

BACKGROUND

TRANS & GENDER DIVERSE INCLUSION IN SPORT

Respect all
Fear none

Purpose

This factsheet is designed to provide a summary of the policy landscape in Australian sport, as it relates to trans and gender diverse inclusion, in addition to some notable trans athletes and prominent voices against trans inclusion in sport as a whole. This factsheet is not an exhaustive list and should only be used to provide some background to the ever-evolving matter of trans and gender diverse inclusion in sport.

Know the flags

Trans Pride Flag

The Trans Pride Flag, designed by Monica Helms in 1999, consists of three horizontal stripes: light blue, pink, and white. The light blue represents male identity, the pink represents female identity, and the white represents non-binary and gender non-conforming individuals. The flag symbolises unity, visibility, and pride within the transgender community, promoting acceptance and equality.



Non-Binary Pride Flag

The Non-Binary Pride Flag, created by Kye Rowan in 2014, features four horizontal stripes: yellow, white, purple, and black. Yellow represents non-binary and genderqueer identities, white symbolises inclusivity and recognition of all genders, purple represents the fluidity of gender identities, and black represents those who don't identify with any gender. The flag promotes visibility, acceptance, and pride for non-binary, genderqueer, and gender non-conforming individuals, emphasising the diversity of gender identities beyond the traditional binary.



Rainbow Pride Flag

The original pride flag was created in the 1970s by gay activist Gilbert Baker, friend of Harvey Milk, the first openly gay man to be elected to public office in California. Baker used eight colours and corresponding meanings: hot pink for sexuality, red for life, orange for healing, yellow for the sun, green for nature, turquoise for art, indigo for harmony, and violet for spirit. Another, simplified version of the flag [pictured] with just six colours was developed later on. It kept the original rainbow colours: red, orange, yellow, green, indigo, and violet. This flag was a mainstay for several decades before the redesign.



Progress Pride Flag

The Progress Pride Flag is an updated version of the traditional Pride flag that incorporates additional elements to emphasise its message. It includes the original rainbow stripes symbolising life, healing, sunlight, nature, harmony/peace, and spirit, while also incorporating trans flag stripes and black/brown stripes to represent marginalised communities. The design encourages viewers to confront their feelings about the original Pride flag and reflect on its meaning and inclusivity. The flag symbolises progress and the ongoing need for advancements within the LGBTQ+ community, inviting individuals to interpret its significance and consider their impact on the community as a whole.



Trans Inclusion in (Elite) Sport in Australia?

- The participation of transgender and gender diverse people in elite sport has only become a media issue in the past 15 years.
- The current debate centres around biology with common queries such as 'is it fair for trans women to compete in women's sports?'
- The issues are complex, touching on notions of fairness, safety, and inclusion.

Timeline of Trans Inclusion in Australian Sport

2015: Human Rights Commission Report

In 2015 the Australian Human Rights Commission published a report, [Resilient Individuals: Sexual Orientation, Gender Identity & Intersex Rights](#), based on consultations with lesbian, gay, bisexual, transgender and intersex (LGBTI) communities. Those surveyed raised concerns about the lack of participation of transgender and gender diverse people in sport.

Sporting organisations have identified the need for national guidance on how they can be inclusive of transgender and gender diverse people, and the operation of relevant anti-discrimination laws, while also protecting the health and safety of all players. In addressing any concerns about player health, safety and wellbeing, sporting organisations should have regard to the relevant laws, rules, regulations, policies and practices for their sport.

It should be noted however that these do not displace the obligations that sporting organisations have under the Sex Discrimination Act 1984 (Cth).

2019: Guidelines for the inclusion of transgender and gender diverse people in sport [community]

In 2019 the Australian Human Rights Commission, in partnership with Sport Australia and the Coalition of Major Professional and Participation Sports (COMPPS), launched their [Guidelines for the inclusion of transgender and gender diverse people in sport](#), to provide guidance to sporting organisations on promoting the inclusion and participation of transgender and gender diverse people in sport.

2020: NSO Joint Launch of Trans & Gender Diverse Governance

In a world first, eight peak sporting bodies committed to implementing governance that supports a greater level of inclusion for trans and gender diverse people in their sports. At a launch held on Thursday 1 October 2020 at the Sydney Cricket Ground, leading national sporting organisations (NSOs) came together to unveil their policies and guidelines relating to the participation of trans and gender diverse people. These sports included AFL, Cricket Australia, Hockey Australia, Netball Australia, Rugby Australia, Tennis Australia, Touch Football Australia, UniSport Australia, and Water Polo Australia. Full details at www.prideinsport.com.au/trans

2021: IOC Framework on Fairness, Inclusion and Non-discrimination on the basis of gender identity and sex variations

Following a two-year consultation process with more than 250 athletes and concerned stakeholders, the International Olympic Committee (IOC) today released its new "[IOC Framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variations](#)".

The document was developed following an extensive consultation with athletes and stakeholders concerned. This included members of the athlete community, International Federations and other sports organisations, as well as human rights, legal and medical experts. It replaces and updates previous IOC statements on this matter, including [the 2015 Consensus Statement](#).

Key People

TRANSGENDER ATHLETES

[note – this is not an exhaustive list, but just some key names that may arise in social commentary]

LAUREL HUBBARD

Laurel Hubbard, a New Zealand athlete and trans woman, won her first female weightlifting title at the 2017 Australian International & Australian Open in Melbourne. Her win sparked controversy with critics saying it was unfair. Hubbard, 41, would later go on to win two golds at the 2019 Pacific Games in Samoa.

CECE TELFER

Cece Telfer, an American athlete and trans woman who won a National Collegiate Athletic Association (NCAA) national championship in athletics. Telfer won the women's 400-meter hurdles national title at the 2019 NCAA Division II Outdoor Track & Field Championships for Franklin Pierce University. Telfer's win prompted a debate about the physiological advantages of people presumed to be male at birth, garnering media coverage around the world including Australia.

HANNAH MOUNCEY

Mouncey, an Australian athlete and trans woman, made headlines in 2017 when the AFL ruled she was ineligible for selection in the 2018 AFLW draft. She has been playing for Darebin Falcons in the VFL Women's competition and had nominated for the 2019 AFLW draft. However, Mouncey withdrew from the draft, despite meeting the league's medical conditions.

RACHEL MCKINNON

Rachel McKinnon is a trans woman and Canadian cyclist, who dominated the competition at the Masters Track Cycling World Championships in Manchester, England, in October 2019, her [second consecutive world title](#) and [world record](#) in the 200-meter match sprint. When McKinnon won her world championship the year before, fellow competitors and others on social media [argued that it was unfair for McKinnon to compete](#).

RICKI COUGHLAN

Ricki Coughlan is a pioneering transgender athlete who has made a significant impact in the sporting industry, particularly in athletics disciplines. With a wealth of experience in running and fitness, Ricki has achieved notable milestones, including state championships, representing their state in teams, and earning podium finishes in fun runs. Apart from her athletic accomplishments, Ricki serves as an ambassador of Pride in Sport and is highly sought after for public speaking events. Her inspiring story and advocacy for LGBTQ+ inclusion in sports have made her a respected figure and a compelling voice in the community.

CHRIS MOSIER

Chris Mosier, a trans man, became the first transgender athlete to represent the United States in an international competition after earning a spot at the men's sprint duathlon in 2015. Mosier is a hall of fame triathlete, All-American duathlete, two-time National Champion, and he has made Team USA six times.

QUINN

A nonbinary person who goes only by one name, Quinn became the first transgender person to win a gold medal at the Olympics in the 2020 Summer Games with the Canadian women's soccer team. Quinn, who plays both a central defender and a midfielder, had previously competed in the 2019 World Cup and won bronze at the 2016 Olympic Games, but they hadn't yet come out at that time.

PROMINENT AUSTRALIAN VOICES FOR TRANS INCLUSION

[note – this is not an exhaustive list, but just some key names that may arise in social commentary]

KATE JENKINS

Kate Jenkins was appointed for a five-year term as **Sex Discrimination Commissioner** in April 2016. Her term was extended to April 2023. During her term, her purpose was to advance gender equality and the rights of LGBTIQ+ communities, consistent with the Sex Discrimination Act and the Convention on the Elimination of All Forms of Discrimination Against Women. Her work responded to national conversations, sparked cultural change, and improved law, policies, practices, and funding to foster greater gender equality and address sexual harassment, particularly in Australian workplaces.

KATE PALMER

Kate Palmer is a prominent advocate for trans inclusion in sport. As the former **CEO of Sport Australia**, she emphasises the importance of creating a welcoming and inclusive environment for all individuals, regardless of gender identity. Palmer urges sports to familiarise themselves with the Guidelines for trans inclusion and emphasises the need for strong leadership to ensure that everyone is treated with respect and dignity.

CRAIG TILEY

Craig Tiley, **CEO of Tennis Australia**, has actively engaged with the Women's Tennis Association (WTA) and the International Tennis Federation (ITF) to develop inclusive rules for transgender athletes in tennis. Tiley emphasises the importance of aligning any decisions with the values of inclusivity, diversity, and equality. Tiley advocates for creating guidelines that promote inclusivity and reflect the core values of Tennis Australia.

COLIN SEERY

Colin Seery, **CEO of Lifeline**, is a strong advocate for trans inclusion in sports. Recognising the harmful effects of isolation, rejection, and discrimination on mental well-being, Seery emphasises the importance of creating a sense of belonging for all individuals. Having applauded national sporting organisations who took part in the 2020 Joint Launch of trans inclusion governance in sport.

ANNA BROWN

Anna Brown, **CEO of Equality Australia**, is a prominent advocate for trans inclusion in sports having spoken out against blanket bans on transgender women participating in women's sports, highlighting the importance of respecting human rights principles of non-discrimination.

BEAU NEWELL

Beau Newell is the National Program **Manager of Pride in Sport**, and is a leading advocate for trans inclusion in sports. Beau has spearheaded the development of sports inclusion frameworks for national organisations, promoting greater inclusivity for transgender and gender diverse individuals. Beau also spearheaded the 2020 Joint Launch of NSOs developing and releasing trans inclusion governance – a world first.

TEDDY COOK

Teddy Cook, ACON's Director of Community Health and **co-founder of TransHub**, is a leading advocate for trans inclusion in sport, having been a key voice in the 2020 Joint Launch of trans inclusion governance.

PROMINENT VOICES AGAINST TRANS INCLUSION

[note – this is not an exhaustive list, but just some key names that may arise in social commentary]

JANE FLEMMING

Jane Flemming is a former Olympic track and field athlete. She was the 1990 Commonwealth Games champion at heptathlon and long jump and also represented Australia internationally at 100 m hurdles. Since 2019, Jane has spoken openly against trans inclusion in women's sports, arguing that people presumed male at birth who affirm their female gender have a physiological advantage over other women.

Notable links:

<https://bit.ly/30bLf2U>

<https://bit.ly/336mPde>

CLAIRE CHANDLER

Claire Chandler is a Tasmanian Senator who advocates strongly that men should play men's sport and women should participate in activities deemed for those 'biologically female'. She has continually called for Sport Australia to scrap their trans guidelines. After writing an op-ed in the state's daily about the issue, Chandler has since been ordered by the Tasmanians anti-discrimination commission for hate speech on 1 October.

Notable links:

<https://bit.ly/3jbFA4n>

<https://bit.ly/338ljax>

<https://bit.ly/339cEEU>

<https://bit.ly/3cztXSy>

KATHERINE DEVES

Katherine Deves is an Australian lawyer who ran unsuccessfully as a candidate for the Liberal Party of Australia at the 2022 federal election. She has gained attention as a prominent anti-trans advocate. She co-founded the Save Women's Sport lobby group, which aims to exclude transgender women from women's sports. Deves made controversial statements during her campaign for the seat of Warringah in the 2022 Australian federal election, including false claims about gender reassignment surgery and equating anti-trans activism with the Holocaust. Her remarks sparked significant controversy and led to calls for her disendorsement. Despite her defeat in the election, Deves remained a controversial figure. She later announced her nomination for a Senate vacancy but eventually withdrew from the contest.

Notable links:

<https://bit.ly/3p2IZLi>

<https://bit.ly/3qwTzdE>

<https://bit.ly/3PbV9vR>

<https://bit.ly/3NsV6e4>

ANDREW BOGUT

Andrew Michael Bogut is an Australian former basketball player who spent the majority of his professional career playing in the National Basketball Association (NBA). Bogut continues to criticise sports suggesting that sports are "sacrificing the sanctity of Female Sport in the name of inclusion".

Notable links:

<https://bit.ly/3PbVC15>

<https://bit.ly/3P6YnAG>

TAMSYN LEWIS

Former Australian track and field athlete, Tamsyn Lewis spoke against trans participation in sport in March 2020, citing the physiological differences between those born female and those born male. The former Olympian has stated that “people are scared to come out and say anything because of political correctness”.

Notable links:

<https://bit.ly/30fE8GN>

<https://bit.ly/36chgvH>

<https://bit.ly/3cCgY2f>

MARGARET COURT

Margaret Court is a retired Australian tennis player known for her conservative views. While she has expressed concerns about fairness in women's sports regarding transgender athletes, she is not necessarily an anti-trans advocate. Her statements on this issue have been controversial and criticised by some, but it's important to consider the nuanced nature of her views.

Notable links:

<https://bit.ly/3n9i0rJ>

<https://bit.ly/3kOZTFo>

<https://bit.ly/3kXjD9T>

Anti Trans Organisations

Anti-transgender groups typically advocate against the recognition and rights of transgender and gender diverse individuals. They often hold conservative or traditional views on gender and aim to restrict or roll back transgender rights and inclusion policies. These groups may campaign against gender identity recognition, access to healthcare, legal protections, and participation in sport. They may argue that transgender rights threaten the rights and safety of cisgender women or religious and moral values. Here are brief descriptions of the following anti-transgender groups in Australia:

1. **Binary Australia** is a conservative advocacy group that promotes a binary understanding of gender and opposes gender identity recognition. They campaign against initiatives aimed at creating inclusive spaces for trans individuals, focusing on issues such as access to bathrooms and changing rooms.
2. **Save Women's Sport** is a lobby group that seeks to exclude transgender women from women's sports. They argue against allowing transgender women to compete in women's sporting events, citing concerns about fairness and competition.
3. **Australian Christian Lobby** (ACL) is a prominent conservative Christian organisation that advocates against LGBTQ+ rights, including transgender rights. They often lobby against policies supporting gender identity recognition, same-sex marriage, and comprehensive sexuality education.
4. **Women's Liberation Front (WoLF) Australia** is an offshoot of the Women's Liberation Front, a US-based anti-transgender group. They advocate for sex-based distinctions and oppose gender identity recognition laws. They express concerns about the erasure of sex-based rights and the impact of transgender rights on women's spaces and safety.
5. **LGB Alliance** is an organisation that claims to advocate for the rights and interests of lesbian, gay, and bisexual individuals, but they have been criticised for their exclusionary stance towards transgender people. They reject transgender inclusion in single-sex spaces and challenge the concept of gender identity.

Please note that these descriptions provide a general overview, and it is important to conduct further research to gain a more comprehensive understanding of these organisations and their specific viewpoints.

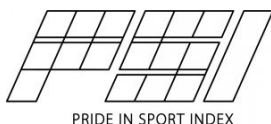
Supporting Resources



ACON is Australia's largest LGBTQ health organisation that provides global leadership in areas of community health, inclusion, and HIV responses for people of diverse sexualities and genders.
www.acon.org.au



Pride in Sport is an Australian sporting inclusion program specifically designed to assist sporting organisations at all levels with the inclusion of employees, players, volunteers and spectators with diverse genders and sexualities.
www.prideinsport.com.au



The **Pride in Sport Index** is the first and only benchmarking instrument in Australia specifically designed to assess the inclusion of people with diverse sexualities and genders within Australian sporting organisations.
www.prideinsport.com.au/psi



TransHub is a digital information and resource platform for all trans and gender diverse people, their loved ones, allies and health providers. TransHub offers the information that many trans individuals so desperately needed, but didn't have access to as we grew up or grew toward our most authentic selves.
www.transhub.org.au



The **Australian Human Rights Commission** is an independent statutory organisation, established by an act of Federal Parliament. We protect and promote human rights in Australia and internationally.
www.humanrights.gov.au



Play by the Rules provides information, resources, tools, and free online training to increase the capacity and capability of administrators, coaches, officials, players, parents, and spectators to assist them in preventing and dealing with discrimination, harassment, child safety, inclusion and integrity issues.
www.playbytherules.net.au

Learn more about LGBTQ terminology.

For definitions of key terms, please visit www.prideinsport.com.au/terminology

If you would like further guidance or support, please email Pride in Sport – info@prideinsport.com.au