



Queensland

Lifesaving Pride

Building a Safer & Stronger Future Together

PRIDE
ACTION
PLAN
2024 - 2027



LIFESAVERS
WITH PRIDE

pridein
sport

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Queensland

SURF RESCUE



Building a Safer & Stronger Future Together

Surf Life Saving Queensland is committed to building a culture which welcomes and celebrates everyone including the LGBTQIA+* community.

We believe that regardless of an individual's sex, sexuality, gender identity or any other defining characteristic, everyone involved in SLSQ should be included and engaged in a positive and meaningful way, which benefits both the individual and the movement.

STRATEGIC PILLARS

Our strategic pillars provide a framework for SLSQ's overarching DEI Strategy 2024-2027 including LGBTQIA+ inclusion:

- 1 LEADERSHIP:** Foster change through strong and inclusive leadership
- 2 COMMUNITY ENGAGEMENT:** Create a respectful, safe, and welcoming environment
- 3 SUSTAINABILITY:** Ensure systemic and sustainable change

OBJECTIVES

The key objectives of the plan are:

- Ensure safe, inclusive and welcoming environments.
- Leverage on partnerships with Pride in Sport and Lifesavers with Pride (LWP).
- Create sustainable networks to enable and advance LGBTQIA+ community with a core focus on allies.
- Celebrate successes and ensure visibility.

Surf Life Saving Queensland acknowledges the Traditional Custodians of our lands and waterways. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander Peoples.

This plan, as a key component of the SLSQ DEI Strategy 2024 - 2027 represents Surf Life Saving Queensland's commitment to LGBTQIA+ inclusion.

*For more information on the acronym and terminology
<https://aifs.gov.au/resources/resource-sheets/lgbtiqa-glossary-common-terms>



PARTNERSHIPS & ENGAGEMENT



ACCOUNTABILITY



VISIBILITY

Partnerships and Engagement		
Action	Deliverable	Responsibility
Engage with Pride in Sport subject matter experts to guide or provide advice on initiatives	<ul style="list-style-type: none"> Participate in Pride in Sport industry initiatives Adopt resources from Pride in Sport Undertake Pride in Sport Index* annually to measure success and report on results Undertake Pride in Sport Survey for members Representation of Pride in Sport at SLSQ inclusion events 	DEI, HR, Education and Pride in Sport
Engage with Lifesavers with Pride (LWP) to attract community engagement	<ul style="list-style-type: none"> Support LWP to increase QLD based membership by building on partnerships through LWP in local community organisations Promote LWP initiatives like the Rainbow Beaches and other initiatives Representation of LWP at SLSQ inclusion events, highlighting lifesaving as welcoming and inclusive. 	DEI, Regional Managers, Membership and LWP
Provide Training and Awareness on LGBTQIA+ Inclusion	<ul style="list-style-type: none"> Offer and advocate for LGBTQIA+ Awareness/ Inclusion/Ally training for all organisation members Identify and develop resources to address discrimination and encourage inclusion 	DEI, HR, Membership, Education and Pride in Sport

***Pride in Sport Index** provides benchmarking, year-on-year progress tracking, and comprehensive feedback to drive improvements and foster a more inclusive sporting community.

SLSQ achieved the Bronze Tier Status results as part of the 2024 PSI Foundation Submission



Accountability		
Action	Deliverable	Responsibility
Policies and Procedures	<ul style="list-style-type: none"> Review existing policies and procedures. Adopt SLSA policies and guidelines, including and not limited to: <ul style="list-style-type: none"> Zero Tolerance Code of Behaviour specifically addressing homophobia, biphobia, and transphobia Monitor member registration processes to ensure non-binary gender options are included Guidelines on Transgender and gender diverse inclusion 	DEI, Governance and HR
Organisational Capability (HR)	<ul style="list-style-type: none"> Maintain individual position/job descriptions to include 'LGBTQIA+ inclusion' as a specific part of their formal position description. (Minimum 2 staff roles; including at least 1x C-Suite Executive) Culture Survey for Staff Employee Resource Groups 	DEI, HR and Pride in Sport

Visibility		
Action	Deliverable	Responsibility
Increase the signs and symbols of allyship	<ul style="list-style-type: none"> Promote Lifesavers with Pride initiatives Create and distribute ally badges or lanyards as a visible sign of support for LGBTQIA+ inclusion 	DEI, HR and Marketing
Website Development	<ul style="list-style-type: none"> Create/maintain/promote a public-facing directory of LGBTQIA+ individuals or allies in the organisation who can be confidentially contacted for informal discussions. Identify, list, and promote at least one external LGBTQIA+ mental health and wellbeing service provider on the public-facing website Make LGBTQIA+ related educational resources available on the public-facing website and provide external links Updates on digital assets such as the website, and social media profiles to include the rainbow flag or other inclusive symbols 	DEI and Marketing
Days of Significance	<ul style="list-style-type: none"> Actively promote Days of Significance, providing information, educational content and supporters with an understanding of why these dates are important <ul style="list-style-type: none"> June – Pride Month (1 – 30 June) August – Wear it Purple Day (Last Friday in August) 	DEI, Marketing and HR

Discovery and Methodology

Overview of the consultation process:

- Consultation with Pride in Sport
- Consultation with Lifesavers with Pride
- Alignment with SLSA DEI Framework

Surf Life Saving Queensland would like to express its gratitude to all involved in the development of this Plan. We will continue to be open and transparent throughout its progress. We will continue to learn through our members and their lived experiences and will seek feedback and measure our progress through the below measures:

- Actions successfully implemented over the life of the Plan
- Progress in the Pride in Sport Index (annually).
- Ongoing updates and progress reports (biannually) to the CEO and Board
- Achievements noted in the Annual Report

Relevant Links

- [Federal Register of Legislation - Sex Discrimination Act 1984](#)
- [Anti-Discrimination Act 1991 \(legislation.qld.gov.au\)](#)
- [Member Protection Policy](#)
- [Diversity, Equity & Inclusion - Surf Life Saving Queensland](#)
- [LGBTQIA+ - Surf Life Saving Queensland](#)
- [Resources - Surf Life Saving Queensland](#)
- [Support Services - Surf Life Saving Queensland](#)
- [Pride in Sport](#)
- [Lifesavers with Pride](#)

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