

PRIDE IN SPORT MEMBERSHIP

THE CASE FOR LGBTI INCLUSION IN SPORT

Does your organisation or club reflect the diversity of its community?

With widespread visibility of LGBTI inclusion initiatives across many aspects of Australian life, and heightened levels of reporting and focus on instances of homophobic behaviour and slurs within high profile Australian sport, there is a risk that inactivity in this area of diversity and inclusion can lead people to the assumption that sport is not safe or inclusive.

80% of people surveyed in the Out on the Fields study (2014) said that they had witnessed or experienced homophobia in sport (regardless of their own sexual orientation) and between 75-87% of gay youth actively sought to hide their sexuality in sport for fear of repercussions. The challenges faced by transgender and intersex people are significantly more complex.

Inclusion impacts everyone. More than ever, evidence of tangible inclusivity ranks high on the list of those considering participation in, or volunteering for, a sport. This is a critical time to place your sporting organisation or club on the right side of history and show active support for all those wishing to participate, regardless of their sexual orientation, gender identity or intersex status.

All people have the right to the highest attainable standard of physical and mental health, regardless of their sexual orientation, gender identity or intersex status. Opportunities to participate in sport, and to access related facilities, goods, services and programs, are essential to the realisation of this right.

PROFESSOR GILLIAN TRIGGS, PRESIDENT, AUSTRALIAN HUMAN RIGHTS COMMISSION

FOR MORE INFORMATION CONTACT THE PRIDE IN SPORT TEAM

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80%
of participants
witnessed or
experienced
homophobia
in sport – both
straight and
lesbian, gay and
bisexual.

WHO RUNS PRIDE IN SPORT & THE PRIDE IN SPORT INDEX (PSI)?

We have the knowledge and expertise to really make a difference.

Pride in sport is a social inclusion initiative of ACON, Australia's largest LGBTI health organisation. A not-for-profit organisation run by the community for the community, ACON has over 30 years experience in LGBTI health, wellbeing and social inclusion. The program is one of three Pride Inclusion programs, sitting alongside Pride in Diversity (LGBTI workplace inclusion) and Pride in Health & Wellbeing (LGBTI inclusive service provision). ACON's Pride Inclusion Programs offer expertise in organisational cultural change, training and education, diversity & inclusion practice, benchmarking and data.

In 2016, the Human Rights Commission, Australian Sports Commission and Bingham Cup Sydney commissioned Pride in Diversity to develop the world-first national LGBTI Inclusion sporting index (PSI). The Pride in Sport Index was designed utilising the same methodology as the Australian Workplace Equality Index (AWEI). The AWEI being a gold standard international index developed by Pride in Diversity to measure and shift LGBTI inclusivity within Australian workplaces.

An advisory panel comprising of the National Rugby League (NRL), the Australian Football League (AFL), the Australian Rugby Union (ARU), Football Federation Australia (FFA), Cricket Australia, Swimming Australia, Water Polo Australia, Basketball Australia and Golf Australia led the development of the Pride in Sport Index.

The PSI now provides Australian Sporting organisations with a tool by which LGBTI inclusion within Australian sport can be benchmarked. The PSI provides participating sporting organisations with data by which they can assess and compare their current work alongside tangible feedback that can be fed into diversity and inclusion strategies.

The Pride in Sport program was launched to support those sporting organisations wanting to increase the inclusivity in this area alongside those sporting organisations that via the optional Pride in Sport index, wish to work towards, achieve, and be recognised for best practice in this important area of diversity and inclusion.



FFA is committed to taking a leadership role in ensuring that football is a safe, inclusive and welcoming environment for all participants. This includes taking a proactive and preventative approach to addressing discrimination, and in particular, homophobia and transphobia, and the alienation which such behaviour can often cause.

DAVID GALLOP, CEO, FOOTBALL FEDERATION OF AUSTRALIA – FOUNDATION MEMBER

As Australia's leading sporting agency, the ASC believes sport should promote fairness, equity and integrity in sporting behaviour. Sport should be a place where people feel welcome and safe and where they are treated with respect and dignity.

KATE PALMER, CEO
AUSTRALIAN SPORTS COMMISSION

Sport for many Australians represents their cultural heartbeat. The Pride in Sport program provides sporting organisations with all they need to ensure their sport is welcoming and available to all; spectators, athletes, coaches and officials; regardless of sexual orientation, gender identity or intersex status.

ANDREW PURCHAS OAM
PRIDE IN SPORT INDEX CO-FOUNDER

We are very proud to have a long standing relationship with Pride in Diversity and to be one of the first members of Pride in Sport.

Our partnership with Pride in Diversity has enabled us to develop a deeper understanding of the issues impacting the LGBTI community broadly and also specifically in our industry and organisation.

PAUL HEPTONSTALL
WELFARE & EDUCATION MANAGER
NATIONAL RUGBY LEAGUE

LGBTI inclusion is central to ARU's goal to diversify rugby so our participants reflect the community in which we live. Pride in Sport is a key community partner for Australian Rugby and their expertise and advice has been invaluable to us as we progress together to ensure that the rugby community is one where all people can feel safe, accepted, included and valued.

BILL PULVER, CEO, AUSTRALIAN RUGBY UNION
FOUNDATION MEMBER

pride in
diversity

pride in
sport

pride in health
+ wellbeing

INTRODUCING PRIDE IN SPORT



PRIDE INCLUSION PROGRAMS

ABOUT THE PROGRAM

Pride in Sport is Australia's national not-for-profit membership program specifically designed to assist national and state sporting organisations (NSO/SSOs) and clubs with all aspects of Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) inclusion.

By becoming a member of Pride in Sport, you will:

- Gain an understanding of why LGBTI inclusion is so critical in sport alongside the tangible benefits for your individual sporting organisation or club
- Have year-long access to subject matter expertise in a complex area of diversity and inclusion, providing ongoing support for your leadership or staff
- Have access to fact sheets, video resources, guidelines, publications and merchandise that you can use to support your coaches, players, teams, volunteers and staff while promoting your inclusivity
- Receive a calendar of web-ex training sessions, sporting roundtables and an opportunity to hear from other sporting organisations active in this area of diversity and inclusion
- Get insight into what constitutes good practice within Australian sport, national trends, Australian sporting benchmarks on LGBTI inclusion and critical data
- Receive invitations to participate in the annual Pride in Sport index (PSI), the national benchmarking tool for LGBTI inclusion within Australian Sporting organisations providing both quantitative and qualitative feedback on your inclusion initiatives as benchmarked against other NSO, SSO's or clubs
- Tailored training or consulting hours that can be utilised to focus on areas of practice specific to your sporting organisation or club
- Invitations to, and visibility of, national LGBTI sporting initiatives, community events and awards.

Tailored programs delivered by Pride in Sport can lead to enhanced levels of participation through building the capacity of sporting organisations to create inclusive cultures, reflective of the communities they play in.

**A SPORTING CHANCE:
Creating safe and inclusive
sports for Australian LGBTI
players, employees, coaches,
volunteers and spectators**

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