

s9(2)(a)

From: s9(2)(a)
Sent: Thursday, 1 October 2020 8:21 am
To: s9(2)(a)
Subject: RE: Sport NZ work on Supporting Transgender individuals in the Sector - FOR COMMENT
Categories: Saved to KC

s9(2)(a) kia ora,

Thank you for the email – I have been asked to contribute / learn on behalf of s9(2)(a).

- s9(2)(g)(i)
- For s9(2)(a) I have been tasked to look at a transgender policy, s9(2)(g)(i)
- s9(2)(g)(i)
- s9(2)(a) – s9(2)(g)(i)
- We are interested in what a commitment to support 'may look like' – E.g. hour inputs, types of knowledge or similar.

s9(2)(a)

Have a peaceful day ahead

s9(2)(a)

From: s9(2)(a) [mailto:s9(2)(a)sportnz.org.nz]
Sent: Tuesday, 29 September 2020 11:14 AM
To: s9(2)(a) <s9(2)(a)sportnz.org.nz>
Subject: Sport NZ work on Supporting Transgender individuals in the Sector - FOR COMMENT

Kia ora

Thank you for offering your time to help us further support the inclusion of transgender individuals in the Sport, Active Recreation, and Play Sector.

Background

The key guiding principle we are using to support this important work is taken from our Sport Integrity Framework – Diversity and Inclusion. This principle is:

“Every New Zealander has the right to participate in play, active recreation and sport within a welcoming and inclusive environment, and to be treated with respect, empathy and positive regard irrespective of age, ability, ethnicity, gender, national origin, race, religion, sexual orientation, political beliefs or socio-economic status.”

Please keep in mind the key guiding principle as you look through the draft project plan.

You will note when reading the draft project plan that we are also developing a policy for the inclusion of transgender individuals in Rugby Union lead by NZ Rugby. Sport NZ has taken the opportunity to leverage off this work to help the sector develop principles to support transgender individual's participation. We would therefore appreciate your comments on the Sport NZ Led principles based work.

First Step

Please take a look through the draft project plan attached and provide any comments to me by return email. Once we have considered all of the comments we will feed this back to Allen and Clarke and finalise the scope before moving to the next step.

Deadline

It would be great if you were able to provide your comments by **noon on Monday 5 October 2020.**

Next steps

It would also be appreciated if you could let me know if you would like to continue with this work and participate in the Allen and Clarke consultation process.

Once again thank you for your time.

Thank you

s9(2)(a) s9(2)(a)
Acting Ministerial Services Lead

MOBILE +64 **s9(2)(a)**



sportnz.org.nz



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

The information contained in this email is confidential and intended for the addressee only. If you are not the intended recipient, you are asked to respect that confidentiality and not disclose, copy or make use of its contents. If received in error, you are asked to destroy this email and contact the sender immediately.

Your assistance is appreciated.

s9(2)(a)

Sent: Thursday, 1 October 2020 2:16 pm
To: s9(2)(a)
Cc: s9(2)(a)
Subject: RE: Sport NZ work on Supporting Transgender individuals in the Sector - FOR COMMENT

Hi s9(2)(a)

A response to your comments below.

From: s9(2)(a)
Sent: Thursday, 1 October 2020 1:58 pm
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Cc: s9(2)(a)
Subject: RE: Sport NZ work on Supporting Transgender individuals in the Sector - FOR COMMENT

Hi s9(2)(a)

Thank you for providing the draft project plan for consideration. My comments are as follows:

1.

s9(2)(g)(i), s9(2)(ba)(i)

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Regards

s9(2)(a)

s9(2)(a)

From: s9(2)(a)
Sent: Monday, 10 February 2020 5:25 pm
To: Jim Ellis; Geoff Barry; s9(2)(a) Paul Heron; s9(2)(a) s9(2)(a) Hamish McEwen
Subject: Sport inclusion project - Canterbury
Attachments: PERCEPTION_Game Plan_f_lr (1).pdf *Publicly available document*

Kia ora kourua

FYI this is a project that we have been supporting in Canterbury Post the events of March 15.

Be good to consider how we can share the research and recommendations.

Cricket and Football are working with the Canterbury Foundation to pilot the recommendations

Ngā mihi

s9(2)(a)
Regional Partnerships Manager – South Island
MOBILE +64 s9(2)(a)



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s9(2)(a)

From: s9(2)(a)
Sent: Tuesday, 6 October 2020 12:13 pm
To: s9(2)(a)
Subject: FW: Sport comments on NZR draft transgender policy - October 2020
Attachments: Sport comments on NZR draft transgender policy - October 2020.docx

Section 9(2)(a), Section 9(2)(g)(i), section 9(2)(g)(i)

Hi s9(2)(a)

Here's my summary of the comments that you had sent through to me – I'm not sure whether any further comments have come in.

Thanks

s9(2)(a)

s9(2)(a)
Contractor, Policy and Strategy



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s9(2)(a)

From: Bruce Hamilton
Sent: Wednesday, 7 October 2020 10:40 am
To: Neena Ullal
Subject: Androgen Working Group
Attachments: Androgens in Sport Advisory Group Proposal V1.docx

Hi Neena,

Attached is the proposal that I put to Micheal last year - in fact I thought it was earlier than that, likely reflecting the process of getting it on paper. Looking at it now, its quite scrappy and I would definitely refine/improve it, but at least shows we were recognising an issue and trying to get on the front foot. It was largely a process of trying to drive some centralised approach to a problem I was seeing evolve for NSOs.

My understanding is that it was discussed with SNZ, but gained no traction.

Always good to chat, and if I can help, let me know. If you want me to go directly back to Sport NZ on the Transgender piece, let me know - sorry, on reflection I didn't need to give you more work!

Regards

B

Dr Bruce Hamilton MBChB, MD, BPhEd, DTM&H, FACSEP
Director of Performance Health
High Performance Sport New Zealand

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DDI: s9(2)(a) | Mob: s9(2)(a) Fax: 09 479 5308
Email: bruce.hamilton@hpsnz.org.nz
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Androgens in NZ Sport (AiNZS)

A Proposal for an HPSNZ Advisory Group

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BACKGROUND AND RATIONALE

For over 50 years, Olympic sport has grappled with the topic of gender verification in sport. Historically, this originates from a fear of men masquerading as women, and the challenges of fairness in sport. Over many decades, the approaches to this topic have ranged from the visual inspection of women, to detailed chromosomal testing, but all proved flawed. Over the last 10-15 years, there has been greater understanding of the individual range female androgen (testosterone) levels, and the impact that this may have on performance. Similarly, over the last 10-15 years, there has been increased engagement of transgender athletes in the sporting environment, and sport has been challenged by the often-conflicting imperatives of inclusion and fairness.

Internationally, many international federations have established protocols around the participation of transgender athletes in sport, but a satisfactory approach to “naturally” elevated androgen remains elusive. The IAAF has been largely driving both the academic and pragmatic approaches to androgen levels in women’s sport, but remain embroiled in legal challenges. In May 2019, the Court of Arbitration in Sport has ruled for the IAAF, and as a result, they have established new levels of testosterone which determine the eligibility of women to compete in sport. This approach remains controversial, and at this stage limited to a small number of events, for which the CAS has determined evidence exists to support the regulations. Whether the levels and ruling is translatable to the IOC and other sports remains to be seen.

This is a complex area, requiring a level of understanding from NSO’s which it is likely does not currently exist. The eligibility requirements for both women with elevated levels of testosterone and transgender athletes, require careful establishment and independent monitoring, in order to be effective. It is both inefficient, and likely ineffective to have each NSO develop independent expertise and pathways for managing this eligibility requirement.

This document proposes the formation of a multi-disciplinary, multi-organisational HPSNZ Androgens in NZ Sport (AiNZS) working group, to support NZ NSO’s develop a consistent and rational approach to this complex topic.

GOALS OF THE AINZS PROJECT

Primary:

To facilitate and promote the formation of appropriate strategies related to the issue of Androgens in Sport, by NZ National Sporting Organisations (NSO’s)

To be a reactive resource for NZ NSO’s to access skilled and knowledgeable expertise on the topic of Androgens in Sport

To provide an independent means of monitoring and advising athletes eligibility status.

Secondary:

To establish and disseminate evidence-based guidelines and protocols for practitioners, athletes and coaches related to the role of androgens in sport

To establish educational opportunities for Athletes, coaches, parents and practitioners in the topic of androgens in sport

To facilitate robust and relevant performance and health related research in the topic of androgens in sport

KEY STAKEHOLDERS

Principle Stakeholders (Beneficiaries of outcomes)

Sport NZ

National Sporting Organisations

Coaches and Athletes

HPSNZ Athlete Performance Support (APS) practitioners

Secondary Stakeholders (Indirect beneficiaries)

External athlete support providers / practitioners

METHODOLOGY

The Working Group

- HPSNZ will establish a “AiNZS Working Group” with the following mandates:
 - Provide an evidence based review of current knowledge regarding the potential impact of menstruation on female athlete performance
 - Facilitate survey based research into the perceived impact of the menstrual cycle on training and competition in NZ Carded athletes
 - Establish HPSNZ guidelines / protocols for the optimal management of situations where the menstrual cycle may impact on performance (including but not limited to Menstrual cycle manipulation, management of menorrhagia, training periodisation, cycle management during international travel, use and impact of contraceptive devices including the OCP¹)
- Composition of the working group will be multi-disciplinary and honorary.

¹ A comprehensive list of clinically relevant topics will be a key function of the first WHISPA working group meeting.

- Membership of the group will be limited to *sixteen (16)* individuals (this size has been chosen to ensure a broad spectrum of skill sets, while maintaining operational capability), but with the ability to enlist additional expertise as required.
- Membership will be by invitation, based on recognised expertise, interest and commitment.
- Members will be required to declare any conflicts of interest, qualifications and experience from the outset of involvement.
- Membership will be fluid, depending on availability, commitment and other factors.

Proposed Working Group Membership (by expertise)

- Legal
- Physiology (androgen expertise)
- Nutrition
- Psychology (gender expertise)
- Strength and conditioning (gender expertise)
- Surgery (transgender experience)
- Endocrinology (androgen manipulation expertise)
- Sports Medicine
- Gynaecology
- Sociology
- Coach (power & Endurance)
- Athlete
- Athlete body representative
- DFSNZ representative
- Sport Leadership
- HPSNZ Leadership
- Other

Working Group Operation

- The working group will have a chairperson and will be supported through the Performance Health administrative team.
- The working group will meet face-to-face on at least one occasion per year.
- Preparation in the form of background research and report generation will be required from all members before and between meetings.
- Meetings will have a clear agenda, distributed in advance, and including a clear expectation on individual member's contribution.
- The initial working group meeting will determine the Terms of Reference, including specific areas of principle focus, and specific outcome targets.

AINZS PROJECT OUTCOME MEASURES

Primary Outcomes

To facilitate and promote the formation of appropriate strategies related to the issue of Androgens in Sport, by NZ National Sporting Organisations (NSO's)

- Production of clinically relevant guidelines Androgens for NSO and HPSNZ
 - Measure: Number of guidelines completed annually

To be a reactive resource for NZ NSO's to access skilled and knowledgeable expertise on the topic of Androgens in Sport.

- Production of educational material for coaches and athletes
 - Measure: Number of educational materials or learning opportunities delivered
- Number of NSO's engaging with team members
- Number of educational opportunities provided to NSO's

To provide an independent means of monitoring and advising athletes eligibility status.

- Establishment and utilisation of athlete monitoring systems for eligibility criteria assessment
- Number of NSO's and Athlete utilising the independent pathways

Secondary Outcomes

To establish and disseminate evidence-based guidelines and protocols for practitioners, athletes and coaches related to the role of androgens in sport

- Measure: Number of educational materials or learning opportunities delivered

To establish educational opportunities for Athletes, coaches, parents and practitioners in the topic of androgens in sport

- Measure: Number of educational materials or learning opportunities delivered

To facilitate robust and relevant performance and health related research in the topic of androgens in sport

- Measure: Number of opportunities to engaged in research

Assessment of Outcomes

- The Project chair will be responsible for assessing and reporting on the outcomes of the AiNZ group to the HPSNZ CEO on an annual basis.

REQUIRED RESOURCES

AINZS working group meetings will take place at HPSNZ facilities.

Routine resources for running day meetings will be required (meals, paperwork etc.).

Administrative support for the operational aspects of the meetings and preparation.

Information will be transmitted via email.

No further physical resources are anticipated.

BUDGET

Budget requirements for each meeting are anticipated to be in the range of \$5000 –\$8000.

Prepared by: Dr Bruce Hamilton
Director of Performance Health

Date: May 3 2019

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From: [REDACTED] s9(2)(a)
Sent: Tuesday, 8 September 2020 3:43 PM
To: [REDACTED] s9(2)(a) <[REDACTED] s9(2)(a)@sportnz.org.nz>
Subject: RE: A few questions

Sorry. Add;

- 4. Transgender policy** – any updates on what’s involved here and timelines? We’re also in the middle of developing a TG policy and it would be good to understand what’s in the pipeline with SNZ and timeframes? We have formed a group internally to look at this – really by request so that there is as little duplication of work as possible by the various partners who are developing policies right now. We are aware that you are and some already have policies in place. We have had one meeting of this group so far and Jenna will lead from a GM position. Will keep you up to speed.

Cheers

[REDACTED] s9(2)(a)

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s9(2)(a)

From: Bruce Hamilton
Sent: Wednesday, 7 October 2020 2:52 pm
To: Neena Ullal
Subject: Transgender
Attachments: Australian Trans_and_Gender_Diverse_Guidelines June 2019.pdf *Publicly available document*

Neena,

Just in terms of similar stuff, here is the Aussie approach.

B

Dr Bruce Hamilton MBChB, MD, BPhEd, DTM&H, FACSEP
Director of Performance Health
High Performance Sport New Zealand

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WHISPA
HEALTHY WOMEN IN SPORT
A PERFORMANCE ADVANTAGE



HIGH PERFORMANCE
SPORT NEW ZEALAND



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s9(2)(a)

From: Bruce Hamilton
Sent: Friday, 9 October 2020 10:54 am
To: s9(2)(a) Neena Ullal; Eddie Kohlhase
Cc: Jennah Wootten
Subject: Transgender principles work and HPSNZ

Categories: Saved to KC

Hi s9(2)(a) et al,

Thanks for that. Its really pleasing to see this activity- this is indeed a really important topic, and one that the Sports Medicine community is actively engaged in. Over many years this has been an area (along with the more general topic of testosterone levels and sport eligibility) that at an elite sport level, I've been involved with clinically and administratively, and am very happy to assist in any way that I can. From our "Healthy Women in Sport: A Performance Advantage" working group, there are two individuals that would probably be both interested and very helpful in the development of this documentation - I suspect you may know of them already, as both are active in this space!

s9(2)(a)

s9(2)(a)

Thanks again, and I look forward to hearing from you.

Regards

Bruce

From: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Sent: Thursday, 8 October 2020 9:37 AM
To: Neena Ullal <Neena.Ullal@hpsnz.org.nz>; Eddie Kohlhase <Eddie.Kohlhase@hpsnz.org.nz>
Cc: Jennah Wootten <Jennah.Wootten@sportnz.org.nz>; Bruce Hamilton <Bruce.Hamilton@hpsnz.org.nz>
Subject: RE: Transgender principles work and HPSNZ

Hi Neena

Thanks for your comments. See below for a response.

From: Neena Ullal <Neena.Ullal@hpsnz.org.nz>
Sent: Wednesday, 7 October 2020 11:05 pm
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>; Eddie Kohlhase <Eddie.Kohlhase@hpsnz.org.nz>
Cc: Jennah Wootten <Jennah.Wootten@sportnz.org.nz>; Bruce Hamilton <Bruce.Hamilton@hpsnz.org.nz>
Subject: RE: Transgender principles work and HPSNZ

Hi s9(2)(a)

Bruce and I had a chat about this work earlier today. He's been interested and involved in this area for 10 years so I'm sure will add a lot of value to the work being undertaken by Allen and Clark. **Bruce has been added to the list for involvement.**

We have some initial thoughts on the draft project plan that we felt it would be worth point out for you and Jennah to consider:

- World Rugby have apparently just put out a policy on this, which is likely to be a big driver for NZ Rugby when it comes to forming their policies We are aware of this. **The Policy NZR is developing as part of this work is for the domestic 'market'. World Rugby has acknowledged that each country will need to develop a domestic policy fit for its market.**
- While the work absolutely needs to be done and there is merit in Sport NZ/HPSNZ looking to develop guidance for the sector, if this is being driven by rugby then we should at least be alive to the risk that what is developed may not be fit for purpose for the wider sector – I'm not entirely clear from the proposal how that relationship/driver will work. **This work is not being driven by NZR. Sport NZ and NZR are partners in the work. There will be two different outcomes from the Allen and Clarke work – NZR's outcome is a policy for Rugby Union in the domestic market (NZ), the Sport NZ outcome is a set of principles to consider and incorporate into any transgender policy NSOs may choose to implement. The reason for this is because it takes more than just a policy to include people in sport. The sport and clubs need to have a welcoming environment and have considered how they can be more inclusive to make inclusion successful.**
- Do you know how the list of indicative stakeholders was developed – or where Sport NZ/HPSNZ or potentially WHISPA would fit into this? Bruce is aware of at least one sport which is not listed but would have relevant expertise. **The CEO report and the Partner update asked for people to come forward if they have interest in being involved in the work. We have been trying to get s9(2)(a) involved and would like to have a combat sport. If we are able to get s9(2)(a) involved we will also have s9(2)(a) as s9(2)(a) is involved in both sports.**
- Bruce also noted that the issue is much broader than transgender athletes – and if we want to ensure this work is fit for purpose and somewhat future proof, it should consider androgens in sport. Has this been considered? Is there appetite to expand the scope? **The scope is limited to Transgender athletes at the moment. This is where we are seeing the most need in community sports. However, Rainbow Community inclusive practices are being incorporated into our Healthy Active Learning schools.**

Bruce is aware of many experts around the country who could provide support to develop and/or review policies and support the individual challenges that may arise. WHISPA is also engaged on this issue and have a broad range of expertise that would be useful to call on. **If you provide a contact we can approach them to see if they would like to be part of the consultation.**

I'm not sure how far down the road we are with Allen and Clark, but Bruce mentioned that he had pulled together a proposal last year to try to get on the front foot about this issue. That proposal is still in draft form but attached here as a useful point of reference if there is still scope to influence the shape of the project. My understanding is that the benefit of an advisory group is that even if guidelines are developed, NSOs are likely to need expertise to help them apply those guidelines appropriately in a given situation. **Are you happy for this to be provided to Allen and Clarke as part of the research aspect of the project?**

We think that developing a centralised approach for a problem evolving within NSOs would be of real benefit for the sector (from the community to HP level). **Noted, where appropriate Sport NZ has engaged with HPSNZ.** The Australian guidelines for the inclusion of transgender and gender diverse people in sport is attached as a point of reference – you may well have seen these already.

Ngā mihi



Neena Ullal

General Counsel

T – +64 s9(2)(a)

E – neena.ullal@hpsnz.org.nz

HPSNZ.ORG.NZ

From: s9(2)(a) <s9(2)(a)sportnz.org.nz>
Sent: Wednesday, 30 September 2020 3:33 PM
To: Neena Ullal <Neena.Ullal@hpsnz.org.nz>; Eddie Kohlhase <Eddie.Kohlhase@hpsnz.org.nz>
Cc: Jennah Wootten <Jennah.Wootten@sportnz.org.nz>
Subject: Transgender principles work and HPSNZ

Hi Neena and Eddie,

Sport NZ is undertaking some work with NZ Rugby and Allen and Clarke to develop some principles to support transgender individuals in the sport, active recreation and play space. We would like to see if either you or someone from your team would like to be part of the work in the consultation phase.

Although there are clear regulations through the IFs and the IOC for the inclusion of transgender individuals in elite sport we are also aware that before anyone becomes an elite or pre-elite athlete they all generally begin in some form of community sport. We therefore think it would be advantageous for HPSNZ to be involved in the work.

I have attached the draft project plan for your information and we are looking to finalise this early next week. From there you will see that there will be a round of individual meetings with sports and then focus group meetings which we hope HPSNZ will join along with Sport NZ.

Let me know if you are keen or would have someone who would like to participate from your team.

thanks

s9(2)(a) s9(2)(a)
Acting Ministerial Services Lead

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s9(2)(a)

From: s9(2)(a)
Sent: Friday, 9 October 2020 2:10 pm
To: s9(2)(a)
Subject: Re: Sport NZ work on Supporting Transgender individuals in the Sector - FOR COMMENT
Categories: Saved to KC

Kia ora s9(2)(a)

My apologies for not getting back to you. Its been a busy couple of weeks.

I don't have any specific feedback on the document. s9(2)(g)(i)

s9(2)(a), s9(2)(g)(i)

s9(2)(g)(i)

I'm not sure if we are able to be of any assistance, but happy to if needed.

Ngā mihi

On Tue, Sep 29, 2020 at 12:16 PM s9(2)(a) <s9(2)(a)@sportnz.org.nz> wrote:

Kia ora

Thank you for offering your time to help us further support the inclusion of transgender individuals in the Sport, Active Recreation, and Play Sector.

Background

The key guiding principle we are using to support this important work is taken from our Sport Integrity Framework – Diversity and Inclusion. This principle is:

“Every New Zealander has the right to participate in play, active recreation and sport within a welcoming and inclusive environment, and to be treated with respect, empathy and positive regard irrespective of age, ability, ethnicity, gender, national origin, race, religion, sexual orientation, political beliefs or socio-economic status.”

Please keep in mind the key guiding principle as you look through the draft project plan.

You will note when reading the draft project plan that we are also developing a policy for the inclusion of transgender individuals in Rugby Union lead by NZ Rugby. Sport NZ has taken the opportunity to leverage off this work to help the sector develop principles to support transgender individual's participation. We would therefore appreciate your comments on the Sport NZ Led principles based work.

First Step

Please take a look through the draft project plan attached and provide any comments to me by return email. Once we have considered all of the comments we will feed this back to Allen and Clarke and finalise the scope before moving to the next step.

Deadline

It would be great if you were able to provide your comments by noon on Monday 5 October 2020.

Next steps

It would also be appreciated if you could let me know if you would like to continue with this work and participate in the Allen and Clarke consultation process.

Once again thank you for your time.

s9(2)(a) s9(2)(a)

Acting Ministerial Services Lead

MOBILE +64 s9(2)(a)



sportnz.org.nz



s9(2)(a)

From: s9(2)(a)
Sent: Thursday, 1 October 2020 1:02 pm
To: s9(2)(a)
Subject: draft transgender policy

Ngā mihi | Kind regards



Microsoft Word
New Message to the...

s9(2)(a)

(2)(a)

Senior Policy Advisor



**SPORT
NEW ZEALAND**
IHI AOTEAROA

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Sport New Zealand template

Transgender Athletes Policy

1 Commitment to Te Tiriti o Waitangi

- 1.1 [Sporting code/organisation] recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document. [Sporting code/organisation] is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation. A strong bi-cultural foundation is critical to our national identity and wellbeing.

2 Values

- 2.1 Everyone involved in the sport must be treated with dignity and respect, including people who identify as transgender or gender diverse. Everyone involved in the sport must have their welfare placed at the centre of everything we do in the sport.
- 2.2 The [sporting code/organisation] aims to provide an environment that is safe and inclusive, and supports and welcomes transgender and gender diverse people to take part in the sport.
- 2.3 A person's gender identity should not stop them from taking part in the sport.
- 2.4 The [sporting code/organisation] respects the private and confidential nature of a person's gender identity. Personal information about a person's gender identity will only be collected where necessary. It will only be disclosed where necessary and in accordance with the Privacy Act.
- 2.5 Participation in the sport should be based on a person's gender identity and not their sex at birth, as far as is possible.
- 2.6 Discrimination on the basis of sex or gender identity will not be tolerated by [sporting code/organisation] in relation to transgender or gender diverse people (see **Discrimination Policy**).
- 2.7 All people involved in the [sporting code/organisation], including volunteers, athletes, supporters, club members, employees and service providers should be made aware of this policy and the [sporting code/organisation's] commitment to be inclusive of transgender and gender diverse people in the sport. This is to make sure transgender and gender diverse people and their families/whānau do not experience bullying, judgement or discrimination and feel comfortable taking part or being involved in the sport.
- 2.8 Transgender and gender diverse people are encouraged to report any bullying, discriminatory language or unacceptable behaviour from any people involved in the sport.

3 Purpose

- 3.1 This policy sets out guidelines that apply to transgender and gender diverse volunteers, athletes, supporters, club members, employees, service providers, and their families/whānau. It aims to:
- Encourage transgender and gender diverse people to take part in the sport;
 - Create and promote an inclusive environment where transgender and gender diverse people are treated with dignity, respect and courtesy, free from discrimination;
 - Provide guidance for transgender and gender diverse people about their involvement in the [sporting code/organisation] with a focus on safety and being inclusive.

4 Commonly used terms

- 4.1 It is important to be respectful of each person's individuality. Using appropriate terms helps with this. An understanding of commonly used terms can also help prevent discrimination and create an inclusive environment.

- Fa'afafine – Samoan biological males who behave in a range of feminine-gendered ways. Fa'afafine falls into a third gender, not male or female.
- Gender identity – this is the gender a person identifies with. It may not be the sex stated on their birth certificate.
- Gender diverse – this means all the different ways gender can be experienced or perceived. It can include people questioning their gender, those who identify as transgender, non-binary etc.
- Intersex – a person whose physical sex does not fit the typical definitions of either male or female.
- LGBTQI – this stands for lesbian, gay, bisexual, transgender, queer/questioning and intersex.
- Non-binary – a person who does not identify as only a male or a female.
- Sex – a person's physical sex.
- Sexual orientation – this means being romantically or sexually attracted to a certain sex/sexes. Sexual orientation and gender identity are separate parts of a person's overall identity.
- Transgender – a person whose gender identity is different from their physical sex at birth.
- Transitioning – the steps a person takes to affirm their gender identity. This could be medical, legal or social. This could include hormone treatment or gender reassignment/realignment surgery, changing sex on a birth certificate, and/or changing their name or how they dress;
- Transexual – a person who has changed or is in the process of changing their physical sex to match their gender identity.
- Whakawahine, Hinehi, Hinehua – Te reo Maori terms to describe someone born male but who has a female gender identity.

5 Inclusion

- 5.1 Transgender and gender diverse people may take part in the sport based on their gender identity and not their sex when they were born, as far as is possible.

- 5.2 Transgender and gender diverse people who wish to take part in the sport or be involved in the [sporting code/organisation] are encouraged to talk to [administrator/s] about what their individual needs are and what support they might need to take part in the sport.
- 5.3 Transgender and gender diverse people are encouraged to talk to [administrator/s] about any issues/concerns they may have and to report any discriminatory language or behaviour from any people involved in the sport.
- 5.4 The [sporting code/organisation] must:
- Respect and support the rights of transgender or gender diverse people to take part in the sport or be involved in the [sporting code/organisation];
 - Recognise a person's right to privacy about their gender;
 - Have an inclusive and welcoming environment to make sure transgender or gender diverse people feel comfortable taking part in the sport. This includes having appropriate uniforms, facilities such as non-gendered bathrooms or private changing areas, and using appropriate terms to be respectful of transgender or gender diverse people;
 - Take steps to ensure the safety of all people, including those who identify as transgender and gender diverse, taking part or being involved in the sport;
 - Educate all people involved in the [sporting code/organisation] about transgender issues and creating a safe environment for transgender or gender diverse people;
 - Not discriminate against a transgender or gender diverse person (see **Discrimination Policy**);
 - Ensure all people involved in the sport are aware of this policy and the need to respect transgender or gender diverse people. Discrimination, bullying and/or harassment of transgender or gender diverse people will not be tolerated.

6 Competition

- 6.1 It is important to the [sporting code/organisation] that transgender or gender diverse people can take part in the sport based on their gender identity and not necessarily their physical sex.
- 6.2 There are no restrictions on children under 12 years old playing for a team of a gender different to their physical sex (see **Children Playing in Teams of a Different Gender Policy**) or competing against children of a different gender. The [sporting code/organisation] will take steps to ensure this can happen, safely.
- 6.3 Where a transgender or gender diverse person aged 12 years or older wishes to play for a team of a different gender to their physical sex or compete against a different gender, and strength, stamina, or physique is relevant for the competition, the [sporting code/organisation] will need to make a decision about whether or not the person can compete based on their gender identity (see **Children Playing in Teams of a Different Gender Policy**).
- 6.4 The [sporting code/organisation] must:
- Not restrict transgender or gender diverse children under 12 from taking part in the sport based on their gender identity, rather than their physical sex;

- Not restrict transgender or gender diverse people aged 12 years or older from taking part in the sport unless it is necessary to make sure the competition is fair or safe;
- Talk to the person about playing in a team of a different gender to their physical sex or competing against a different gender;
- Decide whether strength, stamina, or physique are relevant to the competition and, if so, whether or not the person can play in a team of a different gender or compete against a different gender;
- The [sporting code/organisation] will also talk to transgender or gender diverse athletes about any regulations that apply to the sport;
- Think about any risks involved in the person playing for a team of a different gender to their physical sex or competing against a different gender;
- Consider and take any precautions to avoid harm to people playing in teams of a different gender to their physical sex or competing against a different gender;
- Think about and resolve any other practical issues that could arise, including team trips away, shared accommodation, bathrooms etc.; and
- Consider any steps that can be taken so that a transgender or gender diverse person can take part in the sport, in particular to make the competition safe and fair for all.

7 Complaints

- 7.1 If a transgender or gender diverse person is concerned about the way they have been treated by another person involved in the [sporting code/organisation] they can refer to the **[Complaints Policy and Procedure and the Discrimination Policy]**.

s9(2)(a)

From: SportNZ Policy
Sent: Tuesday, 13 October 2020 10:31 am
To: s9(2)(a)@outlook.com; SportNZ Policy
Subject: 2020-10-13 Response OIA on Transgender Allen and Clarke work.
Attachments: 2020-10-13 Response to s9(2)(a) - TOR for Allen+Clarke transgender policy consultation.pdf
Categories: OnePlaceMail Deletion

Good Morning s9(2)(a),

Attached is a response to your OIA request below.

Regards
The Policy Team

[<noreply@sportnz.org.nz>](mailto:noreply@sportnz.org.nz)

Sent: Wednesday, 7 October 2020 11:41 am
To: SportNZ Web Email <Web.Email@sportnz.org.nz>
Subject: SportNZ Website Enquiry

Form Submission

The following information has been submitted via the SportNZ website Contact Us page:

Name: s9(2)(a)
Email: s9(2)(a)@outlook.com

Enquiry Type: GeneralEnquiry

Message:

This is an Official Information Request.
Please supply the terms of reference for the consultation to be undertaken by Allen + Clarke Consulting into development of trans gender inclusion policies for NZ rugby and other sports. Please also advise:
* which sports codes and specific athletes' groups will be included in this consultation
* which specific LGBT+ groups and women's groups will be consulted
* and whether the comprehensive research collated by World Rugby when developing their draft trans eligibility policy will also be considered.

s9(2)(a)

From: s9(2)(a)
Sent: Wednesday, 14 October 2020 8:29 pm
To: s9(2)(a) s9(2)(a)
Cc: s9(2)(a)
Subject: RE: Integrity policies

Kia ora s9(2)(a) and s9(2)(a)

Having had a read of the Transgender athletes policy, it does seem premature to publish this one when a process is already underway to develop a policy and appropriate support documentation for organisations to help them make this decision.

Is there not the option for a holding statement that references the work underway and also refers back to Children Playing in Teams of a Different gender policy for under12s? I wonder what the urgency is on this one? The bullet points are still asking organisations to make the calls:

s9(2)(g)(i)
[Redacted]

s9(2)(g)(i) . I think this policy is a little more complex than others but also one sports are really wanting so important we get it right (not that I am saying the policy is wrong).

Great and really important work you are both doing. Feedback is given in a positive and supportive way!

Ngā mihi,
s9(2)(a)

From: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Sent: Wednesday, 14 October 2020 11:03 am
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Cc: s9(2)(a) <s9(2)(a)@sportnz.org.nz>; s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Subject: Integrity policies

Hi s9(2)(a)

I'm on the Policy team and support s9(2)(a) on all things integrity. I understand s9(2)(a) may have already mentioned this to you, but we would be extremely grateful if you could please cast your expert eye over the attached policies which have been drafted for sport and active recreation organisations to access via our new integrity portal to be housed on the Sport NZ website. We're particularly keen to make sure the correct terminology has been used, but any other comments you may have are welcome.

We're under a bit of time pressure to get these finalised so they can go live on Friday, so if you would be able to get back to me with your feedback within the next 24 hours or so that would be hugely appreciated.

Any questions please let me know.

<< File: Policy 7 Children Playing in Teams of a Different Gender.docx >>

<< File: Policy 5 Transgender Athletes Policy_CS.rtf >> << File: Policy 8 Bullying and Harassment Policy_CS.docx >>
<< File: Policy 4 Pregnancy and Breastfeeding Policy_CS.rtf >> << File: Policy 2 Discrimination Policy_CS.docx >>
<< File: Policy 3 and Appendix 1 Disability Inclusion Policy_CS.docx >>

Ngā mihi | Kind regards

s9(2)(a)

(2)(a)

Senior Policy Advisor

<< OLE Object: Picture (Device Independent Bitmap) >>

+64 s9(2)(a)

sportnz.org.nz

<< OLE Object: Picture (Device Independent Bitmap) >> << OLE Object: Picture (Device Independent Bitmap) >>

<< OLE Object: Picture (Device Independent Bitmap) >>

<< OLE Object: Picture (Device Independent Bitmap) >>

Released under the Official Information Act 1982

s9(2)(a)

From: s9(2)(a)
Sent: Thursday, 15 October 2020 11:11 am
To: s9(2)(a)
Subject: RE: RST Reporting and Compliance paper

Hi s9(2)(a)

There was also the integrity survey and the transgender work (although this was voluntary) HAL reporting is termly with an annual report at the end. As I understand it each termly report is followed up with a face to face team meeting with the HAL Team. This also involves the CEO

He waka eke noa | We are all in this together

Ngā mihi

s9(2)(a)

Regional Partnerships Manager-Central



+64 s9(2)(a)
sportnz.org.nz



From: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Sent: Tuesday, 13 October 2020 3:42 PM
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>; s9(2)(a) <s9(2)(a)@sportnz.org.nz>; s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Subject: RST Reporting and Compliance paper

Hiya

As discussed this morning.

I've fired off a few emails asking for details where they are missing.

Can you spot anything else I have missed - please check?

Cheers

s9(2)(a)

Released under the Official Information Act 1982

s9(2)(a)

From: Paul Houliston <s9(2)(a)@allenandclarke.com.au>
Sent: Wednesday, 14 October 2020 2:54 pm
To: s9(2)(a) s9(2)(a)
Cc: s9(2)(a)
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Categories: Saved to KC

Thanks s9(2)(a)

Next steps from our end. s9(2)(a) will reach out to start pulling together contact details etc for engagement process. We also finalise the Project Plan and share it back, along with the draft Terms of Reference for the Evidence Review.

Regards,

Paul



Paul Houliston
Managing Partner (Australia)
Ph. +61 s9(2)(a)
s9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins Street, Melbourne VIC 3000
www.allenandclarke.com.au

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From: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Sent: Wednesday, 14 October 2020 11:27 AM
To: Paul Houliston <s9(2)(a)@allenandclarke.com.au>; s9(2)(a) <s9(2)(a)@nzrugby.co.nz>
Subject: Stakeholder comments on the Transgender inclusion project plan

Hi All,

Withheld under section 9(2)(a) and section 9(2)(g)(i) and section 9(2)(ba)(i)

I have received the attached comments on the project plan. There are only a couple of actions needed from what I can see. I have noted 'Action' where we may need to consider updating the Project Plan or for raising in the consultation period.

Next steps for me, I understand, is to firm up the contact list for people to approach to start the consultation.

thanks

s9(2)(a) s9(2)(a)
Acting Ministerial Services Lead

MOBILE +64 s9(2)(a)

s9(2)(a)

From: Paul Houliston <s9(2)(a)@allenandclarke.com.au>
Sent: Wednesday, 14 October 2020 2:44 pm
To: s9(2)(a)
Subject: RE: Transgender Policy OIA.

Thanks s9(2)(a)

P



Paul Houliston
Managing Partner (Australia)
Ph. +61 s9(2)(a)
s9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins Street, Melbourne VIC 3000
www.allenandclarke.com.au

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From: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Sent: Wednesday, 14 October 2020 11:29 AM
To: s9(2)(a) <s9(2)(a)@nzrugby.co.nz>; Paul Houliston <s9(2)(a)@allenandclarke.com.au>
Subject: RE: Transgender Policy OIA.

Hi All,

It has been agreed at Sport NZ that we will not publish the final TOR on our website as this is not our normal practice for work initiatives at this level. We have responded to the below request and declined to provide the project plan as it is still under active consideration as we are yet to finalise it.

Thanks

s9(2)(a)

From: s9(2)(a) <s9(2)(a)@nzrugby.co.nz>
Sent: Thursday, 8 October 2020 9:59 am
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>; Paul Houliston <s9(2)(a)@allenandclarke.com.au>
Subject: RE: Transgender Policy

Thanks s9(2)(a)

Are we in a position to provide all of that detail right now? Not sure we've finalised which groups we will consult with as an example??

Once finalised, I am comfortable for it to be published.

Cheers,

s9(2)(a)

From: s9(2)(a) <s9(2)(a)@sportnz.org.nz>

Sent: Thursday, 8 October 2020 9:46 am

To: Paul Houlston <s9(2)(a)@allenandclarke.com.au>; s9(2)(a) <s9(2)(a)@nzrugby.co.nz>

Subject: OIA: Transgender Policy

Hi

Just so you are aware we have received our first Official Information Act 1982 request on the work we are doing.

s9(2)(a) and Paul do you have any issues with the Project Plan (once finalised) being published on the Sport NZ website?

Thanks

s9(2)(a)

From: noreply@sportnz.org.nz <noreply@sportnz.org.nz>

Sent: Wednesday, 7 October 2020 11:41 am

To: SportNZ Web Email <Web.Email@sportnz.org.nz>

Subject: SportNZ Website Enquiry

Form Submission

The following information has been submitted via the SportNZ website Contact Us page:

Name: s9(2)(a)

Email: s9(2)(a)@outlook.com

Enquiry Type: GeneralEnquiry

Message:

This is an Official Information Request.

Please supply the terms of reference for the consultation to be undertaken by Allen + Clarke Consulting into development of trans gender inclusion policies for NZ rugby and other sports. Please also advise:

- * which sports codes and specific athletes' groups will be included in this consultation
- * which specific LGBT+ groups and women's groups will be consulted
- * and whether the comprehensive research collated by World Rugby when developing their draft trans eligibility policy will also be considered.

s9(2)(a)

From: s9(2)(a) <s9(2)(a)nzrugby.co.nz>
Sent: Friday, 16 October 2020 10:16 am
To: s9(2)(a) Paul Houliston
Cc: s9(2)(a)
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Categories: Saved to KC

Sorry Team – Tuesday and Wednesday are both pretty average for me unfortunately. My Thursday and Friday look a bit freer though??

From: s9(2)(a) <s9(2)(a)sportnz.org.nz>
Sent: Friday, 16 October 2020 10:11 am
To: Paul Houliston <s9(2)(a)allenandclarke.com.au>; s9(2)(a) <s9(2)(a)nzrugby.co.nz>
Cc: s9(2)(a) <s9(2)(a)allenandclarke.com.au>
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Hi Paul

Can do Tuesday at 4 but sorry not Wednesday.

thanks

From: Paul Houliston <s9(2)(a)allenandclarke.com.au>
Sent: Thursday, 15 October 2020 7:33 pm
To: s9(2)(a) <s9(2)(a)nzrugby.co.nz>; s9(2)(a) <s9(2)(a)sportnz.org.nz>
Cc: s9(2)(a) <s9(2)(a)allenandclarke.com.au>
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Hi s9(2)(a)

s9(2)(a) will be sharing the draft ToR for the evidence review, the updated project plan and our initial thinking on some of the stakeholders later tomorrow.

It might be good for us all to meet and talk through any feedback on the ToR and discuss the stakeholder list in more detail next week – maybe Tuesday afternoon around 4pm or Wednesday morning at 11am – do either of these times suit you both?

Regards,

Paul



Paul Houliston
Managing Partner (Australia)
Ph. +61 s9(2)(a)
s9(2)(a) [allenandclarke.com.au](mailto:s9(2)(a)@allenandclarke.com.au)
Suite 203, 546 Collins Street, Melbourne VIC 3000
www.allenandclarke.com.au

s9(2)(a)

From: Paul Houliston <s9(2)(a)@allenandclarke.com.au>
Sent: Thursday, 15 October 2020 7:33 pm
To: s9(2)(a); s9(2)(a)
Cc: s9(2)(a)
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Categories: Saved to KC

Hi s9(2)(a)

s9(2)(a) will be sharing the draft ToR for the evidence review, the updated project plan and our initial thinking on some of the stakeholders later tomorrow.

It might be good for us all to meet and talk through any feedback on the ToR and discuss the stakeholder list in more detail next week – maybe Tuesday afternoon around 4pm or Wednesday morning at 11am – do either of these times suit you both?

Regards,

Paul



Paul Houliston
Managing Partner (Australia)
Ph. +61 s9(2)(a)
s9(2)(a) [allenandclarke.com.au](mailto:s9(2)(a)@allenandclarke.com.au)
Suite 203, 546 Collins Street, Melbourne VIC 3000
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From: s9(2)(a) <s9(2)(a)@nzrugby.co.nz>
Sent: Thursday, 15 October 2020 11:56 AM
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>; Paul Houliston <s9(2)(a)@allenandclarke.com.au>
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Thanks for this s9(2)(a) Some good thoughts and additions as we head into this work.

Paul – do we all need to get together again soon to finalise any elements??

Cheers,

s9(2)(a)

s9(2)(a)

From: s9(2)(a) <s9(2)(a)nzrugby.co.nz>
Sent: Thursday, 15 October 2020 1:56 pm
To: s9(2)(a) Paul Houliston
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Categories: Saved to KC

Thanks for this s9(2)(a) Some good thoughts and additions as we head into this work.

Paul – do we all need to get together again soon to finalise any elements??

Cheers,

s9(2)(a)

From: s9(2)(a) <s9(2)(a)sportnz.org.nz>
Sent: Wednesday, 14 October 2020 1:27 pm
To: Paul Houliston <s9(2)(a)allenandclarke.com.au>; s9(2)(a) <s9(2)(a)nzrugby.co.nz>
Subject: Stakeholder comments on the Transgender inclusion project plan

Hi All,

I have received the attached comments on the project plan. There are only a couple of actions needed from what I can see. I have noted 'Action' where we may need to consider updating the Project Plan or for raising in the consultation period.

Next steps for me, I understand, is to firm up the contact list for people to approach to start the consultation.

thanks

s9(2)(a) s9(2)(a)
Acting Ministerial Services Lead

MOBILE +64 s9(2)(a)



sportnz.org.nz



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

s9(2)(a)

From: Jennah Wootten
Sent: Monday, 19 October 2020 8:58 am
To: s9(2)(a)
Subject: RE: Stakeholder comments on Transgender Project Plan

I wouldn't do that s9(2)(a) I think a 1.1 response is sufficient on this one.

Re s9(2)(a), can I suggest you ring Eddie at HPSNZ and see if he can make a direct phone call asking for their help. Give him the background and explain how keen we are to have them involved. Hopefully he can work his magic.

Thanks

Jennah

Jennah Wootten
General Manager, Partnerships and Communication



+64 s9(2)(a)
sportnz.org.nz



From: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Sent: Monday, 19 October 2020 8:56 AM
To: Jennah Wootten <Jennah.Wootten@sportnz.org.nz>
Subject: RE: Stakeholder comments on Transgender Project Plan

Hi Jennah,

I have responded to most directly. However, I thought it would be good for everyone to see the comments so I will send out the document so everyone can have a look, let me know if this is an issue.

Then next steps are we will confirm the Project plan and look at the literature review. I am struggling to find someone who can participate from a s9(2)(a) perspective. Do you have any ideas? We have not heard back from s9(2)(a). I am wondering if s9(2)(a) may be interested.

Thanks

s9(2)(a)

From: Jenna Wootten <Jenna.Wootten@sportnz.org.nz>
Sent: Sunday, 18 October 2020 8:43 pm
To: s9(2)(a) <s9(2)(a)sportnz.org.nz>
Subject: RE: Stakeholder comments on Transgender Project Plan

Thanks so much s9(2)(a) This was really handy for me to take a look over.

I trust you responded to all the organisations direct to respond to their feedback as well?

Is there anything you need from me to keep this moving?

Thanks again.

Jenna

Jenna Wootten

General Manager, Partnerships and Communication



+64 s9(2)(a)
sportnz.org.nz



From: s9(2)(a) <s9(2)(a)sportnz.org.nz>
Sent: Wednesday, 14 October 2020 1:23 PM
To: Jenna Wootten <Jenna.Wootten@sportnz.org.nz>
Subject: Stakeholder comments on Transgender Project Plan

Hi Jenna,

We had a few comments on the Project Plan for the inclusion of Transgender Participants. I have summarised and added a response to the comments in the attached document. I will be sending the comments through to A+C and NZR and we will look to finalise the plan.

<http://kc.sportnzgroup.org.nz/site/PolicyIntve/Active/Diversity/Sport%20comments%20on%20NZR%20draft%20transgender%20policy%20-%20October%202020.docx>

Thanks

s9(2)(a)

(2)(a) s9(2)(a)

Acting Ministerial Services Lead

MOBILE +64 s9(2)(a)



sportnz.org.nz



Released under the Official Information Act 1982

s9(2)(a)

From: s9(2)(a)
Sent: Monday, 19 October 2020 5:12 pm
To: s9(2)(a)
Subject: FW: Transgender Women in Sport

Kia ora s9(2)(a)

Please see below from s9(2)(a) at ACC.

I immediately thought of you as the lead in this area, so if you would like for me to introduce you to s9(2)(a) who I know well, I'd be happy to.

Just let me know

Many thanks

s9(2)(a)

From: s9(2)(a) <s9(2)(a)@acc.co.nz>
Sent: Monday, 19 October 2020 3:10 PM
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Subject: Transgender Women in Sport

Hello s9(2)(a)
Hope you are well and had a great weekend.

Would you be the key SNZ contact on the above area? This is something that in some sports obviously has injury implications. We will be doing some work to develop an evidence based position in this area (from an injury perspective) but would be keen to learn of the work that you are doing in this area.

Thanks as ever s9(2)(a)

s9(2)(a)

s9(2)(a) PhD (C), Injury Prevention Partner – Falls, Sport & Traumatic Brain Injury - ACC
Tel (04) 816-7177 / Mobile s9(2)(a) / Ext: s9(2)(a)

ACC cares about the environment – please don't print this email unless it is really necessary. Thank you.

s9(2)(a)

From: s9(2)(a) <s9(2)(a)@allenandclarke.com.au>
Sent: Friday, 16 October 2020 6:40 pm
To: s9(2)(a); s9(2)(a)
Cc: Paul Houliston; s9(2)(a)
Subject: RE: Stakeholder comments on the Transgender inclusion project plan
Attachments: Stakeholder Engagement Tracker 16 October.docx; Allen+Clarke.Terms of Reference. Evidence Review. 16 Oct 20.pdf; A+C.Project Plan. Development of NZR Policy and Sport Sector Principles.pdf; Sport comments on NZR draft transgender policy - October 2020.pdf; A+C Sport NZ Project Status Report - 16 Oct 2020.pdf
withheld under sections 9(2)(ba)(i), 9(2)(g)(i), 9(2)(a)

Dear s9(2)(a) and s9(2)(a)

Please find attached the following documents for your consideration:

1. Updated project plan incorporating the comments that were sent through on Wednesday. We have also attached a column to your document providing feedback on the draft that indicates how we have actioned the comment. You will also note that we have included dates for deliverables and updated the consultation plan in the Appendix of the project plan.
2. A draft Terms of Reference for the evidence review for your consideration.
3. A stakeholder engagement tracker which we would appreciate your input on, including whether the stakeholders listed are those from whom you're seeking feedback as well as their contact details.
4. A project status report providing an update of the work undertaken in the last fortnight and the anticipated work for the next fortnight.

In terms of a meeting next week, it looks like it might be hard to align all our calendars. How are Tuesday 27th or Wednesday 28th looking for you both? In the meantime, please don't hesitate to send through any comments on the attached or ring me to discuss any of this further.

Kind regards,

s9(2)(a)



s9(2)(a)
Manager
Ph. +61 s9(2)(a)
s9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

Allen + Clarke acknowledges the Traditional Custodians of the land we work on and the communities that we work with. We acknowledge their history, culture and Elders past, present and emerging.

At A+C we work flexibly. While it suits me to email now, I don't anticipate a response outside of your normal working hours.

Please consider the environment before printing this email.

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From: Paul Houliston <[s9\(2\)\(a\)@allenandclarke.com.au](mailto:s9(2)(a)@allenandclarke.com.au)>
Sent: Thursday, 15 October 2020 5:33 PM
To: [s9\(2\)\(a\)@nzzrugby.co.nz](mailto:s9(2)(a)@nzzrugby.co.nz); [s9\(2\)\(a\)@sportnz.org.nz](mailto:s9(2)(a)@sportnz.org.nz)
Cc: [s9\(2\)\(a\)@allenandclarke.com.au](mailto:s9(2)(a)@allenandclarke.com.au)
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Hi [s9\(2\)\(a\)](mailto:s9(2)(a)@nzzrugby.co.nz)

[s9\(2\)\(a\)](mailto:s9(2)(a)@nzzrugby.co.nz) will be sharing the draft ToR for the evidence review, the updated project plan and our initial thinking on some of the stakeholders later tomorrow.

It might be good for us all to meet and talk through any feedback on the ToR and discuss the stakeholder list in more detail next week – maybe Tuesday afternoon around 4pm or Wednesday morning at 11am – do either of these times suit you both?

Regards,

Paul



Paul Houliston
Managing Partner (Australia)
Ph. +61 [s9\(2\)\(a\)](tel:s9(2)(a))
[s9\(2\)\(a\)@allenandclarke.com.au](mailto:s9(2)(a)@allenandclarke.com.au)
Suite 203, 546 Collins Street, Melbourne VIC 3000
www.allenandclarke.com.au

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From: [s9\(2\)\(a\)@nzzrugby.co.nz](mailto:s9(2)(a)@nzzrugby.co.nz)
Sent: Thursday, 15 October 2020 11:56 AM
To: [s9\(2\)\(a\)@sportnz.org.nz](mailto:s9(2)(a)@sportnz.org.nz); Paul Houliston <[s9\(2\)\(a\)@allenandclarke.com.au](mailto:s9(2)(a)@allenandclarke.com.au)>
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Thanks for this [s9\(2\)\(a\)](mailto:s9(2)(a)@nzzrugby.co.nz) Some good thoughts and additions as we head into this work.

Paul – do we all need to get together again soon to finalise any elements??

Cheers,

[s9\(2\)\(a\)](mailto:s9(2)(a)@nzzrugby.co.nz)

From: [s9\(2\)\(a\)@sportnz.org.nz](mailto:s9(2)(a)@sportnz.org.nz)
Sent: Wednesday, 14 October 2020 1:27 pm
To: Paul Houliston <[s9\(2\)\(a\)@allenandclarke.com.au](mailto:s9(2)(a)@allenandclarke.com.au)>; [s9\(2\)\(a\)@nzzrugby.co.nz](mailto:s9(2)(a)@nzzrugby.co.nz)
Subject: Stakeholder comments on the Transgender inclusion project plan

Hi All,

I have received the attached comments on the project plan. There are only a couple of actions needed from what I can see. I have noted 'Action' where we may need to consider updating the Project Plan or for raising in the consultation period.

Next steps for me, I understand, is to firm up the contact list for people to approach to start the consultation.

thanks

s9(2)(a) **s9(2)(a)**
Acting Ministerial Services Lead

MOBILE +64 **s9(2)(a)**



sportnz.org.nz



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Your assistance is appreciated.

s9(2)(a)
General Manager People, Safety & Wellbeing
+64 27 654 2122 | **s9(2)(a)** nzrugby.co.nz
allblacks.com | nzrugby.co.nz | facebook.com/allblacks | twitter.com/allblacks

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s9(2)(a)

From: s9(2)(a)
Sent: Tuesday, 20 October 2020 1:37 pm
To: s9(2)(a)
Cc: s9(2)(a)
Subject: Transgender Women in Sport

Hi s9(2)(a)

Great to hear from you. I am well thanks and I hope you are too.

The key contact on our transgender workstream is s9(2)(a) – Advisor Ministerial, who is happy for me to introduce you both.

I'll leave it with you both from here, to arrange a mutually convenient time for a discussion.

Many thanks

s9(2)(a)


From: s9(2)(a) <s9(2)(a)@acc.co.nz>
Sent: Monday, 19 October 2020 3:10 PM
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Subject: Transgender Women in Sport

Hello s9(2)(a)
Hope you are well and had a great weekend.

Would you be the key SNZ contact on the above area? This is something that in some sports obviously has injury implications. We will be doing some work to develop an evidence based position in this area (from an injury perspective) but would be keen to learn of the work that you are doing in this area.

Thanks as ever s9(2)(a)

s9(2)(a)

 **Hardaker PhD (C), Injury Prevention Partner – Falls, Sport & Traumatic Brain Injury - ACC**
Tel (04) 816 7174 / Mobile s9(2)(a) / Ext: s9(2)(a)
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s9(2)(a)

From: Nick Paterson <Nick@drugfreesport.org.nz>
Sent: Tuesday, 20 October 2020 2:59 pm
To: s9(2)(a)
Subject: RE: Transgender and participation Consultation

Hi s9(2)(a)

Thanks for the email and heads up, but I'm not sure this is something we can usefully contribute to.

This is a topic that we are asked about whenever it comes up, but don't have a position on. From the DFSNZ perspective, any transgender inclusion issues are no different from anything else i.e. the prohibited list is the same, and if an athlete requires/desires to take something from that list (or use a prohibited method) then they need to apply for a TUE. That in turn dictates whether they can legitimately use something and participate in sport. Our input into any discussion goes no further than this distinct part I think.

We'd be very happy to contribute if you think useful/ important, but otherwise will sit this one out.

Let me know what you think.

Ngā mihi
Nick

Nick Paterson
Chief Executive



PH: s9(2)(a) | MOB: + s9(2)(a) | DDI:

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E-Learning for club level athletes and support personnel

From: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Sent: Friday, 16 October 2020 10:41 AM
To: Nick Paterson <Nick@drugfreesport.org.nz>
Subject: Transgender and participation Consultation

Hi Nick,

As discussed previously, we are about to start the work on the transgender inclusion principles and you have indicated that DFSNZ are keen to participate.

I am about to gather some names and organisations together to participate in our Community sport Transgender inclusion discussions with Allen and Clarke. The outcome of the work is to provide the sector with a set of principles to incorporate into any potential transgender inclusion policy they intend to develop and a process to engage with stakeholders from the transgender community.

Can you please let me know who in DFSNZ will be participating and their contact details?

Thanks

s9(2)(a) s9(2)(a)
Acting Ministerial Services Lead

MOBILE +64 **s9(2)(a)**



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s9(2)(a)

From: s9(2)(a) <s9(2)(a)@acc.co.nz>
Sent: Tuesday, 20 October 2020 4:20 pm
To: s9(2)(a)
Subject: RE: Transgender Women in Sport

Great see you then. I'll send an invite.

If you come to reception they will call me and I will come down.

Thanks s9(2)(a)

 s9(2)(a) **Hardaker PhD (C), Injury Prevention Partner – Falls, Sport & Traumatic Brain Injury - ACC**
Tel (04) 816-7174 / Mobile s9(2)(a) / Ext: s9(2)(a)
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From: s9(2)(a) [mailto:s9(2)(a)@sportnz.org.nz]
Sent: Tuesday, 20 October 2020 3:31 PM
To: s9(2)(a) <s9(2)(a)@acc.co.nz>
Subject: RE: Transgender Women in Sport

Does 1.30 work for you? I am happy to come up to Aitken Street.


From: s9(2)(a) <s9(2)(a)@acc.co.nz>
Sent: Tuesday, 20 October 2020 2:40 pm
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Subject: RE: Transgender Women in Sport

Friday would work well?

Let me know what time you prefer. I am happy to meet you in town or at our offices on Aitken street.

Thanks again,

s9(2)(a)

 s9(2)(a) **Hardaker PhD (C), Injury Prevention Partner – Falls, Sport & Traumatic Brain Injury - ACC**
Tel (04) 816-7174 / Mobile s9(2)(a) / Ext: s9(2)(a)
ACC cares about the environment – please don't print this email unless it is really necessary. Thank you.

From: s9(2)(a) [mailto:s9(2)(a)sportnz.org.nz]
Sent: Tuesday, 20 October 2020 2:32 PM
To: s9(2)(a) <s9(2)(a)acc.co.nz>
Subject: RE: Transgender Women in Sport

Hi Natalie,

Thanks for contacting us. I am in Wellington CBD this week on Wednesday and Friday. However, I can meet any day next week just let me know what day will work for you.

I am happy to head over to your offices for a chat.

Thanks

s9(2)(a)
021 193 4437

From: s9(2)(a) <s9(2)(a)acc.co.nz>
Sent: Tuesday, 20 October 2020 2:28 pm
To: s9(2)(a) <s9(2)(a)sportnz.org.nz>
Subject: RE: Transgender Women in Sport

Hello s9(2)(a)

Hope you are well.
Lovely to e-meet you.

We have been approached by s9(2)(a) / about ACC's position from a safety perspective on transgender athletes participating in women's sport. It is an area we are aware we need to consider with our sporting partners from a safety perspective anyway.

It would be great to meet and learn more about the work you already have underway across sport.

Let me know if that is possible and we can aim to find a mutually convenient time,

Thanks

s9(2)(a)

 **Hardaker PhD (C), Injury Prevention Partner – Falls, Sport & Traumatic Brain Injury - ACC**
Tel (04) 816 7747 Mobile s9(2)(a) / Ext: s9(2)(a)

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From: s9(2)(a) [mailto:s9(2)(a)sportnz.org.nz]
Sent: Tuesday, 20 October 2020 1:37 PM
To: s9(2)(a) <s9(2)(a)acc.co.nz>
Cc: s9(2)(a) <s9(2)(a)sportnz.org.nz>
Subject: Transgender Women in Sport

Hi [redacted]

Great to hear from you. I am well thanks and I hope you are too.

The key contact on our transgender workstream is [redacted] – Advisor Ministerial, who is happy for me to introduce you both.

I'll leave it with you both from here, to arrange a mutually convenient time for a discussion.

Many thanks

[redacted]


From: [redacted] <[redacted]@acc.co.nz>
Sent: Monday, 19 October 2020 3:10 PM
To: [redacted] <[redacted]@sportnz.org.nz>
Subject: Transgender Women in Sport

Hello [redacted]
Hope you are well and had a great weekend.

Would you be the key SNZ contact on the above area? This is something that in some sports obviously has injury implications. We will be doing some work to develop an evidence based position in this area (from an injury perspective) but would be keen to learn of the work that you are doing in this area.

Thanks as ever [redacted]

[redacted]



Hardaker PhD (C), Injury Prevention Partner – Falls, Sport & Traumatic Brain Injury - ACC
Tel (04) 816-7174 / Mobile [redacted] / Ext: [redacted]

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s9(2)(a)



Hardaker PhD (C), Injury Prevention Partner – Falls, Sport & Traumatic Brain Injury - ACC
Tel: (04) 816-7174 / Mobile: s9(2)(a) / Ext: s9(2)(a)
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From: s9(2)(a) [mailto:s9(2)(a)@sportnz.org.nz]
Sent: Tuesday, 20 October 2020 1:37 PM
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Cc: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Subject: Transgender Women in Sport

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Many thanks

s9(2)(a)


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To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
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Thanks as ever s9(2)(a)

s9(2)(a)



Hardaker PhD (C), Injury Prevention Partner – Falls, Sport & Traumatic Brain Injury - ACC
Tel: (04) 816-7174 / Mobile: s9(2)(a) / Ext: s9(2)(a)

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s9(2)(a)

From: s9(2)(a)@isentia.com>
Sent: Wednesday, 28 October 2020 10:22 pm
To: Philip Clark
Subject: Re: Questions

Media – Balance by Media Type

What is 'other'?

Merged category for Transgender, mixed, and no gender.

(Every subject in a article - person/team is given a gender, so "mixed" may be discussion of a mixed team where there's no individual mentioned that could be given another gender, no gender is when no gender can be given to a subject)

Media – Commentary

Were media comment/opinion is gendered language, is that mainly 'the girls'?

Yes, largely girls.

Case Study – T20

What there a stat about female stories average 1 player's comment v 3 players in men's coverage?

17 : 7 is the ratio of unique players in coverage. So 2.5x as many.

Case Studies – Imagery

Whats's the difference between 'with team' and 'team pictured together'?

"with team" is when the subject is an individual player, and the image is of that player with their team.
"team pictured together" is when the subject is a team, and the image is of that team picture together.

Hope that helps. Just let me know if you need more or want to chat through anything before you jump in tomorrow.

Best of luck - I'm so sorry I can't be there, but I'm really looking forward to hearing how it goes - and please do stitch me up for anything you need to.

Ngai.

s9(2)(a)

Insights Director, ANZ

t. s9(2)(a)
m. s9(2)(a)

a. L4, Dominion Building, 78 Victoria St, Wellington 6011, New Zealand



On Wed, 28 Oct 2020 at 19:35, Philip Clark <Philip.Clark@sportnz.org.nz> wrote:

Hi s9(2)(a)

Have gone through the slides. A few questions for you...

Media – Balance by Media Type

What is 'other'?

Media – Commentary

Were media comment/opinion is gendered language, is that mainly 'the girls'?

Case Study – T20

What there a stat about female stories average 1 player's comment v 3 players in men's coverage?

Case Studies – Imagery

Whats's the difference between 'with team' and 'team pictured together'?

Media – Prominence

This is not what I expected. My brief had been for prominence to be based on position in sports coverage – i.e. top of sports bulletin or front of sports section. Treating prominence as sport outside of sports news is interesting, but these are decisions made outside of sports departments. Can we discuss in our next weekly meeting?

Thanks again for all your help today. Good luck with the PM!

P

Philip Clark

Group Media Manager



s9(2)(a)

sportnz.org.nz



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s9(2)(a)

From: s9(2)(a) <s9(2)(a)@allenandclarke.com.au>
Sent: Wednesday, 28 October 2020 4:35 pm
To: s9(2)(a) s9(2)(a)
Cc: s9(2)(a) Paul Houliston
Subject: RE: Stakeholder comments on the Transgender inclusion project plan
Attachments: Stakeholder Engagement Tracker 28 October.docx *Withheld under section 9(2)(a) and 9(2)(g)(ii)*

Hi s9(2)(a) and s9(2)(a)

Please find the updated Stakeholder Engagement Tracker attached.

We're in the process of updating the project plan and developing a document that you can attach to an introductory email when you reach out to stakeholders. You will have those by week's end.

Kind regards,

s9(2)(a)



s9(2)(a)
Manager
Ph. +61 s9(2)(a)
s9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

Allen + Clarke acknowledges the Traditional Custodians of the land we work on and the communities that we work with. We acknowledge their history, culture and Elders past, present and emerging.

At A+C we work flexibly. While it suits me to email now, I don't anticipate a response outside of your normal working hours.

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From: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Sent: Wednesday, 28 October 2020 1:50 PM
To: s9(2)(a) <s9(2)(a)@allenandclarke.com.au>
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Hi s9(2)(a)

If you can send me through the updated stakeholder list I will set about updating the details for you.

Thanks

s9(2)(a)

From: s9(2)(a) <s9(2)(a)@allenandclarke.com.au>
Sent: Friday, 16 October 2020 6:40 pm

To: s9(2)(a) <s9(2)(a)@nzrugby.co.nz>; s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Cc: Paul Houlston <s9(2)(a)@allenandclarke.com.au>; s9(2)(a) <s9(2)(a)@allenandclarke.co.nz>
Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Dear s9(2)(a) and s9(2)(a)

withheld under sections 9(2)(ba)(i), 9(2)(g)(i), 9(2)(a)

Please find attached the following documents for your consideration:

1. Updated project plan incorporating the comments that were sent through on Wednesday. We have also attached a column to your document providing feedback on the draft that indicates how we have actioned the comment. You will also note that we have included dates for deliverables and updated the consultation plan in the Appendix of the project plan.
2. A draft Terms of Reference for the evidence review for your consideration
3. A stakeholder engagement tracker which we would appreciate your input on, including whether the stakeholders listed are those from whom you're seeking feedback as well as their contact details.
4. A project status report providing an update of the work undertaken in the last fortnight and the anticipated work for the next fortnight.

In terms of a meeting next week, it looks like it might be hard to align all our calendars. How are Tuesday 27th or Wednesday 28th looking for you both? In the meantime, please don't hesitate to send through any comments on the attached or ring me to discuss any of this further.

Kind regards,

s9(2)(a)



s9(2)(a)
Manager
Ph. +61 s9(2)(a)
s9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

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From: Paul Houlston <s9(2)(a)@allenandclarke.com.au>

Sent: Thursday, 15 October 2020 5:33 PM

To: s9(2)(a) <s9(2)(a)@nzrugby.co.nz>; s9(2)(a) <s9(2)(a)@sportnz.org.nz>

Cc: s9(2)(a) <s9(2)(a)@allenandclarke.com.au>

Subject: RE: Stakeholder comments on the Transgender inclusion project plan

Hi s9(2)(a)

s9(2)(a) will be sharing the draft ToR for the evidence review, the updated project plan and our initial thinking on some of the stakeholders later tomorrow.

It might be good for us all to meet and talk through any feedback on the ToR and discuss the stakeholder list in more detail next week – maybe Tuesday afternoon around 4pm or Wednesday morning at 11am – do either of these times suit you both?

Regards,

Paul



Paul Houlston
Managing Partner (Australia)
Ph. +61 s9(2)(a)
s9(2)(a) [allenandclarke.com.au](mailto:s9(2)(a)@allenandclarke.com.au)
Suite 203, 546 Collins Street, Melbourne VIC 3000
www.allenandclarke.com.au

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s9(2)(a)

From: s9(2)(a) <s9(2)(a)@acc.co.nz>
Sent: Thursday, 29 October 2020 10:46 am
To: s9(2)(a)
Subject: RE: Transgender individuals in sport

Thanks so much for this s9(2)(a)

And thanks for your time last week. Keep in touch and let me know when the group convenes, it would be good to be part of that discussion.

s9(2)(a)

Hardaker PhD (C), Injury Prevention Partner – Falls, Sport & Traumatic Brain Injury - ACC

Tel (04) 816-7174 / Mobile s9(2)(a) / Ext: s9(2)(a)

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From: s9(2)(a) [mailto:s9(2)(a)@sportnz.org.nz]
Sent: Tuesday, 27 October 2020 9:59 AM
To: s9(2)(a) <s9(2)(a)@acc.co.nz>
Subject: Transgender individuals in sport

Hi Natalie,

I hope you had a good long weekend. Below are our standard lines for responding to transgender participants in sport which you may like to amend and use to respond from an ACC perspective to correspondents.

We can all be proud that New Zealand has a reputation in the international sporting community of upholding fair play and promoting diversity and inclusion. It is vital to the wellbeing of all New Zealanders that everybody has the opportunity to play and compete in sport or recreation activities in a safe and inclusive environment.

The International Olympic Committee (IOC) has developed a consensus statement which is currently guiding eligibility requirements for international sporting federations and, as a result, elite competitions including the Olympic and Commonwealth Games. These requirements and guidelines have been designed to balance an individual's right to compete while ensuring a fair field of play. The New Zealand Olympic Committee supports all athletes that are part of the New Zealand team by providing a safe and secure high performance environment.

As you may be aware, these guidelines set permitted levels testosterone for males who have transitioned to female, as well as guidance around the period of time necessary for these levels to have been recorded. While developed by medical, scientific and human rights experts, research into this area continues. We support ongoing steps to understand this issue and ensure that sport remains open and inclusive for all while protecting an even field of play. We appreciate the complexity and sensitivity of the discussion and look forward to ongoing research to support a greater understanding of the issue both around the world, and here in New Zealand.

You will be aware that Sport NZ supports Women and Girls through the Strategy for Women and Girls in Active Recreation. To learn more about the strategy you may like to look at our website at the following location: <https://sportnz.org.nz/focus-areas/diversity-and-inclusion/women-and-girls-in-sport-and-active-recreation/>

Sport NZ considers that New Zealand's reputation for fair play remains at the highest level our commitment to diversity and inclusion is set out clearly on the Sport NZ website and as such this information can be used for your research.

Also attached is the draft Project Plan for the work Sport NZ is undertaking with Rugby NZ and Allen and Clarke.

thanks

s9(2)(a) s9(2)(a)
Acting Ministerial Services Lead

MOBILE +64 **s9(2)(a)**



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s9(2)(a)

From: s9(2)(a) <s9(2)(a)@allenandclarke.com.au>
Sent: Friday, 30 October 2020 6:25 pm
To: s9(2)(a); s9(2)(a)
Cc: Paul Houliston; s9(2)(a)
Subject: Policy and sport sector principles
Attachments: Allen+Clarke. Policy and sport sector principles. Stakeholder engagement. 30 Oct 20.pdf; A+C Sport NZ Project Status Report - 30 Oct 2020.pdf; Stakeholder Engagement Tracker 28 October.docx; Allen + Clarke. Development of Policy and Sector Principles. Terms of Reference. 30 Oct 20.pdf; Allen+Clarke. Policy and sport sector principles. Draft Project Plan_v0.4.pdf

withheld under sections 9(2)(ba)(i), 9(2)(g)(i), 9(2)(a)

Dear s9(2)(a) and s9(2)(a)

Thanks again for your time earlier this week.

Please now find attached:

1. Project planning documents

- Project Plan with deliverable due dates updated. Please let us know if they don't align with your timeframes.
- Updated Terms of Reference including s9(2)(a). We have also included reference to an FAQ on safety to be included as part of the evidence review and we will consider Fiji and Samoa as part of our international scan. We will call RRRT based in Fiji to ask them if are aware of any work undertaken in this space across the Pacific. If you have any further leads in relation to this, please let us know.
- Fortnightly status update

2. Stakeholder engagement documents

- Updated stakeholder engagement tracker. You will note that we have grouped the stakeholders. Where appropriate, we may seek to conduct focus groups/group interviews with stakeholders who are grouped together in the Tracker.
- As discussed, we are hoping to commence stakeholder engagement from next week. If you could please reach out to all the relevant stakeholders on the engagement tracker by next Wednesday 4 November, so that we can start booking in our interviews, that would be great. We would appreciate it if you could please include the attached document outlining the purpose of the engagement. When you email stakeholders, could you please cc s9(2)(a) and I into emails so that we can then follow up and arrange interview times.

Kind regards,

s9(2)(a)



s9(2)(a)
Manager
Ph. +61 s9(2)(a)
s9(2)(a)@allenandclarke.com.au
Suite 203, 546 Collins St, Melbourne VIC 3000
www.allenandclarke.com.au

Allen + Clarke acknowledges the Traditional Custodians of the land we work on and the communities that we work with. We acknowledge their history, culture and Elders past, present and emerging.

At A+C we work flexibly. While it suits me to email now, I don't anticipate a response outside of your normal working hours.

Please consider the environment before printing this email.

s9(2)(a)

From: s9(2)(a)
Sent: Thursday, 5 November 2020 11:00 am
To: Alice Hume
Subject: FOR APPROVAL: Ensuring Fairness & Safety For Your Female Football Players
Attachments: Transgender_Research_Summary_of_data_EN.pdf; Key Inclusions for Transgender Guidelines.pdf

Draft

Dear s9(2)(a)

Thanks for your email. My understanding of your email it is focused on the participation of transgender individuals in Sport and Active Recreation. Sport New Zealand is not developing a policy for the inclusion of Transgender individuals in football. Any policy would be developed by Football NZ in consultation with the International Federation and stakeholders. (INSERT IF YOU HAVE A CURRENT POLICY OR IF YOU HAVE PLANS TO INTRODUCE ONE).

Kind regards

From: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Sent: Thursday, 5 November 2020 10:45 am
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Subject: FW: Ensuring Fairness & Safety For Your Female Football Players

Hi s9(2)(a)

Do you want to comment on the below so that I can go back to Dan from NZF

s9(2)(a)

s9(2)(a)
National Partnerships Manager

MOBILE +64 s9(2)(a)



sportnz.org.nz





From: s9(2)(a)
Sent: Wednesday, 4 November 2020 1:26 PM
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Subject: FW: Ensuring Fairness & Safety For Your Female Football Players

Hi s9(2)(a)

Please see the highlighted query from NZF below. Is there a response that you want me to send please?

s9(2)(a)

s9(2)(a)
National Partnerships Manager

MOBILE +64 s9(2)(a)



sportnz.org.nz



From: s9(2)(a)@nzfootball.co.nz
Sent: Tuesday, 3 November 2020 2:11 PM
To: s9(2)(a) <s9(2)(a)@sportnz.org.nz>
Subject: FW: Ensuring Fairness & Safety For Your Female Football Players

Hi s9(2)(a)

FYI below. A number of our staff and federations have all received approaches from this coalition group.

Can you shed any light on the reference to “Sport New Zealand may soon be seeking your input for the development of diversity and inclusion policies for football”. Just so I can answer the flood of questions from our federation network.

Cheers

s9(2)(a)

s9(2)(a) General Manager, Football

M: s9(2)(a)

W: www.nzfootball.co.nz

North Harbour Stadium | Football House | Stadium Drive | Albany | 0632



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From: s9(2)(a)@gmail.com>
Sent: Monday, 2 November 2020 9:37 am
To: s9(2)(a)@nzfootball.co.nz>
Subject: Ensuring Fairness & Safety For Your Female Football Players

Kia ora s9(2)(a)

We understand that Sport New Zealand may soon be seeking your input for the development of diversity and inclusion policies for football. On October 9th World Rugby announced that it would bar transgender women—people born male, but who identify as women—from playing in the international women’s game.

World Rugby made this decision after conducting a thorough research and consultation process, which confirmed what our everyday experience tells us. Most males are bigger, faster and stronger than most females; and some males are bigger, faster or stronger than any female. The research also found that suppressing testosterone, the male sex hormone that is responsible for much of that sporting advantage, doesn’t undo the advantages bestowed by male puberty. In addition, there is an increased injury risk to female athletes when competing against males in contact sports. This in turn has the potential to create issues in regards to insurance and legal culpability for sporting organisations.

That evidence matters for non-contact sports too, for it also concerns fairness. Women’s sport exists precisely to exclude males. That is true at both the elite level, where rewards are greatest, and at the recreational one, where the vast majority of sport is actually played. Without it, half the population would be left struggling against an insurmountable advantage granted by mere biological chance to the other half. If testosterone suppression cannot remove that advantage, then it is unjust for those who still possess it to compete against those who never did.

Advocates for transwomen often argue that inclusion should trump such worries. But sport is a zero-sum game, which means inclusion cuts both ways. If transwomen possess a biological advantage, then allowing them to compete risks depriving female athletes of victories they might otherwise have won, or a starting position they might otherwise have earned. It could also lead to a decline in female participation rates, where a drop off during teenage years is already a major issue.

Unfortunately, a desire to be inclusive is seeing poorly thought out trans eligibility guidelines being implemented around the world, which is having unintended negative consequences for women and girls, who are starting to lose fair and meaningful competition at all levels of female sport. Sport must be segregated by biological sex, and our attention should shift to identifying how we can all be far more accepting of the diversity of our own sex.

In order to help you develop your own trans eligibility guidelines, we have attached a suggested clause and appendix that could be included in your Code of Conduct & Ethics Policy, and which will protect the fairness and safety for female athletes in your sport. We have also attached the summary of the Transgender Biology and Performance Research undertaken by World Rugby for your information.

And finally, I'd like to leave you with a message from Lorraine Moller MBE, Four-time Olympian, Boston Marathon Winner & Forerunner for Equality in Women's Sport:

I was privileged to have an athletic career at a time of emergence of equity in middle-distance and distance events for women. The inclusion of the marathon in the 1984 Olympics was a huge milestone achieved by the efforts of women runners around the world lobbying to have their own category as female competitors. Without this biological distinction I, and my fellow women competitors, would never have been selected to run in the Olympics, and I certainly would have had zero opportunity of realising my lifelong dream of standing on the Olympic podium. While I appreciate that transgender people wish to compete in the category of their choosing, putting biological males and females in the same competitive categories once again, simply undoes the female sporting autonomy that we worked so hard for.

Should you have any questions, or would like to provide us with feedback, please don't hesitate to get in touch.

Ngā mihi nui

s9(2)(a)

New Zealand Spokeswomen

s9(2)(a)

Ph s9(2)(a)

| s9(2)(a)

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