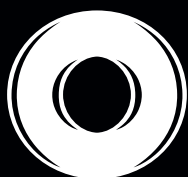


PRIDE IN SPORT INDEX

2018

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

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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 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

Sporting organisations have long had policies and programs in operation to encourage gender diversity, ethnic and race diversity and inclusion, but only a few have really turned their minds to the issues facing LGBTI athlete, players, officials, participants and fans. Long-held prejudice and misperceptions have been changed in the past in sport through positive programs, the removal of obstacles and the challenging of prejudices and biases. Now is the time to really focus on doing the same for LGBTI people in sport. It is expected now.

The Pride in Sport Index was established in 2017 to measure and benchmark the inclusion actions sporting organisations were undertaking in making their sport safer and more inclusive of LGBTI people.

In this, the Index's second iteration, we can see the significant improvement by participating organisations willing to actively examine their policies, practices, initiatives and commitment to diversity and inclusion for the LGBTI athletes, volunteers, officials and spectators.

The 130% increase the Index's average score this year clearly shows that with the right focus clubs and organisations can implement informed and evidence-based initiatives to widen their reach and increase participation and engagement. We still have a long way to go in stamping out homophobia and transphobia in Australian sport. However, we can see a momentous shift in attitudes that for too long were an accepted part of sport. Actions and language are changing to reflect the broader society's efforts to eliminate vilifying or exclusionary behaviours.

This year has been a watershed for the LGBTI community, thanks to the long overdue victory on marriage equality and the unprecedented national visibility – for better or worse – in the national discourse. The focus on LGBTI inclusion, zero tolerance of homophobia and transphobia, not only within the corporate sector via their diversity & inclusion practices, but also within sport and society as a whole is unprecedented. Sport has the opportunity to ensure that this focus translates to meaningful societal change and is not just fad. Sport breaks down barriers. Sport aims to create a fair go for all.

I thank and congratulate all participating organisations. Your actions to change attitudes and encourage participation are to be commended and we look forward to building on the momentum in truly making sport a place for everyone.

WELCOME FROM OUR 2018 PUBLICATION SPONSOR



ROSALIND COFFEY
Head of People, Culture & Client Experience
Macquarie Bank

Sport is as central to Australia's cultural identity as a 'fair go'. Our sporting teams and athletes represent the best of us all, and by setting an example to their fans across Australia and the world, they have the power to trigger widespread change.

With that power comes a responsibility to model the attitudes and beliefs that are the best of our country, so the launch of the Pride in Sport Index last year wasn't only an important moment for Australian sport; it was an important moment for Australia.

We at Macquarie were proud to be part of that moment, and we're proud to continue to sponsor the Pride in Sport Index. We've been on our own journey over the past few years to ensure we promote a diverse and inclusive environment where everyone can be their whole selves – through education, awareness and connections to the community – and we're delighted to support the same principles in Australian sport.

WELCOME FROM OUR PRIDE IN SPORT PATRONS



DANIEL KOWALSKI OAM
Patron
Pride in Sport

Sport, whether it be participating, coaching, volunteering or supporting, is a part of Australia's DNA. With that, all Australians should feel included and a part of something that is a large part of our country's makeup.

The PSI is a much needed tool and resource to ensure sports are providing an inclusive and safe environment for all those who love the many benefits sport offers.

I wholeheartedly commend those sporting organisations, whether it be a peak body or community group, who have taken on the challenge to provide such an environment for their participants and strongly encourage those unsure to simply try.

By making sport in Australia truly accessible, you are helping to create a footprint that generations to come can truly benefit and grow from; they can feel safe, be true to themselves all while doing something they love.



ALEX BLACKWELL
Patron
Pride in Sport

With statistics showing that we have a long way to go in making Australian sport truly safe and inclusive for LGBTI participants, the Pride in Sport Index (PSI) is assisting sporting organisations measure and benchmark their efforts. The domains within the PSI are proven to effect positive change and we can see through this year's results that organisations are showing strong commitment to examining and improving policy and practice as well as visibility.

In my experience, visibility of LGBTI people in sport and the barriers they face is essential in driving the narrative for the change we need. Not only does it encourage athletes, officials and administrators who may not be comfortable in being their authentic selves in the sporting environment, it sends clear messages to our up and coming athletes who may be struggling with their sexuality and/or gender identity that they are welcome in sport just as they are.

I have been lucky enough to play my chosen sport of cricket with a powerhouse nation of the game. Having been a part of the change my game has made for women, I am now excited to be a part of the Pride in Sport program that will create safer and more inclusive environments for LGBTI people in all Australian sport. With the PSI we have a real opportunity to be the world leader in this space.

By making these changes today, in a meaningful way, we are creating a better space for tomorrow's aspiring sports stars.

WELCOME FROM OUR PROGRAM MANAGER, PRIDE IN SPORT



CASEY CONWAY
Program Manager
Pride in Sport

In 2017, the inaugural year of the Pride in Sport Index, we were able to gauge where Australian sport was in relation to LGBTI inclusion. Unsurprisingly, the average Index score showed that we had a long way to go in making sport safe and inclusive for LGBTI people but it did reveal the organisations that have made an effort in ensuring this work was a part of their broader diversity and inclusion strategy.

The Pride in Sport Index was designed not only as an evaluating instrument, but also as a tool to guide and assist sporting organisations in commencing and extending their inclusion work to ensure safer environments and experiences against measures we know have widespread impact and effect.

Since the first Index and on the back of the Marriage Equality fight, we have seen commitment to LGBTI inclusion work in sport grow at a rapid pace. Sport is not immune to the vilification and harassment that LGBTI people face in their daily life, whether it be in the workplace or in the community. Through visible public support of the LGBTI community during the debate, sporting organisations were willing to position themselves in ways similar to corporate and community businesses and organisations.

The commitment to this work was evidenced through a huge jump in average individual and overall scores of the 2018 Pride in Sport Index. With policy and practice accounting for a large part of the Index, we saw that organisations had quickly moved up from their initial benchmark to make improvements in this area. Robust policies are required to galvanise commitment in order to provide clear endorsement and expectations around behaviours and actions that may impact LGBTI people within a particular sport. The visibility of support, and clearly stating a zero tolerance to homophobia and transphobia, is shifting sporting attitudes and truly making sport a place for everyone.

With more organisations committing to the inclusion and safety of LGBTI athletes, staff, officials, volunteers and fans, we can be confident that our current efforts will be rewarded with greater participation and engagement now and into the future.

I would like to congratulate all organisations that participated in this year's Index and I look forward to continue building the momentum of the past two years. I would also like to issue the challenge and encourage new sporting organisations to participate in next year's Pride in Sport Index.

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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.

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PRIDE IN SPORT INDEX 2018

**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 misconceptions 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 marriage equality during the recent survey.

In October 2017 the NRL proudly presented Macklemore to perform the marriage equality 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 marriage equality.

So much has changed in five short years.

For years, Australian sport has lagged behind the rest of society in recognising that prohibiting discrimination and vilification is 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 decisions by many LGBTI sportspeople to come out to teammates. There is still a long way to go.

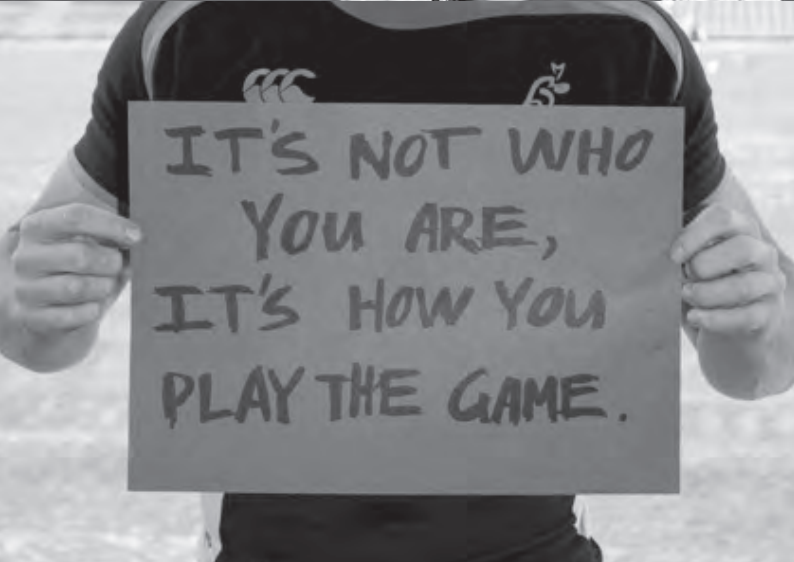
Ian Roberts is still the only Aussie gay male professional footballer to be 'out' while playing the game. Mathew Mitcham is the only summer Olympic male competitor to be out while competing. The AOC has repeatedly refused to engage in meaningful initiatives assisting increased LGBTI engagement.

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 grassroots 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 continue to play an important part of this process. It provides 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 encourages and helps sporting organisations and clubs to develop, implement and improve activities that suit their sport. It also provides assistance, guidance and recognition of those who are excelling in making sport more accessible to all.

Ultimately, 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 Fields¹, 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

¹ 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 covered activity from 1 January 2016 to 31 December 2016.

This publication provides the results of the second Pride in Sport Index, covering work within the 2017 calendar year.



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 award 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. As with the AWEI (Australian Workplace Equality Index), it is hoped that within a five year period the index will 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 generated for each submission, identifying any questions for which the two markers disagree a point based on the evidence supplied.
- The two scorers meet to walk through score discrepancies, referencing evidence submitted, and the scoring rubric. 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 generated. A 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:

- Submissions are assessed against a scoring rubric and shortlisted to 2–3 finalists.
- A team of 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.

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.

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PRIDE IN SPORT INDEX 2018

RESULTS



WHAT OUR 2018 AWARD WINNERS SAY

ST KILDA FOOTBALL CLUB 2018 HIGHEST RANKING OVERALL

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

As CEO of the St Kilda Football Club, I am incredibly honoured and humbled to receive the award for Highest Ranking Overall at the 2018 Pride in Sport Awards. Gaining public recognition is not the reason we set out to promote greater LGBTIQ inclusion in sport, but we are proud to be acknowledged for our work.

What started as a regional community football club's brave stance against homophobia to support one of their own has become an iconic event on the LGBTIQ calendar. The annual Pride Game continues to promote the conversation of homophobia in sport and its impact on individuals.

We are both acutely aware of, and very grateful for, the enormous reach we have as an AFL club in society. This provides an immense opportunity to build greater awareness of social issues that adversely affect the community in which we thrive, as well as the broader Australian population.

St Kilda Football Club was one of the first sporting clubs in Australia to become a member of Pride in Sport, and we have benefitted enormously from the guidance and support we have received in making our club, our supporters and our games more inclusive.

The Pride in Sport Index (PSI) has acted as a resource, providing us the opportunity to benchmark against other sporting organisations and codes as well as compare our levels of inclusivity year-on-year against our previous efforts.

The enlightening results these comparisons have revealed have allowed us to further develop our work in the inclusion space, as well as encouraged us to set bigger and better targets for our ongoing goal to become more inclusive as an organisation.

There is still much work to be done to achieve an acceptable level of inclusion for the LGBTIQ community, but the challenge this poses is lessened by the PSI's individual focus blocks, which have been key for us in identifying our main areas for improvement and being able to continually achieve that.



At the Saints, we're committed to celebrating the LGBTIQ community so that they can feel welcomed and safe at the footy. Whether that be in the capacity of playing, spectating, officiating or working within the AFL industry, it's our goal to make sure people are comfortable simply being themselves.

We are proud to be able to showcase LGBTIQ inclusion through our Pride Game, but more importantly, to create meaningful partnerships with LGBTIQ community organisations, to share incredibly inspiring personal stories, and to see Pride Games flourishing throughout Victoria and Australia.

The rainbow colours worn proudly by our Saints on their guernseys and socks are a visual representation of acceptance, and one which provides a source of great inspiration and comfort to the LGBTIQ community.

To see elite sportsmen broadcast around the nation representing an often under-represented community is somewhat unprecedented, and this unwavering show of solidarity is a statement of which we are tremendously proud.

This year, we also worked closely with several of our generous sponsors in the lead-up to the Pride Game to incorporate the rainbow colours into their logos, which were displayed on LED lighting and signage around Etihad Stadium. Our sponsors' willingness to alter their individual branding to further promote LGBTIQ inclusion speaks to both the importance of the cause and the general goodwill of the community to create change.

We would also like to congratulate all other award-winners for the amazing work they are doing to promote LGBTIQ inclusion, and we're thoroughly looking forward to participating in the 2019 Pride in Sport Index.

Matt Finnis
CEO
St Kilda Football Club



WHAT OUR 2018 AWARD WINNERS SAY



NRL 2018 HIGHEST RANKING NSO

This award is given to the highest ranking National sporting organisation (NSO) with the 2017 PSI overall.

The National Rugby League was honoured to have received a Pride in Sport award for the Highest Ranking National Sporting Organisation in 2018. The award recognised the game's long-standing commitment to ensuring that each and every individual has a place in rugby league, underpinning one of the NRL's core values of Inclusivity.

"One of our core beliefs is that 'We are Inclusive'. Being Inclusive is more than just a word to us. We are constantly and proudly going out each and every single day to show that we are a sport for all and this recognition shows we are on the right track."

Todd Greenberg, CEO

With approximately 11 percent of Australians belonging to the LGBTI community, a similar proportion of NRL supporters as well as NRL staff and players are likely to identify as part of the LGBTI community. The aim was that the continued strides made by the NRL in this area would ultimately help break down those negative stigmas that have been attached for far too long.

As an organisation, the NRL used the PSI to not only develop key policies for staff and stakeholders across the game, but also to help shape the safe and inclusive programs and initiatives the game delivered to staff, players and clubs. It ultimately made the game

accountable to deliver those programs and policies in accordance with our values, or risk being called out now and into the future.

Some of those initiatives included:

- Involvement, support and messaging around the NRL's ongoing participation in the Sydney Gay and Lesbian Mardi Gras;
- Support for US rapper Macklemore to perform his marriage equality song, 'One Love' at the 2017 NRL Telstra Premiership Grand Final;
- Extensive educational programs around creating a safe environment, including the Theatre Sports Program and Wellbeing workshops;
- Enhanced policies and protocols for inclusion.

Making sure that we are a safe and inclusive employer is the foundation of our values and culture at the NRL. We want to be the employer of choice off the back of these values, to have the best people with those same beliefs joining our team now and into the future.

Having been the first Australian Sporting code to join Pride in Diversity in 2014, as well as the first national sporting code to endorse the Anti-Homophobia and Inclusion Framework, the NRL remains committed to supporting and protecting the rights of all.

Rebecca Doyle

Head of People & Culture
NRL

WHAT OUR 2018 AWARD WINNERS SAY



CRICKET VICTORIA 2018 HIGHEST RANKING SSO

This award is given to the highest ranking State sporting organisation (SSO) with the 2017 PSI overall.

To fully embrace Cricket Victoria's vision to be Victoria's favourite sport, a sport for all Victorians, we needed to better understand our LGBT+ community.

In 2016, with the support of Sport and Recreation Victoria we commissioned a piece of research that explored LGBT+ inclusion in Cricket. This was the start of our exciting new journey.

The research findings demonstrated both challenges and opportunities regarding LGBT+ inclusion in cricket. The survey data revealed the prevalence of homophobia, biphobia and transphobia, and how homophobia also impacts heterosexual participants.

The research also indicated that our cricket community is ready for change and ready for initiatives that enhance LGBT+ inclusion. This evidence was critical to Cricket Victoria, as this was the driver to implement change.

Partnerships have been essential to our successes so far and this includes partnering with the team from Pride In Sport. Participating in the index for the first time this year provided us with a benchmark to learn from and to continue growing as an organisation.

Pride in Sport has also offered us an opportunity to build strong share stories and learning from experts in the field. Cricket Victoria's partnership with Proud 2 Play has also played a key role in our development practices furthering our engagement in the LGBT+ community.

I have learnt over the years that sporting organisations are not able to be an expert in every area of inclusion, however through partnerships like that with Pride In Sport we can truly become a sport for all Victorians.

I strongly recommend to all sporting organisations to engage and participate in the index. The Pride in Sport program is exceptionally supportive and works with you without judgement of what your current practices are or your level of knowledge of LGBT+ communities.

Pride in Sport is designed to help us become more inclusive. I personally look forward to when sexual orientation and gender diversity is no longer a factor in a person's right to participate and engage in all sport and recreation activities.

Emma Staples
Diversity & Participation Manager
Cricket Victoria

WHAT OUR 2018 AWARD WINNERS SAY



GOLD COAST 2018 COMMONWEALTH GAMES CORPORATION (GOLDOC) 2018 ACHIEVEMENT AWARD FOR MOST IMPROVED

This award is given to the sporting organisation with the greatest improvement in score in 2017/2018.

The Gold Coast 2018 Commonwealth Games (GC2018) inclusivity journey began many years ago - as part of the bidding process to host the Commonwealth Games - when a vision was created to deliver the most inclusive mega sporting event ever seen in Australia.

The Gold Coast, and indeed Queensland and Australia, is a richly diverse place and we wanted to ensure that everyone, regardless of race, gender, sexuality, religion, disability or age felt welcome to be part of GC2018.

We explored frameworks that guided us in many areas of inclusivity, however, there was little to be found on LGBTI inclusion. We were fortunate enough to come across Pride in Sport who introduced us to the Pride in Sport Index (PSI).

The PSI was the perfect tool for what we required. We were able to measure and benchmark practice in 2017 then build a strategy around recommendations and advice from Pride in Sport for implementation in 2018, in time for the GC2018 opening ceremony.

Knowing that the PSI is an informed and evidence-based instrument, we were confident in utilising it to support us in our planning to create a safe experience for LGBTI athletes, officials, volunteers and spectators.

We were able to use the PSI almost as a checklist to ensure we left no stone unturned. From designing athlete resources, supporting the Pride House through to training our thousands of volunteers, we are very proud of not only our Pride in Sport Index score, but of the lasting impact our work will have on the Gold Coast and Queensland and to future Commonwealth Games events, wherever they may be held around the world.

GOLDOC encourage any sporting organisation to consider using the Pride in Sport Index to assist them on their journey to ensure LGBTI people are visible and feel free to participate without fear of harassment or vilification.

Brian Nourse

Deputy Chief Executive Officer

Gold Coast 2018 Commonwealth Games Corporation

WHAT OUR 2018 AWARD WINNERS SAY



REID SMITH 2018 LGBTI INCLUSIVE COACH AWARD

Growing up in a small country town I always struggled to reconcile my passion for sport and my homosexuality, they didn't seem to be compatible. So in 2015, when I was invited to participate as part of the inaugural Perth Pythons team, I was hesitant. At the time, it was still a scary prospect to be so open and proud in the WA sporting environment. But we knew if we could take the first few steps others would follow, and they sure did! Two years later we had 50 members and three teams participating in the social hockey league.

Our philosophy has always been to provide a welcoming and inclusive environment, to provide opportunities for people to feel empowered and connected to their community. We have experienced players returning from a hiatus, we have new players who never held a hockey stick before, we even have members who had never played sports before!

Sport provides such a unique opportunity to demonstrate the benefits of inclusion and diversity in practice. I am so proud of this award and incredibly motivated to continue promoting pride and diversity in our community through sports.

Reid Smith
Perth Pythons Hockey Coach



JEREMY ARCHER 2018 LGBTI OUT ROLE MODEL AWARD

It was a real honour to be named as the second Out Role Model. I attended last year's awards and was inspired by Jason Balls achievements as the first Sports Out Role Model.

What makes this award special is that it's proof that you don't have to be the best, you just have to get involved. I'm proud of my involvement with the Brisbane Tritons and to have been the inaugural President is something I will treasure forever.

My mission was to make the sport accessible for all and to provide a safe space where people could come together regardless of identity, race, gender, age or belief. Joining the Water Polo Queensland Board as one of the country's first Diversity Officers has provided the opportunity to continue this work at state level.

I believe that we are all role models, anyone who steps up to promote inclusion in any sport either by using their voice, attending pride cup events, actively participating or policy changer, we all have the chance to stand up and make it better for all.

Thank you to Pride In Sport for this honour, I look forward to seeing what comes next for all sports inclusion.

Jeremy Archer
Brisbane Titons Water Polo Club

WHAT OUR 2018 AWARD WINNERS SAY



EMMA STAPLES 2018 LGBTI ALLY AWARD

What a buzz! To be publicly acknowledged for doing what I love. I feel incredibly proud and honoured to be awarded the Pride in Sport LGBTI Ally Award. To know that I am making a difference has only energized me more and I will continue advocating for sports inclusion of our LGBTI+ community.

I have spent many years learning and growing as a person and I now feel I am in the right place to strengthen my voice for other people and for me, this the LGBTI+ community. I am also proud to work for an organisation in Cricket Victoria who have allowed me to challenge the cultural norms of cricket. This is a work in progress however. We will continue educating, advocating and influencing our cricket community until all people feel truly welcome and accepted for who they are.

Emma Staples
Cricket Victoria



NATIONAL WATER POLO LEAGUE PRIDE CUP AND SHIELD 2018 LGBTI INCLUSION INITIATIVE AWARD

The water polo community is honoured to be the recipient of the LGBTI Inclusive Sports Initiative for a second year in a row, thank you to the team at Pride In Sport. It was fantastic to see so many sporting codes support inclusion by holding pride rounds or events in 2017.

The united message of sports inclusion that these events create ensure pathways for all to be involved in sports be it through participation, coaching, governance or spectating. Congratulations to all who were involved in these events around Australia.

The 2017 Water Polo Pride Cup was hosted by the Brisbane Tritons, Brisbane Barracudas and Water Polo Queensland with the two National League teams the Brisbane Barracudas and Queensland Breakers playing for the Pride Cup. With the introduction of the Water Polo Queensland's Pride Shield, the event not only celebrated inclusion, it championed our message of sport is for everyone.

We thank all the participating clubs, both the water polo and LGBTI communities of Brisbane as well as Ro Allen for their support and involvement with the success of the event.

Jeremy Archer
Diversity Board Member
Water Polo Queensland

WHAT OUR 2018 AWARD WINNERS SAY



PERTH PYTHON'S HOCKEY CLUB 2018 LGBTI COMMUNITY SPORT AWARD

The Perth Python's began in late 2015 with only 7 members. Fast forward to 2018 and we have well over 50 members and a Gay Games gold medal. The rapid growth of the club has largely been due to its inclusive nature and supportive approach. We encourage everyone, from absolute beginners to experienced athletes, to join in and have some fun. We want to ensure everyone has an opportunity to feel empowered and connected to their community, no matter their age, gender, sexuality or ability.

We also strive to develop personal confidence and team building into our trainings and events with regular awards, competitions, mentoring and extra-curricular activities. The club's advocacy work has helped engage the state and national hockey bodies in a conversation about inclusion and participation in hockey. We're very grateful for the support from both Hockey WA and Hockey Australia and their desire to do more in this space. We hope to see them represented in the Pride in Sports Index awards next year.

We are very thankful for this recognition and award. It will certainly motivate us to continue providing inclusive and meaningful experiences for our members and the wider sporting community.

Simon Thuijs

President

Perth Python Hockey Club

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 2018

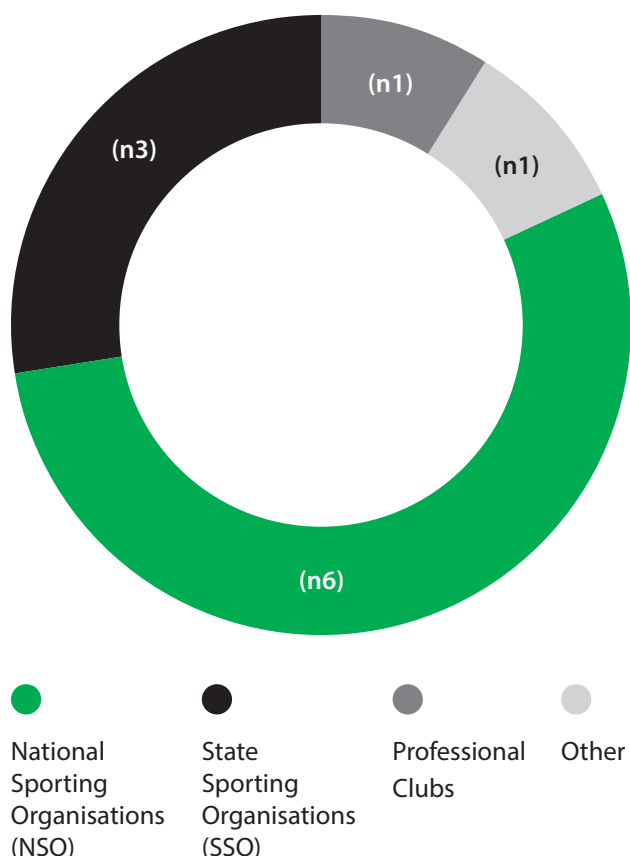
NATIONAL BENCHMARK



2018 PARTICIPATION DATA

The 2018 national benchmark for LGBTI inclusion within Australian Sport measures all LGBTI related activity in addition to the inclusivity of policies and practice current within the 2017 year.

2018 PSI PARTICIPATION



Participating Sports within the 2018 PSI benchmarking instrument (listed alphabetically):

- AFL
- Athletics Australia
- Basketball Australia
- Cricket Australia
- Football Federation Australia
- Football Federation Victoria
- GOLDOC
- NRL
- Rugby Australia
- St. Kilda Football Club
- Water Polo Australia

Participation in the PSI 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. It also recognises the leadership of early adopters.

Scores within the PSI 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 future 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.

2018 PSI BENCHMARKING DATA

2018 PSI POINT ALLOCATION

The 2018 PSI breaks down into the following sections:

SECTION 1 POLICY & PRACTICE	1.1 STRATEGIC COMMITMENT TO LGBTI INCLUSION	PTS AVAILABLE 41 / 100
	1.2 ACCOUNTABILITY & RESOURCING	
	1.3 STAFF POLICIES & BENEFITS	
	1.4 POLICIES ADDRESSING HOMO/TRANSPHOBIA	
	1.5 SANCTIONS, REMEDIATION & REPORTING	
SECTION 2 CULTURE & VISIBILITY	2.1 INTERNAL VISIBILITY	PTS AVAILABLE 31 / 100
	2.2 EXTERNAL VISIBILITY	
	2.3 LEADERSHIP SUPPORT	
	2.4 COACH SUPPORT	
	2.5 ROLE MODELS	
	2.6 CHAMPIONS/ALLIES NETWORKS	
SECTION 3 TRAINING & AWARENESS	3.1 TRAINING & AWARENESS	PTS AVAILABLE 14 / 100
SECTION 4 COMMUNITY ENGAGEMENT	4.1 COMMUNITY ENGAGEMENT	PTS AVAILABLE 10 / 100
SECTION 5 ADDITIONAL WORK	5.1 ADDITIONAL WORK & SURVEY PARTICIPATION	PTS AVAILABLE 4 / 100

The first three areas of the index Policy & Practice, Culture & Visibility and Training & Awareness 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

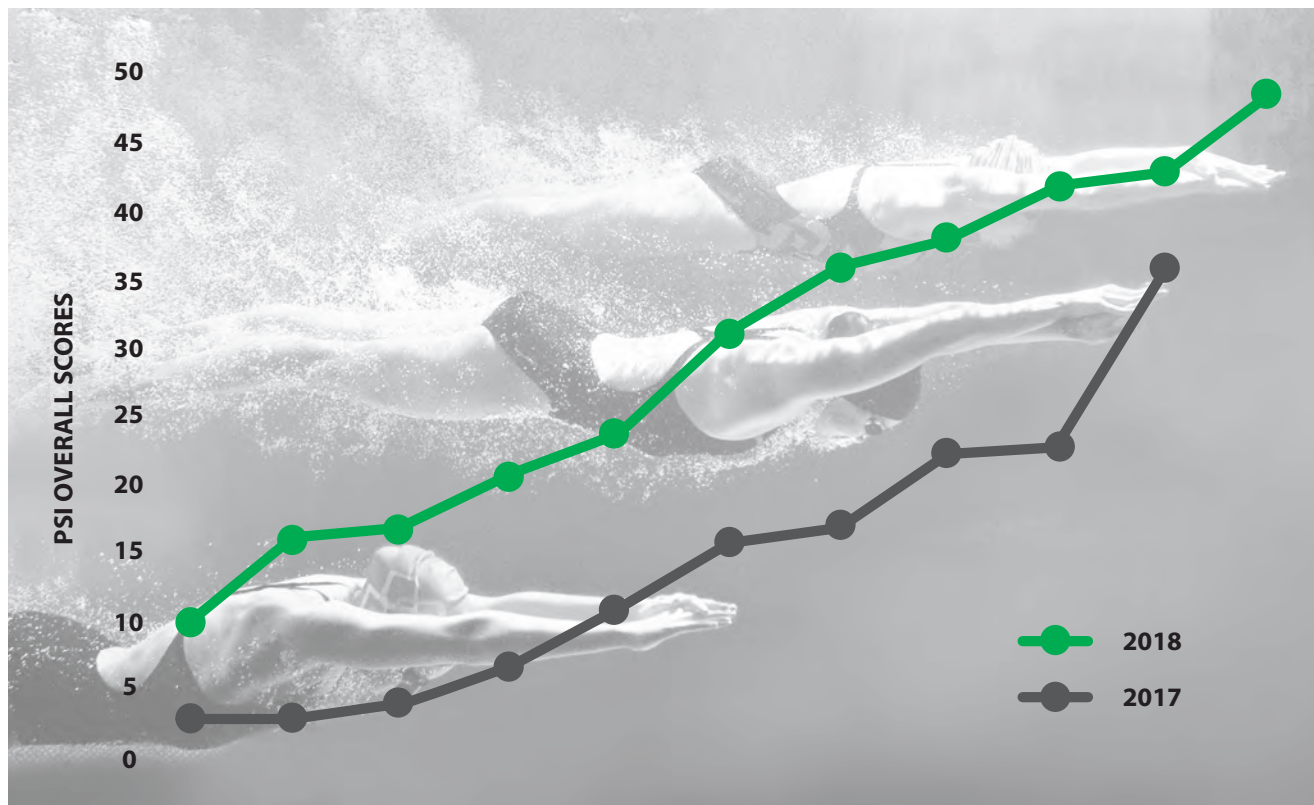
or disconnect between the external image and lived internal experience.

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.

2017 / 2018 PSI SCORE COMPARISONS

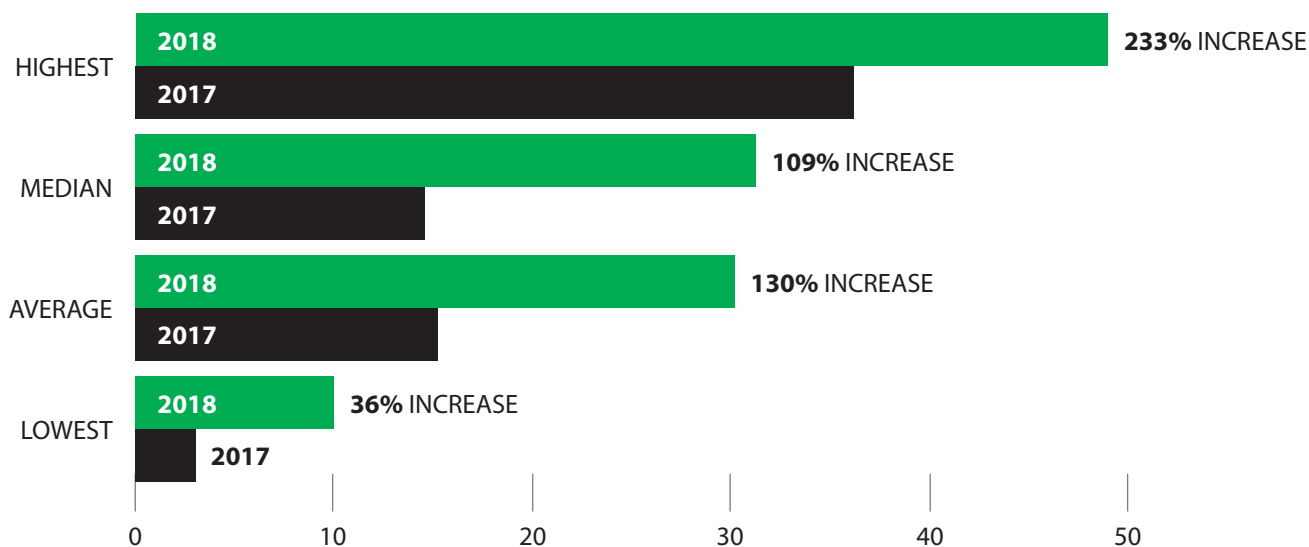
2017 / 2018 PSI SCORE DISTRIBUTION



The above chart represents the score distribution for all participating sports within the 2018 PSI compared to the score distribution 2017.

Descriptive statistics for the scores obtained in 2018 show the following increases:

2017 / 2018 PSI SCORE COMPARISONS



2018 BENCHMARKING TABLES

ALL PARTICIPATING (N=11)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
Sections					
Section 1: Policy & Practice	3	13	13	21	41
Section 2: Culture & Visibility	1	9	9	22	31
Section 3: Training & Awareness	0	2	1	6	14
Section 4: Community Engagement	1	4	4	8	10
Section 5: Additional	0	2	2	4	4
TOTAL SUBMISSION					
2018 Overall PSI Score	10	30	31	49	100

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest
Sections					
Section 1: Policy & Practice	3	11	13	19	21
Section 2: Culture & Visibility	1	5	9	11	22
Section 3: Training & Awareness	0	1	1	4	6
Section 4: Community Engagement	1	2	4	4	8
Section 5: Additional	0	1	2	3	4
TOTAL SUBMISSION					
2018 Overall PSI Score	10	19	31	40	49

2018 BENCHMARKING TABLES

NATIONAL SPORTING ORGANISATIONS (NSO'S) N=6

STATS	Lowest	Average	Median	Highest	Available
Sections					
Section 1: Policy & Practice	3	12	13	20	41
Section 2: Culture & Visibility	1	7	8	12	31
Section 3: Training & Awareness	0	3	3	6	14
Section 4: Community Engagement	1	3	4	4	10
Section 5: Additional	0	2	2	2	4
TOTAL SUBMISSION					
2018 Overall PSI Score	10	26	24	43	100

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest
Sections					
Section 1: Policy & Practice	3	7	13	16	20
Section 2: Culture & Visibility	1	4	8	9	12
Section 3: Training & Awareness	0	0	3	5	6
Section 4: Community Engagement	1	2	4	4	4
Section 5: Additional	0	1	2	2	2
TOTAL SUBMISSION					
2018 Overall PSI Score	10	16	24	35	43

Note: A minimum of 4 participating SSO's, Professional Clubs, University Sports or 'Other' are required in order to produce a benchmarking table. Minimum numbers were not met for these groups.

PSI TIER RECOGNITION

UNDERSTANDING PSI TIER RECOGNITION

The Pride in Sport benchmarking instrument (PSI) is used annually to benchmark and shift LGBTI inclusion practice within Australian Sport. While awards are given at the annual Pride in Sport Awards celebration, this is not the purpose of the instrument. As this is a national benchmark, the submission does take time to complete. This is necessary in order to gauge the current benchmark and level of activity within Australia.

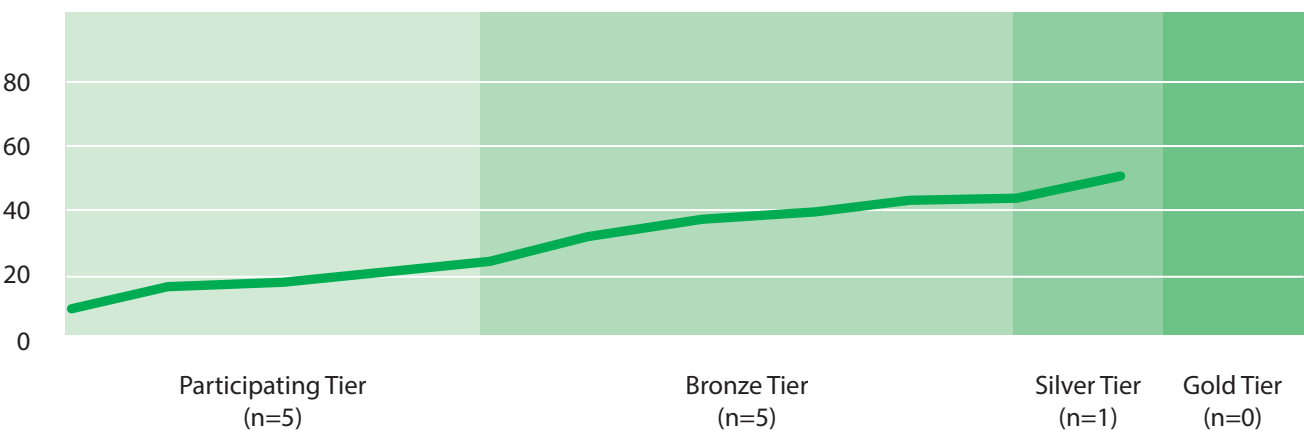
Every sporting organisation, professional club and/or University Sport that completes the instrument will receive a results pack which provides detailed insight

into progress made in LGBTI inclusion along with comparative benchmarking tables that will enable you to compare progress against other NSOs, SSOs and clubs.

PSI Tier recognition recognises the work of sports at different stages of the LGBTI inclusion journey. Results will typically start at Participating Tier and as sports become leaders, will eventuate in the highest ranking of Gold. As of next year, sports will be able to identify at which tier they would like to publicly be identified. Submissions can also be anonymous.

The entry points into the Tiers will change as practice improves. The 2018 entry points are below:

2018 SCORE DISTRIBUTION & RECOGNITION



HISTORICAL TIER ENTRY POINTS	2018
BRONZE	30
SILVER	45
GOLD	60

PSI TIER RECOGNITION

In 2018, one sport achieved Silver Tier, five achieved Bronze and five Participating. We encourage all sports to constantly aim for the next tier of recognition.

What your tier means:

GOLD TIER

Gold Tier recognition is the highest recognition obtainable for the current year. This recognition is indicative of a substantial amount of work and activity in the area of LGBTI inclusion over the assessed year, as assessed by the current standard within the national benchmark. Gold Tier is a significant achievement and typically requires a dedicated and active focus on LGBTI inclusion over several years.

SILVER TIER

Silver Tier recognition is given to sports that have obtained high scores on the PSI and provided evidence of a substantial amount of sustained or new work in this area, as assessed by the current standard within the national benchmark. This is a substantial recognition.

BRONZE TIER

Although a larger number of sports will typically receive Bronze recognition, the work that is required to achieve Bronze should not be underestimated. Bronze recognition acknowledges competitive scores within the current PSI, as assessed by the current standard within the national benchmark.

PARTICIPATING TIER

This tier recognises sports that have participated in the PSI with scores outside of the above recognitions. It is important to understand that many of these sports are active in LGBTI inclusion. While some are just starting work in this area, many already have strategies in place and are engaged in LGBTI initiatives and policy review. Participating within the PSI demonstrates a commitment to LGBTI inclusion and activity in this area is something that is to be both acknowledged and applauded. A good amount of work is required for a sport to move from Participating to Bronze Tier.

PSI TIER RECOGNITION

PARTICIPATING TIER (N=5)

STATS	Lowest	Average	Median	Highest	Available
Sections					
Section 1: Policy & Practice	3	8	10	12	41
Section 2: Culture & Visibility	1	5	3	9	31
Section 3: Training & Awareness	0	1	1	3	14
Section 4: Community Engagement	1	3	2	5	10
Section 5: Additional	0	1	1	2	4
TOTAL SUBMISSION					
2018 Overall PSI Score	10	18	17	24	100

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest
Sections					
Section 1: Policy & Practice	3	5	10	11	12
Section 2: Culture & Visibility	1	3	3	7	9
Section 3: Training & Awareness	0	0	1	1	3
Section 4: Community Engagement	1	2	2	4	5
Section 5: Additional	0	0	1	2	2
TOTAL SUBMISSION					
2018 Overall PSI Score	10	16	17	21	24

PSI TIER RECOGNITION

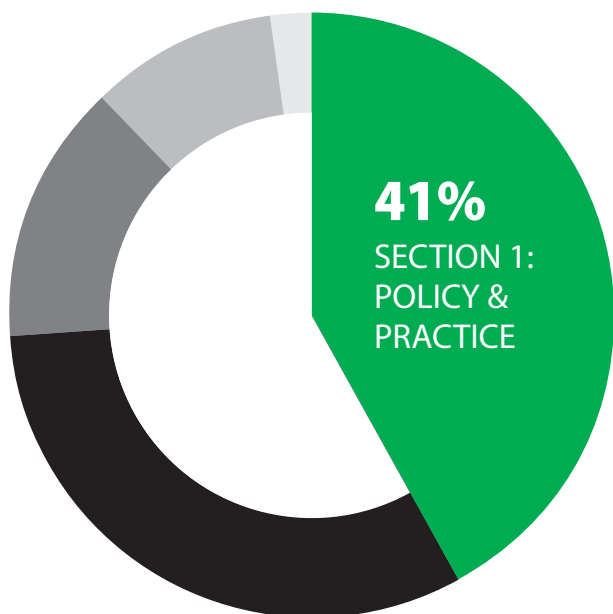
BRONZE TIER (N=5)

STATS	Lowest	Average	Median	Highest	Available
Sections					
Section 1: Policy & Practice	13	18	20	21	41
Section 2: Culture & Visibility	8	10	9	12	31
Section 3: Training & Awareness	1	4	4	6	14
Section 4: Community Engagement	2	3	4	4	10
Section 5: Additional	1	2	2	4	4
TOTAL SUBMISSION					
2018 Overall PSI Score	31	38	38	43	100

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest
Sections					
Section 1: Policy & Practice	13	17	20	20	21
Section 2: Culture & Visibility	8	9	9	12	12
Section 3: Training & Awareness	1	4	4	5	6
Section 4: Community Engagement	2	3	4	4	4
Section 5: Additional	1	2	2	3	4
TOTAL SUBMISSION					
2018 Overall PSI Score	31	36	38	42	43

PSI BY SECTION & QUESTION GROUPINGS

Overall Index Score Breakdown



SECTION 1: POLICY & PRACTICE

Section 1 of the PSI, Policy & Practice, is worth 41% of the overall index score. This section has been broken down into the following areas:

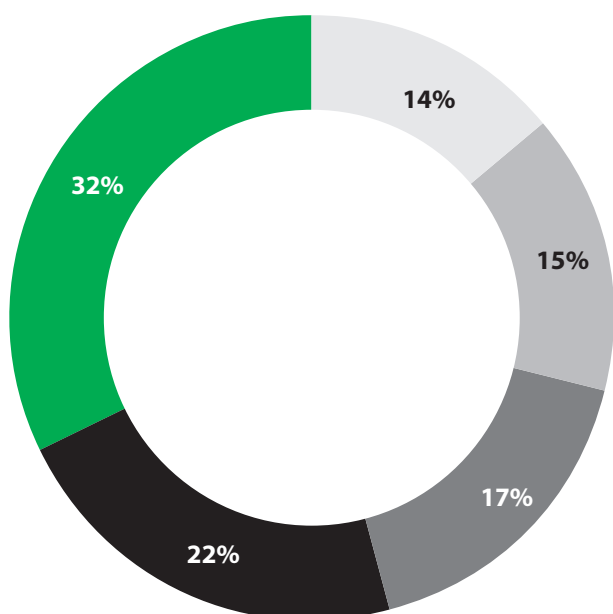
- Strategic Commitment to LGBTI Inclusion
- Accountability & Resourcing
- Staff Policies & Benefits
- Policies Addressing Homophobia / Transphobia
- Sanctions, Remediation & Reporting

Note regarding Member Protection Policies

National sporting organisations are required to have a Member Protection Policy (MPP). This policy may detail policy information and processes related to questions within Section 1 of the PSI. In many instances, relevant aspects of the MPP may be used as evidence within the PSI. However, if a sporting organisation chooses to quote the MPP, it is a requirement of the PSI that you detail how the MPP has driven the LGBTI policies/processes and/or behaviours in question. Please do not attach entire MPP documents as evidence.

If your sport does not have an MPP to reference, please refer to your own internal policies and/or processes in relation to the question being asked.

Section 1: Policy & Practice Score Breakdown



- Strategic commitment to LGBTI inclusion
- Accountability & Resourcing
- Staff Policies & Benefits
- Policies Addressing Homophobia / Transphobia
- Sanctions, Remediation & Reporting

PSI BY SECTION & QUESTION GROUPINGS

SECTION 1: POLICY & PRACTICE

1.1

POLICY & PRACTICE: Strategic Commitment to LGBTI Inclusion

This section determines whether a formal strategy exists within your sport that clearly identifies LGBTI inclusion as an area of focus. Further points are given if there is a clearly articulated action plan aligned to the strategy (goals / targets / milestones) and whether or not your work in this area has been adequately communicated across your sport.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
6	0	2.18	2	6	1*

* Number of submissions achieving full points for this question grouping

1.2

POLICY & PRACTICE: Accountability & Resourcing

This section determines whether or not you report progress against your LGBTI strategy / work; whether a staff member has formal accountability for LGBTI inclusion alongside any access that you might have to subject matter expertise to assist with your LGBTI inclusion work / initiatives.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
6	1	3.09	2	6	1*

* Number of submissions achieving full points for this question grouping

1.3

POLICY & PRACTICE: Staff Policies & Benefits

This section looks at how you define partner / family / carer within any policies or benefits to ensure the clear inclusivity of LGBTI families / relationships. It also investigates any policies or benefits documentation that clearly articulates support for and inclusion of; (a) trans & gender diverse people and (b) intersex people carrying out work or volunteering for your sport.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
7	0	1.09	0	4	0

* Number of submissions achieving full points for this question grouping

PSI BY SECTION & QUESTION GROUPINGS

SECTION 1: POLICY & PRACTICE (CONT'D)

1.4

POLICY & PRACTICE: Policies Addressing Homophobia & Transphobia

This section looks for specific policies that have been put in place to address homophobia and transphobia within your sport. It also looks for communication regarding this alongside any active steps that you have taken to ensure the ongoing visibility and implementation of the policy. This section also looks for any communication of this stand within induction or orientation packs. A zero tolerance policy of homophobic / transphobic bullying/ harassment / and/or abusive or derogatory commentary targeting LGBTI people built into a code of conduct will also gain points here.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
9	0	2.82	3	6	0

* Number of submissions achieving full points for this question grouping

1.5

POLICY & PRACTICE: Sanctions, Remediation & Reporting

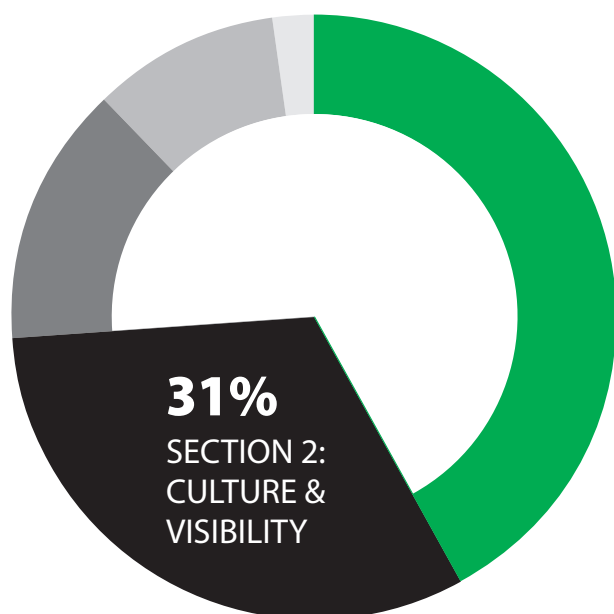
This section looks at documented sanctions/remediation processes in place that specifically address homophobic/transphobic bullying / harassment / or related discrimination. It reviews any documented procedures / processes and looks at the ability to monitor and report on LGBTI instances alongside communication of key contacts for complaints. This section also looks at accountability in terms of senior officials and coaches addressing this behaviour, confidential contact points and support mechanisms in place for LGBTI people who have been impacted.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
13	1	4.18	4	8	0

* Number of submissions achieving full points for this question grouping

PSI BY SECTION & QUESTION GROUPINGS

Overall Index Score Breakdown

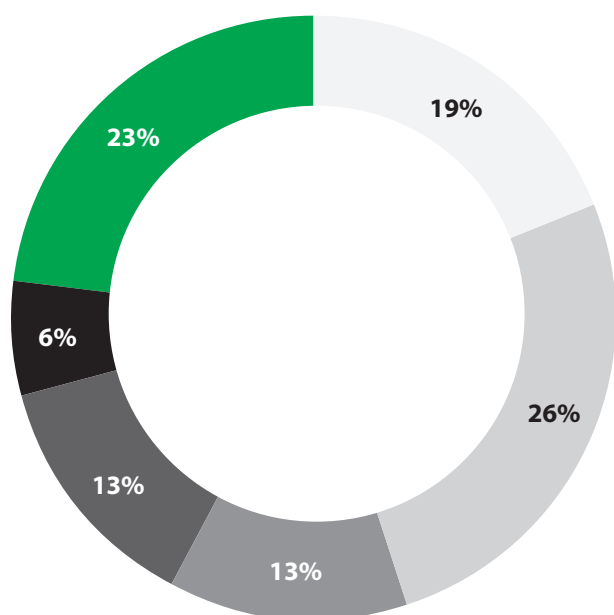


SECTION 2: CULTURE & VISIBILITY

Section 2 of the PSI, Culture & Visibility is worth 31% of the overall index score. This section has been broken down into the following areas:

- Internal Visibility
- External Visibility
- Leadership Support
- Coach Support
- Role Models
- Champions / Ally Networks

Section 2 : Culture & Visibility Score Breakdown



- Internal Visibility
- External Visibility
- Leadership Support
- Coach Support
- Role Models
- Champions / Ally Networks

PSI BY SECTION & QUESTION GROUPINGS

SECTION 2: CULTURE & VISIBILITY

2.1

CULTURE & VISIBILITY: Internal Visibility

Here we look for the visibility of LGBTI inclusion within the support internally; available information on initiatives alongside any internal events or activities that have promoted LGBTI inclusion within the assessed year.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
6	0	2.45	2	6	1*

* Number of submissions achieving full points for this question grouping

2.2

CULTURE & VISIBILITY: External Visibility

This section looks for any external resources or external communications where the sport has communicated its stand on LGBTI inclusion or zero tolerance re: homophobia / transphobia. This section also looks at any external events or activities held promoting LGBTI inclusion, any external commentary, blogs or media coverage alongside any information pertaining to your work in this area on your external website.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
8	0	1.91	1	5	0

* Number of submissions achieving full points for this question grouping

2.3

CULTURE & VISIBILITY: Leadership Support

Here we look specifically at the visibility of your leadership communicating your stand against homophobia / transphobia in sport, either internally or externally; or their role in actively promoting their support for LGBTI inclusion initiatives.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
4	0	1.27	2	4	1*

* Number of submissions achieving full points for this question grouping

PSI BY SECTION & QUESTION GROUPINGS

SECTION 2: CULTURE & VISIBILITY (CONT'D)

2.4

CULTURE & VISIBILITY: Coach Support

The section looks at the resources provided to coaches to help them understand what it takes to be LGBTI inclusive in sport; in addition to any support provided to coaches to assist in identifying and addressing homophobic/transphobia within their sport.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
4	0	1	0	4	1*

* Number of submissions achieving full points for this question grouping

2.5

CULTURE & VISIBILITY: Role Models

This section determines whether or not any LGBTI role models have been promoted within your sport within the assessed year.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
2	1	1.4	1	2	2*

* Number of submissions achieving full points for this question grouping

2.6

CULTURE & VISIBILITY: Champion / Ally Networks

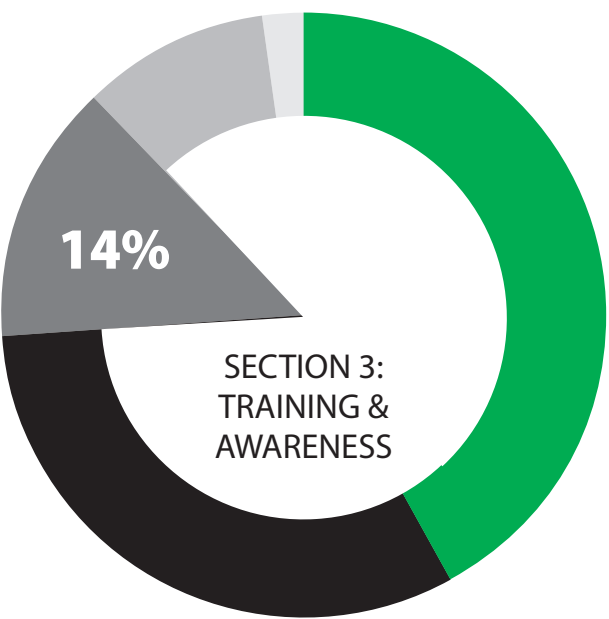
This section looks for any work related to the establishment of an LGBTI Ally or Champion Network within your sport, and if so; the degree of its maturity. Maturity is gauged by a formal approach to tracking membership, active promotion of the network, network events, a plan or documented objectives for the network, and activity promoting LGBTI inclusion in sport or the no to homophobia / transphobia message.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
7	0	1.36	1	7	1*

* Number of submissions achieving full points for this question grouping

PSI BY SECTION & QUESTION GROUPINGS

Overall Index Score Breakdown



SECTION 3: LGBTI AWARENESS / INCLUSIVITY TRAINING

Section 3 of the PSI, LGBTI Awareness / Inclusivity Training, is worth 14% of the overall index score. This sections covers:

- Face-to-face or online training
- Training for coaches
- Training for players/athletes/participants
- Resources developed
- Ally training

SECTION 3: TRAINING

3.1

LGBTI AWARENESS / INCLUSIVITY TRAINING

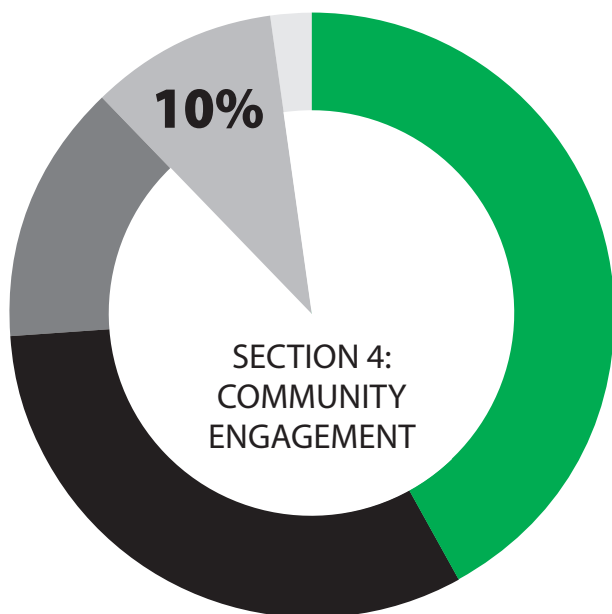
This section looks at any awareness training and resources developed that reinforces LGBTI inclusivity along with an awareness of challenges faced by LGBTI people who play/ participate within your sport. This can include online or face-to-face training combined within larger programs, providing sufficient content has been included and enough time given to the content area. This section also includes specific training for coaches, those playing or participating in the sport and allies.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
14	0	2.36	1	6	0

* Number of submissions achieving full points for this question grouping

PSI BY SECTION & QUESTION GROUPINGS

Overall Index Score Breakdown



SECTION 4: COMMUNITY ENGAGEMENT

Section 4 of the PSI, Community Engagement, is worth 10% of the overall index score. This sections covers:

- Participation in fundraising opportunities and/or speaker provision for LGBTI community organisations
- Participation in LGBTI events such as Pride Parades, MardiGras, Wear It Purple
- Promoting LGBTI inclusion or NO to homophobia / transphobia message within a significant game or trial event.
- Coaches or players within your sport who have taken on official ambassador roles for LGBTI inclusion

SECTION 4: COMMUNITY ENGAGEMENT

4.1

COMMUNITY ENGAGEMENT

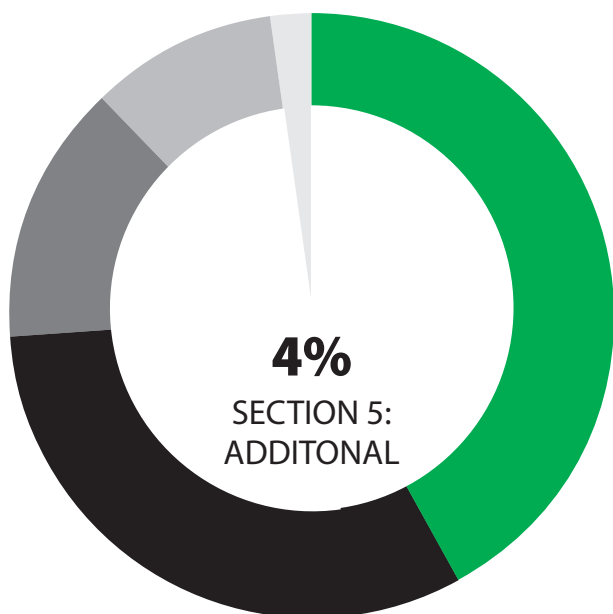
This section is used to determine the extent of LGBTI community engagement. This includes but is not limited to the support of LGBTI community organisations; participation in LGBTI community events; promotion of the anti-homophobia message within significant games/trials/events and/or players or coaches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

Pts Available	Lowest	Average	Median	Highest	Best Practice*
10	1	3.55	4	8	0

* Number of submissions achieving full points for this question grouping

PSI BY SECTION & QUESTION GROUPINGS

Overall Index Score Breakdown



SECTION 5: ADDITIONAL (INCLUDING OPTIONAL SURVEY PARTICIPATION)

Section 5 of the PSI is worth 4% of the overall index score. This section covers:

- Any additional work that you may have completed within the assessed year that has not been covered elsewhere within the index;
- Details of a substantial amount of activity in any one area of the index, over and above what has been asked. This will be assessed for additional points.
- Confirmation of participation in the optional PSI survey accompanying the index

SECTION 5: INCLUSION BEYOND

5.1

ADDITIONAL

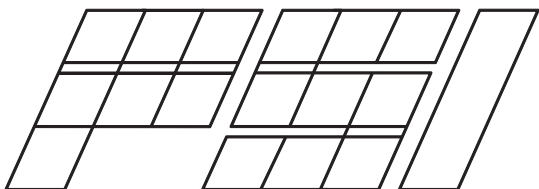
This section allows sports with the opportunity to claim any additional work over and above that already provided within the index. Points are also allocated here if the sport participated within the optional PSI survey.

Pts Available	Lowest	Average	Median	Highest	Best Practice*
4	0	1.82	2	4	1*

* Number of submissions achieving full points for this question grouping



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

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 identify opportunities for future improvement
- Opportunity to participate in an employee survey with comprehensive high level results fed back to your organisation
- 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.

2019 SUBMISSIONS CLOSE (FOR REPORTING AGAINST 2018):

- We accept PSI submissions between **Monday 25 February and Friday 8 March 2019**
- Email a Dropbox link for large file transfers (no submission attachments accepted in emails) by **midnight Saturday 9 March 2019** to **dhough@acon.org.au**

For more information visit www.prideinclusionprograms.com.au/psi

pridein sport

PRIDE IN SPORT

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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

