

[REDACTED]

From: [REDACTED]
Sent: Thursday, 12 June 2025 2:01 PM
To: [REDACTED]
Subject: RE: feedback survey on [REDACTED] presentation [SEC=OFFICIAL]

Hi [REDACTED]

I mean to say during the meeting just now thank you for circulating the survey feedback and your observations – some interesting things in there!

Would be great to discuss further at our next content ELT.

Cheers

[REDACTED]

From: [REDACTED]
Sent: Thursday, 12 June 2025 12:29 PM
To: [REDACTED]
Subject: feedback survey on [REDACTED] presentation [SEC=OFFICIAL]

Hi [REDACTED]

It's been 2 weeks since I sent out the survey and the last response was submitted 3 June so I thought you might like to see the results. My notes:

- 24 responses
- Staff who enjoyed the presentation liked [REDACTED]'s passion and energy, hearing lived experiences, use of examples and offering practical strategies and opportunities for discussion.
- Some staff liked having the opportunity to share their personal circumstances, or that they were mentioned or highlighted in some way during the presentation. It made them feel like their feelings were validated and feel 'seen'.
- Others mentioned that the presentation was a great reminder of the importance of language and why we should care, and / or that it helped them see things from a different perspective.
- Staff liked that the two frameworks used examples and offered useful practical strategies to act.
- A couple of staff appreciated discussion about a topic such as this supported by SES.
- 8% (2 people) **didn't** find the presentation useful and the same respondents said it **did not** meet their expectations.
 - o One felt [REDACTED] was disrespectful of their conservative views
 - o The other felt that the key points could have been distilled in a handout. They thought that as [REDACTED]'s position is clearly not neutral, her presentation would only appeal to those who are aligned with [REDACTED]'s beliefs and by extension probably didn't need to sit through a 90 minute program.
- One responder thought that although the presentation was a good refresher and could spark some useful conversations, the content was too 'black and white', could have been more nuanced.
- Suggestions for other training around workplace culture or diversity and inclusion were:
 - o Several respondents asked for additional training / tools for managers to strengthen the working culture within their team – one respondent mentioned that 'each manager sets a subculture within their team which may not be inclusive at all'.
 - o Training in gender bias, equality and respect – this respondent was concerned to hear about colleagues sharing views that men are discriminated in the workplace
 - o Mental health and wellbeing

- Cultural competencies, eg pronouncing names – suggesting a workshop or intranet article on how to ask someone to pronounce their name
- Childlessness and getting older in the workplace – how can workplaces bring different generations together for the benefit of each other and the work?
- More opportunities for staff to share their experiences if they feel comfortable; wanted to hear more from people with lived experience

The full set of responses is in the attachment – I've highlighted a few that I thought were interesting.

[REDACTED]
Executive Officer
Content Division

Australian Communications and Media Authority

+ [REDACTED]

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