

It Takes A Team! Education Campaign for LGBT Issues in Sport

A Resource for High School and
Collegiate Athletic Programs

What is “It Takes A Team!”

- We are an education and advocacy project
- Our goal is to make sports a safe and respectful place for all, with a focus on lesbian, gay, bisexual and transgender people (LGBT)
- We develop and disseminate educational materials and information to sport administrators, coaches, teachers, athletes and parents
- We are affiliated with the Women’s Sports Foundation (www.womenssportsfoundation.org)

Who is the Director of “It Takes A Team!?”

- Pat Griffin, a Professor Emerita in Social Justice Education at the University of Massachusetts Amherst
- She is author of *Strong Women, Deep Closets: Lesbians and Homophobia in Sport* and co-editor of *Teaching for Diversity and Social Justice*
- She is a former high school and college athlete and coach

Some Clarifying Definitions

Sexual orientation - The direction of one's sexual attraction toward the same sex (lesbian or gay), another sex (heterosexual), or both sexes (bisexual).

Gender Identity – One's sense of being a man or woman.

Sexual Orientation and Gender Identity are different aspects of our identities. We each have a sexual orientation and gender identity.

A Few More Definitions

Transgender - An umbrella term describing individuals whose gender identity or gender expression do not conform to stereotypical masculine or feminine norms. Transgender people may be heterosexual, gay/lesbian, or bisexual

Transsexual - An individual who experiences a conflict between their physical sex and their gender identity as a man or woman. Some transsexual people undergo surgery or hormone treatment to change their physical body. They may be heterosexual, gay/lesbian, or bisexual.

Why Talk About LGBT Issues in Sport?

All athletes and coaches have the right to expect:

- Safety from harassment and/or violence
- Fair treatment in all aspects of programming
- Equal access to all aspects of programming
- Support for developing positive self-esteem and acceptance from others
- Education about social diversity, prejudice and discrimination

Why Talk About LGBT Issues in Sport?

- There are lesbian, gay, bisexual and transgender students, staff and parents in all schools – even if they have not made themselves known to the community
- Numerous studies show that LGBT students face harassment and bullying from peers and prejudice from adults in school

Why Talk About LGBT Issues in Sport?

- Athletic Departments and Coaches have opportunities to help athletes learn to treat each other with respect across differences like race, religion, gender, sexual orientation
- Athletic Departments and Coaches have a responsibility to make sure their teams are safe and respectful places for all participants and their families

What “It Takes A Team!” is **Not** About:

- Special Treatment for LGBT People in Athletics
- Challenging Religious Beliefs about Homosexuality

What “It Takes A Team!” Is About:

- Advocating Fair and Respectful Treatment
- Ensuring Safety for All
- Expanding Opportunities for All to Succeed in Athletics
- Educating Athletes, Coaches, Parents
- Supporting Athletes, Coaches, Parents

What Resources Does “It Takes A Team!” Provide?

- A dynamic web site:
www.homophobiainsports.com
- An eletter for athletic directors and coaches
- Workshops for athletic staff, students and parents
- An educational kit for sport administrators, coaches, athletes and parents

"It Takes A Team!" Education Kit

A comprehensive and up-to-date collection of information and resources for:

- Athletic administrators
- Coaches
- Athletes
- Parents

The Education Kit Includes:

- A 15 minute Video/DVD of high school and college lesbian and gay athletes talking about their experiences
- Discussion guidelines and discussion questions for talking about the video with groups of athletic administrators, coaches, athletes or parents

The Education Kit Includes:

- Action Guides for administrators, coaches, athletes and parents
- A Check-List for Assessing the Athletic Climate for LGBT Athletes and Coaches
- A List of Frequently Asked Questions

The Education Kit Includes:

- Athletic Case Studies for discussion
- Guidelines for addressing anti-gay harassment in schools
- Resource Lists – web-based, video, print
- Information on Non-Discrimination Laws and School Policies

The Education Kit Includes:

- A 16 x 10 inch Color Poster “It Takes A Team! Making Sports Safe For All!”
- Safe Space Stickers designed specifically for athletics with an explanation of the Safe Space Program

How To Get The Educational Kit

- Call the Women's Sports Foundation: 1-800-227-3988

- Go to the "It Takes A Team!" web site:
www.homophobiaainsports.com

All materials is downloadable free except the video and poster

- To order the entire kit including video and poster, the cost is \$50.00

Some Organizations That Endorse “It Takes A Team!”

- National Collegiate Athletic Association
- USA Track and Field Coaching Education
- American Sport Education Program
- Center for the Study of Sport and Society
- Parents, Family and Friends of Lesbians and Gays
- Gay, Lesbian, Straight Education Network

How Can Members of the NFHS Use "It Takes A Team!"

- Make the "It Takes A Team!" educational kit available to high school athletic programs
- List the "It Takes A Team!" web site on resource lists for high schools
- Schedule a workshop or presentation for meetings of athletic directors and coaches
- Call on "It Takes A Team!" for consultation

“When the score is tied and there are two seconds left in the game, you don’t care if your teammate is Black or White, Jew or Christian, gay or straight. You just want her to make the shot.”

- Martina Navratilova

For More Information about “It Takes A Team!”

Contact Pat Griffin: griffin@educ.umass.edu

Thank You