or gender diverse identity;**
- deliberately excluding someone from work-related activities.

Workplace bullying can be carried out in a variety of ways, including through verbal or physical abuse, through email, text messages, internet chat rooms, instant messaging or other social media channels.

In some cases, workplace bullying can continue to take place outside of the workplace. It can be directed at a single Worker or a group of Workers and be carried out by one or more person.

Workplace bullying can occur upwards (i.e. directed towards a manager or supervisor), sideways (i.e. directed towards a colleague or contractor) or downwards (i.e. directed towards a subordinate or work experience participant).

BULLYING

All of us at the ABC have a legal obligation not to bully anyone and to treat each other with respect and courtesy.

Bullying in our workplace is unacceptable and will not be tolerated.

What is bullying?

Workplace bullying is repeated, unreasonable behaviour directed towards a Worker or a group of Workers, which creates a risk to health and safety.

Repeated refers to the persistent or ongoing nature of the behaviour and can involve a range of behaviours over time.

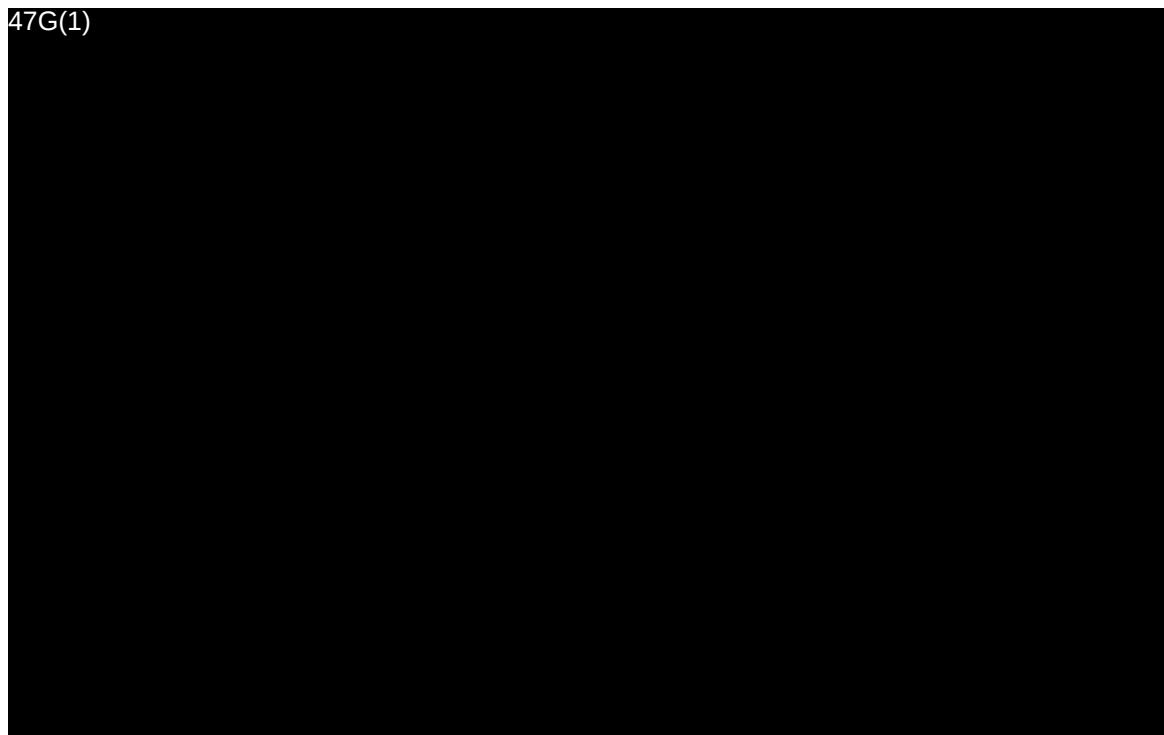
Unreasonable behaviour means behaviour that a reasonable person, having regard to all the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening.

The following types of behaviour, whether intentional or unintentional, may be workplace bullying if they are repeated, unreasonable and create a risk to health and safety.

- abusive, insulting or offensive language or comments;
- aggressive and intimidating conduct;
- belittling or humiliating comments;
- victimisation;
- practical jokes or initiation;
- unjustified criticism or complaints;
- **threatening to expose an individual's sexuality, intersex status, or trans or gender diverse identity;**
- withholding information that is vital for effective work performance;
- intentionally setting unreasonable timelines or constantly changing deadlines;
- intentionally setting tasks that are unreasonably below or beyond a person's skill level;
- denying access to information, supervision, consultation or resources to the detriment of the Worker;
- spreading misinformation or malicious rumours;

Evidence b/

47G(1)



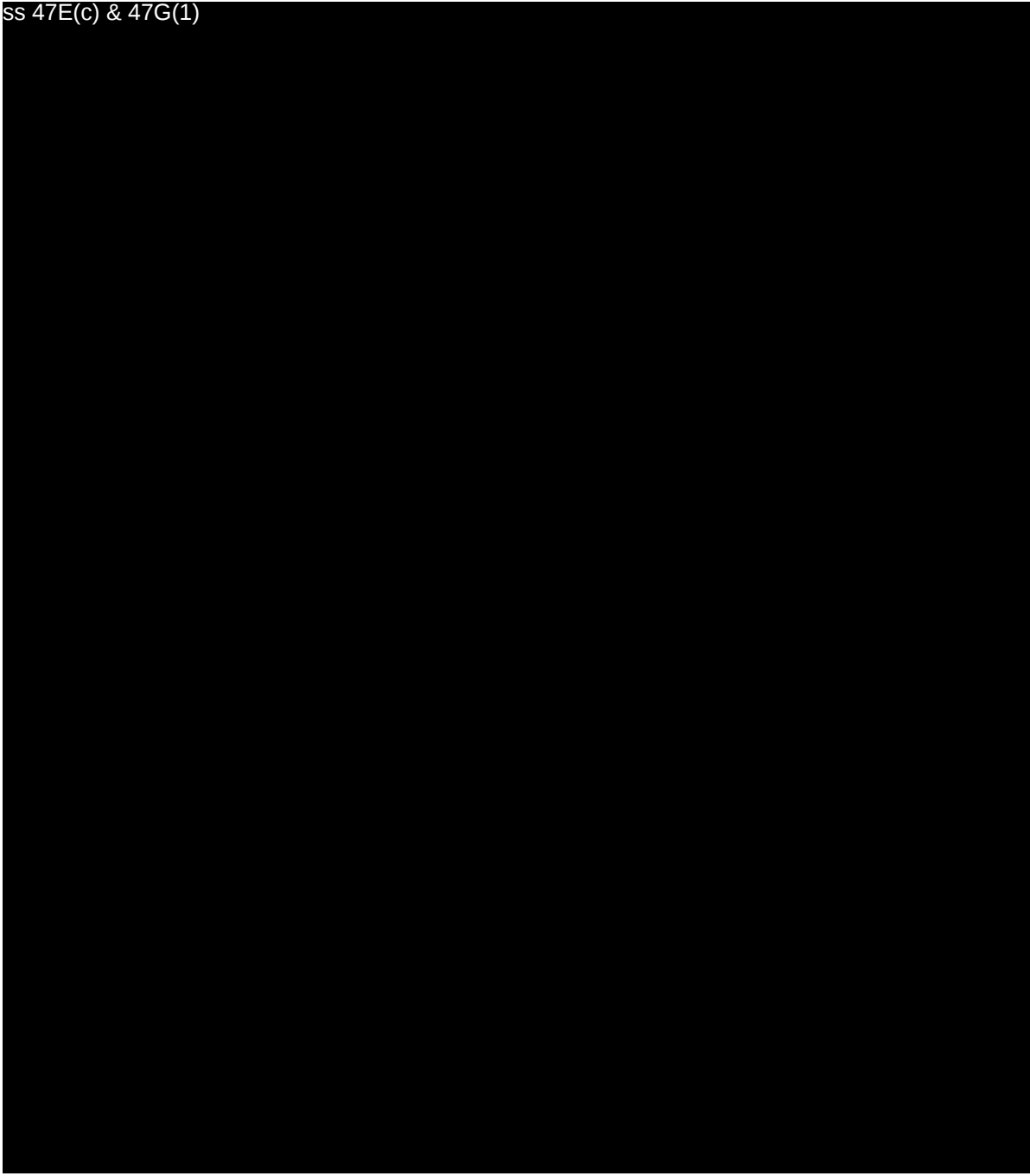
Evidence c/

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



19/ Training for critical functions**Evidence a/ (A) Role specific LGBTQIA+ training within one of the mentioned functions**

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

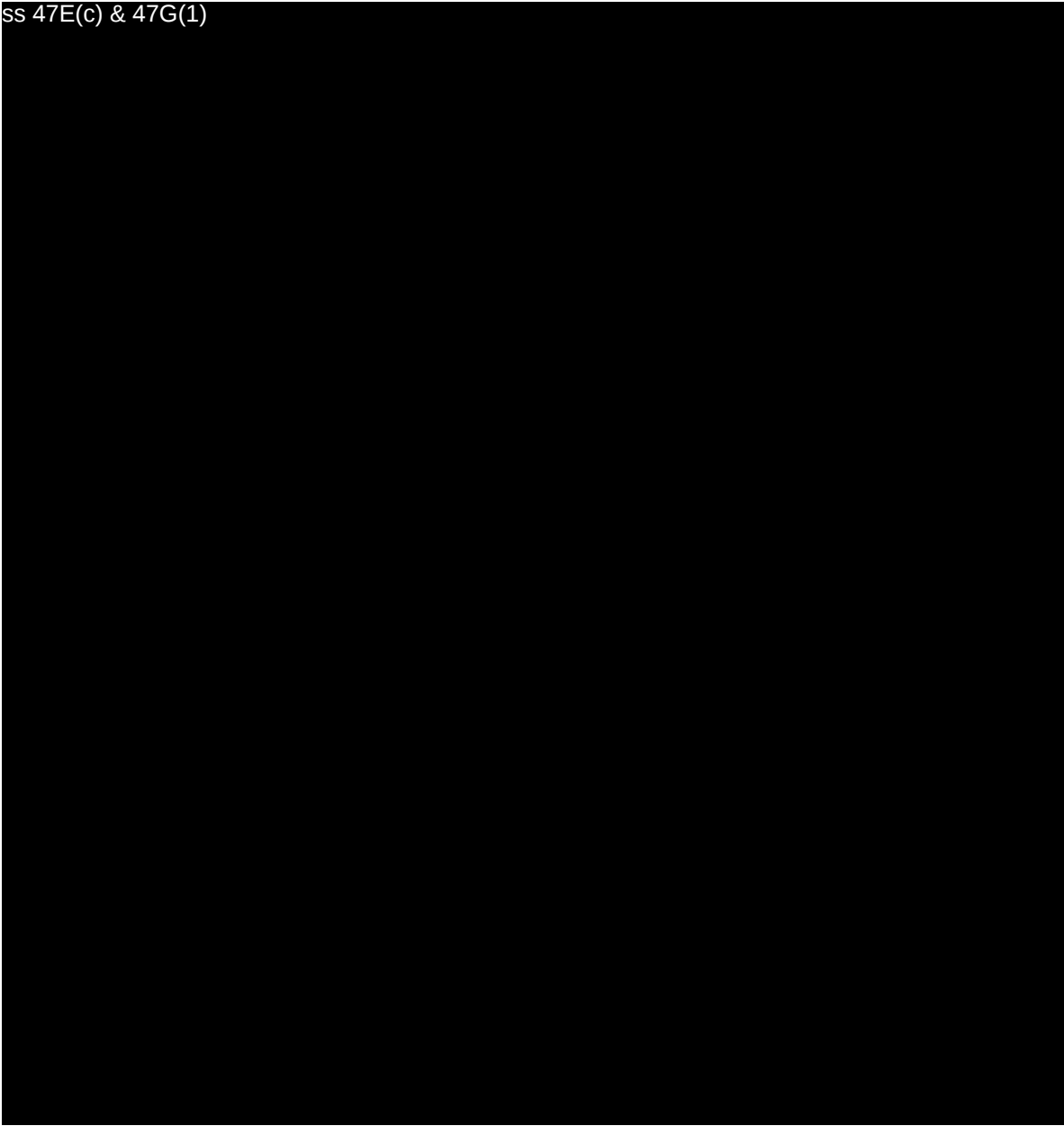
**Evidence b/ process in place to ensure new appointees within these critical functions are trained as part of their onboarding.**

These sessions have been recorded and are available at any time on the ABC Intranet for new starters joining the Recruitment or Business Partnering teams. An invitation is sent annually to encourage existing employees to complete the training again as a refresher and ensure that they remain aware and mindful of the unique challenges experienced by employees from LGBTQIA+ communities.

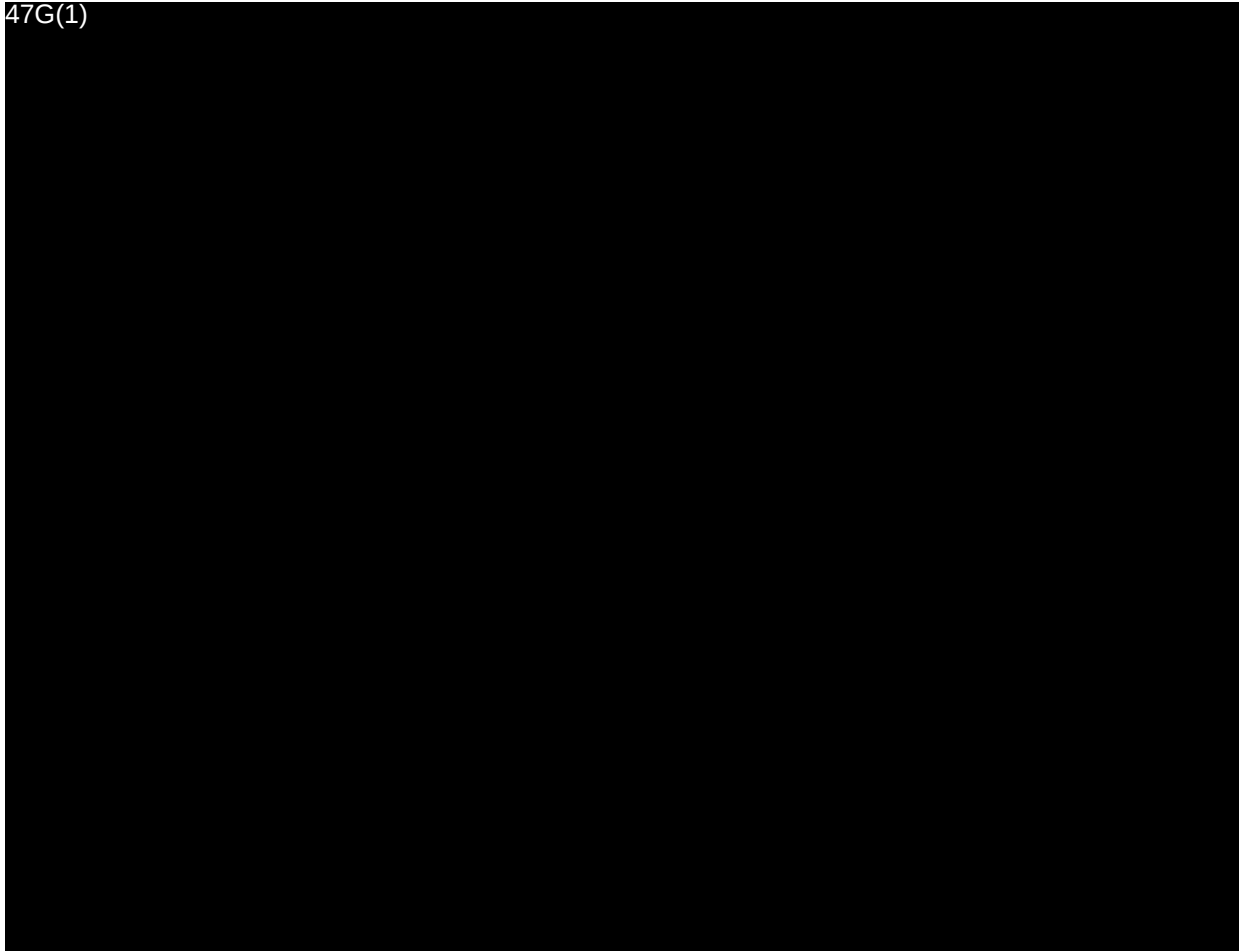
20/ Content in Leadership training

Evidence for incorporating LGBTQIA+ inclusion in professional development or internal leadership programs (over and above any work previously mentioned)

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



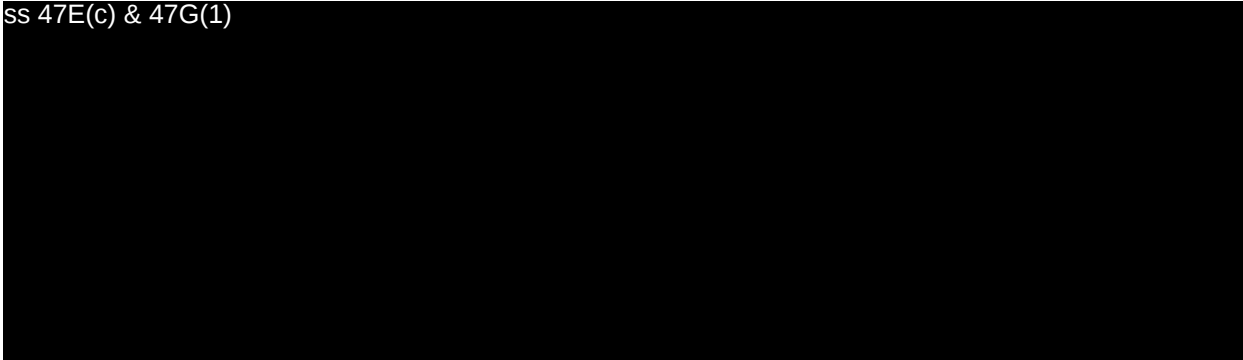
47G(1)



21/ Professional development for LGBTQ+ employees

Evidence a/ an existing process to identify and develop LGBTQIA+ employees

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

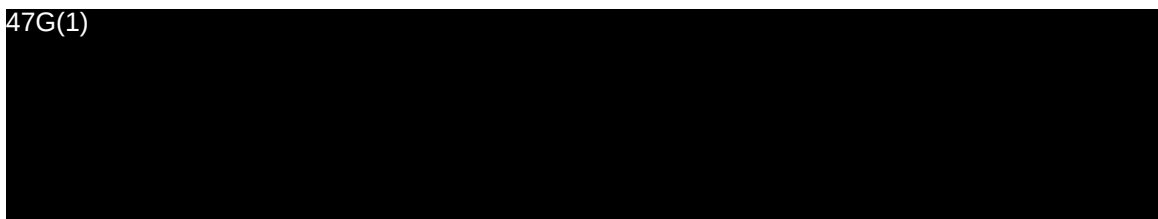


47G(1)



Evidence b/ describe how LGBTQIA+ participation rates can be extracted and / or reported on for these programs.

47G(1)



Diversity ⓘ ✎ +	
CALD (Cultural and Linguistically Diverse)	No
LGBTIQ+	Yes
Indigenous	No
Disability	Yes

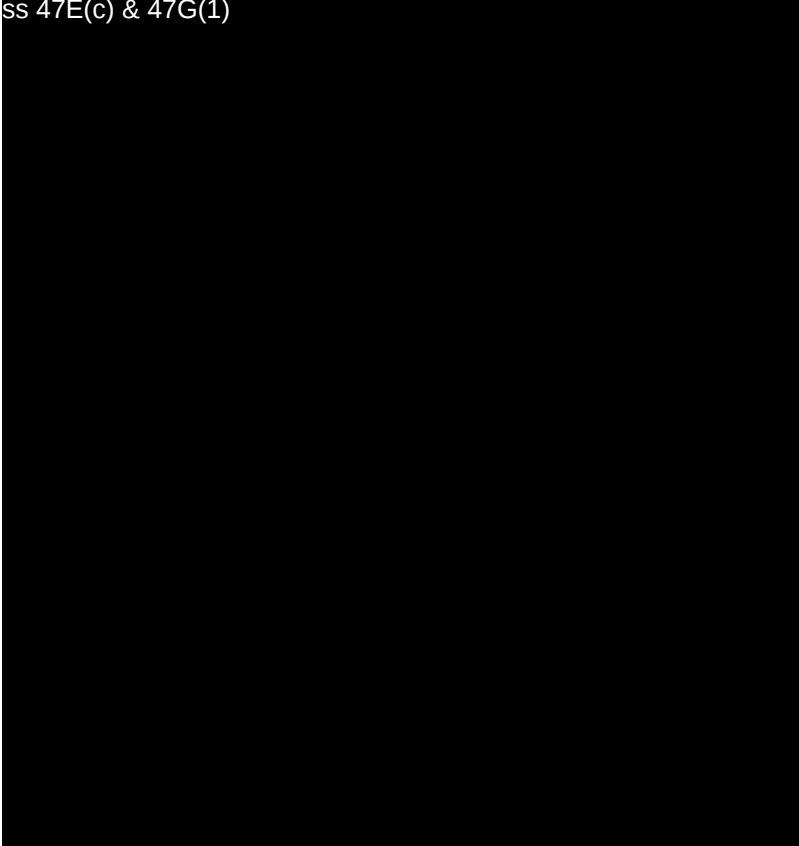
22/ Internal Senior Executive Advocacy

Evidence a/ we have two examples of Senior Executive visibility showing support for LGBTIQA+ inclusion internally.

The ABC Pride Co-Exec Sponsor and Chief People Officer attended a round-table discussion as a keynote speaker to share thoughts on the importance of allies in the workplace.

Visual evidence (A) of the round table event that the Chief People Officer attended

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



22/ Internal Senior Executive Advocacy evidence continued

Evidence b/ The Chief People Officer recognised the effort involved in completing the AWEI Submission in an all-staff communication, explicitly recognising the key individuals and the importance of workplace inclusion. See screenshot below of article and references.

★

ABC named Gold Employer

The ABC has reaffirmed its commitment to equality, taking home a **Gold Employer Award** at the Australian Workplace Equality Index (AWEI). The AWEI stands as a national benchmark for LGBTQ+ workplace inclusion, annually measuring and driving best practice for organisations all across Australia.

To attain gold employer status is a huge achievement, and we're thrilled to announce that – for the third year in a row! – the ABC has been recognised in this tier. Maintaining gold status is an incredible testament to ABC Pride's ongoing support of a better, safer and more inclusive spaces where every individual feels empowered to bring their whole selves to work.

The ABC was also recognised as a finalist for the **LGBTQIA+ Inclusive Innovation Award** for the immersive retelling of the first Mardi Gras march in 1978, *'Retracing the Steps of the First Mardi Gras'*.

██████████ Chief People Officer and Co-sponsor of ABC Pride, said: "This remarkable achievement is a testament to the dedication and hard work of many people. Special thanks to ██████████ from the ID&I team, and our ABC Pride Co-Chairs ██████████ and ██████████. Your commitment to fostering an inclusive workplace where everyone feels valued and respected has truly made a difference. Let's continue to work together to create a more inclusive workplace for all."

23/ Internal CEO Advocacy

Evidence a/ Managing Director David Anderson spoke at the annual ABC Pride Awards event and released an internal message (screenshot below) to all ABC staff following the event recognising the work of employees.

Video still of David Anderson at the ABC Pride Awards event thanking key individuals. The event was recorded and streamed live to all-staff.

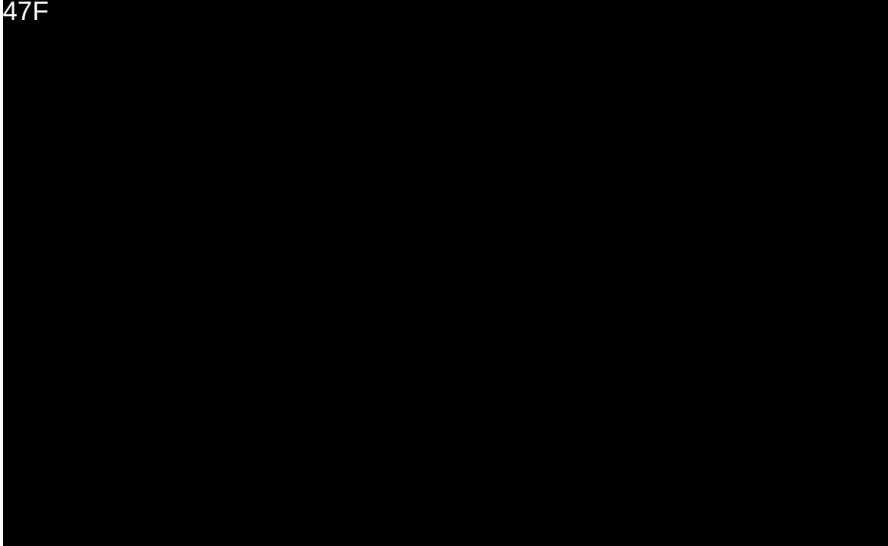


ss 47E(c) & 47G(1)

24/ External Senior Exec / CEO Advocacy

Evidence a/ The ABC Chief People Officer and the Director of Audio Division attending the AWEI Awards Luncheon in support of LGBTQIA+ Workplace Inclusion. Image below of them attending the event.

47F



Evidence b/ Director of Audio promoting Fran Kelly's ABC podcast that focuses on queer experience.



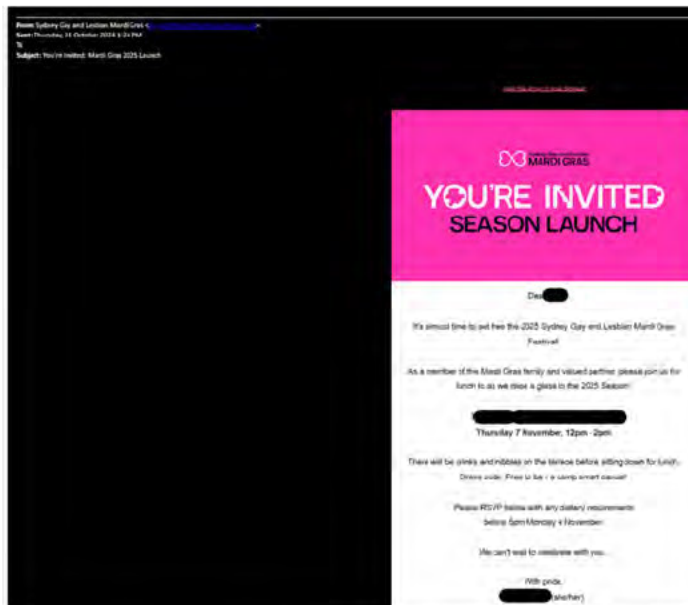
25/ Support for Senior Leadership

Evidence a/

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



Evidence b/ Senior Executive, Head Operations and other senior leaders attended an external peer-led LGBTQIA+ inclusion support for **Mardi Gras Partnership Launch** which offered an opportunity for contracted suppliers to collaborate and network.



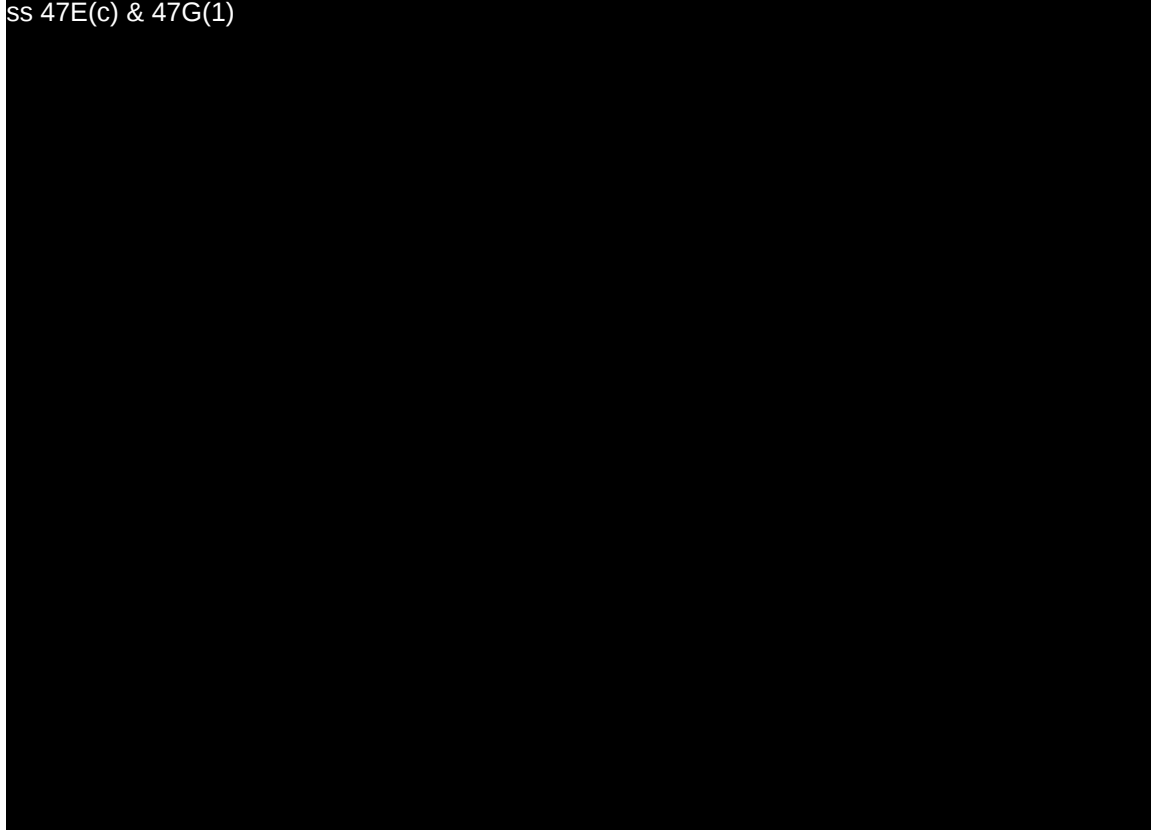
26/ Employee analysis

Evidence a/

Details of the data analysis below:

ABC's Employee Engagement Survey was rolled out in May 2024 which captured employee engagement input from all employees including those with diverse sexualities and genders.

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



Evidence b/ the analysis is reported on, over and above acknowledgement that it took place

This is an example of an email that was sent out to each division from their respective Executives i.e. Director Audiences, Chief People Officer, etc.

From: [REDACTED]
Sent: Wednesday, July 31, 2024 10:23 AM
Subject: Audiences Engagement Survey - Next Steps

This message has been sent to all employees in the Audiences Division

Dear Team,

As we have been discussing across the team, we ran our Employee Engagement Survey in May this year, where we asked for your feedback about working at the ABC.

Overall, approximately [REDACTED] staff across the ABC completed the survey, which was a slight increase on the number of responses received in prior years. The ABC's employee engagement score for this survey was [REDACTED]. The previous survey was conducted in 2022 and the engagement score at that time was [REDACTED].

The ABC-wide results showed that employees collaborate to get the job done, that people are proud to work for the ABC and that our staff feel supported and respected at work. That we have rated highly in these areas is testament to the great work we all do and to your commitment to each other and the ABC.

The survey also identified that there are opportunities for better information sharing across the ABC, more effective collaboration across teams, better information to be provided about important decisions, and for greater support to be provided to staff when adapting to organisational changes.

Results across Audiences

Thank you to the [REDACTED] people from our division who took the time to provide their feedback. That's a [REDACTED] response rate, which is very good. The engagement score in our Division for 2024 was [REDACTED].

You told us that:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

These results are not something that just happen – it takes deliberate action informed by conversations between individuals and teams, and I want to acknowledge the effort so many of you are putting in each day.

Evidence c/ if the analysis is reported on to an executive(s) over and above acknowledgement that it took place

ABC HR arranged a briefing session attended by all Senior Executives across the ABC. The session was facilitated by the survey experts who explained the results and facilitated focused discussions about the results.

Executives were then required to cascade information to their entire division discussing the outcomes and analysis of the survey.

Further discussions and workshops were held to drill into the findings providing employees with an opportunity to collectively discuss what would make the workplace more engaging and inclusive. Action Plans to support staff inclusion and engagement have subsequently been developed within each Division.

27/ Employee data review

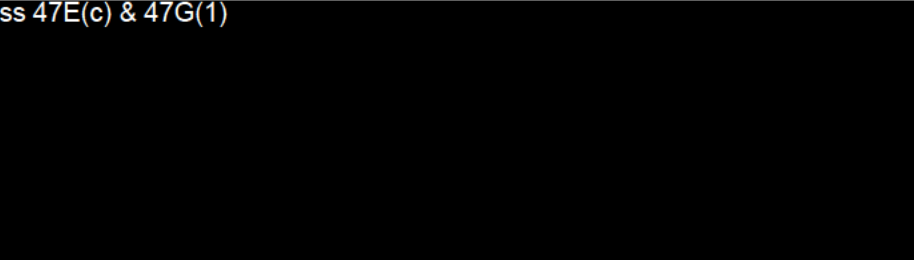
ss 47E(c) & 47G(1)



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

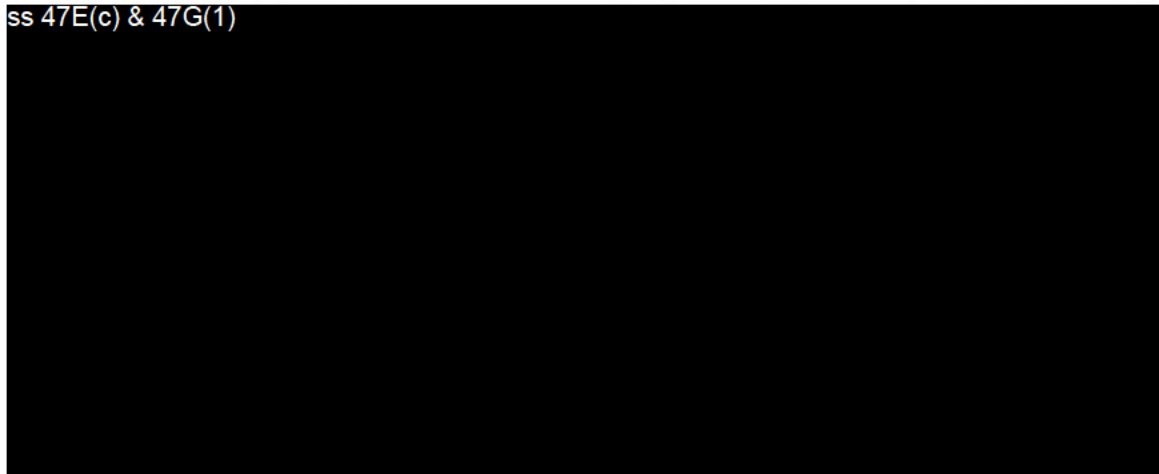


ss 47E(c) & 47G(1)



Introduction

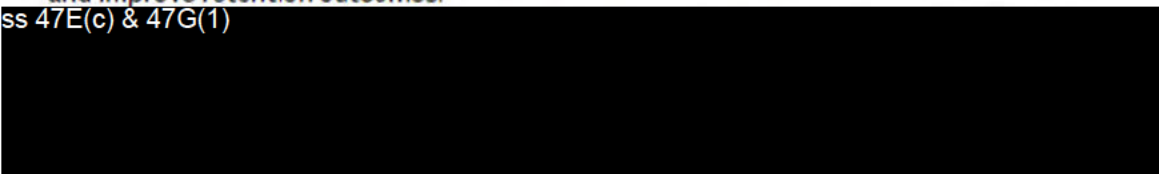
ss 47E(c) & 47G(1)



At each stage of the employee lifecycle, there are unique opportunities to engage with employees in ways that foster engagement with a sense of value and connection with ABC. This initial phase of our Retention Framework centres on assessment of processes, data collection and identification of knowledge gaps to gain insights into employee experiences across different lifecycle stages.

The framework will transition into exploring innovative strategies to tackle identified issues and improve retention outcomes.

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



This Retention Framework centres on the assessment of processes, data collection and identification of knowledge gaps and will provide insights into employee experiences across different lifecycle stages.

It will explore innovative strategies to tackle identified issues and improve retention outcomes and present a detailed analysis of the collected data that will inform a table of strategic recommendations designed to be implemented by ABC.

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



Evidence b/ss 47E(c) & 47G(1)



28/ Employer branded participation in community events

MidSumma event in Melbourne, see images below featuring ABC Pride's logo and merchandise for sale.

ss 47E(c) & 47F



ABC Pride @ Midsumma

Melbourne CBD's Alexandra Gardens came alive on Sunday 21 January as the Midsumma Carnival splashed the (normally) green space with every other colour of the rainbow.

Our fabulous volunteers were on hand to represent our pride in the ABC, our colleagues, and our wider community. Nate Byrne delivered the charisma and clear skies we can depend on, and carnival attendees loved our merch.



29/ Pro Bono financial support charities and organisations

Evidence a/ Wear It Purple Day – Comms enabling interested staff to donate privately to Wear It Purple.

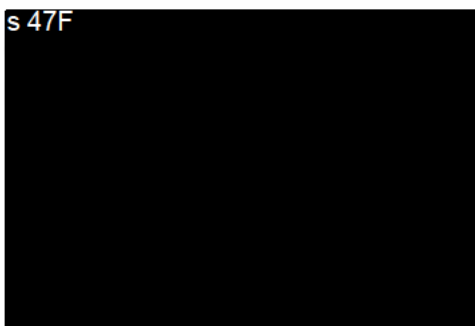
Donate to Wear It Purple

[Wear It Purple](#) is a not-for-profit organisation that strives to foster supportive, safe, empowering and inclusive environments for rainbow youth across Australia, and you can help them do it!

Click below or scan the QR code to learn more.

47G

Receipt for a private donation from an ABC staff member:



Evidence b/ ABC Pride's involvement in Pride in Practice with Nate Byrne attending in-person at the Melbourne conference.

DAY 2 CONT'D WEDNESDAY 27 NOVEMBER 2024				
10:00am - 10:30am	Session 14A LGBTQ+ and AI in Data Collection: Inclusion Interventions ET	Session 14B Transforming Lives - Employing Trans and Gender Diverse People Trans Employment Program Australia	Session 14C A conversation on courageous LGBTQ+ leadership & science to advocate DITGLS	Session 14D The High Cost of Doing Less Vidange JHR Consulting
11:00am - 11:30am	Session 15A Parker Padot's Quiet Kyle at your queer event, Access Sparky inclusion University of Sydney	Session 15B Fly to Fly Out and Proud: Breaking Ground Gulf	Session 15C Enhancing the experience of transgender employees throughout the employee lifecycle Drecone	Session 15D Pride Partnerships: Expanding Horizons, Creating Change Happ
11:30am - 12:00pm	Session 16A Diversity through Adversity: The Gay Struggle in Design	Session 16B River City Renaissance: The Rise of Queer Inclusion in Brisbane Pride in Diversity	Session 16C Building a Global ERG: The Capgemini Outfront Story Capgemini	Session 16D Empowering Families: DLA Piper's Trailblazing Gender Affirmation Policy DLA Piper
12:00pm - 12:30pm	BREAK: LUNCH AND NETWORKING			
1:00pm - 1:30pm	Session 17 Representation, Regional Reach and other X words Representation			
1:30pm - 1:45pm	Closing Remarks Representation			

Session 17

**REPRESENTATION, REGIONAL REACH AND
OTHER R WORDS****ABC**

Spoiler alert, the other R word to be featured is radio. It's time for a good ol' fashioned radio quiz and caller three is on the line. With a potential audience reach of almost 99% of the Australian population, the ABC has daily conversations with all Australians.

How do we ensure our staff reflect that diversity on and off the air? Join us for a discussion about experience. From all corners of the country.

Nate Byrne facilitating the session.



30/ AWEI employee survey participants – we have not participated

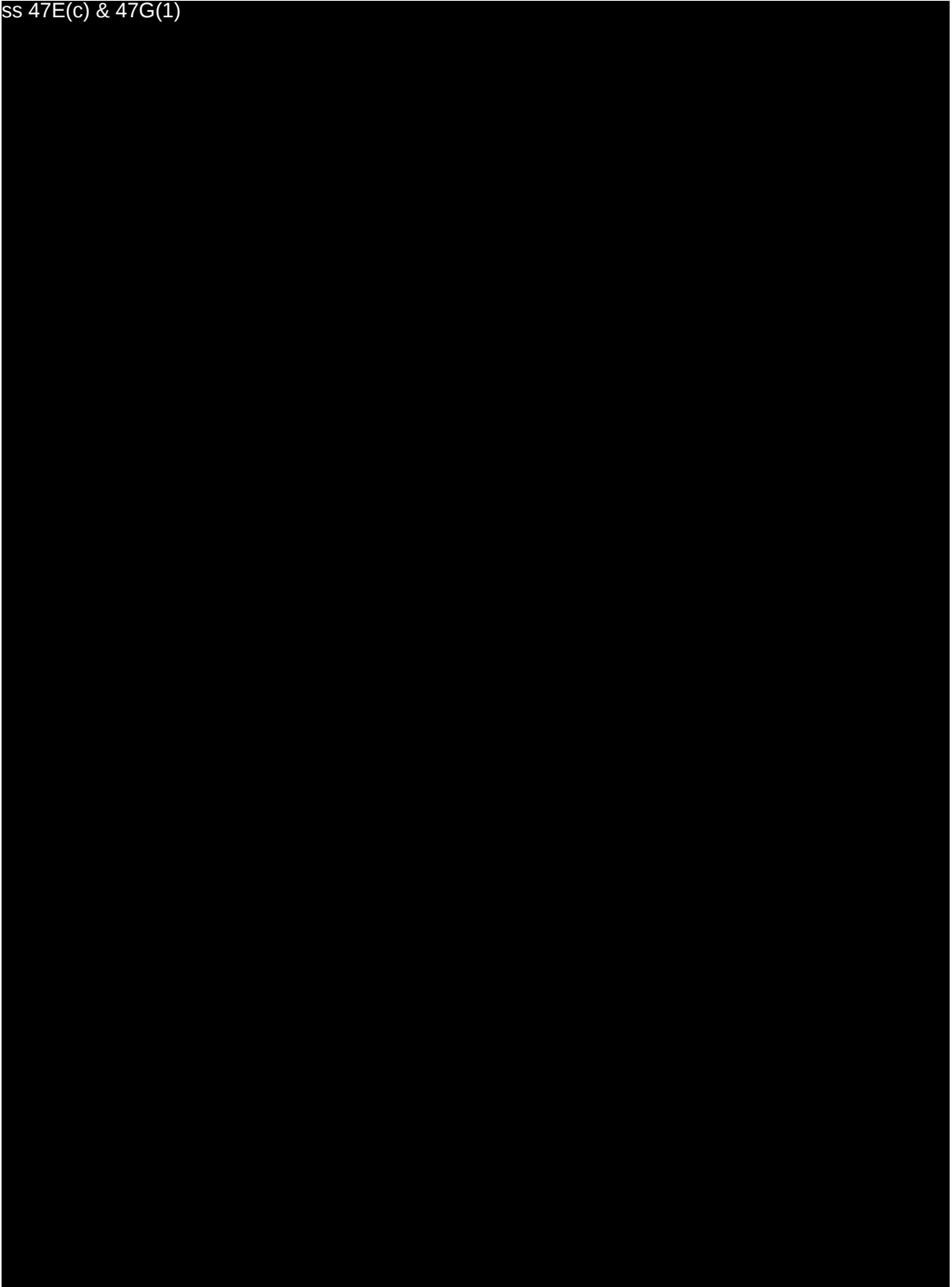
31/ Additional Points

a/

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 firsthand. Examples of this include: First Day.

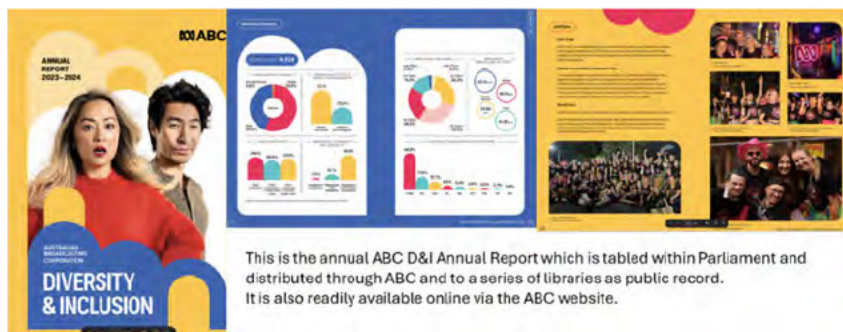
b/

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



c/

In addition to the ABC internal reporting we also publicly release our progress and accomplishments annually through the ABC Annual D&I Report. Extracts from this document which is currently within Parliament for review.

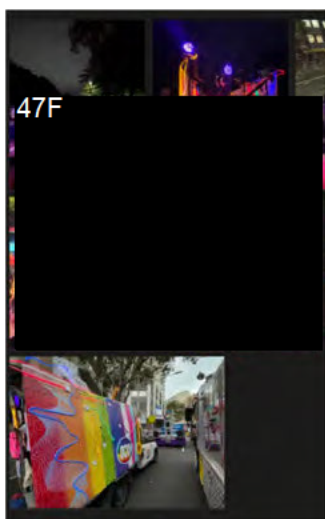


d/

ABC on-air talent hosted the Pride in Diversity AWEI Awards alongside Courtney Act.

e/

As the national broadcaster the ABC is unable to allocate funds for participation in the Mardi Gras and other events around Australia. However, the ABC leadership supports ABC Pride to raise funds through the sale of merchandise and food stalls throughout the year. I am including this as an extra point as it demonstrates the collaboration and support between ABC leadership and the ABC Pride network working together to achieve such an outcome that enables ABC Pride to represent LGBTQIA+ staff at the ABC.



f/

ABC Pride arranged for free pronoun pins and short educational flyers to be handed out to all staff in order to raise awareness of respectful pronoun usage. Image below shows the pin on an ABC Pride lanyard.



Pronouns and Neopronoun Badges

What are Pronouns and Neopronouns?

Pronouns are the words we often use to talk about a person when we're not using their name.

These might be he/him, she/her, they/them or other pronouns.

Some people use one set of pronouns (eg. Pablo uses he/him pronouns) and some people use more than one (eg. Samira uses she/her and they/them interchangeably).

Some people change the pronouns they use at different points in their life, and making sure we use their new ones is an important part of respecting them.

In English, pronouns are gendered, which means that the pronouns we use often refers to that person's gender. However, because we can't always tell someone's gender just from looking at them, we can't really know what pronouns to use for someone until we ask them.

Asking what someone's pronouns are might feel weird at first, but it quickly becomes something you do automatically. A good way to start is to offer your own.

You may also see neopronouns which are newer pronouns used by some to refer to themselves without the context of gender. Some examples are *xe/xir* or *ze/zir*, both pronounced zee and ze-er (rhymes with 'here').

Some people may use a noun as a pronoun instead. Neopronouns are less common, but it is important to respect their usage.