

Creating Inclusive Environments



This resource is intended to provide recommendations to sport organizations seeking to create more inclusive environments for athletes, administrators, coaches, officials and volunteers on the basis of sexual orientation, gender identity or gender expression.

This resource was developed by viaSport and You Can Play with input from viaSport's LGBTQI2S Working Group.



Applying Concept to Practice

COMMON LANGUAGE - All members of the organization should be well-informed and equipped with appropriate and respectful language. As language evolves and new terms emerge, staying current and being open are imperative. Ultimately, the individual should indicate how they identify, what terms they consider respectful, and what names and pronouns they would like to use.

FACILITIES - Participants may choose to use washrooms and change rooms that correspond with their gender identity, which also includes non-gendered facilities and single-use facilities wherever possible.

ENGAGEMENT - Learning, training and educational opportunities that continue to promote inclusion are key to creating a supportive organizational culture.

Terminology

LGBTQI2S is an umbrella terms that stands for Lesbian, Gay, Bisexual, Transgender, Queer (or Questioning), Intersex and Two-Spirit. Other varied acronyms you may be familiar with include:

- **LGBT:** Lesbian, Gay, Bisexual, Transgender
- **LGBTQ:** Lesbian, Gay, Bisexual, Transgender, Queer or Questioning
- **LGBTQ2+:** Lesbian, Gay, Bisexual, Transgender, Queer, two-spirit
- **LGBTQQIP2SAA:** Lesbian, Gay, Bisexual, Transgender, Questioning, Queer, intersex, Pansexual, Two-spirit (2S), Androgynous, and Asexual.

ESSENTIAL DEFINITIONS

The Canadian Centre for Ethics in Sport (CCES) includes the following essential term definitions:¹

- **Sex:** The classification of people as male, female or intersex. Sex is usually assigned at birth and is based on an assessment of a person's reproductive system, hormones, chromosomes and other physical characteristics, most notably by external genitalia.
- **Gender identity:** A person's innermost sense of their own gender. This can include man, woman, both, neither or something else entirely. Gender also refers to a variety of social and behavioural characteristics (e.g. appearance, mannerisms). There are lots of words people may use to talk about their gender identity and expression.
- **Gender expression:** The way an individual communicates their gender identity to others. This is done through behaviour, body language, voice, emphasis or de-emphasis of bodily characteristics, choice of clothing, hairstyle, and wearing make-up and/or accessories. The traits and behaviours associated with masculinity and femininity are culturally specific and change over time.
- **Gender binary:** A social system whereby people are thought to have either one of two genders: man or woman. These genders are expected to correspond to sex assigned at birth: male or female. In the gender binary system, there is no room for diversity outside of man or woman, for living between genders or for crossing the binary. The gender binary system is rigid and restrictive for many people who feel that their natal sex (sex they were labelled with at birth) does not match up with their gender or that their gender is fluid and not fixed.
- **Cisgender:** A term to describe a person whose gender identity corresponds with their birth-assigned sex (e.g. someone whose gender identity is man and was assigned male at birth).
- **Trans:** An umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society. It includes but is not limited to people who identify as transgender, transsexual, cross dressers (adjective) or gender non-conforming (gender diverse or genderqueer).
- **Two-spirit:** An English umbrella term used by some indigenous people rather than, or in addition to, identifying as LGBTQ. This term affirms the interrelatedness of all aspects of identity - including gender, sexuality, community, culture, and spirituality.
- **Sexual orientation:** Sexual orientation describes human sexuality, from gay and lesbian to bisexual and heterosexual orientations. A person's gender identity is fundamentally different from and not related to their sexual orientation. Because a person identifies as trans does not predict or reveal anything about their sexual orientation. A trans person may identify as gay, lesbian, queer, straight, or bisexual.

Language is always evolving and changing. Some online resources for terminology that are being continuously updated can be found here:

- Egale: <http://egale.ca>
- Canadian Women & Sport: <https://womenandsport.ca>
- QMUNITY: <https://qmunity.ca>

¹ Trans Inclusion in Sport Expert Working Group. (2018). Creating Inclusive Environments for Trans Participants in Canadian Sport: Policy and Practice Template for Sport Organizations. [PDF document]. Canadian Centre for Ethics in Sport, p. 21.

Physical Environment

The most supportive environments are those in which everyone has access to separate facilities *if* they wish to use them.

- Every locker room or change room offered should have private, enclosed changing areas, showers, and toilets available for everyone
- If traveling to an away facility, asking in advance if the facilities offered are adequate, without disclosing why you are asking, is a good practice to follow
- If your organization has jurisdiction over the signage used on washroom, shower, or locker room facilities, utilizing alternative signage on single-user washrooms can help create a more inclusive environment
 - For example, single-user washroom signage has been updated in City of Vancouver Buildings to reflect universal, function-based designation²
 - The Vancouver Park Board's Trans Working Group recommends that signage focuses on the function of the space, which reduces reliance on the English language and reduces gendered expectations³

A 2016 settlement reached following the filing of a human rights complaint against Hockey Canada and Hockey Ontario included the creation of a trans inclusive dressing policy. The settlement recognizes the rights of trans youth to:

- 'access all facilities and services in accordance with their self-identified gender identity and expression;
- be addressed by their preferred names and pronouns; and
- have privacy and confidentiality with respect to their gender identity.'⁴

² City of Vancouver. (2016). *Supporting Trans* Equality and an Inclusive Vancouver*. Vancouver, BC: City of Vancouver Chief Human Resources Officer. Retrieved from: <http://vancouver.ca/files/cov/trans-gender-variant-and-two-spirit-inclusion-at-the-city-of-vancouver.pdf>.

³ Trans* and Gender Variant Working Group. (2014). *Draft Recommendations for Trans* and Gender Variant Inclusion in Vancouver Recreational Facilities*. Retrieved from: <https://docs.google.com/file/d/0B-tjv8mr43H5NktwRkNpSmx5X1U/edit>.

⁴ Ontario Hockey Federation. (2016). *OHF Policy on Dressing Room & Confidentiality Policies*. Retrieved from: https://www.omha.net/layout_container/show_layout_tab?layout_container_id=27249121&page_node_id=885513&tab_element_id=14541.

Ontario Hockey Federation

Dressing Room Policy

1. Purpose
 - 1.1 The Ontario Hockey Federation is committed to providing a safe, respectful, and fully inclusive environment for players, parents/guardians, staff, and volunteers;
 - 1.2 With the support of the Ontario Hockey Federation, the [Name of Minor Hockey Association] will proactively work to ensure that all dressing room spaces and procedures are safe, inclusive, and equitable by anticipating and removing barriers that prohibit the inclusive participation of any and all players;
 - 1.3 All players will have access to dressing room facilities that most appropriately meet their individual needs, which may or may not include accommodations with respect to gender identity and gender expression;
 - 1.4 All requests for dressing room accommodations will be taken seriously and will be assessed on an individual and confidential basis in order to address the specific needs and requirements of all players;
 - 1.5 With the support of the Ontario Hockey Federation, the [Name of Minor Hockey Association] will work collaboratively with and advocate for players to identify the most appropriate access to dressing rooms, including any interim and long term accommodation solutions, so as to reflect both individual players' needs and the potential structural limitations of facilities;
 - 1.6 This policy is written in accordance with Ontario's Human Rights Code (1990) (the Code), which prohibits the discrimination of all people on a number of protected grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, and disability; and
 - 1.7 Under the Code, organizations and their personnel are liable for any discrimination and harassment based on gender identity and gender expression, or any other prohibited ground under the Code. Hockey associations must deal with complaints, take steps to prevent problems, and provide a safe and welcoming environment for trans people and all other persons protected under the Code.

Ontario Hockey Federation – Dressing Room Policy: https://cdn3.sportngin.com/attachments/document/0106/5202/DRP_2016-09-08_OHF_Dressing_Room_Policy_vf.pdf

Hosting Guidelines

While your organization might not always have the ability or jurisdiction to change washroom signage and to build or retrofit washroom facilities, on some occasions you have the ability to influence venue selection for events.

If your organization provides hosting standards and guidelines (for example, clubs are invited to submit bids to host a provincial championship), include stipulations on the types of accommodations that must be made available in order to be considered as a potential host.

CCES recommends the following statement:

*'Hosting Guidelines: When submitting a bid to host an event... potential hosts are required to indicate what changing areas, toilets and showers are available, including private, separate changing, showering, and toilet facilities should these be requested by a trans participant. Potential hosts that do not have these facilities in place would not be excluded from consideration as an event host. However, in the event that a host is selected where these requirements are not met, the host organization would be expected to work with (insert name of your organization) to provide comparable accommodations.'*⁵

Education and Capacity Building Resources

Aside from this resource, viaSport has consulted with experts in the field to create a tool specifically for coaches to help them create safe spaces for their participants, specifically those who identify as LGBTQI2S. The tool covers language and terminology as well as recommended actions to take when faced with issues concerning respect, safety, leadership, fairness and privacy.

For further reading, there are several groups that have developed resources specific to the Canadian sport system:

- Canadian Women & Sport
 - **Leading the Way** (PDF)

Description: Newly revised in 2017 with the support of Sport Canada and in partnership with AthletesCAN and the Coaching Association of Canada, Canadian Women & Sport' ground-breaking resource - Leading the Way: Working with LGBTQ Athletes and Coaches—is a practical resource for coaches and other sport leaders to create welcoming, inclusive teams. This second edition still reflects the voices of Canadian LGBTQ and cisgender athletes and coaches, but now includes the Canadian results of the international Out on the Fields Study on Homophobia in Sport (2015), as well as the recent guidance to sport organizations on creating inclusive environments for trans identities released by the Canadian Centre for Ethics in Sport.

⁵ Trans Inclusion in Sport Expert Working Group. (2018). *Creating Inclusive Environments for Trans Participants in Canadian Sport: Policy and Practice Template for Sport Organizations*. [PDF document]. Canadian Centre for Ethics in Sport, p. 17.

- » *Link:* https://womenandsport.ca/wp-content/uploads/2020/03/Position-paper-on-Homophobia-in-Sport_Canadian-Women-Sport.pdf
- » Additional resources can be found on the Canadian Women & Sport website: <https://womenandsport.ca/resources>
- CCES
 - **Creating Inclusive Environments for Trans Participants in Canadian Sport - Guidance for Sport Organizations (PDF)**
 - » *Description:* The guidance was developed in response to an increasing number of national, provincial and local sport organizations seeking advice from CCES to inform their policies and practices relating to trans participants. In response, the CCES convened an Expert Working Group tasked with understanding the existing research, issues and best practices concerning the inclusion of trans participants in sport and providing guidance to sport organizations at all levels of the Canadian sport system. This document outlines policy and practice recommendations, and is being made available to Canadian sport organizations to help in their work to make their sport more inclusive⁶
 - » *Link:* <https://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>
 - **Creating Inclusive Environments for Trans Participants in Canadian Sport: Policy and Practice Template for Sport Organizations**
- » *Description:* The [Guidance for Sport Organizations] resource has been well received within the Canadian sport community but Canadian sport leaders have asked for further guidance on what an inclusive policy document should contain, including best practices. In addition to a desire to create an inclusive environment in sport, sport organizations must be alive to the fact that Bill C-16 is now in effect – a national bill that added gender identity and expression to the list of prohibited grounds of discrimination in the Canadian Human Rights Act², which extends to sport. This template is designed to help your sport organization create your own policy and practice guidance on trans inclusion for your sport, from athletes to volunteers to paid staff. It identifies the key aspects a policy should include, the associated rationale or considerations, and provides a sample policy and practice guidance as an example (see Appendix A). Your sport organization will still have to tailor the policy and practice guidance to reflect your own sport's needs, but it is anticipated that there will also be a lot of core content common to all sport organizations.⁷
- » *Link:* https://cces.ca/sites/default/files/content/docs/pdf/creating_inclusive_environments_for_trans_participants_in_canadian_sport_practice_and_policy_template_final_e.pdf
- Canadian Olympic Committee
 - **One Team: Creating a Safer School and Sport Environment Resources**

⁶ Trans Inclusion in Sport Expert Working Group. (2016). *Creating Inclusive Environments for Trans Participants in Canadian Sport: Creating Inclusive Environments for Trans Participants in Sport*. [PDF document]. Canadian Centre for Ethics in Sport, p. 17. Retrieved from: <https://cces.ca/news/cces-releases-guide-creating-inclusive-environments-trans-participants-canadian-sport>

⁷ Trans Inclusion in Sport Expert Working Group. (2018). *Creating Inclusive Environments for Trans Participants in Canadian Sport: Policy and Practice Template for Sport Organizations*. [PDF document]. Canadian Centre for Ethics in Sport, p. 17.

The One Team: Creating a Safer School and Sport Environment Resources were developed in conjunction with Egale Human Rights Trust and the You Can Play project. The goal of these resources is to promote LGBTQ inclusion and respect in schools and sport throughout the country (these resources are designed for students in grades 4-8).

» **An Introduction to the One Team Program**

- *Description:* This resource introduces the research and current problems for LGBTQ children and youth in the education and sport landscape

» **Creating Safer Spaces for LGBTQ Students**

- *Description:* Designed to provide educators, community leaders and parents a quick reference/reminder of what their role is and how they can support LGBTQ participants within the classroom and in sport.

» **Fostering Mental Fitness in LGBTQ Students**

- *Description:* This resource introduces the concept of Mental Fitness and the basic Mental Fitness needs of Acceptance, Competence and Relatedness

» These resources can be downloaded here: <https://olympic.ca/education/resources/oneteam>

- The resources are offered for free through the Canadian Olympic School Program by signing up with the Olympic Club

TRAINING

viaSport offers youth-guided inclusion training for the sport and recreation sector in B.C. All Youth Matter is a four-hour workshop that teaches front-line staff, coaches, programmers and leaders to address barriers to inclusion while building empathy and empowering those working with youth to identify and respond to discrimination.

Leading organizations in inclusion in Canada's sport sector also offer training for a variety of audiences:

- Canadian Women & Sport
 - **Leading the Way Webinars**
 - » Leading the Way can be attended live online or viewed at any time: <https://womenandsport.ca/learning-opportunities/presentations/lgbtqi2s-inclusion-in-sport>
- You Can Play
 - You Can Play provides a number of speaking services for students, coaches, athletic departments, companies, international organizations, sports teams, academic conferences, and special events.
 - You Can Play's speaking events and trainings can include powerful storytelling, LGBTQ 101, interactive exercises, discussion on intersectional identities (such as race and gender), and a speaker Q&A.
 - For more information: http://www.youcanplayproject.org/page/-/One%20Paggers/You%20Can%20Play_Presentations%20Guide.pdf
- QMUNITY
 - **Queer Competency Trainings**
 - » Queer Competency Trainings are experiential workshops to help you

understand diversity and make your organization more inclusive for queer, trans, and Two-Spirit clients and staff.

- **Pridespeaks**

- » Pridespeaks are interactive workshops for and by youth about sexual orientation, gender identity, and bullying. They are supported by the Ministry of Children and Family Development and the Vancouver School Board.
- » Youth facilitators provide accurate, non-judgemental information about sexual orientation, gender identity, derogatory language, bullying at school, and myths and stereotypes about LGBTQ/2S youth. The workshops can be tailored upon request and are available for K-12 students.

- For more information or to book: <https://qmunity.ca/learn/training>

- Egale

- **Corporate Training**

- Egale offers private, public and not-for-profit sector organizations reliable, high-quality training and development for professional, management and organizational development on both a local and national scale. We aim to help clients develop the strategy, motivation and accountability required to foster LGBT inclusion and safer space.
- Grounded in anti-racism and anti-oppression principles and practices, the Egale training & facilitation includes an evidenced-based, intersectional, systemic, organizational and human rights based approach to training design and delivery in LGBTQ inclusion.
- For more information, visit: <https://egale.ca/training-workshops/workshops-workplaces>

COMMUNICATIONS AND RESOURCES VISIBLE ALLYSHIP AND ENGAGEMENT

Visible alignment and engagement is a way to show your support for inclusive sport and also helps to indicate to LGBTQI2S individuals that your sport is taking action to provide a supportive environment.

- Pronoun buttons or name tags
 - Using a button or name tag is a great way to indicate your preferred pronoun
 - viaSport designed pronoun button templates that any organization can use: https://www.viasport.ca/sites/default/files/Documents/Button_Pride%20Forum.pdf
 - Designing or purchasing name tags can also be a way to bring inclusive practice into your next event: <https://www.mynamebadges.com/hello-my-name-is-gender-pronouns-visitor-label/sku-lb-2848>
- Signage
 - Having visible signage can be a simple yet powerful way to indicate your organization's support. Canadian Women & Sport's Leading the Way manual explains why such demonstrations are important:

'Display signs visibly demonstrating acceptance of those who are LGBT and indicate that you are an LGBT ally. Your organization may have these signs as part of a diversity effort or you may wish to create your own positive space in sport signs, stickers or buttons... Posting a Positive Space sign on your clipboard, laptop or office door is a powerful signal to those who are LGBT that they need not worry about your acceptance.

*Similarly, having a Positive Space web button that links directly to Canadian Women & Sport's LGBT resources on your website is a visible sign of organizational commitment.*⁸

- The Canadian Women & Sport's Positive Space in Sport graphic can be made into a link on your website or printed on stickers. The image can be downloaded here: http://www.caaws-homophobiainспорт.ca/e/resources_caaws/documents/l_Support_Eng.pdf
- Small pride or trans flags added to your organization's website is way to simply and easily communicate your organization's support. Examples of downloadable icon types can be found here: <https://icons8.com/icon/32414/lgbt-flag>
- Participating in Pride Activities
 - The Canadian Olympic Committee marches in Pride Parades across the country in tandem with You Can Play, professional sport organizations, and amateur sport representatives
 - » To get involved in Vancouver's pride parade, email info@viasport.ca or follow our social media feeds to ensure you're getting the most up to date information on how to take part
- LGBTQI2S Sport Organizations
 - Getting involved with LGBTQI2S organizations, following campaigns, or showing support are also great ways to indicate allyship.
- » You Can Play: <http://www.youcanplayproject.org>
 - You Can Play is dedicated to ensuring equality, respect and safety for all athletes, without regard to sexual orientation and/or gender identity.
 - You Can Play works to guarantee that athletes are given a fair opportunity to compete, judged by other athletes and fans alike, and only by what they contribute to the sport or their team's success.
 - You Can Play seeks to challenge the culture of locker rooms and spectator areas by focusing only on an athlete's skills, work ethic and competitive spirit.
- » PrideTape: <http://pridetape.com>
 - Pride Tape is a badge of support from teammates, coaches, parents and pros to young LGBTQ players. It shows every player that they belong on the ice. That we're all on the same team. Buying Pride Tape will help support LGBTQ youth outreach initiatives, such as You Can Play and the Institute for Sexual Minority Studies and Services. That means every roll of tape will make an impact on and off the ice. We proudly support the NHL's mission to drive positive social change and foster more inclusive communities. By participating in the NHL's 'Hockey is for Everyone' month, our collective goal is to make sport a more inclusive environment for players, their families and fans of every race, colour, religion, national origin, gender, age, sexual orientation, socio-economic status and those with disabilities.

⁸ Canadian Association for the Advancement of Women in Sport. (2014). *Leading the Way: Working with LGBTQI2S Athletes and Coaches* [PDF Document]. P. 12. Retrieved from: http://www.caaws.ca/e/wp-content/uploads/2014/09/CAAWS_LeadingtheWay.pdf