



Rainbow Roadmap Self Assessment: Resource

This self assessment checklist, supports sports clubs and organisations in assessing themselves around 2SLGBTIQ+ inclusion.

Rate your organisation or club: 1 (Not at all) → 5 (Strongly embedded). There are five sections with four key criteria in each section.

Scoring Guide

- 0–40 → Early stage (significant opportunity)
- 41–70 → Developing (journey has started)
- 71–100 → Progressing (good foundations)
- 100+ → Leading (embedded and sustained)





Rainbow Roadmap: Stages

Stage 1: Assess

- We have reviewed our policies and practices for 2SLGBTQ+ inclusion
- We understand our organisational culture and climate
- We have gathered feedback from participants/ players or staff
- We have identified key gaps and priority areas

Stage 2: Educate

- Staff/volunteers have received 2SLGBTQ+ inclusion training
- Education is ongoing (not one-off)
- People understand the need for inclusive language
- We know how to respond to discrimination (homo/bi/ transphobia)

Stage 3: Consult

- We have engaged 2SLGBTQ+ communities for feedback
- We provide safe opportunities to share experiences
- We listen and respond to concerns raised
- We build ongoing relationships with communities

Stage 4: Engage

- We actively promote inclusion in our communications
- We participate in key events (e.g., Pride, IDAHOBIT)
- We run inclusive programs or initiatives
- We partner with 2SLGBTQ+ organisations/ events

Stage 5: Enact

- Inclusion is embedded in policies and everyday practices
- Responsibility is shared across the organisation
- We have KPIs or goals for inclusion
- We measure and track progress over time