

Action Plan: A Comprehensive Plan to Improve the Inclusion of Transgender and Gender-Diverse Individuals in Sport and Physical Activity

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The opportunity to access sports and physical activity is considered a fundamental human right (UNESCO, 2015). However, the inclusion of transgender and gender-diverse athletes into sports is a subject of discussion and debate, especially within the context of elite-level competitive sports. Sport is essential for promoting mental, emotional, and physical health and well-being and cultivating social connection, rendering it a necessary element of human development. Therefore, it is critical to provide equitable and just opportunities for sports and physical activity for all individuals, inclusive of all genders.

This action plan is essential to ensuring that all individuals, regardless of gender, can participate in and receive the benefits of sport and physical activity. This plan also ensures that all individuals can strive to achieve their athletic goals at any level without fear of discrimination or bias due to gender.

This action plan and the related advocacy aim to ensure equal opportunities, break down stereotypes, and foster an inclusive environment that values diversity and empowers athletes regardless of gender identity. The objective is not only to reassert the rights of transgender individuals but also to foster a holistic approach and understanding that dispels societal prejudices and cultural misunderstandings and overcomes legal obstacles. It will examine the facts, myths, and values upon which they are based in relation to the issue, providing a comprehensive overview of the current circumstances.

The steps of this plan will examine the different aspects of change, encompassing cultural, organizational, and community aspects from policy through process, to tackle the underlying structure and root of systemic inequalities. The plan then progresses through phases of transformation, action items, and allocation of resources. It pulls inspiration from successful

initiatives fostering inclusivity in sport, integrating knowledge gained from organizations such as the Fast and Female, Pride Tape, and Canadian Women and Sport and following a similar pathway for Safe Sport that has been part of the sport system over the past decade.

To ensure measurable success, goals and objectives that adhere to the SMART criteria will be used for evaluation and assessment. The goals are Specific, Measurable, Achievable, Relevant, and Time-bound. The success of the plan will be assessed by measuring the increase in transgender and gender-diverse individuals' involvement in sports, the implementation of policy modifications at both organizational and legislative levels, and the positive changes in public opinion. It will require a collaborative approach, engaging stakeholders at multiple levels, and ongoing work that forms a cycle of education, awareness, and progress.

This comprehensive plan works towards a sports landscape that is more inclusive, providing a supportive and fair platform for every athlete, regardless of their gender, to succeed. Through advocacy, collaboration, and a commitment to fostering positive change, the goal is to shape a future in which everyone can present as their authentic selves while experiencing the benefits of sport and physical activity.

A review of the information on the inclusion of transgender and gender-diverse athletes in sports results in inflammatory articles that give the message that this process of inclusion is to the detriment of cis-gender athletes, especially females. Very little of the current information relates to the inclusion of transgender males participating in sports and tends to focus on transgender females in sport. This information is also layered with superficial support for female equality in sports. Many of these voices are ones that were not vocal about female

opportunity in sports prior to the debate of the inclusion of gender-diverse individuals and how that makes an allegedly inequitable environment for cis-gender female athletes.

There are several challenges relating to the current policies in place that are contributing to the discrimination of gender-diverse athletes. The first is that the available information and research exploring inclusion conflict with the guidelines upon which the policies in sports are based. For example, the research shows that even if there is a Residual Male Advantage (RMA) after an individual undergoes gender-affirming therapy, this RMA does not translate into a direct improvement in physical performance in sports (CCES, 2022). However, several current policies in place prevent transgender and gender-diverse individuals from participating on female teams under the argument that those individuals prevent the opportunity for fair and meaningful competition. "We have to protect the rights of our athletes to compete, but we also have to protect competitive fairness at our events, especially the women's category at FINA competitions," FINA's president, Husain Al-Musallam, said in a statement. (Hernandez, 2022). The current policies are based on assumptions rather than quantitative data (CCES, 2022). While individuals may experience unique physiological and hormonal variations due to gender-affirming medical interventions, there is little to no evidence to show that this perceived physical advantage equates to improved performance in sports. Furthermore, these policies do not account for the individual competitive advantage that many athletes naturally possess, regardless of gender. For example, an athlete is born tall and has a perceived advantage in basketball or the well-known instance of individuals who are born with unique physical traits like Michael Phelps, who has the ideal body for succeeding in swimming (De Bellefonds, 2020).

There is also a disconnect between policy development and implementation. A recent policy update distributed by Hockey Canada shows how these disconnects occur at all levels. The policy was approved in September 2023 and distributed nationally in October, when the season was already in play and without support for implementation. Schedules had been set, facilities had been assigned, and then associations were told this was the new policy but without support or guidance on how to transition to this new approach and how to accommodate it, especially in programs where the facilities are already extremely limited (CBC, 2023; Hockey Canada, 2023). So, while the intention was positive, and the goal was to promote inclusion and respect the privacy of all participants on a team, the execution of this new policy was poorly implemented (Strasser, 2023).

Furthermore, messaging from governing bodies is ambiguous, thereby guiding associations to act inclusively but simultaneously stating they have the authority to develop their policies and processes, creating the opportunity for discrimination. The International Olympic Committee (IOC) updated their policies on the inclusion of transgender and gender-diverse individuals in 2021. They state that governing bodies should establish policies based on fairness and inclusion and no longer use testosterone levels as the primary judgement of athlete inclusion (IOC, 2021). However, in doing so, they failed to provide support and alternative guidelines for sport federations to follow, which left an opportunity for them to establish their own policies. These policies have varied significantly, with many creating significant barriers to participation for gender-diverse athletes. Swimming, orienteering, and athletics are a few sport federations that have developed updated policies for inclusion following the IOC update, but have implemented significant barriers for athletes (Hernandez,

2022; IOF, 2023; Kim, 2023). Unfortunately, some sports had such restrictive policies in place or no policies in place before that these updated ones may appear to be inclusive yet are still discriminatory when examined on a deeper level. This is the case with the policy in Australia, where “These guidelines will be used to justify the exclusion of transgender women who may have lower testosterone levels compared to their cis-gendered teammates.” (Jeager, 2023).

The additional essential elements to examine in building an effective action plan are the concepts of sport safety, fair play, and meaningful competition. These elements are related but not interchangeable and affect all participants' sports experience. Media and individuals working to manipulate policy development and prevent moves toward inclusion use the guise of fairness, safety, and equity in women's sports, yet do not examine that there are significant inequities in binary sports divisions that are entirely unrelated to gender-diverse individual participation. These inequalities include and are not limited to unequal pay between male and female athletes and teams, unequal access to resources and facilities, and unequal media times and sponsorship (Feinburg, 2021; Gowdy, 2019; Kleen, 2023). Also, policy change and a focus on theoretical athlete safety at the elite level do not appear to be consistently addressed or considered relevant in community sport stream policies. Therefore, it gives a statement that gender-diverse individuals can play sports and be included in the team, but when you reach an elite level, you are a danger and must be removed from female competition. This is seen in several sports, including rugby, weightlifting, and mixed martial arts. They claim that banning transgender athletes is to protect the physical safety of cis-gender female participants; however, they fail to show a clear connection between inclusion and an increased risk to athletes (Pike, 2021). The policies forcing athletes to compete in the gender assigned to them at

birth can put female athletes at risk or bring unfair advantages against them (Domonoske, 2017).

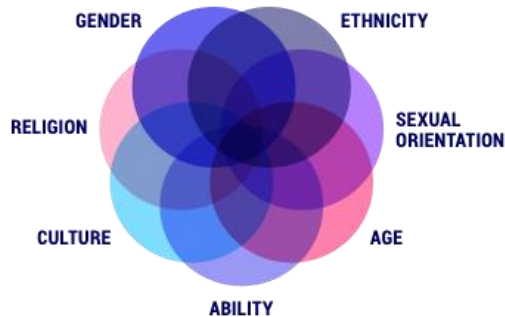
It is not only the athletes who must be considered when working towards a more inclusive environment. It is crucial to involve stakeholders at all levels of development and implementation when striving for inclusive sports. The transgender and gender-diverse community comprises one of the groups directly affected by discriminatory practices in sports. Their experiences, perspectives, and aspirations are crucial in shaping and propelling advocacy efforts. Sports organizations also play an essential role alongside the affected community. These organizations possess the authority to shape the sports landscape by implementing and enforcing policies and creating inclusive environments. Governing bodies, often the policymakers, play a crucial role in effecting systemic change by influencing legislation, which can either uphold or dismantle discriminatory practices. As spectators and supporters, the public also plays a crucial role in influencing the discourse surrounding transgender inclusion in sports. The involvement of each of these groups is essential for cultivating a shared commitment to establishing a fair and inclusive sports environment.

It is also important to acknowledge that all participants' sports experience can vary. Despite sharing the same gender or facing similar discrimination, individuals' experiences in sports are influenced by various other aspects of their identity. To achieve gender equity, we must acknowledge and address the specific needs of participants who belong to racialized communities, have disabilities, identify as 2SLGBTQI+, come from low socio-economic backgrounds, and other marginalized intersections. Suppose all individuals engaged or consulted in the process of pursuing gender equity possess identical backgrounds or sporting

experiences. In that case, other opportunities for growth and transformation will likely be missed. The graphic below by Canadian Women and Sport further explains the concept of intersectionality and why it is essential to explore it as part of this action plan.

WHAT IS INTERSECTIONALITY? AND WHY IS IT IMPORTANT IN GENDER EQUITY?

INDIVIDUALS HAVE MULTIPLE IDENTITIES based not only on gender, but other dimensions such as ethnicity, sexual orientation, age, ability, culture and religion. The inequities experienced by different individuals are unique because of the different dimensions that shape their identity.



FOR EXAMPLE, a Muslim woman who uses a wheelchair will encounter more barriers by virtue of her gender, religion, and ability interacting than a Muslim woman who is able-bodied. When we look for solutions to systemic oppression that account for ways our identities overlap, that is **INTERSECTIONALITY**.

When we make policy and program decisions, we need to **CONSIDER INTERSECTIONALITY TO BETTER UNDERSTAND AND MEET THE NEEDS OF PEOPLE WHO ARE UNDERREPRESENTED IN CANADIAN SPORT**. One solution may not work for all women and girls. If we don't acknowledge this, we risk building more barriers to true equity.

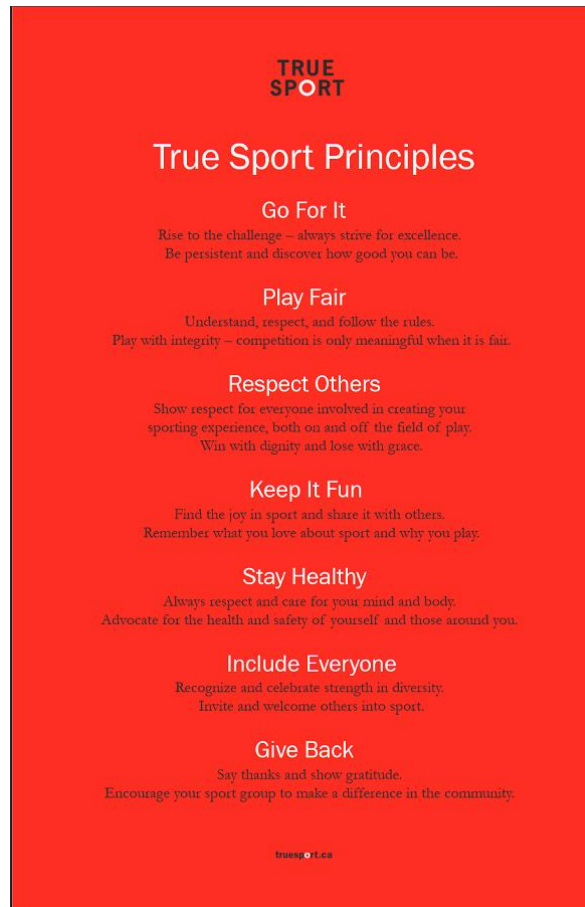
HERE ARE 4 WAYS YOU CAN START TO TAKE AN INTERSECTIONAL APPROACH TO GENDER EQUITY:

- Review your membership and leadership to identify whether they include a broad range of intersecting identities to be truly representative.
- Establish criteria and targets to hold yourself accountable for improving diverse representation.
- Be proactive in seeking opinions from women with intersecting identities to learn more about how factors such as race, ethnicity, ability, and socioeconomic status combine to impact their sport experience.
- Engage in training on unconscious bias, which are beliefs we hold that may discriminate against certain identities.

Finally, consider taking the **Gender Equity LENS e-module** (womenandsport.ca/lens) to learn how to create conditions for inclusion of all girls and women.

Several values are associated with sport and developed through sports, making inclusion in sport a critical area to address. One can be directed to the True Sport principles when examining the values associated with this action plan. These principles are based on the concept of building good sport experiences, and those good sport experiences are based on the

values of fairness, excellence, inclusion, and fun (True Sport, N.D.). According to True Sport, to achieve these goals, sport needs to be built on the following seven principles:



To align with the True Sport principles, we must find a positive, safe and inclusive environment where everyone can be welcome and strive to achieve their athletic goals. UNESCO further builds on this by exploring the values developed through sport. “Sport can teach values such as fairness, teambuilding, equality, discipline, inclusion, perseverance and respect.” UNESCO further states, "Sport has the power to provide a universal framework for learning values, thus contributing to the development of soft skills needed for responsible citizenship." (UNESCO, 2015). Therefore, inclusion is a necessary component of sport and is also learned and fostered through sport when we build positive sport experiences.

To begin affecting change, systemic inequalities need to be identified. Baker et al. state that all systems interact to reproduce and reinforce deep inequalities. The economic, cultural, affective, and political systems are factors in developing an inclusive sports landscape. Sport is a multi-billion dollar industry, from professional sports player contracts and sport tourism to community sports registration and facility management. Also, coach education costs a significant amount to develop, deliver, and maintain. Salaries and funding for the different programs are additional factors in the economic system.

Culturally, there are many factors to consider in building more inclusive policies. As the policies at the community sport level tend to be the most inclusive and reinforce inclusion and accessibility, the policies at the elite and professional level need to be established, reformed, or updated. Elite-level sports occur on the international stage, and it needs to be acknowledged that gender equality and acceptance of transgender and gender-diverse varies significantly on a global scale. In some countries, it is still dangerous to be a member of the 2SLGBTQ+ community. There are also global issues with gender equality on a larger scale, and sports is only one small aspect of this challenge (World Economic Forum, 2023). Therefore, developing inclusive sport policies is not an open or welcome topic.

This is where the political system must also come into play. Suppose policies are developed and reinforced by international governing bodies like the International Olympic Committee, international sports federations, and the World Anti Doping Agency; in that case, national federations will have no option but to align with the international participation policies. Sport is also very political. From using it as a platform for change to a reflection of society, sport often exists in a political landscape. This has been seen when athletes and even

entire countries are prohibited from participating in significant events like the Olympic Games due to political conflict or times of protest and boycotting overshadowed sport at the Games (McMaster, 2018).

The affective system is the final context of change, encompassing all aspects of this process and goal. Belonging is an essential human need, and participation in physical activity is identified as a vital human right (The Bridge, 2018; UNESCO, 2015). All individuals should be able to participate in sport and physical activity in a safe, welcoming, and positive manner and have the opportunity to achieve their goals alongside their peers. Creating a positive introduction to sport and physical activity occurs at a very young age. All children should have access to quality daily physical activity in a structured or unstructured context. This is critical to building physical literacy and is as essential as developing other forms of literacy and numeracy. As an individual, I can influence several areas of change by leveraging opportunities to engage with the community, leading by example, modelling inclusive behaviours, and speaking out against inequalities. While these may seem simplistic in their presentation, they each possess a ripple effect. As we engage in daily sport and physical activity, we interact with many people who can help amplify that message.

As an NCCP Master Coach Developer, a member of the multi-sport community and a parent of a transgender national stream athlete, I am uniquely positioned to influence this change process on a greater scale. Assisting with curriculum updates, delivering new and updated courses, supporting organizations, coaches and athletes striving for change, and being a resource for policy creation and updates are all opportunities for improvement.

Bringing forward all of the change necessary to address these systemic inequalities in sport is an extensive process that will require a collaborative effort on all levels and will progress through multiple levels. Lewin's three stages of change are Unfreeze, Change, and Refreeze – a process in which we examine, challenge, and re-establish the status quo (Wasco, 2020). Some alternative models include between six to nine levels and ultimately break down the ones in Lewis' model into greater detail. Those levels according to the framework in the Community Toolbox, the nine stages of change that processes will progress through are - No awareness, Denial/Resistance, Vague awareness, Preplanning, Preparation, Initiation, Stabilization, Confirmation/Expansion, High level of community ownership (Community Toolbox, n.d.). However, many broader models consist of six main stages of change: Commitment, Assessment, Planning, Implementation, and Evaluation.

Embracing the similarities of all models, it is consistent that the first step is understanding the current state of sport in the community. The most important personal action during this phase is building awareness and education. This must be done positively rather than accusatively to encourage conversation and collaboration. The personal actions during the second stage of change will be connected to policy development, further education during implementation, support to organizations in policy transition, and support to individuals, including athletes and organizations, exploring what this new approach looks like for them. Working through the stages will take patience, adaptation and persistence. Moving through the third phase will bring commitment, assessment, and consistency to ensure the changes are effective and bring long-term change rather than just a short-term adjustment. This takes

continued education and evaluation as updated policies and processes become the new status quo.

Resources	Assets for Mobilizing Change	Details
People	1. 2SLGBTQ+ Organization Partnerships	Skipping Stone, You Can Play, Fast & Female, Canadian Women In Sport
	2. Course Facilitators	NCCP, Sport for Life, True Sport Facilitators, Provincial and National Sport Organizations, Grassroots Orgs.
	3. Athlete Advocates	Cultivate relationships with athletes, both within and outside the 2SLGBTQ+ community
	4. Community Ambassadors	Online modules for parents and community members
Money	1. Source Funded or Subsidized Legal Support	Engage legal experts to provide a comprehensive overview of potential legal challenges and opportunities for policy reform.
	2. Private and Government Grants	Access grants for program updates and development
	3. Sponsorship	Private and corporate grant and funding opportunities
	4. Funding from PTSOs, NSOs and Provincial/Territorial Government Sport Bodies	Support from national, provincial and territorial sport organizations, Sport North, ViaSport,
Facilities	1. Facility updates and access	All gender washrooms and changerooms, Proshop updates with appropriate apparel, Signage
	2. Inclusive program implementation & delivery	Youth Outreach Programs, All Sport One Community
	3. Event partnerships	Inclusive events, tournaments, and competitions at a range of levels
	4. Awareness campaigns in sports venues	Marketing and promotion - banners, flyers, posters, social media
Relationships	1. Policy Maker Engagement	Policy development workshops and ongoing portal for support
	2. Sport Organization Collaboration	Resource Hub Creation, Conferences, Joint Initiatives
	3. Members of the Sport Community	Coaches, athletes, coach developers, officials, spectators

	4.Traditional and Social Media	Social media influencers, Figures and leaders in the sport community, traditional media
Materials	1. Online modules for parents and community members	Modules to build education and awareness
	2. Easily distributable resources	Brochures, printable posters for facilities, shareable materials for newsletters and social
	3. Checklists and fillable templates	Shareable resources to assist with policy development, evaluation, and implementation
	4. Courses and workshops for coaches and officials	Professional development modules to build education and awareness

In working towards an inclusive sport environment, building strong connections and leveraging the support of allies, both inside and external, to the sport community is essential. These allies can help provide resources and expertise, amplify messaging and build a collaborative community. Organizational allies include You Can Play, Fast & Female, Canadian Women in Sport, Canadian Center for Ethics in Sport, Sport for Life and True Sport. Supportive athletes could include known inclusivity advocates like Sedona Prince, Chandra Crawford, Quinn, and Chris Mosier, who could serve as influential ambassadors, lending credibility and advocating for policy changes. Aligning with sports organizations like the NCAA offers potential for examples of positive change. However, given the current political landscape in the United States and the recent legal changes restricting 2SLGBTQ+ rights, this may swing quickly to the opponent category.

Opponents, including individuals perpetuating discriminatory views and groups resisting inclusivity, require targeted responses. Opponents also include those distributing false information or producing inaccurate studies that work against advocacy and sharing of factual information. Opponents also include organizations prohibiting people from making progress,

such as the NHL and banning the use of pride tape, as referenced in the photo shared by NPR. Brian Burke also reinforced the importance of this initiative and spoke out on his social media against the actions of the NHL.



NHL lifts ban on rainbow-colored Pride Tape, after a player defied it

OCTOBER 25, 2023 - 10:08 AM ET
By Bill Chappell



Travis Dermott of the Arizona Coyotes defied an NHL ban on Pride Tape when he used the colorful tape on his stick during his team's home opener at Mullett Arena in Tempe, Ariz. Days later, the league rescinded its ban. Zac BonDurant/Getty Images

Pride Tape will be allowed to be part of NHL events this season after all, as the league reversed its ban that had sparked a backlash among many hockey players.

Strategies to counter opposition include open letter-writing campaigns, social media campaigns, and public statements to challenge negative perspectives and the use of personal stories to encourage connection to the issue. These efforts will focus on education, showcasing success stories of transgender athletes and inclusion, promoting public awareness, organizing opportunities for community dialogues, and engaging in legislative advocacy. These multifaceted approaches aim to foster a comprehensive understanding of transgender inclusion in sports, effect positive change, and create a more inclusive environment across diverse sports communities.

This plan needs to reach organizations from the community sport level to the national stream to establish effective change in the sport community. Starting with school and grassroots community programs, it will build a base of inclusion upon which the more complex goals can be achieved. It will then impact provincial and national sports organizations that build program policies and can reach their members. Politicians and educators will also play an essential role in ensuring the success of this plan. The additional categories to be reached through this plan are coaches and coach developers. They influence course and program content and delivery and will be influential members at every stage. The final target will be international policy builders as they affect the final tier of sport participation and will determine if all athletes can pursue their athletic goals.

Action Plan			Assessment/Evaluation
Develop an Awareness Campaign	Short Term (1-3 months)	Launch an awareness campaign using social media, influencers, and traditional media. Utilize infographics, testimonials, and	Conduct polls and surveys to gauge response.

		engaging and interactive content.	
	Mid Term (6-12 months)	Organize and deliver webinars, virtual events, and workshops	Track number of attendees and gather follow up surveys at the conclusion of each session.
	Long Term (12-24 months)	Evaluate and update the campaign to build an ongoing presence. Expand the campaign to fill gaps in the communication.	Measure understanding and opinion through focus groups and public consultation.
Engage in direct advocacy with policy makers	Short Term (1-3 months)	Research and identify key policymakers in government who have shown interest in 2SLGBTQ+ rights. Initiate direct communication through letters, emails, and requests for meetings to introduce the advocacy plan and discuss the importance of legislative support for inclusive sports policies.	Establishment of a contact list at each level of government and with policy makers.
	Mid Term (6-12 months)	Assist in developing and presenting policies that outline the benefits of inclusive sports policies and the potential impact on the well-being of transgender athletes.	Review of number of policies in development or being update at each level of sport and physical activity participation.
	Long Term (12-24 months)	Establish ongoing relationships with policymakers by providing updates on progress, sharing success stories, and offering insights into the positive effects of transgender inclusion in sports.	Continuous review and follow up to ensure implementation and identification of any problem areas. Support and promote the positive changes occurring through the establish network in the other action items.

<p>Establish Partnerships with Sports Organizations for Policy Change</p>	<p>Short Term (1-3 months)</p>	<p>Identify key sports organizations in Canada and initiate preliminary discussions about the benefits of inclusive policies. Highlight the positive impact on team dynamics, athlete well-being, and organizational reputation.</p>	<p>Establishment of a contact list at each level of sport and physical activity. Creation of networking opportunities and track attendance and participation.</p>
	<p>Mid Term (6-12 months)</p>	<p>Collaborate with sports organizations to develop a framework for inclusive policies. Facilitate sport specific focus groups to gather input from stakeholders and create a plan for policy implementation.</p>	<p>Track number of attendees and gather follow up surveys at the conclusion of each session. Assist in the transfer of data from focus group attendees to those in policy development.</p>
	<p>Long Term (12-24 months)</p>	<p>Work with sports organizations to officially adopt and implement inclusive policies. Establish regular check-ins to assess the effectiveness of these policies and make necessary adjustments. Use successful cases as models to encourage other organizations to follow suit.</p>	<p>Policies are adopted and implemented. Athletes are retained in sport longer and have the opportunity to pursue their sport goals at all levels. Tracked through registration numbers.</p>
<p>Conduct Workshops and Training Sessions for Coaches, Athletes and other Stakeholders</p>	<p>Short Term (1-3 months)</p>	<p>Develop workshop materials and training modules focusing on transgender inclusion in sports. Pilot these sessions with a select group of coaches and athletes to gather feedback and make adjustments.</p>	<p>Development of workshops and materials to support coach education and professional development.</p>

	Mid Term (6-12 months)	Expand the reach of workshops to involve coaches and athletes from various sports organizations and educational institutions. Offer online training sessions for broader accessibility.	Increased coach education and updated use of inclusive language in sport and physical activity. Tracked through the NCCP professional development points and through certificates of completion.
	Long Term (12-24 months)	Updates to formal NCCP Coach education programs approved and implemented. Collaborate with sport governing bodies to integrate transgender inclusion training as part of standard requirement for coaches within their coach education.	Materials are updated and a schedule for ongoing consultation and review is put in place.
Facilitate Community Dialogues and Education	Short Term (1-3 months)	Organize initial community dialogues, both in-person and virtually, to gauge the level of understanding and support for transgender inclusion in sports. Identify potential community leaders and influencers who can champion the cause.	Establishment of a contact list at each the facility level of individuals responsible for updates, policies, and review. Establishment of checklists, resources, and schedules for updates at the facility level.
	Mid Term (6-12 months)	Create a structured platform for open discussions, resource sharing, and community-building.	Number of established platforms and use of platforms tracked. Identification of gaps noted by community members in communication is tracked.
	Long Term (12-24 months)	Collaborate with community leaders and influencers to organize events that celebrate the successes of transgender athletes,	Shift in public perception. Platforms and influencers are equipped with a series of responses to effectively manage social media platforms to address

		fostering a culture of acceptance and support.	matters of transphobia and discrimination .
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Sport has gone through a general culture shift over the past decade. We have seen this through developing and implementing safe sport training, including mental health awareness and training and a more holistic approach to coaching education and program philosophies. Building a genuinely inclusive sport environment for all athletes is the next step and will be celebrated at all levels of sport, from grassroots programs to the elite. This action plan will be evaluated by reviewing effective policy development and implementation to ensure the inclusion of all transgender and gender-diverse athletes at all levels of sport. It will also be evaluated by assessing public opinion and support for these changes. The most crucial piece of evaluation will come from consultation with gender-diverse athletes and members of the 2SLGBTQ+ community who are directly affected by these programs and policies and engage with the sport community on an ongoing basis. It will gather feedback on the removal of barriers and which barriers continue to remain in place. Successful implementation of this action plan will support all gender-diverse athletes in achieving their goals at all levels of sport, and it will foster a positive sport experience that builds physical literacy and encourages physical activity for all.

Sport is a part of culture and a part of our everyday lives. This can make it exceptionally challenging and incredibly important to progress in removing systemic barriers and discrimination. This action plan combines the current science and research. It aligns them with the need for inclusive policies that support transgender and gender-diverse individual participation in sport and physical activity at all levels. It is supported by the work of

organizations like Canadian Women in Sport, CCES, and You Can Play, along with the values-based structure of True Sport and Sport for Life. Sport and physical activity are essential to mental, physical, and emotional health and well-being, and it will take a collaborative approach to create and implement inclusive policies that ensure no individual is left behind.



An image of supportive coaching of a transgender national athlete.
Eri Low and their coach Jesse Cooney – Team Canada 2021
Photo Credit: Kelly Hoffer

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