

LE CENTRE CANADIEN DE LA  
**DIVERSITÉ DES GENRES**  
+ DE LA **SEXUALITÉ**



THE CANADIAN CENTRE FOR  
**GENDER+SEXUAL**  
**DIVERSITY**

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# SPORTS INCLUSION

A Supportive Guidebook for LGBTQI2S+ Athletes and Becoming a Better Ally in the Sports World

# ABOUT US

## **The Canadian Centre for Gender and Sexual Diversity (CCGSD)**

intersectionally promotes diversity in gender identity, gender expression, and romantic and/or sexual orientation in all its forms. CCGSD does so on a national level through services in the areas of education, health, and advocacy. Our resources and programming can be used to uplift gender and sexual minorities, as well as provide the tools to wider populations for building allyship.

As a leader in anti-discrimination work, CCGSD runs programming all over Canada and the United States. Thanks to our hundreds of volunteers, we are able to annually reach over 250,000 people. We are also a proud leader in the International Day of Pink (DayOfPink.org), engaging millions of people who both wear pink and run programs that stand up to bullying. We encourage you to find out more about CCGSD & the International Day of Pink, and get involved in making your community a safer and more diverse place.

## **About the Sports Inclusion Program**

The Sports Inclusion Program at the Canadian Centre for Gender & Sexual Diversity aims to challenge homophobia and transphobia in athletics – to make sports a more accepting and inclusive pastime for all athletes, regardless of sexual orientation and/or gender identity.

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We are working with amateur and recreational sports leagues, gym classes, schools and community groups (etc) all around Ontario to increase awareness and understanding about LGBTQI2S+ issues in sports. We believe everybody is affected by hetero- and cis-sexism in athletics, not only queer and trans people – so we hope to collaborate with sportspeople and trainers throughout the province to create action plans on how to combat ignorance, reduce bigotry, and improve the atmosphere of inclusivity in athletics.

## **What We Do**

Through our resources and educational workshops, we aim to spread awareness of homophobia and transphobia in sport, promote inclusion, and support LGBTQ2S+ athletes.

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# I THE SPORTS ENVIRONMENT

## Who is this booklet for?

This booklet aims to support anyone in the sports industry; whether it be sport clubs, organizations, athletes, coaches, and staff. It is for anyone who is trying to support an individual who identifies as LGBTQI2S+. If you are a parent looking to help your child or make a positive change in your community, you will benefit from reading this booklet. This is a reference guide with the goal of spreading awareness on the issues that LGBTQI2S+ people face in the world of sports. Athletes have often had to endure a toxic cultural attitude that forced LGBTQI2S+ athletes further into the closet, including homophobia in locker rooms.



# THE SPORTS ENVIRONMENT

## Definition of sport:

An activity involving physical exertion and skill in which an individual or team competes against another or others for entertainment.

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## During the 2014 Sochi Olympics, Google released this statement:

*"The practice of sport is a human right. Every individual must have the possibility of practising sport, without discrimination of any kind... Which requires mutual understanding with a spirit of friendship, solidarity and fair play."*

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In sports, anti-LGBTQI2S+ name calling, taunting, and bullying are often seen as part of the game and culture. Stereotypes about gender and sexuality are rampant; for instance, female athletes are assumed to be masculine lesbians, gay men are seen as too feminine to be athletes, and trans women are deceptive. Stereotypes like these prevent people from living authentically and being open about their sexuality and/or gender identity.



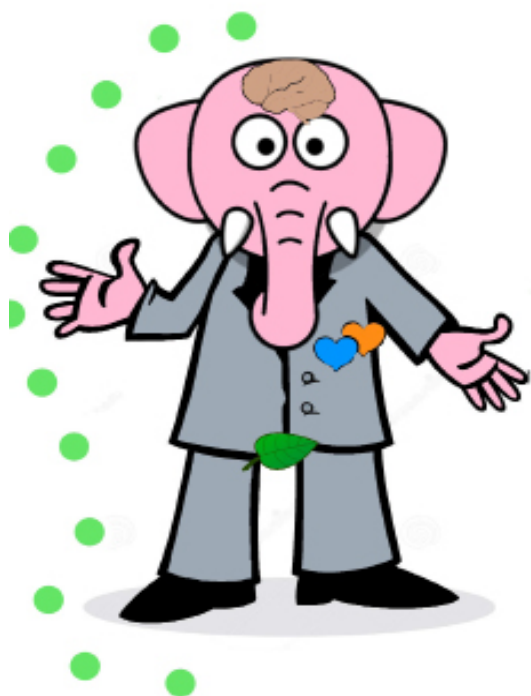
# THE GENDER ELEPHANT

## The Gender Elephant

THE CANADIAN CENTRE FOR  
GENDER+SEXUAL  
DIVERSITY

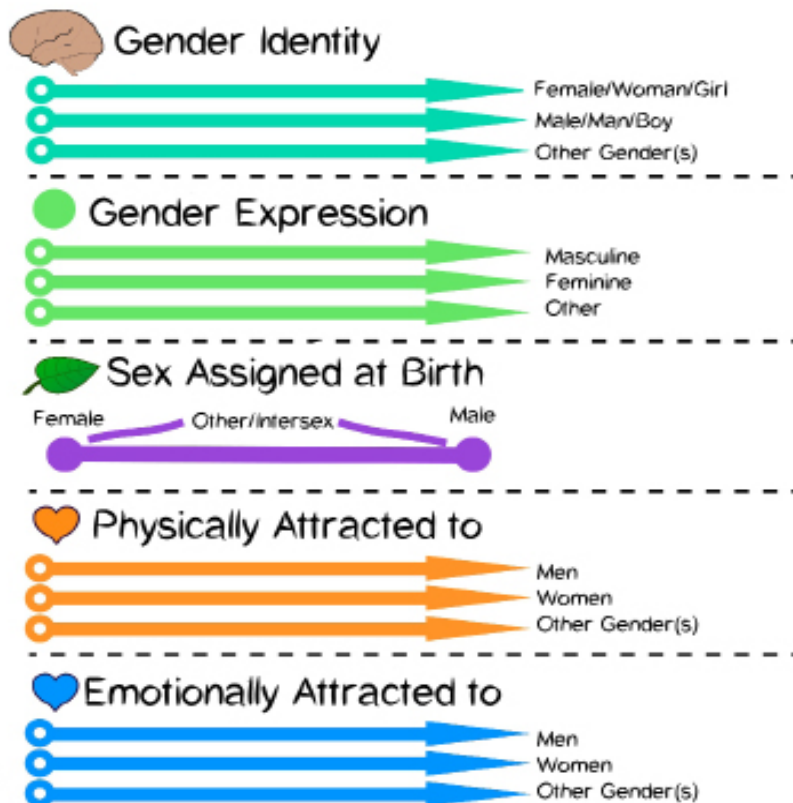


LE CENTRE CANADIEN DE LA  
DIVERSITÉ DES GENRES  
+ DE LA SEXUALITÉ



To learn more, go to  
[ccgsd-ccdgs.org](http://ccgsd-ccdgs.org)

inspired by  
its pronounced **METROsexual**  
**TSER**



The Gender Elephant is an educational tool that can be used by anyone to help learn and teach the concepts of gender identity, gender expression, sex, physical attraction, and romantic attraction.

To learn more, go to [ccgsd-ccdgs.org](http://ccgsd-ccdgs.org)

# TERMINOLOGY

Please keep in mind that vocabulary is always changing. Though efforts have been made throughout this book to ensure it is inclusive and respectful, we acknowledge that language may have evolved since the creation of this document.

**Aromantic** is someone who experiences little to no romantic attraction

**Asexual** is someone who has little or no sexual attraction or desire to engage in sexual activity. Note that asexual people are different than those with sexual dysfunction or those who choose celibacy

**Bisexual** is someone who is attracted to people of both their own and other genders

**Cisgender** is someone whose gender identity and expression align with their sex assigned at birth.

**Curious/Questioning** is someone who is unsure of or in the process of exploring their sexual orientation or gender identity

**Gay** is a man who is attracted to other men.

**Genderqueer** is an umbrella term for transgressive or non-confirming gender identities.

**Gender Expression** is how an individual communicates their gender to others via physical appearance, behaviour, and mannerisms.



# TERMINOLOGY

## CONTINUED...

Please keep in mind that vocabulary is always changing. Though efforts have been made throughout this book to ensure it is inclusive and respectful, we acknowledge that language may have evolved since

**Gender Identity** is someone's internal understanding of who they are. For example, a person knows themselves to be a boy/man/male, a girl/woman/female, a gender other than male or female, or mixture

**Homophobia** dislike of or prejudice against homosexual people.

**Intersex** is someone whose biology cannot be classified as exclusively male or female due to the naturally-occurring presence of both male and female traits (i.e. any combination of internal or external reproductive structures, chromosomes, genes, hormones, etc.)

**Lesbian** is woman who is attracted to other women may prefer to be called a lesbian.

**Nonbinary** is someone who does not identify within the binary system of male or female

**Pansexual** is a person who is attracted to others regardless of sex or gender. This includes attraction to people who identify as male, female, transgender, intersex, genderqueer or anything in between.

**Queer** the term was reclaimed by the LGBTQ2S+ community and is now used to describe all people who do not fit a heterosexual orientation. As the term has its roots as a slur, someone should not be called queer without their consent.



# TERMINOLOGY

## CONTINUED...

Please keep in mind that vocabulary is always changing. Though efforts have been made throughout this book to ensure it is inclusive and respectful, we acknowledge that language may have evolved since the creation of this document.

**Sex** typically assigned at birth based on the appearance of external genitalia. It refers to a person's biological status and is typically categorized as male, female, or intersex. There become a number of indicators of biological sex, including the sex chromosomes, internal reproductive organs, as well as external genitalia.

**Sexual Orientation** a term that describes a person's sexual, emotional, or romantic attraction, as well as the gender(s) of the people they are attracted to. Sexual orientation differs from gender identity in that gender identity describes a person's psychological identification with a particular gender, rather than their attraction to people.

**Straight/Heterosexual** is a person who is romantically, physically, and emotionally attracted to people at the other end of the gender binary.

**Trans** is an umbrella term that incorporates that is used to define the full range of people whose gender identity and gender role do not conform to that they associate their sex assigned at birth.

**Transphobia** intense dislike of or prejudice against transsexual or transgender people.

**Trans Misogyny** discrimination or prejudice against transgender women.

**Two Spirit** an indigenous term used to describe people who embody both feminine and masculine spirits. Two spirit can be used to describe both sexual orientation and gender identity.

# III | HISTORY OF LGBTQ2S+ IN SPORTS

## TIMELINE

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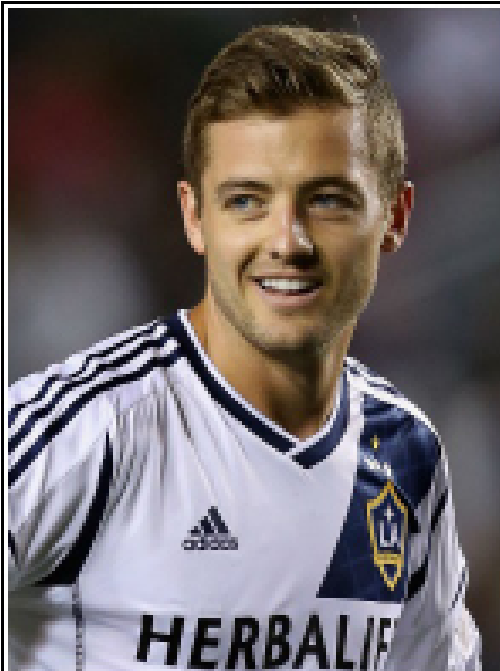
- **1936:** Gender Verification Testing (GVT)\* was proposed after the Berlin Olympics due to fears that men would masquerade as women to have an advantage over female athletes
- **1968:** Mandatory Gender Verification Testing (GVT)\* in the form of chromosome testing was introduced to the Olympic Games for all female athletes. Following its introduction, intersex people were routinely kicked out of competition and publicly shamed
- **1979:** Betty Baxter is named head coach of Canada's women's volleyball team
- **1982:** Betty Baxter is fired as head coach for a rumour that she was a lesbian
- **1990:** The largest sporting event in the world of the year was the third Gay Games, held in Vancouver, BC
- **1992:** Matthew Hall, Canadian Olympic figure skater, comes out as gay. One of the first elite level athletes to do so
- **1998:** Mark Tewsbury, Canadian Olympic Swimmer Gold Medalist, officially came out as gay, and lost a six-figure contract as a motivational speaker because he was "too openly gay"
- **1999:** The International Olympic Committee (IOC) ends mandatory GVT, switching to a case-by-case model
- **2010:** The 2010 Vancouver Olympic Games host their first ever Pride House - a space dedicated to LGBTQ2S+ athletes, coaches, and fans
- **2018:** Eric Radford becomes first Canadian openly gay athlete to win an Olympic gold medal in Pyeongchang
- **2018:** U Sports, national governing body of university sport in Canada, adopted a policy that allows trans athletes to compete on teams that correspond with their gender identity
- **2018:** Dr. Rachel McKinnon, a Canadian transgender athlete became the first to ever win gold at the UCI Masters Track Cycling World Championship.

\*GVT has a long history in international sports and has focused almost exclusively on female, trans and intersex athletes. No male athlete has ever been barred from international competition because of higher than average levels of testosterone. This is important to keep in mind if your athlete ever reaches the international level.

**HETEROSEXISM** is the discrimination or prejudice against those who are attracted to the same gender (i.e. homosexuals, bisexuals, etc.), with the assumption that heterosexuality is the norm sexual orientation (Shaw, 2010).

Heterosexism actions and beliefs are exceptionally common in sports and have a **negative impact** on all parties involved. There is a high silence concerning the LGBTQI2S+ athletes existing in sports and there are coaches who treat them as being invisible, as it may bring negative attention to their team.

There are organizations that are working to create cultures of inclusions in sport settings; cultures where all athletes are accepted and treated equally regardless of their sexual orientation or gender identity.



*Life is only complete when your loved ones know you. When they know your true feelings, when they know who and how you love. Life is simple when your secret is gone. Gone is pain that lurks in the stomach at work, the pain from avoiding questions, and at last the pain from hiding such a deep secret.*

*— Robbie Rogers —*

**CISSEXISM** is prejudice and discrimination against trans people.

**Cissexism is particularly rampant in sports.** Trans athletes face many barriers to participating in sports such as gendered changing rooms and being unwelcome to participate in certain leagues or teams.

Many sports are divided into men's and women's based on the concept of the gender binary. This is a barrier to people who do not fit into society's cisnormative expectations of male and female and those whose identities fall outside this binary model. Moreover, cissexism especially targets trans women and trans feminine spectrum people who face tremendous amount of scrutiny and discrimination.

There are many obstacles that need to be overcome as we work towards building a sports world that is more inclusive and welcoming.



## VI | TRANS ALLYSHIP

This section addresses the unique needs and experiences of people who identify as trans or have trans experiences.

### **True Sport Principles**

The vast majority of sport participation in Canada is focused on the recreation and development of athletes. At this level, the True Sport Principles of Include Everyone, Stay Healthy, Keep it Fun and Respect Others provide clear policy and practice guidance.

### **Trans Ally**

#### *What is an Ally:*

An ally is someone who supports and advocates for the equal treatment of a community other than their own. Allies use their position of privilege to amplify the voices of marginalized people and raise awareness of injustice.

### **Tips for Trans and Non-Binary Allies:**

*(Adapted from the 2018 Lush Trans Ally Guide)*

- Don't Tolerate Disrespect;
- Respect Pronouns
- Be patient with those questioning their gender identity
- Don't police public restrooms
- Listen to trans Voices
- Don't assume you can tell if someone is transgender
- Be careful about confidentiality, disclosure and outing

### **Privacy**

Respect other's privacy and never out someone without their consent; this can put them in danger and/or invalidate their identity. This includes being cautious talking about trans issues with them in non-private settings or informing a third party about their trans status.

Though you may be curious. These are questions that invade a trans person's privacy and should never be asked:

- How they have sex
- What their genitals look like
- Whether they are on hormones
- Whether they are going to have surgery
- Whether you can give them advice about how they can "pass" better

# TRANS ALLYSHIP

## CONTINUED...

### Privilege and Self-Education

If you do not identify as trans, recognize the privileges and opportunities you have in your life that are not granted to trans people. Also, recognize and challenge subconscious bias and prejudices that you may have internalized; this also means looking critically at spaces, language, and research. Keep in mind that all trans people are unique and the intersections between all their identities (i.e. gender, race, class, etc.) can result in compounding discriminations. Be careful not to tokenize trans people or say your organization or space is trans-inclusive if you have not put in the work or do not have the resources to support the claim. Finally, self-education is important; do not expect trans people to use their time and energy educating you.

### Pronouns

Sharing personal pronouns is best practice if you intend on addressing someone with out using their name. An easy way to do this is by saying: *"Hi, my name is \_\_\_\_\_ and I use \_\_\_\_\_ pronouns. What about you?"*

Always use and respect the pronouns a person uses, whether they are around or not. In general, try to use gender neutral language when speaking about people whose pronouns have not been explicitly shared; these include they, them, theirs, partner, folks, everybody, etc."

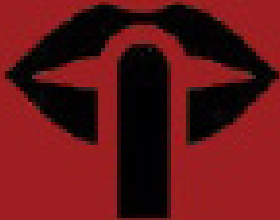
<small>LA SOCIÉTÉ CANADIENNE DE LA DIVERSITÉ DES GENRES + DE LA SEXUALITÉ</small> <small>THE CANADIAN SOCIETY FOR GENDER - SEXUAL DIVERSITY</small>		PRONOUN CHART/TABLE DE PRONOM			
GENDER BINARY /BINAIRE DU GENRE	TITLE /TITRE	SUBJECT /SUJET	OBJECT /OBJET	PRONOUN /PRONOM	PRONUNCIATION /PRONONCIATION
	Ms/Mrs	she	her	hers	(as it appears)
	Mr	he	him	his	(as it appears)
	Mlle/Mme	elle	elle/la	sa	(comme il apparaît)
	M	il	lui	son	(comme il apparaît)
GENDER NEUTRAL /NEUTRE DE GENRE	Mx	they	them	their	(mix, as it appears)
	Mx	ze	hir	hirs	(mix, zhee, here, heres)
	Mx	ze	zir	zirs	(mix, zhee, zhere, zheres)
	Mx	xe	xem	xyr	(mix, zhee, zhem, zhere)
	Mx	os/ol	lo/sol	so	(comme il apparaît)
	Mx	eil/yel	lo/sol	so	(comme il apparaît)



# TRANS ALLYSHIP

CONTINUED...

## Five Steps to Becoming a Good Ally:



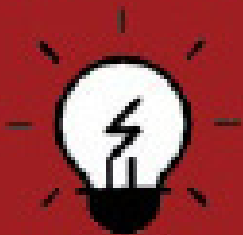
### **LISTEN MORE, TALK LESS**

When advocating for a cause, if those have personal, lived experience can advocate for themselves, they should be the ones to speak. Do not talk about minority or marginalized group that you are not a part of unless they are not present in the conversation when speaking up for the group is necessary, or someone who is a part of the said group has asked you to speak on their behalf. If you feel that there needs to be a dialogue about a marginalised group, if possible invite members of that group to hold that discussion



### **UNDERSTAND YOUR PRIVILEGE**

Everyone comes from a different background, and it is important to recognize that because of experience everyone holds privilege. Privilege is not inherently bad but should be understood. It does not mean that you have an easy life, nor does it mean that you are a bad person. It means that in whatever situation you find yourself in, a person of less privileged will have it harder. Being a queer person is hard, being a queer person of color is harder. Being a woman is hard, being a trans woman is harder



### **ALWAYS ASK, NEVER ASSUME**

It is important to remember: Identity and outward appearance don't always match. You can never tell somebody's identity by their appearance, who they spend time or do not spend time with, or rumors about the person. Asking a person about their identity is the only way to learn about it. If they do not wish to talk about it with you, that is their right as well



### **ALLYSHIP SHINES IN ACTIONS**

Saying that you are an ally means very little if you do not follow your words with actions. If a person hurts themselves, it is more helpful to call emergency services (and perform first aid if you are qualified), rather than shouting about how hurt they are. Any person could choose to speak, but a true ally acts



### **LEARN FROM MISTAKES**

Everyone in this world has made a few mistakes in their lives. When a person calls you in or asks you to change something that you are doing or saying, it isn't about you as a person. Instead, they are giving you an opportunity to become a better human, and a better ally. Accept their critiques, try to change your behaviour, and move forward. If they are willing to educate you, it is a fantastic opportunity to learn



# TRANS ALLYSHIP

## CONTINUED...

### Best Practices that Foster a Positive Verbal, Emotional and Physical Environment for All

(taken from CCES Creating Inclusive Environments for Trans Participants in Canadian Sport)

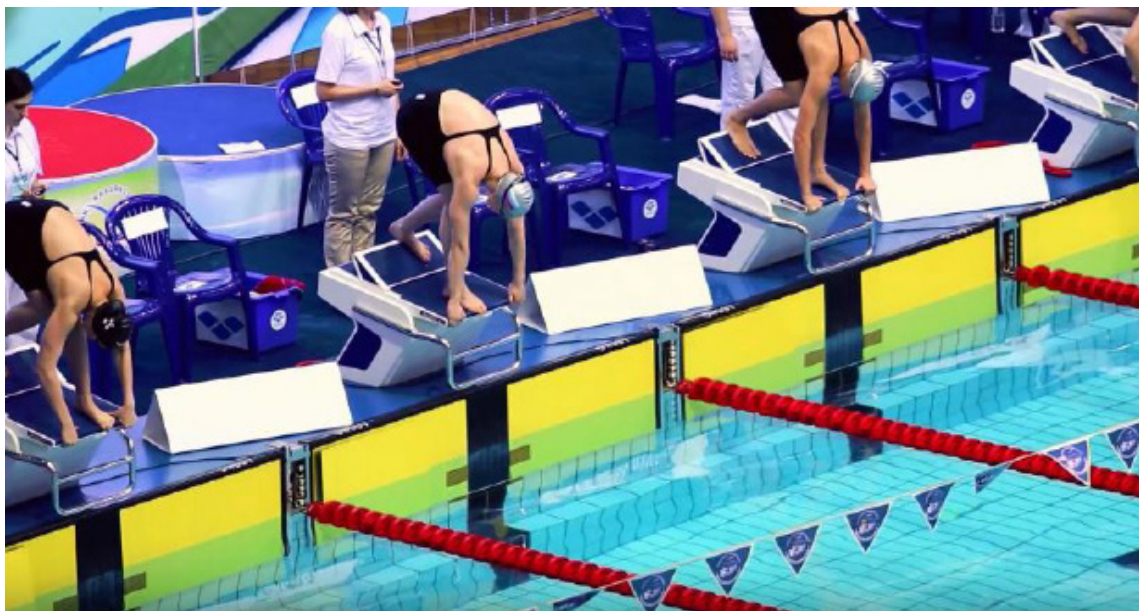
1. Ensure that key organizational documents proactively state the organization's intention to be inclusive
2. Enquire about and respect an individual's right to determine their preferred name and gender markers
3. Ensure that information gathered from all participants is necessary and appropriate. Avoid seeking information, unless it is truly relevant, that might unwittingly oblige individuals to divulge personal information.
4. Ensure all written materials and websites use inclusive language and images.
5. Have clear and documented organizational processes in place that respond to participants' individual needs.
6. Provide learning opportunities that build the capacity of staff, volunteers participants and spectators.
7. Providing safe access to washrooms and change-room facilities.
8. Ensure uniforms and dress codes respect an individual's gender expression.
9. Avoid forms that capture unnecessary information, such as declaration of gender, and ensure that when such information is required that categories be inclusive.

## ATHLETES/TEAMMATES

As an athlete, you will encounter teammates, opponents, and coaches who identify as part of the LGBTQI2S+ community. It is important to remember that their sexual orientation or gender identity does not define them or change them as an athlete or coach, or their role in the sports world.

Educating yourself on this topic and learning how to create safe space can help you support a teammate and friend who may be in need of someone to talk to. Not all LGBTQI2S+ individuals feel comfortable disclosing their sexual orientation or gender identity because they feel that they will not be accepted or supported or treated the same way.

Pro-actively creating a positive space sends a strong message that you and the team are welcoming and non-judgmental. This might be enough for a teammate or coach to feel safe and comfortable coming out and disclosing their sexual orientation or gender identity.



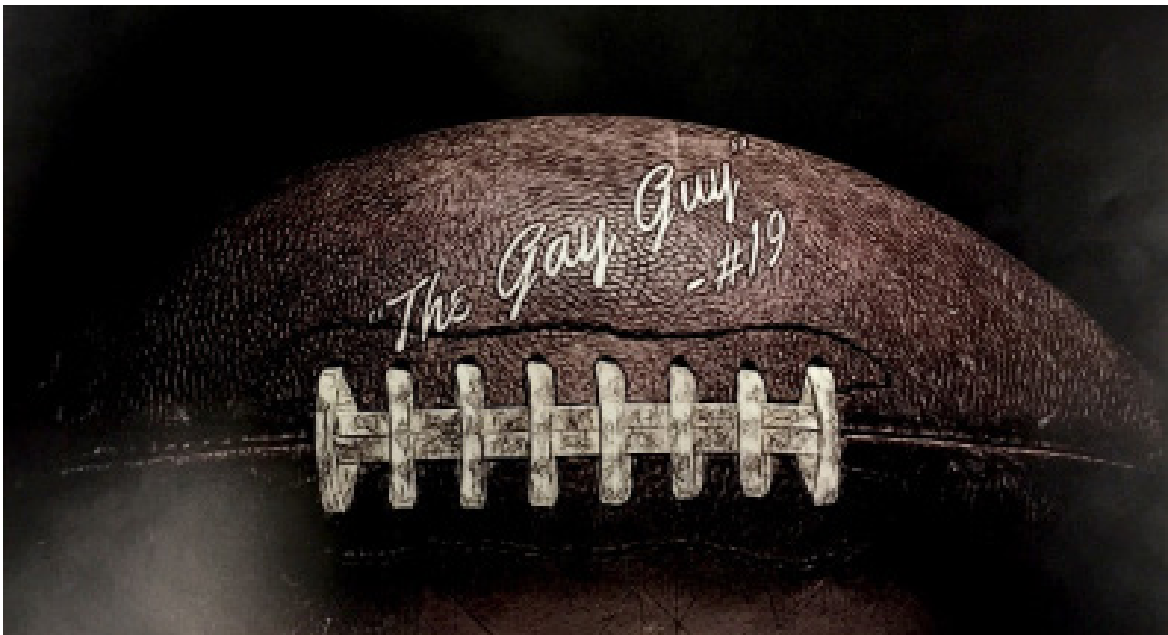
## HOW CAN WE CREATE A POSITIVE SPACE

As a coach, you have many responsibilities, obligations, and requirements on and off the field. Many athletes look to their coaches for guidance in their sport and in life. Coaches are also responsible for creating a positive environment that is safe and respectful for all team members.

Coaches provide the space needed for athletes to better themselves and are there to support them during tough times. As a coach, you have a duty to care for and guide your athletes equally, regardless of their sexual orientation or gender identity.

Make your support for LGBTQI2S+ is visible and intentional, using inclusive language, and be open to speaking to athletes, coaches and other support staff who have questions or express concern. Become familiar with LGBTQI2S+ issues in sports. Know what resources are available to assist those who may be struggling.

If you are LGBTQI2S+ yourself, consider taking steps to live more openly as an “out” coach.



# COACH'S CORNER

## HOW CAN WE CREATE A POSITIVE SPACE: SAFE SPACE

A safe space is a place or environment in which a person or category of people can feel confident that they will not be exposed to discrimination, criticism, harassment, or any other emotional or physical harm.

These are very basic easy steps we can start to include and incorporate within our sports environments.

Creation and implementation of LGBTQ2S+ inclusivity policy

Put up "Positive Space" stickers or posters

LGBTQ2S+ training for all team and facility members

Spread awareness and promote gender neutral language

Have clear trans and non-binary inclusion solutions

Create universal spaces such as bathrooms and locker rooms etc.



*In order for an athlete to compete at their highest level, I believe it's important to have a high level of self-worth and confidence. When you are in an environment that accepts you regardless of race, age, religious affiliation or sexual orientation, then and only can an athlete really push the limits in competition. I realize there is a separation between what we do and who we are but the second we feel as though we have something to hide, our performance suffers. This is the best I have ever played and I think it's a direct reflection of being proud of who I am, on and off the field.*

— Erin McLeod —

Goalkeeper and Olympic Bronze Medalist  
Canada's Women's Soccer Team in London 2012

# COACH'S CORNER

## HOW CAN WE CREATE A POSITIVE SPACE: SAFE SPACE

Many LGBTQI2S+ athletes consider bathrooms, locker rooms, gyms, fields, courts, and rinks as unsafe spaces.

Many athletes see their sport as a “get away,” where they can free themselves from the stresses of day-to-day life. This sense of escape and relief is compromised when basic aspects, such as locker rooms, are not welcoming.

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### CHALLENGES LGBTQ2S+ PEOPLE FACE:



### QUESTIONS WE MUST ASK:

- What are we doing as a community to create a more welcoming space?
- What steps do we take to create a safer space for LGBTQI2S+ athletes?
- What are we doing to show and support pride?
- Are we looking for ways to improve this matter or settling with how it is now?
- Do you do outreach to LGBTQI2S+ communities?



# COACH'S CORNER

## HOW TO CREATE AN INCLUSIVE TEAM: LOCKER ROOMS

Locker rooms are more than just a place where athletes prepare for games and practices. A locker room consists of many people in various stages of undress and is therefore a very intimate and vulnerable environment. Many people feel insecure about their body's size or shape in these spaces.

The intimate nature of a locker room can make some feel uncomfortable and feel the need to reaffirm their heterosexuality by making sexual comments about the opposite sex and using homophobic language. Although this is especially rampant in male locker rooms, it is also common in female locker rooms.

The presence of an LGBTQI2S-identified athlete can amplify these feelings of discomfort if the heterosexual athlete is afraid their teammate is "checking them out." This fear is rooted in stereotypes of LGBTQI2S+ people as hypersexual and predatory.

Often, society forgets that LGBTQI2S+ athletes' brains function the same as non-LGBTQI2S+ athletes. In the locker room, their thoughts will be preoccupied with assessing their performance during the game, whether or not they worked hard enough at practice, or how long their injury may take to heal. LGBTQI2S+ athletes are there for a simple reason: to play the sport they love, not to benefit from the locker room.

**All locker rooms should have an accommodation for any athletes who want privacy for any reason. That means access to a closed bathroom and shower with a curtain, or where possible, locker rooms that do not have gender markers. It is also important to develop policies governing locker room behaviour.**



# COACH'S CORNER

## HOW TO CREATE AN INCLUSIVE TEAM: POLICIES

Policies are one of the easiest tools we have to ensure that everyone is treated equally. Every coach and sport administrator should conduct a review of their organisation's policies and procedures to ensure that they are achieving their desired goal of creating an inclusive and safe environment.

### **Policies that your sport organisation should have:**

- » **Code of Conduct**
- » **Employee Policies**
- » **Equity and Access Policy**
- » **Confidentiality Policy**
- » **Privacy Policy**
- » **Workplace Bullying and Harassment Policy**

These policies should offer specific protections to the following (but not limited to):

- Anti-discrimination/harassment of LGBTQI2S+ employees
- Dress codes inclusive of diverse genders and gender expressions
- Transition plans
- Hiring practices

These policies should use gender neutral language (use their instead of his or hers), they should establish expectations for behaviour for all administrators, coaches, officials, athletes, volunteers, and spectators, they should uphold the principles of respect, non-discrimination, safety and fair play.





The world of sports should be as inclusive as possible. With the help of parents and spreading awareness, we can help create the sports environment that is more inclusive for the LGBTQI2S+ community. One's sexuality or gender should not define whether they have the opportunity to participate in sports. The acceptance levels of parents and family towards the LGBTQI2S+ community (whether negative, positive, or somewhere in between) plays a huge role in a person's coming out journey; often, parents do not realize how critical their reaction is to their child's wellbeing.



## Here are a few things parents can do to help support their LGBTQ2+ child in sports:

### **Educate yourself**

Due to the amount of myths and misinformation out there about LGBTQI2S+ people, it is normal to have many questions! Look for reputable sources (such as [ccgsd-ccdgs.org](http://ccgsd-ccdgs.org) or [pflag.ca](http://pflag.ca)) to help you understand what your child might be experiencing, and define unfamiliar vocabulary. Having a basic understanding of the concepts and knowing the correct terminology will help you better communicate with your child! Take the time to learn about sport-specific LGBTQI2S+ challenges. This will help you support your child in the best way possible. If your child suddenly loses interest in a sport that they have loved, this may be an indicator that your child's team or organization may not be a safe space. Educate yourself and know the indicators.

# PARENTAL SUPPORT IN SPORTS CONTINUED...

## **Provide Support**

If your child wants to participate in sports, the best way to support them is by taking them to practice, to games or competitions. Saying that you are proud of them and always say that “I love watching you play.” These simple words of support, encourage your child and help them.

## **Deal with your feelings**

Learning that your child is a part of the LGBTQI2S+ community might leave you feeling confused or uncomfortable. Recognizing these emotions and processing them honestly and with self-compassion is important to working through them; suppressing or “bottling up” emotions can lead to resentment or a larger blow up later on. Remember that they are the same beautiful and kind person that they were before they came out - the only difference is now they are able to live authentically and comfortably be themselves.

## **Let the Coach deal with LGBTQI2S+ Discrimination**

As a parent, your first reaction may be to protect your child and try to educate other parents why their language or concerns is not welcome and discriminatory. It is best to report any concerns you have to the coach and let them use the team’s tools and resources to educate parents and athletes on proper conduct. Let the coach be the voice that says discrimination is not welcome on the team. If it comes from the coach it shows that the team does not welcome those who are not tolerant and inclusive.

## **Talk and Listen**

It is essential for parents to talk and listen to what their child is saying - explicitly or implicitly. Actively listening to your child’s experiences, hopes, fears, etc., shows that you care and are interested in them. This will make your child feel comfortable and encourage them to be open with you.

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# X | RESOURCES

(TAKEN FROM CAAWS)

[http://www.caaws-homophobiainsport.ca/e/resources\\_others/useful\\_websites.cfm](http://www.caaws-homophobiainsport.ca/e/resources_others/useful_websites.cfm)

**You Can Play** <http://youcanplayproject.org/> You Can Play is dedicated to ensuring equality, respect and safely for all athletes, without regard to sexual orientation. You Can Play works to guarantee that athletes are given a fair opportunity to compete, judged by other athletes and fans alike, 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.

**LGBT Issues in Sport Blog** <http://stream.goodwin.drexel.edu/lgbtsportresearchnet/> The website provides public access to research focusing on LGBT issues in sport, with the goal of turning theory into practice in order to make sport more inclusive for lesbian, gay, bisexual and transgender individuals. The site also serves as a resource for sharing research that has been vetted through peer-reviewed processes to facilitate a greater awareness of work being done in this field, and connect researchers and activities in order to impact public policy and education.

**2-Spirited People of the 1st Nations** ([www.2spirits.com](http://www.2spirits.com)) is a non-profit social services organization whose membership consists of Aboriginal gay, lesbian, bisexual, and transgender people in Toronto. The 2-Spirits organization's programs and services includes: HIV/AIDS education, outreach, prevention, support and counseling for 2-spirited people and others living and affected by HIV/AIDS.

**AlterHeros** ([www.alterheros.com](http://www.alterheros.com)) is an incorporated non-profit organization with a mission to facilitate the social and community integration of gay, lesbian, bisexual and trans youth by: informing and educating, providing aid and support, and creating a community. It is a bilingual website.

**The Canadian Rainbow Health Coalition** ([www.rainbowhealth.ca](http://www.rainbowhealth.ca)) is a national organization whose objective is to address the various health and wellness issues that people who have sexual and emotional relationships with people of the same gender, or a gender identity that does not conform to the identity assigned to them at birth, encounter. It is a bilingual website.

**Égale Canada** ([www.egale.ca](http://www.egale.ca)) is a national organization that advances equality and justice for lesbian, gay, bisexual, and trans-identified people and their families across Canada.

**The Federation of Gay Games** ([www.gaygames.com](http://www.gaygames.com)) is the umbrella organisation responsible for managing the pre-eminent international LGBT sports and cultural event, the quadrennial Gay Games.

**Fondation Émergence** ([www.homophobiaday.org](http://www.homophobiaday.org)) took on the mission to foster the personal development of gay men, lesbians, and people of other sexual diversity, to further their inclusion within society, and to fight prejudice. Fondation Émergence promotes the International Day Against Homophobia, a theme-day set aside for the fight against homophobia.

# RESOURCES

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**The Gay & Lesbian Athletics Foundation** ([www.glaf.org](http://www.glaf.org)) promotes acceptance and visibility of the Gay, Lesbian, Bisexual, and Transgendered (GLBT) athletics community by the following means: providing education; mentoring and training; fostering support networks, promoting positive role models and healthy lifestyles; and, advocating inclusion, recognition, understanding, and respect among all members of the athletic community.

**Gay and Lesbian International Sport Association** ([www.glisa.org](http://www.glisa.org)) is an international gay and lesbian sport association focused on developing gay and lesbian sport worldwide, advocating for the rights of gays and lesbians in sport, and making all places safe for LGBT athletes to play sport.

**Gay, Lesbian, and Straight Education Network** ([www.glsen.org](http://www.glsen.org)) is the leading national education organization focused on ensuring safe schools for all students, regardless of sexual orientation or gender identity/expression, and addressing anti-LGBT behaviour and bias in the school community.

**GLSEN Sports Project - Changing the Game:** <http://sports.glsen.org/>

**Lesbian and Gay Sports** ([www.lesbianandgaysports.com](http://www.lesbianandgaysports.com)) is the website of Pat Griffin, author, long-time educator and advocate for social justice in sports. Pat Griffin also publishes a LGBT Sport Blog, providing commentary on lesbian, gay, bisexual and transgender issues in sport - Pat Griffin's

**LGBT Sport Blog:** (<http://ittakesateam.blogspot.com>).

**Massachusetts Safe Schools Program for Gay and Lesbian Students** ([www.doe.mass.edu](http://www.doe.mass.edu)) is a state-wide program founded in 1993 by the Massachusetts Department of Elementary & Secondary Education and the Governor's Commission on Gay and Lesbian Youth, providing assistance and encouraging schools to offer school-based support and safety for LGBT students.

**National Centre for Lesbian Rights** ([www.nclrights.org](http://www.nclrights.org)) is a national legal organization committed to advancing the civil and human rights of LGBT people and their families. NCLR's Sports Project aims to level the playing field for LGBT players and coaches through advocacy, public education, and high-profile cases.

**Out Proud Olympians** ([www.o-p-o.org](http://www.o-p-o.org)) is a worldwide organization of sportsmen and sports-women who have participated at the international level of sport. Their mandate is to eliminate homophobia in sport, encourage active healthy living in the LGBT community, and facilitate participation of this group at major sporting events.

**One Team** (<https://olympic.ca/education/one-team/>) is the Canadian Olympic Committee's inclusive initiative launched in 2014. Promoting LGBTQ inclusion and respect in schools and sport throughout the country. These Safer School and Sport Environment Resources were developed in conjunction with Egale Human Rights Trust and the You Can Play project.

# RESOURCES

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**Outsports** ([www.outsports.com](http://www.outsports.com)) contains news, features and information on athletes, coaches, sports administrators and even fans who are publicly out.

**Red Card Homophobia** ([www.redcardhomophobia.org/](http://www.redcardhomophobia.org/)) “Keep the game beautiful; give homophobia the red card”

**Positive Space** ([www.positivespace.utoronto.ca](http://www.positivespace.utoronto.ca)) is the University of Toronto’s Positive Space Campaign Website. The Positive Space Campaign is a groundbreaking program that identifies safer and more inclusive spaces for lesbian, gay, bisexual, transgender, transsexual, intersexed, queer, questioning and Two-Spirited(LGBTTIQQ2S) students, staff, faculty, alumni and allies at the University of Toronto. More information can also be found here: [www.ac-fpeh.com](http://www.ac-fpeh.com).

**PFLAG Canada** ([www.pflagcanada.ca](http://www.pflagcanada.ca)) is a registered charitable organization that provides support, education and resources to parents, families and individuals who have questions or concerns about sexual orientation or gender identity. PFLAG Canada has chapters or contacts in more than 60 communities across Canada. If you are gay, lesbian, bisexual, transgender, transsexual, two-spirited, intersex, queer or questioning, or if you care about someone who is, PFLAG’s compassionate volunteers are ready to help.

**The Blackstripe** ([www.qrd.org](http://www.qrd.org)) provides information and resources for Same Gender Loving and LGBT persons of African descent.

**Deaf Queer Resource Centre** ([www.deafqueer.org](http://www.deafqueer.org)) is a national nonprofit resource and information center for, by and about the Deaf Lesbian, Gay, Bisexual, Transgender, Transsexual, Intersex and Questioning communities.

**Safe Schools Coalition** ([www.safeschoolscoalition.org](http://www.safeschoolscoalition.org)) is an international public-private partnership in support of lesbian, gay, bisexual and transgender youth that is working to help schools become safe places; also offers a vast collection of tools and resources online.

**Sport In Society** ([www.northeastern.edu](http://www.northeastern.edu)) uses the power and appeal of sport to foster diversity, prevent violence, and improve the health of local and global communities. Project TEAMWORK is a diversity awareness and conflict resolution program. It equips participants with the skills to defuse potentially violent encounters and value difference, encouraging greater sensitivity among people to the racial, ethnic, sexual orientation, ability, and gender issues impacting their lives.

# RESOURCES

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**CAAWS** (<https://www.caaws.ca/>) with the support of Sport Canada and in partnership with AthletesCAN and the Coaching Association of Canada, CAAWS' 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 (2016).

**CCES** (<https://www.cces.ca/gender-inclusivity>) As an advocate for sport that is fair, safe and open, the CCES has developed resources for the Canadian sport community to provide information and guidance for the inclusion of trans athletes, and to make Canadian sport a positive space for all athletes. In 2016, the CCES released a policy guidance document designed to help sport organizations develop their own trans inclusion policies. “Creating Inclusive Environments for Trans Participants in Canadian Sport - Guidance for Sport Organizations.” To further assist sport organizations with the development and implementation of a trans inclusion policy, the CCES published a practice and policy template in 2018 titled “Creating Inclusive Environments for Trans Participants in Canadian Sport – Policy and Practice Template for Sport Organizations.” The template document is designed to help sport organizations create their own policy and practice for all trans inclusion, for all involved including athletes, staff and volunteers.

**Via Sport BC** (<https://www.viasport.ca/>) To create more inclusive, safe and welcoming spaces for all British Columbians to participate in sport and physical activity regardless of sexual orientation, gender identity, or gender expression, Via Sport BC published a policy checklist resource to help your organisation develop inclusive policies.

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