

BARRIERS & CHALLENGES

EXTERNAL PRESSURES
MIRROR BROADER
SOCIETAL CHALLENGES



"THE CONSERVATIVE TREND IN POLITICS IS SLIGHTLY WORRYING. WHILE THE STATE GOVERNMENT IN BAVARIA HAS ALWAYS BEEN CHRISTIAN CONSERVATIVE AND HAS TURNED A BLIND EYE TO THE ISSUE OF LGBTQ+, THE RISE IN POPULARITY OF RIGHT-WING LEANING PARTIES IS NOT A GOOD SIGN FOR THE FUTURE AND MAY MAKE OUR WORK AND THE ACHIEVEMENT OF OUR GOALS CONSIDERABLY MORE DIFFICULT IN THE FUTURE"

- TEAM MÜNCHEN

59% WERE INITIALLY CONFRONTED
WITH A LACK OF ACCEPTANCE FROM
MAINSTREAM SPORTS ORGANISATIONS

48% ALSO ENCOUNTERED A
LACK OF SUPPORT FROM
POLITICS & LOCAL AUTHORITIES

51% HAVE
ENCOUNTERED
A NEGATIVE
SOCIETAL/
POLITICAL
CLIMATE
TOWARDS
LGBTQI+ PEOPLE



42% STRUGGLED WITH

RECRUITMENT
AND RETENTION

4 OUT OF 10
CITE THE
FINANCIAL
SITUATION
OF THEIR
CLUB/GROUP
AS AN
OBSTACLE



34% REPORT
A LACK OF
STRATEGY
FOR THEIR
DEVELOPMENT
OF THEIR
CLUB/GROUP

THERE IS A RAISING AWARENESS
FOR TIN+ ATHLETES' SPECIFIC NEEDS

THIS IS REFLECTED IN SPECIFIC OFFERS FOR AND
CONSIDERATION OF TIN+ ATHLETES IN THE CLUBS

"WE PUT A TOPIC ON THE LGBTQI+ FORUM
AND WE HAD A LOT OF RESPONSES THAT
PEOPLE WOULD COME, BUT THEY ARE
AFRAID, THEY DON'T WANT TO EXPOSE
THEMSELVES PUBLICLY. ALTHOUGH WE
WERE TOTALLY INCOGNITO. (...) MANY
PEOPLE SAID THEY WOULD COME BUT
DIDN'T SHOW UP. WE WERE VERY CAREFUL
IN COMMUNICATING WITH PEOPLE, BUT
THEY WERE STILL AFRAID TO COME TO OUR
TRAINING SESSIONS."

- QUEER SPORT SPLIT

"IN THE BEGINNING, ONLY GAYS AND LESBIANS
JOINED - OFTEN ON GENDER-SEGREGATED TEAMS.
THIS HAS SINCE CHANGED - BUT IT WAS NOT UNTIL
2010 THAT TRANSGENDER PEOPLE BECAME PART
OF THE ORGANISATION."

- PAN IDRÆT

TACKLING BARRIERS

Personal
Commitment
OF MEMBERS!



INTEGRATION

INTO LOCAL MAINSTREAM
SPORTS STRUCTURE

ACTIVIST WORK
& COOPERATION
WITH OTHER
LGBTQI+
ORGANISATIONS



"THE KEY TO ACHIEVING THE GOALS IS THE
WILLINGNESS TO PUT LEADERSHIP AT THE CENTRE.
THERE IS SOMEONE IN THE ORGANISATION (THE
BOARD) WHO MUST TAKE THE LEAD AND TAKE
RESPONSIBILITY - ALSO FOR PRESENTING NEW
PLANS FOR FURTHER DEVELOPMENT."

- PAN IDRÆT

MARKETING/
ADVERTISING

