

## Panel Discussion: Needs of trans\*, inter\* and non-binary persons in sports

07.12.2021

Project: „Moving Gender Diversity – Gender Diversity in Motion“

### Present at the Panel:

Sidekick Leipzig e.V. - Imke Bartmann (she)

Trans-Inter-Aktiv in Mitteldeutschland e.V. (TIAM) -  
Nick Heinz (he)

Deutscher Olympischer Sportbund DOSB - Sabrina  
Huber (she)

LandesSportBund Sachsen-Anhalt e.V. (LSB)  
Projekt „Gemeinsam STARK“ - Madlen Nöller (she)

### Moderation:

Vera Ohlendorf (no pronoun) - LAG Queeres  
Netzwerk Sachsen e.V.

### Organisation & Technical Realization:

Louis Wonneberger (he)

#### TIN (trans\* // inter\* // non-binary)

Generic term for varying persons:

trans\* // transgender // transidentity →  
external Assignment/Classification of a  
gender at birth, that does not match with  
one's own gender identity

intersexual → persons who do not conform to  
the medical norm on the basis of physical  
(e.g. hormonal or chromosomal)  
characteristics in their classification as male /  
female

non-binary → persons who locate themselves  
in between, outside or fluid within the binary  
gender system or do not have a gender

## 1. Current Status / Experience Reports

- sports as one of the “last bastions” of a strict division into men and women: e.g. infrastructure (changing rooms, toilets, showers), offers (gender-specific training and competition offers) → exclusions and access barriers for TIN
  - social norms and problems are reflected in sports: devaluation of bodies that do not conform to the norm (body shaming), racism, sexism, transphobia, homophobia, ableism etc.
  - justified fear of discrimination against queer persons (exclusion, insults, devaluation, violation of physical boundaries, assaults)
  - case study ‘Outsport’ – EU-wide survey on queer life realities in sports: 20% of the respondents feel excluded because of their sexual orientation / gender identity // experiences with homophobia and transphobia
  - structural problems in Saxony / LSB Saxony: no incorporation of the topic in statutes, frameworks and action plans of sports associations, no contact person for associations // no known funding resources for structural remodeling in Saxony and generally poor funding situation for the entire subject area
- sports offerings are not perceived or less perceived by TIN or even avoided due to negative experiences

## 2. Developments

- many associations do not have the topic on their radar, but social developments start to have an impact on sports (e.g. change of personal status to “diverse” or discharge of gender-identification)
- increasing interest and requests for further training from associations and information stands at association celebrations
- coalition agreement of the new federal government focuses on this subject field/topic (planned self-determination law) → hope that the associations will be forced to take action
- protection against sexism, gender diversity and sexual diversity were, among others, formulated as goals of the DOSB, that will be implemented as key aspects in the engagement for gender justice in organised sports within the next four years

- IOC passes the 2021 “Framework for fairness, inclusion and non-discrimination due to/on the basis of gender identity and gender differences“ aiming to improve access possibilities for trans\* and inter\* persons in sports, but leaves the definition of performance benefits and access rights to the individual sports areas
- financial area: too little funding available for associations and initiatives, funding resources unknown and high bureaucratic barriers, topic is “too new”, necessity is often not seen → the initiative for change is often taken by individuals within associations
- expertise and educational mandates for requests are too often carried out by associations of the queer community (e.g. Sidekick e.V.) and not by bigger associations → question of responsibility and resources of small sports associations

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### 3. Best-Practice Examples

**Sidekick Leipzig e.V.**

- target group of the training offer: women, lesbians, inter-, trans\*-, non-binary and agender people (WLINTA\*), feminist approach, high demand becomes visible due to the amount of requests // the only sports association with this target group in Leipzig
- necessity for this target group especially in the field of martial arts: dominance of male behavior, underrepresentation of FLINTA\* especially in the trainer position, lack of role models, wellbeing and safe space, promoting internal processes
- raising awareness for visibility and needs of TIN within the association → practical implementation:
  - infrastructure: single changing rooms, separating curtains in the showers
  - personally: visibility of TIN as trainers and in the entire team
  - annual inventory report to DOSB about association members can only be declared in the categories man / women → persistent refusal led to the introduction of the category “diverse”
  - responsiveness for questions and insecurities of participants during the training but also in the case of concern → taking the subject seriously, discussing it in the team, taking wishes onboard, learning from each other
  - awareness-raising workshops for members of the association
  - educational work: supporting other associations in the case of questions or uncertainties

**LSB Saxony-Anhalt e.V.,  
Project „Gemeinsam STARK“**

- aim: to counter homophobic, transphobic and sexist tendencies in sports, establish a volunteer-based support structure within the LSB
- the framework of the instructor’s training in the LSB defines 5 obligatory training units that are to be attended by the district and city sports associations for socio-political topics. The district and city sports associations are responsible for the instructor’s training

**DOSB – Competition Regulation**

- so far only the classification to either men’s or women’s competitions was possible. The DOSB recommends an independent classification in one of the categories. Implemented so far by:
- Berlin Soccer Association
  - Soccer Association Saxony-Anhalt (although both have set a limit to the number of eligible TIN participants - how inclusive is this regulation then?)
  - German Hockey Alliance
  - German Athletics Alliance (limited)

LSB North Rhine-Westphalia and LSB Berlin  
maintain a **gender diversity center**

## 4. Claims of TIN Persons

- pro-active implementation of the educational mandate by the DOSB and the state sports alliances • the LSB should set a good example, e.g. through gender-sensitive use of language on their homepage, taking on a role model function
- keeping the focus on amateur sports, structural incorporation in the trainers qualification etc., incorporation into the licensing system
- on the level of the associations: active positioning (e.g. in the statute), establishing infrastructure outside the two-gender-system (different implementation options: opening up existing infrastructure, single showers, asking for pronouns in registration forms, introduction round in the beginning of the trainings to state one's name and pronoun)
- further training of trainers and multipliers within associations • representation, more visibility of TIN in associations → diverse setup of TIN as trainers, managing board members etc.
- gender inclusive speech, avoiding unnecessary gendering (e.g. germ. „Hampelmann“, „Mannschaft“ etc.)
- contact persons, complaints procedures, establishment and publication of anti-discrimination structures to enable complaints in the first place
- communication: how does it reach people? → targeted communication via the website and social media, if welcome structures for TIN exist
- cooperation with queer associations and existing structures
- revising forms; which information is really necessary and which is irrelevant?

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## Links

### Sidekick Leipzig e.V.

info@sidekick-leipzig.org

<https://sidekick-leipzig.org/>



### Trans-Inter-Aktiv in Mitteldeutschland e.V.

Workshops, advanced trainings, counseling

[n.heinz@trans-inter-aktiv.org](mailto:n.heinz@trans-inter-aktiv.org)

[www.trans-inter-aktiv.org](http://www.trans-inter-aktiv.org)



### LandesSportBund Sachsen-Anhalt e.V.

Project „STARK im Sport“

[stark@lsb-sachsen-anhalt.de](mailto:stark@lsb-sachsen-anhalt.de)

<https://www.lsb-sachsen-anhalt.de/2015/o.red.r/gemeinsamstark.php>

<https://www.instagram.com/projektgemeinsamstark/>

<https://www.facebook.com/projektgemeinsamstark/>



### LAG Queeres Netzwerk Sachsen e.V.

[www.queeres-netzwerk-sachsen.de](http://www.queeres-netzwerk-sachsen.de)

[info@queeres-netzwerk-sachsen.de](mailto:info@queeres-netzwerk-sachsen.de)



**Deutscher Olympischer Sportbund DOSB**  
gleichstellung@dosb.de  
<https://gleichstellung.dosb.de/themen/queerer-sport>



## Links and Information on Gender Diversity in Sports

WDR documentation (2021) on the subject of gender diversity including the debate on the athlete Dutee Chand due to increased testosterone levels  
<https://www.ardmediathek.de/video/quarks/intersexualitaet-warum-es-mehr-als-zwei-geschlechter-gibt/wdr-fernsehen/Y3JpZDovL3dkci5kZS9CZWl0cmFnLTE2NDc5MWQ4LWY2NGQtNDc3NC04ODg2LTQ4ZDRiMjI0ZTJkMg/>

Case study 'Outsport' (2019): first european survey on the situation of TIN in sports

- General information  
<https://www.out-sport.eu/wp-content/uploads/2019/11/OUTSPORT-RESEARCH-Report-EU-Relevance-of-SOGI-in-Sport-in-Europe.pdf>
- For federal republic of Germany  
[https://www.out-sport.eu/wp-content/uploads/2019/11/OUTSPORT-RESEARCH-GER\\_WEB..pdf](https://www.out-sport.eu/wp-content/uploads/2019/11/OUTSPORT-RESEARCH-GER_WEB..pdf)
- German Version <https://www.out-sport.eu/?lang=de>
- English Version  
[https://fis.dshs-koeln.de/portal/files/4468644/\\_OUTSPORT\\_Report\\_Relevance\\_of\\_SOGI\\_in\\_Sport\\_in\\_Europe\\_corrected\\_version\\_July\\_2019.pdf](https://fis.dshs-koeln.de/portal/files/4468644/_OUTSPORT_Report_Relevance_of_SOGI_in_Sport_in_Europe_corrected_version_July_2019.pdf)

Bremen declaration of the conference of sports ministers, november 2020  
[https://sportministerkonferenz.de/fileadmin/sportministerkonferenz/Downloads/Beschluesse\\_44.SMK2020\\_Videokonferenz.pdf](https://sportministerkonferenz.de/fileadmin/sportministerkonferenz/Downloads/Beschluesse_44.SMK2020_Videokonferenz.pdf) (topic sexual and gender diversity from p. 12)

German Youth Institute (DJI) 2018: queer experiences of inclusion and exclusion of lesbian, gay, bisexual, trans\* and diverse youth in recreational and sports activities  
[https://www.dji.de/fileadmin/user\\_upload/queere\\_freizeit/DJI\\_QueereFreizeit.pdf](https://www.dji.de/fileadmin/user_upload/queere_freizeit/DJI_QueereFreizeit.pdf)

Material on sexual and gender diversity in sports  
<http://sichtbar-sportlich.de/materialien>

Berlin soccer association (contact person for diversity, regulations for the play entitlement of trans\* and inter\* persons)  
<https://berliner-fussball.de/vielfalt/>  
<https://berliner-fussball.de/vielfalt/ansprechpersonen/>  
[https://berliner-fussball.de/fileadmin/user\\_upload/soziales/PDF-Dateien/Spielrecht\\_divers\\_im\\_BFV.pdf](https://berliner-fussball.de/fileadmin/user_upload/soziales/PDF-Dateien/Spielrecht_divers_im_BFV.pdf)

Seitenwechsel e.V., Berlin  
<https://www.seitenwechsel-berlin.de/verein/>

OUT\*side project as good exercise for TIN  
<https://www.seitenwechsel-berlin.de/aktuelles/outside>

Gender diversity charter by Seitenwechsel e.V.  
[www.charta.seitenwechsel-berlin.de](http://www.charta.seitenwechsel-berlin.de)

Dif Kultur (2020). Hyperandrogenic athlete Annet Negesa: The fight for justice

[https://www.deutschlandfunkkultur.de/hyperandrogene-athletin-annet-negesa-der-kampf-um.966.de.html?dram:article\\_id=468247](https://www.deutschlandfunkkultur.de/hyperandrogene-athletin-annet-negesa-der-kampf-um.966.de.html?dram:article_id=468247)

Hesse, Monica. „We celebrated Michael Phelps’s genetic differences. Why punish Caster Semenya for hers?” Washington Post. May 2nd, 2019.

[https://www.washingtonpost.com/lifestyle/style/we-celebrated-michael-phelpss-genetic-differences-why-punish-caster-semenya-for-hers/2019/05/02/93d08c8c-6c2b-11e9-be3a-33217240a539\\_story.html](https://www.washingtonpost.com/lifestyle/style/we-celebrated-michael-phelpss-genetic-differences-why-punish-caster-semenya-for-hers/2019/05/02/93d08c8c-6c2b-11e9-be3a-33217240a539_story.html)

Olympic-Channel (2017): featuring US triathlete Chris Mosier (trans man) and his advocacy for trans\* athletes in sports

[https://www.youtube.com/watch?v=UjTwS\\_UtwN0](https://www.youtube.com/watch?v=UjTwS_UtwN0)

IOC framework on trans\* and inter\* sexuality

[https://stillmed.olympics.com/media/Documents/News/2021/11/IOC-Framework-Fairness-Inclusion-Non-discrimination-2021.pdf?\\_ga=2.268850929.1012244838.1637743740-640194447.1637743738](https://stillmed.olympics.com/media/Documents/News/2021/11/IOC-Framework-Fairness-Inclusion-Non-discrimination-2021.pdf?_ga=2.268850929.1012244838.1637743740-640194447.1637743738)

Political positioning and legal security in the sports association from the DSJ

<https://www.dsj.de/news/artikel/rechtssicherheit-politisch-neutral-der-umgang-mit-positionierungen-vermietungen-und-einladungen-im-s/>