



**Index of top LGBTQI+
policies and practices
in sport**

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Guidelines on Gender and Sex Diverse Individuals			
Country	The Netherlands	Timeframe	2021- ongoing
Initiator	Netherlands Fair Play Alliance (Royal Dutch Football Association, Royal Dutch Hockey Federation, Dutch Olympic Committee)*Dutch Sports Federation NOC*NSF, Dutch Foundation Queer Football Fanclub and coordinator John Blankenstein Foundation		
Topic	Participation, Fighting discrimination	Type of practice	Codes of conduct and codes of ethics, strategy and policy frameworks
Other equality themes addressed	/		
Target group	Sport organisations, trainers, referees and officials, parents and athletes		
Short description	The guide consists of recommendations and practical advice to become an inclusive sport organisation. There is a checklist and the document discusses regulations in the Netherlands and in international professional sport. The guidelines were made based upon experiences of gender and sex diverse individuals, sport organisations and federations, advice of interest groups and scientific research. The main principle is that sport is for everyone and that it is a human right to receive equal and respectful treatment.		
Learnings and transferability	The guide raises awareness on the inclusion of gender and sex diverse individuals in sport. The guide wants to help sport organisations to become more inclusive and aims to guide gender and sex diverse individuals in finding their way in the sport environment.		
Website	https://nocnsf.nl/media/3903/richtlijn-gender-en-seksediverse-personen.pdf		
Contact	thijsdegreeff@hotmail.com		

Report on Non-Binary People, Sport & Physical Activity			
Country	United Kingdom	Timeframe	2020-ongoing
Initiator	Pride Sports		
Topic	Participation	Type of practice	Awareness-raising initiative, educational programmes and materials, codes of conduct and codes of ethics, strategy and policy frameworks
Other equality themes addressed	Racial and ethnic discrimination		
Target group	LGBTQI+		
Short description	Sport England commissioned Pride Sports to devise policy guidance for non-binary inclusion in grassroots sport and physical activity. As part of this work, Pride Sports commissioned the Proud Trust to host focus groups amongst young people with whom they currently work, and a further focus group and two individual interviews were held by Pride Sports with non-binary people involved in sport. A further interview was held with a national governing body which has been working, within a mixed gendered framework, to become more inclusive of non-binary participants. The report reflects data and commentary gathered through desk research, as well as input from focus groups and individual discussions with non-binary people. The report discusses challenges related to gendered spaces, gendered activity, representation & visibility and language.		
Learnings and transferability	The report discusses several recommendations related to spaces, activity, binary competition, representation & visibility, language and sport at school.		
Website	https://pridesports.org.uk/wp-content/uploads/2019/05/Non-binary.pdf		
Contact	info@pridesports.org.uk		

Trans*Active			
Country	Scotland	Timeframe	2020-ongoing
Initiator	LEAP Sports Scotland		
Topic	Participation	Type of practice	Grassroots Sport Initiative
Other equality themes addressed	/		
Target group	Transgender people who are not active and not participating in sport and physical activity		
Short description	<p>To improve physical health and mental wellbeing of trans* people and directly reduce the exclusion of trans* people whilst empowering them to be more active, a sports and community development project was developed by using a capacity building approach. Specifically, the project set up a group called Trans*Active which schedules activity opportunities for members such as swimming sessions, cycles, local walks, hill walks, badminton sessions and so on. The activities provided are those which we have evidence that trans people are the most excluded from. The activities take place at locations all over the west of Scotland and the strategy is to have these in a variety of places and spaces to build confidence in people to use them in the future outwith the project. Alongside this, a support worker is helping potential and actual group members to overcome some of the barriers to participation. This includes setting up introductory meetings with others, providing reassurances around privacy, listening to previous experiences and fears around body image, or signposting on to more specialist health support where required. Some specific training has been provided to develop Community Activity Leaders who now develop activities.</p>		
Learnings and transferability	<p>In its first 21 months, 193 people have engaged with the Trans*Active project. These are predominantly people who are socially isolated and most at risk of poor health outcomes. The overall difference that the project makes in people's lives is that they are physically and mentally healthier and that their sense of exclusion is reduced. The same model could be used for different areas for trans people or for different groups.</p>		
Website	https://leapsports.org/activities/TransActive	Contact	mat@leapsports.org

Charter Gender Diversity in Sports			
Country	Germany	Timeframe	2021
Initiator	Seitenwechsel Sportverein für FrauenLesbenTrans*Inter* und Mädchen e.V. Berlin		
Topic	Participation, fighting discrimination	Type of practice	Codes of conduct and codes of ethics
Other equality themes addressed	Sexual orientation, (dis)abilities, socio-economic status, racial and ethnic discrimination		
Target group	Sport clubs and sport organisations		
Short description	<p>The Charter for Gender Diversity in Sports encourages sport clubs and organisations to create a gender inclusive climate in their organisation. The Charters consists of nine aspects: recognition, language, visibility, documents, spaces, protection, innovation, intersectionality and communication. The Charter is available in English and German. For each of the nine aspects, an information leaflet is available in German (and in English soon). The Charter should be signed by the board of directors of a sport organisation, on behalf of its members, staff and coaches.</p>		
Learnings and transferability	<p>It can be a challenge to make people understand that it is not enough to just say that their sport organisation does not have a problem with trans*, inter* and non-binary people and that all are welcome if they want to be. To become a truly inclusive sport organisation more action needs to be taken. Above all, it is a question of attitude. The Charter and the additional documentation can help sport organisations in becoming more inclusive. Also, the concept of the Charter can easily be applied to other grounds of discrimination.</p>		
Website	www.charta.seitenwechsel-berlin.de		
Contact	tin-strukturen@seitenwechsel-berlin.de		

Holebi of hetero. Maak er geen spel van (Gay or straight, not an issue on the pitch)			
Country	Belgium	Timeframe	2013-2015
Initiator	Equal Opportunities in Flanders together with football organisations, experts on discrimination and other sport related organisations		
Topic	Fighting discrimination	Type of practice	Awareness-raising campaign, educational programme and material
Other equality themes addressed	/		
Target group	Football clubs: coaches, club administrators, players, fans, security officers		
Short description	<p>The objective of the campaign was to fight homophobia in football. To do so, an action plan was made with 10 actions, among which the launch of an awareness-raising campaign about sexual identity and the creation of a tolerant sporting environment, a toolkit for football clubs, a training session for football stewards/supervisors in dealing with homophobic language and behaviour and a mapping out of homophobic incidents on and off football pitches. When the toolkit 'Football vs homophobia: 1-0' was launched in 2014 an additional campaign was organised with rainbow laces in the professional football competition. Both campaigns got quite a lot of attention in national media (newspapers and television). Furthermore, in February 2015 the rainbow laces campaign was repeated at grassroots club level. Grassroots football clubs could order rainbow laces for their teams.</p>		
Learnings and transferability	<p>For grassroots football clubs it's important to look for easy-to-implement actions that do not cost a lot. For example, the rainbow laces campaign was a big success because clubs could do it as part of a game and they could receive the laces for free. An overview of the outreach of the project can be found here.</p>		
Website	https://www.maakergeenspelvan.be/ (available in Dutch, French and English)		
Contact	gelijkekansen@vlaanderen.be		

Alliantie Gelijkspelen 4.0 (Alliance Equal Playing 4.0)			
Country	The Netherlands	Timeframe	2018-2028
Initiator	John Blankenstein Foundation, the Football Association KNVB, the Field Hockey Association KNHB, NOC*NSF, Stichting Roze Voetbal Fanclubs (RVFC)		
Topic	Fighting discrimination	Type of practice	Awareness-raising campaign, educational programme and material
Other equality themes addressed	Gender		
Target group	Everyone active in sport		
Short description	The goal of the campaign is to achieve complete acceptance of LGBTQI+ in sport. The alliance is supported by the Ministry of Education, Culture and Science (OCW) and the Ministry of Health, Welfare and Sport (VWS). In November 2018, the Alliance Equal Playing 4.0. was launched with a national conference meeting. The Alliance gives workshops for sport clubs on inclusion and diversity, provides campaign material and gives policy advice to sport organisations.		
Learnings and transferability	Rather than only speaking about LGBTQI+, the Alliance is including the LGBTQI+ community in their work and gives them a platform to speak about their experiences, wishes and needs.		
Website	https://www.johnblankensteinfoundation.nl/alliantie-gelijkspelen/		
Contact	info@johnblankensteinfoundation.nl		

Diversport Torremolinos			
Country	Spain	Timeframe	2020-ongoing
Initiator	Diversport Torremolinos		
Topic	Participation, representation in management, coaching and refereeing	Type of practice	Awareness-raising initiative, educational programmes and materials
Other equality themes addressed	Women empowerment, hearing disabilities, racial and ethnic discrimination		
Target group	Students, policy makers, civil society		
Short description	The objectives of the campaign are to provide sports technicians and administrators with the necessary tools to manage diversity in sports, to increase the visibility of the LGBTQI+ community and to improve the respect for human rights. A communication campaign was developed to raise awareness about respect for human rights, especially within the LGBTQI+ community. Information about what legal tools to use in case of an attack or discrimination has been spread in the community. The campaign is working on a documentary for educational purposes.		
Learnings and transferability	Whilst the campaign started in Torremolinos, it has subsequently been implemented in other cities in Spain. The initiative can be used by others as a way to force politicians to effectively implement existing legislation.		
Website	https://shangay.com/2021/06/07/diversity-matters-campana-diversport-torremolinos-diversidad-lgtbi/		
Contact	info@diversport.org		

CEEYOUSPORT			
Country	Central and Eastern Europe (CEE) countries & Denmark, Scotland and Germany	Timeframe	2019-2021
Initiator	European Gay and Lesbian Sport Federation (EGLSF)		
Topic	Participation	Type of practice	Awareness-raising, educational programme, grassroots sports project
Other equality themes addressed	Gender, socio-economic status		
Target group	LGBTQI+ people		
Short description	<p>The main aim of the programme is to support the establishing of a strong network and an effective intersectional cooperation among LGBTQI+ sports clubs, their leaders and volunteers operating in the CEE region. The main actions were led through a series of workshops:</p> <ul style="list-style-type: none"> - Self-assessment of LGBTQI+ sport initiatives with focus on CEE-specific issues; - How to organise an LGBTQI+ sport tournament and sports camp; - Base of launching a new LGBTQI+ sports club, how to extend and develop an existing LGBTQI+ sports club, how to find and motivate volunteers; - How to involve more women* into sports activity. - Developing a Strategic Plan - Communication strategies 		
Learnings and transferability	<p>Results from the workshops show the added challenges that the LGBTQI+ community in CEE countries face in coming together and finding safe space to practice sport and develop clubs. These issues should be taken into account when updating policy and practice in the future. We need understanding that access to sport and physical activity is not equal and that there is no one-size-fits all solution to engaging different communities. The differences of the communities need to be taken into consideration in developing policy and practice.</p>		
Website	/		
Contact	general.secretary@eglsf.info		

EuroGames			
Country	Europe	Timeframe	1992-ongoing
Initiator	European Gay and Lesbian Sport Federation (EGLSF)		
Topic	Participation	Type of practice	Grassroots sports project
Other equality themes addressed	Gender reassignment		
Target group	LGBTQI+ people, but open to everyone who wishes to participate, regardless of gender, age, race, gender identity or sexual orientation		
Short description	EuroGames is a European multi-sport event governed by the EGLSF. It is the largest multi-sport event for athletes, regardless of their gender identity or sexual orientation in Europe. It was developed in 1989 by the European clubs founding EGLSF following the inspiration of the Gay Games which had been founded in the United States 5 years before. In 2021, the 20th edition was organised. The EuroGames consist of a minimum of 7 sports, though usually within the range of 14-20. There are usually between 2,000 and 6,000 participants dependent upon the number of sports and the organising capacity of the hosts.		
Learnings and transferability	The importance of events like this for visibility of athletes in a way that challenges the hearts and minds of wider society, cannot be underestimated. Ensuring that the Games are not only restricted to countries which are seen as having progressive LGBTQI+ legislation and/or social inclusion is important, and it should be recognised that the act of simply running the event in some jurisdictions and / or including athletes who travel to participate from those areas is an achievement in itself. The applicability which the Games have as a tool for change and the links to wider agendas of culture, heritage, education and identity are especially strong. Aspects of the sporting competitions can be considered innovative as they strongly demonstrate inclusive practices such as mixed gender competitions and self-identity in category selection.		
Website	http://2016.eurogames.info/ and https://copenhagen2021.com/EuroGames		
Contact	general.secretary@eglsf.info		