

GENDER BOOK

Flying Rabbits Ultimate Club



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FOREWORD

The Flying Rabbits Ultimate Club (FRUC) has been an avid promoter of mixed-gender Ultimate Frisbee and has been working hard since its creation, and even more so since 2017, to promote gender equality within the club. This document provides a conceptual basis for understanding the issue of gender in sport, the history of our reflections, and the tools and practices we have developed in order to overcome the challenge of respecting gender equality in team sport.

This document does not constitute an exhaustive scientific work written by experts, nor does it propose a silver bullet solution. It is an account of experiences that we wanted to

share with other Belgian and international clubs in order to stimulate discussions on the matter and contribute to the development of a truly mixed-gender Ultimate game, both in Belgium and abroad.

To date, the official rules of the world of sport in general and those of mixed-gender Belgian Ultimate in particular are based on a cisgender, binary vision of gender. The text below falls within this limiting framework due to the current boundaries of the club's school of thought. It would be worth delving even deeper in our reflection in the future in order to take into account all of the different experiences in sport linked to gender.



INTRODUCTION

DEFINING «SEX» AND «GENDER»

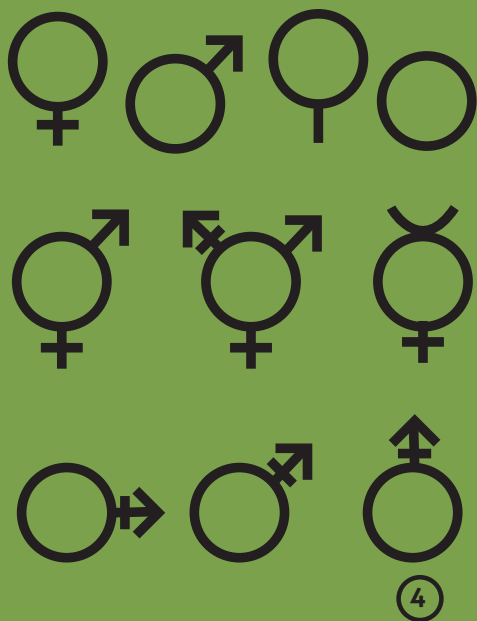
«**Sex**» refers to the biological and physiological characteristics that are used to differentiate between children at birth and to assign «M» or «F» to them on their birth certificates.

«**Gender**» refers to socially determined roles, behaviours, activities and attributes that a society considers appropriate for the stereotypes of males and females.

From birth, we differentiate between babies according to their sex, by the fact that they are assigned a gender (male or female), and this differentiation gives them access to a restricted and discriminating panel of opportunities. This phenomenon of individual **differentiation** is superimposed on the phenomenon of gender **hierarchy**. Indeed, «in almost all known societies, what is masculine is considered superior»¹. There are many examples of this: gendered languages such as French where the masculine form prevails, or the fact that we encourage the little girl who wants to play football (an activity considered masculine) all the while worrying about a little boy who likes to dance (an activity considered feminine).

As Victoire Tuaillon explains in her popular scientific journal on masculinities :

«Socialisation is the set of processes by which we construct ourselves, by which we are formed, modelled, shaped, manufactured, conditioned, and gendered: our gender identity is the framework in which we shape the feeling of our own identity. Gender marks the way we move, whether we allow ourselves to interrupt someone mid-conversation or not, our occupations and concerns, our styles of clothing, but also our gestures, the pitch of our voice, ... »¹⁰.



As the researcher Olivia Gazalé sums up, since ancient times and still today «being a man is first and foremost about not being a woman»², in other words, not being effeminate.

It is impossible to **escape** the phenomenon of gender inequality and male domination (summarised under the term «patriarchy»). It is deeply rooted in history, an undercurrent of almost all cultures, and is structural, i.e., present and determining in all facets of our society, including the world of sport.

GENDER IN SPORT

As the sports historian Thierry Terret explains, «the establishment of modern-day sport at the end of the 18th century was a man's business, a construct by men for men»³, and though the situation has since evolved, this trend still persists today: the federations' boards of directors are mostly headed by men⁴, sportsmen's salaries are higher than those of their female counterparts⁵, men's sport receives much more media coverage than women's⁶, women were still excluded from certain sports competitions⁷ until recently, etc.



Thierry Terret also observes that the dominant sporting culture evokes a realm traditionally associated with notions deemed to be masculine: surpassing oneself, forms of violence (physical injury), strength, resistance to pain, tactical intelligence, technical mastery. This particular take on sport, coupled with our constructions of gender, contribute from a very young age to instilling the idea that sport is «a man's thing».

Despite the odds not being in their favour, the same proportion of women undertake sporting activities as men⁸.

However, the latest INSEE (French national institute for statistical and economic studies) statistics published in 2017 reveal major differences in men and women's practice of sport:

men practise sport in a more institutionalised way (e.g. by being a member of a club) while women practise sport in a more isolated way (e.g. jogging at weekends, without being a member of a club);

**« BEING A MAN IS FIRST
AND FOREMOST ABOUT
NOT BEING A WOMAN »**

men are much more inclined to participate in sports competitions (52% of men compared 17% of women);

and the gap in the practice of sport is wider amongst young people aged between 16 and 24: in 2015, 50% of women in this age group practised at least one physical or sporting activity during the year, compared to 63% of men.

The INSEE report also reveals that the relative lack of time available to women, and/or low media coverage of women's sport, are factors that can explain why many young women do not practise any physical or sporting activity at all, and that gender stereotypes continue to contribute to the differences in choice of discipline.

ULTIMATE FRISBEE, A SELF-REFEREED AND MIXED-GENDER SPORT

Ultimate Frisbee is a team sport in which the aim is to score points by moving down the field by passing a flying disc («frisbee») between players of the same team towards the opponent's end zone and catching the disc there.

Like other sports, Ultimate Frisbee requires great stamina and explosive skills, as well as agility and accurate throwing.

What sets it apart from other sports is, first and foremost, the fact it is **self-refereed**: the players are solely responsible for the smooth running of the game, for knowing and adhering to the rules, and for communication on the pitch. In other words, they do not rely on a referee to settle disputes during matches. In addition to abiding by the rules, participants are expected to embody a

set of principles (positive attitude, respect for the opponent, fair play, ...). These behavioural attitudes and skills are evaluated after each match by the opposing team during competitions.

Teams are therefore subject to two rankings depending on their results: the «Spirit of the Game» ranking, and the more conventional ranking found in sports.



The second unusual aspect of Ultimate Frisbee is that it can be played by **mixed-gender** teams⁹. Being a strictly non-contact sport, as well as the wide variety of positions on the field, allow for both men and women to play on the same team.

Ultimate Frisbee is a sport that is booming in terms of media visibility and membership. It has been recognised by the International Olympic Committee as an Olympic sport since 2016 and could be included in future Olympic Games (Los Angeles in 2028, for example).



RELEVANCE OF ADDRESSING GENDER EQUALITY IN THE CONTEXT OF ULTIMATE FRISBEE

As previously outlined: a mixed-gender Ultimate team comprises women and men who have grown up in a gendered society; the world of sport and that of our club are an integral part of this gendered society and are by no means exceptions to societal codes; and Ultimate Frisbee is a sport that can be played with mixed teams.

The Flying Rabbits Ultimate Club, believes that it is therefore important to address the gender discrimination that our players may face and to think about how to rectify it. **Equal opportunities** and **inclusion** are values defended by our club and **gender diversity** is one of our structural pillars, just like the Spirit of the Game.



The aim of highlighting this issue is to promote the social, mental, emotional, and sporting **development** of each member of our club, as well as to allow each individual to tap into their full potential, ensuring that their gender does not constitute a hindrance to their development. This work must address improving social dynamics **on and off the field**, in our rabbit folklore, and in the governance of the club.

Working on equal opportunities and gender diversity also makes sense from a **sporting** point of view.

Winning mixed competitions can only be achieved through a strategy truly based on mixed play (i.e., going further than simply having an equal number of men and women on the field) and establishing such a strategy simply cannot be done without shining the spotlight on the gendered behaviour of players and coaches.



Our objective also transcends the question of the rabbits' individual development or the results of our club. By admitting that the behaviours observed on the field of play resemble the behaviours adopted in society in every way or, in other words, that we unconsciously reproduce the same systems of social domination and inequality on the sports field, we can therefore consider that, conversely, a change in attitude on the field of play could have an impact on our lives outside the club (at work, in our families, in our relationships, etc.).

The beauty and power of Ultimate Frisbee comes from this **ability to spread** our values of Spirit and gender diversity. As coaches and sportsmen and -women, we need to be aware of this.



HISTORY OF THE RABBITS

The Flying Rabbits Ultimate Club (FRUC) was created during the winter of 2012-2013 by a group of friends. Despite some female friends, partners and girlfriends tagging along, the club remained predominantly male for a few years¹¹. The club's players have always referred to themselves as «rabbits» and this will be the term used in the rest of this document to describe them.

The female contingent participated in their first national women's indoor championship (*BUWIC*) in 2015, and their first national women's outdoor championship (*BUWOC*) during the **2016-2017** season. Preparing for these championships consisted of a single training session per team, once a month. Happy with these experiences, the female players wanted to repeat them the following year, but this time with more intensive training.

The club's Coaching Committee therefore decided that, starting in autumn 2017, there would be two single-gender practice sessions a month, throughout the year.

The 2017-2018 season represented a year of **increasing awareness** on gender equality issues in the club. This began with the launch of gender-segregated training sessions and female players reporting an ability to **«try their hand at different positions on the field when they were playing without men»**.

At that time, the women also explained that they liked to be amongst themselves simply «to have fun», for the «friendly atmosphere», and to improve.

The issue became a hot topic at the club at the time as some rabbits, both male and female, simply did not understand why training sessions had become gender specific. They said that they had signed up for a mixed sport, so why were the training sessions being separated by gender? Others were afraid that gender-segregated training would take precedence over mixed training.





Gender-segregated training was implemented and the results were very positive for women. The smaller sized group allowed players to develop specific skills thanks to the almost one-on-one coaching. Men, on the other hand, had a harder time getting into the groove. An opinion poll taken in September 2017 revealed that a third of men wanted separate training sessions for men and women, a third were against the idea, and the remaining third had no preference either way. In the end, the men found that training sessions geared towards physical effort worked for them.

Given the stir caused by this issue of gender diversity and equality, a small group came together in the winter of 2017 to discuss gender diversity issues at FRUC. They agreed on the different elements of «rabbit gender diversity», though these could also refer to the different components of equal opportunities in general¹².

The group also discussed how they were feeling and touched on certain issues that the female players (and to a lesser extent the men) had noticed in the club: that women's self-confidence builds up little by little, whereas for men, self-confidence tends to be there from the get-go; that the latter take charge when deciding on tactics, making the long passes, making the pulls at the start of play, recovering the disc after a turnover; and that in the wider context, they're the ones starting chants, giving the spirit speeches, etc. The role of the female players, according to the female players themselves, is limited to «catching the disc in the end zone», to dishy plays, and cup defence (defensive zone play). **According to the group, it seemed that the predominant role of men both on and off the pitch was leaving little room for women to develop their game – that was until they discovered gender-segregated training.**

The **Cincinnati adventure (2017 - 2018)**¹³ left its mark on the female players as the differences between men and women were felt quite harshly on the field: four beginner female players had to wait until the end of pre-tournament training before being integrated into game play, whereas the male beginners were included in tactical play straight off the bat; plays were focused on male players; the set of handlers (the game builders) only included three women out of nine (two of them were injured before the competition, so that by the time the preparation tournaments were over, the team only had one female handler); and game statistics revealed that 80% of disc possession was made by men. During the championship, most of the women said that they felt out of place on the field and also undervalued.

However, the Cincinnati adventure was also marked by some good advances, such as a *Sociocratic election process*¹⁴ (an election where everyone is considered a candidate) leading to a mixed-gendered pair of both spirit and sport captains being elected.



In the spring of 2018, in parallel with the preparations for Cincinnati, a member of the Coaching Committee who was also involved in the reflection group on gender diversity proposed that the club hold its first « **Gender Diversity Month** », where **rules of positive discrimination** would be tested during training sessions (see below).

On their return from Cincinnati (**summer 2018**) – with a magnificent Spirit of the Game trophy in tow – a small number of male and female rabbits encouraged the club to take on a number of new female players, in order to have as many female members as male members. After much discussion about the merits of such a strategy, the club agreed. However, the arrival of a **new cohort of female recruits** raised questions in terms of how things would work for the championships: men had previously complained about not having enough women to create enough mixed-gender teams in the championship, and now some were complaining about having to play with very beginner women players in mixed teams. It would indeed be a matter of time before women and men would be on equal footing for level of play in the club.



For the 2018-2019 season, the Coaching Committee decided to roadmap several priorities, one of these priorities focussing on the question of gender diversity. The committee appointed someone responsible for this priority,

who in turn put together a reflection group of volunteers to further delve into the matter. Thus came to be an official **diversity committee – the CoMix** – whose role was to provide input to the Coaching Committee and the club's managers. This new committee decided to take charge of a series of actions, both at club level and at the level of the Belgian federation. The work on gender equality, gender discrimination, equal opportunities and inclusion, thus took on a new dimension with initial changes to the mentality of the rabbits being observed.

The CoMix continued to work during the **2019-2020** season and below is a summary of work undertaken, a description of the tools built, and the lessons learnt in recent years.

RABBIT TOOLBOX

THE CoMIX

Each year, a mixed-gender group of rabbits volunteer to keep the subject of gender diversity and equal opportunities alive and kicking in the club. To do this, the group reviews the issue, raises awareness amongst other rabbits, and offers tools to coaches. These rabbits set themselves the task of continuously observing the dynamics on and off the pitch through a gender diversity lens in order to identify gender discrimination.

GENDER DIVERSITY MONTH

The Gender Diversity Month comprises one month of the year during which all training focuses on the issue of gender equality. The Gender Diversity Month is wholly organised by the CoMix, with its members taking charge of training sessions. These are punctuated by exercises aimed on the one hand at making the rabbits aware of the gender discrimination that exists in our sports practice, and on the other hand at reducing this discrimination. A description of the proposed exercises is given below.

The purpose and organising of the Gender Diversity Month has evolved over time. After two years of work with the rabbits, the CoMix decided to focus its 2019-2020 work on preparing for the 2020 National Outdoor Mixed Championship (known as *BUMOC*). The COVID-19 health crisis of course thwarted these efforts.



RULES OF POSITIVE DISCRIMINATION

Throughout the year and particularly during the Gender Diversity Month, the Coaching Committee and the CoMix can use rules of positive discrimination with the objective of reinforcing equal opportunities and the mixed-gender nature of our game. Depending on the rabbits' level of awareness, these rules are to be used with varying degrees of intensity.

Example of rules that are now used all year round at the Flying Rabbits :

- when demonstrating drills, insist that mixed pairs demonstrate the exercise. Before this rule was introduced, only men volunteered to demonstrate the exercises. Today, things are more balanced.
- when setting up the teams, no longer ask the rabbits to rank themselves by level, as women systematically tended to undersell themselves; the coaches therefore form the teams themselves. In the past, it was also customary to separate women and men into two lines when setting up teams; this approach was also done away with in order to consider rabbits according to their skills, regardless of their gender.
- invite both women and men to lead the physical warm-up before training.
- systematically set up mixed pairs of captains for tournaments and championships.

Example of rules that have been implemented during the Gender Diversity Month:

- only women can make the pulls during matches,
- there must be an equal ratio of male and female handlers,
- women direct the choice of strategy on the line,
- the assist must be made by a woman,
- there must always be a man and a woman who «cut» whilst a second pair (also a man and a woman) wait in the stack,
- passes must alternate between men and women.



SINGLE-GENDER TRAINING SESSIONS

During Women's training, the coaches developed sessions aimed at improving players' physical strength so that they can come back stronger in mixed-gender play (what we call «empowerment»). Thus, these training sessions focus on aspects the female players are less used to working on, or areas that they aren't as confident about or don't feel able to do.

During the first year, training sessions included work on:

- long pass throws
- pulls
- physical exercise
- handling (building the game)

To date (December 2020), the situation has changed considerably. The rabbits now have seven female players in the national team¹⁵ and one female national competition gold medal (*BUWIC* 2019). Many of them have made progress in handling, have become coaches, and are naturally involved in defining game strategies (e.g. talking on the line). It is important to always remember that this has been the subject of long-term empowerment work. **This work must be continued with the new players!**

To date, Men's training sessions have not focussed on any elements in particular. There are a number of ideas to consider:

- developing listening skills and respect for instructions

on the line;

- managing space on the field and taking into account where other rabbits (women or men) are positioned when male players are moving across the field;
- the ability to evaluate one's own level of play compared to that of one's opponent, and in turn the ability to recognise physical/technical inferiority, therefore allowing another rabbit to lead a play; and
- becoming aware of the dominance hierarchies that may exist within the group of men themselves.

GENDER DIVERSITY WORKSHOPS

The first edition of the Gender Diversity Month in 2018 got mixed reviews.

On the one hand, we received **positive feedback**:

- women who said that they had been given their first opportunity to make a spirit speech or had been chosen as a handler. This gave them a taster of the extraordinary nature



of handling, the skills required to feel comfortable in the role, but also the pleasure that could be derived from it.

- men who were able to identify with what women were going through as they too found that they were victims of a form of discrimination on the field, and this occurring (un)consciously at the hands of other "dominant" men.

We also received **negative feedback**:

- from women who had felt uncomfortable during the training sessions because of comments made by men (e.g. «here, why don't you pull given that it's vagina month»).
 - from men who were very frustrated with having to follow rules of positive discrimination, complaining that doing so prevented seamless play. They also pointed out that putting quotas on pulls, passes or handling prevented them from being able to do what they felt was most effective in scoring points. They didn't care that purposely sharing these types of plays could contribute to
- the development of another rabbit. They found it a shame that equal opportunities were being given priority over common sense, tactical rationality and fluidity (e.g. "if a girl can't play handler, why put her in that position, she's inexperienced and it ruins the whole game"). This obligation came therefore at the detriment of immediate effectiveness according to these men.
 - many of the rabbits also felt that there was no gender discrimination on the field and that the differences in implications between women and men only reflected a difference in level, without however seeing how gender, self-confidence, or the gendered attitudes of coaches could help or hinder the development of a player (and thus impact their level of play).
 - some men said that they «were here for the sport not politics».
 - some men and women said that they had never heard anyone complain, so there was no problem and that these approaches could actually create divisions.



For these reasons, it was deemed necessary that the following year's edition of Gender Diversity Month be accompanied by:

- a time for explanations, giving meaning to the exercise;
- a time for sharing feelings, allowing everyone to develop empathy for the experiences of their male and female teammates;

- a time for demonstrating facts, statistics and scientific concepts; and
- a time for each and every member of the club to commit to behavioural resolutions to achieve the month's objectives.

As such, the following year's Gender Diversity Month was both kicked off and wrapped up with «Gender Diversity Workshops».



GENERAL STRUCTURE OF THE WORKSHOPS

OPENING WORKSHOP

- Breakout group discussions giving rabbits the opportunity to talk about their **feelings**, impressions, frustrations and questions. This time was necessary to give players peace of mind and also laid the foundations following the workshop, contributing to developing empathy and the ability to listen to others.
- **Information sessions with the CoMix** during which statistics from American matches were shared and compared with our own statistics, in order to bring an evidence base to the discussions.
- Individual **reflection** with each participant coming up with two specific resolutions that they could implement straight away, on an individual basis, to contribute to gender equality in the club. • Everyone shared their resolutions with the rest of the group.

WRAP-UP WORKSHOP

- **Debriefing** on the Gender Diversity Month in breakout groups.
- Reflection in breakout groups and then in a plenary session, looking at **commitments to be made by the club** for the following year in terms of equal opportunities.



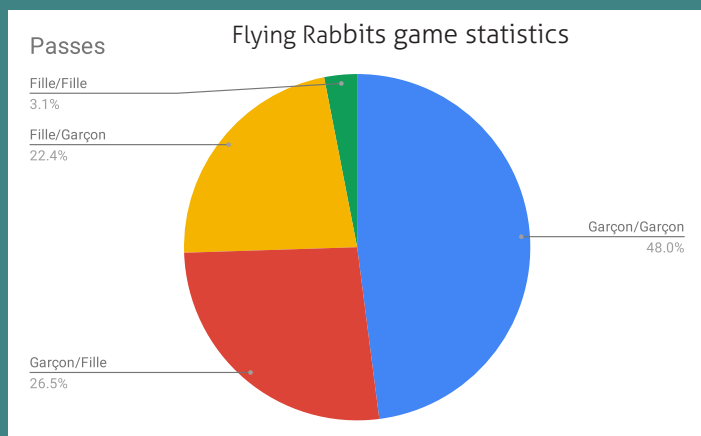
STATISTICS

As mentioned above, as part of its efforts to raise awareness on gender diversity, the CoMix compiled statistics of the rabbits' matches. We were interested in the breakdown of the number of touches by men and women and by the team as a whole; what kind of throws were preferred by different players, etc. The data allowed us to substantiate how players were feeling and to have a snapshot of what was happening on the field of play at any given moment in time, thus enabling us to evaluate progress made in mixed-gender play.

We also reviewed statistics from the United States and presented these to the participants of the gender diversity workshops, to make them realise that the trends observed in the United States were largely similar to those observed elsewhere. It is worth mentioning the two references below, which analyse the players' touches at the American mixed national championships: Kathy Frantz's study (2018)¹⁶ illus-

trates, among other things, that men on mixed teams had roughly 74% of their team's touches, compared to 26% for women, and that passes are 55.5% from man to man, 31.2% from man to woman, 9.7% from woman to man, and 3.6% from woman to woman.

The study by Charlie Enders and Steve Sullivan (2019)¹⁷ reports the same orders of magnitude in terms of the distribution of touches between men and women.



ADVICE

We would advise anyone wanting to promote gender equality and a truly mixed game in their Ultimate club to consider the following success factors:

GET THE COACHES ONBOARD

Coaches are essential allies because they're the ones organising training sessions, in charge of team composition, thinking about match strategies etc. Often, they are also role models for players and their opinions are respected. Keep in mind however, that they also have their own perspectives on gender and their views on gender equality may differ from yours. You will therefore need to communicate, explain, and demonstrate with them as well.



HAVE ALLIES / INTERMEDIARIES

Every social circle has a certain number of «influencers», people who are respected by their peers, listened to, recognised for their experience and/or sympathy – do not hesitate to capitalise on these individuals' influence to spread the word and lead by example.

DARE TO USE RULES OF POSITIVE DISCRIMINATION

Positive discrimination is a temporary tool that helps to raise awareness of an imbalance and encourages rebalancing, until a new balance is achieved «naturally». Though this approach can be frustrating at first, remember that the gender gap that you're trying to bridge is even more frustrating for many individuals.

ARM YOURSELF WITH DATA AND STATISTICS SPECIFIC TO YOUR CLUB (FILM YOURSELF AND COUNT!)

As Lauren Bastide¹⁸, feminist activist and author of the book *Présentes*, recommends, there's nothing like counting if you want to take stock of gender parity within a given environment! Establish match statistics early on that illustrate the issue, and which can rebut the first counterarguments that deny the existence of gender inequality. If the exercise is repeated every year, these statistics are also indicators of progress over time.



LET PEOPLE EXPRESS THEMSELVES AND CREATE CONDITIONS FOR LISTENING AND EMPATHY

Tackling the issue of gender diversity in your sports team means changing a well-established system and psychological paradigms that are deeply rooted in our society. Instances of gender inequality generate anger and frustration (and much more) for those who are victims of said inequality. On the other hand, it is likely that the voices of victims are met with many questions, misunderstandings, and even opposition. In any case, the members of a team must create conditions so that these different emotions,

expectations and thoughts may be expressed. Real efforts must be made to listen to these voices and take them into account. Do not hesitate to seek the support of professionals and use collective intelligence tools to facilitate these discussions, which can be very intense.

BUILD A SOLID AND INFORMATIVE CASE

There are no two ways about it, you will come up against opposition in your endeavours. Be sure to have clear points, facts and testimonies to overcome such opposition. You may need to take a step back, temporarily take a back seat, and let others take up the torch (be this during a discussion, during a few training sessions, or even take time out for an entire season).

FOLLOW UP (LONG-TERM APPROACH)

Improving gender equality in your team is a long-term process. Each year you will have to start from scratch with raising awareness amongst new recruits. You will have to continue to work over the course of time, moving from awareness raising, to implementing initial solutions, establishing new structuring practices, to reaping the visible benefits of these practices, before reaching a team playing a truly mixed game and a non-discriminatory club.

To follow up on progress, take stock of the situation with the team on a regular basis, compile new match statistics every year, report on developments and, if successful, give yourselves a pat on the back!



GOING ONE STEP FURTHER

The issues listed below have not yet been examined by our club but would warrant particular attention in the months and years to come.

We note that when a **female rabbit becomes a mother**, she tends to stop playing Ultimate, which isn't the case for rabbits who become fathers. What is the role of the club in this case? Do we need to consider support mechanisms to encourage mothers to continue playing? If so, what type of mechanisms?

Up until now, the work of the CoMix has been limited to the club's senior category players. However, the transition from **childhood to adolescence** is a key moment for any budding sports player and gender differences can become more apparent during this period. What mechanisms need to be put in place to keep young players in the club? How can we address the issue of gender equality with our junior category players?

Reflecting wider society, the world of sport will have no choice but to redefine **non-binary sports categories** that take into account trans-identity, gender fluidity, etc. The United States, Canada and the United Kingdom have already made a lot of headway on this subject. How should the rules of mixed Ultimate be adapted in Belgium to fit this reality?

Equal opportunities are not only about gender equality, and our sports club certainly reproduces **other types of discrimination** which should be questioned: how to include people with disabilities, people from other social, cultural, economic, or other backgrounds?

CONCLUSION

The sporting sphere is no stranger to discrimination between men and women, and the small world of mixed Ultimate Frisbee is no exception to this phenomenon. We believe that it is essential to take the bull by the horns when tackling this issue for the well-being of our players, and to give us the opportunity to create an equal society, even if only on the field.

Breaking down our perspectives on gender and reinventing living together is a very long-term task. The results obtained to date with the Flying Rabbits seem promising. Although we are still far from having achieved real gender equality on the field, we are on the right track: this is evident in the roles that our players now take on during matches and training sessions, in the trust that is being created between team members, in the recognition of situations of gender inequality, in the involvement of our coaches to help our habits and practices evolve, etc.

We are determined to continue this work and hope that other Belgian clubs will follow suit to make Belgian mixed Ultimate Frisbee an example of egalitarian and fulfilling sport for all.

END NOTE

INTRODUCTION

- 1 V. TUAILLON, « Les couilles sur la table », Binge Audio Edition, 2019
- 2 Le mythe de la Virilité, Robert Laffont, 2017
- 3 Podcast Du Sport, épisode 05, « Pourquoi le sport reste encore un truc de mecs », Binge Audio
- 4 Gender equality in sport, factsheet, <https://eige.europa.eu/publications/gender-equality-sport>
- 5 <https://www.forbes.com/athletes/#1963bfea55ae>
- 6 Podcast « Du Sport », épisode #12 « Les sportives inventent-elles une nouvelle féminité? », Binge Audio
- 7 Ouverture de la boxe aux femmes aux JO en 2012, <http://www.slate.fr/life/60085/boxe-feminine>
- 8 La dernière étude de l'INSEE, recense qu' « en 2015, 45 % des femmes et 50 % des hommes de 16 ans ou plus déclarent avoir pratiqué une activité physique ou sportive au cours des douze derniers mois. Un tiers de femmes comme d'hommes en pratiquent une régulièrement, au moins une fois par semaine » <https://www.insee.fr/fr/statistiques/3202943>
- 9 Les autres catégories sont les catégories men (match entre hommes), women (match entre femmes) ou open (match où chaque équipe décide d'aligner des hommes et/ou des femmes, indépendamment du choix de l'autre équipe). En catégorie mixte, les équipes choisissent à tour de rôle d'aligner 4 hommes et 3 femmes ou 3 hommes et 4 femmes (une équipe devant totaliser 7 individus) et l'équipe adverse doit obligatoirement aligner le même nombre de personnes de chacun des deux genres.
- 10 V. TUAILLON, « Les couilles sur la table », Binge Audio Edition, 2019

HISTORY OF THE RABBITS

- 11 Avant 2015-2016, le calcul des présences n'était pas automatique et le listing des rabbits moins précis. Les anciens recensent un maximum de 10 femmes régulières.
- En 2015-2016, le club passe à 24 femmes sur un total de 65 inscrit·e·s dans l'équipe adulte, soit 37%
- En 2016-2017, 27/68, soit 40%
- En 2017-2018, 25/68, soit 37%
- En 2018-2019, 35/78, soit 45%
- En 2019-2020, 33/70, soit 47%
- En 2020-2021, 45/85, soit 52%
- 12 La possibilité pour chacun·e de montrer ce dont iel est capable ; la nécessité d'évaluer les compétences indépendamment du sexe de la personne (et donc de son genre) ; une mixité qui ne serait pas que quantitative mais surtout qualitative.
- 13 Cf. participation des Flying Rabbits au WUCC - World Ultimate Club Championship - à l'été 2018, vu leur titre de vice champions mixte de Belgique en 2017.
- 14 Pour plus d'information sur l'élection sans candidat, consultez les fiches infos de l'Université du Nous : <http://universite-du-nous.org/wp-content/uploads/2013/09/esc-2017-v0.1.pdf>

RABBIT TOOLBOX

- 15 Pour être exact : cinq joueuses actuellement en équipe nationale (belge ou française) et deux joueuses d'anciennes équipes nationales.

ADVICE

- 16 <https://ultiworld.com/2018/06/25/research-elite-mixed-ultimate-still-skewed-towards-male-involvement/>
- 17 <https://ultiworld.com/2020/04/17/men-touch-disc-twice-much-women-mixed-though-gap-slowly-closing/>
- 18 «Présentes, ville, médias, politique,... Quelle place pour les femmes?», Lauren Bastide, Allary Editions, 2020»



Writing: Stephanie Gautier

Contribution: Elie Jesuran, Marie-Aline Haken, Miguel Rosal Martins, Antoine Lambert, Morgane Dille

Proofreading: Eloïse Sterkendries, Boris Feron, Eva Maxson

Layout: Noémie Dekoninck

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