

Charter "Gender Diversity in Sports"

A tool for organisational development

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A Charter

CHARTER FOR GENDER DIVERSITY IN SPORTS

The members and volunteers of the club/association

_____ in particular responsible persons such as the board of directors, trainers are committed

1. RECOGNITION

to recognise, include, and support trans* and non-binary athletes.

2. LANGUAGE

to use inclusive language that is accessible to (really all) and does not convey exclusion.

3. VISIBILITY

to actively promote and encourage the participation of trans* and non-binary athletes when appropriate.

Web: charta.seitenwechsel-berlin.de
(online Nov 2021)



10 Educational Modules

WISSENSBAUSTEINE

1. Anerkennung
 2. Sprache
 3. Sichtbarkeit
 4. Dokumente
 5. Räume
 6. Schutz
 7. Innovation
 8. Mehrfachzugehörigkeit
 9. Kommunikation
- Extra: Recht

Was hat Anerkennung mit der Teilhabe von trans* und nicht-binären (TIN) Personen im Sport zu tun?

Wir treten verbindlich dafür ein, trans*, inter* und nicht-binäre Sportler*innen anzuerkennen, einzubeziehen und zu unterstützen.



The Toolbox: A Charter and more...

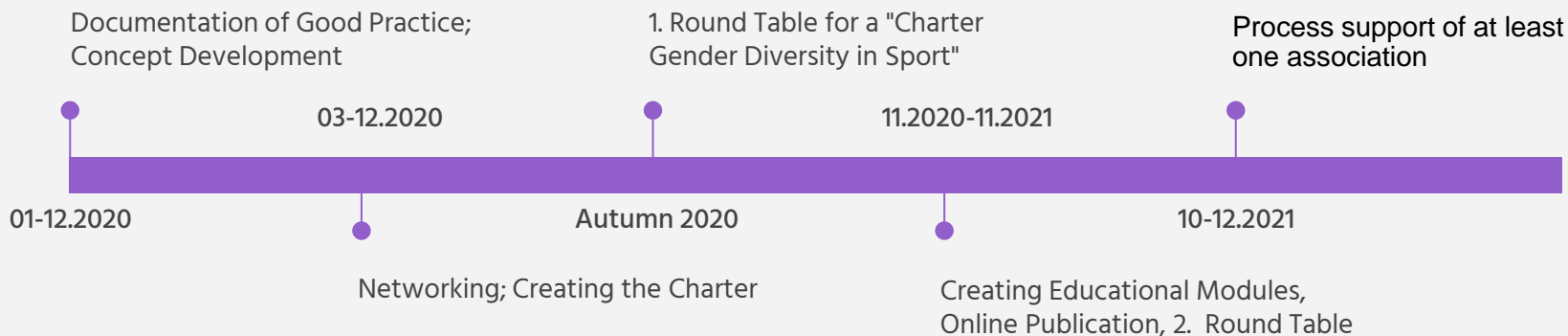
We have identified **9 issues** that are central to the participation of trans, intersex and non-binary people in sport and compiled them into a **charter**.

To help clubs and associations understand the issues and be able to work actively with the Charter, we have developed **10 educational modules**:

- One for each point on the charter
- An additional module on legal issues (in Germany).

PROJECT Structures for Trans and Inter in Sports

Offering educational opportunities, increasing knowledge, sharpening awareness, creating understanding, increasing acceptance and thereby changing structures.



Challenges in the implementation

- Stay focused.
- Deal with all the resistance.
- Find allies and support.
- Strengthen resilience.
- Produce more good stuff.
- Keep fighting.

Recommendations

- Anti-discrimination work is a continuous process.
- Be lenient, prudent with oneself and in the team.
- Every step is valuable.
- **Start now** – on a local, regional or national level.
- Contact us if you want to **introduce the Charter** in your association or region.
- Visit our platform **charta.seitenwechsel-berlin.de** in November 2021

Thank you!

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Contact: tin-strukturen@seitenwechsel-berlin.de

Web: charta.seitenwechsel-berlin.de (Oct 2021)



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