

**SGS Project**  
**Deliverable D4.1 / D14**  
**Pilot activities report**



## Disclaimer

This publication is part of the project "Sport for all Genders and Sexualities- Tackling Sexism, Trans- and Homophobia in European Grassroots Sport" (SGS), 2022-24, funded by the European Commission under the Erasmus+ Sport Programme.

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## The SGS Project

Tackling Sexism, Trans- and Homophobia in European Grassroots Sport (SGS)

The project aims to establish an inclusive and open sports culture that is open to all genders and sexualities. European sport is still dominated by rather antiquated notions of masculinity and pejorative notions of femininity, as well as the strict division into "men" and "women". This dominant binary and masculine narrative in sport contributes to the discrimination and exclusion of women/girls (sexism), transgender (transphobia), lesbians and gay men (homophobia), and all those who cannot/won't be pigeonholed with their gender identity.

The overall goal of the project is to promote inclusion and participation of all genders and sexualities in European grassroots sports. This requires an understanding of how athletes are still excluded from sport due to a prevailing binary gender norm.

Together with relevant stakeholders from organised grassroots sports, SGS develops measures and methods (institutionalised dialogue, guidelines, awareness campaigns and inclusive training) to address these discriminations and break down barriers for transgender athletes, LGB persons and women.

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## 1. Work Package 4: Pilot Actions: Implementing and transferring measures to organised sport

This work package includes 5 Pilot Actions in the 5 partner countries (AUT, DEU, NLD, ITA, ESP). Through the Pilot Actions

- The measures developed in WP 3 will be implemented
- The measures developed in WP 3 will be tested and feedback will be given to be considered for the final version of the measures published in the final outcomes
- Awareness will be raised and knowledge transferred to organised grassroots sport

### Overview:

The Partners will coordinate a pilot project with a selected sports club or federation to tackle sexism, raise awareness on gender diversity and create an inclusive environment for trans\*, inter\* and non-binary athletes. The responsible project partners (VIDC/AUT, LSB/GER, EGLSF/NLD, AICS/ITA, DS/ESP) accompany the project in a coordinating function and bring in external expertise to conduct training and develop material.

In this work package the following measures developed in work package 3 will be implemented:

- Guidelines/Action Plan: Consultation of and/or implementing recommended measures in a local sport organisation
- Awareness Raising Campaign: Boosting the impact of the campaign in cooperation with a local sport organisation
- Training Tools: Facilitating a Pilot Training at a local sport organisation

The pilot activities will take place in 5 partner countries (AUT, GER, NLD, ITA, ESP) from April to December 2023. The Regional Working Groups (WP 3) will accompany and assist the process. After the Piloting Activities, the experiences made will be evaluated in Debriefing Meetings in all partner countries (January 2024).

### Specific Objectives:

- 'Breaking down' the measures developed in Work Package 3 into the daily practice of local grassroots sport clubs
- The pilot activities aims to test material on the mentioned topics to upscale and transfer the tested material to the grassroots sport structure and (in the case of LSB) transferred, after successful testing, to the overall educational system of LSB in the



organised sport in North Rhine Westphalia to upscale and ensure the sustainability of the project.

- Transferring the outcomes to organised local grassroots sport
- Test the developed measures, gain feedback and reworking the measures for final results if necessary
- The activities implemented can be reproduced and used in the future

The following 5 pilot implementations will take place:

- PILOT ACTION 1, Austria: Implementation of Action Plan, Awareness Raising Campaign and Training (VIDC & Associate Partners SKATE AUSTRIA, VIENNA ROLLER DERBY and 100% SPORT)
- PILOT ACTION 2, Germany: Implementation of Action Plan, Awareness Raising Campaign and Training (LSB NRW)
- PILOT ACTION 3, Italy: Implementation of Action Plan, Awareness Raising Campaign and Training (AICS)
- PILOT ACTION 4, The Netherlands: Implementation of Action Plan, Awareness Raising Campaign and Training (EGLSF)
- PILOT ACTION 5, Spain: Implementation of Action Plan, Awareness Raising Campaign and Training (Diversport)

## 2. SGS activities

The SGS project successfully implemented various activities within work package 3, which were then cascaded and transferred to the grassroots sports level to assess their demand and transferability.

In the following chapter, these activities will be detailed. Additionally, chapter 3 will provide case studies of the pilot activities implemented in each participating country.

### 2.1. Implementation of Action Plan

Based on findings of the Good Practice Report, Guidelines for Gender Inclusive Sport were developed. The outcome is a Self-Assessment Tool, the interactive “Action Plan towards inclusive sports organisations”, which is a playful online tool where clubs and federations can check “their status of inclusion” on the basis of an online checklist. The digital tool is

available on the VIDC/ Fairplay educational online platform to enhance sustainability and disseminate to other stakeholders.

The SGS project developed and distributed a factsheet on gender and sexual diversity in sports prior to publishing the Guidelines for Gender Inclusive Sport. This step was deemed essential as it became evident during the regional working groups that providing information was crucial for engaging local sports multipliers in conversations about gender and sexual diversity before introducing them to the concept of the guideline/checklist.

Therefore, the consultation process and implementation of the action plan towards inclusive sports organisations were managed by local partners, initially focusing on identifying small, achievable steps to engage with stakeholders based on the information provided in the [factsheet](#) and later [the checklist and guidelines](#) available.

Figure 1: Screenshots of checklist and SGS factsheet

### Checklist

The following measures can be implemented to break down barriers and enable gender diversity. It is not a question of implementing all of these measures and not all recommendations are equally relevant for all sports organizations. The point is to get ideas and pick out those measures that are relevant and feasible for your own organization and create your own small:

Public relations & offer: Creating a welcoming culture for all genders and sexualities	▼
Inclusive and anti-discriminatory regulations, rules & documents: Protect all sports players from discrimination & abuse	▼
Intervention and action plan for discriminatory and/or abusive incidents -> Make sure that everyone in the organization is aware of it!	▼
If possible, design competition regulations in such a way that everyone who meets the requirements can participate!	▼
Revise documents and address everyone, e.g. adapt membership applications, forms, contracts, cover letters and other documents linguistically to a diverse reality/Intervention and action plan in the event of discriminatory and/or abusive incidents -> Ensure that everyone in the organization is aware of this!	▼
Athletes, club members & employees: A safe training environment is everyone's responsibility	▼
Everyday training: Creating an inclusive training routine where everyone can do sport	▼
Facilities & infrastructure: Check facilities for barriers for trans, inter and non-binary athletes and develop feasible, creative and sustainable solutions.	▼
Open & diverse sports and club culture: Create a culture of support and respect	▼
Kooperationen	▼

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## 2.2. Awareness Raising Campaign - Rising together

The SGS campaign was launched during the European Week of Sport 2023, from September 21 to September 23. The campaign showcases stories, primarily in the form of videos, from transgender, intersex athletes, and their allies in sports, presented in four different languages. It aims to highlight the fundamental right of every individual to

participate in sports, regardless of their gender identity or sexual orientation. To foster inclusion within the sporting world, SGS seeks to disseminate knowledge and tools that can facilitate this goal.

The narratives and concept of the campaign were developed through a participatory approach that engaged members of the queer community and the target audience. The campaign's message, "Rising Together - Open your sport to all genders and sexualities!" is straightforward and impactful. It underscores the divisive nature of sexism and trans negativity, emphasizing that progress can only be achieved through unity and inclusivity.

The main image, featuring rugby, exemplifies the strength and value of diverse body types. Rugby is a sport where physical differences are often celebrated rather than seen as limitations. The campaign emphasises that embracing diversity in sports can lead to greater achievements and elevate the entire sporting community. SGS encourages everyone to explore its resources and best practices, emphasising that positive change starts at the grassroots level, within individual sports communities.

The campaign's core content includes 11 video messages of members of the queer community. Further templates with the signature layout and design were developed to allow for easy transfer to all different contexts allowing for the pilot actions either to adopt and multiply the already produced content or revert back to the templates to produce their own material.

Figure 2: main image of the SGS campaign with slogans in different languages



### 2.3. SGS Training

The SGS Training of Trainers took place in Seville, Spain, from September 30 to October 3, 2023. The workshop sought to enhance participants' knowledge, awareness, and understanding of all sexualities and genders, examining the structures and roles that perpetuate inequality within sports from the perspectives of athletes, coaches, and sports

administrators. Additionally, the workshop aimed to provide insights into effective mechanisms and share best practices for promoting or limiting participation of sexual minorities and gender-diverse individuals in sports and physical activity. Ultimately, the workshop sought to equip trainers with a set of tools to address these issues within their local contexts.

Selected individuals from four partner countries participated in this immersive training experience. Subsequently, the program team provided ongoing support as these participants delivered their own tailored training workshops in their local communities. Mentorship and support were offered throughout this process, with at least one mandatory mentorship meeting scheduled, and additional meetings at the discretion of the teams.

Figure 3: training material developed in the different countries e.g. Italy, Germany and Spain



### 3. Pilot activities in the 5 SGS countries

The following chapter presents the implementation of activities in the individual countries. Table 1 provides a concise overview of the activities undertaken, serving as a useful reference before delving into more detailed discussions of implementation and impact.

Table 1: Overview of activities undertaken by organisation

partner	country	action plan/ guidelines	media campaign	SGS training
VIDC / Fairplay	AUT	Support and consultation for the Austrian Catch'n Serve Ball Federation (CSB) to become more inclusive and open; not only for women but also gender diverse athletes. fairplay accompanied this process and consulted CSB. Based on the SGS-Guidelines and resources provided, CSB Austria changed their statutes and invitation policy towards TIN athletes.	in cooperation with Catch'n Serve Ball Austria Federation. developing an inclusive invitation flyer based on the recommendations in the guidelines (1000 pcs.) and promoting it at EuroGames Vienna (10.000 participants)  Sharing the Rising Together Campaign and adding one testimonial video to the campaign, featuring Nick Eiles, a trans' coach of CSB Austria.	Umbrella sport organisation ASKÖ Salzburg  target group: directors, coaches and volunteers  number of events: 1  6 people (4 female, 2 male)
LSB NRW	GER	Support and consultation for i.e. the canoe sport organisation of North Rhine-Westphalia to implement their first queer paddle festival 2024	in cooperation with members of the regional working group  Approx. 10,000 impressions on Instagram; 600 users saw the feed post daily; posts received between 120 -150 like	Regional Working Group + Frisbee Sports Club in Muenster  target group: directors, coaches and volunteers  number of events: 1  12 people ( 9 female, 2 male, 1 non-binary))



AICS	ITA	Support and consultation for the Libera Rugby Club association in implementing their TIN (Trans, Intersex, non-binary) inclusion policy for the international Bingham Cup, scheduled for May 2025 in Rome, where they served as the local organizing body.	in cooperation with OUTSports Social Media Channels  TOTAL VIEWS - approx. 15000, TOTAL ACCOUNTS REACHED - approx. 12000.	Games of Rome, Open Milano Calcio, Bingham Cup  target group: Sports journalists  number of events: 3  250 people (100 female, 90 male, 60 trans*)
EGLSF	NL	The RWG chose to focus on the key area of education as the specific pilot activity priority as it is the least developed area of the group remit. An education symposium event was held on 30th October 2023, and then a series of recommendations were pursued by the group after this.	EGLSF used the campaign materials to showcase the project and also different aspects of the federations work.  The public posts went out across Facebook, Instagram and Twitter across this time with a combined reach (impressions, seen and reach) of more than 15,000, with a combined interaction of around 180 direct reactions	EGLSF delivered the training for trainers package and then follow-up mentor sessions for each of the other partners involved in delivering the training. The training was across 3 days whilst there were 8 mentor sessions in total
Diversport	ES	Support and consultation for i.e. Rowing Valencian Club in hosting and participating in an awareness training and implementing communication measures e.g. website	in cooperation with members of the regional working group  Instagram 4,000 users: post 2023 received 150 likes; post 2024 received 85 likes	Rowing Valencian Club  target group: Members of the board of directors, coaches and trainees  number of events: 1  8 people (2 female, 6 male)

### 3.1. Pilot Action 1, Austria

#### Guidelines/action plan & media campaign

The SGS project successfully implemented pilot activities in Austria, led by VIDC/fairplay, in collaboration with the newly formed Austrian Catch'n Serve Ball Federation (CSB). CSB, previously known as Mamanet, became involved in the SGS project through its participation in the CSIT annual conference in Barcelona, Spain. Seeking to create a more inclusive sporting environment, CSB sought guidance from VIDC/fairplay in its founding process.

Under VIDC/fairplay's guidance, CSB implemented several initiatives to promote gender and sexual diversity. These included revising its statutes, developing an inclusive flyer, and participating in the Rising Together campaign. Nick Killian Eiles, the federation's first transgender trainer, shared their experiences in a testimonial video as part of the campaign.

The collaboration culminated in a joint event at EuroGames 2024 in Vienna, where CSB showcased its inclusive efforts through the distribution of new leaflets and a gender-diverse "celebrity game." The event, themed "[Open Sport for All Genders and Sexualities.](#)" promoted inclusivity and diversity within the sporting community.

Figure 4: Impression of the celebrity match at the EuroGames 2024, Vienna



Through these initiatives, CSB has become one of the few sports federations in Austria that is open to all genders, including transgender and gender-diverse individuals. The federation's director, Sissy Speiser, is actively working to make the regulations of the international federation more inclusive as well.

SGS-training

The [training session](#) lasted 2.5 hours and was conducted at the umbrella sports organisation ASKÖ Salzburg. 6 people (4 female, 2 male) participated in the training. We began with a warm-up activity to introduce ourselves and clarify expectations and knowledge levels. Following a brief introduction to the topic and its significance, we initiated the first activity, "DEFINITIONS." In two smaller groups, participants worked together to define the most relevant terms related to gender and sexual diversity.

Next, we dedicated 15 minutes to discussing the challenges of gender diversity in sports and the specific characteristics of sports culture. While we had planned a second activity, "STEP FORWARD," we were unable to complete it due to time constraints.

After a short break, we collectively identified barriers to gender and sexual diversity in sports, using a flipchart. In a second step, we brainstormed potential solutions to overcome these barriers, documenting them on a separate flipchart. Finally, we concluded the session with a brief reflection on our feelings and the lessons learned. Detailed training plan is available in German.

Figure 5: SGS training session in Austria



3.2. Pilot Action 2, Germany

Guidelines & action plan

The SGS project successfully implemented pilot activities in Germany, led by LSB NRW, in collaboration with members of the regional working group. Nearly all participating members of the RWG worked on and implemented an action plan, ranging from appointing contact persons for LGBTIQ matters to the three examples detailed below. All members received ongoing support and guidance from LSB NRW throughout the process.

*SC Münster 08 e.V.: Expansion of Women's Training to FLINTA Training*

SC Münster 08 e.V. has taken a significant step towards inclusivity by expanding its women's frisbee training program to include FLINTA (Female, Lesbian, Intersex, Non-binary,

Transgender, and Agender) individuals. This initiative aims to create a safe and welcoming space for all participants, regardless of their gender identity or sexual orientation.

To ensure that all participants feel included and respected, the training content has been adapted to use more inclusive language. For example, the term "match defense" has been used instead of "man defense."

SC Münster 08 e.V. has been recognized for its efforts to create an inclusive environment by [receiving a diversity prize](#). This award highlights the club's commitment to making sports accessible to everyone.

### *Kanu-Pride: A Pioneering Initiative*

The Canoe Sport Association of North Rhine-Westphalia (Kanu Verband NRW) has made a significant contribution to inclusivity by [organising the first-ever Kanu-Pride event](#). This event offered individuals of all genders the opportunity to try canoeing during Pride month. As an Olympic sport association, Kanu Verband NRW is actively working to create a more queer-friendly environment and provide a welcoming space for all participants.



Figure 6: Participants at the 1st "Kanu Pride" © Gabriele Kohler

### *Weekly TIN Swim Session*

The local sports club Move and Meet e.V., in collaboration with the city sports organisation SSB Münster and various LGBTIQ+ organisations, has established [a weekly swimming session exclusively for transgender, intersex, and non-binary \(TIN\) individuals](#). This initiative provides a safe and inclusive space for TIN people and their allies to learn or improve their swimming skills. Given the body-exposing nature of swimming, creating such a space is essential for empowering TIN individuals and fostering a sense of belonging. The TIN swim session has garnered positive feedback from the community and has been well-attended by TIN individuals and their allies. This demonstrates the need for more inclusive spaces within the sports community.

### Media campaign

The LSB NRW, in collaboration with all members of the RWG, adapted and launched the [SGS campaign as part of IDAHOBIT 2024](#). Leveraging existing materials from the "Rising

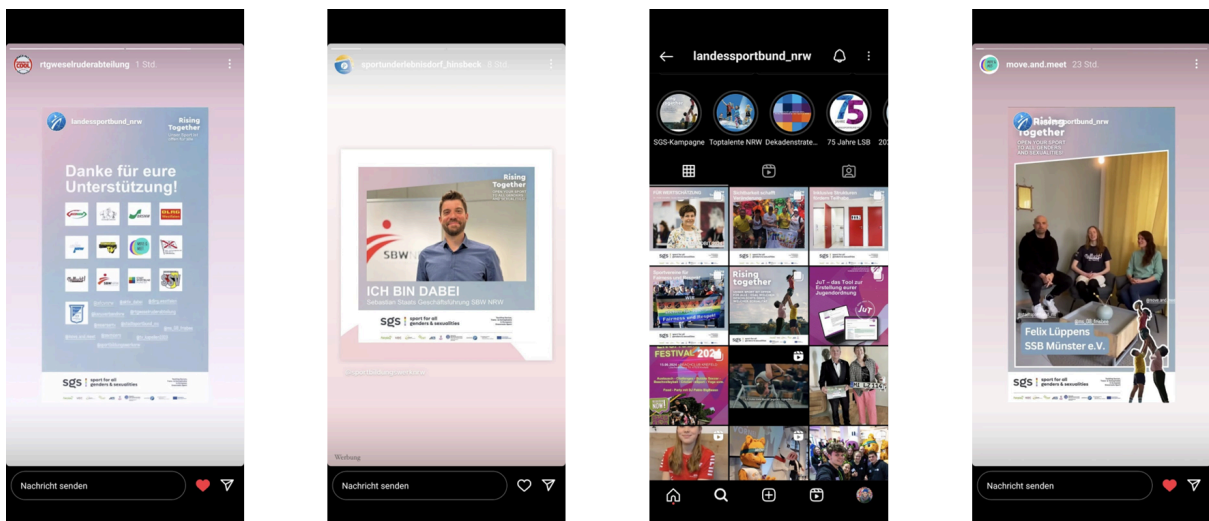


"Together" campaign, the RWG members tailored the content to the local context and created additional materials. Several RWG members also produced their own videos or social media posts and served as multipliers for the campaign.

The social media campaign ran for five days, culminating on May 17, 2024, IDAHOBIT. The content received significant engagement, with around 10,000 views on Instagram and daily feed post views ranging from 120 to 150.

Three sports clubs and one association submitted their own testimonial videos. These organisations shared the campaign through their channels and reposted selected content on their feeds, further amplifying its reach. Additionally, a video of Heidi Scheffel, queer representative of the LSB NRW and also member of the RWG was submitted and used in the main SGS campaign.

Figure 7: Impressions of the SGS media campaign with all the RWG members participating in a multiplying the messages and content



### SGS-training

The SGS training was conducted as part of the RWG. Unfortunately, the trainers from Germany were unable to attend the original ToT due to an unexpected flight cancellation. However, through the close supervision of the EGLSF trainers, participants were able to familiarise themselves with the training content through a digital unit.



The training took place with 12 participants at the sports school in Wedau, Duisburg, on March 2, 2024.

The training included:

- Adapting training materials from the program and compiling local resources.
- Creating accompanying guidance and handout materials, including "The Rainbow Player," "Privilege Game," and "Recommendations for a Gender-Inclusive Sports Environment."

The training is currently being revised based on feedback from participants and will be incorporated into the regular training program of the LSB NRW. This will make the training accessible to over 17,000 clubs in North Rhine-Westphalia, which can book the training through the LSB NRW education portal.

### 3.3. Pilot Action 3, Italy

The SGS project successfully implemented pilot activities in Italy, led by AICS.

#### Guidelines & action plan

As part of the SGS project, AICS provided valuable support to the Libera Rugby Club in implementing their TIN (transgender, intersex, non-binary) inclusion policy for the Bingham Cup, an international rugby tournament scheduled for May 2025 in Rome.

Timeline of Key Activities:

- September 2023: AICS offered guidance on setting up registration options for athletes based on gender identity and sexual characteristics.
- November 2023/January 2024: AICS shared insights from the SGS training in Seville during a dedicated meeting with the Bingham Cup tournament managers and staff.
- February/March 2024: AICS provided targeted advice on communicating trans-related issues and assisted in planning the special transgender match.
- May 2024: AICS supported the implementation of the Bingham Cup, offering specific assistance to trans athletes and awarding a special SGS medal to participants of the trans match.

- June 2024: A debriefing meeting was conducted with Libera Rugby to establish the implementation of the TIN tournament policy as a structural model for the club.

The [Bingham Cup](#), an international rugby tournament dedicated to inclusion, has a long history dating back to the 1990s. Thanks to Libera Rugby's collaboration with the SGS project, the Rome edition became groundbreaking by allowing trans athletes to choose their preferred gender category for competition. Moreover, the inclusion of a special trans match further raised awareness about this important issue. The collaboration between AICS and Libera Rugby holds significant importance given the International Rugby Federation's worldwide ban on trans women competing in women's categories. The Bingham Cup's Rome edition serves as a positive example of how inclusive policies can be implemented in international sporting events.

Figure 8: Medals with SGS logo



*“We did SGS medals for the Bingham Cup, for the transgender match that was held in Rome. It was the first transgender match in rugby. It was almost 30 people coming from five continents and was a special match, very political, very symbolic. [...] This came from our working group because we had the organiser of the Bingham Cup on our working group.”*

Figure 9: historic match



### Media Campaign

AiCS announced the launch of the SGS campaign through an article on their website and social media posts in 2023. [In collaboration with Outsport](#), all campaign materials were also shared on Outsport's social media channels.

Within the RWG, we actively promoted the campaign by sharing information, presenting a video presentation, and showcasing one of the testimonial videos from an RWG member. Additionally, in 2024, the campaign was featured at four in-person events linked to the activities of our RWG members. One notable event was the Pride Sport Night on June 8, 2024, held at the Elfo Puccini theater in Milan as part of the Milanese Pride Month. At this

event, the SGS project was represented by AiCS, which presented key project data and disseminated the "Rising Together" campaign.

The campaign reached over 12,000 accounts through Outsport and AiCS channels. Videos and posts were viewed more than 15,000 times, and several pieces of content were saved by users. Notably, unlike the Outsport campaign in 2017/2018, no negative comments were received during the SGS campaign.

### SGS-training

AiCS cascaded various trainings during the SGS project implementation phase from February to May 2024.

- "Games of Rome" Promotion: The SGS project and campaign were promoted during the "Games of Rome" international skating competition for children aged 6-11, held from February 29 to March 3.
- Open Milano Calcio Tournament: [Promotional materials](#) related to the SGS project were distributed at the LGBT-friendly tournament organized by Open Milano Calcio in Milan on March 23, 2024. These materials included a postcard featuring the faces of the "Rising Together" campaign ambassadors, along with a brief description and a QR code.
- Bingham Cup 2024: The SGS project was prominently featured at the Bingham Cup, an international rugby tournament held in Rome from May 23rd to 26th. A significant milestone was achieved with the introduction of the first-ever Trans Match, which involved over 40 athletes from 8 different countries. All participants received a commemorative participation medal bearing the SGS project logo.

These outreach efforts, combined or based on training material, effectively raised awareness of the SGS project and its goals, contributing to a more inclusive and welcoming environment within the sporting community.

### 3.4. Pilot Action 4, The Netherlands

#### Guidelines & action plan

The action plan was built out from the regional working group, and in the case of EGLSF, this was through member organisation LEAP Sports. The group chose to focus on the key area of education as the specific pilot activity priority as it is the least developed area of the group

remit. The opportunity was used to build a bridge between the worlds of sports and education. An education symposium event was held on 30th October 2023, and then a series of recommendations were pursued by the group after this.

The symposium has led to a range of actions that are having impacts in different ways:

- Manifesto is now being delivered in more schools meaning more LGBTIQ+ young people are having specific interventions
- A new sub-group of physical education teachers has been set up which is driving positive change in the PE environment
- Education Scotland have drafted some new guidance for schools although it is still not yet published

Key recommendations of the conference can be found [here](#).

### Media campaign

EGLSF used the campaign materials to showcase the project and also different aspects of the federations work. This began with the launch of the campaign followed by a series of posts during [Transgender Week of Visibility in November 2023](#). We shared the materials with member clubs in our members newsletter and they reposted with some of them using it in their own contexts, particularly those in the countries where athletes were featured.

The public posts went out across Facebook, Instagram and Twitter across this time with a combined reach (impressions, seen and reach) of more than 15,000, with a combined interaction of around 180 direct reactions.

### SGS training

EGLSF delivered the training for trainers package and then follow-up mentor sessions for each of the other partners involved in delivering the training. The training was across 3 days whilst there were 8 mentor sessions in total.

## 3.5. Pilot Action 5, Spain

The SGS project successfully implemented pilot activities in Spain, led by Diversport, in cooperation with members of the regional working group.

Guidelines & action plan

Diversport was able to accompany and consult the following grassroots sport organisations and their action plans. Each sport organisation carries out specific activities:

*Colpbol sport association:*

Communication measures taken were to include the [SGS logo in their website, post with LGBTI+ references](#) on social networks throughout the month of June (pride month). Further at the Regional League Finals (May 27-31), attended by more than 5000 participants, the entire refereeing team will wear a sticker with the LGBTI+ flag on their official luggage.

Figure 11: Rainbow pins on the jerseys



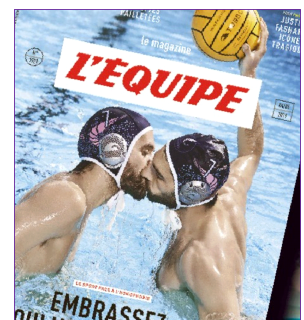
*Rowing Valencian Club:*

RVC conducted the first LGBTI+ inclusion and equality training for the club's board of directors and coaches and incorporated the [SGS logo on the website](#) and featured an [interview with a member of the LGBTI+ Samarucs Sport Club](#) during Pride Month. It also collaborated with Chrysallis, an association of families of trans children and adolescents, to organise rowing activities. The Rowing School of the Rowing Federation of the Valencian Community [received the Award for the Entity, Association, or Educational Center](#) that has most supported Sport in School Age. The school was also recognized as the sports entity that has most promoted gender equality and sexual diversity in physical activity and sport in the city.

*Turia Waterpolo Club:*

The waterpolo club executed some communication measures such as to insert [inclusive flag and SGS logo on the website](#), as well as to post on RRSS the link to the article from one of the water polo reference websites '[El Waterpolista](#)', in which the It also did a participatory activity by putting up a suggestion box about inclusion issues and update their club's internal regulations.

Figure 12: cover of a French newspaper appears with two male water polo players kissing.



These initiatives demonstrate the commitment of these sports organisations to creating more inclusive and welcoming environments for all participants.



### Media campaign

In the third session of the Regional Working Groups, Diversport effectively utilised materials from the "Rising Together" campaign to spark discussions and generate awareness. The videos featured diverse perspectives, including those of a heterosexual coach and a sportswoman who is part of the LGBT community. These individuals shared their concerns, thoughts, and motivations, emphasising the potential impact of the campaign on their clubs.

Participants discussed the importance of technical staff possessing knowledge and sensitivity on issues of gender and sexuality. They also highlighted the significance of visible LGBT sportswomen in inspiring others. Following the meeting, the participating clubs committed to sharing the videos on their social media platforms.

The social media posts generated significant engagement, with posts from 2023 receiving 150 likes and those from 2024 receiving 85 likes.

### SGS-training

María, a coach at the Valencian Rowing Federation and an assistant trainer for the SGS project in Seville, played a crucial role in delivering two training sessions focused on LGBTI+ inclusion in sports. The sessions were attended by members of the board of directors, coaches, and trainees.

Figure 13: screenshot of presentation held at the SGS training



These training sessions were part of a broader series of initiatives aimed at improving LGBTIQ+ inclusion in sports for both learners and grassroots coaches. Key components of the training included:

- Creation of a new webspace with practitioner resources in LGBTIQA+ issues in sports
- Including some collated and some newly created resources such as posters, stickers, online tests for trainers and sports managers, recommendations and SGS project material.
- A new protocol for sport organisations and public institutions.

- A training workshop delivered to 10 sports educators from different sports in Valencia.

#### 4. Conclusion

The SGS project has made significant strides in various countries, resulting in a wide range of activities and initiatives. Notably, the implementation of the guidelines and action plan has led to the development of new, context-specific good practices. These practices will contribute to advancing an inclusive sports landscape in their respective countries. The applicability of the SGS project's results in a local context makes them important and indispensable.

The SGS training conducted by EGLSF deserves special recognition. The project's design facilitated successful cascading trainings in individual countries. The mentorship provided during this process was invaluable and should be considered for future project applications.

To guarantee a smooth implementation, it is strongly recommended that the responsibility for implementation be closely linked to the organisation that designs the content of the individual activities. This alignment will help ensure coherence and efficiency in the execution of the project.