

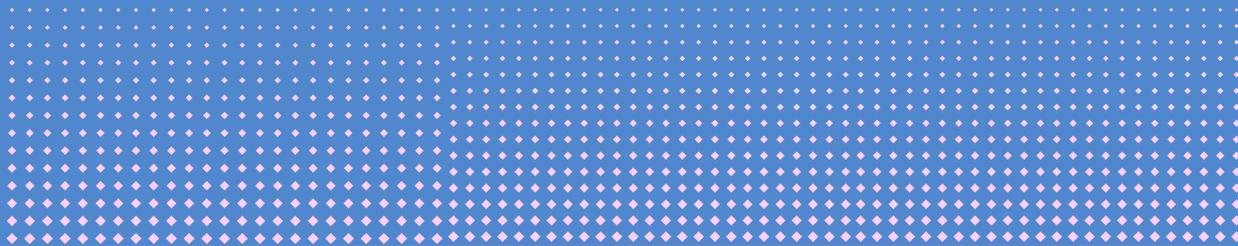


DEC. 2022

# REPORT



## GOOD PRACTICES INCLUDING TRANSGENDER, NON-BINARY AND INTERSEX PEOPLE IN SPORT



# PREFACE

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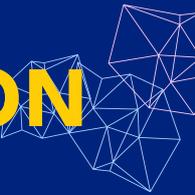
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# INTRODUCTION



Transgender, non-binary and intersex people experience discrimination, restricted access and bullying in sport due to the boundaries of traditional divisions of women's and men's sport, as well as the lack of a binding policy for international sports federations that ensures bodily integrity and human rights. The project "Sport for all Genders and Sexualities" (SGS) aims to tackle discrimination and stereotypes against transgender, gender diverse and non-binary athletes and those with sex variations (e.g., intersex athletes). The overall goal is to establish an inclusive grassroots sport culture.

One of the project's main outputs is a collection of good practices of institutional inclusion of gender diverse athletes in the five partner countries (Spain, Italy, Austria, Germany and the Netherlands), in order to help national and international sport organisations understand the necessity for real inclusion policies and practices that consider the specific needs of people who identify as trans and gender non-conforming.

These good practices show the difference that sports initiatives, federations and clubs can make to fulfil grassroots sport's promise of being open to all, provide practical steps and ideas of where to begin, which direction to take, and what to keep doing in order to move forward in the process of supporting the inclusion of different gender identities and gender expressions.

We recommend approaching this report in a global context, which will illuminate many sport organisations on the possibilities for implementing positive and structural changes, but also to take into account the type of sport activity and whether or not there is already a transgender policy in place at the national or European level, which will depend on whether the national legislation recognises transgender rights.

In this report, "good practices" will be used to describe diverse ways (initiatives, programmes, activities, experiences, etc.) of responding effectively and promoting the inclusion of transgender, intersex and non-binary people in the sport context. Good practices not only guarantee access to sport, but also propose a permanent commitment to identifying existing barriers to participation, socialisation and motor learning for all people in sport beyond binarism.



# INTRODUCTION



Before collecting the good practice examples, the project partners agreed on the following selection criteria:

- **Beneficiaries:** the practice focuses on enhancing the participation of representatives from a specific group of transgender, intersex and non-binary community.
- **Challenges:** the practice represents a challenge to the existing sex/gender binary order in the sport.
- **Impact:** the practice offers a considerable benefit towards the inclusion of transgender, non-binary and intersex people in sport.
- **Sustainability and transferability:** the practices are maintained over time (implementation) and can be transferred to other contexts and sports.
- **Documentation and communication:** the practice is documented and can be consulted and reviewed.

This report offers constructive and tangible steps on how to implement inclusive initiatives and projects around gender identity and gender expression, as well as strategies on creating affirming spaces for people who identify as trans and non binary. While these good practices are the starting point for new inclusion initiatives, they only become relevant when members of the organisation are involved in the process, and particularly when the voices of people who identify as trans are heard and taken into consideration.

# FRAMEWORK

Over the past decades, the visibility of LGBTIQ+ people has increased in many European countries, resulting in major advances in the legal and political status of the specific human rights of transgender, non-binary and intersex people in Europe (ILGA, 2021). Several EU member states have adopted national action plans or strategies aimed at combating discrimination in general, or focused on gender equality and/or LGBTIQ persons (FRA, 2022). Research on the experience of gender diverse athletes in sport has shown that enormous social advances have been made in recent decades (Hartmann-Tews, 2022).

Despite extensive legal developments in European societies, sport is still an area in which people with diverse gender identities suffer discrimination (Jones et al., 2016; Pereira, et al., 2020; Pride Sports, 2019). They are often denied access to sporting activities and competitions due to the limits of traditional divisions of male and female sport which demand compliance with rigid conditions to participate in these two exclusive categories (Piggott, 2020).

This binary system in sport has been the source of significant pain and, indeed, some would argue discrimination and harassment against trans, non-binary and intersex athletes (Anderson & Travers, 2017). Since 2003, the International Olympic Committee (IOC) has adopted several guidelines for the participation of transgender, non-binary and intersex people in sporting competitions, which have evolved over time. An increasing number of European sports organisations are also taking specific actions to understand and improve their policies concerning gender and sexual diversity. The IOC Framework on Fairness, Inclusion, and Non-Discrimination on the Basis of Gender Identity and Sex Variations (IOC, 2021) represents a turning point for the fundamental rights of athletes, and a boost for inclusion in sports worldwide. It foregrounds the rights to bodily autonomy, health, and privacy, taking a significant step toward protecting the dignity of all athletes regardless of gender identity and sex characteristics. On the other hand it does not set clear rules itself – this is up to the different international sport federations taking into account differences between sport disciplines – but a 10-principle approach as a guideline for international sporting bodies.

Jurisdiction over international policy on the inclusion and exclusion of people within binary sex categories has historically rested with the IOC, but the new framework defers to individual sporting federations to develop eligibility criteria and regulations. It also provides human rights guidance that all sport governing bodies should follow in conjunction with their responsibilities under the 2011 UN Guiding Principles on Business and Human Rights.

# FRAMEWORK

These principles are aligned with the Olympic Charter, which states that “every individual must have the possibility of practising sport, without discrimination of any kind,” (Principle 4). Despite this, international sporting bodies have been modifying their trans policies, generating inclusive initiatives as well as exclusive ones.

In 2012, the European Commission held the first Conference against Homophobia in Sport in Utrecht, which led to the publication of various handbooks of Good Practices on LGBTI Inclusion in Sport (Englefield, 2016). A wide variety and number of positive experiences have subsequently emerged where good practices were implemented successfully showing the sport organisations’ efforts to tackle LGTBiphobia and promote an inclusive and safe environment for all LGTBIQ+ athletes.

There is no single definition for the term of good practice. However, it originates from the business world and refers to something that works and has achieved successful results. In this document, good practices will be identified as the diverse ways (initiatives, programmes, activities, experiences, etc.) to respond effectively and promote the satisfaction of transgender and non-binary people in the sport context.

This report is for everyone interested in creating positive, inclusive, affirming and safe environments: it is for organisations focusing on local, national, or international issues, and particularly important for board members, administrators and coaches, as well as transgender and non-binary athletes. While the development of this report is an important step towards creating a European sport system that is welcoming and inclusive of transgender and non-binary participants, continued efforts and resources are also needed to further support sport organisations in their efforts to educate their members on transgender and non-binary inclusion and proactively adopt best practices.

# METHODOLOGY

Within the framework of the SGS project, a team of 14 experts from partner organisations was established, each with extensive experience in addressing issues of inclusion and discrimination related to sexual orientation and gender identity in sport.

This team of experts worked for six months to compile and analyse the best practices for the inclusion of transgender and non-binary people in their respective countries. Mainly online questionnaires and interviews were conducted to gain an in-depth understanding of these best practices. Collecting the good practices of the sport organisations was done using a structured tool with two parts:

- The first part, SECTION A, aims to collect all the information of each good practice. These sections have been developed for sporting organisations in the project's participating countries (Italy, Austria, UK, Netherlands, Germany, Spain) and can be answered by sport institutions, leaders, coaches, sports managers, sport governing bodies, policy makers, etc. This instrument consists of elements to describe the specific characteristics of each Good Practice.
- The second part, SECTION B, aims to collect general information about inclusion in the geographical context in which the good practices take place and also tries to isolate the main challenges that transgender, intersex and non-binary people face in terms of inclusion. Therefore, this section is addressed to those who respond to section A (organisations) and also to transgender and non-binary athletes, those persons interested in giving a response as to how they experience what is happening in their country and provide some recommendations for inclusion, because all voices matter.

This toolkit is primarily written for cisgender people, but there is important information for trans and non binary people, too. These good practices generate a deeper understanding of how changing spaces, legislation or communication can really support trans and non binary individuals.

# GLOSSARY

This project recognises that terminology can have a significant impact on a person's identity, well-being and inherent dignity. The use of inclusive terminology respects individuality and enables visibility of important issues. In order to facilitate a discussion around this topic, it is important to have a broad understanding of the relevant terminology. Some of the terminology used in this paper is explained below (extracted from Outsport Toolkit 2019):

**Bisexual:** an umbrella term describing those who are emotionally, physically, and/or sexually attracted to people of more than one gender.

**Cisgender:** term describing those whose gender identity exclusively matches the sex they were assigned at birth.

**Gender:** the set of “socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for women and men” (Istanbul Convention, 2011). Despite the fact that these are most often based on sex assigned at birth, what is considered “appropriate” for women and men had continuously been evolving throughout history in the different social contexts. These roles and characteristics can form oppressive and restricting social expectations and stereotypes.

**Gender expression:** an individual's manifestation of their gender identity. Typically, people seek to make their gender expression or presentation match their gender identity/identities, irrespective of the sex that they were assigned at birth. This can be done through clothing, hairstyling, or other aspects of conveying an aesthetic, and may be more gender-nonconforming, masculine, feminine, or variable.

**Gender identity:** each person's deeply felt, internal sense of gender, which may or may not correspond with their sex assigned at birth. Gender identity is a matter of personal self-determination. It includes a range of malleable masculine, feminine, transgender and non-binary identities.

**Intersex:** a term describing those whose sex characteristics are not what is typically considered male or female. Some people with intersex characteristics identify as intersex; others identify as men, women, and/or non-binary and some may identify as intersex in addition to any of the above terms. Historically, many intersex infants have been subject to non-consensual and unnecessary medical interventions in order to attempt to make their bodies conform with their assigned sex. However, intersex activists have called for an end to this practice and for the rights of intersex people to their own self-determination.

# GLOSSARY



**LGBTI:** an acronym that stands for Lesbian, Gay, Bisexual, Transgender and Intersex. The acronym can be written with a different sequence of the letters (GLBTI) and specific combinations can depend on specific mandates, varying by organisation/initiative/campaign. For example, the acronym sometimes includes A (Asexual), Q (Queer), or more to reflect further characters of sexual orientations and gender identities. A plus sign (+) is also sometimes added to the end of the acronym (LGBTI+) to reflect the full range of identities that are marginalised by heteronormativity, cisnormativity and interphobia.

**Non-binary:** an identity and umbrella term that describes those who feel that their gender identity does not fit with the complementary, oppositional and binary views of genders as either masculine or feminine. This term falls under both the trans and intersex umbrellas, however there are some people who identify as non-binary but not as trans or intersex. Further expressions to denote those who don't identify as either men nor women are "gender non-conforming" and "gender variant".

**Sex:** a term describing a set of physiological characteristics that are used to assign people into categories of male and female.

**Sexual orientation:** a term describing the emotional, romantic and sexual attraction someone can feel towards others.

**Trans/transgender:** a transgender person is someone whose gender identity is different to or does not correspond with the sex they were assigned at birth. This term encompasses people who identify as transsexual and non-binary. "Transsexual" is term that has largely fallen out of use, usually referring to someone who has undergone gender affirming surgery. The term is however still used by some trans people.



# INTRODUCING THE NATIONAL GOOD PRACTICES



## INTRODUCING THE NATIONAL GOOD PRACTICES

The partners of the SGS project hope that the following national best practices of inclusion will be of interest to stakeholders in the sports sector. Some of these examples could be replicated and offer inspiration for implementing further actions to raise awareness for people with different gender identities in sport.

COUNTRY (NATIONAL COORDINATOR)	NAME OF THE ACTIVITY	ORGANISATION & TYPE
 Austria <i>Vienna Institute for International Dialogue and Cooperation</i> & <i>Confédération Sportive Internationale Travailleuse et Amateur</i>	<a href="#"><u>Structures for the inclusion of transgender and non-binary athletes</u></a>	VIENNA ROLLER DERBY, SPORT CLUB
	<a href="#"><u>Including transgender people in sport.</u></a>	SKATE AUSTRIA, NATIONAL SPORT FEDERATION
	<a href="#"><u>"FLINTA" football team Ballerinas</u></a>	AUFSCHLAG, LGBT SPORT CLUB
 Germany <i>German Sports University Landessportbund Nordrhein-Westfalen</i>	<a href="#"><u>Team out and proud: Contact point LGBTI in football</u></a>	LESBIAN AND GAY ASSOCIATION IN GERMANY & GERMAN FOOTBALL ASSOCIATION
	<a href="#"><u>BuNT: a queer sports conference</u></a>	MULTI-STAKEHOLDER TEAM
	<a href="#"><u>Charter for gender diversity in sport.</u></a>	SEITENWECHSEL E.V. SPORTS CLUB FOR WOMEN LESBIANS TRANS INTER AND GIRLS
 Italy <i>Associazione Italiana Cultura Sport</i>	<a href="#"><u>Queerfit</u></a>	GRUPPO TRANS APS, ASSOCIATION
	<a href="#"><u>Single locker room and restroom experience</u></a>	ASSOCIAZIONE ITALIANA CULTURA SPORT COMITATO PROVINCIALE RIMINI
	<a href="#"><u>Until Life Do Us Part – Tournament against femicide and gender-based violence</u></a>	ATLETICO SAN LORENZO ASD



COUNTRY (NATIONAL COORDINATOR)	NAME OF THE ACTIVITY	TYPE OF ORGANISATION
 Spain  <i>Diversport Torremolinos</i>	<u>Diversity Department</u>	TAEKWONDO FEDERATION OF THE VALENCIAN COMMUNITY
	<u>"Lola" project: dance for families of transgender children</u>	AMICS DE CATERINA, DANSA I ARTS INCLUSIVES
	<u>Guide for attention to transgender children and youth in sports and free time</u>	NAIZEN, ASSOCIATION OF FAMILIES OF TRANS CHILDREN
	<u>Multisport School for Transgender children</u>	SAMARUCS VALENCIA, LGBTI SPORTS CLUB
 UK   Netherlands  <i>European Gay &amp; Lesbian Sport Federation EGSLF *</i>	<u>Trans active Glasgow</u>	LEAP SPORTS CLUB
	<u>Change in governing body legislation to include a non-binary gender category</u>	EDINBURGH FRONTRUNNERS - RUNNING CLUB
	<u>Guidance on gender and sex diverse individuals for sports federations, clubs and athletes with the aim of ensuring an inclusive sports environment</u>	NOC*NSF - NETHERLANDS FAIR PLAY ALLIANCE

EGSLF is a body that works at European level and Europe wide, and has therefore contributed good practices from more than one jurisdiction.



# AUSTRIA



Austria ranks 18th in the latest ILGA-Europe rating of 49 European countries. The rankings are based on the laws and policies of each country regarding the LGBT+ community. The country legalised homosexuality in 1971 and introduced comprehensive anti-discrimination measures in 2004. Same-sex marriage was legalised in 2019 and openly LGBT+ people may serve in the military. Austria also passed legislation allowing citizens to change their legal gender in 2009 and officially recognises non-binary as a gender since 2019. In 2018, the Austrian Constitutional Court stated that being intersex is not a disorder, however medically unnecessary sex-normalising treatment or surgeries on intersex minors must be postponed until a child can provide informed consent. Sports have become an important part of LGBT leisure activities in Austria. Gays and lesbians have founded several sports groups and initiatives to facilitate common training and participation in national and international competitions.

# STRUCTURES FOR THE INCLUSION OF TRANSGENDER AND NON-BINARY ATHLETES

## VIENNA ROLLER DERBY, SPORT CLUB

# STRUCTURES FOR THE INCLUSION OF TRANSGENDER AND NON-BINARY ATHLETES

## THEMES

- Representation in management, governance and leadership
- Facilities
- Fighting discrimination
- Diversity education and training



## TARGETED OBJECTIVES

- Respecting and highlighting people's different gender identities, enabling access to all aspects of the sport including official competitions.
- Raising awareness for transgender and non-binary athletes.

## MAIN INITIATIVE

The club started off under the name "Vienna Rollergirls" but has been always open for transgender and non-binary people. After the first transgender athlete joined the club around 6 years ago the club decided to change their name to the more inclusive "Vienna Roller Derby". This initiated a process of implementing more and more actions to raise awareness for people's different gender identities, such as:

- Request to state personal pronouns before starting practice (coach and players)
- Request to add personal pronouns to one's name in the club's online communication platform
- Production of helmet stickers with personal pronouns (coming soon)
- Sign up forms for external and internal use (workshops, games) offer preferred pronoun selection
- Information for announcers: players to be introduced with their desired pronouns
- Where possible at event locations: gender neutral toilets
- Clear communication about the policy in the bylaws and all official channels
- Active participation in action days (IDAHOBIT, Pride, etc) to raise awareness
- Social media policy to use gender neutral language on all official channels
- Coaching policy to use gender neutral language

## BENEFICIARIES

All club members benefit but especially transgender and non-binary members, with an average age range of 25-30. The club only allows female, non-binary and transgender skaters. The club does not accept cis men as skaters, but cis men can join the club as referees or non-skating officials.

# STRUCTURES FOR THE INCLUSION OF TRANSGENDER AND NON-BINARY ATHLETES

## IMPACT OF THE INITIATIVE

As a result of the implementation of this initiative, transgender and non-binary people are welcome and considered an essential part of the sport. They have full access to all sport competitions.

## SUSTAINABILITY AND TRANSFERABILITY

Vienna Roller Derby has developed a structure that allows it to have a culture of open discussion to make sure that all the needs of members are heard and taken seriously. Using the concept of flat hierarchies in the club's structure, members have the opportunity to discuss issues of concern at monthly assemblies. This is coupled with the presence of a Care Committee: an official group of people that can be approached (anonymously) with sensitive topics that often also concern gender identities and how they are dealt with in sport.

Monthly meetings make sure that actions are implemented. A flat hierarchy allows all members to actively participate in decision making processes and therefore shape the club culture to their needs, with clear communication and activism concerning gender policies. The club tries to be a role model for other sports by showing that inclusion is possible and can be transferred to all areas of everyday life. For this to happen, allowing both transgender and non-binary athletes more space to communicate their experiences with sport and roller derby must be prioritised. All new members and coaches should also receive a little sensitivity training when joining the club to gain greater awareness of the gender policies that are in place.

## WEBSITE OR RELATED RESOURCES

- <https://www.viennarollerderby.org/about/mission-statement-values/>
- <https://resources.wftda.org/womens-flat-track-derby-association-statement-about-gender/>

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# INCLUDING TRANSGENDER PEOPLE IN SPORT

SKATE AUSTRIA, NATIONAL SPORT FEDERATION

# INCLUDING TRANSGENDER PEOPLE IN SPORT

## THEMES

- Legislation
- Participation in sport
- Policies relating to sex and gender



## TARGETED OBJECTIVES

- Establish the necessary guidelines to facilitate the participation of transgender people in the practice of this sport, specifically those who compete in the B category (non-elite athletes).

## MAIN INITIATIVE

In mid 2020, a coach and a mother of a transgender athlete approached the Austrian Figure Skating Association searching for answers. The case involved an athlete who was born and registered as male, yet whose gender identity was female, and wanted to be recognised as such by the Association to compete in the female category.

The Austrian Figure Skating Association (Skate Austria) initiated a process of evaluation, discussion and research to examine how other sports federations had dealt with this concern. Given the lack of a clear policy on the subject, the federation based their decision on the principle of equality and non-discriminatory legislation, and granted the athlete the right to participate in category B, according to their gender identity. However, the consequences of this initiative went further: a project assistant was hired to promote the drafting of the document that would serve as a transgender policy at the national level, and a guide was developed on how to address gender identity in this sport, as part of an action plan subject to periodic supervision.

Importantly, in August 2021, the International Skating Union (ISU) issued a transgender policy in its Communication No. 2422, which outlined how athletes would participate in international competitions based on their gender identity. National federations had opened the doors to a favourable regulation for the inclusion of transgender athletes.

# INCLUDING TRANS PEOPLE IN SPORT

## BENEFICIARIES

Although this practice came in response to a specific case of a transgender minor, all transgender people who practice this sport will be beneficiaries.

## IMPACT OF THE INITIATIVE

As a result of this initiative, a policy (resolution) came into force that allowed all transgender people to participate in figure skating (under category B), as long as they met the eligibility requirements. From this moment, the felt gender identity and not the sex or gender assigned at birth became the essential element to determine the sporting category in which one participates.

## SUSTAINABILITY AND TRANSFERABILITY

The implementation of this policy was possible thanks to the involvement of the board of the association and the design of an action plan that was carefully supervised, which gave visibility to a reality that transgender athletes face. Information material and more work on this topic is planned.

Working groups on gender and sports were created throughout this process, and the door was left open for structural changes in the functioning and composition of the board of the association.

## WEBSITE OR RELATED RESOURCES

- <http://www.skateaustria.at/>

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# "FLINTA\*" FOOTBALL TEAM BALLERINAS

## AUFSCHLAG, LGBT SPORT CLUB

\* FLINTA STANDS FOR (IN GERMAN): WOMEN, LESBIAN, INTERSEX, NON-BINARY, TRANS AND A-SEXUAL PERSONS

# "FLINTA" FOOTBALL TEAM BALLERINAS

## THEMES

- Participation in sport facilities
- Diversity education and training



## TARGETED OBJECTIVES

- Aligning the organisation and its welcome policies with the members and their inclusive approach.
- Creating a gender and sexuality inclusive sport culture within the team where everyone feels welcome.

## MAIN INITIATIVE

This initiative has been active since 2008 and involves the participation of all club members: as the Ballerinas are a grassroots democratic organisation, all active members who train regularly have been involved and taken part in the discussion process and decisions are implemented democratically. Changes due to the initiative included:

- Welcome and representation: changing the promotion material and the way we see ourselves: leaflet, website text, photos showing sex and gender diversity, text welcoming FLINTA, publicising who is welcome to the team, etc.;
- Short introduction round before each training session where everyone introduces themselves with their name and pronoun. This aims to avoid (or reduce) mis-gendering, or that “newbies” have to declare themselves and bridge the gap between new players and older ones;
- Raising awareness (internally and externally): taking part in LGBT tournaments, confronting other lesbian teams with their policies and exclusions, promoting opening other women’s tournaments to FLINTA (e.g., FLINTA Cup at Ute Bock Cup, one of Vienna’s biggest charity football tournaments), participating in discussions and talking to others, promoting inclusive policies, participating in tournaments and publicising an inclusive approach, etc.;
- Self-reflection: after each training there is a short round, where everyone gives a quick debrief about how they found it, to check if everyone is ok. This formalises feedback and critique and invites people to express how they feel. Previously, reflection was always informal and only between those who went for a beer after the training. Now we have the feedback round, and then those who want to can go for a beer;
- Events: organising events like the “Queer Feminist Football Tournament” in Vienna; participation in Vienna Pride, RosaLilaVilla Straßenfest, and other feminist events.

# "FLINTA" FOOTBALL TEAM BALLERINAS

## BENEFICIARIES

Amateur athletes between 16 and 60. Lesbians, women, transgender and non-binary athletes.

## IMPACT OF THE INITIATIVE

The short-term impact was not very significant, but about 12 years later the participation of non-binary athletes has increased greatly.

The club began by reflecting on its own welcome policy as there were no non-binary athletes taking part in the training and some had been confronted with mis-gendering. Dealing with this topic and understanding ourselves better as a team was fundamental. The discussion was familiar to some team members, who had also been activists in feminist and queer contexts and already had some experiences and quite some knowledge. Yet this also posed a problem: not all members understood the discussions at the beginning. Some members were not exactly opposed to opening the Ballerinas to trans and non-binary athletes, but they were unfamiliar with the topic and had some fears. The main fear was losing a safe space for queer/lesbian women. If we think back, the discussion has not been very empathetic to those who shared these fears. But fortunately no one left the team and today everyone is convinced that changing the Ballerinas from a lesbian/women's team to a FLINTA team was the right decision; those who had concerns saw that there was nothing to fear: the Ballerinas are yet a safe(r) space for marginalised genders and sexualities.

## SUSTAINABILITY AND TRANSFERABILITY

As the main task is starting a process of self-reflection and internal discussion this activity can easily be transferred to other organisations. The Ballerinas have seen how other organisations have changed their welcome policy and developed actions to support this group.

## WEBSITE OR RELATED RESOURCES

- <https://aufschlag.org/fussball-2/>

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# GERMANY



Germany ranks 15th in the latest ILGA-Europe rating of 49 European countries. Same-sex marriage has been legal since 1 October 2017. Registered partnerships have been available to same-sex couples since 2001. Discrimination protections on the basis of sexual orientation and gender identity vary across Germany, but discrimination in employment and the provision of goods and services is banned nationwide. Adoption of stepchildren by same-sex couples first became legal in 2005 and was expanded in 2013 to allow someone in a same-sex relationship to adopt a child already adopted by their partner. Transgender people have been allowed to change their legal gender since 1980. The law initially required them to undergo surgical alteration of their genitals in order to have key identity documents changed. This has since been declared unconstitutional. In May 2020, Germany became the 5th nation in the world to enact a nationwide ban on conversion therapy for minors. The country has frequently been seen as one of the most gay-friendly countries in the world.

# TEAM OUT AND PROUD: CONTACT POINT LGBTI IN FOOTBALL

## LESBIAN AND GAY ASSOCIATION IN GERMANY AND GERMAN FOOTBALL ASSOCIATION

# TEAM OUT AND PROUD: CONTACT POINT LGBTI IN FOOTBALL

## THEMES

- Participation in sport
- Policies regarding sex and gender
- Fighting discrimination
- Raising awareness of staff, employees and volunteers, referees



## TARGETED OBJECTIVES

- Creating an inclusive environment in football for members of the LGBTIAQ\*+ community.
- Introducing new inclusive regulations for trans\*, inter\* or non-binary (TIN) players.

## MAIN INITIATIVE

Team out and proud (Top) is a competence and contact point for sexual and gender diversity in football. It is a joint project of the German Football Association (DFB) and the Lesbian and Gay Association (LSVD). The DFB finances one full-time position and provides some material resources to support the work.

Top aims to create an inclusive and discrimination free space for all LGBTIQ+ people in football and acts as an advisor for organised football in Germany, from state football associations to professional clubs. One of the main objectives has been to introduce inclusive regulations for all people of all genders to participate in football matches at an amateur level. Until the 2022/2023 football season, the German football regulations were strictly organised in a binary way and did not foresee a standardised procedure for trans\*, inter\* or non-binary (TIN) people to play in their chosen team e.g., during transition.

Development of the good practice: in 2017, the Berlin Football Association (BFV) was the first association in Germany to address the possibility of introducing new regulations for TIN players that would determine a standard and fair procedure for all genders and guarantee the right to play without discrimination. The trans\* and inter\* community was involved in developing the new regulations, and other state football federations followed the BFV in passing the new regulations for TIN players shortly after its passing in 2018 in Berlin.

# TEAM OUT AND PROUD: CONTACT POINT LGBTI IN FOOTBALL

The DFB took up the discussion in 2021, after witnessing the individual state football associations amending their regulations for TIN players. The proposal to introduce the new inclusive regulations nationwide was organised and promoted by Top, submitted to the DFB and passed for the 2022/2023 season in amateur sports, creating the right and to play football in a self-determined way for all TIN players in Germany.

“The regulation sets out that players with the gender status of ‘diverse’ or ‘not specified,’ or players who have had their gender reassigned, can decide for themselves in the future whether they should be granted the right to play for a women’s or men’s team. This also applies to transgender players, who can now switch teams at their own discretion, or remain in the team in which they currently play for. As long as the player’s health is not affected by playing sports while taking medication, they can continue to participate in the sport. Under the new regulation, this would not be considered as doping.”

## BENEFICIARIES

- People from the LGBTIAQ\*+ community who are active in football.
- Football associations, federations and clubs that want or need to deal more intensively with the question of LGBTIAQ\*+ inclusion.

## IMPACT OF THE INITIATIVE

The largest German sports federation, the DFB, with more than 7 million members has passed new regulations to allow TIN players to participate in sports, setting an inclusive example for all sport organisations in Germany. The new regulations also sparked the interest of the UEFA and FIFA. Both organisations invited the DFB and Top to elaborate on the new regulations for TIN players.

Further, the new regulations had an impact in the trans\* community in particular. Reportedly, inquiries regarding the regulations and the right to play has largely increased since the DFB’s announcement, also due to the media exposure which massively supported the reach and promotion of the new regulations.

It is no understatement to say that the DFB’s introduction of trans\*, inter\* and non-binary people’s right to play has an influence on football nationally and internationally, as well as for other sports.. Additionally, it is important to note that the German Hockey Federation (DHB) had already followed the example of the BFV in 2021, adapting their regulations and allowing TIN players to participate.

## SUSTAINABILITY AND TRANSFERABILITY

The concept of a competence and contact point for sexual and gender diversity in different sport organisations, working solely for the purpose of an LBGTIQ\*+ inclusive space and closely connected to the queer community is transferable to other organisations, given that financial resources are available to finance such positions.

It is important to note that although Top is advising the DFB, it is not part of the structure as the contact point itself is passed in the LSVD. A few state sports federations already have similar contact points across sports but as they are not specifically listed as contact points, they are less visible.

## WEBSITE OR RELATED RESOURCES

- LSVD: Team out and proud: Anlaufstelle LSBTI im Fußball (in German) <https://www.lsvd.de/de/politik/miteinander/team-out-and-proud>
- DFB: New regulation on the playing rights of transgender, intersex and non-binary persons (in English) [https://www.dfb.de/en/news/detail/new-regulation-on-the-playing-rights-of-transgender-intersex-and-non-binary-persons-241412/?no\\_cache=1&cHash=1b230e7962bae533974ac93b448aa335](https://www.dfb.de/en/news/detail/new-regulation-on-the-playing-rights-of-transgender-intersex-and-non-binary-persons-241412/?no_cache=1&cHash=1b230e7962bae533974ac93b448aa335)

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**INFORMATION PROVIDED BY  
LSVD@LSVD.DE**

# BUNT: A QUEER SPORTS CONFERENCE

## MULTI-STAKEHOLDER TEAM

# BUNT: A QUEER SPORTS CONFERENCE

## THEMES

- Policies relating to sex and gender
- Information collection and records
- Fighting discrimination
- Communication



**BuNT**  
BundesNetzwerkTagung  
des queeren Sports

## TARGETED OBJECTIVES

- Strengthening cooperation between different actors in the fight against hostility towards queer people in sports and intensifying nationwide networking.
- Encouraging organised sports, together with other stakeholders from politics, science, society, administration, etc., to be active about queer topics in sports
- Raising awareness on LGBTQIQ\*+ topics in sports with different stakeholders as well as within the organised sport structure in Germany.

## MAIN INITIATIVE

The BuNT (Federal Network Conference of Queer Sports clubs) was initiated in 2018 by two queer Berlin-based sports clubs, Vorspiel e.V. and Seitenwechsel e.V. to raise awareness on LGBTQIQ\*+ topics in sports in Germany. Through networking and reaching out, the two clubs were able to get the German Olympic Sports Confederation (DOSB) as a co-organiser on board, thus emphasising the importance of discussing LGBTQIQ\*+ topics in German sports.

In 2022, the BuNT is in its 5th year and is now organised by a group of various stakeholders ranging from queer sports clubs to state sport associations. The current BuNT group consists of more than 10 different (sport) organisations from all over Germany. It has no formal structure and thus is a self-organised conference and unique in this form within the German sports structure.

Over the years, the conference has evolved from a two day in-person conference to an action week with digital, hybrid and in-person events in this year's edition. The BuNT offers a variety of formats targeting different groups from queer people to regular club members interested in learning more about LGBTQIQ\*+ topics in sports. There are short inputs, panel discussions, lectures by experts, networking events, and workshops on topics such as violence in sports, LGBTQIQ\*+ in youth sports that change each year.

# BUNT: A QUEER SPORTS CONFERENCE

Each year a different organisation takes the lead in organising the conference, hence increasing its outreach and impact. In 2018 the first BuNT was organised in Berlin, followed by Hamburg in 2019. In 2020 and 2021 there was only a digital version due to the pandemic, organised by the state sport association of Saxony-Anhalt. In 2022 the organisation lies with the LSB NRW in close cooperation with the German Sport University Cologne, the queer sports club SC Janus and the Stadtsportbund Düsseldorf, supported by different stakeholders.

## BENEFICIARIES

- At the beginning, the BuNT's focus was queer sports participants as well as queer clubs.
- Now, broader target groups include organised sport (sport federations and associations as well as clubs), politics, science, administration, etc.

## IMPACT OF THE INITIATIVE

The BuNT was able to push and lobby LGBTIQ\*+ topics onto the agenda of the annual sports ministers and senates conference in Germany to discuss issues and pass a declaration called the “Bremer Erklärung”, a policy addressing organised sports to become more inclusive for all genders and sexualities.

Further positive impacts are:

- More visibility and attention to LGBTIQ\*+ concerns and needs in sports.
- Raising awareness on discrimination in particular towards LGBTIQ\*+ people.
- Call for structural changes such as adapting regulations to allow access to sport, inclusion of LGBTIQ\*+ topics in training and teaching, role models, raising awareness among sports administrators and sports leaders, etc.

BuNT manages to bring together important players from the world of sport. Queer issues are now attracting more attention from the scientific community. That's very important because scientific findings are essential for regulations and changes in sports. And most importantly, BuNT has grown out of the queer community where people felt they did not belong or found only weak connections to existing institutions, offering a safer space for discussion about sport issues. In 2022 the effort were honoured - the BuNT team was awarded the ethic prize of the German Olympic Sports Confederation (DOSB).

## SUSTAINABILITY AND TRANSFERABILITY

As a multi-stakeholder initiative, the BuNT does not have yet an organisational form. In order to increase the outreach and impact as well as institutionalise the approach, the BuNT stakeholders will be discussing different models to sustain the BuNT and its efforts in this years' conference. In order to sustain the BuNT long-term, financial funding and more personnel capacities are needed.

Further, it will be important to attract more representatives from sports associations to influence the rules and regulations of sports associations in the long-term.

## WEBSITE OR RELATED RESOURCES

- DOSB: Queerer Sport. <https://gleichstellung.dosb.de/themen/queerer-sport>
- Sportminister-Konferenz,12.11.2020: Bremer Erklärung  
[https://cdn.dosb.de/Beschluesse\\_44.SMK2020\\_Videokonferenz.pdf](https://cdn.dosb.de/Beschluesse_44.SMK2020_Videokonferenz.pdf)

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INFORMATION PROVIDED BY  
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# CHARTER FOR GENDER DIVERSITY IN SPORT

SEITENWECHSEL E.V. SPORTS CLUB FOR WOMEN  
LESBIANS TRANS INTER AND GIRLS

# CHARTER FOR GENDER DIVERSITY IN SPORT

## THEMES

- Educational programs and materials
- Awareness-raising initiatives
- Codes of conduct and codes of ethics

CHARTER FOR  
GENDER DIVERSITY  
IN SPORTS



## TARGETED OBJECTIVES

- Long-term structural change in sport.
- Creating inclusive structures.
- Establishing the field of gender diversity in mainstream sports.
- Increasing awareness about the charter and having it signed by associations and clubs nationwide.

## MAIN INITIATIVE

Seitenwechsel e.V. is a Berlin-based queer sports club for women, lesbians, trans\* and inter\* people and is the initiator behind the “Charter for Gender Diversity in Sports”, which was initiated in 2020 and launched in 2021. The charter stems from the need to create long-term structural change and impact in sport to foster the inclusion of trans\* and inter\* people and was first initiated by the trans\*-inter\*-anti-discrimination working group of Seitenwechsel e.V. Further, the charter is the main outcome of the project “Structures for Trans and Inter in Sports” and has required individuals in both fulltime and voluntary capacities to implement.

The Charter for Gender Diversity in Sports has identified 9 issues which are central to the participation of trans\*, inter\* and non-binary people in sport. These are collected in the charter. 10 educational modules were created in order to facilitate understanding and concrete implementation such as recognition, language, visibility, documents and spaces to just name a few.

The charter should be signed by the board on behalf of the members, employees and trainers in the association. Thereby, the club or association declares its intention to deal with gender diversity and become a sports club or association for all genders.

The charter was drawn up in collaboration with experts from both the LGBTIAQ\*+ community and sports, and also involved further stakeholders through round table discussions.

# CHARTER FOR GENDER DIVERSITY IN SPORT

## BENEFICIARIES

- Sports clubs, associations and federations.
- Trans\*, inter\* and non-binary members of sport clubs.

## IMPACT OF THE INITIATIVE

Seitenwechsel e.V. was able to secure additional funding from the Berlin senate administration to cover additional topics such as youth and gender diversity in sports. The charter will be supported and presented to all sport clubs in Berlin via the Berlin state sports association, accompanied by a digital educational format.

Also, those responsible behind the charter are putting pressure on the Berlin state sports federation to align their annual data collection. Despite German law giving four options to declare a person's civil status, the annual members count gives only the binary options female and male. The charter is increasing the pressure to allow all four options of female, male, diverse and no entry.

## SUSTAINABILITY AND TRANSFERABILITY

Interestingly, Seitenwechsel e.V. was inspired by the charter of a Parisian trans\* club and thus has proven its transferability to different contexts, be it different sports or countries, or to other diversity categories in sports.

Ideas for developing and expanding the charter further include creating supportive services such as process consultation to establish an inclusive environment. The process consultation could be offered after signing the charter. There have been talks of cooperation with the "Senate Department for Sports" and the Berlin Sports Federation, among others, as well as with partners at district level.

## WEBSITE OR RELATED RESOURCES

- Charta: Strukturen für trans\* und inter\* im Sport. (English version available)  
<http://www.charta.seitenwechsel-berlin.de/charta/>
- Charta: Critical subject areas. (English version available)  
<http://www.charta.seitenwechsel-berlin.de/wissensbausteine/>
- Senatsverwaltung Berlin: „Charta für geschlechtliche Vielfalt im Sport“ an die Senatsverwaltung für Inneres, Digitalisierung und Sport überreicht. (German version available)  
<https://www.berlin.de/sen/inneres/presse/pressemitteilungen/2022/pressemitteilung.1227591.php>

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INFORMATION PROVIDED BY  
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## ITALY



Italy ranks 33th in the latest ILGA-Europe rating of 49 European countries in the world. In Italy, both male and female same-sex sexual activity has been legal since 1890. A civil union law was passed in May 2016, providing same-sex couples with many of the rights of marriage. Stepchild adoption was, however, excluded from the bill, and it is currently a matter of judicial debate. The same law provides both same-sex and heterosexual couples which live in an unregistered cohabitation with several legal rights. Transgender people have been allowed to legally change their gender since 1982. Although discrimination regarding sexual orientation in employment has been banned since 2003, no other anti-discrimination laws regarding sexual orientation or gender identity and expression have been enacted nationwide, although some Italian regions have enacted far more comprehensive anti-discrimination laws. In February 2016, days after the Senate approved the civil union law, a new poll showed a large majority in favour of civil unions and a majority for same-sex marriage, but only a minority approving of stepchild adoption and LGBT parenting.

# QUEERFIT

## GRUPPO TRANS APS, ASSOCIATION

## THEMES

- Participation in sport
- Policies relating to sex and gender
- Representation in coaching facilities
- Fighting discrimination
- Communication
- Diversity education and training



## TARGETED OBJECTIVES

- Offering a free of charge fitness course for transgender, intersex and non-binary people with a gender neutral locker room, bathroom and a safe space in which to train.
- Fostering peer presence in the context of sport and physical activity.
- Creating a non-competitive, relaxed environment in which to build confidence around diverse people and their bodies.
- Promoting physical and psychological well-being.

## MAIN INITIATIVE

The project Queerfit started with interviews and assemblies, collecting information about what transgender, intersex, non-binary as well as other queer people would need to feel at ease at the gym. Before the project, it had created “tesseramento alias”, a membership program which allows transgender, intersex and non-binary people to sign up to UISP (Unione Italiana Sport per Tutti – Italian Sport for All Association) according to their chosen name and sport.

At first, the organisation found a gym willing to host the activities and built a website containing all relevant information and educational materials. The shower room was restructured, creating individual cabins so that participants would feel at ease showering and changing there.

During the workouts, the participants make a round of names/pronouns before each class, so that everyone can feel more at ease. The trainers are carefully selected in order to offer the best quality also in terms of inclusive language and behaviour: the classes are free of any discriminatory language and “macho” attitudes.

## BENEFICIARIES

LGBTIQ+ people and allies, with a special focus on transgender, intersex and non-binary people aged 16+.

## IMPACT OF THE INITIATIVE

In this initiative people have expressed feeling that are able to have fun, they feel at ease in the dressing room and feel they are part of a team.

The fact that the classes are free of charge mean that many people from financially disadvantaged backgrounds find it very convenient. Intergenerational, intersectional, intercultural: participants include students, youth, sex workers, even tourists.

The parents of teenage transgender students who participated in the course are happy their kids have found a safe space to socialise, practice sports and have fun.

## SUSTAINABILITY AND TRANSFERABILITY

This project was specifically designed to meet the needs of the target groups. It needs serious planning, but it's reproducible in any context which allows "alias" membership registration and provides gender neutral facilities.

In order to extend the impact of this project, it is advisable to be able to pay the staff. So far, Queerfit has been run purely on a voluntary basis.

Participants typically take two classes per week and we want to experiment with an open-air, summer edition. Likewise, they need more support from the institutional side and funding/sponsors.

## WEBSITE OR RELATED RESOURCES

- <https://queerfit.it/>

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INFORMATION PROVIDED BY  
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# SINGLE LOCKER ROOM AND RESTROOM EXPERIENCE

ASSOCIAZIONE ITALIANA CULTURA SPORT COMITATO  
PROVINCIALE RIMINI

# SINGLE LOCKER ROOM AND RESTROOM EXPERIENCE

## THEMES

- Facilities
- Fighting discrimination
- Communication
- Diversity education and training



## TARGETED OBJECTIVES

- A step forward for inclusion through sport: making the locker room and bathroom accessible to all by breaking down the stereotypes of binarism.

## MAIN INITIATIVE

A gender neutral dressing room and bathroom was created for everyone to use without giving other options. This was done in order to defy the social and cultural habits we are all used to following.

This initiative was carried out for the first time at the figure skating competitions in Misano Adriatico (Rimini, Italy). The nature of the sport itself, but above all the facility, helped make its implementation successful.

To gain more knowledge about the world of skating and with the support of Claudio Faragona, the project started with a survey one year earlier, addressed to families, on the idea of a gender neutral dressing room. The responses were mostly negative. In 2020, the pandemic and the Covid isolation protocols created various restrictions for the implementation of the competitions, but a solution was found: they required either separate changing rooms for the different clubs, or a single changing area which could guarantee the necessary physical distancing and effective cleaning methods. Thanks to the type of structure of the Misano building, they were able to create a single, huge changing room with attached bathroom.

## BENEFICIARIES

Athletes, age 8 or more.

# SINGLE LOCKER ROOM AND RESTROOM EXPERIENCE

## IMPACT OF THE INITIATIVE

The experience caused everyone to further reflect on the difficulties of transgender, intersex and non-binary people in accessing locker rooms and bathrooms, which consequently often affects their access to sport itself. The project showed families and athletes that using a single locker room has not created any issues.

Heterosexual, cisgender girls were grateful because they felt they could legitimately cover up with a towel while getting changed without being frowned upon, which they said would happen in a women's locker room.

Both the bathroom and the changing room were left cleaner than, for instance, the sex-segregated restroom for the public.

## SUSTAINABILITY AND TRANSFERABILITY

Different factors need to be considered in different situations, but there definitely has to be support from the host facility and for managers to have a positive and proactive attitude. Basically, there needs to be an openness to be able to walk in other people's shoes through listening to their difficulties and obstacles.

One challenging part of the project is to keep promoting it, keeping in mind that new methods are easier to unlearn than old methods. It takes commitment to bring about change.

## WEBSITE OR RELATED RESOURCES

- <http://www.aicsemiliaromagna.it/>

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**INFORMATION PROVIDED BY  
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# UNTIL LIFE DO US PART. TOURNAMENT AGAINST FEMICIDE AND GENDER-BASED VIOLENCE

ATLETICO SAN LORENZO, ASSOCIATION

# UNTIL LIFE DO US PART - TOURNAMENT AGAINST FEMICIDE AND GENDER-BASED VIOLENCE

## THEMES

- Participation in sport policies relating to sex and gender
- Club uniforms
- Fighting discrimination  
Communication
- Diversity education and training



## TARGETED OBJECTIVES

- Raising awareness about gender-based violence.
- Bringing people together.
- Reappropriation of public space.
- Promoting a non-competitive approach in sport.
- Giving visibility to women, girls, transgender, intersex and non-binary persons in sport.

## MAIN INITIATIVE

Finché Vita Non Ci Separi has been held every year since 2017. It arose from the need within Atletico San Lorenzo to talk about gender issues and to counter patriarchal violence using sport as a tool.

Cisgender males were barred from participation in order to give priority and visibility to those who have less of it, in sport and in society at large.

At the beginning, this tournament focused on cisgender women, but since the latest edition the scope was broadened to include transgender, non-binary and intersex people, as they experience similar mechanisms of gender-based violence, in sport and elsewhere.

## BENEFICIARIES

Women, girls, transgender, intersex and non-binary persons. Age 18+.

# UNTIL LIFE DO US PART - TOURNAMENT AGAINST FEMICIDE AND GENDER-BASED VIOLENCE

## IMPACT OF THE INITIATIVE

Each team is named after a female athlete who defied gender or racial stereotypes and stood up against discrimination.

Every year, the tournament is dedicated to a woman who made an important contribution to the world of sport and/or human rights.

Besides the sport activities, the event includes opening speeches focusing on the topics of gender-based violence and discrimination, in addition to an intervention by the local ANPI (National Association of Italian Partisans).

As this was the first time this tournament was also open to the participation of transgender, intersex and non-binary athletes, all bathrooms were made gender neutral with the help of ad hoc printed gender-free signs.

## SUSTAINABILITY AND TRANSFERABILITY

In order to favour sociability and a non-competitive sports environment each team's participants are decided on the day of the tournament.

The transgender participants asked to play in the same team, as some among them feared being misgendered. Since the tournament went very well both in terms of ambience and fair play, we hope all teams could be mixed in the future.

This practice is easily reproducible in any area and context where sports associations, NGOs and informal groups have strong ties with the territory and attract the local population.

A monitoring activity through a post-event survey to be sent to participants would be useful to know if there are aspects or issues we didn't consider.

## WEBSITE OR RELATED RESOURCES

- <https://www.atleticosanlorenzo.it/> <https://www.facebook.com/events/1040271966613311/>
- <https://www.facebook.com/atleticosanlorenzospportpopolare/videos/706732180393758/>

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INFORMATION PROVIDED BY  
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# SPAIN



Spain ranks 10th in the latest ILGA-Europe rating of 49 European countries. Lesbian, gay, bisexual and transgender rights in Spain have undergone several significant changes over the last decades to become some of the most advanced in the world. Spain legalised both same-sex marriage and adoption rights for same-sex couples in 2005. Transgender individuals can change their legal gender without the need for sex reassignment surgery or sterilisation. Discrimination in employment regarding sexual orientation has been banned nationwide since 1995. A broader law prohibiting discrimination based on sexual orientation and gender identity in employment and provision of goods and services nationwide was passed in 2022.

# DIVERSITY DEPARTMENT

## TAEKWONDO FEDERATION OF VALENCIA COMMUNITY

## THEMES

- Participation in sport
- Policies related to sex and gender
- Elite sport
- Collection of information and records
- Facilities
- Anti-discrimination Communication
- Diversity education and training



**DEPARTAMENTO DE DIVERSIDAD**

## TARGETED OBJECTIVES

- Improving the sports practice of LGBTI+ people who practise taekwondo.
- Facilitating access to elite sport to diverse people.
- Promoting inclusion.
- Increasing the participation of people in grassroots sport, generating empowerment and a healthy lifestyle.

## MAIN INITIATIVE

The project started with the creation of the first taekwondo sports section within an existing LGTBI+ club. Later, a diversity department was created within an entity that regulates taekwondo in Spain in terms of inclusion of LGBTQI+ people.

The project has successfully integrated LGTBI+ people in the field of physical activity, both in grassroots sports and competitive sports. Also, those responsible for the project will start courses and training for clubs, coaches and athletes to raise awareness about diversity.

The project is supported by the LGTBI+ Samarucs sports club and the Sports Department of the Valencia City Council. The initiative is part of the International Association of Gay & Lesbian Martial Arts (IAGLMA).

## BENEFICIARIES

Women, girls, transgender, intersex and non-binary persons aged 18+.

## IMPACT OF THE INITIATIVE

The initiative is carrying out many actions to promote inclusion in taekwondo, such as: awareness campaigns and sexual education at championships; talks on diversity and language guides for coaches; a LGBTI+ championship led by women; employment exchange; taekwondo in schools with orientation in diversity, etc.

## SUSTAINABILITY AND TRANSFERABILITY

The good practice can be transferred to other contexts in which sports federations and clubs intend to promote diversity and actively carry out anti-discriminatory actions.

The idea is that one day they stop being a LGBTI+ department and are simply one more sports federation that imparts values.

It is recommended to have informative material such as brochures on topics such as HIV prevention, recommendations for trans people, information on diversity and childhood, etc.

## WEBSITE OR RELATED RESOURCES

- <http://www.cvtaekwondo.es/noticias.asp?id=2582>

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INFORMATION PROVIDED BY  
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# "LOLA" PROJECT: DANCE FOR FAMILIES OF TRANSGENDER CHILDREN

AMICS DE CATERINA, DANSA I ARTS INCLUSIVES  
ASSOCIATION

# "LOLA" PROJECT: DANCE FOR FAMILIES OF TRANSGENDER CHILDREN

## THEMES

- Policies related to sex and gender
- Fighting against discrimination
- Communication
- Education and training in diversity



## TARGETED OBJECTIVES

- Dancing as an approach to one's own body, creativity and sensitivity.
- Recognising oneself and be able to communicate through movement without having to demonstrate or give explanations.
- Dance accesses the most intimate parts of our personality.

## MAIN INITIATIVE

The Lola Project is an awareness initiative aimed at transgender children and their families through dance as a non-competitive collective practice. It was started in 2019 in order to create a work team through dance made up of transgender children accompanied by a member of their family, with the intention of building creative pieces of a social nature.

The project was carried out at the Caterina Centre, a place where all the association's projects are developed, coordinated by Gema Gisbert. It was free of charge to all participants. In 2021 production support for the project was granted by the Valencia City Council and in 2022 the University of Valencia contributed to the production of the video/documentation.

The Lola Project unfolds within an intimate and family environment so that children feel free, supported and protected. Proposals by the development team are presented to the families and put into practice with the consent of all the participants. Team time is managed with a degree of leniency so that each one of the members feels free and respected until they feel an essential part of the group.

## BENEFICIARIES

Transgender children between 6 and 12 years old, young people and adults of the same group and relatives. All attend the sessions together.

# "LOLA" PROJECT: DANCE FOR FAMILIES OF TRANSGENDER CHILDREN

## IMPACT OF THE INITIATIVE

The project has produced an audio-visual document that includes the text that one of the girls wrote together with her father (a writer) "Memory of a Trans Childhood". The document will be distributed in educational centres to teachers, families and professionals who are related to the group in a social sphere. The aim is for continuity of the project as the transgender children grow to adolescence.

The intention for the upcoming years is to create a dance piece whose performers are the children who participate in the project.

The Lola Project was born with the intention of proposing a healthy and transferable practice to any context interested in enjoying training and education free of prejudice.

## SUSTAINABILITY AND TRANSFERABILITY

As the project and its dissemination evolve, we have been able to verify increased interest in the LGTB community, associations, families and high school teachers.

Among the resources used are audio-visual monitoring, encounters and meetings with families, surveys and recordings of the text.

The workshops are open to all those families interested in the activity and willing to participate in and promote social projects related to equal rights. This project proposes a practice of continuity, where the most important thing is deepening the activity as an artistic, communicative, creative medium that provides well-being both on a personal and social level.

Its continuity is not at risk since from the beginning it is an initiative of a social nature that will continue to indefinitely support an emerging group (LGBT children) to defend rights that are supported by laws, administrations and institutions.

## WEBSITE OR RELATED RESOURCES

- <https://www.facebook.com/amigosdecaterina/>

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**INFORMATION PROVIDED BY  
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# GUIDE FOR ATTENTION TO TRANSGENDER CHILDREN AND YOUTH IN SPORTS AND FREE TIME

NAIZEN, ASSOCIATION OF FAMILIES OF TRANS CHILDREN

# GUIDE FOR ATTENTION TO TRANSGENDER CHILDREN AND YOUTH IN SPORTS AND FREE TIME

## THEMES

- Participation in sport
- Policies related to sex and gender
- Representation in training
- Anti-discrimination
- Diversity education and training



## TARGETED OBJECTIVES

- Creating safe spaces in the practice of sports and leisure.
- Allowing children and youth in a transsexual situation to see their rights respected.
- Promoting the continuity of sports practice and leisure activities in these people.

## MAIN INITIATIVE

The guide seeks to promote the practice of all kinds of individual and collective sports, recreation and competition for transgender children. It is not a specific guide for elite sport, although a note is made on the policies of the IOC and the regulations of the Autonomous Community of the Basque Country and Navarra, in Spain.

A series of positive actions and good practices were defined, based on the study of current legislation and the knowledge of the association. These practices, and the legislation on which their implementation are based were compiled and edited by the same association and then disseminated through its media to reach the largest possible number of people.

The guide is aimed at those responsible for sports teams and free time. Their role is to apply the recommendations and actions presented in the guide with the aim of creating safe spaces and ensuring that rights are respected, as well as informing and disseminating good practices in their environment.

# GUIDE FOR ATTENTION TO TRANSGENDER CHILDREN AND YOUTH IN SPORTS AND FREE TIME

## BENEFICIARIES

Transgender children and youth who practice sports and participate in leisure time activities. All the people who accompany them in these activities.

## IMPACT OF THE INITIATIVE

In May 2022 the guide was edited and disseminated, with no set end date since the objective is to disseminate and apply it to clubs, teams and sports federations.

The guide is in PDF format, in Basque language and Spanish and could be translated into other languages.

## SUSTAINABILITY AND TRANSFERABILITY

The guide is applicable in any context in which transgender people participate in leisure and sports activities. It concerns universal actions and is therefore applicable in any context.

Getting the people responsible and all those participating in the activities involved is necessary, as well as training and social awareness to understand and accompany this reality.

The applicability of the guide could be improved with more staff trained in child and youth transsexuality; collecting experiences of families in sports and leisure activities; staff for the translation, editing and layout of the written text; wider social networks and family networks for dissemination; grants.

## WEBSITE OR RELATED RESOURCES

- <https://naizen.eus/guias-del-deporte/>

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**INFORMATION PROVIDED BY  
INFO@NAIZEN.EUS**

# MULTISPORT SCHOOL FOR TRANSGENDER CHILDREN

## LGBTI+ SPORTS CLUB SAMARUCS VALENCIA

# MULTISPORT SCHOOL FOR TRANSGENDER CHILDREN

## THEMES

- Participation in sport
- Fighting discrimination

## TARGETED OBJECTIVES

- Promoting inclusive, safe and discrimination-free sports spaces for transgender children.
- Developing their motor, social and emotional skills.
- Opening a space in which families can share their experiences and doubts and promote their empowerment-

## MAIN INITIATIVE

Transgender people face many limitations for participating in sport. Sport tends to segregate people by gender and is often an unsafe environment for those whose identity fluctuates between what is considered by society to be feminine and masculine.

The multi-sport school for transgender children of the LGTBI+ Samarucs of València Sports Club aims to respond to this problem. The club initially changed its bylaws to accept the participation of children with parental consent. Later, they asked families of transgender children if they wanted to participate in the project. The city council sports organisation provided a facility so that the activity could take place.

The children began to meet on Saturday mornings. They play games and the benefits from practicing sports include: socialisation, improved health, respect for rules, cognitive development, social and emotional communication, etc.

In addition, the family members can talk to one another while the children play and learn about other similar realities.



# MULTISPORT SCHOOL FOR TRANSGENDER CHILDREN

## BENEFICIARIES

Transgender children, adolescents and their families.

## IMPACT OF THE INITIATIVE

Transgender children's and adolescents' right to access sports based on their gender identity is guaranteed.

It is the first initiative promoting healthy lifestyles through sport to trans children in Spain that has continuity throughout the school year.

It contributes to meeting the needs of transgender people in recreational and amateur sports, uses inclusive language (in Spanish this means choosing the -e ending for words with a binary ending, which is common and accepted by the children) and the active participation of families in the organisation of activities.

## SUSTAINABILITY AND TRANSFERABILITY

It is easy to replicate as each session has the traditional elements of warm-up, main part and cool down. In the warm-ups, emphasis is placed on self-care of the body. In the main part, games are chosen and directed by minors. At the end of the sessions with the children, they can express concerns or emotions and share experiences.

It is advisable to disseminate information among family associations and the trans community, hire a monitor with knowledge of diversity and closed and conditioned facilities.

## WEBSITE OR RELATED RESOURCES

- [www.samarucs.org](http://www.samarucs.org)
- Review about the experience: "Tandem: Didáctica de la Educación Física", "Safe environments for trans children" (Entornos seguros para menores trans: una actividad extraescolar multideporte).

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INFORMATION PROVIDED BY  
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# UNITED KINGDOM

In 2022, UK has dropped to 14th (from 10th) in the ILGA Rainbow Europe's rankings for LGBTQ+ rights, scoring 53 out of a possible 100, having the most significant drop in ranking. UK was one of the most advanced countries in the recognition of rights and implementation of LGBTIQ+ policies, the English government abandoned plans for Gender Recognition Reform, the Scottish government is reforming it. The UK government's failure to extend a ban on conversion practices to transgender people, as well as abandonment of promised reforms on gender recognition and its equality action plan, also because government agencies have not been able to provide effective protection on the grounds of gender identity and sexual orientation.

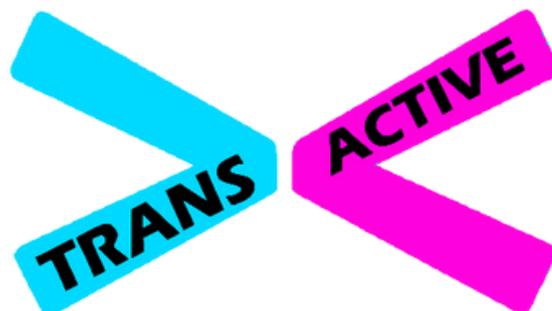
# TRANS ACTIVE GLASGOW

## LEAP SPORTS SCOTLAND

# TRANS ACTIVE GLASGOW

## THEMES

- Participation in sport
- Representation in coaching
- Fighting discrimination
- Reducing barriers that trans and non-binary people face in sport
- Tackling mental health issues and isolation
- Building life skills, confidence, teamwork, communication



## TARGETED OBJECTIVES

- Supporting trans and non-binary people to access sport in a supportive environment and promote an accessible pathway for group members to access mainstream sport and exercise groups.
- Promoting trans inclusion in local sports providers – providing training and guidance so that facilities are able to host the trans active group with confidence.
- Building connections within trans communities to celebrate achievement of trans and non-binary people within sport and reduce the impact of transphobia in sport.
- Developing pathways for trans and non-binary people to gain coaching qualifications and experience.

## MAIN INITIATIVE

Trans active began in January 2020. It is a multi-sport group facilitating free, accessible activities for trans and non-binary people. There is no assumption of participant sporting or fitness knowledge or level and accessibility is prioritised. The group aims to create a positive and safe environment where the participants can enjoy themselves, make connections, improve their health and wellbeing, and engage in a sporting activity.

The group activities are decided by the group membership and organisation is supported by the group facilitator. Group members are encouraged to take leadership roles. Activities encompass traditional and non-traditional sports, e.g: boxing, bowling, kayaking, walking, pole fitness, and picnics. The group also runs training to upskill members and attends community activities such as local pride events.

## BENEFICIARIES

Trans and non-binary people aged 18+ who live in Greater Glasgow.

## IMPACT OF THE INITIATIVE

93 trans and non-binary people have taken part in 56 events since the beginning of the project. All participants have reported an increase in positive mood and confidence and fitness, a reduction in isolation and increased sense of belonging within the sport. This initiative is also accessible for people with additional barriers i.e.; trans and non-binary people of colour, disabled trans and non-binary people, those who experience poor mental health, and those who experience poverty or underemployment.

Local sports providers have become more trans and non-binary inclusive, i.e.: gender neutral changing rooms, policy and admin changes, and cultural shifts. The degree of satisfaction of the participants in the activities is permanently evaluated by formal/informal surveys because the feedback is key to the development and to improve the practice. Trans and non-binary led events and activities “for us, by us”.

## SUSTAINABILITY AND TRANSFERABILITY

The accessibility and community focussed practice is easily tailorable towards other groups with different needs, or to a different model. Group members can be supported to organise events themselves and many of the events are free so the practice can be altered to be done with low funding.

The involvement of a staff member to facilitate and organise the group is required which makes the group dependent on funding or volunteers. The aim is for these groups to be self-organised in the future.

Develop links with mainstream sporting providers, for example local government providers, to embed the practice into wider services.

## WEBSITE OR RELATED RESOURCES

- <https://leapsports.org/activities/TransActive>
- <https://leapsports.org/news/FvT2022>

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# CHANGE IN GOVERNING BODY LEGISLATION TO INCLUDE A NON- BINARY GENDER CATEGORY

## EDINBURGH FRONTRUNNERS, RUNNING CLUB

# CHANGE IN GOVERNING BODY LEGISLATION TO INCLUDE A NON-BINARY GENDER CATEGORY

## THEMES

- Participation in sport for LGBTQIA+ people
- Policies relating to sex and gender
- Information collection and records

## TARGETED OBJECTIVES

- Promote non-binary inclusion in running.
- promote non-binary gender race categories for all UK races.



## MAIN INITIATIVE

Edinburgh Frontrunners (EFR) is a running club for LGBTQIA+ people and friends. It is an all-abilities club including regular Learn to Run programmes and a walking group. EFR was founded in October 2013, following the general model of the global Frontrunners movement (an initiative to support LGBTQIA+ runners). It has since become a leader in diversity and equality activism, helping pioneer the introduction of the non-binary category in athletics. EFR began by changing their personal membership forms to create an open field for recording gender and promoting the explicit inclusion of non-binary people. Also, they ensured that gender neutral changing and showering options were made available at both leisure centres the club used.

In October 2016 they supported a local running festival to open their race entries to include a non-binary gender category. At this stage the category was not officially recognised by Scottish Athletics, the national governing body, but it encouraged EFR to push for non-binary inclusion in racing events. With the support of EFR, Scottish Athletics implemented an intermediate rule change for 2017 to allow them to organise the first ever licensed race with the non-binary category. A full rule change for 2018 was implemented and by 2019 this was extended to all athletics in Scotland, including SA Championships, so that by April 2019 the non-binary category became a mandatory licence condition for all Scottish Athletics Championship events.

## BENEFICIARIES

LGBTQIA+ people aged 18+.

# CHANGE IN GOVERNING BODY LEGISLATION TO INCLUDE A NON-BINARY GENDER CATEGORY

## IMPACT OF THE INITIATIVE

Change in governing body legislation to include a non-binary gender category in all Scottish Athletics licenced races and wider athletics in Scotland. National Championships have made the inclusion of the non-binary category as a mandatory condition of getting a licence. This is also the case in some UK Athletics licenced races.

EFR began by changing their personal membership forms to create an open field for recording gender and promoting the explicit inclusion of non-binary people.

## SUSTAINABILITY AND TRANSFERABILITY

The club is really sustainable because the non-binary category became a mandatory licence condition for all Scottish Athletics Championship events. This has put the existence of non-binary people firmly on entry forms for hundreds of events across Scotland and, to a lesser extent, in the rest of the UK. The challenge is ensuring races do include a non-binary category and adhere to current guidance. Education of the policy among race licence grantors will ensure this.

It is transferrable to other individual sports. It requires working with governing bodies to provide evidence to build a case for including non-binary gender categories.

## WEBSITE OR RELATED RESOURCES

- <https://www.edinburghfrontrunners.org/>
- <https://www.scottishathletics.org.uk/wp-content/uploads/2022/05/Scottish-Athletics-Policy-on-non-binary-athletes-competing-within-Scottish-National-Championships.pdf>
- <https://leapsports.org/files/4225-Non-Binary%20Inclusion%20in%20sport%20Booklet.pdf>
- <https://www.scottishathletics.org.uk/wp-content/uploads/2022/05/Scottish-Athletics-Non-Binary-Guidance-Race-Organisers.pdf>
- <https://www.runbritain.com/news/non-binary-guidance-for-race-organisers-1>

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# NETHERLANDS



In 2022, the Netherlands ranks 13th in the latest ILGA-Europe rating of 49 European countries in the world. The Netherlands became the first country in the world to legalize gay marriage in 2001, same-sex joint and stepchild adoption are also permitted, and lesbian couples can access IVF as well. Since 2013, the Supreme Court ruled in favour of not requiring surgery to change one's gender on official documents, however, the conversion therapy is not banned in the Netherlands. Nowadays, the Netherlands is debating a new transgender law, one of the most significant changes would be that people under the age of 16 would have the right to change their gender designation on government forms such as passports and birth certificates.

# GUIDANCE ON GENDER AND SEX DIVERSE INDIVIDUALS FOR SPORTS

## **NOC\*NSF - NETHERLANDS FAIR PLAY ALLIANCE**

(ROYAL DUTCH FOOTBALL ASSOCIATION, ROYAL DUTCH HOCKEY FEDERATION, DUTCH OLYMPIC COMMITTEE\*DUTCH SPORTS FEDERATION NOC\*NSF, DUTCH FOUNDATION QUEER FOOTBALL FANCLUB AND COORDINATOR JOHN BLANKENSTEIN FOUNDATION)

# GUIDANCE ON GENDER AND SEX DIVERSE INDIVIDUALS FOR SPORTS

## THEMES

- Participation in sport
- Policies relating to sex and gender
- Representation in management/governance and leadership
- Elite level sport
- Facilities
- Uniforms
- Fighting discrimination
- Communication
- Diversity education and training
- Inclusion guidance



## TARGETED OBJECTIVES

Unawareness and prejudices about gender and sex on or along the sports fields and in the changing rooms sometimes result in insensitivity and undesirable situations. It is the NOC\*NSF priority that each and every athlete can be themselves. Therefore we, as NOC\*NSF, aim for sports clubs to be accessible and to offer a home for everyone regardless of someones sex or gender. This practice has been therefore to develop and share guidance which includes:

- An explanation about frequently used terminology
- Recommendations on leadership and education
- Practical advice for developing an inclusive sports environment
- An inclusion checklist
- Explanation of the regulations in national and international elite sports
- References for more information

This guidance is based on the experiences of gender and sex diverse individuals, and references other national and international guidance advice from stakeholder organizations and scientific research, and is exemplified with practical experiences.. The starting point is that sport should include everyone. Every human being is entitled to equal and respectful treatment and should be given an equal opportunity to benefit from the advantages in sport.

# GUIDANCE ON GENDER AND SEX DIVERSE INDIVIDUALS FOR SPORTS

## MAIN INITIATIVE

Development and promotion of guidance which supports sport organisations to develop environments where everyone feels welcome. The development began in 2021. Expert groups, national federations and athletes were consulted in the development of the guidance.

Club directors will find specific steps they can undertake in the Leadership chapter. Furthermore, the guidance is addressed to trainers, coaches, referees and officials, parents, supporters, athletes and volunteers who are searching for practical tools to better include gender and sex diverse individuals. In addition, the guidance is also drafted for athletes themselves to help them to get support from their own sports too.

## BENEFICIARIES

- Sports federations.
- Clubs.
- Athletes.
- Sex and gender diverse people.
- Elite athletes.
- Grassroots athletes.

## IMPACT OF THE INITIATIVE

The guidelines were released at an online (because of corona) symposium at the beginning of 2021. In this symposium, the main themes were inclusion and diversity. There were more than 150 participants from different sport organisations.

This guideline document was the beginning for sport federations to start making action plans on the themes inclusion and diversity. There are now 45 federations who signed a charter, in which is stated that they are going to work on this plan of action. At the moment, there are 29 (of the 45) federations who handed in their plan of action and are now executing their plan. 16 (of the 45) federations are still working on their plan of action.

# GUIDANCE ON GENDER AND SEX DIVERSE INDIVIDUALS FOR SPORTS

## SUSTAINABILITY AND TRANSFERABILITY

The guidance is primarily made for national federations and sport clubs. It is very transferable to specific federations who are required to tailor it to their specific sport. However it could also be used for example in the cultural sector as well, in music, dance, exhibitions and so on.

The most difficult challenge is that the guideline is a generic document, not a federation specific document. Questions therefore arise from different sports federations considering how they should interpret the guidelines for their federation.

It is important when transferring to specific sports or other sectors that language used is appropriate for the specific target group the guidelines are intended for. This must be developed in conjunction with experts from the community.

The guidance will be constantly reviewed to reflect new legislation, new information, new guidelines from IOC, new practical examples in the field that result in the need for modifications.

## WEBSITE OR RELATED RESOURCES

- <https://nocnsf.nl/media/4876/guidance-on-gender-and-sex-diverse-individuals.pdf>

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INFORMATION PROVIDED BY  
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# RECOMMENDATIONS FOR INCLUSIVE ENVIRONMENT (OF TRANS, NON BINARY AND INTERSEX PEOPLE IN SPORT)\*



Recommendation	Example of how to address it
①- Create a welcoming culture for all genders and sexualities	Leading successful initiatives and good practices focused on inclusion and respect
②- Respect and empathy for transgender, intersex and non-binary people	Using gender neutral language and the appropriate non-medical vocabulary, offering a designated time and space to ask how they want to be addressed
③- Increasing awareness of all sports stakeholders of the experiences, needs and opportunities of transgender, non-binary and intersex people	Training for all stakeholders involved in topics of gender and sexual diversity and basic knowledge about LGBTIQ identities
④- Promote serious statements and commitments from leadership positions about diversity and inclusion in sport	Ensuring that key organisational documents proactively state the organisation's intention to be inclusive and diverse
⑤- Engage the whole LGBTIQ community, and particularly transgender, non-binary and intersex people to be involved in the sport organization	Promoting fun sport sessions, increasing peer presence in different positions within the sport organisation
⑥- Change the exclusive binary system in sport	Promoting mixed activities and the non-performative and non-competitive approach to defy traditional stereotypes

\*The participants who contributed good practices were also asked to give us their suggestions to improve sport for transgender, non-binary and intersex people. These suggestions have been collated to create this list of recommendations.



# RECOMMENDATIONS FOR INCLUSIVE ENVIRONMENT (OF TRANS, NON BINARY AND INTERSEX PEOPLE IN SPORT)

Recommendation	Example of how to address it
7- Eliminate barriers to participation in sport	Providing safe access to bathrooms and changing room facilities, taking people with disabilities into account
8- Monitor incidents and situations of LGBTIphobia	Establishing procedures for reporting incidents of gender related bias and making effective protocols to protect people's rights
9- Protect those who are most vulnerable and may suffer the most exclusion	Provide an identified person to assist with induction and inclusion in the sport organisation and making sure all marginalised identities have a safe space to be visible
10- Increase the visibility of transgender, non-binary and intersex athletes	Representing transgender, non-binary and intersex athletes on leaflets, website, RRSS, and in all the informative material
11- Offer a positive, discrimination free sporting experience for all genders and sexualities	Ensuring uniforms and dress codes respect an individual's gender identity and gender expression
12- Recognise the importance of creating inclusive environments in grassroots sport	Providing role models for younger athletes and setting examples of respect and support for all genders and sexualities

# CONCLUSION



This report includes several examples of good practices which are intended to provide guidance to board members, coaches, athletes and others involved in organised sport about transgender and non-binary inclusive sport environment.

The document also provides broad recommendations for change. Even today there is discrimination against the LGBTIQ+ community and this is more frequent towards people with diverse gender identities and sexual characteristics that are not yet widely recognised, visible and represented. For this reason, it is necessary to give visibility to the good practices that exist in different European countries like Austria, Germany, Italy, UK, NL or Spain. These good practices are a reference and offer some examples to show that change is possible if there is a will, education and sufficient resources.

How good practices are transferable to other contexts is also demonstrated. These practices already exist and people are already promoting and implementing them. With the information provided in this report it is possible to transfer them and to increase the well-being of transgender and non-binary people.

It is also important to show the diversity of practices that are being implemented: gyms as safe places for trans people, competitions to fight gender violence, conferences on queer issues, guides to promote diversity in clubs and federations, sports and dance schools for transgender children and their families, clubs to make football a safer environment, diversity departments in sports federations, etc.

Every day offers a new opportunity to learn to adapt and grow, and the sporting field is no exception. As the discussion continues and sport organisations try new ways to be inclusive, all of us will learn by doing. Making the realm of sport a better space for everyone will help to encourage participation for all and realise a more just, inclusive and respectful society at large.

This report on good inclusion practices was compiled by the “Sport for All Genders and Sexualities” project, funded by the European Union, in order to promote sexual and gender diversity and fight against discrimination against the LGBTIQ+ community in sport. It is time to recognise the positive impact that these practices have on the well-being of citizens and the construction of a democratic society with full rights for all.

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