PRIDE IN SPORT INDEX

A ROADMAP
AN AUDITING TOOL
AN ENGAGEMENT SURVEY

pride in sport

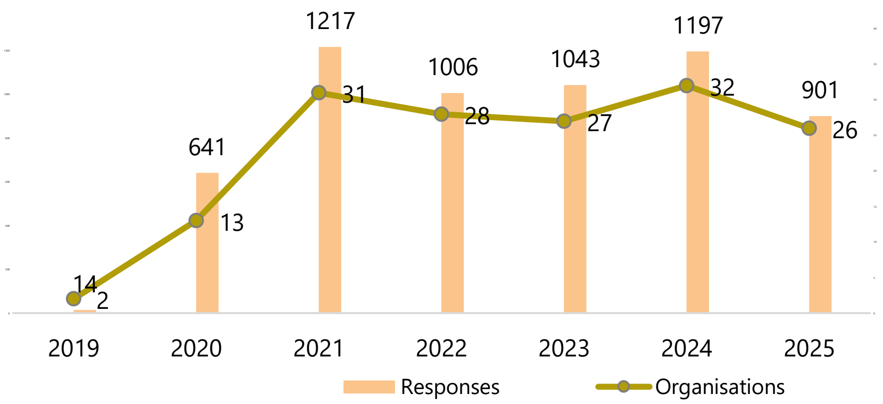
PRACTICE POINTS - **2025 PSI NATIONAL SURVEY**

- LGBTQ+ inclusion in sport is more critical than ever. Strong LGBTQ+ inclusion frameworks are essential for maintaining inclusive, safe, and legally compliant sporting environments and withstanding international pressures.
- LGBTQ+ participants continue to face ongoing challenges. Many report feeling less safe, less included, and having poorer mental wellbeing.
- Access to LGBTQ+ inclusion training is improving, yet participation remains low. Education is vital to building allyship in sport.
- Leadership and visibility drive change. Consistent executive support is critical to meaningful progress.
- Policies are improving but need more clarity. Awareness—especially around trans and gender-diverse participation—must continue to be strengthened.
- Allyship is present but needs to be more active. Many support LGBTQ+ inclusion, but fewer take an active role.

KEY INSIGHTS

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

PSI National Survey Participation



Now in its seventh year, the PSI National Survey received 901 responses from 26 participating sporting organisations and clubs.

The PSI survey is unique as it includes, not only large sporting organisations with employees, but also all levels of sporting organisations and clubs, gathering insights from paid and unpaid employees, volunteers, athletes, umpires, referees, and others involved in the sporting community.

The survey's evolution allows for a deeper understanding of the progress and challenges within the sporting community regarding LGBTQ+ inclusion.

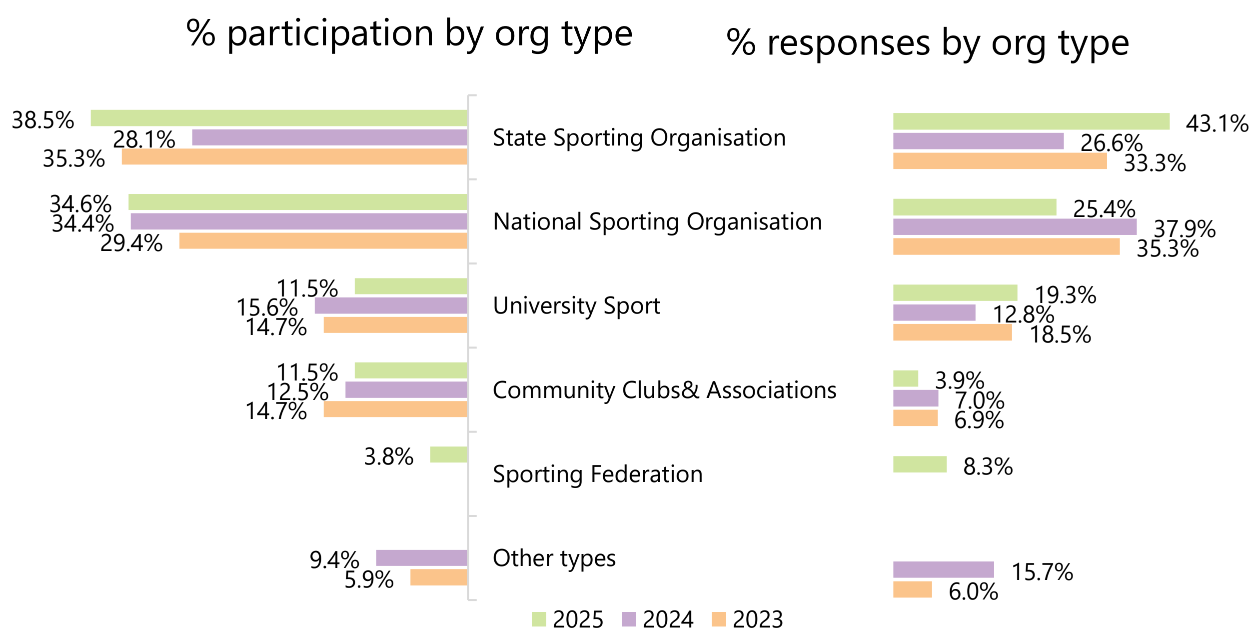
In this report, we delve into the 2025 results, comparing them with previous years, to identify trends and significant differences across various respondent cohorts.[i]

Respondent Demographics

Organisation/Club Participation

We continued to see a decline in the number of community clubs and associations participating in the survey, from 14.7% in 2023 to 11.5% in 2025.

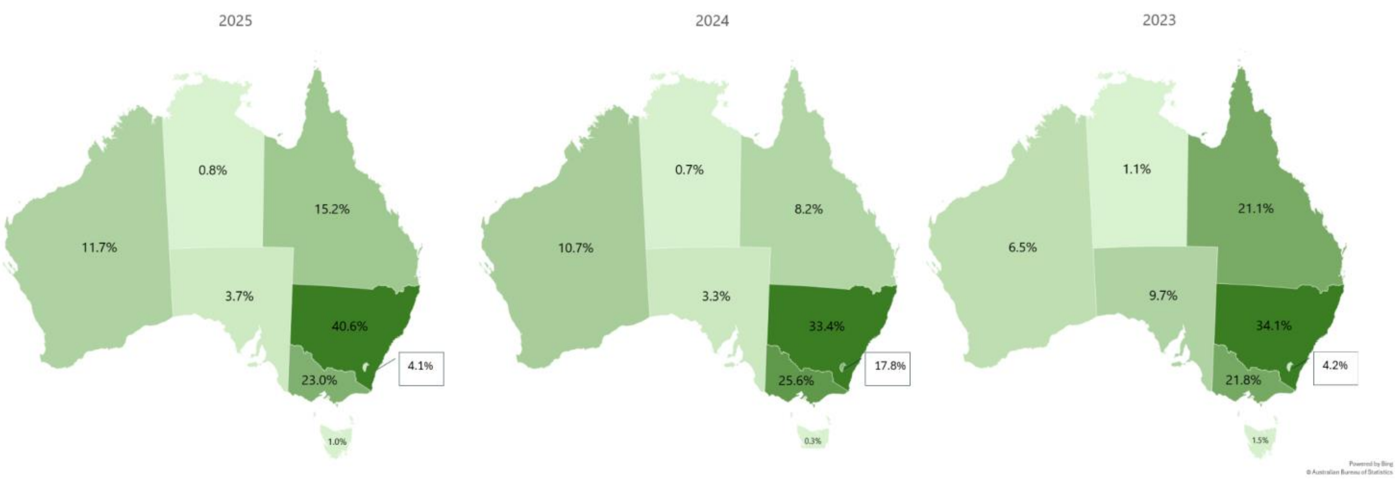
State and National Sporting Organisations continue to be the most represented organisation type and receive the largest proportion of responses.



Location

In 2025, the majority of responses came from NSW (40.6%), Victoria (23.0%), and Queensland (15.2%). The Australian Capital Territory (ACT) saw a sharp decline of 76.9% vs. 2024, which is countered by dramatic increases in Queensland (85.7%) and Tasmania (198.9%), indicating a surge in participating organisations and respondents from these states.

New South Wales experienced a notable rise of 21.6%, while Victoria saw a slight dip of 10.4%, suggesting shifting engagement patterns. Other states, including South Australia, Northern Territory, and Western Australia, displayed moderate increases, reflecting a steady rise in survey participation.

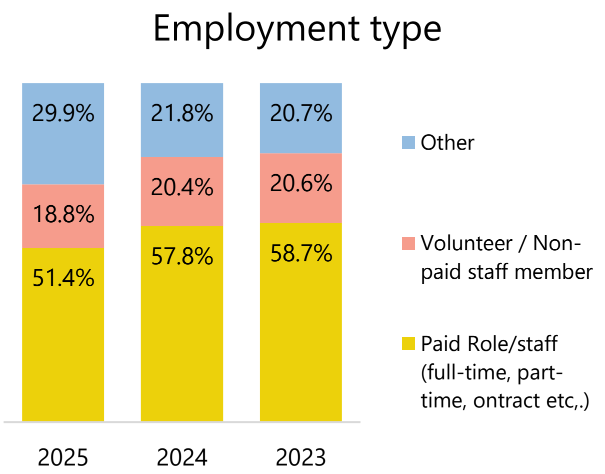


Respondent demographics

Employment Type

Compared to last year, this year there were:

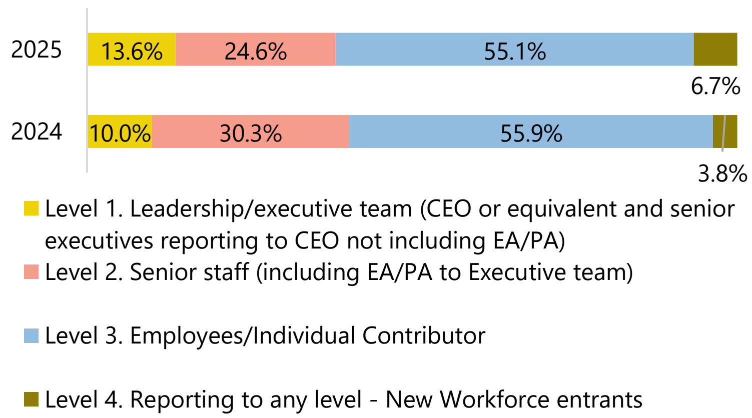
- 11.1% fewer respondents in paid roles, though this cohort accounts for over half of respondents (2025: 51.4%, 2024: 57.8%, 2023: 58.7%)
- 8.0% fewer respondents holding volunteer positions (2025: 18.8% ,2024: 20.4%, 2023: 20.6%)
- 36.9% more identified as being associated with their organisation in a role that is not considered a paid or unpaid position within the club.



Paid employees - Role hierarchy

Of those in paid positions:

- 55.1% responded as Level 3 employees representing the largest group (2024: 55.9%)
- Level 2 employees (24.6%) comprised the second-largest group (2024: 30.3%)
- Level 1 employees (13.6%), including leadership and executive roles (2024: 10.0%)
- Level 4 employees (6.7%), representing new workforce entrants, made up the smallest group (2024: 3.8%)



This distribution underscores strong representation from mid-level and individual contributor roles this distribution of respondents is in line with expectations of employment.

In 2025, there was an increase in respondents with shorter tenures. This included:

- 6.4% to those with their organisation 1-3 years (2025: 36.6%, 2024: 34.4%, 2023: 25.5%)
- 14.5% of those employed 7–10 years (2025: 11.12024: 9.7%, 2023: 19.5%

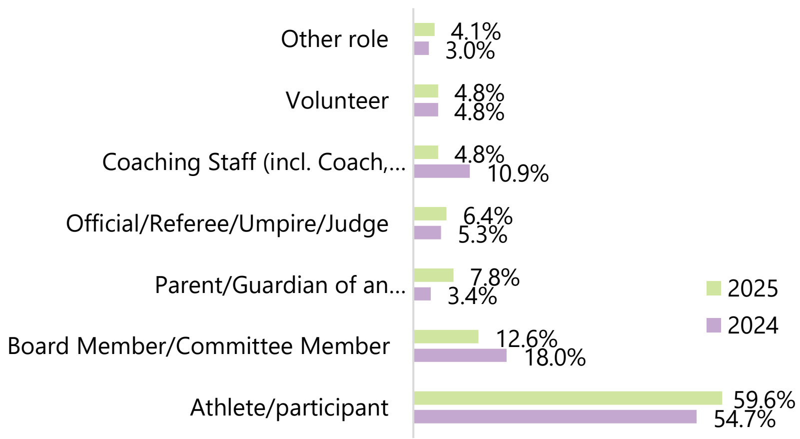
Though there was a 11.4% decrease for those employed 4-6 years (2025:15.8%, 2024: 17.8%, 2023: 15.7%)

Long-term tenure response rates remained stable, with 5.7% having been with the organisation for more than 20 years (2024: 5.5%, 2023: 4.4%)

Volunteer, unpaid and other respondents

Of those in volunteer or other roles the majority are athletes/ participants., an increase of 9.0% from 2024. (2025: 59.6% 2024: 54.7%)

Most other groups have remained proportionally similar to last year other than a decrease in board, committee members and coaching staff, and an increase in parent/guardian respondents.

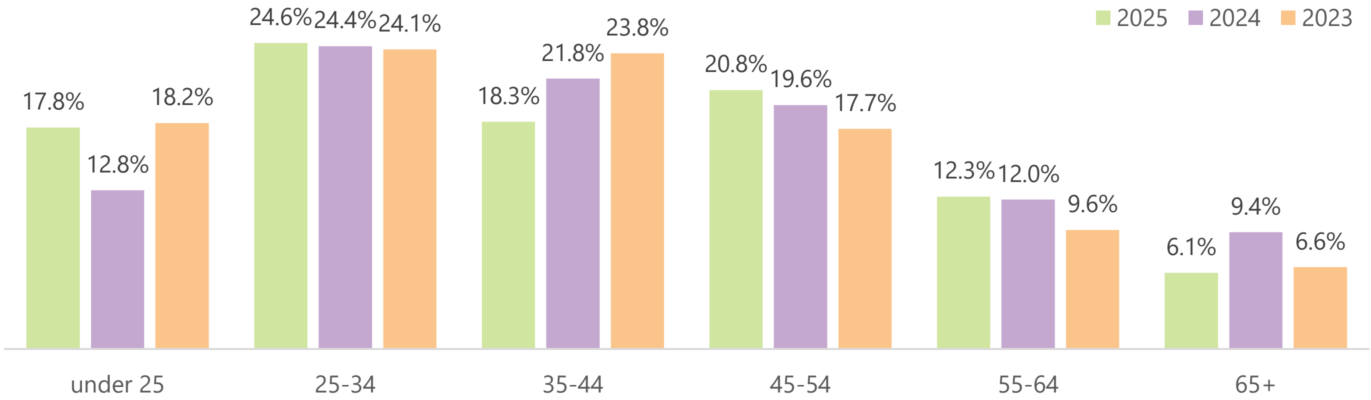


Age

Age demographics have shifted annually, with

- respondents over 45 increasing by 7.1%.
- the 25-34 age group remains the largest cohort, comprising 24.5% of respondents.
- Those under 24 accounting for 17.8%, indicating strong representation of younger adults.

The prominence of younger respondents is notable, as age is a strong predictor of LGBTQ+ knowledge and acceptance. This may influence attitudes and behaviours reflected in later survey sections, with younger adults potentially demonstrating more support for inclusion initiatives.

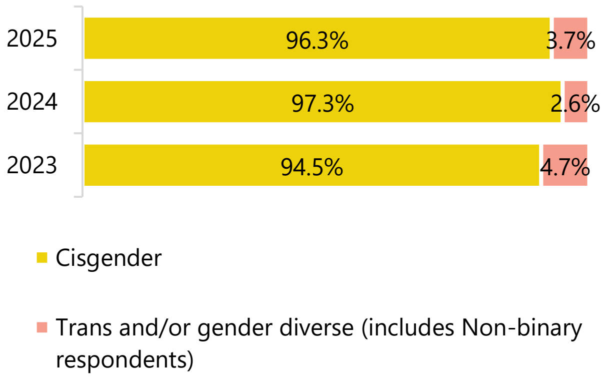


Respondent Diversity

This year, three of the 26 organisations identified themselves as LGBTQ+-focused sporting organisations, down one from last year. This equates to 11.5% of organisations participating, responses attributed to these organisations is 3.9% of all responses.

In 2025, we have had a 2.7% drop in LGBTQ+ respondents, from 21.9% to 21.4%. This reflects a diverse range of identities within the survey population.

The gender experience of respondents is, for the most part, cisgender (95.9%). This year, 1.1% fewer respondents identify as cisgender men or women (2025: 95.9% vs 2024: 97%). 3.7% of respondents identify as trans and/or gender diverse, with the majority of these identifying as non-binary.

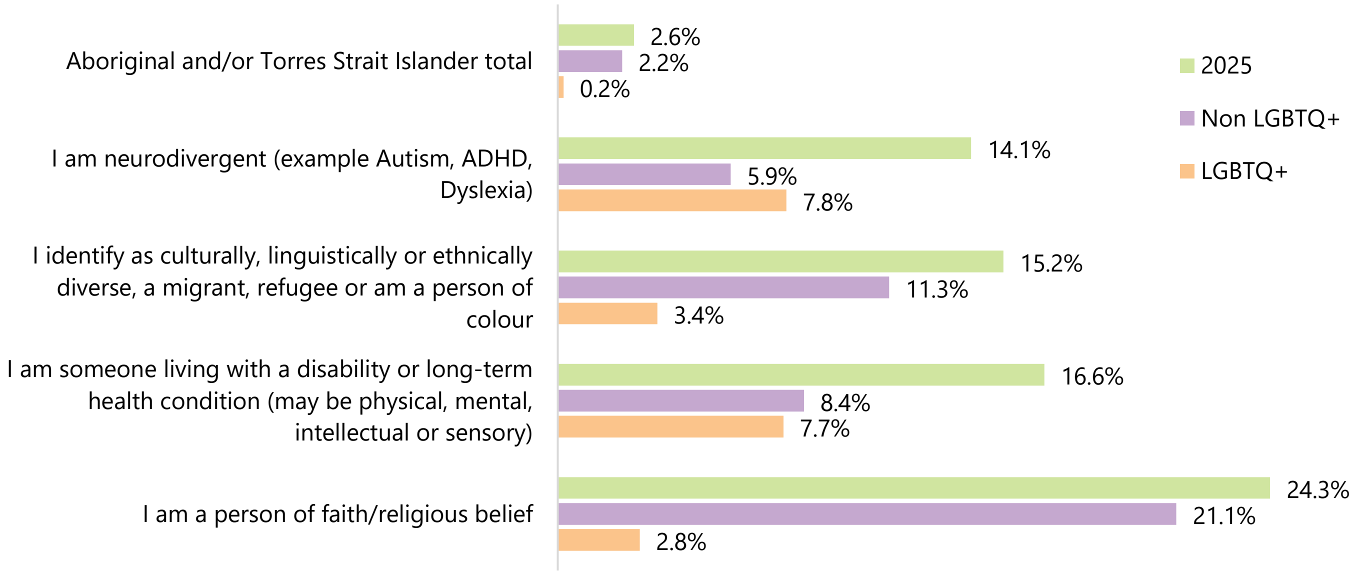


Additional personal attributes

While the PSI National 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 LGBTQ+ inclusion and how they with may intersect with being LGBTQ+.

In 2025:

- 2.7% of respondents self-identified they were Aboriginal and/or Torres Strait Islander, a notable (77.1%) increase from 1.5% in 2024 and 2.0% in 2023
- 15.2% self-identified they were culturally, linguistically, or ethnically diverse, a migrant, refugee, or person of colour (2024: 17.2%, 2023: 15.0%)
- 16.6% identified they live with a disability or long-term health condition (2024: 13.6%, 2023: 11.5%)
- 14.1% self-identified they are neurodivergent (2024: 10.9%, 2023: 11.3%)
- 24.3% self-identified they are a person of faith or religious belief (2024: 19.7%, 2023: 19.9%)



Pronouns

The majority of respondents use binary, single-gendered pronouns. However, the use of gender-neutral pronouns (They/ Them) more than doubled, with a 112.6% increase from 0.9% in 2024 to 1.9% in 2025, reflecting a growing acceptance and mirroring trends seen in the wider community and across other research

Despite this, gender-neutral or rolling pronouns (e.g. she/they, he/they) still account for a relatively small portion of overall pronoun use compared to binary single-gendered pronouns.

General Views

Personal Beliefs on Inclusion

In 2025:

- 84.0% of respondents agreed that LGBTQ+ inclusion is important (down 7% from 2024: 90.3% and 4.8% from 2023: 88.2%)
- 52.1% of respondents in 2025 believed there are more than two genders (down 12% 20245: 59.2%)
- 85.8% of respondents understood the challenges faced by LGBTQ+ individuals in the workplace and sports clubs (up 4.5% since 2024)
- 70.5% of respondents believe LGBTQ+ inclusion education should be mandatory for supervisors (2024: 73.5%, 2023: 74.2%)

This year respondents were asked if they felt LGBTQ+ inclusion work positively impacted organisational or club culture. 80.2% of respondents agreed.

Organisation Actions

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

- 85.6% agree they understand why their organisation puts effort into LGBTQ+ inclusion (2024: 89.6%, 2023: 88.2%)
- 82.1% agree there are visible signs of their organisation's/club's support for people of diverse sexuality and/or gender (2024: 70.7%, 2023: 71.9%)
- 73.7% agree that communication around LGBTQ+ work or initiatives has been regular throughout the year (2024: 71.6%, 2023: 64.8%)
- 75.3% have heard executive leaders speak positively about this aspect of diversity and inclusion (2024: 72.9% %, 2023: 72.1%)

These significant changes this year correlate with LGBTQ+ inclusion training participation:

- 68.5% of respondents reported that LGBTQ+ awareness and ally education was available to them (2024: 62.4%, 2023: 53.2%) - a 9.9% increase from 2024.
- 50.1% of respondents attended LGBTQ+ awareness or ally education (2024: 49.7%, 2023: 41.5%).

Additionally:

- 7.9% more respondents agreed that communication of inclusion initiatives for sexuality and/or gender diverse people during sporting events/matches has been positive. (2025: 65.4%, 2024: 60.6%, 2023: 66.1%).
- 9.0% more respondents are aware of a policy within their club regarding LGBTQ+ inclusion (2025: 74.3%, 2024: 68.1%)
- 6.9% more respondents are aware of a policy regarding the participation of people of diverse gender and/or trans experience within their sport (2025: 65.6%, 2024: 61.3%)

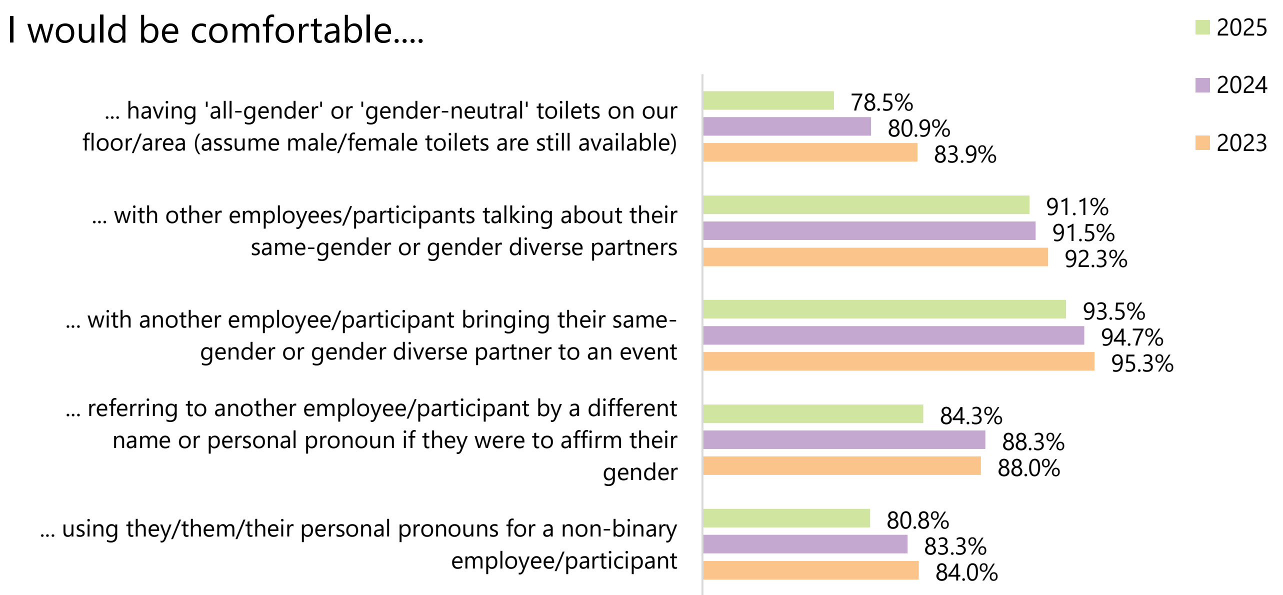
Unfortunately, there has been a further downward trend regarding the belief that LGBTQ+ people would be welcomed and treated no differently with:

- 90.1% relating to a person of diverse sexuality (2024: 94.0%, 2023: 93.3%)
- 81.6% relating to trans and or gender diverse (2024: 87.4%, 2023: 86.4%)

Working with Others

This year, respondents showed slightly lower levels of comfort in situations involving LGBTQ+ employees and participants. However, agreement rates remain high, ranging between 79% and 94%.

The comfort with referring to an employee or participant by a different name or personal pronoun, should they openly identify as a gender different from their sex at birth, has seen the greatest decline. Agreement dropped by 4.6%, with fewer respondents expressing comfort with this.



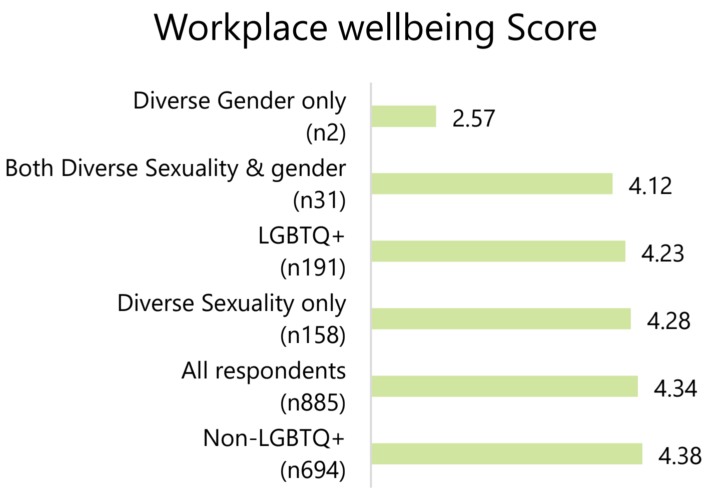
Workplace Wellbeing

Respondents were asked about their personal feeling of health and wellbeing within their organisation/club. Overall, the feeling of health and wellbeing is relatively high, with respondents agreeing at over 85% across the board to all statements. However, there has been lower agreement in comparison to the overall results for last year. Most notably, there was a 2.7% decrease in those feeling they can be themselves (2025: 90.2% vs 2024: 87.8%).

For LGBTQ+ respondents, rates of health and wellbeing are generally lower compared to non-LGBTQ+ respondents. Specifically, they are:

- 6.7% less likely to feel safe and included within their immediate team (LGBTQ+: 87.9% vs non-LGBTQ+: 94.2%)
- 12.3% less likely to feel mentally well (LGBTQ+: 78.2% vs non-LGBTQ+: 89.2%)
- 10.8% less likely to feel they can be themselves (LGBTQ+: 82.4% vs non-LGBTQ+: 92.4%)
- 10.3% less likely to feel a sense of belonging (LGBTQ+: 80.0% vs non-LGBTQ+: 89.2%)
- 8.7% less likely to feel productive (LGBTQ+: 82.4% vs non-LGBTQ+: 90.3%)
- 10.8% less likely to feel engaged with the organisation and their role (LGBTQ+: 77.6% vs non-LGBTQ+: 87.0%)

By assigning value to each workplace wellbeing response, we are able to formulate an average wellbeing score between 1 - 5.



LGBTQ+ individuals have a lower average wellbeing score (4.23) compared to non-LGBTQ+ individuals (4.38). Those with both LGBTQ+ experiences (diverse sexuality and a trans and /or gender diverse) score lower at 4.12, while individuals of diverse sexuality score 4.28.

The lowest well-being score (2.57) is among individuals with only a trans and/or gender diverse experience, though this is based on a very small number of respondents.

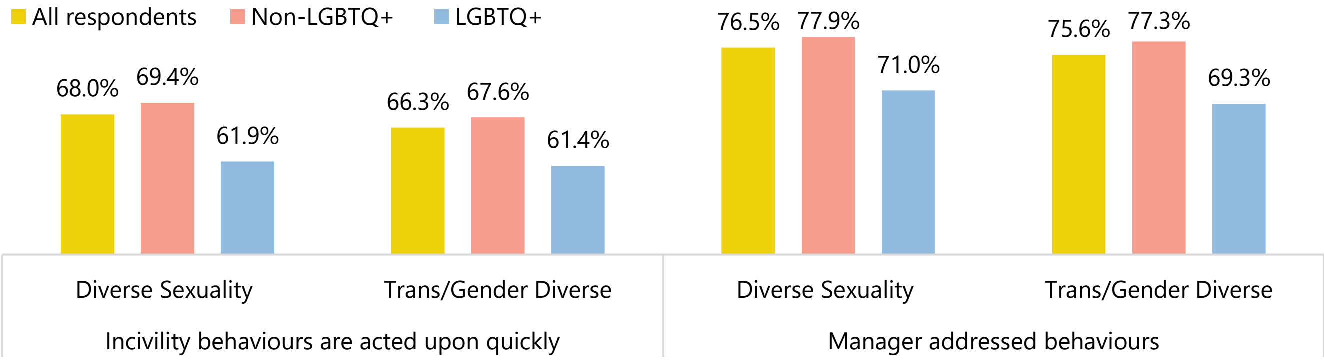
Bullying and Harassment Behaviours

The survey included questions aimed at gaining a deeper understanding of the type and intensity of negative behaviours respondents may have witnessed or experienced.

68.0% of respondents agreed that incivility behaviours targeting people of diverse sexualities are acted upon quickly (LGBTQ+: 61.9%, non-LGBTQ+: 69.4%), while fewer, 66.3% of respondents agreed that incivility behaviours targeting people of diverse gender and/or trans experience acted upon quickly (LGBTQ+: 61.4%, non-LGBTQ+: 67.6%).

5.4% more respondents agreed that managers/leaders address incivility behaviours targeting people of diverse sexuality (2025: 76.5%, 2024: 72.6%, 2023: 74.1%). However, agreement was lower (71.0%) among LGBTQ+ respondents compared to 77.9% among non-LGBTQ+ respondents.

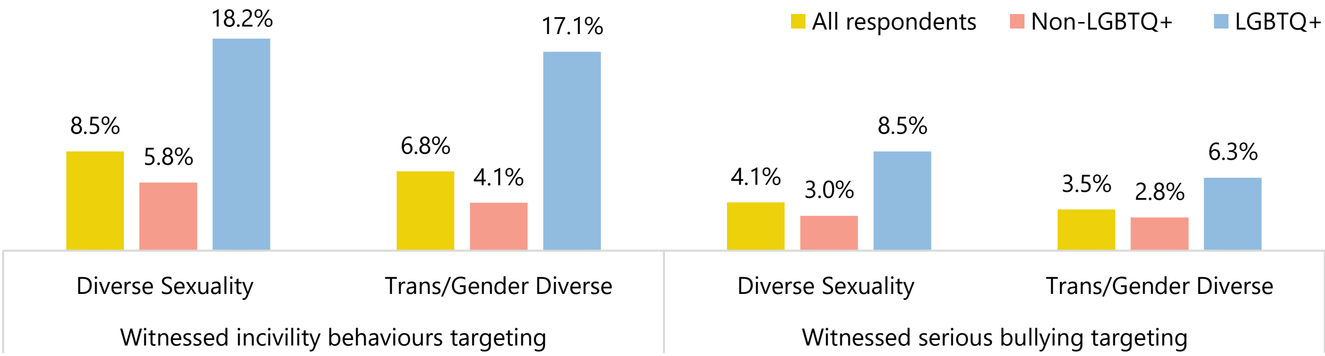
3.5% more respondents agreed that managers/leaders address incivility behaviours targeting people of diverse gender (2025: 75.6%, 2024: 73.0%, 2023: 72.2%). Agreement was 69.3% among LGBTQ+ respondents and 77.3% among non-LGBTQ+ respondents.



70.4% of respondents were confident in confidential avenues for reporting bullying or harassment related to diverse sexuality and/or gender (2024: 69.1%, 2023: 66.7%). Confidence was 61.9% among LGBTQ+ respondents and 72.9% among non-LGBTQ+ respondents.

When it comes to witnessing incivility behaviours, 8.5% of respondents reported witnessing acts targeting people of diverse sexuality, compared to 6.8% for behaviours targeting diverse gender or trans experiences. Witnessed cases of serious bullying were lower, with 4.1% for diverse sexuality and 3.5% for diverse gender or trans experiences.

Overwhelmingly more LGBTQ+ respondents have advised they have witnessed negative behaviours in the workplace.



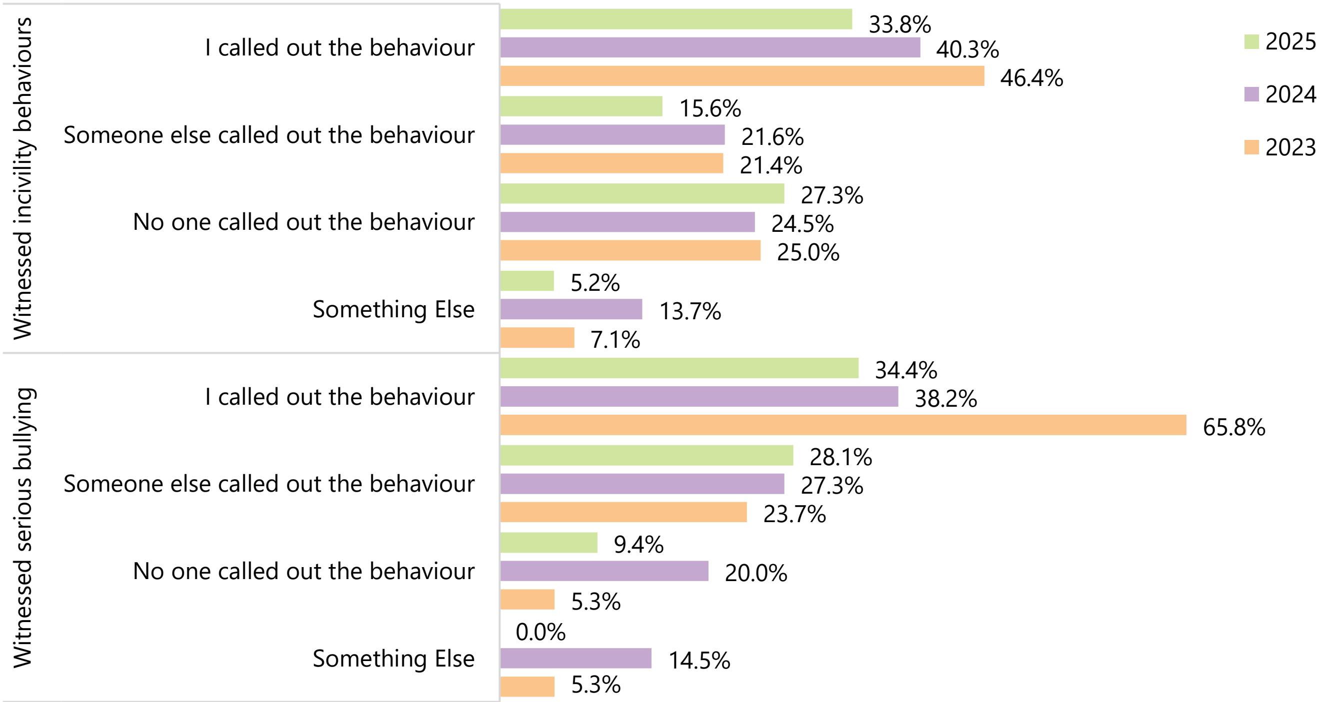
Action taken when behaviours were witnessed

In 2025, for incivility behaviours:

- 33.8% of respondents reported calling out the behaviour themselves, a 16.2% decrease from 40.3% in 2024.
- 15.6% indicated that someone else called out the behaviour, showing a 27.8% decrease from 21.6% in 2024.
- 27.3% reported that no one called out the behaviour, reflecting an 11.5% increase from 24.5% in 2024.
- 5.2% selected "something else" in 2025, a significant decrease of 62.0% from 13.7% in 2024.

For serious bullying:

- 34.4% of respondents reported calling out the behaviour themselves, a 10% decrease from 38.2% in 2024.
- 28.1% indicated that someone else called out the behaviour, which represents a 3.1% increase from 27.3% in 2024.
- 9.4% reported that no one called out the behaviour in 2025, showing a 53.1% decrease from 20.0% in 2024.
- There were no responses of "something else" in 2025.



Respondents were asked to select who they would feel safest reporting negative behaviours to if they were to witness them. Regarding incivility behaviours, 74.3% agreed they would to their manager/leader and/or MPIO, Grievance officer or equivalent. The greatest rise was 195.8% more respondents advised they would report to their National Governing Body, and 33.8% more respondents would report to their State Governing Body.

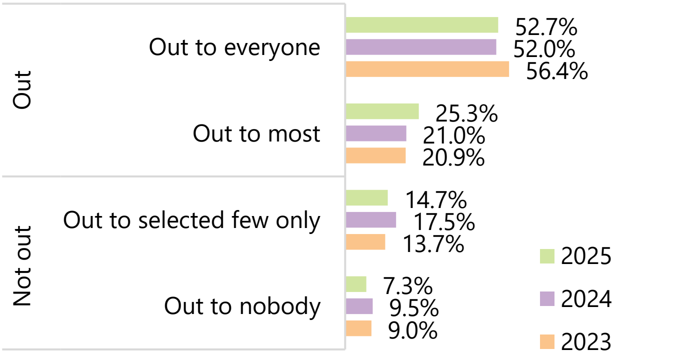
71.5% of respondents would report more serious bullying behaviours to their manager/leader and/or MPIO, Grievance officer or equivalent. 26.9% more respondents advised they would be most likely to report serious behaviours to National Governing Body than agreed last year. And 18.9% more advised they would go to State Governing Body. Only 2.7% advised they *would not report incivility behaviours* at all, and 1.4% *would not report serious bullying behaviours*.

Being Out or Open

The PSI National Survey examines the extent to which individuals of diverse sexualities, diverse genders and/or trans experiences feel able to fully express their authentic selves within their sporting organisation or club.

Diverse sexuality

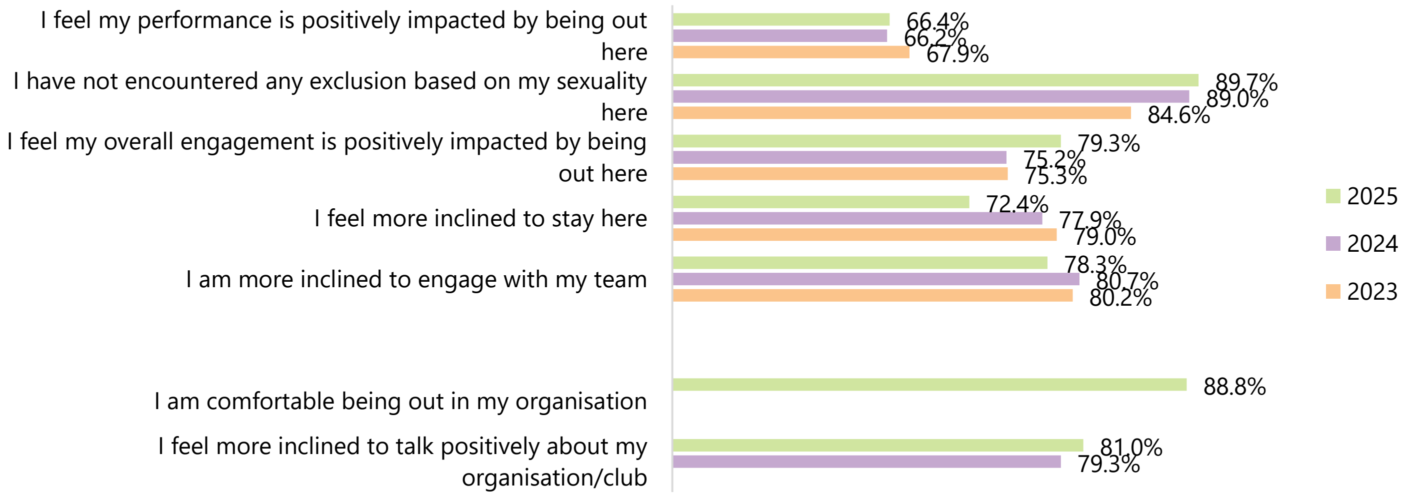
For respondents of diverse sexuality, the question was asked: "In regard to your sexual orientation, please indicate to what degree you are out at your organisation." In 2025, 78.0% of all respondents reported being out to all or most people within their organisation, reflecting a 6.8% increase from 73.0% in 2024.



Out at Work

Of those out:

- 66.4% of respondents of diverse sexuality agreed that being out positively impacts their performance
- 89.7% of respondents reported not encountering exclusion based on their sexuality, reflecting steady numbers from 89.0% in 2024
- 79.3% of respondents felt their overall engagement was positively impacted by being out, marking a 5.5% increase from 75.2% in 2024.
- 72.4% agreed they are more inclined to stay with their organisation, a 7.1% decrease from 77.9% in 2024.
- 81.0% of respondents agreed that they positively advocate for their organisation/club
- 78.3% of respondents agreed they are engaged with their teams
- 88.8% of respondents reported comfort in being out at work



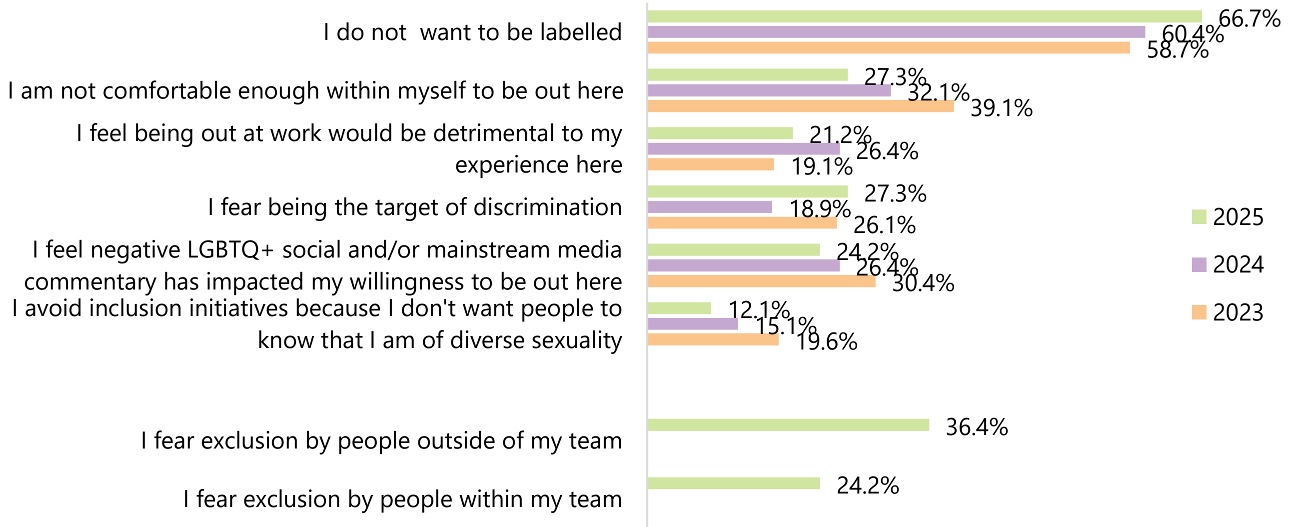
Not Out at Work

For those not out:

- 66.7% of respondents agreed that they do not want to be labelled, reflecting a 10.4% increase from 60.4% in 2024
- 15.0% fewer respondents this year agreed that they were not comfortable enough within themselves to be out (2025: 27.3%, 2024: 32.1%)
- 19.7% fewer respondents agreed that being out at work would be detrimental to their experience (2025: 21.2%, 2024: 26.4%)

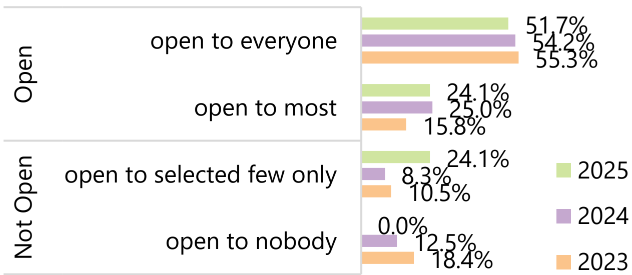
- 44.5% more respondents fear being the target of discrimination due to their diverse sexuality (2025: 27.3%, 2024: 18.9%)
- 24.2% of respondents agreed that the negative social media commentary and mainstream news media reporting targeting LGBTQ+ people impacted their willingness to be out, 12.1% of respondents agreed that they avoided inclusion initiatives because they did not want people to know they were of diverse sexuality.

The data from these recently introduced questions reveals that 36.4% of respondents agree they fear exclusion from people outside their team. In contrast, fear of exclusion within the team is lower, with 24.2% agreeing.



Trans and/or Gender diverse

For respondents of diverse gender and/or trans experience, respondents were asked: "In regard to your diverse gender and/or trans experience, please indicate to what degree you are open at your organisation?". 75.9% are open to everyone or most.



Open at work

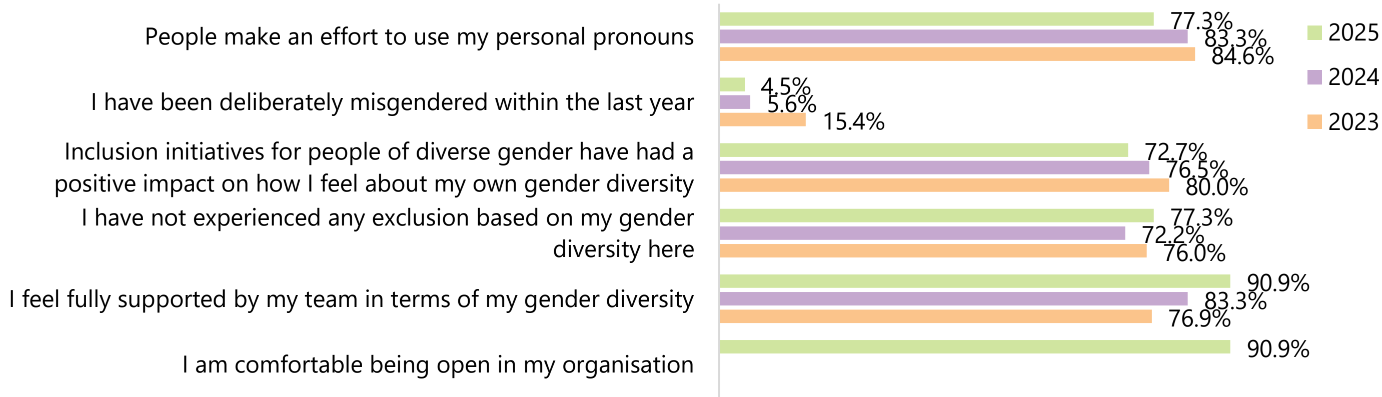
Given the small sample sizes, it's challenging to fully compare experiences across years, but in 2025, for those open about their diverse gender:

- 77.3% agreed that people make an effort to use their personal pronouns
- 4.5% reported that they have been deliberately misgendered in the past year
- 72.7% felt that inclusion initiatives positively impacted their gender diversity
- 77.3% experienced no exclusion based on gender diversity
- 90.9% felt fully supported by their team

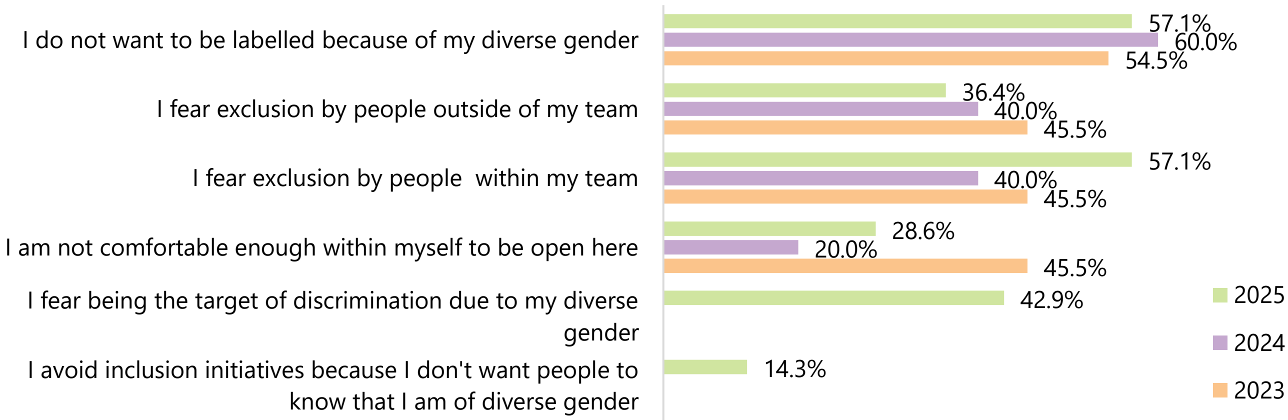
Not open at work

For those not open at work:

- 36.4% of respondents acknowledge fearing exclusion by people outside their team
- 57.1% of respondents acknowledge fearing exclusion by people within their team
- 57.1% are not out because they do not want to be labelled because of their diverse gender
- 28.6% feel they are not comfortable enough within themselves to be open at work



In 2025, new questions reveal that 42.9% of respondents fear discrimination due to their diverse gender. Regarding inclusion initiatives, 14.3% avoid them to keep their gender identity private.



In 2025, 21 respondents advised experiencing incivility behaviours and harassment incidents the majority (71.4%) of individuals did not report them. Only three respondents advised experienced serious bullying and harassment in 2025, with 2 not reporting this to anyone.

Allyship

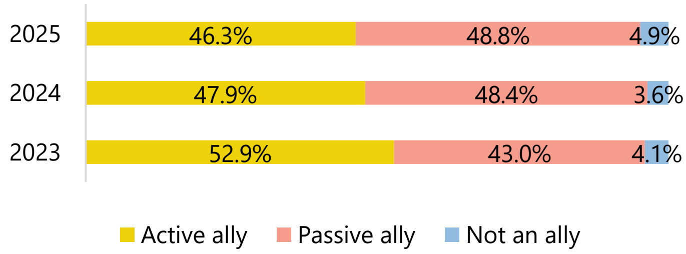
Active Allies Support

- 70.7% of individuals acknowledged awareness of active allies in their area or club (2024: 70.8%, 2023: 68.9%)
- 85.2% of respondents agreed that they understand why active allies are important (2024: 87.1%, 2023: 85.9%)
- 5.7% more respondents are aware of material or training available to help them become active allies (2025: 56.4%, 2024: 53.4%, 2023: 47.6%)
- 5.5% more respondents were aware of executive allies or sponsors within organisations (2025: 59.7%, 2024: 56.6%, 2023: 54.9%)
- 50.5% of employees/individual contributor (Level 3) identified as active allies, the highest among all organisational levels. This is followed by 28.2% of senior staff (Level 2), 16.0% of leadership/executive team (Level 1), and 5.3% of new workforce entrants (Level 4)
- 72.4% of employees and participants agreed that they are supported in their efforts to be allies, a 5.3% increase from 68.7% in 2024

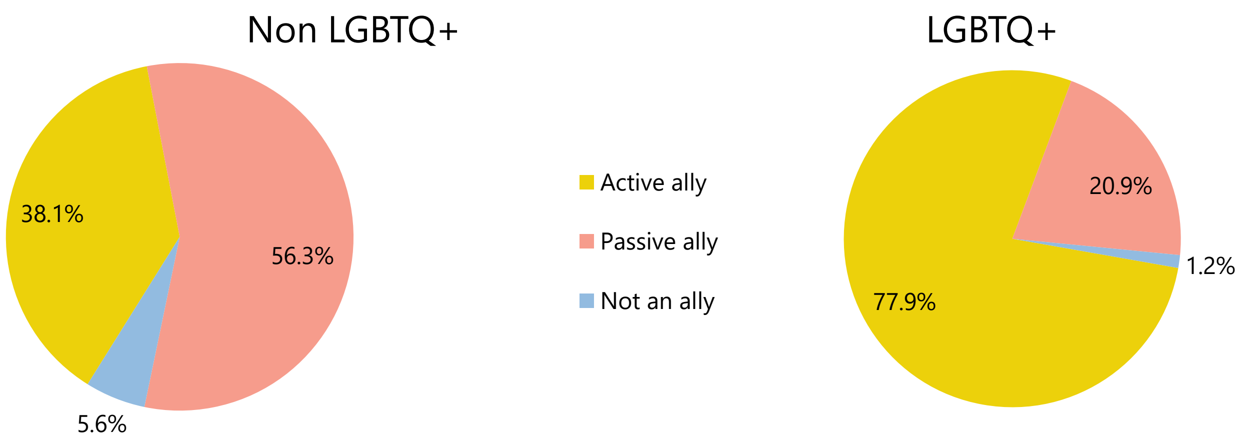
Are you an Ally?

Anyone can be an ally to the LGBTQ+ community, regardless of their own sexuality or gender identity. People who do not identify as LGBTQ+ can actively support and advocate for those who do, while LGBTQ+ individuals can also serve as allies to others, whether or not their identities align. Allyship is about fostering inclusion, respect, and solidarity for all, regardless of differences.

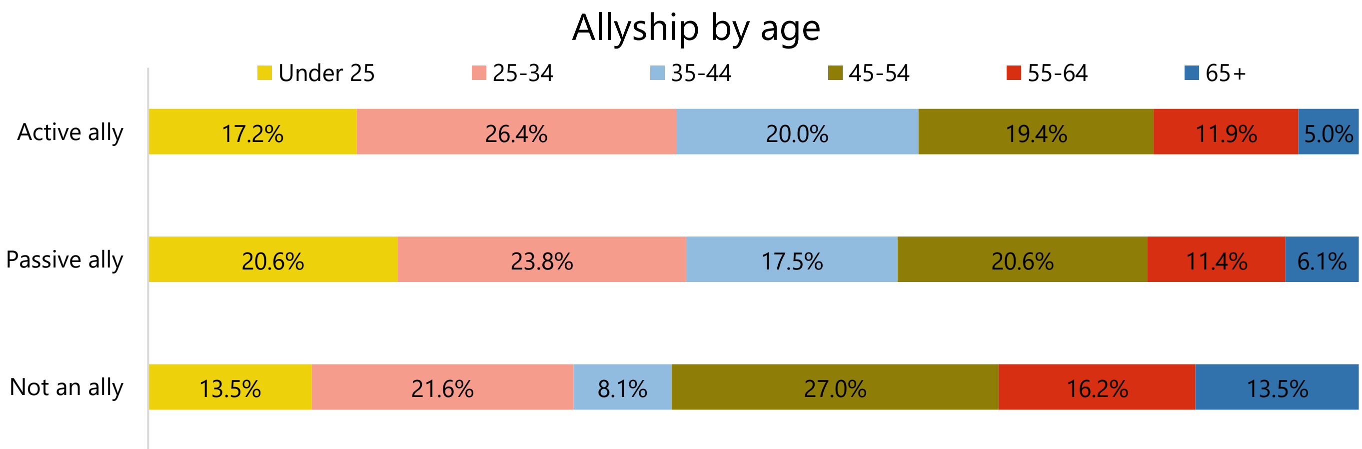
In 2025, 46.3% of respondents identified as active allies, showing a slight decrease of 3.3% from 47.9% in 2024. Meanwhile, passive support remained strong, with 48.8% of respondents expressing support for LGBTQ+ inclusion but not actively or visibly engaging, a slight increase of 0.7% from 48.4% in 2024. Responses from individuals who are not allies at all increased by 34.6% to 4.9%.



The data reveals a notable difference in allyship between LGBTQ+ and non-LGBTQ+ individuals. Among LGBTQ+ respondents 77.9% identify as active allies, showing strong engagement in supporting LGBTQ+ inclusion, compared to 38.1% of non-LGBTQ+ respondents who are active allies. When it comes to passive support, 56.3% of non-LGBTQ+ individuals fall into this category, which is higher than the 20.9% of LGBTQ+ respondents who support inclusion without active engagement.



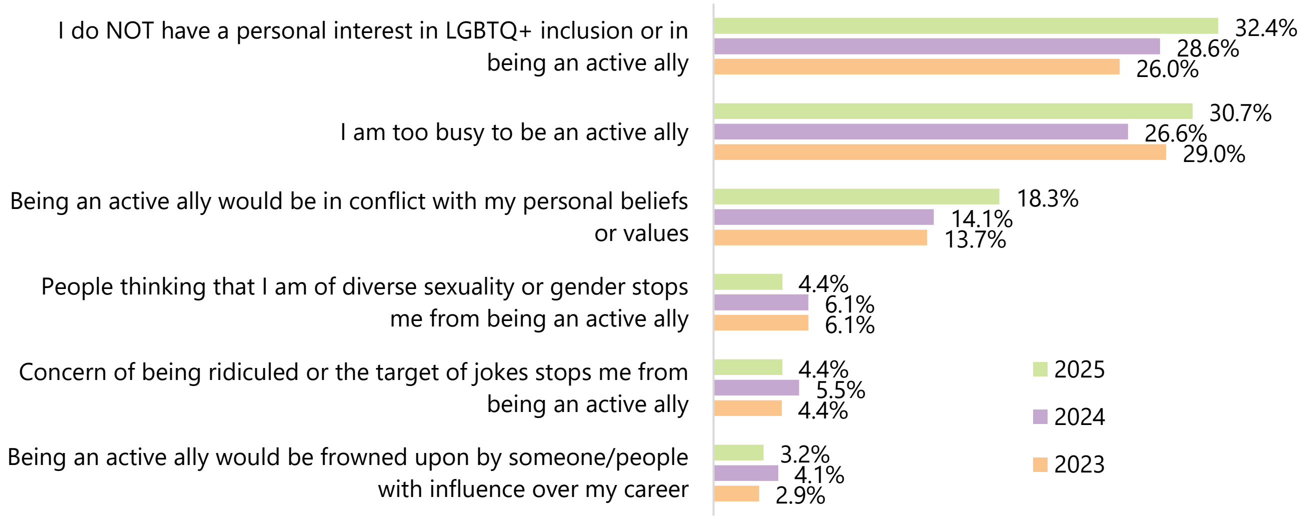
The 25-34 age group shows the highest level of active allyship at 26.3%, followed by 19.9% in the 35-44 range. Active allyship declines with age, with only 5.0% of those aged 65+ identifying as active allies. The 45-54 age group has the highest percentage of non-allies at 26.3%, while the 35-44 group has the lowest at 8.1%. Passive allyship is most common in the 25-34 group at 23.7%.



Not an ally - Why?

Reasons for not being an ally have changed over the past three years with:

- 13% more, 32.4% cited a lack of personal interest in LGBTQ+ inclusion as the main reason for not being an active ally (2024: 28.6%, 2023: 26.0%)
- 15.6% more, 30.7% advised that being too busy to be an active ally remains a significant barrier, (2024: 26.6%, 2023: 29.0%)
- 29.9% more respondents agreed that being an active ally would conflict with their personal beliefs or values (2025: 18.3%, 2024: 14.1%, 2023: 13.7%)
- 19.6% fewer respondents were concerned about being targeted by jokes (2025: 4.4%, 2024: 5.5%, 2023: 4.4%)
- 22.7% fewer respondents were concerned about being frowned upon by someone with influence over their career (2025: 3.2%, 2024: 4.1%, 2023: 2.9%)
- 27.4% fewer respondents were concerned that being perceived as having a diverse sexuality or gender is a barrier to allyship (2025: 4.4%, 2024: 6.1%, 2023: 6.1%)



Influence to be Active Ally?

Ways to encourage respondents to become more active in their allyship changed, indicating that organisations will need to look further to determine the best ways to engage with their employees, volunteers and participants, with 8.1% more respondents agreed that something else would help them be an active ally (2025: 9.8%, 2024: 9.1%, 2023: 9.7%).

Agreement to other statements showed:

- 13.5% fewer respondents agreed that a better understanding of how to be an active ally would encourage them to be more active (2025: 36.5%, 2024: 42.2%, 2023: 47.1%).
- 20.2% fewer respondents expressed a desire for more information about why active allies are important (2025: 29.5%, 2024: 36.9%, 2023:43.7%)
- 16.9% fewer respondents agreed that more information on being an active ally with limited time would help them engage (2025: 38.0%, 2024: 45.8%, 2023: 45.4%)
- 9.2% more respondents agreed that nothing would convince them to be an active ally (2025: 23.3%, 2024: 21.4%, 2023: 17.2%)

ACTION POINTS – WHAT CAN YOU DO?

- ✓ **Make training mandatory:** Ensure all staff, especially managers, coaches, and volunteers, complete LGBTQ+ inclusion training.
- ✓ **Show visible support:** Publicly display statements against homophobia, biphobia, and transphobia.
- ✓ **Create safe reporting channels:** Establish and promote confidential ways for people to report bullying and harassment.
- ✓ **Build strong allyship programs:** Develop networks to support active allies and provide resources and training, with visible executive backing.
- ✓ **Celebrate LGBTQ+ Pride:** Host Pride Rounds, Games, and publicly recognise key LGBTQ+ days of significance.
- ✓ **Encourage leadership support:** Ensure executive leaders speak openly about LGBTQ+ inclusion.
- ✓ **Communicate regularly:** Keep LGBTQ+ inclusion front and centre through ongoing updates and initiatives.
- ✓ **Increase visibility:** Use rainbow lanyards, inclusive email signatures, and virtual backgrounds to show support.
- ✓ **Recruit inclusively:** Ensure job ads, policies, and hiring practices use inclusive language.
- ✓ **Prioritise wellbeing:** Develop programs that support the mental health and wellbeing of LGBTQ+ individuals.
- ✓ **Provide useful resources:** Equip leaders, volunteers, and staff with materials to understand and support LGBTQ+ inclusion.
- ✓ **Engage with experts:** Work with LGBTQ+ inclusion professionals, like Pride in Sport, for guidance and best practices.
- ✓ **Submit to the Pride in Sport Index (PSI):** Use the PSI as a roadmap and benchmark to track progress and gain recognition to show your level of LGBTQ+ inclusivity.

Please note these recommendations are relevant and applicable to all types of organisations within the sport and recreation This list of recommendations is not exhaustive. It is vital for organisations to engage with and participate in the Pride in Sport Index (PSI), as it provides a more comprehensive, evidence-informed approach that extends beyond these recommendations. Participation in the PSI 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] The terminology used throughout this report is consistent with previous years:

- Organisation/club: Refers to the entity that requested the survey link.
- Employees: Includes anyone in paid or volunteer roles within the organisation.
- Participants: Encompasses individuals who utilise sporting facilities of the organisation
- Respondents: Refers to individuals who participated in the survey.