2018 NCAA Inclusion Forum
#NCAAInclusion

NCAA Inclusion
“Building an Inclusive Athletic Department with LGBT SportSafe”

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Goals of the Session

• Learn how the groundbreaking LGBT SportSafe Inclusion Program can help your athletic department champion respect and inclusion to support student-athletes, coaches and athletic administrators

• Find out how the LGBT SportSafe SAAC Mobile Video Challenge is empowering student-athletes to lead the charge for change, and how your SAAC can get involved

• Develop a plan to start the conversation on best practices and policies for creating inclusive teams
Why Now?
The LGBT SportSafe Inclusion Program a groundbreaking infrastructure for athletic administrators, coaches and student-athletes to support LGBTQ inclusion in college athletics
3-Peat Model

Addresses the importance of **Programming, Policy and Public Awareness** in sport, while offering incentives to athletic departments that reach inclusion goals.

@LGBTSportSafe  #LGBTSportSafe
# LGBT SportSafe: 3-Peat Model

<table>
<thead>
<tr>
<th>Programming</th>
<th>Policy</th>
<th>Public Awareness</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inclusion training for athletic</td>
<td>Inclusive policies ensure all</td>
<td>Public-facing inclusion initiatives helps the campus community of students, staff,</td>
</tr>
<tr>
<td>administrators and coaches is</td>
<td>members of the athletic community</td>
<td>faculty and spectators understand the experiences of LGBTQ student-athletes</td>
</tr>
<tr>
<td>essential to creating a healthy,</td>
<td>are valued and respected</td>
<td></td>
</tr>
<tr>
<td>respectful and effective</td>
<td></td>
<td></td>
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<tr>
<td>foundation to support student-athletes</td>
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</table>
## LGBT SportSafe: Medallions

<table>
<thead>
<tr>
<th>Bronze</th>
<th>Silver</th>
<th>Gold</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shows Intention</td>
<td>Actively Engaged</td>
<td>Committed to Inclusion</td>
</tr>
<tr>
<td><strong>Programming:</strong> Inclusion training for coaches and administrators scheduled to be completed in the next 1-2 academic years</td>
<td><strong>Programming:</strong> Inclusion training for coaches and administrators in progress or scheduled to be completed during the 2016-17 academic year</td>
<td><strong>Programming:</strong> Inclusion training for coaches and administrators completed; cyclical training every 2-3 years</td>
</tr>
<tr>
<td><strong>Policy:</strong> Actively researching inclusive policies</td>
<td><strong>Policy:</strong> Actively researching/developing inclusive policies</td>
<td><strong>Policy:</strong> Updated policies to include protections for LGBTQ student-athletes and coaches</td>
</tr>
<tr>
<td><strong>Public Awareness:</strong> Conceptualizing project</td>
<td><strong>Public Awareness:</strong> Project scheduled</td>
<td><strong>Public Awareness:</strong> Project scheduled or completed</td>
</tr>
</tbody>
</table>
LGBT SportSafe: Medallions

[Images of gold medallions for Northwestern and Fayetteville State Athletics]
LGBT SportSafe: Benefits

- LGBT SportSafe Medallion on the athletic department website shows the community athletics champions inclusion
- Listing in the LGBT SportSafe National Registry
- Access to Coaches Corner: Comprehensive online resource for LGBTQ inclusion
- Subscription to the quarterly e-newsletter
- Coaches, student-athletes and athletic administrators see intentions translated into action
- Founders Club (for qualifying institutions)
Founders Club

Early Adopters
Launch partners and first two institutions in conference to join the LGBT SportSafe Inclusion Program

National Registry
Club Members receive special mention on the national registry

Advisors
Members inform LGBT SportSafe organizational development

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LGBT SportSafe SAAC Challenge

• SAAC vs. SAAC

• Challenge SAAC leaders at up to 3 rival institutions to create an LGBTQ inclusive athletic community

• Goal: Wipe out homophobia, biphobia, transphobia, and anti-LGBTQ bias in sport to create an athletic community where no student-athlete lives or plays in a space of fear, intolerance or as anything less than everything they are because of their sexual orientation and gender identity or expression

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LGBT SportSafe SAAC Challenge

• Video Rules:
  • 2-minutes or less
  • Record on mobile device
  • Must play either sport or musical instrument during the video
  • Include LGBT SportSafe medallion and logo

• Video Objectives:
  • Identify the importance of LGBTQ inclusion
  • Address why your SAAC is proud to be LGBT SportSafe
  • Challenge rival SAAC’s to make athletic department, and ultimately the athletic community, LGBT SportSafe
LGBT SportSafe SAAC Challenge

• For institutions accepting the SAAC Challenge, Fall 2018 cohort videos are due in August

• These institutions will be part of the LGBT SportSafe SAAC Challenge Fall 2018 Cohort

Follow us on social media (@LGBTSportSafe) & stay tuned for our big announcement!!!
LGBT SportSafe Inclusion Program BINGO!

• Mark “O” if square applies to athletic department; Mark “X” if square does not apply
• Mark 5 squares in row with “O”
• One card per institution
• Take a moment to read squares

<table>
<thead>
<tr>
<th>Diversity and Inclusion Committee (inclusive of LGBTQI+ Identities)</th>
<th>Hosted Pride Night or LGBTQ+ Event</th>
<th>Transgender Policy</th>
<th>Safe Zone Trained &amp; Visible Stickers/Signage</th>
<th>Inclusion Statement (inclusive of LGBTQI+ Identities)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administered Climate Survey w/ LGBTQI+ Related Questions</td>
<td>LGBTQI+ Center Liaison Addressed Student-Athletes</td>
<td>LGBTQI+ Allies Student-Athlete Group</td>
<td>Relationship Guidance or Policy</td>
<td>Created Position in Athletics for Diversity Lead or Retained Consultant</td>
</tr>
<tr>
<td>LGBTQI+ Conversation w/ Senior Leadership</td>
<td>Gender Neutral/Inclusive Facilities</td>
<td>LGBTQI+ SportSafe Member Institution</td>
<td>Hosted Listening Sessions or Open Forums for Student-Athletes to Share Cultural Concerns</td>
<td>Coaches List Same-Sex Partner or Spouse in Bio</td>
</tr>
<tr>
<td>Reel Strong Women Do... Or The Reap...ng Act</td>
<td>Participate in Community Outreach LGBTQI+ Initiatives</td>
<td>Trained Coaches, Administrators and Athletic Staff</td>
<td>LGBTQI+ SportSafe SACC Conference Participants</td>
<td>LGBTQI+ Allies Employee Group</td>
</tr>
<tr>
<td>Anti-Discrimination Policy w/ Sexual Orientation and Gender Identity Protections</td>
<td>Invited LGBTQI+ Speaker/Consultant on Campus</td>
<td>Spectator Policy</td>
<td>Made LGBTQI+ Inclusion Training Mandatory</td>
<td>Inclusion Video</td>
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Small Group Breakouts
The LGBT SportSafe Team

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