

AUSTRALIAN  
**PRIDE**  
IN  
**SPORT**  
**AWARDS**



revolutioniseSPORT

OUR 2024 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.



## 2024 **P** WELCOME TO THE AUSTRALIAN PRIDE IN SPORT AWARDS



**BEAU NEWELL**  
NATIONAL PROGRAM MANAGER  
PRIDE IN SPORT  
(he/they)

We're thrilled to have you join us for a night that promises not only glitz and glamour but a heartfelt celebration of the strides we've made together in fostering LGBTQ+ inclusion in sports. This evening is a testament to our collective journey towards inclusion, showcasing the incredible efforts of individuals, teams, and organisations across Australia.

This year marks a significant milestone for the Pride in Sport Index (PSI). With the introduction of Foundation and Advanced submissions, we've made a leap towards making the PSI even more accessible and beneficial for participating sporting organisations. This change reflects our ongoing commitment to not just measure, but to inspire real progress in LGBTQ+ inclusion within the Australian sporting industry.

We're incredibly proud to announce that this year's PSI submissions have yielded the greatest results since the Index's inception in 2016. Likewise, the calibre of award nominations is nothing short of remarkable. This achievement speaks volumes about the dedication and hard work of everyone involved in pushing the boundaries for LGBTQ+ inclusion in sports.

While we take tonight to celebrate these remarkable achievements, let's also acknowledge the journey ahead. There's still much work to be done, but together, we can continue to break down barriers and champion equality in sports. Being vulnerable, sharing your journeys, successes, and learnings is crucial in enhancing and improving the culture of our sports.

Thank you for being a part of this special night. Here's to celebrating the progress we've made and to the exciting opportunities that lie ahead.

Welcome, and let the celebrations begin!

# Breaking barriers to inclusion.

Championing inclusive sporting registration on Australia's most trusted online sports management platform.

revolutioniseSPORT

## 2024 WELCOME FROM OUR 2024 PLATINUM SPONSOR



**ALEX MEDNIS**  
CHIEF EXECUTIVE OFFICER  
REVOLUTIONSPORT  
(he/him)

We are privileged and honoured to be the Platinum Sponsor for the 2024 Australian Pride in Sport Awards and to continue our sponsorship of various Pride In Sport initiatives, including the inaugural Pride Sport

Summit held in Sydney last year.

Over the past four years, we've witnessed a significant growth in support for Pride in Sport, pride initiatives, and the LGBTQ+ community within the sporting landscape. Each year, more national sporting organisations join this cause, and it is gratifying to see that the majority are dual partners of both our organisations.

The challenges we face often remain the same, but it's crucial to recognise our industry's successes and use them as a launchpad for future achievements. At Pride events, we often discuss the potential of technology to promote inclusivity. This remains a core theme that we will continue to champion. Technology profoundly influences our lives, serving both as a barrier and a conduit. It's our responsibility to minimise these barriers.

As Brisbane 2032 approaches, Australia has a unique opportunity to be a global leader in this space, presenting an inclusive, safe, and welcoming environment for athletes worldwide. The challenge will be filtering these approaches, standards, and programs from the national level to our states and territories, and then to the grassroots level. Our volunteers are already stretched thin, and we must find innovative ways to use technology to simplify and promote inclusion.

We are proud of all the sports, attendees, and supporters of this event and Pride in Sport as an organisation. We are honoured to be a partner for the fourth consecutive year. Congratulations to all nominees and winners – you are driving our nation forward.

CELEBRATING **LGBTQ+ INCLUSION** IN AUSTRALIAN SPORT

AUSTRALIAN  
**PRIDE**  
IN  
**SPORT**  
AWARDS

“AS ATHLETES, OUR GREATEST ACHIEVEMENT ISN'T JUST THE RUNS WE SCORE OR THE MATCHES WE WIN, BUT THE LIVES WE INSPIRE BY BEING **OUR TRUE SELVES.**”

ALEX BLACKWELL she/her  
Pride in Sport Co Patron  
Former Australian Cricket Captain



AUSTRALIAN  
**PRIDE**  
IN  
**SPORT**  
AWARDS

“BREAKING BARRIERS IN SPORT ISN'T JUST ABOUT PHYSICAL STRENGTH; IT'S ABOUT THE STRENGTH TO BE **OPEN, PROUD, & SUPPORTIVE** OF EVERYONE IN THE LOCKER ROOM.”

IAN ROBERTS he/him  
Pride in Sport Co Patron  
Former Australian Rugby League Player



2024 **P** A MESSAGE FROM THE PRIDE  
IN SPORT ADVISORY GROUP



**ANDREW PURCHAS OAM**  
CO FOUNDER PRIDE IN SPORT INDEX  
CHAIR, PRIDE IN SPORT ADVISORY GROUP  
(he/him)

Dear friends, allies, and advocates – our mission is clear: to lead the charge in fostering greater inclusivity and diversity acceptance within Australian sports through Pride in Sport.

The Advisory Group is a dynamic coalition, comprising individuals of remarkable diversity and expertise. Each member brings unique perspectives and experiences, enriching our collective vision for progress. From trailblazers in sports governance and policy to champions of human rights advocacy and elite athlete representation, our group represents a spectrum of voices dedicated to advancing inclusivity.

We are more than just a think tank; we are catalysts for change. Guided by our unwavering belief in the transformative power of sport, we drive the strategic direction of Pride in Sport. Our initiatives are not only impactful but designed for lasting change. As we chart the course of Pride in Sport's journey, our commitment to growth and ambition remains steadfast. We strive to broaden our reach, enrich our programs, and cultivate environments where every participant feels valued and embraced. While this year's awards mark significant progress, they also serve as a reminder of the work that lies ahead.

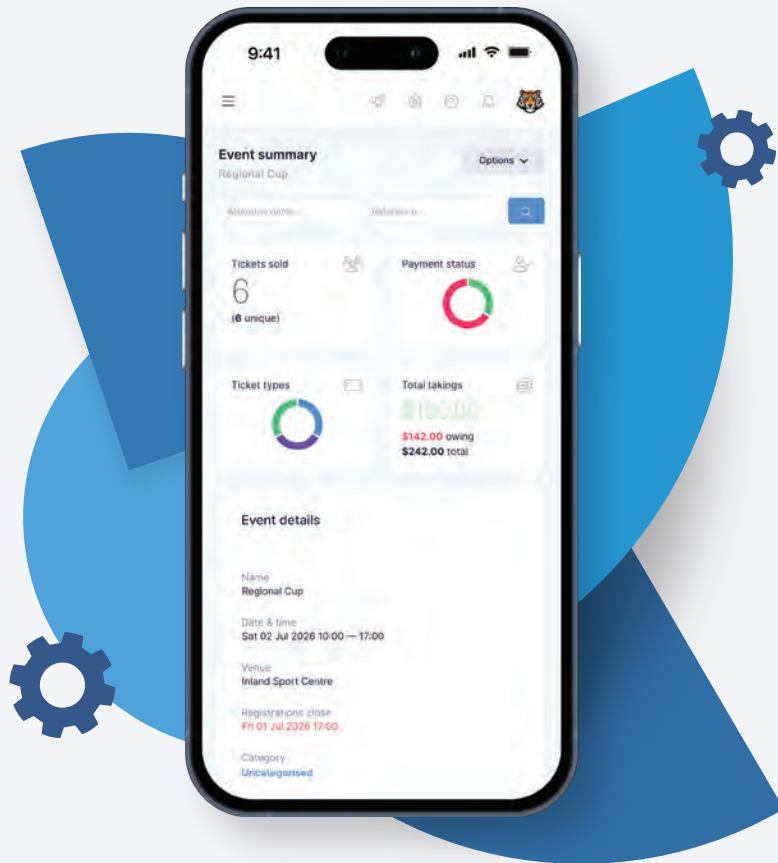
We are eager to expand our collective expertise and perspectives. If you share our vision and believe you can contribute, I urge you to get in contact. Together, we can shape a future where sport truly belongs to everyone.

Thank you for your unwavering support and dedication to inclusion in sport. Let us celebrate our achievements, confront our challenges, and renew our determination for the road ahead.

**Connect with us – [info@prideinsport.com.au](mailto:info@prideinsport.com.au)**

CELEBRATING **LGBTQ+ INCLUSION** IN AUSTRALIAN SPORT

# Simplifying sport. Maximising impact.



revolutioniseSPORT

2024  PRIDE IN SPORT AWARDS  
2024 PLATINUM SPONSOR

## revolutioniseSPORT

### revolutioniseSPORT

revolutioniseSPORT is the emerging market leader in online sports management in the Asia Pacific region with a mission to maximise the capabilities of sporting organisations through innovative technology.

It is the cloud-based, management platform for member-based and sporting organisations that improves administration by empowering users to simplify their day-to-day duties, maximise their community impact and focus on what's important. As part of the SportsGrid family, revolutioniseSPORT is deeply connected to the infrastructure of sport.

Powering 250 governing bodies and over 16,500 local clubs, some of their notable clients include Australian Sailing, Hockey Australia, Athletics Australia, as well as Singapore Gymnastics, Rowing Australia, and Water Polo Australia.

Committed to fostering inclusivity in sport, revolutioniseSPORT is a proud partner of Pride in Sport in helping sports build safe and inclusive online communities.



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.



## 2024 PRIDE IN SPORT AWARDS 2024 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 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.**

# #UNIONOFEQUALITY



Pride in Sport 2024 is proudly supported by the European Union Delegation to Australia

2024 **P** PRIDE IN SPORT AWARDS  
2024 GOLD SPONSOR



## EUROPEAN UNION DELEGATION TO AUSTRALIA

Equality and non-discrimination are not just values but fundamental rights enshrined in the European Union's treaties. Human rights, regardless of gender, sexual orientation, or ethnicity, are at the core of the values that the European Union (EU) shares with Australia.

The EU is among the top donors worldwide who support LGBTQ+ civil society organisations. Over the last years, we provided numerous grants for projects implemented inside and outside the EU. In addition, the EU provides support to Human Rights Defenders in complex and emergency situations.

The EU in Australia proudly sponsors the 2024 Australian Pride in Sport Awards, reflecting the EU's commitment to celebrating diversity as a collective richness, free from discrimination, exclusion, or violence.


# 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

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2024  PRIDE IN SPORT AWARDS  
2024 SILVER SPONSOR



## HSBC

For over 150 years, HSBC has been helping connect over 39 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 more than 2,000 employees 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.

CELEBRATING **LGBTQ+** INCLUSION IN AUSTRALIAN SPORT





2024 **P** PRIDE IN SPORT AWARDS  
2024 MEDIA PARTNER



**SBS**

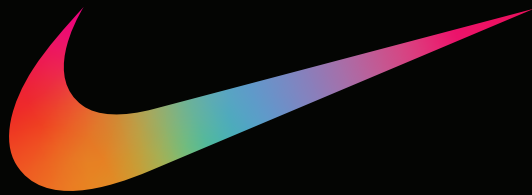
SBS is Australia's multi-cultural and multi-lingual broadcaster, committed to telling stories that help Australians understand who we are, where we have come from and what we could become.

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.



# BE TRUE



2024  PRIDE IN SPORT AWARDS  
2024 BRONZE SPONSOR



## NIKE

Nike's mission is what drives us to do everything possible to expand human potential. We do that by creating ground-breaking 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.

# 2024 PRIDE IN SPORT AWARDS 2024 AUSLAN SPONSOR



## EXPRESSION AUSTRALIA

As the oldest Deaf Society in Australia, Expression Australia has a long history as a trusted and experienced community organisation empowering deaf and hard of hearing people. Our services and supports have continued to evolve and adapt to the changing needs of our Deaf and hard of hearing community. We work to create opportunities for Deaf and hard of hearing people by delivering targeted services and creating social change. We celebrate the rich heritage and cultural diversity of the Deaf and hard of hearing community.

**We know the Deaf and hard of hearing community because we're a part of the community.**

Expression Australia is the oldest Deaf society in Australia, and has been serving the Deaf and hard of hearing community for the last 140 years.

We provide a broad range of services including NDIS support, audiology, Auslan interpreting, Auslan classes, community engagement, and more.



E: [info@expression.com.au](mailto:info@expression.com.au)  
P: 03 9473 1111  
SMS: 0402 217 586  
W: [expression.com.au](http://expression.com.au)

Expression Australia is a registered charity under our legal name.  
Victorian Deaf Society ABN: 56 004 058 084

# 2024 PRIDE IN SPORT 2024 NOMINATED AWARDS SPONSORS



**UK Government**

## THE BRITISH CONSULATE GENERAL MELBOURNE

The British High Commission is proud to support the 2024 Australian Pride in Sport Awards for the fifth 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.

**Great Stories  
embrace  
diversity**



# 2024 **P** PRIDE IN SPORT 2024 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.

# 2024 **P** PRIDE IN SPORT 2024 NOMINATED AWARDS SPONSORS



## LIFELINE

For over 60 years, Lifeline has been connecting with Australians in need through crisis support and suicide prevention services, operating the **13 11 14** telephone line within 43 centres around the nation as well as a 24/7 crisis text, webchat service and Support Toolkit.

The organisation expects to respond to over one million requests for support this year, creating an average of 120 safety plans to keep a person experiencing suicidal ideation safe every day.

**Join a fast growing community of people committed to safe, fair and inclusive sport.**

**Subscribe to Play by the Rules Magazine today!**



Scan for more info



**We're here for you.**



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

2024 **P** PRIDE IN SPORT 2024  
NOMINATED AWARDS SPONSORS



**ACON**

**We are a fiercely proud community organisation.**

For our entire history, the work of ACON has been designed by and for our communities. We help our communities take control of their health so they can look after themselves as well as their partners, family and friends. To meet the needs of our communities, we offer a range of services including sexual health, mental health, alcohol and other drugs, safety and inclusion, domestic and family violence, ageing, and training.

2024 **P** PRIDE IN SPORT 2024  
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.

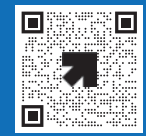


**OUR  
PURPOSE**

We create opportunities for people in our communities to live their healthiest lives



HOW CAN WE  
MAKE OUR SPORTS  
**MORE  
INCLUSIVE?**



**HAVE  
YOUR  
SAY**



**2024 P** PROGRAM FOR THE 2024  
PRIDE IN SPORT AWARDS

**ENTERTAINMENT**

A very special performance by Emily Williams

**WELCOME TO COUNTRY**

Wurundjeri Woi Wurrung Cultural Heritage Aboriginal Corporation

**INTRODUCING OUR MC**

Adam Hills MBE

**WELCOME FROM PRIDE IN SPORT**

Andrew Purchas OAM

Co Founder, Pride in Sport Index & Chair, Pride in Sport Advisory Group

**★ ALLY OF THE YEAR AWARD**

Presented by the British Consulate General Melbourne

**★ INCLUSIVE COACH OF THE YEAR**

Presented by Play by the Rules

**★ POSITIVE MEDIA AWARD**

Presented by Lifeline

**★ EXECUTIVE LEADER AWARD**

Presented by ACON

**★ LGBTQ+ ROLE MODEL AWARD**

Presented by European Union Delegation to Australia

**PLATINUM SPONSOR ADDRESS**

Presented by Alex Mednis, CEO, revolutioniseSPORT

**BREAK**

**2024 P** PROGRAM FOR THE 2024  
PRIDE IN SPORT AWARDS

**ENTERTAINMENT**

A very special performance by Emily Williams

**★ LGBTQ+ INCLUSIVE INNOVATION AWARD**

Presented by VicHealth

**PRIDE IN SPORT INDEX AWARDS – COMMUNITY**

Presented by Ben Cork, Pride in Sport Relationship Manager,  
assisted by Ian Roberts, Pride in Sport Co Patron, and COMPPS

**★ MOST IMPROVED COMMUNITY SPORT**

**★ COMMUNITY BRONZE, SILVER & GOLD  
COMMUNITY SPORTING ORGANISATIONS**

**★ COMMUNITY SPORTING ORGANISATION OF THE YEAR**

**PRIDE IN SPORT INDEX AWARDS**

Presented by Beau Newell, Pride in Sport National Program Manager,  
assisted by Alex Blackwell, Pride in Sport Co Patron, and revolutioniseSPORT

**★ MOST IMPROVED SPORTING ORGANISATION**

**★ BRONZE & SILVER SPORTING ORGANISATIONS**

**★ GOLD SPORTING ORGANISATIONS**

**★ SPORTING ORGANISATION OF THE YEAR**

**THANKS AND CLOSING REMARKS**

With our MC Adam Hills, MBE

**NETWORKING AND CELEBRATION**

Concluding at 10pm

## 2024 **P** OUR ENTERTAINERS FOR THIS EVENING'S CELEBRATIONS

### OUR PERFORMER EMILY WILLIAMS

The New Zealand born and raised, multi-platinum selling artist Emily Williams has done it all.

From 'Australian Idol' to the mega smash group 'Young Divas' to being the first Australian to nab the leading role in 'The Bodyguard' musical UK!! (2023)

A promotional graphic for the Australian Pride in Sport Awards. The left side features a vertical rainbow gradient background with the text 'AUSTRALIAN PRIDE IN SPORT AWARDS' in white, followed by 'CELEBRATING THE RESULTS OF THE PRIDE IN SPORT INDEX' and a photo of people celebrating. The right side shows a black and white portrait of Emily Williams with her hand on her head. At the bottom, a yellow and orange banner contains the text 'EMILY WILLIAMS ENTERTAINER' and '23 APRIL 2024 CENTREPIECE, MELBOURNE'.

## 2024 **P** OUR ENTERTAINERS FOR THIS EVENING'S CELEBRATIONS

### OUR MC ADAM HILLS MBE

A five-time Gold Logie nominee, Adam Hills is one of Australia's best-known comedians. He is adored across Australia for his iconic role as host of ABC TV's music-orientated quiz show Spicks and Specks and for his talk show, Adam Hills Tonight. Across the pond Adam has likewise become a household name with his talk show on Channel Four, The Last Leg. Comedy is such a massive part of Adam's life that he wrote a whole book about it, his memoir *Best Foot Forward* went on to become a Times best seller.

A promotional graphic for the Australian Pride in Sport Awards. The left side features a vertical rainbow gradient background with the text 'AUSTRALIAN PRIDE IN SPORT AWARDS' in white, followed by 'CELEBRATING THE RESULTS OF THE PRIDE IN SPORT INDEX' and a photo of people celebrating. The right side shows a black and white portrait of Adam Hills smiling. At the bottom, a yellow and orange banner contains the text 'ADAM HILLS MC' and '23 APRIL 2024 CENTREPIECE, MELBOURNE'.

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



**ALLY OF THE YEAR AWARD**  
PROUDLY SPONSORED BY THE  
BRITISH CONSULATE GENERAL  
MELBOURNE

**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 as an active ally to the inclusion of people with diverse sexualities and genders within their sport.**

### **KRISTEN STONE HUTCHISON**

Having significantly advanced Lacrosse Victoria's LGBTQ+ focus, Kristen lives as a primary example of active allyship. Through her leadership, Lacrosse Victoria plays a key role in Proud2Play's Rainbow Sports Alliance, embracing the collective focus on LGBTQ+ inclusion to enhance organisational inclusivity. Kristen's commitment to education, leveraging personal funds for Allyship training, and her instrumental role in creating welcoming environments, such as the Lacrosse Together Program, exemplify her dedication. Her efforts in securing grants for inclusive programs and leading community engagement activities underscore her status as a deserving finalist for her impact on the sport and community.

### **DAVID KEOGH**

David, a Committee Member at Collaroy Tennis Club, has significantly contributed to fostering an inclusive environment for the LGBTQ+ community within the sport of tennis. His proactive involvement in hosting LGBTQ+ activations and education sessions, in collaboration with Tennis NSW and Tennis Australia, highlights his dedication to inclusion. Notably, David's initiative to participate in the AO Pride Nights, incorporation of rainbow branding in tennis promotions, and creativity in showcasing allyship for others exemplifies his commitment to LGBTQ+ allyship. His advocacy and efforts have not only welcomed over 50 new LGBTQ+ members into the club but have also inspired

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



**ALLY OF THE YEAR AWARD**  
PROUDLY SPONSORED BY THE  
BRITISH CONSULATE GENERAL  
MELBOURNE

a culture of inclusion and support, making his finalist nomination a recognition of his impactful work in promoting LGBTQ+ inclusion at all levels.

### **SOPHIE MOORE**

Through her leadership as Football Australia's National Member Protection Manager, Sophie stands out for her steadfast advocacy and allyship, with a strong focus for the inclusion of transgender athletes in football. Having played a pivotal role in promoting LGBTQ+ inclusion, and combating discrimination and hate speech at an unprecedented level for a national sporting organisation, Sophie has helped ensure the safety and respect of trans players across the sport. Through education, policy advocacy, and direct support in challenging times, Sophie has created a more inclusive environment, making significant strides towards equality in sports. Her commitment to protecting vulnerable individuals and fostering a culture of safety and inclusion is a reflection of her impactful contributions to LGBTQ+ inclusion in football.

### **KRISTEN PENNY**

A brilliant example of an 'Active Ally', Kristen has been instrumental in spearheading LGBTQ+ inclusion initiatives at the National Basketball League. Her leadership in launching the NBL's Pride Round – a first for an entirely male professional code – and advocating for comprehensive support across professional teams has significantly advanced visibility and allyship for basketball. Under her guidance, the league has embraced their active allyship and transformed arenas into symbols of pride, demonstrating a never before seen commitment to inclusivity in men's professional basketball. Kristen's efforts have not only enhanced the welcoming atmosphere for athletes but have also set a precedent for sports organisations through her impactful contributions to diversity and inclusion.



## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



**LGBTQ+ INCLUSIVE COACH OF THE YEAR**  
PROUDLY SPONSORED BY  
PLAY BY THE RULES

**This award recognises the significant impact of coaches (including assistant coaches) within sport who support LGBTQ+ inclusion above and 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.**

### **SHAUN JACOBS**

At the Sydney Hookers, Founder and Head Coach Shaun has harnessed boxing as a powerful tool for community building and LGBTQ+ inclusion. By orchestrating initiatives such as an LGBTQ+ boxing tournament at the Gay Games and spearheading a partnership with Corporate Fighter, Shaun has opened the sport to a broader community, breaking down barriers of participation. His advocacy, including raising significant funds for LGBTQ+ charities, showcases his commitment to inclusivity. Shaun's efforts culminate in a welcoming space where individuals, regardless of identity, can engage in boxing, embodying the spirit of unity and empowerment.

### **TRENT ROBINSON**

Within the Sydney Roosters NRL club and Allianz Coach For All program, Trent plays a crucial role in promoting inclusive coaching practices across Australian sports. His advocacy, including media appearances and social media campaigns, alongside facilitating LGBTQ+ Awareness training in cis-hetero male-dominated sporting environments, underscores his dedication to creating a welcoming environment in sport. Robinson's commitment to inclusivity, particularly in fostering a culture of inclusion among high-performance coaching staff in multiple sporting codes, highlights why his contributions are deserving of recognition in the realm of sports inclusion.

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



**LGBTQ+ INCLUSIVE COACH OF THE YEAR**  
PROUDLY SPONSORED BY  
PLAY BY THE RULES

### **GEORGIA VERRY**

At the forefront of making martial arts more accessible to the LGBTQ+ community, Conscious Combat Club, under the leadership of Georgia, has introduced a transformative approach to kickboxing. By creating safe, inclusive spaces, and embracing LGBTQ+ community members, Georgia's initiatives, including collaborations with Queer Combat, emphasise autonomy, connection, and the importance of a welcoming environment, positioning her as a trailblazer and deserving nominee for her contributions to inclusivity in sports.

### **LIL WATERS**

Through their coaching at Mt Alexander Falcons and public advocacy, Lil has become a beacon for inclusive coaching in the AFL. Their involvement in the documentary "Equal the Contest" and dedication to fostering an inclusive team culture have challenged stereotypes, creating a safe and welcoming environment here for all athletes. This approach not only enhances the sport's accessibility but also ensures every athlete can be their authentic self, making Lil's nomination a testament to their impactful contributions to sports inclusion.

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



**This award aims to recognise an individual'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.**

### **LIANA BURATTI**

As Women's Digital Content Lead for Football Australia and the Australian Olympic Team, Liana has significantly contributed to the dialogue on LGBTQ+ inclusion in sports through her exceptional coverage in 2023. Her article featuring Sam Kerr and the CommBank Matildas' commitment to LGBTQ+ pride during Sydney WorldPride 2023 stands out for its depth and sensitivity. Buratti's work, highlighting the team's embrace of LGBTQ+ pride-coloured numbers against Spain, not only helped raise awareness of authentic rainbow promotions but also fostered a spirit of inclusivity and acceptance, making her a deserving finalist for the Positive Media Award.

### **SAMANTHA LEWIS**

A digital sports journalist at ABC News, Samantha has notably advanced LGBTQ+ visibility in football with her impactful coverage. Her article on the Matildas' support for the LGBTQ+ community during Sydney WorldPride and the FIFA Women's World Cup, alongside additional pieces on transgender inclusion and athlete coming-out stories, has significantly contributed to the conversation around diversity and inclusion in sports. Her work, which combines sensitivity with a deep understanding of the complexities of LGBTQ+ issues, has made her a deserving finalist for her role in expanding public awareness and promoting inclusivity within the sporting community.

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



### **DAVID MARCHESE**

Through his reporting for ABC News and Triple J, David spotlighted LGBTQ+ inclusion in sports, particularly via the story of A-League player Josh Cavallo. His work effectively raised awareness and promoted inclusivity within the sporting community, exemplifying high journalistic standards in covering sensitive issues of sexuality and inclusion. David's insightful storytelling and respectful portrayal have significantly contributed to expanding public knowledge and empathy towards LGBTQ+ athletes' experiences across Australia.

### **MITCH NIVALIS**

Through their remarkable documentary "Equal the Contest," Mitch has made a significant contribution to the dialogue surrounding LGBTQ+ inclusion in Australian sports. Highlighting the experiences of women and those of diverse sexuality and gender, Mitch's story, rooted in personal experience, resonates on a global scale. Their work, featured in national and international film festivals, serves as a powerful tool for discussion and education on inclusivity in sporting cultures. It provides an innovative way of storytelling that continues to expand understanding and foster inclusion well beyond the publish date.

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



**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/or 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.**

### **JOHN BAKER AM**

As President of Surf Life Saving Australia, John has exemplified exceptional leadership in promoting LGBTQ+ inclusion within surf life saving on an international scale. His efforts, including championing the SLSA Pride Rescue Board, spearheading the Diversity & Inclusion Framework, and actively participating in Lifesavers with Pride events, have significantly advanced LGBTQ+ visibility and support. His proactive stance, evidenced by his participating in the Sydney Mardi Gras and strong advocacy for the community in both mainstream and traditionally conservative media, showcases his dedication to creating an inclusive and supportive environment for all members of what is both a sport and an emergency service.

### **SHAUN BARNETT**

In his role as President of Perth Scorpions Volleyball Club, Shaun has transformed the landscape of LGBTQ+ inclusion in volleyball. Under his guidance, the club has seen remarkable initiatives, including the launch of an LGBTQ+ inclusive junior volleyball camp and the establishment of annual awards nights to celebrate diversity. His collaborative efforts with Volleyball Western Australia and active participation in community events like the WA Pride Parade and the annual Pride Cup have been instrumental in creating a

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



welcoming and supportive environment for the broader LGBTQ+ community, setting a new standard for inclusivity in sports in Western Australia.

### **KRISTINA MITSIKAS**

Leading the UWA Sport team, Kristina has been a pivotal figure in advancing LGBTQ+ inclusion. Through carefully curated strategic initiatives, educational workshops, and inclusive events, Kristina's leadership has fostered a culture of allyship and advocacy among both staff and volunteers across the organisation and community. Her role on the University of Western Australia Diversity Equity and Inclusion Committee and her efforts in organising pride celebrations and ally workshops underline her commitment to not only embracing LGBTQ+ inclusion but advocating for it at all levels within the university sector. Kristina's dedication to creating supportive environments where LGBTQ+ individuals feel valued and respected is a testament to her leadership.

### **REBECCA SHAW**

Through her leadership as Gymnastics NSW CEO, Rebecca has shown she is a staunch advocate for LGBTQ+ inclusion, demonstrating allyship in action by participating in the Mardi Gras parade and engaging in critical public advocacy across the sporting sector. Her work, in partnership with programs such as the LOVE project to enhance inclusivity for older LGBTQ+ individuals and promote diversity education showcases a proactive and compassionate approach to leadership and fully embracing older LGBTQ+ community members. This commitment to creating a welcoming and supportive environment in gymnastics and the broader community underlines why her nomination is so well-deserved.

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



**This award recognises an LGBTQ+ individual within sport who is highly visible as an LGBTQ+ role model and has made an outstanding contribution by raising awareness, advocating for, and promoting LGBTQ+ inclusion within their sport/organisation.**

### DAVIS ATKIN

Through his groundbreaking journey, Davis has become a pivotal figure in promoting LGBTQ+ inclusion within hockey in Australia and globally. As the first openly gay man to play International Hockey, Davis has utilised his platform and personal experiences to educate others on supporting LGBTQ+ athletes effectively. His dedication to using social media for advocacy and visibly supporting the LGBTQ+ community has made him a beacon of inspiration for LGBTQ+ athletes everywhere, showcasing the power of resilience and authenticity in transforming the sporting world for the better.

### CAMPBELL HARRISON

A trailblazer in sport climbing, Campbell exemplifies what it means to be a visible LGBTQ+ advocate. Campbell's journey to the Paris 2024 Olympics is a testament to their courage and resilience, breaking barriers as an openly gay athlete. Through sharing his personal experiences and advocating for LGBTQ+ inclusion both within and beyond the climbing community, Campbell has become a symbol of hope and empowerment. His commitment to fostering a culture of acceptance and inclusivity in sports showcases the profound impact that visibility and advocacy can have, making him a deserving finalist for his role as a role model for young LGBTQ+ athletes.

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



### GRETA HAYES

As an Olympian and a member of the Hockeyroos team, Greta has emerged as a staunch advocate for LGBTQ+ rights, leveraging her platform to foster inclusion within hockey and across Australian sports. Through her roles as a Thrive with Pride AIS LGBTQ+ Ambassador and LGBTQ+ Ambassador for both Hockey Australia and Hockey NSW, she has led pride matches, developed and shared inclusive content, and advocated for inclusivity, ensuring the sport is welcoming to all. Her dedication to enhancing LGBTQ+ visibility and support highlights the significant impact of her contributions.

### MARTIN STARK

Through his visionary leadership, Martin has catapulted LGBTQ+ inclusion in boxing to unprecedented heights. In founding the World Gay Boxing Championships, Martin not only orchestrated this world's first inclusive boxing competition but also revolutionised the sport on a global scale. His tireless advocacy and collaborations have reshaped policies and perceptions, transforming World Gay Boxing Championships into a global example of positive change. Martin's efforts demonstrate an unwavering commitment to fostering a welcoming space in sports.

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



**This award recognises an innovative inclusion initiative, product, service, or governance that promotes the inclusion of LGBTQ+ people within sport and recreation organisations at any level, or across the sport more broadly.**

### **CHAMPION Q LEAGUE NETBALL**

Championing a groundbreaking initiative, Q League Netball by QSA & Netball Victoria emerges as a world-first, offering a year-round inclusion platform for the LGBTQ+ community. This initiative has revolutionised how netball is viewed and played, providing a community league beyond the binary and fostering meaningful inclusion. Thanks to the collaboration between QSA, Netball Victoria, and Champion, Q League Netball has set a new benchmark for inclusivity in sports, making it a deserving nominee for its impactful contributions to the LGBTQ+ community and sport as a whole.

### **2023 NBL CHAMPION PRIDE ROUND**

The NBL Champion Pride Round, initiated by the National Basketball League, stands as a landmark event in promoting LGBTQ+ inclusion within sports. This pioneering initiative, the first of its kind in an all-male league in Australia, not only supported the LGBTQ+ community but also underscored the NBL's commitment to diversity and inclusion. The round, enriched with educational programs for all club staff and athletes, multifaceted community engagement, and powerful partnerships, notably with Champion, highlighted the league's resolve to create an inclusive atmosphere, making it a deserving nominee for its impactful contribution to sports and the LGBTQ+ community.

## 2024 **P** FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2024



### **RAINBOW RACQUETS**

The Rainbow Racquets Squash initiative, in collaboration with Squash Australia, created a landmark moment for inclusivity through the Sydney WorldPride 2023 festival. This initiative not only brought together international players from diverse backgrounds for competition but also significantly raised awareness within the community about LGBTQ+ participation in squash. The efforts led to a substantial increase in club membership and the establishment of new clubs, highlighting a successful model for promoting inclusivity in sports on a national scale.

### **SYDNEY WORLDPRIDE TENNIS PROJECT**

Through the Sydney WorldPride Tennis Project, Tennis NSW showcased a groundbreaking commitment to LGBTQ+ inclusion, leveraging a holistic and innovative approach at WorldPride sports festival. Collaborating with community partners and securing support from state government and Tennis Australia, the initiative achieved widespread impact with global acknowledgement. Focused on education, community engagement, and the promotion of inclusive events, the project effectively elevated the profile of LGBTQ+ inclusion in tennis, integrating broader diversity and inclusion efforts to create a lasting legacy for Sydney WorldPride 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, Rugby Australia, Australian Football League, Football Australia, National Rugby League, Cricket Australia, Basketball Australia, Golf Australia, Swimming Australia, and Water Polo Australia.

Leaders from ACON's Pride Inclusion Programs, 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. Unlike a traditional 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 work against other sports, determine areas for improvement and areas in which the sport is currently excelling.

The PSI follows a 3 yearly cycle of local index review and international benchmarking. Upon review, new criteria are set with the intention of advancing LGBTQ+ inclusion practice within Australian sport. Within each new iteration, there is an expectation that entry points into the respective tiers will change, and overall scores decrease. This is a pattern we see with the release of every new iteration. It's important that the expectations of submitting organisations take this into account with their goals within a new iteration. It's also important to note that the journey to maintain leading practice is not a 6-month journey; it's a 3+ year journey.

## 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 tier status is determined based on the scores obtained.

## TIER RECOGNITION

It is also important to note that for the third iteration, the methodology of determining recognition for **Bronze**, **Silver** and **Gold** tier entry levels has changed. Entry points to each of these tiers in previous iterations have been determined by ranking the scores of all participating organisations and calculating the top consecutive percentages. This meant that, as practices improved or shifted, the entry points would change from year to year.

*Starting with the 3rd iteration of the PSI, we have introduced fixed entry points for each of the tiers, making it easier to estimate where your tier recognition may fall.*

To achieve **Bronze** Tier Status within the PSI Foundation Submission, participating organisations must obtain the following: **Community Sport** = 35% or 15/50 allocated points and **Standard PSI** = 70% or 35/50 allocated points.

To achieve **Silver** Tier Status within the PSI Advanced Submission, participating organisations must obtain the following: **Community Sport** = 50% or 25/50 allocated points and **Standard PSI** = 40% or 40/100 allocated points.

To achieve **Gold** Tier Status within the PSI Advanced Submission, participating organisations must obtain the following: **Community Sport** = 60% or 35/50 allocated points and **Standard PSI** = 60% or 60/100 allocated points.

**Platinum** Tier Status is the highest obtainable recognition within the PSI and acknowledges the highest levels of performance within the PSI over a sustained period. To obtain this prestigious recognition, organisations must be acknowledged as those whose commitment to LGBTQ+ inclusion is for the long-term. This can be achieved by:

1. Obtaining Gold Tier Status within the PSI for four out of the last five years of submissions, or
2. By winning Organisation of the Year twice within the same five-year period.

Find out more about the PSI at [www.prideinsport.com.au/psi](http://www.prideinsport.com.au/psi)

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ANU Sport	Gymnastics NSW	RMIT University Sport
Athletics Australia	GWS Giants	Rowing Australia
Australian Dragon Boat Federation	Hockey ACT	Rugby Australia
Australian Eight Ball Federation	Hockey Australia	Skate Australia
Australian Football League	Hockey NSW	Sport Integrity Australia
Australian Sports Commission	Lets Go Surfing	Squash Australia
Australian Institute of Sport	Life Saving Victoria	St Kilda Football Club
Australian Sailing	Little Athletics Australia	Surf Life Saving Australia
Badminton Australia	Macquarie Uni Sport	Surfing Australia
Basketball Australia	Melbourne United Basketball	Swimming Australia
Basketball NSW	National Basketball League	Tennis Australia
Bowls Australia	National Rugby League	Tennis NSW
Bowls Victoria	Netball ACT	Touch Football Australia
Cairns Taipans Basketball	Netball Australia	UniSport Australia
Cricket Australia	Netball QLD	Urban Rec Australia
Deakin Uni Sport	Netball Victoria	UNSW Sport
Diving Australia	NSW Rugby League	UWA Sport
Diving NSW	Paddle Australia	Volleyball NSW
Football Australia	Paralympics Australia	WA Football Commission
Football Victoria	QLD Rugby League	Water Polo Australia
Frankston Football Club	QUT Sport	Water Polo NSW
Griffith University Sport		Wheelchair Sports NSW

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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](http://www.prideinclusionprograms.com.au)