



RINGETTE CANADA'S GUIDANCE ON COLLECTION AND USE OF GENDER DATA

Purpose

The Ringette Canada Guidance on Collecting Gender Data is a companion document to the [Trans-Inclusion Policy](#) and the [Equal Opportunity for Participation Guidelines](#), and is intended to provide the standards and guidance necessary to ensure the safe, inclusive, and equitable participation of all athletes.

Important Note: new concepts and practices require an open mind, time, a willingness to ask questions, and patience. It is not about being perfect, but being respectful.

Context

Gender data are often collected as part of registration with only two response options of “female” and “male.” These data are used for a variety of purposes with the key functions being team selection and reporting to provincial and federal bodies (e.g., Ringette Canada, Sport Canada, and provincial funding agencies) for additional analyses and monitoring.

The status quo of only collecting male and female gender data at registration presents challenges to transgender and non-binary athletes for three key reasons. First, the gender response options do not capture the full spectrum of gender identities that exist. As such, non-binary athletes do not have an available correct response option to select when they are registering.

Secondly, there are additional complexities that arise from the current practice of using gender to create teams. In certain jurisdictions where there are no mixed or male teams, this gives rise to situations in which both non-binary and transgender male athletes have to mislabel their gender identity on registration forms in order to be able to play on their desired team.

Finally, in order for athletes to join a team that is different from their gender identities, they need to invoke the Trans-Inclusion Policy. Currently, there is no formal mechanism to do this (e.g., space on registration forms for transgender and non-binary athletes to officially indicate that they need this policy).

These issues and challenges necessitate the update and addition to the collection of gender as part of local, provincial and national registration forms and processes. The next section provides guidance on how to address these issues.



Guidance

Provincial Ringette Organizations (PROs) and Local Ringette Associations (LRAs) are encouraged to adopt the following recommended changes to their registration forms and/or as part of their registration process in order to align with the Trans Inclusion Policy. Please also review the example below as a reference for the following changes.

On the registration form:

- Ask athletes for their selection of available divisions in your area, some of which are designated by gender.
- Ask athletes for their self-determined gender identity and provide expanded response options.
- Transgender and non-binary athletes do not need to “prove” their gender. That is, they should not be asked for government-issued identification or medical aspects of transition.
- Disclosing gender on the registration form is voluntary (i.e., not required).
- Provide a brief explanation as to why gender data are being collected.
- Provide a place for athletes to invoke the Trans-Inclusion Policy and direct them to a key contact. This is important to inviting further conversation (where needed and requested) about specific issues.
- Provide an explanation and instructions on these three components to clarify process and options.

As part of general procedures:

- PROs and LRAs should honour transgender athlete’s division selections, irrespective of their answer to the gender question on the registration form.
- PROs and LRAs should strengthen privacy measures, including restricting the number of people who have access to gender data. Ideally, this should be only one person within each PRO. Someone being transgender or non-binary should not be shared or discussed with anyone including coaching staff.
- Data reported on gender-designated divisions should avoid referencing gender. For example, instead of writing: “There are 45 female athletes in U16 Girls,” opt for gender-neutral language: “There are 45 athletes in U16 Girls,” since divisions may not be completely comprised of one gender.



Sample Revised and Added Questions on Registration Form

Note - This is a sample that can be used by provincial and local ringette associations.

Instructions

Please fill out the following details about the athlete's division and gender identity. As per the Trans-Inclusion Policy, transgender and non-binary athletes may choose to participate on a team that is different than their gender identity. We're here to help, if you need or want support on this policy.

1. What division are you signing up for?

- | | | | | |
|---|------------------------------------|------------------------------------|-------------------------------------|--|
| <input type="checkbox"/> FUN1 Mixed | <input type="checkbox"/> U14 Girls | <input type="checkbox"/> U16 Boys | <input type="checkbox"/> U19 Mixed | <input type="checkbox"/> Masters Women |
| <input type="checkbox"/> FUN2 Mixed | <input type="checkbox"/> U14 Boys | <input type="checkbox"/> U16 Mixed | <input type="checkbox"/> Open Women | <input type="checkbox"/> Masters Men |
| <input type="checkbox"/> FUN3 / U10 Mixed | <input type="checkbox"/> U14 Mixed | <input type="checkbox"/> U19 Girls | <input type="checkbox"/> Open Men | <input type="checkbox"/> Masters Mixed |
| <input type="checkbox"/> U12 Mixed | <input type="checkbox"/> U16 Girls | <input type="checkbox"/> U19 Boys | <input type="checkbox"/> Open Mixed | |

2. What is your gender identity?

(Note: We ask this information to monitor trends over time and report aggregate data to provincial and federal partners. We will keep your individual information private and confidential.)

- Girl / Woman
- Non-binary Person (including agender, genderqueer, genderfluid, and bi/polygender)
- Boy / Man
- Prefer not to say

3. Please check here or contact ****insert name of person and email address****, if you would like support on the Trans-Inclusion Policy.

- Yes, I would like support on the Trans-Inclusion Policy.