

Gender Diversity in Ringette



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@transfocused



TransFocus
CONSULTING, INC.

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Pronouns: He/Him

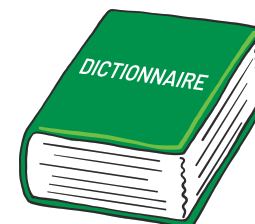
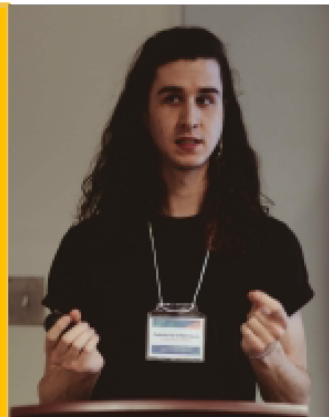


- Social scientist
- 15+ years experience conducting impact assessments + evaluations
- Lived experience: Trans man



Gabriel·le Villeneuve

Pronom: iel (accords inclusif ou féminins)



- Formations en littérature et en traduction
- Traduction dans le secteur communautaire 2LGBTQ+
- Vécu de personne non-binaire
- Basé·e à Ktinékétolékouac, territoire non-cédé de la nation W8banaki



Outline

- ▶ Icebreaker
- ▶ Terms + Concepts
- ▶ Background + Context
- ▶ Supportive Policy
- ▶ Supportive Culture
- ▶ Wrap-up



I feel nervous about saying the wrong thing

It all feels so new

I don't get it

What if i use wrong pronoun?

I don't want to hurt anyone

What do I do if I make a mistake?

I want to be respectful

Icebreaker





What is your earliest memory or recall
of knowing your **gender identity**?



Terms + Concepts





Concept: Sex at Birth

- ▶ **Anatomy** one is born with
 - Hormones
 - Chromosomes
 - Sex characteristics
- ▶ **Assigned** by doctor w/ only two options: female or male

Everyone is assigned a sex at birth



Concept: Gender Identity

- ▶ Internal, deeply felt sense of being man, woman, or between/beyond these binaries
- ▶ Independent of sex assigned at birth

Everyone has a gender identity



Term: Cisgender (Cis)

- ▶ Umbrella term of people whose gender **aligns** with sex at birth
- ▶ From Latin meaning: “On the same side as”
- ▶ It’s an adjective





Term: Transgender (Trans)

- ▶ Umbrella term of people whose gender **differs** from sex at birth
- ▶ Broad terms include:
 - Trans woman
 - Trans man
 - Non-binary



Estimate:
1 in 200 are trans*

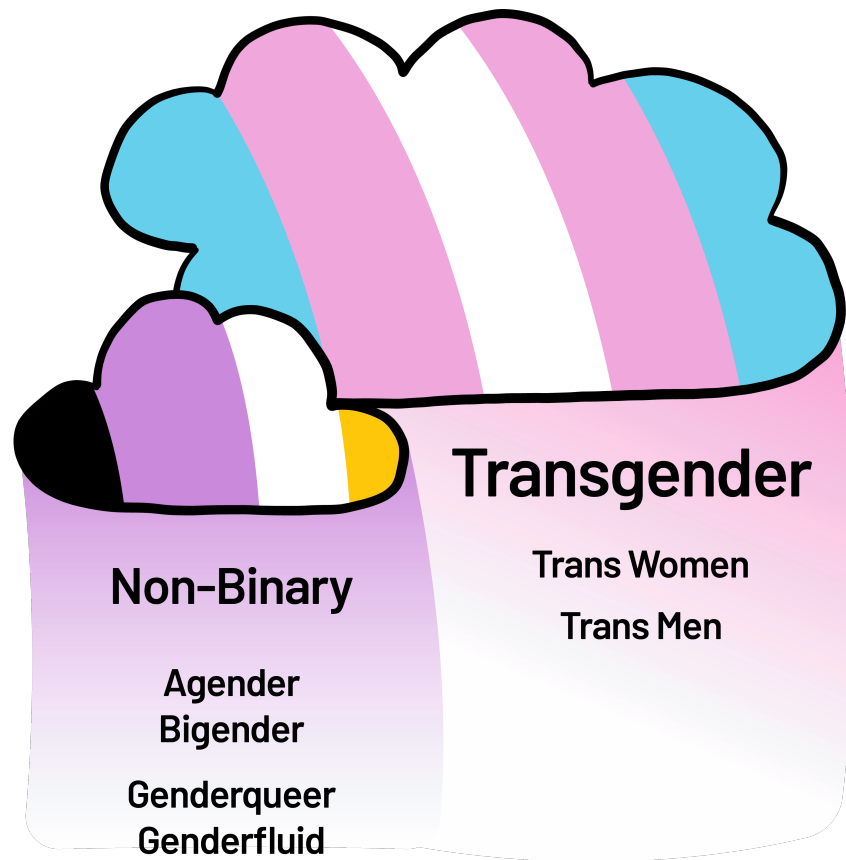
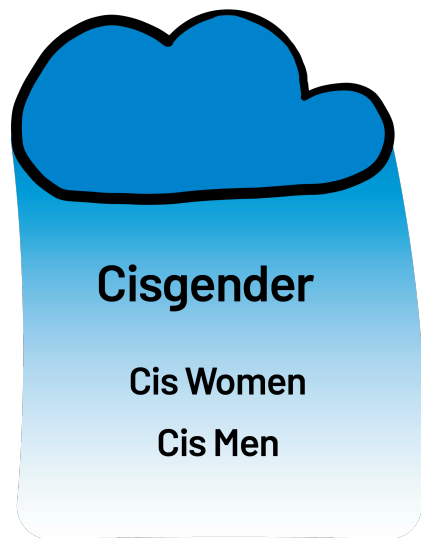
*[Source](#): Trans Pulse Ontario 2014



Term: Non-binary

- ▶ People whose gender exists **outside** of binary of woman or man
- ▶ Broad terms include:
 - Genderqueer
 - Polygender
 - Agender





Term: Two Spirit

- ▶ Used by **Indigenous** people in North America
- ▶ Cultural and spiritual identity with roles + responsibilities
- ▶ Describe **variance** in gender and/or sexual orientation
- ▶ Coined in 1990s at **pan-national** gathering
- ▶ Some have nation-specific term



Concept: Gender Expression

- ▶ Characteristics and behaviors
 - Appearance
 - Dress
 - Mannerisms
 - Speech
- ▶ Perceived as masculine, feminine, both or neither

Everyone has gender expression(s)

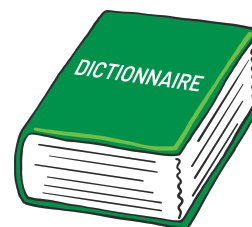


Concept: Sexual Orientation

- ▶ Refers to the identities that someone is attracted to sexually
- ▶ Straight, gay, bisexual, asexual are types of sexual orientations

Everyone has a sexual orientation



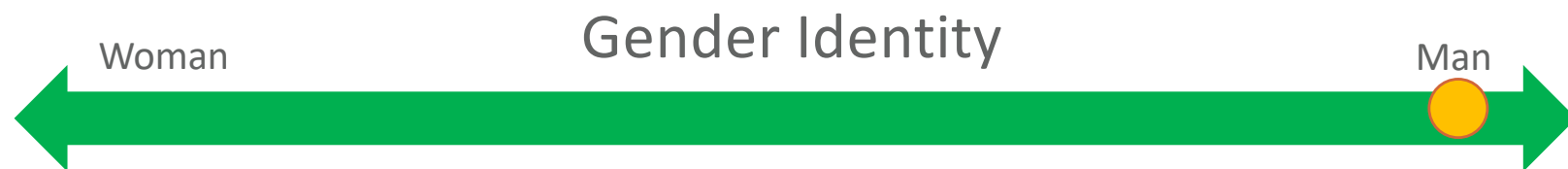


Concept: Transition

- ▶ **Social:** Change in name, pronoun, appearance
- ▶ **Medical:** Gender affirming procedures
- ▶ **Legal:** Changes to legal documentation

No single path – based on personal choice





Context



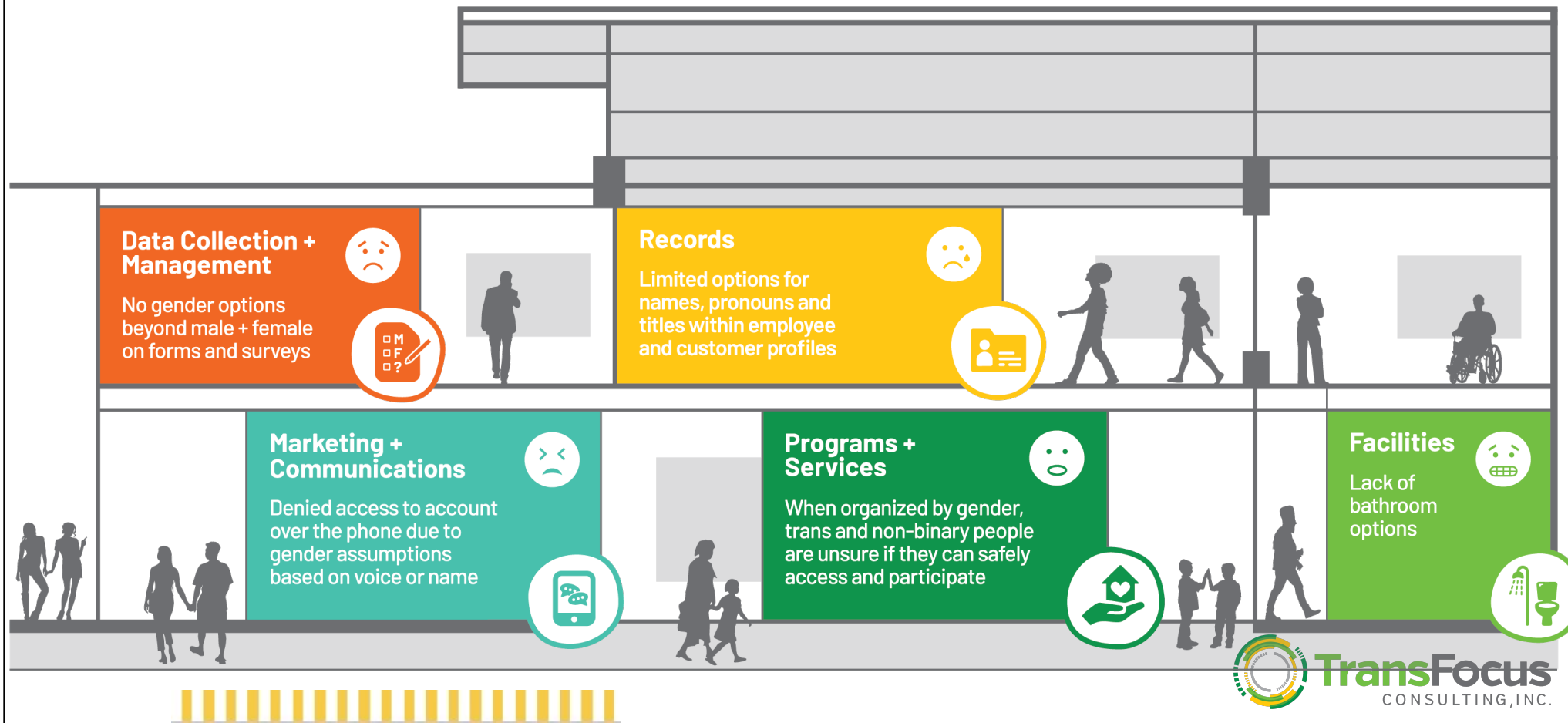
Legal Changes

Added “gender identity + expression”
as protected grounds in:

- ▶ **Provincial Human Rights Codes**
(2012 to 2017)
- ▶ **Canadian Human Rights Act**
(June 2017)



Structural Issues



What it takes to be inclusive



Supportive Policy + Tools

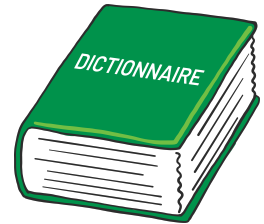


Overview

- Policy details + process
- Bringing policy to life
 - Registration forms
 - Change rooms
 - Overnight stays
- 3 Key FAQ



What has changed?



- Recognize program **limitations** for boys/men in ringette
- Trans males choose b/w team that aligns **sex** or **gender**
- Added non-binary – **choice** b/w options available
- **Living** document – learn as we go



How were changes made?

- Ad hoc committee of **10 members**
- Met 5 times for **dozens of hours** to discuss issues
- Used **rigorous** decision-making framework
- Many complex factors considered + **weighed**



Why the changes?

- Complex needs of **trans males** → not as simple as changing teams
- Unclear/uncertain for **non-binary** players
- Trans athletes face more **challenges**
- Need **equitable** approach to address challenges



Guiding Principles



RESPECT (THROUGH ACTIVE LISTENING)

Everyone should be treated with dignity by taking the time to listen and taking their needs seriously, even if you do not fully understand their needs.



CHOICE (MORE THAN JUST TWO OPTIONS)

Everyone should be able to make choices from an adequate number of options (i.e., more than two options) to determine the one best for them based on their situation.



PRIVACY (THEIR STORY TO TELL)

Everyone should have the same ability to protect and keep in confidence their personal information



SAFETY (AS MEASURED BY BEHAVIOUR)

Everyone has a right to safety (i.e., freedom from physical and/or emotional harm). Safety should be determined based on someone's behaviour, not other identifying characteristics (such as gender).



INCLUSIVITY (BY REMOVING BARRIERS)

Everyone has a right to participate in ringette. Pursuing accommodations is one way of ensuring inclusivity by removing barriers based on individual needs.



Privacy

- > **Private info:** Trans status + birth name
- > It is not ok to share this info:
 - “It is not my place to share someone’s story.”
 - “You should ask _____.”
- > Be mindful of **power** imbalances



Tool: Gender Data Guidelines



- **Reason:** B/c athletes could pick division different than their gender
- Expand gender **categories**
- Add two more questions:
 - Select **division** to play
 - Support for Trans Inclusion **Policy**





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?

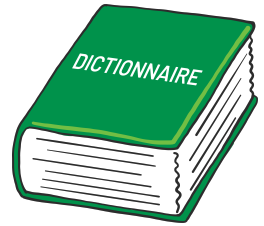
(Note: We ask this information to monitor trends over time and report aggregate data to provincial and federal partners. We will keep your individual information private and confidential.)

- ☐ 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.

Tool: Change Room Guidelines



- **Reason:** B/c athletes could play on teams different than their gender
- Difference b/w change room and showers re privacy
- Change rooms are **team spaces**
- Clarify "**minimum attire**" in change rooms
- **All players present** in change rooms for team discussions
- Prepared to make **accommodations**, where requested



Different scenarios

- **1 - Private** shower and change booths:
 - Take turns using before/after games
 - Undress only in private spaces
- **2 - Open concept** shower and change booths:
 - Importance of **min attire**, esp in showers
 - If requested, equitable shower schedule

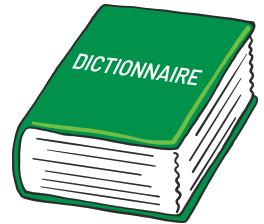


Accommodations

- Player-focused approach
- Active **listening** to understand
- Effort to **explore** options with venue
- Share and decide with athlete
- Keep discussions **private**



Overnight Trips



- Sharing **hotel rooms** has been based on gender
- Plan with trans athlete based on their **comfort**:
 - **Same gender**: Clarification of status quo → trans + cis girl
 - **Mixed gender**: Important option for non-binary b/c usually not another non-binary player to room with
 - **Private options**: Important option to **offer, but not** require trans athletes take



What do I need to do?

- Update provincial **policy**
- Encourage local leagues to:
 - Update code of conduct re change rooms
 - Update registration forms
- Answer questions
- Share issues with RC
- Invite parents to information session



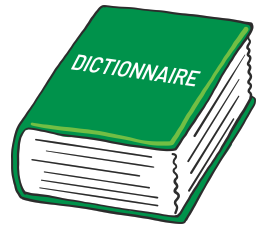
FAQ 1: What if ... parents get upset

- Underscore ringette **values**
- Explain policy is needed due to:
 - Program limitations
 - Unique circumstances of trans athletes
- Focus on ensuring **participation**



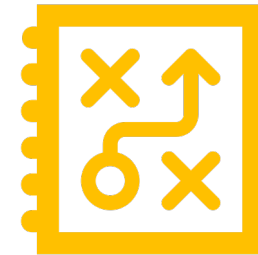
FAQ 2: What if ... players on another team ask

- Maintain player **privacy**
- No need to “explain” someone’s gender
- Simple response: “This player meets **eligibility** requirements”



FAQ 3: What if ... players say it's “unfair”

- Unpack **equity** basis of policy
- Accounting for **unique** challenges of trans athletes
- Gender used as proxy for fairness, but **more complex**





What questions can you foresee
with respect to the **policy changes + tools**?



Supportive Culture





An athlete discloses to you that they are trans.
What information do you need to know about
them to **respectfully interact** with them?



Need to Know

Name +
Pronoun

Helpful to Know

How to support them

No Need to Know

Everything else is
personal information:

- Gender identity
- Name at birth
- What bathroom they use



What are pronouns?

- ▶ Refer to others in **third person**
 - ▶ Some use **single** pronouns
 - ▶ Some use **multiple** pronouns
 - ▶ Some use **no** pronouns
- ▶ Avoid using “preferred”

My pronoun:
SHE

My pronoun:
THEY

My pronoun:
HE



Singular-Use of “They”

Afton is a co-worker
who uses they pronouns



I really like working
with them

Afton collaborates
well with their team

They are good
problem-solver



How gendered assumptions happen

- Use external factors to determine gender → pronouns
- **By phone**: Name + Voice
- **By text/email**: Name + Salutation
- **Face-to—face**: Name + Voice + Appearance

Example: Masculine-looking person named Tom →
“he/him” pronouns





Sex Assigned at Birth

Female

Male

Gender Identity

Woman

Man

She/Her
Pronouns

He/Him
Pronouns

Gender Expression

Feminine

Masculine

Androgynous

Are you a boy or a girl?!

Impacts of misgendering

- Repeated misgendering based on assumptions can result in **harm**
- Feeling invisible, frustrated, exhausted, avoidance
- Tough **decision(s)** about what to do
- Tension b/w being **safe** + **seen**



How to obtain pronouns

Several options to learn someone's pronouns:

- **Ask directly:** “What are your pronouns?”
- **Model:** “My name is Kai and I use he/him pronouns”
- **Wait + listen:** Use name repeatedly until more info



Everyone can provide pronouns

To achieve culture where providing pronoun is regular part of life



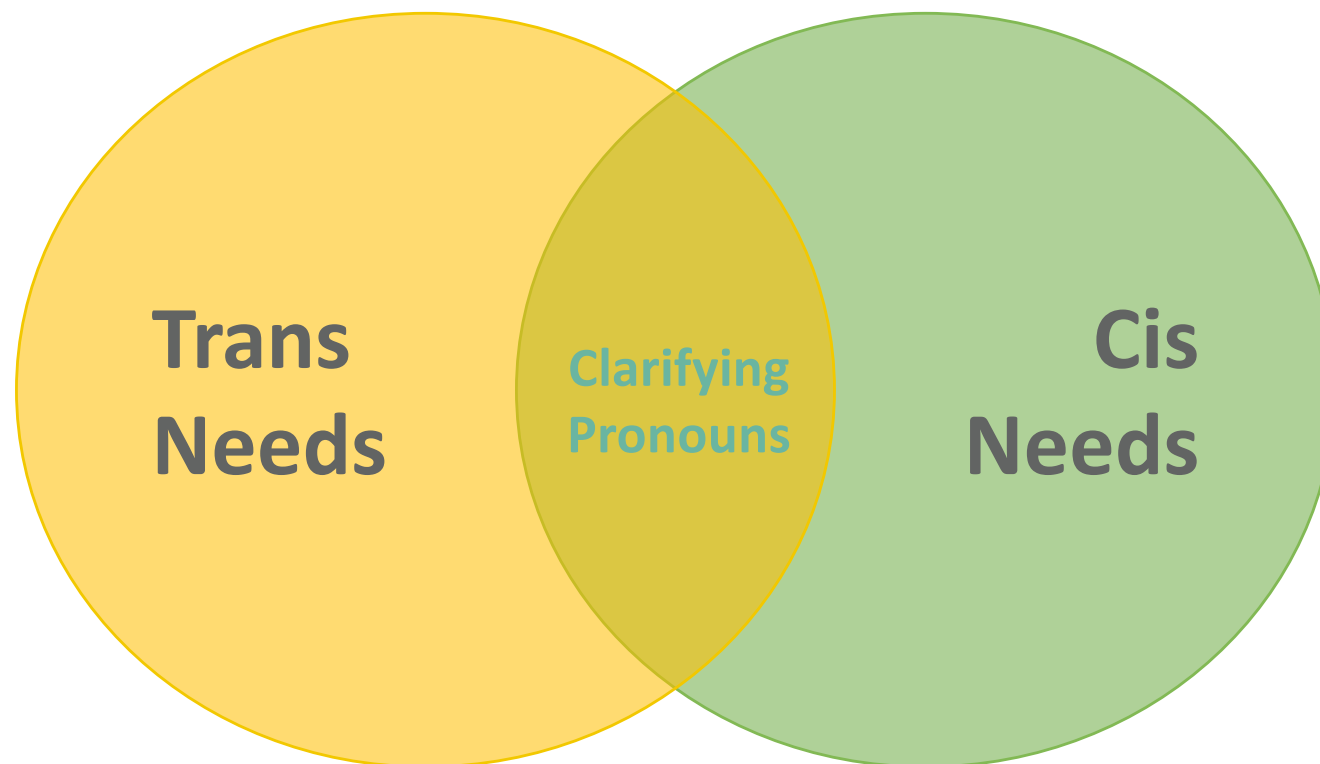
To avoid causing feelings of stress or anxiety and social exclusion



Pronouns in Intros

- Space for sharing pronouns
- Underscore **voluntary** nature of sharing
- Use popcorn style (not round)
- Explain **why** – avoid assumptions about gender/pronouns
- Underscore practice is for anyone
- Alternative for large + small teams: **Private** ways to share
- If pronouns shared privately, ask if ok to use w/ team
- Make note of pronouns + **remind** players who misgender





Use Gender Inclusive Language





Examples of All-Inclusive Language

Binary Term	Gender-neutral Term
Girls + Boys or Women and Men	People or Players
Sir/Ma'am (welcome + attention)	First name, greeting, or clothing colour
Hey guys!	Hello everyone or Attention, please!
Ladies + Gentlemen	Esteemed Guests
Husband + Wife	Partner or Spouse
Niece + Nephew	Nibling



Making Mistakes

“To err is human”

- ▶ **Why:** Difficult at first
- ▶ **How:** Quick apology + correction
- ▶ **Who:** One-on-one and in groups



Witnessing Mistakes

- ▶ **Individual:** Gentle reminder + offer support
- ▶ **Group:**
 - ▶ Plan w/ trans person
 - ▶ Options: Pronouns in intro, pronoun check, follow-up



Wrap-Up



Summary

- ▶ Bring **policy** to life
- ▶ Use **tools**
- ▶ **Follow lead** of trans person
- ▶ **Respect** name + pronoun
- ▶ **Practice** gender inclusive language
- ▶ Apply conscious **effort**



External Resources

- ▶ **Watch videos:** YouTube channels by trans people
- ▶ **Watch TV shows** that centre trans narratives
- ▶ **Listen to podcasts** created by trans people
- ▶ **Read articles** on trans issues
- ▶ **Attend events** Trans Day of Remembrance + Visibility



Thank You!

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