



Corporate services news

New SBS Inclusion courses: Disability and neurodiversity

5/27/2025

The Special Broadcasting Service Inclusion Program has released two new inclusion courses on disability and neurodiversity, now available for all ACMA and eSafety staff on Learnhub.

The Special Broadcasting Service (SBS) Inclusion Program is Australia's leading online inclusion training provider helping organisations embrace diversity and promote a safe and happy workplace.

The entire [SBS Inclusion Program](#) is available on [Learnhub](#) and includes various courses designed to educate and promote awareness on topics such as First Nations, culture, disability, LGBTQIA+, gender and age.

Disability course

The [Disability course](#) is designed for all staff to gain an understanding of disability.

The course focuses on:

- why disability inclusion matters
- perspectives on disability
- mental health and how to include people
- building capability for a disability inclusive workforce.

This is a well-rounded course that aims to foster an aware and inclusive workforce by employing storytelling from real people to build education through empathy and lived experience.

It has been made in collaboration with the [Australian Network on Disability](#), as well as input from the [Northcott Disability Services](#) and the [University of Queensland](#) Workforce Diversity and Inclusion team.

Neurodiversity course

The [Neurodiversity course](#) is designed to improve your understanding of neurodiversity.

The course focuses on:

- explaining neurodiversity
- the benefits of employing neurodivergent individuals
- practical things organisations can do to improve employment options and be more inclusive of neurodiversity.

Like the disability course, this course shares interviews with real people, to educate through personal experiences. These are used in conjunction with insightful activities and further reading options to enhance your learning experience.

Why is inclusion training important?

People with disability are drastically under-represented in the Australian workforce despite making up nearly a fifth of the population. Underrepresentation can result in a deficit of knowledge and understanding. This was reflected in the [2024 APS Employee Census](#) where 9.5% of respondents stated they were unsure what neurodivergent meant. However, employment enables people with disability to achieve financial independence, improve their mental health and develop friendships. Studies show that companies who employ people with disability regularly report increased productivity and sharply decreased staff turnover.

Literature also highlights that because neurodivergent people are wired differently, they may bring unique skillsets and new perspectives to solving problems. Integrating neurodivergent individuals into the workplace is not just a matter of social responsibility – it can be a strategic advantage.

Often neurodivergent, or people with disability, struggle to integrate into the workforce due to issues like societal bias and stigma or inflexible recruitment and workplace processes.

These two SBS Inclusion courses were created to help organisations be welcoming and informed of people with disability and neurodiversity in all aspects of business. They are

designed to improve your understanding of disability and neurodiversity in all its guises and to show how employment options for disability and neurodiversity can be inclusive, improved and embraced.

Diversity and Inclusion Strategy 2024-2026

Our [Diversity and Inclusion Strategy 2024-26](#) sets out the goals and actions we have established to build on our commitment to being a diverse and inclusive workforce.

The strategy underpins a workplace culture where employees feel valued, respected and can safely contribute fully, bringing their unique and best selves to work.

Join the Diversity and Inclusion Working Group

A Diversity and Inclusion Working Group is currently being established and is open to all ACMA and eSafety staff. The working group will discuss and advocate for inclusion initiatives within the agency, including awareness days. Please contact [REDACTED] if you would like to become a member.

More information

If you have any further questions regarding the SBS Inclusion Program, please contact the Learning and Development team via [REDACTED].

Learn more at [Our Diversity and Inclusion Strategy](#) on The Hub.