

Trans Inclusion in World Rugby

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@Genderintell

About Gendered Intelligence (GI)



- Established 2008; a registered charity
- **We imagine:** a world where people are no longer constrained by narrow perceptions and expectations of gender, and where diverse gender expressions are visible and valued
- **Aims:** to increase understandings of gender diversity and improve trans people's quality of life
 - Work with all those who impact on trans lives
 - Specialise in supporting young trans people
- **Everyone can be intelligent about gender!**



Quote 1: Importance of Sport

"Sport has been a consistent and important part of my life since I was a young child.

Since I was not academic, sport enabled me to build self esteem through my achievements on the sports field which compensated for the sense of failure I felt in other areas of school life...

From puberty onwards I suffered with gender dysphoria relating to my body, and sport enabled me to focus on what my body can do, rather than what it looks like which has helped cope whilst waiting for hormones and surgery.

When I moved to a new city, sports teams were the easiest way for me to make friendship groups which I have otherwise struggled to do. This in turn has given me a support network and sense of community."



VIDEO CLIP:
So I think my kind of overriding
feeling about everything is that
sport and activity are vital to
every human being.

Tigger (he/him)



Statistics on Trans People in Sport & Physical Activity

- **60%** of trans people / 64% of non-binary people are not active enough for good health (General population: 33% of men, 45% of women) *National LGB&T Partnership, 2016*
- **62%** of trans people avoid being open about their gender identity at sports clubs, fitness / leisure facilities for fear of a negative reaction from others *National LGBT Survey, Government Equalities Office, 2018*
- **28%** of trans people have been discriminated against while exercising at a fitness club or taking part in group sport in the last year *Stonewall, LGBT in Britain, 2018*





TRANS PEOPLE (NOT) IN ELITE SPORT



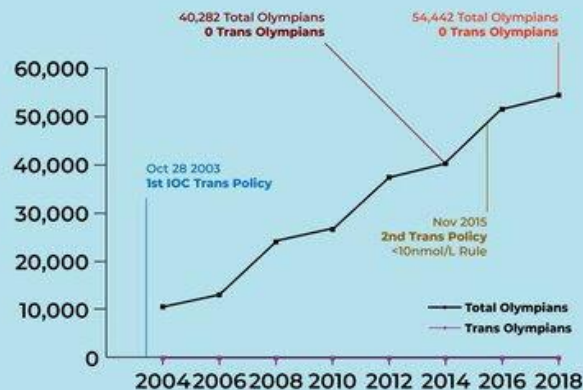
Trans people are 0.6%
of the population*



7,530 MILLION



45 MILLION



Trans athletes:

0 Olympic
Medals

0 Elite World
Championships

0 Elite World
Records

**= 0 Evidence of an
Unfair Advantage**

* Source: <http://williamsinstitute.law.ucla.edu/wp-content/uploads/How-Many-Adults-Identify-as-Transgender-in-the-United-States.pdf>

VIDEO CLIP:

Trans people do face a huge number of issues in sport and in exercise and physical activity, especially in structured or group settings. There are a number of groups that are springing up, um, hopefully all over the country and all over the world to try and combat that, but I think everyone can do more to try to be inclusive of trans people and not just to be accepting but specifically to reach out and create a space that is welcoming

Emily (she/her)



Things to Consider: Trans Diversity

- People with binary identities (man / woman)
- Non-binary and gender fluid identities
- People have a wide range of different transition experiences – what their transition encompasses, where they are in that process, what that means for their access to rugby
- Young trans people who have used hormone blockers and who will have experienced only a partial puberty of their assigned gender
- People who blend in – expectations / ethics of disclosure / privacy / confidentiality
- Impact on intersex people



VIDEO CLIP:

I used to go boxing all the time, um
and I used to be really good at it and I
think once I started taking
testosterone, I sort of stopped because
it was a weird in between where I
couldn't go to the women's classes
where I felt safe before to go to, but I
also couldn't go to the regular classes
because it was a bit intense.

Krishna



Maximising Trans Inclusion

- Start where people enter the game – grassroots
- Door closed at grassroots; talent pipeline closed
- What would it look like to start with an assumption of eligibility instead of requirement for proof / to meet criteria?
- What if rugby said everyone people can just play on the team that accords with / best matches their gender identity; non-binary people in the team / spaces where they're most comfortable?



A Social Model of Inclusion (1)

- Significant physical diversity is inherently part of sport - trans people are part of that
- M/F competition segregation is based on averages - but no individual has to be average to participate
- What's important is not whether someone approximates to an average, but whether they fall within the entire spectrum of possibilities
- Distinguish between the average capability of women (or men) and the overall range of capability of women (or men)



A Social Model of Inclusion (2)

- At grassroots, how often would a trans woman fall outside the full range of capability of other women, or a trans man outside the range of other men?
- Could we start from an assumption of inclusion, unless there's a clear objective reason to exclude, not 'proof' of eligibility?
- Are there any barriers to that?
- Consider cost of compliance with regulations as a factor that can bar access



Fairness and Advantage

- All want sport to be as fair as possible
- **Key to separate the notion of fairness from advantage**
- Situations may arise around fairness (or safety) for **any** player – take a case by case objective approach; use models that apply to all
- Education, and the opportunity to ask questions are key
- We should all be able to make the best of our capabilities, wherever they come from
- Celebrate participation and talent!



Looking to the Future...

- Sports with embedded gender divides won't change overnight
- Newer sports like Roller Derby, a fast, contact sport, show what can be done:
"An individual who identifies as a trans woman, intersex woman, and/or gender expansive may skate with a WFTDA (Women's Flat Track Derby Association) charter team if women's flat track roller derby is the version and composition of roller derby with which they most closely identify."
- No issues of safety or unfairness of competition
- We can work to remove the barriers!



VIDEO CLIP:
More sports, more
fun, less gender!

Krishna



Thank You!

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