



### SUMMARY OF TOUGH ON TOUGH SURVEY FINDINGS

- 30 respondents have completed secondary school, while 7 have completed certificate programs and 6 in Diploma level programs and 1 respondent did not specify the type of diploma completed. It is clearly evident that none of the respondents have a bachelors or Master's degree
- 53% a majority of the respondents are still at the peak between 18-30 years of their football career with only 1 respondent in the age bracket of 36-40. 76% of the respondents are not in school and 76% of the respondents consider football their main source of employment.
- 55% of the respondents identify as female conforming to sex assigned at birth, 2% identifying as Male 11% being Trans Men, 27% identifying as Gender Non-Conforming. The bar graph depicts a visual representation of the data distribution
- With 100 % of the respondents assigned female at birth. This can be concluded that a majority of the respondents are aware of their gender identity as female and are aware of their gender expression as masculine presenting expression in sport.
- 91% of the respondents are predominantly Christian and 9% being Muslim making Catholics a majority, this means that the catholic denomination is most accommodating of masculine presenting Womxn
- 46% of respondents (20 out of 43 respondents) been emotionally discriminated against by a coach, team manager, other players or fans
- participants who make up 52% of the respondents have felt uncomfortable sharing sleeping quarters or arrangements while traveling for or engaging in football related activities
- 24 participants who make up 58% of the respondents felt uncomfortable utilizing sport changing facilities.
- 40% of the players felt that they had to work extra hard than their counterparts in practice
- 19 respondents who make up 45% Felt that they had to hide their gender identity, gender expression, or sexual orientation because of expectations from coaches, team managers, other players, or fans 19% occasionally hid theirs as well as 23% of the respondents severally hid theirs
- 17% of the respondents who make up 40% Felt that they were not recognized, congratulated, or appreciated for their hard work or achievements relating to football and 39% of the respondents felt that Felt that stress from discrimination and stigma has impacted on their capacity to perform their best as a football player
- 35% of the respondents Feared shaming the football team they play on or are associated with because of their chosen gender identity, gender expression or sexual orientation. 25% of the respondents also felt that they severally felt that they feared shaming their football team
- 39% Felt unsafe or feared for your safety while engaging in football related activities, 31% felt occasionally unsafe, while 12% did not know whether they felt unsafe or not
- 32% of the respondents Felt that they rarely felt that they had less access to medical and physio resources than other players on the team, 27 % of the respondents felt that they occasionally

felt that they had less access to such resources.17% severely felt that they had less access to the resources,

- 66% of the respondent who make up 39 respondents felt pressured to uphold social expectations/norms of heterosexuality and femininity while engaging in football related activities, 12 %felt the same a little more times and 10 % of the respondents felt that they felt the same.
- 48% of the respondents Avoided using football changing facilities for fear of discrimination or embarrassment from team mates/others while 23% of the respondents have moderately avoided the facilities,6% of the respondents have been avoiding use of the facilities a lot.
- 37% have dressed in a way that contradicted their gender identity or gender expression while participating in football related activities a little bit and 20% have been doing such moderately, 6% of the respondents have doing this a lot.
- 37% of the respondents have a little bit been Blaming themselves for failures of the team (such as lost matches) 13% hasn't been feeling this all ,25% have been feeling such moderately and 18% have been feeling such a lot more often.
- 44% of the respondents have been moderately Utilizing resources available to them such as online resources or organizations that aid gender minorities or football players,30% have been utilizing resources a little bit,13% of the respondents have not been utilizing the resources,11% have been utilizing such resources
- 38% of the respondents Seek help or advice from other people, 30% of the respondents seek help a little, 16% have moderately been seeking help and 14% of the respondents seek help from other people. However, 28 % of the respondents felt comfortable navigating the stigma they faced by talking to other

LBQT\* persons in sports,15% of the respondents seek mental health services, 28% of the respondents find themselves in community with other LBQT and ITGNC persons in sport and also being part of an LBQ and ITGNC organizations, 1% talk to family and friends and none of the respondents talk to their coaches and team mates.

- 100% of the respondents have a dire need for gender neutral changing rooms and 87% of the respondents will use gender neutral changing facilities if made available
- 50% of the respondents feel that they have the worst access to physical resources(playgrounds and buildings compared to their male counter parts,55% of the respondents have worse access to human resources(technical bench, quality of coaches, quality of players,50% felt that they have the worst access to Financial resources,55% felt that they have the worst media visibility and 57% felt that they have the worst available resources on medical and physio resources compared to their male counterparts
- The respondents recommendations to FKF and ministry of sports, equal pay for women football players,anti-discrimination education for all coaches, teams managers and players, about rights and inclusivity of gender minorities, all sport facilities to create gender-neutral changing facilities an Increase in media and publicity for women football teams as well as provision of mental health services to all players.

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