

Needs Statement: Collegiate athletic staff need education and awareness of the negative consequences a hyper-masculine environment creates for LGB athletes.

Theory & Key Assumptions	Resources	Activities (Process objectives)	Outputs * (Outcome/ Summative Objectives)	Outcomes (Short Term Goals)	Outcome Indicators* (Outcome/Summative Objectives)	Long Term Goal (7-10 years)
<p>Social identity theory: A person's sense of which they are based around the group they identify within, important for self-esteem.</p> <p>Hegemonic masculinity: Proposes the dominance of men in society and the inferiority of females. It explains why and how men have leading roles over all other gender identities and effects of it.</p> <p>Gender Schema Theory: Cognitive theory to explain how individuals become gendered in society and how this is transmitted in society.</p>	<p>-Outside LGBTQ+ org's expertise - NCAA consultant to find LGB expertise org's</p> <p>-Division 1 University participation</p> <p>-LGB Athletes willing to speak during trainings</p> <p>-Materials and toolkits</p> <p>-Funding for evaluation consultant, incentive for participating athletes</p> <p>-Evaluation consultant to analyze surveys</p> <p>-Space at UW for training to be held</p> <p>-NCAA/University coordination to project and lead training</p> <p>-Funding for outreach materials</p> <p>-Title IX coordinator participation</p>	<p>-Develop 4 part training curriculum and toolkit</p> <p>-Athletic staff attend training</p> <p>-NCAA evaluates surveys given to staff pre and post training and 6 month-post training</p> <p>-IRB approval</p> <p>-NCAA evaluates surveys given to athletes pre training and 1 year out of training and awareness committee</p> <p>-Title IX coordinator conducts 4 trainings</p> <p>-Coordinate with staff and athletes to create committee of LGBTQ Awareness for athletes</p>	<p>-Four 4 hour training sessions for athletic staff at chosen 4 year, Division 1 University conducted over a 2 year time frame every Spring and Fall</p> <p>-Pre, mid, and posttest survey data for staff and athletes</p> <p>-Formed LGB Awareness for Athletes Committee</p>	<p>Outcome 1: Increase awareness and understanding of: -Negative effects GB systems have on athletes -Diverse experiences of all LGB athletes -Decreasing the elevation of masculinity and the devaluing of femininity -Unique supports that LGB athletes need to feel safe in collegiate athletics</p> <p>Outcome 2: Establish institutionalized program for athletes and coaches to have continued knowledge and supports for the LGB athletic community.</p>	<p>1A: Staff report less masculine language and behaviors toward athletes post-year survey</p> <p>1B: LBG athletes report an increase in comfort and inclusivity from coaches, other athletic staff and teammates</p> <p>2A: University formally recognizes "LGB Awareness for Athletes" committee with volunteer athletes as an official on-campus on going club</p> <p>2B: University increases events around supporting LGB athletes via LGB athletic events (fairs, speakers, etc)</p>	<p>Athletic staff, at participating (40 in total) universities in Washington state, understand and have knowledge on the damaging effects obeying the Gender-Binary system has on LGB athletes.</p>

- GB= Gender-binary
- NCAA= National Collegiate Athletic Association

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