

Australian PRIDE IN SPORT Index (PSI)

What is the Pride in Sport Index (PSI)?

The *Pride in Sport Index™ (PSI)* is the first and only benchmarking instrument specifically designed to assess the inclusion of Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) people within Australian sport and sporting organisations.

Participating in the index will allow Australian sporting organisations to not only assess their own practice, but determine that which constitutes good practice, along with the ability to benchmark their own initiatives against an external measure and other sporting organisations.

The PSI benchmarking publication released mid year provides sporting organisations with valuable input for planning and strategy development, but also provide an opportunity to be recognised for their work in, and contribution to LGBTI inclusion within Australian sport.

Initially the PSI will only be open to National and State Sporting Organisations (NSO/SSO's). Future iterations of the index will be available to sporting clubs.

Who developed the Index?

The Australian Human Rights Commission, Australian Sports Commission and Bingham Cup Sydney 2014 engaged Pride in Diversity (already successful in shifting practice in LGBTI workplace inclusivity via the *Australian Workplace Equality Index*) to develop a similar index to drive LGBTI inclusion within Australian sport.

A Sport Advisory Group was established in 2015 with representatives from Australian Human Rights Commission, Australian Sports Commission, Bingham Cup Sydney 2014, AFL, NRL, FFA, ARU, Water Polo Australia, Swimming Australia, Cricket Australia, Basketball Australia and Golf Australia. Pride in Diversity worked with this advisory group to develop the first iteration of the PSI.

Both the *PSI* and *Pride in Sport* (Pride in Diversity's partner program for Australian sport) launched in March 2016.

Who can participate in the index and how much does it cost?

All National and State sporting organisations can participate in the PSI at no cost. The National and State Sporting Awards for Excellence are derived from the PSI and will be awarded, along with additional recognition for individuals and clubs at Pride in Diversity's Awards in May 2017 and every May thereafter.

What do I need to do?

1. Download the PSI Submission Document and Completion Guide from the Pride in Sport page of the Pride in Diversity Website.
2. Utilising the Completion Guide as a reference, complete the Submission document for relevant activity within the 2016 calendar year.
3. Send your submission to Pride in Diversity by the 5pm AEST Friday 24th March, 2017 for assessment.
4. Awards will be announced at the Pride in Diversity LGBTI Inclusion Awards Luncheon in May, 2017. Individual results will be posted on the same day comprising a transcript of scores across the index.

5. Participating organisations will also receive a printed copy of the PSI Benchmarking publication.
6. Pride in Sport Members have the option of a two hour executive debrief on index results. Non-members have the option of requesting this debrief on a fee-for-service basis.

How are the submissions assessed?

The PSI scoring methodology is evidence based and has been academically scrutinised and praised for its rigour and objectivity. The scoring process is as follows:

- Each submission is marked by two members of the Pride in Diversity team in insolation against a comprehensive scoring rubric.
- Once the submission has gone through two individual marking processes, a "score comparison" sheet is completed for each submission identifying any questions for which the two markers disagree a point allocation.
- The scorers meet to walk through their score discrepancies based on the evidence submitted and the requirements of the scoring rubric. This process involves a review of the original submission in detail. This is repeated until all score values have been investigated and agreed. Where significant clarification is needed, the sporting organisation may be contacted for further information.
- Scores for individual questions within each submission are then fed into a program and tallied. This process produces score ranges from which the Excellence Awards are determined.
- The score range provides a benchmark for good practice while highlighting areas of high and low activity across the index. This feeds into score value setting for the following year's index enabling the developers to shift practice year on year.
- Benchmarking data is compiled along with analysis of current trends, strengths and opportunities.

Are there Awards?

National and State Sporting Awards for Excellence will be presented to the highest ranking NSO and SSO in May 2017 and every year thereafter.

Additional awards, pending successful nominations independent of the PSI, will be awarded to Clubs and Individuals for their outstanding contribution to LGBTI inclusion.

Please see the PSI Submission Document or Completion Guide for further information.

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Why should we participate?

Participation will provide you with an opportunity to assess your work in LGBTI inclusivity against a national external framework designed specifically to address homophobia in sport and generate an annual national standard of good practice for an inclusive sporting culture within Australia.

Participating in Year 1 also provides you with a point of differentiation in future years as it clearly promotes you as an early adopter of national work in this area.

Participation shows that you are active in this space and willing to contribute to the national standard annually.

Participation provides you with the potential to be profiled within the annual benchmarking publication and speak at Pride in Diversity's regional conference on LGBTI inclusion.

Participation allows you to benchmark yourself against other sporting organisations while providing quantitative annual data on the impact of your LGBTI inclusion work annually.

For participation, each NSO, SSO receives:

- Invitation to participate in a PSI information session with other sports, facilitated by Pride in Diversity via teleconference in the months leading up to submission.
- A certificate of participation and transcript outlining your overall PSI score and scores for each of the sections covered within the PSI.
- A hard and soft copy of the Annual PSI Benchmarking publication, providing you with an opportunity to benchmark your PSI scores against the national standard and other sporting organisations.
- An opportunity to have an area of best practice profiled within the publication should it be ranked as an area of leading practice.
- Discounted tickets to the Pride in Diversity LGBTI Inclusion Awards Luncheon.
- An opportunity to present a session within the sporting stream at the Pride in Practice Annual Conference.
- Optional 2 hour executive debrief on index results with detailed benchmarking analysis (free to Pride in Diversity Members, \$1850 non-members). *Note: This can also be derived by comparing your transcript results to the benchmarking data within the annual publication.

More information

For more information, please visit:

www.prideindiversity.com.au/prideinsport to download the submission documents and completion guide.

Alternatively, call Ross Wetherbee on (02) 9206 2139 or contact via ross.wetherbee@prideindiversity.com.au

