

14 July 2020

Adam Portelli  
Regional Director, Victoria and Tasmania  
MEAA

**By Email: [adam.portelli@meaa.org](mailto:adam.portelli@meaa.org)**

Dear Adam,

Thank you for your letter sent on behalf of the MEAA house committee.

The issue of representation is one that SBS takes seriously. This is a discussion that we have been having with our staff directly for some time. This includes the work of the SBS Inclusion council which is chaired by me as the Managing Director and represents SBS employees with a range of lived experiences, including in relation to gender, diverse cultural backgrounds, Indigenous backgrounds, LGBTIQ+, those with disabilities, and those that are allies.

SBS has an incredibly diverse workforce. Over 41% are from non-English speaking backgrounds and 37% born overseas, 15% identify as LGBTIQ+ and 3.4% identify as First Nation peoples.

The SBS Board of Directors is also a remarkable and diverse group of people with representatives from the Indigenous, multicultural, multifaith and multilingual communities including people of colour.

Our internal employee survey has highlighted 53% of all SBS People Leaders (those responsible for managing teams) speak a language other than English and 50% of People Leaders are women. 48% of our most Senior Leaders (those who report directly to the SBS Executive group) were born overseas or are second generation migrants and 52% of those Senior Leaders are women.

In order to improve representation at the top of the organisation, I recently made changes to the makeup of the Executive team. These changes will ensure diverse voices and perspectives are part of our executive decision making, policy setting and strategy development. In addition, I announced a range of new initiatives to support the professional development and advancement of internal candidates, including those from under-represented backgrounds.

At SBS, we embrace difference and welcome applications from people of all backgrounds. As part of our commitment to closing the gap, we encourage people of Aboriginal and/or Torres Strait Islander backgrounds to apply for all our vacant positions.

**Special Broadcasting Service**

Locked Bag 028, Crows Nest NSW 1585 Australia  
14 Herbert Street, Artarmon NSW 2064 Australia [sbs.com.au](http://sbs.com.au)

Tel: +61 2 9430 2828

ABN: 91 314 398 574



SBS is working to build a diverse talent pool of suitably experience and qualified candidates to be considered for the position of Director of News & Current Affairs. All candidates will be treated fairly and equally regardless of race, gender, religion, cultural background, sexual orientation or any other protected attribute.

Thank you again for your letter and sharing the views of your members.

Yours sincerely,

A handwritten signature in blue ink that reads "James Taylor". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

James Taylor  
Managing Director  
Special Broadcasting Service