

2021 EMPLOYER PARTICIPATION DETAILS

EMPLOYER / ORGANISATION DETAILS	
Organisation Name:	ABC
Sector:	Public/Government: Federal
Employer Size (within Australia):	Number of employees within Australia: <= 500 employees - If you have 500 or less employees, please ensure you use the SMALL EMPLOYER AWEI
Regional Employers	Is your head office Regional? No
Global Employers	Do you have international offices: No Is your head office in Australia: Yes
Contact Person for the Index: <i>This is the person we should contact if we have any questions. Email results will also be sent to this person and hard copy participation certificates will be mailed to this person.</i>	Name: § 47E(c) Position Title: § 47E(c) Postal address (including postcode): GPO Box 9994 Sydney NSW 2001 Phone number: § 47E(c) Email: § 47E(c)
INTERNATIONAL WORKPLACE INDEX PARTICIPATION	
Do you participate in any other workplace equality indices globally?	No

INDUSTRY BENCHMARKS	
<p>Participating employers will by default be benchmarked according to:</p> <ul style="list-style-type: none"> • Sector: Public / Private / NFP / Higher Education • Government: Federal, State, Local • Employer Size • Awarded Tier Recognition • Global Employers <p><i>All benchmarking tables will be provided for comparison, but only those that reflect your dominant industry/business should be selected here.</i></p>	Media & Entertainment
DISCLOSURE RECOGNITION	
<p>Please select participation identification level at which we can identify you (Name and Employer Tier only, no scores)</p>	<p>We list employers annually that reach each of the employer recognition tiers within the AWEI, unless you choose to be anonymous. Some employers choose only to be identified should they reach a certain recognition tier.</p> <p>Select the recognition tier at which you would like to be publicly identified:</p> <p>We are happy to be identified regardless of employer tier reached</p>
ADDITIONAL AWARD SUBMISSIONS	
<p>Have you considered nominating someone for an LGBTQ Inclusion Award?</p> <p>Please list any other LGBTQ Inclusion Awards that you are submitting for this year within the AWEI. This provides us with a cross-check reference to ensure that all expected submissions are received.</p> <ul style="list-style-type: none"> • Consider nominating a group or individual for their extensive work in LGBTQ inclusion within your organisation • More than one nomination in each category may be received <p>• Individual Nomination submission forms can be found here: http://www.pid-awe.com.au/submission-documents/</p>	<p>Award Nomination Categories:</p> <p><input type="checkbox"/> CEO of the Year Award: David Anderson</p> <p>■ s 47E(c)</p> <p>■</p> <p>■</p> <p><input type="checkbox"/> Network Leader of the Year Award: Manda Hatter</p> <p>■ s 47E(c)</p> <p>■</p>
NEGATIVE PRESS / COMPLAINTS DISCLOSURE	
<ul style="list-style-type: none"> • We have received negative press that has impacted our reputation as an LGBTQ inclusive employer – No • Formal complaints were lodged against us for LGBTQ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act) – No • We understand that up to 25 points <i>may be</i> deducted from our score if we have received a significant amount of negative press regarding an anti-LGBTQ incident where our organisation was responsible and insufficient action was taken to rectify this. 	

No negative press or formal complaints have been received.

ACCURACY STATEMENT

We confirm that at the time of submission, details provided for all questions identified within the three submission documents are true and accurate. We understand that should any claims be found to be false, points and rankings will be adjusted accordingly.

Name of person signing off accuracy:	§ 47E(c)
Position within organisation:	§ 47E(c)
Contact Email:	§ 47E(c)
Contact Phone:	§ 47E(c)

2021 STANDARD EMPLOYER AWEI

SECTION 1: STANDING SUBMISSION

This section pertains to LGBTQ inclusion within organisational policies and practice.

The Standing Submission includes:	
HR Policy & Diversity Practice:	Standard practices within HR Policies and explicit LGBTQ inclusion within them; including third party policies
LGBTQ Bullying / Harassment & Support:	Tracking and handling of potential incidents and support for LGBTQ employees, should this occur
Trans & Gender Diverse Inclusion:	Explicit policy inclusion for trans and gender diverse employees; including leave, forms, titles and dress codes
Strategic Focus:	Accountabilities and role responsibilities for HR and Executive staff; external / customer facing inclusion promotions

IMPORTANT NOTE:

If you have submitted an AWEI last year, you may choose to carry over your point allocations within Section 1: Standing Submission only.

- If you wish to carry over your entire Standing Submission scores from last year, please leave Section 1: Standing Submission blank. (Recommended if you are satisfied with your previous scores and/or no further work has been done in this section.)
- If you leave any questions blank within this section, we will not change the score from last year.

OR:

- If you wish to submit (or re-submit) for any question/s within Section 1: Standing Submission, please submit evidence for the individual question/s applicable.
- If you submit evidence for any question, the evidence and score will be re-evaluated based only on the evidence supplied within this Submission (last year's evidence will not be referenced, so you must re-submit all evidence requested).

Please provide the name and contact details of your Senior HR person:

Senior HR Person:	§ 47E(c)
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Contact Details (email / phone):	s 47E(c)
Should we require clarification/verification for any particular question within Section 1: Standing Submission, we will contact this individual. If this contact is not supplied, it may result in a loss of points for questions within this section.	

For further support and clarification: Please download the [AWEI Scoring Guidelines](#) or refer to the [AWEI Tools and Support](#) webpage.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	FOUNDATION
1. Removal of the terms: 'Sexual Preference' or 'Lifestyle Choice(s)'	Max. 2 points
We have conducted a review to ensure that any reference to 'sexual preference' or 'lifestyle choice' within our policy documentation, diversity references, on external facing websites and company intranet pages has been replaced with the words 'sexual orientation.'	
Please provide an outline of progress to date.	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	FOUNDATION
2. LGBTQ Inclusivity within Policies and Benefits	Max. 2 points
On our policy intranet pages (or upfront within our policy documentation), we have made it <u>explicitly clear</u> that all policies are inclusive of LGBTQ employees and their families (where families are included within policies/benefits).	
Please provide a screenshot or insert attachment of where you state the explicit inclusion of LGBTQ employees (and families where relevant) within policies/benefits (please do NOT attach complete policies).	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	FOUNDATION
3. New Parent Leave Inclusive of LGBTQ Families	Max. 3 points
On our policy pages (or upfront within our family policy documentation), we <u>explicitly communicate</u> that our New Parent Leave (or equivalent) includes those who have children via surrogacy, adoption and foster arrangements regardless of employee gender.	
For full points, please identify:	
(a) If leave covers surrogacy and where the availability of this leave is explicitly communicated for LGBTQ families	
(b) If leave covers adoption and where the availability of this leave is explicitly communicated for LGBTQ families	
(c) If leave covers foster arrangement and where the availability of this leave is explicitly communicated for LGBTQ families	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	ADVANCED
4. Travel Advice for Employees	2 points
We have travel advice and support available to our LGBTQ employees or employees with LGBTQ dependents should they be required to travel for work (e.g. cultural context, safety, LGBTQ matters in other jurisdictions).	
Please provide a copy of travel advice available.	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	ADVANCED
5. Third Party Policies	Max. 2 points
We have audited third party service providers to ensure they align with our non-discriminatory policies/procedures, inclusive of LGBTQ people and their families.	
Please select <u>all</u> that have been audited, evidence only required for <u>one</u> :	
<input checked="" type="checkbox"/> Superannuation - Commonwealth Superannuation Fund (Plans: PSS Accumulation Plan and Pssdb fund) and Australian Super - audited <input checked="" type="checkbox"/> Death & TDP Benefits / Life Insurance (Above funds) - audited - evidence provided for Australian Super <input checked="" type="checkbox"/> Travel Insurance - Medibank and Bupa - audited <input checked="" type="checkbox"/> Healthcare (excluding EAP - Employee Assistance Programs - covered elsewhere) - Medibank and Bupa - audited	
Please select all that have been audited from the list above (clicking the check box will mark it as selected). Please also provide evidence for <u>one</u> of the above, showing explicitly where LGBTQ inclusivity is stated.	
S 47E(c) [Redacted] [Redacted] [Redacted] [Redacted]	

ABC partnering superannuation company AustralianSuper outlines in their PDS explicitly that a spouse includes de facto and same-sex relationships



AustralianSuper
Public Sector Division

INSURANCE IN YOUR SUPER
Money when it matters most

Effective 30 May 2020

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This information is the document form part of the AustralianSuper Public Sector Division (PSD) Public Sector Division (PSD) PDS. It is not a contract. It is a document that provides information about the insurance cover provided by AustralianSuper PSD. It is not a contract. It is a document that provides information about the insurance cover provided by AustralianSuper PSD.

Deciding who will receive your super and insurance money if the worst happens is an important decision for you.

Who can be nominated?

You can nominate these people:

- a spouse (including de facto and same-sex)
- a child (including a child who is adopted or foster child)
- a financially dependent person who lives with you and shares a close personal relationship where one or both of you provide for the financial and domestic support and personal care of the other
- other financial dependants (such as someone who relies on you financially)
- your legal personal representative (who will be the executor or administrator of your estate).

Special conditions for children

Children aged between 18 and 25, who are financially dependent on you, may choose to receive your benefit as regular income payments until they reach 25 (unless your account runs out earlier). The remaining account balance will be paid out to them when they turn 25. If your child is permanently disabled, they may continue to receive regular payments until the money runs out, regardless of their age. Beneficiaries should consider seeking financial advice before making a decision.

What's paid if you die?

If you die, the amount payable to your dependants, nominated beneficiaries, or legal personal representatives (executors of your estate) is made up of:

- your super account balance. This may include super contributions made by your employer or by you, and any amounts rolled over from other super funds (less any appropriate charges and taxes); and
- any insurance amount which may be payable, the amount of which depends on your level of insurance cover with us and your age at the time of your death.

Our responsibility

When a member dies, we have a responsibility to pay out the member's account balance to the person or people entitled to it. We decide who to pay by following legislative guidelines and the AustralianSuper Trust Deed. We must decide who receives a payment within strict legal guidelines even if the decision is an unpopular one.

Decide what happens to your money

You have two options when deciding what happens to your money.

Non-binding nomination

A non-binding nomination isn't legally binding. We (AustralianSuper) are legally responsible for deciding who to make payments to after your death and must follow the laws about this. We'll consider all nominated beneficiaries, but we're not bound by the nominations if we decide we have an obligation under our Trust Deed and current legislation to pay someone else.

To make a non-binding nomination log into your account at australiansuper.com. You can change your nominations anytime.

Binding nomination

With binding nominations, you provide formal written direction to AustralianSuper to tell us who you want your account balance and death benefit paid to. As long as it's valid, your nomination is legally binding and we must follow it. This means that we must pay the people nominated as long as they qualify as a beneficiary.

A correctly completed binding nomination comes into effect from the date we accept it and expires three years from the date you sign the form. The expiry date of your binding nomination is shown on your member statement and we'll also send you a reminder before your nomination expires.

You can set up or change your binding nomination anytime. You'll need to complete a valid *Binding death nomination* form available at australiansuper.com/forms.

What if my nomination is invalid?

If your binding nomination is invalid we'll consider your wishes but use our discretion when paying out your account balance. Examples of an invalid nomination include:

- your nomination was made more than three years ago
- your form was not correctly signed and witnessed

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE

6. LGBTQ Inclusive Domestic & Family Violence Policy

We have a Domestic & Family Violence Policy (DFV) that covers the following:

ADVANCED

Max. 5 points

- (a) specific challenges and unique types of violence faced by LGBTQ communities
- (b) stated LGBTQ avenues of support
- (c) a statement that the policy **explicitly covers LGBTQ people, partners and their families**

For full points, please provide evidence for all of the above. (Please only provide evidence specific to each of the above points, do not attach your entire policy.)

Items a, b and c have been highlighted in white marker on the extract below to point out how the ABC demonstrates compliance to this requirement.

Domestic and Family Violence

The ABC recognises that LGBTQ+ individuals may experience specific and unique types of family and intimate partner violence and understand there is a limitation of support avenues available. Therefore ABC policies and resources have been outlined here to support LGBTQ+ people and their families.

- [Employee Assistance Program \(EAP\)](#) Evidence for reference C outlined above
- People & Culture trained Allies (see above)

b [LGBTQ+ Domestic & Family Violence Publication for a comprehensive coverage of these challenges and avenues for support](#)

External services for LGBTQ+ individuals; 1800 RESPECT (1800 737 732) or Australia Federal Police - Gay Lesbian Liaison Officers 131 444

- Full time and part time employees may be provided with up to seven days' paid leave per calendar year if they are affected by family or intimate partner violence. Casual employees are entitled to time off work without pay.

Domestic and family violence is not just physical but can take many forms including;

- Sexualised
- Emotional or psychological
- Social
- a** • Economic abuse; for example denying a person reasonable financial autonomy or accruing debt in the victims name
- Verbal
- Stalking and harassment
- Technology facilitated abuse

Abuse in LGBTQ+ relationships has the same elements as all abusive relationships but there are some unique differences for LGBTQ+ people including but not limited to;

- a** • Using someone's intersex status, sexuality, gender, gender expression, transgender or HIV status against them
- Threatening to 'out' someone to their family, friends, community or workplace. Outing can include someone's gender, sexuality, intersex status or HIV status
- Controlling someone's medications, access to gender transition related healthcare, or pressuring them to conform to sex or gender "norms"

ABC has therefore created specific resources that are available to support you.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	ADVANCED
7. Communications on LGBTQ Inclusive and Offensive Language	max. 4 points
<p>We have developed targeted communications or public relations guides that outline how to reference LGBTQ communities in communications, articles, media, and/or advertising that:</p> <ul style="list-style-type: none"> a) provide examples of both inclusive language AND language that is exclusive/offensive to LGBTQ people b) are available to all employees within the organisation <p>For full points, please attach:</p> <ul style="list-style-type: none"> (a) a copy of your guide <i>that includes examples of both inclusive language AND exclusive/offensive to LGBTQ people</i> (b) <i>details of how this guide is made available to employees</i> 	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT	FOUNDATION
8. LGBTQ Training HR / Grievance Officers	Max. 3 points
<p>We have an internal formal HR/Grievance process whereby LGBTQ people can request or engage with:</p> <ul style="list-style-type: none"> a) someone specifically trained in LGBTQ Inclusion; OR b) an ally who has a good understanding of LGBTQ sensitivities and potential areas of concern <p>For full points, please confirm:</p> <ul style="list-style-type: none"> (a) that all identified LGBTQ friendly Grievance Officers or first points of contact have either; undertaken LGBTQ awareness training <u>or</u> are experienced allies with a good understanding of sensitivities (b) where these LGBTQ aware/friendly grievance contact points can be located or requested for those seeking formal support 	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT	INTERMEDIATE
9. Behavioural Examples of What Constitutes Bullying / Harassment	Max. 4 points
<p>Documentation within our bullying and harassment policy/guidelines provide clear behavioural examples of what constitutes bullying/harassment in terms of sexual orientation, gender identity/expression AND examples of behaviour that constitutes bullying/harassment of intersex people.</p> <p>For full points, please provide evidence of behavioural examples given within your documentation in terms of:</p> <ul style="list-style-type: none"> (a) behaviour that constitutes bullying/harassment in regard to one's sexual orientation (b) behaviour that constitutes bullying/harassment of trans or gender diverse employees (c) behaviour that constitutes bullying/harassment of intersex people 	

Items A, B and C are highlighted in the below extract from the Discrimination, Bullying and Harassment Policy
(To view full policy please refer to the Appendix 1 – Discrimination Bullying and other workplace behaviours)

Home > Know the ABC > Our Policies > Discrimination, Bullying and Harassment Policy

Discrimination, Bullying and Harassment Policy

Below extracts from the policy highlight the key AWEI compliance requirements

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;
- 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.

Examples of sexual harassment include:

- showing or sending obscene, suggestive or pornographic pictures, emails, text or graphics
- asking intrusive questions or making unwelcome comments about a colleague's personal life or body, including their sex life
- unwanted invitations to go out on dates or requests for sex
- staring or leering; and
- behaviour that would also be an offence under criminal law such as indecent assault, sexual assault, indecent exposure, stalking or obscene communications.

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT 10. EAP Provider

INTERMEDIATE
Max. 3 points

We have either:

- identified individuals within our EAP provider who have received specific training in, or have considerable understanding of the challenges faced by LGBTQ individuals that we can refer our LGBTQ employees
- received documentation that we believe demonstrates both the knowledge and expertise of our EAP provider to support LGBTQ people

and we have:

<p>c) <u>clearly communicated</u> this on our EAP Provider page and/or our LGBTQ intranet page</p> <p>Please provide:</p> <p>(a) evidence of (a) <u>or</u> (b) above <u>and</u></p> <p>(b) where this has been communicated on an LGBTQ intranet page</p> <p>Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.</p>

<p>STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT</p> <p>11. Tracking of Incidents</p> <p>We can provide evidence that shows:</p> <p>a) how we extract LGBTQ related instances from collected bullying/harassment data</p> <p>b) the development of a process that is sensitive to LGBTQ disclosure enabling us to mediate and/or action incidents</p> <p>For full points, please screenshot or provide evidence for <u>both a) and b)</u> above.</p> <p>Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.</p>	<p>ADVANCED</p> <p>Max. 4 points</p>
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STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE

<p>STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE</p> <p>12. Gender Affirmation Policy and Process Documentation</p> <p>We have a documented gender affirmation policy/process and documentation to support both; the employee(s) wishing to affirm their gender in the workplace AND their manager(s), peers and colleagues.</p> <p>Note: 'Gender affirmation' (above) is the ideal term for what has commonly been referred to as 'transitioning.'</p> <p>Please provide:</p> <p>a) a copy of this specific policy/process</p> <p>b) detailed support documentation for employee(s) wishing to affirm their gender in the workplace</p> <p>c) detailed support/educational documentation for managers peers and colleagues</p> <p>Evidenced item A, B and C are evidenced below as an extract from a ABC Gender Affirmation Process and Support Guide.</p> <p>Included within this guide is specific policy and process information, along with an outline of the support available both internal and externally. Evidence below extends to documentation specifically for Gender Affirming employees, managers and peers and colleagues.</p> <p>This information is readily accessibility on the ABC Pride intranet page and an extract has been provided here for your review. Appreciate that the screen shotts might be difficult to read dependant on your device so have also attached an appendix with this information to review.</p> <p>Images below may be difficult to read depending on your device screen size therefore also available as Appendix 2 – Gender Affirmation Process and Support Guide</p>	<p>INTERMEDIATE</p> <p>Max. 5 points</p>
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s 47G(1)(a)

s 47G(1)(a)

s 47G(1)(a)

s 47G(1)(a)

Evidence C – additional references available for managers, peers and colleagues.

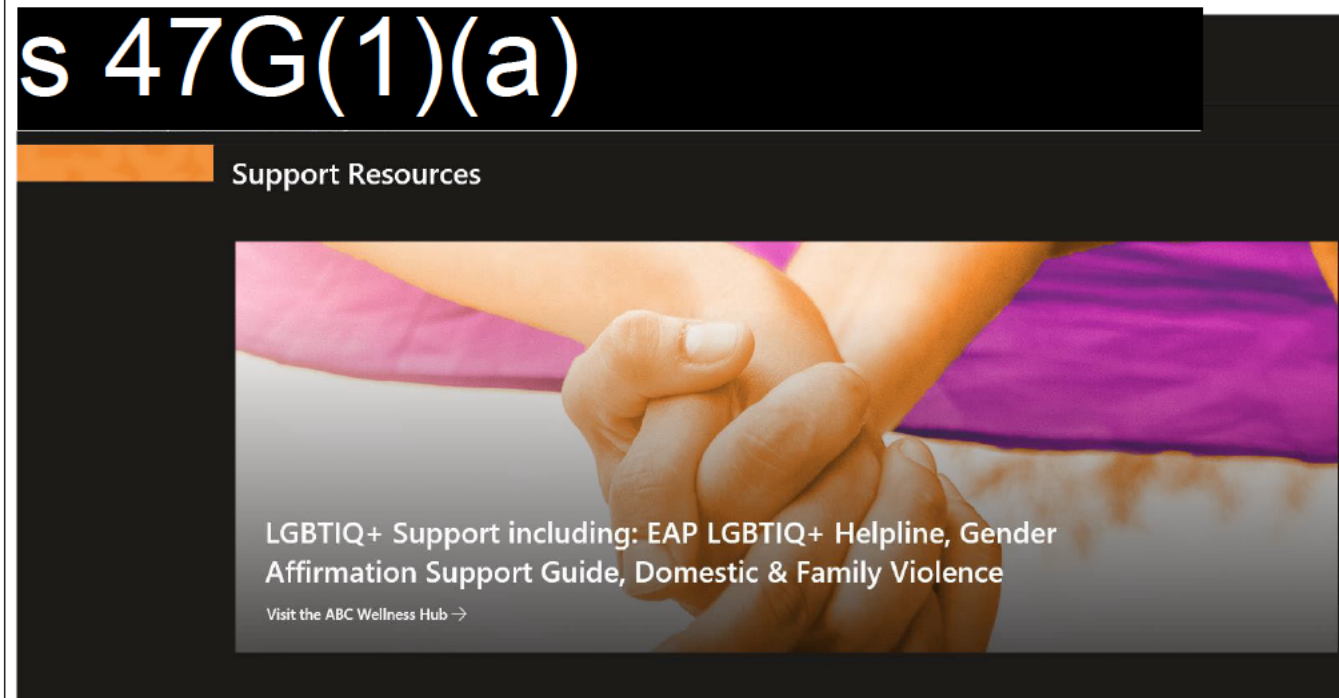
Channelling through two intranet sites and are available to review below to account for all evidence.

Item 1 below

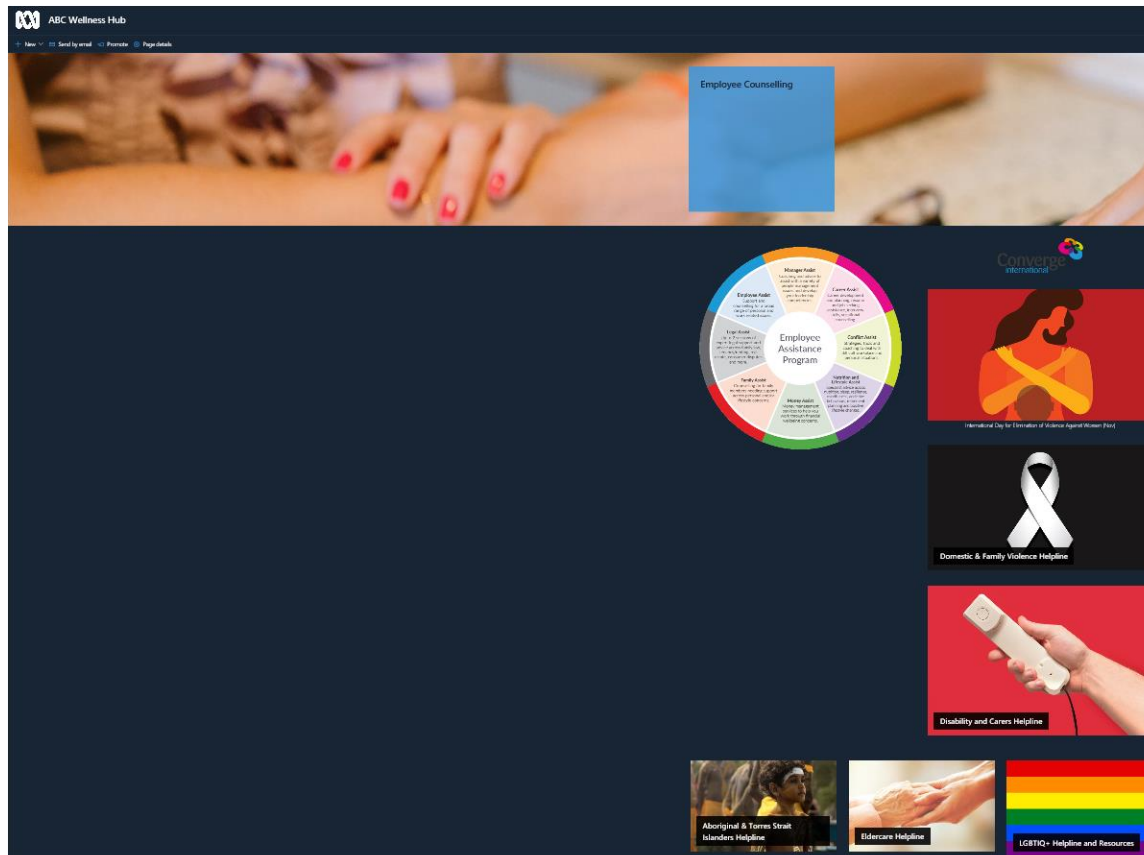
Item 2 below

Item 3: below

Item 1: – ABC Pride – Support tab where we list the type of support that is available. This leads to the ABC LGBTIQ+ Support page which includes the page extract as point three below.



2/ The formatting does not work very well as an extract, but you can see that it is part of the Wellness Hub – it highlights Counselling and Support for LGBTIQ+ Community members with an instantly recognisable rainbow tile to select. This leads to the ABC LGBTIQ+ Support page which includes the page extract as point three below.



3/ This is the information that is made available to employees when they click through on either of the above pages.

Gender Affirmation

ABC and ABC PRIDE are committed to supporting individuals through transition, and paid leave is available as outlined in the new Enterprise Agreement. We understand that every experience is different, and we will work closely with you to ensure the workplace is safe, supportive and informed. We will develop a personalised action plan with flexibility that allows your individual needs to guide the process.

Our team is committed to a safe work environment and know that trust, privacy and confidentiality is essential for employees who are affirming their gender or considering their decision. We will ensure that information is only disclosed to those who need to know, inform you as to why they need to know, and maintain transparency through the entire process.

[View/Download the ABC Gender Affirmation Process and Support Guide](#)

If you are looking for external resources, in addition or in lieu of internal support, we can recommend the following:

- [The Gender Centre](#) - services for the Transgender and Gender Diverse community
- Sydney [Transgender and Diversity Counselling](#)

Clothing Guidance - for all employees including trans, gender diverse and non-binary

All employees are supported to dress in a manner that best reflects their gender identify. Given that, for many individuals, clothing choices form an expression to affirm their gender and feel more comfortable within themselves, the ABC encourages all employees including trans, gender diverse and non-binary employees to dress for your work day in a manner that is aligned to your gender identity with your health and safety requirements in mind.

If you have any questions about this guideline or requires further support please feel free to contact any of the ABC Pride or P&C contacts listed at the top this page.

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE

13. Dress Codes and Uniforms

ADVANCED
Max. 4 points

We have removed gendered language within organisational wide dress code policies and/or guidelines to empower all employees, including trans, gender diverse and non-binary employees to dress in a manner (or select uniforms) that best reflects who they are.

Further contact details and information has also been provided for support, if required.

For full points, policies or guidelines must:

- state that all employees are supported to dress in a manner that best reflects their gender **identity**.*
- explicitly mentions trans, gender diverse and non-binary employees*
- provide a support contact or further information on interpreting these guidelines, if required*

The ABC does not have a company-wide or divisional dress code policies or guidelines, the nature of our business means that employees are often wearing anything from thongs and a singlet to corporate business attire – with every variation in between worn. Despite this we understand the unique challenges that people with a lived experience of trans, gender diverse and non-binary and therefore we have included this guideline in our ABC Pride intranet page encouraging employees to dress in a manner that best reflects who they are.

It addresses,

A/ States that all employees are supported to dress in a manner that best reflects their gender identity.

B/ Explicitly mentions trans, gender diverse and non-binary employees

C/ Provides a support contact or further information – note I have also copied over the list of contacts to demonstrate the extent of support available. This list is at the top of the page so it is easily located for employees to reference.

Clothing Guidance - for all employees including trans, gender diverse and non-binary

All employees are supported to dress in a manner that best reflects their gender identify. Given that, for many individuals, clothing choices form an expression to affirm their gender and feel more comfortable within themselves, the ABC encourages all employees including trans, gender diverse and non-binary employees to dress for your work day in a manner that is aligned to your gender identity with your health and safety requirements in mind.

If you have any questions about this guideline or requires further support please feel free to contact any of the ABC Pride or P&C contacts listed at the top this page.

The list of names referenced in the guidance note;



STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	ADVANCED
14. Gender Affirmation Leave	Max. 4 points
<p>We have an internal policy that ensures <u>additional</u> paid leave is available for employees who require time away to undertake or physically manage their gender affirmation.</p> <p>Note: For full points, this leave must be in addition to the need to utilise annual leave, sick or generic personal leave.</p> <p>For full points, please provide:</p> <ul style="list-style-type: none"> (a) evidence of a paid leave entitlement (over and above annual leave, sick or generic personal leave) for individuals currently affirming their gender (b) a list of any supporting documentation required from the employee for you to enact this leave (c) whether this leave availability is standard HR policy or solely dependent on the discretion of the manager 	
<p>Note: This leave is in addition to the need to use annual leave, sick or generic personal leave. It also goes beyond policy and forms part of the employee contract so cannot be removed without consultation with Union and employees.</p> <p>A/ The extract provided below reference g, is an extract from the ABC Leave Guidelines and is an entitlement over and above annual leave, sick or generic personal leave for individuals affirming their gender. Employees can use this leave as and when they need to it is an entitlement for them to</p>	

utilise. As mentioned in point c – this forms part of ABC Enterprise Agreement (EA) so is secured as part of their employment terms. This has drawn a great deal of attention at Government Senate Estimates (section 6/ Item 34 evidence) where ABC Managing Director, David Anderson was questioned over this. The ABC chose to make this as part of the employment agreement negotiating directly with the Union to secure into the EA this important leave option for employees.

Note the ABC EA is a public document and can be view here; <https://www.abc.net.au/cm/lb/12760902/data/abc-enterprise-agreement-2019-2020-a-data.pdf#ABC%20Enterprise%20Agreement%202019-2022>

Appendix 3 – Extract from Enterprise Agreement

Clause 41 pages 75, 76

Reference 41.1.7

41.1.8

And

41.1.9 - please note that miscellaneous leave also counts as service towards which is a positive impact on AL, LSL etc.

EA ratified as part of employee's contracts add in

service or lawyer.

41.1.7 Gender Transition Leave

- a. An employee (other than a casual employee) that identifies as transgender and who is undertaking a Gender Transition, will have access to:
 - i. up to 10 days' paid Gender Transition Leave, which counts as service for all purposes; and
 - ii. up to 12 months' unpaid Gender Transition Leave. Unpaid Gender Transition Leave does not count as service.
- b. The paid leave provided in clause 41.6.1a.i) is in addition to existing entitlements and may be taken as consecutive or single days, or as a portion of a day.

- c. 'Gender Transition' means that you identify as transgender (in that your gender identity does not match your birth sex) and you wish to adopt a gender identity that is different to your birth sex.

41.1.8 An employee may be requested to provide suitable supporting documentation for any miscellaneous paid leave granted under this clause.

41.1.9 Miscellaneous paid leave will count as service for all purposes.

B/ There is no documentation required and ABC process guideline states that individuals are not required to disclose medical information to the organisation.

C/ This leave is not at the discretion of the Manager as it forms part of the ABC Enterprise Agreement and is therefore available as standard HR policy. In fact, it forms part of the ABC employee contract, similar to that of annual leave or personal leave and forms part of the formally recognised ABC's Leave entitlements which means that it cannot be removed or changed without Employee and Union consultation and agreement. This is in effect secures this as part of employees contract and ensures the availability of this leave for employees.

Extract from ABC Leave Guideline and Policy

Clause g

(g) Gender Affirmation Leave

The ABC Enterprise Agreement refers to this form of leave as "Gender Transition Leave". In these Guidelines, Gender Transition Leave will be referred to as "Gender Affirmation Leave".

An employee covered by the ABC Enterprise Agreement (other than a casual employee) who is transgender and who is undertaking Gender Affirmation, will have access to:

- up to 10 days' paid Gender Affirmation Leave, which counts as service for all purposes; and
- up to 12 months' unpaid Gender Affirmation Leave. Unpaid Gender Transition (Affirmation) Leave does not count as service.

This paid leave is in addition to existing entitlements and may be taken as consecutive or single days, or as a portion of a day.

As set out in the ABC Enterprise Agreement, 'Gender Transition' means that your gender identity does not match your sex assigned at birth and you wish to adopt a gender identity that is different to the sex assigned at birth.

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE

15. Gender Neutral Bathrooms and Facilities

ADVANCED

Max. 4 points

We have (or are working towards) having 'Gender Neutral' or 'All Gender' bathrooms and/or facilities with clear and visible signage available to employees.

Note: "Unisex" signage will not be given points for this question. We are seeking more inclusive language for inclusive signage.

If you already have gender neutral or all gender signage, please provide:

- (a) evidence of a communication regarding where 'Gender Neutral' or 'All Gender' bathroom/facilities can be located
- (b) evidence of clear and visible signage as it appears at the bathroom/facility location

If you are still making progress towards this, please:

- (c) outline progress made and when you expect to have signage in place.

If this is not possible for any reason, please provide:

- (d) evidence of any research or work that you have done in this area
- (e) any means by which you have been able to accommodate trans, gender diverse and non-binary employees

ABC has installed Gender Neutral bathroom signage in the Ultimo office and has plans to extend this to all offices Australia-wide where possible.

Evidence A/ This image here is the of the communication that was sent out to all employees - Australia wide

Evidence B/ Within this is the image with the blue backing is the sign used for each bathroom stating all gendered bathroom. Also provided are some images of the bathrooms with the signs.

Evidence c/ The requirement to have additional bathrooms so as not to impact people with disability is on the agenda however at this stage building works is not possible. However the ABC 5 Year Strategic plan released in Sept 2020 will see a major property and facilities review over the coming period during which time exploration of more inclusive and accessibility building practices including bathrooms will be incorporated. Plans are underway and will be referenced as evidence in future AWEI submissions. For now the signage has been actioned in all suitable bathrooms in Ultimo offices and rolling out to offices Australia wide.

Here is a link to the ABC 5 Year Plan and ABC Diversity & Inclusion Plan

Appendix 4 - ABC 5 Year Plan and

Appendix 5 ABC Diversity & Inclusion Plan

Evidence A image

All gender toilets

As part of the ABC's commitment to our diverse workforce and fostering an inclusive workplace culture for employees and guests, we are proud to announce an "All Gender" sign will be added to the accessible toilets in the ABC premises around Australia.

This will ensure our workplace facilities are accessible for all employees and guests.

The ABC recognises that for some individuals the use of public toilets brings a high level of anxiety due to regularly being misgendered and directed to the 'correct' toilet.



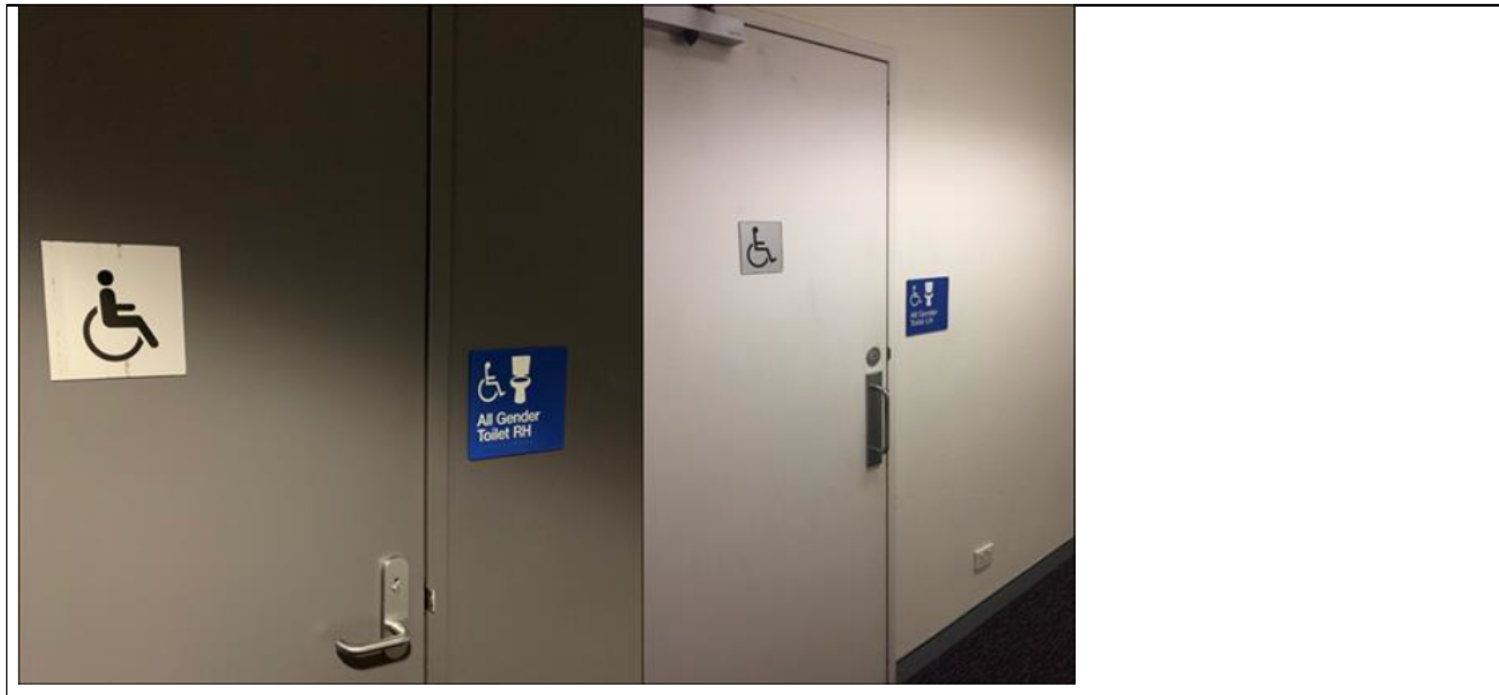
The new signs will make it clear the toilets can be used by anyone who doesn't want to use the men's or women's toilets.

oc. 1 of 1

The initiative is in line with the ABC's 2019-2022 [Diversity & Inclusion plan](#) and is also part of our commitment as a participant in the [Pride in Diversity](#) project. It's a simple measure that sends a strong signal of inclusion both to ABC employees and our guests.

Evidence B/ Images of actual toilet doors with the signs





STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	ADVANCED
16. (Forms) Non-Binary Gender Options for Employees	Max. 2 points
<p>We have audited and amended (or are in the process of auditing/amending) all internal documents and forms that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).</p> <p>For full points, please provide:</p> <ul style="list-style-type: none"> (a) a brief outline of progress of work to date (b) options provided within changed documents if changes have been made <p>OR (c) evidence that you do not collect or have removed gender options or gendered information on your forms</p>	

A/ The ABC has completed an audit of our employee forms and updated and changed forms across the ABC removing the gender and titles because it isn't relevant and therefore making the experience for employees completing these forms more inclusive. The ABC has a broad workforce consisting of office-based employees and on-air talent such as presenters and actors. The two examples provided here help showcase the differing perspectives that we have addressed Ref 1/ The ABC Diversity and Inclusion EEO form that is an optional form for employee to complete that enables the ABC to understand our workforce representation and introduce specific programs and initiatives to help support increased representation where necessary. The Ref 2, Artist Engagement Form is issued to Actors to capture key information on the engagement arrangements with any irrelevant information removed and terminology updated to be inclusive of all people. This means that we don't ask for gender or titles as it is not required for the purpose of the form.

B/ The form Ref 1 is our EEO employee form, and we periodically invite people to update this information as we recognised that some identities such as disability may not have been relevant to the individual. We also recognise that some employees did not feel safe to complete the information but may change, given the work we continue to do to create a more inclusive and safe workplace.

Form ref 2/ does not capture this information, so we do not need to re-issue or invite people to request changes.

Since completing these forms, we understand that the leading practice has evolved to non-binary, we had this in the Gender definition however have flagged for changes in the next document review cycle.

Ref 1	Ref 2
-------	-------

<p>DIVERSITY AND INCLUSION</p> <p>The ABC promotes equity, diversity and inclusion in employment for designated groups in accordance with the Equal Employment Opportunity (Commonwealth Authorities) Act 1987:</p> <ul style="list-style-type: none"> • Women; • Aboriginal and Torres Strait Islander peoples; • People from a non-English speaking background; and • People with disabilities. <p>The ABC strives to create a diverse and inclusive workplace where everyone is valued. To that end, the ABC collects statistical information on the profile of the ABC's workforce. This information enables the ABC to monitor the progress and effectiveness of its equity and diversity programs and to respond with appropriate initiatives.</p> <p>Information you provide will be kept confidential and will be used for aggregate statistical reporting. Employees who respond that they identify as an Aboriginal and/or Torres Strait Islander person will be contacted to participate in the ABC's Indigenous programs, and employees who respond that they require assistance under the disability section will be contacted about their requirements.</p> <p>Disability The ABC uses the Australian Bureau of Statistics definition. A person has a disability if they report that they have a limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities. This includes:</p> <table style="width: 100%; border: none;"> <tr> <td style="vertical-align: top; width: 50%;"> <ul style="list-style-type: none"> - loss of sight (not corrected by glasses or contact lenses); - loss of hearing where communication is restricted, or an aid to assist with, or substitute for, hearing is used; - speech difficulties; - shortness of breath or breathing difficulties causing restriction; - chronic or recurrent pain or discomfort causing restriction; - blackouts, fits, or loss of consciousness; - difficulty learning or understanding; - long-term effects of head injury, stroke or other brain damage causing restriction; - incomplete use of arms or fingers; </td> <td style="vertical-align: top; width: 50%;"> <ul style="list-style-type: none"> - nervous or emotional condition causing restriction; - receiving treatment or medication for any other long-term conditions or ailments and still restricted; - incomplete use of feet or legs; - restriction in physical activities or in doing physical work; - mental illness or condition requiring help or supervision; - disfigurement or deformity; - difficulty gripping or holding things; - any other long-term conditions resulting in a restriction. </td> </tr> </table> <p>Gender The ABC uses the term 'gender diverse' to describe a wide range of gender identities. This may include, but is not limited to people who are Transgender, those who identify as gender diverse, Bigender, Gender Queer/Non-Binary, neither gender or both.</p> <p>Gender <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Gender Diverse (see definition above)</p> <p>What is your sexual orientation?</p> <p><input type="checkbox"/> Heterosexual or straight</p> <p><input type="checkbox"/> Lesbian</p> <p><input type="checkbox"/> Gay</p> <p><input type="checkbox"/> Bisexual</p> <p><input type="checkbox"/> Different identity</p> <p><input type="checkbox"/> Prefer not to say</p>	<ul style="list-style-type: none"> - loss of sight (not corrected by glasses or contact lenses); - loss of hearing where communication is restricted, or an aid to assist with, or substitute for, hearing is used; - speech difficulties; - shortness of breath or breathing difficulties causing restriction; - chronic or recurrent pain or discomfort causing restriction; - blackouts, fits, or loss of consciousness; - difficulty learning or understanding; - long-term effects of head injury, stroke or other brain damage causing restriction; - incomplete use of arms or fingers; 	<ul style="list-style-type: none"> - nervous or emotional condition causing restriction; - receiving treatment or medication for any other long-term conditions or ailments and still restricted; - incomplete use of feet or legs; - restriction in physical activities or in doing physical work; - mental illness or condition requiring help or supervision; - disfigurement or deformity; - difficulty gripping or holding things; - any other long-term conditions resulting in a restriction. 	<div style="display: flex; align-items: center;"> <div> <p>Artist Engagement Form - Actor</p> <p>MULTICHANNEL TELEVISION</p> </div> </div> <div style="margin-top: 10px;"> <p><small>Distribution:</small></p> <ul style="list-style-type: none"> • Payroll Services (Original Copy) • Actor • Production Department • Rights Management (with RFT Package) </div> <hr/> <p>1. ACTOR'S CONTACT DETAILS</p> <p>ACTOR'S NAME _____</p> <p>AGENT'S NAME _____</p> <p>ADDRESS _____</p> <p>PHONE _____ FAX _____ EMAIL _____</p> <hr/> <p>2. OFFER</p> <p>The ABC has pleasure in offering the contract for the Actor named above. The terms and conditions of the ABC Actors Agreement 2003, as amended will apply and form part of this contract as if it were set out herein.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Program _____</td> <td style="width: 50%;">Program No. _____</td> </tr> <tr> <td>Program Classification</td> <td>Drama <input type="checkbox"/> Documentary <input type="checkbox"/> Education <input type="checkbox"/> Childrens <input checked="" type="checkbox"/> Other <input type="checkbox"/></td> </tr> <tr> <td>Performance Classification</td> <td>Voiceover <input type="checkbox"/> Other <input type="checkbox"/> Name of Role _____</td> </tr> <tr> <td>Type of Actor</td> <td>Lead <input type="checkbox"/> Co-Lead <input type="checkbox"/> Performer <input type="checkbox"/></td> </tr> <tr> <td colspan="2">Period of Engagement _____</td> </tr> </table> <hr/> <p>3. ACTOR'S FEES</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 70%;">A. Total number of Hours/Days/Weeks being Contracted (TN) (Circle applicable)</td> <td style="width: 30%;">Hours / Days / Weeks</td> </tr> <tr> <td>R Minimum Fee (MFE)</td> <td>€</td> </tr> </table>	Program _____	Program No. _____	Program Classification	Drama <input type="checkbox"/> Documentary <input type="checkbox"/> Education <input type="checkbox"/> Childrens <input checked="" type="checkbox"/> Other <input type="checkbox"/>	Performance Classification	Voiceover <input type="checkbox"/> Other <input type="checkbox"/> Name of Role _____	Type of Actor	Lead <input type="checkbox"/> Co-Lead <input type="checkbox"/> Performer <input type="checkbox"/>	Period of Engagement _____		A. Total number of Hours/Days/Weeks being Contracted (TN) (Circle applicable)	Hours / Days / Weeks	R Minimum Fee (MFE)	€
<ul style="list-style-type: none"> - loss of sight (not corrected by glasses or contact lenses); - loss of hearing where communication is restricted, or an aid to assist with, or substitute for, hearing is used; - speech difficulties; - shortness of breath or breathing difficulties causing restriction; - chronic or recurrent pain or discomfort causing restriction; - blackouts, fits, or loss of consciousness; - difficulty learning or understanding; - long-term effects of head injury, stroke or other brain damage causing restriction; - incomplete use of arms or fingers; 	<ul style="list-style-type: none"> - nervous or emotional condition causing restriction; - receiving treatment or medication for any other long-term conditions or ailments and still restricted; - incomplete use of feet or legs; - restriction in physical activities or in doing physical work; - mental illness or condition requiring help or supervision; - disfigurement or deformity; - difficulty gripping or holding things; - any other long-term conditions resulting in a restriction. 																
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R Minimum Fee (MFE)	€																

<p>STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE</p>	<p>ADVANCED</p> <p>Max. 2 points</p>
<p>17. (IT Systems) Non-Binary Gender Options for Employees</p> <p>We have audited and amended (or are in the process of amending) all relevant IT systems that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).</p> <p>For full points, please provide:</p> <p>(a) a brief outline of progress of work to date</p> <p>(b) options provided within systems if changes have been made</p> <p>OR (c) <i>evidence that you do not collect or have removed gender options or gendered information within your systems</i></p> <p style="background-color: #e0ffff; padding: 2px;">Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.</p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE 18. Trans and Gender Diverse Applicants	ADVANCED Max. 6 points
<p>For trans and gender diverse applicants, we have:</p> <ul style="list-style-type: none"> a) Implemented processes to help reduce roadblocks/difficulties faced by trans and gender diverse people who are applying for jobs b) <u>clearly communicated</u> a point of contact available for trans and gender diverse applicants throughout the recruitment process on relevant web pages or within application documentation c) provided documentation addressing concerns specific to trans and gender diverse applicants and made these available throughout the recruitment process <p>For full points, evidence must be provided for all items above. Partial points will be given if all items are not evidenced.</p> <p>The ABC conducted an audit in line with the <u>D&I Plan 2019-22</u> of our Recruitment practises to assess the potential challenges created for diverse applicants in the form of accessibility, roadblocks and difficulties that a trans and gender diverse person might find when applying for vacancies. Whilst the ABC does not routinely do police checks or background credit or professional checks, despite this we do conduct reference and have therefore put additional measures in place to support trans and gender diverse applicants with the following measures that are evidenced here;</p> <p>Evidence point A/</p> <p>Reduction or removal of roadblocks or difficulties.</p> <ul style="list-style-type: none"> 1/ The removal of unnecessary titles like Mr or Ms (emotional barrier for gender diverse as it may be a prompt for binary references or exclusion) 2/ The introduction of gender neutral and all inclusive references throughout application process (therefore removal of any binary or non inclusive references). 3/ Additional references on every job advertisement – a recent extracted example is provided here but is on all our job advertisements. <p>Extract from Job Advertisements encouraging diverse participation in our recruitment processes.</p> <p>The ABC strives for equity and diversity in the workplace, and to promote a culture of opportunity. Through its services the ABC seeks to represent, connect and engage with all of the Australian community. In line with our focus on diversity, applications are strongly encouraged from Indigenous Australians, people from a range of cultural and linguistic backgrounds, people with disabilities and LGBTQ+ individuals. The ABC also aims to achieve a gender-balanced workforce.</p> <p>For more information on inclusive employee networks within the ABC please refer to ABC LinkedIn and Life Page.</p> <p>Evidenced point B/</p> <p>The development and introduction of the ABC Careers LGBTQ+ Inclusion tile as seen in point B below with a clear point of contact available with email and direct contact number. Direct contact for applicants on ABC Career pages so they can contact for guidance and support through the process. See evidence below;</p>	

Careers

[Home](#) [Job Search](#) [Working Here](#) [Our People](#) [Indigenous Opportunities](#)



LGBTQI+ Inclusion

Posted Thu 9 Jul 2020, 9:08am Updated Fri 18 Dec 2020, 4:48pm

Share



C/ On receipt of any emails or direct requests information that is supportive to the persons individual concerns are tabled with them. As mentioned the ABC Careers website page [Careers \(abc.net.au\)](https://www.abc.net.au/careers) provide a direct contact for gender diverse people.

STANDING SUBMISSION: STRATEGIC FOCUS

STANDING SUBMISSION: STRATEGIC FOCUS	FOUNDATION
19. External Website LGBTQ Workplace Inclusion Promotion	Max. 2 points
We have promoted our focus and work on LGBTQ workplace inclusion on our <u>external</u> facing webpage (URL).	
Please provide the URL of an external webpage that specifically promotes your inclusion work. (Points will not be given if we are unable to access this externally.)	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: STRATEGIC FOCUS	INTERMEDIATE
20. HR / Diversity Professional Accountabilities	2 points
We have at least one Diversity / HR professional whose job description, performance appraisal or work plan includes <u>specific and detailed</u> LGBTQ inclusion objectives/targets.	
Note: This is beyond a general reference to LGBTQ inclusion as an area of diversity.	
Please provide evidence of such specific targets.	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
21. Executive Sponsor or LGBTQ Champion	Max. 4 points
We have an Executive Sponsor located <u>within our Australian offices</u> with documented role expectations/accountabilities related to LGBTQ inclusion work and advocacy within the organisation.	
For full points, please provide evidence of both:	
(a) the documented role expectation/accountabilities	
(b) the mechanism through which the Executive Sponsor reports or is made accountable for these	
a/ Position description (Appendix 6) and ABC Pride Sustainability Plan (Appendix 7)	

s 47G(1)(a)

s 47G(1)(a)

ABC has adopted an annual performance appraisal process where individuals add specific goals and objectives to their personal job plan. Here is the internal communication regarding this. It also demonstrates the inclusion of ABC Diversity and Inclusion plan as outlined in this document focuses on increases the inclusion of LGBTQ+ Community.

s 47G(1)(a)

s 47G(1)(a)

Page 1 of 1

In addition to the annual performance appraisal there were also formal check ins as details below and more informal emails that covered off more mundane or urgent requirements, an example also provided below;

s 47G(1)(a)

Page 1 of 1

s 47G(1)(a)

STANDING SUBMISSION: STRATEGIC FOCUS

22. Senior Management Diversity Accountability

ADVANCED
Max. 4 points


We include specific diversity and inclusion accountabilities, job goals or expected outcomes within senior management appraisals beyond generic company values addressing diversity/inclusion (this may or may not include LGBTQ specific accountabilities).

Note: This is outside of network leadership and executive sponsor accountabilities - applies to all executive/senior leaders.

For full points, please:

- (a) confirm that there are diversity accountabilities (over and above general behavioural values) within senior management appraisals.
- (b) provide evidence (template example acceptable) or if highly confidential, please indicate the name of a senior HR person who can verify this:

Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.

STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED Max. 3 points
<p>23. Customer-facing LGBTQ Inclusion</p> <p>We have evaluated (or are in the process of evaluating) the LGBTQ inclusivity of customer facing / service user processes.</p> <p>For full points, please:</p> <ul style="list-style-type: none"> a) clearly outline the extent of this work and progress made to date <p>Firstly defining ABC Customers is essentially anyone who accesses our content or services on any of our platforms which includes; Free to air, Iview, Website, Instagram, LinkedIn, Facebook, Twitter, TikTok.</p> <p>As part of the ABC commitment to diversity and inclusion as evidenced by the D&I Plan 2019-22 which has a core focus on driving more diverse content for our audiences with a focus on LGBTQ+ community members and again highlighted our commitment in the ABC 5 Year Plan launched Sept 2020.</p> <p>s 47G(1)(a)</p> <p style="background-color: black; color: white; padding: 2px;">[REDACTED]</p> <p style="background-color: black; color: white; padding: 2px;">[REDACTED]</p> <p>This can be seen in a number of programs that went to air this year including; First Day, a new drama limited series about a transgender girl's first year of high school.</p> <div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p>It walks through the process of navigating her first year of high school and essentially aims to normalise the experience by bringing this into peoples homes and therefore making it that bit easier for another transgender student going through the same stage of life.</p> <p>Here is some examples of the types of evaluation that is carried out – this was for the <u>ABC Instagram channel</u> - <u>ABC Queer</u>, and was on the back of a pilot project which has continued due to the success.</p> </div> </div>	

s 47G(1)(a)

s 47G(1)(a)

Some of the things our CALD-LGBTQI+ audience have told us

s 47G(1)(a)

STANDING SUBMISSION: STRATEGIC FOCUS

24. Customers Information: Changing Gender Markers

ADVANCED

3 points

We provide customers / service users with easily accessible information on how they can change their title (Mr, Ms, Mx), name and gender within our systems.

For full points, please provide either:

- a) a copy of the customer/service user documentation that outlines this or a screenshot of that information.
- b) evidence that you do not collect or have removed gender options or gendered information in your systems

Evidence for option a

The ABC business is primarily a free-to-air broadcaster and our engagement with non-employees does not require any data collection for our service offering. On occasions the ABC will invite non-employees (audiences) to voluntarily participate in research surveys, voting for favourite songs through ABC Classics, Hottest 100 songs or for children the ABC Reading Eggs.

We therefore provide our audiences with easily accessible information on how they can change their details including name and gender within our systems.

See extract from the [ABC Privacy Policy - seeking access to, and updating, information held about audience members](#). Located on the ABC website under the ABC Privacy Policies and Statements section.

s 47G(1)(a)

Page 1 of 1

Evidence b/ evidence that ABC does not collect or has removed gender options or gendered information in your systems

1 YOUR CHOICES

2 YOUR DETAILS

3 YOU'RE DONE

City/Town

Surry Hills

Country

Australia

State/Territory

New South Wales

Age (Optional)

Gender

Select gender

✓ Male

Female

Non-binary

Other

Prefer Not To Say

I would like to subscribe to the ABC Classic newsletter (optional)

☐ Yes

I would be happy to talk on-air about my votes (optional)

☒ Yes

From your shortlist, is there a work that would be your favourite?

Piano Sonata No. 17 in D minor 'The Tempest', Op. 31 No. 2

Why is this your favourite Beethoven work? And do you have a favourite movement or moment from it?

Optional

Competition

Share what matters most to you

ABC Canberra wants to know about the big issues affecting you or the area where you live or work.

Tell us what matters most to you. Or maybe you have a question you would like the ABC to investigate?

We want to incorporate your voice into our ACT election coverage across all of the ABC's platforms and we may contact you for more information.

We are using the Screendoor tool to collect your user generated content. The [ABC's Crowdsourcing Collection Statement](#) applies to any information you provide.

*

Name *

Email *

Suburb *

Phone number

Age *

☒ Under 18 ☐ 18 - 24 ☐ 25 - 34 ☐ 35 - 44 ☐ 45 - 54 ☐ 55 - 65 ☐ 65+

Gender *

☐ Female ☐ Male ☒ Non-binary ☐ Other ☐ Prefer not to say

** END OF SECTION 1: STANDING SUBMISSION **

ANNUAL SUBMISSION

This part of the Submission (Sections 2 – 10) is only applicable to work carried out in the 2020 calendar year. Points will not be allocated for work carried out in 2021.

All questions within the Annual Submission must be answered in order to obtain point allocation. No points are carried over within these sections.

A reminder to read each question carefully and the specific evidence required, respectively.

- Each question asks for specific LGBTQ-explicit evidence. If inadequate or incomplete evidence is provided for any question, full points may not be obtained.
- If attaching evidence, please indicate the question number / title on the file name

For further support and clarification: Please download the [AWEI Scoring Guidelines](#) or refer to the [AWEI Tools and Support](#) webpage.

****Due to the Covid-19 pandemic and national/state-wide restrictions, social distancing and other related factors, we will be accepting any virtual or digital evidence for the questions within the Annual Submission.****

SECTION 2: STRATEGY & ACCOUNTABILITY

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	FOUNDATION
1. External LGBTQ Expertise	Max. 2 points
We have access to external LGBTQ support/expertise that we have called upon throughout the assessed year (this may include but is not limited to PID). Please provide evidence of <u>one</u> such engagement throughout the assessed year, identifying who that was with.	
ABC is a member of Pride in Diversity, we engaged with Chris Nelson several times throughout the year for consultation and training expertise.	

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	FOUNDATION
2. Documented LGBTQ Strategy	Max. 3 points
We have a documented LGBTQ inclusion strategy (or pillar within an overarching diversity strategy) in place for the assessed year that includes <u>clearly defined</u> LGBTQ targets and/or action plans.	
Please provide a copy of the LGBTQ component of your strategy and clearly defined targets. <i>If your strategy does not contain clearly defined LGBTQ targets, please provide any accompanying/supporting action plans that will show specific goals in this area - Please see evidence below</i>	

Part A response – LGBTQ+ Strategy defined in our ABC D&I Plan and forms one of the 5 big ticket diversity groups that the ABC is focused on. Targets in the form of goals and objectives are clearly outlined within the Diversity and Inclusion plan and is again highlighted in the Action Plan with extracts below demonstrating this. In addition to these targets the ABC has incorporated within our EEO forms the option for employees to advise of their LGBTQ+ and Gender Diversity identity. We are currently working on building up the critical mass for the number of employees that have completed this. Once we have this we will be setting workforce representation targets for LGBTQ+ employees. This is expected to be achieved towards the end of 2021 and will be an addition to all other targets that have been set.

Extracts from [ABC Diversity and Inclusion Plan 2019–22](#) provided below with page numbers referenced. (Appendix 5 - D&I Plan)

The ABC D&I Plan



Extract page 3

Managing Director statement of commitment to D&I – this is available to review in the Appendix 5 page 3.

Message from our Managing Director



David Anderson

As the national broadcaster, we are required by our Charter to educate and entertain, contribute to a sense of national identity and reflect the cultural diversity of our nation. Representing the perspectives of Australia's many communities in our content and services, and in our workforce, are values we are passionate about.

We don't just care about this because it is the "right" thing to do. Diversity and inclusion are strategic priorities for all media organisations. In order to be relevant, valued and loved by our audiences as we move towards 2022 and beyond, we must make content for all Australians, about all Australians.

The ABC values all its employees equally

We already are a diverse organisation and have much to celebrate. But we must continually challenge ourselves to ensure that diversity and inclusion are at the heart of our workforce, our content and our way of life.

The Diversity and Inclusion Plan 2019-22 reaffirms our ongoing commitment to these goals. It provides a three-year strategic roadmap to help the ABC develop an inclusive culture throughout the Corporation and in our content and services, and sets out clear approaches and targets.

The ABC has joined forces with a broad range of organisations to work on diversity and inclusion initiatives, and we are a proud member of the Australian Screen Diversity and Inclusion Network.

This strategy must be driven from the top, with visible leadership and accountability. Ultimately, its goal is to make diversity and inclusion part of everything we do, with success depending on everyone at the ABC.

As Managing Director, I am proud to lead the way in this vital area.

David Anderson
Managing Director

The ABC must look and sound like modern Australia, and include all Australians in what we do.



Extract page 13

The ABC has selected only 5 diversity areas which our strategic plan focuses on, one of which is LGBTIQ+

Our focus areas of diversity

To enable us to make some real, sustainable and accelerated change with the resources we have available, this Plan will focus on five key diversity areas:

- Cultural and linguistic diversity (CALD)
- Aboriginal and Torres Strait Islander people
- Disability
- Gender
- LGBTIQ+

Each group forms a focus for the ABC and will be subject to delivering as part of our 'big ticket' initiatives for 2019-22.

Given we are into the second year of the plan already we have begun delivering against these items.

All with a focus on LGBTIQ+ Community which includes; the mentoring program, Recruiting for diversity, building the sponsored employee networks, making the workplace more accessible, training investment, on-air tracking of LGBTIQ+ community representation. It has been so encouraging to see the change in peoples attitudes and experiences with more LGBTIQ+ on-air talent feeling safe to be their whole selves and share this with audiences.

Our “big-ticket” initiatives for 2019-22 include:

1. **Creating pathways into the ABC for those under-represented in the media industry**
2. **Recruiting for diversity**
3. **Providing internal mobility opportunities**
4. **An inclusive mentoring program**
5. **Monitoring and reporting the diversity of our workforce**
6. **Ensuring our leaders are engaged and accountable for diversity and inclusion**
7. **ABC-sponsored employee network groups**
8. **Diversity and inclusion training program**
9. **Gender pay equity review**
10. **Workplace accessibility review**
11. **Tracking and measuring diversity in our content**
12. **New commissioning diversity guidelines**
13. **Diverse on-air talent identification and management**
14. **A central database of on-air contributors able to represent all corners of the Australian community**

A key strategic call out over and above the 14 'big ticket' initiatives outlined above is also the AWEI which highlights the ABC commitment to ensure that we are adopting LGBTIQ+ leading inclusion practices. It is very much an index that the business really invests in to create a more inclusive workplace for LGBTIQ+ employees and audiences.

D&I Plan - Extract 29

ABC

Focus area 2: An inclusive workplace culture cont.			
Initiative	Key actions	Responsibility	Timeframe
Facilitating sharing of best practices and cross-division and industry collaborations on diversity and inclusion	Create internal mechanisms to share and amplify learnings and successes in increasing diversity representation in teams and content.	DiSC – Divisional Diversity Leads	Q1 2020 – ongoing
	Maintain a best practice support network through partnerships with external industry bodies and specialist organisations on innovative projects and research to advance the ABC's D&I objectives.	P&C – ID&I Divisional Diversity Leads	Q1 2020 – ongoing
	Participate in external benchmarking (e.g. AWEL, AND's Access and Inclusion Index, etc.) to monitor our progress and help us improve our working practices.	P&C – ID&I	Q4 2021
What success will look like?			
<ul style="list-style-type: none"> Diversity and inclusion is actively championed by the ABC leadership as a strategic priority and this is reflected in our policies, work practices and decision making. Increased level of awareness and support for our diversity and inclusion objectives and targets among our employees (employee feedback/engagement surveys) ENGs are established and contribute to diversity and inclusion priorities and change Retention and turnover rates are equivalent for all employees regardless of their diversity status. Participation in Diversity & Inclusion training, with specific targets to be determined by the DiSC throughout the Plan. Participants feel able to apply learnings in their day-to-day work environment. Gender pay review informs specific actions to address any pay gaps. Participation in workplace diversity awards (e.g. AWEL, AND's Access and Inclusion Index, etc.) with progressive improvement in performance score overtime. 			

Extract page 18 – outlining an ABC case study of the support provided to the ABC Pride network - note the red dotted line surrounding the orange text box.

Our key workplace culture initiatives

A. STRENGTHENING OUR LEADERSHIP ENGAGEMENT AND ACCOUNTABILITY

In order to succeed, this Plan must be driven from the top. Without visible leadership engagement and accountability there's a risk diversity and inclusion will be considered a secondary "nice to have" rather than the strategic priority it is. This Plan includes a leadership commitment and a dedicated structure to ensure top-down accountability for diversity and inclusion outcomes (see section on *Governance, Roles and Responsibilities*). Furthermore, its goals and targets will be reflected in the annual, measurable KPIs of the ABC's Leadership and their executive teams, and cascaded down to all levels of the ABC. Where possible, to assess the inclusiveness of our workplace we will also seek external benchmarking, such as the Australian Workplace Equality Index or the Australian Network on Disability's Access and Inclusion Index.

B. ABC-SPONSORED EMPLOYEE NETWORK GROUPS (ENGs)

Our ENGs provide employees who share similar backgrounds, needs or interests a platform for networking, ideas sharing and collaboration. They are also "safe spaces" where individuals from under-represented groups can find support and be themselves. ENGs take the lead on specific initiatives, such as awareness-raising events, and influence change by shining a light on things we can do better and finding ways to improve.

Our ENGs will be sponsored by our most senior leaders and employee participation is actively encouraged and supported by managers and team leaders across the Corporation. Under this Plan, we will continue to support and celebrate the work of ABC Pride and the recently launched ABC Multicultural Network as well as launching and supporting a new group focused on accessibility in early 2020.

Case study: ABC Pride

ABC Pride was created in 2017 to promote and encourage LGBTQI+ inclusion in all aspects of the ABC. The group is chaired by Head of Operations Manda Hatter, who was named as one of the Deloitte/Google 50 Outstanding LGBTI Leaders of 2018. The group is open to all ABC employees and meets monthly to develop and implement initiatives that support the representation and participation of LGBTQI+ people in ABC content, services and the workforce. ABC Pride has grown to include 24 active committee members and hundreds more supporters across the ABC. The group has achieved many goals, including organising popular, well-attended events and discussion forums; supporting LGBTQI+ employees during the 2017 marriage equality survey; and advocating for LGBTQI+-friendly internal policies and practices. The ABC Pride strategy was launched in June 2019 at the ABC Gayla event.

"Creating an inclusive work environment for everyone"



ABC Pride IDAHOBIT event in Perth, June 2019

Extract from the ABC Pride Annual Goals and AWEI Action Plan
Note the whole document is available for review on appendix 8

ABC PRIDE – ANNUAL GOALS AND AWEI ACTION PLAN 2020

s 47E(c) Manda Hatter, s 47E(c)

s 47E(c)

What	Who	When 2020	Status	Comments/Notes
1. Creating extraordinary relevant and valued content				
<ul style="list-style-type: none">Create a new awards platform to celebrate LGBTIQ+ efforts	s 47E(c)	November	Completed	
2. An outstanding audience experience				
<ul style="list-style-type: none">Audience experience – Editorial Advice, supporting opportunities to increase representation of LGBTIQ+ Community	Manda	October	Completed	
<ul style="list-style-type: none">D&I Training programs for all employees and content makers	s 47E(c)	November	Completed	
3. Reaching and Engaging more people more frequently				
<ul style="list-style-type: none">Employee data collection to ensure our internal diversity targets are reflective of all Australians.	s 47E(c)	Delivery date changed	Ongoing	s 47G(1)(a)
<ul style="list-style-type: none">By celebrating days of awareness like IDAHOBIT & WIP		Several through out the year	Completed	See Events Calendar
4. Building a great place to work				
<ul style="list-style-type: none">Extending ABC Mentoring program to LGBTIQ+ employees	s 47E(c)	March	Completed	
<ul style="list-style-type: none">Offering resources specific to LGBTIQ+ staff through our internal sites.		May	Completed	Ongoing attention to updates and ensuring leading practice terminology continues
<ul style="list-style-type: none">Engaging Regional Champions across the ABC to reach and support Metro and Regional areas	Manda	October	Completed	
<ul style="list-style-type: none">Policy reviews and updates – Gender Affirmation focused	s 47E(c)	November	Completed	
<ul style="list-style-type: none">Introduction of staff feedback survey to better understand how ABC Pride can support staff through the Pride groups activities.	s 47E(c)	April	Completed	
5. Media Case Study	s 47E(c)	Feb-March	Completed	

Extract of optional EEO form that employees are encouraged to complete with information regarding the sexuality and gender. Once this form reaches critical mass which we expect to be later this year we will then introduce an additional target of LGBTIQ+ workforce representation at the ABC. This is already in place for other diversity groups that form part of the government EEO Act such as women and Indigenous. The LGBTIQ+ Community does not form part of the act, despite this we see the LGBTIQ+ Community a core diversity group and therefore have included this in our data collection.

ABC Diversity and Inclusion Data Collection Form

* denotes mandatory fields

Collection of Diversity and Inclusion Data

The ABC promotes equity, diversity and inclusion in employment for designated groups in accordance with the Equal Employment Opportunity (Commonwealth Authorities) Act 1987:

- Women;
- Aboriginal and Torres Strait Islander peoples;
- People from a non-English speaking background; and
- People with disabilities.

The ABC strives to create a diverse and inclusive workplace where everyone is valued. To that end, the ABC collects statistical information on the profile of the ABC's workforce. This information enables the ABC to monitor the progress and effectiveness of its equity and diversity programs and to respond with appropriate initiatives.

Information you provide will be kept confidential and will be used for aggregate statistical reporting. Employees who respond that they identify as an Aboriginal and/or Torres Strait Islander person will be contacted to participate in the ABC's Indigenous programs, and employees who respond that they require assistance under the disability section will be contacted about their requirements.

1.0 Gender *

Payroll/Employee Number:

Female

Male

Gender Diverse



2.0 What is your sexual orientation? *

Heterosexual or straight

Lesbian

Gay

Bisexual

Different identity

Prefer not to say

3.0 Do you identify as an Aboriginal and/or Torres Strait Islander person? *

Yes

No

Prefer not to say

4.0 Do you have a disability? *



Yes

No

Prefer not to say

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	INTERMEDIATE
3. LGBTQ Advisory Group	Max. 4 points
<p>We have <i>established and promoted</i> an internal LGBTQ advisory group which has:</p> <ul style="list-style-type: none"> a) met specifically to identify areas requiring change or to work on projects requiring their expertise and guidance b) engaged with <i>the organisation</i> in efforts to implement change or complete allocated projects <p>Note: This group may be the leadership or a subset of your Employee Network, or a group within your organisation with distinct expertise in LGBTQ inclusion.</p> <p><i>For full points, please provide:</i></p> <ul style="list-style-type: none"> (a) evidence of how this group's expertise or counsel is promoted across the organisation (b) evidence of any meetings or work undertaken by this group throughout the assessed year <p>The ABC has addressed this requirement in three components;</p> <p>Firstly we have the ABC Pride network group – which is promoted through the intranet site and diversity action groups (which have been set up in each division and include a combination of Leaders and employees), other Employee network groups established for Disability, Culturally diverse and Indigenous. The ABC has also set up a Diversity & Inclusion Standing Committee (DISC) (made up of Divisional Diversity Leads representing across the ABC, ENG Leads) these leaders represent the C Suite and are selected for their capability to influence changes.</p> <p>Secondly we have the ABC Pride intranet page where the tab 'About Us' provide employees with information about the network. This page also provides a list of Committee members, People & Culture contacts and the broader network members who are happy to be contacted for guidance or support (see evidence reference one below). We have found that often it is Journalists / Content Makers that will reach out in order to gain guidance on a piece of content they are working on and ensure they address any questions associated with language and their approach to matters associated with LGBTIQ+.</p> <p>Thirdly to support these Journalists/ Content Makers an additional tab was introduced to respond to their needs more effectively (see evidence reference two below).</p> <p>Finally provided as evidence is an example of s 47G(1)(a) from the ABC Pride meetings and the DISC meetings which demonstrates the advisory nature of the Pride Committee to the organisation to ensure that LGBTIQ+ Inclusion is achieved within our workforce but also in our content. Many of these examples are demonstrated in this submission including ABCQueer, My First Day etc.</p> <p>Evidence reference One:</p>	

Meet our National Committee

Chair

s 47E(c)

Manda Hatter
HEAD OPERATIONS

s 47E(c)

Executive Sponsor

s 47E(c)

David N Anderson
MANAGING DIRECTOR

s 47E(c)

s 47G(1)(a)

Evidence reference 3;

The ABC team meet monthly for a formal network meeting to address strategic project plans and advance initiatives.

Here is an example of their s 47G(1)(a)



s 47G(1)(a)

Attendees: Manda Hatter; s 47E(c)

s 47E(c)

Chair: Manda Hatter

s 47E(c)

Secondly the ABC also has established a further group called - Diversity & Inclusion Standing Committee (DISC - purpose provided below) which includes participation of ABC Pride Chair Manda Hatter who ensures the LGBTQ+ strategic priorities continue to be delivered by advocating for the support from the Divisional Diversity Leads across the organisation. Manda involvement also ensure that the network provides active consultation and support to other DISC members for guidance and advice on matters associated with LGBTQ+ Community.

Each DISC is connected with a Division who has a Diversity Action Plan and this in-turn drives their D&I deliverables. These Diversity Leads are part of the DISC who are accountable for driving towards a more inclusive ABC.

Below is the DISC Purpose and objectives outlined;

Purpose of the DISC (Diversity & Inclusion Standing Committee)

The purpose of the DISC is to create a body of diversity leads representing all ABC divisions, employee network groups and the Bonner Committee to lead the development, implementation and review of the ABC's Indigenous, diversity and inclusion strategy.

Key diversity groups include: Indigenous, Disability, LGBTIQ+, CALD and Gender

This will include:

- Developing targets and implementing the current D&I Plan
- Supporting the Bonner Committee in developing targets and overseeing the monitoring of the Elevate RAP
- Implementing the Elevate RAP
- Escalating issues to the ABC Leadership Team as appropriate when the organisation is not meeting diversity goals and targets (content, workforce and culture)
- Educating and supporting staff in relation to the ABC's Indigenous, diversity and inclusion goals where needed
- Creating alignment, collaboration and clarity across divisions on diversity work
- Championing and role-modelling diversity and inclusion practice
- Advising and informing the LT
- Increasing awareness of diversity
- Reviewing the current D&I plan (when appropriate) and developing new strategy
- Supporting the Bonner Committee to review the Elevate RAP and develop new Indigenous strategy as needed.
- Ensuring Editorial and Content Director meetings include a standing agenda item for diversity & inclusion

Example of a DISC s.47G(1)(a) which demonstrates consultation with the ABC Pride network group and Manda Hatters attendance.

s 47G(1)(a)

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	INTERMEDIATE
4. LGBTQ Inclusion Reporting	2 points
<p>Within the assessed calendar year, we have published a report on our LGBTQ inclusion work. This may be within annual reports, CSR documentation or equivalent public facing documentation.</p> <p>Note: This report may include work prior to the assessed year, however the report must be published within 2020.</p> <p><i>Please provide evidence.</i></p> <p>The ABC is required to complete a public facing Diversity and Inclusion report annually, the report caters for the period of 12 months from Sept 1st through to August 31. The report is now available online https://www.abc.net.au/corp/diversity-and-inclusion/ (Appendix 15 ABC D&I Annual Report) however here are some key extracts that demonstrate the extensive reporting of our LGBTQ+ inclusion efforts.</p> <p><i>Please see some of the key extracts from this public report.</i></p>	

LGBTQI+

The ABC continues to focus on LGBTQI+ inclusion. While a target for LGBTQI+ representation in the workforce has not been set, the ABC's recruitment data now includes tracking job applications from LGBTQI+ applicants and the conversion to successful hires.

ABC Pride

The ABC Pride employee network is now in its third year and 2020 has been its most eventful and successful year yet.

The network is Chaired by Head of Operations Manda Hatter and meets monthly with staff from across many teams within the ABC. The focus is on continuing to improve inclusiveness at the ABC. Throughout 2019- 2020, the ABC Pride network successfully extended to include state and territory capital cities, as well as regional areas, including Alice Springs, Port Pirie and Kalgoorlie. The Committee includes streams- People, Events, Communications, *Mardi Gras* and Champions for State and Regional locations.



--



James Taylor SBS MD, Patricia Karvelos, and David Anderson.

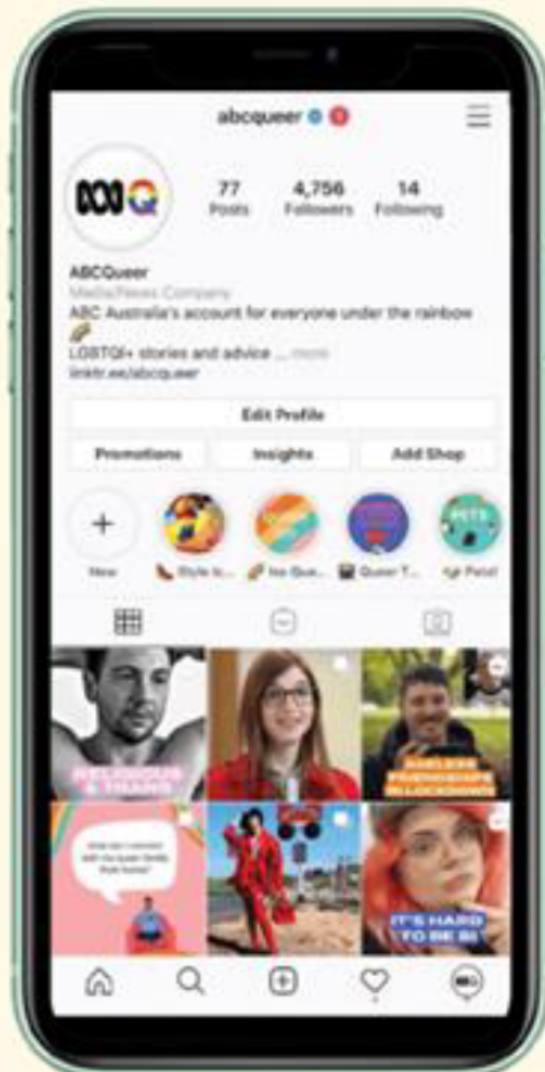


Memberships

The ABC continues to be a member of several key national diversity organisations, including the Diversity Council of Australia, Australian Network on Disability, Pride in Diversity, Screen Diversity Inclusion Network, the NSW Equal Employment Opportunity Practitioners' Association (NEEOPA) and the Asian Leadership Project. These memberships give access to advice and expertise on external equity, diversity and inclusion best practices and assist the Corporation in keeping up to date. The Asian Leadership Project is an initiative dedicated to advancing Asian and culturally diverse talent into leadership positions. As part of its membership, diverse staff from across Australia have attended masterclasses, special events, career coaching and mentoring sessions.

ABCQueer

ABCQueer is an Instagram account for young LGBTQI+ Australians. *ABCQueer* explores how the ABC creates channels for specific communities to reach new audiences with independent and engaging storytelling.



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Celebrating events and significant days

Mardi Gras



Annabel Crabb and Craig Phillips at the 2020 Sydney Gay and Lesbian Mardi Gras.

The ABC was proud to participate in the *Sydney Gay and Lesbian Mardi Gras* parade for the first time in the history of the event. The annual *Mardi Gras* theme 'What Matters' aimed to celebrate those at the forefront of the fight for equality.

Among the 60 staff members participating were well-known figures, including Fran Kelly, Patricia Karvelas and Jeremy Fernandez. They were accompanied on the float by ABC Managing Director, David Anderson. ABC Chair Ita Buttrose attended the parade to offer her support.

The ABC float was self-funded by ABC Pride (the ABC's LGBTIQ+ employee network group) and showcased hundreds of ABC

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY		INTERMEDIATE
5. Media Coverage		2 points
Our work in LGBTQ inclusion has been covered by an independent source (not internally written or published) within the assessed calendar year.		
Note: This has to cover your LGBTQ inclusion work in detail and cannot be a brief mention of your organisation, recognised employee/individual or an award won.		
Please provide evidence of how your LGBTQ inclusion work has been recognised by an independent source: screenshot, URL, image or insert attachment.		
https://www.miragenews.com/abc-recognised-in-lgbtqi-inclusion-awards/ <p>Our s 47E(c) and ABC Pride Chair Manda Hatter were invited to provide attend an interview for a media outlet called Mirage News. They were interested in promoting the efforts being contributed to creating inclusive workplaces for LGBTIQ+ Community members.</p> <p>The article is published by an independent source, Mirage News. They are a non-aligned, independent online media platform operating out of Wollongong NSW, Mirage News provides real-time coverage of newsworthy developments firsthand from primary and authoritative sources, with the main focus on the public interest, science, technology, health & government releases to deliver the news as it is with no comment or interpretation. They believe in the news told and heard first hand. They believe if we want to fight out fake news, we must break true news.</p> <p>Please see article below;</p>		

https://www.miragenews.com/abc-recognised-in-lgbtqi-inclusion-awards/

MIRAGE National | World | Business | Technology | Science | Life | Local | Coronavirus

LATEST NEWS: over half a billion euros by year end as part of efforts to prepare for eventual COVID-19 vaccinations Monday Lotto draw no. 4818 and 1

Life 6.54 PM 2020 WED 4 AUG 2020

ABC recognised in LGBTIQ+ Inclusion Awards

The ABC has been awarded a Bronze badge in the 2020 Australian Workplace Equality Index (AWEI) LGBTIQ+ Inclusion Awards.

The badge recognises that the ABC has substantially increased the visibility of people of diverse sexualities and genders – creating a more inclusive place to work and more diverse content for our audiences. Bronze status represents national and industry-wide recognition of the ABC's progress.

The definitive national benchmark on LGBTQ workplace inclusion, the AWEI measures the impact of inclusion initiatives, driving best practice while improving workplace diversity and inclusion across Australia.

It comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees.

Now in its tenth year, the AWEI includes submissions from across all sectors, including government, IT and consulting firms, media organisations, higher education and engineering.

Manda Hatter, Chair of ABC Pride, said the ABC had substantially increased the visibility of people of diverse sexualities and genders, making people feel safer to be their authentic selves and allowing everyone to bring their whole selves to work.

"We have developed a strategic plan to guide the work of ABC Pride, and a number of other pieces of work – for example a language guide to support improved reporting on content that relates to sexuality and gender diversity," she said. "Bronze status... is testament to the work of many to improve LGBTIQ+ inclusion across the ABC. I know many of our staff can see and feel the difference this work makes – across our regions or cities, in whatever state or territory you live and work in."

Rebekah Donaldson, Chief People Officer (ABC Pride Executive Sponsor) said the award showed significant progress for the ABC. "Our achievement is demonstrative of the great things that can be done when a staff-led group and People & Culture combine their will, resources and energy to make change. Now for Gold..."

The Best Video and Audio Meeting Quality You...

Timeline

- More Afghan interpreters to move to UK as scheme extends 12:17 AM AEST
- Alister Jack responds to August 2020 Scottish GDP figures 12:16 AM AEST
- RNA Café – Rhianna Laker PhD 12:14 AM AEST
- Engineers design a heated face mask to filter and inactivate coronaviruses 12:12 AM AEST
- West Burton C Power Station granted development consent 12:09 AM AEST
- Medical device using Northwestern-invented biomaterial receives FDA clearance 12:08 AM AEST


SABA

SABA Lila Linen Tiered Dress \$199.00 Shop Now

SABA

SABA Lila Linen Tiered Dress \$199.00 Shop Now


ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	
6. Strategic Work in Recruitment, Supplier Policy or Service Provision	ADVANCED Max. 3 points
<p>We have completed, updated or are making progress towards work within <u>one</u> of the following areas over the assessed calendar year:</p> <ul style="list-style-type: none"> LGBTQ targeted recruitment (targeting LGBTQ job seekers) LGBTQ supplier policy / promotion / resourcing / procurement policy (either seeking LGBTQ suppliers; or having a policy requiring suppliers to reflect your values around LGBTQ inclusion or attend training) LGBTQ marketing campaigns or service provision brochures/collateral specifically targeting LGBTQ populations or answering questions specific to this population <p>Please provide evidence for work within <u>one</u> of the requested areas within the assessed year. If you have completed work within more than one of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the ADDITIONAL WORK section at the end of this submission.</p>	
<p>ABC has successfully targeted LGBTQ+ job seekers throughout 2020, using the following approaches;</p> <ul style="list-style-type: none"> s 47G(1)(a) Evidence Reference 2: Updating our advertisements to explicitly welcome members of the LGBTQ+ Community Evidence Reference 3: Updated our ABC Career page with a section titled, LGBTQ+. s 47G(1)(a) 	
<p>s 47G(1)(a)</p>	



Australian Broadcasting Corporation (ABC)
 Broadcast Media · Ultimo, NSW · 156,633 followers

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 156,633 followers
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LGBTI Jobs
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The Head of Content Creation and Platforms at ABC Australia is an exciting opportunity for someone with proven skills, proven experience and big ideas who can help position us to best meet the challenges of a fast-moving, technology-driven future.


The successful candidate will have deep knowledge of social and digital media platforms along with strong people management and stakeholder relationship skills and the proven ability to manage large budgets and resources efficiently.


Find out more and apply here <https://bit.ly/2ZE4UsF>

[#ABCAustralia](#)
[#Contentjob](#)
[#LGBTI](#)
[#LGBTIjobs](#)
[#Headofcontent](#)
[#australianjobs](#)

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[+ Follow](#)


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 Broadcast Media
 3 connections
[+ Follow](#)


Network 10
 Broadcast Media
 4 connections
[+ Follow](#)

Evidence 2: ABC Job advert extract – explicitly welcome and encouraging applications from LGBTIQ+ Candidates, posted at the bottom of each advert

The ABC strives for equity and diversity in the workplace, and to promote a culture of opportunity. Through its services the ABC seeks to represent, connect and engage with all of the Australian community. In line with our focus on diversity, applications are strongly encouraged from Indigenous Australians, people from a range of cultural and linguistic backgrounds, people with disabilities and **LGBTIQ+ individuals**. The ABC also aims to achieve a gender-balanced workforce.

For more information on inclusive employee networks within the ABC please refer to [ABC LinkedIn](#) and [Life Page](#)

Evidence 3: Extract from the ABC Careers site - <https://www.abc.net.au/careers/>



LGBTQI+ Inclusion

The ABC is committed to LGBTQI+ diversity and inclusion and supporting employees of diverse sexualities, gender identities and those with intersex variations.

55secs

Thu 9 Jul 2020, 9:08am

Evidence 4: below is where this lead when you click through to gain further information.



LGBTQI+ Inclusion

Posted Thu 9 Jul 2020, 9:08am Updated Fri 18 Dec 2020, 4:48pm

Share



The ABC is committed to LGBTQI+ diversity and inclusion and supporting employees of diverse sexualities, gender identities and those with intersex variations. The ABC has been supporting existing and perspective employees by creating a more inclusive culture where everyone can be their authentic selves and reach their full potential. In recognition of its efforts the ABC was awarded a Bronze medal in the 2020 Australian Workplace Equality Index (AWEI) LGBTQI+ Inclusion Awards. The ABC also marched in the Mardi Gras 2020 for the first time since the parade began in 1978.

The ABC understands that for some people with a lived experience of transgender, the recruitment processes can be daunting. We understand the unique challenges and concerns that individuals may experience. You can contact Siobhan Watt from the Indigenous, Diversity & Inclusion team via email genderdiverse@abc.net.au or phone 02 8333 2348 with any questions regarding the recruitment process.

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

7. Executive Leadership Representation

ADVANCED
2 points

We currently have **openly LGBTQ identifying people** within our internal Diversity Council and/or within our Executive Leadership Team.

Please provide details of the **names and roles** of openly LGBTQ identifying people within either your Diversity Council or Executive Team


Evidenced
1/ Openly LGBTIQ+ female - Manda Hatter – Head of Operations and ABC Pride (ENG) Chair and part of the Diversity & Inclusion Standing Committee – openly identifies within the LGBTIQ+ Community
2/ Openly LGBTIQ+ male - s 47E(c) – ABC Pride member – openly identifies within the LGBTIQ+ Community
3/ Openly LGBTIQ+ female - s 47E(c) – openly identifies within the LGBTIQ+ Community

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	ADVANCED Max. 4 points
8. LGBTQ Inclusion Promotion We can show evidence of promoting our commitment to LGBTQ inclusion in <u>up to two</u> of the following areas: <ul style="list-style-type: none"> pitching for business or contracts engaging with potential clients/customers - ABC Queer applying for funding engaging with strategic partners or key external stakeholders - Bongo Rainbow Merchandise <p>Please provide evidence for <u>up to two</u> of the areas covered. Note: Partial points will be given for less than two areas of work evidenced.</p> <p>If you have completed work within more than two of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the ADDITIONAL WORK section at the end of this submission.</p>	
Evidence 1: Engaging with potential clients/ customers – ABC Queer s 47G(1)(a) This was a new channel that the ABC created 100% focused on targeting the LGBTIQ+ audiences to the ABC. Not only is material from other ABC platforms re-purposed and placed into this channel but other ABC content with a focus on LGBTIQ+ stories is also brought to this platform to make sure that the LGBTIQ+ Community has access and is aware of it. ABCQueer (@abcqueer) • Instagram photos and videos	

Instagram

Search

Log InSign Up



abcqueer

Follow

185 posts10.3k followers94 following


ABCQueer


ABC Australia's account for everyone under the rainbow 🌈


LGBTQIA+ stories and advice 🗨️


This is an official ABC account


linktr.ee/abcqueer


 Sexual ...


 Wellbei...

 Support

 Sex Ed ...

 Advice!


 Style Ic...

 Queer ISO


POSTS

IGTV


TAGGED




ADVICE FROM A TRANS
HIGH SCHOOL TEACHER




MY FIRST DAY IN
THE BOYS' UNIFORM




IVF IN A
PANDEMIC



STEVEN OLIVER



TRANS
TRAILBLAZER



GENDER
AUTONOMY

s 47G(1)(a)

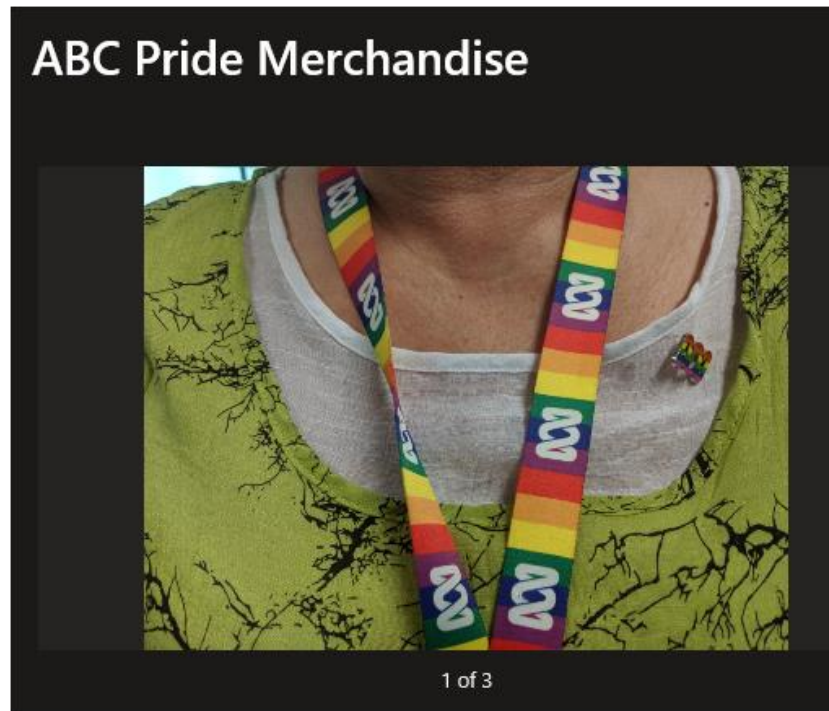
Evidence 2:

§ 47G(1)(a) to provide all our rainbow merchandise.

§ 47G(1)(a)

They support LGBTQI+ organisations to *give back to the LGBTQI+ community*.

By providing this service, they are helping to drive visibility of community and *pride themselves on the authenticity of our merchandise to support community organisations such as ACON and Pride in Diversity*. They deliver high quality, professional products and service – which they believe sets them apart from other organisations.



Examples of merchandise

Rainbow ally merchandise for Fair Day and selling within ABC for fund raising efforts towards Mardi Gras parade.

This is an image of some of the merchandise they have provided the ABC



s 47G(1)(a)

s 47G(1)(a)

SECTION 3: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

Please note: Different terms are used for internal networks (including Ally/Champion Networks, Resource Groups, Employee Network Groups, Employee Action Groups, etc.). For the purpose of consistency within this submission, when referring to such networks or equivalent, the terminology used within this section will be *Employee Network*.

If you have an outstanding Network Leader who has performed above and beyond the expectations of their role and significantly impacted LGBTQ inclusion within your workplace, please consider nominating them for the [Network Leader of the Year Award](#). (This nomination is open to anyone who has a formal role within the employee network leadership group.)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	
9. LGBTQ Employee Network	FOUNDATION Max. 2 points
<p>Within the assessed calendar year, we have <u>either</u>:</p> <ul style="list-style-type: none"> a) made progress towards the launch or establishment of an LGBTQ employee network b) an established LGBTQ employee network with a clearly documented charter/purpose or remit <p><i>If you are in the process of creating a network, please evidence progress made within the assessed year.</i></p> <p><i>If you have an existing network, please provide a copy of the network's charter/purpose.</i></p>	
<p>Evidence provided for point b/</p> <p>ABC Pride is an established network created § 47G(1)(a) with an established ABC Pride strategy</p> <p>Reference 1: see extract from ABC Pride strategic document: below of key objectives and ambitions</p>	

s 47G(1)(a)

s 47G(1)(a)

s 47G(1)(a)

Evidence 2

See extract from [ABC Diversity and Inclusion Plan 2019-22](#) page 22 (Appendix 5)

Demonstrating the commitment to progressing in the AWEI as it outlines all key aspects of what the ABC needs to do to progress LGBTQ+ Inclusion in the workplace with leading practices.

Focus area 2: An inclusive workplace culture cont.

Initiative	Key actions	Responsibility	Timeframe
Facilitating sharing of best practices and cross-division and industry collaborations on diversity and inclusion	Create internal mechanisms to share and amplify learnings and successes in increasing diversity representation in teams and content.	DISC – Divisional Diversity Leads	Q1 2020 – ongoing
	Maintain a best practice support network through partnerships with external industry bodies and specialist organisations on innovative projects and research to advance the ABC's D&I objectives.	P&C – ID&I Divisional Diversity Leads	Q1 2020 – ongoing
	Participate in external benchmarking (e.g. AWEI, AND's Access and Inclusion Index, etc.) to monitor our progress and help us improve our working practices.	P&C – ID&I	Q4 2021
What success will look like?			
<ul style="list-style-type: none"> Diversity and Inclusion is actively championed by the ABC leadership as a strategic priority and this is reflected in our policies, work practices and decision making. Increased level of awareness and support for our diversity and inclusion objectives and targets among our employees (employee feedback/engagement surveys) ENGs are established and contribute to diversity and inclusion priorities and change Retention and turnover rates are equivalent for all employees regardless of their diversity status. Participation in Diversity & Inclusion training, with specific targets to be determined by the DISC throughout the Plan. Participants feel able to apply learnings in their day-to-day work environment. Gender pay review informs specific actions to address any pay gaps. Participation in workplace diversity awards (e.g. AWEI, AND's Access and Inclusion Index, etc.) with progressive improvement in performance score overtime. 			

And the D&I plans outlining the launch of the ABC Pride strategy in June 2019.

Our key workplace culture initiatives

A. STRENGTHENING OUR LEADERSHIP ENGAGEMENT AND ACCOUNTABILITY

In order to succeed, this Plan must be driven from the top. Without visible leadership engagement and accountability there's a risk diversity and inclusion will be considered a secondary "nice to have" rather than the strategic priority it is. This Plan includes a leadership commitment and a dedicated structure to ensure top-down accountability for diversity and inclusion outcomes (see section on *Governance, Roles and Responsibilities*). Furthermore, its goals and targets will be reflected in the annual, measurable KPIs of the ABC's Leadership and their executive teams, and cascaded down to all levels of the ABC. Where possible, to assess the inclusiveness of our workplace we will also seek external benchmarking, such as the Australian Workplace Equality Index or the Australian Network on Disability's Access and Inclusion Index.

B. ABC-SPONSORED EMPLOYEE NETWORK GROUPS (ENGs)

Our ENGs provide employees who share similar backgrounds, needs or interests a platform for networking, ideas sharing and collaboration. They are also "safe spaces" where individuals from under-represented groups can find support and be themselves. ENGs take the lead on specific initiatives, such as awareness-raising events, and influence change by shining a light on things we can do better and finding ways to improve.

Our ENGs will be sponsored by our most senior leaders and employee participation is actively encouraged and supported by managers and team leaders across the Corporation. Under this Plan, we will continue to support and celebrate the work of ABC Pride and the recently launched ABC Multicultural Network as well as launching and supporting a new group focused on accessibility in early 2020.

Case study: ABC Pride

ABC Pride was created in 2017 to promote and encourage LGBTQI+ inclusion in all aspects of the ABC. The group is chaired by Head of Operations Manda Hatter, who was named as one of the Deloitte/Google 50 Outstanding LGBTI Leaders of 2018. The group is open to all ABC employees and meets monthly to develop and implement initiatives that support the representation and participation of LGBTQI+ people in ABC content, services and the workforce. ABC Pride has grown to include 24 active committee members and hundreds more supporters across the ABC. The group has achieved many goals, including organising popular, well-attended events and discussion forums; supporting LGBTQI+ employees during the 2017 marriage equality survey; and advocating for LGBTQI+-friendly internal policies and practices. The ABC Pride strategy was launched in June 2019 at the ABC Gayla event.

"Creating an inclusive work environment for everyone"



ABC Pride IDAHOBIT event in Perth, June 2019

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS		FOUNDATION
10. Network Leadership Structure		Max. 3 points
<p>Our employee network has a clearly articulated leadership structure with:</p> <ul style="list-style-type: none"> a) clear roles and/or responsibilities for those involved b) an HR or Diversity representative as part of the leadership structure <p><i>For full points, please provide:</i></p> <ul style="list-style-type: none"> (a) a copy of your network leadership structure clearly articulating role accountabilities (b) evidence that you have HR or diversity representation within the leadership 		
<p>Reference item A/ The network has adopted clear roles and responsibilities defined in the ABC Sustainability Plan and the position Description which extends to the committee roles for § 47G(1)(a). These are provided in this submission.</p> <p>Appendix 7 – ABC Pride Sustainability Plan 2020</p> <p>Appendix 9, 10, 11, 12 and 6 - § 47G(1)(a)</p> <p>Reference Item B/ HR (People & Culture at the ABC) maintains strong involvement in the Pride network with the § 47G(1)(a) in the role as the § 47G(1)(a) and have a People Stream within the Committee with positions held by the § 47G(1)(a) within the § 47G(1)(a) and the § 47G(1)(a). This ensures there is a strong representation of HR (P&C) within the network and support to enable ABC Pride to achieve their goals and objectives.</p> <p>This § 47E(c) employees representing their support as allies and community at 2020 Mardi Gras – this includes the § 47E(c).</p> <div style="background-color: black; color: white; font-size: 48px; padding: 20px; text-align: center;"> § 47E(c) </div> <p>Extracts below – Provide an outline of the clearly defined roles and accountabilities which supports a position description provided below.</p> <p>Depending on your device this maybe too small to review so please refer to the Appendix 7 – ABC Pride Sustainability Plan 2020</p>		



s 47G(1)(a)

Appendix 9, 10, 11, 12 and 6 - s 47G(1)(a)

s 47G(1)(a)

§ 47G(1)(a)

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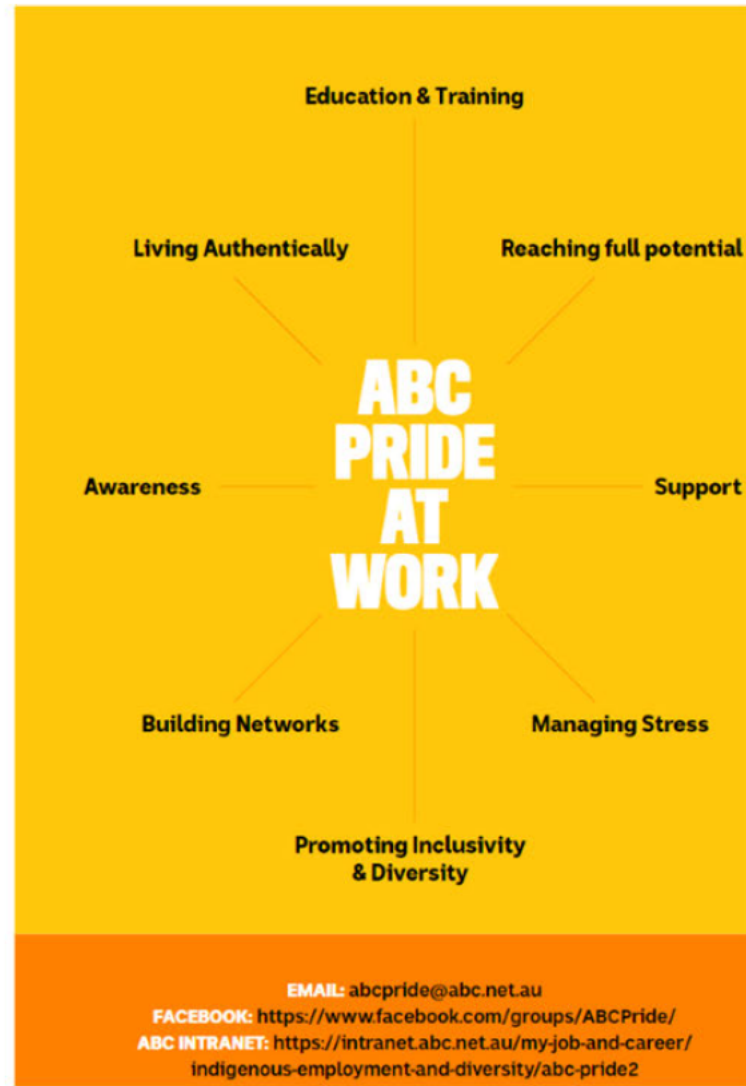
ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	FOUNDATION
11. Network Strategy / Work Plan	Max. 3 points
<p>Our network has in place its <u>own strategy</u> (or a work plan contributing to the organisation's LGBTQ inclusion strategy) and has reported progress against clearly defined action plans, timelines and/or deliverables within the assessed year.</p> <p><i>For full points, please provide all of the following:</i></p> <ul style="list-style-type: none"> (a) <i>a copy of your network strategy or component of the strategy that the network has been working on within the assessed year</i> (b) <i>a copy of action plans and timelines utilised</i> (c) <i>a copy of the latest progress report</i> 	
A/ Appendix 13 – ABC Pride Strategy Booklet	

OUR AMBITION

ABC Pride is an **employee-led group** providing **Education, Awareness and Support** for our staff.

ABC Pride aims to create an **inclusive work environment** where our people can be their **authentic selves** and **reach their full potential**.

ABC Pride **signifies inclusion** and invites **all ABC employees** to be part of and support this ambition.



INVESTING IN AUDIENCES

1. Creating extraordinary relevant and valued content

Through a new awards nomination platform open to all ABC staff;

- a) Best 'Community Member' (working title) – Who made the biggest difference to the community at the ABC
- b) Best Ally – Non-LGBTQI staff member who most supported the community
- c) Best Content – For content that changed the conversation around LGBTQI issues

2. An outstanding audience experience

- By promoting diversity and inclusion on and off screen
- Through Diversity and Inclusion training programs available to all staff, including content makers

3. Reaching and Engaging more people more frequently in the most relevant way

- By collecting data from our staff to ensure our internal diversity targets are reflective of all Australians
- By celebrating diversity days like IDAHOBIT and Wear it Purple

4. Building a great place to work

- By extending the ABC's mentoring program to include LGBTQI mentors
- By offering resources specific to LGBTQI staff through our Intranet page
- By engaging Champions across the ABC to reach and support all our staff in Metro and Regional areas
- By reviewing our policies and updating terminology to be more inclusive, including offering gender transition leave as a proposed clause in the EA
- By introducing a staff feedback form to better understand how to support our staff through the Pride group's activities

WHY?

Because it is good for our people and good for business

We believe in **equal opportunity**

We value **inclusion**

We value **respect**

We believe a person's identity and sexual orientation is an **intrinsic part of who they are** and we are committed to creating a working environment that **supports and embraces our differences**.

Supporting our LGBTQI community will:

- Help make the ABC a **better place to work** (ABC Investing in Audiences Strategy – Great Place to Work)
- Help us recruit and retain the best – make us an **employer of choice**.
- Help us **make better content** by leveraging that diversity (ABC Investing in Audiences Strategy - making extraordinary content)

Recently published research noted LGBTI and supporter employees at inclusive companies (compared to those that have a negative attitude to LGBTI employees) are:

- significantly more likely to say they are proud to work for their employer (84% v 68%);
- more likely to "go the extra mile" for company success (84% v 73%)

^ Source: Harvard Business Review, February 2016

WHAT IS SUCCESS?

1. Visible and vocal support for our LGBTQI community from our leaders.

Support could be in many forms including communications and presentations, social media sharing, attendance at LGBTI events, prioritising LGBTI on the agenda of important forums.

2. Qualitative feedback

From our LGBTQI community that says we are moving towards our ambition.

3. Implementation of this strategy

Including key initiatives like the LGBTQI mentoring program, the metro champion program, policy updates, IDAHOBIT & Wear it Purple Day, and an annual Gayla event.

4. Significant improvement in AWEI score

Continual improvement in the Australian Workplace Equality Index

The AWEI now stands as the definitive national benchmark on LGBTI workplace inclusion and comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees. The Index drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors.

B/ ABC Pride Annual and AWEI plan planning (Appendix 8)

ABC PRIDE – ANNUAL GOALS AND AWEI ACTION PLAN 2020

s 47E(c) Manda Hatter s 47E(c)
s 47E(c)

What	When 2020	Status	Comments/Notes
1. Creating extraordinary relevant and valued content			
<ul style="list-style-type: none"> Create a new awards platform to celebrate LGBTQ+ efforts 	November	Completed	
2. An outstanding audience experience			
<ul style="list-style-type: none"> Audience experience – Editorial Advice, supporting opportunities to increase representation of LGBTQ+ Community 	October	Completed	
<ul style="list-style-type: none"> D&I Training programs for all employees and content makers 	November	Completed	
3. Reaching and Engaging more people more frequently			
<ul style="list-style-type: none"> Employee data collection to ensure our internal diversity targets are reflective of all Australians. 	Delivery date changed	Ongoing	s 47G(1)(a)
<ul style="list-style-type: none"> By celebrating days of awareness like IDAHOBIT & WIP 	Several through out the year	Completed	See Events Calendar
4. Building a great place to work			
<ul style="list-style-type: none"> Extending ABC Mentoring program to LGBTQ+ employees 	March	Completed	
<ul style="list-style-type: none"> Offering resources specific to LGBTQ+ staff through our internal sites. 	May	Completed	Ongoing attention to updates and ensuring leading practice terminology continues
<ul style="list-style-type: none"> Engaging Regional Champions across the ABC to reach and support Metro and Regional areas 	October	Completed	
<ul style="list-style-type: none"> Policy reviews and updates – Gender Affirmation focused 	November	Completed	
<ul style="list-style-type: none"> Introduction of staff feedback survey to better understand how ABC Pride can support staff through the Pride groups activities. 	April	Completed	

C/ Evidence of ABC Pride advancements at the ABC are published in the ABC D&I Annual Plan - a public document that show-cases all the key deliverables in alignment with our strategic 3 Diversity & Inclusion Plan and the ABC Pride Strategy. ABC Diversity & Inclusion Annual Report 2019-2020 (Appendix 15)

Memberships

The ABC continues to be a member of several key national diversity organisations, including the Diversity Council of Australia, Australian Network on Disability, Pride in Diversity, Screen Diversity Inclusion Network, the NSW Equal Employment Opportunity Practitioners' Association (NEEOPA) and the Asian Leadership Project. These memberships give access to advice and expertise on external equity, diversity and inclusion best practices and assist the Corporation in keeping up to date. The Asian Leadership Project is an initiative dedicated to advancing Asian and culturally diverse talent into leadership positions. As part of its membership, diverse staff from across Australia have attended masterclasses, special events, career coaching and mentoring sessions.

LGBTQI+

The ABC continues to focus on LGBTQI+ inclusion. While a target for LGBTQI+ representation in the workforce has not been set, the ABC's recruitment data now includes tracking job applications from LGBTQI+ applicants and the conversion to successful hires.

ABC Pride

The ABC Pride employee network is now in its third year and 2020 has been its most eventful and successful year yet.

The network is Chaired by Head of Operations Manda Hatter and meets monthly with staff from across many teams within the ABC. The focus is on continuing to improve inclusiveness at the ABC. Throughout 2019- 2020, the ABC Pride network successfully extended to include state and territory capital cities, as well as regional areas, including Alice Springs, Port Pirie and Kalgoorlie. The Committee includes streams- People, Events, Communications, *Mardi Gras* and Champions for State and Regional locations.



Journalist Jason Ott

ABC Pride are responsible for delivering the Pride strategy by organising training, newsletter communications and celebrating days of significance for the LGBTQI+ community. Initiatives and events include:

- An online trivia event for IDAHOBIT Day (International Day Against Homophobia, Transphobia and Biphobia).
- Panel discussion - The LGBTQI+ Experience (living) in regional Australia.
- *Wear It Purple Day* focussing on LGBTQI+ awareness for young people.
- ABC Pride collaboration with SBS Pride & Allies on LGBTQI+ workplace inclusion. Issues discussed included workplace policies, content making and the personal experiences of staff representing diverse genders and sexualities.
- *Gayla* and Pride Strategy launch - Melbourne launch in November 2019 and Sydney launch in June 2019.
- ABC Pride has contributed to a language guide to support improved reporting on content that relates to sexuality and gender diversity.

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Celebrating events and significant days

Mardi Gras



Anastel Crabb and Craig Phillips at the 2020 Sydney Gay and Lesbian Mardi Gras.

The ABC was proud to participate in the *Sydney Gay and Lesbian Mardi Gras* parade for the first time in the history of the event. The annual *Mardi Gras* theme 'What Matters' aimed to celebrate those at the forefront of the fight for equality.

Among the 60 staff members participating were well-known figures, including Fran Kelly, Patricia Karvelas and Jeremy Fernandez. They were accompanied on the float by ABC Managing Director, David Anderson. ABC Chair Ita Buttrose attended the parade to offer her support.

The ABC float was self-funded by ABC Pride (the ABC's LGBTQI+ employee network group) and showcased hundreds of ABC employees represented through pre-recorded video played on the side of the ABC vehicle. The ABC's participation in the *Mardi Gras* highlights that the ABC embraces and supports diversity for all in its workforce.





James Taylor SBS MD, Patricia Kerrigan, and David Anderson.



Alan Wootton and Kristina Mikhaleva

AWEI award

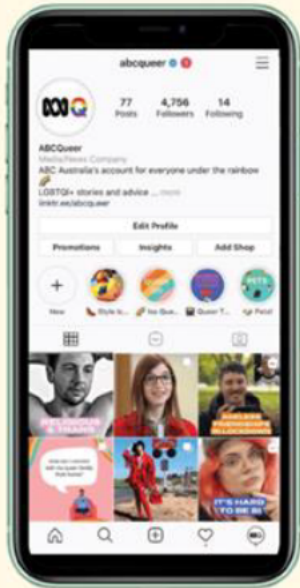
A host of efforts and activities were recognised in 2020 with the awarding of a Bronze Medal at the Australian Workplace Equality Index (AWEI). This award measures the impact of inclusion initiatives and drives best practice and improved workplace diversity across Australia. Now in its tenth year, hundreds of organisations participate in the AWEI across all sectors. This year marked the first time that the ABC won a medal.

The award signifies that the ABC had substantially increased the visibility of people of diverse sexualities and genders – creating a more inclusive place to work and more diverse content for its audiences. Bronze status represents national and industry-wide recognition of the ABC's progress.



ABCQueer

ABCQueer is an Instagram account for young LGBTQI+ Australians. ABCQueer explores how the ABC creates channels for specific communities to reach new audiences with independent and engaging storytelling.



ABC Queer Instagram

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

12. Orientation / On-boarding

INTERMEDIATE

Max. 2 points

Our network is actively involved in orientation, on-boarding or the welcoming of new hires within the organisation. If orientation is strictly online, our network has sought means to introduce new hires to the network and welcome them to the organisation.

For full points, please provide:

(a) evidence of when this last occurred

s 47G(1)(a)

s 47G(1)(a)

Evidence item 3/ New starters are invited to sign up the ABC newsletter which is sent out monthly – sometime more than monthly if there is a lot happening and is used as a way to update all network members Australia wide. Here is an extract of the welcoming letter and opening statement.

s 47G(1)(a)

s 47G(1)(a)



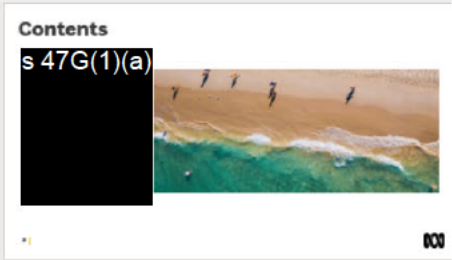
ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	
13. Strategy and Goals	INTERMEDIATE 2 points
<p>Our network leads have objectives that are assessed annually within performance discussions, relating specifically to performance within that role (as opposed to generic cultural, diversity or value statements).</p> <p><i>Please provide evidence of specific KPI's in relation to a network lead role being incorporated within formal performance/assessment discussions.</i></p>	


s 47G(1)(a)

s 47G(1)(a)

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s 47G(1)(a)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS		INTERMEDIATE Max. 2 points
14. Sustainability Plan		
Our network has a documented sustainability plan (over and above a leadership structure and/or a succession plan) that will help ensure the longevity and continuity of the network.		
Please provide:		
(a) an outline of what considerations were considered in the development of the plan (b) a copy of the plan - Appendix 7 – ABC Pride Sustainability Plan 2020		
This is an extract of the key elements covered in this plan		
<div>    </div>		

s 47G(1)(a)	s 47G(1)(a)  s 47G(1)(a)
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s 47G(1)(a)

s 47G(1)(a)

The network has undertaken one of the following within the assessed year:

- a) **actively distributed, promoted or developed information on how to be an ally to trans and gender diverse employees**
- b) worked with trans and gender diverse employees or community members to develop targeted inclusion initiatives profiling trans and gender diverse speakers or role models

Note: This is over and above speaking events or LGBTQ calendar Days of Significance.

Points will be given for one of the above.

- (a) If you have selected (a), please provide a copy of the information provided
- (b) If you have selected (b), please provide details and evidence of this work

If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission. Please do not duplicate any evidence already submitted for events around LGBTQ Days of Significance. Points will not be allocated twice for the same event.

§ 47G(1)(a)

It consisted of opportunities to attend a Ally training with a focus on transgender and gender diverse people. § 47G(1)(a)

Evidence A/

Item number 1/

§ 47G(1)(a)

s 47G(1)(a)

s 47G(1)(a)

Evidenced Item number 2/

Email Newsletter communication to ABC Pride members - Friday 20th November

The communication encouraged all staff to support Transgender Awareness Week and providing links to a compilation of stories and resources available for ABC employees.

s 47G(1)(a)

s 47G(1)(a)

Extract of link destination – each of the stories employees could click through to for a detailed and comprehensive story.

As an example I have provided **s 47E(c)** below;

s 47G(1)(a)

§ 47E(c)

s 47E(c)

ss 47E(c) and 47G(1)(a)

Evidence item 3/ The Ally training with a focus on Transgender was conducted and recorded during November 2020 and forms part of our ABC internal training promotion material to educate more employees as to how to be a better ally with a focus on Transgender.

Resources for Allies

November 2020 Ally Training

During November 2020, Chris Nelson from Pride in Diversity delivered an excellent LGBTQI+ Awareness training session for our allies, with a focus on Transgender issues to mark Transgender Day of Remembrance.

s 47G(1)(a)

s 47G(1)(a)

This training was conducted in November 2020 however here is an email that was received after this in January 2021 – it demonstrates the positive impact this session had within the ABC business.

s 47G(1)(a)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

16. Visibility of LGBTQ Women

ADVANCED
Max. 3 points

Throughout the assessed year, our network has either:

- a) developed and made progress against an active strategy with targets in place to increase the visibility of LGBTQ women; or
- b) undertaken and documented significant activity throughout the year to increase visibility of LGBTQ women and out role models

Points will be given for one of the above.

(a) If you have selected (a), please enclose a copy of any plan developed along with a report of progress made

(b) If you have selected (b), please provide an outline of all activity taken to specifically increase the visibility and participation of LGBTQ women

If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission.

The ABC has a high proportion of LGBTQ+ Women representing within the network with 80% of the lead roles held by women. The network membership is also well represented, despite this we recognise that there is improvements that can be made and invested significant effort to increase the representation of out, LGBTQ+ women within the ABC.

Pieces of work that we have focused on and improve the representation include;

§ 47G(1)(a)

s 47E(c)

s 47G(1)(a)

Pride Stories

s 47E(c)

§ 47G(1)(a)

Regional Pride: The LGBTQI+ experience in Regional Australia

The towns and cities of Wollongong, Newcastle, Port Pirie, Armidale and Kalgoorlie are all in Regional Australia. However, life for LGBTQI+ people living and working in these communities is not all the same.

s 47E(c)

47E(c)

47F

47G(1)(a)

s 47G(1)(a)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS		ADVANCED 3 points
17. LGBTQ Intersectionality		
Throughout the assessed calendar year, the network has provided opportunities for LGBTQ people of diverse groups to raise their visibility and/or to share their stories across the organisation:		
Please provide evidence for one of the following:		
<ul style="list-style-type: none"> LGBTQ and Aboriginal, Torres Strait Islander or Indigenous LGBTQ and a person of faith LGBTQ and of another diverse group (i.e. CALD, of mature age, living with disability, etc.) 		
Please provide evidence for <u>one</u> of the selected groups above.		
If you have undertaken above-and-beyond work for more than one of the groups mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.		
<p>§ 47E(c) as promotion of intersectionality within the LGBTIQ+ Community.</p> <p>This video was produced by ABCQueer, an official ABC Instagram account for everyone under the LGBTQIA+ rainbow. You can follow the account here: https://instagram.com/abcqueer and posted on our Internal ABC Pride side – the exploration of being gay and his CALD background.</p>		

s 47E(c)

After 15 years of shame and disappointment, s 47E(c) talks about how s 47E(c) can finally be proud of who s 47E(c) is.

s 47E(c) one of about s 47E(c) taking part in the ABC Pride Mardi Gras float this weekend. It's the first time that the ABC will have a float in Mardi Gras since the parade began in 1978.

ABC Pride is a staff-led group that exists to support employees of diverse sexualities, genders and intersex variations.

And

s 47E(c)

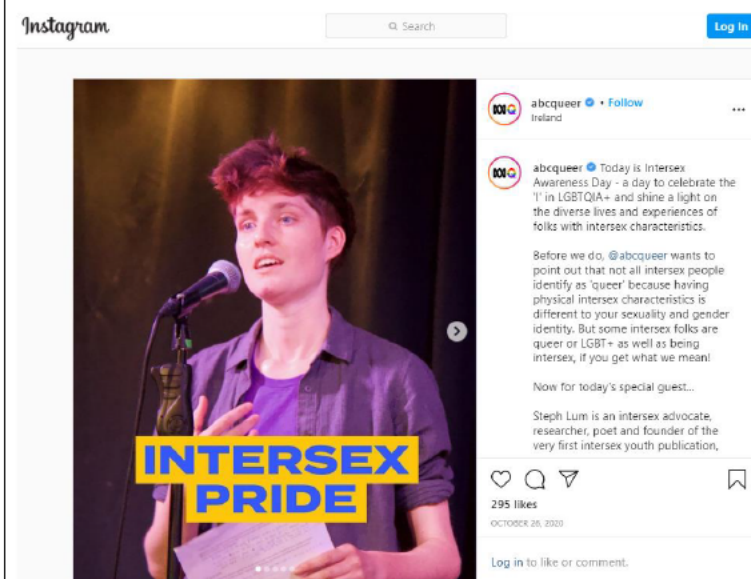
s 47E(c)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS		ADVANCED
18. Intersex Allies		Max. 4 points
<p>As Intersex Allies:</p> <p>a) The network has completed one of the following within the assessed calendar year:</p> <ul style="list-style-type: none"> communicated what the organisation has been or is currently doing to be more inclusive of Intersex people while acknowledging that Intersex status is about variations of sex characteristics, not gender identity or sexual orientation held organisation-wide educational events where Intersex people have spoken distributed current and accurate information on Intersex inclusion or awareness raising across the organisation shared articles, books, movies, documentaries, presentations about Intersex from intersex perspectives sought and gained permission from intersex organisations such as IHRA to share relevant content on social media or LGBTQ network / diversity page developed a network initiative or working group with Intersex representation to help determine how the organisation or network can be more inclusive of Intersex people (over and above including Intersex awareness within LGBTQ inclusivity training). <p>b) Our organisation has signed up to The Darlington Statement</p> <p><i>Please provide:</i></p> <p><i>a) evidence for one of the selected actions above</i></p> <p><i>b) evidence of your organisation signing up to The Darlington Statement</i></p> <p><i>If you have undertaken above-and-beyond work for more than one action in part a) mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.</i></p> <p><i>Evidence a/ ABC actively promoted Intersex Awareness Day and provided education information for all employees and linked to s 47E(c) who extends the message around their personal story.</i></p>		

s 47G(1)(a)

Page 1 of 1

B/ stories being promoted in the ABC, this was then promoted on internal newsletters and MS Teams chat page and Facebook.



ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

ADVANCED
Max. 3 points

19. Broader Inclusion

Within the assessed calendar year, the network has **planned, targeted and tracked both activity and progress** within **one** of the following areas:

- work to extend and increase network engagement and inclusion within regional offices**
- increasing LGBTQ presence or leadership within other internal diversity networks or working groups (i.e. women, parents, cross-cultural)**

Points will be allocated for **one** of the above. If you have completed work in more than one of the above stated areas, please include evidence of work in the **ADDITIONAL WORK** section at the end of this submission.

- If you have selected (a), please provide a list of activities/work conducted/completed to increase inclusion within regional offices and progress to date
- If you have selected (b), please provide evidence of activity or LGBTQ representation across other diversity networks

A/ the activities were held virtually to become more accessible to regional locations

B/ The topics including the experience from regional individuals were tabled as a way to engage the regional employees.

See examples as evidence below;

§ 47G(1)(a)

A huge success connecting with our Regional communities which formed part of the ABC Pride strategic goal to increase connection and participation representation.

Regional Pride: The LGBTQI+ experience in Regional Australia

The towns and cities of Wollongong, Newcastle, Port Pirie, Armidale and Kalgoorlie are all in Regional Australia. However, life for LGBTQI+ people living and working in these communities is not all the same.

s 47E(c)

s 47E(c)

s 47G(1)(a)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

20. Network Reporting

ADVANCED
Max. 4 points

Within the assessed calendar year, we produced:

- a) a network specific report on progress against network targets, in addition to
- b) one of the following areas of performance:
 - additional advice provided to the organisation throughout the year
 - areas of significant contribution
 - areas of future focus
 - annual progress tracking against the AWEI

Please provide evidence for both (a) and (b). If you have undertaken above-and-beyond work for more than one of the areas mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

Reference the item above highlighted in yellow and is the last bullet point in b, with the following evidence;

1/ Evidenced by report here ABC pride AWEI and Action Planning 2020 (Appendix 8)

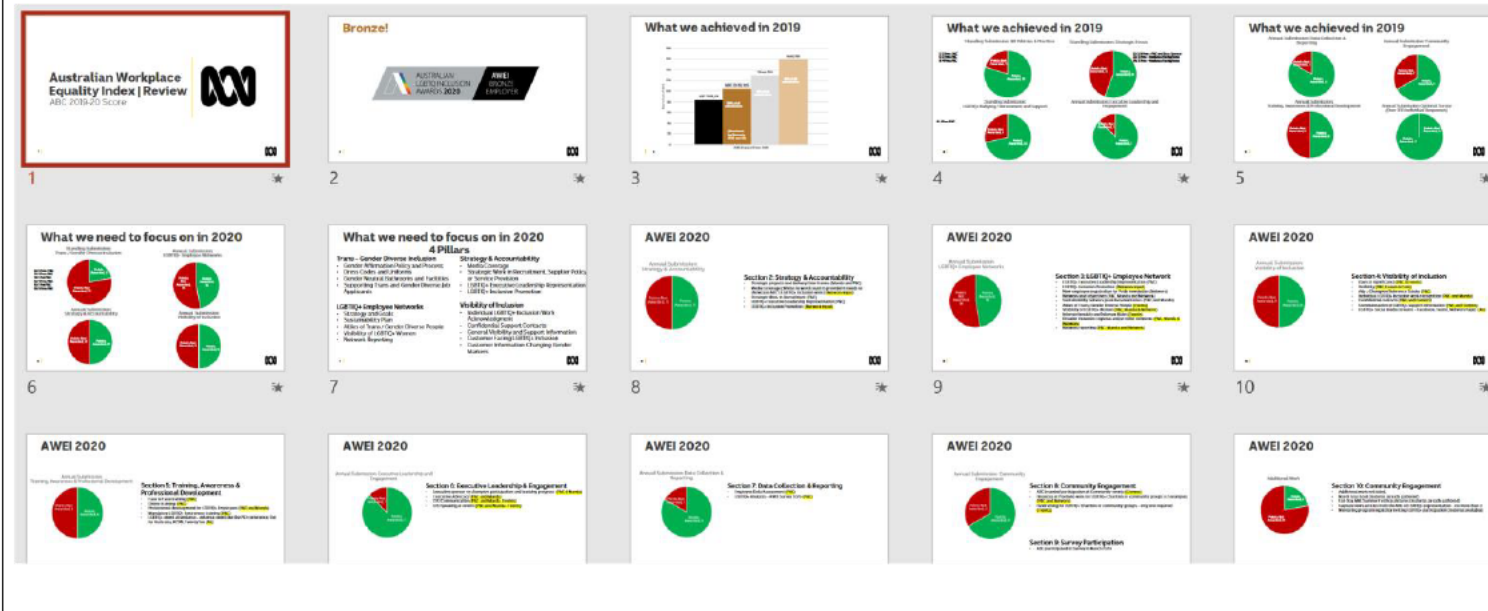
ABC PRIDE – ANNUAL GOALS AND AWEI ACTION PLAN 2020

s 47E(c) Manda Hatten s 47E(c)

s 47E(c)

What	When 2020	Status	Comments/Notes
1. Creating extraordinary relevant and valued content			
• Create a new awards platform to celebrate LGBTQ+ efforts	November	Completed	
2. An outstanding audience experience			
• Audience experience – Editorial Advice, supporting opportunities to increase representation of LGBTQ+ Community	October	Completed	
• D&I Training programs for all employees and content makers	November	Completed	
3. Reaching and Engaging more people more frequently			
• Employee data collection to ensure our internal diversity targets are reflective of all Australians.	Delivery date changed	Ongoing	s 47G(1)(a)
• By celebrating days of awareness like IDAHOBIT & WIP	Several through out the year	Completed	See Events Calendar
4. Building a great place to work			
• Extending ABC Mentoring program to LGBTQ+ employees	March	Completed	
• Offering resources specific to LGBTQ+ staff through our internal sites.	May	Completed	Ongoing attention to updates and ensuring leading practice terminology continues
• Engaging Regional Champions across the ABC to reach and support Metro and Regional areas	October	Completed	
• Policy reviews and updates – Gender Affirmation focused	November	Completed	
• Introduction of staff feedback survey to better understand how ABC Pride can support staff through the Pride groups activities.	April	Completed	

2/ ABC Pride assessed their performance against the AWEI in detail. This document is attached an appendix 14 for a closer review of the document titled; 'AWEI Review ABC Final.'



SECTION 4: VISIBILITY OF INCLUSION

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

21. Days of Significance

FOUNDATION

Max. 2 points

Within the assessed calendar year, we have celebrated and promoted LGBTQ Days of Significance across the organisation while *providing and/or educating employees with an understanding of why these dates are important.*

For full points, please provide:

- a list of LGBTQ Days of Significance celebrated throughout the assessed year
- a brief description of each event, *detailing how you promoted an understanding of why the day is significant*

Several days of significance have been marked throughout the year at the ABC these have included;

IDAHOBIT

s 47G(1)(a)

s 47G(1)(a)

s 47G(1)(a)

s 47E(c)

WEAR IT
PURPLE

Our special guest for the s 47E(c)

s 47E(c)

WHAT IS THE DAY AND WHY IS IT IMPORTANT?

"The simple act of wearing purple on this day and posting a selfie to your Instagram and your socials. LinkedIn etc in your workplace, you are showing visible support of your inclusion."

s 47E(c)

HOW YOU CAN SUPPORT "WEAR IT PURPLE"

If you would like to donate direct to Wear It Purple to help with these initiatives. All donations help! Please head over to: <https://www.wearitpurple.org/donate-link>

Check out the Gender and Sexuality Alliance website - GSA Connect =>

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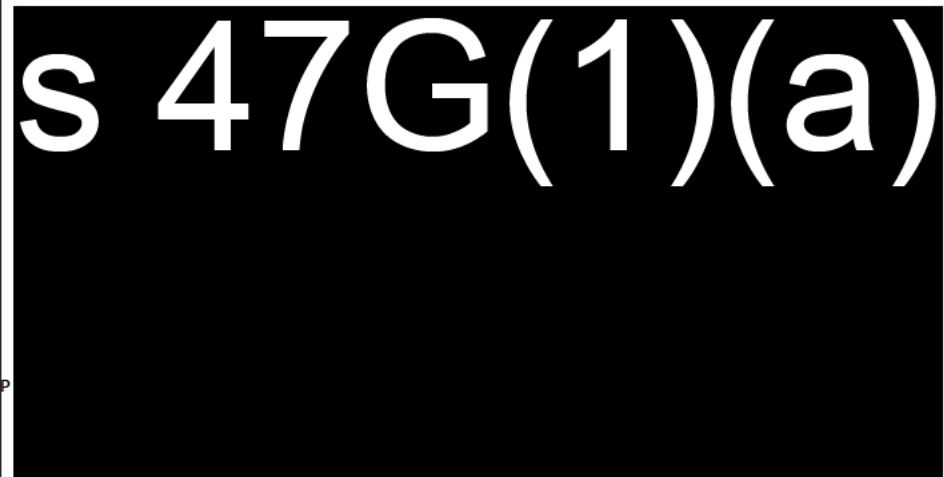
Transgender day of Awareness

s 47G(1)(a)

ABC recognises Transgender Day of Visibility



This week, ABC Pride recognised Transgender Day of Visibility, an international celebration of transgender pride and awareness held annually on 31 March. s 47E(c) been at the forefront of the fight for transgender rights for decades, shares s 47E(c) story with ABC Pride [here](#).



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s 47E(c) s 47G(1)(a) s 47E(c) s 47G(1)(a)

Transgender week of remembrance

s 47G(1)(a)

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION		FOUNDATION
22. Visibility in the Workplace		Max. 3 points
<p>We actively encourage and provide a means by which employees can indicate their commitment to LGBTQ workplace inclusion through the use of: ALLY email signatures, lanyards, personal pronouns, virtual backgrounds, etc.</p> <p>Please provide:</p> <ul style="list-style-type: none"> a) a list of options available to employees through which they can visually indicate that they are an ally or supporter of LGBTQ inclusion b) a couple of photos showing active support and visibility of these options within/around/throughout the workplace (please limit photos to a couple of photos – not required for each available option) 		
<p>a/ As part of the ABC Pride ally education and awareness we express to employees the importance of being visible.</p> <p>A list of these options are provided below and outlined for employees. Using the ABC Pride intranet site to educate people in the importance of visibility through the 'Ally' tab and then the opportunity to review available merchandise.</p> <p>Available options include;</p> <ul style="list-style-type: none"> Pens Pins Lanyards Hats Mugs Tote bags 		

s 47G(1)(a)

ABC Pride Merchandise



1 of 3



We still have some merchandise left but will not be buying any more for a few months. Next steps for us will be to launch an online portal to enable ABC staff from all over Australia (and internationally) to purchase ABC Pride merchandise. Watch this space (and future newsletters) for more details once we are ready to go live!

ORDER MERCHANDISE FOR YOUR STATE / LOCATION HERE

s 47G(1)(a)

For all those of you who've seen ABC staff wearing rainbow-hued Pride lanyards, and wondered, "Where can I get one of those stunning necklaces?!"

They're so incredibly popular that no sooner do we get some in, they're gone! In fact, we're usually struggling to keep everything in stock, so if you'd like a cute, collectible pin, a Pride ABC-staff-only lanyard, a juicy-hued pen, or graphic tote bag (totes amazeballs!), you'll have to be quick.

If you're keen, hot-foot it to the ABC Ultimo Centre Café, Auntie Knows Best, that's where you can pick up:

Pride Pins for \$12, two for \$20

Lanyards for \$10 each

Tote bags for \$15, two for \$25

Pens for \$3 each, two for \$5

All proceeds go to raising funds for the inaugural ABC Pride float in the 2020 Sydney Mardi Gras. Please Note: All sales are cash only, no cards.

Outside Sydney?

Contact your [local Pride Champion](#). Many of them have ordered merchandise recently, and if they don't have what you want, they can get it for you.

city

b/ a couple of photos showing active support and visibility of these options within/around/throughout the workplace (please limit photos to a couple of photos

s 47G(1)(a)

An extract from the Ally section of the intranet is below

Resources for Allies

November 2020 Ally Training

During November 2020, Chris Nelson from Pride in Diversity delivered an excellent LGBTQI+ Awareness training session for our allies, with a focus on Transgender issues to mark Transgender Day of Remembrance.

s 47G(1)(a)

s 47G(1)(a)

As an LGBTQI+ Ally you will actively show support for the community in the following ways:

- Be Visible
- Be Heard
- Be Involved
- Be Informed
- Be Mindful

Be Visible

- Show your support by displaying signs such as the rainbow flags, stickers, badges or the ABC PRIDE logo in your workspace
- Have visible and inclusive policies that recognise LGBTQI+ people
- Show public support by participating in Mardi Gras or taking a public stance on issues like marriage equality
- Visible support items can be purchased from [PiD website](#) or you can get creative and make your own

Be Heard

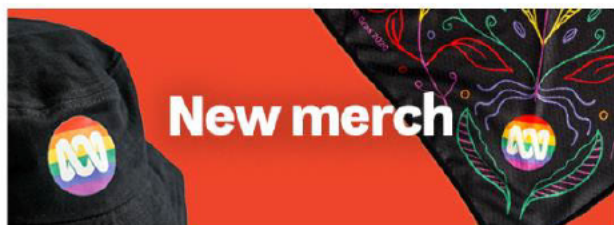
- [Join ABC PRIDE](#) and register as an Ally
- Advocate for diversity, and if you feel comfortable, challenge any assumptions or misconceptions that you may hear about people who identify as LGBTQI+
- Don't leave calling out inappropriate behaviour to LGBTQI+ people alone.

Be Involved

As a demonstration of the visibility the lanyards created, [s 47E\(c\)](#), was photographed with former Prime Minister John Howard, wearing their ABC Pride rainbow lanyard.



s 47E(c)



NEW MERCHANDISE PRICES:

Diaries \$15
Bucket hats \$18 (2 for \$30)
Trucker hats \$18 (2 for \$30)
Bandana (small) \$12
Bandana (large) \$15
Towels \$18
Mugs \$15 (3 for \$40)
Tote bags \$15 (2 for \$25)
Pens \$3 (2 for \$5)
Pins \$12 (2 for \$20)

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION		INTERMEDIATE
23. Ally / Champion Reference Guides		Max. 3 points
<p>We provide Ally/LGBTQ Champion Reference Guides or materials on how to be an effective ally and/or an active champion for LGBTQ inclusion within the workplace.</p> <p>Please provide</p> <p>(a) copy of this guide or an outline of the content covered within the guide</p> <p>(b) information regarding how it is distributed or where this guide can be found</p> <p>a/ Intranet page on the ABC Pride site - with several links to additional resources to support allies.</p> <p>Resources for Allies</p> <div> <div>s</div> <div>47G(1)(a)</div> </div>		

s 47G(1)(a)

Intranet site extract copied below;

As an LGBTQI+ Ally you will actively show support for the community in the following ways:

- ☐ Be Visible
- ☐ Be Heard
- ☐ Be Involved
- ☐ Be Informed
- ☐ Be Mindful

s 47G(1)(a)

A Guide to Language

s 47G(1)(a)

A Language guide: Trans and Gender Diverse Inclusion

Be Visible

- ☐ Show your support by displaying signs such as the rainbow flags, stickers, badges or the ABC PRIDE logo in your workspace
- ☐ Have visible and inclusive policies that recognise LGBTQI+ people

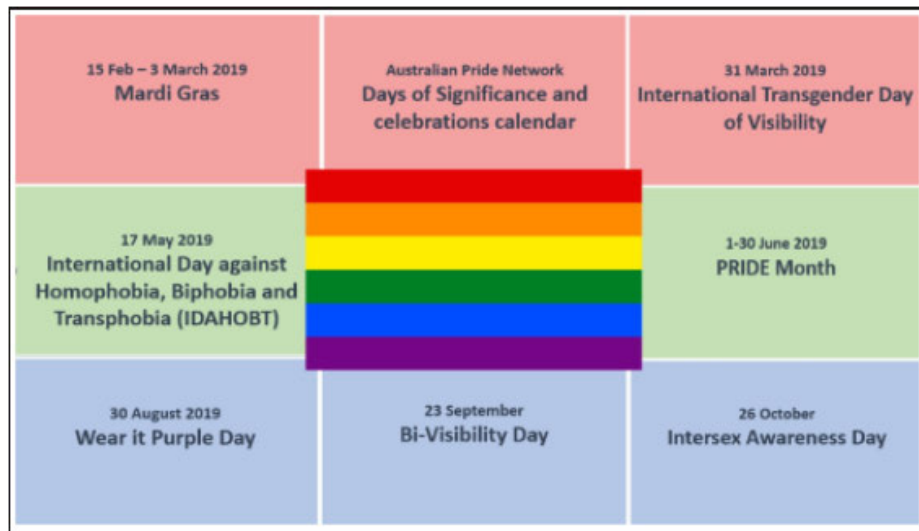
- ☐ Show public support by participating in Mardi Gras or taking a public stance on issues like marriage equality
- ☐ Visible support items can be purchased from [PiD website](#) or you can get creative and make your own

Be Heard

- ☐ [Join ABC PRIDE](#) and register as an Ally
- ☐ Advocate for diversity, and if you feel comfortable, challenge any assumptions or misconceptions that you may hear about people who identify as LGBTQI+
- ☐ Don't leave calling out inappropriate behaviour to LGBTQI+ people alone.

Be Involved

- ☐ Attend LGBTQI+ employee network events - everyone is welcome!
- ☐ Celebrate events that mark days of LGBTQI+ significance with your colleagues and post your support on our facebook page or Intranet site



[Australian PRIDE Network](#) | [Wear It Purple](#) | [Mardi Gras](#) | [IDAHOBT](#) | [Bi Visibility Day](#) | [Intersex awareness day](#)

Be Informed

- ☐ Use this page and the external resources provided OR speak to a member of the PRIDE team to educate yourself in the terminology and unique issues faced by the LGBTQI+ community
- ☐ Participate in available LGBTQI+ training at work
- ☐ Take time to learn about the history of the LGBTQI+ community

Be Mindful

- ☐ Don't assume everyone is straight/heterosexual
- ☐ Ask if people have a 'partner' rather than a husband/boyfriend or wife/girlfriend, this gives the LGBTQI+ people the option to tell you and doesn't put them in a difficult situation.

- ☐ Don't exclude LGBTQI+ parents by assuming LGBTQI+ people don't have children
- ☐ Never 'out' someone without their permission

s 47G(1)(a)

b/ information regarding how it is distributed or where this guide can be found.

The guide is available for employees to reference via the ABC Pride online intranet site.

Awareness of the guide is promoted via through email communication on the back of Days of Awareness, panel events and training.

The guide is found on the ABC Intranet clicking the communities page to ABC Pride, as screen shot above the ally guide forms part of the top tabs so it is super easy to find. As demonstrated in this extract below;

s 47G(1)(a)

Additional comment:

An email from an employee demonstrating th effectiveness of the training;

Ally training email from Triple J employee

s 47G(1)(a)

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

24. Individual LGBTQ Inclusion Work **Recognition**

INTERMEDIATE

2 points

Leadership has formally **recognised** and communicated the work of employee/s across the organisation, regarding their internal contribution in LGBTQ inclusion within the workplace.

Note: This excludes PiD communications around AWEI Awards – but can include your leadership’s formal internal recognition of the contribution made by employees.

Please provide evidence.

ABC Pride Awards 2020 despite the pandemic the Awards ceremony was facilitated in a vibrant and fun way celebrating the amazing efforts and achievements of our employees via a live virtual event. s 47E(c)

§ 47E(c) followed up with company communications to celebrates the award winners and recognise the efforts of the network throughout the year.

§ 47E(c)

§ 47E(c)

§ 47E(c) took time to articulate and reflect on the year that was – an extremely challenging global made even harder by restructures within the ABC. Despite the ABC Pride network have thrived increasing their regional reach and introducing a new stream to the network for § 47E(c). This will drive a better level of engagement and connection within the regional communicatees to make sure their voices are heard and events or initiatives are aligned to what they would find of interest. It was an emotional event as this was the last event before § 47E(c) departs for another role early in 2021.

Judges

§ 47E(c)

Manda Hatter ABC Pride Chair,

§ 47E(c)

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§ 47E(c)

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ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION		INTERMEDIATE
25. Confidential Contacts		2 points
<p>We have an LGBTQ intranet page that clearly identifies LGBTQ people or allies who can be contacted for a <u>confidential</u> and informal discussion regarding being an LGBTQ employee within the organisation. This is over and above any HR or grievance contacts and <u>confidentiality must be assured</u>.</p> <p><i>Please provide a screenshot of where this information is provided. If the contact is not clearly communicated as CONFIDENTIAL, full points will not be awarded.</i></p> <p><i>Evidenced a list of names are provided and highlight that they are available for confidential conversation.</i></p> <p><i>The list is a combination of ABC Pride and P&C trained allies that also participate in ABC Pride.</i></p>		

s 47G(1)(a)

s 47E(c)

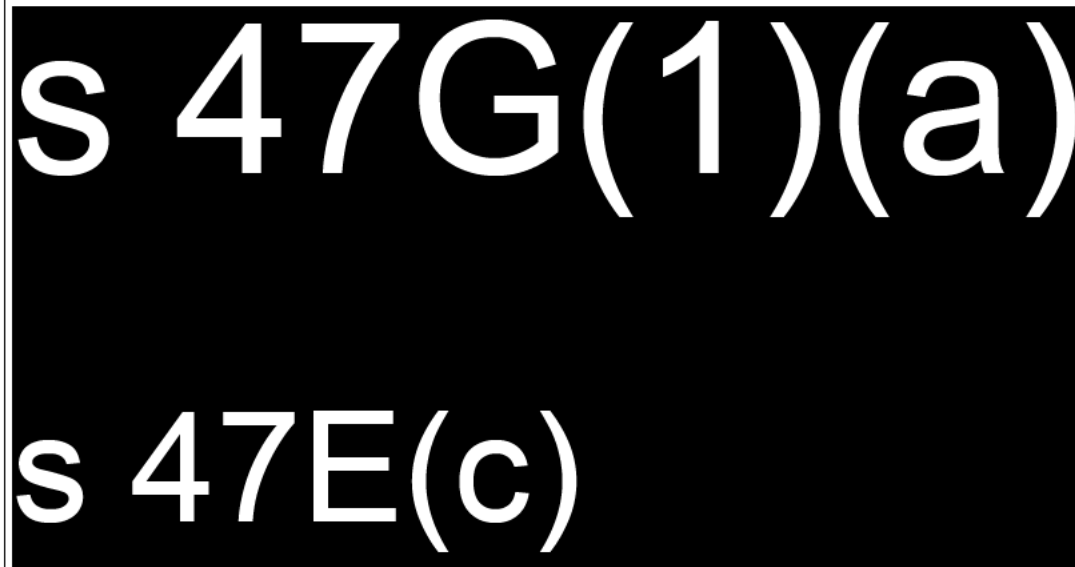
As the initial source of information for LGBTQ employees, our LGBTQ intranet page clearly articulates:

- a) the process for formally reporting workplace LGBTQ bullying/harassment
- b) available LGBTQ friendly support (should this occur)

For full points, please:

- (a) provide a screenshot of where this information is communicated on the network or LGBTQ diversity page.
- (b) clearly show LGBTQ friendly support avenues

a/ This is the formal process for reporting a workplace LGBTQ+ bullying/ harassment matter. See the workflow below.



s 47G(1)(a)

s 47G(1)(a)

Page 1 of 1

§ 47G(1)(a) [Redacted]
[Redacted]
[Redacted]

s 47G(1)(a)

§ 47G(1)(a)

s 47G(1)(a)

s 47G(1)(a)

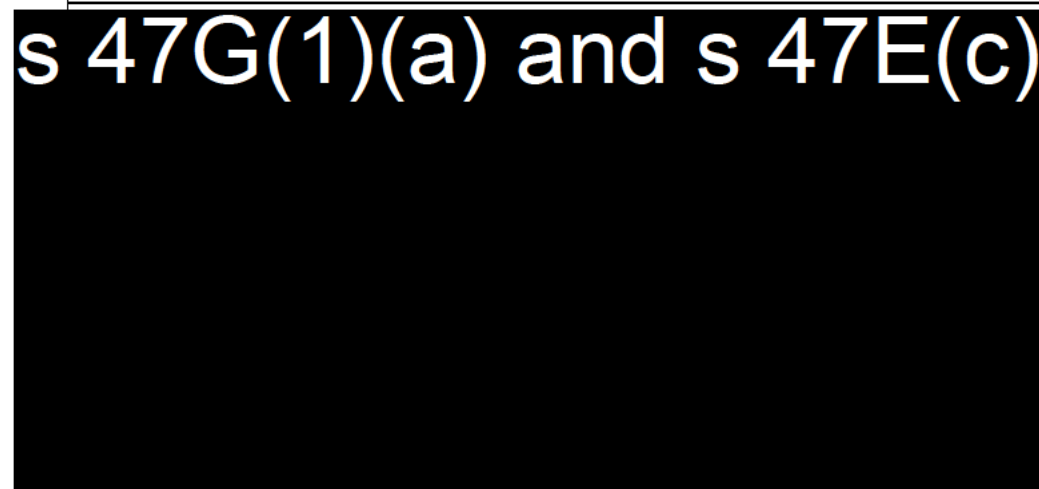
ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

27. LGBTQ Social Media Streams

ADVANCED
2 points

We have internal LGBTQ social media streams or any other means by which we can engage staff in conversations and post items of interest in regard to our inclusion work (may include but is not limited to Yammer, Twitter, Facebook, SharePoint).

Please provide screenshot evidence of such posts and/or conversations on your social media streams.



Evidence 2/ Demonstrating some recent posts – this one of s 47E(c) letting everyone know he has completed the AWEI survey and s 47E(c).

s 47E(c)

Page 1 of 1

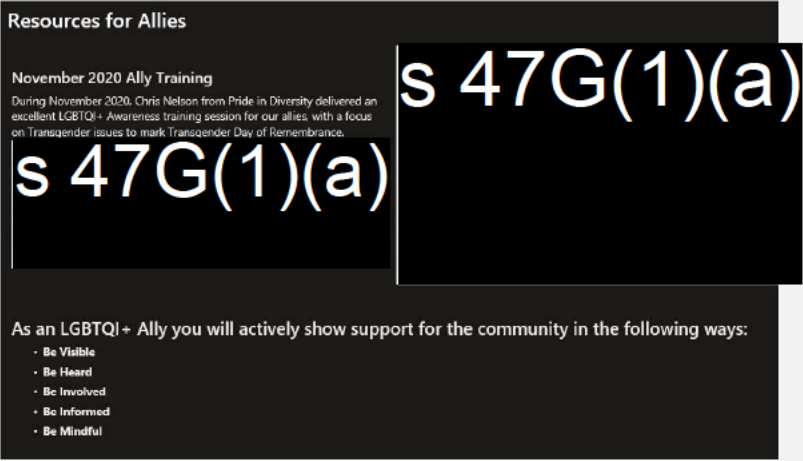

SECTION 5: TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

Please do not include compliance training covering anti-discrimination policies or training within events. Both of these are covered elsewhere.

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT		FOUNDATION 2 points
28. Face-to-Face Training		
We have made face-to-face LGBTQ Awareness / Inclusion / Ally Training available to all employees within the assessed calendar year. This would include any interactive training conducted via internet technologies (i.e. WebEx, Zoom, Teams, etc).		
Name of Trainer or Provider:	Chris Nelson from Pride in Diversity	<input type="checkbox"/> Our trainer is accredited by or from Pride in Diversity
Length of training:	1 hour per session	
Date/s:	§ 47G(1)(a)	
Number of attendees approx that will have gone through this training:	§ 47	
Evidence of training undertaken (one piece required):	<p>Screenshot of the invitation sent or where training has been communicated outlined below;</p> <p>Evidence of article that was posted in the ABC Pride newsletter promoting the training through distributed to all employees.</p> <p>§ 47G(1)(a)</p> <p>§ 47G(1)(a)</p> <p>§ 47G(1)(a)</p> <p>§ 47G(1)(a)</p>	

s 47G(1)(a)

	<p>TRANSGENDER ALLY TRAINING</p> <p>ABC Pride has partnered with Pride in Diversity to deliver 'How to be a great Ally with a focus on Transgender individuals'. This training will provide practical tools and tips that everyone can begin adopting to better support the transgender community. Please click on this link to register for an online session convenient for you. If you do have any questions please feel free to contact s 47E(c)</p>
<p>Copy of presentation or outline of training covered:</p>	<p>How to be a great Ally with a focus on Transgender individuals'. This training provided practical tools and tips that everyone could begin adopting to better support the transgender community. Employees were invited to click on a link to register for the online session with Chris Nelson. Employees were also invited to contact s 47E(c) with any questions.</p> <p>The 8 actions included in the ally training included;</p> <ul style="list-style-type: none"> <input type="checkbox"/> Understanding terminology, myths and challenges <input type="checkbox"/> Awareness of language and assumptions <input type="checkbox"/> Role model person-centred language <input type="checkbox"/> Privacy and confidentiality <input type="checkbox"/> Advocate for inclusion for all <input type="checkbox"/> Willingness to play a part <input type="checkbox"/> Visibility <input type="checkbox"/> Intervene when inappropriate language & behaviours occur <p>This is a Pride in Diversity training session.</p>

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT		FOUNDATION
29. Online Training		2 points
We have LGBTQ online training modules or pre-recorded content that can be accessed by employees throughout the assessed calendar year.		
Name of Online Training or Video:	Ally Training with a focus on Transgender and LGBTIQ+ Awareness Training	
Length of the LGBTQ component within the video/training:	s 47G(1)(a)	
Where employees can access this training :	<p>Please provide screenshot of where this training is accessed.</p> <p>See extract from the ABC Pride - Ally landing tile direct at the top of the page so it is easy to located and access.</p>  <p>The screenshot shows a landing page titled 'Resources for Allies'. It includes a section for 'November 2020 Ally Training' with a description of a session delivered by Chris Nelson. Below this is a list of ways to show support as an LGBTQ+ ally: Be Visible, Be Heard, Be Involved, Be Informed, and Be Mindful. The page is partially redacted with 's 47G(1)(a)'.</p>	
Tracking:	<p>s 47G(1)(a)</p>  <p>The tracking bar shows progress of training completion for various groups. The bar is divided into segments, with some segments filled in blue and others in black. The blue segments represent completed training, while the black segments represent training yet to be completed.</p>	
Copy of the module or a brief outline of it's LGBTQ content.	How to be a great Ally with a focus on Transgender individuals'.	

	<p>This training provided practical tools and tips that everyone could begin adopting to better support the transgender community. Employees were invited to click on a link to register for the online session with Chris Nelson. Employees were also invited to contact s 47E(c) with any questions.</p> <p>The 8 actions included in the ally training included;</p> <ul style="list-style-type: none"> Understanding terminology, myths and challenges Awareness of language and assumptions Role model person-centred language Privacy and confidentiality Advocate for inclusion for all Willingness to play a part Visibility Intervene when inappropriate language & behaviours occur <p>This is a Pride in Diversity training session.</p>
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ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT	ADVANCED Max. 2 points
<p>30. Professional Development for LGBTQ Employees</p> <p>Outside of the Pride in Practice Conference within the assessed calendar year, we have <u>either</u>:</p> <ul style="list-style-type: none"> (a) provided LGBTQ people with LGBTQ specific leadership training, internally or externally (excludes conferences unless specifically dedicated to LGBTQ leadership development) (b) put processes in place to ensure that there is LGBTQ representation within talent development programs. <p>Please provide evidence for the <u>one</u> selected item above. If you can provide both, please add the second item to the ADDITIONAL WORK section at the end of this submission.</p> <p>Option b/</p> <p>ABC Mentoring program under-went a redesign to better align to the needs of diverse communities including LGBTIQ+ members. This resulted in various suitable matches an example of this was our s 47G(1)(a) providing mentoring to a junior news journalist who is also LGBTQ and from a culturally diverse background who had requested a queer role model at work.</p> <p>Below is evidence of this explicit call out for LGBTIQ+ employees to apply for the roles. Also provided is some extracts from the Mentoring Guide-book.</p>	

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Page 1 of 1

s 47G(1)(a)

s 47G(1)(a)

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT
31. LGBTQ Inclusion Training Plan

ADVANCED
Max. 4 points

We have a strategy or training plan in place to specifically address LGBTQ inclusion and/or awareness training for all employees.

Please provide:

(a) a copy of the strategy

(b) outlined progress made throughout the assessed year

Evidence a/ a copy of the learning strategy - please draw your attention to the items highlighted in yellow which demonstrate the inclusion of LGBTIQ+ training focus.

Appreciate these screen shots are small please see the Appendix 15 attached for details.

1

2

3

4

5

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D&I Learning: timeline and milestones

Nov 2020 Release of D&I video and employee survey

Dec 2020 Central hub for all D&I training

Jan 2021 Launching D&I in the Workplace program

Feb 2021 Unlocking D&I (interdisciplinary online course)

Mar 2021 New release of D&I Learning Strategy

Key milestones

- Nov 2020: Online D&I Learning Hub (transient/hangpoint)
- Dec 2020: Challenging Racism in the Workplace - 8 steps program
- Jan 2021: Cultural Competence training (Jan 2021)
- Feb 2021: Toolkit for managers (mid Dec 2020) + Workshop for managers (from mid Jan 2021)
- Mar 2021: Launch of Unlocking D&I on people hub (Pride in Diversity, Harmony Day Launch)

Appendix

A List of Existing D&I learning tools and resources

B D&I learning themes identified at the MD's Diversity Forums

Existing D&I learning tools and resources

Title	Description	Format & medium	Target audience	Owner
1 Indigenous Cultural Awareness (part 1)	Online module that provides an introduction to Indigenous Culture including its history the contemporary challenges faced by Indigenous people, and what you can do to support Indigenous in workplace. Length 30 min. Non-interactive text based module available	e-learning (PowerPoint)	All staff (mandatory)	HR
2 Indigenous Cultural Awareness (part 2)	A comprehensive e-learning resource rich with information, links and stories. It contains practical advice, best practice, and up to date information on ABC, policies and activities. (approx 45 min)	e-learning (PowerPoint)	Custom: managers	HR
3 ABC: Indigenous Content	Customised video with content on the ABC and its relevance in workplace with Australia's Aboriginal and Torres Strait Islander people, culture and languages in the workplace	Video (YouTube)	Custom: managers	HR
4 Indigenous Cultural Protocol at ABC events	Policy with practical guide on cultural protocols to be observed at ABC events	Document (PDF)	All staff	Corporate Affairs
5 Working with First Nations people	An internal publication starting guide on how you can reach out to your local First Nations people and organisations with focus on how to develop a mutually beneficial relationship	Document (PDF)	Custom: managers	HR
6 Disability Awareness	Webinar recording from a series of webinars recorded in 2019 through personal and professional experience people with disabilities have every day. It also provides content makers with practical skills and knowledge for people who are supporting people with disabilities.	Recording (PowerPoint)	All staff	ABC / HR

Existing D&I learning tools and resources (cont.)

Title	Description	Format & medium	Target audience	Owner
7 Accessibility (cont.)	Practical guide with tips, tricks, and advice on how to make your workplace more accessible for people with disabilities. Includes information on how to make your workplace more accessible for people with disabilities.	Document (PDF)	Custom: managers	HR
8 Reporting and the Workplace	Online module that provides practical tips for content makers on how to report and respond to workplace issues and concerns. Includes information on how to report and respond to workplace issues and concerns.	Document (PDF)	Custom: managers	HR
9 Creating content for the workplace	Online module that provides practical tips for content makers on how to create content for the workplace. Includes information on how to create content for the workplace.	Document (PDF)	Custom: managers	HR
10 Workplace diversity	Online module that provides practical tips for content makers on how to create content for the workplace. Includes information on how to create content for the workplace.	Document (PDF)	Custom: managers	HR
11 Diversity	Online module that provides practical tips for content makers on how to create content for the workplace. Includes information on how to create content for the workplace.	Document (PDF)	Custom: managers	HR

Existing D&I learning tools and resources (cont.)

Title	Description	Format & medium	Target audience	Owner
12 Reporting and the Workplace	Online module that provides practical tips for content makers on how to report and respond to workplace issues and concerns. Includes information on how to report and respond to workplace issues and concerns.	Document (PDF)	Custom: managers	HR
13 Creating content for the workplace	Online module that provides practical tips for content makers on how to create content for the workplace. Includes information on how to create content for the workplace.	Document (PDF)	Custom: managers	HR
14 Workplace diversity	Online module that provides practical tips for content makers on how to create content for the workplace. Includes information on how to create content for the workplace.	Document (PDF)	Custom: managers	HR
15 Diversity	Online module that provides practical tips for content makers on how to create content for the workplace. Includes information on how to create content for the workplace.	Document (PDF)	Custom: managers	HR

D&I learning themes identified as priority at the Diversity Forums

- Indigenous Cultural Awareness
- Cultural Competence
- Dealing with racism in the workplace (for managers)
- LGBTIQ+ awareness
- Gender diversity
- Disability awareness
- Workplace Accessibility
- Mental Health awareness
- Awareness of ABC D&I goals, targets and strategy
- Inclusive fair recruitment
- Unconscious Bias Awareness
- Inclusive language
- Preventing discrimination, bullying and harassment
- Empathy in the workplace / leading with empathy
- Inclusive leadership

Evidence B/

2020 was a challenging year to get more training completed by the business however in November 2020 – Ally Training was completed with a focus on Transgender. It was expertly facilitated by Chris Nelson from PiD.

s 47G(1)(a)

s 47G(1)(a)

Recording of Chris Nelson's (Pride in Diversity) talk to HR staff at Ultimo - 29 October 2019 Note: hard to find online as not listed under Diversity

s 47G(1)(a)

Other training available online included the LGBTIQ+ Awareness training that was a record session that Pride in Diversity facilitated for the ABC and is available for employees to complete at a time convenient for them.

Secondly we launched **Employee Essential training** that provides all employees with awareness of the differing policies that are available to ABC employees including Affirmation Leave. This summary just provides a high-level description but demonstrates the focus on ensure that all employees understand their employee benefits available including the Affirmation Leave and explicitly covers this in this course.

s 47G(1)(a)

It is important that all ABC staff involved in hiring or rostering employees are clear on the ABC's obligations relating to engaging people correctly. This will ensure that we meet our legal requirements, create positive relationships with employees and maintain the public trust. This course covers the obligations of the ABC as an employer, when and how to use the different forms of employment at the ABC, the Work Level Standards, record-keeping basics, claims that employees can make, and knowing where to obtain further information, advice and support. Duration: 60 mins Target Audience: All ABC staff who are involved in engaging employees [Less](#)

Online Course Mobile accessible online

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

32. LGBTQ Conferences, Seminars and Events

ADVANCED
2 points

Within the assessed calendar year, we have provided opportunities for employees to attend external dedicated LGBTQ conferences, seminars or events.

Note: This may include but is not limited to the Pride in Practice Conference, Regional Reach or Sapphire Events, or external LGBTQ panel events. This does not include roundtables or social networking events.

Please provide evidence.

Provided 4 examples of different events however there was much more than this around the organisation given the high volume of online opportunities that were available for people to attend.

Event one: s 47E(c) attending the s 47G(1)(a) s 47G(1)(a)

s 47E(c)

Event two/

Evidence of Manda Hatter attending a Diversity Council of Australia event regarding: **Out at Work: Inclusion at work for LGBTIQ+ talent**

FW: Thank you for participating in DCA's Webinar: Out at Work: Inclusion at work for LGBTIQ+ talent

s 47E(c)

Manda Hatter

To: s 47E(c)

s 47F

Event three/

S 47E(c)

s 47E(c)

s 47G(1)(a)

If you have a CEO or equivalent, or Senior Leader/Executive highly active in promoting and supporting LGBTQ inclusion (as an LGBTQ individual or an ally), please consider nominating them for the following Awards (where applicable):

- [Executive Leadership Award](#)
- [CEO of the Year Award](#)

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT		INTERMEDIATE Max. 2 points
33. Executive Sponsor or Champion		
We have a visible and active Executive Sponsor or Senior Champion for LGBTQ inclusion who has both:		
a) contributed to the LGBTQ strategy		
b) is engaged in tracking performance progress against the strategy throughout the year		
For full points, please provide evidence for all parts to this question:		
a) specific contribution to the strategy		
b) level of engagement, tracking progress against the strategy (signed statement by the Executive as to their role in development / tracking will suffice)		

§ 47E(c)

§ 47E(c)

Evidence b/§ 47E(c) played an exceptionally active role in progressing the efforts of ABC Pride. Below is an extract of the ABC Diversity & Inclusion Standing Committee which§ 47E(c) and was instrumental in setting up. This provided a platform for the ABC Pride Chair Manda Hatter to table key strategic objectives at this forum and have direct communication with Senior Divisional Leaders from across the organisation.

The extract here is the§ 47G(1)(a) from the§ 47G(1)(a) DISC Meeting where ABCQueer was provided with a platform to share their achievements. At this phase they were seeking an alternative location within the ABC and it was through this networking that a suitable location was identified. This has a hugely positive outcomes on the LGBTQ+ Community for the ABC workforce but also out audiences. As the national broadcaster to be able to bring stories and content to the community that are of high quality is a unique position.

s 47G(1)(a)

s 47G(1)(a)

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	
34. Executive Advocacy	ADVANCED 2 points
<p>Within the assessed calendar year, Senior Executive(s) within our organisation have:</p> <ul style="list-style-type: none"> a) advocated for LGBTQ inclusion at an executive level <i>externally</i> amongst peers - Senate Estimates b) advocated for LGBTQ inclusion at an executive level <i>internally</i> amongst peers; or c) attended at least two of the Pride in Diversity Executive Allies Forums within the assessed year <p>Please provide evidence for <u>one</u> of the above.</p> <p>If you can provide evidence for two or more of the above, please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.</p> <p>A/ Our Managing Director, David Anderson has externally advocated for LGBTQ+, in particular the transgender community in the Senate Estimates that were held in November last year.</p> <p>The Senate Estimates provides an opportunity for government official who form Senate Committees to table questions about use of government dollars being spent in the form of business operations. This therefore requires David to attend a Q&A Session with who put to him a broad range of questions regarding the ABC's operations, including the approach to LGBTQ+ Inclusion. On this particular occasion David was asked about the ABC Enterprise Agreement in particular the Transgender Leave for Gender Affirmation. David expertly responded to the Senator always holding the line that the leave is valid and necessary to support employees affirming their gender. The questioning extended over sometime, as outlined below in the script. There was a sense of pride and appreciation for the manner in which David managed this line of question.</p> <p>The recording is scripted below for your reference.</p>	



Gender Transition Leave raised at Senate Estimates

ABC Managing Director, David Anderson was questioned about the introduction of Gender Transition Leave at Senate Estimates on October 21.

As you may know the ABC's Enterprise Agreement (2019-2022) contains the following provisions.

Gender Transition Leave

a. An employee (other than a casual employee) that identifies as transgender and who is undertaking a Gender Transition, will have access to:

- i. up to 10 days' paid Gender Transition Leave, which counts as service for all purposes; and*
- ii. up to 12 months' unpaid Gender Transition Leave. Unpaid Gender Transition Leave does not count as service.*

b. The paid_ leave provided in clause 41.6.1 a.i is in addition to existing entitlements and may be taken as consecutive or single days, or as a portion of a day.

c. 'Gender Transition' means that you identify as transgender (in that your gender identity does not match your birth sex) and you wish to adopt a gender identity that is different to your birth sex.

An employee may be requested to provide suitable supporting documentation for any miscellaneous paid leave granted under this clause.

Miscellaneous paid leave will count as service for all purposes.

Under questioning from South Australian Liberal Senator, Alex Antic, David Anderson said, "We are recognising what we need to do as an inclusive employer that is recognising the diversity that we have in our community and benchmarking ourselves against other organisations and agencies."

And

Example B/

ABC participation in the Mardi Gras – David advocating for a inclusive ABC

Another senate estimates where David Anderson was asked about the ABC Pride float at Senate Estimates and confirmed to the Senate, "It was an ABC truck that we allowed them to use, but there was no public funds spent on that float. The money was raised by the ABC Pride staff-led group that did this out of hours, they raised the funds to be able to have the float"

David was also asked about the public criticism a number of high profile staff have received on social media. "Senator, I'll just state that we always support our staff. When you are the public broadcaster, and you are there on social media you are vulnerable to people saying horrible things. That happened, yes that did happen after the weekend. Of course, we put support around our staff. And it's unfortunate that this happens. For the ABC, this was our first float in Mardi Gras in forty-two years. So while we covered it, and then SBS covered it (and I don't know how it happened that it switched from the ABC to SBS) but it's been quite difficult for the ABC to have a float in there. Out of 200 floats, there are many government agencies that are represented in Mardi Gras, and this was the first one. Very proud of the ABC Pride group having a float in Mardi Gras, and Ita and I were both there and cheered them on, and it was terrific."

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT

35. CEO or Equivalent Communications

ADVANCED

2 points

Within the assessed calendar year, our CEO or equivalent has sent formal communications to all employees comprehensively discussing progress made in LGBTQ inclusion work and its importance to the organisation. This may be CEO communications prioritised on intranet pages or within a CEO newsletter (beyond social media, award announcements only).

Please provide the most comprehensive communication sent out by your CEO (or equivalent) to all employees in regard to your work in LGBTQ inclusion.

s 47E(c)

ABC Chair Ita Buttrose and Managing Director David Anderson both played an exceptionally strong leadership role for 2020 which is demonstrated here as they both are seen about to head to the 2020 Mardi Gras parade float.

s 47E(c) led the communication as the host of the year end awards and sending out company wide communication on the successes of the network to close out the year. This was in additional to the end of year ABC D&I Annual report put out as an organisation with Ita Buttrose as the authorising signature.

And David Anderson

ABC recognised in LGBTIQ+ Inclusion Awards

Posted 7th July 2020

Share    

The ABC has been awarded a Bronze badge in the 2020 Australian Workplace Equality Index (AWEI) LGBTIQ+ Inclusion Awards.

The badge recognises that the ABC has substantially increased the visibility of people of diverse sexualities and genders – creating a more inclusive place to work and more diverse content for our audiences. Bronze status represents national and industry-wide recognition of the ABC's progress.

The definitive national benchmark on LGBTQ workplace inclusion, the AWEI measures the impact of inclusion initiatives, driving best practice while improving workplace diversity and inclusion across Australia.

It comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees.

Now in its tenth year, the AWEI includes submissions from across all sectors, including government, IT and consulting firms, media organisations, higher education and engineering.

Manda Hatter, Chair of ABC Pride, said the ABC had substantially increased the visibility of people of diverse sexualities and genders, making people feel safer to be their authentic selves and allowing everyone to bring their whole selves to work.

"We have developed a strategic plan to guide the work of ABC Pride, and a number of other pieces of work – for example a language guide to support improved reporting on content that relates to sexuality and gender diversity," she said. "Bronze status... is testament to the work of many to improve LGBTIQ+ inclusion across the ABC. I know many of our staff can see and feel the difference this work makes – across our regions (cities, in v h at e r, state or territory) and our nation."

Rebekah Donaldson, Chief People Officer (ABC Pride Executive Sponsor) said the award showed significant progress for the ABC. "Our achievement is demonstrative of the great things that can be done when a staff-led group and People & Culture combine their will, resources and energy to make change. Now for Gold..."

<div>ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT</div> <div>36. CEO or Equivalent Speaking at Events</div>		<div>ADVANCED</div> <div>2 points</div>
<p>Our CEO or equivalent has spoken at LGBTQ events held by our organisation, either internally or externally.</p> <p><i>For full points, all of the following must be provided:</i></p> <ul style="list-style-type: none"> <i>(a) evidence of the individual speaking at the event and approximate duration of speech</i> <i>(b) brief outline of event purpose and typical audience</i> <i>(c) approximate attendee numbers</i> 		
<p><i>A/ 2020 Sydney Mardi Gras ABC's, Managing Director, David Anderson led the 80 employees down Oxford Street dancing on the float.</i></p> <p><i>and the ABC Chair, Ita Buttrose attended the Mardi Gras Parade, Ita an iconic role model walked up Oxford street just shortly before the Dykes on Bikes waving to folks and taking photos with the public along Oxford (as seen in the picture below). Ita then watched the full duration of the parade from a prominent position over-looking Taylor Square.</i></p> <p><i>B/ The purpose of the ABC participation in the Sydney Mardi Gras with a float is to demonstrate our commitment to inclusion of the LGBTIQ+ Community. The ABC is the Australian National Broadcaster, and our commitment is to tell the stories of all Australians including the LGBTIQ+ Community. Our involvement is to promote this message to the broader Australian population but also our workforce. The audience is the Australian public and the ABC employees.</i></p> <p><i>C/ Thousands of spectators and viewers from home television – 80 of ABC employees were present and the event was promoted on internal communications. A video has also been created as a show-reel of the ABC preparation and the efforts that hundreds of people contributed to make the float a reality.</i></p>		



ABC Managing Director David Anderson and Nathan Byrne on the ABC Float.



ABC Chair Ita Buttrose at the 2020 Sydney Gay and Lesbian Mardi Gras.

S 47E(c)

SECTION 7: DATA COLLECTION & REPORTING

ANNUAL SUBMISSION: 2020 DATA COLLECTION & REPORTING

37. Employee Data Analysis

INTERMEDIATE

Max. 3 points

Within our annual engagement, pulse or diversity surveys, either for the assessed calendar year or year prior, we have:

- a) included questions in regard to one's sexual orientation, gender identity or whether or not someone is intersex, AND
- b) analysed and reported on LGBTQ engagement data alongside other diversity demographics or overall population statistics

For full points, please provide:

<p>a) details of when that data was last collected</p> <p>b) a copy of the questions used to identify LGBTQ population</p> <p>c) an overview of comparative findings or analysis as compared to other internal populations</p>
<p>A/ The ABC annual employee engagement survey was conducted in November 2019 and November 2020 with the data available in the first quarter of the year.</p> <p>B/ The survey tool is connected with employee payroll data and provides an aggregated reporting function. ABC employees are provided with the opportunity to complete a form to input this information. Here is an extract of the form.</p>

ABC Diversity and Inclusion Data Collection Form

* denotes mandatory fields

Collection of Diversity and Inclusion Data

The ABC promotes equity, diversity and inclusion in employment for designated groups in accordance with the Equal Employment Opportunity (Commonwealth Authorities) Act 1987:

- Women;
- Aboriginal and Torres Strait Islander peoples;
- People from a non-English speaking background; and
- People with disabilities.

The ABC strives to create a diverse and inclusive workplace where everyone is valued. To that end, the ABC collects statistical information on the profile of the ABC's workforce. This information enables the ABC to monitor the progress and effectiveness of its equity and diversity programs and to respond with appropriate initiatives.

Information you provide will be kept confidential and will be used for aggregate statistical reporting. Employees who respond that they identify as an Aboriginal and/or Torres Strait Islander person will be contacted to participate in the ABC's Indigenous programs, and employees who respond that they require assistance under the disability section will be contacted about their requirements.

1.0 Gender *

Payroll/Employee Number:

Female

Male

Gender Diverse



2.0 What is your sexual orientation? *

Heterosexual or straight

Lesbian

Gay

Bisexual

Different identity

Prefer not to say

3.0 Do you identify as an Aboriginal and/or Torres Strait Islander person? *

Yes

No

Prefer not to say

4.0 Do you have a disability? *



Yes

No

Prefer not to say

C/ Efforts to capture the experiences of non-binary and gender diverse employees results in too few representations to provide data.

We are doing more campaigning of work in this area to improve the response rate and hope to see an uplift in this area.

Filters Division: All Department: All State: All NESB: All Indigenous: All Gender: Gender Diverse Disability: All Hide Filters Re

Dimension Breakdown

Name

Employee Engagement

I am proud to work for the ABC Too few responses

I rarely think about looking for a new job with another company Too few responses

I would recommend the ABC to people I know as a great place to work Too few responses

My work gives me a feeling of personal accomplishment Too few responses

The ABC motivates me to contribute more than is normally required to complete my work Too few responses

ANNUAL SUBMISSION: 2020 DATA COLLECTION & REPORTING

38. LGBTQ Analysis

ADVANCED 3 points

Within the assessed calendar year (or year prior), we have specifically asked, investigated or assessed one of the following:

- if LGBTQ employees are directly or indirectly disadvantaged at any stage during the recruitment process
- if LGBTQ employees are directly or indirectly disadvantaged in talent management processes or career progression
- if there are discrepancies in attrition rates between LGBTQ and non-LGBTQ employees
- if within gender aggregated data, we include non-binary employees and if not a proposed plan of action
- if internal engagement or AWEI Survey data show any "most in need" areas to focus on, resulting in a plan of action

Please provide evidence for one of the above, including a plan of action where stipulated. Points will be given for one of the above.

If you have done work in more than one of the above areas within the assessed year, or year prior, please add such work to the ADDITIONAL WORK section at the end of this submission.

A deep dive analysis was conducted into the AWEI survey data which identified the following key areas to address.
The below graphs are extracts from the AWEI Survey data analysis that was explored.

s 47G(1)(a)

Key focus areas identify the AWEI and survey
s 47G(1)(a)

SECTION 8: COMMUNITY ENGAGEMENT

Please note: For this Submission, we will be accepting evidence only regarding one such event/instance for each question within this section, respectively (as opposed to two). If you have more than one example to evidence for the questions within this section, please *please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.*

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT	INTERMEDIATE
39. Employer Branded Participation at Community Events	2 points
<p>Within the assessed calendar year, we held stalls at LGBTQ community events or participated in pride parades under our employer/company branding. (This may include online community events with prominent employer branding.)</p> <p>Note: This must be a targeted branding exercise, over and above employees wearing corporate t-shirts but not contributing formally to the event.</p> <p>Please provide evidence of branding displayed at one such community event, including online community events.</p> <p>ABC participated in a number of major events this year some of which will be recognised in the additional points.</p>	

s 47G(1)(a)

s 47G(1)(a)

s 47G(1)(a)

s 47E(c)

s 47E(c)s 47E(c)

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT

40. Pro-Bono or Financial Support: LGBTQ Charities/Organisations

INTERMEDIATE

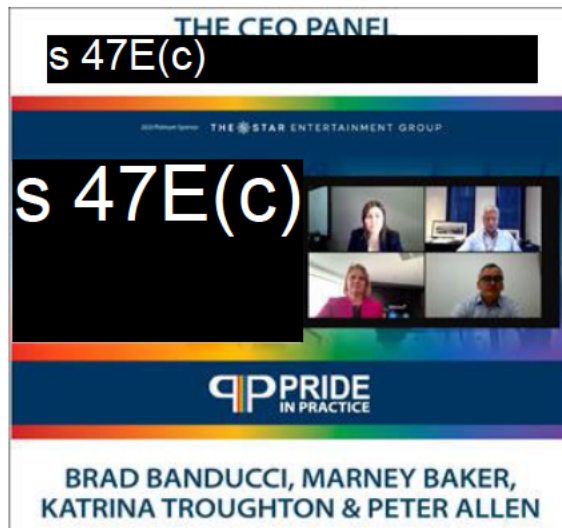
2 points

Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)

Please provide evidence of **one** such instance.

Evidence of s 47E(c) the s 47E(c)

See below promotional image, a screen shot of the actual panel and a thank you email to s 47E(c) directly from s 47E(c)



s 47G(1)(a)

<p>Throughout the assessed calendar year, we have engaged in fundraising for LGBTQ charities / communities / groups. (This may include the support of any LGBTQ charity groups within workplace giving programs.)</p> <p><i>Please provide evidence of one such instance. (This can be a letter of appreciation, certificate, receipts or confirmation of funds raised issued by the charity/group.)</i></p> <p>Due to the circumstances created by the Pandemic at the time of Wear It Purple 2020 awareness day ABC was unable to have a face to face event. Despite this we took the event online and encouraged attendees to donate to Wear It Purple, however it had to be direct to the charity so we are unable to quantify the amount of money donated during these efforts.</p> <p>Despite this we have the below evidenced a personal receipt and outlined the broader event information to demonstrate support.</p> <p>Evidence 1/</p> <p>Encourage donations in our comms and have a video of the event with it time marked where Manda encourages staff to donate. Evidenced:</p> <p>Extract from attached newsletter sent as part of the ABC Pride communications</p>

s 47E(c)

Evidence 2/

Encouraged donations during the online virtual staff event - ABC Pride - Wear It Purple Awareness Day featuring s 47E(c).

Evidenced:

In this clip at 30.55mins Manda encourages staff to head over to the website and donate.

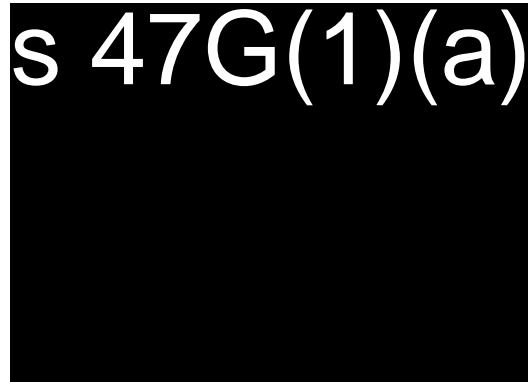
s 47G(1)(a)

(if you are unable to view this video please let me know)

Evidence 3/

Donation receipt from staff member – donated during the event on the back of the call to action.

Evidenced:



Evidence 4/

Appreciation letter from Wear It Purple recognising our efforts to raise awareness and educate employees on the importance of this day.

Evidence:



Letter of Appreciation

Wear It Purple Incorporated

ABN: 39634641162

Address: PO Box 166, POTTS POINT NSW 1335

To whom this concerns,

I personally and the other members of the Wear It Purple Board of Directors & Youth Action Council want to thank the ABC for their extremely fun event held for Wear It Purple Day 2020.

As the attending member, it was greatly appreciated the continued support, enthusiasm and visibility ABC / ABC Pride to youth LGBTQ+ issues by heroing Wear It Purple day with their employees.

We look forward to seeing how the ABC celebrates the day in 2021.

Thanks,

s 47E(c)

Evidence 5/

Our MD creatively bringing to life Wear It Purple by choosing to send his employee all staff email in purple. This demonstrates his commitment and appreciation to get people behind the cause.

Managing David Anderson sent an email to all staff reminding them of the day – he wrote the email in purple.

Here is an extract as an FYI

s 47G(1)(a)

SECTION 9: SURVEY

ANNUAL SUBMISSION: OPTIONAL SURVEY PARTICIPATION		OPTIONAL 2 points
42. Survey Participation		
<input type="checkbox"/> We are participating in the 2021 AWEI Survey. Please note: <ul style="list-style-type: none">Partial points will not be given. Full points will only be obtained for the following:<ul style="list-style-type: none">Medium Employers (501 – 2000 employees): if 50 or more survey responses are collectedLarge Employers (2001 – 8000 employees): if 100 or more survey responses are collectedSignificant Employers (8001 or more employees): if 200 or more survey responses are collected		
<p>Please note: the more respondents you have, the more substantial data you will receive. The purpose of the AWEI Survey is to provide you with significant information on the impact of your inclusion initiatives and allow you to benchmark against the national dataset.</p>		
s 47G(1)(a)		

SECTION 10: ADDITIONAL WORK

This section allows you to describe and provide evidence for any additional work completed throughout the assessed calendar year:

- (a) that has not already been included within this index submission
- (b) that you believe is significantly over and above what a particular question or index topic is looking for
- **IMPORTANT: PLEASE COMBINE ALL RELATED INDEX WORK INTO ONE ROW.** For example, if you wish to claim for significant training, list all LGBTQ training within one row under the Item Name of "Training." Only 1 point is available for all work pertaining to a particular topic/area – PLEASE do not split similar areas of index activity over multiple rows.
- Please add additional rows regarding different areas of work, as necessary. **Note: A maximum of 15 points (15 items) may be obtained in this section. Should you submit more than this, you will still only be eligible for the same Maximum points.**

ANNUAL SUBMISSION: ADDITIONAL WORK		ADDITIONAL
43. ADDITIONAL WORK		Max. 15 points
<p>Item Name: [Question No. or Item Name Here]</p> <p>Item 44 Pro-bono</p>	<p>44. Pro-Bono or Financial Support: LGBTQ Charities/Organisations</p> <p>Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)</p> <p>Please provide evidence of one such instance.</p> <p>s 47E(c) presented on 50 Year of LGBTQI+ Stories at the ABC</p>	

ss 47E(c) and 47G(1)(a)



ss 47E(c) and 47G(1)(a)

Item 44
Pro-bono work

Pro-Bono or Financial Support: LGBTQ Charities/Organisations

Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)

<p>Section 7 addition Data Collection and Analysis</p>	<div data-bbox="398 288 1675 384"><p>Please provide evidence of one such instance.</p></div> <p>Pro-bono work ACON Bigs Stays In - ABC Pride Chair Manda Hatter spoke at this conference. See email below with thanks from the organisers.</p>
--	---

S 47E(c)

see table reference A below.	<p>The ABC is embedding an employee data capture to receive updated aggregated data throughout the year which includes LGBTIQ+ community. This partnered with our internal survey system that feeds into our payroll system where this data is protected means that we are set to gain more meaningful date analysis. The form has been rolled out to new starters and are currently in the process of phase two to roll these forms out to all existing ABC employees. See form extracted below;</p> <p>The aggregated data collected will be used to determine an employee representation target for the LGBTIQ+ community. Here is an extract of the form that we are using to collate this information.</p>
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<p>Item 17 LGBTIQ+ Intersectionality</p> <p>Rainbow families representation in the workforce</p>	<p>ABC Diversity and Inclusion Data Collection Form</p> <p>* denotes mandatory fields</p> <p>Collection of Diversity and Inclusion Data</p> <p>The ABC promotes equity, diversity and inclusion in employment for designated groups in accordance with the Equal Employment Opportunity (Commonwealth Authorities) Act 1987:</p> <ul style="list-style-type: none"> • Women; • Aboriginal and Torres Strait Islander peoples; • People from a non-English speaking background; and • People with disabilities. <p>The ABC strives to create a diverse and inclusive workplace where everyone is valued. To that end, the ABC collects statistical information on the profile of the ABC's workforce. This information enables the ABC to monitor the progress and effectiveness of its equity and diversity programs and to respond with appropriate initiatives.</p> <p>Information you provide will be kept confidential and will be used for aggregate statistical reporting. Employees who respond that they identify as an Aboriginal and/or Torres Strait Islander person will be contacted to participate in the ABC's Indigenous programs, and employees who respond that they require assistance under the disability section will be contacted about their requirements.</p> <p>1.0 Gender *</p> <p>Payroll/Employee Number:</p> <p>1031885</p> <p>Female</p> <p>Male</p> <p>Gender Diverse</p> <p>2.0 What is your sexual orientation? *</p> <p>Heterosexual or straight</p> <p>Lesbian</p> <p>Gay</p> <p>Bisexual</p> <p>Different identity</p> <p>Prefer not to say</p> <p>3.0 Do you identify as an Aboriginal and/or Torres Strait Islander person? *</p> <p>Yes</p> <p>No</p> <p>Prefer not to say</p> <p>4.0 Do you have a disability? *</p> <p>Yes</p> <p>No</p> <p>Prefer not to say</p>
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<p>Item 44 Pro-bono</p>	<p>Additional points - selected the option to gain additional points from item 38 as highlighted below;</p> <p>LGBTQ Analysis</p> <p>Within the assessed calendar year (or year prior), we have specifically asked, investigated or assessed <u>one</u> of the following:</p> <ul style="list-style-type: none"> A/ if LGBTQ employees are directly or indirectly disadvantaged at any stage during the recruitment process - see table reference A below. <p><i>If you have done work in more than one of the above areas within the assessed year, or year prior, please add such work to the ADDITIONAL WORK section at the end of this submission.</i></p> <p>The ABC conducts reporting on the representation of LGBTIQ+ employees who are directly or indirectly disadvantaged at any stage during the recruitment process.</p> <p>Extract from ABC Quarterly Diversity and Inclusion Reporting for December 2020.</p>
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Recruitment analysis by diversity group*

Job applicants from 1 July – 31 December 2020

Successful hires from 1 July – 31 December 2020

s 47G(1)(a)

*Data is based only on ABC jobs that were applied for, filled and advertised through ABC Careers from 1 July – 31 December 2020. Data includes internal and external applicants. Job Information and results are obtained from Page Up and recorded by the recruitment team.

From 1 July – 31 December 2020, the ABC attracted a significant proportion of its job applications from diverse groups. Compared to the previous reporting period 1 April – 30 September 2020, there has been an increase in successful hires for [redacted] and [redacted]. A targeted approach to attract more a [redacted] recommended to increase the representation [redacted].

ABC Workforce Diversity Quarterly update – December 2020

Additional points 5

Item 44
Pro-bono community work

<p><i>Item 17</i> <i>LGBTIQ+ Intersectionality</i></p> <p><i>Normalising transgender youth experiences in community and school</i></p>	<p>We are family – Rainbow families and LGBTQI+ Parents</p> <p>An audience of 349 employees attended this session with an overwhelmingly positive outreach following the event with many people saying that they wish they had seen Rainbow families when they were younger to know it could have been a possibility. Many people thanked the panel for their candidate and honest sharing.</p> <p>Events with themes like this aim to normalise diverse families of the LGBTQI+ Community and help many individuals see that being within the LGBTQI+ can lead to a family life if this was your chosen path.</p>
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s 47G(1)(a)

Pro-Bono or Financial Support: LGBTQ Charities/Organisations

Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)

Please provide evidence of **one** such instance.

§ 47E(c) **an** § 47E(c) **member participated in a** § 47G(1)(a) **panel event.**

s 47G(1)(a)

Item 44
Pro-bono
And
Item 38
Data analysis

s 47G(1)(a)

s 47G(1)(a)



s 47G(1)(a)

Items 17
LGBTIQ+ Intersectionality
ABC Pride Stories



Rose d'Or award wins for First Day and Content

ABC series *First Day* and *Content* have won [prestigious Rose d'Or Awards](#), celebrating screen excellence and achievement from around the world. The ABC programs were Australia's only winners at the international awards, which attracted more than 760 entries from every major territory. ABC ME series *First Day*, produced by Epic Films, won the Children and Youth Award for its story about a transgender girl starting high school. *Content*, produced by Ludo Studio, won the Rose d'Or for best Social Media and Video Series. The vertical viewing series was the world's first comedy show set entirely on a smartphone.

Item 34
Exec advocacy amongst
peers

First Day Nominated for GLAAD Media Award



Edit

Entertainment & Specialist

News, Analysis, Investigations

Finance

Audiences

Editorial Policies

Regional & Local

Product & Content Technology

Content Ideas Lab

People & Culture

ABC Board

ABC Commercial

Audience & Marketing

Managing Director's Office

News

Strategy

All Locations



ABC ME children's drama *First Day* has been nominated as the most "Outstanding Kids & Family Programming" series in the 2021 GLAAD Media Awards, which honour media for fair, accurate, and inclusive representations of LGBTQIA+ people and issues.

The 2019 series follows Hannah Bradford's first year of high school. As a 12 year-old transgender girl, Hannah (Evie MacDonald) has to navigate the challenges that come with starting a new school, and find the courage to live as her most authentic self.

GLAAD is the world's largest lesbian, gay, bisexual, transgender, and queer (LGBTQ) media advocacy organisation. The GLAAD Media Awards honour media for fair, accurate, and inclusive representations of LGBTQIA+ people and issues.

The 2019 series *First Day* and the 2017 stand-alone film on which it is based – commissioned through an ABC and Screen Australia joint initiative to celebrate International Day of the Girl – have also won the inaugural prize for outstanding children's programming across all genres at the MIPCOM Diversify TV Excellence Awards, the Prix Jeunesse Gender Equity Prize, voted on by 550 children's television experts from 65 countries, and the 2020 Rose d'Or Award for children and youth series.

You can see all four *First Day* episodes on iview.

<p>Item – 34 Exec Advocacy</p> <p>Leading Practice in Language</p>	<p>Additional points 9</p> <p>The Everyone Project</p> <p>ABC has partnered with Screen Diversity and Inclusion to create the Everyone Project where on-air talent are invited to self-identify their diverse characteristics to enable improved representation of people from diverse groups including LGBTIQ+ community. Up until recently the tracking of this information was not available and it has been through partnership endeavours such as this that it is possible.</p> <p>Note: On-air talent privacy will be subject to the necessary Australian Privacy protections and there will be options to self-select out of the reporting.</p> <p>This initiative will lead the way in driving a media industry to start tracking and increasing their diverse representation including that of the LGBTIQ+ Community.</p>
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The Everyone Project

This week the Australian Screen Industry launched the first stage of its diversity tracker called [The Everyone Project \(TEP\)](#).

TEP has been developed by the Screen Diversity and Inclusion Network (SDIN) ,which the ABC is a member of, along with other [major Australian media and screen agencies and industry organisations](#) including all the free-to-air broadcasters, pay television, AFTRS, Screen Australia and Free TV Australia.

The aim of the initiative is to track and foster diversity in all Australian screen productions – including here at the ABC. Our participation in TEP is in addition to our existing content diversity tracking within the ABC and enhances our approach to this important issue.

From now on, commissioned screen content – with the exception of news and sport - will be registered in TEP. Those working on each program (both talent and crew) will be invited to self-identify on a set of characteristics. The information collected will be used to create benchmarks to track diversity right across the industry.

All in-house ABC productions will be asked to participate but most of the input will come from our co-production partners.

For more information please contact E&S Head of Content Investment & Policy, Sacha Gregson.

Item 34 – Exec Advocacy with peers
The Commission Guidelines is a publicly launched document that will set a precedents for how all content will be created.
Ensuring the voices of the LGBTIQ+ Community has been expressed.

Additional Points for intersectionality story 10

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

LGBTQ Intersectionality

Throughout the assessed calendar year, the network has provided opportunities for LGBTQ people of diverse groups to raise their visibility and/or to share their stories across the organisation:

Please provide evidence for one of the following:

- LGBTQ and Aboriginal, Torres Strait Islander or Indigenous
- LGBTQ and a person of faith
- LGBTQ and of another diverse group (i.e. CALD, of mature age, living with disability, etc.)

Please provide evidence for one of the selected groups above.

If you have undertaken above-and-beyond work for more than one of the groups mentioned above, please include evidence of work in the **ADDITIONAL WORK** section at the end of this submission.

Promoting awareness of the older LGBTIQ+ community in particular and raising awareness of the value of developing friendships with this older generation. An example here of Luke, one of our ABC employees who has been volunteering in the program.



abcqueer • Follow
New South Wales



abcqueer Lionel is 70, Luke is 38. They're both gay men who grew up in very different time periods in New South Wales. But common experiences with relationships, bullying, body image and self-esteem mean they have plenty to connect over.

Lionel:

"I met Luke at the UTS gym in 2014.

"I can tell when someone has a friendly smile and they mean it. That first meeting, Luke was coming up the stairs, I was going down the stairs, I look up, and there was a friendly smile. So I latched onto that straight away.

"I've spent my life being suspicious of



218 likes

AUGUST 12, 2020

Log in to like or comment.

Additional point 11 – creating Pride Stories and regularly show case new stories every month

<p>ITEM 38 Data Analysis – targeted employee survey during the pandemic</p>	<div data-bbox="405 288 1637 339"> <p>ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS</p> <p>LGBTQ Intersectionality</p> </div> <p>Throughout the assessed calendar year, the network has provided opportunities for LGBTQ people of diverse groups to raise their visibility and/or to share their stories across the organisation:</p> <p>Please provide evidence for one of the following:</p> <ul style="list-style-type: none"> • LGBTQ and Aboriginal, Torres Strait Islander or Indigenous • LGBTQ and a person of faith • LGBTQ and of another diverse group (i.e. CALD, of mature age, living with disability, etc.) <p>Please provide evidence for <u>one</u> of the selected groups above.</p> <p>If you have undertaken above-and-beyond work for more than one of the groups mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.</p> <p>The development and ongoing driving of the ABC Pride Stories has meant a collection of stories is available for the ABC workforce. Its covers a generous balance of all genders and different members of the LGBTIQ+ but more work needs to be done to elevate some of the voices which will inspire up to do more work in 2021.</p>
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s 47E(c)

Items 44
Pro bono

Additional Points 12

Speaking on the panel s 47E(c) provides insight to the journey to advocate and navigate the pathway to participating in the ABC first Mardi Gras Parade.

s 47G(1)(a)

s 47G(1)(a)

<p><i>Item 8</i> <i>Inclusion creation through our Audience / customer involvement</i></p>	<p>Additional 14 Ensuring that the use of language across ABC content makers is consistent with the recommendations from leading advocacy bodies. This is achieved by developing an editorial advance on LGBTIQ+ issues. With regular reviews and updated conducted on the content of this document.</p> <p>The ABC Pride in consultation with our Editorial Policy team has developed Editorial Policies and Resources for Journalists and Content Makers for when they are reporting and portraying sexual orientation, gender identity and intersex status in ABC Content.</p> <p>This information has a details guidance note which has been informed by a number of resources outlined below and in consultation with our ABC Pride network which include § 47E(c) who also brings their expertise and insight developed from their work on ABC Queer Instagram channel and their involvement with Twenty-Ten.</p> <p>§ 47G(1)(a) The resources also extends to identifying on-air talent which means that there is an increased visible representation of LGBTIQ+ Community in the media.</p> <div data-bbox="371 746 1538 930"> <p>s 47G(1)(a)</p> </div>
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s 47G(1)(a)

s 47G(1)(a)

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<p>Item 39 Community Event</p>	<p>Additional 15/ The pandemic turned our workforce to lockdown overnight on 22 March 2020, a very unsettling time where we saw a lot of momentum in different programs and initiatives stall. This was not the case with ABC Pride, they got on the front foot and sending this survey out on the 30/04 (4 weeks after the lock-down started). This information informed how they ran events for the rest of 2020 which has been more inclusive than anyone could have imagined. This was attributed to the online appeal to employees all over Australia and the exception efforts the network went to ensuring the online events were engaging, educational, fun, professional and met the needs of the network.</p>
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s 47G(1)(a)

<p>Item 39 Day of Awareness</p>	<p>Given the lack of movement the ABC Pride did an online event teaching all ABC members the Mardi Gras Parade march. With an overwhelming number of employees tuning into learn the dance.</p> <p>And several other events already mentioned elsewhere in this submission.</p> <p>Whilst I am not entirely sure where this sits for additional points but it is an indication of the dedication and ability collaborate and bring together community to support one another.</p> <p>Additional 16/ Pro—bono work ABC Chair, Manda Hatter volunteering to join the s 47E(c) to help advisor on future nominees.</p>
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s 47G(1)(a)

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s 47G(1)(a)

	<p>Additional 17/ Pro-bono Northern Territory employees support promotion of event</p>
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s 47G(1)(a)

Further to Manda's email connecting us, we have had to move the date of the virtual Northern Territory day of LGBTQ inclusion. The new date is Thursday 5th November 2020.

I have attached the flyer with registration details for the different sessions, all of which ABC employees can attend, as you are Pride in Diversity members.

I wonder if we could catch up prior to the day to talk about a short interview on who we are and what we do and how we assist in organisations becoming more LGBTQ inclusive?

Looking forward to speaking with you.

Regards Chris

Christopher Nelson
Senior Relationship Manager

Pride in Diversity

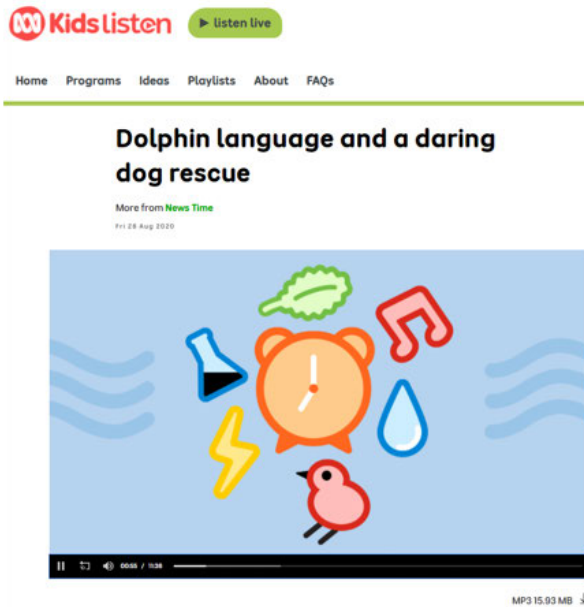
s 47F

Address: 414 Elizabeth St Surry Hills NSW 2010 s 47F

Website: www.prideinclusionprograms.com.au | www.pid-awei.com.au

Facebook: facebook.com/prideindiversity facebook.com/prideinsport

	Additional 18/ ABC Kids program recognising awareness day of Wear It Purple.
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	<div data-bbox="396 300 978 909">  <p>The screenshot shows the Kidslisten website interface. At the top, there's a navigation bar with 'Home', 'Programs', 'Ideas', 'Playlists', 'About', and 'FAQs'. Below this, the main heading is 'Dolphin language and a daring dog rescue'. Underneath, it says 'More from News Time' and 'Fri 28 Aug 2020'. The central image is a colorful illustration featuring a blue alarm clock, a green leaf, a red musical note, a yellow lightning bolt, a blue water drop, and a small pink bird. At the bottom of the image, there's a black audio player bar with a play button, a progress bar, and the text 'MP3 15.03 MB'.</p> </div> <div data-bbox="396 925 978 1173"> <p>Direct link to audio file available on the internet if you would prefer to listen to this as opposed to reading;</p> <p>https://www.abc.net.au/kidslisten/news-time/wear-it-purple/12606852</p> </div>	<p>This week we're going on a daring dog rescue, talking to dolphins and looking out for our friends on Wear It Purple Day...</p> <p>St Bernard's are really big working dogs, some are trained for a very special job – rescuing people from snowy mountains! But this story is about one St Bernard who ended up needing her very own mountain rescue. Daisy was going for a hike with her owners up Scafell Pike. Scafell Pike is a mountain in the country England and it's a pretty steep climb! Daisy made it up to the top okay, but on the way down, her legs started to hurt, and she couldn't walk anymore. The weather was getting worse, and Daisy and her owners needed to get down from the mountain. So, they called for help and before long, sixteen volunteers came to the rescue! It took them five hours to carry Daisy down the mountain, safe and sound. The rescuers say that they've helped lots of big dogs over the years, but none as big, or as friendly, as Daisy! It's a good reminder that if you're ever in an emergency, calling for help is the best idea. If you're not sure what to do, start by talking to a grown up and you can make an emergency plan together.</p> <p>Less boats have been out on the water lately. It means that underwater creatures have been enjoying a bit of peace and quiet. It's also given scientists a special chance to learn the language, of a rare type of dolphin. Burruran dolphins are a type of bottlenose dolphin that only live in Victoria, around Port Phillip Bay and Gippsland Lakes. You can't find them anywhere else in the whole world! Burruran is the name given to these dolphins, by the Boonwurrung people of the Kulin Nation, the First Peoples of the area. Scientists have been listening in to the Burruran dolphins, using special underwater microphones called hydrophones and these scientists have discovered that each Burruran dolphin has its own name too – a unique whistle that no other dolphin uses. They think it's the dolphins' way of introducing themselves. Scientists are hoping to learn all the names of the Burruran dolphins that live in the Gippsland Lakes, and find out more about their special language.</p> <p>The 28th of August is Wear It Purple Day! Wear It Purple Day is all about showing your support for young people from the LGBTQIA+ community. The letters LGBTQIA+ stand for lots of people, who express who they are, and who they love in many ways. LGBTQIA+ people are sometimes called rainbow people because the rainbow flag is a symbol of pride. The rainbow flag shows how we can all be different, and stand together, just like the colours of a rainbow. Sometimes, rainbow people feel bright and colourful on the inside but might be afraid to show it on the outside. That's because sometimes people are mean to others who stand out. This is called bullying and it's a big problem. Bullying or teasing someone for being themselves isn't fair and you're right, it can make people feel sad and like they're on their own. That's why Wear It Purple Day is so important. It tells rainbow kids and their families that they are celebrated and safe to be who they are.</p>
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ABC Pride at Fair Day! A fabulous day full of inclusion, acceptance and fun!

Everyone who helped on our stall were volunteers who went over and above to ensure that the presence of ABC was felt and made it a genuinely awesome day!

ABC Employees made it a really successful day promoting awareness of ABC as an LGBTIQ+ inclusive employer with a special call out to **s 47E(c)** for being our wonderful **s 47E(c)** and organising the day with the fabulous **s 47E(c)** and **s 47E(c)** for helping organise and being there all day for bumping in to bumping out at the end.

Our wonderful ABC employees who volunteered - we simply could not have done it without them!

And ABC Senior Leadership team, our wonderful **s 47E(c)** who gave up her time as a volunteer and **s 47E(c)**, who was there to support and pitch in and promote the ABC too.

All profits went towards funding the ABC Pride 2020 Mardi Gras float.

s 47E(c)

Mardi Gras Parade 2020 s 47E (c)

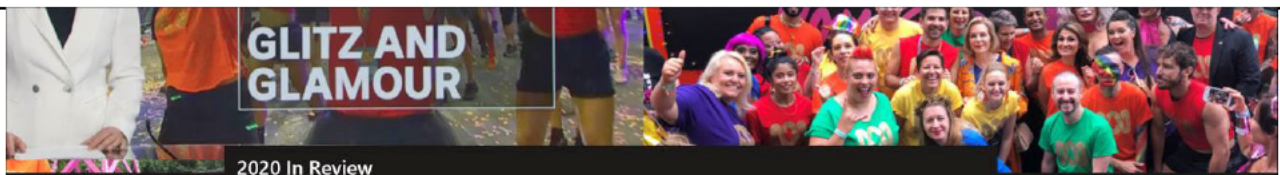


After months of planning and fundraising, and after weeks of rehearsals, the ABC marching group of employees made history: for the first time ever, there's been an official ABC presence in the Sydney Gay and Lesbian Mardi Gras Parade.

The float was led by some well known ABC faces - s 47E(c) - as well as the ABC's Managing Director, David Anderson. ABC Chair, Ita Buttrose also came along to support us.

Behind the float, we had an awesome group of 60 ABC staff, wearing rainbow colours, in synchronised dance routine to the tune of some well known ABC themes from television and radio.

As well as those from s 47E(c).



2020 In Review

Manda Hutter
HEAD OPERATIONS

s 47E(c)

ABC Pride recongised IDoPWD and focused on sharing intersectional stories of people with disability that are also within the LGBTIQ+ Community. Fabulous engaging stories which featured some wonderful humans telling their story, like the example provided below.



Thursday, December 3, 2020 is the International Day for People with Disability. ABC Pride sends a big shout out to all people living with disability, and hope you'll check out the [ABC Pride website](#) for details about some of the great content offered by the ABC.

s 47E(c)

Item 21 Day of awareness IDAHOBIT DAY	<p><i>ABC Pride's IDAHOBIT Drag trivia</i></p> <p><i>Newsletter write out outlining the event</i></p> <div>s 47G(1)(a)</div>

Item 41
Fund raising for
drought affected local
business, who shared
this picture.

S 47E(c)

Item 21 Days of Awareness	Trans day of visibility 31 March
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s 47G(1)(a)

s 47G(1)(a)

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Item 21 Day of Awareness	
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s 47G(1)(a)

s 47E(c)

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AWEI 2021 SUBMISSION DATES

We can accept AWEI submissions between Monday 4th January – 5pm Friday 12th March 2021 (or midnight Saturday 13th March 2021 for large file transfer URL).

- No later than 5pm, Friday 12th March 2021 for hand-delivered, couriered or mailed submissions (hard copies, USB, etc).
- Deadline for large file transfer program URL (including but not limited to Dropbox, Google Docs, Parcel Post, SharePoint or any other internally approved large file transfer system) midnight Saturday 13th March 2021
- **Important: File attachments within emails will not be accepted. Pride in Diversity will take no responsibility for attachments sent via email.**
- All file transfers and access to various systems must be sent to AWEI@prideindiversity.com.au; with a copy to dhough@acon.org.au

IMPORTANT INFORMATION FOR SUBMITTERS

Please ensure that you have signed up to the following newsletter – this will ensure that you receive all relevant information and updates in terms of the up and coming AWEI period. Click here to sign up or go to: <http://eepurl.com/tT7vf>

OPTIONAL AWEI EMPLOYEE SURVEY

Participating in the AWEI optional Survey? You will be able to [request your unique survey](#) URL as of 1st December 2020. You will receive this link when the survey goes live on Monday 4th January 2021 and will remain open until the close of submissions on Friday 12th March 2021.

Participation in the survey allows you to balance the results of your AWEI with the views and lived experiences of your employees. While survey data is linked to your organisation enabling us to provide you with a comprehensive high-level analysis of responses, individual respondent data is not collected

INDIVIDUAL AWARD NOMINATIONS

Please consider nominating your colleagues, networks, etc. for an LGBTQ Inclusion Award. Award categories can be found within the Participation Details of this Submission or on the AWEI website: <http://www.pid-awe.com.au/submission-documents/>

