



Proud2Play™



**ProudTM
2Play**

NNSW Pride Round

Netball New South Wales and Proud 2 Play believe that sport is a place where everyone belongs and has the right to feel safe and included. Together, we are working to ensure that everybody connected to NNSW feels like part of our family; not just through our love of the sport but through our connection as human beings.

The Pride round is an important part of the work we are doing to address the fact that many LGBTQIA+ people do not feel that sport is a safe and welcoming space for them.

The purpose of this handbook is to support associations and clubs to build the understanding and knowledge required to ensure that all participants, no matter their sexuality or gender identity, have a great experience when engaging in netball.

“Netball is a sport that has great history in Australia, it is embedded into the fabric of communities, families and the nation. Netball drives connection and belonging for so many people but for many in the LGBTQIA+ community they have not had that same experience in sport. We have an opportunity to ensure that through not only this round but through broader learning and knowledge we change that experience for the LGBTQIA+ community to be positive and to welcome more people into the netball community.”

Christine Granger - Proud 2 Play CEO

“Inclusion is at the heart of community netball. This handbook is a vital step in ensuring every player, volunteer, official, and fan — no matter how they identify — feels safe, seen and supported in our sport. Pride Round is more than a celebration; it's a commitment to creating netball spaces that truly welcome and value our LGBTQIA+ community, not just for one round, but every day of the year.”

— Trish Crews, EGM Communities, Netball NSW

About This Handbook

This handbook is designed for **netball clubs and associations across Australia** preparing to host a **Pride Round**. It provides clear guidance on how to ensure that your Pride Round is **meaningful, respectful, and inclusive**—not just visually, but culturally and practically.

It's about more than rainbows. It's about ensuring **LGBTQIA+ players, fans, volunteers, and staff** feel safe, respected, and celebrated in your netball community.

This resource will help you:

- Plan an inclusive and impactful Pride Round
- Prepare your staff, volunteers, and teams
- Promote LGBTQIA+ visibility and safety
- Respond to harmful behaviour confidently and respectfully
- Leave a lasting legacy of inclusion at your club

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A Message from us to you


Running inclusive events comes with great responsibility. There are many things that are considered and go into making events successful. We acknowledge all the volunteers that make netball happen and hope that this handbook supports you in making your events a success.

1. What is a Pride Round?

A **Pride Round** is a designated match day or event where your netball community comes together to celebrate and support the inclusion of **LGBTQIA+ people** in sport.

It's a chance to:

- Show your club's commitment to safety and inclusion
- Increase visibility of LGBTQIA+ players, fans, and families
- Provide education about respectful behaviour
- Create a positive and affirming experience for all involved

 *Pride Rounds should include:*

- Education and training
- A commitment to genuine and meaningful change
- A willingness to listen and learn
- Engagement with LGBTQIA+ organisations and/or community groups

 *Pride Rounds can include:*


- Rainbow bibs, socks or laces
- Inclusion messages in speeches or newsletters
- Flags, posters and visible signage
- Storytelling from LGBTQIA+ players or community members
- Fundraising for inclusion organisations

2. Why LGBTQIA+ Inclusion matters in netball


Historically and presently, LGBTQIA+ people have faced discrimination and exclusion in many areas of society—including sport. While progress has been made, many still experience:

- Abuse and discrimination in sporting environments (physical and verbal)
- Lack of visibility and representation
- Harassment or deliberate misgendering
- Limited access to safe facilities

You can play a key role in changing these experiences, by actively supporting inclusivity and safety for everyone.

 Did you know?

- 70% of LGBTQIA+ people feel sport is not a welcoming environment
- 44% feel the need to hide their identity in public sport settings
- 50% of trans people avoid sports they enjoy due to discrimination
- 80% of LGBTQIA+ people have experienced or witnessed homophobia in sport

 A Pride Round is an opportunity to challenge those stats, promote allyship, and show your club is a place where everyone belongs.

3. Why have a Pride Round?

The Netball NSW Pride Round is designed to celebrate and support LGBTQIA+ participation in netball. It is a visual representation of who we are as an association and the values that we hold strong to our identity. This event serves as a platform for community engagement, education and visibility.

We hold a Pride Round to:

- **Create a recognised safe and welcoming space** for LGBTQIA+ participants whether they are, staff, volunteers or players.
- **Show visible support and representation** for all LGBTQIA+ individuals within netball.
- **Facilitate community engagement** through activations, networking, and educational opportunities.
- **Encourage meaningful conversations and thought** around inclusion in netball

4. Key Terms & Language

Here are the definitions of some useful terms to help you use them correctly and respectfully:

- **Sexuality:** Refers to who someone is attracted to (could be emotionally, romantically and/or sexually)
- **Gender:** This is a person's own internal knowledge of who they are. It is important to not assume someone's gender based on simple 'male or female' ideas.
- **Intersex:** Is an umbrella term for several different variations in biological sex traits (Eg. chromosomes, hormones etc) or reproductive anatomy that do not fit into medical definitions of biological 'male' or 'female'. Intersex people are born with these variations or develop them as they grow in childhood.
- **LGBTQIA+:** An inclusive umbrella abbreviation that encompasses a range of diverse sexualities, gender and sex characteristics. Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual + other diverse identities
- **Transgender (Trans):** Someone whose gender does not exclusively align with the one they were assigned at birth.
- **Non-Binary:** When a person's gender does not exclusively fit into a male or female identity. Non-binary identities can be more fluid between masculine and feminine or could be a mix of both.
- **Personal Pronouns:** The words we use to refer to someone in place of using a name (e.g., he/him, she/her). Many non-binary people will use the pronouns **they/them**.
- **Misgendering:** Referring to someone using incorrect pronouns or gendered language

 *Always respectfully use the name and pronouns a person asks you to use.*

5. Inclusive Practices Check-in

- ✓ Treat everyone with respect and kindness – a smile goes a long way!
- ✓ Practice using inclusive language so that our non-binary friends are always part of the crowd (e.g., "Welcome everyone!" instead of "Good Afternoon ladies and gentlemen")
- ✓ Try to avoid making assumptions about someone's gender, partner, or identity
- ✓ Support access to gender-inclusive facilities wherever possible
- ✓ Challenge any homophobic, transphobic, or sexist behaviour if it's safe for you to do so

Tip! Greeting all patrons with a warm smile, a bright 'hello!', and an approachable manner will help everyone to feel comfortable and welcome at your games.

6. Facilities, Signage and Pronouns

Make it easy for everyone to feel comfortable by ensuring:

- All-gender toilets are available and clearly signed
- If someone asks for assistance finding a suitable space, guide them respectfully.
- Players, coaches, umpires etc, know how to respect and use pronouns
- Please never question someone's gender or pronouns—trust that people know who they are and use the information they give you to interact kindly and respectfully
- Include anti discrimination or safe space posters around your facility. Available here: <https://www.proud2play.org.au/resources>

It can seem tricky when we realise that maybe we have always made a lot of assumptions on the outdated idea of 'pink=girls' and 'blue=boys. It's okay to say: "Hi, my name is Alex—I use he/him pronouns. What about you?"

Tip! We don't always understand someone else's experience in life – and that's okay! We don't need to understand everything about someone, to treat them with kindness and respect. 😊

7. Handling Discrimination or Misconduct

Unfortunately, even at Pride events, discrimination can occur. You are not expected to handle serious incidents alone, but it is important that you have a clear plan on how to manage it. If you witness or experience discrimination:

- Intervene if safe to do so
- Remove the person if necessary (via security or leadership)
- Prioritise the safety and wellbeing of any affected people
- Record the incident and report it to your clubs leadership or Member Protection Officer
- Follow your clubs disciplinary procedures and zero-tolerance policy

8. Your Role as a Staff Member or Volunteer

As a casual staff member, you have many different tasks to perform when you are working a shift. It is important that you attend to all of your duties as expected, to a great standard.

Role	Responsibility
Club/Association Leadership	Ensure inclusion policies are in place and visible. Ensure education has been undertaken
Coaches	Model respectful language and promote a welcoming team environment
Umpires/Officials	Address misconduct or discriminatory behaviour
Volunteers	Greet all participants warmly and inclusively
Everyone	Be kind, open, and respectful to all attendees

Your role also includes:

- Welcoming everyone with equal respect and fairness
- Being mindful of your own language and behaviour
- Safely speaking up, or immediately escalating when something is not right
- Supporting a positive culture of inclusion and welcoming, alongside policies and rules

Tip! You don't need to be an expert—you just need to be kind, open, and informed.

9. What to Do – Best Practice: Scenarios & Responses

Scenario 1: A guest asks you where the bathroom is....

Our goal is to provide information on all facilities available, as some guests may have specific access requirements

Example Response: Down the corridor to the left, you will find men's and women's bathrooms, there are all gender bathrooms located next to the food kiosk, and the closest accessible disabled bathroom is around the corner to your right.

Scenario 2: A player misgenders someone who has asked to be referred to as "They/them"

Our goal is to help to ensure that everyone feels valued and respected for who they are

Example Response: Quietly and kindly remind them that the person uses they /them pronouns

Scenario 3: A spectator makes a joke or comment like "That's so gay" in a negative context.

Why it matters:



Phrases like this may seem casual, but they reinforce harmful stereotypes and create unsafe spaces for LGBTQIA+ people.

What to say:

“Hi there—just a quick reminder that we want to make sure this is a respectful and welcoming space for everyone today. Comments like that can be really hurtful, even if they weren’t meant to be.”

If the person continues:

“We take inclusion seriously—if it continues, I’ll need to escalate this to our event supervisor.”

Tip! Being very familiar with the information in this booklet prior to Pride Game, and seeking clarification and raising any questions you have will help you to feel confident to approach any scenarios that come up on the day.

Scenario 4 A parent or community member expresses discomfort about “promoting sexuality” at a Pride Round.

Why it matters:

LGB inclusion is often wrongly framed as inappropriate or “political,” when it’s about safety, respect, and visibility.

What to say:

“Today’s Pride Round is about making sure everyone feels safe and included, regardless of who they are or who they love. All kids and families deserve to feel welcome here.”

Or if you need to set a boundary:

“Our club is proud to support inclusion and this is an important part of our values. If you have concerns, I’m happy to connect you with someone from the committee after the event.”

10. Pride Round Planning Checklist

Before the Event

- Meet with club leadership to plan the day
- Undertake education
- Display rainbow flags, posters, or inclusion messages
- Brief players, umpires, volunteers, and officials
- Share social media posts that explain the importance of Pride Round
- Update your Code of Conduct with inclusive behaviour expectations
- Invite local LGBTQIA+ groups or advocates

On the Day

- Acknowledge Pride Round in opening announcements or welcome speeches
- Use respectful, gender-inclusive language throughout
- Ensure all facilities are clearly signed and accessible
- Have a plan for responding to discrimination or inappropriate behaviour
- Celebrate visibly—make it fun, meaningful, and safe

After the Event

- Debrief with your team and collect feedback
- Thank participants, volunteers, and guests
- Reflect on lessons and plan how to continue LGBTQIA+ inclusion year-round

11. Further Resources

Want to learn more? Check out:

- **Proud 2 Play** – proud2play.com.au
- **Pride in Sport (Australia)** – prideinsport.com.au
- **Minus18** – minus18.org.au
- **TransHub** – transhub.org.au
- **Australian Human Rights Commission** – humanrights.gov.au

12. Quick Reference Guide – Could be printed on a business card for ease of access

DO

Use inclusive language
Respect pronouns
Know the location of inclusive facilities
Speak up when something is not right

Report issues promptly
Show visible signs of inclusion

DON'T

Assume gender or identity
Use or tolerate offensive slurs or jokes
Ignore or downplay discrimination
Downplay incidents of discrimination as banter

Argue about someone's identity
Treat Pride Round as just a theme