



Proud2Play™

RAINBOW ROADMAP



Proud2Play™

VICSPORT

VicSport, in Partnership with Proud2Play, are committed to providing a safe, affirming, and welcoming environment for all people, including those from LGBTIQ+ communities. We have created a roadmap for sport and recreation organisations to be rainbow ready, meaning organisations embed LGBTIQ+ into core business through practices, processes and policies.

SPECIFICALLY, 3 CORE OBJECTIVES UNDERPIN THE ROADMAP:

1. To increase and attract LGBTIQ+ people
2. To ensure that LGBTIQ+ people have positive experiences
3. To address and combat LGBTIQ+ discrimination (including homophobia, biphobia, transphobia and intersexism)

A person wearing a dark raincoat and a bucket hat is captured mid-air, jumping over a wall covered in graffiti. The scene is set outdoors, with a building and a cloudy sky in the background. The entire image has a strong magenta/pink color overlay.

OUR vision.

***All Victorian State Sport
Associations and recreation
bodies provide safe, inclusive
and affirming opportunities
for LGBTIQ+ people to enjoy
the benefits of sport and
active recreation.***

A photograph of three athletes (two men and one woman) performing a box jump exercise at an outdoor gym. They are jumping over a large wooden box. The image is overlaid with a semi-transparent purple and pink gradient. The text 'OUR GOALS' is written in large, white, bold, italicized capital letters in the center-right. Below it, the text 'FOR ALL VICTORIAN SPORT AND RECREATION ORGANISATIONS TO ACHIEVE RAINBOW READY STATUS BY 2023.' is written in smaller, white, bold, italicized capital letters.

OUR GOALS

***FOR ALL VICTORIAN
SPORT AND RECREATION
ORGANISATIONS TO
ACHIEVE RAINBOW READY
STATUS BY 2023.***

OUR **WHY** HEALTH DISPARITY STATISTICS

LGBT YOUNG PEOPLE
AGED 16-27 ARE

5X MORE LIKELY
TO ATTEMPT
SUICIDE

44% OF LGBT PEOPLE
HIDE WHO THEY ARE
IN PUBLIC/COMMUNITY SETTINGS

40% OF LGBTI+ PEOPLE HAVE A
DIAGNOSABLE
MENTAL HEALTH CONDITION

33% OF LGBT YOUTH HAD
SELF-HARMED

REFERENCES:

National LGBTI Health Alliance+
lgbtihealth.org.au/statistics/
Leonard et al. (2012) Private Lives 2

SPORTS WHY

SPORT AND RECREATION STATISTICS



80% have experienced or witnessed homophobia on the sporting field

50% of trans people avoid playing sports they would like to play.

50% of people are not out as sexuality or gender diverse to their sporting peers

70% of LGBTI+ people do not feel sport is safe and welcoming



“Despite competing year after year for a supportive team. I never knew if I was giving it my all. Not because I hadn’t trained. Not because I hadn’t worked my arse off.

But every time I stepped onto the field, I felt I was lying. Denying who I was. I was afraid of the way other teams and players could react - I’d seen it happen in other sports, so many times before, I was afraid.”

– G.MAYNARD

FORMER RICHMOND WHEELCHAIR AFL PLAYER
Consultant to Richmond’s Diversity and Inclusion Action Plan
Yarra City Council - Disability Advisory Member

REFERENCES:

Denison E, Kitchen A. (2015). Out on the Fields: The first international study on homophobia in sport.
Symons C, et al. (2010) Come out to Play
Storr R, et al. (2020) Game to Play

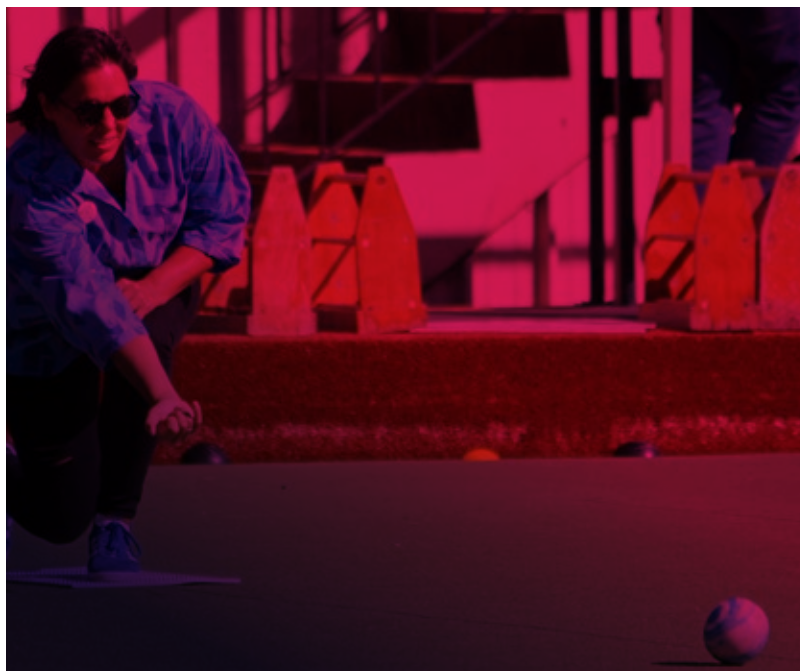


PROGRAM FLEXIBILITY

Each organisation may be at different stages, have different needs and require different support, so there is flexibility for each organisation.

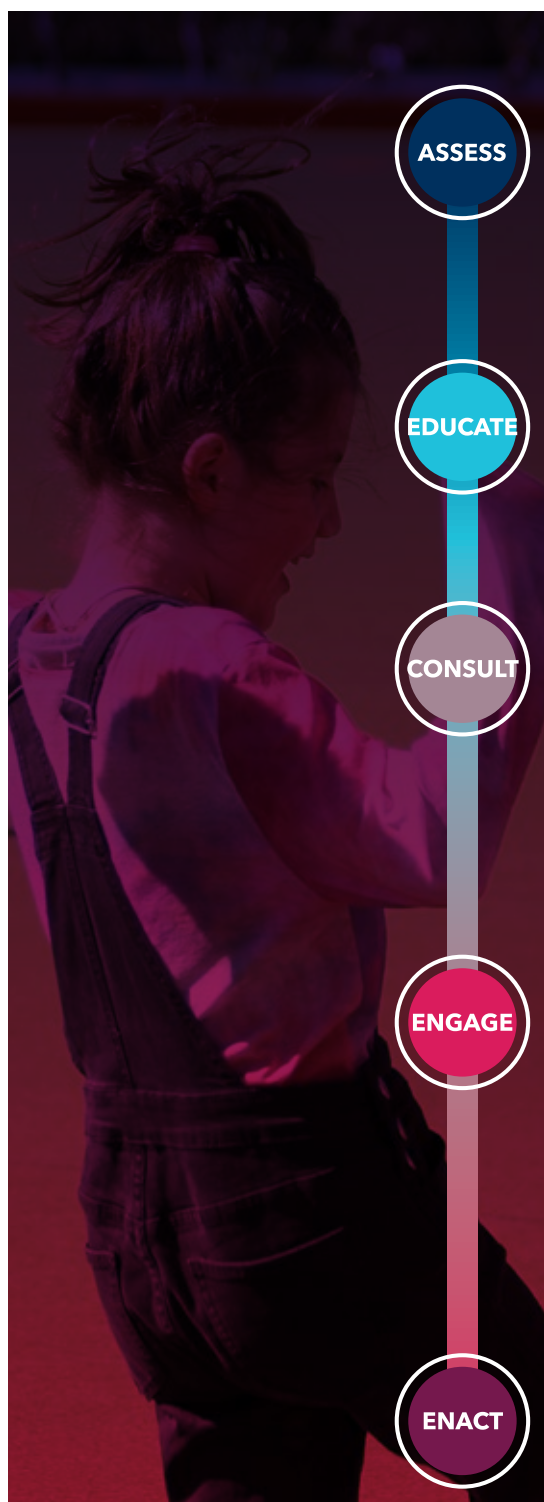
To help organisations with this transitional period we have introduced a flat rate cap of \$200ph. We believe all organisations should be able to undertake these steps regardless of their size.

ACTION PLAN.



Upon committing to this program of work, your organisation will undertake a **5 step process** to make you rainbow ready that is supported by our team at Proud2Play.

STAGE	NAME	TYPE OF SUPPORT	OPTION 1 LIGHT +gst / hours	OPTION 2 INTENSIVE +gst/ hours
1	ASSESS	Assess organisation on policies, processes, marketing, and culture.	Up to 20 hours support - <u>\$4,000</u>	Up to 45 hours support - <u>\$9,000</u>
2	EDUCATE	Up to 4 educational sessions per year.	Vary in cost and time. Up to 20 hours over 2 years.	Vary in cost and time. Up to 20 hours over 2 years.
3	CONSULT	Support to help with consultation with LGBTIQ+ communities.	Up to 20 hours support - <u>\$4,000</u>	Up to 35 hours support - <u>\$6,400</u>
4	ENGAGE	Help organisation and work in partnership in devising community engagement plan and strategy, and planning for days of significance etc.	Up to 20 hours support - <u>\$4,000</u>	Up to 40 hours support - <u>\$8,000</u>
5	ENACT	Help organisation adopt and enact LGBTIQ+ inclusion within your organisation, policy support, helping with queries, helping bring the roadmap to life.	Up to 20 hours support - <u>\$4,000</u>	Up to 40 hours support - <u>\$8,000</u>
	TOTAL COSTS	Total package cost, minus 10% and the 4 additional education sessions.	\$16, 000 + 4 education sessions, Minus 10% = \$14, 400	\$31, 000 + 4 education sessions, Minus 10% = \$28, 260



ASSESS

Proud 2 play will assess the organisation using a toolkit developed based on research findings and provide direction on where areas of focus should be within each action area. This toolkit assesses the Organisation's policies, procedure, facility, social media and marketing and culture through an observational audit. (45 hours)

EDUCATE

After assessing where the organisation is at, staff and volunteers will embark on education and training. Training areas will be driven by the findings of the assessment process. A requirement of 4 education sessions per year over the length of the program.

CONSULT

The consultation stage involves organisation engaging with LGBTIQ+ people within your own sport, and those who may be outside of your sport (for example trans and gender diverse people). Consulting with LGBTIQ+ people means you can increase community outreach and engaging with the community you seek to serve and engage. Proud 2 Play will work with you to guide this outreach and provide you with a consultation process. This consultation will be used to support the development of your policies, programs and resources. (35 hours)

ENGAGE

Engagement with LGBTIQ+ inclusion means engaging with days of significance (for example IDAHOBIT, Wear it Purple), engaging with policies and practices, engaging with LGBTIQ+ organisations, or awareness campaigns. There are different ways to engage. In this program Proud 2 Play will work with you to create and implement a community engagement plan that meets the needs of your organisation and support you to develop your LGBTIQ+ inclusion policy or Trans and Gender Diverse inclusion policy. (characterised by episodic nature of LGBTIQ+ inclusion). (40 hours)

ENACT

Now your organisation has engaged in LGBTIQ+ inclusion through a variety of mediums, the policies, practices and values must be adopted and taken up across the organisation, whereby there is an institutional commitment across the organisation to ensure that the organisation is rainbow ready. This may be helping other staff, volunteers and participants to support LGBTIQ+ inclusion, addressing any concerns or resistance. Support and commitment may be expressed by volunteering or supporting LGBTIQ+ events (like Midsumma festival), introducing a pride fight/event/activity in the calendar, helping establish or create an advisory group etc. Proud 2 Play will support you to develop and provide resources and messaging to help support this process. (30 hours – Design is an additional cost. It is possible to engage P2P's designer or your own)



1 in 10 people identify as part of the LGBTIQ+ community yet 42% of those who identify are not open in social settings. Sport, recreation, and gym settings have long been seen as unsafe spaces for large numbers of the LGBTIQ+ communities. Leading to a lack of engagement in the first instance and a higher drop out rate over time. These communities are at higher risk of health inequalities and are unlikely to return to an activity or setting that has resulted in negative experiences.

OPPORTUNITY **SUMMARY**

- » Be at the forefront of LGBTIQ+ inclusion in sport and recreation
- » Create a safe and inclusive environment for everyone involved in and connected to your organisation to feel safe, welcome and accepted.
- » Attract and retain people from the LGBTIQ+ communities within all aspects of your organisation.
- » Demonstrate leadership in Diversity and Inclusion
- » Promote being Rainbow Ready across your marketing
- » Show your support to the LGBTIQ+ communities (the estimated purchasing power of the Australian LGBTIQ+ community is \$100 billion)



RAINBOW ROADMAP

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