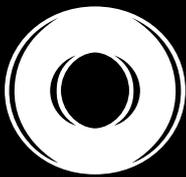


PRIDE IN SPORT INDEX

2017

THE DEFINITIVE  
NATIONAL BENCHMARK  
**ON AUSTRALIAN  
LGBTI SPORTS  
INCLUSION**

Proudly sponsored by



MACQUARIE

**pridein  
sport**



At Macquarie, we realise the power that diversity and inclusion brings to our workplace and to our clients. Over the past few years we have been on a journey to ensure we promote a diverse and inclusive environment where everyone can be their whole selves, through education, awareness and connections to the community.

We are proud to be sponsoring the inaugural Pride in Sport Index and would like to congratulate all the sporting organisations who share these same values of creating safe and inclusive environments for all their players, staff, fans and our society.

# WELCOME FROM THE CHAIR, PRIDE IN SPORT ADVISORY GROUP



ANDREW PURCHAS OAM  
**Chairman of PSI Advisory Committee**  
**Co-founder of the PSI**  
**President Bingham Cup Sydney 2014**

We are excited to launch the Australian Pride in Sport Index (PSI). The PSI is the world's first LGBTI diversity and inclusion measuring tool developed and implemented by peak sporting organisations and clubs.

This inaugural PSI publication embodies the determination and passion of many people to ensure that Australian sport is welcoming to all, regardless of sexual orientation, gender identity or intersex status. I would like to thank all the foundation sports for their trust and confidence in the PSI and their dedication to improving the inclusivity of Australian sport.

We look forward to the PSI being utilised by sports and clubs across the country to learn and apply best practices, and to recognise those who are excelling at improving the accessibility of sport for all people in their game: players, coaches, administrators, volunteers and spectators.

Playing and supporting sport is deeply ingrained in the Australian way of life. Sport provides many of our heroes and shared stories. It influences our attitudes and aspirations. The actions of our peak sporting bodies, clubs and sporting heroes have a powerful impact on our entire society. The PSI will help sporting organisations and clubs around the country ensure that they continue to improve their accessibility, and make sport welcoming and available to all.

# WELCOME FROM OUR 2017 PUBLICATION SPONSOR



JUSTIN MOFFITT  
**Chief Information Officer**  
**Macquarie Group**

Congratulations to everyone taking part in the inaugural Pride in Sport Index. Over the years we have seen the progress and achievements of the corporate, not for profit and education sectors in the annual Australian Workplace Equality Index, and it's fantastic to see our sporting communities' participation in a similar index.

With the support of Pride in Sport and the Pride Inclusion Programs the impact your sporting code can have for your players, supporters and staff will ripple through society. At Macquarie, we realise the power that diversity and inclusion brings to our workplace and to our clients, and it's great to see sporting codes across Australia share the same values.

As employers and contributors to our communities we have an important role to play in creating open, accepting environments for all. Combined, our focus will continue to drive change, promote equality and make a difference in the lives of many.

Well done for demonstrating leadership to foster respect and inclusion in sport in Australia.

# WELCOME FROM OUR ASSOCIATE DIRECTOR, PRIDE IN SPORT



MATT JANNSEN  
**Associate Director**  
**Pride in Sport**

I joined Pride in Sport in July 2017 to lead the growth of the program nationally with the goal of achieving inclusion in sport. The one constant in my life has been my love for sport whether that be participating or supporting, joining the team is a dream come true!

I look back to my childhood and the back yard was the arena for many a family game of cricket or football – Nana had a mean flipper when she rolled the arm over on Christmas Day.

Sport also introduced me to the world – first when I saw a clip that Rob de Castella won the Marathon at the inaugural World Athletics Championships in Helsinki in 1983.

I echo the views of the Australian Sports Commission that sport should be a place where people feel welcome and safe and where they are treated with respect and dignity.

Sadly that's not always the case.

Pride in Sport is the only national LGBTI inclusion program specifically designed to assist National and State sporting organisations and clubs with the inclusion of LGBTI employees, players, coaches, volunteers and spectators. The program is accompanied by a world-first Pride in Sport Index (PSI) designed to assess and benchmark LGBTI inclusivity within Australian Sport annually with the ultimate goal of shifting practice across all sporting contexts.

I congratulate each organisation which has shown leadership in participating in the inaugural index and or membership of the program. History will look back to this time to see that your inspired leadership helped change the game.

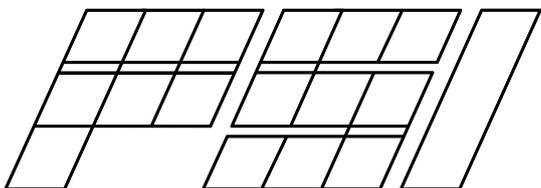
I'm excited by the future possibilities now that we have invested in a dedicated leader and relationship manager for the program. Working with each of our members is a great privilege from supporting their inclusion strategy development, policy development, training and development through to tactical initiatives.

I have a dream that every Australian can participate, volunteer, coach, spectate or work in the sport(s) of their choice and feel welcome, safe and importantly included.

Sport is for all Australians.



# BE FIRST OFF THE BLOCKS



PRIDE IN SPORT INDEX

The Pride in Sport Index (PSI) is an Australian benchmarking tool that will give you a head start in the pursuit for LGBTI inclusion excellence. Enhance your team's performance and gain a competitive advantage. Participation is free.

[www.prideinclusionprograms.com.au/psi](http://www.prideinclusionprograms.com.au/psi)

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# MEET PRIDE IN SPORT'S RELATIONSHIP MANAGER

I joined Pride in Sport as Relationship Manager in July 2017, having spent 7 years in the Community Services sector in Queensland and New South Wales working across a range of youth services from education, juvenile justice, youth homelessness and child protection.

This, coupled with my experience of coming to terms with my own sexuality in a professional sporting setting, has allowed me to see the lasting and sometimes devastating impact of homophobia and exclusion in sport and the wider community.

Conversely, I have also seen and experienced the positive impact of acceptance, nurturing and celebrating ones sexual orientation and/or gender identity. These forms of inclusion, if done correctly, can have a profound effect on not only an individual, but also to those around them and the communities they belong to. This is why Pride in Sport is a perfect fit for me.

I believe that sport has the power to unite people, across all boundaries; sexuality, race, religion, gender, disability and geography. Sport provides people with a sense of belonging, a place of refuge, a reason to be happy each time they take to the field, court, course, track or water, or when they sit in their lounge room or stadium seating. Whether they are there to participate or to win, it gives a purpose like no other. The highest of highest and lowest of lows, depending on who you barrack or compete for.

Sport provided a focus that allowed me to escape the troubles of life. The benefits of training and being a part of a team provided me solace from dealing with my sexuality. Eventually, it became too strong and I had to face it and accept my true self. By this stage, I was playing rugby league professionally and more and more I felt that sport was no place to be gay.

I went from feeling protected and accepted to fearful and isolated. Casual homophobia was all around me and had been from a very young age, having grown up in the country and attending a boys boarding school.

With no clearly visible signs that being gay was ok, my mental health spiralled, as did my performance on the field. Concealing my sexuality was so exhausting that I had nothing left to give. I began to withdraw and my lack of preparation and performance resulted in injuries that physically took a toll on my body.

Eventually, at the age of 22, I gave up on my dream of 'making it' and focused on finding myself.

It was years later when I started working with disengaged youth I was drawn back to sport after rediscovering its power to make people feel that they belonged. Engaging young people with sport ranging from Rugby League to Martial Arts to Rock Climbing led to them being reunited with their family, peers and education.

Ensuring they felt safe, especially as a young LGBTI person, was a huge challenge for me as their 'trusted adult' that had both positive and negative results. I would often have difficult conversations with sporting organisations that couldn't guarantee a safe space for LGBTI children.

While we have come a long way, there is still so much work to be done. At Pride in Sport, we are honoured to have sporting organisations and clubs let us in and walk with them on their Inclusion journey. I believe we are all in this together and we will make sport a place where people can bring their true self to the sport they love, regardless of their sexuality or gender identity.

**CASEY CONWAY**  
**Relationship Manager**  
**Pride in Sport**



“

I believe that sport has the power to unite people, across all boundaries; sexuality, race, religion, gender, disability & geography.

**pride**in  
**sport**

# RESPECT ALL FEAR NONE

A code to live and play by



We believe sports are for everyone to enjoy and a place where all people should feel safe, accepted and included.

To join Pride in Sport and play your part, contact the membership team on **612 9206 2139**

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**sport**

PRIDE IN SPORT INDEX 2017

**ABOUT THE PRIDE IN SPORT  
INDEX (PSI)**



# THE IMPORTANCE OF THE PSI

Australian sport has come a long way! I think back to 2013, and the conversations I started then with the CEOs of the NRL, ARU, FFA, Cricket Australia and the AFL about LGBTI people in their sports. We found that the only relevant policies they had in their sports were prohibitions on vilification and discrimination.

These sports all had policies and programs in operation to encourage gender, disability, ethnic and race diversity and inclusion, but had not really turned their minds to the issues facing LGBTI athletes and fans. They understood and appreciated that to change long-held prejudices and misperceptions about women, people with disability, Indigenous people and other ethnic groups, to encourage them to engage in and enjoy sport, they needed to undertake positive programs, remove obstacles and challenge prejudices and biases. It was time to do likewise for the LGBTI community.

In October 2013 the NRL failed to respond to the Newcastle Knight's player Ryan Stig's anti-gay rants in which he thought that homosexuality was Satan's handiwork and reasoned that if homosexuality had a genetic foundation similar to alcoholics why do we not have an 'alcoholic pride parade'.

It is amazing how far we have progressed. All these sports have made public declarations supporting same sex marriage during the current survey.

In October 2017 the NRL proudly presented Macklemore to perform the same sex marriage anthem 'Same Love' at the rugby league grand final.

In 2013 Jason Akermanis, a celebrated AFL player, publicly commented that his sport was not ready for an openly gay player and if a player came out, the locker room camaraderie would evaporate and the game changed forever. The AFL didn't comment.

In 2017, the AFL changed its logo to say "Yes" in support of same sex marriage.

So much has changed in 4 short years.

For years Australian sport has lagged behind the rest of society in recognising that prohibiting discrimination and vilification was a very low bar to ensure equality for the LGBTI community participation in sport. In some ways it still lags behind. But the progress has been

phenomenal, and reflects the hard work of many people and organisations to ensure that gay, lesbian, bisexual and gender diverse people are welcomed in sports, from public advocacy to the simple but often brave personal decision by many gay and lesbian sportspeople to come out to teammates. But there is still a long way to go.

Ian Roberts continues to be the only Aussie gay male professional footballer to be 'out' while playing the game, and Mathew Mitcham is the only summer Olympic male competitor to be out while competing. The AOC has repeatedly refused to engage in meaningful initiatives assisting increased LGBTI engagement. Last year I sat on a panel with the CEO of a NRL club who said it was unlikely we would see gay NRL players, because 'gays are not tough enough'.

To make the necessary changes across the sporting landscape, sports organisations and professional and amateur clubs need to take definitive steps to ensure that LGBTI participants feel welcome to become involved. They need to adapt approaches used to further the inclusion of other minorities, instigate programs to assist grass roots and community clubs, develop ally programs, publicly support pride games and rounds, insist on LGBTI-friendly sporting grounds and continue to challenge themselves to improve each year.

The Pride in Sport Index will play an important part of this process. It will provide all participating sporting organisations with a respected and independent review of their progress, an insight into best practices and guidance as to how they compare against their peers. It will encourage and help sporting organisations and clubs to develop, implement and improve activities that suit their sport. It will also provide assistance, guidance and recognition of those who are excelling in making sport more accessible to all.

Ultimately, we hope it will help us get to the point where sexual orientation and gender diversity are irrelevant to a person's ability to get out and play, barrack and participate fully in the sport they love in Australia.

**ANDREW PURCHAS OAM**  
**Chairman of PSI Advisory Committee**  
**Co-Founder of the PSI**  
**President Bingham Cup Sydney 2014**



# ABOUT THE PRIDE IN SPORT INDEX (PSI)

## THE LAUNCH OF THE PSI: AUSTRALIA'S FIRST NATIONAL INDEX FOR LGBTI INCLUSION WITHIN AUSTRALIAN SPORT

### **History: The establishment of the Pride In Sport Index**

In April 2014, in the lead up to the 7th Bingham Cup (the Gay Rugby World Cup) in Sydney, the CEO's of five of Australia's most significant National Sporting Organisations; Australian Rugby Union (ARU), National Rugby League (NRL), Australian Football League (AFL), Football Federation of Australia (FFA) and Cricket Australia (CA) signed an Anti-Homophobia & Inclusion Framework *Statement of Commitment*.

The sports commitment to the development and implementation of policies and practices consistent with the Anti Homophobia and Inclusion Framework were the first real steps taken to eradicate homophobia within these sports.

On May 10, 2015 Out on the Fields<sup>1</sup>, the first international and largest study of homophobia in sport was released. The study was commissioned by the Bingham Cup Sydney 2014 and a coalition of other sporting organisations. It focused on issues of sexuality in team sport and was overseen by a panel of seven international experts from six leading universities. The study uncovered widespread homophobic behaviour in sport, particularly in youth sport and amongst fans.

**Of particular note was that of the Australian participants (over 3000), 70% believed that youth team sporting environments were not safe or supportive of LGB people.**

**More than half Australian gay youth (55%) said that they worried about bullying; 37% worried about discrimination from coaches and officials. 80% of all participants reported witnessing or experiencing homophobia in sport. 80% of those respondents involved in sport in Australia believed that gays and lesbians were not accepted within the sporting community.**



As Australia's leading sporting agency, the ASC believes sport should promote fairness, equity and integrity in sporting behaviour. Sport should be a place where people feel welcome and safe and where they are treated with respect and dignity.

**KATE PALMER**  
CEO, AUSTRALIAN SPORTS COMMISSION

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<sup>1</sup> Out on the Fields, was released May 10, 2015 and now sits within the public domain.

# ABOUT THE PRIDE IN SPORT INDEX (PSI)

## THE INDEX ADVISORY GROUP

Following this report, the Australian Human Rights Commission, the Australian Sports Commission and Bingham Cup Sydney 2014 engaged Pride in Diversity, already successful in shifting practice in LGBTI workplace inclusivity via the Australian Workplace Equality Index (AWEI), to develop a similar index to drive LGBTI inclusion within Australian Sport.

A Sport Advisory Group was established and Pride in Diversity worked with this group to develop the first iteration of the index.

### Foundation members:

- Australian Human Rights Commission
- Australian Sports Commission
- The Bingham Cup Sydney

### Foundation Sports:

- Australian Rugby Union (ARU)
- Australian Football League (AFL)
- Football Federation Australia (FFA)
- National Rugby League (NRL)
- Cricket Australia (CA)

### Advisory Sports:

- Basketball Australia
- Golf Australia
- Swimming Australia
- Water Polo Australia

The PSI (Pride in Sport Index) along with a national support program for Australian sport Pride in Sport was launched in March 2016. This inaugural index covers activity from 1 January 2016 to 31 December 2016.

This publication provides not only the results of this inaugural index, but key findings, recommendations and case studies from some of our award winning sporting organisations, teams, coaches and individuals.



As a Foundation Member, FFA would like to congratulate Pride in Sport on establishing the Pride in Sport Index. FFA is committed to taking a leadership role to ensure that football is an inclusive and welcoming environment for everyone. Participation in the Index gives FFA the opportunity to review our progress against this commitment and be part of a network of sports committed to making a positive impact for LGBTI inclusion.

**DAVID GALLOP**  
CEO, FOOTBALL FEDERATION AUSTRALIA

# ABOUT THE PRIDE IN SPORT INDEX (PSI)

## FOCUS OF THE INDEX

While many awards nomination processes boast a quick and somewhat cumbersome free submission process, the PSI was never designed to be a tool focused on Awards. At the core of the PSI is a benchmarking tool that has been designed to:

- Provide a free planning and assessment tool for sporting organisations wishing to progress their work in LGBTI inclusion
- Provide an independent, non-biased assessment of yearly activity against an evidence based criteria aligned to a national benchmark for sport
- Annually determine the benchmark for LGBTI inclusion in Australian Sport
- Provide sporting organisations and clubs a means by which to measure and report back to their executive or key stakeholders improvements made internally, backed by qualitative and quantitative data
- Provide a means by which national practice in sporting LGBTI inclusion can be shifted in Australia with the ultimate aim of establishing a gold standard of practice internationally.

The Awards aligned with the index results are secondary to the work of the instrument which is to raise the bar on the work of LGBTI inclusion and build a zero tolerance of homophobia, transphobia, discrimination and exclusion within Australian sport.

During the inaugural years of any index, activity or performance can be expected to be relatively low. As more sporting organisations and groups participate in the index and practice increases we will see steady improvements alongside the rise of those sports that consistently put in effort to drive, assess and improve their results.

As participation in the PSI grows, a consistent model of LGBTI inclusion within Australian sport will emerge, ensuring that sporting bodies are kept up to date and supported in the development of any strategic LGBTI initiatives or directives that they wish to implement.

Over time, the index will indeed reflect best practice and it is hoped, that as with the AWEI (Australian Workplace Equality Index), it will within a five year period, be considered an international gold standard instrument by which global best practice standards can be set.

While awards are a nice end-result to the Pride in Sport Index (PSI), the real intent of the index is to gauge, monitor and shift practice.

# ABOUT THE PRIDE IN SPORT INDEX (PSI)

## HOW THE PSI IS ASSESSED

The assessment process for the PSI is rigorous.

- Each submission is marked in isolation on separate score sheets by two team members using a comprehensive rubric identifying the evidence required for every question to warrant a point.
- Once the submission has gone through the two individual marking processes, a “score comparison” sheet is completed for each submission, identifying any questions for which the two markers disagree a point based on the evidence supplied.
- Once this sheet has been completed, the two scorers meet to walk through score discrepancies, stating their case for score / no score based on the information submitted, and the scoring rubric. This process involves going back through the submission to assess the evidence provided for the question being reviewed. This process is repeated until all score values have been investigated and agreed. Where significant clarification is needed, the sporting organisation may be contacted for further details.
- Once all submissions have undergone the two individual markings, score comparisons and meetings to agree the final outcome for each question, the scores for each question within the submission are entered into a spreadsheet. The spreadsheet tallies section scores and finally produces a score range from which the awards are determined.
- Benchmarking data is then compiled along with analysis of current trends, strengths and opportunities.

In regard to individual awards:

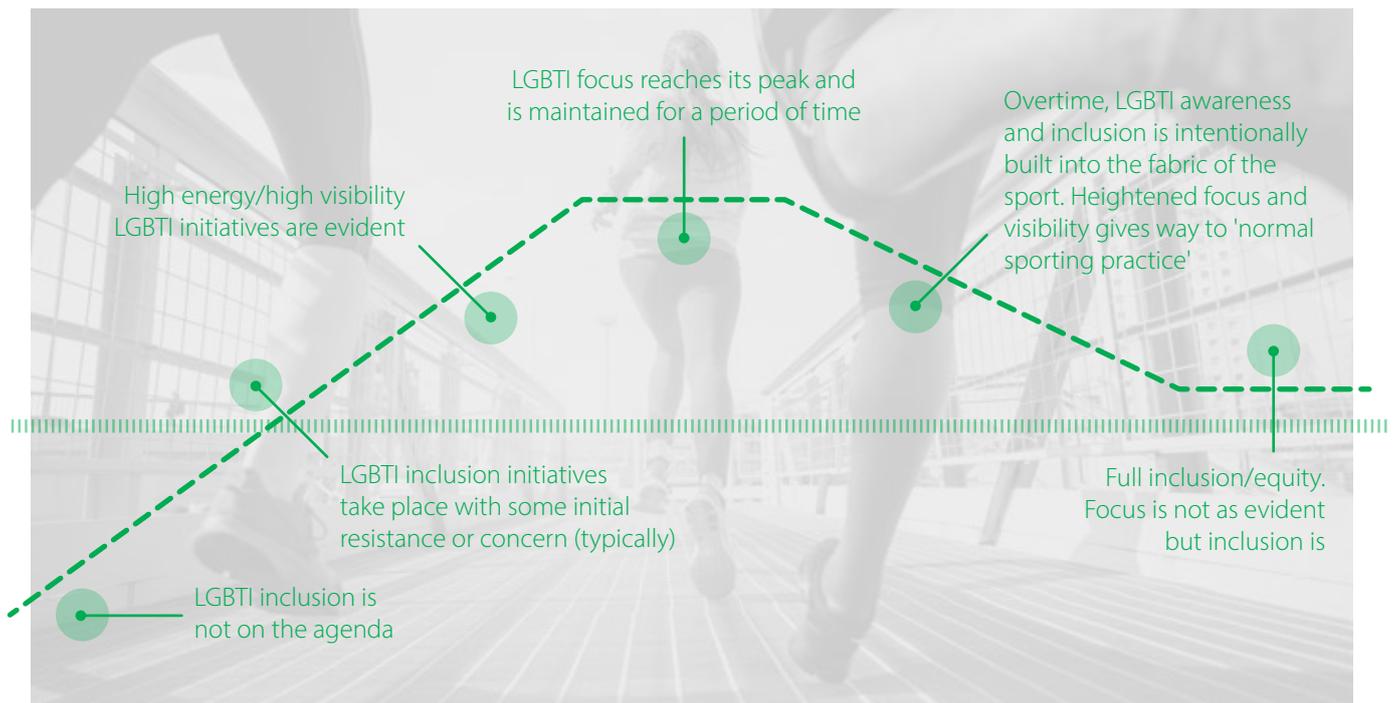
- Each submission is assessed against point criteria by independent members of the team, in isolation.
- Each marker compiles a summary sheet for their marking, along with recommendations and reasons for their support of a nomination (listing unique contributions and impact).
- The individually marked sheets for each nomination are then tallied into an overall count sheet that averages the individual marks given for each assessment and identifies the Top 2-3 contenders for the award by both point value and individual marker nominations.
- The markers then meet to discuss and argue the overall winner for each submission based on evidence and impact provided within the submission.
- All markers must agree the final winner for the award to be given.
- Receipt of a nomination does not guarantee that an award will be given that year. Minimum criteria must be met.

# ABOUT THE PRIDE IN SPORT INDEX (PSI)

## THE LGBTI INCLUSION JOURNEY

**Our experience is in driving change in LGBTI inclusion through benchmarking assessment, support and active competition**

The diagram below shows the natural progression of any organisation or group implementing LGBTI inclusion initiatives, derived from the observation of shifting inclusion practice here within Australia over the last 9 years. We suspect that this path will be no different for Australian sport.



The PSI benchmarking instrument has been carefully designed in its inaugural year to cover the foundational aspects of the LGBTI inclusion lifecycle and it is only natural that sporting organisations will focus on different aspects of the index depending on their experience in diversity and inclusion initiatives and longevity of focus on LGBTI.

Sporting organisations that have been active in this space for some time may find that they are completing more than just the foundational work year on year. Whereas other sports just starting in this space will typically be focusing more on their inclusion policies, understanding the terminology, running awareness sessions and starting to communicate more openly their work or intent in this area.

Points even themselves out across the life of the index. It is unlikely that any one sporting organisation is highly active in all areas of the index (the index is always designed with stretch), and as a result the scoring of the instrument remains equitable and current regardless of where you are in the inclusion lifecycle.

We are committed to the continual measurement of LGBTI Inclusion within Australian Sport nationally via the PSI. As a result, the PSI will always remain a free instrument, open to all sporting organisations nationally regardless of Pride in Sport membership.

PRIDE IN SPORT INDEX 2017  
**HISTORICAL CONTEXT**



## BRINGING MY ALL TO THE GAME

Sport has had an incredibly positive impact on my life. I am the most capped Australian female cricketer in history and I am now enjoying life as a full time professional athlete. Captaining Australia to World Twenty20 and Ashes victories are my most treasured moments on the field and leading the Mardi Gras in 2015 alongside other out athletes is my proudest moment off the field.

I am passionate about helping break down barriers to participation in sport so that all people have an equal opportunity to participate in and benefit from sport. I am lucky in that I am able to be completely myself and open about being gay within the teams I am a part of, however the research shows us that this is not the case for the majority of LGBTI people in sport.

I strongly believe that my performance and my potential is enhanced because of feeling fully included and safe in my teams. I know for sure that my enjoyment of sport is greater when I feel welcome to bring my whole self to the team environment and in doing so my teams benefit from having a diverse range of people involved who can bring different strengths and perspectives. It saddens me that many athletes still feel they must hide their sexuality or gender identity because of fear of rejection, humiliation or physical and verbal abuse.

The Out On The Fields study tells us that there is still a lot of work to be done, with 80% of respondents, both gay and straight, witnessing or experiencing homophobia in sport. The Pride in Sport Index is a wonderful tool that allows sports to be able to show their intent to be inclusive to LGBTI people, which is powerful in itself. But it also provides a framework for sports to be able to learn about best practice in terms of LGBTI inclusion and also celebrate their year on year improvements in this area.

When we set clear goals and we are able to measure our success and improvement we are more likely to achieve the vision we say we want to achieve. The PSI helps sports put words into action. I am really proud of Cricket Australia and the action that they have taken to help create the PSI and their enthusiasm to ensure our sport is a sport for all Australians.

**ALEX BLACKWELL**

**Vice Captain**

**Australian Women's Cricket Team**





I am passionate about helping break down barriers to participation in sport so that all people have an equal opportunity to participate in and benefit from sport.



# HISTORICAL CONTEXT

## SIGNIFICANT REFERENCE POINTS ON LGBTI INCLUSION WITHIN AUSTRALIAN SPORT

Over the last seven or so years, there have been several pieces of research conducted within Australia to help us understand current levels and impacts of homophobia and transphobia in sport. We have made reference to several of these throughout this section.

These include:

- Victorian Government's Come Out to Play Study (2010)
- ACT Government's Inclusive Sport Survey (2014)
- The Anti-Homophobia & Inclusion Framework for Australian Sports, Sydney Bingham Cup (2014)
- Out on the Fields, the first international study on homophobia in sport, Bingham Cup 2014, Sydney Convicts
- Inclusive Sport, Consultation and review into the experiences of trans, gender diverse and intersex people in Australian Sports, Australian Human Rights Commission, November 2015; and
- Play by the Rules initiative ([http://www.ausport.gov.au/supporting/integrity\\_in\\_sport/integrity\\_partners\\_and\\_community\\_programs/play\\_by\\_the\\_rules](http://www.ausport.gov.au/supporting/integrity_in_sport/integrity_partners_and_community_programs/play_by_the_rules))

These have all in part contributed to the development of the Pride in Sport Index. Key findings of this work relevant to specific areas of the PSI have been referenced to provide a historical context along with a high level overview of some of the challenges faced by LGBTI participants within Australian Sport.



## ANTI-HOMOPHOBIA & INCLUSION FRAMEWORK FOR AUSTRALIAN SPORTS

*Reference: Anti-Homophobia & Inclusion Framework for Australian Sports, 2014. This document can be found in electronic format on the following websites: [www.humrights.gov.au](http://www.humrights.gov.au); [www.playbytherules.net.au](http://www.playbytherules.net.au)*

On the announcement that the 7th Bingham Cup (World Gay Rugby) was to be hosted in Sydney, August 2014 by Sydney Convicts Rugby Club an opportunity was seized to not only stage an outstanding rugby tournament, but at the same time ramp up the fight against homophobia in Australian sport more broadly.

This saw the development and launch of an Anti-Homophobia & Inclusion Framework to be committed to by Australian Rugby Union prior to the world tournament. Following the ARU's commitment, commitment to the framework was also obtained from Cricket Australia, the National Rugby League, the Australian Football League and Football Federation Australia.

The Anti-Homophobia & Inclusion Framework for Australian Sports was released prior to the Bingham Cup in 2014 with signed commitments from the CEO's of these organisations to implement comprehensive anti-homophobia and inclusion policies before the commencement of the Cup.

Whilst not the first step taken in fighting homophobia in Australian Sport, this document was one that would be pivotal in the launch of several other publications and initiatives, including the Pride in Sport Index, and at the time was one of the most significant collective steps taken by Australian sports to advance gay and lesbian participation.

The framework for the first time articulated a structure for the development of Anti-Homophobia and inclusion policies within Australian Rugby Union, Australian Football League, National Rugby League, Football Federation Australia and Cricket Australia alongside the identification of six key policy pillars and a sample anti-homophobia and inclusion policy.

The seven pillars of the policy provided each Sport Peak Body the discretion to choose the actions believed to be most effective and relevant in order to meet a set outcome. It provided a guide for activity and formed the basis of the sample Anti-Homophobia & Inclusion Policy incorporated within the document.

# ANTI-HOMOPHOBIA & INCLUSION FRAMEWORK

Key Components of these six pillars were subsequently incorporated into the Pride in Sport Index (PSI).

<b>PILLAR 1</b>	DISSEMINATION AND TRAINING	The Sport Peak Body should disseminate the Policy to those members and participants covered by the Policy and other relevant organisations or people to ensure the implementation of the Policy by those other parties. This may include addressing issues concerning gay, lesbian and bisexual discrimination and participation in training programs already offered to players, coaches, referees and other administrators. The promotion of anti-homophobia and inclusionary messages developed as part of this policy may be included as add-ons to existing programs.
<b>PILLAR 2</b>	SANCTIONS AND REPORTING	The Sport Peak Body must develop appropriate sanctions for breach of the Policy, including identification of any relevant existing sanctions. If breaches of the Policy are to be punishable or are to be addressed in accordance with any existing member protection policies, codes of conduct, or like document, that document should be identified and the nature of the existing sanctions should be described. The Sport Peak Body is also encouraged to implement separate report of homophobic abuse or discrimination within sport.
<b>PILLAR 3</b>	IMPLEMENTATION BY SPORTS' CLUBS, UNIONS AND MEMBERS	Each member union or club must implement policies which are consistent with the policy, such as prohibiting homophobic and abusive language with the clubs' member protection policies, codes of conduct, or like documents. The Sport Peak Body should also be supportive of the ongoing promotion of the Policy and its implementation and the visibility of its aims and objectives within, and outside of, the Sport.
<b>PILLAR 4</b>	REVIEW AND RESPONSIBILITY	The Sport Peak Body should establish an advisory or working group made up of Sport officials and members of the gay, lesbian and bisexual communities as well as representatives from human rights organisations and bodies, such as the Australian Human Rights Commission.
<b>PILLAR 5</b>	LEADERSHIP	As leadership concerning the aims and objectives of the Policy is important, the Sport Peak Body should be committed to visibility of the Policy outside of the Sport. The Sport Peak Body should be committed to gay, lesbian and bisexual inclusion through plans such as public relation campaigns, conferences, and partnerships with organisations and community groups involved in diversity promotion. This may also include the appointment of ambassadors for the Policy.
<b>PILLAR 6</b>	PARTNERSHIPS	The Sport Peak Body should indicate its willingness to work with gay, lesbian and bisexual community organisations to promote gay, lesbian and bisexual participation in all facets of the Sport.

# OUT ON THE FIELDS

## OUT ON THE FIELDS: HOMOPHOBIA IN SPORT

*Denison E, Kitchen A. (2015). Out on the Fields: The first international study on homophobia in sport. Nielsen, Bingham Cup Sydney 2014, Australian Sports Commission, Federation of Gay Games. Accessed through: [www.outonthefields.com](http://www.outonthefields.com)*

The Out on the Fields study was an initiative of the Bingham Cup Sydney in 2014 to tackle homophobia in Sport. While the study recognised that progress has been made and this progress should be celebrated, it also acknowledged that the findings were coming at a time of heightened awareness and interest in the topic and that this significant international study would throw light on the visibility, attitudinal changes and impact of homophobia in sport today.

The study provided immense insight into the experience of lesbian, gay and bisexual athletes within their sport across a span of six countries: Australia, Canada, New Zealand, United Kingdom, USA and Ireland; in addition to their experiences as spectators. As the study focused specifically on the area of sexuality as opposed to the LGBTI population in its entirety; the experiences and perspectives of heterosexual populations (making up approx. 25% of respondents) were also included in an effort to incorporate their perspectives and experiences of homophobia within their teams and as spectators.

The study provided some startling insights into the impact of homophobia on those who play sport and the prolific nature of homophobia here on home grounds.



### PE TEACHERS NEED TO BE TRAINED

The casual homophobic language such as jokes heard on the playing fields, in the locker rooms, in the stands and in the media can send the message that LGB people are not welcome in sport. Often this language is not meant to be hurtful but can be very damaging when heard by those struggling with their sexuality.

Even more concerning is that early negative experiences in school sport and PE can lead to LGB people avoiding sport for the rest of their lives and missing out on all the physical, mental and social benefits that can come from being active and part of a team.

I think that PE teachers, in particular, need to be trained on ways to support and also protect LGB students as teachers can often feel unsure on how to deal with bullying or bring up discussions on homophobia and diverse sexuality.

**DR GRANT O'SULLIVAN**  
**VICTORIA UNIVERSITY, AUSTRALIA**  
**EXPERT PANEL, OUT ON THE FIELDS**

# OUT ON THE FIELDS



## SUMMARY OF AUSTRALIAN RESULTS

### Sport Participation

- The majority of lesbian, gay and bisexual (LGB) participants said they played a wide variety of Australian sports, particularly in their youth (under 22)
- 1 in 5 (22%) gay men did not play youth team sports. Many of these men cited negative experiences in school PE class (43%) and fear they would be rejected because of their sexuality (36%) as reasons

### Sporting Culture

- 45% of all participants and 57% of gay men believed LGB people are 'not accepted at all' or only 'accepted a little' in sporting culture
- 56% of all participants and 72% of gay men believe homophobia is more common in Australian sport than the rest of society

### Homophobia and Discrimination

- 80% of participants witnessed or experienced homophobia in sport (both straight and LGB)
- Participants were more likely to have witnessed homophobia than experienced it personally. Half of gays and lesbians and more than one in four (28%) straight men said they had personally experienced homophobia

### Of those who have been personally targeted:

- 27% of gay men and 17% of lesbians said they have received verbal threats of harm
- 34% of gay men and 19% of lesbians have been bullied
- 15% of gay men and 9% of lesbians have been physically assaulted
- 85% of gay men and 84% of lesbians have received verbal slurs such as "faggot" or "dyke"

### Spectator Stands

- 75% of Australians believe an openly gay, lesbian or bisexual person would not be very safe as a spectator at a sporting event
- Australian participants believe spectator stands (48%) followed by school PE class (13%) are the most likely locations for homophobia to occur

### Youth Sport (under 22)

- 70% believe youth team sports are not safe or welcoming for LGB people
- 87% of gay youth and 75% of lesbian Australian youth said they were at least partially in the closet, keeping their sexuality secret from all or some of their teammates
- Many cited fears of discrimination as the reason for remaining in the closet, for example 55% of gay youth feared they would be bullied and 37% were worried about discrimination from coaches and officials. Meanwhile, 48% of gay youth and 44% were worried about being rejected by teammates

### How Australia Compares to other English Speaking Countries

- Australia ranked in the middle on many measures, though quite poorly on some key measures such as whether gay athletes feel they are welcome in sport and feel safe to be open about their sexuality
- Australia had the highest number of gay men (13%) who felt they were "not accepted at all" in sporting culture which was nearly three times as high as Canada (5%)
- Australia also had the second highest number (87%) of young gay athletes who remain in the closet (after New Zealand) and the highest number of gay youth who stay in the closet because of a fear of bullying (55%) and discrimination from coaches and officials (37%)
- Spectator stands were a major concern to Australians, with nearly half of all participants saying this is where homophobia in sport is most likely to occur. This was the second highest number after the UK (49%)
- The vast majority of Australian (75%) participants also felt LGB people are not very safe as spectators at sporting events, though they were less likely to believe this than those in the UK (85%)

# OUT ON THE FIELDS



## LGB ATHLETES NEED TO BE SUPPORTED

Some LGB people can thrive in sport, but many others feel compelled to remain closeted to keep playing or watching the sport they love, monitoring every word they say, to ensure they keep up the appearance of being heterosexual which is seen as the 'normal' way to behave. All this effort to hide their identity can distract from enjoying their sport which is why LGB athletes need to be supported by officials, coaches, teachers and also other fans.

**PROFESSOR CAROLINE SYMONS**  
VICTORIA UNIVERSITY, AUSTRALIA  
EXPERT PANEL, OUT ON THE FIELDS

## SOLUTIONS AND RECOMMENDATIONS

Participants were asked to select a range of possible solutions or could submit their own. The top three solutions selected were:

1. Start early with schools, coaches and parents taking homophobia and bullying seriously in sporting environments
2. National sporting organisations need to adopt and promote clear anti-homophobia and LGB inclusion policies for professional and amateur players
3. More LGB professional sporting stars need to come out of the closet to set an example

### Recommendations from Researchers

- In many parts of the world PE teachers receive no training about homophobia or supporting LGB athletes. Coaches, physical education teachers and sport officials need mandatory training on how best to support LGB athletes
- Sporting organisations, schools and teams need to adopt a zero tolerance for players and fans who engage in homophobic behaviour

### ABOUT THE STUDY

The data for Out on the Fields was collected through a 10 –15 minute online survey with recruitment focused primarily on the UK, USA, New Zealand, Australia, Canada and Ireland.

The study focuses on issues of sexuality, not gender, which is why LGB is used rather than the now standard LGBTI. People from all sexualities took part, including nearly 25% heterosexual.

**HOMO  
PHOBIA**  
IN AUSTRALIAN SPORT

**85%**  
OF GAY MEN

HAVE HEARD VERBAL SLURS  
SUCH AS “FAGGOT” OR “DYKE”

**84%**  
OF LESBIANS



# INCLUSIVE SPORTS – AHRC

## CONSULTATION AND REVIEW INTO THE EXPERIENCES OF TRANS, GENDER DIVERSE & INTERSEX PEOPLE IN AUSTRALIAN SPORTS

*Metcalf, A (2015) Inclusive Sports – Consultation and review into the experiences of trans, gender diverse and intersex people in Australian Sports, Australian Human Rights Commission*

In 2015, the Australian Human Rights Commission released a paper on their consultation and review into the experiences of trans, gender diversity and intersex people in Australian Sports. A component of this paper was the policy assessment of Australian Sports Commission's most well-funded national sporting organisations (Athletics, Basketball, Cycling, Australian Rules Football, Netball, Rowing, Sailing & Swimming).

The review set out to:

- a) identify best practice in Australia for promoting trans, gender diverse and intersex people's participation, employment, privacy and redress mechanisms
- b) identify anti-discrimination policy that address gender diverse and intersex experiences; and
- c) Make conclusions about the main features and patterns in policy.

Member protection is important for any sporting club. It allows members to take part in their sport, free from harassment, discrimination, abuse and other harmful behaviours.

### **The role of the Member Protection Policy (MPP)**

To receive Australian Government funding for sports, national sporting organisations (NSO's) are required to have in place an updated MPP.

The national sports MPP typically binds all of the sports state affiliates. While there may be instances of state or local sporting associations writing their own policies, these are usually similar to, or applied in conjunction with federal policy.

The existence of a MPP largely determines whether or not gender diverse persons are covered within policy documentation. However, National Sporting Organisations (NSO's) are able to modify the template and as a result, there is significant variation across NSO policies as to how gender identity and intersex status is addressed.

Some sporting policies create independent policies on the eligibility of gender diverse people in the MPP.

### **Inclusivity of culture within Sport**

Several sporting organisations have developed diversity and inclusion policies that clearly articulate the importance of diversity to the sport and a culture of inclusion. The ASC website recommends a Code of Behaviour from the Play by the Rules initiatives, however most codes of conduct assessed by the Human Rights Commission differ greatly from this.

While we see the emergence of inclusion policies within sporting organisations along with programmatic initiatives designed to promote inclusion. However according to the Human Rights Commission, many of these do not make explicit reference to gender identity or intersex status.

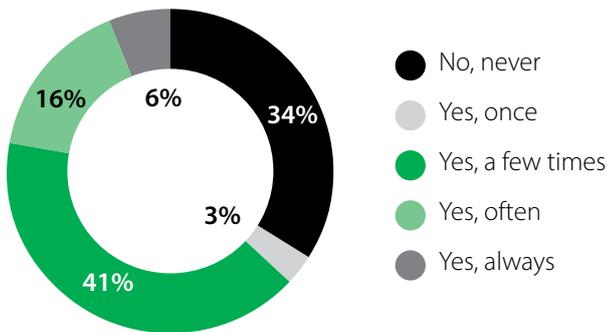
Some of the key results of the AHRC's consultation follow.

# INCLUSIVE SPORTS – AHRC

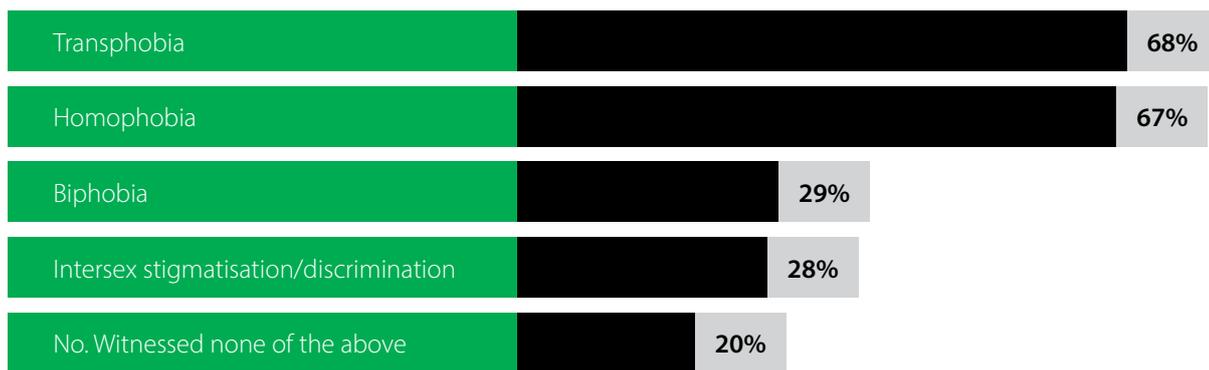
## INCLUSIVE SPORTS CONSULTATION, SURVEY FINDINGS

Australian Human Rights Commission (2015), *Inclusive Sports Consultation and Review into the Experiences of Trans, Gender Diverse and Intersex People in Australian Sports*.

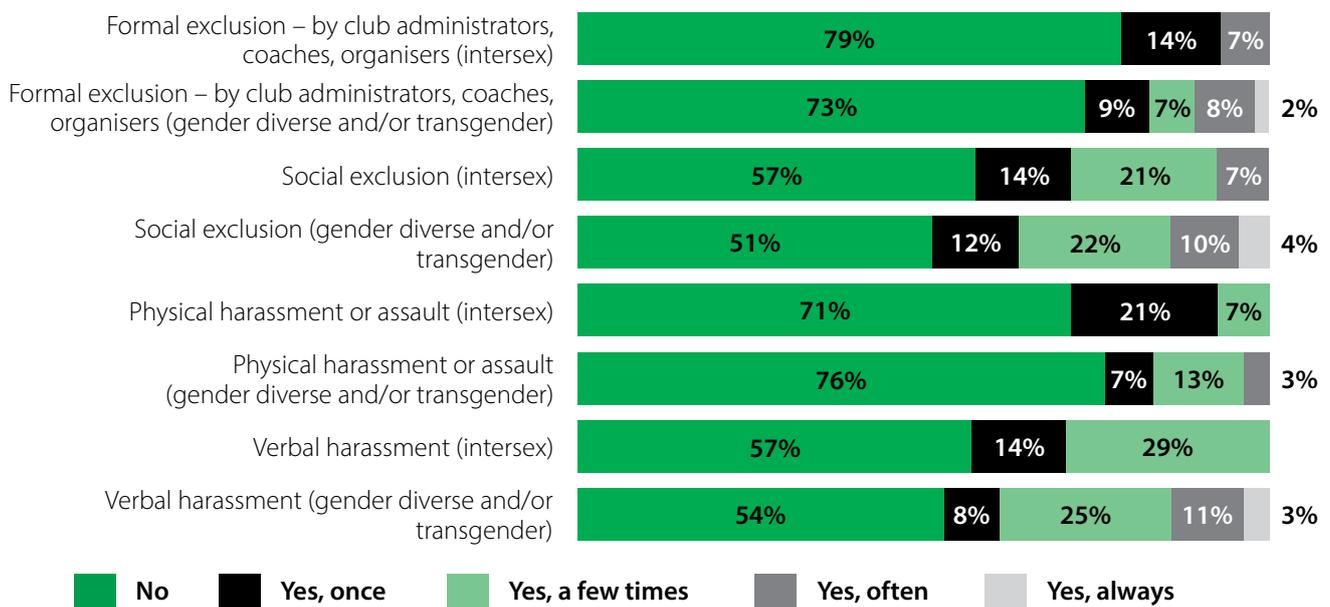
### Have you ever felt unsafe in a sporting environment?



### Have you personally witnessed any of the following in sport?

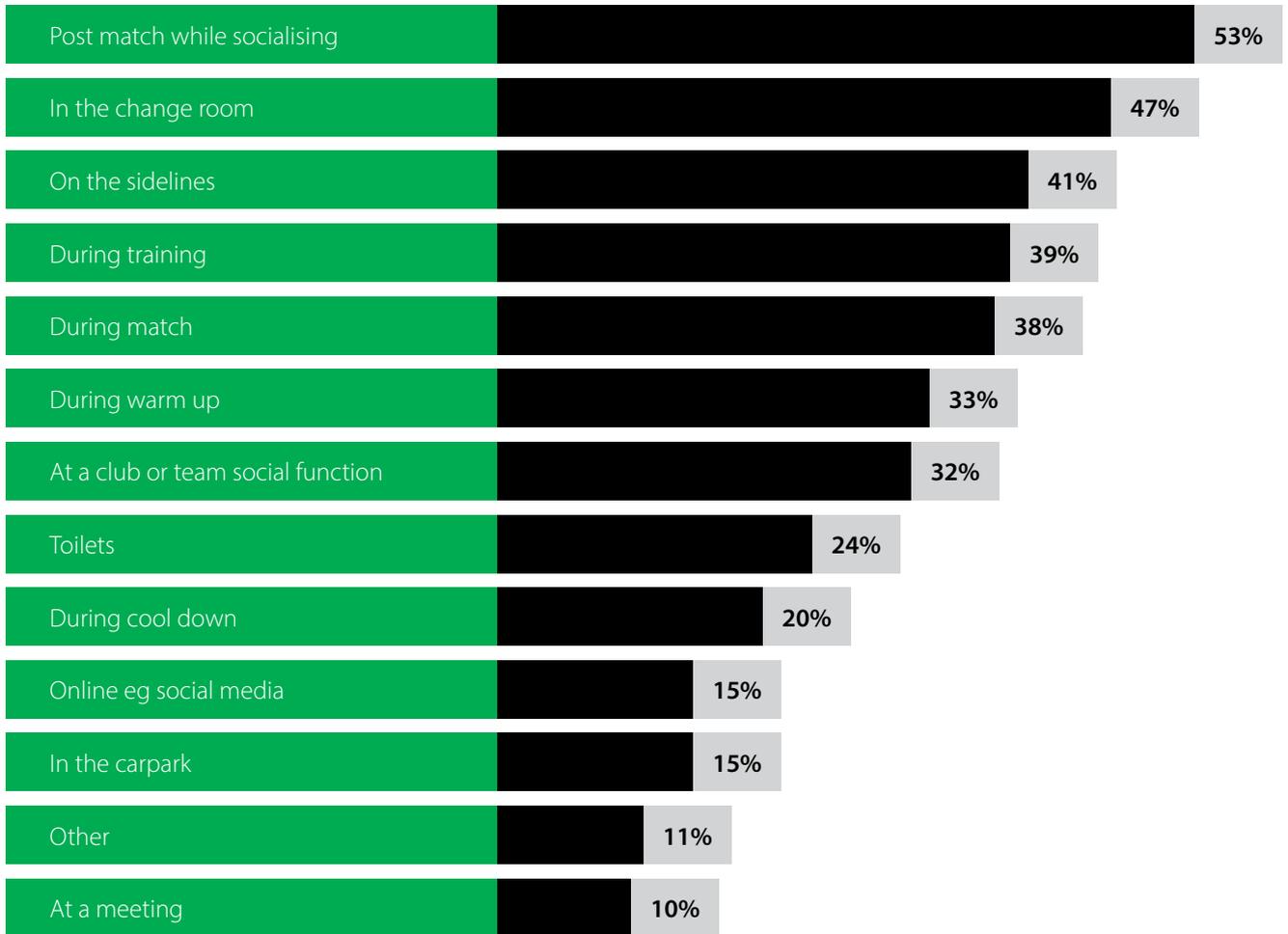


### Have you experienced any of the following in sport as a result of being gender diverse, transgender and/or intersex?

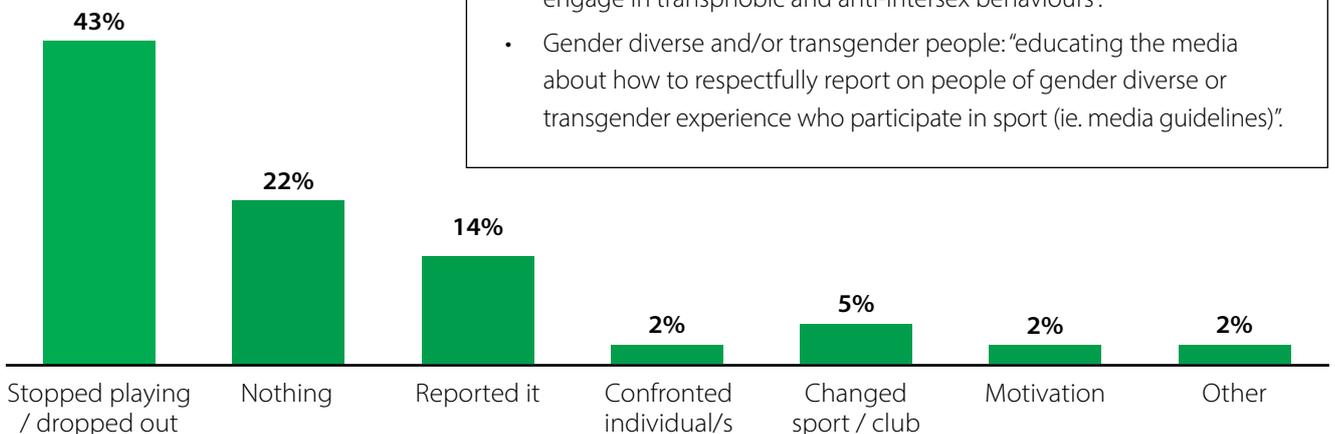


# INCLUSIVE SPORTS – AHRC

## Settings for harassment and violence in sport



## Participant reactions to behaviour



### Potential strategies for promoting inclusion

Gender diverse and intersex respondents gave feedback on the strategies that they believe would most the most likely to be effective in inclusion:

- People with intersex variations: “tougher penalties for spectators who engage in transphobic and anti-intersex behaviours”.
- Gender diverse and/or transgender people: “educating the media about how to respectfully report on people of gender diverse or transgender experience who participate in sport (ie. media guidelines)”.

# INCLUSIVE SPORTS SURVEY – ACT GOVERNMENT

## DISCRIMINATION, SAFETY AND BARRIERS TO TRANSGENDER AND INTERSEX PEOPLE PARTICIPATING IN AUSTRALIAN SPORT

### ACT Government's Inclusive Sport Survey (2014)

ACT Sport & Recreation Services (2014), *Inclusive Sport Survey – The Sport Experiences of Lesbian, Gay, Bisexual, Transgender and Intersex People in the Australian Capital Territory*. ACT Government.

The 2014, the ACT Government conducted an Inclusive Sport Survey. Of the 292 participants, 18.2% identified as transgender and 1.3% as intersex. These participation numbers were substantially higher than those in the previous 2010 Victorian Come Out to Play survey<sup>2</sup>.

The 2014 survey found that:

- 28.6% of transgender & intersex respondents had experienced sexism
- 26.2% had experienced verbal harassment
- 50% reported feeling unsafe in a sporting environment.

Transgender and intersex respondents were also far less likely to be out about their gender identity and/or intersex status – with 5.4% out to some, and 2.2% out to all (compared to 22.6% to some and 32.8% to all in regards to sexuality).

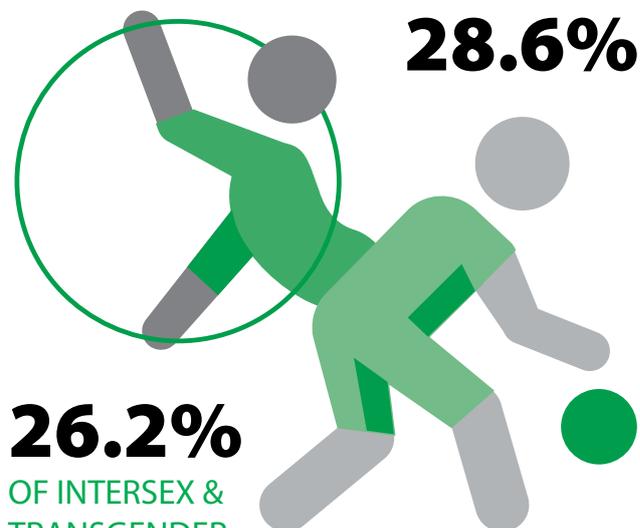
Respondents also cited difficulties accessing sports when these were so often organised and structured according to divisions in sex, as well as raising concerns about practical aspects such as: suitability of uniforms, use of change rooms, toilet facilities and accommodation arrangements if travelling.

The ACT Government Inclusive Sports Survey called on the expansion of existing recommendations from the Victorian Come Out to Play research to more specifically address the needs of transgender and intersex people in sport. The authors also advocated for the development of guidelines for sport that help facilitate participation of transgender and intersex people.

Transgender and Intersex respondents also cited difficulties accessing sports when these are so often organised and structured according to divisions in sex.

## SEXISM EXPERIENCED BY TRANSGENDER & INTERSEX PARTICIPANTS EQUALS

**28.6%**



**26.2%**

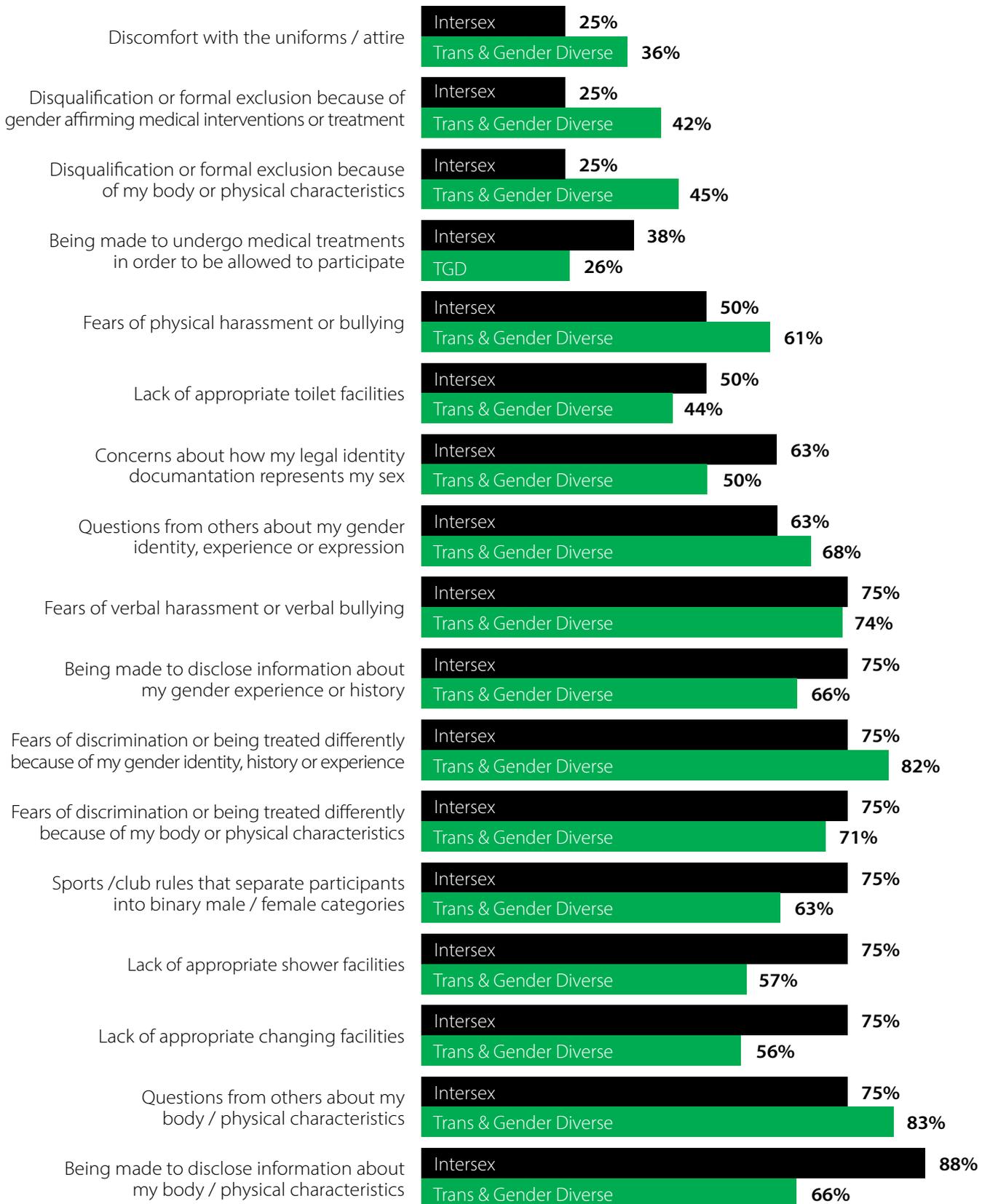
OF INTERSEX & TRANSGENDER PARTICIPANTS EXPERIENCED

## VERBAL HARASSMENT

<sup>2</sup> Symons C, Sbaraglia M, Hillier L, Mitchall A (2010), *Come Out to Play: The Sports experiences of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Victoria*. Victoria University, VicHealth and Asia Pacific Outgames Legacy Fund 2010.

# INCLUSIVE SPORTS SURVEY – ACT GOVERNMENT

## Barriers to participation in sports



## AUSTRALIANS LEAD RESEARCH ON LGBTI PEOPLE IN SPORT

Prepared by: Erik Denison, Lead Researcher, Sport Inclusion Project – Monash University

Australians are world leaders in research into both the problems around homophobia in sport and the inclusion of LGBTI people, as well as solutions. This includes conducting “Out on the Fields,” the first international study on homophobia in sport. The historic study was strongly backed by the Australian Sport Commission as well as Australia’s major sporting organisations. Professional athletes from Rugby, Cricket, AFL, Football and Rugby League also helped recruit nearly 10,000 participants (over 3000 from Australia); and over 25% of the participants were heterosexual. The final results were released in 2015. The extent of homophobic behaviour reported by the study alarmed many and helped drive the creation of Pride in Sport Index.

### Key Australian findings from Out on the Fields (2015):



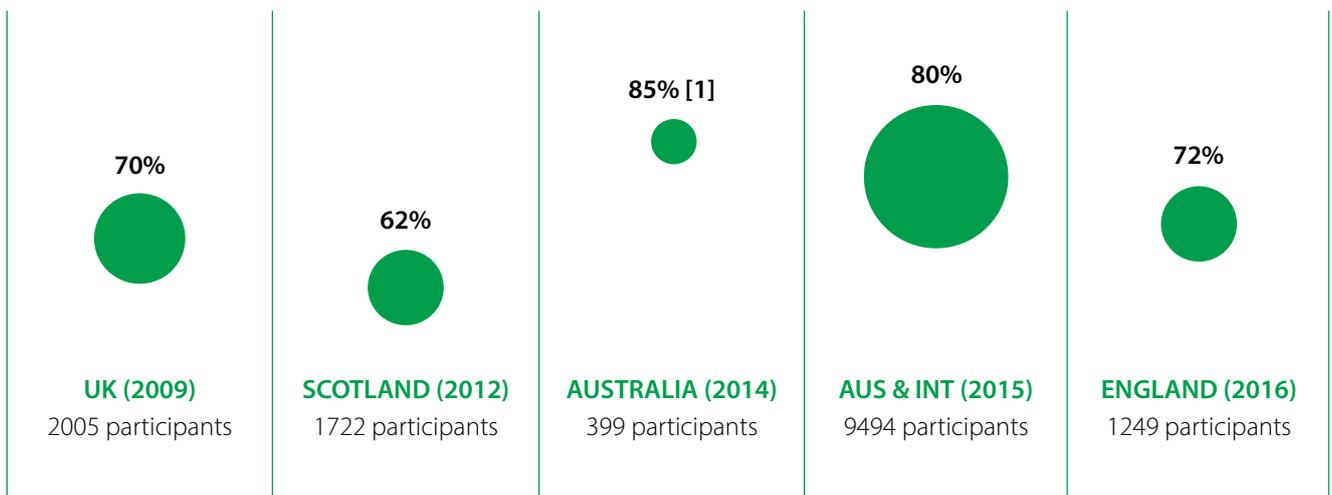
## How do the findings from Out on the Fields compare to other research?

Monash University has just completed a global review of all research into the frequency and form of homophobic behaviour in sport. Most research has not been published. However, the review concluded that the Out on the Fields findings (outonthefields.com) are in line with the findings from other, smaller, previous studies conducted in Australia and overseas.

### Research conducted on the frequency of homophobia in sport (2009 – 2016)

Percentage of participants in studies that reported witnessing or experiencing homophobia in sport (average 73.8%)

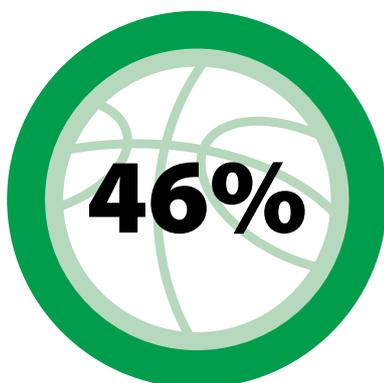
Marker size indicates sample size



#### 1. Average of reported frequency

### Research on the Trans and Intersex Community

Far less research has been conducted on the sport experiences of Trans and Intersex people in sport. However, Australians have also pioneered this area of research. A few of the key findings from two studies are below.



**46% OF TRANS PEOPLE BELIEVED SPORT CULTURE IS TRANSPHOBIC [1]**

#### 1. Equal Play Study (VIC)



**50% OF TRANS/INTERSEX PEOPLE FELT UNSAFE IN SPORT ENVIRONMENTS [2]**

#### 2. Inclusive Sport Survey (SA)



**SWIMMING WAS IDENTIFIED AS THE #1 SPORT TRANS PEOPLE WOULD LIKE TO PARTICIPATE IN BUT FELT THEIR GENDER IDENTITY IS A BARRIER [2]**

## RESEARCH INTO CAUSES OF PREJUDICE AND SOLUTIONS

In order to develop solutions, it is important to understand the causes of the discrimination faced by LGBTI people in sport. Recent research in Australia and overseas has consistently found the issues in male and female sport are closely related, but also quite different.

### Men's Sport

1. Homophobic language and humour is often used without thought of its impact or harm. While this behaviour, generally, no longer comes from a place of overt 'hate' or prejudice, it is still perceived/understood by gay/bisexual men to be hateful.
2. Generally the language is used by men to suggest someone is 'soft'. Being gay is still equated with being feminine and therefore weak.
3. Homophobic behaviour is 'normal' which is compounded by a lack of enforcement of anti-vilification policies (which are generally complaint based). Given most gay/bisexual athletes hide their sexuality, or avoid sport, no one complains about this behaviour and it continues.

### Women's Sport

1. Recent research identified the top 'social and cultural' barrier to female sport participation as "the perception that it is not feminine to play sport" and sport is an activity that only men should enjoy. [1]
2. If girls continue to play sport into their teens (apart from a few sports which are seen as particularly "feminine") they are often labelled as/assumed to be lesbians. There is still a strong, negative social stigma around being a lesbian. [1]
3. Many straight females drop out or avoid sport to avoid being perceived as lesbian, while lesbian/bisexual athletes feel pressure to hide their sexuality to avoid perpetuating the negative stereotypes of women's sport. They also fear discrimination. [1]

### Gender Diverse / Intersex People and Sport

1. Recent research has found there is public perception, particularly of people who transition from male to female, that they have an unfair advantage over other female athletes.
2. Transgender and Intersex people often experience and/or fear discrimination and abuse when they use communal changing facilities.

### Where are all the Gay Athletes? What Helps Lesbian, Gay, and Bisexual People feel safe?

While most LGB people remain in the closet while playing or enjoying sport, some do come out. The Out on the Fields study asked these athletes what helped them 'come out' in youth sport and feel safe, welcome, and included. The answers are ranked below and again, were related but still different for males and females.

### Men's Sport

1. Having friends on a team who already knew they were gay/bi and were supportive
2. Having a team culture that is accepting of all forms of diversity
3. Rarely hearing homophobic language (enforcement of rules banning this language)

### Women's Sport

1. Playing a sport that already had 'Out' people participating. This meant it was perceived to be supportive
2. Having friends on a team who already knew they were lesbian/bi and were supportive
3. Having a team culture that is accepting of all forms of diversity

**Monash's Sport Inclusion Project:** Monash is working in partnership with Pride in Sport to conduct world-first research to identify the most effective methods to change homophobic attitudes and behaviours in male and female sport. For more information please email [erik.denison@monash.edu](mailto:erik.denison@monash.edu)

### 1. Barriers to Participation for Women and Girls (SportEngland)

# PRIDE IN SPORT INDEX 2017

## RESULTS



# OUR 2017 OUT ROLE MODEL AWARD WINNER

I was incredibly humbled to receive the inaugural 2017 Pride in Sport Out Role Model Award.

When I was 12 years old and first realised that I was gay, role models were few and far between, especially in the world of sport. If I had known of such thing as a gay AFL player, that would have not only helped me feel more comfortable in my own skin, but also to feel like I didn't have to choose between playing the game I loved and hiding in the closet.

Fast forward to 2017, I am incredibly proud of the progress that has been made in the world of AFL to make our national game more LGBTI inclusive.

Most recently, we saw the AFL change its logo to spell Y-E-S in support of marriage equality. Many AFL clubs, including St Kilda, the Sydney Swans, the Western Bulldogs, Adelaide, Collingwood and North Melbourne also publically backed the YES campaign. Earlier this year on International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT), we watched an AFL and an AFLW player from every team voice their support for marriage equality led by the AFL Players Association.

At a time when there is an absence of leadership from our government on equality, who chose to pursue an unnecessary and divisive postal survey instead of voting in Parliament, the AFL have stepped in to fill that void in support of its LGBTI players, officials, staff and fans at a time when we needed them the most.

But getting to this point didn't happen overnight, and it's worth reflecting on how far we have come in such a short period of time, as well as take note of what we still need to achieve. When I came out in 2012, I launched a petition on change.org calling on the AFL to do more to tackle homophobia.

While the AFL had signed a letter of support to the 'No To Homophobia' campaign, high profile incidents of players using homophobia slurs, the frequent homophobic language that could be heard in the stands, and the lack of players feeling comfortable to 'come out' meant that we needed much stronger action. My petition asked the AFL to show 'No To Homophobia' ads on the big screen, and to hold a Pride Round in the same way the AFL has backed an Indigenous Round and a Multicultural Round. With almost 30,000 signatures to the petition, the AFL agreed to screen the ads on the big screen during the Preliminary Finals in 2012 and throughout the season 2013.

I was also honoured to help train AFL players and clubs on LGBTI inclusion and the power of language, and have my story featured as part of a campaign to educate clubs and players at the grassroots.

While the idea of a Pride Round wasn't something the AFL felt ready for then, it was community football that led the way with the first Pride Cup staged in 2014 by my local club Yarra Glen. This modest country footy match went on to inspire St Kilda and Sydney to start planning the AFL's national Pride Game, which is now in its second year.

This game saw the 50m lines be painted in rainbow colours – the international symbol of gay pride. St Kilda players wore jumpers with rainbow numbers, Sydney players wore rainbow socks, and goal umpires waved rainbow flags. The broadcast of the game on Channel 7 also featured conversations to raise awareness about the damaging impact of homophobic language in sport, and included stories from the LGBTI community to help make the game of AFL that we all love welcoming and inclusive for everyone.

I have no doubt that the Pride Game and the community discussion generated around it changed many lives, and research by VicHealth and La Trobe University demonstrated its impact on shifting attitudes towards acceptance of LGBTI people. I look forward to continuing to work with the AFL and the now many LGBTI AFL fan groups that are working hard to educate and inspire, and I hope other codes can learn from their example.

Thank you to Pride In Sport for this honour, and I can't wait to see many more Out Role Models celebrated within the world of sport for many years to come.

**JASON BALL**  
**2017 VIC Young Australian of the Year**

PSI  
OUT ROLE MODEL  
AWARD  
2017



# WHAT OUR 2017 AWARD WINNERS SAY



## AFL 2017 ORGANISATION OF THE YEAR

*This award is given to the highest scoring sporting organisation with the 2017 PSI overall.*

The AFL is honoured to be recognised as a leader for LGBTI inclusion in sport and delighted to contribute to the PSI.

The AFL found the benchmarking exercise extremely valuable as a means to review and reflect on its LGBTI inclusion policies and practices across the Australian Football industry. In particular the AFL commends the significant efforts of the St. Kilda Football Club for its work to implement the inaugural Pride Game played in Round 21 of the 2016 Toyota AFL Premiership Season.

The AFL was particularly proud to endorse the St. Kilda Football Club's nomination for the 2017 Inclusive Club Award. The Pride Game was a key initiative fulfilled to reinforce the Australian Football industry's commitment to ensuring the LGBTI community feels welcome and safe as part of the AFL community.

### **Tanya Hosch**

Social Policy General Manager  
AFL



## ST. KILDA FOOTBALL CLUB 2017 INCLUSIVE CLUB AWARD

*This award is given to the highest scoring nomination for the 2017 Inclusive Club Award – independent of the full PSI benchmarking instrument.*

As CEO of St Kilda Football Club, I am very proud to accept this 2017 Pride in Sport LGBTIQ Inclusion Club Award on behalf of everyone at the Saints. Last year, we hosted the first ever AFL Pride Game against the Sydney Swans at Etihad Stadium. A movement born from grassroots efforts, the aim of the Pride Game was to not only provide a welcoming, inclusive environment for everyone to enjoy football, but also spark a conversation around LGBTIQ inclusion in football communities for players and spectators. We were so proud that thousands of people attended their first ever AFL Game or attended with a parent, partner or friend for the first time because of the sense of welcome which was created.

At St Kilda, we believe that a thriving community is where everyone belongs and that we have a wonderful opportunity to positively influence this. The impact of the Pride Game was felt across the nation, but perhaps most rewarding was the sense of pride felt amongst our people in the role they played to support inclusion in our community.

### **Matt Finnis**

CEO  
St. Kilda Football Club

# WHAT OUR 2017 AWARD WINNERS SAY



## WATER POLO PRIDE CUP 2017 INCLUSIVE SPORTS INITIATIVE AWARD

*This award is given to the highest scoring nomination for the 2017 Inclusive Sports Initiative Award – independent of the full PSI benchmarking instrument.*

Water Polo Australia is delighted to have been the winner of the inaugural Pride in Sport Inclusive Sports Initiative Award and we congratulate all of the sports who participated this year and demonstrated their support for diversity and inclusion in sport.

We are proud that our diversity initiatives come from the strong partnership between the National and State water polo associations, our National League clubs and our four LGBTI clubs in Sydney, Melbourne, Brisbane and Perth. We are also grateful for our partnerships with Victorian Commissioner Ro Allen, Pride in Sport, Transgender Victoria and the many other organisations who made the National League Pride Cup a reality in 2016.

There is still much work ahead toward ending homophobia, biphobia, transphobia and discrimination in sport but if we work together we can change that.

### **Steve Blunt**

Board Member  
Water Polo Australia



## DAVID POCOCK 2017 LGBTI ALLY AWARD

*This award is given to the highest scoring nomination for the 2017 LGBTI Ally Award – independent of the full PSI benchmarking instrument.*

It is a real honour to win the inaugural Pride in Sport Ally Award. I believe that sport is at its best when it is challenging society to be more inclusive and there have been so many people driving this change. In rugby, may I make special mention of Andrew Purchas, who has been challenging the sport to become more accepting and inclusive, along with all the people who have shown leadership in this area. The support from the major sports of the Pride in Sport Index is a good example of this change. I also want to congratulate all the other winners including the inaugural Pride in Sport Index Organisation of the Year, AFL.

### **David Pocock**

Vice captain  
ACT Brumbies

# WHAT OUR 2017 AWARD WINNERS SAY



## DAMIEN HICKS – JOINT WINNER 2017 INCLUSIVE COACH AWARD

*This award is given to the highest scoring nomination for the 2017 Inclusive Coach Award – independent of the full PSI benchmarking instrument.*

I feel extremely fortunate to receive this award. The Brisbane Tritons is the first LGBTI+ and inclusive water polo club in Queensland and are close affiliates of the Brisbane Barracudas. Just under 12 months ago, I volunteered to run one of their Sunday training sessions. That 'once off' volunteering shortly turned into a season of coaching and several other ventures between Brisbane Barracudas & Brisbane Tritons. The culture created by the Tritons and the enthusiasm the players have for the sport is unprecedented in my experience in the sport.

The opportunity to be involved in such a great club gave me an opportunity to share my love of water polo with great people and also promote inclusion and equality. Although I am incredibly appreciative for being acknowledged, I look forward to an era when these awards are redundant because inclusivity and equality are social norms.

Looking back over the year it's hard to believe that the majority of the team had never played water polo nor a team sport before. Seeing their skill level increase week by week was matched by their enthusiasm. The team not only created a club but they also created an inclusive community I am proud to be associated with.

Since that first session, the Brisbane Barracudas National League teams have partnered with the Tritons on several occasions, the Cole Miller round, Pride Cup and Tritons University earlier this year. Sport survives by supporting and developing not only the future generations, but also by accepting anyone regardless of age, race, religion and identity. The Tritons and Barracudas collaboration has proven that inclusion and diversity is the future of not only water polo, but for all sports.

The growth of the Tritons over the past 12 months has been unprecedented. From less than a dozen members at their first boot camp to entering 4 men's teams into the Brisbane open competition with over 100 active members. Knowing I played a small part in the growth and development of such a movement is extremely humbling and something I will value for a long time.

I look forward to seeing what the future holds for the club, our sport and equality in our community.

### **Damien Hicks**

National League and Australian Age group Rep Player  
Brisbane Barracudas

# WHAT OUR 2017 AWARD WINNERS SAY



## MEL RIPPON – JOINT WINNER 2017 INCLUSIVE COACH AWARD

*This award is given to the highest scoring nomination for the 2017 Inclusive Coach Award – independent of the full PSI benchmarking instrument.*

Having been involved in water polo for the best part of my life I can say my time with the Brisbane Tritons is something I will cherish for a very long time. I am honoured to win such an important award which promotes diversity in our sport and share it with all members of the club as well as all coaches and supporters of equality and diversity in sport.

I became involved with the Tritons through working with the Barracudas. My sister and fellow Olympian Bec Rippon had coached the Sydney Stingers in the past and asked if I would be interested in assisting with the training and set up of a new LGBTIQ and inclusive team as Brisbane. The Tritons started with 12 members in the Barracudas Academy most of which hadn't played before. From the very early days I knew that the Tritons was going to become something special as the sense of community and pride was evident from the very first day.

Sport is way for people to come together and create lasting friendships, healthy lifestyles and a sense of community. This should be done with no fear of judgement or prejudice based on colour, race, beliefs, gender or identity. Being involved with the first movement in our sport in QLD which actively promoted this level of inclusivity was something that I had to be involved in.

I am passionate about the sport but also people who play it and if by being involved in such an amazing collaboration that the Tritons and Barracudas have created keeps one player in the sport, makes one player feel safe to be who they are and keeps a player from taking their own life then that's something that I will continue to fight for.

### **Mel Rippon**

3x Olympian and 2x Bronze Medallist  
Brisbane Water Polo

# WE BUILD ON THE LEGACY OF OUR FORERUNNERS

A fair go for all.  
Inclusion.  
Equality.



We believe sports are for everyone to enjoy and a place where all people should feel safe, accepted and included.

To join Pride in Sport and play your part, contact the membership team on **612 9206 2139**

**pridein**  
**sport**

# PRIDE IN SPORT INDEX 2017

## **BENCHMARKING DATA**

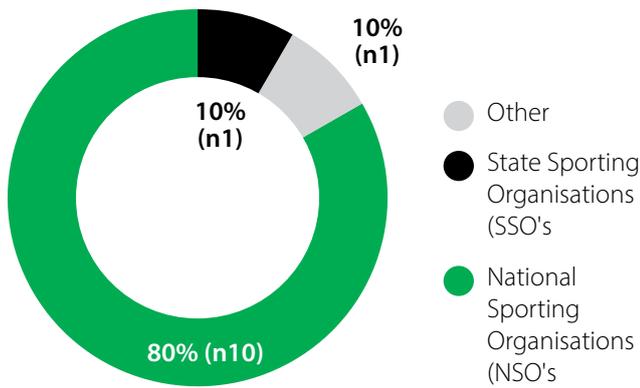


# 2017 PSI BENCHMARKING DATA

## YEAR 1: PARTICIPATION OVERVIEW

The initial index document was released in 2015 for reporting against the 2016 calendar year. Submissions for the 2016 calendar year index closed in March 2017. Whilst these results are acknowledged as the 2017 Pride in Sport Index (PSI) results, they reflect work undertaken within year just gone.

### 2017 Participation Full Benchmarking Instrument



LGBTI inclusion is central to ARU's goal to diversify rugby so our participants reflect the community in which we live. Pride in Sport is a key community partner for Australian Rugby and their expertise and advice has been invaluable to us as we progress together to ensure that the rugby community is one where all people can feel safe, accepted, included and valued.

**BILL PULVER**  
CEO, AUSTRALIAN RUGBY UNION

The National Pride in Sport Index is open to all sporting organisations and clubs free of charge independent of Pride in Sport membership.

The National Pride in Sport Index is open to all sporting organisations and clubs free of charge and independent of Pride in Sport membership. National and State sporting organisations, professional and amateur clubs and university sports are all encouraged to participate in the full PSI regardless of their starting point. Participation not only allows sporting organisations to receive an independent assessment against what is determined to be the current national benchmark on LGBTI inclusivity within Australian Sport but also allows Diversity teams to provide data back to their executive in terms of their inclusivity along with their year-on-year progress in this critical and much watched area of Diversity & Inclusion.

This instrument has not been designed to highlight or shame those sporting organisations that do not initially fare well on the index. Quite the opposite, the instrument has been designed to determine the national benchmark, shift practice and in the long-term set a gold standard for practice internationally.

For this reason scores remain confidential and feedback is only made available to the submitting organisation. Even if the sporting organisation or club is brand new to the area of LGBTI inclusion and likely to obtain a very low score in their first year or two of participation, we still highly recommend participation as this will set the initial benchmark from which progress can be determined.

As more sporting organisations participate in the index, NSO's, SSO's and clubs will also be able to benchmark themselves against their peers and competition.

# 2017 PSI BENCHMARKING DATA

## PARTICIPATING SPORTS

Participating sporting organisations within this inaugural year of the Pride in Sport full benchmarking instrument include (alphabetical order):

- AFL
- ARU
- Athletics Australia
- Basketball Australia
- Cricket Australia
- Football Federation Australia
- Football Federation Victoria
- GOLDOC
- NRL
- Water Polo Australia

Of these, the highest ranking sporting organisation within the 2017 PSI was awarded:

- PSI Organisation of the Year.

In addition, a total of 18 individual award nominations were received under the following award categories (outside of the full PSI benchmarking instrument):

- LGBTI Ally Award
- Inclusive Club Award
- Inclusive Coach Award
- LGBTI Inclusive Sports Initiative
- Out Role Model Award



Water Polo Australia is delighted to be part of inaugural Pride in Sport Index and we congratulate the winner and all of the other sports who have also participated this year and demonstrated their support for diversity and inclusion in sport.

We are proud of the partnership we have with Pride in Sport, our four LGBTI friendly clubs in Sydney, Melbourne, Brisbane and Perth and our Pride Cup event, held annually during our National Water Polo League competition. There is still much work ahead toward ending homophobia, biphobia, transphobia and discrimination in sport, but together we can change that.

**CHRISTIAN RENFORD**  
CEO, WATER POLO AUSTRALIA

# 2017 PSI BENCHMARKING DATA

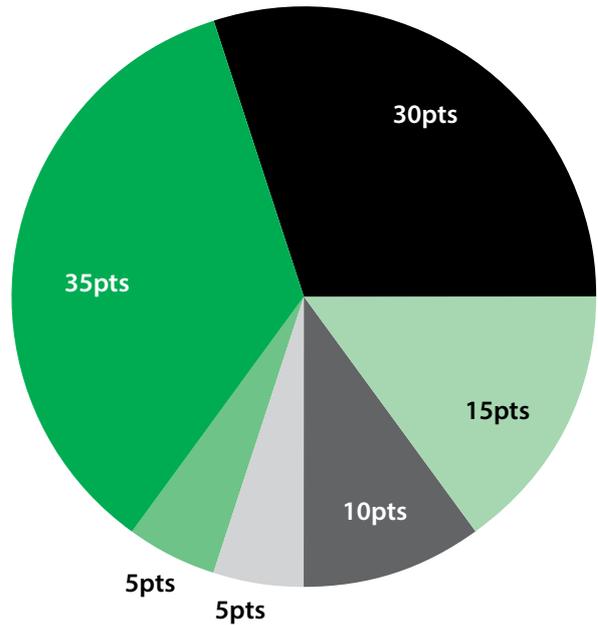
## PRIDE IN SPORT INDEX ALLOCATION

The 2017 PSI breaks down into the following sections:

- SECTION 1: POLICY & PRACTICE
- SECTION 2: CULTURE & VISIBILITY
- SECTION 3: TRAINING
- SECTION 4: COMMUNITY ENGAGEMENT
- SECTION 5: INCLUSION BEYOND
- SECTION 6: ADDITIONAL INFORMATION

The first three areas of the index Policy & Practice, Culture & Visibility and Training are those areas that have the most significant and enduring impact for sustainable cultural change and for that reason are weighted heavily within the index. It's about getting the foundations right.

While it can be beneficial for a sporting organisation to fly a rainbow flag and participate in LGBTI related sporting events (and these are all important), unless the foundations of inclusion are there within the culture of the sport, this can be seen as lip service which in turn runs the danger of emerging as a chasm or disconnect between the external image and lived internal experience.



For change to be sustainable, it has to be systemic, foundational and at the core of the sports values, practice and way of working.

As practice develops within Australian Sport, the focus will gradually shift from the foundational work of cultural change to more advanced areas of filtering the values of inclusion through to greater spectator participation and alignment.

“ This inaugural PSI publication embodies the determination and passion of many people to ensure that Australian sport is welcoming to all, regardless of sexual orientation or gender identity.

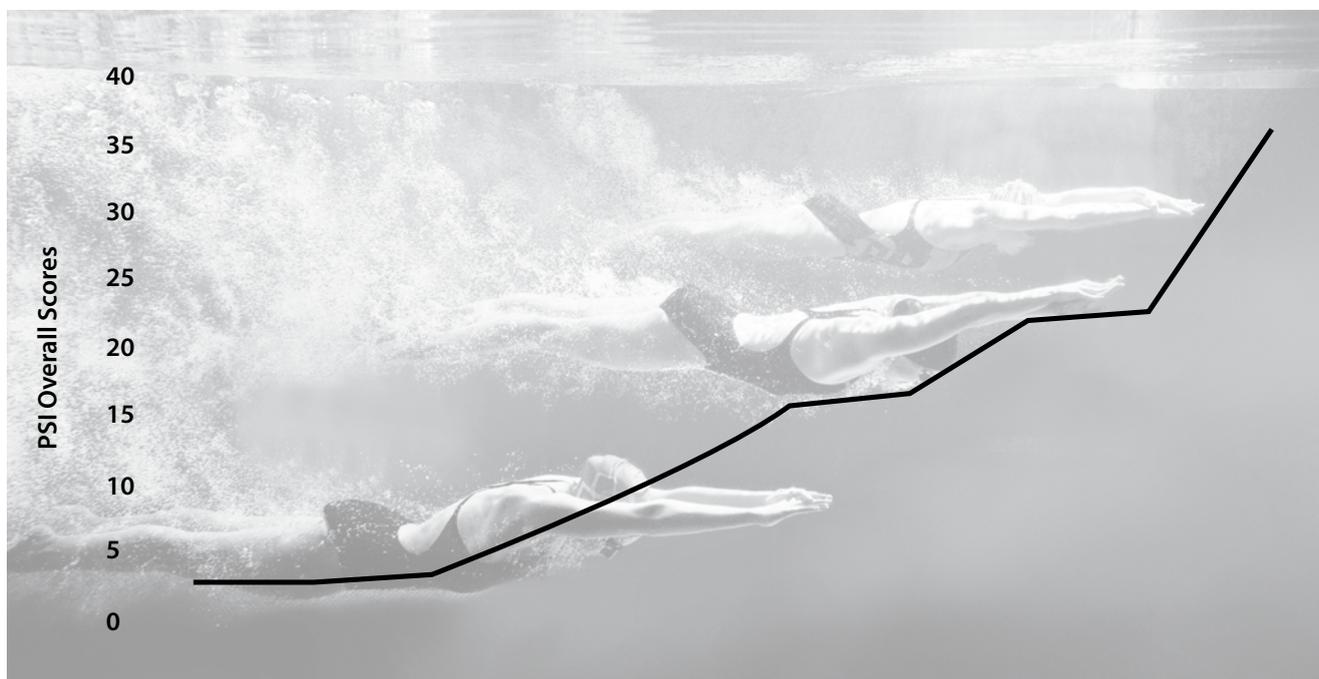
I would like to thank all the foundation sports for their trust and confidence in the PSI and their dedication to improving the inclusivity of Australian sport.

**ANDREW PURCHAS**  
CHAIRMAN OF PSI ADVISORY COMMITTEE  
CO-FOUNDER OF THE PSI  
PRESIDENT BINGHAM CUP SYDNEY 2014

# 2017 PSI BENCHMARKING DATA

## OVERALL INDEX RESULTS

### Score Distribution 2017 PSI



The above table shows the score distribution of participating sporting organisations with this inaugural year of the PSI.

As with the inaugural benchmarking instrument for any area of practice, it was expected that Year 1 results would be relatively low. This is not unusual, and not to be unexpected. The inaugural year sets the baseline for future progress.

As the table on the next page shows, the majority of average scores for each of the sections fell within the bottom 25% of the overall score that could be achieved, with the exception of inclusion beyond – an area that predominately asks for activities or work not covered elsewhere that have furthered the message of LGBTI inclusion or the No to Homophobia in Sport message (beyond the immediate internal work of the club or organisation).

Now that we have an initial benchmark, sporting organisations are provided with tangible steps and guidance in terms of focus areas for their strategy for the year ahead. This initial piece of work provides the foundation on which inclusivity can be built and a mechanism by which inclusiveness can be externally measured annually.

It is our policy to encourage participation in the index no matter a sporting organisations starting point. Individual scores are never revealed, rather the data is benchmarked to provide a guide as to current levels of practice in any one area for the assessed sporting groups. **Given the fact that index participation is national, free and not contingent on Pride in Sport membership, it is anticipated that any sporting organisations seriously interested in contributing to the benchmark and shifts in practice would participate.** The instrument itself, post results, provides tangible steps to improve in critical areas. Sporting organisations may find support via the Pride in Sport membership program, other means or seek to work with the index independently.

We applaud those organisations participating in the inaugural year. As participation continues and grows annually, the data will show evidence of practice shifts and as a result the overall benchmark will increase.

# 2017 PSI BENCHMARKING DATA

## DESCRIPTIVE STATISTICS & INTERQUARTILE RANGES (10 PARTICIPANTS)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
<b>Sections</b>					
Section 1: Policy & Practice	0	4.2	4	10	35
Section 2: Culture & Visibility	0	4.8	5	15	30
Section 3: Training	0	1.2	0	7	15
Section 4: Community Engagement	0	1.8	2	4	10
Section 5: Inclusion Beyond	0	1.6	1.5	4	5
Section 6: Additional Information	0	0.6	0	3	5
<b>TOTAL SUBMISSION</b>					
2017 Submission	3	14.2	13.5	36	100

INTERQUARTILE RANGES	Min Value	25th percentile	50th percentile	75th percentile	Max Value
<b>Sections</b>					
Section 1: Policy & Practice	0	1.5	4	6.5	10
Section 2: Culture & Visibility	0	0.25	5	7	15
Section 3: Training	0	0	0	1	7
Section 4: Community Engagement	0	1	2	2.75	4
Section 5: Inclusion Beyond	0	1	1.5	2	4
Section 6: Additional Information	0	0	0	1	3
<b>TOTAL SUBMISSION</b>					
2017 Submission	3	4.75	13.5	20.75	36

Sections	Average score	% of overall section score achieved
Section 1: Policy & Practice	4.2	12%
Section 2: Culture & Visibility	4.8	16%
Section 3: Training	1.2	8%
Section 4: Community Engagement	1.8	18%
Section 5: Inclusion Beyond	1.6	32%
Section 6: Additional Information	0.6	12%
<b>OVERALL PSI SCORE</b>	<b>14.2</b>	<b>14.2%</b>

# 2017 PSI BENCHMARKING DATA

## SECTION 1: POLICY & PRACTICE

This section of the PSI covers:

- Strategic commitment to LGBTI inclusion
- Accountability & resourcing
- Staff policies and benefits
- Policies addressing homophobia
- Sanctions, remediation and reporting

**Quoting the MPP:** National Sporting Organisations are required to have a Member Protection Policy (MPP) and this policy may detail information and processes related to questions within Section 1 of the PSI. In many of these instances, relevant aspects of the MPP may be used as evidence, however if sporting organisations chooses to quote the MPP, it was a requirement that the organisation be specific and detail how the MPP has driven LGBTI specific policies / procedures and/or behaviours in relation to the question being asked (see p25 for more information on the role of the MPP).

1.1

**POLICY & PRACTICE: Strategic Commitment to LGBTI Inclusion**

This section determines whether a formal strategy exists within the sporting organisation that clearly identifies LGBTI inclusion as an area of focus. If so, it looks for clearly articulated goals or targets in regard to LGBTI inclusion with your sport and whether or not this has been adequately communicated across your organisation.

Max Score	Lowest	Average	Median	Highest	Best Practice*
4	0	2.6	0	3	0

\* Number of submissions achieving full points for this question grouping

1.2

**POLICY & PRACTICE: Accountability & Resourcing**

This section is used to determine the extent of accountability against diversity & inclusion (D&I) targets alongside any resources or support that the sporting entity has in place to assist with D&I initiatives. Includes whether or not a staff member or official has LGBTI inclusion as a formal part of their role.

Max Score	Lowest	Average	Median	Highest	Best Practice*
5	0	0.7	0	3	0

\* Number of submissions achieving full points for this question grouping

# 2017 PSI BENCHMARKING DATA

## SECTION 1: POLICY & PRACTICE

1.3

**POLICY & PRACTICE: Staff Policies & Benefits**

This section is used to determine the LGBTI inclusivity of your policies and benefits as they relate to administration (employees/staff/volunteers completing work for the sporting organisation). This includes definitions used for family, partner, parent, alongside articulated support for the inclusion of transgender and intersex people engaged.

Max Score	Lowest	Average	Median	Highest	Best Practice*
6	0	0.3	0	2	0

\* Number of submissions achieving full points for this question grouping

1.4

**POLICY & PRACTICE: Policies addressing homophobia**

This section is used to determine the extent and communication of any policies addressing homophobia within your sport. This includes any steps taken to ensure that the policy has been implemented within the 2016 calendar year, communication in any induction or orientation programs and articulation of your stand on homophobia bullying/harassment/language within formal codes of conduct. Additional points given for the inclusion of transphobic examples within documentation.

Max Score	Lowest	Average	Median	Highest	Best Practice*
8	0	1.4	0.5	8	1

\* Number of submissions achieving full points for this question grouping

1.5

**POLICY & PRACTICE: Sanctions, Remediation & Reporting**

This section is used to determine the extent and communication of any sanctions, remediation and reporting process specific to LGBTI harassment and discrimination within your sport. This includes but is not limited to formal procedures being in place to allow individuals to report bullying/harassment, homophobic or transphobic behaviours; the monitoring of incidents, LGBTI awareness training for main points of contact for complaints, senior official or coach accountability, LGBTI contact person outside of formal reporting avenues for confidential advice and support services in place for those who have been the target of bullying/harassment.

Max Score	Lowest	Average	Median	Highest	Best Practice*
12	0	1.2	1	4	0

\* Number of submissions achieving full points for this question grouping

# 2017 PSI BENCHMARKING DATA

## SECTION 2: CULTURE & VISIBILITY

This section of the PSI covers:

- Internal visibility of LGBTI inclusion
- External visibility of LGBTI inclusion
- Leadership support
- Coach support
- Role models
- Ally networks

2.1

**CULTURE & VISIBILITY: Internal visibility of LGBTI Inclusion**

This section is used to determine the visibility of LGBTI inclusion internally. This includes but is not limited to visibility of support for LGBTI people, the ease of which information on the sports LGBTI inclusivity can be located, LGBTI calendar events or activities to promote inclusivity, the distribution or display of anti-homophobia/transphobia or inclusion materials/messages internally.

Max Score	Lowest	Average	Median	Highest	Best Practice*
6	0	1.1	1	4	0

\* Number of submissions achieving full points for this question grouping

2.2

**CULTURE & VISIBILITY: External visibility of LGBTI Inclusion**

This section is used to determine the visibility of LGBTI inclusion externally. This includes but is not limited to the provision of resources or information to families re: stand against homophobia/transphobia; external communication your stand outside of your sport; external events or initiatives to promote LGBTI inclusivity; contribution to external commentary, press or advertising in support of LGBTI inclusion; availability of public information that effectively communicates your stand against homophobia/transphobia.

Max Score	Lowest	Average	Median	Highest	Best Practice*
7	0	1.6	1.5	5	0

\* Number of submissions achieving full points for this question grouping

2.3

**CULTURE & VISIBILITY: Leadership Support**

This section is used to determine the extent of leadership support for LGBTI inclusion. This includes but is not limited to senior leaders being involved in any communication re: your stand against homophobia/transphobia and executive champions or ambassadors supporting your LGBTI inclusion initiatives internally.

Max Score	Lowest	Average	Median	Highest	Best Practice*
4	0	1.3	1.5	3	0

\* Number of submissions achieving full points for this question grouping

# 2017 PSI BENCHMARKING DATA

2.4

**CULTURE & VISIBILITY: Coach Support**

This section is used to determine any support provided to coaches in identifying and addressing homophobia in sport. This includes any support provided for active promotion of LGBTI inclusivity or support on how to identify and address inappropriate behaviour.

Max Score	Lowest	Average	Median	Highest	Best Practice*
4	0	0.3	0	2	0

\* Number of submissions achieving full points for this question grouping

2.5

**CULTURE & VISIBILITY: LGBTI Role Models**

This section is used to determine any visibility of out role models within your sport and the promotion of their stores.

Max Score	Lowest	Average	Median	Highest	Best Practice*
2	0	0.1	0	1	0

\* Number of submissions achieving full points for this question grouping

2.6

**CULTURE & VISIBILITY: Ally Networks**

This section is used to determine the existence and promotion of any LGBTI Ally or Champion initiatives within your sporting entity. This may include the existence of a network, tracking of membership, promotion of a network, network events, documented objectives or plans for the network to increase visibility and/or activity promoting LGBTI inclusion in your organisation.

Max Score	Lowest	Average	Median	Highest	Best Practice*
7	0	0.4	0	2	0

\* Number of submissions achieving full points for this question grouping

## SECTION 3: TRAINING

3.0

**TRAINING**

This section is used to determine the extent of LGBTI inclusion training within your sport. It includes but is not limited to face-to-face training; online training; training for staff, officials, volunteers; training for coaches; training, resources or information for players/athletes, training specifically for youth or any resources, training or information provided to allies/network members.

Max Score	Lowest	Average	Median	Highest	Best Practice*
15	0	1.2	0	7	0

\* Number of submissions achieving full points for this question grouping

# 2017 PSI BENCHMARKING DATA

## SECTION 4: COMMUNITY ENGAGEMENT

4.0

**COMMUNITY ENGAGEMENT**

This section is used to determine the extent of LGBTI community engagement. This includes but is not limited to the support of LGBTI community organisations; participation in LGBTI community events; promotion of the anti-homophobia message within significant games/trials/ events and/or players or coaches taking on official community ambassador roles.

Max Score	Lowest	Average	Median	Highest	Best Practice*
10	0	1.8	2	4	0

\* Number of submissions achieving full points for this question grouping

## SECTION 5: INCLUSION BEYOND

5.0

**INCLUSION BEYOND**

This section provides an opportunity for organisations to submit any further information in regard to activities not covered elsewhere within this submission that furthers the message or work of LGBTI Inclusion outside of the immediate sporting organisation or club. This may include but is not limited to: mentoring other clubs or sporting organisations; local contribution with international impact; contribution to studies or research in this area; taking a public stand on issues impacting the LGBTI community (ie. Marriage Equality/Mental Health); influencing key sponsors and/or suppliers to participate in LGBTI inclusion.

Max Score	Lowest	Average	Median	Highest	Best Practice*
5	0	1.6	1.5	4	0

\* Number of submissions achieving full points for this question grouping

## SECTION 6: OTHER

6.0

**OTHER**

This section provides an opportunity for the organisation to submit any additional information in regard to the work that they have done internally to further the message or work of LGBTI inclusion, not included elsewhere within this submission.

Max Score	Lowest	Average	Median	Highest	Best Practice*
5	0	0.6	0	?	0

\* Number of submissions achieving full points for this question grouping

The logo features a central black banner with white text. Above the banner is a downward-pointing triangle with a rainbow gradient from red to yellow. Below the banner is an upward-pointing triangle with a rainbow gradient from purple to green. The background is a black and white photograph of a crowd celebrating with confetti.

PSI

**LGBTI CHAMPIONS**

2018

**YOU HAVE TO BE IN IT, TO WIN IT!  
ENTRIES FOR THE PSI AWARDS  
CLOSE 16 MARCH 2018**

PRIDE IN SPORT INDEX 2018  
**LOOKING FORWARD**



# LOOKING FORWARD

## PRIDE IN SPORT INDEX 2018

### Assessing the 2017 calendar year

We encourage all sporting organisations, whether a National or State Sporting Organisation, professional or amateur club, or University sport to participate in the 2018 Pride in Sport Index (assessing the 2017 calendar year).

Regardless of your experience or starting point in LGBTI inclusion, your participation will provide you with an initial starting point from which you can report year on year progress as assessed by the national benchmark for Australian Sport.

The tool itself provides an invaluable guide in assisting you to achieve better practice, your individual score provides you a progress check year on year and the benchmarking data allows you to assess your score against other sporting organisations. Your data not only contributes to the national benchmark but provides you with invaluable year on year progress in this important area of diversity and inclusion.

The PSI is free and you do not need to be a Pride in Sport member to participate.

### What changes in the PSI year-on-year?

The 2018 PSI will be the second release of the 1st iteration of the index.

**Each year:** small tweaks are made for readability, small score adjustments are made where practice is excelling or greater focus is required and in some cases questions are reworded for greater clarity. We refer to these annual changes as 'releases' of the Index.

**Every three years:** the next iteration of the index is released. For each new iteration, overall progress is assessed and key areas of focus are determined taking into consideration any shifts in practice over the previous three years of the index. This three year cycle allows us to re-align the tool to not only current practice within Australian Sport but also take into consideration any significant research and/or international trends. Usually at this point, more significant changes are made with the addition of new questions, shifts in key areas of focus and the removal of obsolete questions.

### What is different for the 2018 PSI?

The biggest difference you will notice is a complete reformatting of the PSI submission document. This new format will make it easier for submitting organisations to enter their responses while bringing far greater clarity to what evidence is required for each question.



We have also now included professional and amateur clubs, and University sports, as well as an "Other" category to broaden participation within the index. Some of the questions have been re-worded to incorporate greater accountability for the inclusion of transgender and intersex people.

As previously stated small score adjustments have been made where necessary acknowledging the level set by the inaugural index and questions reworded for greater clarity.

# THE PRIDE IN SPORT INDEX (PSI)

## **WE ENCOURAGE ALL SPORTING ORGANISATIONS, CLUBS AND UNIVERSITY SPORTS TO PARTICIPATE IN THE 2018 PSI**

There is no cost. You do not need to be a Pride in Sport member.  
Results are confidential.

Participation will provide you with:

- Transcript of results
- Recognition of participation
- The ability to benchmark your LGBTI work
- Year on year results by which to gauge improvements made as well as to identify opportunities for future improvement
- Opportunity to participate in an employee survey with comprehensive high level results fed back to your organisation (new to 2018 PSI)
- Traffic light report clearly identifying where you scored full points, partial, none at all
- Baseline PowerPoint presentation making it quick and easy to feed back your results to your executive
- Certificate of participation
- Hard copy benchmarking publication

You may also choose to participate anonymously.

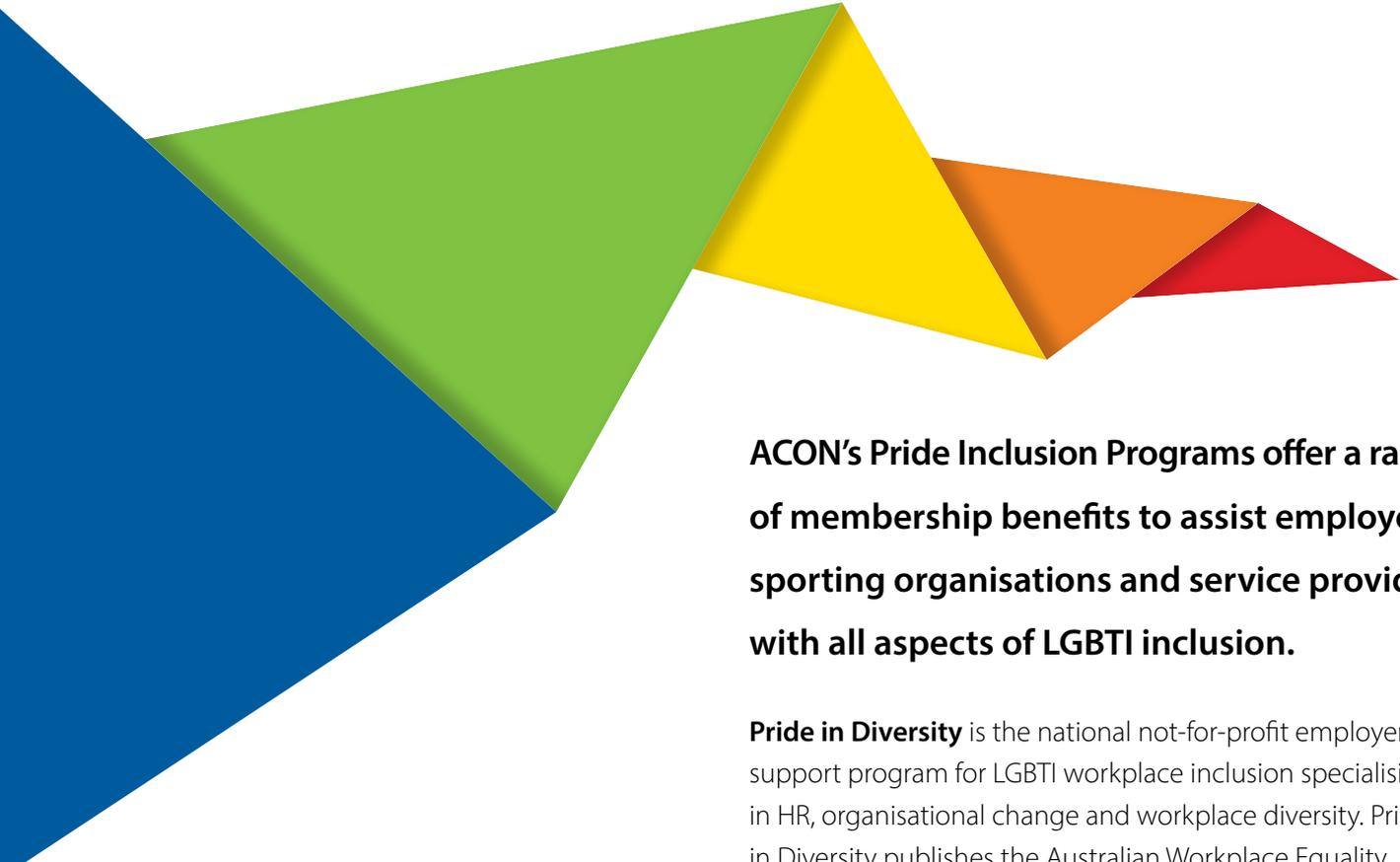
### **2018 SUBMISSIONS CLOSE (FOR REPORTING AGAINST 2017):**

- Hardcopy delivered submissions: **5pm Friday 16 March 2018**
- Dropbox link via email (no submission attachments accepted in emails)  
**Midnight Saturday 17 March 2018**

To keep up to date visit [www.prideinclusionprograms.com.au/psi](http://www.prideinclusionprograms.com.au/psi)



# For greater inclusion we need partners. None of us can do this work alone.



**ACON's Pride Inclusion Programs offer a range of membership benefits to assist employers, sporting organisations and service providers with all aspects of LGBTI inclusion.**

**Pride in Diversity** is the national not-for-profit employer support program for LGBTI workplace inclusion specialising in HR, organisational change and workplace diversity. Pride in Diversity publishes the Australian Workplace Equality Index (AWEI), Australia's national benchmarking instrument for LGBTI workplace inclusion from which Top Employers for LGBTI people is determined.

**Pride in Sport** is the only sporting inclusion program specifically designed to assist National and State sporting organisations and clubs with the inclusion of LGBTI employees, players, coaches, volunteers and spectators. The world-first Pride in Sport Index (PSI) benchmarks and assesses the inclusion of LGBTI people across all sporting contexts.

**Pride in Health + Wellbeing** is our exciting new initiative providing support to Health and Human Service providers in the development of LGBTI inclusive service delivery.

For more information contact us at: [pride@acon.org.au](mailto:pride@acon.org.au)  
02 9206 2139 or [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

**pridein**  
**diversity**

**pridein**  
**sport**

**prideinhealth**  
**+wellbeing**

# LACE UP FOR THE LOVE OF SPORT

LGBTI prejudice is still a problem in sport - and that's unacceptable. Discrimination is robbing us of talent on the field, and hurting fans off it.

If you love sport, Rise Up and lace up to make everyone feel welcome.

[rainbowlaces.net](http://rainbowlaces.net)



**pridein**sport

**SKINS**  
RISE UP



**#RainbowLaces**

# pridein sport

## PRIDE IN SPORT

**T** 02 9206 2139  
**E** [pride@acon.org.au](mailto:pride@acon.org.au)  
**W** [prideinclusionprograms.com.au](http://prideinclusionprograms.com.au)

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ACON's Pride Inclusion Programs

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Author:  
Dawn Hough, Director, ACON's Pride Inclusion Program

For further information about ACON's Pride Inclusion Programs or benchmarking publications for LGBTI Inclusion within Australian Sport or Workplaces, visit: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

