



OUTAIM

2024 PROGRAM GUIDE

ATHLETICS INCLUSION MOVEMENT



THE **OUT** FOUNDATION

Together We Can

Belonging Begins with Inclusion. We at The OUT Foundation are unwavering to ensure our LGBTQ+ community belongs. We're committed to modeling diversity and inclusion within and outside our services, and to maintaining an inclusive environment with equitable treatment for all.

Inclusion is about the actions we take each day. We are an inclusive community and a safe space for fitness, health and wellness for athletes, health seekers, families, and staff members regardless of race, sex, gender identity, gender expression, sexual orientation, physical ability, socio-economic status, family structure, faith, ancestry, national origin, or medical condition. We honor, respect and celebrate our differences.

No matter where you are on your health journey, The OUT Foundation sees you and is committed to your health and well-being. Because we know Together We Can!

The OUTHealth program supports our mission by removing the barriers that block the LGBTQ+ community members from living as their true, authentic selves. We provide health services through various initiatives. OUTHealth is designed for all members of the LGBTQ+ community.



Tina M. Weaver

she | they
Executive Director



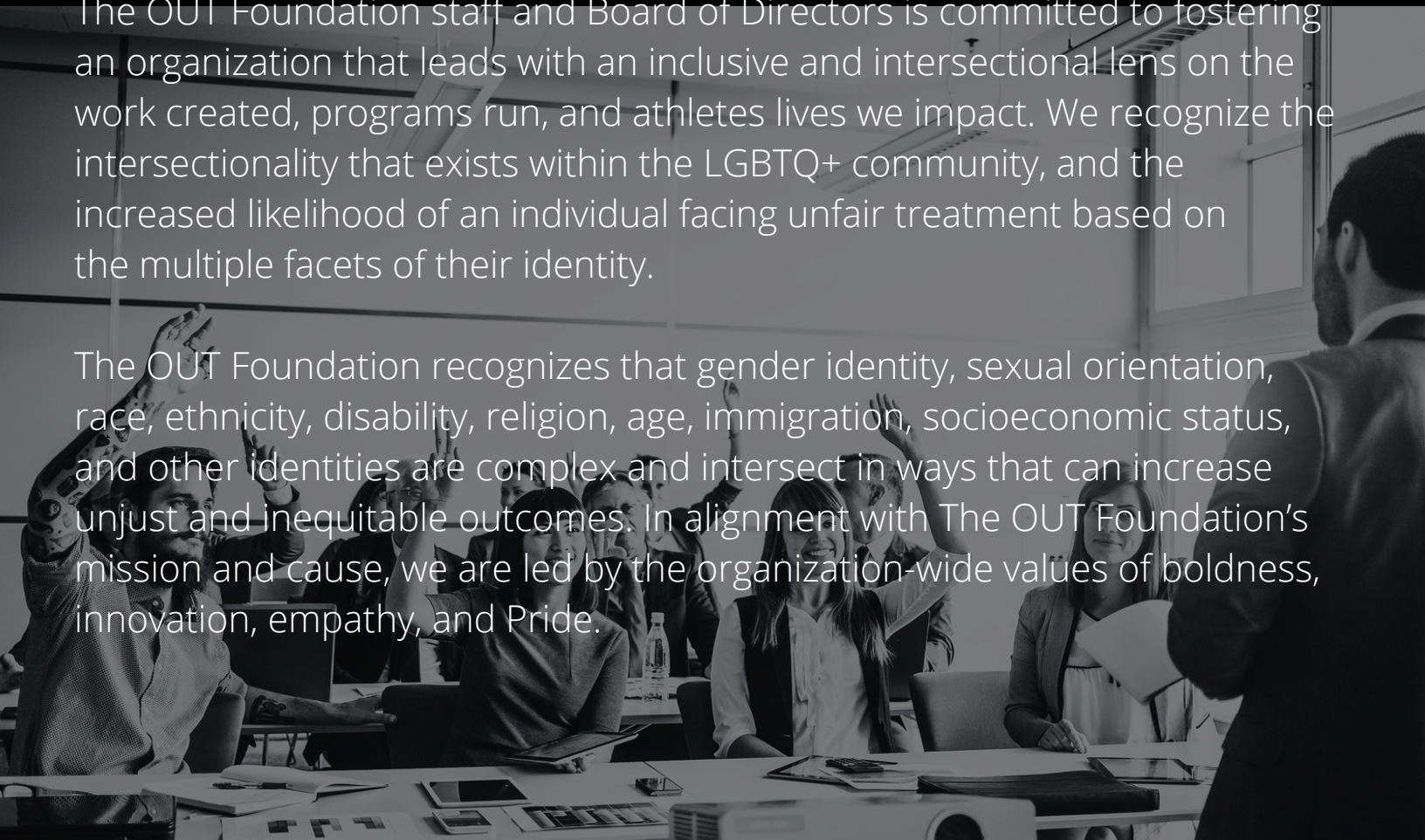
Transformational Change

OUTAIM harnesses the experience, expertise, and leadership of current and former athletes, DEIB health and wellness consultants, and LGBTQ+ health and wellness professionals to create transformational change for gyms.

As subject matter experts, OUTAIM is designed to drive incremental change in which we meet the gyms/fitness environments where they are, valuing their interest and commitment to ensuring their gyms/fitness environments is safe and inclusive.

The OUT Foundation staff and Board of Directors is committed to fostering an organization that leads with an inclusive and intersectional lens on the work created, programs run, and athletes lives we impact. We recognize the intersectionality that exists within the LGBTQ+ community, and the increased likelihood of an individual facing unfair treatment based on the multiple facets of their identity.

The OUT Foundation recognizes that gender identity, sexual orientation, race, ethnicity, disability, religion, age, immigration, socioeconomic status, and other identities are complex and intersect in ways that can increase unjust and inequitable outcomes. In alignment with The OUT Foundation's mission and cause, we are led by the organization-wide values of boldness, innovation, empathy, and Pride.



Inclusion begins with you

Assessment

The survey assesses the gyms/fitness environments on an inclusion scale that ranks their inclusivity of LGBTQ+ staff, members, participants, and volunteers.

Trainings

Based on your assessment results, we will curate a suite of training which will develop inclusive skills to uplift, embolden, and affirm LGBTQ+ clients' and members' physical, mental, and emotional health and well-being.

Collateral

Ensuring visibility is critical. OUTAIM provides generated collateral and marketing tools in which to support the administrative efforts of local gyms/fitness environments. An example is our Pride Toolkit.

Mentorship + Guidance

We are on the marathon, together, this is not a sprint. OUTAIM will provide quarterly check ins, on the spot guidance, and various key tools shared throughout the year that is developed from our experienced and credentialed staff.

Annual Audit

At the end of each year, we will audit gyms in discussions, review of gym space, member and client survey to ensure each gym is maintaining their OUTAIM level of accreditation.

Levels of Inclusion



Level I - Uplifting (score: 0-48)

Uplifting gyms + coaches accept all with kindness and courtesy. Embracing gyms + coaches have taken the first steps of opening the door and have embraced the work of becoming a fully Empowering gyms + coaches. What is included: OUTAIM Assessment, Pride Kit, Inclusive Fitness Finder



Level II - Strengthening (score: 49-60)

Strengthening gyms + coaches uphold the rights of LGBTQ staff and members. These locations collaborate with their local LGBTQ+ communities to build inclusive relationships. Substantial steps have been taken to become a fully Empowering gym + coach. What is included: OUTAIM Assessment, Pride Kit, EDIT, Inclusive Fitness Finder



Level III - Empowering (score: 61+)

Empowering gyms + coaches are vocal leaders for LGBTQ staff and members, working intentionally toward change, ultimately leading to the sustainability of the LGBTQ+ community in health, fitness, and wellness spaces.

What is included: OUTAIM Assessment, Pride Kit, EDIT, Inclusive Fitness Finder.

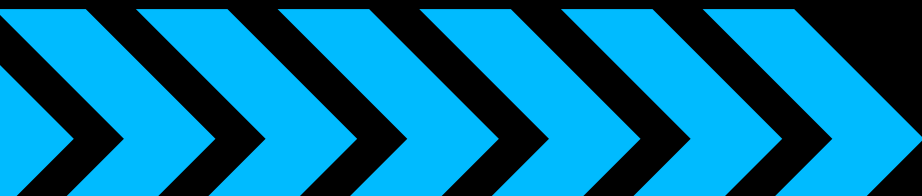
INCLUSIVE FITNESS FINDER

Be found by all!



Our Inclusive Fitness Finder (IFF) is an interactive map that provides vetted fitness spaces across the United States. This is a resource for anyone looking for an LGBTQ+ inclusive fitness space.

Your Inclusivity Level corresponds with your OUTAIM marker on our Inclusive Fitness Finder.



Trainings Offered

Visionary Belonging

An introductory look at our changing communities and the importance of being welcoming and affirming of all with a focus on the LGBTQ+ Community.

Unconscious Bias

Helps to define and bring to mind the unconscious biases that affect our daily lives and how to pivot our mindset to make yourself and your space a better ally to the LGBTQ+ Community

Trans Allyship in Fitness

Defining the issues and challenges that specifically affect the trans community in fitness, health and wellness with practical knowledge of how to be educated and welcoming.

Introduction to Pronouns

Focuses on the history of pronoun usage and the importance of pronouns as a simple way to signal your allyship towards the LGBTQ+ Community

HIV | AIDS Training

Learn how HIV/AIDS disproportionately affects the LGBTQ+ community, and how you can help those affected from all walks of life lead a long and healthy lifestyle

EDIT

The capstone of The OUT Foundation trainings is an all encompassing look at equity, diversity and inclusion in training. Where we will explore practical examples of how you can best help remove the barriers that block LGBTQ+ individuals access to health, fitness and wellness

Pride Tool Kit

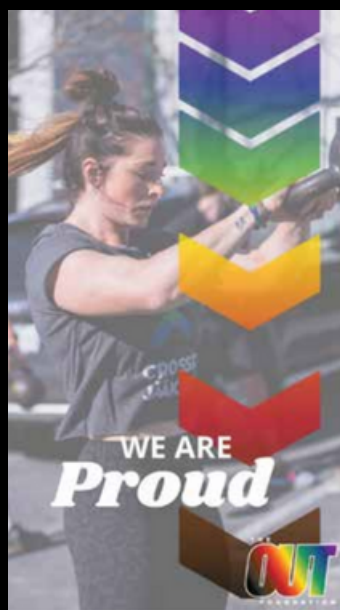
OUTAIM provides generated collateral and marketing tools in which to support the administrative efforts of local gyms/ fitness environments.

Gyms and fitness environments that have established genuine relationships with the LGBTQ+ community can enhance their support through Pride Month messages on social media.

Many Pride Month posts do a great job of this, and we are here to support you and ensure you are putting out the right type of messaging. The Pride Toolkit will get you there.

The Pride Toolkit will include:

- Social post templates
- Guidance on language
- Tools to avoid 'rainbow-washing'



Connect with us



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If your gym or fitness environment already meets the criteria for one of our Levels of Inclusion, fast-track your certification by detailing how these are being carried out in your space in an email to programs@theoutfoundation.org

If your gym or fitness environment does not currently meet the requirements for our Levels of Inclusion but are interested in becoming OUTAIM Certified, email programs@theoutfoundaiton.org

Trainers and Ambassadors

The OUT Foundation's OUT Ambassador program is a premier group of LGBTQ+ athletes and subject matter experts committed to our mission of removing the barriers that block LGBTQ+ individuals' access to health, fitness and wellness.

They leverage their experience and subject matter expertise by leading trainings like E.D.I.T for The OUT Foundation throughout the year as well as peer review new content as it is created.



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