

Welcome

- The webinar will begin shortly.
- You will be muted throughout this webinar, however, you can ask questions by typing them into the chat box and addressing them to the host.
- Please do not hesitate to contact the host for any questions or for technical support.

LANGUAGE STRATEGIES & ALLYSHIP FOR LGBTQI2S+ ATHLETES

Presented by the
Canadian Sport Psychology Association



The CSPA Welcomes You!

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Lori is also the Atlantic Region Representative of the CSPA Managing Council and Professional Development Chair

Presentation Outline

- Introduction & Land Acknowledgement
- History & Where We Stand Now
- Defining LGBTQI2S+ Terms
- LGBTQI2S+ in Sport
- Mental Health Concerns
- The Role of Privilege & Intersectionality
- Language Strategies & Ally-ship for MPCs
- Questions

Land Acknowledgement



Introduction



- I am not a member of the LGBTQI2S+ population, and do not speak on behalf of the group.
- I'm simply using my privilege as a straight, cisgender individual to promote voices of the LGBTQI2S+ community, not my own voice.
- I am not an expert in this field and do not have all of the answers, but I'll do my best to find them for you.



Are We Not Equal Yet?



Are We Not Equal Yet? (contd.)

- Same-sex relationships became legal in Canada in 1969; however, it took until 2018 for legal expungement (which people still must apply for).
- While same-sex couples have a legal right to be married (nation-wide in Canada-2005, in USA-2015), there are still no federal protections for employment discriminations in the USA. In Canada, these employment discrimination laws only came into place in 2017 with regards to gender identity and expression.
- Conversion Therapy is only banned in 3 provinces in Canada. *
- Most provinces have the ability to have GSAs set up in their schools, but with recent political changes, these may not be a safe space for many students anymore.

Canadian Stats

- 81% of Canadians have witnessed or experienced homophobia in sports
- Suicide-related behaviours are more frequent among LGBTQI2S+ youth than their non-LGBTQI2S+ peers
- Up to 40% of homeless youth identify as LGBTQI2S+
- LGBTQI2S+ youth drop out of sport and physical activity at higher rates
- Approx. 200 hate crimes related to sexual orientation were reported in Canada in 2018

A large, semi-transparent rainbow flag is positioned in the background, waving from a white flagpole on the left. The flag's colors are red, orange, yellow, green, blue, and purple.

DEFINING LGBTQI2S+ TERMS

L

Lesbian

A woman who is primarily attracted to women.

G

Gay

A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.

B

Bisexual

An individual attracted to people of their own and opposite gender.

T

Transgender

A person whose gender identity differs from their assigned sex at birth.

T

Transsexual

An outdated term that originated in the medical and psychological communities for people who have permanently changed their gender identity through surgery and hormones.

Q

Queer

An umbrella term to be more inclusive of the many identities and variations that make up the LGBTQ+ community.

Q

Questioning

The process of exploring and discovering one's own sexual orientation, gender identity and/or gender expression.

I

Intersex

An individual whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male."

A

Ally

Typically a non-queer person who supports and advocates for the queer community; an individual within the LGBTQ+ community can be an ally for another member that identifies differently than them.

A

Asexual

An individual who generally does not feel sexual desire or attraction to any group of people. It is not the same as celibacy and has many subgroups.

P

Pansexual

A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities/expressions, not just people who fit into the standard gender binary.

Hardware & Software



Gender Identity



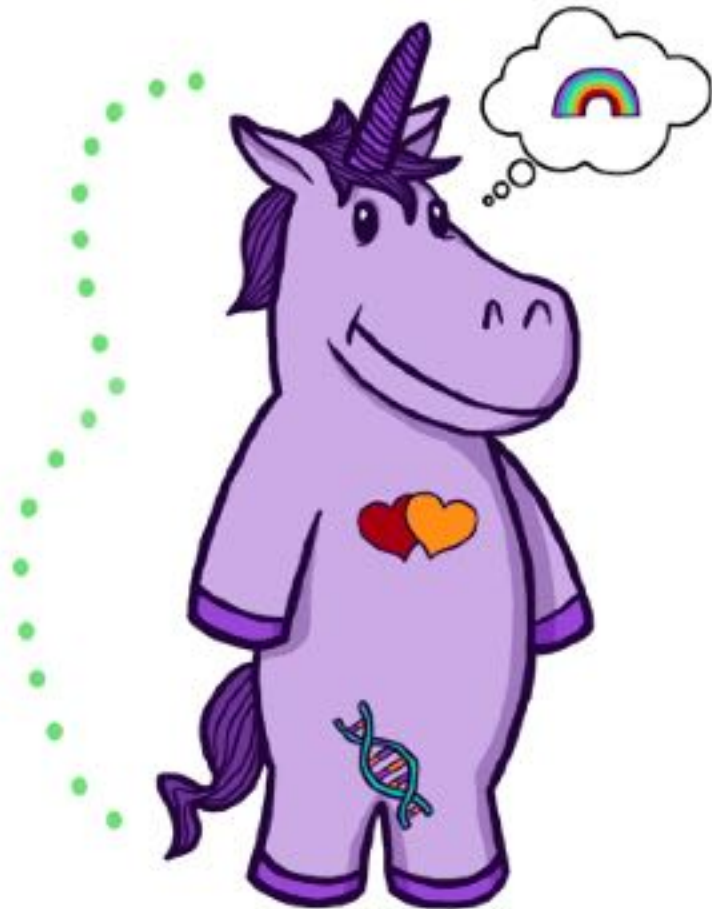
Sexual Orientation



Sex Assigned At Birth

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Female/Woman/Girl

Male/Man/Boy

Other Gender(s)



Gender Expression



Feminine

Masculine

Other



Sex Assigned at Birth

Female

Male

Other/Intersex



Physically Attracted to



Women

Men

Other Gender(s)



Emotionally Attracted to



Women

Men

Other Gender(s)

To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



LGBTQI2S+ IN SPORT

LGBTQI2S+ in Sport

- 2014 Sochi ~ 7 publicly out athletes (all women), despite strict anti-gay laws
- 2016 Rio ~ 64 publicly out athletes
- 2018 Pyeongchang ~ 15 publicly out athletes (Canada held a Pride House in conjunction with Canada House so *all* athletes from *any* country had a safe place)
- We can look forward to the release of the '*UNIVERSAL CODE OF CONDUCT TO PREVENT AND ADDRESS MALTREATMENT IN SPORT*' (UCCMS), which includes regulations and sanctions with regards to psychological and verbal mistreatment including those against gender identity and expression

Gender in Sport

- Debates on DSD (Differences of Sex Development)
- History of gender verification in sport (visual and physical examinations, chromosome testing, & hormone testing)
- Other biological advantages?
- Current policies

MENTAL HEALTH CONCERNS

Mental Health Concerns

- Stressors are external events/conditions that are taxing to the individual and exceed their capacity to endure, therefore increasing the potential to induce mental or somatic illness
- Minority Stress Model is 3 pronged:
 - External, objective events & conditions (chronic & acute)
 - Expectation of such events, and the vigilance this expectation requires
 - Internalization of societal attitudes

Mental Health Concerns (contd.)

- The transgender population is increasingly linked to poorer mental health outcomes:
 - Higher levels of drug & alcohol abuse
 - Higher levels of depression & anxiety
 - Targeted abuse and assault
 - Higher levels of suicidal behaviour
 - Lower education levels
 - Higher levels of homelessness

THE ROLE OF PRIVILEGE & INTERSECTIONALITY

Privilege & Intersectionality

- What is Privilege (and how does it apply to me)?
- Defining 'Intersectionality'
- Keep these both in mind as we continue through the information; in addition, consider which privileges you may benefit from, regardless of intent.

LANGUAGE STRATEGIES & ALLYSHIP FOR MPCs

MPCs Have an Important Role

- Often in the DTE, travel with teams, part of an IST, etc.
- Athletes & coaches come to us with info they may not share with others
- Expectation is that we are leaders in the sporting environment
- We are in a position of power
- Uniquely positioned to safeguard members of the sport community
- We must be trailblazers for equality in sport

Language Strategies

- Enter the conversation with respect
- Always use the athlete's chosen name
- Ask for the athletes pronouns....and then use them.
 - If you can't ask for preferred pronoun, use the pronoun that matches their appearance, or use the singular "they"
 - You can help normalize this by asking for everyone's pronouns & providing your own
 - Address groups with inclusive language "Hi folks", "Welcome everyone", etc.

Other Strategies



- Display LGBTQI2S+ symbols (water bottle, computer, office door, etc.) to show that you are a safe person to talk to.
- Commit to using inclusive language.
- Educate yourself on LGBTQI2S+ issues (you're doing this now! Great start. There's more...check out the resource list!)
- Consider your own assumptions, biases and privilege with regards to populations you may be unfamiliar with.
- Be respectful. If you make a mistake (*and you will!*) apologize and move on.
- Remember that stereotypes lead to limitations on both sides.



Other Strategies (contd.)

- 'Step Up and Step Back'
 - Step Up: Be courageous. Speak out about statements or 'jokes' that attack LGBTQI2S+ people.
 - Step Back: When LGBTQI2S+ people are speaking, listen. Don't speak over their voices.
- Support Ally programs at your place of work, university, etc. (Please keep in mind that being an ally means you are taking action in some form!)
- Consider what's on your intake form (Consider a write-in option for both gender and preferred name/pronouns.)
- Don't assume your coworkers, clients, family and friends are heterosexual.
- Remember that having just one supportive adult in their life cuts the chance of an LGBTQI2S+ person attempting suicide by 40%

Bystander Moves



BADASS BYSTANDER MOVES: THE FIVE D'S

The Five D's are different methods you can use to support someone who's being harassed.

DIRECT

Confront the situation.
Be firm, clear, and concise.

DISTRACT

Take an indirect approach to de-escalate the situation.
*Ask for the time or directions

DELEGATE

Seek help from a third party.

DOCUMENT

If it is safe to do so, document the incident.

DELAY

Check in with the person being harassed.



References



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QUESTIONS?

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A large, semi-transparent rainbow flag is positioned in the background, waving from left to right. The flag's colors are the standard six: red, orange, yellow, green, blue, and purple.

THANK YOU!