



## MODULES

1. Recognition

2. Language

**3. Visibility**

4. Documents

5. Spaces

6. Protection

7. Innovation

8. Intersectionality

9. Communications

Extra: Legal issues

We make a binding commitment to support and encourage trans, intersex, and non-binary athletes to take on jobs and offices within our organization.

## What does visibility have to do with trans, intersex, and non-binary (TIN) participation in sports?

### 1. Seeing TIN people in positions of responsibility empowers other TIN people

*Richard has been playing ice hockey at his club for 20 years. He is trans. He often encountered problems with transphobia at his old club. The main issue arose when he wanted to change the name listed in his player's passport. So, he recently switched to a new club. He was very pleased by the fact that at the new club, Julia, a trans person, was voted onto the board in the last election, so a TIN person holds an important administrative position there. This gives him the feeling that he is truly welcome at his new club. Richard hopes this change in personnel will mean that TIN issues will be taken into consideration during board meetings. Maybe Richard will finally try to have his name corrected on his player's passport. He plans to organize a meeting with Julia to discuss the issue.*

Building TIN-inclusive organizational structures means ensuring that TIN people hold decision-making positions, e.g., serving as members of the board, coaches, or referees. When TIN people hold public-facing positions in an organization, that increases visibility for TIN people in general, empowers TIN people in the organization, and also indicates

to potential members that they will be welcome to join. This also applies to people who are affected by other types of discrimination.



### Encouraging TIN people to take on positions of responsibility within the organization

**Address people directly:** People who hold privilege in society generally have more self-confidence than those who regularly experience discrimination. Do not wait for TIN people to apply for specific positions on their own; be proactive and inquire as to whether specific people are interested in the positions or what they might need in order to accept a certain job. Each person can only speak for themselves – not for all TIN people: Individual trans people are often perceived as representatives of all trans people, for example when they are asked what trans people in general think about a particular issue. This is not a helpful approach, as trans people are a large group of diverse individuals with highly varied experiences.

**Get involved in TIN issues:** TIN people are not responsible for TIN issues. When a TIN person accepts a position of responsibility, they are frequently expected to handle any topics related to gender or discrimination. As a result, that person often receives the impression that they are being reduced to their identity as a TIN person and that they were not selected for the position because they have important things to say. That can also make the person feel as if they are being left to handle the topic all by themselves. It is a good idea to ask the person whether they would like to be responsible for specific issues. It is not a particularly TIN-inclusive practice to automatically assign responsibility for a topic to a TIN person and then leave them alone to handle it. Moreover, a single TIN person is unable to see things from the perspectives of all TIN people.

## 2. Images of diverse people on press materials generate visibility

*When Amira looks at the photos on the flyers of her sports club, she asks herself whether she, as a trans woman, really fits in there. As far as she can tell, the flyers only feature pictures of men's teams. On top of that, Amira notices that the people in the pictures all look very similar to one another; for example, with very few exceptions, they are all white and nobody is visibly disabled.*

The choice of which people are featured on websites, flyers, or other press materials affects whether TIN people (and people of other marginalized groups) feel comfortable and welcome to join the organization.



### Selecting images of diverse people

When taking and selecting photographs for press materials, make sure that different types of people are visible and that marginalized (disadvantaged) groups receive sufficient representation in documentation and press materials (e.g., the annual report). Of course, not everything can be made “visible,” for example a person’s gender and whether or not they are disabled may not always be a visible attribute that can be seen in a picture.

## 3. Be proactive in promoting equality to demonstrate openness toward TIN people

*During the Pride parade, Eric has a very pleasant exchange with a person handing out flyers for a judo club advertising its new TIN-inclusive sports program. Eric is familiar with the club, and practice is held just two streets down from his apartment. Until now, he didn't feel comfortable making an appointment for a trial session. But after having such a nice chat at Pride and learning about the new sports program, he feels more confident about being welcome at the club as a trans person.*

It can be challenging or even dangerous for TIN people to enter new places or unfamiliar spaces where they are uncertain as to whether their gender identity will be recognized or accepted. If an organization is present at TIN-related events, this may make it easier for the TIN person to contact the organization.



### Commitment to (gender) equality

- Be present at events for TIN people, such as EuroGames, Gay Games, Christopher Street Day, or other queer festivals, encourage people from your association to participate, and advertise these events at your organization.
- Support queer or trans clubs, initiatives, and events by providing funding or other resources. Engaging in project-based cooperations (e.g., with queer youth networks) is another good way to employ your organization’s expertise in service of queer and trans people and advertise your organization to TIN people.
- Distribute flyers at TIN events; make sure your organization has a visible presence there.

- Make sure your organization's clothing (e.g., printed t-shirts) include slogans that demonstrate your organization's commitment to equality and anti-discrimination.
- If you have a social media presence, follow people or organizations that are engaged in fighting discrimination and reshare their posts.



### Questions for consideration

- Do people who have experience with discrimination hold important positions within your organization? If your group is not particularly diverse, how could you make a concerted effort to change that?
- Who in your organization is responsible for promoting participation among TIN people?
- Examine the design of your website, flyers, and materials designed for public communication. Who is visible in these materials? Who is not visible?
- Make a list of events focused on ending discrimination against TIN people. Which of these events could your organization participate in? How can your organization get involved in fighting discrimination against TIN people (e.g., signing or supporting campaigns or providing resources)?
- Do you have a social media presence? What people or organizations could you follow, and whose posts could you share?

