LGBTQ INCLUSION: PEERS & ALLIES GUIDE

pride in sport

Badminton AUSTRALIA

An initiative of the Australian Sports Commission, Badminton Australia and Pride in Sport.

COLLABORATION

This guide is an initiative of the Australian Sports Commission, Badminton Australia and Pride in Sport. We believe sport is a human right, and that diversity is key to stronger, resilient and capable sporting communities.

AUSTRALIAN SPORTS COMMISSION

The Australian Sports Commission (ASC) is the Australian Government agency responsible for supporting and investing in sport at all levels.

BADMINTON AUSTRALIA

Badminton Australia (BA) is the national governing body for badminton sport in Australia. BA is recognised by Sport Australia, the AIS and the Australian Olympic Committee, and the Badminton World Federation (BWF). BA works to share this fun and inclusive sport across all Australian states and territories.

PRIDE IN SPORT

Pride in Sport is a national not-for-profit program specifically designed to assist sporting organisations with the inclusion of LGBTQ employees, athletes, coaches, volunteers and spectators. The world-first Pride in Sport Index (PSI) benchmarks and assesses the inclusion of LGBTQ people across all sporting and recreation contexts. To learn more about Pride in Sport and how your sporting organisation can become more inclusive visit **www.prideinsport.org.au**

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ACKNOWLEDGEMENT OF COUNTRY

We recognise the rich contributions Aboriginal and Torres Strait Islander people make to Australian sport and celebrate the power of sport to bring people together and to promote reconciliation and equality.

We acknowledge the Traditional Owners of the land and waters on which we play.

We pay respect to Elders past, present and emerging and extend this respect to all Aboriginal and Torres Strait Islanders who have inspired and continue to inspire us through participation, team work, courage and leadership in sport.

Australian Government

Australian Sports Commission

Badminton AUSTRALIA

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INTRODUCTION

An ally is someone who shows support to the LGBTQ community.

The key word here is *show*.

Three quarters of young LGBTQ athletes are not 'out' to their teammates. Sometimes this is because of family pressures, cultural stigma or other complicated reasons. Sometimes this is simply because they don't know how others will react, or if they will be accepted.

Sport hasn't always been the most accepting environment for LGBTQ athletes. While we know most locker room banter and casual insults do not come from a place of malice or hatred – they are damaging nonetheless.

Badminton Australia is working hard to ensure our sport is an inclusive, welcoming and safe place. And we're working hard to make sure members of the LGBTQ community know this.

Allies have a vital role in helping us achieve this goal. Acts of allyship and shows of support, whether they be as small as a rainbow pin or as big as a Pride Round, help us to be visible in our commitment to acceptance, inclusion and celebration.

The acronym LGBTQ is used throughout this guide. It stands for Lesbian, Gay, Bisexual, Transgender and Queer (or Questioning), but should be read to apply to all participants who have diverse genders and sexualities.

This guide outlines some of the ways allies and teammates can help Badminton Australia fulfil our commitment to athletes, officials and volunteers who have diverse sexualities and genders.

Badminton Australia does not tolerate any form of homophobia, biphobia, transphobia, bullying, harassment or vilification. As allies in sport it's our responsibility to call out this behaviour when we see it.

We believe that diverse teams are strong teams, and we celebrate diversity within Badminton.

Tjitte Weistra
Chief Executive Officer,
Badminton Australia

KEY DOCUMENTS

This guide is supported by a range of strategies, policies and procedures which can be found on the Policies page on our website.

These include:

- BA LGBTQ Inclusion Strategy
- BA LGBTQ Inclusion Policy
- National Integrity Framework
- National Member Protection Policy
- Child Safeguarding Policy
- Coach / Participant Codes of Conduct
- Complaints, Disputes and Discipline Policy
- Conduct and Disciplinary Policy
- Personal Grievances Policy
- Conduct and Disciplinary Policy
- Privacy Policy

Definitions for key terms are included at the end of this guide. While we have done our best to define these words accurately, Badminton Australia acknowledges that language evolves constantly. We encourage members to stay informed with other language and terminology by visiting the Pride in Sport website:

www.prideinsport.com.au/terminology

WHAT'S THE PROBLEM?

Homophobia, transphobia and biphobia are general terms used to describe negative feelings and behaviours directed at people who are (or are assumed to be) LGBTQ.

These can include:

- negative labels and slurs, such as lesbians being called "d*ke" or gay men called "fag**t"
- homophobic or sexist language, such as "don't be a p*ssy", "don't ta ckle like a po*f"
- statements which refute bisexuality, such as "it's just a phase"
- deliberate misgendering, such as describing strong women as "blo*kes"
- deliberate acts of violence
- policing access to changerooms and toilets
- discrimination in the selection or promotion of athletes or administrators
- isolating or excluding athletes or administrators from social events
- implementing processes or policies which only apply to those who are (or are assumed to be) LGBTQ.

50% of gay men and 48% of lesbians have been the personal targets of homophobia. 80% of participants have witnessed homophobic attacks. Transgender and non-binary athletes face even more challenges in sport, media and the broader community.

These behaviours are unacceptable. In some cases, these behaviours are illegal.

Our zero-tolerance policy applies to all people involved in badminton, whether they be athletes, coaches, administrators or spectators (including parents and families).

Conventional pronouns are 'she/her/hers' and 'he/him/his'. Some people use gender neutral pronouns, such as 'they/them/theirs'. Badminton has committed to using correct pronouns in all written records and conversations – make sure you do too.

IS THIS COMPULSORY?

Freedom of thought and freedom of expression are enshrined in law as a human right. Personal beliefs are influenced by religion, culture, where we grew up, and our lived experiences.

Badminton Australia does not tell people how to think or what to believe.

We do, however, set a standard of behaviour in our sport.

There are lots of rules in sport. Rules about how (and where) the game is played; rules about uniforms, footwear and equipment; rules about sporting behaviour and conduct, on and off the court. Following these rules is part of participating in badminton.

We now have rules to prevent bullying, harassment, discrimination or vilification because of race, religion, gender identity, disability, age or sexual orientation.

Hurting our teammates hurts our sport.

While participating in badminton, it is expected that people will act with respect towards those who are different to themselves. We hope in time that all athletes will learn to empathise with the lived experience of their LGBTQ teammates and better understand them as human beings.

The next chapter looks at how to be an active ally in badminton. You may not be comfortable with stepping into that role – and that's OK.

Information about the behaviours we *do* require can be found in this guide under 'What's the problem?', and in the Badminton Australia Member Protection Policy, Code of Conduct, and Integrity Framework.

Badminton is a super inclusive sport - and it's an excellent sport for beginners.

We have a lot of allies who play with us each week, and a lot of queer folk who join us.

SANDRA (she/her)
SHUTTLE SWINGERS SYDNEY

BEING A GREAT ALLY

For LGBTQ athletes, knowing they have support is powerful. It can be exhausting to be the only person advocating for inclusion, spreading awareness or confronting problematic behaviours.

Here are some ways you can support your LGBTQ teammates (remember, you probably won't know who they are!).

- Keep learning. Attend a LGBTQ awareness training or research words and concepts you don't understand. There are links at the back of this guide to get you started.
- Share your learning with others. What do you know now that you didn't before?
- Question your own assumptions about LGBTQ people.
- Use your pronouns (if you're comfortable) to help raise awareness.
- Pay attention to the gendered or heteronormative (straight) language you use in your sport. Try 'partners' instead of 'girlfriend/wife' or 'boyfriend/husband'. Let's retire 'guys' as a generic term. 'Team' or 'everyone' works just as well.
- Be seen. Let people know you are an ally by supporting days of significance like 'Wear it Purple' or IDAHOBIT, or incorporating a rainbow into your training kit.
- Respect people's privacy. Each LGBTQ athlete is on their own journey and should not be pushed into sharing or disclosing until they are comfortable (if ever).
- Take a stand against any negativity.
- Don't laugh at gay jokes or innuendo. Make it clear that you don't agree.
- Offer to be promoted as an ally on sport intranet pages or brochures, or during ally events.
- Offer your skills and expertise to BA to help build an inclusive sporting community. Contact information for Badminton Australia representatives are included in this guide.
- Help run a Pride Cup in your club or league. A rainbow round is a great way to share information about inclusion and show support for your LGBTQ teammates.

Calling out inappropriate behaviours and language is one of the most important acts of allyship – but it can be difficult. Your response will be different depending on who was speaking, where they were speaking, and how comfortable you are with asserting your stance.

It's important to remember that BA does not tolerate discrimination, bullying and harassment. Supporting LGBTQ athletes can be as simple as saying 'we don't do that here'.

Your coach, manager or Badminton Australia can help you if there are behaviours in your club, team or league which need to be addressed.

SUPPORT AND RESOURCES

If you have a question or concern, you can contact Badminton Australia:

participation@badminton.org.au

For external support, Australia recommends connecting with the following LGBTQ+ specific providers:

ACON provides counselling as well as social work support to help people resolve complex or ongoing violence and harassment matters.

Freecall: 1800 063 060

Web: www.acon.org.au/mental-health/#lgbti-counselling

QLife provides anonymous and free LGBTI peer support and referral for people wanting to talk about sexuality, identity, gender, bodies, feelings or relationships.

Freecall: 1800 184 527

Web: www.qlife.org.au/get-help

Lifeline provides 24-hour crisis support and suicide prevention services to all Australians experiencing a personal crisis.

Phone: 13 11 14

Web: www.lifeline.org.au/gethelp

To find out more about LGBTQ inclusion in sport, visit:

Pride in Sport Australia
(prideinsport.com.au)

Pride in Sport is a national sporting inclusion program specifically designed to assist sporting organisations at all levels with the inclusion of LGBTQ employees, athletes, coaches, volunteers and spectators.

TransHub
(transhub.org.au)

This platform is an initiative from ACON Health, Australia's largest LGBTQ health organisation specialising in community health, inclusion and HIV responses for people of diverse sexualities and genders.

Pride Cup
(pridecup.org.au)

By connecting with community clubs of all codes to help them run their own Pride Cup matches and attend facilitated education sessions, Pride Cup empowers sportspeople to become leaders for inclusivity and diversity in their communities.

Proud2Play
(proud2play.org.au)

Proud 2 Play focuses on increasing LGBTIQA+ engagement in sport, exercise and active recreation. To do this, P2P work with all levels of the sporting community, from individual participants and grassroots communities, to state and national sporting organisations.

Australian Human Rights Commission
(humanrights.gov.au)

The Australian Human Rights Commission is an independent statutory organisation, established by an act of Federal Parliament. We protect and promote human rights in Australia and internationally.

FURTHER READING

Out on the Fields
(outonthefields.com)

The world's largest study into experiences of lesbian, gay and bisexual athletes.

Out for Sport
(equality-network.org/our-work/policyandcampaign/out-for-sport/the-report/)

A detailed analysis of homophobia, biphobia, transphobia and community attitudes towards inclusive sport in Scotland.

Rainbow Laces Toolkit
(stonewall.org.uk/our-work/campaigns/rainbow-laces)

A best-practice guide for sports inclusion produced by Stonewall UK.

Come out to Play
(vu.edu.au/sites/default/files/Come%20Out%20To%20Play%20May%202010.pdf)

A report examining The Sports experiences of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Victoria.

Sport Australia
(humanrights.gov.au/our-work/lgbti/publications/guidelines-inclusion-transgender-and-gender-diverse-people-sport-2019)

Guidelines for the inclusion of transgender and gender diverse participants in Australian sport.

The Australian Human Rights Commission
(humanrights.gov.au)

An independent statutory organisation, established by an act of Federal Parliament to protect and promote human rights in Australia and internationally.

Play by the Rules
(playbytherules.net.au)

Provides information, resources, tools and free online training focusing on discrimination, harassment, child safety, inclusion and integrity issues in sport.

KEY WORDS AND PHRASES

Brotherboy is a term used by Aboriginal and Torres Strait Islander people to describe gender diverse people who have a male spirit and take on male roles within the community. Brotherboys have a strong sense of their cultural identity.

Gender diverse is an umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans/transgender, genderqueer, non-binary, gender non-conforming and many more.

Gender dysphoria is the discomfort a person feels with how their body is perceived and allocated a gender by other people. The experience may occur when a person feels their biological or physical sex doesn't match their sense of their own gender (gender incongruence). This feeling, that there is a mismatch, can trigger a range of responses. Some people experience serious distress, anxiety and emotional pain, which can affect their mental health. Others experience only low-level distress — or none at all. For this reason, gender dysphoria is no longer considered a mental illness. Gender Incongruence is included by the WHO in their Manual of International Statistical Classification of Diseases and Related Health Problems (ICD-11) as a condition related to sexual health.

This is a significant step toward recognising Transgender experience as a natural state, rather than a disorder. (Not to be confused with 'Body Dysmorphia')

Gender identity is defined in the Act as 'the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth'. For example, a person's birth certificate may include a marker which indicates that the person's designated sex is female when that person identifies as a man (in other words, their gender identity is that of a man).

Cisgender / cis is a term used to describe people who identify their gender as the same as what was assigned to them at birth (male or female). 'Cis' is a Latin term meaning 'on the same side as'.

Deadname is a term used by some trans people to describe the name they were given and known by prior to affirming their gender and/or coming out.

Intersex (Intersex status) is a protected attribute under the Act. Under the Act 'intersex status' means the status of having physical, hormonal or genetic features that are:

- neither wholly female nor wholly male
- a combination of female and male, or
- neither female nor male.

The term 'intersex' does not describe a person's gender identity (man, woman, neither or both). A person with an intersex variation may identify as a man, woman, neither or both.

Visibility is vital. Show your support whereever you are.

prideinsport.com.au/shop/

LGBTQ (or variations of it) is an acronym for lesbian, gay, bisexual, transgender, and queer/questioning. It is used to refer collectively to these communities. The 'LGB' refers to sexuality/sexual identity; the 'T' refers to gender identity; and the 'Q' can refer to either gender identity or sexuality.

Non-Binary is a term used to describe a person who does not identify exclusively as either a man or a woman. Genders that sit outside of the female and male binary are often called non-binary. A person might identify solely as non-binary, or relate to non-binary as an umbrella term and consider themselves genderfluid, genderqueer, trans masculine, trans feminine, agender, bigender, or something else.

Pronouns are a grammatical means of referring to a person or persons. Conventional pronouns are 'she/her/hers' and 'he/him/his'. Some people use gender neutral pronouns, such as 'they/them/their'. The pronoun a person uses to describe themselves generally reflects their gender identity.

Sex refers to a person's biological sex or sex characteristics. These may be genetic, hormonal, or anatomical. Unlike 'gender identity', 'sex' is not defined in the Act.

Sistergirl is a term used by Aboriginal and Torres Strait Islander people to describe gender diverse people that have a female spirit and take on female roles within the community. Including looking after children and family. Many Sistergirls live a traditional lifestyle and have strong cultural backgrounds.

Transgender (commonly abbreviated to 'trans') is a general term used to describe a person whose gender identity is different to the sex they were assigned at birth. Being transgender is about how an individual describes their own gender, not necessarily about their biological characteristics. Trans people may position 'being trans' as a history or experience, rather than an identity, and consider their gender identity as simply being female, male or a non-binary identity. Some trans people connect strongly with their trans experience, whereas others do not. Processes of gender affirmation may or may not be part of a trans or gender diverse person's life.

Transition / Gender Affirmation means the personal process or processes a trans or gender diverse person determines is right for them in order to live as their defined gender and so that society recognises this. Transition may involve social, medical/surgical and/or legal steps that affirm a person's gender. Affirming gender doesn't mean changing gender, 'having a sex change' or 'becoming a man or a woman', and transition isn't the same as being trans. A trans or gender diverse person who hasn't medically or legally affirmed their gender is no less the man, woman or non-binary person they've always been.

- **Social transition** is the process by which a person changes their gender expression to better match their gender identity. This may include changing their name, pronouns, and appearance.
- **Medical transition** is the process by which a person changes their physical sex characteristics to align with their gender identity. This may include hormone therapy, surgery or both.
- **Legal transition** is the process by which a person changes their identity documents, name, or both, to reflect their gender identity. This may include changing their gender marker on a passport or birth certificate or changing their name on a driver license or bank card.

SOCIETAL ATTITUDES/ISSUES

An **ally, straight ally,** or **heterosexual ally** is typically a heterosexual and cisgender person who supports equal civil rights, gender equality, LGBTQ+ social movements, and challenges homophobia, biphobia, and transphobia. Not everyone who meets this definition identifies as an "ally". An ally acknowledges that LGBTQ+ people face discrimination and thus are socially disadvantaged. They aim to use their position as heterosexual and cisgender individuals in a society focused on heteronormativity to counter discrimination against LGBTQ+ people. An ally can also be someone who identifies within the LGBTQ+ community and supports an aspect of that community in which they don't identify with (e.g. a Cisgendered gay man may identify as an ally to transgender individuals).

Biphobia is abuse towards someone who is attracted to more than one gender, and even includes when that person's identity is erased. This can be in the form of telling someone that their sexuality is "just a phase", or even telling them to "pick a side."

Cissexism is where something is based on a discriminatory social or structural view that positions (either intentionally or otherwise) the trans experience as either not existing or as something to be pathologised. Cissexism believes that gender identity is determined at birth and is a fixed and innate identity that is based on sex characteristics (or 'biology') and that only binary (male or female) identities are valid and real.

Heteronormativity (also known as **cisnormativity**) the view that heterosexual relationships are the only natural, normal and legitimate expressions of sexuality and relationships, and that other sexualities or gender identities are unnatural and a threat to society.

Homophobia refers to negative beliefs, prejudices and stereotypes that exist about people who are not heterosexual. Verbal homophobia is the most common form. Things like name-calling, rumours and abusive words ('f*g' or 'd*ke'). Phrases like "that's so gay" which compare sexuality to words like 'crap' can have a negative impact. Homophobia also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their sexuality.

Misgendering is an occurrence where a person is described or addressed using language that does not match their gender identity. This can include the incorrect use of pronouns (she/he/they), familial titles (father, sister, uncle) and, at times, other words that traditionally have gendered applications (pretty, handsome, etc.). It is best to ask a person, at a relevant moment, what words they like to use.

Transphobia refers to negative beliefs, prejudices and stereotypes that exist about transgender/trans and gender diverse people. You may have heard transphobic language like 'tr*nny', or seen restrictions on the way that people are allowed to express their gender. Things like which uniform you're allowed to wear or toilets you can use. Transphobia can also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their gender.

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