

# sgs



# sport for all genders & sexualities

Tackling Sexism,  
Trans- & Homophobia  
in European  
Grassroots Sport



VIDEC



Deutsche  
Sporthochschule Köln  
German Sport University Cologne  
Institute of Sociology and  
Gender Studies

LANDESPORTBUND  
NORDRHEIN-WESTFALEN



Bundesministerium  
Kunst, Kultur,  
öffentlicher Dienst und Sport



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# SGS Training Toolkit



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Views and opinions expressed in this publication are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Commission. Neither the European Union nor the granting authority can be held responsible for them."

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## **The SGS Project**

### Tackling Sexism, Trans- and Homophobia in European Grassroots Sport (SGS)

The project aims to establish an inclusive and open sports culture that is open to all genders and sexualities. European sport is still dominated by rather antiquated notions of masculinity and pejorative notions of femininity, as well as the strict division into "men" and "women". This dominant binary and masculine narrative in sport contributes to the discrimination and exclusion of women/girls (sexism), transgender (transphobia), lesbians and gay men (homophobia), and all those who cannot/won't be pigeonholed with their gender identity.

The overall goal of the project is to promote inclusion and participation of all genders and sexualities in European grassroots sports. This requires an understanding of how athletes are still excluded from sport due to a prevailing binary gender norm.

Together with relevant stakeholders from organized grassroots sports, SGS develops measures and methods (institutionalized dialogue, guidelines, awareness campaigns and inclusive trainings) to address these discriminations and break down barriers for transgender athletes, LGB persons and women.



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Our ideal trainer has:

- Training skills and experience
- Sports knowledge and understanding
- Gender and sex diversity knowledge and experience

Your training should be pitched at the point where these three dimensions intersect. .



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# Section 1: Gender Diverse Language & Terminology

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Icebreaker: Name all the letters in the anagram

**L G B T Q Q I P P A A**

**(2S) (NB)**



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- L = Lesbian /Lesbiana
- G= Gay/ Homosexual
- B= Bi/ Bisexual
- T = Transgender/ Transgénero
- T= Transsexual
- Q = Queer (Marica)
- Q= Questioning/Cuestionándose
- I = Intersex / Intersexe
- P= Pansexual/ Pansexual
- P= Polysexual
- A= Asexual/ Asexual
- A= Ally/ Aliado(a)
- Bonus round
- NB = Non- Binary/ No binario
- 2S= 2 Spirit / Dos espíritus





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Deep dive note -

## Misconception: Trans and LGBT+ identities is a modern or western idea.

Different culture understand and express gender differently. Over centuries these understanding and expressions change.

### •Eg: Native American culture – 2 Spirit

“Two-spirit” refers to a person who identifies as having both a masculine and a feminine spirit, and is used by some Indigenous people to describe their sexual, gender and/or spiritual identity.

### •Hijras:

In the Indian subcontinent, Hijra are eunuchs, intersex people, and transgender people. They are celebrated in sacred Hindu texts such as the Mahabharata.

- **Judaism** – 6, Talmud

Zachar (זָכָר), Nekevah (נְקִיבָה), Androgynos (אֲנָדְרוֹגִינוֹס), Tumtum (טוֹמְטוֹם), Ay'lonit (אֵיילוֹנִית),

Saris (סָרִיס):)

- Africa

There are also examples of trans and gender nonconformity across the African diaspora. Examples can be seen in the Dagaaba tribe of Ghana, the Dogon tribe in Mali and The Lugbara people of Democratic Republic of the Congo.







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## Alternative exercises

- 1) Print out words and definitions and ask people to match them up. This way you can include deeper concepts too
- 2) Ask small groups to present terminology to each other
- 3) For more advanced groups, ask them to arrange different terms according to sexual orientation, gender identity and expression, and sex characteristics

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# Section 2: Let's explore transgender and intersex



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- A transgender person is someone whose gender is NOT consistently the same as the gender they were assigned at birth.

(**S**: Transgénero **F**: Transgenre, **G**:Transgender)

- A cisgender person is someone whose gender IS consistent with the gender they were assigned at birth.

(**S**: cisgénero **F**: cisgenre **G**: cisgender, cisgeschlechtlich)

- A intersex person is someone whose; chromosomes, reproductive organs or genitalia vary in some way from what is traditionally considered clearly male or female in terms of biological sex.

This may be apparent at birth or become apparent later in life – often at puberty, or when they conceive or try to conceive. We recognise that this definition uses a medical model however it is important to recognise that some people proudly identify with this term.

(**S**: intersexualidad **F**:intersexe **G**: inter\*, intersex )



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## Examples of Intersex variations

**46,XX DSD:** Some people have XX (usual female) chromosomes with ovaries and a womb, but their genitals may not look the same as many females. For example, they may have a more developed clitoris and their vagina may be closed.

**Congenital adrenal hyperplasia (CAH)**. A person who has CAH lacks an enzyme (chemical substance) that their body needs to make the hormones cortisol and aldosterone. Without these hormones, their body produces more androgens (sex hormones that are naturally higher in males). If the child is female, the raised androgen levels before birth can cause their genitals to look different, such as a larger clitoris and a vagina that is not open in the usual place.

**46,XY DSD:** Some people have XY (male) chromosomes, but their external genitals may develop in the usual way for girls or boys. A person may have a womb and may also have testicles inside their body. Sometimes the testicles might not work properly.

**Klinefelter syndrome**, which is where a boy is born with an extra X chromosome (XXY).

**Rokitansky syndrome:** Some females are born with an underdeveloped womb or without a womb, cervix and upper vagina. The ovaries and external genitalia look the same as most girls and women and they develop breasts and pubic hair as they get older.



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- A trans man is someone who was assigned female at birth but who is a man
- A trans woman is someone who was assigned male at birth but who is a woman
- The words 'transgender' and 'trans' are often interchangeable.
  
- A Non Binary person is a person whose gender identity isn't exclusively or consistently man/male or woman/female. Instead their gender identity is between or beyond the man/woman binary or they have no gender.
- Inclusive of other terms such as gender-fluid, genderqueer, agender.
- May use the pronouns they, she, he, or neopronouns
- Might use gender-neutral titles such as 'Mx'



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## **Differences between Trans and Intersex**

Transgender is based on a rejection/acceptance of a social construct and differences in gender identity

Intersex is based in biological differences

Some intersex people may identify as trans and some trans people may find out they are intersex. But they are not the same.

There is less awareness of intersex people , but rules placed on trans people will impact intersex people. (Hormones ect)

Negative stereotyping and discourse impacts everyone.





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# Pronouns and misgendering

- Pronouns are the short words we use to refer to people instead of using their name: she, he, they, or neopronouns.
- Misgendering is referring to someone as a different gender to the gender they are, for example:
  - By directly saying so
  - Making incorrect assumptions about someone's gender
  - By using the wrong pronouns for them



“They” can be and has been used to describe a singular individual since 14th century with Chaucer. Also see; Shakespeare, Dickens, Bronte, Austin ect . Refusing to use someone's correct pronouns because “it is not grammatically correct” is wrong and incorrect

# Non Binary / Gender Neutral Pronouns

In English, when you don't want to misgender someone or if someone doesn't identify as male or female (non-binary or other), you use pronouns like 'they' and 'them'. *Example: Look at Chris! They look happy today! I'm going to ask them if they want to join us later.*



In many European languages (eg Spanish & French) then most language is gendered. If neutral the default is often masculine.

In French, there is not neutral pronoun, but inclusive people use a new [French pronoun](#) like "iel", "ielle" (pronounce it like [yell] in English) or even "ille" (any of these 3 are fine). Some people use "ul", "ol", "ael" or "ele". We sometimes also use "on".

Examples : Regardez Chris! Iel a l'air heureux/se aujourd'hui! Je vais ellui demander s'iel veut venir avec nous plus tard.

The French possessive pronouns "mon" or "ma" are sometimes replaced by "mo" "maon" and "man" and the demonstrative pronouns "celui" and "celle" by "cellui" as well as "celleux" or "ceuzes".

Eg:! Which gender should I address you as? I use non-binary forms for myself." (Spanish: *¡Hola! ¿Por qué género quieres que te trate? Yo uso género no binario para mí misma.*)

"What are your pronouns? I use she/her."  
(Spanish: *¿Qué pronombre usas? Yo uso ella.*)  
¿Qué pronombres utilizas?

In the nonbinary community, there are many alternatives to binary er/sie pronouns in German, including: si\*er, xier, dey, em, en, hen, iks, and others. Some even use the English pronoun they.  
*Jona wohnt in Berlin. Sier wohnt seit einem Jahr in Kreuzberg.*

Instead of a pronoun, you can also use the name of the person you are referring to (and some people prefer to avoid pronouns in this way):

*Max wohnt in Berlin. Max wohnt in Kreuzberg.*

Common issue: while most work if written down, spoken can still be an issue.

LANGUAGE	GENDER-NEUTRAL PRONOUNS
English	they/them/themself ze/hir/hirself xe/xyr/xyrself
Spanish	elle
French	lel , øl , al
German	xier/xies/dier sier/sies/dier
Portuguese	elu
Galician	eli elu
Catalan	elli



**What are some gender-neutral pronouns and neopronouns in different languages?**



## Deep dive note -

### Misconception: Transgender people are taking over.

Guess? How many per 100/ 1000?  
= 1 in 200 people is transgender.

USA: CDC's (BRFSS) (2016) = 0.6%.

US Pew Research Center, (2022) roughly 1.6%

UK : Do not know (2022)

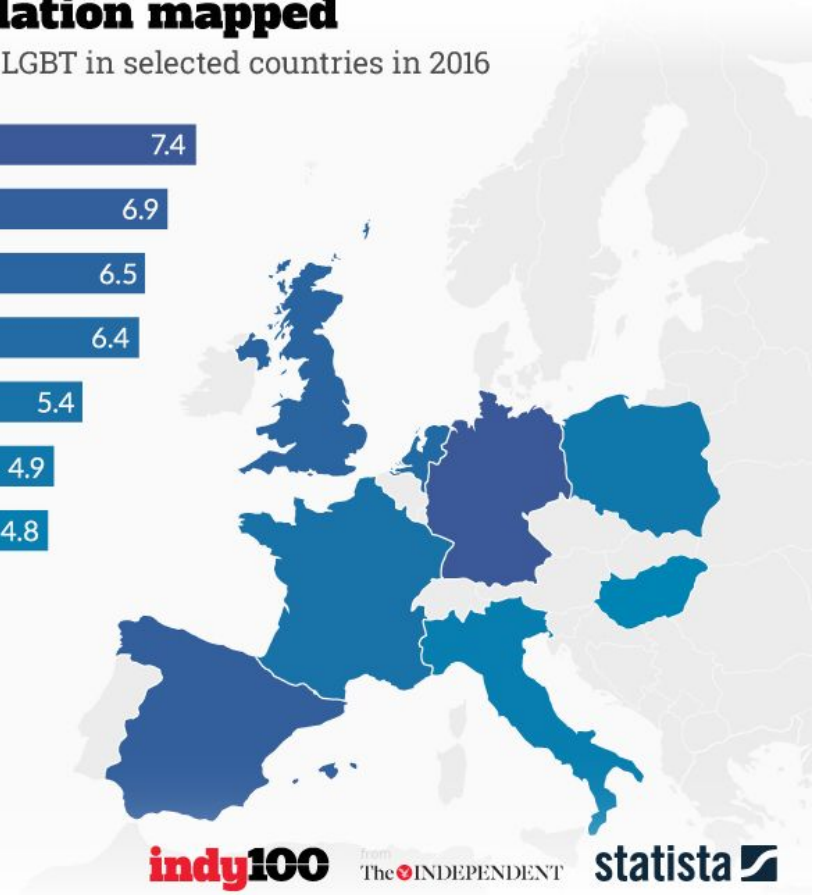
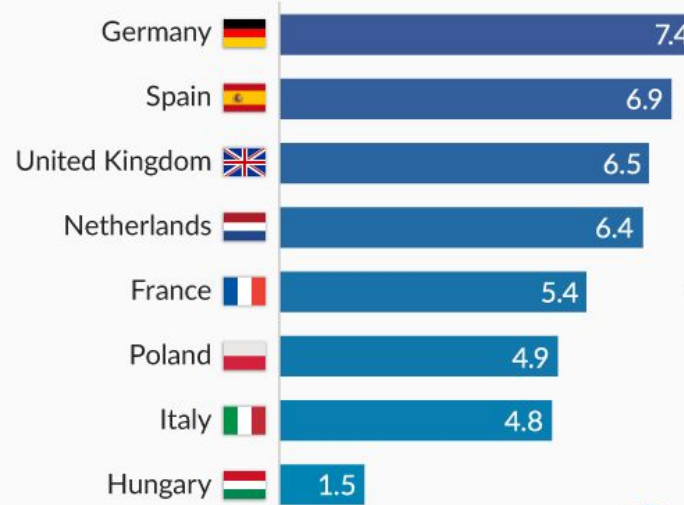
UK Census for England and Wales ,(2023)= = 0.5%

France Estimate (2009) 0.01% -0.07% (medical insurance)

Think Left handed. Used to be criminalized and punished.  
Now is accepted and we see higher numbers.

### Europe's LGBT population mapped

% of the population identifying as LGBT in selected countries in 2016



# Gender Identity and Gender Expression



Gender identity (identidad de género) is how we see ourselves in regards to being a man or a woman or somewhere between or beyond

- Everybody's gender identity is self defined.

Gender expression (expresión de género) is all of the external characteristics and behaviours that are socially defined as either masculine or feminine, androgynous.

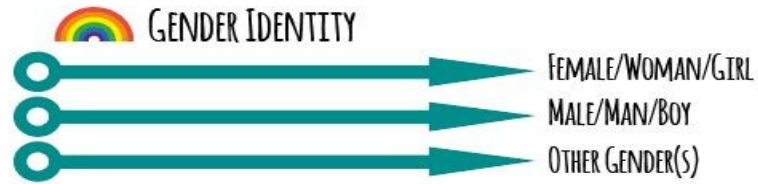
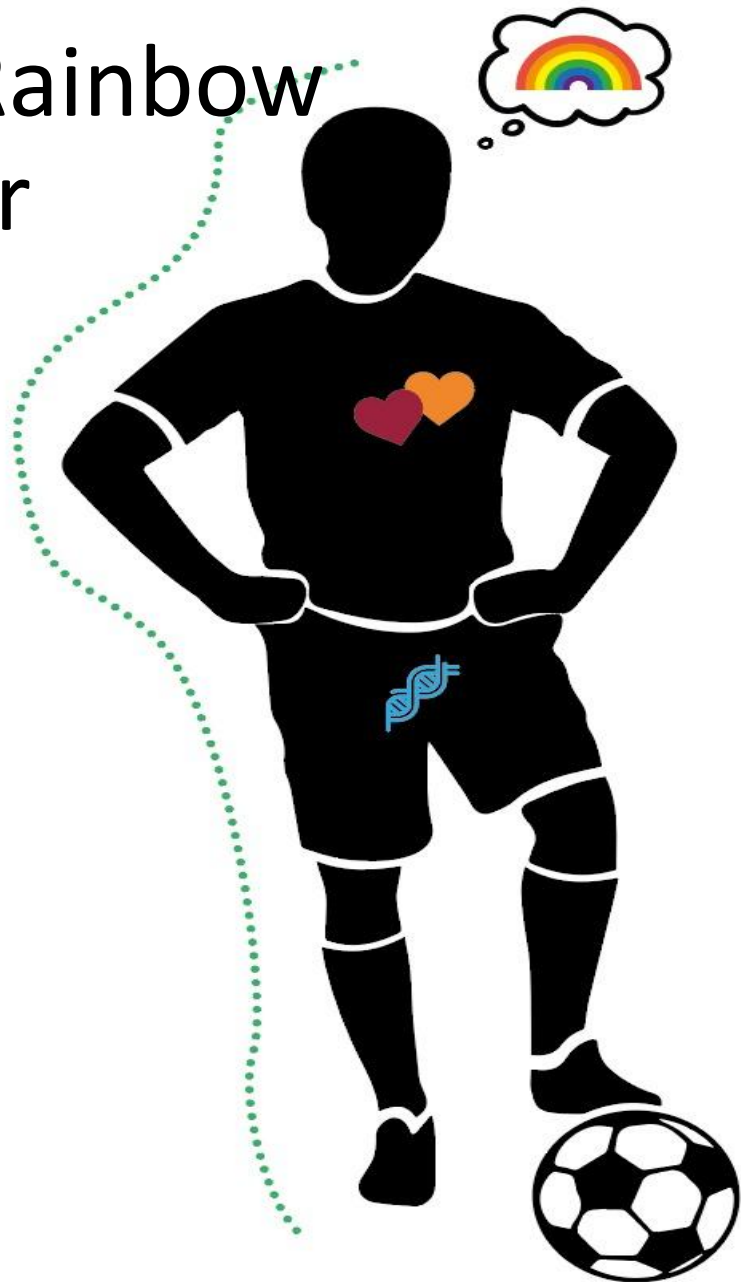
Such as; clothing, hairstyle, body shapes, make-up, mannerisms, speech patterns and social interactions

*Audience:*

*What are some ways that you express your gender through your appearance or behaviours? Why are they masc/fem/andogyn?*



# The Rainbow Player



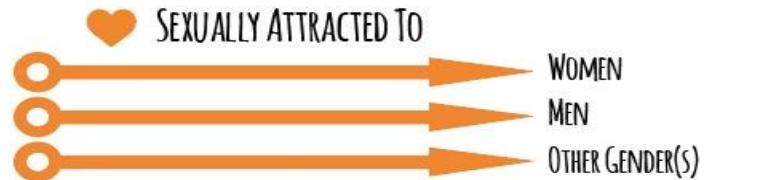
**Gender Identity:**  
One's innermost concept of self as male, female, a blend of both or neither



**Gender Expression/Presentation:**  
External appearance of one's gender identity, usually expressed through behaviour, clothing, haircut or a voice



**Sex Assigned at Birth:**  
The physical, biological, chromosomal, genetic and anatomical make up of a body



**Sexually Attracted to:**  
The ability to feel sexual desire toward



**Romantically/Emotionally Attracted to:** The ability to be in a romantic relationship with; involves feelings beyond sexual nature

Each of the categories above is independent from the others.  
The concept of gender is different for everyone.



## • Transition/Gender Reassignment

Equivalent terms for a process (or any part of such a process) through which a person re-defines the gender in which they live their life, in order to better express their gender identity. Aspects and order of such a process can vary and may or may not involve medical and social aspects.

Social Transition may involve:

- Altering gender expression
- Coming out to friends and family
- Changing name and title (potentially via statutory declaration)
- Coming out in religious, recreational or volunteer environment
- Coming out to working or studying environments
- Changing legal documents such as passport or driving licence

Medical transition may involve:

- Seeking a diagnosis of gender dysphoria
- Referrals for Hormone Replace Therapy (HRT)/
- Referrals for Gender Reassignment Surgeries (GRS) (eg

# FAQ - At what Age?



A big worry a lot of people have when talking about LGBTIQ+ issues and young people, is that these are topics too complicated or inappropriate for them to be having.

While this is not universal, most LGBTIQ+ people will start to question their sexuality and gender with the onset of puberty. LGBTIQ+ people have always been having these thoughts at this “young age”. The difference now is that the cultural climate is changing, and we are starting to have these conversations more openly.

LGBTIQ+ education is or has been illegal for us to be taught in school in many areas. (e.g. UK 1988-2003). There is still a lot of work to be done on this.

These kids now have access to information that most of us did not have access to until university.

They are finding the language to describe their identity sooner, and feel safer discussing this with others at a younger age to us.

What they are looking for is good , safe reliable information and someone they trust to have these conversations with.

“As part of growing up, all children and young people will spend time exploring their identity and developing a sense of who they are. This will include thinking about whether they experience attraction to others, who they are attracted to (their emotional, romantic and/or sexual orientation), how they feel about their gender (their gender identity), and the different ways they express their gender (gender expression).”

It not that more people are being born gay/trans or anything like that. It is that more people feel able to have these conversations and ask themselves these questions about their identity, without the same stigma and discrimination that previous generations went through.

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# Section 3: Non Binary, Transgender & Intersex experiences and barriers in sport

# Relevance to sport?

Because Trans people are human.  
Sport is a Human Right\*

If sport is meant for everyone, then we have to work to make sure it is inclusive and accessible to everyone

"For every man, woman and child, sport offers an opportunity for self-improvement quite independent of profession or position in life. It [sport] is the birthright of all, equally and to the same degree, and nothing can replace it..."

**Baron Pierre de Coubertin. Founder of the modern Olympic Games**



Fundamental Principles of Olympism  
4. The practice of sport is a human right. Every individual must have the possibility of practising sport, without discrimination of any kind and in the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play.

IOC Charter.p8

# Barriers to sport

## Facilities and kit

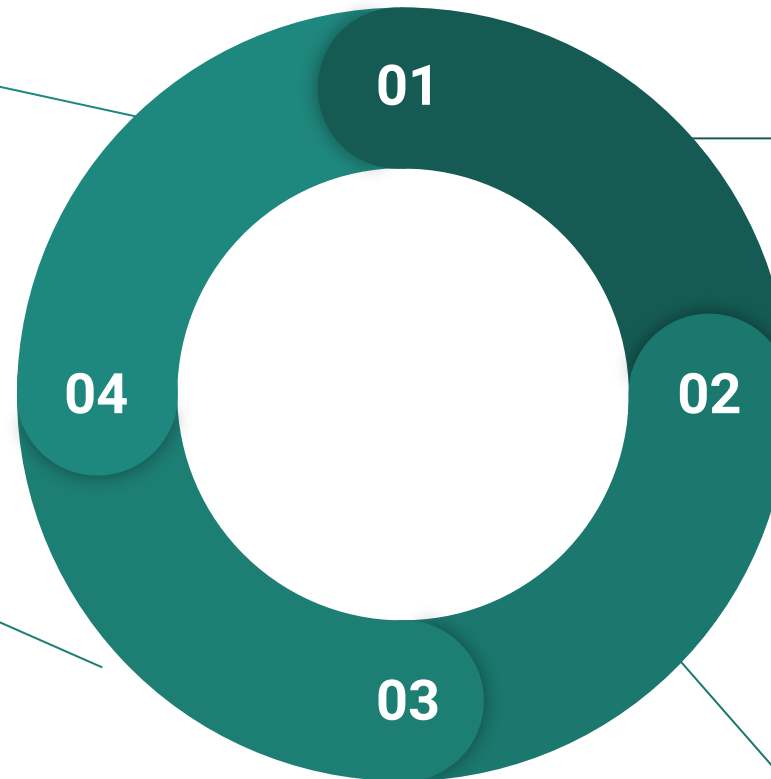
1. Gendered spaces
1. Changing rooms
1. Kit/ uniform
- .

## Admin and bureaucracy

1. Binary options on Forms M/F
2. No Non Binary options / teams
3. The "Open" options .

Choose 1 of the barrier areas above.

Make notes on what you think this might practically look like for a trans person attending training, a match, a club social, or being involved otherwise in your sport



## Medical requirements during a healthcare crisis

1. Medical requirements (for trans women) to mitigate advantage.
2. Waiting times and lack of awareness
3. Personal Cost and Personal medical information

## Negative experiences and dangerous media climate

1. Fear/ History discrimination or fear of being outed
2. Media attention / coverage and subsequent debate

# Medical requirements during a healthcare crisis



The discussion about medical requirements for trans people in sport is complicated.

Understand what we mean when we say “Healthcare Crisis” and how this impacts Trans and Non-Binary ability to take part in sport.

Average Wait	1st assessment
Spain	3-6 months
Germany:	3-12 months
France:	6-12 months
UK	3-4 years

Overall issues:

Regional differences

Mixed healthcare/ insurance coverage

Lack of awareness or Consistent training for staff

Sports need to be aware of what is being asked of trans people and how to support them

Difference between Grass root (amature) and Elite (professional) sports.



# Questions



## **Group Discussion**

*Why is it like this?*

*What is the longest you have ever had to wait for a medical appointment?*

*(Impact on physical and mental health)*

*What are the medical expectations in your sport, and at what level?*

*How are they carried out/ implemented?*

# Negative experiences and dangerous media climate

Debate not a discussion

We have seen bans from : Ban World Athletics, World Rugby, World Swimming (FINA), Rugby Football League etc **Chess?**

Why? “Fairness”

And is this either efficient or effective?

Scot Rugby <5 women. Time, resources, money... to stop a handful of women from playing sport.

Rhetoric has become Dangerous & Threat to trans women. (Trans men often go under the radar, NB not known)

Shifts the blame on a lack of funding, representation ect in Women's sports and make it a Trans issue to focus on instead.

The narrative is focused on “Unfair advantage” and “Fairness over Inclusion” instead of reality which is trans people do not take part in sport. And those who dare to get punished for it.

	<h2 style="text-align: center;">Do trans women have an advantage in sport?</h2>
<p>Body type Pre T</p>	<p>Range of Height, Weight, Muscle . There is a RANGE  <i>Avg height for UK women is 1.64m. 37 countries have on average taller women.</i>  <i>Tallest is Netherland 1.70m. Shortest is Bolivia at 1.42m</i>  <i>The tallest woman today is 2.15m, the shortest is 63cm.</i>            Av height of UK Netball is 179.9</p>
<p>HRT</p>	<p>Social and Medical transition.            On average “after 12 months of hormone therapy, significant decreases in measures of strength, LBM and muscle area are observed.”            Due to HRT Av trans women has less Testosterone than cis women.</p>
<p>Which Sport</p>	<p>Rugby vs Gymnastics / Shot put vs long jump            Each of these sports require a different set of skills to be proficient and each have different physical features which could give the player an advantage.            To suggest that one group of people all contain the physical features to have an advantage in all sports is impossible.</p>
<p>Social Disadvantage</p>	<p>99% of trans people surveyed have experienced transphobia on social media, and 97% reported witnessing transphobia in digital and print media (Trans Lives Survey 2021).</p>
<p>Other factors</p>	<p>Physical and Social Factors            Wealth, social support vs without. Different physical leagues. Different weights for boxing, different height for basketball, different starts for slow people.</p>
<p>Numbers game</p>	<p>Is it worth it? NO (0.5/1%) Still not taking part in sport to begin with.</p>

# Transphobia



Transphobia is discriminatory or prejudiced actions or language related to someone's actual or perceived gender identity or gender expression.

Can look like	Can also look like
Verbally or physically attacking a trans person	“Politely” telling someone that they are in the wrong bathroom
Making jokes about trans people (‘banter’)	Claiming there is a "conflict" between trans people's human rights and those of any other group
Insinuating trans people are a ‘threat’	Only having male and female gender options on forms
Purposefully misgendering a trans person	‘You don’t look trans’
Asking trans people intimate questions	Assuming all trans people have certain body types

# Admin and bureaucracy



## **Binary Team Options** ( binarismo de género)

Where do/ Can Non-Binary people play?

At what stage or transition can people change teams?

## **Joining documents**

Often Binary (M/F)

No Distinction between Gender and Sex.

What are the rules for inclusion and how are they monitored?

## **Medical requirements**

Specific details are needed.

Consistent and informed point of contact

Timeline and justification for testing

Who is responsible for costs of testing?

# Facilities and kit



## **Changing rooms and toilets:**

Legally: Transgender people should use the bathroom that most accurately represents their gender identity (UK Equality Act 2010).

Socially: Bathrooms and changing rooms can be an opportunity to affirm towards the correct gender. If the correct gender facility is not available or safe, then a gender neutral space should be provided.

Having gender-neutral single occupancy changing rooms that are accessible to everyone, can be locked for privacy, and have a shower and a toilet incorporated into each room allows for increased accessibility while maintaining player privacy irrespective of the reasons why privacy may be desired.

## **Clothing**

Gendered uniforms: Are they necessary? Shorts are shorts ect. Allow for uniform editing if it makes a difference to the player.

Binding (vendarse el pecho) and Tucking: Be aware that if a trans player is binding it can cause a risk to their health and to factor in adaptations if needed.



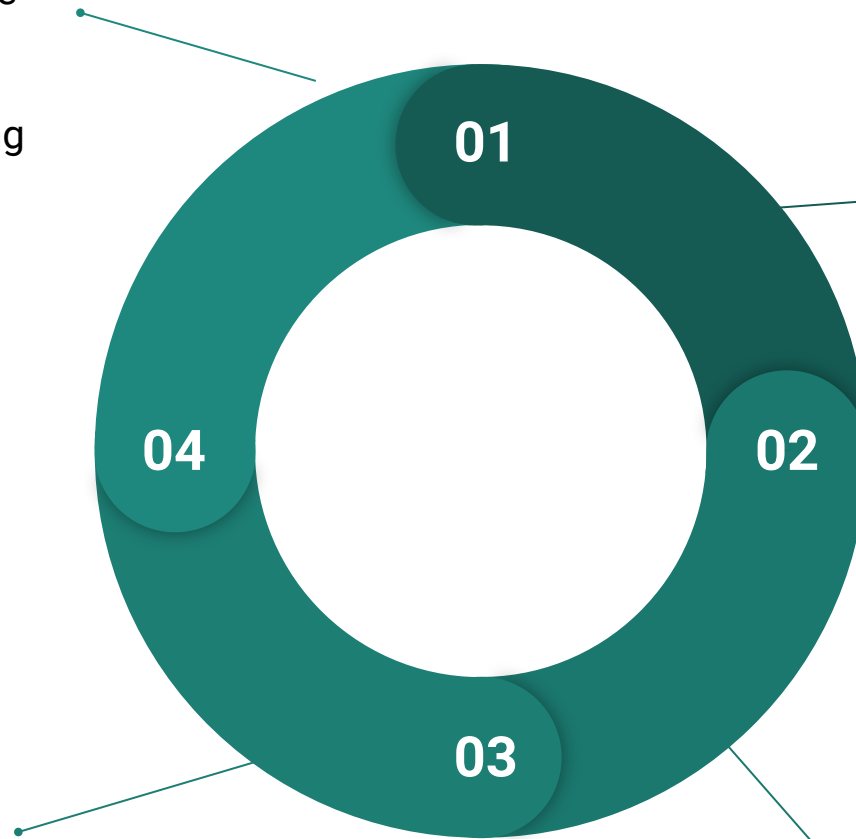
# Removing Barriers to sport

## Facilities and kit

1. Where possible have a Gender Neutral option available.
2. Allow trans people to use the facilities that match their Identity (LAW)
3. Avoid unnecessary gendering of Kits

## Admin and bureaucracy

1. Have a Policy that covers all genders so that people know where they fit in.
2. Forms should Allow for M/F/NB/Other
3. Ask about pronouns and Preferred names
4. Open category. Are all 3 suitably managed?



## Medical requirements during a healthcare crisis

1. Inclusion Policies that are Clear, Common Sense and Compassionate
2. Roadmaps for player explaining how and when they can take part in sport + Transitioning into sport after University.
3. Covering costs for medical evidence or not asking for it.

## Negative experiences and dangerous media climate

1. Prove that your are the exception. Show off and demonstrate your allyship to let Trans and Non Binary people know they will be accepted.
2. Have Policy and Training in place to prepare staff and players for any questions.
3. Give us positive stories of trans people in sport.

# Section 4: Lived experience



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### **Involve people with lived experience**

- You should centre people with lived experience within your training
- Real stories, real people, increases empathy and acceptance towards people

### Methods

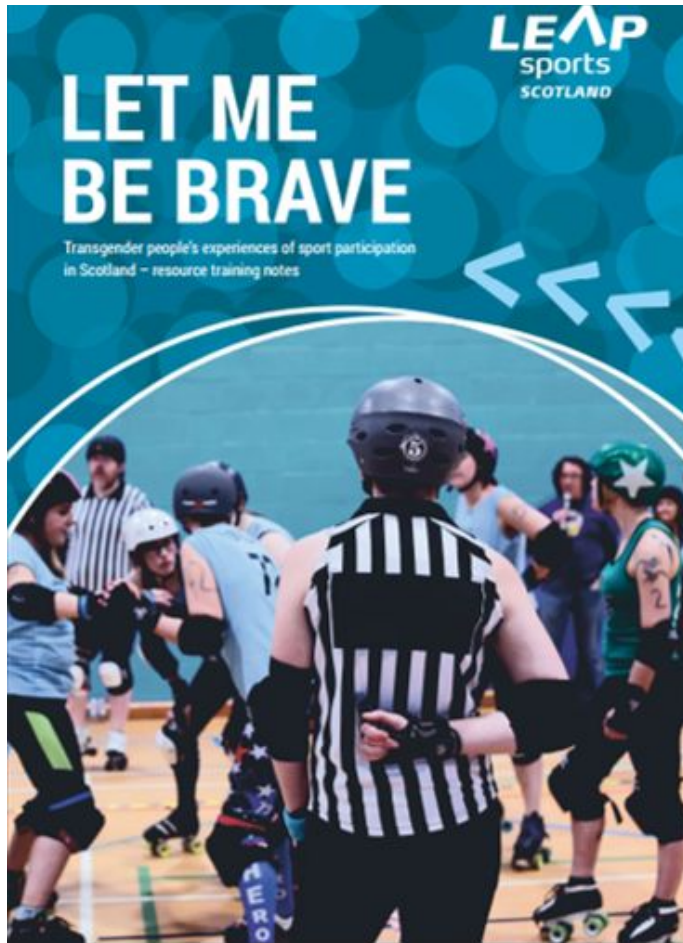
- 1 - Watch a short video then answer some questions / discussion (see next slides)
- 2 - Bring some community athletes in to share their stories
- 3 - Have people with lived experience as part of the training team
- 4 - Want to get more creative? Try using the Human Library method

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Here is one example of a short film called Let me be brave featuring stories from 6 trans athletes

The film can be accessed here:

<https://leapsports.org/activities/campaigns-and-resources/let-me-be-brave>





### Using the LET ME BE BRAVE resource

LET ME BE BRAVE is a 10 minute film by LEAP Sports Scotland, showing transgender<sup>1</sup> people's experiences of taking part in sport and the importance of sport in their lives. Using this resource can help you to:

- > raise awareness of the needs and experiences of trans people within your club or sport
- > ensure that your club or sport is an inclusive environment for trans people
- > meet the requirements for the Equality Standard for Sport<sup>2</sup>
- > deliver on your commitments under the Scottish LGBT Sports Charter<sup>3</sup>

To help you to use the resource, we have taken some of the key points from the film and created some focus questions, allowing you to explore the issues in more depth. The questions are mainly reflective, and the answers to these will differ between sports and clubs.



Lewis talks about the motto of the Special Olympics which is where the name of the film comes from. He says that it isn't fair when people are prevented from realising their dreams and ambitions.

- > Why do you think Let Me Be Brave was chosen as the name of the film?
- > Do you think sport is accessible to everyone?

Charlotte says that sport brings home your body differences and it can often be easier to just opt out. She also goes on to talk about the kinds of barriers which might stop trans men and trans women from taking part in sport.

- > What do we mean by trans, trans men and trans women?
- > What sorts of barriers to taking part in sport are raised in the film?
- > Where do these barriers come from?
- > What sorts of barriers do you think trans people could experience in your sport or club?



<sup>1</sup> We use the terms 'trans' and 'transgender' as umbrella terms to indicate the wide diversity of people who experience their gender identity and/or gender expression as differing from the gender they were originally assigned at birth.

<sup>2</sup> <http://www.equalityinsport.org/equality-standard-for-sport/>

<sup>3</sup> <http://www.equalitynetwork.org/sports-charter/>

Mat talks about the relationship between sport and good mental health and wellbeing. He also refers to the difficulties that can occur in a sports environment where there is no knowledge or understanding of trans issues.

- > Have you seen other examples of the impact of sport on mental health?
- > Do people in your sport or club know what to do to create an inclusive environment for trans people?
- > How safe and welcoming an environment is your sport or club for trans people?

Gina says that she'd have no issue about sharing changing rooms with a team but she'd be worried that they might. She also raises the issue that people tend to look for role models, people who visibly lead the way from high performance to community sport.

- > How might we respond to the concerns of others about trans people being part of the team?
- > What other ways is leadership shown, or could be shown, on these issues within your sport or club?
- > What people or practices have inspired you within your sport or club?

Sam tells us about having to negotiate with his school to work out how to play with the rugby team. He also talks about how he can feel like he's losing interest.

- > What kind of support do you think Sam might need to continue his interest in sport?
- > What criteria would trans people have to meet in order to take part in your sport or club and is this clear in your policy?

Freya highlights the importance of a sport being explicitly clear that it is inclusive to all. They also raise a point about the importance of involving transgender athletes in helping to develop a sport's knowledge of the issues which then helps to inform inclusion policy.

- > How does your sport or club let trans people know that they are welcome to attend and play?
- > What is your sport or club's policy in relation to the inclusion of trans people?
- > How do you know you've got your policy right?



These questions are not exhaustive and merely provided as a starting point for your discussion. If the film or questions raise issues for you, your club or your sport which you'd like to discuss further, or if you would like to talk about further training or support in relation to these issues, please get in touch with us at [info@leapsports.org](mailto:info@leapsports.org)

### Background

In the process of delivering training to the sports sector, it became apparent to us that there was a general lack of awareness of the issues that transgender people face in sport. Feedback from training also told us that whilst issues around sexual orientation in sport were becoming better understood and participants were gaining confidence, the same could not be said for gender identity or gender reassignment. It became clear that the same learning was emerging from equalities research being conducted by sportscotland and the Equality and Human Rights Commission, which was published in January 2016<sup>4</sup>.

The idea for the film emerged as we tried to work out ways in which to provide resources to the sports sector to help them to better understand these issues. We worked with film-maker Asten Holmes Elliott and with Scottish Transgender Alliance in order to come up with the concept. The people who take part in the film are all individuals who were known to us through our various networks.

With thanks to Asten Holmes Elliott for making the film, to Scottish Transgender Alliance for support and advice, and to sportscotland and Awards for All Scotland for funding the film.

<sup>4</sup> <http://www.sportscotland.org.uk/media/1886385/Equality-and-Sport-Research-Final-Report.pdf>



[www.leapsports.org](http://www.leapsports.org) [info@leapsports.org](mailto:info@leapsports.org)

[LEAPsports.org](https://www.facebook.com/LEAPsports) [@LEAPsports](https://www.instagram.com/LEAPsports)

Partnership: Scottish and British Paralympic Sport, The Youth Foundation  
An Equalities Check by Scottish Government

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Here is one example of a longer film called Game On! made as part of another Erasmus+ project featuring stories from a lesbian, a gay, a transgender, an intersex and a queer athlete.

The film can be accessed here:

<https://queersport.eu/projects/diverse-identities-in-sport/>



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# sport for all genders & sexualities

## Tackling Sexism, Trans- & Homophobia in European Grassroots Sport



# GAME ON!

## QUEER DISRUPTIONS IN SPORT

An educational resource  
exploring lesbian, gay,  
bisexual, transgender,  
intersex and queer issues  
within sport



With the support of the  
Erasmus+ Programme  
of the European Union



# GAME ON!



## QUEER DISRUPTIONS IN SPORT

This resource and the film which has inspired it, were made as part of a Small Collaborative Partnership project in the field of sport, funded through the Erasmus+ programme. The project Diverse Identities in Sport was coordinated by LEAP Sports Scotland, who worked alongside partners Bilitis Resource Center, Civil Works Association, and Discover Football to deliver the project. Produced by Civil Works Association, Mária Takács edited and directed the film.

[leapsports.org](http://leapsports.org) | [discoverfootball.de](http://discoverfootball.de) | [bilitis.org](http://bilitis.org) | [civilmovek.com](http://civilmovek.com)

LEAP  
sports

DISCOVER FOOTBALL

Bilitis

CIVILMOVEK

More information on the project can be found [here](#) and the film can be viewed [here](#).

With the support of the  
Erasmus+ Programme  
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The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



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## Tackling Sexism, Trans- & Homophobia in European Grassroots Sport

GAME ON: QUEER DISRUPTIONS IN SPORT

### POLITICAL CLIMATE

Benjamin talked about the political climate and how this impacted his coming out. ILGA-Europe compile an annual Rainbow Map reviewing the human rights situation for LGBTIQ+ citizens in countries across Europe. **Map 1** is the 2019 edition.

Csaba discussed the importance of having LGBTIQ+ role models in sport. **Map 2** shows a non-exhaustive view of some publicly out high profile LGBTIQ+ sportspeople from across Europe.

Take a look at the two maps.

**10th Rainbow Map, May 2019 - link HERE**

100% = Respect of human rights, full equality  
0% = Gross violations of human rights, discrimination

Can you learn from the human rights review about your own country?  
Are there any surprises?

GAME ON: QUEER DISRUPTIONS IN SPORT

### GENDER STEREOTYPING

Below are a list of relevant terms and definitions. Can you match the term to its definition?

Put them into the venn diagram below.

Categorise these words. Do you see any patterns? What do they affect LGBTIQ+ people participating in sport?

Words: **Sporty, Weak, Masculine, Sweetheart, Driven, Competitive, Strong, Beautiful, Agile, Disciplined**

Diagram: A Venn diagram with two overlapping circles labeled **Neutral** and **Masculine**.

GAME ON: QUEER DISRUPTIONS IN SPORT

### DEFINITION

Below are a list of relevant terms and definitions. Can you match the term to its definition?

- A woman who is attracted only to women
- A person who is attracted to people of more than one gender or regardless of gender
- A person who does not experience sexual attraction
- A person who is attracted only to people of the same gender as they are
- Any part of a process of transitioning to live in a different gender (regardless of whether any hormonal or surgical changes take place)
- A person who does not identify solely as a man or a woman, instead they have a more complex or fluid gender identity or do not define their gender.
- A person born with their chromosomes, internal reproductive system and/or external genitals varying in some way from what would usually be considered clearly male or clearly female
- A person whose gender identity or gender expression is different from those typically associated with the sex assigned to them at birth. Used as an umbrella term
- An umbrella term used for diverse sexual orientations or gender identities that are not heterosexual and do not fit within a gender binary

GAME ON: QUEER DISRUPTIONS IN SPORT

### TERMINOLOGY

Game on: *Queer Disruptions in Sport* is a 60min documentary film which shines a light on the experiences of those with diverse identities within grassroots sport. The film features the stories of gay runners Ciaba and Jessi, a Scottish lesbian rower, Pol, an intersex rower from Bulgaria, and a German trans and queer (LGBTIQ+) people in sport.

Learn more about the needs and experiences of LGBTIQ+ people in sport through our self-learning resource, we have taken some of the key issues raised in the film and posed questions, allowing you to explore the issues in more depth. The questions and answers to these may differ. This resource can be used as a self-learning tool.

### Gender Unicorn

Graphic by TSER

Gender Identity: Female/Woman/Girl, Male/Man/Boy, Other (Gender(s))

Gender Expression: Feminine, Masculine, Other

Sex Assigned at Birth: Female, Male, Other/Intersex

Physically Attracted to: Women, Men, Other (Gender(s))

Emotionally Attracted to: Women, Men, Other (Gender(s))

GAME ON: QUEER DISRUPTIONS IN SPORT

### Pol

Pol had surgery at age 14 which he was not informed about or consented to. This destroyed his rowing career. There are more recent examples of athletes undergoing surgery without informed consent.

- Look up the more recent story of the athlete Annet Negesa on the internet. What are the parallels with Pol's experience?
- What do these situations teach us about intersex athletes in sport and the importance of informed consent?

Pol explained that the spread of stigma, myths and prejudice surrounding intersex bodies and identities is perpetuated and amplified through a lack of knowledge and education around such issues.

- Do you think there is enough knowledge and education of intersex people in sport?
- What challenges do intersex people face when wanting to participate in sport?
- What role do you think stigma, myths and prejudice play?

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# Section 6: Trans people in sport

ELITE SPORT



WHERE MOST MEDIA  
DISCOURSE FOCUSES

WHERE MOST TRANS PEOPLE  
PARTICIPATE

GRASSROOTS SPORT



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- Trans community members have told us they would like to see:
  - **An understanding that responsibility for inclusion lies with service providers, not trans people** – if they aren't turning up, you're missing something in your approach
  - **Leadership from service providers** – inclusion should be an executive priority
  - **Respect for confidentiality** – every trans person retains the right to share or keep private their trans status as they so wish
  - **A clear, comprehensive policy on trans inclusion** – as part of that approach, make clear that you understand the distinctions around physicality and gender
  - **A combination of gendered and non-gendered sports options (wherever possible)** – trans inclusion means a combination of male, female and neutral options



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- **An approach to inclusion which is person-centred and intersectional** – different trans individuals will present different needs and requests – and inclusion extends throughout an organisation
- **Self-identification as the only requisite for participation in protected sports** – where gendered or non-gendered sports are participation restricted, the only mark of validity is self-identification
- **Ground-level services to be as inclusive as possible** – not all trans people will be as interested in competing widely as training locally
- **Trans-inclusive training throughout sports organisations/clubs** – central to tackling misconceptions and negative attitudes about trans people
- **Steps taken to engage associated SGBs with inadequate policies** – those with the ear of SGBs who may have insufficient/transphobic policies can press for reform

# How do we tackle transphobia ?



## Have a **Plan** to tackle transphobia.

You can then go over this plan in training with your club to make sure everyone is aware and informed. The plan should cover; transphobia, how to respond in the moment, to whom/ how to report the incident, and aftercare/ follow up for the player affected. This plan should cover scenarios such as, if the incident is unwitnessed, if it is online, or if it comes from a senior member of the club.

## **How to report discrimination?**

There are many ways to report misconduct and this will depend on your league/ team. If you are a coach or a team leader make sure the process for reporting discrimination is clear and easy. If possible, allow for multiple mediums to report, online, in person, on the phone ect.

Depending on your sport and league/division you play in, there will be different **authority figures** that will be able to help and advise you. Regardless of who you turn to, having a club/ sport wide policy on how to respond will make a difference.

Captain: Your captain, (and the opposition captain) have a responsibility to their team and should be the first point of contact for any team issue.

Coach: Your coach (and the opposition coach) both have a pastoral responsibility towards their players and are responsible for enforcing any anti-bullying or anti-discrimination policy.

Referee/ Umpire: All referees should be impartial towards any team and are responsible for enforcing player behaviour on the pitch/court.

ED champion:

Steward: If you are at a large public event look for a steward or another member of venue staff. The venues should have a policy in place with subsequent training for staff.

Sports Coordinator: If you are playing in a BUCS or other university fixture then there should be a sports coordinator on staff who will be able to help you.



# Transphobia



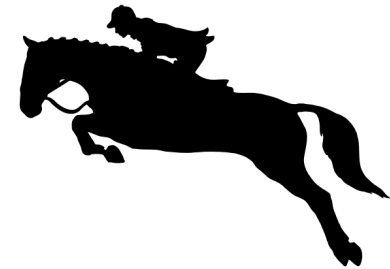
Transphobia is discriminatory or prejudiced actions or language related to someone's actual or perceived gender identity or gender expression.

Can look like	Can also look like
Verbally or physically attacking a trans person	“Politely” telling someone that they are in the wrong bathroom
Making jokes about trans people (‘banter’)	Claiming there is a "conflict" between trans people's human rights and those of any other group
Insinuating trans people are a ‘threat’	Only having male and female gender options on forms
Purposefully misgendering a trans person	‘You don’t look trans’
Asking trans people intimate questions	Assuming all trans people have certain body types

# So.. how do we overcome these?

- **Visibility** – Be an active role model and champion. Demonstrative Allyship
- **Avoid Assumptions** – not all athletes will be heterosexual and cisgender
- **Policy** – Use or develop trans inclusion guidance. Have zero tolerance towards LGBTIQ-phobia. “Sport for All”
- **Person centered** – Ask how best to support a player and provide meaningful options for them

# Gender Affected vs Non Gender Affected



## Gender affected sports

a sport, game or other activity of a competitive nature in circumstances in which the physical strength, stamina or physique of average persons of one sex would put them at a disadvantage compared to average persons of the other sex as competitors in events involving the activity.

## Non-gender affected Sports

Typically sports which focus more on skill rather than physical capability and gender is considered to be less of a factor.

# Achieving Fairness and Inclusion



The policies and rules you put in place should be relevant and appropriate for the level and type of sport you play.

EG: The difference between Rugby and Curling

The difference between the 1st XI Football team vs the 3rds

The difference between weekly training and national competitions

# Writing Policy



If your sport is Gender Affected and you are concerned about safety or fairness then your Transgender policy should set out;

1. What your requirements are?
2. Why? (references that are sport specific)
3. & How people can still take part in your sport?

Gender affected sports

Gender Non Affected sports have it easier. As you already play mixed teams then the issue of fairness is less of an issue.

Instead you can focus on inclusion and creating a safe place for transgender and non binary people to participate in sport.

Non gender affected sports

Discussion on how to write measured and justified **Policy** on inclusion.

This should include:

Plan for inclusion:

1. **Training** for staff.
2. A **roadmap for participants** and when and how they can play
3. A Medical Monitoring policy that is **Clear, Common sense & Compassionate.**
4. A **Named person** who is the point of contact for any questions or issues.
5. This Policy should be **publically available.** Set out all relevant information and justifications, with contact details for more information.

# Communicating LGBT+ Allyship



In order for your team to prove that they are allies to the LGBT+ community, they need to find ways to demonstrate that. Allyship requires actions and deeds, not just words. This means your team undertaking proactive work and outreach within the wider community.

There are many ways to communicate your allyship work.

Flying the LGBT+ Flags, either at your club or having it on your website alongside a disclaimer on your websites on your advocacy work. Alternatively, having signage that links to information on a campaign that you are a part of, or actions that you are taking.

Whatever way you want to communicate your allyship, make sure that it is loud and proud.

Publish your policies, If you have an EDI or and LGBT+ inclusion policy then publish it. Make it easy to find for prospective members so they can see the work you do and if they will be safe.

Join up with other teams. Whether it is an LGBT+ team, another team in your league, or an LGBT+ organisation, teaming up and combining your efforts and resources can have a bigger reach and bigger impact. This includes Non LGBT teams in you sport.

Take part in campaigns. You and your team can take part in local, national or international campaigns around LGBT+ causes. Campaigns such as Rainbow laces engage with hundreds of teams per year ranging from BUCS to the Premier League.

Challenge transphobia, If there is an incidence of transphobia (or any other type of discrimination) you should stand up against it. Standing up to oppression makes a difference, both to those within your team who know you will act and have their back, and also to prospective people looking in from the outside. These can be statements in reaction to events on the local or national stage.

Celebrate LGBTQ+ people's achievements in sport. This applies to a member of your team or a famous figure in your sport. If they have achieved something of note, celebrate them. Have pride in your sport and your teammates, regardless of their gender or sexuality.

Targeted/ deliberate advertising. If you want to attract new people you can't keep doing the same thing. Place adverts and features in LGBT press and on LGBT organizations websites. These can be organisations in your area, or national platforms such as the LEAP website or newsletter.



## If you would like to be an advocate/ ally

- **As a professional**

You are responsible for the environment and standards in your office. Lead by example

- **As a citizen**

National or local action. Petition government , MP, MSP. University

- **As a person**

Look to your own circle of influence. Friends, family.

There is no one individual action is going to save the world



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**Athletes: Allyship in Action, LTA Pride Day**

## Discussion moment



**What effective strategies do you already use?**

**What else could you do?**



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What do trans people want from sports providers:

- **An understanding that responsibility for inclusion lies with service providers, not trans people** – if they aren't turning up, you're missing something in your approach
- **Leadership from service providers** – inclusion should be an executive priority
- **Respect for confidentiality** – every trans person retains the right to share or keep private their trans status as they so wish
- **A clear, comprehensive policy on trans inclusion** – as part of that approach, make clear that you understand the distinctions around physicality and gender
- **A combination of gendered and non-gendered sports options (wherever possible)** – trans inclusion means a combination of male, female, non-binary, neutral options



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- **An approach to inclusion which is person-centred and intersectional** – different trans individuals will present different needs and requests – and inclusion extends throughout an organisation
- **Self-identification as the only requisite for participation in protected sports** – where gendered or non-gendered sports are participation restricted, the only mark of validity is self-identification
- **Ground-level services to be as inclusive as possible** – not all trans people will be as interested in competing widely as training locally
- **Trans-inclusive training throughout sports organisations/clubs** – central to tackling misconceptions and negative attitudes about trans people
- **Steps taken to engage associated SGBs with inadequate policies** – those with the ear of SGBs who may have insufficient/transphobic policies can press for reform



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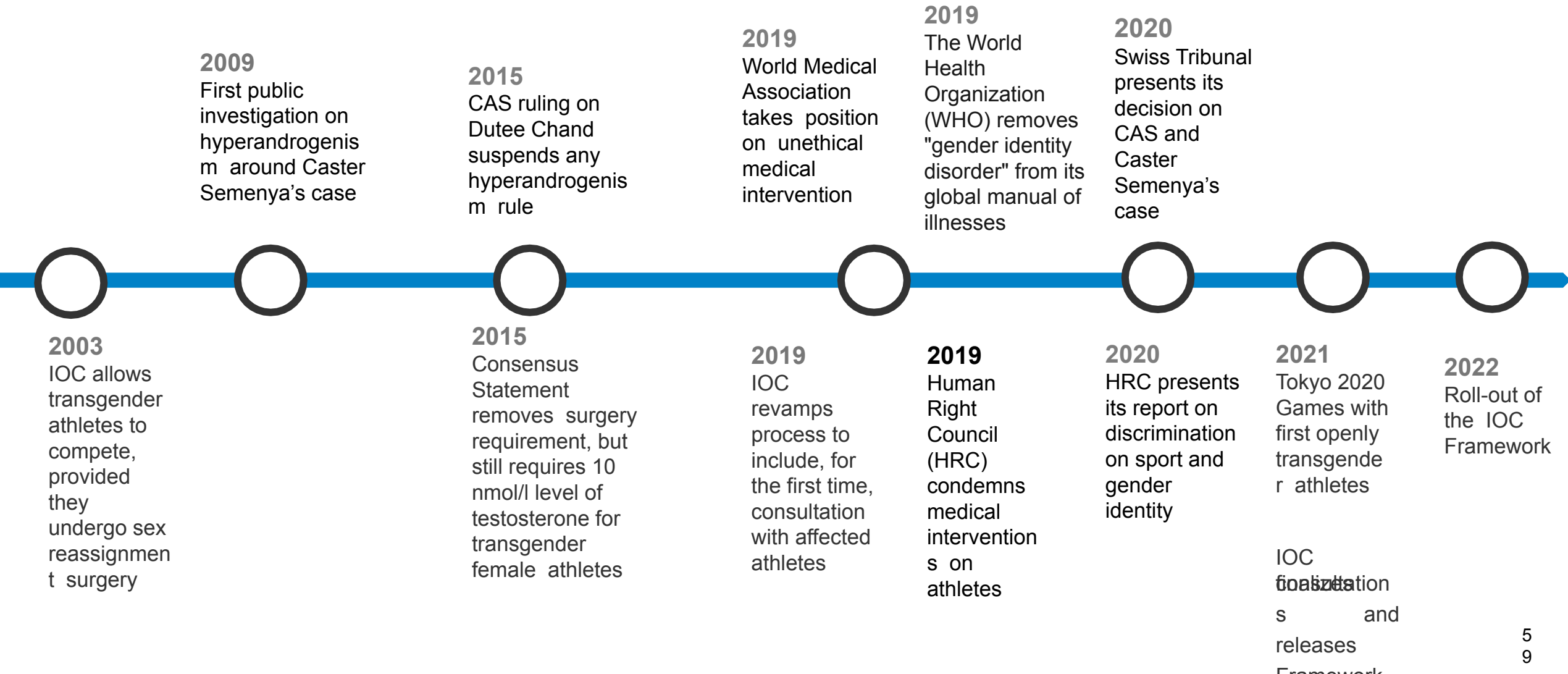


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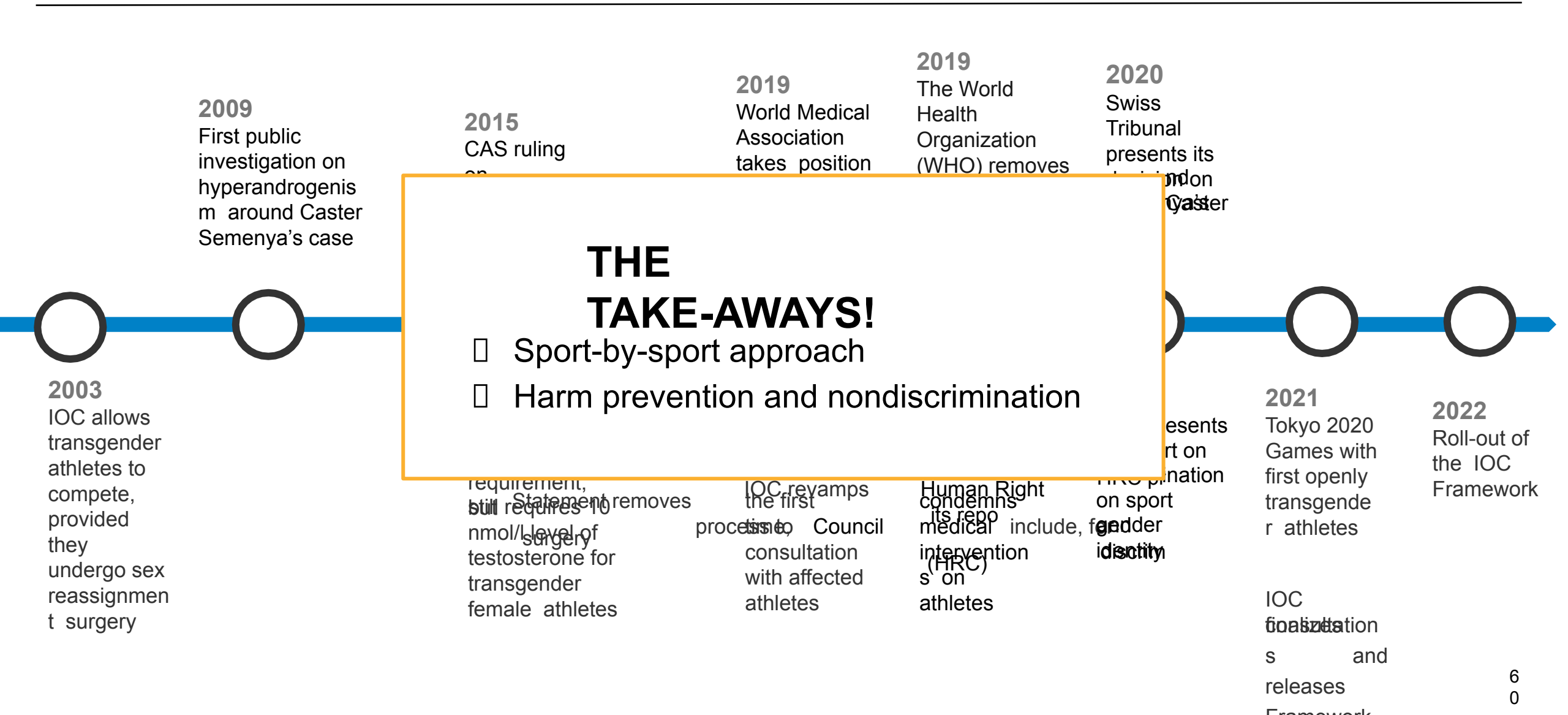
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# Section 7: International Olympic Committee 2021

# CONTEXT: A SHIFTING INTERNATIONAL LANDSCAPE







**THE TAKE-AWAYS!**

- Sport-by-sport approach
- Harm prevention and nondiscrimination

# WHAT THE IOC LEARNED

## **ALL ATHLETES, INCLUDING TRANS AND ATHLETES WITH NATURAL SEX VARIATIONS, ARE HIGHLY DIVERSE**

We can't make assumptions about an athlete based on their gender identity or sex variations

## **POLICY DECISIONS HAVE SIGNIFICANT IMPACTS ON ATHLETES**

The stakes for trans athletes and athletes with natural sex variations are very high.

## **RULES AT ELITE LEVEL HAVE CONSEQUENCES AT COMMUNITY AND YOUTH LEVEL**

The example set at elite level impacts club sport, schools, and young people

## **POLICY CAN FACILITATE POSITIVE INCLUSION EXPERIENCES**

Where inclusion in elite sport is enabled under conditions that also preserve fairness, the outcomes can be very positive.

# WHY A FRAMEWORK ON FAIRNESS, INCLUSION AND NON-DISCRIMINATION?



The IOC believes that:

Everyone who participates in competitive sport should have a **fair chance** at succeeding on the basis of a combination of their skill, talent, dedication and ability.

FAIRNESS

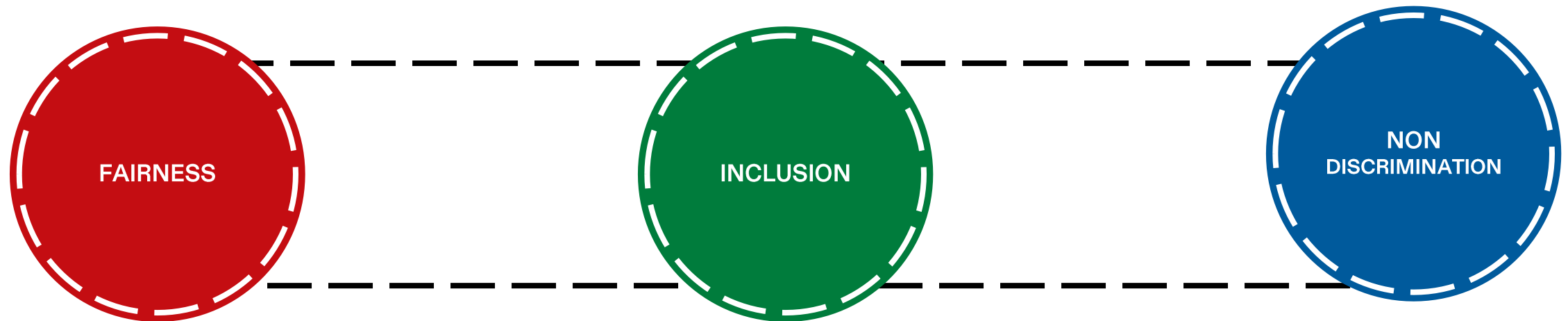
The sporting community is better off as a whole when we strive to be **inclusive** of everyone, particularly those who are typically **excluded, marginalized or vulnerable**.

INCLUSION

Sport rules that aim to ensure fair competition should be designed and applied without any form of **discrimination** or bias, particularly on the basis of assumptions that are made about people's **bodies** and/or identities.

NON DISCRIMINATION

**OFTEN THESE PRINCIPLES ARE PERCEIVED AS IN OPPOSITION.  
HOWEVER, THEY CAN AND SHOULD COEXIST.**



The purpose of the Framework is to offer a roadmap so that sports bodies can build a holistic approach that aims for **fairness, inclusion and nondiscrimination**.

# THE FRAMEWORK

- Offers a 10-principle approach to decision-making.
- Guides sports organisations when setting their own eligibility criteria.
- The ten principles should be considered **collectively** (not as a menu to pick from).

## A 10-PRINCIPLE APPROACH



# PRINCIPLE 1. INCLUSION



**Everyone should be able to participate in sport safely and without prejudice.**

Eligibility criteria should be reserved for elite competition, with inclusion prioritised for youth and community sport.

Organisations should take proactive steps to remove barriers and ensure a safe, supportive, and respectful environment for all.



# PRINCIPLE 2. PREVENT HARM

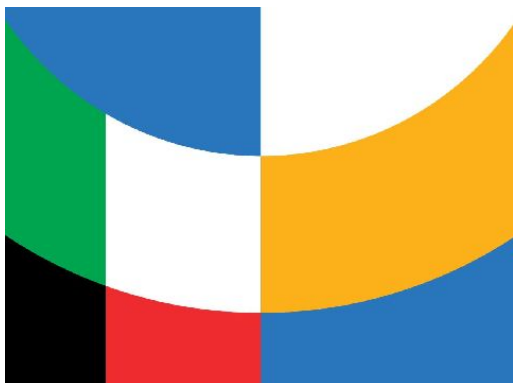


All athletes within the Olympic Movement should be able to practice sport in safe environments that positively support their health and well-being and are free from harassment and abuse.



The **potential negative consequences** of developing and implementing elite-level eligibility criteria should be identified and considered.

# PRINCIPLE 3. NONDISCRIMINATION



Athletes should not be systematically excluded from competition based upon their gender identity, physical appearance, and/or sex variations.

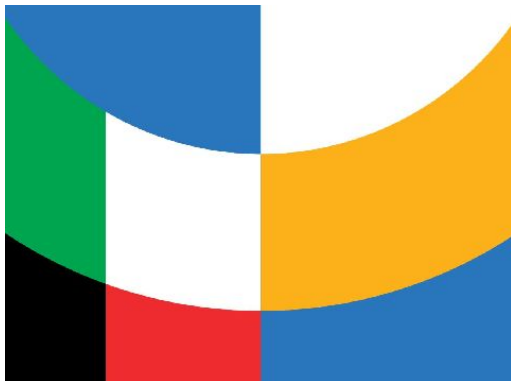
Like cisgender people, trans and people with sex variations constitute **highly diverse populations**.

Where eligibility criteria are developed, they should be free from bias and assumptions about a broad class of people.

# PRINCIPLE 4. FAIRNESS

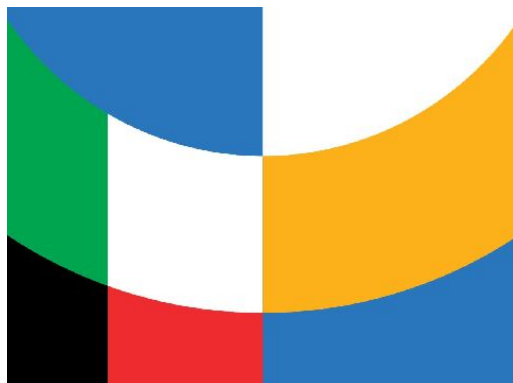


The principle of fairness recognises that sports organisations may at times need to issue eligibility criteria for elite women's and/or men's categories to ensure meaningful competition.



This should be informed by the diverse sources of advantage that are already deemed proportionate and fair within existing competition categories.

# PRINCIPLE 5. NO PRESUMPTION OF ADVANTAGE



As for all athletes, the performance capability of any individual trans athlete **cannot be assumed.**

In addition to considerable **individual-level variation in performance**, the **relevance of testosterone** will vary across sports.

The Framework encourages IFs to **default to inclusion** where there is an absence of evidence-based justification to exclude or limit participation.

# PRINCIPLE 6. EVIDENCE-BASED APPROACH

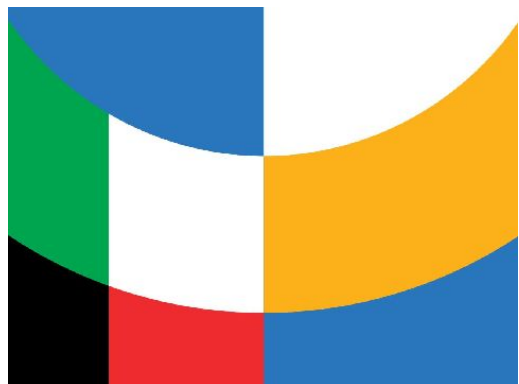


Eligibility criteria should be informed by a **robust and rigorous** research and data gathering process.

Determinations of advantage should be:

- **Specific to the sport/discipline/event.**
- Specific to **the individual athlete** in question.
- Informed by a comprehensive analysis of the *actual* distribution of sporting ability (and sources of advantage) across the sport.

# PRINCIPLE 7. PRIMACY OF HEALTH & BODILY INTEGRITY



Sports organizations have a responsibility to ensure that **athletes' health and wellbeing** is prioritised and respected by all stakeholders.

Athletes should not be pressured or coerced into making potentially harmful decisions about their bodies for the sole purpose of being allowed to compete.

Individuals should make their own choice about whether and how they wish to pursue gender affirming care.



# PRINCIPLE 8. STAKEHOLDER-CENTERED APPROACH



Stakeholder engagement is a necessary and valuable part of **preventing violations of their rights**.

Sports bodies should **consider the perspectives and lived experiences** of the athletes who will be affected by eligibility criteria.

Priority should be given to **athletes who would be directly subject to eligibility regulations**.

# PRINCIPLE 9. RIGHT TO PRIVACY



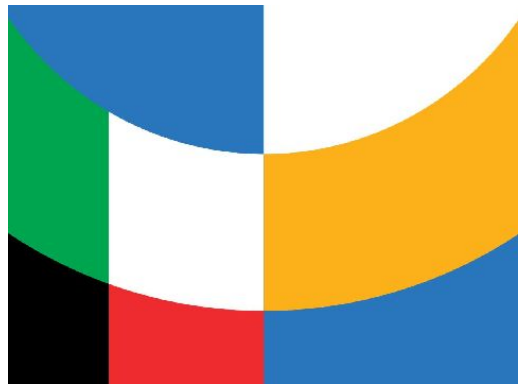
Sports organisations should ensure transparency in their decision-making processes on eligibility while working to preserve the privacy of individuals who may be affected by any restrictions.



Some athletes may have chosen not to publicly disclose their trans or sex variations status.

Privacy breaches are a continuing common occurrence in the regulation of eligibility.

# PRINCIPLE 10. PERIODIC REVIEWS



Eligibility criteria should be subject to predictable periodic review to reflect any relevant ethical, human rights, legal, scientific, and medical developments in this area.

This should include the affected stakeholder's feedback about their application.

# BRINGING IT ALL TOGETHER

- Eligibility criteria should only be applied where absolutely necessary to ensure meaningful competition at the elite level.
- **Sport by sport, individual by individual.**
- Inclusion and fairness can **co-exist**.
- Inclusion is the priority at the grassroots and community level.
- Evidence over assumptions.



# Country and Cultural context



What is the climate like for LGBTQIA+ people in your country

What letters (communities) are doing well and which as falling behind

*Discussion in county groups what still needs done*

Consider how intersecting identities will impact on this?

How does these identities and being LGBTQIA+ impact their experience in sport

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Sporthochschule Köln  
German Sport University Cologne  
Institute of Sociology and  
Gender Studies

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