

# **Education and Information FOR ACCOMODATING GENDER DIVERSE STUDENTS**

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## Opening Statement

Because variations in sex development exist, individuals should have the right to compete without questions in the gender they feel they are or have always identified with. This emphasizes that this right to gender self-identification carries both a privilege of inclusion and the responsibility of fair play (Canadian Center for Ethics in Sports, n.d.).

## Statement from the Canadian Baton Twirling Federation

We will strive to be accepting of all gender identities and expressions, without question or bias.

CBTF encourages:

- (a) the participation of all interested individuals, in all aspects of baton twirling in Canada
- (b) the equal provision of opportunity and resources
- (c) an environment that is welcoming for any interested participants, whether as an athlete, coach, club director, judge, adjudicator, competition director, administrator, volunteer, or spectator

CBTF will:

## **Staff, Board of Directors, and Committees**

- seek to achieve gender balance in the appointment of all committees and other decision-making bodies
- include gender equity and acceptance of gender identities as stated values that are accepted and promoted on nominating and selection committees

## **Media Relations**

- produce all written and visual materials in a gender-inclusive manner, portraying active, positive images of baton twirling in Canada
- use gender neutral, appropriate language, and positive, active visuals in all media to include the following: publications, graphics, videos, posters, and on CBTF website

## **Policies and Governing Documents**

- develop, update, and deliver all policies, programs and services ensuring the concerns and needs for any interested participants are identified, promoted, and supported

## **Programs, Activities, Competitions and Events**

- provide equitable opportunities to participate, conduct, and compete

- ensure that all CBTF Coaches, Judges, and Skills Development Programs provide equal opportunities

### **Ongoing Commitment to Diversity and Inclusiveness**

- Understand that the key to being a diverse organization is to be inclusive in all strategies, plans, and actions of CBTF, whether they relate to technical programs, operations, business management, sponsorship, marketing, media, or communications (adapted from Ontario Soccer Association)

### Application and Scope

This policy and practice guidance applies to the Canadian Baton Twirling Federation as follows<sub>1</sub>:

- It shall be binding on the Board of Directors,
- It shall be binding on all staff, including managers and supervisors; full-time, part-time or casual, temporary, or permanent staff,
- It shall inform all aspects of employment, recruitment, and selection; conditions and benefits; training and promotion; task allocation; shifts; hours; toilet arrangements, workload; workplace environment; equipment and transport,
- It shall be binding on all volunteers acting in their designated capacity with our organization, for example, as a member of a formal Committee or ad hoc working group, or at a specific sporting event provided the volunteer or intern has expressly agreed to become subject to it,
- It shall inform all aspects of participation in our sport, including team selection and participation, membership, and service delivery (such as providing coaching services to individuals),
- It shall be applicable whether the individual is on-site, off-site, or performing after-hours work; at work-related social functions or at conferences – wherever staff or volunteers may be as a result of their duties, and
- It shall govern the treatment of other staff, members (including athletes, coaches, and officials), clients and the public encountered in the provision of services and other organizational duties.

### Accommodating Gender Diverse Athletes

There are several different types of accommodations that can be made for gender diverse athletes including name and pronoun usage, gender identification, access to washrooms, participation in competitions. How an athlete identifies (gender, name, pronouns) and how they would like to be supported is unique to each athlete. Conversations with the athlete and the athlete's parents/guardians are a critical part of the process in determining what the athlete and family desire and how as an association we might best address the athlete's needs.

With regards to any surgeries related to a transition, the CBTF health/ return-to-sport guidelines should be strictly followed for the athletes' safety.

Self-identification is the sole measure of an individual's gender identity or gender expression. **Athletes or parents/guardians should not be asked to produce notes from psychologists or medical professionals or any other documents.**

### Support for Transitioning Staff and Members

The Canadian Baton Twirling Federation is committed to having in place the necessary supports for staff or a member to successfully transition within our sport that ensure they are treated with respect and dignity and in accordance with their expressed needs. This will include both organizational guidelines on how transitioning staff or members will be supported (see the CBTF anti-bullying/ harassment policy), and should the staff or member wish, the co-development of a personalized transition plan (adapted from the Canadian Centre for Ethics in Sports, n.d.).

### Bathrooms/Changerooms

The Canadian Baton Twirling Federation is committed to providing athletes, members of the board, club and competition directors, coaches, judges, adjudicators, volunteers, staff, and spectators who identify as trans with safe access and use of toilets, change room, and other facilities in accordance with their gender identity or gender. We will seek to do so in a discreet, confidential, and sensitive manner that does not reveal an individual's trans identity or expression and respects their choices. We will also work with other teams and host organizations to ensure respectful treatment of all participants who identify as trans by their coaches, officials, spectators, and the media.

Athletes may access washrooms and change rooms that are congruent with their gender identity. For example, if an athlete was assigned the sex of "female" at birth and he self identifies as male, he is permitted to use the boys' washroom or change room. Strategies should be in place to help ensure that all athletes and coaches are aware of the behavioural expectations in washrooms and change rooms and that any form of intimidation, bullying, or harassment of athletes using a bathroom or change room is not acceptable and will be dealt with by the competition director.

Some athletes, whether they are gender and/or sexually diverse or not, may feel more comfortable using a universal washroom (for washroom or change room purposes) that is accessible to all athletes. These are single stall washrooms with floor to ceiling doors/walls that are unlocked for any student to access. Not all facilities currently have these available. It is suggested that the designation of one or more of the facilities (if possible) current single stall washrooms for this purpose. It is generally most appropriate to re-label these washrooms "Athlete Washroom" and to introduce the change to students in a casual manner such as, it is not best practice to have gender diverse students needing to access a key or fob to unlock a bathroom door. By doing so, the student's gender identity may inadvertently become known based on access to a particular bathroom. Having universally accessible single stall bathrooms is the most inclusive practice. Many athletes appreciate the use of more private washrooms for a variety of personal, medical, religious, and cultural reasons.

Gender diverse athletes may initially feel most comfortable and safe using a universal single stall washroom for washroom or change room purposes. Over time, the athlete may feel more comfortable using the male or female group washrooms and change rooms. The athlete determines if and when they would like to use single stall versus group washrooms and change rooms. It is helpful to make decisions regarding washroom and change room access prior to a competition or training session. Gender diverse athletes may feel comfortable using public washrooms that align with their gender identity. Some athletes, however, may not feel comfortable or safe with this option. All efforts should be made to research the availability of gender neutral or universal washrooms at the various competition facilities. Note: non-binary athletes should not be forced to choose a bathroom or change room based on the gender binary (adapted from the Calgary Board of Education, 2021).

### Eligibility Requirements for Participation in Gendered Competitions

When requesting information about gender identity, it is important to use appropriate and inclusive response categories. Sport organizations should no longer be asking for a person to disclose their assigned sex, but rather to disclose their gender or gender identity. To give people a wider range of options, you can use the following five response categories: girl/woman, boy/man, nonbinary/genderqueer, not captured by these options, and prefer not to state (Canadian Centre for Ethics in Sports, n.d.).

Whenever possible, especially for open competitions, athletes should be grouped together in one category not based on the gender binary in order to promote competition and growth of the sport and to practice inclusivity. This means that for most competitions, there should be no requirement to select a specific gender on the entry form, which will simplify the process for the competition organizer. For winner/ championship competitions that have separate awards for the men's category, please see below.

The Canadian Centre for Ethics in Sports policy guidance can be summarized as follows:

*Individuals participating in any LTAD level in Canadian sport (FUNdamental, Learn to Train, Train to Train, Train to Compete, Train to Win and Active for Life) should be able to participate in the gender with which they identify and not be subject to requirements for disclosure of personal information beyond those required of cisgender athletes. Nor should there be any requirement for hormonal therapy, unless the sport organization can prove that hormone therapy is a reasonable and bona fide requirement and where this is the case, only require this at the high-performance levels of Train to Compete and Train to Win where international rules become a factor.*

Thus, participants in the Canadian Baton Twirling Federation's events under our jurisdiction are able to participate in the gender category in which they identify. Athletes who identify as a girl or woman are eligible to compete in girls', women's, and mixed teams/ categories for such events. Athletes who identify as a boy or a man are eligible to compete on boys' or men's and mixed teams/ categories for such events. Athletes who identify as non-binary are able to compete in the category of their choosing based on what they feel is the best fit. All identifications of

gender identity or expression by our athletes are believed to be made in good faith and do not require further disclosure or documentation.

CBTF will not require disclosure of personal information, hormonal therapy, or surgical transition for athletes to enter the category of their choosing for Canadian competitions. *For A level athletes, with regards to competing at international competitions, IBTF rules should be followed. We strongly advocate that IBTF support an inclusive policy.* Additional information and support on the creation of this policy can be found in the appendix.

#### Ending Statement: Our Commitment to Diversity and Inclusion

Sport inclusion is a fundamental value for the Canadian Baton Twirling Federation and a True Sport principle. We also recognize that having a more diverse organization will only strengthen our sport. As a result, our organization is fully committed to providing a safe, supportive, and respectful environment for all of our participants, members, and staff regardless of any differences based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity and expression, or disability.

The Canadian Baton Twirling Federation recognizes that discrimination, prejudice, and victimization on the basis of personal attributes, including gender identity and expression, is a violation of human rights and will not be tolerated. Our organization is fully committed to putting in place policies and practices that ensure trans identities are able to participate in a safe, supportive, and respectful environment in our sport.

## APPENDIX

### Eligibility Requirements for Participation in Gendered Competitions: Background Information and Context

“The CCES recommendations reflect an evidence-based approach; that is, eligibility policies should be based on existing evidence rather than speculative or anecdotal evidence. A lot of opposition to inclusivity is based on persistent myths and stereotypes about gendered sport, and not scientific evidence. These concerns and the resultant arguments to address these are as follows:

1) Trans women athletes (girls or women) have a competitive advantage over cisgender girls or women athletes – This is the most often expressed reservation about trans girls and women participating on girls’ and women’s team. Several assumptions are embedded in this concern; that trans female athletes are always more skilled, stronger, and bigger than their cisgender teammates and opponents. In reality, the overlap in skill and performance in sports among males and females and the wide variance within each gender are important considerations. Sport unconditionally accepts a competitive advantage a taller, stronger cisgender female athlete may have over a much shorter, less muscular cisgender female athlete where size and strength are important, e.g., basketball or volleyball players, pole vaulters, high jumpers, etc., but question this variation when a trans female athlete is involved.

This concern also assumes that performance is linked to testosterone levels but recent studies have shown no significant link between testosterone and performance for elite female athletes. And as the CCES guidance observes, participants in men’s sport, on average, outperform participants in women’s sport, current science is unable to isolate why this is the case.

Growing up male likely confers physical, hormonal, social and economic factors that contribute to this performance gap, but we cannot say that it is specifically due to testosterone in a way that is significant and predictable. More precisely, there is no empirical data to demonstrate that the administration of a testosterone blocker and/or estrogen to a trans women athlete would neutralize this observed advantage. As a result, it seems it would be difficult to argue that hormone therapy is a reasonable and bona fide requirement in response to a human rights challenge.

The CCES guidance further notes that although there are studies that demonstrate a positive correlation between testosterone levels and measures such as lean body mass, red blood cell counts and muscle mass, these can only be considered indirect contributors to performance. There have not been any studies that look at hormone levels as they correlate to objective measures of athletic performance (for example, time trials, weight lifted, goals scored, etc.).

The CCES guidance suggests that if a sport can demonstrate a consistent discrepancy in performance based on male advantage that cannot be controlled through the existence of competitive categories, e.g., weight classifications, or other arrangements, it could make the case for requiring trans participants to undergo hormone therapy. The onus of proof, however, will rest entirely with the sporting organization.

2) Trans women athletes (girls or women) pose a safety risk for cisgender girls or women athletes – This concern is again based on the assumption that trans female athletes are bigger, stronger and unable to exercise the same degree of body control as their cisgender teammates and opponents resulting in an increased risk of injury to other participants. Once again, the counterarguments made above apply.

3) Trans women athletes (girls or women) are really male athletes despite their affirmed gender identity or expression as girls or women – It is important to recognize that the gender identity and expression of trans women athletes is as deep seated as the gender identities of cisgender women athletes. This belief is often expressed as a concern that allowing trans women athletes to compete in a women’s or mixed gendered sport will displace opportunities for “real” cisgender girls or women athletes.

4) Cisgender male athletes (boys or men) will pretend to be women to excel or reap the rewards in women’s sport – Transitioning or affirming one’s gender is a deeply personal decision and is not something done on a whim. It is important to recognize that cheating of this type—presumably boys or men masquerading as girls or women in order to achieve a perceived advantage in women’s sport—is unprecedented and considered highly unlikely. Indeed, it is one of the more enduring stereotypes and false assumptions around trans participation in sport.

Returning to the policy guidance specific to your sport, the CCES Expert Working Group felt it very important for sport organizations to set policies that are appropriate to the level of the specific competition and not a reflection of requirements at the next level of competition. For example, high school athletics organizations should adopt a policy that is appropriate for high school participants. Their policy should NOT be based on the requirements at the next level of competition, for example, having eligibility requirements for high school athletics which reflect more stringent criteria set by university or college athletic associations.

In addition, each participant has the right to decide for themselves if they wish to meet the eligibility requirements set at each subsequent level of competition. For example, perhaps your international federation (IF) has a more onerous eligibility policy for trans athletes to participate in IF-sanctioned events. Should you use placement at your national championships or trials as the basis for selection to a national team for an IF-sanctioned event, rather than using the same eligibility criteria as your IF in consideration of trans athletes, use the eligibility policy that will best achieve the goals of your national championship. Perhaps it means your trans athlete may not be able to compete at that IF event but they will still have a notable achievement at your national championships or selection trials. Or, your trans athlete feels strongly enough about competing at the international level that he or she may seek to comply with your IF’s more onerous eligibility policy. Or, the trans inclusion policy at the IF level may become less restrictive, rendering your trans athlete eligible. Just as other athletes will be making decisions about where and when they will compete, so too will each trans athlete.

Your eligibility policy, should it follow the policy guidance recommended by the CCES, can be succinct, cover off eligibility and disclosure for each of your gender categories of sport, and not single out trans athletes. It can be included in your trans inclusion policy but will also need to be integrated into your specific technical documents as needed, e.g., eligibility for national championships, national team, or squad selection. It then becomes one of the various eligibility criteria that must be met by all participants, e.g., residency requirements, age requirements, qualifying events.”<sup>4</sup>

## Definitions

**LGBTQ+ is an initialism that stands for lesbian, gay, bi-sexual, transgender, queer +. It is an umbrella term for sexuality and gender identity. Please see below for a detailed list of further LGBTQ+ terms including, but not limited to, various different types of gender identity and expression:**

Agendered: a person is internally ungendered

Ally: someone who confronts, shows a concern for well-being and has a belief heterosexism, homophobia, biphobia, and transphobia are social justice issues

Androgyne: person appearing and/or identifying as neither man nor woman, presenting a gender either mixed or neutral

Asexual: person who is not sexually to anyone or does not have a sexual orientation

Bear: is a gay slang term for hairier and/or heavy-set gay or bisexual man. Bear culture is often associated with discovering forms of masculinity, as gay men queer what it means to be masculine through the reputation of being kind, sensitive and affectionate. As such, the bear subculture has made an important contribution to changing the public perception of the larger gay community, by showing that not all gay men have the same physical appearance. Other slang terms that are used are Cub—a younger version of a bear; Chub—a heavy-set man who might be described as overweight or obese; Otter—considered a subspecies as a hairy slim or small-framed man; Ursula—a lesbian bear; Panda—a bear of Asian decent; Polar—an older bear whose facial and body hair is predominantly or entirely white or grey; Trans bear—a transgendered person, typically a transman, who is hairy and heavy-set and a Wolf—a gay man with body and facial hair, but also has a very lean, muscular, athletic build

Bicurious: a curiosity about having sexual relations with a same gender/sex person

Bigendered: a person whose gender identity is a combination of male and female

Bisexual: a person emotionally, physically and/or sexually attracted to males and females. This attraction does not have to be equally split between genders. As well, there may be a preference for one gender over others

Cisgender: describes someone who feels comfortable with the gender identity and gender expression expectations assigned to them based on their physical sex

Drag: the performance of one or multiple genders theatrically

Drag King: a person who performs in a masculine way theatrically

Drag Queen: a person who performs femininity theatrically



Dyke: derogatory term referring to a masculine lesbian. Sometimes adopted affirmatively by lesbians (not necessarily masculine ones) to refer to themselves.

FTM / F2M: abbreviation for female to male transgender or transexual person

Gay: a term used in some cultural settings to represent males who are attracted to males in a romantic and/or emotional sense. Not all men who engage in “homosexual behavior” identify as gay, so this label should be used with caution. Gay is also a term used to refer to the entire LGBTQ+ as a whole, or as an individual identity label for anyone who does not identify as heterosexual

Gender Binary: the idea that there are only two genders – male/female and that a person must be strictly gendered as either male/female

Gender Confirming Surgery: medical surgeries used to modify one’s body to be more congruent with one’s gender identity. For example—a female who has their breasts removed to feel more manly.

Gender Identity: a person’s sense of being masculine, feminine or other gendered

Gender Variant: a person who either by nature or by choice does not conform to gender-based expectations of society (examples: transexual, transgender, inter-sex, etc.)

Genderqueer: a gender variant person whose gender identity is neither male or female, is between or beyond genders or is some combination of the genders

Fluid: a person whose gender identity (the gender they identify with most) is not fixed. It can change over time or from day-to-day

Heteronormativity: the assumption, individuals or in institutions, that everyone is heterosexual and that heterosexuality is superior to homosexuality/bisexuality

Heterosexual Privilege: those benefits derived automatically by being heterosexual that are denied to the LGBTQ+ community.

Homophobia: the irrational fear or hatred of the LGBTQ+ community

Homosexual: a person primarily emotionally, physically and/or sexually attracted to members of the same sex

Intergender: a person whose gender identity is between genders or a combination of genders

Intersexed: someone whose sex a doctor has a difficult time categorizing as either male or female. A person whose chromosomes, gonads, hormones, internal sex organs and/or genitals differ from one of the two expected patterns

Lesbians: a term (identity label) used to describe female-identified people attracted romantically and/or emotionally to other female-identified people

MTF / M2F: abbreviation for male to female transgender or transexual person

Nonbinary: also spelled non-binary; means any gender identity that is not strictly male or female all the time, and so does not fit within the gender binary. For some people, "nonbinary" is as specific as they want to get about labeling their gender. For others, they call themselves a more specific gender identity under the nonbinary umbrella

Pansexual: a person who is sexually attracted to all or many gender expressions

Queer: an umbrella term which embraces a matrix of sexual preferences that is/was a slur, derogatory adjective and hateful insult used by heterosexuals and is often considered offensive

Sexual Orientation: the desire for intimate emotional and/or sexual relationships

Sexual Reassignment Surgery (SRS): a term used by some medical professions to refer to a group of surgical options that alter a person's sex

Straight: another term for heterosexual

Top Surgery: this term refers to surgery for the construction of male type chest but may also refer to breast augmentation

Trans: an abbreviation that is sometimes used to refer to a gender variant person. It also refers to the trans community as a whole.

Transgender: a person who lives as a member of a gender other than that expected based on anatomical sex.

Transition: this term primarily is used to refer to the process a gender variant person undergoes when changing their bodily appearance

Transman/Transguy: an identity label sometimes adopted by female to male transexuals to signify they are men while still affirming their history as females

Transwoman: an identity label sometimes adopted by male to female transexuals to signify that they are women while still affirming their history as males

Transphobia: the irrational fear of those who are gender variant and/or the inability to deal with gender ambiguity

Two-Spirited: native persons who have attributes of both genders, have distinct gender and social roles in their tribes and often involved in mystical rituals

## References

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