## **ABC PRIDE - ANNUAL GOALS AND AWEI ACTION PLAN** 2020

s 47E s 47E		s 47E(c)			
What		S 47 L(C)	When 2020	Status	Comments/Notes
1.	<b>Creating extraordinary relevant and valued cont</b>				
•	Create a new awards platform to celebrate LGBTIQ+ efforts	s 47E(c)	November	Completed	
2.	An outstanding audience experience				
•	Audience experience – Editorial Advice, supporting opportunities to increase representation of LGBTIQ+ Community	Manda	October	Completed	
•	content makers	s 47E(c)	November	Completed	
3.			ay		
•	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)
•	By celebrating days of awareness like IDAHOBIT & WIP	s 47E(c)	Several through out the year	Completed	See Events Calendar
4.	Building a great place to work				
•	Extending ABC Mentoring program to LGBTIQ+ employees	s 47E(c)	March	Completed	
•	through our internal sites.	s 47E(c)	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	s 47E(c)	November	Completed	
•	understand how ABC Pride can support staff through the Pride groups activities.	s 47E(c)	April	Completed	
5.	Mardi Gras Float	s 47E(c)	Feb-March	Completed	

<ol><li>Regional Champions which is an area of focus for 20-21.</li></ol>	3	September		
ey Items from the AWEI				
1. Trans – Gender Diverse Inclusion				
Gender Affirmation Policy and Process	s 47E(c)	May	Completed	
Dress Codes and Uniforms	s 47E(c)	May	Completed	
Gender Neutral Bathrooms and Facilities		March –	Completed -	Property completed in
		ongoing	Ultimo	Ultimo however roll out
	s 47E(c)	regional	Ongoing for	
	(5)		regional	delays due to pandemic
				This item will carry over to
				next year
Supporting Trans and Gender Diverse Job	s 47E(c)	October	Completed	
Applicants				
2. Strategy & Accountability				
Media Coverage	Manda	May	Completed	
Strategic Work in Recruitment, Supplier Police	cy Mandas 4/E(c)	December	Completed	
or Service Provision				
<ul> <li>LGBTIQ+ Executive Leadership Representation</li> </ul>	on <mark>s 47E(c)</mark>	Throughout	Completed	
		the year		
LGBTIQ+ Inclusion Promotion	s 47E(c)	Throughout	Completed	
		the year		
3. LGBTIQ+ Employee Networks				
<ul> <li>Strategy and Goals</li> </ul>	Manda	December	Completed	
Sustainability Plan with inclusion of	Manda	December	Completed	Regional Champions
succession planning				engagement has
			Regional	progressed well but
			succession	remains a focus for 2021.
			<ul><li>ongoing</li></ul>	This item will carry over to
				next year
<ul> <li>Allies of Trans / Gender Diverse People</li> </ul>	le s 47E(c)	May	Completed	Ongoing attention to
				updates and ensuring
				leading practice
				terminology continues
<ul> <li>Visibility of LGBTIQ+ Women</li> </ul>	s 47E(c)	Throughout	Completed	
		the year		
Network Reporting	Manda	December	Completed	Leveraging from D&I
_				Annual report and ABC
				annual report for
				publication and promotion
4. Visibility of Inclusion				

<ul> <li>Individual LGBTIQ+ Inclusion Work Acknowledgment</li> </ul>	s 47E(c)	December	Completed	Awards kicked off for the first year – a huge success
Confidential Support Contacts	s 47E(c)	May	Completed	
General Visibility and Support Information	s 47E(c)	May	Completed	
Customer Facing LGBTIQ+ Inclusion	s 47E(c)	December	Completed	Partnering with the business to show-case their efforts.
<ul> <li>Customer Information: Changing Gende Markers</li> </ul>	ers 47E(c)	December	Completed	
5. AWEI Survey 2020				
Survey set up and arrangements	s 47E(c)	December	Completed	
Survey Communication	s 4/E(c)	Jan – Feb 2021	In progress	next year
Survey analysis and presentation to business	s 47E(c)	June 2021	Pending	This item will carry over to next year