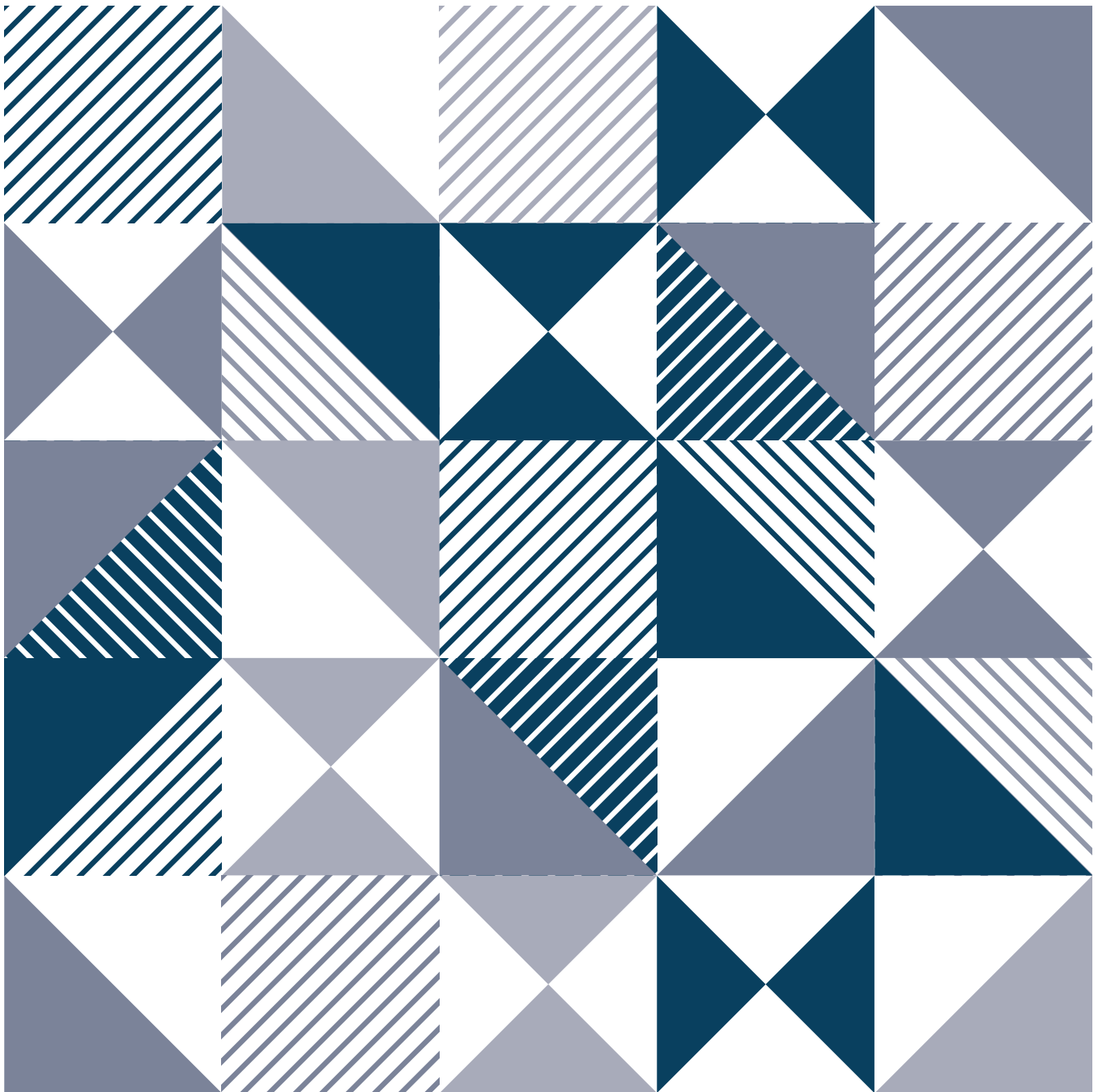


LGBTQI2S Inclusion Readiness Checklist



This resource is intended to provide direction to sport organizations seeking to create more inclusive environments for anyone who interacts with your organization, including athletes, administrators, coaches, officials volunteers and spectators on the basis of sexual orientation, gender identity or gender expression.



Organizations should use this checklist to identify areas to pursue in the future and to self-identify where to make modifications to policies, procedures and activities.

This checklist was adapted with permission from the work of the Sport Inclusion Task Force.

Policies and Procedures		HAVEN'T THOUGHT OF IT	WOULD LIKE TO START	HAVE MADE SOME PROGRESS	WE HAVE IMPLEMENTED THIS
1	Your organization's policies include specific protections related to sexual orientation, gender identity and gender expression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Your Code of Conduct has a non-discrimination statement inclusive of LGBTQI2S individuals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	Your Employee policies have considerations of LGBTQI2S staff (e.g. benefits packages like parental leave, dress codes that are gender neutral, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	Your organization has an Equity and Access policy that speaks to your organization's vision on inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	Your organization has a Confidentiality policy has protection of information for individuals who are transitioning or who disclose information to you in confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	Your Privacy policy protects the privacy rights of all individuals interacting with your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	Your Workplace Bullying and Harassment Policy has a non-discrimination statement inclusive of LGTBQI2S employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	Your organization has adopted guidelines or policy to enable trans athletes to participate in sport consistent with their gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Physical Environment

		HAVEN'T THOUGHT OF IT	WOULD LIKE TO START	HAVE MADE SOME PROGRESS	WE HAVE IMPLEMENTED THIS
9	There are gender neutral change rooms with shower facilities available for anyone to use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	There are gender neutral washroom facilities available for anyone to use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Education and Capacity Building

		HAVEN'T THOUGHT OF IT	WOULD LIKE TO START	HAVE MADE SOME PROGRESS	WE HAVE IMPLEMENTED THIS
11	Your organization is visibly and actively aligned with LGBTQI2S inclusive activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	Your organization offers proactive LGBTQI2S, gender identity and gender expression training for coaches, officials and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13	Your organization is actively and visibly engaged in promoting or participating in events and campaigns related to LGBTQI2S inclusion in sport (i.e. Pride Parade, viaSport P.R.I.D.E. Forum, You Can Play, Canadian Olympic Committee Sport Inclusion Program)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Communication and Resources

		HAVEN'T THOUGHT OF IT	WOULD LIKE TO START	HAVE MADE SOME PROGRESS	WE HAVE IMPLEMENTED THIS
14	Your organization has communication guidelines for gender-inclusive language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15	Your organization has LGBTQI2S specific resources available for coaches, athletes, officials and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16	Your organization visibly champions LGBTQI2S inclusion (e.g. Pride or Trans flags, stickers, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Looking for More Information?

All of the components¹ listed in the checklist above are addressed in subsequent resources:

1	Non-discrimination Statement	Adopting Inclusive Policy Language
2	Required Policies	
3	BC Human Rights Protections	
4	Confidentiality Practice	
5	Trans Athlete Inclusion Guidelines	Trans Athlete Inclusion Guidelines
6	Gender Neutral Change rooms	Creating Inclusive Environments
7	Gender Neutral Washrooms	
8	LGBTQI2S Activities	
9	Training	
10	Engagement	
11	Gender Inclusive Language	
12	Resources	
13	Visibility	

¹ Egale Canada (n.d.) *LGBTQI2S Sport Inclusion Toolkit Checklist*. Retrieved from: <https://egale.ca/wp-content/uploads/2017/07/LGBTQI2S-Sports-Inclusion-Toolkit-Checklist-3.pdf>.