

LGBTQ & sports – Challenge the norms



The Swedish Federation for Lesbian, Gay, Bisexual, Transgender and Queer Rights



LGBTQ & sports

Youth's experiences and conditions in the Swedish sports

Hbtq och idrott

Ungdomars erfarenheter och villkor inom svensk idrott



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Ungdomars erfarenheter och villkor inom svensk idrott

norm

masculinity

femininity

heterosexuality

lack of role models

stop doing sport

gender dualistic structure

type of sport is a factor

team sport

silence

normalize harassment

low confidence in adults

jargon

sports as a free zone

separate LGBTQ sports associations

sexuality and gender identity

shouldn't matter

norm

recommendations

policies

Rework existing policies with experts and produce new ones for areas where they're lacking.

action plan

Produce a temporal action plan for how the organisation should work with LGBTQ issues.

education

Educate educators, employees and volunteers in the organisation in LGBTQ issues and heteronormativity.

Include training about LGBTQ and heteronormativity when training leaders

structures

Work with the internal informal and formal structures. Don't sit men and women alternately at events. Don't state just two genders as answers in surveys and the like. Take a look at the internal use of language. Identify problematic norms and work actively to change these.

changing norms

norms

unwritten rules

order and security

expectations of normality

bound by context

sets boundaries

advantages and

related to power



possibilities to influence your everyday life

possibilities of influencing society

possibilities of benefiting from society's resources

norm critical work step by step

look for norms

examine and question norms

make privileges visible

reflect upon your own position

find strategies for change

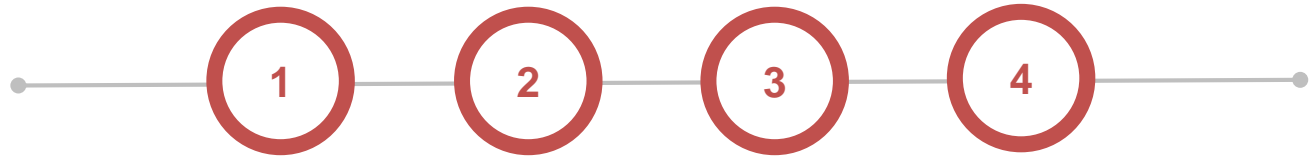
the goals of the LGBTQ certification

That the employees in the organisation get an **increased knowledge** about LGBTQ, norms and the living conditions of LGBTQ people

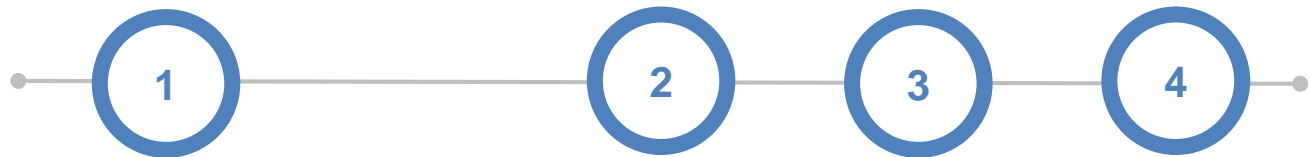
That the organisation starts **a work for change** for an open and including working environment, and a welcoming reception of visitors, from an LGBTQ perspective

Timeline – certification

training
sessions



internal work
for change -
longterm
sustainability



certified organisations

Health clinics,

Youth clinics,

Youth clubs, pre schools
and family centres

Libraries, High schools,

Administrations, Sports clubs,

Leisure activities



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Promoting equal treatment and opportunities in sports organizations is about living up to the values of sport, promoting public health and protecting Human Rights.



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