

A Review of Sexual Orientation in Sport

sportscotland Research Report no. 114

A research study for:

sportscotland
Sport Northern Ireland
Sport England
UK Sport

by

**Celia Brackenridge, Pam Alldred, Ali Jarvis,
Katie Maddocks and Ian Rivers**

Centre for Youth Sport and Athlete Welfare, Brunel
University

ISBN: 978 1 85060 549 2

December 2008

Published by

sportscotland
Caledonia House
South Gyle
Edinburgh EH12 9DQ

0131 317 7200

FURTHER INFORMATION

This Research Report was commissioned by **sportscotland**, Sport Northern Ireland, Sport England and UK Sport to review sexual orientation in sport and other physical activity and draw out policy implications.

For further information, contact the following:

Authors: celia.brackenridge@brunel.ac.uk

sportscotland: research@sportscotland.org.uk

Sport Northern Ireland: info@sportni.net

Sport England: research@sportengland.org

UK Sport: info@uksport.gov.uk

Stonewall: info@stonewall.org.uk www.stonewall.org.uk

The summary report, *A literature review of sexual orientation in sport: summary* by Professor Brackenridge and colleagues, is available with this main report on the following websites:

www.sportscotland.org.uk

www.sportni.net

www.sportengland.org.uk

www.uksport.gov.uk

CONTENTS

ABBREVIATIONS	5
ACKNOWLEDGEMENTS	6
FOREWORD	7
SUMMARY	9
Key Findings	9
Recommendations for Research and Policy	11
Research	11
Policy	12
SECTION 1: CONTEXT	13
Chapter 1 Background	13
1.1 Purpose	13
1.2 Scope	13
1.3 Process	14
1.4 Approach	14
1.5 Methods	21
1.6 Conceptual Framework	22
SECTION II: FINDINGS AND DISCUSSION	27
Chapter 2: Awareness	27
2.1 Introduction	27
2.2 Policy and Discourse	28
2.3 Policy Gaps	31
Chapter 3: Knowledge	33
3.1 Introduction	33
3.2 Research Evidence	33
3.3 Knowledge Gaps	42
Chapter 4: Delivery	43
4.1 Introduction	43
4.2 Programmes	43
4.3 Delivery Gaps	45
Chapter 5: Measurement	46
5.1 Introduction	46
5.2 Participation and Impacts	46
5.3 Measurement Gaps	50
Chapter 6: Communication	51
6.1 Introduction	51
6.2 Dominant Discourses	51
6.3 Communication Gaps	52
SECTION III: CONCLUSIONS	54
Chapter 7: Summary	54
7.1 Key Themes	54
7.2 Main Gaps and Recommendations for Research and Policy	56
7.3 Conclusions	57
SECTION IV: APPENDICES	59
Appendix 1a: Sampling Frame – Electronic Databases	59
Appendix 1b: Sampling Frame – Policy Analysis	60
UK-based Organisations	60
Overseas or International Organisations	60
Appendix 1c: Sampling Frame – Telephone Interviews	61
Appendix 2: Sample Interview Schedule	63
Appendix 3: Background Note on the Legal Framework	64

Workplace Equality	65
Equal Access to Goods, Facilities and Services (GFS)	65
Appendix 4: Practical Schemes – What Works?	66
Organisations	66
Events and Initiatives	67
Education and Training Resources	68
Appendix 5: A Model Sports Organisation...	71
Appendix 6: Homophobia and Sports Policy Recommendations	72
Safety	72
Fair Treatment/Equal Access	72
Support	73
Education	73
SECTION V: BIBLIOGRAPHIES	74
Annex A: Complete Bibliography	74
Note on the Limitations of the Sources	74
Websites	108
Annex B: Themed Bibliography	109
Biography	109
Doctoral and Masters Theses	110
Health	111
Homophobia	112
Identity	115
Media	131
Policy and Management	135
Race	139
Teaching and Coaching	140
Theory	142
Generic Sources	145

TABLES AND FIGURES

Table 1 Some highlights in the history of LGBT activity and scholarship in sport	17
Figure 1 Challenging the status quo: steps to converting awareness into practice in achieving sexual orientation equality in sport	24
Figure 2 Conceptual model of stakeholder responses to equality and sexual orientation	25
Table 2 Summary data for literature search items, by theme	34
Table 3 A research agenda on homophobic bullying	37
Table 4 Coming out in sport: facilitators and inhibitors	38
Table 5 Impacts of a gay-(un)friendly sports organisation	39

ABBREVIATIONS

BOA	British Olympic Association
CAAWS	Canadian Association for the Advancement of Women and Sport and Physical Activity
CoE	Council of Europe
COSO	Coalition on Sexual Orientation
EGLSF	European Gay and Lesbian Sports Federation
EHRC	Equality and Human Rights Commission (UK)
EOC	Equal Opportunities Commission
FA	Football Association (England)
GFSN	Gay Football Supporters network (England)
GLAAD	Gay and Lesbian Alliance against Defamation
GLAF	Gay and Lesbian Athletics Foundation
HB	Homophobic bullying
IGLFA	International Gay and Lesbian Football Association
IGLYO	International Gay, Lesbian, Bisexual and Transgender Youth and Students Organisation
ILGA	International Lesbian and Gay Association
IOC	International Olympic Committee
LGBT	Lesbian, gay, bisexual and transsexual people
NCLR	National Center for Lesbian Rights (Sports Project) (USA)
NDPB	Non-Departmental Public Body
NGB	National Governing Body of sport
NGO	Non Government Organisation
ONS	Office for National Statistics
SGB	Scottish Governing Body of sport
SO	Sexual orientation
UEFA	Union of European Football Associations
WSFF	Women's Sports and Fitness Foundation (UK)
WSF (US)	Women's Sports Foundation (USA)
WSI	WomenSport International

ACKNOWLEDGEMENTS

Grateful thanks to Kay Munro of Glasgow University, Benjamin Smith of the London Borough of Hackney, the project Steering Group and to the following:

Dr Jessica Lindohf, **sportscotland**

Dr Kristi Long, **sportscotland**

Sam Dick, Stonewall

Gillian Miller, Stonewall

Chris Lillistone, Women's Sports Foundation

James Knox, Coalition on Sexual Orientation

Rosie Williams, Women's Rugby Football Union

Mike Collins, International Gay and Lesbian Football Association

Scottish Government: Sports Division, Health and Well-being Directorate

NI Office of First Minister and Deputy First Minister (OFMDFM): Equality Unit

FOREWORD

The sports councils in the UK have recognised the social and legal imperatives for sports bodies to support participation among lesbian, gay, bisexual and transsexual¹ (LGBT) people and to oppose homophobia and related discrimination in sport. This issue has not previously had the priority that has been accorded to other equality strands such as gender, disability or ethnicity, and only in recent years has the process started of giving sexual orientation equal importance to the other equality strands. However, the forthcoming Single Equality Bill (expected to be passed early in 2009) is likely to require all equality strands to be given equal importance.

The process of implementing effective policies to ensure LGBT people are not subject to discrimination and harassment in a sports context has been hampered by two factors: social attitudes and lack of information.

- Social attitudes have meant that there has been a reluctance even to recognise that sports participation by those whose sexual orientation is anything other than heterosexual can be problematic. Discrimination can run deep: it may be implicit through 'heteronormative' attitudes² as well as explicit through homophobia, and does result in self-censorship by LGBT people.
- Information gaps are substantial. Whilst non-inclusive attitudes, homophobia and self-censorship are well-documented, they remain anecdotal – we cannot quantify how prevalent they are. We cannot even do the simple analyses – as we can for women, older people, those with a disability or from a minority ethnic background – that would tell us to what extent LGBT people undertake different levels of sports participation³. Such information would underpin the more in-depth understanding that qualitative investigations can provide and also ensure that sexual orientation is given a more prominent place in the sports policy agenda.

In order to improve and develop their policy advice, the sports councils commissioned Professor Brackenridge and colleagues to review what is known about sexual orientation in sport and to draw out implications and practical recommendations. The welcome result is this thorough analysis of a wide range

¹ Transsexualism or transgenderism is not a sexual orientation; but given the commonality of equality issues and of some of the available documentation it was appropriate to commission a review that addresses issues relating to both LGB and transsexual people in sport.

² Attitudes that view heterosexuality as the 'normal' sexual orientation.

³ In 2008 for the first time national data are being gathered through the Scottish Health Survey on both sports participation and sexual orientation. As there are no obvious reasons why these should differ significantly north and south of the border, they should provide a yardstick for the UK. Information is also beginning to emerge from equality surveys of their members by governing bodies of sport.

of research and policy documents, presented with a combination of academic rigour and strong advocacy for the issues raised.

The review describes the gaps in our knowledge and identifies further research needs. It also makes policy recommendations, including the following which should be achievable given the information we now have:

- Practical and policy guidance on assuring inclusive sport for LGBT people, especially for clubs, governing bodies and elite sport organisations. Such guidance is beginning to emerge, for example *Transsexual people and sport: guidance for sporting bodies*⁴ (DCMS, 2005), and this review should inform the preparation of more.
- Development and dissemination of advice and guidance materials and systems for athletes dealing with sexual orientation issues.
- Case studies to illustrate how processes and practices in different sport contexts can be adjusted to include LGBT athletes and sports personnel. (A list of useful case studies is included in Appendix 4.)
- Preparation of advice sheets on service and facility provision for trans people⁵ in different sports.
- Development of leadership training about sexual orientation equality and impact assessment guidance, delivered to all lead sports body chief executive officers and key public officials working in sport.

We strive for tolerance and adherence to standards by sports bodies and participants. However, as the authors conclude, we also need to go beyond that to achieve genuine inclusiveness for the benefit of sport as a whole.

Our thanks go to Celia Brackenridge, Pam Alldred, Ali Jarvis, Katie Maddocks and Ian Rivers for producing this important review which we hope will improve understanding and influence the development of policy and practice for sexual orientation and sport.

sportscotland

Sport Northern Ireland

Sport England

UK Sport

November 2008

⁴ www.uk sport.gov.uk/assets/File/Generic_Template_Documents/Standards_in_Sport/transsexuals.pdf

⁵ 'Trans people' is a term that describes a complex range of overlapping individual circumstances. Broadly – and necessarily simplistically – trans people include transgendered people and transsexuals: transgender is a matter of identity and thus part of the 'queering' process; transsexualism is medically determined.

SUMMARY

The purpose of this study was to review and critique the literature on sexual orientation in sport in order to inform equality impact assessments, support the implementation of the sports councils' equality schemes and inform the advice given by these agencies on developing sports participation among those who are lesbian, gay, bisexual or transsexual (LGBT) and on tackling homophobia in sport.

The review focuses mainly on the UK context and English language sources but also draws on materials and policy references from other countries where these are relevant. All levels of the sport performance ladder are addressed, from recreational to elite.

The review involved:

- literature searches of major electronic databases related to sport and the social sciences (see Appendix 1a);
- a desk study of available information on sexual orientation in sport, including examination of the policy infrastructure of a small number of international sport and sport advocacy organisations (Appendix 1b); and
- telephone/email interviews with a small number of stakeholders in voluntary sector sport, non-sport and public sector bodies (Appendix 1c).

Sexual orientation usually refers to the direction of someone's erotic or sexual desire, and is usually expressed along a continuum from exclusively heterosexual (only being attracted to people of the opposite sex) to exclusively homosexual (only being attracted to people of the same sex). The researchers conducting this review began from the standpoint that sexual orientation (SO) is a dynamic rather than fixed set of statuses, that interpretations of SO depend on learned social roles, and that treatment of SO within sports organisations is politically and historically relative.

To help analysis of the literature and policy search a 'change model' was used to illustrate the various stages of action and expertise that influence progress in this area. From the analysis of interview transcripts, policies and research, gaps and priorities for further research were identified.

Key Findings

- Research focusing on identity and experience research is the dominant theme in the literature, with considerable additional contributions from the literature on women/femininities and men/masculinities.

- Bisexuality and transsexuality are underrepresented in sports research and policy.
- Whilst there is a basic awareness among stakeholders that there are issues relating to lesbian, gay, bisexual and transsexual (LGBT) people that have to do with participation, discrimination and homophobia in sport, there is a lack of expertise (and in some cases desire) to do what is required to address them.
- Lack of data and evidence means these issues can be ignored or remain hidden.
- Equality issues around sexual orientation and gender identity are still seen differently from comparable issues on race, gender or disability and the underlying prejudices are different.
- Much of the prejudice and negativity around LGBT issues in sport can be traced back to the application of gender stereotypes and perceptions of masculinity and femininity.
- Attitudes within sport both reinforce and are underpinned by wider social attitudes. It would be unfair to judge sports organisations by higher standards than those demonstrated elsewhere.
- Young people are seen as key to effecting change because they often express more enlightened attitudes to diversity than older generations. Sport can be a powerful influence both on young people's own personal development and on their attitudes to others, so young people's openness to diversity is likely to continue even after their personal involvement in sport ceases.
- There are many different dimensions to sport: team vs individual, elite vs recreational, health and social benefits of participation, sport's influence on fans and spectators. Each of these brings about different challenges and opportunities for LGBT inclusion and equality.
- In relation to effective service delivery, there is little evidence of integrated policy or thinking related to sport, health, education and social inclusion. Bringing these elements together more effectively could create a step-change in some of the issues relating to LGBT and equality, and help to add value to governments' efforts to work in a more joined-up way across health, sport, education and industry.
- Homophobic discrimination and gender stereotyping are not just damaging to those who may be LGBT but risk affecting performance and participation amongst far wider groups.
- There is no clear leadership on this issue and even some in government positions appear to be hesitant to take a stand on policy.

Recommendations for Research and Policy

Research

- 1 Quantitative research to identify patterns of representation.
- 2 Targeted qualitative research on the experiences of bisexual sports people, coaches and other support roles.
- 3 Research into the impact of queer/ing⁶ on individuals and organisations and implications for policy.
- 4 Inclusion of SO-related items within all standard public survey measures in sport.
- 5 Embedding of SO as a criterion within all publicly-funded sports research agendas on age, race, disability, religion and class.
- 6 Qualitative retrospective research to assess the types, extent and impact of homophobia on LGBT athletes and their entourages at the elite/performance level.
- 7 Relational studies of the interactions of LGBT and heterosexual sports people, coaches and other support roles.
- 8 Comparative analyses of LGBT equality in sport and other related areas such as health and education.
- 9 Replication of studies on SO diversity management in the public sector such as Munro (2006) and Colgan et al (2007).
- 10 Development of a methodology for conducting a cost-value analysis of SO diversity management in elite sport.
- 11 Prevalence studies of SO-related violence and harassment for LGBT sports people, coaches and other support roles.
- 12 Development of case management systems to collect and collate incidence data on these themes.
- 13 Mixed method policy research to audit whether, how and why providers (especially governing bodies of sport) do or do not address SO and to collect case studies of good practice.
- 14 Development of research and educational materials to support impact assessments.

⁶ 'Queer' is a term applied to those for whom the very notion of a defined sexual identity is restrictive and essentialist and who therefore perform or 'do' sexuality in a variety of ways designed to test the boundaries of the 'normal' in society.

Policy

- 1 Provision of lifestyle support expertise for talented and elite athletes, focused on coming out, working with LGBT/heterosexual peers, managing SO in different cultures, dealing with homophobia.
- 2 Practical and policy guidance on assuring inclusive sport for LGBT people, especially for clubs, governing bodies and elite sport organisations.
- 3 Development and dissemination of advice and guidance materials and systems for sports people dealing with SO issues.
- 4 Preparation of advice sheets on service and facility provision for transsexual people in different sports similar to that produced by Press for Change⁷ and DCMS (2005).
- 5 Case studies to illustrate how processes and practices in different sports contexts can be adjusted to include LGBT sports people, coaches and other support roles.
- 6 Adaptation of and/or engagement by sports organisations with Stonewall's Equality Index⁸ and Diversity Champions Programme⁹.
- 7 Development of leadership training about SO equality and impact assessment guidance, delivered to all lead sport body CEOs and key public officials working in sport.

⁷ www.pfc.org.uk

⁸ www.stonewall.org.uk/cymru/english/workplace/642.asp

⁹ www.stonewall.org.uk/workplace/1447.asp

SECTION 1: CONTEXT

Chapter 1 Background

1.1 Purpose

This review of sexual orientation (SO) in sport was commissioned by **sportscotland**, UK Sport, Sport Northern Ireland and Sport England, in order to:

- inform equality impact assessments;
- support the further development and implementation of the sports councils' equality schemes; and
- inform the advice given by these agencies on developing sports participation among those who are lesbian, gay, bisexual or transsexual (LGBT) and on tackling homophobia in sport.

The review is intended to:

- investigate issues relating to SO and sports participation (from grass-roots to elite levels) and non-participation, including homophobia;
- identify barriers and evidence of overcoming barriers;
- present such data as might exist on LGBT rates of participation;
- describe policies and case studies including good (and bad) practice relating to SO, participation and homophobia;
- report on the evaluation of related programmes and policies concerning SO in sport;
- identify potential questions for further research; and
- inform policy aimed, in particular, at increasing participation among LGBT people, reducing homophobia in sport and complying with relevant legal and human rights imperatives.

1.2 Scope

This review is based on English language studies only. It focuses mainly on the UK context but also draws on some materials and policy references from other countries where these are relevant. All levels of the sport performance ladder are addressed, from recreational to elite.

1.3 Process

The research comprised the following stages:

- A desk study of databases and grey literature (such as reports and short-life documents), focusing mainly on the UK but also addressing appropriate international comparisons where these were available, concentrating especially on aspects of SO and homophobia in sport and related physical activity (the search strategy is outlined in Appendix 1a).
- A comparative study of associated research and policy literature (Appendices 1a and 1b indicate the sampling frames for these).
- Consultations with expert informants (Appendix 1c).
- Close liaison throughout the review with the Project Steering Group and its lead officer.

1.4 Approach

1.4.1 Definitions

Contrary to widespread public assumption, sexual orientation (SO) is not necessarily determined by genetics nor is it aligned neatly with biological categories (male/female) (Hood-Williams, 1995). Indeed, genetic sex itself cannot be demarcated in this way since ‘sexual ambiguity’ (Lungqvist and Genel, 2005, pS42) arises from a variety of genotypes. SO generally refers to the direction of someone’s erotic or sexual desire, and is usually expressed along a continuum from exclusively heterosexual (only being attracted to people of the opposite sex) to exclusively homosexual (only being attracted to people of the same sex). There are many divisions of lesbianism (women-identified women), some linked to political differences and some to sexual differences; similarly, gay men do not all share the same political or sexual perspective. Bisexual people are neither exclusively gay/lesbian nor straight (heterosexual). ‘Trans people’ is a term that describes a complex range of overlapping individuals circumstances. Broadly – and necessarily simplistically – trans people include transgendered people and transsexuals: transsexualism is medically determined; transgender is a matter of identity and thus part of the ‘queering’ process. ‘Queer’ is a term applied to those for whom the very notion of a defined sexual identity is restrictive and who therefore perform or ‘do’ sexuality in a variety of ways designed to test the boundaries of the ‘normal’ in society. According to Jayne Caudwell, arguably the leading British researcher of queer/ing in sport, ‘queer’ describes “activism, theory, politics, identity and community” in ways that undermine compulsory and dominant sex/gender relations (Caudwell, 2006, p. 2).

1.4.2 Social Change and the Heterosexual Imperative

The historical emergence of 'the heterosexual' (Ward, 2008) coincided with the foundations of modern sport as a social institution in the late nineteenth century. Both constituted responses of white middle-class masculinity to modernisation, urbanisation and increased prominence of women and black and immigrant men in the labour market. Sport still appears to be inescapably constituted as a sex-segregated social institution: indeed, Kolnes argues that sport is not only based on gender divisions but also that heterosexuality is an 'organising principle' (Kolnes, 1995), yet in other cultural spheres such as music, theatre or literature this is not the case. The reasons for this are biological/physical, socio-historical and political.

The separation of sports into male and female on biological grounds is reinforced by powerful ideological and political mechanisms that also strengthen heterosexual norms. What might seem 'natural' (ie, based on bio-genetic sex differences) is actually 'social' (ie, based on culturally constructed gender differences). Woven into these gender divisions is the heterosexual imperative that privileges particular expressions of masculinity above others and above all types of femininity. Sex segregation is embedded in the organisational systems of sport and in the ideological and cultural domination enjoyed by a particular kind of heterosexual masculinity. Whannel (2007, p7) after Connell (1995, p71) points out that it is not possible to discuss masculinity except in relation to femininity since both are relational concepts. Similarly here, it is not possible to consider LGBT people in sport without interrogating the heteronormative – and associated homonegative – gender order of sport (Krane, 1997b).

Many eminent feminists and pro-feminists have argued persuasively in recent years that sport is a prime site for the (re)production of a particular kind of hegemonic (all-pervasive or dominant) heterosexual masculinity (Lenskyj 1992b; Hall 1996; Messner 1992, 1996; Messner and Sabo 1994). Some even describe it as hyper-masculine or hyper-heterosexual (Kirby et al, 2000) by which exaggerated or 'macho' representations of masculinity are pursued and valued above all others. Messner (1996, p223) argued that the social construction of sexual identities is a process which contributes to a matrix of domination that also includes race, class and gender. In other words, heterosexual privilege and power is linked to the other major social hierarchies in society. This analysis is reflected in the six equality strands now addressed by the Equality and Human Rights Commission (EHRC) – gender, race, disability, age, religion and sexual orientation. According to Aitchison (2007, p1), however, it is gender and sexuality that are most closely intertwined in the construction of individual identities, identity politics and identity relations.

Early feminist theories focused on lack of women's rights (to, for example, the vote, access to university education, and abortion) in ways that reinforced the male/female (sex), masculine/feminine (gender) divisions in society. More recently, however, social theories have challenged previous thinking and have

opened up the possibility that, rather than being fixed or stable categories or identities, gender and SO are in fact fluid, changeable and multiple (hence **masculinities**, **femininities** and **sexualities**). In so doing, such theorists have presented a major challenge to social and gender policies and practices. Nowhere are such challenges as starkly evident as they are in sport, which is historically laden with fixed gender expectations and which is deeply segregated on grounds of sex (see section 3.2.9). In most but not quite all sports, men and women compete separately even if they are regulated by single-sex organisations. Even though age, race, ability, religious and geographic divisions are commonplace in sport competitions, it is by gender that we most frequently divide.

One of the prompts for this review was the recognition by the commissioning agencies that policy and practice in sport lags behind both modern theorising about sexual identity and, perhaps more importantly, behind legal statutes and everyday practices. Many (especially young) people – urged by politicians and advocacy groups to take part in sport and other physical activity – find themselves alienated by sports organisations whose origins lie in nineteenth-century stereotypes, outdated social norms and expectations to conform. For them, the discomfort of ‘fitting in’ may simply not be worth it when set against other, more welcoming leisure or career choices.

1.4.3 Sport and LGBT Activism and Policy

According to the Council of Europe (CoE) (2007) it was lesbian and gay urban subcultures that paved the way for the European LGBT movements in Europe and the USA from the 1920s and 30s. In Berlin, the Netherlands, San Francisco and, most famously, in New York – where the so-called Stonewall riots in 1969 gave their name to today’s most famous LGB lobby group – gay leisure and political groups evolved. Initially separatist organisations, such lobby groups also gained impetus from both the Civil Rights and the ‘women’s liberation’ or second wave feminist movements through the 1960s and 1970s (see Table 1). Well-publicised moments of resistance against heterosexual culture helped to raise awareness of LGBT issues, not always with successful results. Now, the International Lesbian and Gay Association, the International Gay, Lesbian, Bisexual and Transgender Youth and Students Organisation and several other advocacy groups press for social and legal acceptance of LGBT people.

Table 1 Some highlights in the history of LGBT activity and scholarship in sport

(Sources include: *The Advocate*, ESPN cited in Garfield (2003); Greendorfer and Rubinson (1997); and others)

Date	Political context	LGBT activity and activism in sport	LGBT policy and scholarship in sport
1900-20s	First wave feminism		
1920s-30s	Urban gay and lesbian subcultures in Europe	Bill Tilden, American tennis player and Wimbledon champion of 1920, 1921 and 1930, and other LGBTs in sport, feel compelled to stay in the closet.	
1940s	First LGBT organisation - the Netherlands Shakespeare Club	Babe Zaharias remains a closet-lesbian golf champion through the 1930s and 40s.	
1950s			
1960s	Civil Rights protests spark new awareness of gender inequalities 1969 Stonewall riots prompt coordinated activism for lesbians and gays.,	In 1968, Tom Waddell, a 30-year-old army physician, comes sixth in the Olympic decathlon. Waddell, who is openly gay, becomes involved in gay politics.	
1970s	Second Wave Feminism emerges from the Civil Rights and anti-Vietnam protest movements	In 1975 in the USA, David Kopay, an NFL running back, becomes the first pro team-sport athlete to come out - doing so three years after retiring. Richard Raskind underwent sex reassignment, became Renee Richards, and began playing women's pro tennis. To do so, she challenged a ban from the US Open by the USTA and won a landmark case.	In 1974 the US Women's Sports Foundation is formed by Billie Jean King and run by Eva Auchincloss from San Francisco. Founder Billie Jean King suffers public struggles over her own SO issues. Lesbianism is overshadowed by sexism as a campaigning issue but there is little published research on this theme.
1980s	UK political climate for equal opportunities campaigning is 'chilly' because of Thatcherite hostility	In 1981 in the USA, tennis player Billie-Jean King, while married to Larry King, is 'outed' when her ex-lover Marilyn Barnett sues her for 'galimony'. She loses all her endorsements. Then Martina Navratilova reveals she is gay and loses \$12m in sponsorship. In 1982, Tom Waddell's San Francisco Arts and	The first studies of homophobia in women's sport appear (Bryson, Guthrie, Cobhan) In 1984 the UK Women's Sports Foundation is formed.

		<p>Athletics runs the first 'Gay Olympic Games' (subsequently known as the Gay Games).</p> <p>In 1985, American pro footballer Ed Gallagher, jumps from a dam 12 days after his first sexual encounter with another man. He survives but is left a paraplegic. Gallagher says that before his suicide attempt, he had become unable to reconcile his image of himself as an athlete with gay urges. He later admits that the incident forced him to reconcile his sexuality.</p> <p>In 1988, Dave Pallone, a pro baseball umpire, is fired for his alleged involvement with a teenage sex ring. The charges are deemed groundless and the investigation is dropped. According to Pallone, the real reason he was fired was the fact that he was gay. He had privately come out to the league's president.</p> <p>In 1988, Bruce Hayes, a gold medal winning Olympic swimmer in 1984, comes out publicly at the Gay Games and wins seven gold medals in competition.</p> <p>In the UK in the late 1980s, the first sports council policies for women and sport emerge but ignore SO. The South West Region Sports Council women's policy is the first to mention the issue. SO is subsumed within women's policy discourse.</p>	
1990s	Election of new Labour in 1997 brings a liberalisation of attitudes towards LGBT issues	<p>In 1990, English footballer Justin Fashanu, reveals he is gay in the <i>News of the World</i>, the first athlete in a UK team sport to come out during his sport career. He commits suicide in 1998, aged 36.</p> <p>In 1992 the first EuroGames is held, a gay and lesbian multi-sports championships subsequently held every year that there is no Gay Games (www.gaysport.info).</p> <p>In 1992, Matthew Hall, a Canadian figure skater, comes out, as does pro American footballer Roy Simmons, during an appearance on the Phil Donahue Show.</p>	<p>SO research in physical education and sport is still neglected but more starts to emerge (eg, Birrell, Clarke, Cole, Greendorfer, Griffin, Guthrie, Hall, Hargreaves, Kane, Kolnes, Lenskyj, Palzkill, Peper, Sykes, Woods, Young).</p> <p>'Popular' books/media also begin to draw attention to homophobia and sexual oppression (eg, Cahn, Nelson, Robinson, Rogers, L. Williams)</p>

		<p>In 1993, Glenn Burke, a US professional baseball player, comes out. Released by Oakland when he was just 26 in 1979, he believes he was traded because the Dodgers suspected he was gay. By the early 1990s, he was living on the streets in the Bay area, plagued by personal problems and a drug addiction. He died of AIDS complications in 1995.</p> <p>In 1994, Greg Louganis, America's four-time Olympic diving gold medallist (and now HIV-positive), comes out at the fourth Gay Games in New York City. The event attracts more than 11,000 participants, making it the largest athletic competition in history.</p> <p>In 1995, Ian Roberts, one of Australia's most popular rugby players, speaks about being 'part of a different group... an outsider'. He becomes the first major sports figure in Australia to come out. He soon becomes a fixture at gay events and his endorsements increase.</p> <p>In 1996, American golfer Muffin Spencer-Devlin, an 18-year veteran on the women's professional tour, speaks about being a lesbian in <i>Sports Illustrated</i>.</p> <p>In 1998, Canadian former world figure skating champion Brian Orser is revealed to be gay in a palimony suit filed by an ex-boyfriend.</p> <p>1998 Gay Games held in Amsterdam.</p>	<p>In 1997 the first issue on SO and women's sport appears in the <i>Women in Sport and Physical Activity Journal</i> (edited by Krane).</p> <p>Pro-feminist men start to challenge SO inequalities (eg, Connell, Messner, Rotella, Sabo, Whitson).</p> <p>In 1994 the European Gay and Lesbian Sports Federation (EGLSF) publishes <i>A Documentation on the Discrimination of Gays and Lesbians in Sports</i> with 25 examples of discrimination. An update called <i>Offside</i> is published in 1999, presented at the Building Bridges conference in The Hague.</p>
2000s	New equalities and human rights legislation aids mainstreaming of LGBT issues	<p>Gay Games held in Sydney (2002), Chicago (2006) and will be in Cologne in 2010.</p> <p>Inaugural National Gay and Lesbian Athletics Conference, held in Boston, USA (2003).</p> <p>Still very few openly gay athletes. Exceptions include French tennis player Amelie Mauresmo and ex pro basketball player John Ameachi.</p>	<p>Official Statement of Council of Europe (CoE) sports ministers on <i>Sport and Fair Play & Tolerance</i> including recognition of the fight against discrimination on the ground of SO within sport. (Nicosia, 27 Apr 2001)</p> <p>CoE motion for a recommendation on homophobia in sport is approved.</p>

		<p>The Y Touring theatre play on homophobia in football tours the UK (2008).</p> <p>Kristen Worley, a male to female transsexual, came close to qualifying for the 2008 Canadian Olympic cycling team. (chinadaily.com.cn/opinion/2008-08/12/content_6927001.htm) (August 2008)</p> <p>Summer 2008 Gay World (Football) Championships held, supported by the English FA.</p>	<p>Official Report on homophobia in sport by the Parliamentary Assembly of the CoE, including Recommendations, is agreed by the Committee of Ministers.</p> <p>2004 The FA hosts a meeting to address homophobia in football and in Nov 2005, it adopts a policy on homophobia and holds a <i>Homophobia Summit</i>.</p> <p>July 2006, FAREnet.org - UEFA back challenges to homophobia. EGLSF continues to work as a core-partner of Football Against Racism Europe (FARE) to tackle discrimination and homophobia in football.</p> <p>Jul 2006 the Montreal International Conference, <i>Out in Sport - The right to be different</i> results in the <i>Declaration of Montreal</i></p> <p>1-2 Dec 2006 the Lyon conference, <i>International Colloquium about Sports, Identities, Homosexuality and Homophobia</i></p> <p>Scholarship on sexual difference and identity in sport grows apace.</p>
--	--	--	--

In sport, the major lobby groups for LGBT issues were originally the Women's Sports Foundation (WSF US) in the USA and the Gay Games Federation, but such groups have proliferated as the confidence and political visibility of LGBT and Queer people have grown. Similarly, the first pressure for diversity in sport groups in the UK came through the women's (Women's Sports Foundation, now Women's Sports and Fitness Foundation, WSFF) and race equality (Sporting Equals) movements but political and legal changes have helped to accelerate and reinforce advocacy for the acceptance and celebration of diverse SO in sport. One of the motivations for this review, however, was concern that sports organisations in the UK might not yet be properly equipped to manage issues of diversity in SO.

As suggested above, recent theoretical interpretations of sexual identity, as something in flux that can be shaped and re-shaped, open up new ways of thinking about SO and even offer new ways of being, free of the constraints of traditional expectations with their inevitable, restrictive, and linear sex-gender-sexuality associations. Indeed, even the labels of LGB and T are, arguably, restrictive since they tempt us to make assumptions about sporting interests, needs, resources and aspirations of individuals who are all very different. It would be unfortunate, therefore, if policy making for LGBT people in sport fell into the same trap as did so much policy making for 'women in sport' when it failed to acknowledge that women are not 'a' homogeneous group. There is perhaps an even stronger case for acknowledging heterogeneity within LGBT populations: for example, there are well-worn political divisions between lesbians and gays and similar divisions and contestations between bisexual people and other non-heterosexuals (Birrell and Cole, 1990; Seidman, 1996).

Failure by sports organisations to adjust to new social and legal equalities discourses could have significant and negative impacts on participation. Unless sport is able to reinvent itself and to accommodate and celebrate diversity in SO, as it has already begun to do with race, (dis)ability and gender, then it will become increasingly irrelevant to many 'outsiders' for whom a non-heterosexual SO is a significant and perhaps defining feature of their identity.

1.5 Methods

For the research review, the major electronic databases were searched as were hard copies of books and reports going back some 35 years. A small number of organisations' websites were also examined to see whether and what policies were being used in relation to SO in sport. Inevitably in an exercise such as this, limited in time and resources, some material of value will have been missed. However, we are confident that the main themes to emerge in this report reflect those that apply more widely to the field of SO equality and sport.

It was agreed with the Project Steering Group that a small number of stakeholder interviews would add qualitative insight and practical examples. The overall objectives of the project were to:

- inform equality impact assessments;
- support the implementation of equality schemes;
- tackle homophobia in sport; and
- inform agencies on developing sports participation among those who are lesbian, gay, bisexual or transsexual.

Interviewees were advised at the outset that this was the context for the questions being asked and encouraged to add any views and/or specific examples that might inform any of these areas.

Seven interviewees were selected from a range of stakeholders in an attempt to reflect a range of interests in the topic. These ranged from national governing bodies of sport (NGBs) to grass-roots LGBT organisations and from Government policy officers to those already directly involved in LGBT sports participation. An introductory letter was sent outlining the purpose of the research (as above) and briefly identifying why they had been selected. All letters were followed up by a longer telephone conversation (or email exchange) further explaining the research, their involvement and addressing any immediate queries they might have. From this, a date and time was agreed to conduct the interview.

All but two of the planned interviews were conducted between 3 and 10 June 2008, taking an average of 33 minutes (two contacts preferred not to be interviewed). An interview topic guide tailored to each type of stakeholder was used, although interviewees were encouraged to develop their thinking beyond this (see sample at Appendix 2). Where an organisation offered a choice of interviewee, usually a choice between a generic equalities specialist or a policy officer working specifically on sport, the focus was placed on the sports policy officer to more effectively assess the level of mainstreaming that had occurred on equalities issues.

1.6 Conceptual Framework

Requirements for SO equality in sport constitute, for most organisations, a challenge to the status quo. The stages through which this challenge is met resemble many similar policy development models (see Fig. 1). We suggest that organisations need first to build and demonstrate awareness of the issue through a number of mechanisms, such as wider publicity, feedback, requests and complaints from members, challenges to exclusionary rules or norms and so on. Once awareness develops, then this gives impetus for seeking knowledge about SO within a given sport or organisation, for example by adjusting participation measures, disaggregating trend data, monitoring uptake of services and facilities

or seeking out advice from partners. Once armed with awareness and knowledge, the organisation is equipped to deliver its programmes and services more equitably and to promote SO equality through cultural symbols such as more inclusive language or imagery, or through institutional regulations such as revised membership rules or disciplinary procedures.

Changes in delivery can be assessed through the familiar mechanisms of monitoring and evaluation – both quantitative and qualitative – to chart progress towards successful cultural change. Finally, the organisation can broadcast its revised vision and values through multiple communication channels to claim the benefits of its newly-established diversity and inclusivity.

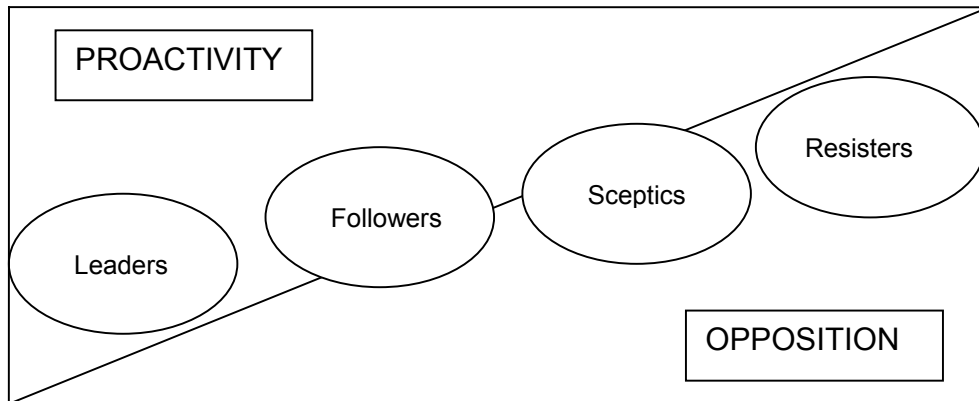
This apparently linear process is, of course, merely an ‘ideal type’, often muddled by the realities of everyday life. Indeed, responses to SO issues in sport vary widely; to acknowledge this, we adopted a model to plot these possible variations (Fig 2). The various stakeholders (agencies responsible for advocating or delivering equality in sport or other physical activity) include NGBs (SGBs in Scotland), not-for-profit groups such as Stonewall and the Women’s Sports and Fitness Foundation, and Non-Departmental Public Bodies (NDPBs) such as the sports councils. We have not delved below the national level in the consultation for this review but acknowledge the wide network of clubs and other organisations that are involved in delivery, each of which could also be plotted on the model according to its ‘activation’ (ie, inactive, reactive, active etc – see Brackenridge et al, 2005) or preparedness to engage with SO equality.

Fig 1 Challenging the status quo: steps to converting awareness into practice in achieving sexual orientation equality in sport

— — — — — **Policy Approaches** **IMPROVED PRACTICE**

AWARENESS	KNOWLEDGE	DELIVERY	MEASUREMENT	COMMUNICATION
<ul style="list-style-type: none"> • Feedback • Challenges • Complaints • Changing social norms • Increased visibility of the issue • PR / news stories 	<ul style="list-style-type: none"> • Research • Qualitative • Quantitative • Case studies • Participant experiences • Staff / user engagement • Participation rates • Disaggregated LGBT data 	<ul style="list-style-type: none"> • Cultural change • Challenging prejudice • Education • Practice • Mainstreamed • Activities • Processes • Communication • Systems 	<ul style="list-style-type: none"> • Baseline • Diversity targets • Rate of change • Inhibitors/ accelerators • Exponential growth factors • Audit • Staff / user survey • Continuous and one-off improvements expected 	<ul style="list-style-type: none"> • Vision • Organisational values • Benefits from change <ul style="list-style-type: none"> ○ Individual ○ Group ○ Social • Expectations <ul style="list-style-type: none"> ○ Standards ○ Outputs • Attraction/ recruitment/retention <ul style="list-style-type: none"> ○ Staff, elite, volunteers • Participation <ul style="list-style-type: none"> ○ Access for all

Figure 2 Conceptual model of stakeholder responses to equality and sexual orientation



We classified possible organisational responses to SO equality in sport as follows (Fig 2):

Leaders. These stakeholders will be willing to cooperate and be proactive in implementing SO equality even if there is no pressure or requirement to do so. This might be because they have had challenging experiences of homophobia and/or because they are culturally committed to making things better. They may have equality-related skills within their own ranks from outside sport – perhaps through members who are social workers, teachers or lawyers – and have used these to reinforce the equality values and ideals as well as to challenge homophobia. They will offer to others models of good practice (not necessarily evaluated yet as **best** practice). *Their responses to the consultation about SO equality in sport are likely to be broadly positive.*

Followers. These stakeholders will happily conform to requirements for SO equality when told exactly what to do but will not take the initiative. Their participation in this will depend on their lead organisation(s) monitoring them closely and constantly reminding them of expectations. *Their responses to the consultation about SO equality in sport are likely to be a mix of neutral/ambivalent and positive.*

Sceptics. These stakeholders will be hesitant, disbelieving or unwilling to cooperate with SO equality, for a variety of reasons, and therefore might delay or undermine efforts to advance SO equality. In a climate without monitoring or explicit standards they might get away with minimal compliance. They might come round eventually but will require a lot of education, support and advice along the way. *Their responses to the consultation about SO equality in sport are likely to be a mix of neutral/ambivalent and negative.*

Resisters. These stakeholders will object, complain or actively refuse to cooperate with the requirements of SO equality even when confronted by very determined and perhaps interventionist lead agencies. They may have their own internally-developed approaches to and procedures for achieving equality and therefore see the lead agencies' requirements as an irrelevance and/or resent what they see as interference from outsiders or scrutineers. *Their responses to the consultation about SO equality in sport are likely to be broadly negative.*

SECTION II: FINDINGS AND DISCUSSION

Chapter 2: Awareness

2.1 Introduction

LGBT issues have occupied an ambivalent space in UK sports policy for the past thirty or more years. Even when Second Wave Feminism finally impacted in sport in the early 1980s there were no national policies for SO in sport. Indeed, the first English Sports Council policy for women and sport – finally ratified by Sport England in the early 1990s – did not speak to the issue. It was the South West Regional Sports Council, in the mid-1980s, that first addressed SO and then only as part of their regional strategy for women in sport, effectively excluding gay and bisexual male and transsexual discourse. For example, White (1995, p207), describing the Sports Council's then-new approach to 'equality permeation' in policy, said: "Factors which currently determine inequity in sport [are] disability, gender, ethnicity, age and socioeconomic status", bypassing SO altogether. Gender in this document was also taken to mean 'women'.

Despite pressure on local authorities, public and voluntary organisations through the 1970s, the inclusion of SO equality in their policies stalled when the Tory government, ideologically opposed to interventions in issues like SO, came to power. This administration showed little support for 'gay friendly' policies and the passing of the Local Government Act in 1988, with its infamous Clause 28 that made it illegal for local authorities to "intentionally promote homosexuality", made LGBT policy development even more difficult. The spin-offs from this were felt keenly in areas where the voluntary and public sector worked with children and young people, including sports organisations and physical education (PE) (Clarke, 1997, 1998, 2001).

When the Labour government came to power in 1997 the climate of tolerance for LGBT inclusion improved and, from 2000, a range of equality duties was placed on the public sector including the Race Relations (Amendment Act) and various measures to prohibit discrimination on grounds of SO. In Colgan et al's study (2007), the human resources (HR) and diversity managers interviewed pointed to these statutory requirements as important for helping them to challenge resistance, to achieve change and to acquire previously inaccessible resources for SO equality work. Local authorities in England have attempted to adopt a comprehensive approach to equality through the Equality Standard for Local Government (Employers Organisation, 2001). Despite its initial focus on race, gender and disability, users have extended it to encompass anti-discrimination policies for age, sexuality, class and religion. They have been helped in this by the introduction of the Employment Equality (SO) Regulations (see Appendix 3).

Much of the relevant literature for this review emanates from North America, demonstrating that there has been a cultural time lag between North America and

the UK which has influenced the position of LGBT issues in policy agendas here. Additionally, the UK and US governance systems for sport are very different. From a policy perspective, the UK bears closer resemblance with Canada and Australia who, as in the UK, also have centralised facilitating agencies and devolved local, regional and sport-specific governing bodies. The extent to which policy initiatives for SO equality are effective at local or governing body level depends on a combination of the organisation's own motivation to engage with the issue and the incentives (sticks and carrots) operated by their federal agencies. Several countries have operated through the use of standards in exchange for awards or grant aid (carrots) and some have gone as far as using penalties such as withholding of grant or withdrawal of recognition/certification (sticks).

2.2 Policy and Discourse

2.2.1 Stakeholder Responses

All our interviewees were aware of ways in which LGBT people might be disadvantaged in relation to sport and where prejudice could have a negative impact. This fairly basic awareness, however, has largely come from localised anecdotal experience or the very broad external media coverage of homophobia in sport. Couple this with the more general shifting and opening up of social attitudes around SO and no one felt able to claim that this was not an issue. Equally, however, no interviewee could give examples of specific complaints or challenges that they had encountered around discriminatory treatment in their area. It was frequently noted that there is a lack of visibility/open discussion of these issues within the 'sports community' and that it is often easier just to avoid the topic:

... have attempted to 'normalise' the perceptions around women, sport, masculinity and sexual orientation but ... [other organisations] didn't want to touch it with a barge-pole.
(NGB respondent)

... it remains a big elephant in the room that no one wants to address ... There is too much silence and muddled thinking around sexuality and sport. People are unsure how to deal with it.
(NGO respondent)

Still few LGB(T) role models in sport and then tend to come out late into their careers ... and then conform to stereotypes, eg figure-skating, women's football. (NGO respondent)

It was also felt that, because of the discrimination and prejudice that is still perceived to exist, many LGBT people either remove themselves from sport participation altogether or attempt to compartmentalise and hide that part of their identity.

For men it's about homophobia and their negative early years' experience where sport just drops off the radar for them.
(NGO respondent)

The issue that many sports leaders publicly deny their own sexual identity was raised very strongly by one interviewee and alluded to by others.

They don't want the tag but are the type ... [they] hide behind it so they don't have to deal with the issue up front across all sports. This comes from closeted leadership that just don't want to open the issues up. (NGB respondent)

The two Government departments approached proved very wary of the research and generally reluctant to participate in an interview which they felt might be better done by **sportscotland**, Sport England or Sport Northern Ireland as the delivery agencies. When it was pointed out that NDPBs are hugely influenced by the strategic lead of their Government departments, and that it was this high-level strategic direction we were interested in exploring, they agreed to participate. One agreed to provide just a written response which was only forthcoming after four weeks of gentle prompting. Interestingly though, neither department was prepared to say that they did not wish to participate.

Policy analysis from our small sample of organisations revealed an extremely varied picture. Internationally, the most advanced sports organisation appears to be the USA Women's Sports Foundation which has developed a range of resources and materials (see below). These reflect high awareness in relation to gay and, especially, lesbian athletes; it is unclear whether bisexual and transsexual athletes are as effectively supported. In the UK, governing bodies are perhaps not surprisingly still tied to the notion of the Equality Standards which now suffer from a policy and legal time lag. Apart from a (good) response about trans athletes by the UK Women's Sports and Fitness Foundation to a government consultation (Donohue, 2003), there did not appear to be any substantive awareness of SO issues within the policies that we sampled.

2.2.2 Policy on Transgender and Transsexual Issues

'Gender verification', originally named the 'sex test', has been an ongoing cause of concern in women's sports organisations for many decades (Chappelle, 1986; Skirstad, 1999). Indeed, it was largely through lobbying by women's sport advocates, supported by some key sports medics such as Arne Lungqvist of the IOC Medical Commission, that this practice was virtually outlawed (Lungqvist and Genel, 2005, p1). As with the IOC's *Consensus statement on sex reassignment* (IOC, 2004), the guidance of the IOC is now generally accepted within sporting circles (Australian Sports Commission, 2007; Cavanagh and Sykes, 2006; Coggon et al, 2008; Sykes, 2006; Teetzel, 2006). This does not mean that discrimination against gender reassigned athletes has ended, however (McKindra, 2006a). Both Grossman (1992) and Kivel (1994) have published general articles about inclusion in leisure service provision for LGBT youth, and we located one policy guidance note for the leisure industry on the use of sport facilities by trans people (Press For Change, 2005) and, the same year, the Department for Culture, Media and Sport (DCMS) published its own guidance for sports bodies targeted specifically at sports administrators (DCMS, 2005). We

would recommend that all sports and leisure organisations follow by preparing such advice sheets that are tailored to their sport-specific needs.

2.2.3 Policy on Elite sport and SO Diversity

The two most common rationales offered for equality and diversity policies in organisations are the **business case** and the **social justice** case, backed up by legislative force, sanction and rewards and by strong advocacy and education. However, these two rationales have not yielded much success in achieving substantive change, especially with respect to SO in elite sport. The business and social justice cases have also been proffered in sport yet their prospects for success seem just as limited. For national and international sports agencies, such as UK Sport or the British Olympic Association (BOA), the only game in town appears to be performance and the legitimate differentiation between people on the basis of their sporting talent. Nonetheless schemes such as Sporting Giants have been introduced to ‘massify’ the entry into the talent system, not because diversity itself is necessarily prized but because there is a strong assumption that more people will somehow inevitably lead to more medals. The blunt truth is that, for the elite end of competitive sport, there will probably need to be a very good performance-related rationale for diversity before significant change is embraced with any enthusiasm.

2.2.4 Policy on Homophobia and Homophobic Bullying

Research by Stonewall with over 100 LG and B people from 21 public and private sector organisations showed a clear link between workplace productivity and organisational climate for lesbian and gay workers (Guasp and Balfour, 2008, http://www.stonewall.org.uk/documents/peak_performance.pdf). Indeed, their report strapline – ‘People perform better when they can be themselves’ – is directly applicable to sport. According to Tim Hopkins of the Equality Network (cited in **sportscotland**, 2006), sport can be an unwelcoming environment for LGBT people. In the same article, Fergus McMillan of LGBT Youth suggests that ‘sporty’ girls and ‘non-sporty’ boys are subjected to taunting and name-calling and that homophobic name-calling in the school setting is most prevalent in the gym or playing field. Some data to support the assertion are presented by Brackenridge et al (2007) but these are secondary data and we could find no specific prevalence data about the nature, extent or locations for homophobic bullying in sport settings other than those embedded in wider studies of sexual harassment (such as Kirby et al, 2000).

Homophobia has arguably been a major limiter of participation and sporting achievement and has created fear, negativity and mistrust among many athletes and sports personnel, regardless of their SO (Ashburn et al, 1995; Blinde and Taub, 1992b; Brownworth, 1991; Gonolda and Fitzpatrick, 1985; Griffin, 1989, 1992, 1993, 1994, 1996, 1998). Among many other things, examples given in the literature include: victimisation by team mates, malicious accusations of sexual harassment, barracking by fans and spectators, and selection

discrimination by coaches (see section 3.2.4). The psychodynamics, relational processes and personal consequences of homophobia have been relatively well explained in the research literature. What is not yet clear, however, is the economic cost of athlete attrition caused by homophobia in elite sport. Given the emphasis that is now being placed on talent identification and development, and the amount of public investment in this process, it would seem important to develop a methodology for conducting a cost-value analysis of SO diversity (mis)management in elite sport.

The Canadian equivalent of the WSFF – Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS) – is generally seen as a leader in relation to gender-related sports policy and has a position statement on homophobia (CAAWS, 2006). The US Women's Sports Foundation has developed and run highly a successful education programme, led by lesbian advocate Pat Griffin. Several good policy statements are available on websites, together with lists of advocacy activities and good practice ideas, including many related to football (FA, 2004a, 2004b), the Gay Games (van Leeuwen, 1988), the US WSF and others (Council of Europe, 2001, 2003a, b, c). It is unclear how far these have permeated the psyche and action agendas of sports organisations in the UK. Cunningham (2006, 2007, 2008) offers a number of useful references on generic diversity in sports organisations, and the European Gay and Lesbian Sports Federation (EGLSF) has issued a declaration on equal treatment in relation to SO in sport (EGLSF, 2007).

2.3 Policy Gaps

Sport is not alone in its failure to move policy into practice in this field. The study by Colgan et al (2007, p590), conducted outside sport, found that, following the introduction of the new SO regulations, there was an 'implementation gap' between equality/diversity policy and practice on SO. This gap is not new and has been repeatedly identified by researchers of equality legislation over the past 20-30 years. Employees in this study – and athletes might be considered closely analogous – voiced concerns about the fact that they would have to make a complaint about sexual harassment or discrimination in order to trigger action. They identified their managers as important for providing proactive leadership and stopping the SO strand being, in their words, the 'poor relation' in the organisational drive for equality and diversity. The Colgan study is important for us because it gives a glimpse into the worlds of LGBT employees – in private, public and voluntary sector organisations – and their experiences under the new legal regime (see Appendix 3).

One in five of the LGBT respondents in the Colgan et al (2007) research was unaware of recent changes in legislation and the SO regulations. Interestingly, the private companies involved in this study thought themselves to be 'ahead of the game' on SO equality because of their obvious commitment to the business case. We recognise that sport as an institution has been relatively slow to

embrace LGBT rights at the level of policy and practice compared with its responses to gender, race and disability. Some governing bodies have struggled to adjust constitutionally and culturally to lesbian and gay rights in sport and many are still not at the point where they either wish to, or know how to, adjust to bi and transsexual rights in sport.

The poor state of preparedness for Equality Impact Assessments within sport was brought home to us by an enquiry for help from a local authority contact during the course of this research (Smith, 15 July 2008). This asked specifically for advice on services for bringing through young sporting talent and for ensuring activity for all. SO was one of three areas identified by the officer where he felt more could be done, especially in relation to LGBT youth. The enquiry listed the following issues:

- 1 Few positive LGBT images or role models in sport are available.
- 2 “A kind of institutional homophobia” exists whereby LGBT youth are unwelcome in sporting teams and activities.
- 3 Negativity about LGBT undermines the confidence of LGBT youth to engage in sport.
- 4 The gender culture (stereotypes) makes LGBT youth less inclined to pursue sports that are outside the cultural norm.
- 5 LGBT adults feel that they have missed out on sports participation earlier in life and are less likely to be able to rectify this.

... and the following questions:

1. Is it appropriate to take account of SO when dealing with children and young people?
2. How should a local authority treat potentially LGBT youth ‘equally’ in a climate where Section 28 still affects many people’s thinking?
3. Is there concrete evidence for under-participation and/or under-performance by LGBT people?

If this enquiry is typical, then a great deal more work needs to be done to address such questions and to develop an effective policy and education infrastructure within sport.

Chapter 3: Knowledge

3.1 Introduction

This chapter reviews the type and extent of knowledge about SO that is evident in the research and policy literature and reported by our policy consultees. As government calls for 'evidence-based practice' we are reminded that knowledge is inescapably linked to cultural change, and ignorance to policy stagnation and prejudice. It is therefore of interest to us to identify the current evidence on which SO policy in sport is, or might be, built.

3.2 Research Evidence

3.2.1 The Published Evidence Base

From the literature searches conducted, yielding 916 items in all, we have compiled a summary table to show the frequency with which certain themes recurred (see Table 2). This table accounts for 710 sport-related sources (excluding 17 theses) and a further 189 generic references are listed at the end of the themed bibliography that accompanies this report (see Annex).

It is necessary to acknowledge a number of caveats about this information. Interest in and publications on sexual orientation do appear to be growing at a fast pace. Our sample was limited at one end of the scale by recent items which have not yet appeared in the electronic databases and, at the other, by the availability of historic and out-of-print texts. It was also, of course, circumscribed by our own knowledge. Whilst the literature sample is certainly not comprehensive, we nevertheless feel that it represents a fair reflection of the field at this time.

Some key points of note from this table are as follows:

- Identity is the dominant theme, providing half of all items.
- Policy and management is the second most prominent theme overall yet still has only 11% of items.
- Bisexuality is invisible in all themes.
- Transsexuality items are scarce and then only apparent under the themes of identity, and policy and management.
- The SO/race nexus in sport is under-researched.
- The SO/health nexus in sport is also under-researched.
- Investigation of homophobia against lesbians in sport appears to be of greater interest or concern than homophobia against gays in sport.

- Within the theme of identity, literature on women/femininities is far more prominent than that focused only on lesbians; literature on men and masculinities is three times more prominent than that focused exclusively on gay men and represents one in five of the total items; and there is almost double the amount of literature on men/masculinities than that on women/femininities. Although we have not done a temporal analysis, it seems that the more recent field of men/masculinities has quickly outstripped the longer-established field of women/femininities. Notwithstanding the 7% of 'mixed' items under the identity theme, these data could signal the (re)emergence of an unwelcome but familiar hierarchy of interests in sport: men first, women second, lesbians next and 'the rest' following on.

All of these points have implications for the future research and policy agendas that are discussed later in this report (see Chapter 7).

Table 2 Summary data for literature search items, by theme

(Excluding theses and generic sources)

THEME	CATEGORY OF LITERATURE							Sub-totals n (%)
	Lesbian n (%)	Women/ Femin inity n (%)	Gay n (%)	Men/ Mascu linity n (%)	Bisexual n (%)	Trans- sexuality n (%)	Mixed n (%)	
Biography	9 (1)		8 (1)		0 (0)	0 (0)	0 (0)	17 (2)
Health	1 (0)		2 (0)		0 (0)	0 (0)	6 (1)	9 (1)
Homophobia	24 (3)		6 (1)		0 (0)	0 (0)	27(4)	57 (8)
Identities	48 (7)	79 (11)	18 (3)	149 (21)	1 (0)	5 (1)	52 (7)	352 (50)
Media	25 (4)		27 (4)		0 (0)	0 (0)	24 (3)	76 (11)
Policy & management	10 (1)		3 (0)		0 (0)	14 (2)	54 (7)	81 (11)
Race	2 (0)		5 (1)		0 (0)	0 (0)	6 (1)	13 (2)
Teaching & coaching	11 (2)		1 (0)		0 (0)	0 (0)	19 (3)	31 (4)
Theory	46 (7)		4 (1)		0 (0)	0 (0)	25 (4)	75 (11)
Sub-totals	176 (25)	79 (11)	74 (11)	149 (21)	1 (0)	19 (3)	213 (30)	711 (100)

3.2.2 Biography

The cultural turn in sociology has assisted a revival in biographical and narrative research. Even so, there are still relatively few biographical accounts of LGBT life histories. Those that we found focused mainly on high-profile athletes such as Billy Jean King, founder of the US Women's Sports Foundation, and Tom Waddell, founder of the Gay Games movement. Biographies of the 'ordinary' LGBT athlete or coach would certainly enhance our understanding.

3.2.3 Health

Self-harm, HIV/AIDs, disordered eating and suicidality all appear in the relatively short list of health-related references applying to LGBT athletes. The mental health impacts of repressed LGBT identity ('passing') might well become a research focus and sports psychologists could assist policy-makers and sports managers – not to mention LGBT athletes – by examining some of the hypotheses associated with this theme.

3.2.4 Homophobia, Homophobic Bullying and Harassment

Such was the pervasiveness of homophobia in the women's soccer system that they studied that Mennesson and Clement (2003) described 'homophobia as policy'. Both bullying (Duncan, 1999; Rivers, 2004) and sexual exploitation (Brackenridge, 2001; Lenskyj, 1991, 1992) mediate sport choices and experiences. The gendered nature of homophobia in sport is apparent in the references: homophobic bullying is targeted at boys who are poor at or uninterested in sport and at girls who are good at and like sport. This has clear implications both for policy and for education.

Methods of homophobic bullying include jokes, gossip and name-calling; physical, sexual and emotional abuse; cartoons; and forcing someone to engage in heterosocial activities against their will or making assumptions about what constitutes a good social event such as attending lap dancing clubs, going on heterosexual blind dates, sending heterosexual Valentines cards, inviting wives or husbands to club dinners, giving gender-specific gifts (such as ties for 'husbands' or headscarves for 'wives')... the list is endless.

Colgan et al (2007) found that just under a quarter of their LGBT survey respondents reported having experienced harassment at work based on their SO and Palmer (1993) reported even higher rates. If such figures transfer to the sports context then we can argue that about one in four LGBT athletes is suffering because of their SO in ways that might be damaging to their training or performance, or simple enjoyment of sport.

Strategies for responding to homophobia include resistance, appropriation and accommodation:

Resistance. This can occur through personal challenge (confronting the individual(s), trying to establish a dialogue, asking for the behaviour to stop), making a formal challenge (making a complaint, lodging a grievance), or whistle blowing (alerting authorities on behalf of a victim). Colgan et al (2007) found that LGBT workers were reluctant to report acts of discrimination or harassment in the workplace and had to rely on others to advocate for them. As with sexual harassment and abuse, in elite sport especially it seems unlikely that LGBT athletes will want to rock the boat by confronting their oppressors for fear of reprisals and/or deselection (Brackenridge, 2001).

Accommodation. This can occur through denial. The LGBT individual who cannot face homophobia may choose denial rather than confront the consequences of coming out. 'Passing' and adopting 'apologetics' (behaviour, jewellery, clothing and heterosexual self-presentation) carry costs, as LGBT athletes have to learn to de-dramatise their sexual selves and instead to adopt heteronormative social and sexual scripts. The attempt to play safe restricts their existential life but allows them to continue in the sport and to appear, at least, to be 'normal' ie heterosexual. The strain of denial should not be underestimated: some athletes have taken their own lives rather than confront their oppressors or admit publicly their identity (see Table 1). Compartmentalising one's life is a second strategy of accommodation. Some sports people try to keep their private and public lives separate by simply not discussing their family or partnership status within sport. The extent to which this can be done successfully is arguable. As described above, many sports people are expected to attend social functions, formal or informal, such as dinners, galas, prize-giving ceremonies, after-event meals and so on. In some sports there are social traditions that reinforce homo-negativity which makes it uncomfortable at best, and downright hostile at worst, for LGBT people. Diplomatic absences or refusal to engage in heterosexist displays (songs, jokes, pranks (Dunning, 1973)) or hazing (Kirby et al, 2000) are noticed by others after a while and the sporting equivalent of 'office gossip' serves to draw attention to the apparent gaps or contradictions in someone's life. This can lead them to use lies and deceptions which, in themselves, threaten to break the trust that an athlete has with his or her coach or peers – trust that lies at the heart of many successful sporting relationships. This strategy thus places huge burdens on the individual to keep a consistent story, to use up emotional energy in remembering who knows and who does not, to police both oneself and one's confidants to spot possible leaks in one's cover (see Table 1; Nell Warren, 2006; and Ameachi, 2007). The effort expended in maintaining this fragile status is enormous and is almost certain to undermine the performance potential of the athlete.

Appropriation. Some more confident LGBT people in sport turn the homophobic tables on their 'straight' colleagues by deliberately celebrating their minority status ('pride') as in 'out and proud' in the same way that 'black is beautiful' has been used to challenge racism. This does not always succeed as it can exacerbate homophobia and exclusion. It has even been argued that this

form of 'pride' necessarily emerges from recognition of the 'shame' of difference (Owen, 2006) and thus binds the gay athlete to an oppressive framework.

In relation to homophobic bullying, Brackenridge et al (2007) offered the following research hypotheses (Table 3):

Table 3 A research agenda on homophobic bullying

(Source: Brackenridge et al, 2007, p135)

A research agenda on homophobic bullying could explore a number of assumptions about LGBT athletes, partly through reviews of extant literature and partly through new empirical investigations. We hypothesise, for example, that lesbian and gay athletes:

1. form a minority of athletes;
2. have been part of a sport system for years that has done little to tackle their social exclusion;
3. face pressure to conform because of their gender atypical behaviour;
4. experience higher rates of harassment and bullying than heterosexual athletes;
5. suffer enforced invisibility if male but enforced visibility if female;
6. have faced homophobic bullying as a part of their sport experiences from a very young age;
7. experience fear of harassment, assault and/or social isolation as a strong form of social control, regardless of actual experience;
8. therefore, attempt to hide their sexual orientation;
9. experience loss of friendships and significant other support as a result of their sexual orientation;
10. experience victimisation by sports peers that is matched by both active and passive support for homonegativity from their coaches and other authority figures in sport; and
11. may be less likely to report harassment and bullying if from an ethnic or cultural minority because of the convergent silences of racism and homophobia.

3.2.5 Identities and Experience

There are almost no quantitative data available on which to gauge the extent of LGBT representation in sport. Despite occasional qualitative accounts (Jarvis, 2006; Ravel and Rail, 2008), we found no statistics about the numbers of LGBT people in sport who are out about their SO to those in their sport organisations.

Colgan et al's (2007) study of nominally 'good practice' employers found that over 40% of LGBT respondents in these organisations were not 'out' to all their colleagues, a third were 'out' to some colleagues and 8% were 'out' to very few people or nobody at work: others may not have responded to the survey. Fewer gay men than lesbians were in the last category. It would be very interesting to test these figures against sports organisations where we hypothesise that gay athletes will be even less likely to be out than their non-sport counterparts.

Coming out is irreversible. The consequences for an athlete, especially one in elite sport, can be severe (Navratilova and Vecsey, 1985; Nell Warren, 2006; Ameachi, 2007). Martina Navratilova, for example, lost all her sponsorship virtually overnight. Extrapolating from this literature, we assess the coming out process in sport to be facilitated or inhibited by a number of factors (Table 4) and homo-negative or positive/gay (un)friendly environments in sport to have particular impacts (Table 5). Each of these could, in themselves, constitute a research question.

Table 4 Coming out in sport: facilitators and inhibitors

Facilitators: more likely to be out if...	Inhibitors: less likely to be out if ...
Equal opportunities policy that covers SO	History of gender exclusion or previous bad/inequitable experiences
Sense of safety from the positive organisational culture/feeling	Organisational culture is hostile to LGBT issues
Presence of an organisational LGBT group	No respect shown to partner/partner's wishes
Support from beyond the organisation, eg from an athletes' commission, Sports Council, coaches or managers or other professionals	Attitudes and behaviour of male colleagues/peer athletes
Others in the organisation who are already out	Temporary employment/athletic status (especially for those at elite level)
Out LGBT representation in leadership positions	No visible senior staff/athletes
Privacy respected	Lack of respect for privacy
Religious and SO tolerance observed by colleagues	Fundamentalist/evangelical anti-gay religious attitudes openly expressed by peers or colleagues
Selection/job security and transparent procedures for advancement or sanction	Fears about selection/job security and/or unclear procedures for advancement or sanction
For lesbians, all-female organisations	For G, B or T men, all-male organisations
Performance success and credibility already well established	Performance success and credibility not well established

Table 5 Impacts of a gay-(un)friendly sports organisation

Personal impacts of LGBT negative environment	Personal impacts of LGBT positive environment
Frustration	Happiness and openness
Fear and self-censorship	Freedom/willingness to speak
Exclusion	Greater confidence and sense of inclusion
Ostracism	Feeling of support
Lower productivity/performance success	Greater productivity/performance success
Difficulty focusing in training and competition	Enhanced enjoyment
Burnout and desire to leave	Pride in and loyalty to the organisation
Survival/internal focus: various forms of self-harming	Capacity to focus on supporting others
More liable to pursue SO-related grievances	Less need to but more confident about pursuing SO-related grievances
Fearful about openly relying on personal support networks	Able to more easily/publicly access support of partner, friends or key mentors
Organisational impacts of LGBT negative environment	Organisational impacts of LGBT positive environment
Increased friction between individuals	Enhanced cohesion
Higher attrition/turnover of personnel	Lower attrition/turnover of personnel
Damaged reputation in the wider sports community	Enhanced reputation for the sport
Increased risk of litigation	Better compliance with national standards and with the spirit and letter of legislation
Greater absenteeism/illness	Lower absenteeism/illness
Less likely to hit collective performance goals	More likely to hit collective performance goals

LGBT community and identity are relatively well researched yet the findings of many studies have not yet translated into policy or social change (see Appendix 5). This could be because of academic detachment or lack of commitment to advocacy – unlikely among feminist and pro-feminist researchers – or more probably because of political and structural inertia in a sports system which is notoriously slow to change.

3.2.5 Media

The media references about lesbianism in sport refer mainly to case studies, such as the complaint of lesbian selection bias by a straight Australian female cricketer (Burroughs et al, 1995), and analysis of media representations in

particular events, such as tennis (Kennedy, 2000), or particular individuals, such as Martina Navratilova (Hamer, 1994) and Nancy Lopez (Jamieson, 1998). There is also a sizeable list of fiction about lesbian sport. In relation to gay sport, mediated masculinity and the deconstruction of sexual stereotypes appear to be the main themes (eg, Sabo and Jansen, 1992; McKay and Middlemiss, 1995; Messner et al, 1999; Wright and Clarke, 1999; Knight and Giuliano, 2003). Bisexuality and transsexuality are, again, absent in this literature about media.

3.2.6 Policy and Management

Some of our consultees still saw SO as a relatively unimportant 'rights issue' or did not acknowledge how sport was relevant to social policy more widely:

This is not our organisation's priority... [name of org] focuses on education, health/wellbeing and hate crime, so sport for us is a much lower priority. (NGO respondent)

Policies on LGBT inclusion, sometimes subsumed under 'gender' policies, were found, and there were also several examples of anti-homophobia policies, training courses and information sheets (Football Association, 2004b; CAAWS, 2006; Williams, 2007; and the US Women's Sports Foundation programme *It Takes a Team*, outlined in Appendix 4 and in Griffin et al, 2002).

Some managers and coaches were clearly sceptics or even resisters (Fig 2), showing reluctance to get involved in social change. For example:

...when asked for their opinions on the subject [of homophobia in football] as part of a Five Live investigation, all 20 Premier League managers declined the opportunity.
(Matt Williams, 2005 <http://news.bbc.co.uk/sport2/hi/football/4426278.stm>)

Even when policy has been developed, this kind of attitude is likely to hinder policy implementation. Sport can learn much from employment and management research studies by replicating and adapting these studies of the policies, impacts and experiences of LGBT people and from sharing the benefits of education on SO diversity in the workplace.

3.2.7 Race

Sport researchers have often been accused of failing to acknowledge gender, race and social class biases in their work. It appears that such criticism is also justified in published studies of SO and sport. A notable exception is Scraton, Caudwell and Holland (2005) who offer an analysis of the intersection of race and gender in women's football based on both surveys and interviews conducted in the North of England. Studies on men typically address issues of race and masculinity rather than specifically SO (eg, Morissey, 1996; Carrington, 1998; Woodward, 2004). Clearly, links between race and SO could be much more fully explored.

3.2.8 Teaching and Coaching

SO has long been a thinly-veiled issue in women's PE and coaching (Cobhan, 1982; Squires and Sparkes, 1996; Clarke, 1997), with common assumptions made about lesbianism regardless of individuals' chosen identities. Institutionalised fear brought about by Clause 28 increased the oppression of many lesbian PE teachers and its legacy is still pernicious, but the closet status of the profession was known about for years before this law reached the statute book. Indeed, 'romantic', if not sexual, friendship (Faderman, 1985) has always been a tacit feature of the British women's PE tradition but, until the research of people like Gill Clarke, it was not something that was publicly acknowledged or discussed. Less well researched is the context of support or judgement within which LGBT students and young athletes experience their PE or coaching.

Perhaps one of the most damaging myths for schoolteachers and youth coaches is the conflation of SO and sexual predation, which has led to worries that being out might provoke paedophile accusations (Brackenridge, 2001). There are genuine issues, however, for policy makers who manage 'open age' participation structures where youth and adults play sport together and then mix in social situations. Child welfare policies and education can help to address such concerns and should be equally applied in relation to all expressions of SO.

[there is a] ... perception that LGBT issues [are] more quickly linked to child protection than comparable heterosexual situations. (NGO respondent)

3.2.9 Theory

Research on lesbianism has been integral to feminist analyses of sport for the past 30 years or so, spurred by Second Wave Feminism. Theoretical development has passed through a number of phases, each stimulated by key feminist authors whose work was then applied to sport. The focus of sport and gender theory in the 1970s was on sex and gender differences (see Hall, 1988, 1993b and Hargreaves, 1994) then applied to quests for 'equal opportunity' for women but largely ignoring the plight of non-heterosexual women and of gay, bisexual and transsexual athletes. Pro-feminist men, such as Messner and Sabo, followed and, as Table 2 and our bibliographies indicate, quickly colonised debates about SO. Despite the mass of literature now available on SO and sport (see Annexes A and B), acceptance of the theme among the community of theoreticians and researchers is no guarantee of practical acceptance in the somewhat conservative community of sport. Perhaps one of the challenges of this review is to bring these communities closer together.

The 'queering' of sport is relatively new activist project, informed by the theoretical and political critiques of heteronormative hegemony (dominance). Queering involves deliberate subversion of traditional heterosexual categories and is based on performing identities in ways that challenge the status quo, through dress, language, behaviour and various other modes of representation

and organisation. Examples of queer sport are available in the literature (see especially Caudwell's edited volume, 2006) but there is no systematic research as yet on the impact this is having on the institutional structure of sport. Queer theorists in sport might argue that we have played, if not exactly a 'straight bat', then certainly 'safe' in this review by aligning our analysis with the body of normative material. Certainly, texts by leading proponents of queer/ing in sport such as Heather Sykes (1998), Mary McDonald (2001) and Jayne Caudwell (2006) have pushed the boundaries of our thinking and practice in sport and are welcome for that as part of an overall challenge to the exclusions born of heteronormativity. Indeed, unlike the 1970s, where the practice of sport forged ahead of theorising, it now seems that the reverse is the case. We would argue however that there are (very) wide gaps between conceptual imaginings and theoretical possibilities, and practical experience, for the majority of those currently engaged in practising or organising sport. We have attempted to start where sport is rather than where it could be. Whether the research and policy changes resulting from this study will satisfy queer critics is perhaps doubtful. But we hope that such critics will continue to destabilise the taken-for-grantedness of sport and thereby open up new possibilities for discourse, policy and practice.

3.3 Knowledge Gaps

- LGBT experiences of elite athletes, including influences of homophobia on sport satisfaction, decisions to come out and attrition/loss of talent.
- Bisexual and transsexual identities and experiences.
- Management of LGBT identities and experiences, including coaching.
- The intersections of LGBT issues with race, age and class.
- Prevalence of homophobia.
- Practical and institutional impacts of queer/ing in sport.

Chapter 4: Delivery

4.1 Introduction

As we moved from the left to the right of our model (Fig 1) in our enquiry, we anticipated finding less and less material to report and this was the case. This short section describes the practical measures in place, many of which are listed in Appendix 4.

4.2 Programmes

Only three of our interviewees had done anything practical by way of delivery in this area and, of these, each had a different focus. None of them could give examples of good practice from anywhere else in Britain, though seemingly effective SO awareness work done in Australia was cited as part of their government initiated anti-abuse in sport programme.

One governing body of sport had embedded policy on SO across its activities in response to high lesbian participation rates and a sense that the sport was being 'stigmatised' as a result of this.

LGBT/SO issues addressed through training, welfare, guidance, discipline, inclusivity initiatives and policies, eg bullying, behavioural standards. (NGB respondent)

Another organisation had been more focused on challenging prejudice and supporting cultural change through their campaigning work around sport and SO discrimination. This had resulted in them engaging in an advisory capacity with a number of influential sports organisations although they felt they were often 'fobbed off' with comments like:

This is all too much, too soon. We must take things slower, the fans won't accept it. (NGO respondent)

Finally, a third organisation had focused on providing non-discriminatory participation opportunities in a given sport with the emphasis placed on creating a gay-friendly mixed environment (although they felt that even a positive integrated approach was undermined by homophobic media coverage). This organisation's main priority was to encourage greater participation. Despite that fact that it had been invited to share its experiences (of gay-friendly service provision) with its national governing body, this agency did not seem concerned about pursuing an institutional change agenda for LGBT equality.

Most interviewees spoke specifically about the relevance of school-based sport and PE and how important these were in influencing young people's attitudes (both positively and negatively) from an early age. They highlighted these activities as opportunities to effect long-term change, both in sport and also in

wider social attitudes, and also as places where perceived problems begin (particularly in relation to bullying and gender stereotyping).

Can see how sport could be a good route to engage young people as an entry into equalities issues. (Government respondent)

Very linked to gender stereotyping and this is particularly problematic for school-age children where social attitudes are formed. (NGO respondent)

No leadership was demonstrated on this dimension from the Government representatives where sport in education had received little consideration in relation to LGBT equality, with a firmly expressed belief that this was the devolved responsibility of local government to deliver and that they had no role to influence this. There also appeared to be more concerns about child protection when considering school-aged participation and inclusion policies relating to SO.

More generally, however, in the absence of structured programme support, high profile figures in sport still go to great lengths to hide their SO. The publicist Max Clifford has identified that he has been approached by two FA Premier League clubs to 'manage' the media portrayal of the sexuality of some of their players. He comments in his autobiography on this unusual achievement:

So far, none of my clients has been outed – but it's been a 40-year battle, and in the past ten years, as the media have become more intrusive, it's become much harder work. But that's part of the fascination. (Max Clifford and Angela Levin (2005) *Max Clifford: read all about it!* Virgin Books)

Sport thus appears to mirror what Colgan et al (2007) found, that is an implementation gap between SO equality policy and practice in the private, public and voluntary organisations that they studied. "The gap was explained as a consequence of a clash between the social justice and business case arguments in progressing equality and diversity" (p601). There was also tangibly more reluctance to promote SO equality than had been the case with earlier efforts towards gender, race and disability. The implementation gap was also explained as a function of what Young (1987) called the 'appreciative context' or culture of the organisations. SO equality work in the organisations she researched, and in those studied by Cooper (2006) and Monro (2007), was perceived to progress slowly, unevenly and through the advocacy of committed individuals.

More positively, Garfield (2003) describes how Mark Tewksbury, the Canadian swimming gold medallist, made a successful transition from being closeted to being out:

At the height of his fame, Tewksbury's agent had denied that he was gay, and invented a girlfriend for him. Tewksbury believed that agents did this sort of thing all the time, but he now knew there was also another way. 'The fear is always of being alone,' he said. 'But it's clear that we're not alone at all.' He talked of how his sexuality became a liability, of how he was told never to speak of being gay. 'But the only person who didn't benefit from that was me. Sport should do what sport does best – transcend boundaries and prejudice and bring people together.'

4.3 Delivery Gaps

- Educational products and training on SO in sport, especially for CEOs and senior personnel in sports organisations.
- Practical support for LGBT athletes, and rights-based information.
- Competition structures that accommodate SO diversity.

Chapter 5: Measurement

5.1 Introduction

How are we to measure LGBT engagement in sport and physical activity? Although demographic variables are common features of social surveys, the use of SO as a 'variable' needs to be problematised: it is either **not** used or, if present, may be ignored. There is a potential skew between the structuralist tendencies of sport – rules and regulations, committee structures, selection, adherence to training schedules, rewards and disciplinary regimes – and the subtleties of contemporary LGBT identity politics. This is linked to the frequent use of the terms 'barriers' and 'constraints' when discussing participation. Such language assumes a social structural interpretation of the choices facing LGBT people (for example, that once 'barriers' are removed, all will be well) and does not necessarily capture the complexity of their statuses in the contexts of their work, leisure and private lives. Same-sex couples, for instance, may face cultural negativity long after restrictions on leisure club 'family' membership are lifted. Indeed, the Equality and Human Rights Commission itself has now shifted towards a focus on autonomy and choice rather than one on barriers and constraints.

Measurement of sport and other physical activity rates has presented a wide range of logistical, statistical and political challenges to demographers and sports policy agencies over the years. Margins of error in typical measures such as taking part in moderate exercise three times per week or playing sport at least once in the month preceding a survey are compounded by the issue of transparency for LGBT people. Many such people will not wish to identify as LGBT, even for an anonymous survey, and some may not have a clear understanding themselves of which of these boxes to tick. Lifestyle criteria based on consumption patterns or socio-demographics are also unlikely to reveal the 'true' picture of LGBT engagement in sport and other physical activity because of the complex personal and organisational politics that attach to being 'out'. Indeed, it is for these reasons that qualitative and biographical studies about LGBT people in sport are so essential if a cultural comfort zone in sport is ever to be established.

5.2 Participation and Impacts

With regard to assessing organisational progress on SO equality in sport, we might turn to the lessons of the sport-for-development community (Coalter, 2007) and perhaps develop measures based on process and capacity building rather than bald outputs and key performance indicators. The continuous improvement model of quality assurance that this approach encompasses would probably receive a more positive reception from sports bodies than just the setting of quantitative targets. Such an approach should also include measures of cultural

change since the gay (un)friendly climate of sport is one of the main factors in recruiting and retaining participants.

According to Ward (2008, p1), "...minority sexuality is arguably the most difficult and under-researched of all diversity areas in work organizations, resulting in a comparative paucity of well-researched qualitative data". We would argue that this comment not only applies to sports organisations but is also the case in relation to quantitative data, for SO is not generally used as an analytic category in sports research. Further, few people in sport who identify as non-heterosexual are prepared to draw attention to their SO either by volunteering to take part in qualitative research or by risking breaches of anonymity in surveys. It was for this reason that a pilot for the 2011 Census led the Government to drop plans to measure LGBT prevalence. Demographic data are, however, being collected in Scotland through the 2008 Scottish Health Survey (Scottish Executive, 2008) (although the survey excludes questions on transsexual status) but it is possible that non- or low response will undermine the validity of the data.

In the stakeholder consultation, lack of evidence was cited by all interviewees as a major issue and, except for a few generalised pieces of research and odd statistics, no interviewee was able to provide any disaggregated data or information on participation rates, attitudes or experiences specific to the sporting environment.

In the absence of clear data and evidence, there was some confusion about what the wider implications were of sport not being perceived to be 'gay friendly'. Once it had been acknowledged that this might generally **reduce** participation levels, create hostile atmospheres for all involved and limit the pool from which elite performers might come, some interviewees were able to use their wider experience and information to demonstrate a broader understanding of societal impact:

Sport can be a gateway to other issues such as health and well-being, personal development and fulfilment, maturity, social contact and networks, belonging etc. If LGB people are not involved they miss out on all these other opportunities that are not just part of physical activity or competitive involvement. (NGO respondent)

In their study of local authority and voluntary bodies, Colgan et al (2007) used purposive sampling and 'snowballing' – through multiple access routes (email; intranet sites; organisational newsletters; invitations and workshops; trade unions and campaigning groups; 16 'good practice' organisations from the Stonewall Diversity Champions' list; a survey and 154 qualitative interviews with respondents who felt comfortable with participating). They found:

There is a lack of robust statistical evidence concerning the population of the UK who identify as LGB (p591).

The lack of statistical data regarding sexual orientation either in the general population or in organisations means that probability sampling is not possible (p592).

For a variety of reasons, many LGBT people will not identify as such in survey returns. For elite athletes, particularly in certain sport subcultures, the fear of coming out, with its associated costs (loss of sponsorship, threats to peer esteem, concerns about selection and the effects on significant others) may prompt them to 'pass' ie to act and respond as heterosexual (Griffin, 1998).

The methods by which distributive data are captured, for example participation rates or data about representation in sports management, officiating or coaching positions, therefore need to be very carefully interrogated.

Many sports organisations have adopted the mechanism of standards to raise the awareness and measurable level of equality (**sportscotland**, 2006). Governing bodies of sport working through *The equality standard: a framework for sport* (Sport England, 2004, www.sportengland.org/the_equality_standard.pdf) are required to collect an equality profile of their staff, Board, members, players, coaches and officials. At levels 1 and 2 (Foundation and Preliminary) they are asked for data on four equality strands – age, gender, disability and race. It is not until level 3 (Intermediate), however, that they are **required** to collect data on sexual orientation and religion/belief. However, such information is regarded as 'added value' evidence at Foundation and Preliminary levels.

The Equality Standard for sport has undoubtedly played a vital role in focusing on the evidence base for SO equality since 2004. However, the early, restricted equality focus within sport – on just gender, race and disability – arguably left the other equality strands (religion, age and SO) even further behind than they were before. It might also have led sports organisations erroneously to equate SO equality with **gender** equality. Since 'gender' has often been interpreted as applying only to women and girls, this further compounds the problem. SO applies to **all** under the LGBT banner – and some, such as Johnson and Kivel (2007) would also include in this Q or 'Queer' – so it makes no sense to hide SO statements in the back of policies for 'women and sport'. The different equality strands may be conceptually and legally linked but they are existentially separate, looming large for some and small in others' identity politics. Interestingly, several of the more far-sighted governing bodies have in fact chosen to collect the data for all six strands at either Foundation or Preliminary level, recognising that it is good practice to treat this strand with equal importance to the rest.

According to our interviewees, nothing is yet being done in this area as they have not got the earlier base of knowledge to enable them to draw comparisons or even to extract disaggregated data. For those subject to the public duties around equalities and who were aware of 'goods, facilities and services' legislation (see Appendix 3) there was a recognition that this could leave them exposed.

Compared with other areas of public policy where monitoring of equality is being addressed (such as the police or health services) there is still a real fear around monitoring on SO in sport that does not apply with, for example, gender or race

equality. The range of reasons for not monitoring included (ill-informed) beliefs that it was prohibited under data protection legislation, that respondents would be forced to 'out' people against their will and that it would provoke a negative backlash from others (parents were mainly cited as the problem here). This demonstrated a level of institutional ignorance but also provided a convenient excuse for not tackling what is still widely perceived to be a controversial and risky issue.

SO is difficult because it's a private issue.

(NGO respondent)

Sport England Active People survey does not include sexual orientation. We've been told a case would have to be made for gathering this data that demonstrates existing discrimination but this becomes a circular problem. ...a lack of evidence about discrimination against lesbian, gay and bisexual people in itself demonstrates a warped thinking about how to challenge discrimination and affect change and this forms a subtle institutional barrier.

(NGO respondent)

Ironically, the organisation that is perhaps furthest ahead in policy infrastructure and measurement on issues of SO and gender identity has achieved that through having to directly address a perceived 'over-representation' of lesbians in the sport. This has resulted in a holistic approach that addresses all SOs equally rather than trying to use 'positive action' measures but such an approach had to be embraced originally because of the negativity around high lesbian involvement.

There is a stigma attached to [name of sport] that you have to be gay to play. This has caused almost a reverse issue where heterosexual people have not participated. For us it has to be a 'stealth attack' given the starting point of [name of sport] and trying not to give this issue any higher a profile than it has already had. Most important thing is to make policy and practice drive it so there is consistency, inclusivity and transparency.

(NGB respondent)

According to **sportscotland** (2006, citing Department of Trade and Industry figures from research on the financial implications of the Civil Partnership Act), an estimated 6% of the population is LGBT. However, such estimates may be based on large skews in the baseline data arising from underreporting, ambiguity or resistance and lack of trust in the security of personal data collected by surveys. Such factors make it very difficult to get a representative sample and honest answers to sensitive questions. If we extrapolate such figures to sport there may be even larger errors in the data for we cannot say accurately whether sport reflects the population at large. Indeed, other participation studies have shown that sport is already biased to particular class (ABC1), race (white British), gender (male) and age (16-24) groups (Sport England, 2008). Based on our reading of the literature, there may be good reason to suggest that sports participation rates among LGBT people are also strongly gendered, with gay men less likely to engage in organised sports and lesbian women more likely to. The argument that sport is a 'safe haven for lesbians' has been supported in qualitative studies but we could not locate any quantitative evidence to support this proposition.

The only example of an Equality Impact Assessment in sport that we identified was reported to us by the Scottish Government respondent: this had been conducted on the national strategy for sport *Reaching higher* (Scottish Executive, 2007). However, we were not provided with, and could not find, any details of the evaluation framework that might inform progress of the ‘carrot and stick’ approaches that could help guide and accelerate delivery. The strategy states: “Some people fear intimidation on the basis of their sexuality... and others may not find the sporting environment welcoming” but there is nothing in the document, for either the participation or performance goals, which joins up efforts across **sportscotland** and other relevant agencies in striving for SO equality in sport. The presentation of a written policy is far distant from the proactive approaches that are needed to ensure its effectiveness in practice.

5.3 Measurement Gaps

- Flexible measures of LGBT identities and experiences in sport.
- Prevalence data on LGBT participation in all sports roles.
- Qualitative and biographical data about LGBT people in sport.
- LGBT people’s own priorities for policy and practice in sport.
- What counts as good practice for LGBT people in sports organisations’ policy, service delivery and capacity building.
- Information on bisexuality in sport.

Chapter 6: Communication

6.1 Introduction

For many sports organisations there is little yet to communicate about SO diversity: for a variety of reasons, it does not appear to be a policy imperative. Where we found enthusiasm for advocating SO diversity we found ambivalence about sport, and vice versa. The work of the international and European gay sport movements might thus have lessons to offer UK sports organisations as they celebrate both SO diversity **and** sport. The longer-term aim of our lead bodies for sport must therefore be to render the invisible – SO diversity – visible, in policy, in practice, in education and in the media, mass marketing and celebration.

6.2 Dominant Discourses

None of the organisations or individuals interviewed for this review felt they yet had a clear communication message on the issue. For some this was driven by a fear of drawing attention to it or feeling it would overemphasise its importance; for others it was more a concern about their own lack of expertise and risks of getting it wrong. This lack of clear communication increasingly results in a ‘don’t ask, don’t tell’ culture where relevant policy issues can end up being ignored. There were aspirations expressed for this to change but it was universally recognised that the starting point is well behind other equalities issues, that there is still significant prejudice underlying the stated positions, and that to get to the point where this issue is ‘normalised’ first requires making it visible.

Need to get to a stage where it is a non-issue and sport for sport’s sake is inclusive. Must not overemphasise or overreact to certain issues at the potential expense of others – address some of the attitudes behind the expressed concerns and perceptions.

(NGB respondent)

There is a perceived risk that a few glossy and positive statements will be made without really addressing the underlying issues. It was clear from the interviews that some of those currently charged with assisting others in the furtherance of an LGBT equality and inclusion agenda in sport simply do not have the expertise or understanding themselves to do that effectively. At best, they show well-intentioned ignorance and at worst they ignore the detail completely, claiming that it is part of their overall equalities approach (yet offering nothing whatsoever to evidence this claim).

Some sources of advice and help were available via websites (Appendix 4 and Annex). The language and imagery of sport has been challenged and disrupted by some academics and advocates, especially those working from a queer perspective. Owen (2007, p129), for example, reported that a queer rowing crew facing a veteran’s boat laughed uproariously when the umpire told them that he

would not start the race until the boats were “both straight”. Other examples include gay athletes who cross-dress or wear deliberately provocative or flamboyant sports clothing to undermine what they see as the stuffy image of heteronormative sport, or the adoption of visual images in posters, websites or marketing materials that are deliberately ambiguous about sexual identity (playing with hair styles, clothing, jewellery or postures) in order to upset the habit of fixed gender labels in sport – “to disturb and destabilise the familiar” (Caudwell, 2006, p3). Despite these examples, however, the possibilities for changing the discourse around LGBTQ in sport are still circumscribed by the sceptics and resisters (Fig 2) who appear to dominate our decision-making roles.

Using the ‘stick’ approach to organisational change (eg, withholding grants, removing statuses such as Club Mark, not using venues for events) are less likely to effect change than offering the ‘carrot’. It is possible that the tide of resistance to SO diversity in sport is turning and that young athletes themselves, who have more liberal attitudes and practices, will eventually succeed their older, more sceptical sports administrators. It is they who have the chance to expand the discursive spaces of SO in sport through protest action, putting the sexual into the public domain, playing with and subverting the mores of conventional sport.

UK Sport’s membership of the Diversity Champions programme, its development of recruitment guides, delivery of governing body workshops on SO and the commissioning of this research are all tangible and welcome examples of an increasingly open approach to SO equality in sport. But it would also be a welcome and massive advance if every gay, lesbian, bisexual and trans person already in a position of authority at the top of British sport would accelerate this process by having the courage to come out. For this to happen, such individuals will first have to feel comfortable, supported institutionally and personally, and assured that there will be no negative repercussions for their role or sport career. At present, there is still widespread fear among decision-makers on this issue, albeit reported to us privately rather than through research data. The discourse – talking up the issue of SO diversity in a positive way – could itself become data and this, in turn, could accelerate change.

6.3 Communication Gaps

- Open discussion about SO diversity and equality at every level of decision-making in sport.
- Events and protocols for welcoming LGBT people in all roles and at every level of sport.
- Information channels to disseminate knowledge, challenge myths and address concerns for LGBT and ‘straight’ people in sport.
- Partnerships with the media/journalists to inform and challenge them.

- Incorporation of LGBT language and symbols in materials, images, texts and speech.

SECTION III: CONCLUSIONS

Chapter 7: Summary

7.1 Key Themes

We found that the research literature in this field is populated mainly by studies of lesbians and lesbianism in sport. This is no surprise since it was feminism that first addressed the politics and practice of sexual diversity in sport, specifically lesbianism, and feminism that was the springboard for later pro-feminist research and the start of men's/masculinity studies (Whannel, 2007). Early 'sports feminists' struggled to be heard both within sport which was not interested in women, and within feminism which cast sport as an exclusively male institution. The literature is also weighted towards identity and experience studies, with significant gaps in the areas of policy and management.

Our policy analysis reinforced the findings of the interviews and research literature searches. SO continues to attract intense interest among scholars from diverse intellectual traditions – in sociology, history, psychology, education studies, cultural studies, health studies, tourism studies and many others – and varied theoretical positions such as feminist, pro-feminist and critical perspectives. But the scholarship in the field is weighted heavily towards analyses of identity and experience, and then mainly of gays and lesbians in sport rather than bi, transsexual or queer athletes. There is very little literature on policy and management implications of SO equality in sport yet it is arguably in policy and management that sports organisations face their greatest need.

It would be wrong to expect sports organisations to be the leaders on this issue but in some cases, such as the FA, they are. This is perhaps because sport is inextricably linked to debates about the body, physicality, sex roles and fairness. More often, however, sport is simply doing its best to follow the letter and spirit of the new legislation and of prescriptions for meeting the various equality standards. However, from the evidence we have gathered, it seems that there are currently few organisations in the 'leader' role (Fig 2). Those whose core business is sport look elsewhere for guidance on SO and those whose core business is equality are all-too-often afraid to engage with sport or see it as a marginal activity in the political landscape. To help change this, in Appendix 5 we offer one set of possible indicators for a model sports organisation.

To help the analysis of the literature and policy search, a 'change model' was employed to illustrate the various stages of action and expertise that will influence progress in this area. It was clear that all interviewees' experience and thinking was currently heavily skewed towards the early stages of this model. Whilst some organisations showed commitment, few had the awareness or knowledge needed to manage effectively for SO diversity and equality in sport.

In summary:

- Research focusing on identity and experience research is the dominant theme in the literature, with considerable additional contributions from the literature on women/femininities and men/masculinities.
- Bisexuality and transsexuality are underrepresented in sports research and policy.
- Whilst there is a basic awareness among stakeholders that there are issues relating to lesbian, gay, bisexual and transsexual (LGBT) people that have to do with participation, discrimination and homophobia in sport, there is a lack of expertise (and in some cases desire) to do what is required to address them.
- Lack of data and evidence means these issues can be ignored or remain hidden.
- Equality issues around sexual orientation and gender identity are still seen differently from comparable issues on race, gender or disability and the underlying prejudices are different.
- Much of the prejudice and negativity around LGBT issues in sport can be traced back to the application of gender stereotypes and perceptions of masculinity and femininity.
- Attitudes within sport both reinforce and are underpinned by wider social attitudes. It would be unfair to judge sports organisations by higher standards than those demonstrated elsewhere.
- Young people are seen as key to effecting change because they often express more enlightened attitudes to diversity than older generations. Sport can be a powerful influence both on young people's own personal development and on their attitudes to others, so young people's openness to diversity is likely to continue even after their personal involvement in sport ceases.
- There are many different dimensions to sport: team vs individual, elite vs recreational, health and social benefits of participation, sport's influence on fans and spectators. Each of these brings about different challenges and opportunities for LGBT inclusion and equality.
- In relation to effective service delivery, there is little evidence of integrated policy or thinking related to sport, health, education and social inclusion. Bringing these elements together more effectively could create a step-change in some of the issues relating to LGBT and equality, and help to add value to governments' efforts to work in a more joined up way across health, sport, education and industry.
- Homophobic discrimination and gender stereotyping are not just damaging to those who may be LGBT but risk affecting performance and participation amongst far wider groups.
- There is no clear leadership on this issue and even some in government positions appear to be hesitant to take a stand.

7.2 Main Gaps and Recommendations for Research and Policy

No.	Gap	Research Recommendations
1.	Baseline distributive data on the representation of LGBT athletes in sport at all levels and in all roles.	Quantitative research to identify patterns of representation.
2.	Knowledge of the place, experiences, coaching and management of bi athletes.	Targeted qualitative research on the experiences bisexual sports people, coaches and other support roles.
3.	Personal and institutional impacts of queer/ing in sport.	Research into the impact of queer/ing on individuals and organisations in sport and implications for policy.
4.	Interrelationships between SO and with all other demographic statuses (disabilities, age etc).	Inclusion of SO-related items within all standard public survey measures in sport.
5.		Embedding of SO as a criterion within all publicly-funded sport research agendas on age, race, disability, religion and class.
6.	SO and performance level, especially the experience of LGBT (in)equality and homophobia of elite athletes and their entourages.	Qualitative retrospective research to assess the types, extent and impact of homophobia on LGBT athletes and their entourages at the elite/performance level.
7.	Knowledge of how LGBT and hetero athletes, coaches and other support roles interact.	Relational studies of the interactions of LGBT and heterosexual sports people, coaches and other support roles.
8.	Relative progress (policy and practice) of sport when compared with cognate services, eg health, performing arts and education.	Comparative analyses of LGBT equality in sport and other related areas such as health and education.
9.	Shared learning on SO diversity management.	Replication of studies on SO diversity management in the public sector such as Munro (2006) and Colgan et al. (2007).
10.	Cost-benefit analyses of athlete attrition (drop out) and performance decrements and loss of medals caused by homonegativity.	Development of a methodology for conducting a cost-value analysis of SO diversity management in elite sport.
11.	Incidence and prevalence data for homophobia as a distinct category of violence and harassment for LGBT athletes, coaches and sport personnel.	Prevalence studies of SO-related violence and harassment for LGBT sports people, coaches and other support roles.
12.		Development of case management systems to collect and collate incidence data on these themes.
13.	Responses of sport organisations and individuals athletes and others in sport to particular issues e.g. trans eligibility, sport competition structures, suspension and appeals processes relating to SO.	Mixed method policy research to audit whether, how and why providers (especially governing bodies of sport) do or do not address SO and to collect case studies of good practice.
14.	Prescriptions on Impact Assessment under the SO regulations/guidance for sport.	Development of research and educational materials to support impact assessments.

No.	Gap	Policy Recommendations
1.	Support systems for elite LGBT sports people.	Provision of lifestyle support expertise for talented and elite athletes, focused on coming out, working with LGBT/heterosexual peers, managing SO in different cultures, dealing with homophobia.
2.	Systems for assuring inclusive sport for LGBT sports people.	Practical and policy guidance on assuring inclusive sport for LGBT people, especially for clubs, governing bodies and elite sports organisations.
3.		Development and dissemination of advice and guidance materials and systems for sports people dealing with SO issues.
4.	Specific advice on transsexual people and sport.	Preparation of advice sheets on service and facility provision for transsexual people in different sports similar to that produced by Press for Change and DCMS.
5.	Shared learning on SO diversity management.	Adaptation of and/or engagement by sports organisations with Stonewall's Equality Index and Diversity Champions Programme.
6.	Willingness to prioritise the issue, either in lead government departments or in sports organisations.	Development of leadership training about SO equality and impact assessment guidance, delivered to all lead sport body CEOs and key public officials working in sport.

7.3 Conclusions

It was clear from our consultation that our interviewees all had a level of awareness that 'issues' exist in relation to sexual orientation and sport. The detail of this awareness, the understanding of what might be done and the commitment to take anything further differed greatly, however, even within the small sample. Whilst most subscribed to a general sense that more should (and could) be done in this area, a number of commonly-raised factors would suggest that this issue will not be seen as an immediate priority unless there is clear leadership on it and a direct investment of time and resource.

We found:

- a lack of hard data/evidence as to the extent of any problems, meaning that something everyone 'knows' exists remains largely invisible;
- no shared sense of where responsibility for action may lie;
- few examples of good practice or guidance to follow;

- other more pressing priorities under the 'equalities' heading;
- an element of fear and/or defensiveness about this particular 'equality strand' which is still seen differently from race, gender or disability; and
- a sense that either socially or organisationally the challenge of addressing LGBT issues in sport successfully is still some way off.

Why, if sport can be so hostile to LGBT people, should we spend time attempting to change it? Why not simply abandon sport to those who prefer unreconstructed sexual divisions? Because, as is so often argued in both research and policy literature, sport can be a site of affirmation as well as one of exclusion, it can lead one to be both dominated and also empowered (Aitchison, 2007). Also, the gains for LGBT people of a review such as this should, eventually, be gains for all.

As suggested earlier, it would be a mistake for sexual orientation policy in sport to facilitate the replacement of hegemonic heterosexuality with a different kind of hegemony, that of gays over lesbians, gays and lesbians over bi people, or gays, lesbians and bi people over trans people. Such false hierarchies help nobody in the end for they divide rather than integrate. The challenge for all of us committed to diversity in sport is to find both policies and cultural practices that are more than just tolerant or accepting, more than merely compliant with some externally defined standards, but which enhance and enrich the lived experience of sport and other physical activity for everyone involved.

SECTION IV: APPENDICES

Appendix 1a: Sampling Frame – Electronic Databases

All database searches were restricted to English language sources only. Grey material, policy documents, some from overseas, and books on sport sociology dating back to the 1970s were also searched and approximately 900 additional journal lists. Databases accessed were: Sport Discus (BSCO), Sociological Abstracts (CSA). Electronic searches were undertaken against the following themes:

Equity	AND	Policy OR
Equality		Advocacy
Equality Impact Assessment		Programmes
Equal opportunities		Participation
Sexuality		Scotland
Sexual orientation		Northern Ireland
Sexual identity		England
Heterosexual		Ethnicity
Gay		Ethnic minorities
Lesbian		Disability
Bi-sexual/bisexual		Age
Transgender		Volunteering
Transsexual		Employment
LGBT		Monitoring
Gender reassignment		Evaluation
Homophobia		Well-being
Bullying		Exclusion
Masculinity		
<hr/>		
WITH	Sport OR	Physical activity
		Physical education
		Recreation
		Elite sport/performance
		Olympic
		Paralympic
		Team sport
		Individual sport
		Femininity
		Heterosexism
		Sexual bullying
		Sexual victimisation
		Sexual harassment
		Sexual exploitation
		Social exclusion
		Social inclusion
		Heteronormative
		Queer
		Sex discrimination
		Single Equality Scheme
		Equality and Human Rights
		Commission
		Equity impact assessment
		Equality duty

Appendix 1b: Sampling Frame – Policy Analysis

UK-based Organisations

Women's Sports and Fitness Foundation

English Football Association

English Basketball Association

Amateur Rowing Association

Lawn Tennis Associations

UK Athletics

British Cycling

Overseas or International Organisations

Sport Australia/Australian Sports Commission

US Women's Sports Foundation

Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS)

Promotion Plus (British Columbia, Canada)

European Women and Sport Group

International Olympic Committee, Medical Commission

Netherlands Olympic Committee/National Sports Confederation

Appendix 1c: Sampling Frame – Telephone Interviews

Coalition on Sexual Orientation (<http://www.coso.org.uk/>)

The Coalition on Sexual Orientation was established by Lesbian, Gay, Bisexual and Trans (LGBT) groups in Northern Ireland in order to provide a voice for the LGBT Community in debates and consultations surrounding the rights of the community.

International Gay and Lesbian Football Association
(<http://www.iglfa.org/home.htm>)

The mission of the International Gay and Lesbian Football Association is to foster and augment the self respect of gay women and men throughout the world, and engender respect and understanding from the non-gay world, through the medium of football (soccer).

Office of the First Minister and Deputy First Minister, Northern Ireland (Equality Unit) (<http://www.ofmdfmi.gov.uk/>)

The Office of the First Minister and deputy First Minister (OFMDFM) is a fully functioning department of the Northern Ireland administration with a wide range of responsibilities. Among other things, its strategic objectives include promoting better community relations, a culture of equality and rights.

Scottish Government (Health and Well-being)
(<http://www.sehd.scot.nhs.uk/az.html>)

The Scottish Government Health and Community Care is responsible for NHS Scotland and for the development and implementation of health and community care policy.

Stonewall UK (<http://www.stonewall.org.uk/>)

Stonewall was founded in 1989 by a small group of women and men who had been active in the struggle against Section 28 of the Local Government Act (that was designed to prevent the so-called 'promotion' of homosexuality in schools); as well as stigmatising gay people it also galvanised the gay community. Their aim was to create a professional lobbying group that would prevent such attacks on lesbians, gay men and bisexuals from ever occurring again. Stonewall has subsequently put the case for equality on the mainstream political agenda by winning support within all the main political parties and now has offices in England, Scotland and Wales.

Women's Rugby Football Union

(http://www.rfu.com/index.cfm/fuseaction/rfuhome.community_detail/storyid/5972)

The WRFU is the women's arm of the official governing for Rugby Football Union in England. It was first formed in 1994.

Women's Sports & Fitness Foundation (<http://www.wsf.org.uk/>)

The WSFF (originally the Women's Sports Foundation) was formed in 1985 as a pressure group for women and girls in sport. Its current mission is "A society which encourages, enables and celebrates active and healthy women and girls".

Appendix 2: Sample Interview Schedule

This schedule was used with governing body interviewees. Other groups such as NGOs and Government departments were asked similar questions that focused more on their level of strategic influence, practical experience or specific function.

1. Please tell me briefly what your role is in your organisation?
2. How 'gay-friendly' would you say that your sport was?
3. How does your organisation address LGBT issues?
4. Do you have a formal policy about SO?
If so, when was it introduced?
May I see a copy?
5. Can you provide us with any statistics about the representation of LGBT people in your sport? (eg, participation surveys, sport census data, club/members records...)
6. Would you say that the experience of LGBT people in your sport different for males and females? If so, in what ways(s)?
7. Have there been any instances where individuals have complained about the presence of LGBT members? (eg, competition eligibility...)
8. Tell me of any instances where individuals have complained about the treatment of LGBT members (eg, bullying, harassment, homophobia, spectator behaviour...)
9. Describe any special initiatives or campaigns that your organisation has undertaken, led or joined to tackle homophobia? (eg, research, promotional/themed events...)
10. Have there ever been special/segregated competitions or events for LGBT people in your sport? (eg, tournaments, festival days, camps...)
11. Have transsexual issues ever been raised as an issue in your organisation?
If so, on what grounds (eg, fairness, exclusion, transphobia...). What happened? (How) were these issues resolved?
12. Describe any monitoring or evaluation that has been done in your organisation on the subject of LGBT participation.
13. Do you give consideration to how your policies or programmes might impact on LGBT people?
14. What barriers exist to better integration for LGBT people, both in your sport and in sport more generally?
15. You will be aware that your organisation is required not to discriminate on the grounds of sexual orientation or gender reassignment in employment or the provision of facilities, goods, services. What organisations or individuals do you consult to assist you with compliance on these issues?
16. Please add any further comments you would like to make about LGBT people in your or other sports.

Appendix 3: Background Note on the Legal Framework Governing LGBT Equality Issues in Sport

NB: *This is an explanatory note only and should not be used in place of qualified legal advice on any specific issues.*

The experience of LGBT people within sport is likely to be shaped by three key elements:

- The requirements of anti-discrimination and equality legislation.
- Current social attitudes and expectations around LGBT issues.
- Good practice based on knowledge of what can be done matched by the skills and motivation to take action.

All three are important and, whilst local commitment and progress in any one area can, in the short term, compensate for deficits in the other two, compliance with legislation should provide a minimum standard.

Equalities legislation is reserved to the UK government, has been developing for over 30 years and stems from a principle of eliminating discrimination. However, changes brought about by recent amendments to sex, race and disability discrimination statutes have placed an additional emphasis on public sector organisations to focus on more proactive promotion of equality and good relations between different groups in society.

Unfortunately, piecemeal developments over this time driven by different external catalysts have created subtly different definitions, levels of protection and remedies by race, gender, disability, sexual orientation, transgender, religion/belief and age. The Government has made a commitment to 'harmonising' equalities legislation through a proposed Single Equalities Act but, according to the current timetable, this is not expected until Spring 2009.

The sorts of issues affecting LGBT people in sport are currently covered by a number of different legislative instruments relating to:

- the exercise of public functions;
- employment;
- vocational training and qualifications;
- provision of and access to goods, facilities and services;
- the practices of members' clubs or associations; and
- individual discrimination, bullying, harassment or victimisation.

Workplace Equality

The Employment Equality (Sexual Orientation) Regulations 2003 cover discrimination, harassment and victimisation in work and vocational training. They make it unlawful to deny people jobs, promotion, training or anything else that is available to others because of prejudice about their sexual orientation. This legislation covers people who are heterosexual, lesbian, bisexual or gay.

Similar employment protection for **transgender people** is provided through amendments in 1999 to the Sex Discrimination Act.

Equal Access to Goods, Facilities and Services (GFS)

The Equality Act (Sexual Orientation) Regulations 2007 arose from the Equality Act 2006 and require **any** providers of goods, facilities or services to ensure that they do not discriminate against actual or potential users based on their sexual orientation. This applies to all individuals and organisations who provide any kind of services, whether it is paid for or not. Two groups particularly relevant to sport are specifically mentioned within these regulations:

- **Public authorities**, which include any person or organisation delivering functions of a public nature, must ensure that all their services are provided in such a way that users are not disadvantaged by reason of sexual orientation. They must also ensure that employees and agents acting on their behalf behave in the same way, using contractual or other controls as appropriate to achieve that result. This would cover most publicly-funded national bodies as well provision of PE in schools, local authority sports programmes, etc.
- **Clubs or associations** with over 25 members are covered by this regulation whether they are corporate or unincorporated, and whether or not their activities are carried on for profit, meaning that most sports clubs and associations will be affected.

The Sex Discrimination (Amendment of Legislation) Regulations 2008 cover similar ground to the above and mean that, from April 2008, it became unlawful for providers of goods, facilities and services to discriminate against or harass people on grounds of gender reassignment.

In relation to race, gender and disability equality, in addition to the protections around employment and GFS, currently public authorities (and those carrying out public functions on their behalf) have to manage **general and specific duties** to promote equality and good relations. No such duties yet exist in relation to sexual orientation, religion or belief and age but good practice would suggest that similar approaches should be taken in these three areas and current proposals for a future Single Equality Act introduce such requirements.

Appendix 4: Practical Schemes – What Works?

Organisations

Brighton Bandits – is a football club in the city of Brighton and Hove for gay and gay-friendly men and women. <http://www.banditsfc.org>

Brighton Lesbian and Gay Sports Society (BLAGSS) – consists of about 150 people keen on tennis, badminton and swimming. <http://www.blagss.org>

Caledonian Thebans – is Scotland's first specifically gay-friendly rugby club for men. <http://www.thebans-rfc.co.uk>

European Gay and Lesbian Sports Federation (EGLSF) – is doing lobby work within the Council of Europe in order to abolish discrimination against LGBT people in sports. As an official NGO it enjoys participatory status with the CoE. <http://www.eqlsf.info>

Federation of Gay Games – perpetuates the quadrennial Gay Games and safeguards its founding principles of Participation, Inclusion and Personal Best™. An all-volunteer organisation, the Federation is made up of individuals and organisations representing four continents. <http://www.gaygames.com>

Gay and Lesbian Athletics Foundation (GLAF) – is a 100% volunteer staffed non-profit organisation based in Cambridge, Massachusetts, USA. <http://glaf.org/about.html>

Gay and Lesbian Alliance against Defamation (GLAAD) – is dedicated to promoting and ensuring fair, accurate and inclusive representation of people and events in the media as a means of eliminating homophobia and discrimination based on gender identity and sexual orientation. <http://www.glaad.org>

International Lesbian and Gay Organisation (ILGA) – is a worldwide network of national and local groups dedicated to achieving equal rights for lesbian, gay, bisexual and transgender and intersex (LGBTI) people everywhere. <http://www.ilga.org>

National Center for Lesbian Rights (NCLR, USA) – Sports Project. This project aims to level the playing field for LGBT players and coaches. http://www.nclrights.org/site/PageServer?pagename=issue_sports

Out Proud Olympians (OPO) – is a worldwide organisation of sportsmen and sportswomen who have participated at the international level of sport. “Our mandate is to eliminate homophobia in sport, encourage active healthy living in the LGBT community, and facilitate participation of this group at major sporting events.” <http://www.o-p-o.org/about.htm>

Outsports (USA). Outsports is based in Los Angeles and was founded in 2000. Its mission is to build the broadest, deepest, most informative and most entertaining gay sports community. <http://www.outsports.com/founders.htm>

Press for Change. The largest organisation for trans people in the UK. It has published *Use of sports and leisure facilities by trans people* (2005) which gives clear guidance on how to integrate trans people in the provision of healthy leisure and physical activities. Based at BM Network, London WC1N 3XX. <http://www.pcf.org.uk>

Village Manchester FC. A Gay Men's football club formed in 1996. <http://www.vmfc.co.uk/index.php>

Village Spartans RUFC. "The only gay rugby team in Britain to have a formal association with a heterosexual team, the Salians, and, as a result, the two share a ground and drink the same beer... first gay club to become properly established was the Kings Cross Steelers in London, in 1995. The Steelers are members of the sport's governing body, the Rugby Football Union, and participate in national leagues. In the UK, they have since been joined by the Caledonian Thebans in Edinburgh and the Spartans; in New Zealand by the Ponsonby Heroes; and in Argentina by a team in Buenos Aires. All are members of IGRAB, the International Gay Rugby Association and Board, which is dedicated to encouraging gay men and lesbians everywhere to play rugby... New clubs spring up in the US almost every other week. Meanwhile, big name sponsors such as Nike have begun putting their names to events... international gay sevens tournament at the Millennium Gay Games in London and sent two teams to the second international sevens tournament in Washington DC in 2001.... Spartans will soon be off to Cologne for a (straight) sevens tournament and, in August, they are to host a (gay) sevens competition as part of the Europride festival."

Source: Cooke, R. (2003) 'The groundbreakers', Sunday May 4, guardian.co.uk © Guardian News and Media Limited 2008.

<http://www.villagespartans.co.uk/mvsrufc/index.html>

Events and Initiatives

VIII Gay Games, Cologne, July 31 to August 7, 2010, 12,000 participants from more than 70 countries will converge for the Gay Games VIII Cologne 2010 <http://www.games-cologne.de/en>

[Out in Sport - The right to be different Declaration of Montreal](#) Montreal International Conference, 26-29 Jul 2006.

[International colloquium about Sports, Identities, Homosexuality and Homophobia](#) Lyon conference, 1-2 Dec 2006.

International Day Against Homophobia (IDAHO Day) – provides a platform for everyone to make a powerful statement to demand improvements in the quality of life for LGBT people both overseas and in the UK. <http://www.idaho.org.uk>

Stonewall: Workplace Equality Index – is a national benchmarking exercise showcasing Britain's top employers for lesbian, gay and bisexual staff. Sports organisations could be encouraged to apply for this. The questionnaire and guidance details may be downloaded at:
<http://www.stonewall.org.uk/workplace/1477.asp>

Stonewall: Diversity Champions Programme – is Britain's good practice forum in which employers can work with Stonewall and each other to promote lesbian, gay and bisexual equality in the workplace. Sports organisations could engage in this or establish a sports equivalent. Details are available at:
<http://www.stonewall.org.uk/workplace/1447.asp>

World Outgames. “An international event for the body, the mind, and the spirit. We celebrate the talents and contributions of homosexual, bi-sexual and transgender men and women from every corner of the globe.” World Outgames will be held from 25 July to 2 August 2009 in Copenhagen, Denmark.
<http://www.copenhagen2009.org>

Education and Training Resources

CAAWS ‘Seeing the Invisible, Speaking about the Unspoken: A Position Paper on Homophobia in Sport’. <http://www.caaws.ca/e/resources/downloads>

NSW Department of Education and Training (Australia). *Mates: HIV and AIDS related discrimination.* [video and teaching materials] (1994), Sydney: NSW Department of Education and Training. HIV/AIDS Anti-discrimination pack for Schools in NSW Australia which revolves around an athlete (swimmer) who is gay. <https://www.det.nsw.edu.au>

International Working Group on Women and Sport (2002a) The Montreal Tool Kit. <http://www.canada2002.org/e/toolkit/index.htm>

International Working Group on Women and Sport (2002b) Tools for Advocating Change <http://www.canada2002.org/e/toolkit/advocating/index.htm>

It Takes a Team! (WSF USA). “It Takes A Team! is an educational program designed to end homophobia in sport. It Takes A Team! Director, Pat Griffin, organized and participated in a panel at the Women's Basketball Coaches Association Conference in Tampa on April 5 2008 entitled ‘Seeking Common Ground: Conversations among Lesbians, Christians and Christian Lesbians.’”
<http://www.womenssportsfoundation.org/Issues-And-Research/Homophobia.aspx>

The USA NCAA (National Collegiate Athletic Association) – held a panel on LGBT athlete issues at its annual conference. UK sports organisations could do the same. <http://www.ncaa.org/wps/ncaa?ContentID=13203>

Tucker Centre for Research on Girls and Women in Sport

<http://cehd.umn.edu/tuckercenter/resources/bibliographies/homophobia.html>

(Retrieved 4 3 08)

University of Minnesota (USA). Homophobia in Sports page.

<http://cehd.umn.edu/tuckercenter/resources/bibliographies/homophobia.html>

Women’s Sports Foundation (USA) Resources

Take Action! Support Title IX Data Reporting in High Schools [Take Action!](#)

It Takes A Team! Education Kit. [It Takes A Team! Education Kit](#)

It Takes A Team! Archives [Past News Features](#)

LGBT Issues in Sport 101 [FAQ about LGBT People in Sport](#)

Curriculum and Teaching Resources:

[It Takes A Team! Video Introduction and Lesson Plan](#)

[Discussion Questions for Coaches](#)

[Discussion Questions for Athletes](#)

[Discussion Questions for Parents](#)

[Case Studies for Discussing LGBT Issues in Athletics](#)

Policy, Practice and Action Guides:

[Action Guide for Coaches](#)

[Action Guide for Athletes](#)

[Action Guide for Administrators](#)

[Action Guide for Parents](#)

[Guide for Addressing Anti-Gay Harassment](#)

[Addressing Concerns About LGBT Athletes and Coaches in the Locker Room](#)

[Athletic Team Hazing and Sexual or Gender Humiliation](#)

[Coach-Athlete Sexual Relationships](#)

[Inclusion of Transgender Athletes on Sports Teams](#)

[Lesbian, Gay, Bisexual Athletes Coming Out to Coaches](#)

[Negative Recruiting and Homophobia in Women’s Sport](#)

[LGBT Athletes of Color: Intersections of Racism, Sexism and Heterosexism](#)

[Sexual Harassment Among Athletes and LGBT Issues in Sport](#)

[Religion and Homosexuality in Athletics](#)

[Same-Sex Teammate Romantic and Sexual Relationships](#)

[Resources for Parents on LGBT Issues in Sport](#)

Legal Resources and Information:

[Title IX and Sexual Orientation Discrimination](#)

[Laws and Legal Resources](#)

[Laws, Policies and Procedures](#)

[What to Do If You Think You Have Been Discriminated Against](#)

Stickers and Posters:

[Purchase Stickers and Posters](#)

[Safe Space Campaign in Athletics](#)

Research and Resources

[General Resources on LGBT Issues in Sport](#)

[LGBT Issues in Sport Research Bibliography](#)

Appendix 5: A Model Sports Organisation...

- Has a written policy on equality/diversity that bars discrimination and explicitly mentions SO
- Offers 'gay-friendly' inductions
- Has a working group on diversity that encompasses LGBT issues
- Names a lead individual for SO issues at executive/board level
- Has set up an LGBT support and consultation network group
- Conducts regular audits to monitor compliance with Employment (SO) Regulations and the Civil Partnership Act
- Offers diversity awareness training that refers explicitly to 'sexual orientation' and gives practical, context specific examples
- Provides support for and sponsorship of LGBT organisations or events such as the Gay Games
- Runs organisational campaigns highlighting inclusion and safety for LGBT members and staff, through materials, intra- and internet sites and so on
- Enforces SO equality policy compliance
- Uses LGBT media to place ads for staff, volunteers or members
- Includes SO-related questions on all member/staff/supporter surveys and other monitoring tools
- Provides targeted mentoring on LGBT issues, especially in relation to performance lifestyle programmes for elite athletes
- Gives opportunities for LGBT leadership training and resources, sourced internally or externally
- Celebrates key LGBT individuals within the organisation, especially those at senior levels
- Ensures that all members feel accepted and comfortable by avoiding assumptions about SO and partner status or partner gender, eg references to "wives and girlfriends", gender-specific gifts such as ties for men or headscarves for women, describing "wives' events" on conference programmes...
- Integrates equality and diversity into all role specifications and performance management or appraisal systems

Appendix 6: Homophobia and Sports Policy Recommendations

The US Women's Sports Foundation Position (2008)

Safety

- No athletic department, sport organization personnel, athlete, parent, fan or school community should harass or threaten (anti-gay slurs, pushing or shoving, property damage, graffiti directed at a particular person or group) a coach or athlete on the basis of sexual orientation.
- Lesbian and bisexual coaches and athletes should be able to participate on a team or in an athletic department or setting free of hostility.
- Organization or institution Sexual Harassment Policies should include specific references to harassment based on sexual orientation.
- Coaches, athletes, other athletic department personnel, or students who participate in the harassment of lesbian or bisexual athletes or who contribute to a hostile environment for these athletes and coaches should be appropriately disciplined.
- The provisions of all policies on sexual harassment and sexual relations between coaches and athletes should be completely applicable without regard to the sexual orientation of athletic department/sport organization personnel.

Fair Treatment/Equal Access

- Athletic Department non-discrimination policies should prohibit discrimination on the basis of sexual orientation in the department and on teams.
- Lesbian and bisexual athletes and coaches should be able to identify themselves if they choose to without fear of negative consequences (loss of job, scholarship, starting position; negative performance evaluation; dropped from team).
- Lesbian and bisexual coaches and athletes should be welcomed to bring spouses/partners to department or team functions when other athletes or coaches are invited to bring their spouses/partners and inclusive language should be utilized to acknowledge the possibility that same-sex partners may attend.
- Partnership benefits available to heterosexual coaches and other department personnel should also be available to lesbian and bisexual coaches and staff.

- A coach or athlete's sexual orientation should not be a factor in determining their eligibility for teams, coaching positions, or athletic or academic honors or awards.
- Lesbian and bisexual athletes and coaches should be allowed to participate in community or school-based LGB social, educational or political events or organizations without fear of reprisal.

Support

- Lesbian and bisexual athletes and coaches should have access to school or community-based counselling, and LGB social and educational groups.
- Parents of lesbian and bisexual athletes should have access to school or community-based support and educational groups for parents with LGB children.
- Coaches should have access to school or community-based groups who can provide assistance in addressing anti-gay incidents and the needs of lesbian and bisexual athletes.
- Administrators should support coaches and athletes in addressing anti-gay incidents.

Education

- Staff development programs for coaches and other support staff should include addressing homophobia in athletics and include departmental policies addressing anti-gay discrimination.
- Educational programs for athletes should address homophobia and include departmental policies addressing anti-gay discrimination.
- Educational and/or recruitment material or programs addressing homophobia and department policies addressing homophobia should be given to prospective athletes, coaches, parents of athletes. Such material will identify the existence of local or state statutes limiting gay or lesbian lifestyles.

Source:

<http://www.womenssportsfoundation.org/Content/Articles/Issues/Equity%20Issues/H/Homophobia%20%20Homophobia%20and%20Sport%20Policy%20Recommendations%20The%20Foundation%20Position.aspx> (Retrieved 6 8 08)

SECTION V: BIBLIOGRAPHIES

Annex A: Complete Bibliography

Note on the Limitations of the Sources

This main bibliography focuses only on published works related to sport, physical activity, masculinities, femininities and sexual orientation. It excludes conference papers, dissertations, doctoral and masters theses (these are listed separately under the themed bibliographies in Annex B). The items derive mainly from academic, policy or biographical sources and some from fiction. In some cases it has proved difficult to distinguish the sexual orientation relevance of sources, eg those on 'women and sport'. For that reason, references on 'women/femininities' and 'men/masculinities' are also separated out in the section on 'Identity' in the themed bibliography in Annex B. Clearly, any bibliography is partial; we acknowledge that the divisions in the themed bibliography could well be contested and that new sources are available or in press that have not yet entered the electronic database system and so do not appear here. We hope, nonetheless that the sources provided are a fair representation of the field.

A

Abdel-Sehid, G. (2005) *Who da' Man? Black masculinities and sporting culture*. Toronto: Canadian Scholars Press.

Adair, D., Nauright, J. and Phillips, M. (1998) 'Playing fields through to battle fields: The development of Australian sporting manhood in its imperial context, circa 1850-1918', *Journal of Australian Studies*, 56.

Adams, M. L. (2005) 'Death to the prancing prince': Effeminacy, sport discourses and the salvation of men's dancing', *Body & Society*, 11(4): 63-86.

Adams, M. L. (1993) 'To be an ordinary hero: Male figure skaters and the ideology of gender', in A. Haddad (ed) *Men and Masculinities: A Critical Anthology*. Toronto: Canadian Scholars' Press.

Adams, N., Schmitke, A. & Franklin, A. (2005) 'Tomboys, dykes, and girly girls: Interrogating the subjectivities of adolescent female athletes', *Women's Studies Quarterly*, 33(1-2): 17-34.

Aitchison, C.C. (ed.) (2007) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge.

Aitchison, C.C. (2005) 'Feminist and gender research in sport and leisure management: Understanding the social-cultural nexus of gender-power relations', *Journal of Sport Management*, 19(4): 2220-241.

Aitchison, C.C. (2000) 'Women in leisure services: Managing the social-cultural nexus of gender equity', *Managing Leisure*, 5(4): 181-191.

Allen, L. (1997) *The Lesbian Idol: Martina, KD and the consumption of lesbian masculinity*. London: Cassell.

Amaechi, J. (2007) *Man in the Middle*. New York: ESPN.

Anderson, E. (2008) "'Being masculine is not about who you sleep with...'" Heterosexual athletes contesting masculinity and the one-time rule of homosexuality', *Sex Roles*, 58: 1-2.

- Anderson, E. (2005). *In the Game: Gay athletes and the cult of masculinity*. New York: SUNY Press.
- Anderson, E. (2005) Orthodox and inclusive masculinity: Competing masculinities among heterosexual men in a feminized terrain. *Sociological Perspectives*, 48(3): 337-355.
- Anderson, E. (2002) 'Openly gay athletes: Contesting hegemonic masculinity in a homophobic environment', *Gender and Society*, 6: 860-877.
- Andersen, E. (2000) *Trailblazing: The true story of America's first openly gay track coach*. Los Angeles, CA: Alyson Books.
- Anderson, K. L. (1999) 'Snowboarding: The construction of gender in an emerging sport', *Journal of Sport and Social Issues*, 23(1): Feb.
- Ansuini, C.G., Fiddler-Woite, J. and Woite, R.S. (1996) 'The source, accuracy, and impact of initial sexuality information on lifetime wellness', *Adolescence*, 31(122): 283-289.
- Ashburn, L., Burroughs, A. and Seebohm L. (1995) 'Add sex and stir: Homophobic coverage of women's cricket in Australia', *Journal of Sport and Social issues*, 19:266-284.
- Australian National Olympic Committee (2002) *Gender Policy*. Sydney, Australia: ANOC.

B

- Bairner, A. (1999) 'Soccer, masculinity, and violence in Northern Ireland: Between hooliganism and terrorism', *Men and Masculinities*, 1(3): 284-301.
- Baks, B. and Malecek, S. (2004) *Synopsis on Homophobia and Discrimination on Sexual Orientation in Sport*. European Gay and Lesbian Sports Federation.
http://www.gaysport.info/EGLSF_Public_Documents/EGLSF_synopsis_on_homophobia_2003pr.pdf (Retrieved 8 8 08)
- Barber, H. and Krane, V. (2007) 'Creating a positive climate for lesbian, gay, bisexual, and transgender youths', *Journal of Physical Education, Recreation & Dance*, 78(7): 6-7; 52-54.
- Bassett, G. (1998) 'Sport, triumph displays and masculinity', *Metro* (Melbourne, Vic), 116: 36-41.
- Benedict, J. R. (1998) *Athletes and Acquaintance Rape*. London: Sage.
- Benedict, J.R. (1997) *Public Heroes, Private Felons: Athletes and crimes against women*. Boston: Northeastern University Press.
- Bennett, R., Whitaker, G., Smith, N and Sablove, A. (1987) 'Changing the rules of the game: Reflections towards a feminist analysis of sport', *Women's Studies International Forum*, 10: 369-380.
- Bohls, K., Wangrin, M., & Christie, J. (1997) 'Athletes revel in being one of the guys, not one of the gays: out of bounds,' in: P. Donnelly (ed) *Taking Sport Seriously: Social Issues in Canadian Sport*. Toronto: Thompson Educational Publishing.
- Bialeschki, M.D. and Pearce, K.D. (1997) "'I don't want a lifestyle - I want a life": the effect of role negotiations on the leisure of lesbian mothers', *Journal of Leisure Research*, 29(1): 113-131.
- Birrell, S. (2000) 'Feminist theories for sport', in J. Coakley and E. Dunning (eds) *Handbook of Sport Studies*. Thousand Oaks, CA: Sage.
- Birrell, S. (1990) 'Women of colour, critical autobiography, and sport' in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Birrell, S. (1988) 'Discourses on the gender/sport relationship: From women in sport to gender relations', *Exercise and Sport Science Reviews*, 16: 459-502.
- Birrell, S. (1984) 'Separatism as an issue in women's sport', *Arena Review*, 8(2): 22-29.

- Birrell, S. and Cole, C. (eds) (1994) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.
- Birrell, S. and Cole, C. (1990) 'Double fault: Renee Richards and the naturalization of difference', *Sociology of Sport Journal*, 7(1):21.
- Birrell, S. and Richter, D.M. (1987) 'Is a diamond forever? Feminist transformations of sport', *Women's Studies International Forum*, 10(4): 395-409.
- Birrell, S. and Theberge, N. (1994a) 'Ideological control of women in sport', in M.D. Costa and S.R. Guthrie (eds) *Women and Sport: Interdisciplinary perspectives*. Champaign, IL: Human Kinetics.
- Birrell, S. and Theberge, N. (1994b) 'Feminist resistance and transformation in sport', in M.D. Costa and S.R. Guthrie (eds) *Women and Sport: Interdisciplinary perspectives*. Champaign, IL: Human Kinetics.
- Blinde, E.M. and Taub, D.E. (1992a) 'Homophobia and women's sport: The disempowerment of athletes', *Sociological Focus*, 25: 151-166.
- Blinde, E.M. and Taub, D.E. (1992b) 'Women athletes as falsely accused deviants: Managing the lesbian stigma', *The Sociological Quarterly*, 33:521-533.
- Blinde, E.M., Taub, D.E. and Han, L. (1994) 'Sport as a site for women's group and societal empowerment: Perspectives from the college athlete', *Sociology of Sport Journal*, 11:51-59.
- Bohls, K., Wangrin, M. and Christie, J. (1997) 'Athletes revel in being one of the guys, not one of the gays: out of bounds.' in P. Donnelly (ed) *Taking Sport Seriously: Social issues in Canadian sport*. Toronto: Thompson Educational Publishing.
- Bolding, G., Sherr, L., and Elford, J. (2002) 'Use of anabolic steroids and associated health risks among gay men attending London gyms', *Addiction*, 97 (2): 195-203.
- Bordo, S. (1993) *Unbearable Weight: Feminism, Western Culture and the Body*. London: University of California Press.
- Bordo, S. (1989) 'The body and the reproduction of femininity: A feminist appropriation of Foucault', in A. Jagger and S. Bordo (eds) *Gender/Body/Knowledge*. New Brunswick, NJ: Rutgers University Press.
- Boutilier, M.A. and SanGiovanni, L. (1983) *The Sporting Woman*. Champaign IL: Human Kinetics.
- Boyd, K. (2006) 'May the best man win: Sport, masculinity, and nationalism in Great Britain and the empire, 1880-1935', *Journal of British Studies*, 45(1): 210-212.
- Boyle, R. (1994) 'Game, set and macho: Masculinity and Irish sport', *Irish Reporter, Special Issue: The Irish Male*, No. 14.
- Brackenridge, C.H. (2001) *Spoilsports: Understanding and preventing sexual exploitation in sport*. London: Routledge.
- Brackenridge, C.H., Rivers, I., Gough, B. and Llewellyn, K. (2007) 'Driving down participation: Homophobic bullying as a deterrent to participation', in C.C. Aitchison (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge, pp 122-139.
- Bramham, P. (2003) 'Boys, masculinities and PE', *Sport, Education and Society*, 8(1): 57-71.
- Bredemeier, B. J. L. and Carlton, E. B. (1999) 'Changers and the changed: moral aspects of coming out in physical education', *Quest*, 51(4): 418-431.
- Bridel, W. and Rail, G. (2007) 'Sport, sexuality, and the production of (resistant) bodies: De-/Re-constructing the meanings of gay male marathon corporeality', *Sociology of Sport Journal*, 24 (2): 127-144.
- Brittain, D.R., McElroy, M., Gyurcsik, N.C., Allen, C. and Aaron, D.J. (2004) 'Do lesbians face unique barriers to physical activity? An ecological examination', *Journal of Sport & Exercise Psychology*, 26(1): Suppl. S41-S42.

- Broad, K.L. (2001) 'The gendered unapologetic: Queer resistance in women's sport', *Sociology of Sport Journal*, (18): 181-204.
- Brook, H. (1997) 'Big boofy blokes in frocks: Feminism, football and sexuality', *Social Alternatives*, 16(1): 5-9
- Brown, D. and Hoggs, R. (1997) 'Violence, masculinity and sport: Governance and the swinging arm', *UTS Review*, 3(1), May.
- Brown, D. (1999b) 'Men, bodybuilders and the social meaning of muscle', in M. Silvennoinen and A. Sparkes (eds) *Men's Bodies*. University of Jyväskylä: SoPhi.
- Brown, D. and Evans, J. (2004) 'Reproducing gender? Intergenerational links and the male PE teacher as a cultural conduit in teaching physical education', *Journal of Teaching in Physical Education*, 23: 48-70.
- Brownsworth, V.A. (1994) 'The competitive closet', in S.F. Rogers (ed) *Sportsdykes*. New York: St Martins.
- Brownsworth, V.A. (1991) 'Bigotry on the home team, lesbians face harsh penalties in the sports world', *The Advocate*, 34-39.
- Bruce, T. (2000) 'Never let the bastards see you cry', *Sociology of Sport Journal*, 17(1): 69-74.
- Bruce, T. (1998) 'Postmodernism and the possibilities for writing "vital" sports texts', in: G. Rail (ed) *Sport and Postmodern Times*. New York: SUNY.
- Bryson, L. (1990) 'Challenges to male hegemony in sport', in: M.A. Messner and D.F. Sabo (eds) *Men and the Gender Order*. Champaign, IL: Human Kinetics.
- Bryson, L. (1987) 'Sport and the maintenance of masculine hegemony', *Women's Studies International Forum*, 10(3): 349-360.
- Bullough, V.L., Bullough, B. & Smith, R. (1983) 'A comparative study of male transvestites, male to female transsexuals, and male homosexuals', *Journal of Sex Research*, 19(3): 238-257.
- Burgess, I., Edwards, A. and Skinner, J. (2003) 'Football culture in an Australian school setting: The construction of masculine identity', *Sport, Education and Society*, 8(2): 199-212.
- Burke, M. (2004) 'Radicalising liberal feminism by playing the games that men play', *Australian Feminist Studies*, 19(44): 169-184.
- Burroughs, A., Seebohm, L. and Ashburn, L. (1995) "'A leso story": A case study of Australian women's cricket and its media experience', *Sporting Traditions*, 12(1): 27-46.
- Burton Nelson, M. (1994) *The Stronger Women Get, The More Men Love Football. Sexism and the American culture of sports*. New York: Harcourt Brace.
- Burton Nelson, M. (1991) *Are we winning yet? How women are changing sports and sports are changing women*. New York: Random House.
- Burstyn, V. (1999) *The Rites of Men: Manhood, politics and the culture of sport*. Toronto: University of Toronto Press.
- Butterworth, M.L. (2006) 'Pitchers and catchers: Mike Piazza and the discourse of gay identity in the national pastime', *Journal of Sport and Social Issues*, 30(2): 138-157.
- Buyse, J.A.M. and Embser-Herbert, M.S. (2004) 'Constructions of gender in sport: An analysis of Intercollegiate Media Guide cover photographs', *Gender and Society*, 18(1): 66-81.

C

- Cahn, S.K. (1993) 'From the "Muscle Moll" to the "Butch" ballplayer: Mannishness, lesbianism and homophobia in US women's Sport', *Feminist Studies*, 19(2): 348-354.
- Cahn, S. (1994a) *Coming On Strong. Gender and sexuality in twentieth-century women's sport*. London: Harvard University Press.

- Cahn, S.K. (1994b) "'Play it, don't say it": lesbian identity and community in women's sport', in S.K. Cahn (ed.) *Coming on Strong: Gender and sexuality in twentieth-century women's sport*, New York: Free Press, pp.185-206; 329-334.
- Cahn, S.K. (1994) 'Crushes, competition, and closets: The emergence of homophobia in women's physical education', in S. Birrell and S. C. Cole (eds) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.
- Caldwell, C. (2003) 'Recreation for all: Why are "safe places for sexual minorities" needed?', *Parks & Recreation*, 38(5): 8.
- Caldwell, L.L. Kivel, B.D. Smith, E.A. and Hayes, D. (1998) 'The leisure context of adolescents who are lesbian, gay male, bisexual and questioning their sexual identities: an exploratory study', *Journal of Leisure Research*, 30(3): 341-355.
- Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS) (2006) '*Seeing the invisible, speaking about the unspoken.*' *A position paper on homophobia in sport*. Ottawa, Canada, CAAWS.
www.caaws.ca/pdfs/CAAWS_Homophobia_Discussion_Paper_E.pdf Retrieved 31.07.07.
- Carrington, B. (1998) 'Sport, masculinity, and black cultural resistance', *Journal of Sport and Social Issues*, 22(3): 275-298.
- Carrington, A. and Leaman, O. (1986) 'Equal opportunities and physical education' in J. Evans (ed) *Physical Education, Sport and Schooling*. London: Falmer Press.
- Cashmore, E. (1998) 'Between mind and muscle', *Body & Society*, 4(2): 83-90.
- Castelnuovo, S. and Guthrie, S. R. (1998) *Feminism and the Female Body: Liberating the amazon within*. Boulder, CO: Lynne Rienner Publishers.
- Caudwell, J. (2007) 'Queering the field? The complexities of sexuality within a lesbian-identified football team in England', *Gender, Place and Culture*, 14(2): 183-196.
- Caudwell, J. (ed) (2006) *Sport, Sexualities and Queer/Theory*. London: Routledge.
- Caudwell, J. (2006) 'Femme-fatale: Re-thinking the femme-inine', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.
- Caudwell, J. (2004) 'Out on the field: women's experiences of gender and sexuality in football,' in S. Wagg (ed.) *British Football and Social Exclusion*. London: Routledge.
- Caudwell, J. (2003) 'Women's experiences of sexuality within football contexts: A particular and located footballing epistemology', *Football Studies*, (5): 24-45.
- Caudwell, J. (2003) 'Sporting gender: Women's footballing bodies as sites/sights for the (re)articulation of sex, gender, and desire', *Sociology of Sport Journal* (20): 371-386.
- Caudwell, J. (1999) 'Women's football in the United Kingdom: Theorizing gender and unpacking the butch lesbian image', *Journal of Sport and Social Issues*, 23: 390-402.
- Cavanagh, S.L. and Sykes, H. (2006) 'Transsexual bodies at the Olympics: The International Olympic Committee's policy on transsexual athletes at the 2004 Athens summer games', *Body & Society*, 12(3): 75-102.
- Cayleff, S. (1995) *Babe: The life and legend of Babe Didrikson Zaharias*. Urbana, IL: University of Illinois Press.
- Chapman, K. (2004) 'Ossu! Sporting masculinities in a Japanese karate dojo', *Japan Forum*, 16(2) Jly.
- Chappelle, A. (1986) 'The use and misuse of sex chromatin screening for 'gender identification' of female athletes', *Journal of American Medical Association*, 256: 1920-1923.

- Chepyator-Thomson, J. R., and Ennis, C.D. (1997) 'Reproduction and resistance to the culture of femininity and masculinity in secondary school physical education', *Research Quarterly for Exercise and Sport*, 68(1): 89-99.
- Choi, P.Y.L. (2000) *Femininity and the Physically Active Woman*. London: Routledge.
- Claringbould, I. and Knoppers, A. (2008) 'Doing and undoing gender in sport governance', *Sex Roles*, 58: 1-2.
- Clarke, G. (2004) 'Threatening space: (physical) education and homophobic body work', in J. Evans, B. Davies and J. Wright (eds) *Body Knowledge and Social Control*. London: Routledge.
- Clarke, G. (2003) 'There's nothing queer about difference: Challenging heterosexism and homophobia in Physical Education', in S. Hayes and G. Stidder (eds) *Equity and Inclusion in Physical Education and Sport*. London: Routledge.
- Clarke, G. (2001) 'Outlaws in sport and education? Exploring the sporting and education experiences of lesbian Physical Education teachers', in S. Scraton and A. Flintoff (eds) *Gender and Sport: A Reader*. London: Routledge, pp. 209-221.
- Clarke, G. (1998) 'Queering the pitch and coming out to play: Lesbians in physical education and sport', *Sport, Education and Society*, 3(2): 145-160.
- Clarke, G. (1998) 'Working out: Lesbian teachers and the politics of (dis)location', *Journal of Lesbian Studies*, 2(4): 85-99.
- Clarke, G. (1996) 'Conforming and contesting with (a) difference: How lesbian students and teachers manage their identities', *International Studies in Sociology of Education*, 6(2): 191-209.
- Clarke, G. (1997) 'Playing a part: The lives of lesbian physical education teachers', in G. Clarke and B. Humberstone (eds) (1997) *Researching Women and Sport*. London: Macmillan.
- Clark, S. (2007) 'Why can't girls play football?' Gender dynamics and the playground', *Sport, Education and Society*, 12(3): 261-276.
- Clayton, B. and Harris, J. (2004) 'Footballers' wives: The role of the soccer player's partner in the construction of idealized masculinity', *Soccer and Society*, 5(3): 317-335.
- Cobhan, L. (1982) 'Lesbians in physical education and sport', in M. Cruikshank (ed) *Lesbian Studies*. New York: Feminist Press.
- Coe, R.M. (1986) *A Sense of Pride: The story of Gay Games II*. San Francisco, CA: Pride Publications.
- Coggon, J. Hammond, N. and Holm, S. (2008) 'Transsexuals in sport – fairness and freedom, regulation and law', *Sport, Ethics and Philosophy*, 2(1): 4-17
- Cole, S. (1993) 'Resisting the canon: Feminist cultural studies, sport and technologies of the body', *Journal of Sport and Social Issues*, 17(2): 77-97
- Cole, S., Giardani, M. and Andrews, D. (2004) 'Michel Foucault: Studies of power and sport', in: R. Giulianotti (ed) *Sport and Modern Social Theory*. Basingstoke: Palgrave.
- Cole, S. and Hribar, A. (1998) 'Celebrity feminism: Nike style post-Fordism, transcendence and, and consumer power', *Sociology of Sport Journal*, 12(4): 347-369.
- Colgan, F., Creegan, C., McKearney, A. and Wright, T. (2007) 'Equality and diversity policies and practices at work: Lesbian, gay and bisexual workers', *Equal Opportunities International*, 26(6): 590-609.
- Colwell, S. (1999) 'Feminisms and figural sociology's contributions to understandings of sports, physical education and sex/gender', *European Physical Education Review*, 5(3): 219-240.
- Connell, R.W. (2008) 'Masculinity construction and sports in boys' education: a framework for thinking about the issue', [Sport, Education and Society](#), 13(2): 131-145.

- Connell, R.W. (1998) 'Masculinities and globalisation', *Men and Masculinities*, 1(1):3-23.
- Connell, R.W. (1995) *Masculinities*. Cambridge: Polity Press.
- Connell, R.W. (1990) 'An iron man: The body and some contradictions of hegemonic masculinity', in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign, IL: Human Kinetics.
- Connell, R. W. (1987) *Gender and Power*. Cambridge: Polity Press.
- Connell, R.W. (1983) 'Men's bodies' in R.W. Connell (ed) *Which Way Is Up?* Sydney: Allen and Unwin.
- Cooke, R. (2003) 'The groundbreakers ', Sunday 4th May, guardian.co.uk © Guardian News and Media Limited.
- Cooky, C. and McDonald, M.G. (2005) "'If you let me play": Young girls' insider-other narratives of sport', *Sociology of Sport Journal*, 22(2): 158-177.
- Cooper, D. (2006) 'Active citizenship and the governmentality of local lesbian and gay politics', *Political Geography*, 25: 921-943.
- Cooper, M. (1994) 'Sporting Identities', *XY: Men, Sex, Politics*, Autumn.
- Corteen, K. and Scraton, P. (1997) 'Prolonging 'childhood', manufacturing 'innocence' and regulating sexuality' in P. Scraton (Ed.) *Childhood in Crisis*. London: UCL Press, pp. 76-100.
- Costa, D.M. and Guthrie, S.R. (eds) (1994) *Women and Sport: Interdisciplinary perspectives*. Champaign, IL: Human Kinetics.
- Council of Europe (2007) *Gender Matters. A manual on addressing gender-based violence affecting young people*. Budapest, Hungary: CoE.
- Council of Europe (2003a) [Lesbians and Gays in Sport](#). Parliamentary Assembly. Recommendation 1635.
- Council of Europe (2003b) [Lesbians and Gays in Sport](#). Parliamentary Assembly. Doc. 10001 21, 9th Nov. (Opinion: Mrs Kósá-Kovács, Hungary, Socialist Group)
- Council of Europe (2003c) [Lesbians and Gays in Sport](#). Parliamentary Assembly. Doc. 9988, 22nd Oct. (Report: Mr Tony Banks, United Kingdom, Socialist Group)
- Council of Europe (2000) *Situation of Lesbians and Gays in Council of Europe Member States – Parliamentary Assembly Recommendation*. 1474.
- Council of Europe (2001) [Final Statement on Sport, Tolerance and Fair Play](#). Adopted at the 3rd Round Table on Sport, Tolerance and Fair Play. Nicosia, 27th Apr.
- Cox, B. and Thompson, S. (2000) 'Multiple bodies – sportswomen, soccer and sexuality', *International Review for the Sociology of Sport*, 35(1): 5-20.
- Creedon, P. (ed) (1994) *Women, Media and Sport: Challenging gender values*. London: Sage.
- Crosset, T.W. (1995) *Outsiders in the Clubhouse: The world of women's professional golf*. Albany, NY: SUNY Press.
- Crosset, T. (1990) 'Masculinity, sexuality, and the development of early modern sport', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign, IL: Human Kinetics.
- Crotty, M. (2003) 'The making of the man: Australian public schoolboy sporting violence 1850-1914', *The International Journal of the History of Sport*, 20(3): 1-16.
- Cunningham, G. B. (2008) 'Creating and sustaining gender diversity in sport organizations'. *Sex Roles*, 58: 1–2.
- Cunningham, G. B. (2007) *Diversity in Sport Organizations*. Scottsdale, AZ: Holcomb-Hathaway.

Cunningham, G. B. and Fink, J. S. (2006) 'Diversity issues in sport and leisure: Introduction to a special issue', *Journal of Sport Management*, 20: 455–465.

Curry, T. J. (2001) 'Reply to "A conversation (re)analysis of fraternal bonding in the locker room"', *Sociology of Sport Journal*, 18(3): 339-344.

Curry, T. J. (1991) 'Fraternal bonding in the locker room: Pro-feminist analysis of talk about competition and winning', *Sociology of Sport Journal*, 8: 119-135.

D

Davidson, J. (2006) 'The necessity of queer shame for gay pride: The Gay Games and cultural events', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

Davidson, J. and Shogan, D. (1998) 'What's queer about studying up? A response to Messner', *Sociology of Sport Journal*, 15(4): 359-366.

Davis, L. (1997) *The Swimsuit Issue and sport: Hegemonic masculinity in Sports Illustrated*. New York: State University of New York Press.

Davis, L.D. (1990) 'Male cheerleaders and the naturalisation of gender', in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign, IL: Human Kinetics.

Davis, R.A. (1994) 'Marketers game for gay events: From AT&T to Hiram Walker, sponsors grasp importance of involvement', *Advertising Age*, 65, S-1, S-5.

Day, I. (1990) *'Sorting Out the Men from the Boys': Masculinity, a missing link in the sociology of sport*. PAVIC Publications: Sheffield City Polytechnic.

Denison, J. (1999) 'Boxed in', in A. Sparkes and M. Silvennoinen (eds) *Talking Bodies: Men's narratives of the body and sport*. Jyvaskyla, Finland: University of Jyvaskyla.

Department for Culture, Media and Sport. (2005) *Transsexual People and Sport: Guidance for sporting bodies*. London: DCMS.

http://www.uk sport.gov.uk/assets/File/Generic_Template_Documents/Standards_in_Sport/transsexuals.pdf

Dewar, A. (1991) 'Incorporation or resistance? Towards an analysis of women's responses to sexual oppression in sport', *International Review for the Sociology of Sport*, 26: 15-23.

Dewar, A. (1987) 'The social construction of gender in Physical Education', *Women's Studies International Forum*, 10(4): 453-465.

Disch, L. and Kane M.J. (1996) 'When a looker is really a bitch: Lisa Olsen, sport, and the heterosexual matrix', *Signs: Journal of Women and Culture in Society*, 21(3): 278-308.

Donohue, K. (2003) *Transsexuality and Sport: Women's Sports Foundation response to the Department for Culture, Media and Sport, December 2002*. London: WSF. <http://www.wsf.org.uk>

Drummond, M. (1998) 'The social construction of masculinity in sport: An Australian surf lifesaving perspective', *South African Journal for Research in Sport, Physical Education and Recreation*, 20(2).

Drummond, M. (2001) 'Boys' bodies in the context of sport and physical activity: Implications for health', *Journal of Physical Education New Zealand*, 34(1): May.

Drummond, M. (2002) 'Sport and images of masculinity: The meaning of relationships in the life course of 'elite' male athletes', *Journal of Men's Studies*, 10(2): Winter.

Drummond, M. (2005) 'Men's bodies: Listening to the voices of young gay men', *Men and Masculinities*, 7(3): 270-290.

Duncan, D. (2007) 'Out of the closet and into the gym: Gay men and body image in Melbourne, Australia', *Journal of Men's Studies*, 15 (3): 331-346.

- Duncan, M.C. (1994) 'The politics of women's body images and practices: Foucault, the Panopticon, and *Shape Magazine*', *Journal of Sport and Social Issues*, 18(1): 40-65.
- Duncan, M.C. (1990) 'Sports photographs and sexual difference: Images of women and men in the 1984 and 1988 Olympic Games', *Sociology of Sport Journal*, 7(1): 22-43.
- Duncan, M.C. and Brummet, B. (1993) 'Liberal and radical sources of female empowerment in sport media', *Sociology of Sport Journal*, 10: 57-72.
- Duncan, M.C. and Hasbrook, C. (1988) 'Denial of power in televised women's sports', *Sociology of Sport Journal*, 5(1):1-21.
- Duncan, M.C., Messner, M.A., Williams, L. and Jensen, K., edited by W. Wilson (1994) 'Gender stereotyping in televised sport', in S. Birrell and C. Cole (eds) *Women, Sport and Culture*. Champaign IL: Human Kinetics.
- Dundas, A. (1985) 'The American game of "smear the Queer" and the homosexual component of male competitive sport and warfare', *Journal of Psychoanalytic Anthropology*, 8 (3):115-129.
- Dunning, E. (1986) 'Sport as a male preserve: Social sources of masculine identity', *Theory, Culture and Society*, 3(1): 70-90.
- Dunning, E. (1973) 'The rugby club as a type of "male preserve": Some sociological notes', *International Review for the Sociology of Sport*, 8(3/4): 5-24.
- Duquin, M. (1979) 'Differential sex role socialisation toward amplitude appropriation', *Research Quarterly*, 48(2).
- Duquin, M. (1978) 'The androgynous advantage', in C.A. Oglesby (ed) *Women and Sport: From myth to reality*. Philadelphia, PA: Lea & Febiger.
- Dworkin, S.L. and Messner, M.A. (2000) 'Just do ...what?: Sport, bodies, gender', in M.M. Ferree, J. Lorber and B.B. Hess (eds) *Revisioning Gender*. Thousand Oaks, CA: Sage.
- Dworkin, S.L. and Wachs, F.L. (2000) 'The morality/manhood paradox: Masculinity, sport, and the media', in J. McKay, M.A. Messner and D.F. Sabo (eds) *Masculinities, Gender Relations, and Sport*. Thousand Oaks, CA: Sage.
- Dworkin, S.L. and Wachs, F.L. (1998) "'Disciplining the body": HIV-positive male athletes, media surveillance, and the policing of sexuality', *Sociology of Sport Journal*, 15(1): 1-20.
- Dyer, K. (1982) *Catching up the Men: Women in sport*. London: Junction Books.

E

- Edley, N. and Wetherell, M. (1997) 'Jockeying for position: the construction of masculine identities', *Discourse and Society*, 8(2): 203-217.
- Edwards, T. (2005) 'Queering the pitch: Gay masculinities', in: M. S. Kimmel, J. Hearn and R.W. Connell (eds) *Handbook of Studies on Men and Masculinities*. London: Sage.
- Edwards, T. (1998) 'Queer fears: Against the cultural turn', *Sexualities*, 1(4): 471-484.
- Eitzen, D.S. and Baca Zinn, M. (1989) 'The de-athleticization of women: The naming and gender marking of collegiate sports teams', *Sociology of Sport Journal*, 6: 362-370.
- Elling, A., De Knop, P. and Knoppers, A. (2003) 'Gay/lesbian sport clubs and events: Places of homo-social bonding and cultural resistance?', *International Review for the Sociology of Sport*, 38(4): 441-456.
- Elsas, L., Hayes, R. and Muralidharan, K. (1997) 'Gender verification at the Centennial Olympic Games', *Journal of Medical Association of Georgia*, 86: 50-58.
- Eng, H. (2006) 'Queer athletes and queering in sport', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

- Eng, H. (2004) 'How to transcend heteronormative sexualities in sport and sports writing', *Moving Bodies/Menneske i Bevegelse*, 2(1): 53-73.
- Enke, J. (2005) 'Athleticism and femininity on a high school basketball team: An interpretive approach', *Sociological Studies of Children and Youth*, 11: 115-152.
- Evans, B. (2006) "'I'd feel ashamed": Girls' bodies and sports participation', *Gender, Place and Culture*, 13(5): 547-561.
- Evans, B., (2004) '[We must provide safe and non-judgmental support for gay, lesbian, and transgendered students](#)', *Journal of Dance Education*, 4(1): 38-40.
- Evans, J., Davies, B. and Penney, D. (1996) 'Teachers and the social construction of gender relations', *Sport, Education and Society*, 1(2): 165-184.
- Evers, C. (2004) 'Men who surf', *Cultural Studies Review*, 10(1): 27-41.
- Eveslage, S. and Delaney, K. (1998) 'Trash talkin' at Hardwick High: A case study of insult talk on a boys' basketball team', *International Review for the Sociology of Sport*, 33: 239-253.
- European Gay and Lesbian Sports Federation (2007) *More than Playing Games*. Report of a conference 12th Jly, Zuiderpershuis, Antwerp. This includes a Declaration on the Equal Treatment of Heterosexuals, Gays, Lesbians and Bisexuals in Sport. http://www.gaysport.info/eglsf/EGLSF_Public_Documents/more_than_playing_games-2007.pdf
- European Gay and Lesbian Sports Federation (1999a) *Offside*. European document of discrimination of gays and lesbians in sport. EGLSF.
- European Gay and Lesbian Sports Federation (1999b) *Building Bridges Between Regular Sport and Gay/Lesbian Sport*. Conference Roundtable report, March: EGLSF.
- European Gay and Lesbian Sports Federation (1994) *Fair Play, Tolerance and Safety in Sports for Everyone*. Amsterdam: EGLSF.

F

- Farrell, W. (1980) 'The Super-Bowl phenomenon: Machismo as ritual', in D.F. Sabo and R. Runfola (eds) *Jock: Sports and Male Identity*. Englewood Cliffs, NJ: Prentice-Hall.
- Festle, M. J. (1996) *Playing Nice: Politics and apologies in women's sports*. New York: Columbia University Press.
- Felshin, J. (1974) 'The triple option ... for women in sport', *Quest*, 17: 36-40.
- Felshin, J. (1973) 'The dialectics of women and sport', in E. Gerber, J. Felshin, P. Berlin and W. Wyrick (eds) *The American Woman in Sport*. Reading, MA: Addison-Wesley.
- Ferguson-Smith, M. (1998) 'Gender verification and the place of XY females in sport', in: M. Harries et al. (eds) *Oxford Textbook of Sports Medicine*, 2nd edn. Oxford: OUP.
- Ferrante, K. (1996) 'Baseball and the social construction of gender', in P. Creedon (ed) *Women, Media and Sport*, Thousand Oaks, CA: Sage.
- Festle, M.J. (196) *Playing Nice: Politics and apologies in women's sport*. New York: Columbia University Press.
- Fink, J. S. (2008) 'Gender and sex diversity in sport organizations: Concluding remarks', *Sex Roles*, 58: 1-2.
- Fink, J. S., Pastore, D. L. and Riemer, H. A. (2001) 'Do differences make a difference? Managing diversity in Division IA intercollegiate athletics', *Journal of Sport Management*, 15: 10-50.
- Fitzclarence, L. and Hickey, C. (2001) "'Real footballers don't eat quiche': Old narratives in new times", *Men and Masculinities* 4(2): 118-139.
- Fitzclarence, L., Hickey, C. and Nyland, B. (2007) 'The thin line between pleasure and pain: Implications for educating young males involved in sport', in K. Davidson and B. Frank (eds)

Masculinities and Schooling: International practices and perspectives. Canada: The Althouse Press.

Football Association (u.d) *Ethics and Sports Equity Strategy: Football For All*. London: The FA.

Football Association (2004a) 'Sexual identity', <http://www.TheFA.com/EthicsandSortsEquity/>

Football Association (2004b) FA stage homophobia summit', <http://www.TheFA.com/EthicsandSortsEquity/May 7>

Football Association, The FA (UK) [Tackling Homophobia in Football](http://www.UK.Gay.Com)

<http://www.UK.Gay.Com> (Apr 2006) 'FA slams homophobic football comment'

<http://www.FAREnet.org> (Jly 2006) 'UEFA demonstrate tough stance on homophobia'

Forman, P.J. and Plymire, D.C. (2005) 'Amelie Mauresmo's muscles: The lesbian heroic in women's professional tennis', *Women's Studies Quarterly*, 33(1-2): 120-133.

Foster, B., (2004) 'Perceptions of homophobia and heterosexism in physical education', *Journal of Physical Education, Recreation & Dance*, 15, Nov.

Fritner, M.P. and Rubinson, L. (1993) 'Acquaintance rape: The influence of alcohol, fraternity membership and sports team membership', *Journal of Sex Education and Therapy*, 19: 272-284.

Fusco, C. (1998) 'Lesbians and locker rooms: The subjective experiences of lesbians in sport', in: G. Rail (ed) *Sport and Postmodern Times*. New York: SUNY Press.

G

Gabriner, V. (1976) 'Come out slugging', *Quest*, 2(3): 52-57.

Gard, M. (2008) 'When a boy's gotta dance: new masculinities, old pleasures', [*Sport, Education and Society*, 13\(2\)](#): 181 – 193.

Gard, M. (2006) 'More art than science? Boys, masculinities and physical education research', in D. Kirk, D. Macdonald and M. O'Sullivan (eds) *The Handbook of Physical Education*. London: Sage.

Gard, M. (2001) "'I like smashing people, and I like getting smashed myself": addressing issues of masculinity in physical education and sport', in W. Martino, and B. Meyenn (eds) *What About the Boys? Issues of masculinity in schools*. Buckingham: Open University Press.

Gard, M. and Meyenn, R. (2000) 'Boys, bodies, pleasure and pain: Interrogating contact sport in schools', *Sport, Education and Society*, 5(1): 19-34.

Garner, B. and Smith, R.W. (1977) 'Avoiding the 'boogeywoman' label: Managing the public image of the elite female athlete', *Journal of Sex Research*, 13(1): 22-34.

George, M. (2005) 'Making sense of muscle: The body experiences of collegiate women athletes', *Sociological Inquiry*, 75(3): 317-345.

Gerber, E.R., Felshin, J., Berlin, P. and Wyrick, W. (1974) *The American Woman in Sport*. Reading, MA: Addison-Wesley.

Gilbert, R., and Gilbert, P. (1998) 'Playing the game', in *Masculinity Goes to School*. St Leonards, NSW: Allen & Unwin.

Gill, D.L., Morrow, R.G., Collins, K.E., Lucey, A. and Scultz, A.M. (2006) 'Attitudes and sexual prejudice in sport and physical activity', *Journal of Sport Management*, 20(4): 554-564.

Gillett, J. and White, P. G. (1992) 'Male bodybuilding and the reassertion of hegemonic masculinity: A critical feminist perspective', *Play and Culture*, 5(4), Nov.

Gilroy, S. (1989) 'The emBody-ment of power: Gender and physical activity', *Leisure Studies*, 8(2): 163-172.

Gonolda, J. and Fitzpatrick, T. (1985) 'Homophobia in girls' sport: 'Names' that can hurt ... all of us', *Equal Play*, Spring/Summer, 18-19.

- Goreley, T., Holroyd, R. and Kirk, D. (2003) '[Muscularity, the habitus and the social construction of gender: Towards a gender-relevant physical education](#)', *British Journal of Sociology of Education*, 24(4): 429-448.
- Gough, B. (in press) 'Coming out in the heterosexist world of sport: A qualitative analysis of web postings by gay athletes', *Journal of Gay and Lesbian Psychotherapy*.
- Gottesman, J. (2003) *Game Face: What does a female athlete look like?* New York: Random House.
- Graydon, J. (1983) 'But it's more than a game: It's an institution', *Feminist Review*, 13:5-16.
- Green, E., Hebron, S, and Woodward, D. (1990) *Women's Leisure, What Leisure?* London: Macmillan.
- Greenberg, J. E. (1997) *Getting Into the Game: Women and sports*. New York: F. Watts.
- Gregorich, B. (1993) *Women at Play: The story of women in baseball*. San Diego, CA: Harcourt Brace.
- Greendorfer, S.L. (1987) 'Gender bias in theoretical perspectives: The case of female socialisation into sport', *Psychology of Women Quarterly*, 11(3): 327-340.
- Greendorfer, S.L. and Rubinson, L. (1997) 'Homophobia and heterosexism in women's sport and physical education: a review', *Women in Sport and Physical Activity Journal*, 6(2): 189-210.
- Griffin, P. (2005) 'Why coaches need to address homophobia in athletics', *BC Coach's Perspective Winter*, (9): 18.
- Griffin, P. (1999) 'Lesbians and bisexual women in sport', *Journal of Physical Education, Recreation & Dance*, 70(4): 53-55; 62.
- Griffin, P. (1998) 'Life in the shadow of the lesbian boogeywoman: the climate for lesbians in sport', in *Strong Women, Deep Closets: Lesbians and homophobia in sport*, Champaign, Ill.: Human Kinetics, pp. 91-107; 228-239.
- Griffin, P. (1998) *Strong Women, Deep Closets: Lesbians and homophobia in sport*, Champaign, Ill.: Human Kinetics.
- Griffin, P. (1996) 'Strong women, deep closets: Homophobia and lesbians in sport', *Sojourner: The Women's Forum*, 11-12.
- Griffin, P. (1994) 'Homophobia in sport: addressing the needs of lesbian and gay high school athletes', *High School Journal*, 77(2): 80-87.
- Griffin, P. (1993) 'Homophobia in women's sports: The fear that divides us', in G.L. Cohen G.L. (ed) *Women in Sport: Issue and controversies*. Newbury Park: Sage, pp. 193-203.
- Griffin, P. (1992) 'Changing the game: Homophobia, sexism, and lesbians in sport', *Quest*, 44(2): 251-265.
- Griffin, P. (1989) 'Homophobia in physical education', *Canadian Association for Physical Education and Recreation*, 11(2): 333-346.
- Griffin, P., Perrotti, J., Priest, L., and Muska, M. (2002) *It takes a team!: Making sport safe for lesbian, gay, bisexual and transgender athletes and coaches*. New York: Women's Sport Foundation.
- Griffin, P. and Genasci, J. (1990) 'Addressing homophobia in physical education: Responsibilities for teachers and researchers', in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Grindstaff, L. and West, E. (2006) 'Cheerleading and the gendered politics of sport', *Social Problems*, 53(4): 500-518.
- Grindstaff, L. and West, E. (2000) *Gender, Sport, and Spectacle: Cheerleading and the Bid for Cultural Legitimacy*. American Sociological Association.

Grossman, A.H. (1992) 'Inclusion, not exclusion: Recreation service delivery to lesbian, gay, and bisexual youth', *Journal of Physical Education, Recreation and Dance*, 63(4): 45-47.

Gruneau, R. and Whitson, D. (1993) *Hockey Night in Canada: Sport, identities and cultural politics*. Toronto: Garamond Press.

Guasp, A. and Balfour, J. (2008) *Peak Performance: Gay people and productivity*. London: Stonewall. http://www.stonewall.org.uk/documents/peak_performance.pdf

Guttman, A. (2005) 'Sexuality,' in: *Berkshire Encyclopedia of World Sport*, 4, p.1357.

Guttman, A. (1996) *The Erotic in Sport*. New York: Columbia University.

H

Hall, L. (2002) 'What it means to be a Lion Red Man: alcohol advertising and Kiwi masculinity', in J. Farnsworth and I. Hutchinson (eds) *New Zealand Television: A reader*. Palmerston North, NZ: Dunmore Press.

Hall, M.A. (1996) *Feminism and Sporting Bodies: Essays on theory and practice*. Champaign, IL: Human Kinetics.

Hall, A.M. (1995) 'Feminist activism in sport: A comparative study of women's sport advocacy organisations', in A. Tomlinson (ed) *Gender, Sport and Leisure*. Aachen: Meyer and Meyer Verlag.

Hall, M.A (1993a) 'Feminism, theory and the body: A response to Cole', *Journal of Sport and Social Issues*, 17(2): 98-105.

Hall, M.A. (1993b) 'Gender and sport in the 1990s: Feminism, culture, and politics', *Social Science Review*, 2: 48-68.

Hall, M.A. (1990) 'How should we theorise gender in the context of sport?', in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.

Hall, M.A. (1988) 'The discourse on gender and sport: From femininity to feminism', *Sociology of Sport Journal*, 5(4): 330-340.

Hall, M. A. (ed) (1987) 'The gendering of sport, leisure and physical education', (Special Issue) *Women's Studies International Forum*, 10(4).

Hall, M.A. (1985) 'How should we theorise sport in a capitalist society?' *International Review for the Sociology of Sport*, 1: 109-113.

Hall, M.A. (1984) 'Towards a feminist analysis of gender inequality in sport', in N. Theberge and P. Donnelly, (eds) *Sport and the Sociological Imagination*. Fort Worth TX: Texas University.

Hall, M.A. (1978) 'Feminist prospects for the sociology of sport', *Arena Review*, 8(2).

Hall, M.A. (1972) 'A 'feminine woman' and an 'athletic woman' as viewed by female participants and non-participants in sport', *British Journal of Physical Education*, 3.

Hamer, D. (1994) 'Netting the press: Playing with Martina', in D. Hamer and B. Budge (eds) *The Good, The Bad and the Gorgeous*. London: Pandora.

Hargreaves, J. (2001) *Heroines of Sport: The politics of difference and identity*. London: Routledge.

Hargreaves, J. (1997) 'Introducing images and meanings', *Body and Society*, 3(4): 33-49.

Hargreaves, J. (1994) *Sporting Females: Critical issues in the history and sociology of women's sports*. London: Routledge.

Hargreaves, J. (1986) 'Where's the virtue, where's the grace?: Social production of gender', *Theory, Culture and Society*, 3(1): 109-121.

Hargreaves, J. (1985) 'Playing like gentlemen while behaving like ladies: Contradictory features of the formative years of women's sport', *British Journal of Sports History*, May.

- Hargreaves, J. (1984) 'Action replay: Looking at women in sport', in J. Holland (ed) *Feminist Action*. London: Battle Axe.
- Harris, J. (2005) 'The image problem in women's football', *Journal of Sport and Social Issues*, 29(2): 184-197.
- Harris, J. (1999) 'Lie back and think of England: The women of Euro 96', *Journal of Sport & Social Issues*, 23(1): 96-110.
- Harris, J. and Clayton, B. (2007) '[The first metrosexual rugby star: Rugby Union, masculinity, and celebrity in contemporary Wales.](#)' *Sociology of Sport Journal*, 24(2): 145.
- Harris, J. and Clayton, B. (2002) 'Femininity, masculinity, physicality and the English tabloid press: The case of Anna Kournikova', *International Review for the Sociology of Sport*, 37(3-4): 397-413.
- Harris, M.B. and Griffin, J. (1997) 'Stereotypes and personal beliefs about women physical education teachers', *Women in Sport & Physical Activity Journal*, 6(1): 49-83.
- Harry, J. (1995) 'Sports ideology, attitudes towards women, and anti-homosexual attitudes', *Sex Roles*, 32: 109-116.
- Hartmann, D. (2003) 'The sanctity of Sunday football: Why men love sports', *Contexts*, 2(4): 13-21.
- Hartmann-Tews, I. (2003) *Sport And Women: Social issues in international perspective*. New York: Routledge.
- Harvey, S. J. (1996) 'The construction of masculinity among male collegiate volleyball players', *Journal of Men's Studies*, 5(2), Nov.
- Hasbrook, C. A. and Harris, O. (1999) 'Wrestling with gender: Physicalities and masculinities among inner-city first and second graders', *Men and Masculinities*, 1(3):302-318.
- Haywood, L. and Dworkin, S.L. (2003) *Built to Win: The female athlete as cultural icon*. Minneapolis, MN: University of Minnesota Press.
- Haywood, C. and Mac an Ghail, M. (1997) 'A man in the making: Sexual masculinities within changing training cultures', *Sociological Review*, 45(4): 576-591.
- Heaven, P. and Rowe, D. (1990) 'Gender, sport and body image', in: D. Rowe and L. Lawrence. (eds) *Sport and Leisure: Trends in Contemporary Popular Culture*. Sydney: Harcourt Brace Javanovich.
- Hekma, G. (1998) "'As long as they don't make an issue of it . . . ": Gay men and lesbians in organized sports in the Netherlands', *Journal of Homosexuality*, 35 (1): 1-23.
- Helbert, C. (1997) 'Tough enough and woman enough: Stereotypes, discrimination, and impression management among women professional boxers', *Journal of sport and Social Issues*, 21(1): 7-36.
- Henderson, K.A., Bialeschki, M.B. Freysinger, V.J. and Shaw, S.M. (1989) *A Leisure of One's Own: A feminist perspective on women's leisure*. US: Venture Publishing.
- Hershberger, S.L. and D'Augelli, A.R. (1995) 'The impact of victimization on the mental health and suicidality of lesbian, gay, and bisexual youths', *Developmental Psychology*, (31): 65-74.
- Heywood, L. (1997) *Bodymakers: A Cultural anatomy of women's body building*. New Brunswick: Rutgers University Press.
- Hickey, C. (2008) 'Physical education, sport and hyper-masculinity in schools', [Sport, Education and Society](#), 13(2): 147-161.
- Hickey, C., Fitzclarence, L. and Matthews, R. (eds.) (2000) *Where the boys are: masculinity, sport and education*. Geelong, Australia: Deakin University Press.
- Hicks, B. (1994) 'Lesbian athletes' in S.F. Rogers (ed) *SportsDykes*. New York: St Martin's Press.

- Hill, J. (2005) 'Sport stripped bare: Deconstructing working-class masculinity in "This Sporting Life"', *Men and Masculinities*, 7(4): 405-423.
- Hilliard, D.C. (1984) 'Media images of male and female professional athletes: An interpretive analysis of magazine articles', *Sociology of Sport Journal*, 1(3): 251-262.
- Hoeber, L. (2008) 'Gender equity for athletes: Multiple understandings of an organizational value', *Sex Roles*, 58: 1-2.
- Hokowhitu, B. (2004) 'Tackling Māori masculinity: a colonial genealogy of savagery and sport', *The Contemporary Pacific*, 16(2): 259-284.
- Holmlund, C.A. (1994) 'Visible difference and flex appeal: The body, sex, sexuality, and the race in the Pumping Iron films', in S. Birrell and C. Cole (eds) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.
- Hood-Williams, J. (1995) 'Sexing the athletes', *Sociology of Sport Journal*, 12(3): 69-100.
- Hovden, J. (2000) 'Heavyweight men and younger women? The gendering of selection processes in Norwegian sport organisations', *NORA: Nordic Journal of Women's Studies*, 1(1): 1-32.
- Hughson, J. (2000) 'The boys are back in town: Soccer support and the social reproduction of masculinity', *Journal of Sport and Social Issues*, 24: 8-23.
- Humberstone, B. (1995) 'Bringing outdoor education into the physical education agenda: Gender identities and social change', *Quest*, 47(20): 144-157.
- Humberstone, B. (1990) 'Warriors or wimps? Creating alternative forms of physical education', in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign, IL: Human Kinetics.
- Hutchins, B., and J. Mikosza. (1998) 'Australian rugby league and violence 1970 to 1995: A case study in the maintenance of masculine hegemony', *Australian and New Zealand Journal of Sociology*, 34(3): 246-263.

I

- Iannotta, J.G. and Kane, M.J. (2002) 'Sexual stories as resistance narratives in women's sports: Reconceptualizing identity performance', *Sociology of Sport Journal*, 19(4): 347-369.
- Ingham, A. and Hardy, S. (1984) 'Sport, structuration, subjugation and hegemony', *Theory, Culture and Society*, 2(2): 85-103.
- International Olympic Committee (2007) *Consensus Statement on Sexual Harassment and Abuse in Sport* http://multimedia.olympic.org/pdf/en_report_1125.pdf
- International Olympic Committee (2004) *Statement of the Stockholm Consensus on Sex Reassignment and Sports*.
http://www.olympic.org/uk/organisation/commissions/medical/index_uk.asp

J

- Jackson, D. (1990) 'Sporting activities and masculinities', in D. Jackson *Unmasking Masculinity: A Critical autobiography*. London: Unwin Hyman
- Jackson, P. (1994) 'Black male: Advertising and the cultural politics of masculinity', *Gender, Place and Culture*, 1(1): 49-59.
- Jaggard, E. (2001). 'Tempering the testosterone': Masculinity, women and Australian surf lifesaving', *International Journal of the History of Sport*, 18(4): 16-36.
- Jacobsen, C.W. and Samdahl, D. M. (2001) 'Leisure in the lives of old lesbians: Experiences with and responses to discrimination', *Journal of Leisure Research*, 30(2): 233-255.
- Jamieson, K.M. (1998) 'Reading Nancy Lopez: Decoding representations of race, class, and sexuality', *Sociology of Sport Journal*, 15(4): 343-358.

Jansen, S.C. and Sabo, D.F. (1994) 'The sport/war metaphor: Hegemonic masculinity, the Persian Gulf War, and the New World Order', *Sociology of Sport Journal*, 11: 1-17.

Jarvis, N. (2006) 'Ten men out: Gay sporting masculinities in softball', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

Jimerson, J. B. (2001) 'A conversation (re)analysis of fraternal bonding in the locker room', *Sociology of Sport Journal*, 18(3): 317-338.

Johnson, C.W. (1999/2000) 'Living the game of hide and seek: Leisure in the lives of gay and lesbian young adults', *Leisure/Loisir*, 24(3/4): 255-278.

Johnson, C.W. and Kivel, B. (2007) 'Gender, sexuality and queer theory in sport', in C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge.

Jones, A. and Aitchison, C.C. (2007) 'Triathlon as a space for women's technologies of the self', in: C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge.

Jones, L. and McCarthy, M. (2007) *Queering the pitch: A research project investigating gay football*. Unpublished report to The Football Association.

Jones, R.L., Glimmeyer, N. and McKenzie, A. (2005) 'Slim bodies, eating disorders and the coach-athlete relationship: A tale of identity creation and disruption', *International Review for the Sociology of Sport*, 40(3): 377-391.

Joseph, H. (1995) 'Sports ideology, attitudes toward women, and anti-homosexual attitudes', *Sex Roles*, 32 (1-2): 109-116.

K

Kane, M.J. (1995) 'Resistance/transformation of the oppositional binary: Exposing sport as a continuum', *Journal of Sport and Social Issues*, 19: 191-218.

Kane, M.J. and Disch, L.J. (1993) 'Sexual violence and the reproduction of male power in the locker room: The 'Lisa Olsen Incident'', *Sociology of Sport Journal*, 10: 331-352.

Kane, M.J. and Greendorfer, S.L. (1994) 'The media's role in accommodating and resisting stereotyped images of women in sport', in P. Creedon (ed) *Women, Media and Sport: Challenging gender values*. Thousand Oaks, CA: Sage.

Kane, M.J. and Lenskyj, H.J. (1998) 'Media treatment of female athletes: Issues of gender and sexualities', in: L. Wenner (ed) *MediaSport*. London and New York: Routledge.

Kane, M.J. and Parks, J.B. (1992) 'The social construction of gender difference and hierarchy in sport journalism - few new twists on very old themes', *Women in Sport & Physical Activity Journal*, 1(1): 49-83.

Katz, J. (1996) 'Masculinity and sports culture' in R. Lapchick (ed) *Sport in Society: Equal opportunity or business as usual?* Thousand Oaks, CA: Sage Publications.

Katz, J. (1995) 'Reconstructing masculinity in the locker room: The Mentors in Violence Prevention Project', *Harvard Educational Review*, 65(2): 163-174

Kennedy, E. (2007) 'Watching the game: Theorising masculinities in the context of mediated tennis', in C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge.

Kennedy, E. (2004) 'Bodies laid bare: Sport and the spectacle of masculinity', in E. Kennedy and A. Thornton (eds) *Leisure, Media and Visual Culture: Representations and contestations*. Eastbourne: Leisure Studies Association.

Kennedy, E. (2000a) 'You talk a good game': Football and masculine style on British television', *Men and Masculinities*, 3(1): 57-84.

- Kennedy, E. (2000b) 'Bad boys and gentlemen: Gendered narrative in televised sport', *International Review for the Sociology of Sport*, 35(1): 59-73.
- Kennedy, E. (2000) 'She wants to be a sledgehammer? Tennis femininities on British television', *Journal of Sport and Social Issues*, 25(1): 56-72.
- Kenway, J. (2000) 'Masculinity studies, sport and feminism: Fair play or foul', in C. Hickey, L. Fitzclarence and R. Matthews (eds.) *Where the Boys Are: Masculinity, sport and education*. Geelong, Australia: Deakin University Press.
- Kidd, B. (1990) 'The men's cultural centre: Sports and the dynamic of women's oppression/men's repression', in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Kidd, B. (1987) 'Sports and masculinity', in M. Kaufman (ed) *Beyond Patriarchy: Essays by Men on Pleasure, Power and Change*. New York: Oxford University Press.
- Kidd, D. (1983) 'Getting physical: Compulsory heterosexuality and sport', *Canadian Women Studies*, 4(3): 62-65.
- Kimmel, M.S. (1990) 'Baseball and the reconstitution of American masculinity, 1880-1920', in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- King, A. (1997) 'The lads: Masculinity and the new consumption of football', *Sociology*, 31(2): 329-346.
- King, B.J. with Deford, F. (1982) *Billy Jean*. New York: The Viking Press.
- King, B.J. with Chapin, K. (1974) *Billie Jean*. New York: Pocket Books.
- Kirby, S. (2005) Homophobia. *Berkshire Encyclopedia of World Sport*, 2: 752-756.
- Kirby, S., Greaves, L. and Hankivsky, O. (2000) *The Dome of Silence: Sexual harassment and abuse in sport*. London: Zed Books
- Kirk, D. (2000) 'High school rugby, the body and the reproduction of hegemonic masculinity', *Sport, Education and Society*, 5(2): 163-176.
- Kivel, B.D. (2000) 'Leisure experience and identity: What difference does difference make', *Journal of Leisure Research*, 32(1): 79-81.
- Kivel, B.D. (1997) 'Leisure, narratives and the construction of identity among lesbian, gay and bisexual youth', *Journal of Leisureability*, 24(4): 215-232.
- Kivel, B.D. (1994) 'Lesbian and gay youth and leisure: implications for practitioners and researchers', *Journal of Park and Recreation Administration*, 12(4):15-28.
- Kivel, B.D. and Kleiber, D.A. (2000) 'Leisure in the identity formation of lesbian/gay youth: personal, but not social', *Leisure Sciences*, 22(4): 215-232.
- Klein, A. M. (1989) 'Managing deviance: Hustling, homophobia, and the bodybuilding subculture', *Deviant Behaviour*, 10(1). Also in: A. Patricia and P. Adler. (eds) (1994) *Constructions of Deviance: Social Power, Context, and Interaction*, Belmont, CA: Wadsworth Publishing Company.
- Klein, A. M. (1995) 'Tender machos: Masculine contrasts in the Mexican Baseball League', *Sociology of Sport Journal*, 12(4): 370-388.
- Klein, A. M. (1993) 'Of muscles and men', *Sciences*, 33(6): 32-37.
- Klein, A. M. (1990) 'Little big man: Hustling, gender narcissism, and bodybuilding subculture', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Klein, A. M. (1987) 'Fear and loathing in Venice: Narcissism, fascism, and bodybuilding', *Journal of Psychoanalytic Anthropology*, 10(2): 117-137.

- Klein, A. M. (1986) 'Pumping irony: Crisis and contradiction in bodybuilding subculture', *Sociology of Sport Journal*, 3(1): 3-23.
- Klein, A. M. (1985) 'Muscle manor: The use of sport metaphor and history in sport sociology', *Journal of Sport and Social Issues*, 9(1):4-17.
- Klein, M. (1990) 'The macho world of sport: A forgotten realm? Some introductory remarks', *International Review for the Sociology of Sport*, 25(3): 175-184.
- Kleinberg, S. (1987) 'The new masculinity of gay men and beyond', in M. Kaufman (ed) *Beyond Patriarchy: Essays by men on pleasure, power and change*. Toronto: Oxford University Press.
- Knight, J.L. and Giuliano, T.A. (2003) 'Blood, sweat, and jeers: The impact of the media's heterosexist portrayals on perceptions of male and female athletes', *Journal of Sport Behaviour*, 26(3): 272-284.
- Knight, J. and Giuliano, T. A. (2001) 'He's a Laker; she's a looker: The consequences of gender stereotypical portrayals of male and female athletes in print media', *Sex Roles*, 45: 217-229.
- Knowles, M.S. (1984) *Andragogy in Action*. San Francisco: Jossey-Bass.
- Koivulka, N. (1999) 'Gender stereotyping in televised media sport coverage', *Sex Roles*, 41(7/8): 589-604.
- Knoppers, A. and Anthonissen, A. (2005) 'Male athletic and managerial masculinities: Congruencies in discursive practices?', *Journal of Gender Studies*, 14(2): 123-135.
- Kolnes, L (1995) 'Sexuality as an organising principle in sport' *International Review for the Sociology of Sport*, 30: 61-77.
- Kopay, D and Young, P. (1977) *The David Kopay Story: An extraordinary self revelation*. New York: Arbor House.
- Krane, V. (2003) 'Lesbian experiences in sport: a social identity perspective', *Quest*, 55(4): 328-346.
- Krane, V. (2001a) 'We can be athletic and feminine, but do we want to? Challenging hegemonic femininity in women's sport,' *Quest*, 53(1): 115-133.
- Krane, V. (2001b) 'One lesbian feminist epistemology: integrating feminist standpoint, queer theory, and feminist cultural studies', *Sport Psychologist*, 15(4): 401-411.
- Krane, V. (ed.) (1997a) 'Introduction: Sexualities, Culture, and Sport', Special Issue, *Women in Sport and Physical Activity Journal*, 6(2): 1-6.
- Krane, V. (1997b) 'Homonegativism experienced by lesbian collegiate athletes', *Women in Sport and Physical Activity Journal*, 6(2):141-163.
- Krane, V. (1996) 'Lesbians in sport: Toward acknowledgement, understanding and theory', *Journal of Sport and Exercise Psychology*, 18(3): 237-246.
- Krane, V., Choi, P.Y.L., Baird, S.M., Aimar, C.M. and Kauer, K.J. (2004) 'Living the paradox: Female athletes negotiate femininity and muscularity', *Sex Roles: A Journal of Research*, 50(5-6): 315-329.
- Krane, V. and Barber, H. (2003) 'Lesbian experiences in sport: a social identity perspective', *Quest*, 55(4): 328-346.
- Krane, V., Barber, H. and McClung, L. (2002) 'Social psychological benefits of Gay Games participation: A social identity theory explanation', *Journal of Applied Sport Psychology*, 14: 27-42.
- Krane, V. and Barber, H. (2001) *Defining Lesbian Experience in Sport: A social identity perspective*. Institute for Research on Women and gender Working Papers No. 52, Michigan: University of Michigan.
- Krane, V. and Romont, L (1997) 'Female athletes' motives and experiences at the Gay Games', *Journal of Gay, Lesbian and Bisexual Identities*, 2(1): 123-138.

Kriegh, L.A. and Kane, M.J. (1997) 'A novel idea: Portrayals of lesbians in young adult sports fiction', *Women in Sport and Physical Activity Journal*, 6(2):23-62.

Kusz, K. W. (2001) 'I Want to be the minority': The politics of youthful white masculinities in sport and popular culture in 1990s America', *Journal of Sport and Social Issues*, 25(4): 390-416.

Kusz, K. W. (2001) 'Andre Agassi and Generation X: Reading white masculinity in 1990s America', in D.L. Andrews and S. J. Jackson (eds) *Sports Stars: The cultural politics of sporting celebrity*. London & New York: Routledge.

L

Laberge, S. (2004) 'Gender relations in sport: Major feminist perspectives of the last three decades', *Recherches Feministes*, 17(1): 9-38.

Laberge, S. and Albert, M. (1999) 'Conceptions of masculinity and of gender transgressions in sport among adolescent boys: Hegemony, contestation and social class dynamic', *Men and Masculinities*, 1(3): 243-267. Also in: J. McKay, M.A. Messner and D.F. Sabo (eds) (2000) *Masculinities, Gender Relations and Sport*. Thousand Oaks, CA: Sage.

Labrecque, L (ed) (1994) *Unity. A celebration of Gay Games IV and Stonewall*. San Francisco, CA: Labrecque Publishing.

Lawler, J. (2002) *Punch: Why women participate in violent sports*. Terre Haute, IND: Wish Publishing.

Laitinen, A. and Tiihonen, A. (1990) 'Narratives of men's experiences in sport', *International Review for the Sociology of Sport*, 25(3): 185-202.

Laurendeau, J. (2004) 'The "crack choir" and the "cock chorus": The intersection of gender and sexuality in skydiving texts', *Sociology of Sport Journal*, 21(4): 397-417.

Layden, T. (1999) 'OUT in the Open', *Sports Illustrated for Women*, 1(1): 22-25.

Lenskyj, H.J. (2004) 'Sexuality and femininity in sport contexts: Issues and alternatives', *Journal of Sport and Social Issues*, 18(4): 356-376.

Lenskyj, H. J. (2003). *Out on the Field: Gender, sport and sexualities*. Toronto, Canada: Women's Press.

Lenskyj, H.J. (1998) "'Inside sport" or "on the margins"? Australian women and the sport media', *International Review for the Sociology of Sport*, 33(1): 19-32.

Lenskyj, H.J. (1997) 'No fear? Lesbians in sport and physical education', *Women in Sport and Physical Activity Journal* 6(2):7-22.

Lenskyj, H. (1995a) 'Sport and the threat to gender boundaries', *Sporting Traditions*, 12(1): 47-60.

Lenskyj, H. (1995b) 'Lesbian sporting literature' in C. Summers (ed) *Gay and Lesbian Literary Heritage*. Chester, CT: New England Publishing Associates.

Lenskyj, H. (1995c) 'Out in the field: Lesbians in sport fiction', *Aethlon*, 12 (Spring): 100-112.

Lenskyj, H. (1994) 'Sexuality and femininity in sports contexts: Issues and alternatives', *Journal of Sport and Social Issues*, 18(4): 356-376.

Lenskyj, H.J. (1992) 'Unsafe at home base: Women's experiences of sexual harassment in university sport and physical education', *Women in Sport and Physical Activity Journal*, 1(1): 19-33.

Lenskyj, H.J (1991) 'Combating homophobia in sport and physical education', *Sociology of Sport Journal*, 8(1): 61-69.

Lenskyj, H. (1990a) 'Power and play: Gender and sexuality issues in sport and physical activity', *International Review for the Sociology of Sport*, 25: 235-245.

Lenskyj, H. (1987) 'Female sexuality and women's sport', *Women's Studies International Forum*, 10:381-386.

- Lenskyj, H.J. (1986) *Out of Bounds: Women, sport and sexuality*. Toronto: Women's Press.
- Levine, P. (1997) 'Ellis-Island to Ebbets Field revisited: Speculations on sport, masculinity, and American culture', *Journal of Sport History*, 24(2): 259-262.
- Light, R. (2008b) 'Learning masculinities in a Japanese high school rugby club', *Sport, Education and Society*, 13(2): 163-179.
- Light, R. (2000) 'Culture at play: A comparative study of masculinity and game style in Japanese and Australian rugby', *International Sports Studies*, 22(2): 26-41.
- Light, R. (1999a) 'Regimes of training and the construction of masculinity in Japanese university rugby', *International Sports Studies*, 21(1): 39-54.
- Light, R. (1999b) 'Learning to be a 'rigger man': high school rugby and media constructions of masculinity in Japan', *Football Studies*, 2(1): 74-89.
- Light, R. and Kirk, D. (2000) '[High school rugby, the body and the reproduction of masculinity](#)', *Sport, Education and Society*, 5(2): 163-176.
- Lock, R. (2006) 'Heterosexual femininity: The painful process of subjectification', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.
- Lock, R.A. (2003) 'The doping ban: Compulsory heterosexuality and lesbophobia', *International Review for the Sociology of Sport*, 38(4): 397-411.
- Lockley, T. (2003) 'The manly game': Cricket and masculinity in Savannah, Georgia in 1859', *The International Journal of the History of Sport*, 20(3): 77-98.
- Ljungqvist, A. and Genel, M. (2005) 'Essay: Transsexual athletes – when is competition fair?', *The Lancet*, [366, Supplement 1](#): S42-S43

M

- MacNeill, M. (1988) 'Active women, media representations, and ideology', in J. Harvey and H. Cantelon (eds) *Not Just a Game: Representations of Canadian sport sociology*. Ontario: University of Ottawa Press.
- MacKinnon, C. (1987) 'Women, self-possession and sport', in *Feminism Unmodified: Discourses on life and law*. Cambridge, MA: Harvard University Press.
- Maguire, J. and Mansfield, L. (1998) "No-body's perfect": Women, aerobics, and the body beautiful', *Sociology of Sport Journal*, 15(2): 109-137.
- Majors, R. (1990) 'Cool pose: Black masculinity and sports', in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign, IL: Human Kinetics.
- Mangan, J.A. (ed) (2000) *Making European Masculinities: Sport, Europe, gender*. Frank Cass.
- Mangan, J. and Park, R. (1987) *From 'Fair Sex' to Feminism: Sport and the socialisation of women in the industrial and post-industrial eras*. London: Cass.
- Mansfield, L. (2008) 'Reconsidering feminisms and the work of Norbert Elias for understanding gender, sport and sport-related activities', *European Physical Education Review*, 14(1): 93-121.
- Markula, P. (2003) 'The technologies of the self: Sport, feminism and Foucault', *Sociology of Sport Journal*, 20(2): 87-107.
- Markwell, K. and Rowe, D. (2003) 'The International Gay Games: Subverting homophobia or selling out?', *International Sports Studies*, 25(2): 5-20.
- Marsh, H.W. and Jackson, S.A. (1986) 'Multidimensional self-concepts, masculinity and femininity as a function of women's involvement in athletics', *Sex Roles*, 15(3): 391-415.
- McCarthy, M. (2006) 'Sexuality and exercise motivations: Are gay men and heterosexual women most likely to be motivated by concern about weight and appearance?', *Sex Roles*, 55(7): 567-572.

- McCaughy, N., Dillon, S., Jones, E. and Smigell, S. (2005) 'Sexuality sensitive schooling', *Quest*, 57 (4): 426-443.
- McDonald, M.G. (2008) 'Rethinking resistance: The Queer play of the Women's National Basketball Association, visibility politics and late capitalism', *Leisure Studies*, 27(1): 77-93.
- McDonald, M. (2006) 'Beyond the pale: Whiteness of sport studies and queer scholarship', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.
- McDonald, M.G. (2002) 'Queering whiteness: The peculiar case of Women's National Basketball Association', *Sociological Perspectives*, 45(4): 379-396.
- McDowell, Deborah E. (1997) 'Pecs and reps: Muscling in on race and the subject of masculinities', in H. Stecopoulos and M. Uebel (eds) *Race and the Subject of Masculinities*. CAR: Duke University Press.
- McKay, J. (2002) 'Teaching against the grain: A learner-centred, media-based and pro feminist approach to gender and non-violence in sports', in: M. Gatz, S.B. Rokeach, and M.A. Messner (eds) *Paradoxes of Youth and Sport*. Albany, NY: State University of New York.
- McKay, J. (ed). (1999) *Men and Masculinities*, Special Issue: *Men and Sport*, 1(3), Jan.
- McKay, J. (1997) *Managing Gender: Affirmative action and organisational power in Australian, Canadian, and New Zealand Sport*. New York: State University of New York.
- McKay, J. (1993) "Marked men' and 'wanton women': The politics of naming 'sexual deviance' in sport", *Journal of Men's Studies*, 2: 69-87.
- McKay, J. (1991) 'Masculine hegemony and the social construction of genders', in: J. McKay *No Pain, No Gain? Sport and Australian Culture*. Sydney: Prentice Hall
- McKay, J., Messner, M.A. and Sabo, D.F. (eds) (2000) *Masculinities, Gender Relations and Sport*. Thousand Oaks, CA: Sage.
- McKay, J. and Middlemiss, I. (1995) "Mate against mate, State against State': A case study of media constructions of hegemonic masculinity in Australian sport', *Masculinities*, 3(3): Fall.
- McKay, J. and Rowe, D. (1997) 'Field of soaps: Rupert v. Kerry as masculine melodrama', *Social Text*, 15(1): Spring.
- McKindra, L. (2006a) 'Transgendered athletes create a 'new frontier' of issues', *NCAA News*, 4th Oct, 43(8): pA2 2p.
- McKindra, L. (2006b) 'Panel tackles sexual-orientation issues', *NCAA News* 20th Nov, 43(24): 8-9.
- McLaughlin, T. (2004) "'Man to man": Basketball, movement, and the practice of masculinity', *South Atlantic Quarterly*, 103(1): 169-191.
- McNeill, D. (2005) "Black magic': Racism, sport and masculinity in contemporary Australia', *Broadsheet* (Contemporary Art Centre of South Australia), 34(2): 101-105.
- Mean, L. (2001) 'Identity and discursive practice: Doing gender on the football pitch', *Discourse & Society*, 12(6): 789-815.
- Mennesson, C. (2000) "'Hard" women and "soft" women: The social construction of identities among female boxers', *International Review for the Sociology of Sport*, 35(1): 21-33.
- Mennesson, C. and Clement, J-P. (2003) 'Homosociability and homosexuality: The case of soccer played by women', *International Review for the Sociology of Sport*, 38(3): 311-330.
- Messner, M.A. (2006) *Out of Play: Critical essays on gender and sport*. State Albany, NY: University of New York Press.
- Messner, M.A. (2002) *Taking the Field: Women, men, and sports*. Minneapolis, MN: University of Minnesota Press.
- Messner, M.A. (1996) 'Studying up on sex', *Sociology of Sport Journal*, 13:221-237.

- Messner, M. A. (1994) 'Sports and male domination: the female athlete as contested ideological terrain', S. Birrell and C. Cole (eds) *Women, Sport, and Culture*. Champaign, IL: Human Kinetics.
- Messner, M.A. (1992) *Power at Play: Sports and the problem of masculinity*. Boston, MA: Beacon Press.
- Messner, M.A. (1990a) 'Boyhood, organized sports, and the construction of masculinities', *Journal of Contemporary Ethnography*, 18(4):416-444.
- Messner, M.A. (1990b) 'Men studying masculinity: Some epistemological issues in sport sociology', *Sociology of Sport Journal*, 7: 136-153.
- Messner, M.A. (1990c) 'Masculinities and athletic careers: Bonding and status differences', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Messner, M. A. (1990d) 'When bodies are weapons: Masculinity and violence in sport', *International Review for the Sociology of Sport*, 25(3): 203-220.
- Messner, M.A. (1989) 'Masculinities and athletic careers', *Gender & Society*, 3(1): 71-88.
- Messner, M.A. (1988) 'Sports and male domination: The female athlete as contested ideological terrain', *Sociology of Sport Journal*, (5): 197-211. (Also in: S. Birrell and C. Cole (eds.) (1994) *Women, Sport, and Culture*. Champaign, IL: Human Kinetics.)
- Messner, M.A. (1987a) 'The meaning of success: The athletic experience and the development of male identity', in: H. Brod (ed) *The Making of Masculinities: The new men's studies*. Boston, MASS: Allen & Unwin.
- Messner, M A. (1987b) 'The life of a man's seasons: Male identity in the life course of the jock', in: M. Kimmel (ed) *Changing Men: New Directions in Research on Men and Masculinity*. New York: Sage.
- Messner, M.A. (1985) 'The changing meaning of male identity in the lifecourse of the athlete', *Arena Review*, 9(2): 31-60.
- Messner, M.A. (1984) 'Gay athletes and the Gay Games: An interview with Tom Waddell', *Gentle Men for Gender Justice*, 13:22-23.
- Messner, M.A. (1984) 'The changing meaning of male identity in the lifecourse of the athlete', *Arena Review*, 4(9).
- Messner, M.A. and Montez de Oca, J. (2005) 'The male consumer as loser: Beer and liquor ads in mega sports media events', *Signs*, 30(3): 1879-1909.
- Messner, M. A., Dunbar, M. and Hunt, D. (2000) 'The televised sports manhood formula', *Journal of Sport & Social Issues*, 24(4): 380-394.
- Messner, M. A., Duncan, M.C., and Jensen, J. (1993) 'Separating the men from the girls: The gendered language of televised sports', *Gender & Society*, 7(1): 121-137.
- Messner, M.A., Hunt, D. And Dunbar, M. (1999) *Boys to men: Sports media messages about masculinity*. Oakland, CA: Children Now.
- Messner, M.A. and Sabo, D.F. (1994) *Sex, Violence and Power in Sports: Rethinking masculinities*. Freedom: Crossing Press.
- Messner, M. A., and Solomon, W.S. (1993) 'Outside the frame: Newspaper coverage of the Sugar Ray Leonard wife abuse story', *Sociology of Sport Journal*, 10: 119-134.
- Messner, M.A. and Sabo, D.F. (eds.) (1990) *Sport, Men and the Gender Order. Critical feminist perspectives*. Champaign, IL: Human Kinetics.
- Metheny, E. (1965) 'Symbolic forms of movement: The feminine image in sports', in E. Metheny (ed) *Connotations of Movement in Sport and Dance*. Reading MA: Addison-Wesley.
- Miller, T. (2001) *Sportsex*. Philadelphia: Temple University Press.

- Miller, T. (1998) 'Commodifying the male body, problematizing "hegemonic masculinity"', *Journal of Sport and Social Issues*, 22(4): 431-447.
- Miller, T. (1990) 'Sport, media and masculinity', in D. Rowe and G. Laurence (eds) *Sport and Leisure: Trends in Australian Popular Culture*. Sydney: Harcourt Brace Jovanovich.
- Miller, K. E., Melnick, M. J., Farrell, M. P., Sabo, D.F. and Barnes, G. M. (2006) 'Jocks, gender, binge drinking, and adolescent violence', *Journal of Interpersonal Violence*, 21(1): 105-120.
- Miller, T. (1998) 'Commodifying the male body, problematizing "hegemonic masculinity"', *Journal of Sport and Social Issues*, 22(4): 431-447.
- Millington, B., Vertinsky, P., Boyle, E. and Wilson, B. (2008) 'Canada Making Chinese-Canadian masculinities in Vancouver's physical education curriculum', *Sport, Education and Society*, 13(2): 195-214.
- Mills, M. (1997) 'Football, desire and the social organization of masculinity', *Social Alternatives*, 16(1): 10-13.
- Mikosza, J. and Phillips, M. (1999) 'Gender, sport and the body politic: The framing of femininity in 'The Golden Girls of Sport Calendar' and 'The Atlanta Dream'', *International Review for the Sociology of Sport*, 34: 5-16.
- Mitzel, J. (1993) 'Sports and the macho male', in: Leyland, W. (ed) *Gay Roots: An Anthology of Gay History, Sex, Politics and Culture*. San Francisco: Gay Sunshine Press.
- Mitzel, J. (1976) *Sports and the Macho Male*. Fag Rag Books (2nd edition).
- Moore, P R. (ed) (1997) *Building Bodies*. New Brunswick: Rutgers University Press.
- Morrissey, P. (1996) 'Fighting men: Race, sport and masculinity', *Meridian*, Special Issue: Masculinities, 15(2), Oct.
- Morrow, R., and Gill, D. (2003) 'Perceptions of homophobia and heterosexism in physical education', *Research Quarterly for Exercise and Sport*, 74: 205-14.
- Muir, K.B. and Seitz, T. (2004) 'Machismo, misogyny and homophobia in a male athletic subculture: A participant observation study of deviant rituals in collegiate rugby', *Deviant Behaviour* 25(4): 303-327.
- Muller, T. (2007) 'Lesbian community' in Women's National Basketball Association (WNBA) spaces', *Social & Cultural Geography*, 8(1): 9-28.
- Murphy, A. J. (2005) 'Life stories of Black male and female professionals: An inquiry into the salience of race and sports', *Journal of Men's Studies*, 13(3): Mar.

N

- Naess, F. D. (2001) '[Narratives about young men and masculinities in organised sport in Norway](#)', *Sport, Education and Society*, 6(2): 125-142.
- Naison, M. (180) 'Sports, women, and the ideology of domination', in: D. Sabo and R. Runfola (eds) *Jock: Sports and male identity*. Englewood Cliffs, NJ: Prentice Hall.
- Nauright, J. and Chandler, T. (eds) (1995) *Making Men: Rugby and masculine identity*. London: Frank Cass.
- Navratilova, M. with Vecsey, G. (1985) *Martina*. New York: Knopf.
- Nell Warren, P. (2006) *The Lavender Locker Room: 3,000 years of great athletes whose sexual orientation was different*. Beverley Hills, CA: Wildcat Press.
- Nelson, K. (2000) *Gender and Sexuality at Play: Women professional athletes and the people who watch them*. Microform Publications, University of Oregon.
- Nelson, M.B. (1994) *The Stronger Women Get, The More men Love Football: Sexism in the American culture of sports*. New York: Harcourt Brace.

- Nelson, M.B. (1994) 'Paid to play a game', in S. Rogers (ed) *SportsDykes*. New York: St Martins.
- Nelson, M.B. (1991) *Are We Winning Yet? How woman are changing sports and sports are changing women*. New York: Random House.
- Newsham, G. (1997) *In a League of Their Own*. London: Scarlet Press.
- Nylund, D. (2004) 'When in Rome: Heterosexism, homophobia and sports talk radio', *Journal of Sport and Social Issues*, 28(2): 136-168.
- Nylund, D. (2003) 'Taking a slice at sexism: The controversy over the exclusionary membership practices of the Augusta National Golf Club', *Journal of Sport and Social Issues*, 27(2): 195-202.

O

- Oates, T., and Durham, M.G. (2004) 'The mismeasure of masculinity: The male body, 'race' and power in the enumerative discourses of the NFL Draft', *Patterns of Prejudice*, 38(3): 301-320.
- O'Bireck, Gary M. (ed) (1996) *Not a Kid Anymore: Canadian youth, crime, and subcultures*. Includes: West, W.G. Youth Sports and Violence: A Masculine Subculture? pp. 309-348.
- Oglesby, C. A. (ed) (1978) *Women and Sport: From myth to reality*. Ann Arbor, MI: Books on Demand.
- Oglesby, C. A., Greenberg, D.L., Hall, R. L., Hill, K. L., Johnston, F. and Ridley, S. E. (eds) (1998) *Encyclopedia of Women and Sports in America*. Phoenix: Oryx Press.
- Oriard, M. (1982) 'From Jane Allen to water dancer: A brief history of the feminist sports novel', *Modern Fiction Studies*, 33(1): 9-20.
- Ortiz, S. M. (2005) 'The ethnographic process of gender management: Doing the right masculinity with wives of professional athletes', *Qualitative Inquiry*, 11(2): 265.
- Ortiz, S. M. (2003) 'Muted masculinity as an outsider strategy: Gender sharing in ethnographic work with wives of professional athletes', *Symbolic Interaction*, 26(4): 601-611.
- Osborne, D. and Wagner, W. E. (2007) 'Exploring the relationship between homophobia and participation in core sports among high school students', *Sociological Perspectives*, 50(4): 597-614.
- Owen, G. (2006) 'Catching crabs: Bodies, emotions and gay identities in mainstream competitive rowing', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

P

- Palzkill, B. (1990) 'Between gymshoes and high-heels - the development of a lesbian identity and existence in top class sport', *International Review for the Sociology of Sport*, 25(3): 221-234.
- Pannick, D. (1983) *Sex Discrimination in Sport*. London: Equal Opportunities Commission.
- Park J. (2000). 'The worst hassle is you can't play rugby': Haemophilia and masculinity in New Zealand', *Current Anthropology*, 41(3):443-453.
- Parker, A. (2001) 'Soccer, servitude and sub-cultural identity: Football traineeship and masculine construction', *Soccer and Society*, 2(1): 59-80.
- Parker, A. (1996a) 'The construction of masculinity within boys' 'physical education', *Gender and Education*, 8(2): 141-157.
- Parker, A. (1996b) 'Sporting masculinities: Gender relations and the body', in: M. Mac an Ghail (ed) *Understanding Masculinities: Social Relations and Cultural Arenas*. Buckingham & Philadelphia: Open University Press.
- Parratt, C. (1989) 'Athletic "womanhood": Exploring sources for female sport in Victorian and Edwardian England', *Journal of Sport History*, 16(2): 140-157.

- Parry, M. and Malcolm, D. (2004) 'England's Barmy Army: Commercialization, masculinity and nationalism', *International Review for the Sociology of Sport*, 39(1): 75-94.
- Pascoe, C. J. (2005) 'Dude, You're a Fag': Adolescent masculinity and the fag discourse', *Sexualities*, 8(3): 329-346.
- Pascoe, C.J. (2003) 'Multiple masculinities? Teenage boys talk about jocks and gender', *American Behavioral Scientist*, 46(10): 1423-1438.
- Pearson, K. (1982) 'Conflict, stereotypes and masculinity in Australian and New Zealand surfing', *Australian and New Zealand Journal of Sociology*, 18(2): 117-135.
- Pedersen, K. and Kono, D. (1990) 'Perceived effects on femininity of the participation of women in sport', *Perceptual and Motor Skills*, 71(3): 783-792.
- Pelak, C. F. (2002) 'Women's collective identity formation in sports: A case study from women's ice hockey', *Gender & Society*, 16(1): 93-114.
- Pemberton, C. L. (2002) *More Than a Game: One woman's fight for gender equity in sport*. Ithaca, NY: Northeastern University Press.
- Peper, K. (1994) 'Female athlete = lesbian: A myth constructed from gender role expectations and lesbiphobia', in JR.J. Ringer (ed) *Queer Words, Queer images: Communication and construction of homosexuality*. New York, NY: New York University Press.
- Phillips, J. (1984) 'Rugby, war and the mythology of the New Zealand male', *New Zealand Journal of History*, 18.
- Pilkington, N.W. and D'Augelli, A.R. (1995) 'Victimization of lesbian, gay, and bi-sexual youth in community settings', *Journal of Community Psychology*, 32(1): 33-56.
- Pirinen, R. (1997) 'Catching up with men? Finnish newspapers coverage of women's entry into traditionally male sports', *International Review for the Sociology of Sport*, 32(3): 239-249.
- Pitts, B.G. (1997) 'From leagues of their own to an industry of their own', *Women in Sport and Physical Activity Journal*, 6(2): 109-140.
- Pitts, P.G. (1995) 'The Gay Games conference: Benchmark for scholarly exploration and artistic expression', *Women in Sport and Physical Activity Journal*, 4:79-89.
- Pitts, B.G. (1989) 'Beyond the bars: The development of leisure-activity management in the lesbian and gay population in America', *Leisure Information Quarterly*, 15(3): 4-7.
- Plummer, D. (2006) 'Sportophobia: Why do some men avoid sport?', *Journal of Sport & Social Issues*, 30(2): 122-137.
- Plymire, D.C. and Forman, P.J. (2001) 'Speaking of Cheryl Miller: Interrogating the lesbian taboo on a Women's Basketball Newsgroup', *NWSA Journal*, 13(1): 1-21.
- Plymire, D.C. and Forman, P.J. (2000) 'Breaking the silence: lesbian fans, the internet, and the sexual politics of women's sport', *International Journal of Sexuality & Gender Studies*, 5(2): 141-153.
- Popke, M. (2004) 'Identity crisis: how should athletic administrators meet the needs of gay and lesbian student-athletes?', *Athletic Business*, 28(4): 34;36;38;40 4p.
- Postow, B. (1980) 'Women and masculine sports', *Journal of the Philosophy of Sport*, 7: 51-58.
- Price, M. and Parker, A. (2003) 'Sport, sexuality, and the gender order: Amateur Rugby Union, gay men, and social exclusion', *Sociology of Sport Journal*, 20(2): 108-126.
- Pringle, R. (2008) 'No rugby—no fear': collective stories, masculinities and transformative possibilities in schools', [Sport, Education and Society](#), 13(2): 215-237.
- Pringle, R. (2005) 'Masculinities, sport and power: A critical comparison of Gramscian and Foucauldian inspired theoretical tools', *Journal of Sport and Social Issues*, 29(3): 256-278.

- Pringle, R. (2001) 'Competing discourses: Narratives of a fragmented self, manliness and rugby union', *International Journal for the Sociology of Sport*, 36(4): 425-439.
- Pringle, R. and Markula, P. (2005) 'No pain is sane after all: a Foucauldian analysis of masculinities and men's rugby experiences', *Sociology of Sport Journal*, 22(4): 472-497.
- Probyn, E. (2000) 'Sporting bodies: Dynamics of shame and pride', *Body & Society*, 6(1):13-28.
- Pronger, B. (2000) 'Homosexuality and sport: Who's winning?' in: J. McKay, M.A. Messner and D. F. Sabo (eds) *Masculinities, Gender Relations and Sport*. London: Sage.
- Pronger, B. (1999) 'Outta my endzone: Sport and the territorial anus', *Journal of Sport and Social Issues*, 23: 373-389.
- Pronger, B. (1990) *The Arena of Masculinity: Sports, homosexuality, and the meaning of sex*. New York: St Martin Press.
- Pronger, B., Messner, M.A., Sykes, H. and Anderson, E. (2001) 'Trailblazing: The true story of America's first openly gay track coach', *Sociology of Sport Journal*, 18(4): 463-480.
- Putney, C. (2001) *Muscular Christianity: Manhood and sports in Protestant America, 1880-1920*. Cambridge, MASS.: Harvard University Press.

Q

R

- Rail, G. and Harvey, J. (1995) 'Body at work: Michel Foucault and the sociology of sport', *Sociology of Sport Journal*, 12(2): 164-179.
- Ravel, B. and Rail, G. (2008) 'From straight to gaie? Quebec sportswomen's discursive constructions of sexuality and destabilization of the linear coming out process', *Journal of Sport and Social Issues*, 32(1): 4-23.
- Ravel, B. and Rail, G. (2007) 'On the limits of "gaie" spaces: Discursive constructions of women's sport in Quebec', *Sociology of Sport Journal*, 24(4): 402-420.
- Redekop, P. (1984) 'Sport and the masculine ethos: Some implications for family interaction', *International Journal of Comparative Sociology*, 25(3-4): 262-269.
- Reese, G. (1994) 'Synchronicity at the Gay Games: Athletes, HIV, and disabilities', in L. Labrecque (ed) (1994) *Unity. A celebration of Gay Games IV and Stonewall*. San Francisco, CA: Labrecque Publishing.
- Renold, E. (1997) 'All they've got on their brains is football': Sport, masculinity and the gendered practices of playground relations', *Sport, Education and Society*, 2(1): 5-23.
- Riemer, B.A. (1997) 'Lesbian identity formation and the sport environment', *Women in Sport and Physical Activity Journal*, 6(2): 83-108.
- Rienzo, B.A., Button, J.W. and Wald, K.D. (1997) 'School-based programs addressing gay/lesbian/bisexual youth issues', *Journal of the International Council for Health, Physical Education, Recreation, Sport & Dance*, 33(2): 20-25.
- Riemer, B.A. (1998) 'Lesbian identity formation and the sport environment', *Women's Sport and Physical Activity Journal*, 6(2): 83-108.
- Riordan, J. (2000) 'Chinese women and sport: Success, sexuality and suspicion', *Women's Sport and Physical Activity Journal*, 9(1): 87-119.
- Ritchie, I. (2003) 'Sex tested, gender verification: Controlling female sexuality in the age of containment', *Sport History Review*, 34(1): 80-98.
- Robertson, S. (2003) 'If I let a goal in, I'll get beat up': Contradictions in masculinity, sport and health', *Health Education Research*, December, 18(6): 706-716.
- Robinson, L. (2002) *Black Tights: Women, sport and sexuality*. Toronto: Harper Collins.

- Ross, S. R., and Shiner, K. J. (2008) 'Perspectives of women college athletes on sport and gender', *Sex Roles*, 58: 1–2.
- Rotella, R.J. and Murray, M.M. (1991) 'Homophobia, the world of sport and sport psychology consulting', *The Sport Psychologist*, 5: 355-364.
- Roth, A. and Basow, S.A. (2004) 'Femininity, sports, and feminism: Developing a theory of physical liberation', *Journal of Sport and Social Issues*, 28(3): 245-265.
- Rowe, D. (ed) (1995) *Media Information Australia*, Special Issue: Sport! Changing the angle, 75, Feb.
- Rowe, D. (1994) 'Accommodating bodies: Celebrity, sexuality and 'Tragic Magic'', *Journal of Sport and Social Issues*, 18: 6-26.
- Rowe, D., Markwell, K. and Stevenson, D. (2006) 'Exploring participants' experiences of the Gay Games: Intersections of sport, gender and sexuality', *International Journal of Media and Cultural Politics*, 2(2): 149-165.
- Rowe, D. and McKay, J. (2003) 'A man's game: Sport and masculinities', in: S. Tomsen and M. Donaldson (eds) *Male Trouble: Looking at Australian Masculinities*. North Melbourne, VIC: Pluto Press.
- Rowe, D. and McKay, J. (1998) 'Sport: still a man's game', *Journal of Interdisciplinary Gender Studies*, 3(2): 113-128.
- Rowland, C. (1986) 'Games people play: The burgeoning world of gay athletics', *The Advocate*, 23rd Dec, 462: 42-47 and 108-109.
- Russell, K. (2007) "'Queers, even in netball?'" Interpretations of the lesbian label among sportswomen', in C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge, pp. 106-121.
- Ryan, J. (2001) 'Muscling in: Gender and physicality in weight-training culture', in N. Watson and Cunningham-Burley, S. (eds) *Reframing the Body*. New York: Palgrave.
- Rybka, E. (2008) NCAA Panel Addresses Gay Student-Athlete Issues, Feb, WSF US, <http://www.outsports.com>

S

- Sabo, D.F. (1993) 'Psychosocial impacts of athletic participation on American women: Facts and fables,' in D. S. Eitzen (ed) *Sport in Contemporary Society, an Anthology*. New York: St. Martin's Press.
- Sabo, D.F. (1989) 'The myth of the sexual athlete', *Changing Men: Issues in Gender, Sex and Politics*, 20(Winter/Spring):38-39 and in (1990) Abbott, F. (ed) *Men and Intimacy: Personal Accounts Exploring the Dilemmas of Modern Male Sexuality*. California: Crossing Press.
- Sabo, D.F. (1986) 'Pigskin, patriarchy and pain', *Changing Men: Issues in Gender, Sex and Politics*, 16 (Summer): 24, 25.
- Sabo, D.F. (1985) 'Sport, patriarchy and male identity: New questions about men and sport', *Arena Review*, 9:1-30.
- Sabo, D. and Jansen, S.C. (1992) 'Images of men in sports media: The social reproduction of gender order', in S. Craig (ed) *Men, Masculinity and the Media*. London: Sage.
- Sabo, D.F. and Messner, M.A. (1993) 'Whose body is this? Women's sports and sexual politics', in G.Cohen (ed) *Women in Sport: Issues and controversies*. Newbury Park, CA: Sage.
- Sabo, D. and Panepinto, J. (1990) 'Football ritual and the social reproduction of masculinity', in: M. Messner and D. Sabo (eds) *Sport, Men and the Gender Order: Critical feminist perspectives*. Champaign, IL: Human Kinetics.

- Sabo, D. and Runfola, (eds) (1980) *Jock: Sports and male identity*. Engelwood Cliffs, NJ: Prentice Hall.
- Sage, G. and Loudermilk, S. (1979) 'The female athlete and role conflict', *Research Quarterly*, 50(1).
- Sanderson, T. (1995) *Mediawatch: The treatment of male and female homosexuality in the British media*. London: Cassell.
- Sandos, J. A. (1997) *Whole Other Ball Game: Women's literature on women's sport*. New York: Farrar, Straus & Giroux.
- Sandos, J. (1995) 'Lesbian sport fiction', *Lesbian Review of Books*, 1(4): 22.
- Sartore, M. L. and Cunningham, G. B. (2007) 'Ideological gender beliefs, identity control and self-limiting behavior within sport organizations', *Quest*, 59: 244–265.
- Schacht, Steven P. (1996) 'Misogyny on and off the 'pitch': The gendered world of male rugby players', *Gender & Society*, 10(5): Oct.
- Schafer, W.E. (1975) 'Sport and male sex role socialization', *Sport Sociology Bulletin*, 4, Fall.
- Schultz, J. (2004) 'Discipline and push-ups: Female bodies, femininity, and sexuality in popular representations of sports bras', *Sociology of Sport Journal*, 21(2): 185-205.
- Schmalz, D.L. and Kerstetter, D.L (2006) 'Girlie girls and manly men: Children's stigma consciousness of gender in sports and leisure activities', *Journal of Leisure Research*, 38(4): 536-557.
- Scottish Executive (2007) *Reaching Higher: Building on the success of Sport 21*. Edinburgh: SE.
- Scottish Executive (2008)
Scottish Health Survey 2008. <http://www.scotland.gov.uk/Resources/Doc/924/0056724.pdf>
 Sport questions: <http://www.scotland.gov.uk/Resources/Doc/924/0056768.pdf>
 Census pilot report: <http://www.gro-scotland.gov.uk/censushm2001/question-development/sexual-orientation-in-the-census.htm#Full%20Report>
 Census pilot decision (Section 4.10, p22): <http://www.gro-scotland.gov.uk/files1/stats/spring-07-census-consult.pdf>
- Scraton, S. (1994) 'The changing world of women and leisure: Feminism, post-feminisms and leisure', *Leisure Studies*, 13: 249-261.
- Scraton, S. (1992) *Shaping up to Womanhood*. Buckingham, UK: Open University Press.
- Scraton, S. (1987) "'Boys muscle in where angels fear to tread" – girls' sub-cultures and physical activities', in: J. Horne, D. Jary and A. Tomlinson (eds) *Sport, Leisure and Social Relations*. London: Routledge and Kegan Paul.
- Scraton, S. (1986) 'Images of femininity and the teaching of girls' Physical Education', in: J. Evans (ed) *Physical Education, Sport and Schooling*. London: Falmer Press.
- Scraton, S., Caudwell, J. & Holland, S. (2005) 'Bend it like Patel': Centring 'race', ethnicity and gender in feminist analysis of women's football in England', *International Review for the Sociology of Sport*, 40(1): 71-88.
- Scraton, S., Fasting, K., Pfister, G and Bunuel, A. (1999) 'It's still a man's game? The experience of top-level European women footballers', *International Review for the Sociology of Sport*, 34(2): 99-111.
- Scraton, S. and Flintoff, A. (2002) *Gender and Sport: A reader*. London: Routledge.
- Scraton, S. and Flintoff, A. (2002) 'Sport feminism: The contribution of feminist thought to our understandings of gender and sport', in: S. Scraton and A. Flintoff (eds) *Gender and Sport: A reader*. London: Routledge.
- Semerjian, T. (2006) "'FTM means female to me": Transgender athletes performing gender', *Women in Sport and Physical Activity Journal*, 15(2):28-43

- Shallenberger, D. and Finch, H.A. (1988) 'Linking leisure and sexuality: The gay and lesbian experience', *Leisure Information Quarterly*, 14(4): 4-6.
- Sharpe, A. (1997) 'Sport: naturalising sex differences through sport. An examination of the New South Wales transgender legislation', *Alternative Law Journal*, 22(1): 40-41.
- Shaw, S. (2007) 'Gender in sport management: A contemporary picture', in C.C. Aitchison (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge, pp. 74-90.
- Shaw, S., and Frisby, W. (2006) 'Can gender equity be more equitable? Promoting an alternative frame for sport management research, education, and practice', *Journal of Sport Management*, 20: 483-509.
- Shaw, S. and Hoerber, L. (2003) "'A strong man is direct and a direct woman is a bitch": Analyzing discourses of masculinity and femininity and their impact on employment roles in sport organisations', *Journal of Sport Management*, 17(4): 347-376.
- Shaw, S. and Penney, D. (2003) 'Gender equity policies in national governing bodies: An oxymoron or a vehicle for change?', *European Sport Management Quarterly*, 3(1): 78-102.
- Sheard, K. and Dunning, E. (1973) 'The rugby football club as a type of male preserve', *International Review for the Sociology of Sport*, 8 (1): 5-24.
- Sherlock, J. (1987) 'Issues of masculinity and femininity in British physical education', *Women's Studies International Forum*, 10(4): 443-451.
- Shaw, S. and Slack, T. (2002) "It's been like that for donkey's years": The construction of gender relations and the cultures of sports organisations', *Culture, Sport and Society*, 5(1): 86-106.
- Sherrill, A. (1984) 'The male athlete in young adult sport fiction', *Arete*, Fall 30:111.
- Shire, J., Brackenridge, C.H. and Fuller, M. (2000) 'Changing positions: the sexual politics of a women's field hockey team', *Women in Sport and Physical Activity Journal*, 9(1): 35-64.
- Sisjord, M.K. (1997) 'Wrestling with gender: a study of young female and male wrestlers' experiences of physicality', *International Review for the Sociology of Sport*, 32(4): 432-438.
- Skeggs, B. (1999) 'Matter out of place: Visibility and sexualities in leisure spaces', *Leisure Studies*, 18(3):213-232.
- Skelton, C. (2000) 'A passion for football: Dominant masculinities and primary schooling', *Sport Education and Society*, 5(1): 5-18.
- Skirstad, B. (1999) 'Gender verification in competitive sport: Turning from research to action', in: T. Tannsjo and C. Tamburrini (eds) *Values in Sport: Elitism, nationalism, gender equity and the scientific manufacture of winners*. London: E&F Spon.
- Smalley, A. L. (2005) "I just like to kill things": Women, men and the gender of sport hunting in the United States, 1940-1973', *Gender & History*, 17(1): 183-209.
- Smith, A., Tewksbury, M., Roberts, I., Carroll, D., Tilley, B., Williams, G., Fabian, L., Fenwick, I., Holmes, K. and Watts, R. (2002) 'Gay Pride, gay prejudice in sport', *Transcript of interview broadcast on the Australian Broadcasting Corporation's Radio National program, Sports Factor*, 1 March 2002.
- Smith, L. (1998). *Nike Is A Goddess: The History Of Women In Sports*. New York: Grove/Atlantic.
- Smith, S. L. (2000) 'British non elite road running and masculinity: A case of 'running repairs'?', *Men and Masculinities*, 3(2): October.
- South West Regional Sports Council (1986) *Regional Policy for Women and Sport*. Taunton: SWRSC.
- Sparkes, A. and Silvennoinen, M. (eds) (1999) *Talking bodies: Men's narratives of the body and sport*. Jyväskylä, Finland: University of Jyväskylä.

- Spencer, N. E. (2003) "'America's Sweetheart" and "Czech-Mate": A discursive analysis of the Evert-Navratilova rivalry', *Journal of Sport and Social Issues*, 27(1): 18-37.
- Spencer, N. (2000) 'Reading between the lines: A discursive analysis of the Billie Jean King vs. Bobby Riggs 'Battle of the Sexes'', *Sociology of Sport Journal*, 17: 386-402.
- Sport England (2004) *The Equality Standard: A framework for sport*. www.sportengland.org/the_equality_standard.pdf
- Sport England (2002) *No Limits*. London: Sport England.
- Sport England (2000) *A Sporting Future for All*. London: Sport England.
- Sports Council (1993) *Women and Sport: Policy and frameworks for action*. London: Sports Council.
- sportscotland** (2006) 'Coming out to play?', *Arena*, Winter, pp. 14-15.
- Spracklen, K., Hylton, K. and Long, J. (2006) 'Managing and monitoring equality and diversity in UK sport: An evaluation of the sporting Equals Racial Equality Standard and its impact on organizational change', *Journal of Sport and Social Issues*, 30(3): 289-305.
- Squires, S.L. and Sparkes A.C (1996) 'Circles of silence: Sexual identity in physical education and sport', *Sport, Education and Society*, 1(1):77-101.
- Star, L. (1994) 'Televised rugby and male violence', *Feminist Studies in Aotearoa Electronic Journal*, No. 25, 19 Aug.
- Staurowsky, E. J. (1996) 'Blaming the victim: Resistance in the battle over gender equity in college athletics', *Journal of Sport and Social Issues*, 22(2): 194-210.
- Staurowsky, E. J. (1990) 'Women coaching male athletes', in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign, IL: Human Kinetics.
- Stedman, L. (1997) 'From gadget to gonad man: Surfers, feminists and postmodernisation', *Australian and New Zealand Journal of Sociology*, 33(1): Mar.
- Stevenson, D., Rowe, D. and Markwell, K. (2005) 'Explorations in 'event ecology': The Case of the International Gay Games', *Social Identities*, 11(5): 447-465.
- Striegel-Moore, R.H., Tucker, H. and Hsu, J. (1990) 'Body image dissatisfaction and disordered eating in lesbian college students', *International Journal of Eating Disorders*, 9(5): 493-500.
- Swain, J. (2003) '[How young schoolboys become somebody: The role of the body in the construction of masculinity](#)', *British Journal of Sociology of Education*, 24(3): 299-314.
- Swain, J. (2002) 'The resources and strategies boys use to establish status in a junior school without competitive sport', *Discourse*, 23(1): 91-107.
- Swain, J. (2000) "'The money's good, the fame's good, the girls are good": The role of playground football in the construction of young boys' masculinity in a junior school', *British Journal of Sociology of Education*, 21(1): 95-110.
- Sykes, H (2006) 'Transsexual and transgender policies in sport', *Women in Sport & Physical Activity Journal*, 15(1): 3-13.
- Sykes, H (2004) 'Pedagogies of censorship, injury and masochism: Teacher responses to homophobic speech in physical education', *Journal of Curriculum Studies*, 36(1):75-99.
- Sykes, H. (2006) 'Queering theories of sexuality in sport studies', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.
- Sykes, H. (1998) 'Turning the closet inside/out: Towards a queer-feminist theory in women's physical education', *Sociology of Sport Journal*, 15(2): 389-402.
- Sykes, H. (1996) 'Constr(i)ucting lesbian identities in physical education: Feminist and post structuralist approaches to researching sexuality', *Quest*, 43: 459-469.

Symons, C. (2002) 'The Gay Games and community,' in D. Hemphill and C. Symons (eds) *Gender, Sexuality and Sport: A Dangerous Mix*. Petersham, New South Wales: Walla Walla Press.

Symons, C. (2007) 'Challenging homophobia and heterosexism in sport: The promise of the Gay Games', in: C.C. Aitchison (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge, pp. 140-159.

Symons, C. and Hemphill, D. (2006) 'Transgendering sex and sport in the Gay Games', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

T

Talbot, M. (2002) 'Playing with patriarchy: The gendered dynamics of sports organizations', in: Scraton, S. and Flintoff, A. (eds) *Gender and Sport: A Reader*. London: Routledge.

Teetzel, S. (2006) 'On transgendered athletes, fairness and doping: An international challenge', *Sport in Society*, 9(2): 227-251.

Tent, M. (1996) *Development of Organised Sport for Gays and Lesbians in Europe between 1982 and 1995*. Frankfurt: EGLSF.

Theberge, N. (2003) "'No fear comes": Adolescent girls, ice hockey, and the embodiment of gender', *Youth & Society*, 34(4): 497-516.

Theberge, N. (2002) 'Challenging the gendered space of sport: Women's ice hockey and the struggle for legitimacy', in: Scraton, S. and Flintoff, A. (eds) *Gender and Sport: A Reader*. London: Routledge.

Theberge, N. (2000) *Higher Goals: Women's ice hockey and the politics of gender*. New York: SUNY Press.

Theberge, N. (1997) "'It's part of the game': Physicality and the production of gender in women's hockey', *Gender & Society*, 11(1): 69-87.

Theberge, N. (1995) 'Gender, sport and the construction of community: A case study from women's ice hockey', *Sociology of Sport Journal*, 12(4): 389-402.

Theberge, N. (1991) 'Reflections on the body in the sociology of sport', *Quest*, 43(2):123-134.

Theberge, N. (1989) 'A feminist analysis of responses to sports violence: Media coverage of the 1987 World Junior Hockey Championship', *Sociology of Sport Journal*, 6(3): 247-256.

Theberge, N. (1987) 'Sport and women's empowerment', *Women's Studies International Forum*, 10(4): 387-393.

Theberge, N. (1985) 'Towards a feminist alternative to sport as a male preserve', *Quest*, 37. Also in: S. Birrell and C. Cole (eds) (1994) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.

Theberge, N. (1983) 'Feminism and sport: Linking the two through a new organization', *Canadian Women's Studies*, 4(3): 79-81.

Theberge, N. (1981) 'A critique of critiques', Radical and feminist writings on sport', *Social Forces*, 60(20): 387-393.

Tinning, R. (1998) 'What position do you play?: A narrative about sport, physical education and masculinities', in: C. Hickey, L. Fitzclarence and R. Matthews (eds) *Where the Boys Are: Masculinity, sport and education*. Deakin, Australia: Deakin University Press.

Thonen, A. (1994) 'Asthma: The construction of the masculine body', *International Review for the Sociology of Sport*, 29(1): 51-62.

Thorngren, C.M. (1990) 'A time to reach out – keeping the female coach in coaching', *Journal of Physical Education, Recreation and Dance*, 61: 57-60.

Thorton, A. (1993) 'The accomplishment of masculinities: Men and sports', In T. Haddad (ed) *Men and Masculinities: A Critical Anthology*. Toronto: Canadian Scholars' Press.

Tomlinson, A. (1998) 'Power: domination, negotiation, and resistance in sports cultures', *Journal of Sport and Social Issues*, 22(3): 235-240.

Town, S. (1999) 'Queer(y)ing masculinities in schools: Faggots, fairies and the first XV', in: R. Law, H. Campbell and J. Dolan (eds) *Masculinities in Aotearoa/New Zealand*. Palmerston North, NZ: Dunmore Press.

Travers, A. (2006) 'Queering sport: Lesbian softball leagues and the transgender challenge', *International Review for the Sociology of Sport*, 41(3/4): 431-446.

Trujillo, N. (1991) 'Hegemonic masculinity on the mound: Media representations of Nolan Ryan and American sports culture', *Critical Studies in Mass Communication*, 8(3): Sep.

Twin, S. (1979) *Out of the Bleachers: Writings on women and sport*. Old Westbury, NY: Feminist Press.

U

V

van Ingen, C. (2004) 'Therapeutic landscapes and the regulated body in the Toronto front runners', *Sociology of Sport Journal*, 21(3): 253-269.

van Ingen, C. (2003) 'Geographies of gender, sexuality and race: Reframing the focus on space in sport sociology', *International Review for the Sociology of Sport*, 38(2): 201-216.

Van Leeuwen, I. (1998) *Gay Games Amsterdam 1998: Equal gay and lesbian event? The efforts of the feminine politics*. Amsterdam: Gay Games Amsterdam

Vealey, R. (1997) 'Transforming the silence on lesbians in sport', *Women in Sport and Physical Activity Journal*, 6(2): 165-188.

Veri, M.J. (1999) 'Homophobic discourse surrounding the female athlete', *Quest*, 51(4): 355-368.

von der Lippe, G. (2003) 'Construction of gender and sexuality in a dramaturgical sport context', *Sociologisk tidsskrift*, 11(4): 339-368.

W

Wacquant, L.J.D. (2001) 'Whores, slaves and stallions: Languages of exploitation and accommodation among professional boxers', *Body & Society*, 7(2): 181-194.

Waddell, T. and Schap, D. (1996) *Gay Olympian: The life and death of Dr Tom Waddell*. New York: Alfred Knopf.

Waite, G. (2003) 'Gay Games: Performing 'community' out from the closet of the locker room', *Social & Cultural Geography*, 4(2): 167-183.

Weblog www.plastic.bag.org/archives/1998/11/on_homophobic_bullying.shtml, 1998.

Wedgwood, N. (2003) 'Aussie rules! Schoolboy football and masculine embodiment', in: S. Tomsen and M. Donaldson (eds) *Male Trouble: Looking at Australian masculinities*. Melbourne, Australia: Pluto Press.

Wedgwood, N. (1997) 'Spewin', Mate!' - A day at the cricket' *Social Alternatives*, 16(3): Jly.

Weinstein, M. D., Smith, M. D. and Wiesenthal, D. L. (1995) 'Masculinity and hockey violence', *Sex Roles*, 33(11-12): 831-847.

Welch, M. (1999) *Towards Gender Equity in Sports Management: Report of the European Symposium on Gender Equity in the Management and Governance of Voluntary Sports Organisations*. Leeds: Federation of Yorkshire Sport and the School of Leisure and Sports Studies, Leeds Metropolitan University.

- Wellard, I. (2006a) 'Able bodies and sport participation: social constructions of physical ability for gendered and sexually identified bodies', *Sport, Education and Society*, 11(2): 105-119.
- Wellard, I. (2006b) 'Exploring the limits of queer and sport: Gay men playing tennis', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.
- Wellard, I. (2002) 'Men, sport, body performance and the maintenance of exclusive masculinity', *Leisure Studies*, (21): 235-247.
- Wellman, S. and Blinde, E. (1997) 'Homophobia in women's intercollegiate Basketball', *Women in Sport and Physical Activity Journal*, 6(2): 63-82.
- Wendel, W., Toma, L. and Morphew, C. (2001) 'How much difference is too much difference? Perceptions of gay men and lesbians in intercollegiate athletics', *Journal of College Student Development*, 42(5): 465-479.
- Whannel, G. (2007) 'Mediating masculinities: The production of media representations in sport', in: C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge, pp. 17-21.
- Whannel, G. (2002) *Media Sports Stars, Masculinities and Moralities*. London: Routledge.
- Whannel, G. (1993) 'No room for uncertainty: Gridiron masculinity in North Dallas Forty', in: P. Kirkham and J. Thumin (eds) *You Tarzan: Masculinity, Movies and Men*. London: Lawrence and Wishart.
- Wheatley, E.E. (1994) 'Subcultural subversions: Comparing discourses of sexuality in men's and women's rugby songs', in: S. Birrell and C. Cole (eds) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.
- Wheaton, B. (2000) "New Lads'? Masculinities and the 'new sport' participant', *Men and Masculinities*, 2(4): Apr.
- White, A. (1995) 'Towards gender equity in sport: An update on Sports Council policy development', in A Tomlinson, (ed) *Gender, Sport and Leisure*. Aachen: Meyer & Meyer Verlag.
- White, A. and Brackenridge, C. (1985) 'Who rules sport? Gender divisions in the power structure of British sports organisations from 1960', *International Review for the Sociology of Sport*, 1(20/21): 95-107.
- White, P. G. and Gillett, J. (1994) 'Reading the muscular body: A critical decoding of advertisements in Flex magazine', *Sociology of Sport Journal*, 11: 18-39.
- White, P.G. and Vagi, A.B. (1990) 'Rugby in the 19-Century British boarding school system: A feminist psychoanalytic perspective', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Whitehead, S. (ed). (2006) *Men and Masculinities: Critical Concepts in Sociology*. No. 5, London: Sage.
- Whitson, D. (1994) 'The embodiment of gender; Discipline, domination and empowerment', in: S. Birrell and C. Cole (eds) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.
- Whitson, D. (1990) 'Sport in the social construction of masculinity', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Whitson, D. (1984) 'Sport and hegemony: On the construction of the dominant culture', *Sociology of Sport Journal*, No.1.
- Whitson, D. and Macintosh, D. (1989) 'Gender and power: Explanations of gender inequalities in Canadian national sport', *International Review for the Sociology of Sport*, 24: 132-150.
- Wiegers, Y. (1998) 'Male bodybuilding: The social construction of a masculine identity', *Journal of Popular Culture*, 32(2): 147-161.
- Williams, C. (2007) 'Sexual orientation harassment and discrimination: Legal protection for student-athletes', *Journal of Legal Aspects of Sport*, 17(2): 253-283.

Williams, L. (1982) "Personal Best": Women in love', *Jump Cut*, 27. Also in: S. Birrell and C. Cole (eds) (1994) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.

Williams, M. (2008) 'Is homophobia in football still a taboo?' <http://news.bbc.co.uk/sport2/hi/football/4426278.stm>

Williams, J. and Taylor, R. (1994) 'Boys keep swinging: Masculinity and football culture in England', in: T. Newburn and B. Stanko (eds) *Just Boys Doing Business: Men, masculinities and crime*. London: Routledge.

Willis, P. (1982) 'Women in sport in ideology', in: J. Hargreaves (ed) *Sport, Culture and Ideology*. London: Routledge & Kegan Paul.

Wilson, B. (2002) 'The "Anti-Jock" movement: Reconsidering youth resistance, masculinity, and sport culture in the age of the Internet', *Sociology of Sport Journal*, 19: 206-233.

Wolff, A. (1987) 'Raging bull: The homosexual subtext in film', in: M. Kaufman (ed) *Beyond Patriarchy: Essays by men on pleasure, power and change*. Toronto: Oxford University Press.

Woods, S. (1992) 'Describing the experience of lesbian physical educators: A phenomenological study', in: A.C. Sparkes (ed) *Research in Physical Education and Sport: Exploring alternative visions*. Washington, D.C.: Falmer Press.

Woods, S. and Harbeck, K. (1992) 'Living in two worlds: The identify management strategies used by lesbian physical educators', in: K. Harbeck (ed) *Coming Out of the Classroom*. New York: Harrington Park Press.

Woodward, K. (2004) 'Rumbles in the jungle: Boxing, racialization and the performance of masculinity', *Leisure Studies*, 23(1): 5-17.

Woog, D. (1998) *Jocks: True stories of America's gay male athletes*. Los Angeles, CA: Alyson Books.

Worsching, M. (2000) 'Sporting metaphors and the enactment of hegemonic masculinity: Sport and advertising in the German newsmagazine, *Der Spiegel*', *Journal of Popular Culture*, 34(3): 59-85.

Wright, J. (2000) 'Reconstructing gender in sport and physical education', in: C. Hickey, L. Fitzclarence and R. Matthews (eds) *Where the Boys Are: Masculinity, sport and education*. Deakin University Press, Geelong, Australia.

Wright, J. (1999) 'Changing gendered practices in physical education: working with teachers', *European Physical Education Review*, 5(3): 181-197.

Wright, J. (1995) 'A feminist poststructuralist methodology for the study of gender construction in physical education: description of case study', *Journal of Teaching in Physical Education*, 15(1): 1-24.

Wright, J. (1991) "Feminine elegance": Sexuality and gymnastics at the Seoul Olympics', *Social Semiotics*, 1(1): 49-68.

Wright, L. and Clarke, G. (1999) 'Sport, the media and the construction of compulsory heterosexuality: A case study of women's Rugby Union', *International Review for the Sociology of Sport*, 34(3): 227-243.

X

Y

Young, I. (1980) 'Throwing like a girl: A phenomenology of feminine body comporment, motility, and spatiality', *Human Studies*, 3: 137-156.

Young, K, White, P. and McTeer, W. (1994) 'Body talk: Male athletes reflect on sport, injury, and pain', *Sociology of Sport Journal*, 11(2): 175-194.

Young, P. (1994) *Lesbians and Gays in Sports*. New York: Chelsea House Publishers.

Z

Zipter, Y. (1988) *Diamonds are a Dyke's Best Friend*. Ithaca NY: Firebrand.

Websites

<http://www.coe.int/compass>

<http://www.europofem.org>

<http://www.lgbtyouth.org.uk>

<http://www.outsports.com>

<http://www.stonewall.org.uk>

<http://www.theequality-network.org>

<http://www.wsff.org.uk>

<http://www.womenssportsfoundation.org>

Coates, T. (1998) weblog

www.plastic.bag.org/archives/1998/11/on_homophobic_bullying.shtml

<http://observer.guardian.co.uk/osm/story/0,,946718,00.html> – benefits to gay men of participation in sport

<http://observer.guardian.co.uk/osm/story/0,6903,946699,00.html> – Is anyone out there - linked to Gay Games

<http://www.guardian.co.uk/sport/2007/mar/04/features.sport4> - John Amaechi British NBA basketball coming out story

<http://irs.sagepub.com/cgi/content/abstract/38/4/397> - abstract looking at doping, heterosexuality and lesbians

<http://www.eqlsf.info/eqlsf-media.php> - European Gay and Lesbian Sports Foundation – part of europe against discrimination – some useful links and media connections incl. the international declaration against homophobia in sport (declaration of Montreal) and reference to Lyon [International colloquium about Sports, Identities, Homosexuality and Homophobia](#) (1-2 Dec 2006).

Annex B: Themed Bibliography

25 7 08

Below are selective, themed bibliographies, drawn from the main list. They are grouped as follows, each with sub-headings for Lesbian, Gay, Bisexual, Transgender and Mixed references:

- Biography
- Doctoral and Masters theses
- Health (including disability)
- Homophobia (including gender- and sexuality-related bullying and violence)
- Identity (including sex and gender role socialisation, experience). Note: this theme has additional sub-headings for Women/Femininities and Men/Masculinities.
- Media
- Policy and management (including regulation)
- Race (including ethnicity)
- Teaching and coaching
- Theory

Generic material, drawn from both within and beyond sport, is grouped at the end in one alphabetical list.

Biography

Lesbian

Cayleff, S. (1995) *Babe: The life and legend of Babe Didrikson Zaharias*. Urbana, IL: University of Illinois Press.

Iannotta, J.G. and Kane, M.J. (2002) 'Sexual stories as resistance narratives in women's sports: Reconceptualizing identity performance', *Sociology of Sport Journal*, 19(4): 347-369.

King, B.J. (1982) *Billy Jean*. (with Frank Deford). New York: The Viking Press.

King, B.J. with Chapin, K. (1974) *Billie Jean*. New York: Pocket Books.

Kriegh, L.A. and Kane, M.J. (1997) 'A novel idea: Portrayals of lesbians in young adult sports fiction', *Women in Sport and Physical Activity Journal*, 6(2):23-62.

Lenskyj, H. (1995b) 'Lesbian sporting literature' in C. Summers (ed) *Gay and Lesbian Literary Heritage*. Chester, CT: New England Publishing Associates.

Lenskyj, H. (1995c) 'Out in the field: Lesbians in sport fiction', *Aethlon*, 12 (Spring): 100-112.

Navratilova, M. with Vecsey, G. (1985) *Martina*. New York: Knopf.

Nell Warren, P. (2006) *The Lavender Locker Room: 3,000 years of great athletes whose sexual orientation was different*. Beverley Hills, CA: Wildcat Press.

Gay

Amaechi, J. (2007) *Man in the Middle*. New York: ESPN.

Gough, B. (in press) 'Coming out in the heterosexist world of sport: A qualitative analysis of web postings by gay athletes', *Journal of Gay and Lesbian Psychotherapy*.

Kopay, D and Young, P. (1977) *The David Kopay Story: An extraordinary self revelation*. New York: Arbor House.

Kusz, K. W. (2001) 'Andre Agassi and Generation X: Reading white masculinity in 1990s America', in: D.L. Andrews and S. J. Jackson (eds) *Sports Stars: The cultural politics of sporting celebrity*. London & New York: Routledge.

Messner, M.A. (1984) 'Gay athletes and the Gay Games: An interview with Tom Waddell', *Gentle Men for Gender Justice*, 13:22-23.

Pronger, B., Messner, M.A., Sykes, H. and Anderson, E. (2001) 'Trailblazing: The true story of America's first openly gay track coach', *Sociology of Sport Journal*, 18(4): 463-480.

Waddell, T. and Schap, D. (1996) *Gay Olympian: The life and death of Dr Tom Waddell*. New York: Alfred Knopf.

Woog, D. (1998) *Jocks: True stories of America's gay male athletes*. Los Angeles, CA: Alyson Books.

Bisexual

Transgender

Mixed

Doctoral and Masters Theses

Lesbian

Caudwell, J. (2001) *Women's Experiences of Gender and Sexuality within Football Contexts in England and Wales*. Unpublished doctoral thesis, University of North London.

Chananie, R. A. (2001) 'Avoiding the 'boogeywoman' label: Managing the public image of the elite female athlete', *Society for the Study of Social Problems* (Abstract).

Downing, J.D. (2000) "*Welcome to the ball Cinderella*": Investigating gender, sexuality, race, and class through a study of the lived experience of women athletes. Dissertation Abstracts International, A: The Humanities and Social Sciences, vol. 61, no. 2, pp. 773-A-774-A, Aug 2000.

Hart, K. L. (2001) *Lesbian professional athletes: what was the cost of coming out?* Unpublished doctoral thesis, Florida State University, USA.

Huggett, J. (1997) *We can't even shoot straight – issues of power and safety in a feminist lesbian football team*. Unpublished masters dissertation, Institute of Education, London.

Kauer, K.J. (2005) *Transgressing the Closets: Female coaches' negotiations of heteronormativity in sport*. Dissertation Abstracts International, A: The Humanities and Social Sciences, vol. 66, no. 5, pp. 1710-A, Nov 2005.

Nelson, K. (2000) *Gender and Sexuality at Play: Women professional athletes and the people who watch them*. Doctoral thesis, Brandeis University, 2000; includes bibliography (leaves 215-234).

Riemer, B. A. (1996) *Lesbian identity formation and the softball environment.*, Michigan State University. Dissertation Abstracts International Section A: Humanities and Social Sciences. 56(7-A), Jan 1996, 2607.

Stack, R. J. (2001). *The impact of homophobia on self-identified lesbians in sport*. Unpublished masters thesis, Slippery Rock University, 2001; includes bibliography (leaves 76-79).

Gay

Hamill, G.G. (2003) *Swing that purse girl! Redefining sport and constructing an ironic masculinity in gay volleyball*. Dissertation Abstracts International, A: The Humanities and Social Sciences, 64(3): 1093-A, Sep.

Wellard, I. (2003) *Game, set and match to exclusive masculinity: Men, body practices, sport and the making and remaking of hegemonic masculinity*. Unpublished doctoral thesis, Open University.

Bisexual

Transgender

Mixed

Alexander, L. D. (2007) Race on first, class on second, gender on third, and sexuality up to bat: Intersectionality and power in Major League Baseball, 1995-2005. *Dissertation Abstracts International, A: The Humanities and Social Sciences*, vol. 67, no. 10, pp. 3865, Apr 2007.

Currier, D.M. (2005) *Gendered Athletes: The social construction of gender, sexuality, and emotion among college athletes*. Dissertation Abstracts International, A: The Humanities and Social Sciences, vol. 65, no. 12, pp. 4746-A, Jun 2005.

Davidson, J. (2003) *The wannabe Olympics: The gay games, Olympism and processes of incorporation*. Unpublished doctoral thesis, University of Alberta, Canada.

Eng, H. (2003) *Sporting sex/uality: Doing sex and sexuality in a Norwegian context*. Unpublished doctoral thesis, Norwegian School of Sport Sciences, Oslo.

Symons, C. (2004) *The Gay Games: The play of sexuality, sport and community*. Unpublished doctoral thesis, Victoria University.

Wellard, I. (2004) *Game, Set and Match to Exclusive Masculinity: Men, body practices, sport and the making and remaking of hegemonic masculinity*. Dissertation Abstracts International, C: Worldwide, vol. 65, no. 3, pp. 640-C, 2004.

Health

Lesbian

Striegel-Moore, R.H., Tucker, H. and Hsu, J. (1990) 'Body image dissatisfaction and disordered eating in lesbian college students', *International Journal of Eating Disorders*, 9(5): 493-500.

Gay

Bolding, G., Sherr, L., and Elford, J. (2002) 'Use of anabolic steroids and associated health risks among gay men attending London gyms', *Addiction*, 97(2): 195-203.

Dworkin, S.L. and Wachs, F.L. (1998) "'Disciplining the body": HIV-positive male athletes, media surveillance, and the policing of sexuality', *Sociology of Sport Journal*, 15(1): 1-20.

Bisexual

Transgender

Mixed

Hershberger, S.L. and D'Augelli, A.R. (1995) 'The impact of victimization on the mental health and suicidality of lesbian, gay, and bisexual youths', *Developmental Psychology*, (31): 65-74.

Reese, G. (1994) 'Synchronicity at the Gay Games: Athletes, HIV, and disabilities', in: L. Labrecque (ed) (1994) *Unity. A celebration of Gay Games IV and Stonewall*. San Francisco, CA: Labrecque Publishing.

Rowe, D. (1994) 'Accommodating bodies: Celebrity, sexuality and 'Tragic Magic'', *Journal of Sport and Social Issues*, 18: 6-26.

Sparkes, A. C. and Smith, B. (2002) 'Sport, spinal cord injury, embodied masculinities, and the dilemmas of narrative identity', *Men and Masculinities*, 4(3): 258-285.

Wellard, I. (2006) 'Able bodies and sport participation: social constructions of physical ability for gendered and sexually identified bodies', *Sport, Education and Society*, 11(2): 105-119.

Young, K, White, P. and McTeer, W. (1994) 'Body talk: Male athletes reflect on sport, injury, and pain', *Sociology of Sport Journal*, 11(2): 175-194.

Homophobia

Lesbian

Ashburn, L., Burroughs, A. and Seebohm L. (1995) 'Add sex and stir: Homophobic coverage of women's cricket in Australia', *Journal of Sport and Social issues*, 19:266-284.

Blinde, E.M. and Taub, D.E. (1992a) 'Homophobia and women's sport: The disempowerment of athletes', *Sociological Focus*, 25: 151-166.

Blinde, E.M. and Taub, D.E. (1992b) 'Women athletes as falsely accused deviants: Managing the lesbian stigma', *The Sociological Quarterly*, 33:521-533.

Brownsworth, V.A. (1991) 'Bigotry on the home team, lesbians face harsh penalties in the sports world', *The Advocate*, 34-39.

Cahn, S.K. (1994) 'Crushes, competition, and closets: The emergence of homophobia in women's physical education', in S. Birrell and SC. Cole (eds) *Women, Sport and Culture*. Champaign. IL: Human Kinetics.

Cahn, S.K. (1993) 'From the "Muscle Moll" to the "Butch" ballplayer: mannishness, lesbianism, and homophobia in U.S. women's sport', *Feminist Studies*, 19(2): 343-368.

Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS) (2006) '*Seeing the invisible, speaking about the unspoken.*' *A position paper on homophobia in sport*. Ottawa, Canada: CAAWS.

Gonolda, J. and Fitzpatrick, T. (1985) 'Homophobia in girls' sport: 'Names' that can hurt ... all of us', *Equal Play*, Spring/Summer, 18-19.

Greendorfer, S.L. and Rubinson, L. (1997) 'Homophobia and heterosexism in women's sport and physical education: a review', *Women in Sport and Physical Activity Journal*, 6(2): 189-210.

Griffin, P. (2005) 'Why coaches need to address homophobia in athletics', *BC Coach's Perspective Winter*, (9): 18.

Griffin, P. (1998) *Strong Women, Deep Closets: Lesbians and homophobia in sport*, Champaign, Ill.: Human Kinetics.

Griffin, P. (1996) 'Strong women, deep closets: Homophobia and lesbians in sport', *Sojourner: The Women's Forum*, 11-12.

Griffin, P. (1994) 'Homophobia in sport: addressing the needs of lesbian and gay high school athletes', *High School Journal*, 77(2): 80-87.

- Griffin, P. (1993) 'Homophobia in women's sports: The fear that divides us', in: G.L. Cohen G.L. (ed) *Women in Sport: Issue and controversies*. Newbury Park: Sage, pp. 193-203.
- Griffin, P. (1992) 'Changing the game: Homophobia, sexism, and lesbians in sport', *Quest*, 44(2): 251-265.
- Griffin, P. (1989) 'Homophobia in physical education', *Canadian Association for Physical Education and Recreation*, 11(2): 333-346.
- Helbert, C. (1997) 'Tough enough and woman enough: Stereotypes, discrimination, and impression management among women professional boxers', *Journal of sport and Social Issues*, 21(1): 7-36.
- Joseph, H. (1995) 'Sports ideology, attitudes toward women, and anti-homosexual attitudes', *Sex Roles*, 32 (1-2): 109-116.
- Krane, V. (1997b) 'Homonegativism experienced by lesbian collegiate athletes', *Women in Sport and Physical Activity Journal*, 6(2):141-163.
- Lenskyj, H.J. (1992) 'Unsafe at home base: Women's experiences of sexual harassment in university sport and physical education', *Women in Sport and Physical Activity Journal*, 1(1): 19-33.
- Lenskyj, H.J (1991) 'Combating homophobia in sport and physical education', *Sociology of Sport Journal*, 8(1): 61-69.
- Lock, R.A. (2003) 'The doping ban: Compulsory heterosexuality and lesbophobia', *International Review for the Sociology of Sport*, 38(4): 397-411.
- Peper, K. (1994) 'Female athlete = lesbian: A myth constructed from gender role expectations and lesbophobia', in: R.J. Ringer (ed) *Queer Words, Queer images: Communication and construction of homosexuality*. New York, NY: New York University Press.
- Wellman, S. and Blinde, E. (1997) 'Homophobia in women's intercollegiate Basketball', *Women in Sport and Physical Activity Journal*, 6(2): 63-82.

Gay

- Anderson. E. (2002) 'Openly gay athletes: Contesting hegemonic masculinity in a homophobic environment', *Gender and Society*, 6: 860-877.
- Bohls, K., Wangrin, M., and Christie, J. (1997) 'Athletes revel in being one of the guys, not one of the gays: out of bounds', in: P. Donnelly (ed) *Taking Sport Seriously: Social issues in Canadian sport*. Toronto: Thompson Educational Publishing.
- Fritner, M.P. and Rubinson, L. (1993) 'Acquaintance rape: The influence of alcohol, fraternity membership and sports team membership', *Journal of Sex Education and Therapy*, 19: 272-284.
- Klein, A. M. (1989) 'Managing deviance: Hustling, homophobia, and the bodybuilding subculture', *Deviant Behaviour*, 10(1). (Also in: A. Patricia and P. Adler (eds) (1994). *Constructions of Deviance: Social Power, Context, and Interaction*, Belmont, CA: Wadsworth Publishing Company.)
- Plummer, D. (2006) 'Sportophobia: Why do some men avoid sport?', *Journal of Sport & Social Issues*, 30(2): 122-137.
- Wendel, W., Toma, L. and Morphew, C. (2001) 'How much difference is too much difference? Perceptions of gay men and lesbians in intercollegiate athletics', *Journal of College Student Development*, 42(5): 465-479.

Bisexual

Transgender

Mixed

- Baks, B. and Malecek, S. (2004) *Synopsis on Homophobia and Discrimination on Sexual Orientation in Sport*. European Gay and Lesbian Sports Federation. http://www.gaysport.info/EGLSF_Public_Documents/EGLSF_synopsis_on_homophobia_2003pr.pdf (Retrieved 8 8 08)
- Benedict, J. R. (1998) *Athletes and Acquaintance Rape*. London: Sage.
- Benedict, J.R. (1997) *Public Heroes, Private Felons: Athletes and crimes against women*. Boston: Northeastern University Press.
- Brackenridge, C.H., Rivers, I., Gough, B. and Llewellyn, K. (2007) 'Driving down participation: Homophobic bullying as a deterrent to participation', in: C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge, pp. 122-139.
- Clarke, G. (2004) 'Threatening space: (physical) education and homophobic body work', in: J. Evans, B. Davies and J. Wright (eds) *Body Knowledge and Social Control*. London: Routledge.
- Clarke, G. (2003) 'There's nothing queer about difference: Challenging heterosexism and homophobia in Physical Education', in S. Hayes and G. Stidder (eds) *Equity and Inclusion in Physical Education and Sport*. London: Routledge.
- Football Association (2004b) FA stage homophobia summit', <http://www.TheFA.com/EthicsandSortsEquity/May7>
- Football Association, The FA (UK) - [Tackling homophobia in football](#)
- www.UK.Gay.Com (Apr 2006) [FA slams homophobic football comment](#)
- www.FAREnet.org (Jly 2006) [UEFA demonstrate tough stance on homophobia](#)
- Foster, B., (2004) 'Perceptions of homophobia and heterosexism in physical education', *Journal of Physical Education, Recreation & Dance*, 15, Nov.
- Griffin, P. and Genasci, J. (1990) 'Addressing homophobia in physical education: Responsibilities for teachers and researchers', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Hekma, G. (1998) "'As long as they don't make an issue of it . . . ": Gay men and lesbians in organized sports in the Netherlands', *Journal of Homosexuality*, 35 (1): 1-23.
- Kirby, S. (2005) 'Homophobia', *Berkshire Encyclopedia of World Sport*, 2: 752-756.
- Kirby, S., Greaves, L. and Hankivsky, O. (2000) *The Dome of Silence: Sexual harassment and abuse in sport*. London: Zed Books
- Markwell, K. and Rowe, D. (2003) 'The International Gay Games: Subverting homophobia or selling out?', *International Sports Studies*, 25(2): 5-20.
- Morrow, R., and Gill, D. (2003) 'Perceptions of homophobia and heterosexism in physical education', *Research Quarterly for Exercise and Sport*, 74: 205-14.
- Muir, K.B. and Seitz, T. (2004) 'Machismo, misogyny and homophobia in a male athletic subculture: A participant observation study of deviant rituals in collegiate rugby', *Deviant Behaviour* 25(4): 303-327.
- Osborne, D. and Wagner, W. E. (2007) 'Exploring the relationship between homophobia and participation in core sports among high school students', *Sociological Perspectives*, 50(4): 597-614.
- Pilkington, N.W. and D'Augelli, A.R. (1995) 'Victimization of lesbian, gay, and bi-sexual youth in community settings', *Journal of Community Psychology*, 32(1): 33-56.
- Rotella, R.J. and Murray, M.M. (1991) 'Homophobia, the world of sport and sport psychology consulting', *The Sport Psychologist*, 5: 355-364.

Sykes, H (2004) 'Pedagogies of censorship, injury and masochism: Teacher responses to homophobic speech in physical education', *Journal of Curriculum Studies*, 36(1):75-99.

Symons, C. (2007) 'Challenging homophobia and heterosexism in sport: The promise of the Gay Games', in: C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge, pp. 140-159.

Veri, M.J. (1999) 'Homophobic discourse surrounding the female athlete', *Quest*, 51(4): 355-368.

Weblog www.plastic.bag.org/archives/1998/11/on_homophobic_bullying.shtml, dated 17th Nov 1998.

Williams, C. (2007) 'Sexual orientation harassment and discrimination: Legal protection for student-athletes', *Journal of Legal Aspects of Sport*, 17 (2): 253-283.

Williams, M. (2008) 'Is homophobia in football still a taboo?' <http://news.bbc.co.uk/sport2/hi/football/4426278.stm>

Identity

Lesbian

Adams, N., Schmitke, A. and Franklin, A. (2005) 'Tomboys, dykes, and girly girls: Interrogating the subjectivities of adolescent female athletes', *Women's Studies Quarterly*, 33(1-2): 17-34.

Bialeschki, M.D. and Pearce, K.D. (1997) "'I don't want a lifestyle - I want a life": the effect of role negotiations on the leisure of lesbian mothers', *Journal of Leisure Research*, 29(1): 113-131.

Bredemeier, B. J. L. and Carlton, E. B. (1999) 'Changers and the changed: moral aspects of coming out in physical education', *Quest*, 51(4): 418-431.

Broad, K.L. (2001) 'The gendered unapologetic: Queer resistance in women's sport', *Sociology of Sport Journal*, (18): 181-204.

Brook, H. (1997) 'Big boofy blokes in frocks: Feminism, football and sexuality', *Social Alternatives*, 16(1): 5-9.

Brownsworth, V.A. (1994) 'The competitive closet', in S.F. Rogers (ed) *Sportsdykes*. New York: St Martins.

Cahn, S. (1994a) *Coming On Strong. Gender and sexuality in twentieth-century women's sport*. London: Harvard University Press.

Cahn, S.K. (1994b) "'Play it, don't say it": lesbian identity and community in women's sport', in: S.K. Cahn (ed) *Coming on Strong: Gender and sexuality in twentieth-century women's sport*. New York: Free Press, pp.185-206; 329-334.

Caudwell, J. (2007) 'Queering the field? The complexities of sexuality within a lesbian-identified football team in England', *Gender, Place and Culture*, 14(2): 183-196.

Caudwell, J. (2004) 'Out on the field: women's experiences of gender and sexuality in football,' in: S. Wagg (ed) *British Football and Social Exclusion*. London: Routledge.

Caudwell, J. (2003) 'Women's experiences of sexuality within football contexts: A particular and located footballing epistemology', *Football Studies*, (5): 24-45.

Caudwell, J. (2003) 'Sporting gender: Women's footballing bodies as sites/sights for the (re) articulation of sex, gender, and desire', *Sociology of Sport Journal* (20): 371-386.

Caudwell, J. (1999) 'Women's football in the United Kingdom: Theorizing gender and unpacking the butch lesbian image', *Journal of Sport and Social Issues*, 23: 390-402.

Cox, B. and Thompson, S. (2000) 'Multiple bodies – sportswomen, soccer and sexuality', *International Review for the Sociology of Sport*, 35(1): 5-20.

- Elling, A., De Knop, P. and Knoppers, A. (2003) 'Gay/lesbian sport clubs and events: places of homo-social bonding and cultural resistance?', *International Review for the Sociology of Sport*, 38(4): 441-456.
- Forman, P.J. and Plymire, D.C. (2005) 'Amelie Mauresmo's muscles: The lesbian heroic in women's professional tennis', *Women's Studies Quarterly*, 33(1-2): 120-133.
- Fusco, C. (1998) 'Lesbians and locker rooms: The subjective experiences of lesbians in sport', in: G. Rail (ed) *Sport and Postmodern Times*. New York: SUNY Press.
- Griffin, P. (1998) 'Life in the shadow of the lesbian boogeywoman: the climate for lesbians in sport', in: *Strong Women, Deep Closets: Lesbians and homophobia in sport*, Champaign, Ill.: Human Kinetics, pp. 91-107; 228-239.
- Harry, J. (1995) 'Sports ideology, attitudes towards women, and anti-homosexual attitudes', *Sex Roles*, 32: 109-116.
- Hicks, B. (1994) 'Lesbian athletes' in S.F. Rogers (ed) *SportsDykes*. New York: St Martin's Press.
- Iannotta, J.G. and Kane, M.J. (2002) 'Sexual stories as resistance narratives in women's sports: Reconceptualizing identity performance', *Sociology of Sport Journal*, 19(4): 347-369.
- Jacobsen, C.W. and Samdahl, D. M. (2001) 'Leisure in the lives of old lesbians: Experiences with and responses to discrimination', *Journal of Leisure Research*, 30(2): 233-255.
- Krane, V. and Barber, H. (2003) 'Lesbian experiences in sport: a social identity perspective', *Quest*, 55(4): 328-346.
- Krane, V. and Barber, H. (2001) *Defining Lesbian Experience in Sport: A social identity perspective*. Institute for Research on Women and gender Working Papers No. 52, Michigan: University of Michigan.
- Krane, V. and Romont, L (1997) 'Female athletes' motives and experiences at the Gay Games', *Journal of Gay, Lesbian and Bisexual Identities*, 2(1): 123-138.
- Lenskyj, H.J. (2004) 'Sexuality and femininity in sport contexts: Issues and alternatives', *Journal of Sport and Social Issues*, 18(4): 356-376.
- Lenskyj, H. J. (2003) *Out on the Field: Gender, sport and sexualities*. Toronto, Canada: Women's Press.
- Lenskyj, H.J. (1997) 'No fear? Lesbians in sport and physical education', *Women in Sport and Physical Activity Journal*, 6(2):7-22.
- Lenskyj, H. (1994) 'Sexuality and femininity in sports contexts: Issues and alternatives', *Journal of Sport and Social Issues*, 18(4): 356-376.
- Lenskyj, H. (1987) 'Female sexuality and women's sport', *Women's Studies International Forum*, 10: 381-386.
- Lenskyj, H.J. (1986) *Out of Bounds: Women, sport and sexuality*. Toronto: Women's Press.
- McDonald, M.G. (2008) 'Rethinking resistance: The Queer play of the Women's National Basketball Association, visibility politics and late capitalism', *Leisure Studies*, 27(1): 77-93.
- McDonald, M.G. (2002) 'Queering whiteness: The peculiar case of Women's National Basketball Association', *Sociological Perspectives*, 45(4): 379-396.
- Menesson, C. and Clement, J-P. (2003) 'Homosociability and homosexuality: The case of soccer played by women', *International Review for the Sociology of Sport*, 38(3): 311-330.
- Muller, T. (2007) 'Lesbian community' in Women's National Basketball Association (WNBA) spaces', *Social & Cultural Geography*, 8(1): 9-28.
- Palzkill, B. (1990) 'Between gymshoes and high-heels - the development of a lesbian identity and existence in top class sport', *International Review for the Sociology of Sport*, 25(3): 221-234.

- Ravel, B. and Rail, G. (2008) 'From straight to gaie? Quebec sportswomen's discursive constructions of sexuality and destabilization of the linear coming out process', *Journal of Sport and Social Issues*, 32(1): 4-23.
- Ravel, B. and Rail, G. (2007) 'On the limits of "gaie" spaces: Discursive constructions of women's sport in Quebec', *Sociology of Sport Journal*, 24(4): 402-420.
- Riemer, B.A. (1997) 'Lesbian identity formation and the sport environment', *Women in Sport and Physical Activity Journal*, 6(2): 83-108.
- Riordan, J. (2000) 'Chinese women and sport: Success, sexuality and suspicion', *Women's Sport and Physical Activity Journal*, 9(1): 87-119.
- Ritchie, I. (2003) 'Sex tested, gender verification: Controlling female sexuality in the age of containment', *Sport History Review*, 34(1): 80-98.
- Robinson, L. (2002) *Black Tights: Women, sport and sexuality*. Toronto: Harper Collins.
- Russell, K. (2007) "'Queers, even in netball?'" Interpretations of the lesbian label among sportswomen', in C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge, pp. 106-121.
- Shallenberger, D. and Finch, H.A. (1988) 'Linking leisure and sexuality: The gay and lesbian experience', *Leisure Information Quarterly*, 14(4): 4-6.
- Shire, J., Brackenridge, C.H. and Fuller, M. (2000) 'Changing positions: the sexual politics of a women's field hockey team', *Women in Sport and Physical Activity Journal*, 9(1): 35-64.
- Sykes, H. (1996) 'Constr(i)u(ing) lesbian identities in physical education: Feminist and post structuralist approaches to researching sexuality', *Quest*, 43: 459-469.
- Vealey, R. (1997) 'Transforming the silence on lesbians in sport', *Women in Sport and Physical Activity Journal*, 6(2): 165-188.
- Zipter, Y. (1988) *Diamonds are a Dyke's Best Friend*. Ithaca NY: Firebrand.

Women/Femininities

- Blinde, E.M., Taub, D.E. and Han, L. (1994) 'Sport as a site for women's group and societal empowerment: Perspectives from the college athlete', *Sociology of Sport Journal*, 11:51-59.
- Bordo, S. (1993) *Unbearable Weight*. Berkely: University of California Press.
- Burton Nelson, M. (1994) *The Stronger Women Get, The More Men Love Football. Sexism and the American culture of sports*. New York: Harcourt Brace.
- Burton Nelson, M. (1991) *Are we winning yet? How women are changing sports and sports are changing women*. New York: Random House.
- Castelnuovo, S. and Guthrie, S. R. (1998) *Feminism and the Female Body: Liberating the amazon within*. Boulder, CO: Lynne Rienner Publishers.
- Caudwell, J. (2006) 'Femme-fatale: Re-thinking the femme-inine', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.
- Choi, P.Y.L. (2000) *Femininity and the Physically Active Woman*. London: Routledge.
- Clark, S. (2007) 'Why can't girls play football?' Gender dynamics and the playground', *Sport, Education and Society*, 12(3): 261-276.
- Cooky, C. and McDonald, M.G. (2005) "'If you let me play": Young girls' insider-other narratives of sport', *Sociology of Sport Journal*, 22(2): 158-177.
- Crosset, T.W. (1995) *Outsiders in the Clubhouse: The world of women's professional golf*. Albany, NY: SUNY Press.
- Dewar, A. (1991) 'Incorporation or resistance? Towards an analysis of women's responses to sexual oppression in sport', *International Review for the Sociology of Sport*, 26: 15-23.

- Disch, L. and Kane M.J. (1996) 'When a looker is really a bitch: Lisa Olsen, sport, and the heterosexual matrix', *Signs: Journal of Women and Culture in Society*, 21(3): 278-308.
- Duquin, M. (1978) 'The androgynous advantage', in C.A. Oglesby (ed) *Women and Sport: From myth to reality*. Philadelphia, PA: Lea & Febiger.
- Dyer, K. (1982) *Catching up the Men: Women in Sport*. London: Junction Books.
- Eitzen, D.S. and Baca Zinn, M. (1989) 'The de-athleticization of women: The naming and gender marking of collegiate sports teams', *Sociology of Sport Journal*, 6: 362-370.
- Elsas, L., Hayes, R. and Muralidharan, K. (1997) 'Gender verification at the Centennial Olympic Games', *Journal of Medical Association of Georgia*, 86: 50-58.
- Enke, J. (2005) 'Athleticism and femininity on a high school basketball team: An interpretive approach', *Sociological Studies of Children and Youth*, 11: 115-152.
- Evans, B. (2006) "'I'd feel ashamed": Girls' bodies and sports participation', *Gender, Place and Culture*, 13(5): 547-561.
- Ferguson-Smith, M. (1998) 'Gender verification and the place of XY females in sport', in: M. Harries et al. (eds) *Oxford Textbook of Sports Medicine*, 2nd edn. Oxford: OUP.
- Felshin, J. (1974) 'The triple option ... for women in sport', *Quest*, 17: 36-40.
- Ferrante, K. (1996) 'Baseball and the social construction of gender', in: P. Creedon (ed) *Women, Media and Sport*. Thousand Oaks, CA: Sage.
- Festle, M. J. (1996) *Playing Nice: Politics and apologies in women's sports*. New York: Columbia University Press.
- Garner, B. and Smith, R.W. (1977) 'Avoiding the 'boogeywoman' label: Managing the public image of the elite female athlete', *Journal of Sex Research*, 13(1): 22-34.
- George, M. (2005) 'Making sense of muscle: The body experiences of collegiate women athletes', *Sociological Inquiry*, 75(3): 317-345.
- Gerber, E.R., Felshin, J., Berlin, P. and Wyrick, W. (1974) *The American Woman in Sport*. Reading, MA: Addison-Wesley.
- Gottesman, J. (2003) *Game Face: What does a female athlete look like?*. New York: Random House.
- Green, E., Hebron, S, and Woodward, D. (1990) *Women's Leisure, What Leisure?* London: Macmillan.
- Greenberg, J. E. (1997) *Getting into the Game: Women and sports*. New York: F. Watts.
- Gregorich, B. (1993) *Women at Play: The story of women in baseball*. San Diego, CA: Harcourt Brace.
- Greendorfer, S.L. (1987) 'Gender bias in theoretical perspectives: The case of female socialisation into sport', *Psychology of Women Quarterly*, 11(3): 327-340.
- Grindstaff, L. and West, E. (2006) 'Cheerleading and the gendered politics of sport', *Social Problems*, 53(4): 500-518.
- Grindstaff, L. and West, E. (2000) *Gender, Sport, and Spectacle: Cheerleading and the Bid for Cultural Legitimacy*. American Sociological Association.
- Hall, M.A. (1972) 'A 'feminine woman' and an 'athletic woman' as viewed by female participants and non-participants in sport', *British Journal of Physical Education*, 3.
- Haywood, L. and Dworkin, S.L. (2003) *Built to Win: The female athlete as cultural icon*. Minneapolis, MN: University of Minnesota Press.
- Heywood, L. (1997) *Bodymakers: A Cultural anatomy of women's body building*. New Brunswick: Rutgers University Press.

- Jones, A. and Aitchison, C.C. (2007) 'Triathlon as a space for women's technologies of the self', in: C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge.
- Kivel, B.D. (2000) 'Leisure experience and identity: What difference does difference make', *Journal of Leisure Research*, 32(1): 79-81.
- Krane, V. (2001a) 'We can be athletic and feminine, but do we want to? Challenging hegemonic femininity in women's sport,' *Quest*, 53(1): 115-133.
- Krane, V., Choi, P.Y.L., Baird, S.M., Aimar, C.M. and Kauer, K.J. (2004) 'Living the paradox: Female athletes negotiate femininity and muscularity', *Sex Roles: A Journal of Research*, 50(5-6): 315-329.
- Lawler, J. (2002) *Punch: Why women participate in violent sports*. Terre Haute, IND: Wish Publishing.
- Lenskyj, H. (1995a) 'Sport and the threat to gender boundaries', *Sporting Traditions*, 12(1): 47-60.
- Lock, R. (2006) 'Heterosexual femininity: The painful process of subjectification', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.
- MacKinnon, C. (1987) 'Women, self-possession and sport', in *Feminism Unmodified: Discourses on life and law*. Cambridge, MA: Harvard University Press.
- Maguire, J. and Mansfield, L. (1998) "No-body's perfect": Women, aerobics, and the body beautiful', *Sociology of Sport Journal*, 15(2): 109-137.
- Mennesson, C. (2000) "Hard" women and "soft" women: The social construction of identities among female boxers', *International Review for the Sociology of Sport*, 35(1): 21-33.
- Metheny, E. (1965) 'Symbolic forms of movement: The feminine image in sports', in: E. Metheny (ed) *Connotations of Movement in Sport and Dance*. Reading MA: Addison-Wesley.
- Naison, M. (180) 'Sports, women, and the ideology of domination', in: D. Sabo and R. Runfola (eds) *Jock: Sports and male identity*. Englewood Cliffs, NJ: Prentice-Hall.
- Nelson, M.B. (1994) *The Stronger Women Get, The More men Love Football: Sexism in the American culture of sports*. New York: Harcourt Brace.
- Nelson, M.B. (1994) 'Paid to play a game', in S. Rogers (ed) *SportsDykes*. New York: St Martins.
- Nelson, M.B. (1991) *Are We Winning Yet? How woman are changing sports and sports are changing women*. New York: Random House.
- Newsham, G. (1997) *In a League of Their Own*. London: Scarlet Press.
- Oglesby, C. A. (ed) (1978) *Women and Sport: From myth to reality*. Ann Arbor, MI: Books on Demand.
- Oglesby, C. A., Greenberg, D.L., Hall, R. L., Hill, K. L., Johnston, F. and Ridley, S. E. (eds) (1998) *Encyclopedia of Women and Sports in America*. Phoenix: Oryx Press.
- Ortiz, S. M. (2005) 'The ethnographic process of gender management: Doing the right masculinity with wives of professional athletes', *Qualitative Inquiry*, 11(2): 265.
- Ortiz, S. M. (2003) 'Muted masculinity as an outsider strategy: Gender sharing in ethnographic work with wives of professional athletes', *Symbolic Interaction*, 26(4): 601-611.
- Parratt, C. (1989) 'Athletic "womanhood": Exploring sources for female sport in Victorian and Edwardian England', *Journal of Sport History*, 16(2): 140-157.
- Pedersen, K. and Kono, D. (1990) 'Perceived effects on femininity of the participation of women in sport', *Perceptual and Motor Skills*, 71(3): 783-792.
- Pelak, C. F. (2002) 'Women's collective identity formation in sports: A case study from women's ice hockey', *Gender & Society*, 16(1): 93-114.

- Postow, B. (1980) 'Women and masculine sports', *Journal of the Philosophy of Sport*, 7(1): 51-58.
- Ross, S. R., and Shinew, K. J. (2008) 'Perspectives of women college athletes on sport and gender', *Sex Roles*, 58: 1-2.
- Sabo, D.F (1993) 'Psychosocial impacts of athletic participation on American women: Facts and fables,' in: D. S. Eitzen (ed) *Sport in Contemporary Society, an Anthology*. New York: St. Martin's Press.
- Sabo, D.F. and Messner, M.A. (1993) 'Whose body is this? Women's sports and sexual politics', in: G.Cohen (ed) *Women in Sport: Issues and controversies*. Newbury Park, CA: Sage.
- Sage, G. and Loudermilk, S. (1979) 'The female athlete and role conflict', *Research Quarterly*, 50(1).
- Sartore, M. L. and Cunningham, G. B. (2007) 'Ideological gender beliefs, identity control and self-limiting behavior within sport organizations', *Quest*, 59: 244–265.
- Scraton, S. (1992) *Shaping up to Womanhood*. Buckingham, UK: Open University Press.
- Scraton, S. (1987) "'Boys muscle in where angels fear to tread" – girls' sub-cultures and physical activities', in: J. Horne, D. Jary and A. Tomlinson (eds) *Sport, Leisure and Social Relations*. London: Routledge and Kegan Paul.
- Scraton, S., Fasting, K., Pfister, G and Bunuel, A. (1999) 'It's still a man's game? The experience of top-level European women footballers', *International Review for the Sociology of Sport*, 34(2): 99-111.
- Scraton, S. and Flintoff, A. (2002) *Gender and Sport: A reader*. London: Routledge.
- Smith, L. (1998) *Nike is a Goddess: The history of women in sports*. New York: Grove/Atlantic.
- Theberge, N. (2003) "'No fear comes": Adolescent girls, ice hockey, and the embodiment of gender', *Youth & Society*, 34(4): 497-516.
- Theberge, N. (2002) 'Challenging the gendered space of sport: Women's ice hockey and the struggle for legitimacy', in: Scraton, S. and Flintoff, A. (eds) *Gender and Sport: A Reader*. London: Routledge.
- Theberge, N. (2000) *Higher Goals: Women's ice hockey and the politics of gender*. New York: SUNY Press.
- Theberge, N. (1997) "'It's part of the game': Physicality and the production of gender in women's hockey', *Gender & Society*, 11(1): 69-87.
- Theberge, N. (1995) 'Gender, sport and the construction of community: A case study from women's ice hockey', *Sociology of Sport Journal*, 12(4): 389-402.
- Theberge, N. (1987) 'Sport and women's empowerment', *Women's Studies International Forum*, 10(4): 387-393.
- Theberge, N. (1985) 'Towards a feminist alternative to sport as a male preserve', *Quest*, 37. (Also in: S. Birrell and C. Cole (eds) (1994) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.)
- Twin, S. (1979) *Out of the Bleachers: Writings on women and sport*. Old Westbury, NY: Feminist Press.
- Whitson, D. (1994) 'The embodiment of gender; Discipline, domination and empowerment', in: S. Birrell and C. Cole (eds) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.
- Young, I. (1980) 'Throwing like a girl: A phenomenology of feminine body compartment, motility, and spatiality', *Human Studies*, 3: 137-156.

Gay

Anderson, E. (2008) "“Being masculine is not about who you sleep with....” Heterosexual athletes contesting masculinity and the one-time rule of homosexuality', *Sex Roles*, 58: 104-115.

Anderson, E. (2005) *In the Game: Gay athletes and the cult of masculinity*. New York: SUNY Press.

Bridel, W. and Rail, G. (2007) 'Sport, sexuality, and the production of (resistant) bodies: De-/Re-constructing the meanings of gay male marathon corporeality', *Sociology of Sport Journal*, 24 (2): 127-144.

Butterworth, M.L. (2006) 'Pitchers and catchers: Mike Piazza and the discourse of gay identity in the national pastime', *Journal of Sport and Social Issues*, 30(2): 138- 157.

Crosset, T. (1990) 'Masculinity, sexuality, and the development of early modern sport', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.

Drummond, M. (2005) 'Men's bodies: Listening to the voices of young gay men', *Men and Masculinities*, 7(3): 270-290.

Duncan, D. (2007) 'Out of the closet and into the gym: Gay men and body image in Melbourne, Australia', *Journal of Men's Studies*, 15 (3): 331-346.

Dundas, A. (1985) 'The American game of "smear the Queer" and the homosexual component of male competitive sport and warfare', *Journal of Psychoanalytic Anthropology*, 8 (3):115-129.

Edwards, T. (2005) 'Queering the pitch: Gay masculinities', in: M. S. Kimmel, J. Hearn and R.W. Connell (eds) *Handbook of Studies on Men and Masculinities*. London: Sage.

Gabriner, V. (1976) 'Come out slugging', *Quest*, 2(3): 52-57.

Jarvis, N. (2006) 'Ten men out: Gay sporting masculinities in softball', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

Kleinberg, S. (1987) 'The new masculinity of gay men and beyond', in M. Kaufman (ed) *Beyond Patriarchy: Essays by men on pleasure, power and change*. Toronto: Oxford University Press.

Owen, G. (2006) 'Catching crabs: Bodies, emotions and gay identities in mainstream competitive rowing', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

Pascoe, C. J. (2005) 'Dude, You're a Fag': Adolescent masculinity and the fag discourse', *Sexualities*, 8(3): 329-346.

Price, M. and Parker, A. (2003) 'Sport, sexuality, and the gender order: Amateur Rugby Union, gay men, and social exclusion', *Sociology of Sport Journal*, 20(2): 108-126.

Pronger, B. (1999) 'Outta my endzone: Sport and the territorial anus', *Journal of Sport and Social Issues*, 23: 373-389.

Pronger, B. (1990) *The Arena of Masculinity: Sports, homosexuality, and the meaning of sex*. New York: St Martin Press.

Wellard, I. (2006b) 'Exploring the limits of queer and sport: Gay men playing tennis', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

Men/Masculinities

Adair, D., Nauright, J. and Phillips, M. (1998) 'Playing fields through to battle fields: The development of Australian sporting manhood in its imperial context, circa 1850-1918', *Journal of Australian Studies*, 56.

Adams, M. L. (2005) 'Death to the prancing prince': Effeminacy, sport discourses and the salvation of men's dancing', *Body & Society*, 11(4): 63-86.

- Adams, M. L. (1993) 'To be an ordinary hero: Male figure skaters and the ideology of gender', in: A. Haddad (ed) *Men and Masculinities: A Critical Anthology*. Toronto: Canadian Scholars' Press.
- Anderson, E. (2005) 'Orthodox and inclusive masculinity: Competing masculinities among heterosexual men in a feminized terrain', *Sociological Perspectives*, 48(3): 337-355.
- Bairner, A. (1999) 'Soccer, masculinity, and violence in Northern Ireland: Between hooliganism and terrorism', *Men and Masculinities*, 1(3): 284-301.
- Bassett, G. (1998) 'Sport, triumph displays and masculinity', *Metro* (Melbourne, Vic), 116: 36-41.
- Bohls, K., Wangrin, M. and Christie, J. (1997) 'Athletes revel in being one of the guys, not one of the gays: out of bounds.' in P. Donnelly (ed) *Taking Sport Seriously: Social issues in Canadian sport*. Toronto: Thompson Educational Publishing.
- Boyd, K. (2006) 'May the best man win: Sport, masculinity, and nationalism in Great Britain and the empire, 1880-1935', *Journal of British Studies*, 45(1): 210-212.
- Boyle, R. (1994) 'Game, set and macho: Masculinity and Irish sport', *Irish Reporter, Special Issue: The Irish Male*, No. 14.
- Bramham, P. (2003) 'Boys, masculinities and PE', *Sport, Education and Society*, 8(1): 57-71.
- Brown, D. (1999b) 'Men, bodybuilders and the social meaning of muscle', in: M. Silvennoinen and A. Sparkes (eds) *Men's Bodies*. University of Jyväskylä: SoPhi.
- Bruce, T. (2000) 'Never let the bastards see you cry', *Sociology of Sport Journal*, 17(1): 69-74.
- Burgess, I., Edwards, A. and Skinner, J. (2003) 'Football culture in an Australian school setting: The construction of masculine identity', *Sport, Education and Society*, 8(2): 199-212.
- Burstyn, V. (1999) *The Rites of Men: Manhood, politics and the culture of sport*. Toronto: University of Toronto Press.
- Chapman, K. (2004) 'Ossu! Sporting masculinities in a Japanese karate dojo', *Japan Forum*, 16(2) July.
- Clayton, B. and Harris, J. (2004) 'Footballers' wives: The role of the soccer player's partner in the construction of idealized masculinity', *Soccer and Society*, 5(3): 317-335.
- Connell, R.W. (1990) 'An iron man: The body and some contradictions of hegemonic masculinity', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Connell, R.W. (1983) 'Men's bodies' in R.W. Connell (ed) *Which Way Is Up?* Sydney: Allen and Unwin.
- Cooper, M. (1994) 'Sporting identities', *XY: Men, Sex, Politics*, Autumn.
- Crotty, M. (2003) 'The making of the man: Australian public schoolboy sporting violence 1850-1914', *The International Journal of the History of Sport*, 20(3): 1-16.
- Curry, T. J. (2001) 'Reply to "A conversation (re)analysis of fraternal bonding in the locker room"', *Sociology of Sport Journal*, 18(3): 339-344.
- Curry, T. J. (1991) 'Fraternal bonding in the locker room: Pro-feminist analysis of talk about competition and winning', *Sociology of Sport Journal*, 8: 119-135.
- Davis, L.D. (1990) 'Male cheerleaders and the naturalisation of gender', in M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Day, I. (1990) '*Sorting Out the Men from the Boys: Masculinity, a missing link in the sociology of sport*. PAVIC Publications: Sheffield City Polytechnic.
- Denison, J. (1999) 'Boxed in', in A. Sparkes and M. Silvennoinen (eds) *Talking Bodies: Men's narratives of the body and sport*. Jyväskylä, Finland: University of Jyväskylä.

- Drummond, M. (1998) 'The social construction of masculinity in sport: An Australian surf lifesaving perspective', *South African Journal for Research in Sport, Physical Education and Recreation*, 20(2).
- Drummond, M. (2001) 'Boys' bodies in the context of sport and physical activity: Implications for health', *Journal of Physical Education New Zealand*, 34(1).
- Drummond, M. (2002) 'Sport and images of masculinity: The meaning of relationships in the life course of 'elite' male athletes', *Journal of Men's Studies*, 10(2).
- Dunning, E. (1986) 'Sport as a male preserve: Social sources of masculine identity', *Theory, Culture and Society*, 3(1): 70-90.
- Dunning, E. (1973) 'The rugby club as a type of "male preserve": Some sociological notes', *International Review for the Sociology of Sport*, 8: 5-24.
- Edley, N. and Wetherell, M. (1997) 'Jockeying for position: the construction of masculine identities', *Discourse and Society*, 8(2): 203-217.
- Evers, C. (2004) 'Men who surf', *Cultural Studies Review*, 10(1): 27-41.
- Evelage, S. and Delaney, K. (1998) 'Trash talkin' at Hardwick High: A case study of insult talk on a boys' basketball team', *International Review for the Sociology of Sport*, 33: 239-253.
- Farrell, W. (1980) 'The Super-Bowl phenomenon: Machismo as ritual', in: D.F. Sabo and R. Runfola (eds) *Jock: Sports and Male Identity*. Englewood Cliffs, NJ: Prentice-Hall.
- Fitzclarence, L. and Hickey, C. (2001) "Real footballers don't eat quiche": Old narratives in new times', *Men and Masculinities* 4(2): 118-139.
- Fitzclarence, L., Hickey, C. and Nyland, B. (2007) 'The thin line between pleasure and pain: Implications for educating young males involved in sport', in: K. Davidson and B. Frank (eds) *Masculinities and Schooling: International practices and perspectives*. Canada: The Athlouse Press.
- Gard, M. (2008) 'When a boy's gotta dance: new masculinities, old pleasures', *Sport, Education and Society*, 13(2): 181-193.
- Gard, M. (2006) 'More art than science? Boys, masculinities and physical education research', in: D. Kirk, D. Macdonald and M. O'Sullivan (eds) *The Handbook of Physical Education*. London: Sage.
- Gard, M. (2001) "'I like smashing people, and I like getting smashed myself": addressing issues of masculinity in physical education and sport', in: W. Martino, and B. Meyenn (eds) *What About the Boys? Issues of masculinity in schools*. Buckingham: Open University Press.
- Gard, M. and Meyenn, R. (2000) 'Boys, bodies, pleasure and pain: interrogating contact sport in schools', *Sport, Education and Society*, 5(1): 19-34.
- Gilbert, R., and Gilbert, P. (1998) 'Playing the game', in *Masculinity Goes to School*. St Leonards, NSW: Allen & Unwin.
- Gillett, J. and White, P. G. (1992) 'Male bodybuilding and the reassertion of hegemonic masculinity: A critical feminist perspective', *Play and Culture*, 5(4), Nov.
- Gruneau, R. and Whitson, D. (1993) *Hockey Night in Canada: Sport, identities and cultural politics*. Toronto: Garamond Press.
- Harris, J. and Clayton, B. (2007) '[The first metrosexual rugby star: Rugby Union, masculinity, and celebrity in contemporary Wales.](#)' *Sociology of Sport Journal*, 24(2): 145.
- Hartmann, D. (2003) 'The sanctity of Sunday football: Why men love sports', *Contexts*, 2(4): 13-21.
- Harvey, S. J. (1996) 'The construction of masculinity among male collegiate volleyball players', *Journal of Men's Studies*, 5(2), Nov.

- Hasbrook, C. A. and Harris, O. (1999) 'Wrestling with gender: Physicalities and masculinities among inner-city first and second graders', *Men and Masculinities*, 1(3):302-318.
- Haywood, C. and Mac an Ghail, M. (1997) 'A man in the making: Sexual masculinities within changing training cultures', *Sociological Review*, 45(4): 576-591.
- Hickey, C. (2008) 'Physical education, sport and hyper-masculinity in schools', [*Sport, Education and Society*, 13\(2\): 147-161.](#)
- Hickey, C., Fitzclarence, L. and Matthews, R. (eds.) (2000) *Where the boys are: Masculinity, sport and education*. Geelong, Australia: Deakin University Press.
- Hokowhitu, B. (2004) 'Tackling Māori masculinity: a colonial genealogy of savagery and sport', *The Contemporary Pacific*, 16(2): 259-284.
- Hughson, J. (2000) 'The boys are back in town: Soccer support and the social reproduction of masculinity', *Journal of Sport and Social Issues*, 24: 8-23.
- Hutchins, B., and J. Mikosza. (1998) 'Australian rugby league and violence 1970 to 1995: A case study in the maintenance of masculine hegemony', *Australian and New Zealand Journal of Sociology*, 34(3): 246-263.
- Jackson, D. (1990) 'Sporting activities and masculinities', in D. Jackson *Unmasking Masculinity: A Critical autobiography*. London: Unwin Hyman
- Jansen, S.C. and Sabo, D.F. (1994) 'The sport/war metaphor: Hegemonic masculinity, the Persian Gulf War, and the New World Order', *Sociology of Sport Journal*, 11: 1-17.
- Jimerson, J. B. (2001) 'A conversation (re)analysis of fraternal bonding in the locker room', *Sociology of Sport Journal*, 18(3): 317-338.
- Kane, M.J. and Disch, L.J. (1993) 'Sexual violence and the reproduction of male power in the locker room: The 'Lisa Olsen Incident'', *Sociology of Sport Journal*, 10: 331-352.
- Katz, J. (1996) 'Masculinity and sports culture', in: R. Lapchick (ed) *Sport in Society: Equal opportunity or business as usual?* Thousand Oaks, CA: Sage Publications.
- Katz, J. (1995) 'Reconstructing masculinity in the locker room: The Mentors in Violence Prevention Project', *Harvard Educational Review*, 65(2): 163-174
- Kenway, J. (2000) 'Masculinity studies, sport and feminism: Fair play or foul', in: C. Hickey, L. Fitzclarence and R. Matthews (eds.) *Where the Boys Are: Masculinity, sport and education*. Geelong, Australia: Deakin University Press.
- Kidd, B. (1990) 'The men's cultural centre: Sports and the dynamic of women's oppression/men's repression', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Kidd, B. (1987) 'Sports and masculinity', in M. Kaufman (ed) *Beyond Patriarchy: Essays by Men on Pleasure, Power and Change*. New York: Oxford University Press.
- Kimmel, M.S. (1990) 'Baseball and the reconstitution of American masculinity, 1880-1920', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- King, A. (1997) 'The lads: Masculinity and the new consumption of football', *Sociology*, 31(2): 329-346.
- Kirk, D. (2000) 'High school rugby, the body and the reproduction of hegemonic masculinity', *Sport, Education and Society*, 5(2): 163-176.
- Klein, A. M. (1995) 'Tender machos: Masculine contrasts in the Mexican Baseball League', *Sociology of Sport Journal*, 12(4): 370-388.
- Klein, A. M. (1993) 'Of muscles and men', *Sciences*, 33(6): 32-37.

- Klein, A. M. (1990) 'Little big man: Hustling, gender narcissism, and bodybuilding subculture', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Klein, A. M. (1987) 'Fear and loathing in Venice: Narcissism, fascism, and bodybuilding', *Journal of Psychoanalytic Anthropology*, 10(2): 117-137.
- Klein, A. M. (1986) 'Pumping irony: Crisis and contradiction in bodybuilding subculture', *Sociology of Sport Journal*, 3(1): 3-23.
- Klein, A. M. (1985) 'Muscle manor: The use of sport metaphor and history in sport sociology', *Journal of Sport and Social Issues*, 9(1):4-17.
- Klein, M. (1990) 'The macho world of sport: A forgotten realm? Some introductory remarks', *International Review for the Sociology of Sport*, 25(3): 175-184.
- Knoppers, A. and Anthonissen, A. (2005) 'Male athletic and managerial masculinities: Congruencies in discursive practices?', *Journal of Gender Studies*, 14(2): 123-135.
- Kusz, K. W. (2001) '“I Want to be the minority”: The politics of youthful white masculinities in sport and popular culture in 1990s America', *Journal of Sport and Social Issues*, 25(4): 390-416.
- Laberge, S. and Albert, M. (1999) 'Conceptions of masculinity and of gender transgressions in sport among adolescent boys: Hegemony, contestation and social class dynamic', *Men and Masculinities*, 1(3): 243-267. (Also in: J. McKay, M.A. Messner and D.F. Sabo (eds) (2000) *Masculinities, Gender Relations and Sport*. Thousand Oaks, CA: Sage.)
- Laitinen, A. and Tiihonen, A. (1990) 'Narratives of men's experiences in sport', *International Review for the Sociology of Sport*, 25(3): 185-202.
- Levine, P. (1997) 'Ellis-Island to Ebbets Field revisited: Speculations on sport, masculinity, and American culture', *Journal of Sport History*, 24(2): 259-262.
- Light, R. (2008b) 'Learning masculinities in a Japanese high school rugby club', [Sport, Education and Society](#), 13(2): 163 – 179.
- Light, R. (2000) 'Culture at play: A comparative study of masculinity and game style in Japanese and Australian rugby', *International Sports Studies*, 22(2): 26-41.
- Light, R. (1999a) 'Regimes of training and the construction of masculinity in Japanese university rugby', *International Sports Studies*, 21(1): 39-54.
- Light, R. (1999b) 'Learning to be a 'rugger man': high school rugby and media constructions of masculinity in Japan', *Football Studies*, 2(1): 74-89.
- Light, R. and Kirk, D. (2000) '[High school rugby, the body and the reproduction of masculinity](#)', *Sport, Education and Society*, 5(2): 163-176.
- Lockley, T. (2003) 'The manly game': Cricket and masculinity in Savannah, Georgia in 1859', *The International Journal of the History of Sport*, 20(3): 77-98.
- Mangan, J.A. (ed) (2000) *Making European Masculinities: Sport, Europe, gender*. Frank Cass.
- McKay, J. (ed). (1999) *Men and Masculinities*, Special Issue: *Men and Sport*, 1(3), Jan.
- McKay, J. (1991) 'Masculine hegemony and the social construction of genders', in: *No Pain, No Gain? Sport and Australian Culture*. Sydney: Prentice Hall
- McKay, J., Messner, M.A. and Sabo, D.F. (eds) (2000) *Masculinities, Gender Relations and Sport*. Thousand Oaks, CA: Sage.
- McLaughlin, T. (2004) "'Man to man": Basketball, movement, and the practice of masculinity', *South Atlantic Quarterly*, 103(1): 169-191.
- Messner, M.A. (1990a) 'Boyhood, organized sports, and the construction of masculinities', *Journal of Contemporary Ethnography*, 18(4):416-444.

- Messner, M.A. (1990b) 'Men studying masculinity: Some epistemological issues in sport sociology', *Sociology of Sport Journal*, 7: 136-153.
- Messner, M.A. (1990c) 'Masculinities and athletic careers: Bonding and status differences', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign, IL: Human Kinetics.
- Messner, M. A. (1990d) 'When bodies are weapons: Masculinity and violence in sport', *International Review for the Sociology of Sport*, 25(3): 203-220.
- Messner, M.A. (1989) 'Masculinities and athletic careers', *Gender & Society*, 3(1): 71-88.
- Messner, M.A. (1988) 'Sports and male domination: The female athlete as contested ideological terrain', *Sociology of Sport Journal*, (5): 197-211. Also in S. Birrell and C. Cole (eds.) (1994) *Women, Sport, and Culture*. Champaign, IL: Human Kinetics.
- Messner, M.A. (1987a) 'The meaning of success: The athletic experience and the development of male identity', in: H. Brod (ed) *The Making of Masculinities: The new men's studies*. Boston, MASS: Allen & Unwin.
- Messner, M A. (1987b) 'The life of a man's seasons: Male identity in the life course of the jock', in: M. Kimmel (ed) *Changing Men: New Directions in Research on Men and Masculinity*. New York: Sage.
- Messner, M.A. (1985) 'The changing meaning of male identity in the life course of the athlete', *Arena Review*, 9(2): 31-60.
- Messner, M.A. and Sabo, D.F. (1994) *Sex, Violence and Power in Sports: Rethinking masculinities*. Freedom: Crossing Press.
- Miller, T. (1998) 'Commodifying the male body, problematizing "hegemonic masculinity"', *Journal of Sport and Social Issues*, 22(4): 431-447.
- Miracle, A.W. and Rees, C.R. (eds) (1994) *Lessons of the Locker Room*. Amherst: Prometheus Books.
- Mitzel, J. (1993) 'Sports and the macho male', in: W. Leyland (ed) *Gay Roots: An Anthology of Gay History, Sex, Politics and Culture*. San Francisco: Gay Sunshine Press.
- Mitzel, J. (1976) *Sports and the Macho Male*. Fag Rag Books (2nd edition).
- Moore, P R. (ed) (1997) *Building Bodies*. New Brunswick: Rutgers University Press.
- Naess, F. D. (2001) '[Narratives about young men and masculinities in organised sport in Norway](#)', *Sport, Education and Society*, 6(2): 125-142.
- Nauright, J. and Chandler, T. (eds) (1995) *Making Men: Rugby and masculine identity*. London: Frank Cass.
- Oates, T., and Durham, M.G. (2004) 'The mismeasure of masculinity: The male body, 'race' and power in the enumerative discourses of the NFL Draft', *Patterns of Prejudice*, 38(3): 301-320.
- O'Bireck, Gary M. (ed) (1996) *Not a Kid Anymore: Canadian Youth, Crime, and Subcultures*. Includes: West, W.G. Youth Sports and Violence: A Masculine Subculture?. pp. 309-348.
- Park J. (2000). 'The worst hassle is you can't play rugby': Haemophilia and masculinity in New Zealand', *Current Anthropology*, 41(3):443-453.
- Parker, A. (2001) 'Soccer, servitude and sub-cultural identity: Football traineeship and masculine construction', *Soccer and Society*, 2(1): 59-80.
- Parker, A. (1996a) 'The construction of masculinity within boys' 'physical education', *Gender and Education*, 8(2): 141-157.
- Parker, A. (1996b) 'Sporting masculinities: Gender relations and the body', in: M. Mac an Ghail, (ed) *Understanding Masculinities: Social Relations and Cultural Arenas*. Buckingham & Philadelphia: Open University Press.

- Parry, M. and Malcolm, D. (2004) 'England's Barmy Army: Commercialization, masculinity and nationalism', *International Review for the Sociology of Sport*, 39(1): 75-94.
- Pascoe, C.J. (2003) 'Multiple masculinities? Teenage boys talk about jocks and gender', *American Behavioral Scientist*, 46(10): 1423-1438.
- Pearson, K. (1982) 'Conflict, stereotypes and masculinity in Australian and New Zealand surfing', *Australian and New Zealand Journal of Sociology*, 18(2): 117-135.
- Phillips, J. (1984) 'Rugby, war and the mythology of the New Zealand male', *New Zealand Journal of History*, 18.
- Pringle, R. (2008) 'No rugby – no fear': Collective stories, masculinities and transformative possibilities in schools', [*Sport, Education and Society*, 13\(2\): 215-237](#).
- Pringle, R. (2001) 'Competing discourses: Narratives of a fragmented self, manliness and rugby union', *International Journal for the Sociology of Sport*, 36(4): 425-439.
- Putney, C. (2001) *Muscular Christianity: Manhood and sports in Protestant America, 1880-1920*. Cambridge, MASS.: Harvard University Press.
- Redekop, P. (1984) 'Sport and the masculine ethos: Some implications for family interaction', *International Journal of Comparative Sociology*, 25(3-4): 262-269.
- Renold, E. (1997) 'All they've got on their brains is football': Sport, masculinity and the gendered practices of playground relations', *Sport, Education and Society*, 2(1): 5-23.
- Robertson, S. (2003) 'If I let a goal in, I'll get beat up': Contradictions in masculinity, sport and health', *Health Education Research*, December, 18(6): 706-716.
- Rowe, D. and McKay, J. (2003) 'A man's game: Sport and masculinities', in: S. Tomsen and M. Donaldson (eds) *Male Trouble: Looking at Australian Masculinities*. North Melbourne, VIC: Pluto Press.
- Rowe, D. and McKay, J. (1998) 'Sport: still a man's game', *Journal of Interdisciplinary Gender Studies*, 3(2): 113-128.
- Sabo, D.F. (1989) 'The myth of the sexual athlete', *Changing Men: Issues in Gender, Sex and Politics*, 20(Winter/Spring):38-39. (Also in: (1990) Abbott, F. (ed) *Men and Intimacy: Personal Accounts Exploring the Dilemmas of Modern Male Sexuality*. California: Crossing Press.)
- Sabo, D.F. (1986) 'Pigskin, patriarchy and pain', *Changing Men: Issues in Gender, Sex and Politics*, 16(Summer): 24, 25.
- Sabo, D.F. (1985) 'Sport, patriarchy and male identity: New questions about men and sport', *Arena Review*, 9:1-30.
- Sabo, D. and Panepinto, J. (1990) 'Football ritual and the social reproduction of masculinity', in: M. Messner and D. Sabo (eds) *Sport, Men and the Gender Order. Critical Feminist Perspectives*. Champaign, IL: Human Kinetics.
- Sabo, D. and Runfola, (eds) (1980) *Jock: Sports and male identity*. Engelwood Cliffs, NJ: Prentice Hall.
- Schacht, Steven P. (1996) 'Misogyny on and off the 'pitch': The gendered world of male rugby players', *Gender & Society*, 10(5): October.
- Schafer, W.E. (1975) 'Sport and male sex role socialisation', *Sport Sociology Bulletin*, 4(Fall): 224-233.
- Sheard, K. and Dunning, E. (1973) 'The rugby football club as a type of male preserve', *International Review for the Sociology of Sport*, 8 (1): 5-24.
- Smith, S. L. (2000) 'British non elite road running and masculinity: A case of 'running repairs'?', *Men and Masculinities*, 3(2): October.
- Sparkes, A. and Silvennoinen, M. (eds) (1999) *Talking bodies: Men's narratives of the body and sport*. Jyvaskyla, Finland: University of Jyvaskyla.

Star, L. (1994) 'Televised rugby and male violence', *Feminist Studies in Aotearoa Electronic Journal*, 25(19): August.

Swain, J. (2003) '[How young schoolboys become somebody: The role of the body in the construction of masculinity](#)', *British Journal of Sociology of Education*, 24(3): 299-314.

Swain, J. (2002) 'The resources and strategies boys use to establish status in a junior school without competitive sport', *Discourse*, 23(1): 91-107.

Swain, J. (2000) "'The money's good, the fame's good, the girls are good": The role of playground football in the construction of young boys' masculinity in a junior school', *British Journal of Sociology of Education*, 21(1): 95-110.

Thonen, A. (1994) 'Asthma: The construction of the masculine body', *International Review for the Sociology of Sport*, 29(1): 51-62.

Thorton, A. (1993) 'The accomplishment of masculinities: Men and sports', in: T. Haddad (ed) *Men and Masculinities: A Critical Anthology*. Toronto: Canadian Scholars' Press.

Tinning, R. (1998) 'What position do you play? A narrative about sport, physical education and masculinities', in: C. Hickey, L. Fitzclarence and R. Matthews (eds) *Where the Boys Are: Masculinity, sport and education*. Deakin, Australia: Deakin University Press.

Wedgwood, N. (2003) 'Aussie rules! Schoolboy football and masculine embodiment' in: S. Tomsen and M. Donaldson (eds) *Male Trouble: Looking at Australian masculinities*. Melbourne, Australia: Pluto Press.

Wedgwood, N. (1997) 'Spewin', Mate!' - A day at the cricket' *Social Alternatives*, 16(3): Jly.

Weinstein, M. D., Smith, M. D. and Wiesenthal, D. L. (1995) 'Masculinity and hockey violence', *Sex Roles*, 33(11-12): 831-847.

Wellard, I. (2002) 'Men, sport, body performance and the maintenance of exclusive masculinity', *Leisure Studies*, (21): 235-247.

Wheaton, B. (2000) "'New Lads'? Masculinities and the 'new sport' participant', *Men and Masculinities*, 2(4): Apr.

Whitehead, S. (ed). (2006) *Men and Masculinities: Critical Concepts in Sociology*. No. 5. London: Sage.

Whitson, D. (1990) 'Sport in the social construction of masculinity', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.

Wiegiers, Y. (1998) 'Male bodybuilding: The social construction of a masculine identity', *Journal of Popular Culture*, 32(2): 147-161.

Williams, J. and Taylor, R. (1994) 'Boys keep swinging: Masculinity and football culture in England', in: T. Newburn and B. Stanko (eds) *Just Boys Doing Business: Men, masculinities and crime*. London: Routledge.

Wilson, B. (2002) 'The "Anti-Jock" movement: Reconsidering youth resistance, masculinity, and sport culture in the age of the Internet', *Sociology of Sport Journal*, 19: 206-233.

Bisexual

Griffin, P. (1999) 'Lesbians and bisexual women in sport', *Journal of Physical Education, Recreation & Dance*, 70(4): 53-55; 62.

Transgender

Birrell, S. and Cole, C. (1990) 'Double fault: Renee Richards and the naturalization of difference', *Sociology of Sport Journal*, 7(1):21.

Bullough, V.L., Bullough, B. and Smith, R. (1983) 'A comparative study of male transvestites, male to female transsexuals, and male homosexuals', *Journal of Sex Research*, 19(3): 238-257.

Semerjian, T. (2006) "FTM means female to me": Transgender athletes performing gender', *Women in Sport and Physical Activity Journal*, 15(2):28-43

Symons, C. and Hemphill, D. (2006) 'Transgendering sex and sport in the Gay Games', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

Travers, A. (2006) 'Queering sport: Lesbian softball leagues and the transgender challenge', *International Review for the Sociology of Sport*, 41(3/4): 431-446.

Mixed

Aitchison, C.C. (ed.) (2007) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge.

Anderson, K. L. (1999) 'Snowboarding: The construction of gender in an emerging sport', *Journal of Sport and Social Issues*, 23(1): Feb.

Caldwell, L.L. Kivel, B.D. Smith, E.A. and Hayes, D. (1998) 'The leisure context of adolescents who are lesbian, gay male, bisexual and questioning their sexual identities: an exploratory study', *Journal of Leisure Research*, 30(3): 341-355.

Carlin, A. (1994) 'Athletic performance and sexuality', *Modern Athlete and Coach*, 32(3): 34-36.

Davidson, J. (2006) 'The necessity of queer shame for gay pride: The Gay Games and cultural events', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

Duquin, M. (1979) 'Differential sex role socialisation toward amplitude appropriation', *Research Quarterly*, 48(2).

Dworkin, S.L. and Messner, M.A. (2000) 'Just do ...what?: Sport, bodies, gender', in: M.M. Ferree, J. Lorber and B.B. Hess (eds) *Revisioning Gender*. Thousand Oaks, CA: Sage.

Fink, J. S. (2008) 'Gender and sex diversity in sport organizations: Concluding remarks', *Sex Roles*, 58: 1-2.

Fink, J. S., Pastore, D. L. and Riemer, H. A. (2001) 'Do differences make a difference? Managing diversity in Division IA intercollegiate athletics', *Journal of Sport Management*, 15: 10-50.

Gill, D.L., Morrow, R.G., Collins, K.E., Lucey, A. and Scultz, A.M. (2006) 'Attitudes and sexual prejudice in sport and physical activity', *Journal of Sport Management*, 20(4): 554-564.

Guttmann, A. (2005) 'Sexuality', in: *Berkshire Encyclopedia of World Sport*, 4, p.1357.

Guttman, A. (1996) *The Erotic in Sport*. New York: Columbia University.

Heaven, P. and Rowe, D. (1990) 'Gender, sport and body image', in: D. Rowe and L. Lawrence. (eds) *Sport and Leisure: Trends in Contemporary Popular Culture*. Sydney: Harcourt Brace Javanovich.

Hovden, J. (2000) 'Heavyweight men and younger women? The gendering of selection processes in Norwegian sport organisations', *NORA: Nordic Journal of Women's Studies*, 1(1): 1-32.

Jaggard, E. (2001). 'Tempering the testosterone': Masculinity, women and Australian surf lifesaving', *International Journal of the History of Sport*, 18(4): 16-36.

Johnson, C.W. (1999/2000) 'Living the game of hide and seek: Leisure in the lives of gay and lesbian young adults', *Leisure/Loisir*, 24(3/4): 255-278.

Kidd, D. (1983) 'Getting physical: Compulsory heterosexuality and sport', *Canadian Women Studies*, 4(3): 62-65.

Kivel, B.D. (1997) 'Leisure, narratives and the construction of identity among lesbian, gay and bisexual youth', *Journal of Leisureability*, 24(4).

Kivel, B.D. and Kleiber, D.A. (2000) 'Leisure in the identity formation of lesbian/gay youth: personal, but not social', *Leisure Sciences*, 22(4): 215-232.

- Krane, V., Barber, H. and McClung, L. (2002) 'Social psychological benefits of Gay Games participation: A social identity theory explanation', *Journal of Applied Sport Psychology*, 14: 27-42.
- Laurendeau, J. (2004) 'The "crack choir" and the "cock chorus": The intersection of gender and sexuality in skydiving texts', *Sociology of Sport Journal*, 21(4): 397-417.
- Layden, T. (1999) 'OUT in the Open', *Sports Illustrated for Women*, 1(1): 22-25.
- Lenskyj, H. (1990a) 'Power and play: Gender and sexuality issues in sport and physical activity', *International Review for the Sociology of Sport*, 25: 235-245.
- Marsh, H.W. and Jackson, S.A. (1986) 'Multidimensional self-concepts, masculinity and femininity as a function of women's involvement in athletics', *Sex Roles*, 15(3): 391-415.
- McCarthy, M. (2006) 'Sexuality and exercise motivations: Are gay men and heterosexual women most likely to be motivated by concern about weight and appearance?', *Sex Roles*, 55(7): 567-572.
- McCaughy, N., Dillon, S., Jones, E. and Smigell, S. (2005) 'Sexuality sensitive schooling', *Quest*, 57 (4): 426-443.
- McKay, J. (2002) 'Teaching against the grain: A learner-centred, media-based and pro feminist approach to gender and non-violence in sports', in: M. Gatz, S.B. Rokeach, and M.A. Messner (eds) *Paradoxes of Youth and Sport*. Albany, NY: State University of New York.
- McKay, J. (1993) 'Marked men' and 'wanton women': The politics of naming sexual' deviance' in sport', *Journal of Men's Studies*, 2: 69-87.
- Mean, L. (2001) 'Identity and discursive practice: Doing gender on the football pitch', *Discourse & Society*, 12(6): 789-815.
- Messner, M.A. (2006) *Out of Play: Critical essays on gender and sport*. State Albany, NY: University of New York Press,
- Messner, M.A. (2002) *Taking the Field: Women, men, and sports*. Minneapolis, MN: University of Minnesota Press.
- Messner, M.A. and Sabo, D.F. (eds.) (1990) *Sport, Men and the Gender Order. Critical feminist perspectives*. Champaign, IL: Human Kinetics.
- Messner, M. A. (1994) 'Sports and male domination: the female athlete as contested ideological terrain', S. Birrell and C. Cole (eds) *Women, Sport, and Culture*. Champaign, IL: Human Kinetics.
- Miller, T. (2001) *Sportsex*. Philadelphia: Temple University Press.
- Paechter, C. (2003) 'Power, bodies and identity: How different forms of physical education construct varying masculinities and femininities in secondary schools', *Education Sexuality and Learning*, 3(1): 47-59.
- Probyn, E. (2000) 'Sporting bodies: Dynamics of shame and pride', *Body & Society*, 6(1): 13-28.
- Pronger, B. (2000) 'Homosexuality and sport: Who's winning?' in: J. McKay, M.A. Messner and D. Sabo (eds) *Masculinities, Gender Relations and Sport*. London: Sage.
- Rowe, D., Markwell, K. and Stevenson, D. (2006) 'Exploring participants' experiences of the Gay Games: Intersections of sport, gender and sexuality', *International Journal of Media and Cultural Politics*, 2(2): 149-165.
- Rowland, C. (1986) 'Games people play: The burgeoning world of gay athletics', *The Advocate*, 23rd Dec, 462: 42-47 and 108-109
- Ryan, J. (2001) 'Muscling in: Gender and physicality in weight-training culture', in: N. Watson and Cunningham-Burley, S. (eds) *Reframing the Body*. New York: Palgrave.
- Schmalz, D.L. and Kerstetter, D.L (2006) 'Girlie girls and manly men: Children's stigma consciousness of gender in sports and leisure activities', *Journal of Leisure Research*, 38(4): 536-557.

- Sisjord, M.K. (1997) 'Wrestling with gender: A study of young female and male wrestlers' experiences of physicality', *International Review for the Sociology of Sport*, 32(4): 432-438.
- Skeggs, B. (1999) 'Matter out of place: Visibility and sexualities in leisure spaces', *Leisure Studies*, 18(3):213-232.
- Smalley, A. L. (2005) "'I just like to kill things': Women, men and the gender of sport hunting in the United States, 1940-1973", *Gender & History*, 17(1): 183-209.
- Stedman, L. (1997) 'From gadget to gonad man: Surfers, feminists and postmodernisation', *Australian and New Zealand Journal of Sociology*, 33(1): Mar.
- Stevenson, D., Rowe, D. and Markwell, K. (2005) 'Explorations in 'event ecology': The case of the International Gay Games', *Social Identities*, 11(5): 447-465.
- Symons, C. (2002) 'The Gay Games and community,' in: D. Hemphill and C. Symons (eds) *Gender, Sexuality and Sport: A Dangerous Mix*. Petersham, NSW: Walla Press.
- van Ingen, C. (2004) 'Therapeutic landscapes and the regulated body in the Toronto front runners', *Sociology of Sport Journal*, 21(3): 253-269.
- von der Lippe, G. (2003) 'Construction of gender and sexuality in a dramaturgical sport context', *Sociologisk tidsskrift*, 11(4): 339-368.
- Wacquant, L.J.D. (2001) 'Whores, slaves and stallions: Languages of exploitation and accommodation among professional boxers', *Body & Society*, 7(2): 181-194.
- Waitt, G. (2003) 'Gay Games: Performing 'community' out from the closet of the locker Room', *Social & Cultural Geography*, 4(2): 167-183.
- Young, P. (1994) *Lesbians and Gays in Sports*. New York: Chelsea House Publishers.

Media

Lesbian

- Allen, L. (1997) *The Lesbian Idol: Martina, KD and the consumption of lesbian masculinity*. London: Cassell.
- Burroughs, A., Seebohm, L. and Ashburn, L. (1995) "'A leso story": A case study of Australian women's cricket and its media experience', *Sporting Traditions*, 12(1): 27-46.
- Creedon, P. (ed) (1994) *Women, Media and Sport: Challenging gender values*. London: Sage.
- Hamer, D. (1994) 'Netting the press: Playing with Martina', in D. Hamer and B. Budge (eds) *The Good, The Bad and the Gorgeous*. London: Pandora.
- Harris, J. (2005) 'The image problem in women's football'. *Journal of Sport and Social Issues*, 29(2): 184-197.
- Harris, J. (1999) 'Lie back and think of England: The women of Euro 96', *Journal of Sport & Social Issues*, 23(1): 96-110.
- Harris, J. and Clayton, B. (2002) 'Femininity, masculinity, physicality and the English tabloid press: The case of Anna Kournikova', *International Review for the Sociology of Sport*, 37(3-4): 397-413.
- Holmlund, C.A. (1994) 'Visible difference and flex appeal: The body, sex, sexuality, and the race in the Pumping Iron films', in: S. Birrell and C. Cole (eds) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.
- Jamieson, K.M. (1998) 'Reading Nancy Lopez: Decoding representations of race, class, and sexuality', *Sociology of Sport Journal*, 15(4): 343-358.

- Kane, M.J. and Greendorfer, S.L. (1994) 'The media's role in accommodating and resisting stereotyped images of women in sport', in: P. Creedon (ed) *Women, Media and Sport: Challenging gender values*. Thousand Oaks, CA: Sage.
- Kane, M.J. and Lenskyj, H.J. (1998) 'Media treatment of female athletes: Issues of gender and sexualities', in: L. Wenner (ed) *MediaSport*. London and New York: Routledge.
- Kane, M.J. and Parks, J.B. (1992) 'The social construction of gender difference and hierarchy in sport journalism - few new twists on very old themes', *Women in Sport & Physical Activity Journal*, 1(1): 49-83.
- Kennedy, E. (2000) 'She wants to be a sledgehammer? Tennis femininities on British television', *Journal of Sport and Social Issues*, 25(1): 56-72.
- Lenskyj, H.J. (1998) "'Inside sport" or "on the margins"? Australian women and the sport media', *International Review for the Sociology of Sport*, 33(1): 19-32.
- MacNeill, M. (1988) 'Active women, media representations, and ideology', in: J. Harvey and H. Cantelon (eds) *Not Just a Game: Representations of Canadian sport sociology*. Ontario: University of Ottawa Press.
- Mikosza, J. and Phillips, M. (1999) 'Gender, sport and the body politic: The framing of femininity in 'The Golden Girls of Sport Calendar' and 'The Atlanta Dream'', *International Review for the Sociology of Sport*, 34: 5-16.
- Oriard, M. (1982) 'From Jane Allen to water dancer: A brief history of the feminist sports novel', *Modern Fiction Studies*, 33(1): 9-20.
- Pirinen, R. (1997) 'Catching up with men? Finnish newspapers coverage of women's entry into traditionally male sports', *International Review for the Sociology of Sport*, 32(3): 239-249.
- Plymire, D.C. and Forman, P.J. (2001) 'Speaking of Cheryl Miller: Interrogating the lesbian taboo on a women's Basketball newsgroup', *NWSA Journal*, 13(1): 1-21.
- Plymire, D.C. and Forman, P.J. (2000) 'Breaking the silence: Lesbian fans, the Internet, and the sexual politics of women's sport', *International Journal of Sexuality and Gender Studies*, 5(2): 141-153.
- Sandos, J. A. (1997) *Whole Other Ball Game: Women's literature on women's sport*. New York: Farrar, Straus & Giroux.
- Sandos, J. (1995) 'Lesbian sport fiction', *Lesbian Review of Books*, 1(4): 22.
- Schultz, J. (2004) 'Discipline and push-ups: Female bodies, femininity, and sexuality in popular representations of sports bras', *Sociology of Sport Journal*, 21(2): 185- 205.
- Spencer, N. E. (2003) "'America's Sweetheart" and "Czech-Mate": A discursive analysis of the Evert-Navratilova rivalry', *Journal of Sport and Social Issues*, 27(1): 18-37.
- Williams, L. (1982) "'Personal Best": Women in love', *Jump Cut*, 27. (Also in: S. Birrell and C. Cole (eds) (1994) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.)

Gay

- Dworkin, S.L. and Wachs, F.L. (2000) 'The morality/manhood paradox: Masculinity, sport, and the media', in: J. McKay, M.A. Messner and D.F. Sabo (eds) *Masculinities, Gender Relations, and Sport*. Thousand Oaks, CA: Sage.
- Hall, L. (2002) 'What it means to be a Lion Red Man: alcohol advertising and Kiwi masculinity', in: J. Farnsworth and I. Hutchinson (eds) *New Zealand Television: A reader*. Palmerston North, NZ: Dunmore Press.
- Hill, J. (2005) 'Sport stripped bare: Deconstructing working-class masculinity in "This Sporting Life"', *Men and Masculinities*, 7(4): 405-423.

- Kennedy, E. (2007) 'Watching the game: Theorising masculinities in the context of mediated tennis', in: C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge.
- Kennedy, E. (2004) 'Bodies laid bare: Sport and the spectacle of masculinity', in E. Kennedy and A. Thornton (eds) *Leisure, Media and Visual Culture: Representations and contestations*. Eastbourne: Leisure Studies Association.
- Kennedy, E. (2000a) 'You talk a good game': Football and masculine style on British television', *Men and Masculinities*, 3(1): 57-84.
- Kennedy, E. (2000b) 'Bad boys and gentlemen: Gendered narrative in televised sport', *International Review for the Sociology of Sport*, 35(1): 59-73.
- McKay, J. and Middlemiss, I. (1995) "Mate against mate, State against State": A case study of media constructions of hegemonic masculinity in Australian sport', *Masculinities*, 3(3): Fall.
- McKay, J. and Rowe, D. (1997) 'Field of soaps: Rupert v. Kerry as masculine melodrama', *Social Text*, 15(1): Spring.
- Messner, M.A. and Montez de Oca, J. (2005) 'The male consumer as loser: Beer and liquor ads in mega sports media events', *Signs*, 30(3): 1879-1909.
- Messner, M. A., Dunbar, M. and Hunt, D. (2000) 'The televised sports manhood formula', *Journal of Sport & Social Issues*, 24(4): 380-394.
- Messner, M. A., Duncan, M.C., and Jensen, J. (1993) 'Separating the men from the girls: The gendered language of televised sports', *Gender & Society*, 7(1): 121-137.
- Messner, M.A., Hunt, D. And Dunbar, M. (1999) *Boys to men: Sports media messages about masculinity*. Oakland, CA: Children Now.
- Messner, M. A., and Solomon, W.S. (1993) 'Outside the frame: Newspaper coverage of the Sugar Ray Leonard wife abuse story', *Sociology of Sport Journal*, 10: 119-134.
- Miller, T. (1990) 'Sport, media and masculinity', in: D. Rowe and G. Laurence (eds) *Sport and Leisure: Trends in Australian Popular Culture*. Sydney: Harcourt Brace Jovanovich.
- Miller, K. E., Melnick, M. J., Farrell, M. P., Sabo, D.F. and Barnes, G. M. (2006) 'Jocks, gender, binge drinking, and adolescent violence', *Journal of Interpersonal Violence*, 21(1): 105-120.
- Millington, B., Vertinsky, P., Boyle, E. and Wilson, B. (2008) 'Canada Making Chinese-Canadian masculinities in Vancouver's physical education curriculum', [Sport, Education and Society](#), 13(2): 195-214.
- Mills, M. (1997) 'Football, desire and the social organization of masculinity', *Social Alternatives*, 16(1): 10-13.
- Sabo, D. and Jansen, S.C. (1992) 'Images of men in sports media: The social reproduction of gender order', in: S. Craig (ed) *Men, Masculinity and the Media*. London: Sage.
- Sherrill, A. (1984) 'The male athlete in young adult sport fiction', *Arete*, Fall 30:111.
- Trujillo, N. (1991) 'Hegemonic masculinity on the mound: Media representations of Nolan Ryan and American sports culture', *Critical Studies in Mass Communication*, 8(3): Sep.
- Whannel, G. (2007) 'Mediating masculinities: The production of media representations in sport', in: C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge, pp. 17-21.
- Whannel, G. (2002) *Media Sports Stars, Masculinities and Moralities*. London: Routledge.
- Whannel, G. (1993) 'No room for uncertainty: Gridiron masculinity in North Dallas Forty', in: P. Kirkham and J. Thumin (eds) *You Tarzan: Masculinity, Movies and Men*. London: Lawrence and Wishart.
- White, P. G. and Gillett, J. (1994) 'Reading the muscular body: A critical decoding of advertisements in Flex magazine', *Sociology of Sport Journal*, 11: 18-39.

Wolff, A. (1987) 'Raging bull: The homosexual subtext in film', in: M. Kaufman (ed) *Beyond Patriarchy: Essays by man on pleasure, power and change*. Toronto: Oxford University Press.

Worsching, M. (2000) 'Sporting metaphors and the enactment of hegemonic masculinity: Sport and advertising in the German newsmagazine, *Der Spiegel*', *Journal of Popular Culture*, 34(3): 59-85.

Bisexual

Transgender

Mixed

Buysse, J.A.M. and Embser-Herbert, M.S. (2004) 'Constructions of gender in sport: An analysis of Intercollegiate Media Guide cover photographs', *Gender and Society*, 18(1): 66-81.

Cooke, R. (2003) 'The groundbreakers', Sunday May 4, guardian.co.uk © Guardian News and Media Limited.

Davis, L. (1997) *The Swimsuit Issue and sport: Hegemonic masculinity in Sports Illustrated*. New York: State University of New York Press.

Duncan, D. (2007) 'Out of the closet and into the gym: Gay men and body image in Melbourne, Australia', *Journal of Men's Studies*, 15 (3): 331-346.

Duncan, M.C. (1994) 'The politics of women's body images and practices: Foucault, the Panopticon, and *Shape Magazine*', *Journal of Sport and Social Issues*, 18(1): 40-65.

Duncan, M.C. (1990) 'Sports photographs and sexual difference: Images of women and men in the 1984 and 1988 Olympic Games', *Sociology of Sport Journal*, 7(1): 22-43.

Duncan, M.C. and Brummet, B. (1993) 'Liberal and radical sources of female empowerment in sport media', *Sociology of Sport Journal*, 10: 57-72.

Duncan, M.C. and Hasbrook, C. (1988) 'Denial of power in televised women's sports', *Sociology of Sport Journal*, 5(1):1-21.

Duncan, M.C., Messner, M.A., Williams, L. and Jensen, K., edited by W. Wilson (1994) 'Gender stereotyping in televised sport', in: S. Birrell and C. Cole (eds) *Women, Sport and Culture*. Champaign IL: Human Kinetics.

Eng, H. (2004) 'How to transcend heteronormative sexualities in sport and sports writing', *Moving Bodies/Menneske i Bevegelse*, 2(1): 53-73.

Hilliard, D.C. (1984) 'Media images of male and female professional athletes: An interpretive analysis of magazine articles', *Sociology of Sport Journal*, 1(3): 251-262.

Knight, J.L. and Giuliano, T.A. (2003) 'Blood, sweat, and jeers: The impact of the media's heterosexist portrayals on perceptions of male and female athletes', *Journal of Sport Behaviour*, 26(3): 272-284.

Knight, J. and Giuliano, T. A. (2001) 'He's a Laker; she's a looker: The consequences of gender stereotypical portrayals of male and female athletes in print media', *Sex Roles*, 45: 217-229.

Knowles, M.S. (1984) *Andragogy in Action*. San Francisco: Jossey-Bass.

Koivulka, N. (1999) 'Gender stereotyping in televised media sport coverage', *Sex Roles*, 41(7/8): 589-604.

Nyland, D. (2004) 'When in Rome: Heterosexism, homophobia and sports talk radio', *Journal of Sport and Social Issues*, 28(2): 136-168.

Rowe, D. (ed) (1995) *Media Information Australia*, Special Issue: Sport! Changing the angle, No. 75, Feb.

Smith, A., Tewksbury, M., Roberts, I., Carroll, D., Tilley, B., Williams, G., Fabian, L., Fenwick, I., Holmes, K. and Watts, R. (2002) 'Gay Pride, gay prejudice in sport', *Transcript of interview broadcast on the Australian Broadcasting Corporation's Radio National program, Sports Factor*, 1 Mar.

Sanderson, T. (1995) *Mediawatch: The treatment of male and female homosexuality in the British media*. London: Cassell.

Spencer, N. (2000) 'Reading between the lines: A discursive analysis of the Billie Jean King vs. Bobby Riggs 'Battle of the Sexes'', *Sociology of Sport Journal*, 17: 386-402.

Theberge, N. (1989) 'A feminist analysis of responses to sports violence: Media coverage of the 1987 World Junior Hockey Championship', *Sociology of Sport Journal*, 6(3): 247-256.

Wheatley, E.E. (1994) 'Subcultural subversions: Comparing discourses of sexuality in men's and women's rugby songs', in S. Birrell and C. Cole (eds) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.

Wright, J. (1991) 'Feminine elegance': Sexuality and gymnastics at the Seoul Olympics', *Social Semiotics*, 1(1): 49-68.

Wright, L. and Clarke, G. (1999) 'Sport, the media and the construction of compulsory heterosexuality: A case study of women's Rugby Union', *International Review for the Sociology of Sport*, 34(3): 227-243.

Policy and Management

Lesbian

Birrell, S. (1984) 'Separatism as an issue in women's sport', *Arena Review*, 8(2): 22-29.

Brittain, D.R., McElroy, M., Gyurcsik, N.C., Allen, C. and Aaron, D.J. (2004) 'Do lesbians face unique barriers to physical activity? An ecological examination', *Journal of Sport & Exercise Psychology*, 26(1): Suppl. S41-S42.

Hall, A.M. (1995) 'Feminist activism in sport: A comparative study of women's sport advocacy organisations', in: A. Tomlinson (ed) *Gender, Sport and Leisure*. Aachen: Meyer and Meyer Verlag.

Pemberton, C. L. (2002) *More than a Game: One woman's fight for gender equity in sport*. Ithaca, NY: Northeastern University Press.

Pitts, B.G. (1997) 'From leagues of their own to an industry of their own', *Women in Sport and Physical Activity Journal*, 6(2): 109-140.

Pitts, P.G. (1995) 'The Gay Games conference: Benchmark for scholarly exploration and artistic expression', *Women in Sport and Physical Activity Journal*, 4:79-89.

Pitts, B.G. (1989) 'Beyond the bars: The development of leisure-activity management in the lesbian and gay population in America', *Leisure Information Quarterly*, 15(3): 4-7.

Skirstad, B. (1999) 'Gender verification in competitive sport: Turning from research to action', in: T. Tannsjo and C. Tamburrini (eds) *Values in Sport: Elitism, nationalism, gender equity and the scientific manufacture of winners*. London: E&F Spon.

South West Regional Sports Council (1986) *Regional Policy for Women and Sport*. Taunton: SWRSC.

Theberge, N. (1983) 'Feminism and sport: Linking the two through a new organization', *Canadian Women's Studies*, 4(3): 79-81.

Gay

Brown, D. and Hoggs, R. (1997) 'Violence, masculinity and sport: Governance and the swinging arm', *UTS Review*, 3(1), May.

Coe, R.M. (1986) *A Sense of Pride: The story of Gay Games II*. San Francisco, CA: Pride Publications.

Davis, R.A. (1994) 'Marketers game for gay events: From AT&T to Hiram Walker, sponsors grasp importance of involvement', *Advertising Age*, 65, S-1, S-5.

Bisexual

Transgender

Australian Sports Commission (2007) *Transgender*.

<http://www.ausport.gov.au/participating/all/women/issues/transgender>

Cavanagh, S.L. and Sykes, H. (2006) 'Transsexual bodies at the Olympics: The International Olympic Committee's policy on transsexual athletes at the 2004 Athens summer games', *Body & Society*, 12(3): 75-102.

Chappelle, A. (1986) 'The use and misuse of sex chromatin screening for 'gender identification' of female athletes', *Journal of American Medical Association*, 256: 1920-1923.

Coggon, J. Hammond, N. and Holm, S. (2008) 'Transsexuals in sport – fairness and freedom, regulation and law', *Sport, Ethics and Philosophy*, 2(1): 4-17

Donohue, K. (2003) *Transsexuality and Sport: Women's Sports Foundation response to the Department for Culture, Media and Sport, December 2002*. London: WSF <http://www.wsf.org.uk>

International Olympic Committee (2007) *Consensus Statement on Sexual Harassment and Abuse in Sport* http://multimedia.olympic.org/pdf/en_report_1125.pdf

International Olympic Committee (2004) *Statement of the Stockholm Consensus on Sex Reassignment and Sports*.

http://www.olympic.org/uk/organisation/commissions/medical/index_uk.asp

McKindra, L. (2006a) 'Transgendered athletes create a 'new frontier' of issues', *NCAA News*, 4th Oct, 43(8): pA2 2p.

McKindra, L. (2006b) 'Panel tackles sexual-orientation issues', *NCAA News* 20th Nov, 43(24): 8-9.

Press for Change (2005) *Use of Sports and leisure Facilities by Trans People: Transsexual and transgender expertise*. Pfc/BM Network, London WC1N 3XX. <http://www.pfc.org.uk>

Sharpe, A. (1997) 'Sport: naturalising sex differences through sport. An examination of the New South Wales transgender legislation', *Alternative Law Journal*, 22(1): 40-41.

Sykes, H (2006) 'Transsexual and transgender policies in sport', *Women in Sport & Physical Activity Journal*, 15(1): 3-13.

Teetzel, S. (2006) 'On transgendered athletes, fairness and doping: An international challenge', *Sport in Society*, 9(2): 227-251.

Mixed

Aitchison, C.C. (2005) 'Feminist and gender research in sport and leisure management: Understanding the social-cultural nexus of gender-power relations', *Journal of Sport Management*, 19(4): 2220-241.

Aitchison, C.C. (2000) 'Women in leisure services: Managing the social-cultural nexus of gender equity', *Managing Leisure*, 5(4): 181-191.

Australian National Olympic Committee (2002) *Gender Policy*. Sydney, Australia: ANOC.

- CAAWS (Feb 28, 2006) *Seeing the Invisible, Speaking about the Unspoken: A Position paper on homophobia in sport*. Canadian Association for the Advancement of Women and Sport. <http://www.caaws.org>
- Caldwell, C. (2003) 'Recreation for all: Why are "safe places for sexual minorities" needed?', *Parks & Recreation*, 38(5): 8.
- Claringbould, I. and Knoppers, A. (2008) 'Doing and undoing gender in sport governance', *Sex Roles*, 58: 1–2.
- Council of Europe (2003a) [Lesbians and Gays in Sport](#). Parliamentary Assembly. Recommendation 1635.
- Council of Europe (2003b) [Lesbians and Gays in Sport](#). Parliamentary Assembly. Doc. 10001 21, 9th Nov. (Opinion: Mrs Kósá-Kovács, Hungary, Socialist Group)
- Council of Europe (2003c) [Lesbians and Gays in Sport](#). Parliamentary Assembly. Doc. 9988, 22nd Oct. (Report: Mr Tony Banks, United Kingdom, Socialist Group)
- Council of Europe (2000) *Situation of lesbians and gays in Council of Europe member states – Parliamentary Assembly Recommendation*. 1474.
- Council of Europe (2001) [Final Statement on Sport, Tolerance and Fair Play](#). Adopted at the 3rd Round Table on Sport, Tolerance and Fair Play. Nicosia, 27th Apr.
- Cunningham, G. B. (2008) 'Creating and sustaining gender diversity in sport organizations', *Sex Roles*, 58: 1–2.
- Cunningham, G. B. (2007) *Diversity in Sport Organizations*. Scottsdale, AZ: Holcomb-Hathaway.
- Cunningham, G. B. and Fink, J. S. (2006) 'Diversity issues in sport and leisure: Introduction to a special issue', *Journal of Sport Management*, 20: 455–465.
- European Gay and Lesbian Sports Federation (2007) *More than Playing Games*. Report of a conference 12th July, Zuiderpershuis, Antwerp. [This includes a Declaration on the Equal Treatment of Heterosexuals, Gays, Lesbians and Bisexuals in Sport.] http://www.gaysport.info/eglsf/EGLSF_Public_Documents/more_than_playing_games-2007.pdf
- European Gay and Lesbian Sports Federation (1999a) *Offside*. European document of discrimination of gays and lesbians in sport. EGLSF.
- European Gay and Lesbian Sports Federation (1999b) *Building Bridges Between Regular Sport and Gay/Lesbian Sport*. Conference Roundtable report, March: EGLSF.
- European Gay and Lesbian Sports Federation (1994) *Fair Play, Tolerance and Safety in Sports for Everyone*. Amsterdam: EGLSF.
- Football Association (u.d) *Ethics and Sports Equity Strategy: Football For All*. London: The FA.
- Football Association (2004a) 'Sexual identity', <http://www.TheFA.com/EthicsandSortsEquity/>
- Football Association (2004b) FA stage homophobia summit', <http://www.TheFA.com/EthicsandSortsEquity/May7>
- Grossman, A.H. (1992) 'Inclusion, not exclusion: Recreation service delivery to lesbian, gay, and bisexual youth', *Journal of Physical Education, Recreation and Dance*, 63(4): 45-47.
- Hoerber, L. (2008) 'Gender equity for athletes: Multiple understandings of an organizational value', *Sex Roles*, 58: 1–2.
- International Olympic Committee (2007) *Consensus Statement on Sexual Harassment and Abuse in Sport* http://multimedia.olympic.org/pdf/en_report_1125.pdf
- International Olympic Committee (2004) *Statement of the Stockholm Consensus on Sex Reassignment and Sports*. http://www.olympic.org/uk/organisation/commissions/medical/index_uk.asp

- Kivel, B.D. (1994) 'Lesbian and gay youth and leisure: Implications for practitioners and researchers', *Journal of Park and Recreation Administration*, 12(4):15-28.
- Kolnes, L (1995) 'Sexuality as an organising principle in sport' *International Review for the Sociology of Sport*, 30: 61-77.
- Labrecque, L (ed) (1994) *Unity. A celebration of Gay Games IV and Stonewall*. San Francisco, CA: Labrecque Publishing.
- Ljungqvist, A. and Genel, M. (2005) 'Essay: Transsexual athletes – when is competition fair?', *The Lancet*, [366, Supplement 1](#): S42-S43
- McKay, J. (1997) *Managing Gender: Affirmative action and organisational power in Australian, Canadian, and New Zealand sport*. New York: State University of New York.
- Pannick, D. (1983) *Sex Discrimination in Sport*. London: Equal Opportunities Commission.
- Popke, M. (2004) 'Identity crisis: how should athletic administrators meet the needs of gay and lesbian student-athletes?', *Athletic Business*, 28(4): 34;36;38;40 4p.
- Rybka, E. (2008) NCAA Panel Addresses Gay Student-Athlete Issues, Feb 2008 (WSF US) <http://www.outsports.com>
- Shaw, S. (2007) 'Gender in sport management: A contemporary picture', in C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge, pp.74-90.
- Shaw, S., and Frisby, W. (2006) 'Can gender equity be more equitable? Promoting and alternative frame for sport management research, education, and practice', *Journal of Sport Management*, 20: 483–509.
- Shaw, S. and Hoeber, L. (2003) "A strong man is direct and a direct woman is a bitch": Analyzing discourses of masculinity and femininity and their impact on employment roles in sport organisations', *Journal of Sport Management*, 17(4): 347-376.
- Shaw, S. and Penney, D. (2003) 'Gender equity policies in national governing bodies: An oxymoron or a vehicle for change?', *European Sport Management Quarterly*, 3(1): 78-102.
- Shaw, S. and Slack, T. (2002) "It's been like that for donkey's years": The construction of gender relations and the cultures of sports organisations', *Culture, Sport and Society*, 5(1): 86-106.
- Sport England (2002) *No Limits*. London: Sport England.
- Sport England (2000) *A Sporting Future for All*. London: Sport England.
- Sports Council (1993) *Women and Sport: Policy and frameworks for action*. London: Sports Council.
- sportscotland** (2006) 'Coming out to play?', *Arena*, Winter, pp. 14-15.
- Spracklen, K., Hylton, K. and Long, J. (2006) 'Managing and monitoring equality and diversity in UK sport: An evaluation of the sporting Equals Racial Equality Standard and its impact on organizational change', *Journal of Sport and Social Issues*, 30(3): 289-305.
- Staurowsky, E. J. (1996) 'Blaming the victim: Resistance in the battle over gender equity in college athletics', *Journal of Sport and Social Issues*, 22(2): 194-210.
- Staurowsky, E. J. (1990) 'Women coaching male athletes', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Talbot, M. (2002) 'Playing with patriarchy: The gendered dynamics of sports organizations', in: Scraton, S. and Flintoff, A. (eds) *Gender and Sport: A Reader*. London: Routledge.
- Tent, M. (1996) *Development of Organised Sport for Gays and Lesbians in Europe Between 1982 and 1995*. Frankfurt: EGLSF.
- Van Leeuwen, I. (1998) *Gay Games Amsterdam 1998: Equal gay and lesbian event? The efforts of the feminine politics*. Amsterdam: Gay Games Amsterdam

Welch, M. (1999) *Towards Gender Equity in Sports Management: Report of the European Symposium on Gender Equity in the Management and Governance of Voluntary Sports Organisations*. Leeds: Federation of Yorkshire Sport and the School of Leisure and Sports Studies, Leeds Metropolitan University.

White, A. (1995) 'Towards gender equity in sport: An update on Sports Council policy development', in A Tomlinson, (ed) *Gender, Sport and Leisure*. Aachen: Meyer & Meyer Verlag.

White, A. and Brackenridge, C. (1985) 'Who rules sport? Gender divisions in the power structure of British sports organisations from 1960', *International Review for the Sociology of Sport*, 1(20/21): 95-107.

Whitson, D. and Macintosh, D. (1989) 'Gender and power: Explanations of gender inequalities in Canadian national sport', *International Review for the Sociology of Sport*, 24: 132-150.

Williams, C. (2007) 'Sexual orientation harassment and discrimination: Legal protection for student-athletes', *Journal of Legal Aspects of Sport*, 17(2): 253-283.

Women's Sports Foundation (Feb 2008) *Evaluation of "Up front" : A school-based play, debate and educational resource about sexism, racism and homophobia in football*. End of Phase one report prepared by the Women's Sport and Fitness Foundation for Y-Touring and the Football Foundation. London: WSFF.

Race

Lesbian

Birrell, S. (1990) 'Women of colour, critical autobiography, and sport', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign, IL: Human Kinetics.

Scruton, S., Caudwell, J. and Holland, S. (2005) 'Bend it like Patel': Centring 'race', ethnicity and gender in feminist analysis of women's football in England', *International Review for the Sociology of Sport*, 40(1): 71-88.

Gay

Jackson, P. (1994) 'Black male: Advertising and the cultural politics of masculinity', *Gender, Place and Culture*, 1(1): 49-59.

McDowell, Deborah E. (1997) 'Pecs and reps: Muscling in on race and the subject of masculinities', in H. Stecopoulos and M. Uebel (eds) *Race and the Subject of Masculinities*. CAR: Duke University Press.

McNeill, D. (2005) "Black magic": Racism, sport and masculinity in contemporary Australia', *Broadsheet* (Contemporary Art Centre of South Australia), 34(2): 101-105.

Morrissey, P. (1996) 'Fighting men: Race, sport and masculinity', *Meridian*, Special Issue: Masculinities, 15(2), October.

Woodward, K. (2004) 'Rumbles in the jungle: Boxing, racialization and the performance of masculinity', *Leisure Studies*, 23(1): 5-17.

Bisexual

Transgender

Mixed

Abdel-Sehid, G. (2005) *Who da' Man? Black masculinities and sporting culture*. Toronto: Canadian Scholars Press.

- Cashmore, E. (1998) 'Between mind and muscle', *Body & Society*, 4(2): 83-90.
- Murphy, A J. (2005) 'Life stories of Black male and female professionals: An inquiry into the salience of race and sports', *Journal of Men's Studies*, 13(3): Mar.
- Carrington, B. (1998) 'Sport, masculinity, and black cultural resistance', *Journal of Sport and Social Issues*, 22(3): 275-298.
- Majors, R. (1990) 'Cool pose: Black masculinity and sports', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Nyland, D. (2003) 'Taking a slice at sexism: The controversy over the exclusionary membership practices of the Augusta National Golf Club', *Journal of Sport and Social Issues*, 27(2): 195-202.

Teaching and Coaching

Lesbian

- Clarke, G. (2001) 'Outlaws in sport and education? Exploring the sporting and education experiences of lesbian Physical Education teachers', in S. Scraton and A. Flintoff (eds) *Gender and Sport: A Reader*. London: Routledge, pp. 209-221.
- Clarke, G. (1998) 'Queering the pitch and coming out to play: Lesbians in physical education and sport', *Sport, Education and Society*, 3(2): 145-160.
- Clarke, G. (1997) 'Playing a part: The lives of lesbian physical education teachers', in: G. Clarke and B. Humberstone (eds) (1997) *Researching Women and Sport*. London: Macmillan.
- Cobhan, L. (1982) 'Lesbians in physical education and sport', in: M. Cruikshank (ed) *Lesbian Studies*. New York: Feminist Press.
- Dewar, A. (1987) 'The social construction of gender in physical education', *Women's Studies International Forum*, 10(4): 453-465.
- Harris, M.B. and Griffin, J. (1997) 'Stereotypes and personal beliefs about women physical education teachers', *Women in Sport & Physical Activity Journal*, 6(1): 49-83.
- Jones, R.L. Glimtmyer, N. and McKenzie, A. (2005) 'Slim bodies, eating disorders and the coach-athlete relationship: A tale of identity creation and disruption', *International Review for the Sociology of Sport*, 40(3): 377-391.
- Scraton, S. (1986) 'Images of femininity and the teaching of girls' physical education', in: J. Evans (ed) *Physical Education, Sport and Schooling*. London: Falmer Press.
- Thorngren, C.M. (1990) 'A time to reach out – keeping the female coach in coaching', *Journal of Physical education, Recreation and Dance*, 61: 57-60.
- Woods, S. (1992) 'Describing the experience of lesbian physical educators: A phenomenological study', in A.C. Sparkes (ed) *Research in Physical Education and Sport: Exploring alternative visions*. Washington, D.C.: Falmer Press.
- Woods, S. and Harbeck, K. (1992) 'Living in two worlds: The identify management strategies used by lesbian physical educators', in K. Harbeck (ed) *Coming Out of the Classroom*. New York: Harrington Park Press.

Gay

- Andersen, E. (2000) *Trailblazing: The true story of America's first openly gay track coach*. Los Angeles, CA: Alyson Books.

Bisexual

Transgender

Mixed

- Barber, H. and Krane, V. (2007) 'Creating a positive climate for lesbian, gay, bisexual, and transgender youths', *Journal of Physical Education, Recreation & Dance*, 78(7): 6-7; 52-54.
- Bramham, P. (2003) 'Boys, masculinities and PE', *Sport, Education and Society*, 8(1): 57-71.
- Brown, D. and Evans, J. (2004) 'Reproducing gender? Intergenerational links and the male PE teacher as a cultural conduit in teaching physical education', *Journal of Teaching in Physical Education*, 23: 48-70.
- Carrington, A. and Leaman, O. (1986) 'Equal opportunities and physical education' in: J. Evans (ed) *Physical Education, Sport and Schooling*. London: Falmer Press.
- Chepyator-Thomson, J. R., and Ennis, C.D. (1997) 'Reproduction and resistance to the culture of femininity and masculinity in secondary school physical education', *Research Quarterly for Exercise and Sport*, 68(1):89-99.
- Evans, B., (2004) '[We must provide safe and non-judgmental support for gay, lesbian, and transgendered students](#)', *Journal of Dance Education*, 4(1): 38-40.
- Evans, J., Davies, B. and Penney, D. (1996) 'Teachers and the social construction of gender relations', *Sport, Education and Society*, 1(2): 165-184.
- Goreley, T., Holroyd, R. and Kirk, D. (2003) 'Muscularity, the habitus and the social construction of gender: Towards a gender-relevant physical education', *British Journal of Sociology of Education*, 24(4): 429-448.
- Griffin, P., Perrotti, J., Priest, L., and Muska, M. (2002) *It takes a team!: Making sport safe for lesbian, gay, bisexual and transgender athletes and coaches*. New York: Women's Sports Foundation.
- Humberstone, B. (1995) 'Bringing outdoor education into the physical education agenda: Gender identities and social change', *Quest*, 47(20): 144-157.
- Humberstone, B. (1990) 'Warriors or wimps? Creating alternative forms of physical education', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Rienzo, B.A., Button, J.W. and Wald, K.D. (1997) 'School-based programs addressing gay/lesbian/bisexual youth issues', *Journal of the International Council for Health, Physical Education, Recreation, Sport & Dance*, 33(2): 20-25.
- Sherlock, J. (1987) 'Issues of masculinity and femininity in British physical education', *Women's Studies International Forum*, 10(4): 443-451.
- Skelton, C. (2000) 'A passion for football: Dominant masculinities and primary schooling', *Sport Education and Society*, 5(1): 5-18.
- Squires, S.L. and Sparkes A.C (1996) 'Circles of silence: Sexual identity in physical education and sport', *Sport, Education and Society*, 1(1):77-101
- Town, S. (1999) 'Queer(y)ing masculinities in schools: Faggots, fairies and the first XV', in: R. Law, H. Campbell and J. Dolan (eds) *Masculinities in Aotearoa/New Zealand*. Palmerston North, NZ: Dunmore Press.
- White, P.G. and Vagi, A.B. (1990) 'Rugby in the 19-Century British boarding school system: A feminist psychoanalytic perspective', in: M.A. Messner and D.F. Sabo (eds) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Wright, J. (2000) 'Reconstructing gender in sport and physical education' in C. Hickey, L. Fitzclarence and R. Matthews (eds) *Where the Boys Are: Masculinity, sport and education*. Deakin University Press, Geelong, Australia.
- Wright, J. (1999) 'Changing gendered practices in physical education: working with teachers', *European Physical Education Review*, 5(3): 181-197.

Theory

Lesbian

Bennett, R., Whitaker, G., Smith, N and Sablove, A. (1987) 'Changing the rules of the game: Reflections towards a feminist analysis of sport', *Women's Studies International Forum*, 10: 369-380.

Birrell, S. (2000) 'Feminist theories for sport', in: J. Coakley and E. Dunning (eds) *Handbook of Sport Studies*. Thousand Oaks, CA: Sage.

Birrell, S. (1988) 'Discourses on the gender/sport relationship: From women in sport to gender relations', *Exercise and Sport Science Reviews*, 16: 459-502.

Birrell, S. and Cole, C. (eds) (1994) *Women, Sport and Culture*. Champaign, IL: Human Kinetics.

Birrell, S. and Richter, D.M. (1987) 'Is a diamond forever? Feminist transformations of sport', *Women's Studies International Forum*, 10(4): 395-409.

Birrell, S. and Theberge, N. (1994a) 'Ideological control of women in sport', in: M.D. Costa and S.R. Guthrie (eds) *Women and Sport: Interdisciplinary perspectives*. Champaign, IL: Human Kinetics.

Birrell, S. and Theberge, N. (1994b) 'Feminist resistance and transformation in sport, in: M.D. Costa and S.R. Guthrie (eds) *Women and Sport: Interdisciplinary perspectives*. Champaign, IL: Human Kinetics.

Bordo, S. (1993) *Unbearable Weight: Feminism, Western Culture and the Body*. London: University of California Press.

Bordo, S. (1989) 'The body and the reproduction of femininity: A feminist appropriation of Foucault', in: A. Jagger and S. Bordo (eds) *Gender/Body/Knowledge*. New Brunswick, NJ: Rutgers University Press.

Boutillier, M.A. and SanGiovanni, L. (1983) *The Sporting Woman*. Champaign IL: Human Kinetics.

Burke, M. (2004) 'Radicalising liberal feminism by playing the games that men play', *Australian Feminist Studies*, 19(44): 169-184.

Cole, S. (1993) 'Resisting the canon: Feminist cultural studies, sport and technologies of the body', *Journal of Sport and Social Issues*, 17(2): 77-97

Cole, S. and Hribar, A. (1998) 'Celebrity feminism: Nike style post-Fordism, transcendence and, and consumer power', *Sociology of Sport Journal*, 12(4): 347-369.

Colwell, S. (1999) 'Feminisms and figurational sociology's contributions to understandings of sports, physical education and sex/gender', *European Physical Education Review*, 5(3): 219-240.

Costa, D.M. and Guthrie, S.R. (eds) (1994) *Women and Sport: Interdisciplinary perspectives*. Champaign, IL: Human Kinetics.

Felshin, J. (1973) 'The dialectics of women and sport', in: E. Gerber, J. Felshin, P. Berlin and W. Wyrick (eds) *The American Woman in Sport*. Reading, MA: Addison-Wesley.

Graydon, J. (1983) 'But it's more than a game: It's an institution', *Feminist Review*, 13:5-16.

Hall, M.A. (1996) *Feminism and Sporting Bodies: Essays on theory and practice*. Champaign, IL: Human Kinetics.

Hall, M.A (1993a) 'Feminism, theory and the body: A response to Cole', *Journal of Sport and Social Issues*, 17(2): 98-105.

Hall, M.A. (1993b) 'Gender and sport in the 1990s: Feminism, culture, and politics', *Social Science Review*, 2: 48-68.

- Hall, M.A. (1990) 'How should we theorise gender in the context of sport?', in: M.A. Messner and D.F. Sabo (eds) (1991) *Sport, Men and the Gender Order*. Champaign. IL: Human Kinetics.
- Hall, M. A. (ed) (1987) 'The gendering of sport, leisure and physical education', (Special Issue) *Women's Studies International Forum*, 10(4).
- Hall, M.A. (1988) 'The discourse on gender and sport: From femininity to feminism', *Sociology of Sport Journal*, 5(4): 330-340.
- Hall, M.A. (1985) 'How should we theorise sport in a capitalist society?' *International Review for the Sociology of Sport*, 1: 109-113.
- Hall, M.A. (1984) 'Towards a feminist analysis of gender inequality in sport', in: N. Theberge and P. Donnelly, (eds) *Sport and the Sociological Imagination*. Fort Worth TX: Texas University.
- Hall, M.A. (1978) 'Feminist prospects for the sociology of sport', *Arena Review*, 8(2).
- Hargreaves, J. (2001) *Heroines of Sport: The politics of difference and identity*. London: Routledge.
- Hargreaves, J. (1997) 'Introducing images and meanings', *Body and Society*, 3(4): 33-49.
- Hargreaves, J. (1994) *Sporting Females: Critical issues in the history and sociology of women's sports*. London: Routledge.
- Hargreaves, J. (1986) 'Where's the virtue, where's the grace? Social production of gender', *Theory, Culture and Society*, 3(1): 109-121.
- Hargreaves, J. (1985) 'Playing like gentlemen while behaving like ladies: Contradictory features of the formative years of women's sport', *British Journal of Sports History*, May.
- Hargreaves, J. (1984) 'Action replay: Looking at women in sport', in J. Holland (ed) *Feminist Action*. London: Battle Axe.
- Hartmann-Tews, I. (2003) *Sport and Women: Social issues in international perspective*. New York: Routledge.
- Henderson, K.A., Bialeschki, M.B. Freysinger, V.J. and Shaw, S.M. (1989) *A Leisure of One's Own: A feminist perspective on women's leisure*. US: Venture Publishing.
- Krane, V. (2001b) 'One lesbian feminist epistemology: integrating feminist standpoint, queer theory, and feminist cultural studies', *Sport Psychologist*, 15(4): 401-411.
- Krane, V. (ed.) (1997a) 'Introduction: Sexualities, Culture, and Sport', Special Issue, *Women in Sport and Physical Activity Journal*, 6(2): 1-6.
- Krane, V. (1996) 'Lesbians in sport: Toward acknowledgement, understanding and theory', *Journal of Sport and Exercise Psychology*, 18(3): 237-246.
- Laberge, S. (2004) 'Gender relations in sport: Major feminist perspectives of the last three decades', *Recherches Feministes*, 17(1): 9-38.
- Mangan, J. and Park, R. (1987) *From 'Fair Sex' to Feminism: Sport and the socialisation of women in the industrial and post-industrial eras*. London: Cass.
- Mansfield, L. (2008) 'Reconsidering feminisms and the work of Norbert Elias for understanding gender, sport and sport-related activities', *European Physical Education Review*, 14(1): 93-121.
- Markula, P. (2003) 'The technologies of the self: Sport, feminism and Foucault', *Sociology of Sport Journal*, 20(2): 87-107.
- Roth, A. and Basow, S.A. (2004) 'Femininity, sports, and feminism: Developing a theory of physical liberation', *Journal of Sport and Social Issues*, 28(3): 245-265.
- Scruton, S. (1994) 'The changing world of women and leisure: Feminism, post-feminisms and leisure', *Leisure Studies*, 13: 249-261.

Scraton, S. and Flintoff, A. (2002) 'Sport feminism: The contribution of feminist thought to our understandings of gender and sport', in: S. Scraton and A. Flintoff (eds) *Gender and Sport: A reader*. London: Routledge.

Theberge, N. (1981) 'A critique of critiques', Radical and feminist writings on sport', *Social Forces*, 60(20): 387-393.

Willis, P. (1982) 'Women in sport in ideology', in J. Hargreaves (ed) *Sport, Culture and Ideology*. London: Routledge & Kegan Paul.

Gay

Connell, R.W. (2008) 'Masculinity construction and sports in boys' education: a framework for thinking about the issue', [*Sport, Education and Society*, 13\(2\)](#): 131-145.

Pringle, R. (2005) 'Masculinities, sport and power: A critical comparison of Gramscian and Foucauldian inspired theoretical tools', *Journal of Sport and Social Issues*, 29(3): 256-278.

Pringle, R. and Markula, P. (2005) 'No pain is sane after all: a Foucauldian analysis of masculinities and men's rugby experiences', *Sociology of Sport Journal*, 22(4): 472-497.

Whitson, D. (1984) 'Sport and hegemony: On the construction of the dominant culture', *Sociology of Sport Journal*, No.1.

Bisexual

Transgender

Mixed

Brackenridge, C.H. (2001) *Spoilsports: Understanding and preventing sexual exploitation in sport*. London: Routledge.

Bruce, T. (1998) 'Postmodernism and the possibilities for writing "vital" sports texts', in: G. Rail (ed) *Sport and Postmodern Times*. New York: SUNY.

Bryson, L. (1990) 'Challenges to male hegemony in sport', in: M.A. Messner and D.F. Sabo (eds) *Men and the Gender Order*. Champaign, IL: Human Kinetics.

Bryson, L. (1987) 'Sport and the maintenance of masculine hegemony', *Women's Studies International Forum*, 10(3): 349-360.

Caudwell, J. (ed) (2006) *Sport, Sexualities and Queer/Theory*. London: Routledge.

Cole, S., Giardani, M. and Andrews, D. (2004) 'Michel Foucault: Studies of power and sport', in: R. Giulianotti (ed) *Sport and Modern Social Theory*. Basingstoke: Palgrave.

Davidson, J. and Shogan, D. (1998) 'What's queer about studying up? A response to Messner', *Sociology of Sport Journal*, 15(4): 359-366.

Eng, H. (2006) 'Queer athletes and queering in sport', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.

Gilroy, S. (1989) 'The emBody-ment of power: Gender and physical activity', *Leisure Studies*, 8(2): 163-172.

Hood-Williams, J. (1995) 'Sexing the athletes', *Sociology of Sport Journal*, 12(3): 69-100.

Ingham, A. and Hardy, S. (1984) 'Sport, structuration, subjugation and hegemony', *Theory, Culture and Society*, 2(2): 85-103.

Johnson, C.W. and Kivel, B. (2007) 'Gender, sexuality and queer theory in sport', in C.C. Aitchison. (ed) *Sports and Gender Identities: Masculinities, femininities, and sexualities*. London: Routledge.

- Kane, M.J. (1995) 'Resistance/transformation of the oppositional binary: Exposing sport as a continuum', *Journal of Sport and Social Issues*, 19: 191-218.
- Kidd, D. (1983) 'Getting physical: Compulsory heterosexuality and sport', *Canadian Women's Studies*, 4(3): 63-64.
- Laberge, S. (2004) 'Gender relations in sport: Major feminist perspectives of the last three decades', *Recherches Feministes*, 17(1): 9-38.
- Messner, M.A. (1996) 'Studying up on sex', *Sociology of Sport Journal*, 13:221-237.
- McDonald, M. (2006) 'Beyond the pale: Whiteness of sport studies and queer scholarship', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.
- Miller, T. (1998) 'Commodifying the male body, problematizing "hegemonic masculinity"', *Journal of Sport and Social Issues*, 22(4): 431-447.
- Rail, G. and Harvey, J. (1995) 'Body at work: Michel Foucault and the sociology of sport', *Sociology of Sport Journal*, 12(2): 164-179.
- Sykes, H. (2006) 'Queering theories of sexuality in sport studies', in: J. Caudwell (ed) *Sport, Sexualities and Queer/Theory*. London: Routledge.
- Sykes, H. (1998) 'Turning the closet inside/out: Towards a queer-feminist theory in women's physical education', *Sociology of Sport Journal*, 15(2): 389-402.
- Theberge, N. (1991) 'Reflections on the body in the sociology of sport', *Quest*, 43(2):123-134.
- Tomlinson, A. (1998) 'Power: domination, negotiation, and resistance in sports cultures', *Journal of Sport and Social Issues*, 22(3): 235-240.
- van Ingen, C. (2003) 'Geographies of gender, sexuality and race: Reframing the focus on space in sport sociology', *International Review for the Sociology of Sport*, 38(2): 201-216.
- Wright, J. (1995) 'A feminist poststructuralist methodology for the study of gender construction in physical education: description of case study', *Journal of Teaching in Physical Education*, 15(1): 1-24.

Generic Sources

- Adkins, L. (2002) *Revisions: Gender and sexuality in late modernity*. Buckingham: OU Press.
- Anonymous (1986) in N. Adelman (ed) *Long Time Passing: Lives of older lesbians*. Boston: Alyson.
- Ansuini, C.G., Fiddler-Woite, J. and Woite, R.S. (1996) 'The source, accuracy, and impact of initial sexuality information on lifetime wellness', *Adolescence*, 31(122): 283-289.
- Bairstow, S. and Skinner, H. (2007) 'Internal marketing and the enactment of sexual identity', *Equal Opportunities International*, 26(7): 653-664.
- Barron, M. and Bradford, S. (2007) 'Corporeal controls', *Youth & Society*, 39(2): 232-261.
- Bartky, S.L. (1988) 'Foucault, femininity and the modernization of patriarchal power', in I. Diamond and L. Quinby (eds) *Feminism and Foucault*. Boston: Northeastern University Press.
- Beemyn, B. and Eason, M. (eds) (1996) *Queer Studies: A lesbian, gay, bisexual and transgender anthology*. New York: NYU Press.
- Bensimon, E.M. (1992) 'Lesbian existence and the challenge to normative constructions of the academy', *Journal of Education*, 17(3): 98-113.
- Berlant, L. and Warner, M. (eds) (2000) *Sex in Public*. Chicago: Chicago University Press.
- Blasius, M. (ed) (2001) *Sexual Identities, Queer Politics*. Oxford: Princeton.
- Bourdieu, P. (2001) *Masculine Domination*. (Trans. R. Nice) Cambridge: Polity Press.

- Brackenridge, C.H. (2007) "Because I'm worth it": A review of women's experience of participation in sport and other physical activity. Research Report No. 110, Edinburgh: **sportscotland**.
- Brittan, A. (1989) *Masculinity and Power*. Oxford: Basil Blackwell.
- Britzman, D. (1995) 'Is there a queer pedagogy? Or, stop reading straight', *Educational Theory*, 45(2): 151-165.
- Brod, H. (ed) (1987) *The Making of Masculinities*. Boston: Allen & Unwin.
- Brownmiller, S. (1985) *Femininity*. New York: Fawcett Columbine.
- Buchbinder, D. (1998) *Performance anxieties: re-producing masculinity*. Sydney: Allen & Unwin.
- Bullough, V.L., Bullough, B. and Smith, R. (1983) 'A comparative study of male transvestites, male to female transsexuals, and male homosexuals', *Journal of Sex Research*, 19(3): 238-257.
- Burke, P. (1996) *Gender Shock*. New York: Arbor Books.
- Burkitt, I. (1998) 'Sexuality and gender identity: From a discursive to a relational analysis', *Sociological Review*, 46(3): 192-203.
- Butler, J. (2004) *Undoing Gender*. New York: Routledge.
- Butler, J. (1990) *Gender Trouble: Feminism and the subversion of identity*. New York: Routledge.
- Califia, P. (1997) *Sex Changes: The politics of transgenderism*. San Fransisco, CA: Cleis Press.
- Card, C. (1995) *Lesbian Choices*. New York: Columbia University Press.
- Clarke, G. (1998) 'Working out: Lesbian teachers and the politics of (dis)location', *Journal of Lesbian Studies*, 2(4): 85-99.
- Clarke, G. (1996) 'Conforming and contesting with (a) difference: How lesbian students and teachers manage their identities', *International Studies in Sociology of Education*, 6(2): 191-209.
- Clausen, J. (1997) *Beyond Gay or Straight: Understanding sexual orientation*. New York: Chelsea House Publishing.
- Cleto, F. (ed) (1999) *Camp: Queer aesthetics and the performing subject*. Edinburgh: Edinburgh University Press.
- Colgan, F., Creegan, C., McKearney, A. and Wright, T. (2007) 'Equality and diversity policies and practices at work: Lesbian, gay and bisexual workers', *Equal Opportunities International*, 26(6): 590-609.
- Connell, R.W. (1998) 'Masculinities and globalisation', *Men and Masculinities*, 1(1):3-23.
- Connell, R.W. (2008) 'Masculinity construction and sports in boys' education: a framework for thinking about the issue', [Sport, Education and Society](#), 13(2): 131-145.
- Connell, R.W. (1995) *Masculinities*. Cambridge: Policy Press.
- Connell, R. W. (1987) *Gender and Power*. Cambridge: Polity Press.
- Connell, R. W. and Messerschmidt, J. W. (2005) 'Hegemonic masculinity: rethinking the concept', *Gender & Society* 19(6): 829-85.
- Cooper, D. (2006) 'Active citizenship and the governmentality of local lesbian and gay politics', *Political Geography*, 25: 921-943.
- Cooper, D. (1997) 'Governing Troubles: Authority, sexuality and power', *British Journal of Sociology of Education*, 18(4): 501-517.
- Cooper, D. (1994) *Sexing the City: Lesbian and gay politics within the activist state*. London: Rivers Oram Press.
- Corber, J. and Valocchi, S. (eds) (2003) *Queer Studies: An interdisciplinary reader*. London: Blackwell.

- Corteen, K. and Scraton, P. (1997) 'Prolonging 'childhood', manufacturing 'innocence' and regulating sexuality' in: P. Scraton (Ed.) *Childhood in Crisis*. London: UCL Press, pp. 76-100.
- Corteen, K. (2003) *The Sexual Ordering of Society: A Critical Analysis of Secondary School Sex and Relationship Education*. Unpublished doctoral thesis, University of Lancaster.
- Council of Europe (2007) *Gender Matters. A manual on addressing gender-based violence affecting young people*. Budapest, Hungary: CoE.
- Croteau, J.M. (1996) Research on the work experiences of lesbian, gay and bisexual people: An integrative review of methodology and findings', *Journal of Vocational Behaviour*, 48: 195-209.
- Day, N.E. and Schoenrade, P. (1997) 'Staying in the closet versus coming out: Relationships between communication about sexual orientation and work attitudes', *Personnel Psychology*, 50(1): 346-363.
- Deaux, K. and Major, B. (1987) 'Putting gender into context: An interactive model of gender-related behaviour', *Psychological Review*, 94: 369-389.
- Devor, H. (1989) *Gender Blending*. Bloomington, IN: Indiana University Press.
- DfES/DoH (2004) *Stand Up For Us: Homophobia in schools*. Wetherby: Health Development Agency.
- Dimen, M. (1989) 'Power, sexuality and intimacy', in: A. Jaggar and S. Bordo (eds) *Gender/Body/Knowledge*. New Brunswick: Rutgers University Press.
- Dollimore, J. (1997) 'Bisexuality.' In A. Medhurst and S.R. Munt (eds) *Lesbian and Gay Studies: A Critical Introduction*. London: Cassell.
- Downing, N.E. and Roush, K.L. (1985) 'From passive acceptance to active commitment: A model of feminist identity development for women', *The Counseling Psychologist*, 13: 695-709.
- Driscoll, J.M., Kelley, F.A. and Fassinger, R. (1996) 'Lesbian identity and disclosure in the workplace: Relation to occupational stress and satisfaction', *Journal of Vocational Behaviour*, 48: 229-242.
- Duncan, N. (1999) *Sexual Bullying; Gender conflict and pupil culture in secondary schools*. London: Routledge.
- Edley, N. and Wetherell, M. (1997) 'Jockeying for position: the construction of masculine identities', *Discourse and Society*, 8(2): 203-217.
- Edwards, T. (1998) 'Queer fears: Against the cultural turn', *Sexualities*, 1(4): 471-484.
- Eliason, M.J. (1996) 'Identity formation for lesbian, bisexual, and gay persons: Beyond a "minoritizing" view', *Journal of Homosexuality*, 30:31-58
- Ellis, V. and High, S. (2004) 'Something more to tell you: Gay, lesbian or bisexual young people's experiences of secondary schooling', *British Educational Research Journal*, 30(2): 213-225.
- Employers Organisation (2001) *The Equality Standard for Local Government*. London: Employers Organisation.
- Epstein, D. (1997) 'Boyz' own stories: masculinities and sexualities in schools [1]', *Gender & Education*, 9 (1): 105-115.
- Epstein, D. (ed) (1994) *Challenging Lesbians and Gay Inequalities in Education*. Milton Keynes: Open University Press.
- Faderman, L. (1985) *Odd Girls and Twilight Lovers: A history of lesbian life in twentieth-century America*. New York: Columbia University Press.
- Featherstone, M. (1991) 'The body in consumer culture', in: M. Featherstone, M. Hepworth and I. Turner (eds) *The Body*. London: Sage.
- Faludi, S. (1991) *Backlash: The undeclared war against American women*. New York: Crown Publishers.

- Foucault, M. (1981) *The History of Sexuality: An introduction*. Harmondsworth: Penguin.
- Frosh, S., Phoenix, A. and Pattman, R. (2002) *Young Masculinities: Understanding boys in contemporary society*. Basingstoke: Palgrave.
- Fuss, D. (1991) 'Inside/Out', in: D. Fuss (ed) *Inside/Out: Lesbian Theories, Gay Theories*. New York: Routledge.
- Gamson, J. (2000) 'Sexualities, queer theory and qualitative research', in: N. K. Denzin and Y. Lincoln (eds) *Handbook of Qualitative Research*, 2nd Vol. Thousand Oaks, CA: Sage.
- Garnets, L. and D. Kimmel. (1993) 'The meaning of sexual orientation', in: L. Garnte and D. Kimmel (eds) *Psychological Perspectives on Lesbian and Gay Male Experiences*. New York: Columbia University Press.
- Gathorne-Hardy, J. (2000) *Sex, the Measure of all Things: A life of Alfred C. Kinsey*. Bloomington: Indiana University Press.
- Gilman, S.L. (1989) *Sexuality*. New York: John Wiley.
- Gonsiorek, J. and Weinrich, J. (eds) *Homosexuality: Research implications for public policy*. Newbury Park, CA: Sage.
- Gough, B. (2002) "'I've always tolerated it but...': Heterosexual masculinity and the discursive reproduction of homophobia', in: A. Coyle and C. Kitinger (eds) *Lesbian and Gay Psychology*. Oxford: BPS Books/Blackwell.
- Greene, B. and Herek, G.M. (eds) *Lesbian and Gay Psychology: Theory, research, and clinical applications*. Thousand Oaks, CA: Sage.
- Grossman, A.H. (1993) 'Ten percent of those we teach and they serve: A case study of incorporating gay and lesbian studies into the curriculum', *Journal of Leisure Studies and Recreation Education*, 8:51-60.
- Grosz, E. (1987) 'Notes towards a corporeal feminism', *Australian Feminist Studies*, 5: 1-16.
- Hall, D. (2003) *Queer Theories*. London: Palgrave.
- Harbeck, K. (ed) (1992) *Coming Out of the Classroom Closet*. New York: Harrington Press.
- Hawley, J. (ed) (2001) *Postcolonial Queers: Theoretical intersections*. Albany, NY: SUNY.
- Hearn, J. and Morgan, D. (ed) (1990) *Men, Masculinities and Social Theory*. London: Unwin Hyman.
- Hearn, J. and Parkin, W. (eds) (1987) *'Sex' at 'Work': The power and paradox of organisation sexuality*. Brighton: Wheatsheaf.
- Hearn, J., Sheppard, D., Tancred, P. and Burrell, E. (1989) *The Sexuality of Organisation*. Brighton: Wheatsheaf.
- Hemmings, C. (2002) *Bisexual Spaces. A geography of sexuality and gender*. New York: Routledge.
- Henley, N.M. (1977) *Body Politic*. Englewood Cliffs: Prentice Hall.
- Herek, G.M. (ed) (1998) *Stigma and Sexual Orientation: Understanding prejudice against lesbians, gay men and bisexuals*. Thousand Oaks: Sage.
- Herek, G.M. (1984) 'Beyond "homophobia": A social psychological perspective on attitudes towards lesbians and gay men', *Journal of Homosexuality*, 10: 1-21.
- Herek, G.M., Berril K.T. (eds) (1992) *Hate Crimes: Confronting violence against lesbians and gay men*. Newbury Park: Sage.
- Hershberger, S.L. and D'Augelli, A.R. (1995) 'The impact of victimization on the mental health and suicidality of lesbian, gay, and bisexual youths', *Developmental Psychology* (31): 65-74.

- Hudson, W.W. and Ricketts, W.A. (1980) 'A strategy for the measurement of homophobia', *Journal of Homosexuality*, 5: 357-372.
- Humphrey, J. (1999a) 'Organizing sexualities, organized inequalities: lesbians and gay men in public service occupations', *Gender, Work and Organization*, 6(3): 134-151.
- Humphrey, J. (1999b) 'To queer or not to queer a lesbian and gay group? Sexual and gendered politics at the turn of the century', *Sexualities*, 2(2): 223-246.
- Jagose, A. (1996) *Queer Theory: An introduction*. New York: NYU Press.
- Jeffreys, S. (1993) *The Lesbian Heresy*. North Melbourne: Spiniflex.
- Jennett, M., Rivers, I., Jowett, K., Power, P. and Caught, R. (2004) *Stand Up For Us: Challenging Homophobic Bullying in Schools*. London: National Healthy School Standard.
- Jennings, K. (ed) (1998) *Telling Tales Out of School: Gays, lesbians, and bisexual revisit their school days*. New York: Alyson.
- Kahn, M.J. (1991) 'Factors affecting the coming out process for lesbians', *Journal of Homosexuality*, 21: 47-70.
- Kaplan, R. (1995) 'Your fence is sitting on me: The hazards of binary thinking', in: N. Tucker (ed) *Bisexual Politics: Theories, queries and visions*. New York & London: Harrington Park Press.
- Katz, J.N. (1995) *The Invention of Homosexuality*. New York: Dutton.
- Kaufman, M. (ed) (1987) *Beyond Patriarchy*. Toronto: Oxford University Press.
- Kay, T. (1995) *Women and Sport: A review of research*. London: English Sports Council.
- Kehily, M.J. and Nayak, A. (1997) 'Lads and laughter: humour and the production of heterosexual hierarchies', *Gender & Education*, 9(1): 69-87.
- Kell, P. (2000) *Good Sports. Australian sports and the myth of the fair go*. Annandale, NSW: Pluto Press.
- Khayatt, M. (1992) *Lesbian Teachers: An invisible presence*. New York: SUNY Press.
- Kimmel, M. S., Hearn, J. and Connell, R. W. (eds) (2005) *Handbook of Studies on Men and Masculinities*. Thousand Oaks, CA: Sage.
- Kirsch, M. (2000) *Queer Theory and Social Change*. London: Routledge.
- Kitzinger, C. (1987) *The Social Construction of Lesbianism*. London: Sage.
- Kitzinger, C. and Perkins, R. (1987) *Changing Our Minds: Lesbian feminism and psychology*. New York: New York University Press.
- Kleinberg, S. (1987) 'The new masculinity of gay men and beyond', in: M. Kaufman (ed) *Beyond Patriarchy: Essays by men on pleasure, power and change*. Toronto: Oxford University Press.
- Laberge, S. (1995) 'Toward an integration of gender into Bourdieu's concept of cultural capital', *Sociology of Sport Journal*, 12: 132-146.
- Leaman, O. (1984) *Sit on the Sidelines and Watch the Boys Play: Sex differentiation in physical education*. York: Longmans/Schools Council.
- Lewins, F. (1995) *Transsexualism in Society*. MacMillan Education Australia: South Melbourne.
- Light, R. (2008a) 'Boys, the body, sport and schooling' Editorial, [Sport, Education and Society](#), 13(2): 127 – 130.
- Light, R. (2006) '[Situated learning in an Australian surf club](#)'. *Sport, Education and Society*, 11(2): 155-172.
- Lipkin, A. (1999) *Understanding Homosexuality, Changing schools: A text for teachers, counselors and administrators*. Boulder: Westview.
- Lorber, J. (1999) 'Embattled Terrain: Gender and Sexuality', in: M. Ferree, J. Lorber and B. Hess (eds) *Revisioning Gender*. London, Sage Publications.

- Mabbett, D. (2008) 'Aspirational legalism and the role of the Equality and Human Rights Commission in equality policy', *Political Quarterly*, 79 (1): 45-52.
- Mac an Ghaill, M. (1994) *The Making of Men: Masculinities, sexualities and schooling*. Buckingham: Open University Press.
- McCrone, K. (1991) 'Class, gender, and the English women's sport, c1890-1914', *Journal of Sport History*, 18(1): 159-174.
- McCrone, K. (1988) *Sport and the Physical Emancipation of English Women 1870-1914*. London: Routledge.
- McWhirter, D.S., Sanders, S.A. and Reinisch, J.M. (eds) (1990) *Homosexuality/Heterosexuality: Concepts of sexual orientation*. New York: Oxford University Press.
- Martino, W. and Pallotta-Chiarolli, M. (2003) *'So what's a boy? Addressing issues of masculinity and schooling'* Milton Keynes, UK: Open University Press.
- Miller, N. (1995) *Out of the Past: Gay and lesbian history from 1869-the present*. New York: Vantage Books.
- Miller, N., Forest, K. B. And Jurik, N. C. (2003) 'Diversity in Blue: Lesbian and gay police officers in a masculine occupation', *Men and Masculinities*, 5(4): 355-385.
- Monro, S. (2007) 'New institutionalism and sexuality at work in local government', *Gender, Work and Organisation*, 14(1): 1-19.
- Monro, S. (2006) 'Sexualities initiatives in local government: Measuring success', *Local Government Studies*, 32(1): 19-39.
- Morin, S.F. (1977) 'Heterosexual bias in psychological research on lesbianism and male homosexuality', *American Psychologist*, 19: 629-637.
- Morland, I. and Willcox, A. (eds) (2005) *Queer Theory*. London: Palgrave.
- Morris, S. and Storr, M. (1997) 'Bisexual theory: A bi-academic intervention', *Journal of Gay, Lesbian and Bisexual Identity*, 2(1): 1-5.
- Mosse, G.L. (1985) *Nationalism and Sexuality: Respectability and abnormal sexuality in modern Europe*. New York: Howard Fertig.
- Munoz, J. (1999) *Disidentifications: Queers of colour and the performance of politics*. Minneapolis: University of Minnesota.
- Munro, S. (2006) 'Sexualities initiatives in local government: Measuring success', *Local Government Studies*, 32(1): 19-39.
- Namaste, K. (2000) *Invisible Lives: The erasure of transsexual and transgendered people*. Chicago, IL: University of Chicago Press.
- Neisen, J.H. (1993) 'Healing from cultural victimization: Recovery from shame due to heterosexism', *Journal of Gay and Lesbian Psychotherapy*, 2(1): 49-63.
- Oerton, S. (1999) 'Sexualising the organization, lesbianizing the women: Gender, sexuality and 'flat' organizations', *Gender, Work and Organization*, 3(1): 26-37.
- Opie, A. (1992) 'Qualitative research, appropriation of the 'other' and empowerment', *Feminist Review*, 40, 52-69
- Parker, M. (2002) 'Queering management and organization', *Gender, Work and Organization*, 9(2): 146-166.
- Pellgrini, A. (1992) 'S(h)ifting the terms of hetero/sexism: Gender, power, homophobias', in: W.J. Blumenfeld (ed) *Homophobia: How we all pay the price*. Boston: Beacon Press.
- Pharr, S. (1988) *Homophobia: A weapon of sexism*. Little Rock, AR: Chardon Press.
- Phelan, S. (1993) '(Be)coming out: Lesbian identity and politics', *Signs: Journal of Women in Culture and Society*, 18: 765-790.

- Phelan, S. (1989) *Identity Politics: Lesbian feminism and the limits of community*. Philadelphia, PA: Temple University Press.
- Pilkington, N.W. and D'Augelli, A.R. (1995) 'Victimization of lesbian, gay, and bi-sexual youth in community settings', *Journal of Community Psychology*, 32(1): 33-56.
- Press for Change (n.d.) *Transsexual People in the Workplace*. <http://www.pfc.org.uk/node/234>
- Prosser, J. (1998) *Second Skins: The body narratives of transsexuality*. New York: Columbia University Press.
- Raymond, J. (1979) *The Transsexual Empire: The making of the she-male*. Boston, MA: Beacon press.
- Richardson, C. (2004) 'After school, clubs: Queerbashing is a habit that is acquired in the playground but refined on the way home', *The Guardian* 15th November, p. 20.
- Richardson, D. and Siedman, S. (eds) (2002) *Handbook of Lesbian and Gay Studies*. London: Sage.
- Rithfield, P. (1988) 'Habeus corpus: Feminism, discourse and the body', *Writings on Dance 3: Of Bodies and Power*, 6-12.
- Rivers, I. (2004) 'Recollections of bullying at school and their long-term implications for lesbians, gay men and bisexuals', *Crisis* 25(4): 169-175.
- Rivers, I. (2001a) 'The bullying of sexual minorities at school: Its nature and long-term correlates', *Educational and Child Psychology*, 18(1): 33-46.
- Rivers, I. (2001b) 'Retrospective reports of school bullying: Recall stability and its implications for research', *British Journal of Developmental Psychology*, 19(1): 129-142.
- Rivers, I. (1997), 'Lesbian, gay and bisexual development: Theory, research and social issues', *Journal of Community and Applied Social Psychology*, 7(5): 329-343.
- Rivers, I. and Duncan, N. (2002), 'Understanding homophobic bullying in schools: Building a safe educational environment for all pupils'. *Youth and Policy*, 75 (Spring): 30-41.
- Rust, P.C. (1995) *Bisexuality and the challenge to lesbian politics: Sex, loyalty, and revolution*. New York & London: New York University Press.
- Sedgwick, E.K. (1990) *Epistemology of the Closet*. Berkely, CA: University of California Press.
- Segal, L. (1999) *Why Feminism?* New York: Columbia University Press.
- Segal, L. (1990) *Slow Motion: Changing masculinities changing men*. New Brunswick, NJ: Rutgers University Press.
- Siebers, T. (ed) (1994) *Heterotopia*. Ann Arbor: University of Michigan Press.
- Seidman, S. (2003) *The Social Construction of Sexuality*. London: W.W. Norton and Company.
- Seidman, S. (1997) *Difference Troubles: Queering social theory and sexual politics*. Cambridge: Cambridge University Press.
- Seidman, S. (ed) (1996) *Queer Theory/Sociology*. London: Blackwell.
- Shilling, C. (1993) *The Body and Social Theory*. London: Sage.
- Smith, B. (2008) LGBT Young People Equality Unit in Sport, Hackney Council. Personal communication, 9-15 Jly.
- Smith, D.E. (1988) 'Femininity as discourse', in: L.G. Roman and L.K. Christian-Smith (eds) *Becoming Feminine: The politics of popular culture*. Lewes: Falmer Press.
- Smyth, C. (1992) *Lesbians Talk Queer Notions*. London: Scarlet Press.
- Sparkes, A.C. (1997) 'Ethnographic fiction and representing the absent other', *Sport, Education and Society*, 2(1): 25-40.

- Sparkes, A.C. (1994) 'Self, silence and invisibility as a beginning teacher: A life history of lesbian experience', *British Journal of Sociology of Education*, 15(1): 93-118.
- Sophie, J. (1986) 'A critical examination of stage theories of lesbian identity development', *Journal of Homosexuality*, 12: 39-51.
- Spencer, S. (2008) 'Equality and Human Rights Commission: A decade in the making', *Political Quarterly*, 79 (1): 6-16.
- Stonewall (2006) *Workplace Equality Index 2006*. London: Stonewall.
- Stonewall (2005) *Network Groups*. Stonewall Workplace Guides. London: Stonewall.
- Sullivan, N. (2003) *A Critical Introduction to Queer Theory*. Edinburgh: Edinburgh University Press.
- Swain, J. (2003) 'How young schoolboys become somebody: The role of the body in the construction of masculinity', [British Journal of Sociology of Education](#), 24(3): 299-314.
- Swiencicki, M.A. (2002) *Difference for Sale: How advertisers construct different versions of race, class, gender, and sexuality in ten men's magazines*. Dissertation Abstracts International, A: The Humanities and Social Sciences, vol. 62, no. 12, pp. 4340-A.
- Talbot, S. and Steinberg, S. (2000) *Thinking Queer: Sexuality, culture and education*. New York: Peter Lang.
- Thomas, J.L. (1996) 'Expanding knowledge of older gay men and lesbians: Retrospect and prospect', in: L. Sperry and H. Prosen (eds) *Aging in the Twenty- First Century*. New York: Garland Publishing Inc.
- Thorne, B. (1993) *Gender Play: Girls and boys in school*. London: Open University Press.
- Turner, J.G. (ed) (1993) *Sexuality and Gender in Early Modern Europe*. Cambridge: CUP.
- Turner, W.B. (2000) *A Genealogy of Queer Theory*. Philadelphia, PA: Temple University Press.
- Unks, G. (ed). (1995). *The Gay Teen: Educational practice and theory for lesbian, gay, and bisexual adolescents*. New York: Routledge.
- Walters, S. (1996) 'From here to queer: Radical feminism, postmodernism, and the lesbian menace (or, why can't a woman be more like a fag?)', *Signs*, 21(4): 830-869.
- Ward, J. (2008) *Sexualities, Work and Organisations: Stories by gay men and women in the workplace at the beginning of the twenty-first century*. London: Routledge.
- Ward, J. and Winstanley, D.C. (2005) 'Coming out: The recognition and negotiation of identity in work organisations', *Culture and Organization*, 10(3): 219-236.
- Warwick, I., Goodrich, R., Aggleton, P. and Chase, E. (2006) 'Homophobic bullying and schools - Responding to the challenge', *Youth & Policy*, 91: 59-73.
- Weeks, G., Holland, J. and Waites, M. (eds) (2003) *Sexualities and Society: A Reader*. Cambridge: Polity Press.
- Weeks, G. (1991) *Against Nature: Essays on history, sexuality and identity*. London: Rivers Oram Press.
- Weeks, S. (1993) *The Lesbian Heresy: A feminist perspective on the lesbian sexual revolution*. London: The Women's Press.
- Whitehead, S. (2002) *Men and masculinities: Key themes and new directions*. Cambridge: Polity.
- Williams, J. and Taylor, R. (1994) 'Boys keep swinging: Masculinity and football culture in England', in: T. Newburn and B. Stanko (eds) *Just Boys Doing Business: Men, masculinities and crime*. London: Routledge.
- Wilson, E. (2000) 'Inclusion, exclusion and ambiguity: The role of organizational culture', *Personnel Review*, 29(3): 274-303.

Witt, L., Thomas, S. and Marcus, E. (eds) (1995) *Out in All Directions: The almanac of gay and lesbian America*. New York: Penguin Books.

Zimmerman, N.M. (2000) *Self concept, identity, and resiliency factors among gay and lesbian individuals: A review and critique of the literature*. Unpublished MSc thesis, University of Wisconsin-Stout.

Zuckerman, A. J. and Simons, G. F. (1996) *Sexual Orientation in the Workplace*. Thousand Oaks, CA: Sage.