



Sport and LGBTQI+

Background of the research work

The Equality Within Sport (EWS) Committee of the European Non-Governmental Sport Organisation (ENGSO) focused on the topic of LGBTQI+ inclusion during 2022. The aim was to collect up-to-date data that deals with meaningful and recent topics regarding LGBTQI+ community in the sport setting.

Collection of Studies

To identify these meaningful topics, an initial literature search was conducted in April 2022. The following 18 articles were considered relevant and were included in the background section(s) of the research output (factsheets):

- ILGA-Europe, EuroCentralAsian Lesbian* Community (EL*C), TGEU, Organisation Intersex International Europe (OI Europe), and European Gay & Lesbian Sport Federation (EGLSF) (2021): LGBTI WOMEN IN SPORT. VIOLENCE, DISCRIMINATION & LIVED EXPERIENCES
- Sport Scotland (2008): BARRIERS TO WOMEN AND GIRLS' PARTICIPATION IN SPORT AND PHYSICAL ACTIVITY
- E.Alliance (2022): TRANSGENDER WOMEN ATHLETES AND ELITE SPORT: A SCIENTIFIC REVIEW
- Menzel et al. (2019): THE RELEVANCE OF SEXUAL ORIENTATION AND GENDER IDENTITY IN SPORT IN EUROPE. FINDINGS FROM THE OUTSPORT SURVEY
- Földi et al. (2019): OUTSPORT TOOLKIT SUPPORTING SPORT EDUCATORS IN CREATING AND MAINTAINING AN INCLUSIVE SPORT COMMUNITY BASED ON DIVERSITY OF GENDER IDENTITIES AND SEXUAL ORIENTATIONS
- Erikainen et al (2021): HUMAN RIGHTS, TRANS ATHLETES AND INTERSEX ATHLETES IN SPORT
- Outsport working group, led by GSU (2019): SOGI DISCRIMINATION IN SPORT.



- European Union Agency for fundamental rights (2020): A LONG WAY TO GO FOR LGBTI EQUALITY.
- United Nations (2020): VIOLENCE AND DISCRIMINATION BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY DURING THE CORONAVIRUS DISEASE (COVID-19) PANDEMIC
- European Parliament (2014): REPORT ON THE EU ROADMAP AGAINST HOMOPHOBIA AND DISCRIMINATION ON GROUNDS OF SEXUAL ORIENTATION AND GENDER IDENTITY
- ILGA Europe: COVID-19 AND SPECIFIC IMPACT ON LGBTI PEOPLE AND WHAT AUTHORITIES SHOULD BE DOING TO MITIGATE IMPACT
- United Nations (2020): COVID-19 AND THE HUMAN RIGHTS OF LGBTI PEOPLE – WHAT IS THE IMPACT OF COVID-19 ON LGBTI PEOPLE?
- UN independent expert (2020): REPORT TO THE UN GENERAL ASSEMBLY: THE IMPACT OF THE COVID-19 PANDEMIC ON THE HUMAN RIGHTS OF LGBT PERSONS
- LGBT foundation (2020): HIDDEN FIGURES – THE IMPACT OF THE COVID-19 PANDEMIC ON LGBT COMMUNITIES IN THE UK
- LGBT foundation (2020): THE ESSENTIAL BRIEFING ON THE IMPACT OF COVID-19 ON LGBT COMMUNITIES IN THE UK
- Kneale D (2021): DISCRIMINATION AS A PREDICTOR OF POOR MENTAL HEALTH AMONG LGBTQ+ PEOPLE DURING THE COVID-19 PANDEMIC: CROSS-SECTIONAL ANALYSIS OF THE ONLINE QUEERANTINE STUDY

After scanning all relevant literature, the results were grouped in the following 11 broad topics (enumeration not related to priority):

- LGBTQI+ women;
- Involvement in sport jobs;
- Sport and mental health;
- Sport as a shelter;



- Impact of covid-19;
- Tackling verbal insults, structural discrimination, e-bullying, physical violence;
- Diversity training;
- Physical health improvements through sport;
- The power of role models;
- Integration of LGBTQI community in decision making;
- Physical closeness „after“the pandemic.

Development of the research focus

Taking these topics into consideration, the EWS committee discussed, during an in-person meeting in Athens in May 2022, which topics and sub-topics should be the focus of the research work. Next, interview guidelines and questionnaires for athletes and coaches, respectively, were designed. The data collection process started on 14th of July 2022 and the database was closed on 15th of August 2022. Data was mainly collected during the LGBTQI+ sport event EuroGames in July in Nijmegen, Netherlands, as well as online before and after the EuroGames.

Research focus

The research results were divided into four topics, namely:

- LGBTQI+ women in sport
- LGBTQI+ and sport participation
- LGBTQI+ and safe sport
- LGBTQI+ and the legacy of covid-19

Factsheets were created for all four topics which are presented in the following section. It was agreed to publish the results in the form of factsheets following the General Assembly of ENGSO, where ENGSO and its member organisations were asked for their opinion on helpful formats for the display and distribution of study results.



#StandUp4Equality

Sport and LGBTQI+

EQUALITY IN SPORT



Participation of LGBTQI+ people in sport

Author: ENGSO Equality Within Sport
Committee, led by Anne Schomöller

November 2022



Sport and LGBTQI+

Participation of LGBTQI+ people in sport

The rate of LGBTQI+ people participating in organised sport activities is lower compared to the rest of the population (1). One survey, conducted in 2018, revealed that 16% of LGBTQI+ have never been active in sport, apart from obligatory physical education at school (1) and that 1 out of 5 respondents has dropped out of a sport activity at least once because they felt excluded due to their gender identity and/or sexual orientation. The percentage of these drop-outs due to gender identity and/or sexual orientation is even higher in people with a sexual orientation other than gay/lesbian/bisexual (1). Another survey revealed that 53% of trans women feel excluded from particular sports as a result of their sexual orientation and gender identity and that 62% of trans people never participated in sports other than mandatory PE in school (2). Lower participation rates of women, regardless of gender identity and sexual orientation is deeply rooted in history, as sport was and still is a place of sexism and misogyny (2). Women boxing, for example, was only accepted in 2012 in the Olympics (3). Other practical barriers of women participating in sport include lack of personal safety, lack of money and less access to sport facilities compared to men. Besides, the personal, social and cultural barriers women face add to the lower participation rates of women in sport (3).

To promote participation of LGBTQI+, good practice examples deliver solutions and guide clubs and sport organisations to create LGBTQI+ inclusive sport environments (4, chapter 6). “We create sport haters, especially between the ages 13-18” and “we need to investigate what they want”, said Richard Karper, NOC Netherlands, in his presentation during the ESP 2022.

Participating in sport competitions, specifically trans athletes face huge barriers for which there is not yet a suitable solution (5). Not being allowed to compete, or facing huge disadvantages when competing, impacts negatively on the sport participation numbers of LGBTQI+, too. There are a lot of personality types, for which competition plays a major role in sport. “I want to win. That’s why I do competitions”, one non-binary athlete shared with the audience during the European Sport Platform 2022, when they shared their sport experiences with the audience during a workshop.

Literature:

1 Menzel et al. (2019): THE RELEVANCE OF SEXUAL ORIENTATION AND GENDER IDENTITY IN SPORT IN EUROPE. FINDINGS FROM THE OUTSPORT SURVEY

2 EGLSF et al (2021): LBTI WOMEN IN SPORT VIOLENCE, DISCRIMINATION, & LIVED EXPERIENCES

3 sportscotland (2008): BARRIERS TO WOMEN AND GIRLS’ PARTICIPATION IN SPORT AND PHYSICAL ACTIVITY

4 Földi et al. (2019): OUTSPORT TOOLKIT SUPPORTING SPORT EDUCATORS IN CREATING AND MAINTAINING AN INCLUSIVE SPORT COMMUNITY BASED ON DIVERSITY OF GENDER IDENTITIES AND SEXUAL ORIENTATIONS

5 Erikainen et al (2021): HUMAN RIGHTS, TRANS ATHLETES AND INTERSEX ATHLETES IN SPORT



The following data derives from two online questionnaire surveys (one for coaches, one for athletes) and from structured interviews (with athletes) that ENGSO's EWS committee conducted in July - August 2022. The questionnaire was distributed in 13 languages (Albania, English, French, Finnish, German, Greek, Italian, Portuguese, Russian, Serbian, Spanish, Swedish, Turkish). 186 athletes and 42 coaches filled out the online questionnaire, respectively, and 6 interviews were conducted with athletes during the EuroGames 2022 as well as online. Sample characteristics are displayed in the appendices of this factsheet.

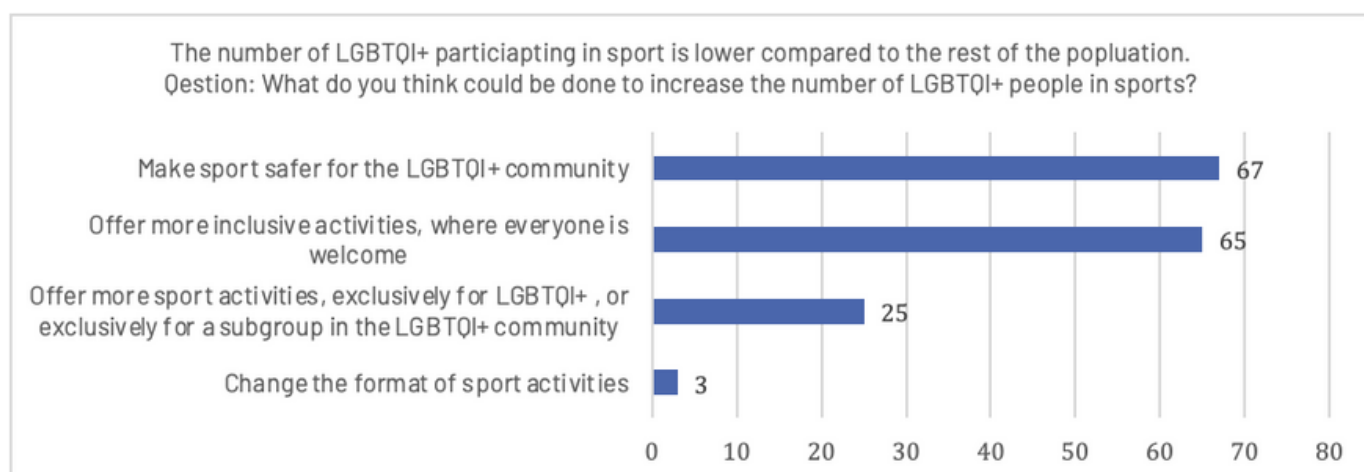


Figure 1. Answers of Athlete Questionnaire. Numbers are displayed in absolute numbers. Just one answer could be chosen, and it was optional to also answer in a free-text field.

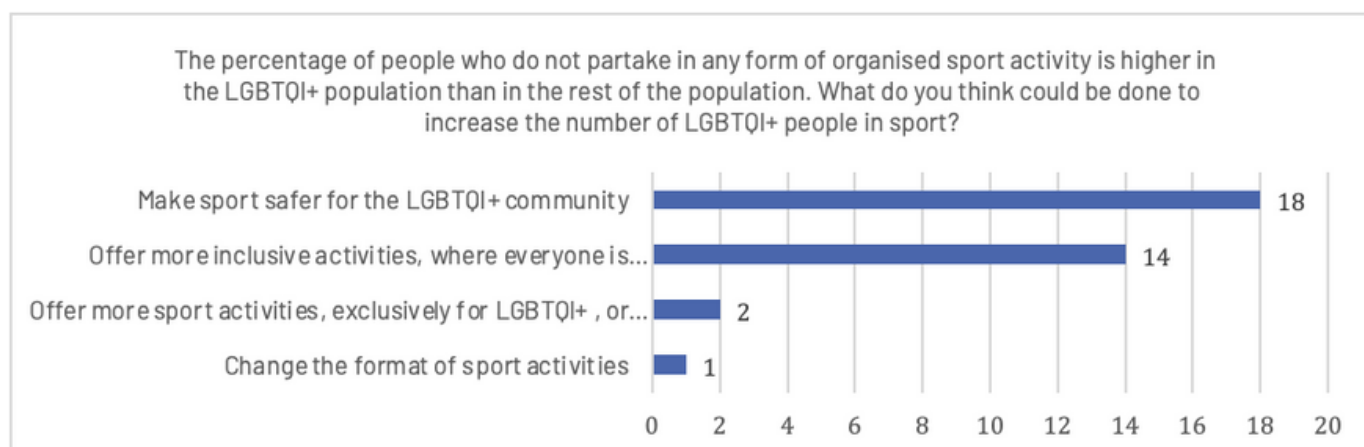


Figure 2. Answers of Coach Questionnaire. Numbers are displayed in absolute numbers. Just one answer could be chosen, and it was optional to also answer in a free-text field.



Table 1. Athlete answers from the optional free text field

The number of LGBTQI+ participating in sport is lower compared to the rest of the population. What do you think could be done to increase the number of LGBTQI+ people in sport?
Efficient implementation of a clear Code of Conduct
This stems from a wider problem - that of exclusion at earlier ages. The problem isn't with LGBTQI+ sport, it's with broader society. So, I'm not sure any changes to our activities, which are already very inclusive, could increase participation.
Take away competitiveness in lower levels of sports
More possibilities for mixed teams (m/f/x/whatever), including mixed dressing rooms
Provide the money to create free halls and equipment to kickstart, visit youth groups to promote sport
Unfortunately, we have not yet reached a point in the evolution of society where there no longer needs to be organised entities to defend LGBTQI+ people for their individual reasons and characteristics.
Role models in sport clubs
There is no need to create special services. You have to stop judging or seeing people based on their sexual orientation and treat everyone the way you want to be treated and promoted.
Changing the mindset in organised sport, what makes "us" as an association tick?

Table 2. Coach answers from the optional free text field

The percentage of people who do not partake in any form of organised sport activity is higher in the LGBTQI+ population than in the rest of the population. What do you think could be done to increase the number of LGBTQI+ people in sport?
Softening the binary sports system (increasingly expanding male/female categorization through new formats); Inclusive activities instead of exclusive for LGBTQI+.
Ask them
I do not have the impression that there are less LGBTQI in sport clubs
the rules for competitions e.g., athletics should be further adapted. A competition open for all, how should that go? Man against woman and diverse? The genetic characteristics are decisive. The system needs a solid base. What does this look like?
Talk/educate about it, logo for LGBTQI+ friendly clubs
Diverse distribution of management positions
Accept other people as they are
That everyone should be involved. Sports should be shown more in schools. Test activities.
Have those in charge never use anti LGBTQI+ insults and jokes when things go south, as that sets a precedent for kids to behave that way with teammates thereby making the community feel unwelcome



We also asked the athletes in the interviews about sport participation for LGBTQI+.
Below are some exemplary statements (direct quotations).

Question: We know that the percentage of LGBTQI+ people participating in organised sport activities is lower compared to the rest of the population. Did you hear from friends or so within the LGBTQI+ community why they do not partake in organised sport activities?

"I would say that I am the typical example: If you were traumatised in childhood by negative sport experience, that is bad. And in my country, it is so typical to play football which is very homophobic. Football players & fans were known for their violence towards queer people. Beating them on the streets and stuff. You need a homo-friendly atmosphere!"

"The reason is complete bullying. Like for me in high school. Then you drop out. For trans athletes there is always this scary moment " how will they accept me?" Sometimes we do not have enough courage to go. We do not know if we will fit and if we will be good enough for the team sport."

"I think belonging to LGBTQI+ is a difficulty in life in general and that this could limit one to do things like sport. You are not as free as others in your choices. To be LGBTQI+ in a hetero world is not that easy. You have to explain yourself in the sport club. The changing room situation is not easy for some LGBTQI. Changing room situation and set up is proof of our hetero world."

Question: What could be done to increase participation rates of LGBTQI+ people in sport?

"Existence like this LGBTQI+ tournament are very helpful (EuroGames). Like the taxi driver today said, "this is the best week of my life as a driver because everyone is so friendly." It is more about education in society to be less homophobic. It is a long path, but progress has been made. Having role models, like pro-athletes having the courage of coming out."

"To make sport more secure and safe."

"Create more safe spaces in sport in general. Not just EuroGames and Gay Games in Europe. Listen to the expectations of people."

"Sport clubs should actively welcome LGBTQI. I asked the swimming hall to put on the rainbow flag in front of their building so that when you walk past, you at least see that those issues have been talked about and that I am not excluded with my profile. Actively show that you work with LGBTQI. Building communities would bring more people in because of previous bad experiences in competitive sport in a lot of LGBTQI, they tend to stay away. That would be another way, another entry. Also, pride marches. If all sport clubs go to pride parades, not just LGBTQI sport clubs. Everyone could walk in pride and show we are open."

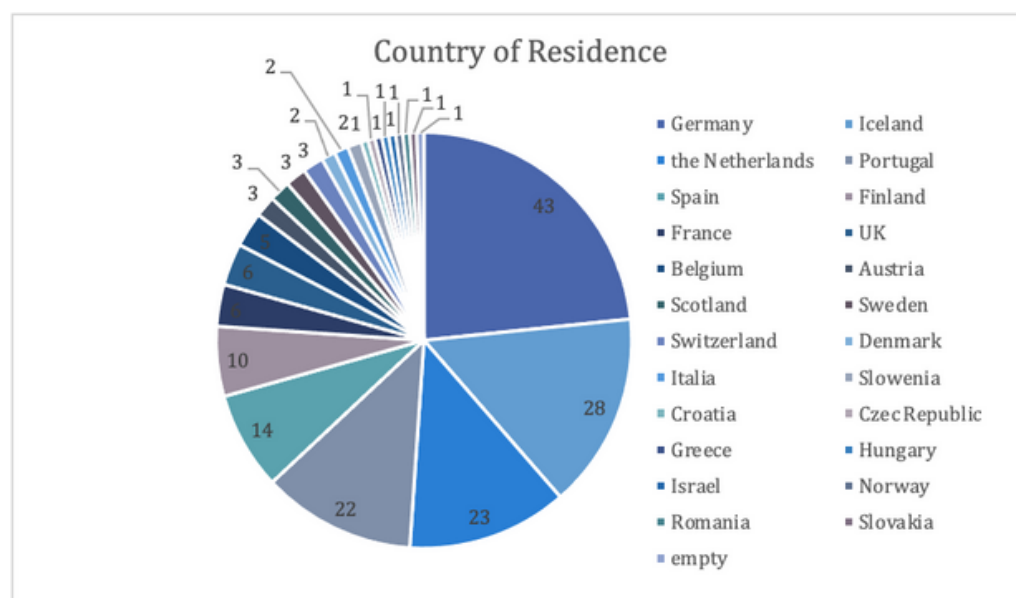


Appendices 1-3

1. Sample characteristics of Athlete Questionnaire
2. Sample characteristics of Coach Questionnaire
3. Characteristics of interview partners

1. Samples characteristics of Athlete Questionnaire

186 athletes from different countries (see figure) filled out the questionnaire. Their birth sex, gender identity, sexual orientation and whether they are intersex is displayed in tables below.



Assigned sex at birth	Number of Answers
Female	99
Male	83
I do not want to say	2



Gender Identity	Number of Answers
Cisgender Female	82
Cisgender Male	74
Non-Binary	10
I define myself another way	6
I do not want to say	5
Transgender Female	5

Sexual Orientation	Number of Answers
Heterosexual	67
Gay Man	48
Bisexual	24
Lesbian/Gay Woman	24
Other	9
I am not sure	7
I define myself another way	3
I do not want to say	2

Sexual Orientation	Number of Answers
Heterosexual	67
Gay Man	48
Bisexual	24
Lesbian/Gay Woman	24
Other	9
I am not sure	7
I define myself another way	3
I do not want to say	2

Are you intersex?	Number of Answers
No	175
Yes	5
I do not want to say	4

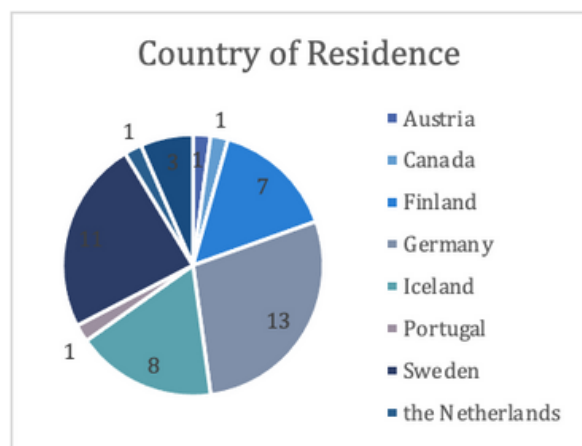


2. Sample characteristics of Coach Questionnaire participants

46 coaches from different countries (see figure) filled out the questionnaire. Their country of residence, age, birth sex, gender identity, sexual orientation and whether they are intersex is displayed in the tables below.

Assigned sex at birth	Number of Answers
Female	27
Male	18
I do not want to say	1
Are you intersex?	Number of Answers
Yes	41
No	0
I do not want to say	3

How do you describe yourself/your gender identity?	Number of Answers
Cisgender Female	21
I define myself another way	6
I do not want to say	4
Cisgender Male	14



How do you describe yourself/your sexual orientation?	Number of Answers
Heterosexual	34
Lesbian/Gay Women	3
Gay men	3
Bisexual	3
I define myself another way	1
I do not want to say	2

3. Characteristics of interview partners.

The duration of the interviews was 28 ± 16 minutes (mean \pm standard deviation). The shortest interview took 10 minutes and the longest one took 55 minutes. Interviewees were aged between 30 and 61 years and the interviewees lived in the following countries: 2x Spain, 2x France, Slovenia and Croatia.



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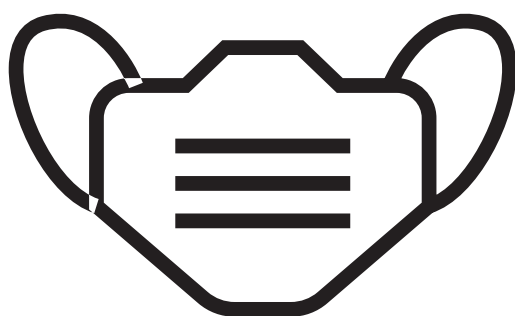
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The legacy of the COVID-19 pandemic

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Sport and the LGBTQI+ community

The legacy of the covid-19 pandemic

It is proven that minorities (for example, people with a lower socio-economic status, ethnic minorities, gender/sexual minorities) suffered disproportionately harder from the restrictions and implications of the pandemic compared to the rest of the population (1). LGBTQI+ people, representing this minority, are more prone to carry extra burdens, such as lower income, higher unemployment rate and precarious jobs (1), in addition to the psychological and economic burden of the crisis. The lower health outcomes of LGBTQI+ (1,2), a compromised immune system (2) as well as intersex people's transition-related medical care scheduled as non-urgent and postponed (1,2), higher rates of homelessness (2) mark the discriminating circumstances that LGBTQI+ have had to face during the pandemic. Social distancing is especially hard when one is rejected by your family (1) and young people were, and are, at risk of loneliness as they rely more on family ties as adult LGBTQI+ (1). In addition to all these personal life factors, the crisis was used by politicians to blame LGBTQI+ and thus further steer hatred against the minority LGBTQI+ (1,2). In contrast to this, in order to acknowledge and embrace gender diversity and sexual orientation and as a reaction to the pandemic, experts recommend putting in place a number of measures. These include: Giving visibility to LGBTQI+ in public policy; deconstructing stigma and protecting LGBTQI+ persons from violence and discrimination; designing State responses based on evidence; and involving LGBTQI+ organisations (3).

A survey from the UK (555 answers from LGBTQI+) revealed that 42% wished to receive support for their mental health in April/May 2020 and that 25% would like to receive support to reduce their isolation. 16% were unable to access health care and another 34% have had medical appointments cancelled. 37% of respondents stated that decreased mental wellbeing was one of their top three concerns at this time (4). Similar problems were reported by the LGBT Foundation: From 16th March to 5th April 2020 the LGBT Foundation's helpline registered 13% more calls about mental health compared to the period 24th February to 15th March 2020 (5). Another study, comprising 310 answers of LGBTQI+ people, revealed high perceived stress and high levels of depressive symptoms during the pandemic. For those who experienced discrimination, perceived stress and symptoms of depression were higher, compared to those who did not, thus underlining the negative impact of discrimination on mental health (6).

Regarding physical activity levels, 55% of GBT men, 56% of LGBT women and 64% of non-binary people are not active enough to maintain good health, compared to 33% of men and 45% of women in the general population. Physical inactivity is responsible for up to 40% of many long-term conditions, among which some are known to increase the risk of being severely

affected by covid-19. Thus, taking exercise can make it less likely that people will need intensive care with a covid-19 infection (5).

The report on “covid-19 and the human rights of LGBTI people” names in its key action recommendations that shelters, and support services should take steps to include the LGBTQI+ community (2). Sport organisations could be such a shelter and provide a safe space and place of feeling belonging, which is of special importance during a crisis such as the covid-19 pandemic. The aim of the following data collection was to investigate the impact of covid-19 on sport in the LGBTQI+ community, as there is not much data available, yet.

Literature:

- 1: ILGA Europe (2020): COVID-19 and specific impact on LGBTI people and what authorities should be doing to mitigate impact
- 2: United Nations (2020): Covid-19 and the human rights of LGBTI people – What is the impact of covid-19 on LGBTI people?
- 3: UN independent expert (2020): Report to the UN General Assembly: The impact of the covid-19 pandemic on the human rights of LGBT persons
- 4: LGBT foundation (2020): Hidden figures – The impact of the covid-19 pandemic on LGBT communities in the UK.
- 5: LGBT foundation (2020): The Essential Briefing on the Impact of COVID-19 on LGBT Communities in the UK
- 6: Kneale D (2021): Discrimination as a predictor of poor mental health among LGBTQ+ people during the COVID-19 pandemic: cross-sectional analysis of the online Queerantime study



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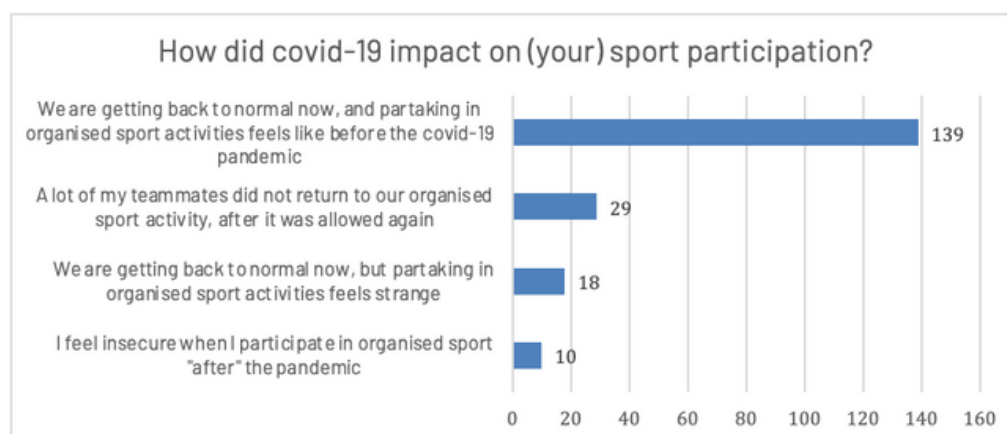


Figure 1. Answers of Athlete Questionnaire. Numbers are displayed in absolute numbers. Multiple answers could be selected, and it was optional to also answer in a free-text field.

Table 1. Athlete answers from the optional free text field

How did covid-19 impact on (your) sport participation?
Everything is normal and just as it was before covid
It had no impact on getting back to normal
It is worse in handball than paddle
No impact, except maybe there are less spectators at games
One of my sessions could not restart until next month so it was a challenge
Unfortunately, covid has not disappeared
During the pandemic I started to do more sport and I took a course as a paddle coach
Covid has made people more egoistic. "Only my problems, not the general public...". See this poll. who asks if straight people are discriminated against whether male or female? None....
We need to work on our teamwork in the sports club and within our team, because this was interrupted as we did not see each other for a long time during the lockdown

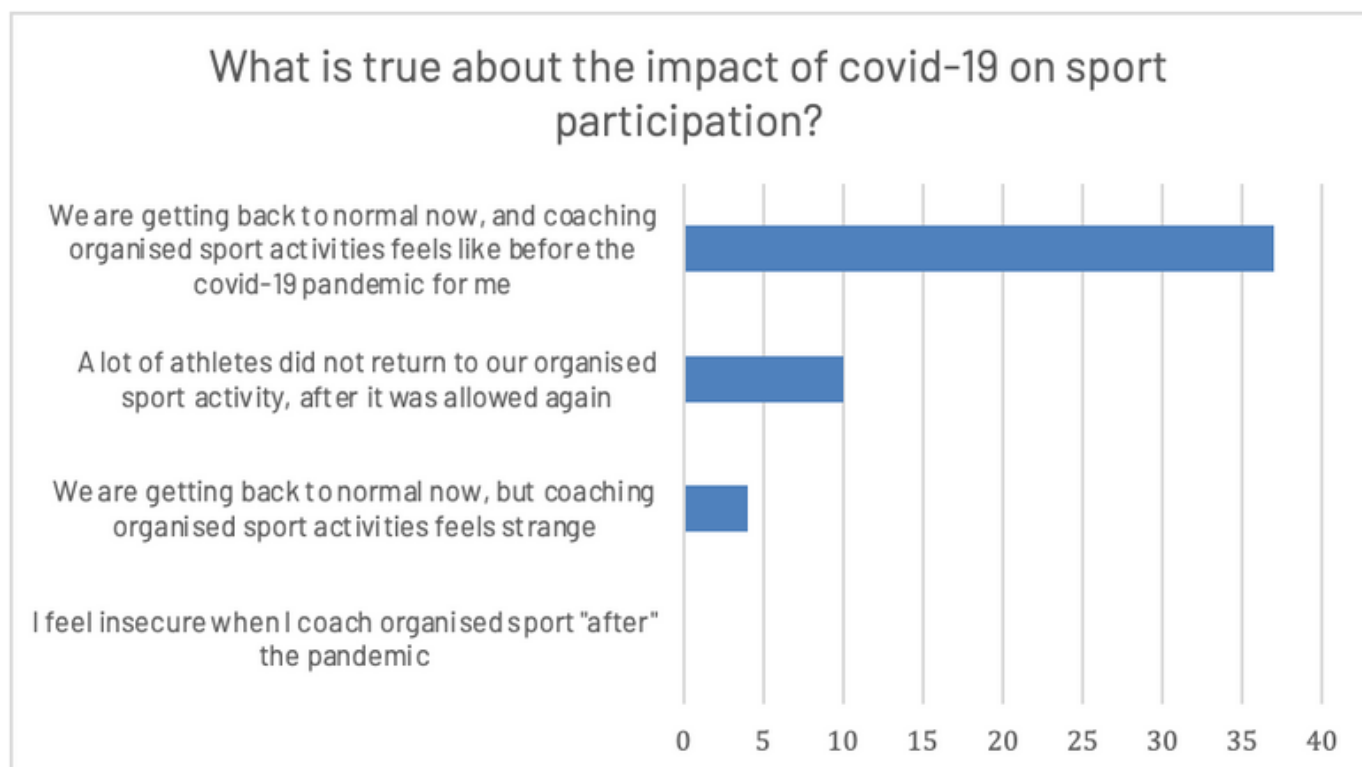


Figure 2. Answers of Coach Questionnaire. Numbers are displayed in absolute numbers. Multiple answers could be selected, and it was optional to also answer in a free-text field.

Table 2. Coach answers from the optional free text field

What is true about the impact of covid-19 on sport participation?
A certain loss of young athletes is noticeable, but new ones are coming in; what is worse is that fewer coaches are accompanying the growth.
There are a lot of new members, which is too much for the coaches
Selfishness has increased massively
Some "discomfort" still continues. Organised sport activities feel different.



We also asked the athletes in the interviews about the impact of covid-19 on sport activities. Below are some exemplary statements (direct quotations).

Please share your experience during the covid-19 pandemic with us. Did you find means to “replace” organised sport with other joyful activities that were allowed during lockdown?

“Not really. I was at that point where I just wanted to stay home and wait for this to get over and get fat and unfit or so. Pools were open quite fast again, because they said that high humidity stops the virus from spreading.”

“We had a lockdown. As soon as areas were open again we decided to start half of our activities again. I ensured with my team coordinator that all activities started again according to the rules. We played outdoors a lot. We did the maximum we could.”

“We did not play. But after some months, we started playing again. But because people did not show up, the price increased. I did not want to pay that much for one session, it was way too much for me and not worth it. In summer 2020 I joined again. There are now as many participants as before, even 4-5- new participants. I did some walking and cycling during the lockdown.”

Did you observe lasting negative long-term effects of the pandemic when it comes to sport and sport participation? If yes, please explain them further.

“I would say no. Our swimming training just looks like before. To be sustainable, we need 5-10 people. Maybe it is even slightly more participants now after Corona.”

“No, because we, as a club, even grew after the pandemic.”

“I think not in paddle. Maybe even more positive things, such as washing your hands. And our membership increased.”

“Yes. EuroGames this year: 2047 participants, although 3000 could have come. There was no reason why not to go. People spend their money on different things, or do not have that much money. Covid made people step back and look at their lives differently. And the priorities of their life. Maybe people want to go to bigger multisport events, or on a LGBTQI level, local groups are coming together and it is cheaper that way? Nijmegen might not be attractive enough for some people to go there for social event plus holidays. It might be different in Bern with the Alps and Hiking.”

“No, nothing for Badminton. I am not sure regarding other sports.”

“For me, yes. I need to lose weight and need to do sport again.”



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The legacy of the COVID-19 pandemic

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LBTQI+ women in sport

The underrepresentation of women and their position in sport is deeply rooted in the history and institutional structures of sport: There was on the one hand the “protection of femininity” in sport and on the other hand the fact that sport was used as a space to control women’s bodies, physically and socially (1).

Kiza Magendame, keynote speaker during the European Sport Platform 2022, talked about inclusion and said that “not everyone is welcome at the tables where decisions are made.” This seems to apply for women in sport, too. LBTQI+ women represent a minority within a minority, which leads to double discrimination – both as women and as defining oneself in the LGBTI spectrum. Therefore, there is the need for specific actions to break the habits, opinions, and vicious cycles and to educate, thereby highlighting where discrimination lies and to legislate to put an end to it. Recommendations, deriving from the co-written report produced by ILGA-Europe, ELC, EGLSF and partners, deliver such specific actions. They include the support of awareness-raising campaigns regarding violence and discrimination against LBTQI+ women, the provision of funding opportunities and the creation of laws that explicitly ensure that competitive sport aligns with national protection and anti-discrimination actions. Further, good practice examples from Italy, Sweden, the Netherlands, Germany, and Scotland provide ideas and roadmaps for the path to promote sporting activities for LBTQI+ women, with the focus on enlarging the definition of women in sport to cover women in all their diversity (1).

Sport Scotland analysed barriers to participation for girls and women in sport and categorised these as practical, personal, and socio-cultural barriers (2). Notably, practical barriers (e.g. lack of childcare, money, access, safety) and socio-cultural barriers (e.g. male-dominated culture of sport, attitudes and prejudices about sexuality, sexual harassment and abuse, female invisibility). These underline that there is the need for action and support from a higher level, including the implementation of recommendations such as the ones stated above. Barriers for participating in competition concerns, specifically, transgender women. A scientific review about transgender women athletes and elite sport (3) distinguishes between the biomedical and sociocultural perspective of transgender women in competition and concludes that there is no clear evidence of the superiority of trans women over cis women and that the balance between fairness and inclusion should be considered when talking action (3).

Literature

(1): ILGA-Europe, a EuroCentralAsian Lesbian* Community (EL*C), TGEU, Organisation Intersex International Europe (OII Europe), and European Gay & Lesbian Sport Federation (EGLSF) (2021): LBTI WOMEN IN SPORT. VIOLENCE, DISCRIMINATION & LIVED EXPERIENCES

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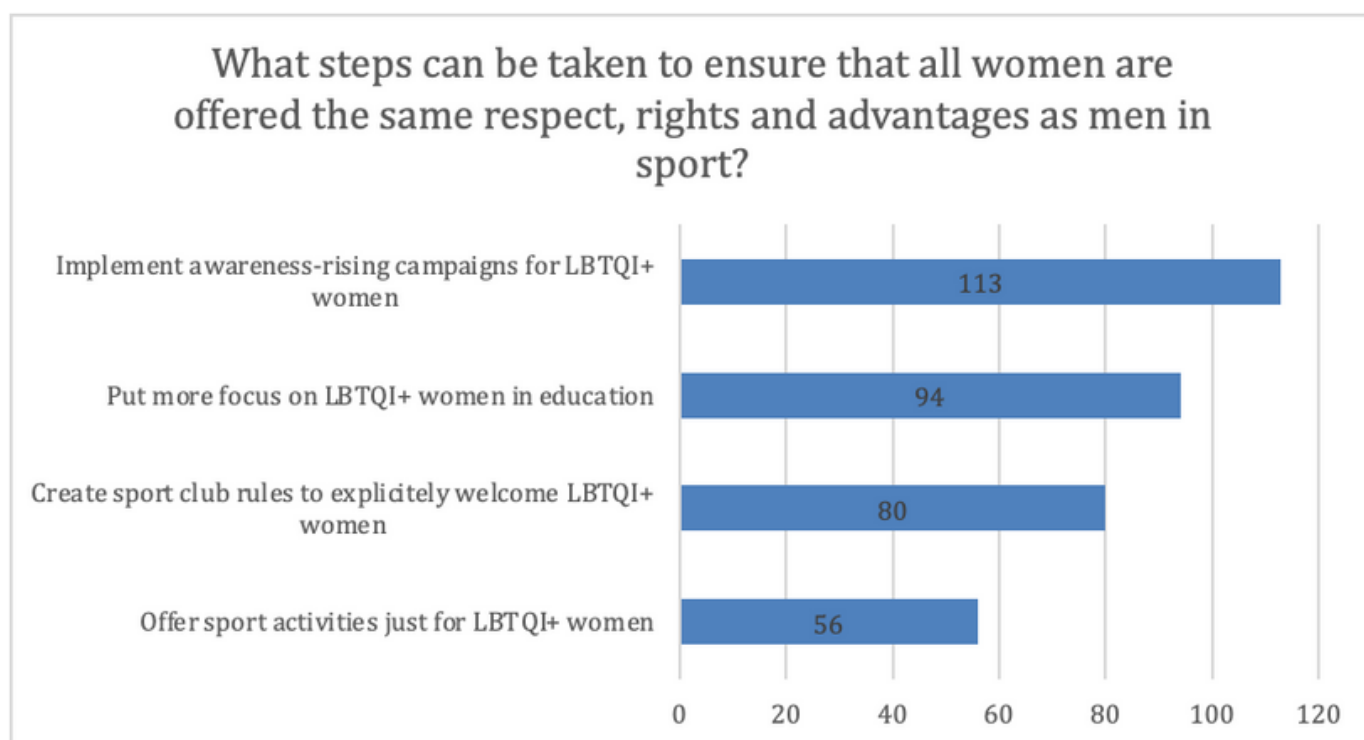


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Table 1. Athlete answers from the optional free text field

What steps can be taken to ensure that all women are offered the same respect, rights, and advantages as men in sport?
Efficient implementation of a clear Code of conduct
I'm not sure but information and empathy always helps. And perhaps we should focus on all people and all diversity not just sexual orientation (although that should be included)
Make womens' sports and LBTQI+ women more visible in media and all coverage
I honestly don't know. Although it seems to me that this problem stems from gender inequalities in society at large and are not particular to sport. So, I am not sure sport specific interventions get at the root of the problem
Put LBTQI+ women in the board of a club
I believe that women's and men's sports differ only for physical reasons inherent to gender
This has to do with a structural problem in society and not specifically with women only in sport
Invest in and publicise women's sport more: the more women do sport; the stronger it will become; the more reach it will have; and consequently the more respect it will command
Respect for men, women and everything between must be lived by the coaches and responsible persons
Strict rules on equal treatment
Mixed locker rooms and mixed teams at all levels from toddlers upwards
Creating competition spaces where biological sex is not one of the parameters for defining competitions
I'm all for gender inclusion and sharing, so I'm not so much for having only women among themselves, although I think they might feel more protected among themselves without men. Education for all
Putting emphasis on adverts that all people are equal no matter of their sexuality
Please no special offers but sport for all. Otherwise, there will be social segregation. See "women's" football "women's" boxing the "women" is unnecessary
Open communication about the topic
Debates on how to deal with such situations in a neutral manner
Raising awareness also about queer athletes
Use well known/respect women to give their voice as a campaign
Critical reflection on masculinity and "male/patriarchal" values in sport
Work in schools with teenage girls to encourage them not to give up sport!
In the media, women's sports should be reported on the same level as men's sports, including photos. And here too: effective actions against hate against women on the internet
More offers



Table 2 Coach answers from the free text field

In your opinion, what steps can be taken to ensure that all women are offered the same respect, rights and advantages as men in sport?
Awareness raising - and sensitisation work (create awareness that we have grown up with gender bias); measures for more visibility of women (impact on sponsorship, pay, role model effect, etc.)
It will not change if it is not addressed
Information discussion and a mindset that does not pit one group against another
Cannot after fifty years as a coach sign the above statement
The media has an important role to play in promoting equality in women's sport. In addition, supporters/sponsors should be more evenly distributed, so that money would move more easily in women's sport, which in turn would increase media visibility, interest, etc..
Strategy/mission/vision training for clubs and organisations would make it even clearer that sport and coaching belong to everyone! Also, the zero tolerance of harassment + anonymous reporting service would be a great addition
Intervene everytime when something happens
Equal pay; Equal athletic discipline selection/offers, consistent intervention when disadvantage is identified for women and LGBTQI+; more education, more visibility on TV with appropriate TV formats
Education, appreciative communication
Extreme penalties for the "perpetrators" and if not acted also for the coaches /responsible persons. This always comes up short and is talked down or dismissed with settlements / payments. See Canadian Hockey League and USA Gymnastics Team. Absolutely abnormal
Sensitisation of all groups
Equal pay, exemplified in top-class sport and by officials and top-class athletes
Women need to be more vocal and voice their opinions without being labelled emotional or hysterical
Promotion of women in the professions of coaches, officials, sports directors, etc.! Mixed teams at management levels act in a more neutral and balanced way, opportunities for contact become more diverse. Leadership positions in sports are strongly male dominated
Thematisation & Information, Creating role models, Openness
Training/education, building a tolerant culture, sanctioning violations thereof
There is probably no patent remedy
Education
Teach all about how hurtful harassment is - to know is to act in the right way
It is 2022 - respect, same rights, trust
Education and more equal rights in society
Education



Visible role models, Ending sexist comments (You play like a girl), Equal opportunities to coaching, sessions, facilities, Respect females as athletes and professionals in sport
Educate children from an early age in an egalitarian manner
Active gender work by federations and associations
A lot needs to be done, gender equality in the board, etc. Zero tolerance for all violations, men/boys need to learn what is ok
None. Don't see that women would be worse off
A bit far-fetched here, but there is a lot of talk about female teams performing better at championships than the corresponding male teams and yet the women earn much less because the stands are full at the male teams' competitions but not at the female teams' competition. Perhaps a good start would be to look at what the female sports audience wanted and try to resolve it so that female matches had a large female audience
Everyone is treated equally
Show women's sport more in the media. Empower women leaders. When a woman leader has been exposed, there is clear support in the associations
Use inclusive language. Identify gender differences in the association/team. Develop an action plan. Create discussion about it at all levels of the association, etc.
Equity in all aspects: leadership, coaching, world and (para-) Olympic programmes (which leads to more equality in budgets), more applied research (leading to more applicable knowledge) and education
For players, my sport is fairly inclusive for coaching and administrative roles it is not. As a combat sport we must continue to promote women's involvement and offer equal opportunities for roles
Equal representation. Luckily at our university we actually have more women than men and our women teams are more successful. Also, I found it really crap that the men handball final was marketed as "the ultimate game of the tournament" and given the last slot. That should in my opinion been the women slot. We can't keep talking about putting women ahead, but constantly having action that defies that and keeps putting men on the pedestal. Next time it needs to be women. We have this policy. We put women over men in the highest slots. They have had 1000+ years on top, they can and should take it.
Visibility in the common TV sport channels and advertising for their events, just like the women's football Euro 2022



We also asked the athletes in the interviews about sport participation for LGBTQI+.
Below are some exemplary statements (direct quotations).

Questions: Did you experience a difference in the treatment of LGBTQI+ women and LGBTQI+ men in sport?

"No. But also, I mostly play with girls."

"Maybe, but not that much. Right now, I cannot remember anything. In our club, this is not a problem. There is no difference, this is a safe space. But I do not know for other sports in our club. We want to create a good environment for everyone, also for non-LGBTQI+ people."

"I have never been in a mainstream club, where you experience passive discrimination, such as "you are playing like a gay guy". It is a general problem in society. But sport is part of that. Sport is often a place where mainstream people can go and forget about everything, but for LGBTQI, the stress and tension can start again in sport in the sports arena. Because people are not accepting still."

"Football and rugby automatically means you are a lesbian, just in gender anyway, but in LGBTQI as well. Proportionally, there are a lot of lesbian rugby and football players, compared to ballet. It is more the right way to express yourself."

"It is basic education. Letting all come and do something. It was written in old contracts, that in women professional football, they had to have long hair and wear makeup."

"Yes and the media image has a lot to do with how we see sports. We have to express that all can partake in sports. Newer sports are sometimes non-gender stereotype, in older sports there are stereotypes. Take images away from peoples heads, such as: Boys playing football, girls sitting on the side. There is this primary learning where we impose gender norms of the kids that goes on."



#StandUp4Equality

Sport and LGBTQI+

EQUALITY IN SPORT

LBTQI+ women in sport

**Author: ENGSO Equality Within Sport
Committee, led by Anne Schomöller**

November 2022

   **@ENGSOsport**

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Safe Sport

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Sport and the LGBTQI+ community

Safe Sport

A survey with 5,500 LGBTQI+ participants revealed that about 90% think that homophobia, particularly transphobia, is a problem in sport (1). This might stem from negative personal experience as 16% of active sport participants indicated that they have had at least one negative personal experience within the past 12 months in relation to their sexual orientation or gender identity. The percentage is highest among trans women with 46%. Taking a closer look at the form of negative personal experiences, verbal insults (82%) and structural discrimination, such as unequal opportunities (75%), present the most common homo-/transphobic incidents (1). Resulting from the study findings, the research group developed the recommendations to include LGBTI safeguarding issues and sexual orientation and gender identity discrimination in the guiding objectives of the next EU Work Plan for Sport, to promote existing sport education programs with trainings on sexual orientation and gender identity discrimination and LGBTI rights issues and lastly, to open up a dialogue with all relevant stakeholders, who can contribute to the development of policies related to the recommendations above (1).

Another survey conducted in 2019 by the European Union Agency for Fundamental Rights that addressed safety for LGBTQI+ people (2) found out that 11% of LGBTQI+ living in the EU were physically or sexually attacked in the previous five years because they identify as LGBTQI+. In the previous year, 38% experienced harassment for being LGBTI. Again, trans people (17 %) and intersex people (22 %) were more likely to experience attacks. Even higher rates (47 %) were detected for LGBTQI+ youth (aged 15-17). Only 21% of incidents of physical or sexual violence were reported to any organisation, including the police (2).

The creation of safe physical spaces has always been a cornerstone of the work of protection of persons from violence and discrimination. Exemplary, a Swedish NGO offers safe outdoor weekly activities for older LGBT people (3). Regarding the LGBTQI+ youth, the committee on Women's Rights and Gender Equality recommends that EU member states promote respect for and inclusion of LGBTI people at school, and fostering objective knowledge on sexual orientation, gender identity and gender expression in schools and further educational settings (4). The concern that young LGBTI people and those perceived as LGBTI are at an increased risk of being bullied stresses the need to establish a safe environment for all young people, regardless of their gender, race or sexual orientation (4).

Literature:

1: Outsport working group, led by GSU (2019): SOGI DISCRIMINATION IN SPORT.

2: European Union Agency for fundamental rights (2020): A LONG WAY TO GO FOR LGBTI EQUALITY.

3: United Nations (2020): VIOLENCE AND DISCRIMINATION BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY DURING THE CORONAVIRUS DISEASE (COVID-19) PANDEMIC

4: European Parliament (2014): REPORT ON THE EU ROADMAP AGAINST HOMOPHOBIA AND DISCRIMINATION ON GROUNDS OF SEXUAL ORIENTATION AND GENDER IDENTITY



The following data derives from an online questionnaire for athletes and from structured interviews with athletes that ENGSO's EWS committee conducted in July - August 2022. The questionnaire was distributed in 13 languages (Albania, English, French, Finnish, German, Greek, Italian, Portuguese, Russian, Serbian, Spanish, Swedish, Turkish).

186 athletes filled out the online questionnaire, respectively, and 6 interviews were conducted with athletes during the EuroGames 2022 as well as online.

Sample characteristics are displayed in the appendices of this factsheet.

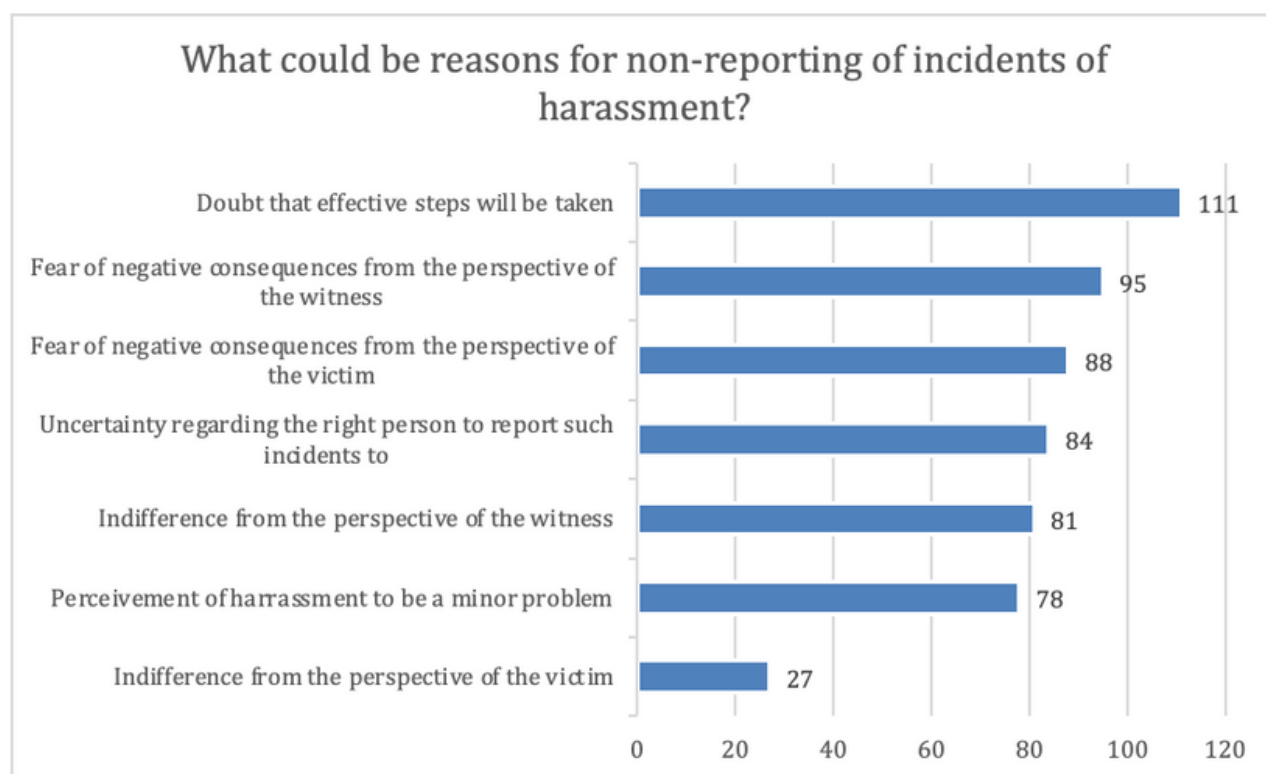


Figure 1. Answers of Athlete Questionnaire. Numbers are displayed in absolute numbers. Multiple answers could be selected.

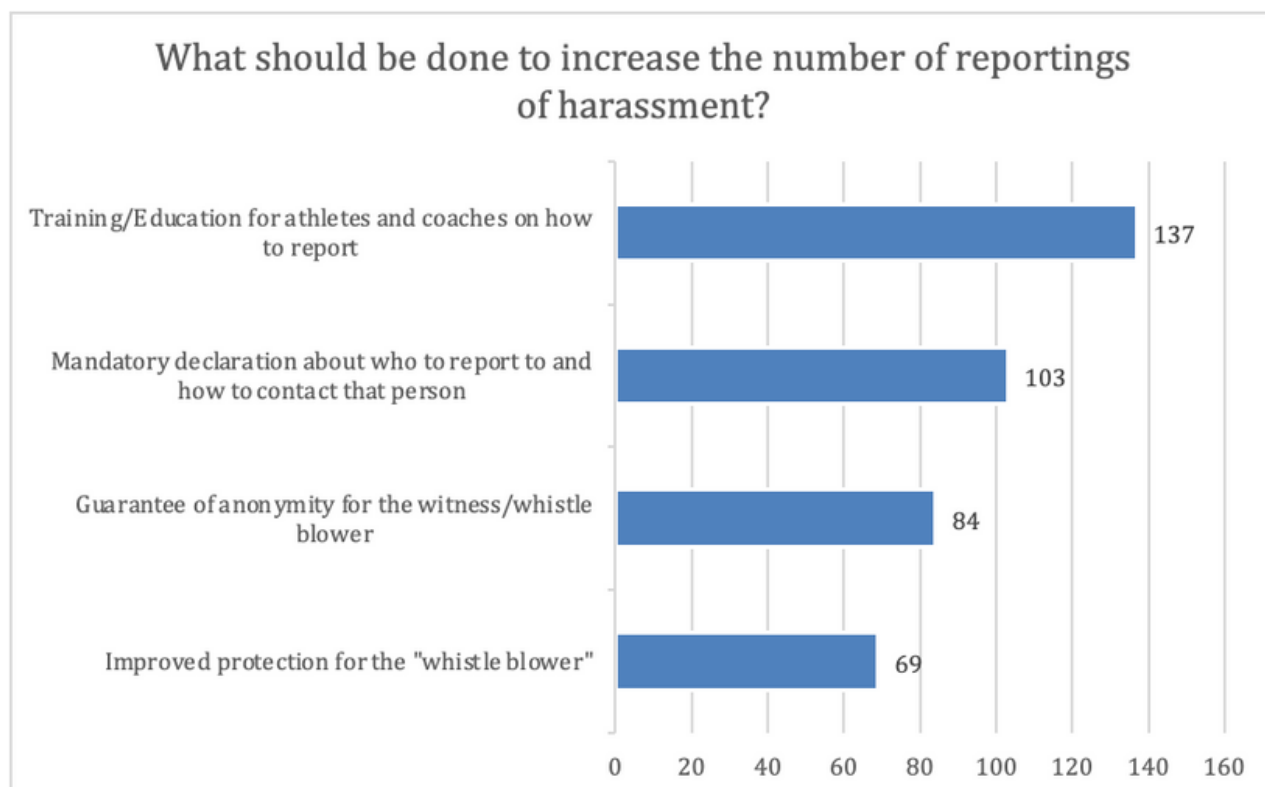


Figure 2. Answers of Athlete Questionnaire. Numbers are displayed in absolute numbers. Multiple answers could be selected, and it was optional to also answer in a free-text field.



Table 1. Athlete answers from the optional free text field

What should be done to increase the number of reportings?
Why just for this group? Insults for all are the order of the day. Only certain groups have problems with this while others take care of themselves and do not make their problems everyone's problems.
Harsh application of punishment
Training for athletes and coaches on how to report 5.
Developing effective communication strategies and making them aware of places to report
Training on gender issues for referees and managers to make them proactive in the reporting process.
Just be equal
Train the whole club
Education, but this is not just the responsibility of the coach
Harsher consequences
Efficient implementation of a clear Code of Conduct
Education
More neutral education for the topic



Figure 3 Answers of Athlete Questionnaire. Numbers are displayed in absolute numbers. It was optional to also answer in a free-text field.



Table 1. Athlete answers from the optional free text field

What should be done to prevent harassment?
Educate athletes and coaches about the LGBTQ+ community and what they might be going through in terms of abuses
Efficient implementation of a clear Code of conduct
Coaches have to talk about diversity from the start of the season
Teach also referees about diversity
Work in schools at a young age to recognise what is and is not acceptable
Use rule change as a tool to develop new relationships between participants
Contact with LGBTQI+ people – the main problem is that people don't have direct/personal knowledge with the community (what they know is what they see on tv/net/social networks)
offer additional offers for prevention, such as: sportmitdialog.de
Campaigns like in football
You can't prevent that. It's human to blame someone. Either the blame is true or the person is only blaming because they are frustrated.
In general more sensibilisation in society
Use rule change as a tool to open up new competitive models, for example mixed (beyond biological sex) or intergenerational
Work on spaces to make sports facilities more inclusive



We did not directly ask the athletes in the interviews about safe sport. Still, this term was mentioned by each interview partner. Below are some exemplary statements (direct quotations).

"We are open towards everyone, but we let heterosexual people know, that this is our safe space here - no homophobic actions accepted of course."

*"We are strongly making people aware that this is our safe space. So, we have this hypothetical discussion: what happens if we are advertising this so good and we end up with 50% being straight - are they taking us over? *laughs* Ok we agreed this will now happen."*

"One positive aspect about sport is playing in a friendly and safe space environment. We have that in my club. We are playing with everyone, not just with LGBTQI+ people."

"For our club, it is a challenge of how public we want to be and how private we want to be to provide this safe space."

"To increase sport participation rates in LGBTQI+, it is necessary to make sport more secure and safe."

"It is necessary to create more safe spaces in sport in general. Not just EuroGames and Gay Games in Europe."

"The LGBTQI movement stays in itself a little bit, because it is the only place where people feel safe. We need to have that guaranteed safe space, but we need to move much more towards is the exchange with the rest of the mainstream sporting world."



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Sport and LGBTQI+

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Safe Sport

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Recommendations

Based on the conducted research the EWS committee recommends the following:

- Take into account the lived experience of LGBTQI+ people when making decisions about creating a welcoming sporting environment that offers a safe space for the practice of physical activity
- Choosing/electing boards and management positions in sport clubs carefully, recognising the importance of diverse representation and enabling equal opportunities for all who apply for election
- Involve the target groups (athletes and coaches) in decision-making and specifically in decisions that affect LGBTQI+ friendly sport activities
- Guarantee LGBTQI+ friendly sport activities and refuse those that are exclusionary in nature
- Regularly evaluate that sporting activities are LGBTQI+-friendly, and pay attention to gender balance in activities offered (trans, women, non-binary inclusion)
- Implement anti-discrimination measures and evaluate them regularly
- Work with media stakeholders to offer positive representation and promote participation of LGBTQI women in sport, and give voices to all genders equally
- Include education about gender diversity and sexual orientation at an early age and decide on a frame (place and time) for such educational activities and clear responsibilities so that it is prioritised
- Make a deliberate effort to reach out to the LGBTQI+ sporting community, for example by walking in pride as a sport club during pride parades, putting up the rainbow flag in front of the sports hall, etc., to increase sport participation rates in the LGBTQI+ community and welcome everybody
- Evaluate the participation rate of LGBTQI+ people regularly and consider/implement (new) actions to welcome everybody if the evaluation reveals deficits
- Initiate dialogue to make gender identity and expression, as well as sexual orientation, a priority that can inspire and enable improvements for the community on all levels, knowing that, and because, Europe is not homogenous in its acceptance and treatment of the LGBTQI community.
- Use sport to counteract the social and physical distance created and the resulting sense of isolation that was reported by all communities and felt especially strongly in the the LGBTQI+ community, during and post COVID-19.