

ABC Action List in Response to the Janke Systems Review

In response to the findings of the Independent Review into ABC Systems and Processes in Support of Staff who Experience Racism, the ABC has accepted in-principle the 15 recommendations made in the report. In addition, the ABC is committed to the following list of actions:

- We have created a Director, First Nations Strategy role on the Leadership Team, with Kelly Williams commencing today.
- We have also created a Deputy Director role, reporting to the Director, First Nations Strategy, to be filled in due course.
- The Indigenous employment team will move from People and Culture to the Director, First Nations Strategy.
- People and Culture becomes People, Culture, and Inclusion (PC&I) to recognise the ABC's commitment to provide an inclusive culture.
- We will recruit for a new Head of Diversity and Inclusion, reporting to Chief People Officer Deena Amorelli, as part of the PC&I team.
- We will consolidate the current staff support roles into one team within the PC&I team and recruit for additional roles.
- We will improve the systems and processes regarding the ABC's response to external attacks on any staff member.
- We will establish formal reviews of recruitment, complaints, career progression and exit processes.
- We commit to annual pay audits that will be published, as we have published recently.
- We commit to clarifying editorial guidance for personal experience in storytelling.
- We commit to achieving all diversity targets including diversity in leadership, as part of our Diversity, Inclusion and Belonging Plan.
- We commit to achieving the outcomes in the ABC's new Elevate Reconciliation Action Plan (still to be released)
- We will establish a new staff-led standing committee, comprising of members from ABC Belong, ABC Inclusive, ABC Mob, ABC Pride, ABC Gender Equity Network and the Bonner Committee, that will advise and consult with the CPO, First Nations Director and Managing Director on progress of implementing these recommendations.
- We will expand current and develop new management training for all managers.
- We will both acquire and develop an anti-racism training module, and an anti-racism campaign, for all staff.
- We have engaged an additional EAP service specific for CALD and First Nations staff.
- We have engaged former Race Discrimination Commissioner Chin Tan to assist the system and process review work.
- We have engaged Dr Jackie Huggins as our Elder in Residence to provide additional support to staff if required.
- We have committed to a multi-year framework with annual reviews on implementation of the recommendations.
- The ABC has committed additional budget for these new roles and initiatives.