

# **INTERSECTIONALITY IN SPORTS**

Sports are for everyone and athletes should feel safe to play with all aspects of their identity.

A positive sport culture will optimize participant mental and physical health, as well as sport performances, so leaders should understand intersectionality to create a culture that is welcoming and inclusive for all.

Intersectionality describes how “systems of inequality based on gender, race, ethnicity, sexual orientation, gender identity, disability, class and other forms of discrimination ‘intersect’ to create unique dynamics and effects.”

Strategies to drive an inclusive culture:

- Review your membership and leadership to see whether or not they include a broad range of intersecting identities.
- Establish criteria and targets to hold your organization accountable for improving diverse representation.
- Be proactive in seeking opinions from women with intersecting identities to learn more about how these factors impact their sports experience
- Engage in training on unconscious bias, which are beliefs we hold that may discriminate against certain identities.

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