

# Fostering Inclusion Through Allyship and Culture



Featuring Ben Cork - Pride in Sport

## 1 Why Inclusion Matters

- LGBTQIA+ people still face discrimination and exclusion in sport.
- Most discrimination is subtle: through jokes, assumptions or silence.
- Many LGBTQIA+ people leave sport rather than come out in it.
- Inclusive clubs are safer and more welcoming for everyone, not just LGBTQIA+ members.

## 2 What Clubs Can Do

- **Use Inclusive Language**
  - Replace outdated or binary language like "ladies and gents."
  - Celebrate diversity in signage, communications, and storytelling.
  - Share stories of success and positive behaviour.
- **Be a Visible Ally**
  - Small actions matter: ask questions, stay curious, acknowledge when you need help.
  - Support others and lead by example.
  - Don't assume you need to do something big to make a difference.
- **Call Out or Call In**
  - Address homophobia, biphobia, transphobia when it happens.
  - Use coaching and leadership skills to address disrespect.
  - Find your own way to respond: teaching moment, humour, quiet conversation, or asking others for support.
- **Create Safe Spaces for Young People**
  - Young members expect inclusive, respectful environments.
  - Unsafe culture affects everyone: LGBTQIA+ youth and their allies.
  - Without inclusion, we risk losing members.

## Key Resources

- [SLSQ Diversity & Inclusion Hub](#)
- [Pride in Sport: national inclusion program for sports](#)
- [Lifesavers with Pride](#)
- [QLife: anonymous peer support](#)
- [Open Doors: youth LGBTQIA+ support](#)
- [Guideline for the Inclusion of People with Diverse Genders and Sexualities \(LGBTQIA+\) in Surf Life Saving](#)