



MEDIA RELEASE

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ABC racism report is a watershed moment for media industry

The *Listen Loudly, Act Strongly* report into how the ABC has dealt with racism experienced by its staff is a watershed moment for the media industry that must lead to change in all workplaces, says the union for Australian journalists.

The Media, Entertainment & Arts Alliance notes the public apology and commitment to do better by ABC Managing Director David Anderson following today's public release of the report of the independent review into ABC systems and processes in support of staff who experience racism conducted by Dr Terri Janke.

This report does not make easy reading as it describes system failures by ABC management over many years to support First Nations and CALD staff who have suffered covert and overt racism both within and from outside the ABC.

The report shows how some ABC staff have not only been targeted for their race from outside the broadcaster, but how they have been sidelined, patronised, or overlooked for career progression because of their race.

It outlines how the systems put in place by the ABC in the past have been either inadequate or inconsistently applied.

The acting Director of MEAA Media, Michelle Rae, said the issues identified by Dr Janke were not isolated to the ABC but are widespread across the media industry.

"All Australian media organisations are now on notice that they can no longer ignore these issues of inclusion, access and diversity," Ms Rae said.

"It is shameful that so many ABC staff have felt abandoned by their employer when they have suffered racism, discrimination and bias. Other media organisations cannot assume these issues are isolated to the national broadcaster.

"Media organisations no longer have any excuses to stonewall on demands from their staff to ensure their workplaces are culturally safe.

"Inclusive workplaces must be more than just a catchphrase because without real action, it is journalists and the communities they serve that suffer.

"The ABC's experience shows that even the best of intentions will be tokenistic if accountability, transparency and clear process and training are not implemented.

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“In the last 18 months MEAA members across the industry including at the ABC and Nine Publishing, have taken protected action to force better behaviours and ensure sustainable career paths for workers from diverse backgrounds. It is unacceptable that in 2024 media workers are having to take industrial action to force their employers to be transparent and accountable.

“MEAA members nationally will continue to demand companies ensure workplaces are culturally safe and provide meaningful careers for workers of all backgrounds.”

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