

# AUSTRALIAN PRIDE IN SPORT AWARDS

CELEBRATING THE RESULTS OF THE 2020 PRIDE IN SPORT INDEX



revolutioniseSPORT

2020 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 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.



**BEAU NEWELL**

NATIONAL PROGRAM MANAGER  
PRIDE IN SPORT

It is with great pleasure that I welcome you all to the 2020 Australian Pride in Sport Awards, where we will recognise the achievements and contributions that have made Australian sport more inclusive for people with diverse genders and sexualities.

This event is a time to focus on the positive actions and outcomes of many and rise above the negative commentary and challenging obstacles constructed by the few.

The past twelve months saw the greatest increase in LGBTQ inclusion work by sporting organisations to date, with some amazing results worth highlighting:

- Pride in Sport Index (PSI) submissions increased by 111%
- Benchmarking categories increased by 55%
- Individual PSI survey responses increased by 188%
- Individual award submissions increased by 165%
- Pride in Sport membership reach exceeds 6.9million Australians
- Pride in Sport social reach now exceeds 50,000 people per month
- For the first time ever, we now see community clubs participating in the PSI.

These figures alone highlight the growing focus to make Australian sport more inclusive for people of diverse genders and sexualities.

We are excited to explore new partnerships, continue our ongoing support for those already working in this space, and ensure Pride in Sport is leading the way on LGBTQ inclusion work.

We would also like to thank all our Partners and Sponsors. Your generous support not only enables us to host this event but to also accomplish the work we do.

# revolutioniseSPORT

**We are delighted to be the Platinum Sponsor for  
Pride in Sport in 2020!**

revolutioniseSPORT is the emerging market leader in online sports management in the Asia Pacific region. We are an award-winning complete digital solution for sports & community group managers, staff & volunteers, for organisations of all sizes.

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

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

We work with over 171 governing bodies across Australia, New Zealand and Singapore and support over 11,000 clubs.

We hope you enjoy the awards night tonight, and look forward an exciting and enjoyable 2020.



Alex Mednis

Managing Director  
revolutioniseSPORT



Bespoke  
website builds



Advanced  
analytics



Digital strategy  
development

**ANDREW PURCHAS OAM**

CHAIR, PRIDE IN SPORT ADVISORY GROUP

Welcome everyone to the 2020 Australian Pride in Sport Awards. The last 12 months have been very significant for LGBTQ inclusion and participation in Australian sport:

- Sport Australia and a number of key sporting associations have released guidelines for the inclusion of transgender and gender diverse people, assisting clubs to create a safe and welcoming environment for all to enjoy everything that sports have to offer.
- The release of the draft Religious Freedoms Bill highlights that many freedoms fought for over many years may be compromised.

Pride in Sport continues to play a key role in these and many other issues and initiatives striving to ensure that Australian sport is inclusive. Never before has the work of Pride in Sport been more important, and we hope you can join us on this journey of inclusion.

**ALEX BLACKWELL**

AUSTRALIAN TEST CRICKETER  
PATRON, PRIDE IN SPORT

With heightened awareness regarding the rights of LGBTQ+ people worldwide, Pride in Sport has effectively supported Australian sporting organisations to significantly increase their engagement in inclusion practices for people with diverse sexualities and genders. More than ever before there is an expectation, from the

broader community and corporate sponsors, that sports will uphold their commitment to be a place where everyone is welcome equally. Congratulations to those who have excelled in this year's Pride in Sport Index as well as those smaller sporting bodies and individuals who will be recognised for their contribution to a more inclusive Australian sporting community. On behalf of future generations of LGBTQ+ sportspeople who will subsequently have a greater opportunity to reach their true athletic potential; thank you.

# 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**

**DANIEL KOWALSKI**

AUSTRALIAN OLYMPIAN

CO PATRON, PRIDE IN SPORT 2017 – 2019

Since 2017, Daniel Kowalski has been a Co Patron of Pride in Sport and held the program in high esteem.

The former middle and long distance swimmer not only helped his teams succeed in the pool but played an enormous role in the success of our Pride in Sport program and its initial growth.

During his tenure as Co Patron, along with Alex Blackwell, Daniel saw the increased engagement in sporting organisations across the country to further enhance their inclusive practices toward people of diverse sexualities and genders.

With his desire to maintain involvement in swimming, and his increasing career demands, Daniel has sadly decided the time is right to step away as Patron for our amazing program. The entire team from Pride in Sport and ACON more broadly wish to thank Daniel for his leadership, passion and enthusiasm in helping Australian sport become more inclusive.

**Thank You!**

“Thank you, Daniel. You are an inspiration to so many within the sporting world, and the effects of your leadership at Pride in Sport will continue to be seen for years to come.”

**Beau Newell, National Program Manager, Pride in Sport**

“Rarely do you come across a person with a soul as kind and welcoming as Daniel’s. Best wishes in your journey ahead.”

**Andrew Purchas OAM, Chair Pride in Sport Advisory Group**

“It has been a pleasure to be Co-Patron with Daniel. His attitude and authenticity is to be commended.”

**Alex Blackwell, Patron, Pride in Sport**





# GLOBAL LEADER OF SPORTS TECHNOLOGY

## Membership Management

Take control of member data &  
reduce administrator workload

## Web Development

Websites for small clubs to  
national sporting organisations

## Competition Management

Manage fixtures, ladders &  
results online with ease

## Events & Ticketing

Manage your sporting events  
& sell tickets online

## Online Auctions

Raise organisation funds through auction platforms

## E-Commerce

## Online Shops

Sales platforms for professional & amateur clubs



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# CHAMPIONS OF THE PRIDE IN SPORT PROGRAM

Putting your organisation out there to improve its inclusion work is no easy feat, but to do so publicly sends a strong message that you are committing to do the best you can at providing a safe, fun and friendly place for people with diverse sexualities and genders.

Pride in Sport would like to acknowledge our members, partners and key supporters of 2019.

## FOUNDATION MEMBERS:

- Football Federation Australia
- Rugby Australia
- Water Polo Australia

## 2019 MEMBER ORGANISATIONS

- Athletics Australia
- Australian Football League
- Bowls Victoria
- Cricket Australia
- Cricket Victoria
- Diving NSW
- Football Federation Australia
- Hockey Australia
- Judo NSW
- Macquarie University Sport
- National Rugby League
- Netball Australia
- Netball Queensland
- RMIT University Sport
- Rugby Australia
- Rugby Victoria
- St Kilda Football Club
- Surf Life Saving Australia
- Swimming Australia
- Tennis Australia
- Touch Football Australia
- Melbourne University Sport
- Water Polo Australia

## CORPORATE & STRATEGIC PARTNERS

- ACON Health
- Australian Human Rights Commission
- Coalition of Major Professional & Participation Sports (COMPPS)
- Equality Australia
- Glam Slam Melbourne
- National Sports Convention
- Play by the Rules
- Pride Football Australia
- Sport Australia
- Sport NSW
- Sports Community
- Victoria Pride Football Cup

# revolutioniseSPORT

MANAGE SPORT

LIKE NEVER BEFORE

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



Take online registrations & maintain your membership.



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



Communicate with members in bulk via email & SMS.



Organise club events & sell merchandise online.



Manage club finances & accept online payments.



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



Manage competition scheduling, attendance, results & rankings.



Access dynamic insights & advanced reporting capabilities.



Generate dynamic rosters and track your staff & volunteers.



Secure platform with multiple administrator access.

BENEFITS FOR CLUBS

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



PRIDE IN SPORT 2020  
PLATINUM SPONSOR

## revolutioniseSPORT

revolutioniseSPORT is the emerging market leader in online sports management in the Asia Pacific region. It is an award-winning complete digital solution for sports & community group managers, staff & volunteers, for organisations of all sizes.

A SaaS online membership, competition planning, e-commerce and data analysis platform, it services national, state and local organisations across the Asia Pacific, as well as specialising in digital strategy consultation and planning.

revolutioniseSPORT partners with 171 governing bodies and over 11,000 local clubs & associations to help build, brand and maintain a 'gold standard' of digital presence.

Some of their notable clients include Australian Sailing, Hockey Australia, Athletics Australia, as well as Singapore Gymnastics, Singapore Volleyball and Water Polo New Zealand.

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

**[www.revolutionise.com.au](http://www.revolutionise.com.au)**



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

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

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

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

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



## PRIDE IN SPORT 2020 SILVER SPONSORS



HSBC Australia offers an extensive range of financial services through a network of 45 branches and offices. These services include retail and commercial banking, trade finance, treasury and financial markets, payments and cash management and securities custody.

HSBC Australia's Pride Network engages with employees, customers and the communities the bank serves to promote awareness and inclusion of LGBTIQ individuals and their allies. HSBC also has partnerships with a number of sports including rugby, golf, badminton and AFL, and is the matchday sponsor of the Sydney Swans' annual Pride Round.



Stack Sports is the leading supplier of technology solutions to the youth sports industry. We provide a wide range of solutions to National Sporting Organisations and Grassroots sporting clubs/associations. Our suite of products allows sporting organisations to understand their participants by capturing key information, manage weekly competitions and tournaments. In addition to this we provide ways for organisations to increase revenue via our e-Commerce online shop and Online Auction platforms which are used by a variety of professional clubs/charity and foundations around the world.

Contact us at Stack Sports today for more information on our solutions

**1300 139 970**



## PRIDE IN SPORT 2020 NOMINATED AWARDS SPONSORS



**British Consulate General.** 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 people in all circumstances. Every person should have a fair opportunity in life no matter who or where they are.

We fly the rainbow flag with pride on appropriate occasions around the world, including at the Sydney Mardi Gras for the first time in 2020. The UK Government is proud to be a sponsor of Pride in Sport Australia in 2020.

## MinterEllison

MinterEllison is focused on fostering an inclusive workplace environment that enables our people to bring their whole selves to work and be open about their gender identity, sexual orientation or gender expression. We believe this empowers our people to perform at their best, work to their strengths and bring value to our clients. This ethos is supported by our LGBTQ committee PRIME (Pride, Respect, Inclusion at MinterEllison). We're proud to have been recognised for our work in diversity by key organisations and benchmarks including Australian Workplace Equality Index. We were awarded Gold Employer status at the 2019 Australian LGBTQ Inclusion Awards and aim for platinum status by 2025.



**Celebrating diversity.** The diverse and unique perspectives that our people bring to KPMG Australia are our biggest strength. We believe our success lies in creating a culture where everyone feels safe and supported to bring their whole self to work including our employees within the LGBTQ+ community. We are proud of all of our people.



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.




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





# Diversity. We thrive on it

**When you see the bigger picture, you see how  
different perspectives, cultures and ideas  
create more opportunity.**

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



**HSBC** | Pride

Together we thrive

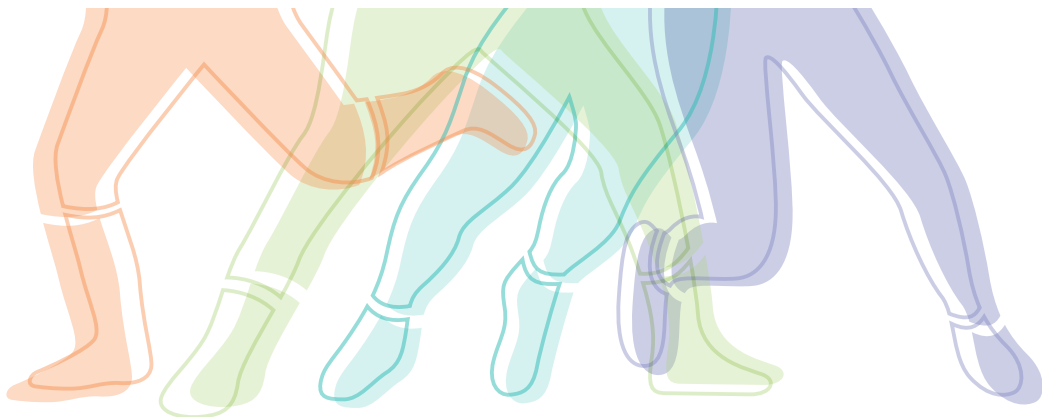


## PRIDE IN SPORT 2020 NOMINATED AWARDS SPONSORS



All Victorians have the right to the resources and environments they need to live a healthy, happy life. Yet many face multiple barriers to good health and wellbeing, which is particularly the case as the factors influencing the community's health become increasingly complex.

As Victoria's pioneering health promotion agency, VicHealth works with our partners in health, sport, the arts, workplaces, research and education to discover, implement and share solutions for long-term health. By promoting good health and preventing illness, more Victorians will have better health and wellbeing, which means they will have more time and energy for the things they enjoy.



**VicHealth is partnering  
with sports to build  
respectful environments  
that include *everyone*.**

*Pride Awards sponsor*



## ACKNOWLEDGEMENT OF COUNTRY

Chairperson's address

### **Nominated Awards:**

LGBTQ Ally of the Year

LGBTQ Inclusive Coach of the Year

LGBTQ Out Role Model of the Year

## FIRESIDE CHAT WITH SPECIAL GUESTS

### **Nominated Awards Cont'd:**

LGBTQ Positive Media Award

LGBTQ Community Sport Award

LGBTQ Inclusion Initiative Award

Small Club of the Year Award

## ENTERTAINMENT – ADAM HILLS

### **PSI Awards:**

Achievement Award for Most Improved

Bronze Organisations

Silver Organisations

Gold Organisations

Sports Organisation of the Year

## THANKS & CLOSING REMARKS

## NETWORKING AND CELEBRATIONS

**MARY KONSTANTOPOULOS****WOMEN'S SPORT ADVOCATE**

Mary Konstantopoulos is a lawyer and the founder of 'Ladies who League', a media company which was established to encourage more women to get involved in conversations about sport and promoting women involved in sport, in whatever capacity that may be. Mary is a frequent contributor to NRL.com, the Guardian Australia and has written for the Sydney Morning Herald.

Her podcasts 'Ladies who League' and 'Ladies who Legspin' are also part of the ABC Grandstand podcast family. Mary is also a board member of Hockey Australia and an ambassador for Life Education and the Full Stop Foundation. In 2019 Mary was also awarded the 'Women's Agenda Emerging Leader in Sport' award, the 'Western Sydney Women Sportswoman of the Year' and just recently was awarded an AIS Award for 'Best individual coverage of sport via a digital platform'.

**ADAM HILLS****COMEDIAN, TV HOST**

Adam Hills is one of Australia's best-known comedians, mainly as the five-time Gold Logie nominated host of his two hit ABC TV series – the music quiz show Spicks and Specks and his unique take on the late night talk show, Adam Hills Tonight.

Already a gold-plated star in Australia, Adam has now taken the UK by storm with his own talk show on Channel Four, 'The Last Leg'.

Originally a one-off series for the 2012 London Paralympics, the Poms loved him so much it has been on air ever since! Adam is back in Melbourne for a new stand up show at MICF called 'Shoes Half Full'.



## FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2020



### ALLY OF THE YEAR

PROUDLY SPONSORED BY  
BRITISH CONSULATE GENERAL

#### **Craig Tiley, Tennis Australia**

Craig is a passionate supporter of equality and believes everyone has the right to be their true self, no matter what their gender, sexual orientation, race or religion. He has worked tirelessly to implement and promote policies to ensure that both the workplace, and the sport of tennis, foster an inclusive environment and are open for all. Craig has consistently used the Australian Open – the biggest international sporting event in the southern hemisphere – to promote diversity and inclusion throughout the sport of tennis, and the organisation he leads. He has actively used his position to champion change across the board and is proud to lead a sports organisation that promotes diversity, inclusion and equality.

#### **Kara Montoneri, Pride Cup Australia**

Kara is a great addition to any NFP or Charity who needs help with inclusion of trans and gender diverse young people. Kara's knowledge on LGBTI+ young people and what they need to develop to live safe and secure lives, has helped multiple organizations and communities in changing their mentality around inclusion. Kara's attitude for inclusion is only surpassed by her attitude as a mum, she is a tireless advocate for her children and making sure that they are both respected, included and cared for the same way by all entities, including sport. Kara's dream is to see LGBTI+ celebrations throughout all major sporting codes in Australia and to expand it worldwide to showcase TGD young people inclusion in countries where it is yet to even be thought about.



## FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2020



### ALLY OF THE YEAR

PROUDLY SPONSORED BY  
BRITISH CONSULATE GENERAL

#### **Kevin Roberts, Cricket Australia**

Kevin's leadership during the last 12 months makes him a true LGBTQ Ally both internally for Cricket Australia staff and externally to participants and fans. Kevin remained strong and true to organisational values despite pressure for some very influential people in this country, during the launch of Cricket Australia's Trans & Gender Diverse related governance. His narrative to staff was always consistent and clear and left no one in the dark as to the organisational stance on this matter. Kevin was comfortable putting his hand up in areas he needed to learn more about and backed the judgement of subject matter experts. His curiosity to learn strengthened his message to staff and to the public as he brought many along with him on the learning journey. It was never about him it was about getting the best result for the transgender and gender diverse community.

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

In her role of CEO of a major Australian sporting code, Raelene has used her position to overtly support LGBTQ staff and the community, by dealing with the most high-profile case of vilification against LGBTQ people ever in Australian and possibly international sport. She has taken the time to meet with members of the LGBTQ Rugby community, as well as others in the wider sporting and corporate communities, to better understand challenges gender and sexually diverse people face in engaging with sport and how to support them appropriately. Raelene is open about her allyship being a journey and emphasised the importance of listening to LGBTQ people about their lived experiences. Raelene understands the responsibility and influence sport has in society and is committed to continuing to make Rugby a safe place to work, volunteer, play, officiate and spectate for LGBTQ people.



 **SBS**  
a world of difference





## FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2020



### **INCLUSIVE COACH OF THE YEAR**

PROUDLY SPONSORED BY  
SBS SPORT

#### **Ella Mason, Weightlifting**

In 2019, Ella single-handedly grew Pony Club Gym as a weightlifting space and cultivated a diverse, positive and loving community around it. Ella has created welcoming and inclusive spaces where everyone feels safe, comfortable and empowered. As a proud member of the LGBTQ community, Ella always promotes inclusion in sports and calls out injustice. What sets her apart is that she recognised a need for a safe training space and went about creating one. Beyond creating a safe space for the LGBTQ members, Ella has also fostered an environment that has educated non LGBTQ members. Beyond inclusion and education, Ella makes people feel good about their bodies, about their abilities and about who they are.

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

Penny has over 35 years of teaching Self Defence Courses and Seminars. She is a highly regarded expert and is consulted regularly by the media and government organisations on matters concerning personal safety. Among her many qualifications are 6th Dan Black Belt in Kung Fu, Australian Sports Commission Level 2 Coaching Certificate IV, Train the Trainer Vetab, and author of the "Self Defence Handbook For Women". Penny has recently appeared on "The Morning Show" on Channel 7 as an expert giving comment on segments involving violence. Helping start the first Rape Crisis Centre in Australia, Penny was driven to help women find a solution to sexual assault and prevent violence in all its forms.

**OUT ROLE MODEL OF THE YEAR**

PROUDLY SPONSORED BY

KPMG AUSTRALIA

**Caitlin Grigsby, Gippsland Roller Derby**

Caitlin's advocacy far exceeds her peers in the space of LGBTQ inclusion in sport. She has coordinated the training of committee members in mental health first aid and strategic partnerships to enable the informed and professional representation of LGBTQI Gippsland, and continues to lead this effort, now beyond the roller derby track. She has coordinated the only Victorian tournament of roller derby for almost 6 years, only stepping down now since the Gippsland Pride Initiative Inc, incorporated in late 2019, so that she may focus and continue this work. Caitlin has shown what integrity, community led, and data informed leadership looks like, often at cost to her sleep, family and professional pursuits.

**Chris Bunting, Melbourne Uni Sport**

Chris considers himself extremely fortunate to be able to work professionally as a leader and representative for the LGBTIQ community. As such, he views his role with the highest responsibility. Throughout 2019 Chris has made the most of every opportunity to advocate for the safety, respect and inclusion of gender and sexually diverse people involved in sport.



## FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2020



### OUT ROLE MODEL OF THE YEAR

PROUDLY SPONSORED BY  
KPMG AUSTRALIA

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

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

#### **Luke Major, Proud2Play**

Luke demonstrates bravery in advocating for the LGBTI+ community in sport when there is a risk of isolation from his sporting peers for believing in equitable access to sport for everyone. He has become a prominent figure in the Victorian sports community through his efforts to guide sports organisations through their LGBTI+ inclusion in sport journey and has made great contributions to the increasing desire for sports across the board to engage in the LGBTI+ inclusion space.

**LGBTQ POSITIVE MEDIA AWARD**

PRESENTED BY

ACON HEALTH

**“Andy Brennan – Australia’s first professional male soccer player to come out as gay while still playing the game”**

**Mon Shafter, ABC**

The importance of having the story of Australia’s first openly gay professional soccer player, told on one of the country’s most watched news and current affairs programs, cannot be understated. One of only a few mainstream outlets in Australia that covered Andy’s story, Mon’s piece was given an incredible platform via ABC 730, allowing hundreds of thousands of viewers to hear Andy’s deeply personal account of his decision to be open about his sexuality, the struggles he faced, and his desire to be an out and proud professional sportsperson in Australia. The latter being something that is extremely uncommon among professional male athletes in Australia.

**“AFL Pride Game Broadcast”**

**Chicks Talking Footy, Joy 949**

The 2019 AFLW Pride Game Broadcast was the biggest yet – with just under 10,000 people in attendance at the game. The Chicks Talking Footy team interviewed gay and transgender players, supporters and key stakeholders in women’s football and called the game live from the second balcony at Whitten Oval. The CTF team have played a significant role in promoting LGBTIQ+ inclusion in the AFL and giving profile to the AFL and AFLW Pride Games.

**LGBTQ POSITIVE MEDIA AWARD**PRESENTED BY  
ACON HEALTH**“Well Played; Young, Proud & Active”****Mon Schafter & Christyn Davies**

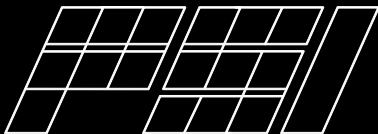
“Well Played: Young, Proud and Active” is a short film highlighting the importance of diversity and inclusion in sport and physical activity and the positive impact it has on young people’s health and wellbeing. Launched at Twenty10 on 16th May 2019 by Sex Discrimination Commissioner Kate Jenkins, the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

**“Until Folau Repents Rugby Australia has no choice to let him go”****Peter FitzSimons, SMH**

Peter’s dedication to covering the 2019 Israel Folau saga was incredibly commendable. However, within his coverage, his passion and fervour for advocating and supporting the LGBTQ community was truly inspiring. Peter was one of the few mainstream media voices that consistently challenged Folau’s homophobia and transphobia, and in writing 11 articles, he refused to accept that such hateful discrimination had a place within rugby, and Australian sport more generally.



# HOW DO YOU STACK UP?



PRIDE IN SPORT INDEX

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

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




# Passionate focus on all people

**KPMG Australia is proud to be a founding member of Pride in Diversity, and to be supporting the 2020 Pride in Sport awards.**

We offer a huge congratulations to this year's winner of the Out Role Model of the Year. We agree that providing future generations with visible role models is key to creating a world that celebrates all of us.

**KPMG.com.au**

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At MinterEllison,  
diversity and inclusiveness  
are at the core of our values

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That's why we are so proud to sponsor Pride in Sport. Together, we're all committed to helping people develop to their full potential – from sport to law, and everything in between. Creating environments where people feel comfortable and included is deeply important to empowering individuals in our community.

It's there that people can truly create lasting impacts.





**LGBTQ COMMUNITY SPORT AWARD**PROUDLY SPONSORED BY  
PLAY BY THE RULES**Bushrangers Basketball LGBTQ+ 'Come Out and Play' Campaign**

Despite being a sporting club, BB's key strategic focus is improving the lives and sense of inclusion among the LGBTIQ+ community; basketball is a bonus. Come Out & Play is designed to reach out to those who don't have the strength to reach out to the community. They should be celebrated for this. It provides an outlet for those who may have fallen between the cracks of other LGBTIQ+ sporting organisations due to their gender and sexual identity. Come Out & Play provides practical structure and guidance for gender diverse people playing basketball. 'Come Out & Play' provides an outward and very public demonstration of their objectives and proudly reaches out to those in the LGBTIQ+ community through sport.

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

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



## FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2020



### **LGBTQ+ COMMUNITY SPORT AWARD**

PROUDLY SPONSORED BY  
PLAY BY THE RULES

#### **Melbourne Rovers LGBTQ+ Soccer Program**

Melbourne Rovers is a growing football club that since 2008 has actively worked to promote LGBTQ+ inclusion in sport. The club makes a significant contribution to the LGBTQ+ community by making sport accessible to those who may not feel they have previously had a safe space for participation. The annual mixed game against the Victoria Police during pride further strengthens the relationship between the LGBTQ+ community and the police through sport.

#### **Melbourne Uni Water Polo Pride Round**

With consideration to the longstanding culture to providing a safe and welcoming club to LGBTQ+ identifying people who want to play Water Polo, 2019 was the year that MU Polo emerged as the leading club for LGBTQ+ inclusion and advocacy within the Victorian Water Polo Community. Their inaugural Pride Round in 2019 demonstrated three key skills which evidence their ability to advocate for LGBTQ+ inclusion in Water Polo: leadership, innovation, and visibility.



## FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2020



### LGBTQ INCLUSIVE INITIATIVE AWARD

PROUDLY SPONSORED BY  
MINTERELLISON

### **Glam Slam at the 2019 Australian Open**

The Glam Slam is an opportunity for the LGBTI community to experience the Australian Open and celebrate our inclusion and diversity. It demonstrates that LGBTI sport can be included at the highest levels. This initiative has strengthened ten-fold since 2018 and without the dedication and commitment of many, the amazing Glam Slam would not have been as successful today.

### **Inclusion of trans and gender diverse people in Australian Cricket**

Every person in Australia has a fundamental human right to participate in cricket, free from discrimination and harassment. The Cricket Australia policy and guidelines demonstrate their commitment to include people with an affirmed gender identity in cricket at every level and to ensure all people in our community's experience Australian cricket's inclusive culture. This policy came to life through the initiative and leadership of Cricket Australia people. Most importantly every decision made was made with an eye on what the implications would be to the LGBTQ community and not simply to take any unwanted heat off the organisation.



## FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2020



### **LGBTQ INCLUSIVE INITIATIVE AWARD**

PROUDLY SPONSORED BY  
MINTERELLISON

#### **Pride Cup Australia**

Pride Cup events throughout Australia have helped change the hearts and minds of participating sporting clubs and codes. They have brought LGBTI+ inclusion to the front pages of local and national media and have helped change the lives of hundreds of LGBTI+ Australians. The website, how-to-guides, video and CRM has allowed the initiative to publicly launch the Pride Cup concept to the wider community, to engage with new sporting clubs, as well as better support and coordinate the nine Pride Cups that are already taking place annually. This has seen over 2500 people compete in a Pride Cup and the same (if not more) be involved in education sessions and awareness building around LGBTI+ inclusion in sport.

#### **Proud Beaches Initiative**

The Proud Beaches Initiative committee invest a huge amount of their time to serve the LGBTQ community in sport and to accompany Surf Life Saving in being a welcoming, progressive and inclusive community. Their passion and commitment for this cause is obvious during committee meetings and the successes accumulated in 2019 is a tribute to this hard work.

**SMALL CLUB OF THE YEAR AWARD**PROUDLY SPONSORED BY  
VICHEALTH**Bentstix (Hockey)**

Bentstix players are fearless – whether that be in the face of homophobia or simply a tough game on the field. With the commitment and hard work of members they have become one of the largest LGBTQIA+ hockey clubs in the world with over 100 members and 7 active teams playing across Sydney. The club is committed to working with and supporting anyone who wants to play hockey to remove any barriers to their participation.

**Bushrangers (Basketball)**

Despite being a grassroots sporting club, BB's key strategic focus is improving the lives and sense of inclusion among the LGBTQIA+ community; basketball is a bonus. The club is designed to reach out to those who don't have the strength to reach out to the community.

**ClimbingQT's (Rock Climbing & Bouldering)**

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



## FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2020



**SMALL CLUB OF THE YEAR AWARD**  
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### **Gippsland Rangers (Roller Derby)**

The welcoming nature of this club to LGBTQIA+ members and their role in making it easier for other clubs in their conservative regions to do the same, is particularly unique given the sheer scale of what was achieved when looking at a tiny roller derby club with a few fierce and determined humans and an unwillingness to tolerate how far behind we still are.

### **Wallsend – West Newcastle Swans (Australian Rules Football)**

The Swans accomplished their goal of promoting diversity and inclusion to the Greater Wallsend and Newcastle community through it's inaugural Pride Cup, a first for Regional NSW. This game was the first associated festival sport event staged within the Newcastle Pride Festival program, and for this reason a strong partnership was established between Newcastle Pride and the Wallsend – West Newcastle Australian Rules Football Club.

# WE BUILD ON THE LEGACY OF OUR FORERUNNERS

A fair go for all.  
Inclusion.  
Equality.



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 membership team on **612 9206 2139**

**pridein**  
**sport**



From Glasgow to Brighton, Pride unites over 60 cities, celebrating the LGBT community. For the warmest of welcomes, visit the UK.



[www.great.gov.uk](http://www.great.gov.uk)



[www.playbytherules.net.au](http://www.playbytherules.net.au)



# revolutioniseSPORT

Proudly supporting **171** governing bodies and over **11,000** grassroots clubs and community organisations.

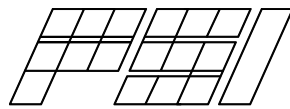


A black and white photograph of a male athlete in a starting crouch on a track. He is wearing a tank top and shorts, looking intensely at the camera. The background is dark and out of focus.

# 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 LGBTQ inclusion excellence. Enhance your team's performance and gain a competitive advantage. Participation is free.

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



PRIDE IN SPORT INDEX

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

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



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