

National LGBTI Sports Group
Venue: Online
Date: 5th December 2022, 10-11.30am



Present:

Lauren Hall - Equalities in Sport Policy Officer, Active Scotland
Stuart Monteith - Membership Engagement Officer, Scottish Squash
Gary Grieve - National Development Manager, Scottish ClubSport
Hugh Torrance - Executive Director, LEAP Sports Scotland (Chair)
Francesca Snitjer - Executive and Equalities Officer, scottishathletics
Robin Drummond - Equality, Diversity and Inclusion Manager, Scottish Football Association
Heidi Vistisen - Policy Manager, LEAP Sports Scotland (note taker)

Guest:

Atta Yaqub - Equality, Diversity and Inclusion Manager, sportscotland

Apologies:

Fiona Lilley - Partnership Manager, sportscotland
Alison Lunn - Partnership Manager, sportscotland
Eilidh Paterson - Inclusion & Culture Development Coordinator, Scottish Student Sport
Angela Robinson - Head of Delivery, Active Scotland
Scott Cuthbertson - Development Manager, Equality Network

1. Welcome and introductions

Chair welcomed the group and outlined the agenda for the meeting including apologies.

2. Actions from previous minutes

None

3. Presentation

The group welcomed Atta Yaqub, Equality, Diversity and Inclusion Manager at sportscotland. Atta presented sportscotland's EDI priorities in the short, medium and long term. This included an overview of some activities already in existence as well as upcoming work.

4. Updates by area of focus

Sector development

Scottish ClubSport are reviewing their equality statement to align with new Board recruitment. They are looking for examples of good practice with a focus on statements including intent.

LEAP Sports hosted their biennial LGBTIQ Sport and Physical Activity Conference in October at City of Glasgow College. Huge thank you to members who attended and took part in the workshops. It was an inspiring and informative day for organisers and attendees, with the conference being the first bigger in person event LEAP has hosted post-pandemic. [A summary from the conference is available here.](#)

Scottish FA include EDI as part of their club licensing process and work has recently started to further inform and train clubs at all levels about the importance of equality and diversity, with a focus on LGBTIQ people.

Awareness

LEAP reported increased press queries in the lead up to and during the FIFA Men's World Cup in Qatar. LEAP Sports is a member of the [LGBTIQ+ Sports Rights Coalition](#), who hosted a successful online seminar ahead of the World Cup to raise awareness of the concerns about Qatar as a host country. The seminar included former player Thomas Hitzberger, Adam Crafton a sports journalist, Victor Madrigal-Borloz the United Nations Independent expert on sexual orientation and gender identity as well as Dr Nas Mohamed an out LGBTIQ Qatari.

Other members of the group also reported queries from their communities and partners about having a shared response across the sector when a huge sporting event such as the World Cup is so widely discussed and influential.

Grassroots

February is Football v Homophobia Month of Action and there are activations happening at all levels of football, as well as an LGBTIQ inclusive football tournament. Clubs at senior levels have shown interest in hosting dedicated matches to the month which will provide a unique opportunity to share the message that football is for everyone. Scottish FA aiming to host a FvH event in all SFA regions. This will include awareness raising as well as providing a space for people to also take an active part in playing football.

Improving knowledge

LEAP Sports in conjunction with sportscotland is commencing work on a good practice resource in LGBTIQ+ inclusion across Scottish sport. Members are encouraged to share their stories of the last 10 years of good practice of EDI work and development in sport in Scotland.

Active Scotland shared an update outlining the Non-Binary Working Group action plan will be ready for Spring 2023. The Bill team working on the ending conversion practices is aiming to introduce the bill by end of 2023 meaning there will be a consultation in early 2023.

Members discussed the potential need for a FAQ resource to bust myths about trans and non-binary inclusion in sport and competitions. This would support organisations when SGBs have questions.

Education settings

This is the area that the group have previously agreed is less well developed and have agreed that creating a focus on this area for 2023 would be useful.

Members of the group have seen a rise in queries around guidance for trans and non-binary young people in youth sport.

Action: LEAP to develop and incorporate education as the theme for February meeting, including organising speakers and guests.

5. Other updates

None

6. AOB

Members discussed the importance of sharing activities scheduled in relation to equality awareness dates, and that previous coordination around some key dates has been useful.

Action: Heidi to add standing item about equality awareness dates on agenda moving forward

Meeting closed at 11.30am

Next meeting 6th February, 10-11.30am, online

Meeting dates for rest of 2023

- 15th May 10-11.30am
- 14th August 10-11.30am
- 6th November 10-11.30am