



LGBTIQ+ Inclusion Strategy Overview

Review all policies, forms, constitution, rules and documents to ensure inclusive language is being used and all policies are up to date with links to new and reviewed policies.

Host Annual Pride Round - Add to annual calendar

Advocate to LA and other MAs to remove 'Assigned Gender at Birth' field and utilise the more inclusive questions, 'Gender Identity' and 'Different Identities' to their registration forms.

Work with Proud2Play to assess the community impact Lacrosse Together Cup is having

Provide email signature pronouns opt-in option to all staff

Add educational slides into LV Inclusion and Child Safety Training for all LV State Team Coaches and Personnel, TriBall Lacrosse, Lacrosse Together & Quick Stix Coaches Training

Develop a Statements of position regarding certain relevant inclusivity issues

Strengthen relationship with University Sport organisations and Lacrosse Clubs in Victoria. Lacrosse Together program partners are: Universities, University Lacrosse Clubs, Proud2Play and VicHealth

Advocate to LA & VLO to increase education around inclusive language and add inclusive language question into officiating and coaching accreditation test .

Attend Annual Midsumma Sports Precinct & Midsumma Pride March

Develop Zero Tolerance Policy to ensure any harrasment or discrimination is dealt with promptly and appropriately

Share dates of significance & drive inclusive messaging in all public and private communications to foster inclusion at the centre of our existence

Develop and hold LGBTIQ+ Lacrosse Advisory Group meetings to ensure people with lived experience and professional insight are involved in the decision making process at Lacrosse Victoria.

Develop an Inclusion website page on LV's new website to hold templates, resources, policies and procedures for our clubs, volunteers, coaches, officials, players, and the wider community.

Host Annual Lacrosse Together Cup - to support our current members of the LGBTIQ+ community and to ensure the LGBTIQ+ community is welcomed at the community participation level.

Deliver LGBTIQ+ Inclusion Education Sessions by Proud2Play available for all club members, committee members staff, State team staff and managers.

Record how LV is performing with the PSI Index and share results with members

Governance

Visability

Education

Engagement



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Governance

Action	Timeframe	Output	Impact
Develop Zero Tolerance Policy to ensure any harrasment or discrimination is dealt with promptly and appropriately	from October 2022	Zero Tolerance Posters are hung up in 8+ clubrooms	LGBTIQ+ communities feel welcome and safe within our clubrooms, on our fields, and within our sport
Review all policies, forms, constitution, rules and documents to ensure inclusive language is being used and all policies are up to date with links to new and reviewed policies.	From November 2022	All LV documents utilise inclusive language and raise awareness to inclusive policies	Ensure internal and external policies and procedures support a culture of inclusivity and safety for LGBTIQ+ members
Record how LV is performing with the PSI Index and share results with members	Annually in October	Achieve an equal or higher score than previous year's index.	Execute components of PSI Index: Governance and Strategy, Visibility, Education, Engagement, Research and Additional Work



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Visability

Action	Timeframe	Output	Impact
Develop a Statements of position regarding certain relevant inclusivity issues	From December 2022	Provide support and visibility for our current LGBTIQ+ members.	Let community know that we are a safe and committed brand
Provide email signature pronouns opt-in option to all staff	From September 2022	Creating an inclusive workplace	Staff retention and attraction
Share dates of significance & drive inclusive messaging in all public and private communications to foster inclusion at the centre of our existence	Ongoing	Increase following and engagement via social media	Listen to community and bring them closer to the organisation
Develop an Inclusion website page on LV's new website to hold templates, resources, policies and procedures for our clubs, volunteers, coaches, officials, players, and the wider community.	From December 2022	Increase visibility of LV inclusive practices.	Increased number of LGBTIQ+ lacrosse members.



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Education

Action	Timeframe	Output	Impact
Advocate to LA & VLO to increase education around inclusive language and add inclusive language question into officiating and coaching accreditation test .	Prior to January 2023 when call for renewal of accreditation is released	Increase education of officials.	Decreased use of gendered language on game day.
Add educational slides into LV Inclusion and Child Safety Training for all LV State Team Coaches and Personnel, TriBall Lacrosse, Lacrosse Together & Quick Stix Coaches Training	From September 2022	Increase education of LV volunteer and paid coaches, managers, and team personell	Decreased use of gendered language and increased number of active allies to help stamp out homophobia, transphobia, and biphobia in lacrosse.
Advocate to LA and other MAs to remove 'Assigned Gender at Birth' field and utilise the more inclusive questions, 'Gender Identity' and 'Different Identities' to their registration forms.	From September 2022	Assigned Gender at Birth removed from Quick Stix Lacrosse registration form.	Inclusive registration forms utilised Australia wide.
Deliver LGBTIQ+ Inclusion Education Sessions by Proud2Play available for all club members, committee members staff, State team staff and managers.	To be delivered across the 2023 season	Increased number of Lacrosse people educated on the importance of LGBTIQ+ Inclusion	Pre-season & post season surveys to understand impact of education & knowledge share



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Engagement

Action	Timeframe	Output	Impact
Develop and hold LGBTIQ+ Lacrosse Advisory Group meetings to ensure people with lived experience and professional insight are involved in the decision making process at Lacrosse Victoria.	From 2022	Listen to community and bring them closer to the organisation	Greater input given to the LGBTIQ+ community
Host Annual Lacrosse Together Cup - to support our current members of the LGBTIQ+ community and to ensure the LGBTIQ+ community is welcomed at the community participation level.	From October 2022	Current lacrosse members of the LGBTIQ+ communities feel supported.	LGBT+ community feels welcome to attend community level
Attend Annual Midsumma Sports Precinct & Midsumma Pride March	Midsumma from 2022	Brand exposure	Let community know that we are a safe and committed brand
Host Annual Pride Round	2023 Season (May)	Increase education and awareness within local clubs	LGBT+ community feels welcome to attend community level
Work with Proud2Play to assess the community impact our Lacrosse Together Cup is having	By October 2022 and measure annually	Advise future Lacrosse Together Cups and strategy	Listen and survey community to give them more input into the future Lacrosse Together Cups and strategies of Lacrosse Victoria
Strengthen relationship with University Sport organisations and Lacrosse Clubs in Victoria. Lacrosse Together program partners are: Universities, University Lacrosse Clubs, Proud2Play and VicHealth	Commence pilots in Semester 1 2022	Increased participation opportunities and brand affiliation link	Provide a safe environment for University students within the LGBTIQ+ community to participate in the entry level participation program