



**ANNUAL
REPORT
2023–2024**



**AUSTRALIAN
BROADCASTING
CORPORATION**

DIVERSITY & INCLUSION

CONTENTS

01	Planning and reporting context	3
02	About the ABC's diversity and inclusion program	7
	The Diversity, Inclusion and Belonging Plan	10
	Workforce targets	10
	Reconciliation Action Plan (RAP)	11
	Governance and responsibility	12
	Diversity data	13
03	The year in review	15
	Workforce diversity	17
	Workforce projects	19
	Partnerships	29
	Community engagement	32
04	Diversity in content	37
	NAIDOC Week	39
	Indigenous Voice to Parliament	40
	Asia Pacific network	41
	Disability affairs reporting	43
	Content accessibility	45
	Screen content	45
05	A diverse and inclusive workforce	55
	Gender	57
	Indigenous	61
	Cultural and linguistic diversity	65
	People with disability	69
	LGBTQIA+	73

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.

PLANNING AND REPORTING CONTEXT



*Asia News Week
presenter Yvonne Yong
Photo credit:
Jarrod Fankhauser*

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 (NESB)* and people with disability. The ABC's programs also extend to LGBTQIA+ employees.

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 2023 to 31 August 2024.

* The ABC has traditionally used the term 'non-English speaking background' or NESB when referring to culturally and linguistically diverse (CALD) representation in the workforce. Since the launch of the Diversity & Inclusion Plan 2019-2022, the ABC stopped using the NESB terminology, referring only to CALD.



The ABC Indigenous, Diversity & Inclusion Team

ABOUT THE ABC'S DIVERSITY AND INCLUSION PROGRAM

Wadawurrung woman Katiana
participated in the 50:50
Equality Project
Photo credit: Brendan Esposito

As the national broadcaster, the ABC must contribute to a sense of national identity and inform, entertain and represent all Australians. Diversity in workforce, culture and content makes the ABC a stronger and more relevant public broadcaster.

The diversity and inclusion program is driven by two strategies. The first is the ABC's Diversity, Inclusion and Belonging Plan 2023–2026. The second strategy is the Reconciliation Action Plan (RAP).

These strategies support the ABC's Charter, Five-Year Plan 2023–2028, and corporate plans in their commitment to reflect Australia's rich diversity in the organisation's content and workforce.

The diversity and inclusion program promotes equal opportunity in employment for women, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse (CALD) individuals and people with disability as required by the *Equal Employment Opportunity (Commonwealth Authorities) Act 1987*.

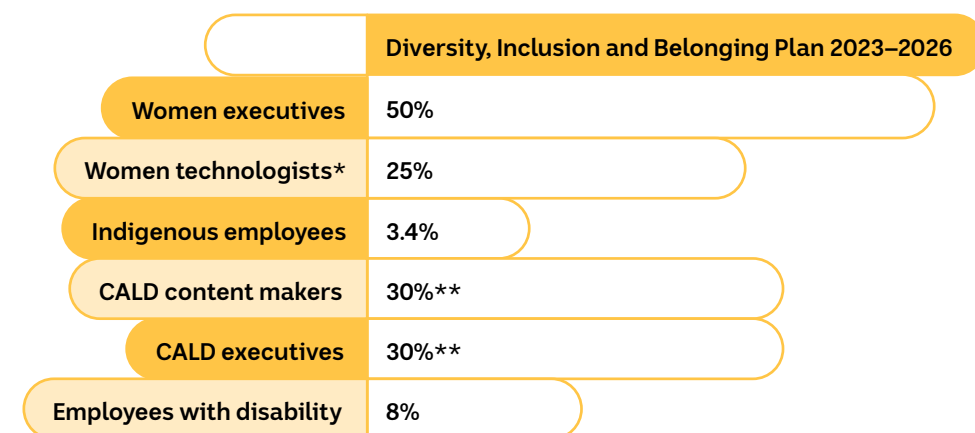
The Diversity, Inclusion and Belonging Plan 2023–2026

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 Australians, cultural and linguistic diversity, disability and LGBTQIA+.

The plan focuses 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:** 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 Targets:



* Positions at the ABC are classified as Administrative/Professional, Content Maker, Technologist or Senior Executive. Technologist is a classification that brings together positions which perform technology work in any of the broadcasting, information or digital technology disciplines.

** Targets have been aligned to an updated definition of CALD. This categorisation has been updated to ensure the ABC is fully capturing the nuance of cultural and linguistic diversity by including additional measures of CALD. The targets were revised in the ABC's Diversity, Inclusion and Belonging Plan 2023–2026 using the new definition.

About the Elevate Reconciliation Action Plan

The ABC's Elevate Reconciliation Action Plan strengthens the ABC's commitment to recognise and embrace Australia's Indigenous history and cultures, with a focus on building closer relationships with Aboriginal and Torres Strait Islander people, organisations and communities. The strategy includes partnerships with First Nations Media Australia (FNMA) and First Languages Australia (FLA). The RAP also focuses on providing employment and business opportunities to Aboriginal and Torres Strait Islander people and communities.

The RAP outlines initiatives and targets which aim to increase the representation of Indigenous employees at the ABC. These include:

- Promoting opportunities for Indigenous staff to participate in internal and external leadership development programs.
- Undertaking targeted pipeline activities (e.g. partnerships with tertiary institutions and other relevant organisations).
- Increasing the conversion rate of trainee, cadet and intern roles into ongoing positions.
- Contributing to the growth of Indigenous employment opportunities in the wider media industry.
- Committing to embed Aboriginal and Torres Strait Islander languages, voices and names within the ABC's programs, so that they may become a part of the vocabulary of the nation.
- Holding an annual ABC Indigenous staff conference.

Governance and Responsibility

The ABC's governance structure ensures top-down accountability for its outcomes. Under this structure, the ABC's Managing Director and Leadership Team hold ultimate responsibility for the diversity and inclusion program.

The Bonner Committee

The Bonner Committee is the peak advisory body for matters relating to Aboriginal and Torres Strait Islander staff, content, and communities. It has a specific responsibility for monitoring the progress against the ABC's RAP. The Bonner Committee reports directly to the Managing Director.

Diversity and Inclusion Standing Committee (DISC)

The DISC is a body of diversity leads from all ABC divisions, employee network groups and the Bonner Committee. The DISC directs the development and implementation of the ABC's diversity and inclusion strategy. This involves developing targets, implementing the Diversity, Inclusion and Belonging Plan 2023–2026, and increasing organisation-wide awareness of diversity and inclusion practices.

Diversity Data

Workforce

Diversity data is used to monitor the progress and effectiveness of the ABC's diversity and inclusion programs. Quarterly diversity reports are sent to ABC divisions to track progress and offer solutions for increasing workforce diversity.

The ABC updated its Diversity and Inclusion Data Collection Form in 2021. The form captures information about gender, sexual orientation, Aboriginal and Torres Strait Islander peoples, disability, carer status and cultural and linguistic diversity. New ABC employees are invited to complete the form when they start, and existing employees are invited to provide or update their data at any time.

At the end of August 2024, 60.5%* of ABC employees had provided their diversity and inclusion data.

Content

The Equality Project continued to support the News division in achieving greater relevance to, and reflection of, modern Australian audiences. All teams started tracking their representation of people with disability, culturally and linguistically diverse Australians and Indigenous Australians. This tracking was supported by targeted community engagement projects and Zendesk.

Zendesk is a data management system used by ABC reporters to collate demographic information for crowd-sourced projects. The database records the contact details of subject matter experts who can contribute to future stories. These individuals can choose to disclose whether they have a disability, are Aboriginal and/or Torres Strait Islander, CALD, identify as LGBTQIA+, or a combination of these.

* Uptake figure is based off the number of staff who have completed the new form.



Madeleine Stewart filming
for ABC Compass
Photo credit: ABC Compass

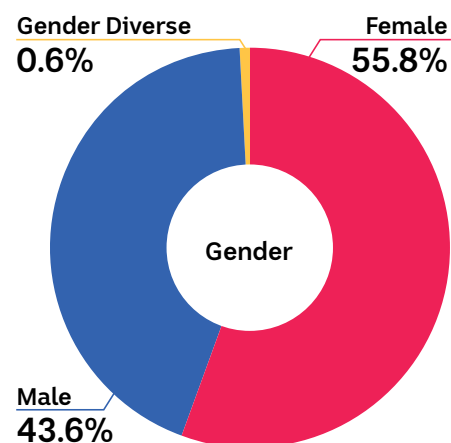
THE YEAR IN REVIEW

Kevin Kropinyeri &
Luke Carroll in Blak Ball

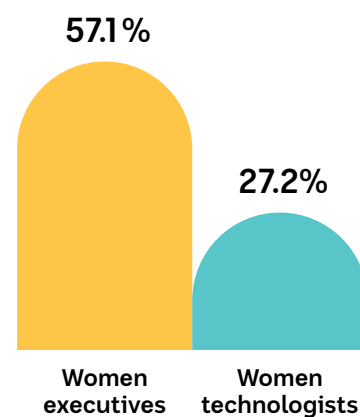
Workforce Diversity

Total ABC employees: **4,624**

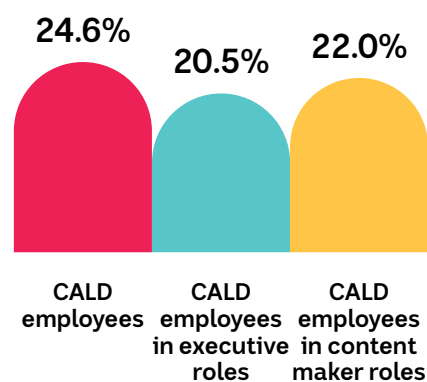
HEADCOUNT BY GENDER



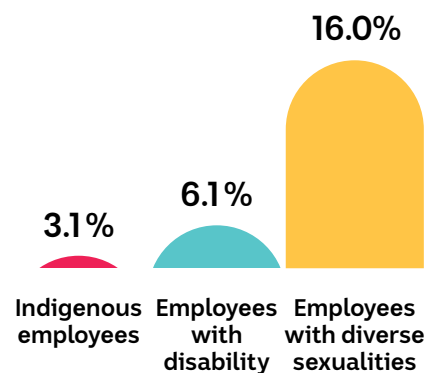
WOMEN EXECUTIVES & WOMEN TECHNOLOGISTS



CALD EMPLOYEES

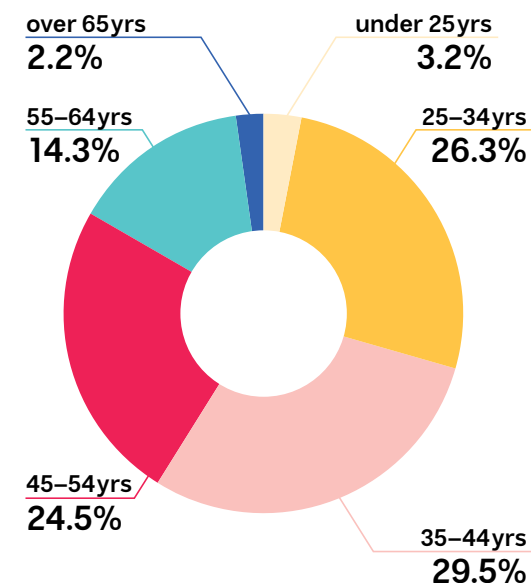


INDIGENOUS, DISABILITY AND SEXUALITY

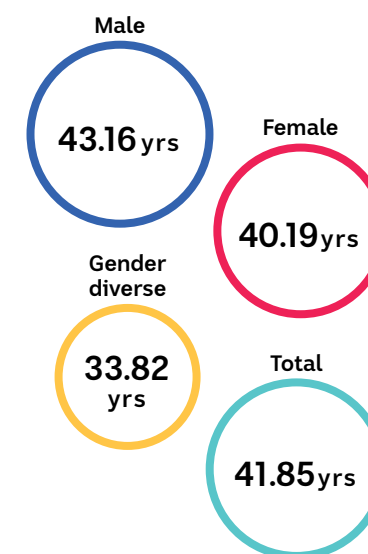


Numbers and percentages based on total headcount, non-casual employees. Data as at 31-08-24.

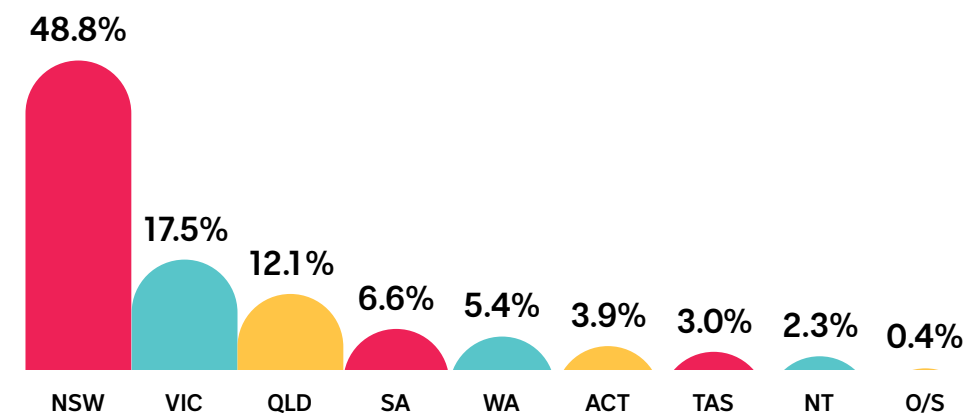
EMPLOYEES AGE RANGE



EMPLOYEES MEDIAN AGE IN YEARS



HEADCOUNT BREAKDOWN STATE BY STATE



Workforce diversity

- Women comprise 55.8% of the total workforce. Men make up 43.6%, while 0.6% identify as gender diverse.
- Women constitute 57.1% of executives and 27.2% are technologists.
- Indigenous representation stands at 3.1%.
- The ABC's overall CALD representation is 24.6%. There are 20.5% CALD executives and 22% CALD content makers.
- 6.1% of employees at the ABC identify as having a disability.

For a more comprehensive understanding of the ABC's workforce targets and diversity initiatives, a detailed analysis is provided in the workforce section of the report.

Workforce projects

Inclusive Team Planning program

The News division completed the pilot rollout of the Inclusive Team Planning program. This was then delivered to all other ABC divisions. The program is designed to support the development of team inclusion plans while also providing education about psychological safety in the workplace. Leaders are supported to run planning sessions with their teams focused on improving inclusion.

Diversity & Inclusion Symposium

The ABC's inaugural Diversity & Inclusion Symposium was held in Sydney in November 2023. The event celebrated different cultures and identities through panel discussions, dance performances and networking sessions. Speakers included ABC leaders and diversity advocates, as well as external experts.

The event was hosted by ABC presenters Beverley Wang and Tabarak Al Jrood, with the theme *Celebrating Every Story*. All staff were invited to attend and livestream the event.



Chinese lion dancers at the ABC Diversity & Inclusion Symposium
Photo credit: Ryan Parry

Senior Cultural Advisors

The ABC recruited Senior Cultural Advisors to guide cultural enquiries from content makers. Two roles were created to support the ABC News and Content divisions.

Next Gen Advisory panel

The Next Gen Advisory panel was formed to assist the ABC News Executive canvas a range of perspectives on how to ensure the organisation's journalism meets the needs of younger audiences.

Independent Review into ABC Systems and Processes in Support of Staff who Experience Racism

In May 2023, the ABC's Managing Director David Anderson announced that the ABC had commissioned an independent review into ABC systems and processes in order to better support staff who experience racism.

This followed public discussion about racism at the ABC. The review was completed by Wuthathi, Yadhagana and Meriam woman Dr Terri Janke and her legal services team.

The ABC made the final report and its recommendations public in October 2024. Fifteen recommendations were made and the ABC accepted all 15 in-principle, and committed to developing a multi-year framework to implement the actions arising from the recommendations.

Neurodiversity at Work Training

The ABC News division engaged consultancy Employ for Ability to deliver training to staff about neurodiversity in the workplace. The training explained the strengths of neurodivergence in the workplace and explored how to support neurodivergent staff.

Listening Sessions

ABC News Director Justin Stevens and Chief Content Officer Chris Oliver-Taylor held multiple listening sessions with Indigenous and CALD employees to listen and better understand their experiences.

LaunchPod

ABC Audio Studios, the ABC's in-house podcast team, introduced a 12-week paid internship initiative called LaunchPod. The program provided opportunities for two young individuals who identify as either Indigenous, culturally and linguistically diverse or living with a disability.

The two successful participants worked closely with the award-winning podcast team in audio production. They gained experience in editing, pitching, scripting, sound design, audience engagement and planning.



ABC LaunchPod interns
Declan O'Byrne and Katie O'Neill

Operations Traineeship

The ABC's Operations team offers two 12-month traineeships each year. For the second consecutive year, targeted recruitment efforts were implemented to encourage applications from Aboriginal and Torres Strait Islander people, as well as people with disability. Trainees are provided with valuable exposure to the operational side of the media industry.

Jaide Innes and Riley Mellis were the successful applicants for the 2024 traineeship. They worked on projects across studio production, outside broadcasting, radio production, TV production, and post-production.



Operations trainee
Riley Mellis



Operations trainee
Jaide Innes

News Internships

ABC News hosted 117 paid and student (unpaid) internships from more than 20 different organisations including AFTRS, University of Wollongong, RMIT, Monash University, Swinburne University of Technology, Griffith University, University of Canberra, Australian National University, Charles Darwin University, Edith Cowan University, University of Sunshine Coast, ADM+S, University of Melbourne, Deakin University, University of Technology Sydney, Macquarie University, Western Sydney University, University of SA, Media Diversity Australia and the Centre for Multicultural Youth.

ABC News established affirmative measure benchmarks for internships. 11% of interns were Aboriginal and Torres Strait Islander, 36% were culturally and linguistically diverse and 21% identified as living with a disability.

The ABC News Caroline Jones Cadet Scholarship is offered to one Aboriginal and Torres Strait Islander candidate annually, as part of the News Cadetship program. The 2023 recipient was Ethan French and the 2024 recipient was Jake Grant.

In 2024, the ABC News Graphics team created a school-based traineeship (SBAT). Sophie Lam was the successful candidate and is currently spending one day a week with the News Graphics team for two years.



L to R: NSW Department of Education SBAT Engagement Officer Adriano Doon, ABC News School Based Trainee Sophie Lam and ABC News Graphic Design Lead Meredith Cate
Photo credit: Bronwyn Purvis

Australian Workplace Equality Index (AWEI)

The Australian Workplace Equality Index (AWEI) is a national benchmark for LGBTQ workplace inclusion. In 2023, the ABC was awarded the AWEI Gold Employer Award for the third year in a row.

Access and Inclusion Index

The ABC was recognised within the top 10 of the Australian Disability Network (ADN) Access and Inclusion Index 2023, finishing in sixth place.

The ADN is an employer-led national not-for-profit that helps organisations improve workplace accessibility. The ABC participates in the Access and Inclusion Index annually, to benchmark its progress against other workplaces.

At the ADN's Disability Confidence Awards in May 2024, the ABC was a finalist for Inclusive Initiative of the Year. The award celebrates organisations that are improving workplace inclusion through various initiatives.

Australian International Documentary Conference

Award-winning cinematographer and Palawa woman Anna-Marie Harding was named the 2024 recipient of the Indigenous Documentary Placement. The initiative was co-presented by the ABC and the Australian International Documentary Conference to fast-track the careers of Indigenous creatives in the screen industry.

Anna-Marie will join the ABC Indigenous team for four months in a paid placement to develop her skills across documentaries, factual development and production.

50:50 Equality Project

The 50:50 Equality Project continued to support the News division in achieving greater relevance to, and reflection of, modern Australian audiences.

As part of this project, all teams in the News division tracked the demographics of talent in their stories. The teams recorded the representation of Indigenous Australians, culturally and linguistically diverse individuals and people with disability. The data was used to support commissioning and editorial decisions about perspectives and experiences portrayed in stories.

As part of the 50:50 Equality team's content work, the Teen Mental Health Project was launched to investigate the soaring rates of mental health disorders among young people. The team connected with young people through a series of roundtables and consulted with researchers to better understand the issues.



*Pacey, from North West Tasmania, participated in the 50:50 Equality project
Photo credit: Brendan Esposito*

Partnerships

First Nations Media Australia

The ABC and First Nations Media Australia completed the first year of their second three-year partnership.

The ABC continued to offer pro-bono legal advice and digital product advice to FNMA members. Tasha James, ABC Manager of Indigenous Archives & Community Access, joined the FNMA Archives Steering Committee. She shared her knowledge and experiences to assist FNMA in designing their new archives project.

The ABC was an official sponsor of FNMA's annual Converge conference held in Canberra. Seven staff from across the ABC attended and hosted an ABC stall. The ABC and 6DBY received the Best News or Current Affairs award for their collaboration on *The Rising League of Australia's North West*. The ABC also continued to provide FNMA members with shared content, including camera and audio feeds from State Funerals.

The 2024 First Nations Media Australia News Initiative brought together 10 Indigenous trainees to learn about News and Current Affairs reporting. The ABC News division delivered a series of 12 masterclasses as part of the training programs.



The ABC stall at FNMA Annual Converge Conference

First Languages Australia

The ABC and First Languages Australia (FLA) successfully completed the first year of their three-year strategic partnership. The collaboration allowed ABC News to work closely with Tasmanian language custodians to produce short video descriptions of Tasmanian electorates in the Palawa Kani language. The videos aired during the Tasmanian election night TV program.

Other initiatives included:

- ABC Radio Coffs Coast broadcasting a weekly Gumbaynggirr language lesson segment in partnership with Muurrbay Aboriginal Language and Culture Cooperative.
- ABC Education and FLA launching Yarrabil, a series of First Nations children's songs. The inaugural series included six songs designed to help children learn their language.
- The Acknowledgement of Country poster competition hosted by ABC Education and FLA, receiving 98 entries.
- ABC staff contributing their expertise at the inaugural West Kimberley Language Gathering, organised by Nyamba Buru Yawuru. Workshops included *How to Amplify Your Language Work* and a presentation on the ABC's *Kinnect Program*.
- ABC teams collaborating with FLA to integrate their language content onto the Gambay map, which continues to be prominently showcased on the ABC Indigenous website.

Create NSW — Createability

For its second consecutive year, ABC Kids hosted a placement as part of the New South Wales government's Createability Internship Program.

Intern Sufiya Naqvi worked with the *Play School* team for four weeks. She acted in a Production Assistant role for *Play School's 'What's Cooking?'* series and gained experience in pre-production, rehearsals and studio work. Sufiya also gained exposure to post-production and scaffolding within the broader Kids Commissioning and Screen team.

Community Engagement

First Nations Secondment Program

The ABC continued its First Nations Secondment Program as part of its partnership with First Nations Media Australia and First Languages Australia.

ABC staff were invited to apply for a short-term secondment in an Indigenous media organisation.

The program focused on:

- Cultural awareness — providing two-way learning opportunities for non-Indigenous ABC employees in Indigenous organisations.
- Talent pipeline — showcasing career pathways for Aboriginal and Torres Strait Islander people to work with the ABC.
- Staff retention — providing opportunities for ABC Indigenous employees to showcase leadership and share expertise.
- Capacity building — skill-sharing to build capacity of Indigenous individuals and organisations, and through this diversify the range of First Nations stories, voices and communities represented in media.

Eight staff from the ABC took part in the program during the reporting period.



ABC Secondment
Dylan Anderson with
the Mirima Dawang
Woorlab-gerring
language centre team

Te Rito Journalism Project

Early-career Indigenous staff from ABC News were invited to participate in the Te Rito Journalism Project camp in New Zealand, supported by the Google News Initiative. The Te Rito Journalism Project is a collaboration between four media organisations—NZME, Whakaata Māori, Newshub, and the Pacific Media Network. The initiative is aimed at addressing the critical shortage of Māori and Pasifika journalists and enhancing cultural awareness within New Zealand's newsrooms. The training camp brought together Māori and Pasifika cadets and ABC News reporters: Kyle Dowling, Tahnee Jash, Lauren Smith, Timu King and Tallulah Bieundurry.

Head of International and Indigenous News Suzanne Dredge attended the camp as a trainer, leading sessions on impactful storytelling and resilience-building for First Nations journalists.



L to R: Kyle Dowling and Timu King at the Te Rito Journalism project camp



L to R: Tallulah Bieundurry, Lauren Smith and Tahnee Jash at the Te Rito Journalism project camp
Photo credit: Timu King



Head of International and Indigenous News Suzanne Dredge joined a panel discussion about First Nations news at the Te Rito Journalism project camp
Photo credit: Uma Patel

Media Literacy

The Media Literacy program is designed for students in year 10 and above and is aimed at empowering young people to critically engage with the media. Participants learn to distinguish fact from fiction in news reporting, develop skills to create and appreciate their own narratives, and reflect on their personal media consumption. The initiative, in partnership with the Australian Electoral Commission, is focused on regions with significant First Nations populations.

In total, 19 workshops have been held in areas where First Nations communities surpass state and national averages. Two Indigenous facilitators from the ABC have led these workshops.

Youth Audiences —Takeover

Takeover is an ABC initiative that creates a platform for young Australians to be heard and builds on the successful Heywire model.

By sharing their stories through the ABC, participating in targeted local youth summits, and engaging with government and community organisations, Takeover empowers regional communities to listen to and uplift their young people.

Between September 2023 and August 2024, two Takeover youth summits were held in Melbourne and in Lismore in northern New South Wales.

Takeover Melbourne worked with young people in the Melbourne metro area and saw 25 winners in 2023. Of that cohort, 76% were from a culturally diverse background, 8% were First Nations and 4% were neurodivergent.

Of the winners of the Takeover Lismore Summit, 32% identified as Aboriginal and Torres Strait Islander, 29% were culturally and/or linguistically diverse, 41% identified as LGBTQIA+ and 41% identified as having a disability.

During the program there was a specific focus on engaging with local Indigenous culture, including interactions with Elders.

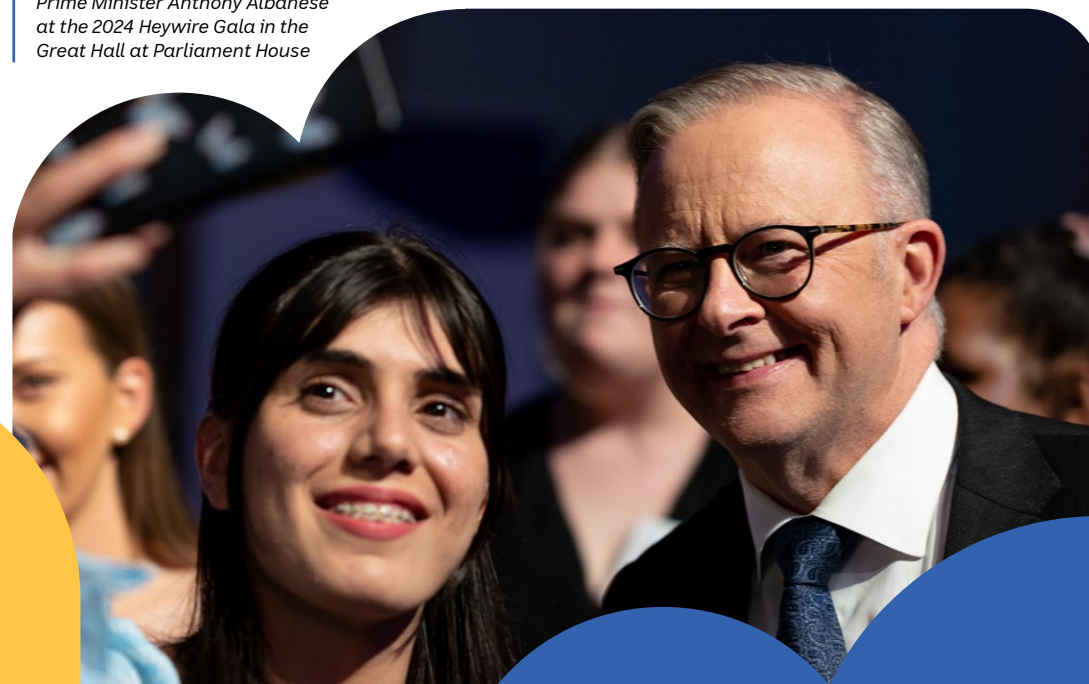


L to R: Harry (Doomadgee QLD) and Jordan (Lockhart River QLD) pitching their group's idea at the Heywire Summit



L to R: Solange (Wodonga VIC), Tobias (Katherine NT), Lauren (Kerang, VIC) and Kenneth (Burrungurah WA) pitching their ideas at the 2024 Heywire summit at Parliament House

Nada (Toowoomba QLD) with Prime Minister Anthony Albanese at the 2024 Heywire Gala in the Great Hall at Parliament House



DIVERSITY IN CONTENT

*L to R: Maia
Abbas, Osamah
Sami and Kamel
El Basha in
House of Gods*

NAIDOC Week



National NAIDOC Awards 2024 Hosts
Steph Tisdell and Rob Collins

The ABC once again partnered with the National NAIDOC Committee to serve as the host broadcaster for the 2024 National NAIDOC Awards. This collaboration allowed Aboriginal and Torres Strait Islander staff to lead the production.

ABC Education also collaborated with the National NAIDOC Committee to develop educational resources which explained the 2024 NAIDOC Week theme: *Keep the Fire Burning! Loud, Blak and Proud.*

The resources were overseen by NAIDOC Committee co-chair Dr. Lynette Riley AO, and were written by experienced educators.

The guides provided Australian teachers with meaningful ways to introduce the themes of NAIDOC Week to their students and school communities.

Indigenous Voice to Parliament

The ABC prominently featured Indigenous voices, perspectives, and stories in its coverage of the 2023 Voice to Parliament Referendum, with First Nations journalists leading the reporting across all platforms.

Throughout the campaign, ABC News collaborated with Indigenous media organisations to share content. The Voice Referendum Explained podcast was aired on CAAMA Radio, Cherbourg Radio, PAW Media, Pasifika TV & Radio, and Indigenous Community TV (ICTV), while vodcasts were made available on IndigiTUBE and ICTV Play.

ABC News also amplified reporting from ICTV, distributing Vox Pops in Indigenous languages across ABC platforms. This ensured that audiences heard diverse views from remote communities.

Three Indigenous staff members from ABC News designed a resource hub to provide information about reporting on the referendum. Miriam Corowa, Dylan Anderson and Solua Middleton established the Referendum Resource Group Hub and First Nations graphic artist Abby Howard designed accompanying artwork.



The ABC's Voice Referendum panellists L to R: Isabella Higgins, Antony Green, David Speers, Bridget Brennan, Dan Bouchier, Laura Tingle and Patricia Karvelas

Asia Pacific Network

This year the Asia Pacific Newsroom (APN) celebrated a series of successful programs, including:

- *Indonesia Decides*: a three-part special on the Indonesian elections.
- *The Price of Progress*: a documentary exploring the impact of nickel mining in Indonesia.
- *The Island Election: Superpowers Watch*: a 28-minute special on the Solomon Islands' elections.
- *India Votes 2024*: a six-part series examining the world's largest democratic exercise.

APN continued its special current affairs program, *The Pacific*, which featured nuanced stories told by local journalists. APN's Pacific Local Journalism Network now includes journalists from Fiji, Solomon Islands, Tonga, Samoa, Vanuatu and Timor-Leste.

In July 2024, APN launched *Asia News Week* — a special news bulletin offering a panoramic view of current events across Asia.

Throughout the reporting period, APN also engaged focus groups for feedback and to develop audience-driven stories. These sessions included community engagement events in Melbourne with Pacific and Chinese communities.

APN team members Kai Feng, Jarrod Fankhauser, Olivia Ralph and Steven Viney won the Innovation in Journalism prize at the Melbourne Press Club Quill Awards. They were recognised for credibility and creativity, having published their stories in three languages.



Hannah Jose, *India Votes*
Photo credit: Alishan Jafri



The Pacific team – L to R: Gabriella Marchant, Seni Iasona, Johnson Raela and Alice Lolohea in Hawaii to cover FestPAC
Photo credit: Alice Lolohea



Chrisnrita Aumanu-Leong covering the Solomon Islands elections



Evan Wasuka in Honiara to cover the Solomon Islands elections
Photo credit: Chrisnrita Aumanu-Leong



Ilham Issak in Canberra covering the Chinese Premier's visit to Australia
Photo credit: Bang Xiao

Disability Affairs Reporting

The National Disability Affairs team produced both long form stories and daily news content. The team celebrated a Mid-Year Walkley nomination for its series on transport difficulties. The team also wrapped up its coverage of the national Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, which had been a major focus of reporting for more than four years.

Other highlights included:

- *Changing Course*: a 30-minute radio and TV documentary series looking at the lack of education opportunities for students with disability in the Solomon Islands.
- *NDIS 10 Years*: a 30-minute special program marking the first decade of the National Disability Insurance Scheme.
- *Last Sight*: a 7.30 piece exploring people's final visual memories before they become blind.
- *Ableism Quiz*: a bespoke digital site that provides education on ableism.
- *Birthing Project*: a suite of stories which explored the unique ways people with disability navigate parenting.
- *Special Education*: a 7.30 story delving into the debate around segregated schools vs mainstream schools for children with disability.
- *Online Abuse*: an exclusive story about the rise of online abuse targeting the short statured community and the lack of action by social media companies.



Since its inception in 2020, the National Disability Affairs round has been run by two key staff members — National Disability Affairs Reporter Nas Campanella and producer Celina Edmonds. In 2024 the team successfully recruited a third member, producer Evan Young, who is a digital and social media specialist. Journalists and producers from across the ABC regularly work with the team when writing stories about disability.

L to R:

- > Bas featured in an ABC story about the National Royal Commission into Disability
Photo credit: Billy Cooper
- > National Disability Affairs Reporter Nas Campanella
Photo credit: Rachel Clayton
- > Digital & Disability Affairs Producer Evan Young
Photo credit: Claudia Long
- > Rachael Fullerton featured in an ABC story with her assistance dog Strike
Photo credit: Brendan Esposito

Content Accessibility

The ABC publishes accessible content so all Australians can read, listen and watch ABC stories.

The ABC's accessibility specialists collaborate with content teams to guide and design new programs. During the reporting period, projects included the expansion of audio described television to ABC iview, a rebuild of the ABC iview app for Android TV, a pilot release of a podcast transcription tool, and a refresh of the ABC News website.

Screen Content

Garma Festival

The Garma Festival is one of the ABC's most extensive annual outside broadcasting projects, bringing Australia's leading Indigenous forum to the nation.

In 2024 the ABC sent a team of reporters, producers, camera operators, planners and editors to Gulkula, north-east Arnhem Land, to provide coverage of the event.

Head of Indigenous and International News Suzanne Dredge oversaw the ABC's coverage, which extended across all platforms. The ABC Darwin Newsroom also collaborated with the team at Garma to report on the Northern Territory Police Commissioner's unscheduled apology to Indigenous Territorians.



L to R: Multi-skilled operator Jordy Gregg, Production Editor Andrew George and Operations Specialist Nickoles Coleman at Garma Festival

Photo credit: Justin Stevens



L to R: Head of International and Indigenous News Suzanne Dredge and Journalist Dana Morse at Garma Festival

Photo credit: Justin Stevens



Wadeye dancers at Garma Festival
Photo credit: Miriam Corowa

Venice Biennale

The ABC's coverage of the Venice Biennale international art exhibition marked a significant highlight in the arts calendar. The Digital Arts team spearheaded the coverage of this event, where Bigambul and Kamilaroi artist Archie Moore made history as the first Australian to win the coveted Golden Lion award for Best National Participation for his monumental installation, *kith and kin*.

To enhance its coverage, Rudi Bremer from the Indigenous team travelled to Venice to report on the festival. Additionally, articles were produced by Rudi and Daniel Browning from ABC Indigenous and RN.

The collaboration showcased the richness of Indigenous artistry on an international stage.

The ~~Great~~ Crumbling Australian Dream

ABC News Digital partnered with Oculi, an Australian-based photography association, to tell the stories of Australians battling the housing-shortage crisis.

Nine photo essays were created, each exploring the experiences of different groups of people.

Some of the photo essays captured the struggles of young people exploring sexuality and gender identity against the backdrop of homelessness. Other essays captured the experiences of overcrowding in First Nations communities, as well as the effects of homelessness on health and wellbeing.



Neetu Frank looks out of the car window while travelling through her great-grandfather's country Mungamunta near Jurnkkurakurr/Tennant Creek
Photo Credit: Rachel Mounsey/Oculi



| Abbey Faulkner, member of The Assembly

The Assembly

The Assembly is a documentary series that focuses on a group of neurodiverse journalism students.

The ABC News and Content divisions collaborated to create a program to support the students in their journey in the media industry.

In partnership with Bus Stop Films and Aspect Australia, the program ensured that psychological support was integrated throughout the production process. This included establishing safe spaces on and off set, as well as comprehensive training for the entire production team.

The students were mentored by Leigh Sales to interview a different renowned celebrity in each episode.

During their time at the ABC, students were introduced to various aspects of the media industry, including operations, graphics, and different styles of reporting.

House of Gods

House of Gods explores the lives of a prominent Iraqi family as they navigate new-found power following the appointment of their father to Head Cleric of a large mosque.

The series delves into the diasporic Muslim community in Western Sydney, while also exploring the personal cost of influence and privilege.

The Iraqi community in Western Sydney was consulted throughout the production, with an elder serving as a cultural consultant. The elder accompanied the crew to foster engagement with local communities prior to filming. This collaboration built broad community understanding and support for the series.

House of Gods features a fully culturally and/or linguistically diverse ensemble cast, composed entirely of Iraqi and Arabic speaking actors. Arabic subtitles were created for all episodes.



Osamah Sami and Kamel El Basha in *House of Gods*

White Fever

White Fever is a series inspired by creator Ra Chapman's lived experience as a Korean adoptee raised by a white Australian family. The story represents a diverse array of Australians and includes LGBTQIA+ characters as well as Hmong and Korean characters.

White Fever explores the complexities of being an Asian woman in a society that is obsessed with identity politics.

The team was made up of a diverse cast, with almost half identifying as culturally or linguistically diverse. Most of the team were women or identified as gender diverse.

Blak Ball

Blak Ball is a celebration of Indigenous sporting achievements, highlighting unique First Nations experiences and cultural perspectives.

The project was developed and led by an Indigenous writing team. They worked closely with the Indigenous talent, to ensure that cultural considerations were reflected in the creative treatments.



| Tony Armstrong in *Blak Ball*



Better Date than Never – Season 2

Better Date Than Never Season 2 follows a diverse group of single love seekers as they take a huge step into the dating world. With intimate and well-crafted storytelling, the series brings diversity front and centre.

To create a culturally safe work environment, the team undertook Cultural Safety Development sessions and collaborated with expert consultants. Psychological support and counselling were also made available throughout the filming process.

Language guidelines, as well as issues highlighting misconceptions based on able-bodied standards, were circulated as part of the production handbook.

ABC Kids Ninganah Lullaby

ABC Kids worked with Troy Cassar-Daley to write, perform and produce the *Ninganah Lullaby*. The lullaby has ties to Troy's childhood and to camping on Gumbaynggirr Country — the Country of his mother and grandmother. The animation was created by Studio Gilay, a production company made up of both Indigenous and non-Indigenous writers, producers, directors and animators.



Little J and Big Cuz

Little J and Big Cuz reflects the lived experience of First Nations writers from across Australia. Series 4 includes episodes spoken in two First Nations languages: Kuku Yalanji and Kalaw Kawaw Ya.



ABCQueer

Since its launch in 2020, *ABCQueer* has expanded significantly, reaching more LGBTQIA+ Australians across various platforms.

ABCQueer is the only team at the ABC dedicated to producing LGBTQIA+ content all year round. The team runs the *ABCQueer* Instagram page, writes monthly newsletters, and produces digital features.

Content highlights include *Retracing The Steps of the First Mardi Gras*, an interactive 3D retelling of the inaugural Mardi Gras in Sydney. Created in partnership with the ABC Innovation Lab and the ABC Digital Story Innovations team, the project was a finalist for the 2023 Walkley Awards for Innovation in Journalism, as well as the international Webby Awards and the Australian LGBTQ+ Inclusion Awards.

ABCQueer also launched an original four-part digital series titled *OK Boomer*, *OK Boomer*, which examined the evolution of queer visibility on screen. Each episode featured a queer elder paired with a younger person. Together, they would watch and react to queer content from their respective eras. From a 1970s current affairs report on lesbians to modern coming-out videos on YouTube, the series highlighted a queer journey through time.

ABC Sport Paralympics

The ABC provided in-depth coverage of the 2024 Paralympics across all of its platforms. ABC reporter and presenter Charles Brice filed daily coverage from Paris for all ABC News platforms. Former Paralympian, now ABC 50:50 Sport Reporter, Elizabeth Wright led ABC News coverage in Australia, providing in-studio analysis and coverage for News Channel during the day, as well as written analysis for ABC Sport Online and crosses for ABC radio. Henry Hanson produced Paralympics analysis, explainer and feature pieces for digital platforms.



ABC reporter and presenter Charles Brice in Paris for the Paralympics
Photo Credit: Michael Franchi

A DIVERSE AND INCLUSIVE WORKFORCE

Drag queen and TV personality
Courtney Act and ABCQueer
content lead Mon Schafter
Photo Credit: Ruby Boland

Gender

Gender distribution by occupation group

AUGUST 2024

Occupation Group	Female	Male	Gender Diverse
Executive	57.1%	42.6%	0.3%
Administrative/ Professional	76.6%	23.1%	0.3%
Content Maker	56.3%	42.9%	0.8%
Technologist	27.2%	72.5%	0.4%
TOTAL	55.8%	43.6%	0.6%

AUGUST 2023

Occupation Group	Female	Male	Gender Diverse
Executive	54.9%	44.2%	0.9%
Administrative/ Professional	74.9%	24.9%	0.2%
Content Maker	56.3%	43.1%	0.6%
Technologist	24.5%	75.3%	0.2%
TOTAL	55.4%	44.1%	0.5%

Number and percentage based on total headcount, non-casual employees, within occupation group. Data as at 31.08.2024.

Women make up 55.8% of the ABC's workforce as at 31 August 2024. 43.6% of the ABC's workforce are men and 0.6% identify as gender diverse.

The ABC has achieved gender parity in its executive group, with 57.1% of executive positions being held by women. This is against a target of 50%. The ABC has also increased the representation of women technologists to 27.2% from 24.5% since August 2023, achieving its 2026 target of 25%.

Pay Analysis

The ABC undertakes an annual organisation-wide analysis of remuneration to identify any gender pay equity gaps. Gender pay equity gaps are where men and women working at the same level have a significant difference in their pay.

In 2023 the ABC also reported its gender pay analysis to the Workplace Gender Equality Agency as part of the Commonwealth Government Public Sector Reporting program.

Gender Equity Network

The ABC Gender Equity Network is an ABC staff group which aims to raise awareness of gender-based barriers, stereotypes, and stigmas in the workplace.

The ABC Gender Equity Network celebrated International Women's Day 2024 through a panel discussion on the United Nations' theme of *Count Her In: Invest in Women. Accelerate Progress.*

The panel discussed pathways to greater economic inclusion for women.



International Women's Day panel discussion
L to R: ABC panellists: Megan Spindler-Smith, Nas Campanella, Rebecca Manly and Amanda Shalala

Partnerships

Champions of Change

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 psychological safety, pipelines of diverse talent, and intersectionality.

The ABC provides annual data reports to the Champions of Change Coalition to assess its gender equality efforts against the industry benchmark.

Women in Media 2024

The ABC sponsored the 2024 Women In Media national conference in Sydney in August.

7.30's Sarah Ferguson moderated a panel discussion with Federal Minister for Social Services Amanda Rishworth, actress and screenwriter Leah Purcell, and Chair of Our Watch Moo Baulch. The panel discussed how the media industry influences the national crisis of men's violence against women.

ABC's Music and Pop Culture Reporter Mawunyo Gbogbo joined eSafety Commissioner Julie Inman Grant and comedian and internet personality Lucinda Price to discuss the risks and rewards of online visibility. ABC Producer Ghada Ali joined Managing Director of 42North Kiranpreet Kaur Dhillon and Clinical Psychologist Shuktika Bose to discuss burnout at work.

Women in Technology

The Product & Technology division achieved its 2026 target of 25% female representation. The division continued to support women's career progression through mentorships for women in technology, flexible workplace principles, and learning and development opportunities.

Gender Survey

An independent survey exploring gender equity was rolled out in ABC News. The survey explored gendered barriers and produced 10 recommendations which were shared with ABC employees.



ABC News producer Ghada Ali speaking on a panel at the Women in Media National Conference in August 2024
Photo credit: Supplied by Women in Media

Indigenous

Employees of Indigenous background by occupation group

AUGUST 2024

Occupation Group	No.	%
Executive	8	2.6%
Administrative/ Professional	27	4.1%
Content Maker	100	3.2%
Technologist	10	1.8%
TOTAL	145	3.1%

AUGUST 2023

Occupation Group	No.	%
Executive	8	2.6%
Administrative/ Professional	32	4.9%
Content Maker	97	3.1%
Technologist	9	1.8%
TOTAL	146	3.2%

Number and percentage based on total headcount, non-casual employees, within occupation group. Data as at 31.08.2024.

As at 31 August 2024, the representation of Indigenous staff is 3.1%. The Indigenous target of 3.4% by 2026 is outlined in the RAP and Diversity, Inclusion & Belonging Plan.

Indigenous Staff Conference

The ABC's Indigenous, Diversity and Inclusion team hosted the annual Indigenous Staff Conference in May 2024. Over 80 Indigenous staff members gathered on Yuggera and Turrbal Country (Brisbane) for the three-day event, which included an awards night.

The conference featured sessions with the ABC Leadership Team and the ABC Bonner Committee. Special guest Yuggera Elder Steven Coghill welcomed delegates to Country and Bidjara and Birri Gubba Juru Elder Dr Jackie Huggins AM FAHA facilitated a conversation about Australia's future following the results of the Voice to Parliament Referendum.

Delegates also participated in an interactive cultural tour provided by *The Black Card*. The program explored galleries, exhibitions, and public art installations throughout Brisbane's Cultural Precinct.

Twelve long service awards were presented to Indigenous employees, alongside the announcement of the winners of the 2024 Bonner Committee Scholarships. This year also saw the introduction of the *ABC Deadly Awards*, which recognised participants for their contributions throughout the conference.

ABC Indigenous Staff
at awards night



Bonner Committee Scholarship

The Bonner Committee Indigenous Staff Scholarships for 2024 were awarded to Elizabeth Pearson, a Dharug woman, and Dana Morse, a Palawa Plangermaireener/Trawlwoolway woman.

Dana will use the scholarship to develop her camera and sound operations skills to shoot, report and produce stories across platforms as a video journalist.

Elizabeth's scholarship will help her complete several courses to improve her producing, mentoring, photography and editing skills.



Journalist Dana Morse



Producer Elizabeth Pearson
with Kiya doll

Acknowledgement of Country Cards

During NAIDOC Week 2024 the ABC's Bonner Committee launched a series of Acknowledgement of Country cards to assist with acknowledging Traditional Owners and Custodians in meetings and events.

The three cards feature different artwork designed by ABC Perth reporter and Gubrun, Barnarla and Ngadju woman Abby Richards.

Each artwork reflects a different aspect of Australia:

- The different hues of blue represent the different colours of the ocean that surrounds Australia.
- The multiple shades of brown represent the different skin tones within the Aboriginal and Torres Strait Islander community.
- The green, blue and brown on the Bonner Committee card represents the different places we work upon, from the desert to the sea and the forest.

Designed to sit alongside ABC staff passes, the cards provide wording for an Acknowledgement of Country for when the Traditional Owners are known, as well as alternate wording for when the Traditional Owners are not known. The other side of the cards display one of Abby's artworks.

The cards were distributed to all ABC offices during NAIDOC week 2024.

ABC MOB

Staff led network ABC MOB provides a gathering place for Indigenous employees and aims to create a community for Aboriginal and Torres Strait Islander people in the ABC.

Founding co-chairs Wiradjuri and Wongaibon man Justin Fenwick and Ngarrindjeri woman Alison Matcham launched the network at the ABC's Diversity & Inclusion Symposium in 2023.

The 2024 ABC MOB co-chairs are Alison Matcham and Gunditjmara man Ryan Parry.



Acknowledgement of
Country cards artwork
by Abby Richards

Cultural and Linguistic Diversity

Employees from a CALD background by occupational group

AUGUST 2024	Employees from CALD background		Employees who provided EEO data	
Occupation Group	No.	%	No.	%
Executive	45	20.5%	219	70.6%
Administrative/ Professional	133	26.7%	498	76.0%
Content Maker	369	22.0%	1679	54.0%
Technologist	123	37.4%	329	59.6%
TOTAL	670	24.6%	2725	58.9%

AUGUST 2023	Employees from CALD background		Employees who provided EEO data	
Occupation Group	No.	%	No.	%
Executive	34	11.9%	286	92.9%
Administrative/ Professional	155	25.1%	618	95.1%
Content Maker	337	13.2%	2550	82.4%
Technologist	162	36.6%	443	89.0%
TOTAL	688	17.7%	3897	85.6%

Number and percentage based on total headcount, non-casual employees, within occupation group. CALD statistics are based on the definition of CALD under the ABC's Diversity, Inclusion & Belonging Plan 2023–26. Data as at 31.08.2024

As at 31 August 2024, the overall representation of CALD staff stands at 24.6%.

The Diversity, Inclusion and Belonging Plan outlines specific targets for CALD executives and CALD content makers. The representation of CALD executives stands at 20.5% against the 2026 target of 30%. The representation of CALD content makers is 22% against a target of 30%.

ABC Belong

Established in 2019, ABC Belong is an employee network group that supports culturally and linguistically diverse staff and allies.

Its mission is to raise awareness of cultural and linguistic diversity within the ABC's workforce and provide a sense of community for staff.

The 2024 co-chairs of ABC Belong are Project Manager Mandina Oh and Learning Facilitator Simone Tunbridge.



ABC Belong and ABC Compass screening of Walk in My Shoes

Diwali/Deepavali and Lunar New Year

ABC Belong celebrated Diwali/Deepavali in November 2023 with a virtual panel event that encouraged ABC employees to learn more about the Hindu festival of lights.

In February 2024, ABC Belong partnered with the Asia Pacific Newsroom to welcome in the Year of the Dragon. The virtual event featured a panel discussion about Lunar New Year traditions, content highlights and a Lunar New Year quiz.

Refugee Week

In June 2024, ABC Belong partnered with *Compass* to acknowledge Refugee Week through a screening in the ABC Ultimo foyer of the award-winning *Compass* episode, *Walk in My Shoes*. Awarded the NSW Humanitarian Award, this documentary explores what it's like to flee your homeland.

Harmony Week

ABC Belong invited all ABC staff to celebrate Harmony Week and acknowledge the International Day for the Elimination of Racial Discrimination (IDERD). Employees were encouraged to undertake activities that recognised Harmony Week and IDERD in their own way.

In celebration of Harmony Week and IDERD, ABC Canberra organised an in-person lunch for a screening of the 2024 Wang Gungwu lecture delivered by business trailblazer Ming Long AM.

ABC teams produced special content in recognition of Harmony Week and IDERD, including diverse stories from a range of communities.



Asad sitting at a Refugee Camp in *Compass* episode *Walk in My Shoes*
Photo credit: Teresa Tan



Guest speaker Ming Long at the 2024 Wang Gungwu lecture
Photo credit: Sarah Hodges

People with Disability

People with disability by ABC occupation group

AUGUST 2024		Employees with disability		Employees who provided data	
Occupation Group	No.	%	No.	%	
Executive	23	7.8%	294	94.8%	
Administrative/ Professional	38	6.0%	633	96.6%	
Content Maker	163	6.1%	2652	85.4%	
Technologist	26	5.2%	504	91.3%	
TOTAL	250	6.1%	4083	88.3%	

AUGUST 2023		Employees with disability		Employees who provided data	
Occupation Group	No.	%	No.	%	
Executive	19	6.7%	284	92.2%	
Administrative/ Professional	34	5.5%	617	94.9%	
Content Maker	144	5.7%	2536	81.9%	
Technologist	20	4.5%	442	88.8%	
TOTAL	217	5.6%	3879	85.2%	

Number and percentage based on total headcount, non-casual employees, within occupation group, who provided information on the ABC's Diversity & Inclusion Data Collection Form in regard to their disability. Data as at 31.08.24.

As at 31 August 2024, 6.1% of the ABC workforce identify as people with disability, up from 5.6% in August 2023. The 2026 target stands at 8%.

Recruiting and supporting employees with disability remained a priority for the ABC. The organisation continued to deliver Workplace Adjustments as well as training for managers on how to implement them.

ABC Inclusive

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

International Day of People with Disability

The ABC partnered with the Department of Social Services for the fourth year in a row to celebrate the International Day of People with Disability (IDPWD). Funding from the partnership supports the IDPWD Content Commissioning fund, which provides paid opportunities to emerging presenters and content makers with disability.

ABC Inclusive hosted an online panel discussion and live Q&A to mark the contributions and achievements of staff with disability. Hosted by ABC Classic Producer Ria Andriani, the panel discussed their experiences of disability and how the assumptions of others can often be the biggest hurdles they have to overcome.

Disability Confidence Awards

The Australian Disability Network's Disability Confidence Awards celebrates organisations creating change through inclusive initiatives. In 2024 the event was held in Melbourne and the ABC was a finalist for Inclusive Initiative of the Year.

Regional Storytellers Scholarship

In partnership with the Department of Social Services, the ABC's Regional Storyteller Scholarship program is an annual early-career opportunity for two people with disability.

The scholarship is open to emerging content makers who live outside capital cities, supporting them to challenge stigmas and geographical barriers. The two scholarship recipients work with ABC teams over 10 weeks to develop skills, produce content and gain valuable employment experience.

The 2024 ABC's Regional Storyteller Scholarships were awarded to Madeleine Stewart and Dan Jacob.



| Regional Storyteller Scholarship recipient Madeleine Stewart

Building Accessibility & Procurement

The ABC has centred accessibility in its property work at its Ultimo and Parramatta offices. These include:

- installation of auto doors on bathrooms
- accessible kitchens including front access kitchen sinks and automated paper towel dispensaries
- introduction of wellness spaces in Ultimo and Parramatta
- hearing augmentation in meeting rooms.

The ABC also encourages diversity in procurement activities. All tenders request information from prospective suppliers on Indigenous ownership and/or participation.

The ABC has partnered with Supply Nation and Social Traders to purchase goods and services that support Indigenous businesses.

LGBTQIA+

ABC Pride

ABC Pride is an employee led group committed to creating an inclusive workplace that supports individuals of diverse sexualities, gender identities and intersex variations. Their aim is to empower people to be their authentic selves and achieve their full potential.

Global Accessibility Awareness Day

To celebrate Global Accessibility Awareness Day (GAAD) and International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT), ABC Pride and ABC Inclusive partnered to host a live panel discussion focused on the intersectionality of people with disability and the LGBTQIA+ community. The event was hosted by Workplace Adjustments Officer Sam Muglia, and heard from panellists Vanessa Vlajkovic, George Hogg and Gerry Neustatl.

Mardi Gras

The ABC was the official media partner of Sydney Gay and Lesbian Mardi Gras 2024.

ABC Pride entered a float and around 80 ABC staff marched with the network as part of the parade. The float's theme, Our Digital Future, celebrated the ABC's connection to all Australians and its valuable role in creating acceptance and understanding through its content.



ABC staff at Mardi Gras
Photo credit: Casey Ashford



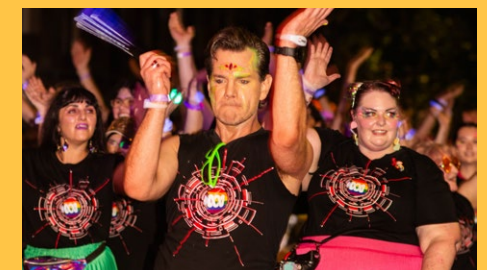
ABC ID&I team
Photo credit: Casey Ashford



ABC staff marching at Mardi Gras
Photo credit: Casey Ashford



Rear of ABC Float
Photo credit: Matt Smith



ABC News Breakfast weather presenter Nate Byrne
Photo credit: Casey Ashford



ABC Newcastle team at Mardi Gras
Photo credit: Casey Ashford



ABC Diversity & Inclusion
Annual Report 2023–2024 to
the Minister for Communications.

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