

From: [SportNZ Policy](#)
To: [xxxx.xxxxxxxxx@xxxxxxxxxx.xxx.xx](#)
Subject: FW: Rainbow resources FAQs
Date: Thursday, 7 December 2023 10:13:00 am
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[Update Email Rainbow resources for community sport and physical activity.msg](#)
[Rainbow Resources - FAQs.docx](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)

FYI – might be useful for you to file away! But as always here if you need to request anything.

Ngā mihi
Elizabeth

Elizabeth Miles Willis (she/her)
Senior Ministerial Communications and Servicing Advisor



Mob. **s9(2)(a)**

s9(2)(a)

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From: Josalin Saffer <[x@xx](#)>
Sent: Thursday, December 7, 2023 9:58 AM
To: SportNZ Policy <[@xx](#)>; Jack Lane <[x@x.nz](#)>; Michelle Pickles <[x@xx](#)>
Cc: Rebecca Scott <[x@xx](#)>
Subject: Rainbow resources FAQs

Kia ora team

You will have seen Bron's email from yesterday (attached for reference) about additional resources supporting the sector to provide more inclusive opportunities for rainbow communities, which are now available on the [Sport NZ website](#). The e-modules are also available on [Sport Tutor](#). We will share these resources with the sector in this month's Sector Update on Dec 19.

We've prepared some FAQs to support responses to any media requests and correspondence received by Sport NZ and/or the Minister – see attached.

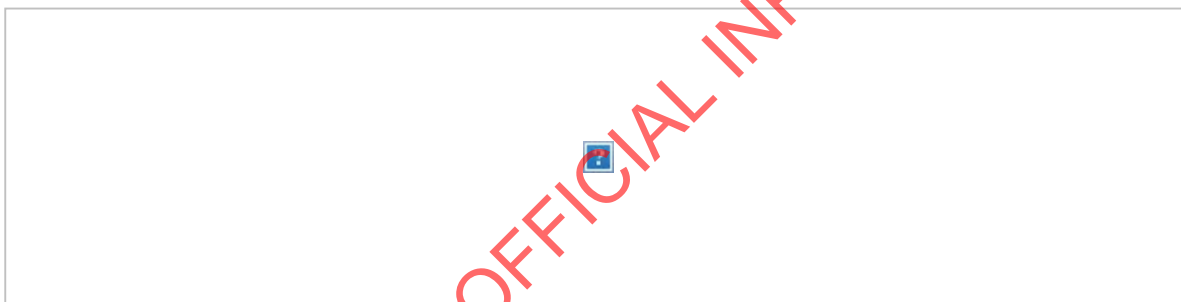
If you have follow-up questions, please feel free to reach out to me or Rebecca Scott in the DEI team.

Ngā mihi
Josalin

Josalin Saffer ([she/her](#))
Senior Communications Advisor



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From: [Bron Hall](#)
To: [SportNZ All Staff](#); [Rebecca Scott](#)
Subject: Update Email | Rainbow resources for community sport and physical activity
Date: Wednesday, 6 December 2023 4:37:28 pm
Attachments: [image001.png](#)

Kia ora koutou,

We wanted to give you a quick update on additional resources supporting the sector to provide more inclusive opportunities for rainbow communities. These are now available on Sport Tutor and the [Sport NZ website](#).

These resources are a continuation of the work done to date in supporting the sector, including the guiding principles for the inclusion of transgender people in community sport (released in December 2022). A common theme throughout the consultation process of those guiding principles was the need for more opportunities for sector organisations to increase their knowledge and understanding of rainbow communities.

We know there are barriers to rainbow participation – a 2018 national survey of transgender and non-binary people found that only 14% participated in organised sport and 61% were worried about how they would be treated. To achieve our vision of 'Every Body Active', we all play an important role in creating environments where rainbow communities feel accepted, comfortable, and safe participating.

Developed in partnership with [InsideOUT Kōaro](#), the educational resources include a three-part e-learning module, fact sheets on rainbow awareness and inclusion, and an animated video highlighting the experiences of trans rangatāhi. Made for anyone supporting young people to be active, the resources provide guidance on key concepts and correct use of language, so that everyone can increase their understanding and create a more inclusive environment for all.

A big thank you to the working group that's been involved right from the creation of the guiding principles. That group included representatives from NZ Rugby, NZ Cricket, NZ Football, NZ Netball, Golf NZ, Swimming NZ, School Sport NZ, Waka Ama NZ and Aktive Auckland as well as Sport NZ staff. Their help and expertise made this work possible.

While the focus of these resources is community sport, the content is relevant to all forms of physical activity and for anyone supporting people to be active. The resources will be shared with the sector in this month's Sector Update (19 Dec). We also encourage you to engage in these topics and set aside some time to complete the e-modules.

Please contact [@Rebecca Scott](#) in the DEI team if you have any questions about the resources.

Want to show your support to inclusivity?

You can practice inclusivity through including your pronouns in your email signature. Check out [these guidelines from the Public Service Commission](#) for how to do this.

Ngā mihi,
Bron

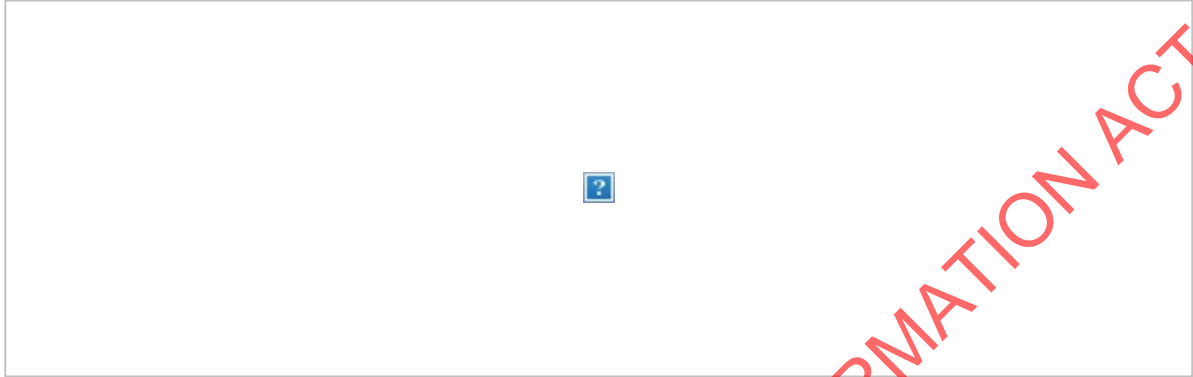
Bron Hall

Group Manager - People & Culture
Sport NZ, High Performance Sport NZ

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Frequently Asked Questions

Rainbow resources



Introduction

These FAQs are for us by Sport NZ staff only in managing partner enquiries reactively, media requests and correspondence received by Sport NZ and/or the Minister for Sport and Recreation.

Rationale

Why were [these resources](#) developed?

These resources build on and support the sector to apply the guiding principles for the inclusion of transgender people in community sport (released in December 2022).

Through consultation with the community sport sector, it became clear that organisations wanted further resources to build appropriate knowledge, understanding, skills and strategies to enact change and give life to the guiding principles in their different contexts. [InsideOUT Kōaro](#) was then contracted to develop and deliver educational resources for this purpose.

It's important that organisations are committed to being inclusive to all members of their community and actively create safe and welcoming environments in which everyone can fully participate and thrive. These resources support Sport NZ's vision that no one misses out on the benefits of physical activity, regardless of age, gender, disability, cultural or religious background, or sexual orientation.

Who are these resources for?

These resources are for sports organisations that have responsibilities for the provision of sporting competitions at the community level, both club and school sport. They are not for elite sport.

The resources were designed to support a wide range of roles—from coaches and club administrators delivering sport and active recreation activities to sector leaders delivering staff training and championing inclusive practice, to policy makers and decision makers at the board and governance level. Many of the topics in these resources can also be applied to organisations providing wider physical activity opportunities.

Are transgender participants currently excluded from sports?

In 2018, 1,178 self-identified transgender and non-binary people took part in the first comprehensive national survey on the health and wellbeing of transgender and non-binary people in Aotearoa New Zealand.¹ The survey found that:

¹ Veale and others, above note.

- one-in-five participants had been told they could only participate based on their sex assigned at birth.
- more than half (61 per cent) were worried about how they would be treated as a transgender or non-binary person in competitive sports. This concern was more common for transgender men (81 per cent) than for transgender women (42 per cent).
- only 14 per cent participated in sports competitions, events or other organised activities. This is almost half the rate of participation by the general population (26 per cent)
- These results show that fear of discrimination and concerns about eligibility limit the opportunities of transgender people to have equal access to sports.

Approach

How were these resources created?

Over the last year, Sport NZ has been working on further support and guidance to equip the sector with appropriate knowledge, understanding, skills and strategies to enact change and give life to the Transgender Guiding Principles in their different contexts

We formed an implementation working group with representatives from nine NSOs to identify support needs across the sector.

We then partnered with InsideOUT Kōaro - a leading expert in Aotearoa for matters related to the inclusion of rainbow communities - to develop a suite of educational resources on rainbow inclusion for the community sport and active recreation sector. These were created in consultation with many groups that support members of rainbow communities.

Why was InsideOUT Kōaro contracted to deliver this work?

Sport NZ ran a closed tender RFP process to find a provider to develop generic and function-specific rainbow and transgender awareness and inclusion resources. After thorough assessment of submissions, a panel of representatives from the implementation work group selected [InsideOUT Kōaro](#) as the preferred provider based on the organisation's extensive experience and expertise supporting the inclusion of rainbow communities.

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Scope

What does 'transgender' mean?

For the purpose of these guiding principles, 'transgender' is used as an umbrella term for a person whose gender differs from their sex assigned at birth.²

Gender is part of a person's internal sense of self. It can be female, male, neither, a combination of the two, or exist completely outside of that.

² PRISM Report (2020), above at 5.

What is the definition of 'community sport'?

Community sport includes organised sports taking place through clubs, schools and events. It does not include active recreation (such as gym classes), passive recreation (such as gardening) or elite sport, which generally operates under the rules of the relevant international federation.

Why are these resources only for community sport and not elite sport?

At the elite level, sporting codes will generally be guided by the relevant international sporting body around what specific rules apply to the inclusion of transgender athletes at a representative level. This recognises the requirement at that level to ensure that no athlete has a disproportionate competitive advantage in competition.

Are these resources also applicable to active recreation activities?

While they are intended for community sport, active recreation providers may find them useful when considering issues around inclusion of transgender participants in their activities.

Elite sport

Where is the line between 'community sport' and 'elite' sport?

We recognise that elite sport can be difficult to define and that where the line is drawn between community and elite differs from sport to sport. As such, that will need to be determined by individual sports as they review or develop any relevant policies of their own.

Will Sport NZ or HPSNZ be producing guidance around transgender participants in elite level sport?

Not at this stage. Initial work on the inclusion of transgender participants at the elite level will be for each of the codes to establish by reference to the relevant international rules and regulations.

Implementation

Does my organisation have to do anything differently to help transgender participants feel welcome?

There may be some specific steps your organisation wants or needs to take to ensure that any transgender participants feel welcome. The best approach is to ensure that any member of your organisation feels supported and safe when participating and that they can raise any concerns or issues they have around their participation with the organisation. As with all participants, some transgender participants may require a different approach to others. It is about recognising that and being open to feedback and suggestions around the best ways to support their inclusion.

How should sports organisations approach inclusion and categorisation of participants who identify as non-binary or intersex?

The best way to approach inclusion and any necessary gender classification of non-binary participants is to ask them what their preference is around categorisation and inclusion. It is best to approach it from the perspective of inclusion and work with those participants to ensure they feel supported to take part in the way they want to. There may also be benefit in

requesting assistance from the relevant national sports organisation and any other sports organisations you have connections with to find out about how others have approached similar situations.

Safety and fairness

What about safety in collision or combat sports with the inclusion of transgender women in female sport?

The evidence around safety concerns with the inclusion of transgender women in female sport is not conclusive at this stage. However, the welfare of all competitors in all codes is something that sports need to be aware of and actively addressing.

In addition to a transgender inclusion policy, further steps can be taken by sports to support the health, safety and wellbeing of all participants, including transgender participants. This includes having mechanisms in place to allow players to participate safely and ensure the competition is comprised of an appropriately similar cohort of players, for example weight bands and age brackets.

What about safety between participants in a team environment? Aren't there risks for both transgender and cisgendered participants?

In any team environment there are potential risks around the behaviour of individuals towards one another. To ensure sports are inclusive of transgender, it is essential that those who lead sporting bodies (for example, the Board) are committed to inclusion. Leaders can show their commitment to inclusion in a variety of ways, including ensuring the organisation's culture is reflective of these policies and that the environment created is one in which transgender participants feel confident and comfortable participating. This will help to ensure that any potential risks are reduced and that there is clarity in how any risks will be addressed should they arise.

Will there be situations where you [can/are able to] exclude transgender athletes from competing due to safety concerns?

Safety will need to be considered on a sport by sport basis in thinking about any policies that are developed and how they will be implemented. The issues are very different, for instance, in contact sports versus target sports.

Concerns about impacts on women's sport

What about the impact on female sport of the inclusion of transgender women?

There is no conclusive evidence about the potential impact on female sport from the inclusion of transgender women. It may be that further research into this will be undertaken in the future, either by academics or sports themselves.

The resources have been developed to support the inclusion of transgender participants in community sport. We know transgender people are less likely to be involved in organised sport than the rest of the population, in part, because of concerns around inclusion and acceptance, and that 41 per cent of transgender women are worried about how they would be treated as a transgender or non-binary person in competitive sports. Inclusion, therefore, needs to be the starting point for any discussion about transgender participants in community sport whether they are players, coaches, officials or administrators.

Is it fair, in terms of competition, to have transgender women competing against females?

There is no conclusive evidence that transgender women have an advantage over cisgender peers in community sport. Transgender participants vary in athletic ability just like cisgender participants.

This is something that needs to be considered on a sport by sport basis in thinking about any policies that are developed and how they will be implemented. The issues are very different, for instance, in contact sports versus target sports.

Sport NZ have done work to try to keep more young women active, won't this just lead to displacement of young women from sports, or of them not feeling safe to participate?

Our vision is Every Body Active. While there are significant challenges in teenage participation (particularly among young women) we want all New Zealanders to have access to quality opportunities to be active that meet their needs.

There is no conclusive evidence that transgender inclusion has resulted or will result in a decline in young women's sports participation. Allowing transgender individuals to participate in a sport category that aligns with their gender identity instead leads to an increase in participation for the New Zealand population as a whole.

Related work

Will Sport NZ release more resources in the future?

Yes, Sport NZ are always looking to support our partners to provide inclusive opportunities for all participants.

What other work does Sport NZ have underway around diversity and inclusion matters?

We recently launched the [Inclusivity Hub](#), a new resource on the Sport NZ website dedicated to helping ensure sport and recreation is inclusive for everyone. Created specifically for those working in play, active recreation and sport, the Inclusivity Hub provides a range of resources for organisations and individuals wanting to

Note to requestor:

The remainder of the final sentence of the above paragraph is missing and the sentence should read:

Created specifically for those working in play, active recreation and sport, the Inclusivity Hub provides a range of resources for organisations and individuals wanting to start or progress on their diversity, equity and inclusion (DEI) learning journey.

From: [Elizabeth Miles](#)
To: [Harry Tod-Smith](#)
Cc: [Nick Kingston](#); [SportNZ Policy](#); [Raelene Castle](#); [Michelle Pickles](#); [Aida Rima](#)
Subject: RE: Lines for Minister's interview with Liam Napier
Date: Tuesday, 5 December 2023 12:49:46 pm
Attachments: [Final Lines NZ Herald Interview 6 Dec.docx](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)

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Kia ora Harry,

out of scope

Ngā mihi
Elizabeth

Elizabeth Miles Willis (she/her)

Senior Ministerial Communications and Servicing Advisor



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From: Harry Tod-Smith <xxxxx.xxxxxxxx@xxxxxxx.xx>

Sent: Tuesday, December 5, 2023 10:40 AM

To: Raelene Castle <xxxxxxx@xxxxxxx.xxx.xx>; Michelle Pickles
<xxxxxxx.xxxxxx@xxxxxxx.xxx.xx>; Elizabeth Miles <Elizabeth.Miles@sportnz.org.nz>

Cc: Nick Kingston <xxxx.xxxxxxxx@xxxxxxx.xxx.xx>; SportNZ Policy <policy@sportnz.org.nz>

Subject: RE: Lines for Minister's interview with Liam Napier

out of scope

Bishop

Minister of Housing, Minister for Infrastructure, Minister Responsible for RMA Reform, Minister for Sport and Recreation, Leader of the House, Associate Minister of Finance
Parliament Buildings | Wellington | s9(2)(a) |

From: Raelene Castle <xxxxxxx@xxxxxxx.xxx.xx>
Sent: Tuesday, 5 December 2023 10:38 AM
To: Harry Tod-Smith <xxxxx.xxxxxxxxxx@xxxxxxxxxxx.xxx.xx >; Michelle Pickles <xxxxxxxxx.xxxxxx@xxxxxxx.xxx.xx >; Elizabeth Miles <xxxxxxxxx.xxxxxx@xxxxxxx.xxx.xx >
Cc: Nick Kingston <xxxxx.xxxxxxxx@xxxxxxx.xxx.xx >; SportNZ Policy <xxxxxx@xxxxxxx.xxx.xx >
Subject: Re: Lines for Minister's interview with Liam Napier

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Ngā mihi
Raelene Castle
Group Chief Executive
Sport New Zealand
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From: Harry Tod-Smith <xxxxx.xxxxxxxx@xxxxxxxxxxx.xxx.xx >
Sent: Tuesday, December 5, 2023 10:32:17 AM
To: Raelene Castle <xxxxxxx@xxxxxxx.xxx.xx>; Michelle Pickles <xxxxxxxxx.xxxxxx@xxxxxxx.xxx.xx >; Elizabeth Miles <xxxxxxxxx.xxxxxx@xxxxxxx.xxx.xx >
Cc: Nick Kingston <xxxxx.xxxxxxxx@xxxxxxx.xxx.xx >; SportNZ Policy <xxxxxx@xxxxxxx.xxx.xx >
Subject: Lines for Minister's interview with Liam Napier

Hi all,

Have just spoken with Press Sec about the lines for tomorrow's interview.

Based off my conversation with Michelle, what we have already will hit the mark well. Out of scope



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3. Transgender inclusion (FYI no steer from Press Sec on this but he is going to see what is appropriate in relation to their coalition agreement with NZF once he receives our lines)

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Give me a call if anything needs clarifying, otherwise if I could please have the **final lines by 1pm** then that would be great.

Many thanks,

Harry Tod-Smith (he/him) | **Private Secretary – Sport and Recreation** | **Office of the Hon Chris Bishop**

Minister of Housing, Minister for Infrastructure, Minister Responsible for RMA Reform, Minister for Sport and Recreation, Leader of the House, Associate Minister of Finance
Parliament Buildings | Wellington | s9(2)(a)

Sport New Zealand is the crown entity responsible for Aotearoa New Zealand's play, active recreation and sport system.

For more details, visit www.sportnz.org.nz

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Transgender

- Sport NZ developed the transgender guiding principles to help individual sports foster an environment where transgender participants are welcome, accepted, comfortable and safe taking part in community sport.

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- They are designed as a framework to help national bodies develop their own policies, which we encourage them to do, and to support clubs, schools and other bodies improve how they approach the inclusion of transgender participants.
- As the visibility of transgender, gender diverse and non-binary people in society has increased, we have received more and more frequent requests for assistance from sports organisations around how they should approach the inclusion of transgender participants.
- The guiding principles have been developed for community sport only. The regulations relating to transgender participation in elite sport will continue to be managed by the relevant international bodies.

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FBI AUTOMATIC DECLASSIFICATION GUIDE
DATE 08-14-2019

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