Leading the Way – Latest Research and Promising Practices and Resources for LGBTQI2S Inclusion in Sport

A CAAWS Webinar
With
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CAAWS Program Lead, LGBTQI2S Inclusion in Sport
Guylaine Demers
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Welcome and Webinar Tips

• Welcome; my name is Avneet Purewal and I will be assisting Jennifer with the webinar
• Please make sure your microphones are on mute
• You can type any questions you have for Jennifer through the question function and they will be addressed throughout the webinar
• We will be using the poll function to both find out more about our webinar audience and to stimulate further conversation
• If there are any technical challenges, let me know via the chat function
• If you lose the webinar connection and can’t get back in, let me know by email: <avneet@caaws.ca>
• We will be recording this webinar and posting it on the CAAWS website in the coming days and sending a link of the powerpoint.
Welcome and Introductions

Jennifer Birch-Jones
jb-j@caaws.ca

• Cisgender, Lesbian
• Use the pronouns she, her, hers
• Wide ranging involvement at all levels of sport:
  – Creating positive spaces for Team Canada missions
  – 2010 & 2015 Pride Houses in Canada
  – Author of CAAWS’ Leading the Way and co-author of CCES’ Trans Inclusion Guidance for Sport Organizations
  – LGBTQI2S Sport Inclusion Task Force; NSO Pilot and Toolkit Projects, Sport Inclusion Summit
Guylaine Demers, Ph. D.

- Cisgender, Lesbian
- Use the pronouns she, her, hers
- LGBTQ Activist
- Wide ranging involvement in sport from the local to international level, as an athlete, volunteer, coach, administrator, and researcher and professor in the department of Physical Education
Polls
CAAWS at a Glance

- Women and Leadership Program
  - Workshops
  - Women on Boards
  - Network

- Most Influential Women in Sport and Physical Activity List

- Fueling Women Champions

- Female Coach Mentorship Project

- LGBTQI2S Inclusion in Sport – Leading the Way

- WISE Fund – (Women in Sport Encouragement)

- Canadian Sport for Life – CS4L
- Physical Activity for Women 55-70+
- On the Move
- Mothers in Motion
- Aboriginal and Newcomer/ Ethnic support

- Resources & Publications
- Consultation & Support to Partners
- Monthly “In the Loop” e-newsletter
- @CAAWS www.caaws.ca
- Supported by the Government of Canada
Webinar Objectives

1) Deepen your understanding of:
   - Current research and gaps on LGBTQII2S issues in Canadian sport
   - Promising practices and resources

2) Increase your commitment to taking action!
A Note About Language

Lesbian
Gay
Bisexual
Trans
Queer/Questioning
Intersex
Two Spirit
A Note About Language

The Genderbread Person
A Note About Language

Would encourage each of you to deepen your understanding of any terms used today that are unfamiliar. CAAWS’ Leading the Way and CCES Guidance on Trans Inclusion resources will be helpful.

**Remember:** You don’t have to be an expert but you do need to know basic terms important to understanding gender identity and sexual orientation.
LGBTQI2S – By the Numbers?

The Canadian Community Health Survey, Cycle 2.1 (2014), was the first Statistics Canada survey to include a question on sexual orientation (likely underreported)

• 1.7% — The percentage of Canadians aged 18 to 59 who reported in 2014 that they consider themselves to be gay or lesbian

• 1.3% — The percentage of Canadians aged 18 to 59 who reported in 2014 that they consider themselves to be bisexual.

No data is currently collected on transgender or gender identity from Statistics Canada

Source: Stats Can (2015) at
https://www.statcan.gc.ca/eng/dai/smr08/2015/smr08_203_2015#a3
According to the 2016 Census (likely underreported);

- There were 72,880 same-sex couples in Canada in 2016 (0.9% of all couples)

- From 2006 to 2016, the number of same-sex couples increased much more rapidly (+60.7%) than the number of opposite-sex couples (+9.6%)

- One-third (33.4%) of all same-sex couples in Canada in 2016 were married

- About one in eight same-sex couples (12.0%) had children living with them in 2016, compared with about half of opposite-sex couples

In Egale Canada’s 2009 high school survey, 26% identified as LGBQ or questioning and 3% as trans or two-spirit. On a youth-based team of 15-20, that could be as many as 5 or more athletes (or their siblings, parents, aunts or uncles …)

**Note:** Egale plans to conduct the high school survey again in 2018

Canada is one of the most progressive countries in recognizing and respecting LGBTQ rights but legislation alone does not create an inclusive environment

Sport still lags behind - coaches and other sport leaders must lead the way
Homophobia, bi-phobia and transphobia is driven by fear, founded on ignorance, and hurtful and harmful to all.
Gay, lesbian and bisexual teens half as likely to play sports as straight youth

Feb 22, 2017  |  For more information, contact Lou Corpuz-Bosshart

http://news.ubc.ca/2017/02/22/gay-lesbian-and-bisexual-teens-half-as-likely-to-play-sports-as-straight-youth/
• UBC study (2017) of nearly 100,000 kids from grade 7–12 in British Columbia found that lesbian, gay and bisexual teens are playing sports less than they did 15 years ago.

• “In every year we measured, LGB youth were about half as likely, or even less (likely), to participate in coached sports than straight youth were,” said Elizabeth Saewyc, the study’s co-author and a professor at UBC. “And unfortunately, that gap has persisted and even widened over time.”

• The study found that sports participation was falling but is more pronounced among gay teens: 5 in 10 gay students played sports in 1998, but that number fell to just 3 in 10 in 2013.

Source: J. Repanich (2017). Access at: https://sports.good.is/articles/lgbtq-sports-participation-falls
• Teens surveyed said that they felt formalized sports were still unwelcoming to LGBTQ athletes, with baseball, football, basketball, and soccer having three times more homophobic attitudes than swimming, track, or racket sports.

• The study authors noted that while leagues’ efforts to be more inclusive and to penalize slurs has been helpful to destigmatize gay athletes, the lack of professional sports role models has hurt the cause.

• But most importantly, more grassroots efforts need to be made to increase participation; efforts that, the study authors write, “address the specific needs of gay, lesbian, and bisexual teens and may need to provide supportive training for parents, coaches, and educators to navigate issues of homophobia and inclusion in sports.”

Source: J. Repanich (2017). Access at: https://sports.good.is/articles/lgbtq-sports-participation-falls
Transgender athletes still face barriers to inclusion, U of M researcher says

'It's a huge issue of diversity, inclusion and balancing people's attempts to be fair,' says Sarah Teetzel

By Bryce Hoyer, CBC News | Posted: Feb 01, 2017 5:00 PM CT | Last Updated: Feb 01, 2017 5:00 PM CT

Recruitment ongoing – contact Sarah at:
Sarah.Teetzel@umanitoba.ca


Researchers from the University of Manitoba and St. Francis Xavier University in Nova Scotia are currently interviewing athletes, transgender and otherwise, to gain insight into how to make the sports world more inclusive.
• Teetzel (ongoing) interviewed 5 transgender (3 who identified as female and 2 as male) and 5 cisgender (all identified as female) high performance athletes to gain insight into their views about the impact of trans eligibility policies, including those endorsed by the IOC

• Three themes emerged, all reflecting the need for further research and education;

  1) Uncertainty about what constitutes a performance advantage in sport – where is the science at

  2) A commitment to fairness but genuine uncertainty about what fairness entails – what does a level playing field really mean

  3) Connections between inclusion and respect – the need to go beyond merely respecting differences to taking corresponding action

Demographics

Sexual Orientation
- Heterosexual: 68%
- Homosexual: 15%
- Bisexual: 10%
- Asexual: 1%
- Pansexual: 4%
- Other: 1%

Age
- 18-19: 55%
- 20-21: 18%
- 22-23: 11%
- 24 et +: 16%
Expression of my Sexual Orientation
(577 LGB respondents)

Who knows my SO

- Nobody: 24%
- The Coach: 2%
- 1-2 teammates: 22%
- Few mates+coach: 4%
- Everybody: 48%

How do I express my SO

- Hetero: 13%
- Hidden: 24%
- Implicit: 15%
- Explicit: 11%
- Public: 37%
LGBT-PHOBIA Experiences

**Trans**
- YES: 13%
- NO: 87%

**LGB**
- YES: 58%
- NO: 42%

**Hetero**
- YES: 34%
- NO: 66%
How do you explain LGBT-PHOBIA

Social Media

- Very Important: 30%
- Important: 40%
- Low: 22%
- Not: 8%

Teammates’ Attitude

- Very Important: 27%
- Important: 43%
- Low: 21%
- Not: 9%

Type of Sport

- Very Important: 24%
- Important: 44%
- Low: 21%
- Not: 11%
Poll
What You Can Do / What Your Organization Can Do

- Take stock – your own personal beliefs and those of the team / organization around you
- Educate your self – key resources but also lived experiences within your sport
- Address inappropriate language
- Be visible
- Lead by example - Model inclusion, be an ally in your words (including preferred pronouns and gender neutral terms) and actions, and speak up for those who can’t
- Develop and implement an organizational plan for change
Note: Updated in Spring 2017 to reflect recent developments in trans inclusion, most notably the CCES guidance (2016) and IOC Consensus Meeting (2015)

www.caaws.ca
CAAWS visible signs demonstrate not only your acceptance of those who are LGBTQI2S but your willingness to take a stand on any LGBTQI2S-phobic actions you experience. Remember, being an ally is a verb and must be ongoing!
Taking Action – CAAWS Resources

• Leading the Way; Working with LGBTQ Athletes & Coaches resource (Second Edition: Spring 2017)
• Leading the Way Workshops and Webinars:
  – Trans Inclusion in Sport (English); October 2016
  – Leading the Way SLC Workshop; November 2016
  – Trans Inclusion in Sport (French); January 25, 2017
  – LGBTQI2S Inclusion for your Sport Organization; March and June 2017
  – LGBTQI2S Inclusion in Sport – CAAWS 150 Celebration Workshop; October 2017
• Positive Space buttons, stickies, and signs (8.5 x 11)
• Tailored training for your sport organization
• Access at: http://www.caaws-homophobiainsport.ca/e/
Guidance and public launch webinar from May 4th, 2016 can be accessed at: http://cces.ca/gender-inclusivity
The #OneTeam #UneÉquipe initiative is committed to creating safe sport and learning environments across Canada.
#ONETEAM RESOURCES
olympic.ca/education/one-team/

Cooperative Games
This resource includes eight activities for educators to engage students in programming that reinforces inclusive environments.

Fostering Mental Fitness in LGBTQ Students
This resource introduces the concept of Mental Fitness and the basic Mental Fitness needs of Acceptance, Competence and Relatedness.

The Sport Landscape
This resource focuses on what are some of the challenges for LGBTQ children and youth regarding participation, the barriers and how these barriers can be eliminated/reduced.

Creating safer spaces for LGBTQ Students
Designed to provide educators, community leaders and parents a quick reference/remind of what their role is and how they can support LGBTQ participants within the classroom and in sport.
Taking Action – Other Resources

http://www.youcanplayproject.org

www.PrideTape.com

https://www.transathlete.com/

http://http://ccgsd-ccdgs.org

http://www.egale.ca

http://www.ismss.ualberta.ca

University of Alberta
Taking Action – Other Resources

CAN I PLAY?
SPEAK AND HOMOPHOBIA
LIVE PANEL DISCUSSION

Featuring:
Marnie McBean
Jillian Svensson
Paulo Senra

Friday September 29, 2017
12pm to 1pm EST

Hosted by:
Scott Russell, CBC Sports

http://www.cbc.ca/sports/live-stream-can-i-play-1.4313055
The LGBTQI2S SITF is a flexible, informal coalition of organizations and individuals working to end LGBTQI2S bias in sport through education for and promotion of LGBTQI2S inclusion in Canadian sport.

- Key projects: Environmental Scan of NSOs / MSOs, NSO Pilot and LGBTQI2S Inclusion Toolkit, Sport Inclusion Summit, Coaching Module, Sustainable Resourcing

- Stay tuned for our webpages launch!
SITF Sport Organization Action Plan

1. Create a senior leadership work group that includes LGBTQI2S members
2. Build understanding of LGBTQI2S lived experiences and issues in your sport – existing resources and / or formal training, but also looking within your sport – talk to LGBTQI2S people in your sport
3. Assess organizational progress using SITF’s LGBTQI2S checklist
4. Develop an action plan to address issues and gaps
5. Implement, monitor, sustain and celebrate successes!
COC is leading the development of an online education tool, working with SITF and with support of the development team at Egale Canada.

- Tool is designed to be introductory and aims to increase knowledge about LGBTQ+ experiences in sport and provide a common base knowledge and language.
- Primary audiences for the tool are front office staff at MSOs and NSFs, however, the tool will be applicable for staff at the PSO and local levels as well.
- The tool will be available early 2018 and will be accessible for free in both English and French.
LGBTQI2S

81% of Canadians have witnessed or experienced homophobia in sports, while 84% of gay men and 88% of lesbians have experienced slurs in sport environments. A recent study of B.C. youth indicated that gay, lesbian, and bisexual teens are half as likely to play sports as straight teens. viaSport aims to foster a culture of inclusivity and build awareness of the issues experienced by sexual and gender minorities in sport, including the Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex and Two-Spirit (LGBTQI2S) communities, as well as those identifying as queer, non-binary, or gender variant.

http://www.viasport.ca/inclusion/lgbtqi2s
• As an individual / organization:
  – What more can I / we be doing to support LGBTQI2S identities and inclusion in our sport / sport organization?
  – What, if anything, limits us from doing so?
  – What one thing can I / we commit to doing now?
• Any / all feedback welcome
• Further questions welcomed – contact us at:
  – Jennifer Birch-Jones, CAAWS Program Lead, LGBTQI2S inclusion in sport; <jb-j@CAAWS>, 613-725-7411 (cell.)
  – Guylaine Demers, Université Laval, Guylaine.Demers@fse.ulaval.ca, 418-656-2131, ext. 7802
• Thank you for leading the way!