

AUSTRALIAN
PRIDE
IN
SPORT
AWARDS

CELEBRATING THE RESULTS OF THE 2019 PRIDE IN SPORT INDEX





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 Custodians of the land on which we meet.

We pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people attending our celebrations tonight.



**ALEX BLACKWELL**

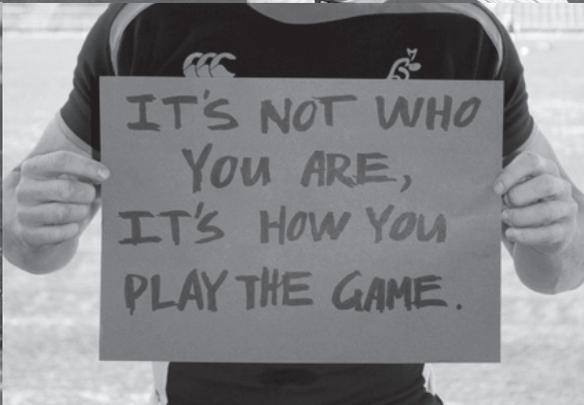
AUSTRALIAN TEST CRICKETER
CO PATRON, PRIDE IN SPORT

Welcome to the second Pride in Sport Awards. The past 12 months we have seen a number of significant events in sport that have highlighted the increasing need for sports to be well informed and guided regarding their LGBTI inclusion strategies. Events that stand out to me include:

- Rugby Australia's strong actions following Israel Falou's harmful social media comments towards same-sex attracted and gender diverse people.
- The Court of Arbitration in Sport's upholding of the IAAF ruling that middle distance runner Caster Semenya must suppress her naturally occurring levels of testosterone to continue competing at the highest level in female events.
- The overwhelmingly supportive community response to Australian male cricketer James Faulkner's "coming out", which turned out to not be true.
- England men's Test Cricket Captain Joe Root's comment that "there is nothing wrong with being gay" in response to a homophobic slur on field during an international match.
- India's fastest female 100m sprinter Dutee Chand coming out as the first openly gay sports person in India after homosexuality was decriminalised just six months prior.

Given the heightened awareness around the rights of LGBTI people worldwide it is not surprising that we have seen Australian sporting organisations significantly increase their engagement in LGBTI inclusion practices. Pride in Sport Index submissions are up 61% from last year and award nominations are up 70%. This is a terrific reflection of the positive change that is occurring in sport.

More than ever before there is an expectation from society and corporate sponsors, that sports will uphold their commitment to being a place where everyone is welcome equally. I congratulate all the sports who have embarked on their LGBTI inclusion journey and thank you on behalf of future generations of LGBTI sportspeople who will subsequently have a greater opportunity to reach their true athletic potential.





DANIEL KOWALSKI
AUSTRALIAN OLYMPIAN
CO PATRON, PRIDE IN SPORT

Welcome everyone to the Australian Pride in Sport Awards 2019.

In my second year as Co Patron of Pride in Sport it has been encouraging to see the growth and interest from organisations across the board but there is still so much that can and should be done, but your involvement itself is the best platform from which to launch!

What I love and admire so much about the Pride in Sport Awards is the reach and impact they have on the wider community. It doesn't matter if you are from one of our professional sporting codes or a community based, volunteer run club, your footprint will leave an indelible mark on so many people's lives.

Another fantastic outcome from the work of Pride in Sport has been the increase in awareness of inclusion and diversity in sport which leads to greater awareness and conversations and therefore a safer environment for athletes, administrators and officials.

Last year I challenged sports to position yourselves to bring about change, and so many sports and individuals answered that call. But just as we ask of our athletes as they strive to reach their goals we can't rest on our laurels and become complacent, the hard work must continue, and I implore you to keep striving to provide a safe and inclusive environment for all.

In closing I want to recognise and congratulate my fellow co patron Alex Blackwell on her retirement from International First Class cricket. Alex leaves behind an amazing legacy both on and off the cricket pitch and the Australian Sporting, LGBTIQ and wider community are all the better for her contribution.

Have a fantastic night and congratulations to all! You are all winners in my eyes and playing a huge role in making it a truly inclusive environment for the LGBTIQ community and its allies.

RESPECT ALL FEAR NONE

A code to live and play by



We believe sports are for everyone to enjoy and a place where all people should feel safe, accepted and included.

To join Pride in Sport and play your part, contact the team on **612 9206 2139**

pridein
sport

**ANDREW PURCHAS OAM**

CO FOUNDER, PSI

CHAIR, PSI ADVISORY COMMITTEE

I would like to welcome you all to the second annual Australian Pride in Sport Awards.

The last twelve months have seen the Pride in Sport program go from strength to strength as we as we continue our work on LGBTI+ inclusion in Australian sport. Our philosophy mirrors that of ACON's Pride Inclusion Programs: we are stronger, more effective and more cohesive when diversity is celebrated and all people are included.

We help to achieve this with rigorous benchmarking, complemented by tailored consultation services, education, training, crisis management, high impact strategy planning and best practice governance and policy development.

While each year bring its own challenges, we are extremely pleased to see a 61% increase in index submissions, emphasising the growth and empowerment of LGBTI benchmarking in Australian sport, as well as a massive 70% increase in community nominations for all categories of this year's respective awards.

This engagement shows the emphasis that sporting bodies are putting on the improvement of LGBTI inclusion, and highlights the importance of this work for both internal and external stakeholders of each and every sport.

We congratulate those who participated in the Pride in Sport Index, and all those who have been nominated for their outstanding contributions and achievements in this space.

We look forward to the Pride in Sport Index growing year on year, and to Australian sport becoming a global leader in inclusive sport.



CHAMPIONS OF THE PRIDE IN SPORT PROGRAM

Pride in Sport would like to acknowledge our members who have committed to making their sport safer and more inclusive for LGBTI participants, whether that be as an athlete, official, staff member, volunteer or spectator.

Creating an LGBTI inclusion strategy and integrating this into existing diversity and inclusion frameworks has already seen a shift in attitude that aligns more closely with that of the broader community. The positive impact for sporting organisations can be evidenced through better awareness of the barriers faced by LGBTI people in participating in their sport, the impacts of discrimination, policies that ensure LGBTI people feel safe and included and wider promotion of their sport resulting in increased participation.

With sport accessibility playing an important role in social cohesion, our members strongly believe that this work is critical in ensuring everyone has an equal opportunity to enjoy the benefits sport can provide.

We thank you for your support and we look forward to continuing our work together to make Australian sport an international force in LGBTI inclusion.

FOUNDATION MEMBERS

- Football Federation Australia
- Rugby Australia
- Water Polo Australia

SUPPORTING STAKEHOLDERS

- ACON
- Australian Human Rights Commission
- Pride in Diversity
- Macquarie Bank
- Sport Australia
- Victoria Pride Football Cup

MEMBERS

- Athletics Australia
- Australian Football League
- Commonwealth Games (Gold Coast 2018)
- Bowls Victoria
- Cricket Australia
- Cricket Victoria
- Football Victoria
- Melbourne University Sport
- National Rugby League
- New South Wales Rugby League
- RMIT University
- St Kilda Football Club
- Swimming Australia
- Tennis Australia



BEAU NEWELL
PROGRAM MANAGER
PRIDE IN SPORT

Australia is considered to be one of the largest sporting nations in the world. It's in our blood. The spirit and enthusiasm we have at a game can be just as passionate at the Olympics as it is when watching our kids on the weekend. It brings out the best in us, and it can also bring out the worst in some.

Through the 'Out in the Fields' study (www.outonthefield.com), we now know that 80% of participants have witnessed or experienced homophobia in sport.

Of those targeted, 85% of gay men and 84% of lesbians have heard verbal homophobic slurs such as "faggot", "dyke" and "poof" showing that homophobic language is a common experience for lesbian, gay, bisexual, transgender (LGBT) people.

Imagine the impact this has on someone afraid to be their true selves. Add another layer, and imagine if that was your son, daughter, niece or nephew. How do we improve the culture of sporting environments so that we can still have the spirit, passion and enthusiasm we have at the Olympics or weekend kids games, but without the words and actions that once someone experiences are likely to push them away from the game they love?

Sporting organisation at all levels are beginning their journey to develop a much more inclusive culture and environment for the LGBTI community to be a part of, but we have a long way to go as a nation if we want these statistics to be eliminated. Providing a truly inclusive sport can only happen when work is done at both grassroots and the top end of town. From small clubs to large, and from leaders in the sport to spectators.

Inclusion is not about beliefs, tolerance or forcing people to come out. It's about behaviour, awareness and creating a safe and dynamic environment for people in sport and the workplace.



But, where do we start?

The best option for both individuals and sporting entities is to have a conversation. For athletes, parents and supporters it's about advocating to your entity that you wish to see more effort around diversity and inclusion for LGBTI people.

For entities, it's much the same. Having the conversation in the board room or staff meeting should be the first items on your agenda.

Too often we hear of individuals and sporting bodies being complacent with the perception that their sport or club is welcoming and inclusive of LGBTI people, but the reality is that most organisations are behind the eight ball when backing up this claim with substance and effort.

The second and probably most beneficial action item is to then engage with the subject matter experts. Building capacity to develop better LGBTI inclusion doesn't necessarily mean you have to have an LGBTI member on your staff – it can be calling on others to collaborate and partner in this space which can put your sport in good stead to be the sport of choice for those currently feeling excluded from the sporting arena.

The fundamental focus for sporting codes must be about providing that inclusive opportunity for people of all sex, gender identity, gender expression and sexuality so that they have a place to be involved.

WINNERS OF THE AUSTRALIAN PRIDE IN SPORT AWARDS 2019



2019 HIGHEST RANKING OVERALL – JOINT WINNERS

- MELBOURNE UNIVERSITY SPORT
- TENNIS AUSTRALIA



2019 HIGHEST RANKING SSO

CRICKET VICTORIA



2019 HIGHEST RANKING PROFESSIONAL CLUB

ST KILDA FOOTBALL CLUB



2019 LGBTI COMMUNITY SPORT AWARD

PERTH PYTHON'S
LGBTI+ HOCKEY CLUB



2019 SMALL LGBTI CLUB AWARD

LOTON PARK TENNIS CLUB



2019 LGBTI ALLY AWARD

DAVID KYLE
NORTH GIPPSLAND
FOOTBALL & NETBALL LEAGUE



**2019 LGBTI INCLUSIVE
COACH AWARD**

AARON LUCAS
SYDNEY ROLLER DERBY LEAGUE



**2019 LGBTI OUT ROLE
MODEL AWARD**

Sponsored by
QUEST APARTMENT
– HOTELS –

TONY BOUTOUBIA
LOTON PARK TENNIS CLUB



**2019 LGBTI INCLUSION
INITIATIVE AWARD**

LGBTIQA+ WOMEN'S
WATER POLO PROGRAM
SYDNEY STINGERS WATER POLO

OUR HISTORY

In April 2014, in the lead up to the 7th Bingham Cup (the Gay Rugby World Cup) in Sydney, the CEO's of five of Australia's most significant National Sporting Organisations; Australian Rugby Union (ARU), National Rugby League (NRL), Australian Football League (AFL), Football Federation of Australia (FFA) and Cricket Australia (CA) signed an Anti-Homophobia & Inclusion Framework Statement of Commitment.

The sports commitment to the development and implementation of policies and practices consistent with the Anti Homophobia and Inclusion Framework were the first real steps taken to eradicate homophobia within these sports.

On May 10, 2015 Out on the Fields¹, the first international and largest study of homophobia in sport was released. The study was commissioned by the Bingham Cup

Sydney 2014 and a coalition of other sporting organisations. It focused on issues of sexuality in team sport and was overseen by a panel of seven international experts from six leading universities. The study uncovered widespread homophobic behaviour in sport, particularly in youth sport and amongst fans.

Of particular note was that of the Australian participants (over 3000), 70% believed that youth team sporting environments were not safe or supportive of LGB people.

More than half Australian gay youth (55%) said that they worried about bullying; 37% worried about discrimination from coaches and officials. 80% of all participants reported witnessing or experiencing homophobia in sport. 80% of those respondents involved in sport in Australia believed that gays and lesbians were not accepted within the sporting community.

¹ Out on the Fields, was released May 10, 2015 and now sits within the public domain.



PSI – BENCHMARKING LGBTI INCLUSION IN AUSTRALIAN SPORT

OUR FUTURE

After three years of national benchmarking, the Pride in Sport Index (PSI) is set to be updated to match current standards and international trends in LGBTI inclusion in sport.

Data collected over the initial three years of benchmarking has shown promising results, in addition to the reality that more must be done in this space. At its core of the PSI a benchmarking tool that is designed to:

- Provide a free planning and assessment tool for sporting organisations wishing to progress their work in LGBTI inclusion.
- Provide an independent, non-biased assessment of yearly activity against an evidence based criteria aligned to a national benchmark for sport.
- Annually determine the benchmark for LGBTI inclusion in Australian Sport.
- Provide sporting entities a means by which to measure and report back to their executive or key stakeholders improvements made internally, backed by qualitative and quantitative data.
- Provide a means by which national practice in sporting LGBTI inclusion can be shifted in Australia with the ultimate aim of establishing a gold standard of practice internationally.

The recalibrated PSI will for the first time also encompass sporting organisations of all kinds. This means that national, state, regional, elite, academy and grassroots sporting organisations of all kinds will be invited to take part in the updated index. This epitomises the top-down and bottom-up approach required to achieve enhanced LGBTI inclusion for all of Australian Sport.

The new PSI will be launched in July 2019 at www.prideinsport.com.au



A NEW STANDARD OF APARTMENT HOTELS



WORK. PLAY. SLEEP. REPEAT.

However you choose to work, play, eat and sleep when travelling for business – our network of 170+ Quest destinations are with you all the way, delivering a new standard of apartment hotel accommodation.

[QUESTAPARTMENTS.COM.AU](https://www.questapartments.com.au)



SPONSOR OF THE 2019 PSI AWARDS

QUEST APARTMENT HOTELS

2019 OUT ROLE MODEL AWARD SPONSOR

Quest is the largest and fastest growing apartment hotel operator in Australasia with 170+ properties located across Australasia and the UK. Established in Melbourne, Victoria in 1988, the growth of Quest has been achieved through its commitment to meeting the accommodation needs of the extended stay business traveller.

Quest Apartment Hotels is part of the world's leading serviced residence network, Singapore-based The Ascott Limited. The company portfolio spans more than 170 cities across over 30 countries under 12 international brands.

Quest properties are managed by franchisees who follow a proven and successful franchise model.

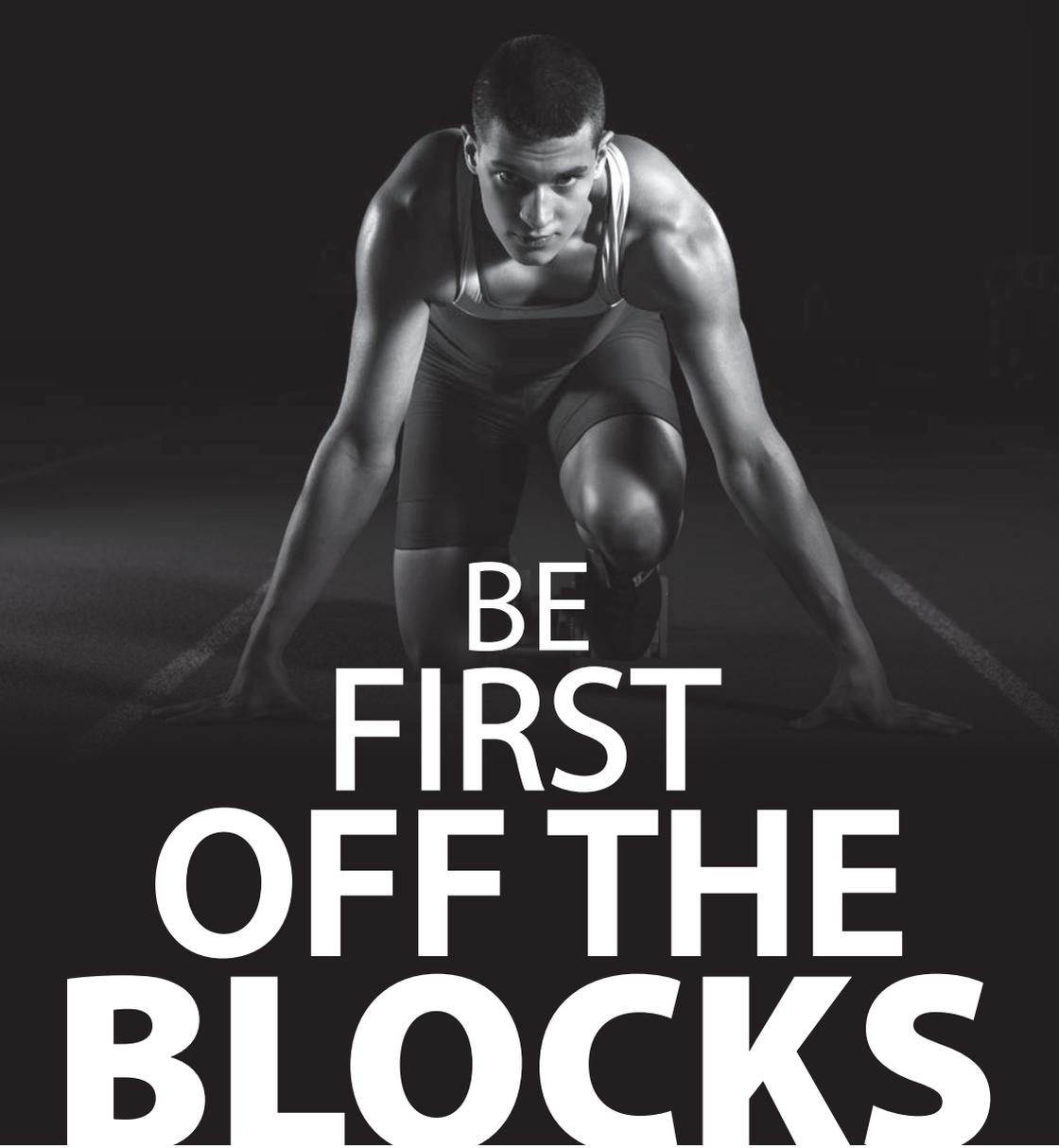


**Inclusion is a
team sport.**

**Thank you for
your support.**

**We couldn't do
it without you!**

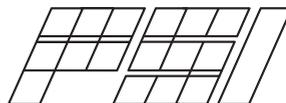
**pridein
sport**



BE FIRST OFF THE BLOCKS

The Pride in Sport Index (PSI) is an Australian benchmarking tool that will give you a head start in the pursuit for LGBTI inclusion excellence. Enhance your team's performance and gain a competitive advantage. Participation is free.

www.prideinclusionprograms.com.au/psi



PRIDE IN SPORT INDEX

THE PRIDE IN SPORT INDEX (PSI)

WE ENCOURAGE ALL SPORTING ORGANISATIONS, CLUBS AND UNIVERSITY SPORTS TO PARTICIPATE IN THE 2020 PSI

There is no cost. You do not need to be a Pride in Sport member. Results are confidential.

Participation will provide you with:

- Traffic light report clearly identifying where you scored full points, partial, none at all
- Recognition of participation
- The ability to benchmark your LGBTI work
- Year on year results by which to gauge improvements made as well as identify opportunities for future improvement
- Opportunity to participate in an employee survey with comprehensive high level results fed back to your organisation
- Baseline PowerPoint presentation making it quick and easy to feed back your results to your executive
- Certificate of participation

You may also choose to participate anonymously.

2020 SUBMISSIONS:

For more information contact Pride in Sport's Program Manager, Beau Newell at bnewell@acon.org.au or visit www.prideinclusionprograms.com.au/psi

ACON's Pride Inclusion Programs support Australian workplaces, sporting organisations and health + wellbeing service providers in all aspects of LGBTI inclusion. For more information about all Pride Inclusion Programs, please visit our website:

www.prideinclusionprograms.com.au



PRIDE
INCLUSION
PROGRAMS