

Appendix

Statement of Values and Actions on Gender Inclusivity

WHEREAS 'SPORT' is an important and universal element of human culture which provides people with opportunities to engage in positive social interactions,

WHEREAS PARTICIPATION in sport can bring people together around shared social values and virtues, and can promote social inclusion and cohesiveness, all of which contribute to the development of personal character, the deepening of individual communion with others, and the moral character of communities,

WHEREAS PARTICIPATION in sport can contribute to physiological health (e.g., to bone, musculature, cardiovascular, neurological, and cognitive development and maintenance, and improved diet), to mental health (e.g., improved self-image and avoidance of substance use), and to community health (e.g., global reduction in all-cause mortality), all of which contribute to fuller, more balanced lives and vibrant communities,

RECOGNIZING THAT sport takes place against a backdrop of human rights considered to be both fundamental and universal, and should be a source for helping to realize those rights, including the right to individual dignity and respect, physical integrity, and equality, as articulated in the Universal Declaration of Human Rights (1948), the Convention on the Elimination of All Forms of Discrimination against Women (1979), the Convention on the Rights of the Child (1989), the Convention on the Rights of Persons with Disabilities (2006), and more,

RECOGNIZING THAT a variety of policy organizations, including UNESCO, the Canadian Centre for Ethics in Sport, the International Centre for Sports Studies, the Danish Institute for Sports Studies, University Sport Canada, and others, have recommended that organizations create more inclusive and welcoming sporting cultures through the cultivation of positive verbal, emotional, and physical environments characterized by fair treatment,

BUT OBSERVING that inclusivity in sport remains elusive, with underdeveloped and under-resourced mechanisms for its realization,

NOW THEREFORE, THE FOLLOWING STATEMENT ON GENDER INCLUSIVITY IS AGREED.

Positive Sporting Culture

1. A constitutive element of sport, regardless of the sport or the level of competition, is the creation of a *Positive Sporting Culture* characterised by the cultivation of personal honour and character within its individual participants, and the facilitation of ethical conduct, fair play, respect, and equity within its constituent bodies. Such a sporting culture highlights the importance of participation, of having fun, and of pursuing victory with virtue.

Inclusivity

2. A central feature of a Positive Sporting Culture is *Inclusivity*, being the widening of the circle of effective and positive participation, the welcoming of all people into sport, and the provision of equitable opportunities for individuals to enjoy and excel in sport.

Gender Inclusivity

3. A key component of Inclusivity is the inclusion of athletes from *Traditionally Marginalized Groups*, including racialized, migrant, and poor athletes, but most specifically female athletes, including those who are transgender or intersex, for they represent classes of individuals who are vulnerable to exclusion from sport through ridicule and discriminatory eligibility criteria, and who are often subject to invasions of privacy and unwarranted medical interventions.

Core Values

4. The following overlapping *Core Values* must inform all decision-making in the organization and operation of sport at all levels, and the interactions of individuals within sport:

Value 1 – Solidarity: This value acknowledges that all humans are intimately connected through biology, culture, communities, and personal relationships, and that these connections impose on us obligations to care for one another, and to bear burdens for one another, which contributes to the fabric of society, and to the wellbeing of individuals. As such, all actors involved in sport must recognize that they are participating jointly in a shared social exercise, and so should take actions to facilitate others in participating, and to ensure that their experience contributes to positive personal growth regardless of their sexuality, gender, or gender identity or expression.

Value 2 – Equity: This value acknowledges that all humans are equal in value and worth and are equally deserving of respect and equitable treatment, such as having their participation facilitated, and benefitting from a positive, welcoming, healthy environment. As such, all actors involved in sport must avoid discriminating against or excluding others from participating in sport based on their sexuality, gender, or gender identity or expression. Additionally, they must follow and enforce the rules and guidelines of their respective sport without bias or discrimination.

Value 3 – Integrity: This value acknowledges that personal virtue and ethical behaviour is an integral aspect of sport, and that all actors in sport have a responsibility to promote and safeguard the spirit of their sport. As such, all actors involved in sport must act with honesty and openness and within the spirit and rules of the sport, avoiding any conduct that seeks to exclude participation based on sexuality, gender, or gender identity or expression. Failing this undermines and harms the integrity of the sport and the virtue of competition.

Value 4 – Respect: This value acknowledges that civility in interactions and the holding of

others, including opponents and officials, in esteem has a positive influence on the experience of sport, and the broader social experience. As such, all actors involved in sport, including spectators, should work to create a positive and supportive environment within which sport is pursued. This includes showing respect for all competitors, coaches, and officials, regardless of their sexuality, gender, or gender identity or expression.

Value 5 – Responsibility: This value acknowledges that actors have duties as custodians and representatives of sport. As such, all actors involved in sport must take responsibility for their performance, and for their conduct on and around the competition venue. Given that many athletes – both amateur and professional – are sources of inspiration and role models for behaviour, they must also conduct themselves in an honourable way when away from sport, avoiding the use of exclusionary language and practices.

Actors

5. To encourage a Positive Sporting Culture, and to achieve Inclusivity, especially for athletes from Traditionally Marginalized Groups, action must be taken by ALL stakeholders, including sport governing bodies, leagues, clubs, and individuals (e.g., officers, coaches, officials, volunteers, athletes, parents).

Areas of Action

6. Given the diverse areas and ways that inequality is experienced, and the insidious and sometimes unconscious ways that inequality is imposed, Actors should collaborate to ensure that there exist:

- a. equal opportunities for those who identify as female athletes to (i) compete in all sports, (ii) coach and officiate in all sports, (iii) serve as commentators in all sports, and (iv) hold leadership positions within all sports, and so contribute to their governance;
- b. appropriate facilities for all participants in sport, including equal facilities for female athletes and female teams;
- c. opportunities for athletes to train and compete in the competition that is most appropriate to their preferred gender identity, and to train and compete in only positive, welcoming, and equitable environments.

Mechanisms for Change

7. The Core Values must be advanced in all interactions. Mechanisms aimed at realizing them, and which should be pursued by sport organizations, include the following:

- a. ***Creatively Engaging with Actors*** by designing and delivering:
 - i. General E-Training Modules on Inclusivity for all coaches at all levels of sport (i.e.,

providing online educational packages which address expected standards, tools for evaluating team culture, instruction on best practices for integrating genders, instruction on the power and use of language);

- ii. Sport-Specific Development Sessions on Inclusivity for team officials, coaches, volunteers, and athletes (i.e., providing short educational seminars which identify inclusivity issues and good practices for addressing issues and avoiding problems);
 - iii. Team-Specific Outreach Events for community teams (i.e., recruiting high-performance and varsity athletes – who often serve as role models – to host informal talks with specific teams about emerging policies, standards, and their experiences with inclusivity);
 - iv. Broad Multi-Media Campaigns around inclusivity in sport generally (i.e., general and bespoke messaging of the value of, and expectations around, inclusivity and openness).
- b. **Welcoming Diversity** by identifying and supporting appropriate individual mentors for athletes, and champions of change within organizations so that no athlete is isolated, or excluded, or ostracised on the basis of sex, gender, or gender identity.
- c. **De-Gendering Sport** by eliminating, where appropriate, the binary categories or ‘male’ and ‘female’, and not only at the youth and community levels, thereby making competitions substantively inclusive for more stages of participation;
- d. **De-Gendering Competition** by eliminating:
- i. unfairly differential treatment of female athletes and female competitions;
 - ii. unsupported differential competition rules as between female and male competitions (e.g., innings played, distances raced, rounds/time fought, etc.); and
 - iii. unjustifiable differential competitor quotas within competitions.