

Diversity & Inclusion at SBS



Foreword

For more than 40 years, SBS has been committed to giving a voice to all Australians, regardless of gender, geography, age, cultural background or language.

Diversity is, and always will be, important to SBS. It's part of the fabric of our organisation, forms the very core of our Charter, and continues to be at the centre of our vision and strategy.

Our employees are united in delivering on our purpose; to celebrate and explore diversity, and contribute to social cohesion, by creating bold, meaningful and thought-provoking content.

In order to deliver on our Charter, it's incredibly important that our staff feel included, valued and a sense of belonging in our organisation.

After all, our people are the reason we are who we are, and that we can do what we do. We want to be able to celebrate the differences that make each of us unique and foster a culture where everyone can thrive.

That's why we are launching the Inclusion Strategy for SBS.

Feeling free to bring your whole self to work means something different to every single one of our employees, and it is our duty as an organisation to create a workplace where every individual is treated fairly and respectfully. We want every staff member to have a voice and feel comfortable to speak up and present their thoughts.

In developing this strategy, we recognise that we will never be truly done, but we can - and definitely must - do more. An investment in our people and our culture such as this is an investment in ensuring the highest of quality in the services we provide our audiences in the years ahead.

While inclusion provides great business performance, innovation and collaboration, for SBS it means delivering on our promise to create a great workplace culture where each and every employee is welcomed and feels comfortable to be their authentic self. That can only provide benefits for our audiences and our sector.



Michael Ebeid AM
Managing Director &
Head of Inclusion Steering Team

Our philosophy on building inclusive workplaces

At SBS, we believe that no-one should ever have to hide who they are at work. As Australia's multicultural and Indigenous broadcaster, we live diversity and the makeup of our workforce reflects that. However, we acknowledge that there is always more work to be done to ensure that we are leveraging the passion, creativity and innovative ideas that our diverse team brings to the table.

In order to do that, we need to focus on ensuring that we consistently strive for inclusion in everything we do. From how we engage with our audiences, how we commission and acquire content, the stories we tell, how we hire and engage our people and how we feed our internal culture, - all of which will enable all of our people to thrive.

What is the difference between diversity and inclusion?

Diversity

At SBS, diversity simply means having a mix of people with different perspectives collaborating together to produce better outcomes; whether we're talking about our internal team or whether we're talking about the broader Australian community. It includes visible differences such as gender, ethnicity, age and some forms of disability. However it also includes non-visible differences such as sexual orientation, language, invisible disabilities, socio-economic background, cultural heritage, religious beliefs, education and family or carer commitments. At SBS we believe that diversity is not about the characteristics of a particular individual, but the kaleidoscope of differences when seen as a whole.

Inclusion

For us, inclusion is the measure by which all of our team feel valued, safe and a sense of belonging. Where they can feel comfortable to bring their authentic selves to work and never need to hide who they are. Inclusion is the mechanism through which diverse perspectives are heard, respected and supported. At SBS we don't believe that being diverse is enough. In order for our diverse team to thrive, everyone must feel included.



We believe the real you matters

No one should have to hide who they are. Bringing our authentic selves to work not only makes us happier, it leads to a more productive and inspired workplace

careers.sbs.com.au/inclusion

SBS

Alicia Scott
News Librarian
#TheresAReason



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Jennifer Teh
Senior Employment Lawyer
#TheresAReason



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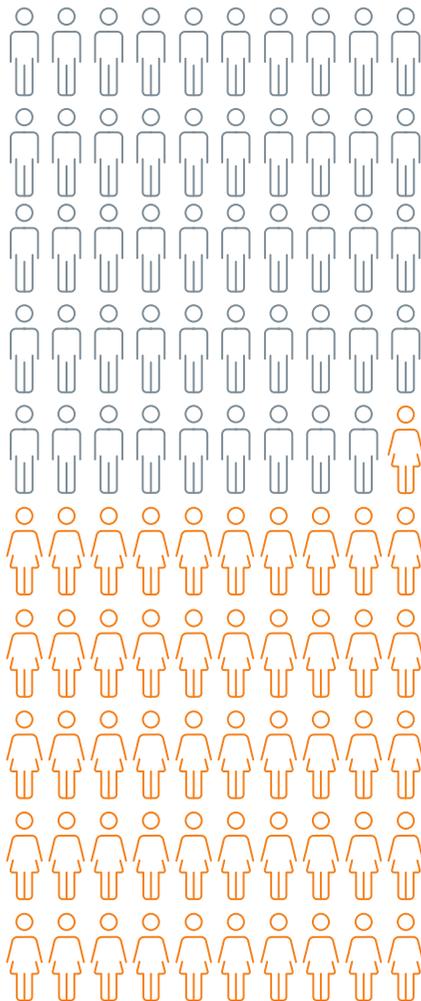
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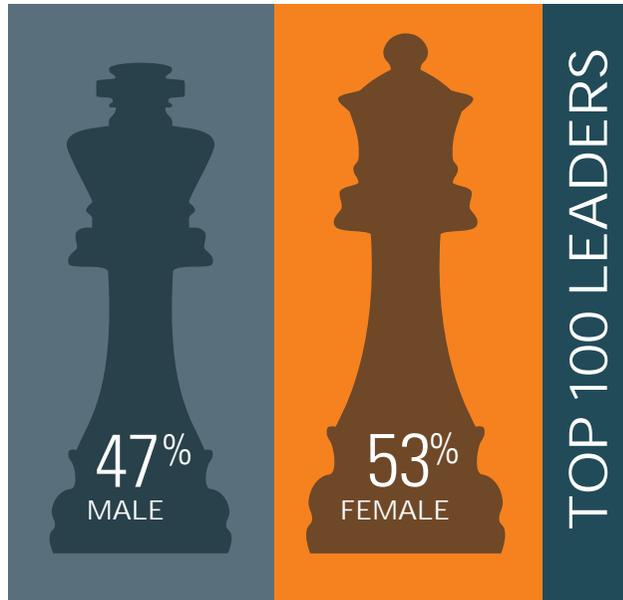
Rajish Aryal
Executive Producer
#TheresAReason

TOTAL GENDER



49%
MALE

51%
FEMALE



TOP 100 LEADERS



40%
FEMALE

60%
MALE

EXECUTIVE COMMITTEE



14%
IDENTIFY AS
LGBTI



4%
IDENTIFY AS
ABORIGINAL OR
TORRES STRAIT
ISLANDER



2.2%
IDENTIFY AS
HAVING A
DISABILITY



51%
SPEAK A LANGUAGE
OTHER THAN ENGLISH



44%
WERE BORN
OVERSEAS



The Path
Ahead...

Our Diversity & Inclusion Plan
2018-2021



Governance & Sustainability

We have high expectations of ourselves when it comes to fostering a world class inclusive culture and therefore, it is absolutely crucial that we ensure that our inclusion plan is reinforced with appropriate governance and sustainability measures to keep us on track for the long haul. This means serious consideration about whom is responsible for the delivery of the various elements of this strategy and how we ensure that there is both accountability and passion in equal measure.

How will we do it?

Inclusion Steering Team

Through the establishment of an SBS inclusion steering team, SBS seeks to ensure that the inclusion plan is supported by an appropriately empowered governance structure. The steering team periodically reviews action plans, grants funding allocation requests and ensures overall accountability. Chaired by SBS's Managing Director, the steering team includes a number of Executive team members, as well as leading members of our Employee Action Groups and has its own Charter guided by principals that put inclusion at the forefront.

Employee Action Groups

Through the establishment of five Employee Action Groups (EAG), SBS will empower employees to take an active role in fostering an inclusive culture for all. Each EAG will be allocated executive sponsorship and will be tasked with the development of action plans designed to remove barriers, create opportunities and promote diversity and inclusion. These action groups will be required to submit their proposed plans for approval to the SBS inclusion steering team and will need to demonstrate that they are working to our principals of inclusion. Specifically, they will need to demonstrate the actions that they have taken to ensure a diverse membership base. This is a crucial requirement of the EAG model to ensure that whilst the groups may be focused on removing barriers to specific demographic populations, they are not themselves exclusive.

SBS has approved for three action groups to commence activity and will approve a further two groups within the 2018 calendar year.

These groups are:

The Network	(Gender)	Launched
SBS Pride & Allies	(LGBTI*)	Launched
SBS Access	(Disability & Accessibility)	Launched
Walk with Us	(Indigenous)	To be launched in Q1 2018/19
CALD	(CALD**)	To be launched in Q1 2018/19

The inclusion steering team will review the approved groups on an annual basis to ensure that SBS is dedicating resources to activity that is most needed to remove specific barriers to inclusion and promote diversity.

*Lesbian, Gay, Bisexual, Transgender and Intersex **Culturally and Linguistically Diverse

Diversity & Inclusion Data

We will establish diversity and inclusion dashboards which will go out to members of the SBS Executive Committee and the SBS Board on a regular basis.

These dashboards will include more demographic data on the diverse makeup of our teams as well as data relating to internal career mobility.

We will also seek to establish a number of flexible questions in our annual Employee Opinion Survey that enable us to pulse check sentiment within our team as it relates to the initiatives outlined within this inclusion plan.

In order to meet our goal of being a world class inclusive employer, it is crucial that our organisational practices support that journey. This includes continuous review of our policies and procedures, how we seek out and engage diverse talent, how we nurture and grow our teams and how we build career pathways throughout the organisation.

How will we do it?

Organisational Alignment

Inclusion Policy Review

We will undertake a comprehensive review of our existing policy framework in consultation with our Employee Action Groups to ensure that we are using inclusive language and also that the content of our policies fosters fairness, value and belonging.

Included within our policy review will be a commitment to create a flexible working policy and accompanying toolkit to give employees and their managers the knowledge and skills to have real and genuine conversations about workplace flexibility.

Workplace flexibility impacts on everyone and poses particular challenges for parents and carers as well as employees with chronic illness or disabilities. We want to ensure that wherever possible, SBS offers our employees flexible options to help ensure they bring their best self to work.

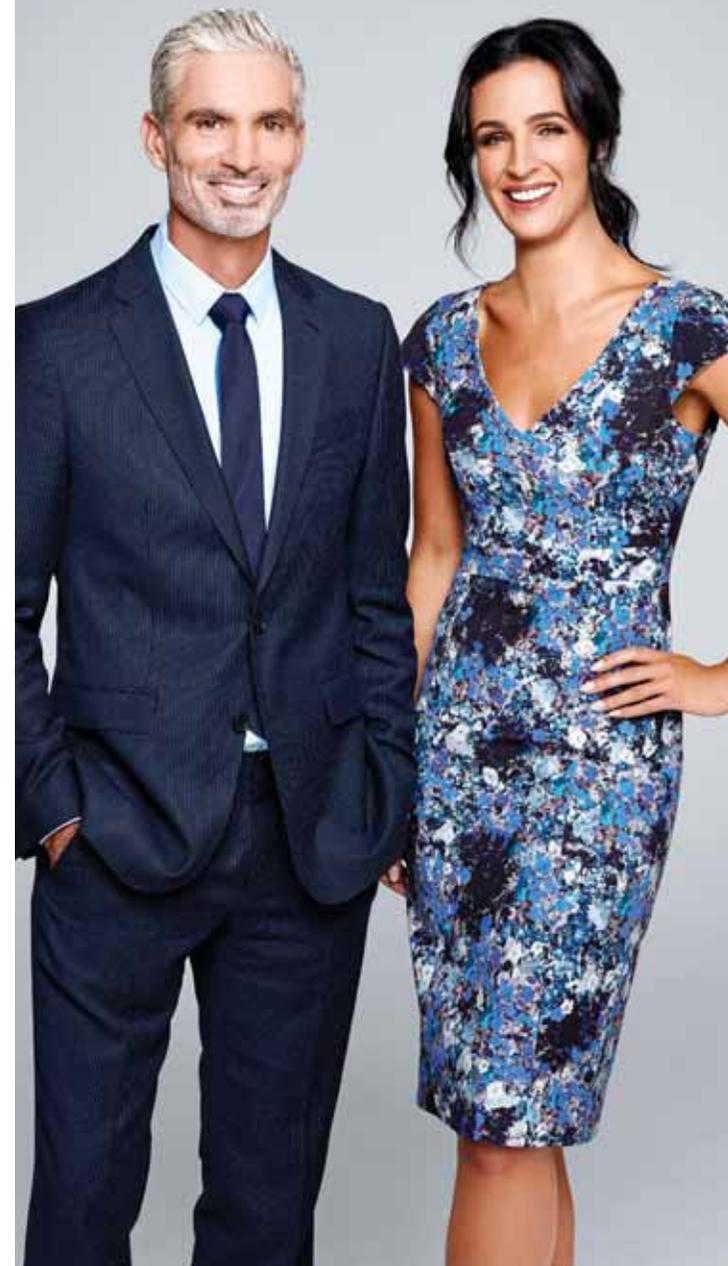
Revised Talent Process

Each year, SBS undertakes an internal talent review to identify development opportunities for our team, to promote career pathways and create role succession plans. We prioritise taking the time to discuss our team, their careers and their potential but would like to be more proactive in building meaningful career pathways and promoting internal mobility.

We will develop a new talent review process which will be specifically designed to take into consideration potential barriers to career pathways. This process will aim to deliver an increase in internal job opportunities and appointments within SBS, whilst eliminating the role that unconscious bias can play in determining career progression.

Revised Salary Benchmarking

Using industry specific data provided on an annual basis by our salary benchmarking partner Aon Hewitt, we will develop a remuneration and benchmarking framework to ensure that we are providing salary decision makers with up to date and objective market data, on a role by role basis. This will ensure that salary decisions are based on merit and objective data, with increased governance and oversight.



Education & Leadership

At SBS, we know that workplace cultures are defined by the actions of leaders. It's no surprise that we want to ensure that all of our people leaders are supported, informed and capable when it comes to leading inclusively. However, in order for SBS to be a truly inclusive workplace, we need to ensure that all of our team are accountable to SBS's commitment to inclusion and feel they have the tools and knowledge to make a difference.

How will we do it?



It's How We Lead

Through our award winning Leadership model and program 'It's How We Lead', SBS will define specific inclusive leadership capabilities and build them into our program. We will track and measure impact and uplift through our leadership behaviour scores which form part of our annual employee opinion survey.



Learning Pathways- SBS University

We will also work with our EAG's to develop a range of face to face diversity and inclusion training and online modules via our learning management system SBS University. This blended approach will deliver educational learning pathways customisable for specific employee populations such as HR/ Recruitment, Executive Leadership, People Managers or all employees.

Induction

An employee's first weeks with a new employer can have a tremendous impact on their perception of the organisation, its culture and its norms. We will be reviewing our Induction program to ensure that we are educating new employees on our approach to inclusion, the role our EAG's play in the organisation and crucially, how they can get involved in making SBS an even more inclusive place to work.

SBS is a highly diverse organisation and we're incredibly proud of the work we've done to date to ensure that our organisation reflects contemporary Australian society. However, we acknowledge that there is work to do in removing barriers and opening up more employment options for people of diverse backgrounds. That's why we have focused on committing to some key employment initiatives to help break down those barriers and increase representation of specific demographics.

How will we do it?

Employment Programs

Disability and Accessibility

We will work with the SBS Access EAG in partnership with external specialist organisations to develop a comprehensive Disability Action Plan. This plan will focus on increasing the representation of people who identify as having a disability at SBS, increasing the number of employees who feel comfortable to disclose their disability and also educating our managers and employees on the diverse nature of disability in its many forms.

Indigenous Employment

NITV plays a crucial role at SBS and in the Australian media landscape, providing an important platform for First Nations voices and stories from a uniquely Indigenous perspective for all Australians.

As important a role that NITV plays in attracting strong Indigenous media talent, we want to continue to accelerate the opportunity for Indigenous employees to develop meaningful careers throughout the broader organisation, both vertically and laterally.

We will launch a specific SBS Indigenous Employment strategy. This strategy will be designed to accelerate the development of our Indigenous leaders, create entry pathways for emerging talent and increase the frequency and level of internal career movements for our Indigenous employees.

The Indigenous Employment Plan will be underpinned by community consultation both internally and externally on a minimum annual basis for the life of the strategy.

Employment Partnerships

We will engage in formal partnerships with expert employment organisations to ensure that we continue to report stronger than average diversity metrics across all key demographics. These partnerships will aim to amplify our activity in the talent market to offer employment opportunities to prospective candidates from under-represented backgrounds and ensure that SBS remains the heartland of diversity and inclusion in the Australian media sector.





Credits & Copyright

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Selina Govan

Featured SBS Employees

Rachael Hocking, Alicia Scott, Jennifer Teh, Rajish Aryal, Lesley Crawford, Abdullah Alikhil, Craig Foster, Lucy Zelic, Diala AlAzzeh, Rhanna Collins, Janice Petersen

Inclusion Campaign Creative
HAVAS Melbourne

Inclusion Document Creative
MaxStudio

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