

**SPORTED
LGBTQ+ INCLUSION**

DECEMBER 2021

Stonewall

Workshop Leader

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Your impact so far

Over the last five years, Rainbow Laces has supported LGBTQ+ people in sport.

More than a million people have laced up, and 12 million participants engage every year:

- 78 per cent of sport fans who saw the campaign considered that LGBTQ+ people are part of the sport community
- 66 per cent of fans who saw the campaign feel they have a responsibility to stick up for LGBTQ+ fans of the teams and sports they follow,
- As a result of seeing the campaign, 45 per cent of sports fans believe they would be more likely to challenge anti-LGBTQ+ language at live sport fixtures.

Laces have brought the awareness. Now we all need to bring the conversation.



What are we doing today?

Part 1: Understand

Part 2: Explore

Action planning

PART ONE:

LGBTQ+ terms, identities and experiences.

Terminology

Complete the poll:

Pick the correct definition for the term



Lesbian

Refers to a woman who has a romantic, emotional and/or sexual orientation towards women. Some non-binary people may also identify with this term.

Gay

Refers to a man who has a romantic, emotional and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality. Some non-binary people may also identify with this term.

Bi

An umbrella term describing a romantic and/or sexual orientation towards more than one gender. This encompasses a range of others, including but not limited to bisexual, pan, queer, and non-monosexual

Trans

Is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Transition

The steps a trans person takes to live in their gender. For some this involves medical intervention. It might involve things such as telling friends and family, dressing differently and changing official documents.

Ace and Aro spectrum

Umbrella terms used to describe the wide group of people who experience a lack of, varying, or occasional experiences of romantic and/or sexual attraction, including a lack of attraction.

Non-binary

An umbrella term for a person whose gender identity doesn't sit comfortably with 'man' or 'woman'. This includes people who identify with some aspects of binary identities, while others reject them entirely.

Cis / cisgender

Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

Coming Out

When a person first tells someone/others about their orientation and/or gender identity

Queer

A term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc).

CONTENT WARNING

Stonewall

UK snapshot

2003 - Section 28 repealed in England + Wales (Scotland '02)

2004 - Gender Recognition Act

2005 - Legalisation of same-sex adoption

2010 - Lesbian, gay and bi people protected by Equality Act

2014 - First same-sex marriages in England, Wales & Scotland

2015 - Stonewall becomes trans inclusive

2018 - Gender Recognition Act reform begins

2019 - WHO removes gender dysphoria as mental illness

2020 - First same-sex marriages in Northern Ireland



Legal requirements

The Public Duty of the Equality Act 2010

Protected characteristics in the act include sex, sexual orientation and gender reassignment.

Public bodies have due regard to:

- (a) 'eliminate discrimination, harassment, victimisation'
- (b) 'advance equality of opportunity'
- (c) 'foster good relations between persons who share a relevant protected characteristic and persons who do not share it'

This includes tackling prejudice and promoting understanding.



LGBTQ+ experiences in sport

OutSport 2019:

90% considered homophobia and particularly transphobia in sport a current problem

82% have witnessed homophobic and/or transphobic language in sport in the last 12 months

33% remained completely closeted in their sport context

38% do not know an organisation or individual to contact in instances of being discriminated against in a sport context



I was initially hesitant about coming out to my new team; I waited until I was established in the squad and was known for my ability before I was public about my orientation. But when they did find out the reaction was incredibly positive.”

-K, 21 (Midlands)

Stonewall Rainbow Laces research, 2018



PART TWO:

Exploring allyship

Allyship

When was the first time you heard the word ally?

What would your one word definition of allyship be?

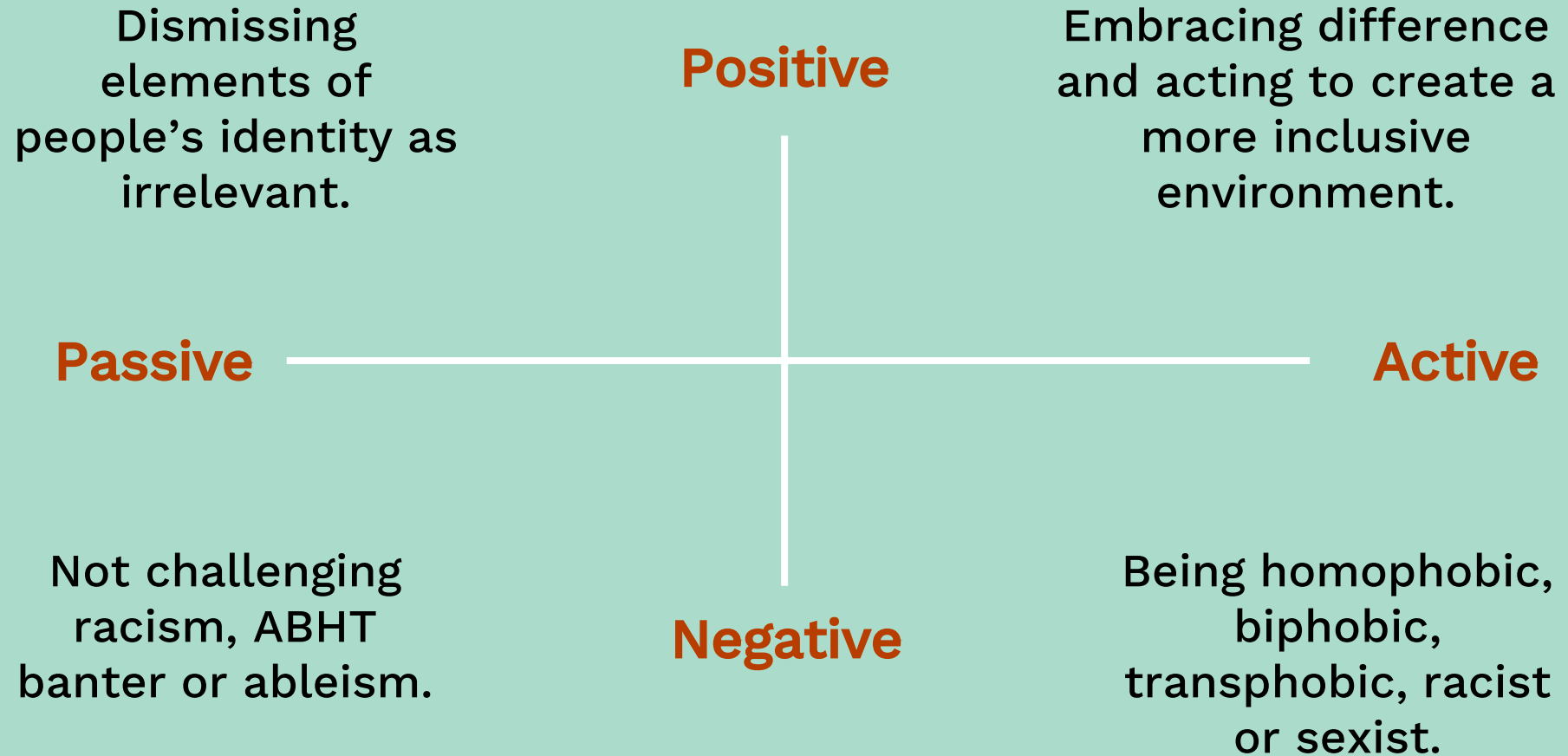


Allyship

1. Understands that people face discrimination and exclusion because of their identity.
2. Recognises the power they have because of who they are.
3. Focuses on how they are towards others, and what they can do to create a more inclusive culture.
4. Commits to being positive and active in their values and behaviours.



Inclusive Quadrant



Inclusive spaces

Access

Attitude

Opportunity

Partnership

Communication

Policy



Inclusive spaces

Access

explores the importance of a welcoming environment and the behaviours that create it.

- Ensure changing and toilet facilities accommodate for all LGBTQ+ people, including those who are disabled/Neurodiverse
- Creating applications are accessible to individual needs
- Provide LGBTQ+ and allies specific sessions

Attitude

looks at how willing people are to embrace inclusion and diversity and to take meaningful action.

- Introducing pronouns when possible
- Having difficult conversations to encourage a learning mindset and therefore reduce discrimination
- Role model inclusive behaviours

Inclusive spaces

Opportunities

explores what options are available for people from varying backgrounds.

- Accommodate activities and equipment to allow full participation considering individual needs
- Be aware of the socio-economic situations of participants

Partnership

with individuals, charities and community groups

- Signpost to other organisations!
- Take part in campaigns such as Rainbow Laces and Football vs Transphobia

Inclusive spaces

Communication

the ways we let people know about the options to get involved and about the culture

- Explicitly communicate about being LGBTQ+ inclusive on your website and social media
- Signpost to inclusive policies
- Use gender neutral language when possible
- Hold consultations/surveys to hear from LGBTQ+ people and how their experience can be enhanced!

Policy

considers how you commit to and take responsibility for inclusion

- Ensure that all policies are LGBTQ+ inclusive

PART THREE:

Action

Action Planning

Identify 3 actions :

1 action you can do now

1 action you can do in the next 6 months

1 action you can do by this time next year

Consider:

The learnings from the session

Support you might need from others



Signposting

