



LGBTIQ+ 101

**A RESOURCE FOR SPORTS COACHES, PE TEACHERS
AND PEERS TO LEARN HOW TO BEST SUPPORT AND
INCLUDE LGBTIQ+ PEOPLE IN THEIR TEAMS**

*Developed by Iain French and Thomas Chaney for
LEAP Sports Scotland's Youth Activist Academy*

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1: INTRODUCTION

This resource has been compiled and written by young people as part of the LEAP Sports Youth Activist Academy. LEAP Sports are an LGBTIQ+ sports equality organisation working in Scotland to increase equality and participation in sports for the LGBTIQ+ community.

Inside this booklet you will find:

- Case studies from LGBTIQ+ people
- A list of organisations to signpost people to if you think they need more support
- A glossary of helpful terms associated with the LGBTIQ+ community
- Frequently asked questions that LEAP sports have received over the years about increasing inclusion

In the summer of 2019, a number of different youth community projects were embarked upon, and the creation of this LGBTIQ+ 101 resource was one of them. The idea behind this booklet is to give sports coaches, teams, PE teachers and anyone else who needs it a basic resource to increase their understanding of what being LGBTIQ+ means and how to best support young people in your club/class/peer group. This is designed as a '101' resource, so very little prior knowledge is assumed about LGBTIQ+ identities, so we hope it is an accessible and easy to read document.



2: CASE STUDIES

We have compiled three case studies from LGBTIQ+ community members about their positive experiences with sports clubs and accessing spaces to engage with sports and teams.

CASE STUDY 1

"As a trans person, I had a lot of anxiety about getting back into sport. I was never hugely sporty but gender dysphoria/body image made it difficult for me to do any sport at all. On the second or third time of being asked I decided to go along and play basketball with LEAP Sports. The staff and volunteers are lovely (as are the group members), and made sure the group is very inclusive. From the start they played a passing game which helped us all get to know each other's names, and when it came time to get kits for the team, they put pronouns on the back. These are some of the positive ways they have been inclusive, as well as the work they do in supporting refugees and asylum seekers who come along, and using our kit fund to buy people on low or no income a kit. I've been out with injury for a few months now but playing basketball every week has been amazing for my fitness and my confidence. This time last year, I was so nervous about the idea of doing any sport because of the issues I have with my body. Since getting involved with the Rainbow Glasgaroos I've been to a trans swim meetup and played some badminton and table tennis, and I'm looking forward to back to more sport once I'm fit again!"

CASE STUDY 2

"So I'm a trans male, I went to an all-girls school and absolutely love sports so when I came out, I thought it would be a bit tricky, but my school's PE department were great about it! I played netball so whenever we played matches, I would be able to wear shorts over the netball dress so it was more of a top and shorts, also when other team occasionally made comments about me being trans my teachers made sure to deal with it accordingly."



CASE STUDY 3

"I played a lot of football as a kid and a teenager; it was a huge part of who I was back then. However, when I came out as gay the other lads didn't really accept it and I felt like I wasn't welcome back at my team. I fell out of love with sports and really got into some bad habits. I thought that being gay and LGBTIQ+ wasn't compatible. I'm now 23 and am at university. I started going back to the university gym with the LGBTIQ+ society and I'm loving it. Finding people to buddy up with and have fun with is great. Our university gym has gender neutral changing rooms and individual stalls for people who don't want to change in the open plan rooms. This has been great for me and some of my trans and non-binary pals. They've felt comfortable changing in the gender neutral changing rooms as there are signs and information posters about how everyone is welcome and they actively promote the LGBTIQ+ society and we know that gym staff and sports team captains have had equality and diversity training by the university and delivered by LGBTIQ+ people. I think I could happily join the football team again and know that I would have someone to chat to if I felt uncomfortable. The fact that the university is so visible about their acceptance and their inclusivity is key to me being able to access sport again."



3: FAQs

We spoke to LEAP Sports Staff team and have compiled and answered a number of Frequently Asked Questions relating to supporting LGBTIQ+ in sports teams and PE classes. This list is not exhaustive, and we know there will be other questions or queries that people have, if you have any questions not answered below then flick to the next section where we have some organisations that could be of help!

1. What can I do in a PE class to promote better inclusivity to Trans students?

There are many things you can do that can be embedded within PE classes to better support trans or gender-nonconforming pupils. Having single cubicle changing rooms or offering the option of a separate space to change is a great way to start to promote an inclusive environment. Some of the anxiety in PE comes from people's bodies being seen as 'different' and there is a lot of pressure to look the same. This can be tough for all pupils but is amplified if someone is struggling with gender dysphoria. If the PE class is doing swimming for a block, think about letting the pupil wear a T shirt while swimming. This would help support them in being able to take part in the activity without putting themselves in an uncomfortable position. If the pupil is transitioning and wants to change to a different gender PE class, for most activities it's easy enough to let them. You should meet with them to develop a plan. Mixed gender classes are also a great way to create an inclusive environment.

2. Why is LGBTIQ+ representation important?

This is a regular question that LEAP get asked – and that a lot of LGBTIQ+ people get asked – when they talk about sports. It's important to have all identities reflected in sport, to have role models, to be able to look at athletes and see people who are like you. If you can see open and proud LGBTIQ+ people playing sports and achieving their goals through physical activity, then as a young LGBTIQ+ person you are more likely to believe that you can. Your sexuality and gender identity are fundamental parts of your identity, if you believe that a team you support or play for is not supportive of you for some reason then you would be less likely to support or play for them.

3. Our club doesn't discriminate against anyone and isn't homophobic, are there still things we need to do?

There are still ways you can be proactively inclusive of LGBTIQ+ people which all teams and clubs could consider. Firstly, talk to an LGBTIQ+ person in your club about their experience and about how you could reach out to more LGBTIQ+ people. This is a great way to promote that you are open and welcoming. Secondly, LEAP Sports runs many events throughout the year; why not try and get involved in some of them? One such opportunity is Festival Fortnight where LEAP Sports puts together a programme of inclusive events for LGBTIQ+ people to come along and try sport. Thirdly, making sure your social media is inclusive and you are being non-discriminatory online. If you have any forms that need to be filled in before joining a club, consult Stonewall Scotland or STA to find out best practice for equalities monitoring and asking about gender identities. Lastly, if the city or town you are in has any Pride events, get involved. By showing that you are openly supportive of the community you can raise your profile and break down any barriers that may prevent people joining your team.

4. How to set up an LGBTIQ+ sports group and why are they important?

LEAP sports have a sports club development resource on their website to help support teams or individuals in setting up an inclusive LGBTIQ+ team. LGBTIQ+ sports teams and clubs can be an important starting point to help get people reconnected to sport. Many people (like some of our case studies) feel alienated from sports after coming out and often need a place to feel welcome or safe where being LGBTIQ+ is just not an issue. By creating LGBTIQ+ specific teams, you can help reconnect many LGBTIQ+ people to get back to engaging in sports and with sports clubs. This makes for a wider sporting offer and benefits the person, society and the sporting community, as they are becoming more diverse and more people are promoting their sport. LEAP has resources on clubs, schools, further and higher education and more.

5. If you know someone is LGBTIQ+, or think they are, is it okay to speak to them about it?

There is not really a universal answer to this issue. It really comes down to the individual person but there are many reasons why you might want to speak to them. You might want to make sure that they are getting the right support, you might want to know about their experience in the team in order to make some improvements, you might have heard about it as gossip and want to check in that they're ok. There are a few things to consider though: Is this the right time and place to do so? Can I ensure confidentiality, and can I ensure safety if anyone overhears and reacts badly? Why am I asking it, why do I want or need to know? Do I have the right information to support and react correctly if they disclose things to me? If you consider these things and still think it is the right thing to be doing, then go ahead and don't be afraid of the discussion. If someone is openly LGBTIQ+ and you already have a good relationship with them, this will be straightforward.

6. How to deal with the anxiety or unknown of how the opposition are going to react?

One of our case studies in the previous section touched on this issue. Maybe someone feels safe and supported by your team, but is anxious about playing against another team and their possible reactions. Before the game is played, have a chat with the opposition coach and check their equalities and diversity policies. Finding out about their team and hearing their reaction to your questions is a great way to assess what you might encounter. Speak to your own team and make sure that everyone is clued up about how to behave and how to support your LGBTIQ+ team mates. Make sure you give the LGBTIQ+ players support if the opposition do react badly and act accordingly with your own team and your sports policies if there is an incident that occurs.



7. How to be a supportive ally?

Visibility is key and know that by making small steps, you can make a big difference. If you want to be a supportive ally to your LGBTIQ+ players or pupils, make sure your ally status is visible in things you do. Having LEAP posters visibly displayed in your club is a great starting point. If you have changing rooms or notice boards, try and get some local LGBTIQ+ services flyers on there to show that you are thinking about the whole team and the whole community.

If you have a social media presence, you could be posting supportive links or supporting different LGBTIQ+ campaigns that are going on. Stating your pronouns at an initial training session can be another big gateway to accessibility. Pronouns are explained in the glossary section. This is important because if you are outwardly stating what your pronouns are, then you are making it okay and easier for trans or non-binary players to do the same.

4: SIGNPOSTING

Listed are a number of organisations that can help support LGBTIQ+ people, their families and peers. It is good to be aware of the different supports out there when engaging with LGBTIQ+ people as you may be a source of support for them, however you may have to signpost to other organisations where appropriate.

LGBT Youth Scotland:
www.lgbtyouth.org.uk

Terrence Higgins Trust:
www.tht.org.uk

Scottish Trans Alliance:
www.scottishtrans.org

LGBT Health and Wellbeing:
www.lgbthealth.org.uk

Equality Network:
www.equality-network.org

Stonewall Scotland:
www.stonewallscotland.org.uk

5: GLOSSARY OF TERMS

Here's a glossary of terms to help guide you in understanding some of the things you may encounter when engaging with LGBTIQ+ players and young people. This list is not exhaustive but is meant to be a gateway to exploring further. Some of the organisations listed in the previous section can be useful if wanting to delve further and understand things a bit more.

Asexual: A person who does not experience sexual attraction. Asexual people can experience platonic attraction but may have no sexual desire or need within their relationships.

Bisexual: An identity which involves attraction to more than one gender (Also: Bi).

Cisgender: Someone whose gender matches that which they were assigned at birth. (also: Cis).

Deadname: The birth name of someone who has changed their name, a term generally used by the trans community.

Gay: An identity regarding attraction to one's own gender (also: Homosexual).

Gender: An aspect of a person's identity often, but not always correlating with the gender assigned based on their physical sex characteristics at birth.

Gender Dysphoria: Distress caused by a mismatch between someone's gender and their gender assigned at birth or how they are, or feel they are perceived.

Heterosexual: A man who is attracted to women or a woman who is attracted to men (also: Straight).

Intersex: A person whose chromosomes, reproductive organs or genitalia vary in some way from what is traditionally considered clearly male or female in terms of biological sex. This may be apparent at birth or become apparent later in life – often at puberty, or in the case of some women, when they conceive or try to conceive. We recognise that this definition uses a medical model however it is important to recognise that some people proudly identify with this term.

Lesbian: A woman who is attracted to other women.

LGBTQIANP: Lesbian, Gay, Bisexual, Trans*, Queer/Questioning, Intersex, Asexual/Aromantic/Agender, Non-Binary, Pansexual. The long form of the more commonly used LGBT or LGBT+ acronym, many alternative versions of this acronym or other names entirely exist, all generally referring to the same community.

Non-Binary: An umbrella term covering a wide range of genders which are neither male or female.

Out: The state of a person being open about a particular aspect of their identity either in general, or with a particular group of people.

Outing: The act of revealing an aspect of somebody's identity to somebody they are not already out to.

Pansexual: An identity where gender is not a factor in attraction (Also: Pan).

-Phobia: e.g. Homophobia, Biphobia, Transphobia, etc, Hatred or discrimination of targeted at people of a certain identity.

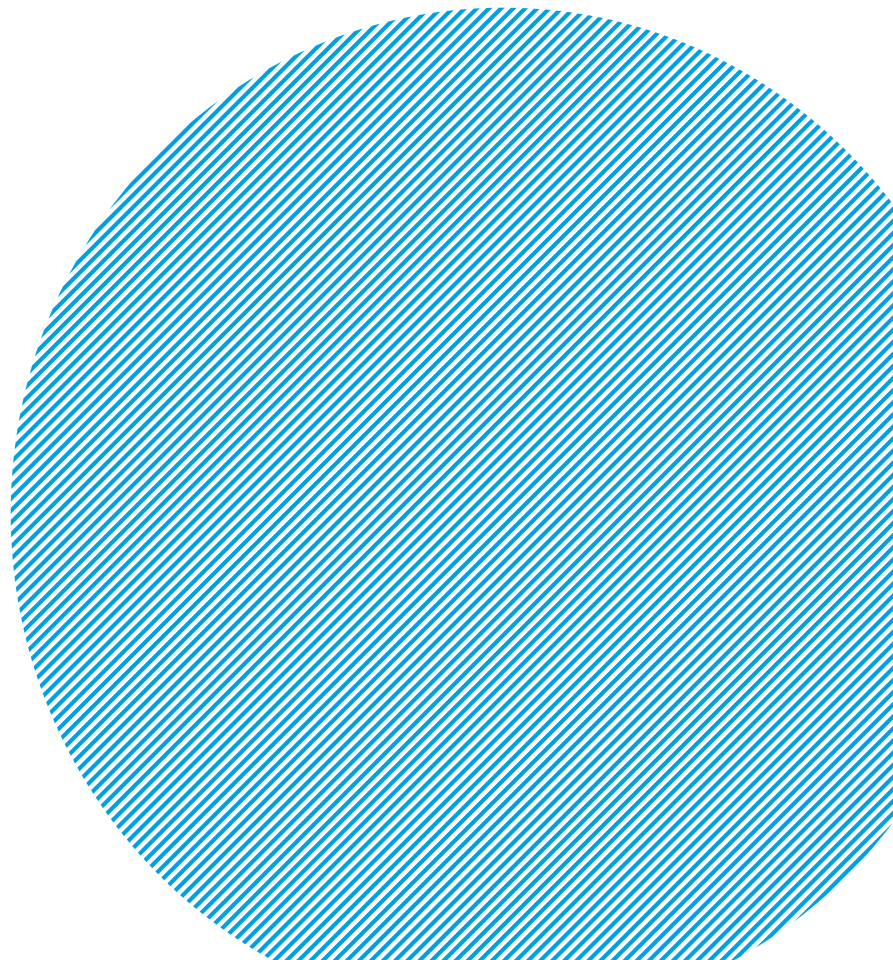
Pronoun: Whilst technically this means any word that serves as a stand-in for a noun, in general usage it refers to gendered (or purposely non-gendered) personal pronouns such as he/him, she/her, they/them or xe/xir.

Queer: A general term for those belonging to the LGBTIQ+ community who do not identify with a more specific label or wish to blur the lines along which identities have traditionally divided. nb: while this term has historically been, and still is sometimes used as a term of hatred, it has been in common use as a more positive term for several decades, although individuals may still have negative experiences with the word and it is impolite to apply it to somebody if they have not expressed that they are comfortable with it.

Romantic Attraction: A term used to describe a form of attraction separate (though often present alongside) sexual attraction, romantic orientations can be described using the same prefixes as sexual orientation (homo-, hetero-, a-, bi-). While most people do not identify with a romantic attraction separate from their sexual orientation, use of the Split Attraction Model to describe an identity where the two do not entirely align is becoming increasingly common.

Sex: A label assigned at birth based on genitalia, separate from the internal experience of gender.

Trans*: An umbrella term for those whose gender does not align with that traditionally expected based on the sex they were assigned at birth. Can refer to binary transgender people who identify as either male or female, as well as a range of other identities such as agender, bigender, gender-fluid, gender-queer and non-binary.



6: ADDITIONAL RESOURCES

Football v Homophobia Scotland

www.fvhscotland.org

Scottish Trans Alliance: Getting Equalities Monitoring Right

www.scottishtrans.org/wp-content/uploads/2017/06/getting_equalities_monitoring_right.pdf

Outsport EU

www.out-sport.eu/research/

TransEDU

www.trans.ac.uk/ResourcesInformation/Facilities/tabid/7236/Default.aspx

LGBT Youth Scotland: Supportings Transgender Young People

www.lgbtyouth.org.uk/media/1344/supporting-transgender-young-people.pdf

Pink Saltire: Pride Dates

www.pinksaltire.com/pride-dates/

LEAP Sports Scotland Resources

www.leapsports.org/stay-informed/resources





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