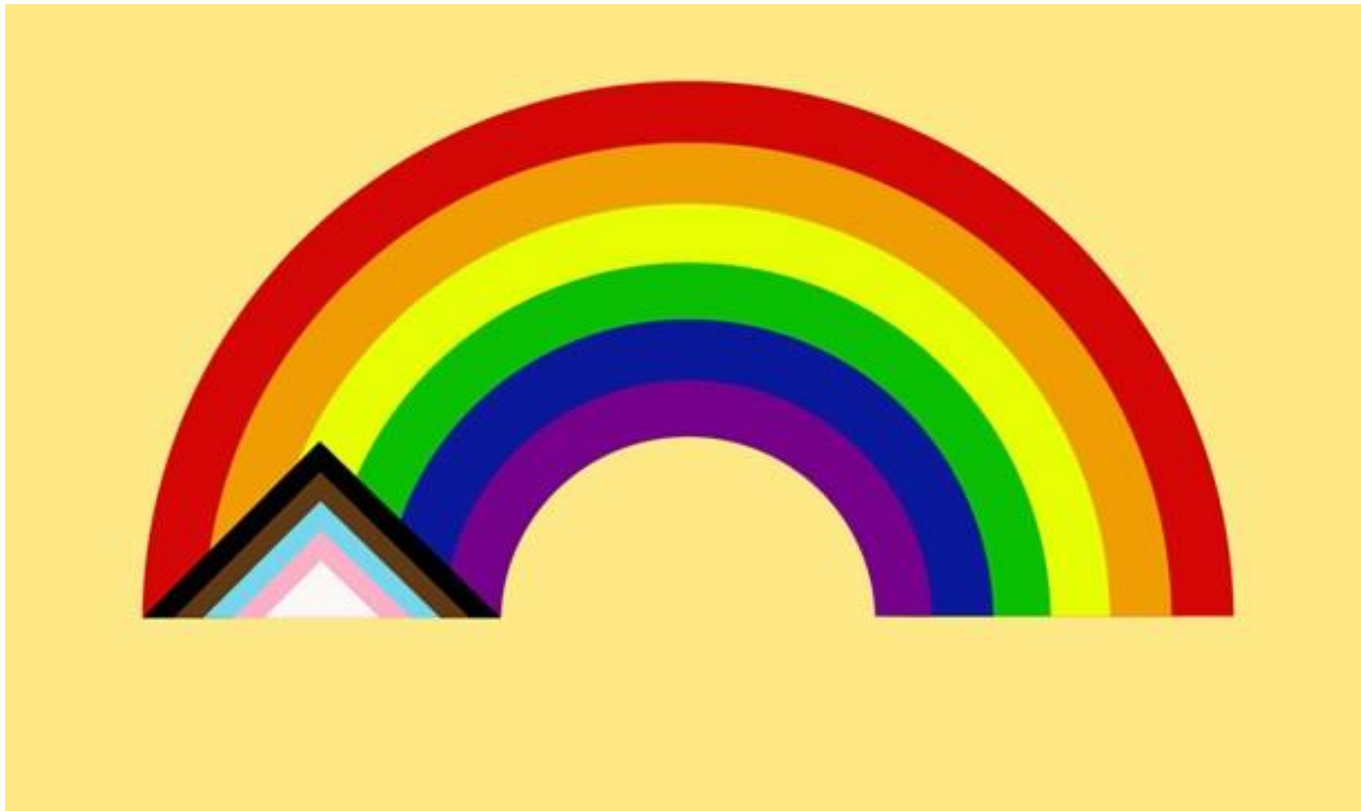


Proud2Play™



Introduction to trans and gender diverse inclusion in sport

Lauren Foote
She/they
Education officer
Exercise Physiologist



Icebreaker:

Sam (22), plays for a softball club, which is a women's only club. Sam has played at the club since they were a junior, is on the committee, and is a regular in the first team. They have lots of friends at the club too.

However, Sam decides to affirm their gender identify (socially) and begins to use he/him pronouns and presents as masculine. However, a member raises a concern to the committee, and says because Sam now identifies as a man, and it's a women's only club, they can't play.

Their policy also supports this. Some members are unclear what this means, but highlight that they can't just kick Sam out of the club as it goes against the values of the club.

- **How might the club approach this issue?**

The need for action

Matt Lucas calls LGB Alliance ‘anti-trans’: ‘It doesn’t represent me or any gay people I care to know’

Group made headlines this week for having a stand at the Conservative party conference

LGBT+ charities launch appeal over ‘anti-trans’ group LGB Alliance’s charitable status

Mermaids claims LGB Alliance is ‘polarising anti-trans campaign group’

Glaring holes emerge in new UK trans sports guidance as athletes fear for their future

World Rugby bans trans women from elite women’s game due to injury risks

- Body warns ‘ciswomen will be at significant risk of injury’
- However individual unions will be able to set grassroots policy

A The Age

University head says free speech does not override transgender safety

Melbourne University vice-chancellor Duncan Maskell has warned staff that ... it contains “transphobic rhetoric” in the course materials.

15 June 2021

A The Age

Transgender debate a free speech stress test for Melbourne University

It was the first week back on campus for students at Melbourne University in 2021, and a hateful slogan had just been scrawled on a window of...

18 June 2021



Elite sport is becoming a platform to target the trans community

March 15, 2019 11.18am AEDT

Unit 1

Exploring TGD inclusion

CISGENDER

If you're most comfortable in the gender you were assumed at birth, that's called cisgender.

each identityland has its own language of pronouns + words specific to the residents.

borders change over time.

Sometimes immigrants are treated as second-class citizens.

New islands are often discovered.

Some genderlands have more resources + power than others.

Some identities are populated entirely by travelers.

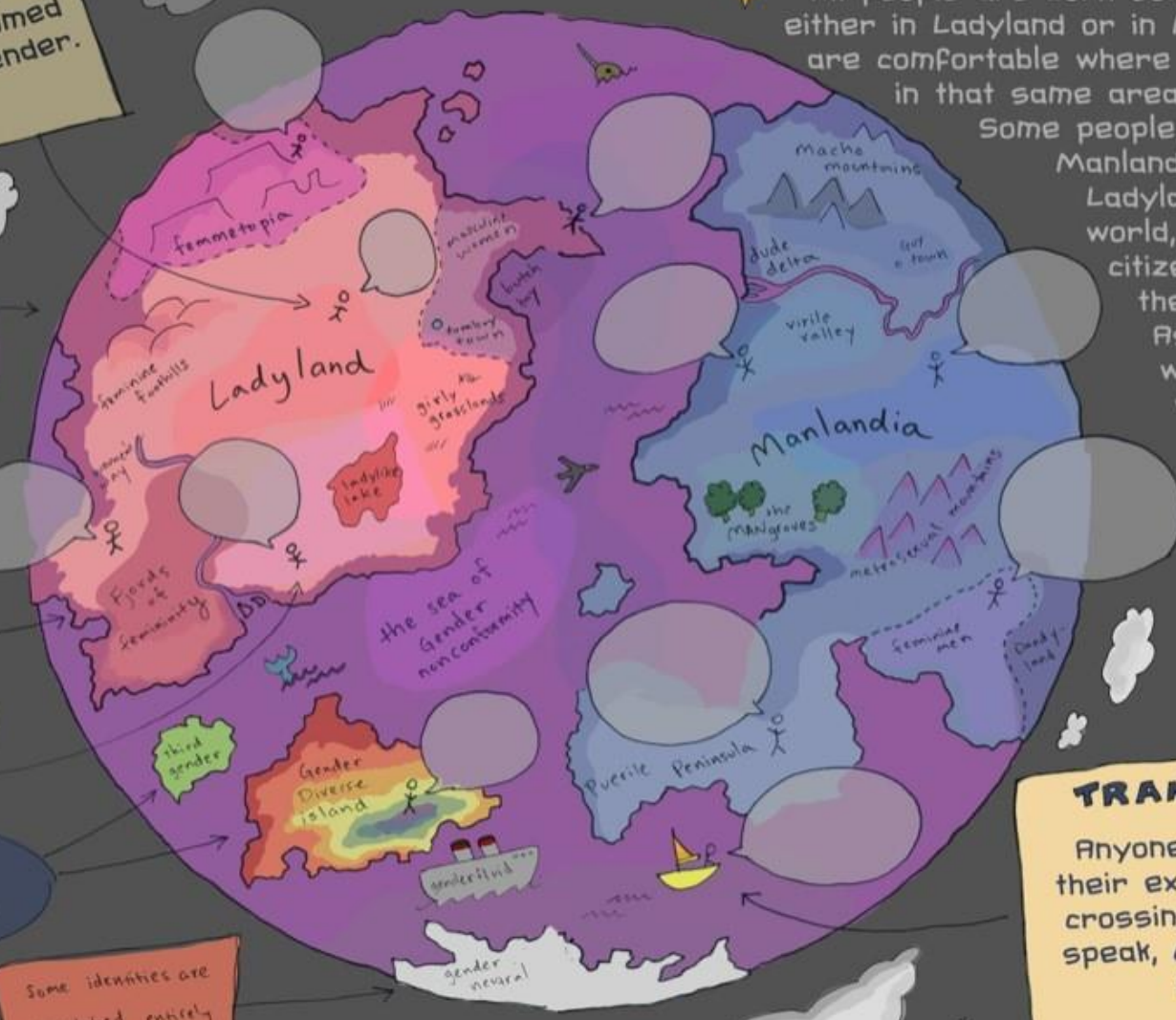
Imagine gender as a planet.

All people are born somewhere on that planet, either in Ladyland or in Manlandia. Most people are comfortable where they're born and stay in that same area their whole lives.

Some people, though, are citizens of Manlandia but are born in Ladyland. Just like in the real world, you can't tell someone's citizenship by looking at them, it's very personal. As we get older we may want to move to a place where we are more comfortable.

TRANSGENDER

Anyone who lives outside their expected gender land, crossing state lines, so to speak, **could** be said to be transgender.



Gender affirmation

- No trans or gender diverse person is the same, and many will go through different stages and processes to affirm their gender identity
- 1) Socially affirming one's gender identity
 - 2) Medically affirming one's gender identity

It is nobody's business but the athlete/ individual to share if they have socially or medically affirmed their gender identity.

- Gender dysphoria: an intense discomfort a trans person may feel about physical attributes, or the way they are gendered by others.

What inclusion Can look like

- Sports clubs can be an important space for TGD athletes
- Team mates and friends at clubs can provide important social support for TGD people
- Williamstown WFC a good example of leading with inclusion



Barriers to TGD inclusion in sport

- 46% of trans people thought sport was transphobic (Equal Play Study, 2014).
- The 2014, the ACT Government conducted an Inclusive Sport Survey. Of the 292 participants, 18.2% identified as transgender and 1.3% as intersex:
 - 28.6% of transgender & intersex respondents had experienced sexism
 - 26.2% had experienced verbal harassment
 - 50% reported feeling unsafe in a sporting environment.



Barriers and Facilitators

What do young people want?

1. For organisations to provide non-binary options on registration forms instead of just male and female options;
2. Gender neutral facilities in sporting clubs and leisure facilities and access to safe facilities;
3. Mixed teams that are grouped on different categories besides sex/ gender;
4. Outreach programs from accepting and non-discriminatory sporting organisations, in order to create safe spaces;
5. Casual sports that are not based on competition but based on social networking, inclusion and fun; and
6. Staff, coaches and other people who provide and manage sport provision to take necessary action against public homo/transphobia and not allow perpetrators to go unpunished.

What does a safe space look like?

*“I think a safe space is basically a place where you go where everybody is going to accept you. You're all there, **you're all unique**, let's just go and be friendly. And that's I think what the safe space is all about. And therefore in that regard, **my tennis club fits that**”*

*“The **tennis club** is basically my **safe space**”.*

*“They need to make it obvious, it can't be subtle. It has to be a **rainbow flag**, or a **statement**, or something, because we **still assume that we're not accepted unless we're told otherwise**”.*

*“Sporting places, if it doesn't have a rainbow flag I will **assume that it's not inclusive** and it's a place to be in the closet. Yeah, that's just ... it just **makes you feel safe**, this is somewhere that I can go and be me without having to watch every word”*



TGD Swim nights

- Around 75 TGD people attended Darebin Council's first TGD swim night
- Many participants had not swam for several years
- The night was a huge success, and highlighted the desire for TGD people to access swim facilities in a safe and inclusive environment
- Some resistance experienced, highlighting the need for such events

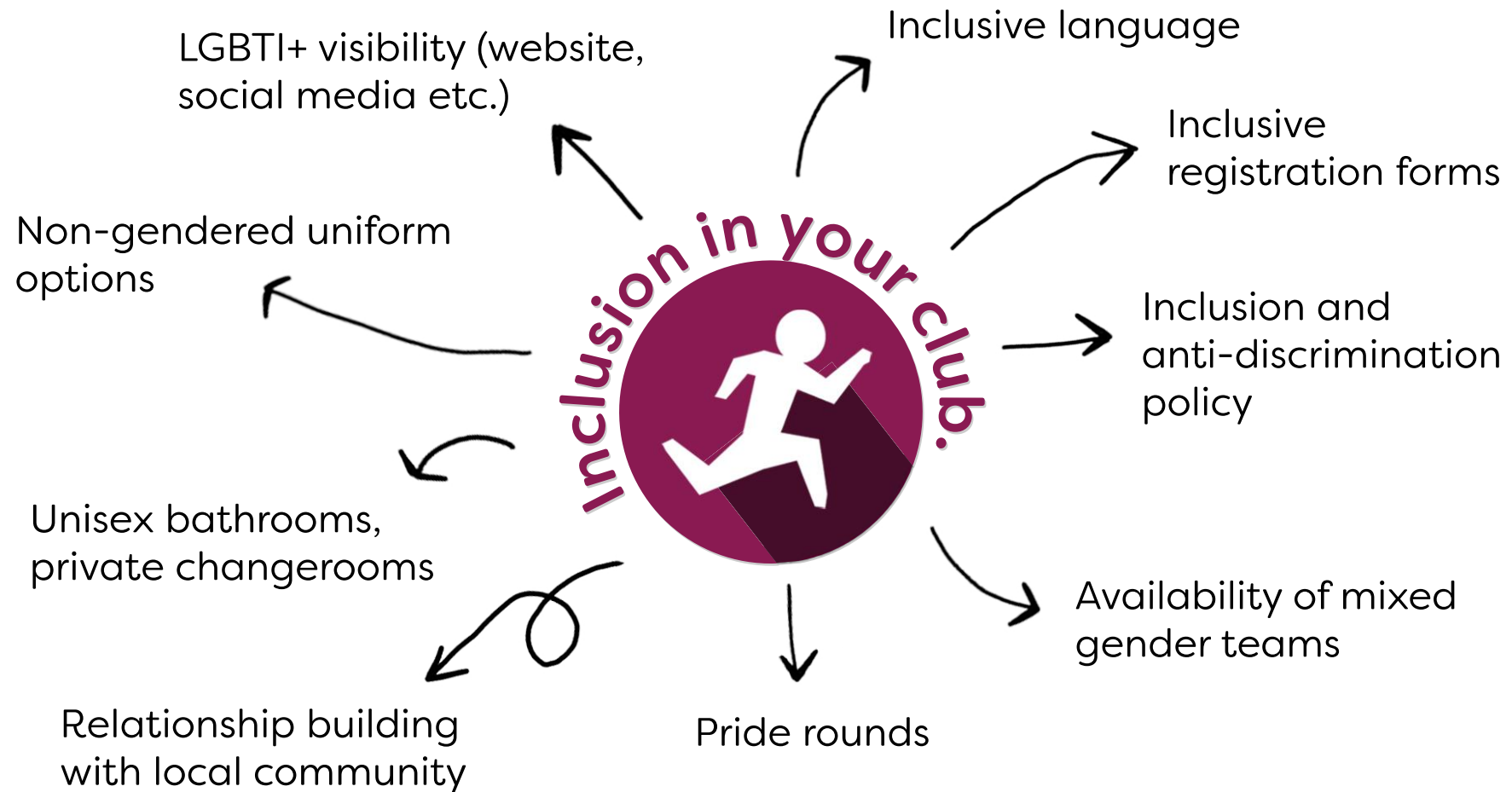
CULTURE

“It’s About Restoring Hope”: Inside Melbourne’s First Trans And Gender Diverse Swim Night

by TOM CLIFT 25 FEBRUARY 2018



Club Action Plan



Example Council Action Plan

Leisure Facilities

- All gender bathrooms
- Staff education LGBTQ+ needs
- LGBTQ+ swim gym nights

Action Group

- LGBTQ+ action group formation
- Internal review
- Follow municipality health and wellbeing plan
- Imbed to core business

Inclusive sporting clubs

- Grants for tenant and non-tenant clubs
- Imbed LGBTQ+ annual education for clubs
- Celebrate and encourage pride cup rounds
- Measure LGBTQ+ representation in club annual survey

Council

- LGBTQ+ flags on display
- Celebration of days of significance
- Inclusive + diverse hiring practices
- Signature pronouns
- Staff badges + lanyards

Thank you

info@proud2play.org.au

www.proud2play.org.au

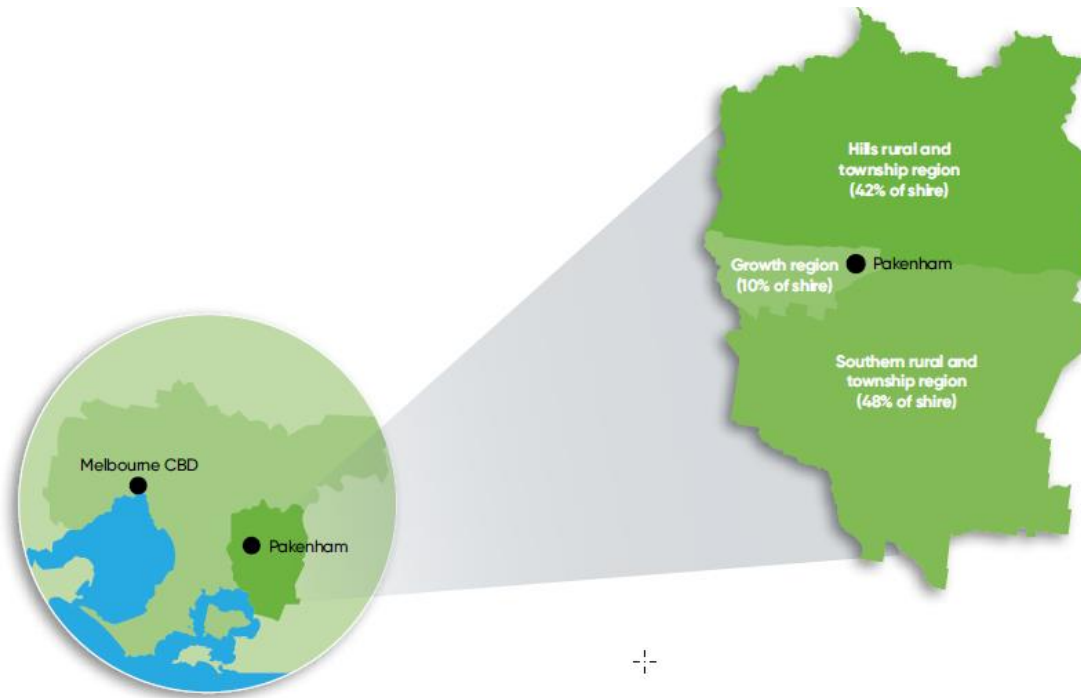


Cardinia Shire Council

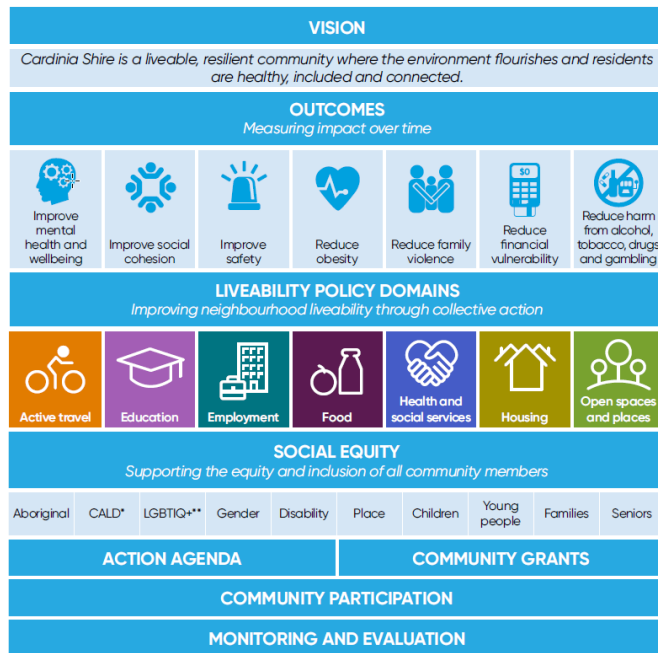
Proud 2 Play and Cardinia Shire

Melanie Pratt – Sports Development Officer

- 79 LGA's – metro and regional
 - Cardinia Shire 55km from CBD
 - Population 112, 159
 - Interface Council
 - Boonwurrung and Wurundjeri land
 - Growth Area of Beaconsfield, Officer, Pakenham



A planned approach



*Culturally and Linguistically Diverse
 **Lesbian, Gay, Bisexual, Transgender, Intersex and Queer

Liveability Plan



Monash Health Healthy Sports Clubs

HEALTH AREAS

There are nine different health areas as part of Healthy Sports Clubs. You can pick health areas that your club is already doing a lot in, or you can pick an area that is perhaps more challenging and needs improving, it is your choice.

The nine health areas are outline below:

- HEALTHY FOOD & BEVERAGES (LEVEL 1-3)**
 Healthy food and beverage options are provided at your club, making the healthy choice the easy choice.
- PHYSICAL ACTIVITY & ACTIVE RECREATION**
 Unstructured / less competitive physical activity opportunities, such as social sports and physical activities, are offered to your whole club community.
- RESPONSIBLE ALCOHOL CONSUMPTION (LICENSED & NO LICENSE)**
 Clubs with an alcohol license encourages responsible alcohol consumption through Good Sports. Clubs with no license promote healthy environments for your club community.
- PREVENTING DRUG HARM**
 The prevention of drug use (recreational, performance enhancing and prescription) and associated harmful impacts on your club community is reduced.
- MENTAL WELLNESS**
 Positive mental health of your club community is supported. Club officials, members, players and their families feel safe, valued and included at your club.
- INJURY PREVENTION**
 Injuries at the your club are prevented. There is a culture of positive member, player and family conduct and procedures that ensure a safe club environment for all.
- SMOKE FREE CLUBS**
 Current tobacco legislation and a smoke free club environment is upheld. Resources from QUIT Victoria support club officials, members, players, their families and the community.
- SUN PROTECTION**
 Sun exposure and heat illness at your club is limited through practical strategies and resources from SunSmart Victoria.
- INCLUSION (CALD, ATSI, WOMEN & GIRLS, OLDER PEOPLE, LGBTQ+, PEOPLE WITH DISABILITY)**
 People feel safe and valued to access, join or visit your club. Club officials, members, players and their families are provided equal opportunity to be involved in your diverse club.

Council Plan, Together We Can, RAP, DAP, Gender Equality guidelines, Active Cardinia Strategy

Actions

Internal LGBTIQ+ Committee with Council Commitment.

- Internal training
- Visual through lanyards and activities
- Celebration recognition days
- Pronouns and use
- Language change in EBA, documentation

Capacity community and inclusive practices

- welcoming, safe and inclusive physical environments
- Safe and welcoming cultures at clubs

Proud 2 Play in Cardinia Shire



Membership Rainbow Sports Alliance

Parklife at James Bathe Recreation Reserve

IDAHOBIT Festival – internal and external

Rainbow Ready Clubs Program
3 clubs newly engaged



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