

Gender Identities in Sport: Workbook & Resources

Outcomes & Agenda

- Provide practical tools to integrate a more inclusive approach to gender diversity in sport
- Define key terms and concepts related to pronouns.

Delivered to:



DIVERSITY & INCLUSION IN SPORT
discussion series

POWERED BY:  Foundation

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ACTIVITY 1: Can you identify the right pronoun?

Review the following sentences and identify the pronoun you would use to refer to the group or individual referenced in this scenario. Reply to this using the Poll provided in the Zoom.

(Pronoun options include but are not limited to: Ze/hir/hirs, xe/xem/xyr, ey/em/eir, they/them/theirs, she/her/hers, he/him/his) [\[NeoPronouns\]](#)

1. Thomas has joined Sajan at the park to eat lunch.

Based on the sentence which pronoun(s) would you use to describe Thomas?

2. Jumila has recently shared with their coworkers her most favourite cooking tips.

Based on the sentence which pronoun(s) would you use to describe Jumila?

3. The Enby Beans is a Roller Derby team with primarily, non-binary and gender-queer athletes, breaking the barriers of gender in sport.

Based on the sentence which pronoun(s) would you use to describe the Enby Beans?

4. Gideon is proudly wearing hir new plaid skirt and combat boots to hir first date with Twitch.

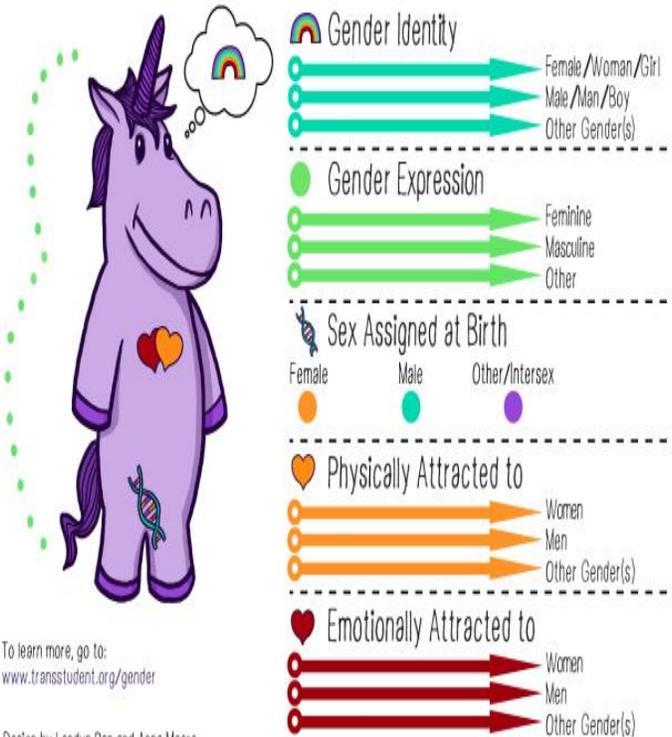
Based on the sentence which pronoun(s) would you use to describe Gideon?

ACTIVITY 2: BEING A TRANS-ALLY – Getting to know yourself.

Get to know yourself and your pronouns. Write a sentence introducing yourself to someone new. How are you going to introduce yourself, and your pronouns? How will you provide them the option to disclose their own? What if you are not ready to disclose your own, how would you like to address this?

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



RESOURCES:

TO READ

- [Growing Up Trans: When do children know their true gender? By Mary Rogran \(Article\)](#)
- [Best Practices for Non-Binary Inclusion in the Workplace](#)
- [What's your pronoun? Strategies for Inclusion in the Workplace](#)
- [What Constitutes Transphobic and Cisnormative Bullying and Harassment](#)
- [Pronoun Usage Guide](#)
- [Working with LGBTQ Athletes and Coaches](#)
- [CCES Trans Inclusive Policy Resources](#)
- [You Can Play Project](#)
- [Egale Canada](#)
- [Viasport LGBTQI2S Inclusion Resources](#)
- [Edmonton Sport Council LGBTQI2S Resources](#)

TO WATCH

- [Canadian Paralympian Ness Murby – Belonging and Conversations](#)
- [Identify Video Series – International Olympic Committee](#)
- [Why Gender Pronouns Matter](#)

TO FOLLOW:

- **@thechrismosier – 1st Trans Athlete to Make Team USA**
- **@pinkmantaray – 1st Trans D1 NCAA men's athlete**
- **@akmackellar – Inclusive movement and wellness coach for LGBTQ+**

KEY DEFINITIONS FOR YOUR INCLUSION JOURNEY

Term	Definition
Agender	Agender is a term which can be literally translated as without gender . It can be seen either as a non-binary gender identity or as a statement of not having a gender identity. https://gender.wikia.org/wiki/Agender
Allyship	An active, consistent, and arduous practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group. https://theantioppressionnetwork.com/allyship/
Bi-sexual	A romantic, sexual, or/and emotional attraction toward people of all sexes. A person who identifies as bisexual is understood to have attraction to male and female identified persons. However, it can also mean female attraction and non-binary, or other identifiers. It is not restricted to only CIS identifiers. https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms
Cis Gender	A person whose gender identity matches the sex they were assigned at birth (for example, woman and female). May be shortened to "cis". https://www.healthlinkbc.ca/health-topics/abj9152#:~:text=Sexual%20orientation%20is%20a%20term,%2C%20or%20neither%20(asexual%20ity)
Deadname	The birth or given name of a transgender person that was they used prior to adopting their new name to affirm their transition. https://www.healthline.com/health/transgender/deadnaming#:~:text=Deadnaming%20occurs%20when%20someone%2C%20intentionally,or%20their%20%E2%80%9Cgiven%20name.%E2%80%9D
Deadnaming	Deadnaming occurs when someone, intentionally or not, refers to a person who's transgender by the name they used before they transitioned. You may also hear it described as referring to someone by their "birth name" or their "given name." https://www.healthline.com/health/transgender/deadnaming#:~:text=Deadnaming%20occurs%20when%20someone%2C%20intentionally,or%20their%20%E2%80%9Cgiven%20name.%E2%80%9D
Emotional Attraction	This type of attraction isn't necessarily physical in nature and is rooted in a desire for connection because of someone's heart, mind, or personality. https://www.healthline.com/health/types-of-attraction#d-k

Emotional tax	<p>The unseen mental work that people from marginalized backgrounds have to do every day to feel included, respected, and safe. Or, the combination of being on guard to protect against bias, feeling different at work because of gender, race, and/or ethnicity, and the associated effects on health, well-being, and ability to thrive at work.</p> <p>https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/</p>
Equality	<p>Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities</p> <p>https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/.</p>
Equity	<p>Working toward fair outcomes for people or groups by treating them in ways that address their unique advantages or barriers.</p> <p>https://www.catalyst.org/2019/05/30/12-diversity-inclusion-terms-you-need-to-know/</p>
Gay	<p>A person who is emotionally, romantically or sexually attracted to members of the same gender.</p> <p>https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms</p>
Gender Expression	<p>How a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person’s chosen name and pronoun are also common ways of expressing gender.</p> <p>http://www.ohrc.on.ca/en/policy-preventing-discrimination-because-gender-identity-and-gender-expression</p>
Gender Identity	<p>Each person’s internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person’s gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person’s sexual orientation.</p> <p>http://www.ohrc.on.ca/en/policy-preventing-discrimination-because-gender-identity-and-gender-expression</p>
Gender Non-Conforming	<p>Defines people who have a gender expression that does not conform to traditional gender norms. Similar to both “non-binary” and “genderqueer,” “gender non-conforming” is also often used as an <u>umbrella term</u>—although it is sometimes also used to refer to people who identify as cis-gender but who dress or behave in ways that defy gender stereotypes.</p> <p>https://www.vice.com/en/article/wjwx8m/whats-the-difference-between-non-binary-genderqueer-and-gender-nonconforming</p>
Gender Pronouns	<p>A pronoun is a word that refers to either the people talking (I or you) or someone or something that is being talked about (like she, it, them, and this). Gender pronouns (he/she/they/ze etc.) specifically refer to people that you are talking about.</p> <p>https://uwm.edu/lgbtrc/support/gender-pronouns/</p>

Gender Queer	Being a person whose gender identity cannot be categorized as solely male or female. https://www.merriam-webster.com/dictionary/genderqueer
Homophobia	Fear, hatred, discomfort with, or mistrust of people who are lesbian, gay, or bisexual. Biphobia is fear, hatred, discomfort, or mistrust, specifically of people who are bisexual. Similarly, transphobia is fear, hatred, discomfort with, or mistrust of people who are transgender, genderqueer, or don't follow traditional gender norms . Homophobia can take many different forms, including negative attitudes and beliefs about, aversion to, or prejudice against bisexual, lesbian, and gay people. It's often based in irrational fear and misunderstanding. https://www.plannedparenthood.org/learn/sexual-orientation/sexual-orientation/what-homophobia
Homosexual	Attracted to members of the same sex. (Not a preferred term to Gay or Lesbian). https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms
Intersectionality	The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, creating overlapping and interdependent systems of discrimination or disadvantage. https://denison.edu/academics/womens-gender-studies/feature/67969#:~:text=The%20term%20intersectionality%20was%20coined,and%20interdependent%20systems%20of%20discr
Intersex	An umbrella term describing people born with reproductive or sexual anatomy and/or chromosome pattern that can't be classified as typically male or female. https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms
Lesbian	A woman who is attracted to other women. Also used as an adjective describing such women. https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms
Monogamous	A single relationship between people who marry as virgins, remain sexually exclusive their entire lives, and become celibate upon the death of the partner. 7 Different Kinds of Non-Monogamy Psychology Today Canada
Non-Binary (Enby)	Non-binary gender identity is just one term used to describe individuals who may experience a gender identity that is neither exclusively male or female or is in between or beyond both genders. https://www.verywellmind.com/what-does-it-mean-to-be-non-binary-or-have-non-binary-gender-4172702

Physical Attraction	<p>This describes the desire for touch or to be touched — not necessarily in a romantic or sexual way. For example, this can include hugging or kissing a family member.</p> <p>https://www.healthline.com/health/types-of-attraction#l-q</p>
Queer	<p>An umbrella term that can refer to anyone who transgresses society's view of gender or sexuality. The definition indeterminacy of the word Queer, its elasticity, is one of its constituent characteristics: "A zone of possibilities."</p> <p>https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms</p>
Sex Assigned At Birth	<p>The label, typically male or female, given to an infant based on medical standards for sex characteristics.</p> <p>https://sociologydictionary.org/sex-assigned-at-birth/</p>
Sexism	<p>Prejudice or discrimination based on sex or gender, especially against women and girls. Sexism can be a belief that one sex is superior to or more valuable than another sex. It imposes limits on what men and boys can and should do and what women and girls can and should do. The concept of sexism was originally formulated to raise consciousness about the oppression of girls and women, although by the early 21st century it had sometimes been expanded to include the oppression of any sex, including men and boys, intersexual people, and transgender people.</p> <p>https://www.britannica.com/topic/sexism</p>
Sexual Orientation	<p>A term to describe sexual and/or romantic attractions to others (these may include but are not limited to lesbian, gay, bisexual, heterosexual, asexual and pansexual).</p> <p>https://open.alberta.ca/dataset/65abe1b1-a28a-4ed0-89ca-5334e9fc5cad/resource/e4df2c25-ab59-45e3-803f-0dfe2177b16a/download/lgbtq2s-youth-housing-and-shelter-guidelines.pdf</p>
Stereotypes	<p>Blanket beliefs and expectations about members of certain groups that present an oversimplified opinion, prejudiced attitude, or uncritical judgment. They go beyond necessary and useful categorizations and generalizations in that they are typically negative, are based on little information and are highly generalized.</p> <p>https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/glossary-terms</p>
Transgender	<p>An umbrella term for people whose gender identity differs from the sex they were assigned at birth. The term transgender is not indicative of gender expression, sexual orientation, hormonal makeup, physical anatomy, or how one is perceived in daily life.</p> <p>https://www.pacificu.edu/life-pacific/support-safety/office-equity-diversity-inclusion/edi-resources/glossary-terms</p>
Transphobia	<p>Fear, hatred or dislike of <i>transgender</i> people, and/or prejudice and discrimination against them. May be harbored by people of any sexual orientation or gender identity, including trans people themselves.</p> <p>https://www.nlgja.org/stylebook/transphobia/</p>
Two Spirit	<p>An umbrella term that encompasses a number of understandings of gender and sexuality among many Indigenous North Americans — has its roots in traditions and cultures dating back centuries</p> <p>https://www.them.us/story/inqueery-two-spirit</p>