



## Gender Diversity

### Best Practices for Youth Sports

As the presence of gender diverse students on gender segregated athletic teams, PE classes and other activities increase nationwide, continued efforts to better understand and implement inclusive practices are vital in creating an equitable playing field.

### Gender Diverse Youth Sport Inclusivity Toolkit



In partnership with Aidan Key, Director of Gender Diversity, the Washington Interscholastic Activities Association (WIAA) was the first U.S. state activities association to enact successful policy and practices regarding the equitable inclusion of K-12 transgender students in sports and other activities. WIAA's groundbreaking policy and its subsequent inclusion in the official WIAA handbook in 2007, has served as a successful model for the rest of the nation.

Building on over a decade of successful implementation and ongoing learning, the WIAA assessed and improved its Gender Identity Participation philosophy and eligibility rules in 2019.

In early 2020, Seattle Sounders FC stepped in with Gender Diversity to further their commitment to diversity, equity and inclusion as it relates to gender within the workplace, with respect to their fan base, and in relation to their many youth programs. Recognizing the passion, experience, and commitment of both the WIAA and the Sounders, Aidan Key proposed the idea of a co-created toolkit.

#### Our shared goal for this resource is two-fold:

- To create a student athlete resource from which others can benefit from our time and experience, and
- To share our collective success that continues to place Washington State as a ground-breaking leader in the creation of model policy and practices.

“While the inclusion of gender diverse K-12 student athletes on sports teams may initially feel unfamiliar – even a bit intimidating – for coaches and P.E. teachers, the practical steps to do so prove to be something quite different. Hesitancy turns into confidence, apprehension turns into excitement, and the positive outcomes that come about provide all with a strong sense of accomplishment. It’s a win-win situation for everyone.” – Aidan Key, Director, Gender Diversity



#### This toolkit will:

- Help administrators, coaches and parents understand Washington’s history of inclusive sport practices and current national dialogue around transgender youth and athletics
- Provide up-to-date terminology and definitions
- Explain and provide access to local policies and federal law
- Give communication tips and strategies to optimize gender inclusion
- Answer frequently asked questions
- Connect to other resources and helpful contacts



Download Toolkit  
1151 kb PDF

### Thank You to the Seattle Sports Community for Your Support

All of Seattle’s professional sports teams – OL Reign, Seattle Kraken, Seattle Mariners, Seattle Seahawks, Seattle Sounders FC and Seattle Storm – have come together to show support for the toolkit and encourage its use in an effort to make WA state the most inclusive place for youth sports participation in the country.

