

# MEDIA GUIDE

A GUIDE TO REPORTING ON LGBTIQ+ PEOPLE AT THE COMMONWEALTH GAMES



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## INTRODUCTION

Representatives of the media have a key role to play at Birmingham 2022 in helping to communicate the diversity within Commonwealth Games sport to their audiences and readerships.

With around 4,500 athletes competing, supported by coaches and staff from the 72 teams and cheered on by thousands of spectators in arenas - as well as hundreds of millions watching and listening around the world - there is no shortage of stories about the individual experience within these Games.

Pride House Birmingham - the venue dedicated to inclusion that is delivering a range of activities in and around the Games - will celebrate this diversity and encourage participation in sport and physical activity for people who are LGBTIQ+.

This media guide, produced in association with Birmingham 2022 and the Commonwealth Games Federation (CGF), is a contribution towards that spirit of learning. It aims to support the work of journalists, editors and broadcasters who might encounter themes related to the representation of LGBTIQ+ people - and not just athletes - in the course of their reporting.

Four years ago, at Gold Coast 2018, Tom Daley won a gold medal for Team England in the 10m synchronised diving competition and then made global headlines with an impassioned plea to "shine a light" on LGBTIQ+ rights across the Commonwealth.

Millions share his determination to assist athletes who are unable to compete and live openly because of the laws of their lands. The majority of Commonwealth member states still carry anti-LGBTIQ+ legislation, which in the most part is a result of colonial-era penal codes imposed during the days of empire.

Such conversations are challenging but storytelling, facilitated with accuracy and respect by the media, creates visibility and space for dialogue. By opening doors to empathy through the unifying appeal of sport, we invite others to understand the value of authenticity.

Humanity, Equality and Destiny - these are the three core values of the CGF. Support should be universal for the Federation's stated commitment to embrace everyone; to promote non-discrimination, fairness and inclusion; and to encourage aspirations and ambitions.

Now, as seen through the lenses of the world's media, new stories are set to unfold. Fresh heroes and familiar faces alike will experience victory, defeat, and every emotion in between.

Along the way, some of these athletes will also contribute towards breaking down lingering stereotypes linked to sexuality and gender. These are statement-making achievements in their own right - they might not be rewarded with a medal, but they will make role models.

Interest in these narratives must start from a point of inclusion, driven by a desire to inform while following an intersectional path. This document is designed to guide all journalists towards their own finishing lines with swiftness and sensitivity.

## INCLUSIVE TERMINOLOGY AND LANGUAGE / GLOSSARY

LGBT+ - an initialism that encompasses all people who are lesbian, gay, bisexual and/ or transgender, and is inclusive of all sexual orientations and/or gender identities from within these communities.

The **LGBTQ** or **LGBTQ**+ initialism performs the same function. It is used more frequently in Canada, the Americas and other parts of the world; the Q stands for 'queer' or 'questioning'.

Particularly in sport, you may see the initialism written as **LGBTIQ+** which purposefully denotes the 'I' for 'intersex'. Pride House International venues commonly use LGBTIQ+.

#### SEXUAL ORIENTATION

**Sexual orientation** - the physical, romantic or emotional attraction that we feel towards other people - is one of the inherent qualities that makes us human.

In all levels of society, individuals may reference their sexuality, e.g., by mentioning their partner in conversation, or by explaining why they support LGBTIQ+ inclusion.

Some stigmas and myths surrounding sexual orientation persist, particularly in sport, and they can make lesbian, gay or bi people cautious when faced with the prospect of being open.

Those working in media and journalism should be sensitive to such situations. We all possess a natural curiosity or 'news sense' but it is important to always be respectful.

While many lesbian, gay and bi people in sport will feel comfortable discussing sexual orientation - perhaps because being authentic has helped to boost their performance or for altruistic reasons - others may be reticent or would want to build trust with a reporter before they consider discussing the topic.

**LGB** is the beginning of the initialism LGBTIQ+ and refers to different sexual orientations.

**Lesbian** - a woman who is emotionally and/or physically attracted to other women.

Gay - a person who is emotionally and/or physically attracted to people of the same sex or gender. The word gay is most commonly used in reference to men, although it is also used by and about women, alongside the word lesbian. In some limited circumstances, usually historically, the word gay is used to indicate the whole LGBTIQ+ community, e.g., Gay Village, Gay Games, etc.

Bisexual - a person who is emotionally and/ or physically attracted to people of more than one sex or gender. Can be abbreviated to 'bi'. Sometimes used interchangeably with pansexual, which can be abbreviated to 'pan'.

Asexual - a person who does not experience sexual attraction. Can be abbreviated to 'ace'.

#### **GENDER IDENTITY**

**Gender identity** - our individual self-knowledge of being male, female, both, or neither - is intrinsic to who we are.

Gender identity may be suggested by a person's gender expression, e.g., aspects of their behaviour or appearance, but this is not always the case. For example, in sport, the wearing of sports kits and uniforms can make someone's gender identity hard to determine.

Transgender - an umbrella term pertaining to gender identity or gender expression that differs from the sex assigned at birth. Can be abbreviated to 'trans' and used as an adjective, i.e., 'trans woman' and 'trans man'. The opposite word is 'cisgender' or 'cis', derived from a Latin word meaning 'on this side'.

Non-binary - gender identities that are not exclusively male or female are identities which are outside of the gender binary. People can be both male and female, neither, or their gender may be more fluid (i.e., unfixed and changeable over the course of time).

As most organised sports continue to maintain eligibility rules based upon the sex that participants were assigned at birth, trans people may be, or may feel, excluded from sport.

Competitive participation for athletes who are trans is complex. Presenting the personal stories of trans and non-binary people accurately and respectfully requires significant empathy and, in a sporting context, knowledge of specific inclusion policies is essential.

**Pronouns -** Words used to refer to people's gender in conversation, reporting and other communications, e.g., 'he' and 'him, or 'she' and 'her'. Some people may use a genderneutral pronoun e.g., 'they' and 'them' or use pronouns interchangeably.

#### OTHER KEY TERMS

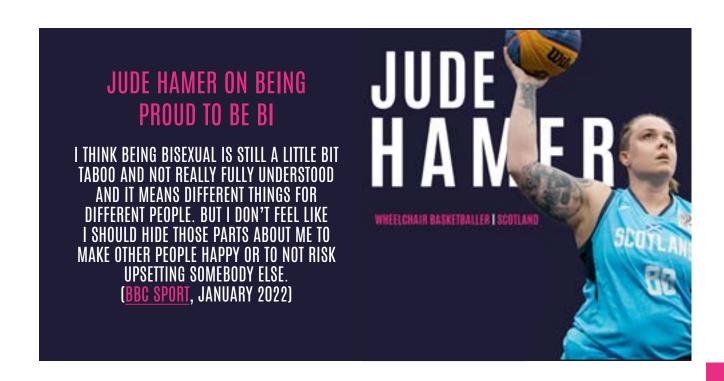
**SOGIESC** - an acronym for sexual orientation, gender identity and expression, and sex characteristics. This term is inclusive of people who are LGBTIQ+ and those who are not.

Intersex - an umbrella term pertaining to variations in sex characteristics that do not fit typical definitions for male or female bodies. There are diverse ways in which a person can be intersex, such as through having a chromosomal condition or having internal sex organs that fall outside expected male/female categories. A related medical term is 'DSD' which stands for 'differences of sexual development'. Intersex people have a range of gender identities - while some may identify as trans, others do not.

Coming out - some people will opt to discuss their sexual orientation and/or gender identity with others; however, many people choose not to. This might be because they feel uncomfortable, are not ready to share this information, or fear they may be in danger if they were to disclose. If someone does disclose their sexuality or gender identity to you, you should consider this confidential unless they give you permission to share this information.

Ally / allies - broadly speaking, an ally is a person who is not LGBTIQ+ themselves but who actively supports and speaks up for LGBTIQ+ equality. The term can be employed more specifically too, such as when referring to 'trans allies'.

For a detailed alphabetised glossary, <a href="mailto:check">check</a>
<a href="mailto:out Stonewall's 'List of LGBTQ+ terms'.</a>



# OUTDATED, PROBLEMATIC AND/OR POTENTIALLY OFFENSIVE LANGUAGE

Homosexual - the term 'gay' is in common usage, with 'homosexual' widely considered to be clinical and old-fashioned due in large part to its medical connotations.

Lifestyle - this term, when referenced directly to sexual orientation or gender identity, is offensive to many LGBTIQ+ people. There is no standardised 'style of living' because of being gay, lesbian, trans etc, so the suggestion that this can be in some way selected enforces stereotypes.

Sexual preference - like the above, 'preference' suggests a degree of choice and will therefore cause offence. Use the terms 'sexual orientation' or 'sexuality'.

Transsexual - like 'homosexual', 'transsexual' was used in the past as a more medical term to refer to someone whose gender is different from, or does not sit comfortably with, the sex they were assigned at birth. Some within the community may still refer to themselves in this way, although the majority prefer the term 'transgender' or 'trans' for short.

**Transvestite** - like the above, an outdated term that has fallen out of favour with the trans community.

'Biological female' or 'biological male' / 'female-bodied' or 'male-bodied' / 'transidentified female' or 'trans-identified male' - all these terms, and variations thereof, are substitutes for existing inclusive terminology, in this case 'trans man' and 'trans woman' respectively. Using said substitutes has the effect of dehumanising and demeaning trans and non-binary people.

**'Sex change'** - the accurate term to use is transition, which accounts for the fact that many trans people do not or cannot undergo surgery. Similarly, avoid the terms 'pre-op' and 'post-op'.

'Special rights' - LGBTIQ+ people seek anti-discrimination protections and equal opportunities but sometimes these ambitions are mischaracterised by opposition groups in an attempt to incite discord. Rather, Commonwealth LGBTIQ+ equality campaigners are asking to be accorded the same dignity and respect as shown to other citizens.

For further advice about LGBTIQ+-inclusive terminology, please contact us (see pages 12 and 13).

# GENERAL REPORTING GUIDELINES

For those working in the media, information about the sexual orientation and/or gender identity of others should always be considered deeply personal to those individuals and afforded due respect.

Some LGBTIQ+ people at the Commonwealth Games may be open to sharing this information with their family and friends, or with a group, such as between athletes and their team-mates, coaches, and sporting circles.

In certain instances, people may be publicly 'out', i.e., they have spoken in the media about being LGBTIQ+ or their use of their own public-facing social media account(s) makes this clear. Examples of this could include showing that they are in a same-sex relationship or through the text of a post. At the 2018 Commonwealth Games in Gold Coast, the website Outsports reported that

there were 13 out LGBTIQ+ athletes among a total of 6,000 competitors from 71 nations. For Birmingham 2022, that number of out athletes will be significantly higher.

Across the Commonwealth and more widely, journalism ethics will inevitably diverge but universal standards of pursuing truth, accuracy and impartiality should be a given. Even if an individual is publicly out, they have a right to the same privacy and control over their personal information as would be afforded to any athlete who is not LGBTIQ+.

#### HERE ARE SOME ADDITIONAL GUIDELINES:

#### Recognise LGBTIQ+ athletes, coaches and officials primarily for their roles in sport.

Excessive focus on an individual's sexuality or gender identity is liable to overshadow their primary focus, which will be to perform to the best of their ability in their respective field. Some LGBTIQ+ people in sport may consider their sexuality or gender identity to be noteworthy and will feel more comfortable discussing this; others may place less importance on being LGBTIQ+.



### LAUREN ROWLES ON WANTING TO BE AN LGBTIO+ ROLE MODEL

WHEN I WAS A KID, I NEVER HAD ANY ROLE MODELS IN MY LIFE THAT WERE DISABLED, THAT WERE GAY. I DIDN'T COME OUT UNTIL I WAS 21, 22 BECAUSE I JUST FELT SO SCARED FOR A VERY LONG TIME... IF ONE KID CAN LISTEN TO MY EXPERIENCES AND THINK: 'I'M NOT ALONE' - I KNOW THAT WOULD HAVE HELPED ME WHEN I WAS A KID SO I'M TRYING TO DO THE SAME NOW. (THE INDEPENDENT, JUNE 2021)

Allow LGBTIQ+ people to tell their stories in their own words, as much as possible. Avoid generalisations and sweeping statements - instead, focus on the lived experiences of those at the heart of the story. For people who are trans and non-binary, or for those who are intersex / have DSDs, reporters can expect to be relaying more complex sporting narratives.

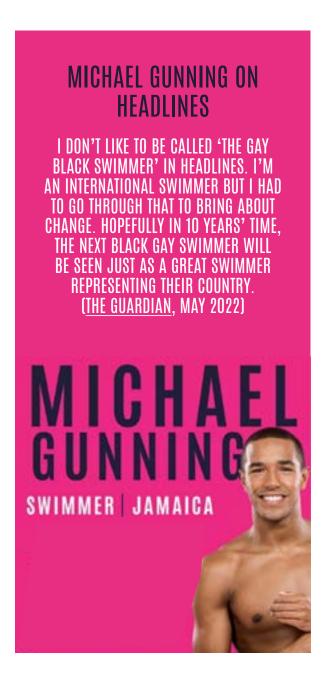
Don't make assumptions. For example, one or more of an athlete's social media profiles may give the impression that they are out but this could be open to misinterpretation. Attempt to direct questions to the comms departments representing the athlete or their team where you can also check names and pronouns. Note an individual's level of visibility and respect their privacy - they may only feel comfortable being out in certain situations.

Avoid potential for gossip about who may or may not be LGBTIQ+. Navigating sexuality or gender identity within the constraints of sport can put considerable pressure on an athlete's mental health, even more so if they are representing a country with laws that restrict the rights of LGBTIQ+ people. Could your content lead to a 'guessing game'? Speculation could even be a factor in an athlete being outed against their will.

#### Be mindful of the impact of headlines.

Having to summarise a story (e.g., for SEO or a social post) is usually essential, but editing can affect the interpretation. Referring to an athlete's sexuality or gender identity in a headline may be regarded as sensationalism.

Look to ensure that athletes who are bisexual are not 'erased'. When noting for example the number of competitors who are out publicly in terms of their sexual orientation, or perhaps when commenting on the lack of out athletes in a particular sport or category, be inclusive by referencing lesbian, gay and bisexual. Athletes who are bi are often overlooked, which contributes to a sense of erasure in conversations about sexuality.



Reporting on trans and non-binary people in sport requires additional care. Pay close attention to names and use of pronouns; ask for clarification if there is any likelihood of making a mistake. Never 'deadname' someone who is trans or non-binary - this means mentioning a name by which they were previously known but no longer use - unless they have given you permission to do so. Again, unless given explicit permission by those you are reporting on, avoid discussions around their personal medical issues.

## USE OF IMAGERY

The way athletes, coaches and officials are depicted visually in content contributes towards efforts to make sport more inclusive and helps to meet objectives of gender equality.

Whether the images are moving or still, the selections made by editors and decision-makers carry significant weight and impact.

#### HERE ARE SOME ADDITIONAL GUIDELINES:

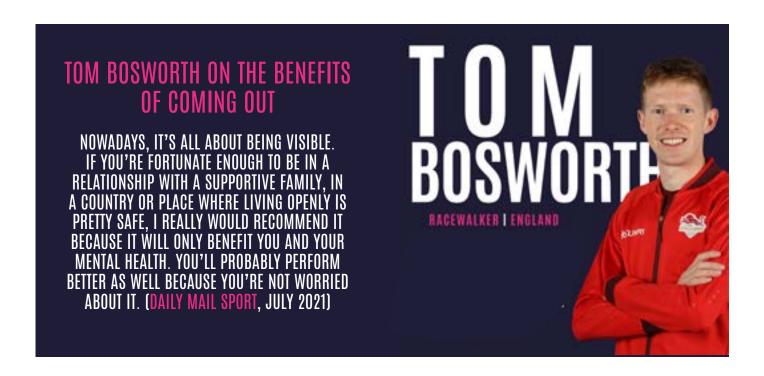
Try to ensure that the pictures you have selected do not reinforce stereotypes about masculinity or femininity. Depending on the sport, there are degrees of balance to be struck between showing qualities such as power and physical strength when compared to agility and grace.

#### Showcase representation where possible.

Even where sports are split into men's and women's categories, there are opportunities to show the diversity within coaches, officials, spectators etc, not just in terms of gender but also age, ethnicity, ability and other characteristics.

Athletic prowess deserves to be the focal point of photography. It is important to be respectful to all participants and naturally, sexualised or objectifying imagery should be avoided.

Try to show the whole range of emotions, and look to be equitable. For example, consider an LGBTIQ+ athlete celebrating success with their partner, who could be a team-mate or a spectator. Is this an intimate moment? The image could have a powerful impact in the media. Best practice would be to discuss this with the subjects before publishing.



# TOPICS AND THEMES RELATED TO BEING LGBTIQ+ IN SPORT

There is more to discuss with elite athletes, high-performing coaches and top-level officials who are LGBTIQ+ than just their sexual orientation or gender identity.

That aspect of who they are will have contributed towards different journeys to those taken by most of their team-mates and fellow competitors who aren't LGBTIQ+, but there is of course no uniform experience in terms of coming out or being out while in the public eye.

So, beyond their sporting achievements, what might they want to talk to the media about? They could be looking to raise wider awareness about an issue; they may want to help others who are in a comparable situation to themselves; or they could be comfortable discussing something very personal.

#### HERE ARE SOME EXAMPLES OF POTENTIAL TALKING POINTS:

- how being in the closet can affect an LGBTIQ+ person's mental health, or other discussion points related to mental wellbeing
- how being able to be 'authentic' in sport can boost your performance. In this context, authenticity means feeling like you can bring your whole self to the

- spaces you are in, the tasks that you do, etc, without having to edit elements of your personality or behaviour just to 'fit in'. LGBTIQ+ people may be cautious about how they express themselves in certain environments, leading them to overthink situations which takes up additional energy
- how anti-LGBTIQ+ language or behaviour makes them or other people feel excluded, whether those people are LGBTIQ+ themselves or not. This discrimination could be obvious, or more subtle, e.g., microaggressions that accumulate over time and gradually wear an individual down
- news of a 'life event', such as a relationship, engagement, marriage, birth, etc
- their support for a campaign, an awareness day, Pride month, etc
- the prospect of sharing personal news to inform people more widely, e.g., a person who is transitioning, or has transitioned. This may take the form of a 'coming out' story where the subject who shares their personal truth relating to their sexuality or gender identity in public for the first time
- the establishment of an LGBTIQ+ network, group, or similar venture



# HANDLING REACTIONS / SOCIAL MEDIA

The reporting doesn't end when you wrap up your broadcast or when you hit publish. Think about the potential reactions to the content you have created with or about LGBTIQ+ athletes and anticipate what might happen next.

The golden rule for social media is to respond to positivity with positivity. This amplifies the voices of allies and LGBTIQ+ people and pushes negativity down in the replies and comments. There is no benefit to engaging with trolls or time wasters; instead, have confidence in your reporting and try to centre LGBTIQ+ voices in your posts.

#### **POSITIVE REACTIONS MAY INCLUDE:**

LGBTIQ+ people take inspiration from an athlete sharing their story. Particularly if the individual is coming out publicly for the first time, there will be considerable empathy on display from those in the community. This will add to a sense of fulfilment for those involved; welcoming responses from journalists and media outlets helps to reinforce the messages within the story.

The effects of enthusiasm quickly become evident. There might be a wider 'feelgood factor' generated because of your content, such as if an LGBTIQ+ athlete has become a trailblazer or is providing representation in a sport where this has previously been limited or non-existent. You can expect high-profile commendations from politicians and celebrities, and follow-up reporting from other outlets.



#### A clarification is offered with sensitivity.

Sometimes suggestions are made that a person who is in the public eye might be LGBTIQ+, resulting in reactions on social media. These situations can escalate and may in turn be picked up on and reported elsewhere. An attempt by those involved to clarify could see them explaining that they are not LGBTIQ+ themselves but consider themselves to be an ally to the community - an inclusive approach to take.

#### **NEGATIVE REACTIONS MAY INCLUDE:**

Accusations of 'virtue signalling' / 'pink washing' / 'rainbow-washing'. 'Virtue signalling' is the claim that you are only covering a particular topic to gain approval, or to enhance your moral standing. Meanwhile, 'pink washing' or 'rainbow-washing' in a media context would be the suggestion that you are only reporting on something about being LGBTIQ+ to divert attention away from something negative. These accusations are commonly used as 'ad hominem' attacks - they target the character of the reporter or media outlet itself, not the actual content.

'Who cares?' Sentiments of 'not caring' about someone being LGBTIQ+ can be well meant but may be expressed in a way that lacks sensitivity. In other instances, the phrase is used to diminish the impact of the content. There are numerous examples of LGBTIQ+ athletes describing how

they were able to build their own confidence through learning about the experiences of others, strengthening their sense of self and thereby boosting their mental wellbeing and their performance.

'Keep politics out of sport!' Around 2.6 billion people are estimated to live in the Commonwealth. Millions will have witnessed or directly experienced instances of homophobia, biphobia and transphobia, and particularly in sporting environments. Discrimination hurts everyone in society, not just those who are LGBTIQ+, so it is important to call out this prejudice. It should not therefore be considered 'political' to highlight initiatives that help to make sport more inclusive.

Accusations of 'whataboutery'. Another way to pejoratively dismiss or discredit reporting is the posing of a critical counterquestion, often in an attempt to derail an argument. Highlighting issues related to LGBTIQ+ inclusion in sport is not evidence of a lack of commitment to tackling discrimination in other areas, such as racism or misogyny. Taking an intersectional approach is a useful way to anticipate this - for example, the experiences of a gay man who is white, who doesn't have a disability and who is cisgender are likely to be significantly different to those of a gay man who is black or from a diverse ethnic community; or who has a disability; or who is trans.





Policy discussion. Conversations about policy and eligibility should be an expected consequence of media content which is about trans and non-binary athletes. Reactions will reference scientific discussion; consider the merits and limitations of ongoing research; and offer up opinions about the motivations of individual athletes, governing bodies and others connected to the discourse.

If you anticipate these conversations being sparked because of your reporting, consider carefully in advance what those reactions might be, and the impact they could have on the people involved.

Accuracy and clear explanations are of paramount importance. This will lessen the chance of misinformation being spread, or quotes being taken out of context. Be particularly cautious around comparisons that are made between individuals or groups of athletes in different sports, or broad statements that are made about sport in general, as each discipline demands specific skills and attributes.

In March 2022, a Commonwealth Games Federation spokesperson told *insidethegames*: "The CGF will work in close partnership with the relevant International Federations to establish qualification and eligibility criteria for athlete participation at the Birmingham 2022 Commonwealth Games. This will be in keeping with principles established in the IOC [International Olympic Committee] framework on fairness, inclusion and non-discrimination on the basis of gender identity and sex variations. We embrace all Commonwealth athletes, citizens, communities and nations and promote fairness, non-discrimination and inclusion."

If you are writing about trans inclusion policies, or policies relating to athletes with DSDs, we recommend seeking sport-specific advice from the relevant federation or governing body. Enquiries can also be raised to Pride Sports, the organisation that is delivering Pride House Birmingham, and on matters related to media and comms to partner Sports Media LGBT+.

## ABOUT PRIDE HOUSE BIRMINGHAM / SPORTS MEDIA LGBT+

#### Birmingham 2022 - Games For Everyone

The Commonwealth Games is renowned as being the 'friendly Games', bringing people together from across the Commonwealth regardless of their cultural background, disability, gender or socio-economic background.

Birmingham 2022 is committed to delivering an inclusive and accessible Games. As part of its wider EDI strategy, Birmingham 2022 will deliver one of the largest Pride programmes attached to a Commonwealth Games, positively promoting LGBTIQ+ inclusion across the Commonwealth, and encouraging LGBTIQ+ participation in sport and physical activity.

In a first for the Commonwealth Games, Pride House Birmingham will be fully integrated, ensuring wider awareness of its 'Celebrate, Participate, Educate' ethos.

This will include a Pride House presence at the three main athlete village sites for the first time ever, delivered by Pride House Birmingham.

From education programmes to cultural activities, the programme will create safe spaces for visiting spectators and athletes, leaving a lasting legacy for LGBTIQ+ communities right across the West Midlands and beyond.

#### **Pride House Birmingham**

Pride House Birmingham (PHB) is a venue devoted to inclusion and culture that is located in the heart of the city's Gay Village. Opening in the week before the start of the Birmingham 2022 Commonwealth Games, the space welcomes guests for the duration of the multi-sports event.

Pride Houses have been established at many sporting events around the world since 2010. Visitors include competing athletes, fans and spectators, VIPs, and people fulfilling other roles. A busy schedule of activities, performances, screenings and entertainment is supplemented by viewing opportunities of live sport.

For more information, visit pridehousebham.org.uk

#### Sports Media LGBT+

Sports Media LGBT+ is a network, advocacy and consultancy group that is helping to build a community of LGBTQ+ people and allies in sport. Founded in 2017, it offers resources, content opportunities, editorial assistance, and more. Visit sportsmedialgbt.com

# ADDITIONAL RESOURCES / RECOMMENDED FURTHER READING

Covering LGBTQ Athletes at Beijing 2022 (Athlete Ally, GLAAD, OutChina; Feb 2022)

Covering LGBTQ Athletes at Tokyo 2020 (Athlete Ally, GLAAD, Pride House Tokyo; July 2021)

GLAAD Reference Guide: LGBTQ People and Sports (updated in 2021)

Trans Journalists Style Guide (contains sports references)

Olympics Portrayal Guidelines (IOC; 2021) NUJ LGBT+ Reporting Guidelines (updated April 2021)

Guidelines for Women & Girls in Sport (Getty Images and iStock)

#### **CONTACT DETAILS**

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