

Collecting Gender Identity Information



This resource is intended to provide guidance to sport organizations collecting data related to gender identity.

Organizations are encouraged to use this resource as a guide to making changes within data collection practices.



Applying Concept to Practice

CONFIDENTIALITY – Participants have the right to the confidentiality of their legal and/or preferred gender, pronouns and name. Participants are not required to disclose their trans identity or history in order to participate.

Data Collection Practices in Context

Sport remains a societal institution that reinforces the gender binary whether it's in terms of the sports made available to participants of certain genders, the uniforms or equipment provided and the sign-up forms and registration processes that accompany sport registration.

The Provincial Sport Organizations (PSOs) and Disability Sport Organizations (DSOs) that receive annual contribution funding from viaSport through the Ministry of Tourism, Arts, and Culture are required to supply the gender identity of

their members as part of their annual reporting requirements. This data is used to help study trends in sport participation and to monitor viaSport's ongoing work related to gender equity. For example, only 42 per cent of B.C. sport participants identify as female and viaSport is working to make sport more reflective of our province's population at large (2020).

In the making of this resource, viaSport engaged TransFocus Consulting to determine ways to make the practice of collecting gender related data more inclusive and to expand gender reporting options. Broadening the entries that can be made into B.C.'s provincial database systems will more accurately capture gender diversity among sport participants.

As part of the process of creating these recommendations, we have found there are other instances in which sport organizations are compelled to solicit gender identity information beyond those required for our provincial databases. We offer these guidelines as best practice that can ideally be applied on any form where gender identity is included.

Getting Started

PRIVACY OF INFORMATION

It is a sport organization's responsibility to protect the privacy rights of participants and endeavor to prevent physical, emotional, and mental harm.¹ As such, it is always important to emphasize that organizations must not disclose information about an individual's gender identity, sexual orientation or stage of transition without an individual's express consent.

PREPARING TO COLLECT GENDER IDENTITY INFORMATION

When creating a new form, it's always important to ask the following questions:

- How will your organization use this information?
- Will individuals interacting with this form have a positive or negative experience?
- Is collecting gender identity relevant? Appropriate? Significant?
- How will this form change if I don't ask for gender-related information?

Best practice indicates that you should be able to clearly explain:

- How data will be collected and stored
- Who will have access to that data
- How to opt out of providing information
- How third parties may come into contact with the data

Best Practice

If collecting gender is determined to be critical based on the above questions, this option is the most inclusive:

Gender: _____

A 'fill in the blank' form allows respondents to answer in the way in which they so choose and can most accurately reflect their identity, should they decide to disclose it. Ideally, this field should also be considered optional. In cases where, for some reason, it is important to limit the number of options presented, consider:

- Male
- Female
- _____

This 'fill in the blank' option can potentially limit the range of response you receive while still providing means to self-identify and self-describe. It is important to note that in all cases, the use of 'Other' should not be put forward as an option. If possible, allow for multiple check boxes rather than limiting to only one selection.

¹ Trans Inclusion in Sport Expert Working Group. (2016). Creating inclusive environments for Trans participants in Canadian sport [PDF document]. Canadian Centre for Ethics in Sport. Retrieved from <https://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>