



Recommendations and the ABC's response

In response to the findings of the Independent Review into ABC Systems and Processes in Support of Staff who Experience Racism, the ABC has accepted in-principle the 15 recommendations made in the report. This response demonstrates the ABC's commitment to creating an anti-racist, inclusive, and equitable workplace, grounded in continuous learning, accountability, and the wellbeing of all staff.

#	Recommendation	ABC response
1	That the ABC, its Board, Managing Director, Senior Leadership Team and all staff read this Report in full and listen deeply to the grievances of First Nations and CALD current and former staff.	<p>The ABC acknowledges the Report and accepts that racism has occurred in the workplace. Racism in any form will not be tolerated and has no place at the ABC. The Managing Director will formally apologise, on behalf of the ABC, to current and former staff who have experienced racism while working at the ABC.</p> <p>The ABC, including the Board, Managing Director, and Leadership Team have read the Report in full. We recognise that understanding these perspectives is essential to addressing any systemic issues and will prioritise this as a foundational step.</p>
2	That the ABC commit to being proactively anti-racist.	<p>The ABC endorses the recommendation to proactively address and combat racism. We will take tangible actions, beyond passive opposition to racism, to actively promote equity, challenge discriminatory behaviours, and foster an environment that is respectful, inclusive and culturally safe.</p> <p>The ABC will develop and implement an internal anti-racism campaign to raise awareness of racism and discrimination and encourage and support employees to act when they see it. We will also roll out anti-racism training and education for all staff.</p>
3	That the ABC should enhance understanding of how lived experience shapes story-telling.	<p>The ABC acknowledges the recommendation and commits to clarifying our editorial guidance for personal experience while still abiding by our statutory obligations to be impartial and accurate, representing a diversity of perspectives without unduly favouring one perspective over another.</p>



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4	That the ABC improve its responses to public attacks.	The ABC is committed to developing additional strategies for supporting staff experiencing external media and other attacks, particularly those which are race related. We will examine our existing processes and resources to ensure they are effectively supporting our staff.
5	That the ABC improve diverse representation in ABC management and leadership.	The ABC acknowledges the great benefit of diversity in management and leadership roles and will continue to work to ensure representation at senior levels reflects the communities we serve.
6	That the ABC should increase and enhance organisation-wide education and training.	The ABC acknowledges ongoing education and training are essential for meaningful cultural change. We will enhance our training and education programs, with a focus on cultural awareness, anti-racism, and unconscious bias training to ensure all staff are equipped with the knowledge and skills to contribute to a more inclusive workplace.
7	That the ABC should revise and improve the complaints framework.	The ABC is already reviewing its grievance procedure and is committed to improving the process to ensure it is accessible, transparent, and supportive, fostering an environment where staff trust and feel safe to raise concerns without fear of retaliation.
8	That the ABC should establish a new independent function with a focus on staff welfare.	The ABC is committed to the welfare and wellbeing of its staff and will build additional capacity and capability in the area of staff welfare, ensuring that well-being is prioritised and that staff have access to culturally safe and trauma-informed care as needed.
9	That the ABC should create culturally safe support systems.	The ABC acknowledges the importance of culturally safe support systems. We are committed to implementing structures and providing resources that meet and respond to the diverse needs of our workforce, including First Nations and CALD staff.
10	That the ABC must improve recruitment processes and pathways.	The ABC will review its recruitment processes to ensure they are inclusive, accessible and reflect our cultural diversity. We will enhance our career pathways to remove barriers for staff to progress through the organisation.



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11	That the ABC establish a robust and psychologically safe exit interview process.	The ABC will review its existing exit interview process to ensure a robust and psychologically safe system for gathering feedback from departing staff, ensuring that their experiences contribute to ongoing organisational learning and improvement.
12	That the ABC should progress protocols on voice coaching for diversity.	The ABC supports the recommendation to progress protocols on voice coaching. We will work on developing these protocols to ensure that a diversity of voices, accents, and communication styles are included and respected in our storytelling and representation across all of the ABC.
13	That the ABC should conduct pay audits.	The ABC acknowledges the importance of pay equity and will continue to conduct regular pay audits and publish them internally.
14	That the ABC commit to ongoing evaluation, accountability and implementation, by establishing a Systems Implement Team.	<p>The ABC is committed to the implementation of actions which will address racism in the workplace and supports ongoing progress, evaluation and accountability of this work. We will establish resources dedicated to the implementation of actions, ensuring that progress is tracked, reported, and adjusted as necessary.</p> <p>The ABC has created a new role, Director First Nations Strategy to join the ABC's Leadership Team reporting directly to the Managing Director. The Director First Nations Strategy will, along with the Chief People Officer, develop the multi-year framework to implement actions in response to the recommendations set out in the report.</p>
15	That the ABC develop a framework for implementation.	The ABC agrees that a clear framework for implementation is critical to the success of any initiatives developed. We will develop a structured, multi-year implementation framework to operationalise the recommendations, ensuring that they are integrated into the fabric of the organisation in a sustainable and meaningful way.