

Griffith Sport Pride Strategic Plan 2023–2025





Mission & Vision

We aim to promote equality, diversity and inclusion through sport. Our vision is to be a safe place for the LGBTIQ+ community to engage in sport and be welcomed as who they are.

Griffith Sport supports a diverse and inclusive student and staff community and is committed to the inclusion of those who are sexually diverse and have diverse gender identities, including but not limited to lesbian, gay, bisexual, transgender, intersex, queer/questioning and asexual. As the primary agent for the delivery of sport, fitness, events, health and wellbeing on campus, Griffith Sport values inclusion in all our facilities, programs, events and services. A commitment to inclusion not only reflects our core values but also reflects the diversity of our students, staff and local community.

Griffith Sport firmly believes a strong sense of belonging should be accessible to everyone, no matter their sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs, and life stage. There is a place for you at Griffith Sport, exactly as you are.

Background

- For this strategy, we use the acronym LGBTIQA+ (lesbian, gay, bisexual, transgender, intersex, queer/questioning and asexual).
- All people within the Griffith Sport community have a role to play to ensure we foster a dignified, respectful and inclusive environment.
- We recognise that language is constantly evolving, and that one label or description may not be able to capture the breadth of the LGBTIQA+ community. Our intention has always been to be as succinct as we can, but inclusive of everyone and apologise for any unintended offence.
- Recent studies around the inclusion of people with diverse sexualities and genders in Australian sport reported:
 - 80% of people have witnessed or experienced homophobia in sport.
 - 75% of people believe an openly gay person would not be safe as a spectator at a sporting event.
 - Sport is considered hostile and unwelcoming to young people with diverse sexualities and genders.
 - Change rooms were common sites of stress, harassment and bullying for young people with diverse genders and sexualities.
- Griffith Sport recognises that both intentional and unintentional phobic behaviours exist within sport, and these can create adverse and potentially significant consequences for some individuals and our communities.
- Griffith Sport will take steps to actively promote respectful, inclusive and collaborative behaviours within our community at all times.





Scope

This strategy applies to the following:

- Griffith Sport employees, contractors and volunteers, officials, referees and umpires in Griffith Sport competitions and tournaments.
- Griffith Sport governed sport clubs, inclusive of their committees, members, coaches, staff, volunteers and spectators while playing, training or participating in club-sanctioned activities.
- Participants in Griffith Sport delivered sport competitions and other recreational events, inclusive of social sport and on and off campus events.
- Participants and coaches representing Griffith University at intervarsity, national and international competitions, Griffith Sport fitness and recreation services patrons, inclusive of members and casual users, tennis and swim school program participants, while they are using Griffith Sport facilities and/or participating in its fitness and recreation sessions.
- Any other person or organisation that is a member of or affiliated with Griffith Sport including parents, guardians, spectators and sponsors to the extent that they interact with the Griffith Sport community.

Strategic Aims

1. To affirm our commitment to supporting the inclusion of LGBTIQ+ identifying people in Griffith Sport and Recreation facilities, services and programs.
2. To ensure we foster a safe, welcoming and engaging environment for gender-diverse people, free from discrimination, bullying and harassment within our facilities, programs and services.
3. To affirm our support of gender-affirming practices in our operations.
4. To affirm Griffith Sport's zero-tolerance approach to discrimination, bullying and harassment of people with diverse sexuality and/or genders.
5. To outline Griffith Sport's support procedures that are consistent with wider Griffith University procedures (the Harassment and Discrimination Officer Network also provide information on resolution and support options).



Griffith Sport Commitment

As part of our wider Griffith Sport strategy, we are invested in the commitment of the “Griffith Sport Pride” strategy through the following four strategic priority areas:

Communication

To clearly and effectively communicate our support of LGBTIQ+ inclusion within sport.

Partnerships & Engagement

To engage with our LGBTIQ+ Griffith University and external communities to develop strong partnerships focused on representation and advocacy.

Policies

To develop clearly written policies that support LGBTIQ+ inclusion that are easily accessible and communicated with our stakeholders.

Environment

To deliver safe and inclusive service provision for all individuals regardless of race, gender, sexuality, culture or physical ability.

Griffith Sport Pride Strategy

To measure the success of our Griffith Sport strategy:

- Increased engagement in our programs and facilities by LGBTIQ+ students, staff and community.
- Positive sentiment of our programs and facilities by LGBTIQ+ students, staff and community.
- Increased awareness and education of staff and community surrounding inclusive sport provision.

Communication

Actions

Contribute to external communications media in support of LGBTIQA+ inclusion within sport.

Annual distribution of the Griffith Sport Code of Behaviour to our Griffith Sport community.

Maintain a Griffith Pride in Sport website that clearly shows our support and stance on LGBTIQA+ inclusion within sport.

Develop a strategic marketing plan that is focused on engaging with potential members/ participants (e.g. promotion of a dedicated LGBTIQA+ membership drive to encourage those with diverse genders and sexualities to register in our Griffith Sport programs).

Regularly report on the progress of our Griffith Sport Pride inclusion strategy.

Communicate the social sport inclusion of transgender athletes regardless of any stage of transition, that best reflect their gender.



Partnerships & Engagement

Actions

Engage with an LGBTIQ+ subject matter expert to guide or provide advice on our LGBTIQ+ inclusion initiatives.

List internal and external contacts publicly on our website, who are available to confidentially support LGBTIQ+ people within our sport.

Celebrate and promote LGBTIQ+ days of significance while providing staff, members, volunteers, officials, and/or supporters with an understanding of why these days are important.

Annually host one public event that promotes LGBTIQ+ inclusivity or our stand against homophobia/transphobia/biphobia.

Ensure all external stakeholders (sponsors and sport clubs) are aligned with the Griffith Sport Pride vision & values by sighting their documentation or providing training.

Appoint a Pride in Sport Athlete Ambassador within Griffith Sport for the purposes of LGBTIQ+ inclusion.

Annually participate in LGBTIQ+ community events under the official banner of "Griffith Sport".

Undertake Pride in Sport Index training annually and report on results with stakeholders.

Ensure our registration forms use inclusive gender options that align with ACON's recommended gender indicators.



Policies

Actions

Document LGBTIQ+ inclusion within a form of formal governance and clearly articulate goals/plans/action items and accountability associated with strategy.

Utilise the Griffith Sport Pride website to ensure it is explicitly clear that all policies are inclusive of LGBTIQ+ staff, members, volunteers and officials.

Create a Zero Tolerance Code of Behaviour specifically addressing homophobia, biphobia, and transphobia within our sport.

Annually provide all Griffith Sport Full Time & Casual Staff with a form of face-to-face and/or online LGBTIQ+ Training.





Environment

Griffith Sport recognises the existing difficulties faced in having adequate change room and shower facilities. Within Griffith Sport operated facilities, Griffith Sport supports the right of people to use changing and bathroom facilities that best reflect their gender identity.

Actions

Communicate to stakeholders that Griffith University has specific non-gendered bathrooms in N79 at Nathan Campus.

Where new facilities are built, or upgrades are taking place, Griffith Sport and affiliated organisations will create inclusive spaces by creating private spaces so that people can use the facilities safely and comfortably; and providing adequate gender-neutral spaces.

Post signs at all Griffith Sport facilities that this is a “Griffith Sport Pride” safe space with QR code linked to the Griffith Sport Pride website.

Griffith Sport staff to wear ally badges where possible to show commitment to inclusivity and represent those who have undertaken Pride in Sport training.

Clearly communicate that Griffith Sport athlete representatives may wear the playing uniform of their choice as it aligns with their gender identity so long as it abides by the governing sporting bodies code attire rules.