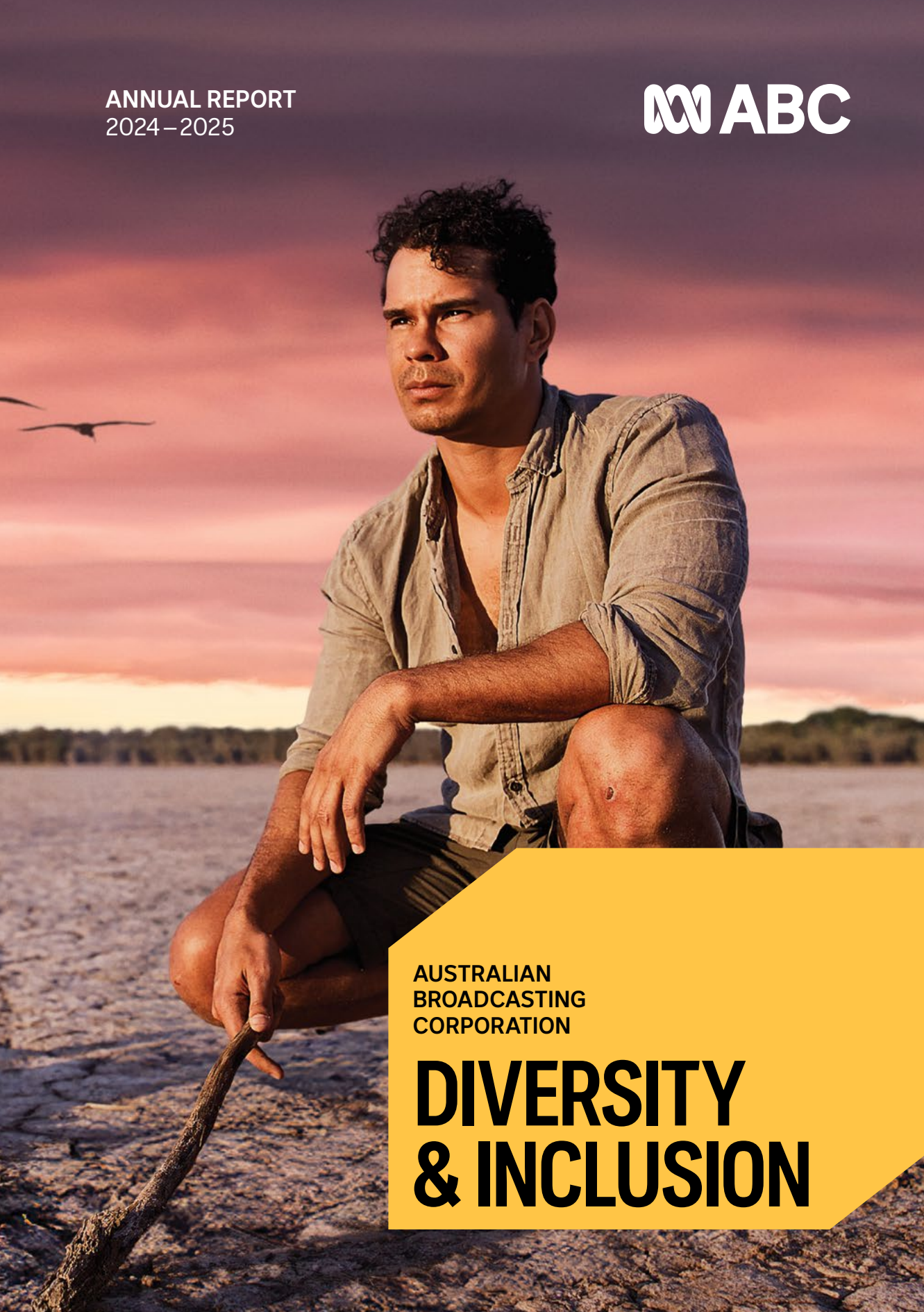


ANNUAL REPORT
2024–2025



AUSTRALIAN
BROADCASTING
CORPORATION

DIVERSITY & INCLUSION

ACKNOWLEDGEMENT OF COUNTRY

The ABC acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work.

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Cover image: Mark Coles Smith in *The Kimberley*.
(Photo credit: supplied)

CHAPTER **01**
**INTRODUCTION
AND STRATEGIC
CONTEXT**



PLANNING AND REPORTING FRAMEWORK

The Australian Broadcasting Corporation (ABC) is Australia’s national public broadcaster and was established as a statutory corporation under the *Australian Broadcasting Corporation Act 1983* (the ABC Act). The ABC Act, which includes the ABC Charter, sets out the functions and duties of the Corporation.

The Charter requires the Corporation to provide content that contributes to a sense of national identity, reflects the cultural diversity of the Australian population and takes account of the multicultural character of the Australian community.

As a Commonwealth authority employer, the ABC is bound by the provisions of the *Equal Employment Opportunity (Commonwealth Authorities) Act 1987* (EEO Act), the *Racial Discrimination Act 1975*, the *Sex Discrimination Act 1984*, the *Australian Human Rights Commission Act 1986*, the *Disability Discrimination Act 1992*, the *Age Discrimination Act 2004* and the *Fair Work Act 2009*.

The EEO Act requires the ABC to promote equal opportunity in employment across four designated groups: women, Aboriginal and Torres Strait Islander people, people from a non-English speaking background and people with disability.

This report is made under the provisions of section 9 (2) of the EEO Act and provides an overview of the ABC’s diversity profile against the four designated groups in the EEO Act. The report also features key content and initiatives relevant to the Corporation’s broader diversity and inclusion commitments under the ABC Charter.

The report covers the period from 1 September 2024 to 31 August 2025.

ABOUT THE ABC’S DIVERSITY AND INCLUSION PROGRAM

As Australia’s national broadcaster, the ABC is central to reflecting the country’s identity and serving the public interest. Its commitment to diversity — in people, culture and content — is key to staying relevant, trusted and representative of all Australians.

The organisation’s diversity and inclusion program is driven by two key strategies: the ABC’s Diversity, Inclusion and Belonging Plan 2023–26 and the ABC’s Elevate Reconciliation Action Plan 2024–27.

These strategies align with the ABC’s Charter and Corporate Plans. Together, they strengthen the organisation’s commitment to reflecting Australia’s rich diversity across its content and workforce.

The diversity and inclusion program promotes equal opportunity in employment, with a focus on women, Aboriginal and Torres Strait Islander peoples, individuals from culturally and linguistically diverse (CALD) backgrounds* and people with disability as required by the *Equal Employment Opportunity (Commonwealth Authorities) Act 1987*. The ABC’s program also extends to LGBTQIA+ employees.

*The ABC uses the terminology ‘culturally and linguistically diverse’ to refer to people from non-English speaking backgrounds.

Previous page: ABC News Presenter Fauziah Ibrahim. (Photo credit: Daniel Boud)

The Diversity, Inclusion and Belonging Plan 2023–26

The Diversity, Inclusion and Belonging Plan covers a three-year period from 1 July 2023 to 30 June 2026. The plan focuses on five key diversity areas — gender, Aboriginal and Torres Strait Islander peoples, cultural and linguistic diversity, disability and LGBTQIA+.

The plan is built on five strategic pillars:

- **Inclusion in practice:** to promote an inclusive, accessible and equitable workplace culture where people feel a sense of belonging.
- **A diverse workforce:** to employ, develop and retain a diverse workforce enriched by intersectional experiences.
- **Inclusive content, products and services:** to be authentic, accessible and culturally aware when creating and sharing stories.
- **Connection with Indigenous and diverse communities:** to develop respectful relationships with Aboriginal, Torres Strait Islander and diverse communities that encourage two-way learning.
- **Accountability and transparency:** to monitor and report on progress against diversity, inclusion and belonging commitments.

Workforce diversity targets

Diversity, Inclusion and Belonging Plan 2023–26

Women executives	50%
Women technologists	25%
Indigenous employees	3.4%
Content makers from CALD backgrounds	30%
Executives from CALD backgrounds	30%
Employees with disability	8%

THE ELEVATE RECONCILIATION ACTION PLAN 2024–27

The Elevate Reconciliation Action Plan 2024–27 (RAP) reinforces the ABC's commitment to acknowledging and celebrating Australia's Indigenous history and cultures. It prioritises building stronger relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities.

Additionally, the RAP is focused on creating meaningful employment and business opportunities for Aboriginal and Torres Strait Islander communities. As part of the plan, a series of initiatives and targets have been established to improve Indigenous workforce representation within the ABC.

These initiatives are built on five key principles:

- **Relationships:** respectful relationships between Aboriginal and Torres Strait Islander peoples and the broader Australian community.
- **Respect:** respect for Aboriginal and Torres Strait Islander peoples, cultures, land and history.
- **Opportunities in employment and supplier diversity:** opportunities for Aboriginal and Torres Strait Islander individuals, organisations and communities.
- **Opportunities in content:** creating opportunities for Aboriginal and Torres Strait Islander voices, perspectives and stories to be heard.
- **Governance:** clear governance and accountability for the deliverables of the RAP.

The ABC's RAP 2024–27 was officially launched in June 2025. ABC staff, corporate partners and community representatives came together to mark the occasion.

The RAP is overseen by the Bonner Committee, the ABC's peak advisory body for matters relating to Aboriginal and Torres Strait Islander staff, content and communities. The committee reports directly to the Managing Director and holds specific responsibility for overseeing progress on the RAP.

Diversity data and measurement

Workforce

Workforce profile data is used to monitor the progress and effectiveness of the ABC's diversity and inclusion program. An internal dashboard provides ABC leaders with an overview of their quarterly divisional workforce representation.

The data is collected through the ABC's Diversity & Inclusion Data Collection Form. The voluntary form captures information about gender, sexual orientation, Aboriginal and/or Torres Strait Islander peoples, disability, carer status and cultural and linguistic diversity. New ABC employees are invited to complete the form during onboarding and existing employees are invited to provide or update their data at any time.

At the end of August 2025, 63% of ABC employees had provided their diversity and inclusion data.

Content

ABC divisions have representatives who oversee divisional diversity and inclusion working groups.

All teams in the News division track the demographics of talent in their stories. The teams record the representation of Indigenous Australians, individuals from CALD backgrounds and people with disability. The data is used to support commissioning and editorial decisions to ensure a diversity of perspectives and experiences are reflected in stories.

The ABC's Screen division tracks the demographics of talent who work on-screen and behind the scenes. As a member of the Screen Diversity and Inclusion Network, the division participates in The Everyone Project — an industry-wide initiative designed to collect voluntary data on



The ABC's Elder-in-Residence Professor Jackie Huggins at the ABC's Elevate Reconciliation Action Plan launch in 2025. (Photo credit: supplied)

the demographics of people working across screen productions. The project aims to create a clear benchmark of diversity representation across the film and TV industry.

The Audio division also tracks the demographics of talent in its content. Teams in ABC local capital cities are able to use an online system to monitor the diversity of talent within their daily programs. Music networks including triple j and ABC Classic monitor some demographic information on performers and composers within the G Selector music programming software system. This helps programmers represent a balanced and diverse music community through music selections, feature albums and live concert programming.



CHAPTER **02**

**WORKFORCE
DIVERSITY AND
INCLUSION**

WORKFORCE DIVERSITY PROFILE

4,604

Total ABC employees

Workforce diversity*

- Women comprise 55.5% of the total workforce. Men make up 43.8% and 0.7% identify as gender diverse.
- Women constitute 56.0% of executives and 26.3% of technologists.
- Indigenous representation stands at 2.8%.
- The ABC's overall CALD representation is 24.8%, with 20.6% of executives and 21.6% of content makers from CALD backgrounds.
- 6.2% of employees at the ABC identify as having a disability.

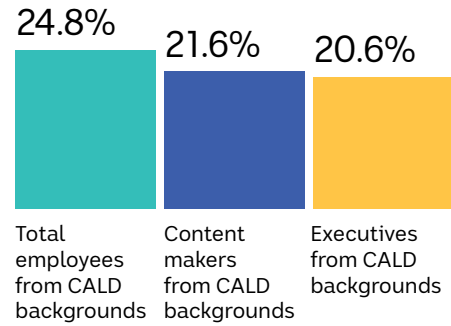
For a more comprehensive understanding of ABC's workforce targets and diversity initiatives, a detailed analysis is provided in the Workforce Analysis section (page 53).

*Numbers and percentages are based on the total headcount of non-casual employees as at 31 August 2025. CALD and disability representation is calculated from the 63% of employees who have completed the Diversity & Inclusion Data Collection Form.

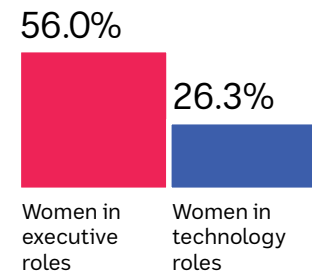
The current targets are effective until 30 June 2025. From 1 July 2025, workforce targets have been updated to align with the ABC's Corporate Plan. Position classifications are based on the ABC's Enterprise Agreement 2022-25.

Previous page: Abi Tucker and Hunter Page-Lochard on the set of *Play School*, episode *My Place My Home*. (Photo credit: supplied)

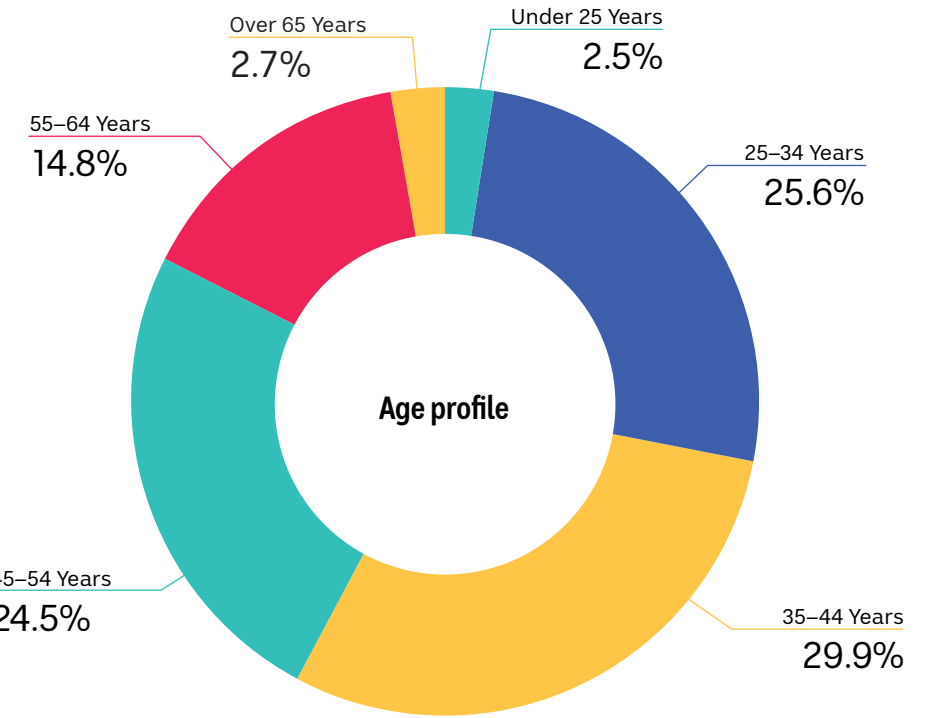
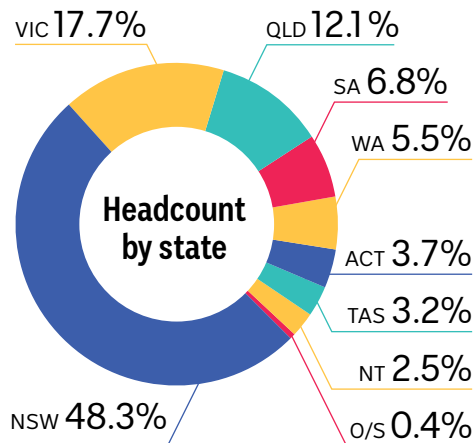
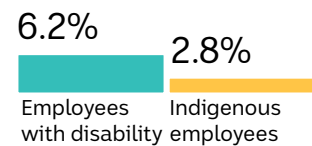
Employees from CALD backgrounds



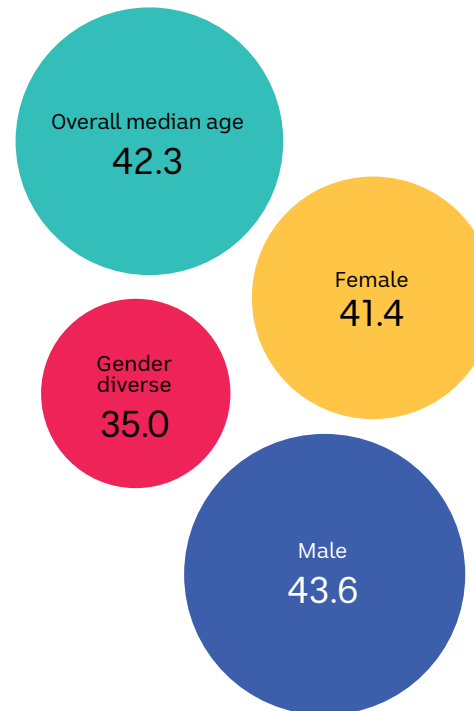
Women executives & women technologists



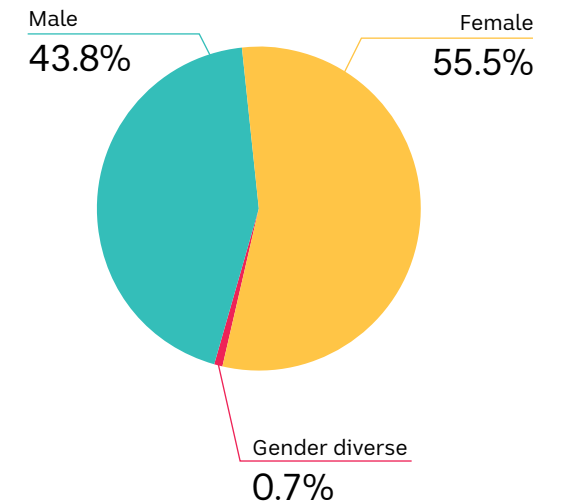
Disability & Indigenous



Median age in years



Headcount by gender



KEY WORKFORCE INITIATIVES

Implementation of the *Listen Loudly, Act Strongly* report

In October 2024, the ABC released the *Listen Loudly, Act Strongly* report — an independent review into the ABC’s systems and processes in support of staff who experience racism. The report, which heard from 120 current and former ABC employees, outlined 15 recommendations aimed at strengthening cultural safety and equity across the organisation. The ABC accepted all recommendations in principle.

As part of a key recommendation, the ABC established a Director’s role to lead the newly formed First Nations Strategy division. The team is responsible for developing a multi-year implementation framework to guide its delivery of the recommendations. A standing committee was formed to monitor progress and ensure accountability across the organisation.

The ABC has actioned a series of recommendations from the report, including:

- Appointing Professor Jackie Huggins as the inaugural ABC Elder-in-Residence.
- Clarifying editorial guidance around the inclusion of personal experience in storytelling.
- Revising the ABC’s grievance handling processes and guidelines.
- Launching an internal anti-discrimination campaign and anti-racism support hub.
- Implementing compulsory anti-racism training for all staff and ABC Board members.

Establishment of the ABC’s First Nations Strategy division

In addition to overseeing the implementation of the *Listen Loudly, Act Strongly* report, the First Nations Strategy division works with the ABC’s Bonner Committee to implement the Elevate Reconciliation Action Plan. This includes leading the ABC’s partnerships with key organisations such as First Nations Media Australia and First Languages Australia, as well as supporting the ABC’s participation in major Indigenous cultural events and festivals.

Additionally, the division organises the ABC’s annual Indigenous staff conference and provides administrative support to the Bonner Committee.



(L-R): Marketing and Activations Coordinator Georgina Verhoeven, Senior HR Adviser Katie Gregory and Diversity and Inclusion Manager Masheila Pillay launching the ABC’s new values in the ABC Brisbane office. (Photo credit: Jessica Parris)

Shaping Our Future program

The Shaping Our Future program was created in 2024. It seeks to position the ABC for future success through a set of new values and behaviours, a new ABC leadership capability framework and new leadership development programs. These initiatives support the organisation to deliver performance-driven and audience-centric outcomes. Underpinning the ABC’s new values are a commitment to respect, diversity and inclusion.

In July 2025, the ABC launched its new values, with offices around the country hosting on-site events to raise awareness and encourage cross-team collaboration.



Senior Adviser Sarah McLean and People Services Coordinator Adriana Dos Santos De Lima launching the ABC’s values in the ABC Adelaide office. (Photo credit: Rebecca Dunow)

Workplace adjustments

In January 2025, the ABC revised its Workplace Adjustment Guidelines to better support the needs of current and prospective employees with disability. These adjustments enable individuals to perform at their best, feel valued and work safely and productively.

The guidelines are informed by relevant legislation and apply to all ABC employees and job applicants who disclose a disability or neurodivergence.

Adjustments may include flexible work arrangements, procurement of accessible technology and tailored support during recruitment and employment.

Managers are responsible for implementing approved adjustments with support from the Inclusion & Wellbeing team.

Sustainability and inclusion

At the ABC, sustainability extends beyond environmental impact. The ABC takes a holistic approach that considers people, finances and relationships — with diversity, inclusion and social responsibility at its core.

In 2024–25, the ABC strengthened its commitment to ethical and inclusive procurement through an updated Social and Sustainable Procurement Strategy. The strategy embeds environmental, economic and social considerations into purchasing decisions, encouraging staff to engage with suppliers that deliver positive community outcomes.

The ABC’s longstanding partnership with Supply Nation continues to support Aboriginal and Torres Strait Islander businesses in line with the Elevate Reconciliation Action Plan.

In July 2024, the ABC joined Social Traders, further promoting supplier diversity and expanding engagement with certified social enterprises — advancing the goals of the Diversity, Inclusion and Belonging Plan.

Training and mentoring programs

In 2025, the ABC delivered anti-racism training, which explored lived experiences of racism as well as bystander intervention strategies. The training was developed by the Australian Human Rights Commission and aimed to build an environment where everyone felt safe and valued. As at 31 August 2025, 89% of staff had completed the training.

The CALD and gender mentoring programs were again offered in 2024, including a mix of individual mentoring and group-based coaching. Other key diversity and inclusion training courses delivered included Indigenous cultural awareness training, LGBTQIA+ awareness training and disability awareness training.



ABC John Yu Fellows. (Back row, L-R): Justine Oh, Kelly Williams, Dan Bouchier and Dominic Zahra. (Front row, (L-R): Solua Middleton and Masheila Pillay. (Photo credit: Blake Photographic)

Dr John Yu Fellowship

The Dr John Yu Fellowship brings together multicultural leaders from across Australia to examine the influence, impact and potential of diverse leadership.

Offered by the University of Sydney, the three-day program is led by academic and former Race Discrimination Commissioner Professor Tim Soutphommasane. It covers topics such as cross-cultural leadership, the value of lived experience and leading best practices in diversity and inclusion.

The program was developed to meet the rising demand for targeted leadership development among high-potential leaders from multicultural backgrounds.

Every year, the ABC nominates staff from culturally diverse backgrounds to attend the program. In 2025, the ABC’s Deputy Director of First Nations Strategy Dominic Zahra and Head of Indigenous Audio Solua Middleton attended the program.



ABC News Presenter Joe O'Brien interviews Prime Minister Anthony Albanese at ABC Parramatta. (Photo credit: Stephanie Simcox)

ABC Parramatta studios opening

In February 2025, the ABC officially opened its new studios in Parramatta, relocating key news and production teams from Ultimo to Western Sydney. The move marked a significant milestone in achieving the ABC's commitment to better reflect and connect with the broader Sydney community.

Prime Minister Anthony Albanese was the first person to be interviewed live from the new newsroom, with ABC Chair Kim Williams hosting the launch event. Attendees included NSW Premier Chris Minns, former Federal Minister for Communications Michelle Rowland and former ABC Managing Director David Anderson.

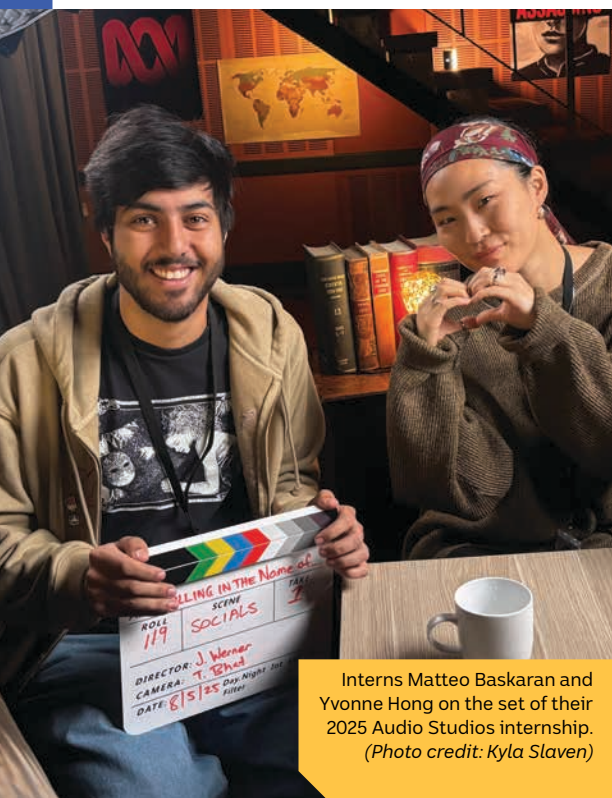
The relocation strengthens the ABC's presence in Greater Western Sydney, one of the most diverse and fastest-growing regions in the country.

Other workforce projects:

- The Recruitment team continued to work with the Product & Technology division to create a pipeline for women into leadership positions. Initiatives included leveraging tools like Gender Decoder to avoid gendered language and bias in job advertisements and showcasing female talent through a Diversity in Action blog.
- In 2025, the People & Culture division launched an automated reporting process for divisional workforce diversity profile numbers.
- People & Culture established an Inclusion & Wellbeing (I&W) team focused on managing diversity and inclusion initiatives across the ABC, as well as supporting mental health, wellbeing, trauma management and social media wellbeing.
- The ABC's Social Media and Wellbeing Adviser continued to deliver training in relation to online abuse, highlighting the role of misogyny, homophobia, racism and ableism in online attacks.

INTERNSHIPS AND DEVELOPMENT PATHWAYS

- **Createability:** as part of the NSW Government's Createability program, the ABC hosted two paid interns — Annidette Puni with the Children and Family team and Sarah Korte with the *Compass* team.
- **AFTRS graduate program:** in 2024, the ABC participated in the AFTRS graduate program by hosting two graduates for a 13-week paid industry placement. Riti Ramanujachari and Casey McCosh were the successful candidates.
- **Indigenous documentary placement:** developed in partnership with the Australian International Documentary Conference, the placement provided one Indigenous filmmaker with the opportunity to develop their craft within the ABC's Factual and Indigenous teams. The recipient of the 2025 placement was Dylan Nicholls.
- **Pathways for emerging talent:** teams in the Screen division launched several new internships, as well as a disability-focused training placement and an Indigenous presenter development opportunity. The positions were created as part of a divisional initiative which aimed to enhance diversity within teams.
- **Creator program:** this program, supporting young and diverse digital talent, aims to bridge the gap between public broadcasting and young audiences. Following the ABC's callout on social media, six content creators were selected to make fresh content for the ABC.
- **Operations traineeships:** operations traineeships in the Screen division were open to First Nations individuals and people with disability. The two successful candidates rotated through key production areas to gain practical experience and industry insight.
- **Audio Studios internships:** ABC Audio Studios offered two paid internships to early-career podcast makers. Yvonne Hong and Matteo Baskaran gained hands-on experience across multiple teams over 12 weeks.
- **News internships:** News teams hosted 139 interns and the entry-level program continued to have affirmative measure targets for new talent.
- **The ABC News Caroline Jones Scholarship:** this scholarship is offered to one Aboriginal and/or Torres Strait Islander candidate annually, as part of the News Cadetship program. The 2025 recipient was Nate Woodall.
- **ABC News Graphics school-based trainee:** the News Graphics team continued to host a high school trainee over a two year period. 2025 marked the second year of the program, which focused on skill development and collaboration.



Interns Matteo Baskaran and Yvonne Hong on the set of their 2025 Audio Studios internship. (Photo credit: Kyla Slaven)



Interns on the set of *The Assembly* series one mentored by Senior Presenter and Journalist Leigh Sales. (Photo credit: supplied)

***The Assembly* – internships and Backstage Pass program:** *The Assembly* is a documentary series showcasing the stories of neurodivergent journalism students. Produced in partnership with Bus Stop Films and Aspect Australia, the program offered psychological support throughout the production process, including the creation of safe spaces on and off set and comprehensive training for the production team.

In series one, ABC News and Screen teams collaborated to introduce students to different areas of the organisation, including triple j, *Play School* and the New South Wales newsroom. Each student then completed a 10-day paid internship tailored to their interests and strengths.

In series two, the Backstage Pass program was introduced to expand students' understanding of roles within the media industry. The program combines practical experience with career exploration, including studio operations workshops, sessions on career pathways, content creation and personal brand building.

COLLABORATIONS IN THE ASIA-PACIFIC REGION

Advancing disability-inclusive disaster preparedness in Fiji

In 2024–25, ABC International Development, in partnership with Oxfam Australia and the Fiji Disabled Peoples Federation, supported the national rollout of the *Nothing About Us Without Us* campaign – a landmark initiative advocating for disability inclusion in disaster risk reduction across Fiji.

Rooted in the principle that people with disability must be actively involved in shaping the policies and systems that affect them, the campaign amplified the lived experiences of Fijians with disability. It called for inclusive planning, equitable access to safety information and protection measures that leave no one behind.

ABC International Development worked closely with the Fijian Broadcasting Corporation to guide the production and distribution of multimedia content.

Six individuals shared powerful personal stories through accessible formats, including Fijian sign language, English subtitles and text descriptions. Community service announcements were broadcast in English i-Taukei and Hindustani, ensuring wide reach across Fiji’s diverse communities.

This initiative was delivered under the Disaster Ready program, part of the Australian Humanitarian Partnership and funded by the Australian Government.



Jay Nasilasila from the Fiji Disabled Peoples Federation interviewing video participant Varayame Naikolevu in Tavua, Fiji. (Photo credit: Jese Mamanavesi)

Pacific media cross-cultural exchange

In November 2024, ABC International Development’s Pacific Media Assistance Scheme initiated a partnership with Country Press Australia — the peak body for regional and local newspapers across Australia — to deliver a unique professional development and exchange program for Pacific and Australian media professionals.

As part of the initiative, six Pacific print journalists undertook two-week placements with regional newspapers across Australia. ABC International Development provided on-ground support for participants, facilitating access to key rural media staff and leaders.

The mutual exchange of ideas and experience highlighted shared challenges and reaffirmed the importance of culturally responsive, community-driven journalism.



The 2024 Country Press Australia Pacific journalism cohort at the ABC Melbourne office. (Photo credit: supplied)

Diversifying voices in sports media across Fiji and India

In 2024–25, ABC International Development delivered two Commentary and Mobile Journalism Program (CAMP) initiatives in Fiji and India, designed to diversify representation in sports media and create opportunities for women to lead and shape sports storytelling.

In Fiji, ABC International Development partnered with Oceania Rugby to run a Rugby CAMP alongside the Oceania Women’s Rugby Championship in Sigatoka. Twenty women from across the Pacific completed online training, with eight selected for an immersive in-person workshop. Participants received mentorship and built practical skills in live commentary, mobile journalism and digital content creation.

In India, ABC International Development partnered with the Australian High Commission in Delhi to deliver a Cricket CAMP. The initiative brought together emerging women journalists, commentators and former athletes for hands-on training in cricket commentary, podcasting and mobile storytelling.



ABU Administrative Council members from across the Asia-Pacific region gathered in ABC Ultimo and were welcomed by ABC Strategy Director Mark Tapley. (Photo credit: Jese Mamanavesi)

Asia-Pacific Broadcasting Union’s 119th Administrative Council meeting

ABC International welcomed media leaders for the Asia-Pacific Broadcasting Union’s (ABU) 119th Administrative Council meeting, held on 8 and 9 May 2025 in Sydney.

The ABU is the world’s largest broadcasting union, with its members covering more than half of the world’s population in nearly 70 countries. The ABC is a founding member of the ABU and was elected to the organisation’s peak decision-making body, the 18-member Administrative Council, in 2022.

Alongside ABU Secretary General Ahmed Nadeem, ABC International leadership hosted leaders from over 14 different networks in the Asia-Pacific region for high-level discussions about the ABU’s finances, administration and policies.

The ABC also signed a memorandum of understanding with the Korean Broadcasting System, creating a commitment to collaborate and partner across future endeavours.



India Cricket Commentary & Mobile Journalism Program participants. (L-R): Lavanya Lakshmi Narayanan, Manasi Pathak and Juili Ballal. (Photo credit: supplied)

COMMUNITY ENGAGEMENT

Garma Festival

As the official media partner of the Garma Festival — Australia’s largest and most significant gathering of First Nations politics and culture — the ABC proudly brought Aboriginal and Torres Strait Islander voices and stories to audiences across the country.

Celebrating its 25th year, the festival drew thousands of people to north-east Arnhem Land to engage with Indigenous perspectives and issues. The Yothu Yindi Foundation continued to foster dialogue between Indigenous and non-Indigenous Australians, with this year’s event marking a particularly vibrant and reflective milestone.

The Prime Minister and several senior ministers attended the event, alongside international delegates from the Navajo, Comanche, Kiowa Sioux, Pueblo and Lakota nations of North America.

The ABC’s longstanding partnership with the Garma Festival was led by Director of First Nations Strategy Kelly Williams. ABC News coverage was overseen by Head of International and Indigenous News Suzanne Dredge. The coverage was delivered from the festival by a team of experienced Indigenous journalists, producers and technical specialists.



Arnhem Land local Witiyana Marika welcomes North American First Nations people. (Photo credit: Che Chorley)



DIVERSITY & INCLUSION

(Clockwise from top): Visitors at the Garma Festival, Yothu Yindi Foundation Chairman Djawa Yunupingu with Social Affairs Reporter Isabella Higgins, ABC News Breakfast Host Bridget Brennan and Indigenous face painting. (Photo credit: Che Chorley)







Ambarvale High School at a civics forum hosted by the ABC. (Photo credit: Billy Cooper)

News Diversity Advisory Group

The News Diversity Advisory Group is a staff-led network which champions inclusion and diversity across ABC News content, culture and people.

The group rolled out an editorial coaching project, which focused on developing the digital journalism skills of early to mid-career journalists from diverse backgrounds. Supervising producer and senior editor Rachel Kelly developed a training program to assist five journalists with their story ideas and digital storytelling skills. Over several weeks, the participants attended two group sessions and three tailored one-on-one sessions.

50:50 Equality Project

The 50:50 Equality Project aims to increase the representation of women, Aboriginal and Torres Strait Islander peoples, individuals with disability and people from culturally diverse backgrounds in news stories.

As part of the project, the ABC's Specialist Reporting team held a community engagement forum with students at Ambarvale High School in south-west Sydney to talk about civics, democracy and politics following the federal election. It was hosted by National Education Reporter Conor Duffy with Technology Reporter Ange Laviopierre and Social Affairs Reporter Isabella Higgins as panellists. The event resulted in a special multiplatform story featuring the voices of young Australians.

Open house events

The ABC held public open house events in Brisbane and Melbourne in July 2025. In Brisbane more than 1600 people visited the ABC to meet their favourite ABC personalities, including *Muster Dog* host Lisa Millar. Scenes for a special episode of *Muster Dogs* were filmed and available for public viewing. Visitors also toured the newsroom and the set of *Play School*.

In Melbourne, more than 1400 visitors passed through the studios at Southbank. They enjoyed outside broadcasts from ABC Radio Melbourne and ABC Sport, and were able to tour the building with access to a range of ABC talent. Visitors also watched special performances by the Melbourne Youth Orchestras, who are tenants of ABC Southbank. The event was inclusive of neurodivergent visitors, with the ABC News greenroom transformed into a sensory safe space for guests.



Visitors at the ABC Brisbane open house event in July 2025. (Photo credit: Kenji Sato)



Participants from the Attitude Foundation's media workplace experience program at the ABC's studios in Melbourne. (Photo credit: Eliza Hull)

Community outreach

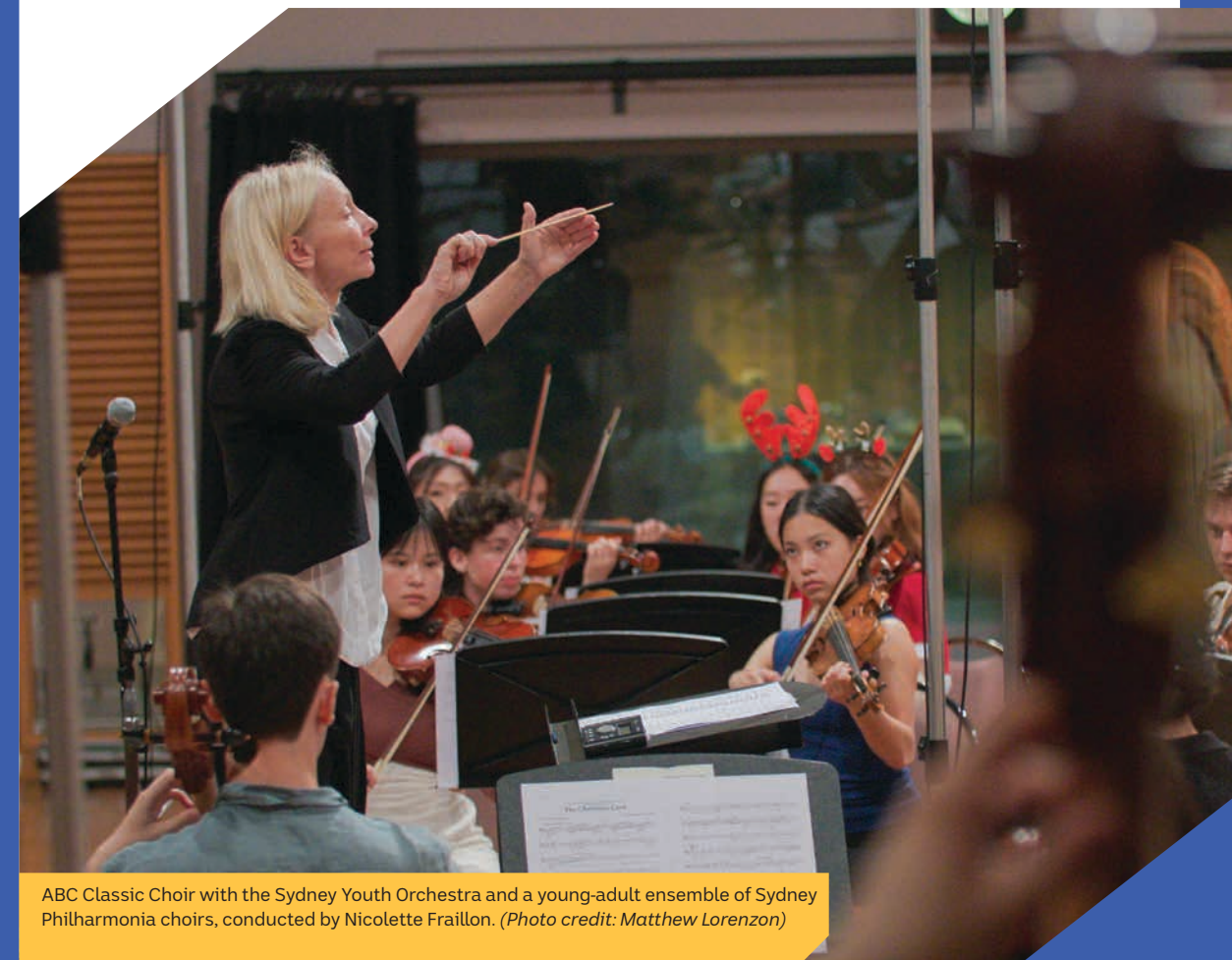
- **The Attitude Foundation:** in 2025 the Victorian Newsroom hosted three tours for the Attitude Foundation's Emerging Voices media workplace experience program, which supports people with disability to gain training and experience in media. Sixty participants visited the ABC's Melbourne studios, developing editorial judgement and interviewing skills through sessions with senior ABC presenters and journalists.
- **Vision Australia Job Club program:** the ABC News Social Media team hosted the Vision Australia Job Club program in Brisbane. The initiative aims to help job seekers with a visual impairment or blindness gain exposure to different offices and industries.
- **Tertiary partnerships:** the News division established a partnership with Western Sydney University which included hosting interns, providing tours and participating in community engagement activities. As part of the partnership, ABC News Reporter Chantelle Al-Khoury delivered a guest lecture.
- **ABC Emergency team:** in 2024–25, the ABC Emergency team supported community preparedness by partnering with emergency services at events including the Royal Adelaide Show, *Get Ready* initiatives and the ABC Brisbane open house. They also refreshed radio announcements for all bushfire phases, updated ABC Emergency website content and collaborated with ABC Marketing on the *Know Your ABCs* campaign to promote emergency readiness.
- **Your Say project:** the Your Say project was designed to amplify diverse voices in ABC News' federal election coverage. Audiences across all platforms were invited to share key issues and questions for candidates. Capital city and regional teams hosted outdoor broadcasts at over 98 locations nationwide, engaging new and existing audiences. The project received more than 29,500 submissions.

ABC Classic Christmas Carol project

In 2024, ABC Classic commissioned *The Christmas Card*, a new Christmas carol composed by Indigenous soprano, composer and playwright Deborah Cheetham Frailon. Since 2020, the team has commissioned an annual carol celebrating the diversity and spirit of contemporary Australia.

Local choirs and individual singers from across the country registered to participate, learning and performing the carol in their own communities.

The project concluded with a nationwide group rehearsal, followed by performances from choirs across Australia and a special live concert by Young Adelaide Voices, hosted by ABC Classic's Vanessa Hughes.



ABC Classic Choir with the Sydney Youth Orchestra and a young-adult ensemble of Sydney Philharmonia choirs, conducted by Nicolette Frailon. (Photo credit: Matthew Lorenzon)

CHAPTER **03**

**DIVERSITY
IN CONTENT**



ASIA-PACIFIC CONTENT

Asia-Pacific Newsroom

The Asia-Pacific Newsroom (APN) continued to tell impactful stories in the Asia-Pacific region, including:

- *Tsunami: 20 Years On*: an in-depth documentary reflecting on the ongoing human toll of the 2004 Indian Ocean tsunami.
- *Indonesia Down Under*: a documentary exploring the rich influence of Indonesian culture across Australian cities.
- *When Home Is Hell*: a 28-minute special and deep-dive feature investigating domestic violence in the Pacific.

The ABC's dynamic network of Pacific-based correspondents, known as the Pacific Local Journalism Network, celebrated its second-year anniversary in April 2025. The network consists of journalists from Fiji, Solomon Islands, Tonga, Papua New Guinea, Samoa, Timor-Leste and Vanuatu.

In April 2025, the team visited the ABC's Sydney and Melbourne offices to meet a range of ABC teams. During the visit, they joined a Lowy Institute panel to discuss issues facing Pacific Islanders and media coverage of the region.

The ABC Chinese team also celebrated a milestone. In November 2024 their live blog delivering US election updates to Chinese audiences attracted a record 300,000 page views.



Solomon Islands Reporter Chrisnrita Aumanu-Leong (middle) with two policewomen while covering a domestic violence story. (Photo credit: Aaron Rogers)



The Pacific Local Journalism Network at a Lowy Institute panel discussion. (L-R): Chrisnrita Aumanu-Leong, Marian Kupu, Belinda Kora, Lice Movono and Pacific Islands Lowy Program Director Mihai Sora. (Photo credit: ABC News)

Previous page: Michael Theo in Austin. (Photo credit: supplied)

ABC International

ABC Radio Australia's FM transmission milestone

ABC Radio Australia successfully completed its ambitious two-year FM expansion project across the Pacific, increasing the number of its transmission sites to 25 locations — more than double its previous footprint.

This initiative has strengthened the ABC's engagement with Pacific audiences, making its content more widely accessible across the region. It has also enhanced cultural exchange by bringing more Pacific content to Australian listeners.

Alongside the infrastructure investment, ABC Radio Australia tripled its Pacific content offering, launching new programming across news, music, sport and culture.

Funded by the Australian Federal Government's Indo-Pacific Broadcasting Strategy, the project began in 2023.



ABC Radio Australia completed its historic FM network expansion this year, adding 12 new Pacific locations, including Gizo in the Solomon Islands. (Photo credit: supplied)



Eight First Nations content makers were chosen to participate in the vertical video skills training in Vanuatu. (Photo credit: Vaimo'ofa Ripley)

Vertical video storytelling in the Pacific

As part of its commitment to supporting diverse storytelling and regional media capacity, ABC International Development delivered a week-long vertical video training workshop in Vanuatu for First Nations and Pacific storytellers. This initiative brought together eight participants from Australia, Solomon Islands, Papua New Guinea, Palau, Nauru, Samoa and Vanuatu to explore new ways of telling cultural stories about climate change and traditional knowledge.

The workshop equipped participants with the skills to produce vertical video content optimised for mobile platforms. Participants were also given mobile journalism kits, enabling them to continue sharing stories within their own communities.

This initiative aimed to amplify Indigenous voices and highlight community resilience in the face of climate change.

The vertical video training was delivered as part of the Pacific Climate Media and Traditional Knowledge project, funded by the Australian Government's Department of Foreign Affairs and Trade.

YOUTH AUDIENCES

Heywire

Now in its 26th year, *Heywire* continues to amplify the voices of young people from regional, rural and remote communities across Australia. Delivered in partnership with the Australian Government, the initiative supports young changemakers who are passionate about making a difference in their local communities.

In 2025, *Heywire* participants had their stories featured across major ABC platforms including *Landline*, *Behind the News*, *Story Stream*, *News Breakfast* and *triple j's Hack* — bringing regional perspectives to national audiences.

The annual *Heywire* Regional Youth Summit, held in February 2025 at Parliament House, gave participants the opportunity to share their ideas directly with policymakers. During the summit they met with Prime Minister Anthony Albanese.



Heywire winner Delphina, a proud Tjungundji, Wik and Peppan woman, speaking at the *Heywire* Gala Dinner. (Photo credit: Bradley Cummings)



Heywire winner, Jack from Wodonga, meeting the Prime Minister and his local MP Helen Haines at the *Heywire* Regional Youth Summit. (Photo credit: Bradley Cummings)



Heywire winners presenting their ideas for change at Parliament House. (Photo credit: Bradley Cummings)

Takeover

Takeover is a storytelling initiative for young people in regional Australia, designed to build confidence, resilience and leadership. Between September 2024 and June 2025, youth summits were held in Victoria's Latrobe Valley and Kalgoorlie in Western Australia's Goldfields region.

Sixty-nine local winners shared their stories and participated in leadership development activities. The summits highlighted the strength of regional youth perspectives and the impact of inclusive, community-led programs.



Takeover Goldfields winners on stage at the Goldfields Arts Centre, celebrating the world premiere of their stories to an audience of over 500 people. (Photo credit: Jarrod Lucas)

Centre for Multicultural Youth internship

Since 2020, the ABC's Community Impact and Events team has partnered with the Centre for Multicultural Youth in Victoria to support young people from migrant and refugee backgrounds.

A key initiative of this partnership is the annual and paid youth internship program, which provides a learning opportunity to a young person from a culturally and linguistically diverse background.

In 2024, the internship was awarded to Kyla Ellahiyou. She received training in delivering storytelling workshops and mentorship which supported her audio production and story development skills. As part of the program, Kyla supported the delivery of ABC *Takeover* Latrobe.

The partnership continued to foster meaningful pathways into the media industry for young people from diverse communities.

Australia Youth Film Festival

ABC Melbourne hosted the Industry Day for the Australia Youth Film Festival (AUYFF) in July 2025. AUYFF is a not-for-profit organisation dedicated to discovering, celebrating and empowering the next generation of Australian filmmakers. Open to creatives aged 15–24, the festival offers a national stage for emerging talent to showcase their work, connect with industry professionals and gain invaluable insights into the world of film, television and media.

The event welcomed 45 nominees, staff and special guests for an immersive experience across ABC's production facilities. Attendees explored behind-the-scenes operations with guided tours of the television studios, newsrooms and radio recording suites.



Centre for Multicultural Youth intern Kyla Ellahiyou at the *Takeover* Latrobe Valley Summit. (Photo credit: Kirra Hampson)



(L-R): Winner of the best overall film Dannon Wu, ABC Media Production Manager Julianne Goss, ABC Resources Coordinator Samantha Goss and Director of the Australian Youth Film Festival Ryan Chow. (Photo credit: Jeremy Davinson)

Growing in Wisdom: A Week with Students

In April 2025, ABC Radio National and ABC Education collaborated on *Growing in Wisdom: A Week with Students*, bringing young voices into national conversations on ethics, faith and philosophy.

- ABC Radio National's *Soul Search* team travelled to the remote Aboriginal community of Ltyentye Apurte. A former mission town 80 kilometres southeast of Alice Springs, it remains one of the most Catholic communities in the country. Local students from the Ltyentye Apurte Catholic School told the program about their experiences growing up in this region, unpacking their connection to culture and spirituality.
- The *God Forbid* team recorded a panel discussion with high school students to ask if religion had a place in the modern Australian classroom. The conversation was produced into a podcast episode.
- *The Philosopher's Zone* broadcast from the ABC Brisbane studio in front of an audience of school and university students.
- *The Religion & Ethics Report* featured a dialogue between two PhD students of different faith backgrounds. They discussed how their faith has shaped their academic interests, as well as the role of research in public policy and elections.
- *The Minefield* team hosted two live events with high school students, exploring topics like censorship, artificial intelligence and the future of books. The recordings took place at the Parramatta Library and the ABC's Ultimo office.



The Minefield recording an episode for *A Week with Students* from the Ultimo studios. (Photo credit: Anna Levy)

CONTENT COLLABORATIONS

International Day of People with Disability

National collaborations

In 2025, the ABC partnered with the Department of Social Services for the fifth consecutive year to celebrate the International Day of People with Disability (IDPWD).

The partnership funded the IDPWD content commissioning fund, which provided paid opportunities to emerging content makers with disability.

As part of the partnership, an early career scholarship was offered to two content makers with disability. One of the scholarships was open to individuals who had previously participated in the IDPWD program, allowing them to continue developing their skills with ABC teams they were already familiar with. The other was specifically reserved for a content maker based outside a capital city.

The 2025 scholarships were awarded to Taylor Harvey and Mark du Potiers, both of whom spent 10 weeks producing original content with ABC teams.



Former Pararoos player Taylor Harvey was awarded the ABC's International Day of People with Disability 2025 Storyteller Scholarship. (Photo credit: Adam Cavenor)



Pacific disability advocates Faaolo Utumapu-Utailesolo and Jemina Otoa. (Photo credit: supplied)

Pacific collaborations

ABC International Development also marked International Day of People with Disability. The team collaborated with two prominent Pacific disability advocates — Faaolo Utumapu-Utailesolo from Samoa and Jemina Otoa from the Solomon Islands — to produce powerful multimedia stories that brought visibility to the lived experiences of people with disability in their communities.

Faaolo led the production of a video and audio feature focused on the challenges faced by Samoa's Deaf community in accessing life-saving information during natural disasters.

Published on *ABC Pacific*, her story celebrated the resilience of families who are navigating communication barriers.

Jemina, a para-athlete, collaborated with the *Pacific Prepared* program to produce a radio interview with fellow athlete Moffat Tolomae. The interview explored the role of inclusive communication and the empowering impact of sport. Her story aired on ABC Radio Australia's *Fresh off the Field* sports show.

Content from both stories was produced in local languages and sign language with English subtitles and transcripts.

CONTENT ACCESSIBILITY

Digital accessibility

In 2025, the ABC's Accessibility team played a key role in ensuring digital platforms were accessible for all Australians. This included supporting ABC News, ABC iView and ABC Listen across both web and app experiences.

During the 2025 federal election, the team ensured Vote Compass was fully accessible. They also improved accessibility features for audience voting platforms in triple j's *Hottest 100* and the ABC's *Classic 100: Piano*.

Additionally, the team supported the development of the Indo-Pacific Media Map, an interactive tool highlighting ABC activities and audience insights across the region. The team ensured the map met inclusive design standards.



Senior Inclusive Design Specialist Michelle Chu from the ABC Accessibility team on *Design with Love* at *The Outlook 2025: Accessibility and Inclusion* conference in Melbourne. (Photo credit: Andreas Weiss)

Embedding accessibility across the ABC

In 2024–25, the ABC undertook several initiatives to improve accessibility across its systems, content and services:

- In collaboration with the Audiences division's diversity and inclusion working group, the Accessibility team developed and delivered Content Accessibility training to support inclusive content creation.
- To support accessible technology procurement, the ABC developed an Accessible ICT Procurement Toolkit, now in use to evaluate the accessibility of products during procurement.
- The internal search tool ABC Assist, used by content teams to access digital archives, underwent a comprehensive accessibility review. The Accessibility team provided expert advice on both coding and user experience. Staff with disability were actively involved in the testing process and internal teams were upskilled in creating user-friendly documents.
- The ABC continued its partnership with Expression Australia to deliver a weekly Auslan-interpreted Sunday 5pm news bulletin. Auslan interpretation was also provided for the live-streamed federal election debate on ABC iView, ensuring broader access to key national moments.

ENTERTAINMENT HIGHLIGHTS

Austin

Season two of *Austin* continues the heartfelt story of a young man reconnecting with his estranged father, exploring love, ambition and family with humour and depth.

Starring Michael Theo in his first acting role since he appeared in the documentary series *Love on the Spectrum*, the series features an autistic lead character not defined by diagnosis but portrayed with authenticity and nuance.

Behind the scenes, the production was shaped by creatives with lived experience of neurodivergence, fostering a workplace grounded in empathy, inclusion and psychological safety.



Sally Phillips, Michael Theo and Ben Miller in *Austin*. (Photo credit: supplied)



Participants in *The Piano*. (Photo credit: supplied)

The Piano

This six-part documentary series showcases Australians from various backgrounds playing public pianos across the country. Hosted by Amanda Keller, the series features refugees, people with disability, First Nations artists, individuals with lived experience of mental illness and participants aged from five to 100 years.

Each pianist shares their love of music and a unique personal story. Observing are renowned pianists Harry Connick Jr. and Andrea Lam, who select one performer from each location for mentorship and a chance to perform on one of Australia's most iconic stages.

To complement the series, the ABC launched a national impact campaign promoting connection and inclusion through music. Nineteen towns received community pianos, sparking local concerts that showcased diverse talent, ranging from all-abilities choirs to programs in aged care and disability-inclusive settings.

The Kimberley

The Kimberley is Australia's first major natural history series told through a First Nations lens. Co-written and presented by Nyikina man Mark Coles Smith, it was created in close collaboration with Kimberley communities.

With over 90% of on-screen contributors being First Nations people, the series integrates Indigenous language, culture and science, featuring First Nations women in STEM and leadership roles.

Original music by Mark and other First Nations artists enriches the storytelling, delivering an authentic and respectful portrayal of Country and culture.

To build on the success of the series, the ABC created two educational episodes called *Deep Dive into the Kimberley* for ABC Education and ABC iview. Featuring Traditional Owners and scientists, the episodes support curriculum learning and cultural understanding.

The ABC also hosted a screening of episode three at the Australian Museum, followed by a panel discussion recorded for *Awaye!* on ABC Radio National.



Mark Coles Smith listening to Gooniyandi Elder, Mervyn Street. (Photo credit: supplied)



Ernie Dingo, Bridget Brennan and Isaac Compton on the set of *That Blackfella Show*. (Photo credit: supplied)

That Blackfella Show

Developed by First Nations ABC creatives Rowdie Walden and Kirra Homer, *That Blackfella Show* celebrated Indigenous excellence and culture during NAIDOC Week. Hosted by Ernie Dingo, Bridget Brennan and Isaac Compton, the show

featured an all First Nations lineup and included comedy sketches written and directed by Indigenous creatives. The production also provided hands-on opportunities for Indigenous ABC staff to gain experience in television production.



Headliners band Sync or Swim with Ella Hopper and Elly-May Barnes. (Photo credit: supplied)

Headliners

Headliners is a five-part documentary series following musician Elly-May Barnes as she forms two bands made up entirely of musicians with disability. Mentored by artists Tim Rogers and Ella Hooper — with support from Jimmy Barnes AO — the bands prepared to perform at the iconic Mundi Mundi Bash in Broken Hill.

Narrated by disability advocate Adam Hills MBE, the series celebrates creativity, challenges stereotypes and highlights the talent and inclusion often missing from the Australian music industry.

In August 2025, the musicians reunited as a supergroup and returned to the Mundi Mundi stage — this time performing independently to an audience of 15,000 people.

Their 45-minute set reflected the series' legacy — building confidence, self-acceptance, lifelong friendships and a stronger culture of inclusive representation in Australian music.

Gig Glow Up

Gig Glow Up is a digital series developed alongside *Headliners*, highlighting how live music venues can become more accessible and inclusive. Through solutions-focused storytelling, it promotes awareness and practical change in the music industry.

Launched on the International Day of People with Disability, the series received strong support from Double J and ran as part of a broader *Headliners* content initiative.

Mardi Gras

The 47th Sydney Gay and Lesbian Mardi Gras Parade returned to the ABC on 1 March 2025, celebrating LGBTQIA+ pride through a vibrant night of performance, colour and advocacy.

The broadcast was hosted by ABC Queer's Mon Schafter and drag icon Courtney Act and featured live updates from Mel Buttle and Jeremy Fernandez. The event included a diverse range of voices including Yindji writer and comedian Steph Tisdell, theatre veteran Simon Burke and trans advocate Georgie Stone.



Jeremy Fernandez, Courtney Act, Mon Schafter and Mel Buttle hosting Mardi Gras. (Photo credit: supplied)

Back Roads

Back Roads continued to celebrate diversity across regional Australia, sharing powerful stories of inclusion and identity. On *Great Keppel (Wop-pa) Island*, the series followed the 20-kilometre Swim Around Keppel, featuring athletes such as Paralympian Paul Gockel and ocean swimmer Kerry-Lee Gockel. *Bibbulmun Track* explored cultural connections along Western Australia's 1000-kilometre trail, with guest presenter Rae Johnston meeting First Nations people and others from migrant and refugee backgrounds. *Outback Way* amplified voices from remote communities, including Anangu Elder Catherine and 92-year-old Pastor Roy, who leads church services in Pitjantjatjara.



Back Roads Presenter Heather Ewart with swimmers Paul Gockel and Kerry-Lee Gockel on Great Keppel (Wop-pa) Island, Queensland. (Photo credit: Deb Richards)



Pianist Nobuyuki Tsujii rehearses with the Queensland Symphony Orchestra. (Photo credit: QSO)

Nobuyuki Tsujii's Australian tour

In 2024, ABC Classic broadcast the live performances of pianist Nobuyuki Tsujii as he toured Australia. The team recorded Tsujii's Sydney recital, Queensland Symphony Orchestra performance and Tasmanian Symphony Orchestra performance. They also created digital articles and social media stories unpacking how he learns music as a blind musician.

triple j new specialist shows

In 2025, triple j launched a new slate of specialist programs to spotlight fresh talent and update its lineup. *Prism*, hosted by indie pop singer-songwriter tiffi, celebrates the latest in pop, including K-pop and J-pop. *CORE*, hosted by Jack Bergin, explores the full spectrum of heavy music. Western Sydney artist A.GIRL joined as the new host of *The Hip Hop Show* and also hosted a refreshed *Bars* YouTube series, exploring a diverse mix of established and emerging rap artists.



triple j's *Prism* Host tiffi. (Photo credit: Minoru Ueda)



triple j's *The Hip Hop Show* Host A.GIRL. (Photo credit: Michael Tartaglia)



Culture by Design Host Anthony Burke and featured textile designer Josephine 'Obin' Komara, who modernises Indonesian weaving traditions. (Photo credit: Andrew Dorn)

Culture by Design

In 2025, ABC International launched *Culture by Design*, a six-part series hosted by Australian design expert Anthony Burke. The series explores Asia's creative scene and highlights the innovative work of artists and designers while fostering cross-cultural understanding across the region.

Culture by Design introduces audiences to ceramicists, fashion designers and street artists who are reshaping the design landscape through sustainability, innovation and ethical practice.

AWARDS

- The ABC won 11 awards at the 65th annual Logie Awards in 2025. ABC comedy *Fisk* was the biggest winner of the night, taking home all five of the awards for which it was nominated. Aaron Chen won a Silver Logie for the Best Lead Actor in a comedy.
- At the New York Festivals TV and Film Awards in 2025, *The Headliners* won a Bronze Tower in the Social Issues category and *Total Control S3* was awarded a Bronze Tower in the Drama category.
- At the 23rd Annual Screen Producers Australia Awards, *The Assembly* won the annual Screen Diversity and Inclusion Network Award. Other winners included *Stuff the British Stole S2* for Documentary Series Production of the Year, *Tony Armstrong’s Extra-Ordinary Things* for Entertainment Production of the Year and *Bad Ancestors (Fresh Blood)* for Online Series Production of the Year.
- *Stuff the British Stole S2* won Best Documentary/Factual Series at the Australian International Documentary Conference in March 2025.
- ABC Radio Australia Presenter Sosefina Fuamoli was awarded the prestigious Emerging Talent — Audio award at the Association of International Broadcasting Awards 2024 in London.
- *Compass* Producer and Presenter Siobhan Marin, Co-Producer Mary Tran and Editor Danielle Akayan received a Special Commendation for their episode *Walk In My Shoes* at the first Global Media Peace Awards in November 2024.
- The ABC Indigenous Radio team received an Award of Excellence as part of the Society for News Design for their story on Indigenous Artist Archie Moore.
- At the Australian Sports Commission Media Awards in February 2025, *That Pacific Sports Show* was awarded Best Depiction of Inclusive Sport and Sports Reporter Elizabeth Wright was awarded Best Coverage of Sport for People with Disability.



ABC Sport Reporter Elizabeth Wright at the Australian Sports Commission Media Awards 2025. (Photo credit: Australian Sports Commission)



That Pacific Sports Show Hosts Sam Wykes and Tiana at the Australian Sports Commission Awards 2025. (Photo credit: James Bullock)



ABC Radio Australia Presenter Sosefina Fuamoli. (Photo credit: supplied)



CHAPTER **04**
**WORKFORCE
ANALYSIS**

GENDER

Gender distribution by occupation group

The ABC has continued to achieve gender parity across its workforce and executive groups.

As at 31 August 2025, women constitute 55.5% of the ABC’s workforce. Men make up 43.8% of the workforce and 0.7% identify as gender diverse. The executive group also reflects gender balance, with 56% of executive positions held by women. As such, the ABC has exceeded its target of 50% women in executive roles.

The percentage of women in technologist roles is 26.3%. This has exceeded the workforce target of 25% women in technologist roles.

Overall, the ABC’s commitment to gender equity is evident in its workforce composition and the sustained efforts to increase representation in key roles — showcasing a positive trajectory towards a more inclusive and equitable workplace.

Occupational Group	August 2024			August 2025		
	Female	Male	Gender Diverse	Female	Male	Gender Diverse
Executive	57.1%	42.6%	0.3%	56.0%	43.7%	0.3%
Administrative/ Professional	76.6%	23.1%	0.3%	75.2%	24.4%	0.4%
Content Maker	56.3%	42.9%	0.8%	56.4%	42.7%	0.8%
Technologist	27.2%	72.5%	0.4%	26.3%	73.2%	0.5%
Total	55.8%	43.6%	0.6%	55.5%	43.8%	0.7%

Numbers and percentages are based on the total headcount of non-casual employees within occupation groups. Data as at 31 August 2025.

Previous page: Hosts Guy Montgomery and Aaron Chen in Guy Montgomery’s Guy Mont-Spelling Bee. (Photo credit: supplied)

Gender pay analysis

The ABC is committed to paying employees equitably and fairly. In line with mandatory requirements from the Workplace Gender Equality Agency, the ABC submitted its inaugural public report in 2024 covering the 2023 calendar year.

The analysis found that the ABC’s median total remuneration gap was 9.8% and the median base salary gap was 8.7% during the 2023 calendar year. The data reflected a 1.2% decrease in the ABC’s median pay gap from the 2022 reporting period.

The pay gaps calculated are not a direct comparison of like-for-like roles. Instead, they show the difference between the average or median pay of men and women across the organisation.

The primary drivers of the ABC’s gender pay gap are a higher representation of women than men in lower paid salary bands and higher average penalty and overtime payments received by men compared to women.

The ABC has implemented a number of initiatives to address systemic barriers to gender pay equality. These include workforce targets of 25% representation of women in technologist roles and 50% representation of women in executive roles, both of which have been achieved. Additionally, the ABC’s rigorous job evaluation process, Gender Equity Network and flexible work culture all support equitable job opportunities and outcomes for women.

Gender Equity Network

The ABC’s staff-led Gender Equity Network, established in 2022 aims to raise awareness of gender-based barriers, stereotypes and stigmas in the workplace. The group strives to create a safe space for authentic conversations about gender equity.

International Women's Day 2025

The Gender Equity Network celebrated International Women's Day 2025 through a panel discussion with female and gender diverse ABC leaders.

ABC Queer Content Lead Mon Schafter delivered the opening address and the panel spoke about gendered barriers in the workplace.

The panel featured:

- Senior Digital Product Lead Rebecca Manly.
- Screen Director Jennifer Collins.
- ABC Classic Digital Producer Ria Andriani.
- Digital and National News Innovation Lead Laura Gartry.

The event was open to all staff and unpacked the United Nations 2025 theme, *March Forward*.

The ABC's content teams also celebrated International Women's Day. ABC Classic marked the event with the *Festival of Female Composers*, which saw music by female composers exclusively played between 3–7 March. ABC Jazz celebrated with its fourth annual *Women of Jazz Fest*. Australian pianist Lauren Tsamouris was the program's Artist in Residence for the month and the week also showcased features, music and unearthed interviews from other women artists.



(L-R): Gender Equity Network Co-Chair Joanne Sanders, Gender Equity Network Executive Sponsor and Chief Financial Officer Melanie Kleyn and Gender Equity Network Co-Chair Rebecca Manly. (Photo credit: John Gunn)

Women in sport media

The ABC Sport team continued to promote opportunities for women in sports media.

- The team hosted two networking events with sporting clubs in Sydney and Melbourne to build contacts in the women's sport sector and improve diversity in the organisation's coverage.
- The team continued its partnership with Siren Sport, a collective of Australian women's sports advocates, content creators and fans. The partnership included virtual and in-person networking events for women and non-binary people. Eleven digital articles about women's sport were commissioned through the partnership.
- Gender representation continued to be a focus through the team's involvement in ABC International Development's *Women in News and Sport Initiative*. This project saw four female sports journalists from the Asia-Pacific region mentored and supported to produce articles for the ABC.



ABC Sport Deputy Editor Amanda Shalala. (Photo credit: Hamish Harty)



The ABC's Women in Engineering Day 2024 in Sydney. (Photo credit: Nisha Amanulla)

The Women in Engineering network

The ABC's Women in Engineering network, formed in 2021, aims to provide leadership and development opportunities to women in STEM roles.

To celebrate Women in Engineering Day in October 2024, 35 women from the network travelled from around the country to meet in Sydney. The day featured leadership workshops, forums, networking and a tour of the ABC's Ultimo studios and master control room. The inaugural event was a celebration of women's contributions to STEM and engineering at the ABC.

The group also continued to hold monthly virtual workshops focused on both technical and soft skills, including effective public speaking. Additionally, the digital product delivery coach supported several engineers through exclusive and tailored development sessions, complementing the ABC's wider mentorship program.



Video Journalist Shauna Foley with the *Back Roads* team as part of her *She Shoots* secondment. (Photo credit: supplied)

She Shoots

She Shoots is an internal secondment program for women behind the camera, specifically video journalists based in regional ABC locations.

In 2025, the program provided two regional journalists with mentorship and hands-on experience alongside some of the ABC's top cinematographers.

Gosford-based Video Journalist Shauna Foley spent 10 days with the *Back Roads* team under the guidance of cinematographer Aaron Kelly.

Floss Adams from Bega spent time with teams from *Australian Story*, *Compass* and *Landline*, where she gained broad exposure to national content workflows.



Australian Story Producer Erin Semmler working with Video Journalist Floss Adams on the *She Shoots* secondment. (Photo credit: Julie Hornsey)

Online safety for women journalists

In March 2025, the Inclusion & Wellbeing team hosted online sessions for women journalists to come together and discuss the realities of the online world where women experience increased rates of abuse.

The sessions provided an overview of research, followed by an opportunity to discuss how to manage online abuse, promote wellbeing and protect self-confidence. Participants were able to share advice and learn from each other.

Partnerships and sponsorships

The ABC is a member of the Champions of Change Coalition, a globally recognised strategy for achieving gender equality. As part of the national 2016 cohort, the ABC engaged with new research and conversations on gendered workplace issues.

The ABC was also the major media sponsor for the *Women in Media* national conference in Sydney in August 2025. The conference featured talks on the future of media, crisis communications and artificial intelligence. Attendees engaged in networking and mentoring sessions throughout the day.

The ABC sent 25 women to the conference as part of the sponsorship.

Tackling online gender-based violence in Indonesia's media sector

ABC International Development partnered with Indonesian research organisation Remotivi to conduct a landmark study on online gender-based violence targeting journalists in Indonesia.

Findings of the study were included in *The Digital Media Environment in Indonesia, Online Gender-Based Violence* report, which revealed a concerning rise in online gender-based violence and particularly against women journalists.

The research was delivered as part of ABC International Development's Indonesia Media Program (IMP), funded by the Australian Government through the Indo-Pacific Broadcasting Strategy. The findings have since been integrated into the IMP's training programs and partner forums, particularly in sessions on digital safety, inclusive newsroom practices and journalist wellbeing.



Arts Supervising Producer Namila Benson at the *Women in Media* conference 2025. (Photo credit: Sharleen Christie Photography)

INDIGENOUS

Employees of Indigenous background by occupation group

As at 31 August 2025, Indigenous employees make up 2.8% of the ABC's workforce.

Under its RAP commitments, the ABC has a number of initiatives in place to create a strong pipeline of Indigenous talent and future Indigenous leaders.

Occupation Group	August 2024		August 2025	
	No.	%	No.	%
Executive	8	2.6%	7	2.3%
Administrative/ Professional	27	4.1%	26	3.8%
Content Maker	100	3.2%	88	2.9%
Technologist	10	1.8%	9	1.6%
Total	145	3.1%	130	2.8%

Numbers and percentages are based on the total headcount of non-casual employees within occupation groups. The Indigenous data reflects employees who have self-identified as Aboriginal and/or Torres Strait Islander. Data as at 31 August 2025.



Former Bonner Committee Chair Dan Bouchier and First Nations Strategy Director Kelly Williams presenting at the Public Broadcasters International Conference in Ottawa, Canada. (Photo credit: Michel Aspirot)

TAKING FIRST NATIONS STORIES TO THE WORLD

Public Broadcasters International Conference

The Public Broadcasters International (PBI) Conference was hosted in Canada in 2024. It focused on amplifying Indigenous stories in public media. First Nations Strategy Director Kelly Williams and former Bonner Committee Chair Dan Bouchier represented the ABC by presenting a case study on the organisation's work to strengthen cultural safety and accountability following the release of the *Listen Loudly, Act Strongly* report.

The session offered valuable insight into the ABC's commitment to cultural change and served as a model for other public broadcasters seeking to embed Indigenous voices and values within their organisations.



(L-R): ABC First Nations Strategy Director Kelly Williams, former Bonner Committee Chair Dan Bouchier and International Indigenous media representatives: Shane Taurima, Bryan Pollard, Sunnie Clahchischiligi, Francine Compton and Tristan Ahtone. (Photo credit: Indigenous Journalists Association)

United Nations Permanent Forum on Indigenous Issues

First Nations Strategy Director Kelly Williams and former Bonner Committee Chair Dan Bouchier represented the ABC at the 24th session of the United Nations Permanent Forum on Indigenous Issues, held at the United Nations Headquarters in New York in 2025. Kelly joined a distinguished panel of international Indigenous media leaders as part of the forum, sharing her insights and experiences.

UNESCO Indigenous Peoples and the Media report

The UNESCO *Indigenous Peoples and the Media* report presents the findings of a two-year global mapping study on media created by and for Indigenous peoples.

The study included a global survey of 308 Indigenous media organisations across 74 countries and 128 non-Indigenous media outlets across 41 countries, supplemented by an extensive literature review.

To support the development of the report, ABC First Nations Strategy Director Kelly Williams and former Bonner Committee Chair Dan Bouchier were invited to attend an expert meeting at the UNESCO headquarters in Paris.

They shared the ABC's experience of supporting Indigenous voices, cultural safety and equitable media representation.



First Nations Strategy Director Kelly Williams (centre) with UNESCO delegates Micael Eliabe Severino (left) and Erick Marcio Mendes Muniz (right). (Photo credit: supplied)

First Nations Media Australia

In 2025, the ABC's strategic partnership with First Nations Media Australia (FNMA) entered its fourth year, continuing to strengthen Indigenous media through training, secondments and collaboration. As part of this partnership, ABC Legal delivered Media Law Fundamentals training and provided pro bono pre-publication advice.

ABC staff also co-facilitated workshops at the National Remote Indigenous Media Festival and the Festival of Remote Australian Indigenous Moving Image in Bidyadanga, WA.

Hosted by FNMA member organisations, the event brought together Indigenous community media makers from across the country for workshops and cultural programming.

The partnership's secondment program saw ABC content makers undertake placements with FNMA member organisations:

- Radio MAMA (Geraldton, WA): ABC Digital Journalist Kate O'Halloran collaborated with local staff to create compelling radio and social media content.
- Ngaarda Media (Roebourne, WA): ABC Senior Features Lead Catherine Taylor delivered journalism training tailored to the community media context.
- Umeewarra Media (Port Augusta, SA): ABC Regional Features Reporter Jodie Hamilton supported local teams in refining storytelling for regional audiences.
- Central Australian Aboriginal Media Association (Alice Springs, NT): ABC Social Media Producer Shannon Corvo assisted in streamlining digital workflows and enhancing online engagement.

The ABC's staff exchange with the National Indigenous Radio Service continued into its third year, offering reciprocal newsroom placements that promote professional growth and cross-cultural learning.

Additionally, all ABC staff gained digital access to the *Koori Mail* via the ABC Reference Library, expanding access to Indigenous publications.



ABC staff at the National Remote Indigenous Media Festival and the Festival of Remote Australian Indigenous Moving Image (L-R): Dayvis Heyne, Abby Richards and Jasmine Sims. (Photo credit: supplied)

First Languages Australia

For over a decade, First Languages Australia (FLA) and the ABC have collaborated on projects that increase awareness of Australia's first languages. The ABC's strategic partnership with FLA continued to promote and sustain Indigenous languages.

On UNESCO International Mother Language Day, ABC News and First Languages Australia re-launched *This Place*, a national project that shares the stories behind Aboriginal and Torres Strait Islander place names. FLA's network of language custodians worked with local ABC producers to create a video of a place name story the community wanted to share.

ABC Education collaborated with First Languages Australia on a second season of *Yarrabil Bula*, a vibrant collection of children's songs performed by First Nations artists in the language of their Country. As part of the collaboration, ABC Education continued to run their annual Acknowledgement of Country poster competition, which invited school students to work with language custodians to write an Acknowledgement of Country in the Indigenous language of their local area and turn it into a school poster. The competition attracted 122 entries.

Additionally, ABC News election teams worked with FLA and language speakers to include descriptions of voting electorates in the local Indigenous languages for the Western Australian, Queensland and Tasmanian state elections and the 2025 federal election.

The strategic partnership also offered a secondment opportunity to an ABC content maker. ABC Rural Reporter Victoria Ellis was seconded to REDI.E language program in western New South Wales and helped create content which highlighted the organisation's language revitalisation efforts.

The ABC supported the Queensland Indigenous Language Conference, which brought together Indigenous language custodians from across Queensland. Tobi Loftus from the Queensland Newsroom and Kelly Wong from the National Social Media team delivered a session on how to record and amplify language work using smartphones and social media.

PULiiMA Indigenous Languages and Technology Conference

In 2025, the ABC partnered with the PULiiMA Indigenous Languages and Technology Conference for the third time.

The conference brought together language custodians, speakers, teachers and advocates from across Australia and internationally.

As part of the youth gathering, the Northern Territory Newsroom, Radio Darwin and ABC Indigenous teams collaborated to deliver practical skill-sharing workshops.

The event also provided valuable opportunities for ABC staff to learn, exchange knowledge and strengthen connections within the Indigenous languages community.

ABC's language initiatives were also showcased through panels and screenings, including the *Kin-nect Indigenous Archives* program, *This Place* initiative and *No Offense* series.



(L-R): Bart Pigram, Tony Ghee, Faith Baisden and Maarli Pigram on the set of *Yarrabil Bula*.
(Photo credit: Belinda Hoare)



National Indigenous Affairs Correspondent Carly Williams speaking to Warlpiri Elder Ned Hargraves in Yuendumu, Northern Territory. (Photo credit: Stephanie Boltje)

Indigenous affairs reporting

The Indigenous Affairs team provided in-depth reporting on issues affecting First Nations peoples across the country, including:

- A Walkley-nominated investigation into the online racism experienced by an Aurukun man whose image went viral on social media.
- Coverage of the first community hearings of the Queensland Truth-Telling and Healing Inquiry.
- Reporting from Saibai Island on landmark climate litigation brought by Torres Strait Islanders about the impact of rising sea levels.
- Coverage from the remote community of Yuendumu, NT, as long-awaited coronial findings were handed down.

ABC Mob

ABC Mob continued to be the gathering place for ABC Indigenous employees to yarn and support each other to be their authentic selves.

ABC Mob had a strong focus on providing cultural support and connection and encouraged Indigenous employees to join ‘Blak Coffee’ catch ups in local offices across the country. The group was inclusive of regional staff, often hosting catch up sessions virtually. This offered a safe space to share stories and celebrate both personal and professional achievements.

Jannali Jones, a Krowathunkoolong woman of the Gunai nation, joined Ryan Parry, a Guditjmara man, as Co-Chair of the network in July 2025.

Indigenous Staff Conference

The ABC hosted its annual Indigenous Staff Conference in August 2025, bringing together Aboriginal and Torres Strait Islander employees from across the country. The event provided a culturally safe space for staff to connect, share experiences and participate in cultural engagement activities.

The conference program included First Nations guest speakers, workshops and direct engagement with the ABC Executive Leadership team.

Bonner Committee scholarships

The Bonner Committee scholarships support the professional growth and career development of eligible Aboriginal and Torres Strait Islander employees at the ABC.

Each year, two scholarships — in the categories of leadership and development — are awarded to Indigenous employees who have worked for the ABC for at least 12 months. The 2025 recipients were Bridget Caldwell-Bright and Peter Green.



ABC employees at the Indigenous Staff Conference in 2025. (Photo credit: Billy Cooper)

CULTURAL AND LINGUISTIC DIVERSITY

As at 31 August 2025, employees from culturally and linguistically diverse backgrounds make up 24.8% of the ABC's workforce. Over the last reporting period, the Corporation has seen an upward trend in CALD representation, rising from 24.6% in August 2024.

The DIB Plan outlines specific targets for executives and content makers from CALD backgrounds. As at 31 August 2025, 20.6% of executives identified as CALD, which is slightly higher than the 20.5% recorded in August 2024. Content makers from CALD backgrounds have slightly decreased from 22.0% in August 2024 to 21.6% in August 2025.

The ABC is actively working towards building greater representation of CALD employees in non-executive roles. This approach creates potential pathways for internal development and promotion, indicating the organisation's commitment to fostering a diverse and inclusive workforce.

Employees from a CALD background by occupation group

Occupation Group	August 2024		August 2025	
	No.	%	No.	%
Executive	45	20.5%	45	20.6%
Administrative/ Professional	133	26.7%	146	27.1%
Content Maker	369	22.0%	376	21.6%
Technologist	123	37.4%	140	40.0%
Total	670	24.6%	707	24.8%

Numbers and percentages are based on the total headcount of non-casual employees within occupation groups. CALD representation is calculated from employees who have completed the Diversity & Inclusion Data Collection Form, which has a completion rate of 63%. Data as at 31 August 2025.

National Ethnic Media Broadcasting Conference

The ABC delivered workshops at the National Ethnic Media Broadcasting Conference in May 2025, which brought together ethnic broadcasters, community leaders and media enthusiasts.

The conference program was designed to equip community broadcasters with practical skills, fresh strategies and meaningful connections to amplify diverse voices and drive impactful storytelling.

Staff from the Asia Pacific Newsroom hosted the Best Practise for Multilingual Reporting session. The discussions were led by ABC Presenter and Producer Yvonne Yong, Executive Producer Evan Wasuka and Supervising Producers Bang Xiao and Erwin Renaldi.

Senior Producer Piia Wirsu from ABC News Audio Innovation ran a workshop on transitioning from broadcast to podcast and crafting compelling audio on demand content. The ABC also featured on the conference's careers pathway panel, where Girish Sawlani, Host of ABC's *The World*, shared his journey from community radio to national broadcasting.

Cultural inclusion memberships

The ABC is a member of the Asian Leadership Project, a program dedicated to advancing culturally diverse talent into leadership positions. As part of the ABC's membership, staff from across Australia have attended masterclasses, special events, career coaching and mentoring sessions.

The ABC is a member of the Diversity Council Australia, Australia's lead body for diversity and inclusion research and news. The membership provides access to information and masterclasses focused on inclusive work practices.



The Asia Pacific Newsroom team at the National Ethnic Media Broadcasting Conference (L-R): Girish Sawlani, Erwin Renaldi, Mosiqi Acharya, Evan Wasuka and Bang Xiao. (Photo credit: supplied)

ABC Belong

ABC Belong is an employee network group which was established in 2019 to support staff from CALD backgrounds and allies.

The group aims to increase representation of cultural and linguistic diversity in the ABC workforce and provide a safe community for everyone.

ABC Belong envisions a workforce that accurately reflects Australia's rich diversity, including CALD representation in leadership roles and other historically underrepresented roles.



(Clockwise from top): ABC Belong Co-Chairs Mandina Oh and Hannah Laxton-Koonce, tech crew at the the Harmony Week panel discussion event and panellists. (Photo credit: Jack Fisher)

ABC Belong's key events

Harmony Week

ABC Belong hosted a hybrid panel discussion in recognition of Harmony Week and the United Nations International Day for the Elimination of Racial Discrimination.

The event was hosted by ABC News' Deputy Sports Editor Amanda Shalala and explored the topic, *How We Connect to Culture*.

The panel included:

- Editorial Policies Director Gavin Fang.
- *AWAYE!* and *Little Yarns* Presenter Rudi Bremer.
- Engineering Manager Jinal Shah.
- triple j Presenter Tiffany Yang.

ABC offices in Melbourne and Adelaide joined the conversation through watch-parties and morning teas.

Lunar New Year

ABC Belong welcomed the Year of the Snake through a virtual webinar presented in partnership with the Asia-Pacific Newsroom (APN).

The event explored different Lunar New Year traditions, fortunes and greetings. Attendees learned about the Lunar calendar and participated in a fun quiz to test their learning.

APN Video Journalist Kai Feng hosted the event and was joined by Digital Journalists Natasya Salim and Raffa Athallah, and ABC Belong Co-Chair Mandina Oh.



Staff in the ABC Perth office celebrating Eid. (Photo credit: Andrew O'Connor)

Eid

To celebrate Eid al-Fitr, the end of the month of Ramadan, ABC Belong hosted morning teas in Perth, Melbourne and Sydney. Staff in these offices were invited to bring a plate to share and learn more about the significance of the occasion.

Career development panel discussion

In July 2025, ABC Belong hosted a panel discussion focused on career development.

The event, hosted in collaboration with the ABC's Learning team, heard from *All in the Mind* Host Sana Qadar and Engineering Manager Jinal Shah. The event was moderated by Delivery Coach Paru Madhavan from the Product and Technology division.

The discussion explored pivotal career moments, being yourself at work and how to navigate career roadblocks.



Former Olympic diver Melissa Wu delivers the 2025 Wang Gungwu Lecture. (Photo credit: Sarah Hodges)

The Wang Gungwu Lecture

In February 2025, Australian Olympic diver Melissa Wu delivered the prestigious Wang Gungwu Lecture at the ABC's Melbourne office. The event brought together 200 leaders from across Australia's political, education, sporting and cultural sectors.

Hosted by ABC International in partnership with the National Foundation for Australia-China Relations, the lecture was introduced by the Minister for Foreign Affairs Penny Wong and was broadcast nationally on ABC TV and ABC iView and internationally on ABC Australia.

Melissa shared personal reflections on how her Chinese heritage and family history have shaped her identity, offering audiences a rare and moving insight into her journey as a Chinese Australian in elite sport.

Named in honour of renowned historian Professor Wang Gungwu AO CBE, the annual lecture celebrates the significant contributions of Chinese Australians to the nation's story and evolving identity.

Growing young voices

ABC Kids Listen and ABC International partnered to produce a Mandarin-language version of *Soundwalks*, an immersive audio series designed for young children. This collaboration marks a significant step in promoting language accessibility and inclusion, particularly for one of the most widely spoken languages across both Australia and Asia.

The initiative reflects the ABC's broader commitment to linguistic diversity and creating content that resonates with all Australian audiences.

The translation was carefully developed to preserve the warmth, curiosity and educational intent of the original English version, while ensuring cultural and linguistic authenticity. It also encourages early language development and promotes cross-generational listening, fostering connection between children, parents and grandparents.



Program artwork for the *Soundwalks* in Mandarin podcast.

PEOPLE WITH DISABILITY

As at 31 August 2025, 6.2% of the ABC workforce identifies as living with disability. This is a slight increase from 6.1% in August 2024.

The ABC remains committed to creating employment opportunities and support for people with disability. A number of initiatives have been implemented to support the inclusion and opportunities for staff with disability.

Employees with disability by occupation group

Occupation Group	August 2024		August 2025	
	No.	%	No.	%
Executive	23	7.8%	20	6.8%
Administrative/ Professional	38	6.0%	41	6.2%
Content Maker	163	6.1%	165	6.3%
Technologist	26	5.2%	26	5.1%
Total	250	6.1%	252	6.2%

Numbers and percentages are based on the total headcount of non-casual employees within occupation groups. Disability representation is calculated from employees who have completed the Diversity & Inclusion Data Collection Form, which has a completion rate of 63%. Data as at 31 August 2025.

Access and Inclusion Index

The Access and Inclusion Index, developed by the Australian Disability Network (ADN), is a comprehensive benchmarking tool that enables organisations to assess and improve their performance in disability inclusion.

The ABC submitted a detailed self-assessment across key areas such as workplace adjustments, recruitment and digital accessibility. Responses were supported by evidence and reviewed by the ADN for accuracy.

Participation in the index supports organisations to build more inclusive and accessible environments.

Australian Disability Network Awards 2025

The ABC won the Best in Class — Procurement award at the Australian Disability Network's (ADN) Disability Confidence Awards in 2025. The achievement was a result of the ABC's submission in the ADN Access and Inclusion Index.

The awards celebrate organisations driving meaningful change in disability inclusion.

Inclusive Design Lead Gerry Neustatl received an Outstanding Contribution acknowledgement in the Changemaker of the Year category, recognising his work in improving digital accessibility.

The ABC was also nominated for Initiative of the Year for the ABC's collaboration with the Department of Social Services for International Day of People with Disability.

Hidden Disabilities Sunflower program

In 2025, the ABC joined the Hidden Disabilities Sunflower program, a global initiative that supports individuals with invisible disabilities. The program enables people to discreetly signal that they may require additional assistance, time or understanding, through wearing a sunflower lanyard.

Through the initiative, the ABC received sunflower lanyards and accompanying resources. Staff have been encouraged to recognise and respond respectfully to those wearing the sunflower lanyard.

The Inclusion & Wellbeing team launched the event through a virtual lunch and learn session, which saw more than 90 employees attend to learn more about the program.



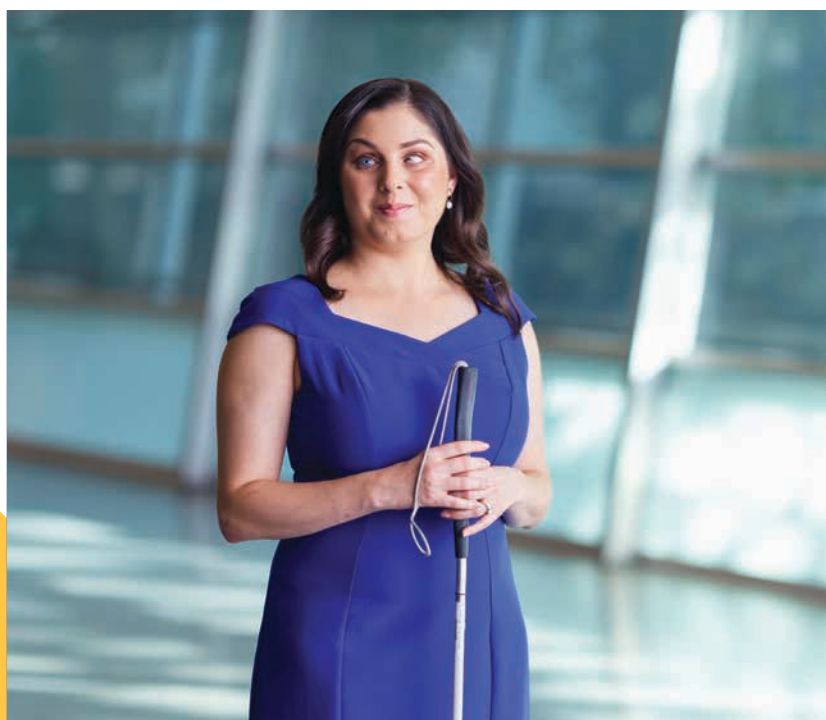
Inclusive Design Lead Gerry Neustatl and International Day of People with Disability Producer Karen Stingemore at the Australian Disability Network Awards 2025. (Photo credit: Caitlyn McLoughlin)

Disability affairs reporting

Now in its fifth year, the National Disability Affairs team is well established among the disability community as a trusted place to bring important stories.

Through community contacts and first-hand experience with disability, the team delivered a range of compelling reports that reflected Australians' wide range of lived experiences:

- An investigation into the Department of Education's Inclusion Support Program prompted the Federal Minister for Early Childhood Education to refer it to the Auditor General. The ABC's investigation revealed concerns about potential conflicts of interest and poor transparency.
- The NSW Department of Education created a class for a child with both hearing and vision loss, after the team reported on his experience in the education system.
- A 20-month-old toddler's prosthetic lenses were funded by the Victorian Department of Health, after the team reported his parents were told by the NDIS that state health funding should pick up the bill and by state authorities that it was an NDIS responsibility.



National Disability Affairs Reporter Nas Campanella. (Photo credit: supplied)

Driving Change Disability Employment Summit

The ABC sponsored the inaugural Driving Change Disability Employment Summit, hosted by Bus Stop Films in November 2024. Ten ABC staff attended the Sydney event, which focused on advancing disability employment within film, television and commercial production. The summit highlighted and celebrated the contributions of people with disability both on-screen and behind the scenes.

ABC Inclusive

ABC Inclusive is an employee-led group that provides a community for people with disability and allies.

The group continued to host monthly meetings which connected different areas of the organisation and created space for staff to be their authentic selves.

ABC Inclusive partnered with the Impact and Partnerships team to host an accessible event for screen series *Headliners* at ABC Ultimo. Segments of the series were played and used to spark conversations about how to make performance venues more inclusive for people with disability.



ABC Screen staff delegate Daniel Keyzer in conversation with Louise Yates from the ABC TV series *Bellbird* at the Driving Change Disability Employment Summit. (Photo credit: Julie Firak)

LGBTQIA+

Australian Workplace Equality Index

The Australian Workplace Equality Index (AWEI) is the national benchmark for LGBTQ+ inclusion in Australian workplaces. It assesses organisational practices, policies and culture to measure progress in supporting LGBTQ+ employees.

The ABC participated in the index and at the 2025 Australian LGBTQ+ Inclusion Awards was recognised as a Platinum Employer, which is the highest tier.

Achieving Platinum status represents the highest level of sustained commitment and performance in LGBTQ+ workplace inclusion. The ABC has won Gold in the three previous cycles.

The AWEI is run by Pride in Diversity, the national not-for-profit employer support program for LGBTQ+ workplace inclusion. The ABC is a member of Pride in Diversity.

The ABC uses the acronym LGBTQIA+ as the inclusive umbrella that recognises the most common categories within gender and sexuality diverse populations and intersex people, and acknowledges there are many variations of the acronym.



ABC and SBS attendees at the AWEI awards. (Photo credit: Nita Mannering)

ABC Pride key events:

Fair Day

In February 2025, ABC Pride participated in Sydney’s annual Fair Day, a large LGBTQIA+ celebration bringing together different members of the community. ABC Pride volunteers set up a marquee, engaged in face painting and sold ABC Pride merchandise to raise funds for the 2025 ABC Pride Mardi Gras float. ABC Queer Content Lead Mon Schafter hosted on stage, while Presenters Fran Kelly and Patricia Karvelas recorded a live episode of *The Party Room*.



Hosts of *Politics Now — The Party Room* Fran Kelly (left) and Patricia Karvelas are joined on stage by ABC Chief Elections and Data Analyst Casey Briggs at Fair Day. (Photo credit: Lara Heaton)

Midsumma Festival

Melbourne’s Midsumma Festival celebrates LGBTQIA+ arts, culture and belonging. In January 2025, ABC Pride members volunteered at the festival’s opening weekend at the Alexandra Gardens. They engaged with the public and worked behind the scenes, demonstrating their support for the broader Australian LGBTQIA+ community.



Barbie drag queens at the Midsumma Festival. (Photo credit: Emma Walker)



The ABC Pride stall at the Midsumma Festival. (Photo credit: Emma Walker)



ABC Pride volunteer Emma Walker with Barbie drag queens at the Midsumma Festival. (Photo credit: Patricia Kamutoa)



ABC Pride volunteers at the Midsumma Festival. (Photo credit: supplied)

Wear It Purple Day

In August 2025, ABC Pride proudly celebrated Wear It Purple Day — a significant event in the LGBTQIA+ calendar that champions visibility, safety and inclusion for rainbow youth. Each year, supporters across the globe wear purple to create a strong and visible message of acceptance.

At the ABC, staff marked the occasion with activities across offices nationwide. Highlights included a craft afternoon in Brisbane, a purple-themed photo booth in Sydney, and a Pride merchandise stall and colouring corner in Victoria.



ABC New England North West staff celebrated Wear It Purple Day 2025 in style. (L-R): Brigitte Murphy, Liana Boss, Nat Little, Caitlin Furlong and Kristy Reading. (Photo credit: supplied)



James Baade and Samantha Goss operating the ABC Pride stall for Wear It Purple Day 2025 in Melbourne’s Southbank foyer. (Photo credit: supplied)

Mardi Gras Parade

ABC Pride marched in the Sydney Gay and Lesbian Mardi Gras Parade for the sixth year in 2025. ABC Pride volunteers built the float and staff from across the organisation marched together along Sydney's Oxford Street.

The float's theme, *Icons of Australia*, celebrated the unique and distinct role of the ABC as the public broadcaster.



(Clockwise top L-R): ABC Pride Co-Chairs Jen McNamara and Matt Smith, Jason Om and ABC Pride volunteers at Mardi Gras 2025. (Photo credit: Billy Cooper)

Pride in Practice Conference

ABC Pride returned to the national Pride in Practice Conference in Melbourne in November 2024. The network presented on topics such as LGBTQ+ intersectionality, regional and remote employee experiences, and trans and gender-diverse inclusion. Additionally, ABC News Breakfast presenter Nate Byrne joined ABC Pride Co-Chairs Jen McNamara and Matt Smith to deliver an engaging session showcasing staff voices from across Australia.



Above images: The ABC Mardi Gras float. (Photo credit: Billy Cooper)

ABC Pride Awards

The ABC Pride Awards celebrated the achievements of the network's volunteers. Hundreds of staff from around the country tuned in virtually to watch the event, which was hosted in the ABC's Ultimo office. Nine awards were presented, with categories ranging from most outstanding content maker to most active ally.



ABC *Years*

ABC Diversity & Inclusion Annual Report 2024–2025 to the Minister for Communications.
Published by the Australian Broadcasting Corporation 2025