2020 PRIDE IN SPORT INDEX (PSI) SUBMISSION DOCUMENT

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**What is the Pride in Sport Index™?**

The Pride in Sport Index is an initiative of the Australian Human Rights Commission and the Sport Australia (prev. Australian Sports Commission) and a legacy of the Bingham Cup, Sydney. Following the release of the Out on the Fields study in May 2015, the largest international study examining homophobia in sport, these organisations commissioned Pride in Diversity to develop a Pride in Sport Index.

The Pride in Sport Index™ (PSI) is the first and only benchmarking instrument specifically designed to assess the inclusion of Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) people within Australian sport and sporting organisations. Participating in the index will allow Australian sporting organisations to not only assess their own practice, but determine that which constitutes good practice, along with the ability to benchmark their own initiatives against an external measure and other sporting organisations.

**Completing your document**

1. As it is the first year of our second iteration of the index, some questions have changed, as have some evidence requirements, reflecting shifts in practice and alignment with current Australian and international best practice.
2. Read each question and the evidence required, carefully.
3. Ensure that every question you answer is addressed as if for the first time, and with articulate detail.
4. All work in this submission relates to activity within the 2019 calendar year only.

**Submitting instructions**

**The deadline for both hard copy and soft copy PSI submissions is no later than 9:00am Monday 10 February 2020.**

Send your completed submissions to:

**Hard Copies**

POST TO: PSI Submissions, Pride in Sport, 414 Elizabeth Street, Surry Hills NSW 2010.

**Soft Copies**

EMAIL TO: [info@prideinsport.com.au](mailto:info@prideinsport.com.au)

Soft copies include, but are not limited to; dropbox, google docs, parcelpost, Microsoft OneDrive or any other internally approved large file transfer system

**Organisation details**

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| **Sporting Entity Name:**  *Please enter name as you would like it to appear on certificates or any awards* |  |
| **Are you:** | ***Please delete those not relevant.***   * *National Sporting Organisation (NSO)* * *State Sporting Organisation (SSO)* * *Regional Sporting Organisation (RSO)* * *Professional Club* * *University Sport* * *Community/Local sporting club* * *Other, If other, please state: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_* |
| **Organisation size (turnover):** | ***Please delete those not relevant (for potential benchmarking):***   * *Category 1: $0 - $1,000,000* * *Category 2: $1,000,001 - $5,000,00* * *Category 3: $5,000,001 - $25,000,000* * *Category 4: $25,000,000 +* |
| **State of Submitting body:** | ***Please delete those not relevant (for potential benchmarking):***   * *NATIONAL (NSO’s only)* * *Australian Capital Territory (ACT)* * *New South Wales (NSW)* * *Northern Territory (NT)* * *Queensland (QLD)* * *South Australia (SA)* * *Tasmania (TAS)* * *Victoria (VIC)* * *Western Australia (WA)* |
| **Sporting Code**  *Please identify the sport/s covered by the submitting entity* |  |

**Contact Information**

*\*All fields must be answered*

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| **Primary Contact** | **Name:** |  |
| **Job Title:** |  |
| **Postal Address:** |  |
| **Email:** |  |
| **Phone:** |  |
| **Secondary Contact** | **Name:** |  |
| **Job Title:** |  |
| **Email:** |  |
| **Phone:** |  |

**Index Participation and acknowledgement**

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| **Please select participation identification level (Name and Employer Tier only, no scores):**  ***Please delete those not relevant*** | ***PLEASE CONSIDER THIS CAREFULLY:***   * Only identify us if we reach **Bronze** tier or higher * Only identify us if we reach **Silver** tier or higher * Only identify us if we reach **Gold** tier or higher * Do not identify us at all – **anonymous** (this option revokes any opportunity for public award recognition) |

**Negative press / complaints disclosure**

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| * **We have received negative press that has impacted our reputation as being LGBTIQ inclusive sport/club** * **We have had formal complaints lodged against us for LGBTIQ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act)** |

In relation to the above (maintaining required confidentiality), please broadly outline the negative press or complaint, your course of action or response/outcomes of any complaints lodged:

[Enter your text here]

**Section 1: Governance & Strategy**

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| 1. **Strategic Commitment** | **2 points** | | **Foundation** |
| **LGBTIQ inclusion has been documented within a form of formal governance (e.g. Strategic Plan, Inclusion Strategy), and has clearly articulated goals/plans/action items and accountability associated with it.**  *Please provide a copy of the document that supports this question, with a clear reference to the section/s of the document that are relevant.* | | **1 Point** = A copy of the document that identifies LGBTIQ+ inclusion as a specific targeted area. *Plus* **1 Point** = for clearly articulated goals/plans/action items and related accountability. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Strategic Promotion** | **1 point** | | **Foundation** |
| **Our documented LGBTIQ inclusion strategy (as evidenced in Q1) has been communicated to our staff/volunteers/members within the calendar year.**  *Please provide a copy of* [*push communication*](http://www.prideinsport.com.au/psi-support/) *that supports your answer. Website/intranet stories are not acceptable.* | | **1 Point** = A copy of at least one form of [push communication](http://www.prideinsport.com.au/psi-support/) promoting the relevant document within the calendar year. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Reporting** | **2 points** | | **INTERMEDIATE** |
| **We report on the progress of our LGBTIQ inclusion strategy (as set out in Q1).**  *Please provide a copy of such report that supports your answer. Example: reports can be internally and/or publically.* | | **2 Points** = A copy of at least one report which includes progress/completion data of items within the LGBTIQ+ strategy, within the calendar year. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Accountability** | **2 points** | | **ADvanced** |
| **We have an individual (official/staff/committee member) who has LGBTIQ inclusion as a specific part of their formal position description.**  *Please provide a copy of such position description, referencing/highlighting the specific location of the component asked.* | | **1 Point** = A copy of at least one position description which clearly articulates LGBTIQ+ inclusion as a component of that role.  *Plus*  **1 Point** = for an additional position description which clearly articulates LGBTIQ+ inclusion as a component of that additional role. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Inclusion Support** | **2 points** | | **ADvanced** |
| **We have access to an LGBTIQ subject matter expert to guide or provide advice on our LGBTIQ+ inclusion initiatives.**  *Please provide a written statement/letter from the LGBTIQ subject matter expert/s confirming their support to your organisation during the calendar year. Note: A member of the LGBTIQ community is not sufficient on its own, and requires someone with experience within LGBTIQ inclusion work.* | | **1 Point** = For a statement/letter from a group/individual skilled in this topic, and can verify their engagement with the organisation.  *or*  **2 Points** = For an organisation who was a Member of the Pride in Sport program during the assessed calendar year. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Policy Inclusion** | **2 points** | | **FOUNDATION** |
| **On our policy pages (website or intranet) or within our policy documentation (e.g. Rules of Association, Constitution etc.), we have made it explicitly clear that all policies are inclusive of LGBTIQ staff, members, volunteers, officials and their families (where families are included within policies/benefits).**  *Please provide a copy/screenshot of such document/website, referencing/highlighting the specific location of the component asked.* | | **2 Points** = A copy of the statement and/or policies which clearly articulate LGBTIQ+ inclusion. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Dress Codes and Uniforms** | **3 points** | | **ADVANCED** |
| **We have a documented policy which outlines a dress code that is clearly non-gendered, and allows individuals to dress according to their affirmed gender.**  *Please provide a copy of the documentation or an example of* [*pull communication*](http://www.prideinsport.com.au/psi-support/) *where these dress codes are located, highlighting the specific section of the policy relevant to this question.* | | **3 Points** = for a clearly articulated policy which addresses the dress code for all individuals, and outlines that individuals may dress according to their affirmed gender. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Gender Neutral Facilities / Toilets** | **3 points** | | **ADVANCED** |
| **We have a documented policy which outlines the use of facilities, which is clearly non-gendered, and allows individuals to use facilities according to their affirmed gender.**  *Please provide a copy of the documentation or an example of* [*pull communication*](http://www.prideinsport.com.au/psi-support/) *of this policy, highlighting the specific section of the policy relevant to this question.* | | **3 Points** = for a clearly articulated policy which addresses the use of facilities for all individuals, and outlines that individuals may use the toilet/facility according to their affirmed gender. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Member Registration** | **3 points** | | **ADVANCED** |
| **Our participant/member registration forms are gender inclusive, and align with** [**ACON's recommended sexuality and gender indicators**](http://www.prideinsport.com.au/psi-support/)**.**  *Please provide a copy / screenshot of the gender questions within your registration form, which shows a clear connection to your organisation.*  ***Example****: When registering to become a member, each individual has the option of selecting; Male, Female, Non-Binary/Gender Fluid, or Differently Identifying.* | | **1 Point** = for inclusion of "Differently identify"  *Plus*  **1 Points** = for inclusion of "Non Binary / Gender Fluid"  *Plus*  **1 Point** = for sexual orientation indicators as per [ACON's recommended sexuality and gender indicators.](http://www.prideinsport.com.au/psi-support/) | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Zero Tolerance Policy** | **4 points** | | **FOUNDATION** |
| **We have a Zero Tolerance Policy specifically addressing** [**homophobia**](http://www.prideinsport.com.au/psi-support/)**,** [**biphobia**](http://www.prideinsport.com.au/psi-support/)**,** [**transphobia**](http://www.prideinsport.com.au/psi-support/) **and** [**interphobia**](http://www.prideinsport.com.au/psi-support/) **within our sport.**  *Please provide a copy of such documentation, referencing/highlighting the specific location of the component asked.*  *Note: documentation could include a mention within the Member Protection Policy, a formal Position Statement / Declaration signed by an executive, and/or a dedicated policy [preferred].* | | **1 Point** = For clear articulation of "[Homophobia](http://www.prideinsport.com.au/psi-support/)" [lesbian/gay].  *Plus*  **1 Point** = For clear articulation of "[Biphobia](http://www.prideinsport.com.au/psi-support/)"  *plus*  **1 Point** = For clear articulation of "[Transphobia](http://www.prideinsport.com.au/psi-support/)".  *Plus*  **1 Point** = For clear articulation of "[Interphobia](http://www.prideinsport.com.au/psi-support/)". | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Policy Promotion** | **1 points** | | **FOUNDATION** |
| **Our Zero Tolerance Policy (as evidenced in Q10) has been communicated to our staff/volunteers/members within the calendar year.**  *Please provide a copy of* [*push communication*](http://www.prideinsport.com.au/psi-support/) *that supports your answer. Website/intranet stories are not acceptable.* | | **1 Point** = A copy of at least one form of [push communication](http://www.prideinsport.com.au/psi-support/) promoting the relevant document within the calendar year. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Disciplinary** | **3 points** | | **FOUNDATION** |
| **We have a documented processes and sanctions/remediation in place that specifically address LGBTIQ incidents, such as bullying, harassment and/or vilification within our sport.**  *Please provide a copy of incident reporting procedure, any documented sanctions that directly call this out, and any remediation processes that directly call this out.* | | **1 Point** = For a standard documented process of incident reporting within a Member Protection Policy and/or Code of Conduct.  *Or*  **2 Points** = For a clear documented process for LGBTIQ+ specific incident reporting within a Member Protection Policy and/or Code of Conduct.  *Or*  **3 Points** = For a clear documented process for LGBTIQ+ specific incident reporting within a dedicated form of LGBTIQ+ governance. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Support Services** | **2 points** | | **ADVANCED** |
| **We have support services in place for those who have been the target of homophobic/transphobic/biphobic/interphobic specific bullying, harassment and/or vilification and/or a point of contact for LGBTIQ+ people within our sport to engage with.**  *Please identify the support services/people that you have available (names, phone, email address etc.), including a copy of the document and/or screenshot of where this information can be found by staff/members/volunteers/officials and their families.* | | **2 Points** = If this information can be found year round, the person/s to contact is clearly identified as LGBTIQ+ friendly or an ally, and it's not someone within a formal HR/grievance style role within your organisation. (All evidence is required to achieve full points) | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

**Section 2: Visibility**

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| 1. **Days of Significance** | **6 points** | | **FOUNDATION** |
| **Within the assessed calendar year, we have celebrated and promoted LGBTIQ** [**Days of Significance**](http://www.prideinsport.com.au/psi-support/) **while providing staff/members/volunteers/officials and supporters with an understanding of why these dates are important.**  *Please provide:*   1. *a list of up to five LGBTIQ* [*Days of Significance*](http://www.prideinsport.com.au/psi-support/) *that were celebrated throughout the assessed year* 2. *a 1-2 sentence description of each event (maximum 6 events please)* 3. *relevant supporting evidence for each event*   *If you have celebrated more than five LGBTIQ* [*Days of Significance*](http://www.prideinsport.com.au/psi-support/)*, please add to the ADDITIONAL WORK section at the bottom of this submission.* | | **6 Points** = 1 Point per day of significance (max 6pts) | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Internal Events (Staff/Committee)** | **1 point** | | **INTERMEDIATE** |
| **We have held** [**internal events**](http://www.prideinsport.com.au/psi-support/) **and/or activities that have promoted LGBTIQ inclusivity or our stand against homophobia/transphobia/biphobic/interphobic, during the calendar year.**  *Please provide evidence (photos, letters, news stories) for at least one such event.*  ***Note****: evidence must clearly show which specific event it is, the date, and details around attendees to verify the type of event held.* | | **1 Point** = Clearly defined evidence in the form of photos, letters, news stories etc. that show an **internal** event/activity run by your organisation, as stipulated. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **External Events (Members/Spectators)** | **1 point** | | **INTERMEDIATE** |
| **We have held** [**external events**](http://www.prideinsport.com.au/psi-support/) **and/or activities that have promoted LGBTIQ inclusivity or our stand against homophobia/transphobia/biphobic/interphobic, during the calendar year.**  *Please provide evidence (photos, letters, news stories) for at least one such event.*  ***Note****: evidence must clearly show which specific event it is, the date, and details around attendees to verify the type of event held.* | | **1 Point** = Clearly defined evidence in the form of photos, letters, news stories etc. that show an **external** event/activity run by your organisation, as stipulated. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Media Contribution** | **2 points** | | **ADVANCED** |
| **Within the assessed calendar year, we (as an organisation or individuals within our organisation) have contributed to external** [**pull communication**](http://www.prideinsport.com.au/psi-support/) **(commentary, press, blogs, newspapers, media coverage or advertising) in support of LGBTIQ+ inclusion within sport. Note: this does not include articles on your own website, or push and form of push communication.**  *Please provide a copy of at least one form of* [*pull communication*](http://www.prideinsport.com.au/psi-support/)*, and highlight a clear connection between the communication and your contribution towards it.* | | **2 Points** = Clearly defined evidence in the form of photos, letters, news stories etc. that show a clear contribution towards the [pull communication](http://www.prideinsport.com.au/psi-support/), and a copy of the final communication published. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Leadership** | **2 points** | | **INTERMEDIATE** |
| **Our most senior leader/executive has communicated their stand against homophobia/transphobia/biphobic/interphobic in sport internally and/or externally, within the assessed calendar year.**  *Please provide a copy of this communication, with a clear reference to the person, their role, and the date of publication.* | | **1 Point** = A copy of at least one form of communication within the calendar year, which uses simple LGBTIQ+ inclusion language.  *or*  **2 Points** = A copy of at least one form of communication within the calendar year, which uses specific reference to homophobia, biphobia, transphobia, interphobia and an articulate stance against such items. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Staff Ambassador/s** | **3 points** | | **INTERMEDIATE** |
| **We have a senior person within our sport who acts as a public champion, ally or ambassador for LGBTIQ inclusion.**  *Please provide details of who this person is, what they have done in the assessed calendar year in this space, and a form of* [*pull communication*](http://www.prideinsport.com.au/psi-support/) *that promotes this person as a champion, ally or ambassador for LGBTIQ inclusion within your sport.* | | **1 Point** = For clear name and details of this person/s.  *plus*  **1 Point** = For evidence provided on what they have done in this space during the assessed calendar year.  *plus*  **1 Point** = For a copy/evidence of [pull communication](http://www.prideinsport.com.au/psi-support/) that highlights this person as your champion/ally/ambassador. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Athlete Ambassador/s** | **6 points** | | **INTERMEDIATE** |
| **Within the assessed calendar year, we have appointed an out sporting role model / ambassador within your sport for the purposes of LGBTIQ inclusion in Australian sport.**  *Please provide evidence of at least one Ambassador that clearly outlines:*   1. *Ambassadors name* 2. *Connection with the sport* 3. *If appointed within the assessed calendar year; a form of* [*push communication*](http://www.prideinsport.com.au/psi-support/) *announcing the ambassador*   *OR If already appointed,*   1. *a form of* [*push and/or pull communication*](http://www.prideinsport.com.au/psi-support/) *showing what they have done in the assessed calendar year to improve LGBTIQ+ inclusion in Australian sport.* | | **2 Points** = for an Ambassador who identifies as LGBTQI+  *Plus*  **2 Points** = for an Ambassador who identifies as a straight ally.  *Plus*  **2 Points** = if they have done something within the assessed calendar year to improve LGBTIQ+ inclusion in sport | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Dedicated Page on Website** | **2 points** | | **FOUNDATION** |
| **We have a dedicated section of our public website that clearly shows our support and stance on LGBTIQ inclusion within sport.**  *Please provide a URL (website address) that shows your organisations dedication to LGBTIQ inclusion in sport.*   1. ***Example 1:*** *Rugby Australia:* [*https://australia.rugby/diversity/pride-in-sport*](https://australia.rugby/diversity/pride-in-sport) 2. ***Example 2****: FFA:* [*https://www.playfootball.com.au/Clubs/NCDP-Resource-Library/NCDP/Inclusive-Participation/LGBTI-Participation*](https://www.playfootball.com.au/Clubs/NCDP-Resource-Library/NCDP/Inclusive-Participation/LGBTI-Participation) 3. ***Example 3****: Hornets Touch Football:* [*http://www.hornetstouch.com.au/lgbtiq/*](http://www.hornetstouch.com.au/lgbtiq/) | | **2 Points** = for an organisation that has a dedicated page on their public website that shows their commitment to LGBTIQ+ inclusion within their sport / organisation. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

**Section 3: Education**

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| 1. **Resources** | **3 points** | | **ADVANCED** |
| **We have resources, publications and/or information publically available through** [**pull communications**](http://www.prideinsport.com.au/psi-support/) **as to how people can promote LGBTIQ inclusion within sport and other relevant topics.**  *Please provide copies of these resources, and/or a link to where they can be publically accessed. Note: this can be external material, but must be accessible through your organisations*[*pull communication*](http://www.prideinsport.com.au/psi-support/) *channels.*  *If you have undertaken work above and beyond these areas, please add further examples to the ADDITIONAL WORK section at the bottom of this submission.* | | **1 Point** = For resources dedicated to Lesbian, Gay & Bisexual (LGB)*Plus* **1 Point** = For resources dedicated to Trans & Gender Diverse*Plus* **1 Point** = For resources dedicated to Allies | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Training (Staff/Committee/Officials)** | **2 points** | | **INTERMEDIATE** |
| **We have made face-to-face and/or online LGBTIQ Awareness / Inclusion / Ally Training available to all staff/committee/officials throughout the assessed calendar year (this may include any training conducted via video conference technologies).**  *Please provide evidence of one such training that clearly outlines:*   1. *Trainer/Video name* 2. *Length of training* 3. *Number of attendees* 4. *Evidence of* [*push communication*](http://www.prideinsport.com.au/psi-support/) *promoting the training* 5. *Copy of presentation or outline/agenda of training covered.* | | **2 Points** = For evidence if all five (5) items requested, for at least one specific training session throughout the assessed calendar year. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Training (Members/Athletes/Supporters)** | **2 points** | | **INTERMEDIATE** |
| **We have made face-to-face and/or online LGBTIQ Awareness / Inclusion / Ally Training available to all members/athletes and/or supporters throughout the assessed calendar year (this may include any training conducted via video conference technologies).**  *Please provide evidence of one such training that clearly outlines:*   1. *Trainer/Video name* 2. *Length of training* 3. *Number of attendees* 4. *Evidence of* [*push communication*](http://www.prideinsport.com.au/psi-support/) *promoting the training* 5. *Copy of presentation or outline/agenda of training covered.* | | **2 Points** = For evidence if all five (5) items requested, for at least one specific training session throughout the assessed calendar year. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

**Section 4: Engagement**

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| 1. **Provision & Participation** | **2 points** | | **INTERMEDIATE** |
| **We have participated in fundraising activities, volunteering and/or speaker provision for LGBTIQ community organisations within the assessed calendar year.**  *Please provide evidence (photos/documents/media etc.) of your contribution towards LGBTIQ community organisations.* | | **1 Point** = for evidence that clearly links the sporting organisation to an LGBTIQ+ fundraising activity, volunteer contribution and/or speaking provision for an LGBTIQ+ community organisation.  *Plus*  **1 Point** = for participation in any additional LGBTIQ+ community organisation. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Community** | **2 points** | | **ADVANCED** |
| **We have participated in LGBTIQ community events under the official banner of our sport/organisation within the assessed calendar year (i.e. Pride Parades, Mardi Gras, Midsumma, Fair Days, Charity Events)**  *Please provide a copy of at least one form of* [*pull or push communication*](http://www.prideinsport.com.au/psi-support/)*, and highlight a clear connection between the communication and your contribution towards it.* | | **1 Point** = Clearly defined evidence in the form of photos, letters, news stories etc. that show a clear participation of the organisation in an LGBTIQ+ community event.  *Plus*  **1 Point** = for participation in any additional LGBTIQ+ community events. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Advocacy** | **2 points** | | **FOUNDATION** |
| **We have been responsible for the promotion of anti-homophobia/transphobia/biphobia/interphobia message during at least one sporting event/match/game/trial/tournament within the assessed calendar year.**  *Please provide a copy of at least one form of* [*pull or push communication*](http://www.prideinsport.com.au/psi-support/)*, and highlight a clear connection between the communication and your contribution towards it.* | | **1 Point** = Clearly defined evidence in the form of photos, letters, news stories etc. that shows clear promotion of anti-homophobia/transphobia/biphobia/interphobia messaging during key sporting events.  *Plus*  **1 Point** = for LGBTIQ+ advocacy at any additional sporting event. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Sponsorship** | **3 points** | | **ADVANCED** |
| **Throughout the assessed calendar year, we have provided pro-bono, financial and/or philanthropic support to LGBTIQ charities/community groups.**  *Please provide evidence (photos/documents/invoice etc.) of your pro-bono/financial/philanthropic partnership for LGBTIQ initiatives.*  ***Example****: This can include sponsorships of events, development of joint-branded resources, publications or pro-bono accommodation/venue support, etc.* | | **1 Point** = per initiative undertaken with clear evidence linking the organisation and LGBTIQ+ inclusion within the assessed calendar year. (Max 3 points total) | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Partnerships** | **2 points** | | **FOUNDATION** |
| **We can show evidence of promoting our commitment to LGBTIQ inclusion in up to two of the following areas:**   * **pitching for business or contracts** * **engaging with potential clients** * **applying for funding/sponsorship or** * **engaging with strategic partners or key external stakeholders**   *Please provide evidence for up to two of the above mentioned areas. If you have undertaken work in more than two of these areas, please add to the ADDITIONAL WORK section at the bottom of this submission.* | | **1 Point** = per initiative undertaken with clear evidence linking the organisation and LGBTIQ+ inclusion within the assessed calendar year. (Max 2 points total) | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

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| 1. **Call to Action** | **3 points** | | **ADVANCED** |
| **We can show evidence of** [**push communication**](http://www.prideinsport.com.au/psi-support/) **to a higher level governing body than our organisation and/or a government organisation, which encourages them to undertake work/action within the LGBTIQ inclusion space for your/all sport.**  *Please provide a copy of at least one form of* [*push communication*](http://www.prideinsport.com.au/psi-support/) *where this call to action to a higher governing body within your sport, or government agency.*  *Examples: Governing body ranking within sport may look like this:*  *1. International Federations 2. National Sporting Organisation (NSO) 3. State Sporting Organisation (SSO) 4. Regional Sporting Association (RSO) / League / Association 5. Local / Grassroots Organisation.*  *Examples: Government organisations may include Local, State or Federal Governments, departments and/or Members of Parliament.* | | **3 Points** = for evidence clearly articulating a 'call to action' for a higher level governing body to undertake work within the LGBTIQ+ inclusion space for athletes, members, volunteers and/or supporters in sport. | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

**Section 5: Research**

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| 1. **PSI Survey** | **10 points** | | **INTERMEDIATE** |
| * **We are participating in the 2020** [**PSI Survey**](http://www.prideinsport.com.au/pride-in-sport-index-2/)**.**   *Evidence is not required for this question, as Pride in Sport facilitate the survey at the organisations request.*  *To participate in the survey, please contact the Pride in Sport office.* | | **5 Points** = for participation in the PSI Survey.  *Plus*  **5 Points** = If the survey exceeds 50 responses. | |
| To participate in the PSI Survey, please email our office – [info@prideinsport.com.au](mailto:info@prideinsport.com.au) | | | |

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| 1. **Academic** | **10 points** | | **ADVANCED** |
| **We have completed and/or participated in** [**academic research**](http://www.prideinsport.com.au/psi-support/) **for the purpose of LGBTI+ inclusion in sport, with published results within the assessed calendar year.**  *Please provide evidence of academic research that clearly outlines:*   1. *Names and details of Academic Research Facility and/or University who conducted the research.* 2. *Methodology of the Research* 3. *Questionnaire Structure* 4. *Findings and statistics* 5. *Copy of final reports with clear links to your organisation, sport and the researcher/s.* | | **10 Points** = For research that was completed within the assessed calendar year, and evidence of all key items required. (No partial points will be given for incomplete research). | |
| ANSWER: [Insert Evidence Here or Indicate Name of Attached File(s)] | | | |

**Section 6: Additional Work**

This section allows you to describe and provide evidence for any additional work completed throughout the assessed calendar year *that*

1. *has not already been included within this year’s index submission, or*
2. *you believe is significantly over and above what the index is asking for.*

*Visit our* [*PSI Support page*](http://www.prideinsport.com.au/psi-support/)*, on our website, to see a list of other potenial pieces of work you can consider.*

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| **33-38. Additional Work** | | | **6 points** | | **NIL TIER RANKING** |
| **If referencing significant work over and above in relation to one of the questions or topics within the index, please state question number or index topic here and then provide evidence to the right.**  ***IMPORTANT****: PLEASE COMBINE ALL RELATED INDEX WORK INTO ONE ROW. For example, if you wish to claim for significant training, list all LGBTIQ training within one row under the Item Name of “Training.” Only 1 point is available for all work pertaining to a particular topic/area – do not split similar areas of index activity over multiple rows.* | | | | **1 Point** = For each sufficient piece of additional work, as considered by the judging panel (max 6 points). | |
| 33 | [Enter Title] | ANSWER: [Provide description, succinct details, insert evidence here and/or indicate name of attached file(s)] | | | |
| 34 | [Enter Title] | ANSWER: [Provide description, succinct details, insert evidence here and/or indicate name of attached file(s)] | | | |
| 35 | [Enter Title] | ANSWER: [Provide description, succinct details, insert evidence here and/or indicate name of attached file(s)] | | | |
| 36 | [Enter Title] | ANSWER: [Provide description, succinct details, insert evidence here and/or indicate name of attached file(s)] | | | |
| 37 | [Enter Title] | ANSWER: [Provide description, succinct details, insert evidence here and/or indicate name of attached file(s)] | | | |
| 38 | [Enter Title] | ANSWER: [Provide description, succinct details, insert evidence here and/or indicate name of attached file(s)] | | | |

**Accuracy Statement**

**We confirm that at the time of submission, details provided for all questions identified within the three submission documents are true and accurate. We understand that should any claims be found to be false, points and rankings will be adjusted accordingly.**

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| **Name of person signing off accuracy:** |  |
| **Position within organisation:** |  |
| **Contact Email:** |  |
| **Contact Phone:** |  |

*By completing the above accuracy statement, you are indicating that the content and evidence, including any attachements, are a true and accurate record for consideration in your index submission.*

Document Version Control

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| --- | --- | --- | --- |
| *Version* | *Date* | *Author* | *Rationale* |
| *v1.0* | *15 August 2019* | *B.Newell* | *Launch* |
| *v1.1* | *20 September 2019* | *B.Newell* | *Correction of Q24 title, and addition of Document Version Control table.* |
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