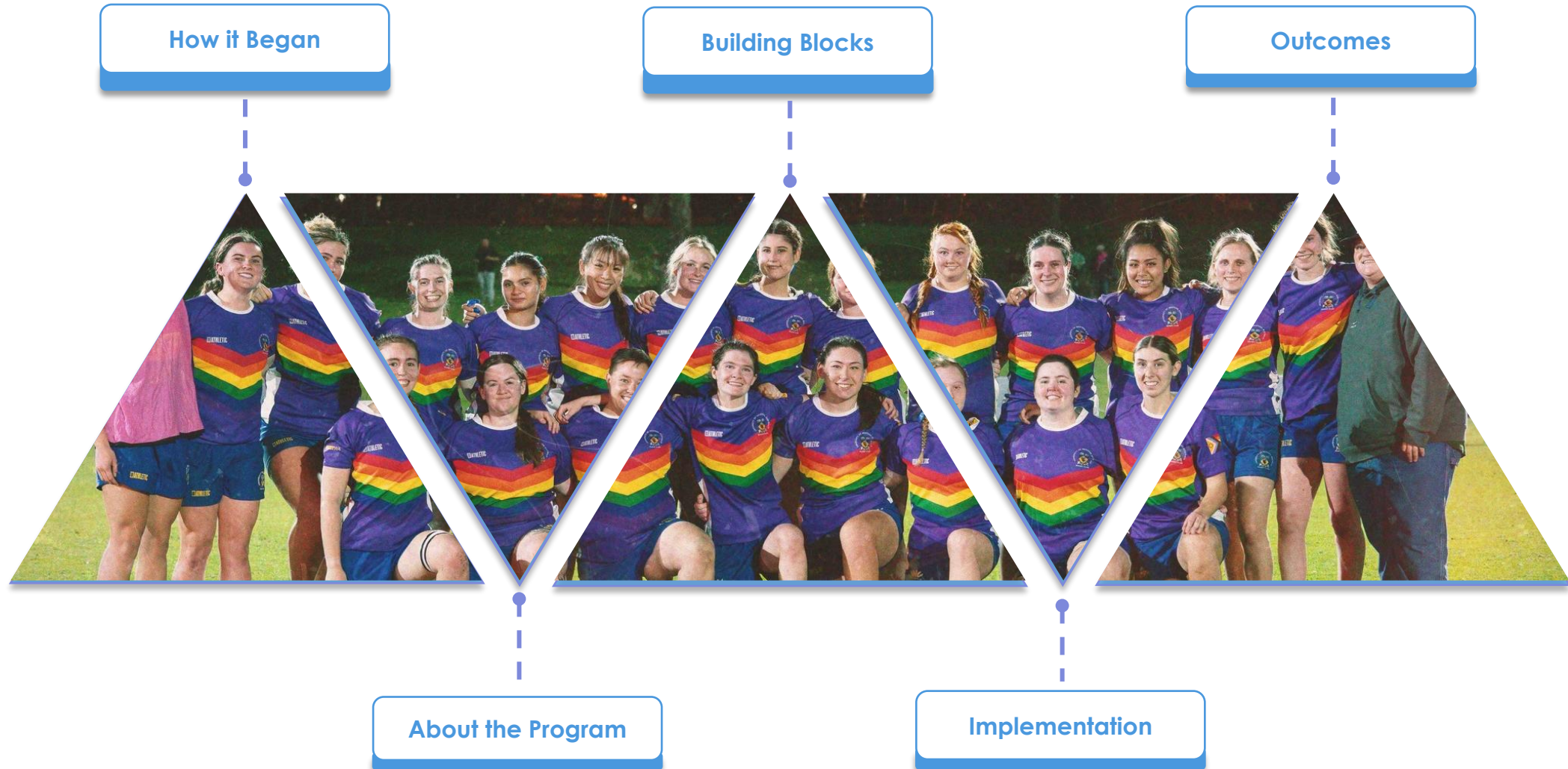


LGBTQIA+ ALLYSHIP IN SPORT

Creating Inclusive Sporting Communities at UWA



The Journey



HOW IT BEGAN





How it Began

Based on existing flagship university program

Pride in Sport Index – identified gaps

Emerging challenge with cohort

Opportunity for exploration and action

Program design

University buy-in



**ABOUT THE
PROGRAM**



What it Does



- Identify & engage allies in each affiliate clubs
- Deliver LGBTQ+ education and awareness
- Provide a visible network of identified allies
- Promote safe and inclusive environments
- Advocate for respectful behaviour and anti-discrimination

About the Program

Equip UWA Sport affiliate clubs with practical tools to promote LGBTQIA+ inclusion.

Establish a visible network of active allies to advocate for meaningful change.

Awareness of barriers faced by LGBTQIA+ individuals

Drives cultural change through sport

BUILDING BLOCKS



Building Blocks

What we did: Identified the three key building blocks for the program. Explicit strategies allow for the creation of targeted support systems, making inclusion efforts more effective.

Participating Club

- Expression of Interest
- Nominate an active ally
- Undertake Inclusive Audits
- Establish LGBTQIA+ Action Plan

Ally/Allyship

- Education & awareness Training
LGBTQ+ Awareness, Empowering Allyship and Trans and Gender diverse – PIS.
- Join Allyship Network
- Ongoing support from Club
- Promotes LGBTQIA+ inclusion
- Become an Active ally

Resources

- Inclusion Checklist (Audit)
- LGBTQIA+ Action Plan Template
- Access to support and guidance
- Education and Awareness Training – Clubs / Coaches.
- Policy and Guideline development and alignment
- Promotion as LGBTQIA+ Allyship Club



IMPLEMENTATION

Implementation

Opt in process for expression of interest (EOI)

Phased approach for Intake Periods - 24/25

Training of Ally and establish Ally network

Schedule for Inclusion Audits

Build Action Plans and Identifying Priorities

Embedding Inclusive Practices

Promoting LGBTQIA+ Inclusion and engagement

OUTCOMES



Program Outcomes

The LGBTQIA+ Allyship in Sport program has achieved significant and measurable outcomes; clubs have undertaken inclusive actions, and the pilot has provided meaningful learnings.

Inclusive Actions

- Registration processes
- Uniform guidelines
- Inclusive language
- Embedding zero tolerance
- Signage and promotion
- Education sessions
- Pride rounds

Outcomes

- 13 UWA affiliate clubs
- 14 active allies
- Undertaken education & awareness training
- All have joined allyship network
- 11 Inclusive audits
- LGBTQIA+ action plans commenced
- Strong partnerships
- Feedback

Learnings

- Strong foundations
- Journey together
- Clear reporting mechanisms
- Themes / challenges
- Dedicated policy and guideline development and alignment
- How we measure social impact

LGBTQIA+ ALLYSHIP in Sport PROGRAM

Committed to improving LGBTQIA+ inclusion at our club, creating safe and welcoming environments in sport

Participant Clubs

UWA Rugby Club

UWA Football (AFL) Club

UWA Ultimate Club

UWA Netball Club

UWA Taekwondo Club

UWA Fencing Club

UWA Volleyball Club

UWA Athletics Club

UWA Baseball & Softball Club

UWA Hockey Club

UWA Outdoor Club

UWA Nedlands Football (soccer) Club

UWA Boat Club

QUESTIONS?

