



**Tips for talking to your
committee about
LGBTI+ inclusion.**

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Gaining support from your club for LGBTI+ inclusion is important.

This support is crucial to long term success and meaningful change.

Club committee members and administrators have a lot of competing priorities, so it's important you are prepared.

These tips have been designed to equip you with the information you need to raise the topic of LGBTI+ inclusion with your club committee and highlight the value it offers.

Try these steps.



STEP ONE: Come prepared.

Familiarise yourself with important information about inclusion so you can explain why LGBTI+ people aren't engaging with sport fully, why it is important for community sporting clubs to be more inclusive and what benefits the club can expect.

LGBTI+ people want to be included in sport but believe the culture can be hostile and unwelcoming.

Around
80%

of all people have experienced or witnessed homophobia in sport

Around
50%

of LGBTI+ people are not out to their sporting peers because they worry that knowledge will change how they are treated

Around
40%

of LGBTI+ people think sport is not a safe or welcoming environment for them to be in



Other helpful info.

Up to 15% of the Australian population identify as LGBTI+ and this figure continues to increase as people feel more and more comfortable to come out

Studies on college athletic departments in the USA show proactive diversity strategies that include LGBTI+ inclusion actually outperform less diverse athletic departments

Funding for diversity and inclusion in community sport is higher now than ever

Opening your club to a new audience can increase club membership numbers and improve community standing

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Personal stories are a great way to bring these stats to life. You can find some powerful examples at ["Well Played"](#) by Twenty10.

STEP TWO: Do a scan of your club environment.

Examine your club environment to identify areas where your club can become more inclusive of LGBTI+ people. **Proud 2 Play's 10 Tips for an LGBTI+ Inclusive Sports Club checklist** can help.

What did your club environment scan find? Where can your club improve? What should the club address first? Be ready to share these with the committee.

STEP THREE: Prepare a plan.

Come with solutions. Prepare a plan outlining areas where your club can improve and how this will be achieved. The **10 Tips for an LGBTI+ Inclusive Sports Club checklist** includes an action plan template to help. Prioritise easy to achieve goals first and remember you do not need to try do everything at once!

STEP FOUR: Engage with the LGBTI+ community.

Engaging with the local LGBTI+ community will be a key step in your LGBTI+ inclusion work. Demonstrate to your committee that there are people and organisations in your community that you can connect with and welcome into your club environment.

Do this by thinking about who in your local community can help? Local councils are a good starting point and often have groups and programs for LGBTI+ people.

Use the **Tips for Community Engagement** resource on the Proud 2 Play website for more information.



Additional Tips

LGBTI+ inclusion will not take away from the enjoyment or success of others in your club. Rather, clubs find that support for LGBTI+ people heightens the importance of your club in the community and increases the number of people you can reach

Find a LGBTI+ champion at your club to drive initiatives, but always encourage everyone's involvement – **it should be a team effort**

In the beginning, focus on the quick wins you can achieve, such as putting up posters. This will give you a foundation to pursue bigger initiatives in the future. There are posters you can download on the Proud 2 Play website.

Report back to the committee at future meetings to keep LGBTI+ inclusion on the agenda

Many LGBTI+ organisations are available to provide support. Proud 2 Play offers education to sporting clubs and works with most major state sporting associations in Victoria. Find a list of organisations that are devoted to assisting sports to take action on LGBTI+ inclusion on the **Vicsport website**

What questions might be asked? How can I respond?

1. Nobody in our club is LGBTI+. Why do we need to bother?

Population statistics show that up to 15% of the population identify as LGBTI+. That is, in a room of 100 people, up to 15 of those people could be part of the LGBTI+ community. True inclusion means a club's membership represents the diversity of the community it is a part of. Unlike many other characteristics, characteristics such as sexuality can be hidden meaning there may be LGBTI+ people in your club environment, or LGBTI+ people who want to play sport, that you are not aware of. It is because of this that LGBTI+ inclusion should be on the club's radar.

2. Where will we get the money to do this?

There are many different ways we can promote LGBTI+ inclusion in sport and many of those don't require financial input. Most of the ways outlined in the **10 Tips for an LGBTI+ Inclusive Sports Club** require little to no cost! Grants for diversity and inclusion in sport are also available.

3. Who will do this work?

Encourage club members who may be passionate about LGBTI+ inclusion to spearhead this work. Leaving the work for just one person introduces a risk that if that person moves on, the hard work and momentum could be lost. Distributing the work amongst a group of people will make the work easier to achieve and ensure it is more sustainable. Support is also available from bodies such as **regional sport assemblies, state sporting associations, Vicsport** and **Proud 2 Play**.

4. Our club members won't support this work. Why should we risk becoming unpopular?

LGBTI+ people are just like everyone else. Most people want to participate in sport for similar reasons, which are to be physically and mentally healthy and to be social. With education and exposure to the community, LGBTI+ inclusion will become more popular in the club (if it not already is!) and your club will reap the benefits of a better reputation, strong club membership and access to more funding opportunities.

Want to learn more about how you can progress LGBTI+ inclusion? **Get in touch.**

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