

AUSTRALIAN
PRIDE
IN
SPORT
AWARDS



revolutioniseSPORT

OUR 2023 PLATINUM SPONSOR

ACKNOWLEDGEMENT OF COUNTRY

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

We acknowledge the Traditional Owners and Custodians of Country across Australia and their continuing connection to lands, waters, skies and communities.

We pay respect to Elders past and present, and extend this to all Aboriginal and Torres Strait Islander people attending this evening.





WELCOME TO THE AUSTRALIAN PRIDE IN SPORT AWARDS



BEAU NEWELL

NATIONAL PROGRAM MANAGER
PRIDE IN SPORT
(he/they)

It is my utmost pleasure to welcome you all to the 2023 Australian Pride in Sport Awards!

As the National Program Manager of Pride in Sport, I can attest to the incredible strides that our sporting community has taken to foster a culture of inclusivity and diversity. Our journey to make Australian sport more welcoming to LGBTQ athletes, coaches, and fans has been a long one, but the progress we are making is truly inspiring.

Tonight, we celebrate the champions of our movement – the athletes, clubs, and individuals who have gone above and beyond to create a safe and inclusive space for all in sport. We are proud to honour their dedication and passion, which is helping to build a brighter future for our LGBTQ community.

Our finalists this year are a testament to the advances Australian sport has made in LGBTQ inclusion, and I am thrilled to see the amazing calibre of nominees across all categories. From grassroots clubs to national governing bodies, the level of commitment and advocacy is truly remarkable.

As we gather to celebrate the achievements of our finalists, we also look forward to the work that still needs to be done. The Australian Pride in Sport Awards is a call to action to continue the journey towards a truly inclusive sporting landscape. So, let's celebrate, let's be proud, and let's continue to work towards a future where everyone is welcome, and everyone has the opportunity to shine.

I would like to give a shout out to all our sponsors and to the extraordinary work of the Pride in Sport team, our Events team and our Design & Brand Specialist without whose support and hard work, this event would not be possible.

Thank you for being a part of our celebrations – I hope you have a fantastic night.

revolutioniseSPORT

We are delighted to be the Platinum Sponsor for Pride in Sport in 2023!

revolutioniseSPORT is the market leader in online sports management in the Asia Pacific region. We are an award-winning complete digital solution for over 264 governing bodies across Australia, New Zealand and Singapore as well as supporting over 17,000 clubs.

Based in Sydney, Australia, we are committed to fostering inclusivity in sport, and are actively helping sports build fun and productive online communities.

We enshrine best practice into our technology to assist sports in ensuring they meet the standards for establishing communities at the scale and speed that they require to operate in a modern sporting environment.

Whether that is helping clubs to build registration forms that cater for people of diverse genders and sexualities, or allowing for the inclusion of competition rules that don't become exclusionary - revolutioniseSPORT is setting the standard for the industry to embrace. Together, we can ensure technology is never an agent of exclusion.

We hope you enjoy the awards night tonight, and look forward to an exciting and enjoyable 2023.



Alex Mednis

Chief Executive Officer
revolutioniseSPORT



Bespoke
website builds



Advanced
analytics



Digital strategy
development



WELCOME FROM OUR 2023 PLATINUM SPONSOR

RevolutioniseSPORT

It is our privilege and honour to be both the Platinum Sponsor for the 2023 Australian Pride in Sport Awards, and the sponsor for the 2023 Pride in Sport Index publication.

The world is changing. Yet, in many respects remains unchanged since our last introduction letter within the Index publication.

Technology is, and continues to be an enabler of communities. Yet, at the same time, many communities rely on technology which introduces barriers to participation at the most basic level—through not allowing expression of gender identity when registering.

Sport makes strides in encouraging participation from individuals in diverse communities all the way to international competition. Yet, at the same time, many sports remain stuck in a debate around defining eligibility rules around gender, gender identity, sexual identity, ethnicity, religion, age, and socioeconomic status, amongst others.

In 2021, we wrote that there were still barriers to free participation. Many have been solved, or are being solved. Yet, many still remain.

In 2023, we must work harder than ever to be agents of change, agents of encouragement and to use whatever our skills and disciplines are to effect industry (and society-wide) change. Australian sport should be an exemplar for the world.

We are grateful to Pride in Sport for bringing inclusion to the forefront of the sporting community, and for facilitating clubs, state, and national organisations in becoming authentically more inclusive—ultimately supporting and empowering members of the LGBTQIA+ community.

At revolutioniseSPORT, we believe in 'diversity by design'. We are now, and forever will be—an ally to the community in whatever way we can. We will use whatever skills we have to effect change, and never stop. To 2023 and beyond.

AUSTRALIAN
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IN
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AWARDS

“ I AM PROUD OF OUR
LGBTQ SPORTING
COMMUNITY, AND PROUD
OF THE ROLE THAT WE
PLAY IN THE BROADER
COMMUNITY “

IAN ROBERTS he/him
Co Patron, Pride in Sport
Former Australian professional NRL player



AUSTRALIAN
PRIDE
IN
SPORT
AWARDS

“ MORE THAN EVER BEFORE,
THERE IS AN EXPECTATION
THAT SPORTS WILL UPHOLD
THEIR COMMITMENT TO BEING
A PLACE WHERE EVERYONE IS
WELCOME EQUALLY! “

ALEX BLACKWELL she/her
Co Patron, Pride in Sport
Former Australian professional cricketer





A MESSAGE FROM THE PRIDE IN SPORT ADVISORY GROUP



ANDREW PURCHAS OAM

CHAIR, PRIDE IN SPORT ADVISORY GROUP
(he/him)

The Pride in Sport Advisory Group is delighted to see the progress made by clubs, organisations, and individuals who have taken a stand to promote diversity and inclusivity in sport. The work we do together has helped create a more welcoming and supportive

environment for all members of our community.

As Chair of the Pride in Sport Advisory Group, I wish to emphasise the critical role that the group plays in ensuring that Pride in Sport continues to provide the best possible guidance and support to our members.

The Advisory Group provides strategic advice to the management and ongoing direction of the Pride in Sport national program, and works diligently to ensure that the Pride in Sport Index (PSI) remains a benchmarking instrument envied by the rest of the sporting world. We are committed to driving change and ensuring that the sporting industry is a safe and inclusive space for everyone, regardless of their sexual orientation or gender identity.

We look forward to continuing to work with the Pride in Sport team to make Australian sport more welcoming and inclusive.

Thank you for joining us in this celebration of diversity, and we wish you a wonderful evening.

2023 CHAMPIONS OF PRIDE IN SPORT

2022/23 PRIDE IN SPORT MEMBERS

A-Leagues Football	GWS Giants	RMIT University Sport
ANU Sport	Hockey ACT	Rugby Australia
Athletics Australia	Hockey Australia	Rugby Victoria
Australian Dragon Boat Federation	Hockey NSW	Skate Australia
Australian Football League (AFL)	Judo NSW	Softball Australia
Australian Institute of Sport	Lets Go Surfing	Squash Australia
Australian Sailing	Life Saving Victoria	St Kilda Football Club
Badminton Australia	Little Athletics Australia	Surf Life Saving Australia
Basketball ACT	Macquarie Uni Sport	Surfing Australia
Basketball Australia	Melbourne University Sport	Swimming Australia
Basketball NSW	National Basketball League	Swinburne Student Life
Bowls Australia	National Rugby League	Tennis ACT
Bowls Victoria	Netball ACT	Tennis Australia
Capital Football	Netball Australia	Tennis NSW
Cricket ACT	Netball NT	Tennis NT
Cricket Australia	Netball QLD	Touch Football ACT
Cricket Victoria	Netball Victoria	Touch Football Australia
Deakin Uni Sport	North Queensland Toyota Cowboys	UniSport Australia
Diving Australia	NSW Rugby League	Urban Rec Australia
Diving NSW	Paddle Australia	UNSW Sydney
Football Australia	Paralympics Australia	UWA Sport
Football Victoria	QLD Rugby League	Volleyball NSW
Frankston Football Club	QUT Sport	Water Polo Australia
Griffith University Sport	Racing Queensland	Water Polo NSW
Gymnastics Australia		Wheelchair Sports NSW/ACT
Gymnastics NSW		

Become a member today!

Visit www.prideinsport.com.au/join

2023 THE AUSTRALIAN PRIDE IN SPORT COLLECTIVE

The Australian Pride in Sport Collective is making waves in the world of sport by creating a more inclusive environment for the LGBTQ community. The project, spearheaded by Touch Football Australia and comprising of twelve National Sporting Organisations in partnership with Pride in Sport, has developed a multi-layered approach to addressing the key research recommendations for sporting bodies in Australia.

The project's commitment required each NSO to participate in the Pride in Sport Index, have input into the development of resources, and delivery of LGBTQ specific 'Come and Try' events for each sport. As a result, it has had a huge impact on each sport with the delivery of multifaceted education sessions for staff and members across participating NSOs, and policy support in the space of sport-specific trans and gender diverse guidelines. The project also saw the production of resource guides for participants, administrators, referees/umpires, LGBTQ allies, and peers to improve inclusion in their respective sports. Filming for an online video campaign by The Collective is set to roll out in 2023.

The Pride in Sport Collective must be congratulated on their efforts in creating a more inclusive and welcoming environment for the LGBTQ community.

MEMBERS OF THE PRIDE IN SPORT COLLECTIVE

- Australian Dragon Boating Federation
- Australian Eight Ball Federation
- Australian Fencing Federation
- Badminton Australia
- Cricket Australia
- Diving Australia
- Gymnastics Australia
- Hockey Australia
- Paddle Australia
- Squash Australia
- Water Polo Australia
- Touch Football Australia



PROGRAM FOR THE PRIDE IN SPORT AWARDS

WELCOME TO COUNTRY

Presented by Wurundjeri Elder, Aunty Diane Kerr

INTRODUCING OUR MC

Bobby Macumber

WELCOME FROM ACON

Presented by Dr Justin Koonin, President, ACON

★ LGBTQ ALLY OF THE YEAR AWARD

Presented by the British Consulate General Melbourne

★ EXECUTIVE LEADER OF THE YEAR AWARD

Presented by VicHealth

PRIDE IN SPORT COLLECTIVE HIGHLIGHT

Presented by Ben Cork, Project Officer, Pride in Sport

★ LGBTQ INCLUSIVE COACH OF THE YEAR

Presented by Play by the Rules

★ LGBTQ OUT ROLE MODEL OF THE YEAR

Presented by KPMG

IN MEMORIAM

Remembering Simon Dunn

FIRESIDE CHAT

'Become a Coach for all Australians' with special guests

★ LGBTQ POSITIVE MEDIA AWARD

Presented by Lifeline



PROGRAM FOR THE PRIDE IN SPORT AWARDS

PLATINUM SPONSOR ADDRESS

Presented by Alex Mednis, CEO, revolutioniseSPORT

★ LGBTQ INCLUSION INITIATIVE AWARD

Presented by revolutioniseSPORT

BREAK

ENTERTAINMENT

A very special performance by Jael Wena

PRIDE IN SPORT INDEX AWARDS

Introduced by Beau Newell, National Program Manager, Pride in Sport

★ COMMUNITY SPORTING ORGANISATION OF THE YEAR

Presented by Tom Winter, Relationship Manager, Pride in Sport and
Ian Roberts, Co Patron, Pride in Sport

★ BRONZE AND SILVER ORGANISATIONS

★ GOLD SPORTING ORGANISATIONS

★ ACHIEVEMENT AWARD FOR MOST IMPROVED

★ SPORTING ORGANISATION OF THE YEAR

Presented by Beau Newell and Dawn Emsen-Hough, Director,
ACON's Pride Inclusion Programs

THANKS AND CLOSING REMARKS

With Bobby Macumber, MC

NETWORKING AND CELEBRATION

Concluding at 10pm





VALE SIMON DUNN PRIDE IN SPORT AMBASSADOR

SIMON DUNN

ACON and Pride in Sport pay tribute to Australian sport pioneer and LGBTQ community advocate, Simon Dunn.

Simon was the first openly gay man to represent any country at the Olympics in the sport of bobsled, and a beloved player for the Sydney Convicts rugby club. He was an ambassador for ACON's Pride in Sport program where he advocated for the greater inclusion of people with diverse genders and sexualities in all levels of Australian sport.

In his capacity as Pride in Sport Ambassador, Simon spoke at the 2022 Australian Pride in Sport Awards where he was interviewed by tennis great Casey Dellacqua. He shared his lived experience of being an out gay male athlete in international sport and spoke of the comradery he received in community sport, and the critical importance that all sporting organisations play in providing safe and inclusive environments for LGBTQ people.

Simon's story touched the hearts of everyone in the room and provided encouragement that while many sports are starting to see the impact an inclusive environment can have on athletes, there is still an enormous opportunity for improvement.

He will be deeply missed but his impact on sport and legacy is one that will not soon be forgotten.

Vale.

We encourage anyone who is need of support at this time to reach out to a friend or family member, or contact ACON on (02) 9206 2000, QLife on 1800 184 527, Lifeline on 13 11 14 or Beyond Blue on 1300 22 4636.

2023 **P** INTRODUCING THIS EVENING'S MC



BOBBY MACUMBER
BROADCASTER, COMEDIAN, MC
(she/her)

Our host for tonight is the charismatic and hilarious Bobby Macumber, an accomplished stand up comedian, cricket commentator, radio broadcaster and MC who has built up an incredible career. A former state cricketer and footballer, Bobby spends most of her time around sporting fields with a microphone these days, entertaining crowds as an on-field host with her wit, warmth and passion for Australian sport.

She is the former Football Operations Manager for the Victorian Women's Football League where she accomplished a lot during her time. Bobby has been the on-field host for Melbourne Renegades, Cricket Australia and now the Port Adelaide FC. Bobby's burning passion for cricket led to her spending time internationally further developing the sport in multiple countries including Fiji and for a period of 2 years in Samoa.

Bobby has toured five solo shows across the country entertaining audiences and performing at many prestigious events and festivals including the Melbourne International Comedy Festival, Adelaide Fringe, Perth Fringe and Brisbane Comedy Club. In 2022, Bobby married her long-time partner Abbie and they recently relocated to South Australia where they now reside. We are so grateful to have Bobby as part of the 2023 Australian Pride in Sport Awards!

2023 **P** BECOMING A COACH FOR ALL AUSTRALIANS

FIRESIDE CHAT

The Australian Pride in Sport awards is excited to present a Fireside Chat that will tackle the important role of coaches in creating safe and inclusive environments for LGBTQ people in sports. The discussion will feature prominent coaches and influencers in sports who will address the issue head-on.

'*Out on the Fields*' research (outonthefields.com) shows that 73% of young LGBTQ athletes don't feel safe playing team sports due to homophobic, biphobic, and transphobic slurs and bullying.

To combat this issue, Pride in Sport has partnered with Allianz Australia to launch 'Coach for All', a first-of-its-kind training program aimed at coaches of all levels to educate and teach them how to create a supportive environment for all players and athletes. The program is supported by industry partners and governing bodies including the Australian Olympic Committee, Paralympics Australia, and Aus Sport, and gives coaches the opportunity to create change and have a genuine impact on sporting culture for years to come.

The 'Coach for All' program is a four-part series featuring two coaching legends: former Australian professional rugby league footballer and Sydney Roosters Head Coach, Trent Robinson, and Australian Paralympic wheelchair racer and leading coach, Louise Sauvage. The program provides practical tools and resources for coaches to challenge homophobia, biphobia and transphobia in sports while also building more inclusive teams that celebrate diversity.

Find out more at allianz.com.au/coachforall



revolutioniseSPORT

MANAGE SPORT

LIKE NEVER BEFORE

We get how tough it can be to run a sports club. We've put in the hard yards to help your club manage all things administrative, so you can focus on the important stuff.



Take online registrations & maintain your membership.



Get your club online with a stylish website - free with every account.



Communicate with members in bulk via email & SMS.



Organise club events & sell merchandise online.



Manage club finances & accept online payments.



Ensure good governance - track tasks, meetings, incidents & injuries.



Manage competition scheduling, attendance, results & rankings.



Access dynamic insights & advanced reporting capabilities.



Generate dynamic rosters and track your staff & volunteers.



Secure platform with multiple administrator access.

BENEFITS FOR CLUBS

- ✓ Quick set up - no manual required!
- ✓ Simple, intuitive & easy to use.
- ✓ Fully mobile & tablet friendly.
- ✓ Save hours of time & eliminate paperwork.
- ✓ Comprehensive phone & online support.
- ✓ Australian owned and run.

revolutioniseSPORT

revolutioniseSPORT

“Simplifying the complexities of sports management with our user-friendly platform empowers organisations to spend more time on the game they love!” – Alex Mednis, revolutioniseSPORT CEO

revolutioniseSPORT is the industry leader in sports management technology in Australia, servicing over 264 state and national sporting organisations—more than all other sports membership vendors within Australia combined—as well as 17,000 sporting clubs across Australia, New Zealand, Singapore, Cook Islands and the Asia Pacific.

Our seamless and stress-free platform is powered by a membership core, enabling organisations to handle online registrations, team entries, finance, invoicing, and manage attendance for events, competitions, and training, plus additional dynamic administrative capabilities.

revolutioniseSPORT’s award-winning platform helps organisations build, brand and maintain a ‘gold standard’ of digital presence. We pride ourselves on our ability to cater for sports of all sizes, types and levels with our expert engineers and dedicated support team.

Some of our notable clients include Australian Sailing, Hockey Australia, Athletics Australia, as well as Snow Australia, Australian Taekwondo and Wheelchair Sports NSW/ACT.

revolutioniseSPORT is a proud platinum partner of Pride in Sport committed to helping sports build safe & inclusive online communities.

For more information and to request a free trial, visit revolutionise.com.au



The Coalition of Major Professional and Participation Sports (COMPPS) and its member sports are proud to be principal partners of Pride in Sport.

Participation in Sport is about belonging and COMPPS and its members are committed to sport playing a leading role in creating safe, inclusive and diverse environments where all Australians can belong and enjoy the benefits and joy that sport brings to lives.



The Coalition of
**MAJOR
PROFESSIONAL
& PARTICIPATION
SPORTS**



2023 PRIDE IN SPORT 2023 PRINCIPAL PARTNER



COMPPS

The Coalition of Major Professional and Participation Sports (COMPPS) is made up of the following members:

- Australian Football League;
- Cricket Australia;
- Football Federation Australia;
- National Rugby League;
- Netball Australia;
- Rugby Australia; and
- Tennis Australia.

All COMPPS members are not-for-profit bodies and are responsible for the long-term development and sustainability of their sports. Between them, they have over 9 million participants through 16,000 clubs.

Sport can play a unique and leading role in promoting inclusiveness, diversity and community cohesion. COMPPS members are committed to ensuring that their sports offer inclusive, diverse and safe environments where every person is treated with respect and dignity.

Recognising the power of sport to unify Australians, COMPPS is proud to sponsor Pride in Sport and continue the commitment of its member sports to ensure the benefits of participation in sport extend to all Australians.



 **SBS**
a world of difference

2023  **PRIDE IN SPORT 2023**
MEDIA PARTNER



SBS

SBS is Australia's multi-cultural and multi-lingual broadcaster, committed to telling stories that help Australians understand who we are, where we have come from and what we could become.

SBS gives expression to a wide range of perspectives and voices across all our platforms as part of our desire to reflect the true diversity of Australia, to all Australians. At SBS, we are dedicated to promoting inclusion and social cohesion.

Diversity has always been at the heart of SBS and we're proud of the job we do and incredibly proud of our diverse workforce and inclusive culture. That's why we're committed to continuing to champion diversity in all its forms: because when we think a little differently, take a different perspective and celebrate the things that make us unique, it makes a world of difference.

Diversity



we thrive on it

Championing different perspectives, cultures and ideas to create more opportunity.

🔍 [hsbc.com.au/opportunity](https://www.hsbc.com.au/opportunity)



HSBC

Opening up a world of opportunity

2023 PRIDE IN SPORT 2023 SILVER SPONSOR



HSBC

For over 150 years, HSBC has been helping connect over 40 million customers to a world of opportunities.

Our purpose – Opening up a world of opportunity – is why we exist.

We're here to use our expertise, capabilities, breadth and perspectives to open up new kinds of opportunities for our customers. We're bringing together people, ideas and capital that nurture progress and growth, helping to create a better world – for our customers, our people, our investors, our communities and the planet we all share.

Through a network of 45 branches and offices across Australia, HSBC offers a comprehensive range of financial services including, wholesale, trade finance, treasury and financial markets, global payment solutions, asset management and securities custody.

HSBC Australia champions diversity and inclusion and respects all people, regardless of gender, age, faith, ethnicity, sexuality, responsibilities or physical ability.

AUS

KATH EBBS

THEY / THEM



FOR & VER & TODAY

Introducing the Australia National Football Team Kits





PRIDE IN SPORT 2023 BRONZE SPONSOR



NIKE

Nike's mission is what drives us to do everything possible to expand human potential. We do that by creating groundbreaking sport innovations, by making our products more sustainably, by building a creative and diverse global team and by making a positive impact in communities where we live and work.

We believe in a fair, sustainable future where everyone thrives on a healthy planet and level playing field. Our Purpose is to move the world forward through the power of sport – breaking barriers and building community to change the game for all.

2023 PRIDE IN SPORT 2023 NOMINATED AWARDS SPONSORS



UK Government

THE BRITISH CONSULATE GENERAL MELBOURNE

The British Consulate General is proud to support the Australian Pride in Sport Awards in 2023 for the fourth year running. The UK Government believes that human rights are universal and should apply equally to all people. We are opposed to all forms of discrimination and we work to uphold the rights and freedoms of LGBT+ across the world. Every person should have a fair opportunity in life no matter who or where they are. We fly the rainbow flag with pride on appropriate occasions around the world and were the only government to march at Sydney Mardi Gras and World Pride this year.




GREAT
BRITAIN & NORTHERN IRELAND

2023 **P** PRIDE IN SPORT 2023 NOMINATED AWARDS SPONSORS



VICHEALTH

At VicHealth, we are passionate about creating neighbourhoods and spaces where every young person feels safe, welcome, and confident to be active in ways that suit them. And we do this in partnership with leaders and organisations that encourage and empower the LGBTIQ+ community.



HOW CAN WE
MAKE OUR SPORTS
MORE
INCLUSIVE?



**HAVE
YOUR
SAY**



2023 **P** PRIDE IN SPORT 2023 NOMINATED AWARDS SPONSORS



PLAY BY THE RULES

Play by the Rules provides information, resources, tools and free online training to increase the capacity and capability of administrators, coaches, officials, players, parents and spectators to assist them in preventing and dealing with discrimination, harassment, child safety, inclusion and integrity issues in sport.



www.playbytherules.net.au

2023 **P**

PRIDE IN SPORT 2023 NOMINATED AWARDS SPONSORS



KPMG

Inclusion, Diversity, Equity & Wellbeing are core to who we are at KPMG. The diverse and unique perspectives that our people bring are our biggest strength. We believe our success lies in creating a culture where everyone feels safe and supported to bring their whole self to work including our employees within the LGBTQ+ community. KPMG is proud to be a gold tier Employer in the Australian Workplace Equality Index and to once again be supporting Pride in Sport. We agree that providing future generations with visible and role models is key to creating workplaces and a world that celebrates all of us.



Proud to champion all people

At KPMG Australia, our people-first culture, whatever the background, experience and perspective, has always been celebrated. It's why we proudly encourage all our staff to come as they are, including those within the LGBTQ+ community.

We believe our safe, empowering and supportive workplace has enabled our people to thrive and succeed in more ways than one. And, supporting events such as the Pride in Sport Awards has never been more important to developing an inclusive team in the stadiums and within our workplace.

2023 PRIDE IN SPORT 2023 NOMINATED AWARDS SPONSORS



LIFELINE

Lifeline is national charity providing all Australians experiencing emotional distress with access to 24 hour, confidential, judgement free crisis support and suicide prevention services. Lifeline is committed to empowering Australians to be suicide-safe through connection, compassion, and hope, and exists to ensure no one has to face their darkest moments alone. Lifeline is available 24/7 by calling **13 11 14**, text **0477 131 114**, or www.visitlifeline.org.au/get-help/ to chat.

“Making sports more welcoming, inclusive and safe for all Australians is a positive step towards saving lives.”

Colin Seery, Lifeline Australia CEO



We're here for you.



For a confidential chat with a crisis supporter, call us on **13 11 14** 24/7

2023 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2023



This award recognises the outstanding contribution of an individual within Australian sport who does not personally identify as LGBTQ but who has made a significant contribution to the inclusion of people with diverse sexualities and genders with their sport or club.

LUKE HECKENDORF

TOUCH FOOTBALL

Outstanding allyship and commitment to building safe and inclusive spaces for individuals of diverse sexualities and genders, with particular advocacy for the needs of non-binary individuals in mixed teams in touch football.

KRISTEN STONE HUTCHISON

LACROSSE VICTORIA

Exceptional commitment to promoting LGBTQ inclusion in sports, ensuring Lacrosse is a safe and welcoming environment for all people.

KERRY TAVROU

TENNIS AUSTRALIA

Strong dedication and passion in educating fellow colleagues on the critical importance of LGBTQ inclusion and empowering the LGBTQ community to contribute to the Glam Slam and Australian Open Pride Day.

MARIUS ZANIN

ADELAIDE UNITED

Embracing a whole-hearted campaign for LGBTQ inclusion, showcasing their commitment to those who need it most in sport, helping athletes at all levels to live their safest and most authentic lives.

2023 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2023



This award recognises the outstanding contribution of a leader within Australian sport who has led by example in the LGBTQ inclusion space and made a significant contribution to the inclusion of people with diverse sexualities and genders with their sport or club. This nomination is open to anyone who has a leadership role within sport, regardless of gender identity and sexual orientation.

ANGELA COLLESS

A-LEAGUES

Unwavering commitment to creating a safe and inclusive environment for all in football, with her strategic and consultative approach leading to the successful inaugural Pride Celebration, showcasing her passion for equality.

TANYA GAMBLE

NETBALL VICTORIA

Exceptional work at community and junior netball, amplified by her dedication to promoting LGBTQ diversity and inclusion in netball across Victoria.

MICK GARNETT

WHEELCHAIR SPORTS NSW/ACT

Staunch leadership, commitment, and passion to the LGBTQ+ community with the creation of the Rolling Rainbow Program, providing safe & inclusive spaces for all.

JAMIE O'CONNOR

TOUCH FOOTBALL AUSTRALIA

Leadership and commitment to diversity and inclusion, championing LGBTQ allyship, and leading the implementation of governance to protect and include LGBTQ members of touch football in Australia.

2023 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2023



LGBTQ INCLUSION INITIATIVE AWARD
PROUDLY SPONSORED BY
ACON HEALTH

This award recognises innovative products, services, governance, or initiatives that promote the inclusion of LGBTQ people within sporting organisations at any level, or across the sport more broadly.

AO PRIDE

TENNIS AUSTRALIA

Driving diversity and inclusion offerings for the LGBTQ community with the inaugural AO Pride Day while inspiring Wimbledon and the US Open, setting a unique benchmark for others to follow.

Q LEAGUE

QSA X CHAMPION

Delivering innovative and multi-faceted benefits beyond binary tournaments and rainbow flags, offering free uniforms, training, equipment, and coaching, removing barriers for the trans and gender diverse community all year.

PRIDE SURF RESCUE BOARD

SURF LIFE SAVING AUSTRALIA

Launching a ground-breaking initiative that saw an unprecedented level of collaboration, further demonstrating the commitment to inclusivity with the highly visible Pride Surf Rescue Board across Australian beaches.

PRIDE ROUND

UQ REBELS TOUCH FOOTBALL

Leading the way in championing LGBTQ inclusion in touch football through investing in educating their community, creating lasting impact, and recognising the power of sport to save lives.

2023 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2023



LGBTQ INCLUSIVE COACH AWARD
PROUDLY SPONSORED BY
PLAY BY THE RULES

This award recognises the significant impact of coaches (including assistant coaches) within sport who support LGBTQ inclusion beyond the expectations of their role. This nomination is open to anyone who has a coaching role within sport, regardless of gender identity and sexual orientation.

SAM DENGATE

T GENERATION

Ground-breaking work as head coach and owner of T Generation gym, creating employment for LGBTQ people and launching the first ever trans and non binary powerlifting competition, breaking down barriers and stigma faced by many.

CONNOR EVANS

MELBOURNE WRANGLERS WRESTLING CLUB

Unwavering commitment to creating an inclusive and supportive team culture at the Melbourne Wranglers Wrestling Club, making it possible for LGBTQ wrestlers to feel safe and celebrated.

LIL WATERS

MT ALEXANDER FOOTBALL CLUB

Dedication to creating a safe and welcoming space for all athletes through promoting inclusivity and acceptance, driving a significant positive impact on the club's culture.

ROWIE WEBSTER

WATER POLO AUSTRALIA

Unparalleled dedication to creating a safe and inclusive environment for LGBTQ community athletes in water polo and her drive to lead by example for the entire water polo community.

2023 **P**

FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2023



PSI 2023
LGBTQ
OUT ROLE
MODEL

LGBTQ OUT ROLE MODEL OF THE YEAR AWARD

PROUDLY SPONSORED BY
KPMG

This award recognises the critical role that out role models play in sending a message of inclusion within sport. The nominees identify as someone with a diverse sexuality or gender, are out and are comfortable with their personal identity, orientation and/or gender identity being disclosed.

ISAAC HUMPHRIES

MELBOURNE UNITED/NBL

Immense courage in publicly sharing his struggles with sexuality and mental health, helping others facing similar challenges with his vulnerability and bravery in coming out as a professional athlete.

MATTHEW MITCHAM

DIVING AUSTRALIA

Trailblazing LGBTQ advocacy and continuing to use his platform to promote diversity and inclusion in sport and beyond, while inspiring and empowering others to be themselves.

ALEXANDER SMYTH

RMIT SPORT

Making cycling a more inclusive and accepting sport, and competing as an openly queer cyclist at international

events empowering a catalyst for change in the cycling community.

DARCY VESCIO

AFL (CARLTON FOOTBALL CLUB)

Outstanding leadership on and off the field, an exemplary role model for the LGBTQ community, women's rights, and intersectional diversity.

SHARNI WILLIAMS

RUGBY AUSTRALIA

Authentic, inspiring leadership in rugby, advocating change for LGBTQ youth to belong and feel safe within their communities, and her rainbow headgear creating connection and inspiring conversations on LGBTQ inclusion globally.

2023 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2023



LGBTQ POSITIVE MEDIA AWARD
PROUDLY SPONSORED BY
LIFELINE

This award aims to recognise journalist's contributions towards LGBTQ sporting related media that promote the inclusion of LGBTQ people within sporting organisations at any level, or across sport more broadly, in a positive frame.

JACQUELINE SHIELDS

Q-MMUNITY NETWORK NEWS JOY 94.9

Dedicated reporting on LGBTQ sports, with over 160 stories and partnerships with key organisations, bringing Jacqueline and QNN to the forefront of LGBTQ inclusion in sports news.

MELBOURNE UNITED BASKETBALL CLUB (NBL)

Nominated for their story entitled '*Melbourne United supports and celebrates Isaac Humphries courageous decision*' showing their unwavering support of Isaac Humphries in his decision to come out as the only openly gay male professional basketball player in a top tier league.

ROXY TICKLE

SBS NEWS

Nominated for her story '*Why community sport matters so much to me as a trans woman*' which highlights her trailblazing efforts in trans inclusion and advocacy in sports – an inspiring story of perseverance and love for community sport.

SAMANTHA LEWIS

ABC NEWS

Ground-breaking article titled '*How Manly's jersey predicament taught sport an unintended lesson about inclusion*' shining a spotlight on the lack of LGBTQ inclusion in men's elite sport and the need for continued progress.

2023 **P** THE PRIDE IN SPORT INDEX 2023

THE PSI

The Pride in Sport Index (PSI) is an initiative of the Australian Human Rights Commission, Australian Sports Commission and a legacy of the Bingham Cup, Sydney. Initially, the PSI was developed in conjunction with a sports advisory group with representatives from Australian Human Rights Commission, Australian Sports Commission, Bingham Cup Sydney, ARU, AFL, FFA, NRL, Cricket Australia, Basketball Australia, Golf Australia, Swimming Australia and Water Polo Australia.

Leaders from ACON's Pride in Diversity program, who developed the internationally recognised, workplace index methodology, worked with these sports to create an instrument that would reflect and drive current LGBTQ inclusion practice in sport.

The PSI is reviewed every 3 years against current and international practice. Unlike an Awards process, the PSI is a rigorous benchmarking instrument that requires those participating to submit evidence against an established baseline criterion developed specifically to determine, measure and drive best practice.

Participating in the PSI allows sporting organisations to benchmark their practice against other sports, determine areas for improvement and areas in which the sport is currently excelling.



PRIDE IN SPORT INDEX

2023 THE PRIDE IN SPORT INDEX 2023

Every year within both indices, sporting organisations are assessed and given a tier ranking.

- **Platinum:** Sporting organisations achieving Gold within four of the last five consecutive years.
- **Gold:** Top 10% (max) of sporting organisations obtaining the minimum score required for Gold Tier recognition
- **Silver:** Next 10% (max) of sporting organisations obtaining the minimum score required for Silver Tier recognition
- **Bronze:** Next 20% (max) of sporting organisations obtaining the minimum score required for Bronze Tier recognition.
- **Participating:** Those who have started work in LGBTQ inclusion but have not yet reached tier recognition.

All scores are confidential and organisations may also request to keep their ranking confidential.

HOW IS THE PSI MARKED?

All submissions are marked against evidence-based criteria by two independent markers on separate score sheets.

A comparison of the two score sheets is made to determine score discrepancies. If the two markers did not agree a point value based on the evidence provided, the two markers return to the original submission to agree a final score. A third marker is called in if required.

Scores are then tallied, and entry points determined for each of the recognition tiers based on the scores obtained, the number of submissions and minimum points criteria for each recognition tier.

Congratulations to every sporting organisation that participated in this year's PSI.

revolutioniseSPORT

Proudly supporting over **264** governing bodies and over **17,000** grassroots clubs and community organisations.





PRIDE
INCLUSION
PROGRAMS

We're here to help make the places where we live, work and play more inclusive of LGBTQ people. We do this by working with a range of organisations to help ensure that LGBTQ people feel included and supported. For more information about our programs visit our website: www.prideinclusionprograms.com.au