



# LGBTQIA+ 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.

Advocate to other MAs and LA to engage with LGBTQIA+ Inclusion

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

Provide email signature & name tag pronouns opt-in option to all staff & Board

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

Deliver educational slides in 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 utilising the Lacrosse Together program and other resources.

LV to increase education around inclusive language for officials and coaches

Host Annual LV Pride Round

Attend Annual Midsumma Sports Precinct & Midsumma Pride March

Implement Zero Tolerance Policy to ensure any harassment 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

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

Continue to update LV LGBTQIA+ Inclusion page 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 LGBTQIA+ community and to ensure the LGBTQIA+ community is welcomed at the community participation level.

Deliver LGBTQIA+ Inclusion Education Sessions for all club members, committee members staff, State team staff and managers

**Governance**

**Visability**

**Education**

**Engagement**



# LGBTQIA+ Inclusion Strategy

## Governance

Action	Timeframe	Output	Impact
<p>Implement Zero Tolerance Policy to ensure any harassment or discrimination is dealt with promptly and appropriately</p>	<p>From January 2025</p>	<p>Zero Tolerance Posters are hung up in 8+ clubrooms</p>	<p>LGBTQIA+ communities feel welcome and safe within our clubrooms, on our fields, and within our sport</p>
<p>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.</p>	<p>Bi-annually in December</p>	<p>All LV documents utilise inclusive language and raise awareness to inclusive policies</p>	<p>Ensure internal and external policies and procedures support a culture of inclusivity and safety for LGBTQIA+ members</p>
<p>Record how LV is performing with the PSI Index and share results with members</p>	<p>Annually in January</p>	<p>Achieve an equal or higher sports tier status than previous year's index.</p>	<p>Execute components of PSI Index: Governance and Strategy, Visibility, Education, Engagement, Research and Additional Work</p>



# LGBTQIA+ Inclusion Strategy

Visability			
Action	Timeframe	Output	Impact
Develop a Statements of position regarding certain relevant inclusivity issues	Ongoing	Provide support and visibility for our current LGBTQIA+ members.	Let community know that we are a safe and committed brand
Provide email signature and name tag pronouns opt-in option to all Staff and Board Members	Annually with Board & Staff Induction	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	Annually	Increase following and engagement via social media	Listen to community and bring them closer to the organisation
Continue to update the LV's LGBTQIA+ Inclusion page to hold relevant templates, resources, policies and procedures for our clubs, volunteers, coaches, officials, players, and the wider community.	Annually	Increase visibility of LV inclusive practices.	Increased number of LGBTQIA+ lacrosse members.



# LGBTQIA+ Inclusion Strategy

## Education

Action	Timeframe	Output	Impact
LV to increase education around inclusive language for officials and coaches	Annually in Quarter 1	Increase education of officials and coaches.	Decreased use of gendered language on game day.
Deliver educational slides in LV Inclusion and Child Safety Training for all LV State Team Coaches and Personnel, TriBall Lacrosse, Lacrosse Together & Quick Stix Coaches Training	Annually	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.
Deliver LGBTQIA+ Inclusion Education Sessions for all club members, committee members staff, State team staff and managers	Annually delivered in May & October	Increased number of Lacrosse people educated on the importance of LGBTQIA+ Inclusion	Increased number of educated people within lacrosse to ensure lacrosse is a safe space for LGBTQIA+ community.
Advocate to other MAs and LA to engage with LGBTQIA+ Inclusion	Annually in November	Increase education and inclusion practices across the Country	Pride work delivered across the country



# LGBTQIA+ Inclusion Strategy

## Engagement

Action	Timeframe	Output	Impact
Hold LGBTQIA+ Lacrosse Advisory Group meetings to ensure people with lived experience and professional insight are involved in the decision making process at Lacrosse Victoria.	Annually	Listen to community and bring them closer to the organisation	Greater input given to the LGBTQIA+ community
Host Annual Lacrosse Together Cup - to support our current members of the LGBTQIA+ community and to ensure the LGBTQIA+ community is welcomed at the community participation level.	Annually in October	Current lacrosse members of the LGBTQIA+ communities feel supported.	LGBTQIA+ community feels welcome to attend community level
Attend Annual Midsumma Sports Precinct & Midsumma Pride March	Annually in Quarter 1	Brand exposure	Let community know that we are a safe and committed brand
Host Annual LV Pride Round	Annually in May/June	Increase education and awareness within local clubs	LGBTQIA+ community feels welcome to attend community level
Work with Proud2Play to assess the community impact our Lacrosse Together Cup is having	Annually in October	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 utilising the Lacrosse Together program and other resources.	Annually in February & July	Increased participation opportunities and brand affiliation link	Provide a safe environment for University students within the LGBTQIA+ community to participate in the entry level participation program