



2020

# Diversity & Inclusion

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## ACKNOWLEDGEMENT OF COUNTRY



ClimbingQTs is based on the lands of the Kulin nations, always and forever the home of the Wurundjeri, Boonwurrung, Wathaurong, Taungurong and Djadjawurung peoples.

Our work takes place on stolen lands that are under colonial occupation, where sovereignty was never ceded. We pay our respects to Kulin Nation elders, past and present and acknowledge the LGBTQ+ Aboriginal and Torres Strait Islander People who have paved the way for us and those who are with us today.

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Hi there!

So you're interested in fostering safe and inclusive spaces for LGBTQ+ folks in climbing and the outdoors? You've come to the right place.

Once you've read this info pack, we would love to learn more about your goals and challenges so we can put together a few relevant ideas, based on how you would like to tell your inclusion story.

This proposal should give you an overview of what we can offer and how we might be able to work together. Don't hesitate to reach out with any questions, or if you want to discuss any of your ideas in depth.

Kindly,  
Riley Edwards

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ClimbingQTs is about community. Yes we love the outdoors and we love pulling on plastic too! But at the heart of what we aim to do is hold a space for all humans, regardless of their gender, sexuality or identity to feel comfortable, welcome and safe to be themselves within the climbing community at the crag, at the gym and everywhere in between. By working with ClimbingQTs you are joining a movement that slowly but surely will shift how we participate, spectate, coach, work, train and play in climbing.

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ClimbingQTs (founded in early 2018) is a not-for-profit incorporated organisation currently supported financially through membership sales, volunteer resources, in kind support and sponsorship.

ClimbingQTs members do not need to identify as members of the LGBTQ+ community however must identify as allies to the community and invest a personal interest in fostering inclusive environments for all.

Facebook members: 750+

Club members: 250+

Event attendance: 30 - 150 pax

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LOGO



**Inclusion:** To foster and normalise inclusive spaces, ClimbingQTs will facilitate activities from all aspects of climbing including indoor and outdoor activities that share this message.

**Visibility:** To build an understanding of LGBTQ+ people in the broader climbing community and to build resilience to expand self-respect of non-normative gender and sexual identities, ClimbingQTs will showcase, profile, elevate diverse LGBTQ+ identities in climbing.

**Access:** To ensure all humans can access the physical and mental health benefits of climbing, ClimbingQTs events will always endeavor to be as physically and financially accessible as possible. Where there are limitations beyond our control, we acknowledge that climbing can be a physically demanding and expensive activity and through initiatives will aim to reduce these barriers.

**Education:** To raise awareness of diverse genders, sexes and sexualities and their unique contributions to our community, ClimbingQTs will engage in conversation and offer consultation and training sessions for anyone willing to learn how to be an ally without judgement or prejudice. We are all on this journey together.

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## IDENTIFIED BARRIERS



54% of trans folk don't participate in sport because of their gender identity.



Climbing gyms are cis straight white male dominated spaces.



Participation involves ongoing financial costs and purchase of equipment.



Climbing competitions and events are often binary and not trans and gender diverse inclusive.



There is little to no representation of LGBTQ+ identities in climbing media.



A lack of LGBTQ+ climbers in leadership and role model positions.

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## So what can we do about it?

At ClimbingQTs we believe that a deliberate strategic approach is required to project diversity and inclusion, otherwise small efforts can feel disjointed and deliver a confusing message.

Not sure of the beta? That's why we're here to help.

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## Internal Analysis (v1-v4)

Our v1 - v4 projects are an opportunity to clean up our backyard so that when we do invite guests into our space, it's top notch. It's an opportunity to unlearn what we know about inclusion and begin the process of weaving it through the core of the business.

- Support to develop a one year inclusion plan, including a commitment statement.
- Face-to-face or virtual consultations on the progress of the plan.
- Policy addressing homophobia and transphobia and developing guidelines to report.
- Development and distribution of a feedback survey to understand your audience.
- Unrestricted support with special circumstances (eg. complaints or incidents).
- Review of forms and data management.

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## Engaging with Community (v5-v9)

We've put in the hard work and we're ready to show off a little. Our v5 - v9 projects are about engaging with community. Here we focus on curating safe spaces (virtual and physical) and start to signal inclusion and practice our allyship. We work closely with you and your networks to extend the narrative.

- Discount on ClimbingQTs merchandise (full priced items).
- LGBTQ+ Ally Training Workshops, 2 hours with 1 - 2 facilitators.
- Inclusive language and design recommendations for internal and external use.
- Support to develop your own rainbow paraphernalia.
- Mentoring for an LGBTQ+ liaison and champion.

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## Advocacy Campaigns and Change Makers (v10+)

We've officially reached crusher level and folks in the community are starting to look up to us. Our v10+ projects are about advocacy, change and using social capital to make a difference.

- Ongoing inclusive language and design support over email and phone.
- Opportunity to co-host ClimbingQTs events (indoor or outdoor) including input into event design, objectives and delivery.
- Advice regarding hosting your own rainbow events and developing LGBTQ+ content.
- Creative campaign and support with delivery.

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We believe that our job is done once everyone, regardless of how they identify, feels welcome in the climbing and outdoors community.

That's why our proposals begin with a one year commitment with the opportunity for a review and renewal.

If this doesn't work for you, we welcome recommendations for adjustment so don't hesitate to get in touch.

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I am so grateful for this community; the learning and the experiences made available to me. I think it's so beautiful to have a space where we are welcome and come together because we are climbers, not because of shared trauma. QTs only ask your pronouns and climbing experience. Not your sexuality nor gender. That's magic! And so rare for us bisexuals, across all spaces. I probably wouldn't be so into climbing and such an active participant if it wasn't for the relaxed non-technocratic environment of ClimbingQTs which facilitates gentle learning. It's hugely supportive and validating!

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QTs is an amazing group! It has brought me so much joy and happiness and community. The outdoor trips and the camp this year have been highlights of my LIFE and my only wish would be that more camps and outdoor trips could happen - especially rope climbing! QTs is incredible! So glad for it and all the hard work of the people responsible.

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Yesterday was my "climbversary". One year ago I found out about this random event from a queer climbing group and I decided to give it a go, even though I had never climbed before. When I realised I was going to the gym three times a week.

Most important, though, I felt like I was finally in control of my anxiety after so many years dealing with it. It's hard to convey how much my mental and physical health has benefited from climbing. I don't think this journey would have started if it was not for the safe space this group has provided.

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## Get in touch

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Riley Edwards, President

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