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InterSPORT – IS

WORKSHOP

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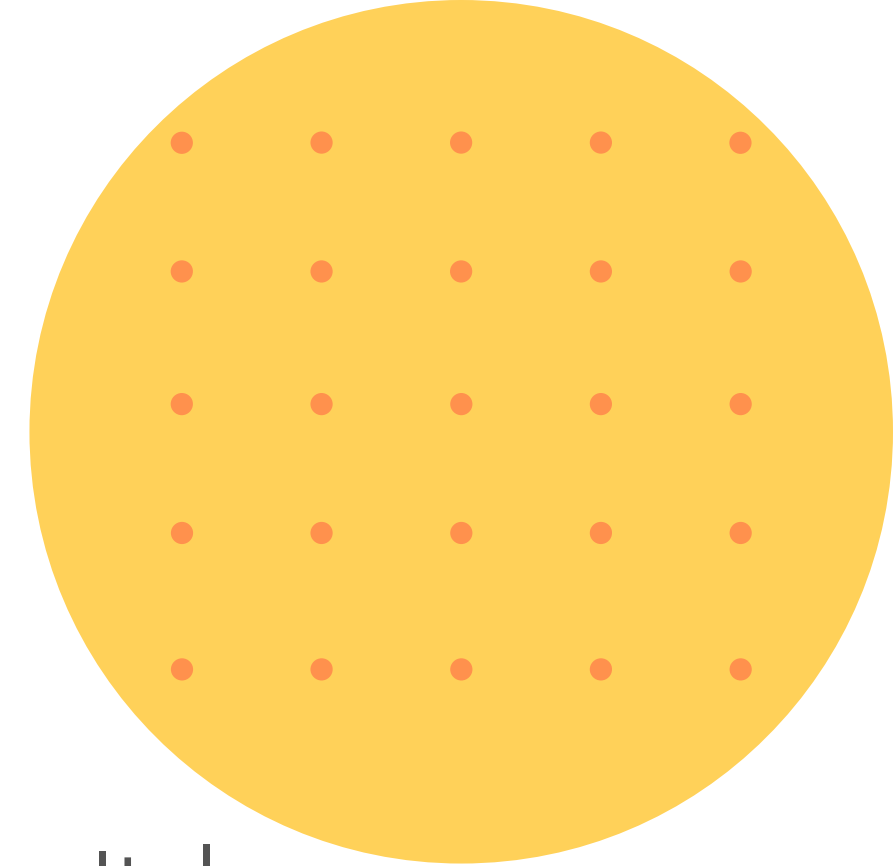
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InterSPORT – IS

PARTNERSHIP



Lead partner- Italy



Italy



Greece



Spain



On May 29, 2023, the second international meeting of the InterSPORT - IS project (ID: 101090395), funded by the European Commission under the Erasmus+ program, took place in Rome.

The meeting began with the presentation of survey results, which were prepared before the kick-off. Each partner organization has implemented the survey results within their own local community/target groups. These results were useful in guiding the upcoming focus group discussions with the target groups to collectively discuss some of the key data/results obtained, validate them, delve deeper, and better understand them. The presentations were followed by group discussions and the joint identification of provisional operational and strategic guidelines.

Erasmus+

InterSport

PROBLEM

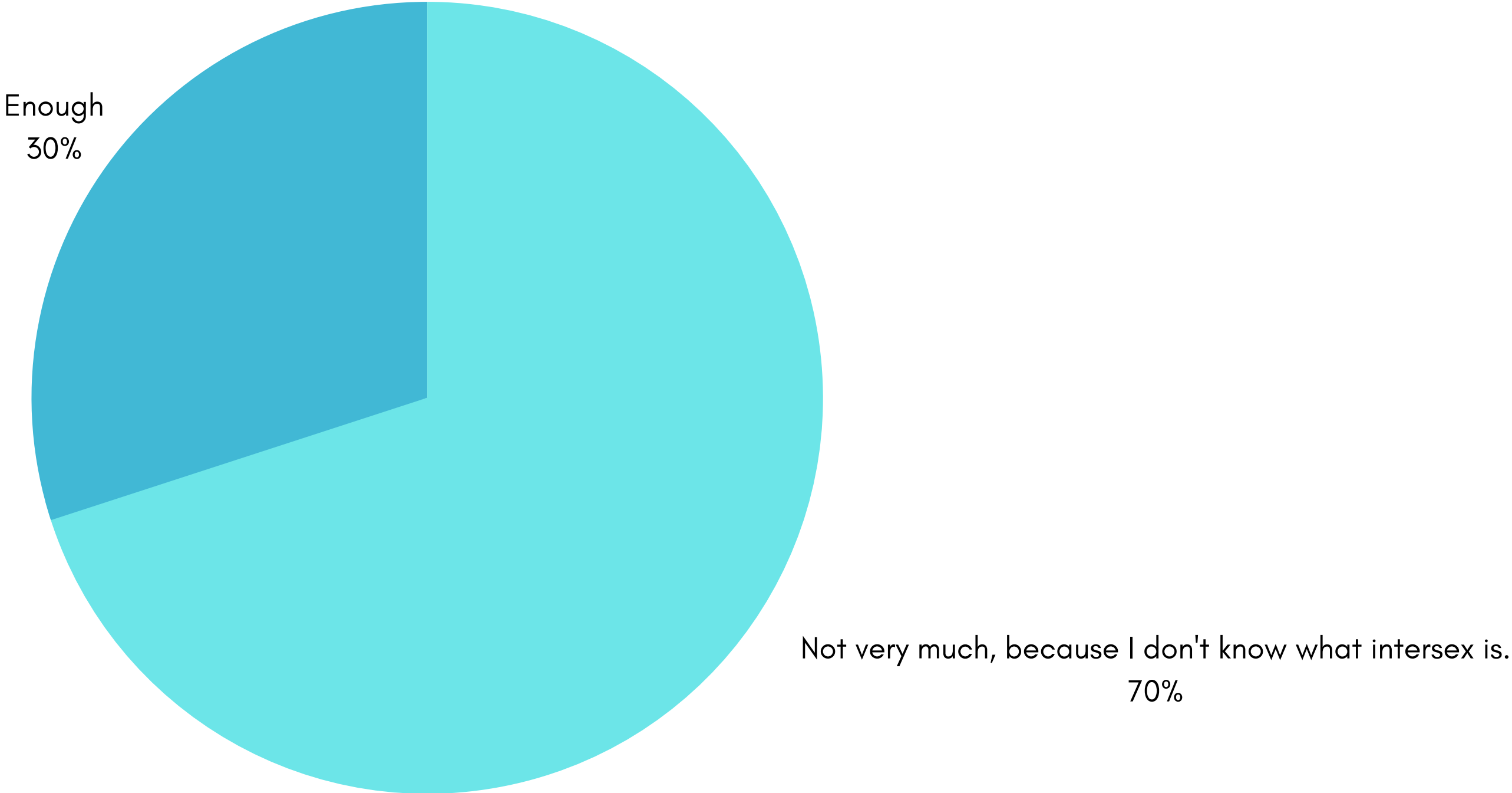
SOLUTIONS

Moreover, space was given to discussion groups with representatives from local associations working on issues related to the LGBTIAQ+ and intersex communities. Their invitation to participate in the meeting facilitated dialogue, sharing perspectives, and promoting future collaborations. The direct involvement and active participation of the target groups within the project were crucial in facilitating a deeper understanding of their perspectives, sharing their direct testimonies, exchanging good practices and strategic approaches with them, and promoting interventions of higher quality.

The second part of the day was dedicated to practical exercises, group activities, interactive discussions, and simulations. The participants worked together to develop targeted guidelines to enhance the socio-professional skills of the participants in order to promote inclusive, safe, and intersex-friendly approaches.

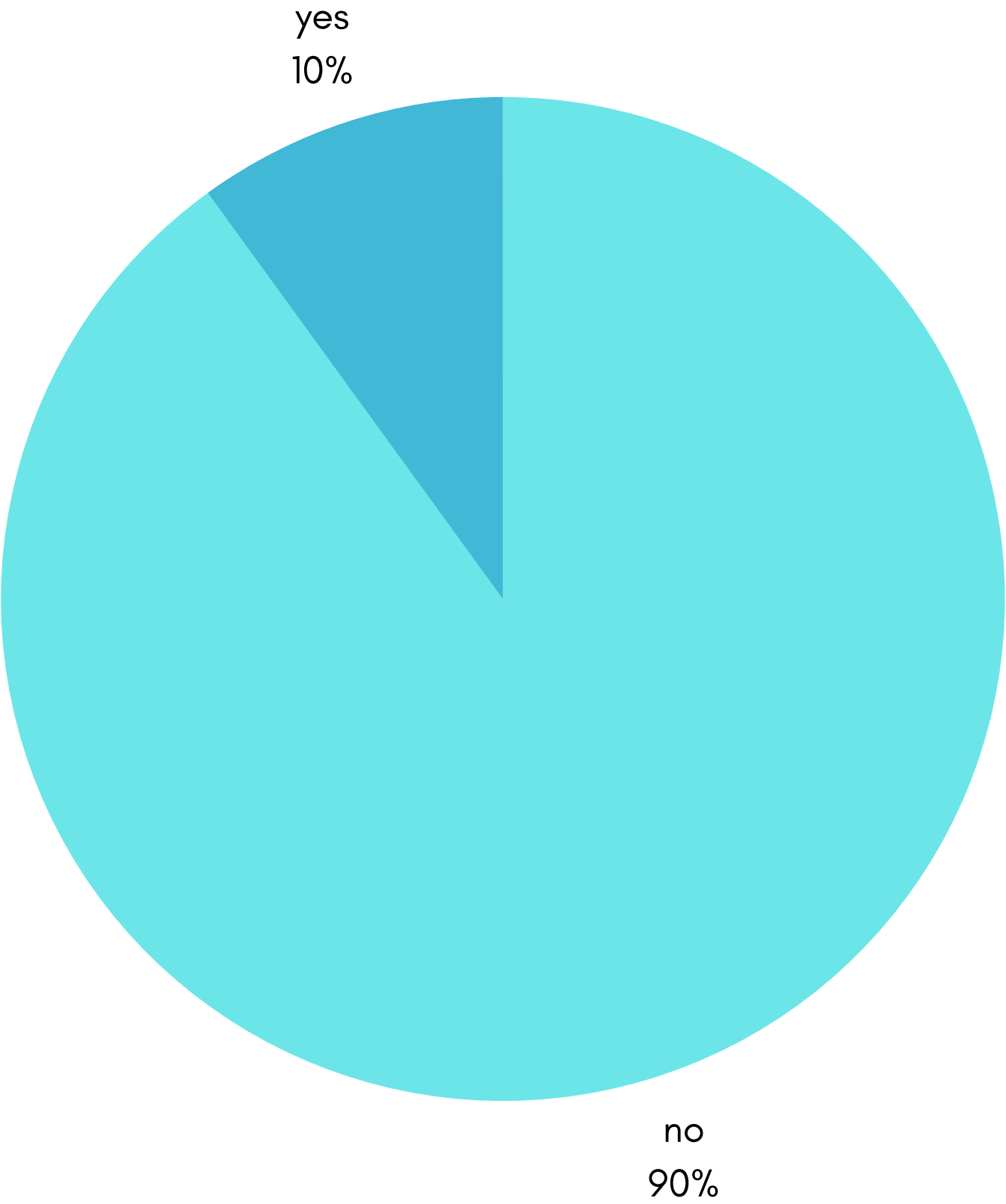
QUESTIONNAIRE

How familiar are you with the term 'intersex' and the challenges that intersex individuals may face in sports?



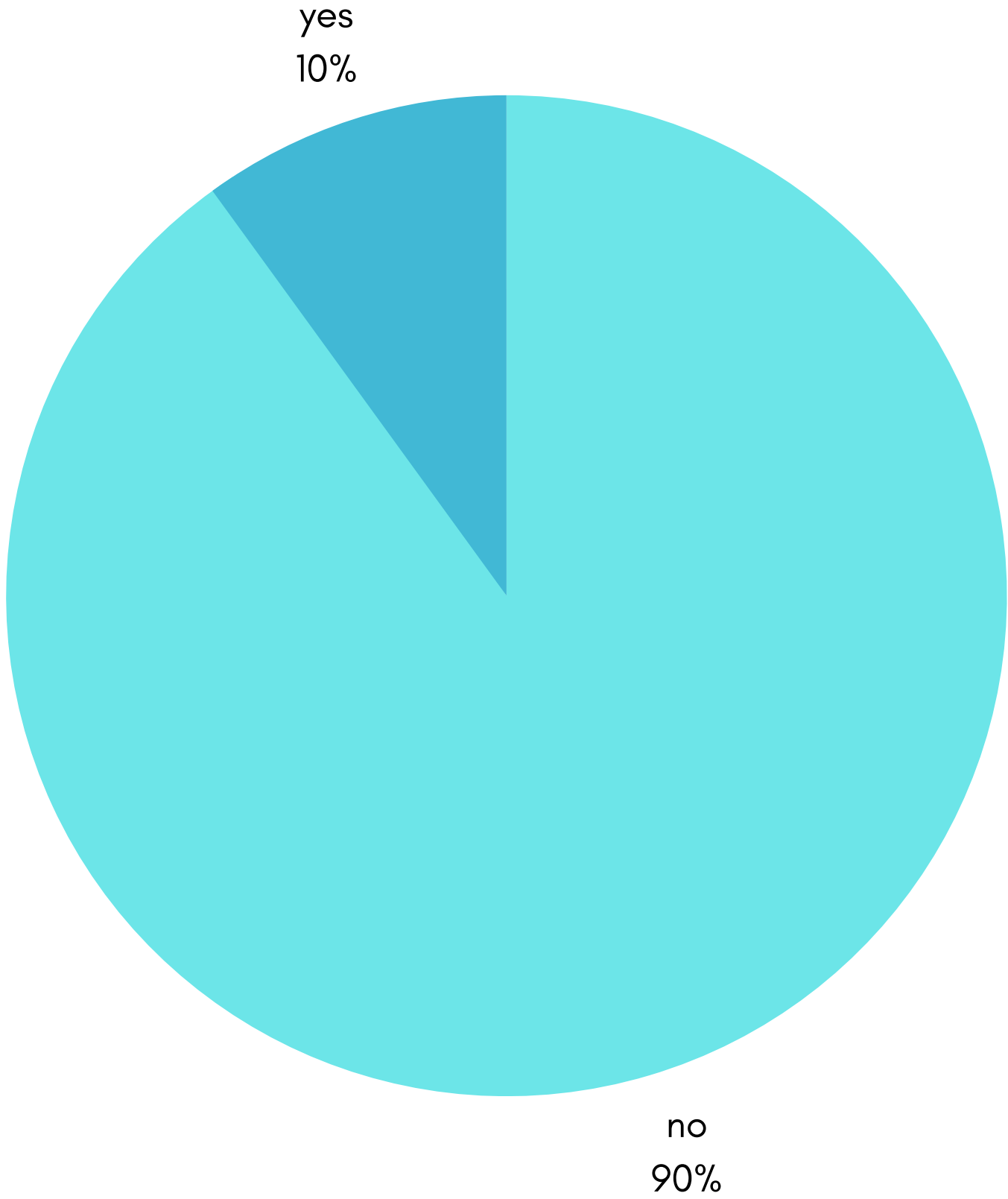
QUESTIONNAIRE

Have you implemented specific policies or programs to promote the inclusion of intersex individuals in your sports activities?



QUESTIONNAIRE

Have you had direct experiences of interacting or collaborating with athletes or members of your club who identify as intersex?



InterSPORT - IS

WORKSHOP: PROMOTING INCLUSIVE,
SAFE, AND INTERSEX-FRIENDLY
APPROACHES



1. EDUCATION AND AWARENESS

Providing training and workshops on intersex to raise awareness among members of the organization or community about the specific needs and experiences of intersex individuals.



2. PROMOTING INCLUSIVE LANGUAGE

Using respectful and non-discriminatory language when referring to intersex individuals. Avoiding offensive terms or stereotypes.



3. CREATING A WELCOMING ENVIRONMENT



Ensuring that the physical and social environment is welcoming for everyone, without discrimination or judgment based on gender identity.

4. INCLUSIVE POLICIES AND PROCEDURES

Implementing policies and procedures that promote the inclusion of intersex individuals, such as anti-discrimination policies and reporting procedures.



5.LISTENING TO AND RESPECTING INDIVIDUAL NEEDS

Listening to the individual needs and preferences of intersex individuals and respecting them during activities or interactions.



6.PROMOTING ACTIVE PARTICIPATION



Creating opportunities for intersex individuals to actively participate in activities, ensuring they feel welcomed and engaged.

7. PREVENTING AND ADDRESSING DISCRIMINATION AND HARASSMENT

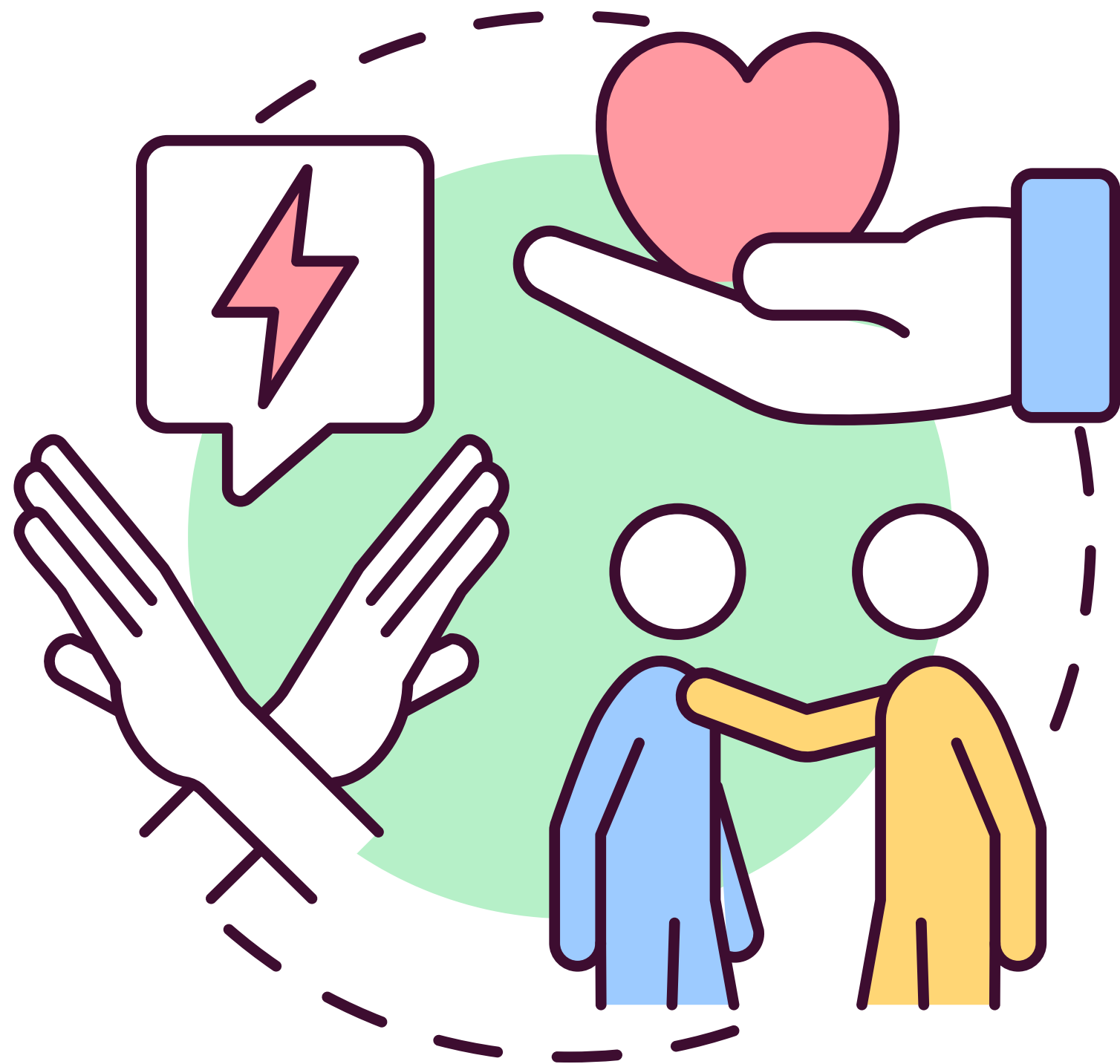
Having clear policies and procedures to prevent and address cases of discrimination, harassment, or violence against intersex individuals.



8. PROVIDING ADEQUATE RESOURCES AND SUPPORT

Ensuring that intersex individuals have access to appropriate resources and support in case of need, such as counseling services or legal support.





9.PROMOTING POSITIVE ROLE MODELS

Recognizing and celebrating intersex individuals who excel in sports or other areas, using them as role models to inspire others.

10. MONITORING AND EVALUATING PROGRESS

Regularly reviewing policies and practices to ensure they align with inclusion goals. Collecting feedback from members and participants.

11. COLLABORATING WITH AFFILIATED ORGANIZATIONS

Working in collaboration with other organizations and groups dedicated to promoting the inclusion of intersex individuals.





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GUIDELINES FOR THE USE OF INCLUSIVE LANGUAGE

Intersex is a biological condition in which a person has sexual characteristics that do not fit traditional definitions of male or female. Intersex individuals may face discrimination or suspicion in the world of sports due to the rigid gender rules and norms that often dominate in this field.

Using inclusive language can help eliminate discrimination related to intersex in the world of sports. Here is a guide to using inclusive language.



1. EDUCATE YOURSELF ON TERMINOLOGY

First and foremost, it is important to educate yourself on the correct terminology to use when talking about intersex people. Keeping your knowledge up to date on the issue and raising awareness about it is crucial.



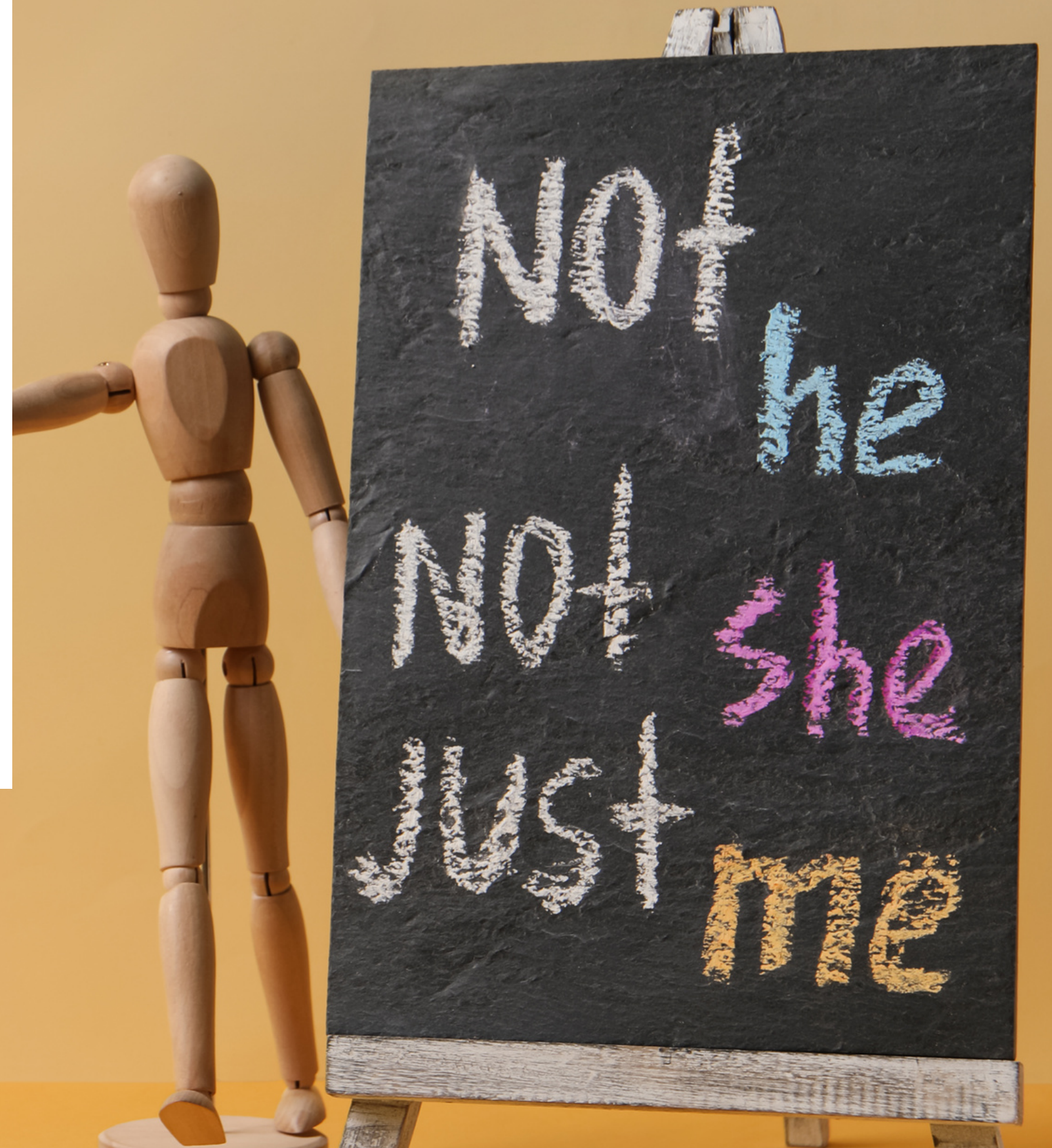
2.AVOID OFFENSIVE OR WRONG TERMS

Avoid using offensive or wrong terms when referring to intersex people. For example, avoid using words like "abnormal" or "defective". Instead, use inclusive and respectful terms like "intersex people" or "people with intersex variations".



3. USE NEUTRAL PRONOUNS AND TERMS

When referring to an intersex person, use neutral pronouns like "they" or "their" or neutral terms like "person" or "individual" instead of "man" or "woman". This acknowledges and respects gender diversity.



4.AVOID RIGID GENDER CATEGORIZATION

Avoid rigidly categorizing intersex people as "males" or "females" based on biological criteria. Instead, consider using terms like "people" or "athletes" without specific reference to gender.



5.SUPPORT FAIR PARTICIPATION OF INTERSEX PEOPLE IN SPORTS

Ensure that intersex people have equal and non-discriminatory access to sports competitions. Promote the participation of intersex people in all sports disciplines and ensure they are not excluded or disadvantaged because of their biological characteristics.



6. RAISE AWARENESS ABOUT INTERSEX ISSUES

Help raise awareness among others about the issues related to intersex people in the world of sports. Organize events, discussions, or seminars to educate athletes, coaches, and organizers about the challenges faced by intersex people and the importance of an inclusive sports environment.



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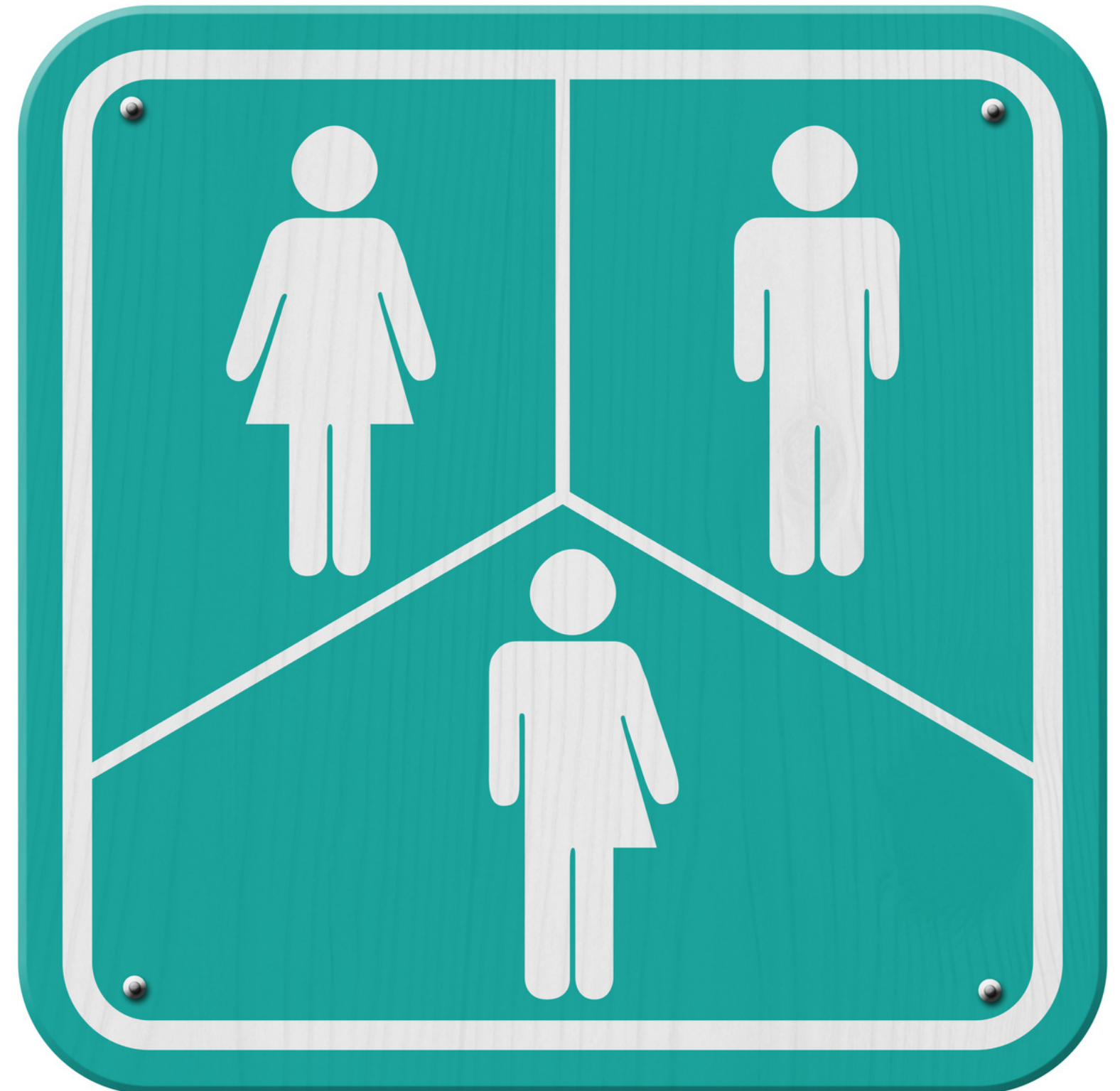
HOW TO BUILD DIVERSITY-ORIENTED TEAMS

Building diverse teams is an important process for promoting inclusion and fostering innovation within an organization. Here are some suggestions for building diversity-oriented teams.



1.PROMOTE INCLUSION FROM THE START

Ensure that the organization embraces and promotes the importance of diversity, equality, and inclusion. Create a culture where all individuals feel respected and valued.





2. PLAN AN INCLUSIVE RECRUITMENT STRATEGY

Go beyond traditional recruitment channels and adopt an approach aimed at reaching candidates from diverse backgrounds, cultural experiences, ethnicities, genders, physical and mental abilities. Aim for a diverse candidate pool to ensure adequate representation of different perspectives.



3.PROMOTE DIVERSITY IN DECISION-MAKING

Involve diverse individuals in key decision-making roles, such as hiring managers or participation in decision-making committees. This ensures that diverse perspectives and voices are considered in shaping company policies.

4.FOSTER DIVERSITY AWARENESS AND TRAINING

Offer training programs to promote awareness and understanding of diversity-related issues. This helps create a more inclusive work environment and reduces the risk of biases or discrimination.



5. DEVELOP COLLABORATIVE WORK PROCESSES

Encourage and promote collaboration and teamwork within the team. Create safe and open spaces where everyone can freely share their ideas without fear of judgment or discrimination



6. DEFINE CLEAR AND MEASURABLE GOALS

Establish specific and measurable diversity and inclusion goals for the team and the organization as a whole. Regularly monitor and evaluate progress towards these goals to ensure they are effectively achieved.



7.PROMOTE INCLUSIVE LEADERSHIP

Encourage leaders to be models of inclusive leadership by promoting diversity and ensuring that all individuals feel involved in decision-making processes. Inclusive leaders make individuals feel valued and encourage a respectful and equitable work environment.



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PREVENTION, LIMITATION, AND REPORTING OF ANY CASES OF DISCRIMINATION, HARASSMENT, OR VIOLENCE AGAINST INTERSEX INDIVIDUALS.



1. INFORMATION AND EDUCATION

It is important to raise awareness among the public about intersex issues, providing accurate information about intersex conditions and combating prejudice and misinformation.

DIVERSITY

EQUALITY

INCLUSION

2. INCLUSIVE POLICIES

Institutions should adopt inclusive policies that prohibit discrimination based on intersex status and promote equal treatment for intersex individuals.

3. STAFF TRAINING

Employees working in sensitive sectors such as healthcare, education, and social services should receive appropriate training on intersex diversity and the specific needs of intersex individuals.

4. PSYCHOLOGICAL SUPPORT

Intersex individuals may face many physical and emotional challenges. It is important to provide them with adequate psychological support to address the emotional consequences of any discrimination, harassment, or violence they may have experienced.



5.REPORTING CHANNELS

Accessible and secure reporting channels should be established for intersex individuals who wish to report cases of discrimination, harassment, or violence. These channels should guarantee anonymity and ensure that reports are handled appropriately and promptly.



6.LEGAL SANCTIONS

Specific laws punishing discrimination, harassment, or violence based on intersex status are necessary. These laws should be effectively enforced, and victims should receive adequate support in pursuing legal action



7. INVOLVEMENT OF INTERSEX ORGANIZATIONS

It is crucial to involve intersex organizations in the definition of policies and actions aimed at preventing, limiting, and reporting discrimination, harassment, or violence against intersex individuals. This will ensure that the voices of those directly affected are heard and that the actions taken respond to their specific needs.

THANK YOU!

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