



# LGBTQIA+ inclusion

Resources for players and coaches

# PRIDE AT MUSC

We've celebrated pride for many years at MUSC, and each season, we try and build on our knowledge and understanding so we can be more welcoming and inclusive of LGBTQIA+ players and coaches.

This pack contains resources that are designed to help players and coaches gain a better understanding LGBTQIA+ inclusion in sport. If you know of any resources we should add, please let us know.

## Our Pledge

We've signed Melbourne University Sport's [Pledge of Pride](#) – vowing to create and maintain inclusive sporting environments for LGBTQIA+ identifying people. We have also adopted Melbourne University Sport's [LGBTQIA+ Inclusion Policy](#).



# DEFINITIONS

This is a non-exhaustive selection of definitions. To find more definitions, visit the following sources:

- **The Australian Sports Commission's [Common Terms](#)**
  - **Melbourne University Sport's [LGBTQIA+ Inclusion Policy](#)**
  - **ACON's [Language Guide: Trans and Gender Diverse Inclusion](#)**
- 

**LGBTQIA+** is the acronym referring to the lesbian, gay, bisexual, transgender, queer or questioning, intersex and asexual community. The plus is referring to people of diverse orientations or gender identities which aren't reflected within the acronym.

**Pronouns** are a grammatical means of referring to a person or persons. Conventional pronouns are she/her/hers and he/him/his. Some people prefer to use gender neutral pronouns, such as 'they/ them/their'. The pronoun a person uses to describe themselves generally reflects their gender identity.

**Gender identity** is the gender related identity, appearance or mannerisms or other characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth. For example, a person's birth certificate may include a marker which indicates that the person's designated sex is female when that person identifies as a man (in other words, their gender identity is that of a man).

**Cisgender** is a term used to describe people who identify their gender as the same as what was assigned to them at birth (male or female). 'Cis' is a Latin term meaning 'on the same side as'.

**Transgender (commonly abbreviated to trans)** is a general term used to describe a person who gender identity is different from the sex they were assigned at birth. Being transgender is about how and individual describes their own gender.

**Gender diverse** is an umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans/ transgender, genderqueer, non-binary, gender non-conforming and many more.

**Trans man/woman/boy/girl:** A trans man is a person who was assigned a female gender at birth and now identifies as a man. A trans woman is a person who was assigned a male gender at birth and now identifies as a woman.

**Non-binary** is a term-used to describe a person who does not identify exclusively as either a man or a woman.

**Gender affirmation (or transition)** refers to the social, medical or legal steps that a transgender person takes to affirm their gender identity. Gender affirmation may or may not involve medical treatment, including surgeries or hormone therapy. People can affirm their gender as children, adolescents or as adults. Each person's gender affirmation journey is different.

**Queer** is a reclaimed term adopted by some as a self-identification to signify that their gender identity, gender expression, and/or sexual orientation does not conform to social norms.

**The words we use can have an impact on a person's identity, wellbeing and dignity. Chose words that respect individuality.**

**Terminology is evolving so it is best to listen and use the same language people use to describe themselves.**

# CREATING AN LGBTI+ INCLUSIVE CLUB: ONLINE TRAINING BY PLAY BY THE RULES

A free, interactive online training course suitable for players, coaches and volunteers. At the end of the course, you will be able to:

- define the LGBTI+ community
- identify the benefits of LGBTI+ inclusion for your club
- identify and use LGBTI+ inclusive language in your club
- identify and address barriers to LGBTI+ inclusion in your club
- change your club culture to be more inclusive of LGBTI+

This course is five short modules, taking a total of around 45 minutes to complete. It provides an overview of the LGBTI+ community and how you can address barriers to their participation in sport, recreation and physical activity.

To complete the online training:

1. [Create an account](#)
2. [Complete the course](#)



# CREATING INCLUSIVE ENVIRONMENTS FOR TRANSGENDER AND GENDER DIVERSE PLAYERS, COACHES AND THE COMMUNITY

## If teams are single sex teams, which teams can trans and gender diverse players play in?

---

Ask any trans and gender diverse players if they have a preference for which team they join. Generally, trans girls/women will elect to join the female team and trans boys/ men will elect to join the male team. You should allow non-binary players to elect which team they consider more appropriate to join.

## What to do if you accidentally say the wrong name or pronoun (mis-gendering)

---

It's best to apologise promptly and move on. Dwelling on or 'explaining' the mistake to a trans or gender diverse person will not help. It can take a lot of practice to retrain your brain if you knew someone as a different name or gender, so practice when you are alone or in your head. Mistakes are understandable, but there's a difference between 'slipping up' and deliberately or frequently using the wrong name or pronoun.

## What to do about the use of facilities like toilets and change rooms

---

Like everyone else, trans and gender diverse people should be able to use the toilets, change rooms and facilities where they feel most comfortable. Not allowing a trans or gender diverse person to do so may be distressing for them and potentially unlawful. It is generally inappropriate to request that trans and gender diverse people use accessible toilets, although some may prefer to do so.

## What to do if a player or coach is affirming/transitioning their gender

---

If a player raises their gender affirmation with you, put the person first and ask them how they would like their transition/affirmation communicated to others, who should do it, and when, and if, they would like this communicated.

## How to know what pronouns to use

---

If in doubt, either ask the person politely or follow the lead of the person themselves.

## What to do if you are considering asking for more information about someone's gender affirmation

---

Don't ask, you do not need to know. Asking for this sort of information, particularly medical information, is invasive and unnecessary. Best practice in Australia and overseas is that in non-elite level sport, people should be allowed to participate as their identified gender regardless of hormone or other medical treatments.

### Remember:

- Be welcoming and accommodating to everyone who wants to be involved in our club.
- Understand that trans and gender diverse people participate in sport for the same reason as everyone else – to have fun, make new friends and health benefits.
- Respect the rights of trans and gender diverse people to use whatever bathroom or change room they feel comfortable in.
- Use inclusive language and always put the person first.
- Avoid using phrases and sayings such as, 'you look just like a man' or 'you can't tell'. It may seem harmless, but it can be taken as an insult.

# WATCH, LISTEN AND READ

Improve your understanding of LGBTQIA+ inclusion in sport with this list of videos, podcasts, movies and more.

- [Well Played](#) – a short clip highlighting the importance of diversity and inclusion in sport and physical activity, from the perspective of five young people.
- [You Can't Ask That: Transgender](#) - an episode of the ABC television series that sets the record straight on what it's like to be transgender.
- [You Can't Ask That: Intersex](#) - eight individuals talk about the complexities of being born with an intersex variation.
- [Quinn is Beautiful Inside & Out](#) - a short video interview with Quinn, an openly trans soccer player for OL Reign and the Canadian national team.
- [A conversation with Emily Fox](#) - Proud to Play speak with transgender athlete, Emily, on Trans Day of Visibility.
- [Sexuality and Gender Perspectives on Sports Ethics](#) – a range of information about sex and gender in sport from the Australian Clearinghouse for Sport



# WATCH, LISTEN AND READ

## Continued...

- [MUSC talks to Luca about his journey as a trans athlete](#) - a short interview by our very own Cat and Angela
- [MUSC talks to non-binary climber Riley Edwards](#) - another short video by Cat and Angela
- [Laurel Hubbard: I have to block out the criticism](#) - An interview with New Zealand weightlifter, Laurel, who speaks about the criticism she faces as a transgender athlete
- [Being trans at the Tokyo Olympics](#) - The Signal (ABC radio) speak to trans athletes about elite competition
- [The Olympics and LGBTIQ Communities](#) - Well Well Well (Joy podcast) looks at LGBTIQ representation at the Tokyo Olympics
- [Wilosophy: Hannah Mouncey](#) - Wil Anderson speaks with Hannah Mouncey, transgender AFL and handball player
- [Beyond the binary: Taylor Link on being their true self](#) - an article about Taylor, who was the first non-binary athlete to represent their state at an elite level of cricket
- [Dr Madelaine Pape: How a career-ending injury led to a personal pilgrimage and a new voice for gender eligibility in sport](#) - Dr Pape reflects on her time as a runner and the controversy surrounding fellow runner Caster Semanya who had naturally high levels of testosterone in her body



# LEARN MORE

## [Pride in Sport resources](#) - Melbourne University Sport

Learn about the Pride in Sport program, the *Inclusion Policy and companion guide*, and take a look at the *How To Be A Good Ally* brochure from the UoM Pride in Action Network.

## [Trans and Gender Diverse Inclusion resources](#) - Australian Sports Commission

Fact sheets, videos and podcasts about giving everyone the opportunity to participate in sport, regardless of their sex or gender identity.

## [Resources - Pride in Sport \(ACON\)](#)

A range of videos, infographics and guidelines by Australia's largest sexuality and gender diverse community health organisation, ACON.

## Contact our Pride Ambassador

Cat Hoang is our Pride Ambassador. They can help you learn more about LGBTQIA+ inclusion at MUSC and answer any questions you might have. Send an email to [catherinehoang.c@gmail.com](mailto:catherinehoang.c@gmail.com).

