



# TIPS TO CREATING AN INCLUSIVE PLAYING FIELD

## LEARN AND UNDERSTAND CURRENT TERMINOLOGY

- Use non-gendered language to address other players.
  - EXAMPLE: Folks. Use 'Hey Folks' instead of 'Hey Guys' when addressing a group of people.
- You can view our 'Glossary of Terms' for a short guide on terminology; it is not all inclusive and is a living document subject to change.

## MIRROR LANGUAGE

- Use the same language as the person you are speaking with. This applies to their pronouns as well as any terms used to describe their identity, sexuality, and ethnicity.
- If you accidentally use an incorrect term for someone, apologize, restate the sentence using the correct term, and move on!

## LEARN & UNDERSTAND MICROAGGRESSIONS & UNCONSCIOUS BIAS

- Understand their presence and impact!
- Microaggression is an indirect, subtle, or unintentional discrimination against members of a marginalized group.
- Unconscious Biases are social stereotypes about certain groups of people that people form outside their own conscious awareness. They can affect how we understand and engage with a person or group.

## INTERRUPT AND INTERVENE

- Speak up if you witness discriminatory and offensive actions and/or language used at your game.
- Support the victim and check in on them after the fact.
- Contact the SSC if you've witnessed behaviour that is not aligned with our policies.

## BE SUPPORTIVE

- Treat all athletes the same, regardless of sexuality, gender identity, gender expression, race, weight, etc.
- Show support at all times and embrace diversity.
- Be open to feedback on how you can become more inclusive.
- Everybody has the right to privacy, respect other's boundaries

**IT'S A MOVEMENT, NOT A MOMENT**

*We are proudly an inclusive community*



## GLOSSARY OF TERMS

### 2SLGBTQIA+

Two (2) Spirited, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, + (Pansexual, Agender, etc.)

- **Two (2) Spirited:** An identity for people who have both a masculine and a feminine spirit, used by some First Nations peoples to describe their sexual, gender and/or spiritual identity.
- **Lesbian:** An identity for female-identifying people who are sexually and/or romantically attracted to other woman.
- **Gay:** An identity for people who are sexually and/or romantically attracted to people of their same sex or gender identity. Traditionally this identity was reserved for men, but it has been adopted by people of all gender identities.
- **Bisexual:** An identity for people who are sexually and/or romantically attracted to two or more genders.
- **Transgender:** An identity for people whose gender identity differs from what is typically associated with the sex they were assigned at birth. Trans people may or may not choose to alter their bodies hormonally and/or surgically.
- **Queer:** This term makes space for the expression of a variety of identities outside of rigid categories associated with sex, gender or attraction. Historically a derogatory term used as a slur against 2SLGBTQIA+ people, it has been reclaimed by many as a positive way to describe themselves.
- **Intersex:** An umbrella term to capture various types of biological sex differentiation. Intersex people have variations in their sex characteristics, such as sex chromosomes, internal reproductive organs, genitalia, and/or secondary sex characteristics (e.g. muscle mass, breasts) that fall outside of what is typically categorized as male or female.
- **Asexual:** An identity for people who lack sexual attraction or interest in sexual expression.
- **Pansexual:** An identity for people whose choice of sexual or romantic partner is not limited by the other person's sex, gender identity or gender expression.
- **Agender:** An identity for people who do not have a gender identity, or that their gender identity is neutral. People who are agender may also identify with genderqueer or nonbinary as umbrella terms.
- **Cisgender:** A person who identifies with the gender they were assigned at birth.

*Government of Canada (Aug 19, 2020). LGBTQ2 Terminology.*

*Retrieved from <https://www.canada.ca/en/canadian-heritage/campaigns/free-to-be-me/lgbtq2-glossary.html>*

### ANTI-RACISM

“The active, ongoing process of dismantling a system of racial inequity and creating a new system of racial equity. Anti-racism demands that this work be done at the individual, organization/institutional and cultural levels in order to effectively address systemic racism.”

*(2017, Anti-Racist Organizational Change: Resources and Tools for Nonprofits, CommunityWise Resource Centre)*

### BIPHOBIA

The fear, hatred or aversion of people who are attracted to more than one gender.

## BIPOC

Black, Indigenous, People of Color

## DISABILITY TERMINOLOGY

“A disability is a functional limitation or restriction of an individual’s ability to perform an activity. The word ‘disabled’ is an adjective, not a noun. People are not conditions. It is therefore preferable not to use the term ‘the disabled’ but rather ‘people with disabilities’ [person-first language].”

*For more insights, learning and to view how we can adjust our language, please refer to the Government of Canada’s ‘A Way with Words and Images’ project, [here](#).*

## FIRST NATIONS PEOPLES

‘Indigenous Peoples’ is a collective name for the original peoples of North America and their descendants. Often, ‘Aboriginal Peoples’ is also used. The Canadian Constitution recognizes three groups of Aboriginal Peoples: First Nations, Inuit and Metis. These are three distinct peoples with unique histories, languages, cultural practices and spiritual beliefs.

## GENDER VS. SEX

- “A person’s **GENDER** refers to socially constructed roles, behaviours, expressions, and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. Gender identity is not confined to a binary (girl/woman, boy/man) nor is it static; it exists along a continuum and can change over time.”
- “A person’s **SEX** refers to a set of biological attributes in humans, primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex is usually categorized as female or male, but there is variation in the biological attributes that comprise sex and how those attributes are expressed.”

*Canadian Institutes of Health Research (Apr 28, 2020). What is gender? What is sex?  
Retrieved from <https://cihr-irsc.gc.ca/e/48642.html>)*

## HOMOPHOBIA

The fear, hatred, or aversion of people who experience same-sex attraction.

## MICROAGGRESSION

A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.

## PRONOUNS

Pronouns are words that are used in place of nouns. A gender neutral or gender inclusive pronoun is a pronoun which does not associate a gender with the individual who is being discussed. Commonly used pronouns include:

- She/Her
- He/Him
- They/Them
- Xe/Ze
- Remember, you can always just use the person's name instead!

## TRANSPHOBIA

The dislike of or prejudice against transgender people.

## WEIGHT BIAS

Negative attitudes, beliefs, judgement, stereotypes, and discriminatory acts aimed at individuals because of their weight. Weight bias is not exclusive to or solely about obesity, weight bias is inclusive of, and can be experienced by, all people.

## WEIGHT DISCRIMINATION

When people act on their own individual biases and the social stereotypes of weight-related bias, and treat people differently because of their weight.