



WHAT WE BELIEVE



➤ **We Believe** that sport affects and is affected by all areas of society, therefore our work and approach must be intersectional in addressing the ways homophobia, transphobia and interphobia* interplay with other forms of discrimination, including manifestations of white supremacy, sexism, ableism and discrimination based on religion, ethnicity, class, socio-economic status, age, or citizenship status.

*Discrimination against people who are believed to possess biological sex traits that are not typically male or female, known as intersex traits.

➤ **We Believe** that homophobia, transphobia, and interphobia are weapons of sexism. Harmful beliefs around masculinity cause those who fall outside of what some deem “normal” to be isolated and targeted. We are committed to recognizing and combating the varying ways sexism is manifested in sport and in society as a whole.

➤ **We Believe** that no one should be denied access to sport because of their real or perceived sexual orientation, gender identity, gender expression or sex characteristics, and that all LGBTQIA+ athletes at all levels deserve to participate in the sport and physical activities they love.

➤ **We Believe** that trans people deserve to not just survive, but thrive, and that they deserve equal access to and participation in all areas of society, including sport.

➤ **We Believe** in centering the voices and perspectives of the most oppressed members of our communities, and ensuring their involvement is meaningful and not tokenizing. We recognize that all people come to the table with their own lived experiences, that sharing those experiences is courageous, and that they should be heard, respected and incorporated into our daily and long-term work.

➤ **We Believe** that everyone has a role to play in building a more just and equitable world. This requires having sometimes challenging conversations with people who may not think exactly the way we do in order to find common ground and ways to work together. We aim to meet people where they are, not where we think they should be, in order to move collectively forward. Through this process, we believe in treating others, even those we may disagree with, with the patience, respect and consideration we hope to see mirrored back to us.

➤ **We Believe** in collaboration over competition. We believe in reaching across sectors and organizations to complement one another’s strengths and develop shared road maps for the world we all hope to build.

Through the years, we have learned and grown as an organization. As we evolve, we are continuing to work towards these values. Throughout this process, we believe in the power of humility and the gift of continued growth and education. We are grateful for opportunities to expand our thinking and appreciate new perspectives.