



Saskatchewan

Supporting Transgender Students Through Athletics

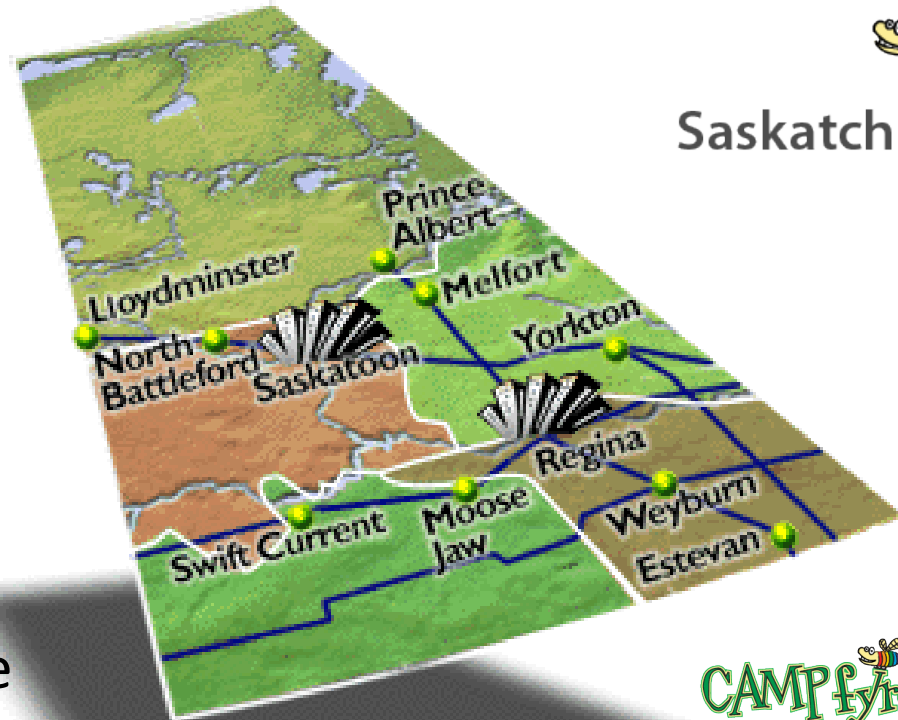
SHSAA Annual General Meeting
June 23, 2016



Gender and Sexual Diversity (GSD) and SK

Canadian Census (2011) reported that there were 64, 575 same-sex families in Canada, a 42 per cent increase since 2006.

(Gov. of Canada, 2014)



Saskatchewan

CAMPfyrefly

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CANADIAN CHARTER OF RIGHTS AND FREEDOMS

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Wherever you live, you have the same rights and freedoms as everyone else in Canada.

Guarantee of Rights and Freedoms

The Charter of Rights and Freedoms guarantees the rights and freedoms set out in a bill of rights for all Canadians born in Canada. It is the highest law in the country.

Fundamental Freedoms

Everyone has the following fundamental freedoms: the freedom of conscience and religion; freedom of thought, belief, opinion and expression, including freedom of the press and other media of mass communication; freedom of peaceful assembly; and freedom of association.

Democratic Rights

Everyone has the right to vote in an election of members of the House of Commons or of a legislative assembly and to be qualified for membership therein. Every citizen has the right to be eligible for membership therein. Every citizen has the right to be elected to the House of Commons or to a legislative assembly. Every citizen has the right to be appointed to the House of Commons or to a legislative assembly. Every citizen has the right to be appointed to the House of Commons or to a legislative assembly. Every citizen has the right to be appointed to the House of Commons or to a legislative assembly.

Mobility Rights

Everyone has the right to move from one province to another and to be treated equally with respect to the law. Everyone has the right to enter, settle in, and leave any part of Canada. Everyone has the right to travel within Canada. Everyone has the right to travel outside Canada. Everyone has the right to travel outside Canada. Everyone has the right to travel outside Canada.

Legal Rights

Everyone has the right to life, liberty and security of the person. Everyone has the right to life, liberty and security of the person. Everyone has the right to life, liberty and security of the person. Everyone has the right to life, liberty and security of the person. Everyone has the right to life, liberty and security of the person.

Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law.

Equality Rights

Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law.

Official Languages of Canada

Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law.

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Minority Language Educational Rights

Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law. Everyone has the right to be treated equally under the law.

Enforcement

The Charter of Rights and Freedoms is enforceable in the courts. The Charter of Rights and Freedoms is enforceable in the courts. The Charter of Rights and Freedoms is enforceable in the courts. The Charter of Rights and Freedoms is enforceable in the courts. The Charter of Rights and Freedoms is enforceable in the courts.

General

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Application of Charter

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Conclusion

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John A. Maclean

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Headlines

- **SK Puts Gender Identity Protection in Human Rights Code (2014)**
- **Facebook adds 50 new gender options for users (2014)**
- **Girl Guides Of Canada Updates Guidelines To Welcome Transgender Girls (2015)**
- **Michael Sam is 1st openly gay man to play in CFL regular season game (2015)**
- **U of S rolling out official gender-neutral bathrooms (2015)**
- **Moose Jaw Pride making strides (2015)**
- **Rainbow flag raised at SK Legislature (2015)**
- **U of R allows use of preferred names, gender (2015)**
- **Will SK protect its LGBT students? (2015)**
- **Historic Pride Parade on SK First Nation (2016)**
- **Queen City Pride Festival Will Go On Despite US events (2016)**



We have much to celebrate when we compare the state of inclusive schools and athletics in 2016 to what it was like to in previous decades. We now are developing GSD policies in SK, enhancing inclusive practices in schools and on teams, and identifying a number “out” role models.

However, it is important to remind ourselves where we have come from but to also recognize where we need to go.





Terminology

- Cisgender
- Gender Fluid
- Intersex
- Pansexual
- Queer
- Transgender
- Two-spirit
- Other?



Term	Definition
Cisgender	When gender identity is considered to match biological sex
Gender Fluid	Flexible range of gender expression that may change from day-to day; gender is not fixed and may be non-binary
Intersex	Having primary and secondary sex characteristics that are not exclusively male or female
Pansexual	Open to relationships with people regardless of their orientation or gender identity
Queer	All-encompassing term
Transgender	Incongruence between gender and traditional expectations related to biological sex
Two-spirit	Modern term used by some FNM to describe gender identity and gender variance



Saskatchewan

Gender

1. **Gender Biology** (our bodies)
2. **Gender Expression** (how we dress and act)
3. **Gender Identity** (how we feel)

According to a recent Saskatchewan study about students' perceptions of school climate and consequential impact, a heterosexual public school student stated that **“one has to be VERY selective as to what groups and sports teams they choose to belong to if they do not want to be subjected to negative comments either about themselves or about others within their group/team. It takes a strong person to be willing to stand up to that, and to join a group knowing that that is something that they will have to endure.”** (Cochrane, Jewell, McCutcheon & Morrison, 2014)



Sex, Gender and Athletics

- The presence of transgender athletes in sport compels questioning many hegemonic beliefs and practices.
- Sports segregation is grounded in a binary categorization of sex.
- What about our students and athletes who fall somewhere between these dichotomous categories?



“There are more and more transgender children today who, even at young ages, are allowed to live their lives in alignment with who they are. As it becomes common ethical and medical procedure to allow these children to transition in childhood, athletic policies need to reflect this change in the landscape of student athletes.” (Stephanie Brill, ED Gender Spectrum)



Jacob: Life as a 5-yr-old transgender child

<https://www.youtube.com/watch?v=kVmau1cM5TU>



Sex, Gender and Athletics

Segregation of female and male athletes, as well as perception related to gendered abilities, leave little space for trans athletes.

Policies that allow athletes to define themselves based on their gender identity, as well as policies that add multi-gender options to the menu of sporting opportunities, have the greatest potential to reduce the stigmatization of affected athletes. (Erin

Buzuvis, 2013)



Challenges for Transgender Students/Athletes

- Access to washrooms and locker/change rooms
- Participation in extra-curricular activities
- School and/or sports-gendered dress codes
- Misunderstandings and misconceptions about gender
- Gender discrimination and rejection
- Lack of school and community supports
- Lack of and/or misinformed health care
- Not seeing sexual and gender minorities reflected in school and athletic experiences
- People using wrong name and/or wrong pronoun





SHSAA Student-Athlete Sexual Orientation and Gender Identity Bylaw

BE IT RESOLVED that the **ELIGIBILITY REQUIREMENTS** for *Student-Athlete Sexual Orientation and Gender Identity* be included in the SHSAA bylaws as follows:

Student-Athlete Sexual Orientation and Gender Identity

- 8. a) Any student, staff, coach, manager, trainer or other persons who identify as or are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer or questioning may participate fully and safely in all SHSAA activities.**

- b) Any student may participate fully and safely in sex-separated sport activities in accordance with their lived gender identity.**



SHSAA Student-Athlete Sexual Orientation and Gender Identity Bylaw

- Strengthens the reality that physical activity and participation will not be reinforced as a privileged activity.
- Requires inclusion regardless of whether a transgender student has undergone any medical treatment – is fair and avoids complexities not necessary for this level of competition.
- *Provides implementation procedures (e.g., notification and confidentiality, eligibility is granted for the duration of the students' athletic career).*

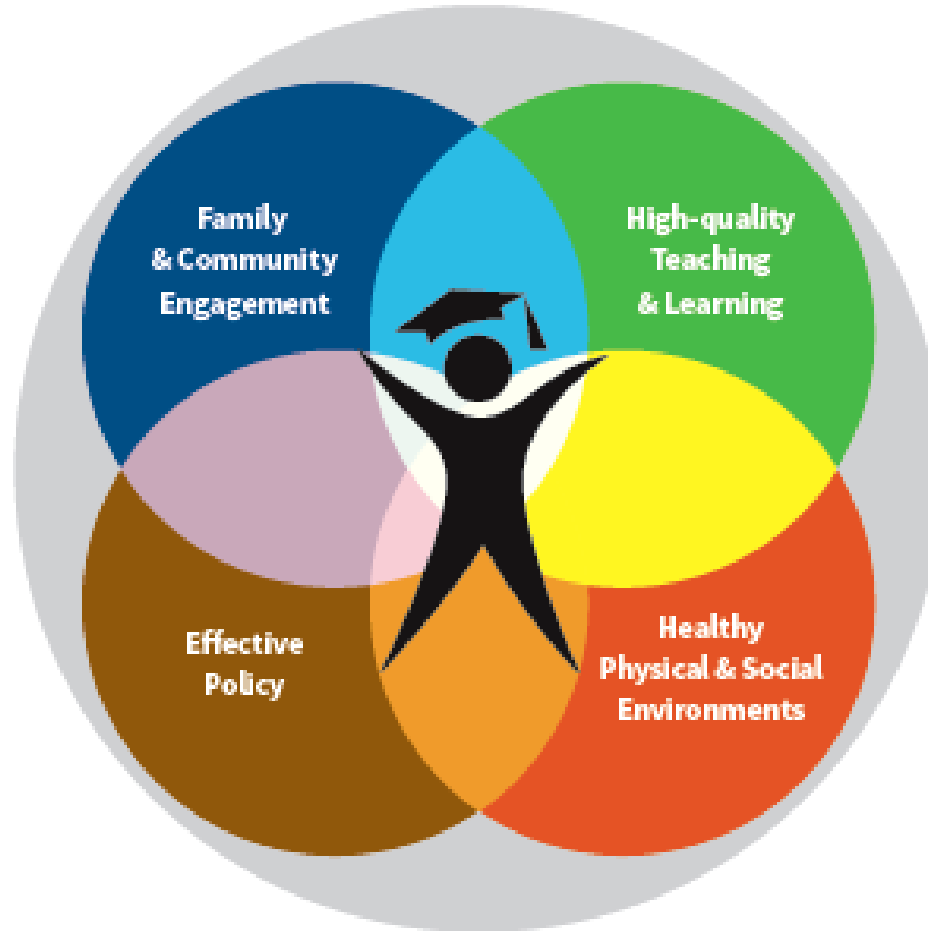


Competitive Equity?

Three assumptions:

- 1) Transgender females are not “real” girls/ women
- 2) Being born with a male body automatically gives a transgender female an unfair advantage
- 3) Males may pretend to be transgender in order to compete

Comprehensive School Community Health



Transgender Athlete <https://www.youtube.com/watch?v=3bTzJxhLPjs>

Effective Policy (and Administrative Procedures)

I was really worried about coming out as transgender to anyone else because I knew there weren't any policies. I was so afraid that my school would ban me from my sport and that was the only thing I had at the time.

-Transgender Athlete (quoted in Griffin & Carroll, 2010)



Policies & Procedures

Proactively creating inclusive environments need to be grounded in relevant policies about anti-harassment, non-discrimination and transgender participation in sport.

Planning For Inclusion: Policies & Procedures

- Relevant policies about anti-harassment, non-discrimination and transgender participation in sport
- Ensure policies are understood and the value of diversity and inclusion is included on websites, rulebooks, eligibility guidelines, and student athletic handbooks

Policies &
Procedures



Healthy Physical and Social Environments



<p>I prefer SHE, HER, and HERS</p>	<p>I prefer HE, HIM, and HIS</p>
<p>I prefer ZE, HIR, and HIRS</p>	<p>I prefer THEY, THEM, and THEIRS</p>

Do you have a pronoun preference?

University of Colorado Boulder

Findings from GLSEN's 2011 national School climate Survey confirm that *students who are GSD experience discrimination and harassment in athletics and school sporting activities.*



Saskatchewan



Show every player they're welcome on the ice.

Pride Tape is a badge of support from the hockey world to young LGBTQ players. Each roll will support life-changing youth outreach projects, including You Can Play.

Help make Pride Tape a reality at PrideTape.com



SAFE SPACE



this is a safe space to be who you are.





Planning for Inclusion: Physical & Social Environments

- Access to non-gendered team uniforms
- Access to locker room that correspond with ones gender identity and that locker rooms include private changing and shower areas
- Strong social support and considerate teammates, coaches and spectators
- Visuals that are inclusive of all athletes
- Coach the youth first, sport second.

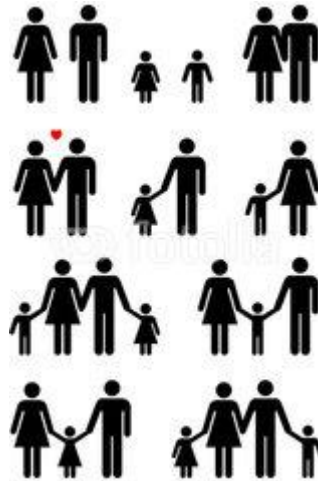


Inclusion is not bringing people into what already exists; it is making a new space, a better space for everyone. (Dr. George Dei)

High Quality Teaching and Learning (Education)



Saskatchewan



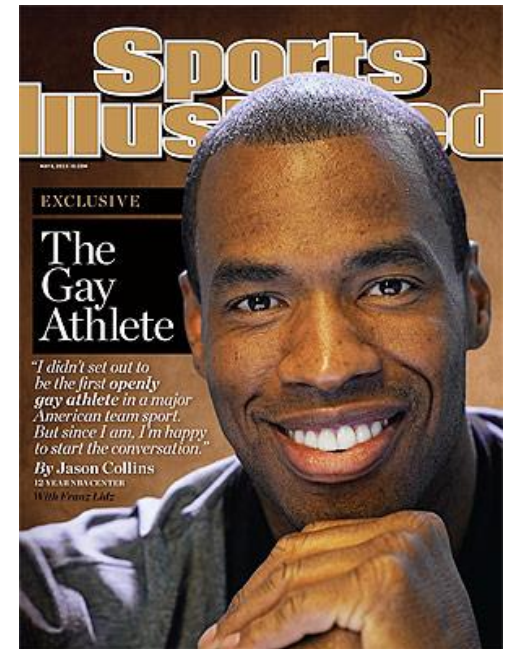
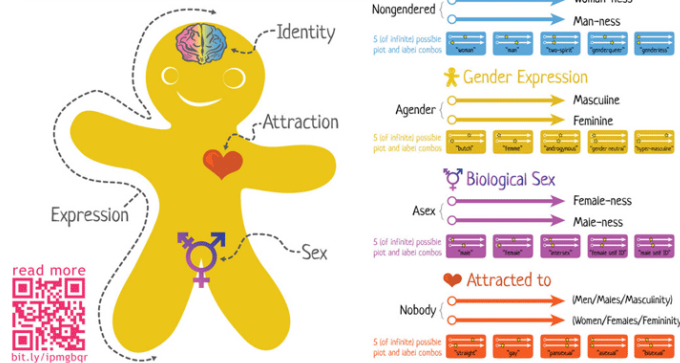
Deepening the Discussion: Gender and Sexual Diversity

Saskatchewan Ministry of Education 2015



The Genderbread Person v2.0 by its pronounced METROsexual.com

Gender is one of those things everyone thinks they understand, but most people don't. Like inversion. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.





Planning for Inclusion: Education

- Disrupting common gendered and heterosexist beliefs and practices
- Talking about and being inclusive of transgender athletes
- Educating coaches, players and community about gender expression and identity
- Knowing how to effectively respond to homophobia and transphobia.
- Using preferred name and pronoun
- Knowing how to respond supportively if/when a player comes “out”

Pronouns 101

Type	Name	Example
Feminine	She, her, her	She went to the store. I spoke to her. It was her apple.
Masculine	He, him, his	He went to the store. I spoke to him. It was his apple.
Gender Neutral	They, them, their	They went to the store. I spoke to them. It was their apple.
Gender Neutral	Ze, zir/zem, zirs/zes	Ze went to the store. I spoke to zir/zem. It was zirs/zes apple.
Gender Neutral	Ze, hir, hers	Ze went to the store. I spoke to hir. It was hers apple.

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language.



I'm seeing Jeremy this weekend. They're going to take me skateboarding. Then I'm going to go with them to the movies.

Brittany brought me to this awesome concert! Ze is so fun. I can't wait to hang out with zir again.





Best Practices

***Canadian Centre for Ethics in Sport* identifies 10 best practices:**

- 1) Organizations documents state intention to be inclusive
- 2) Respect an individual's preferred name and pronoun and in the contexts they want them to be used
- 3) Info gathered is necessary and appropriate (i.e., personal info)
- 4) Maintain info and records in a way that respects confidentiality
- 5) All materials use inclusive language and images
- 6) Clear processes to respond to individual needs
- 7) Provide learning opportunities for players, staff and spectators
- 8) Provide safe access to washrooms and change rooms
- 9) Ensure uniforms and dress codes respect gender identity and expression
- 10) Avoid asking to declare gender and when necessary, ensure it is inclusive

It is important for sport organizations to understand that each individual is different. There is no single transition process and each person will make different choices about: how they choose to live their true gender; how they present their gender socially; to whom they disclose personal information; and, whether they undertake hormonal transitions ... (CCES)





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Deepening the Discussion:
Gender and Sexual Diversity

Saskatchewan Ministry of Education 2015



Online Resources:

Deepening the Discussion: Gender and Sexual Diversity (Ministry of Education, 2015)

http://publications.gov.sk.ca/documents/11/84995-Deepening%20the%20Discussion_Saskatchewan%20Ministry%20of%20Education%20Oct%202015%20FINAL.pdf

Gender Spectrum

<https://www.genderspectrum.org/>

Supporting Transgender and Transsexual Students in K-12 Schools (CTF)

<https://www.genderspectrum.org/>