



Dear SBS Board,

We write to you as concerned members of the MEAA Anti-Discrimination Working Group at SBS & NITV. We are dismayed by the volume of public reports of discrimination faced by our colleagues and believe this warrants further investigation.

We believe SBS and NITV can achieve standards that make it the best in business.

We have conducted a questionnaire predominantly of our current staff to investigate the sentiments expressed by both former and current employees at SBS and NITV.

The results of our survey are startling. We provide the following information in good faith and acknowledge that the vast majority of respondents wish to remain anonymous and their individual responses confidential.

There are, at time of writing, 67 respondents to our questionnaire asking if they have experienced any form of discrimination in the workplace. 18 respondents are former staff members.

40% have reported racism; over 25% sexism. Other forms of discrimination experienced and highlighted in our questionnaire included homophobia, ageism, ableism as well as various forms of bullying.

Of the 50% who reported this to management, all did not find a satisfactory resolution.

We asked staff to expand on why they did or did not report their experience to management and several themes emerged from this question.

- Respondents do not trust that management is 'on their side'
- They do not trust management to handle any complaint of discrimination.
- Respondents believe their complaint will achieve very little given the prevailing culture.
- Management and those responsible to handle these complaints are generally part of the problem.

The impact of this sentiment in the newsroom is real and extremely concerning. The impact cannot be overstated. Some staff have been driven out of journalism, others have sought professional help. SBS has a duty of care to all employees for their mental and physical well-being in the workplace.

We are aware and welcome recent announcements for organisational changes at SBS and NITV. However, it is clear from the responses to our questionnaire that there is a deep seated mistrust in the process and culture at SBS and NITV in handling these problems.

We propose the following solutions to address these problems:



1. An independent review of workplace practices and policies by an academic, university or statutory body. We suggest that the Jumbunna Institute be invited to form part of this review.
2. That a board position be reserved for a staff-elected representative as is the practice at our sister organisation - the ABC.
3. Wholesale and thorough training of all management and P&C managers in order to gain an comprehensive understanding and working knowledge of cultural sensitivity and workplace power dynamics.
4. As part of SBS's commitment to "establish identified positions to enhance representation of Indigenous employees outside of NITV", identified positions should be made within the P&C team.
5. The empowerment of the Diversity and Inclusion Team to exist full-time and to possess the ongoing remit to log and escalate complaints of discrimination in the workplace.

We look forward to your response and trust that working together, we can achieve an outcome that we can all be proud of; that is worthy of our Charter.

We are happy to meet at a time of your convenience to discuss further.

Kind regards,

The MEAA Anti-Discrimination Working Group at SBS & NITV