

2017 AUSTRALIAN LGBTI INCLUSION

# AWARDS

**RESULTS** FOR THE AWEI AND PSI



# Pride in Practice Conference

4 – 6 December 2017 | The Sheraton, Melbourne

**Pride in Practice** is the only national conference dedicated to LGBTI inclusion across workplaces, sporting organisations and the health and human services sector. The conference attracts over 450 individual delegates and for the first time, is to be held in Melbourne in 2017.

Participate in a range of industry breakouts designed to allow you to tailor your conference experience and gain insight into the award winning initiatives of the 2017 Platinum and Gold Tier Employers (based on the results of the 2017 AWEI).

For more information email [pride@acon.org.au](mailto:pride@acon.org.au) or visit [www.prideinpractice.com.au](http://www.prideinpractice.com.au)

 **PRIDE IN PRACTICE**  
LGBTI Inclusion Conference



PRIDE  
INCLUSION  
PROGRAMS



# DIVERSITY AND INCLUSION AS A PRACTICE FOR EVERYONE



**DAWN HOUGH**  
DIRECTOR  
ACON'S PRIDE  
INCLUSION PROGRAMS

We are thrilled to announce the results of both the Australian Workplace Equality Index (AWEI)

and the inaugural Pride in Sport Index (PSI) along with the individual awards and organisational tier rankings for 2017.

We take great pride in acknowledging that all of these awards, including the individual awards are evidence based as opposed to public vote or popularity ranking.

A strict scoring criterion applies to all submission responses, evidence provided and work undertaken. This is backed up by a fair and equitable process that involves multiple markings of every submission followed by discrepancy check meetings to ensure that all scores are warranted and backed up by evidence that has been sighted and cross-checked.

Both the AWEI and PSI benchmarking instruments are comprehensive in their suite of questions as is the evidence required to substantiate claims of activity and inclusion. Submissions to these instruments are involved and take time to complete. Results contribute to the national benchmark for LGBTI inclusion within both the workplace and Australian sport. This benchmark provides



## PRIDE INCLUSION PROGRAMS

you with annual, local data by which you can measure your activity and benchmark your work.

The AWEI and PSI instruments provide a means to both encourage and implement change; real change within the contexts of our workplace and sporting activity. Change that brings about equality and inclusion. Change that moves diversity practice from what is often perceived to be lip service to actual, lasting and far-reaching equality; that which moves beyond the confines of our office buildings and playing fields and into society as a whole.

It is very important to acknowledge those organisations and individuals for the work that they have done to help bring about this change. While we all acknowledge there is still a lot of work to be done, we cannot underestimate the change that is occurring as a direct result of this activity.

Please join me in congratulating all organisations and individuals that have been acknowledged for their contribution, and their work over the last year.



In our work in Pride in Diversity in Australia we should, without delay, be considering how we can help Australian and other multinational companies to take the lead in neighbouring regions. To spread the word that homophobia and transphobia are bad for business and bad for human rights.

**HON. MICHAEL KIRBY AC CMG**  
PATRON, PRIDE IN DIVERSITY

# 2017 RESULTS



AUSTRALIAN WORKPLACE EQUALITY INDEX



## WITH THANKS TO THE AWEI 2017 KEYNOTE SPEAKER



**HON. MICHAEL KIRBY**  
AC CMG  
PATRON, PRIDE IN  
DIVERSITY

Michael Kirby was Australia's longest serving judge when he retired from the High

Court of Australia in 2009. He had served on that court for 13 years. Since then he has been engaged in numerous United Nations activities. These have included Commissioner of the UNDP Global Commission on HIV and the Law (2011-12); chair of the UN Commission of Inquiry on Human Rights Violations in DPRK (North Korea) (2013-14); and on the High-Level Panel established by the UN Secretary General On Access to Essential Medicines (2015-16).

Much of the work that Michael Kirby has undertaken on issues of HIV/AIDS, since he was a member of the inaugural WHO Global Commission on AIDS (1989-92) has concerned the impact of the epidemic on LGBT people. He regularly participates in projects concerning the global MSM community, as he did recently the opening of the MSM Global Forum at the UN Secretariat in New York.

He has sought to advance LGBTIQ rights in Commonwealth countries through the recommendations of the Eminent Persons Group on the future of the Commonwealth (2009-10).

He has written books, given lectures and engaged with media on the need to extend full equality to LGBTIQ citizens in Australia and to redress violence and hostility worldwide. He has just returned to Australia from the UNDP/Asia Pacific Forum conference in Bangkok on LGBTIQ protection from violence and discrimination.

He has lived in Sydney with his partner Johan van Vloten since 1969 and they are jointly patrons of the Bobby Goldsmith Foundation, an HIV charity. He is a patron of Pride in Diversity. He is also a patron of the Pinnacle Foundation and of the Kaleidoscope Foundation. He was the first judge of a final national court to be open about his sexuality.



# ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX



## THE AWEI

The Australian Workplace Equality Index (AWEI) is the national benchmarking instrument for LGBTI Workplace Inclusion. As a direct result of submissions to this instrument, we are able to acknowledge the work of organisations and individuals through the following awards.

### Platinum Employer Recognition

Platinum Employer Recognition acknowledges the highest levels of performance within the AWEI over a sustained period of time. Employers must first qualify for Platinum recognition by achieving an AWEI score within the range of the highest ten employer scores four out of the last five successive years; or be awarded Employer of the Year twice within that period.

Once an employer qualifies for Platinum Employer recognition, they may then choose to alternate annually between a workplace project and the AWEI submission. The AWEI must be completed the year following the project if a project has been undertaken.

Once obtained, Platinum Employer Recognition must be maintained. To maintain this level of recognition, a project must be completed as per an approved project proposal submitted to Pride in Diversity or their AWEI score must be within the gold tier range for the current AWEI. Should an organisation not deliver the project

or not be placed within the gold tier, the Employer will revert back to the Bronze/Silver AWEI tiers.

### Gold Employer Recognition

Gold recognition is the highest recognition obtainable for the current year outside of the longevity of Platinum Employer recognition. Gold Employers have obtained the highest AWEI submission scores; this recognition is indicative of a substantial amount of work and activity in the area of LGBTI inclusion over the assessed year.

Typically, gold recognition is limited to approximately 10 organisations although this may vary slightly year on year depending on score variations annually. Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity over the given year. This year, Gold Employers equate to the top 8.6% of submitting organisations (approx.)

### Silver Employer Recognition

Silver recognition is given to employers who obtained high scores on the AWEI and provided evidence of a substantial amount of sustained or new work in this area. Silver recognition is difficult to obtain and quite often, the score differences between silver and gold recognition is minimal.

Employers receiving silver recognition are considered to have been highly active in LGBTI inclusion in comparison



# ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX



to the national benchmark for the assessed year. Typically, silver recognition is limited to approximately 10 organisations although this may vary slightly year on year depending on score variations annually. This year, Silver Employers range between the top 9.5-17% of submitting organisations (approx.)

## **Bronze Employer Recognition**

Although a larger number of organisations receive Bronze recognition, the work that is required to achieve Bronze should not be underestimated. This is a substantial recognition that acknowledges a good deal of LGBTI inclusion activity over the assessed year. Employers that receive this recognition are considered active in LGBTI inclusion as compared to the national benchmark for the assessed year. This year only 34 of the remaining 87 organisations were awarded Bronze Employer status.

Employers who receive Bronze or higher recognition qualify for a profile within the LGBTI Inclusive Employers website regardless of whether or not they are members. To access, please visit: [www.inclusiveemployers.com.au](http://www.inclusiveemployers.com.au)

## **Participating Employers**

Participating employers are those organisations participating with the AWEI outside of the above recognitions. It is important to understand that many of these employers are active in LGBTI inclusion, while

some may be just starting work in this area. Many have strategies in place and are engaged in LGBTI initiatives and policy review. Participating in the AWEI demonstrates a commitment to LGBTI inclusion and activity in this area is something that is to be both acknowledged and applauded.

## **Not-For-Publication Employers**

All employers submitting to the AWEI have the option of not being publicly listed within Award Tiers or AWEI publication. We believe that it is important to allow all organisations this option to encourage participation no matter their starting point. Employers can nominate at which tier they are happy to be acknowledged. Results are incorporated within the benchmarking data but names withheld for privacy.

## **Additional Organisational and Individual Acknowledgements**

While additional organisational awards or individual awards given at the Awards Luncheon do not form part of the benchmarking data, they are equally assessed against a strict criteria requiring evidence and in many cases, external endorsements. All organisational and individual award submissions are assessed against a predetermined scoring rubric, with multiple markers and discrepancy meetings as required.





## **GOLDMAN SACHS PLATINUM PROJECT**

### **Goldman Sachs is proud to share the 2016 Platinum Inclusion Project**

Our long involvement with Pride in Diversity, as a founding member in 2010 and participating in the Australian Workplace Equality Index (AWEI) every year since, has been key to driving and evaluating our progress around lesbian, gay, bisexual, transgender and intersex (LGBTI) workplace inclusion.

We are proud that our internal focus has seen the firm feature consistently in the Top 10 of the AWEI since its inception. We were named employer of the year in 2014, and qualified for Platinum Status in 2016, recognising our significant achievements in LGBTI inclusion.

Now, we are excited that our Platinum Status provides the firm the platform to work on a unique inclusion project which will benefit Pride in Diversity, our fellow members and the community at large.

In consultation with Pride in Diversity, our LGBTI network, GLaM (Gays, Lesbians and Mates), elected to develop a video resource which aims to share the workplace experiences of both senior and emerging LGBTI leaders in Australian workplaces, which PiD could use to educate their member organisations around leadership best practices, ultimately helping organisations to commit to taking steps to ensure their

workplaces are more LGBTI-friendly. Our objective was to convey the role, impact and influence that the individual, managers, peers and the organisation play in the journey of an LGBTI professional.

### **Platinum Project**

We were particularly interested in the lessons learnt, best practices, and what more, less or differently can be done to support LGBTI professionals and maximise their full potential.

Leveraging both our networks and Pride in Diversity's contacts, we identified a total of eleven people to interview on camera to help uncover their experiences. Our aim was to ensure a diverse range of people were interviewed from a number of different industries and backgrounds, across the LGBTI spectrum, and from new graduates, to senior and emerging LGBTI leaders to understand their varying experiences.

Internally, the project was guided by a steering committee with a number of representatives from GLaM, Human Capital Management and our MD Allies. The committee was supported by a working group, which had a number of analysts and associates who helped execute the tasks needed to make the project a success.

For full project details please visit the AWEI website:

**[www.pid-awei.com.au/aweireresults2017/  
platinumemployers](http://www.pid-awei.com.au/aweireresults2017/platinumemployers)**



## PwC PLATINUM PROJECT

PwC was honoured to be recognised as the AWEI top employer of the year in 2012 and 2015 for our commitment to LGBTI inclusion. We were the first organisation in Australia to receive this award twice. In 2016, as a platinum tier organisation, we extended our commitment to LGBTI inclusion across three areas:

### 1. **Fact based evidence on the best way to achieve marriage equality.**

PwC undertook economic modelling on the costs associated with the three parliamentary mechanisms available to change Australia's current definition of marriage in the Marriage Act, including a plebiscite. The report produced over 25 million media impressions nationally in turn spurring commentary and debate about the issue from politicians, clients, business peers and the general public.

### 2. **Strategic advice to create the Pride Centre.**

PwC was appointed by the Victorian government to undertake a feasibility study for the establishment of a Pride Centre in Melbourne. The PwC team, led by the real estate advisory practice, established a model for a self-sustaining centre where LGBTI communities could cohabitate, collaborate and share resources. On 20th April 2016, Victorian Premier Daniel Andrews announced \$15 million in funding toward the Pride Centre that will serve as a hub for the LGBTI community, as part of

its 2016/2017 Victorian Budget. In October 2016, PwC were engaged to support the next phase of the Pride Centre which included further community consultation, the short listing and selection of potential sites and the development of the business case.

### 3. **Engaging broadly on the importance of workplace LGBTI inclusion.**

We coordinated two CEO roundtables with PID, with over 30 CEOs from Australia's largest businesses participating. PwC's CEO roundtable has now become an established event on the annual PID calendar. PwC took a lead role in the creation of the PID Executive Allies network led by partner Ian Bennett. The group, formed to accelerate LGBTI inclusion in Australian workplaces by leveraging the power of influential and impassioned straight allies, has over 35 members across a range of companies. We used our media relationships to proactively improve the media's coverage of workplace issues, in particular to reinforce the importance of workplace inclusion. This included the flagship business package for the 2016 SBS Mardi Gras coverage, which featured PwC and PID staff. SBS also profiled the Chair of our Diversity and Inclusion Advisory Board, Paul Zahra. CEO Luke Sayers was profiled in the AFR's Boss Magazine and used this platform to advocate for marriage equality in Australia.

For full project details please visit the AWEI website:

**[www.pid-awei.com.au/aweireresults2017/  
platinumemployers](http://www.pid-awei.com.au/aweireresults2017/platinumemployers)**



# 2017 AWEI EMPLOYER RANKINGS



## 2016 PLATINUM QUALIFIERS CURRENTLY WORKING ON PROJECTS

- Lendlease
- Westpac Group



## 2017 PLATINUM QUALIFIERS

- Commonwealth Bank of Australia



## 2017 PLATINUM EMPLOYER RECOGNITION

- Goldman Sachs  
(project submission)
- PwC  
(project submission)
- The University of Western Australia  
(AWEI submission)
- Accenture Australia Pty Ltd  
(AWEI submission)



# 2017 AWEI EMPLOYER RANKINGS



## 2017 GOLD EMPLOYERS

ALPHABETICAL ORDER

- AGL Energy Limited
- ANZ
- Australian Federal Police
- Australian Taxation Office
- Bankwest
- Clayton Utz
- Commonwealth Bank of Australia
- EY
- Key Assets – The Children's Services Provider (Australia) Limited (Small Employer)
- Macquarie Bank Limited
- NSW Police Force



## 2017 SILVER EMPLOYERS

ALPHABETICAL ORDER

- Allens
- Curtin University
- J.P. Morgan
- King & Wood Mallesons
- KPMG
- Medibank
- Norton Rose Fulbright
- Telstra
- The Star Entertainment Group
- Uniting



# 2017 AWEI EMPLOYER RANKINGS



## 2017 BRONZE EMPLOYERS

### ALPHABETICAL ORDER

- Alcoa of Australia
  - American Express
  - Ashurst Australia
  - Aurizon
  - Baker & McKenzie
  - Bloomberg LP (Small Employer)
  - Brisbane City Council
  - Citi Australia
  - Coles
  - Corrs Chambers Westgarth
  - Deakin University
  - Deloitte Australia
  - Dentons Australia
  - Department of Defence
  - Department of Environment, Land, Water and Planning
  - Department of Health and Human Services (VIC)
  - Department of Human Services
  - Department of Premier and Cabinet (Victoria)
  - Department of Social Services
  - Deutsche Bank
  - EnergyAustralia Services Pty Ltd
  - Henry Davis York
  - HSBC Australia
  - IBM
  - Mercer (Australia) Pty Ltd
  - MinterEllison
  - Monash University
  - National Australia Bank
  - Public Record Office Victoria (Small Employer)
  - RMIT University
  - State Street
  - The University of Queensland
  - University of Sydney
  - Victoria Police
  - Western Sydney University
- Plus 1 not-for-publication submissions



# 2017 AWEI EMPLOYER RANKINGS



## 2017 PARTICIPATING EMPLOYERS

### ALPHABETICAL ORDER

- Australian Competition and Consumer Commission
- AMP Limited
- ASIC
- Attorney-General's Department
- Aurecon
- Australian Bureau of Statistics
- Australia Post
- Avanade
- CBRE Australia
- Department of Agriculture and Water Resources
- Department of Education and Training (Federal)
- Department of Foreign Affairs and Trade
- Department of Health
- Department of Immigration and Border Protection
- Department of Industry, Innovation and Science
- Department of Prime Minister and Cabinet
- Envato Pty Ltd
- Flourish Australia
- Griffith University
- IAG
- ICC Sydney
- Macquarie University
- NBN Co
- QBE Insurance, Australia & New Zealand
- Royal Bank of Canada
- SAP Australia Pty Ltd
- TAL Services Limited
- TechnipFMC
- The GPT Group
- Thomson Reuters Australia
- University of Wollongong

Plus 24 not-for-publication submissions



# 2017 AWEI AWARD WINNERS



**2017 CEO OF THE YEAR**  
CINDY HOOK  
DELOITTE AUSTRALIA



**OUT ROLE MODEL AWARD**  
DAVE BEKS  
ANZ



**TRAINING IMPACT AWARD**  
AUSTRALIAN FEDERAL  
POLICE



**ACHIEVEMENT AWARD FOR  
MOST IMPROVED**  
ENERGYAUSTRALIA



**AWARD FOR THE INCLUSION  
OF INTERSEX PEOPLE**  
NSW POLICE FORCE



**AWARD FOR THE INCLUSION  
OF TRANSGENDER PEOPLE**  
ANZ



**SAPPHIRE INSPIRE AWARD**  
TRACY TAYLOR  
ACCENTURE



**2017 EMPLOYER OF THE YEAR**  
ANZ



# 2017 AWEI AWARD WINNERS



**INNOVATION &  
ENGAGEMENT AWARD**  
MEDIBANK: I AM BETTER  
CAMPAIGN



**EXECUTIVE LEADERSHIP  
AWARD**  
LYNN KRAUS  
EY



**COMMUNITY IMPACT  
AWARD**  
JACKIE BRAW  
NSW POLICE FORCE



**2017 NETWORK OF THE YEAR**  
UNITY  
COMMONWEALTH BANK  
OF AUSTRALIA



**2017 NETWORK LEADER  
OF THE YEAR**  
DANE RENNER  
WOODSIDE ENERGY



**THE SALLY WEBSTER  
ALLY AWARD**  
LORI TURNER  
MEDIBANK





# 2018 AWEI SUBMISSIONS



## HOW TO PARTICIPATE IN NEXT YEAR'S WORKPLACE EQUALITY INDEX (AWEI)

The Australian Workplace Equality index is open to all employers, regardless of size, sector or industry. A separate submission is available for small employers with less than 150 employees. There is no cost for participation and you do not need to be a Pride in Diversity member to participate.

Submissions are based on what is in place, and any activities supporting LGBTI inclusion within the assessed calendar year. Submissions close at the beginning of March, for the previous calendar year, annually.

### Participation in the AWEI provides an opportunity to:

- Assess your work in this area against the only national benchmark solely dedicated to LGBTI workplace inclusion within Australia.
- Obtain quantitative data to measure annual progress against the benchmark that can be fed back to your executive.
- Refine the LGBTI pillar of your inclusion strategy based on current best practice.
- Ensure currency with other employers active in LGBTI inclusion nationally.

- Be acknowledged for participating in and contributing to the national benchmark.
- Be recognised for high performance, individual projects or activity through the employer tiers or individual awards.

### Participating organisations receive:

- A certificate of participation along with certificates for any awards received.
- Transcript of results, providing scores for each section of the index.
- A copy of optional survey results (should minimum numbers be met for confidentiality) providing information on the impact of your LGBTI inclusion initiatives amongst your employee population, including your LGBTI employees.
- Hard and soft copies of the benchmarking and survey publications.
- Hard copy of the Awards publication.
- Powerpoint presentation template to edit in order to present your results back to your teams.

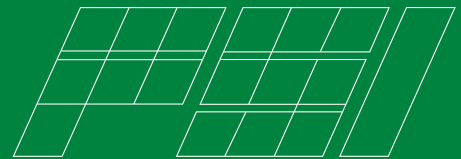
For more information contact us at [pride@acon.org.au](mailto:pride@acon.org.au) or call us on **02 9206 2139**



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

# 2017 RESULTS



PRIDE IN SPORT INDEX



## WITH THANKS TO THE PSI 2017 KEYNOTE SPEAKER



### **ALEX BLACKWELL**

Alex is a professional cricketer who has played more matches for Australia than any other female cricketer in history. She is a specialist batter and a demonstrably successful leader.

Alex is captain of one of the most successful sporting teams in Australia, the Lendlease NSW Breakers.

In January 2015 the Breakers won their tenth consecutive Women's National Cricket League title. Alex was one of only two players to feature in all ten consecutive wins and she was captain in the last five. Standout moments in Alex's career include captaining the Australian women's team the Commonwealth Bank Southern Stars to World Twenty20 glory in 2010 and reclaiming the Ashes against England in 2011 as Australian captain.

After being deeply inspired by Magda Szubanski's appearance on Channel 10's The Project on Valentine's Day 2014, Alex chose to be public about her own sexuality and experiences of homophobia in sport in order to encourage change toward safer and more inclusive environments for LGBTI athletes.

One of Alex's proudest moments has been to lead the Mardi Gras parade in 2015 alongside other 'out' athletes to actively demonstrate that sport is a place for all types of people.

Through her ambassador roles with Wheelchairsports NSW, Sport NSW, Northcott, The Bingham Cup 2014, Athlete Ally and The Pinnacle Foundation, Alex advocates for equal opportunity, inclusion and respect for all people within sport and society at large with a particular focus on people living with disabilities and those who identify as LGBTI.

For many years Alex has successfully combined elite sport with academic pursuits. She studied medicine at the University of New South Wales from 2002 to 2005 before making a difficult decision to leave the course to pursue her cricketing dreams. Alex left UNSW with a BSc in Medicine and became a lecturer in Anatomy and Physiology at the Australian College of Physical Education.



# ABOUT THE PRIDE IN SPORT INDEX (PSI)



## THE PSI

The Pride in Sport Index (PSI) is Australia's definitive benchmark on LGBTI inclusion within Australian Sport. In its inaugural years, this index is expected to drive, measure and acknowledge good practice within Australian Sport providing comprehensive benchmarking data across National and State Sporting Organisations.

Pride in Diversity was commissioned to develop the PSI in 2016 by the Australian Human Rights Commission, Australian Sports Commission and the index instigators, the Bingham Cup Sydney 2014.

The index is open to all National and State Sporting Organisations, regardless of size. In addition the PSI individual award submissions are open to athletes, clubs, teams, staff and volunteers. In the future it is expected that the PSI will also be made available to sporting clubs.

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

In this inaugural year, 10 National/State sporting organisations participated in the full benchmarking instrument. 19 individual award submissions were also received.

Those contributing to the development of the Index:

### PSI Founding Members

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

### PSI 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



# 2017 PSI AWARD WINNERS



**OUT ROLE MODEL AWARD**  
JASON BALL  
YARRA GLEN FOOTBALL CLUB



**LGBTI ALLY AWARD**  
DAVID POCOCK  
WALLABIES & PLUS 500 BRUMBIES



**INCLUSIVE SPORTS  
INITIATIVE**  
WATER POLO PRIDE CUP



**INCLUSIVE COACH AWARD  
(JOINT WINNERS)**  
DAMIEN HICKS  
BRISBANE BARRACUDAS  
MEL RIPPON  
BRISBANE WATER POLO



**2017 ORGANISATION  
OF THE YEAR**  
AUSTRALIAN FOOTBALL  
LEAGUE



**INCLUSIVE CLUB AWARD**  
ST KILDA FOOTBALL CLUB



# 2018 PSI SUBMISSIONS



## HOW TO PARTICIPATE IN NEXT YEAR'S PRIDE IN SPORT INDEX (PSI)

The Pride in Sport index is open to all National and State sporting organisations. There is no cost to participation and you do not need to be a member of Pride in Sport to participate.

Submissions are based on what is in place, and any activities supporting LGBTI inclusion within the assessed calendar year. Submissions close at the end of March, for the previous calendar year, annually.

### Participation in the PSI provides an opportunity to:

- Assess your work in this area against the only national benchmark for LGBTI inclusion within Australian sport.
- Obtain quantitative data to measure annual progress against the benchmark that can be fed back to your executive.
- Receive feedback outlining the areas in which you excel and those that could potentially be flagged for future progress.
- Refine the LGBTI pillar of your inclusion strategy based on current best practice and your annual index results.
- Ensure currency with other sporting organisations and key initiatives in LGBTI inclusion nationally.

### Participation also provides an opportunity to:

- Be acknowledged as participating in, and contributing to the national benchmark for LGBTI inclusion in sport
- Compete for the annual awards in addition to affiliated awards for sporting clubs, allies, out role models, initiatives and coaches
- Potentially profile areas of excellence within the annual PSI benchmarking publication and on the Pride in Sport web pages.

### Participating organisations receive:

- A certificate of participation along with a transcript outlining your overall PSI score and scores from each of the sections identified within the PSI (scores are confidential and not made public)
- A hard and soft copy of the Annual PSI Benchmarking publication, providing you with an opportunity to benchmark your PSI scores against national, state and other sporting organisations

For more information contact us at [pride@acon.org.au](mailto:pride@acon.org.au) or call us on **02 9206.2139**

ACON's Pride Inclusion Programs support Australian workplaces, sporting organisations and health + wellbeing service providers in all aspects of LGBTI inclusion. For more information about all Pride Inclusion Programs, please visit our website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

**pride in**  
**diversity**

**pride in**  
**sport**

**pride in health**  
**+ wellbeing**

