



Sports Inclusion in Canada

Literature Review

September 2020

Acknowledgements

Founded in 1986, Egale is Canada's national LGBTQI2S human rights organization. Egale works to improve the lives of LGBTQI2S people in Canada and to enhance the global response to LGBTQI2S issues by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education, awareness and legal advocacy. Egale's vision is a Canada, and ultimately a world without homophobia, biphobia, transphobia, and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.

Our Mission

To improve the lives of LGBTQI2S people in Canada and to enhance the global response to LGBTQI2S issues. Egale will achieve this by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education, awareness and legal advocacy.

Our Vision

A Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.

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Introduction

Canadian Context

Egale Canada works toward improving the lives of LGBTQI2S people in Canada which includes ensuring the full inclusion of all sexual and gender minorities in sport. LGBTQI2S people continue to experience barriers to participation in both formal and informal sporting organizations and opportunities. A lack of safe and accessible washrooms and change-rooms, threatening language and violence, and requirements of neatly fitting into the gender binary on forms are just three of these barriers. The barriers that LGBTQI2S people experience in sports are especially concerning as the benefits of participating in sporting communities serve to potentially offset the many heightened physical and mental health issues experienced by LGBTQI2S people.¹

Research confirms the numerous and growing physical and social benefits that sports offer: physical activity has long-term health benefits that include stress and anxiety reduction, positive cardiovascular impacts, and improvements in self-esteem and confidence.² Sport has the potential to provide a space that brings people and communities together, where social interactions can facilitate empathetic connections with coaches, peers and other role models.³ Particularly with team sports, in comparison to individual sport, is where we can see positive outcomes with mental health.⁴

With these benefits in mind, this literature review explores how accessible sport is for the LGBTQI2S community in Canada. We also outline the importance of education and training for coaches and other sport leaders when ensuring comprehensive LGBTQI2S inclusion in sport. Sport can serve as one of the great equalizers in our society if only it served as a place where everyone could participate regardless of their sex, gender, gender expression, or attraction. It is our hope that creating change within sport will create change across all segments of society.

This review provides an overview of the current landscape of LGBTQI2S (Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Two Spirit; see Glossary in

1 Doull, M., Watson, R. J., Smith, A., Homma, Y., & Saewyc, E. (2018). Are we levelling the playing field? Trends and disparities in sports participation among sexual minority youth in Canada. *Journal of sport and health science*, 7(2), 218–226. <https://doi.org/10.1016/j.jshs.2016.10.006>

2 Ibid.

3 Holt, N. L., Pankow, K., Tamminen, K. A., Strachan, L., Macdonald, D. J., Fraser-Thomas, J., . . . Camiré, M. (2018). A qualitative study of research priorities among representatives of Canadian Provincial Sport Organizations. *Psychology of Sport and Exercise*, 36, 8–16. doi:10.1016/j.psychsport.2018.01.002

4 Eime, R. M., Young, J. A., Harvey, J. T., Charity, M. J., & Payne, W. R. (2013). A systematic review of the psychological and social benefits of participation in sport for children and adolescents: Informing development of a conceptual model of health through sport. *International Journal of Behavioral Nutrition and Physical Activity*, 10(1), 98. doi:10.1186/1479-5868-10-98

Appendix for definitions) sport inclusion in Canada. We begin by identifying what we believe to be the three primary concerns in sport for the LGBTQI2S community:

1. LGBTQI2S exclusion in sport and physical activity
2. Unsafe environments due to harassment and abuse
3. Lack of policies concerning LGBTQI2S inclusion

After highlighting these issues, we then look to the LGBTQI2S community and their needs in addressing the historical exclusion from sport, specifically highlighting the value of education and capacity building across sporting institutions. Lastly, we look toward the future, providing a list of best practices and immediate actions for sport organizations, academic leaders and government (federal and provincial) to take up in support of LGBTQI2S inclusion in sport.

Gaps in Research

Canadian data on the reality of LGBTQI2S athletes is insufficient. Beyond research on lesbian and gay sport participation, there is an overwhelmingly large gap in research for bisexual, trans, intersex, and Two Spirit people's lived experiences. These communities bring unique challenges when it comes to inclusion in sport. Different members of the LGBTQI2S community experience different forms of violence, exclusion, and harm. It is vital that future studies account for those differences, creating sufficient data sets across different genders and sexualities for comprehensive review.

Currently, there is no research available that explores the experiences of Two Spirit people in sport. This lack of attention in sport and in sport research needs to change. Without direct accounts from Two Spirit people, Canada is missing an important story and experience that Two Spirit people could be telling about sport and physical activity. Exploratory work is necessary for organizations such as Egale and for national sport organizations to discover what needs Two Spirit people have when it comes to access, participation, and other potential benefits of sport. Much research has been done to better understand Indigenous People's experiences of harm in Canadian contexts. While we sincerely applaud this research, we implore future sport researchers and organizations to meaningfully include Two Spirit people in their research work and collected data so that we can move toward creating supportive programming based on the community's self-identified needs and relationship to sport.

It is valuable for future sport researchers to consider the historically nationalist frames for sports globally, and how sports are co-constructed within a modern global imperialist context – one that is frequently understood as exclusive to Indigenous communities or ways of knowing, and to LGBTQI2S communities across the world. As such, research concerning Two Spirit people should be community-based and created alongside, and with the consultation of Two Spirit people from the start. This would help avoid common themes we see in other research that is built on assumptions that Two Spirit people in Canada have similar needs, aims, or relationship with sports as other LGBTQI people.

In order to properly assess and recommend inclusive practices, research must be conducted to gain not only a quantitative but qualitative understanding as well. Key research that Egale mobilizes to inform our sport inclusion work centers qualitative data focused on the felt dimensions of exclusion, often with smaller sample sizes.^{5 6 7 8} Continuing this research is as important as larger-scale studies of both LGBTQI2S athletes and sport organization members. We do recognize that larger, quantitative studies provide much-needed data to inform policy – providing a larger scan of the LGBTQI2S sports inclusion environment in Canada.

We must also call attention to how intersex athlete's participation in sport is heavily scrutinized, regulated and questioned across sports institutions, oftentimes in ways that are public, and harmful. Research with communities of people who are intersex can be particularly difficult to build, which we have highlighted in another report available at egale.ca/research-hub.

Much of the landscape of LGBTQI2S sports inclusion research referenced in this work centers the current status of inclusive policy implementation, environmental scans, or interviews with LGBTQI2S athletes across all levels of sport. At this time, research is focused on the many problems that currently exist in sports inclusion. This provides the opportunity to mobilize past findings toward solutions-oriented sports programming and testing. One fruitful possibility for future research includes collaborative program development – seeing researchers collaborate with sport organizations who are willing to test and evaluate the inclusive policies and structural shifts within their organizations

5 Doull, M., Watson, R. J., Smith, A., Homma, Y., & Saewyc, E. (2018). Are we leveling the playing field? Trends and disparities in sports participation among sexual minority youth in Canada. *Journal of sport and health science*, 7(2), 218–226. <https://doi.org/10.1016/j.jshs.2016.10.006>

6 Herrick, S. S., & Duncan, L. R. (2018). A Qualitative Exploration of LGBTQ and Intersecting Identities Within Physical Activity Contexts. *Journal of Sport and Exercise Psychology*, 40(6), 325–335. doi: 10.1123/jsep.2018-0090

7 Hargie, O.D., Mitchell, D. H., & Somerville, I.J. (2017). People have a knack of making you feel excluded if they catch on to your difference: Transgender experiences of exclusion in sport. *International Review for the Sociology of Sport*, 52(2), 223–239. doi:

8 Demers, G. (2017). SPORTS EXPERIENCES OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER AHLETES. Sport Information Resource centre. https://sirc.ca/app/uploads/2019/10/Demers_KT_EN.pdf

toward LGBTQI2S inclusion or the eradication of rigid gender regulation. Such large-scale projects would require significant resources, LGBTQI2S community consultation and support, and well-established evaluation measures.

1.0 Unique Challenges in LGBTQI2S Sport Inclusion

1.1 LGBTQI2S Exclusion in Sport

The impacts of LGBTQI2S exclusion in sport and physical activity is two-fold. First, there is the initial loss of the physical and social benefits that sport participation offers. Second, the LGBTQI2S community then experiences the feeling of exclusion as they face barriers to participation. Putnam, in Hargie et al., describes this second impact as the well-known “dark side” of sport clubs.⁹ Respondents of a study that looked at trans exclusion in sport, described this dark side of sport clubs as a factor that contributed to physical and mental health problems.¹⁰

Looking at Richard Bailey’s insights found in Hargie et al., the LGBTQI2S community can experience exclusion in sport in four key areas.¹¹ They are:

1. **Spatial Exclusion:** Refers to social and economic distances between the LGBTQI2S community and the broader community. This distance remains wide, and reduces opportunities for networking and relationship building.
2. **Social Exclusion:** Also known as *relational exclusion*, where coaches, teammates, and instructors remain ignorant and hostile to the varying lived experiences of the LGBTQI2S community, often resulting in LGBTQI2S people abandoning sport altogether.
3. **Functional Exclusion:** LGBTQI2S community members’ experience of missing out on the capacity to benefit from the increasing knowledge and skills from one’s own participation in sport, feeling as though they’ve been left too far behind from a young age.
4. **Exclusion from Power:** A loss of power over their own body, personal control, and fitness, resulting in lower levels of confidence and self-esteem.

9 Hargie, O.D., Mitchell, D. H., & Somerville, I.J. (2017). People have a knack of making you feel excluded if they catch on to your difference: Transgender experiences of exclusion in sport. *International Review for the Sociology of Sport*, 52(2), 223-239. doi:

10 Hargie, O.D., Somerville, I.J., & Mitchell, D. H. (2015). Social Exclusion and Sport in Northern Ireland, pp. 50. Ulster University.

11 Ibid.

It is important for sport organizations to understand the many ways LGBTQI2S people are excluded from sport, and this analysis from Bailey in Hargie et al. can serve as a step in the right direction for guiding coaches and sport leaders on how they can make sport environments safer and more welcoming.

Sport has the capacity to bring people together, which enables us to combat social exclusion and promote more inclusive measures.¹¹ Through participating in sport and physical activity, LGBTQI2S people have an opportunity to connect with others on similar interests and form community when the right conditions are in place. By coming together, a sense of belonging to a team, club and community can flourish where people from varying backgrounds participate in a form of civic activity.¹² While sport teams are encouraged to feel like a family, the impacts of LGBTQI2S exclusion in sport and physical activity are quite devastating.^{13 14 15} LGBTQI2S people are more likely to already face significant health disparities. The capacity of sport and physical activity to contribute to personal health, wellbeing and enjoyment of the LGBTQI2S community needs to be universally recognized. Sport sociologist, Ann Travers, notes Canadian sport policy and programming iterates the idea of “sport for life, sport for all,” but as long as LGBTQI2S people feel like sport spaces are a point of crisis, there is much work to be done.¹⁶

Even when there is an interest in participating in sport and physical activity, financial feasibility is another barrier to consider when looking at LGBTQI2S exclusion in sport. LGBTQI2S people, and more specifically trans and gender diverse people, face significant income disparities compared to their cisgender and heterosexual peers.¹⁷ As the barriers mount up against LGBTQI2S to participate in sport and physical activity, these spaces will continue to perpetuate the notion that they are not LGBTQI2S inclusive.

1.2 Unsafe Environments – Harassment & Abuse in Sport

Adam van Koeverden, the Parliamentary Secretary to the Minister of Diversity and Inclusion and Youth, and to the Minister of Canadian Heritage (Sport),

12 Bailey, R. L., & Holt, N. L. (2008). Youth sport and social location. *Positive youth development through sport* (pp. 89). London: Routledge.

13 Colpitts, E., & Gahagan, J. (2016). I feel like I am surviving the health care system: understanding LGBTQ health in Nova Scotia, Canada. *BMC public health*, 16(1), 1005.

14 Puckett, J. A., Horne, S. G., Herbitter, C., Maroney, M. R., & Levitt, H. M. (2017). Differences Across Contexts: Minority Stress and Interpersonal Relationships for Lesbian, Gay, and Bisexual Women. *Psychology of Women Quarterly*, 41(1), 8–19, at page 8.

15 Herrick, S. S., & Duncan, L. R. (2018). A Qualitative Exploration of LGBTQ and Intersecting Identities Within Physical Activity Contexts. *Journal of Sport and Exercise Psychology*, 40(6), 325–335. doi: 10.1123/jsep.2018-0090, p.325

16 Travers, A. (2016). Transgender and gender-nonconforming kids and the binary requirements of sport participation in North America. In M. Messner & M. Musto (Eds.), *Child's play: Sport in kids' worlds* (pp. 179–201). New Brunswick, NJ and London: Rutgers University Press.

17 Ross, L.E., & Khanna, A. (2017). Joint submission on poverty among LGBTQ+ Canadians: What are the needs of lesbian, gay, bisexual, trans, and queer (LGBTQ+) people that should be addressed by Canada's Poverty Reduction Strategy (CPRS), p.11

recognizes that all Canadians have a right to participate in sport in an environment that is safe, welcoming, inclusive, ethical and respectful.¹⁸ This right includes protecting the dignity and health of all participants – ridding sport of harassment, abuse, unethical behaviour, and discrimination, regardless of one’s sex, gender or gender expression, attraction or any other biases.

However, LGBTQI2S people in Canada continue to experience exclusion from and violence within the world of sport at all levels. Our current sport climate in Canada consists of mostly gender-segregated participation, perpetuating many, outdated, colonial, and harmful understandings of gender and sexuality. When LGBTQI2S people participate in sport as athletes, coaches or policy makers, they witness the limitations of binary gender categories or gender segregation in sport because sport systems have yet to evolve beyond the traditional understanding of sex and gender. In the hierarchy of gender performances, masculinity is privileged over alternative masculinities and femininities,¹⁹ whereby heteronormativity and cissexism thrive. These systems of oppression are what perpetuate homophobia and transphobia in sport causing lower levels of participation from LGBT participants.^{20 21} In this way, research into LGBTQI2S participants’ experiences in sport can bring forward an opportunity for systemic and structural change that can result in greater attention to the needs of all sporting participants.

Mainstream culture has made progress embracing the LGBTQI2S community, often reflected in the media’s hyper-visible support for LGBTQI2S champions, both inside and outside of the sports world. However, aspects of sport culture remain hostile to LGBTQI2S participation. Nearly all of the top men’s professional sports (football, basketball, baseball, and hockey) have seen players come out about their sexualities only *after* retirement, with very few doing the same during their playing days.²² The choice to come out is still balanced with potential consequences like losing one’s job, sponsorships and funding, and enduring shame, ridicule and harassment online.²³

18 Heritage, C. (2018, August 31). Minister Duncan’s Working Group on Gender Equity in Sport Identifies Initiatives to Eliminate Gender-Based ... Retrieved from <https://www.canada.ca/en/canadian-heritage/news/2018/08/minister-duncans-working-group-on-gender-equity-in-sport-identifies-initiatives-to-eliminate-gender-based-violence-in-sport.html>

19 Bridel, W. (2007). Considering Gender in Canadian Sport and Physical Activity. *International Journal of Canadian Studies / Revue internationale d'études canadienne*, (35), 179–188. <https://doi.org/10.7202/040769ar>

20 Out on the Fields Study On Homophobia in Sport. (2019, March 20). Retrieved from <http://www.outonthefields.com/>

21 Doull, M., Watson, R. J., Smith, A., Homma, Y., & Saewyc, E. (2018). Are we leveling the playing field? Trends and disparities in sports participation among sexual minority youth in Canada. *Journal of sport and health science*, 7(2), 218–226. <https://doi.org/10.1016/j.jshs.2016.10.006>

22 Schweighofer, K (2016). LGBTQ Sport and Leisure. LGBTQ America: A Theme Study of Lesbian, Gay, Bisexual, Transgender, and Queer History. Washington, DC: National Park Foundation and National Park Service, 2016.

23 Ibid. (p. 24–6)

“For each out athlete there are many others who were and are unable or unwilling to be so”.²⁴

In addition to the reality that LGBTQI2S people feel unsafe coming out in sport, many do not feel safe participating in sports altogether. In 2016, Statistics Canada found that 76.1% of gay men did not regularly participate in sports in the past 12 months.²⁵ Of those who identified with a non-specific sexual orientation,²⁶ 84.1% had reported that they did not regularly participate in sports. Bisexual women were the demographic in this study least likely to participate in sports, with 87.3% reporting their lack of regular participation. Explanations for this data were not provided.

A safe sport environment is an environment free from maltreatment. The newly drafted Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS),²⁷ identifies maltreatment in three main forms: physical, psychological, and sexual. Neglect in sport has also been identified as a source of harm that can have a direct negative impact on people in sport, specifically those who identify as LGBTQI2S. The UCCMS defines maltreatment as

“volitional acts that result in the harm or the potential for physical or psychological harm” and neglect as “any pattern or single serious incident of lack of reasonable care, inattention to a Participant’s needs, nurturing or well-being, or omissions in care”.²⁸

There is demonstrable evidence that LGBTQI2S people are not choosing to exclude themselves from sport due to lack of interest, but also that LGBTQI2S people, particularly transgender people, self-exclude due to safety concerns.²⁹ These concerns for personal safety are echoed in the 2015 *Out on the Fields* study, finding that 70% of participants believed that youth team sports are not a safe and supportive environment for LGB people.³⁰

Another way the LGBTQI2S community feels isolated and unsafe in sport is in the area of change rooms. Egale Canada’s *Every Class in Every School* study, shows that nearly half of LGBTQI2S youth and more than two-fifths of youth with LGBTQI2S parents identified change rooms and locker rooms as

24 Ibid. (p. 24-6)

25 Statistics Canada. Table 13-10-0602-01. Regular participation in sports by sex and other demographic characteristics. <https://doi.org/10.25318/1310060201-eng>

26 Having an attraction that is not easily categorized within the options given in the study: heterosexual, homosexual, bisexual.

27 Safe Sport. (2020, June 29). Retrieved from <https://sirc.ca/safe-sport/>

28 Safe Sport. (2020, June 29). Retrieved from <https://sirc.ca/safe-sport/>

29 Hargie, O.D., Mitchell, D. H., & Somerville, I.J. (2017). People have a knack of making you feel excluded if they catch on to your difference: Transgender experiences of exclusion in sport. *International Review for the Sociology of Sport*, 52(2), 223-239. doi:

30 Denison, E., Kitchen, A. (2015) *Out on the Fields: The first international study on homophobia in sport*. Nielsen, Bingham Cup Sydney 2014, Australian Sports Commission, Federation of Gay Games. Access at www.outonthefields.com.

being unsafe.³¹ These findings can be confirmed again in Kulick et al., where it was found that both trans and LGBTQ people reported significantly lower rates of feeling safe in bathroom and locker room facilities.³² Literature further demonstrates that discomfort with communal changing rooms and showers continues to be the largest barrier in sports participation for trans people, continuing into adulthood.³³ A change towards the implementation and increased accessibility to universal and all-gender washrooms and change rooms will allow many members of the LGBTQI2S, particularly trans, non-binary and gender diverse people, to feel safer when participating in community and competitive sport.

Furthermore, the rigid division of sport into the male or female binary based upon specific notions of sex and gender, has contributed to systemic segregation in sport. This creates an environment that privileges masculinity and heteronormativity while isolating those who fall outside these binaries or who do not adhere to typical notions of masculinity and heteronormativity.³⁴ This division can too often lead to situations where harassment and violence toward LGBTQI2S people takes place in sport and beyond. This speaks in part to why we see a lack of publicly out athletes in professional and community sport. To be openly LGBTQI2S exposes one to the many forms of oppression and violence levied against the LGBTQI2S community. Existing outside these expectations and norms of the gender binary, trans and non-binary people particularly, suffer from feelings of alienation and dehumanization.

To this day, the subject of LGBTQI2S people in sport tends to be taboo, and the silence and lack of action from sport organizations reflects the complicity around overt forms of discrimination and the covert prejudice against the LGBTQI2S community, including those who stay “in the closet” out of fear of reprisals. LGBTQI2S athletes in sport often hide aspects of themselves due to anti-LGBTQI2S stigma in society and the expected performance of heterosexuality and the embodiment of being cisgender. The progressive openness from mainstream Canadian society has yet to be embraced by the world of sport. Demers & Viel’s notion of a “wall of silence” helps explain this complacency.³⁵ It notes that people suffer from tunnel vision – they ignore the

31 Taylor, C. & Peter, T., with McMinn, T.L., Elliott, T., Beldom, S., Ferry, A., Gross, Z., Paquin, S., & Schachter, K. (2011). Every class in every school: The first national climate survey on homophobia, biphobia, and transphobia in Canadian schools. Final report. Toronto, ON: Egale Canada Human Rights Trust.

32 Kulick, A., Wernick, L.J., Espinoza, M.A.V., Newman, T.J., & Dessel, A.B. (2018) Three strikes and you’re out: culture, facilities, and participation among LGBTQ youth in sports. *Sport, Education and Society*, DOI: 10.1080/13573322.2018.1532406

33 Herrick, S. S., & Duncan, L. R. (2018). A Qualitative Exploration of LGBTQ and Intersecting Identities Within Physical Activity Contexts. *Journal of Sport and Exercise Psychology*, 40(6), 325–335. doi: 10.1123/jsep.2018-0090

34 Hargie, O.D., Mitchell, D. H., & Somerville, I.J. (2017). People have a knack of making you feel excluded if they catch on to your difference: Transgender experiences of exclusion in sport. *International Review for the Sociology of Sport*, 52(2), 223-239. doi:

35 Demers, G. & Viel, B. (2013). Coaching Gay, Lesbian, Bisexual, and Transgender Athletes: Needs, Challenges, and Fears of Top-level coaches. *Coaching Association of Canada*. Vol. 13, No. 3.

issues and fail to recognize that LGBTQI2S people exist in sport. Such silence, often also referred to as the bystander effect, explicitly and implicitly reinforces homophobia and transphobia within the sport world. For this wall to be torn down, sport organizations from community to national levels across Canada must understand that they are falling short in creating spaces for LGBTQI2S people to feel safe and thrive within. If these organizations do not take the time to understand this harmful silence and their complicity in inaction, then they will continue to fall short in being equipped to address and challenge the harassment and violence towards LGBTQI2S athletes. Sport organizations and leagues must be proactive when ensuring the safety and overall inclusion of LGBTQI2S athletes and sport enthusiasts.

Beyond the notion of tunnel vision, there is an active effort to *exclude* members of the LGBTQI2S community, particularly trans women, from sport. In July 2020, it was revealed that World Rugby is considering the ban of transgender woman from competition in their sanctioned events.³⁶ This decision would not just impact the sport of rugby but would set a precedence for other international sport bodies to come to the same conclusion on whether trans women belong in women's sport. Again, this decision from World Rugby would provide national, provincial, and state level sport organizations, as well as community sport organizations, a misguided justification to exclude trans women from their organization; if trans women are not allowed to play at the international level, we cannot expect them to feel safe and included at the community level.

The reality is homophobia, biphobia and transphobia affect all of us and all sport spaces. The lack of acceptance of the LGBTQI2S community in sport leads to unsafe environments where harassment, uneasiness, anxiety, isolation and violence toward the LGBTQI2S community prevails; the cycle of abuse that affects all participating athletes. LGBTQI2S people in sport continue to face verbal and physical assault and harassment due to homophobic, biphobic and transphobic attitudes.³⁷ Two-thirds of LGB athletes and 85% of trans athletes report experiencing at least one episode of discrimination.³⁸ It is these attitudes that create a "wall of silence", lower rates of participation and unwelcoming and unsafe environments for LGBTQI2S people in sport.

36 Trans women face potential women's rugby ban over safety concerns. (2020, July 19). Retrieved from <https://www.theguardian.com/sport/2020/jul/19/transwomen-face-potential-womens-rugby-ban-over-safety-concerns>

37 Doull, M., Watson, R. J., Smith, A., Homma, Y., & Saewyc, E. (2018). Are we leveling the playing field? Trends and disparities in sports participation among sexual minority youth in Canada. *Journal of sport and health science*, 7(2), 218–226. <https://doi.org/10.1016/j.jshs.2016.10.006>

38 Demers, G. (2017). SPORTS EXPERIENCES OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER ATHLETES. Sport Information Resource centre. https://sirc.ca/app/uploads/2019/10/Demers_KT_EN.pdf

1.3 LGBTQI2S Invisibility in Canadian Sport Policy

Within sport policy at the international level, it is even more common to find barriers to inclusion for the LGBTQI2S community. With that said, Egale has identified that out of the 57 federally funded national sport organizations (NSOs) in Canada, 53 organizations have included their policies online and only 11 had implemented “highly inclusive” policies that specifically mention the active inclusion of trans people in sport.³⁹ Other sport organizations have not yet gone through their policies to update the language to include gender identity and gender expression as prohibited grounds of discrimination.⁴⁰ In addition to the lack of trans-inclusive language across sporting institution’s policies, many Canadian NSOs do not provide a statement of inclusion on trans and gender diverse people in their public documentation or media.

Research that Egale has conducted, in collaboration with University of Calgary researcher, Dr. William Bridel, has found that there are instances of performative allyship.⁴¹ This includes instances where a statement on inclusion is in place, such as in their vision or mission statement, but then the NSO becomes apathetic to trans inclusion by reverting to international body regulations on transgender participants – whether that be the International Olympic Committee or the specific international governing body of a particular sport. This action is used as a scapegoat that excludes trans people from competing, let alone qualifying. Canadian sport organizations may even point to old and out-of-date statements or policies from their international sporting partner that were once in place at the international level, not recognizing that those policies have since been reviewed and updated to become more inclusive of LGBTQI2S people. These acts perpetuate the invisibility of trans and gender diverse people in sport policy, as an “issue” to be dealt with by another sport organization with senior authority that does not make space for trans and gender diverse athletes.

Now is the time for leadership and action on Canadian sport policy. Egale Canada implores sport organizations at all levels to present a united message toward inclusion of sexual and gender minorities by implementing nation-wide sport policies that prohibit all forms of abuse, harassment, maltreatment, and discrimination based on gender, gender expression, and attraction. All Canadian NSOs must have strong policies that foster inclusion and ensure opportunity and accessibility for all to participate. Without these changes at the

39 Bridel, W., Clowater, V., Quesnel, D., MacDonald, C., Zacher, J. (under review). Exploring (Non-)Inclusive Language in Canadian Sport Governance: Barriers for Transgender and Gender Non-Conforming Participants. *Journal of Homosexuality*.

40 Ibid.

41 Ibid.

national policy level, LGBTQI2S people, especially transgender women and girls and gender-diverse people, will continue to be excluded from sport.⁴²

The root cause to the lack of inclusion policies can be explained by the ongoing issue of the International Olympic Committee's (IOC) over-medicalized framework concerning trans inclusion in sport.^{43 44} At the highest level of sport, the IOC is complicit in pushing the notion that masculinity, or rather, testosterone, goes together with positive sport performance. In 2015, the IOC released the document *IOC Consensus Meeting on Sex Reassignment and Hyperandrogenism*,⁴⁵ where it is assumed that trans men will not hold any sort of athletic advantage when competing against cisgender men and therefore can compete without restriction. However, trans women must adhere to specific requirements:

1. Declaring their gender identity to be female;
2. Demonstrating that their testosterone level in serum has been below 10 nmol/L for at least twelve months (or longer);
3. Maintaining this level of testosterone through the period of desired eligibility; and
4. Complying with the above as it may be tested with consequences of suspension if there is failure to do so.⁴⁶

These different requirements for men and women coming from the IOC are used as a *progressive* benchmark for many other sport organizations around the world, including Canada. This is a flawed approach to trans inclusion as it perpetuates the notion that both masculinity and testosterone are key determinants in an athlete's positive performance in all forms of sport.⁴⁷

Our historical and current gender biases in sport are built on a binary logic of both gender and sex.^{48 49} This logic has simultaneously reinforced the

42 Kidd, B. (2018). Towards responsible policy-making in international sport: Reforming the medical-scientific commissions. *Sport in Society*, 21(5), 773-787. doi:10.1080/17430437.2018.1401357

43 Ibid.

44 Magubane, Z. (2014). Spectacles and Scholarship: Caster Semenya, Intersex Studies, and the Problem of Race in Feminist Theory. *Signs: Journal of Women in Culture and Society*, 39(3), 761-785. doi:10.1086/674301

45 International Olympic Committee, (2015). IOC Consensus Meeting on Sex Reassignment and Hyperandrogenism November 2015. Retrieved from https://stillmed.olympic.org/Documents/Commissions_PDFfiles/Medical_commission/2015-11_ioc_consensus_meeting_on_sex_reassignment_and_hyperandrogenism-en.pdf

46 Ibid.

47 Jones, B.A., Arcelus, J., Bouman, W.P. et al (2017). Sport and Transgender People: A Systematic Review of the Literature Relating to Sport Participation and Competitive Sport Policies. *Sports Med* 47, 701-716 (2017). <https://doi.org/10.1007/s40279-016-0621-y>

48 Bridel, W. (2007). Considering Gender in Canadian Sport and Physical Activity. *International Journal of Canadian Studies / Revue internationale d'études canadienne*, (35), 179-188. <https://doi.org/10.7202/040769ar>

49 Hargie, O.D., Mitchell, D. H., & Somerville, I.J. (2017). People have a knack of making you feel excluded if they catch on to your difference: Transgender experiences of exclusion in sport. *International Review for the Sociology of Sport*, 52(2), 223-239.

patriarchal viewpoint where societally, we understand men and masculine people to be inherently and biologically stronger, larger, and thus more powerful, ignoring the diversity of people's actual embodiment and enactment of masculinity.⁵⁰ Not all men are the same, physically speaking, and the standard set forth by IOC risks creating an eugenicist framework in which certain masculinity is upheld as the norm while others are reduced to deviations.⁵¹ The sexist idea that people who are assigned male at birth (AMAB) are inherently stronger than those assigned female at birth (AFAB) is fueling policies (like this one) offered by the IOC. These policies do not offer a complete understanding of systematic advantage in sport.⁵² Testosterone levels are often used as the priori example of systematic advantage in sport particularly because of our society's microscopic focus on gender difference. Athletic ability is made up of varying embodied differences that poise certain athletes for success above others, such as nutrition, access to high quality coaching, as well as other genetic and biological variations.⁵³ To put this plainly, the athletes who find the most success in sports like basketball or football are not going to be the best athletes in gymnastics, or decathlons, regardless of gender or sex difference. Sport is a realm where embodied difference already offers a host of advantages that operate every day,⁵⁴ and it is unfair for sport organizations to scrutinize embodied difference only when related to an athlete's sex characteristics.⁵⁵

Another key concern with this policy is its narrow-minded approach to inclusion. Reducing the success of transgender, specifically transfeminine athletes, to their hormonal makeup discounts the phenomenal training, dedication, expertise, and skill that these athletes have built in order to qualify in competitive sports.⁵⁶ Someone with little to no experience in sport cannot decide to take hormones and instantaneously become successful in sports because hormonal levels are only one small factor of many that are relevant to success in sport. Further to this, such policies do not provide the space for the safe inclusion of people with intersex characteristics, many of whom have already been subject to hormonal scrutiny, needless testing, and violence within the medical system

50 Lucas-Carr, C., & Krane, V. (2012). Troubling Sport or Troubled by Sport. *Journal for the Study of Sports and Athletes in Education*, 6(1), 21-44. doi:10.1179/ssa.2012.6.1.21

51 Magubane, Z. (2014). Spectacles and Scholarship: Caster Semenya, Intersex Studies, and the Problem of Race in Feminist Theory. *Signs: Journal of Women in Culture and Society*, 39(3), 761-785. doi:10.1086/674301

52 Bridel, W. (2007). Considering Gender in Canadian Sport and Physical Activity. *International Journal of Canadian Studies / Revue internationale d'études canadienne*, (35), 179-188. <https://doi.org/10.7202/040769ar>

53 Court of Arbitration for Sport (July 2015). CAS 2014/A/3759 Dutee Chand v. Athletics Federation of India (AFI) & The International Association of Athletics Federations (IAAF) (PDF). Court of Arbitration for Sport.

54 Jones, B.A., Arcelus, J., Bouman, W.P. et al (2017). Sport and Transgender People: A Systematic Review of the Literature Relating to Sport Participation and Competitive Sport Policies. *Sports Med* 47, 701-716 (2017).

55 Magubane, Z. (2014). Spectacles and Scholarship: Caster Semenya, Intersex Studies, and the Problem of Race in Feminist Theory. *Signs: Journal of Women in Culture and Society*, 39(3), 761-785. doi:10.1086/674301

56 Canadian Centre for Ethics in Sport. Creating inclusive environments for trans participants in Canadian sport. Available from: <http://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>. Accessed 1 October 2020.

across their lifetimes, including intersex genital mutilation.^{57 58 59} Lastly, policies such as this one employed by the IOC, among others, offer an opening toward trans inclusion that only serves binary transgender people (trans men and women) – it does not provide a gender-expansive framework,⁶⁰ one that would be inclusive of athletes outside of the gender binary. Any system that requires hormonal testing, or that predicates participation on altering one's body will continue to either exclude people who do not fit into its rigid categories or risks inadvertently coercing those who wish to participate in sport to undertake medical interventions they otherwise would avoid. To be clear, requiring athletes to medically alter their bodies in order to participate in sport is a violation of human rights.

With their current guidelines in place, the IOC sets a precedent for so many other sporting organizations in how they build up barriers to participation in sport for trans and gender diverse people.⁶¹ Strict notions of gender-based norms have been found to evoke feelings of sadness, distress, and shame as well as fear, alienation, and loathing, leading to LGBTQI2S people disliking, avoiding, or leaving sport altogether.⁶² It is the responsibility of everyone to hold each sport organization accountable to high standards of inclusion for LGBTQI2S people.

In Canada, there is an on-going effort to re-examine and create our own policies and work towards true inclusion for all.^{63 64 65} It is important to acknowledge that the consensus set forth by the IOC is one of many possible solutions that are still being formed locally and internationally.⁶⁶ For example, Archery Canada explicitly demonstrates access to active participation in their programs, regardless of whether the athlete is trans or cisgender. Their language demonstrates an adequate understanding of terminology associated

57 Magubane, Z. (2014). Spectacles and Scholarship: Caster Semenya, Intersex Studies, and the Problem of Race in Feminist Theory. *Signs: Journal of Women in Culture and Society*, 39(3), 761-785. doi:10.1086/674301

58 Ghattas, D. Ch. (2015). Standing up for the human rights of intersex people – how can you help? ILGA Europe, OII Europe, Brussels.

59 Cresti, M., Nave, E., & Lala, R. (2018). Intersexual births: the epistemology of sex and ethics of sex assignment. *Journal of Bioethical Inquiry*, 15(4), 557-568.

60 Egale Canada Human Rights Trust (2019). National Action Plan. <https://egale.ca/awareness/nationalactionplan/>

61 Magubane, Z. (2014). Spectacles and Scholarship: Caster Semenya, Intersex Studies, and the Problem of Race in Feminist Theory. *Signs: Journal of Women in Culture and Society*, 39(3), 761-785. doi:10.1086/674301

62 Kulick, A., Wernick, L.J., Espinoza, M.A.V., Newman, T.J., & Dessel, A.B. (2018) Three strikes and you're out: culture, facilities, and participation among LGBTQ youth in sports. *Sport, Education and Society*, DOI: 10.1080/13573322.2018.1532406

63 Bridel, W., Clowater, V., Quesnel, D., MacDonald, C., Zacher, J. (under review). Exploring (Non-)Inclusive Language in Canadian Sport Governance: Barriers for Transgender and Gender Non-Conforming Participants. *Journal of Homosexuality*.

64 Bridel, W. (2007). Considering Gender in Canadian Sport and Physical Activity. *International Journal of Canadian Studies / Revue internationale d'études canadienne*, (35), 179-188. <https://doi.org/10.7202/040769ar>

65 Doull, M., Watson, R. J., Smith, A., Homma, Y., & Saewyc, E. (2018). Are we leveling the playing field? Trends and disparities in sports participation among sexual minority youth in Canada. *Journal of sport and health science*, 7(2), 218-226. <https://doi.org/10.1016/j.jshs.2016.10.006>

66 International Olympic Committee, (2015). IOC Consensus Meeting on Sex Reassignment and Hyperandrogenism November 2015. Retrieved from https://stillmed.olympic.org/Documents/Commissions_PDFfiles/Medical_commission/2015-11_ioc_consensus_meeting_on_sex_reassignment_and_hyperandrogenism-en.pdf.

with the LGBTQI2S community, acknowledging the Canadian Centre for Ethics in Sport (CCES) recommendations on trans inclusion and by outlining their commitment to creating “a fun, safe, inclusive and positive environment for all”.⁶⁷

Creating LGBTQI2S-inclusive change in Canadian sport policy is possible and provides an incredible opportunity for sports to challenge stereotypical sex and gender-based norms across all Canadian culture.⁶⁸ People from across the globe, especially many Canadians, turn to and cherish sport as a space for community connection and national pride. For the LGBTQI2S community, this opportunity for the Canadian sport world to further the narrative of equity in sport and in the greater society would be lifesaving and world changing.

2.0 Highlighting the Community Needs

2.1 Need for Education & Capacity Building

In order to challenge the above problems in LGBTQI2S inclusion in sport we will need real change that includes education, training and capacity building. A common narrative in sport inclusion academia calls for education-based training for those involved in sport to help navigate LGBTQI2S language and inclusion. Contrary to the training goals, however, research shows that even when coaches have called for more training to better understand LGBTQI2S issues and language,⁶⁹ the same coaches have still been shown to act as inhibitors to fostering real LGBTQI2S inclusion.⁷⁰ Most coaches remain passive when it comes to issues connected with sexual orientation and do not consider this discussion as one that is appropriate in the sport environment.⁷¹ Coaches play a vital role in whether an LGBTQI2S person feels safe and supported in their sport environment.⁷² From being a positive role model and challenging harmful language and attitudes to ignoring harassment and abuse in the change rooms, a single coach’s response to the presence of LGBTQI2S inclusion in sport will have a bearing on the sport environments all over Canada.

67 Policies & Bylaws. (2020, June 24). Retrieved from <https://archerycanada.ca/about-us/policies/#:~:text=Trans Inclusion Policy&text=Archery Canada believes that all,gender identities and gender expressions>.

68 Bridel, W., Clowater, V., Quesnel, D., MacDonald, C., Zacher, J. (under review). Exploring (Non-)Inclusive Language in Canadian Sport Governance: Barriers for Transgender and Gender Non-Conforming Participants. *Journal of Homosexuality*.

69 Demers, G. & Viel, B. (2013). Coaching Gay, Lesbian, Bisexual, and Transgender Athletes: Needs, Challenges, and Fears of Top-level coaches. *Coaching Association of Canada*. Vol. 13, No. 3.

70 Hargie, O.D., Mitchell, D. H., & Somerville, I.J. (2017). People have a knack of making you feel excluded if they catch on to your difference: Transgender experiences of exclusion in sport. *International Review for the Sociology of Sport*, 52(2), 223-239. doi:

71 Demers, G. & Viel, B. (2013). Coaching Gay, Lesbian, Bisexual, and Transgender Athletes: Needs, Challenges, and Fears of Top-level coaches. *Coaching Association of Canada*. Vol. 13, No. 3.

72 Ibid.

To generate LGBTQI2S-positive role models in sport, accessible training opportunities need to be made available so that LGBTQI2S inclusion can be promoted across Canadian sport. Coaches and volunteers need access to LGBTQI2S inclusive training, as they are the individuals with both direct contact to athletes but also they often represent the team values and morals and are seen as role models to look up to. When coaches and volunteers get on board with LGBTQI2S inclusion training, they will be equipped well enough to answer questions confidently, know what language is appropriate, and can set a positive example for every athlete around them.⁷³ Formal sport participation, where there is a coach present, is characterized as particularly unwelcoming for sexual and gender minority youth, especially gay males.⁷⁴ This suggests that it is *within* these leadership roles in sport where the capacity for change can be most dramatic. Misinformed sport teachers, coaches and facility staff who do not have the knowledge or know-how on the correct methods of conflict resolution in situations of anti-LGBTQI2S harassment and abuse simply remain silent,⁷⁵ only to further perpetuate and indirectly allow the harassment toward LGBTQ young people to be tolerated in sports environments.⁷⁶ Inclusion in sport training must challenge the idea that masculinity equals positive sport performance. Without LGBTQI2S specific education and training, these rigid understandings of sex and gender will remain in place, continuing to be enforced by teachers and coaches and accepted by peers.⁷⁷

In sport, awareness campaigns alone can offer significant improvements in terms of cultural shifts.⁷⁸ It has been shown that once sport organizations are made aware of the assumptions that they reproduce, necessary changes are made to reflect a more welcoming and inclusive environment for not just LGBTQI2S athletes, but for LGBTQI2S parents of youth in sport as well.⁷⁹ This further suggests that sport organizations must uphold the inclusion of LGBTQI2S athletes and staff in ways that are public and visible to the greater world outside of sports. An organizations' openness may be due to the broader

73 MacDonal, C. A. (2018). Insert Name of Openly Gay Hockey Player Here: Attitudes Towards Homosexuality Among Canadian Male Major Midget AAA Ice Hockey Players. *Sociology of Sport Journal*. 35(4), 347-357. Retrieved Oct 1, 2020, from <https://journals.humankinetics.com/view/journals/ssj/35/4/article-p347.xml>

74 Doull, M., Watson, R. J., Smith, A., Homma, Y., & Saewyc, E. (2018). Are we levelling the playing field? Trends and disparities in sports participation among sexual minority youth in Canada. *Journal of sport and health science*, 7(2), 218-226. <https://doi.org/10.1016/j.jshs.2016.10.006>

75 MacDonal, C. A. (2018). Insert Name of Openly Gay Hockey Player Here: Attitudes Towards Homosexuality Among Canadian Male Major Midget AAA Ice Hockey Players. *Sociology of Sport Journal*. 35(4), 347-357. Retrieved Oct 1, 2020, from <https://journals.humankinetics.com/view/journals/ssj/35/4/article-p347.xml>

76 Kulick, A., Wernick, L.J., Espinoza, M.A.V., Newman, T.J., & Dessel, A.B. (2018) Three strikes and you're out: culture, facilities, and participation among LGBTQ youth in sports. *Sport, Education and Society*, DOI: 10.1080/13573322.2018.1532406

77 Ibid.

78 Jones, B.A., Arcelus, J., Bouman, W.P. et al (2017). Sport and Transgender People: A Systematic Review of the Literature Relating to Sport Participation and Competitive Sport Policies. *Sports Med* 47, 701-716 (2017). <https://doi.org/10.1007/s40279-016-0621-y>

79 Trussel, D.E., Kovac, L., Apgar, J. (2018) LGBTQ parents' experiences of community youth sport: Change your forms, change your (hetero) norms. *Sport Management Review*, 21 (1). pp. 51-62.

improved societal attitudes towards the LGBTQI2S community.⁸⁰ However, until more sport organizations prioritize LGBTQI2S inclusion, sport teams, individual athletes, and the organizations they represent will not reap of the benefits of being truly inclusive – benefits that foster greater team cohesion and safer and more open training environments for everyone.⁸¹

3.0 Conclusion

3.1 Future Directions & Recommendations

Even as the acceptance of the LGBTQI2S community into the greater society continues to grow, and we continue to see more LGBTQI2S persons living out and proud in sport, exploratory research is necessary to establish priorities for and best practices within sports institutions toward LGBTQI2S inclusion.

We must be intentional in our priorities and educational training where these ideals of inclusive spaces for all gender and sexual minority sport enthusiasts can thrive and achieve their athletic potential free from hatred and bias.

We offer the following directions and recommendations for sport organizations, the academic community and the federal government.

Sport Organizations

- **Participate** in LGBTQI2S inclusion training opportunities, taking resources and tools and applying this knowledge to the organization's programming and policies.
- **Designate** all-gender washrooms within both offices and sporting facilities, as well as all-gender change rooms in sporting facilities.
- **Make visible** the organization's support of LGBTQI2S initiatives, athletes, coaches and staff within the organization.
- **Refer to** anti-discrimination policies and laws at the federal and provincial level when building inclusive policies.⁸²
- **Create** zero-tolerance sanctions and procedures for anti-LGBTQI2S behaviour and language.

80 Norman, L. (2013) The concepts underpinning everyday gendered homophobia based upon the experiences of lesbian coaches. *Sport in Society*, 16 (10) (2013), pp.

81 Krane, V. (2016). *Sport for LGBT athletes* (pp. 238–255). Routledge: New York, NY, USA.

82 Most provincial governments have recently moved to include gender identity and gender expressed as legally protected grounds within their Charter of Rights. Canada's Bill C-16 now protects gender expression within any federal institution, regardless of the province in which the work or service takes place.

- **Foster** partnerships with local and national LGBTQI2S organizations; as well as partnerships with researchers invested in building inclusive practices in sport.
- **Start** using LGBTQI2S-inclusive, non-gendered language in all organizational policies, programs, and other key source documents and communications.
- **Increase** public support and commitment to the safety of LGBTQI2S people, especially trans and gender-diverse people in all areas of sport and recreation.

Academic Leaders

- **Conduct** qualitative research with those who identify outside the sex and gender binary, particularly their experience of inclusion within the landscape of sport, with careful consideration for transfeminine, non-binary, intersex and Two Spirit people participation rates.
- **Focus** on methods like interviews and focus groups that may accurately account for the nuance in LGBTQI2S inclusion work, paying particular attention to the voices of our communities most targeted members.
- **Ensure** that research samples adequately represent diverse members of the LGBTQI2S community, reflective of differences in age, racial background, class background, location, nationality, and ability – ensuring that the analysis accurately represents their unique experiences and needs in sports inclusion.

Federal Government

- **Include** LGBTQI2S people in the National Code of Conduct to Eliminate Harassment, Abuse and Discrimination in Sport, using specific terms that describe the identities and experiences of the LGBTQI2S community including the explicit use of the words gender, gender expression and attraction as prohibited grounds of discrimination.
- **Work with** the LGBTQI2S community to develop, deliver, and evaluate training materials focused on creating safer and more inclusive sport spaces and facilities, geared to coaches, athletes, spectators and sport enthusiasts at any level.


- **Ensure** the official development of an LGBTQI2S assessment tool to address harassment, abuse and discrimination, to monitor, keep accountable and track LGBTQI2S-phobic incidents.
- **Appoint** an LGBTQI2S representative to the Centre of Sport and Human Rights advisory council.
- **Appoint** LGBTQI2S representation to the national Sport Canada body to represent the LGBTQI2S community in order to develop, implement and monitor a LGBTQI2S equity strategy for sport in Canada.
- **Appoint** a LGBTQI2S representative to the Working Group on Gender Equity in Sport.
- **Implement** nation-wide sport policies to prohibit abuse, harassment and discrimination based on gender, gender identity and expression, and attraction. All national sport organizations must have strong policies that foster inclusion and ensure opportunity and accessibility for all to participate, including LGBTQI2S people.

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Appendix

Glossary

Bisexual

A person who experiences attraction to both people of their own gender and people of gender different from their own.

Cisgender

A person whose gender identity corresponds with what is socially expected based on their sex assigned at birth (e.g. a person who was assigned male at birth and identifies as a man).

Gay

A person who experiences attraction to people of the same gender as themselves. Gay may be used by individuals of a diversity of genders or may refer specifically to men who are attracted to other men.

Intersex

A person whose chromosomal, hormonal, or anatomical sex characteristics fall outside of the conventional classifications of male or female.

Two Spirit (2S)

An English umbrella term to reflect and restore Indigenous traditions forcefully suppressed by colonization, honouring the fluid and diverse nature of gender and attraction and its connection to community and spirituality. It is used by some Indigenous People rather than, or in addition to identifying as LGBTQI.

Lesbian

A person who identifies as a woman and experiences attraction to people of the same gender.

Masculine

A word to describe a behaviour, trait, or style of expression that has cultural associations with 'being a man'. These associations change over time, between cultures, and from person to person.

Queer

This term has been reclaimed by some LGBTQI2S communities as a term of pride and affirmation of diversity. It can be used to encompass a broad

spectrum of identities related to sex, gender, and attraction or by an individual to reflect the interrelatedness of these aspects of their identity.

Feminine

A word to describe a behaviour, trait, or style of expression that has cultural associations with 'being a woman'. These associations change over time, between cultures, and from person to person.

Trans

A person whose gender identity does not correspond with what is socially expected based on their sex assigned at birth. It can be used as an umbrella term to refer to a range of gender identities and experiences.

Assigned Sex

The biological classification of a person as female, male or intersex. It is usually assigned at birth based on visual assessment of external anatomy.

Gender Identity

A person's internal and individual experience of gender. It is not necessarily visible to others and it may or may not align with what society expects based on assigned sex.

Gender Expression

The way gender is presented and communicated to the world through clothing, speech, body language, hairstyle, voice and/or the emphasis or deemphasis of body characteristics and behaviours.

Attraction

Often referred to as a sexual orientation, attraction describes a person's potential for emotional, spiritual, intellectual, intimate, romantic and/or sexual interest in other people and may form the basis of aspects of one's identity and/or behaviour.

Sex & Gender Binary

The notion that there are only two possible sexes (male/female) and genders (man/woman), and that they are opposite, distinct and uniform categories. This view also asserts that gender is determined by sex.

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