



Final report of the research

Quantitative online survey and qualitative focus groups

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Introduction

Starting point

Political Level

- EU Strategy for LGBTIQ Equality 2020-2025: combatting discrimination
- EU Work Plan for Sport 2021-2024: safe environment and athlete's rights

Activity Orientation (claim of sport)

- Sport as a tool for integration and inclusion

(Sports-) Legal Framework

- Human rights, equality legislation (ILGA), ...
- Various policies in elite and grassroots sports (FINA, IOC...)



<https://www.sportingpride.ie/news/tackling-homophobia-in-irish-sport>

Introduction

Rainbow index ILGA 2022 - legal situation for LGBT+ individuals

- Equality is evaluated in 6 different social spaces: equality and non-discrimination, family, hate crime and hate speech, legal gender recognitions, intersex bodily integrity, civil society space, asylum*
- Countries are ranked from 0 – 100%, whereby low percentages of equality are visualized in dark red while high percentages are illustrated in green
- The overview about the situation of LGBT+ individuals in the project partner countries makes it obvious that the differences of the legal situation are high between the countries:
- [Rainbow Index ILGA](#)

Project partner countries	
Belgium	72%
Spain	62%
Netherlands	56%
Germany	53%
Cyprus	31%
Czech Republic	26%
Romania	18%

* Sport as a social space is not included.



Introduction

Project information

ALLiance for improving LGBT+ INclusion in sports to WIN together

9 organisations

- European Football for Development Network (EFDN)
- John Blankenstein Foundation (JBF)
- German Sport University Cologne (GSU)
- University of Cyprus (UCY)
- European Hockey Federation (EHF)
- Catalan Hockey federation (CHF)
- Czech Hockey Federation (CZF)
- Romanian Football Federation (FRF)
- Belgian Pro League*

7 countries

Netherlands, Germany,
Cyprus, Catalonia/Spain,
Czech Republic, Romania,
and Belgium

Duration:

06/2022 – 11/2024



* Belgian Pro League joined the project (substitute for Malta Football Federation) after it has already started in May 2023.



Introduction

Project information

Aim: contribute to LGBT+ acceptance in sports and creating a safe and inclusive sports climate (with a particular focus on athletes' wellbeing)

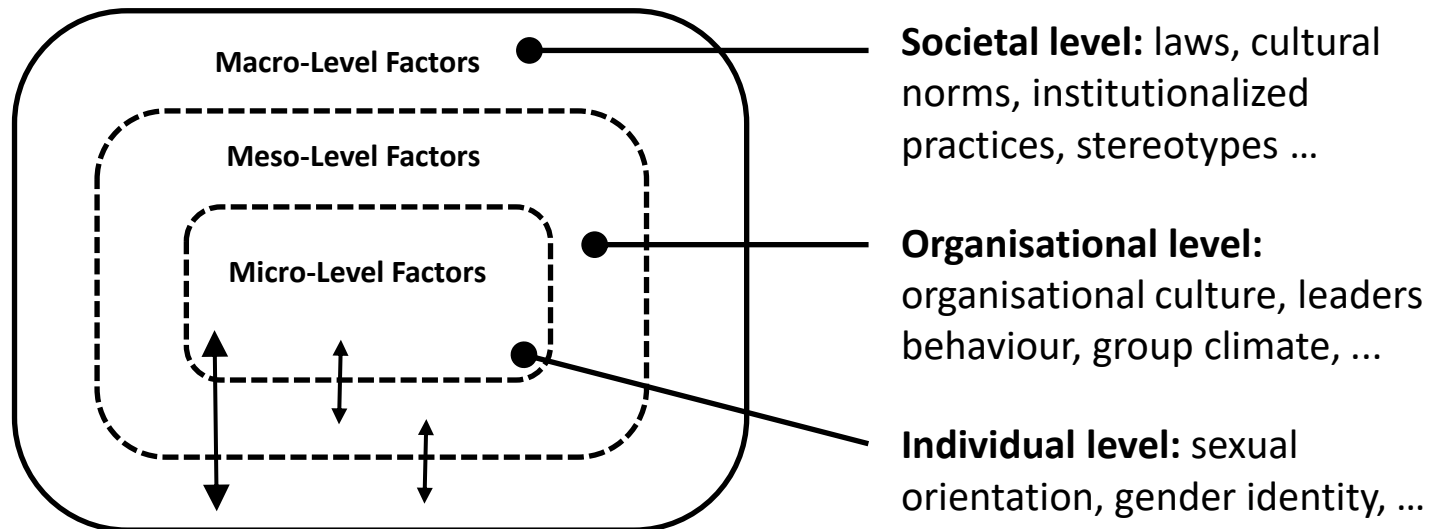
- Research (survey, focus groups, needs assessment, best practices)
- Pilot Program and E-learning platform
- Guidebook for clubs (policy recommendations)



Theoretical framework

Cunningham (2012, 2019)

Multilevel model for understanding discrimination in sports



(Cunningham, 2012, p. 7)

Theoretical framework

Stereotypes and norms

Stereotypes

- widely held, oversimplified and generalised image of a specific group of people
- connected to expectations about typical behaviour, capabilities, habits etc.
- justification of differential treatment (oppression, ...)

Norms

- widely held formal or informal rules of behaviour
- people are expected to observe and follow the norms
- violation of norms are addressed by formal or informal penalties

Potential for discrimination and exclusion



Theoretical framework

Homo- and transnegativity in sports

- Sport as a body-centered system
(Gieß-Stüber, 2009; Hartmann-Tews, 2018; Stichweh, 1990)
- Hegemonic masculinity
(Connell, 1995; Connell & Messerschmidt, 2005; Fink, 2008; Krane, 2016; Messner, 1990; Pattinson et al., 2022)
- Heteronormativity
(Kauer & Krane, 2013; Krane & Symons, 2014)
- Gender segregation
(Griffin, 2012; Krane et al., 2012; Lucas-Carr & Krane, 2012)

→ Social structures of discrimination and exclusion of ...

- LGB athletes - lesbian,
gay and bisexual
athletes
(homonegativity)
- TIN athletes - trans,
intersex and non-binary
- athletes
(transnegativity)



Empirical framework

Homo- and transnegativity in sports

“Many sport scholars [...] describe sport as one of the most homophobic social arrangements and many anecdotal reports show sexual minority athletes stigmatized or discriminated against through negative stereotypes, social isolation, and harassment.”

(Shang et al., 2012, p. 32)

“Within the group of LGBT+ athletes, non-cisgender athletes are identified as the most vulnerable group in organized sports [...]. [They] challenge the sex binary and sex-segregated sport systems and the alignment to either male or female teams that is required for participation in competitive structures”

(Braumüller et al., 2020, p. 14)

Empirical framework

Homo- and transnegativity in sports

Homo- and transnegativity

- ✓ Sport as an unsafe space, lack of infrastructure and acceptance, gender segregation policies, sport-related clothing
- ✓ Various studies worldwide: 10% to 67% of LGBT+ athletes with experiences of discrimination
- ✓ OUTSPORT study Europe:
 - ✓ Homo- & transnegativity perceived as a big problem in European sports
 - ✓ 16% of LGBT+ athletes with negative experiences in their main sports in the last 12 months
 - ✓ Significant differences by sexual orientation, gender (identity) and gender expression

(Braumüller et al., 2020, 2022; Denison et al., 2021; Hartmann-Tews et al., 2021, 2022; Jones et al., 2017; Kavoura & Kokkonen, 2021; Lucas-Carr & Krane, 2012; Menzel et al., 2019; Oliveira et al., 2022; Pattinson et al., 2022; Smith et al., 2012; Sport Wales, 2012; Symons et al., 2010; Symons et al., 2017)



Empirical framework

Exclusion and wellbeing

Exclusion & wellbeing

- ✓ 20% LGBT+ individuals refrain from sports of interest - internalised fears, gender norms & stereotypes (Menzel et al., 2019)
- ✓ Negative impact of minority status on health of LGBT+ persons (Meyer, 2003)
- ✓ Conservative heteronormative attitudes tow. homosexuality (Magrath, 2015)
- ✓ Homosexuality is tolerated as long as it remains invisible (Degele & Janz, 2011)
- ✓ Fans: homonegative language, homohysterical space, hegemonic masculinity (Margrath, 2018; Braumüller & Howe, 2022)
- ✓ Lack of effective measures (Margrath & Scott, 2019)

Sports*

Football*



Empirical framework

Inclusion and wellbeing

Inclusion & wellbeing

- ✓ Positive effects through sports activity (body changes, satisfaction, recognition, ...) (Lucas-Carr & Krane, 2012; Oliveira et al., 2022; Semerjian, 2019)
- ✓ Acceptance of sexual diversity in male football increases (Anderson, 2011; Magrath, 2021; Magrath et al., 2015)
- ✓ Implementation of inclusive and anti-discrimination policies (DFB, ...)
- ✓ Acceptance of sexual diversity in female field hockey is at a high level (Anderson et al., 2016; Davis-Delano, 2014; Litchfield, 2011; Shire et al., 2000)
- ✓ Implementation of inclusive and anti-discrimination policies (DHB, England Hockey, ...)

Sports

Football

Field hockey



Empirical framework

Examples of inclusive and exclusive policies

Rugby codes ban transgender women from playing in women's union and league matches

- Governing bodies in England change policies after reviews
- Both RFU and RFL says they want to remain 'inclusive'



[The Guardian, 2022]

FINA Restricts Transgender Women From Competing at Elite Level

The international swimming federation said transgender women who had experienced male puberty could not compete in women's events.



[The New York Times, 2022]

World Athletics tightens rules on transgender women athletes

By Ben Mears, CNN
Published 12/20/2023, 4:11pm UTC+01:00



[CNN, 2023]

Transgender women banned from women's chess events

6 days ago



[BBC, 2023]

Transgender players in Germany can choose men's or women's team

Up until now the gender named in personal identification documents had determined the eligibility of footballers from junior level upwards and whether they would play for a men's or a women's team.



[The Independent, 2022]

International Olympic Committee issues new guidelines on transgender athletes

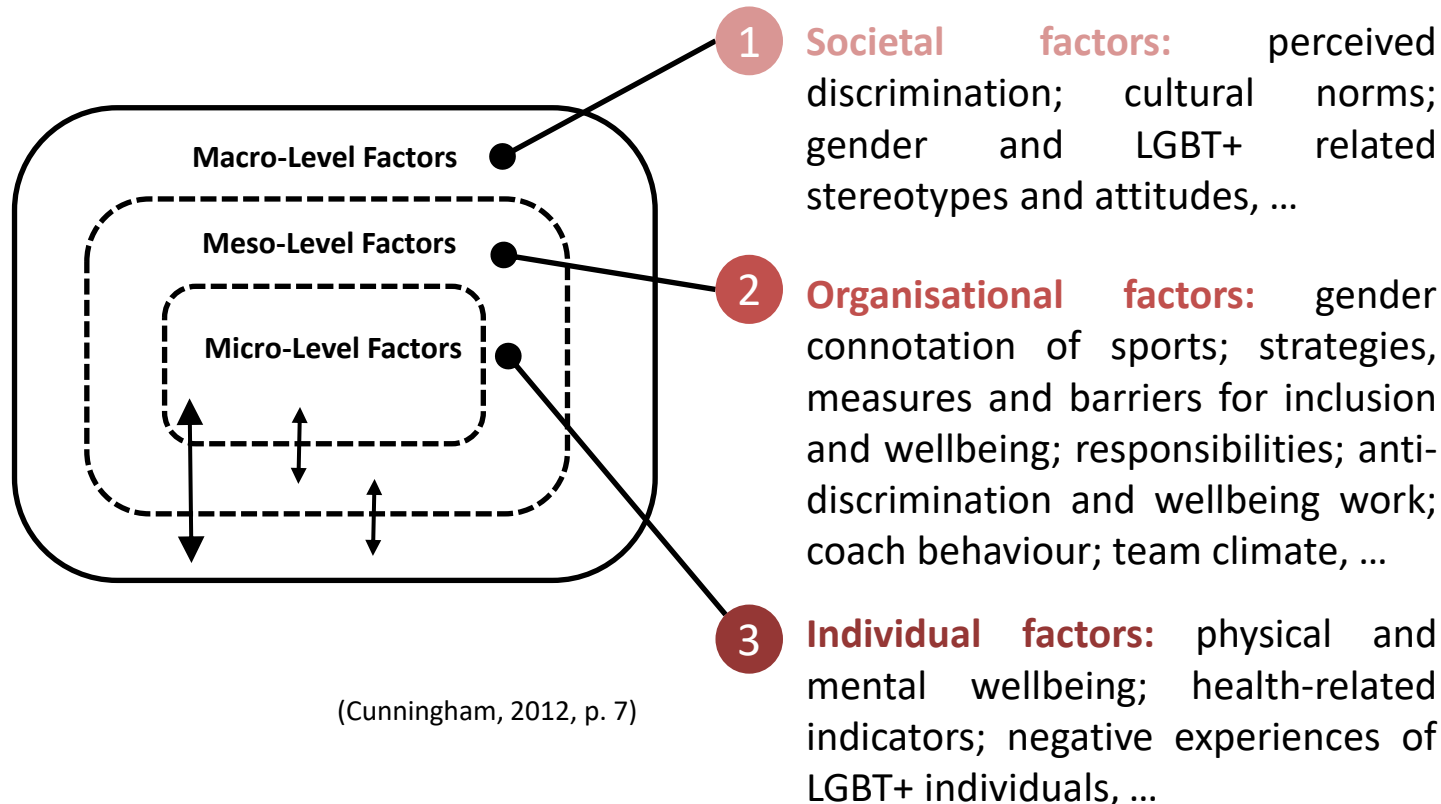
Athletes will no longer be required to undergo "medically unnecessary" hormone treatments to compete, the IOC said.



[NBC, 2021]

Research focus

Survey and focus groups



Research focus

Survey and focus groups



(1) Quantitative online survey



Aim

- Gather reliable data to build a solid pilot programme adapted to the needs of the LGBT+ individuals and sports clubs
- Data on LGBT+ acceptance, inclusion, social norms, sports climate and athlete's wellbeing in football and field hockey

Data collection

02/2023 – 04/2023

(2) Focus group discussions



Aim

- Strengthen the voices from LGBT+ individuals for the development of the pilot programme
- Identification of measures, strategies and barriers to improve the wellbeing and inclusion of LGBT+ individuals in football and field hockey

Data collection

04/2023 – 07/2023



Research focus

Survey and focus groups



(1) Quantitative online survey



Target group

- athletes, coaches, board members from organised sports
- active in the last 12 months
- focus on football and field hockey
- EU, focus on partner countries
- aged 16+

Recruitment

systematic recruitment done by the partner organisations via mailing lists, social media, support from sport organisations etc.

(2) Focus group discussions



Target group

- lesbian, gay, bisexual, trans, non-binary or intersex (LGBT+) individuals from organised sports (focus: field hockey and football)
- focus on athletes and coaches

Recruitment

done by hockey federations from Catalonia (CHF) and Czech Republic (CZF), Romanian football federation (FRF) and Belgian Pro League



Research focus

(1) Quantitative online survey



Topics

- **LGBT+ acceptance / inclusion**
(gender and LGBT+ related stereotypes and attitudes, ...)
- **Climate in organisation/team**
(organisational approaches, witnessed discrimination, ...)
- **Athlete's wellbeing**
(mental and physical wellbeing in general and in sports, ...)

Personal information

- **Demographics**
(age, educational level, country, region of residence, ...)
- **LGBT+ status**
(gender identity, sexual orientation, ...)
- **Sports involvement**
(role in organisation, sports, level of sports activity, ...)

Specific questions ...

- Referring to **specific roles** (anti-discrimination work, coach behaviour, ...)
 - Referring to **LGBT+ status** (negative experiences, minority stress, ...)



Research focus

(2) Qualitative focus group discussion



Topics

- **Climate for LGBT+ athletes and coaches** in respective sports
- **Needs for improvement** (individual wellbeing and inclusive structures)
- **Responsibilities** for inclusion and wellbeing (stakeholders)
- **Strategies** to improve inclusion and wellbeing of athletes and coaches
- **Barriers** for promoting inclusion and wellbeing

Personal information

- Sports, gender, LGBT+ status, role





(1) Quantitative online survey



Data analysis

Strategy and restrictions I



The data report focuses on the presentation of data of selected aspects at the macro, meso and micro level with reference to the whole sample (N= 361).

The subsample of respondents who answered the respective question are displayed on the slides if 20 or more individuals answered the question.

Most findings are displayed for the total sample, i.e. athletes, coaches, board members/managers or further volunteers, who are involved in football, in field hockey or in other team sports.

➤ **Differentiation by main sports**

Most findings are differentiated by the main sports activity of the respondents, i.e. football and field hockey. Respondents who indicated to participate in other team sports are also presented as a reference group.



Data analysis

Strategy and restrictions II



➤ **Differentiation by role**

Respondents are asked to indicate the various roles in their sports organisations in the last 12 months. Those, who report having more than one role, are asked to prioritise functional roles (board members/managers and coaches) over their role as an athlete or further volunteer. Respondents are then instructed to complete the questionnaire with their prioritised perspective in mind. This is important because some questions are only asked to people with specific functional roles. Apart from these role-specific questions, no further differentiation by role is included in this data report, due to the small subsamples.

➤ **Differentiation by country and gender identity**

As the subsamples are quite small and unevenly distributed in terms of the respondents' country of origin and gender identity, these differentiations are not reported.



Data analysis

Abbreviations



- **LGB:** lesbian, gay and bisexual individuals
- **TIN:** trans, intersex and non-binary individuals

- **N:** overall sample size
- **n:** sample size of the respective question (how many respondents have answered)
- **p:** value for significance, $p < .05$ → significant findings
- **Cramer V:** value for statistical correlation (between 0 'no correlation' and 1 'perfect correlation')
- **M:** mean value
- **SEM:** standard error of mean

- **FB:** football (figures / bars in green)
- **FH:** field hockey (figures / bars in blue)
- **OTS:** other team sports (figures / bars in purple)



Sample Overview



Description of the sample:

- **Sociodemographics I** (age, country, region of residence, education)
- **Sociodemographics II** (sexual orientation, gender identity, sex)
- **Sports involvement** (main sports, role, level, employment status)
- **Sample characteristics by main sports** (sexual orientation, gender identity, role, level)



Sample

Sociodemographics I

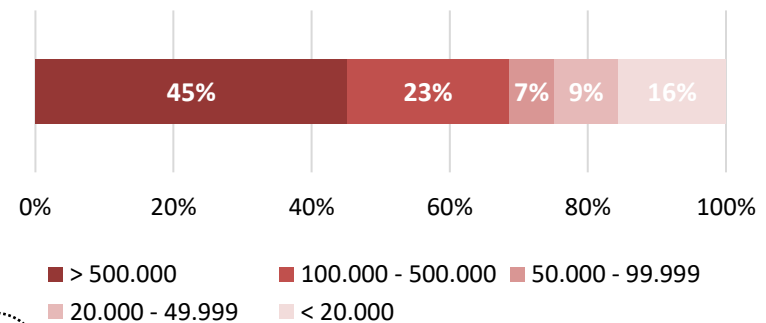
N = 361

Age M=38 years (± 13 y.) (n=352)

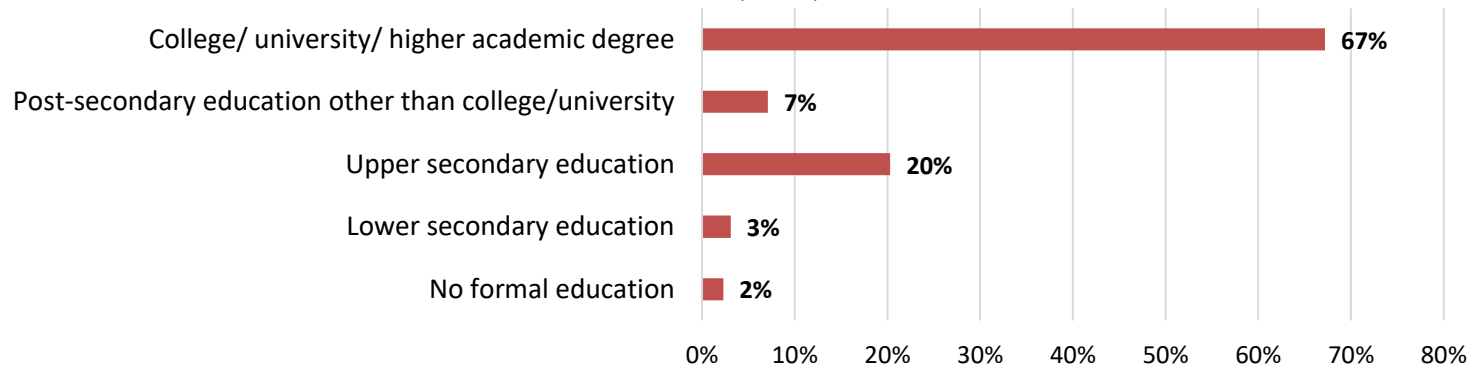
Country (n=356)

Czech Republik	28%
Germany	21%
Catalonia	18%
Romania	7%
Other	26%

Population of region of residence (n=346)



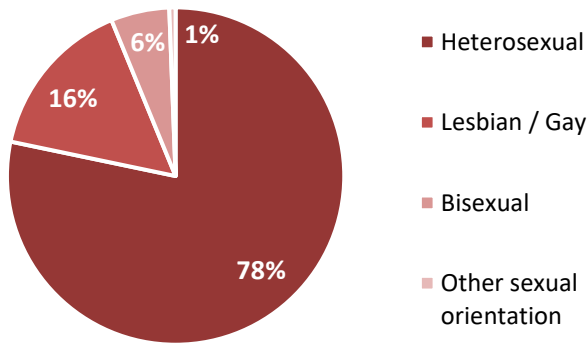
Education (n=354)



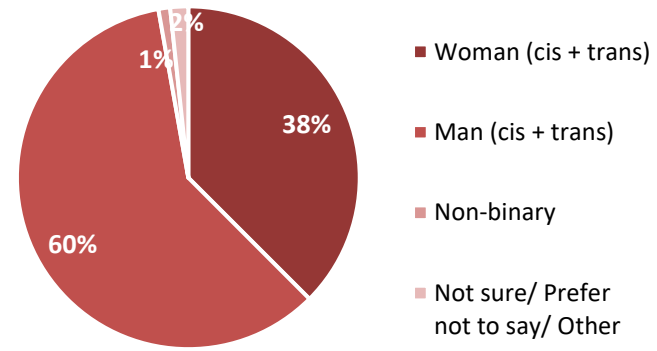
Sample

Sociodemographics II

Sexual orientation (n=354)



Self-identified gender identity (n=360)



Sex observed at birth (n=357)

Female	38.4%
Male	61.3%
Intersex	0.3%

Gender identity exact (n=354)

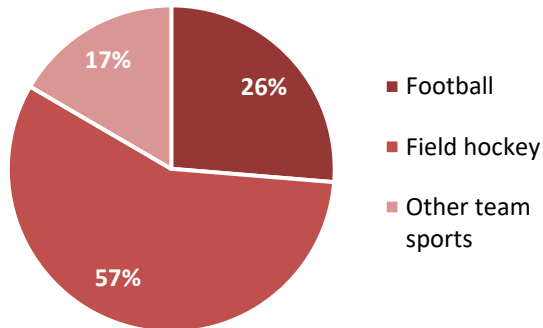
Cis male	59.9%
Cis female	37.9%
Trans male	0.3%
Trans female	0.8%
Non-binary	1.1%



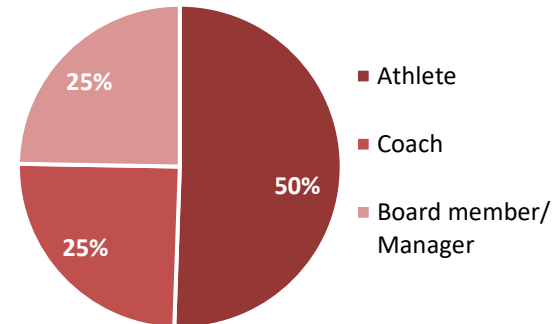
Sample

Sports involvement

Main sports (n=361)



Role in organised sports (n=283)



Level of sports activity
(athletes & coaches, n=212)

Recreational sports	19%
Competitive amateur sports	64%
Elite sports	17%

Employment status

(board members/ managers & coaches, n=133)

Employment	26%
Voluntary position	74%



Sample

Sociodemographics and sports involvement

Sociodemographics: The sample consists of 361 respondents, who are 38 years on average. The highest share is from Czech Republic (28%) followed by Germany (21%), Catalonia (18%), Romania (7%) and respondents from other countries with lower shares (26%). Almost 70% of the respondents live in urban areas with more than 100.000 inhabitants. Respondents share a high educational level with 67% having an university degree. The respondents identify mainly as heterosexual (78%) and as men (60%; women 38%). The sample is primarily cisgender, with 1.1% each being trans or non-binary individuals.

Sports involvement: The majority of the sample are respondents from field hockey (57%), followed by football (26%) and other team sports (17%). Half of the respondents answer from the perspective of an athlete, 25% each as a coach or board member/manager. Almost two thirds of athletes and coaches are involved in competitive amateur sports, 19% in recreational sports and 17% in elite sports. Among the coaches and board members/managers, 26% are employed in their sports clubs, while 74% have a voluntary position.



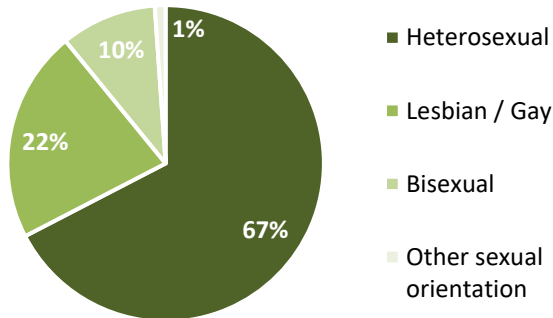
Sample characteristics

Football (N=95)

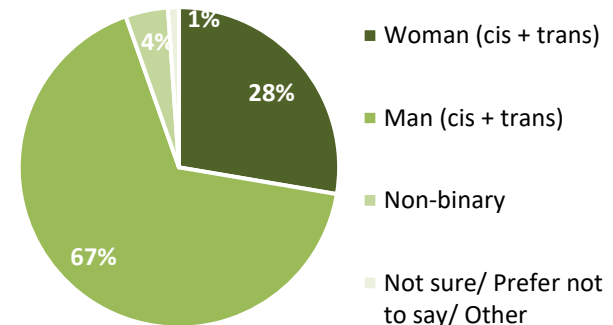
Age M=37 years (± 11 y.) (n=95)



Sexual orientation (n=92)



Self-identified gender identity (n=94)



Role in football (n=69)

Athlete	36%
Coach	52%
Board member/ Manager	11%

Level of sports activity
(athletes & coaches, n=44)

Recreational sports	36%
Competitive amateur sports	52%
Elite sports	11%



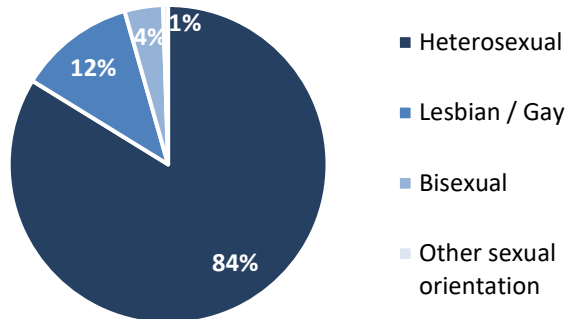
Sample characteristics

Field hockey (N=206)

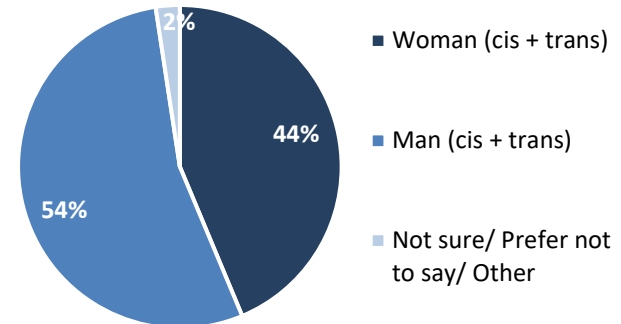
Age M=40 years (± 14 y.) (n=198)



Sexual orientation (n=203)



Self-identified gender identity (n=206)



Role in football (n=167)

Athlete	55%
Coach	22%
Board member/ Manager	23%

Level of sports activity

(athletes & coaches, n=128)

Recreational sports	16%
Competitive amateur sports	69%
Elite sports	16%

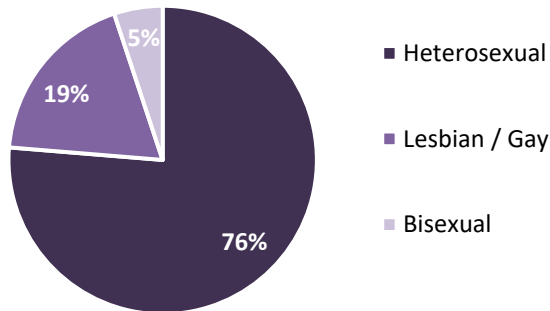


Sample characteristics

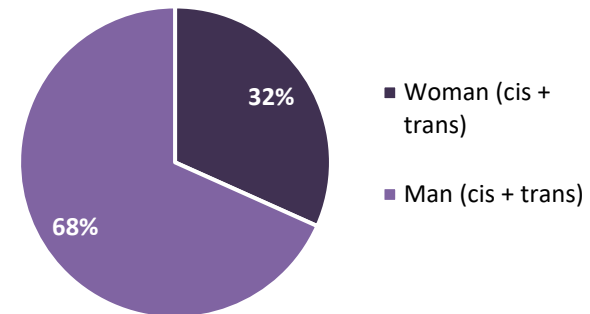
Other team sports (N=60)

Age M=36 years (± 14 y.) (n=59)

Sexual orientation (n=59)



Self-identified gender identity (n=60)



Role in organised sports (n=47)

Athlete	51%
Coach	36%
Board member/ Manager	13%

Level of sports activity

(athletes & coaches, n=40)

Recreational sports	13%
Competitive amateur sports	60%
Elite sports	28%



Sample characteristics

By main sports

Age: Respondents are 38 years on average, with those from other team sports being slightly younger (36 y.) and those from field hockey slightly older (40 y.)

Sexual orientation: One third of respondents from FB identify as lesbian/gay (22%) or bisexual (10%) – these shares are lower in OTS (24%) and FH (16%).

Gender identity: The majority of the FB sample identifies as man (67%), 28% as woman and 4% as non-binary. The FH sample consists of 10%-points more men, and 2% who prefer not to say or don't know.

Role in organised sports: Half of the respondents from FH and OTS are athletes, while half of the FB respondents are coaches. With 23%, the highest share of board members/managers occurs in FH.

Level of activity: Between 52% (FB) and 69% (FH) of athletes and coaches are active in competitive amateur sports. The share of elite sports participants is higher in OTS (28%), while in FB (36%) the share of recreational sports is higher compared to the other sports.



1

Empirical findings

Societal factors



Macro level

- Perceived discrimination
- Gender stereotypes in sports
- Stereotypes about lesbian, gay, trans, intersex and non-binary athletes
- Attitudes towards trans, intersex and non-binary athletes
- Attitudes towards sexual and gender diversity in organised sports

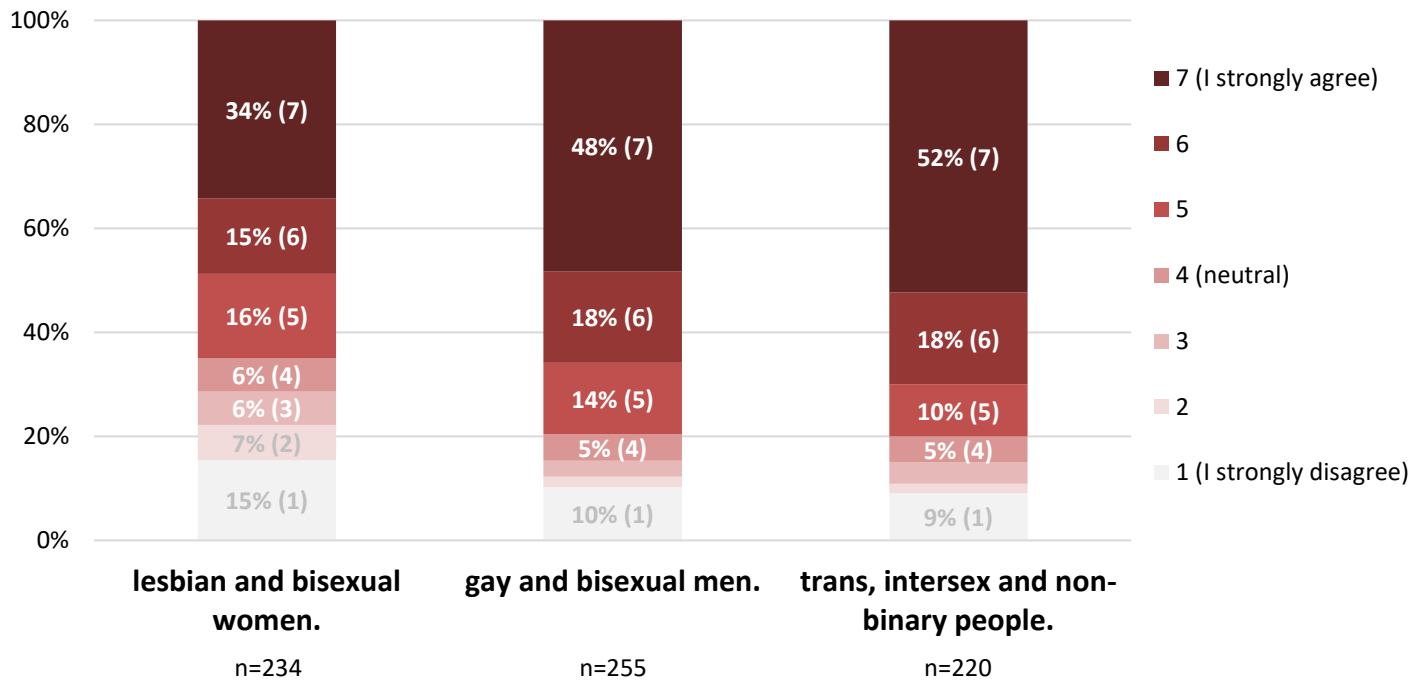


1

Macro level

Perceived discrimination in football

In football, there are attitudes and behaviours that discriminate against ...



1

Macro level

Perceived discrimination in football

To determine the perceived discrimination against (a) lesbian and bisexual women, (b) gay and bisexual men and (c) trans, intersex, and non-binary people in football, the degree of agreement or disagreement to each statement has to be indicated on a 7-point scale.

About half of the respondents strongly agree (cat. 7) that there are attitudes and behaviours that discriminate against gay and bisexual men and against TIN athletes, while 80% agree to some extent (cat. 5, 6, 7) that there is discrimination against these groups in football. For women the scores are lower: two thirds (65%) agree to some extent (cat. 5, 6, 7) that there are attitudes and behaviours that discriminate against lesbian and bisexual women, while one third (34%) strongly agrees (cat. 7) to this statement. Only about 5% share neutral attitudes (cat. 4) on these statements with regard to football.

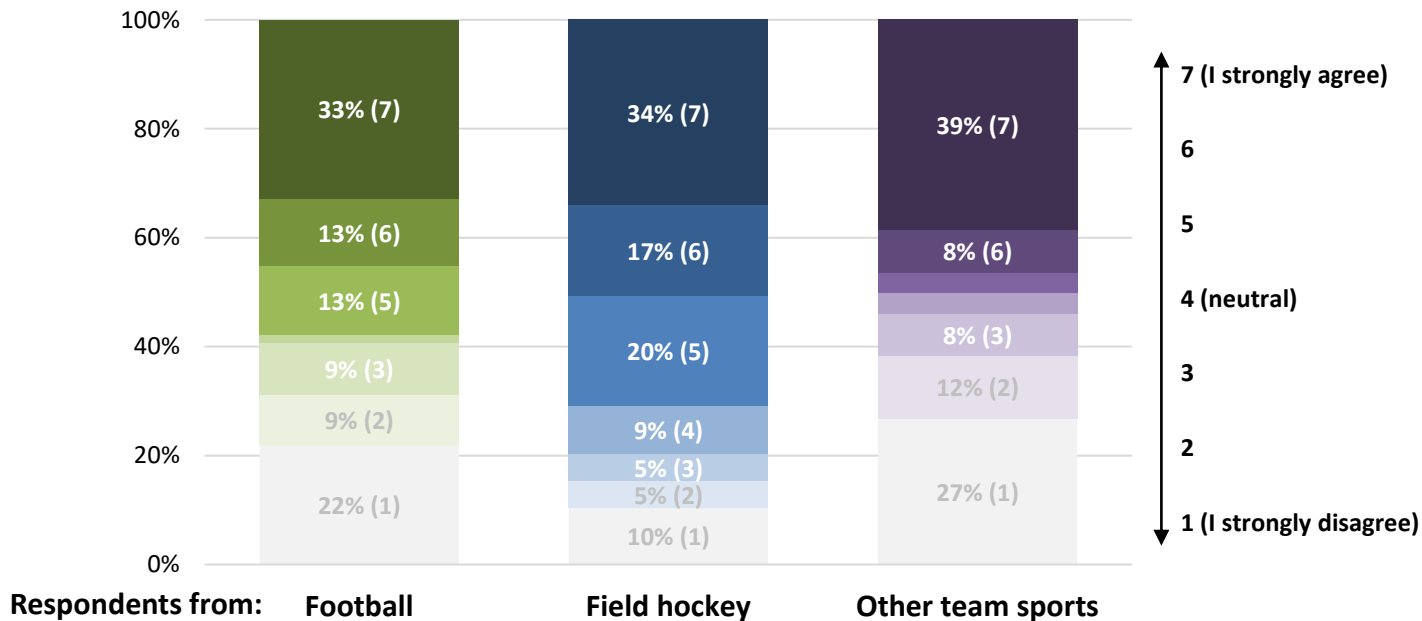


1

Macro level

Perceived discrimination in FB – lesbian and bisexual women

In organised football, there are attitudes and behaviours that discriminate against lesbian and bisexual women.



n=234, p= .063 Cramer-V= .208

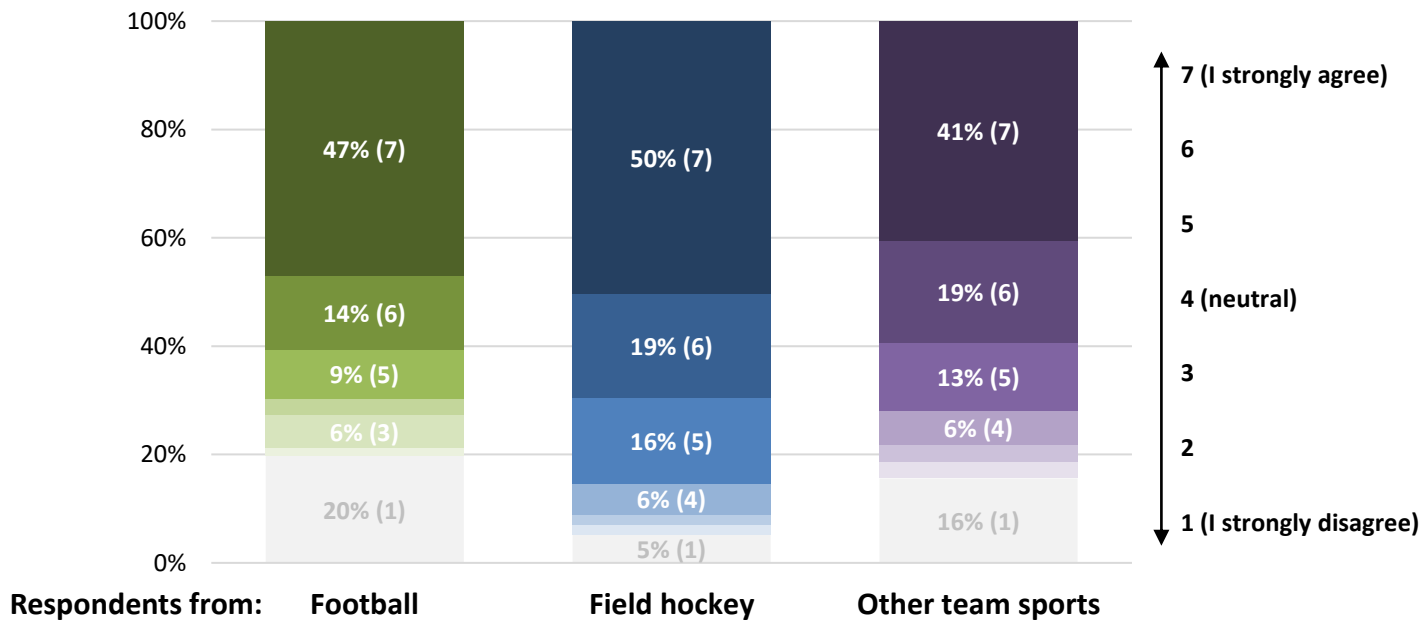


1

Macro level

Perceived discrimination in FB – gay and bisexual men

In organised football, there are attitudes and behaviours that discriminate against gay and bisexual men.



n=255, p= .137 Cramer-V= .184

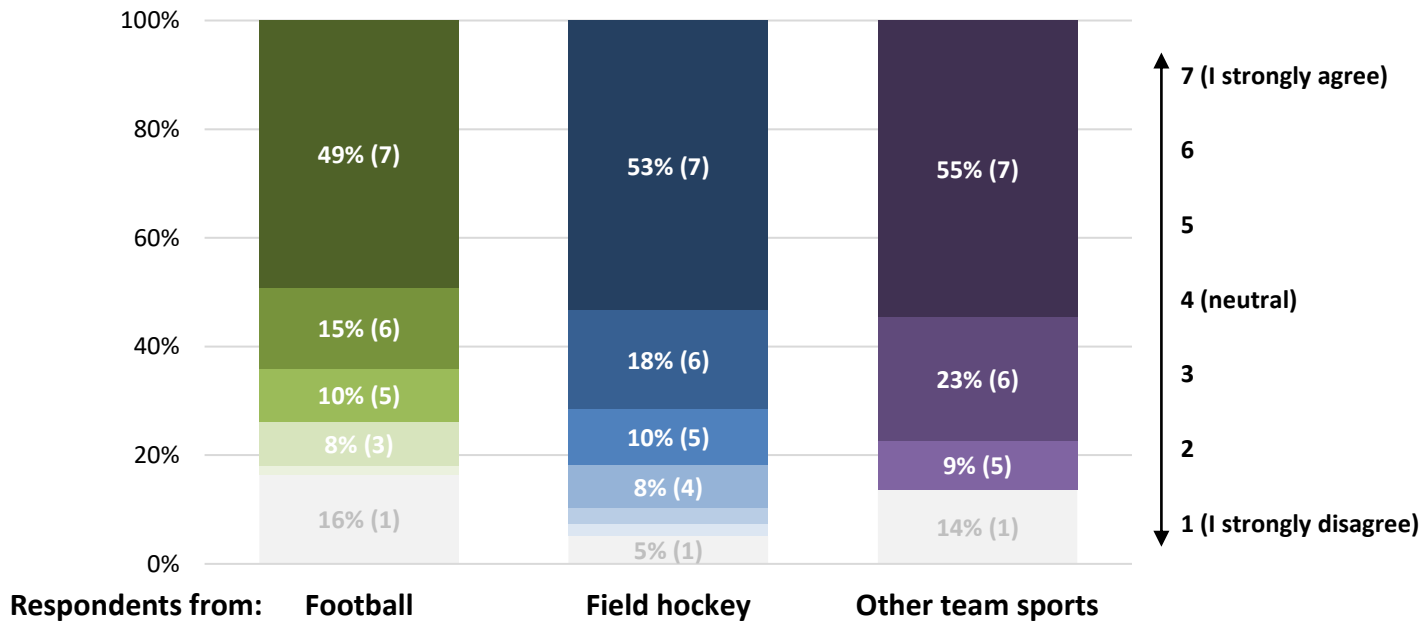


1

Macro level

Perceived discrimination in FB – TIN persons

In organised football, there are attitudes and behaviours that discriminate against trans, intersex people and non-binary persons.



n=220, p= .106, Cramer-V= .204



1

Macro level

Perceived discrimination in FB – by main sports

With regard to the perceived discrimination against lesbian and bisexual women in football, the highest general agreement (cat. 5, 6, and 7) can be found among the respondents from field hockey (71%), followed by respondents from football (59%) and from other team sports (49%).

The picture is the same for the perceived discrimination against gay/bisexual men: persons from field hockey agree the most (85%, cat. 5, 6, and 7), followed by other team sports (73%) and football (70%). Discrimination against trans, intersex, and non-binary people in football is agreed with primarily by people from other team sports (87%, cat. 5, 6, and 7), followed by persons from field hockey (81%) and football (74%).

Persons from football and other team sports report the same ranking for the three groups: the agreement is highest to perceived discrimination against TIN persons, followed by gay/bisexual men and lesbian/bisexual women. Field hockey players perceive gay/bisexual men as the most vulnerable group.

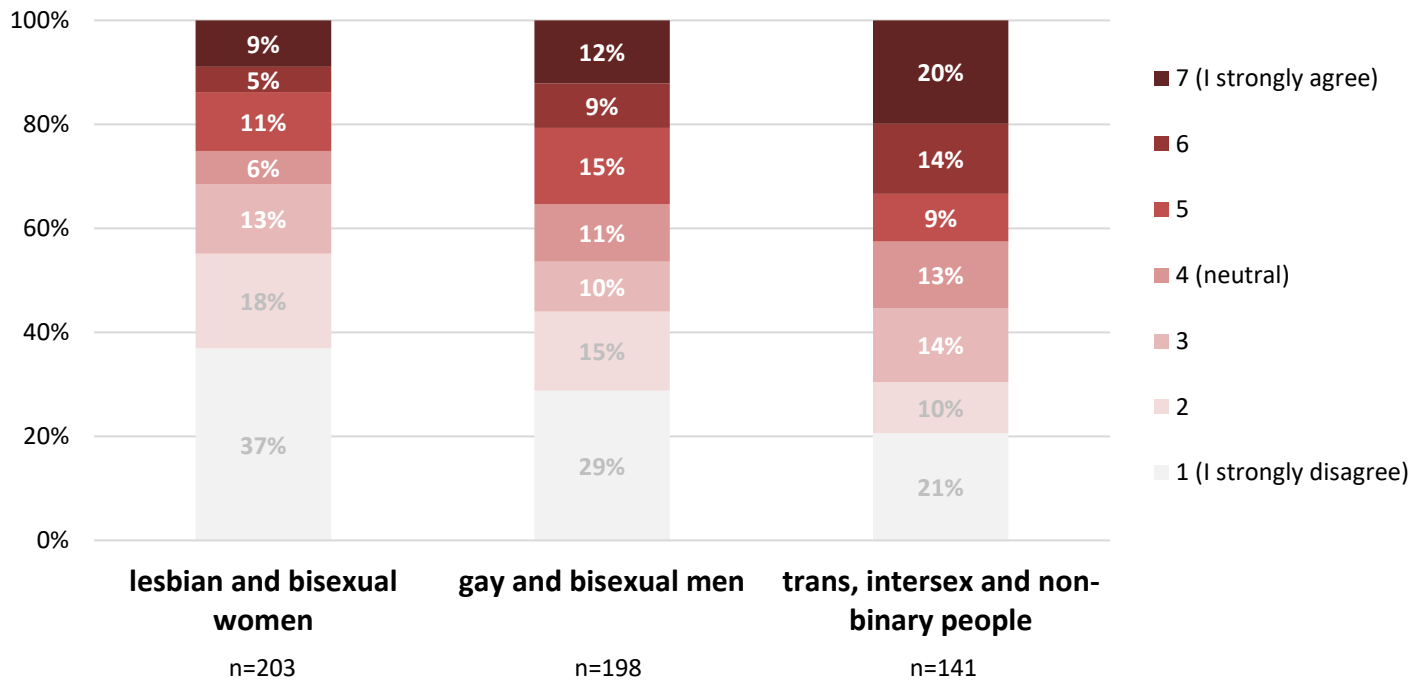


1

Macro level

Perceived discrimination in field hockey

In field hockey, there are attitudes and behaviours that discriminate against ...



1

Macro level

Perceived discrimination in field hockey

With regard to field hockey, the respondents perceive clearly less discriminating attitudes and behaviours against all three groups.

The highest perception appears in the statement on discriminating attitudes and behaviours against TIN people: 43% agree to some extent (cat. 5, 6, and 7), 13% share neutral attitudes (cat. 4) and 45% disagree to some extent (cat. 1, 2, and 3). Discrimination against gay and bisexual men in field hockey is to some extent perceived by 36%, while 11% share neutral opinions and 54% disagree at least to some extent. As already seen for football, the lowest scores appear in the perception of discrimination attitudes and behaviours against lesbian and bisexual women: a quarter of the respondents agree to some extent, while 68% disagree to some extent.

When comparing the data for football and field hockey (slides 38/44), the respondents assume that field hockey is a safer environment for LGBT+ athletes compared to football.

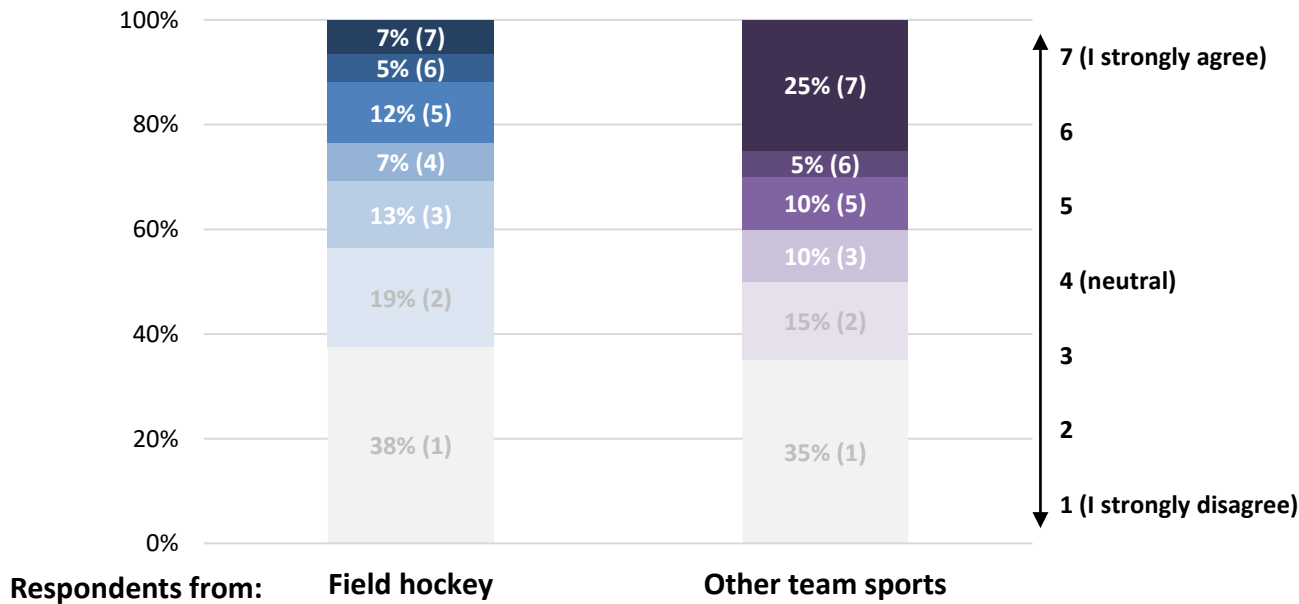


1

Macro level

Perceived discrimination in FH – lesbian and bisexual women

In organised field hockey, there are attitudes and behaviours that discriminate against lesbian and bisexual women.



Football: n < 20 → not reported
n=203, p= .566, Cramer V= .163

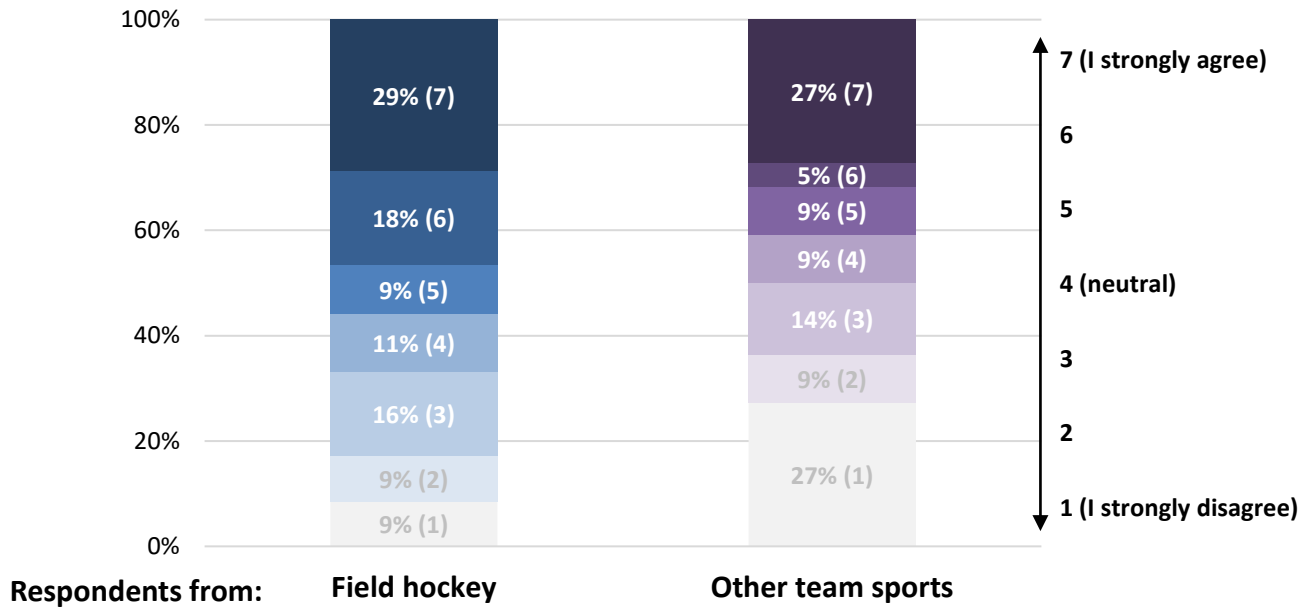


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Macro level

Perceived discrimination in FH – gay and bisexual men

In organised **field hockey**, there are attitudes and behaviours that discriminate against **gay and bisexual men**.



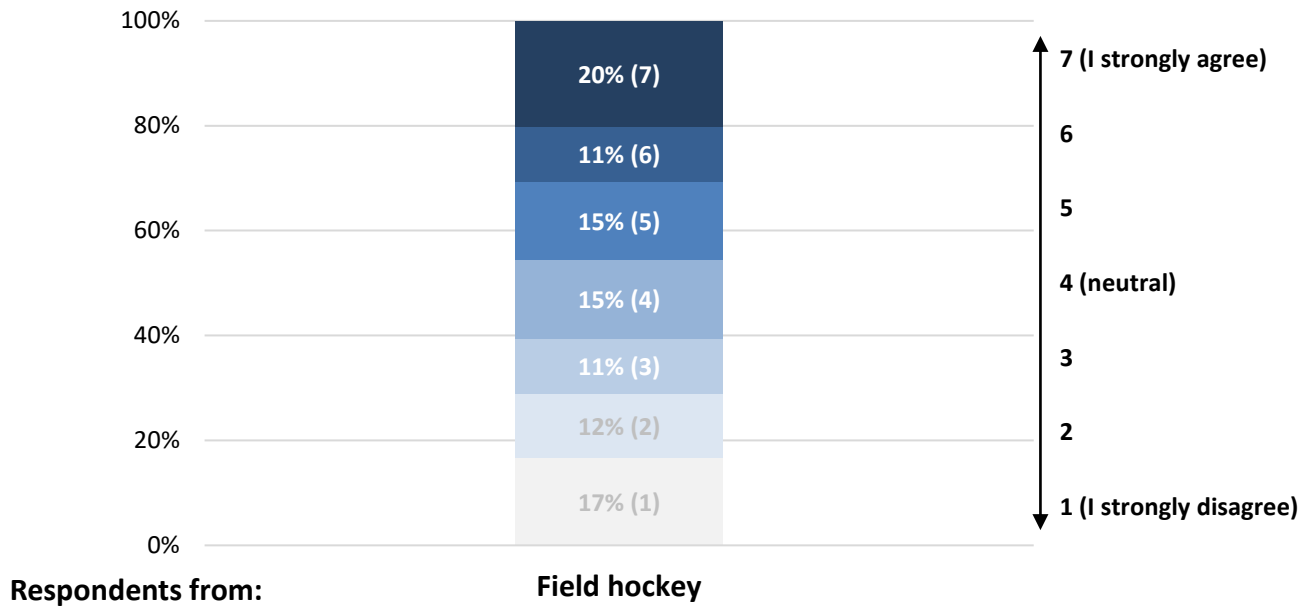
Football: n < 20 → not reported
n=198, p= .155, Cramer-V= .206



1 Macro level

Perceived discrimination in FH – trans, intersex and non-binary p.

*In organised **field hockey**, there are attitudes and behaviours that discriminate against **trans, intersex people and non-binary persons**.*



Football + Other team sports: n < 20 → not reported
n=141, p= .480, Cramer-V= .203



1

Macro level

Perceived discrimination in FH – by main sports

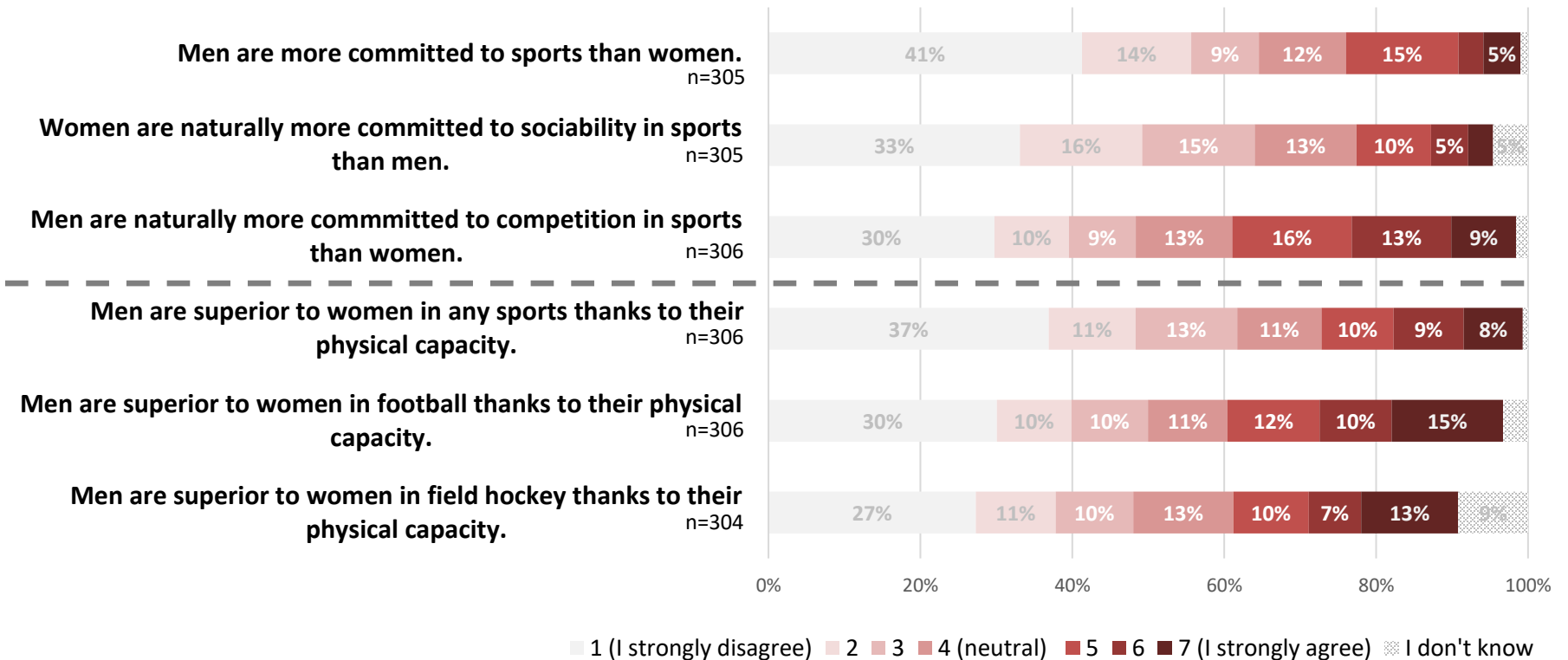
The general finding, that trans, intersex and non-binary people are perceived as the most vulnerable group in field hockey, is also found in the data of field hockey and other team sports. Gay and bisexual men follow on the second rank, lesbian and bisexual women in the third rank. The data for football is not reported due to a very small sample size ($n < 20$).

Trans, intersex and non-binary persons are perceived as vulnerable to discrimination in field hockey by 65% of persons from other team sports and 40% from field hockey (cat. 5, 6, and 7). When it comes to discrimination against gay and bisexual men the general agreement drops to 50% among persons from other team sports and to 34% among persons from field hockey. Discrimination against lesbian and bisexual women is only agreed to by 40% in other team sports and 24% in field hockey.

1

Macro level

Stereotypes about men and women in sports



1

Macro level

Stereotypes about men and women in sports

The highest shares of respondents strongly disagree with each of the stereotypes against sportsmen and sportswomen that resemble traditional beliefs of masculinity and femininity in sports-related contexts.

Referring to the statements on commitment, between 49% (male commitment to competition) and 64% (male commitment to sports, female commitment to sociability) of the respondents disagree to some extent (cat. 1, 2, and 3). Accordingly, the agreement (cat. 5, 6, and 7) is highest with the stereotype of a higher commitment to sport of men compared to women (38%).

With reference to the statements on superiority, 61% disagree to some extent that men are superior to women in any sports, while the disagreement drops to 50% for football and to 48% for field hockey. The agreement is highest for male superiority in football (37%) and lowest for any sports (27%). 30% of the respondents agree to a male superiority in field hockey and a high share of respondents tick 'I don't know' (9%) in this case.



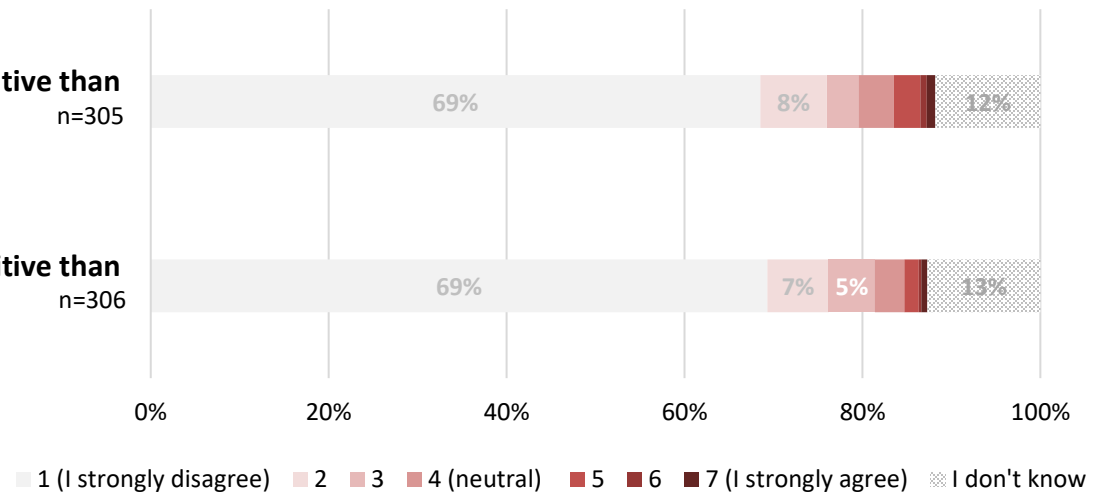
1

Macro level

Stereotypes about lesbian and gay athletes

Lesbian athletes are naturally more competitive than heterosexual female athletes. n=305

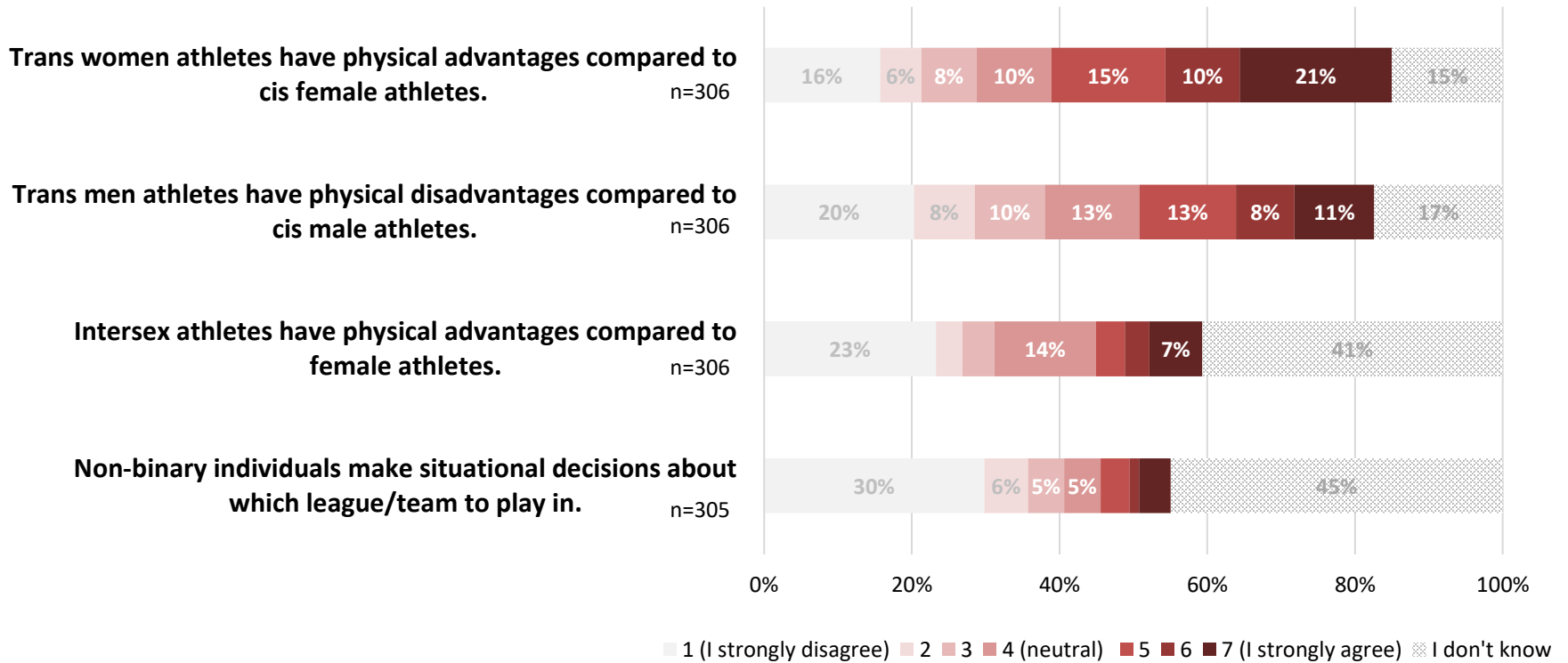
Gay athletes are naturally less competitive than heterosexual male athletes. n=306



1

Macro level

Stereotypes about trans, intersex and non-binary athletes



1

Macro level

Stereotypes about LG and TIN athletes

A huge majority of the respondents does not support the stereotype that sexual orientation of individuals is related to their competitiveness in sport. 12%/13% tick 'I don't know' to the items on lesbian/gay athletes being naturally more/less competitive compared to heterosexual athletes.

Agreement and insecurity rise for stereotypes about trans, and particularly about intersex and non-binary athletes. 46% agree to some extent that trans female athletes have physical advantages compared to cis female athletes; 30% disagree, 10% share neutral attitudes and 15% say they don't know. Physical advantages of trans male athletes are agreed to by a third of respondents, while 38% disagree, 13% tick cat. 4 (neutral) or 'I don't know' (17%).

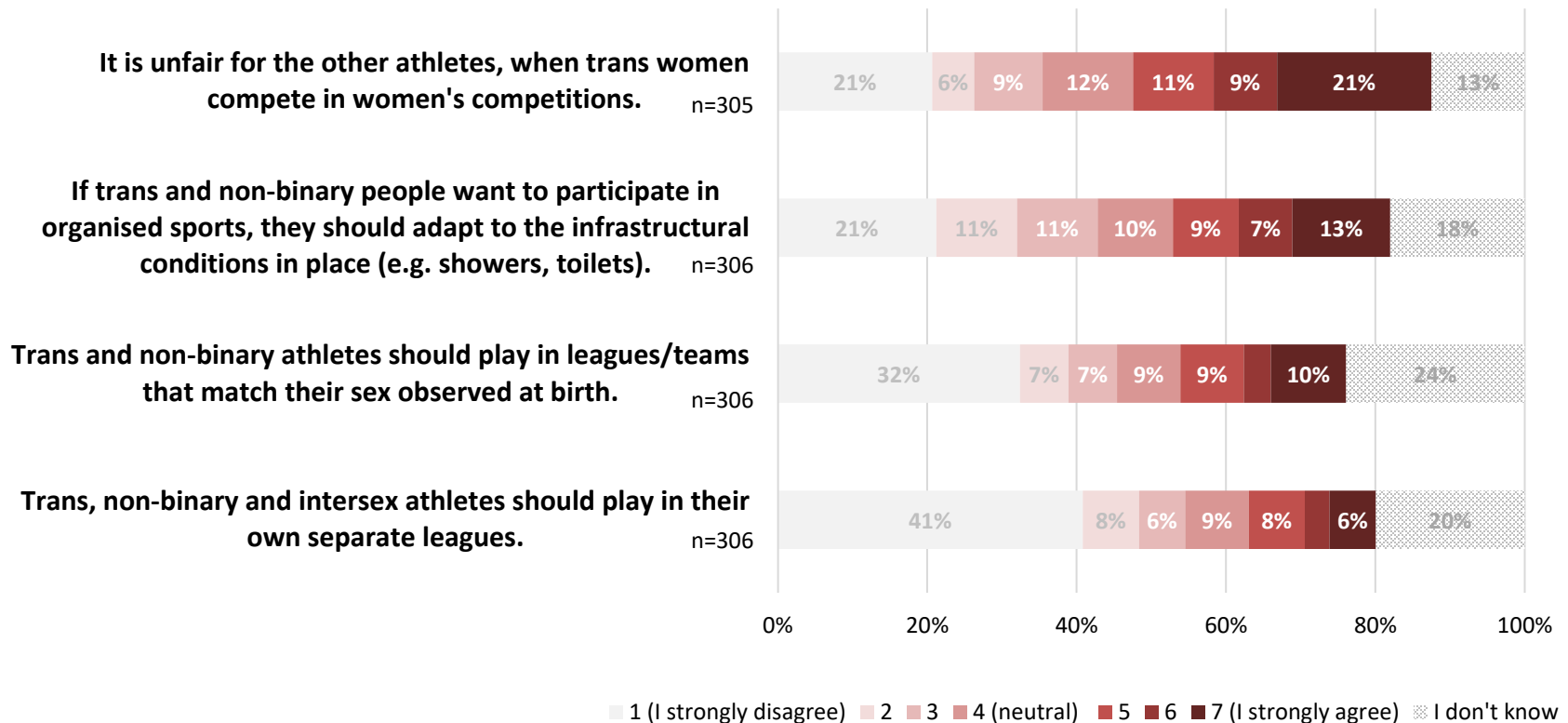
41% of the respondents don't know, if intersex athletes have physical advantages compared to female athletes, 31% disagree and 14% agree to some extent, while 14% also share neutral attitudes. 45% of the respondents have no opinion on the item about intersex athletes, and almost the same share (41%) disagree to some extent, while only 9% agree.



1

Macro level

Attitudes towards trans, intersex and non-binary athletes



1

Macro level

Attitudes towards trans, intersex and non-binary athletes

The attitudes towards TIN athletes show some interesting differences. Only for the item *'It is unfair for the other athletes, when trans women compete in women's competitions'* the agreement (41%) exceeds slightly the disagreement (36%). 13% are undecided and 12% share neutral attitudes.

43% of the respondents disagree to some extent the need to adapt to infrastructural conditions, while 29% agree to some extent and 18% have no opinion on that.

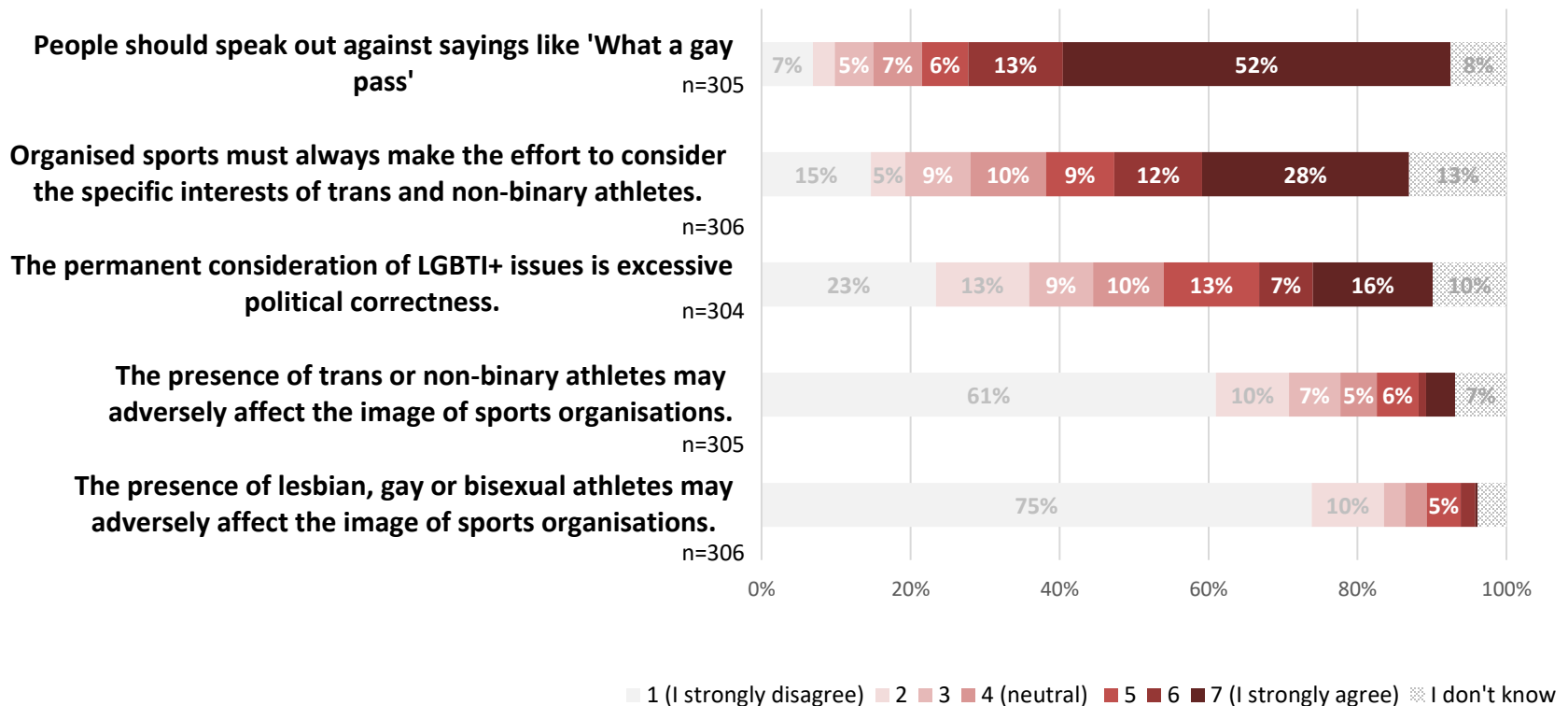
Nearly half of the respondents (46%) object to some degree to having sex observed at birth as a reference for the leagues/teams in which TN athletes play. Almost a quarter of respondents each agree to this statement or tick *'I don't know'*.

55% of the respondents disagree that TIN athletes should play in their own leagues, while a fifth is undecided in this point and the rest share neutral attitudes (9%) or agree (17%).



1 Macro level

Attitudes towards sexual and gender diversity in organised sports



1

Macro level

Attitudes towards sexual and gender diversity in organised sports

The respondents' attitudes towards sexual and gender diversity in organised sports differ substantially.

The vast majority of respondents strongly disagrees that the presence of lesbian, gay athletes adversely affects the image of a sports organisation (83%) nor the presence of trans- or non-binary athletes (77%).

Furthermore, respondents express a sensibility when it comes to homonegative language: 71% of the respondents agree to some extent that people should speak out against sayings like 'What a gay pass', while 15% disagree.

Almost half of the respondents disagree (45%) that considering LGBT+ issues is excessive political correctness - however, more than a third of the respondents agree with the statement, and a tenth share neutral attitudes or tick '*I don't know*'. This general attitude is further substantiated with the item that organised sports have to make efforts to consider specific interests of trans and non-binary athletes: 49% agree, 29% disagree, 10% are undecided and 13% don't know.



1

Macro level

Stereotypes and attitudes – by main sports

Sum scales for stereotypes about (1) men and women, (2) lesbian and gay, (3) trans, intersex and non-binary athletes and (4) attitudes towards LGBTIN persons (each metric scale ranges from 1 to 7 with 7 indicating approval of stereotypes and excluding attitudes)

	Total M (SEM)	FB M (SEM)	FH M (SEM)	OTS M (SEM)	Significance
(1) Stereotypes about male and female athletes (n=264)	3.13 (.091)	3.08 (.225)	3.09 (.106)	3.41 (.277)	Chi ² (2) = 1,359, <i>p</i> = .507
(2) Stereotypes about lesbian and gay athletes (n=261)	1.46 (.062)	1.31 (.097)	1.45 (.074)	1.81 (.257)	Chi ² (2) = 5,756 <i>p</i> = .057
(3) Stereotypes about trans, non-binary and intersex athletes (n=138)	3.01 (.143)	2.73 (.271)	3.03 (.185)	<i>n</i> <20	Chi ² (2) = 3.156 <i>p</i> = .206
(4) Attitudes towards LGBTIN persons (n=166)	2.91 (.103)	2.41 (.186)	2.94 (.124)	3.77 (.306)	Chi ² (2) = 15.255 <i>p</i> < .001***
		n=39-57	n=82-176	n=23-33 TIN n=17	

Kruskall Wallis Test – Mean differences between groups



1

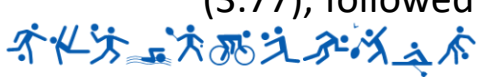
Macro level

Stereotypes and attitudes – by main sports

For the country comparison of the stereotypes and attitudes three sum scales with stereotypes against (1) male and female athletes, (2) lesbian and gay athletes, (3) trans, intersex and non-binary athletes and (4) one sum scale for the attitudes towards LGBTIN athletes and sexual and gender diversity in organised sports have been built. All scales display the means for the included items and range from 1 (strong disagreement) to 7 (strong agreement).

In total there is a high rejection of stereotypes about LG athletes ($m=1.46$), far higher than about gender (3.13) and TIN athletes (3.01). The data show a slight tendency to less rejection of gender and LG stereotypes among OTS respondents, but there are no significant mean differences between the main sports with regard to all scales on stereotypes.

With respect to the attitudes towards sexual and gender diversity, a significant difference occurs. The least positive attitudes towards LGBTIN persons and sexual and gender diversity in sports are seen among the OTS respondents (3.77), followed by those from FH (2.94) and FB (2.41).



2

Empirical findings

Organisational factors



Meso level

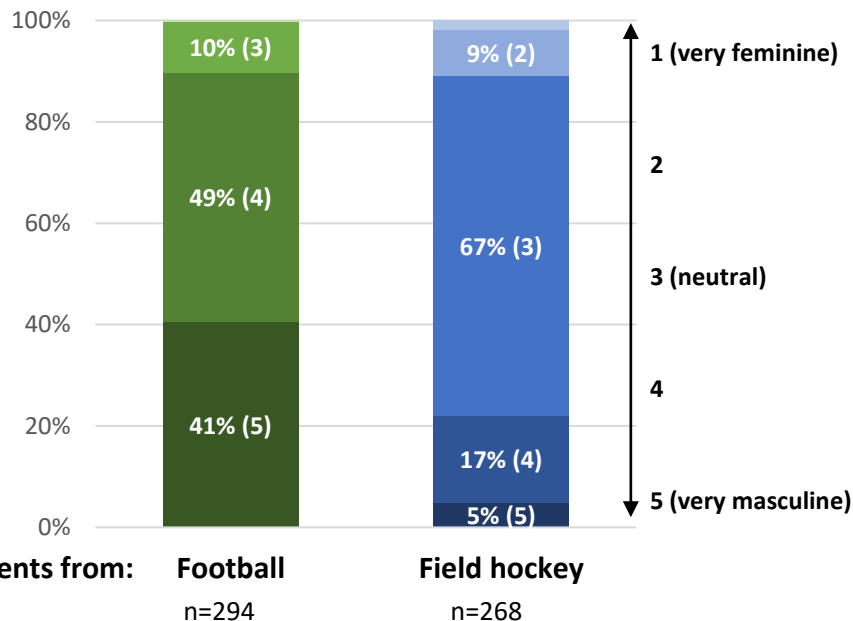
- Gender connotation of football and field hockey
- Organisational approaches towards inclusion and wellbeing
- Wished approaches towards inclusion and wellbeing
- Work on anti-discrimination work and wellbeing
- Coach behaviour
- Team climate
- Witnessed discrimination (homo- and transnegativity)



2 Meso level

Gender connotation of FB and FH and related characteristics

What is the image of football / field hockey in your country: How do you think people would describe them? (1 very feminine, 5 very masculine)



Characteristics of FB /FH as being referred to as either (very) feminine or (very) masculine? (not asked to those who indicated FB/FH as '3' - neutral)



- Physical strength/force
- Speed/rapidity of (re-)action



- Teamwork/ cooperation
- Speed/rapidity of (re-)action



2

Meso level

Gender connotation of FB and FH and related characteristics

Football appears as a typical male sport in the respondents' countries: 90% of the respondents describe the image of football as (very) masculine in their respective countries, while 10% describe it as a neutral sport and almost nobody as a feminine sport.

The gender connotation of field hockey differs substantially from the one of football. Field hockey is mainly perceived as a gender neutral sport in the respondents' countries: 67% of the respondents describe the image of field hockey as neutral in their respective countries, while 22% refer to field hockey as a (very) masculine and 11% as a (very) feminine sport.

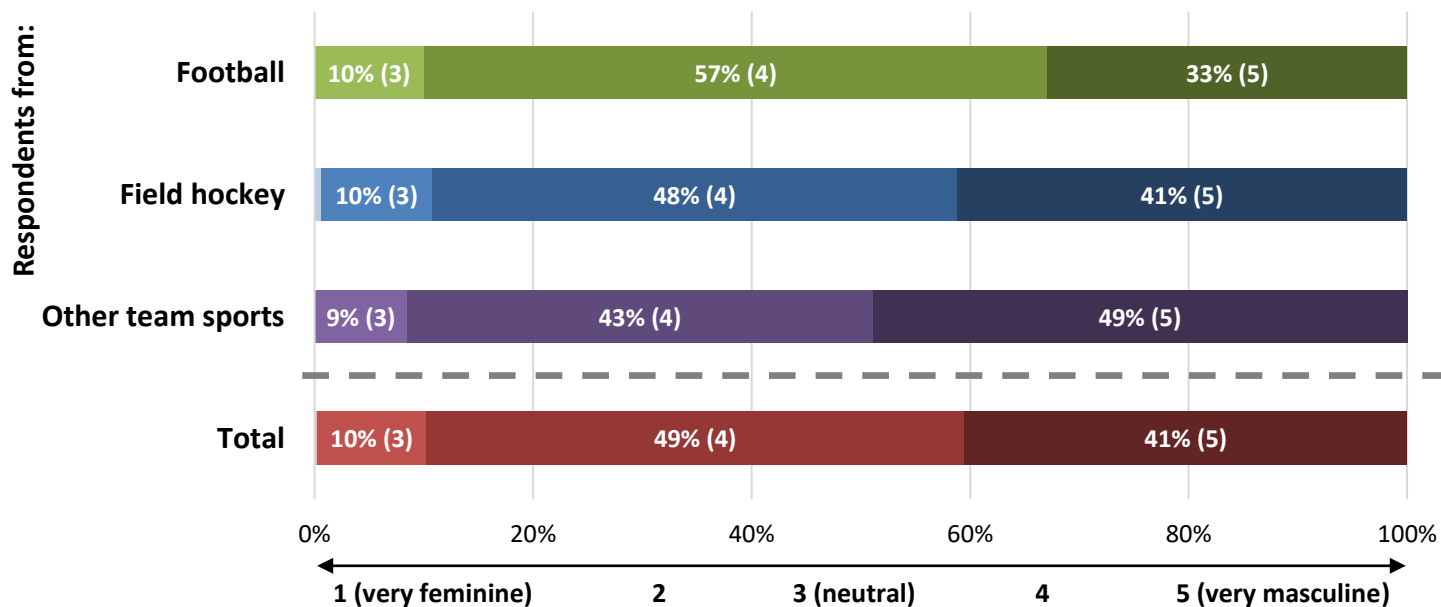
Those respondents who indicate that football or field hockey are described as (very) masculine or (very) feminine, are further asked about the respective characteristics of football/field hockey for the gender connotation. Both sports are characterised by speed/rapidity of (re-)action. Football is also described with physical strength/force, while field hockey is described with teamwork/cooperation.



2 Meso level

Gender connotation of FB - by main sports

What is the image of **football** in your country: How do you think people would describe them? (1 very feminine, 5 very masculine)



n=294, p= .665, Cramer-V= .082

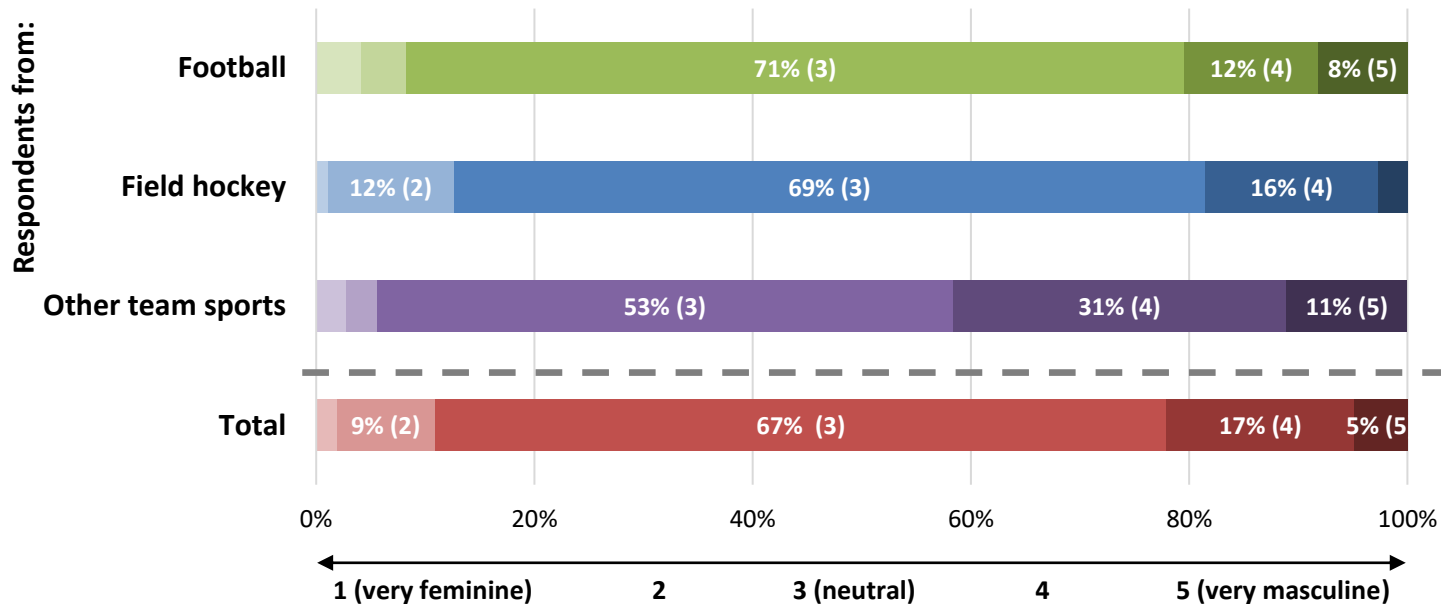


2

Meso level

Gender connotation of FH - by main sports

What is the image of **field hockey** in your country: How do you think people would describe them? (1 very feminine, 5 very masculine)



n=268, p= .013*, Cramer-V= .128)



2

Meso level

Gender connotation of FB & FH - by main sports

Taking the respondents main sports activities into account, small differences in the described extent of masculine connotation of football and field hockey occur.

FB: The share of persons from football who describe the image of football in their country as very masculine is lower (33%) compared to persons from field hockey (41%) and particularly from other team sports (49%). Differences are not significant.

FH: Persons from field hockey and football describe the gender connotation of field hockey in comparable ways: about a fifth as (very) masculine, about 70% as neutral and the rest as (very) feminine. Persons from other team sports assess the image of field hockey as much more masculine: only 53% describe field hockey as neutral, 42% as (very) masculine and 6% as (very) feminine. Differences are significant.

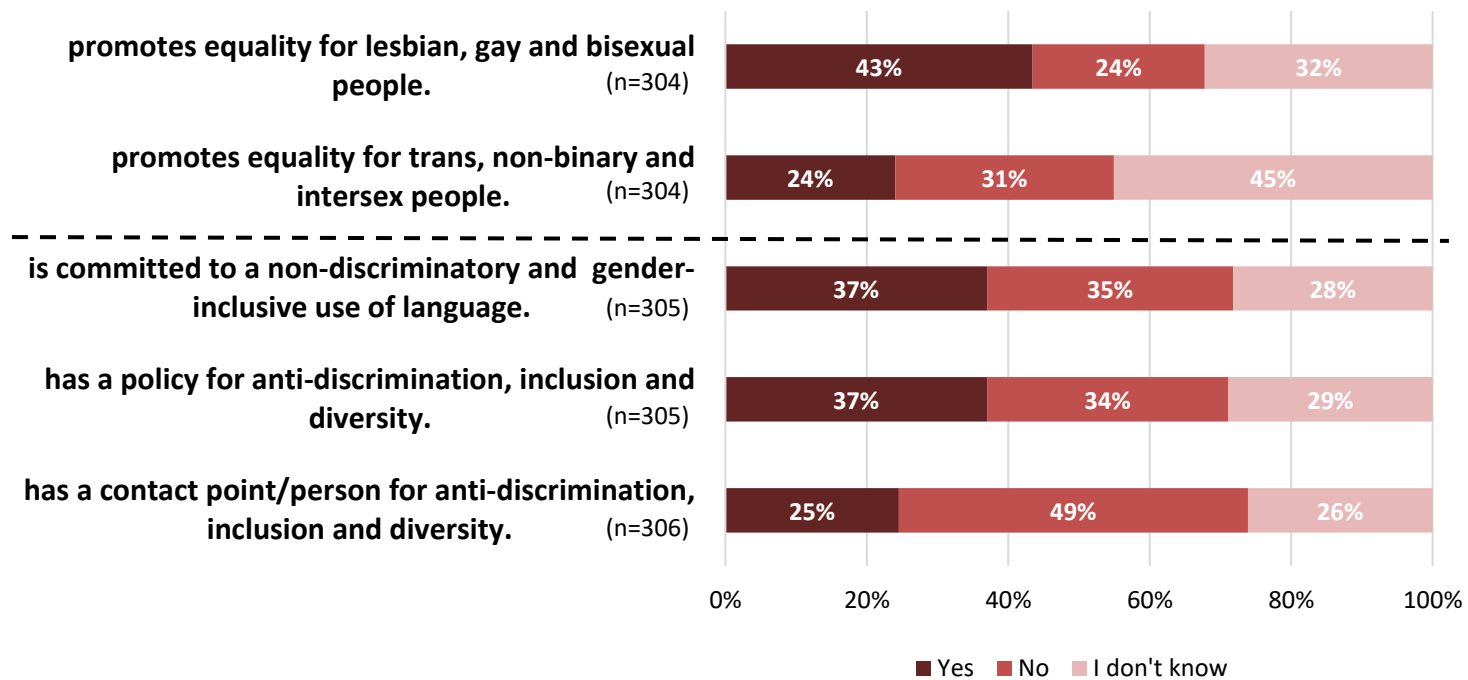


2

Meso level

Organisational approaches towards inclusion and equality

My club ...



2 Meso level

Organisational approaches towards inclusion and equality

Measures towards equality and anti-discrimination that are undertaken by the respondents' sports organisations have been assessed.

Almost half of the respondents (43%) report that sexual diversity is promoted in their sports organisation, while only 24% report the promotion of gender diversity in their sports organisation. The share of respondents who lack knowledge is quite high: 45% do not know if their sports organisation promotes gender diversity and 32% lack knowledge on the promotion of sexual diversity.

37% of respondents report that their sports organisations promote inclusive language and have a policy for anti-discrimination, inclusion and diversity, while around a third deny these approaches and more than a third tick '*I don't know*'. Half of the respondents further deny that their sports organisations have contact points for anti-discrimination, inclusion and diversity, while a quarter agree or have no knowledge in this regard.



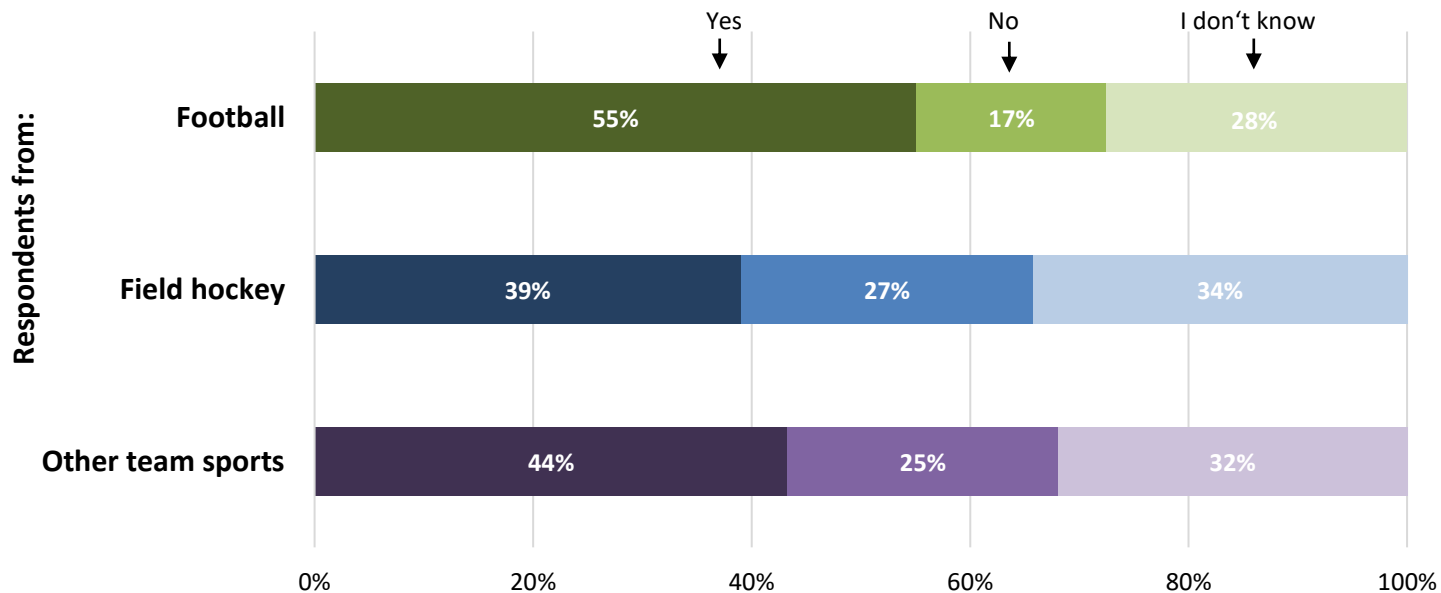
2

Meso level

Organisational approaches: LGB equality – by main sports

My club ...

promotes equality for lesbian, gay and bisexual people.



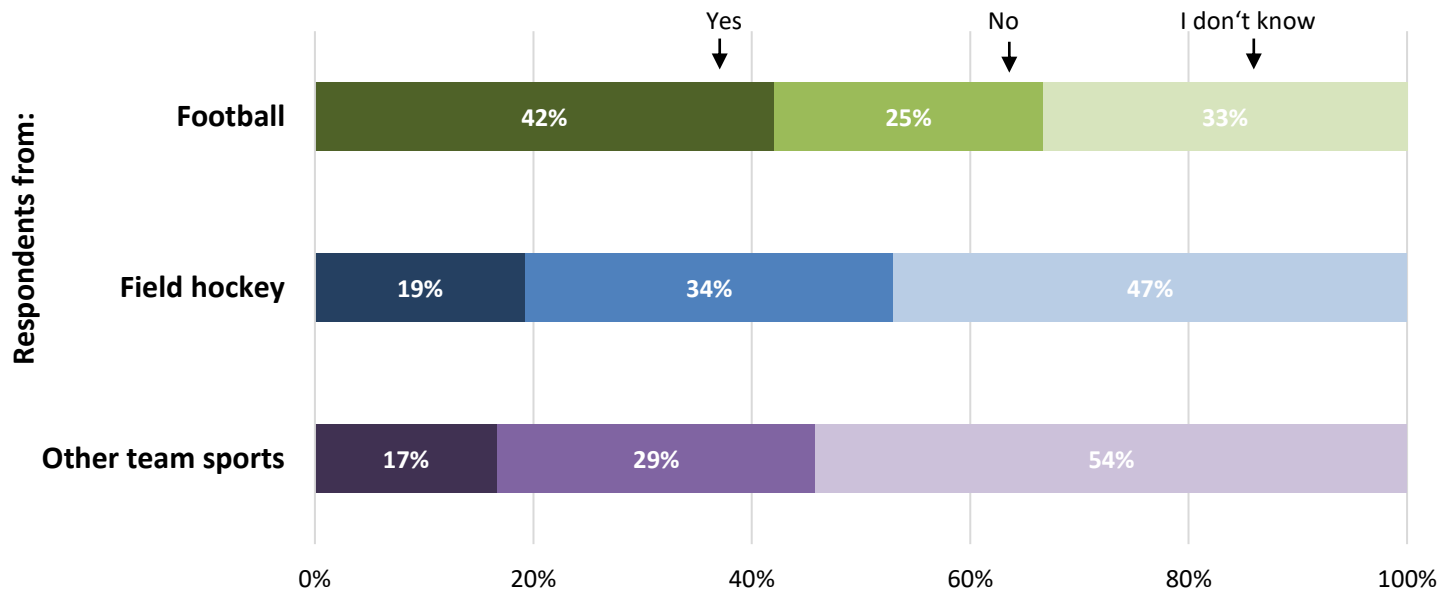
n=304; p= .020*; Cramer-V= .166



2 Meso level

Organisational approaches: TIN equality – by main sports

*My club ...
promotes equality for trans, intersex and non-binary people.*



n=304; p= .238; Cramer-V= .095



2

Meso level

Organisational approaches: LGB & TIN equality – by main sports

With regard to promoting equality for sexual (LGB) and gender diverse (TIN) people, we see some differences between the persons involved in different sports.

Sexual equality is significantly more often reported to be promoted in football clubs (55%), compared to other team sports (44%) and field hockey clubs (39%). Between 28% (football) and 34% (field hockey) of the respondents don't know if their sports club promotes sexual diversity.

Equality for TIN people is less often promoted in organised sports compared to equality for LGB people. 42% of the respondents from football confirm that their club promotes equality for gender diverse people. This share drops to 19% in field hockey and 17% in other team sports. The vast majority of respondents from field hockey (47%) and other team sports (54%) have no information on their clubs' measures to promote equality for TIN people (football 31%). Differences are not significant.



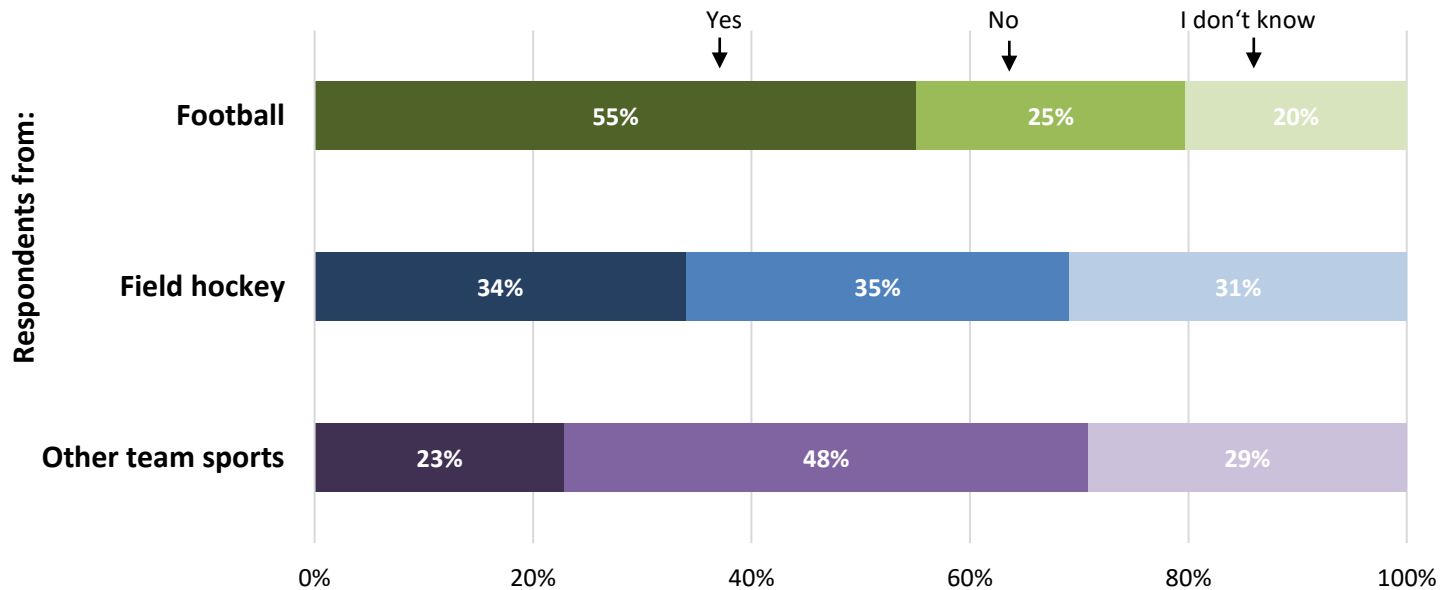
2

Meso level

Organisational approaches: language – by main sports

My club ...

is committed to a non-discriminatory and gender-inclusive language.



n=305; p= .004**; Cramer-V= .160

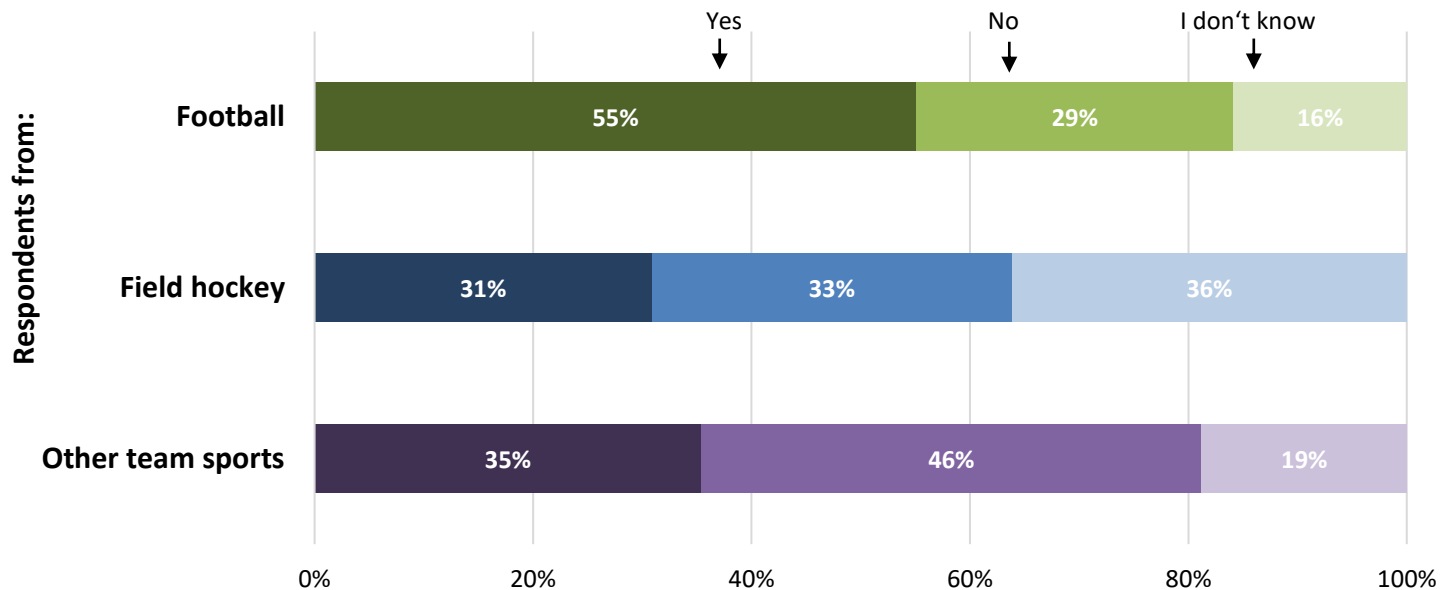


2

Meso level

Organisational approaches: policy – by main sports

*My club ...
has a policy for anti-discrimination, inclusion and diversity.*



n=305; $p < .001^{***}$; Cramer-V= .180



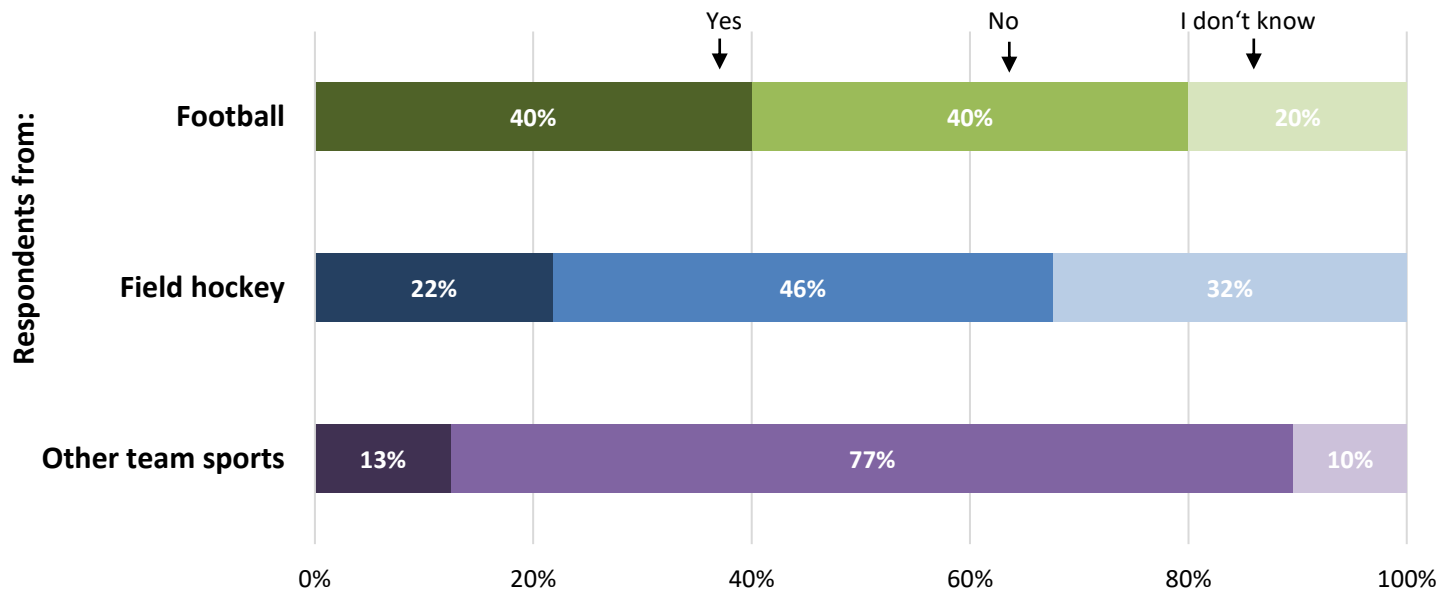
2

Meso level

Organisational approaches: contact point – by main sports

My club ...

has a contact point/person for anti-discrimination, inclusion and diversity.



n=306; p< .001***; Cramer-V= .213



2 Meso level

Org. approaches: language, policy, contact point – by main sports

Football clubs perform best with regard to the commitment to a gender inclusive and non-discriminatory language (55%), the existence of a policy (55%) and contact point /person (40%) for anti-discrimination, inclusion and diversity.

One third of the field hockey respondents each agree, disagree or dont know if their club is committed to an inclusive language or has a policy for anti-discrimination, inclusion and diversity. Among the persons of the other team sports, almost half of the respondents deny these measures, 23% confirm the commitment to an inclusive language and 35% confirm to have an anti-discrimination policy.

Almost half of the people from field hockey deny that their club has a contact point/person for anti-discrimination, inclusion and diversity, more than a fifth confirm it and a third have no information about it. In other team sports, 77% deny to have a contact point/person, 13% confirm it and 10% don't know.



2

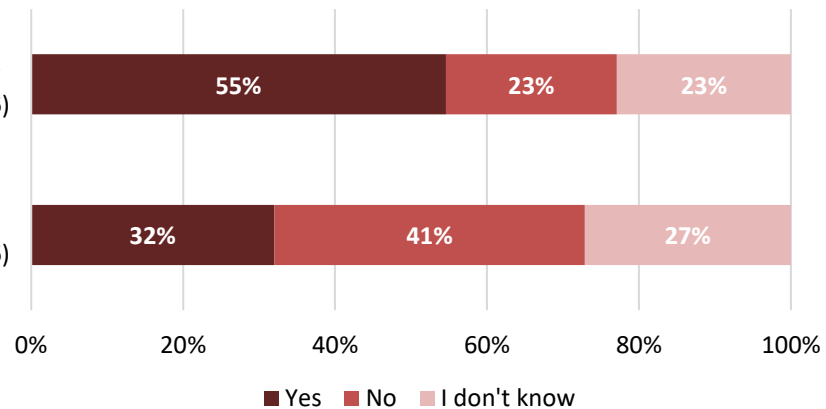
Meso level

Organisational approaches towards wellbeing

My club ...

has a policy for for wellbeing and health of its member. (n=306)

has a contact point/person for wellbeing and health. (n=306)



2

Meso level

Organisational approaches towards wellbeing

Respondents have been asked which approaches towards wellbeing and health are taken by their sports organisations. 55% of respondents indicate that their sports organisation has a policy on the well-being and health of its members, while 35% each decline or do not know.

With regard to a contact point or person for wellbeing and health in their sports organisation, 32% report to have one, 41% decline and 27% have no knowledge on that.

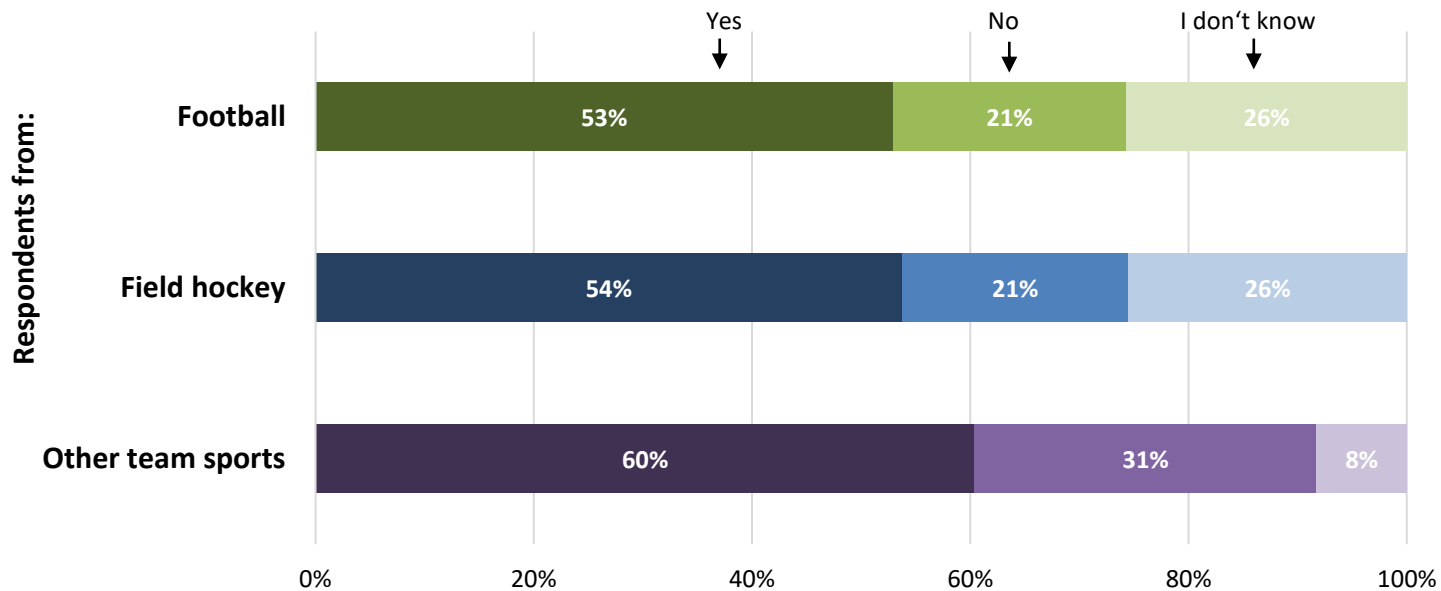


2

Meso level

Organisational approaches: wellbeing policy – by main sports

*My club ...
has a policy for wellbeing and health of its members.*



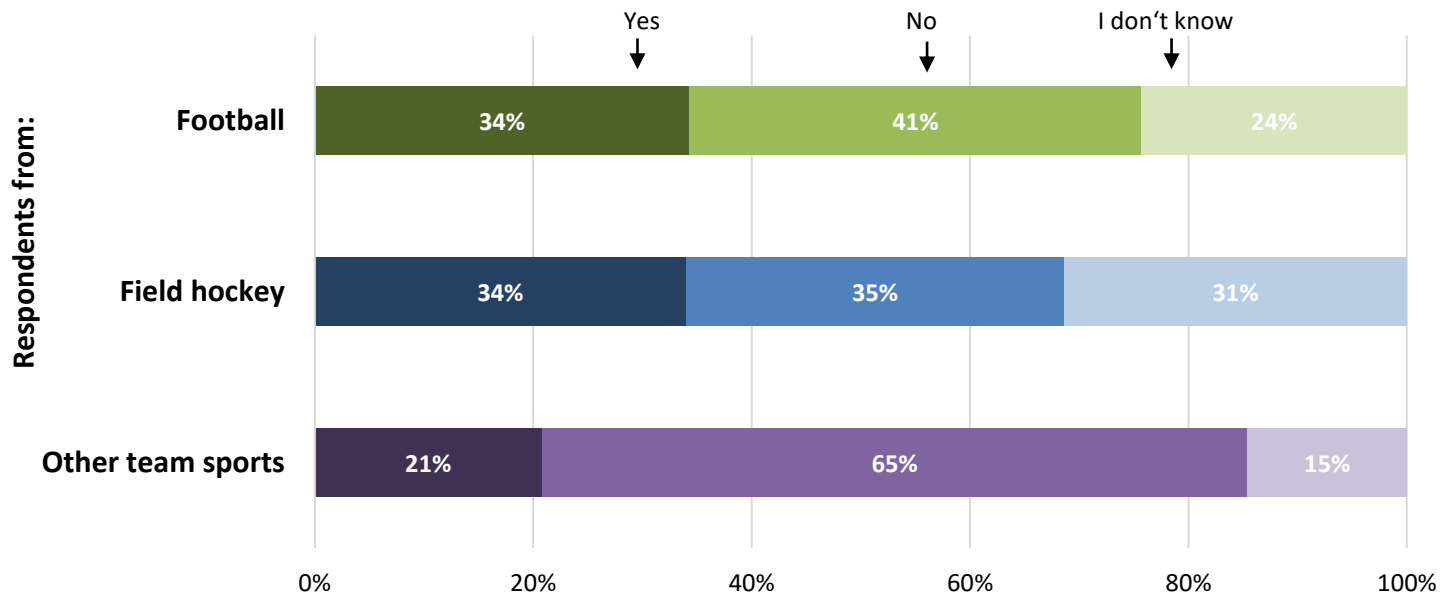
n=306; $p=$.110; Cramer-V= .111



2 Meso level

Org. approaches: wellbeing contact point – by main sports

*My club ...
has a contact point/person for wellbeing and health.*



n=306; p= .005**; Cramer-V= .156



2

Meso level

Org. approaches: wellbeing policy, contact point – by main sports

In each sport, at least the majority of respondents confirm that their sports club has a policy for wellbeing and health of its members (football 53%, field hockey 54%, other team sports 60%). A fifth of the respondents from each football and field hockey deny that their club has a wellbeing and health policy, and around a quarter have no knowledge on it. With 8% this share is substantially smaller among the persons from other team sports, and respectively the share of persons who deny to have this policy is higher (31%).

Although individuals from other team sports are more likely to report having a wellbeing policy, less other team sports clubs (21%) are reported to have contact points / persons for the wellbeing and health of its members, compared to football (34%) and field hockey (34%). Disapproval ranges from 35% among the persons from field hockey to 66% among the persons from other team sports (football 41%).

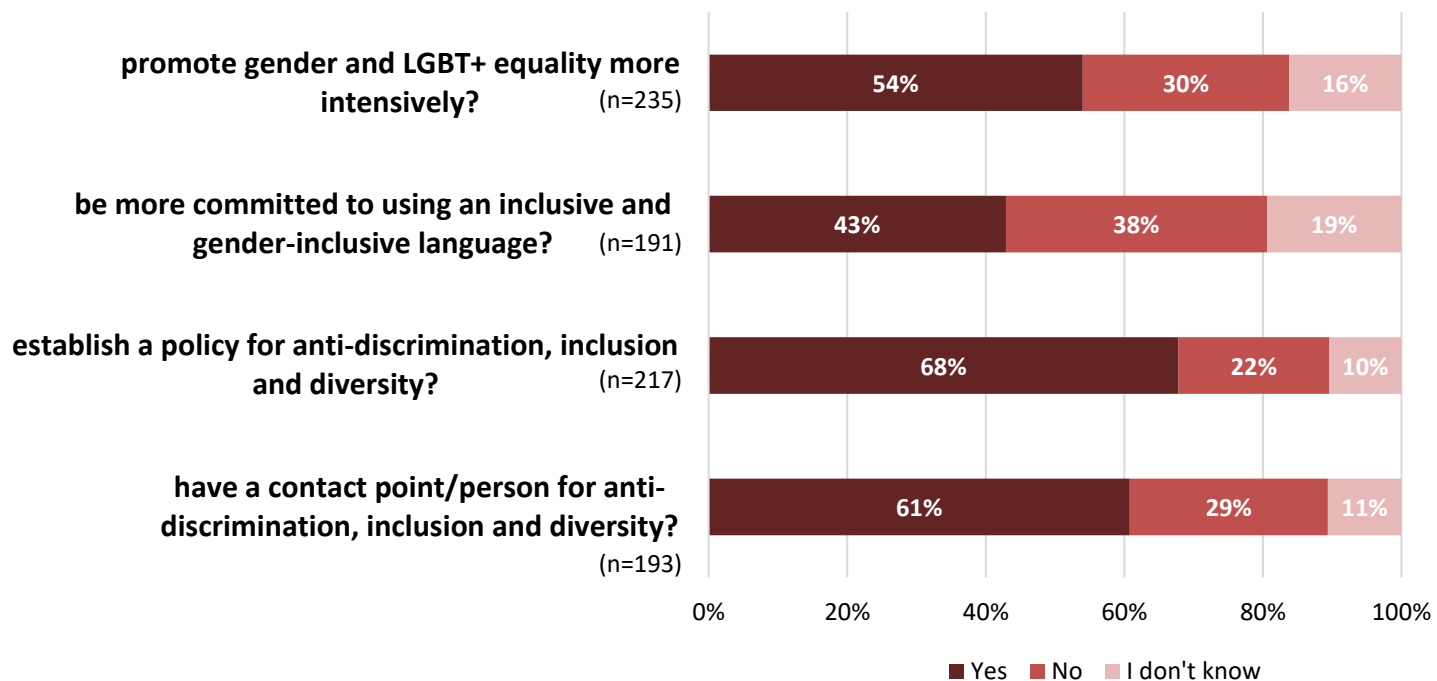


2

Meso level

Wished approaches towards inclusion and equality

Do you wish your main sports club would ...



2

Meso level

Wished approaches towards inclusion and equality

Those respondents who indicate that their sports club does not have the respective approaches towards inclusion and equality, or that they are not knowledgeable about them (see slides 67/68), are asked what approaches they would wish their sports clubs to take.

Establishing a policy for anti-discrimination, inclusion and diversity is wished by 68% of the respective respondents with 61% wishing also a contact point/person for these topics. 10% indicate that they don't know if they want their sports club to implement these measures.

Half of the respondents (54%) wish their sports club to promote gender and LGBT+ diversity more intensely (19% indicate 'I don't know') and 43% of the respondents wish their sports club to be more committed to a gender inclusive and anti-discriminatory language (16% 'I don't know').

The percentage disapproving of these approaches ranges from 38% for committing to inclusive language to 22% for establishing a policy.

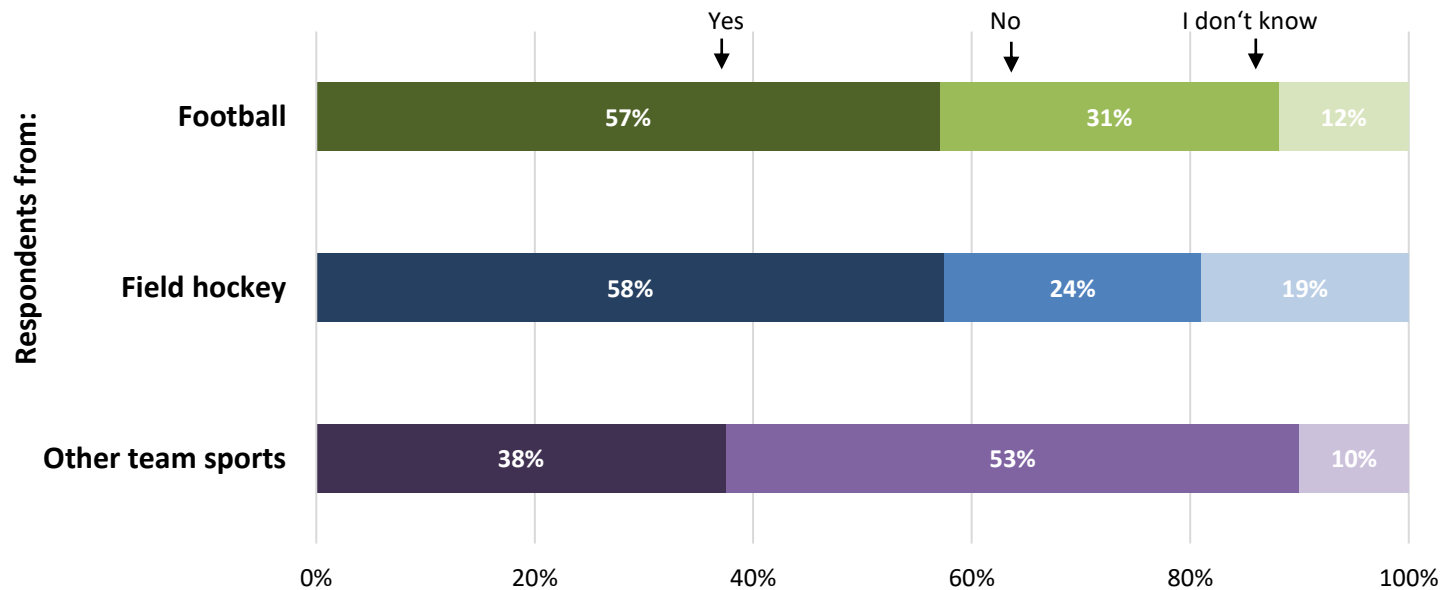


2

Meso level

Wished approaches: LGBT+ equality – by main sports

*Do you wish your main sports club would ...
promote gender and LGBT+ equality more intensively?*



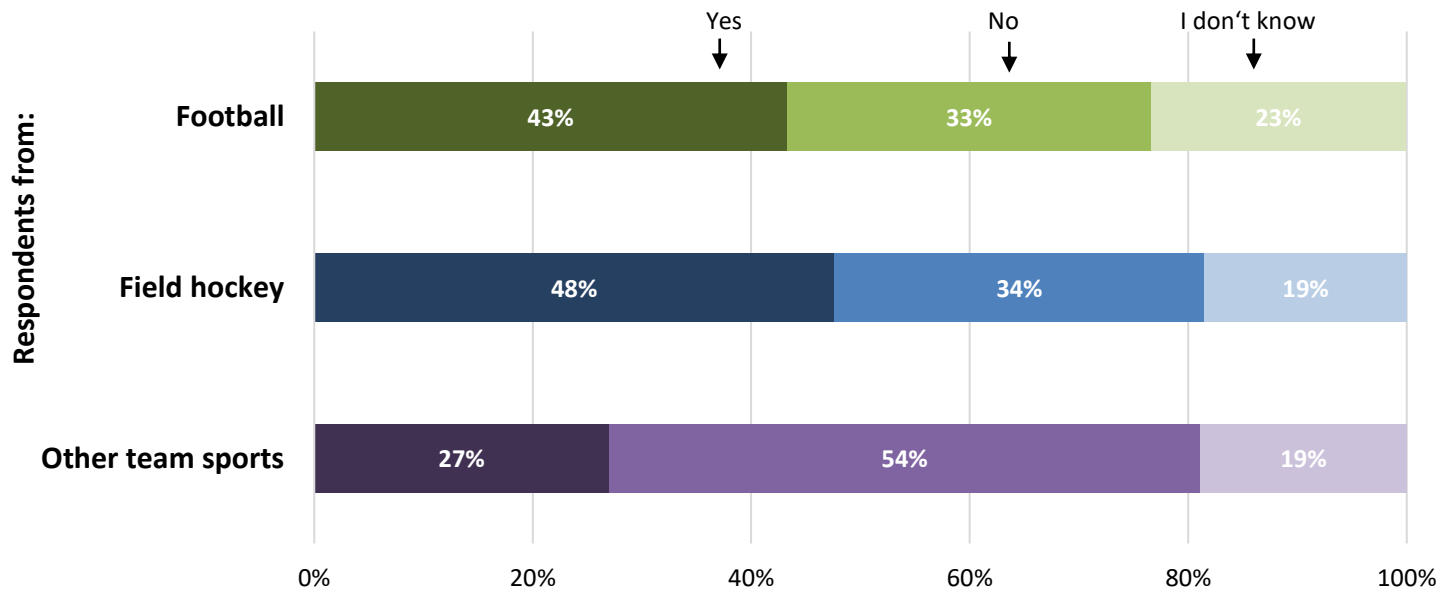
n=235; p= .009**; Cramer-V= .170



2 Meso level

Wished approaches: language – by main sports

*Do you wish your main sports club would ...
be more committed to using an inclusive and gender-inclusive language?*



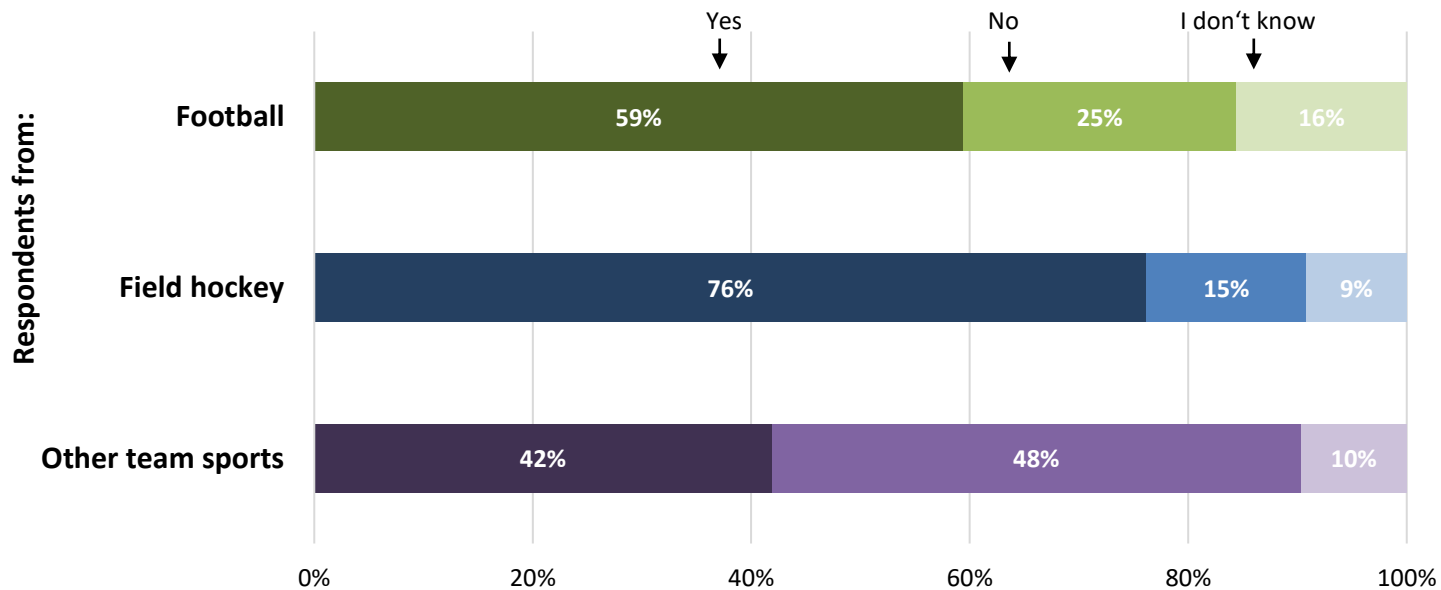
n=191; p= .175; Cramer-V= .192



2 Meso level

Wished approaches: policy – by main sports

*Do you wish your main sports club would ...
establish a policy for anti-discrimination, inclusion and diversity?*



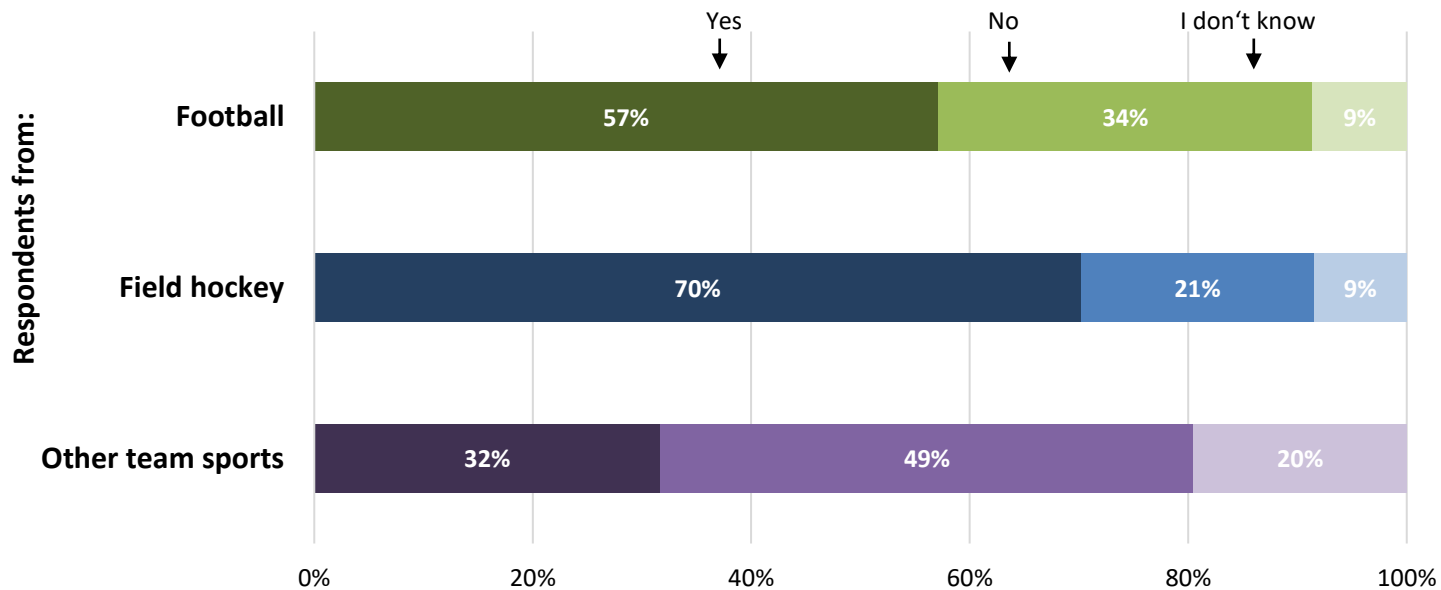
n=193; p< .001***; Cramer-V= .222



2 Meso level

Wished approaches: contact point – by main sports

*Do you wish your main sports club would ...
have a contact point/person for anti-discrimination, inclusion and diversity?*



n=217; p< .001***; Cramer-V= .217



2

Meso level

Wished approaches towards inclusion – by main sports

Three of the four wished approaches towards anti-discrimination, inclusion and diversity differ substantially by main sports - except for commitment to an inclusive language all differences are significant ($p < .05$).

While among the respondents from FH and FB the approval of the approaches represents always the highest share, the majority of respondents from other team sports disapprove all of these approaches.

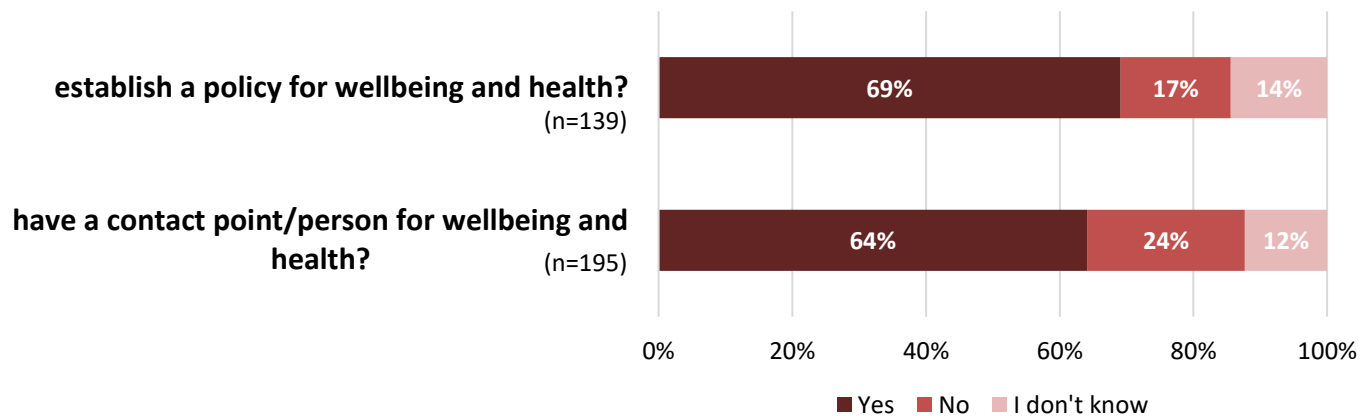
Establishing a policy is the most desired activity in all sports, although the percentage of approval varies quite substantially across sports (FH 76%, FB 59%, OTS 42%). 70% of the respondents from FH also wish to have a contact point/person for anti-discrimination, inclusion and diversity in their sports club, while this share drops to 57% among the FB respondents and to 32% among the OTS respondents. Promoting gender and LGBT+ equality more intensely is wished by more than half of the respondents in FH (58%) and FB (57%), but only 38% of the respondents from OTS.



2 Meso level

Wished approaches towards wellbeing

Do you wish your main sports club would ...



2

Meso level

Wished approaches towards wellbeing

Again, those respondents who indicate that their sports club does not have the respective wellbeing and health-related approaches or that they have no knowledge on that (see slides 76/77), are asked what approaches they would wish their sports club to take.

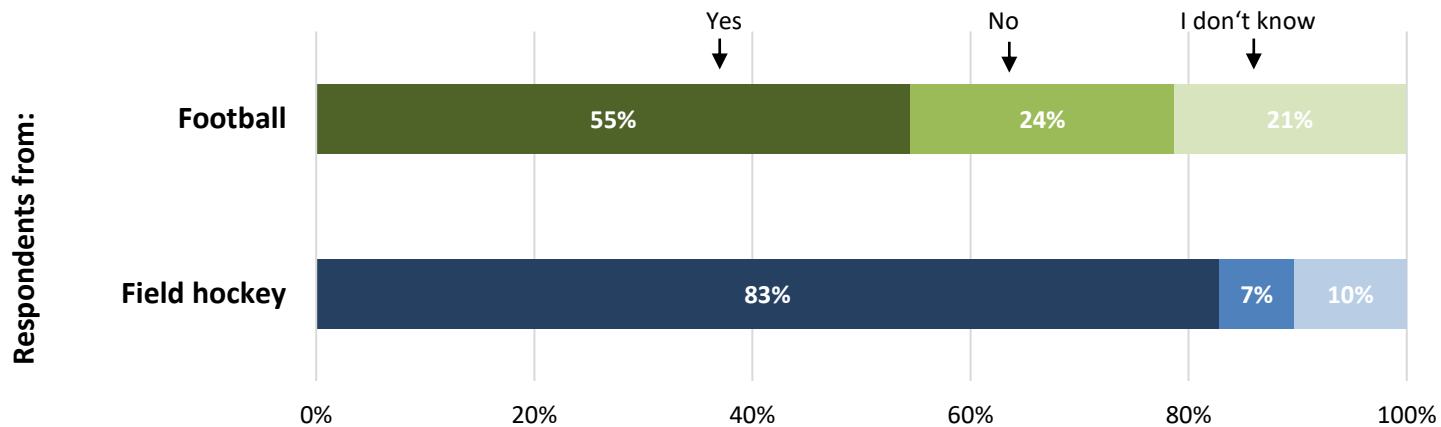
For the wished approaches towards wellbeing the approval shares are quite comparable to those regarding anti-discrimination, inclusion and diversity. 69% wish their sports club to establish a policy for wellbeing and health of the clubs' members (17% disapprove it, 14% indicate '*I don't know*'). 64% wish to have a contact point / person for wellbeing and health in their sports club (24% disapprove it, 12% indicate '*I don't know*').



2 Meso level

Wished approaches: wellbeing policy – by main sports

*Do you wish your main sports club would ...
establish a policy for wellbeing and health?*



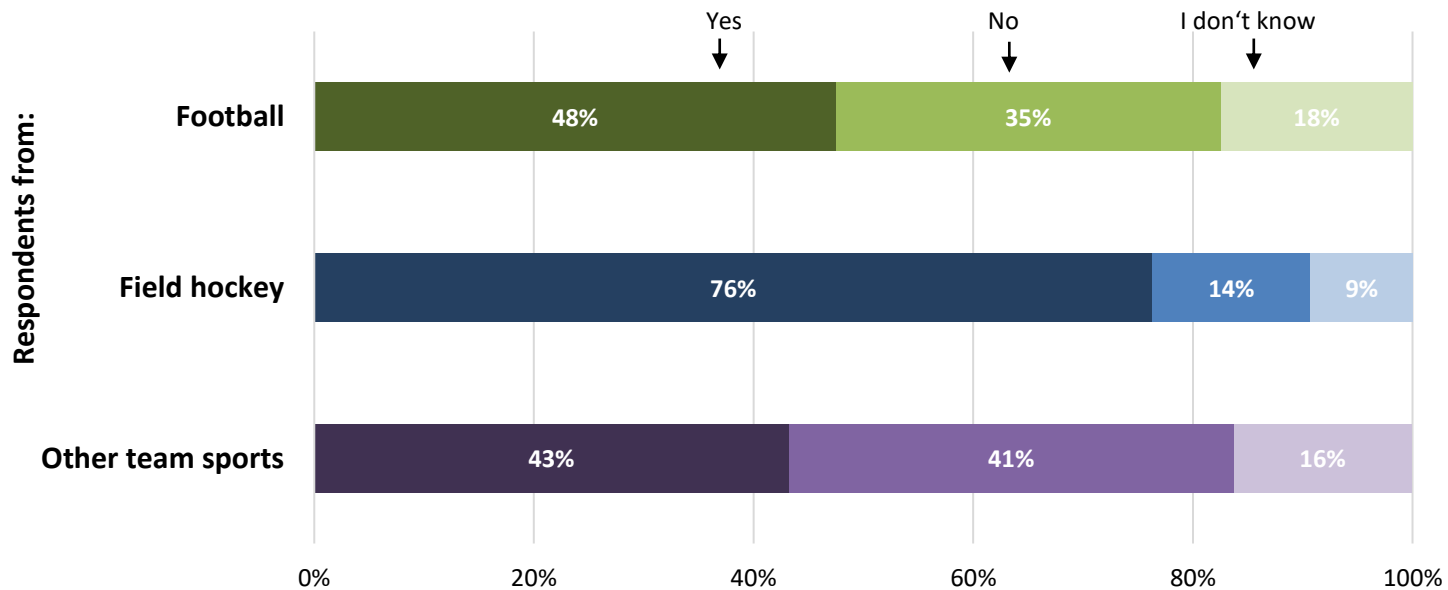
Other team sports: n < 20 → not reported
n=139; p < .001***; Cramer-V = .227



2 Meso level

Wished approaches: wellbeing contact point – by main sports

*Do you wish your main sports club would ...
have a contact point/person for wellbeing and health?*



n=195; p< .001***; Cramer-V= .227



2

Meso level

Wished approaches towards wellbeing – by main sports

The respondents from FB, FH and OTS differ significantly in their wished approaches towards wellbeing and health - the field hockey respondents are again the ones with the highest approval shares of the two approaches.

83% of the FH respondents wish their sports club to establish a policy for health and wellbeing of its members, while among the football respondents this activity is wished by 55% of the respondents (OTS subsample too small to report findings). A fifth of the FB respondents have no opinion and a quarter disapprove it.

A contact point for health and wellbeing is wished by 76% of the FH respondents, 48% of the FB respondents and 43% of the OTS respondents.



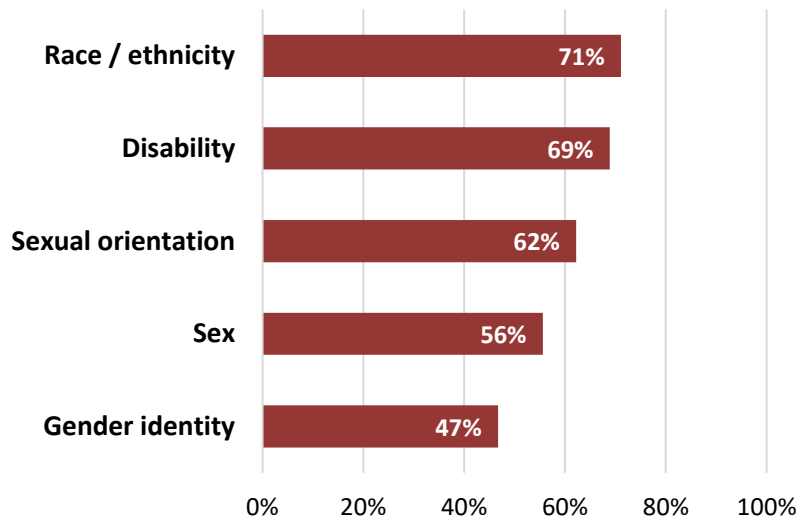
2 Meso level

Anti-discrimination work (questions only for board members / managers)

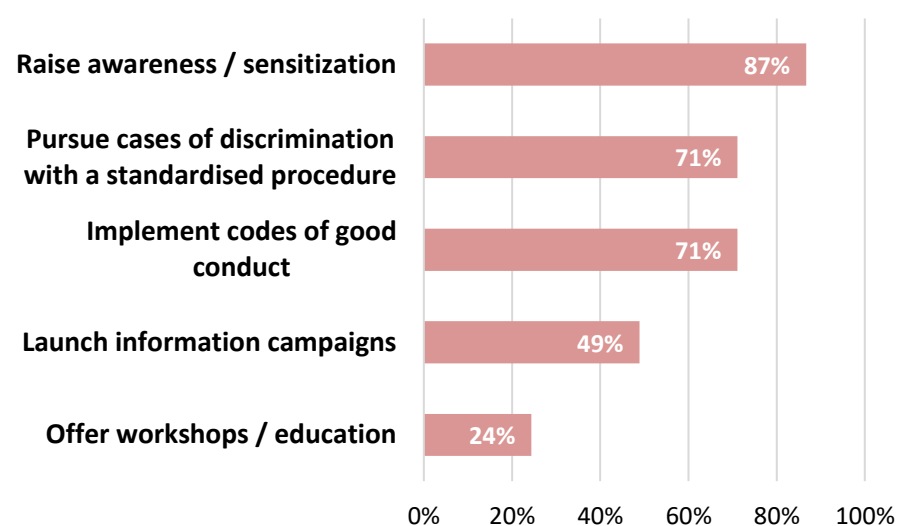
65% of board members / managers confirm their club has a policy for anti-discrimination, inclusion and diversity. (n=45, values show affirmation)



... with the focus points:



... with the related activities:



2 Meso level

Anti-discrimination work (questions only for board members / managers)

Those board members/managers, who report that their club has a policy for anti-discrimination, inclusion and diversity (65%), receive further questions concerning the anti-discrimination work in their club.

One question touches the focus of the anti-discrimination, inclusion and diversity work in their football, field hockey or other team sports club. Most often mentioned are race / ethnicity (71%) and disability (69%) as focus points, followed by sexual orientation (62%), sex (56%) and gender identity (47%). This points to a hierarchy in the discrimination work of sports clubs.

The second question touches the activities of anti-discrimination work: 87% of the board members/managers report to conduct awareness raising activities and 71% each to pursue cases of discrimination with a standardised procedure and to implement codes of good conduct. Almost half of the board members/ managers confirm to launch information campaigns and a quarter to offer workshops/education related to anti-discrimination, inclusion and diversity in their clubs.

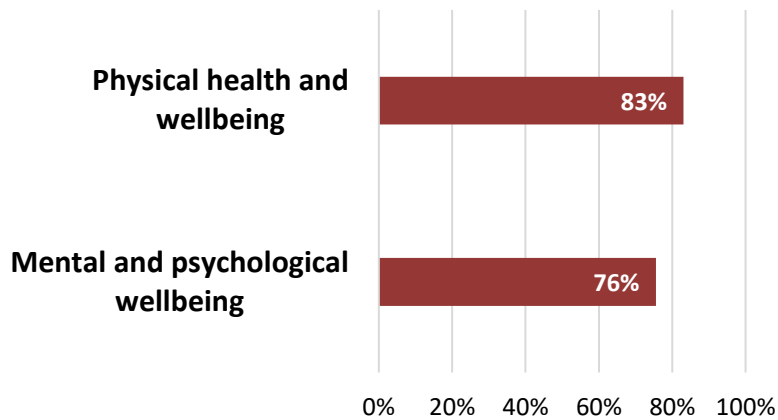


2 Meso level

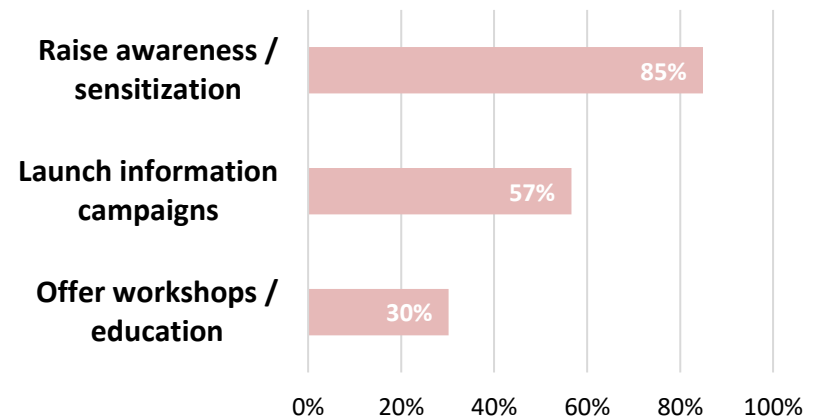
Work on wellbeing (questions only for board members / managers)

76% of board members / managers confirm their club has a policy for wellbeing and health of its members. (n=53, values show affirmation)

↓
... with the focus points:



↓
... with the related activities:



2

Meso level

Work on wellbeing (questions only for board members / managers)

About 10%-points more board members/managers say their club has a policy for wellbeing and health of its members (76%) compared to anti-discrimination, inclusion and diversity (65%). Those board members / managers again receive further questions concerning the wellbeing policies in their club.

83% of the board members / managers report that the wellbeing policies focus on physical wellbeing and health and a slightly lower share (76%) to focus on mental and psychological wellbeing.

Raising awareness / sensitisation is again the most often mentioned related activity (85%), followed by launching information campaigns (57%) and offering workshops / education (30%).

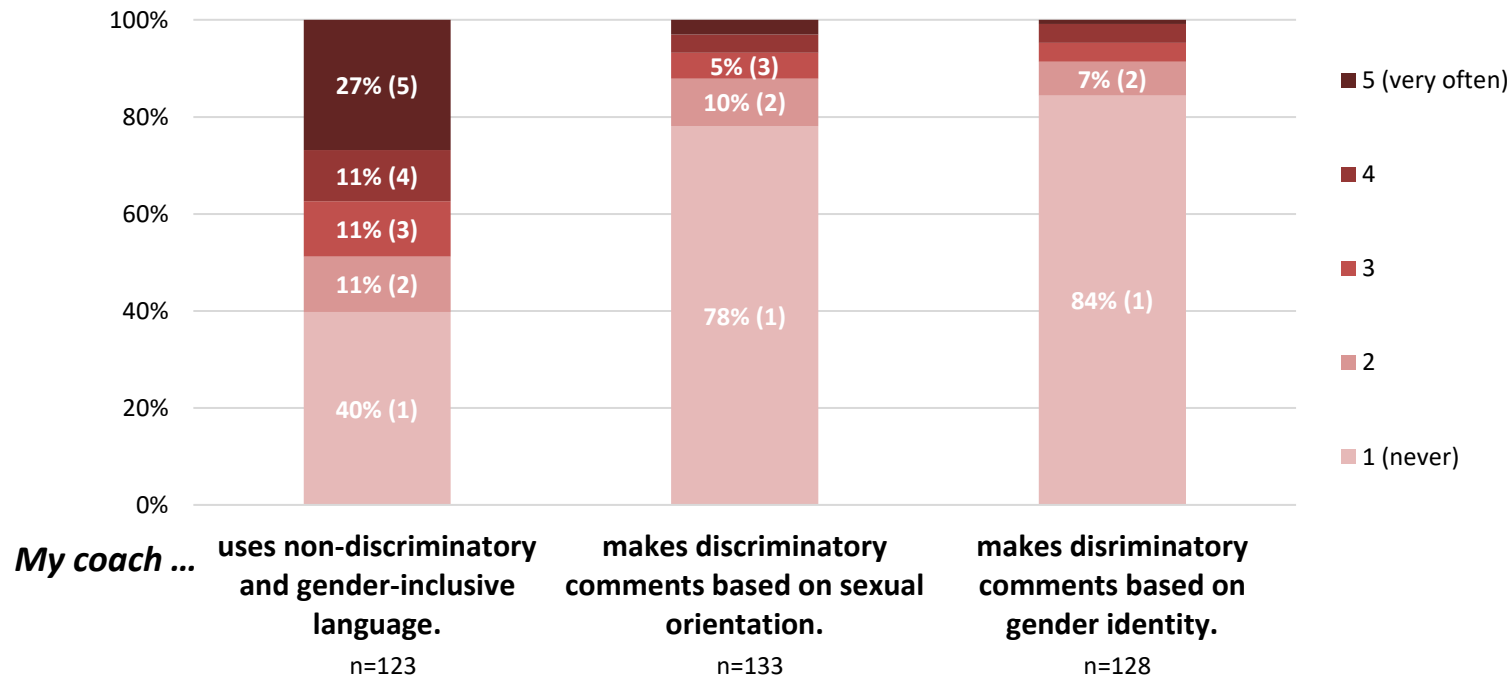


2

Meso level

Coach behaviour (questions only for athletes)

Please think about the behavior of the coach in your main sports club activity and indicate how often these actions have occurred in the last 12 months.



2

Meso level

Coach behaviour (questions only for athletes)

38% of the athletes report that their coach uses non-discriminatory and gender-inclusive language (cat. 4 and 5) and the vast majority report that their coach never makes discriminatory comments based on sexual orientation (78%) or gender identity (84%).

On the contrary, half of the respondents mention that their coach never (cat. 1, 40%) or seldom (cat. 2, 11%) uses non-discriminatory and gender inclusive language, but obviously this does not automatically correspond to using a discriminatory language, as the shares for these categories are way smaller (cat. 4 and 5: discriminatory comments based on sexual orientation 7% and on gender identity 5%).



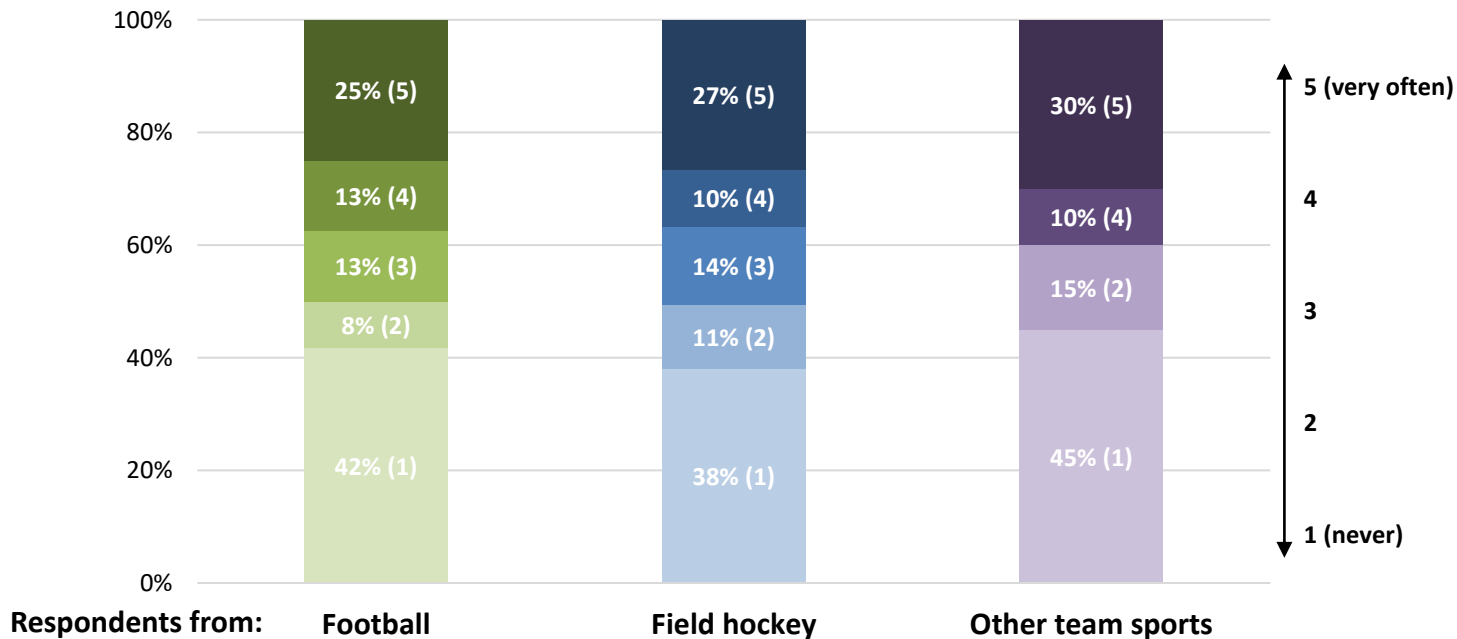
2

Meso level

Coach behaviour: inclusive language – by main sports

My coach ...

uses non-discriminatory and gender-inclusive language.



n=123, p= .865, Cramer-V= .121



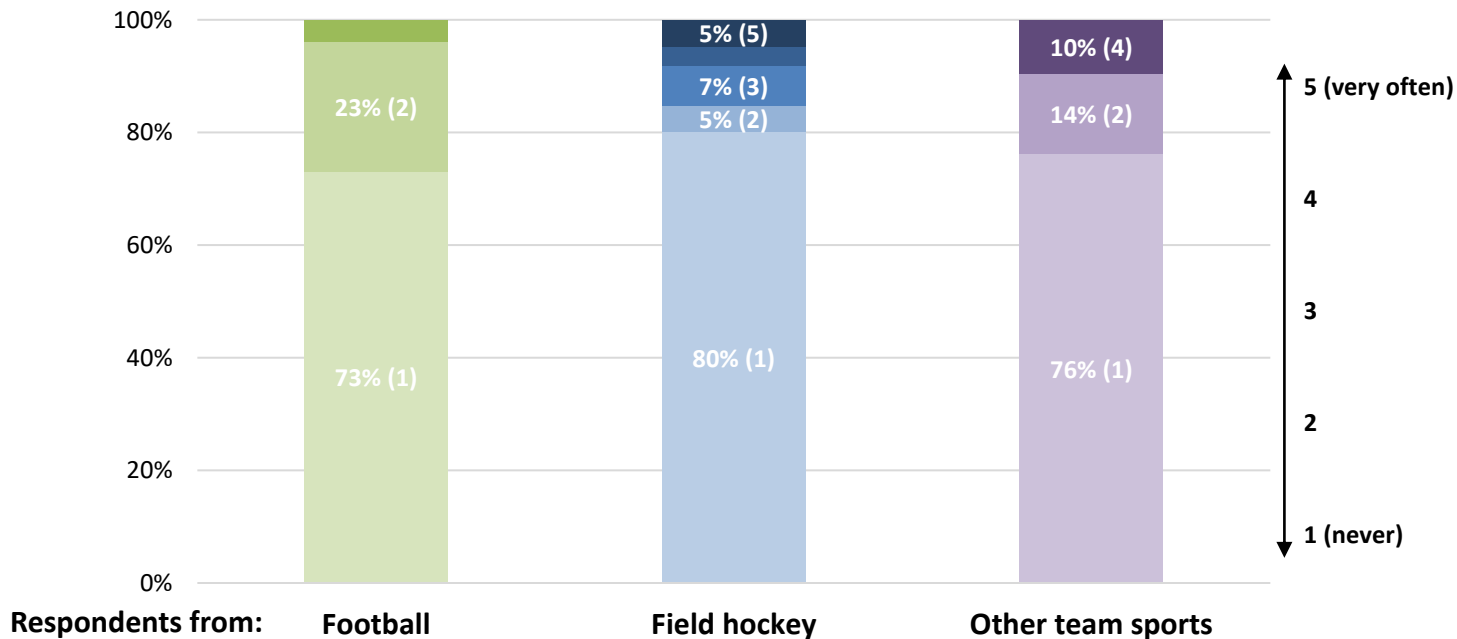
2

Meso level

Coach behaviour: sexual orientation – by main sports

My coach ...

makes discriminatory comments based on sexual orientation.



n=133, p= .088, Cramer-V= .232



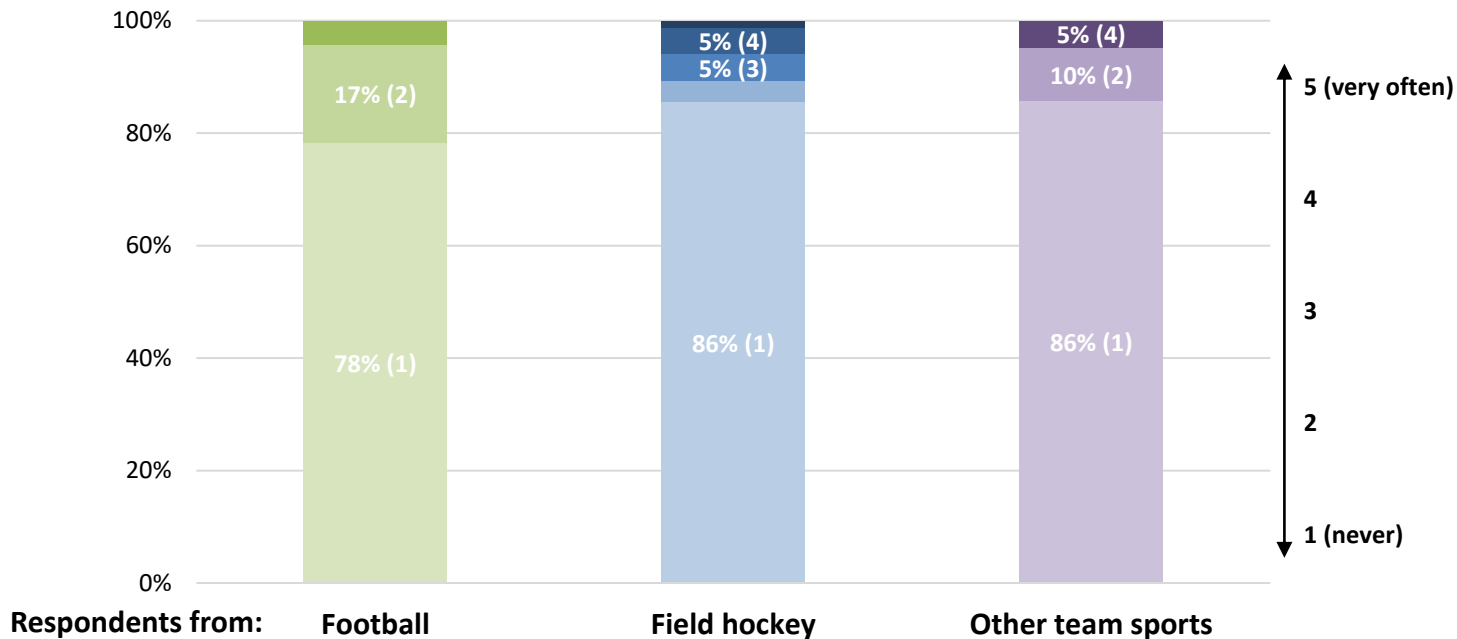
2

Meso level

Coach behaviour: gender identity – by main sports

My coach ...

makes discriminatory comments based on gender identity.



n=128, p= .385, Cramer-V= .175



2

Meso level

Coach behaviour – by main sports

The differences between the respondents' coaches using an inclusive language and making discriminatory comments based on sexual orientation and gender identity by the different sports are rather small and not significant.

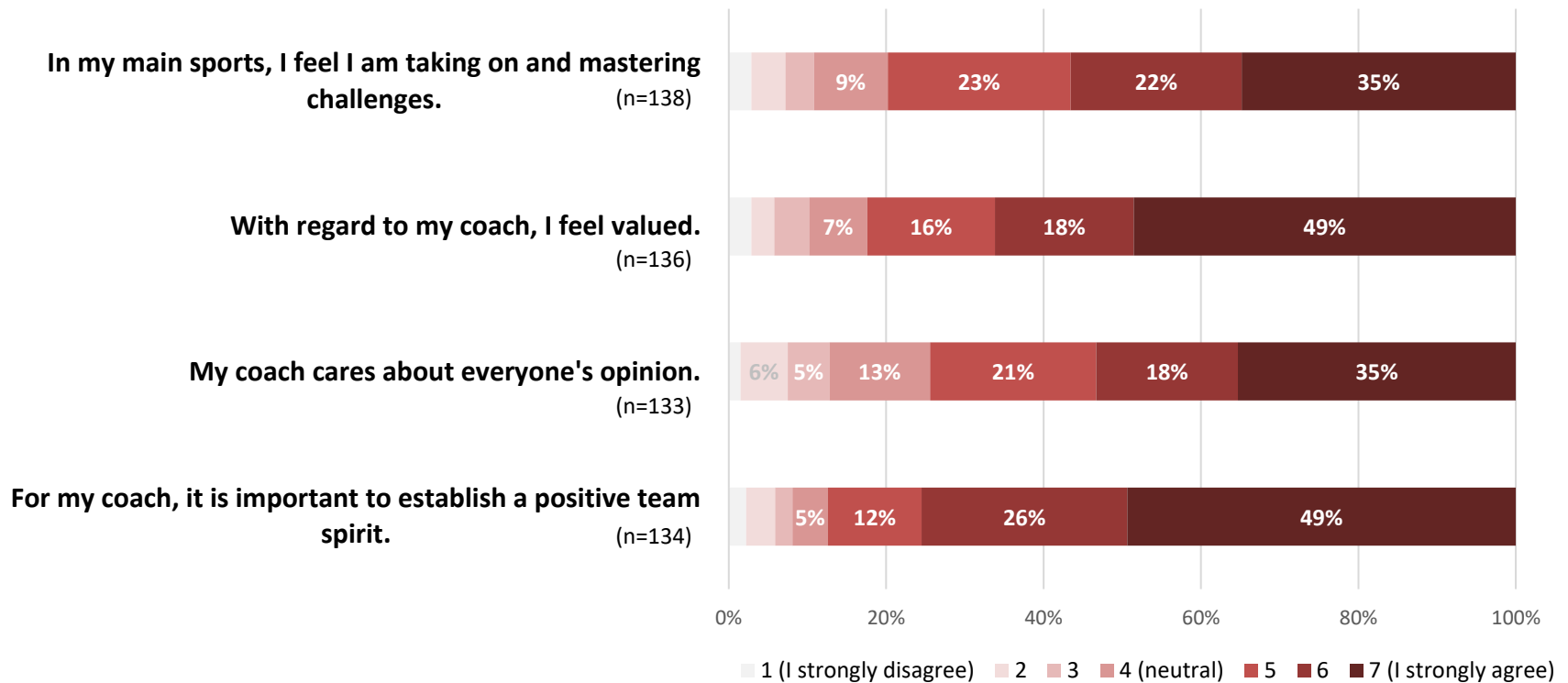
Coaches from other team sports are a bit more committed to using a non-discriminatory and inclusive language compared to the coaches from football and field hockey players.

Discriminatory comments based on sexual orientation occur more often in field hockey – 5% of the field hockey athletes report that their coaches make it very often. More or less the same picture occurs for discriminatory comments based on gender identity. Interestingly football coaches are supposed to be very sensitive in terms of discriminatory comments and inclusive language.



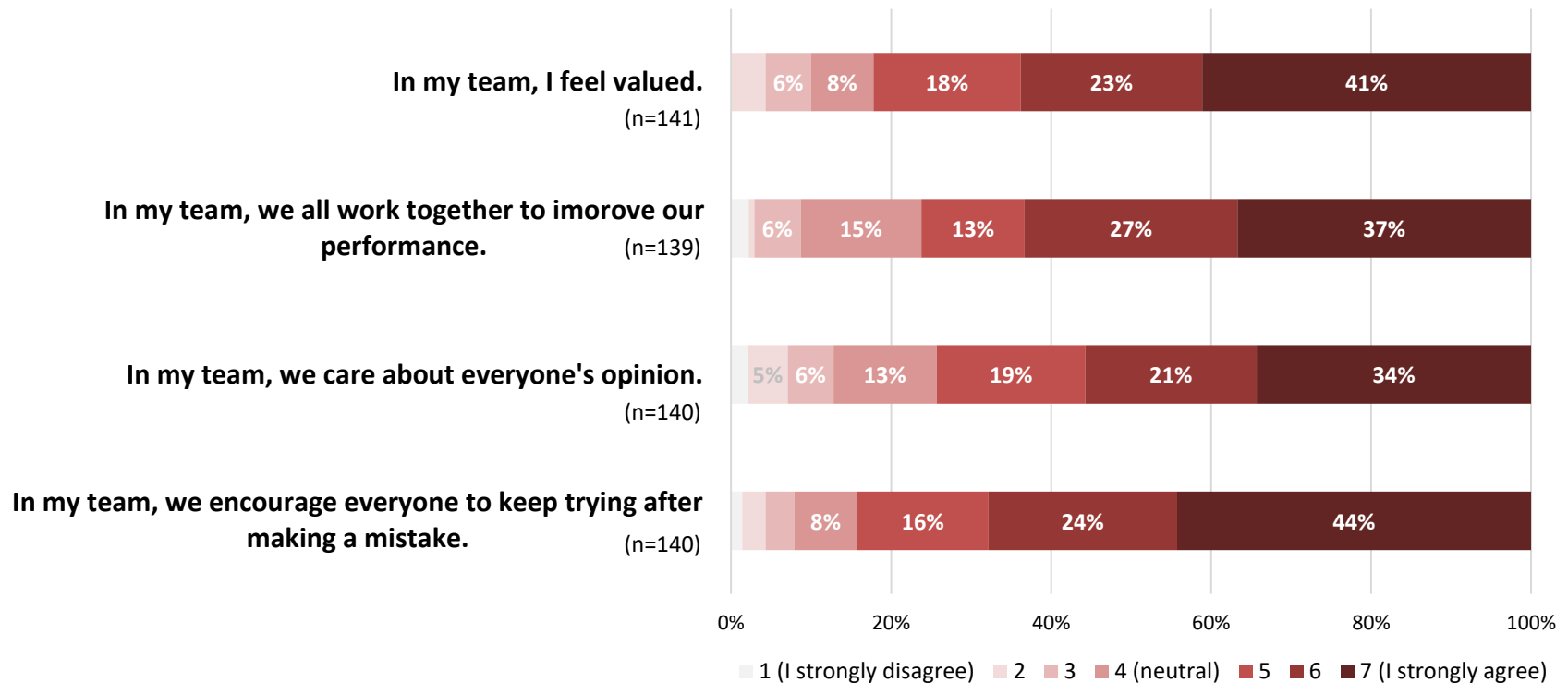
2 Meso level

Team climate I (questions only for athletes)



2 Meso level

Team climate II (questions only for athletes)



2

Meso level

Team climate I and II (questions only for athletes)

The athletes describe the climate in their football, field hockey or other team sports teams as very positive: between 74% of the respondents (*My coach cares about everyone's opinion*) and 87% (*For my coach it is important to establish a positive team spirit*) agree to some extent (cat. 5, 6, and 7) to the positive framed statements about the climate in their teams.

The two above mentioned items with the lowest and highest general agreement also represent the ones with the lowest and highest strong agreement (cat. 7). Another statement reaches the highest share of 49% of the respondents strongly agree: *With regard to my coach, I feel valued*.

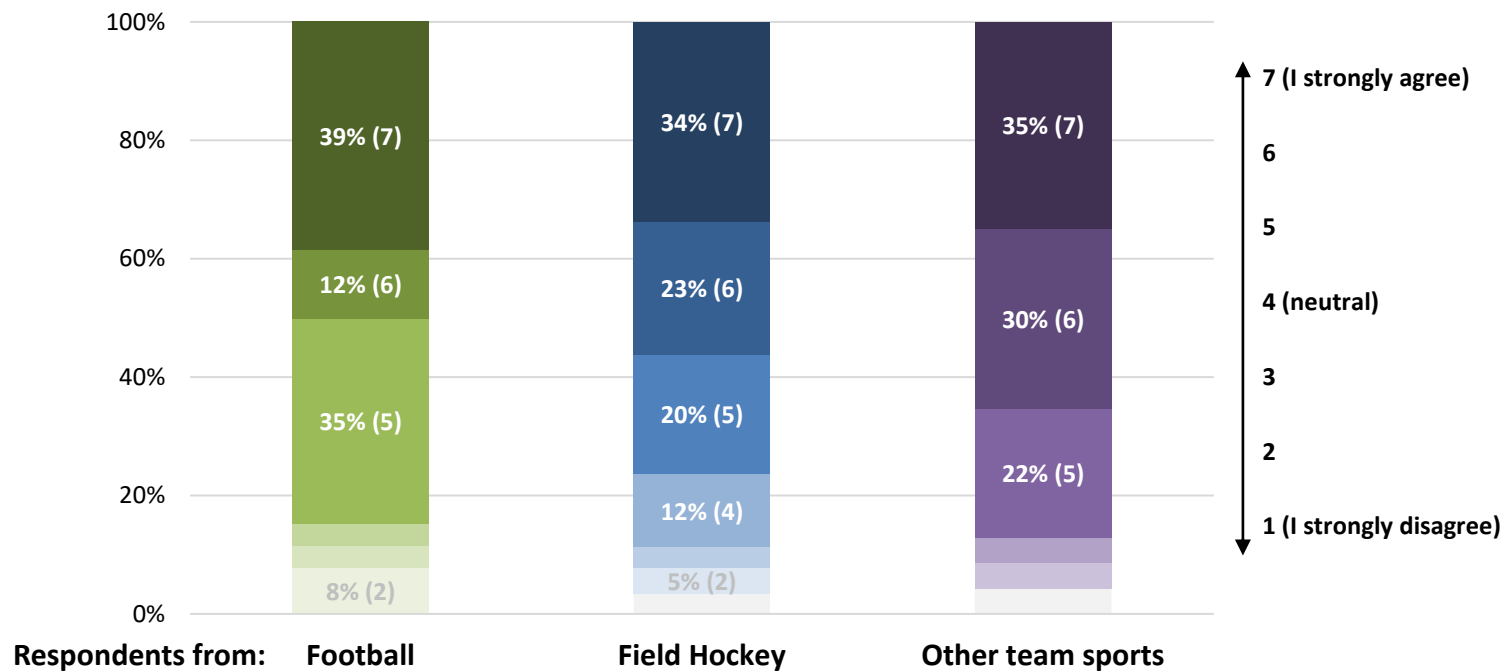


2

Meso level

Team climate: mastering challenges - by main sports

In my main sports, I feel I am taking on and mastering challenges.



n=138, p= .705, Cramer-V= .181

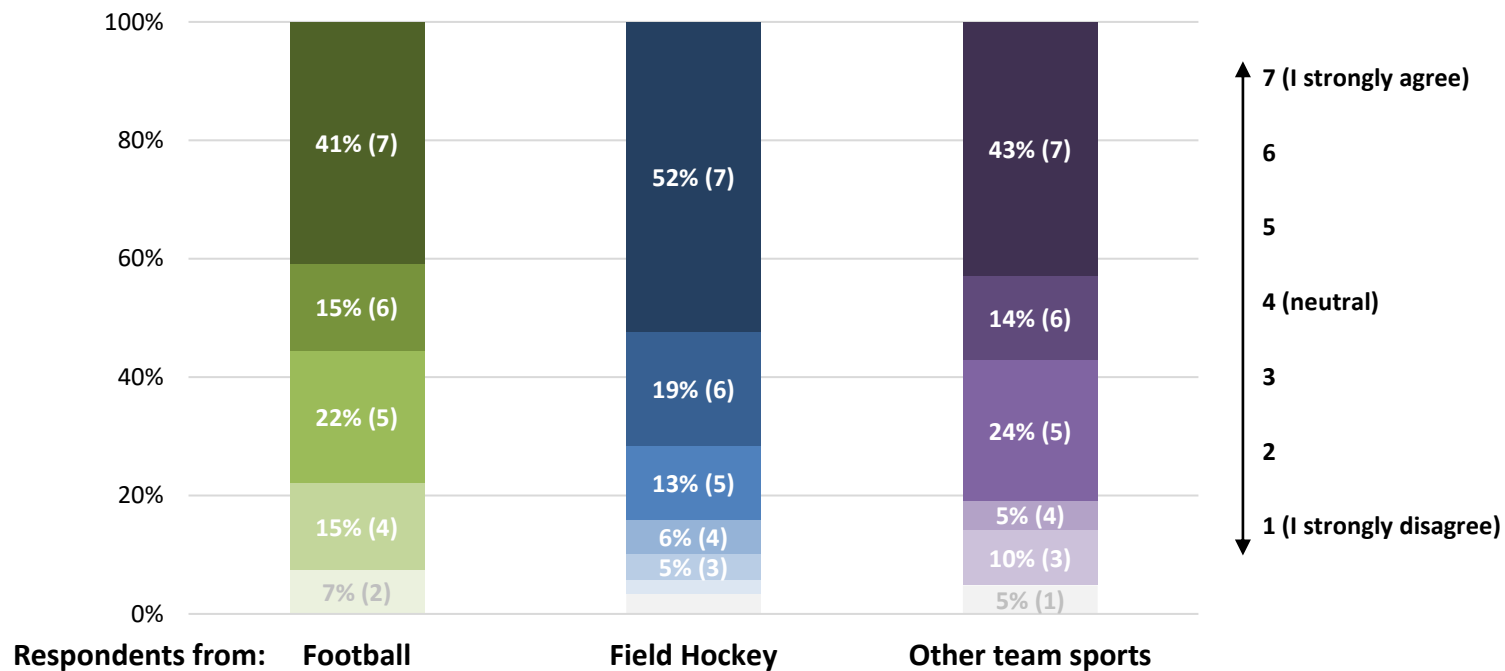


2

Meso level

Team climate: feeling valued by coach – by main sports

With regard to my coach, I feel valued.



n=136, $p = .440$, Cramer-V= .209

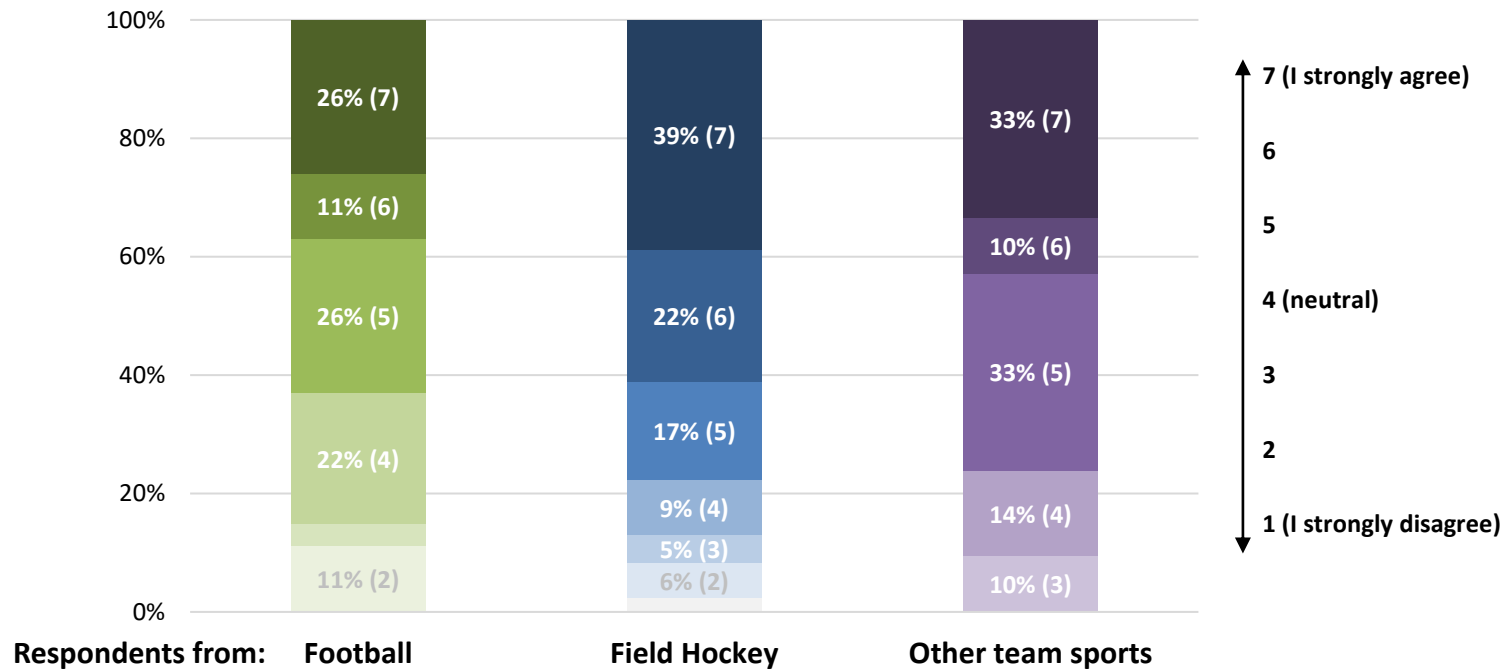


2

Meso level

Team climate: caring about opinion coach - by main sports

My coach cares about everyone's opinion.



n=133, p= .351, Cramer-V= .223

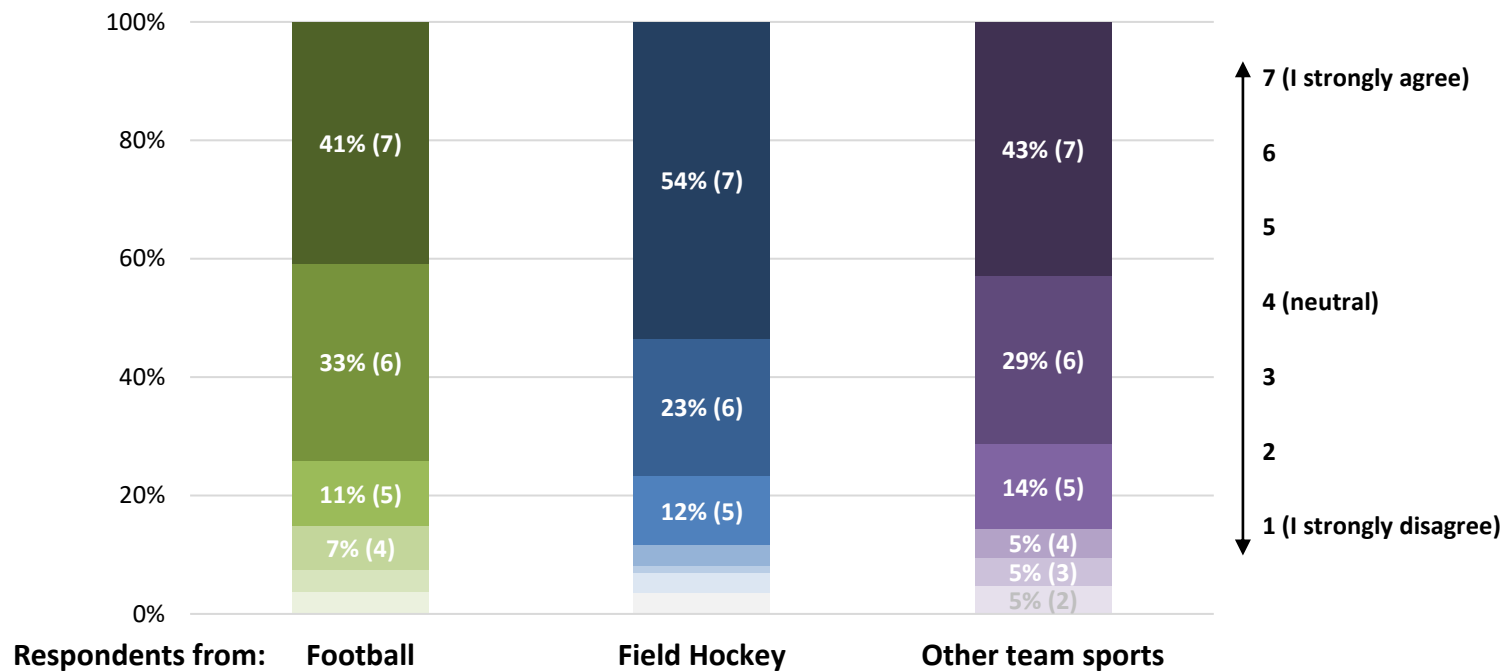


2

Meso level

Team climate: positive team spirit – by main sports

For my coach, it is important to establish a positive team spirit.



n=134, $p = .867$, Cramer-V= .145

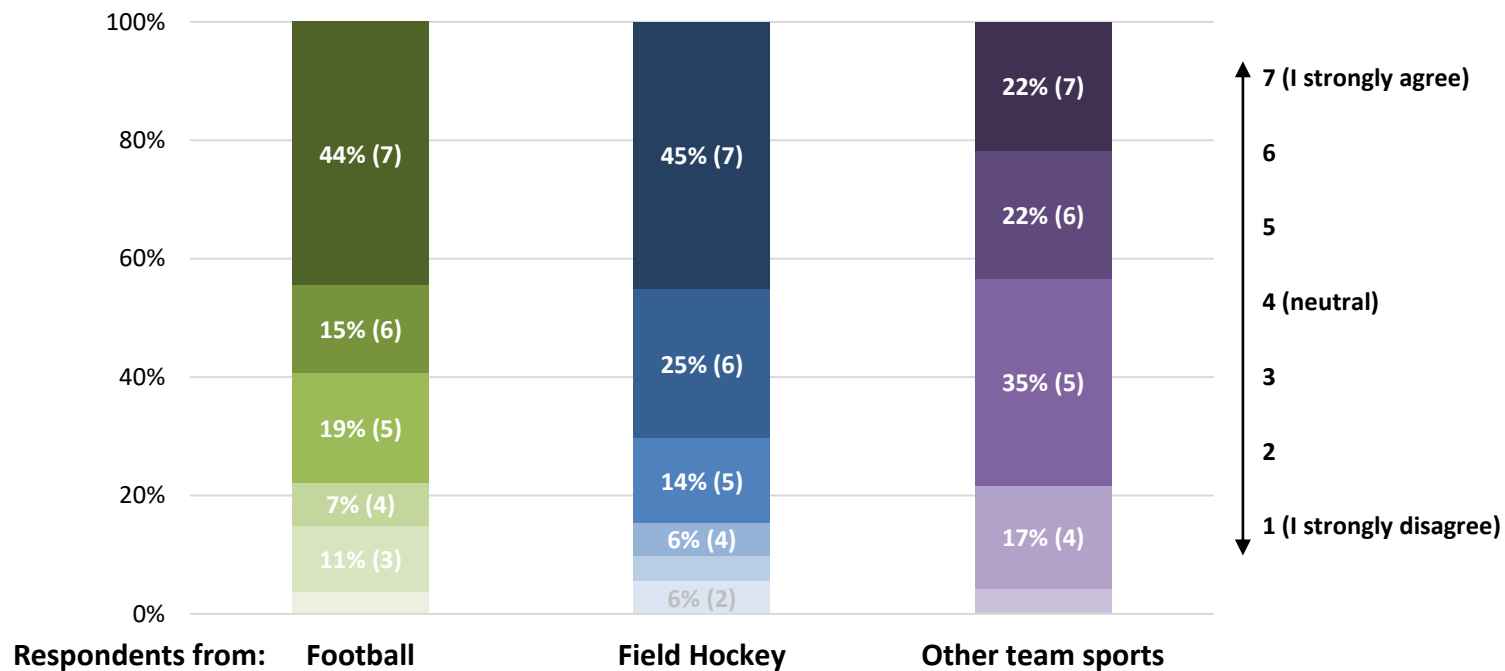


2

Meso level

Team climate: feeling valued by team – by main sports

In my team, I feel valued.



n=141, $p = .157$, Cramer-V= .224

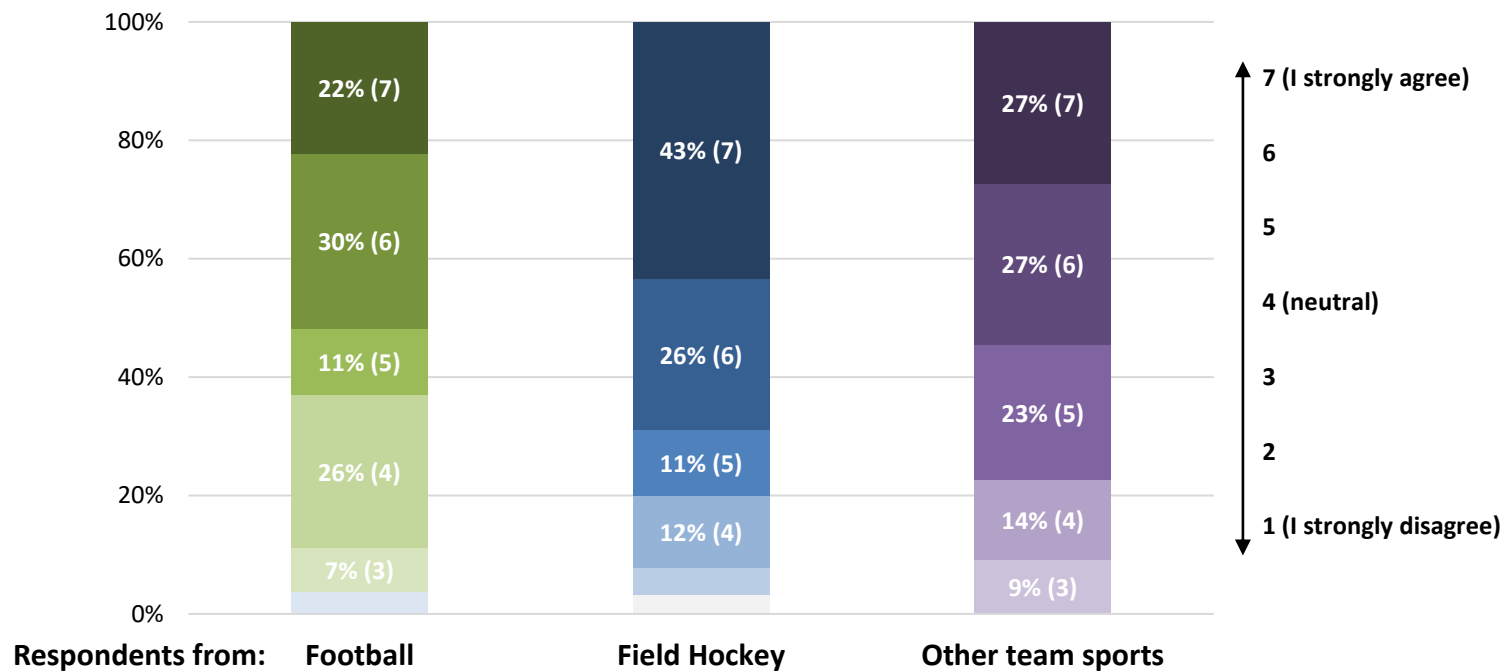


2

Meso level

Team climate: working together – by main sports

In my team, we all work together to improve our performance.



n=139, p= .291, Cramer-V= .228

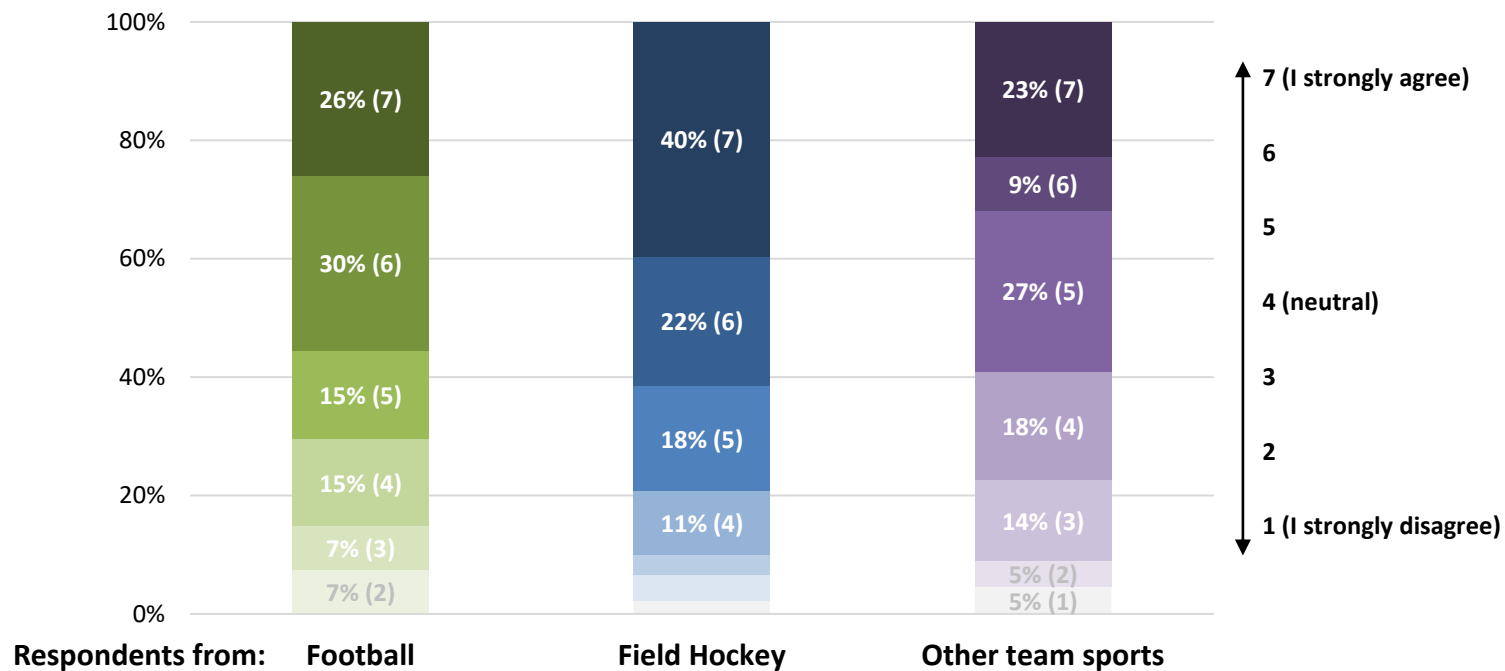


2

Meso level

Team climate: caring about opinion team – by main sports

In my team, we care about everyone's opinion.



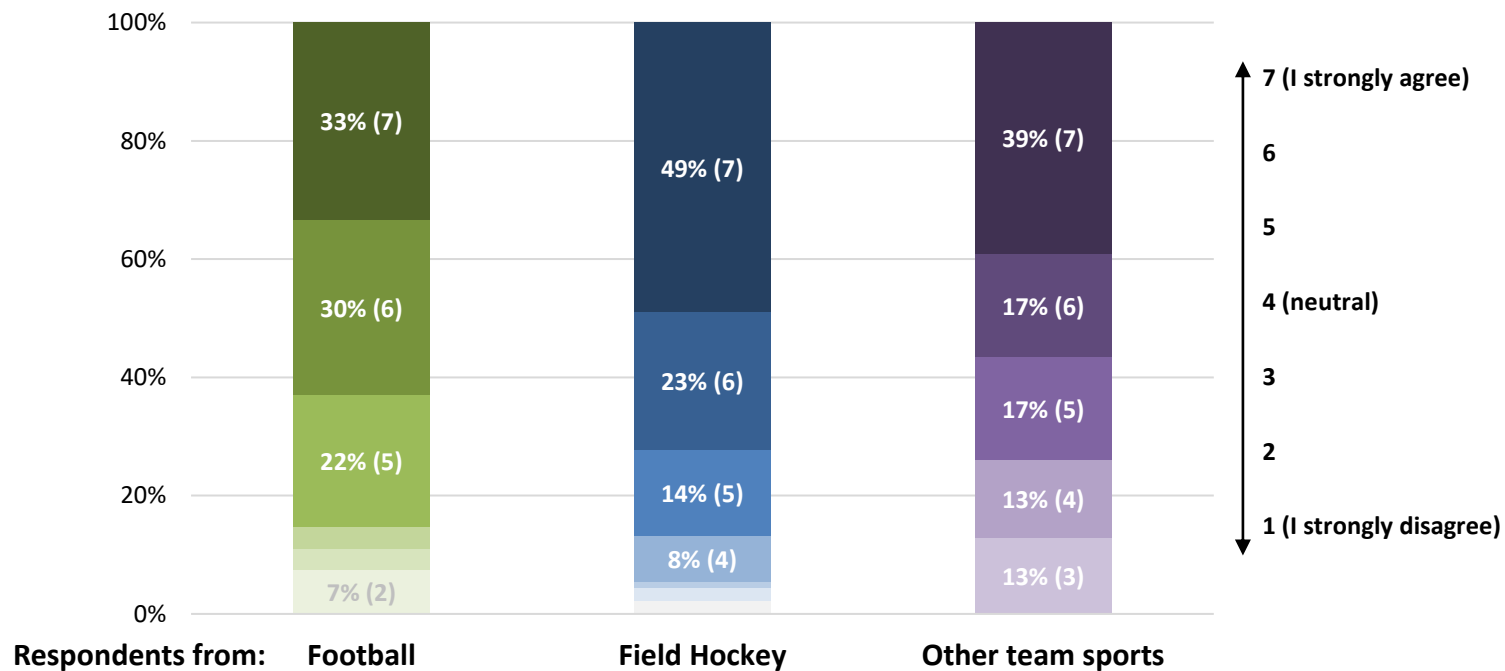
n=140, p= .347, Cramer-V= .203



2 Meso level

Team climate: keep trying – by main sports

In my team, we encourage everyone to keep trying after making a mistake.



n=140, $p = .266$, Cramer-V= .235



2 Meso level

Team climate – by main sports (questions only for athletes)

Although the findings on team climate do not differ significantly by sports, some interesting tendencies can be found in the data.

With general agreement rates (cat. 5, 6, and 7) between 77% and 89% the athletes from field hockey rate the climate in their team better compared to those from football (63% to 86%) and other team sports (59% to 87%).

The biggest difference by sports (21%-points) can be found in the general agreement to *‘In my team, we care about everyone’s opinion’*: 80% of the field hockey players agree to some extent, 71% of the football players and only 59% of the players from other team sports.

‘In my team, we all work together to improve our performance’ (FH: 80%, FB: 63%) and *‘My coach cares about everyone’s opinion’* (FH: 78%, FB: 64%) also show some differences in the general agreement with field hockey players agreeing the most and football players the least.

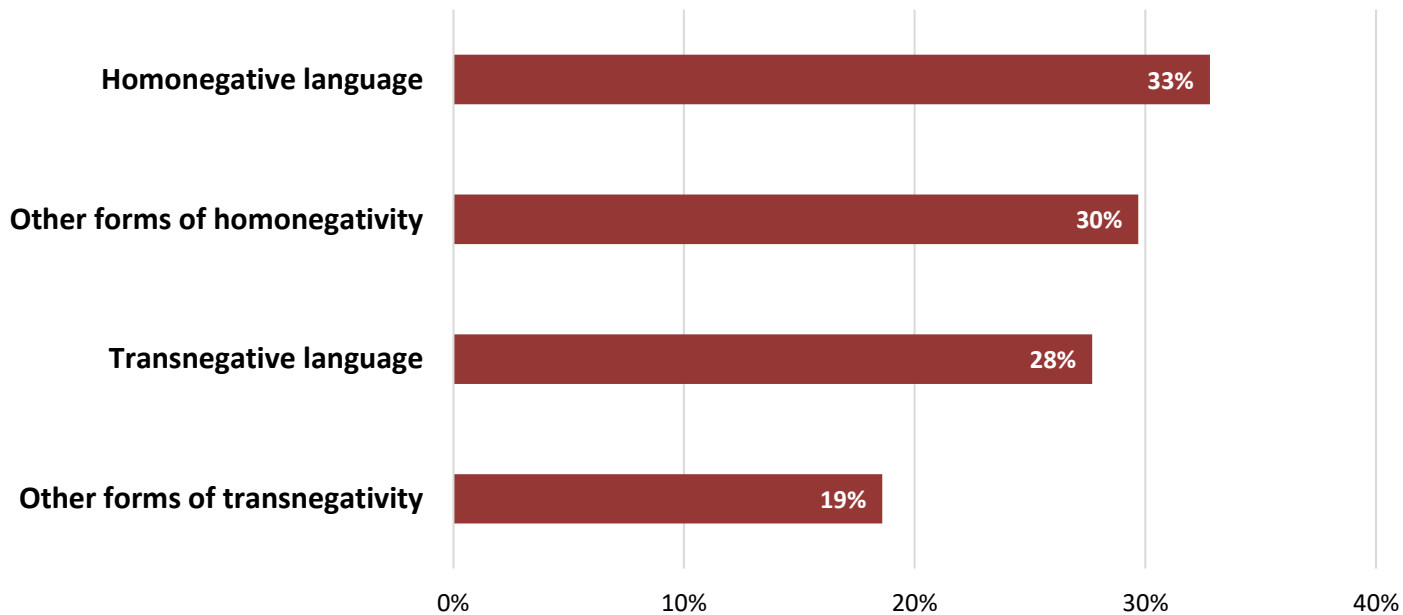


2

Meso level

Witnessed discrimination

We would like to know, whether you have witnessed discrimination in your main sports club in the last 12 months (n=274-293, values show affirmation).



2

Meso level

Witnessed discrimination

Between a quarter and a fifth of the respondents witnessed some kind of discrimination in their main football, field hockey or other team sports club in the last 12 months prior to the study. The data show, that the respondents witness more often homonegative incidents than transnegative incidents and furthermore that the discriminatory use of language is always more often witnessed than the other forms of homo- or transnegative behaviour.

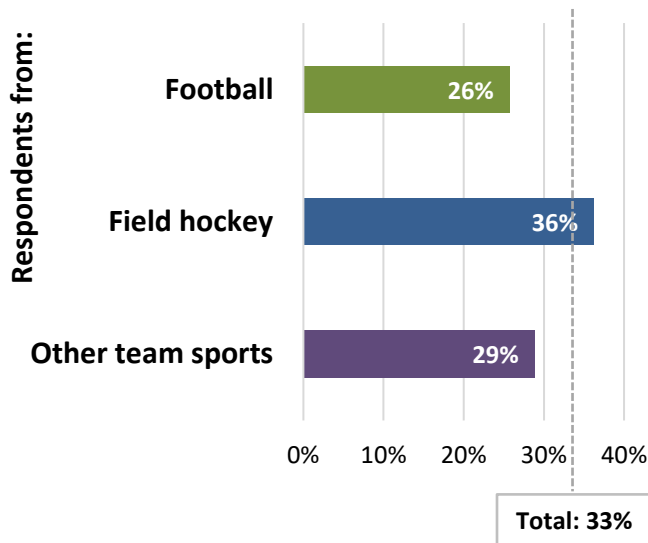
The use of homonegative language is most often reported (33%), while 28% of the respondents witness transnegative language. With respect to other forms of the respective discrimination forms, homonegativity is witnessed by 30% and transnegativity by 19% of the respondents (athletes, coaches, board members/managers and volunteers).



2 Meso level

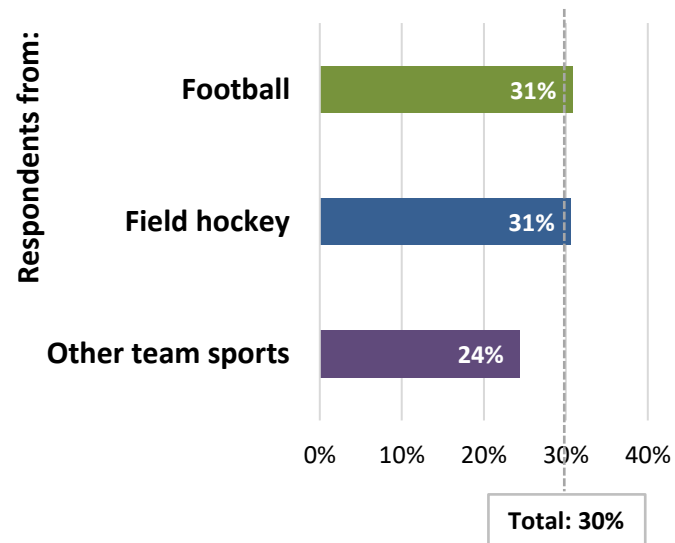
Witnessed discrimination: homonegativity – by main sports

... witnessed discriminatory comments based on sexual orientation?



n=293; p= .248; Cramer-V= .098

... witnessed other forms of homophobic discrimination?



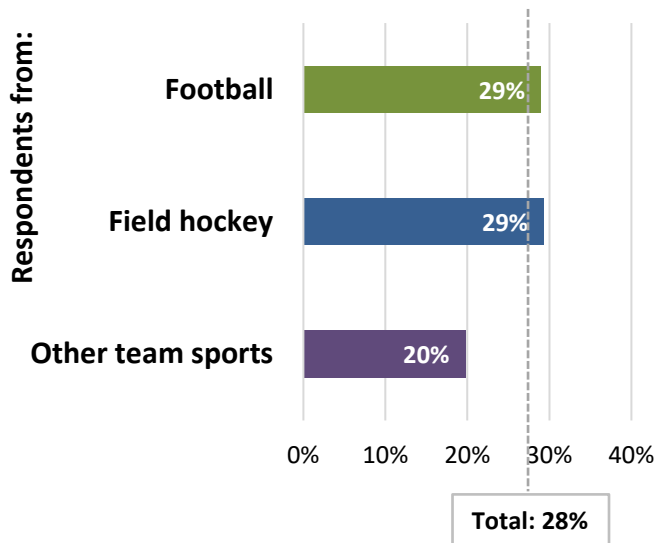
n=290; p= .707; Cramer-V= .049

2

Meso level

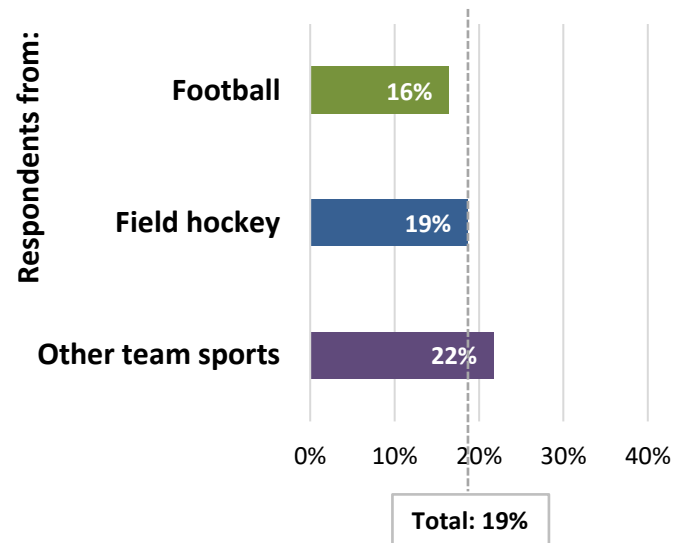
Witnessed discrimination: transnegativity – by main sports

... witnessed discriminatory comments based on gender identity?



n=285; p= .402; Cramer-V= .080

... witnessed other forms of trans-hostile discrimination?



n=274; p= .781; Cramer-V= .043



2

Meso level

Witnessed discrimination: homo-/transnegativity – by m. sports

The comparison by sports activity shows no significant differences, but some interesting trends in the respondents' witnessing of discrimination.

Field hockey ranks first with 36% of the respondents having witnessed homonegative language and 31% other forms of homonegativity, while in other team sports 29% witness homonegative language and 24% other forms of homonegativity. In football the ranking is reverse: more persons witness other forms of homonegativity (31%), compared to homonegative language (26%).

Transnegative language is witnessed by 29% of the respondents each in football and field hockey, while other forms of transnegativity are witnessed by a lower share of respondents (16% in football, 19% in field hockey). In other team sports, slightly more people report other forms of transnegative behaviour (22%) than transnegative language (20%).



3 Empirical findings

Individual factors



Micro level

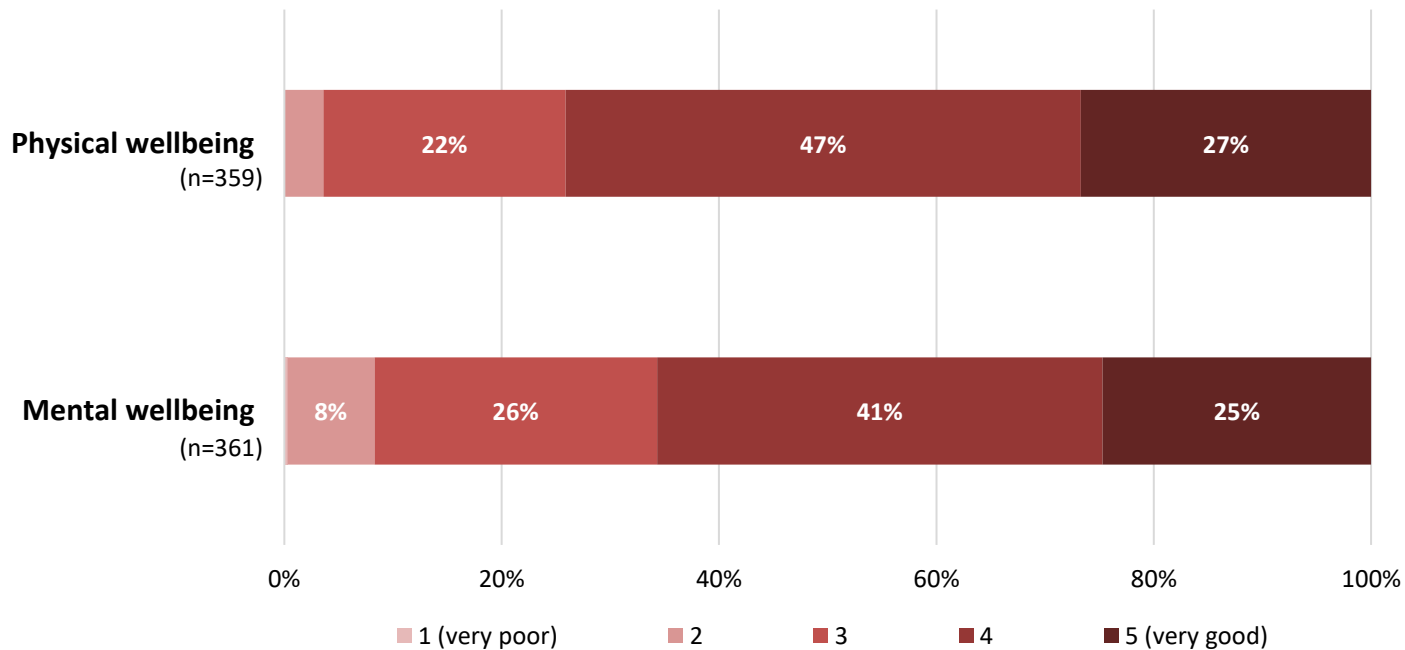
- General and sports-related personal wellbeing (physical and mental)
- Negative experiences
- Minority stress



3 Micro level

General physical and mental wellbeing

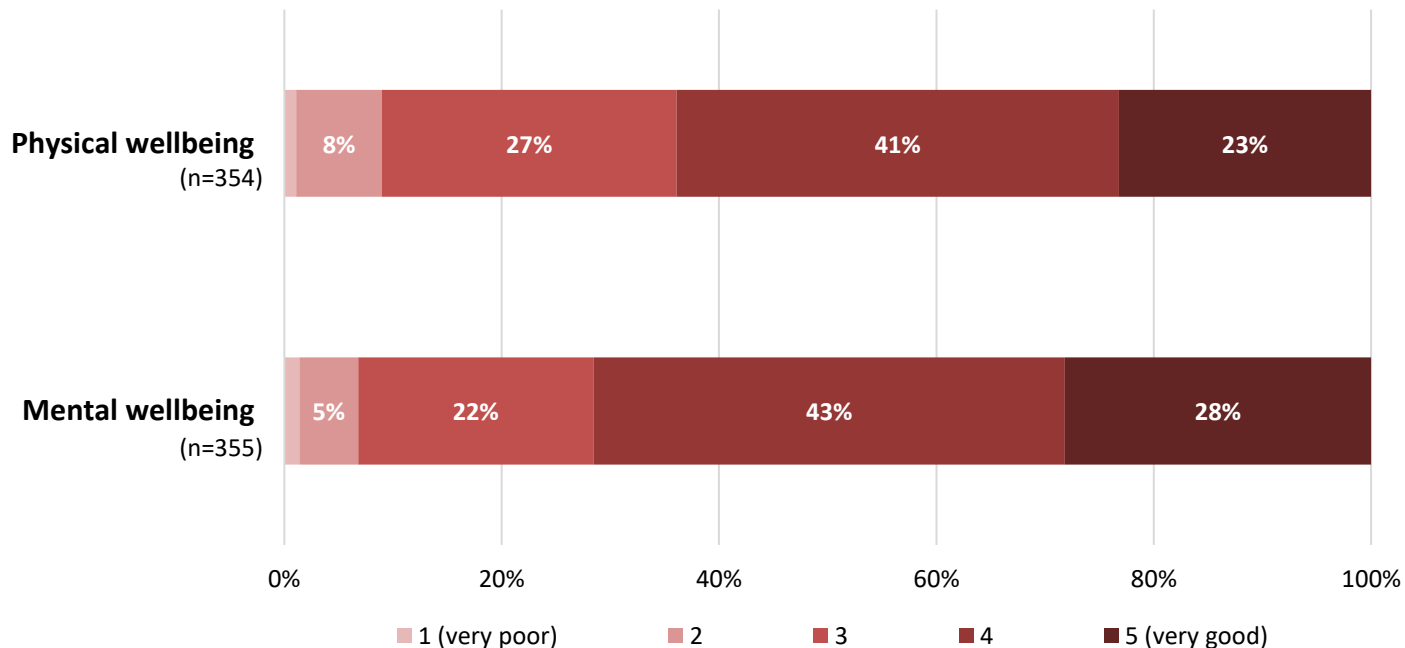
How would you rate your physical / mental wellbeing in the last 12 months with regard to your **general life**?



3 Micro level

Sports-related physical and mental wellbeing

How would you rate your physical / mental wellbeing in the last 12 months with regard to your **sports activities**?



3

Micro level

General and sports-related physical and mental wellbeing

The vast majority of respondents rates their physical (74%) and mental (66%) wellbeing with regard to their general life as good or very good. About a quarter rate their general wellbeing in the middle category. 4% of the respondents report a poor general physical and 8% a poor general mental wellbeing, while very poor wellbeing is reported by less than 1% with regard to their general life.

The findings for the physical and mental wellbeing with relation to their sports activities are quite comparable to those related to the respondents' general life. A good or very good state is reported by 64% for their sports-related physical wellbeing and by 71% for their sports-related mental wellbeing. 9% indicate a (very) poor physical wellbeing and 7% a (very) poor mental wellbeing.

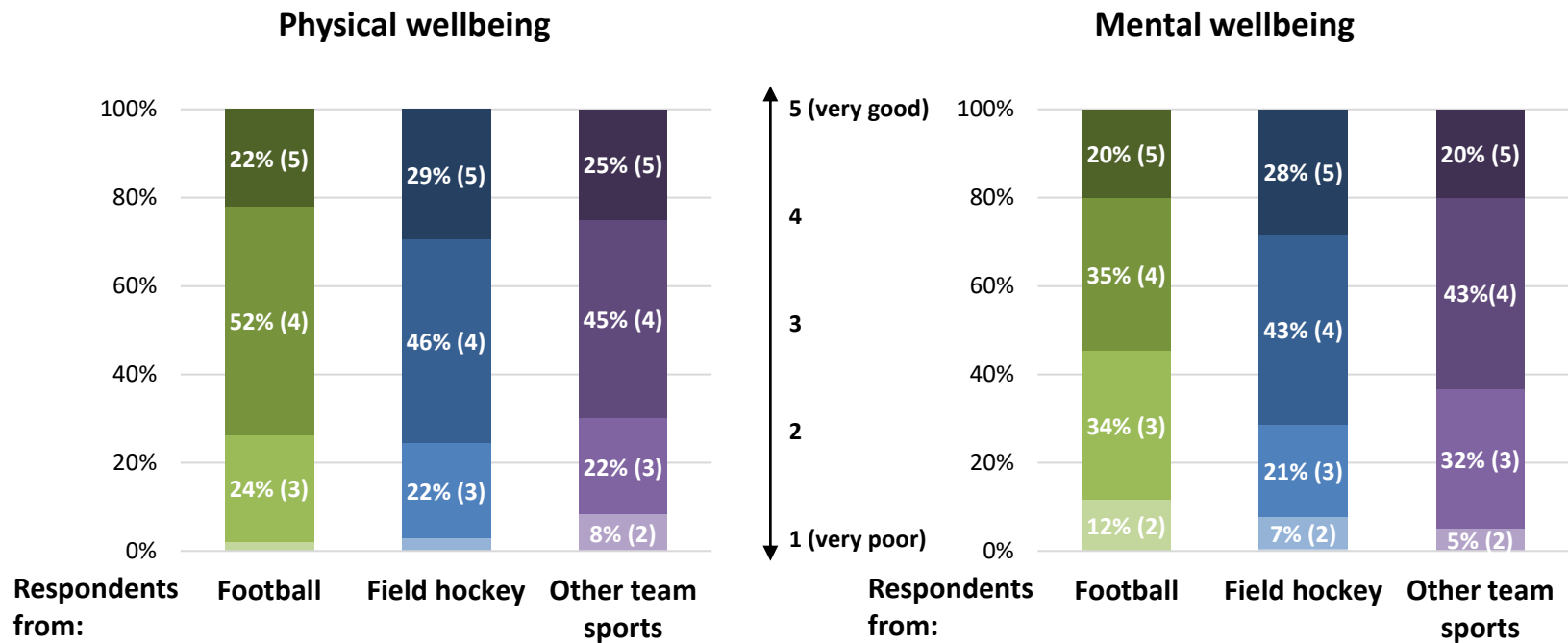
The main difference between the general and the sports-related findings is that while in general life, the physical wellbeing is rated slightly better compared to the mental wellbeing, with regard to sports activities it is vice versa. The mental wellbeing is rated slightly higher compared to the physical wellbeing.



3

Micro level

General physical and mental wellbeing – by main sports



n=359, p= .356, Cramer-V= .096

n=361, p= .134, Cramer-V= .127



3

Micro level

General wellbeing – by main sports

The respondents' rating of their general mental and physical wellbeing differs not significantly by main sports.

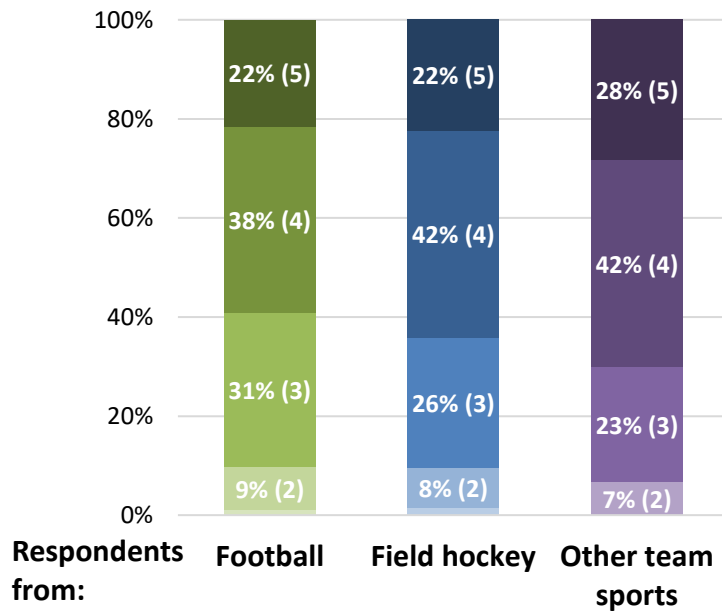
The vast majority of respondents from all sports report a good or very good physical wellbeing with regard to their general life (FB 74%, FH 75%, OTS 70%). For the general mental wellbeing the ratings are a bit lower: in FB 55% report a (very) good mental wellbeing, 34% a neutral state and 12% a bad mental wellbeing. While for OTS the data is quite similar to FB, respondents from field hockey seem to be in a better mental wellbeing state (71% (very) good, 21% neutral, 7% bad).



3 Micro level

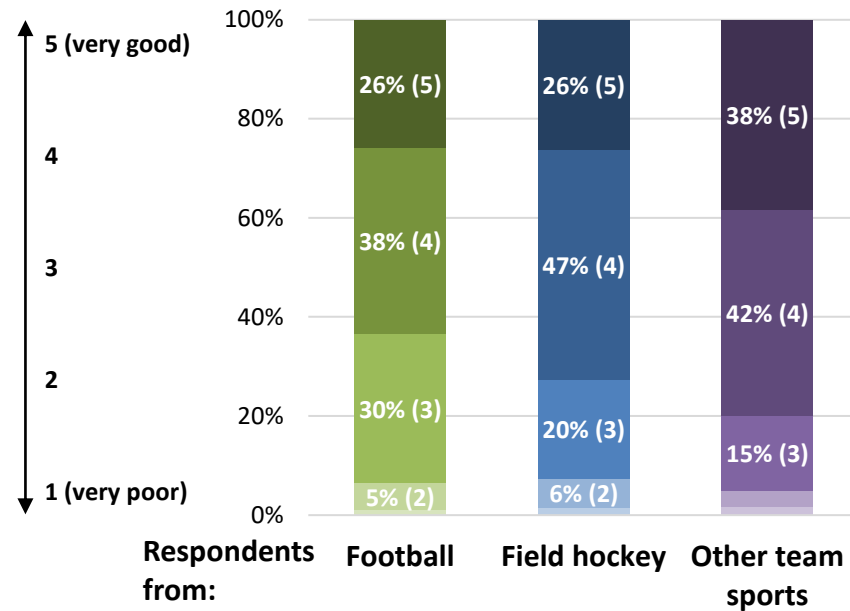
Sports-related physical and mental wellbeing - by main sports

Physical wellbeing



n=354, p= .958, Cramer-V= .067

Mental wellbeing



n=355, p= .319, Cramer-V= .114



3

Micro level

Sports-related wellbeing – by main sports

No significant differences are found in the respondents' rating of their sports-related mental and physical wellbeing. Nevertheless interesting tendencies occur in the findings differentiated by main sports.

The ratings of the physical wellbeing with regard to sports show similarities between the three sports: between 60% (FB) and 70% (OTS) rate it as (very) good, between 23% (OTS) and 31% (FB) as neutral and between 7% (OTS) and 10% (FH) as bad.

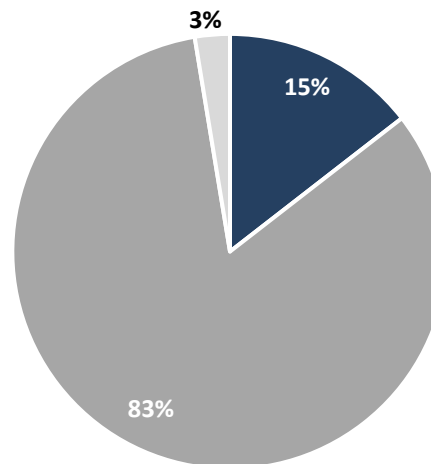
For the mental wellbeing the ratings differ slightly: respondents from OTS report a better mental wellbeing with regard to their sports activities compared to FH and particularly to FB. (Very) good mental wellbeing is reported by 80% of the OTS respondents, 73% of the FH respondents and 54% of the FB respondents. As the shares for a bad mental health status are comparable (5% in FB and OTS, 6% in FH), the neutral category is more often ticked in FB (30%), compared to FH (20%) and OTS (15%).



3 Micro level

Negative experiences (questions only for LGBT+ respondents)

Looking back at the last 12 months, have you personally had any negative experiences within your main organised sports activity/organisation based on your gender identity and/or sexual orientation?



■ Yes ■ No ■ Prefer not say

n=76

3

Micro level

Negative experiences (questions only for LGBT+ respondents)

Only the respondents who self-identified as a lesbian, gay, bisexual, trans, intersex or non-binary individual are asked about their negative experiences in their football, field hockey or other team sports activities.

15% of the LGBT+ respondents report that they have had negative experiences in their main football or field hockey activity (for athletes and coaches) or organisation (for board members and volunteers) in the last 12 months prior to the study. 3% prefer not to answer this question and 83% say that they haven't had negative experiences.

Due to the small subsamples of LGBT+ respondents in each sports (FB, FH and OTS), differences in the prevalence of negative experiences among LGBT+ respondents by main sports can not be reported.



3

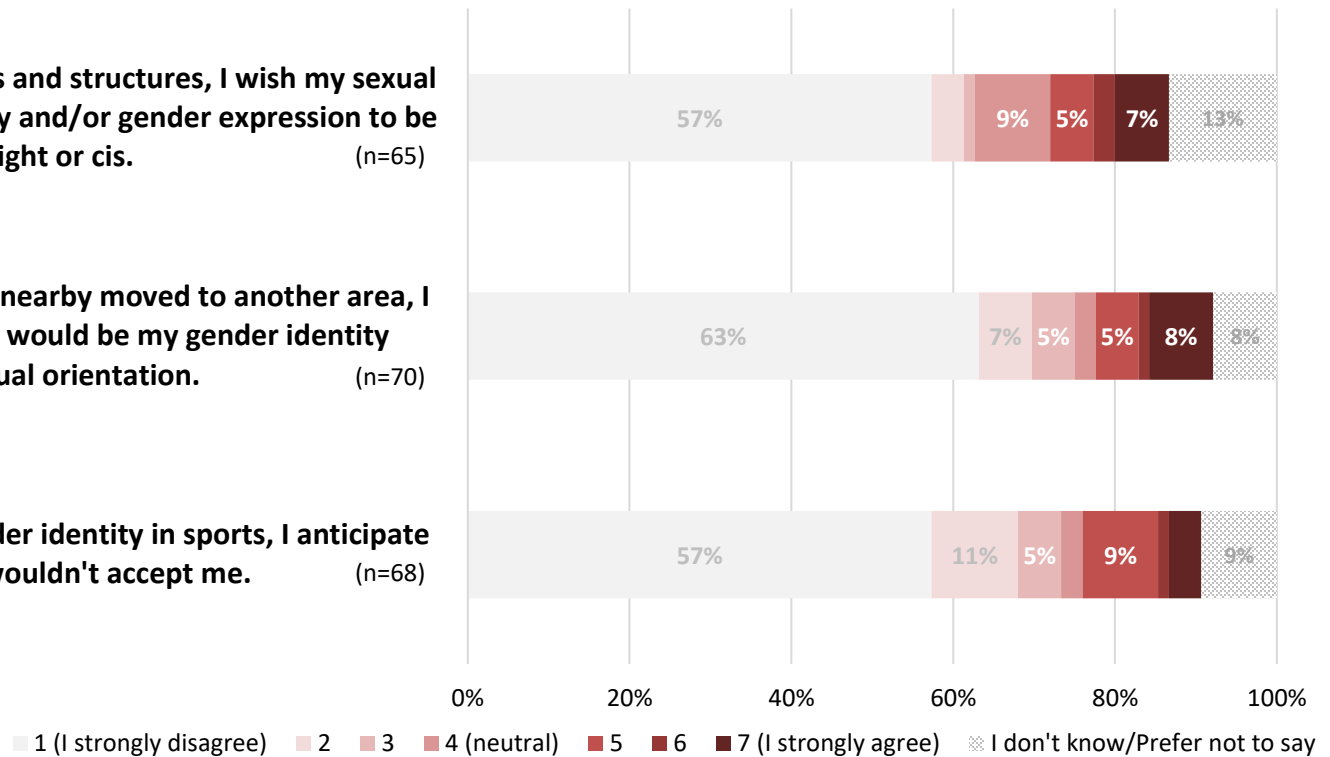
Micro level

Minority stress I (questions only for LGBT+ respondents)

Due to sport-related norms and structures, I wish my sexual orientation, gender identity and/or gender expression to be straight or cis. (n=65)

In a locker room, if a person nearby moved to another area, I am concerned the reason would be my gender identity and/or sexual orientation. (n=70)

If I expressed my gender identity in sports, I anticipate others wouldn't accept me. (n=68)



3

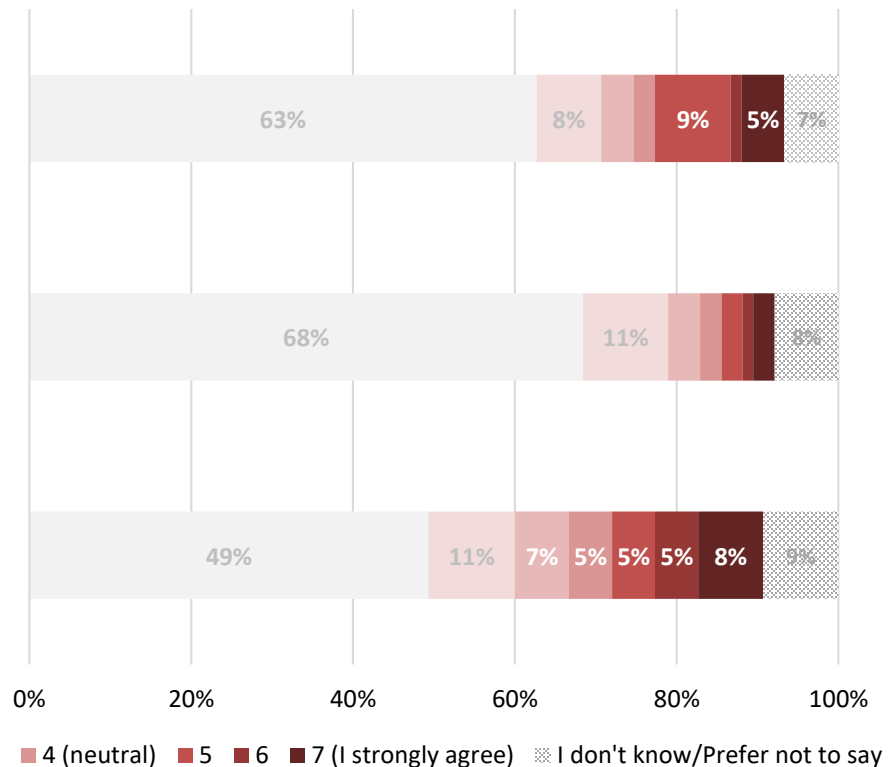
Micro level

Minority stress II (questions only for LGBT+ respondents)

I feel that being a LGBT+ individual is a personal shortcoming for me. (n=70)

Because I don't want others to know my gender identity and/or sexual orientation in sports, I change the way I speak, dress, walk, gesture, sit, or stand. (n=70)

Because I don't want others to know my gender identity and/or sexual orientation in sports, I don't talk about certain experiences from my past or change parts of what I will tell people. (n=68)



3

Micro level

Minority stress I and II

The LGBT+ respondents receive some statements on minority stress.

Between 62% and 83% of the LGBT+ respondents disagree to some extent to these statements: the lowest disagreement (cat. 5, 6, and 7, 62%) and at the same time the highest share of persons indicating to not know or prefer not to say (13%) receives the item *'Due to sport-related norms and structures, I wish my sexual orientation, gender identity and/or gender expression to be straight or cis'*.

The lowest general agreement (6%) and the highest general disagreement (83%) are expressed by the LGBT+ respondents for the item on consciously changing their gender expression (*'Because I don't want others to know my gender identity and/or sexual orientation in sports, I change the way I speak, dress, walk, gesture, sit, or stand'*). On the other hand, 18% of LGBT+ respondents agree to some extent on not talking about certain experiences of their past or changing parts of what to tell to other people.





(2) Qualitative focus groups



Data analysis

Focus group discussion



Timeline

- Recruitment, conduction and analysis – done by GSU 04/– 08/2023

Number of participants

- 4 to 7 persons per discussion

Conduct of discussion

- Federations were supported by academic partner in their countries
- Interview guideline was developed by GSU in English and translated by the partner federations to the respective language
- Discussions were conducted in the respective language
- Transcripts were translated in English for analysis



Data analysis

Content analysis



Content analysis Kuckartz & Rädiker (2023)

Development of the category system using a deductive-inductive approach

- Concept driven: Main categories deductively derived from the interview guideline
- Data driven: Subcategories inductively derived from the data

Iterative process

- Two rounds of coding to assure consistency and comprehensiveness



Data analysis

Category system



Main categories of the category system

- 1 Climate towards LGBT+ persons
- 2 Negative effects and coping mechanisms
- 3 Barriers for inclusion and wellbeing
- 4 Responsible stakeholders
- 5 Strategies to improve inclusion and wellbeing of LGBT+ persons

Sample

Participants



Number of focus groups

- min 1 and max 2 group(s) per federation
- In total n=6

Number of participants

- min 2 max 5 persons per group
- In total n=23

Gender

- Women n=13
- Men n=10
- → no trans/inter/non-binary person

Sexual orientation

- Lesbian n=13
- Gay n=10
- → no bisexual person

Sports

- Field hockey n=6
- Football n=12
- Other team sports*

Roles

- (former) athletes n=22
- Referee n=1
- Coaches n=4

* Volleyball n=2, Rugby n=2, Water polo n=1



1

Empirical findings

Climate towards LGBT+ persons



Climate towards LGBT+ persons

- General climate in sport/country towards LGBT+ persons
- Generational change in climate towards LGBT+ persons
- Climate in women's vs. men's sports towards LGBT+ persons

1

Empirical findings

Climate towards LGBT+ persons

General climate in sport/country towards LGBT+ persons

“Soccer itself is a barrier currently. That sounds dramatic but if you think about it for a moment, it is correct: we are 2023 and not a single gay soccer player is yet active at the highest level. Trans and non-binary individuals are allowed to participate, if they meet certain conditions, but even then, they are not really welcomed at the non-competitive level. There are often no solutions for locker rooms, toilets, registration, etc. And then you have fans who too often have an opinion about someone's sexuality or start calling someone names when they don't know them at all.” (FG5-BEL: 5 - 5)



1

Empirical findings

Climate towards LGBT+ persons

General climate in sport/country towards LGBT+ persons

- Participants report heterogenous experiences regarding their acceptance and inclusion which primarily depend on the mindset of stakeholders in leading positions and the culture in their sports (e.g. traditional, conservative...). Furthermore, participants emphasise that the climate in their sports is strongly influenced by the general climate towards LGBT+ persons in their country, which in turn depends on laws, the political landscape and religion. The culture in western European countries is perceived as more open-minded towards topics on LGBT+ compared to eastern European countries.



1

Empirical findings

Climate towards LGBT+ persons

Generational change in climate towards LGBT+ persons

“[...] I believe that nowadays there are changes and I have at least noticed it, that there is a generational change in the people in charge, with new, different ideas and they also have younger children, they are generations with younger sons and daughters who are also different than the children of those who were there before, all this I believe that makes it easy, at the end, I believe that with these topics we make progress.” (F6-CAT: 1 - 1)

- Participants state that much progress has been made regarding the acceptance of LGBT+ persons in sports, however there is still a lot to do. They point out that especially older generations ignore topics on LGBT+ inclusion or are against it, whereas younger generations (in leading positions) are more open-minded. This results in younger athletes being more open about their sexuality and gender identity.



1

Empirical findings

Climate towards LGBT+ persons

Climate in women's vs. men's sport towards LGBT+ persons

"[...] it's like those lesbians are normal in that sport and nobody has a problem with that. Whereas with the gays there it's really like a big taboo [...]" (FG2-CZE: 21 - 21)

- Participants report differences in the climate towards LGBT+ persons between men's and women's sports. Being homosexual in men's sports is considered a taboo whereas in women's sports athletes are often expected to be lesbian. Thus, it is much easier for female athletes to be out whereas it is more difficult for men. This results in lesbian women being more visible in sports than gay men. Some participants perceive gender norms/stereotypes to be a reason for this situation.

2

Empirical findings

Negative effects and coping mechanisms



Negative effects and coping mechanisms

- Negative impact on performance and mental health
- Self-exclusion
- Confrontation
- Need of hiding

2 Empirical findings

Negative effects and coping mechanisms

Negative impact on performance and mental health

“[...] when you evolve and live in the shadows, you have no way to give everything and exploit your potential. I don't know, it seems to me that this thing hangs like a stone and it can influence you quite strongly, I don't know, I think including the game and everything that you are [...]” (FG1-RO: 1 - 1)

- Participants report that dealing with homo- and transnegativity impacts their wellbeing and their mental health negatively, sometimes resulting in them not being able to perform well. For example if players experience homonegative slurs by fans during a game they cannot retrieve their full potential.



2 Empirical findings

Negative effects and coping mechanisms

Confrontation

*"[...] I also confronted one of the coaches, [...] whom I heard directly, I mean straight in my face: "fucking lesbian." If you have a problem with it, I'm leaving."
(FG1-RO: 2 - 2)*

Need of hiding

*"[...] I'll give you a concrete example from football. Yes, if I notice that at the level of the club where I play, this idea is not accepted by the management, the coach, the technical staff, I will never have the courage to go and show myself exactly as I am. On the other hand, if at the staff level, at the coach level, I find understanding and I realize that I can talk openly with those people, I can do it without any problem."
(FG1-RO: 5 - 5)*



2 Empirical findings

Negative effects and coping mechanisms

Self-exclusion

“We’ve played some games with a trans woman on our team and every time that she had the ball, the fans of the other team started shouting and cursing. Eventually she stopped playing. She still comes to see to our games, but she isn’t playing soccer anymore. It should not matter whether you are trans or not. She was a good football player, and she loved the game, so then the football world just should accept her. So I do believe that there is a lot of work to do.” (FG5-BEL: 2 - 2)

- Participants report about different coping mechanisms to deal with homo- and transnegative behaviour. In this context some participants use a confrontation technique, others prefer to stay hidden and try to avoid questions about their personal life whereas others chose self-exclusion (ending sport participation) to no longer experience fear and hostilities.



3

Empirical findings

Barriers for inclusion and wellbeing



Barriers for inclusion and wellbeing *

- Lack of role models and visibility
- Homonegative environment
- Lack of knowledge/education
- Silence and lack of commitment
- Showers and locker rooms
- ...

*Only the most frequent sub categories of the main category 'Barriers for inclusion and wellbeing' are presented here. Other sub categories such as stereotypes, lack of anti-discrimination departments and gender norms occurred less often.



3

Empirical findings

Barriers for inclusion and wellbeing

Lack of role models and visibility

“[...] I think I would been good for me if someone had told me 10 years ago and I had seen an example with a profile similar to mine, someone who explain this to me, maybe I would have seen that there is no problem but as I didn't have any references, I waited to explain it until I needed to [...].” (F6-CAT: 18 - 18)

- Participants report that it would have helped them to come out if there had been someone in the club being out already. Like that they would have seen how others might react and additionally they would not feel alone. Especially in men's sports there is a lack of men being openly gay, which makes it more difficult for male athletes to come out. As needing to hide is perceived as a burden/stress such lack of visibility is a barrier for wellbeing. Furthermore, such lack of visibility promotes the acceptance and tolerance of homonegative proverbs as there is no awareness that it might hurt someone.



3

Empirical findings

Barriers for inclusion and wellbeing

Homonegative environment

“I mean, the pressure, at least from the fans, from the environment that constitutes the football phenomenon, is quite high. I've personally met coaches who [...] I don't know, have a negative attitude towards the community. And because of that I couldn't even be out.” (FG1-RO: 1 - 1)

- Participants describe the environment to be a crucial factor of whether they can be out. In this context a homonegative mindset resulting in homonegative proverbs by coaches as well as by teammates and fans is perceived as a barrier for inclusion and wellbeing of LGBT+ persons in sports.



3

Empirical findings

Barriers for inclusion and wellbeing

Lack of knowledge/education

"[...] I think really just pushing very hard on that education and really going to see how you can roll that out and get everybody involved. I really believe there are enough people in soccer who want to get involved for that but they just don't have the knowledge right now or don't know that that's such a problem." (FG4-BEL: 12 - 12)

- Participants report that the lack of knowledge and missing education is a barrier for inclusion and wellbeing of LGBT+ persons in their sports. In this context, people are often unaware of what it means to be LGBT+ and they do not reflect homonegative stereotypes (e.g. that being gay is not a choice).



3

Empirical findings

Barriers for inclusion and wellbeing

Silence and lack of commitment

“I would say that they don't talk about it, that is, they don't talk about it badly but it's a separate space, it's still [...] it's not in any conversation, it's not given importance, they don't make a speech against it but it's a bit [...] it's invisible, they focus on sports, training players, training values of team play but inclusion is not a topic that is dealt with as a club.” (F6-CAT: 2 - 2)

“[...] There are clubs that do not want to take a position because of the supporters or the sponsors or something like that, the region is difficult, and they would rather not do anything in order not to lose people who are fans of them now.” (FG4-BEL: 8 - 8)

- Participants report that LGBT+ issues are often not addressed in their club because clubs do not see the importance of talking about it in sports. They are also sometimes afraid to take a stand because of conflicts of interest, such as the opinions of major sponsors.



3

Empirical findings

Barriers for inclusion and wellbeing

Showers and locker rooms

"[...] when I was coming out of the closet I remember thinking, oh, you shower with girls but the fact that I like girls doesn't mean that I like all girls, but of course, people at the beginning were like [...] "oh, [she] likes women [...]" and I thought, oh, I want to shower but I don't want anyone to think [...]" (F6-CAT: 15 - 16)

- Showers and locker rooms pose a barrier for inclusion and wellbeing for LGBT+ persons. LGBT+ persons are afraid that if they use these facilities others might think that they are attracted to the people around them and sometimes they are confronted with these stereotypes.



4

Empirical findings

Responsible stakeholders



Responsible stakeholders *

- Sports federations and clubs
- Coaches
- Fans
- Athletes and captains
- ...

*Only the most frequent sub categories of the main category 'Responsible Stakeholders' are presented here. Other sub categories such as sponsors, media and family/parents/friends occurred less often.



4

Empirical findings

Responsible stakeholders

Sports federations and clubs

“At the highest level, it should be the federation and the clubs. The federation needs to encourage our clubs to take action about this subject [...]” (FG5-BEL: 3 - 3)

- Participants emphasise that sports federations and clubs are responsible to engage in the inclusion of LGBT+ persons in sports. In this context, sports federations should ask clubs for such commitment and develop structures so that clubs are obliged to promote inclusion (code of conduct) and launch campaigns. Clubs should invest more in committing to the subject by organising events, workshops and raising awareness. In general, both parties should invest in education.



4

Empirical findings

Responsible stakeholders

Coaches

“when you have a coach on the team who does not agree with the phenomenon and then automatically you are tempted to hide or maybe there is the coach, which happens extremely rarely, who accepts and in that situation you really feel your environment and you can be yourself and to behave without, without restrictions.” (FG1-RO: 2 - 2)

- Participants see coaches as key figures in the inclusion and wellbeing of LGBT+ persons. They are a role models for athletes and determine the climate in the team towards LGBT+ persons. Therefore, participants emphasise that coaches should be more educated and act as allies in the team. Participants report that older coaches in particular often have a non-accepting mindset.



4

Empirical findings

Responsible stakeholders

Athletes and captains

"[...] the players must be educated because there are many who may not necessarily know why they wear the rainbow captain's band." (FG4-BEL: 5 - 5)

"I think clubs should be stricter on who becomes captain. The captain is someone who is the leader on the field, but it should also be someone who is that off the field. Someone who is willing to still fight that battle, who speaks out against homophobic behaviour and violence, who can also address supporters and call for a better attitude for example. That really must be someone the club can build on and who can take the team with them in this battle." (FG5-BEL: 3 - 3)

- Participants report that athletes should be more educated to prevent homonegative behaviour and to stand up for their LGBT+ teammates. They emphasise that captains in particular should be responsible for promoting LGBT+ inclusion and values.



4

Empirical findings

Responsible stakeholders

Fans

“Trans and non-binary people don’t really have access to football. We have some regulation on the lower level for trans people in order to be able to participate but even when they can, it’s really difficult for them. Most of the time, their teammates will accept them, but the fans can make it so difficult.” (FG5-BEL: 2 - 2)

- Participants report that fans are often the ones attacking LGBT+ persons with homo-/transnegative slurs. This makes it very difficult for LGBT+ persons to be out and participate and sometimes it results in athletes leaving their sports. Some participants emphasise that there should be regulations to sanction such behaviour.



5

Empirical findings

Strategies to improve inclusion and wellbeing



Strategies to improve inclusion and wellbeing*

- Campaigns / raising awareness / role models
- Education
- Ombudsman / antidiscrimination department
- Policies/ code of conduct and sanctions in case of misconduct
- Allyship, support and solidarity
- ...

*Only the most frequent sub categories of the main category 'Strategies to improve inclusion and wellbeing of LGBT+ persons' are presented here. Other sub categories such as involving experts/LGBT+ persons/researchers and commitment to values occurred less often.



5 Empirical findings

Strategies to improve inclusion and wellbeing

Campaigns / raising awareness / role models

“I think even if 10 cases from all over the world showed up, that's enough for a campaign.” (FG2-CZE: 24 - 24)

“For me, giving visibility is the first action we can do, whether with a armband or a banner [...] or a video of playing with respect, but we have to give visibility [...] if boys and girls can join and make a video [...]” (F6-CAT: 6 - 6)

- Participants state that “raising awareness and starting campaigns” are the most important strategies to improve inclusion and wellbeing of LGBT+ persons in their sports. They emphasise that it would help if more people would be officially out to normalise their participation in sports and to serve as role models for younger LGBT+ athletes. In this context participants suggest making videos with famous athletes being out or athletes speaking up as allies for values such as respect and inclusion.



5

Empirical findings

Strategies to improve inclusion and wellbeing

Education

“It could also be an idea to intervene on the part of educating coaches and people who have leadership positions in teams. I mean, they don't know if they can participate in diversity and inclusion workshops and be educated on this side, how could they. [...] I don't know, change some perceptions in turn. Maybe some don't know, maybe they haven't come in contact with this information?” (FG1-RO: 8-8)

- Participants consider education as one of the most important measures to improve the inclusion and wellbeing of LGBT+ persons in their sports. In particular, they believe that educational programmes on the topic should be targeted at young players and coaches and other persons with leadership positions in teams e.g. captains. This would raise awareness on the situation of LGBT+ and would increase inclusion and solidarity, and ultimately prevent discriminatory behaviour.



5

Empirical findings

Strategies to improve inclusion and wellbeing

Ombudsman / antidiscrimination department

“I feel like the ombudsman is fine in that he stands like above his own and with you guys and also addresses it anonymously, there are things that I'm not even going to want to address with my captain or that coach. Anything can happen there from harassment to anything else and to have someone who is above them who actually independently assesses it is maybe better than having the union deal with it themselves.” (FG2-CZE: 30 - 30)

- Participants wish for independent anti-discrimination departments or an ombudsman, where they can go to in case of discriminatory experiences and where they can (anonymously) address situations without being afraid that it negatively impacts their sports participation.



5

Empirical findings

Strategies to improve inclusion and wellbeing

Policies/ code of conduct and sanctions in case of misconduct

“I recently saw an article from the KNVB, the Dutch Football Association, that they're going to stop matches after two warnings for homophobic proverbs and so on from the crowd. And I think that's kind of important and a good sign to make clear and that that's not the place to voice those opinions.” (FG4-BEL: 1 - 1)

“But I think: you should also compare a soccer association a little bit with a company. The soccer association is still an umbrella body that provides guidelines on how their professional clubs should meet certain standards. If you put that along as a rule or expectation in the license file, yes then clubs are going to have to work on that. If you look at how much the soccer association has in their hands to allow or not allow a club to have a license, I think that one of the conditions must be that a club has to become much more inclusive, and then it does task the club to work on that.” (FG4-BEL: 8 - 8)



5

Empirical findings

Strategies to improve inclusion and wellbeing

Policies/ code of conduct and sanctions in case of misconduct

- Participants emphasise that there should be policies to prevent discrimination against LGBT+ persons in sports and to provide sanctions in cases of misconduct. Furthermore, there should be a code of conduct provided by the federation targeting various values such as respect, inclusion and anti-discrimination. Some participants emphasise that such codes of conduct should mention the inclusion of LGBT+ persons but should generally focus on various values. In addition some participants suggest that clubs should formally commit to supporting such values as a precondition to get their license by the federation. In particular homo-/transnegative slurs by fans should be sanctioned the same as racist incidents. In general, participants state that federations should use a top-down process to disseminate guidelines to strengthen the commitment of clubs to promote LGBT+ inclusion.



5

Empirical findings

Strategies to improve inclusion and wellbeing

Allyship, Support and Solidarity

“Players can really make a difference. They can demand that a club or federation invest more time in it and take steps toward greater inclusion. They can perfectly ask for more thorough policies and inclusion. It also doesn't affect them personally if they were to do that. You don't have to be gay at all to think that gay men should be able to be themselves in soccer. Then as a player, if you feel your club isn't doing enough for it, speak up.” (FG5-BEL: 3 - 3)

- Participants report allyship, support, and solidarity especially by team members as important factors for the wellbeing of LGBT+ athletes. Players should protect LGBT+ persons in cases of discrimination by fans, opponents, coaches or other team members. Especially captains should speak up for such values or as a bottom-up process ask for the improvement of structures. Allyship and solidarity can be fostered through measures such as raising awareness, education or donning rainbow-coloured captain's armbands.





Conclusion and recommendations

Quantitative survey & qualitative focus groups



1

Conclusion

Macro level



Perceived discrimination

- High sensitivity regarding discriminatory attitudes and behaviours against LGB as well as TIN athletes among the respondents in their sports in general.
- Field hockey assumed as a safer environment than football.

Stereotypes and attitudes

- Strong rejection of stereotypes about men, women, gay and lesbian athletes.
- Rather high uncertainty with stereotypes about TIN athletes and attitudes towards sexual and gender diversity.
- Significant differences by sports in the attitudes towards sexual and gender diversity.



2

Conclusion

Meso level I



Gender connotation

- FB described as a (very) masculine sport, FH as a neutral sport

Organisational approaches

- With regard to inclusion, sexual equality is more often promoted compared to equality for gender diverse individuals.
- FB clubs seem to have implemented the most organisational approaches to inclusion and equality compared to FH and OTS clubs.
- Policies and contact points for wellbeing are more common in all sports compared to those for inclusion and diversity.
- Respondents from FH and FB wish their clubs to implement measures, particularly establish policies and contact points for inclusion and wellbeing.



2

Conclusion

Meso level II



Coach behaviour

- Neither inclusive language nor discriminatory comments based on sexual orientation or gender identity are common among coaches.

Team climate

- Athletes in all sports describe the climate in their teams as (very) positive, particularly those from FH.

Witnessed discrimination

- 19%-33% of the respondents report having witnessed homo- and transnegative discrimination in their sports clubs in the last 12 months.
- Homonegativity is more often witnessed compared to transnegativity.
- No significant differences in the prevalence of witnessed discrimination occur between the sports.



3

Conclusion

Micro level



Mental and physical wellbeing

- Most respondents, independent from their sports, rate their mental and physical wellbeing with regard to their general life and their sports activities as (very) good.

Negative experiences

- 15% of the LGBT+ respondents report negative experiences within their main organised sports activity/organisation based on their gender identity and/or sexual orientation in the last 12 months.

Minority stress

- LGBT+ respondents report a rather low level of minority stress.



1
2

Conclusion

Climate and coping mechanisms



Climate towards LGBT+ persons

- There has been improvement on LGBT+ acceptance in sports but participants still perceive that there is still a lot to do.
- Men are more affected by homonegativity than women.
- Trans persons are less accepted in sports than LGB persons.

Negative effects and coping mechanisms

- Negative effects of homo-/transnegativity on wellbeing, mental health and also the physical performance are reported.
- To avoid these negative effects, respondents report about various coping mechanisms, such as self-exclusion or the need to hide.



3

Conclusion

4

Barriers and responsible stakeholders



Barriers

- Lack of role models and visibility make it difficult for LGBT+ people to be out.
- Lack of communication on the topic of sexual and gender diversity prevents the deconstruction of stereotypes, awareness and results in homo-/transnegative behaviour being tolerated in clubs.

Responsible stakeholders

- Various stakeholders are reported to be important and responsible for improving the situation of LGBT+ individuals in sports.
- Relevance of stakeholders in terms of establishing structures, obligations, sanctions and campaigns (federations & clubs), being role models (coaches, captains) and allies (all), speaking up if homo-/transnegative behaviour is witnessed (all), ...



5

Conclusion

Strategies



Strategies to improve inclusion and wellbeing of LGBT+ individuals

- Campaigns to increase visibility of LGBT+ persons in sports to deconstruct stereotypes and to have role models for younger players.
- Education for coaches on the situation of LGBT+ persons to prevent homonegative behaviour.
- Raising awareness on the situation of LGBT+ persons to increase solidarity and allyship.
- Obligatory guidelines should be established by the federations to sanction homo-/transnegative behaviour by clubs/ coaches/ players and fans.
- Anti-discrimination departments or an ombudsman should be established by the federations enabling LGBT+ persons to report discriminatory incidents.
- LGBT+ persons call for the same measures irrespective of country and sports.

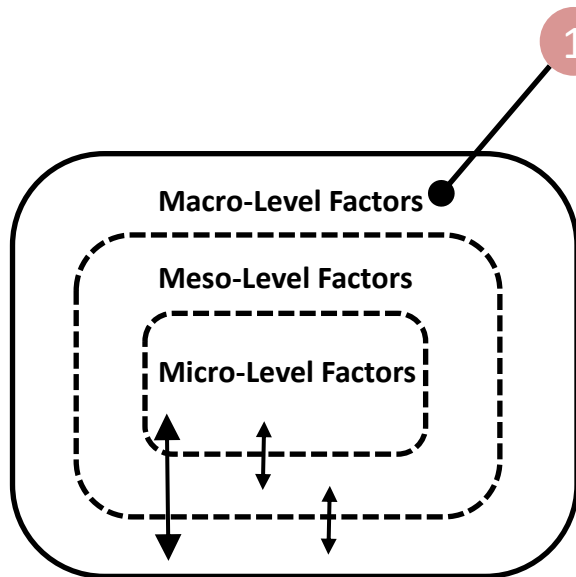


Recommendations for action

Survey and focus groups



To be continued...



(Cunningham, 2012, p. 7)

1 Societal level

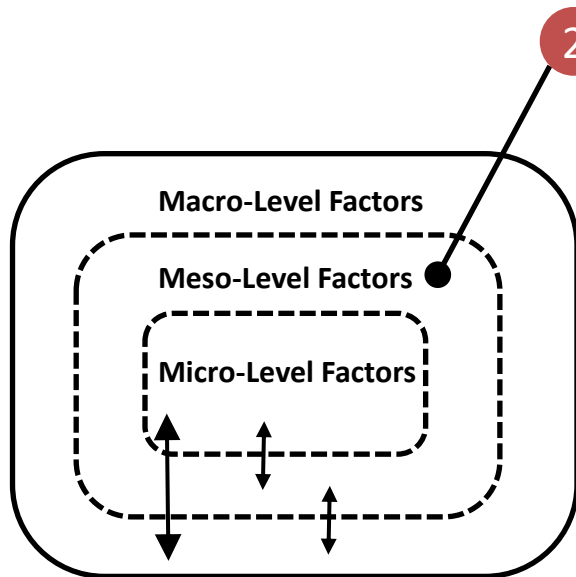
- Increasing the visibility and raising awareness for sexual and gender diversity in sports
- Sharing information and knowledge on the situation and needs of TIN+ individuals in organised sports
- Challenging heteronormative and excluding structures, gender-based stereotypes and negative attitudes

Recommendations for action

Survey and focus groups



To be continued...



(Cunningham, 2012, p. 7)

2 Organisational level

- Establishing policies, codes of conduct, and departments/ contact points for anti-discrimination, inclusion and wellbeing
- Consideration of sexual AND gender identity when implementing measures
- Dialogue with all relevant stakeholders and taking into account the specific needs and challenges
- Implementation of the topic of gender and sexual diversity in the educational structures of organised sports

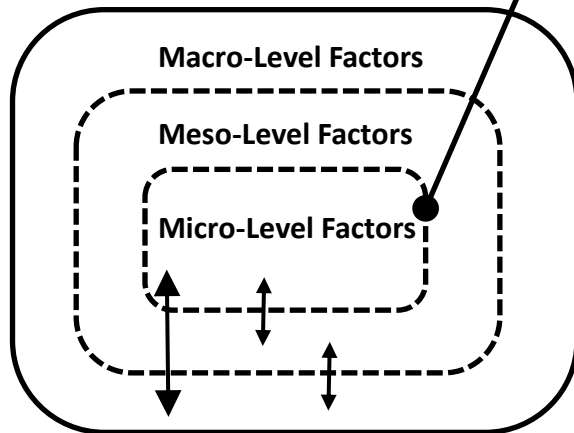
Recommendations for action

Survey and focus groups



To be continued...

3 Individual level

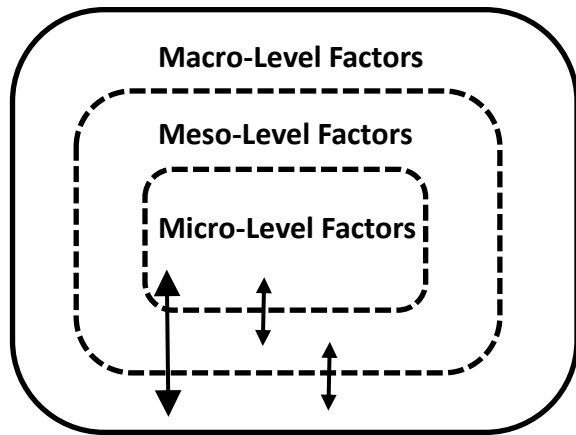


(Cunningham, 2012, p. 7)

- Allyship and solidarity of all people in organised sports - speaking up, empowering, supporting, ...
- Showing/wearing visible signs of openness and solidarity (captain's armband, rainbow flags, ...)

Recommendations for action

Survey and focus groups



(Cunningham, 2012, p. 7)

To create an safe and sound environment for LGBT+ individuals in sports, all stakeholders

- should be sensitised to promote inclusion and wellbeing
- can, should and must contribute to improve the inclusion and wellbeing of LGBT+ individuals in sports

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