

Gender issues in Sport

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Acknowledgement

This course is presented for educational purposes

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I particularly acknowledge:

- **Terminology Surrounding Gender Identity and Expression.** Matthew Solomon 08/25/2021: <https://outrightinternational.org/content/terminology-surrounding-gender-identity-and-expression> Date accessed: 20/01/22.
- **Gender Mainstreaming in Health: a Practical Guide.** Pan American Health Organization Adapted from WHO manual "Gender Mainstreaming for Health Managers: A Practical Approach"
- **Equity in sport: Programs for sustainable change.** Date accessed: 20/01/22 <https://www.equitynsport.org/what/>
- Lamanna MA; Riedmann AC; Stewart SD. **Gender identities and families (Ch3)** In: Marriages, families, & relationships : making choices in a diverse society (14 Ed). Boston, Ma. :Cengage. 2021.
- **How to Make an Impact on Gender Equality in Sport.** Factsheet 1: Facts and figures on gender (in)equalities and differences Originally from: Balance in Sport factsheet: Towards Gender Equity; Catarina Amaut, Aspose Ltd. Date accessed: 20/01/22. <https://m.coe.int/tail-in-toolkit-how-to-make-an-impact-on-gender-equality-in-sport-all-w163059390/>
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2



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- Clinical practice 35 years
- University lecturer, 30 years
- 9 PhD, 3 MSc completions
- 140 peer reviewed publications



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Course Objectives

- The learner will:
 - Gain an overview of gender issues in sport.
 - Understand common gender equality issues in sport
 - Gain knowledge of how best to include gender neutral language
 - Gain knowledge of how to foster inclusiveness for all persons
 - Gain knowledge of how to foster gender equity



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What we will cover today

- Introduction
- Challenges in achieving gender equality
- Biological differences
- Injury differences
- Performance differences
- Problems addressing gender equity
- How do we help achieve gender equality / equity?

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5

Introduction



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Gender - Affirming CARE



- Gender-affirming care is a supportive form of healthcare.
- It consists of an array of services that may include medical, surgical, mental health, and non-medical services for transgender and nonbinary people.
- Research demonstrates that gender-affirming care improves the mental health and overall well-being of gender diverse children, adolescents and adults.

• Green, A. E., DeChants, J. P., Price, M. N., & Davis, C. K. (2021). Association of Gender-Affirming Hormone Therapy With Depression, Thoughts of Suicide, and Attempted Suicide Among Transgender and Nonbinary Youth. *Journal of Adolescent Health*, 70(4). <https://doi.org/https://doi.org/10.1016/j.jadohealth.2021.10.036>



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What is Gender Neutrality?

- Gender Neutrality
 - The idea that gender should play absolutely no part in social roles and structures, gender identity, official policies, language, and other social constructions and/or institutions.
- Aims to:
 - Abolish the idea that genders can play only certain roles
 - Propagates the idea that instances of discrimination can be minimized, if not neutralized completely, by forwarding the idea that gender has no place in the assignment of social roles.



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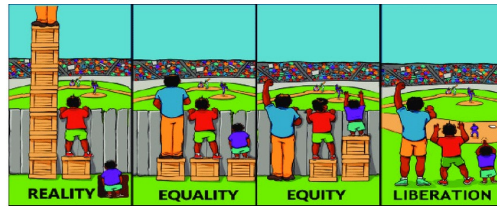
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Sports Equity

- **Sports Equity** is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to everyone in society.”



What is discrimination?

- Making distinctions and or treating unfairly a specific group
- Giving one particular group opportunities which are not available to all groups
- An opinion or attitude
- Often displayed as a dislike towards a group or person because of:
 - Gender
 - Skin colour
 - Race
 - Ethnicity
 - Other
- Acting upon prejudices



Small step for Nature, giant leap across the gender gap: leading journal will make sex and gender reporting mandatory in research

Published: May 27, 2022 12:39pm AEST

<https://theconversation.com/small-step-for-nature-giant-leap-across-the-gender-gap-leading-journal-will-make-sex-and-gender-reporting-mandatory-in-research-183631>

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*Legal
&
Etiquette*

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12

Introduction



- When you were born, a doctor or clinician assigned you the “male” or “female” label based on a look at your genitalia
- Sex designation is not that simple.
- Overwhelming evidence shows that sex is not binary
- “male” & “female” don’t capture complex biological, anatomical and chromosomal variations that occur in the human body
- Growing movement to remove sex designation from birth certificates



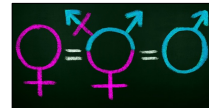
Steed Jr C, Grimstad F. Not Everyone Is Male or Female – The Growing Controversy Over Sex Designation. Neuroscience News. Feb 6, 2022

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Introduction



- Variations in genital anatomy happen more frequently than you might think
 - 0.1 to 0.2% of births annually
- Other sex traits don’t necessarily help either
 - Doctors examining the reproductive organs find people with both a vagina and testes, and also those born without any gonads.
 - Even karyotyping – a laboratory procedure used since the 1950s to evaluate an individual’s number and type of chromosomes
 - Turner syndrome: a person is born with a single X chromosome
 - Klinefelter syndrome: a person is born with a combination of XXY chromosomes
 - Many others too !!



Steed Jr C, Grimstad F. Not Everyone Is Male or Female – The Growing Controversy Over Sex Designation. Neuroscience News. Feb 6, 2022

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Binary categories

- Human diversity has demonstrated that binary categories of “male” and “female” are incomplete and inaccurate.
- Sex designation, rather than “two sizes fit all,” is on a spectrum.
- Up to 1.7% U.S. population – more than 5 million Americans – have an anatomy / physiology that present intersex traits.
- Those with intersex traits who are assigned at birth to be female or male can experience medical care that harms them, both physically and psychologically
- International Olympics Committee uses cut-offs of hormone levels to determine who plays in women’s sports. As a result, some athletes have been barred from participation.



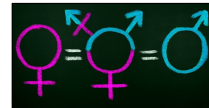
Steed Jr C, Grimstad F. Not Everyone Is Male or Female – The Growing Controversy Over Sex Designation. Neuroscience News. Feb 6, 2022

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Diversity



- Governments have begun to acknowledge sex diversity
- Medicine too is changing
- Society at large has been slow to move beyond the use of strictly binary categories.
- The evidence shows that using male and female as the only options on birth certificates is not consistent with scientific reality.



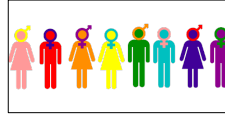
Steed Jr C, Grimstad F. Not Everyone Is Male or Female – The Growing Controversy Over Sex Designation. Neuroscience News. Feb 6, 2022

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Key Definitions



- **Biological Sex** is used in reference to male / female anatomy and physiology, and includes the chromosomal, hormonal, and anatomical components of males / females.
- **Gender (or gender role)**
 - refers to societal attitudes and behaviors associated with the two sexes.
 - is learned, context-specific (varies from one culture to another) and is dynamic/changeable
- **Gender identity** refers to a person's understanding and experience of their own gender.
- **Gender bias** is the inclination or prejudice for or against one person or group, which may be unconscious
- **Intersexed** individuals have ambiguous genital anatomy. People with intersex variations may or may not: identify as male or female, identify as both, all, between, or neither gender/s, appear visibly or audibly different from gender norms, connect with an LGBT or LGBTI community, have experienced medical intervention
- **Transsexuals** are raised as one sex, while emotionally identifying with the other sex.
- **Transgendered** describes an identity adopted by those who are uncomfortable in the gender of their birth.



Gender Mainstreaming in Health: a Practical Guide. Pan American Health Organization Adapted from WHO manual "Gender Mainstreaming for Health Managers: A Practical Approach"

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Stereotypes

- **Stereotypes are typically based on gender roles and norms**
 - Gender roles and norms are never neutral or static
 - Are usually negative
 - Contribute to gender based discrimination
 - Determine expectations for women and men
 - Predetermine control over resources



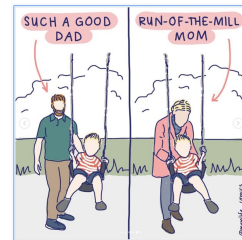
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Causes of Gender problems

- Poverty
- Illiteracy
- Patriarchal societal values
- Social customs, beliefs and practices
- Lack of awareness among women



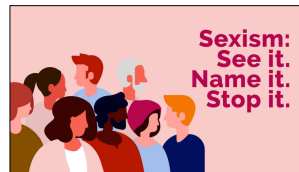
Challenges due to gender inequality

- Inferior access to:
 - Education
 - Employment
 - Remuneration
 - Job segregation
 - Legal protections
 - Bodily autonomy
 - Poor medical care
 - Religious freedom
 - Outdated societal customs, beliefs and practices



Gender justice

- Is a human right
- Every human is entitled to live with dignity and without fear
- Is essential for development, poverty reduction and human progress



Gender equality

- “Equality of the sexes”
- Equal ease of access to resources and opportunity
- Equal access for:
 - Economic outcomes
 - Decision making
 - Remuneration
- Inclusion into societal political, administrative, legal, economic, sporting and other structures and functions

Caster Semenya



“The debate in sports over the definition of womanhood is paternalistic – and hypocritical”

PEEL A. THE GLOBE AND MAIL PUBLISHED MARCH 22, 2019

- A gender test revealed
 - She had a Y chromosome, which normally makes a person male.
 - She also had complete androgen insensitivity syndrome, or CAIS, which prevented her body from responding properly to testosterone and caused her to develop as a woman.
- The Spanish Athletic Federation got her test results in 1986, just before a major competition that would have set her up for an Olympic run. Though she won the 60-meter hurdles, the federation declared her ineligible for the 1988 Summer Games in Seoul.
- The International Olympic Committee has struggled with cases like these, variously using hair patterns, chromosomes, individual genes and other factors in their long-running attempts to distinguish men from women. All of these tests have been discarded...

“Athletes like Maria Jose Martinez-Patiño & South African Caster Semenya are not doping, and they have not cheated; they simply wish to compete as they were born and raised.” (Organisation Intersex International Australia Ltd)



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Loland S.. J Med Ethics doi:10.1136/medethics-2019-105937

<https://www.aph.gov.au/DocumentStore.ashx?id=69653965-31bf-4604-9b77-1a02019d9fb4>

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Biological differences



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Physiological Differences: Female / Male

Hormones		
	Difference	Physiological Effect
Estrogen	↑ estrogen	↓ SVR → ↓ BP (resting/exercise) → ↓ SV → ↓ CO (exercise) ↑ ligamentous laxity → ↑ injury
Relaxin	↑ relaxin (ovulation)	↑ ligamentous laxity → ↑ injury
Testosterone	↓ testosterone	↓ muscle hypertrophy ↓ muscle strength ↓ % Type-II muscle fibers

*LV 5 left ventricle, RA 5 right atrium, SV 5 stroke volume, CO 5 cardiac output, CSA 5 cross-sectional area, VO2max 5 maximal oxygen uptake, PEF 5 peak expiratory flow, #5 number of, SVR 5 systemic vascular resistance, BP 5 blood pressure, RBC 5 red blood cell, and HR 5 heart rate.
Bassett AJ, Ahimien A, Rosendorf JM, Romeo AA, Erickson BJ, Bishop ME. The Biology of Sex and Sport. JBJS Rev. 2020 Mar;8(3):e0140. doi: 10.2106/JBJS.RVW.19.00140.



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25

Physiological Differences: Female / Male

Cardiopulmonary system		
	Difference	Physiological Effect
Cardiac	↓ LV diameter ↓ LV wall thickness ↓ RA diameter ↓ exercise-induced hypertrophy	↓ SV → ↓ CO
Respiratory	↓ pharynx CSA ↓ trachea CSA ↓ lung volume ↓ # alveoli ↓ alveolar surface area	↓ vital capacity ↓ diffusion capacity → ↓ VO2max ↓ PEF → ↑ work of breathing
Vascular Hematology	↓ SVR ↓ blood volume ↓ #RBCs ↓ hematocrit	↓ BP ↓ VO2max
Response to exercise	Greater reliance on ↑ HR rather than ↑ SVR to ↑ CO	↓ SV → ↓ CO

*LV 5 left ventricle, RA 5 right atrium, SV 5 stroke volume, CO 5 cardiac output, CSA 5 cross-sectional area, VO2max 5 maximal oxygen uptake, PEF 5 peak expiratory flow, #5 number of, SVR 5 systemic vascular resistance, BP 5 blood pressure, RBC 5 red blood cell, and HR 5 heart rate.
Bassett AJ, Ahimien A, Rosendorf JM, Romeo AA, Erickson BJ, Bishop ME. The Biology of Sex and Sport. JBJS Rev. 2020 Mar;8(3):e0140. doi: 10.2106/JBJS.RVW.19.00140.



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Physiological Differences: Female / Male

Musculoskeletal system		
	Difference	Physiological Effect
Muscle	↓ muscle CSA ↓ muscle mass ↑ % Type-I muscle fibers ↓ % Type-II muscle fibers ↓ muscle fiber CSA	↓ muscle strength ↓ speed of contraction ↑ resistance to fatigue ↓ recovery time
Bone	↓ bone mineral density	↓ bone strength
Energy metabolism		
Body fat	↑ % fat mass	↑ buoyancy ↑ thermoregulation
Endurance fuel source	↑ lipid oxidation ↓ carbohydrate/protein utilization	

*LV 5 left ventricle, RA 5 right atrium, SV 5 stroke volume, CO 5 cardiac output, CSA 5 cross-sectional area, VO2max 5 maximal oxygen uptake, PEF 5 peak expiratory flow, #5 number of, SVR 5 systemic vascular resistance, BP 5 blood pressure, RBC 5 red blood cell, and HR 5 heart rate.
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Injury differences



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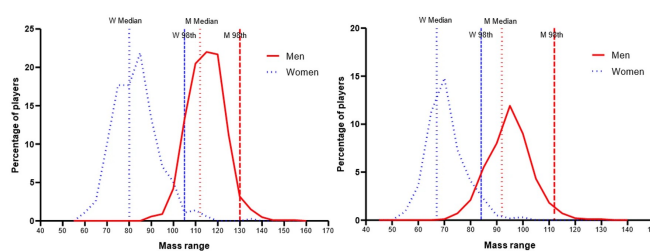
28

Injury differences

- Differences in body structure may be associated with injury.
- **Most differences are sport specific rather than sex specific.**
 - Ligamentous laxity is more prevalent in females.
 - Structural differences:
 - With biomechanical alignment assumed, females have a wider pelvis, increased Q angles, increased tibial torsion and increased femoral anteversion.

29

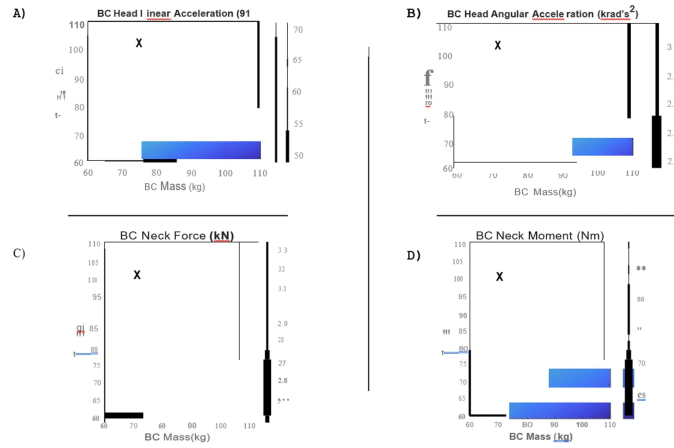
Body mass differences



- Typical **men's players 41.1% heavier** than typical women's players (103 kg vs 73 kg)
- Among forwards, heaviest 1% of women players are smaller than the typical men's forward (109kg for women vs 112kg for men)
- **Heaviest 1% women's backs are smaller than typical men's backs** (89kg vs 92kg)
- **Lightest 1% of men's forwards are approximately equal in mass to the heaviest 10% of women's forwards**, while the lightest 2% of men's backs are approximately equal to the heaviest 10% of women's backs

30

Implication for injury: The head



<https://www.world.rugby/the-game/player-welfare/guidelines/transgender/women>

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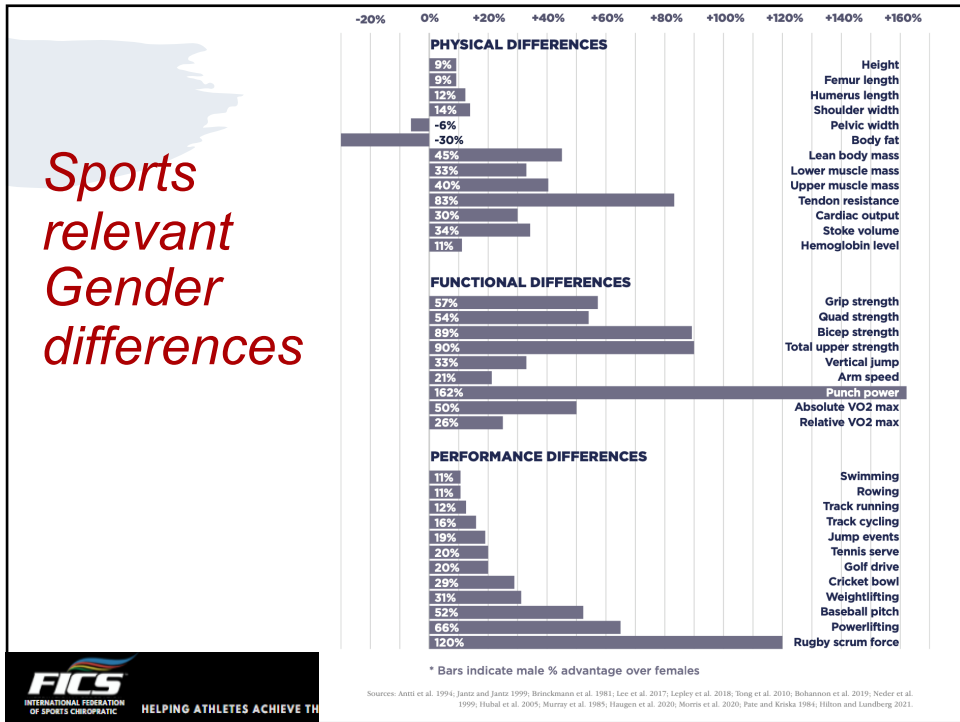
Performance differences



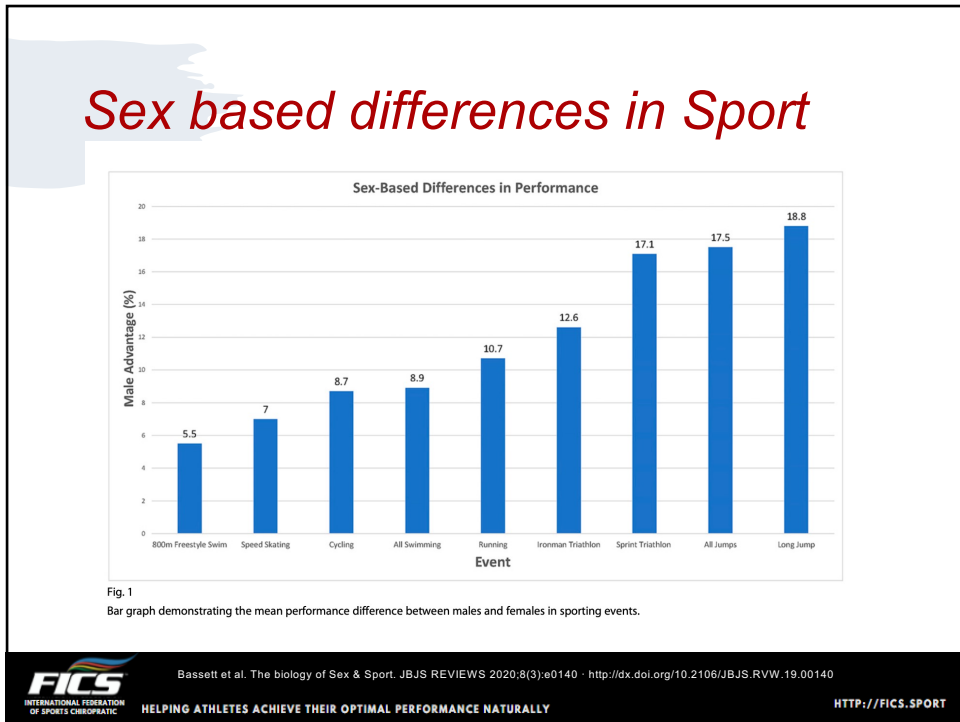
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32



33



34

Here's where it gets interesting

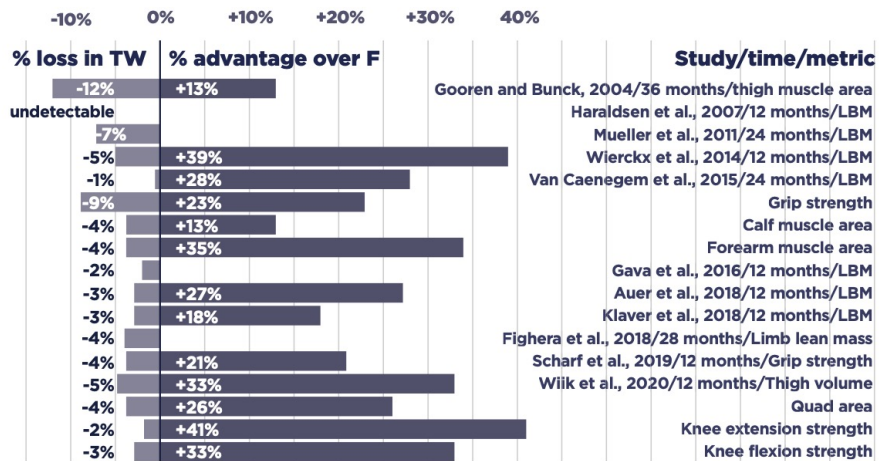


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35

Figure 3: A summary of the loss of lean body mass, muscle and/or strength in transgender women suppressing testosterone for at least 12 months, and their retained advantage over females in the same cohort (where available).





Source: Hilton and Lundberg 2020.



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The Fairness Principle

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37



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Problem Behaviours

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Sexual Harassment



- 2007 International Olympic Committee (IOC) *Consensus Statement on Sexual Harassment and Abuse in Sport*.
- Sexual Harassment & Abuse
 - A range of behaviours which, might include:
 - Sexually suggestive conversation
 - Jokes, innuendo and similar acts that are offensive, degrading, or unwanted.
 - Such actions may not always sit specifically into a legal context, but can be forms of sexual harassment and bullying.

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Homophobic Abuse



- Homophobic inspired comments
 - a form of harassment
 - may be a form of psychological or physical sexual abuse.
- Homophobia
 - A range of negative attitudes and feelings toward homosexuality or people who are identified or perceived as being lesbian, gay, bisexual, or transgender (LGBTQIA).
- It can be expressed as:
 - antipathy, contempt, prejudice, aversion, or hatred, may be based on irrational fear, and is sometimes related to religious or cultural beliefs

41

Hormonal treatment for young people

- Social gender transition should not be a treatment option for children or adolescents.
- Anyone under 18 should not be prescribed puberty blockers or hormone therapy.
- Gender reassignment surgery should not be a treatment option for children or adolescents.
- Based on the currently available evidence, "encouraging mastectomy, ovariectomy, uterine extirpation, penile disablement, tracheal shave, the prescription of hormones which are out of line with the genetic make-up of the child, or puberty blockers, are all clinical practices which run an **unacceptably high risk of doing harm.**"
- Children and adolescents should be provided social support by peers and family and seek counselling from a licensed provider.

42

Use of “punishment”



- The use of ‘punishment’, particularly in children’s sport, may have sexual abuse implications.
 - Physical tasks and/or abusive language used as punishment in a sporting environment may (in some cases) be interpreted as abuse or harassment.
 - No one would sanction a coach’s striking an athlete, there is some uncertainty about what constitutes psychological punishment.
- A Statement by the Canadian Centre for Ethics in Sport implies that ‘forced physical exertion’ which is emotionally and psychologically harmful to a child or youth, can be interpreted as punishment.

43

Common issues



- Toilets and change rooms
- Uniform and dress standards
- Records, logins and email address
 - Name changes (legally able to change name)
- Medical status
- Sick leave
- Co-worker reaction
 - Most are not well versed
 - Develop standard responses,
 - Encourage staff to raise concerns privately,
 - Anticipate “misgendering (calling people by wrong name or pronoun) or Deadnaming (calling a person by their former name),
 - Consider and Plan for poor behavior of an employee
- External relationships
- Confidentiality: Ask if they are comfortable disclosing gender

44

Possible discrimination risks

- Moving a person to a different position in the organisation (when not requested) may be seen as unfavourable treatment.
- Requiring a person to use a toilet or change room that does not match their gender is gender identity discrimination.
- Refusing time off for medical appointments could be impairment or gender identity discrimination.
- Refusing to organise a name change at the person's request on personnel files, emails, ID cards and other documents could be indirect discrimination.



Qld Human Rights Commission. Date accessed 20/01/22. <https://www.qhrc.qld.gov.au/your-rights-for-lgbtq-people/trans-at-work-for-employers>

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Practitioners !!!!

TABLE II Perpetrators of Gender-Based and Sexual Harassment in Canadian Orthopaedic Surgeons*

Gender-Based Harassment Perpetrators	Overall (n = 433) N (%), 95% CI)	Men† (n = 310) N (%), 95% CI)	Women‡ (n = 122) N (%), 95% CI)
Direct supervisor	213 (49, 44-54)	116 (37, 32-43)	97 (80, 72-87)
Someone more senior but not a direct supervisor	201 (46, 42-51)	118 (38, 32-43)	83 (68, 60-76)
Peer	237 (55, 50-59)	145 (47, 41-52)	92 (75, 68-83)
Supervisee	83 (19, 15-23)	55 (18, 14-22)	28 (23, 15-30)
Someone less senior but not a supervisee	102 (24, 20-28)	66 (21, 17-26)	36 (30, 21-38)
Patient	208 (48, 43-53)	111 (35, 30-41)	98 (80, 73-87)
Allied health professional	151 (35, 30-39)	78 (25, 20-30)	72 (59, 50-68)
Other	12 (2, 1-4)	1 (0, 0-0)	11 (9, 4-14)
Sexual Harassment Perpetrators	Overall (n = 423) N (%), 95% CI)	Men† (n = 303) N (%), 95% CI)	Women‡ (n = 119) N (%), 95% CI)
Direct supervisor	161 (37, 33-42)	93 (31, 25-36)	68 (57, 48-66)
Someone more senior but not a direct supervisor	153 (36, 32-41)	99 (33, 27-38)	54 (45, 36-54)
Peer	197 (47, 42-51)	135 (45, 39-50)	61 (51, 42-60)
Supervisee	61 (14, 11-18)	48 (16, 12-20)	13 (11, 5-17)
Someone less senior but not a supervisee	82 (19, 16-23)	67 (22, 17-27)	15 (13, 7-19)
Patient	201 (48, 43-52)	133 (44, 38-49)	68 (57, 48-66)
Allied health professional	126 (30, 25-34)	101 (33, 28-39)	24 (20, 13-27)
Other	8 (2, 1-3)	3 (1, 0-2)	5 (4, 1-8)



Giglio et al. Perpetrators of Gender-Based and Sexual Harassment in the Field of Orthopaedic Surgery. JBJS Open Access 2022;e21.00098. <http://dx.doi.org/10.2106/JBJS.OA.21.00098>

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46

Language is important

Gender-insensitive	Gender-sensitive
Businessman	Business manager, executive, representative
Businessmen	Business community, business people
Cameraman	Photographer, camera operator
Cameramen	Camera crew
Chairman	Chairperson, chair, president, presiding officer
Cleaning lady	Cleaner, housekeeper
Craftsman	Craftsperson
Delivery boy	Messenger
Fireman	Fire-fighter; (plural) fire crew, fire brigade
Founding fathers	Founders
Housewife	Homemaker, consumer, customer, shopper
Maid	Domestic worker
Man, mankind	People, humanity, human beings, humankind, the human race, men and women
Manpower	Staff, labour, work force, employees, personnel, workers, human resources, human power,
Policeman	Police officer; (plural) police
Salesman / girl	Shop assistant, sales assistant, shop worker; (plural) sales staff
Spokesman	Representative, spokesperson
Steward / stewardess	Flight attendant; (plural) cabin crew
Waiter, waitress	Server
Women doctor; male nurse	Doctor; nurse
Workmen's compensation	Worker's compensation



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47

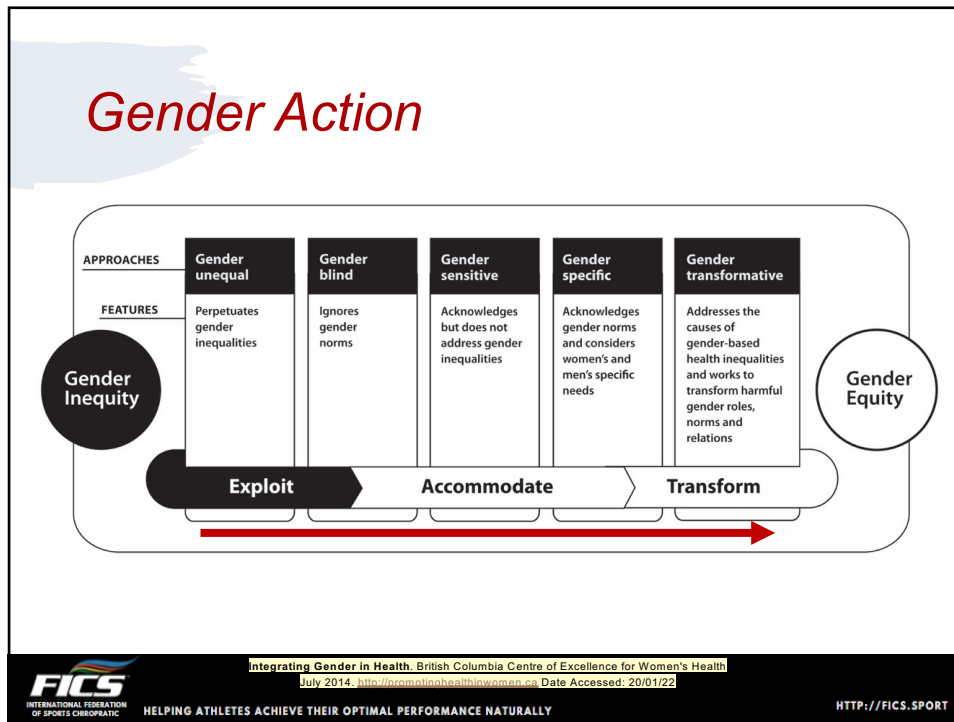
Solutions



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48



49

How can we help?

- Discuss gender equality
 - Develop a shared vision and consensus on gender equality objectives
 - *Involve stakeholders in dialogue on objectives and activities*
 - *Make long-term commitments to stakeholders and related activities.*
 - *Assess and strengthen stakeholder capacity for gender responsive and participatory analysis, planning and implementation.*

OECD: EFFECTIVE STRATEGIES FOR PROMOTING GENDER EQUALITY
Date accessed: 20/01/22. <https://www.oecd.org/social/gender-development/32126577.pdf>

FICS INTERNATIONAL FEDERATION OF SPORTS CHIROPRATIC HELPING ATHLETES ACHIEVE THEIR OPTIMAL PERFORMANCE NATURALLY [HTTP://FICS.SPORT](http://fics.sport)

50

Workplace statement

- FICS fosters diversity, inclusion and respect in the workplace.
- We recognise, appreciate and utilise the unique insights, perspectives and backgrounds of each staff / practitioner / student member including gender diverse employees/participants/volunteers.



51

How to become more equitable

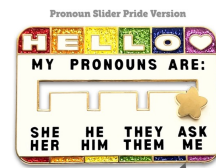
- Visible inclusion policies
- Inclusive forms
 - Male, female, non-binary, Another term: _____
- Job interviews & other participation
- Managing workplace transition to affirmation
 - Appointing a case manager
 - Support person or ally
 - Questions to ask
 - Options to discuss



52

Language: pronouns

- The act of making an assumption (even if correct) sends a potentially harmful message
- It can be offensive or harassing to guess at someone's pronouns and refer to them using those pronouns if that is not how that person wants to be known
- If you don't know ask politely!
- Share your own pronouns
- Resources on pronouns can be found here:
 - <https://www.mypronouns.org/resources>
 - <https://www.etsy.com/au/?ref=lgo>



Slide to your pronoun



What and Why. Date accessed: 04/03/22. www.mypronouns.org

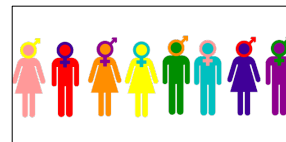
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53

Information for colleagues: trans and gender diverse co-workers

- Name and pronouns
 - Ask, if wrong apologize and get it right next time.
- The past
 - Ask how they would like to be described (name and pronouns)
- Inappropriate questions
 - the person's body including anatomy;
 - whether the person has or intends to have surgery;
 - whether the person is on hormone treatment; and
 - the person's sexuality (sexuality is not relevant to gender identity).
- Jokes
 - Don't
- Gossip
 - Don't
- Same treatment
 - When transitioning it's business as usual
- Fashion advice
 - Don't
- Emotional support
 - Compassion, patience and understanding



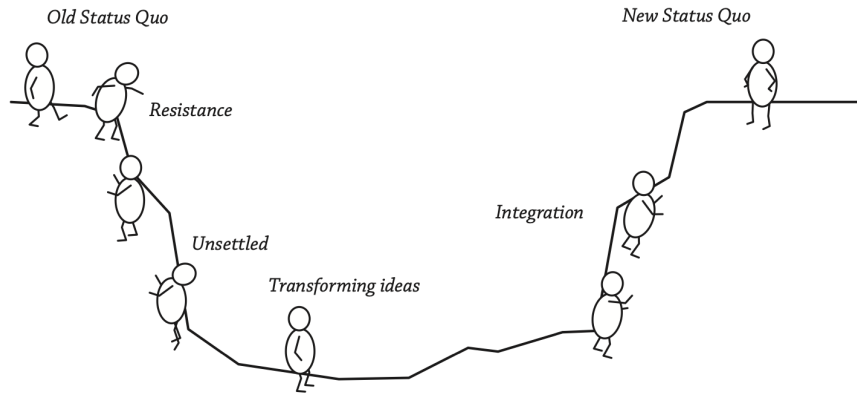
Qld Human Rights Commission. Date accessed 20/01/22. <https://www.qhrc.qld.gov.au/your-rights-for-lgbtq-people/trans-@work/for-employers>

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54

Change takes time and work



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55

Thank you!



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56

Further Reading

- Pigozzi F, Bigard X, Steinacker J, et al. Joint position statement of the International Federation of Sports Medicine (FIMS) and European Federation of Sports Medicine Associations (EFSMA) on the IOC framework on fairness, inclusion and non-discrimination based on gender identity and sex variations. *BMJ Open Sport & Exercise Medicine* 2022;8:e001273. doi:10.1136/bmjsem-2021-001273
- Maiers MJ, Foshee WK, Henson Dunlap H. Culturally Sensitive Chiropractic Care of the Transgender Community: A Narrative Review of the Literature. *J Chiropr Humanit* 2017;24:24-30
- Mountjoy M, Vertommen T, Denhollandser R *et al.* Effective engagement of survivors of harassment and abuse in sport in athlete safeguarding initiatives: a review and a conceptual framework. *Br J Sports Med* 2022;56:232-238. doi:10.1136/bjsports-2021-104625.
- Giglio V, Schnieder P, Madden K, et al. Perpetrators of Gender-Based and Sexual Harassment in the Field of Orthopaedic Surgery. *JBJS Open Access* 2022:e21.00098. <http://dx.doi.org/10.2106/JBJS.OA.21.00098>