



**ANNUAL REPORT**  
**2020/2021**

**STAND UP**  **EVENTS**

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# A MESSAGE FROM OUR CEO

2021 ... Wow.

Being Victorian based we thought that this year might be different to 2020, but it proved to be even more challenging. Covid, numerous lockdowns and the unpredictable ripple effects that this had on everything and everyone around us, kept us on our feet.

At the beginning of the year, we thought we might be in a position to finally implement our programs face to face to grassroots community clubs. This has been one of the main goals since founding Stand Up in 2015. Sadly, this proved not to be the case. We quickly realised that we had to digitalise our programs to keep up with the new normal and to get our programs out into the world. Unfortunately – this proved to be a struggle.

Finally (and thankfully!) along with our partners Oliver & York and The Collingwood Football Club, we were able to film our players and put all of our programs content into a digital format. This happened just the day before Melbourne's 6th lockdown in August. The harsh lockdown that would continue until the very end of October, 2022.

Our goal in 2022 is to get these programs out to as many community sporting clubs as possible. We know that our programs are successful and that they make a difference when it comes to decreasing homophobic language and behaviour and creating safer cultures and environments.

I am super proud of the team at Stand Up. Despite an incredibly hard year, we have been able to secure the following partners - AIA, The Collingwood Football Club, Oliver & York and have been appointed the Official Charity partner of The Great Aussie Hike.

Thanks to Zoom, Microsoft Team and the likes, we have been able to continue our work presenting to companies such as Tennis Australia, AIA and Lululemon – along with speaking to schools and sporting clubs around Victoria.

I am excited for 2022. Whilst we still heavily focus on sporting environments, we are also diving into the broader reality of culture. Our aim is to work with more companies, schools and organisations, reviewing policies and the current state of their environment.

We are also making a more conscious effort to constantly work with members of the LGBTIQ+ Community. The world is ever changing and we are continuously learning.

We are excited for what 2022 will bring. In whatever we do, as always, we aim to create safer spaces for all people, giving people tangible skills to speak out against discrimination and fostering environments where people can be their authentic selves. Unapologetically.

**Angie Greene**  
CEO

# THE COMMITTEE

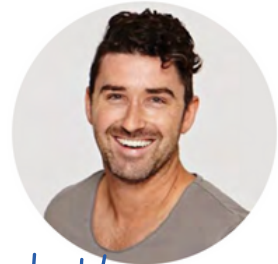
## Meet the Stand Up Events team



*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 SUE 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*

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 3 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.

# THE STAND UP EVENTS PROGRAMS

Our programs, created alongside Monash University, are designed to eliminate homophobic language and behaviour, whilst also providing tangible skills for people to be part of the change.

Change starts and ends with people.

As stated in the message from our CEO (page 2) our dream was to implement these programs face to face. However, given the new normal of Covid and the digital world – we were lucky enough to be able to transform our face to face programs into a digital platform.

We cannot thank Jayden Hunt, Jordan Roughead and Tom Campbell enough for their generosity of time, willingness and passion.

Now that we have our programs secured in a digital format – we cannot wait to spread them across sporting cultures, with the aim of creating safe and inclusive environments for people who identify within the LGBTIQA+ Community.

## WHY OUR THREE PLAYERS ARE 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

# PARTNERS

We are so proud to officially partner with the following companies and organisations for 2022.



With every partnership, we work internally with the company to create safe and inclusive environments by raising awareness, holding accountability, and providing tangible skills for people to create change for the better.



# THOSE WE HAVE WORKED WITH

As stated. This year has been a tricky one and we have done everything in our power to uphold the impact that we have created over the years.

- Lululemon – Australia and New Zealand
- Jaggad
- AIA – Australia and Asia
- Tennis Australia
- The PFA
- Shelford Secondary School
- SEDA College
- Collingwood FC
- St Kilda FC
- Hawthorn FC
- Monash University
- Latrobe University
- Volley
- The Great Aussie Hike
- AFLW
- Bendigo Bank
- Sacred Heart College
- TWE
- RMIT
- Workshop with Jacob Thomas
- Workshop with Nevo
- Workshop with Minus18
- TLA

# GOALS FOR 2022

- Implement our digital programs to at least 40 Community Aussie Rules Clubs
- Continue to work with AFL Clubs, their players and staff
- Work internally with our official partners to foster safe and welcoming environments
- To prevent physical, mental and emotional harm within the LGBTIQ+ Community
- To create safe and inclusive environments for all people – regardless of sexuality or gender
- Make people accountable for their action
- Raise awareness of the detrimental impact that derogatory and exclusive language and behaviour has on those around us
- Create zero tolerance environments when it comes to bullying and exclusion