

# pridein**sport**



# Pride in Sport: LGBTI Inclusion in Australian Sport

## What is the Pride in Sport program?

Pride in Sport is Australia's first and only sporting inclusion program specifically designed to assist National and State sporting organisations (NSO/SSO's) and clubs with the inclusion of Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) employees, players, volunteers and spectators.

## This membership based program will:

- Assist Australian sporting organisations with all aspects of LGBTI inclusion as it pertains to their sport and those working within the sporting organisation;
- Work with members to achieve best practice as benchmarked by the Pride in Sport Index (PSI);
- Create better health outcomes for LGBTI players, coaches, fans and others by creating inclusive spaces through the reduction of homophobia, stigma and discrimination.

## The Case for LGBTI Inclusion in Sport

Being positive towards LGBTI players, coaches, volunteers and administration staff is critical for an inclusive culture and takes a National and State Sporting Organisations diversity strategy to the next level. Targeted LGBTI inclusion strategies and active work in this area ensures that the sport is, and will be perceived a safe and inclusive environment.

The need for LGBTI inclusion in sport has been confirmed in a number of national and international studies, including the most recent *Out on the Fields* study (2014). In this study:

- 80% of participants witnessed or experienced homophobia in sport (both straight and LGB);
- 87% of gay youth (under 22) and 75% of lesbian Australian youth said they were at least partially in the closet, keeping their sexuality secret from all or some of their teammates;
- 75% of Australians believe an openly gay, lesbian or bisexual person would not be very safe as a spectator at a sporting event.

## Employer Brand & Reputation

Inclusion impacts everyone. More than ever before, evidence of tangible inclusivity and corporate social responsibility continue to rank high on the list of attractive organisational attributes for job seekers. This applies equally to those who work in a volunteer capacity.

Many people now see LGBTI inclusion as the ultimate litmus test for a great culture and highly indicative of an organisation (or sports) overall commitment to diversity and inclusion.

LGBTI inclusion is a differentiator. Active work in this area can contribute significantly to your employer, let alone player brand and reputation.

## Risk Mitigation

On 1 August 2013, amendments to the Sex Discrimination Amendment Act 2013 came into force, prohibiting employers from discriminating against someone because of their sexual orientation, gender identity or intersex status. People can make complaints to the Australian Human Rights Commission if they believe they have been discriminated against on the basis of these protected attributes.

Pride in Sport provides Australian NSO/SSO with the expertise to assist with the implementation of LGBTI related strategies, advice, support and training to help mitigate against this risk and to create a safe working and sporting environment for all LGBTI people.

## Benefits of Pride in Sport membership

All members of the Pride in Sport program will receive the following benefits:

- Dedicated Relationship Manager to provide ongoing telephone/email support on all aspects of LGBTI inclusion, ensuring that you maximise the full benefits of the program
- Tailored LGBTI inclusion strategy session annually to assist with the implementation of your LGBTI inclusion initiatives
- Optional Pride in Sport Index (PSI) debrief if participating within the PSI (worth \$1,850.00 ex GST)
- Access to members-only area of the Pride in Diversity website (access to research, resources, and publications)
- Hard and soft copies of all past and current Pride in Diversity publications focussing on specific areas of LGBTI workplace inclusion, with the ability to upload to your intranet site
- Hard and soft copies of future Pride in Sport publications including the Pride in Sport Index (PSI) benchmarking publication (to be released from 2017)
- 2-page member profile as an inclusive employer within the Australian National LGBTI Recruitment Guide (ANRG)
- Ability to profile your work on the Pride in Sport website and submit news articles and commentaries to Pride in Sport blogs.
- Discounts to annual events including the annual Pride in Diversity Awards Luncheon and Pride in Practice Conference
- Member discounts on LGBTI inclusion merchandise
- Member listing on the Pride in Sport web page
- Invitation to participate in sporting organisation roundtables to share practice on inclusion in Australian sport
- Information and resource kits to help your organisation mark days of LGBTI significance
- Ability to post jobs on our Inclusive Employers pages
- Exclusive use of Pride in Sport/Pride in Diversity logos for all internal/external communications
- Sponsorship opportunities at Pride in Diversity/Pride in Sport signature events and annual publications
- Annual training and consulting hours specific to membership tiers.

## More information:

<http://www.prideindiversity.com.au/prideinsport/>

# Additional Programs and offerings from Pride in Sport



## PRIDE IN SPORT INDEX PARTICIPATION

The definitive national benchmark on LGBTI sporting inclusion developed in conjunction with the Australian Human Rights Commission, Australian Sports Commission, Bingham Cup Sydney 2014 and members of a Peak Sporting Body Advisory Group.



## SAPPHIRE

Sapphire is a newly formed closed group specifically designed for lesbian, bisexual, transgender women who are employees of Pride in Sport member organisations or players/athletes within member sports regardless of whether or not they are out at work or within their sport.



## PRIDE IN PRACTICE

The annual Pride in Practice Conference is the only national conference dedicated to LGBTI inclusion bringing together speakers and attendees from across Australia and from around the world. Members are invited to present sessions on their LGBTI inclusion initiatives within the SPORTS stream.



## TRAINING

We have a wide range of training options to address all of your LGBTI inclusion and training requirements. We can deliver general awareness programs across a range of topics or develop a tailored program to meet a particular need. Sessions can be delivered to employees, team, coaches, volunteers, players.



## NETWORKING EVENTS

Our sports specific member networking events help to create a support network both socially and for industry networking.



## FOCUS GROUPS

Pride in Sport is committed to regularly running Roundtables and/or focus groups to promote LGBTI inclusivity within Australian Sport. Member organisations will be invited to attend these.



## SPEAKING ENGAGEMENTS

Pride in Sport staff would be happy to speak at any of your internal or external events. Equally, we would be facilitate conversations between players / athletes and corporate Pride in Diversity members.



## EXECUTIVE COACHING ON LGBTI INCLUSION

With subject matter expertise in LGBTI inclusion, we can provide your executive with 1:1 coaching on the need for targeted inclusivity or on understanding some of the challenges faced by LGBTI people. Equally, we can provide coaching/awareness for individual players/athletes.

## Membership Costs

**Tier 1** 12 Month Membership: \$2,600.00 (ex GST) – includes 2 hours of training/consulting

**Tier 2** 12 Month Membership: \$5,600.00 (ex GST) - includes 8 hours of training/consulting

**Tier 3** 12 Month Membership: \$8,600.00 (ex GST) - includes 16 hours of training/consulting

**Foundation Membership Opportunity (closes 30 June 2016) – \$15,000.00 (ex GST)**

## Foundation Membership to Pride in Sport includes\*:

- Tier 2 Membership (12 Months);
- Verbal recognition of Foundation Membership at key events;
- Branding on Pride in Sport official communications;
- Display of logo on Pride in Sport web page
- Opportunity to participate in an Advisory Committee for the Pride in Sport Program;
- First offer of Pride in Sport sponsorship opportunities.

## Who runs the Pride in Sport program?

Pride in Sport is a partner program of the Pride in Diversity program, an ACON initiative established in 2009 to address discrimination, exclusion and homophobia within Australian workplaces. A small group of sporting foundation members play an instrumental role in aligning the deliverables of the program to the needs of Australian sport.

Pride in Diversity developed the Pride in Sport Index in consultation with the Australian Human Rights Commission, Australian Sports Commission, Bingham Cup Sydney 2014 and an Advisory Board made up of Peak Sporting Bodies.



## Contact Details

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