

# ENGAGEMENT GUIDELINE

## TRANS & GENDER DIVERSE INCLUSION IN SPORT

Respect all  
Fear none

### Purpose

This engagement guidelines provides a summary of standards and suggestions by which a sporting organisation is encouraged to engage with stakeholders after the release of sport specific governance relating to trans and gender diverse inclusion in their sport.

### Guideline



**Unity is Important** – if/when questions arise about the governance of another organisation – reframe from commenting. Avoid speaking about any governance that is not yours, and encourage those with queries to engage with that specific organisation if they wish to learn more.  
SPEAK POSITIVELY OF OTHER SPORTS.



**Be Vulnerable** – Where appropriate, acknowledge that your respective governance may not be perfect, but you are committed to maintaining your relationship with key stakeholders (such as female athletes, trans athletes, Pride in Sport) to continually monitor and improve on the inclusion of trans and gender diverse people in your sport.  
BE TRANSPARENT ABOUT YOUR ROOM FOR IMPROVEMENT.



**Take a stand** – Call out individuals/groups who use inappropriate or transphobic language. Encourage media outlets to follow the Australian Press Council's Guideline for reporting on persons with diverse sexual orientation, gender identity and sex characteristics, and report any transphobic commentary/trolling to the Australian Government's e-Safety Commission.  
ENSURE YOUR ORGANISATION HAS ZERO TOLERANCE ON TRANSPHOBIA.



**Person Centered Approach** – When speaking to individuals or groups, or acknowledging individuals to whom your governance applies, ensure you use a 'person centered approach'. For example: 'this person is a woman, who happens to have a trans experience' or 'this person is a woman who happens to be trans'.  
IF IN DOUBT, USE GENDER NEUTRAL LANGUAGE & BE RESPECTFUL.



**Engage and Educate** – With the exception of matters that require muting, hiding, deleting and/or reporting [transphobia] – use this opportunity to help educate those who show a level of ignorance when they enquire about your governance.  
TRANS INCLUSION IN SPORT WILL SAVE LIVES.

### Learn more about LGBTQ terminology.

For definitions of key terms, please visit [www.prideinsport.com.au/terminology](http://www.prideinsport.com.au/terminology)

*If you would like further guidance or support, please email Pride in Sport – [info@prideinsport.com.au](mailto:info@prideinsport.com.au)*

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