

LEAP sports



Outsport Conference, Glasgow
2nd November 2018, 9am - 4pm

CHANGING LGBTI+ LIVES THROUGH SPORT & PHYSICAL ACTIVITY



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W E L C O M E

Welcome to our 2018 conference!

We are pleased to have such a super selection of contributors today and hope you have a great day of learning, sharing and networking. We would like to acknowledge the work of our great conference steering group for their support and advice: Kay Foulkes, Rhi Humphrey, Fiona Lilley (sportscotland), Sylvia Morgan & Mat Wilkie.

We'd love to hear your comments and interactions and we'll find these if you use [#DiverseSport](#) in any of your social media. Handy twitter handles you should know are [@LEAPsports](#) and [@outsporteu](#)

Today's wi-fi username is **iet** and the password is **cooper**

F A S T E N O U G H E X H I B I T I O N

In the Laphroaig Lounge, we are delighted to have the Fast Enough Exhibition on display. LEAP Sports commissioned this exhibition as part of Pride House which ran in Glasgow during the European Championships earlier this summer. The exhibition can be loaned for periods to sports venues or leisure centres, and if you are interested then please email us at info@leapsports.org

Fast Enough is a series of portraits raising local LGBTI+ community members engaged in various sports to the forefront. The freedom of diving into water, of hitting a running trail, of pushing forward shoulder to shoulder with a teammate - the quickening of breath and the rush of adrenaline, accomplishment, completion - these things are not defined by sexuality or gender. These images are of breaking down social and personal barriers, reclaiming and requeering spaces such as pools, gyms and locker rooms, and underlining that even by stepping out of the front door, we have already won.



Tiu Makkonen (b. 1989) is a queer, immigrant artist and photographer based in Edinburgh. For the past five years, her work has concentrated on documenting the LGBTI+ scene in Scotland, from fine art portrait projects addressing visibility and empowerment to shooting underground queer raves, LGBT festivals and national gender equality campaigns.

W W W . L E A P S P O R T S . O R G
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M O R N I N G P R O G R A M M E

09:00 – 09:30 **REGISTRATION**

09:30 – 10:00 **OPENING PLENARY**

Location: Laphroaig Theatre, 1st Floor

Joe Fitzpatrick MSP, Minister for Public Health, Sport and Wellbeing

Hugh Torrance, Executive Director, LEAP Sports Scotland

Rosario Coco, Outsport project, AICS

10:00 – 10:15 **OUTSPORT RESEARCH FINDINGS**

Location: Laphroaig Theatre, 1st Floor

Professor Ilse Hartman-Tews & Tobias Menzel
German Sports University Cologne

10:15 – 11:00 **CHANGING LIVES THROUGH SPORT & PHYSICAL ACTIVITY EXPERIENCE PANEL**

Location: Laphroaig Theatre, 1st Floor

Chair: **Jane Stewart**, LEAP Sports Board

Speakers:

Adam Harrison, Glasgow Alphas

Stefan Hoggan, retired para swimmer

Al Hopkins, Edinburgh Frontrunners

Natalie Washington, Rushmoor Community FC

Connie McCallen, powerlifter

11:00 – 12:30 **PARALLEL BREAKOUT SESSIONS**

Locations and speakers overleaf

W W W . L E A P S P O R T S . O R G
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AFTERNOON PROGRAMME

12:30 – 13:15 LUNCH

Location: Laphroaig Lounge, 1st Floor

13:15 – 14:45 AFTERNOON SESSIONS

Locations and speakers on next page

14:45 – 15:00 TEA BREAK

Location: Laphroaig Lounge, 1st Floor

15:00 – 15:45 CHANGING LIVES THROUGH SPORT & PHYSICAL ACTIVITY SPORTS PANEL

Location: Laphroaig Theatre, 1st Floor

Chair: **Louise Tideswell**, Plan4Sport

Speakers:

Francesca Snitjer, scottishathletics

David Fallon, Scottish Squash

Jamie Frail, Scottish Hockey

Kirsten Phillips, Scottish Swimming

15:45 – 16:00 CLOSING REMARKS

Location: Laphroaig Theatre, 1st Floor

16:00 CONFERENCE CLOSE

WWW.LEAPSPORTS.ORG
WWW.OUT-SPORT.EU

BREAKOUT SESSIONS

11:00 – 12:30 MORNING SESSIONS

Trans* participation in sport: policy & practice perspectives

Location: Laphroaig Theatre, 1st Floor

Chair: Louise Tideswell

Speakers: Louise Tideswell, Plan4Sport; Sadie Godiva, bowler; Alex Muir, TSI; Martin Muñoz and Conny-Hendrik Kemp-Schälike, Seitenwechsel

Examining sex regulation & intersex inclusion

Location: Adams Room, 2nd Floor

Chair: Kay Foulkes

Speakers: Sonja Erikainen, University of Leeds; Monika Pisankaneva, Bilitis Resource Center; Pol Naidenov, activist & former rower

LGBTI+ sports events and participation

Location: Williams Room, 2nd Floor

Chair: Chris Gibbons

Speakers: Emy Ritt, Gay Games Paris 2018; Sarah Townsend, European Gay & Lesbian Sports Federation; Fraser May, Hotscots FC

Outsport: interactive workshop on methods for tackling discrimination based on sexual orientation & gender identity

Location: Teacher Room, Ground Floor

Workshop facilitator: László Földi, Democratic Citizenship and Human Rights Education specialist

13:15 – 14:45 AFTERNOON SESSIONS

Equality in sport and the role of the media

Location: Adams Room, 2nd Floor

Chair: Jane Stewart

Speakers: Jon Holmes, Sports Media LGBT+ Network; Margot McCuaig, Director of Purple TV; Dr. Birgit Braumüller, German Sports University, Cologne

Is separate really inclusive? Do LGBTI sports clubs and initiatives work?

Location: Laphroaig Theatre, 1st Floor

Chair: Lou Englefield

Speakers: Antoine Le Blanc, Universite du Littoral; Michael Lekakis, Clydesdale ARC, Ben Holme, Boxing Scotland; Alicia Hartman, Hotscots FC

Organising sport beyond binary gender categories

Location: Williams Room, 2nd Floor

Chair: Sylvia Morgan

Speakers: Sonja Erikainen, University of Leeds; Francesca Snitjer, scottishathletics; Al Hopkins, Edinburgh Frontrunners

S P E A K E R S

Birgit Braumüller

Birgit is a PhD researcher at the Institute of Sociology & Gender Studies at the German Sport University Cologne. She has a PhD in Sport Sociology from GSU, a Diploma in Sociology, & Bachelor & Masters degrees in Sport Science from the University of Vienna.

Her main research areas are sexual orientation & gender identity in sports, social construction of gender in sports media, relevance of social media for sports activities & sporting identity concepts in adolescence.



Rosario Coco

Rosario Coco is an LGBT activist & project designer. He has a masters in Philosophy of Language from Pisa, a specialisation in Bioethics from Sapienza University, & an MBA in Sport Management from LCU Rome. His focus is on sport, sexual education & gender-based discrimination. He coordinates the Outsport research & training project for AICS, which is concerned with discrimination based on sexual orientation and gender identity in sport.



Sonja Erikainen

Sonja is currently working as an ESRC research fellow at the University of Leeds. She is in the process of writing her first book, which is based on her doctoral research project "Policing the Sex Binary: Gender Verification & the Boundaries of Female Embodiment in Elite Sport". Her primary research interests cluster around the social & medical regulation of binary sex & gender categories. In particular, her research has focused on social & ethical issues around the medical management of intersex & transgender people's bodies in the context of sport.



S P E A K E R S



David Fallon

David is Regional Manager for the West of Scotland and the National Lead for Sports Development & Equality for Scottish Squash. He has a degree in Sports Development from the University of the West of Scotland

Joe Fitzpatrick MSP

Joe was appointed Minister for Public Health, Sport & Wellbeing in June 2018, having previously served as Minister for Parliamentary Business for six years. He studied forestry at Inverness College where he became the first sabbatical president of the student union before going on to become the elected NUS convener for the north of Scotland.

He also worked for the Forestry Commission & later continued his education at Abertay University, gaining a first class honours degree in science. He has represented his native Dundee in the Scottish Parliament since 2007.



Jamie Frail

With 10 years' experience in sports development and a passion for all things sport Jamie is currently Head of Domestic Game at Scottish Hockey. His remit includes leading the development, coaching and competitions teams as well as the role of child protection officer and lead on equalities.

S P E A K E R S

László Földi

László is a European citizen living in Budapest, Hungary, a freelance trainer & consultant in the field of Education for Democratic Citizenship & Human Rights Education. He has 25 years of experience of management, training & consultancy in the field of education, youth, employment market & sport. He has diplomas in education, economics, public administration & change management. Recently he has been researching Education through Sport. In the Outsport project he is responsible for the building the education through sport process & developing the Toolkit for LGBTQI inclusive sport communities.



Sadie Godiva

Sadie is a transgender woman, and an active participant in lawn bowls. She moved to Scotland in 2012, having lived in Germany for over 9 years.

While abroad she helped establish Germany's only flat-green bowls club, which thrives today. Sadie is currently involved with Bowls Scotland's Equality & Diversity Group. Her other interests include railway modelling, competitions, performing cabaret and German Pils

Adam Harrison

Adam Harrison is the founder, coach, and a player for the Glasgow Alphas. Following a serious stint with mild bi-polar and anxiety issues, he felt like paying this forward to those in similar circumstances to himself and thus the Glasgow Alphas was born. Now in their fourth season, they are now competing in leagues, playing in international tournaments and fulfilling Adam's dream of making others' lives better through sport.



S P E A K E R S



Alicia Hartman

Alicia presently enjoys sport through HotScots FC (Edinburgh) & Truegrip Badminton (Glasgow). Along the way she has played football for a number of boys teams. Alicia played a part of almost every match at the August 2018 Gay Games in Paris, representing the HotScots. Despite only joining in October 2017, she is serving as the club secretary. Without HotScots, Truegrip, LEAP, United Glasgow, LARF and TGFFC having facilitated a way back into sport, Alicia says her world would be very much the poorer.

Ilse Hartmann-Tews

Ilse is Professor of Sociology at the German Sport University Cologne. Her academic degrees are in Social Sciences (University of Cologne, Germany), Ph.D. in Sociology (University of Cologne, Germany) & Habilitation in Sociology of Sport (German University of Sport). She has been involved in several Executive Boards of national and international associations. Her main research areas are: social construction of gender in sport media; age(ing), somatic culture and sport; sexual violence in organized sport; LGBTI and sport.



Stefan Hoggan

Stefan is an accomplished retired para swimmer, triathlete, Open University student, TV personality, swimming coach and proud Fifer. With a career full of stellar achievements already at only 25 years old, he is one of Scotland's youngest role models and champions for young people, especially young LGBTI and disabled people.

S P E A K E R S

Ben Holme

Ben Holme currently works as a North Region Development Officer for Boxing Scotland, the governing body for amateur boxing. Helping to grow the sport at a grassroots level, Ben has covered the area from Tayside to the Highlands & Islands for the past two and a half years. He previously worked for several years as a sports journalist at the Evening Express newspaper in Aberdeen.



Jon Holmes

Jon Holmes is the Home Page Editor for Sky Sports Digital and the Network Lead of Sports Media LGBT+, a group that was launched in November 2017 to foster inclusion in the industry. Through Sky Sports' support of Stonewall's Rainbow Laces campaign, Jon has written extensively around the topic of LGBT+ inclusion from grassroots to elite level, while also exploring different ways to advocate for all LGBT+ people involved in sport.

Al Hopkins

Al is an architect and runner, often slightly injured, President of Edinburgh's LGBTI+ running club, Edinburgh Frontrunners. Their current obsession is finding non-binary runners to enter races, so they can have a slightly more peaceful life.



S P E A K E R S

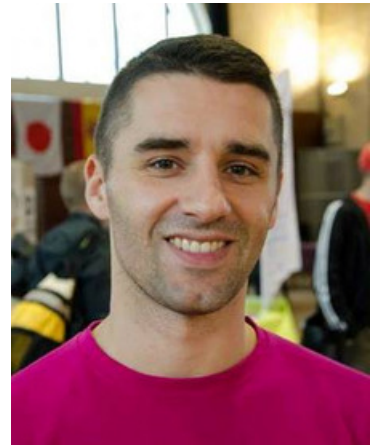


Conny-Hendrik Kempe-Schälicke

Conny-Hendrik is a co-founder & board member of Seitenwechsel Berlin, a sports club for women, lesbians, trans* and Intersex people, and girls. He is the organiser of the monthly Trans*-Inter*-Swimming. He is a speaker on education and sports for the German Trans* Association, speaker of the LGBTI caucus of the German Union for Education and Science, and former co-president of the European Gay and Lesbian Sport Federation. He works in the Berlin Senate Department for Education, Youth, and Family.

Antoine le Blanc

An alumnus of the Ecole Normale Supérieure de la rue d'Ulm in France, Antoine is now Assistant Professor in Geography at the Université du Littoral in Dunkirk. He is the President of the French National Geographical Committee, & chairs the Local Organizing Committee preparing the 2022 IGU Centennial Congress in Paris. Since his PhD in 2006, his research has dealt primarily with risks perception & management, the memory of catastrophes & its territorialization. He has published many papers & co-edited several books on urban resilience & spatial justice, and has worked since 2013 on communities & safe places, especially LGBT sports practices and networks.



Michael Lekakis

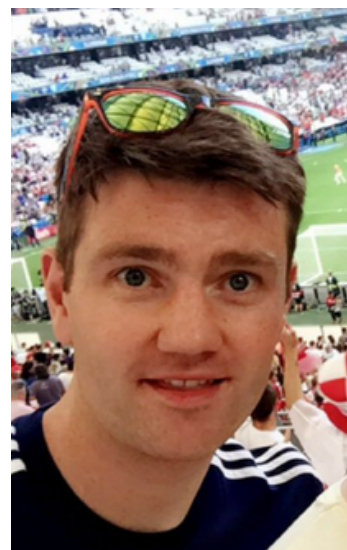
Michael Dimitris Lekakis was born in Scotland, and grew up in Greece. After studying History And Politics at the University of Glasgow, he started rowing in 2010 as an openly gay rower on the river Clyde with Clydesdale Amateur Rowing Club. Clydesdale ARC is a leader in EDI policy, actively taking part in the Glasgow Pride festivities over the past two years through "Pride on the Clyde", an engagement programme started by Michael through the club to promote equality in rowing.



S P E A K E R S

Fraser May

Fraser joined the HotScots in 2007, taking part in the club's first ever kickabout that August. Playing in the world's only LGBT national league, he has played matches across the UK. With the HotScots he has taken part in the 2008 World Cup, 2010 Cologne Gay Games, 2013 Antwerp OutGames, 2015 Stockholm EuroGames & 2018 Paris Gay Games. He was delighted to be part of Team Scotland in Paris. He has been on the HotScots committee since 2009 – first as treasurer, more recently as chair. He is a chartered civil engineer, enjoys cycling, & is considering his first marathon in 2019.



Margot McCuaig

Margot is an experienced executive producer in live sport broadcasting and an award-winning documentary filmmaker. As director of purpleTV she leads the company's creative & digital production. A key driver of campaigning for equality in sport, she wrote, produced & directed 'Honeyballers', a documentary film about the pioneers of women's football in Scotland. In broadcasting & filmmaking, Margot has a focus on ensuring that women's voices are heard. She was a member of Shona Robison's Women in Sport parliamentary committee.

Tobias Menzel

Tobias is a researcher at the Institute of Sociology and Gender Studies at the German Sport University Cologne. He has a masters in Sports, Media and Communication Research from GSU Cologne and a bachelors in Sport Science from Ruhr University Bochum. His main research areas are sexual orientation and gender identity in sports (discrimination and prevention strategies, employment of sport scientists, and sport sponsoring/advertising).



S P E A K E R S



Alex Muir

Alex is a politics graduate from the University of Dundee, currently studying Fitness, Health and Exercise at Dundee and Angus College. He is an LGBT+ activist, focusing on barriers to healthcare and sports for transgender people.

He is the lead on a gym project called TSI (Trans Sports Initiative) based at the University of Dundee and Institute of Sport and Exercise (ISE), seeking to aid trans and gender nonconforming people access gym environments. He is currently training to be a personal trainer.

Martin Muñoz

Martin is a project manager at Seitenwechsel Berlin, a sports club for women, lesbians, trans* and intersex people, and girls. His focus is developing trans*, intersex, and non binary inclusive projects in sport. He has been a member of the advisory board, since 2013, and has been a fitness and canoe polo coach for five years. In the last 3 years he has given wheelchair sport workshops for people with disabilities. He tries to practice canoe polo, soccer, and/or fitness every day.



Pol Naidenov

Pol was the first intersex human rights activist in Bulgaria. He joined the national LGBTI rights movement in 2001, & is a board member of the Bilitis Resource Center. Pol passionately works for the depathologisation of intersex & trans people, & to protect their rights to self-determination. He is a founding member of OII-Europe (Organisation Intersex International - Europe), the umbrella organisation of European human rights based intersex organisations. He was the first intersex person to gain complete legal gender recognition for gender marker & name change in the Bulgarian court system.

S P E A K E R S

Monika Pisankaneva

Monika has been working for LGBTI rights in Bulgaria for 20 years. She is one of the first researchers of the status of LGBTI people in Bulgaria, having published articles internationally in the early 2000s, creating the first published sources on the topic. She is the founder of the self-led lesbian, bisexual women, transgender & intersex persons' organisation, Bilitis Resource Center. In addition to being an LGBTI rights activist, Monika has over 15 years of professional experience in international & national organisations.



Kirsten Phillips

Kirsten's role is to manage all communications and media activity for Scottish Swimming. This includes the development and implementation of a communications strategy, maximising media and PR opportunities, managing athlete requests and liaising with stakeholders. Kirsten has been central to the equality and inclusion work of Scottish Swimming

Emy Ritt

Active in LGBT+ sports since the 1998 Amsterdam Gay Games, Emy served on the Federation of Gay Games Board of Directors for 14 years, including as co-president for 6 years.

She worked as a project manager for the London 2012 Olympic & Paralympic Games, where she joined Pride House International. From 2014, Emy was Director of International Relations for the Paris 2018 organising committee. As a Gay Games participant, Emy won the silver medal in sailing during the Chicago 2006 Gay Games. A Boston native, Emy has lived in Paris for over 25 years.



S P E A K E R S



Francesca Snitjer

Francesca is the scottishathletics lead for equalities.

She coordinated the work leading to SA being granted the Intermediate Standard Equality for Sport in 2016 and is working towards the Advanced Standard. She played a lead role in introducing the non-binary category into licensed running events in Scotland. She successfully proposed a rule change to UK Athletics to allow a third gender category in mass participation events across the UK. Working with equality partners, she has also produced non-binary guidelines for event organisers.

Jane Stewart

Jane has worked and volunteered in community sport for 25 years and now uses that experience as a business consultant for the sport and physical activity sector. Previously, she was part of the Senior Leadership Team at England Athletics and has held management roles at London Youth Games Foundation and the LTA.



Louise Tideswell

Louise has over 25 years experience in sports development with both local authorities & national governing bodies. A skilled trainer, she supports many sports organisations to improve their practices relating to equality, inclusion, & tackling discrimination, as well as strategic planning, business development, & corporate governance. She is currently working with all the SGBs across Scotland, Football League and Premier League clubs in England, the NGBs across Wales, and several UK-wide NGBs.

S P E A K E R S

Hugh Torrance

Hugh is founder, former Chair and now Executive Director of LEAP Sports Scotland. Previously 7 years as Youth Work Director of LGBT Youth Scotland and a senior manager in social work services for 9 years before. Hugh has over 16 years volunteering in sports initiatives, with a dismal performance record in kayaking, sculling and coastal rowing.



Sarah Townsend

Sarah is currently General Secretary of the European Gay & Lesbian Sports Federation (EGLSF), which was founded in 1989 with the goal of fighting against discrimination in sport on grounds of gender identity or sexual orientation. A member also of the Fédération Sportive Gaie et Lesbienne and the Centre Evolutif Lilith Marseille in France, Sarah is active in working to remove barriers and make sport a safe space for everyone, promoting women's sport, and motivating women to take part in organised sport.



Natalie Washington

Natalie is a transgender woman and campaigner for trans rights, particularly around access to sports. As well as running, she's a footballer for Rushmoor Community FC & sits on the Hampshire FA's Inclusion Action Group. She's also a Trustee & Communications Lead for Trans Pride Brighton, the UK's first and biggest Trans Pride, and is in the process of setting up a network for transgender people in sport.

