## NHSGA

Creating an Inclusive
Team Culture
January 2020





### Chris Noble

#### NHSGA Manager

- Four year member of the all-state team in Michigan while in high school
- Former Head Golf Recruiting Coach at Next College Student Athlete (NCSA)
- Played on the men's golf team at Holy Cross College at Notre Dame
- Working to ensure that other young LGBTQ+ golfers do not feel forced to hide their sexual orientation, and that the game is open and welcoming to everyone

"By sharing our stories, we can create a more inclusive and welcoming culture toward the game" "Remember what it felt like to be excluded so that you can build a community where everyone is included"

#### Guide for Coaches, Instructors & Parents

#### Champion respect

 Create an inclusive philosophy, be mindful of your words & actions

#### Words matter

 Work to reduce homophobic, transphobic or sexist language

#### Get trained

Create safe spaces for LGBTQ athletes

#### Stay informed

 Inform yourself of surrounding LGBTQ inclusion laws & polices





#### Guide for Teammates & Friends

#### Be an ally or supporter

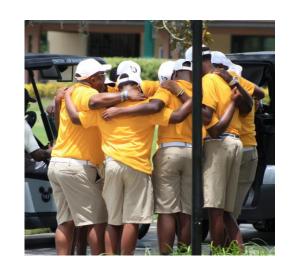
 Show your support and talk to teammates that may be struggling with their identity

#### • Set an example

 What are your actions when witnessing homophobic, transphobic, or sexist language or acts?

#### • Show respect to all

 No matter if you have an LGBTQ member on your team or not: include, respect, value & support your team members









## Payton Bradley



- Texas Varsity Golfer in High School
- Outed during his freshman year
- Teammates didn't accept him
- "At the end of my freshman year, I had lost any feeling I had for golf."
- Has not stepped foot on a golf course for three years now





## Ben Palmer



- North Carolina High School Golfer
- Came out to his friends at lunch
- "I just ignored their comments and focused on golf"
- "When I said I was gay, all the pressure was gone"

Live Life. Play Golf.

 "I didn't get any negative reactions from my golf opponents"



#### **Action Items for any Team**

- Start the conversation, ask questions
- Realize the influence that you have on all of your golfers
- It's ok to not have all of the answers
- Asking your players, "How can we create a more welcoming environment to all on our team?"
- Listen





- You Can Play Project

   www.youcanplayproject.org
- Outsports www.outsports.com
- Transathlete
   www.transathlete.com
- The Trevor Project www.thetrevorproject.org
- Athlete Ally www.althleteally.org





# Feel free to contact me directly:

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## THANK YOU

