



## **Rainbow Roadmap Consultation Survey Support Doc**

Creating safe, inclusive and welcoming spaces is a high priority for our organisation, and as part of this work we have partnered with not-for-profit organisation 'Proud2Play' (P2P) who are leaders in the LGBTQIA+ sports/active recreation space.

We are currently participating in the P2P Rainbow Roadmap program, designed to support sporting organisations to create authentic culture change around inclusion. This process includes assessment of all relevant policies, assets and activities (online and on site) related to LGBTQIA+ and inclusion more broadly where possible.

P2P run a variety of education sessions on Inclusive Leadership, and LGBTQIA+ Inclusion to help inform and upskill leaders, and to build a foundation of understanding and safety for all LGBTQIA+ members, volunteers, staff and administration who are part of our sporting community. We aim to make these sessions available to all of our members in the coming months and ongoing as a part of our commitment to creating inclusive sporting spaces.

The next step in this journey is to consult with our members to understand their unique perspectives on what we do well in this space, and where there is room for improvement. We are looking for honest experiences of our administration and clubs.

We are doing this by conducting a short consultation survey. The survey will be accessed predominantly via a QR code/link, which will be shared via our internal network.

While we hope that visible work on diversity is welcomed by all - it is important to acknowledge that people can have strong opinions on inclusion work (both in support/ or in opposition).

Attached are some talking points that should help to answer most queries. If you need further support, please seek assistance, and follow regular process to manage complaints or challenging behaviour from any members.

Thankyou for being part of a team that prioritises everyone being safe and welcomed!

## Helpful ‘why’ statements

“We are really committed to being a safe and inclusive space for everyone who attends, and this program is one piece of the work being done to create our diversity and inclusion strategy.”

“When sports and exercise spaces are not actively safe and welcoming, many LGBTQIA+ people will choose to not participate.”

“We want to ensure that our leaders, clubs and spaces are safe and welcoming for everyone including the LGBTQIA+ community.”

“This is a way for us to gain an understanding of how best to bring our whole sporting community along on this journey to be more welcoming and inclusive.”

## FAQs

### What is this survey?

- The survey is part of a program called ‘Rainbow Roadmaps’ which is helping us to identify ways that we can be more inclusive for the LGBTQIA+ community
- The survey is part of the ‘community consultation’ process. It will help us to understand our community perspectives and experiences in relation to how inclusive we are currently

### Why is this survey being rolled out?

- The feedback and opinions of all members is very important when developing strategies around diversity, safety and inclusion
- As part of the feedback, we are hoping to learn about the direct experiences of members who are part of the LGBTQIA+ community within our sport
- This important evidence will help to highlight what we need to focus on in the diversity strategy we are creating, and the actions we will choose to include to bring that strategy to life

### What if I don’t agree with this centre/organization getting involved in this work?

- We respect that everyone is entitled to their own opinions, provided they are not causing any harm. We are committed to creating safe, welcoming and diverse spaces for everyone to participate in
- Our diversity strategy will never take anything away from any members, while we improve our efforts to be more inclusive of everyone in our community

Do I have to complete this survey?

· We are hoping to get feedback from as many members as possible, however the survey is in no way compulsory

Will my answers be published anywhere?

· No, your personal feedback is anonymous and will only be utilised as a statistic / data point/anonymous comment

Where can I make a complaint?

Please make the correct internal email address / phone number clear and available to field any complaints. It is important that these be followed up as quickly as possible to avoid any potential escalation of anger/concern happening in a public forum (media / social media).

\*\*\*This is a process to be managed internally within the organisation, however P2P are available to advise you on managing any difficult situations that arise.