

Gender-Inclusion in the GSSSL

Promoting Inclusion and Community for Swimmers of All Genders

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Goals – What are we hoping for?

We want everyone to participate!

- Increase participation and access for swimmers of all identities
- Decrease risk of exclusion and the subsequent impacts (like suicidal ideation and suicide attempts)
- Promote safe and welcoming environments at all pools
- Soft start with committed support team
- There is precedent

The things we heard, considered, and incorporated.

- Level “playing field” for swimmers of all identities - special attention to cisgender girls at the elite level.
- Medical interventions to mitigate for potential athletic advantages of some bodies over others
- Pace of adoption and supports necessary for clubs

WIAA Policy

Since 2007

(15 years)

GENDER IDENTITY PARTICIPATION - All students have the opportunity to participate in WIAA athletics and/or activities in a manner that is consistent with their gender identity. Currently, most athletic programs are offered separately for boys and girls as outlined in Appendix 1. Athletes will participate in programs consistent with their gender identity or the gender most consistently expressed. School personnel responsible for student eligibility will work collaboratively with the student-athlete to determine eligibility. Once the student has been granted eligibility to participate in the sport consistent with their gender identity, the eligibility is granted for the duration of the student's participation and does not need to be renewed every sports season or school year. The WIAA staff is willing to collaborate with any member school seeking assistance regarding gender equity.

Understanding the bylaw – our bottom line.

GSSSL supports athletes of all genders, including transgender and non-binary athletes. Member teams must operate in compliance with the league's Gender-Inclusion Policy and are encouraged to use the Gender-Inclusion Procedures as they determine how to best provide gender-inclusive programming for their team. Teams should distribute guidelines for their pools to all division member teams at the start of the season.

- All swimmers get to participate
- Policy is required to be followed
- Procedure has a required section and a not-required section

Policy – Main Points

The GSSSL Board recognizes the importance of creating inclusive policy in support of transgender and non-binary athletes with regard to their names and pronouns, the categories under which they compete, as well as the age-informed medical restrictions on competition. The accompanying procedure outlines each of these items as required.

- Swimmers have the right to be referred to by their name and gender pronouns
- Swimmers have a right to compete under the gender category that best aligns with their identity and sense of safety with specific exceptions

What will be provided to your teams?

Training

Between May and the start of the dual meet season, the task force will offer 4 individual trainings.

Technical Assistance

TA will be offered to any pool by request throughout the season.

Requests made to
genderinclusiongsssl@gmail.com

(gender inclusion GSSSL @ gmail)

Addressing FAQs

1. What about lawsuits relating to bathrooms, issues of privacy, etc.?
2. How can we get membership feedback before April 26th?

****What is GSSSL's plan to provide emotional support to cisgender athletes who will be directly affected by this new policy**

1. We are subject to lawsuits by transgender and non-binary athletes and their families if they are excluded from sports per WIAA. Procedures about bathrooms, privacy, etc., are in the *recommended* section of the procedure document.
2. Boards do not need to poll pool membership about swim team policy. Boards represent their membership. To poll the swim team, consider email.

What else do we need to know?

What does voting look like?

- No voting happening today.
- Q&A Session at the beginning of April.
- Voting happening on April 26th.

End