

Exploring Lesbian, Gay, Bisexual and Transgender (LGBT) Inclusion in Australian Cricket

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All recommendations identified by ISEAL are based on information provided by Cricket Victoria and Cricket Australia with input from staff, community participants and players. ISEAL has relied on this information to be correct at the time this report was prepared.

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Glossary of Terms

Lesbian – main term used by women who have primary sexual and romantic attraction to women.

Gay – refers to men who have a primary sexual and romantic attraction to men, but it is also used by women as the way they identify their sexual and romantic attraction for the same sex.

Bisexual – people attracted to both sexes in varying degrees.

Transgender – people who live a gender identity which is ‘other’ or opposite to the sex (genetic, genital) they were assigned at birth.

Gender Diverse – people whose gender identity does not conform to binary sex and /or gender expectations (e.g. male-female, man-woman). Some people do not identify with traditional genders of male and female. Some people call this being non-binary.

Inclusion – people’s ability to participate in sport and society in a meaningful and equitable way regardless of their gender identity or sexual orientation.

Executive Summary

Cricket Australia and Cricket Victoria commissioned the Institute of Sport, Exercise and Active Living (ISEAL) at Victoria University to examine the current climate, attitudes and initiatives towards LGBT inclusion within Australian cricket. The aims of this research were to explore:

- The current attitudes towards the inclusion of LGBT players, coaches, volunteers and employees in Australian cricket;
- The experiences of LGBT people in Australian cricket, including both professional and community players, coaches, volunteers and employees;
- The beliefs and attitudes of cricket leaders (i.e. coaches and officials) from clubs, leagues and associations towards LGBT inclusion;
- How LGBT inclusion can be improved and promoted effectively within Australian cricket.

In order to address these aims, the authors conducted a mixed methods study combining an online survey and in-depth interviews. A total of 338 respondents completed the survey, comprising cricket employees, players, coaches, administrators and volunteers. In addition, 17 in-depth interviews were conducted with key informants from the Victorian and Australian cricket communities.

Key Findings

The findings demonstrate both challenges and opportunities with regard to LGBT inclusion in Australian cricket. The survey data show the prevalence of homophobia, biphobia and transphobia, and how homophobia also impacts heterosexual participants. Key findings from the survey include:

- Three-quarters of non-LGBT and well over three-quarters of LGBT respondents believe that cricket should do more to be inclusive of LGBT people;
- Almost half of non-LGBT and almost three-quarters of LGBT respondents have witnessed homophobia in cricket at some time or another;
- Over 90 percent of both LGBT and non-LGBT respondents think LGBT people are accepted to some degree in various roles in cricket. Non-LGBT respondents reported staff as the most completely accepted role, while LGBT respondents selected players. The role least selected as completely accepted was the coach by both LGBT and non-LGBT respondents;
- Respondents think cricket clubs are more welcoming of lesbian/bisexual women than of gay/bisexual men and transgender/gender diverse people.
- Respondents believe LGBT people are more completely accepted as volunteers and players and less so in leadership or coaching roles in cricket clubs.
- The majority of respondents are unaware of policies for either sexual orientation or gender identity. Respondents are more aware of policies at higher levels of competition than lower level and that people were the least aware of club policies.
- The majority of respondents are unaware of LGBT inclusion policies at any level of competition. At most levels, respondents are most aware of inclusion policies for LGB people and least for same-sex parents, except for the club level where more are aware of policies of inclusion for same-sex parents.

The interview data indicate low levels of knowledge, awareness and education around LGBT inclusion within the cricket community and leadership; low levels of LGBT diversity within Australian cricket; and a more general lack of dialogue and conversations around sexuality and gender.

Notwithstanding these challenges, this research clearly indicates that the cricket community is ready for initiatives to enhance LGBT inclusion in cricket, and identifies opportunities to engage the LGBT community and make cricket more inclusive. A key message from the study is that the cricket community identifies that there is a problem surrounding LGBT inclusion within Australia cricket, but is willing to address the issues and take proactive steps and actions towards greater LGBT inclusion. There is an opportunity for engaged leadership and institutional support in this area in order to show direction and commitment to LGBT diversity and inclusion across all levels of the game.

Key Recommendations

Based on the research findings, this report proposes a series of actions and strategies at multiple levels that can contribute to LGBT inclusion in Australian cricket. We offer the following recommendations:

- Developing an LGTB inclusion policy
- Awareness and capability training
- Establishing an LGBT working group
- Considering LGBT inclusive workplace practices
- Developing a public relations and communication strategy for LGBT inclusion
- Recruiting LGBT allies
- Supporting athletes
- Addressing homophobia
- Initiating participation programs for LGBT inclusion
- Developing an LGBT supporters group

This research focuses on LGBT. We recognise the nuances and complexities around people born with intersex variations, but for the scope of this research we did not have the capacity to engage with people with intersex variations. We encourage Cricket Australia and Cricket Victoria to engage with organisations such as OII Australia (Organisation Intersex International Australia) and the Victorian Equal Opportunities and Human Rights Commission, who have new guidelines for trans and intersex inclusion in sport. We also advise for the recommendations going forward to be inclusive of athletes with intersex variations under the LGBT umbrella.

Introduction

Background

Issues around Lesbian, Gay, Bi, and Trans (LGBT) rights have been at the forefront of Australian public and political debate in recent years. This has led to wider discussions within sport on how sport organisations might better support and provide for LGBT athletes at all levels of competition. Further, the Diversity in Sport and Pride Index is a newly launched benchmarking instrument which assesses the inclusivity of sporting environments with regard to LGBT athletes (Pride in Sport, 2016). Cricket Australia is a member of Pride in Sport. As part of their commitment to LGBTI inclusion within their 'A Sport for All' program, Cricket Australia and Cricket Victoria have commissioned research to better understand the current climate of LGBT inclusion within Australian cricket.

Review of Relevant Literature

Sport is an integral part of Australian culture and identity (Ward, 2010). However, some segments of Australian society may face extra barriers to engagement and participation in sport; once such group is the lesbian, gay, bisexual and transgender community (LGBT). Several recent Australian and international studies have pointed to the challenges that LGBT Australians face in the sporting sphere. The first of these was the Come Out to Play study.

Come Out to Play (COTP) was published in 2010 (Symons, Sbaraglia, Hillier, & Mitchell, 2010), and was the first to explore the sporting experiences of LGBT Australians. Of the over 300 LGBT people (average age 36 years) who responded to the survey, 42% reported experiencing verbal homophobia during their engagement with sport, and for over half of this occurred frequently. Of the 84% whose sport engagement was in mainstream sport (as opposed to LGBT teams/clubs), almost half were out (open about their sexuality) to no one, and another third were only out to some in their club. This suggests that language used in sport spaces can send the message that LGBT people are not welcome and encourage many to feel the need to conceal their sexuality in order to participate. For many of the female COTP participants experiences of sexism were as common as homophobia. Thus, same-sex attracted women can experience a conflation of both homophobic and sexist experience while engaged in sport. A high proportion of the transgender participants also reported experiencing sexism, and this was further compounded by reports of ignorance of transgender issues and problems with the two gender/sex model of sport. Overall, while the majority of respondents reported involvement in sport, for many that involvement was impacted by homophobic experiences and for some that lead to a long-term or even lifelong disengagement with sport.

In 2014, the COTP study was followed by the Equal Play study (Symons, O'Sullivan, Borkoles, Andersen, & Polman, 2014). Funded by depression initiative beyondblue, the authors aimed to determine the mental health impact of homophobic bullying on young (14-23 year olds) same-sex attracted and gender diverse Australians in sport and physical education. The results revealed that more frequently experienced verbal homophobia lead to higher scores on depression, anxiety and stress in both PE and sport environments. Thus, sport and PE based homophobia can have a significant impact on the mental health of LGBT youth. On further examination of the types of verbal homophobia, casual homophobic language such as "that's so gay" was heard frequently by a majority of participants in both PE (93% at least sometimes) and sport (68% at least sometimes) settings. It was also heard more frequently than more deliberate homophobic language such as "faggot, dyke" in both settings (79% at least sometimes in PE and 52% in sport). Casual homophobic language is sometimes characterised as not having a homophobic or harmful intention, though a majority of participants (83% in PE and 73% in sport) indicated that they were at least a little distressed when hearing such language. Amongst transgender participants, most found their sport and school environments to be transphobic with only 5% saying they were supportive. Some also described the gendered nature of sport as a key issue influencing their opportunities to participate. Equal Play

overall found that language, even casual language, that has homophobic connotations has the power to impact the mental health of LGBT youth, and that transgender youth particularly find PE and sport environments as unwelcoming.

A year and a half after the Equal Play study was published; another major study was released that looked more closely at homophobia in team sport. The Out on the Fields study (Denison & Kitchen, 2015) was commissioned and conducted by the Sydney Bingham Cup (world cup of gay and inclusive rugby) organisers. An international panel of academic's (including O'Sullivan and Symons) provided expert advice throughout all phases of this research. This was the first international study into homophobia in sport and drew survey data from six western English speaking countries. A total of 3,006 Australians completed the survey, 1,690 of which identified as gay/lesbian or bisexual. Out of all Australian respondents 80% reported experiencing or witnessing homophobia during their sport involvement. About half of gay men and lesbians reported being personally targeted by homophobia in sport as did over a quarter of heterosexual males (a reminder that homophobia affects everyone). Of those LGB participants personally targeted 82% heard verbal slurs such as faggot or dyke. This is almost double the proportion reported in COTP five years ago. Further data focussing on youth sport (22 years old and under) found that almost three quarters believed youth sport is unsafe for same-sex attracted youth, three quarters of young lesbians and over three quarters of young gay men reported they were not completely out during their sport engagement. The main reasons given for not coming out during sport were a fear of being bullied and being discriminated by coaches and officials. This suggests that leadership has a key role in making sport more welcoming for same-sex attracted people. The Out on the Fields study, though having more of a focus on team sport, demonstrated that in the five years since the COTP little has changed and that there is still much work needed to improve the sporting experiences of LGBT Australians. The need for this work was reinforced by the fact that 80% of all Australian respondents (including heterosexuals) saying that Australian sport, in general, is anywhere from moderately welcoming to not at all welcoming to LGB people.

It is important to note that not all results from the above studies represented negative engagement with sport. There were participants in each study that did not experience homophobia or discrimination. Many respondents to the COTP survey took the opportunity to tell their stories of their best experiences in sport, often citing situations of being accepted for their sexuality or gender identity. Some of those who completed the Equal Play study also talked of positive experiences in sport and PE, and those from the Out on the Fields study who reported being out in sport identified what helped them to come out. These are all signs that LGBT inclusion in sport, much like society more generally, is improving but there is plenty of evidence in these studies that indicates sport still has a way to travel till LGBT people have equal access to healthy participation.

Little academic research has focussed on LGBT inclusion in community-based club sport. The authors of one study looked at recreational sport clubs, but located on a US college campus (Anderson & Mowatt, 2013). They investigated the attitudes held by heterosexual sport participants in several recreational on-campus sports clubs towards gay and lesbian people. Results showed that membership in a team or individual sport did not affect attitudes towards gays and lesbians. Males had significantly more negative attitudes towards gays and lesbians, but gay men in particular. However, direct interaction with gay or lesbian people led to less negative attitudes towards gay men and lesbians for both male and female heterosexual participants. Thus, this study suggests that a sport being classified as team or individual may not indicate the degree of acceptance players hold for gay and lesbian participants, however men's sports may harbour more negative attitudes. Nut negative attitudes can potentially be ameliorated by having contact with gay or lesbian people.

Employee Support for LGBT Inclusion in Sport Organisations

There have been several large-scale research projects, predominately in the United States, which have documented institutional support for LGBT diversity in American sport organisations. Within growing support for LGBT inclusion within American sport organisations, there has been an increased emphasis on the business case for LGBT diversity, and the benefits that LGBT diversity can bring to an organisation. Although research does identify the numerous forms of discrimination that still exist for LGBT employees, current evidence shows that when an organisation does support LGBT diversity and foster inclusive work environments, this can lead to better organisational outcomes (Melton and Cunningham, 2014). This can occur through increased productivity and performance, a more creative work environment, and compassion and empathy for the LGBT community (Cunningham and Melton, 2011).

The attitudes and behaviours of employees within a sport organisation contribute to the factors which affect the support for LGBT inclusion in the workplace. Melton and Cunningham (2014) propose that these attitudes and behaviours function on three levels to support the inclusion (or exclusion) of LGBT people: macro, meso and micro level factors. The macro or societal level includes prevailing norms, customs and ideals that exist within sport. For example, sporting culture dictates what is appropriate behaviour for males and females, for example through the use of gendered language. Meso or “organisational” factors operate on the group and interpersonal level. They refer to the shared values, beliefs and norms of the sporting organisation. When diversity is not valued, culture will revolve around norms and preferences of leaders, which are typically white, heterosexual men. Therefore, the actions of leaders and co-workers are important in the modelling of behaviour in the culture of the organisation. The micro or individual level refers to attitudes and behaviours that are unique to the individual. Age, gender, race, religious affiliation and level of education all contribute to shaping an employee’s attitudes and behaviours towards LGBT inclusion. Those who express prejudice based on sexual orientation and gender identity are more likely to be male, older, less educated, hold conservative or fundamental religious beliefs and describe themselves as politically conservative. Women and those with more liberal political leanings generally support LGBT rights.

Employee support for diversity can generally be divided into two broad categories: focal and discretionary behaviours. Focal behaviours refer to the obligatory behaviours that one actively chooses to comply with or resist; for example, compliance or resistance to an organisation’s discriminatory policies. Discretionary behaviours are the actions that go above and beyond what is expected and required. Generally a person will cooperate and accept the initiative which aims to bring change. A ‘champion’ on the other hand is a person who embraces change and seeks to persuade others to embrace change. The champion takes considerable personal sacrifice to encourage others inside and outside the organisation (Spaaij et al., in press). Champions can play a key role in creating more welcoming and accepting environments for LGBT employees in sport.

Project Aims and Methods

The aims of this research project were to explore:

- The current attitudes towards the inclusion of LGBT players, coaches, volunteers and employees in Australian cricket
- The experiences of LGBT people in Australian cricket, including both professional and community players, coaches, volunteers and employees
- The beliefs and attitudes of cricket leaders (i.e. coaches and officials) from clubs, leagues and associations towards LGBT inclusion
- How LGBT inclusion can be improved and promoted effectively within Australian cricket

In order to address these aims, we conducted a mixed methods study combining an online survey and in-depth interviews. The survey was distributed through Victoria University and cricket communication channels such as newsletters, social media, and internal staff communication at both Cricket Australia and Cricket Victoria. A total of 338 respondents completed the survey, comprising cricket employees, players, coaches, administrators and volunteers. Survey questions were adapted from previous research including Come out to Play, Equal Play, Out On the Fields, the Fair Go Sport project, a Stonewall Scotland study into homophobia in fan behaviour, and Cunningham's work on diversity in sport organisations. Further detail on the survey themes and items is provided in the remainder of this report.

The survey data were complemented by 17 in-depth interviews with key informants from organisations such as Cricket Australia, Cricket Victoria, Victorian cricket clubs and programs, and the wider Victorian cricket community. The respondents constituted a purposive sample designed to capture a range of stakeholders from across the Australian cricket landscape. Seven interviewees openly identified as LGBT. Interview questions were modelled on previous research instruments around LGBT diversity in sport organisations and adapted to specifically address the research aims. All research participants remained de-identified throughout the research process. Interviews were conducted at mutually agreed locations convenient to the respondent and away from their employer or co-workers. Full ethics approval for this research was granted by the Victoria University Human Research Ethics Committee, and final amendments were approved on 28 March 2017 (Application ID: HRE16-274).

Readers should note that we only use LGBT within this research. We understand the nuances and complexities around people born with intersex variations, but for the scope of this research we did not have the capacity to engage within intersex and people with intersex variations. We encourage Cricket Australia and Cricket Victoria to engage with organisations such as OII Australia (Organisation Intersex International Australia) and the Victorian Equal Opportunities and Human Rights Commission, which have new guidelines for trans and intersex inclusion in sport.

Key Findings – Online Survey

A total of 338 respondents completed an online survey. Respondents included cricket employees, players, coaches, administrators and volunteers. The questionnaire collected information in six main areas and are presented below:

- About the participants including demographic information, gender identity and sexual orientation
- Nature and type of involvement in cricket
- Experiences of diversity/inclusion and discrimination/exclusion in cricket
- Knowledge of anti-discrimination policies and inclusion strategies
- Diversity and inclusion in club cricket

About the Participants

This section presents the demographic breakdown of the survey respondents.

The majority of survey respondents are aged 20 to 49. Over a quarter are aged 18 to 29, while over a half are in their 30s and 40s. Almost a fifth are aged over 50 and include respondents in their 70s and 80s.

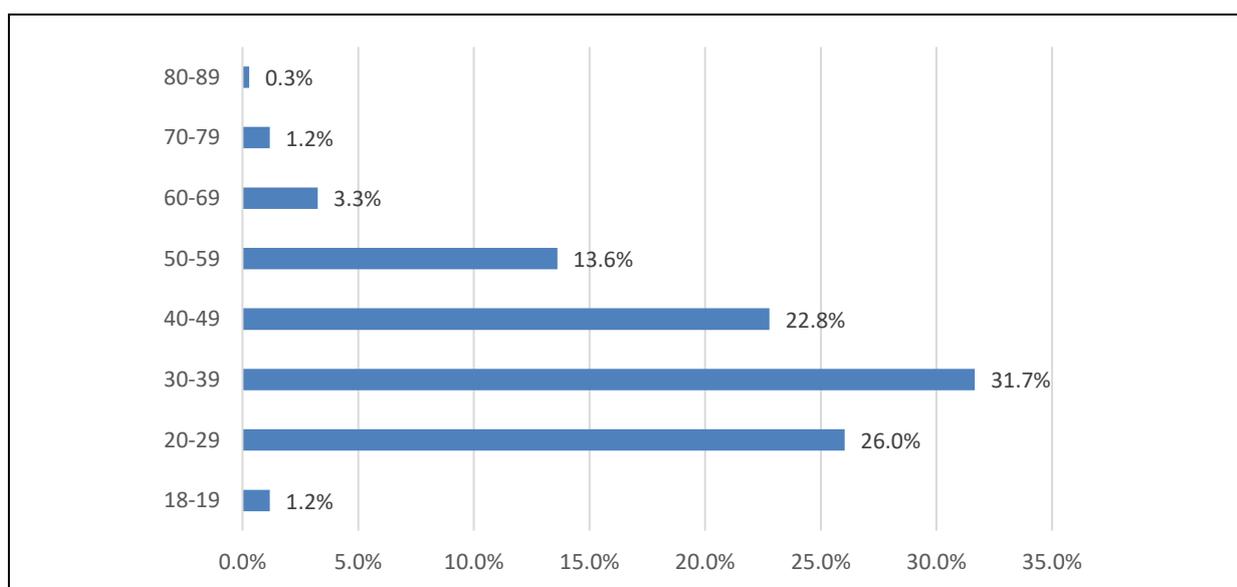


FIGURE 1. AGE OF RESPONDENTS (%)

Almost a full half of respondents live in Victoria. The other half live across most other states with more from NSW and Queensland than other states.

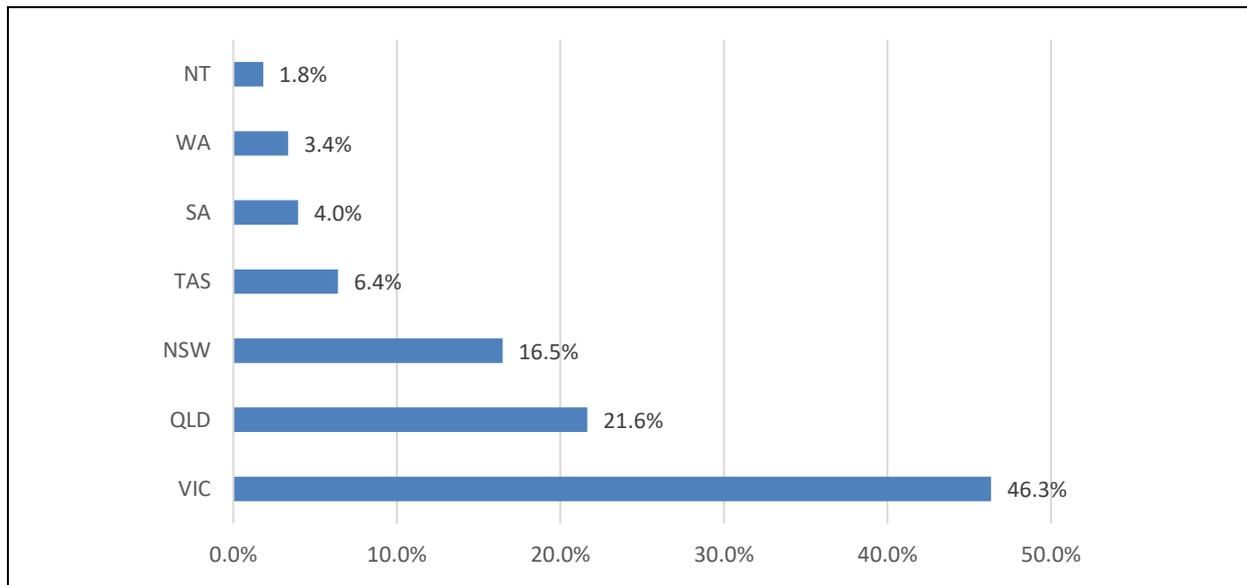


FIGURE 2. LOCATION OF RESPONDENTS BY STATE (%)

Roughly half of the respondents identify as male, another half identify as female and about 1% as non-binary or transgender. Thus, there is rough even spread of survey results from males and females.

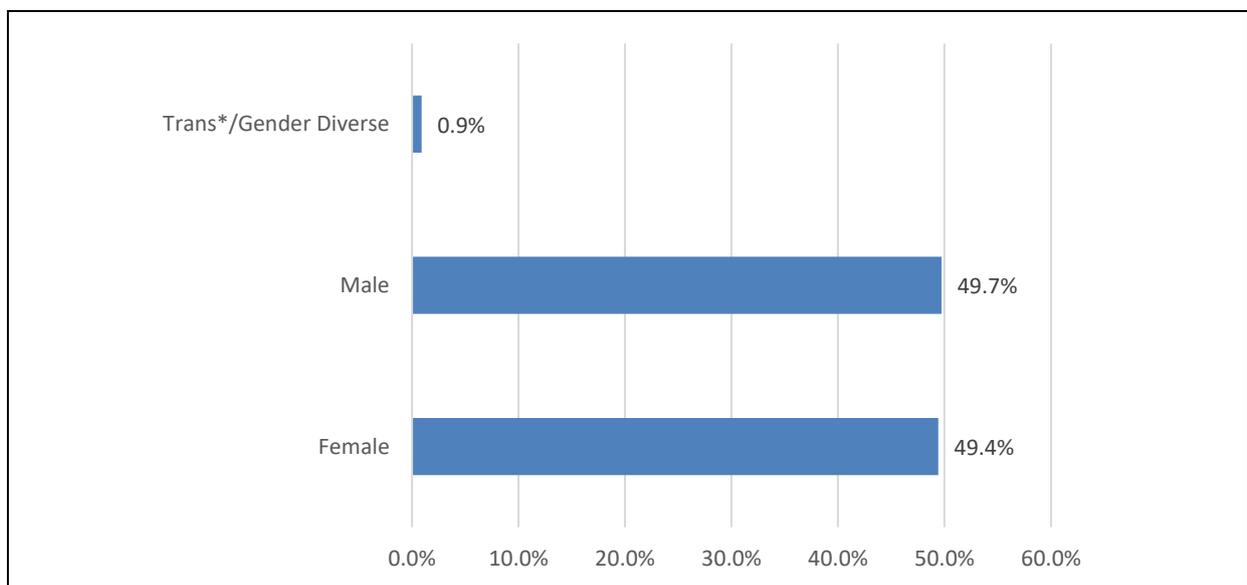


FIGURE 3. GENDER OF RESPONDENTS (%)

Almost three quarters of respondents identify as heterosexual or straight and a fifth as lesbian or gay. Small numbers of respondents reported one of number of other sexual identities.

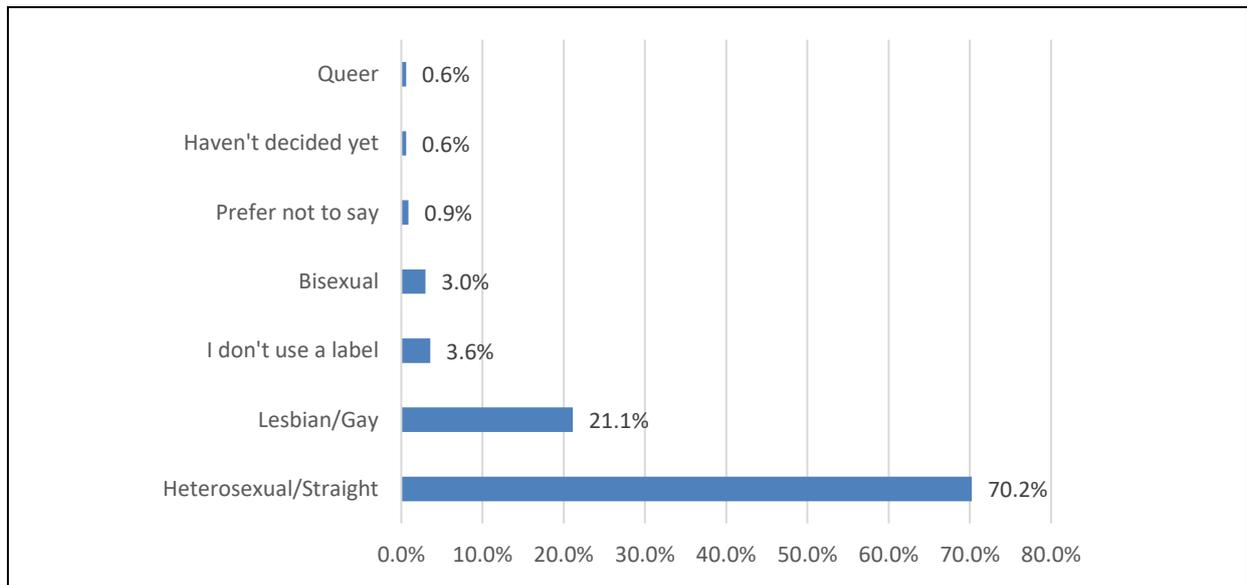


FIGURE 4. SEXUALITY OF RESPONDENTS (%)

Nature and Type of Cricket Participation

This section reports on the type and length of survey respondents' cricket participation.

Almost half of the respondents have been involved in cricket through a local league, followed by around a quarter in state leagues or a social league. Thus the results reflect the opinions of people involved in many different levels of cricket.

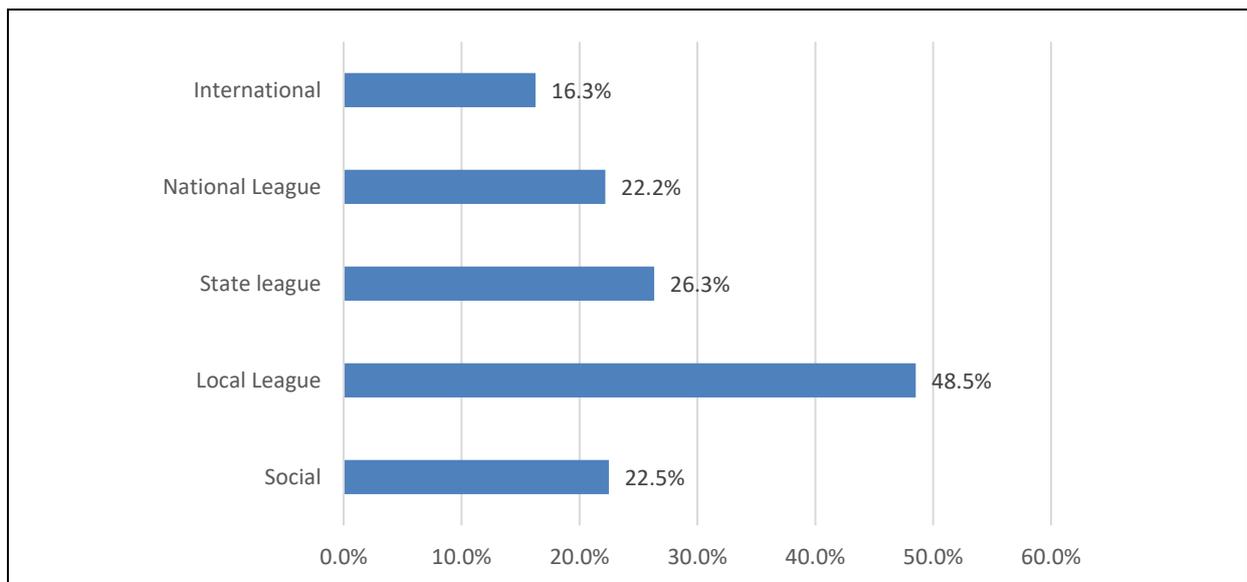


FIGURE 5. NATURE OF CRICKET INVOLVEMENT (%)

Almost a half of respondents identify as a cricket employee, followed closely by a cricket player and a quarter as a volunteer. Although a large number of respondents are cricket employees, a range of cricket roles are represented.

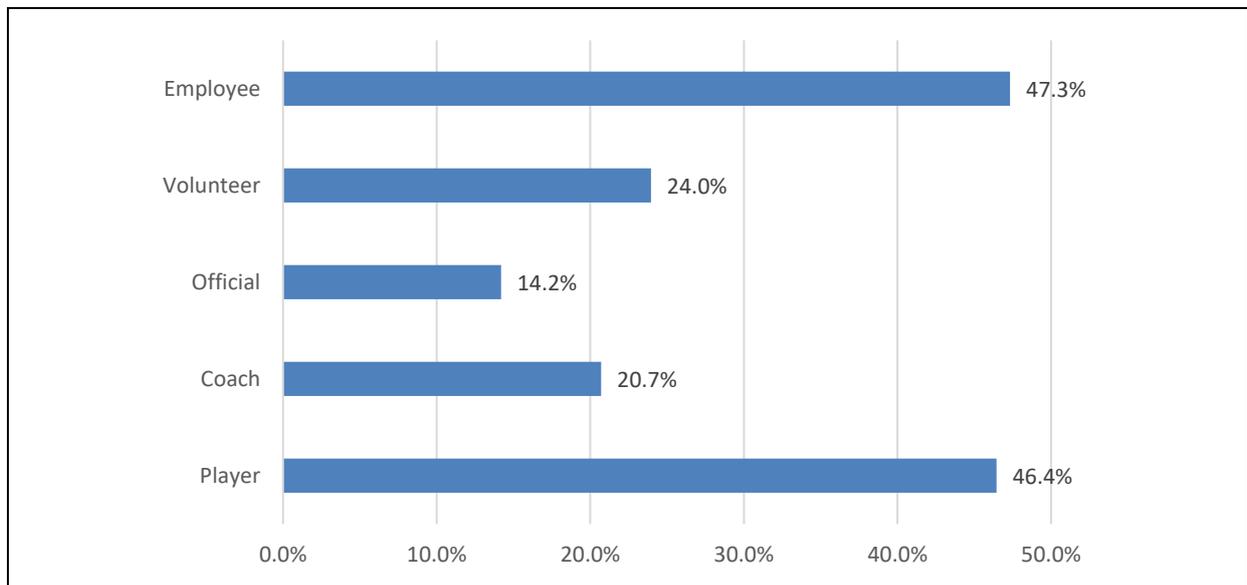


FIGURE 6. TYPE OF CRICKET INVOLVEMENT (%)

Whilst almost a third of respondents have been involved in cricket for less than five years and an eighth from six to ten years, over a half have been involved anywhere from eleven to fifty five years.

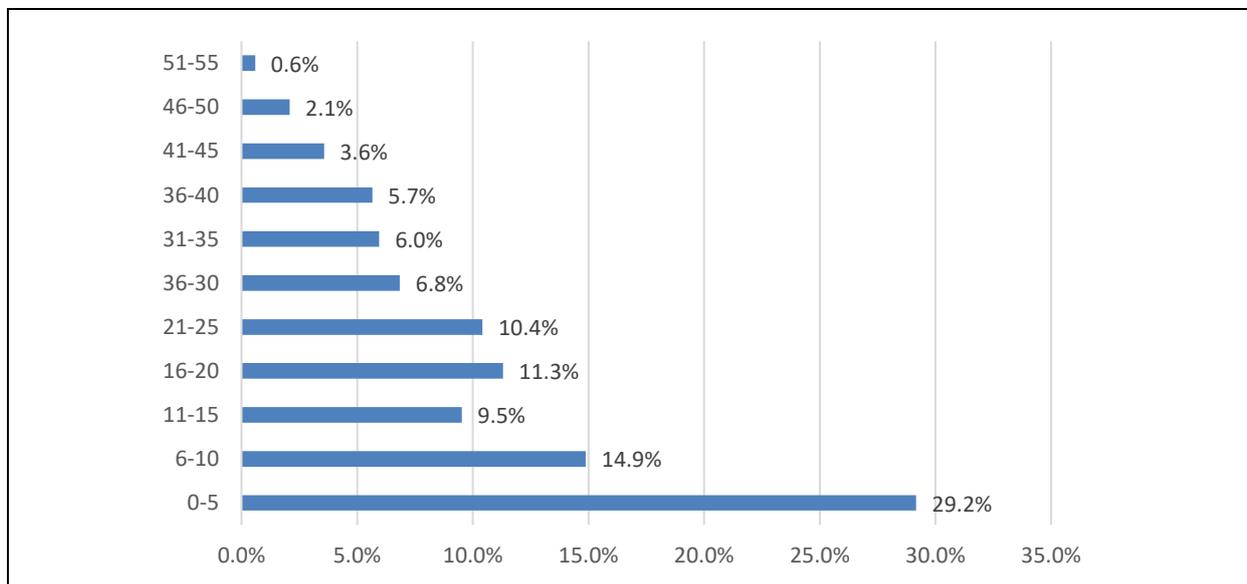


FIGURE 7. LENGTH OF CRICKET INVOLVEMENT BY YEARS (%)

Experiences of Diversity/Inclusion and Discrimination/Exclusion

This section looks at the survey participants' responses to questions on their experiences with, and attitudes toward, LGBT diversity and inclusion as well as discrimination and exclusion in the sport of cricket. The results in this section report on the findings divided into the LGBT respondents and the non-LGBT (heterosexual and non-transgender/gender diverse) respondents. Overall, there were 236 non-LGBT and 100 LGBT respondents who provided data for this section. For results further broken down by gender, see the tables in appendix A.

Cricket and Diversity

The first question asked respondents how welcoming they think cricket is of diversity. Figure 8 shows that over three-quarters of respondents either agreed or strongly agreed that cricket is welcoming of diversity, with similar percentages from the LGBT and non-LGBT groups. Few disagreed, though more LGBT respondents did so than non-LGBT respondents.

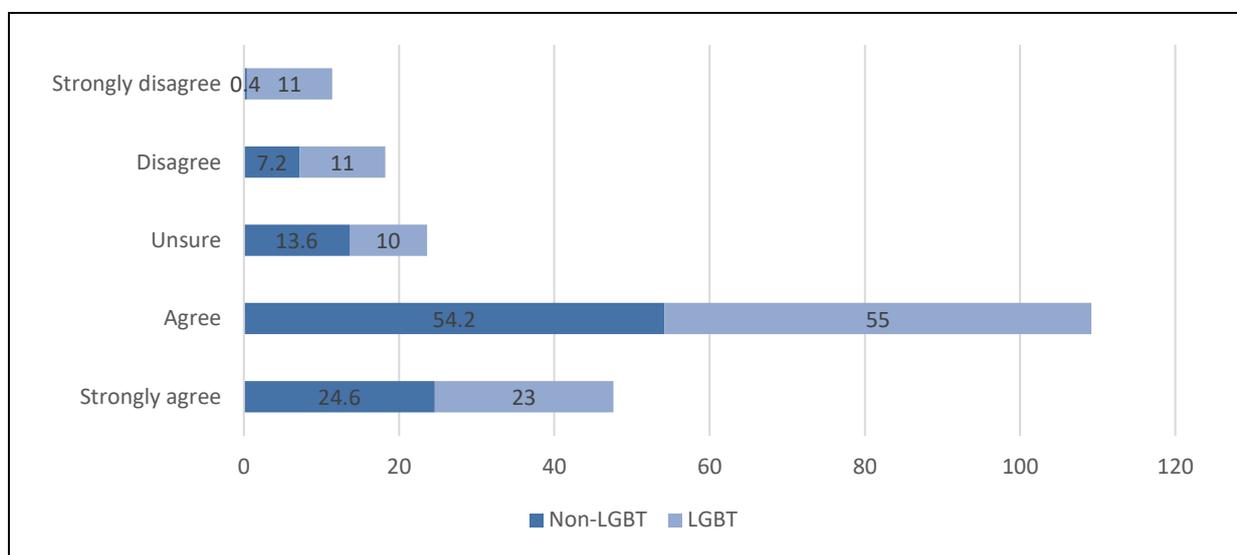


FIGURE 8. IS CRICKET WELCOMING OF DIVERSITY (%)

The next question asked respondents which diverse groups they thought the sport of cricket was good at including. Respondents could select multiple responses. Table 1 shows that for both LGBT and non-LGBT groups women, Indigenous people and people with culturally diverse backgrounds were the most selected as well included in that order. Overall, transgender/gender diverse people, gay/bisexual men and families with same-sex parents, in that order, were selected the least number of times as being well included. However, non-LGBT respondents selected transgender/gender diverse the least and for LGBT respondents these two groups almost tied for least selected as being well included by cricket.

TABLE 1: NUMBER OF LGBT AND NON-LGBT RESPONDENTS WHO THOUGHT CRICKET IS GOOD AT INCLUDING VARIOUS DIVERSE GROUPS

Least Included	
2nd Least Included	
3rd Least Included	

	Indigenous	Disability	Women	Lesbian/ Bisexual Women	Gay/Bise xual Men	Multicult ural	Multi- faith	Transge nder/ Gender Diverse	Families with Same- sex parents
Non-LGBT	176	152	198	135	63	168	126	46	84
LGBT	70	42	75	57	17	70	46	18	28
Total	246	194	273	192	80	268	172	64	112

Homophobia in Cricket

Survey respondents were asked how homophobic they thought the sport of cricket is in general. Figure 9 shows that most respondents thought cricket was neutral regarding homophobia, though this was more the case for the non-LGBT respondents. More respondents thought cricket was accepting versus homophobic. While non-LGBT respondents were more likely to see the sport as neutral, more LGBT respondents saw the sport as either accepting or homophobic.

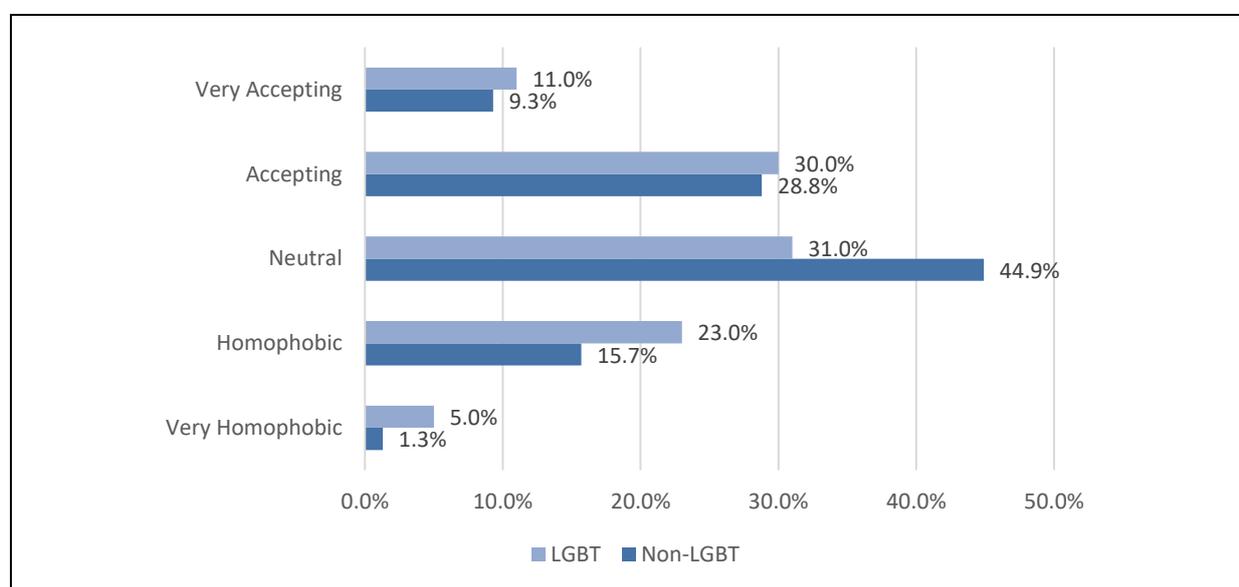


FIGURE 9. PROPORTION OF LGBT AND NON-LGBT RESPONDENTS WHO THOUGHT CRICKET WAS ANYWHERE FROM VERY ACCEPTING TO VERY HOMOPHOBIC (%)

Respondents were next asked whether, and how often, they had witnessed homophobia in cricket. Results in figure 10 show that almost half of non-LGBT and almost three-quarters of LGBT respondents had witnessed homophobia in cricket at some time or another. LGBT respondents generally reported witnessing more incidents of homophobia. Furthermore, almost half of LGBT and over a third of non-LGBT respondents had witnessed homophobia often in cricket.

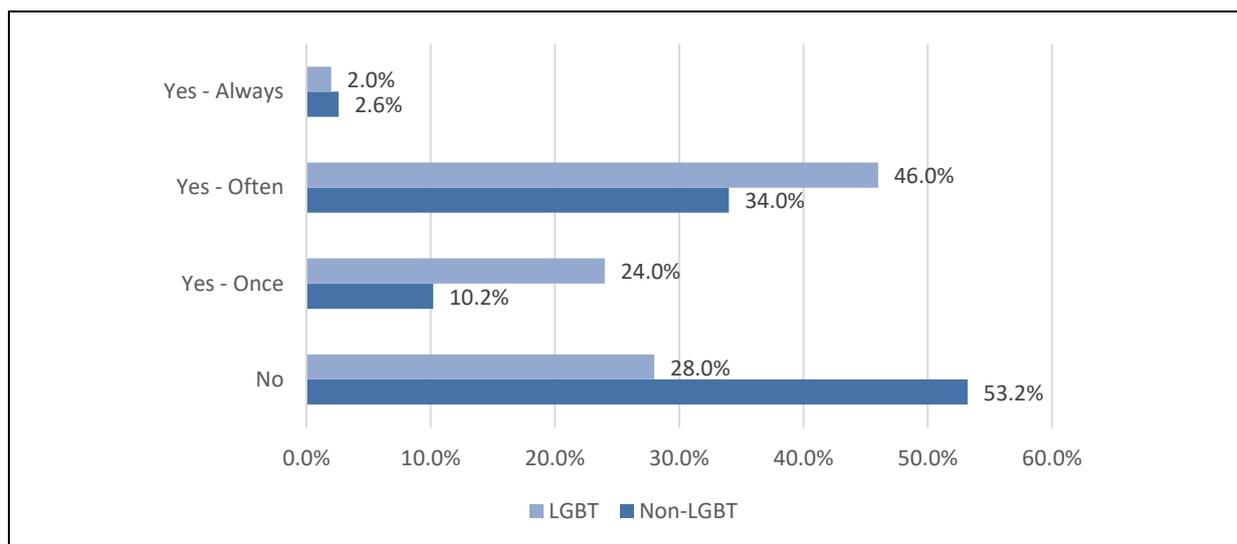


FIGURE 10. WITNESSING OF HOMOPHOBIA IN CRICKET (%)

Survey respondents were also asked if they had personally experienced homophobia in cricket. Results in figure 11 show that over three-quarters of non-LGBT and over half of LGBT respondents had not personally experienced homophobia in cricket. However, this means almost a half of LGBT respondents had experienced homophobia in cricket, almost half of who reported it was often. This also means almost a quarter of non-LGBT respondents had personally experienced homophobia, over a half of which reported it was often.

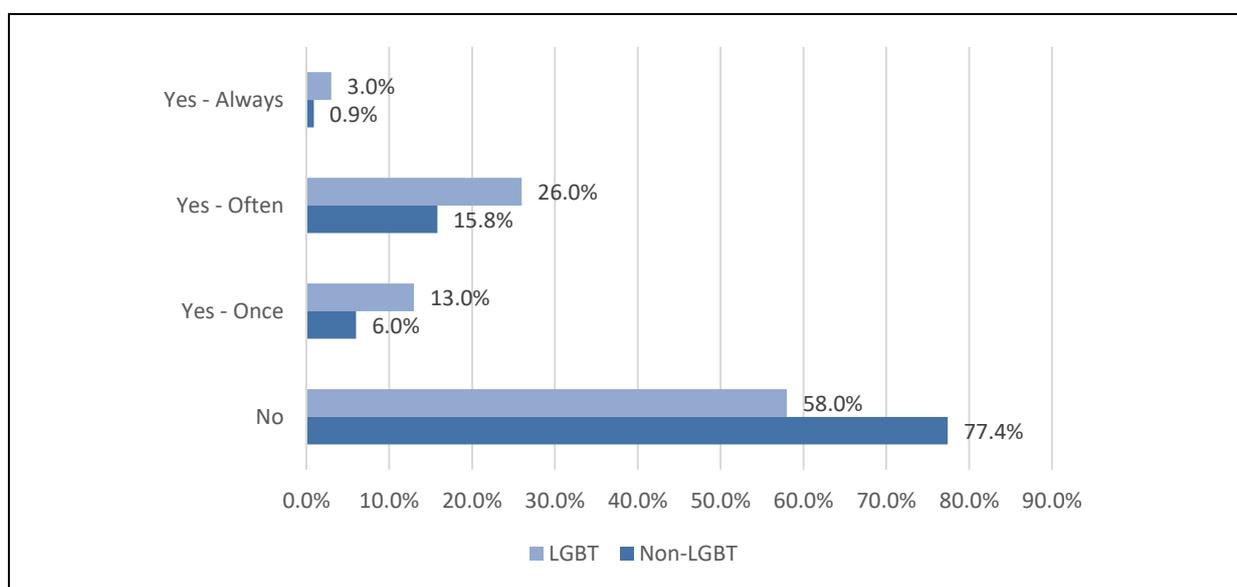


FIGURE 11. EXPERIENCE OF HOMOPHOBIA IN CRICKET (%)

Respondents were next asked how much they think cricket should do to support LGBT inclusion in the sport. Figure 12 shows that three-quarters of non-LGBT and well over three-quarters of LGBT respondents thought that cricket should do more to be inclusive of LGBT people. A third of LGBT respondents thought cricket should do much more. Only a very small proportion of each group thought cricket should be doing less.

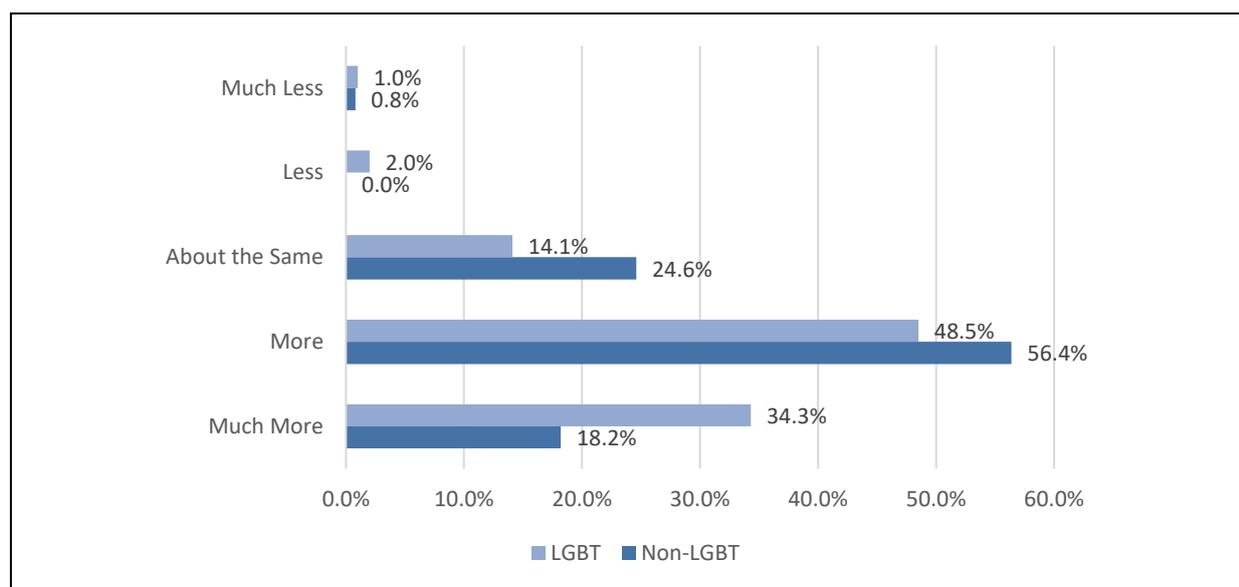


FIGURE 12. SHOULD MORE BE DONE TO INCLUDE LGBT PEOPLE IN CRICKET (%)

The Acceptance of LGBT People in Cricket

Respondents were asked how accepted they think LGBT people are in various roles in the sport of cricket. Results in table 2 show that for all roles listed, over 90 percent of both LGBT and non-LGBT respondents think LGBT people are accepted to some degree. Yet, for each listed role non-LGBT respondents more often selected mostly to completely accepted, while LGBT respondents more often selected moderate to mostly accepted. Amongst the listed roles, non-LGBT respondents reported staff as the most completely accepted role, while LGBT respondents selected players. The role least selected as completely accepted was coach by both LGBT and non-LGBT respondents.

TABLE 2: THE DEGREE TO WHICH LGBT AND NON-LGBT RESPONDENTS THINK LGBT PEOPLE ARE ACCEPTED IN VARIOUS CRICKET ROLES

Role	Non-LGBT vs LGBT	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know
Coaches	Non-LGBT	11 (4.7%)	39 (16.5%)	35 (14.8%)	64 (27.1%)	53 (22.5%)	34 (14.4%)
	LGBT	8 (8.1%)	19 (19.2%)	23 (23.2%)	30 (30.3%)	10 (10.1%)	9 (9.1%)
Leadership	Non-LGBT	7 (3.0%)	33 (14.0%)	41 (17.4%)	68 (28.8%)	58 (24.6%)	29 (12.3%)
	LGBT	9 (9.2%)	23 (23.5%)	18 (18.4%)	28 (28.6%)	12 (12.2%)	8 (8.2%)
Officials	Non-LGBT	5 (2.1%)	28 (11.9%)	43 (18.2%)	61 (25.8%)	65 (27.5%)	34 (14.4%)
	LGBT	6 (6.1%)	14 (14.1%)	19 (19.2%)	31 (31.3%)	13 (13.1%)	16 (13.2%)
Medical/physio staff	Non-LGBT	6 (2.5%)	31 (13.1%)	38 (16.1%)	59 (25.0%)	60 (25.4%)	42 (17.8%)
	LGBT	6 (6.1%)	21 (21.4%)	15 (15.3%)	28 (28.6%)	13 (13.3%)	15 (15.3%)
Staff	Non-LGBT	2 (0.8%)	24 (10.2%)	33 (14.0%)	78 (33.1%)	82 (34.7%)	17 (7.2%)
	LGBT	5 (5.1%)	22 (22.4%)	15 (15.3%)	31 (31.6%)	15 (15.3%)	10 (10.2%)
Parents of players	Non-LGBT	2 (0.8%)	21 (8.9%)	42 (17.8%)	66 (28.0%)	61 (25.8%)	44 (18.6%)
	LGBT	2 (0.8%)	21 (8.9%)	42 (17.8%)	66 (28.0%)	61 (25.8%)	44 (18.6%)

	LGBT	6 (6.1%)	14 (14.1%)	23 (23.2%)	24 (24.2%)	13 (13.1%)	19 (19.2%)
Players	Non-LGBT	4 (1.7%)	33 (14.0%)	52 (22.0%)	71 (30.1%)	59 (25.0%)	17 (7.2%)
	LGBT	5 (5.1%)	19 (19.2%)	23 (23.2%)	36 (36.4%)	16 (16.2%)	0 (0.0%)
Volunteers	Non-LGBT	3 (1.3%)	22 (9.3%)	37 (15.7%)	75 (31.8%)	61 (25.8%)	38 (16.1%)
	LGBT	2 (2.1%)	17 (17.5%)	21 (21.6%)	32 (33.0%)	14 (14.4%)	11 (11.3%)

Respondents were next asked if they thought lesbian/bisexual female players and gay/bisexual male players are under- or over-represented in cricket, or as it should be. Table 3 shows that both groups think gay/bisexual male players are underrepresented in cricket, but that lesbian/bisexual women are as it should be. LGBT respondents more often selected under-represented for both gay/bisexual male players and lesbian/bisexual female players, and less often selected over represented or as it is.

TABLE 3: HOW REPRESENTED LGBT AND NON-LGBT RESPONDENTS THINK LESBIAN/BISEXUAL FEMALE PLAYERS AND GAY/BISEXUAL MALE PLAYERS ARE IN CRICKET

	Non-LGBT vs LGBT	Under represented	As it should be	Over represented
Gay/bisexual Male Players in Cricket are...	Non-LGBT	159 (69.7%)	68 (29.8%)	1 (0.4%)
	LGBT	82 (85.4%)	14 (14.6%)	0 (0.0%)
Lesbian/bisexual Male Players in Cricket are...	Non-LGBT	43 (18.7%)	146 (63.5%)	41 (17.8%)
	LGBT	36 (37.5%)	52 (54.2%)	8 (8.3%)

Respondents were next asked to agree or disagree with various statements about how accepted gay/bisexual male players may be in cricket. Table 4 displays the results, blue cells signify the most frequent response. Most respondents disagreed with the first statement which says that there are no gay/bisexual players in men's cricket, so there is no need to address their equality. While non-LGBT respondents were roughly split between disagree and strongly disagree, over half of LGBT respondents selected strongly disagree. Most respondents were unsure about the next statement, which says a player coming out in men's cricket would be accepted. Overall, while non-LGBT respondents leaned more towards agreeing, LGBT respondents leaned to disagreeing with this statement. The next statement, saying any player that came out in men's cricket would have to drive change for equality, provided further division between the two respondent groups. Non-LGBT respondents mostly disagreed with this statement, while LGBT respondents mostly agreed with this statement. Both groups mostly agreed with the final statement which says a player coming out in men's cricket would have a positive impact on cricket.

TABLE 4: LGBT AND NON-LGBT RESPONDENTS' IMPRESSIONS OF HOW ACCEPTED GAY/BISEXUAL PLAYERS MAY BE IN CRICKET

	Non-LGBT vs LGBT	Strongly agree	Agree	Unsure	Disagree	Strongly disagree
In men's cricket there are no gay/bisexual players, so there is no need to address their equality	Non-LGBT	9 (3.8%)	14 (6.0%)	57 (24.3%)	80 (34.0%)	75 (31.9%)
	LGBT	5 (5.1%)	4 (4.1%)	8 (8.2%)	28 (28.6%)	53 (54.1%)
In men's cricket a player coming out as gay/bisexual would be accepted	Non-LGBT	22 (9.4%)	86 (36.6%)	92 (39.1%)	31 (13.2%)	4 (1.7%)
	LGBT	8 (8.2%)	19 (19.4%)	42 (42.9%)	23 (23.5%)	6 (6.1%)

In men's cricket any player that came out as gay/bisexual would need to drive change for equality	Non-LGBT	13 (5.5%)	59 (25.1%)	65 (27.7%)	79 (33.6%)	19 (8.1%)
	LGBT	13 (13.1%)	36 (36.4%)	23 (23.2%)	20 (20.2%)	7 (7.1%)
In men's cricket a player coming out would have a positive impact on cricket	Non-LGBT	45 (19.1%)	119 (50.6%)	54 (23.0%)	12 (5.1%)	5 (2.1%)
	LGBT	39 (39.4%)	43 (43.4%)	14 (14.1%)	3 (3.0%)	0 (0.0%)

Respondents also were asked to agree or disagree with several statements about the acceptance of lesbian/bisexual females players are in cricket. Results are displayed in table 5, once again blue cells represent the most frequent response. The vast majority of respondents in both groups agreed with the first statement which says openly lesbian/bisexual players are accepted in women's cricket. The majority of both respondent groups also agreed with the next statement which says lesbian/bisexual players have a positive impact on women's cricket. Though, many more of the LGBT group strongly agreed with this statement. The next statement saying that the number of openly lesbian/bisexual players means that the sport of cricket has the reputation as the 'lesbian' sport also agreement than disagreement responses from both respondent groups. Though, when taking into consideration the results from the other statements, this is not necessarily a negative reputation. The majority of respondents in both groups disagreed with the final statement saying it is important for women's cricket to maintain a more feminine and heterosexual image for broad appeal; although more of the LGBT group strongly disagreed than the non-LGBT group.

TABLE 5: LGBT AND NON-LGBT RESPONDENTS' IMPRESSIONS OF HOW ACCEPTED LESBIAN/BISEXUAL PLAYERS ARE IN CRICKET

	Non-LGBT vs LGBT	Strongly agree	Agree	Unsure	Disagree	Strongly disagree
In women's cricket openly lesbian/bisexual players are accepted	Non-LGBT	77 (32.8%)	121 (51.5%)	30 (12.8%)	3 (1.3%)	4 (1.7%)
	LGBT	31 (31.3%)	52 (52.5%)	11 (11.1%)	4 (4.0%)	1 (1.0%)
In women's cricket lesbian/bisexual players have a positive impact on cricket	Non-LGBT	50 (21.3%)	109 (46.4%)	57 (24.3%)	15 (6.4%)	4 (1.7%)
	LGBT	47 (47.5%)	43 (43.4%)	7 (7.1%)	2 (2.0%)	0 (0.0%)
In women's cricket the number of openly lesbian/bisexual players means the sport has a reputation as the 'lesbian sport'	Non-LGBT	26 (11.1%)	87 (37.0%)	60 (25.5%)	54 (23.0%)	8 (3.4%)
	LGBT	11 (11.1%)	42 (42.4%)	17 (17.2%)	20 (20.2%)	9 (9.1%)
In women's cricket it is important that the sport maintain a more feminine and heterosexual image for broad appeal	Non-LGBT	11 (4.7%)	42 (17.9%)	61 (26.0%)	90 (38.3%)	31 (13.2%)
	LGBT	1 (1.0%)	7 (7.1%)	11 (11.1%)	41 (41.4%)	39 (39.4%)

The next question asked respondents how they would feel if their favourite player came out as LGB. Figure 13 shows that LGBT respondents predominantly indicated that they would feel very proud, where non-LGBT respondents predominantly indicated they would feel neutral. Though, many more respondents in each group indicated they would feel proud versus embarrassed.

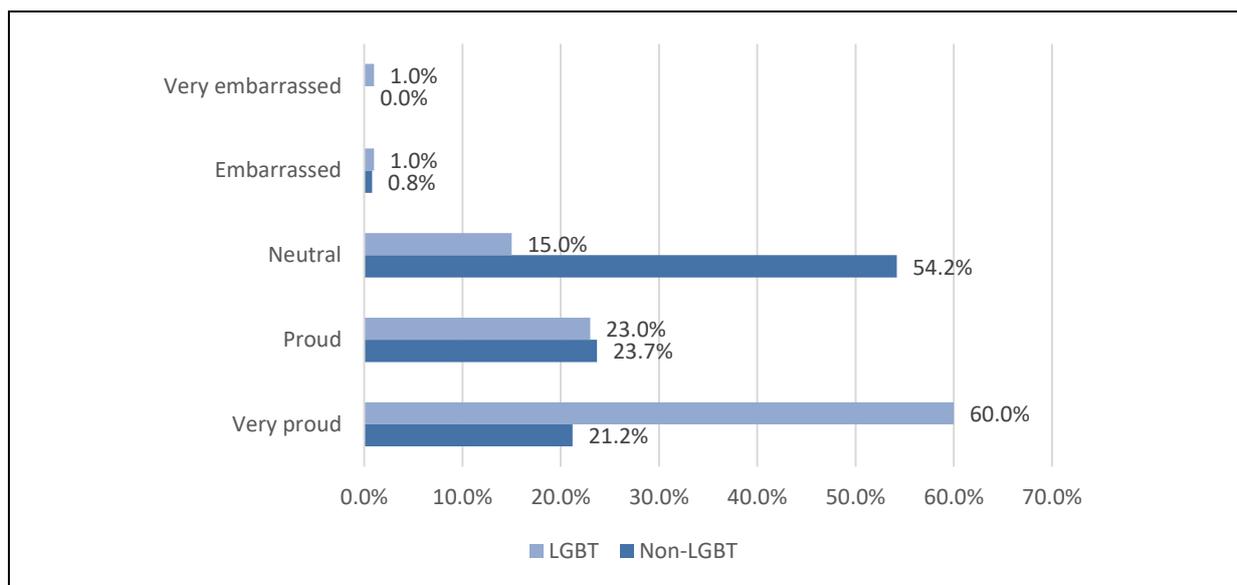


FIGURE 13. FEELINGS ABOUT YOUR FAVOURITE CRICKET PLAYER COMING OUT AS LGB (%)

Respondents were also asked how they would feel if a cricket player came out as LGB at their club. Figure 14 shows that the vast majority of both groups reported they would feel accepting as opposed to disappointed. Though, many more of the LGBT group indicated feeling very accepting as opposed to the non-LGBT group.

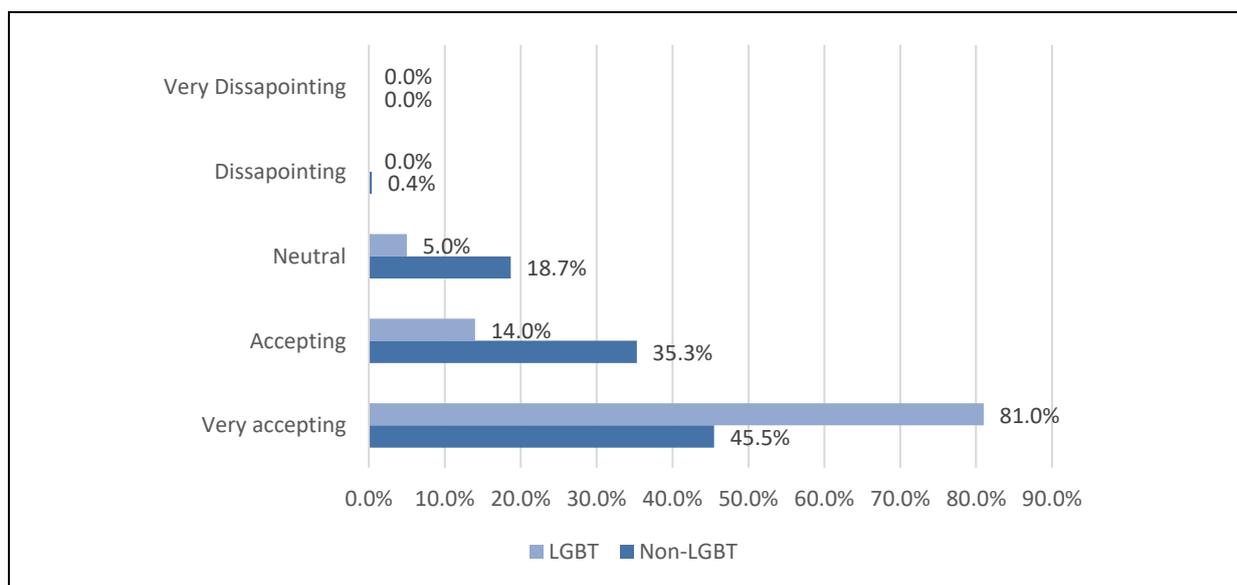


FIGURE 14. FEELINGS ABOUT A PLAYER AT YOUR CLUB COMING OUT AS LGB (%)

Respondents were next asked how much they agreed or disagreed the statement that they wished more LGB cricket players would be open about their sexuality. Figure 15 shows that over two-thirds of non-LGBT and well over three-quarters of LGBT respondents agree rather than disagree with this statement. Though many more LGBT respondents strongly agree.

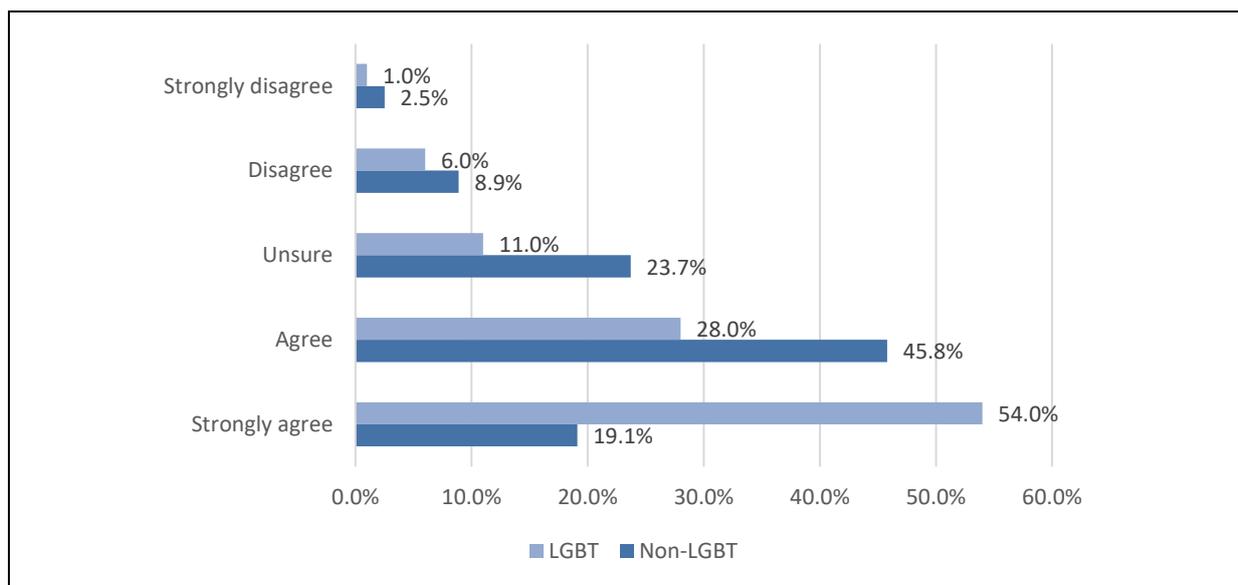


FIGURE 15. PROPORTION OF RESPONDENTS AGREEMENT WITH THE STATEMENT THAT THEY WISH MORE LGBT CRICKET PLAYERS WOULD BE OPEN ABOUT THEIR SEXUALITY (%)

Homophobic Language in Cricket

Respondents were asked whether they agreed or disagreed with the statement that anti-LGBT language is harmless if it is just meant as banter. Figure 16 shows that well over three-quarters of each respondent group disagreed rather than disagreed with this statement. Though, while over a third of non-LGBT respondents strongly disagreed, almost two-thirds of the LGBT group strongly disagreed with the statement.

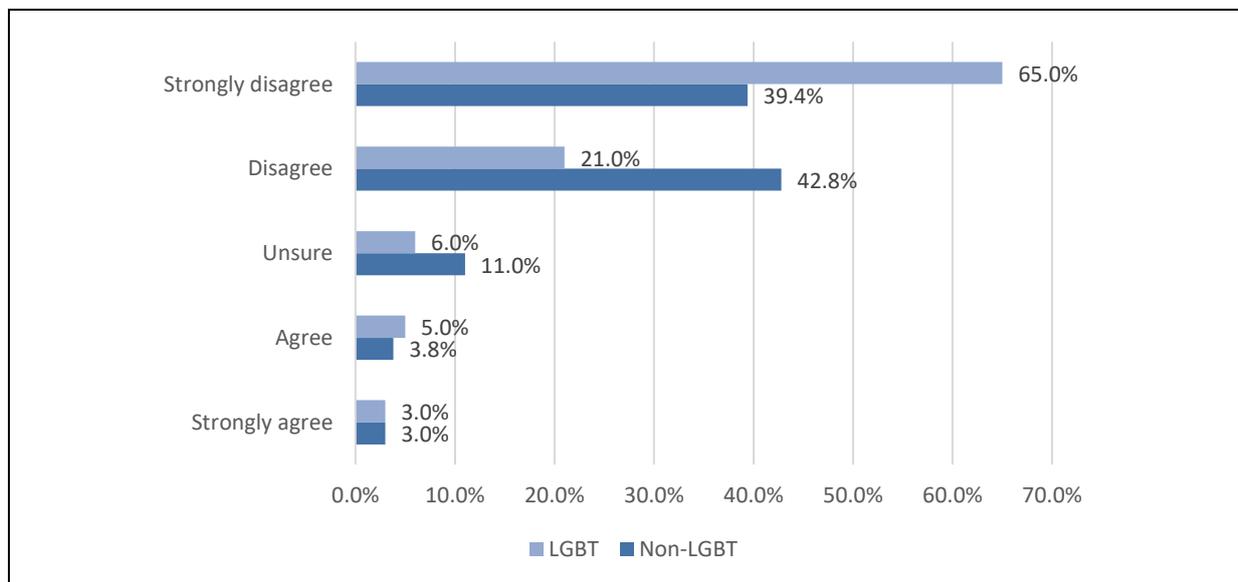


FIGURE 16. PROPORTION OF RESPONDENTS AGREEMENT WITH STATEMENTS THAT ANTI-LGBT LANGUAGE IS HARMLESS IF IT IS JUST MEANT AS BANTER (%)

Respondents were then asked how big a problem they thought offensive language towards LGBT people was in cricket. Results in figure 17 show that half of respondents in each group thought such language was a small problem in cricket. Though, more LGBT than non-LGBT respondents thought such language was a big problem in cricket. Smaller numbers thought this language was not a problem at all in cricket, though many more non-LGBT than LGBT respondents thought this.

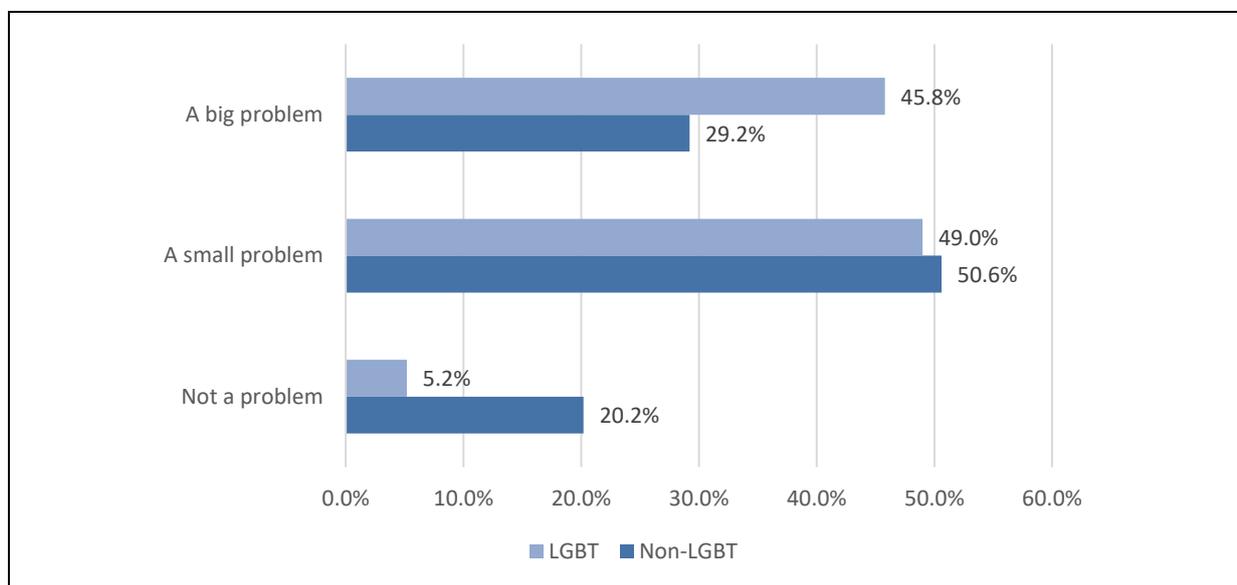


FIGURE 17. THE DEGREE TO WHICH RESPONDENTS THINK OFFENSIVE LANGUAGE TOWARDS LGBT PEOPLE IS A PROBLEM IN CRICKET (%)

LGBT Cricket Media Coverage

As seen in figure 18, compared to media coverage of issues such as racism or sexism in cricket, almost two-thirds of respondents indicated that there is no coverage at all of homophobia in cricket, while a third say there is only a bit of coverage. Responses differed little between the LGBT and non-LGBT groups.

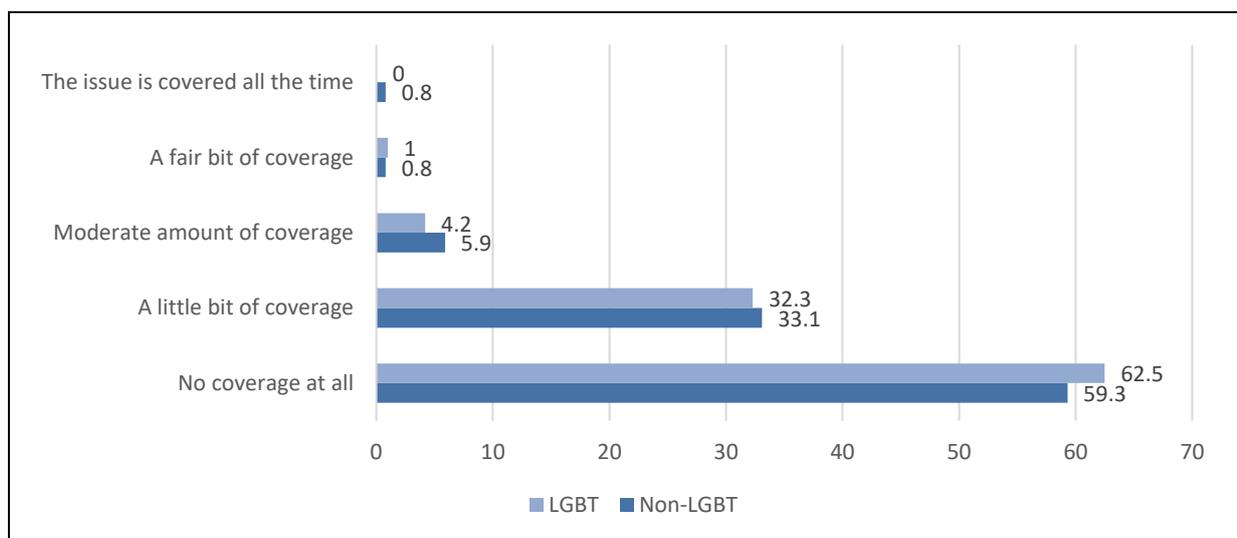


FIGURE 18. MEDIA COVERAGE OF HOMOPHOBIA IN CRICKET COMPARED TO ISSUES SUCH AS RACISM AND SEXISM (%)

Knowledge of Anti-Discrimination Policies and Inclusion Strategies

This section looks at respondents' awareness of discrimination or inclusion policies and their expectations and experience of the policing of those policies. Little difference was observed between gender groups on responses, as such results are reported at the whole sample level. Tabulated results broken down by gender can be found in Appendix B (page 64). For all the survey questions reported in this section respondents could select multiple responses – all that applied. Thus the number of responses and not percentages are reported.

Respondents were asked about their awareness of anti-discrimination policies in relation to sexual orientation and gender identity at various levels of cricket competition. This was not a measure of whether these policies existed, just whether respondents were aware of them. In figure 19 results show that at each level the majority of people are unaware of policies for either sexual orientation or gender identity. However, at each level respondents were more aware of policy on sexual orientation than gender identity. Results also show that respondents were more aware of policies at higher levels of competition than lower level and that people were the least aware of club policies.

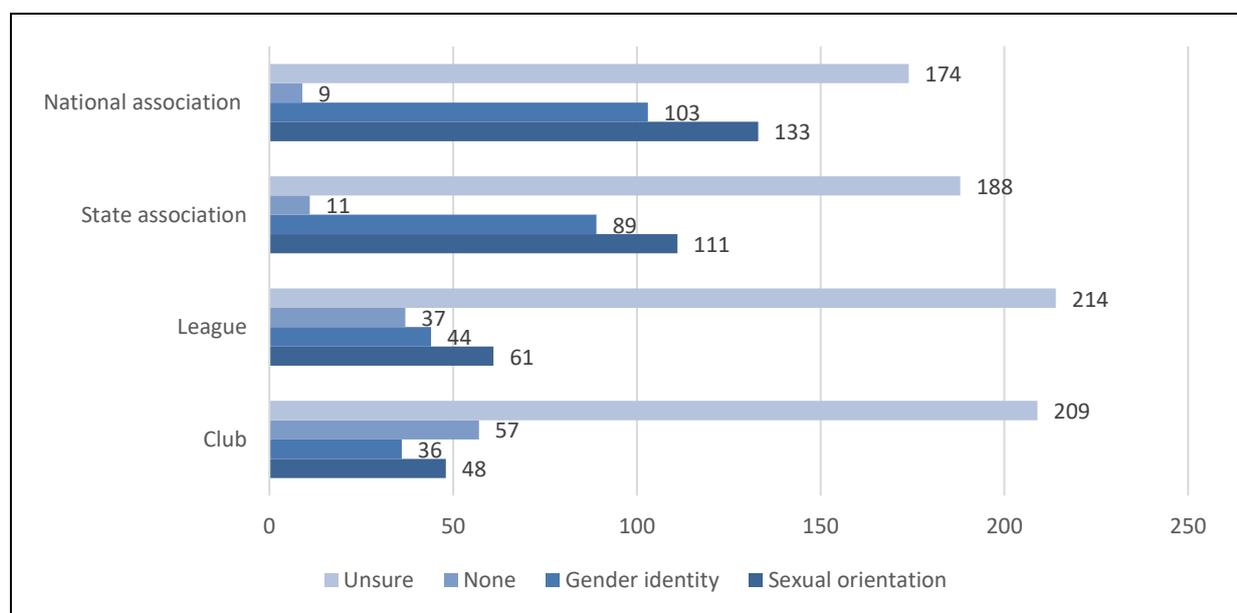


FIGURE 19. AWARENESS OF ANTI-DISCRIMINATION POLICIES AT VARIOUS LEVELS OF CRICKET COMPETITION (N)

Respondents were also asked about their awareness of inclusion policies that target same-sex attracted people (LGB), transgender or gender diverse people or families with same-sex parents across the same range of levels of cricket competition. Once again, this was not a measure of the existence of these policies, just awareness. As was the case above, results in figure 20 showed that the majority of people were unaware of any inclusion policies for these groups at any level of competition. At most levels, respondents were most aware of inclusion policies for LGB people and least for same-sex parents, except for club level where more were aware of policies of inclusion for same-sex parents. Also, aside from at club level, the higher the level of competition, the more aware people were of inclusion policies for LGB and transgender/gender diverse people and the less aware they were of policies targeting same-sex parents. We note that same-sex family policies would be more relevant at the club level.

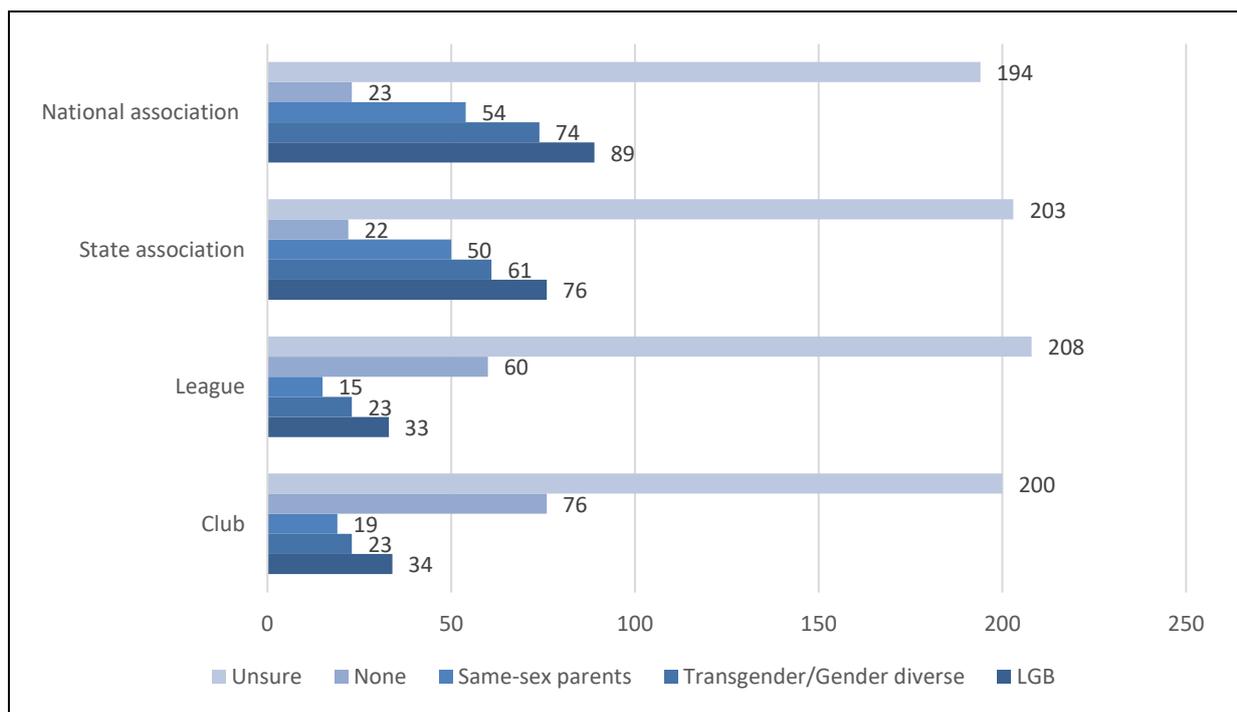


FIGURE 20. AWARENESS OF INCLUSION POLICIES AT VARIOUS LEVELS OF CRICKET COMPETITION (N)

Respondents were asked how confident they were that anti-discrimination policies regarding sexual orientation or gender diversity would be policed in various cricket contexts. Results in figure 21 show that respondents are most confident that anti-discrimination policies will be policed during a match. Followed by at training, and then at a social event and in the club rooms in roughly even numbers. The smallest number of respondents reported that they were confident that these policies would be policed in none of these contexts. Slightly more respondents were confident about anti-discrimination policies being policed for sexual orientation over gender diversity during a match, at training, and in the club rooms. The reverse was reported for at a social event. More respondents reported that that they were confident that policies would be policed in none of these contexts for gender diversity over sexual orientation.

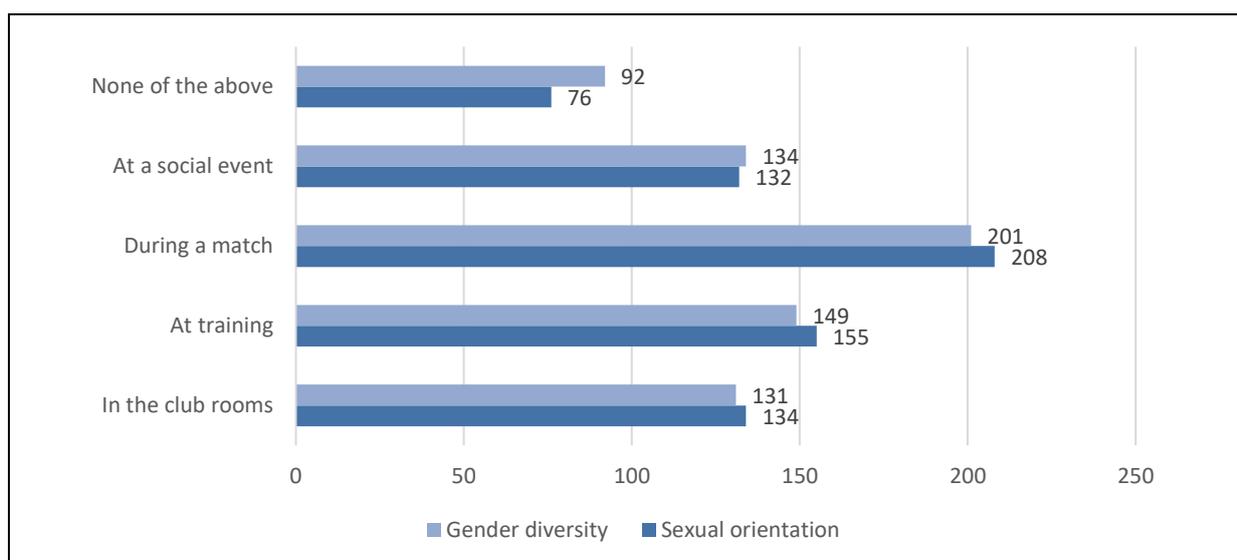


FIGURE 21. CONFIDENCE OF POLICING OF ANTI-DISCRIMINATION POLICIES FOR SEXUAL ORIENTATION AND GENDER DIVERSITY IN VARIOUS CRICKET CONTEXTS (N)

Survey respondents were also asked to select which methods for actioning anti-discrimination and inclusion policies were deemed acceptable. As seen in figure 22, the most selected actions were coaches/officials/captains and players challenging discriminatory language. These were followed not far behind by leadership not assuming all players and personnel are heterosexual and penalising players for in-game use of discriminatory language. The least selected actions, with around a third less responses than the most selected choices, are providing appropriate facilities for transgender and gender diverse participants and celebrating LGBT cricket champions. It is worth noting however, that the range of possible policy actions were selected as acceptable by a half (least selected) to four-fifths (most selected) of all respondents – thus all actions received at least 50% support.

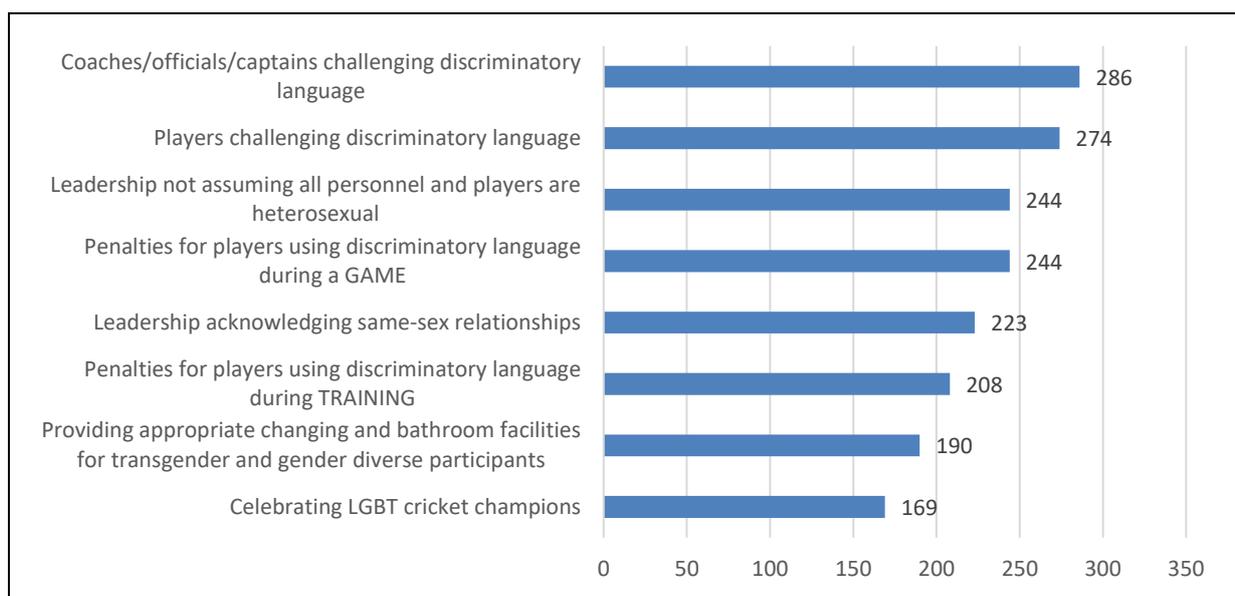


FIGURE 22. ACCEPTABLE WAYS FOR ANTI-DISCRIMINATION POLICIES TO BE ACTIONED IN CRICKET (N)

Diversity and Inclusion in Club Cricket

This section of the survey specifically looked at diversity and inclusion regarding sexual orientation and gender diversity in cricket clubs. As such only those who are currently members of a cricket club were invited to respond. A total of 167 respondents identified as being part of a cricket club and thus provided data for this section. Of these, 81 identify as female, 83 identify as male and 3 identify as transgender or gender diverse.

Cricket club members were asked if they thought lesbian/bisexual women, gay/bisexual men, or transgender/gender diverse people are welcome at their own or most other cricket clubs. Table 6 displays the percentage of 'yes' responses for each category broken down by respondent gender group. Results show that for all three categories, respondents think their own club is more welcoming than most other clubs. Responses also show that respondents think clubs are more welcoming of lesbian/bisexual women than the other two groups. Further, respondents think gay/bisexual men are slightly more welcome in clubs than transgender/gender diverse people.

TABLE 6: PROPORTION OF CRICKET CLUB MEMBERS WHO THINK LESBIAN/BISEXUAL WOMEN, GAY/BISEXUAL MEN, OR TRANSGENDER/GENDER DIVERSE PEOPLE ARE WELCOME AT THEIR OWN OR MOST OTHER CRICKET CLUBS

Gender	Are lesbian/bisexual women welcome at...		Are gay/bisexual men welcome at...		Are transgender/gender diverse people welcome at...	
	Your Club	Most Clubs	Your Club	Most Clubs	Your Club	Most Clubs
	Yes	Yes	Yes	Yes	Yes	Yes
Female	77 (96.3%)	63 (78.8%)	54 (69.2%)	28 (35.4%)	51 (66.2%)	23 (30.3%)
Male	74 (91.4%)	64 (80.0%)	63 (77.8%)	38 (46.9%)	49 (61.3%)	35 (44.3%)
Trans-Gender Diverse	2 (100.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)	2 (100.0%)	0 (0.0%)
Total	153 (93.9%)	128 (79.5%)	118 (73.8%)	66 (41.0%)	102 (64.2%)	58 (37.2%)

NB: There was a small amount of missing data, percentages were calculated only from those who provided 'yes' or 'no' responses.

Cricket club members were then asked whether there were openly lesbian/bisexual women, gay/bisexual men or transgender/ gender diverse people currently attending their cricket club. Respondents could select all responses that applied to their club. Table 7 shows that many more people identified that there were lesbian/bisexual women at their club, about half as many reported there are families with same-sex parents at their club, or none of these groups at all. Half again reported transgender/gender diverse people at their club and few reported there were gay/bisexual men at their club. Data from females indicated a great representation of diversity than males, for all groups except gay/bisexual men. Male data was much less diverse with the 'none of the above' being the most frequent response.

TABLE 7: NUMBER OF CRICKET CLUB MEMBERS WHO REPORT THERE CURRENTLY ARE LESBIAN/BISEXUAL WOMEN, GAY/BISEXUAL MEN, TRANSGENDER/GENDER DIVERSE PEOPLE, AND FAMILIES WITH SAME-SEX PARENTS AT THEIR OWN CRICKET CLUB

Highest response	
Lowest response	

Gender	Openly lesbian/bisexual women	Openly gay/bisexual men	Transgender/gender diverse people	Families with same-sex parents	None of the above
Female	69	1	19	35	8
Male	29	10	2	18	44
Trans-Gender Diverse	2	0	2	1	0
Total	100	11	23	54	52

Cricket club members were next asked if they thought lesbian/bisexual women or gay/bisexual men would feel comfortable bringing their partner to a cricket club social event at their own club or most clubs. Results in table 8 show that all groups thought that women or men bringing a same-sex partner to a club social event, would feel a lot more comfortable in their own club than more other clubs. All groups also thought that women would be more comfortable bringing a same-sex partner than men would. Furthermore, female respondents were more optimistic about women bringing same-sex partners but more pessimistic about men bringing same-sex partners compared to male respondents.

TABLE 8: CRICKET CLUB RESPONDENTS WHO THINK LESBIAN/BISEXUAL WOMEN OR GAY/BISEXUAL MEN WOULD FEEL COMFORTABLE BRINGING THEIR PARTNER TO SOCIAL EVENTS AT THEIR OWN CLUB OR MOST OTHER CLUBS

Gender	Lesbian/bisexual women would feel comfortable bringing her girlfriend to a social event at...		Are gay/bisexual man would feel comfortable bringing his boyfriend to a social event at...	
	Your Club	Most Clubs	Your Club	Most Clubs
	Yes	Yes	Yes	Yes
Female	74 (92.5%)	55 (68.8%)	39 (49.4%)	20 (25.3%)
Male	69 (85.2%)	51 (63.0%)	52 (65.0%)	32 (40.0%)
Trans-Gender Diverse	2 (100.0%)	1 (100.0%)	1 (100.0%)	0 (0.0%)
Total	145 (89.0%)	107 (66.0%)	92 (57.5%)	52 (32.5%)

The final question in this section asked cricket club members the degree to which they thought LGBT people are accepted in various roles in cricket clubs. Figure 23 shows the results for the cricket club member entire sample, but tables of results for each role broken down by gender can be found in Appendix C. The results show that over 70% of respondents feel that LGBT people are accepted in any of the roles listed. The figure shows results ordered from the role most “completely accepted” to the least. This suggests that respondents think LGBT people are more “completely accepted” as volunteers and players and less so in leadership or coaching roles in cricket clubs.

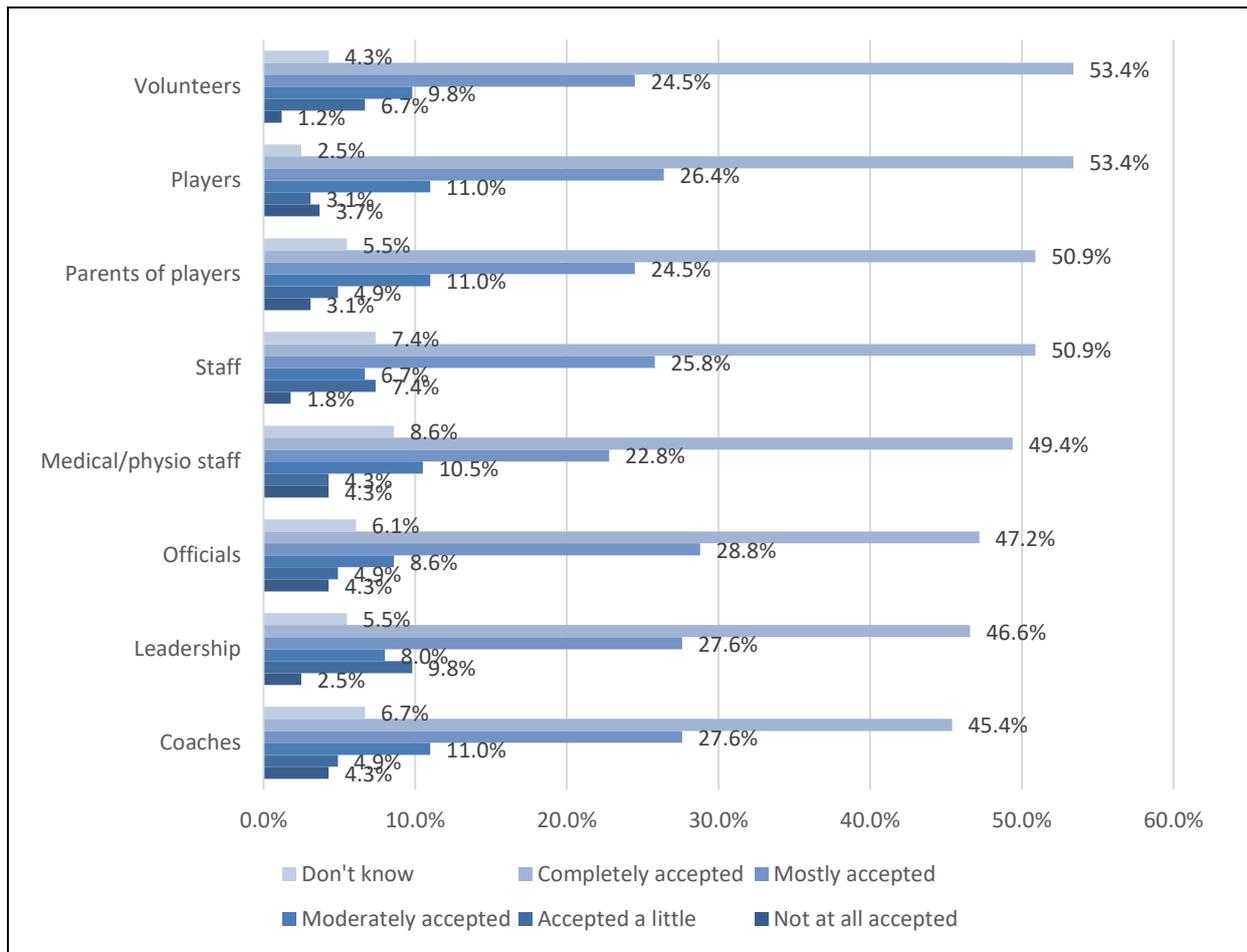


FIGURE 23. DEGREE OF ACCEPTANCE OF LGBT PEOPLE IN VARIOUS ROLES IN CRICKET CLUBS (%)

Key Findings – Participant Interviews

Seventeen interviews were conducted with key informants from organisations such as Cricket Australia, Cricket Victoria, Victorian cricket clubs and programs, and the wider Victorian cricket community. The in-depth interviews encouraged participants to discuss the following areas:

- Questions about LGBT issues in the wider community (i.e. outside of sport)
- General questions about diversity in sport (i.e. not cricket specific)
- Specific questions about diversity and inclusion of LGBT people in cricket
- National and state support for the inclusion of LGBT people in cricket

Knowledge and Awareness

A key theme to emerge from the interview data centres on knowledge and awareness around LGBT diversity. Areas identified within this theme include: the absence of LGBT diversity within cricket, low level of understanding and education around LGBT diversity, and lack of dialogue and conversations around sexuality and gender.

There are distinct differences between those respondents who identify as LGBT and their understandings around issues of inclusion for LGBT individuals and athletes in cricket, and respondents who identify as non-LGBT. Beyond participants who identify as LGBT, there is limited knowledge and awareness around LGBT diversity in general, and in sport in particular. Some comments from respondents illustrate this issue:

I think I have some understanding of what they are. Certainly wouldn't know them all and don't... you know I'm really open to understanding more (Male, Administration).

Well lesbian, gay, bisexual, transgender and intersex is the terminologies. I'm not particularly sophisticated at knowing and being able to define them down in terms of the technicalities. But under the broader umbrella it's sexual orientation categories, I suppose (Male, Administration).

Nearly all participants understand what the letters LGBT represent, but fewer participants can expand on or explain what transgender means, and when intersex is mentioned by some participants, it is not well understood. In comparison to other areas of inclusion, nearly all respondents suggest LGBT diversity is not viewed in the same way, and not as advanced as it should be. This is supported by the survey data (Table 1) which show that LGBT diversity, and specifically gay men, trans people, and same-sex families, are identified as the least included within cricket. One respondent comments:

Well behind. Well behind. Like I think the languages are wrong here, but the basic forms of LGBT, where people go, OK, you're gay, sweet, it's no stress. We're all gay friendly here kind of thing. But I think it's probably the same, many people lack that understanding of the greater nuances and intricacies, and the politics and history that actually relate to how... whether or not people feel welcome in sporting environments. I think it's a lot deeper than discrimination because you identify as one way or the other. I think it's a deeper issue and there's... and again I think it comes down to that fear, people are really worried about saying the wrong thing, or suggesting the wrong thing, or something like that (Administration, Male).

This respondent highlights the lack of knowledge and education around the barriers that may stop the LGBT community from participating and engaging in sport, specifically cricket. LGBT respondents discuss

the barriers and level of discrimination experienced on a daily basis, and how heterosexist attitudes permeate the sporting landscape. One respondent identifies:

I think it's when you have that approach to it, it sometimes you don't realise just how heteronormative, how cis normative our culture can be. And I think and how there are so many obstacles at every single point. Especially I think if you're trans, for example, you don't realise like just how many obstacles there that are affront to you. Every time you go to the MCG and there are gendered bathrooms and the thought of those bathrooms, especially the men's ones which are basically like standing urinals for like 200 people, how much of a threat that can feel like (Player, Male).

One respondent also discusses the politics and history of exclusion for the LGBT community in society and sport, and that the LGBT community is not simply five letters on a PowerPoint slide or policy document. When asked to comment on how sport currently accommodates LGBT individuals, they state:

I think sport's great when it comes to sexy acronyms. The letters themselves, totally. But whether sport understands that those letters represents genuine persecution in society, whether sport sees that those letters aren't an acronym that you throw up on a PowerPoint. They're not one of your categories. I think that sport... again, lots of people in society don't realise that this is not who you sleep with, this is kind of... it's hard to describe to people who are straight just how much of an impact it has on you as a person and your life. And I certainly think that sport, if they say they understand, that's not true. Because if you said you understand, there'd be so many things that you'd change overnight (Male, Player).

Several LGBT athletes and administrators draw attention to similar sentiments, critiquing the business case approach to diversity and the LGBT community. One respondent suggests that LGBT diversity was the 'poor man's cousin' in the inclusion space. He comments:

So I think in sport generally it's been like the... I would say it's the poor cousin, to use a term, of inclusion. I think that there's been more, to use a term, and I'm not sure if this is the right term, but there's been more marketable inclusion areas than the LGBTQI community. But I think that's changing (Male, Administration).

The respondent discusses that sport in general is poor at engaging the LGBT community, and that within cricket, there had been other opportunities to engage minority groups. Scholars have critiqued the dominant business case approach to diversity in sport (Spaaij et al., 2014), and this is also expressed by respondents. Several respondents discuss at length the reasons for the relative absence of LGBT diversity within cricket. Data show that LGBT diversity as a form of difference is absent from wider diversity discussions in cricket, and respondents draw attention to the minimal resources available to LGBT diversity in the 'A Sport For All' policy. For example, a respondent expresses disappointment towards the LGBT section of the 'A Sport For All' resource. They state:

I was really disappointed when the sport for all resource came out, and there was one page on the back, going LGBT. And really they didn't give a lot of information, and that was, I think, you're better off having nothing, because that was going back to the tokenism. And again I think it just comes back to there's a lack of understanding within the organisation, it's still really a really sensitive, and I think more so than any of those other diversity groups that we talk about. And I think there's a bit of, we want to, if we do it we want to do it properly. And hopefully that's what's happening now. But it looked really bad I thought (Female, Player).

The interview data suggest a number of reasons why cricket had not engaged in LGBT diversity previously. One reason voiced by respondents was the fear of “getting it wrong”, and that their efforts may have been perceived as tokenistic. Two comments expand on this point:

Well LGBT is one that needs work, there's no doubt about that. But I think the ones that need work tend... there's no malice there, it's just like a lack of understanding, and there's a lot of fear I reckon (Administration, Female).

I think intent, that's kind of the problems we have in society and in sport that intent doesn't count for much anymore. So if you try and do the right thing and you do it wrong, the backlash is worse than if you just don't do anything. And I think that's part of why we are where we are (Administration, Female).

Several respondents within lower levels of administration suggest that cricket as a sport did not want to get their engagement wrong in LGBT diversity, and this is a primary reason cited for not doing so. Some players who identify as LGBT challenge this assertion, however, and they suggest that the lack of commitment and engagement in LGBT diversity by senior administrators is linked to nuances around female athletes and the image of cricket (discussed below). Respondents also cite a lack of education around LGBT diversity as a key reason as to why LGBT diversity lags behind other forms of diversity. For example, one respondent discusses Cricket Victoria's 'Harmony in Cricket' program, and how as a program, it fails to include and engage LGBT diversity. The respondent explains:

And I mean our Harmony Cricket programme is a really good example where Harmony Cricket, the philosophy of that was set up ten years ago and it's only in recent times that we've felt more confident in having the conversations, even though we've had the conversations with the LGBT community, yet we've had it in place for multicultural, we've had it in place for indigenous, we've had it in place for more girls and women, had it in place for the intellectual disability, we've had it in place for the deaf, the blind and other groups, we haven't had it in place for this (Male, Administration).

Providing education around LGBT diversity and filtering it down to club land was discussed by several administrators and players. They suggest that because it may not have been seen as a marketable opportunity, clubs might not engage with LGBT diversity as they may not see the benefit to their club. In this regard, it is important to equip volunteers within community cricket clubs with the correct knowledge and education around LGBT diversity. A respondent states:

Our challenge is to continue to educate those people and say well actually diversity is really good diversity in all forms, whether it be culturally, whether it be gender, whether it be sexual orientation or identification, whatever it may be. So that's where I think more likely the real challenges kick in when you're dealing with your volunteers and you don't have the exposure to them or they're not internally here and they're more educated as to what the direction is. If that makes sense (Male, Administrator).

Respondents report that engaging people from within the cricket community to discuss LGBT diversity is challenging. Many respondents state that people are not willing to discuss and engage in conversations around issues of sexuality and gender. When discussions do happen, they centre around female cricketers specifically, and the nuances around the image of women's cricket and the associated stigma. A prevalent theme to emerge from the interviews is that sexuality in particular is a taboo subject, which means that people often avoid it. Several respondents who work within cricket around education, training,

and in community clubs, state that issues around LGBT inclusion do not get discussed, and is considerably absent within wider discussions around diversity and inclusion.

It doesn't get talked about. Usually when we do the... so I'm facilitator with this program, which I probably should have mentioned earlier, but generally when we go in to a program we try and talk at the Association beforehand about particular issues that they have, or particular things that they want to focus on, and then we... because we can't cover everything in the presentation. So we try and present as it's what we say, we try and create a general inclusive mindset, and in doing so we use examples that are specific to the things that they want to improve. And LGBT never is [mentioned]... it's women, or its multicultural generally, or all abilities, that's the other one (Female, Administrator).

When respondents do speak about awareness of LGBT inclusion within cricket, they report that there is still a heavy stigma associated with the community, specifically women and lesbians. Further, many respondents in interviews propose that issues around sexuality and gender is still a taboo topic, which means people within cricket are not prepared to have those difficult conversations. One respondent states:

I definitely think in the cricket environment there's still this stigma with female gay coaches, administrators, all of those roles. I don't think it makes any difference in that sense. I think there is a little bit of a stigma attached. In the male sense, my awareness of that is probably less because maybe there's more of a... it's more hidden perhaps. And not prepared to be as open as maybe in the women's sense there has been, because there has been a stronger community there to support women in cricket. Within their own community (Administration, Male).

The above comment also highlights the invisibility of gay men within cricket, which survey data also highlights as a cause of concern around visibility (see Table 3).

Our data do indicate, however, that cricket as a sport is ready for change and to engage with the LGBT community. Survey data report that the cricket community is aware that there is a problem around LGBT inclusion in cricket, and is ready for initiatives to address the problem. This is supported by several respondents within lower administration, who suggest that the time is right to engage with the LGBT community.

But you talk to people who go, we had these meetings 20 years ago and nothing's happened, why should I think it's going to be any different now? But I genuinely feel that there's just a change in energy and in, I guess people are genuine about it, people genuinely understand the importance of it. For some people the importance of it is if we don't do this the sport's going to die. For some people the importance of it is this is relevant to people's lives. So there's two different ways, but the result is positive, and it doesn't really matter what people's motivations are I don't think.

The above quote highlights the appetite and desire for cricket to engage with LGBT diversity, but several respondents do note that the lower levels of administration and club land look to senior administration to take leadership in the area. One respondent commented:

Well it comes from our leaders taking a position, and publicly taking a position that sport is for everyone. Sexuality and gender identity doesn't determine how well you play cricket, and it won't determine how welcomed you are in the cricket community. Because we are passionate about ensuring there's no barriers to participation. It's a pretty simple thing. So I think leaders within our

game care too much about sexuality when it comes to women's cricket, and they care too little about it, because there's an assumption that all male cricketers are straight. Or all male cricket fans are straight. So there's a... they care too little about it in the men's game, they think it's a women's cricket issue (Administration, Female).

Looking to Cricket Australia for leadership on the topic is also expressed by another respondent, who states:

I think it's important for us to be leaders in this space and to set the rights to make sure, or to grow our capacity to welcome people and to ensure that people feel comfortable in coming, in participating in our sport or working in our sport or volunteering or administrating, or whatever the case may be. It's important, I think hugely important that we have the messaging right from Cricket Australia and also state associations to say that we're a sport for all, that's our tagline at the moment, we're a sport for all.

In reference to cricket being ready to engage the LGBT community, one respondent identifies that LGBT inclusion is 'next' for cricket administrators. The respondent elaborates:

In my mind I think it's next for them. I think they're focusing on emerging markets. But I know for a fact Cricket Australia, a few years ago, were really focusing on emerging markets so they identified as women, they identified recent immigrants, and they identified again a cultural background, essentially people who weren't necessarily in cricket playing cultures, so like Greek/Italian families. And I remember asking at the time, 'what about gay people?' And said, 'oh they'll be next'. So that's my feeling is that the reason they haven't decided to make a focus on it is that they'd rather... oh and people with disabilities as well at that start. I think that it's something people are aware that's a factor but they're not focusing on it now (Player, Male).

In summary, the interview data indicate a lack of awareness and understanding around LGBT inclusion in cricket and in sport more broadly, and the barriers that exist for LGBT individuals across all levels of cricket. The current level of awareness around LGBT inclusion in Australian cricket is underpinned by prejudice and myths towards female athletes in particular, the invisibility of gay men, and a lack of education around LGBT diversity in sport. At the same time, many respondents see opportunities for positive change.

Culture of Cricket and LGBT Inclusion

A key theme to emerge from the data centres on the nature and significance of the predominant culture(s) in cricket that shape the context, opportunities and challenges for LGBT inclusion. A number of respondents acknowledge the unique place cricket has in the Australian sportscape, being the preeminent national game over the summer months, played in the international arena and providing a proving ground to measure the nation's strength against other former nations of the British Empire and especially against England. Reflecting on the place of cricket in Australian culture as being "very strong", one of the male administrators comments:

There's half-joking term that the Australian cricket captain is second only to the Prime Minister of the country as being a status. So that's great, massive for our sport (Male, Administrator).

Respondents are largely in agreement that the predominant culture of cricket could be characterised as: 'Anglo centric', traditionally masculine, quite conservative, strongly heteronormative; not so reflective of the cultural diversity of Australia; having a fair way to go for women and girls to be included and having relative equality in participation, recognition and positions of leadership and influence; and that LGBT inclusion was also challenging. The following quotes capture the Anglo-male history and predominance within cricket:

Traditionally I can summarise cricket as very much a traditional white Anglo-Saxon sport. And that's obviously built on where it's come from in terms of Australia's history (Male, Coach).

Broadly speaking clubs across the country are very male dominated in terms of playing and committee volunteering representation and other things. So in regard culturally it's male...cricket has been a male domain... I shouldn't say just male, but male Anglo and what we're trying to do is continually shift the game and the people in to think about cricket as being fully representative of Australian society (Male, Administrator).

A number of interviewees identify club level cricket and association cricket boards as being strongly male dominated and more resistant to change. The following quote from a male administrator captures this observation well:

But it's generally you find the people who have the worst attitudes (not open to girls, LGBT people playing) are the ones in charge of cricket clubs, and in charge of...not necessarily the cricket boards, I don't want to overstep boundaries, but I know some cricket boards have like once the guys reach 60 – 70 and they've been playing cricket 40 odd years, and think they know everything about the game, they're the ones who happen to fall in to the position of responsibility and don't hold the same views of progression as younger people do. That's generational difference, but it's something that needs to be addressed and changed (Male, Administrator).

One male administrator reflects that more conservative attitudes toward gender equity and inclusion as well as LGBT acceptance tend to be more prevalent in rural and regional areas compared with metropolitan clubs and leagues. He also perceives that the cricket administration staff tend to be younger and more diverse and this shapes their desire for cultural change that promotes gender equity and LGBT engagement and inclusion across the sport:

But to get back to staffing groups here, look I think I think there is a very healthy approach and appreciation that comes from having younger and more balanced and diverse staffing group. We've got some people who have been here a long time...But we've also got turnover, you know,

we've got fresh young people that are coming in to different parts of the organisation (Male Administrator).

Other aspects of the masculine cricket culture are also discussed, including the aggressive and competitive nature of the game in which individual performance is as critical as team work and on-field and training banter/sledging and being somewhat aggressive or assertive to other people is accepted – summed up by one respondent as “giving each other shit”. A male player who stopped playing cricket for these reasons reflects on the nature and impact of this culture as follows:

Any time you have a culture, which is quite aggressive, the chance of someone coming out is very low. I think what certainly turned me away from cricket was that attitude, that aggression. At a local level the misogyny you get at junior cricket clubs amongst boys in the change room, especially for the cricket clubs which were footy clubs in the winter, cricket clubs in the summer, same group of boys, their dads rule the cricket club, you get this very classic misogyny which is still very much there...If on a cricket field you are giving each other shit, in training if you are giving each other shit, how can you expect to.. yeah. You don't have to turn around and make homophobic remarks for me to feel it's not an appropriate environment to come out (Male Ex-Player).

A few of the interviewees indicate that sexist and homophobic language is often used in club land by the most popular (heterosexual) men and that this could be difficult to challenge or change. “Playing hard, cracking beers after the game and enjoying a BBQ with mates” is another common aspect of culture that supports this heterosexual and largely Anglo/European centric male culture. One respondent identifies the characteristics of a person who would hold a “high level of social capital” in this predominant culture:

So if you are straight, if you are not tied down in a relationship, if you are very good at cricket. So you have people who are young and popular and going out a lot and virile. And you have people who are now moving into their 30s and they've got kids but are still playing and still the cricketers and can easily banter with everybody else. So that's the social norm, or kind of identity that is highly valued at the club (Female, Player).

Women and girls as well as gay men have to negotiate this somewhat blokey and strongly heterosexual club environment. One respondent cites recent research on the experiences of girls in cricket that indicates that many do not find it welcoming:

The best bit of research that we've had around women's cricket, for example, we did our Roy Morgan research, where 90% of girls researched didn't find the club environment a fun place to be, 90%. So that's s pretty damning in terms of evidence that can counter...well no we're a great club, provided you're white Anglo-Saxon male, this is a great club (Male, Administrator).

Furthermore, not one of the interviewees knows of a publicly out gay male cricket player currently playing at any level, and all agreed that gay men were pretty well invisible in the game at all levels of competition and within coaching, officiating and administration.

Whilst the culture of cricket is seen as predominantly masculine, conservative and would take some effort and education to change, many of those interviewed see the need to grow the game and diversify membership to include many more women and girls as well as culturally diverse and LGBT people. This sentiment is especially strong amongst the administrators who were interviewed. One respondent discusses having surveyed the clubs to find an “appetite in a lot of men's clubs to work much closer with the women's clubs”; however, according to this respondent, the men were not successful because they

insisted on applying their view and model of what works, rather than trying to understand the motivations and needs of women and younger people:

But they just don't know what to do because what they do is they take a paradigm that's worked for 10/20/30 years and they think we'll just do that. And then it doesn't work and they go, 'shit we're doing everything we can and none of the girls want to play and they're doing this and they don't want to hang around and have a beer and they're unavailable because they're going to a festival or they have got to work on Sunday...They don't understand peoples motivation for playing (Female, Administration).

This interviewee describes the importance of developing healthy and respectful young men through a positive cricket culture that is also welcoming of young families, people with culturally diverse backgrounds, girls and women, and LGBT people. She also discusses the way a local cricket club he had worked a lot in developed a more inclusive culture and he elaborated on the approach taken in this club, introducing the idea of the sideline test in which whatever people were saying or doing on the cricket field could have a child and a mother watching safely on the sidelines:

Because at the end of the day a club is a small business in a way, we're trying to sell the experience of playing cricket to young families. Now a mother is wanting their child to get involved in male sport, to learn how to be a man...So we better make sure we are doing everything we can to be aware that we are role models...And so the language you use, how you talk about women, how you talk about alcohol, how you talk about everything... is respectful (Male Administrator).

Within the club environment, a more responsible approach to alcohol consumption and sensitivity to different social mores and dietary requirements (food and drink) are also mentioned by a number of respondents as essential to enabling a more welcoming environment for families and people from diverse cultural backgrounds. A few respondents observe that there appears to be greater openness to and acceptance of diversity and especially LGBT inclusion within women's clubs and teams compared to men's clubs. The following quote captures this perception:

My observations are that the female side of the game, so the female clubs and teams within clubs, broader clubs, it might be male/female clubs and not just female clubs, are far more open and accepting and advanced in their thinking around LGBT inclusion. And I would observe that men's clubs are not, as a rule not as open minded, the members of men's clubs are not as open minded and accepting and I think that goes both on the male gay side and their attitudes to lesbians in cricket as well (Male, Administrator).

This observation is strongly supported in research on lesbian and gay sport experiences (Demers, 2006; Griffin, 1998; Rowe and McKay, 1998; Symons et al., 2010; Symons, O'Sullivan and Polman, 2016). The most celebrated team sports such as the AFL, rugby and cricket in Australia for instance, are some of the most significant social institutions for culturally defining and celebrating dominant, powerful and quite traditional forms of masculinity. Homophobia can still play out in the social worlds of these valorised masculine team sports, where homosocial affection and solidarity is central, it is difficult to be different and more rigid and traditional ideals of gender for both men and women are held. These ideals reinforce the gender order in society and sport, in which white, middle-class, able-bodied and heterosexual men hold most positions of institutional power (e.g. Anderson, 2009).

Furthermore, due to cricket being celebrated as the preeminent national sport played by the national men's team demonstrating their sporting and masculine prowess against other national men's teams,

conservative regimes of gender and sexuality have been strongly at play. Women who have played cricket have often been seen to possess athletic and more masculine qualities and their sport has experienced negative gender stereotyping – as not being appropriately feminine – coded heterosexual – enough. A number of researchers have found that the team environment for lesbian coaches and athletes has been relatively inclusive, as long as the visibility of lesbian team members is not made too public (Demers, 2006, Hillier, 2005). Homophobia can negatively impact lesbian and heterosexual women in sport, as the negative impact of the ‘lesbian label’ can deter girls and women from joining in sports that are more traditionally male – such as cricket, whilst at the same time having discriminatory and shaming effects on lesbian players. Sexism and homophobia go hand in hand here. One respondent joins a number of the dots in relation to cultural change that would produce more inclusive outcomes for women and LGBT people in cricket, seeing what she refers to as an “aggressive culture” produced from the traditional masculine, heterosexual, competitive and exclusive perspectives depicted in this section on of the report:

But the problems that you face getting women to play cricket are the same problems you have in the LGBT community. It's [a] similar set of problems. So if you're going to do one you may as well do both. Because if you really allow cricket to be an inclusive sport for (all) women, you're going to play the same thing, it's that aggressive culture you get. If you fix the culture it is a lot more welcoming (Female, Player).

This respondent expresses the need for cultural change so that increased participation for LGBT people in what she sees as a “fantastic sport...great fun to play, excellent to watch, has a whole culture you can throw yourself into” was made possible. This includes greater sensitivity to the imposition of rigid gender expectations from an early age in the sport:

I'd suggest if Cricket Victoria are keen to increase participation in LGBT community into cricket, I think it has to be seen as a fundamental culture shift in how you deal with the way community cricket clubs are run, the way in which you treat juniors, the way in which Milo Cricket separates women and puts them in pink clothes at the age of six. Good work if you actually have a proper gender identity at six, that's pretty impressive, let alone having Cricket Victoria tell you which colour clothes to wear. I don't think it's something you could do as a tokenistic approach, it certainly couldn't be once a month thing on Harmony in Cricket (Female, Player).

Gender, Sexuality and Cricket

In the preceding section on culture the intersections of gender, sexuality and cricket were introduced. A number of respondents discuss an abiding public perception that women playing cricket were probably lesbian unless they could demonstrate their heterosexuality. A female player sums up the nature and impact of this negative and homophobic stereotyping well:

So I have always participated in cricket since I was very very young, where I wouldn't understand the idea or this general perception that if you are a women and you play cricket that you're probably going to be gay until you prove you're not. And this is a public perception. And as I got older I became more and more aware of this perception, and this belief, and that that was negative in some way. So it brought a negative, the way it was spoken about was in a negative way. So there was hesitation for me to I guess add fuel to the fire, and almost prove people right that I turned out to be gay, and I play cricket, and I'm female (Female, Player).

This female player goes on to discuss the personal toll this negativity and prejudice concerning being a lesbian in the sport caused for her. She denied her sexuality to herself, internalised the homophobia which resulted in self-shaming and talks of missing out on relationships, exploring her sexuality – the important emotional and developmental milestones of young adulthood. This player also discusses the pressure she experienced as a nineteen year-old from within the elite-level cricket world to disclose the number of gay women who were on the Australian team:

Like at networking events when the team has to be at events and there's all sorts of business people, and high flyers, administrators, and people from the media, and you just get these often I would get the question, as a young member of the Australian team, I played at (age) for the Australian team, so how many girls are gay? And it was a really unfair thing to have to do... (Female, Player).

Whilst a more complete picture of the nature and impact of this homophobic discrimination will be given in the next section of the report, it is important to acknowledge that homophobia in women's cricket works on a number of levels with direct personal impact on young same-sex attracted women, as well as acting as a potential challenge for heterosexual girls who are affected by the "lesbian label". To complicate matters further, it appears that women's cricket is also going through some major changes.

One of the male administrators comments that through the growing popularity of cricket for women (as well as the more fulsome acceptance of lesbian and gay people more broadly in society) this homophobic stigma has reduced considerably, and that we are currently in a transition period. He makes the important point that many same-sex attracted girls and women historically have found cricket to be a safe space in which to experience a gay friendly and supportive environment to play well the sport they love. So these girls are transitioning with the growth of cricket as their clubs are also being transformed. The following quote captures his nuanced and informed perspective well:

Now we're transitioning, trying to open it up and get mass participation. Some of those girls are really struggling with the transition, particularly at club level because their club is a little niche market. And now we're trying to make it broad. Some have really embraced it but the older ones are struggling with it...and there's transition issues that we're working through now. But a lot of the barriers have been broken down because there's greater numbers of players. It (lesbian label) acted as a barrier for heterosexual girls too in many respects, as well as other gay girls as well, from my experience. So it's a bit of a double-edge sword. You can see why and understand the positive nature of it because it was a safe environment (for gay girls). But the really positive

thing is exposing still the distance we've got to really join everything up and make sure that its good access to all girls (Male, Administrator).

Nearly all of the administrators and players interviewed advocate for full acceptance of and an honest and open recognition of lesbian players contribution to the success of the game of cricket. This sentiment is evident in the following reflection by a male administrator on cricket's inclusion of lesbian players:

I think on the women's side is there is a very it's established, acceptance. We've got gay, we've got straight players, couldn't tell you what the balance is in terms of proportions. I wouldn't know and don't care. We encourage players to bring their partners along to social events. It's not a problem. I think cricket has been...it's an advantage for our sport to have that experience of embracing our women's game in all its dimensions, and all its characters and its people that have enriched the sport (Male, Administrator).

This administrator goes on to mention the outstanding Australian female cricketers who are lesbian, acknowledging their important contribution to the success of the Australia women's team, as well as in coaching and administration of the sport.

This positive valuation of lesbian/bisexual women's contribution to cricket is also reflected in the survey data. For instance, 91% of LGBT survey respondents and 67% of non-LGBT respondents agreed that lesbian / bisexual players of cricket had made a positive impact in cricket. Furthermore, 94% of LGBT survey respondents and 84% on non-LGBT respondents were either happy with the number of lesbian/bisexual players in cricket or believed that this population was under-represented (36% LGBT and 18% non-LGBT). However, this overall acceptance and positive valuation is not simply reflected in the responses received on how accepted openly lesbian / bisexual players are within cricket, with 47% of LGBT respondents and 52% of non-LGBT respondents indicating that openly lesbian/bisexual players were not accepted. Perhaps when considering the other aspects of discrimination experienced by lesbian/bisexual players – as indicated in survey responses (verbal homophobia for instance) and in the interviews with players who identified as lesbian, this lower level of acceptance of openly lesbian/bisexual players within cricket may be explicable (actual discrimination experienced). This discrimination needs to be addressed for lesbian / bisexual players to be able to enjoy and achieve in their chosen sport within a safe and inclusive environment.

One area of prejudice that is discussed by some interviewees is the persistence and impact of negative and destructive myths around lesbians' predatory behaviour on young players and/or potentially "turning" young players into lesbians. According to one administrator these are the concerns of some parents, who are not keen to let their daughters play cricket because they essentially believe these myths and do not want their daughters to be influenced by (or become) lesbians. Women's cricket teams are often made up of multi-ages and fifteen year-old girls can play on the same team with women aged in their thirties. Adult relationships and concerns can be part of the team experience, and openly lesbian players may be on these teams. It is important to acknowledge the concerns of parents and ensure a safe environment for young people; however, there is no evidence whatsoever that the team environment is unsafe due to the existence of openly lesbian players, nor is there evidence that lesbian sexual orientation can be caused directly by playing a particular sport or being on a sport team with lesbian players. Sexual attraction and identity is complex. Researcher Lynne Hillier (2005) observed the upside of lesbian involvement in women's football – the provision of a safe and positive environment for same-sex attracted and gender diverse women to explore non-traditional and heteronormative sexuality and gender, as well as play a sport that involves more physical contact and assertion. As observed by a previous interviewee, cricket has also provided a safe space for lesbians to play the sport they love and do well in. Whilst being sensitive and respectful of parents' perspectives and concerns, it is important to raise awareness and

educate parents about these myths and how they are based on prejudice and misinformation. Researcher and LGBT rights advocate Professor Pat Griffin has written extensively about these and other negative myths of the lesbian “boogeywomen” in sport, and provides important policy and education advice and programs to many sports organisations in the United States, including the NCAA. Her book *Strong Women, Deep Closets: Lesbians and Homophobia in Sport* (1998) is most helpful in addressing these sensitive issues.

Gay/Bisexual Men

Gay/bisexual men are often underrepresented in traditional team sports, including cricket. One reason for this underrepresentation is that team sports provide opportunities for team bonding between players and emotional expressions that rarely exist outside the context of sport. However, this can often only occur if all the men are believed to be heterosexual, and that there is a culturally appropriate environment whereby traditional masculinity is not challenged. As a result, gay/bisexual men may choose to pass as heterosexual and hide their true sexual orientation.

Look, I think probably in the... I don't know, I think there probably was a real stigma that's only just starting to lift now. Like a sort of dressing room boysy kind of culture where probably male athletes felt really uncomfortable. (Male, Administrator).

[I]t seems really weird that there are no high profile... well hardly any, like a handful of high profile male gay athletes. So it's obviously a real stigma in those sports. I'm not aware of any first class, or any player male athlete who's... well certainly no-one that's come out as gay, or even identified. And same in the AFL of course, and you could... but you could sort of understand why someone doesn't want to be the first AFL player, that'd be just this... but it's kind of ridiculous. I mean there's got to be. There have to be. (Female, Player).

Men who play traditional team sports, including cricket, are likely to have their heterosexuality called into question when their performance is perceived as not being strong or competitive. For example:

So say someone's a bit gay or that's a bit gay, it's more that that's the softer option of the two, or that is a little bit of a more feminine thing to do than a more masculine thing to do (Male coach).

The impact of having one's sexuality questioned may lead to feelings of shame, forcing gay/bisexual male team mates to conceal their sexuality. While the intention of this language may not always be to cause emotional hurt, it forces men to monitor their behaviour and ensure they are behaving as more traditionally masculine. When gay/bisexual men witness or experience homophobic slurs it reinforces their intentions to keep their same-sex attractions hidden. This is further corroborated by an interview participant who states:

I actually think there's probably quite a few reasonably high profile people in the sport who aren't sort of particularly out, and it's probably for those kinds of reasons. (Female, Administrator)

Transgender and Gender Diverse People

The following observations should be considered when appreciating the interview and survey results pertaining to transgender and gender diverse experiences of and inclusion in cricket.

- Only two participants in the survey identified as transgender;
- There may be transgender participants in the survey who identified as male or female (not

- transgender);
- This number is low but the transgender population is both small and difficult to access;
 - Highlights the need for further and more comprehensive research in this area;
 - Rigid sex/gender binaries provide the framework for the competitive, organisational and social aspects of cricket, as occurs with most sports;
 - The safe and accessible use of change rooms or toilets can be a key concern for transgender and gender diverse peoples. Organisations endeavouring to be inclusive of trans and gender diverse people often have unisex toilets and showers, and change rooms need areas of privacy (including showers in cubicles) as by law (Victoria) transgender people can use the facilities of which gender they identify and live;
 - There were numerous interview responses that revealed lack of awareness and misinformation in relation to transgender inclusion in cricket and transgender issues more broadly. This is one area of inclusion policy that needs a great deal of attention as it appears that issues will arise and the sport is not prepared at the moment to meet equal opportunity rights and legal requirements. In the spirit of being an inclusive sport open to and supportive of all, this area of sport inclusion does need action in the areas of policy, leadership and education.

One particular response from the online survey stands out around the acceptance of trans players, showing that there are trans players playing cricket within local clubs across Victoria, and their lived experience is positive. Their comment:

“I have never felt at home and welcome as a woman in any organisation as I have in my club. Everyone in the club knows I’m transgender and no-one seems to have a problem with it. I honestly didn’t expect this amount of acceptance. This has made me very happy and more confident about the future of LGBT inclusion in sporting organisations in Australia” (Female Player).

However, data also shows that there is still much to be done around trans inclusion within cricket. Here is a sample of interview responses addressing the themes of ignorance and lack of policy, the levels of cultural acceptance for transgender players in clubs, and the gendering of junior sports:

But I think it would be sort of maybe a lot easier for them to navigate just because those sort of volunteer positions are never kind of gendered. Like they’re never sort of said you have to be a man to be a coach or you have to be a woman to do this, or whatever. Which I suppose is one of the better things that’s happening in the change of culture, is those expectations of gender. But when it comes to playing, if a gender diverse person came and say they were female to male transgender and they want to play in the men’s team, I think there would be a lot more no’s than yeses. Which I think comes down to the education of Cricket Victoria. Because I said to my dad, I was like, ‘what would you do if a player came and said that?’ And he was like, ‘well I don’t know’. So I think it comes down to education on issues like that (Female Player).

In this quote the interviewee recognises that transgender and gender diverse inclusion will be more of an issue in competition and playing and requires leadership and education from Cricket Victoria. Another interviewee confirms that transgender inclusion is more of a “challenge” in competition, than in administration:

No. And I think... yeah, no I don’t because I think they would know where does someone fit within that, how do they participate from a playing perspective? I think it would be easier if they’re

involved in the administrative side of things but I would think cricket would struggle with perhaps working out where do I feel like a playing opportunity possibly (Female, Administration).

The two quotes below also reinforce the need for action in this area (leadership, policy, education). Furthermore, the second quote reveals that a transgender (male to female) player may have played in a women's competition but there was little policy, guidance, even perhaps support for the player negotiating this context:

I think the whole gender diverse topic has a long way to go, especially because they're just coming to terms with same-sex attracted stuff now. So I honestly don't know what they could honestly do for that aside from education and actually taking a stand and having an idea of what the future for that means (Female, Player).

I'm aware of one player in the women's comp here in Melbourne. And there's... there was always sort of a bit of gossip about her, and I suspect if she was playing at a higher level it would be more controversial, like she... there was the almost just ridiculous thing that obviously came to nothing, and I don't think was really supported by anyone within cricket, when [player] thought she might play Big Bash (Female, Administration).

Some interviewees report that due to the more gender conservative nature of men's cricket there may be less acceptance of a transgender cricketer in men's competition. The first quote in this section on transgender and gender diverse inclusion is an example of this, and the two quotes below reinforce this observation:

And then you've got the men's side of things, well that could be, I don't know, I think if it was a guy who then saw themselves as female, or someone who didn't have a gender at all, that would probably confuse them a lot more. And not really confuse them, but just like they'd be a bit standoffish, and wouldn't really understand it or accept it. And I think that's just 'cause of the blokey masculine mantra around cricket (Male, Administrator).

I think gender identity is a whole different thing, because sport at the level I play, you have to play with what gender you are. So it... yes, very complicated when it comes to that I think. And I don't know how people would take it, 'cause I've never dealt with it first hand when they've been playing sport. I do have a friend who used to play female cricket with the state, like junior cricketer, and now he has decided he doesn't want to be a she anymore, has found himself, and all that sort of stuff, and who they are, and they're not playing cricket anymore, so it's not a big deal. But like everyone I know that has played cricket with him in the past doesn't really care. So I think on the men's side of things though that could be a completely different. I think it would be a massive issue for them (Female, Player).

One of the interviewees observes that inclusion and acceptance of a transgender player within cricket would be dependent on the culture of a particular club; that is, some may be more accepting than others. Also, due to lack of education and awareness, the inclusion of a transgender player could be confronting for club members. The interviewee reflects that this would be less an "issue" for junior players who are gender diverse, although the use of language such as "identifying in the wrong gender" also indicates perhaps a discomfort or lack of awareness about this topic:

But I think it would depend almost entirely on the culture of the club, and the people running the club. And look, it's probably less confronting if a kid were ten than if it was somebody who was transitioning like later in life, I would have thought. 'Cause also... and I mean kids who now

identify as being the wrong gender, or... are probably getting help a lot earlier. So in the sense that the transition should be easier because by the time they sort of got to adult sport they would have identified. Like let's say it's a boy, identify... that they wouldn't be thought of as a woman who used to be a man (Female, Player).

One of the interviewees reflects at length on how junior cricket was gendered and the complexities of how best to include girls as well as gender diverse young people. This person believes that the Milo "have a go" program should be gender neutral (not dividing children by gender and designating pink tops for girls and blue for boys). However, she also sees the place for girls to be more empowered by having their own teams – or at least not being in the minority with a "whole bunch of boys" on the team with them. Including gender diverse young people is easier in gender neutral teams that are not rigidly defined by gender expectations (e.g. uniform, language, team make up and opportunities to play). The following comment captures many of these reflections, whilst also pointing to the need for greater consideration and planning within cricket:

Look I think if I take it, say, for junior cricket. You know for all intents and purposes junior cricket, particularly at the lower levels, you know Milo Have A Go programmes, should be gender neutral in my view. So even under 10s, under 12s it should be gender neutrals. So I would expect, anticipate that an individual in that situation should be able to participate fairly easy in a junior format at the lower levels. I guess it's when it becomes more gender specific. For example with crickets offering girls only programmes because to an extent recognise that a lot of girls won't feel comfortable, even at that junior level, participating if there are only one or two girls, with a whole bunch of boys. So if you then get gender specific programmes I think that's where it might be potentially more challenging to offer that individual a place where they feel comfortable and they can participate. Having said that, if it's a child, it's a child and they should really be able to participate with other children their same age. I think it would be more challenging as you get older and I don't know the answer, I don't know how you would do that and I don't know how Cricket would address it. And I think it's an issue that probably should start to be thought about because I think there will be more and more. If there's already one then no doubt will be more situations like that and we as a sport should be ready to respond in a way that enables that person to be involved, in whatever capacity they want to be involved. I don't think we're there yet (Female Coach).

In summary, the gender order in cricket is relatively conservative and heterosexual male interests and cultural influences are strong. LGBT people do experience discrimination in cricket and are not fully included although social acceptance within the sport and the desire to ensure the sport is open to LGBT people is certainly there amongst many participants and administrators. The next section will examine in more detail the nature and extent of this discrimination and in particular verbal homophobia.

Verbal Homophobia in Cricket

This section draws on participant interviews to complement the results from the online survey in order to explore more deeply the types of verbal homophobia experienced by people in cricket. Verbal homophobia can include teasing, name calling, spreading rumours associated with a person's gender, sexuality, making suggestive remarks, and social isolation through verbal means i.e. "no you cannot join in because you're gay or you are such a 'fag', 'dyke' or 'tranny.'" Both LGBT (46%) and non-LGBT (34%) participants *witness* homophobia *often* during their involvement in cricket and an additional 26% of queer and 16% of non-queer participants *experience* homophobia *often* during cricket. Some examples of the kind of verbal homophobia experienced in cricket are given in the interviews:

Just like you know, "oh they're such a faggot". I don't know they do something, like they'll throw a ball at someone and be like, "oh don't be a faggot" and things like that. I've witnessed that. I've always witnessed that (Female player).

At training – a lot of the men's players have said "faggot" before at training (Male player).

We've had a couple of people just saying nasty, like nasty comments, just homophobic comments, and they don't even play the game, they're just spectating. Like they might even be someone's parent (Female player).

These results suggest that it is not only LGBT people who experience homophobia, but also heterosexual people, for example, those who are perceived to be gay. An example of this in cricket is the perception that all women who play cricket must be gay/bisexual. This was discussed in the previous section on "Gender and Sexuality". This myth leads people to justify their expressions of verbal abuse and even young girls playing cricket, for example:

"You'd be playing on the field and a car would drive past with a bunch of blokes shouting "Show us your tits" and then they'd go "What would be the point, they're all gay" and that ongoing analogy sort of thing. It was great as a 14 year old, it was good [sarcastic laugh] (Female Player).

The myth that older gay women cricketers are predators, and to be feared, is another example of discrimination that still pervades women's cricket today. For example:

"It's probably one of the bigger issues of women's cricket for ages...the perception side of things. You know, "I don't want my daughter playing with gay women" because they didn't know a lot, sort of thing. It would be mothers with their daughters and saying there was no chance in hell that their daughter is going to be playing women's cricket and all those sorts of things."

The use of phrases such as "that's so gay" may be perceived as harmless amongst team mates and work groups if not directed against an individual, but such statements imply that people who are same-sex attracted or gender diverse are both different and inferior. One participant describes the use of this language around the cricket club and on the field and identifies that children and young people are being exposed to homophobia at a young age:

I think a really bad habit kids get in to that some of them continues when they're older, how they describe things, "oh that's gay." Or with the men, stop being a fag, or even with the girls sometimes, it's just like this unnecessary language I think is... and changing the language that we use. But that kind of language I think needs to be just stopped. And you hear the kids saying it,

and you just go mate, not when you're here...and also I said, "why are you saying it in front of the kids?" And she got in a lot of trouble for it. And 'cause I'm like these kids, you don't know what that kid's going through in their head, that kind of language would have been used against you. And I was like, mate, you just don't know what they're going through, so don't use it (Female player).

Additionally, if people within cricket are connected to someone from the LGBT community, for example a family member or friend, homophobic discrimination can also have detrimental consequences for that individual. Therefore, there is strong evidence to suggest that discrimination based on sexual orientation specifically, is not just a problem that affects the LGBT community. It impacts the heterosexual community also. Despite homophobic language being accepted language around the cricket club, both LGBT (86%) and non-LGBT (82%) survey participants agree that homophobic language is harmful even just meant as banter. As stated by a heterosexual male coach in his interview:

"...the language that is used around sports clubs in just everyday vernacular around heterosexual people can have an effect on the LGBT community without heterosexual people even realising, and it's because of a naiveté of the way you use language" (Male coach).

Almost half of LGBT survey participants (46%) believe verbal homophobia is a big problem in cricket and 49% believe verbal homophobia is a small problem. Half of the non-LGBT participants (51%) believe verbal homophobia is a small problem in cricket. For example, one participant states:

"I haven't personally experienced it [verbal homophobia] based on, I guess, a known sexual orientation of a male or female. Unfortunately, I think it's just part of the vocabulary of the players on the field. And I say unfortunately because I think people just think that's an accepted practice particularly when you sort of... you know the guys coming into the team, that's how the older generation speaks, sledge, whatever it might be on the field and that's just... that's accepted the way you talk. So, I guess I've heard derogatory language based on sexuality used but not specifically used against someone because they know they are of that particular orientation". (Male coach)

Institutional Support

Overall, the data indicate that interviewees feel there is a distinct lack of institutional support for LGBT diversity, across both National and State Sporting Associations. When elements of support are identified, respondents state that it is not communicated to the wider cricket community. Respondents identify that things are beginning to happen in the space around LGBT inclusion in cricket, but this is not being communicated as much as it could be. For example, one respondent highlights:

I think that they are making some real moves at the moment to be seen to be inclusive. And that is an example, like the fact that they've sponsored this award [LGBT Awards]. But they haven't really used that opportunity to share what they're doing, it's like they're doing stuff but not telling us what they're doing (Administration, Female).

The lack of institutional support means CA and State Cricket Associations such as Cricket Victoria may get left behind around LGBT issues in sport more broadly. Due to the lack of identified support, most respondents suggest that the issue of LGBT diversity has not been an area of concern or priority. One response outlines:

We need to get ready for the time that one of our test male players brings his boyfriend or husband. And it's just not on their radar (Female Player).

Interview data shows minimal support for LGBT athletes across all levels of cricket, especially elite sport. A lack of engagement with the LGBT community and LGBT athletes was a common reason as to the lack of perceived institutional support. Several interviewees suggest a key outcome going forwards is engaging the LGBT community and those in cricket, to help inform decision making and inclusive practices for the LGBT community. One response suggests the inclusion and engagement of LGBT individuals is paramount in creating a more inclusive culture:

Yeah. Well I think... like this... I think the research and the conversation [is needed]. As I said, there's nothing worse than sitting in a room with a heap of people who aren't affected by what they're talking about, deciding what the best course of action is. So I think it's actually engaging the community, say hey, what can we do? 'Cause like what the hell do I know? So engage the, for want of a better word, the active community, and engage the not so... probably the people that you're talking to for this, engage them in conversation. This is, as I said, we're not as far along as what we think we are, we need to start at rock bottom, and that's conversations with the people who it affects (Female administration).

Having key stakeholders and institutional support to engage in LGBT inclusion is discussed by a large majority of respondents.

Overall, three key themes arise from interview data around institutional support for LGBT inclusion: commitment and resistance, leadership, and opportunities.

Commitment and resistance are key themes discussed by respondents, and can be demonstrated by actions and proactive behaviours towards LGBT inclusion in cricket. Respondents discuss in detail actions and efforts that have resisted LGBT diversity, rather than support it or show commitment towards LGBT inclusion in Australian cricket. In particular, they discuss the difference between saying and doing; that is, between policy rhetoric and practical action, such as stating “we are committed to LGBT inclusion” but then not demonstrating any supporting action. The difference between saying and doing is highlighted by one respondent:

It's, again, you know if we're going to say one thing and demonstrate another, whether it be through language, through actions, body language, whatever the case may be, we're not authentic. So unless we're authentic and genuine about inclusion... but that goes for all sorts of inclusion, not just LGBT (Administration, Male).

Other responses share similar sentiments, and call on Cricket Australia to show practical commitment to LGBT inclusion that is underpinned by a behavioural commitment, rather than solely a supportive attitudinal commitment. In addition, they identify resistance to change as a key theme in relation to institutional support for LGBT inclusion. Most respondents highlight more acts of resistance to LGBT inclusion, than acts of commitment in Australia's cricket administration. They do highlight that resistance to change is common within the broader cricket landscape, and that the landscape can be resistant to any form of diversity, not just LGBT inclusion. An administrator comments:

And the Australian cricket landscape, as a whole, I think is pretty resistant to change. I think it's difficult to talk about Australian cricket as a whole because I think there's a lot of different layers. And what Cricket Australia, Cricket Victoria are trying to achieve is very different to the shop front, and what actually happens at club level, and there's only a certain amount of control that the national and

state bodies have over that. So yeah, it's really they're two very separate things (Administration, Female).

In association with both commitment and resistance to LGBT diversity, interview data suggest that leadership within cricket is paramount in promoting acceptance and inclusion for the LGBT community. When asked what the role of National and State Sporting Associations should be with regard to LGBT inclusion, most interviewees state that the key messages and culture around LGBT inclusion must come from the top. A dominant theme in interview data is the lack of leadership within the area, and that this present an opportunity to show direction and commitment to LGBT diversity. A respondent outlines:

I think they have a pivotal, like absolutely pivotal role to play. I think there is simply no way to change without the leadership and funding from Cricket Australia and Cricket Victoria. I think these issues could be fixed very quickly if people really want to commit money to it. Or more so withhold money from it. I think the leadership on a social level and the fact that the money in cricket is fairly one way. Like you don't see community cricket kicking up to Cricket Victoria. So if you're the one with the money, if you're the one with the grounds, you know you're the one with the power to change things. Simple as that (Administration, Male).

When discussing leadership around LGBT diversity, a large proportion of respondents highlight the role of one specific diversity champion. Alex Blackwell is mentioned as a positive diversity champion and role model, and several respondents state that leadership and most action in the LGBT diversity space in cricket has come from her. Interview data also show that Cricket Australia and Cricket Victoria are encouraged to engage champions in LGBT inclusion within cricket at all levels, and support them in promoting the work in the cricket community. Diversity champions are viewed as positive for the sport, and are important for exposure and visibility for other LGBT athletes in Australia cricket. Supporting and respecting these champions is encouraged by respondents.

Funding and investment is another key theme to arise from interviews, whereby respondents highlight the absence of funding and programs specifically for LGBT inclusion. Some respondents question where LGBT inclusion is positioned within Cricket Australia's funding announcement with Commonwealth Bank and the Sport For All Campaign. They highlight that the absence of LGBT diversity suggests it is not included within the funding announcement. Additionally, investment around marketing contracts is also a point of discussion, especially around athletes who are open about their sexuality. One individual suggests that the desired image of cricket means it can be detrimental to LGBT athletes, especially lesbians:

Well Cricket Australia has three women on marketing contracts. It is no coincidence they all have long hair and are straight (Administration, Female).

Linking to the aforementioned concept of 'non-performative speech acts', one respondent highlights the role of leadership in supporting policy rhetoric with clear actions, and efforts to address problems around LGBT inclusion, for example homophobia in cricket:

So it's like just really backward cart before the horse type of thing. And I would just really like to see that our leader, and that our organisation can say look, we're not good at this, but these are the things we're doing to get better at it. And then to just back up what they're saying. Sort of walk the walk. Because if you sign a document that says you're going to be inclusive, and eradicate homophobia. And that was two years ago now (Administration, Female).

A key area of concern is the *perceptions* of institutional support for LGBT inclusion. Nearly all interview respondents state they do not believe Cricket Australia and Cricket Victoria fully support LGBT diversity. When asked the question, “Do you believe Cricket Australia and Cricket Victoria support LGBT inclusion”, most respondents respond, “No”. Most respondents can explain in detail why they believe Cricket Australia and Cricket Victoria do not support LGBT inclusion, and this centres around the lack of action in the space. This is reflected by one respondent suggesting LGBT is a low priority for Cricket Australia in particular:

I don't think there's an attitude of that it's important or a priority, I think it's low on the list of priorities in terms of diversity. I don't think we have had a genuine strategy around how we're going to make gay or trans, or intersex people more included in cricket. Whereas we've done that for people with disability, for people of diverse multicultural backgrounds. So how do we get more Chinese Australians playing cricket? That's a question that's been pondered and addressed. So yeah, I don't... I think it's low on the list (Female, Player).

Additionally, few respondents discuss Cricket Australia or Cricket Victoria as inclusive workplaces for LGBT individuals. For example, one respondent states:

In terms of employees, I don't know... like I don't know if this answers your question, but I don't think it's a particularly attractive place to work as an LGBT person, so I guess I fear that maybe we're not keeping the pool open in terms of who could... who are the best people for these positions that we're offering. I don't think cricket is... I don't think we've done enough in the LGBT inclusion area, like to actually attract the best people to come and work for us. And I don't think that we would like retain them, because of some of the homophobic attitudes that exist. Yeah (Female, Administration).

The final aspect to institutional support for LGBT inclusion is the range of opportunities available for both CA and CV to engage in the space.

Although data reports a perceived lack of institutional support to LGBT inclusion, many respondents highlight the range of opportunities available to demonstrate proactive activity and action towards LGBT inclusion, and the benefits this can have on the Australia cricket landscape. Several respondents discuss the power and responsibility that both Cricket Australia and Cricket Victoria had in promoting LGBT inclusion, and reprimanding behaviours that are discriminatory towards individuals based on their sexuality or gender identity. For example, one respondent states a strict policy can be implemented:

If you really wanted to change it, you'd change it. If you really want to have a zero tolerance policy to homophobic remarks on a cricket field that result in a two-year ban, you could do it, because there's not a single cricket association in Australia which is not getting, Victoria, which is not getting money from Cricket Victoria. If Cricket Victoria wanted to, and I know that they're currently trying to restructure how, for example, cricket works solely so they can have more control over these things (Female, Player).

Linked to the perceived lack of leadership around LGBT inclusion in cricket, several respondents identify the need to “step up” and argue that it is the role of the national organisation to lead by example. One senior administrator delineates:

It's the same responsibility that we have. And I've spoken about this in terms of when they talk about their new strategy, and their new vision and mission. We are the decision makers as to whether we're a cricket organisation or whether we're a social change organisation, and I hope

social change. Because that's why I work in sport, I think sport as... it's the old Superman line, with great power comes great responsibility. We... it just comes back. We've got to... it's an opportunity, we've got a massive opportunity to make a huge difference to people's lives, through a game where you chuck a ball around. Like you know, we can just play a stupid game out on a park and have it mean nothing, or, we can bring people together in a community and help to create an environment where people feel safe, and people can be themselves, and we can inflict that change, well not inflict, that's a horrible word, we can inspire that change through a society and be the community that we want to see Australia as being (Male, Administration).

Another respondent echoes similar sentiments in outlining the responsibility of National and State Sport Organisations:

So what responsibility do we have? We've got a responsibility to the kids that love the game, to make sure that whether they're a boy or a girl, whether they're gay, straight, transgender or gender diverse, whether they're from a multicultural background, indigenous, or have some form of disability that they can play their game knowing that they are welcome, that they are worth something, and that whatever their background is it doesn't really matter. Because when they step on the cricket field they're a cricketer, and that's... and when they're in life they're a person. That's the responsibility that we have (Female, Administration).

In identifying the role of Cricket Australia and Cricket Victoria in promoting greater inclusion of the LGBT community, several respondents suggest to be analytical in their approach to broader LGBT inclusion. One respondent suggests that Cricket Australia should be strategic in their decision to invest and promote LGBT diversity. For example, the respondent questions the integrity of Cricket Australia sponsoring the Sport category at the LGBT Awards. They comment:

Well it stems out that... so I became aware that they've become a sponsor, Cricket Australia are a sponsor of the Sport Category of the largest ever gay awards in Australian history. Now there aren't many big sponsors getting... well only a few can be a big sponsor, and Cricket Australia is one of them. And that really surprised me. And it appears they are trying to tick a few boxes. And given my understanding of the Pride in Sport Index I think we're trying to like score more highly on that by doing a few things. And there's movement. I just question if it's sort of genuine, and what's the plan, the bigger plan that it all fits in too. So we're throwing money towards being a sponsor of that award (Administrator, Female).

The respondent questions whether funding the awards would be better channelled toward programs which encourage LGBT people to play cricket. Engaging the LGBT community within these decision-making processes will allow for dialogue around best practice for LGBT inclusion in Australia cricket. A final comment to conclude this section concerns Cricket Australia and Cricket Victoria keeping abreast of diversity and inclusion in the wider Australian sporting landscape. As greater diversity is represented in the wider Australia community, and the advancement and progression of LGBT rights, sport organisations need to adapt to this and promote cricket in the communities they seek to serve. This is in all aspects of engagement within Australian cricket: playing, spectating, administration, and volunteering. One respondent outlines the need for Australia cricket to keep innovating and respond to broader societal changes:

But as custodians of the sport, we need to keep the sport moving on and to keep innovating. And as I said before, our challenge now is that as administrators for most of the history of organised cricket, it's been focused at the top end and the league cricket, whereas now we have the resources and the opportunity to really dig down and develop and connect with the

community more broadly. And that's both for economic reasons that the more people we can excite about the sport, obviously it makes the sport's economic prospects better, but also just because it's the right thing to do, to use cricket to help connect communities and really contribute to our society as much as the economy (Male, Administration).

In providing some concluding comments regarding the opportunities for Cricket Australia and Cricket Victoria to engage in LGBT inclusion, some qualitative comments from the survey data provide some positive take home messages:

Cricket has always had the difficulty of recognising firstly black and white, but that has changed significantly over the last five years. I am sure that the various clubs throughout Australia now realise that cricket can move to greater heights by involvement of people regardless of their gender, race, religion or sex. Cricket could be the great ambassador for one of the biggest changes in sport if they elect to assist with recognising the facts which have been discussed in this survey (Female volunteer).

And the work that cricket is currently doing and their journey towards inclusion is having a positive impact within local communities, as one survey participant recognises:

While I am unsure of how exactly a gay male or a gender diverse player would be treated by every single person at my club if they came out today, I do believe that my club and clubs in general are improving. My club has recently introduced a women's team and I think that this has had a positive impact on the environment of the club and has taken us in the right direction towards being even more inclusive in the future. While most clubs have some individuals who are stuck in the past, in my opinion the work of Cricket Australia and Cricket Victoria in promoting diversity and providing resources to clubs is making an impact. (Female volunteer).

In summary, the interview results indicate a perceived lack of institutional support for LGBT inclusion in cricket, underpinned by a lack of sustained, practical action, and some forms of resistance to initiatives which aim to encourage LGBT inclusion. However, respondents do outline ways in which Cricket Australia and Cricket Victoria can show leadership and engage in opportunities to create a more inclusive cricket culture for the LGBT community, and in doing so helping to better position cricket at the forefront of good practice around LGBT inclusion in Australia.

Recommendations

Although this research demonstrates areas of concern and improvement around the inclusion of the LGBT community in Australian cricket, it also identifies a range of opportunities and actions to enhance LGBT inclusion. A key message from the study is that the cricket community identifies that there is a problem surrounding LGBT inclusion within Australia cricket, but is ready to address the issues and take proactive steps and actions towards greater LGBT inclusion in Australia cricket.

An overarching recommendation is to take proactive steps within cricket leadership and management to show direction and leadership on LGBT issues, building on existing strengths and capacity as outlined in this report. The authors suggest exploring what other countries are doing within cricket around LGBT inclusion. For example, the English Cricket Board have recently partnered with Stonewall, the UK's largest LGBT charity, on their 'Rainbow Laces' campaign.

Based on both quantitative and qualitative data, the authors suggest the following recommendations based on three key areas: leadership and administration in cricket around LGBT inclusion, supporting the LGBT cricket community, and enhancing participation and experiences of the LGBT community in cricket.

Leadership and administration in cricket around LGBT inclusion

Training and education around LGBT inclusion in sport

The data compiled for this report indicate gaps in education and knowledge around LGBT inclusion in Australian cricket. The authors encourage cricket leadership and management to engage in training and education around LGBT inclusion which could include: unconscious bias training, understanding barriers and enablers for LGBT participation and engagement in cricket, and creating an inclusive workplace for LGBT employees and volunteers. Many respondents indicate that there is room to improve leadership within cricket regarding issues of LGBT diversity, therefore equipping leadership and management with the appropriate skills and knowledge around LGBT inclusion would be suggested as a key action.

Developing a Policy on LGBT Inclusion in Cricket

Developing a strategic framework around LGBT inclusion in cricket would enable a clear vision, strategy and concrete actions to emerge and be communicated across all levels of the sport. This could be done by further developing the 'A Sport For All' resource and policy to provide more information on and strategies toward the LGBT community. A possible avenue would be to consult a range of community organisations and stakeholders in the LGBT sport and inclusion space, in order to better understand the needs and aspirations of the LGBT community and to design appropriate strategies for enhancing LGBT inclusion in at all level of cricket.

Developing an LGBT Working Group

There is considerable interest among the cricket community to engage in initiatives to promote LGBT inclusion in cricket. For instance, many respondents indicated that they would like to be involved and help Australian cricket move toward greater inclusion of the LGBT community. Creating a working group with a wide representation of individuals from the LGBT community, especially trans and gender diverse individuals, and from across all levels of the cricket landscape, will allow for a range of voices to be heard with regard to how cricket can move towards better inclusion of the LGBT community. The inclusion of allies and senior administrators within this working group is important to help in moving actions forward.

Providing a Safe Space for Dialogue around Sensitive Issues

LGBT inclusion appears to be a sensitive societal issue, and sport is not immune from this. Many respondents identify that LGBT issues in cricket can be a sensitive area, and that individuals may be fearful to get things wrong or be shut down for expressing views which may not be inclusive to the LGBT community. Most pertinent is the discussion of women and girls in cricket, and the image and challenges to participation. The authors suggest organising some open discussions and dialogue with key stakeholders where they can share concerns, reflect on the current state of play, debunk myths, ask questions and so forth. The research findings indicate the need for a safe space to have honest and open discussions, and to respect the range of views on this sensitive topic. A key point of discussion would be to explore how cricket as a sport can support and include lesbians and women who identify as same-sex attracted, and grow the game of women's sport more broadly. Additionally, the authors recommend engaging in discussions around gay and bisexual men, and transgender and gender diverse individuals and how to better include them across all levels of cricket.

Demonstrating Commitment to LGBT Diversity

Using examples from other sports, Cricket Australia and Cricket Victoria could show actions towards their commitment by hosting Pride Rounds, or actions which celebrate LGBT diversity or actively attempt to include the LGBT community in cricket. The authors encourage stakeholders to engage in research and evidence around Pride Rounds, and their impact on LGBT inclusion and participation in sport. We encourage Cricket Australia and Cricket Victoria to explore innovative ways to engage in LGBT diversity and demonstrate acts of commitment.

Addressing the Stigma surrounding Women's Cricket

A major theme to emerge from this research centres on perceptions of and prejudice towards women and girls' cricket. There is a considerable amount of stigma around the topic, and the authors recommend that Cricket Australia and Cricket Victoria initiate awareness raising to dispel myths around women in cricket. These discussions should be aligned with equality issues linked to homophobia and sexism, and within the context of respectful relationships. Having more women represented in decision making and more diverse representation on committees and decision making in cricket will further contribute to transforming the identified stigma. There is work being done across other sporting codes around these issues, and the authors suggest engaging with this work to learn best practices and successful methods of engagement in women's sport more broadly.

Addressing and Challenging anti-LGBT discrimination in Cricket

Survey data demonstrates that verbal homophobia is prevalent within cricket, therefore developing initiatives to combat anti-LGBT discrimination within cricket is encouraged. This could be linked to some of the survey results around the best strategies to address discrimination. The survey data report how respondents ranked the best methods of inclusion for the LGBT community. Respondents ranked these methods of inclusion and ways to address discrimination based on gender identity and sexuality. These could be addressed by incorporating them into initiatives to address homophobia, biphobia, and transphobia in cricket. Ranked highest are: coaches/ officials/ captains challenging discriminatory language, players challenging discriminatory language, and penalties for players using discriminatory language during training. Least recommended methods to address anti-discrimination and inclusion policies is celebrating LGBT cricket players. However, this particular action references stopping

discrimination, and the authors suggest that LGBT role models should be adequately promoted and supported in their roles

Developing a Public Relations and Communication Strategy for LGBT Inclusion

There have been several national incidents within the Australian media around LGBT inclusion, and this often generates much discussion on social media. The most pertinent example is Tennis Australia, Margaret Court Arena, and Margaret's commentary around LGBT individuals in tennis. When incidents like this arise, the authors encourage Cricket Australia to have a plan in place, and a strategy to respond to such controversies, whilst also affirming their support for LGBT inclusion within Australia cricket.

Considering LGBT Inclusive Work Practices

Little data exists on cricket as a safe and inclusive workplace for employees who identify as LGBT. We encourage Cricket Australia and Cricket Victoria to engage with Pride in Sport and Pride in Diversity to consider how to promote LGBT inclusive work practices and cultures.

Supporting the LGBT cricket community

Recruiting and Using LGBT Allies

Although LGBT individuals are important in understanding how cricket can better include the LGBT community, the role of non-LGBT allies is important. We recommend the adoption of a program similar to Athlete Ally, a global network of heterosexual athletes who come together to advocate and champion LGBT inclusion in sport. Engaging professional athletes and coaches in LGBT work in cricket is viewed as important by a range of respondents. An example would be for heterosexual players to speak up in support of their team mates who may openly identify as LGBT.

Supporting and Training LGBT Athletes, Coaches, Administrators

The authors encourage Cricket Australia and Cricket Victoria to engage in Continued Professional Development around supporting LGBT athletes, especially at the elite level. Many respondents within senior levels of administration and coaching suggest they would not be well equipped to deal with issues around sexuality and gender identity, for example if a male player was to 'come out' or a player was to affirm their gender identity. Additionally, beyond athletes the authors encourage training for coaches, administrators, and those within management primarily.

Enhancing participation and experience of the LGBT community

Developing Programs to Encourage Participation in Cricket for the LGBT Community

There is evidence of successful work in developing programs for other minority groups, such as the All Abilities cricket program. Using the best practice model from such programs, the authors encourage the cricket community to develop programs to encourage greater involvement and engagement of the LGBT community within cricket in Australia. These could come in several formats including: grassroots participation programs, coaching and officiating pathways for LGBT individuals, incentives to encourage same sex families to attend community cricket events or matches, and programs to encourage attendance from the LGBT community at professional cricket matches at the MCG.

Developing an LGBT Supporters Group

The AFL community has led the way in LGBT-specific supporter groups which have been formed at most AFL clubs (e.g. Purple Bombers at Essendon Football Club). There is an opportunity to engage with the Melbourne Renegades and/or Melbourne Stars to develop an LGBT supporters group in professional cricket. Such supporter groups are important for visibility and inclusion of the LGBT community around matches and broader public engagement with the sport. Research identifies that homophobia is prevalent at sporting matches and in stadiums across Australia, therefore providing a safe space to watch and engage in sports such as cricket is very important, and publicly highlighting cricket's commitment to LGBT inclusion. The creation of these groups can be done by engaging LGBT champions who are passionate about cricket and the inclusion of LGBT individuals. It is advised to initially start with one supporter group, for example in Victoria, and learn from the good practices from other supporter groups such as the Purple Bombers.

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Appendix A: Tables of Survey Results for Experiences of Diversity/Inclusion and Discrimination/Exclusion Section

Cricket is Welcoming of Diversity: Gender by Sexuality

Gender	Sexuality	Strongly agree	Somewhat agree	Unsure	Disagree	Strongly disagree	Total
Female	Non-LGB	26 (29.9%)	43 (49.4%)	15 (17.2%)	3 (3.4%)	0 (0.0%)	87 (100.0%)
	LGB	18 (22.8%)	46 (58.2%)	7 (8.9%)	8 (10.1%)	0 (0.0%)	79 (100.0%)
	Total	44 (26.5%)	89 (53.6%)	22 (13.3%)	11 (6.6%)	0 (0.0%)	166 (100.0%)
Male	Non-LGB	32 (21.5%)	85 (57.0%)	17 (11.4%)	14 (9.4%)	1 (0.7%)	149 (100.0%)
	LGB	3 (16.7%)	9 (50.0%)	2 (11.1%)	3 (16.7%)	1 (5.6%)	18 (100.0%)
	Total	35 (21.0%)	94 (56.3%)	19 (11.4%)	17 (10.2%)	2 (1.2%)	167 (100.0%)
Trans-Gender Diverse	LGB	2 (66.7%)	0 (0.0%)	1 (33.3%)	0 (0.0%)	0 (0.0%)	3 (100.0%)
	Total	2 (66.7%)	0 (0.0%)	1 (33.3%)	0 (0.0%)	0 (0.0%)	3 (100.0%)
Total	Non-LGBT	58 (24.6%)	128 (54.2%)	32 (13.6%)	17 (7.2%)	1 (0.4%)	236 (100.0%)
	LGBT	23 (23.0%)	55 (55.0%)	10 (10.0%)	11 (11.0%)	1 (1.0%)	100 (100.0%)
	Total	81 (24.1%)	183 (54.5%)	42 (12.5%)	28 (8.3%)	2 (0.6%)	336 (100.0%)

Cricket is Good at Including.....: Gender by Sexuality

Least Included	
2nd Least Included	
3rd Least Included	

Gender	Sexuality	Indigenous	Disability	Women	Lesbian/Bisexual Women	Gay/Bisexual Men	Multicultural	Multi-faith	Transgender/Gender Diverse	Families with Same-sex parents
Female	Non-LGB	70	55	78	56	22	73	45	21	34
	LGB	55	31	59	49	14	55	37	14	23
	Total	125	86	137	105	36	128	82	35	57
Male	Non-LGB	106	97	120	79	41	125	81	25	50
	LGB	13	11	14	6	3	13	7	2	3
	Total	119	108	134	85	44	138	88	27	53
Trans-Gender Diverse	LGB	2	0	2	2	0	2	2	2	2
	Total	2	0	2	2	0	2	2	2	2
Total	Non-LGBT	176	152	198	135	63	168	126	46	84
	LGBT	70	42	75	57	17	70	46	18	28
	Total	246	194	273	192	80	268	172	64	112

The sport of Cricket is....: Gender by Sexuality

Gender	Sexuality	Very Homophobic	Homophobic	Neutral	Accepting	Very Accepting	Total
Female	Non-LGB	0 (0.0%)	8 (9.2%)	37 (42.5%)	33 (37.9%)	9 (10.3%)	87 (100.0%)
	LGB	2 (2.5%)	19 (24.1%)	23 (29.1%)	27 (34.2%)	8 (10.1%)	79 (100.0%)
	Total	2 (1.2%)	27 (16.3%)	60 (36.1%)	60 (36.1%)	17 (10.2%)	166 (100.0%)
Male	Non-LGB	3 (2.0%)	29 (19.5%)	69 (46.3%)	35 (23.5%)	13 (8.7%)	149 (100.0%)
	LGB	2 (11.1%)	4 (22.2%)	8 (44.4%)	2 (11.1%)	2 (11.1%)	18 (100.0%)
	Total	5 (3.0%)	33 (19.8%)	77 (46.1%)	37 (22.2%)	15 (9.0%)	167 (100.0%)
Trans-Gender Diverse	LGB	1 (33.3%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	1 (33.3%)	3 (100.0%)
	Total	1 (33.3%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	1 (33.3%)	3 (100.0%)
Total	Non-LGBT	3 (1.3%)	37 (15.7%)	106 (44.9%)	68 (28.8%)	22 (9.3%)	236 (100.0%)
	LGBT	5 (5.0%)	23 (23.0%)	31 (31.0%)	30 (30.0%)	11 (11.0%)	100 (100.0%)
	Total	8 (2.4%)	60 (17.9%)	137 (40.8%)	98 (29.2%)	33 (9.8%)	336 (100.0%)

Have You Witnessed Homophobia in Cricket: Gender by Sexuality

Gender	Sexuality	No	Yes - Once	Yes - Often	Yes - Always	Total
Female	Non-LGB	57 (66.3%)	9 (10.5%)	20 (23.3%)	0 (0.0%)	86 (100.0%)
	LGB	23 (29.1%)	19 (24.1%)	36 (45.6%)	1 (1.3%)	79 (100.0%)
	Total	80 (48.5%)	28 (17.0%)	56 (33.9%)	1 (0.6%)	165 (100.0%)
Male	Non-LGB	68 (45.6%)	15 (10.1%)	60 (40.3%)	6 (4.0%)	149 (100.0%)
	LGB	2 (11.1%)	5 (27.8%)	10 (55.6%)	1 (5.6%)	18 (100.0%)
	Total	70 (41.9%)	20 (12.0%)	70 (41.9%)	7 (4.2%)	167 (100.0%)
Trans-Gender Diverse	LGB	3 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (100.0%)
	Total	3 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (100.0%)
Total	Non-LGBT	125 (53.2%)	24 (10.2%)	80 (34.0%)	6 (2.6%)	235 (100.0%)
	LGBT	28 (28.0%)	24 (24.0%)	46 (46.0%)	2 (2.0%)	100 (100.0%)
	Total	153 (45.7%)	48 (14.3%)	126 (37.6%)	8 (2.4%)	335 (100.0%)

Have You Experienced Homophobia in Cricket: Gender by Sexuality

Gender	Sexuality	No	Yes - Once	Yes - Often	Yes - Always	Total
Female	Non-LGB	75 (87.2%)	6 (7.0%)	5 (5.8%)	0 (0.0%)	86 (100.0%)
	LGB	46 (58.2%)	11 (13.9%)	21 (26.6%)	1 (1.3%)	79 (100.0%)
	Total	121 (73.3%)	17 (10.3%)	26 (15.8%)	1 (0.6%)	165 (100.0%)
Male	Non-LGB	106 (71.6%)	8 (5.4%)	32 (21.6%)	2 (1.4%)	148 (100.0%)
	LGB	10 (55.6%)	2 (11.1%)	5 (27.8%)	1 (5.6%)	18 (100.0%)
	Total	116 (69.9%)	10 (6.0%)	37 (22.3%)	3 (1.8%)	166 (100.0%)
Trans-Gender Diverse	LGB	2 (66.7%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	3 (100.0%)
	Total	2 (66.7%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	3 (100.0%)

Total	Non-LGBT	181 (77.4%)	14 (6.0%)	37 (15.8%)	2 (0.9%)	234 (100.0%)
	LGBT	58 (58.0%)	13 (13.0%)	26 (26.0%)	3 (3.0%)	100 (100.0%)
	Total	239 (71.6%)	27 (8.1%)	63 (18.9%)	5 (1.5%)	334 (100.0%)

To Support LGBT Inclusion, Cricket should.....: Gender by Sexuality

Gender	Sexuality	Much More	More	About the Same	Less	Much Less	Total
Female	Non-LGB	18 (20.7%)	42 (48.3%)	27 (31.0%)	0 (0.0%)	0 (0.0%)	87 (100.0%)
	LGB	28 (35.9%)	40 (51.3%)	8 (10.3%)	2 (2.6%)	0 (0.0%)	78 (100.0%)
	Total	46 (27.9%)	82 (49.7%)	35 (21.2%)	2 (1.2%)	0 (0.0%)	165 (100.0%)
Male	Non-LGB	25 (16.8%)	91 (61.1%)	31 (20.8%)	0 (0.0%)	2 (1.3%)	149 (100.0%)
	LGB	5 (27.8%)	6 (33.3%)	6 (33.3%)	0 (0.0%)	1 (5.6%)	18 (100.0%)
	Total	30 (18.0%)	97 (58.1%)	37 (22.2%)	0 (0.0%)	3 (1.8%)	167 (100.0%)
Trans-Gender Diverse	LGB	1 (33.3%)	2 (66.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (100.0%)
	Total	1 (33.3%)	2 (66.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (100.0%)
Total	Non-LGBT	43 (18.2%)	133 (56.4%)	58 (24.6%)	0 (0.0%)	2 (0.8%)	236 (100.0%)
	LGBT	34 (34.3%)	48 (48.5%)	14 (14.1%)	2 (2.0%)	1 (1.0%)	99 (100.0%)
	Total	77 (23.0%)	181 (54.0%)	72 (21.5%)	2 (0.6%)	3 (0.9%)	335 (100.0%)

LGBT People are Accepted in Cricket as Players: Gender by Sexuality

Gender	Sexuality	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	Non-LGB	0 (0.0%)	9 (10.3%)	19 (21.8%)	26 (29.9%)	25 (28.7%)	8 (9.2%)	87 (100.0%)
	LGB	1 (1.3%)	15 (19.0%)	20 (25.3%)	30 (38.0%)	13 (16.5%)	0 (0.0%)	79 (100.0%)
	Total	1 (0.6%)	24 (14.5%)	39 (23.5%)	56 (33.7%)	38 (22.9%)	8 (4.8%)	166 (100.0%)
Male	Non-LGB	4 (2.7%)	24 (16.1%)	33 (22.1%)	45 (30.2%)	34 (22.8%)	9 (6.0%)	149 (100.0%)
	LGB	4 (22.2%)	4 (22.2%)	3 (16.7%)	4 (22.2%)	3 (16.7%)	0 (0.0%)	18 (100.0%)
	Total	8 (4.8%)	28 (16.8%)	36 (21.6%)	49 (29.3%)	37 (22.2%)	9 (5.4%)	167 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)
	Total	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)
Total	Non-LGBT	4 (1.7%)	33 (14.0%)	52 (22.0%)	71 (30.1%)	59 (25.0%)	17 (7.2%)	236 (100.0%)
	LGBT	5 (5.1%)	19 (19.2%)	23 (23.2%)	36 (36.4%)	16 (16.2%)	0 (0.0%)	99 (100.0%)
	Total	9 (2.7%)	52 (15.5%)	75 (22.4%)	107 (31.9%)	75 (22.4%)	17 (5.1%)	335 (100.0%)

LGBT People are Accepted in Cricket as Coaches: Gender by Sexuality

Gender	Sexuality	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	Non-LGB	3 (3.4%)	13 (14.9%)	11 (12.6%)	20 (23.0%)	22 (25.3%)	18 (20.7%)	87 (10.0%)
	LGB	4 (5.1%)	16 (20.5%)	20 (25.6%)	25 (32.1%)	6 (7.7%)	7 (9.0%)	78 (100.0%)
	Total	7 (4.2%)	29 (17.6%)	31 (18.8%)	45 (27.3%)	28 (17.0%)	25 (15.2%)	165 (100.0%)
Male	Non-LGB	8 (5.4%)	26 (17.4%)	24 (16.1%)	44 (29.5%)	31 (20.8%)	16 (10.7%)	149 (100.0%)
	LGB	4 (22.2%)	3 (16.7%)	3 (16.7%)	4 (22.2%)	3 (16.7%)	1 (5.6%)	18 (100.0%)
	Total	12 (7.2%)	29 (17.4%)	27 (16.2%)	48 (28.7%)	34 (20.4%)	17 (10.2%)	167 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	1 (33.3%)	1 (33.3%)	3 (100.0%)
	Total	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	1 (33.3%)	1 (33.3%)	3 (100.0%)
Total	Non-LGBT	11 (4.7%)	39 (16.5%)	35 (14.8%)	64 (27.1%)	53 (22.5%)	34 (14.4%)	236 (100.0%)
	LGBT	8 (8.1%)	19 (19.2%)	23 (23.2%)	30 (30.3%)	10 (10.1%)	9 (9.1%)	99 (100.0%)
	Total	19 (5.7%)	58 (17.3%)	58 (17.3%)	94 (28.1%)	63 (18.8%)	43 (12.8%)	335 (100.0%)

LGBT People are Accepted in Cricket as Officials: Gender by Sexuality

Gender	Sexuality	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	Non-LGB	1 (1.1%)	10 (11.5%)	10 (11.5%)	22 (25.3%)	24 (27.6%)	20 (23.0%)	87 (10.0%)
	LGB	4 (5.1%)	9 (11.5%)	16 (20.5%)	26 (33.3%)	9 (11.5%)	14 (17.9%)	78 (100.0%)
	Total	5 (30.0%)	19 (11.5%)	26 (15.8%)	48 (29.1%)	33 (20.0%)	34 (20.6%)	165 (100.0%)
Male	Non-LGB	4 (2.7%)	18 (12.1%)	33 (22.1%)	39 (20.0%)	41 (27.5%)	14 (9.4%)	149 (100.0%)
	LGB	2 (11.1%)	5 (27.8%)	2 (11.1%)	5 (27.8%)	3 (16.7%)	1 (5.6%)	18 (100.0%)
	Total	6 (3.6%)	23 (13.8%)	35 (21.0%)	44 (26.3%)	44 (26.3%)	15 (9.0%)	167 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	0 (0.0%)	1 (33.3%)	0 (0.0%)	1 (33.3%)	1 (33.3%)	3 (100.0%)
	Total	0 (0.0%)	0 (0.0%)	1 (33.3%)	0 (0.0%)	1 (33.3%)	1 (33.3%)	3 (100.0%)
Total	Non-LGBT	5 (2.1%)	28 (11.9%)	43 (18.2%)	61 (25.8%)	65 (27.5%)	34 (14.4%)	236 (100.0%)
	LGBT	6 (6.1%)	14 (14.1%)	19 (19.2%)	31 (31.3%)	13 (13.1%)	16 (13.2%)	99 (100.0%)
	Total	11 (3.3%)	42 (12.5%)	62 (18.5%)	92 (27.5%)	78 (23.3%)	50 (14.9%)	335 (100.0%)

LGBT People are Accepted in Cricket as Volunteers: Gender by Sexuality

Gender	Sexuality	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	Non-LGB	1 (1.1%)	9 (10.3%)	8 (9.2%)	26 (29.9%)	23 (26.4%)	20 (23.0%)	87 (10.0%)
	LGB	2 (2.6%)	12 (15.4%)	17 (21.8%)	28 (35.9%)	10 (12.8%)	9 (11.5%)	78 (100.0%)
	Total	3 (1.8%)	21 (12.7%)	25 (15.2%)	54 (32.7%)	33 (20.0%)	29 (17.6%)	165 (100.0%)

Male	Non-LGB	2 (1.3%)	13 (8.7%)	29 (19.5%)	49 (32.9%)	38 (25.5%)	18 (12.1%)	149 (100.0%)
	LGB	0 (0.0%)	5 (29.4%)	4 (23.5%)	4 (23.5%)	3 (17.6%)	1 (5.9%)	17 (100.0%)
	Total	2 (1.2%)	18 (10.8%)	33 (19.9%)	53 (31.9%)	41 (24.7%)	19 (11.4%)	166 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
	Total	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
Total	Non-LGBT	3 (1.3%)	22 (9.3%)	37 (15.7%)	75 (31.8%)	61 (25.8%)	38 (16.1%)	236 (100.0%)
	LGBT	2 (2.1%)	17 (17.5%)	21 (21.6%)	32 (33.0%)	14 (14.4%)	11 (11.3%)	97 (100.0%)
	Total	5 (1.5%)	39 (11.7%)	58 (17.4%)	107 (32.1%)	75 (22.5%)	49 (14.7%)	333 (100.0%)

LGBT People are Accepted in Cricket as Leadership: Gender by Sexuality

Gender	Sexuality	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	Non-LGB	2 (2.3%)	14 (16.1%)	12 (13.8%)	21 (24.1%)	22 (25.3%)	16 (18.4%)	87 (10.0%)
	LGB	5 (6.4%)	20 (25.6%)	14 (17.9%)	24 (30.8%)	9 (11.5%)	6 (7.7%)	78 (100.0%)
	Total	7 (4.2%)	34 (20.6%)	26 (15.8%)	45 (27.3%)	31 (18.8%)	22 (13.3%)	165 (100.0%)
Male	Non-LGB	5 (3.4%)	19 (12.8%)	29 (19.5%)	47 (31.5%)	36 (24.2%)	13 (8.7%)	149 (100.0%)
	LGB	4 (22.2%)	3 (16.7%)	4 (22.2%)	3 (16.7%)	3 (16.7%)	1 (5.6%)	18 (100.0%)
	Total	9 (5.4%)	22 (13.2%)	33 (19.8%)	50 (29.9%)	39 (23.4%)	14 (8.4%)	167 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	0 (0.0%)	1 (50.0%)	2 (100.0%)
	Total	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	0 (0.0%)	1 (50.0%)	2 (100.0%)
Total	Non-LGBT	7 (3.0%)	33 (14.0%)	41 (17.4%)	68 (28.8%)	58 (24.6%)	29 (12.3%)	236 (100.0%)
	LGBT	9 (9.2%)	23 (23.5%)	18 (18.4%)	28 (28.6%)	12 (12.2%)	8 (8.2%)	98 (100.0%)
	Total	16 (4.8%)	56 (16.8%)	59 (17.7%)	96 (28.7%)	70 (21.0%)	37 (11.1%)	334 (100.0%)

LGBT People are Accepted in Cricket as Staff: Gender by Sexuality

Gender	Sexuality	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	Non-LGB	0 (0.0%)	10 (11.5%)	12 (13.8%)	28 (32.2%)	27 (31.0%)	10 (11.5%)	87 (10.0%)
	LGB	4 (5.2%)	19 (24.7%)	12 (15.6%)	25 (32.5%)	10 (13.0%)	7 (9.1%)	77 (100.0%)
	Total	4 (2.4%)	29 (17.7%)	24 (14.6%)	53 (32.3%)	37 (22.6%)	17 (10.4%)	164 (100.0%)
Male	Non-LGB	2 (1.3%)	14 (9.4%)	21 (14.1%)	50 (33.6%)	55 (36.9%)	7 (4.7%)	149 (100.0%)
	LGB	0 (0.0%)	3 (16.7%)	3 (16.7%)	6 (33.3%)	4 (22.2%)	2 (11.1%)	18 (100.0%)
	Total	2 (1.2%)	17 (10.2%)	24 (14.4%)	56 (33.5%)	59 (35.3%)	9 (5.4%)	167 (100.0%)
Trans-Gender Diverse	LGB	1 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	1 (33.3%)	3 (100.0%)
	Total	1 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	1 (33.3%)	3 (100.0%)
Total	Non-LGBT	2 (0.8%)	24 (10.2%)	33 (14.0%)	78 (33.1%)	82 (34.7%)	17 (7.2%)	236 (100.0%)
	LGBT	5 (5.1%)	22 (22.4%)	15 (15.3%)	31 (31.6%)	15 (15.3%)	10 (10.2%)	98 (100.0%)
	Total	7 (2.1%)	46 (13.8%)	48 (14.4%)	109 (32.6%)	97 (29.0%)	27 (8.1%)	334 (100.0%)

LGBT People are Accepted in Cricket as Parents of Players: Gender by Sexuality

Gender	Sexuality	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	Non-LGB	0 (0.0%)	10 (11.5%)	12 (13.8%)	20 (23.0%)	23 (26.4%)	22 (25.3%)	87 (100.0%)
	LGB	4 (5.1%)	12 (15.4%)	17 (21.8%)	19 (24.4%)	9 (11.5%)	17 (21.8%)	78 (100.0%)
	Total	4 (2.4%)	22 (13.3%)	29 (17.6%)	39 (23.6%)	32 (19.4%)	39 (23.6%)	165 (100.0%)
Male	Non-LGB	2 (1.3%)	11 (7.4%)	30 (20.1%)	46 (30.9%)	38 (25.5%)	22 (14.8%)	149 (100.0%)
	LGB	2 (11.1%)	2 (11.1%)	5 (27.8%)	5 (27.8%)	3 (16.7%)	1 (5.6%)	18 (100.0%)
	Total	4 (2.4%)	13 (7.8%)	35 (21.0%)	51 (30.5%)	41 (24.6%)	23 (13.8%)	167 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	0 (0.0%)	1 (33.3%)	0 (0.0%)	1 (33.3%)	1 (33.3%)	3 (100.0%)
	Total	0 (0.0%)	0 (0.0%)	1 (33.3%)	0 (0.0%)	1 (33.3%)	1 (33.3%)	3 (100.0%)
Total	Non-LGBT	2 (0.8%)	21 (8.9%)	42 (17.8%)	66 (28.0%)	61 (25.8%)	44 (18.6%)	236 (100.0%)
	LGBT	6 (6.1%)	14 (14.1%)	23 (23.2%)	24 (24.2%)	13 (13.1%)	19 (19.2%)	99 (100.0%)
	Total	8 (2.4%)	35 (10.4%)	65 (19.4%)	90 (26.9%)	74 (22.1%)	63 (18.8%)	335 (100.0%)

LGBT People are Accepted in Cricket as Medical/Physio Staff: Gender by Sexuality

Gender	Sexuality	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	Non-LGB	3 (3.4%)	13 (14.9%)	9 (10.3%)	21 (24.1%)	20 (23.0%)	21 (24.1%)	87 (100.0%)
	LGB	3 (3.8%)	17 (21.8%)	13 (16.7%)	24 (30.8%)	8 (10.3%)	13 (16.7%)	78 (100.0%)
	Total	6 (3.6%)	30 (18.2%)	22 (13.3%)	45 (27.3%)	28 (17.0%)	34 (20.6%)	165 (100.0%)
Male	Non-LGB	3 (2.0%)	18 (12.1%)	29 (19.5%)	38 (25.5%)	40 (26.8%)	21 (14.1%)	149 (100.0%)
	LGB	3 (16.7%)	4 (22.2%)	2 (11.1%)	4 (22.2%)	4 (22.2%)	1 (5.6%)	18 (100.0%)
	Total	6 (3.6%)	22 (13.2%)	31 (18.6%)	42 (25.1%)	44 (26.3%)	22 (13.2%)	167 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
	Total	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
Total	Non-LGBT	6 (2.5%)	31 (13.1%)	38 (16.1%)	59 (25.0%)	60 (25.4%)	42 (17.8%)	236 (100.0%)
	LGBT	6 (6.1%)	21 (21.4%)	15 (15.3%)	28 (28.6%)	13 (13.3%)	15 (15.3%)	98 (100.0%)
	Total	12 (3.6%)	52 (15.6%)	53 (15.9%)	87 (26.0%)	73 (21.9%)	57 (17.1%)	334 (100.0%)

Gay/Bi male players in Cricket are.....: Gender by Sexuality

Gender	Sexuality	Under represented	As it should be	Over represented	Total
Female	Non-LGB	64 (78.0%)	17 (20.7%)	1 (1.2%)	82 (100.0%)
	LGB	69 (90.8%)	7 (9.2%)	0 (0.0%)	76 (100.0%)
	Total	133 (84.2%)	24 (15.2%)	1 (0.6%)	158 (100.0%)
Male	Non-LGB	95 (65.1%)	51 (34.9%)	0 (0.0%)	146 (100.0%)
	LGB	11 (61.1%)	7 (38.9%)	0 (0.0%)	18 (100.0%)
	Total	106 (64.6%)	58 (35.4%)	0 (0.0%)	164 (100.0%)
	LGB	2 (100.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)

Trans-Gender Diverse	Total	2 (100.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)
Total	Non-LGBT	159 (69.7%)	68 (29.8%)	1 (0.4%)	228 (100.0%)
	LGBT	82 (85.4%)	14 (14.6%)	0 (0.0%)	96 (100.0%)
	Total	241 (74.4%)	82 (25.3%)	1 (0.3%)	324 (100.0%)

Lesbian/Bi female players in Cricket are.....: Gender by Sexuality

Gender	Sexuality	Under represented	As it should be	Over represented	Total
Female	Non-LGB	17 (20.2%)	56 (66.7%)	11 (13.1%)	84 (100.0%)
	LGB	30 (39.5%)	42 (55.3%)	4 (5.3%)	76 (100.0%)
	Total	47 (29.4%)	98 (61.3%)	15 (9.4%)	160 (100.0%)
Male	Non-LGB	26 (17.8%)	90 (61.6%)	30 (20.5%)	146 (100.0%)
	LGB	6 (33.3%)	9 (50.0%)	3 (16.7%)	18 (100.0%)
	Total	32 (19.5%)	99 (60.4%)	33 (20.1%)	164 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
	Total	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
Total	Non-LGBT	43 (18.7%)	146 (63.5%)	41 (17.8%)	230 (100.0%)
	LGBT	36 (37.5%)	52 (54.2%)	8 (8.3%)	96 (100.0%)
	Total	79 (24.2%)	198 (60.7%)	49 (15.0%)	326 (100.0%)

In MEN'S cricket there are no gay/bisexual players, so there is no need to address their equality: Gender by Sexuality

Gender	Sexuality	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
Female	Non-LGB	4 (4.6%)	6 (6.9%)	20 (23.0%)	24 (27.6%)	33 (37.9%)	87 (100.0%)
	LGB	4 (5.1%)	3 (3.8%)	4 (5.1%)	24 (30.8%)	43 (55.1%)	78 (100.0%)
	Total	8 (4.8%)	9 (5.5%)	24 (14.5%)	48 (29.1%)	76 (46.1%)	165 (100.0%)
Male	Non-LGB	5 (3.4%)	8 (5.4%)	37 (25.0%)	56 (37.8%)	42 (28.4%)	148 (100.0%)
	LGB	1 (5.6%)	1 (5.6%)	4 (22.2%)	4 (22.2%)	8 (44.4%)	18 (100.0%)
	Total	6 (3.6%)	9 (5.4%)	41 (24.7%)	60 (36.1%)	50 (30.1%)	166 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)	2 (100.0%)
	Total	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)	2 (100.0%)
Total	Non-LGBT	9 (3.8%)	14 (6.0%)	57 (24.3%)	80 (34.0%)	75 (31.9%)	235 (100.0%)
	LGBT	5 (5.1%)	4 (4.1%)	8 (8.2%)	28 (28.6%)	53 (54.1%)	98 (100.0%)
	Total	14 (4.2%)	18 (5.4%)	65 (19.5%)	108 (32.4%)	128 (38.4%)	333 (100.0%)

In MEN'S cricket a player coming out as gay/bisexual would be accepted: Gender by Sexuality

Gender	Sexuality	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
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Female	Non-LGB	6 (6.9%)	19 (21.8%)	42 (48.3%)	19 (21.8%)	1 (1.1%)	87 (100.0%)
	LGB	6 (7.7%)	14 (17.9%)	37 (47.4%)	16 (20.5%)	5 (6.4%)	78 (100.0%)
	Total	12 (7.3%)	33 (20.0%)	79 (47.9%)	35 (21.2%)	6 (3.6%)	165 (100.0%)
Male	Non-LGB	16 (10.8%)	67 (45.3%)	50 (33.8%)	12 (8.1%)	3 (2.0%)	148 (100.0%)
	LGB	2 (11.1%)	5 (27.8%)	3 (16.7%)	7 (38.9%)	1 (5.6%)	18 (100.0%)
	Total	18 (10.8%)	72 (43.4%)	53 (31.9%)	19 (11.4%)	4 (2.4%)	166 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	0 (0.0%)	2 (100.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)
	Total	0 (0.0%)	0 (0.0%)	2 (100.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)
Total	Non-LGBT	22 (9.4%)	86 (36.6%)	92 (39.1%)	31 (13.2%)	4 (1.7%)	235 (100.0%)
	LGBT	8 (8.2%)	19 (19.4%)	42 (42.9%)	23 (23.5%)	6 (6.1%)	98 (100.0%)
	Total	30 (9.0%)	105 (31.5%)	134 (40.2%)	54 (16.2%)	10 (3.0%)	333 (100.0%)

In MEN'S cricket any player that came out as gay/bisexual would need to drive change for equality: Gender by Sexuality

Gender	Sexuality	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
Female	Non-LGB	4 (4.6%)	26 (29.9%)	28 (32.2%)	24 (27.6%)	5 (5.7%)	87 (100.0%)
	LGB	12 (15.2%)	31 (39.2%)	17 (21.5%)	16 (20.3%)	3 (3.8%)	79 (100.0%)
	Total	16 (9.6%)	57 (34.3%)	45 (27.1%)	40 (24.1%)	8 (4.8%)	166 (100.0%)
Male	Non-LGB	9 (6.1%)	33 (22.3%)	37 (25.0%)	55 (37.2%)	14 (9.5%)	148 (100.0%)
	LGB	1 (5.6%)	4 (22.2%)	6 (33.3%)	4 (22.2%)	3 (16.7%)	18 (100.0%)
	Total	10 (6.0%)	37 (22.3%)	43 (25.9%)	59 (35.5%)	17 (10.2%)	166 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	1 (50.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	2 (100.0%)
	Total	0 (0.0%)	1 (50.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	2 (100.0%)
Total	Non-LGBT	13 (5.5%)	59 (25.1%)	65 (27.7%)	79 (33.6%)	19 (8.1%)	235 (100.0%)
	LGBT	13 (13.1%)	36 (36.4%)	23 (23.2%)	20 (20.2%)	7 (7.1%)	99 (100.0%)
	Total	26 (7.8%)	95 (28.4%)	88 (26.3%)	99 (29.6%)	26 (7.8%)	334 (100.0%)

In MEN'S cricket a player coming out would have a positive impact on Cricket: Gender by Sexuality

Gender	Sexuality	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
Female	Non-LGB	20 (23.0%)	40 (46.0%)	22 (25.3%)	5 (5.7%)	0 (0.0%)	87 (100.0%)
	LGB	32 (40.5%)	34 (43.0%)	13 (16.5%)	0 (0.0%)	0 (0.0%)	79 (100.0%)
	Total	52 (31.3%)	74 (44.6%)	35 (21.1%)	5 (3.0%)	0 (0.0%)	166 (100.0%)
Male	Non-LGB	25 (16.9%)	79 (53.4%)	32 (21.6%)	7 (4.7%)	5 (3.4%)	148 (100.0%)
	LGB	5 (27.8%)	9 (50.0%)	1 (5.6%)	3 (16.7%)	0 (0.0%)	18 (100.0%)
	Total	30 (18.1%)	88 (53.0%)	33 (19.9%)	10 (6.0%)	5 (3.0%)	166 (100.0%)
Trans-Gender Diverse	LGB	2 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)
	Total	2 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)

Total	Non-LGBT	45 (19.1%)	119 (50.6%)	54 (23.0%)	12 (5.1%)	5 (2.1%)	235 (100.0%)
	LGBT	39 (39.4%)	43 (43.4%)	14 (14.1%)	3 (3.0%)	0 (0.0%)	99 (100.0%)
	Total	84 (25.1%)	162 (48.5%)	68 (20.4%)	15 (4.5%)	5 (1.5%)	334 (100.0%)

In WOMEN'S cricket openly lesbian/bisexual players are accepted: Gender by Sexuality

Gender	Sexuality	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
Female	Non-LGB	30 (34.5%)	41 (47.1%)	13 (14.9%)	2 (2.3%)	1 (1.1%)	87 (100%)
	LGB	25 (31.6%)	41 (51.9%)	9 (11.4%)	4 (5.1%)	0 (0.0%)	79 (100%)
	Total	55 (33.1%)	82 (49.4%)	22 (13.3%)	6 (3.6%)	1 (0.6%)	166 (100%)
Male	Non-LGB	47 (31.8%)	80 (54.1%)	17 (11.5%)	1 (0.7%)	3 (2.0%)	148 (100%)
	LGB	5 (27.8%)	10 (55.6%)	2 (11.1%)	0 (0.0%)	1 (5.6%)	18 (100%)
	Total	52 (31.3%)	90 (54.2%)	19 (11.4%)	1 (0.6%)	4 (2.4%)	166 (100%)
Trans-Gender Diverse	LGB	1 (50.0%)	1 (50.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100%)
	Total	1 (50.0%)	1 (50.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100%)
Total	Non-LGBT	77 (32.8%)	121 (51.5%)	30 (12.8%)	3 (1.3%)	4 (1.7%)	235 (100%)
	LGBT	31 (31.3%)	52 (52.5%)	11 (11.1%)	4 (4.0%)	1 (1.0%)	99 (100%)
	Total	108 (32.3%)	173 (51.8%)	41 (12.3%)	7 (2.1%)	5 (1.5%)	334 (100%)

In WOMEN'S cricket lesbian/bisexual players have a positive impact on cricket: Gender by Sexuality

Gender	Sexuality	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
Female	Non-LGB	23 (26.4%)	44 (50.6%)	16 (18.4%)	4 (4.6%)	0 (0.0%)	87 (100.0%)
	LGB	40 (50.6%)	34 (43.0%)	5 (6.3%)	0 (0.0%)	0 (0.0%)	79 (100.0%)
	Total	63 (38.0%)	78 (47.0%)	21 (12.7%)	4 (2.4%)	0 (0.0%)	166 (100.0%)
Male	Non-LGB	27 (18.2%)	65 (43.9%)	41 (27.7%)	11 (7.4%)	4 (2.7%)	148 (100.0%)
	LGB	5 (27.8%)	9 (50.0%)	2 (11.1%)	2 (11.1%)	0 (0.0%)	18 (100.0%)
	Total	32 (19.3%)	74 (44.6%)	43 (25.9%)	13 (7.8%)	4 (2.4%)	166 (100.0%)
Trans-Gender Diverse	LGB	2 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)
	Total	2 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)
Total	Non-LGBT	50 (21.3%)	109 (46.4%)	57 (24.3%)	15 (6.4%)	4 (1.7%)	235 (100.0%)
	LGBT	47 (47.5%)	43 (43.4%)	7 (7.1%)	2 (2.0%)	0 (0.0%)	99 (100.0%)
	Total	97 (29.0%)	152 (45.5%)	64 (19.2%)	17 (5.1%)	4 (1.2%)	334 (100.0%)

In WOMEN'S cricket the number of openly lesbian/bisexual players means the sport has a reputation as the 'lesbian sport': Gender by Sexuality

Gender	Sexuality	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
Female	Non-LGB	12 (13.8%)	36 (41.4%)	18 (20.7%)	18 (20.7%)	3 (3.4%)	87 (100.0%)
	LGB	10 (12.7%)	33 (41.8%)	14 (17.7%)	16 (20.3%)	6 (7.6%)	79 (100.0%)
	Total	22 (13.3%)	69 (41.6%)	32 (19.3%)	34 (20.5%)	9 (5.4%)	166 (100.0%)
Male	Non-LGB	14 (9.5%)	51 (34.5%)	42 (28.4%)	36 (24.3%)	5 (3.4%)	148 (100.0%)
	LGB	1 (5.6%)	8 (44.4%)	3 (16.7%)	3 (16.7%)	3 (16.7%)	18 (100.0%)
	Total	15 (9.0%)	59 (35.5%)	45 (27.1%)	39 (23.5%)	8 (4.8%)	166 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	1 (50.0%)	0 (0.0%)	1 (50.0%)	0 (0.0%)	2 (100.0%)
	Total	0 (0.0%)	1 (50.0%)	0 (0.0%)	1 (50.0%)	0 (0.0%)	2 (100.0%)
Total	Non-LGBT	26 (11.1%)	87 (37.0%)	60 (25.5%)	54 (23.0%)	8 (3.4%)	235 (100.0%)
	LGBT	11 (11.1%)	42 (42.4%)	17 (17.2%)	20 (20.2%)	9 (9.1%)	99 (100.0%)
	Total	37 (11.1%)	129 (38.6%)	77 (23.1%)	74 (22.2%)	17 (5.1%)	334 (100.0%)

In WOMEN'S cricket it is important that the sport maintain a more feminine and heterosexual image for broad appeal: Gender by Sexuality

Gender	Sexuality	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
Female	Non-LGB	3 (3.4%)	13 (14.9%)	24 (27.6%)	33 (37.9%)	14 (16.1%)	87 (100.0%)
	LGB	1 (1.3%)	4 (5.1%)	10 (12.7%)	32 (40.5%)	32 (40.5%)	79 (100.0%)
	Total	4 (2.4%)	17 (10.2%)	34 (20.5%)	65 (39.2%)	46 (27.7%)	166 (100.0%)
Male	Non-LGB	8 (5.4%)	29 (19.6%)	37 (25.0%)	57 (38.5%)	17 (11.5%)	148 (100.0%)
	LGB	0 (0.0%)	3 (16.7%)	1 (5.6%)	8 (44.4%)	6 (33.3%)	18 (100.0%)
	Total	8 (4.8%)	32 (19.3%)	38 (22.9%)	65 (39.2%)	23 (13.9%)	166 (100.0%)
Trans-Gender Diverse	LGB	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
	Total	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
Total	Non-LGBT	11 (4.7%)	42 (17.9%)	61 (26.0%)	90 (38.3%)	31 (13.2%)	235 (100.0%)
	LGBT	1 (1.0%)	7 (7.1%)	11 (11.1%)	41 (41.4%)	39 (39.4%)	99 (100.0%)
	Total	12 (3.6%)	49 (14.7%)	72 (21.6%)	131 (39.2%)	70 (21.0%)	334 (100.0%)

If my favourite cricket player came out as openly LGB I would feel...: Gender by Sexuality

Gender	Sexuality	Very proud	Proud	Neutral	Embarrassed	Very embarrassed	Total
Female	Non-LGB	25 (28.7%)	19 (21.8%)	43 (49.4%)	0 (0.0%)	0 (0.0%)	87 (100.0%)
	LGB	52 (65.8%)	18 (22.8%)	9 (11.4%)	0 (0.0%)	0 (0.0%)	79 (100.0%)
	Total	77 (46.4%)	37 (22.3%)	52 (31.3%)	0 (0.0%)	0 (0.0%)	166 (100.0%)
Male	Non-LGB	25 (16.8%)	37 (24.8%)	85 (57.0%)	2 (1.3%)	0 (0.0%)	149 (100.0%)
	LGB	6 (33.3%)	5 (27.8%)	6 (33.3%)	1 (5.6%)	0 (0.0%)	18 (100.0%)
	Total	31 (18.6%)	42 (25.1%)	91 (54.5%)	3 (1.8%)	0 (0.0%)	167 (100.0%)

Trans-Gender Diverse	LGB	2 (66.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	3 (100.0%)
	Total	2 (66.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	3 (100.0%)
Total	Non-LGBT	50 (21.2%)	56 (23.7%)	128 (54.2%)	2 (0.8%)	0 (0.0%)	236 (100.0%)
	LGBT	60 (60.0%)	23 (23.0%)	15 (15.0%)	1 (1.0%)	1 (1.0%)	100 (100.0%)
	Total	110 (32.7%)	79 (23.5%)	143 (42.6%)	3 (0.9%)	1 (0.3%)	336 (100.0%)

If a cricket player at my club came out as LGB I would feel...: Gender by Sexuality

Gender	Sexuality	Very accepting	Accepting	Neutral	Disappointing	Very Disappointing	Total
Female	Non-LGB	48 (55.8%)	21 (24.4%)	17 (19.8%)	0 (0.0%)	0 (0.0%)	86 (100.0%)
	LGB	68 (86.1%)	7 (8.9%)	4 (5.1%)	0 (0.0%)	0 (0.0%)	79 (100.0%)
	Total	116 (70.3%)	28 (17.0%)	21 (12.7%)	0 (0.0%)	0 (0.0%)	165 (100.0%)
Male	Non-LGB	59 (39.6%)	62 (41.6%)	27 (18.1%)	1 (0.7%)	0 (0.0%)	149 (100.0%)
	LGB	10 (55.6%)	7 (38.9%)	1 (5.6%)	0 (0.0%)	0 (0.0%)	18 (100.0%)
	Total	69 (41.3%)	69 (41.3%)	28 (16.8%)	1 (0.6%)	0 (0.0%)	167 (100.0%)
Trans-Gender Diverse	LGB	3 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (100.0%)
	Total	3 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	3 (100.0%)
Total	Non-LGBT	107 (45.5%)	83 (35.3%)	44 (18.7%)	1 (0.4%)	0 (0.0%)	235 (100.0%)
	LGBT	81 (81.0%)	14 (14.0%)	5 (5.0%)	0 (0.0%)	0 (0.0%)	100 (100.0%)
	Total	188 (56.1%)	97 (29.0%)	49 (14.6%)	1 (0.3%)	0 (0.0%)	336 (100.0%)

I wish more LGB cricket players would be open about their sexuality: Gender by Sexuality

Gender	Sexuality	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
Female	Non-LGB	25 (28.7%)	41 (47.1%)	12 (13.8%)	7 (8.0%)	2 (2.3%)	87 (100.0%)
	LGB	46 (58.2%)	20 (25.3%)	8 (10.1%)	5 (6.3%)	0 (0.0%)	79 (100.0%)
	Total	71 (42.8%)	61 (36.7%)	20 (12.0%)	12 (7.2%)	2 (1.2%)	166 (100.0%)
Male	Non-LGB	20 (13.4%)	67 (45.0%)	44 (29.5%)	14 (9.4%)	4 (2.7%)	149 (100.0%)
	LGB	6 (33.3%)	8 (44.4%)	3 (16.7%)	0 (0.0%)	1 (5.6%)	18 (100.0%)
	Total	26 (15.6%)	75 (44.9%)	47 (28.1%)	14 (8.4%)	5 (3.0%)	167 (100.0%)
Trans-Gender Diverse	LGB	2 (66.7%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	0 (0.0%)	3 (100.0%)
	Total	2 (66.7%)	0 (0.0%)	0 (0.0%)	1 (33.3%)	0 (0.0%)	3 (100.0%)
Total	Non-LGBT	45 (19.1%)	108 (45.8%)	56 (23.7%)	21 (8.9%)	6 (2.5%)	236 (100.0%)
	LGBT	54 (54.0%)	28 (28.0%)	11 (11.0%)	6 (6.0%)	1 (1.0%)	100 (100.0%)
	Total	99 (29.5%)	136 (40.5%)	67 (19.9%)	27 (8.0%)	7 (2.1%)	336 (100.0%)

Anti-LGBT language is harmless if it is just meant as banter: Gender by Sexuality

Gender	Sexuality	Strongly agree	Agree	Unsure	Disagree	Strongly disagree	Total
Female	Non-LGB	2 (2.3%)	1 (1.1%)	8 (9.2%)	32 (36.8%)	44 (50.6%)	87 (100.0%)
	LGB	1 (1.3%)	2 (2.5%)	3 (3.8%)	15 (19.0%)	58 (73.4%)	79 (100.0%)
	Total	3 (1.8%)	3 (1.8%)	11 (6.6%)	47 (28.3%)	102 (61.4%)	166 (100.0%)
Male	Non-LGB	5 (3.4%)	8 (5.4%)	18 (12.1%)	69 (46.3%)	49 (32.9%)	149 (100.0%)
	LGB	1 (5.6%)	3 (16.7%)	3 (16.7%)	6 (33.3%)	5 (27.8%)	18 (100.0%)
	Total	6 (3.6%)	11 (6.6%)	21 (12.6%)	75 (44.9%)	54 (32.3%)	167 (100.0%)
Trans-Gender Diverse	LGB	1 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (66.7%)	3 (100.0%)
	Total	1 (33.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (66.7%)	3 (100.0%)
Total	Non-LGBT	7 (3.0%)	9 (3.8%)	26 (11.0%)	101 (42.8%)	93 (39.4%)	236 (100.0%)
	LGBT	3 (3.0%)	5 (5.0%)	6 (6.0%)	21 (21.0%)	65 (65.0%)	100 (100.0%)
	Total	10 (3.0%)	14 (4.2%)	32 (9.5%)	122 (36.3%)	158 (47.0%)	336 (100.0%)

Offensive language towards LGBT and gender diverse people in cricket is...: Gender by Sexuality

Gender	Sexuality	Not a problem	A small problem	A big problem	Total
Female	Non-LGB	16 (18.8%)	38 (44.7%)	31 (36.5%)	85 (100.0%)
	LGB	3 (3.9%)	38 (50.0%)	35 (46.1%)	76 (100.0%)
	Total	19 (11.8%)	76 (47.2%)	66 (41.0%)	161 (100.0%)
Male	Non-LGB	31 (20.9%)	80 (54.1%)	37 (25.0%)	148 (100.0%)
	LGB	1 (5.6%)	9 (50.0%)	8 (44.4%)	18 (100.0%)
	Total	32 (19.3%)	89 (53.6%)	45 (27.1%)	166 (100.0%)
Trans-Gender Diverse	LGB	1 (50.0%)	0 (0.0%)	1 (50.0%)	2 (100.0%)
	Total	1 (50.0%)	0 (0.0%)	1 (50.0%)	2 (100.0%)
Total	Non-LGBT	47 (20.2%)	118 (50.6%)	68 (29.2%)	233 (100.0%)
	LGBT	5 (5.2%)	47 (49.0%)	44 (45.8%)	96 (100.0%)
	Total	52 (15.8%)	165 (50.2%)	112 (34.0%)	329 (100.0%)

Compared to other issues such as racism or sexism in cricket, how often is homophobia in cricket covered in the media?: Gender by Sexuality

Gender	Sexuality	No coverage at all	A little bit of coverage	Moderate amount of coverage	A fair bit of coverage	The issue is covered all the time	Total
Female	Non-LGB	54 (62.1%)	27 (31.0%)	5 (5.7%)	1 (1.1%)	0 (0.0%)	87 (100.0%)
	LGB	48 (63.2%)	23 (30.3%)	4 (5.3%)	1 (1.3%)	0 (0.0%)	76 (100.0%)
	Total	102 (62.6%)	50 (30.7%)	9 (5.5%)	2 (1.2%)	0 (0.0%)	163 (100.0%)
Male	Non-LGB	86 (57.7%)	51 (34.2%)	9 (6.0%)	1 (0.7%)	2 (1.3%)	149 (100.0%)
	LGB	11 (61.1%)	7 (38.9%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	18 (100.0%)
	Total	97 (58.1%)	58 (34.7%)	9 (5.4%)	1 (0.6%)	2 (1.2%)	167 (100.0%)
	LGB	1 (50.0%)	1 (50.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)

Trans-Gender Diverse	Total	1 (50.0%)	1 (50.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)
Total	Non-LGBT	140 (59.3%)	78 (33.1%)	14 (5.9%)	2 (0.8%)	2 (0.8%)	236 (100.0%)
	LGBT	60 (62.5%)	31 (32.3%)	4 (4.2%)	1 (1.0%)	0 (0.0%)	96 (100.0%)
	Total	200 (60.2%)	109 (32.8%)	18 (5.4%)	3 (0.9%)	2 (0.6%)	332 (100.0%)

Appendix B: Tables of Survey Results for Knowledge of Anti-Discrimination Policies and Inclusion Strategies Section

Highest response	
Lowest response	

What type of anti-discrimination policies does OUR CLUB have: by Gender

Gender	Sexual orientation	Gender identity	None	Unsure
Female	22	14	18	115
Male	25	20	39	93
Trans-Gender Diverse	1	2	0	1
Total	48	36	57	209

What type of anti-discrimination policies does OUR LEAGUE have: by Gender

Gender	Sexual orientation	Gender identity	None	Unsure
Female	27	18	11	117
Male	33	25	26	96
Trans-Gender Diverse	1	1	0	1
Total	61	44	37	214

What type of anti-discrimination policies does OUR STATE ASSOCIATION have: by Gender

Gender	Sexual orientation	Gender identity	None	Unsure
Female	43	33	7	102
Male	67	55	4	85
Trans-Gender Diverse	1	1	0	1
Total	111	89	11	188

What type of anti-discrimination policies does OUR NATIONAL ASSOCIATION have: by Gender

Gender	Sexual orientation	Gender identity	None	Unsure
Female	58	44	5	92

Male	74	58	4	81
Trans-Gender Diverse	1	1	0	1
Total	133	103	9	174

What type of inclusion strategies does OUR CLUB have: by Gender

Gender	LGB	Transgender/Gender diverse	Same-sex parents	None	Unsure
Female	22	14	10	28	103
Male	11	8	8	48	96
Trans-Gender Diverse	1	1	1	0	1
Total	34	23	19	76	200

What type of inclusion strategies does OUR LEAGUE have: by Gender

Gender	LGB	Transgender/Gender diverse	Same-sex parents	None	Unsure
Female	19	13	8	20	105
Male	12	10	7	40	103
Trans-Gender Diverse	2	0	0	0	0
Total	33	23	15	60	208

What type of inclusion strategies does OUR STATE ASSOCIATION have: by Gender

Gender	LGB	Transgender/Gender diverse	Same-sex parents	None	Unsure
Female	36	28	23	14	94
Male	39	32	26	8	109
Trans-Gender Diverse	1	1	1	0	0
Total	76	61	50	22	203

What type of inclusion strategies does OUR NATIONAL ASSOCIATION have: by Gender

Gender	LGB	Transgender/Gender diverse	Same-sex parents	None	Unsure
Female	43	33	26	12	95
Male	45	41	28	11	99
Trans-Gender Diverse	1	0	0	0	0
Total	89	74	54	23	194

I am confident that anti-discrimination policies regarding SEXUAL ORIENTATION would be policed...: by Gender

Gender	In the club rooms	At training	During a match	At a social event	None of the above
Female	65	81	100	62	40
Male	68	73	107	69	36
Trans-Gender Diverse	1	1	1	1	0
Total	134	155	208	132	76

I am confident that anti-discrimination policies regarding GENDER DIVERSITY would be policed...: by Gender

Gender	In the club rooms	At training	During a match	At a social event	None of the above
Female	66	80	93	64	48
Male	64	68	107	69	44
Trans-Gender Diverse	1	1	1	1	0
Total	131	149	201	134	92

I think that acceptable ways for anti-discrimination and inclusion policies to be actioned would be...: by Gender

Gender	Celebrating LGBT cricket champions	Providing appropriate changing/bathroom facilities for trans/gender diverse participants	Penalties for players using discriminatory language during TRAINING	Leadership acknowledging same-sex relationships	Penalties for players using discriminatory language during a GAME	Leadership not assuming all personnel and players are heterosexual	Players challenging discriminatory language	Coaches/officials/captains challenging discriminatory language
Female	94	100	120	110	132	118	141	149
Male	73	88	86	111	110	123	131	135
Trans-Gender Diverse	2	2	2	2	2	3	2	2
Total	169	190	208	223	244	244	274	286

Appendix C: Tables of Survey Results by Gender for Degree of Acceptance of LGBT People in Various Roles in Cricket Clubs

LGBT People are Accepted in Cricket as Players: by Gender

Gender	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	1 (1.2%)	3 (3.7%)	6 (7.4%)	24 (29.6%)	46 (56.8%)	1 (1.2%)	81 (100.0%)
Male	5 (6.3%)	2 (2.5%)	12 (15.0%)	19 (23.8%)	39 (48.8%)	3 (3.8%)	80 (100.0%)
Trans-Gender Diverse	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	2 (100.0%)	0 (0.0%)	2 (100.0%)
Total	6 (3.7%)	5 (3.1%)	18 (11.0%)	43 (26.4%)	87 (53.4%)	4 (2.5%)	163 (100.0%)

LGBT People are Accepted in Cricket as Coaches: by Gender

Gender	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	4 (4.9%)	2 (2.5%)	6 (7.4%)	27 (33.3%)	36 (44.4%)	6 (7.4%)	81 (100.0%)
Male	3 (3.8%)	6 (7.5%)	12 (15.0%)	18 (22.5%)	37 (46.3%)	4 (5.0%)	80 (100.0%)
Trans-Gender Diverse	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
Total	7 (4.3%)	8 (4.9%)	18 (11.0%)	45 (27.6%)	74 (45.4%)	11 (6.7%)	163 (100.0%)

LGBT People are Accepted in Cricket as Officials: By Gender

Gender	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	4 (4.9%)	3 (3.7%)	5 (6.2%)	25 (30.9%)	38 (46.9%)	6 (7.4%)	81 (100.0%)
Male	3 (3.8%)	5 (6.3%)	9 (11.3%)	22 (27.5%)	38 (47.5%)	3 (3.8%)	80 (100.0%)
Trans-Gender Diverse	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
Total	7 (4.3%)	8 (4.9%)	14 (8.6%)	47 (28.8%)	77 (47.2%)	10 (6.1%)	163 (100.0%)

LGBT People are Accepted in Cricket as Volunteers: By Gender

Gender	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	2 (2.5%)	4 (4.9%)	7 (8.6%)	21 (25.9%)	44 (54.3%)	3 (3.7%)	81 (100.0%)
Male	0 (0.0%)	7 (8.8%)	9 (11.3%)	19 (23.8%)	42 (52.5%)	3 (3.8%)	80 (100.0%)
Trans-Gender Diverse	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
Total	2 (1.2%)	11 (6.7%)	16 (9.8%)	40 (24.5%)	87 (53.4%)	7 (4.3%)	163 (100.0%)

LGBT People are Accepted in Cricket as Leadership: By Gender

Gender	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	2 (2.5%)	7 (8.6%)	5 (6.2%)	24 (29.6%)	38 (46.9%)	5 (6.2%)	81 (100.0%)
Male	2 (2.5%)	9 (11.3%)	8 (10.0%)	21 (26.3%)	37 (46.3%)	3 (3.8%)	80 (100.0%)
Trans-Gender Diverse	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
Total	4 (2.5%)	16 (9.8%)	13 (8.0%)	45 (27.6%)	76 (46.6%)	9 (5.5%)	163 (100.0%)

LGBT People are Accepted in Cricket as Staff: By Gender

Gender	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	2 (2.5%)	6 (7.4%)	5 (6.2%)	20 (24.7%)	41 (50.6%)	7 (8.6%)	81 (100.0%)
Male	1 (1.3%)	6 (7.5%)	6 (7.5%)	22 (27.5%)	41 (51.3%)	4 (5.0%)	80 (100.0%)
Trans-Gender Diverse	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	0 (0.0%)	2 (100.0%)
Total	3 (1.8%)	12 (7.4%)	11 (6.7%)	42 (25.8%)	83 (50.9%)	12 (7.4%)	163 (100.0%)

LGBT People are Accepted in Cricket as Parents of Players: By Gender

Gender	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	3 (3.7%)	4 (4.9%)	8 (9.9%)	24 (29.6%)	37 (45.7%)	5 (6.2%)	81 (100.0%)
Male	2 (2.5%)	4 (5.0%)	10 (12.5%)	16 (20.0%)	45 (56.3%)	3 (3.8%)	80 (100.0%)
Trans-Gender Diverse	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
Total	5 (3.1%)	8 (4.9%)	18 (11.0%)	40 (24.5%)	83 (50.9%)	9 (5.5%)	163 (100.0%)

LGBT People are Accepted in Cricket as Medical/Physio Staff: By Gender

Gender	Not accepted at all	Accepted a little	Moderately accepted	Mostly accepted	Completely accepted	Don't know	Total
Female	2 (2.5%)	6 (7.5%)	7 (8.8%)	19 (23.8%)	39 (48.8%)	7 (8.8%)	81 (100.0%)
Male	5 (6.3%)	1 (1.3%)	10 (12.5%)	18 (22.5%)	40 (50.0%)	6 (7.5%)	80 (100.0%)
Trans-Gender Diverse	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	2 (100.0%)
Total	7 (4.3%)	7 (4.3%)	17 (10.5%)	37 (22.8%)	80 (49.4%)	14 (8.6%)	163 (100.0%)