For assistance in completing this document or for clarification on any of the questions asked or processes involved, please contact:

Ross Wetherbee, Pride in Diversity

# (02) 9206.2139 or

# Email [PSI@prideindiversity.com.au](mailto:PSI@prideindiversity.com.au)

**PLEASE DOWNLOAD THE AWEI 2017 COMPLETION GUIDE TO ASSIST YOU WITH THE COMPLETION OF THIS DOCUMENT**.

|  |  |  |  |
| --- | --- | --- | --- |
| Date | Version | Editor | Details |
| 09/02/2016 | 0.1 Draft | DH | Initial draft |
| 29/02/2016 | 0.2 | RW | Final draft |
| 14/03/2016 | 1.0 | DH | Forwards added plus scoring allocation |
|  |  |  |  |



The Australian Sports Commission (ASC) is proud to be working with the Australian Human Rights Commission and Pride in Diversity to develop and launch the Pride in Sport Index (PSI).

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.

 The PSI provides sporting organisations with an opportunity to reflect on their work in the inclusion of LGBTI participants and staff and identify areas they can address to ensure their sport is truly inclusive.

The ASC commends those sports that have committed to completing the PSI in the first year, and looks forward to seeing the PSI continue to grow.

**Michael Thomson**

General Manager, Participation & Sustainable Sport

Australian Sports Commission



The Australian Human Rights Commission is pleased to support the inaugural Pride in Sport Index.

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.

Unfortunately, research has demonstrated that lesbian, gay, bisexual, transgender, and intersex (LGBTI) people continue to face many barriers to participation in sport and access to facilities. These barriers include the risk of discrimination and verbal and physical harassment and the lack of appropriate and inclusive policies and facilities.

The Pride in Sport Index is a timely and valuable contribution to efforts to overcome these barriers.

Development of the Index is an ongoing process; particularly in relation to assessing transgender and intersex inclusion in sport and addressing the separate and specific barriers to participation and accessibility that transgender, gender diverse and intersex people encounter.

The Australian Human Rights Commission looks forward to continuing to work closely with our partners to ensure that sport is inclusive and accessible for all LGBTI people.

**Professor Gillian Triggs**

President

Australian Human Rights Commission

# PRELIMINARY INFORMATION

Purpose: The Pride in Sport Index (PSI) is Australia’s definitive benchmark on LGBTI inclusion within Australian Sport. In its inaugural years, this index is expected to drive, measure and acknowledge good practice within Australian Sport, providing comprehensive benchmarking data across National and State Sporting Organisations.

Pride in Diversity was commissioned to develop the PSI in 2016 by the Australian Human Rights Commission, Australian Sports Commission and the index instigators, Bingham Cup Sydney 2014.

The PSI is open to all National and State Sporting Organisations, regardless of size. In addition to the PSI Awards, individual award submissions are available for athletes, clubs, teams, staff and volunteers. In the future it is expected that the PSI will also be made available to sporting clubs. Visit [www.prideindiversity.com.au/prideinsport](http://www.prideindiversity.com.au/prideinsport) for more information.

Period assessed: All questions in this submission refer to the period **1st January 2016 – 31st December 2016**.

Submissions due: All submissions must be received by Pride in Diversity before 5pm on **Friday 24th March 2017(Sydney AEST).** This deadline is final. Pride in Diversity is unable to accept any submissions after this time. This deadline applies to all submissions.

Important Dates: Friday 24th March, 2017 – 5pm **Submissions close**   
Sydney AEST time

Mid May, 2017 PSI 2017 Awards and Australia’s Top 20 employers for LGBTI Workplace Inclusion will be announced at the Pride in Diversity annual awards celebration luncheon to be held in Sydney mid-May.

July 2017 PSI 2017 Benchmarking Publication (Australian sport benchmarking data and award winning practices) goes to print. This will be sent to all participating organisations shortly thereafter.

First week December 2017 Pride in Practice Conference showcasing sessions dedicated to sporting organisation’s LGBTI inclusion initiatives and good practice from the PSI index.

For assistance: Please call Ross Wetherbee on (02) 9206 2139 or email [PSI@prideindiversity.com.au](mailto:awei@prideindiversity.com.au)

QUICK TIPS: COMPLETING THE SUBMISSION DOCUMENT

**IMPORTANT PLEASE READ: These points are designed to assist you and to ensure that your evidence is not missed by the marking team.**

* You may choose to complete your submission by answering the questions within this document or you may create a document of your own design. Should you create your own document, **please ensure** that you clearly indicate the question number/letter that you are responding to for **each question**. Information for any given question that appears elsewhere (i.e. as part of another response) but is not appropriately numbered will likely be missed. Pride in Diversity takes no responsibility for missing content or not allocating points to questions that are not clearly numbered or that are out of sequence.  
    
  **Please note: you do not receive any additional marks for presentation.**
* More is **not** better. The more content that is provided, the easier it is to miss the specific piece of information that we are looking for. In many cases a couple of sentences or a short paragraph **is all that is required.** Succinct, direct answers that get straight to the point will ensure that your response is not lost. It will also make your submission far less costly to produce and take less time to complete.
* Pride in Diversity is not responsible for cross checking table summaries at the top of each section against question responses or vice versa. The tables are for your quick and easy reference and assist in the compilation of appropriate evidence. Pride in Diversity will move straight to the evidence provided for each question. It is not the responsibility of Pride in Diversity to follow up with submitting organisations if a table entry is crossed but the evidence component is left blank. Where evidence is requested and not provided, points will not be allocated.
* If you are sending your submission in soft copy, you may choose to embed files within the document or send as separate attachments. We have access to DROPBOX for large documents. If you are sending separate attachments as evidence, please ensure that the question number/letter that you are responding to is documented within the filename, or written on any attachments. Once again, Pride in Diversity will not be responsible for missing evidence that is not clearly marked or that is out of sequential order.
* If you are sending your submission in hard copy, you may like to bind your submission independently to your attachments. If you are sending loose attachments, please ensure that the question number/letter is clearly marked at the top of each page and that the attachments appear in sequential order.
* You do not need to repeatedly include the **same** screen capture or supporting documentation as evidence for multiple questions. For screen captures, include the image once and then throughout the document you can reference the image under question x(x).
* For attached documents that will be referenced for more than one question, you only need to submit the document once, but you do need to clearly indicate the part of the document that responds to the question, identifying the question number/letter. Pride in Diversity will not take responsibility for missing content if entire documents are included as supporting evidence but sections are not clearly marked with the question number/letter throughout.
* Please do not send superfluous extraneous information; it’s so easy to lose what we are looking for. The more information that you send that is not directly and succinctly linked to the question that you are answering, the more likely the information that we are looking for will be lost.

## Section Breakdown

The 2017 PSI is broken down into the following sections.

SECTION 1: POLICY AND PRACTICE (35 points)

SECTION 2: CULTURE AND VISIBILITY (30 points)

SECTION 3: TRAINING (15 points)

SECTION 4: COMMUNITY ENGAGEMENT (10 points)

SECTION 5: INCLUSION BEYOND (5 points)

SECTION 6: ADDITIONAL INFORMATION (5 points)

## Awards

|  |  |
| --- | --- |
| **Awards granted from PSI Results**  Awards given by Pride in Diversity / Pride in Sport based on PSI Results | **Award Nominations**  Nomination forms can be downloaded from www.prideindiversity.com.au/PSI |
| * National Sporting Award for Excellence (highest ranking National Sporting Organisation) | * Inclusion Champion: Coach * Inclusion Champions: Club * Inclusion Champion: Ally * Inclusion Champion: Player/Athlete * Outstanding Role Model * LGBTI Inclusion Initiative - Youth, Amateur, Professional Categories |
| * State Sporting Award for Excellence (highest ranking State Sporting Organisation) * *From Year 2, Most Improved Award* |

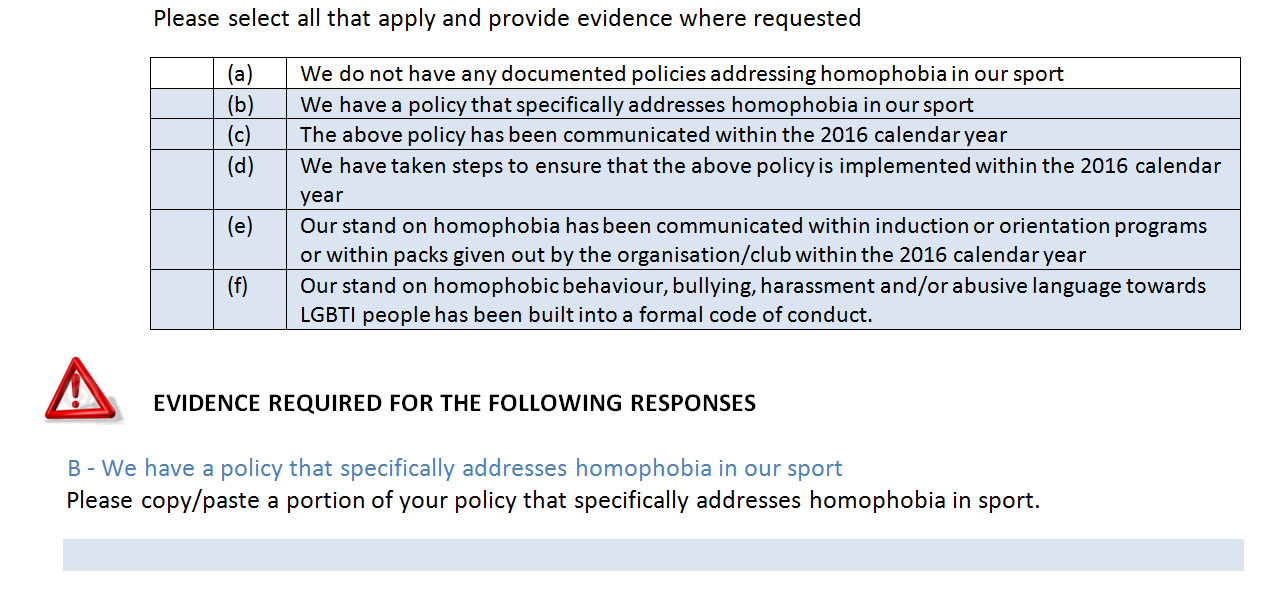
## Confidentiality

All submissions are treated with the strictest confidence and viewed only by markers within the Pride in Diversity team. Submissions will be returned to you on completion of all benchmarking work and independent feedback sessions. Pride in Diversity is happy to sign any non-disclosure or confidentiality agreements required.

## Transgender & Intersex Inclusion in PSI

The Pride in Sport Index (PSI), in its inaugural year, assesses broad LGBTI inclusivity of National and State Sporting Organisations (NSO & SSO’s).  The index assesses transgender and intersex inclusion within Administration (staff policies and benefits) and playing environments (sanctions, remediation & reporting). We are working in collaboration with the Australian Human Rights Commission and Australian Sports Commission to develop additional assessment criteria within the PSI to address greater levels of transgender and intersex inclusion within Sport. Pride in Diversity makes a commitment to increase the focus on transgender and intersex inclusion in the PSI on advice of the Australian Human Rights Commission and Australian Sports Commission.

# Quick Guide for Index Completion:

1. Review the table at the beginning of each numbered section. This table has been designed as a quick reference for you and will help you collect the data you need over the 2016 calendar year.
2. Place an ‘x’ in the table against **all entries** that reflect your 2016 activity. If you place a cross in a row that is shaded, you will need to provide additional information and/or evidence. Read carefully the descriptors of evidence required for each shaded row below the table. Example:  
     
   

X

1. **For each ‘x’ in the table**, refer to the evidence required below the table. You can identify this by the row letter. Please respond to the question as succinctly as you can. Often a couple of sentences or a short paragraph is all that is needed. In many cases, you can copy/paste from existing materials. In some instances if may be physical evidence that is required ie. a copy of a brochure. These may be scanned and placed into the space provided or you may include as an attachment.

If you are not copying/pasting directly into the document, please ensure that the question number and letter appears in any soft-copy filenames or is clearly marked on any hard copy documentation.  
It is also highly recommended that you cross-reference information provided for each section within the completion guide as this will provide greater clarity where needed and may answer any questions that you have.   
  
**Pride in Diversity takes no responsibility for missing evidence that:**

* **Is hidden within the response to another question**
* **Is not clearly marked with the right question number/letter**
* **Is out of sequence**
* **Is hidden within a large amount of extraneous, superfluous information**
* **Is missing even if the table entry has been selected.**

SUBMISSION DETAILS

## ALL SUBMISSION DETAILS ARE CONFIDENTIAL

**Name of entity to be assessed:**

We are:

|  |  |
| --- | --- |
|  | National Sporting Organisation (NSO) |
|  | State Sporting Organisation (SSO) \* |

**\*If submitting as an SSO, please identify the name of your national sporting organisation:**

|  |
| --- |
|  |

**Organisation Size (Turnover)**

|  |  |
| --- | --- |
|  | Category 1: $0 - $1,000,000 |
|  | Category 2: $1,000,001 - $5,000,000 |
|  | Category 3: $5,000,001 - $25,000.00 |
|  | Category 4: $25,000,000+ |

**State of Submitting Body:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | NSW |  |  | SA |
|  | QLD |  |  | WA |
|  | VIC |  |  | NT |
|  | ACT |  |  | TAS |

**PLEASE CONSIDER OTHER AWARDS**

You may also like to nominate for other awards found on the [www.prideindiversity/prideinsport](http://www.prideindiversity/prideinsport) page of our website. These include individual, team and inclusion initiative Awards:

* Inclusion Champion : Coach (nominations – separate submission)
* Inclusion Champions : Club (nominations – separate submission)
* Inclusion Champion: Ally (nominations – separate submission)
* Inclusion Champion: Player/Athlete (nominations – separate submission)
* Outstanding Role Model (nominations – separate submission)
* LGBTI Inclusion initiative award
  + Youth
  + Amateur
  + Professional

## SUBMISSION CONTACT DETAILS (Results will be sent to this person)

This will be our main point of contact for any questions that we may have in regard to your submission. Your PSI results will also be sent to this person.

Name: Job Title

Department/Division (if applicable)

Postal Address:

Phone: Email:

**AWARDS**

Should your organisation win an Excellence Award, please state how you would like the organisation to be identified (this will also be printed on the award trophy).

**STATEMENT OF ACCURACY (must be completed for submission to be accepted)**

I declare that all information and evidence submitted to the Pride in Sport Index 2016 is truthful and correct at the time of submission. I understand that any false information submitted may be grounds for withdrawal of our submission and any subsequent awards.

**Please print your name and title, sign and date.**

SECTION 1: POLICY AND PRACTICE

**This section is worth 35 points**

Whenever you see this exclamation triangle, evidence must be provided for the questions that follow. You may choose to copy/paste this evidence into your submission or email / post this evidence to Pride in Diversity.  **Responses requiring evidence have been shaded.**

This section of the PSI covers:

* Strategic commitment to LGBTI inclusion
* Accountability and resourcing
* Staff Policies and Benefits
* Policies addressing homophobia
* Sanctions, Remediation and Reporting

|  |
| --- |
| **PLEASE NOTE:**  NSOs are required to have a Member Protection Policy, and this policy may detail information and procedures related to items within this section of the index. In some instances, it is fair to show relevant aspects of the Member Protection Policy as evidence, but if you are referring to it, please be specific and detail how it has driven LGBTI specific policies, procedures and/or behaviours within your organisation in relation to the question being asked. |

## SECTION 1.1 Strategic Commitment to LGBTI Inclusion

## *This section is used to determine the existence of formalised diversity and inclusion goals at a strategic level. Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  |  | We do not have a diversity statement or strategy |
|  |  | We have a general diversity statement that articulates support of diversity in sport |
|  |  | We have a formal diversity strategy or inclusion policy but do not call out LGBTI specifically |
|  |  | We have a formal diversity strategy which clearly identifies LGBTI inclusion as an area of focus |
|  |  | The LGBTI component of our diversity strategy documents has clearly articulated outcomes/indicators/goals or targets in relation to LGBTI inclusion in sport. |
|  |  | If you have responded to (d) or (e) above, please indicate whether or not this has been communicated across your sporting organisation and if so, to what extent and when. |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

D - We have a formal diversity strategy which clearly identifies LGBTI inclusion as an area of focus.  
Please provide evidence that LGBTI inclusion is incorporated into your overarching diversity and inclusion strategy. This may be a visual image of the components of your diversity strategy; it may be a subsection of your strategic document or a copy of the diversity strategy in full. Only one piece of evidence is required.

E - The LGBTI component of our diversity strategy documents has clearly articulated outcomes/indicators/goals or targets in relation to LGBTI inclusion in sport.  
Please provide evidence of LGBTI related outcomes/indicators/goals or targets.

F – If you have responded to (d) or (e) above, please indicate whether or not this has been communicated across your sporting organisation and if so, to what extent and when.

Please describe how this strategy is communicated if at all, to what extent (how far reaching) and when the last communication of this strategy took place (approximately).

## SECTION 1.2 Accountability and Resourcing

## *This section is used to determine the extent of accountability against diversity targets along with any resources or support that you have in place to assist with your diversity and inclusion initiatives. Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | We do not report against any LGBTI outcomes/indicators/goals or targets. |
|  | (b) | We report against LGBTI outcomes/indicators/goals or targets. |
|  | (c) | We have a staff member or official who has LGBTI inclusion as part of their formal role or accountability |
|  | (d) | We have access to an LGBTI advisory group or external LGBTI inclusion expertise to assist with or provide advice on our LGBTI inclusion initiatives (includes but is not limited to membership of Pride in Sport or Pride in Diversity). |

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**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

B - We report against LGBTI outcomes/indicators/goals or targets.  
Please describe your reporting process, who you report to and how often.

C - We have a staff member or official who has LGBTI inclusion as part of their formal role or accountability.  
Please provide evidence of LGBTI inclusion being a part of this person’s formal role or accountability.

D - We have access to an LGBTI advisory group or external LGBTI inclusion expertise to assist with or provide advice on our LGBTI inclusion initiatives.  
Please provide evidence of support from an advisory group or the engagement of external expertise to assist you with your LGBTI inclusion initiatives. If you are a member of Pride in Diversity or Pride in Sport, simply state that here (no evidence required).

## SECTION 1.3 Staff Policies and Benefits *This section is used to determine the LGBTI inclusivity of your policies and benefits as they relate to administration ie. employees/staff and volunteers completing work for the NSO or SSO). Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | All policies/benefits are inclusive of all employees. We do not specifically call out or mention LGBTI families/partners/relationships. |
|  | (b) | We clearly define family, partner and parent as being inclusive of same sex relationships/families. |
|  | (c) | We have within our policies and/or benefits documentation clearly articulated support for and inclusion of transgender people completing work for the NSO or SSO. |
|  | (d) | We have within our policies and/or benefits documentation clearly articulated support for and inclusion of intersex people completing work for the NSO or SSO. |

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**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

B - We clearly define family, partner and parent as being inclusive of same sex relationships/families.  
Please copy/paste a portion of your policy that clearly articulates the inclusion of same-sex families/relationships within family/partner/parent definitions.

C - We have within our policies and/or benefits documentation clearly articulated support for and inclusion of transgender people completing work for the NSO or SSO.  
Please copy/paste a portion of your documentation articulating support for/inclusion of transgender people who work for you (employees/staff/volunteers)

D - We have within our policies and/or benefits documentation clearly articulated support for and inclusion of intersex people completing work for the NSO or SSO.  
Please copy/paste a portion of your documentation articulating support for/inclusion of intersex people who work for you (employees/staff/volunteers)

## SECTION 1.4 Policies addressing homophobia *This section is used to determine the extent and communication of any policies addressing homophobia within your sport. Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | We do not have any documented policies addressing homophobia in our sport |
|  | (b) | We have a policy that specifically addresses homophobia in our sport |
|  | (c) | The above policy has been communicated within the 2016 calendar year |
|  | (d) | We have taken steps to ensure that the above policy has been implemented within the 2016 calendar year |
|  | (e) | Our stand on homophobia has been communicated within induction or orientation programs or within packs given out by the organisation within the 2016 calendar year |
|  | (f) | Our stand on homophobic behaviour, bullying, harassment and/or abusive language towards LGBTI people has been built into a formal code of conduct. |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

B - We have a policy that specifically addresses homophobia in our sport   
Please copy/paste a portion of your policy that specifically addresses homophobia in sport.

C - The above policy has been communicated within the 2016 calendar year  
Please indicate how this policy was communicated, who to and when. Please provide evidence of at least one of these communications.

D - We have taken steps to ensure that the above policy has been implemented within the 2016 calendar year  
Please describe any work that you have done or actions that you have taken to ensure your policy around homophobia in sport has been implemented within the 2016 calendar year.

E - Our stand on homophobia has been communicated within induction or orientation programs or within packs given out by the organisation/club within the 2016 calendar year

Please provide evidence of at least once instance where this has occurred (copy of an induction/orientation slide or materials given out in packs).

F- Our stand on homophobic behaviour, bullying, harassment and/or abusive language towards LGBTI people has been built into a formal code of conduct.

Please copy and paste the section relating to this from your formal code of conduct documentation.

## SECTION 1.5 Sanctions, Remediation and Reporting *This section is used to determine the extent and communication of any sanctions, remediation and reporting processes specific to homophobia, LGBTI harassment or discrimination within your sport. Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | We do not have any formally documented sanctions/remediation processes or reporting procedures that specifically address homophobic bullying, LGBTI harassment or discrimination in our sport. |
|  | (b) | We have formally documented sanctions/remediation processes or reporting procedures that specifically address homophobic bullying, LGBTI harassment or LGBTI related discrimination in our sport. |
|  | (c) | We have formal procedures in place that allow individuals to report instances of LGBTI related bullying/harassment or homophobic/transphobic behaviours |
|  | (d) | We monitor instances of homophobic bullying/harassment |
|  | (e) | We have provided our main points of contact for complaints (welfare officers, complaint handlers, officials) training in LGBTI awareness and the reporting of incidents |
|  | (f) | Our senior officials and coaches are held accountable for addressing homophobia in sport |
|  | (g) | We have a point of contact for LGBTI people within our sport *outside of formal reporting avenues* should someone have a question or wish to seek confidential advice |
|  | (h) | We have support services in place for those who have been the target of homophobia bullying/harassment. |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

B - **We have formally documented sanctions/remediation processes or reporting procedures that specifically address homophobic bullying, LGBTI harassment or discrimination in our sport.**  
(a) Please provide evidence of sanctions/remediation processes that specifically address homophobia.

(b) Please describe how these are communicated and to who?

C - **We have a formal procedure in place that allows individuals to report instances of bullying/harassment or homophobia.**  
(a) Please describe the procedure; and

(b) provide evidence of any homophobic/transphobic references within this material.

**D - We monitor instances of homophobic bullying/harassment.**  
(a) Please provide evidence of monitoring

**E - We have provided our main points of contact for complaints (welfare officers, complaint handlers, officials) training in LGBTI awareness and the reporting of incidents.**  
(a) Please provide evidence of training, outlining your content

(b) Please identify how often this training has been conducted over the 2016 calendar year

**F - Our senior officials and coaches are held accountable for addressing homophobia in sport**  
Please describe how this accountable works, along with how you track this.

**G - We have a point of contact for LGBTI people within our sport outside of formal reporting avenues should someone have a question or wish to seek confidential advice.**

Please provide evidence of where this contact is communicated.

**H- We have support services in place for those who have been the target of homophobia bullying/harassment.**  
(a) Please describe what support services you have in place; and

(b) how these are communicated.

SECTION 2: CULTURE & VISIBILITY

**This section is worth 30 points**

Whenever you see this exclamation triangle, evidence must be provided for the questions that follow. You may choose to copy/paste this evidence into your submission or email / post this evidence to Pride in Diversity.  **Responses requiring evidence have been shaded.**

This section of the PSI covers:

* Internal visibility of LGBTI inclusion
* External visibility of LGBTI inclusion
* Leadership support
* Coach support
* Role models
* Ally networks

## SECTION 2.1 Internal visibility of LGBTI inclusion

## *This section is used to determine the visibility of LGBTI inclusion internally. Evidence may include activity of NSO/SSO Administration. Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | We currently do not have any visibility of LGBTI inclusion internally |
|  | (b) | There is visible support for LGBTI inclusion internally |
|  | (c) | Our employees / players / athletes / volunteers can locate information on our LGBTI inclusivity or stand against homophobia in sport |
|  | (d) | We have within the 2016 calendar year held events or activities that have promoted LGBTI inclusivity or our stand against homophobia |
|  | (e) | We have within the last year distributed, displayed or promoted anti-homophobia or inclusion materials / messages internally |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

**B - There is visible support for LGBTI inclusion internally**  
Please provide some context and evidence of visibility

**C - Our employees / players / athletes can locate information on our LGBTI inclusivity or stand against homophobia in sport**  
(a) Please describe where this information would be found; and

(b) Indicate whether or not this is widely communicated / publicised

**D - We have within the 2016 calendar year held events or activities that have promoted LGBTI inclusivity or our stand against homophobia**  
Please provide an overview of activities and provide evidence of at least one.

**E - We have within the last year distributed, displayed or promoted anti-homophobia or inclusion materials / messages internally**  
Please provide evidence of at least one instance.

## SECTION 2.2 External visibility of LGBTI inclusion

## *This section is used to determine the visibility of LGBTI inclusion externally. Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | We have not communicated our LGBTI inclusivity or stand on homophobia externally |
|  | (b) | We have provided resources or information to families re: homophobia in sport within the last two years. |
|  | (c) | Our stand on homophobic behaviour and/or LGBTI related bullying, harassment and/or abusive language has been communicated externally, outside of our sport within the 2016 calendar year. |
|  | (d) | We have held an external event or promotion to promote our LGBTI inclusivity within the 2016 calendar year. |
|  | (e) | We have within the 2016 calendar year contributed to external commentary, press, blogs, newspapers, media coverage or advertising in support of LGBTI inclusion. |
|  | (f) | We have publicly available information (ie. website) that effectively communicates our stand against homophobia. |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

**B - We have provided resources or information to families re: homophobia in sport within the last two years.**  
Please provide evidence of one such instance. Please also provide some context around how this information was distributed, to how many (if applicable) and when etc.

**C - Our stand on homophobic behaviour, bullying, harassment and/or abusive language directed at LGBTI people has been communicated externally, outside of our sport within the 2016 calendar year.**  
Please also provide some context around how this information was distributed, to how many (if applicable) and when etc.

**D - We have held an external event or promotion to promote our LGBTI inclusivity within the 2016 calendar year.**Please provide evidence of one such instance while providing some context to the event ie. key messages, audience etc.

**E - We have within the 2016 calendar year contributed to external commentary, press, blogs, newspapers, media coverage or advertising in support of LGBTI inclusion.**  
Please provide evidence of one such instance.

**F - We have publicly available information (ie. website) that effectively communicates our stand against homophobia.**  
Please provide a URL or other means of locating this information.

## SECTION 2.3 Leadership Support

## *This section is used to determine the level of leadership support for LGBTI inclusion. Evidence provided may include activity of NSO/SSO Administration. Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | Our most senior leadership has not been involved in any communications in regard to our stand on homophobia in sport. |
|  | (b) | Our most senior leader / leadership have communicated their stand on homophobia in sport within the 2016 calendar year |
|  | (c) | We have an executive champion or ambassador to promote and support our LGBTI inclusion initiatives internally . |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

**B - Our most senior leader / leadership have communicated their stand on homophobia in sport**  
Please provide evidence of one such instance.

**C- We have an executive champion or ambassador to promote and support our LGBTI inclusion initiatives internally.**  
(a) Please indicate the seniority of this person; and

(b) Provide evidence of any support activity within the 2016 calendar year.

## SECTION 2.4 Coach Support

## *This section is used to determine any support provided to coaches in identifying and addressing homophobia in sport. Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | We have not provided any support to coaches within the 2016 |
|  | (b) | We have supported coaches to actively promote LGBTI inclusivity within our sport |
|  | (c) | We have provided coaches with support on how to identify and address homophobic behaviour |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

**B- We have supported coaches to actively promote LGBTI inclusivity within our sport**

Please describe how you have supported coaches to actively promote the sports LGBTI inclusivity.

**C- We have provided coaches with support on how to identify and address homophobic behaviour**

Please provide evidence of any support provided to coaches in terms of identifying and addressing homophobic behaviour.

## SECTION 2.5 Role Models

## *This section is used to determine visibility of OUT role models within your sport and the promotion of their stories. Evidence provided may include activity of NSO/SSO Administration. Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | We have not over the 2016 promoted stories of any of our OUT role models either internally or externally. |
|  | (b) | We have promoted OUT role models within our sport within the 2016 calendar year (either internally/externally or both) |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

**B - We have promoted OUT role models within our sport within the 2016 calendar year (either internally/externally or both)**  
Please provide evidence of one such instance providing some context to the event.

## SECTION 2.6 ALLY Networks

## *This section is used to determine the existence and promotion of any LGBTI ALLY initiatives within your sporting organisation. Evidence provided may include activity of NSO/SSO Administration. ALLY Networks are often referred to as LGBTI Employee Resource Groups (ERG’s), LGBTI Employee Networks or LGBTI Champion initiatives. Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | We do not have an LGBTI Ally or Champion Network. |
|  | (b) | We have an LGBTI Ally or Champion Network |
|  | (c) | We have a formal approach to tracking membership of our LGBTI Ally/Champion Network |
|  | (d) | We promote the existence of the LGBTI Ally/Champion Network |
|  | (e) | We have held LGBTI Ally /Champion Network events |
|  | (f) | The LGBTI Ally / Champion network has documented objectives or a plan in place to increase the visibility of LGBTI inclusion within our sport or organisation |
|  | (g) | The LGBTI Ally/Champion network has within the 2016 actively promoted the inclusion in sport or anti-homophobia message. |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

**B – We have an LGBTI Ally or Champion Network**  
Please provide some details as to when the network was established.

**C – We have a formal approach to tracking membership of our LGBTI Ally / Champion Network**  
(a) Please provide some details as to who the network is open to? Staff? LGBTI people? Coaches? Athletes?; and

(b) If you have a membership or mailing list, please indicate the approximate number of people within the network (no additional points for larger numbers, stats recording only)

**D – We promote the existence of the LGBTI Ally/Champion Network**  
(a) Please describe how people can find out about the network; and

(b) Provide evidence of one instance where the network has been promoted within the 2106 calendar year.

**E – We have held LGBTI Ally or Champion Network events**  
Please provide evidence of one such event.

**F – The LGBTI Ally / Champion network has documented objectives or a plan in place to increase the visibility of LGBTI inclusion within our sport or organisation**  
Please provide a copy of your stated objectives.

**G – The LGBTI Ally/Champion network has within the 2016 actively promoted LGBTI inclusion in sport or the anti-homophobia message.**  
Please provide evidence.

SECTION 3: TRAINING

**This section is worth 15 points**

Whenever you see this exclamation triangle, evidence must be provided for the questions that follow. You may choose to copy/paste this evidence into your submission or email / post this evidence to Pride in Diversity.  **Responses requiring evidence have been shaded.**

This section of the PSI covers:

* LGBTI training, resources, information

## *Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | We have not conducted any form of training or provided any resources/information on LGBTI inclusion within the 2016 calendar year. |
|  | (b) | We have provided face-to-face or online training that reinforces the *No to Homophobia in Sport* (or similar) message to **staff, officials or volunteers** within the 2016 calendar year. |
|  | (c) | We have provided LGBTI awareness/inclusion training to coaches within the 2016 calendar year. |
|  | (d) | We have provided training, resources, information to **players/athletes** re: homophobia in sport within the 2016 calendar year specifically detailing our behavoural expectations. |
|  | (e) | We have provided training, resources or information specifically targeting our **youth** re: homophobia in sport within the 2016 calendar year. |
|  | (f) | We have provided training, resources or information re: LGBTI inclusion and the role of an Ally to our LGBTI Ally/Champion network. |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

**B - We have provided face-to-face or online training that reinforces the No to Homophobia in Sport (or similar) message within the 2016 calendar year.**(a) Please provide an outline of the training delivered; and

(b) Evidence of training

**C - We have provided LGBTI awareness/inclusion training to coaches within the 2016 calendar year.**(a) Please provide an overview of what was covered within the training or information provided; and

(b) Evidence of training being provided to coaches within the 2016 calendar year

**D - We have provided training, resources, information to players/athletes re: homophobia in sport within the 2016 calendar year specifically detailing our behavioral expectations.**(a) Please provide an overview of what was covered within the training or information provided; and

(b) Evidence of training being provided to players/athletes within the 2016 calendar year

**E - We have provided training, resources or information specifically targeting our youth re: homophobia in sport within the 2016 calendar year.**(a) Please provide an overview of what was covered within the training or information provided; and

(b) Evidence of training being provided to youth within the 2016 calendar year.

**F - We have provided training, resources or information re: LGBTI awareness/inclusion and the role of an Ally to our LGBTI Ally/Champion network.**(a) Please provide an overview of what was covered within the training or information provided; and

(b) Evidence of training being provided to Allies within the 2106 calendar year.

SECTION 4: COMMUNITY ENGAGEMENT

**This section is worth 10 points**

Whenever you see this exclamation triangle, evidence must be provided for the questions that follow. You may choose to copy/paste this evidence into your submission or email / post this evidence to Pride in Diversity.  **Responses requiring evidence have been shaded.**

## *Please read through the statements in the table and only select and respond to those that apply. Shaded rows indicate the need to provide further information immediately below the table.*

Please select all that apply and provide evidence where requested

|  |  |  |
| --- | --- | --- |
|  | (a) | None of the below statements apply |
|  | (b) | We have supported LGBTI community organisations through the 2016 calendar year (ie. Fundraising, volunteering, speaker provision) |
|  | (c) | We have participated in LGBTI community events under the official banner of our sport within the 2016 calendar year (ie. Pride Parades, Mardi Gras, International Day against Homophobia, Wear it Purple). |
|  | (d) | We have promoted the anti-homophobia message within significant games / trials / events within the 2016 calendar year. |
|  | (e) | Our players and/or coaches have taken on official community Ambassador roles relating to the anti-homophobia message (or LGBTI inclusion) within the 2016 calendar year. |

****

**EVIDENCE REQUIRED FOR THE FOLLOWING RESPONSES**

**B - We have supported LGBTI community organisations through the 2016 calendar year (ie. Fundraising, volunteering, speaker provision)**Please provide evidence of the above.

**C - We have participated in LGBTI community events under the official banner of our sport within the 2016 calendar year (ie. Pride Parades, Mardi Gras, International Day against Homophobia, Wear it Purple).**Please provide evidence of the above.

**D - We have promoted the anti-homophobia message within significant games / trials / events within the 2016 calendar year.**Please provide photo evidence and details of the event.

**E - Our players and/or coaches have taken on official community Ambassador roles relating to the anti-homophobia message (or LGBTI inclusion) within the 2016 calendar year.**Please provide evidence of the above.

**SECTION 5: INCLUSION BEYOND  
This section is worth 5 points**

This is an opportunity for you to submit any further information in regard to activities or work not covered elsewhere within this submission that has furthered the message of *No to Homophobia in Sport* (or similar) ***beyond your immediate organisation/club.***

Examples may include:

* mentoring other clubs/sporting organisations
* local contribution having international impact
* contribution to studies/research
* taking a public stand on issues affecting the LGBTI community (e.g. marriage equality, mental health)
* Influencing key sponsors and/or suppliers to participate in LGBTI inclusion, and/or anti-homophobia activities

**SECTION 6: ADDITIONAL INFORMATION  
This section is worth 5 points**

This is an opportunity for you to submit any further information in regard to initiatives in place or work that has been done not covered elsewhere within this submission.

You may also make a case for any significant piece of work within the last year within any area of the submission that you believe would be over and above the expectations of this submission. (For example, if you have conducted a substantial amount of training or taken on a significant media campaign that surpasses generic training or communication expectations, you may make a case for this here).

Next Steps

Thank you for participating in the national benchmark for LGBTI workplace inclusion in Australian Sport, and associated awards.

Please send your submission by the nominated deadline to:

[psi@prideindiversity.com.au](mailto:psi@prideindiversity.com.au);

**or via post to:**

Pride in Sport Index Submissions  
Pride in Diversity  
PO Box 350  
DARLINGHURST 13000

**Or via courier to:**

Pride in Sport Index Submissions  
Pride in Diversity  
Level 1, 414 Elizabeth Street  
SURRY HILLS 2010

Please ensure that your submission and any hardcopy evidence you choose to include is received by the Pride in Diversity office no later than Friday 24th of March 2017, Sydney AEST time.

**If you are providing soft copies of supporting evidence, please ensure that you clearly refer to the section that the evidence relates to within the title name AND** **within the document itself to ensure that important information is not overlooked.**

Our 2017 award winners will be announced via a press release and at the annual Pride in Diversity LGBTI Inclusion Awards mid-May. All participating organisations will receive a copy of the press release via email on the day. For those who wish to attend the luncheon, tickets for this event can be purchased from Pride in Diversity. For those not attending, they will be notified on the afternoon of the announcements.

For more information, please contact Pride in Diversity Senior Program Manager, Ross Wetherbee at on (02) 9206 2139.