

## Who are we?

Pride in Sport is Australia's first and only sporting inclusion program specifically designed to assist National and State sporting organisations (NSO/SSO's) and clubs with the inclusion of Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTIQ) employees, players, volunteers and spectators.

### Membership Program:

The Pride in Sport membership program is designed to:

- Assist Australian sporting organisations with all aspects of LGBTIQ inclusion as it pertains to their sport and those working within the sporting organisation;
- Work with members to achieve best practice as benchmarked by the Pride in Sport Index (PSI);
- Create better health outcomes for LGBTIQ players, coaches, fans and others by creating inclusive spaces through the reduction of homophobia, stigma and discrimination.

To find out more about the Pride in Sport Membership Program, please [click here](#).

### Pride in Sport Index

The Pride in Sport Index is an initiative of the Australian Human Rights Commission and the 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 (LGBTIQ) 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.

An advisory group was established to assist Pride in Diversity in the development of the Pride in Sport Index. The advisory group included; the National Rugby League (NRL), the Australian Football League (AFL), the Australian Rugby Union (ARU), Football Federation Australia (FFA), Cricket Australia, Swimming Australia, Water Polo Australia, Basketball Australia and Golf Australia.

To find out more on the Pride in Sport Index, [click here](#).

## The Business Pitch

Being positive towards LGBTIQ employees, athletes, volunteers and spectators is the ultimate litmus test for an inclusive culture and takes an Australian diversity strategy to the next level by ensuring that workplaces are inclusive of all employees, regardless of race/ethnicity, gender, age, disability, religion, sexual orientation, gender identity or intersex status.

For sporting leaders being asked to consider the issue of sexual orientation, gender identity and intersex status in the workplace, the response is often “Why?” or “What has this got to do with business or sport?”

The benefits of LGBTIQ inclusion in sporting organisations have been highlighted in a number of national and international studies, including the most recent AWEI findings. Diverse teams are better able to solve complex problems and exhibit a higher level of creativity and a broader thought process.

### How will it help?

Diverse teams are better able to solve complex problems and exhibit a higher level of creativity and a broader thought process. By allowing your employees, athletes and volunteers to bring their full selves to the sport they love, you see

- a positive impact on productivity, on-field performance and tenure;
- enhance organisational reputation; and
- maintain a competitive advantage.

Understanding differences between employees and bridging those differences is an essential means of creating an environment where everyone feels safe and valued.

### It's also the law.

On 1 August 2013, amendments to the Sex Discrimination Amendment Act 2013 came into force, prohibiting employers from discriminating against someone because of their sexual orientation, gender identity or intersex status.

People can make complaints to the Australian Human Rights Commission if they believe they have been discriminated against on the basis of these protected classes.

Pride in Sport provides Australian sporting organisations with the experience, expertise, support and advice to assist your organisation in all aspects of LGBTIQ inclusion.

## Diversity and Leadership

Prejudice has human costs for staff/athletes and also costs the bottom line in terms of legal fees, recruiting, inducting and training new people in your organisation.

*It is unlawful in Australia to discriminate on the grounds of sexual orientation, gender identity or intersex status – directly or indirectly.*

### **Mitigate risk, be compliant and promote genuine duty of care**

Inclusion impacts everyone. More than ever before, evidence of tangible inclusivity and corporate responsibility continue to rank high on the list of attractive organisational attributes for;

- job seekers
- those willing to volunteer
- high performing athletes
- passionate spectators with diverse families

Gender diversity is no longer a differentiator, whilst important; people are looking beyond mainstream diversity initiatives to gauge an organisation's inclusivity. Many see LGBTIQ inclusion as the ultimate litmus test and question organisations who promote diversity and yet continue to deliberately exclude what is still a highly stigmatised group.

## Current Australian Statistics

### **The workplace**

- 56.3% of LGB employees within organisations active in LGBTIQ workplace inclusion stated that they still witness or have been the target of negative commentary or jokes targeting LGBTIQ people
- 34.8% of respondents have witnessed or been the target of more serious LGBTIQ bullying or harassment
- 66.7% of employees surveyed were not out to their manager
- Only 50% agreed that they would respond honestly if asked about their partner /family by a client, customer or key stakeholder
- 33% reported that gay jokes/innuendo have had a negative impact on their day to day experience at work
- Only 66.7% felt confident that their immediate manager would address homophobia in their work team
- 11.1% felt that being out at work could be career limiting
- Only 41.7% believed that being out would not change their relationship with their manager
- 44.4% of employees were "not out at work" because they feared the repercussions

## Sport specific

- 80% of participants have witnessed or experienced homophobia in sport
- 75% believe an openly gay person would not be very safe as a spectator at a sporting event
- 50% of gay men, 48% of lesbians, and 28% of straight men have been personally targeted
- Of those who have been targeted 85% of gay men and 84% of lesbians have heard verbal slurs such as "faggot" or "dyke"
- Most people believe sport is more homophobic than the rest of society
- 87% of gay men and 75% of lesbians are completely or partially in the closet while playing youth sport. Many fear discrimination from players or officials.

Sources: [AWEI Practice Points](#) and [Out on the Fields](#)

## The ultimate litmus test for inclusion

Specifically designed to assist Diversity Practitioners, HR Professionals and People Leaders with the support, guidance, resources and research they need to successfully incorporate LGBTIQ initiatives into their diversity strategy, Pride in Sport assists organisations from the sport and recreation sector to actively engage in LGBTIQ inclusive initiatives.

Recognising that your inclusive practices, policies and reputation will be required in order to attract and retain the most talented people, Pride in Sport will help you to:

- Know the law
- Ensure your policies are equitable
- Enhance your diversity strategy
- Respond to homophobia/transphobia promptly and effectively
- Respect confidentiality and understand the sensitivities around disclosure
- Understand the terminology and understand some of the unique challenges faced by LGBTIQ employees
- Provide awareness training for your teams and all levels of management
- Create a truly inclusive work environment

Pride in Sport is a not-for-profit support program specifically designed to assist Australian sporting organisations in all aspects of lesbian, gay, bisexual, gay, transgender and intersex (LGBTIQ) inclusion.

The Pride in Sport Index (PSI) published by Pride in Sport annually, benchmarks Australian LGBTIQ inclusion practice and acknowledges the leading sporting organisations for LGBTIQ employees, providing research annually designed specifically to support organisational progress in this area.

**For information on Signature Events, Pride in Sport publications including Australia's first and only National LGBTIQ Recruitment Guide and the PSI, please contact the Pride in Sport team on (02) 9206 2138 or visit us at [www.prideinsport.com.au](http://www.prideinsport.com.au)**