

# PSI PRACTICE POINTS

DATA ANALYSIS FROM THE PSI NATIONAL SURVEY

BEST PRACTICE FOR THE INCLUSION OF PEOPLE OF DIVERSE GENDERS & SEXUALITIES IN AUSTRALIAN SPORT

## KEY INSIGHTS OF THE 2023 PSI NATIONAL SURVEY

The annual Pride in Sport Equality Index (PSI) National Survey has been running for the past five years. Solid growth year on year has seen the survey go from 2 participating organisations/clubs and 14 responses in its first year to 27 and 1,043 responses in 2023.

Pride in Sport was developed to focus on the needs of organisations and clubs in the sporting arena, specifically in relation to improving the inclusion of LGBTQ employees, athletes, volunteers and participants across both community and professional sporting organisations, clubs and teams.

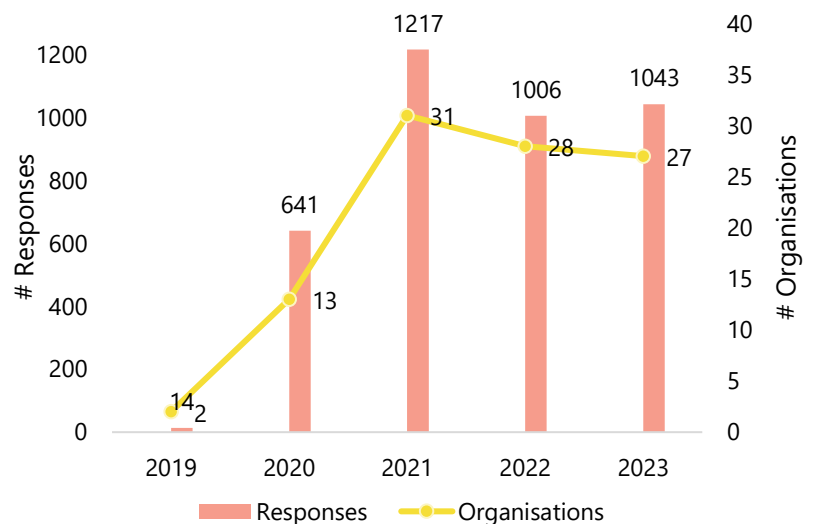
The PSI National Survey provides insight into the culture, beliefs, opinions, and differences between LGBTQ and non-LGBTQ respondents.

All organisations and clubs participating in the survey are working on practices to ensure LGBTQ employees, volunteers, athletes, and other participants feel comfortable being a part of the sporting arena.

In 2023, a redesign of the survey instrument was undertaken, to create greater alignment with the other employee surveys within the Pride Inclusion Programs division<sup>1</sup>, providing us with more data and

<sup>1</sup> Pride inclusion programs includes three programs which each have their own index and survey. Pride in Sport (Pride in Sport Index & PSI National Survey), Pride in Health+Wellbeing (Health & Wellbeing Equality Index & HWEI Employee Survey) & Pride in Diversity (Australian Workplace Equality Index & AWEI Employee Survey)

PSI National Survey Participation



information about participation and experiences in the sporting arena, and the ability to compare this with organisations working in other sectors and industries.

In this practice point we will be focusing on the 2023 results, comparing them to the past two years to show trends where applicable, and highlighting differences between cohorts of respondents where there is value.

As there are many terms used within the sporting arena, throughout this report we use the all-encompassing terms of:

- Organisation/club - to describe the company/or sporting group/club etc. who requested the survey link.
- Employees - for anyone who works in a paid or volunteer role in the organisation/club.
- Participants - for anyone who plays for the organisation.
- Respondents - for individuals who participated in the survey.

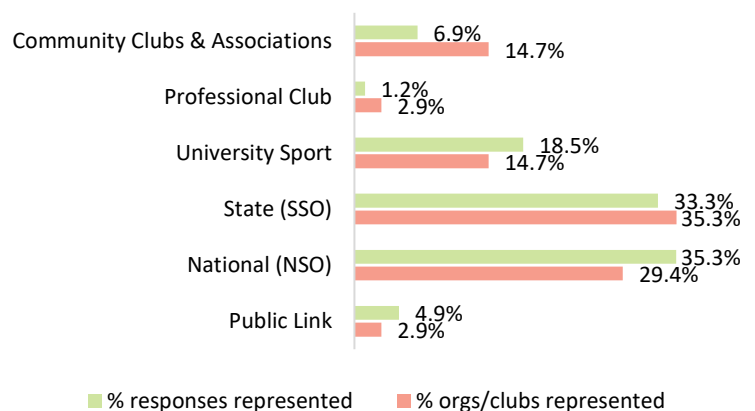
*NOTE: All organisation who participated in the survey are working on LGBTQ inclusion. These results reflect the attitudes and knowledge of respondents who are in these organisations/clubs. These results likely differ from other surveys due to this positive focus on LGBTQ inclusion of these organisations/clubs.*

## RESPONDENT DEMOGRAPHICS

### Organisation/club Participation

In 2023, of the 27 organisations/clubs who participated, 14.7% were community clubs or incorporated associations primarily run by volunteers and represent 6.9% of all responses. Community clubs and associations have increased participation from 2.0% of responses in 2022, to 6.9% in 2023. This low response rate is understandable due to the smaller size of these groups compared to other organisation types. Overall in the past three years participation has grown by 100%, which is impressive considering these clubs tend to have less people involved, and for the most part are run by volunteers.

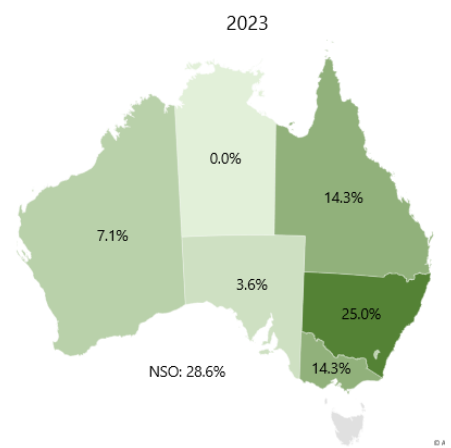
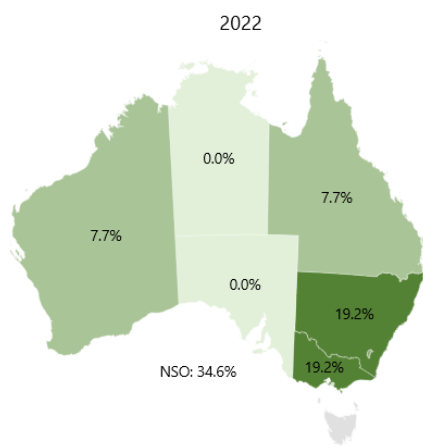
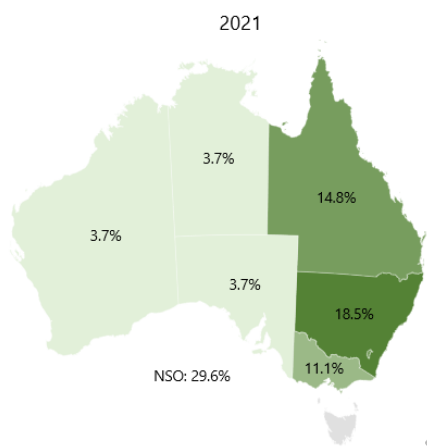
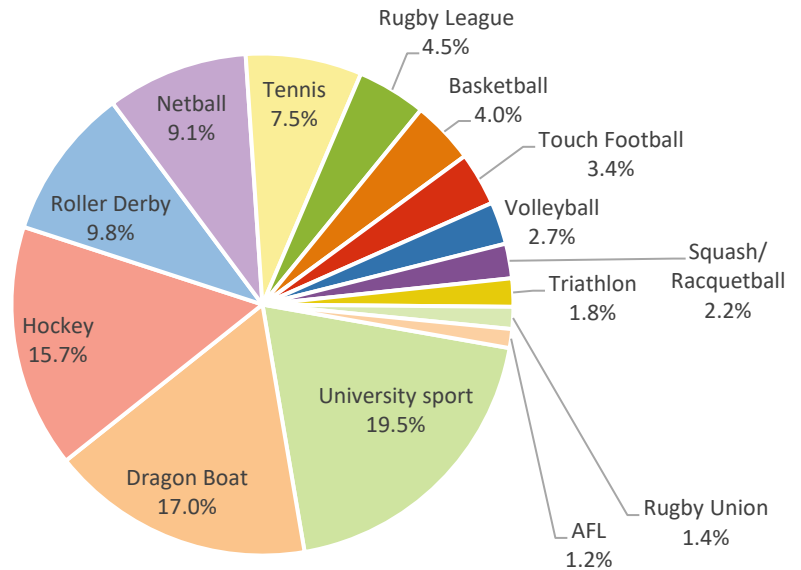
Outside of these community groups, National Sporting Organisations (NSO) represent 29.4% of all organisations/clubs, State Sporting Organisations (SSO) - 35.3%, University Sport – 14.7%, and professional clubs – 2.9%. A public link through social media was also provided in 2023 to increase awareness of the PSI National Survey and to reach individuals whose organisation or club were not participating. This received 2.9% of all responses.



14 main sports are represented in this year's survey responses. Disregarding responses which came through the public link, the top sports by number of responses are University Sport groups, Dragon boating, Hockey and Roller Derby. University Sports include many sports which are individually represented in other areas, but also includes Gym, swimming, cheerleading, soccer, waterpolo (and others which are not represented elsewhere in survey responses).

We have seen shifts year on year based on location and span of participating organisations/clubs. Organisations/clubs are mainly located across eastern Australia, though there has been representation from all states, other than Tasmania, within the past 3 years.

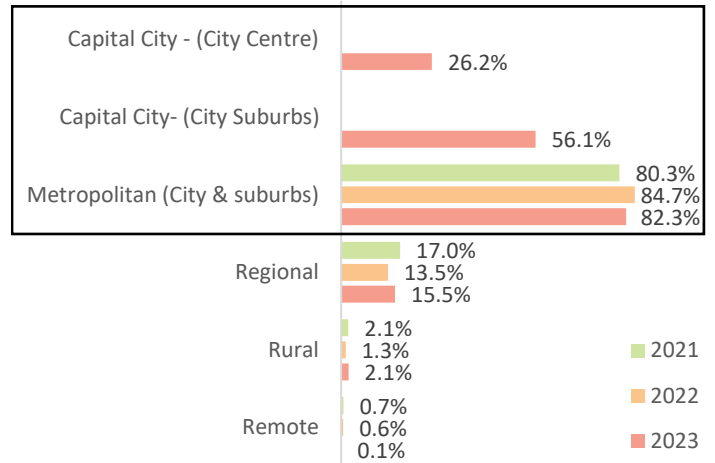
Responses by Sport



### Location

Survey responses in 2023 have been received from all states and territories other than Tasmania. 77.0% of responses were received from people from Queensland, New South Wales and Victoria. South Australia has had a 164.5% increase in respondents.

Over 80% of responses are received from people in City/Metropolitan areas each year. In 2023 we began to separate responses within metropolitan areas, with 26.1% naming city centres and 56.1% in city suburban areas. 17.8% are in regional, rural, or remote locations across Australia.

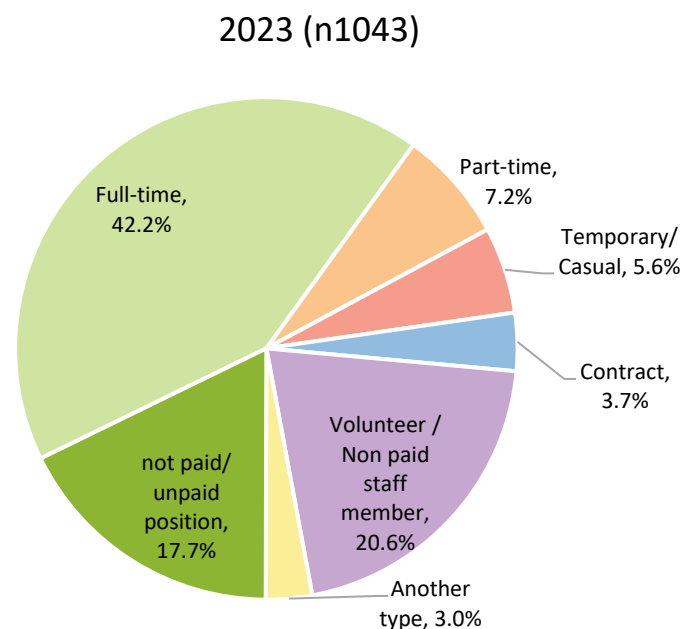


### Within the organisation/club

This year we also asked respondents if they were a paid or non-paid member of their organisation. 58.7% hold a paid position (Full time, part-time, temporary or contract), while 20.6% are volunteer or non-paid staff members and the remaining (20.7%) identified either another employment type, or not holding a position within the organisation.

This reflects the increase in the number of peak body and large sporting organisations/clubs who are participating in the survey.

A mix of organisational involvement is shown within respondents. 295 responses (28.3%) were received from people who consider themselves a participant or athlete, or a parent/guardian of a participant/athlete. 35.2% came from people who feel they are in management positions within their organisation/club (board member, CEO or their direct reports & middle management etc.), & 14.7% of respondents are coaching staff, officials, and judges. The remainder include 11.0% committee members/volunteers, and 10.8% who do not feel they fit within any of the above categories.



## Age

Age demographics of respondents have changed year on year, with two groups seeing the greatest change in survey participation. Under 24-year-olds, reduced by 26.9% compared to 2022, though overall has grown by 72.4% since 2021.

The 55-64-year age group has seen the greatest decrease over the past three years of participation with 9.6% in 2023 (down 29.9% since 2021).

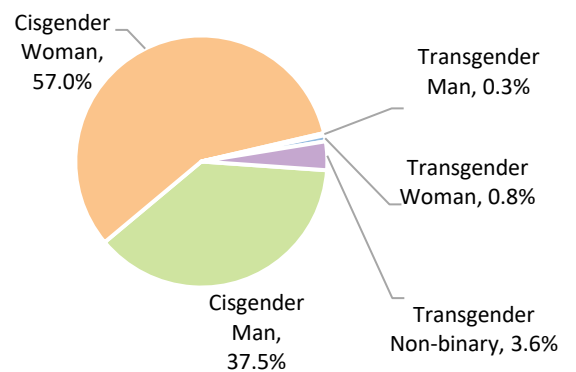
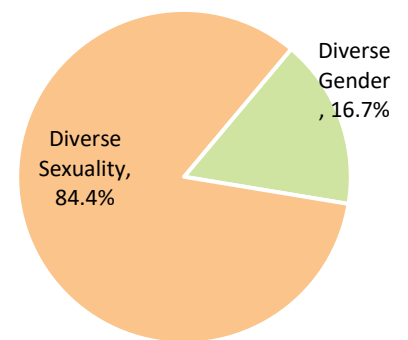
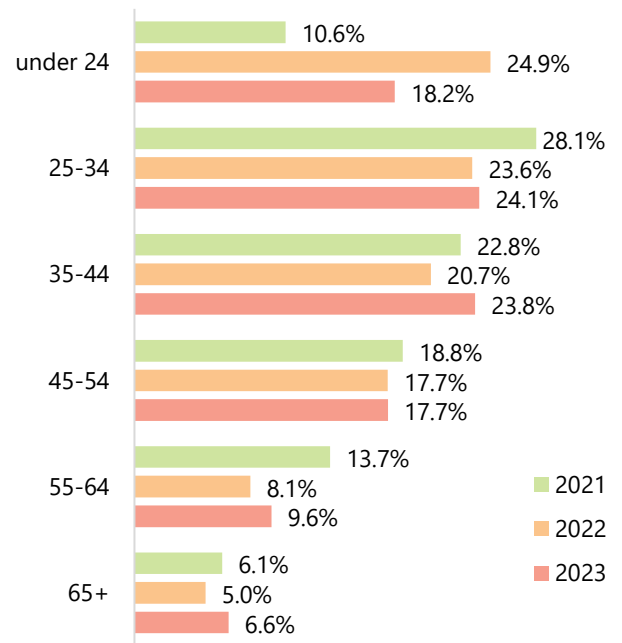
The over 65's have returned to the rates in 2021, other groups staying steady over the three years.

## Respondent diversity

In 2023, 28.2% (n294) of respondents<sup>2</sup> identify as being of diverse sexuality, diverse gender &/or trans experience or both (LGBTQ). Of these, 245 are of only diverse sexuality, 3 of only diverse gender or trans experience, and 46 are of both diverse sexuality and gender.

In 2023, 95.7% of respondents are identifying with binary identities (Man/Male or Woman/Female), and 3.8% with non-binary identities ('non-binary' or 'a gender identity not listed') compared to 96.8% and 2.6% in 2022. We have seen a 15.7% increase over the past three years, in respondents selecting non-binary as their gender identity.

The gender experience of respondents is in the most part cisgender (94.4%). Of the remaining, 4.7% of respondents advised having a gender identity which does not align with their sex recorded at birth. (77.6% identify as non-binary, 6.1% are transgender men, and 16.3% are transgender women).



<sup>2</sup> There were 2.4% of respondents who did not provide enough information for them to be classified as LGBTQ or not in 2023. LGBTQ status is determined using the ABS Standards protocol.

<https://www.abs.gov.au/statistics/standards/standard-sex-gender-variations-sex-characteristics-and-sexual-orientation-variables/latest-release>

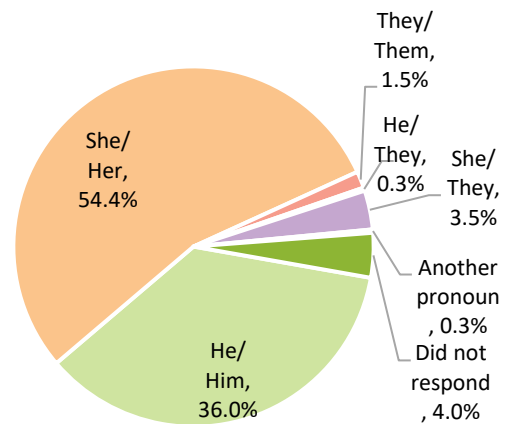


## Pronouns

94.1% of respondents exclusively use gendered pronouns, (He/him or She/her) with 1.7% exclusively using gender-neutral (they/them) pronouns; the remaining 4.3% use rolling pronouns (a mix of gendered and gender-neutral pronouns). This is the first year that pronouns have been asked within the PSI National Survey.

Overall, 5.5% of respondents use personal pronouns other than she or he. While this may seem a small number, this is reflective of the general population seen within the AWEI <sup>3</sup>, and is becoming more common.

Being comfortable using gender-neutral pronouns is important to ensure that all employees and participants feel they can ask to be addressed in a way that affirms them.

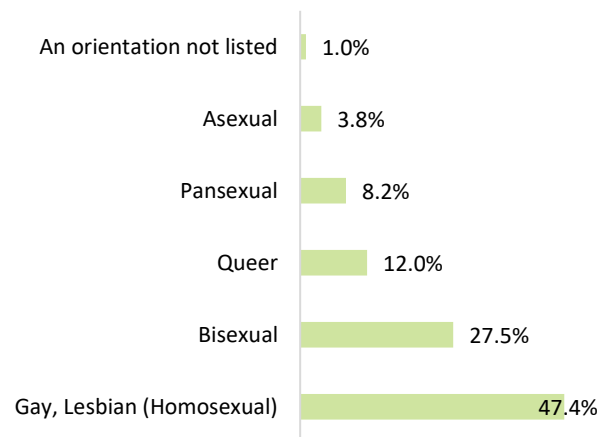


## Sexual orientation

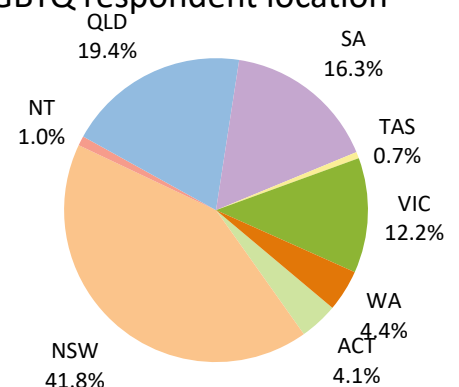
In 2023 all respondents were asked to identify their sexual orientation. In prior years this was only asked of people who identified as LGBTQ which was problematic as it did not allow for all respondents to self-identify with the LGBTQ community and/or provide information regarding their orientation.

People of diverse sexuality make up 28.5% of all respondents (n291). While a direct comparison is not possible due to the methodology of directing respondents to this question, we are observing a trend similar to the AWEI, where we are seeing an increase in respondents of diverse sexuality identifying with orientations other than gay/lesbian. In 2023, 52.6% of PSI respondents of diverse sexuality identified other than gay/lesbian.

Overall LGBTQ respondents are more likely to be from capital cities, 88.1%, 10.5% in Regional city or towns, and 1.4% in rural areas. People of diverse gender are slightly less likely to be outside capital city areas 10.2% compared to those of diverse sexuality (11.7%)



## LGBTQ respondent location



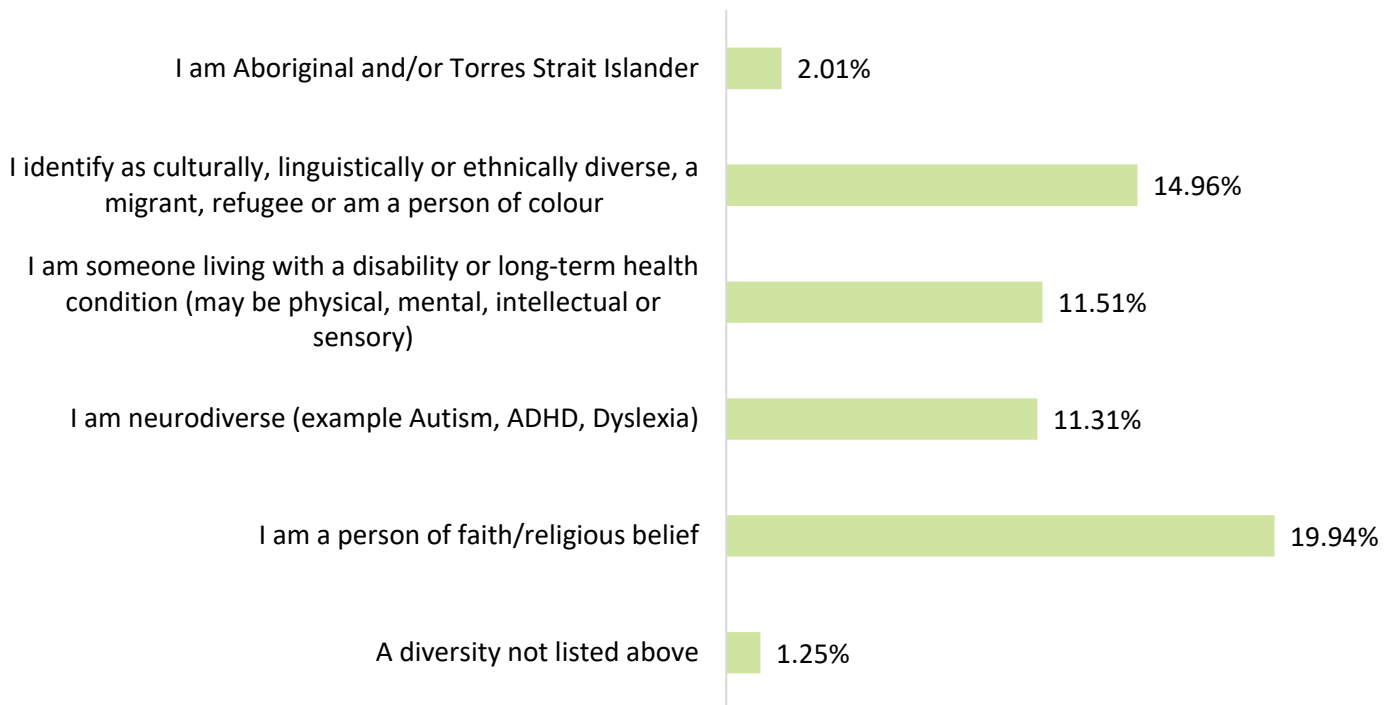
<sup>3</sup> Australian Workplace Equality Index Employee survey <https://www.pid-awei.com.au/data-analysis/>

41.8% of LGBTQ respondents were from NSW, followed by QLD (19.4%), SA (16.3%) and VIC (12.2%).

*Additional personal attributes*

While the Pride in Sport survey does not specifically focus on other areas of diversity; we do ask about other aspects of respondents’ backgrounds or identities to understand how these factors may impact on experiences or attitudes towards inclusion initiatives supporting people of diverse sexuality and/or gender and how they with may intersect with being LGBTQ.

Of all respondents, 43.4% have one or more other characteristics which may impact on their workplace experiences or attitudes This list of available options has been changed over the past 3 years, to be aligned with the AWEI and HWEI surveys. In 2023 we have observed that PSI respondents are more likely to identify as neurodivergent than the average of the three surveys. In all other personal attributes respondents are less likely than the average.



## General Views

### *Personal beliefs on inclusion*

Respondents were asked their personal beliefs on a variety of topics. For the past 2 years, we have been seeing an increase in inclusive behaviours relating to personal beliefs.

In 2023:

- 88.2% of respondents agreed they think it is important employees be active in LGBTQ diversity and inclusion (up 8% from 2022)
- 87.4% of respondents have agreed that they think sporting committees/ volunteers be active in this area of diversity and inclusion" (2022: 81.3%)
- 83.9% believe their organisation/club is genuinely committed to LGBTQ diversity & inclusion (2022:71.3%) &
- 68.7% agree an organisation's/club's positive track record in this aspect of inclusion would positively influence them to join the organisation/club (2022: 59.0%) an increase of 16.3%
- Discouragingly we have seen a decrease in the number of respondents who:
- believe they understand some of the unique challenges that people of diverse sexuality and/or gender face in the workplace/sports clubs (2023: 80.6% v 2022: 86.6%)
- believe that there are more than 2 genders (2023: 59.1% v 2022: 61.9%),
- and a slight decrease in belief that a person of diverse gender would be welcome in the team and treated no differently to anyone else (2023: 86.4% v 2022: 87.3%)

When considering the actions their organisation/club has undertaken, in almost every area there has been an increase in agreement to the statements:

- 88.2% agree to understanding why their organisation/club puts effort into this aspect of diversity & inclusion (2022:79.7%)
- 72.1% have heard executive leaders speak positively about this aspect of diversity & inclusion (up from 63.9% in 2022 and 53.8% in 2021)
- 71.9% agree there are visible signs of their organisation's/club's support for people of diverse sexuality and/or gender (2022: 65.5%)

The availability of awareness or ally training in 2023 was slightly lower (2023: 53.2% v 2022: 55.5%) but has remained high after being at only 36.9% in 2021.

Attendance at training has slightly dropped (by less than 1%) in 2023 vs 2022 but remains over 45% higher than in 2021 (28.3%).

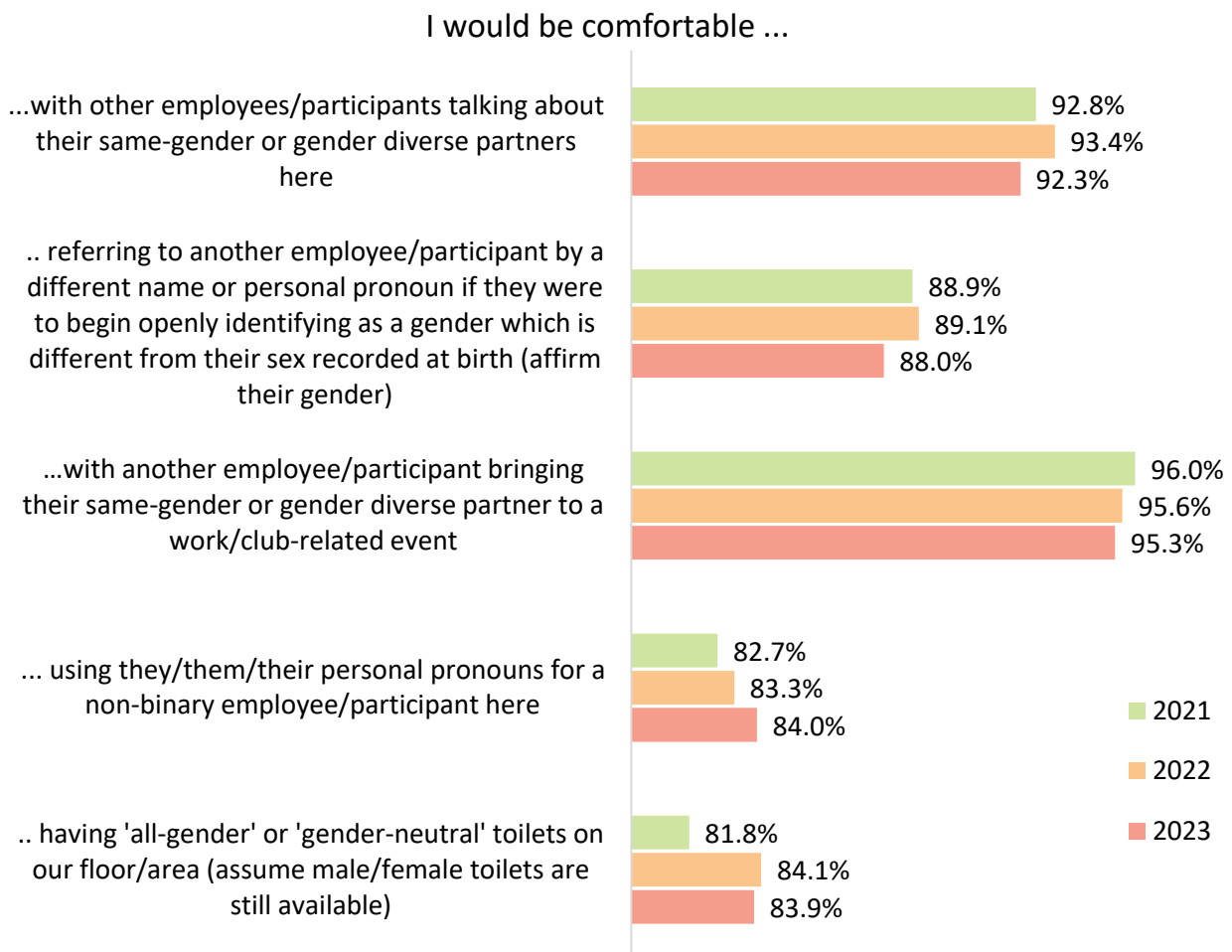
74.2% of respondents also agree that they believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people. Respondents with direct reports agree to this slightly more than those who do not (75.3% v 73.4%).



*Working with others*

When working with others, we are seeing a slight downward trend relating to respondent comfort levels relating to LGBTQ employees/participants talking about or bringing their partners to work-related events, and with using a person’s new name or pronoun if they were to identify as a gender which is different from their sex recorded at birth at work. While the agreement rates have dipped, they are still sitting at between 88% and 95%

More people are agreeing to being comfortable using gender-neutral pronouns and having all-gender bathroom facilities.



*Health and Wellbeing*

Respondents were asked about their personal feeling of health and wellbeing within their organisation/club. Overall feeling of health and wellbeing in the sporting arena are high, with respondents (n900) agreeing at over 85%, across the board, to all statements.

For people of diverse gender or sexuality, their rates of health and wellbeing are coming in lower than those who are not diverse.

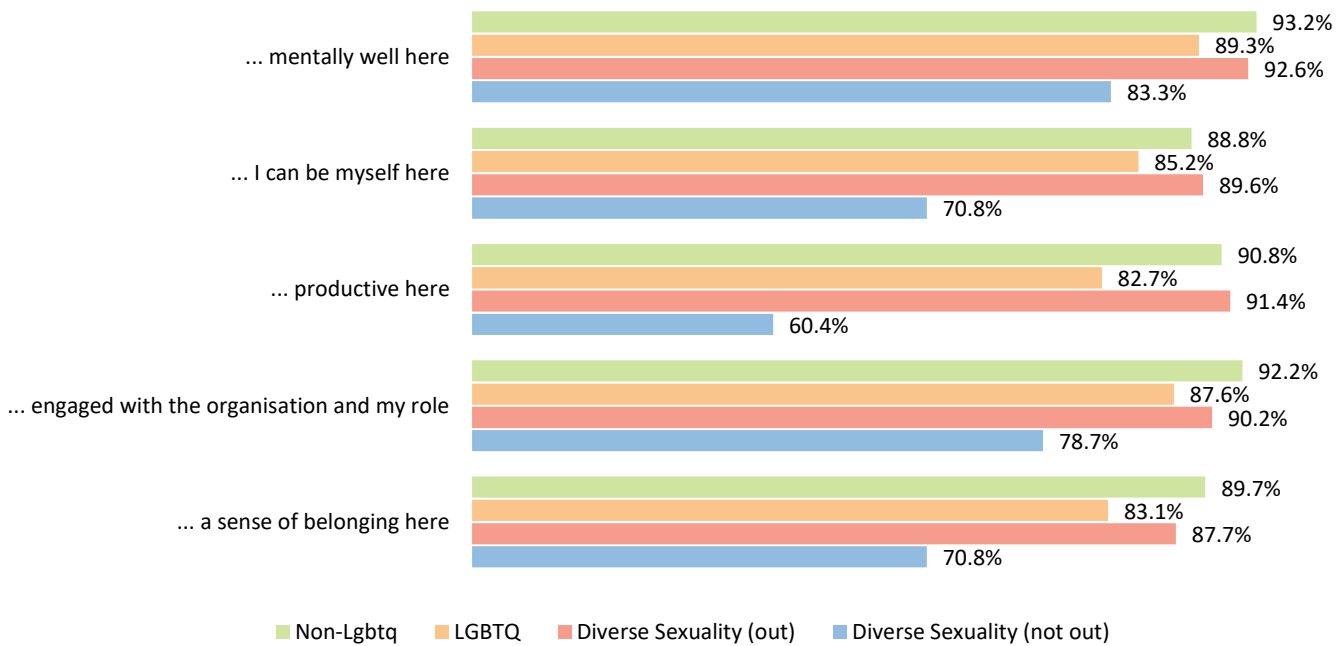
LGBTQ respondents are:

- 8.9% less likely to agree to feeling productive,
- 7.4% less likely to feel a sense of belonging,
- 5% less likely to feel engaged with the organisation, &
- 4.1% less likely to feel mentally well or that they can be themselves

When looking at respondents of diverse sexuality (n211), those not out within their organisation/club show a significant difference in health and wellbeing agreement. Those out show similar levels of health and wellbeing to non-LGBTQ respondents, while those not out, agree to statements between 10.6% and 33.9% less than those who are out.

Due to a low rate for respondents(n38) of diverse gender and/or trans experience, a comparison of health and wellbeing for those 'open' vs 'not open' within their organisation/club is not viable.

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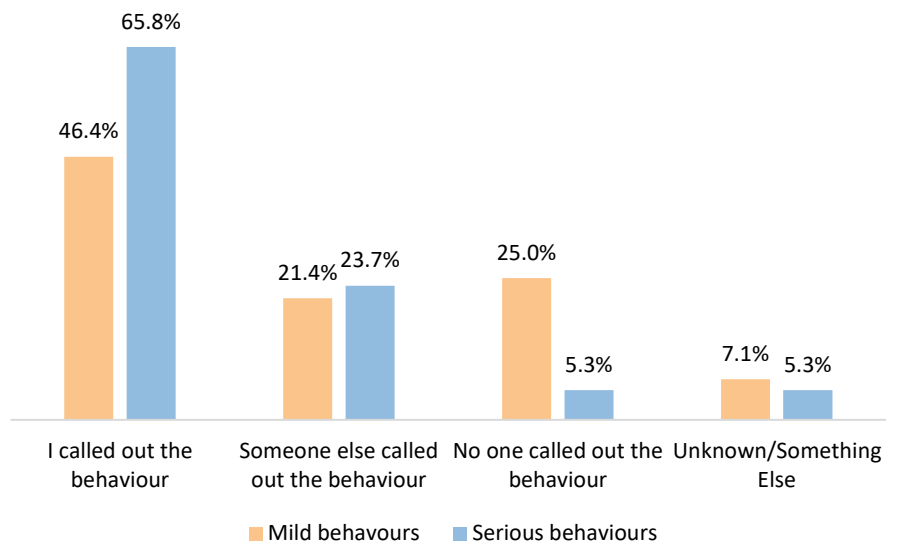
## Bullying and harassment behaviours

In 2023, a focus on bullying and harassment behaviours was integrated into the PSI National Survey. We acknowledge that all bullying and harassment is problematic. Within the survey questions asked respondents to provide more insight into the type and intensity of negative experiences which may have been witnessed or experienced, while not intending to minimise any experiences which may have been had.

15.4% of respondents agreed that they had witnessed mild behaviours (e.g., negative commentary, jokes and/or innuendo) within their organisation. Of these 46.4% advised that they had called out the behaviour, 21.4% advised that someone else had called the behaviour. 25.0% advised that no action was taken that they were aware of.

For more serious bullying, this was witnessed by 4.1% of respondents. Higher rates of action were advised, with 65.8% advising they called out the behaviour, 23.7% someone else called it out, and only 5.3% advising that no one called out these behaviours.

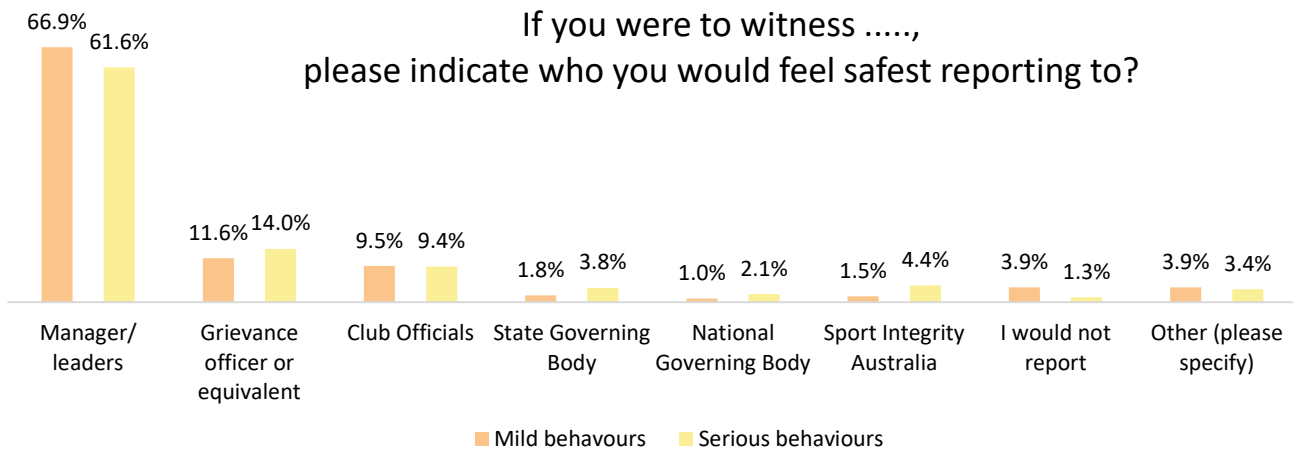
65.2% of respondents felt their organisation/club acted quickly if negative commentary, jokes and/or innuendo targeting people of diverse sexuality or gender were to occur, a 25.9% increase from 2022 (51.8%).



Respondents also agreed that managers/leaders at their

organisation/club were willing to address mild behaviours targeting people of diverse sexuality (74.1%) and people of diverse gender (72.2%). Confidential avenues to safely report bullying or harassment relating to one's diverse sexuality and/or gender were identified by 66.7% of respondents. 10.3% were not aware of these confidential avenues within their organisation, and 23.0% neither agreed or disagreed that they were aware of these avenues.

Respondents were asked to select who they would feel safest reporting discriminatory behaviours to if they were to witness them. Over 60% of respondents would report to their manager/leader in either circumstance. Few would report to external sporting bodies.



3.9% would not report mild behaviours and 1.3% would not report serious behaviours at all.

For those who identified another other avenue, these included stating they would report to everyone, that they would address it themselves (not report), report to the board/committee members, HR, or the diversity and inclusion staff member. Police have also been identified as a reporting option. Several respondents have nominated the Member Protection Information Officer (MPIO), and this has been added to the available options for 2024.

LGBTQ respondents were also asked to reflect on their personal experiences within their organisation.

Of the respondents of diverse sexuality that responded to these questions (n190), 12.1% advised that they had been the target of mild behaviours and over half (54.5%) did not report these behaviours to anyone. 2.9% (n5) have experienced more serious bullying and harassment. Of these 1 reported to Sports Integrity Australia and 2 to their state governing body, while the remaining 2 did not report to anyone.

When joining the organisation, 58.3% of respondents of diverse gender found application forms inclusive, but only 19.4% were able to identify a contact support person, and 48.6% was afraid of being discriminated because of their gender diversity.

Just over half of respondents (58.3%) feel there is visible inclusion for gender diverse people within their organisation.

Within Organisational policies, 70.3% agree that there is acknowledgement of gender diversity (beyond the binary), and 73.0% of gender diverse respondents feel they can dress in a manner that aligns with their gender identity/expression.

59.5% feel there is freedom to use toilets of choice, but only 32.4% advised that there are all-gender facilities available.

Almost 25% of LGBTQ respondents have agreed to editing conversations or hiding who they are within their organisation.

## Being out or open

For people who are of diverse sexuality, diverse gender or who have a trans experience, the PSI National Survey looks at the rates in which they are able to bring their whole self to their sporting organisation/club or club.

The rate in which respondents to the PSI are out about their sexuality or open around their diverse gender are higher than we are seeing in the AWEI where 60.9% of respondents are out about their diverse sexuality and 50.7% are open about their diverse gender.

It is important to understand that the number of respondents is statistically low in these areas, and the participation of LGBTQ-inclusion focused sporting organisations/clubs and clubs (5 of 34) contributes to this rate, but these are still encouraging statistics. Historically we have seen that respondents are more likely to be out in clubs which have a large proportion of LGBTQ participants.

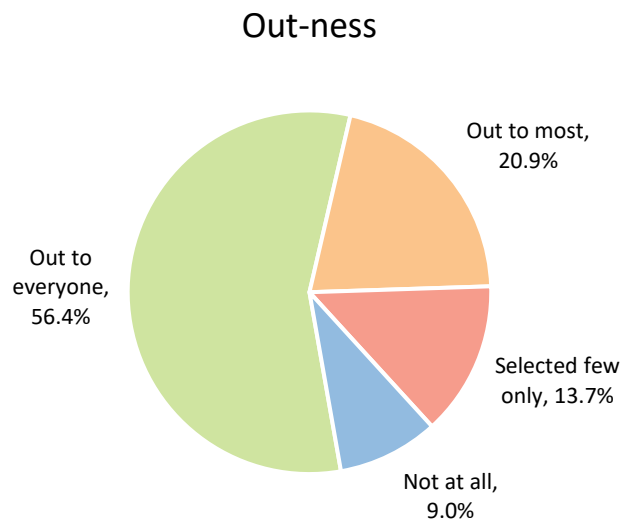
For respondents of diverse sexuality (n291), 211 answered the question: "In regard to your sexual orientation, please indicate to what degree you are out at your organisation". 77.3% of all respondents advised that they are out to all or most people within their organisation.

Of those out, (out to everyone or most) 84.6% agreed they have not encountered any exclusion based on their sexuality, and 75.3% feel that their overall engagement is positively impacted by being out.

The greatest increase was in people who feel their performance was positively impacted by being out which is up 26.1% this year (2023: 67.9% v 2022:53.8%)

For those not out, (out to selected few or not at all), 58.7% agreed they were not out because they did not want to be labelled because of their diverse sexuality. The second greatest reason was not being comfortable enough with themselves, which was 39.1%, but encouragingly has decreased 26.3% from 2022 (53.1%).

For 30.4% of respondents, the current negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted their willingness to be out in their organisation.



For respondents of diverse gender or trans experience, (n49), 38 answered the question: "In regard to your diverse gender and/or trans experience, please indicate to what degree you are open at your organisation?". 71.5% are open to everyone or most.

For those open about their diverse gender, 76.9% feel fully supported by their team in terms of their gender diversity, and 76.0% agreed they had not experienced any exclusion based on their gender diversity.

84.6% agreed that people make an effort to use their personal pronouns, and only 15.4% felt that had been deliberately misgendered within the year.

For those not open, an overwhelming majority, (81.8%) agreed that the negative social media commentary and mainstream news media reporting targeting LGBTQ people has impacted their willingness to be open.

54.5% of respondents are concerned they would become the target of jokes or would be labelled because of their diverse gender.

Almost half of the respondents agreed they are not open because they do not feel they would be accepted by some members of their team. (2023: 54.5%)

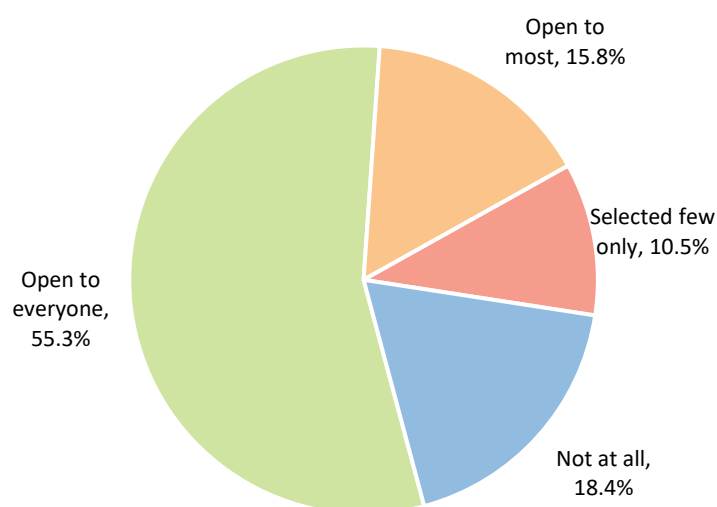
## Allyship

Visible active allies within organisations/clubs have many impacts on organisational culture, particularly for people of diverse sexuality and/gender. 68.2% of respondents agreed that active allies have positively impacted their sense of inclusion.

Anyone can be an ally for the LGBTQ community. A person who does not identify as having a diverse gender or sexuality can be an ally for those that do, and a person who is of diverse gender or sexuality can be an ally for people with a similar or different gender or sexual diversity to themselves.

Active allies are those who are able to be recognised within the organisation/club as being supportive. This can be in the form of wearing rainbow badges and having pronouns in email signatures, right through to being the diversity and inclusion officer within the organisation. Passive allies are someone who does not provide a visible and obvious sense of support or inclusion to LGBTQ people, regardless of intention.

## Open-ness

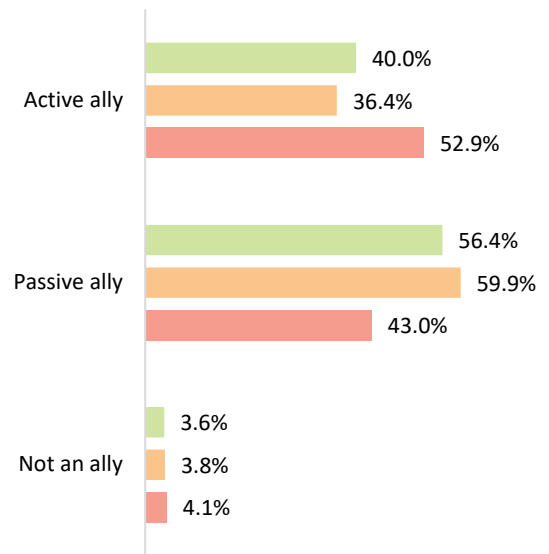




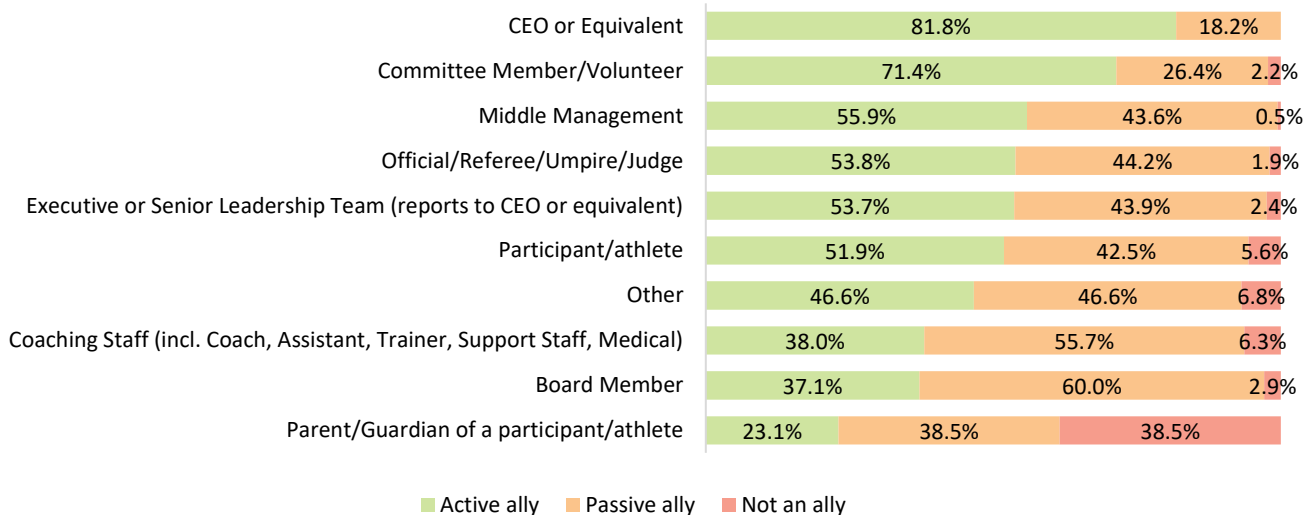
In 2023, all respondents were asked how they would identify themselves regarding their allyship to LGBTQ people, (including the LGBTQ respondents). 879 people responded to this question.

52.9% of respondents advised they feel they are active in their allyship, a 45.4% increase from 2022 (36.4%).

The role a person has within the organisation/club is also significant in the impact their allyship may have on others. Those in visible roles such as coaches, referees and managers, are in positions of influence, and may have the greatest impact on employees and participants willingness to bring their whole selves to the organisation. 6.3% of coaching staff advised they were not allies, and 55.7% are passive allies.



### Allyship by position



Of those that are not allies, or are passive allies, respondents advised that time is the biggest reason for not being an active ally. 29.0% agreed they are too busy to be an active ally and 26.0% agreed that they have no personal interest. 13.7% of respondents feel that being an active ally would conflict with their personal beliefs or values.

Concern about people thinking they are LGBTQ, being the target of jokes, or it being frowned upon are all under 10%

47% of passive or non-allies feel they need a better understanding of how to be an active ally, closely followed by wanting to understand how to be an active ally with limited time available (45.4%).

Unfortunately, 77.8% of non-allies (28 of 36), and 11.4% of passive allies have agreed that there is nothing that could convince them to become an active ally.

## CONCLUSION

The sporting industry faces unique challenges due to the significant differences in type, size and style of leadership from large sporting organisations which may be focused on the administrative side of sport, right to small community-based, volunteer-run clubs.

Inclusion initiatives are imperative to encourage participation at all ages and levels, and particularly to enable athletes, coaches, officials and volunteers to participate and engage in their chosen sports regardless of the sexuality or gender identity.

Embracing active allyship at both an organisation and individual level ensures that everyone feels comfortable to be involved, and particularly to be supported by their family and friends.

Regardless of size, small or large, ensuring that your organisation/club has visible inclusion statements enables everyone to be respected without deference to any personal attributes they may have which impacts their experiences of inclusion. This includes publicly acknowledging and promoting the confidential avenues which are available to report any bullying and harassment which may take place or be witnessed.

The availability of sporting organisations who promote themselves as LGBTQ-inclusion focused or who are publicly recognised as having a majority of LGBTQ participants are important in the sports arena. Organisations/clubs should provide safe spaces to build community and for LGBTQ people to continue participating in sport. Furthermore, being part of an LGBTQ-inclusion focused team increases the rate that people are comfortable being out and/or open with others.

### Why not an ally?



## ACTION POINTS – WHAT CAN YOU DO?

Depending on if you are a more traditional organisation/club with employees, or a sporting club primarily made up of volunteers and players, there are various actions which can be undertaken toward LGBTQ inclusion.

1. Review registration/employment processes and documents to ensure they use inclusive language.
2. Enable inclusive uniforms, all-gender changing facilities and consider all-gender team participation.
3. Talk to LGBTQ leaders in your community or sport to create an understanding of the local needs.
4. Develop resources to support leaders to understand the barriers for LGBTQ players, how to support them (ensure they are well communicated and easy to locate)
5. Participate in the free yearly PSI National Survey and compare your organisation's results to all results summaries to see how your organisation is progressing, using the results to encourage further growth.
6. Actively promote allyship options such as ally badges or rainbow lanyards, email signatures, use of personal pronouns, rainbow virtual backgrounds etc.
7. Ensure LGBTQ inclusion is part of your Diversity & Inclusion Strategy and have conversations on a regular basis. Assess what is working, what is not and be prepared to change tactics as best practice methods change.
8. Hold a Pride Round/Game and/or recognise other LGBTQ days of significance throughout the year.
9. Make LGBTQ inclusion training a priority for managers, coaches, volunteers, MPIOs, Grievance Officers, and others with influence, to ensure they understand and can support issues that arise for people with diverse sexualities and genders..
10. Ensure that grievance, reporting and related disciplinary processes are LGBTQ-inclusive, clearly communicated, and provide confidential channels of communication.
11. Promote the availability of Member Protection Information Officers (MPIOs) and their role for providing information about a person's rights, responsibilities and options to an individual making a complaint or raising a concern, as well as support during the process.
12. If your organisation/club is not yet taking part, complete the Pride in Sport Index submission and sign up to the PSI National Survey. There are about 13 million adults and 3 million children taking part in sport each year. 3.1 million Australians volunteer in sport and active recreation each year. The more organisations, clubs, employees, volunteers and athletes who participate, the more beneficial it is for everyone.

**For more information, please visit [www.prideinsport.com.au/psi](http://www.prideinsport.com.au/psi)**

Pride in Sport members - please speak to your Relationship Manager for support and how to best use this information to shape your LGBTQ inclusion activities and promote safer, welcoming, and more inclusive sporting environments.

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*Pride in Sport (2023). Pride in Sport Index (PSI) National Survey. ACON's Pride Inclusion Programs*