

STAND UP EVENTS

ANNUAL REPORT

2022/2023

A WORD FROM OUR CEO

Even though the hussle to raise awareness of the importance of creating safe and inclusive spaces for the queer community is still rife! We have loved working with our partners; Oliver&York, Collingwood FC, Geelong FC and AIA Vitality this year. We have also worked with universities, community clubs and organisations alike.

Through activations, events, panels and guest speaking roles - we have continued to have ongoing implementations and conversations around the importance of why inclusive spaces are so important. Raising awareness is one thing but we also provide simple and tangible examples on how to call out certain language and behaviour.

One of the things I personally struggle most with is getting people to understand how important this work is, or why it should be made a priority in their environments. Even though it seems that we as a society have made progress (which we have) there is still such a long way to go. In a recent report by Minus 18, statistics show that 2/3 LGBTIQ+ youth in Australia are still today experiencing bullying or discrimination for who they are. When we focus specifically on the male team sporting environment, we know that harmful language is still present to this day. From under 9 community clubs, all the way to the top, The AFL clubs.

It simply needs to change and trying to convince people that this work is needed is half the battle. We give so much thanks to the people and organisations that care and hold respectful spaces for our cause.

Coming into the new year, we hope to continue to work with our current partners in this space and to get our game-changing digital programs out into the sporting community.

FROM OUR COMMITTEE

How many years have you been on the Stand Up Committee?

I have on the committee of Stand Up since it's inception in 2015.

Why is creating safe spaces for the queer community important to you?

Adults and kids, regardless of how they identify, should feel safe and encouraged to participate in whatever sport they can dream of playing. As a you gay boy many moons ago I was always afraid that a sport like AFL was not for me because I wasn't 'blokey' or 'tough' enough. It's amazing seeing those old fashioned barriers I faced disappearing today.

What do you think your strongest quality/skill set is that you bring to Stand Up?

Unlike some other committee members I don't have a connection to sport or events, but my law degree comes in handy. Over the years I have been the loudest supporter in the stand up cheer squad, and often been the volunteer handing out the most Stand Up flyers in the street.



**Patrick Vagg
(he/him)**

How many years have you been on the Stand Up Committee?

I have been on the Stand Up committee for three years now.

Why is creating safe spaces for the queer community important to you?

Because every person is awesome just the way they are and every person should have an environment where they can wake up each and every day and be comfortable in their own skin. Every person should also be aware that their actions and words contribute to whether or not someone can wake up and be comfortable in their own skin.

What do you think your strongest quality/skill set is that you bring to Stand Up?

Creative ideas for presentations. Different angle and lens when thinking about strategic decisions. Bringing a voice of the youth of today and their challenges.



Martin Heppell
(he/him)

How many years have you been on the Stand Up Committee?

I have been on the Stand Up committee for five years now.

Why is creating safe spaces for the queer community important to you?

I'm a Firm believer that nobody should be at a disadvantage in life simply for being who they are and for who they love. Having seen this disadvantage play out in sporting circles throughout my life through language consistently used and attitudes towards the LGBTIQ+ community. I wanted to assist if I could in changing this norm in sporting clubs and make these environments not only safer but welcoming for the LGBTIQ+ community.

What do you think your strongest quality/skill set is that you bring to Stand Up?

Having been involved in sporting clubs my whole life both at local level and the elite level my lived experience helps with advising what attitudes are like at both levels. Adding to this the contacts I now have being involved in the AFL industry for over 20 years.



**Shannon Byrnes
(he/him)**

How many years have you been on the Stand Up Committee?

Five now!

Why is creating safe spaces for the queer community important to you?

I believe that every human deserves the opportunity to feel safe and included in all that they do. As a queer woman I have experience that this isn't always the case so to be involved in with an org that works towards creating safe spaces for the community is very important to me.

What do you think your strongest quality/skill set is that you bring to Stand Up?

Business acumen, strategy, HR, marketing, experiences as a queer person



Lisa Holmes
(she/her)

How many years have you been on the Stand Up Committee?

I have been on the Stand Up committee for five years.

Why is creating safe spaces for the queer community important to you?

Individuals should be encouraged to pursue their preferred sports and not be discouraged or scared due to who they are. Understanding how various words and actions would help creating these safe environments bring out the best talent in the various sporting codes.

What do you think your strongest quality/skill set is that you bring to Stand Up?

What I bring are mainly around the finance/accounting side and how that plays into considerations and decisions to help further the objectives of Stand Up.



**Linda Kwok
(she/her)**

COLLINGWOOD FC

We have absolutely loved working with the Collingwood FC (CFC) over the past 12 months. The relationship we have grown with CFC over the last 6 years is so strong and the work we have done over the last 12 months can attest to that. Our work with this past year has included;





01

Being involved in presentations, workshops and panels. All strongly based around themes of equality, social justice, gender equality, sexuality and/or gender, the impact of language and behaviour.

02

Ongoing and consistent internal conversations on how we can build on our work together from previous years

03

Internal CFC pride activations

04

External CFC
community/supporter
pride activations

05

Exciting digital content
for the CFC Netball
squad pride round, which
provided tangible tips on
how anyone can be an
ally.

06

Showcasing our
partnership on the big
screens of the MCG,
including an interview at
half time on the field.



07

Helping to create and assist in an incredibly fun, vibrant and important stall at MidSumma Festival where we interacted with so many wonderful footy fans. It was amazing to see CFC having discussions with fans and listening to THEM about what they want to see at their club

08

Building relationships with AFLM and AFLW players

09

Building relationships with CFC staff and the executive team.

GEELONG FC

Stand Up is so excited to enter into a partnership with Geelong FC!

We are currently working through an activations calendar for a 12 month period starting from August.

Being that this contract was signed at the end of 2023, all of our activations and work with Geelong FC will be in our next report.



AIA VITALITY

Our continuing partnership with AIA has been amazing! For this financial year, we have specifically:

01

Worked intimately with the AIA Equality network, advising on activities and initiatives that support the goals of the network.

02

Ad Hoc consulting

03

Created an internal panel in support of IDAHOBIT that consisted of 2 x AIA Employees and Stand Up Ambassadors/supporters, Tom Campbell and Darcy Vescio.

04

Consulted on internal activities as required

04

Assisted with event planning for internal events with the goal of promoting equality and inclusion specific to the queer community.

ACTIVATIONS OUTSIDE OF PARTNERSHIPS



01

Guest speaker on 101.1 FM radio about the impact of Isaac Humphries coming out story

02

Angie was part of the opinion piece in the Herald sun piece on Gil McOughlan insinuating that a male player coming out would be a burden

03

Guest speaker on The Today Morning Show, alongside Isaac Humphries and Ian Roberts.

04

Guest speaker on
'The Daily Aus'
podcast

05

afl.com article about
Standup written by
Alison O'Connor

06

Secured sporting
talent for The
Australian Open Pride
Launch

07

Played an integral
part in creating the
Australian Open Glam
Slam event





08

Assisted with Pride Activations for The Australian Open



09

Guests at the Pride In Sport Awards



10

Secured sporting talent for Monash University's panel; 'Equity vs Equality'

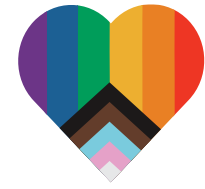
11

Guest speaking role at Monash Mannix College

GUEST SPEAKER AT



The KEW FC Pride Luncheon



Red Hill Football Club



Altona FC Luncheon



The Pines Football Club



‘The inside game’ show
with Sarah Ollie



Guest speaker on Ballarat
radio station about our
research within sport





DIGITAL PROGRAMS

The following clubs have purchased our digital programs

AFL North Coast	Byron Magpies
	Grafton Tigers
	Northern Beaches Blues
	Coffs Harbour Breakers
	Sawtell Toormina Saints
	Nambucca Valley Lions
	Port Macquarie Magpies
AFL North West NSW	New England Nomads
	Tamworth Kangaroos
	Tamworth Swans
	Gunnedah Bulldogs
	Narrabri Eagles
	Moree Suns
	Inverell Saints
AFL Canberra	Ainslie Tricolours
	Eastlake Demons
	Molonglo Juggernauts
	ANU Griffins
AFL Sydney	Sydney University



OUR GOALS

- To implement our programs into community clubs for free. The goal continues to secure funding from other parties to be able to allow access into community clubs for free. As always – no one should pay to feel safe and included in their sporting environment.
- To prevent harmful or abusive emotional and physical behaviour in our non-hetero and gender diverse communities.
- To help eradicate homophobic, discriminatory and derogatory language and behaviour in sporting clubs and environments
- To make people and organisations accountable for their language and behaviour
- Offer people and organisations simple, tangible skills and tools to create and maintain inclusive environments.

THANK YOU

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