



Club Forum

Wednesday 24 May 2017
Ernie Cropley Oval Pavilion



Welcome

**Professor James Angus,
Chair MU Sport Advisory Board**

1. Welcome

Professor James Angus

2. Matters for Discussion/Noting

Sport Strategic Update

Tim Lee

Club Governance Review Update

Rod Warnecke

Gay? That's OK – MUFC and Hamilton Pride Game

**Alex Affleck, Charles Beaton
and Laura Kane**

3. Forum Close

4. Refreshments



Sport Strategic Plan

**Mr Tim Lee,
Director of Sport**



- 2016 Sport Highlights Video
- Factors impacting on Sport and Sporting Clubs
- Board Strategic Focus 2017 – issues most relevant to clubs
- Questions

- Australia's leading University
 - Increasing ATAR
- The increase in international and interstate enrolments
- University Campaign – \$1B and 100,000 connected alumni target
- Duty of care and reputational management
- Spread of the campus and access to facilities
- Melbourne Metro Rail Project
- Melbourne City Council



Ensure appropriate duty of care and risk management practises are in place for all sporting activities.

- Develop plan and commence implementation to address the recommendations of the *Clubs Governance Review*
- Safety management plans are in place for all high risk sporting activities



Demonstrate the positive impact of sport and the alignment with Growing Esteem and the Engagement Strategy.

- Seek support for a formal agreement with University to outline obligations and expectations for MU Sport.
- *2nd Wellbeing Survey* to be undertaken in November 2017.



Provide access to quality sporting facilities for the University community.

- Scoreboard replacement and Tennis Court resurfacing
- Priority capital project(s) submitted to the University Capital Program.
- Access University capital improvement funds to upgrade buildings and grounds.
- Consider opportunities to partner with NMFC in the Arden St development proposal
- *Sport Capital Plan* updated and endorsed
- Strategy for engaging Melbourne City Council developed with the support of the University, residential colleges and clubs





Participation Opportunities



Enhance the student/campus experience by providing opportunities for participation in regular physical activity.

- 2017 target to increase participation by **5%** in real terms.
- Participation opportunities targeted at underrepresented groups (Indigenous and other equity programs).
- MU Sport and clubs will need to demonstrate alignment with the University's equity and social justice agenda.

Develop national University sporting competitions that provide a dynamic spectator experience and engage the broader University community.

- 10,000 connected students and alumni
- Collaborate with Go8 to expand Australian Rules and develop additional competition and event opportunities.
- Continue to improve the effectiveness of the *Elite Athlete Entry Scheme*.



Support students in the journey to active citizenship and leadership.

- Develop MU Sport Leadership program for implementation in 2018.
- Provide targeted club volunteer support, training and recognition programs.



Improve the long term financial viability and effectiveness of *MU Sport* to support strategic initiatives.

- Long term *Services and Amenities Fee* (SSAF) funding agreement in place and ongoing funding secured for programs supported by the *SSAF Grants*.
- Align staffing resources and organisation function with strategic objectives including increased direct **support to clubs**.



Board and staff engaged in developing strong stakeholder relationships.

- Staff and Board to regularly engage with the **clubs and club alumni**. (review and improve the Club Forum and other mechanisms to engage and support clubs)
- Seek support and assistance from Heads of College and other stakeholder groups (**clubs**) for strategic initiatives.





THE UNIVERSITY OF
MELBOURNE

Questions





Thank you



Clubs Governance Review Update

**Mr Rod Warnecke,
Sport Development Manager**



The University commissioned the Club Governance Review in 2016

- Relationships between University, MU Sport and affiliated clubs from a governance, risk and legal perspective
- Determine 'best practice' for managing these relationships in a University environment
- Review final paper presented to clubs in December

Working Group established to review recommendations and how to implement them

- Resource Requirements for implementation (MU Sport, Legal, OHS)
- Agreed Club Activities register to be approved by Insurance Office
- Develop Induction/Orientation material for Club Office bearers
- Develop Safety Management Plan for each Club Activity
- Review current Policies and Procedures



MU Sport has recommended the following resource requirements to implement the recommendations:

- Implement New Management Systems
 - Membership, financial, activity tracking etc
- Safety Management Plans for 6 'high risk' Clubs
 - Engage activity experts to work with clubs to create agreed and manageable SMPs
- Setup Affiliation Agreements for all Clubs

MU Sport has recommended the following resource requirements to implement the recommendations for ongoing support and compliance

- Additional Shared Services (Finance, HR, IT)
- Support for more Club Administrators
- Staff support for recreational clubs
- Annual review of Safety Management Plans
- Review of UoM and MU Sport policies, procedures and legal compliance

→ Commitment to minimising any additional workloads for club volunteers as a result of CGR recommendations

- Continue CGR Working Group meetings
- Finalise resource recommendations
- Present CGR Working Group outcomes to Chancellery
- Updates to clubs via Club Operations Memo
- Present implementation plan at October Club Forum





Thank you



Gay? That's OK!

Mr Alex Affleck, Operations Manager

Mr Charles Beaton, Gay? That's OK

Ms Laura Kane, MUFC

Gay?
That's OK



Hamilton Pride and Inclusion Day





#gaythatsok
@gay_thats_OK



#gaythatsok
Gay That's OK



#gaythatsok
@gay_thats_OK

The Idea

Charles Beaton and Annie Nolan link up with idea

Melbourne University Women's & Gay That's OK discuss ideas

Spoke to AFL Western Victoria who were excited

Decided that Hamilton Kangaroos were progressive enough to host

Womens Football as a powerful tool to delivery message of inclusion

Approached Darebin Falcons

Game locked in

Drive behind the day

Gay? That's Ok Founder Co-Lachlan Beaton's Story

Lachlan Coming out Video <http://bit.ly/2pZzGqC>

Impact this had on Gay? That's Ok Co-Founder Charles Beaton

Charles 2UE interview - <http://bit.ly/2quCFet>

MP Warren Entsch: "The cemeteries are full – are full – of people that have never been able to come to terms with their sexuality and that's a fact"

Lachlan Beaton was the life of the party at his football club, but for a decade he kept a secret

I HAD THIS FEAR OF LOSING EVERYTHING



Lachlan Beaton (above) and (above left) at night with twin brother Charles. Below left: twin brother Charles; Lachlan, Nick, Sam and Charles.

LACHLAN Beaton couldn't bring himself to say the actual word.

For 12 years, he had kept his secret from his twin, from his football club and from his identical twin brother, Charles.

He feared exposing the truth would strip him of every friendship and connection that kept his life afloat.

Since the age of 15 he had known he was gay and lived that he in the widest of environments — the University Blacks footy club and St Hilda's College.

Even when he was as fired of it all — the patina of the world, the shared lingers to dull the pain — he couldn't quite come out with it.

Finally, after so much fear and loathing, at age 27 he told his brother after his many hours the night of Doherty Day — and his entire world changed.

"It was the hardest thing I couldn't actually bring myself to say that I was gay," he said.

"I couldn't bring myself to do it when I spent all day agonising over it. The only way I could say it is if I said, 'I have met someone and it's a man'."

"I was in tears and it was just the most difficult thing I have ever had to do."

JON RALPH

"I felt like I would lose all my friends and my family wouldn't like me and I wouldn't be able to play footy again."

"The whole time I had this fear of losing everything. For me, the big one was losing all my footy friends and not being able to play footy again."

Beaton, now 38, is one of few footballers to come out as gay, but the statistics tell us his story is suffering in school across every community and sporting club.

Tanya Glen footballer Jason Bell came out in 2012 but no AFL footballer has made a similar decision.

Maybe the story of Beaton will show why they are afraid, and yet why it is worth it.

Like Bill and so many others, Beaton was victim to the statistic that says young gay men and women are six times more likely to suffer depression or attempt self-harm or suicide.

To his mates and family, the former school captain knew only one way to live full throttle.

The self-described "footy warrior" spent a decade at the VFA Melbourne University club as the king of the footy

trip but also as a player, coach and life member.

At Melbourne University residential college St Hilda's, he had his self-destructive tendencies with booze but still thrived among people.

He and his twin brother forged an identical path, same footy club, same university degrees at Melbourne University, similar careers.

He could share anything he wanted with Charles, his hopes, his fears, his aspirations. But he couldn't share the secret that had plagued him, fearing the same bullying and ostracism he saw at the schoolyard.

Last week, Lachlan publicly shared his journey in a YouTube video titled *My Story — Equal Love*.

Twenty politicians, including same-sex marriage bill co-sponsor Warren Entsch, contacted him or his brother with a message of support after the video aired.

Beaton has been taken aback by stories identical to his, as he begins addressing his youth mental health awareness.

"I grew up in Casterton in western Victoria and I honestly didn't know of or see a gay person until I left for Melbourne," he says.

"Anyone who came out as gay in country areas was bullied or shunned. Living with that fear that everyone will hate you for 10 or 12 years leads to really bad behaviours."

"They were the things that went through my head — really bad alcohol abuse, suicidal tendencies, ending up in hospital more with anxiety and depression."

"I got kicked out of college, I would do stupid things like drinking stuff and when I

thought about coming out I thought about losing my friends and family and sport, so why would I bother going on in life?"

The love of football, with the associated mateship and camaraderie, sustained him. But it also drove his lifestyle deeper underground.

The kind of casual homophobia common in footy clubs — taunts such as "poo" and "homo" between teammates — made him determined to be secret.

"If someone says you are a poo or a fag, it indicates you are soft and no good," Lachlan says. "I would overcompensate and try to be more macho and bloke."

"In school, anyone who showed the slightest sense of homosexuality was bullied and ostracised. I would go out with my footy mates until midnight and then disappear."

"For years I would meet guys once or twice and then go home and try to brainwash myself."

"I would say, 'I can never do this again, and meet someone to be happy, me or think I should go to a church'."

"Sport was a huge part of me and I had a family with 8 in Melbourne, but I didn't want to come out because I felt I had put 10 years into them and I would lose it all."

Finally, as he transitioned from playing into coaching and his self-confidence about his identity grew, he knew it was time.

First came the news to Charles, then brothers Sam and Nick, his footy mates and, finally, his parents, Judith and Andrew.

"They were shocked. For my brothers to be shocked shows how much bullying I had to do," Lachlan says.

"I had lived with my twin brother for a year and a half in a small apartment and he still didn't know I was gay."

But the bullying and rejection

he had feared never came.

"The support was just outstanding. I had mates with me the whole night until dawn the night I came out," he says.

"It is a testament to how footy clubs work — there is this beautiful community bond and I think the last gay player didn't want to come out in that environment really underpins how great footy clubs are."

"Because, no doubt, 99 per cent of them would treat their players wonderfully if they did come out."

Beaton's story soon enabled a campaign to find the courage to come out. Then three of his teammates from St Hilda's came forward. "I contacted him to tell him they were gay," says Beaton.

The Beaton brothers' mission

is to push equal rights and same-sex marriage.

Lachlan continued coaching at Ute Blacks before moving to Sydney then New York last month.

"His American partner, Martin, is out allowed to move with him to Australia."

Equality for him is not a white-washing bid for gay people to feel they belong and can stop-biding.

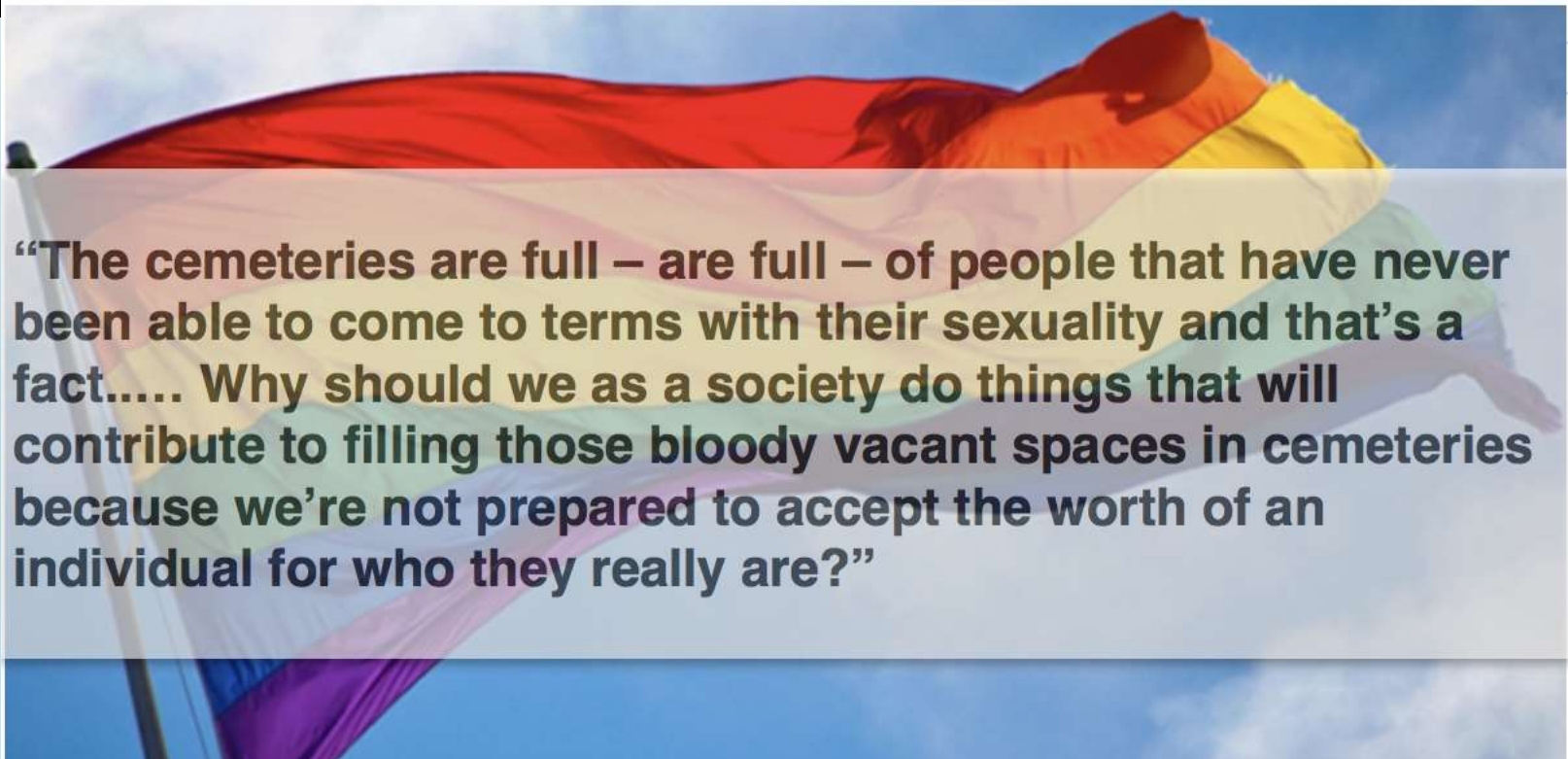
The first AFL footballer who comes out will be shocked by the positive response, he says.

"They say maybe 80 per cent of people are gay. Just because you are a footballer and athlete doesn't mean you won't be gay."

jon.ralph@heraldson.com.au



**I'd make up excuses, fake
names, pretend to be
somewhere I wasn't...
all because I didn't feel
normal or #Equal**

A vibrant rainbow flag is shown waving in the wind against a clear blue sky with some light, wispy clouds. The flag's colors—red, orange, yellow, green, blue, and purple—are clearly visible and saturated. The flag is positioned diagonally across the frame, with the top right corner being the highest point and the bottom left corner being the lowest.

“The cemeteries are full – are full – of people that have never been able to come to terms with their sexuality and that’s a fact..... Why should we as a society do things that will contribute to filling those bloody vacant spaces in cemeteries because we’re not prepared to accept the worth of an individual for who they really are?”

What is the day about

Support inclusion and equality, particularly LGBTI Community

Rainbow jumpers to signify inclusion, pride and equality

Encouraging people to be themselves, they will be accepted

Football clubs have a big role to play in promoting inclusion and equality and providing positive role models for the LGBTI community

MATCH SCHEDULE

HFNL SUNGOLD MILK SENIORS



VS



Hamilton
Kangaroos FNC

South
Warrnambool

VFL WOMEN'S SWISSE SENIORS



VS



Melbourne
University

Darebin



5.15 pm



3:00 pm

Regional Victorian LGBTI community

Evident LGBTI community in regional areas have little support



“High school/growing up in the area was hard enough without the addition of homophobia”

“He said he was going to steal his mum's car and crash it. Then he stopped replying to my messages”

“I remember the crippling fear that anyone would find out because your life would be over”

“People think it's just some harmless teasing and name calling at school....such a negative impact on someone's life and mental health”

“It took me a very long time to come out and that was two years ago! But I've never felt happier”

Pride and Inclusion Day supports local LGBTI groups

Linking up with Western District Health

Raising money for local LBGTQ support groups in their infancy

Western District Health to host Marquee at game with information



Key Stats behind this day

- LGBTI people have significantly poorer mental health and higher rates of suicide than other Australians
- Discrimination and exclusion are the key causal factors of LGBTI mental ill-health and suicidality Mental health
- LGBTI people have the highest rates of suicidality of any population in Australia.
- The average age of a first suicide attempt is 16 years – often before ‘coming out’.
- Many LGBTI people who attempt suicide have not disclosed their sexual orientation, gender identity or intersex status to others, or to only very few people

PLAYING WITH PRIDE



FORMER locals Charlie Beaton, Emma Beattie and Aaron Nolan are the brains behind the 'pride inclusive match' to be played between Hamilton Kangaroos and South Warrnambool at Mobile Oval on June 17. In a huge coup, a VFL women's match between Melbourne University and Darwin Falcons will act as the curtain-raiser on the day. Photo: EMMA PHILLIPS

PHIL HOLMES

A SEA of colour will reflect upon the grounds of Hamilton's Mobile Oval on June 17 when the Hamilton Kangaroos share the field with VFL women's side Melbourne University and the Darwin Falcons to host a pride inclusive day with round nine of the Hamilton Football League.

The former side will take on South Warrnambool on a day where equality and inclusiveness will be the obvious message.

Equality and same sex marriage campaigner Charlie Beaton started a secretariat two years ago after his identical twin brother Lachie started his 'coming out' story to the world.

Both men grew up near Casterton, attended Mariner College and did all the things boys their the country do.

Lachie was 17 when he discovered he was gay, but it was not until 11 years later that he shared his sexuality with those closest to him.

Living a nightmare through that time, believing he would not be accepted if he told about being homosexual, his realisation it was a path he did not have to take alone.

Campaigning has been non-stop and now it is officially going ahead Beaton was ecstatic at the response so far.

The day's fixtures will feature all three games in the football with the women's match starting in between the reserves and seniors.

The senior match becomes a twilight game, likely to start about 7pm and finishing with the lights coming on at 9pm.

Living in Melbourne, the 35-year-old husband and father has called on the help of other prominent former locals, Western Bulldogs and Melbourne University captain Emma Kearney and popular University Abbie Morgan-Davis Nolan.

The pair will attend the pride event, with Kearney taking the lead in the women's match and with both growing up in the region, join the Beaton, they were happy to become.

"It's bloody exciting, this has all as at first we didn't have what director possibilities and boundaries," Beaton's "We are going to be looking at all the Hamilton Kangaroos and as a lot of the best women footballers in its women's team Melbourne University."

"We would have thought women's football, we've never a long time outside the state proud."

"The step was accepting the idea open arms. Myself, Aaron and Emma happen and they have been so proud to be part of it."

Ms Nolan, who is the wife of Western Pickers, jumped at the chance to help growing up in the Hamilton area, as "I was contacted by Charlie through while, it was evident we shared a lot of the same and had a serious talk about it all," she said.

"The idea seemed up with Emma a Hamilton jump to bring our own game up."

"To be honest we didn't know how it was. It was plan C, but plan A, which had to be Hamilton, had to go through."

"The response was just remarkable, a lot of confidence moving forward."

A social media mogul with 15,000 followers on Facebook, the mother of three the message of support.

Beaton says for the commitment of his spunked his passion to support it.

"All we'll ever get to Charles as inspiring. It's a great and I'm just involved," Ms Nolan said.

"For me also, which we will share it predominantly, all inclusive events in the community."

Local Press have very supportive

Hamilton Kangaroos and South Warrnambool to play in Pride Game this season



Susie Giese
@SusieGiese

2 Mar 2017, 3:45 p.m.



Share



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Email



LEADING THE CHARGE: Hamilton Kangaroos will host a Pride round fixture against South Warrnambool this season.

Pride and Inclusion Day apparel finalised

PHIL HOLMES

THE Pride and Inclusion Day at Melville Oval on June 17 is fast approaching and the football jumpers to be worn by local team Hamilton Kangaroos, and women's VFL teams the Darebin Falcons and Melbourne University, have been finalised for production.

The day will see a women's VFL match added to the round nine Hampdes Football League fixture of Hamilton Kangaroos and South Warrnambool.

The who's who of the AFLW will be in action, all before the twilight senior clash between the Kangaroos and the Roosters.

The day has been developed to help bring to light the issues the LGBTI community face in their quest for equality.

Equality and same sex marriage campaigner and founder of the Gay+ That's OK website, Charles Beaton, has been a driving force for gay equal rights.

His twin brother Lachlan is gay, but kept it secret from those closest to him for 11 years due to feeling he would be rejected for "coming out".

This devastated Charles and he hopes his campaigning can help others to not feel isolated any more.

Excited to have the jumper designs completed, he was rapt with the final product.

"The designs are final and they have come up an absolute treat, they are full of colour and represent what we are doing here for the LGBTI community," he told The Spectator.

"Basically we have worked with a company called CJB, which is



The final design of the jumpers to be worn by the Hamilton Kangaroos against South Warrnambool on June 17 have been selected, with just six weeks until the Pride and Inclusion Day at Melville Oval.

is very affordable.

"The best thing is these jumpers are available to the general public and at a reasonable price," Beaton said.

"They need about four weeks to be delivered so orders will need to be in by May 10 at the latest."

With one thing ticked off the list of things to do, there is still

plenty to be organised, but Beaton was confident the event would be "bigger than Ben Hur".

"Everything is coming together really well and the list of special guests continues to grow. It really is going to be a great day, and many people getting behind this cause. Many that we feel can help make a difference," he said.



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01 MAR | NEWS - LOCAL NEWS | POSTED BY NICK O'CONNELL

ROUND TO PROMOTE EQUALITY AND INCLUSION

Equality and same sex marriage campaigner Charles Beaton says Hamilton's pride and inclusion day round between the Kangaroos and South Warrnambool at Melville oval June 17, has an underlying message that everyone should be treated the same.



Preparations ramp up for Hamilton Kangaroos-hosted Pride and Inclusion Game



Susie Giese
@SusieGiese

18 May 2017, 7:27 p.m.



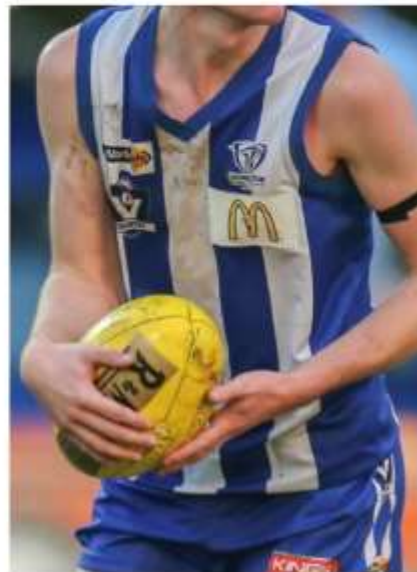
A footy match with a difference hopes to "shine the light on mental health issues" and raise money for local support groups next month.

Hamilton Kangaroos will host a Pride and Inclusion game against South Warrnambool on June 17, with the day set to also feature a VFL women's match between last year's grand finalists Melbourne University and Darebin Falcons, as well as a luncheon with a guest panel.

Annie Nolan, of 'Uncanny Annie' fame, and Fox Sports' Tegan Higginbotham will co-host the luncheon, with triple premiership Hawk Russell Greene and his daughter Angie Greene – who accepted an ARIA award on behalf of Sia – among the panelists.

"(We want to) shine a light on some of the mental health issues and some of the support groups that are just getting up and going ... bringing a bit of awareness about what the Hamilton area is doing," co-organiser Charles Beaton said.

Tickets for the lunch are available through the club.



PROUD: In June, Hamilton Kangaroos will host a Pride and Inclusion game.



Melbourne University Blacks Pave the way



Melbourne University Blacks show their colours to support gay pride

St Kilda Pride Game keeps momentum going

Showed the power of Football to deliver a message

Still negative backlash

What is Pride? <http://bit.ly/2rulA1W>

Personal stories are strong

Ro Allen (Commissioner for Equality and Sexuality) <http://bit.ly/2qvLWDi>

Sean Towner (Footballer) <http://bit.ly/2ru0a4Y>



SPONSORS OF PRIDE AND INCLUSION DAY 2017





Thank you

**Please stay for some
refreshments**



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