

# LGBTQ+ Engagement Analysis

2023



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# ACKNOWLEDGEMENT OF COUNTRY

Touch Football Australia acknowledges Aboriginal and Torres Strait Islander peoples as Traditional Custodians of the land and pay our respects to their Elders past, present, and emerging.

We acknowledge their stories, traditions, and living cultures on the lands we meet, gather, and play on.



Touch Football Australia (TFA) supports Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, and Non-Binary people and are active supporters of eliminating discrimination against LGBTQ+ people both on and off the field.

TFA has a zero-tolerance approach to any form of bullying, harassment, or vilification of people with diverse sexuality and/or gender. Homophobia, biphobia, transphobia and interphobia are not accepted within our sport or workplace.



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# PRIDE IN SPORT SURVEY

Touch Football Australia (TFA) has actively engaged with Pride in Sport, an esteemed national not-for-profit initiative, and consistently participated in the LGBTQ+ engagement survey since 2020. This involvement reflects our commitment to fostering an inclusive environment for employees, athletes, volunteers, and spectators across diverse genders and sexualities within our organisation.

Pride in Sport operates as a specialised program, offering comprehensive support to sporting entities across all tiers, facilitating the integration of LGBTQ+ individuals within the sporting community.

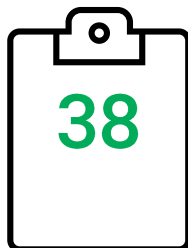
In recognition of our sustained efforts, TFA was awarded Gold Standard by Pride in Sport earlier this year. We are currently in the process of submitting our entry for the 2024 index, aiming to maintain our Gold status. The results of this evaluation will be awarded in April 2024.

In this analysis you will find data from the survey that collected responses from December 2022 to February 2023. Our continued participation in this program highlights our dedication to promoting diversity, inclusivity, and equality within our organisation, reinforcing our commitment to fostering a sense of belonging for all individuals, irrespective of their sexual orientation or gender identity.



# PARTICIPATION IN THE PRIDE IN SPORT SURVEYS

2022



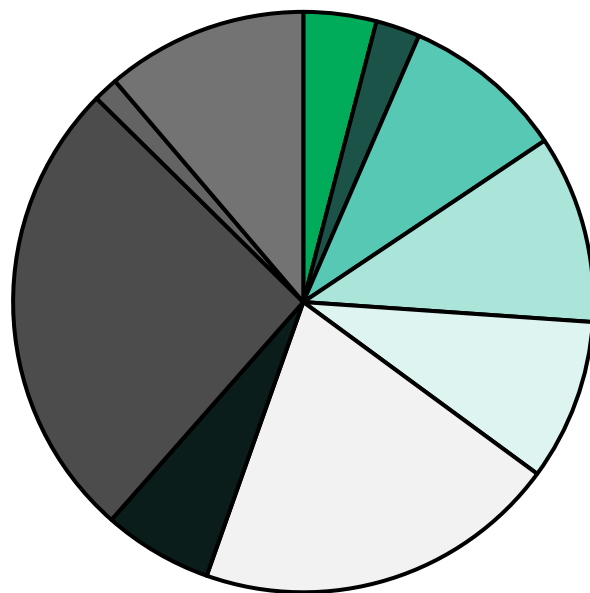
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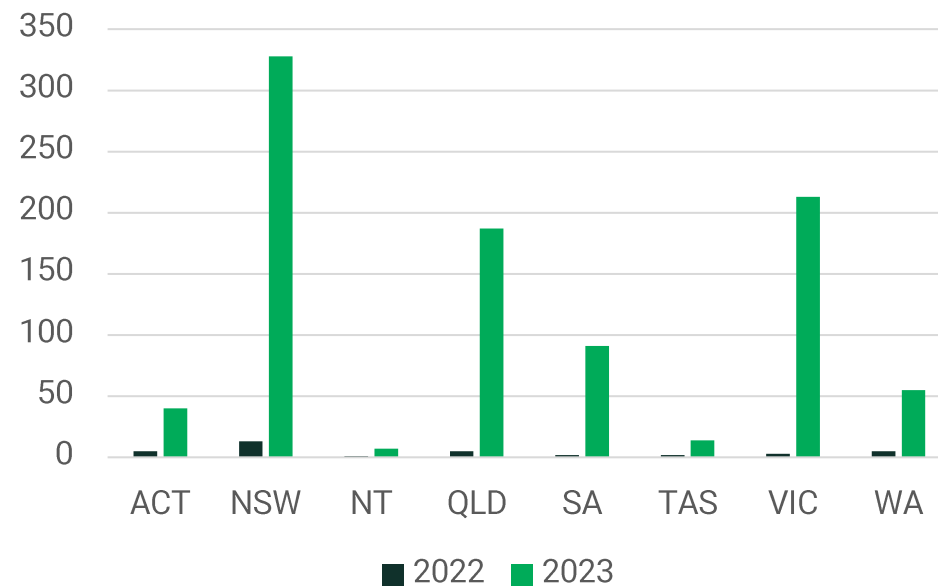
NUMBER OF RESPONDENTS

STAFF ROLE

- Board Member
- CEO or Equivalent
- Coaching Staff
- Committee Member/Volunteer
- Executive or Senior Leadership
- Middle Management
- Official/Referee/Umpire/Judge
- Participant/athlete
- Parent/Guardian of participant
- Other



PARTICIPATION BY STATE

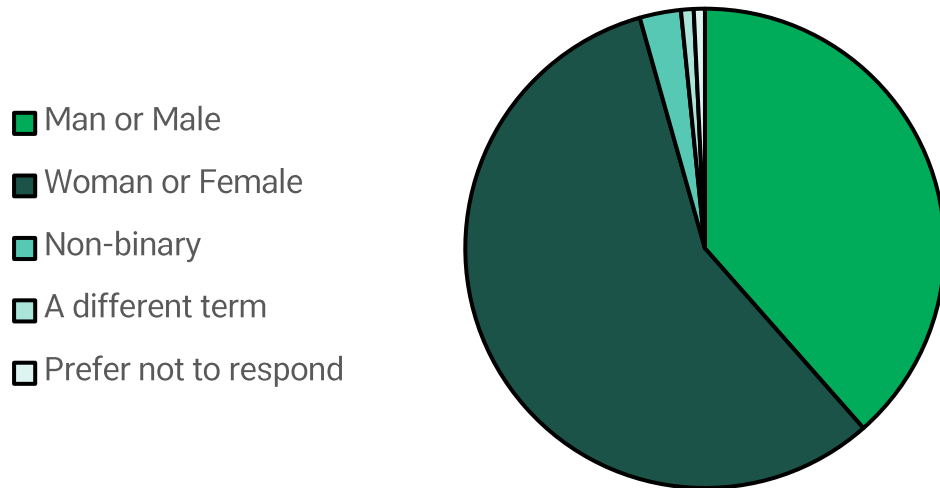


# PARTICIPATION IN THE PRIDE IN SPORT SURVEY

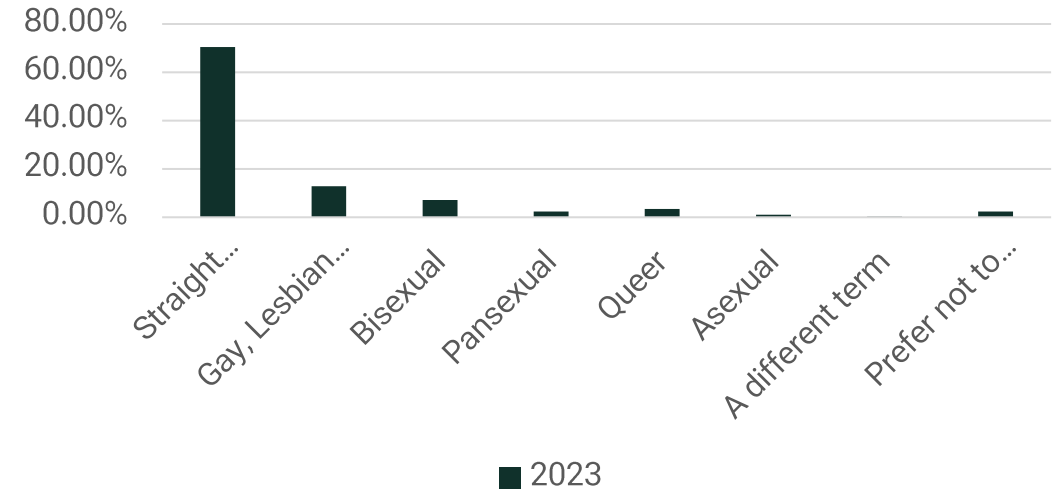


HOW OUT ARE RESPONDENTS WITH DIVERSE SEXUALITY

## GENDER IDENTITY



## SEXUALITY



# SURVEY FINDINGS

## ALL SURVEY PARTICIPANTS

The data collected reveals that over than **95%** of participants recognise LGBTQ+ inclusion as a vital aspect of our sport and workplace and personally support what we do in this domain.

Additionally, a significant **90%** of respondents expressed confidence that individuals of diverse sexuality and/or gender would be welcome in their team and treated no differently to anyone else.

However, an opportunity for Improvement by enhancing the availability and communication of LGBTQ+ awareness and ally training sessions throughout the year. Approximately **20%** of respondents reported a lack of awareness regarding any such training offered during 2022.

In response to calling out bullying and harassment, the survey findings demonstrate that **66%** of participants took action in calling out severe incidents of negative behaviour, while **47%** addressed milder occurrences. Notably, **22%** reported instances where they witnessed someone else call out the behaviour, while **15%** highlighted situations where no intervention took place.



# SURVEY FINDINGS

## PARTICIPANTS WITH DIVERSE GENDER AND/OR SEXUALITY

Among survey respondents identifying with a diverse gender or sexuality, over **55%** are openly out to everyone, while the remainder are open to most, a few, or not at all. This distribution underscores the ongoing need to cultivate an environment within our workplace and community where individuals feel entirely safe to be their authentic selves.

Of those participants who choose not to disclose their gender or sexuality, **45%** attribute this decision to a lack of personal comfort in revealing their identity within the sport and/or workplace environment.

Moreover, a significant **81%** of respondents express that negative social media commentary and the portrayal of LGBTQ individuals in mainstream news media have significantly affected their willingness to be open about their identities. This impact highlights the profound influence of external factors on individuals' decisions to disclose their gender or sexual orientation.





# SUMMARY AND OUTCOMES

The survey findings highlight the pivotal importance of LGBTQ+ inclusion within both our sporting and workplace. As we approach 2024, these insights serve as a catalyst to further enhance LGBTQ+ inclusivity in touch football and our organisation.

As we persist in our commitment to enriching diversity both on and off the field, our ongoing journey of improvement drives us towards our goal of becoming the most inclusive sport. These findings serve as guiding lights illuminating our path forward.

Our initiatives will be highly engaging, offering educational programs and training sessions by Pride in Sport. We are dedicated to implementing specialised, inclusive programs like Coach for All and amplifying LGBTQ+ awareness throughout our organisation via targeted staff emails and participant/affiliate newsletters. These strategic measures form the foundation of our mission, not only to promote acceptance but also to foster a deep sense of belonging. Our aim is to cultivate an environment where everyone feels not just accepted but genuinely valued, respected, and connected within our community.

Simultaneously, the ongoing iteration of our survey is already in motion. Once completed, a comprehensive analysis will follow, drawing comparisons with previous years. The amalgamation of findings from these surveys will be instrumental in sculpting Touch Football Australia's forthcoming strategic plan. This data will empower our National Diversity & Inclusion Manager to pinpoint concrete, measurable actions within the 2024 LGBTIQ+ specific strategic plan. Leveraging these insights, we fortify our commitment to fostering an inclusive and welcoming sport and workplace.



If you would like to view the complete results of the survey, please reach out.

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