



TRAINING PROGRAMME

The SISTERS training programme aims to strengthen the knowledge, skills, and attitudes of participants to promote inclusive and equitable practices in sport.

The specific goals are:

- ❖ Build awareness around gender and LGBTQIA+ sensitivity.
- ❖ Help participants recognise and address discrimination effectively.
- ❖ Promote inclusive practices and equitable governance in sports.

As a result of this training, all participants are expected to achieve:

- ❖ Improved understanding of gender sensitivity, LGBTQIA+ equity, and intersectionality in sports.
- ❖ Enhanced ability to recognise and address discrimination and violence.
- ❖ Improved ability to resolve conflicts.

The learning outcomes are divided into 2 target groups and address 2 main thematic areas:



**Understanding Gender, SOGIESC
& Intersectionality in Sport**



**Acting for Inclusion
& Change**

By the end of the training, sports manager, coaches and staff will be able to:

- Understand the key concepts of gender equity, GBV, and SOGIESC discrimination in sports contexts. Recognise how intersectionality influences access, participation, and experiences of athletes.
- Understand the principles of inclusive governance, co-creation, and shared responsibility in sports. Know the essential elements of a Code of Conduct addressing SOGIESC discrimination.
- Apply conflict resolution and safe communication in diverse teams.



Sports players and young athletes will be able to:

- Know what constitutes discrimination, bullying, and GBV in sport settings. Understand how gender identity, expression, and sexual orientation can affect sport experiences.
- Understand the importance of co-leading inclusion initiatives and campaigns with peers and coaches. Know the role of individual behaviour in shaping inclusive team cultures.



Partnership



SISTERS