

PrideCup

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# LGBTIQ+ Inclusion in Football NSW



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# Acknowledgement of Country

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**Pride Cup recognises the First Nations of this continent and their ongoing connection to culture and country. I'd like to acknowledge that today, we are on the lands of the Darug people.**

**Their ancestors and their descendants are the traditional owners of this country.**



# PrideCup

## The Origin of Pride Cup

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**Pride Cup began as a powerful gesture of mateship at the Yarra Glen Football Netball Club.**





# Context for Success

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People perform their best when they are their whole selves

- Whether it's your faith, ethnicity, gender, or your sexual orientation
- Ability to have **respectful conflict** is one of the best indicators of a good culture
- More people who can play means more talent on the pitch and more volunteers around your club
- Stronger organisational resilience

**Why do we need Pride Cup  
celebrations, and what are the benefits  
for the entire community?**



# The power of a Pride Celebration

**3.0m** **724k** **419k**

Or 11% of Australians are same-sex attracted.

Or 3% of Australians are transgender or gender diverse.

Or 1.7% of Australians are intersex.



Only **6%** of LGBTIQ+ youth participate in a team sport

**Sport is a powerful  
platform for change**



# What does LGBTQI mean?



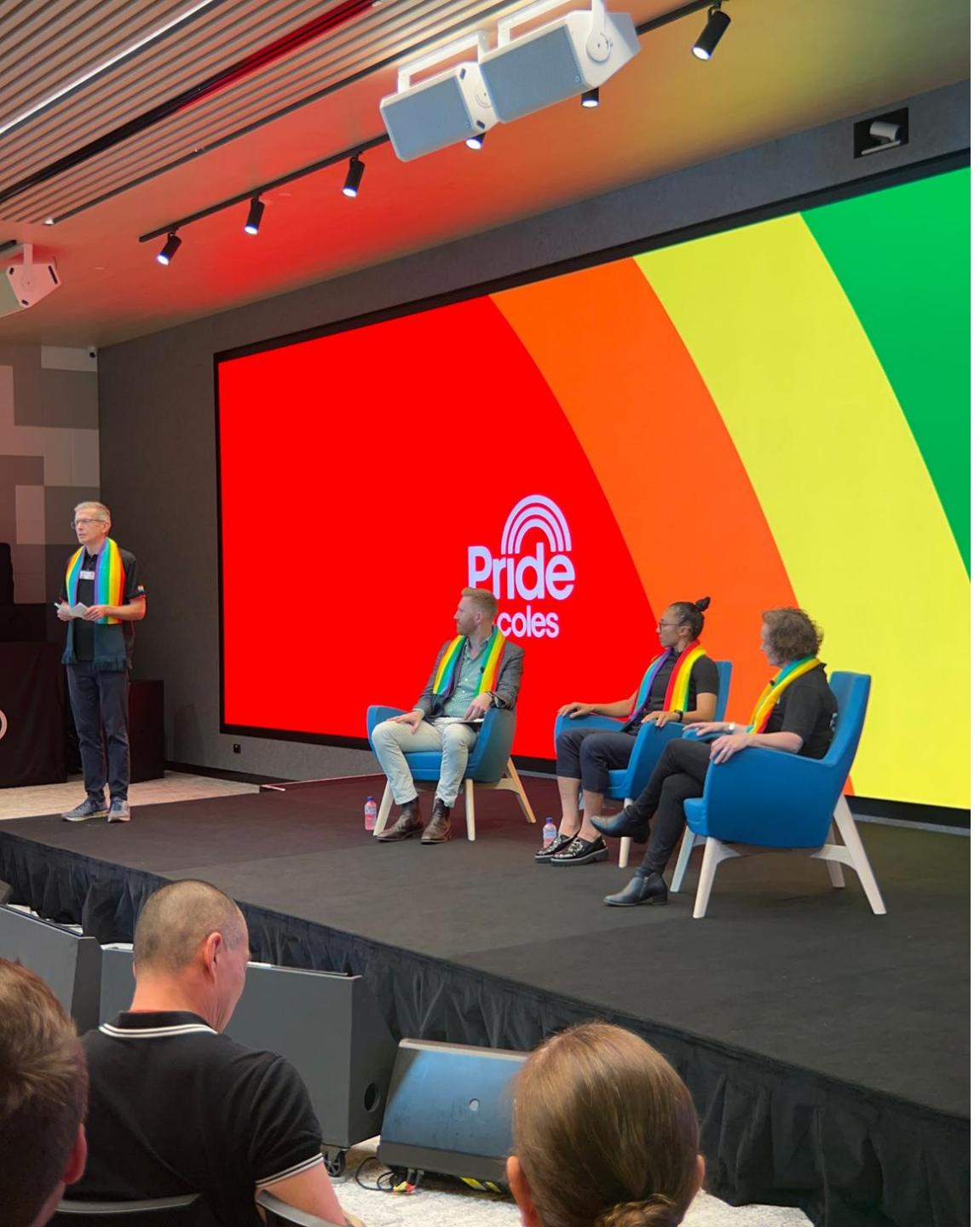
# LGB

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## Sexual orientation - who you love

- Sexual orientation is about who you are attracted to
- The first few letters of the acronym are about who we have relationships with
- This can change over time





# T

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## Gender identity - who you are

- We've all got one
- T refers to transgender, someone whose gender identity is not what they were called as a baby
- Chess federation example
- Our gender identity is indicated through our pronouns
- **Pronouns are deeply personal, just like a name or identification with a national team**
- Some people who don't identify with either gender call themselves non-binary (they/them)

# Q

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**Can be sexual orientation,  
gender identity or any of the  
above**

- Reclaimed word that was an insult
- Can be an umbrella term or an identity





## Sex characteristics

- Intersex is an umbrella term for people with diverse sex characteristics, which includes chromosomes, genitals, hormones, and reproductive anatomy
- Intersex people are sometimes LGBTQ and others are not
- Intersex person can live for decades without knowing they have an intersex variation

## The Problem

80%

Australians have experienced or witnessed homophobia in sport.

87%

Young gay men are completely or partially in the closet while playing sport.

75%

Believe an openly gay spectator would not be safe at a sporting event.



Source; Out on the fields (2015)

## Impact of homophobia on mental health

80%

x6

16yo

Have experienced at least one period of intense anxiety in the past 12 months

Higher rates of attempted suicide compared to heterosexual peers

Average age of first suicide attempt

**If young people experience homophobic behaviour and are exposed to words like 'faggot', 'poofter' and 'dyke', it increases their risk of suicide, self-harm and drug and alcohol abuse, increases by 4-6 times.**

<https://outonthefields.com/impact-and-harm/>



# Barriers to participation



## Outside your control

- Historic cultures of sport
- Casual use of homophobic and transphobic language at clubs
- Indirect discrimination
- External threats and politics

## Within your control

- Registration processes and environments
- Direct discrimination and exclusion
- Umpire standards and expectations
- Culture and standards of FW and your club including complaints handling and sanctions

# Bystander intervention



It's normal to be nervous

## Direct

Address the behaviour

- Why is that funny?
- We don't use that kind of language here
- Football is for everyone

Does it need following up?

- Conversation at a later moment
- Report it to the club for action or maintaining a record
- Check in with the affected people

## Indirect

Address the behaviour

- Roll your eyes
- Walk away
- Change the subject

Does it need following up?

- Conversation at a later moment
- Report it to the club for action or maintaining a record

# Practice

Makes perfect



## **Scenario 1:**

At a team BBQ at the club, a player makes insensitive comments about an openly transgender athlete who played for the opposition team. They 'jokingly' use the athlete's dead name and pronouns.

## **Scenario 2:**

During a game, an opposing team member directs homophobic slurs at one of our players. The targeted player feels upset and distracted, impacting their performance on the field.

It is reported to the referee at the time and no foul is given or report made.

## **Scenario 3:**

A person not affiliated with any club is continuously posting derogatory comments on the social media pages of clubs with known LGBTIQ+ players. The comments sometimes include personal or private information about players. Clubs ban the person but they just move on to another club's page.



# Discussion + Questions

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Lead the way  
toward LGBTQIA+  
Inclusion.

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