



Creating LGBT Inclusive Sports Teams: What's Your Game Plan?

A Workshop for High School Coaches and ADs
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Br{ache the Silence

<http://freedomsounds.org/>

A comprehensive resource for LGBTQ inclusion in women and girls sports

www.mycoachescorner.org

Public Awareness and Visibility are at the forefront of our campaign. Our projects are designed to create a platform for LGBTQ voices, role models, and allies in the women's sports community.

Workshop Objectives

- To understand how LGBT issues affect the high school sports climate and student participation in athletics
- To identify practical strategies for coaches and ADs to make athletics inclusive for all students

Words and Meanings

- Sexual Orientation
- Lesbian, Gay, Bisexual, Heterosexual
- Gender Identity
- Transgender
- LGBT or LGBTQ

Words and Meanings

- Sexual Orientation -Refers to our sexual attractions to people of the opposite sex (heterosexual), the same sex (lesbian or gay), any sex (bisexual)

Words and Meanings

- Gender Identity - One's inner sense of self as a girl/woman, boy/man or another identity
- Transgender - refers to an individual whose gender identity does not match their assigned birth gender.
- LGBT or LGBTQ – Umbrella term for Lesbian, Gay, Bisexual, Transgender, Queer (or Questioning)

Stand Up If:

- You are a coach
- You are an AD or other administrator
- You have played on a team with a lesbian, gay or bi teammate or coach
- You have coached a team with a lesbian, gay, bi team member
- You have coached a team with a transgender team member

Stand Up If:

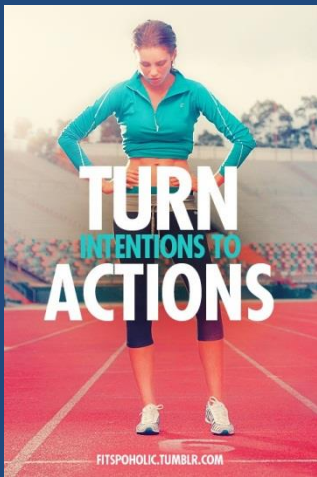
- You believe that LGBT students should be able to play on school teams that are inclusive and respectful

Creating a Team Climate of Respect and Inclusion

Translating Intention and Belief

Into

Words and Actions



Why Focus on Athletics?

- Coaches have special relationships with and opportunities to influence athletes
- Athletes (and coaches) perform best when they can bring all of who they are to the competition

Remembering Our Mentors

- Which Coach or Physical Education teacher do you remember most fondly?
- What characteristics or behaviors do you remember that made a positive impact on you?

Why Focus on Athletics?

- Sport culture in which anti-LGBT name calling, taunting, bullying, hazing are sometimes viewed as part of the game
- Gender and sexuality stereotypes associated with sports participation (women athletes = masculine lesbians & gay men are too soft to be athletes)
- Locker rooms and sports teams as gendered spaces

LGBT Student Experiences in Athletics



GLSEN[®]

Many LGBT Students Perceive Locker Rooms, Bathrooms, Gyms, Playing Fields as Unsafe Spaces



LGBT Student Experiences in Athletics



LGBT students are half as likely to participate
in interscholastic sports as their peers
(23% vs 48%)

LGBT Student Experiences in Athletics



Over a quarter reported having been harassed or assaulted because of their sexual orientation or gender expression while playing a sport

LGBT Student Experiences in Athletics



Of all adults in schools, LGBT students
felt least comfortable talking to
coaches and PE teachers about LGBT issues

LGBT Student Experiences in Athletics



LGBT students who participate in sports reported:

- Higher GPAs
- Higher self-esteem
- Greater sense of belonging

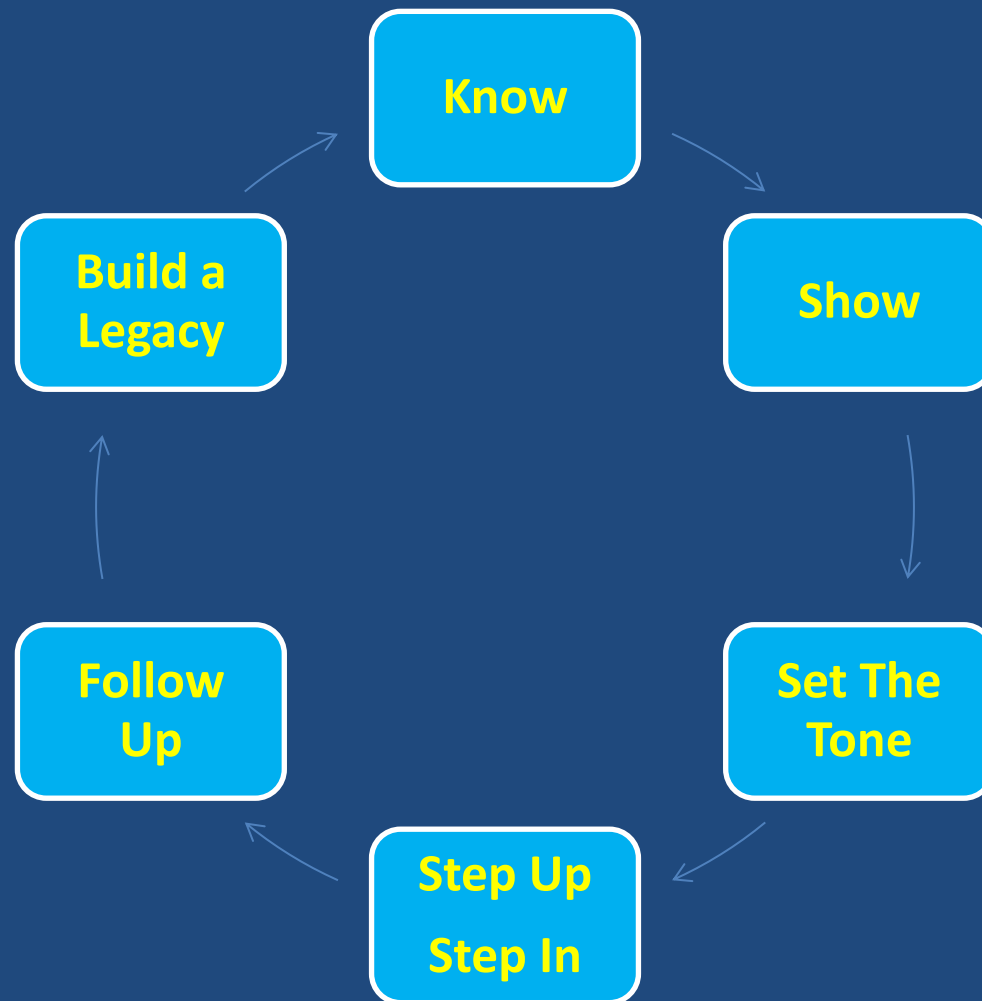
Creating a Team Climate of Respect and Inclusion

What's Your Game Plan?



From Intention to Action

Making A Game Plan for LGBT Inclusive Athletic Teams



The Game Plan: What Coaches Know

- Federal, state laws and policies: LGBT student inclusion in high school athletics
- Information about LGBT students in athletics
- Resources for high school coaches and ADs
- Best practices for creating inclusive and respectful team climates

Federal Laws and State Laws and Policies

- ✓ State Employment Non-Discrimination Law
- ✓ State Student Non-Discrimination Law
- ✓ State Anti-Bullying Law
- ✓ Transgender Athlete Inclusion Policy
- ✓ Federal Law – Title IX

The Game Plan: What Coaches Show

- Show respect – Your words and actions
- Use inclusive, gender-neutral language
- Learn and use students' preferred names
- Put a “Safe Space” sticker on doors, walls
- Attend/Participate in school GSA events
- Be approachable

The Game Plan: How Coaches Set the Tone

- Discuss/Identify expectations for student interactions at the start of each year/season
- Engage team captains as peer leaders
- Post guidelines for student interactions
- Ask students to sign a team respect pledge

The Game Plan: How Coaches Step Up and Step In

- Say something to stop anti-LGBT, sexist, racist, ableist language, slurs...Every time
- Keep it simple: “That’s not ok in this class” or “You are better than that.”
- Address it and keep things moving

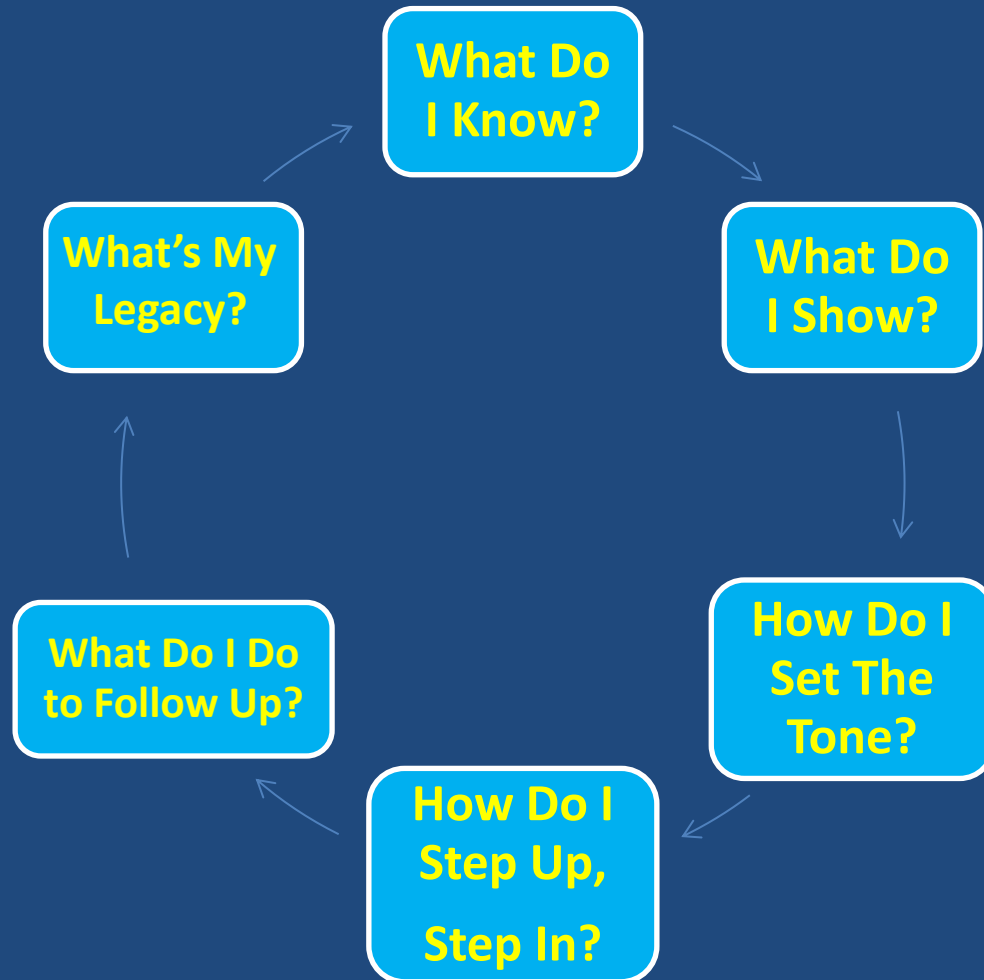
The Game Plan: What Coaches Do to Follow Up

- Grab teachable moments with students –
Conversations on the bus, in the office
- Bring in a guest speaker, Show a video
- Take the team to an event

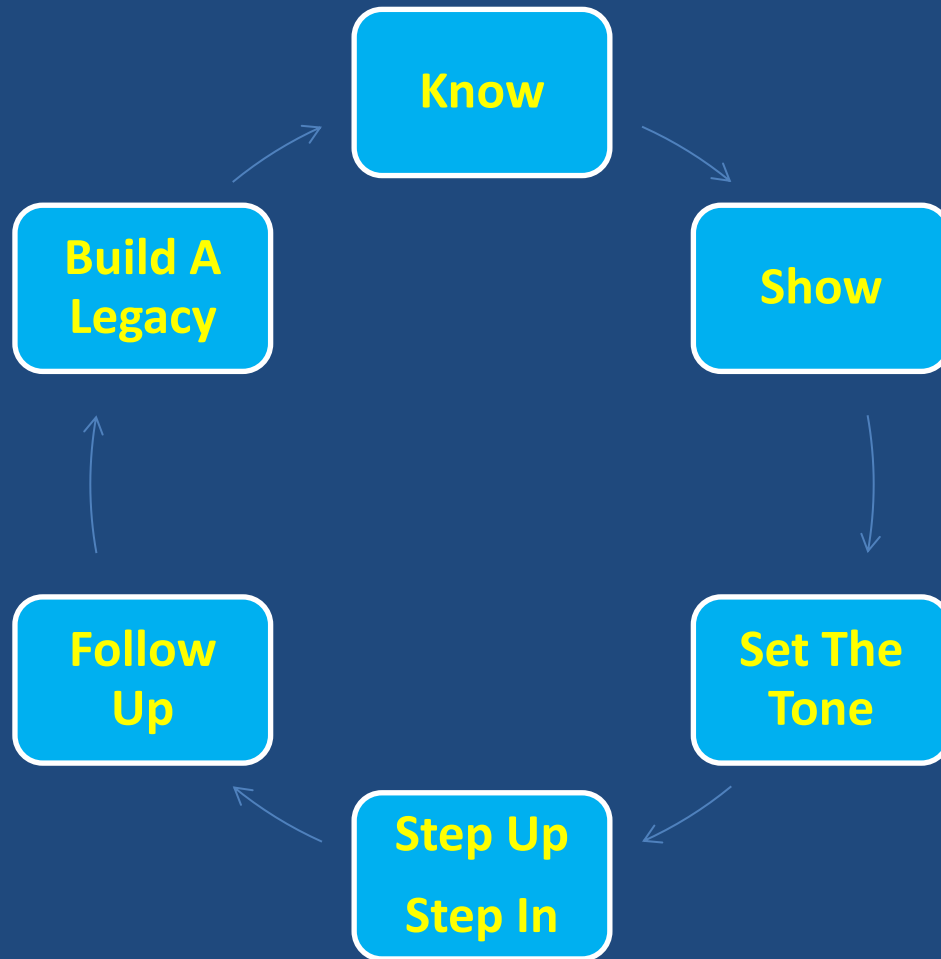
The Game Plan: How Coaches Build a Legacy of Respect and Inclusion

- Use The Game Plan every year, With every team
- Encourage athletes teaching athletes
- Meeting with parents of athletes

What Is Your Game Plan Now?



What Can You Do To Expand Your Game Plan For Respect?



A Great Resource for High School Athletics



<http://sports.glsen.org>

 LGBT
SPORTS COALITION

YOU
CAN
PLAY

www.youcanplayproject.org

 LGBT
SPORTS COALITION

What's the Take Away For You?

What Strategies or Ideas Did You Learn Today?

What Actions Will You Take To Make Your Athletic Program More Inclusive and Respectful for All Students?





Respect! It's The Name of The Game Plan

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