



Diversity through conversations, stories and culture
ABC Equity and Diversity
Plan 2016-2018

The Australian Broadcasting Corporation's equity and diversity program is aligned with the ABC's overall Corporate Strategy and Vision to be the independent home of Australian conversations, culture and stories. In line with the ABC Strategy, the ABC Equity and Diversity Plan 2016–18 is focused on three key areas:

- We encourage a culture of diversity, engagement and flexibility
- We embrace diversity in the workplace
- We represent, connect and engage communities

The ABC Equity and Diversity Plan objectives and actions support the leadership, values and directions of the ABC to contribute to a shared national identity by reflecting the diversity of the Australian community and providing an inclusive workplace in conjunction with:

- The ABC's Charter
- ABC Strategy 2015–2020
- Audience and Content Strategy
- ABC Values of Integrity, Respect, Collegiality and Innovation
- ABC Corporate Social Responsibility reporting framework
- Editorial Policies
- ABC Discrimination, Bullying and other Workplace Behaviour Policy
- ABC Reconciliation Action Plan

The Equity and Diversity Plan aims to meet the requirements of the *Equal Employment Opportunity (Commonwealth Authorities) Act 1987* and a summary of progress of the Plan is in the ABC's Equity and Diversity Annual Report which is tabled in Federal Parliament. The Act requires the ABC to promote equal opportunity in employment for women, Aboriginal and Torres Strait Islander people, people from a non-English speaking background and people with disabilities. Indigenous targets are included in the ABC Reconciliation Action Plan, and the Equity and Diversity Plan has a broader

coverage of diversity groups in line with the broad composition of the Australian community.

ABC Divisions are represented by Diversity Groups who identify and action priorities and strategies to achieve the goals of the Equity and Diversity Plan, relevant to their area of responsibility.

As a guide, specific Corporate targets have been identified, as part of the Equity and Diversity Plan, for consideration and adoption by ABC Divisions between 1 January 2016 to 31 December 2018:

- 50% women Senior Executives
- 20% women Technologists
- 15% non-English speaking background Senior Executives
- Up to 12% non-English speaking background Content Makers

Areas of diversity for review by ABC Divisions could include possible new targets:

- Women working in non-traditional or areas of under-participation, for example: digital roles, television production and sports broadcasting
- Representatives of groups in the ABC's Audience and Content Strategy target audiences, for example: generational diversity, regional communities and communities that reflect a range of cultural, linguistic and socio-economic groups

Areas of diversity for review of initiatives, resources and access include:

- People with disabilities
- Broader coverage of gender (women and men) and sexual orientation and gender identity (LGBTI)
- Work and life balance, flexibility and a positive work culture





STRATEGIC OBJECTIVE: WE ENCOURAGE A CULTURE OF DIVERSITY, ENGAGEMENT AND FLEXIBILITY

1. FOCUS AREA: LEADERSHIP

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
1.1	Demonstrate commitment to diversity implementation by including Equity and Diversity Plan strategies in senior management KPIs.	Managing Director /ABC Executive	Annual in line with job plan schedule	Include diversity strategies in senior management KPIs.
1.2	Participate in the diversity Champion/Sponsor programs and Corporate-wide diversity groups.	Divisional Directors, ABC People Indigenous Employment & Diversity Team (IEDT)	Ongoing	Ensure appropriate senior managers are appointed and supported as diversity champions in Divisions. Ensure appropriate staff are appointed and supported as members of broad diversity groups. Ensure divisional diversity groups meet on a regular basis and drive progress of equity and diversity actions and outcomes.
1.3	Provide leadership through learning activities, forums and speakers that promote diversity and inclusion.	Directors, Diversity Groups (DGs), IEDT, ABC People (Learning)	Ongoing	Deliver and support diversity forums, speakers and activities. Work with Divisions to provide tailored unconscious bias training across the corporation. Deliver diversity components in leadership program content.
1.4	Monitor external trends that support equity and diversity for potential application in the ABC.	ABC People	Ongoing	Adopt relevant diversity proposals within the ABC.

2. FOCUS AREA: COMMUNICATION

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
2.1	Promote the Equity and Diversity Plan aims and activities across the Corporation and within Divisions.	Directors, DGs, IEDT	Ongoing	IEDT to deliver a corporate-wide communication framework. DGs to deliver a divisional communication framework.
2.2	Promote the diversity of the ABC's workforce and content externally.	Audience & Marketing, Corporate Affairs	Ongoing	Release information/stories of diversity progress and activities on a regular basis to stakeholders.

3. FOCUS AREA: INCLUSIVE CULTURE

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
3.1	Develop recognition mechanisms to highlight work that enhances equity and diversity across the ABC.	Directors, DGs, IEDT	At least annually	Acknowledge the diversity work of individuals and groups through formal /informal mechanisms.
3.2	Implement initiatives for a more positive work environment including measures to address discrimination, harassment and bullying.	Directors, ABC People	Ongoing	Deliver information and learning about relevant workplace policies. Achieve reduction in complaints and claims.
3.3	Deliver diversity awareness learning programs.	ABC People (IEDT, Learning)	Learning delivered 2017–18.	Develop and deliver diversity awareness workshops/elearning for access to all staff. Training to include cultural diversity training.
	INDIGENOUS: Deliver the Indigenous culture awareness program. Indigenous actions are included under the Reconciliation Action Plan.			Reconciliation Action Plan—Respect, 2.1

4. FOCUS AREA: FLEXIBILITY, WORK LIFE BALANCE

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
4.1	Maintain or improve provisions and resources to support work life balance.	ABC People	Ongoing	Needs identified, implemented and communicated.
4.2	Encourage the take-up of flexible working arrangements and innovative ways of working in line with work requirements and work life needs of staff.	Directors, DGs, ABC People	June 2017 September 2018	Review scope of working arrangements in line with a job outcomes focus. Implement framework for a flexible work environment.
4.3	Provide staff on parental leave or on long absences with improved pre, during and post support to enhance engagement and productivity.	IEDT Line Managers	December 2017 Ongoing	Provide Divisions with tools and initiatives for support. Ensure all relevant staff have access to leave/return to work support.



STRATEGIC OBJECTIVE: WE EMBRACE DIVERSITY IN THE WORKPLACE

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
	INDIGENOUS: Actions for representation and career development planning, support and retention are included under the Reconciliation Action Plan.			Reconciliation Action Plan—Opportunities—Employment and Supplier Diversity, 3.1–3.6

5. FOCUS AREA: REPRESENTATION

WORKFORCE ANALYSIS AND PLANNING

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
5.1	Maintain or improve the representation of diversity groups by Division and review the areas of under-representation for targets.	Directors, DGs	June 2016 December 2018	Review of workforce diversity representation undertaken by Divisions and where relevant set targets in line with Corporate targets and local under-representation. Achieve targets to increase the representation of diversity groups.
5.2	Undertake a gender pay equity analysis.	ABC People	June 2017	Complete gender pay equity project and provide results to ABC Executive for consideration.

PIPELINE ACTIVITIES

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
5.3	In line with targets, devise and undertake pipeline activities, for example careers days, visits, partnerships, ABC tours, work experience, media training and speakers as part of: School-based activities Tertiary education activities Open job seeker activities	DGs, IEDT	Ongoing	Implement a range of appropriate pipeline activities and review the effectiveness of the activities.

LEARNING-LINKED AND PROACTIVE EMPLOYMENT

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
5.4	Monitor vacancies and appoint employees through innovative measures such as: Internships/cadetships and traineeships Specialised employment programs Identifying/approaching potential staff Job re-design/flexible work arrangements/trials	Directors, Hiring line managers	Ongoing	Employees from diversity groups commenced via a range of employment measures in line with targets.

RECRUITMENT FRAMEWORK AND OUTREACH

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
5.5	Provide an updated ABC careers online content and social media strategy to attract diverse applicants. Provide updated guidelines and resources to streamline recruitment processes.	ABC People	June 2016	Review and refresh of recruitment online content and the intranet undertaken.

6. FOCUS AREA: DEVELOPMENT AND RETENTION

ONBOARDING, SUPPORT AND DEVELOPMENT

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
6.1	Ensure that employees from diversity groups have access to a range of support resources including induction, mentoring, network groups and accessible workplaces.	Hiring Line Managers, IEDT	Ongoing	Devise a checklist and provide relevant support for employees from diversity groups.
6.2	Ensure specific learning opportunities are available to employees from diversity groups to assist them to reach their potential, including English learning resources, single gender programs, accessible support for staff with disabilities, etc.	Line Managers, IEDT	Ongoing	Deliver opportunities to relevant employees as required.
6.3	Create career development opportunities for employees from diversity groups including acting, placements and secondments and access to the ABC's Talent Management program (leadership), in line with targets.	Line Managers Directors, ABC People (Learning)	Ongoing Talent Management timeline	Deliver opportunities to relevant employees and monitor career progression. Identify and include relevant employees in leadership programs.

EMPLOYEE MOVEMENTS

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
6.4	Monitor the turnover of diversity group employees to determine any areas of concern re retention.	Directors, IEDT	Ongoing	Analyse diversity data and feedback from employees where turnover is high and recommend remedial action.



STRATEGIC OBJECTIVE: WE REPRESENT, CONNECT AND ENGAGE COMMUNITIES

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
	INDIGENOUS: Actions for Content are included under the Reconciliation Action Plan.			Reconciliation Action Plan—Opportunities—Content, 4.1–4.4

7. FOCUS AREA: CONTENT AND SERVICES

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
7.1	Continue to analyse content to measure diversity participation and representation and identify gaps and strategies to enhance content to reflect the diversity of the Australian communities.	Content Divisional Directors, Content DGs	Annual surveys	Analysis undertaken and monitored each year, with proactive strategies identified and implemented.
7.2	Maintain or improve diversity resource tools and editorial training to assist content makers with diversity content.	IEDT, Content Division Managers	Ongoing	Diversity resources updated and provided to content makers.
7.3	Maintain or improve the community satisfaction response expressed in terms of the percentage of Australians who believe the ABC reflects the cultural diversity of the Australian community.	Content Divisions	June each year	Survey results compared each year.
7.4	Continue to review the surveys and audience research strategies to measure the audience reach/participation across backgrounds.	Audience & Marketing	Ongoing	Strategies reviewed and measures implemented.

#	ACTION	ACTION GROUP	TIMEFRAME	DELIVERABLES
7.5	Maintain or improve the services and products that are accessible to members of the community with disabilities and other diversity groups.	All relevant Divisions	Ongoing	Monitor existing services and identify and consider enhanced services for implementation.

Note: Where Divisions have responsibility, support is also provided by ABC People Divisional Business Partners.