



ClimbingQTs LGBTQ+ Training and Education

LGBTQ+ inclusion in the outdoors and sports is important work. If you're reading this, chances are you already know why, but if you've stumbled across this by chance, here are some good reasons why it's time to invest in education and awareness training to support LGBTQ+ affirmative spaces in sports, outdoors and recreation spaces:

- 54% of trans folk don't participate in sport because of their gender identity.
- Many sports competitions and events are not trans and gender diverse inclusive.
- There is little to no representation of LGBTQ+ identities in outdoors media.
- Many gyms and sporting spaces are still cis straight white male dominated spaces.
- LGBTQ+ people are underrepresented in leadership and role model positions.
- Participation often involves ongoing costs and purchase of expensive equipment.

Our work is led by Melissa Edwards (they/them), a queer, non-binary rock climber, outdoor enthusiast, LGBTQ+ advocate and educator and co-founder of ClimbingQTs based in Natimuk, Victoria, Australia. They use their years of experience and expertise from working in Diversity & Inclusion Consultation and Education to support the trans and gender diverse community in sports and recreation. Melissa is a member of the Victorian State Government's Pilot Equity and Inclusion Community Consultation Group and has over seven years experience producing events and programs for community. They believe in a solution focused, community driven, strategic approach to cultural change in order to create affirmative environments for LGBTQ+ folk in sports and the outdoors.

Awards and Recognition

- Employer of the Year for LGBTQ Inclusion - Australian Workplace Equality Index (AWEI): 2018, 2019 and 2020
- Award for Trans and Gender Diverse Inclusion - AWEI: 2019 and 2020
- Gold Employer and Highest-Ranking University - AWEI: 2018, 2019 and 2020
- Gold & Community Sporting Organisation of the Year (2022) - Pride in Sport ACON
- Community Sporting Organisation of the Year (2021) - Pride in Sport ACON
- Gold Tier (2021) - Pride in Sport ACON
- Sporting Organisation of the Year - BlocHaus Bouldering (2021) - Pride in Sport ACON
- Small Club Award (2020) - Pride in Sport ACON



ClimbingQTs Services and Capabilities

At ClimbingQTs we recognise a specific set of recommendations is required to support the LGBTQ+ community in sports and the outdoors. That's why we've developed an online training and education opportunity designed by and for our shared community with expert skills in diversity, equity and inclusion work and intersectional LGBTQ+ lived experience.

Booking an LGBTQ+ Ally Training session includes access to our *LGBTQ+ Handbook*, regularly updated with feedback from members of our community. Packages for multiple sessions and/or consultations booked in advance are available at a discounted rate. Book in a free 30 minute consultation to find out how we can support you to meet your goals.

Contact Melissa Edwards (they/them): president@climbingqts.com

Enquire online: <https://www.climbingqts.com/contact>

LGBTQ+ Ally Training | Two hour training session with two trainers

- A brief history of LGBTQ+ culture in sports and the outdoors.
- LGBTQ+ terminology, inclusive language and events.
- Understanding a range of LGBTQ+ identities and additional barriers they may face in participating in outdoors activities.
- Learning about the importance of peer-support, role models and how to create affirming spaces within the outdoors community.
- How to be a visible and active LGBTQ+ ally.
- Access to our *LGBTQ+ Handbook*.

LGBTQ+ Consultation | Diversity, Equity and Inclusion Consultation

- Support to develop an LGBTQ+ inclusion plan and commitment statement.
- Review of forms, data management and support with survey design.
- Advice regarding rainbow events, programs and support to connect with LGBTQ+ speakers and members of the community.
- Inclusive language and design support including rainbow paraphernalia.
- LGBTQ+ Champion mentoring.



About ClimbingQTs

ClimbingQTs is an LGBTQ+ rock climbing organisation and advocacy group based in so-called Australia where climbers have the opportunity to mix and socialise, learn new skills, connect with nature and find a sense of belonging in the gym and at the crag.

All levels are welcome from beginner to advanced and events range from monthly meet-ups, inclusive indoor climbing sessions and multi-day outdoor adventures. At the heart of ClimbingQTs values is creating an inclusive, diverse and empowering environment where LGBTQ+ folk can be their true selves, inviting allies along for the ride.

ClimbingQTs formed in early 2018, is a not-for-profit incorporated organisation running entirely off volunteer resources and in kind support and has since expanded its reach to seven states and territories across so-called Australia.

Website: www.climbingqts.com

Instagram: @ClimbingQTs

Facebook: <https://www.facebook.com/ClimbingQTsAU>



**climbing
QTs**



Proudly supported by

