

National LGBTI Sports Group

Online Meeting

Date: Monday 2nd November 2020, 10am-12pm

Present:

- Hugh Torrance, Executive Director, LEAP Sports Scotland (Chair)
- Eilidh Paterson, Regional Development Coordinator, Scottish Student Sport
- Megan Snedden, Campaigns, Policy & Research Officer, Stonewall Scotland
- Francesca Snitjer, Executive & Equalities Officer, Scottish Athletics
- Scott Cuthbertson, Development Manager, Equality Network
- Fiona Lilley, Partnership Manager, sportscotland
- Kylie Lindsay, Senior Performance Coach and Club Development Officer, Scottish Squash
- Lukas Oliver Lee, LEAP Sports Scotland (minute taker)

Guests in attendance:

- Lynn Welsh from Equality & Human Rights Commission
- Dr Sonja Erikainen from the University of Edinburgh

Apologies

- David Fallon, Development Manager, Scottish Squash
- Jane Gallacher, Sport & Physical Activity Manager, Scottish Government
- David McArdle, Equality Manager, Scottish Football Association

1. Welcome and introductions
2. Guest speaker: Lynn Welsh from Equality & Human Rights Commission
 - Discussion of Glasgow Life facility policy. This policy was challenged and changes were required to be legally robust. Glasgow Life had positive external communications to the challenges made. Learning:
 - focus on construction of policies that work with definitions and boundaries set by the law and not outside of them
 - emphasis on clear communication of the guidance as a policy document
 - ensure that it has been equality impact assessed for other groups
 - Group discussion on implications for our work:
 - helping organisations make their policies less challengeable by specifying who the policy applies to
 - support with equality impact assessments
 - concerns about whether Glasgow Life felt the EHRC process to be supportive and what their next steps would be
 - concerns about whether other leisure trusts might avoid policy development

ACTIONS

- Contact Glasgow Life to discuss further and to invite them to join a future meeting in a guest capacity
- Possible future sub-meeting to write up case study for learning

3. Guest speaker: Dr Sonja Erikainen from the University of Edinburgh
 - Publication of *Gender Verification and the Making of the Female Body in Sport* last year
 - Presentation on key findings from this work, implications for people who are transgender, intersex, those with variations in sex characteristics, and non-binary inclusion
 - Recommendation that we also look at the 'Specific Detriment' campaign and write-up

ACTION

- Dr Erikainen's slides to be circulated to group members

4. Member updates

- sportsscotland redoing equality in sports research; evaluation / review of the Equality Standard framework ongoing; review of the trans policy framework in the final research stages
- Equality Network - James Morton has moved on from Scottish Trans, Vic Valentine appointed as new lead
- Scottish Athletics - currently recruiting to advisory group, participating in new Athletics Pride network
- Stonewall Scotland - Rainbow Laces day will take place 9th December and already hugely encouraging response
- LEAP Sports - covid response work; 5 community sport clubs folded as a result of the pandemic (4 women's clubs and 1 trans club); sports provision fund and welfare fund distributed £14K to LGBTI sports community

5. World Rugby policy change

- World Rugby have completed their consultation work and have not changed their new policy position which does not allow trans women to compete. The policy was ratified without being taken to a members vote.
- The Scottish Rugby position is so far to stick to their current policy which is supporting participation on a case by case basis.

6. New member application

- Scottish Clubsport (used to be SALSC) have applied to join the group.

ACTION

- Hugh Torrance & Fiona Lilley will arrange to meet Scottish Clubsport and provide recommendation to members

7. Future meetings

- Dates to be circulated for 2021
- Members to forward ideas on future guests
- Children First to be invited as a 2021 guest