CONFERENCE PROGRAM SPORT HUB



1 DAY	WEDNESDAY 30 NOVEMBER 2022 JOIN US IN THE RMIT UNIVERSITY ROOM
8:00am – 9:00am	REGISTRATION
9:00am – 9:15am	OPENING – Acknowledgement of Country and Welcome, Beau Newell, National Program Manager, Pride in Sport
9:15am – 9:55am	SESSION 1 – Celebrating Difference, Kieren Perkins OAM, CEO Australian Sports Commission
10:00am – 10:40am	SESSION 2 – Trans Advantage: What's the Proof? Dr Ada Cheung, Endocrinologist
10:40am – 11:10am	BREAK FOR MORNING TEA
11:10am – 11:55am	SESSION 3 – Transforming the Narrative, Dr Ada Cheung, Ricki Coughlan, Emily Fox, Rudy Jean Rigg and Pharrell Shaymar
12:00pm – 12:30pm	SESSION 4 – Managing Marketing and Communications for Your Pride Sporting Events, Cass Willcocks, Pride Cup Media & Marketing Coordinator
12:30pm – 1:30pm	BREAK FOR LUNCH
12:45pm – 1:15pm	LUNCH N LEARN: Rainbow History Class, Presented By TikTok Space&Co. Room
1:30pm – 2:00pm	SESSION 5 – The Power of Allyship, Cassie Lindsey, 2022 LGBTQ Ally of the Year Award Winner
2:05pm – 2:45pm	SESSION 6 – Fight Back Project, Georgia Verry and Penny McKay, Fight Back Project
2:50pm – 3:30pm	SESSION 7 – Thrive With Pride, Heath Thorpe (Gymnastics), Gracie Elvin (Cycling) and Jayde de Bondt, Australian Institute of Sport
3:30pm – 4:00pm	BREAK FOR AFTERNOON TEA
4:00pm – 4:50pm	SESSION 8 – Warm Welcome: What Works in Community Engagement?, lan Gearey, Australian Dragon Boat Federation, Michael Johnston, Hockey Australia, Shaun McEachin, Squash Australia, Chris Schleusener, Gymnastics Australia, and Ben Cork, Project Officer, Pride in Sport
4:50pm – 5:00pm	CLOSING – Thanks and Sport Hub Conclusion, Beau Newell, National Program Manager, Pride in Sport



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SPORT HUB HIGHLIGHT

SESSION 1

CELEBRATING DIFFERENCE

Kieren Perkins OAM CEO, Australian Sports Commission

For our keynote address, Kieren Perkins shares his vision and discusses the importance of LGBTQ inclusion in the Australian sporting landscape.

Learn about the Australian Sports Commission Corporate Plan 2021-2025 and how fairness and inclusivity were considered in the process. How can National and State Sporting bodies ensure LGBTQ participants at all levels and abilities feel included and respected? How do we create a safe, inviting and enjoyable experience for all?

Post COVID, results from AusPlay and the Community
Perceptions Monitor surveys show people turned to
recreational physical activity instead of organised sport.
Motivation for participation in sport shifted toward mental
and physical health, compared to fun and enjoyment. It
remains an ongoing challenge to encourage participants and,
just as importantly, volunteers, to return to community sport.

This has created an opportunity for sport to innovate and draw people back to sport in a way that meets their needs, helps them connect and increases their physical and mental wellbeing.



KEIREN PERKINS OAM

Keiren Perkins OAM is regarded as one of the world's greatest distance swimmers having won four Olympic medals.

Following his retirement from swimming in 2000, Keiren

transferred his knowledge and experience to build a successful career across the consulting and banking sectors, including 10 years at NAB before taking on the Chief Executive Officer role at Australia's Unity's retail banking unit in 2021.

Having seen sport from all angles over four decades, Keiren is passionate about the whole sports sector, from grassroots to high performance. He was President of Swimming Australia until he took on the role of Chief Executive Officer of the Australian Sports Commission in March 2022. His focus in this new role is to make Australian stronger through sport and build sustainable winning systems for Australian athletes.

We have a responsibility to build greater diversity to deliver greater results for sport and Australia. Sports needs to be more open and inclusive and by engaging more communities, we are welcoming diversity of thought, innovation and true representation.

Keiren Perkins OAM, CEO, Australian Sports Commission



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SPORT HUB SESSION SYNOPSIS

SESSION 2

TRANS ADVANTAGE – WHAT'S THE PROOF? Dr Ada Cheung, Endocrinologist

Transgender people face high rates of social exclusion,

Iransgender people face high rates of social exclusion, discrimination and violence across their lifespan, from bullying in school to family rejection, employment and healthcare discrimination, harassment and violence. Sport is no exception to this as reflected by the exceedingly low rates of trans participation in sport and exercise.

In recent years, there has been significant 'debate' about transgender people in sport, with increasing numbers of sporting bodies at both an elite and community level, developing, or looking to develop, policies around trans participation. Like with many other public 'debates', it is often difficult to separate the science from the opinions.

Drawing on her extensive clinical experience as an endocrinologist and a researcher in trans health, Dr Cheung will present the latest science on the impact of gender-affirming hormones on physical performance. She will provide an overview of the major body changes experienced when a person starts gender-affirming hormone therapy, before shifting focus to the research.

She will discuss findings on a range of measures related to physical performance, including changes in muscle mass and strength in trans people, as well as the impact of gender-affirming hormone therapy on bone density, on bone density, haemoglobin, and athletic performance.

Dr Cheung will also reflect on gaps in the research and discuss the implications of the science on trans participation in sport and sporting policies. She will also participate in a panel discussion with a diverse group of trans athletes to explore the lived experience of gender-affirming hormones and the importance of physical activity in the following session.

SESSION 3

TRANSFORMING THE NARRATIVE

Dr Ada Cheung, Ricki Coughlan, Emily Fox, Rudy Jean Rigg and Pharrell Shaymar

Misinformation, stereotypes, and fear, all have a significant impact. By hearing the latest research, current trends and the lived experience of some amazing athletes, this session will give sports the context and perspective to understand media coverage of trans athletes from new angles.

Facilitated by Dr Ada Cheung, and featuring the host of TikTok's Rainbow History Class and TransAthletica, is content creator and LGBTQIA+ advocate Rudy Jean Rigg along with one of Australian sport's first out transgender athletes, Ricki Coughlan. They'll be joined by Emily Fox from Proud 2 Play and 'The Pad Technician' professional boxing coach, Pharrell Shaymar.

SESSION 4

MANAGING MARKETING AND COMMUNICATIONS FOR YOUR PRIDE SPORTING EVENTS

Cass Willcocks, Pride Cup, Marketing & Media Coordinator

Pride Games and Pride-themed activations have seen more prominence in 2022 than ever before, however, the reaction in social and traditional media isn't always constructive.

So, how do we manage our communications effectively? Pride Cup believes it is important to highlight the community need for these events, while also managing negative sentiment and protecting your playing groups and the wider community at home from discrimination.

Cassie Wilcocks will showcase key Pride Cup case studies from throughout 2022, including the Adelaide United Pride Game and UK Government Pride Cup Cricket tour, to analyse key results and community response from these initiatives. This session seeks to build the confidence of sporting administrators to manage online discrimination, while also showcasing the personal stories of athletes to create a supportive event for the community.



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SESSION 5

THE POWER OF ALLYSHIP

Cassie Lindsey, 2022 LGBTQ Ally of the Year Award Winner

Pride in Sport Relationship Manager Tom Winter will host a fireside chat with the 2022 LGBTQ Ally of the Year Award Recipient Cassie Lindsey about her advocacy and passion in elevating LGBTQ+ voices within Geelong Cats and the broader sports community over many years. Allyship is an essential part of furthering LGBTQ inclusion and encouraging participation in Australian sport. Cassie will share her story and provide some unique insights into what Allies can do to really make a difference.

SESSION 6

FIGHT BACK PROJECT

Georgia Verry and Penny McKay, Fight Back Project

Join us for a 40-minute capacity-building workshop exploring the creation of safe, inclusive movement spaces to reduce systemic barriers to LGBTQ+ wellbeing.

This session will draw on intersectional, lived experiences of global participants in the program, including LGBTQ+ and culturally and linguistically diverse communities, and how these differ through a person-centred, human-rights

focused lens. Learn how trauma-informed kickboxing can contest gender norms through embodied movement practices and if you like, participate in a live kickboxing demonstration with us

Session 7

THRIVE WITH PRIDE

Heath Thorpe (Gymnastics), Gracie Elvin (Cycling) and Jayde de Bondt, Australian Institute of Sport

Thrive with Pride was designed to encourage respectful, educated, and inclusive communication between AIS athletes as leaders and our Australian sporting communities. Building trust, fostering change, and providing a safe and inclusive place for all athletes at all levels, to thrive in sport is a fundamental human right.

This program provides an opportunity for athletes and coaches to connect, learn, and respectfully engage Australian sporting communities in fostering safe and inclusive environments for athletes to thrive in sport. During this panel session facilitated by Pride in Sport Relationship Manager, Tom Winter, you'll hear from Jayde de Bondt, Community Engagement Lead at AIS, LGBTQ+ athletes and Thrive with Pride ambassadors about this ground-breaking initiative.

Session 8

WARM WELCOME: WHAT WORKS IN COMMUNITY ENGAGEMENT?

lan Gearey, Australian Dragon Boat Federation Michael Johnston, Hockey Australia Shaun McEachin, Squash Australia Chris Schleusener, Gymnastics Australia Ben Cork, Project Officer, Pride in Sport

The Pride in Sport Collective brought together 12 national sporting organisations in an ambitious and holistic project covering education, resource development, policy and strategy review and community engagement.

In this session, focusing on growing participation among LGBTQ athletes, we hear from Hockey Australia, Gymnastics Australia, the Australian Dragon Boat Federation and Squash Australia, and investigate what worked, what didn't, and what strategies we can carry forward into 2023. From the local level to national campaigns, these sports have learned lessons we can all leverage.

It will be facilitated by Pride in Sport Project Officer, Ben Cork. Ben has been involved in Gymnastics for over thirty years as an athlete, coach and administrator. He is currently a gymsport Chairperson for Oceania Gymnastics Union and a Commission Member for the International Gymnastics Federation.



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For greater inclusion we need partners. None of us can do this work alone.

ACON's Pride Inclusion Programs offer a range of membership benefits to assist employers, sporting organisations and service providers with all aspects of LGBTQ inclusion.

Pride in Diversity is the national not-forprofit employer support program for LGBTQ workplace inclusion specialising in HR, organisational change and workplace diversity. Pride in Diversity publishes the Australian Workplace Equality Index (AWEI), Australia's national benchmarking instrument for LGBTQ workplace inclusion from which top employers for LGBTQ people are determined.

Pride in Sport is a national not-for-profit program specifically designed to assist sporting organisations with the inclusion of LGBTQ employees, athletes, coaches, volunteers and spectators. The world-first Pride in Sport Index (PSI) benchmarks and assesses the inclusion of LGBTQ people across all sporting and recreation contexts.

Pride in Health + Wellbeing is our initiative providing support and specialised training to Health and Human Service providers in the development of LGBTQ inclusive service delivery.

For more information contact us at:

02 9206 2139 or **pride@acon.org.au** or visit **www.prideinclusionprograms.com.au**











ACON's Pride Inclusion Programs would like to express our appreciation to all our sponsors for making this a successful event.

THANK YOU!









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We're here to help make the places where our community members live, work, study 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.