



Australian Broadcasting Corporation

AUSTRALIAN WORKPLACE EQUALITY INDEX 2022

AWEI STANDING SUBMISSION

Section 1: Standing Submission: HR Policies & Practice			Score	Index	Notes
1	Foundation	Removal of the terms 'Sexual Preference' or 'Lifestyle Choice/s'	2	2	
2	Foundation	LGBTQ Inclusivity within Policies and Benefits	2	2	
3	Advanced	New Parent Leave Inclusive of LGBTQ Families	3	3	
4	Advanced	Travel Advice for Employees	2	2	
5	Advanced	Third Party Policies	2	2	
6	Advanced	LGBTQ Inclusive Domestic & Family Violence Policy	5	5	
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	4	4	
Total HR Policies & Practice Score			20	20	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support			Score	Index	Notes
8	Foundation	LGBTQ Training HR / Grievance Officers	3	3	
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	3	4	Partial marks carried over
10	Intermediate	EAP Provider	3	3	
11	Advanced	Tracking of Incidents	4	4	
Total LGBTQ Bullying / Harassment & Support Score			13	14	
Section 1: Standing Submission: Trans / Gender Diverse Inclusion			Score	Index	Notes
12	Intermediate	Gender Affirmation Policy and Process Documentation	5	5	
13	Intermediate	Dress Codes and Uniforms	4	4	
14	Advanced	Gender Affirmation Leave	4	4	
15	Advanced	Gender Neutral Bathrooms and Facilities	4	4	
16	Advanced	(Forms) Non-Binary Gender Options for Employees	2	2	
17	Advanced	(IT Systems) Non-Binary Gender Options for Employees	2	2	
18	Advanced	Trans and Gender Diverse Applicants	2	6	No evidence provided for reduction or documentation addressing roadblocks
Total Trans / Gender Diverse Inclusion Score			23	27	
Section 1: Standing Submission: Strategic Focus			Score	Index	Notes
19	Foundation	External Web LGBTQ Workplace Inclusion Promotion	2	2	
20	Intermediate	HR/Diversity Professional Accountabilities	2	2	
21	Advanced	Executive Sponsor	4	4	
22	Advanced	Senior Management Diversity Accountability	4	4	
23	Advanced	Customer-facing LGBTQ Inclusion	3	3	
24	Advanced	Customers Information: Changing Gender Markers	3	3	
Total Strategic Focus Score			18	18	
Total Standing Submission Score			74	79	

AWEI ANNUAL SUBMISSION					
Section 2: Strategy & Accountability			Score	Index	Notes
1	Foundation	External LGBTQ Expertise	2	2	
2	Foundation	Documented Strategy	3	3	
3	Intermediate	LGBTQ Advisory Group	3	4	No evidence for promotion of advisory function to the wider organisation
4	Intermediate	LGBTQ Inclusion Reporting	2	2	
5	Intermediate	Media Coverage	2	2	
6	Advanced	Strategic Work in Recruitment, Supplier Policy or Service Provision	2	3	Good work done, but consider more around 3rd party plaforms, per PID recruitment training
7	Advanced	Executive Leadership Representation	2	2	
8	Advanced	LGBTQ Inclusion Promotion	2	4	Marks awarded for potential clients/customer engagement
Total Section 2 Score			18	22	
Section 3: LGBTQ Employee Networks / Resource Groups			Score	Index	Notes
9	Foundation	LGBTQ Employee Network	2	2	
10	Foundation	Network Leadership Structure	2	3	No evidence of HR position as ongoing in steering. Exec sponsor named in Q33 is not HR lead
11	Foundation	Network Strategy / Work Plan	3	3	
12	Intermediate	Orientation / On-boarding	2	2	
13	Intermediate	Strategy and Goals	0	2	No evidence showing the objectives for the network chair
14	Intermediate	Sustainability Plan	2	2	
15	Advanced	Allies of Trans / Gender Diverse People	3	3	
16	Advanced	Visibility of LGBTQ Women	3	3	
17	Advanced	Intersectionality	3	3	
18	Advanced	Intersex Allies	4	4	
19	Advanced	Broader Inclusion	3	3	Consider adding KPIs and tracking for ongoing years
20	Advanced	Network Reporting	0	4	Insufficient evidence submitted for part [a] - an annual strategic report produced by the network
Total Section 3 Score			27	34	
Section 4: Visibility of Inclusion			Score	Index	Notes
21	Foundation	Days of Significance	2	2	
22	Foundation	Visibility in the Workplace	3	3	
23	Intermediate	Ally / Champion Reference Guides	3	3	
24	Intermediate	Individual LGBTQ Inclusion Work Acknowledgement	2	2	
25	Foundation	Confidential Contacts	2	2	
26	Foundation	Communication of LGBTQ Support Information	1	2	No evidence that process is communicated on LGBTQ intranet
27	Intermediate	LGBTQ Social Media Streams	2	2	
Total Section 4 Score			15	16	
Section 5: Training, Awareness & Professional Development			Score	Index	Notes
28	Foundation	Face-to-Face Training	2	2	
29	Foundation	Online Training	2	2	Please note questions asks for participant numbers
30	Advanced	Professional Development for LGBTQ Employees	2	2	Consider strengthening the process of actively recruiting diverse populations, including measuring
31	Advanced	LGBTQ Inclusion Training Plan	2	4	No progress evidenced
32	Advanced	LGBTQ Conferences, Events and Seminars	2	2	
Total Section 5 Score			10	12	
Section 6: Executive Leadership & Engagement			Score	Index	Notes
33	Intermediate	Executive Sponsor or Champion	0	2	No evidence supplied
34	Advanced	Executive Advocacy	2	2	
35	Intermediate	CEO or Equivalent Communications	2	2	
36	Intermediate	CEO or Equivalent Speaking at Events	2	2	
Total Section 6 Score			6	8	

Section 7: Data Collection & Reporting			Score	Index	Notes
37	Intermediate	Employee Data Analysis	3	3	
38	Advanced	LGBTQ Analysis	3	3	
Total Section 7 Score			6	6	
Section 8: Community Engagement			Score	Index	Notes
39	Intermediate	Employer Branded Participation at Community Events	2	2	
40	Intermediate	Pro-Bono or Financial Support: LGBTQ Charities / Organisations	2	2	
41	Intermediate	Fundraising	2	2	
Total Section 8 Score			6	6	
Section 9: Optional Survey			Score	Index	Notes
42	Optional	Survey Participation	2	2	
Total Section 9 Score			2	2	
Section 10: Additional Work			Score	Index	Notes
43	Additional	43a,c,i,j,s,x Pro-Bono	1	1	6 pro-bono activities submitted separately - combined
	Additional	43b Diversity Advocate Network	1	1	
	Additional	43e - Innies + Outies podcast	1	1	
	Additional	43f - media coverage	1	1	Star observer story on out journalists / presenters
	Additional	43g - PIP session	1	1	
	Additional	43h Cyber Safety summit	1	1	It is noted that this was not a LGBTQ specific summit. No evidence of LGBTQ content
	Additional	43k Community events	1	1	
	Network	43l Intersectionality -	1	1	6 examples submitted separately - combined
	Additional	43n - stakeholder engagement	1	1	ABC PRIDE and ABCQUEER on ABC News Breakfast
	Additional	43r Community spirit award	1	1	
	Additional	43u ABC Queer newsletter	1	1	
	Network	43w	1	1	s 22 women in leadership summit
	Additional	Mardi Gras broadcast rights	1	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
Total Section 10 Score			13	15	
Total Annual Submission Score			103	121	
AWEI TOTAL SUBMISSION SCORES					
Total Standing Submission Score			74	79	
Total Annual Submission Score			103	121	
Total AWEI Score			177	200	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			27		
Additional Network Activity			2		
Network Activity - Total Score			29		
Core Activity - Inclusion of Trans/Gender Diverse Employees			29		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			0		
Inclusion of Trans/Gender Diverse Employees - Total Score			29		
GENERAL SUBMISSION COMMENTS					
There has been a lot of very good work done across the majority of workstreams.					
Please note that much of the evidence submitted was too small and low resolution to be read, and appendices were not submitted.					



EMPLOYER PARTICIPATION DETAILS

EMPLOYER / ORGANISATION DETAILS	
Organisation Name:	ABC
Sector:	Public/Government: Federal
Employer Size (within Australia):	Number of employees within Australia: <= 500 employees - If you have 500 or less employees, please ensure you use the SMALL EMPLOYER AWEI
Regional Employers	Is your head office Regional? No
Global Employers	Do you have international offices: No Is your head office in Australia: Yes
Contact Person for the Index: <i>This is the person we should contact if we have any questions. Email results will also be sent to this person and hard copy participation certificates will be mailed to this person.</i>	Name: § 22 Position Title: § 22 Postal address (including postcode): GPO Box 9994 Sydney NSW 2001 Phone number: § 22 Email: § 22
INTERNATIONAL WORKPLACE INDEX PARTICIPATION	
Do you participate in any other workplace equality indices globally?	No



INDUSTRY BENCHMARKS	
<p>Participating employers will by default be benchmarked according to:</p> <ul style="list-style-type: none"> • Sector: Public / Private / NFP / Higher Education • Government: Federal, State, Local • Employer Size • Awarded Tier Recognition • Global Employers <p><i>All benchmarking tables will be provided for comparison, but only those that reflect your dominant industry/business should be selected here.</i></p>	Media & Entertainment
DISCLOSURE RECOGNITION	
<p>Please select participation identification level at which we can identify you (Name and Employer Tier only, no scores)</p>	<p>We list employers annually that reach each of the employer recognition tiers within the AWEI, unless you choose to be anonymous. Some employers choose only to be identified should they reach a certain recognition tier.</p> <p>Select the recognition tier at which you would like to be publicly identified:</p> <p>We are happy to be identified regardless of employer tier reached</p>
ADDITIONAL AWARD SUBMISSIONS	
<p>Have you considered nominating someone for an LGBTQ Inclusion Award?</p> <p>Please list any other LGBTQ Inclusion Awards that you are submitting for this year within the AWEI. This provides us with a cross-check reference to ensure that all expected submissions are received.</p> <ul style="list-style-type: none"> • Consider nominating a group or individual for their extensive work in LGBTQ inclusion within your organisation • More than one nomination in each category may be received <p>• Individual Nomination submission forms can be found here: http://www.pid-awei.com.au/submission-documents/</p>	<p>Award Nomination Categories:</p> <ul style="list-style-type: none"> <input type="checkbox"/> CEO of the Year Award: David Anderson <input type="checkbox"/> External Media Campaign Award: \$ 22 <input type="checkbox"/> Network Leader of the Year Award: \$ 22
NEGATIVE PRESS / COMPLAINTS DISCLOSURE	
<ul style="list-style-type: none"> • We have received negative press that has impacted our reputation as an LGBTQ inclusive employer – No • Formal complaints were lodged against us for LGBTQ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act) – No • We understand that up to 25 points <i>may be</i> deducted from our score if we have received a significant amount of negative press regarding an anti-LGBTQ incident where our organisation was responsible and insufficient action was taken to rectify this. <p>No negative press or formal complaints have been received.</p>	

ABC 11th February 2022 Submission



ACCURACY STATEMENT	
We confirm that at the time of submission, details provided for all questions identified within the three submission documents are true and accurate. We understand that should any claims be found to be false, points and rankings will be adjusted accordingly.	
Name of person signing off accuracy:	§ 22
Position within organisation:	§ 22
Contact Email:	§ 22
Contact Phone:	§ 22

2021 STANDARD EMPLOYER AWEI

SECTION 1: STANDING SUBMISSION

This section pertains to LGBTQ inclusion within organisational policies and practice.

The Standing Submission includes:	
HR Policy & Diversity Practice:	Standard practices within HR Policies and explicit LGBTQ inclusion within them; including third party policies
LGBTQ Bullying / Harassment & Support:	Tracking and handling of potential incidents and support for LGBTQ employees, should this occur
Trans & Gender Diverse Inclusion:	Explicit policy inclusion for trans and gender diverse employees; including leave, forms, titles and dress codes
Strategic Focus:	Accountabilities and role responsibilities for HR and Executive staff; external / customer facing inclusion promotions

IMPORTANT NOTE:

If you have submitted an AWEI last year, **you may choose to carry over your point allocations within Section 1: Standing Submission only.**

- If you wish to carry over your entire Standing Submission scores from last year, please leave Section 1: Standing Submission blank. (Recommended if you are satisfied with your previous scores and/or no further work has been done in this section.)
- If you leave any questions blank within this section, we will not change the score from last year.

OR:

- If you wish to submit (or re-submit) for any question/s within Section 1: Standing Submission, please submit evidence for the individual question/s applicable.
- If you submit evidence for any question, **the evidence and score will be re-evaluated based only on the evidence supplied within this Submission** (last year's evidence will not be referenced, so you must re-submit all evidence requested).

Please provide the name and contact details of your Senior HR person:	
Senior HR Person:	§ 22
Contact Details (email / phone):	§ 22

ABC 11th February 2022 Submission



Should we require clarification/verification for any particular question within Section 1: Standing Submission, we will contact this individual. If this contact is not supplied, it may result in a loss of points for questions within this section.

For further support and clarification: Please download the [AWEI Scoring Guidelines](#) or refer to the [AWEI Tools and Support](#) webpage.

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	FOUNDATION Max. 2 points
1. Removal of the terms: 'Sexual Preference' or 'Lifestyle Choice(s)' We have conducted a review to ensure that any reference to 'sexual preference' or 'lifestyle choice' within our policy documentation, diversity references, on external facing websites and company intranet pages has been replaced with the words 'sexual orientation.' Please provide an outline of progress to date.	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE 2. LGBTQ Inclusivity within Policies and Benefits On our policy intranet pages (or upfront within our policy documentation), we have made it <u>explicitly clear</u> that all policies are inclusive of LGBTQ employees and their families (where families are included within policies/benefits). Please provide a screenshot or insert attachment of where you state the explicit inclusion of LGBTQ employees (and families where relevant) within policies/benefits (please do NOT attach complete policies).	FOUNDATION Max. 2 points
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE 3. New Parent Leave Inclusive of LGBTQ Families On our policy pages (or upfront within our family policy documentation), we <u>explicitly communicate</u> that our New Parent Leave (or equivalent) includes those who have children via surrogacy, adoption and foster arrangements regardless of employee gender. For full points, please identify: (a) If leave covers surrogacy and where the availability of this leave is explicitly communicated for LGBTQ families (b) If leave covers adoption and where the availability of this leave is explicitly communicated for LGBTQ families (c) If leave covers foster arrangement and where the availability of this leave is explicitly communicated for LGBTQ families	FOUNDATION Max. 3 points
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

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STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	ADVANCED
4. Travel Advice for Employees	2 points
We have travel advice and support available to our LGBTQ employees or employees with LGBTQ dependents should they be required to travel for work (e.g. cultural context, safety, LGBTQ matters in other jurisdictions).	
Please provide a copy of travel advice available.	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	ADVANCED
5. Third Party Policies	Max. 2 points
We have audited third party service providers to ensure they align with our non-discriminatory policies/procedures, inclusive of LGBTQ people and their families.	
Full points received in 2021 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	ADVANCED
6. LGBTQ Inclusive Domestic & Family Violence Policy	Max. 5 points
We have a Domestic & Family Violence Policy (DFV) that covers the following:	
<ul style="list-style-type: none"> (a) specific challenges and unique types of violence faced by LGBTQ communities (b) stated LGBTQ avenues of support (c) a statement that the policy explicitly covers LGBTQ people, partners and their families 	
For full points, please provide evidence for all of the above. (Please only provide evidence specific to each of the above points, do not attach your entire policy.)	
Full points received in 2021 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	ADVANCED
7. Communications on LGBTQ Inclusive and Offensive Language	max. 4 points
We have developed targeted communications or public relations guides that outline how to reference LGBTQ communities in communications, articles, media, and/or advertising that:	
<ul style="list-style-type: none"> a) provide examples of both inclusive language AND language that is exclusive/offensive to LGBTQ people b) are available to all employees within the organisation 	
For full points, please attach:	
<ul style="list-style-type: none"> (a) a copy of your guide that includes examples of both inclusive language AND exclusive/offensive to LGBTQ people (b) details of how this guide is made available to employees 	

ABC 11th February 2022 Submission



Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT

FOUNDATION

Max. 3 points

8. LGBTQ Training HR / Grievance Officers

We have an internal formal HR/Grievance process whereby LGBTQ people can request or engage with:

- a) someone specifically trained in LGBTQ Inclusion; OR
- b) an ally who has a good understanding of LGBTQ sensitivities and potential areas of concern

For full points, please confirm:

- (a) that all identified LGBTQ friendly Grievance Officers or first points of contact have either; undertaken LGBTQ awareness training or are experienced allies with a good understanding of sensitivities
- (b) where these LGBTQ aware/friendly grievance contact points can be located or requested for those seeking formal support

Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.



STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT	INTERMEDIATE
9. Behavioural Examples of What Constitutes Bullying / Harassment	Max. 4 points
Documentation within our bullying and harassment policy/guidelines provide clear behavioural examples of what constitutes bullying/harassment in terms of sexual orientation, gender identity/expression AND examples of behaviour that constitutes bullying/harassment of intersex people.	
For full points, please provide evidence of behavioural examples given within your documentation in terms of:	
<ul style="list-style-type: none"> (a) behaviour that constitutes bullying/harassment in regard to one's sexual orientation (b) behaviour that constitutes bullying/harassment of trans or gender diverse employees (c) behaviour that constitutes bullying/harassment of intersex people 	
Carry over the 4 points received in 2021 submission - therefore we are leaving this blank, as our score is carried over for this item.	

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT	INTERMEDIATE
10. EAP Provider	Max. 3 points
We have either:	
<ul style="list-style-type: none"> a) identified individuals within our EAP provider who have received specific training in, or have considerable understanding of the challenges faced by LGBTQ individuals that we can refer our LGBTQ employees b) received documentation that we believe demonstrates both the knowledge and expertise of our EAP provider to support LGBTQ people 	
and we have:	
<ul style="list-style-type: none"> c) <u>clearly communicated</u> this on our EAP Provider page and/or our LGBTQ intranet page 	
Please provide:	
<ul style="list-style-type: none"> (a) evidence of (a) <u>or</u> (b) above <u>and</u> (b) where this has been communicated on an LGBTQ intranet page 	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT	ADVANCED
11. Tracking of Incidents	Max. 4 points
We can provide evidence that shows:	
<ul style="list-style-type: none"> a) how we extract LGBTQ related instances from collected bullying/harassment data b) the development of a process that is sensitive to LGBTQ disclosure enabling us to mediate and/or action incidents 	
For full points, please screenshot or provide evidence for <u>both a) and b)</u> above.	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	



STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	INTERMEDIATE Max. 5 points
12. Gender Affirmation Policy and Process Documentation We have a documented gender affirmation policy/process and documentation to support both; the employee(s) wishing to affirm their gender in the workplace AND their manager(s), peers and colleagues. Note: 'Gender affirmation' (above) is the ideal term for what has commonly been referred to as 'transitioning.' Please provide: <ul style="list-style-type: none"> a) a copy of this specific policy/process b) detailed support documentation for employee(s) wishing to affirm their gender in the workplace c) detailed support/educational documentation for managers peers and colleagues 	
Full points received in 2021 submission - therefore we are leaving this blank, so our score is carried over for this item.	
STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	ADVANCED Max. 4 points
13. Dress Codes and Uniforms We have removed gendered language within organisational wide dress code policies and/or guidelines to empower all employees, including trans, gender diverse and non-binary employees to dress in a manner (or select uniforms) that best reflects who they are. Further contact details and information has also been provided for support, if required. For full points, policies or guidelines must: <ul style="list-style-type: none"> a) state that all employees are supported to dress in a manner that best reflects their gender identity. b) explicitly mentions trans, gender diverse and non-binary employees c) provide a support contact or further information on interpreting these guidelines, if required 	
Full points received in 2021 submission - therefore we are leaving this blank, so our score is carried over for this item.	



STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	
14. Gender Affirmation Leave	ADVANCED Max. 4 points
We have an internal policy that ensures <u>additional</u> paid leave is available for employees who require time away to undertake or physically manage their gender affirmation.	
Note: For full points, this leave must be in addition to the need to utilise annual leave, sick or generic personal leave.	
For full points, please provide:	
<ul style="list-style-type: none"> (a) evidence of a paid leave entitlement (over and above annual leave, sick or generic personal leave) for individuals currently affirming their gender (b) a list of any supporting documentation required from the employee for you to enact this leave (c) whether this leave availability is standard HR policy or solely dependent on the discretion of the manager 	
Full points received in 2021 submission - therefore we are leaving this blank, so our score is carried over for this item	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	
15. Gender Neutral Bathrooms and Facilities	ADVANCED Max. 4 points
We have (or are working towards) having 'Gender Neutral' or 'All Gender' bathrooms and/or facilities <u>with clear and visible signage</u> available to employees.	
Note: "Unisex" signage will not be given points for this question. We are seeking more inclusive language for inclusive signage.	
If you already have gender neutral or all gender signage, please provide:	
<ul style="list-style-type: none"> (a) evidence of a <u>communication</u> regarding where 'Gender Neutral' or 'All Gender' bathroom/facilities can be located (b) evidence of clear and visible signage as it appears at the bathroom/facility location 	
If you are still making progress towards this, please:	
(c) outline progress made and when you expect to have signage in place.	
If this is not possible for any reason, please provide:	
<ul style="list-style-type: none"> (d) evidence of any research or work that you have done in this area (e) any means by which you have been able to accommodate trans, gender diverse and non-binary employees 	
Full points received in 2021 submission - therefore we are leaving this blank, so our score is carried over for this item	



STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	ADVANCED
16. (Forms) Non-Binary Gender Options for Employees	Max. 2 points
<p>We have audited and amended (or are in the process of auditing/amending) all internal documents and forms that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).</p> <p>For full points, please provide:</p> <ul style="list-style-type: none"> (a) a brief outline of progress of work to date (b) options provided within changed documents if changes have been made <p>OR (c) <i>evidence that you do not collect or have removed gender options or gendered information on your forms</i></p> <p>Full points received in 2021 submission - therefore we are leaving this blank, as our score is carried over for this item.</p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	ADVANCED
17. (IT Systems) Non-Binary Gender Options for Employees	Max. 2 points
<p>We have audited and amended (or are in the process of amending) all relevant IT systems that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).</p> <p>For full points, please provide:</p> <ul style="list-style-type: none"> (a) a brief outline of progress of work to date (b) options provided within systems if changes have been made <p>OR (c) <i>evidence that you do not collect or have removed gender options or gendered information within your systems</i></p> <p>Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.</p>	

STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE	ADVANCED
18. Trans and Gender Diverse Applicants	Max. 6 points
<p>For trans and gender diverse applicants, we have:</p> <ul style="list-style-type: none"> a) Implemented processes to help reduce roadblocks/difficulties faced by trans and gender diverse people who are applying for jobs b) <u>clearly communicated</u> a point of contact available for trans and gender diverse applicants throughout the recruitment process on relevant web pages or within application documentation c) provided documentation addressing concerns specific to trans and gender diverse applicants and made these available throughout the recruitment process <p>For full points, evidence must be provided for all items above. Partial points will be given if all items are not evidenced.</p> <p>Evidence</p> <ul style="list-style-type: none"> a) Implemented processes to help reduce roadblocks/difficulties faced by trans and gender diverse people who are applying for jobs 	

ABC 11th February 2022 Submission



The ABC conducted an audit in line with the D&I Plan 2019-22 of our Recruitment practises to assess the potential challenges created for diverse applicants in the form of accessibility, roadblocks and difficulties that a trans and gender diverse person might find when applying for vacancies. Updating and removing unnecessary inputs such as titles or and adding non-binary as a gender option and the introduction of gender neutral and all inclusive references throughout application process including (therefore removal of any binary or non inclusive references).

Additional explicit encouragement for LGBTQI+ community to apply for job advertised see extracted example below;

The ABC strives for equity and diversity in the workplace, and to promote a culture of opportunity. Through its services the ABC seeks to represent, connect and engage with all of the Australian community. In line with our focus on diversity, applications are strongly encouraged from Indigenous Australians, people from a range of cultural and linguistic backgrounds, people with disabilities and LGBTQI+ individuals. The ABC also aims to achieve a gender-balanced workforce.

For more information on inclusive employee networks within the ABC please refer to [ABC LinkedIn](#) and [Life Page](#)

b/ clearly communicated a point of contact available for trans and gender diverse applicants throughout the recruitment process on relevant web pages or within application documentation

The ABC Careers LGBTQIA+ updated with a separate tile LGBTQI+ Inclusion as seen below. When someone clicks on this it will take through to information with a direct contact number and email. Direct contact for applicants on ABC Career pages so they can contact for guidance and support through the process. On receipt of any emails or direct requests information that is supportive to the persons individual concerns are tabled with them. As mentioned the ABC Careers website page Careers (abc.net.au) provide a direct contact for gender diverse people.

See evidence screen shot below;



Careers

[Home](#)
[Job Search](#)
[Working Here](#)
[Our People](#)
[Indigenous Opportunities](#)

LGBTQI+ Inclusion

Posted 14 Jul 2021 5:08pm updated 14 Oct 2021 5:08pm

Share

The ABC is committed to LGBTQI+ diversity and inclusion and supporting employees of diverse sexualities, gender identities and those with intersex variations. The ABC has been supporting emerging and prospective employees by creating a more inclusive culture where everyone can be their authentic selves and realise their potential. In recognition of its efforts the ABC has won a bronze medal in the 2021 Australian Workplace Equality Index (WEI) LGBTQI+ Inclusion Awards. The ABC also marched in the March 2021 for the first time since the parade began in 2018.

The ABC understands that for some people with a lived experience of transgender, the recruitment processes can be daunting. We understand the unique challenges and concerns that individuals may experience. You can contact s 22 from the Indigenous, Diversity & Inclusion team via email s 22 or phone s 22 with any questions regarding the recruitment process.

ABC 11th February 2022 Submission



C/ On receipt of any emails candidates questions are addressed and support and guidance is provided.

Email example;

Dear recipient,

Thank you for emailing us - We are here to help you and support you through any challenges that you might be concerned about and do what we can to help navigate this process.

The ABC is committed to creating an inclusive and diverse workforce and celebrating our varied differences.

We understand that for gender diverse and transgender candidates seeking employment can be a daunting time due to some of the potential challenges such as previous employers only knowing you by your deadname, or the issue of legal identities not mirroring your chosen name.

We are here to help in anyway and can be reach via email or contact number s 22

Thank you,

s 22

s 22



M s 22

E

W <http://www.abc.net.au/>

A 700 Harris Street, Ultimo, NSW

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

Should you put pronouns in your email signature too? Yes! E.g. (she/her) or (he/him) or (they/them) or a mixture of two with (she/they) etc. [Click here to read more about why it's important.](#)



STANDING SUBMISSION: STRATEGIC FOCUS

STANDING SUBMISSION: STRATEGIC FOCUS 19. External Website LGBTQ Workplace Inclusion Promotion	FOUNDATION Max. 2 points
We have promoted our focus and work on LGBTQ workplace inclusion on our <u>external</u> facing webpage (URL).	
<i>Please provide the URL of an external webpage that specifically promotes your inclusion work. (Points will not be given if we are unable to access this externally.)</i>	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	

STANDING SUBMISSION: STRATEGIC FOCUS 20. HR / Diversity Professional Accountabilities	INTERMEDIATE 2 points
We have at least one Diversity / HR professional whose job description, performance appraisal or work plan includes <u>specific and detailed</u> LGBTQ inclusion objectives/targets.	
Note: This is beyond a general reference to LGBTQ inclusion as an area of diversity.	
<i>Please provide evidence of such specific targets.</i>	
Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.	



STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
21. Executive Sponsor or LGBTQ Champion	Max. 4 points
<p>We have an Executive Sponsor located <u>within our Australian offices</u> with documented role expectations/accountabilities related to LGBTQ inclusion work and advocacy within the organisation.</p> <p>For full points, please provide evidence of both:</p> <ul style="list-style-type: none"> (a) the documented role expectation/accountabilities (b) the mechanism through which the Executive Sponsor reports or is made accountable for these 	
<p>Full points received in 2021 submission - therefore we are leaving this blank, so our score is carried over for this item.</p>	

STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
22. Senior Management Diversity Accountability	Max. 4 points
<p>We include specific diversity and inclusion accountabilities, job goals or expected outcomes within senior management appraisals beyond generic company values addressing diversity/inclusion (this may or may not include LGBTQ specific accountabilities).</p> <p>Note: This is outside of network leadership and executive sponsor accountabilities - applies to all executive/senior leaders.</p> <p>For full points, please:</p> <ul style="list-style-type: none"> (a) confirm that there are diversity accountabilities (over and above general behavioural values) within senior management appraisals. (b) provide evidence (template example acceptable) or if highly confidential, please indicate the name of a senior HR person who can verify this: 	
<p>Full points received in 2020 submission - therefore we are leaving this blank, so our score is carried over for this item.</p>	

STANDING SUBMISSION: STRATEGIC FOCUS	ADVANCED
23. Customer-facing LGBTQ Inclusion	Max. 3 points
<p>We have evaluated (or are in the process of evaluating) the LGBTQ inclusivity of customer facing / service user processes.</p> <p>For full points, please:</p> <ul style="list-style-type: none"> a) clearly outline the extent of this work and progress made to date 	
<p>Full points received in 2021 submission - therefore we are leaving this blank, so our score is carried over for this item.</p>	



STANDING SUBMISSION: STRATEGIC FOCUS

24. Customers Information: Changing Gender Markers

ADVANCED
3 points

We provide customers / service users with easily accessible information on how they can change their title (Mr, Ms, Mx), name and gender within our systems.

For full points, please provide either:

- a copy of the customer/service user documentation that outlines this or a screenshot of that information.
- evidence that you do not collect or have removed gender options or gendered information in your systems

The ABC does collect name and gender within our systems however they can be easily changed due to technology updates in the last 12 months. Following are screen shots to outline how easy this is to do.

A person can being this process by simply putting in the Google Search filed – ABC

a/ Evidenced by a copy of the customer / service user documentation outlined through screen shots

ABC help - Australian Broadcasting Corporation Help Centre > Making ABC Yours > Privacy at the ABC > Search

> Control Your Personal Information

ABC

BACK TO
PRIVACY AT THE ABC

Control Your Personal Information

Categories

- Help Home
- Watching the ABC
- Listening to the ABC
- ABC Website & Apps
- TV & Radio Reception
- Making ABC Yours**
- General

Can I control what personal information I share with the ABC, and how it is used or disclosed?

You can choose what personal information you decide to share with the ABC and you will always have the option to opt out of services and communications with us. If you have an ABC Account, you can...

How do I access or update personal information the ABC holds about me?

You have the right to request access to personal information that is held by the ABC about you. You also have the right to request the correction of any of your personal information that the ABC holds...

How can I manage my privacy settings with an ABC Account?

If you're logged into your ABC Account, you can control how we use your personal information using your privacy settings. To access your privacy settings, open your ABC Account settings. Select Do...

What are Promotions on Digital Platforms?

When using websites outside the ABC, you may have noticed promotions for ABC programs or other content. This is an example of Promotions on Digital Platforms. When you log into an ABC Account while...

How can I sign up for an ABC Account without revealing personal information about myself?

If you are concerned about sharing your personal information online, you can sign up for an ABC Account without providing information that makes you readily identifiable. For example, you may wish...

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ABC HELP CENTRE [Contact Us](#) [ABC Home](#)

ABC Help - Australian Broadcasting Corporation Help Centre > Making ABC Yours > Privacy at the ABC > Control Your Personal Information

Can I control what personal information I share with the ABC, and how it is used or disclosed?

6 months ago · Updated

You can choose what personal information you decide to share with the ABC and you will always have the option to opt out of services and communications with us.

If you have an ABC Account, you can update your profile information yourself in your [ABC Account settings](#). You must be logged in to access your ABC Account settings.

You can also update your ABC newsletter preferences [yourself](#).

If you don't want to see promotional information on these platforms that is informed by your use of ABC digital services, you can opt out via the account settings for those platforms.

You can also visit [Your Online Choices](#) and do a blanket opt out for the organisations who signed up to Your Online Choices.

Please contact [ABC Help](#) if you require any assistance with this.

Log in to your ABC Account

Email

Password [SHOW](#)

[Forgot password?](#)

[LOG IN WITH EMAIL](#)

Don't have an account? [Sign Up](#)

[Continue with Apple](#)

[Continue with Google](#)

[Continue with Facebook](#)

[Back to ABC Home](#)

Welcome, **\$22**

Manage your ABC account login details, personal information and privacy settings. [Learn more about ABC Accounts](#)

Login Details
Email, password and linked social accounts.

[Edit login details](#)

Personal Information
Name, year of birth, gender and phone number.

[Edit personal information](#)

Location
Your saved ABC Account location.

[Edit your location](#)

Data & Privacy
Secure data sharing and information privacy.

[Manage privacy settings](#)

Select Personal Information

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The user can change their name or their gender

Personal Information

Enter your latest information so we can improve your experience and help make the ABC better for everyone.

[Learn more about Privacy at the ABC](#)

About you

First name

example

Last name

Optional

Year of birth

1978

Enter year in YYYY format

Gender

Female

Male

Female

Non-binary / I use a different term

Prefer not to say

Select
Personal
Information



**** END OF SECTION 1: STANDING SUBMISSION ****

ANNUAL SUBMISSION

This part of the Submission (Sections 2 – 10) is only applicable to work carried out in the 2021 calendar year. Points will not be allocated for work carried out in 2022.

All questions within the Annual Submission must be answered in order to obtain point allocation. No points are carried over within these sections.

A reminder to read each question carefully and the specific evidence required, respectively.

- Each question asks for specific LGBTQ-explicit evidence. If inadequate or incomplete evidence is provided for any question, full points may not be obtained.
- If attaching evidence, please indicate the question number / title on the file name.
- Please ensure all evidence included in your submission or attached is legible. Pride in Diversity will not be responsible for documents that we cannot access or cannot read (if they have been copied or shared incorrectly).

For further support and clarification: Please download the [AWEI Scoring Guidelines](#) or refer to the [AWEI Tools and Support](#) webpage.

****Due to the Covid-19 pandemic and national/state-wide restrictions, social distancing and other related factors, we will be accepting any virtual or digital evidence for the questions within the Annual Submission.****

SECTION 2: STRATEGY & ACCOUNTABILITY

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY	
1. External LGBTQ Expertise	FOUNDATION Max. 2 points
<p>We have access to external LGBTQ support/expertise that we have called upon throughout the assessed year (this may include but is not limited to PID). Please provide evidence of <u>one</u> such engagement throughout the assessed year, identifying who that was with.</p>	
<p>ABC is a member of Pride in Diversity, we engaged with S 22 several times throughout the year for consultation and guidance on how implementation of LGBTQIA+ Awareness training that included learning objectives for allies.</p>	

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FOUNDATION
Max. 3 points

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

2. Documented LGBTQ Strategy

We have a documented LGBTQ inclusion strategy (or pillar within an overarching diversity strategy) in place for the assessed year that includes clearly defined LGBTQ targets and/or action plans.

Please provide a copy of the LGBTQ component of your strategy and clearly defined targets. If your strategy does not contain clearly defined LGBTQ targets, please provide any accompanying/supporting action plans that will show specific goals in this area - Please see evidence below

The ABC has a number of key documents that feed into and inform our workforce and audience facing inclusion of LGBTQIA+ Community these includes;

1/ ABC Charter - <https://about.abc.net.au/how-the-abc-is-run/what-guides-us/legislative-framework/>

2/ D&I Plan 2019-22 [ABC Diversity and Inclusion Plan 2019-22](#)

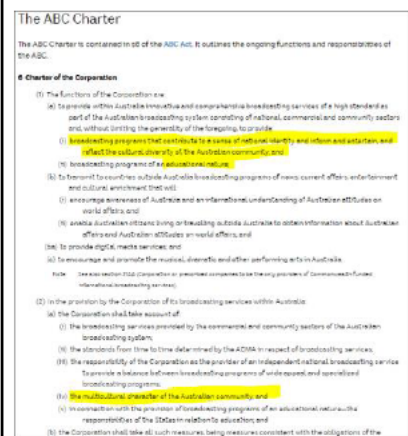
3/ ABC 5 Year Plan 2020-25- <https://about.abc.net.au/press-releases/abc-five-year-plan-2020-2025/>

4/ ABC Pride Annual Goals and AWEI Plan 2021 (not public documents – internally facing only)

5/ ABC Pride – About ABC Pride intranet page with links to strategy documents and Why we need ABC Pride.

1/ Extract from ABC Charter - <https://about.abc.net.au/how-the-abc-is-run/what-guides-us/legislative-framework/>

The ABC Charter is the basis for the ABC's strategy development and explicitly outlines the responsibilities of the ABC to reflect the national identity of the Australian community which includes our LGBTQIA+ Community. Noting this charter was written in 1983 so some of the language is outdated but the sentiment remains that the ABC is for all Australians and this we have taken into our 5 year Strategy 2020-25 and D&I Plan 2019-22



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2/ D&I Plan 2019-22 - [ABC Diversity and Inclusion Plan 2019-22](#)

LGBTQIA+ Strategy defined in our ABC D&I Plan and forms one of the 5 big ticket diversity groups that the ABC is focused on.

Targets in the form of goals and objectives are clearly outlined within the Diversity and Inclusion plan and is again highlighted in the Action Plan with extracts below demonstrating this. In addition to these targets the ABC has incorporated within our Equal Employment Opportunity (EEO) forms the option for employees to advise of their LGBTQIA+ and Gender Diversity identity. The EEO forms were released in 2019 and a drive for workforce completion again in 2021 however we have observed that it has been difficult to improve the workforce completion rates. As they currently sit around **s 47E(c)** which maybe as a result of the number of employees working remotely.

Again in May 2021 we did an ABC wide promotion and continued to have all new starters complete the form.

We have reached **s 47E(c)** and reporting is under-way to be produce the first quarter of the 2022 year. This will lead to the exploration and setting of workforce representation targets for LGBTQIA+ employees depending on the number of representations that is identified.

Evidenced in screens shots of public strategy documents below:

Extracts detailing the strategic focus of the LGBTQI+ (note we have updated the language since the launch of this plan in 2019) from [ABC Diversity and Inclusion Plan 2019-22](#) provided below with page numbers referenced. (Appendix 5 - D&I Plan)

The ABC D&I Plan



Extract page 3

Managing Director statement of commitment to D&I – this is available to review in the Appendix 5 page 3.

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Message from our Managing Director



David Anderson

As the national broadcaster, we are required by our Charter to educate and entertain, contribute to a sense of national identity and reflect the cultural diversity of our nation. Representing the perspectives of Australia's many communities in our content and services, and in our workforce, are values we are passionate about.

We don't just care about this because it is the "right" thing to do: diversity and inclusion are strategic priorities for all media organisations. In order to be relevant, valued and loved by our audiences as we move towards 2022 and beyond, we must make content for all Australians, about all Australians.

The ABC values all its employees equally

We already are a diverse organisation and have much to celebrate. But we must continually challenge ourselves to ensure that diversity and inclusion are at the heart of our workforce, our content and our way of life.

The Diversity and Inclusion Plan 2019-22 reaffirms our ongoing commitment to these goals. It provides a three-year strategic roadmap to help the ABC develop an inclusive culture throughout the Corporation and in our content and services, and sets out clear approaches and targets.

The ABC has joined forces with a broad range of organisations to work on diversity and inclusion initiatives, and we are a proud member of the Australian Screen Diversity and Inclusion Network.

This strategy must be driven from the top, with visible leadership and accountability. Ultimately, its goal is to make diversity and inclusion part of everything we do, with success depending on everyone at the ABC.

As Managing Director, I am proud to lead the way in this vital area.

David Anderson
Managing Director

The ABC must look and sound like modern Australia, and include all Australians in what we do.



Extract page 13

The ABC has selected only 5 diversity areas which our strategic plan focuses on, one of which is LGBTQIA+ (Note variation to acronym due to change in our language)

Our focus areas of diversity

To enable us to make some real, sustainable and accelerated change with the resources we have available, this Plan will focus on five key diversity areas:

- Cultural and linguistic diversity (CALD)
- Aboriginal and Torres Strait Islander people
- Disability
- Gender
- LGBTQIA+

Each group forms a focus for the ABC and will be subject to delivering as part of our 'big ticket' initiatives for 2019-22.

Given we are into the second year of the plan already we have begun delivering against these items.

All with a focus on LGBTQIA+ Community which includes;

the mentoring program,

Recruiting for diversity,

building the sponsored employee networks,

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making the workplace more accessible,
training investment,
on-air tracking of LGBTQIA+ community representation.
(note above list extract from the D&I Plan 2019-22)

It has been so encouraging to see the change in workforce attitudes and experiences with more LGBTQIA+ on-air talent feeling safe to be their whole selves and share this with audiences.

Our “big-ticket” initiatives for 2019-22 include:

1. **Creating pathways into the ABC for those under-represented in the media industry**
2. **Recruiting for diversity**
3. **Providing internal mobility opportunities**
4. **An inclusive mentoring program**
5. **Monitoring and reporting the diversity of our workforce**
6. **Ensuring our leaders are engaged and accountable for diversity and inclusion**
7. **ABC-sponsored employee network groups**
8. **Diversity and inclusion training program**
9. **Gender pay equity review**
10. **Workplace accessibility review**
11. **Tracking and measuring diversity in our content**
12. **New commissioning diversity guidelines**
13. **Diverse on-air talent identification and management**
14. **A central database of on-air contributors able to represent all corners of the Australian community**

A key strategic call out over and above the 14 'big ticket' initiatives outlined above is also the AWEI which highlights the ABC commitment to ensure that we are adopting LGBTQIA+ leading inclusion practices. 2021 saw the launch of [s 47G\(1\)\(a\)](#) a database used across the ABC for all content makers and talent

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scout to identify diverse talent. Different teams have engaged individuals to come onboard and build this database through identify subject matter experts in different fields and inputting their data into the database. It is very much an index that the business really invests in to ensure the ABC is telling more diverse stories for our audiences and being more inclusive in the workplace for LGBTQIA+ employees.

D&I Plan - Extract 29

Focus area 2: An inclusive workplace culture cont.

Initiative	Key actions	Responsibility	Timeframe
Facilitating sharing of best practices and cross-division and industry collaborations on diversity and inclusion	Create internal mechanisms to share and amplify learnings and successes in increasing diversity representation in teams and content.	DiSC – Divisional Diversity Leads	Q1 2020 – ongoing
	Maintain a best practice support network through partnerships with external industry bodies and specialist organisations on innovative projects and research to advance the ABC's D&I objectives.	P&C – ID&I Divisional Diversity Leads	Q1 2020 – ongoing
	Participate in external benchmarking (e.g. AWEI, AND's Access and Inclusion Index, etc.) to monitor our progress and help us improve our working practices.	P&C – ID&I	Q4 2021

What success will look like?

- Diversity and inclusion is actively championed by the ABC leadership as a strategic priority and this is reflected in our policies, work practices and decision making.
- Increased level of awareness and support for our diversity and inclusion objectives and targets among our employees (employee feedback/engagement surveys)
- ENGs are established and contribute to diversity and inclusion priorities and change
- Retention and turnover rates are equivalent for all employees regardless of their diversity status.
- Participation in Diversity & Inclusion training, with specific targets to be determined by the DiSC throughout the Plan. Participants feel able to apply learnings in their day-to-day work environment.
- Gender pay review informs specific actions to address any pay gaps.
- Participation in workplace diversity awards (e.g. AWEI, AND's Access and Inclusion Index, etc.) with progressive improvement in performance score overtime.

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Extract page 18 – outlining an ABC case study of the support provided to the ABC Pride network - note the red dotted line surrounding the orange text box.

ABC DIVERSITY & INCLUSION PLAN 2019-22

Our key workplace culture initiatives

A. STRENGTHENING OUR LEADERSHIP ENGAGEMENT AND ACCOUNTABILITY

In order to succeed, this Plan must be driven from the top. Without visible leadership engagement and accountability there's a risk diversity and inclusion will be considered a secondary "nice to have" rather than the strategic priority it is. This Plan includes a leadership commitment and a dedicated structure to ensure top-down accountability for diversity and inclusion outcomes (see section on Governance, Roles and Responsibilities). Furthermore, its goals and targets will be reflected in the annual, measurable KPIs of the ABC's Leadership and their executive teams, and cascaded down to all levels of the ABC. Where possible, to assess the inclusiveness of our workplace we will also seek external benchmarking, such as the Australian Workplace Equality Index or the Australian Network on Disability's Access and Inclusion Index.

B. ABC-SPONSORED EMPLOYEE NETWORK GROUPS (ENGs)


Our ENGs provide employees who share similar backgrounds, needs or interests a platform for networking, ideas sharing and collaboration. They are also "safe spaces" where individuals from under-represented groups can find support and be themselves. ENGs take the lead on specific initiatives, such as awareness-raising events, and influence change by shining a light on things we can do better and finding ways to improve.

Our ENGs will be sponsored by our most senior leaders and employee participation is actively encouraged and supported by managers and team leaders across the Corporation. Under this Plan, we will continue to support and celebrate the work of ABC Pride and the recently launched ABC Multicultural Network as well as launching and supporting a new group focused on accessibility in early 2020.

Case study: ABC Pride

ABC Pride was created in 2017 to promote and encourage LGBTQIA+ inclusion in all aspects of the ABC. The group is chaired by Head of Operations Manda Hatter, who was named as one of the Deloitte/Google 50 Outstanding LGBTI Leaders of 2018. The group is open to all ABC employees and meets monthly to develop and implement initiatives that support the representation and participation of LGBTQIA+ people in ABC content, services and the workforce. ABC Pride has grown to include 24 active committee members and hundreds more supporters across the ABC. The group has achieved many goals, including organising popular, well-attended events and discussion forums; supporting LGBTQIA+ employees during the 2017 marriage equality survey; and advocating for LGBTQIA+ friendly internal policies and practices. The ABC Pride strategy was launched in June 2019 at the ABC Gayla event.

"Creating an inclusive work environment for everyone"



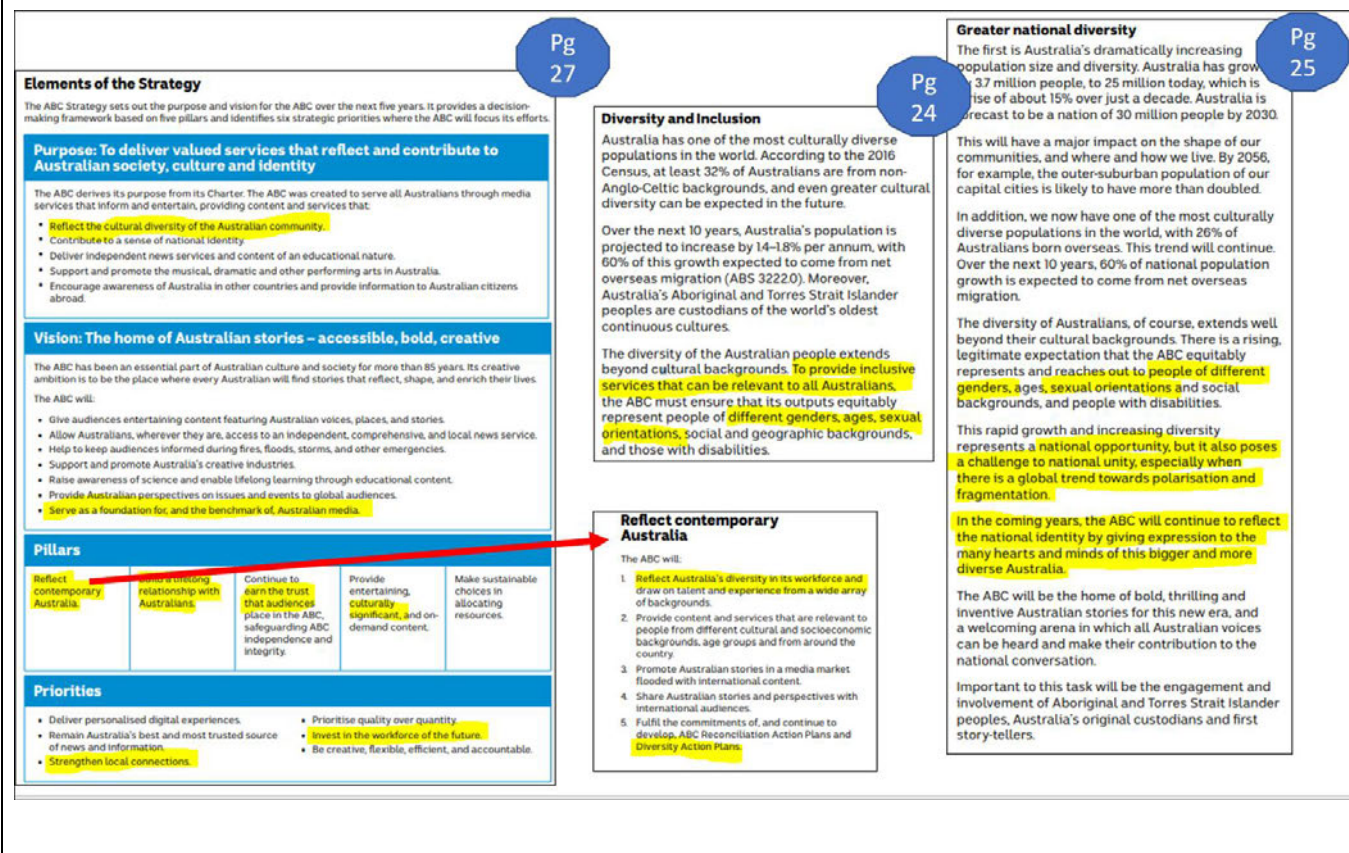
ABC Pride IDAHOBIT event in Perth, June 2019

18 / 31



3/ ABC 5 Year Plan <https://about.abc.net.au/press-releases/abc-five-year-plan-2020-2025/>

Relevant extracts collated below – success of this can be demonstrated in the Commissioning Guidelines that were launched earlier in 2021 which drive an increase awareness and involvement of LGBTQIA+ talent, the launch of ABC ZenDesk internal database to capture diverse talent including LGBTQIA+ talent and crew.



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4/

Extract from the ABC Pride Annual Goals and AWEI Action Plan

Note the whole document is available for review on appendix 8

ABC PRIDE – ANNUAL GOALS AND AWEI ACTION PLAN 2021					
Project Team/SME's: [redacted]					
(People)					
Network Sponsors: [redacted]					
Project Management/support: [redacted]					
What	Stream Leads – who	When (2021)	Status	Comments/Notes	
1. Creating extraordinary relevant and valued content					
a. Create a new awards platform to celebrate LGBTQ+ efforts	s 22	November	Completed	New Awards platform created and aligned to the AWEI awards to align with leading practice.	
2. An outstanding audience experience					
a. Audience experience – Editorial Advice, supporting opportunities to increase representation of LGBTQ+ Community		October	Completed	As seen with News category, ABC Queer Newsletter and News topic category.	
b. D&I Training programs for all employees and content makers		November	Completed		
3. Reaching and engaging more people more frequently in					
a. Employee data collection to ensure capture ABC LGBTQ+ representation is recorded and targets explored		May 21 10 Oct 21	In progress	s 47G(1)(a)	
b. By celebrating days of awareness like IDAHOBIT & WIP provide opportunities for education and awareness		August November	Completed	Successfully created events and reach Aus-wide.	
4. Building a great place to work					
a. Extending ABC Mentoring program to LGBTQ+ employees		October	Completed	Annual data run to review an uplift in representation.	
b. Reporting of representation and evaluation					
c. Monthly meetings with Learning throughout 2021 to focus on inclusion of LGBTQ+ in training					
d. Offering resources specific to LGBTQ+ staff through our internal sites.		July revision	Completed	Used content created in 2021 to update and improve diversity of stories.	
e. Increase Regional (Local) Champions across the ABC to reach and support Regional and remote ABC offices		November	Completed	Induction and appointments all completed.	
f. Internal com's and invite applications for roles					
g. Conduct an induction and define reach of roles					
h. Policy reviews and updates – EA 3 yr update – Gender Affirmation focused		August revision	Completed	Worked with ER to ensure updates	
5. Mardi Gras Float					
a. Coordinate Mardi Gras ballot and participants			Completed		
b. Develop Mardi Gras choreography, dress code and props			Completed		
c. Partnering with Work, Health & Safety to ensure covid and other hazards are managed effectively			Completed		
6. Regional Champions which is an area of focus for 2021					
See above comments					
7. Key Items from the AWEI					
a. Trans – Gender Diverse Inclusion					
b. Gender Affirmation EA updates		August	Completed	Due for release in 2022	
c. Dress Codes and Uniforms			Completed		
d. All Gendered Bathrooms and Facilities		March – ongoing regional	Completed – Utilising regional	s 47G(1)(a)	
e. All Gendered bathrooms and facilities in new ABC		Gender diverse	Ongoing		

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5/

s 47G(1)(a)



And link to Why do we need ABC Pride – featured in the first paragraph of the About ABC Pride page;



s 47G(1)(a)



ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

INTERMEDIATE

Max. 4 points

3. LGBTQ Advisory Group

We have ***established and promoted*** an internal LGBTQ advisory group which has:

- a) met specifically to identify areas requiring change or to work on projects requiring their expertise and guidance
- b) engaged with the organisation in efforts to implement change or complete allocated projects

Note: This group may be the leadership or a subset of your Employee Network, or a group within your organisation with distinct expertise in LGBTQ inclusion.

For full points, please provide:

- (a) evidence of how this group's expertise or counsel is promoted across the organisation
- (b) evidence of any meetings or work undertaken by this group throughout the assessed year

The ABC has addressed this requirement in three components;

Firstly we have the ABC Pride network group – which is promoted through the intranet site and diversity action groups (which have been set up in each division and include a combination of Leaders and employees), other Employee network groups established for Disability, Culturally diverse and Indigenous. The ABC has also set up a Diversity & Inclusion Standing Committee (**DISC**) (made up of Divisional Diversity Leads representing across the ABC, ENG Leads) these leaders represent the C Suite and are selected for their capability to influence changes.

Secondly we have the ABC Pride intranet page where the tab '**About Us**' provide employees with information about the network. This page also provides a list of Committee members, People & Culture contacts and the broader network members who are happy to be contacted for guidance or support (see evidence reference one below). We have found that often it is Journalists / Content Makers that will reach out in order to gain guidance on a piece of content they are working on and ensure they address any questions associated with language and their approach to matters associated with LGBTQIA+.

Thirdly to support these Journalists/ Content Makers an additional tab was introduced to response to their needs more effectively (see evidence reference two below).

Finally provided as evidence is an example of **s 47G(1)(a)** from the ABC Pride meetings and the DISC meetings which demonstrates the advisory nature of the Pride Committee to the organisation to ensure that LGBTQIA+ Inclusion is achieved within our workforce but also in our content. Many of these examples are demonstrated in this submission including ABCQueer and the introduction on Iview with a category of LGBTQIA+ which is an indication of not only the ABC commitment to Pride inclusion but to also demonstrate the large amount of content available to make this a valuable category. This is consistent with the ABC's 5 year strategy to 'look and sound' like the Australian community which includes the LGBTQIA+ Community.



Evidence reference One – contact lists:

Meet our National Committee

s 22

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**Evidence Two:**

Demonstrated Intranet tab of the Journalists / Content Makers providing links to helpful Editorial polices and other resources to improve their reporting and engagement with the LGBTQIA+ Stories.

s 47G(1)(a)





Evidence 3:

The ABC Pride monthly meeting for a formal network meeting to address strategic project plans and advance initiatives.

s 47G(1)(a)



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Secondly the ABC also has established a further group called - Diversity & Inclusion Standing Committee (DISC - purpose provided below) which includes participation of ABC [§ 22](#) who ensures the LGBTQ+ strategic priorities continue to be delivered by advocating for the support from the Divisional Diversity Leads across the organisation. [§ 22](#) involvement also ensure that the network provides active consultation and support to other DISC members for guidance and advice on matters associated with LGBTQIA+ Community.

Each DISC is connected with a Division who has a Diversity Action Plan and this in-turn drives their D&I deliverables. These Diversity Leads are part of the DISC who are accountable for driving towards a more inclusive ABC.

Below is the DISC Purpose and objectives outlined this continues from 2021 through 2022. However at the end of 2022 a new plan will be put in place so this purpose statement is expected to evolve but the key representation of diverse leads will continue;

Purpose of the DISC (Diversity & Inclusion Standing Committee)

The purpose of the DISC is to create a body of diversity leads representing all ABC divisions, employee network groups and the Bonner Committee to lead the development, [implementation](#) an review of the ABC's Indigenous, diversity and inclusion strategy.

Key diversity groups include: Indigenous, Disability, LGBTQ+, CALD and Gender

This will include:

- Developing targets and implementing the current D&I Plan
- Supporting the Bonner Committee in developing targets and overseeing the monitoring of the Elevate RAP
- Implementing the Elevate RAP
- Escalating issues to the ABC Leadership Team as appropriate when the organisation is not meeting diversity goals and targets (content, [workforce](#) and culture)
- Educating and supporting staff in relation to the ABC's Indigenous, diversity and inclusion goals where needed
- Creating alignment, [collaboration](#) and clarity across divisions on diversity work
- Championing and role-modelling diversity and inclusion practice
- Advising and informing the LT
- Increasing awareness of diversity
- Reviewing the current D&I plan (when appropriate) and developing new strategy
- Supporting the Bonner Committee to review the Elevate RAP and develop new Indigenous strategy as needed.
- Ensuring Editorial and Content Director meetings include a standing agenda item for diversity & inclusion

And Example of a DISC [§ 47G\(1\)\(a\)](#) which demonstrates consultation with the ABC Pride network group and [§ 22](#) attendance.

s 47G(1)(a)



prideindiversity



Here is an example of how the ABC Pride network may connect with the business to guide them – by way of context some content had been written that needed correcting to the s 22 [REDACTED] reached out the author and guided them on correction.

From: [REDACTED]
 Sent: Wednesday, 27 October 2021 3:07 PM
 To: [REDACTED]
 Subject: s 47G(1)(a) [REDACTED]

Hi [REDACTED] hope all's well with you!

s 47G(1)(a)

Thanks,

s 22

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



ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

4. LGBTQ Inclusion Reporting

INTERMEDIATE
2 points

Within the assessed calendar year, we have published a report on our LGBTQ inclusion work. This may be within annual reports, CSR documentation or equivalent public facing documentation.

Note: This report may include work prior to the assessed year, however the report must be published within 2020.

Please provide evidence.

Please note this document is being tabled with parliament next week after which time it will be made public on the ABC website.

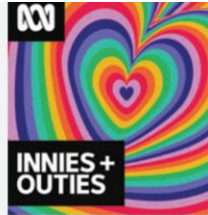
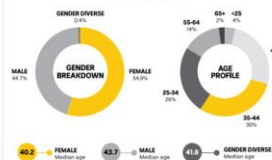
ABC 11TH February 2022 Submission



DIVERSITY IN CONTENT

Workforce diversity profile

TOTAL ABC EMPLOYEES: 4352



You Can't Ask That Series 6

You Can't Ask That confronts prejudice and discrimination by offering insights into the lives of diverse Australians who live with judgement and scrutiny. By asking only the hard questions (submitted anonymously online) and allowing interviewees to answer in their own words, the series adds new voices, surprising insights and fresh perspectives to subjects often dismissed. Topics include obsessive compulsive disorder, amputees, lesbians and Chinese Australians.

ABCQueer

ABCQueer is the ABC's Instagram account aimed at young LGBTQIA+ people and features original stories and advice for young queer people, as well as relevant content from across the ABC. It provides a supportive community for queer young people to give them hope for the future and pride in who they are. The account currently has over 15,300 subscribers. A podcast hosted by ABCQueer's Content Lead Mon Schafter will be launched in October 2021, coinciding with National Coming Out Day. *Innies and Outies* will highlight stories from Australia's diverse LGBTQIA+ community about coming out or staying in.

Commissioning for Diversity and Inclusion Guidelines

The ABC launched the Commissioning for Diversity and Inclusion Guidelines in February 2021 to embed the consideration of inclusion in content decision making. The guidelines focus on five key areas on screen and behind the scenes – gender representation, Indigenous Australians, cultural and linguistic diversity (CALD), living with disability and LGBTQIA+, and broader diversity representation such as geographic or socioeconomic are also welcome. Under the guidelines, producers need to demonstrate how their content reflects authentic diversity and inclusion in its subject matter or cast. Productions about a specific diverse community or subject are required to include at least one person who is representative of that diversity within the core creative team.



ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

INTERMEDIATE

5. Media Coverage

2 points

Our work in LGBTQ inclusion has been covered by an independent source (not internally written or published) within the assessed calendar year.

Note: This has to cover your LGBTQ inclusion work in detail and cannot be a brief mention of your organisation, recognised employee/individual or an award won.

Please provide evidence of how your LGBTQ inclusion work has been recognised by an independent source: screenshot, URL, image or insert attachment.

[ABC named 'gold employer' at Australian LGBTQ Inclusion Awards | Mirage News](#)

ABC named 'gold employer' at Australian LGBTQ Inclusion Awards

The article is published by an independent source, Mirage News. They are a non-aligned, independent online media platform operating out of Wollongong NSW, Mirage News provides real-time coverage of newsworthy developments firsthand from primary and authoritative sources, with the main focus on the public interest, science, technology, health & government releases to deliver the news as it is with no comment or interpretation. They believe in the news told and heard first hand. They believe if we want to fight out fake news, we must break true news.

Please see article below screen shot from the internet;

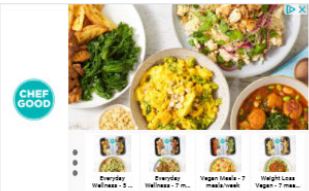


Life 28 MAY 2021 5:52 PM AEST Share

ABC named 'gold employer' at Australian LGBTQ Inclusion Awards

The ABC has won multiple Australian LGBTQ Inclusion Awards and the coveted title of "Gold Employer", for its achievements in creating a more inclusive place to work and more diverse content for all Australians.

The ABC was also named Most Improved Employer for substantially increasing the visibility of people of diverse sexualities and genders at today's annual awards, which recognise Australia's top organisations for LGBTQ workplace inclusion.



The ABC also won the award for Best External Media Campaign for ABCQueer, an Instagram channel about and for young, queer Australians.

David Anderson, ABC Managing Director, said he was "proud to lead a public broadcaster that enables everyone to feel safe, welcome and able to bring their whole selves to work."

"Diversity, inclusion and acceptance are not just buzzwords at the ABC, they are at the heart of everything we do," he said. "The ABC's LGBTQ Inclusion Awards recognise the multiple initiatives and programs we have introduced to promote inclusion and acceptance among staff, including mentoring programs and gender transition leave. We support our people, no matter who they are or who they love."

"Such initiatives are not obligations but opportunities. A broad range of perspectives, people and stories makes us all stronger, more creative and better able to engage with each other and the wider Australian community."

The awards are based on the Australian Workplace Equality Index (AWEI), which measures the impact of LGBTQ inclusion initiatives in organisations. The ABC's annual score out of 200 in this year's AWEI increased significantly from 105 to 177.

This year, the ABC released Diversity & Inclusion Commissioning Guidelines for screen content, to provide greater access and opportunity to under-represented people and perspectives – including the LGBTQI+ community – on and off screen.

The guidelines form part of the ABC's commitment under its Five-Year Plan 2020-25 to look and sound like contemporary Australia. The guidelines also support and reflect the ABC's Elanista

ABC 11th February 2022 Submission



ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

6. Strategic Work in Recruitment, Supplier Policy or Service Provision

ADVANCED
Max. 3 points

We have completed, updated or are making progress towards work within **one** of the following areas over the assessed calendar year:

- **LGBTQ targeted recruitment (targeting LGBTQ job seekers)**
- LGBTQ supplier policy / promotion / resourcing / procurement policy (either seeking LGBTQ suppliers; or having a policy requiring suppliers to reflect your values around LGBTQ inclusion or attend training)
- LGBTQ marketing campaigns or service provision brochures/collateral specifically targeting LGBTQ populations or answering questions specific to this population

Please provide evidence for work within **one** of the requested areas within the assessed year.

If you have completed work within more than one of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the **ADDITIONAL WORK** section at the end of this submission.

ABC has successfully **targeted LGBTQ+ job seekers** throughout 2020, using the following approaches;

- Evidence Reference 1: Updating our advertisements to explicitly welcome members of the LGBTQIA+ Community
- Evidence Reference 2: Updated our ABC Career page with a section titled, LGBTQIA+.
- Evidence Reference 3: When the tile is selected it leads through to additional information outlining ABC's commitment to the inclusion of LGBTQIA+ Community members. Direct contact details are also listed to support individuals that might be concerned about the recruitment process with an explicit invitation for trans, gender diverse or non-binary individuals.

Evidence 1: ABC Job advert extract – explicitly welcome and encouraging applications from LGBTQIA+ Candidates, posted at the bottom of each advert

Note we have updated to include the 'A' as we strive to be more inclusive of all diverse genders and sexuality.

The ABC strives for diversity and inclusion in the workplace, and to promote a culture of opportunity. Through its services the ABC seeks to represent, connect and engage with all of the Australian community. In line with our focus on diversity, applications are strongly encouraged from Indigenous Australians, people from a range of cultural and linguistic backgrounds, people with disability and **LGBTQIA+ individuals**. The ABC also aims to achieve a gender-balanced workforce.

For more information on inclusive employee networks within the ABC please refer to [Life Page](#) on ABC LinkedIn.



Evidence 2 Extract from the ABC Careers site - <https://www.abc.net.au/careers/>



LGBTQI+ Inclusion

The ABC is committed to LGBTQI+ diversity and inclusion and supporting employees of diverse sexualities, gender identities and those with intersex variations.

55secs

Thu 9 Jul 2020, 9:08am

ABC 11TH February 2022 Submission



Evidence 3: below is where this lead when you click through to gain further information.



LGBTQI+ Inclusion

Posted Thu 9 Jul 2020, 9:08am Updated Fri 18 Dec 2020, 4:48pm

Share



The ABC is committed to LGBTQI+ diversity and inclusion and supporting employees of diverse sexualities, gender identities and those with intersex variations. The ABC has been supporting existing and perspective employees by creating a more inclusive culture where everyone can be their authentic selves and reach their full potential. In recognition of its efforts the ABC was awarded a Bronze medal in the 2020 Australian Workplace Equality Index (AWEI) LGBTQI+ Inclusion Awards. The ABC also marched in the Mardi Gras 2020 for the first time since the parade began in 1978.

The ABC understands that for some people with a lived experience of transgender, the recruitment processes can be challenging. We understand the unique challenges and concerns that individuals may experience. You can contact [redacted] from the Indigenous, Diversity & Inclusion team via email [redacted] or phone [redacted] with any questions regarding the recruitment process.

ABC 11th February 2022 Submission



ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

7. Executive Leadership Representation

ADVANCED
2 points

We currently have **openly LGBTQ identifying people** within our internal Diversity Council and/or within our Executive Leadership Team.
Please provide details of the **names and roles** of openly LGBTQ identifying people within either your Diversity Council or Executive Team

The ABC has worked hard and created a workplace where many people feel safe to be their whole selves, listed below are some of the Diversity Council and Exe Team.

- 1/ Openly LGBTQIA+ female -§ 22 and part of the Diversity & Inclusion Standing Committee – openly identifies within the LGBTQ+ Community
- 2/ Openly LGBTQIA+ male -§ 22 – openly identifies within the LGBTQ+ Community. § 22 division was responsible for the creation of the LGBTQIA+ category on iview and a huge amount of queer content.
- 3/ Openly LGBTQIA+ female -§ 22 – openly identifies within the LGBTQIA+ Community

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

8. LGBTQ Inclusion Promotion

ADVANCED
Max. 4 points

We can show evidence of promoting our commitment to LGBTQ inclusion in up to two of the following areas:

- pitching for business or contracts
- **engaging with potential clients/customers (audiences) – LGBT – topic news and ABCQueer Newsletter reach**
- applying for funding
- **engaging with strategic partners or key external stakeholders – Instagram channel – ABCQueer Newsletter reach**

Please provide evidence for up to two of the areas covered. Note: Partial points will be given for less than two areas of work evidenced.

If you have completed work within more than two of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the ADDITIONAL WORK section at the end of this submission.

- **engaging with potential clients/customers using the ABC has developed two additional platforms to reach the LGBTQIA+ Community. This included the ABC News website where all news articles related to LGBT - topic are available by selecting a link and ABCQueer Newsletter reach which has been launched late last year partnering with strategic partners to establish a database to share this with.**

By way of context the ABC recognises our audience is the Australian public who are our primary clients / customers as they consume our content. The ABC has a unique ability to deliver this content as the independent Australian broadcaster with a national reach providing the opportunity to influence and change societal perceptions and work to create a more inclusive Australia.

As per our strategic plans and charter (evidenced earlier) we place an enormous importance to ensure that all Australians including LGBTQIA+ community members see themselves represented in our content across news articles or stories and in the talent we recruit to tell these stories such as § 22 and many

ABC 11th February 2022 Submission



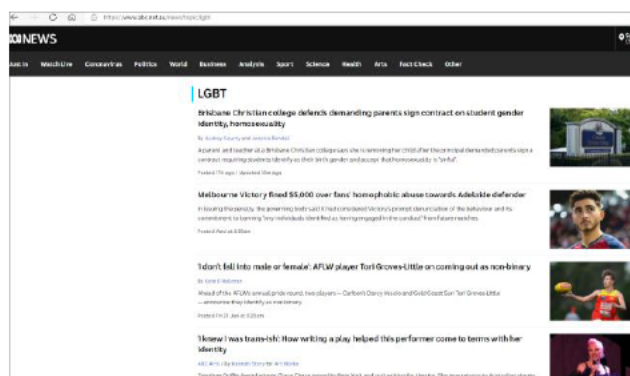
others. We also ensure that our LGBTQIA+ presenters are visible to different age groups as seen with **Courtney Act (a gender diverse LGBTQIA+ person)** who contributes to content that focuses on different age demographics such as [Q&A about double standards within diversity](#) and [Little kids – Big Talk about Gender](#) and [Courtney Act's One Plus One](#). These are but a few individuals that the ABC has engaged to promote the positive representation of the LGBTQIA+ Community across all our platforms.

Evidence 2/

As you will recall 2021 saw the ABC recognised with the External Media Award for ABCQueer instagram and we have continued to build on this by introducing additional streams to reach LGBTQIA+ Community.

[LGBT - Topic - ABC News](#)

Enabling audience members to go straight to News articles and stories about LGBTQIA+ themes with strong diverse representation including disability, CALD and gender. Below is a screen shot of this;



And engaging with strategic partners or key external stakeholders – Instagram channel – ABCQueer Newsletter reach partnering with Gender Queer Australia

Evidence 3/

The ABC has created an ABCQueer newsletter that again curates all head-lines and latest stories ensuring that there is a diverse selection of content that is then emailed directly to audience members who subscribe. Here is evidenced example of the Gender Queer Australia organisation promoting awareness of this newsletter here;

ABC 11th February 2022 Submission



https://www.genderqueer.org.au/sign-up-to-abcqueer-newsletter/

Genderqueer Australia

Home Resources Contact Share news FAQ

Home Latest News Sign up to ABCQueer Newsletter

SIGN-UP TO ABCQUEER NEWSLETTER

Latest News admin-gqa 2021-11-30 0

ABCQueer will be launching a monthly newsletter for everyone under the rainbow, offering diverse LGBTQIA+ stories from around Australia in early 2022.

It will be an inclusive space for queer folks and their allies, bringing together the ABC's best queer content and delivering it straight to subscribers. They'll also use this newsletter to keep folks up to date on their Mardi Gras coverage plans.

Did you hear their big news? The ABC is proud to be the host broadcaster of the Sydney Gay and Lesbian Mardi Gras and Sydney WorldPride from 2022-24!

Sign-up to the ABCQueer newsletter at <https://www.abc.net.au/connect/>

In the meantime, you can stay in touch with ABCQueer on Instagram and hear stories from queer Australians about coming out or staying in with their Innies and Outies podcast via the ABC Listen app.

Share this:

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Be the first to like this.

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I think it is also important to note the trusting partnerships that the ABC continues to develop through the stories that we tell. Several participants in the LGBTQIA+ Community will often talk to ABC reporters because of the integrity of telling their story the way they want it told. Organisations like Gender Queer Australian promote our platforms because they trust that the ABC that their clients are not going to open the content to find stereotyping or negative, damaging representation of the LGBTQIA+ community.

Evidence 4/

Engaging with clients/ customers (audiences) through ABCQueer

Again ABC continues to nurture and grow the ABCQueer Instagram channel with curated stories exploring the diversity of the community.

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This channel was piloted in 2019-2020 and became a permanent ABC stream 100% focused on targeting the LGBTQIA+ audiences. Not only is material from other ABC platforms re-purposed and placed into this channel but other ABC content with a focus on LGBTQIA+ stories is also brought to this platform to make sure that the LGBTQIA+ Community has access and is aware of it.

The ABC has seen this increase stories with positive representation of the LGBTQIA+ community with many commenting on their observations.

[ABCQueer \(@abcqueer\) • Instagram photos and videos](#)

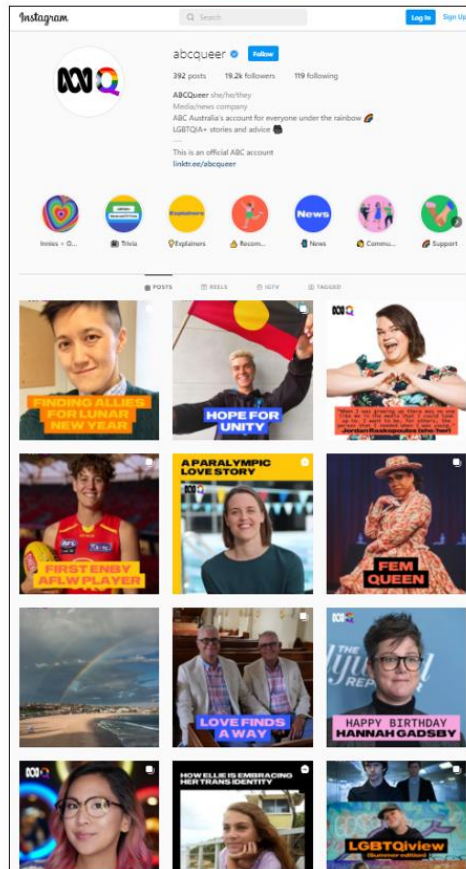
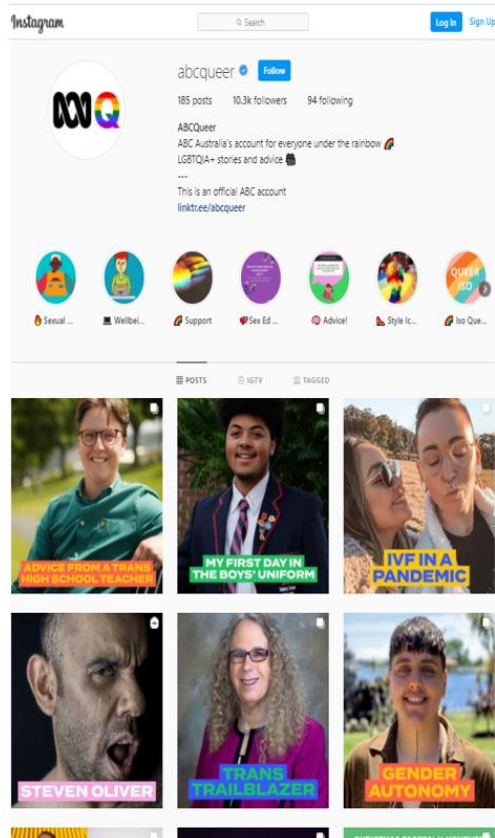
Provided below is a snap shot of the channel to highlight the growth over the last 12 months from;

An increase from 10.3k followers to 19.2k followers and s 47G(1)(a) additional posts. ABCQueer continues to be a strong focus to reach the diverse LGBTQIA+ community across Australia.



Previous submission

Current



ABC 11TH February 2022 Submission



SECTION 3: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

Please note: Different terms are used for internal networks (including Ally/Champion Networks, Resource Groups, Employee Network Groups, Employee Action Groups, etc.). For the purpose of consistency within this submission, when referring to such networks or equivalent, the terminology used within this section will be *Employee Network*.

If you have an outstanding Network Leader who has performed above and beyond the expectations of their role and significantly impacted LGBTQ inclusion within your workplace, please consider nominating them for the [Network Leader of the Year Award](#). (This nomination is open to anyone who has a formal role within the employee network leadership group.)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS		FOUNDATION
9. LGBTQ Employee Network		Max. 2 points
<p>Within the assessed calendar year, we have <i>either</i>:</p> <ul style="list-style-type: none"> a) made progress towards the launch or establishment of an LGBTQ employee network b) an established LGBTQ employee network with a clearly documented charter/purpose or remit <p><i>If you are in the process of creating a network, please evidence progress made within the assessed year.</i></p> <p><i>If you have an existing network, please provide a copy of the network's charter/purpose.</i></p> <p>Evidence provided for point b/ Extract from ABC ss 47E(c) & 47G(1)(a)</p>		



ss 47E(c) & 47G(1)(a)



ABC Pride is an established network created in 2017 with an established ABC Pride strategy a revised strategy is in final stages now and will be published shortly with update objectives.

Reference 1: see extract from ABC Pride strategic document: below of key objectives and ambitions

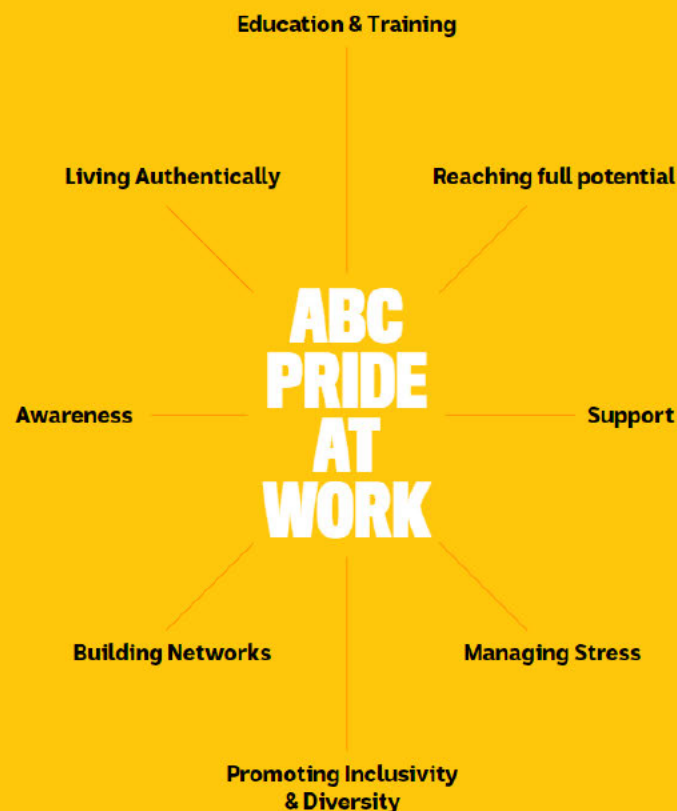


OUR AMBITION

ABC Pride is an **employee-led group** providing **Education, Awareness and Support** for our staff.

ABC Pride aims to create an **inclusive work environment** where our people can be their **authentic selves** and **reach their full potential**.

ABC Pride **signifies inclusion** and invites **all ABC employees** to be **part of and support this ambition**.



EMAIL: abcpride@abc.net.au

FACEBOOK: <https://www.facebook.com/groups/ABCPride/>

ABC INTRANET: <https://intranet.abc.net.au/my-job-and-career/indigenous-employment-and-diversity/abc-pride2>



INVESTING IN AUDIENCES

1. Creating extraordinary relevant and valued content

Through a new awards nomination platform open to all ABC staff;

- a) Best 'Community Member' (working title) – Who made the biggest difference to the community at the ABC
- b) Best Ally – Non-LGBTQI staff member who most supported the community
- c) Best Content – For content that changed the conversation around LGBTQI issues

2. An outstanding audience experience

- By promoting diversity and inclusion on and off screen
- Through Diversity and Inclusion training programs available to all staff, including content makers

3. Reaching and Engaging more people more frequently in the most relevant way

- By collecting data from our staff to ensure our internal diversity targets are reflective of all Australians
- By celebrating diversity days like IDAHOBIT and Wear it Purple

4. Building a great place to work

- By extending the ABC's mentoring program to include LGBTQI mentors
- By offering resources specific to LGBTQI staff through our Intranet page
- By engaging Champions across the ABC to reach and support all our staff in Metro and Regional areas
- By reviewing our policies and updating terminology to be more inclusive, including offering gender transition leave as a proposed clause in the EA
- By introducing a staff feedback form to better understand how to support our staff through the Pride group's activities



WHY?

Because it is good for our people and good for business

We believe in **equal opportunity**

We value **inclusion**

We value **respect**

We believe a person's identity and sexual orientation is an **intrinsic part of who they are** and we are committed to creating a working environment that **supports and embraces our differences**.

Supporting our LGBTQI community will:

- Help make the ABC a **better place to work** (ABC Investing in Audiences Strategy – Great Place to Work)
- Help us recruit and retain the best – make us an **employer of choice**.
- Help us **make better content** by leveraging that diversity (ABC Investing in Audiences Strategy - making extraordinary content)

Recently published research noted LGBTI and supporter employees at inclusive companies (compared to those that have a negative attitude to LGBTI employees) are:

- significantly more likely to say they are proud to work for their employer (84% v 68%);
- more likely to “go the extra mile” for company success (84% v 73%)

^ Source: Harvard Business Review, February 2016

WHAT IS SUCCESS?

1. Visible and vocal support for our LGBTQI community from our leaders.

Support could be in many forms including communications and presentations, social media sharing, attendance at LGBTI events, prioritising LGBTI on the agenda of important forums.

2. Qualitative feedback

From our LGBTQI community that says we are moving towards our ambition.

3. Implementation of this strategy

Including key initiatives like the LGBTQI mentoring program, the metro champion program, policy updates, IDAHOBIT & Wear it Purple Day, and an annual Gayla event.

4. Significant improvement in AWEI score

Continual improvement in the Australian Workplace Equality Index

The AWEI now stands as the definitive national benchmark on LGBTI workplace inclusion and comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees. The Index drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors.



Evidence 2

See extract from [ABC Diversity and Inclusion Plan 2019–22](#) page 22 (Appendix 5)

Demonstrating the commitment to progressing in the AWEI as it outlines all key aspects of what the ABC needs to do to progress LGBTQ+ Inclusion in the workplace with leading practices.

Focus area 2: An inclusive workplace culture cont.

Initiative	Key actions	Responsibility	Timeframe
Facilitating sharing of best practices and cross-division and industry collaborations on diversity and inclusion	Create internal mechanisms to share and amplify learnings and successes in increasing diversity representation in teams and content.	DISC – Divisional Diversity Leads	Q1 2020 – ongoing
	Maintain a best practice support network through partnerships with external industry bodies and specialist organisations on innovative projects and research to advance the ABC's D&I objectives.	P&C – ID&I Divisional Diversity Leads	Q1 2020 – ongoing
	Participate in external benchmarking (e.g. AWEI, AND's Access and Inclusion Index, etc.) to monitor our progress and help us improve our working practices.	P&C – ID&I	Q4 2021
What success will look like?			
<ul style="list-style-type: none"> Diversity and Inclusion is actively championed by the ABC leadership as a strategic priority and this is reflected in our policies, work practices and decision making. Increased level of awareness and support for our diversity and inclusion objectives and targets among our employees (employee feedback/engagement surveys) ENGs are established and contribute to diversity and inclusion priorities and change Retention and turnover rates are equivalent for all employees regardless of their diversity status. Participation in Diversity & Inclusion training, with specific targets to be determined by the DISC throughout the Plan. Participants feel able to apply learnings in their day-to-day work environment. Gender pay review informs specific actions to address any pay gaps. Participation in workplace diversity awards (e.g. AWEI, AND's Access and Inclusion Index, etc.) with progressive improvement in performance score overtime. 			

And the D&I plans outlining the launch of the ABC Pride strategy in June 2019.

Our key workplace culture initiatives

A. STRENGTHENING OUR LEADERSHIP ENGAGEMENT AND ACCOUNTABILITY

In order to succeed, this Plan must be driven from the top. Without visible leadership engagement and accountability there's a risk diversity and inclusion will be considered a secondary "nice to have" rather than the strategic priority it is. This Plan includes a leadership commitment and a dedicated structure to ensure top-down accountability for diversity and inclusion outcomes (see section on *Governance, Roles and Responsibilities*). Furthermore, its goals and targets will be reflected in the annual, measurable KPIs of the ABC's Leadership and their executive teams, and cascaded down to all levels of the ABC. Where possible, to assess the inclusiveness of our workplace we will also seek external benchmarking, such as the Australian Workplace Equality Index or the Australian Network on Disability's Access and Inclusion Index.

B. ABC-SPONSORED EMPLOYEE NETWORK GROUPS (ENGs)

Our ENGs provide employees who share similar backgrounds, needs or interests a platform for networking, ideas sharing and collaboration. They are also "safe spaces" where individuals from under-represented groups can find support and be themselves. ENGs take the lead on specific initiatives, such as awareness-raising events, and influence change by shining a light on things we can do better and finding ways to improve.

Our ENGs will be sponsored by our most senior leaders and employee participation is actively encouraged and supported by managers and team leaders across the Corporation. Under this Plan, we will continue to support and celebrate the work of ABC Pride and the recently launched ABC Multicultural Network as well as launching and supporting a new group focused on accessibility in early 2020.

Case study: ABC Pride

ABC Pride was created in 2017 to promote and encourage LGBTQI+ inclusion in all aspects of the ABC. The group is chaired by Head of Operations Manda Hatter, who was named as one of the Deloitte/Google 50 Outstanding LGBTI Leaders of 2018. The group is open to all ABC employees and meets monthly to develop and implement initiatives that support the representation and participation of LGBTQI+ people in ABC content, services and the workforce. ABC Pride has grown to include 24 active committee members and hundreds more supporters across the ABC. The group has achieved many goals, including organising popular, well-attended events and discussion forums; supporting LGBTQI+ employees during the 2017 marriage equality survey; and advocating for LGBTQI+-friendly internal policies and practices. The ABC Pride strategy was launched in June 2019 at the ABC Gayla event.

"Creating an inclusive work environment for everyone"



ABC Pride IDAHOBT event in Perth, June 2019



ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

FOUNDATION

10. Network Leadership Structure

Max. 3 points

Our employee network has a clearly articulated leadership structure with:

- a) clear roles and/or responsibilities for those involved
- b) an HR or Diversity representative as part of the leadership structure

For full points, please provide:

- (a) a copy of your network leadership structure clearly articulating role accountabilities
- (b) evidence that you have HR or diversity representation within the leadership

Reference item A/ The network has adopted clear roles and responsibilities defined in the ABC Sustainability Plan and the position Description which extends to the committee roles for § 22. These are provided in this submission.

Appendix 7 – ABC Pride Sustainability Plan (Revised 2020 - Remains current)

Appendix 9, 10, 11, 12 and 6 - § 22

Reference Item B/ HR (People & Culture at the ABC) maintains strong involvement in the Pride network with the § 22 in the role as the § 22 and have a People Stream within the Committee with positions held by the § 22 within the P&C Division and the § 22. This ensures there is a strong representation of HR (P&C) within the network and support to enable ABC Pride to achieve their goals and objectives.

This § 47E(c) representing their support as allies and community at 2020 Mardi Gras – this includes § 22.

§ 47E(c)

Extracts below – Provide an outline of the clearly defined roles and accountabilities which supports a position description provided below.

Depending on your device this maybe too small to review so please refer to the Appendix 7 – ABC Pride Sustainability Plan 2020

ABC 11th February 2022 Submission



s 47G(1)(a)

ABC Pride
Sustainability Plan
Revised 2020



s 47G(1)(a)



Appendix 9, 10, 11, 12 and 6 - s 47G(1)(a)

s 47G(1)(a)

ABC 11TH February 2022 Submission



s 47G(1)(a)



ABC 11TH February 2022 Submission



s 47G(1)(a)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

FOUNDATION

ABC 11TH February 2022 Submission

**11. Network Strategy / Work Plan****Max. 3 points**

Our network has in place its own strategy (or a work plan contributing to the organisation's LGBTQ inclusion strategy) and has reported progress against clearly defined action plans, timelines and/or deliverables within the assessed year.

For full points, please provide all of the following:

- (a) a copy of your **network** strategy or component of the strategy that the network has been working on within the assessed year
- (b) a copy of action plans and timelines utilised
- (c) a copy of the latest progress report



ABC PRIDE – ANNUAL GOALS AND AWEI ACTION PLAN 2021

Project Team/SME's: [REDACTED]

(People)

Network Sponsors: [REDACTED]

Project Management/Support: [REDACTED]

What	Stream Leads - who	When (2021)	Status	Comments/Notes
1. Creating extraordinary relevant and valued content				
a. Create a new awards platform to celebrate LGBTQIA+ efforts	s 22	November	Completed	New Awards platform created and aligned to the AWEI awards to align with leading practice.
2. An outstanding audience experience				
a. Audience experience - Editorial Advice, supporting opportunities to increase representation of LGBTQIA+ Community		October	Completed	As seen with iView category, ABCQueer Newsletter and News topic category.
b. D&I Training programs for all employees and content makers		November	Completed	
3. Reaching and Engaging more people more frequently in				
a. Employee data collection to ensure capture ABC LGBTQIA+ representation is recorded and targets explored.		May 21 20 Oct 21	In progress	s 47G(1)(a)
b. By celebrating days of awareness like IDAHOBIT & WIP provide opportunities for education and awareness		August November	Completed	Successfully created events and reach Aust-wide.
4. Building a great place to work				
a. Extending ABC Mentoring program to LGBTQIA+ employees		October	Completed	Annual data run to review an uplift in representation.
b. Reporting of representation and evaluation				
c. Mtgly meetings with Learning throughout 2021 to focus on inclusion of LGBTQIA+ in training				
d. Offering resources specific to LGBTQIA+ staff through our internal sites.		July revision	Completed	Used content created in 2021 to update and improve diversity of stories.
e. Increase Regional (Local) Champions across the ABC to reach and support Regional and remote ABC offices		November	Completed	Induction and appointments all completed.
f. Internal comm's and invite applications for roles				
g. Conduct an induction and define reach of roles				
h. Policy reviews and updates - EA 3 yr update - Gender Affirmation focused		August revision	Completed	Worked with ER to ensure updates
5. Mardi Gras Float				
a. Coordinate Mardi Gras ballot and participants			Completed	
b. Develop Mardi Gras choreography, dress code and props			Completed	
c. Partnering with Work, Health & Safety to ensure covid and other hazards are managed effectively			Completed	
d. Regional Champions which is an area of focus for 2021. See above comments				
7. Key Items from the AWEI				
a. Trans - Gender Diverse Inclusion				
b. Gender Affirmation EA updates		August	Completed	Due for release in 2022
c. Dress Codes and Uniforms			Completed	
d. All Gendered Bathrooms and Facilities		March - ongoing regional	Completed - Ultimate Ongoing for regional	s 47G(1)(a)
e. All Gendered bathrooms and facilities in new ABC		Gender diverse	Ongoing	

A/ Evidence 1 – ABC Pride – Annual Goals and AWEI Action Plan 2021



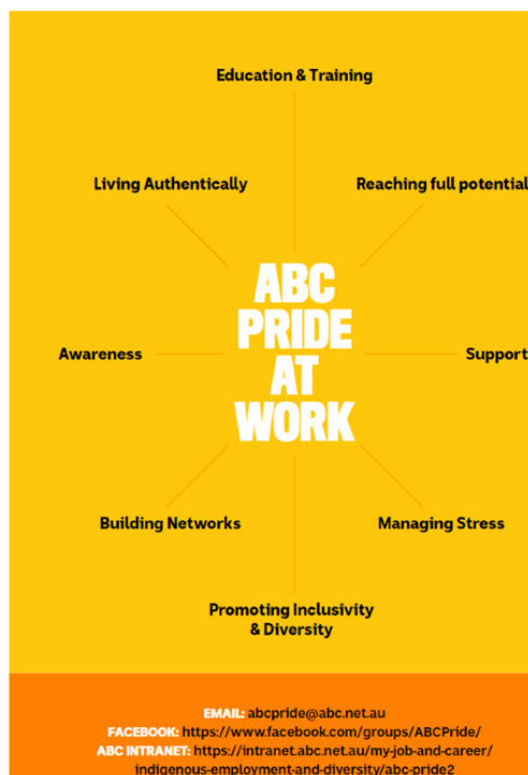
Evidence 2/

OUR AMBITION

ABC Pride is an employee-led group providing Education, Awareness and Support for our staff.

ABC Pride aims to create an inclusive work environment where our people can be their authentic selves and reach their full potential.

ABC Pride signifies inclusion and invites all ABC employees to be part of and support this ambition.





INVESTING IN AUDIENCES

1. Creating extraordinary relevant and valued content

Through a new awards nomination platform open to all ABC staff;

- a) Best 'Community Member' (working title) – Who made the biggest difference to the community at the ABC
- b) Best Ally – Non-LGBTQI staff member who most supported the community
- c) Best Content – For content that changed the conversation around LGBTQI issues

2. An outstanding audience experience

- By promoting diversity and inclusion on and off screen
- Through Diversity and Inclusion training programs available to all staff, including content makers

3. Reaching and Engaging more people more frequently in the most relevant way

- By collecting data from our staff to ensure our internal diversity targets are reflective of all Australians
- By celebrating diversity days like IDAHOBIT and Wear it Purple

4. Building a great place to work

- By extending the ABC's mentoring program to include LGBTQI mentors
- By offering resources specific to LGBTQI staff through our Intranet page
- By engaging Champions across the ABC to reach and support all our staff in Metro and Regional areas
- By reviewing our policies and updating terminology to be more inclusive, including offering gender transition leave as a proposed clause in the EA
- By introducing a staff feedback form to better understand how to support our staff through the Pride group's activities



WHY?

Because it is good for our people and good for business

We believe in **equal opportunity**
We value **inclusion**
We value **respect**

We believe a person's identity and sexual orientation is an **intrinsic part of who they are** and we are committed to creating a working environment that **supports and embraces our differences**.

Supporting our LGBTQI community will:

- Help make the ABC a **better place to work** (ABC Investing in Audiences Strategy – Great Place to Work)
- Help us recruit and retain the best – make us an **employer of choice**.
- Help us **make better content** by leveraging that diversity (ABC Investing in Audiences Strategy - making extraordinary content)

Recently published research noted LGBTI and supporter employees at inclusive companies (compared to those that have a negative attitude to LGBTI employees) are:

- significantly more likely to say they are proud to work for their employer (84% v 68%);
- more likely to "go the extra mile" for company success (84% v 73%)

^ Source: Harvard Business Review, February 2016

WHAT IS SUCCESS?

1. Visible and vocal support for our LGBTQI community from our leaders.

Support could be in many forms including communications and presentations, social media sharing, attendance at LGBTI events, prioritising LGBTI on the agenda of important forums.

2. Qualitative feedback

From our LGBTQI community that says we are moving towards our ambition.

3. Implementation of this strategy

Including key initiatives like the LGBTQI mentoring program, the metro champion program, policy updates, IDAHOBIT & Wear it Purple Day, and an annual Gayla event.


4. Significant improvement in AWEI score

Continual improvement in the Australian Workplace Equality Index

The AWEI now stands as the definitive national benchmark on LGBTI workplace inclusion and comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees. The Index drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors.

Below is a collage of images and write up from the ABC D&I Annual Report 2019-20 – note the 2020-21 report is being tabled with the Parliament in the next four weeks so the submission was a little too early to provide this report.

LG2BTQIA+



GENDER

Gender representation in the ABC's content is a key focus for the network, with a commitment to ensuring that all voices are heard and represented. The ABC's commitment to gender diversity is reflected in its programming, from news and current affairs to entertainment and children's content.

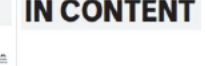
Gender distribution by occupation group

Occupation Group	Male (%)	Female (%)
Executive	65	35
Senior Professional	55	45
Professional	45	55
Technical	35	65
Administrative	25	75

Award winners

The ABC's commitment to gender diversity is reflected in its programming, from news and current affairs to entertainment and children's content. The network has a long history of supporting and showcasing talented women in various roles, from news anchors to producers and writers.

DIVERSITY IN CONTENT



Workforce diversity profile

TOTAL ABC EMPLOYEES: 4352


Gender diversity

Gender	Percentage
Male	55%
Female	45%


Age diversity

Age Group	Percentage
18-24	15%
25-34	25%
35-44	30%
45-54	20%
55-64	10%

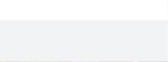
YOUTH



INNIES + OUTIES



LG2BTQIA+



Community events

The ABC's commitment to diversity is reflected in its programming, from news and current affairs to entertainment and children's content. The network has a long history of supporting and showcasing talented individuals from various backgrounds.

ABC's commitment to diversity

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INTERMEDIATE

12. Orientation / On-boarding

Max. 2 points

Our network is actively involved in orientation, on-boarding or the welcoming of new hires within the organisation. If orientation is strictly online, our network has sought means to introduce new hires to the network and welcome them to the organisation.

For full points, please provide:

- (a) evidence of when this last occurred
- (b) the degree of network involvement/participation

Evidence Item a/ The development of the ABC LGBTIQ+ online training was launched in 2021 ss 47E(c) & 47G(1)(a)

ss 47E(c) & 47G(1)(a) The training is a mandatory course for all new starters. ss 47E(c) & 47G(1)(a)

ss 47E(c) & 47G(1)(a)

ss 47E(c) & 47G(1)(a)

Evidence item 2/ New starters are invited to sign up the ABC newsletter which is sent out monthly – sometime more than monthly if there is a lot happening and is used as a way to update all network members Australia wide. Here is an extract of the welcoming landing page and opening statement.

ABC 11th February 2022 Submission

s 47G(1)(a)



Opening statement;

ABC 11th February 2022 Submission



s 47G(1)(a)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS
13. Strategy and Goals

INTERMEDIATE
2 points

ABC 11TH February 2022 Submission



Our network leads have objectives that are assessed annually within performance discussions, relating specifically to performance within that role (as opposed to generic cultural, diversity or value statements).

Please provide evidence of specific KPI's in relation to a network lead role being incorporated within formal performance/assessment discussions.

Evidence One;

s 47E(c)



Additional Evidence Two;

Team goals/ objectives for ensuring that diverse talent including the explicit reference to LGBTIQ+ Community. This tool is used across the ABC for radio, screen and commissioning content to ensure that the ABC does represent all Australians.



s 47E(c)





s 47E(c)





s 47G(1)(a)

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s 47G(1)(a)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

INTERMEDIATE

ABC 11TH February 2022 Submission



14. Sustainability Plan

Max. 2 points

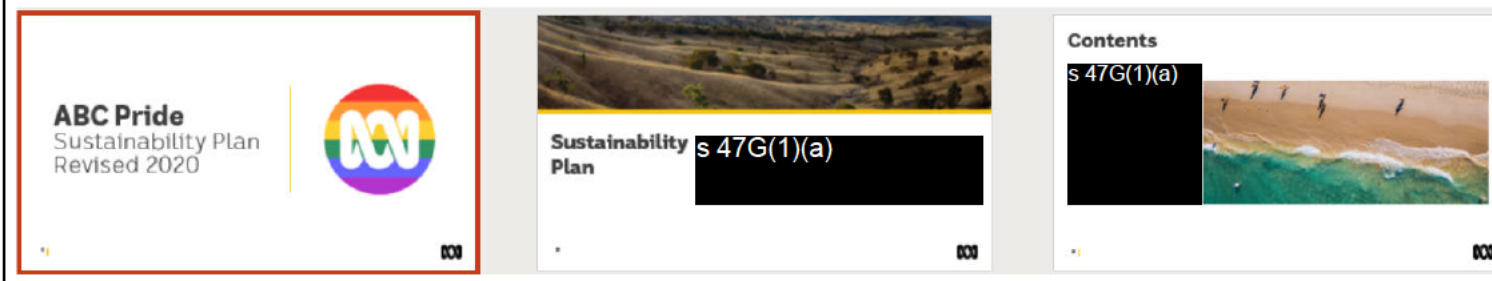
Our network has a documented sustainability plan (over and above a leadership structure and/or a succession plan) that will **help** ensure the longevity and continuity of the network.

Please provide:

- (a) an outline of what considerations were considered in the development of the plan
- (b) a copy of the plan - Appendix 7 – ABC Pride Sustainability Plan – revised in 2020 no changes required

This is an extract of the key elements covered in this plan and the full version is available as an appendix. Please note the ABC Pride Sustainability Plan was review in 2021 and was recognised as fit for purpose and no changes were made. The network structure promotes collaboration to drive LGBTQIA+ inclusion at the ABC.

Key call outs from the plan include the mitigation impact of human resources movement where there are successors selected and working with points of leadership to ensure that there is continued covered. An example of this in 2019-20 was with the departure of one of our Events lead for parental leave we were able to have a backfill his role with an existing member and continue without disruption.





s 47G(1)(a)



s 47G(1)(a)

ABC 11TH February 2022 Submission



s 47G(1)(a)

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ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

ADVANCED
Max. 3 points

15. Allies of Trans and Gender Diverse People

The network has undertaken one of the following within the assessed year:

- a) actively distributed, promoted or developed information on how to be an ally to trans and gender diverse employees
- b) worked with trans and gender diverse employees or community members to develop targeted inclusion initiatives profiling trans and gender diverse speakers or role models

Note: This is over and above speaking events or LGBTQ calendar Days of Significance.Points will be given for one of the above.

(a) If you have selected (a), please provide a copy of the information provided

(b) If you have selected (b), please provide details and evidence of this work

If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission. Please do not duplicate any evidence already submitted for events around LGBTQ Days of Significance. Points will not be allocated twice for the same event.

ABC Pride have actively distributed, promoted and continues to develop information for our workforce on how to be an ally to support trans and gender diverse employees throughout 2021, s 47G(1)(a) a section on our ABC Intranet dedicated to being an ally for trans and gender diverse people, s 47G(1)(a) and sharing content and celebrating the wonderful stories that are. This includes the wonderful 'First Day' which was released in 2020 but in 2021 was awarded an [International Emmy](#).

It is also worth recognising that as part of the ABC strategies we target workforce, content/ audience and culture. We know that our content whilst it assists to create visibility on screen of trans and gender diverse people it also positively impacts our workforce as a way of demonstrating the ABC's commitment to not only advocacy and giving this community a voice but also for our workforce to see that we support these stories to be told. s 47G(1)(a)

s 47G(1)(a) the ABC continues to promote and celebrate gender diverse and trans individuals and will continue to do so.

Below is the following evidence:

1/ s 47G(1)(a)

2/ Newsletter

3/ s 47G(1)(a)

4/ You can't ask that lesbian trans woman / ABC Queer

ABC 11th February 2022 Submission

s 22



Evidence A/

s 47G(1)(a)

the below has just extracted the key elements for this question.

s 47G(1)(a)



Evidence 2/

s 47G(1)(a)

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Evidence 3/

Extract of link destination – each of the stories employees could click through to for a detailed and comprehensive story.

As an examples **s 47E(c)** you can see Eddie Ayres story as a transgender man and First Day, the story about a 12 year old transgender girl. These are permanent features on the ABC Pride site **s 47E(c)**

s 47E(c)



Becoming Eddie Ayres - Conversations - ABC Radio

www.abc.net.au

Eddie Ayres learnt the viola as a child, studied music in England and Berlin, and played with the Hong Kong Philharmonic Orchestra for many years.



First Day

www.abc.net.au

It's Hannah Bradford's first year of high school. As a 12-year-old transgender girl, Hannah has to navigate the challenges that come with starting a new school, and find the courage to live as her most authentic self.



s 22

s 47E(c)

s 47E(c)

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Evidence 4/ The Ally training with a focus on Transgender was conducted and recorded during November 2020 and forms part of our ABC internal training promotion material to educate more employees as to how to be a better ally with a focus on Transgender. (you may have noticed this referenced above too)

Resources for Allies

November 2020 Ally Training

s 47G(1)(a)

s 47G(1)(a)



ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

16. Visibility of LGBTQ Women

ADVANCED

Max. 3 points

Throughout the assessed year, our network has *either*:

- a) developed and made progress against an active strategy with targets in place to increase the visibility of LGBTQ women; or
- b) undertaken and documented significant activity throughout the year to increase visibility of LGBTQ women and out role models

Points will be given for *one* of the above.

(a) If you have selected (a), please enclose a copy of any plan developed along with a report of progress made

(b) If you have selected (b), please provide an outline of all activity taken to specifically increase the visibility and participation of LGBTQ women

If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission.

16B – The ABC has undertaken and documented significant activity throughout the year to increase visibility of LGBTQ women and out role models.

The ABC has successfully developed a high proportion of out LGBTQIA+ Women representing within the ABC workforce in key roles including § 47E(c)

§ 47E(c) and high profile on air-talent who publicly identify as queer § 22

§ 22 to name a few. The network also strongly represents with § 47E(c) and network membership also represented. This has been as a result of consistent and significant efforts to attract and maintain this representation. § 47E(c)

§ 47E(c)

s 47E(c)



ss 47E(c) & 47G(1)(a)



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s 47G(1)(a)

Fran Kelly did this [SMH article](#) which we have included in s 47G(1)(a) – a beautiful story about their 30 yrs of partnership, step-parents and support.



Fran Kelly (left) and Marion Frith: "Marion will text me on air, 'Keep going with this one.' She has good instincts. Is it always welcome? Well, I can take it or leave it." DOMINIC LOBBEHER

Fran: We've been together coming up for 30 years now. We met on an assignment and became friends first. I was very attracted to Marion's energy and her humour. She's daring, she's a "don't die wondering" kind of person.

ss 47E(c) & 47G(1)(a)



Pride story three;

Beccy Cole who was featured on Australian Story – it is a beautiful story about LGBTQIA+ inclusion in rural communities and the country and western music community.

s 47G(1)(a)



Evidence 3/ The ABC also promotes awareness of diverse LGBTQIA+ women here is a screen shot of the 'You Can't Ask That?'



ABC 11th February 2022 Submission

prideindiversity



Evidence 4/ Raising awareness of Out women in Sport – International Day Lesbian Day. Panel discussion hosted by ABCs 22



OUT WOMEN IN SPORT

Happy International Lesbian Day! To celebrate, Mon Schafter is hosting an online panel about Out Women in Sport.

International Lesbian Day celebrates lesbian culture and visibility on the 8th of October every year. It's a day to be shared by out women and allies of lesbian rights.

Sport often sees more out women than men, however this doesn't mean those women (cis and trans) who identify as lesbian/gay/queer are excluded from experiencing bullying, harassment, and negative stigma in sport and recreation.

Join Pride in Sport for this special event as a part of International Lesbian Day on Thursday 7 October 2021. We will hear of the lived experiences faced by out women in sport, and initiatives that sporting bodies can adopt to make their activities and competitions more inclusive for all people.

This event will provide some insights into disparities experience by out women in sport, through the results of the 2021 PSI National Survey and related research, presented by Beau Newell (National Program Manager, Pride in Sport).

PANEL HOST

*This panel discussion will be hosted by renowned journalist **Mon Schafter** (she/they). Mon is a Walkley Award winning journalist and presenter who's worked across ABC TV's 7.30 and Hungry Beast, and is the editor of ABCQueer – the ABC's social media project aimed at young LGBTQIA+ Australians. Mon is also a Board Director of Twenty10, a non-profit organisation that supports young LGBTQIA+ people in NSW. In 2020 Mon was celebrated as one of Australia's Outstanding 50 LGBTQIA+ Leaders in a report by Deloitte and Google, and was the proud recipient of the Positive Media Award at the 2020 Australian Pride in Sport Awards.*

FEATURING:

We will hear from amazing out women across the Australian sporting industry. These include:

Moya Dodd (she/her)

Moya is a former vice-captain of Australia's women's football team, the Matildas. She was one of the first women on FIFA's Executive Committee (2013-2016) and on the board of Football Federation Australia (2007 – 2017). In FIFA, Moya took a lead role on gender reforms and became the driving force in the recent push for women within FIFA.

Sharni Williams (she/her)

Sharni made her international debut in 2008 with the Rugby 15s, and went on to play



Evidence 5/ We know that the ABC has a high level of representation of LGBTQ Women – this is visible in all aspects which include the ABC Pride Committee with [§ 47E(c)] of lead roles conducted by [§ 47E(c)] our ABC [§ 47E(c)] provide a balanced representation of all genders with ‘diverse’ LGBTQ Women strongly represented as some examples are shown above. Calling out the diverse element here as we have ensure strong intersectionality within these stories of age, disability, carers, CALD, sexuality and binary. The AWEI Survey completed in 2021 demonstrated that respondents did see similar women or the same identity active in the employee network group. This is confirmation that the work we doing is working and reaching our employees.

s 47E(c)





ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

ADVANCED
3 points

17. LGBTQ Intersectionality

Throughout the assessed calendar year, the network has provided opportunities for LGBTQ people of diverse groups to raise their visibility and/or to share their stories across the organisation:

Please provide evidence for one of the following:

- LGBTQ and Aboriginal, Torres Strait Islander or Indigenous
- LGBTQ and a person of faith
- LGBTQ and of another diverse group (i.e. CALD, of mature age, living with disability, etc.)

Please provide evidence for one of the selected groups above.

If you have undertaken above-and-beyond work for more than one of the groups mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

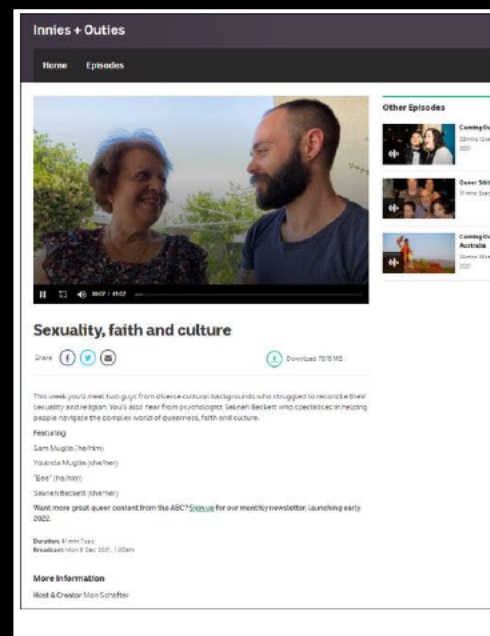
ABC Pride intranet page featuring many intersectionality stories here are a couple of examples.

LGBTQIA+ and CALD Inclusion in the ABC Mentoring program and LGBTQIA+ and Religion featured in the Innies and Outies podcast

§ 22



s 47G(1)(a)
ss 47E(c) & 47G(1)(a)



ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

18. Intersex Allies

ABC 11th February 2022 Submission

ADVANCED
Max. 4 points

prideindiversity



As Intersex Allies:

- a) The network has completed one of the following within the assessed calendar year:
- communicated what the organisation has been or is currently doing to be more inclusive of Intersex people while acknowledging that Intersex status is about variations of sex characteristics, not gender identity or sexual orientation
 - held organisation-wide educational events where Intersex people have spoken
 - distributed current and accurate information on Intersex inclusion or awareness raising across the organisation
 - shared articles, books, movies, documentaries, presentations about Intersex from intersex perspectives
 - sought and gained permission from intersex organisations such as IHRA to share relevant content on social media or LGBTQ network / diversity page
 - developed a network initiative or working group with Intersex representation to help determine how the organisation or network can be more inclusive of Intersex people (over and above including Intersex awareness within LGBTQ inclusivity training).
- b) Our organisation has signed up to The Darlington Statement

Please provide:

- a) evidence for one of the selected actions above
- b) evidence of your organisation signing up to The Darlington Statement

If you have undertaken above-and-beyond work for more than one action in part a) mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

Evidence a/ Held organisation-wide educational events where Intersex people have spoken. ABC actively promoted Intersex Awareness Day and provided education information for all employees and held a zoom event with s 22 who discuss a number of areas including inclusive language and how to be an ally.

s 47E(c)

Evidence b/ Included in the newsletter with links to the further information found on the ABC Pride page. Provided below.

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s 47G(1)(a)

B/ Helpful tools and resources inclusive of Intersex information and guides

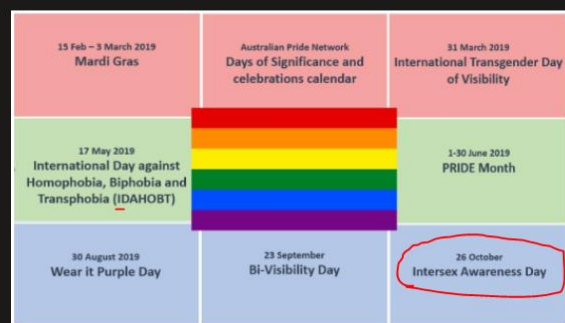


ss 47E(c) & 47G(1)(a)

Extract from information about how to be an effective ally;

Be Involved

- Attend LGBTQI+ employee network events - everyone is welcome!
- Celebrate events that mark days of LGBTQI+ significance with your colleagues and post your support on our facebook page or Intranet site



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Extract from Allies tab on ABC Pride page;

ss 47E(c) & 47G(1)(a)

Be Visible

- Show your support by displaying signs such as the rainbow flag, stickers, badges or the ABC Pride logo in your workplace
- Have visible and inclusive policies that recognize LGBTQ+ people
- Have visible support for participating in Pride events or other LGBTQ+ events on issues like workplace equality
- Visible support items can be purchased from [ABC Pride](#) or you can get creative and make your own

Be Heard

- [Join ABC Pride](#) and register as an ally
- Advocate for equality and if you feel comfortable, challenge any stereotypes or misconceptions that you may hear about people who identify as LGBTQ+
- Don't be a bystander to inappropriate behavior to LGBTQ+ people at work

Be Involved

- Attend LGBTQ+ employee network events - everyone is welcome
- Celebrate events that mark days of LGBTQ+ significance with your colleagues and post your support on our Facebook page or internal site

The image to the left is a screen shot of the ABC Pride Allies page – which list key guidance notes for how to be an effective ally. It also includes a section on additional resources which I have extracted below and highlighted the education resources for Intersex Inclusion awareness.

Additional Resources

- [Let's Talk Gender: A closer look at Gender Diversity within the workplace](#)
- [A Managers Guide to LGBT workplace inclusion](#)
- [Employers Guide to Intersex Inclusion](#)
- [United Nations Standards of Conduct: Tackling Discrimination against Lesbian, Gay, Bi, Trans & Intersex People](#)
- [LGBT Domestic & Family Violence](#)



ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

19. Broader Inclusion

ADVANCED

Max. 3 points

Within the assessed calendar year, the network has planned, targeted and tracked both activity and progress within one of the following areas:

- work to extend and increase network engagement and inclusion within regional offices
- increasing LGBTQ presence or leadership within other internal diversity networks or working groups (i.e. women, parents, cross-cultural)

Points will be allocated for one of the above. If you have completed work in more than one of the above stated areas, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

- If you have selected (a), please provide a list of activities/work conducted/completed to increase inclusion within regional offices and progress to date
- If you have selected (b), please provide evidence of activity or LGBTQ representation across other diversity networks

The ABC has been working toward increasing network engagement and inclusion of regional offices over the passed 3 years with incremental success which we shared in this submission last year and included events which celebrated and focused on regional LGBTIQ+ members but also daily topics such as Rainbow families and ensure that voices from regional locations were included on the panel discussion. (see snap shot below but this was 2020) This year the ABC has taken it further by creating a 'Local Champion Network' – note that when workshoping with our Regional stakeholders they expressed a preference to move away from the regional wording to 'Local' and that is what we have adopted.

So activities that went into the below evidence;

- Workshops and consultation around the country talking to Regional and Remote offices to understand their needs
- Review of the ABC AWEI Survey results which highlighted a lack of visibility of allies or positive symbols such as a rainbow sticker or flag.
- Liaising with ABC Pride committee to ensure a tight connection of strategy and planning to ensure aligned goals.

After months of consultation and planning the ABC Pride network put the call out to 'locals' to nominate themselves to be champions.

We received a fabulous number of applications and have landed with ^{s 47E(c)} Champions across Australia.

An induction was held to welcome all the Champions and regular network meetings are planned.



Evidence of ABC Pride Local Champion Network set up including;

ABC 11th February 2022 Submission



1/ Intranet information and

2/ email invitation for ABC Employees to express their interest with an online application form and links to more information and helpful contacts.

3/ List of locations with Champions

Induction screen shots

s 47E(c)

Below is the ABC Pride Network of Local Champions – Induction held. Also evidenced is the email to the Champions with details and links to more information and list of helpful contacts.

Evidence includes ABC Pride Network objectives and the Local Champions key focus areas.



s 47E(c)



ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

20. Network Reporting

ADVANCED
Max. 4 points

Within the assessed calendar year, we produced:

- a) a network specific report on progress against network targets, in addition to
- b) one of the following areas of performance:
 - additional advice provided to the organisation throughout the year
 - areas of significant contribution
 - areas of future focus
 - annual progress tracking against the AWEI

Please provide evidence for both (a) and (b). If you have undertaken above-and-beyond work for more than one of the areas mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

a/ The ABC D&I Annual Report specifically calls out the ABC Pride network efforts throughout the year aligned to their Annual Goals and Actions against the AWEI submission. This document is referenced earlier in this submission and is available as a public document.

<https://www.abc.net.au/corp/diversity-and-inclusion/>

s 47G(1)(a)



ABC PRIDE – ANNUAL GOALS AND AWEI ACTION PLAN 2021				
Project Team/SME's: [REDACTED]				
(People)				
Network Sponsors: [REDACTED]				
Project Management/Support: [REDACTED]				
What	Stream Leads – who	When (2021)	Status	Comments/Notes
1. Creating extraordinary relevant and valued content	s 22			
a. Create a new awards platform to celebrate LGBTQ+ efforts		November	Completed	New Awards platform created and aligned to the AWEI awards to align with leading practice.
2. An outstanding audience experience				
a. Audience experience – Editorial Advice, supporting opportunities to increase representation of LGBTQIA+ Community		October	Completed	As seen with iView category, ABCQueer Newsletter and News topic category.
b. DJ Training programs for all employees and content makers		November	Completed	
3. Reaching and Engaging more people more frequently in				
a. Employee data collection to ensure capture ABC LGBTQIA+ representation is recorded and targets explored.		May 21 to Oct 21	In progress	s 47G(1)(a)
b. By celebrating days of awareness like IDAHOBIT & WIP provide opportunities for education and awareness		August November	Completed	Successfully created events and reach Aust-wide.
4. Building a great place to work				
a. Extending ABC Mentoring program to LGBTQIA+ employees		October	Completed	Annual data run to review an uplift in representation.
b. Reporting of representation and evaluation				
c. Mtg meetings with Learning throughout 2021 to focus on inclusion of LGBTQIA+ in training				
d. Offering resources specific to LGBTQIA+ staff through our internal sites		July revision	Completed	Used content created in 2021 to update and improve diversity of stories.
e. Increase Regional (Local) Champions across the ABC to reach and support Regional and remote ABC offices		November	Completed	Induction and appointments all completed
f. Internal comm's and invite applications for roles				
g. Conduct an induction and define reach of roles				
h. Policy reviews and updates – EA 3 yr update – Gender Affirmation focused		August revision	Completed	Worked with ER to ensure updates
5. Mardi Gras Float				
a. Coordinate Mardi Gras ballot and participants			Completed	
b. Develop Mardi Gras choreography, dress code and props			Completed	
c. Partnering with Work, Health & Safety to ensure covid and other hazards are managed effectively			Completed	
d. Regional Champions which is an area of focus for 20 21. See above comments				
7. Key Items from the AWEI				
a. Trans – Gender Diverse Inclusion				
b. Gender Affirmation EA updates		August	Completed	Due for release in 2022
c. Dress Codes and Uniforms			Completed	
d. All Gendered Bathrooms and Facilities		March – ongoing regional	Completed – Ultimo Ongoing for regional	s 47G(1)(a)
e. All Gendered bathrooms and facilities in new ABC		Gender diverse bathrooms for	Ongoing	

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SECTION 4: VISIBILITY OF INCLUSION

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION	FOUNDATION Max. 2 points
21. Days of Significance Within the assessed calendar year, we have celebrated and promoted LGBTQ Days of Significance across the organisation while <i>providing and/or educating employees with an understanding of why these dates are important.</i>	
For full points, please provide: a) a list of LGBTQ Days of Significance celebrated throughout the assessed year b) a brief description of each event, <i>detailing how you promoted an understanding of why the day is significant</i>	
<p>Several days of significance have been marked throughout the year at the ABC which are listed throughout this submission including Intersex Awareness Day, Lesbian Visibility Day and Transgender Day of Remembrance etc but the two I am referencing for this item;</p> <p>1, IDAHOBIT and</p> <p>2/ Wear It Purple.</p> <p>Both days are promoted via the ABC Pride newsletter along with ABC wide communications on the Intranet. Both these events we held live online video sessions and used the opportunity to raise awareness, educate and drive charitable funding from ABC employees to support the work of the groups that help to drive support for the LGBTQIA+ Community. See screen shots of evidence below;</p>	

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IDAHOBIT The newsletter released with an IDAHOBIT Day focus provided educational information and some links to immerse individuals in stories, social media, donations and a whole selection of ABCQueer content including inspiring messages for the LGBTQIA+ Australian.

s 47G(1)(a)



s 47G(1)(a)





Wear It Purple August 2021



s 47G(1)(a)

WHAT IS "WEAR IT PURPLE DAY"?

Wear It Purple (WIP) was founded in Australia in 2010 as part of a growing awareness of challenges faced by LGBTQIA+ youth. In response to alarming anecdotal experiences and high suicide rates for this community, WIP was established as an avenue for advocacy, education, support and celebration for rainbow youth. The theme for 2021's Wear It Purple Day is 'Start the Conversation... Keep it Going' – a reminder that the support and reflection that happen on this specific WIP Day should also happen every day.

s 47G(1)(a)

WHERE YOU CAN FIND OUT MORE

<https://www.wearitpurple.org/we-are-the-change-2020-theme>

[ABC Intranet - ABC Pride](#)

[ABC Intranet - Diversity & Inclusion Standing Committee](#)

HOW YOU CAN SUPPORT "WEAR IT PURPLE"

<https://www.wearitpurple.org/donate>

Your financial donation helps them to:

- Provide schools with valuable resources at no cost
- Ensure merchandise is affordable for all
- National growth and participation in pride events across Australia
- Official Wear it Purple Day events in every capital city, territories and regional areas (In 2018 official events only held in NSW and QLD)
- Fund new initiatives including participation in Pride events across the country and in 2018 a Rainbow Youth Party



ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

FOUNDATION

22. Visibility in the Workplace

Max. 3 points

We actively encourage and provide a means by which employees can indicate their commitment to LGBTQ workplace inclusion through the use of: ALLY email signatures, lanyards, personal pronouns, **virtual backgrounds**, etc.

Please provide:

- a) a list of options available to employees through which they can visually indicate that they are an ally or supporter of LGBTQ inclusion
- b) a couple of photos showing active support and visibility of these options within/around/throughout the workplace (please limit photos to a couple of photos – not required for each available option)

a/ As part of the ABC Pride ally education and awareness we outline to employees the importance of being visible. This was a key part of the Regional planning to help get additional networks and visible ally symbols Australia wide. Listed here are the options available to employees. ABC Pride intranet site provides an outline of available merchandise and information for ally's so that they are educated on the importance of using visible merchandise to communicate safe LGBTIQ+ community spaces.

Available options include; Pens, Pins, Hats, Mugs, Tote bags, gym towels, virtual backgrounds, flags

s 47G(1)(a)

b/ a couple of photos showing active support and visibility of these options within/around/throughout the workplace (please limit photos to a couple of photos)



Virtual backgrounds

Hats

Email Signatures

s 22

s 22

TROPPO

WATCH TRAILER

STARTS 27 FEBRUARY

ABC TV | iView

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

Should you put pronouns in your email signature too? Text: I, (she/her) or (he/him) or (they/them) or a mixture of two with (she/they) etc. [Click here to read more about why it's important.](#)

s 22

ABC Lanyard

Below is a screen shot of the s 22 tab on the ABC Pride intranet page



Resources for Allies

November 2020 Ally Training

s 47G(1)(a)

s 47G(1)(a)

As an LGBTQI+ Ally you will actively show support for the community in the following ways:

- Be Visible
- Be Heard
- Be Involved
- Be Informed
- Be Mindful

Be Visible

- Show your support by displaying signs such as the rainbow flags, stickers, badges or the ABC PRIDE logo in your workspace
- Have visible and inclusive policies that recognise LGBTQI+ people
- Show public support by participating in Mardi Gras or taking a public stance on issues like marriage equality
- Visible support items can be purchased from [PiD website](#) or you can get creative and make your own

Be Heard

- [Join ABC PRIDE](#) and register as an Ally
- Advocate for diversity, and if you feel comfortable, challenge any assumptions or misconceptions that you may hear about people who identify as LGBTQI+
- Don't leave calling out inappropriate behaviour to LGBTQI+ people alone.

Be Involved

ABC 11th February 2022 Submission



ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

INTERMEDIATE

23. Ally / Champion Reference Guides

Max. 3 points

We provide Ally/LGBTQ Champion Reference Guides or materials on how to be an effective ally and/or an active champion for LGBTQ inclusion within the workplace.

Please provide

- (a) copy of this guide or an outline of the content covered within the guide
- (b) information regarding how it is distributed or where this guide can be found

ABC Pride has an intranet site accessible for all staff, a tab highlighted below Allies leads the reader into the ally guide which is also screen shot and provided below.

This is distributed using the ABC's mandatory for all new starters onboarding training screen shots are provided below that evidence this information.

Evidence a/ Intranet page on the ABC Pride site - with several links to additional resources under the Allies tab

s 47G(1)(a)

Resources for Allies

s 47G(1)(a)



Resources for Allies

November 2020 Ally Training

s 47G(1)(a)

As an LGBTQI+ Ally you will actively show support for the community in the following ways:

- Be Visible
- Be Heard
- Be Involved
- Be Informed
- Be Mindful



s 47G(1)(a)

A Guide to Language

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ss 47E(c) & 47G(1)(a)

A Language guide: Trans and Gender Diverse Inclusion

Be Visible

- ☐ Show your support by displaying signs such as the rainbow flags, stickers, badges or the ABC PRIDE logo in your workspace
- ☐ Have visible and inclusive policies that recognise LGBTQIA+ people

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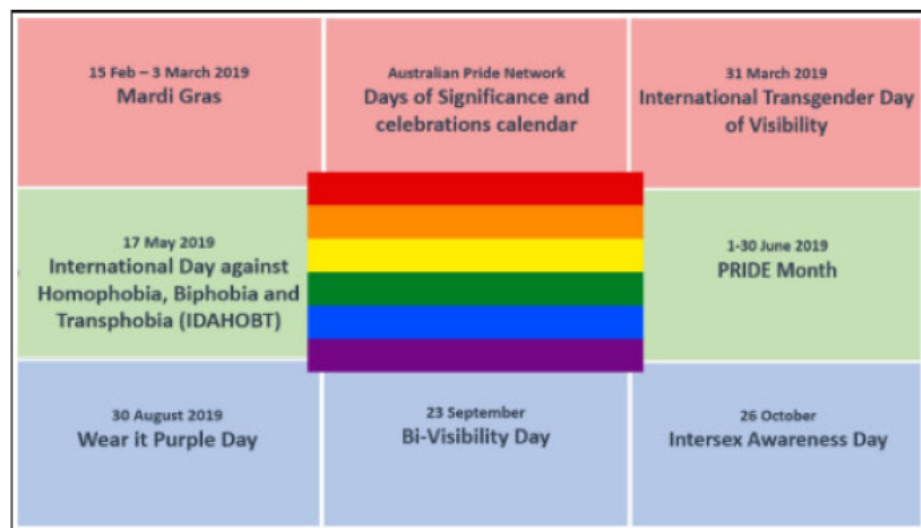
- ☐ Show public support by participating in Mardi Gras or taking a public stance on issues like marriage equality
- ☐ Visible support items can be purchased from [PiD website](#) or you can get creative and make your own

Be Heard

- ☐ [Join ABC PRIDE](#) and register as an Ally
- ☐ Advocate for diversity, and if you feel comfortable, challenge any assumptions or misconceptions that you may hear about people who identify as LGBTQIA+
- ☐ Don't leave calling out inappropriate behaviour to LGBTQIA+ people alone.

Be Involved

- ☐ Attend LGBTQIA+ employee network events - everyone is welcome!
- ☐ Celebrate events that mark days of LGBTQIA+ significance with your colleagues and post your support on our facebook page or Intranet site



Australian PRIDE Network | Wear It Purple | Mardi Gras | IDAHOBT | Bi Visibility Day | Intersex awareness day

Be Informed

- ☐ Use this page and the external resources provided OR speak to a member of the PRIDE team to educate yourself in the terminology and unique issues faced by the LGBTQIA+ community
- ☐ Participate in available LGBTQIA+ training at work
- ☐ Take time to learn about the history of the LGBTQIA+ community

Be Mindful

- ☐ Don't assume everyone is straight/heterosexual

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- ☐ Ask if people have a 'partner' rather than a husband/boyfriend or wife/girlfriend, this gives the LGBTQI+ people the option to tell you and doesn't put them in a difficult situation.
- ☐ Don't exclude LGBTQIA+ parents by assuming LGBTQIA+ people don't have children
- ☐ Never 'out' someone without their permission

Additional Resources

- ☐ [Let's Talk Gender: A closer look at Gender Diversity within the workplace](#)
- ☐ [A Managers Guide to LGBTI workplace inclusion](#)
- ☐ [Employers Guide to Intersex Inclusion](#)
- ☐ [United Nations Standards of Conduct: Tackling Discrimination against Lesbian, Gay, Bi, Trans & Intersex People](#)
- ☐ [LGBTI Domestic & Family Violence](#)



Evidence b/ ABC Pride LGBTQIA+ Awareness training online training available for all staff but mandatory for new starters. See key slides that reference as evidence the references to being an ally and further links to guidance and information;

ss 47E(c) & 47G(1)(a)





ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

INTERMEDIATE

24. Individual LGBTQ Inclusion Work Recognition

2 points

Leadership has formally **recognised** and communicated the work of employee/s across the organisation, regarding their internal contribution in LGBTQ inclusion within the workplace.

Note: This excludes PiD communications around AWEI Awards – but can include your leadership's formal internal recognition of the contribution made by employees.

Please provide evidence.



Invite all ABC employees to nominate colleagues for the awards, circulating through ABC wide communications and division newsletters.

s 47G(1)(a)

Award ceremony was held as a virtual event with over ^{47E(c)} attendees featuring s 22 of ABC and ABC Pride Sponsor, s 22 and s 22 and many other key contributors to the ABC.



s 22





25. Confidential Contacts

2 points

We have an LGBTQ intranet page that clearly identifies LGBTQ people or allies who can be contacted for a confidential and informal discussion regarding being an LGBTQ employee within the organisation. This is over and above any HR or grievance contacts and confidentiality must be assured.

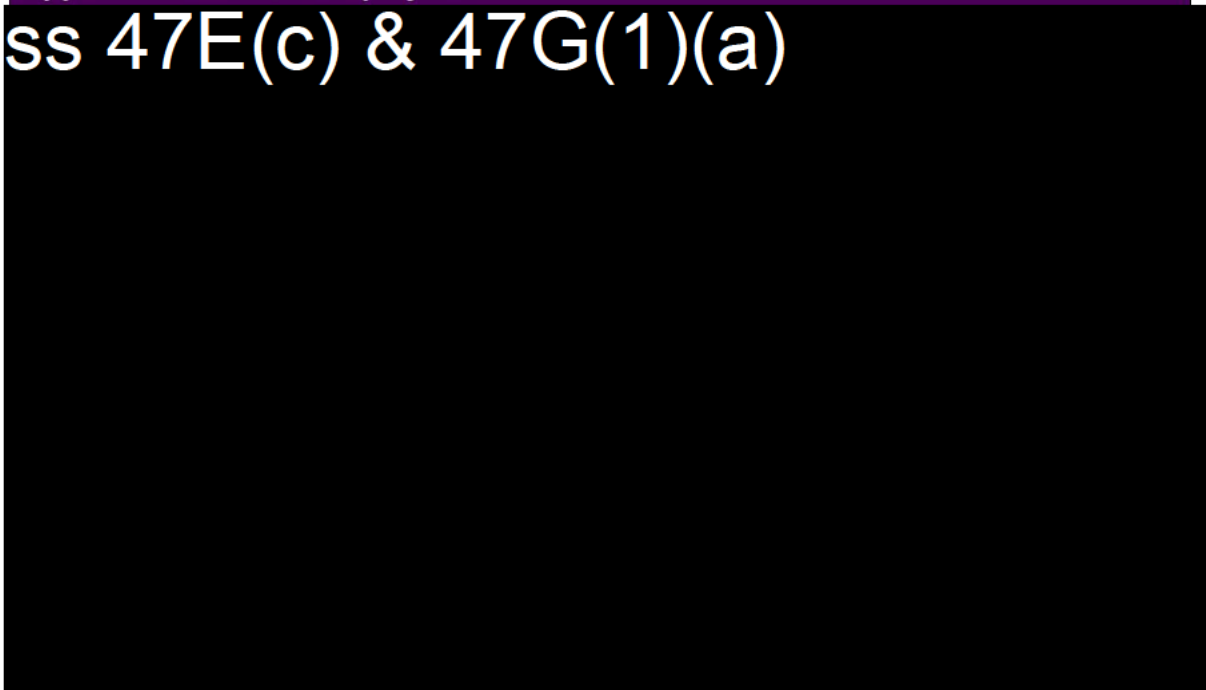
Please provide a screenshot of where this information is provided. If the contact is not clearly communicated as CONFIDENTIAL, full points will not be awarded.

Evidenced a list of names are provided and highlight that they are available for confidential conversation.

The list is a combination of ABC Pride and P&C trained allies that also participate in ABC Pride.

Support for LGBTIQ+ Employees

ss 47E(c) & 47G(1)(a)





ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

26. Communication of LGBTQ Support Information

INTERMEDIATE

Max. 2 points

As the initial source of information for LGBTQ employees, our LGBTQ intranet page clearly articulates:

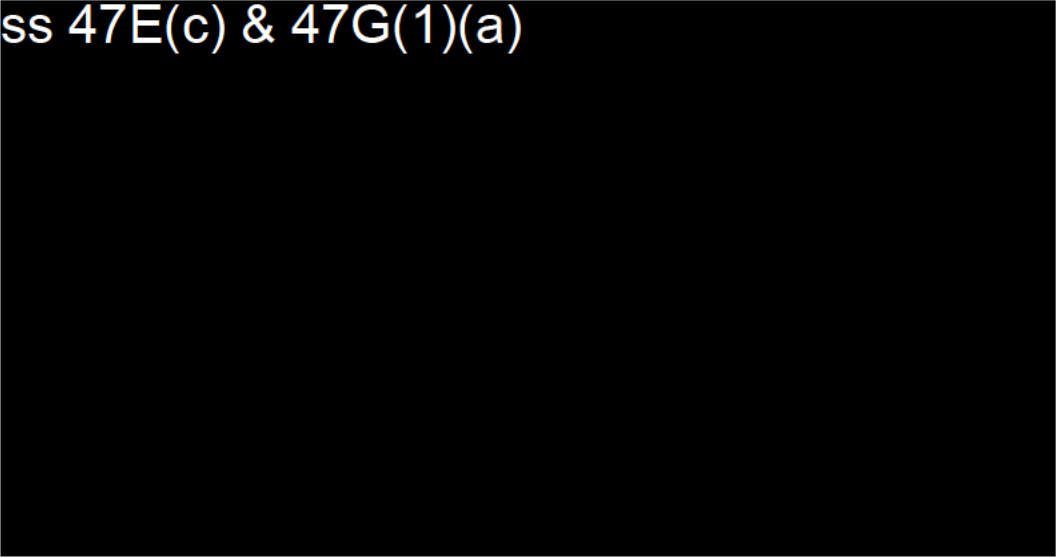
- a) the process for formally reporting workplace LGBTQ bullying/harassment
- b) available LGBTQ friendly support (should this occur)

For full points, please:

- (a) provide a screenshot of where this information is communicated on the network or LGBTQ diversity page.
- (b) clearly show LGBTQ friendly support avenues

a/ This is the formal process for reporting a workplace LGBTQIA+ bullying/ harassment matter. See the workflow below.

ss 47E(c) & 47G(1)(a)



s 47G(1)(a)



s 47G(1)(a)

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s 47G(1)(a)

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Detailed the Additional Points section I have also highlighted the ABC Diversity Advocate Network which has brought together diverse employees, provided training so that that can provide guidance and support to LGBTQIA+ and other diverse staff with any grievances matters they may have. This network of people works to ensure that the unique elements that diversity can bring to a matter are valued and considered into the matter. (use search work Diversity Advocate Network to jump to this to review)

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION

27. LGBTQ Social Media Streams

ADVANCED

2 points

We have internal LGBTQ social media streams or any other means by which we can engage staff in conversations and post items of interest in regard to our inclusion work (may include but is not limited to Yammer, Twitter, Facebook, SharePoint).

Please provide screenshot evidence of such posts and/or conversations on your social media streams.

ss 47E(c) & 47G(1)(a)



SECTION 5: TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

Please do not include compliance training covering anti-discrimination policies or training within events. Both of these are covered elsewhere.

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT		FOUNDATION 2 points
28. Face-to-Face Training		
We have made face-to-face LGBTQ Awareness / Inclusion / Ally Training available to all employees within the assessed calendar year. This would include any interactive training conducted via internet technologies (i.e. WebEx, Zoom, Teams, etc).		
Name of Trainer or Provider:	§ 22	<input type="checkbox"/> Our trainer is accredited by or from Pride in Diversity
Length of training:	1 hour session	
Date/s:	§ 47G(1)(a)	
Number of attendees approx that will have gone through this training:	§ 47G(1)(a)	
Evidence of training undertaken (one piece required):	Diversity Advocates Network Ally Training – screen shot of training session. Invitation to attend the session via the internal Teams page <div style="background-color: black; color: white; padding: 20px; text-align: center; font-size: 2em; font-weight: bold;">ss 47E(c) & 47G(1)(a)</div>	

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s 47G(1)(a)

Copy of presentation or
outline of training covered:

How to be a great Ally for LGBT+.

This training provided practical tools and tips that everyone could begin adopting to better support the LGBT+ community. Employees were invited to click on a link to register for the online session with s 22

The 8 areas included in the ally training;

- ☐ Understanding terminology, myths and challenges
- ☐ Awareness of language and assumptions
- ☐ Role model person-centred language
- ☐ Privacy and confidentiality
- ☐ Advocate for inclusion for all
- ☐ Willingness to play a part
- ☐ Visibility
- ☐ Intervene when inappropriate language & behaviours occur

This is a Pride in Diversity training session.



ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

FOUNDATION

29. Online Training

2 points

We have LGBTQ online training modules or pre-recorded content that can be accessed by employees throughout the assessed calendar year.

Name of Online Training or Video:	Online module: LGBTQIA+ Awareness Training – mandatory for all new starters Video: Ally Training with a focus on Transgender and LGBTQIA+ Awareness Training
Length of the LGBTQ component within the video/training:	s 47G(1)(a)
Where employees can access this training :	<p>Please provide screenshot of where this training is accessed. See extract from the ABC Pride - Ally landing tile direct at the top of the page so it is easy to located and access.</p> <p>s 47G(1)(a)</p>



	s 47G(1)(a)
Tracking:	s 47G(1)(a)
Copy of the module or a brief outline of it's LGBTQ content.	<p>Video outline:</p> <p>How to be a great Ally with a focus on Transgender individuals'.</p> <p>This training provided practical tools and tips that everyone could begin adopting to better support the transgender community. Employees were invited to click on a link to register for the online session with s 22 . Employees were also invited to contact s 22 with any questions.</p> <p>The 8 actions included in the ally training included;</p> <ul style="list-style-type: none"> Understanding terminology, myths and challenges Awareness of language and assumptions Role model person-centred language Privacy and confidentiality Advocate for inclusion for all Willingness to play a part Visibility Intervene when inappropriate language & behaviours occur



	<p>This is a Pride in Diversity training session.</p> <p>Online module mandatory for all new starters</p> <p>Key topic areas covered in the training;</p> <p>What do we mean by LGBTQIA+</p> <p>The experience of LGBTQIA+ people</p> <p>Building an inclusive culture – including how to be an effective ally</p>
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ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

30. Professional Development for LGBTQ Employees

ADVANCED

Max. 2 points

Outside of the Pride in Practice Conference within the assessed calendar year, we have *either*:

- (a) provided LGBTQ people with LGBTQ specific leadership training, internally or externally (excludes conferences unless specifically dedicated to LGBTQ leadership development)
- (b) put processes in place to ensure that there is LGBTQ representation within talent development programs.

Please provide evidence for the one selected item above. If you can provide both, please add the second item to the ADDITIONAL WORK section at the end of this submission.

Option b/

ABC Mentoring program continued to be more inclusive of ABC LGBTQIA+ Community members with improved alignment to the needs of diverse communities including LGBTQIA+ members. This resulted in various suitable matches an example of this was our ABCQueer s 22

s 22 providing mentoring to a s 47E(c)

s 47E(c)

Below is evidence of this explicit call out for LGBTQIA+ employees to apply for the roles. Also provided is some extracts from the Mentoring Guide-book.



ss 47E(c) & 47G(1)(a)





ss 47E(c) & 47G(1)(a)

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ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

31. LGBTQ Inclusion Training Plan

ADVANCED
Max. 4 points

We have a strategy or training plan in place to specifically address LGBTQ inclusion and/or awareness training for all employees.

Please provide:

- (a) a copy of the strategy
(b) outlined progress made throughout the assessed year

Evidence a/ a copy of the learning strategy - please draw your attention to the items highlighted in yellow and the blue arrow which demonstrate the inclusion of LGBTQIA+ Awareness training focus.

Appreciate these screen shots are small please see the Appendix 15 attached for details.

1 Diversity & Inclusion Learning Strategy
October 2020

2 Context
MID's Diversity Forum (Aug – Sept 2020)
Calls for more diversity training to help address our ongoing diversity issues and create a more inclusive workplace culture.
Our past approach
➢ Ad hoc / one-off D&I training interventions held in response to critical incidents within specific teams.
➢ "off the shelves" training cancelled after 6 months due to poor reception.
➢ No systematic monitoring and evaluation plans in place for D&I training.
➢ Various D&I e-learning modules already available on People Hub
➢ Various other tools and resources developed by different teams but not always consistent and often difficult to locate.

3 Research and best practice
• Not all D&I training are equally effective. Analyses in recent years show that UBI/D&I trainings can backfire and result in more resistance to inclusive practices.
• Successful approaches to D&I learning include:
1. **Perspective-taking** = Learning interventions based on perspective-taking and sharing personal stories
2. **Goal setting** = Learning interventions that involve asking individuals to set personal goals that aim to improve D&I within their organisation
• A one-time diversity training course is less effective than a series of ones that take place over a longer period.
• D&I won't sit at the top of employees' priority list for learning options. People need to be reminded of how D&I can contribute to their professional development.

4 Our D&I learning strategy
Our goal: we don't just aim for greater awareness. We aim to shape the attitudes and behaviours that foster diversity and inclusion in our workplace, our content and our services.
How? by building a diversity and inclusion learning environment with a combination of formal training, on-the-job collaborations and organisation-wide inclusion campaigns to make the learning sustainable.
I hear and I forget.
I see and I remember.
I do and I understand.
Confucius (c.450 BC)

5 D&I Learning as a continuous process
Based on Burke's (2010) Continuous Learning Model
• Formal D&I training (people hub)
• Internal resources (guidance notes, videos)
• External resources (job partnerships with DCA, AND others)
• Employee Network Groups (M&C, B&C, J&C, etc.)
• (Reverse) mentoring
• On-the-job Experience
• Environment
• Parts of Significance/Inclusion Campaigns
• Leadership / Internal Comms
• Overall learning environment

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Other training available online included the LGBTQIA+ Ally training with a focus on transgender that was a record session that Pride in Diversity facilitated for the ABC and is available for employees to complete at a time convenient for them.

Secondly we launched **Employee Essential training** that provides all employees with awareness of the differing policies that are available to ABC employees including Affirmation Leave. This summary just provides a high-level description but demonstrates the focus on ensure that all employees understand their employee benefits available including the Affirmation Leave and explicitly covers this in this course.



s 47G(1)(a)



ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

ADVANCED

2 points

32. LGBTQ Conferences, Seminars and Events

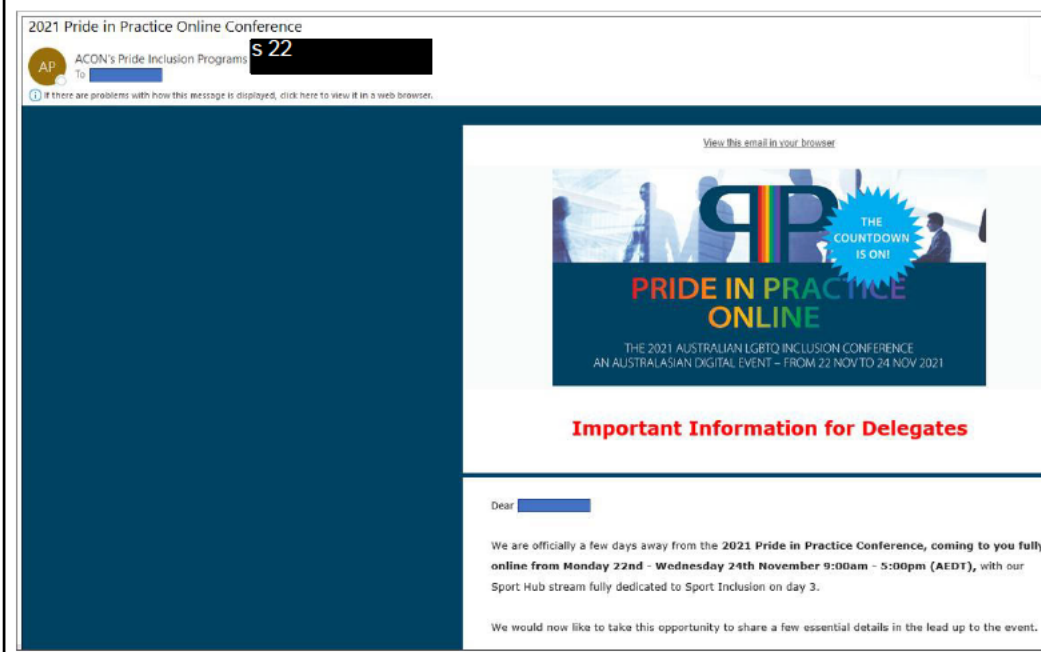
Within the assessed calendar year, we have provided opportunities for employees to attend external dedicated LGBTQ conferences, seminars or events.

Note: This may include but is not limited to the Pride in Practice Conference, Regional Reach or Sapphire Events, or external LGBTQ panel events. This does not include roundtables or social networking events.

Please provide evidence.

The ABC are proud members of Diversity Council of Australia and NEEOPA who both offer extensive resources and events covering all diversity groups include the LGBTQIA+ Community. Throughout the year several events are communicated to the business and shared through newsletters and network emails.

Event One: ACON's Pride in Practice




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prideindiversity



Event two: DCA explored intersectionality of Gender and Indigenous which included diverse sexualities and diverse genders. The panel included queer women expressing their experiences of how this intersectionality impacted their ability to navigate the workplace.

<p>Aboriginal and Torres Strait Islander women are underrepresented in the Australian workforce and not much is known about the experiences of these women at work that may be driving gender differences in Indigenous employment.</p>	<p>Event Location, Date and Time Please note: Online events are Melbourne/Sydney time. Please download the calendar entry from the link provided for the correct time in your region.</p>	
	<p>Gari Yala: Understanding the intersection of gender and Indigenous identity at work Tuesday October 26th 2021 2:30 PM- 4:00 PM</p>	
<p>In 2020 the Gari Yala project documented the workplace experiences and recommendations of over 1,000 Aboriginal and Torres Strait Islander workers. This follow-up report looks at the results from this survey through a gendered lens providing a deeper understanding of the intersection of gender and Aboriginal and Torres Strait Islander identity in the workplace.</p>	<p>Participant Role On-line Attendee</p>	
<p>Mary Wooldridge, Director, Workplace Gender Equality Agency will open the event and DCA's Research Director Dr Jane O'Leary will moderate the discussion around the report findings with our guest panel including:</p>	<p>Cisco Webex Online, Australia</p>	
<p>1. Dr Olivia Evans, Indigenous Postdoctoral Research Fellow, Research School of Psychology, Australian National University.</p> <p>2. Nareen Young, Industry Professor, Indigenous Policy (Indigenous Workforce Diversity) at Jumbunna Institute of Indigenous Education and Research at University of Technology</p> <p>3. Jason Mifsud, Head of First Nations Affairs & Enterprise at Wesfarmers, and the Founding Director of Mifsud Consulting, and</p> <p>4. Jinny-Jane Smith, Founding Director + Secretary, BlaQ Aboriginal Corporation.</p>	<p>Registering to attend on-line</p>	
	<p>First Name</p>	<input type="text"/>
	<p>Last Name</p>	<input type="text"/>
	<p>Job Title</p>	<input type="text"/>



SECTION 6: EXECUTIVE LEADERSHIP & ENGAGEMENT

Please note: Different titles are used when referring to the most senior executive. For the purpose of consistency within submission, in defining CEO or Equivalent, we are referring to the most senior executive in your organisation within Australia.

If you have a CEO or equivalent, or Senior Leader/Executive highly active in promoting and supporting LGBTQ inclusion (as an LGBTQ individual or an ally), please consider nominating them for the following Awards (where applicable):

- [Executive Leadership Award](#)
- [CEO of the Year Award](#)

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	INTERMEDIATE Max. 2 points
33. Executive Sponsor or Champion	
<p>We have a visible and active Executive Sponsor or Senior Champion for LGBTQ inclusion who has both:</p> <ul style="list-style-type: none"> a) contributed to the LGBTQ strategy b) is engaged in tracking performance progress against the strategy throughout the year <p><i>For full points, please provide evidence for all parts to this question:</i></p> <ul style="list-style-type: none"> a) specific contribution to the strategy b) level of engagement, tracking progress against the strategy (signed statement by the Executive as to their role in development / tracking will suffice) 	
<p>s 22 is the Executive Sponsor who meets with the s 22 meet on a monthly basis to discuss the ABC Pride progress against strategy. s 22 is an extremely active Sponsor and makes visible efforts to demonstrate s 22 support and advocacy.</p> <p>In terms of contribution to Strategy – as an active sponsor s 22 has provided guidance and input throughout the revision process.</p> <p>And</p> <p>Tracking performance progress against the strategy is visited on a monthly basis.</p>	



ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT

ADVANCED
2 points

34. Executive Advocacy

Within the assessed calendar year, Senior Executive(s) within our organisation have:

- a) advocated for LGBTQ inclusion at an executive level externally amongst peers
- b) advocated for LGBTQ inclusion at an executive level internally amongst peers; or
- c) attended at least two of the Pride in Diversity Executive Allies Forums within the assessed year – only attended one this year

Please provide evidence for one of the above.

If you can provide evidence for two or more of the above, please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.

Assessor message: I have provided multiple examples here as I am unsure of the weight you would place on anyone of these items. There are many examples but some seemingly insignificant and would not want to miss out on the points if I misjudge the example that I use. So apologies I appreciate its not ideal that you then need to review each.

- a) Example of a) advocated for LGBTQ inclusion at an executive level externally amongst peers

ABC Executive Advocacy is from the top – s 22

Featured in a public facing article that would have been shared far and wide with external peers This article demonstrates these executives celebrating the ABC being awarded the broadcasting and radio rights for Mardi Gras and World Pride.

In the release s 22 express their advocacy for the LGBTQIA+ Community in explicit statements which I have underlined.



Sydney's Mardi Gras comes home to the ABC

3 months ago · Updated



The Sydney Gay & Lesbian Mardi Gras Parade will be broadcast on ABC Radio and ABC Television from next year in a three-year deal.

The ABC has also been given broadcast rights to WorldPride, to be held in Sydney in February and March 2023.

ABC Managing Director, David Anderson said he was delighted the ABC would once again be host broadcaster of the Parade. "This is a homecoming for Mardi Gras. The ABC was the first broadcaster to televise Sydney Mardi Gras in 1994. We've waited 28 years for it to return and from 2022 onwards, we will provide coverage of Mardi Gras that only the ABC can, without commercial interests."

The ABC has been given both the television and radio rights to the event until 2024, with triple j named as the host radio broadcaster.

"It is important that wherever you are in Australia, you have the opportunity to take part in this significant cultural event and can celebrate the diversity that exists in Australian communities," Mr Anderson said. "For us to be able to reflect Australia's LGBTQI+ community to themselves and to the whole country is incredibly important."

ABC Chair, Ita Buttrose said: "Who else but the ABC can do justice to Mardi Gras? The decision to first broadcast the Parade in 1994 paved the way for other media to cover the event and since then the ABC has been proud of its support of the LGBTQI+ community in Australia."

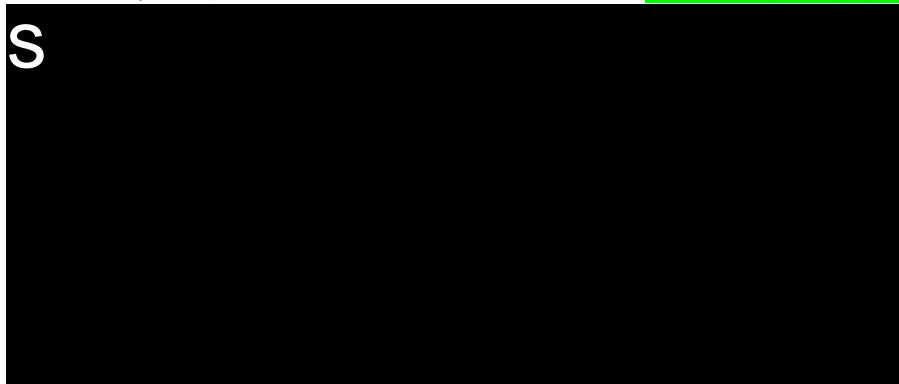
"We are the natural home for Mardi Gras, no-one else can take this event to so many Australians in so many places and in so many ways."

Sydney Gay and Lesbian Mardi Gras CEO, Albert Kruger, said: "We're thrilled to have the ABC join us as our broadcast partner for the next three years. Our national broadcaster has been a long time champion of LGBTQI+ communities, and we are proud to partner with such an icon of the Australian media landscape whose values and ethics align with our own. We look forward to working alongside their talented and committed team to amplify the diverse voices of our LGBTQI+ communities, as well as share our stories with the rest of the country."

ABC 11th February 2022 Submission



b) Example of b) advocated for LGBTQ inclusion at an executive level internally amongst peers



Internal advocacy – I have provided two example here as I think they are both quite differing and share insight into the extent of advocacy.

As a symbol of support and advocacy § 22 took up the role of Executive Sponsor for the LGBTQIA+ employee network group – ABC Pride.

2020 saw the departure of the existing Executive Sponsor and § 22 stepped in and took on the role of Acting Executive Sponsor for the ABC Pride network and some months later affirmed his role as the Executive Sponsor. This was a very clear message to both internal peers the commitment and focus that § 22 extends to the inclusion of the LGBTQIA+ Community. § 22 regularly defends and holds the line on our workplace and content focus initiatives adopted to increase the representation of LGBTQIA+ Stories in our content.

The ABC receives a volume of complaints that and request for information under the Freedom of Information Act– all of which requires a significant amount of time to respond to. On top of this § 22 is required to attend Senate Estimate hearings which often table questions of concern about the ABC inclusion practices of the LGBTQIA+ Community. These extend to the amount of money spent, hours invested and policies such as the gender affirmation paid leave § 22 publicly talks to these questions and continues advocate for the community in a bold and unapologetic way.

Below is an internal announcement of § 22 appointment to the Exec Sponsor role.



s 47G(1)(a)

b)Example of b) advocated for LGBTQ inclusion at an executive level *internally amongst peers*

Evidence of s 22 advocating for the LGBTQIA+ Community at the board level with a written recommendation letter from s 22
s 22 Specific evidence is underlined.

Extract from s 22 letter of recommendation



ss 47E(c) & 47G(1)(a)



ABC 11TH February 2022 Submission



Option c)

Our s 22 [REDACTED] has externally advocated for LGBTQIA+, in particular the transgender community in the Senate Estimates that were held in November last year.

s 47E(c) [REDACTED]



ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	ADVANCED
35. CEO or Equivalent Communications	2 points
<p>Within the assessed calendar year, our CEO or equivalent has sent formal communications to all employees comprehensively discussing progress made in LGBTQ inclusion work and its importance to the organisation. This may be CEO communications prioritised on intranet pages or within a CEO newsletter (beyond social media, award announcements only).</p>	
<p><i>Please provide the most comprehensive communication sent out by your CEO (or equivalent) to all employees in regard to your work in LGBTQ inclusion.</i></p>	
<p>Highlighted by the blue box on the ABC wide intranet communications screenshot provided below of s 22 formally communicating to ABC employees the progress we have made towards becoming more inclusive of LGBTQIA+ community members across our</p>	



workforce and audience platforms.

s 47G(1)(a)





ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT

36. CEO or Equivalent Speaking at Events

ADVANCED

2 points

Our CEO or equivalent has spoken at LGBTQ events held by our organisation, either internally or externally.

For full points, all of the following must be provided:

- (a) evidence of the individual speaking at the event and approximate duration of speech*
- (b) brief outline of event purpose and typical audience*
- (c) approximate attendee numbers*

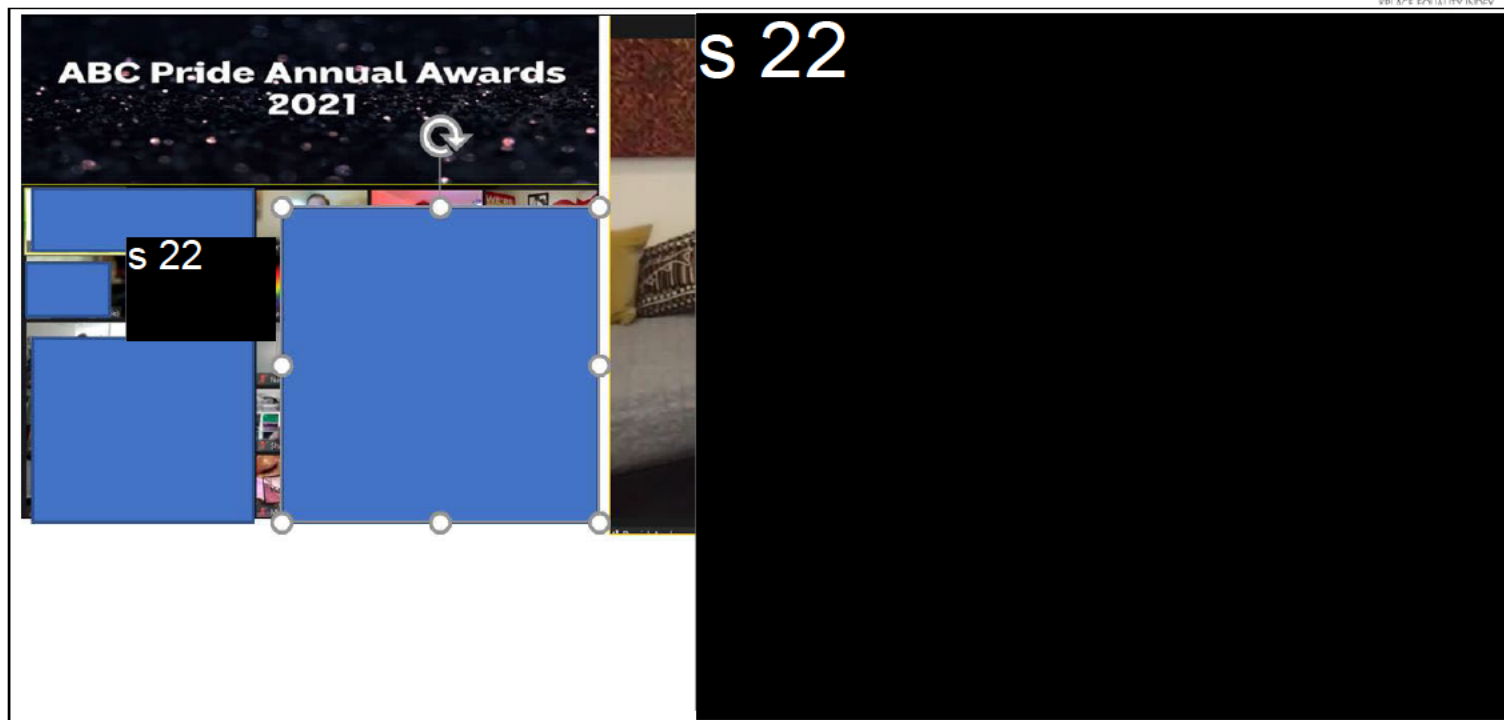
ABC Pride Annual Awards event

Event purpose to recognise and celebrate employees who have made significant impacts to the progress of becoming a more inclusive workplace and telling more diverse stories with LGBTQIA+ themes.

The purpose of ^{s 22} speaking was to recognise and celebrate the hard work that the ABC has put into creating a more inclusive workplace and more diverse content featuring rich stories about the LGBTQIA+ Community. ^{s 22} spoke sharing a progress wrap up of the year recognising the contribution of the ABC Pride network.

He spoke for around 5-7 minutes

Attendee numbers was over ^{s 47E(c)}





SECTION 7: DATA COLLECTION & REPORTING

ANNUAL SUBMISSION: 2020 DATA COLLECTION & REPORTING

37. Employee Data Analysis

INTERMEDIATE

Max. 3 points

Within our annual engagement, pulse or diversity surveys, either for the assessed calendar year or year prior, we have:

- a) included questions in regard to one's sexual orientation, gender identity or whether or not someone is intersex, AND
- b) analysed and reported on LGBTQ engagement data alongside other diversity demographics or overall population statistics

For full points, please provide:

- a) details of when that data was last collected – November 2021
- b) a copy of the questions used to identify LGBTQ population – Survey conducted in partnership with DCA and questions to identify LGBTQ population below
- c) an overview of comparative findings or analysis as compared to other internal populations see slide extracts below

A/ The ABC conducted an employee survey in s 47G(1)(a) which included questions in regards to one's sexual orientation and gender identify

And

B/ we have analysed and reported on the LGBTIQ+ engagement data alongside other diversity demographics which covers 8 different groups (Indigenous, CALD, Age, Gender & Sexuality, Disability, Religious Affiliation and Carers) for other participating organisation benchmarks.

The survey is conducted by Diversity Council of Australia and s 47G(1)(a)

ABC 11th February 2022 Submission



Inclusion@Work DCA Member Index

Extracts related to gender, LGBTQ+ questions that were asked in the survey;

Question number ^{547G(1)}
_(a)

Which of the following best describes your gender?

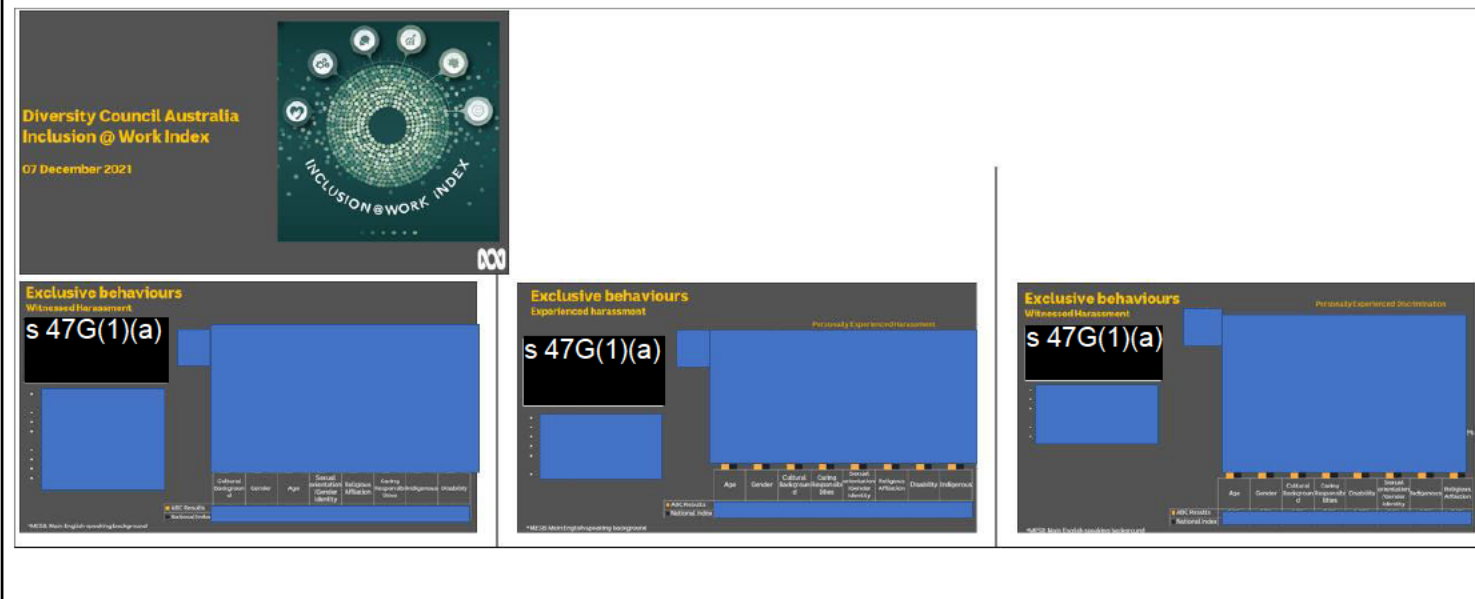
Next relevant question is – there were a couple in between each.

Question number ^{547G(1)}
_(a) *Are you, or do you identify as LGBTQ+ drop down menu provides user with these options;*

s 47G(1)(a)



Some of these findings are included below;





ANNUAL SUBMISSION: 2020 DATA COLLECTION & REPORTING

38. LGBTQ Analysis

ADVANCED
3 points

Within the assessed calendar year (or year prior), we have specifically asked, investigated or assessed one of the following:

- if LGBTQ employees are directly or indirectly disadvantaged at any stage during the recruitment process
- if LGBTQ employees are directly or indirectly disadvantaged in talent management processes or career progression
- if there are discrepancies in attrition rates between LGBTQ and non-LGBTQ employees
- if within gender aggregated data, we include non-binary employees and if not a proposed plan of action
- if internal engagement or AWEI Survey data show any “most in need” areas to focus on, resulting in a plan of action

Please provide evidence for one of the above, including a plan of action where stipulated. Points will be given for one of the above.

If you have done work in more than one of the above areas within the assessed year, or year prior, please add such work to the ADDITIONAL WORK section at the end of this submission.

Analysis of the 2020-21 AWEI Survey results helped identify the areas in “most need” the graph extracts below are from the Survey data analysis and outline the areas of focus. This included the need for continued education and raising awareness around gender diversity as there is still almost ^{647E(6)} of the respondents who believe that there are only two genders. Other findings are listed on the slides below;



s 47G(1)(a)

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SECTION 8: COMMUNITY ENGAGEMENT

Please note: For this Submission, we will be accepting evidence only regarding one such event/instance for each question within this section, respectively (as opposed to two). If you have more than one example to evidence for the questions within this section, please *please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.*

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT	INTERMEDIATE 2 points
39. Employer Branded Participation at Community Events	
<p>Within the assessed calendar year, we held stalls at LGBTQ community events or participated in pride parades under our employer/company branding. (This may include online community events with prominent employer branding.)</p>	
<p>Note: This must be a targeted branding exercise, over and above employees wearing corporate t-shirts but not contributing formally to the event.</p>	
<p>Please provide evidence of branding displayed at one such community event, <i>including online community events.</i></p>	
<p>Through 2021 around Australia the ABC participated in a number of major community events some of which will be recognised in the additional points.</p> <p>As evidence for this question I have referenced our involvement in the community event 'Feast' in Adelaide held in November 2021 – ABC Pride had an integrated presence with ABC Radio Adelaide's weekend presenter s 22 who hosted an outdoor broadcast from the festival.</p> <p>The ABC had several employees attend the event to answer questions and share information about ABC Pride and as you can see from the picture promote ABCQueer newsletter.</p>	
	

ABC 11th February 2022 Submission



ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT

INTERMEDIATE

40. Pro-Bono or Financial Support: LGBTQ Charities/Organisations

2 points

Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)

Please provide evidence of **one** such instance.

Evidence of **s 22** again for the second year hosting the Pride in Practice CEO Panel discussion.

See below promotional write up and thank you note from **s 22**.

CEO PANEL

Facilitated by Pride in Diversity

Change is delivered from the top of an organisation yet executed throughout. Pride in Diversity is honoured to bring together four of the most inspiring Chief Executive Officers in Australia today. Each has led their organisations to operational excellence, and all recognise the role that inclusion plays in achieving that. These four CEOs have articulated the business case for LGBTQ workplace inclusion, and each have adroitly brought along key stakeholders, including diverse staff, boards, shareholders, and other interested parties on this journey. The annual CEO panel, facilitated by the incomparable **s 22** is one of the highlights of the conference every year. Don't miss it!



ss 47E(c) & 47G(1)(a)

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ABC 11TH February 2022 Submission



ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT

INTERMEDIATE

41. Fundraising

2 points

Throughout the assessed calendar year, we have engaged in fundraising for LGBTQ charities / communities / groups. (This may include the support of any LGBTQ charity groups within workplace giving programs.)

Please provide evidence of **one** such instance. (This can be a letter of appreciation, certificate, receipts or confirmation of funds raised issued by the charity/group.)

s 47G(1)(a)

IDAHOBIT Day - employees were invited to donate money to s 47G(1)(a) and/or s 47G(1)(a) organisations.

s 47G(1)(a)

ABC 11th February 2022 Submission



SECTION 9: SURVEY

ANNUAL SUBMISSION: OPTIONAL SURVEY PARTICIPATION

42. Survey Participation

OPTIONAL
2 points

☐ We are participating in the 2021 AWEI Survey. Please note:

- Partial points will not be given. Full points will only be obtained for the following:
 - Medium Employers (501 – 2000 employees): if 50 or more survey responses are collected
 - Large Employers (2001 – 8000 employees): if 100 or more survey responses are collected
 - Significant Employers (8001 or more employees): if 200 or more survey responses are collected

Please note: the more respondents you have, the more substantial data you will receive. The purpose of the AWEI Survey is to provide you with significant information on the impact of your inclusion initiatives and allow you to benchmark against the national dataset.

§ 47G(1)(a)



SECTION 10: ADDITIONAL WORK

This section allows you to describe and provide evidence for any additional work completed throughout the assessed calendar year:

- (a) *that has not already been included within this index submission*
- (b) *that you believe is significantly over and above what a particular question or index topic is looking for*
- **IMPORTANT: PLEASE COMBINE ALL RELATED INDEX WORK INTO ONE ROW.** For example, if you wish to claim for significant training, list all LGBTQ training within one row under the Item Name of "Training." Only 1 point is available for all work pertaining to a particular topic/area – PLEASE do not split similar areas of index activity over multiple rows.
- Please add additional rows regarding different areas of work, as necessary. **Note: A maximum of 15 points (15 items) may be obtained in this section. Should you submit more than this, you will still only be eligible for the same Maximum points.**

Item Name: [Question No. or Item Name Here]	<div>43. Pro-Bono or Financial Support: LGBTQ Charities/Organisations</div> <div>Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)</div>
Item 43a Pro-Bono	<div>ss 47E(c) & 47G(1)(a)</div>

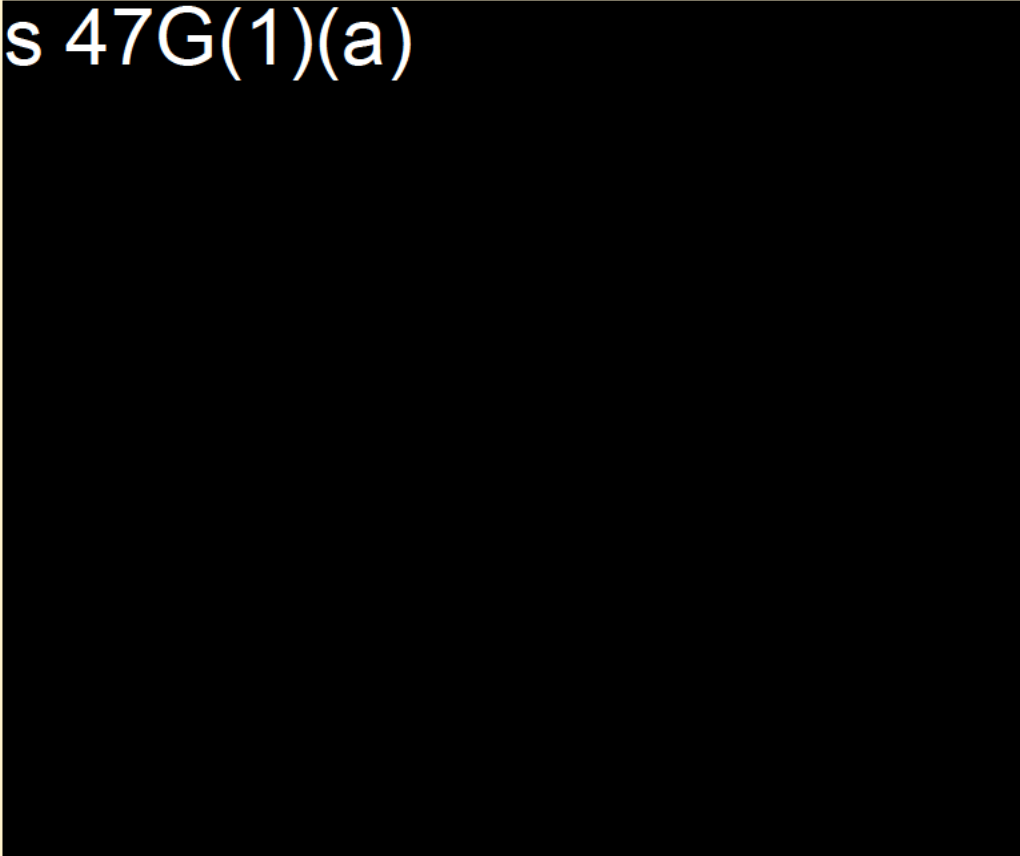


Item 43b Employee network group / resources	<p>Diversity Advocate Network – launched</p> <p>By way of context in later part of 2020 s 22 conducted a series of diversity forums where he met with over s 47E(c) ABC employees which included a session dedicated to LGBTQIA+ Community members. A number of concerns were raised which included s 47E(c)</p> <p>The network was established to support LGBTQIA+ and other Staff to deal with issues of homophobia, biphobia, transphobia and intersexism and help to create a more safe and inclusive workplace culture for ABC employees.</p> <p>This network members receive an investment of training which included (evidenced earlier in the submission) Pride in Diversity Ally training (delivered by s 22) along with other workshops that we do with this group so that they are well informed and educated about the unique issues affecting LGBTQIA+ individuals in the workplace and society more broadly.</p> <p>I think it is important to highlight that this network goes beyond emotional support and works with our Legal employment relations team, HR business partnering team and Managers to ensure that diverse staff issues are addressed in a way where they are safe and heard. s 47E(c)</p> <p>s 47E(c)</p> <p>s 47E(c)</p> <p>s 47E(c)</p> <p>This network which includes diverse representation has begun building a bridge of trust and safety for LGBTQIA+ individuals to speak up if there are issues and gain professional support to navigate the processes.</p> <p>Members of the ABC workforce self nominate to be part of this network and you will note on the screen shot below highlighted in the yellow box s 22 nominated s 22 to be part of this network and provide this support for the community. s 22 has also been nominated for an individual award)</p> <p>The screen shot below is an internal intranet article with a photo of the inaugural launch meeting that s 22 attended to show his support and welcome everyone to the network and entrust his confidence and highlight the importance of creating a safe and inclusive workplace for all.</p>
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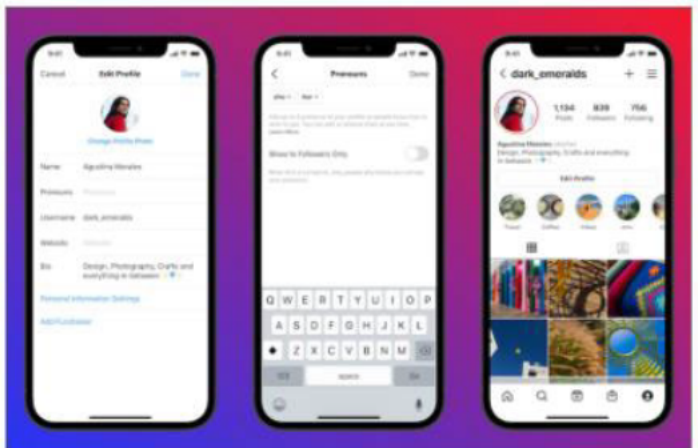


s 47G(1)(a)

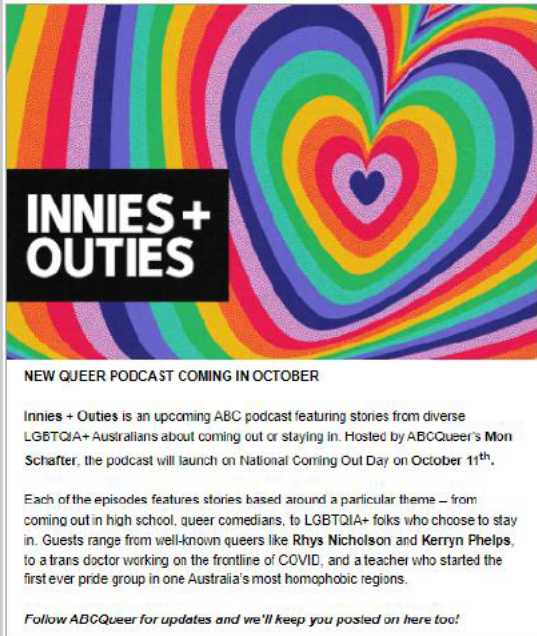


Community Engagement - Charitable	<p>ABC Kids donated a backstage and VIP tour of the Playschool set with afternoon / morning tea and Auctioned to the highest bidder at the event.</p> <p>s 47G(1)(a)</p> 
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Employee Resources	<p>ABC Pride regularly and consistently publish articles to promote education and awareness to support gender diverse individuals. Below is a screen shot of an article outline the importance of Pronouns.</p>
Allies of Trans and Gender diverse people	<div data-bbox="248 379 943 1222">  <p>WHY PRONOUNS ARE IMPORTANT</p> <p>A couple of recent articles on the ABC website have touched on the issue of why pronouns are important, in light of some changes on Instagram.</p> <p>S 22 ARTICLE...tells the story of S 22 who was one of the many thousands of social media users who added gender pronouns to their Instagram profiles when the social media platform unveiled its latest feature. Instagram, which is owned by Facebook, now gives users the option to add up to four gender pronouns to their profile which can be edited or removed at any time.</p> <p>S 22 ARTICLE...notes not all members feel safe enough to use the new function. The article tells the story of S 22 originally from Tonga, who is the S 22 and said being openly queer in his community was "a difficult lifestyle".</p> </div>



<p>Strategy & Accountability</p> <p>LGBTQIA+ inclusion promotion</p>	<p>Building on the success of the ABCQueer Instagram channel the ABC has launch an ABC Podcast called Innies + Outies. Launched in 11th Oct 2021 on National Coming Out Day</p> <p>This podcast has also been converted to radio stories to reach regional communities – it features extremely diverse topics including faith, relationships with families and cultural considerations.</p> <p>Whilst this content is available to all Australians this was also included in the ABC Pride newsletter and is celebrated on the ABC mainstream intranet too. The investment in resources to make this podcast come to life is an action orientated commitment from the ABC leadership that the LGBTQIA+ Stories are important and they do need to be shared.</p> 
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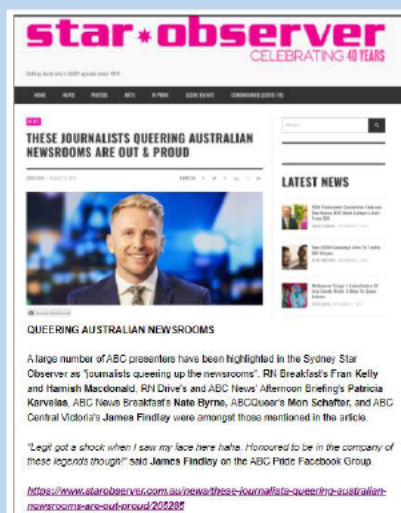
ABC 11th February 2022 Submission



Community Engagement and Visibility

The ABC has created a workplace culture that is widely recognised and experienced as a safe and inclusive place to work for LGBTQIA+ individuals. This article published by Star Observer recognises the large number of LGBTQIA+ community members that are presenting on the ABC screens and radios. This is reflective of the ABC's long standing efforts to create a safe and inclusive workplace that is recognised publicly and more importantly all these individuals are visible role models to younger LGBTQIA+ Community across Australia including regional and remote communities.

<https://www.starobserver.com.au/news/these-journalists-queering-australian-newsrooms-are-out-proud/205285>





Community
engagement –
Pro bono

s 22

– ABC Presenter – hosted session: Reaching Australian, Telling Our Stories.

s 47E(c)

2021 CONFERENCE PROGRAM

CONFERENCE PROGRAM

Workplace Inclusion ●

DAY 1	MONDAY 22 NOVEMBER 2021			
8:55am – 9:00am	LOGIN			
9:00am – 9:15am	OPENING – Welcome to Country and Platinum Sponsor Address BI-IP ROOM			
9:15am – 9:55am	From Zero to Employer of the Year in Two Submissions, Capgemini (Employer of the Year 2021) BI-IP ROOM ●			
10:00am – 10:40am	The ABC: Reaching Australians, Telling Our Stories, The ABC (Australian Broadcasting Corporation) BI-IP ROOM ●			
10:40am – 11:10am	BREAK FOR MORNING TEA			
11:10am – 11:50am	Mining the Sapphire Cohort: Exploring the Differences of Experience, Pride In Diversity ●			
11:55am – 12:30pm	Session 1A – BI-IP ROOM ● Aussie Pride In Practice – How to Achieve Game-Changing Intersectionality? Aussie Broadband	Session 1B – IP AUSTRALIA ROOM ● Better Together: The Power of Executive Allies, Woolworths Group & Coles Group	Session 1C – IAG ROOM ● Beyond Pride: Expectations & Experiences of Future LGBTQ Leaders, Clifford Chance	Session 1D ● Diverse Genders, Sexes and Sexualities Research Network: Inclusion in Action, RMIT University
12:30pm – 1:30pm	BREAK FOR LUNCH			
1:30pm – 2:05pm	Session 2A – BI-IP ROOM ● 2020 Out Top 50 LGBTQ Leaders, Deloitte	Session 2B – IP AUSTRALIA ROOM ● Strengthening Inclusion and Psychological Safety for LGBTQ+ Women, Macquarie Bank	Session 2C – IAG ROOM ● Lived Experience of the LGBTQ+ Accounting Professional: A Performative Inquiry, University of Canberra	Session 2D ● The Absolut Pride Relay: Exporting Pride Australia Wide, Initiative Media

ABC 11th February 2022 Submission



Email of thanks from s 22 for the Presentation

ss 22 & 47E(c)



AQOIN acknowledges and pays respect to the Traditional Owners of all the lands on which we work.



**Training,
Awareness &
Professional
Development –
Professional
development
for LGBTQ
Employees**

In response to the high amount of cyber abuse that ABC staff in particular our LGBTQIA+ and other diverse staff were experiencing the ABC held a Cyber Safety summit where experts including the LGBTQIA+ community members who have been highlighted in red below talked about their experiences and what they do to keep safe and self care.

ss 47E(c) & 47G(1)(a)





**Community
Engagement -
Pro Bono**

RN's Fran Kelly facilitated a discussion at the Ras Pride Weekender held in June 2021. This was in partnership with Equality Australia

Sydney Gay and Lesbian MARDI GRAS

s 22

QUEER THINKING
Saturday 19 June

FREE - BOOKINGS REQUIRED

Equality Australia
Whether it's attempts to 'cure' us or experiences of discrimination at school or work, LGBTIQ+ people face threats to our safety and wellbeing every day, in the name of religion.

We know most Australians support LGBTIQ+ people, but the conservative Christian lobby are pouring resources into campaigns to stigmatise and marginalise our communities, particularly trans and gender diverse people.

This weekend, join ABC broadcaster, Fran Kelly as she facilitates a panel of LGBTIQ+ people.

२० जून दिवसीय कार्यक्रम है जहाँ हमें समानता समुदाय के सदस्यों के साथ मिलकर विचारों को साझा करने का मौका मिलेगा।

इस अवसर पर हमें एक पैनल में भाग लेने का मौका मिलेगा।

Equality Australia
Tickets for the forum are free, but registration is essential. Tickets available here:
https://www.eventbrite.com.au/_/q/queer-thinking-tickets...

EVENTBRITE.COM.AU
Queer Thinking

Equality Australia
Speakers include Karen Pack, a teacher who was sacked by a Sydney Christian college for being gay; Equality Australia's Legal Director Ghassan Kassabeh, rising voice in the muslim LGBTIQ+ community; Hussein Havi; and Australia's first transgender politician.

Sanya Jackson-Vaughan
Brilliant



Community
Engagement –
pro bono

Fran Kelly hosting discussion; Helping LGBTQ+ youth reclaim their path
This was a free seminar.

Three CEOs with Fran Kelly



**THE
P/NNACLE
FOUNDATION**

Helping LGBTQ+ youth
reclaim their path.

Proudly presented by  Commonwealth Bank

NEW DATE FOR THREE CEOs SEMINAR HOSTED BY FRAN

This event was originally planned for June 28, but was postponed due to the evolving COVID-19 situation in Sydney. The event will now be held on Friday 10 September from 1.30pm – 2.30pm.

ABC Radio National's **Fran Kelly** will explore the topic of what it will mean to be an inclusive employer in 2030 and how we will get there with three of Australia's most influential CEOs:

- **Matt Comyn** - Managing Director & Chief Executive Officer, Commonwealth Bank of Australia
- **Jennifer Westacott AO** - Pinnacle patron and Chief Executive Officer, Business Council of Australia.
- **Alan Joyce AC** - Pinnacle patron and Chief Executive Officer & Managing Director, Qantas.



Community Engagement – visibility

ABC represented at the Chill Out Festival – here is some promotional and actual images from the day with ABC representing.



ABC RADIO WILL BROADCAST FROM CHILLOUT

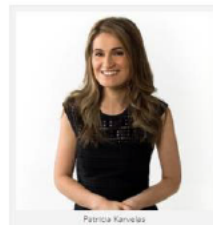
Chillout is Australia's largest running and largest regional pride festival, held at Daylesford in Victoria.

On Saturday, February 27, ABC Radio in Victoria (except Melbourne) will broadcast live from the festival between 8.30 and 10.05am.

Mark Tabor and ABC's **James Partridge** will co-host a program from Daylesford's annual Chillout Festival, celebrating the culture and arts of the queer community.

You can listen live via the ABC Listen App, or via local ABC Radio websites in Victoria, including the one:

<https://www.abc.net.au/abcdaylesford/>



Patricia Karvelas

Patricia Karvelas, ABC radio presenter, current affairs journalist and political correspondent was the Festival Ambassador for 2021. Hosted in-conversation events including two panel discussions about i/ "How to win the next LGBTQI political battle". And "Are We OKAY?"



s 22



LGBTQ
Employee
Network -
Intersectionality

s 22 is a s 22 – this story, Thrive includes s 22 story.

Note the article below was circulated internally and as you can s 22 was recognised as an ABC Pride member.

s 47E(c)



**LGBTQ
Intersectionality
– LGBTQ and
Aboriginal,
Torres Strait
Islander or
Indigenous**

Published in the ABC Pride newsletter celebrating **s 22** as an Indigenous person. The network taking the opportunity to celebratae all LGBTQIA+ diversity.

s 47G(1)(a)



Community
Engagement –
visibility

s 22

ABC PRIDE AND ABCQUEER ON ABC NEWS BREAKFAST

Even though he was officially s 22 turned up to work last Friday, for some live crosses from the Sydney Cricket Ground about Mardi Gras on ABC News Breakfast.

The first cross at about 7.40am, was with s 22 who spoke about the participation of ABC Pride in Mardi Gras, and about the ABCQueer Instagram account. They were also joined by four people from ABC Pride who were preparing to march. You can check out more photographs and video of the live cross on the s 47G(1)(a)

Radio session too;

s 22 also appeared on Editor's Choice with s 22 talking about the many different people covered on ABCQueer from across the LGBTQIA+ communities. [You can listen to it/download it from here.](#)



LGBTQ
Employee
network /
resources:
Intersectionality

Sharing stories of intersectionality within the ABC Pride network – ABC Queer held a panel discussion about cultural appropriation and racism in Australian drag.

s 22

ABCQUEER LOOKS AT DRAG AND RACISM

A few issues have recently come to light involving some of the performers appearing on the upcoming RuPaul's Drag Race Down Under, as well as other artists in the Australian drag community.

In the lead up to RuPaul's Drag Race Down Under, ABCQueer spoke with s 22

s 22 who talk cultural appropriation and racism in Australian drag with @abcqueer's s 22

You can see the video of the panel on the ABCQueer Instagram account
<https://www.instagram.com/p/CN0X3HVVUW/>

ABC 11th February 2022 Submission



LGBTQ
Employee
network /
resources:
Intersectionality

Intersectionality of Rural and Remote LGBTQIA+



s 47E(c)

New research released by the Regional Australia Institute (RAI) shows one-in-five city residents are considering a move to the regions, with more than half wanting to make the jump within the next twelve months. The global pandemic and work-from-home phenomenon have supercharged this trend.

Starting on Friday, 2 July, 7:30pm on ABC TV and ABC iView, *Movin' to the Country* celebrates the entrepreneurs, innovators and dreamers who are transforming the look and feel of Australia's beautiful regional areas in surprising new ways.

The six-part series introduces inspiring people who've lived in regional Australia their whole lives, returned to the country, or made the decision to pack up their city lives to make a difference in regional towns. *Movin' to the Country* showcases the beauty our country has to offer and celebrates the livability and appeal of regional Australia.

Hosts Craig Quartermaine, Kristy O'Brien and Haina Baczkowski, travel to a different region every week to tell the stories of folk looking to make a good living from their little patch of paradise. While it is not all beer and poshies, despite the struggles and setbacks, they've never looked back.

Each episode of *Movin' to the Country* explores three stories within one region, to discover how people are creating new lifestyles for themselves and how their success has cascading effects in the community.

Production Credits:

ABC Executive Producer, Jo Chichester Series Producer, Elissa McKeand



LGBTQ
Employee
network /
resources:
Intersectionality

Intersectionality of stories – Neurodivergent, CALD and diverse sexuality



LOVE ON THE SPECTRUM

ABCQueer [recently posted this great tip](#) about the new series of the ABC TV show, "Love On The Spectrum".

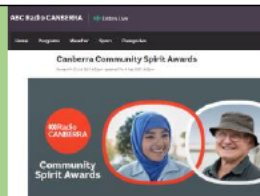
Have you been watching Love On The Spectrum? If you haven't seen it, it's an @abctv series that follows a group of young people on the autism spectrum looking for love. This season we meet Teo, Cassandra and Jayden. Teo, 22, is into the environment, politics and she loves cats. She says she is attracted to people's personality, not their gender. This week she goes on her first date with a woman. Cassandra, 27, is a dance teacher. She also says she's emotionally attracted to people regardless of their gender. Jayden has never been on a date before and has struggled to meet people he connects with. He is interested in both men and women and is looking for someone who is "adventurous and vibrant". You can stream #LOTSAU Series 2 now on ABC iView, or Tuesdays 8.30pm on ABC TV.

<https://iview.abc.net.au/show/love-on-the-spectrum>

ABC 11th February 2022 Submission



Community Engagement – visibility



<https://www.abc.net.au/radio/canberra/communityspiritcanberra/13435510>



LGBTQIA+ ADVOCATE ON ABC RADIO CANBERRA

Congratulations to **S 22** who won the Community Champion Under 40 category in the [@abcrcanberra](#) Community Spirit Awards which celebrate the power, strength and diversity of vibrant communities and recognise those who are making a real difference.

At just 22 years of age **S 22** stepped up to run Country to Canberra, a national not-for-profit which works to empower young rural women and non-binary people all across Australia.

An advocate for the LGBTQIA+ community, youth teacher and mentor... is there anything **S 22** can't do?

Listen to **S 22** speak on ABC Radio Canberra here <https://www.abc.net.au/radio/canberra/programs/drive/community-spirit-awards-under-40-finalist-han-uspodyv/13529712>

ABC 11th February 2022 Submission

Community Engagement – pro-bono

The awards ceremony was emceed by ABC journalist s 22

pridein sport

HOME ABOUT US MEMBERSHIP BODY & BENCHMARKING EVENTS SHOP RESOURCES & INITIATIVES NEWS

s 22

Awards Recognise Outstanding Achievements in LGBTQ Inclusion in Australian Sport

s 22

ABC 11th February 2022 Submission

Page 179 – AWEI2021 STANDARD EMPLOYER SUBMISSION (501 or more employees) – v1.1 – Doc. 1 of 1

prideindiversity



Employee
Network Group
– Broader
Inclusion

ss 47E(c) & 47G(1)(a)

ABC 11th February 2022 Submission



<p>Community Engagement – Visibility</p>	<p>An innovative approach to promoting and getting all the wonderful ABC's content out to LGBTQIA+ Community by welcoming them to sign up to a newsletter. Earlier in this submission the strategic partnerships that were being leveraged to promote awareness of this newly launched newsletter.</p> <div data-bbox="241 379 943 647"> </div> <p>SOMETHING QUEER IN YOUR INBOX</p> <p>The ABC will launch an ABCQueer newsletter in 2022!</p> <div data-bbox="241 772 943 1230"> <p>s 47G(1)(a)</p> </div>
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**Community
Engagement –
Visibility**





s 22 involvement as the only out identified LGBTQIA+ community member – speaking to Authentic leadership.

TWO DAY DIGITAL SUMMIT

Public Sector Women in Leadership Summit 2021

Turn inspiration into action and build your leadership future

What should you expect from this summit?

-  VIP and sector keynotes, case studies, fireside chats and interactive panel discussions detailing the challenges overcome and lessons learned by women in the upper ranks of leadership
-  In depth seminars with practical toolkits to boost your communication and put your learnings from the conference into action
-  Interactive group networking sessions with peers from across the sector who face the same circumstances as you
-  Excellent connectivity and a tailored online experience facilitated by our premier conference platform and experienced IT, AV and delivery teams

Past Digital Summit Testimonials

An excellent choice of high calibre speakers who spoke from the heart. Great access to learnings that you can't get from books and rarely from the workplace without years of hardship and experience.

s 22 July 2021

The experience was outstanding. The speakers were genuine, authentic, open and courageous. The ability to make comments in the chat and see what others were thinking in the moment really heightened the experience for me.

s 22 November 2020

This conference wasn't just personal stories, but instead actionable take-away concepts and ideas.

s 22 November 2020

Who will attend?

- Current & emerging female leaders from all types of government organisations
- Manager through to O-Suite, Commissioner & Secretary
- HR, Diversity & Learning & Development Professionals & Leaders



<p>Community Engagement – pro-bono</p>	<p>s 22</p> <p>s 22</p> <p>support QLife with Mental health self care support.</p>
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Community Engagement – visibility

ABC given broadcast and radio rights to Mardi Gras and WorldPride for the next 3 years.

Sydney's Mardi Gras comes home to the ABC

3 months ago · Updated



The Sydney Gay & Lesbian Mardi Gras Parade will be broadcast on ABC Radio and ABC Television from next year in a three-year deal.

The ABC has also been given broadcast rights to WorldPride, to be held in Sydney in February and March 2023.

ABC Managing Director, David Anderson said he was delighted the ABC would once again be host broadcaster of the Parade. "This is a homecoming for Mardi Gras. The ABC was the first broadcaster to televise Sydney Mardi Gras in 1994. We've waited 28 years for it to return and from 2022 onwards, we will provide coverage of Mardi Gras that only the ABC can, without commercial interests."

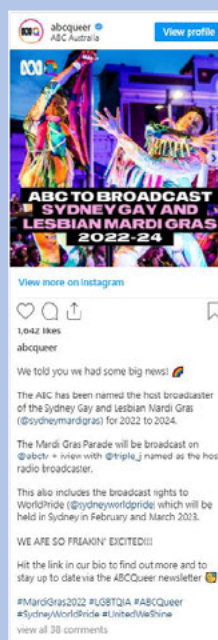
The ABC has been given both the television and radio rights to the event until 2024, with triple j named as the host radio broadcaster.

"It is important that wherever you are in Australia, you have the opportunity to take part in this significant cultural event and can celebrate the diversity that exists in Australian communities," Mr Anderson said. "For us to be able to reflect Australia's LGBTQI+ community to themselves and to the whole country is incredibly important."

ABC Chair, Ita Buttrose said "Who else but the ABC can do justice to Mardi Gras? The decision to first broadcast the Parade in 1994 paved the way for other media to cover the event and since then the ABC has been proud of its support of the LGBTQI+ community in Australia."

"We are the natural home for Mardi Gras, no-one else can take this event to so many Australians in so many places and in so many ways."

Sydney Gay and Lesbian Mardi Gras CEO, Albert Kruger, said: "We're thrilled to have the ABC join us as our broadcast partner for the next three years. Our national broadcaster has been a long time champion of LGBTQI+ communities, and we are proud to partner with such an icon of the Australian media landscape whose values and ethics align with our own. We look forward to working alongside their talented and committed team to amplify the diverse voices of our LGBTQI+ communities, as well as share our stories with the rest of the country."



ABC 11th February 2022 Submission



AWEI 2021 SUBMISSION DATES

We can accept AWEI submissions between Monday 4th January – 5pm Friday 12th March 2021 (or midnight Saturday 13th March 2021 for large file transfer URL).

- No later than 5pm, Friday 12th March 2021 for hand-delivered, couriered or mailed submissions (hard copies, USB, etc).
- Deadline for large file transfer program URL (including but not limited to Dropbox, Google Docs, Parcel Post, SharePoint or any other internally approved large file transfer system) midnight Saturday 13th March 2021
- **Important: File attachments within emails will not be accepted. Pride in Diversity will take no responsibility for attachments sent via email.**
- All file transfers and access to various systems must be sent to s 22 ; with a copy to s 22

IMPORTANT INFORMATION FOR SUBMITTERS

Please ensure that you have signed up to the following newsletter – this will ensure that you receive all relevant information and updates in terms of the up and coming AWEI period. Click here to sign up or go to: <http://eepurl.com/tT7vf>

OPTIONAL AWEI EMPLOYEE SURVEY

Participating in the AWEI optional Survey? You will be able to [request your unique survey](#) URL as of 1st December 2020. You will receive this link when the survey goes live on Monday 4th January 2021 and will remain open until the close of submissions on Friday 12th March 2021.

ABC 11TH February 2022 Submission



Participation in the survey allows you to balance the results of your AWEI with the views and lived experiences of your employees. While survey data is linked to your organisation enabling us to provide you with a comprehensive high-level analysis of responses, individual respondent data is not collected

INDIVIDUAL AWARD NOMINATIONS

Please consider nominating your colleagues, networks, etc. for an LGBTQ Inclusion Award. Award categories can be found within the Participation Details of this Submission or on the AWEI website: <http://www.pid-awei.com.au/submission-documents/>