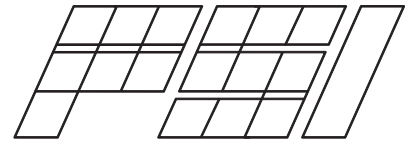


Proudly sponsored by

**revolutionise**SPORT

2020



PRIDE IN SPORT INDEX

**THE NATIONAL  
BENCHMARK ON  
LGBTQ INCLUSIVE  
SPORT IN AUSTRALIA**

**pridein**  
**sport**

# revolutioniseSPORT

revolutioniseSPORT is the leading provider of membership solutions within Australian sport, servicing **190** state and national bodies as well as **13,000** clubs.

It is our privilege and honour to be both the Platinum Sponsor for the 2020 Australian Pride in Sport Awards, as well as the sponsor for the 2020 Pride in Sport Index publication.

**Through our technology platform we aim to empower inclusive communities and shape the future of Australian sport.**

Throughout 2020 we are:

- ▶ Re-engineering our own platform to ensure that we have ‘diversity by design’; a fundamental principle in allowing our customers to support their communities at scale;
- ▶ Working with major sports and integration partners to ensure that they are collecting diversity data in a respectful manner, that can become an agent for change rather than exclusion; and
- ▶ Founding, and serving as chair for the Australian Sports Data Council working group, to ensure that the way diversity is represented in data is uniform across technology in sport, in a way that brings sport into the modern age.

**We have a responsibility to lead change. That is our commitment now, and in the future.**



Integrated membership platform



Bespoke website builds



Advanced analytics



Digital strategy development



# WELCOME



**BEAU NEWELL**

**National Program Manager**

Pride in Sport

Welcome to the 2020 Pride in Sport Benchmarking Data publication.

This was the first index within our second iteration of the PSI. Every three years the index is assessed against current national best practice and updated to reflect changes and expectations

Further, this was the first large scale opportunity to recalibrate the PSI's content to better reflect any shifts in practice over the last three years.

Average scores across all PSI submissions decreased by 11% from 20.5 points (2019) to 18.4 points (2020). While expected, it's important to acknowledge and understand that it is common to see a small decline in average points, as the updated iteration raises the bar and increases the expectation of best practice initiatives. Entry points into each of the recognition tiers currently sit at 31+ points for Bronze, 36+ points for Silver and 43+ points for Gold.

For the first time we also saw a significant increase in PSI National Survey responses (600+), which now allows us to compile this data into our newly formed PSI Practice Points. Rather than providing an executive summary of the data and key findings, we have provided you with a high-level analysis of grouped responses to each of these questions. By doing so, those organisations who participated in the PSI National Survey will be able to benchmark their findings against all respondents from within sporting organisations active in LGBTQ inclusion.

A further in-depth analysis of this data is spread across PSI Practice Points, published regularly via our PSI mailing list and our Pride in Sport website throughout

the year. You can access the Practice Points data by signing up to our dedicated PSI eNews ([www.prideinsport.com.au/psi-subscribe](http://www.prideinsport.com.au/psi-subscribe)) or by visiting the PSI section of our website ([www.prideinsport.com.au/psi](http://www.prideinsport.com.au/psi))

Although LGBTQ inclusion has taken some amazing strides in Australian Sport within the past year, our industry is comparatively lagging the Corporate/ Business and Health sectors. If Australian sporting codes intend to be truly inclusive of the LGBTQ+ community we must see further reform on things such as strategic plans, participation, administrator support, registrations and sport promotions governance, in order to tackle the alarming statistics around homophobia, biphobia and transphobia in sport and benefit from a broader membership base that is truly reflective of the wider Australian community.

The efforts achieved this year couldn't be done without the amazing support from our sponsors, supporters and corporate partners. Thank you to revolutioniseSPORT, COMPPS, HSBC, Stack Sport, British Consulate General – Melbourne, Play by the Rules, MinterEllison, SBS Sport, KPMG, VicHealth, Sport Australia and the Australian Human Rights Commission.

Finally, I wish to thank all Pride in Sport members for the commitment to continue working in this space, and an additional thanks to the 2019 Pride in Sport Advisory Group whom continued to support and help steer the Pride in Sport program in leading the way for Australian sporting codes.

# MESSAGES FROM THE PRIDE IN SPORT PATRON



**ALEX BLACKWELL**  
Pride in Sport Patron

With heightened awareness regarding the rights of LGBTQ people worldwide, Pride in Sport has effectively supported Australian sporting organisations to significantly increase their engagement in inclusion practices for people with diverse sexualities and genders.

More than ever before there is an expectation, from the broader community and corporate sponsors, that sports will uphold their commitment to be a place where everyone is welcome equally.

Congratulations to those who have excelled in this year's Pride in Sport Index as well as those smaller sporting bodies and individuals who have been recognised nationally for their contribution towards a more inclusive Australian sporting community.

On behalf of future generations of LGBTQ sportspeople who will subsequently have a greater opportunity to reach their true athletic potential; thank you.

# WELCOME FROM OUR SPONSOR



**ALEX MEDNIS**

**Chief Executive Officer**  
revolutioniseSPORT

On behalf of revolutioniseSPORT, it is our privilege and honour to be both the Platinum Sponsor for the 2020 Australian Pride in Sport Awards, as well as the sponsor for the 2020 Pride in Sport Index publication.

As an industry, we are at the crossroads of a generational change in sport. The last twelve months have seen what is best described as an alignment of all of the planets for making change. We have seen the launch of a new national industry body for sporting professionals. We have seen sports reinvent themselves with flexible playing formats and future versions of the game. And, COVID-19 notwithstanding, we have seen the rapid uptake of technology.

Technology is often the gatekeeper for sport. It is the great enabler, allowing communities to connect in ways we could never have imagined, but it can also be an agent of exclusion. It is easy for an organisation to hide behind the technology when it comes to building and developing diverse communities. Whether this is as simple as a registration form only allowing a binary gender selection or a competition platform that does not accommodate for individuals going through a transition – the role of technology in enabling inclusion suddenly becomes one of exclusion.

revolutioniseSPORT is the industry leader in management technology in Australia. From 2012 to 2020 we now service 194 state and national sporting organisations – more than all other vendors within Australia combined. We also service 13,000 sporting

clubs. Our reach extends into New Zealand, Singapore, Cook Islands and across the Asia Pacific.

## **And we are determined to be champions of change.**

In 2020 we are:

- re-engineering our registration platform to ensure that your gender identity is accurately reflected, and you are not excluded from your sport; and
- updating every part of our platform (from statistics, reports, competition and event entry) that refer to gender to be inclusive; and
- working with major sports and integration partners to ensure that data around diversity is collected in a respectful manner that becomes an agent for change rather than exclusion.

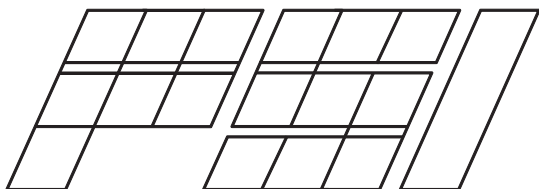
We have also founded, and are serving as chair for the Australian Sports Data Council working group, to ensure that the way data is handled by technology is modernised and set for the future. The inaugural working group is focused on ensuring that diversity data (including but not limited to gender, culture, linguistic, sexuality and heritage) is captured in a standard way across the industry such that for reporting, transfer and statistics – the industry is moving in the same direction.

As the leading technology company in this space, we have a responsibility to lead change. That is our commitment now, and in the future.





# BE FIRST OFF THE BLOCKS



PRIDE IN SPORT INDEX

The Pride in Sport Index (PSI) is an Australian benchmarking tool that will enable you to measure and compare your LGBTQ inclusion initiatives. Enhance your team's performance and gain a competitive advantage. Participation is free.

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

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# ABOUT THE PSI

## WHAT IS IT?

The PSI (Pride in Sport Index) is the first and only benchmarking instrument specifically designed to assess the inclusion of people of diverse sexuality and gender within Australian sporting organisations and codes more broadly. Participating in the index allows Australian sporting organisations to not only assess their own practice, but also benchmark their work against other sporting organisations and via participation in the survey, assess the impact of this work on all those involved in the sport, regardless of how they personally identify.

## HISTORY

The PSI originally drew from the rich experience, expertise and methodology of the Australian Workplace Equality Index (AWEI) published by Pride in Diversity, in Australia. After more than twelve months of preparations, the PSI was officially launched in March 2016, and is the only benchmarking tool that assesses LGBTQ inclusion in sport, globally.

The inaugural PSI was developed with the input of: Australian Human Rights Commission, Australian Sports Commission, The Bingham Cup Sydney, Rugby Australia (RA), Australian Football League (AFL), Football Federation Australia (FFA), National Rugby League (NRL), Cricket Australia (CA), with additional advice from Basketball Australia, Golf Australia, Swimming Australia and Water Polo Australia.

## WHAT'S IN IT?

The PSI now stands as the definitive national benchmark on LGBTQ sport inclusion and comprises the largest and only national survey designed to gauge the overall impact of inclusion initiatives on sporting organisational culture as well as identifying and nonidentifying employees. The Index drives best practice in Australian sport and sets a comparative benchmark for Australian sporting organisations across all levels (from grass roots to national sporting organisations). For this reason alone, the Index must be rigorous and comprehensive.



**“Tennis Australia recognises the depth of knowledge, experience and role that Pride in Sport plays in Australia’s sporting communities. Pride in Sport has provided Tennis with a clear direction, resources and support on how we might be more welcoming, safe and inclusive of people who identify as LGBTQ.”**

Craig Tiley, Tennis Australia CEO



As the index is used for benchmarking purposes, its necessary rigour and submission process provides an accurate gauge as to the level of inclusivity currently experienced across Australian sporting codes. The current PSI measures practice in terms of:

- **Governance and Strategy (30 points / 30% of overall submission)**
- **Visibility (23 points / 23% of overall submission)**
- **Education (7 points / 7% of overall submission)**
- **Engagement (14 points / 14% of overall submission)**
- **Research (20 points / 20% of overall submission)**
- **Additional Work (6 points / 6% of overall submission)**

### HOW ARE PSI SUBMISSIONS ASSESSED?

The marking process follows a strict dependency on evidence for score allocation, clearly articulating within the scoring instrument the components required for full or partial point allocation. This removed the likelihood of grey areas where evidence is not supplied in its entirety or as requested.

Using this marking rubric, each submission was marked by two different members of the Pride Inclusion Programs, each on separate score sheets. As not all submitting organisations are members of Pride in Sport,

strict attention is given only to that information which appears within the submission document, ensuring equity across all submissions regardless of marker, and regardless of membership.

Once both markers have entered their scores, the marking system automatically identifies where scores have differed and flags these questions for consultation. The two markers then meet to discuss the discrepancies, re-checking the evidence required and combing through the evidence supplied to agree a point value. If an agreement can't be met, a third team member is consulted. This process is repeated until all score differences between the two markers have been investigated and finalised.

Where scores between organisations are close for Sporting Organisation of the Year, a third marking is completed highlighting key standards for each submission. If two organisations tie on the highest score, it may be necessary to highlight key standouts and differentiators for each submission for additional consideration. An interview with the CEO of the tying organisations may also be required.

A transcript is automatically generated by the scoring rubric and saved for each submitting organisation.

A table is then produced for Platinum/Gold, Silver, Bronze and Participating Employer Tier Recognition based on the score distribution across all submissions.



**“ Participation in sport is a human right. Pride in Sport plays an essential role in promoting the realisation of this right for LGBTIQ people, both through the Pride in Sport Index and the expertise it provides to its member organisations. The Australian Human Rights Commission is a proud supporter of Pride in Sport. ”**

Kate Jenkins, Australian Human Rights Commission  
Sex Discrimination Commissioner

## HOW ARE AWARD RECIPIENTS DETERMINED?

When organisations and individuals are recognised for their achievements in this space, Pride in Sport undertake one of two methods to determine award recipients:

1. Awards based on PSI results
2. Awards based on community nominations

In awarding organisations for their achievements, the scores provided within the PSI submission are used to determine the following awards:

- **Sporting Organisation of the Year** (organisation with the highest result overall in the PSI)
- **Platinum, Gold, Silver and Bronze Organisations**
- **Achievement Award for Most Improved** (largest score difference between current year and last)

Awards that are based on community nominations fall outside of the PSI benchmarking instrument and are assessed against a dedicated scoring rubric for each award category. These nominations are checked for eligibility, accuracy, and quality, then shortlisted into finalists based on the scores achieved.

A panel of judges then meet to further review the finalists and reach a consensus.

Expert judging panel may include but is not limited to:

- National Program Manager, Pride in Sport Australia [chair]
- Representative from ACON's Pride Inclusion Programs
- Representative from Sport Australia
- Independent Representative from the sports sector

## A SNAPSHOT OF LGBTQ INCLUSION IN SPORT

**16%** of people who work in the Australian sporting sector identify as someone with a diverse sexuality or gender <sup>1</sup>



**25%** of people who work in the Australian sporting sector disagree that there are more than two genders <sup>1</sup>

**58%** of people who work in the Australian sporting sector believe their sport should put more effort into LGBTQ inclusion <sup>1</sup>



**80%** of participants have witnessed or experienced homophobia in sport <sup>2</sup>

Traditional male sports were seen as unwelcome and toxic spaces for young men with diverse sexualities or genders <sup>3</sup>



87% of gay men and 75% of lesbians are completely or partially in the closet while playing youth sport,<sup>3</sup> compared to 55% of people in the closet within the Australian corporate sector <sup>4</sup>. Many fear discrimination from other players, coaches and officials.



<sup>1</sup> PSI Practice Points (2020), Pride in Sport, ACON Health

<sup>2</sup> Denison E, Kitchen A. (2015). Out on the Fields: The first international study on homophobia in sport. Nielsen, Bingham Cup Sydney 2014, Australian Sports Commission, Federation of Gay Games. Accessed through: [www.outonthefields.com](http://www.outonthefields.com)

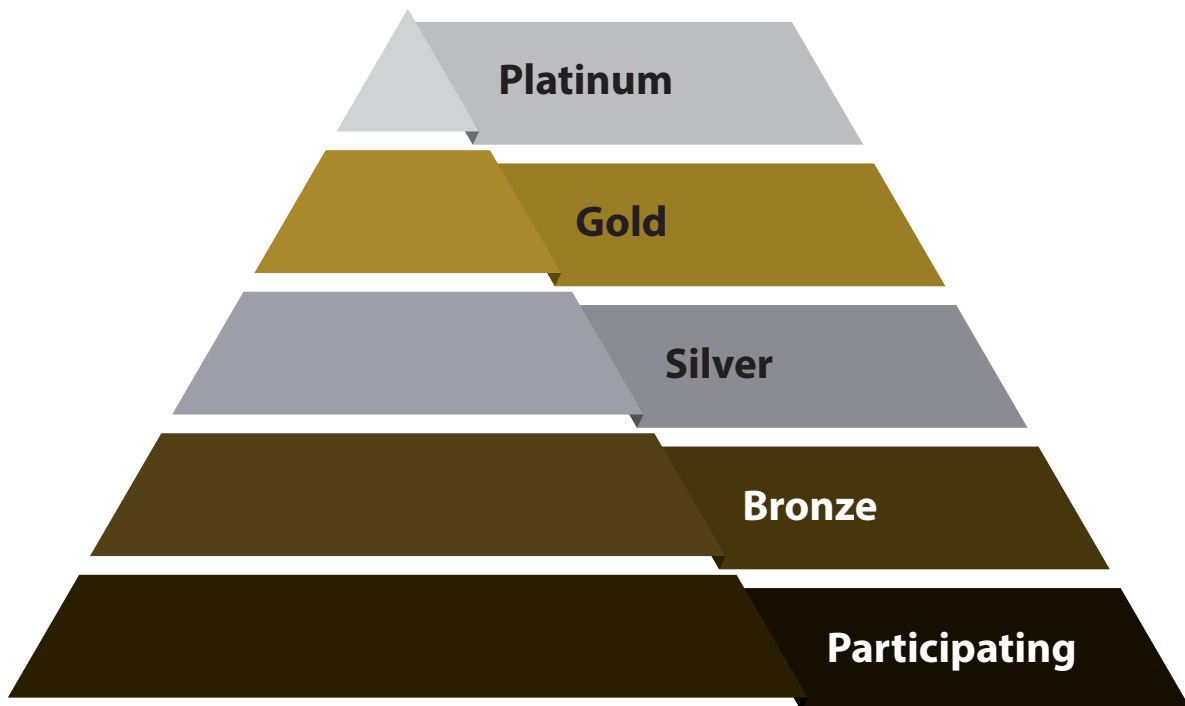
<sup>3</sup> Storr, R., Robinson, K., Davies, C., Nicholas, L., Collison, A. (2020). Game to Play?: Exploring the experiences and attitudes towards sport, exercise and physical activity amongst same sex attracted and gender diverse young people. Western Sydney University

<sup>4</sup> AWEI Practice Points (2020), Pride in Diversity, ACON Health

# TIER RECOGNITION

The work compiled annually by sporting organisations submitting for the Index is a testament to the importance of LGBTQ inclusion with their current D&I initiatives.

As we see a greater uptake from sporting organisations to utilise the PSI, its important to understand the tiers accessible to those participating, as well as understand the essential lengths one must go to in order to achieving such tiers.



**“ Sport has the power to enrich lives and that’s why Sport Australia is committed to creating safe, positive and inclusive sporting experiences for all. This year has challenged us in so many ways, but we know sport will be crucial in lifting the nation’s energy and spirits again. ”**

Robert Dalton, Acting CEO – Sport Australia

## PLATINUM TIER RECOGNITION

Platinum Sporting Organisation recognition acknowledges the highest levels of performance within the PSI over a sustained period of time. Sporting organisations must first qualify for Platinum by achieving an PSI score within the Gold Tier range at least four out of the last five consecutive years; or be awarded Sporting Organisation of the Year twice within that period. At qualification, a sporting organisation may choose to work on a project or submit once again for the PSI. Only on successful completion of the project or PSI submission within the Gold Tier range will the official Platinum status be awarded.

Once awarded, Platinum Tier recognition must be maintained via the successful completion of projects, alternating with the Gold Tier recognition four out of the last five consecutive years.

Should Platinum sporting organisations choose to alternate projects and submissions, the actual reporting cycle of the PSI reduces to once every three years due to projects taking up two reporting cycles (one during project completion and the other during project submission). Should an organisation not deliver on the project or not be placed within the Gold Tier, the employer will revert to the employer tier determined by their score, unless they still meet the 4 out of 5 year validation rule.

Should an employer default on Platinum one year, they do not need to requalify. Simply meeting the criteria of Platinum again will see them regain their full Platinum Status.

2020 will see the first ever year of Gold Tier recognition, allowing for organisations to begin paving the way to be the first Pride in Sport Platinum Sporting Organisation.

## GOLD TIER RECOGNITION

Gold recognition is the highest recognition obtainable for the current year. Gold Sporting Organisations have obtained the highest scores within the PSI. This recognition is indicative of a substantial amount of work and activity in the area of LGBTQ inclusion over the index year as assessed by the current benchmark and in comparison, to all submitting sporting organisations.

Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity within the given year. This year, Gold Tier status was given to only three (3) sporting organisations. In alphabetical order:

- Cricket Victoria
- Melbourne University Sport
- RMIT University Sport

## SILVER TIER RECOGNITION

Silver recognition is given to sporting organisations that have obtained high scores on the PSI and provided evidence of a substantial amount of sustained or new work in LGBTQ inclusion. Silver recognition is difficult to obtain and quite often, the score differences between Silver and Gold recognition are minimal. Only four (4) sporting organisations were awarded Silver Tier recognition this year. In alphabetical order:

- Football Federation Australia
- National Rugby League
- Rugby Australia
- Tennis Australia

## BRONZE TIER RECOGNITION

Bronze recognition should not be underestimated. For many sports, it takes several years to achieve this tier. Bronze sporting organisations are considered active organisations in LGBTQ inclusion with submissions providing detailed evidence of work in this area over the calendar year. Three (3) sporting organisations were awarded Bronze this year. In alphabetical order:

- Cricket Australia
- Macquarie University Sport
- Sydney Sixers BBL Cricket Club

## PARTICIPATING TIER RECOGNITION

Participating in the PSI shows commitment to LGBTQ inclusion and a desire to obtain an external assessment and measure of progress to date. Congratulations to all sporting organisations participating in the PSI. Scores tend to vary greatly within the Participating tier group,

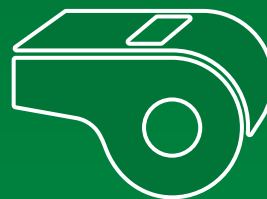
with the top of this tier being very close to achieving Bronze. In alphabetical order:

- Athletics Australia
- Australian Eight Ball Federation
- Bentstix Hockey Club
- Blind Sports NSW
- Bowls Australia
- Bowls Victoria
- Football Victoria
- Geelong Cats Football Club
- Hockey Australia
- Hockey Victoria
- Hockey WA
- Life Saving Victoria
- NSW Hunter Western Hornets Touch Football
- Parramatta Eels NRL Club
- Queensland Rugby League
- Richmond Football Club
- Softball Australia
- St. Kilda Football Club
- Surf Life Saving Australia
- Surf Life Saving NSW
- Swimming Australia
- Touch Football Australia
- Water Polo Australia
- Water Polo NSW
- Plus five not for publication

## A SNAPSHOT OF LGBTQ INCLUSION IN SPORT

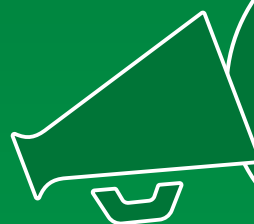
**60%**

of people believe a sporting organisation's positive track record on LGBTQ inclusion would positively influence them to join that sport <sup>1</sup>



**75%**

of people believe an openly gay person would not be safe as a spectator at a sporting event <sup>2</sup>



Change rooms were common sites to stress, harassment and bullying for young people with diverse genders and sexualities. <sup>3</sup>



1. PSI Practice Points (2020), Pride in Sport, ACON Health

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

3. Storr, R., Robinson, K., Davies, C., Nicholas, L., Collison, A. (2020). Game to Play?: Exploring the experiences and attitudes towards sport, exercise and physical activity amongst same sex attracted and gender diverse young people. Western Sydney University



**“ Touch Football Australia’s partnership with Pride in Sport is about education. People want to be inclusive but there’s fear in understanding how to do that. Pride in Sport helps us educate our people, our operational and policy teams, our community on what is and isn’t appropriate so Touch Football can be genuinely inclusive. ”**

Jamie O’Connor, Touch Football Australia CEO

# 2020 AWARD WINNERS

## SPORTING ORGANISATION OF THE YEAR AND ACHIEVEMENT AWARD FOR MOST IMPROVED

### Melbourne University Sport



Melbourne University Sport have not only taken out the Sporting Organisation of the Year. They have not only surpassed their 2019 result but also hold the new title of highest score in PSI history.

In 2018, Melbourne University Sport became the first University sport organisation to become a member of the Pride in Sport program. By doing so, they have made a commitment to actively work to ensure that all people will be included and welcome not just on University facilities but embedded within the culture of all 42 sporting clubs located within the University.

At the Pride in Sport awards in June 2019, MU Sport was announced as the joint highest-ranking sports organisation for LGBTQ+ inclusion across Australia. They can now add [solo] Sporting Organisation of the Year, and Most Improved PSI result to their already vibrant and colourful rainbow trophy case.

**“ Melbourne University Sport believe all people have the right to freely participate in recreation, fitness, and sport, and benefit from the wellness it brings. As the first University to be a member of Pride in Sport, the University is working to implement inclusive practices to ensure the safe and equal inclusion of LGBTQIA+ identifying people ”**

Chris Bunting, MU Sport



## LGBTQ ALLY OF THE YEAR

---

### **Raelene Castle, Rugby Australia**

In her role of CEO of a major Australian sporting code, Raelene has used her position to overtly support LGBTQ staff and the community, by dealing with the most high-profile case of vilification against LGBTQ people ever in Australian, and possibly International, sport. She has taken the time to meet with members of the LGBTQ Rugby community, as well as others in the wider sporting and corporate communities, to better understand challenges people of diverse sexuality and gender face in sport and how to support them appropriately.

Raelene is open about her allyship being a journey and emphasised the importance of listening to LGBTQ people about their lived experiences. Raelene understands the responsibility and influence sport has in society and is committed to continuing to make sport a safe place to work, volunteer, play, officiate and spectate for LGBTQ people.

## LGBTQ OUT ROLE MODEL OF THE YEAR

---

### **Gary Driscoll, Life Savers with Pride**

Gary has noticeably stepped up his involvement in the LGBTQ community in 2019 with a clear vision to promote LGBTQ inclusion in lifesaving and surf sports. Gary's strategic mindset led to surrounding himself with 16 Life Savers with Pride committee members, all motivated to deliver on his plans in maximising the impact of his vision. This leadership makes Gary an inspiring out role model to all who he engages with. None of these initiatives would have taken place without Gary's ideas, determination and pursuit. Plus, he designs some fabulous Mardi Gras floats.

## LGBTQ INCLUSIVE COACH OF THE YEAR

---

### **Penny Gulliver, Martial Arts**

Penny has over 35 years of teaching Self Defence Courses and Seminars. She is a highly regarded expert and is consulted regularly by the media and government organizations on matters concerning personal safety. Among her many qualifications are 6th Dan Black Belt in Kung Fu, Australian Sports Commission Level 2 Coaching Certificate IV, Train the Trainer Veta, and author of the "Self Defence Handbook for Women".

Penny has recently appeared on "The Morning Show" on Channel 7 as an expert commenting on segments involving violence including helping start the first Rape Crisis Centre in Australia, Penny was driven to help women find a solution to sexual assault and prevent violence in all its forms.

## LGBTQ COMMUNITY SPORT AWARD

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### **Gippsland Rangers Roller Derby's 1st Australian Roller Derby Pride Cup**

With over 20% of members identifying as LGBTQ, what this little roller derby club managed to achieve was and is nothing short of incredible. Surpassing the attendance of other local mainstream sporting events, this club used the platform of the sport, to engage with health services, community organisations and government to lead a community informed and community led approach, unlike anything else, particularly in this specific area of Gippsland. Thanks to the integrity, extensive effort and community engagement undertaken by them, at times to their detriment, this initiative will live on independently and continue for years to come.

## LGBTQ POSITIVE MEDIA AWARD

---

### **“Well Played; Young, Proud & Active” – Mon Schafter & Christyn Davies, ABC**

“Well Played: Young, Proud and Active” is a short film highlighting the importance of diversity and inclusion in sport ; alongside physical activity and the positive impact it has on young people’s health and wellbeing. Launched at Twenty10 on 16th May 2019 by Sex Discrimination Commissioner Kate Jenkins, the film was designed to counter discrimination on the basis of sexuality and gender diversity, and to reach young people via social media. The film screening was followed by a panel discussion moderated by Mon Schafter featuring LGBTQ community leaders and advocates: Jordan Raskopoulos (Sydney Roller Derby League), Jen Peden (Flying Bats Queer Women’s Football Club), Dr Ryan Storr (Proud2Play/WSU) and Beau Newell (Pride in Sport).

## LGBTQ SMALL CLUB OF THE YEAR

---

### **Climbing T’s (Rock Climbing & Bouldering)**

ClimbingQTs enables participants to connect with the outdoors in a respectful and sustainable way and find refuge in queer spaces that focus on health and wellbeing. This club is like no other in that it doesn’t just run events but also advocates for change in the sport. They are steadily growing and building their reputation.

## LGBTQ INCLUSIVE INITIATIVE AWARD

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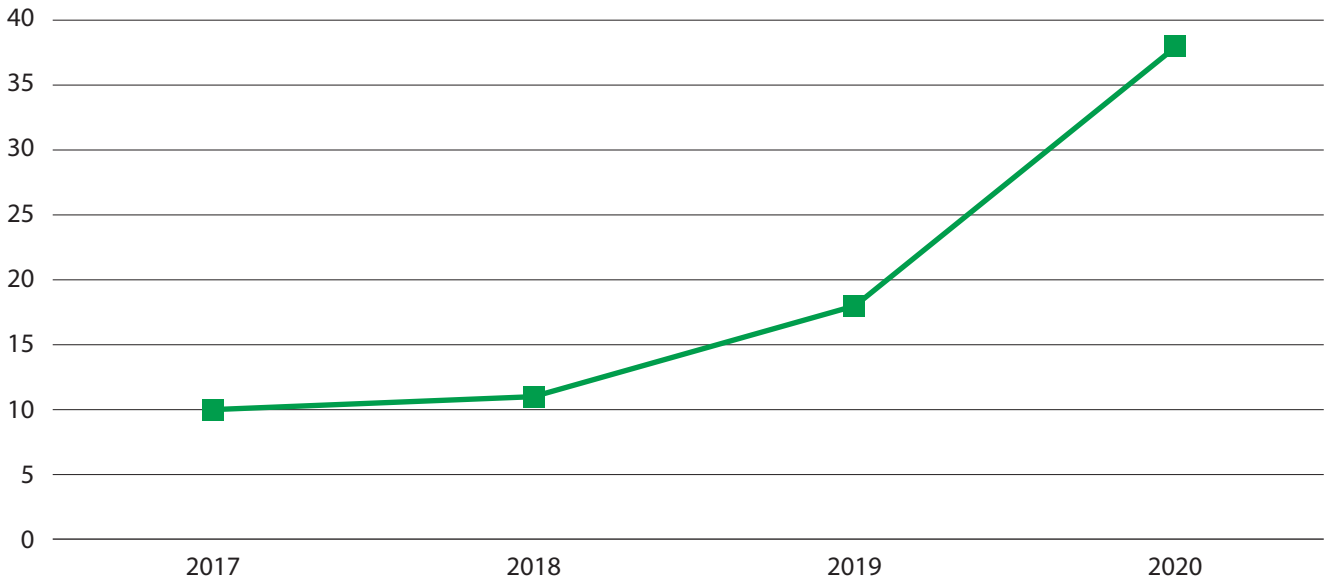
### **Pride Cup Australia**

Pride Cups throughout Australia has helped change the hearts and minds of participating sporting clubs and codes. They have brought LGBTQ inclusion to the front pages of local and national media and have helped change the lives of hundreds of LGBTQ Australians. The website, how-to-guides, video and CRM have allowed the initiative to publicly launch the Pride Cup concept to the wider community, to engage with new sporting clubs, as well as better support and coordinate the nine Pride Cups that are already taking place annually. This has seen over 2500 people compete in a Pride Cup and become involved in education sessions and awareness building around LGBTQ inclusion in sport.

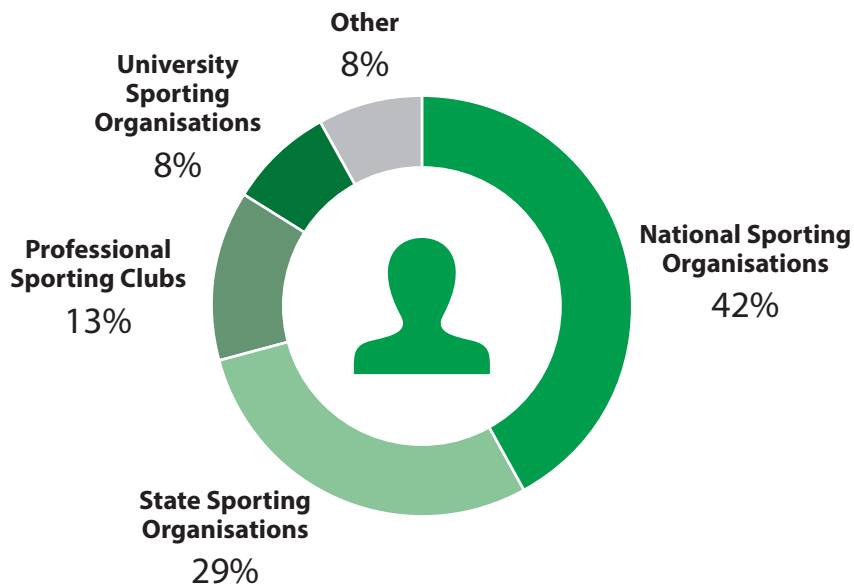
# PRIDE IN SPORT INDEX 2020 BENCHMARKING DATA

## PARTICIPATION OVERVIEW

2020 PSI benchmarking submissions increased by 71%  
This includes 22 first time submitters



## PARTICIPATION BY SPORTING SECTOR (N=38)



# UNDERSTANDING YOUR SCORE AND BENCHMARKING DATASETS

## FULL BENCHMARKING

Your individual PSI results allow you to gauge progress year-on-year while providing you with valuable information that can feed directly into your diversity and inclusion strategy.

Sporting sector, organisation size and organisation tier benchmarks provide a comprehensive gauge as to how your scores compare to other submitting organisation within the assessed calendar year.



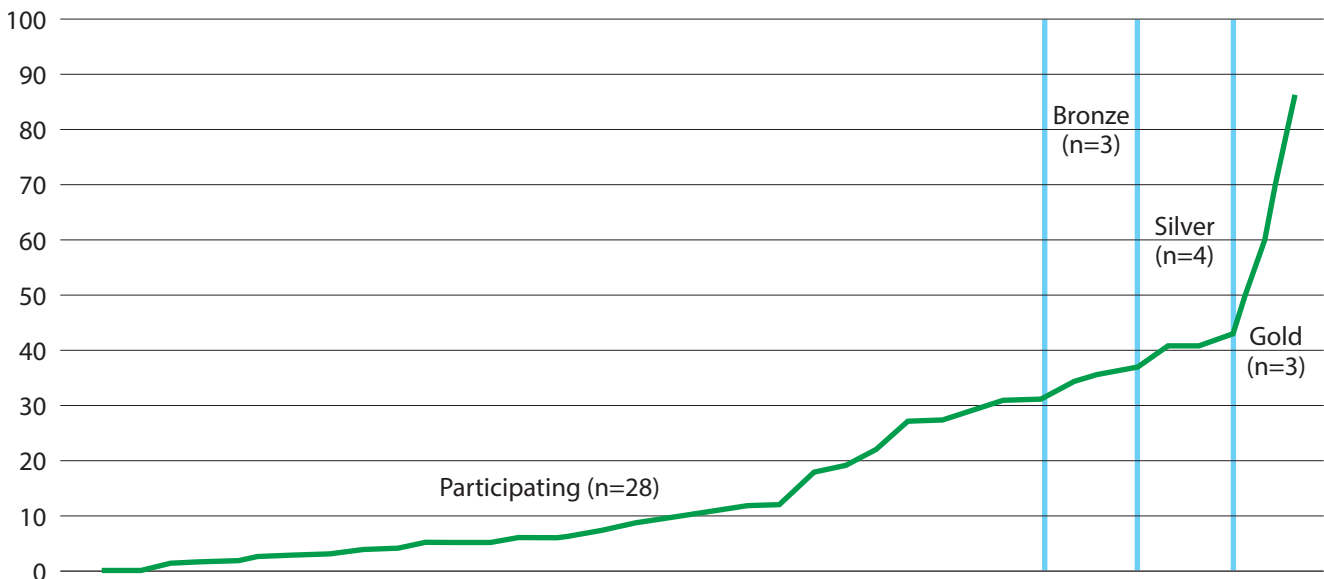


# DISTRIBUTION OF SCORES

## DISTRIBUTION OF SCORES

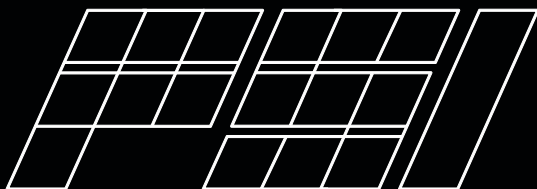
This year, the average scores across all PSI submissions decreased by 11% from 20.5 points (2019) to 18.4 points (2020). Entry points into each recognition tier are based on the distribution of current scores.

- Gold = Top 10% (43+ points)
- Silver = Next 10+% (36+ points)
- Bronze = Next 10+% (31+ points)
- Participating = all remaining submissions





# HOW DO YOU STACK UP?



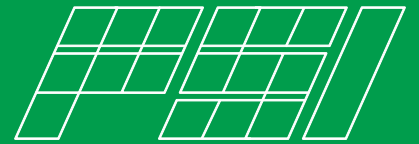
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[www.prideinsport.com.au/psi](http://www.prideinsport.com.au/psi)



2020



PRIDE IN SPORT INDEX

**PRIDE IN SPORTS  
INDEX 2020  
BENCHMARKING TABLES**





# BENCHMARK ALL ORGANISATIONS

## ALL SUBMISSION (n38)

	Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> Governance & Strategy	0	6	4	26	30
<b>SECTION 2</b> Visibility of Inclusion	0	5.4	2.5	20	23
<b>SECTION 3</b> Education	0	1.2	0	7	7
<b>SECTION 4</b> Engagement	0	2.4	1	12	14
<b>SECTION 5</b> Research	0	2.6	0	20	20
<b>SECTION 6</b> Additional Work	0	0.9	0	5	6
<b>TOTAL PSI SCORES</b>	0	18.4	10.5	86	100

	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> Governance & Strategy	0	2	4	6.8	26
<b>SECTION 2</b> Visibility of Inclusion	0	0	2.5	10	20
<b>SECTION 3</b> Education	0	0	0	2	7
<b>SECTION 4</b> Engagement	0	0	1	4	12
<b>SECTION 5</b> Research	0	0	0	5	20
<b>SECTION 6</b> Additional Work	0	0	0	1.8	5
<b>TOTAL PSI SCORES</b>	0	4.3	10.5	30.5	86

# BENCHMARK NATIONAL SPORTING ORGANISATIONS

## NSO (n16)

	Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> Governance & Strategy	0	5	4	13	30
<b>SECTION 2</b> Visibility of Inclusion	0	5.6	3	17	23
<b>SECTION 3</b> Education	0	0.9	0	4	7
<b>SECTION 4</b> Engagement	0	1.8	1	9	14
<b>SECTION 5</b> Research	0	3.1	2.5	10	20
<b>SECTION 6</b> Additional Work	0	1	0	4	6
<b>TOTAL PSI SCORES</b>	<b>0</b>	<b>17.2</b>	<b>10.5</b>	<b>41</b>	<b>100</b>

	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> Governance & Strategy	0	2	3.5	6.5	13
<b>SECTION 2</b> Visibility of Inclusion	0	0	3	10.5	17
<b>SECTION 3</b> Education	0	0	0	2	4
<b>SECTION 4</b> Engagement	0	0	1	2.3	9
<b>SECTION 5</b> Research	0	0	2.5	5	10
<b>SECTION 6</b> Additional Work	0	0	0	2	4
<b>TOTAL PSI SCORES</b>	<b>0</b>	<b>4.8</b>	<b>10.5</b>	<b>32.3</b>	<b>41</b>

# BENCHMARK STATE SPORTING ORGANISATIONS

## SSO (n11)

	Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> Governance & Strategy	0	4	3	16	30
<b>SECTION 2</b> Visibility of Inclusion	0	4	1	12	23
<b>SECTION 3</b> Education	0	1	0	6	7
<b>SECTION 4</b> Engagement	0	2	1	7	14
<b>SECTION 5</b> Research	0	1	0	5	20
<b>SECTION 6</b> Additional Work	0	1	0	3	6
<b>TOTAL PSI SCORES</b>	<b>2</b>	<b>12</b>	<b>5</b>	<b>43</b>	<b>100</b>

	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> Governance & Strategy	0	2	3	5.5	16
<b>SECTION 2</b> Visibility of Inclusion	0	0	1	6.5	12
<b>SECTION 3</b> Education	0	0	0	0	6
<b>SECTION 4</b> Engagement	0	0	1	2	7
<b>SECTION 5</b> Research	0	0	0	0	5
<b>SECTION 6</b> Additional Work	0	0	0	0.5	3
<b>TOTAL PSI SCORES</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>14.5</b>	<b>43</b>

# BENCHMARK PROFESSIONAL SPORTS CLUBS

## PROFESSIONAL CLUBS (n5)

	Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> Governance & Strategy	0	5	3	14	30
<b>SECTION 2</b> Visibility of Inclusion	0	5	1	12	23
<b>SECTION 3</b> Education	0	1	1	2	7
<b>SECTION 4</b> Engagement	0	4	4	8	14
<b>SECTION 5</b> Research	0	1	0	5	20
<b>SECTION 6</b> Additional Work	0	0	0	1	6
<b>TOTAL PSI SCORES</b>	0	16	12	34	100

	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> Governance & Strategy	0	3	3	5	14
<b>SECTION 2</b> Visibility of Inclusion	0	1	1	9	12
<b>SECTION 3</b> Education	0	0	1	2	2
<b>SECTION 4</b> Engagement	0	1	4	6	8
<b>SECTION 5</b> Research	0	0	0	0	5
<b>SECTION 6</b> Additional Work	0	0	0	0	1
<b>TOTAL PSI SCORES</b>	0	5	12	27	34

# BENCHMARK FUNDING CATEGORY 1

## FUNDING CAT 1 (n9)

	Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> Governance & Strategy	0	3	3	5	30
<b>SECTION 2</b> Visibility of Inclusion	0	3	2	11	23
<b>SECTION 3</b> Education	0	0	0	2	7
<b>SECTION 4</b> Engagement	0	1	0	5	14
<b>SECTION 5</b> Research	0	1	0	5	20
<b>SECTION 6</b> Additional Work	0	0	0	2	6
<b>TOTAL PSI SCORES</b>	1	7	3	19	100

	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> Governance & Strategy	0	1	3	4	5
<b>SECTION 2</b> Visibility of Inclusion	0	0	2	4	11
<b>SECTION 3</b> Education	0	0	0	0	2
<b>SECTION 4</b> Engagement	0	0	0	1	5
<b>SECTION 5</b> Research	0	0	0	0	5
<b>SECTION 6</b> Additional Work	0	0	0	0	2
<b>TOTAL PSI SCORES</b>	1	3	3	12	19



# BENCHMARK FUNDING CATEGORY 2

## FUNDING CAT 2 (n4)

	Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> Governance & Strategy	0	4	5	7	30
<b>SECTION 2</b> Visibility of Inclusion	0	6	5	12	23
<b>SECTION 3</b> Education	0	1	0	2	7
<b>SECTION 4</b> Engagement	0	3	2	7	14
<b>SECTION 5</b> Research	0	1	0	5	20
<b>SECTION 6</b> Additional Work	0	0	0	0	6
<b>TOTAL PSI SCORES</b>	<b>0</b>	<b>14</b>	<b>14</b>	<b>29</b>	<b>100</b>

	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> Governance & Strategy	0	3	4.5	5.5	7
<b>SECTION 2</b> Visibility of Inclusion	0	0	5	10.5	12
<b>SECTION 3</b> Education	0	0	0	0.5	2
<b>SECTION 4</b> Engagement	0	0.8	2	4	7
<b>SECTION 5</b> Research	0	0	0	1.3	5
<b>SECTION 6</b> Additional Work	0	0	0	0	0
<b>TOTAL PSI SCORES</b>	<b>0</b>	<b>3.8</b>	<b>13.5</b>	<b>23.8</b>	<b>29</b>

# BENCHMARK FUNDING CATEGORY 3

## FUNDING CAT 3 (n12)

	Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> Governance & Strategy	0	8	3	26	30
<b>SECTION 2</b> Visibility of Inclusion	0	5	2	20	23
<b>SECTION 3</b> Education	0	2	0	7	7
<b>SECTION 4</b> Engagement	0	2	1	12	14
<b>SECTION 5</b> Research	0	4	5	20	20
<b>SECTION 6</b> Additional Work	0	1	1	5	6
<b>TOTAL PSI SCORES</b>	<b>2</b>	<b>21</b>	<b>9</b>	<b>86</b>	<b>100</b>

	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> Governance & Strategy	0	2	3	11.5	26
<b>SECTION 2</b> Visibility of Inclusion	0	0.8	1.5	6.8	20
<b>SECTION 3</b> Education	0	0	0	3.3	7
<b>SECTION 4</b> Engagement	0	0	0.5	1	12
<b>SECTION 5</b> Research	0	0	5	5	20
<b>SECTION 6</b> Additional Work	0	0	0.5	3	5
<b>TOTAL PSI SCORES</b>	<b>2</b>	<b>5</b>	<b>9</b>	<b>28</b>	<b>86</b>

# BENCHMARK FUNDING CATEGORY 4

## FUNDING CAT 4 (n13)

	Lowest	Average	Median	Highest	Available
<b>SECTION 1</b> Governance & Strategy	0	7	6	16	30
<b>SECTION 2</b> Visibility of Inclusion	0	8	9	17	23
<b>SECTION 3</b> Education	0	2	2	6	7
<b>SECTION 4</b> Engagement	0	4	4	9	14
<b>SECTION 5</b> Research	0	3	0	10	20
<b>SECTION 6</b> Additional Work	0	1	1	4	6
<b>TOTAL PSI SCORES</b>	<b>0</b>	<b>25</b>	<b>31</b>	<b>43</b>	<b>100</b>

	Lowest	25th percentile	50th percentile	75th percentile	Highest
<b>SECTION 1</b> Governance & Strategy	0	4	6	8	16
<b>SECTION 2</b> Visibility of Inclusion	0	1	9	15	17
<b>SECTION 3</b> Education	0	0	2	2	6
<b>SECTION 4</b> Engagement	0	1	4	6	9
<b>SECTION 5</b> Research	0	0	0	5	10
<b>SECTION 6</b> Additional Work	0	0	1	2	4
<b>TOTAL PSI SCORES</b>	<b>0</b>	<b>9</b>	<b>31</b>	<b>37</b>	<b>43</b>

# HIV & SPORT: MYTHS VS TRUTHS

pridein  
sport

HIV is very different today compared to previous decades. Highly effective treatments mean that people now living with HIV can live healthy and active lifestyles including playing sport. HIV is now a manageable health condition.

By understanding what living with HIV looks like today, we can reduce any anxieties we may have around HIV in sport and better support our team mates who may be living with HIV.

With current HIV treatments, many people living with HIV are unable to transmit HIV and will never develop AIDS.

## MYTHS AROUND HIV IN SPORT

HIV and AIDS are not the same

### HIV

HIV (Human Immunodeficiency Virus) is a virus that weakens the immune system, which is the body's defence against disease and infections.

### AIDS

If HIV is left untreated, it can lead to AIDS (Acquired Immune Deficiency Syndrome), where a person's immune system is weakened to a critical point, making them prone to infections and cancers.

You CANNOT get HIV from



Sharing water bottles



Sharing uniforms, clothing or towels



Sharing showers or soap



Body contact (including handshakes and tackles)



Kissing, spit or saliva



Sweat or perspiration

**“ I AM LIVING WITH HIV; NOW YOU HAVE THAT INFORMATION THAT MAKES ME EXTREMELY VULNERABLE, BUT DOES NOT MAKE ME WEAK. I CHOOSE TO FIGHT TO EDUCATE AND BREAK THE STIGMA AROUND THIS SUBJECT. ”**

Gareth Thomas, Professional Rugby Player, 2019

## HERE ARE THE TRUTHS AROUND HIV

### Treatment

Highly effective treatment options for people living with HIV have come a long way.

- People living with HIV on treatment can suppress the level of HIV in their bodies to such a low level, we call it ‘undetectable’.
- Most people living with HIV are on effective treatment and are sustaining an undetectable viral load.
- People living with HIV with an undetectable viral load cannot transmit HIV to a HIV negative person.
- People living with HIV on treatment experience better health outcomes and can safely enjoy participating in sport.

### How is HIV transmitted?

Unlike the common cold, HIV is difficult to transmit from one person to another. In Australia, the most common way HIV is transmitted is through unprotected sex.

The chances of transmitting HIV on the sporting field is extremely unlikely. In fact, there has never been a recorded case of HIV transmission through sport in Australia.

### HIV Stigma

For people living with HIV, stigma can make them feel shame, embarrassment and isolation. HIV stigma comes about through a combined lack of understanding around HIV, as well as fear and judgement towards people living with HIV. By educating ourselves about HIV, we can reduce any fears and anxieties we may have around HIV, and better support those who are living with HIV.

Here are some things you can do to help eliminate HIV stigma:

- Equipping yourself with HIV knowledge
- Educating yourself on the myths around how HIV is transmitted and debunking them
- Understanding the changing landscape of HIV and experiences of people living with HIV
- Thinking about the words you choose when talking about HIV

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For more information on equality and inclusion in sport, visit Pride In Sport [www.prideinsport.com.au](http://www.prideinsport.com.au)

For more information about HIV, call ACON on (02) 9206 2000 or visit [www.acon.org.au](http://www.acon.org.au)



# pridein sport

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For more information about ACON's Pride Inclusion Programs and LGBTQ Inclusion within Australian workplaces, health service provision or sport, visit: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)

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## ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their cultures, languages, experiences and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the lands and waters. We honour and pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people.

