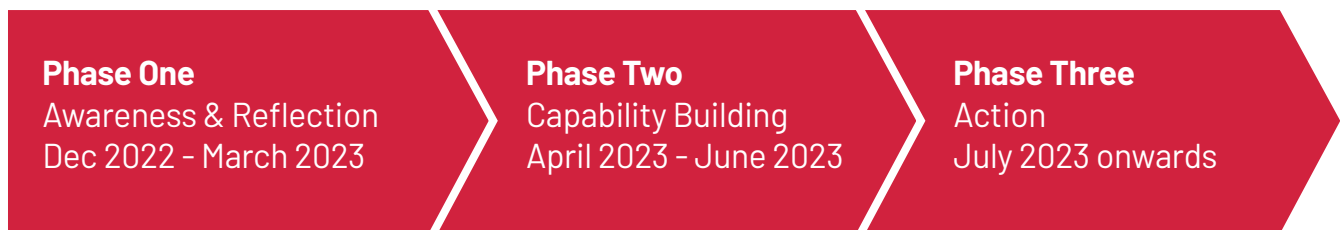


Transgender Guiding Principles

A Roadmap for the Sector

With the Guiding Principles for the Inclusion of Transgender People in Community Sport now finalised, those across the sector have a role to play in exploring how these can guide work within their codes and communities to make sport more safe and inclusive for transgender people.

Sport NZ has developed this roadmap (a phased approach) to guide you through this process. Our Diversity, Equity and Inclusion team (DE&I), in consultation with internal and external stakeholders, will also support the sector with implementation of the guiding principles, including providing tools and resources for you to use.



This roadmap builds on feedback provided through earlier sector consultation about the nature of support sporting organisations will require. This included:

- the need for education for everyone around what being a transgender person means, both generally and in sport.
- tools and resources to help inform organisation's as they work through the development of an approach to transgender people, including templates and case studies; and
- the provision of forums and workshops, where codes can come together to learn from experts and from each other and to work through real examples and common problems that are being encountered.

Phase One	Awareness & Reflection	Dec 2022 - March 2023
Purpose	<ul style="list-style-type: none"> Encourage sport organisations to read the Guiding Principles document and reflect on what it means for them and their stakeholders Increase sector knowledge and understanding of generic transgender matters through the promotion of basic education resources (not sport specific) Gather further insights to increase Sport NZ understanding of sector needs from an implementation perspective 	
Activities	<ul style="list-style-type: none"> Create a publicly facing FAQ document Host a webinar for people at all levels of the sector to discuss the guiding principles, how this roadmap can be used and to provide a chance for people to ask questions. Share existing resources aimed to increase sector and people’s basic knowledge and understanding around transgender matters. Work alongside NSOs D&I Leads to identify sector’s learning, development and support needs and best ways to address them. 	

Phase Two	Capability Building	April 2023 - June 2023
Purpose	<ul style="list-style-type: none"> Increase sector knowledge and understanding on how to implement the Guiding Principles Increase sector capability to develop and implement policies and practices that are inclusive of all, including transgender participants 	
Activities	<ul style="list-style-type: none"> Sport NZ to facilitate workshops (format and content to be co-designed with NSOs) aimed to increase sector knowledge and understanding on transgender people and their capability to create inclusive environments and opportunities for transgender people. Enable the sharing of good/emergent practice examples, including policies and procedures. Support organisations to develop implementation plans. 	

Phase Three	Action	July 2023 onwards
Purpose	<ul style="list-style-type: none"> Encourage and support sport organisations to take action to ensure alignment with the Guiding Principles. Monitor and evaluate sector’s response to the Guiding Principles. 	
Activities	<ol style="list-style-type: none"> Continue to create share good practice examples, including policies and procedures. Pilot a one-on-one support package for NSOs to review policies, procedures, structures, training etc., with an initial round of five NSOs selected through a EOI process. <p>The approach taken will need to be flexible to adapt to the needs of sports organisations as the work progresses.</p> <p>It will be important that expectations are carefully managed around the level and type of support Sport NZ will be providing sports organisations. With most of the support provided to be general in nature, recognising that it will not be possible to provide bespoke advice to every code. It will be about identifying options which will help support as many organisations as possible.</p> <p>It is also noted that prior to commencing work on implementation of the guiding principles, it is not possible to know exactly what support will be needed and therefore, how we will deliver that. The ‘roadmap’ approach aims to take an insights-led approach that allows for some flexibility in each phase around what will be delivered and in what way.</p>	



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