



Image © Salt Diaries

# YOU CAN PLAY TOOLKIT

## Welcome to UniSport Australia’s You Can Play toolkit!

This toolkit is a resource to assist university sporting clubs to become more inclusive and able to say to members of the LGBTIQ+ community, ‘You Can Play’!




**Objectives  
for clubs**



**Why is inclusion  
important?**



**How your club can be  
inclusive**

## BACKGROUND

UniSport Australia’s (UniSport’s) vision of Active Students: Lifelong Success encompasses a commitment to provide a safe, fair, and inclusive environment for all student-athletes, regardless of ethnicity, location, religious or political beliefs, cultural background, sexuality or gender.

Underpinning all that we do, our inclusion and diversity strategies reflect our status as an inclusive organisation and our commitment to the sector. We recognise that sport is a powerful tool to promote inclusion and acceptance of a diverse university sport community.

As such, we celebrate diversity of sex, gender, identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs and welcome all to gain a positive experience through the platform of sport.

UniSport has zero tolerance to any form of bullying, harassment, and vilification towards any person. This includes homophobia, biphobia and/or transphobia.

The LGBTIQ+ (lesbian, gay, bisexual, transgender, intersex and queer) community is a broad grouping of people who exist within the minority of three personal attributes: sexual orientation, gender identity, and intersex status.



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## OBJECTIVES FOR CLUBS

This toolkit provides the opportunity for your club to:

|   |  |
|---|--|
| ✓ | Assess how inclusive it currently is to members of the LGBTIQ+ community   |
| ✓ | Access information, templates and resources to become more inclusive and be able to competently say to members of the LGBTIQ+ community, "You Can Play"! |



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## WHY IS INCLUSION IMPORTANT?

In Australia, discrimination still exists against members of the LGBTIQ+ community and a disproportionate number experience poorer mental health outcomes than their peers.

Sport is a driver of social change and as such, needs to take proactive steps to ensure an inclusive culture for LGBTIQ+ identifying people.

Any changes, however small, to make your club more inclusive for athletes, coaches, and spectators, can go a long way to contribute to lowering these statistics.

Doing so will help ensure that LGBTIQ+ people can prosper equally from the physical, mental, and social health benefits afforded by sport.

The statistics in the graphic on the left are from Out on the Fields (2015) and OutSport (2019), the first and second international research on homophobia and transphobia in sport.

Click  on the image on the right to view the full infographic.



Infographic courtesy: Out on the Fields

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## HOW YOUR CLUB CAN BE INCLUSIVE

There are many ways your club can be a welcoming and safe environment for members of the LGBTIQ+ community.

The list below provides an overview of some of the step-by-step strategies your club can implement.

Click on each of the boxes below to learn more.

1. Encourage your committee to become more inclusive



2. Audit your club's current position



3. Integrate inclusion in strategies, policies and guidelines



4. Assess facilities used



5. Host a Pride event



6. Educate your members



7. Ensure communications are inclusive



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## STEP 1: ENCOURAGE YOUR COMMITTEE TO BECOME MORE INCLUSIVE



**Start by talking to one or two committee members**



**Discuss inclusion at committee meetings**



**Undertake formal training**

Gaining support from your committee for LGBTIQ+ inclusion is important. This support is crucial to long term success and meaningful change. Here are some practical ways to start the conversation with your committee on how to become a more inclusive club.



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## START BY TALKING TO ONE OR TWO COMMITTEE MEMBERS

Start by asking one or two people on your committee, “How can we create safer and more welcoming environments for members of the LGBTIQ+ community?”

It’s okay not to know all the answers. As you start a conversation, research, and reach out to find out answers to questions you still have.



Image © Salt Diaries



## DISCUSS INCLUSION AT YOUR COMMITTEE MEETINGS

Take action to make this a full committee discussion – consider adding it as a standing agenda item to your meetings.

Click  on the image to the left to view the resource developed by Proud 2 Play, in conjunction with Vic Health, that has tips on how to talk to your committee about LGBTI+ inclusion.

## UNDERTAKE FORMAL TRAINING

Your committee can undertake a free online training course on how to create an LGBTIQ+ Inclusive Club and in the process gain formal accreditation.

The course is hosted by Play by the Rules, in partnership with Sport Integrity Australia.

Click  on the image on the right to access the course.



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## STEP 2: AUDIT YOUR CLUB'S CURRENT POSITION



**Survey your club members**



**Assess current club practices**

Your club should undertake an audit, to find out how inclusive it is for LGBTIQ+ participants. This will allow your club to identify the areas it can make improvements. The audit can be conducted by surveying your club members and assessing your club's current practices.



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## SURVEY YOUR CLUB MEMBERS

Survey your club members to understand if they think your club is inclusive for LGBTIQ+ participants.

An example of a survey your club could adapt is:

|   |  |
|---|--|
| ✓ | Do you feel welcome at our club?   |
| ✓ | Would you agree that our club is welcoming and safe for members of the LGBTIQ+ community?            |
| ✓ | Are you aware of our club's Social Inclusion Policy?   |
| ✓ | Are you aware of our club's complaints policy and procedure?   |
| ✓ | Do club photos and other promotional material reflect the membership of our club?                    |
| ✓ | Are our club's change facilities accessible to everyone, including members of the LGBTIQ+ community? |
| ✓ | Do our club's change facilities provide appropriate privacy?   |



**Download an editable  
survey template**

Share the results with your club and point out that this is the starting point on the path to developing a more inclusive, welcoming environment for everyone.



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## ASSESS CURRENT CLUB PRACTICES

Undertake an assessment to see if your club's practices are inclusive for LGBTIQ+ participants.

In assessing your club's current practices, consider the following:

|   |   |
|---|---|
| ✓ | Do your facilities offer gender neutral change rooms?   |
| ✓ | Do your registration forms allow people to nominate non-binary or other gender options?                   |
| ✓ | Do your uniforms come in a variety of cuts and allow each person to choose the uniform they want to wear? |
| ✓ | Do you have policies or guidelines that support the inclusion of LGBTIQ+ people in your club?             |

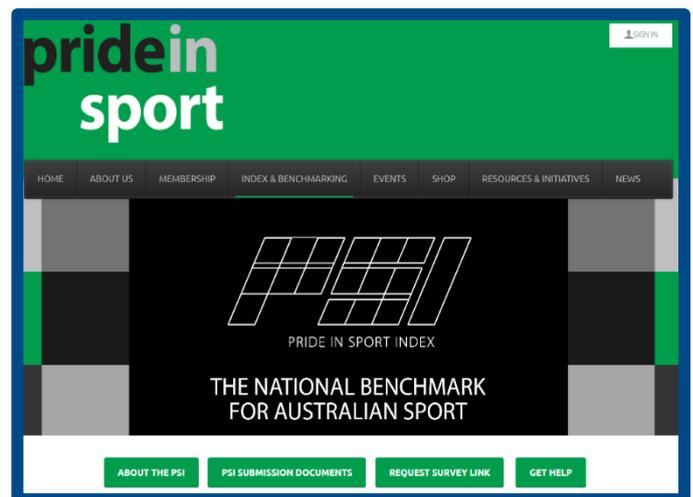
Once your club has undertaken an assessment of its current practices, it's important to identify areas for improvement and develop an action plan to make those improvements.

If your club would like to undertake a more detailed assessment of its current practices, there are resources available to do this through Proud 2 Play and Pride in Sport.

Click  on the images below to view the resources.



Proud 2 Play, in conjunction with Vic Health, has a template questionnaire that your club can use.



The Pride in Sport Index is a benchmarking instrument specifically designed to assess the inclusion of people with diverse sexualities and genders within Australian sporting organisations and codes more broadly.

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## STEP 3: INTEGRATE INCLUSION IN STRATEGIES, POLICIES AND GUIDELINES



**Ensure your club has a policy or guidelines**



**Make a pledge**



**Have a champion for gender diverse inclusion**



**Put out a position statement**



**Provide team uniform flexibility**



**Ensure registration forms are inclusive**

Integrating inclusion into your club's strategies, policies and guidelines will help to eliminate discrimination, harassment, and other forms of inappropriate behaviour toward members of the LGBTIQ+ community. This will also ensure that everyone is aware of their legal and ethical rights and responsibilities.



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## ENSURE YOUR CLUB HAS AN INCLUSION POLICY OR GUIDELINES

Having an inclusion policy or guidelines will help to:

|   |  |
|---|--|
| ✓ | Ensure that your club provides a safer and more welcoming environment for your diverse member demographic by eliminating discriminative behaviour      |
| ✓ | Apply standards that enforce a zero tolerance of discriminative behaviours based on sexual orientation, gender identity, culture, ability or ethnicity |
| ✓ | Affirm your club's support of gender affirming practices in your sport competitions, programs and operations   |
| ✓ | Allow everyone to have a choice on which competition they would like to play in, based on their gender identity  |

It should be noted that if your club is in a competition that relies on 'competitive sporting activity' exemption, your club should make that policy available to your club members.

Your club should also have a process in place that explains to club members how the governing body assesses the exemption request and what needs to be done to gain that exemption.

Your club can adopt a template set of guidelines for the inclusion of LGBTIQ+ people in community sport.

There is a template that has been developed by Proud 2 Play, in conjunction with VicHealth. UniSport has adapted this for use by university sport clubs.

Click  on the image on the right to download the template.



Image © Salt Diaries

Proud2Play
VicHealth
unisport

**Template:  
Guidelines for the Inclusion of LGBTI+ People  
in Community Sport**

This template of guidelines for the inclusion of LGBTI+ people in community sport has been written by Proud 2 Play with the support of VicHealth. The template has been created to assist sports clubs in setting a standard for inclusion of LGBTI+ people, is intended to demonstrate a club's commitment to LGBTI+ inclusion and guide decision making around inclusion, participation and eligibility. These have been developed using resources including the federal *Sex Discrimination Act 1984* and is based on the *Guidelines for the inclusion of trans and gender diverse people in sport (2019)* written by Sport Australia, the Australian Human Rights Commission and the Coalition of Major Professional and Participation Sports.

Information in this template is used to demonstrate general inclusion guidelines and your club should also consider any further information specific to your sport. This template is not intended as a substitute for legal advice.

The instructions below have been provided to assist you in adapting these guidelines to your organisation or club.

1. Replace [NAME] with your organisation or club's name. To do this, select Edit then Find then Replace and add in your club's name.
2. Remove any [ADD IN ... HERE] sections with the listed information. For example, to link a relevant document, copy the URL from your web browser, remove the [ADD IN ... HERE] text, type in the name of the document, right click, select Hyperlink, Paste the URL and select OK.
3. If necessary, make any sports-specific additions to the template.
4. Once you have completed the adaptation of this template, remove this cover page.
5. Refresh the Table of Contents to reflect changes. To do this, right click on the Table of Contents, select Update Field then Update entire table.
6. Add the completed guidelines to your club's letterhead or document design (if applicable).
7. Promote these guidelines amongst your club.

## MAKE A PLEDGE

Have your committee make a pledge to commit to the inclusion of transgender and gender diverse people in your club.

Click  on the image on the right to download UniSport's Pride Pledge template.

You can add your club's logo to the template.

Once you've downloaded the Pledge template and added your club's logo, we encourage your club to display the pledge on your website, social media channels and any other communication mediums deemed appropriate.

### We have signed the UniSport Pride Pledge



We have signed the UniSport Pride Pledge to declare our support for LGBTIQ+ participation in sport, and welcome to our club people of diverse sexualities, gender identities, and sex traits.

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## HAVE A CHAMPION FOR GENDER DIVERSE INCLUSION

Have a champion for transgender or gender diverse inclusion on your committee or in your club.

You can appoint a Pride Ambassador, who can be an advocate for LGBTIQ+ people at your club. Ambassadors will assist their clubs to provide a safe, respectful, and welcoming environment for LGBTIQ+ members to participate and prosper.

Consider distributing the work amongst a group of people rather than just one person, as this may make the work easier to achieve and ensure it is more sustainable.



Image © Andrew Roob



## PUT OUT A POSITION STATEMENT

Publishing a position statement helps your club to clearly define its position on gender and sexuality, which can help guide your club in its activities.

Your club can adopt the UniSport position statement on gender and sexuality and amend it to suit.

UniSport Position Statement on Gender and Sexuality:

“UniSport understands that gender diversity refers to a diverse range of gender expressions and identities and that anyone can compete at UniSport events. UniSport recognises under federal and state antidiscrimination and equal opportunity legislation that it is against the law to discriminate against people on the basis of gender identity or intersex status. However, there are situations where it is permissible to discriminate based on sexuality or gender identity (refer to [UniSport Inclusion and Diversity Guidelines](#) for permissible exemptions).”

It is recommended that you publish the position statement on your club website, social media channels and any other communication mediums deemed appropriate.

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## PROVIDE TEAM UNIFORM FLEXIBILITY

For some trans and gender diverse athletes, a lack of choices surrounding uniforms may act as a barrier to ongoing participation. This is especially true for athletes who may be undergoing different stages of transition.

Uniform codes should enable all athletes and sports participants to dress in accordance with their gender identity.

Wherever possible, uniforms should be gender neutral and comfortable for all members of the team.

It is recommended that if gendered uniforms are necessary, then your club should allow participants to choose which uniforms they would prefer to wear.

Your club should also ensure:

|   |   |
|---|---|
| ✓ | Appropriate sizes are available for selection                   |
| ✓ | Design options are suitable for different body types and shapes |



## ENSURE REGISTRATION FORMS ARE INCLUSIVE

Registration forms and the collection of personal information can provide a barrier to participation for transgender and gender diverse people.

You can address this by implementing structures and safeguards regarding the collection and use of personal information, particularly when it relates to name and gender.

Some things to consider when setting up your registration forms:

|   |   |
|---|---|
| ✓ | Include pronoun and preferred name options – <a href="#">click here</a> for more information on pronouns. |
| ✓ | Provide an option for the member to select a non-binary gender identity                                   |
| ✓ | Accept legal declaration (such as a statutory declaration) of names, rather than legal documents.         |
| ✓ | Instead of a field 'gender' replace this with 'gender identity'   |
| ✓ | Include a field 'sex' with an option of 'prefer not to say'   |



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## STEP 4: ASSESS FACILITIES USED



**Ensure suitable facilities**



**Promote your club as a safe space**

A lack of appropriate facilities at venues for gender diverse people can be a barrier to their participation. On the flipside, facilities provide a great opportunity to promote that a club is a safe space for LGBTIQ+ people.



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## ENSURE SUITABLE FACILITIES FOR GENDER DIVERSE PEOPLE

If you have a facility, or travel to different facilities, it is important not only to ensure that there are suitable facilities for gendered athletes, but also a safe space for gender neutral, non-binary athletes to use.

Athletes should have the choice to use a facility that aligns with their gender identity, and it is important that clubs ensure that these facilities are available.

While many transgender and gender diverse people prefer to use bathrooms, showers and changerooms that align with their gender identity, there is also a strong preference for privacy.

What can you do?

|   |   |
|---|---|
| ✓ | Change the signage on some facilities to unisex/gender neutral to provide an option for non-binary people   |
| ✓ | Modify changerooms and bathrooms to create private spaces (eg. taller doors, room dividers, shower curtains)  |
| ✓ | When it is not possible at a venue to make changes, actively foster a culture of respect within facilities and allow people the maximum amount of privacy possible. |

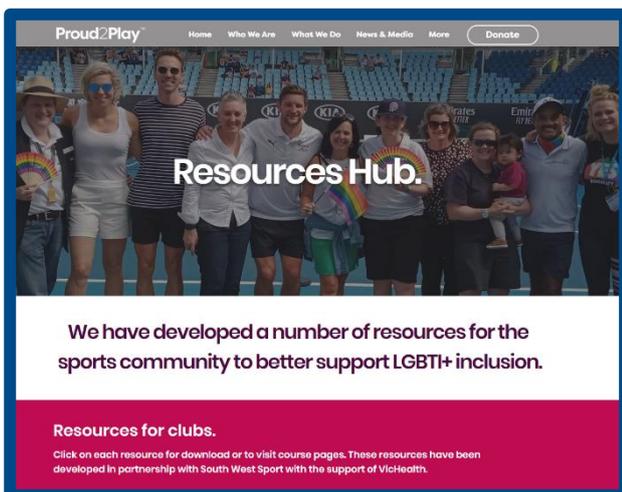


## PROMOTE YOUR CLUB AS A SAFE SPACE FOR LGBTIQ+ PEOPLE

Displaying posters in your facility that shows it is a safe space for LGBTIQ+ people is a great way to be inclusive.

Proud 2 Play has a range of poster templates available that your club can use.

Click  on the image on the left to go to their resources hub.



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Image © Salt Diaries

## STEP 5: HOST A PRIDE EVENT



**Host a Pride Round  
or Pride Day**



**Host a club  
education session**

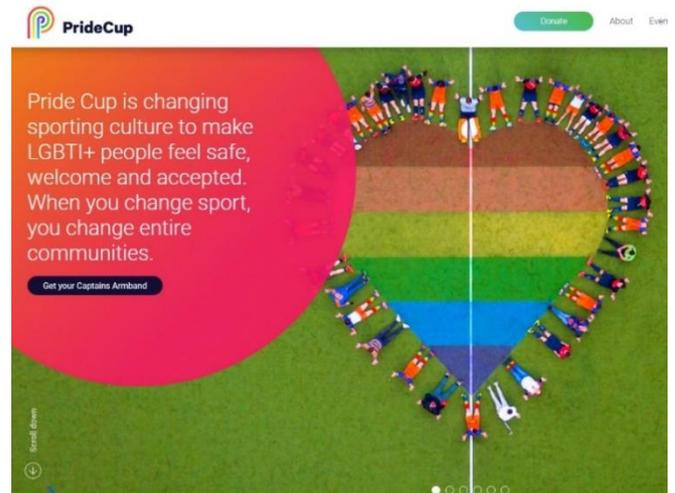
### HOST A PRIDE ROUND OR PRIDE DAY

Hosting a Pride Round or Pride Day can help your club by:

|   |   |
|---|---|
| ✓ | Undertaking positive messaging and illustrating support for LGBTIQ+ inclusion |
| ✓ | Encouraging your club to have conversations about inclusive practice          |
| ✓ | Raising awareness amongst club members  |

Your club can organise the event on its own or consider registering with 'Pride Cup' to get access to resources and a 'how-to' guide to running your Pride event.

Click  on the image on the right to go to the Pride Cup website.



### HOST A CLUB EDUCATION SESSION

An important component of hosting a Pride event is providing an education session to event participants on LGBTIQ+ awareness and how your club can become more inclusive.

By registering an event through [Pride Cup](#), your club will have the opportunity to have their experts deliver an education session to your event participants.

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## STEP 6: EDUCATE YOUR MEMBERS



**Host a club  
education session**



**Ensure members know  
policies and procedures**

Take active steps to educate your club's members about LGBTIQ+ inclusion.

### HOLD A CLUB EDUCATION SESSION

If your club has chosen not to hold a Pride event or is running a Pride event but has chosen not to hold a club education session as part of that (as detailed in Step 5), you should still look at running an education session for your club members.

By educating your members, your club will build a culture of respect and inclusion.

Your university may be able to assist in delivering an education session to your club members.

Otherwise, there are a range of organisations that offer LGBTIQ+ inclusion and awareness training.

Click  on the images on the right to go to their websites.



Image © Salt Diaries



### ENSURE MEMBERS KNOW POLICIES AND PROCEDURES

Ensure that all members are provided with a copy of your club's inclusion policy, codes of conduct and any other documents that pertain to LGBTIQ+ inclusion.

This will help ensure that club members are aware that your club is safe, welcoming, and inclusive to everyone and has a zero tolerance to any form of bullying, harassment, and vilification towards any person.



Image © Eliza Nguyen

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## STEP 7: ENSURE COMMUNICATIONS ARE INCLUSIVE



**Assess what imagery  
you use**



**Ensure inclusive  
language is used**



**Celebrate days of  
significance**

Ensuring your club's communications are inclusive, in both formal communications (ie. published content) and informal communications (eg. conversations), will show that your club is inclusive and welcoming.

Put yourself in the position of a newcomer. It can be intimidating to try something new or start out in a new club environment. If your club can highlight through your marketing channels that you actively support newcomers, this might help your club connect with potential new members, some who may have reservations.



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## ASSESS WHAT IMAGERY YOU USE

Take stock on the imagery you are using across social media, website and any club documents.

Is what you are presenting representative of the diversity of your club membership?

Your aim should be to showcase diversity in your club and how it is important to you. It can put people off if the diversity in your images doesn't match the diversity in your club.

When on recruitment drives, position previous support on LGBTIQ+ inclusion in a prominent position.

Checklist:

|   |   |
|---|---|
| ✓ | Are you using real life images and avoiding stereotypes?                    |
| ✓ | Are you posting content that celebrates all parts of your club's community? |



## ENSURE INCLUSIVE LANGUAGE IS USED

Language, whether written or verbal, can have a profound impact on individuals and communities. It is therefore important to consistently use inclusive language.

Tips:

|   |   |
|---|---|
| ✓ | Use simple, direct language to convey a message   |
| ✓ | Use inclusive language consistently – not just in the presence of a 'diverse' person – this will send a clear message to other members of your club that your club is inclusive and welcoming |
| ✓ | Review your messaging, policies, procedures, and titles to ensure that they are gender inclusive  |
| ✓ | Don't use language that groups people based on their physical, sexual or other attributes   |
| ✓ | Use correct terminology and be aware of definitions. For more information visit the <a href="#">Pride in Sport terminology page</a> .   |
| ✓ | Use a person's preferred pronouns   |

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Image courtesy: Getty Images / iStockphoto

## What are pronouns?

A pronoun is a word that refers to either the people talking (I or you) or someone / something that is being talked about (like she, it, them, and this).

Pronouns like he, she and they specifically refer to the people that you are talking about.

As individuals, we convey our respect and help others to recognise who we are referencing when we accurately use a person's pronouns to refer to them.

How do I know which one to use? You can ask!

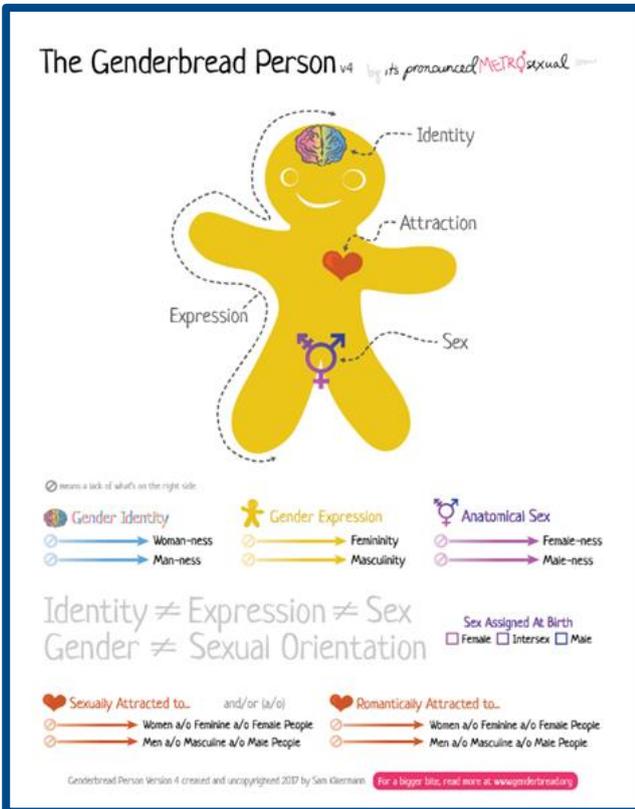
|   |   |
|---|---|
| ✓ | Ask directly, 'what pronouns do you use?'   |
| ✓ | Listen to what pronouns other people are using for that person                                |
| ✓ | Ask someone who knows that person to tell you   |
| ✓ | Include it as a standard question on forms and registrations, as well as your email signature |

## What if I mess up?

It is totally normal for mistakes to happen while you are getting used to something new. Acknowledge that you made a mistake, make the correction quickly, apologise simply and briefly, and commit to getting it right next time.

The Genderbread person provides a good visual graphic that further helps in understanding definitions and how they fit together.

Click  on the image to the left to go to the Genderbread Person website.



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## CELEBRATE DAYS OF SIGNIFICANCE AND DIVERSITY

Make yourself aware of days of significance for LGBTIQ+ participants and then celebrate those days on your club's social media channels, club newsletters and other correspondence.

Outside of days of significance, your club can also celebrate diversity more broadly.

Click  on the image on the right to view the full list of days of significance celebrated by Pride in Sport.



Still looking for more information? The following websites are great resources.

Click  on the images below to go to each of their websites.



Pride in Sport is Australia's first and only sporting inclusion program specifically designed to assist national and state sporting organisations and clubs with the inclusion of LGBTIQ+ employees, players, volunteers and spectators through education, training, governance development, resources, and membership opportunities.



Proud2Play is a registered charity which promotes the participation and inclusion of LGBTIQ+ people in all levels of sport and provides support to sports organisations with the creation of policies and education programs.



Minus18 is Australia's organisation for LGBTIQ+ youth. Minus18 creates safe events, resources, workshops, and volunteer opportunities for LGBTIQ+ youth.



The Australian Sports Commission has a range of resources and information to help make your club more inclusive.



Play by the Rules is a website that contains information, resources, tools and free online training for sports clubs and participants about discrimination, harassment, child safety, inclusion, and integrity issues in sport.



The Commission's National Information Service provides information and referrals for individuals, organisations, and employers about a range of human rights and discrimination issues.