



ABC Diversity and Inclusion Plan – Example Questions

Please use this example form to identify how your content proposal meets the Diversity & Inclusion Commissioning Guidelines on and off screen.

Your intentions for representation will be captured in the Diversity and Inclusion Plan submitted for consideration within the commissioning process.

To protect the privacy of the individuals referred to, we ask that the information you provide be de-identified so that it is no longer about any identified individual or individual who is reasonably identifiable.

The ABC will handle any sensitive and personal information collected in this form in accordance with the [Diversity and Inclusion Plan Privacy Collection Statement](#).

I confirm that:

- I have obtained consent from each individual to the collection and use of their sensitive and personal information in accordance with the Diversity and Inclusion Plan Privacy Collection Statement (even where the individual is not directly identified).
- I have taken reasonable steps to de-identify the information provided in this form.
- I understand that individuals may potentially be identified through the information provided in this form.

Program Details

1. Program / Series Title	
2. Series Number	
3. Total Episodes and Length (i.e. 4 x 10' eps for iview)	
4. Production Company	
5. Producer	
6. Email Address	



Content Type

We recognise there are different considerations for different types or forms of content and have created 3 content categories.

1. Scripted: Scripted drama, comedy, and animation.
2. Non-Scripted: Documentary, factual entertainment, non-scripted factual.
3. Studio/Hosted: Studio based entertainment, quiz panel and interview shows, music, sport and event hosted shows.

7. Please select the Content Type for the proposed program agreed in consultation with your ABC commissioning team.

- Scripted,
- Non-Scripted,
- Studio/Hosted

On Screen

Please demonstrate representation in at least one of the on-screen options:

1. Content and Subject Matter
2. People

On Screen: Content and Subject Matter

8. Is your content about under-represented communities, backgrounds, or experience?

Please provide details below. If this page is not applicable, then type "N/A" and proceed to the People page.

(Character limit 4000)



On Screen: People

In line with the ABC Diversity and Inclusion Action Plan 2019-22, we are focusing on five key areas of representation.

- Gender Representation: Female, male or non-binary/gender diverse.
- Indigenous: Indigenous Australian includes people of Aboriginal and Torres Strait Islander descent.
- Culturally and linguistically diverse: People who are not Anglo-Celtic by descent and/or English is not their main spoken language.
- People with disability: Such as someone living with an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments.
- LGBTQI+: Stands for people who identify as lesbian, gay, bisexual, transgender, queer or questioning, people with intersex variations, plus other diverse sexual orientations and gender identities.

Other aspects of diversity such as geographic, socio-economic and generational are welcomed in the consideration of subject matter.

9. How will your content reflect the On Screen Guideline below:

ABC Goal:

Content in which at least one of the main cast is from a culturally and linguistically diverse background, Indigenous Australian, a person living with disability or identifies as LGBTQI+ AND at least 50% of the main cast are women or gender diverse.

Please provide details below. If this page is not applicable because you responded in the Content and Subject Matter page then type "N/A" and proceed to the Off Screen section.

(Character limit 4000)



Off Screen

Please demonstrate representation in the off screen options below, and outline how you will create practical opportunities for under-represented groups via attachments, internships, production company initiatives, etc.

1. Key Creative and Head of Department Roles
2. Production and Crew Roles
3. Career Progression

Off Screen: Key Creative and Head of Department Roles

To encourage the career progression of people from under-represented groups to senior production and key creative decision-making roles.

ABC Goal:

You need to demonstrate representation of Indigenous Australians, people from culturally and linguistically diverse backgrounds, people living with disability, or people who identify as LGBTQI+ in key creative and Head of Department roles.

AND at least 50% are women or gender diverse.

Example roles include:

- EP
- Series Producer
- Producer
- Director
- Writer
- Lead DOP
- Lead Editor

10. How does your key creative team reflect the Off Screen Guideline above?

(Character limit 4000)



Off Screen: Production and Crew Roles

To build career pathways for people from under-represented groups in production and crew roles.

ABC Goal:

You need to demonstrate representation of Indigenous Australians, people from culturally and linguistically diverse backgrounds, people with disability, or people who identify as LGBTQI+ in production and crew roles.

AND at least 50% are women or gender diverse.

11. How does your production team and crew reflect the Off-Screen Guideline above?

(Character limit 4000)

Off Screen: Career Progression

The ABC expects production companies to identify genuine career development opportunities for individuals from under-represented communities.

12. How will you meet the Off Screen guideline above by accessing existing attachment schemes, industry incentives or any other measures?

(Character limit 4000)



Please click on the [blue](#) link below to submit the ABC Diversity and Inclusion Plan Form online:

[ABC Diversity and Inclusion Plan Form](#)

Definitions

1. Gender Representation

- Female, male or gender diverse.

2. Indigenous Australian

- Indigenous Australian includes people of Aboriginal and Torres Strait Islander descent.

3. Culturally and linguistically diverse

- People who are not Anglo-Celtic by descent and/or English is not their main spoken language.

4. Living with disability

- Such as someone living with an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments.

5. LGBTQI+

- Stands for people who identify as lesbian, gay, bisexual, transgender, queer or questioning, people with intersex variations, plus other diverse sexual orientations and gender identities.