

LGBTQI2S Sports Inclusion Toolkit Checklist

Purpose: This checklist will serve as an assessment tool to not only evaluate the climate of the environment within the sport competition and governing bodies that host and regulate the sport, but to also engage people in LGBTQ inclusion by starting conversation. This is a tool to aid sport organizations and stakeholders to begin the work of LGBTQ inclusion by identifying potential needs for support in their sport organization/context. This may include identifying a need to contact other staff and human resources within the organization in order attain answers to the questions and/or to provide support for any necessary changes and further steps to take.

Please check off boxes that best reflect your organization and your knowledge in relation to LGBTQ Inclusion

Policies & Procedures

Yes In Progress No Not Sure

1. There is a nondiscrimination policy explicitly inclusive of sexual orientation, gender identity and gender expression

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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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2. There are written policies and procedures which are inclusive of addressing anti-LGBTQ behavior for athletes, coaches, officials, staff, spectators and other volunteers

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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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3. There are written policies and guidelines that enable athletes to participate in their sport consistent with their gender identity and gender expression which are informed by guidance on trans inclusion from the CCES

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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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<http://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>

Policies & Procedures

Yes In Progress No Not Sure

4. There are written policies and guidelines for trans and non-binary persons including confidentiality and privacy, and procedures in place for transition planning for athletes, coaches, officials, staff and volunteers

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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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5. There are guidelines and procedures in place to address any complaints that may arise regarding LGBTQ related issues in all spaces and contexts that involve athletes, coaches, officials, staff and volunteers

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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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6. There are codes of conduct that include respecting LGBTQ people that all athletes, coaches, officials, volunteers, and staff are required to sign and adhere to.

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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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Physical Environment

Yes In Progress No Not Sure

1. At the NSO Office, there are gender neutral washroom facilities for everyone (and showers if part of office facilities), including gender neutral signage on doors.

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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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2. For events hosted by the NSO, including national championships, there are gender neutral change rooms and washrooms that allow for anyone to use, including gender neutral signage on doors.

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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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3. There are LGBTQ-positive visuals (posters, stickers, pictures, etc.) in the NSO environment, including both physical and virtual spaces.

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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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Education & Capacity Building

Yes In Progress No Not Sure

1. There are visible and active LGBTQ and/or Ally initiatives for athletes and all staff that are supported by the organization

2. There is LGBTQ-inclusive training for all national team coaches and staff, including on topics of gender identity and gender expression, to ensure for safer spaces for all, starting with board, staff and national team coaches.

3. There are athletes, coaches and staff who actively participate in LGBTQ events or have taken initiative to be involved in programs such as the Canadian Olympic Committee's One Team Program, a You Can Play Project, or another organization, such as Athlete Ally

4. There is a pledge that national team athletes, coaches and staff can take to show their support for LGBTQI2S inclusion which is widely shared and promoted

5. There has been participation in LGBTQ and Ally Campaigns by the organization such as supportive video campaigns like the You Can Play Project
(<http://www.youcanplayproject.org/>)

Communication & Resources

Yes In Progress No Not Sure

1. All communications to, and programs for athletes (and where appropriate their parents / guardians), coaches, officials, other volunteers and staff use LGBTQ-inclusive language

2. Gender neutral language is utilized and reflected in all organizational policies, other key source documents and communications

3. The organization has LGBTQ inclusion specific resources available for participants and staff, with links to these on their website (e.g., CAAWS Leading the Way, You Can Play, TransAthlete, Egale Canada resources)

4. There are ongoing partnerships with LGBTQ organizations for support (e.g., Egale Canada Human Rights Trust, local LGBTQ organization, e.g., 519, Pink Triangle, OutSport Toronto)

5. There are visible champions in positions of influence for LGBTQ inclusion who can provide resources and/or be active listeners for anyone who may need support

This is adapted from the Campus Pride Sports Score Card and GLSEN School Athletic Climate Checklist

This is an example of what would be applicable to the organizational structural policies within Ontario based on the Ontario Human Rights Code. This applies more broadly to human resource management at the organization.

If there are any questions or needs for support, please contact sports@egale.ca and you will be directed to resources that can assist with this portion of the checklist.

***HR wording and Ontario Human Rights Code (OHRC) specific (an example)**

Yes In Progress No Not Sure

1. Presence of LGBTQ specific and OHRC-compliant policies

a. Anti-discrimination/harassment of LGBTQ employees

b. Dress codes inclusive of diverse genders and gender expressions

c. Transition plans, including confidentiality and privacy guidelines

d. Benefits packages inclusive of LGBTQ needs and definitions of family

e. Hiring practices

2. Presence of anti-racism and anti-oppression framework guidelines for use by the organization

3. Presence of trauma-informed performance management practices – understanding that diverse teams have diverse needs and the NSO is willing and capable of providing the support required to create an equitable work environment.

