

PRIDE AMBITION



WHY WE ARE HERE

To foster a Game for All, For life.

OUR VISION

Hockey Victoria will create an environment that delivers quality lifelong hockey experiences, social connections and opportunities for all Victorians.

OUR PRINCIPLES

1. **Adaptable** - proactive, agile and flexible- ready to adjust
2. **Innovative** - introducing new ideas and new ways of thinking
3. **Collaborative** - working together with mutual respect and trust to find solutions and deliver agreed outcomes
4. **Respectful** - building respectful relationships, and being fair and equitable when making decisions, providing opportunities and resources.

PRIDE COMMITMENT

We are committed to changing attitudes, promoting positive language, and policies that contribute to ensuring people with diverse sexualities and genders feel welcome, comfortable, and recognised in today's game. Our pride core business, programs and events will assist us in delivering our Pride commitment and organisation vision.

OUR PRIDE GROWTH AREAS



OUR PRIDE PARTNERS



CORE BUSINESS

1. **Integration** – Pride practices will be embedded across the staffing profile of the organisation
2. **Education** – Upskilling our coaches, staff, umpires & officials in LGBTIQ+ inclusion
3. **Club Development** – Ensure we provide our affiliates with the opportunity to improve their skillset, service their members and create sustainable clubs for people with diverse sexualities, genders and intersex variations.
4. **Engagement with Diverse Communities** – Continue to provide 'bespoke' support to our diverse communities.
5. **Policy Development** – Continue to review and update policies to reflect our values and diverse members

PROGRAMS & EVENTS

1. **Stand Out Cup** – Annual preseason social event designed to stand up and out against homophobia, biphobia and transphobia
2. **Pride Round** – Annual round designed for clubs and HV to celebrate the wonderful contribution people with diverse sexualities, genders and intersex variations provide our sport, on and off the field.
3. **HC Melbourne Pride Cup** – HC Melbourne, our elite Hockey One teams Pride game dedicated to the promotion and celebration of inclusion, diversity and Pride in hockey.
4. **Days of significance** – Trans genders awareness day, Pride Month, IDAHOBIT, Wear it Purple Day

KEY PERFORMANCE INDICATORS

MEASURE	STAND OUT CUP (Team)	PRIDE CUPS (No. of club events)	RAINBOW ADVISORY COMMITTEE (Members)	PRIDE EVENTS (External Events)	PSI (Rating)	STAFF EDUCATION (Attendees)	G&E LEADERSHIP (Participants)	MARKETING & PROMOTION (No. of promotional content)
2021 TARGET	20	20	12	2	40/100	25	0	10
2022 TARGET	30	25	12	3	50/100	35	2	15