

AUSTRALIAN
PRIDE
IN
SPORT
AWARDS



revolutioniseSPORT

OUR 2022 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 Country across Australia and their continuing connection to lands, waters, skies and communities.

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



2022 WELCOME TO THE AUSTRALIAN PRIDE IN SPORT AWARDS

On behalf of ACON, the Pride in Sport team, and our sponsors, we are delighted to welcome you all to the 2022 Australian Pride in Sport Awards.

The Awards recognise the achievements and contributions that have made Australian sport more inclusive for people of diverse genders and sexualities. It provides us with an opportunity to celebrate not only those who are being recognised here tonight, but the hard work and commitment of so many sporting organisations to making our sports more inclusive of LGBTQ people. We also recognise individuals who have contributed significantly to inclusion in their sporting arena, regardless of whether they are picking up an award tonight.

It has been a tough couple of years for everyone and sport in particular has been hit hard, so it is a testament to the commitment of sporting organisations to see so many of you recognised here today. Throughout the last year you persevered through challenges and found new ways to engage, inspire and activate. You were a beacon of hope to many in our LGBTQ community who were affected by the pandemic, weather ravages and so much more.

This year we had 44 submissions for the Pride in Sport Index, including those from community sporting organisations. The Index is a rigorous evidence-based assessment of work completed within the 2021 year – it's work that we know makes a difference to the lived experience of LGBTQ people within our sports. In addition, 20 nominations were received for individuals and initiatives. The great work is continuing and the results we see here tonight are both a tribute and testament of that.

Congratulations and thank you!

Pride in Sport team

revolutioniseSPORT

We are delighted to be the Platinum Sponsor for Pride in Sport in 2022!

revolutioniseSPORT is the market leader in online sports management in the Asia Pacific region. We are an award-winning complete digital solution for over 210 governing bodies across Australia, New Zealand and Singapore as well as supporting over 14,500 clubs.

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

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

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

We hope you enjoy the awards night tonight, and look forward an exciting and enjoyable 2022.



Alex Mednis

Managing Director
revolutioniseSPORT



Bespoke
website builds



Advanced
analytics



Digital strategy
development

2022 **P** WELCOME FROM OUR PRIDE IN SPORT CHAIR



ANDREW PURCHAS OAM CHAIR, PRIDE IN SPORT ADVISORY GROUP

I would like to welcome you all to the 6th Australian Pride in Sport Awards. Pride in Sport is the world's first and only membership and benchmarking program, specifically designed to support diverse gender identity and sexuality inclusion in sport.

Despite the continued trials and tribulations of 2021, the Pride in Sport program has gone from strength to strength with the program's membership increasing by more than 70%. This represents a significant achievement given the continued disruption caused by the pandemic.

In many respects 2021 was more challenging than 2020 as sports restarted competition while managing ever changing border and covid restrictions. Despite this, Australia's sporting organisations and clubs have continued their commitment to increasing accessibility for all participants regardless of gender identity and sexual orientation.

The hysteria in the discussion and debate regarding transgender athletes continues to be very concerning. Pride in Sport continue to provide logical, fact based advice and assistance to our members and the broader community.

Pride in Sport is thrilled to announce that despite the pandemic, there was still a high level of engagement with the PSI submissions and survey, and a renewed Index developed to assist community clubs, across the country, develop and implement inclusive practices and programs.

We congratulate all those who participated in the Pride in Sport Index, and all those who have been nominated for their outstanding contributions and achievements. We are looking forward to a return to relative normality and hopefully a full year of sports activities.

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

2022 **P** WELCOME FROM OUR PRIDE IN SPORT PATRONS



ALEX BLACKWELL

FORMER AUSTRALIAN TEST CRICKETER
CO PATRON, PRIDE IN SPORT

Now, more than ever we need organisations like Pride in Sport who actively support Australian sporting clubs with their LGBTQ+ inclusion journey to increase engagement and participation for people with diverse sexualities and genders.

Sport plays a critical part in the mental and physical health for many people in our LGBTQ community, so it is imperative that it is a place for all to feel welcome. Huge congratulations to all of you who have worked so hard to make change happen and on behalf of future LGBTQ+ sportspeople who feel there is a place for them, thank you!



IAN ROBERTS

FORMER AUSTRALIAN NRL PLAYER
CO PATRON, PRIDE IN SPORT

This past year we have seen significant and high-level attempts to entrench discrimination against the LGBTQIA+ community, and the trans community in particular. It is more important than ever for sporting organisations to come together in solidarity.

We are more than an inclusion, we are strong, we are integral and we are proud!
Tonight we celebrate the great and the good in LGBTQ sports and its allies.
Congratulations to all nominees and winners!

2022 **P** CHAMPIONS OF PRIDE IN SPORT

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 2021/22.

PRIDE IN SPORT FOUNDATION MEMBERS:



Australian Government
Australian Sports Commission



**FOOTBALL
FEDERATION
AUSTRALIA**



2021/22 PRIDE IN SPORT MEMBERS

| | |
|---------------------------------------|---------------------------------|
| ANU Sport | Netball NT |
| Athletics Aus | Netball QLD |
| Australian Football League (AFL) | Netball Victoria |
| Australian Institute of Sport | North Queensland Toyota Cowboys |
| Basketball ACT | NSW Rugby League |
| Basketball Australia | Paralympics Australia |
| Basketball NSW | QLD Rugby League |
| Bowls Australia | QUT Sport |
| Bowls Victoria | RMIT University Sport |
| Capital Football | Rugby Australia |
| Cricket ACT | Rugby Victoria |
| Cricket Australia | Softball Australia |
| Cricket Victoria | Squash Australia Ltd |
| Deakin Uni Sport | St Kilda Football Club |
| Diving NSW | Surf Life Saving Australia |
| Football Federation Australia | Surfing Australia |
| Football Victoria | Swimming Australia |
| Griffith University Sport | Swinburne Student Life |
| Gymnastics Australia | Tennis ACT |
| Gymnastics NSW | Tennis Australia |
| Hockey ACT | Tennis NSW |
| Hockey Australia | Tennis NT |
| Hockey NSW | Touch Football ACT |
| Judo NSW | Touch Football Australia |
| Little Athletics Australia | UniSport |
| Macquarie Uni Sports – CampusLife | UNSW Sydney |
| Melbourne University Sport (MU Sport) | UWA Sport |
| National Basketball League | Water Polo Australia |
| National Rugby League | Water Polo NSW |
| Netball ACT | Wheelchair Sports NSW/ACT |
| Netball Australia | |



SAVE THE DATE
30 NOV 2022



PRIDE
IN PRACTICE

SPORT HUB

A dedicated program for
LGBTQ inclusion in Australian sport

**pridein
sport**

2022 PROGRAM FOR THE PRIDE IN SPORT AWARDS

WELCOME TO COUNTRY

OPENING ADDRESS

Presented by Ian Roberts, Co Patron, Pride in Sport

PLATINUM SPONSOR ADDRESS

Presented by Alex Mednis, Managing Director, revolutioniseSPORT

KEYNOTE ADDRESS

‘Thrive with Pride’ Ambassador Program, by Heath Thorpe, AIS

NOMINATED AWARDS

LGBTQ Ally of the Year, presented by the British Consulate General Melbourne

Executive Leader of the Year, presented by VicHealth

LGBTQ Inclusive Coach of the Year, presented by Play by the Rules

LGBTQ Out Role Model of the Year, presented by KPMG

LGBTQ Positive Media Award, presented by Lifeline

LGBTQ Inclusion Initiative Award, presented by MinterEllison

FIRESIDE CHAT

With Simon Dunn, former Australian Bobsleigh team member

PRIDE IN SPORT INDEX AWARDS

Announcement of Bronze & Silver Community Sporting Organisations

Gold Community Sporting Organisations

Community Sporting Organisation of the Year

Achievement Award for Most Improved

Announcement of Bronze & Silver Sporting Organisations

Gold Sporting Organisations

Sporting Organisation of the Year

THANKS & CLOSING REMARKS

Closing Address by Andrew Purchas OAM, Chair, Pride in Sport

2022 **P** ABOUT THIS EVENING'S EMCEE



CASEY DELLACQUA

FORMER AUSTRALIAN PROFESSIONAL TENNIS PLAYER, CHANNEL NINE COMMENTATOR AND WOMEN AND GIRLS LEAD TNSW

Casey Dellacqua retired from professional tennis in 2018 as one of Australia's most popular & classy representatives.

The West Australian was an integral member of the Australian Fed Cup team and a dual Olympian.

Dellacqua first captured the nation's heart when she made her Australian Open debut as a 17 year old in 2003.

Dellacqua enjoyed enormous success on the women's doubles tour and was ranked as high as number three in the world. She is a 7 time Grand Slam Finalist and was a finalist with close friend and now world No.1 Ash Barty at all four Grand Slams (Australian Open, Roland Garros, Wimbledon and US Open).

A fall at the China Open in 2015, left Dellacqua with concussion symptoms that lasted for more than a year and led to the end of her singles career. She eventually left the game to spend more time with her growing family before being honoured with the Spirit of Tennis Award at the end of 2018.

Dellacqua is now a respected commentator for Channel Nine and is passionate about growing and developing the game of Tennis in Australia through her various roles. Her current role is: Player Relations – Women & Women and Girls Lead (Tennis Australia and Tennis NSW).

Casey has extensive experience working in the Australian tennis industry and is passionate about developing pathways for women and girls both in tennis and beyond. She utilises her industry knowledge and communication skills to also contribute to gender equality in Australian sport.

Casey and her partner Amanda are also parents to three beautiful children, Blake (8), Andie (5) and Jesse (3).

2022 **P** WHO IS OUR FIRESIDE CHAT WITH?



SIMON DUNN

FORMER AUSTRALIAN BOBSLEIGHER
AND SYDNEY CONVICTS PLAYER

Simon Dunn is an accomplished athlete, former member of the Australian bobsleigh team and the first openly gay man to represent their country in this sport.

After retiring from representing Australia, Simon focused his time on becoming an advocate on social causes including tackling homophobia in sport, youth charity organisations and HIV/AIDS.

Simon was born in Goulburn NSW but grew up in Wollongong with his mother and half-sister. Simon is regularly the face of international Gay Uncles Day, using his close relationship with his niece and nephews to promote 'positive relationships with family'.

In 2020 Simon became one of two ambassadors for GiveOUT Day, which aims to help LGBTIQ+ projects and community groups, this year alone they raised nearly \$300,000. He also was speaker for the 2020 Eurout Conference run by the London Business School.

Simon is a proud ambassador for Bobby Goldsmith Foundation, which is Australia's longest running HIV charity, and he is regularly interviewed for his opinion on sport, fitness and health.

Simon has a social media following in excess of 500,000 and currently works as a personal trainer.

2022 **P** INTRODUCING OUR KEYNOTE ADDRESSEE



HEATH THORPE

AUSTRALIAN INTERNATIONAL GYMNAST
AMBASSADOR, THRIVE WITH PRIDE PROGRAM

Heath Thorpe is a 21 year old Australian artistic gymnast and a proud, openly gay man.

He was a reserve athlete for the Australian team at the 2018 World Artistic Gymnastics Championships, and represented his country at the 2019 Summer Universiade. He advanced to the vault final at the 2019 Universiade where he finished sixth.

In 2021, Thorpe competed and finished third all around at the Australian Gymnastics Championships, hosted on the Gold Coast. His success in the all around was accompanied by a first place in the team event and a second place finish on horizontal bar. Although a hamstring injury prevented Thorpe from competing in floor and vault finals, he finished first place on both apparatus during the all around competition on day 1. Thorpe is a member of Men's Artistic Gymnastics Australian National Squad (2017–Present).

Says Thorpe, as an Ambassador for the AIS 'Thrive with Pride' program;

"Growing into my identity as a gay man was a complex and difficult process that was contributed to by the intersectional barriers that queer athletes face.

My lived experiences have ignited a passion in diversity and inclusion, specifically in the LGBTQIA+ community, and a program such as 'Thrive with Pride' is so crucially important. The first step towards progress and equality is education and understanding.

Through the 'Thrive with Pride' program, I hope I can help improve the lives of future queer athletes and make sport more accessible for all. Everyone has a right to play sport – it is simply a means of health, movement and community and no one should ever be excluded from that."

2022 'THRIVE WITH PRIDE' ATHLETE AMBASSADORS

THE AUSTRALIAN ATHLETES CHAMPIONING LGBTIQ+ PRIDE IN SPORT

The Australian Institute of Sports (AIS) launched their inaugural 'Thrive with Pride' program in February of this year. The program brings together 14 athletes across 10 sports joining together as ambassadors for LGBTQ inclusion in sport and aims to provide safe and inclusive sporting environments for all athletes to thrive.

Pride in Sport is proud to be part of this initiative and looks forward to working with the AIS to develop educational resources to assist the ambassadors in their inclusion work.

AIS Acting Director Matti Clements said the athlete ambassadors, all LGBTQ+ athletes and allies, were motivated to engage, educate and empower athletes at all levels to provide inclusive sporting environments.

"I want to thank these athlete ambassadors for putting their hands up to be the leaders for this program, because this has the potential to change lives and sporting environments for the better," Clements said.

"They will be delivering presentations in sporting environments, endeavouring to build trust, foster change, promote inclusion and ensure every athlete across every sport has the opportunity to thrive as themselves."

'Thrive with Pride' ambassadors are: **Matthew Mitcham** (Diving, NSW Institute of Sport) **Rowie Webster** (Water polo, Victorian Institute of Sport) **Nikki Ayers** (Rowing, ACT Academy of Sport) **Alexandra Viney** (Rowing, Victorian Institute of Sport) **Kerrie Rosemond nee Meares** (Cycling, Queensland Academy of Sport) **Gracie Elvin** (Cycling, ACT Academy of Sport) **Maria Strong** (Athletics, Victorian Institute of Sport) **Katerina Paul** (Snow, Victorian Institute of Sport) **Heath Thorpe** (Gymnastics, NSW Institute of Sport) **Noemie Fox** (Paddle, NSW Institute of Sport) **Sharni Williams** (Rugby Sevens, NSW Institute of Sport) **Dominic Clarke** (Gymnastics, NSW Institute of Sport) **Katrina Bateman** (Rowing, Victorian Institute of Sport) **Katarina Kowplos** (Shooting, South Australian Sport Institute)

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!
- ✓ Save hours of time & eliminate paperwork
- ✓ Simple, intuitive & easy to use
- ✓ Comprehensive phone & online support
- ✓ Fully mobile & tablet friendly
- ✓ Australian owned and run

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revolutioniseSPORT is the 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 organisation 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 over 210 governing bodies and over 14,500 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, United States Dragon Boat Federation 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



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

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



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



2022 PRIDE IN SPORT 2022 PRINCIPAL PARTNER



COMPPS

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

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

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

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

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



 **SBS**
a world of difference

2022 PRIDE IN SPORT 2022 MEDIA PARTNER



SBS

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


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

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



Diversity. We thrive on it

**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

2022 PRIDE IN SPORT 2022 SILVER SPONSOR



HSBC

For over 150 years, HSBC has been helping connect over 40 million customers to opportunities, enable businesses to thrive and helping people to join the bigger picture. Our geographic footprint spans over 130 countries and territories, giving you access to a truly global network. Through long-standing relationships with our customers, HSBC is proud to remain the leading international bank in Australia offering a full range of personal, private, commercial and investment products and services, through a network of 45 branches and offices across Australia.

HSBC champions Diversity and Inclusion and is a brand that respects all people, regardless of gender, age, faith, ethnicity, sexuality, responsibilities, or physical ability.



**BORN READY
TO BE LOUD**



2022 PRIDE IN SPORT 2022 BRONZE SPONSOR



NIKE

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

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

2022 PRIDE IN SPORT 2022 NOMINATED AWARDS SPONSORS



UK Government

The British Consulate General Melbourne

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 partner of Pride in Sport Australia in 2022.



2022 PRIDE IN SPORT 2022 NOMINATED AWARDS SPONSORS



VicHealth

VicHealth aspires to champion diversity through their Future Healthy strategy, by creating neighbourhoods and spaces where young people feel safe, welcome and confident to be active.

VicHealth supports leaders and partners that encourage, support and empower the LGBTIQ+ community to be physically active in ways that suit them.



HOW CAN WE
MAKE OUR SPORTS
MORE
INCLUSIVE?



**HAVE
YOUR
SAY**



2022 **P** PRIDE IN SPORT 2022 NOMINATED AWARDS SPONSORS



Play by the Rules

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



www.playbytherules.net.au

2022 PRIDE IN SPORT 2022 NOMINATED AWARDS SPONSORS



KPMG

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.



PROUD TO CHAMPION ALL PEOPLE.

At KPMG Australia, our people-first culture, whatever the background, experience and perspective, has always been a focus and a passion. It's why we never stop championing all our employees, including those within the LGBTQ+ community. We believe our safe, supportive workplace has contributed to our success in more ways than one. And supporting events such as Pride in Sport has never been more important in developing an inclusive team outside and within our workplace.

We couldn't be prouder of our people.

[KPMG.com.au](https://www.kpmg.com.au)



2022 **P** PRIDE IN SPORT 2022
NOMINATED AWARDS SPONSORS



Lifeline

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

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

Colin Seery, Lifeline Australia CEO

We're here for **you.**



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



MinterEllison

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 with colleagues and clients. 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 active LGBTQ+ committee PRIME (Pride, Respect, Inclusion at MinterEllison)

We're proud to have been widely recognised for our work in diversity by key organisations and benchmarks including Australian Workplace Equality Index (LGBTQ+ workplace inclusion).

JOIN IN

ENGAGE

TEAM UP

For more than 20 years MinterEllison has advocated for LGBTQ+ inclusion. From the Sydney Gay and Lesbian Mardi Gras to Pride in Sport, we're there in the name of justice, inclusion and equality for all.

Minter
Ellison.



2022 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2022



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

CASSIE LINDSEY

GEELONG CATS

A strong and passionate advocate, Cassie has worked to elevate LGBTQ+ voices within the Geelong Football Club and the broader Geelong community. She has brought community organisations into the club, and she has taken the club into community spaces. Despite two COVID affected years, Cassie has enabled members from the Pride Supporter group to talk to AFLW players about their experiences and the importance of visibility and representation. She has fundamentally changed the direction of club policy with the Geelong Cats Board formally approving the Inclusion and Diversity Framework 2021.

IVAN POWER

BRONTE SURF LIFE SAVING CLUB

Ivan first started the 'Rainbow Beaches' event at his local Surf Life Saving Club at Bronte 2 years ago. It has since grown to become a day dedicated to the message of strength through diversity, where clubs adorn rainbow colours throughout their beach patrol, provide face painting for nippers and parents with paddle outs. By harnessing the enthusiasm and support within the organisation and Surf Life Saving, Ivan has been able to reach out to the entire community to show that the LGBTQ+ community is welcome at their local Surf Life Saving Club.

2022 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2022



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

MICHAEL JOHNSTON

HOCKEY AUSTRALIA

Over the past 2 years, Michael has advocated within the Hockey Australia Executive Leadership Team, the Hockey Australia Board and Member Associations for resources to be committed to the inclusion of LGBTQ people. He has used his position to continue driving inclusion measures for the LGBTQ community, including the appointment of Hockey Australia's first Inclusion Manager.

CRAIG TILEY

TENNIS AUSTRALIA

Craig Tiley's commitment to the inclusion of people who identify as LGBTQ+ is well known both within Tennis Australia, and the broader Australian tennis community. His support for equal rights for the LGBTQ+ community has been even more prominent on the global stage, with his work in this area highly regarded. For the past four years, Craig has promoted the inclusion of an international LGBTQ+ tennis tournament, the Glam Slam, to be played at Melbourne Park alongside the Australian Open, the only Grand Slam to host such an event to date. Upon his suggestion, Tennis Australia created and hosted Tennis Australia's first ever Pride Day at the Australian Open in January 2022.

2022 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2022



LGBTQ INCLUSIVE COACH AWARD
PROUDLY SPONSORED BY
PLAY BY THE RULES

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

MATTHEW HELM

DIVING AUSTRALIA

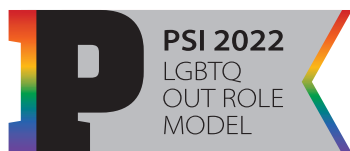
As the national coach for the Australian Diving Team, and an openly gay Olympic medallist, Matthew uses his platform to support and encourage LGBTQ athletes in the sport of diving. Matthew both as an athlete, and as a coach has been a key role model for LGBTQ+ athletes.

SHEENA ATKIN

QUEER SPORTING ALLIANCE

Sheena is a high-level professional coach who has worked internationally including several years as Participation Co-ordinator and coach at Basketball England and various coaching roles within Wheelchair Basketball Victoria. As well as her current principal role as the D&I Manager at Basketball Victoria, Sheena is a volunteer coach at Queer Sporting Alliance. Running the weekly Come Out and Play sessions for beginners, driving participation and adapting to “winning isn’t everything”. Sheena’s inclusive approach has had a huge impact on this LGBTQ+ community club.

2022 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2022



**LGBTQ OUT ROLE MODEL
OF THE YEAR AWARD**
PROUDLY SPONSORED BY
KPMG

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

HENDRY LUKMAN

HOBART OUT TENNIS

Hendry is a dedicated leader and has worked for 6 years to create a Tasmanian LGBTIQ+ organisation (Hobart Out Tennis) that has inspired a wide section of the LGBTIQ+ community to engage with tennis, often for the first time. He has helped create social connections within the community and a strong working relationship with Tennis Tasmania and Tennis Australia. Hendry continues to consistently do what is necessary to improve the lives of many in the LGBTIQ+ Community and advocate for further inclusion of our community within Tennis.

DOMINIC CLARKE

GYMNASTICS NSW

A NSW Pride Ambassador, 2020 Tokyo Olympian, Coach, Judge and AIS Pride Ambassador – the last twelve months have been big for Dominic Clarke. Publicly announced as a Gymnastics NSW (GNSW) Pride Ambassador in 2021, Dominic has been instrumental in celebrating not just his own identity, but the wider queer identity of Gymnastics NSW. He has used his profile as part of the Tokyo 2020 Olympic team to share the experience of being a queer athlete, increasing visibility both at home and internationally. Dominic has shown many other LGBTQ athletes that it is “cool to be you”.

2022 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2022



LGBTQ POSITIVE MEDIA AWARD
PROUDLY SPONSORED BY
LIFELINE

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

ELLIOT

WIN NEWS TASMANIA, INCLUSIVE SPORT, STATE ROUNDS

In this story, Elliott addresses the injustice of excluding trans women from women's sport and importantly strives to ensure the voices of people with lived experiences are heard. Their inclusion of the experience of a trans participant in the 'Inclusive Sport' piece adds a powerful angle to the story by contrasting the exclusion they felt in previous 'cis' dominated, sporting environments, with the effects of the inclusive environment they now participate in, and why that's so positive for their health and wellbeing.

MARY KONSTANTOPOULOS

HOLLY'S STORY: COMING OUT HELPS RAIDERS REPORTER REALISE IMPORTANCE OF BEING YOURSELF

Despite working at the NRL for several years, this is the first time Holly felt comfortable sharing her story and speaking with journalist Mary Konstantopoulos. In a sport like the NRL, which is characterised as 'old school' and 'blokey', Holly's story demonstrates the importance of being yourself and the steps that the NRL as an organisation will take to ensure that everyone feels welcome to be part of the rugby league family.

2022 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2022



**LGBTQ INCLUSION
INITIATIVE AWARD**
PROUDLY SPONSORED BY
MINTERELLISON

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

ROLLING RAINBOW SPORTS DAY

WHEELCHAIR SPORTS NSW/ACT

The inaugural 'Rolling Rainbow Sports Day' on Sunday 5 December 2021 was designed as a feature event for the new 'Rolling Rainbow Program' from Wheelchair Sports NSW/ACT. It is an annual event inviting the LGBTQ+ community and allies into wheelchair sport. The 'Rolling Rainbow Sports Day' enabled Wheelchair Sports NSW/ACT to engage with the broader LGBTQ+ sports sector, including the Queer Sporting Alliance, Flying Bats, Sydney Spectres, Sydney Convicts and Newtown Breakaways. In this way, Wheelchair Sports NSW/ACT is building alliances and the event's reputation – getting more people to come rolling with us.

RICHMOND PRIDE ALLY NETWORK

RICHMOND FOOTBALL CLUB

The Richmond Pride Ally Network was established in August 2021 to support the Club's commitment to creating a place of belonging, connection and celebration for current and future Richmond staff, players and community members of diverse genders, sexes, and sexualities. Richmond Football Club and Swinburne University came together to work in partnership on the establishment of their respective Pride Ally Networks. The aim of the collaboration is to share ideas and exchange knowledge in order to maximise their positive impact for LGBTQ+ communities. The Pride Ally Network is aligned to the Club's Diversity and Inclusion Action Plan, which will provide strategic direction to the work of the Network.

2022 FINALISTS FOR THE NOMINATED AWARDS CATEGORIES 2022



**LGBTQ INCLUSION
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CHAMPION COME OUT & PLAY

QUEER SPORTING ALLIANCE

Queer Sporting Alliance (QSA) was proudly born in Naarm/Melbourne in 2015 and has grown to become Australia's largest NFP LGBTIQ+ multi-sport club. They are here, they are queer and they want Australia to Come Out & Play! Their free training programs are spread across Australia. 'Champion Come Out & Play' has had a positive direct impact on LGBTIQ+ inclusion with over 600 participants enjoying their programs. QSA's inclusion work is backed up by tailored gender inclusion guidelines specific to their club and as a result are attracting, engaging, and retaining trans and gender diverse participants who had never previously considered giving community sport a go.

SMDFC'S INAUGURAL PRIDE ROUND

SOUTH MELBOURNE DISTRICT FOOTBALL CLUB

On the 26 June 2021, South Melbourne Districts Football Club held its inaugural Pride Round. The event's purpose was to demonstrate support for the LGBTQIA+ community in the area and to help raise money to donate to the Victorian Pride Centre. Whilst football has historically been a safe space for queer women, this round was the first step in formalising the inclusivity already felt by the players, volunteers, and supporters of the club. The round provided an opportunity for both women and men's players (queer and allies) to visibly show their support for the LGBTQIA+ community. Discussions around inclusion at the club and in football were fostered, leading to further conversations around how to ensure the club can ensure it is a safe space for its community members.

2022 **P** THE PRIDE IN SPORT INDEX 2022

THE PSI

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

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

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

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



2022 THE PRIDE IN SPORT INDEX 2022

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

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

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

HOW IS THE PSI MARKED?

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

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

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

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

revolutioniseSPORT

Proudly supporting over **210** governing bodies and over **14,500** grassroots clubs and community organisations.

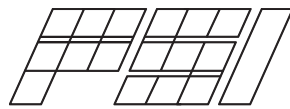


A black and white photograph of a male athlete in a starting crouch on a track. He is wearing a singlet and shorts, looking intensely at the camera. The text 'BE FIRST OFF THE BLOCKS' is overlaid in large white letters.

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



PRIDE IN SPORT INDEX



PRIDE INCLUSION PROGRAMS

We're here to help make the places where our community members 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