



ANNUAL REPORT
2019/2020

STAND UP **EVENTS**



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A MESSAGE FROM OUR CEO

I can safely say that I never thought I would be writing our Annual Report during a global pandemic. 2020 has been such a whirl wind for everyone, for all businesses, with Stand Up being no exception. Even though the main bulk of our work came to an immediate halt in March 2020, we need to celebrate the work we achieved in 2019.

The team at Stand Up worked tirelessly with Monash University to create world first research and programs, with the goal of eradicating homophobic language and behaviour in male team dominated community sporting clubs.

We first had to understand why homophobia is still prevalent within male team dominated sports in order for us to create preventative programs to eliminate this derogatory culture that naturally excludes members of the LGBTIQ Community.

Stand Up hand-picked three current AFL players who went above and beyond to make our research and programs possible. Jordan Roughead, Jayden Hunt and Tom Campbell underwent several training sessions under the supervision of our key personnel from Monash. Upon completion, we delivered the pilot programs into recruited community clubs – males aged between 16 and 20.

Later in this report, you will be able see the results from our data, which we are so proud of.

Monash deemed our programs highly successful in shifting culture and we were incredibly excited to deliver our programs to community sporting clubs throughout 2020. Sadly, COVID19 struck and, naturally, our work is currently on hold.

One thing that has always been a non-negotiable to me and the team at Stand Up, is creating real change. We have done this with our programs and will continue to work passionately in driving this change to making sport, and life, a safe and welcoming space for non-hetero and gender diverse people.

I want to personally take this opportunity to thank Jordan, Jayden, Tom and our Monash team member, James Piggins. Without them and their genuine passion and support for our cause, these programs would not be what they are. We are beyond grateful to each of them. It is our mission to find players who are as committed as these three to join us in delivering these programs to as many clubs as possible.

Angie Greene
CEO

THE COMMITTEE

Meet the Stand Up Events team



Angie Greene

Angie is the Founder and CEO of Stand Up Events. She has dedicated her personal and professional life to raising awareness of the injustices and discrimination that faces the LGBTIQ+ Community. She founded Stand Up Events in 2015.

Patrick has been a member of the Stand Up Events committee since its inception in 2015. Patrick has been actively involved in Stand Up Events' development and growth. As a proud member of the LGBTIQ community, Patrick is determined and passionate about changing the current landscape. Patrick is a trained solicitor, with a history in corporate litigation and insurance law, and is currently working in the energy regulation space for the federal government.



Patrick Vagg



Linda Kwok

Helping Stand Up Events allows me to use my passion for numbers and the need to improve diversity & inclusion in life. One key takeaway growing up in Singapore is the compulsory education program designed to help breakdown cultural barriers. As a student, we were required to understand the key cultural celebrations and differences to reduce personal bias and misunderstanding. When speaking to Angie the first time and hearing of the research work, I was interested to be involved in the organisation.



Martin Heppell

Martin's background is unique. He spent a considerable amount of time growing up in Borneo (whilst his father studied an Iban Dayak headhunting tribe). He was also educated in different parts of South East Asia. He is heavily influenced by the morals and values that he and his family were surrounded by whilst living with the Iban. After finishing high school in Melbourne, Martin spent 3 years in the AFL system, playing AFL football for St Kilda and Melbourne and then for Norwood in the SANFL. Subsequent years were then spent travelling the world backpacking for nearly three years, and upon return to Australia, Martin studied primary teaching. After completing his degree at Melbourne University, he commenced teaching at Auburn Primary. After 4 years, he was appointed as the Assistant Principal at Auburn Primary where he held that role for another 4 years – focusing on student well-being, educational leadership and cultural change. In his role at The Resilience Project, Martin has presented to schools, corporations and elite sporting teams all over Australia for the past 4 years. In all environments, he has thrived in situations that have presented challenges and have required optimism. He is passionate about children being given the opportunity to be raised in a positive manner that evokes confidence and a zest for life.

Having been in and around football environments my whole life I have seen how often and casually offensive language can be used on a daily basis. I don't believe anyone should feel excluded or at a disadvantage simply for being who they are. I felt that Law reform alone was insufficient and we needed to change the social norms that lead to the exclusion of LGBTIQ people. I met Angie through friends a couple of years ago and learnt of Stand up and their great cause. I got Angie in to speak to the playing group at Melbourne FC and kept in touch regularly afterwards attending all events Stand up related... I was humbled and honoured when Ange asked me to be a part of the Stand up committee.



Shannon Byrnes



Lisa Holmes

I've always been a champion for Stand Up Events (SUE) but it was after attending a SUE event in 2018 and hearing from Angie on the current level of sexual and gender discrimination in sport in Australia and its subsequent impact on our young people's lives that I felt compelled to be part of SUE. The data shows that homophobic and derogatory language is prevalent in our sporting clubs and environments and this is not okay. We also know that discriminatory language and actions have a profound impact on a person's identity and wellbeing. Having experienced first-hand the impact that discrimination in sport can have, it is so important for all of us to raise our voices and do what we can in fighting sexual and gender discrimination in sport. It is a right for all people to feel safe and included in their sporting club and environment.

A SNAPSHOT ON WHY THESE THREE PLAYERS GOT INVOLVED



JAYDEN HUNT

MELBOURNE FOOTBALL CLUB

"I have a strong belief that everyone should be treated equally and feel comfortable in being themselves. Therefore, I would love to see all sporting clubs free of homophobic language. One of my best friends came out to my friends and I after years of keeping it a secret from us. I felt horrible that he didn't feel comfortable to be himself and decided to quit sport because of the environment."

JORDAN ROUGHEAD

COLLINGWOOD FOOTBALL CLUB

"I remember using homophobic language when I was younger and feeling uncomfortable about it whenever I did. As I have homosexual family and friends, upon reflection, I would hate to think that they felt uncomfortable around me, or hid who they are because of my language use. I've also seen how a more diverse football club creates a safe environment where everyone can feel comfortable being themselves, through my experience of coaching AFLW."



TOM CAMPBELL

NORTH MELBOURNE FOOTBALL CLUB



"My whole life I have loved playing sport. From a young age my football clubs have been a constant in my life. I continued playing football from junior level, through to local seniors, then state league in the VFL before finally realising my dream of playing AFL. It wasn't until I met with Angie Greene from Stand Up Events and heard her speak about the impact of homophobic behaviour and language in male dominated team sports that I considered my football journey and the blatant homophobia that I have witnessed and not confronted. The fact that more than 80% of same-sex attracted Australian youth don't feel comfortable or safe to be their true selves in sporting clubs really affected me, I believe everyone should have the right to have the same enjoyment from team sport as I have."

However, what impacted me the most was hearing that same-sex attracted Australians are 14 times more likely to commit suicide in their lifetime. This isn't just about participation, this impacts people's lives."

WHY OUR PROGRAMS ARE IMPORTANT

Homophobia and homophobic language in sport is preventing gay men from getting involved in team sports.

Research from 'Out on the Fields' states that 1 in 5 gay men did not play youth team sports. Many of these men cited negative experiences in school PE class (43%) and fear they would be rejected due to their sexuality (36%). With 70% of Under 22 participants believing that sport is not a safe place for LGB people.

From derogatory language and 'harmless' banter to exclusive behaviour, discrimination experienced in a sport context is contributing to worse health outcomes for LGBTIQ+ youth, including ill mental health, higher rates of depression, feelings of isolation, and being more likely to self-harm or consider self-harm.

Our findings have shown (and it is very important to note) that many young people (AFL players included) don't actually hold homophobic views, however the language and behaviour in the sporting environment does not reflect this reality. The environment allows certain homophobic behaviours to happen because it is considered normal. (e.g. slurs, language and behaviour).

Our programs are designed to raise awareness of the damaging impact that derogatory language and behaviour has on others, giving young people the tools and confidence they want and need to identify the problem and challenge the norms of casual homophobia.

We inform and give our audiences the tools to live a better, more inclusive life - on and off the field. When others hold people accountable for their behaviour, in a respectful and nurturing way, we create environments that are safe and welcoming for all people to be their authentic selves.

Since 2014 the AFL (and major sporting codes) has been committed to eliminating homophobia in sport, and supports anti-homophobia campaigns, but until now, how best to do that has not been measured.

"Our programs have been proven to reduce homophobic language in young footy players on and off the field."

Less homophobia means a more welcoming sporting environment for everyone. Which means more players, more families, and a bigger, more supportive club community.

Our research found the vast majority (over 70%) of young footy players wanted more anti-homophobia programs and want the AFL to invest in them. They believe our programs would make their sporting club better.

ACTIVATIONS

Our research, training session and implementation of our programs were conducted in the first half of the year. All data was submitted by May and Monash delivered our report December 15th. The below activations are based on the second half of the year.

June 9th. A. Greene is a Panelist at Williamstown FC Pride Game, along with Janet Rice and Cameron Schwab.

June 27th. A. Greene and Russell Greene are guest speakers along with Chad Wingard at The Hawthorn Pride Group Event.

July 3rd. Guests of FFA. Private showing of 'Alone In The Game'

July 8th. A. Greene speaks on the Culture Club Podcast

July 28th. A. Greene Panellist at the SNFL Pride Game

August 1st. A. Greene key presenter at the McLardy McShane Insurance in New Zealand

From September – December, A. Greene went on Maternity Leave.

December 15th. Final report from Monash was submitted to Stand Up Events, with programs being deemed highly successful.

January 14th. Herald Sun article featuring Frank Sedgman and his support of Stand Up Events.

January 17th. Tennis Australia event to launch The Glam Slam Tournament and Stand Ups research. Guests speakers included; CEO Craig Tiley, Tom Campbell, Angie Greene and Rowen Dsouza.

January 18th. Stand Up Ambassadors and Angie Greene feature in Herald Sun from the Glam Slam Launch.

January 25th. ABC Interview with Lehmo and Emma Race

January 27th. The Age. Article on Frank Sedgman, Stand Up Events and his support for Equality and Inclusion in sport.

January 30th. Australian Open Event – Inspirational Series

February 2nd. Glam Slam Tennis Tournament. Included Casey Dellacqua, Ben Brown, Jordan Roughhead, Tom Campbell, Hannah Mouncey and Andy Brennan.

February 20th. Angie Greene features in the ANZ Love Speech Campaign.

February 28th. Angie Greene speaks to Joy FM