A ROADMAP
AN AUDITING TOOL
AN ENGAGEMENT SURVEY

PRIDE IN SPORT INDEX

pride in sport

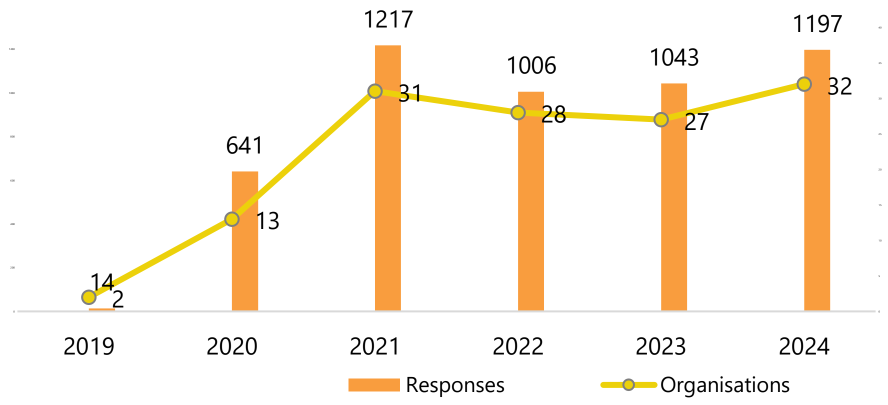
PRACTICE POINTS • 2024 PSI NATIONAL SURVEY

- Visible inclusion statements within organisations are essential to ensuring safe and welcoming spaces for LGBTQ+ people
- The presence of safe and confidential reporting channels for bullying and harassment is critical in enhancing a secure environment for LGBTQ+ individuals
- Promotion of active allyship at both organisational and individual levels plays a vital role in creating an inclusive environment.
- Crucial elements sporting bodies must continue to address include inclusive uniforms, all-gender changing facilities, and consideration of all-gender team participation.
- Engagement with local LGBTQ+ communities is vital for understanding their needs and developing tailored support.
- Regularly reviewing and updating policies and resources to support LGBTQ+ inclusion increases safety in sport for everyone

KEY INSIGHTS

The Pride in Sport Equality Index (PSI) National Survey provides insight into the culture, beliefs, opinions, and differences between LGBTQ+ and non-LGBTQ+ respondents.

PSI National Survey Participation



The PSI National Survey has been running annually for the past six years. From just two participating organisations/clubs and 14 responses in its first year to 32 organisations/clubs and 1,197 responses in 2024[i].

In this Key Insights report we will be focusing on the 2024 results, comparing them to the past two years to show trends where applicable, and highlighting differences between cohorts of respondents where there is value.

As there are many terms used within the sporting arena, throughout this report we use the all-encompassing terms of:

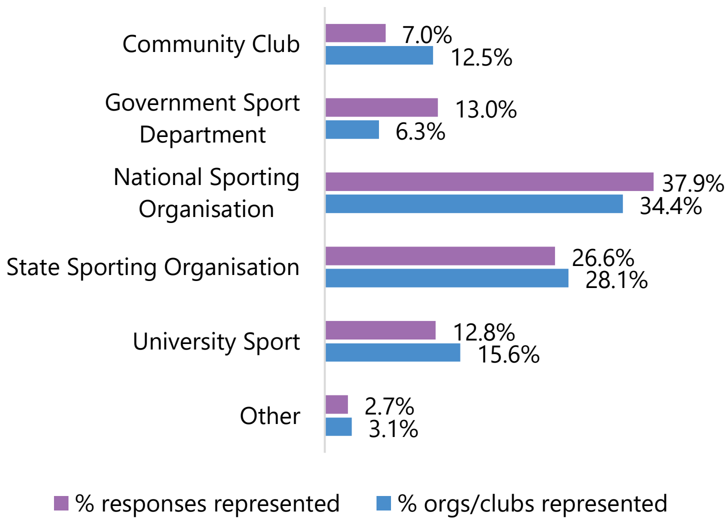
- Organisation/club - to describe the company/sporting group/club etc. who requested the survey link.
- Employees - for anyone who works in a paid or volunteer role in the organisation/club.
- Participants - for anyone who plays for the organisation.
- Respondents - for individuals who participated in the survey.

RESPONDENT DEMOGRAPHICS

Organisation/club Participation

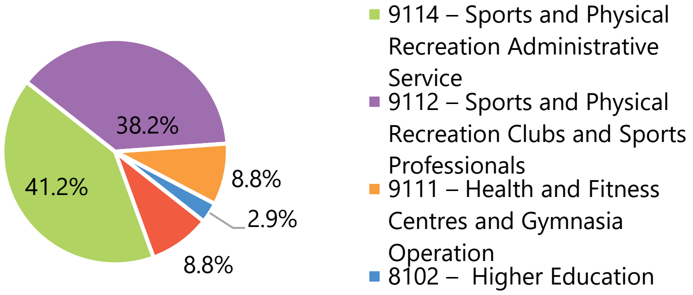
In 2024, of the 32 organisations/clubs who participated, 78.1% have fewer than 250 employees, and 9.4% between 250 and 499 employees or volunteers who run the organisation.

Of all participating organisations, 12.5% were community clubs. 34.4% National Sporting Organisations (NSO), 28.1%, State Sporting Organisations (SSO) - 15.6% University Sport, and 6.3% Government sport departments. The proportion of respondents follows closely though government sporting departments represent 13% of all individual responses to the survey.



This year organisations were asked to identify the ANZSIC [ii]code which most closely related to them. 41.2% of organisations participating are administrative service organisations, with 38.2% from professional sporting clubs. A number of participating organisations are university sporting associations and have classified themselves as higher education.

***Organisations by ANZSIC Code*.**

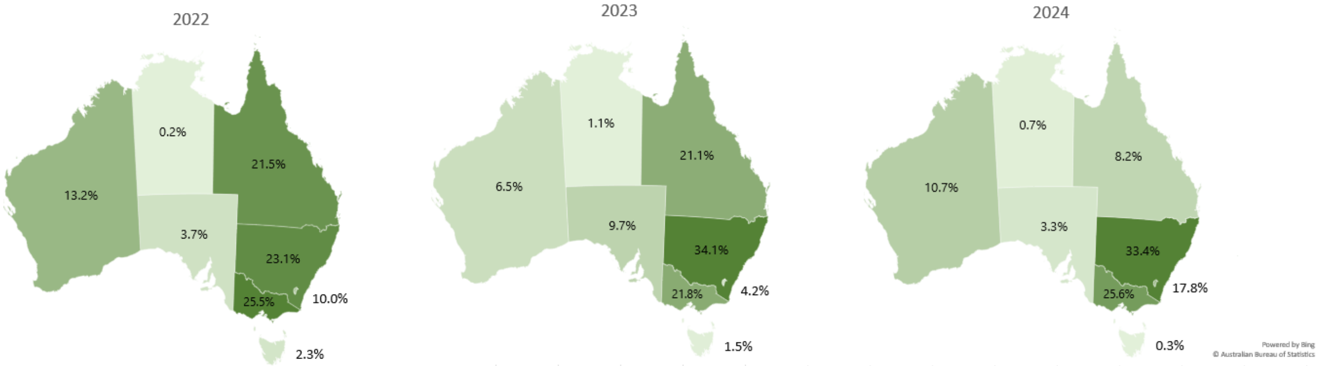


There is a broad range of sports represented by organisations with a list of 26 being selected.

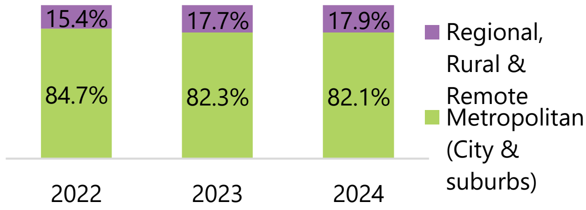
Those with three or more organisations are: Hockey (7), Touch football (4), and Basketball, Football (Soccer), Netball, and Tennis (3 each). As survey participation increases, and with more representation and responses from individual sports, we will be able to further analyse this area in relation to individual sporting codes' attitudes and opinions.

Location

We have seen shifts year on year based on location of participating organisations/clubs and respondents. Participation from Western Australia and Victoria have increased by 64.0% and 17.8% respectively, but the most significant, a 321.8% rise in ACT respondents.



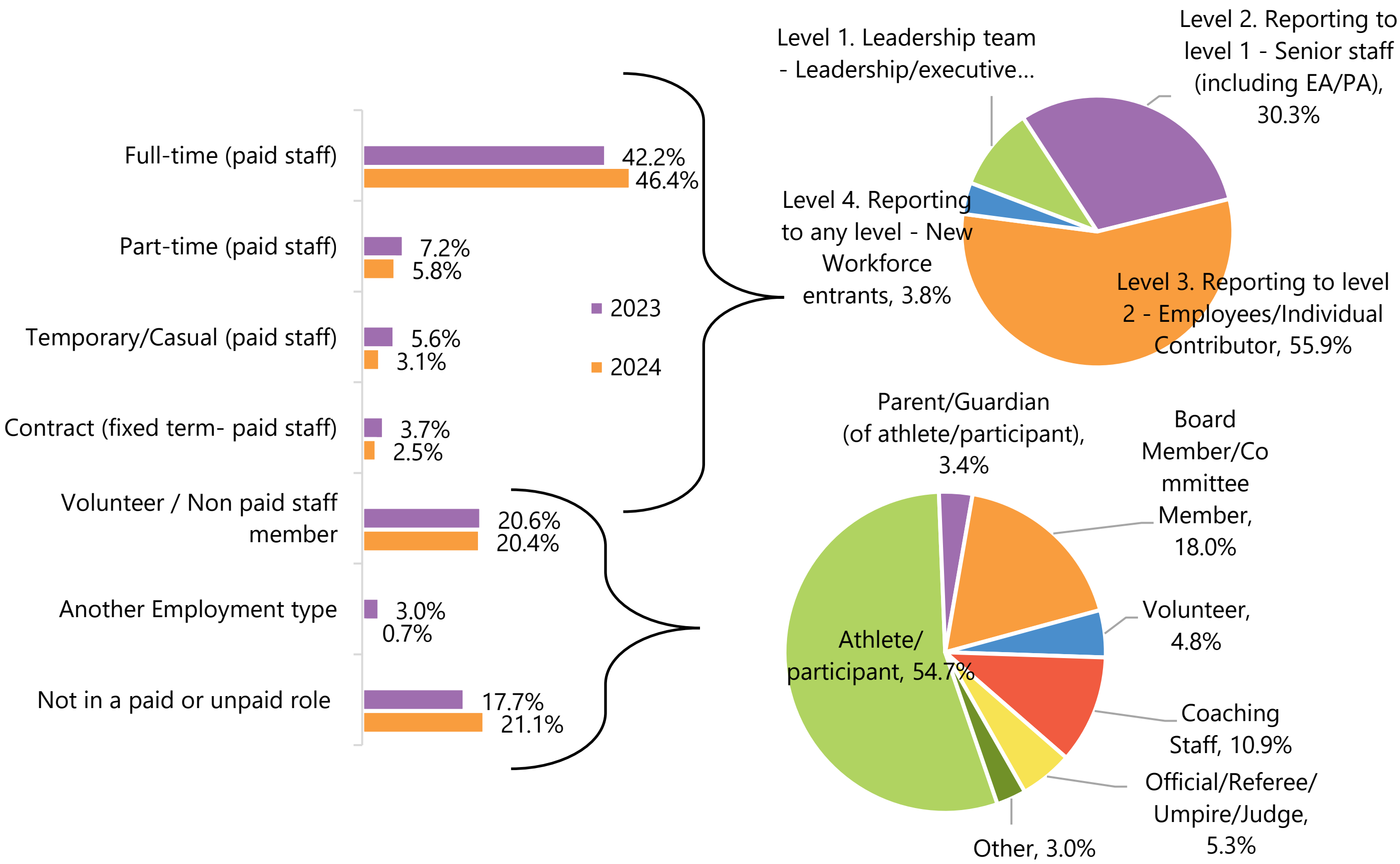
Respondent participation from non-metropolitan areas has increased, with 17.9% of all respondents selecting regional, rural, or remote as their location in 2024, 16.6% increase since 2022.



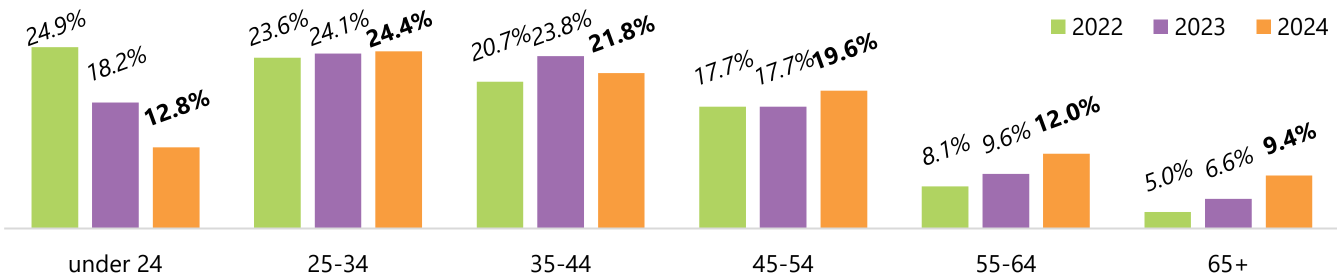
Within the organisation/club

57.8% of all respondents are in paid roles within their respective organisations, with an increase of 10.1% more respondents full time paid roles All other. Of the respondents in paid roles, 55.9%, classified themselves as level three employees or individual contributors., paid respondent groups reduced between 44.4% and 19.8%.

Respondents in unpaid positions (42.2%), include 54.7% athletes/participants, 3.4% parents & guardians of the athlete and the remaining board/committee members, coaches, umpires, and other support personnel.



39.3% of all respondents have been with their organisation in some capacity for between 3 and 20 years, and 5.5% more than 20 years (an increase of 25% from last year).



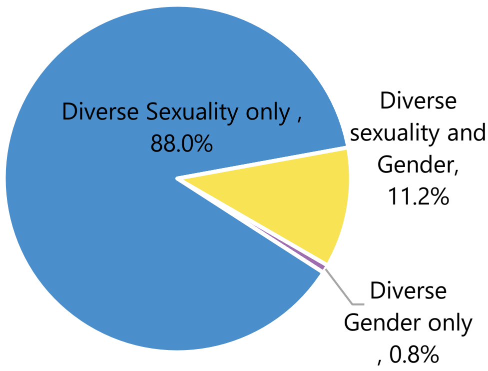
Age

Age demographics have changed year on year. All age groups over 45 have increased participation, with those over 55 has increased 63.3% since 2021.

Respondent diversity

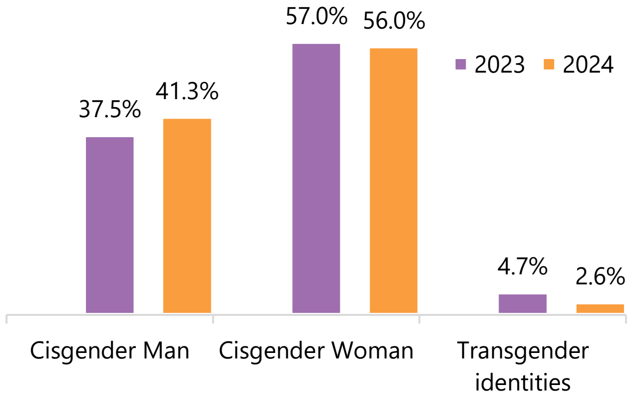
This year, 4 of the 31 organisation (12.9%) identified themselves as LGBTQ+ focused sporting organisations, down one from last year.

In 2024 we have had an 11.9% drop in LGBTQ+ respondents, from 24.6% to 21.6% (n259) Of these, 228 are of only diverse sexuality, 2 of only diverse gender or trans experience, and 29 are of both diverse sexuality and gender.



97.0% of respondents are identifying with binary identities (Man/Male or Woman/Female), and 2.3% with non-binary identities ('non-binary' or 'a gender identity not listed') compared to 95.7% and 3.8% in 2023. After an increase last year, respondents selecting non-binary identities has decreased to lower than in 2021 (2.5%).

The gender experience of respondents is, for the most part, cisgender (96.2%).



This year we note 44.2% fewer respondents are of diverse gender or have a trans experience (2024: 2.6% vs 2023: 4.7%). Within this cohort we have 31 respondents, 80.6% identify as non-binary, 3.2% transgender men, and 16.1% transgender women[1].

Pronouns

From the 1,127 respondents who provided their pronouns, 96.7% of respondents exclusively use gendered pronouns (He/him or She/her), up from 94.5% in 2022.

In 2022 5.8% of respondents used either gender-neutral (they/them) pronouns exclusively or rolling pronouns (a mix of gendered and gender-neutral pronouns) this has decreased by 40.8% to 3.3% in 2024.

We have also had a 24.5% increase in respondents who have not provided their pronouns. Being comfortable using gender-neutral pronouns is important to ensure that all employees and participants feel they can ask to be addressed in a way that affirms them.

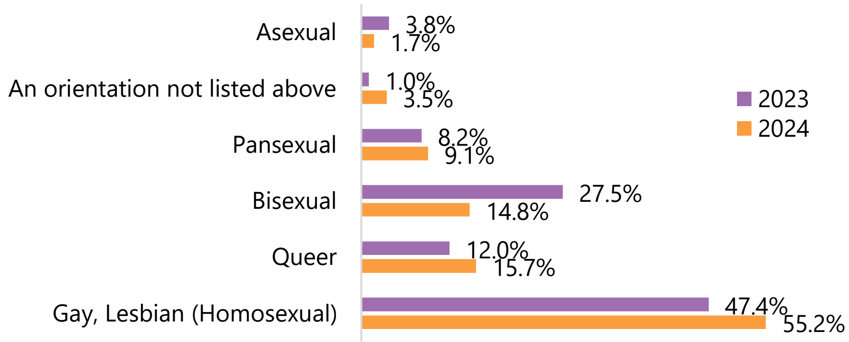
Sexual orientation

11.7% more respondents have identified as straight (heterosexual) within this year's survey (2024: 79.9% vs 2023: 71.5%). Of the 230 National Survey respondents of diverse sexuality in 2024, 44.8%

[1] In the most part these changes reflect an evolving respondent sample, rather than a significant drop in the number of trans and gender diverse individuals participating in sport.

identified other than gay/lesbian. We have seen a shift away from bisexual identifying to pansexual and Queer, with the biggest increase (237.4%) being LGBTQ+ respondents who identify with an orientation not listed.

82.3% of respondents are from capital cities, 14.3% from regional cities or towns and 3.6% in rural & remote countryside areas. LGBTQ+ respondents are slightly less likely (2.1%) to be outside capital city areas compared to non-LGBTQ+ respondents.



Reflecting on the above statistics, we note a decline in LGBTQ+ respondents overall. Parallel research does show a continued and concerning decline in rates of participation among LGBTQ+ communities (particularly within youth sports), although it is not possible to draw any conclusion within this survey regarding ongoing levels of engagement.

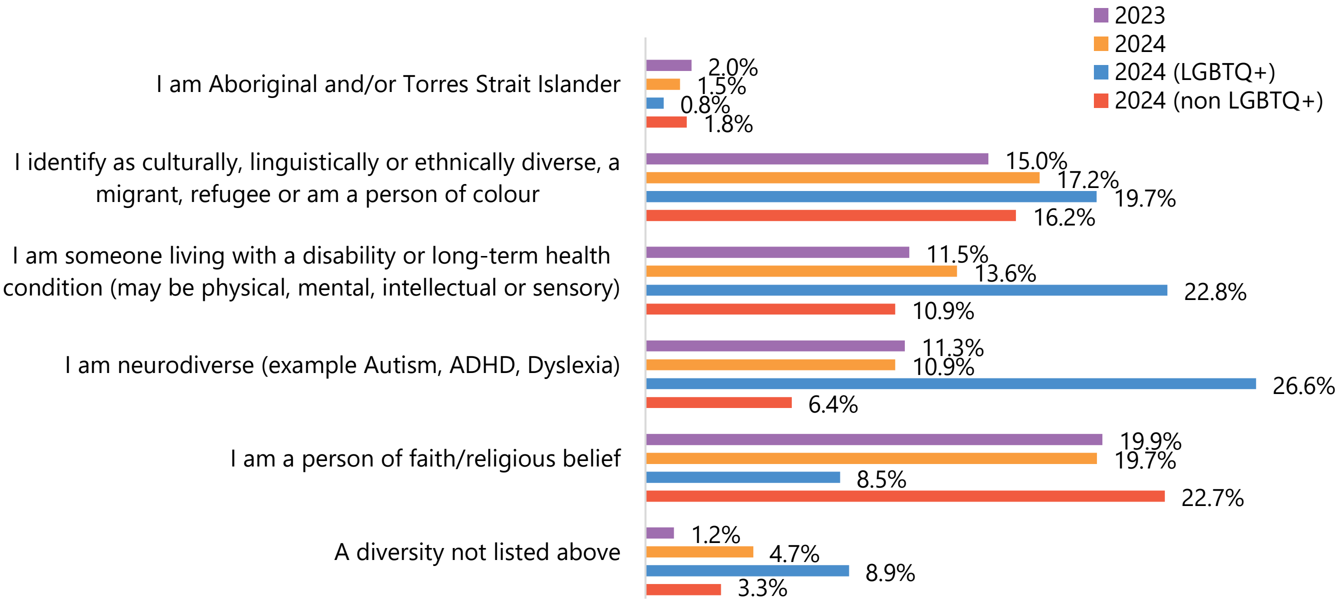
The reduction in survey participation may partly be due to the participation of one fewer LGBTQ+ focused organisation, however, it raises concerns that members of the sporting community who have a diverse gender and/or trans experience may feel uncomfortable participating in the survey—or within sport itself—due to the current social and political climate surrounding trans people's participation in sports. This discomfort may also extend to those of diverse sexualities. While this decline might seem minor, it is a significant indicator that requires attention.

Ensuring that the sporting sector remains inclusive and welcoming for all, especially for those with diverse sexual and gender identities, will be a primary focus in future years to prevent falling behind in this crucial area of inclusivity.

Additional personal attributes

While the Pride in Sport survey does not specifically focus on other areas of diversity; we do ask about other aspects of respondents' backgrounds or identities to understand how these factors may impact on experiences or attitudes towards inclusion initiatives supporting people of diverse sexuality and/or gender and how they with may intersect with being LGBTQ.

Of all respondents, 46.3% have one or more other characteristics which may impact their workplace experiences or attitudes. LGBTQ+ respondents are more likely to identify as being culturally and linguistically diverse, as someone with a disability or as neurodiverse.



General Views

Personal beliefs on inclusion

In 2024:

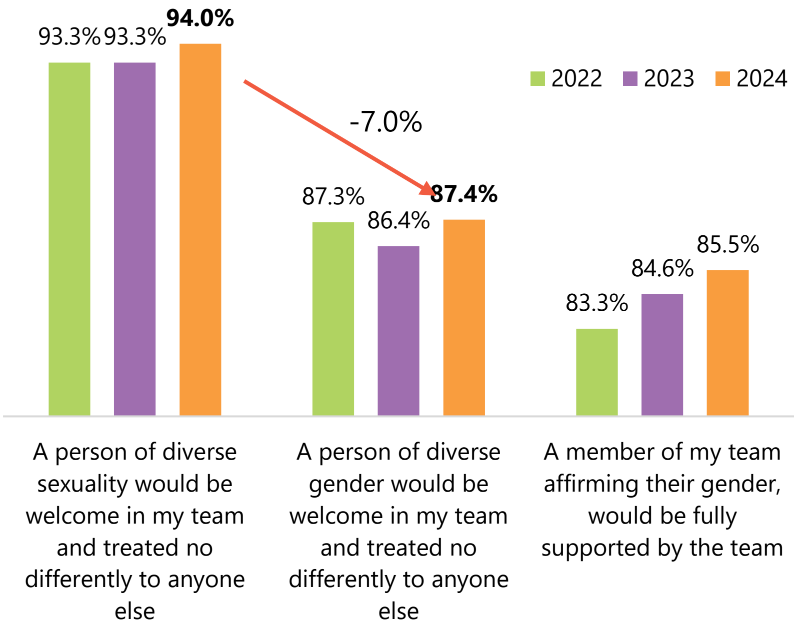
- 90.3% of respondents agreed they think it is important organisations/clubs be active in LGBTQ+ diversity and inclusion (up 10.5% since 2022)
- 88.7% of respondents have agreed that they think sporting committees/ volunteers be active in this area of diversity and inclusion" (up 9.1% since 2022)
- 83.3% believe their organisation/club is genuinely committed to LGBTQ+ diversity & inclusion (Down 0.7% from last year but an increase of 16.8% since 2022)
- 71.3% of respondents an organisation's/club's positive track record in LGBTQ+ inclusion would be an influence to join (up 20.9% since 2022)

After a decrease last year, we have seen a small increase in the number of respondents who believe they understand some of the unique challenges that people of diverse sexuality and/or gender face in the workplace/sports clubs (2024: 82.1%, 2023: 80.6% v 2022: 86.6%), and who believe there are more than 2 genders (2024: 59.2%, 2023: 59.1% v 2022: 61.9%), though neither have returned to 2022 levels of agreement.

When considering the reaction of the team to an LGBTQ+ employee/participant respondents believe:

- 94.0% that a person of sexuality and
- 87.4% for people of diverse gender being welcomed, and treated no differently
- 85.5% a member of their team beginning to openly identify as a gender which is different from their sex recorded at birth (affirm their gender), would be fully supported by the team.

Belief of team inclusion of LGBTQ+ people



Agreement with all three of these statements have increased over the past 3 years but we still see the disparity between the acceptance of people of diverse sexuality verses those of diverse gender and/or trans experience. 7.0% fewer respondents believing someone of diverse gender would be welcomed.

When considering the actions their organisation/club has undertaken, in almost every area there has been an increase in agreement to the statements:

- 89.36% agree to understanding why their organisation/club puts effort into this aspect of diversity & inclusion (2023: 88.2%, 2022: 79.7%)
- 72.9% have heard executive leaders speak positively about this aspect of diversity & inclusion (2023: 72.1%, 2022: 63.9%)
- 70.7% agree there are visible signs of their organisation's/club's support for people of diverse sexuality and/or gender (2023: 71.9%, 2022: 65.5%)
- 71.6% agree that communication around LGBTQ+ work or initiatives has been regular throughout the year, an increase of 10.5% from 2023 (2023: 68.4%, 2022: 59.5%)

The most significant changes this year were to do with training:

- 17.3% more respondents agreed that LGBTQ+ Awareness and/ally training was available to them (2024: 62.4%, 2023: 53.2%, 2022: 55.5%)
- 19.8% more respondents attended training (2024: 49.7%, 2023: 41.5%, 2022: 41.8%)

73.5% of respondents agree that LGBTQ+ training should be mandatory for anyone who manages or supervises other people.

Unfortunately, 8.2% fewer respondent agreed that communication of inclusion initiatives for sexuality and/or gender diverse people during sporting events/matches has been positive. (2024: 60.6%, 2023: 66.1%).

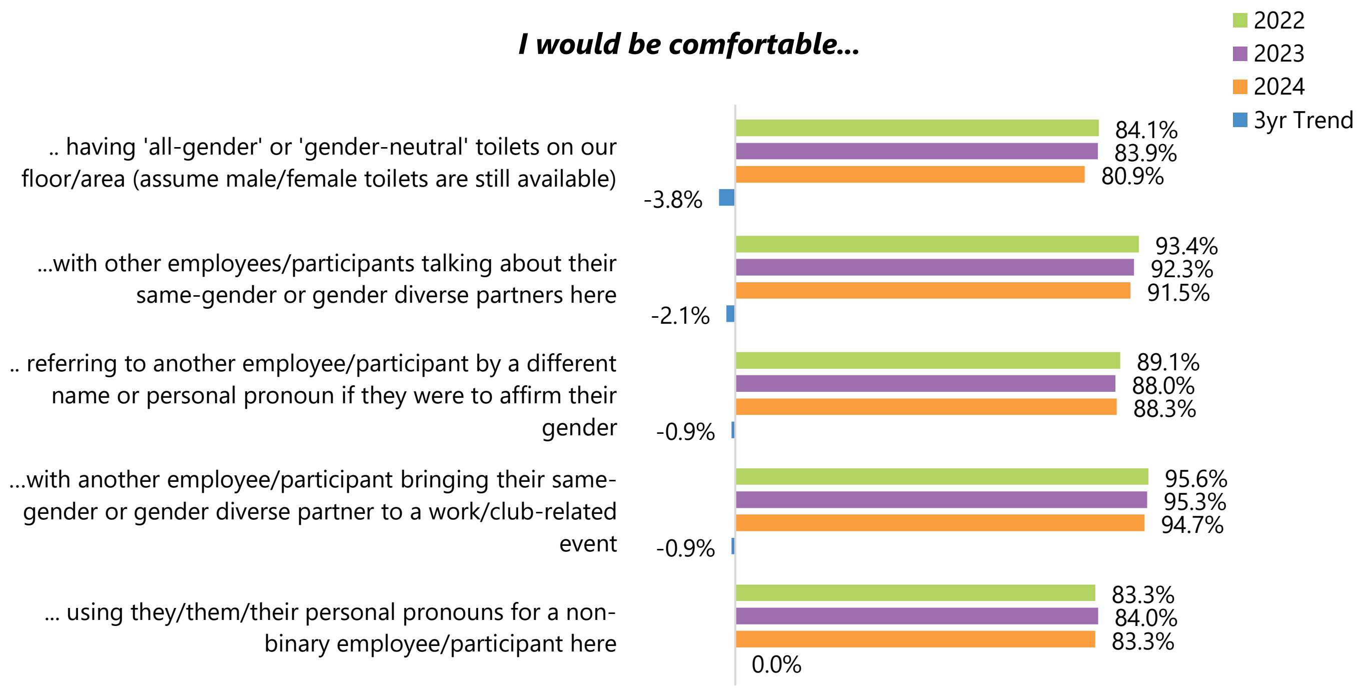
Questions regarding available policies were introduced this year, with:

- 68.1% of respondents are aware of a policy within their club regarding LGBTQ+ Inclusion, and
- 61.3% of respondents are aware of a policy regarding the participation of people of diverse gender and/or trans experience within their sport.

Working with others

This year continues to see a further slight downward trend relating to respondent comfort levels relating to various situations around LGBTQ+ employees/participants although agreement rates are still high, sitting between 80% and 95%

The availability of gender-neutral toilet facilities has seen the greatest drop in agreement with 3.8% fewer respondents agreeing that they would be comfortable with these facilities being available along with gendered facilities.

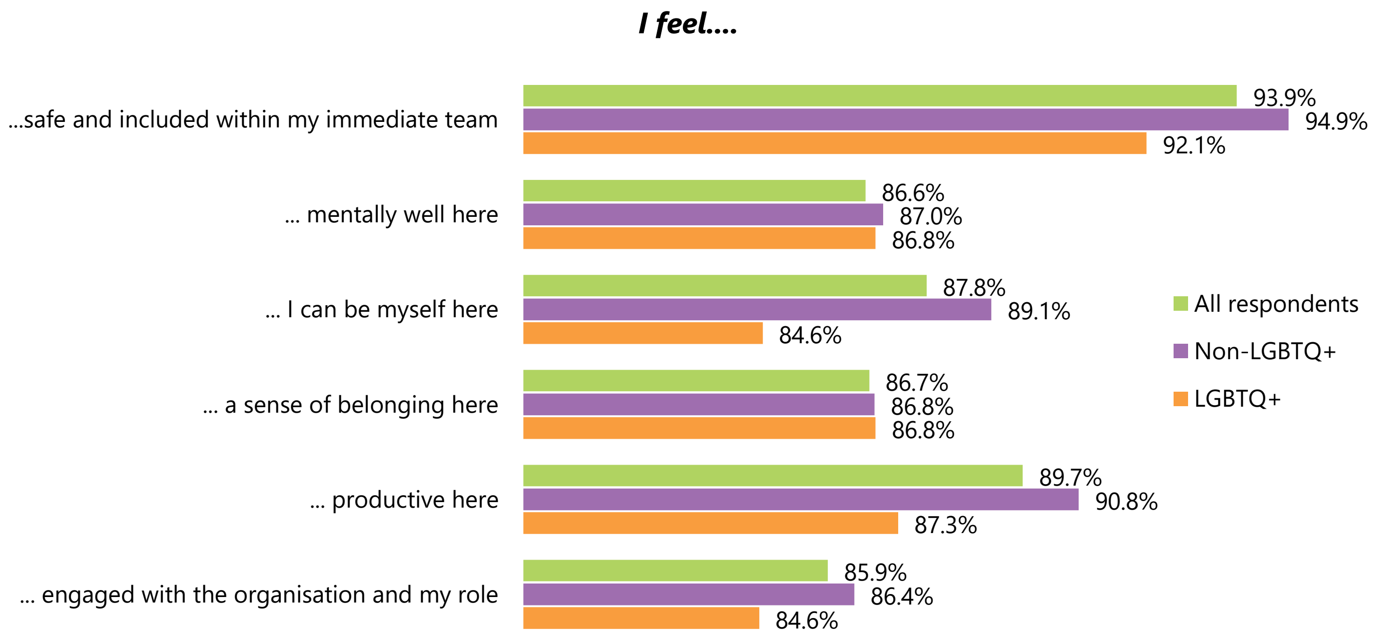


Health and Wellbeing

Respondents were asked about their personal feeling of health and wellbeing within their organisation/club. Overall feeling of health and wellbeing in the sporting arena is high, with respondents agreeing at over 85%, across the board, to all statements, though we have seen less agreement across 4 of the 6 statements compared to last year. Most significantly 5.9% fewer respondents feeling mentally well (2024: 86.6% vs 2023: 92.0%) and 5.4% fewer feeling engaged with their organisation (2024: 85.9% vs 2023: 90.8%)

For LGBTQ+ respondents, rates of health and wellbeing are generally coming in lower compared to those who are not LGBTQ+. Overall, they are:

- 5.0% less likely to feel they can be themselves (LGBTQ+: 84.7% vs non-LGBTQ+: 89.1%)
- 3.9% less likely to agree to feeling productive (LGBTQ+: 87.3% vs non-LGBTQ+: 90.8%)
- 2.9% less likely to feel safe and included within their immediate team (LGBTQ+: 92.1% vs non-LGBTQ+: 94.9%)
- 2.1% less likely to feel engaged with the organisation-wide team (LGBTQ+: 84.6% vs non-LGBTQ+: 86.4%)



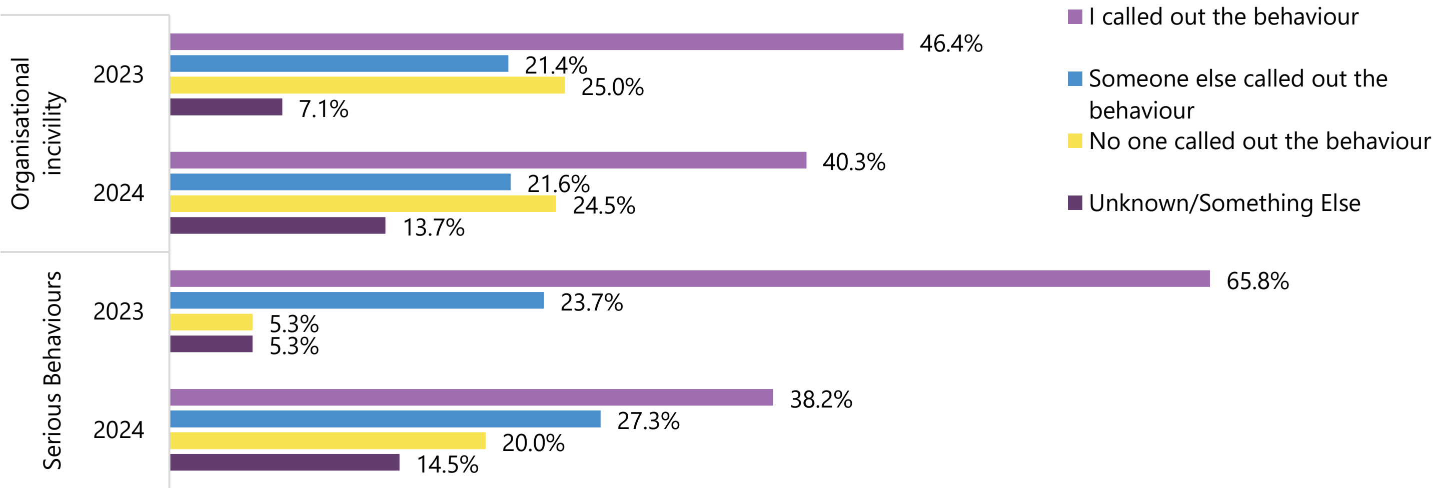
Bullying and harassment behaviours

Within the survey, questions asked respondents to provide more insight into the type and intensity of negative experiences which may have been witnessed or experienced, while not intending to minimise any experiences which may have been had.

13.3% of respondents agreed that they had witnessed incivility behaviours (e.g., negative commentary, jokes and/or innuendo) within their organisation down from 14.5% in 2023. Of these 40.3% advised they had called out the behaviour, 21.6% indicated that someone else had called the behaviour. 24.5% advised that no action was taken that they were aware of.

For more serious bullying, this was witnessed by 5.3% of respondents, an increase of 28.1% from 2023 agreement of 4.1%. Fewer respondents agreed this year that they called out the behaviour (2024: 38.2% v 2023: 65.8%), 27.3% agreed someone else called it out, but concerningly 20.0% advised that no one called out the behaviour, an increase of 280% from 2023 where only 5.3% of respondents said this.

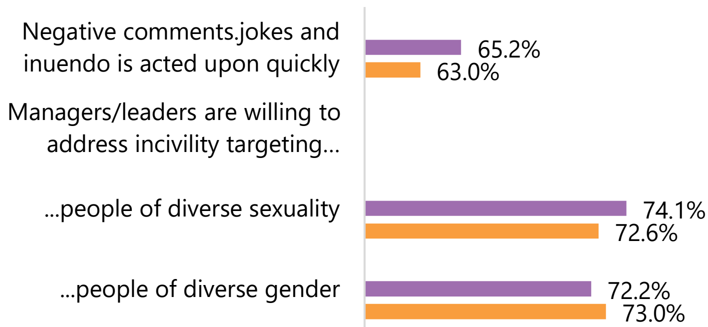
Action taken when behaviours were witnessed



63.0% of respondents felt their organisation/club acted quickly if negative commentary, jokes and/or innuendo targeting people of diverse sexuality or gender were to occur, a 21.6% increase from 2022 (51.8%).

Respondents agreed that managers/leaders at their organisation/club were willing to address incivility behaviours targeting people of diverse sexuality (72.6%) and people of diverse gender (73.0%).

Addressing behaviours in the organisation/club

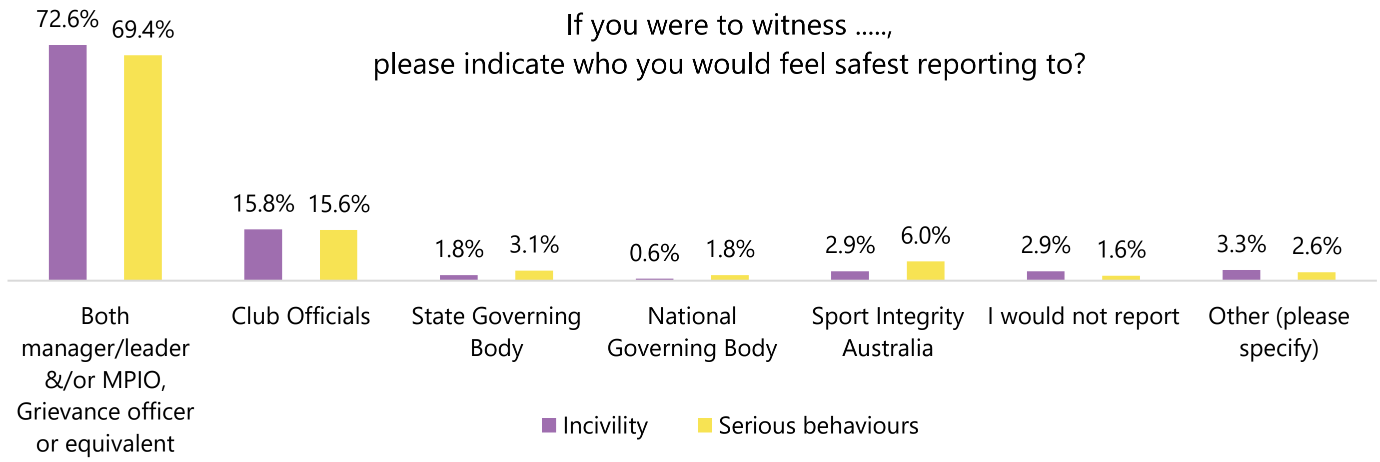


Confidential avenues to safely report bullying or harassment relating to one's diverse sexuality and/or gender were identified by 69.1% of respondents. Only 7.3% were not aware of these confidential avenues within their organisation a drop of 28.9% from last year.

Respondents were asked to select who they would feel safest reporting discriminatory behaviours to if they were to witness them. Only 2.9% advised they would not report incivility behaviours at all, and 1.6% would not report serious negative behaviours.

Regarding mild incivility, 72.6% agreed they would to their manager/leader and/or MPIO, Grievance officer or equivalent. The greatest rise was 90.0% more respondents advised they would report to Sport Integrity Australia, and 67.0% more respondents would report to their club officials.

69.4% of respondents would report more serious behaviours to their manager/leader and/or MPIO, Grievance officer or equivalent. 34.8% more respondents advised they would be most likely to report serious behaviours to Sport Integrity Australia than agreed last year. And 66.4% more advised they would go to their Club officials.



For those who identified another other avenue, these included stating they would report to everyone, that they would address it themselves (not report), report to the board/committee members, HR, or the diversity and inclusion staff member. Police have also been identified as a reporting option. Comments have also been made that the reporting avenue would depend based on if the if the person hierarchy above or below the respondent, if above they would not report, fearing it would affect their position.

"Microaggressions and slurs from fellow staff members are often left unchecked and when brought up to managers are often laughed off or disregarded. Upper management care only about seeming inclusive, not about actually taking action against bigotry ....."

There were a number of comments advising that reporting either incivility or serious behaviours would result in no action being, another reason why respondents would not report.

LGBTQ+ respondents were also asked to reflect on their personal experiences within their organisation.

Of the respondents of diverse sexuality that responded to these questions (n198), 5.6% advised that they had been the target of mild behaviours (down from 12.1% in 2023). Of those who had been the target of incivility, again this year, over half (54.5%) did not report these behaviours to anyone. More serious behaviours have been experienced 34.3% more this year (2024: 3.5% vs 2023: 2.9%). Of these two reported to their manager/leader and one each MPIO, Grievance officer or equivalent, State Governing Body, My National Governing. Two respondents did not report at all.

Due to the low rates of people of diverse gender and/or trans experience responding, direct comparisons are difficult, though out of 20 respondents, two advised being a target of incivility, and another a target of more serious behaviours. One instance of incivility was not reported, while the other two were reported to the respondents National Governing Body,

On the positive side, when joining the organisation:

- 58.8% fewer had fears of being discriminated against because of their gender diversity (2024: 20.0% vs 2023: 48.6%)
- 82.0% fewer had fears of being outed during the process (2024: 4.0% vs 2023: 22.2%)
- 28.6% more respondents agreed there was a contact person to support applicants of diverse gender (2024: 25% vs 2023: 19.4%)
- 48.6% was afraid of being discriminated because of their gender diversity.
- 14.3% more felt there was visibility of gender diverse people within the organisation (2024: 66.7% vs 2023: 58.3%)

Negatively:

- 23.4% fewer respondents of diverse gender found application forms inclusive (2024: 72.0% vs 2023: 58.3%)
- 14.3% fewer disclosed their gender diversity during the process, (2024: 50.0% vs 2023: 58.3%)

This year, we asked respondents of diverse gender if they felt disadvantaged during the recruitment or registration process. Encouragingly 75% of respondents disagreed with this statement, and 25% were neutral - not a single person agreed that they felt disadvantaged.

66.7% of respondents (14.3% higher than 2023), feel there was visible inclusion for gender diverse people within their organisation.

Within Organisational policies, agreement has mostly increased since 2023.

- 6.7% more respondents agree that there is acknowledgement of gender diversity (beyond the binary) (2024: 75.0% vs 2023: 70.3%)
- 8.5% more gender diverse respondents feel they can dress in a manner that aligns with their gender identity/expression (2024: 79.2% vs 2023: 73.0%)
- 23.0% more respondents feel there are well communicated policies to support people affirming their gender (2024: 56.5% vs 2023: 45.9%)

Agreement regarding the availability of “all-gender” or “gender-neutral” toilets has decreased by 46.4% (2024: 17.4% vs 2023: 32.4%), and 58.3% of respondents feel there is freedom to use toilets of choice.

Positive experiences of organisation inclusion have increased for LGBTQ+ respondents.

Since 2022, 35.0% fewer respondents agree to editing conversations or hiding who they are (2024: 20.9%, 2023: 24.1%, 2022: 32.1%)

Since 2023 respondents agree:

- 4.0% more that the overall organisation commitment to LGBTQ+ inclusion has been positive (2024: 83.5% vs 2023: 80.3%)
- 7.4% more to having a positive experience of inclusion within their immediate work area/team (2024: 86.3% vs 2023: 80.4%)
- 49.7% less to having experienced discrimination in the past due to their diverse sexuality and/or gender within the organisation/club (2024: 17.8% vs 2023: 35.5%)

Being out or open

For people who are of diverse sexuality, diverse gender or who have a trans experience, the PSI National Survey looks at the rates in which they are able to bring their whole self to their sporting organisation or club.

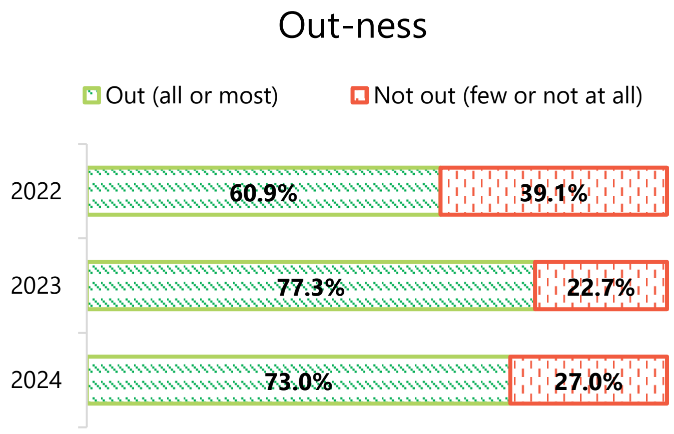
The rate in which respondents to the PSI are out about their sexuality or open around their diverse gender are higher than we are seeing in the AWEI[2]. It is important to understand that the number of respondents is statistically low in these areas, and the participation of LGBTQ+ inclusion focused

[2] See the AWEI Key insights (http://www.pid-awei.com.au/content/uploads/2024/04/THE-2024-AWEI-EMPLOYEE-SURVEY-Edition-1_Key-Insights.pdf)

sporting organisations/clubs and clubs (4 of 32) contributes to this rate, but these are still encouraging statistics.

Historically we have seen that respondents are more likely to be out in clubs which have a large proportion of LGBTQ+ participants.

For respondents of diverse sexuality (n257), 200 answered the question: "In regard to your sexual orientation, please indicate to what degree you are out at your organisation". 73.0% of all respondents advised that they are out to all or most people within their organisation. This shows an overall three-year growth of 19.8% but 5.5% fewer respondents are out than in 2023.



Of those out, (out to everyone or most):

- 79.3% agreed they are more inclined to talk positively about their organisation/club because they are out
- 89.0% have not encountered any exclusion based on their sexuality (up 5.2% from 2023)

There have been small reductions in agreement in other areas, but these are still coming in at over 65.0% of respondents.

- 66.2% agree their performance is positively impacted by being out here
- 75.2% agree their overall engagement is positively impacted by being out here
- 77.9% agree they are more inclined to stay here
- 80.7% agree they are more inclined to engage with my team

For those not out, (out to selected few or not at all),

- 60.4% agreed they were not out because they did not want to be labelled because of their diverse sexuality.
- 18.0% fewer respondents this year agreed that they were not comfortable enough within themselves to be out (2024: 32.1% vs 2023: 39.1%), and
- 27.7% fewer fear being the target of discrimination due to their diverse sexuality (2024: 18.9% vs 2023: 26.1%),

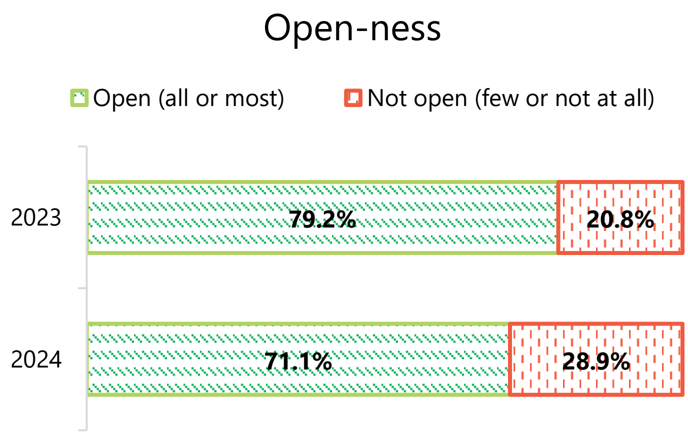
26.4% of respondents agreed that:

- they did not feel they would be accepted by some members of their team,
- being out at work would be detrimental to their experience,
- they were concerned of being the target of sexualised jokes/innuendo, and
- the negative social media commentary and mainstream news media reporting targeting LGBTQ+ people impacted my willingness to be out.

15.1% of respondents agreed that they avoided inclusion initiatives because they did not want people to know they were of diverse sexuality.

For respondents of diverse gender and/or trans experience, (n31), 24 answered the question: "In regard to your diverse gender and/or trans experience, please indicate to what degree you are open at your organisation?". 71.1% are open to everyone or most.

Due to the small numbers, it is not possible to fully understand the experiences year on year, but in 2024:



For those open about their diverse gender:

- 83.3% feel fully supported by their team in terms of their gender diversity
- 83.3% agreed that people make an effort to use their personal pronouns.
- 5.6% feel that they have been deliberately misgendered in the past year
- 72.2% agreed they had not experienced any exclusion based on their gender diversity

For those not open 40.0% of respondents:

- are concerned they would become the target of jokes or
- do not feel they would be fully accepted by some members of their team
- feel the negative social media commentary and mainstream news media reporting targeting LGBTQ+ people has impacted their willingness to be open

60% are not out because they do not want to be labelled because of their diverse gender

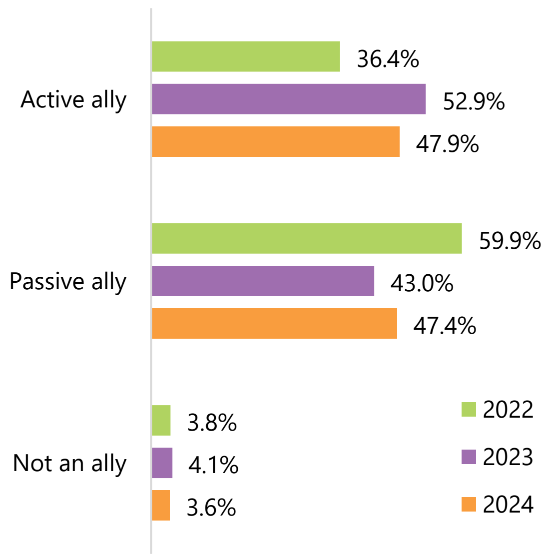
Allyship

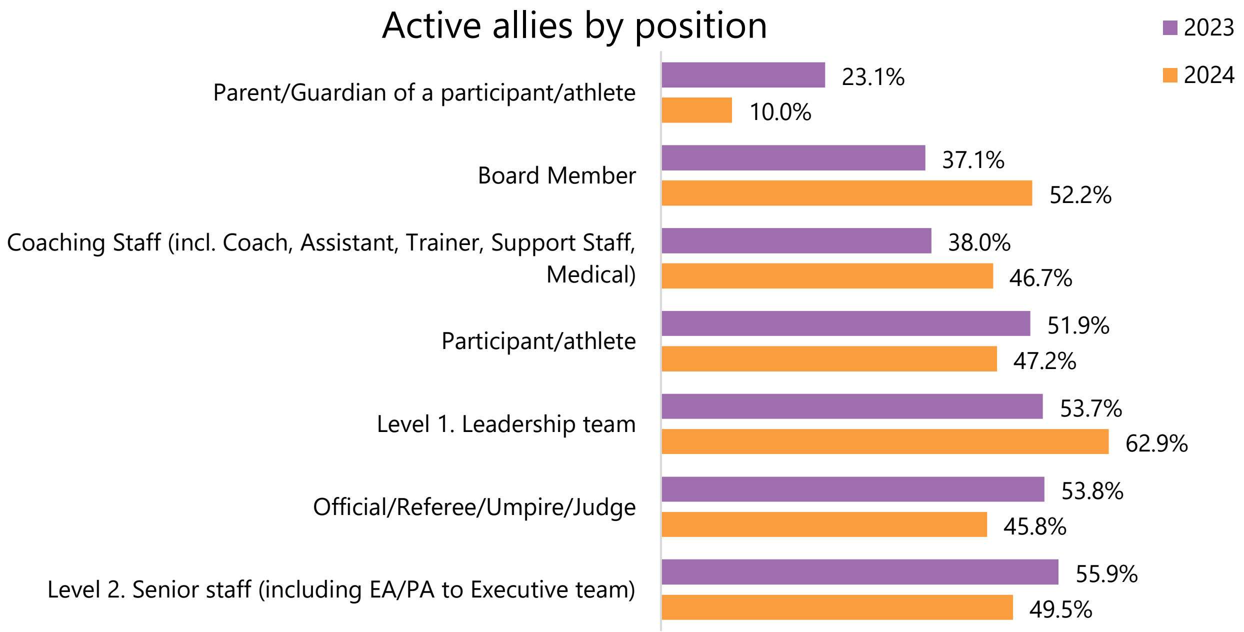
Visible, active allies within organisations/clubs have many impacts on organisational culture, particularly for people of diverse sexuality and/or gender. Since 2022, 43.1% more respondents feel that active allies have positively impacted their sense of inclusion (2024: 73.7%, 2023: 68.2%, 2022: 51.5%)

Anyone can be an ally for the LGBTQ+ community. A person who does not identify as having a diverse gender or sexuality can be an ally for those who do, and a person who is of diverse gender or sexuality can be an ally for people with a similar or different gender or sexual diversity to themselves.

In 2024, 9.4% fewer of respondents believe themselves to be active allies, 12.6% more respondents are passive allies, and 11.5% fewer are not allies at all.

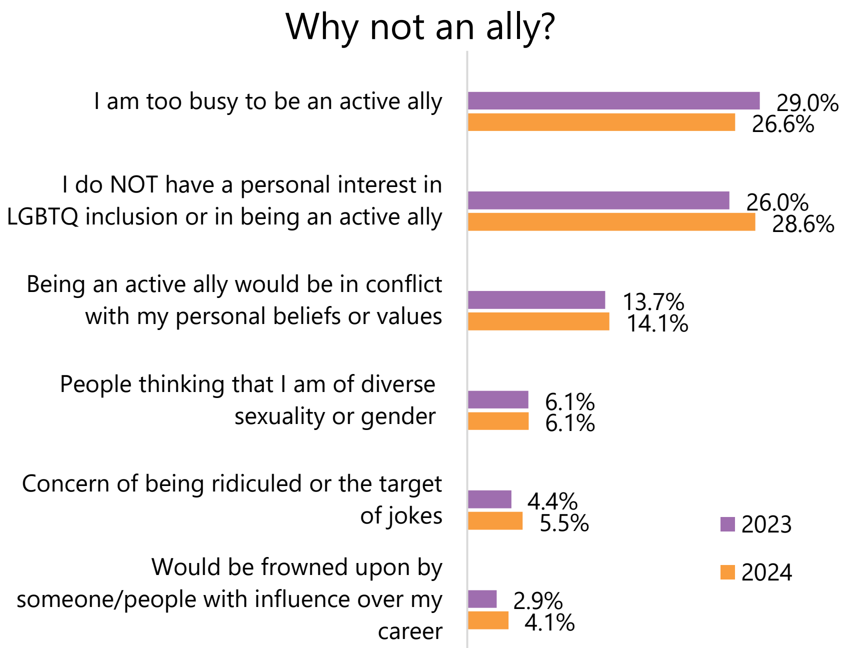
The role a person has within the organisation/club is also significant in the impact their allyship may have on others. Those in visible roles, such as coaches, referees, and managers, are in positions of influence and may have the greatest impact on employees' and participants' willingness to bring their whole selves to the organisation. Last year 6.3% of coaching staff advised they were not allies, and 55.7% were passive allies, this year only 2.2% are not allies, and 51.1% passive allies.





Of those that are not allies, or are passive allies, respondents advised that time is the biggest reason for not being an active ally though that has reduced from 2022. More respondents agreed that they have no personal interest, or that it would conflict with their personal beliefs or values, they would become the target of jokes, or that it would be frowned by someone with influence over their career.

21.4% of respondents (up 24.0% from 2022) advise there is nothing that would convince them to be an active ally.



This year, more information about how to be an active ally with limited time was the most likely way to influence a person to become an active ally (2024: 45.8%).

ACTION POINTS – WHAT CAN YOU DO?

The following recommendations have been created as a direct result of the 2024 Key Insights data, as well as our related focus areas within the Pride in Sport Index.

1. **Educate Key Portfolios:** Ensure key portfolios in organisations, such as coaching staff, executives, board members, and volunteers, receive comprehensive education on LGBTQ+ inclusion.
2. **Mandatory Education:** Implement mandatory LGBTQ+ inclusion training for all employees, focusing on managers, coaches, and volunteers to support and understand LGBTQ+ issues effectively.
3. **Visible Inclusion Statements:** All organisations should have visible inclusion statements, such as the organisations zero tolerance towards homophobia, biphobia and transphobia, promoted in a publicly accessible location.
4. **Safe Reporting Channels:** Establish and promote explicitly confidential avenues for reporting LGBTQ+ related bullying and harassment (such as homophobia, biphobia, transphobia) to ensure a safe process for LGBTQ+ related complaints handling.
5. **Active Allyship Programs:** Develop and promote active allyship programs and networks to create a supportive environment for LGBTQ+ individuals and their allies.
6. **Inclusive Governance:** Regularly review and update policies to support LGBTQ+ inclusion, including those for diverse genders and trans experiences. Integrating LGBTQ+ inclusion into the organisation's strategic plan ensures a long-term commitment to fostering an accepting and supportive environment.
7. **Inclusive Facilities:** Provide inclusive uniforms, all-gender changing facilities, and consider all-gender team participation to accommodate diverse identities.
8. **Celebrate LGBTQ+ Events:** Organise Pride Rounds/Games and recognise LGBTQ+ days of significance to promote visibility and support within the sporting community.
9. **Supportive Leadership:** Encourage executive leaders to speak positively about LGBTQ+ inclusion to set a supportive tone from the top.
10. **Regular Communication:** Ensure regular communication about LGBTQ+ inclusion initiatives to keep all members informed and engaged.
11. **Visibility of LGBTQ+ Support:** Increase visible signs of support for LGBTQ+ individuals, such as rainbow lanyards, email signatures, and virtual backgrounds.
12. **Inclusive Recruitment:** Review and ensure recruitment processes and documents use inclusive language and practices to attract diverse candidates.
13. **Health and Wellbeing Support:** Develop programs to support the mental health and wellbeing of LGBTQ+ athletes and staff, ensuring they feel safe and included.
14. **Resource Development:** Create and disseminate resources to help leaders and volunteers across sport to understand and support LGBTQ+ participants effectively.
15. **Partner with LGBTQ+ Inclusion Professionals:** Sporting bodies should partner with LGBTQ+ inclusion lead professionals, such as Pride in Sport, to enhance and guide their inclusion initiatives ensuring a genuine and evidence-informed commitment to LGBTQ+ inclusion.
16. **Complete the Pride in Sport Index:** All organisations in the sport and recreation industry should complete the Pride in Sport Index, using it as a roadmap for their LGBTQ+ inclusion work and to gain recognition as industry leaders.

Please note these recommendations are relevant and applicable to all types of organisations within the sport and recreation industry (including, but not limited to: National Sporting Organisations, State Sporting Organisations, Elite/Professional Clubs, Community Clubs & Leagues, University Sports, Sporting Institutes and Academies, Government Sport Agencies and more).

This list of recommendations is not exhaustive. It is vital for organisations to engage with and participate in the Pride in Sport Index, as it provides a more comprehensive, evidence-informed approach that extends beyond these recommendations. Participation in the Index helps organisations to better understand, track, and enhance their LGBTQ+ inclusion efforts effectively.

For more information, please visit www.prideinsport.com.au/psi

Pride in Sport members - please speak to your Relationship Manager for support and how to best use this information to shape your LGBTQ+ inclusion activities and promote safer, welcoming, and more inclusive sporting environments.

[i] [i] NOTE: All organisation who participated in the survey are working on LGBTQ+ inclusion. These results reflect the attitudes and knowledge of respondents who are in these organisations/clubs. These results likely differ from other surveys due to this positive focus on LGBTQ+ inclusion of these organisations/clubs.

[ii] Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0) | Australian Bureau of Statistics (abs.gov.au)