



INCLUSIVITY GUIDE

–LGBT+ COMMUNITY

BACKGROUND

Many Lesbian, Gay, Bisexual and Transsexual people feel that they would not be welcome in Sport environments and worry that people may react badly if they share information about that part of themselves. Taking small inclusivity steps can make a big difference to welcoming the LGBT+ community into Karate.

INSIGHT

The LGBT+ community are more likely to be active but are less likely to take part in traditional environments.

THE BARRIERS

Below are the key barriers identified by Stonewall's 'Make Sport Everyone's Game' paper:

- A Fear of judgement
- Use of Homophobic, Biphobic or Transphobic language
- A Lack of LGBT+ role models
- Inadequate facilities for trans-people

TIPS TO BREAKING THE BARRIERS

- Consult with communities first, do not assume that activities will appeal to all people from different communities, a particular faith or ethnic background.
- Be approachable as an organization and make the effort to find out more about what LGBT+ participants want and ways you can support them and make them feel at ease.
- Be confident and positive about making the sport open to everyone
- Challenge homophobic, Biphobic or transphobic language and include reference to this language in policies.
- Use posters and displays to promote diversity
- Offer changing facilities with cubicles for Trans-participants and communicate what you have available on your website or posters
- Use gender-neutral language and avoid stereotypes about what is masculine or feminine behavior