

# THE GUIDE TO NON-BINARY INCLUSION IN RUNNING

v1.2

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JULY 2022  
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## **AUTHOR'S NOTE**

THIS GUIDE IS BEING DISTRIBUTED and made available without a paywall to serve the growing needs of the running community. I created this resource as a labor of love to give back to a community and sport that I hold near to my heart. Should you and your team/organization find this information useful and valuable, and are willing and able to provide compensation, I kindly ask you to consider a payment contribution of any kind.

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# Introduction

NON-BINARY INDIVIDUALS HAVE ALWAYS EXISTED, despite the lack of recognition of them in history. Based on a study completed in 2021 by the Williams Institute at UCLA School of Law, there are 1.2 million non-binary adults (18 to 60 years old) in the United States, which makes up 11% of the lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) population.

Despite this actuality, the gender binary of man and woman is still prevalent in most Western systems, spaces, and practices, including the sport of running. It is the foundation of the society we have built, and shapes how we interact with one another, both directly and indirectly. That foundation was created for two specific identities, and in doing so, marginalized a myriad of other identities.

In the running community, when a participant goes to register for a race, they most likely have to choose between two options, “Man” or “Woman.” That decision then affects the participant’s entire experience before, during, and after the race. What if the participant doesn’t identify as man or woman? To be inclusive of all individuals, the industry must change.

This guide was created to assist race directors and organizations as they embark on this journey of non-binary inclusion. Adding this gender identity field to the registration process is just one step of several to ensure meaningful inclusion. This has already been undertaken by 200+ running events across the United States, including the Philadelphia Distance Run and the New York City Marathon (see additional events in the [Non-Binary Racing Database](#)). This resource will provide several solutions that will not only make events more inclusive of those who identify beyond the gender binary, but also enhance the experience of all participants.

The ultimate goal is an industry that doesn’t classify, or measure success, based on gender identity, but instead affirms all identities and encourages participants to reach their greatest potential.

## NOTE:

The majority of this guide is focused on non-binary inclusion, especially the current lack of a division for non-binary individuals to participate. Transgender athletes, conversely, can and should be able to compete in the men’s and women’s divisions that are already established, but their eligibility is continuously contested. While some of the topics in this guide will overlap with issues faced by transgender athletes, this should not be the primary resource for trans inclusion efforts, as there are already many policies and specific recommendations available. There is, however, a lack of guidance on how to include non-binary participants, which this guide seeks to address.

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# Glossary of terms

Let's start with a few key distinctions and definitions.

**SEX** assigned at birth refers to anatomical and biological labels used to describe a child at birth. Male, female, and intersex are all examples of sex.

**GENDER** is a social construct, separate from sex, and is comprised of two parts: gender identity and gender expression.

**GENDER IDENTITY** is one's innate sense of self—how they feel on the inside and how they contextualize themselves. Examples of gender identities include non-binary, agender, woman, man, and genderqueer to name a few.

**GENDER EXPRESSION** is how one presents their gender identity in the world through their appearance, clothing, behaviors, mannerisms, and so forth. Examples of gender expressions are masculine, feminine, and androgynous.

**CISGENDER** describes a person whose gender identity correlates with their assumed sex assigned at birth.

**TRANSGENDER** describes a person whose gender identity does not correlate with their assumed sex assigned at birth.

**GENDER BINARY** refers to a traditional gender system that exclusively defines gender as man or woman, and assumes both gender identity and gender expression are to align with the sex assigned at birth.

**NON-BINARY** is one of the many gender identities that exists outside of, and even in-between, the gender binary. For the purposes of this guide, non-binary will be used as an umbrella term for anyone who identifies beyond the gender binary.

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It's important to note that gender is fluid, and no matter how an individual identifies, the journey to one's full, authentic self can be a long, arduous process. Respecting where someone is at in their journey is paramount and their right to self-discovery and self-expression must be protected at all costs. For some non-binary individuals, being out in certain networks, spaces, or communities is a matter of life or death, and therefore are more hesitant when it comes to sharing their gender identity. For others, it's important to be fully seen in their gender identity. The topics in this guide will consider the spectrum of visibility among non-binary individuals.

**NOTE:**  
See [Julia Serano's glossary](#) for more in-depth definitions.

Terminology and language evolve, so please make sure to continue educating yourself.

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# Context

ADVOCACY FOR INCLUSION in sports dates back to Ancient Greece with the push for cisgender women to have a place in major running events. It wouldn't be until 1972, when cisgender women were first allowed to enter the Boston and New York Marathons, that their efforts would start to pay off. Over a decade later, in 1984, the first women's Olympic marathon was held in Los Angeles, where American Joan Benoit-Samuelson finished first with a time of 2:24:52. The push for trans inclusion, not only in running but in all sports, has just recently begun. At the collegiate level, the NCAA implemented a transgender policy in 2010, but the first out transgender athlete wouldn't compete until 2015. Similarly, the International Olympic Committee established a policy in 2003, but it wasn't until 2021 that the first out transgender athlete would compete.

As stated in the *Introduction*, non-binary individuals have always existed. Most races only have two divisions (men's and women's), and non-binary individuals are put in an awkward predicament, which they navigate in different ways. There are some who reluctantly select one of the non-affirming categories, in order to participate, but for many others, only seeing two gender identities deters them from participating at all. Just as space is being made for cisgender women and transgender athletes, it's now time to add non-binary athletes to the equation.

The reality is that participating in any sport requires a certain physical and mental capacity. For those who don't identify as cisgender, competing in an environment that doesn't affirm their identity is not only a safety concern, but also adds unnecessary anxiety and pressure, which detracts from the participant's overall ability to fulfill their personal and competitive goals.

THE STEPS FOR CREATING A SPACE for non-binary individuals at your event are divided into three sections: *Before Adding a Non-Binary Division*, *Making Structural Changes*, and *After Adding a Non-Binary Division*. These steps are meant to guide you toward building the most inclusive and successful event.

Know that each event will be unique, and as you complete this work, remember the following:

Refrain from making assumptions about an individual's identity or experience based on their pronouns, clothing, body type, hair style, etc.

You will make mistakes and that is okay.

Don't be afraid to ask questions, and in turn, don't be offended if a trans or non-binary individual doesn't have the time or desire to answer. You may need to seek out additional resources.

Be willing to listen and learn.

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# Before adding a non-binary division

## SET INTENTIONS

The first step in this entire process is to ask yourself and your team some important questions:

Why are you hoping to create a non-binary division?

Is this because you truly believe there are more than two gender identities?

Are you looking to garner sponsorship money from queer friendly businesses?

Do you have a child who is not cisgender and want to create a space for them to participate with your family?

Have you seen social media posts about pronouns and gender identity, and are interested in affirming those individuals at your event?

Are you wanting to raise awareness about the challenges non-binary individuals face both in the sport and in the larger community?



Do you plan to mirror this work internally as a team and/or organization?

Will you provide resources and help educate your team on the existence of non-binary individuals?

Are you and your team prepared to learn new things, check assumptions, and address biases?

How do you plan to share this initiative with race participants, volunteers, and/or the community?

Will there be a press release or post on social media?

Do you plan to include some of the answers to these intentions in that communication?

How will you communicate this new division to those who have already registered for your event, and who may need assistance with changing their division?

How will you inform, and possibly educate, the event volunteers?

How will you support non-binary participants once the new division is announced?

How will you address possible disagreement with the new division from race-related personnel and/or community members?

If you have an existing anti-harassment policy, does it include language for individuals who may be targeted because they aren't cisgender?

What does success look like and how will you measure it?

If surveying participants to collect feedback, will there be an anonymous option to protect individual identities and encourage authentic responses?

How will you receive feedback and incorporate it into future events?

Some of these questions may seem a bit daunting, but they are necessary as we still live in a world where many people don't affirm non-binary identities. With the creation of space for these individuals comes responsibility. Being honest about your intentions with yourself and the larger community, will help guide you to not only the safest, but most authentic and inclusive outcome.

## **INVOLVE LOCAL NON-BINARY INDIVIDUALS**

The next step is including non-binary individuals in the conversation. Is there a local LGBTQIA+ running club or non-profit organization that you could connect with? It is crucial to seek out groups that have non-binary representation. It's also important to actively listen during conversations with said representation and validate their experience(s). Finally, if you do engage with non-binary individuals, how are you acknowledging their time and efforts (e.g. free race registration, swag, or honoraria)?

## **NORMALIZE THE USE OF PRONOUNS**

For some, pronouns are a very personal component of their gender identity. These are not “preferred” pronouns, they just are, and should be accepted at face value. Asking someone which pronouns they use is advised over assuming them based on how someone looks or their first name.

Common pronouns include:

she/her/hers

he/him/his

they/them/theirs

\*The examples above are just the start of a very exciting, complex list of possibilities.

Here are some ways you can easily incorporate pronouns:

Add your pronouns to your email signature so that when corresponding with vendors and race participants, they are encouraged to do the same.

When hosting meetings or calls, include your pronouns next to your name, on your name tag, or in your introduction. For example: “Hello, my name is Jake, my pronouns are ‘they/them’ and I’m the Race Director.”

Include a voluntary field for pronouns with registration so that race organizers know how to refer to participants. Make this an open field, rather than a dropdown list, as some individuals use multiple pronouns.

If you don't know someone's pronouns, either use their name or “they/them” as an inclusive placeholder.

Gender identity is fluid, and so are pronouns. If someone's pronouns change, work to adapt appropriately. Some individuals will have multiple pronouns, such as “she/they.” If this is the case, they may use either in any situation or prefer certain pronouns in different situations.

If you are cisgender and think pronouns don't apply to you, think again. While you may have the luxury of never being referred to by the incorrect pronouns, you can be an ally for those who don't have the same luxury. By sharing your pronouns, you not only show that your event affirms everyone's gender identity, but you also encourage others to share their pronouns, whether they're cisgender or not. This normalization and practice of sharing pronouns helps put an end to the assumption of pronouns based on appearance.

### **INSTEAD OF GENDERED LANGUAGE, USE GENDER INCLUSIVE LANGUAGE**

Misgendering is when one intentionally or unintentionally refers to or describes someone in a way that doesn't align with their gender identity. This can happen through the use of pronouns and/or gendered language.

How many times have you used "ladies & gentlemen" or "hey, guys" to address a group of people? Why not use "participants" or, depending on the type of race, "runners/walkers" instead? If you're looking for a more inclusive option for all people at the event, try "everyone" or "friends."

Another common hiccup here is the use of honorifics: Mr, Mrs, Miss, Sir, Madam, etc. Honorifics DO exist for non-binary individuals, such as Mx (pronounced "mix"). If this form of addressing individuals is important, consider adding a field to your event registration to collect this information. Ultimately, someone's first name should be the priority in any situation.

If you choose to classify participants (typically in results) based on gender identity and age, such as M# or W#, use X# for non-binary individuals.

Bottom line, refrain from making assumptions until you know how someone identifies.

The other side of gender inclusive language includes written communication and signage. It's important to remove gendered language from your website/social media/emails/etc. Don't forget to also check your mission, values, and bylaws.

If gendered language exists, ask yourself, "how can this be made gender inclusive?" An example of this would be describing an area for those who are breast/chest feeding. Try using, "lactation area for parents."

We'll address creating safe spaces in the next section but know that one of the key places gendered language shows up is on restroom and changing facility signs.

## CREATE SAFE SPACES FOR ALL PARTICIPANTS

As you begin to create an event for those who exist beyond the binary, a key element is to make sure the environment those participants are entering is welcoming, inclusive, and safe. Are the restrooms and changing facilities labeled “Men” and “Women,” or “All Gender?” This is a component that many overlook. While some facilities are easier to work with to update signage, others might require a bit more creativity. Here are some starting points depending on your event’s set-up:

### Port-o-potties

This is the ideal set-up for access across the spectrum of gender identities, as they are single-use; however, sometimes it is complicated by added signage or colors. Best practice standards include:

Do not designate by gender identity through text or icons.

If some port-o-potties have urinals and others do not, add signage that describes the feature in the unit (not the gender identity expected to use them).

Avoid renting blue and pink colored port-o-potties with the intention of designating a gender identity to each of the colors.

### Building with only multi-stall women’s and men’s restrooms

If your event has exclusive use of the restrooms, consider adding temporary signage to designate the restrooms as “All Gender” (see signage example on next page). This will not only help non-binary people, but free up the flow for all participants (especially right before the race starts when there is a surge on restroom usage).

If the event does not have exclusive use of the restrooms, consider supplementing with port-o-potties near or adjacent to the women’s and men’s restrooms.

### Building with single-occupancy restrooms designated by only one or two genders

Consider adding temporary signage to designate the restrooms as “All Gender” rather than for just one or two genders, and focus on features, such as toilet and urinal (see signage example on next page).

These signs ARE considered inclusive  
of non-binary individuals:



These signs ARE NOT considered inclusive  
of non-binary individuals:



If it's common practice to stock period and menstrual products in women's restrooms, you should expand this to all restrooms, especially those that are "All Gender."

"All Gender" restrooms also benefit those who may need to accompany their child or family member but aren't the same gender identity.

When it comes to creating more inclusive public facilities, the safety of cisgender women is always brought to the table. In 2018, the Williams Institute at UCLA School of Law completed a study to test if nondiscrimination laws decreased the safety of individuals in public restrooms, locker rooms, and changing rooms. They found that "fears of increased safety and privacy violations as a result of nondiscrimination laws are not empirically grounded." We do, however, have evidence of countless occasions of verbal and physical violence against transgender and non-binary individuals in gendered facilities.

### **REVISE MERCHANDISE AND SWAG**

Another product of a binary world is gendered fashion, where clothing for men and women is assigned specific colors, fits, and sizes. If you plan on distributing apparel to participants, try using, or at least including, non-gendered sizing options. If you can make changes to the descriptions of clothing, consider using "tapered cut" instead of "women's" shirt or "straight cut"

instead of “men’s” shirt. It’s also recommended that you make all apparel options available to all participants, so that someone who registers in the women’s division isn’t forced to pick a “women’s” shirt, etc. When presenting said products, consider separating them by product type (shirts, jackets, water bottles) instead of “men’s” and “women’s” products.

### **SHOW YOUR SUPPORT THROUGH MARKETING AND PARTNERSHIPS**

As you plan a marketing campaign for your event, remember that representation is key. Consider who and what you are including in your materials. The next important step is choosing where to promote. Are you inviting your local Frontrunner club and other LGBTQIA+ sport clubs to participate? Are you putting up posters at the local LGBTQIA+ gyms, bars, and community centers? Are you posting on social media (e.g. Facebook, Instagram), specifically in LGBTQIA+ groups and threads? The objective here is to think about the people you want to reach and how best to make that connection.

When you engage with sponsors and vendors, are you partnering with organizations and/or companies that affirm or oppress non-binary individuals? To create the safest space for participants, you should avoid contracting or inviting vendors who are going to see certain participants as less than. This is where having representation from the non-binary community, and other oppressed groups for that matter, involved in the event planning process is so crucial. Starting a dialogue between your team and any possible partnership(s) will help you navigate this, sometimes, tricky situation. Remain transparent and be prepared to listen and act accordingly should concerns arise.

### **EXPLORE AND MAKE THE DECISION TO ADD A NEW DIVISION**

Depending on the size and competitiveness of your event, discuss and explore the following options:

Remove gender identity as a classification tool and replace with a factor more in tune with participant performance, such as time.

Expand the gender identity options with the addition of a non-binary division, and possibly a participant division.

Whichever route you choose, what policies and communication tools will you need to support your decision? You’ll also need to identify the cascading impacts of this decision, namely, where gender identity is at play in your event (e.g. awards, race systems, bibs, lead cyclists). This will help you determine next steps to enact comprehensive changes. These structural changes are outlined in more detail in the next section.

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# Make structural changes

## **COST/BUDGET**

One of the first reactions to the idea of adding another division is that it will cost more. To address that, you must distinguish between a monetary cost, a time commitment, or the use of other resources. The reality is that this work isn't free, but if you and your team are looking to achieve maximum inclusivity, you must be willing to dedicate the necessary resources to reach that goal.

One increase in monetary cost might be for awards and/or prize money. This will be addressed in more detail later, but if your event distributes awards and/or prize money to the men's and women's divisions, you should do the same for the non-binary division. Regarding time commitment and additional monetary costs, the necessary work to be done on the development and coding of registration and timing platforms is something to keep in mind. We'll get more into this in a later section but know that should your organization host those systems internally, you'll have to budget some extra time and resources to get those updated.

Think of any monetary cost that comes up as a necessary, one-time investment that will give your event a competitive advantage. The race calendar is over saturated, but not many have a non-binary division. Races that implement this change will be at the top of the list for non-binary individuals and their allies, such as family members, friends, and those who choose not to participate in events that don't affirm non-binary individuals.

Adding a non-binary division to your event brings up two exciting budget-increasing opportunities. The first is that

you're providing an avenue for individuals to participate in your event who may have decided not to in the past. As stated in the *Introduction*, there's a growing cohort of people out there who are looking to be affirmed in their identity or are allies looking to participate in inclusive events. Adding this division means more registrations. Additionally, a lot of events are sponsored by companies and local businesses. Consider how adding this division might be a way to build relationships with the local LGBTQIA+ owned and operated businesses. This new division shows your commitment to the work and businesses will want to support that. There are even larger companies, such as Brooks, REI, and Starbucks, who are looking to support or partner with events that are intentionally working on equity, diversity, and inclusion.

If your event and/or organization is not in a place to increase the budget or source more funding, then to achieve maximum equality for all participants, you will reallocate funds so that they are evenly distributed across all divisions.

### **PARTICIPATION LEVELS**

You may be worried that if you create a non-binary division, there won't be enough participants. How do you define "enough" participants? If the age brackets are sparsely populated and therefore won't be able to recognize a top three in each bracket, consider recognizing the top five overall until registration numbers increase.

For context, the Miami Half Marathon in 2022 had 19 non-binary participants, the NYC Marathon in 2021 had 16 non-binary participants, and the Portland Holiday Half and 5K in 2021 each had 6 non-binary participants.

Just like anything new, it will take time to gain traction, but the main objectives here are participation and raising awareness of non-binary individuals in the sport of running. By creating this division, you are providing an opportunity for those individuals to be seen, and for others to learn about non-binary identities. Cultivating non-binary participation at the local and regional levels is crucial for this sort of inclusion to ever exist at more professional and elite levels.

### **NAMING THE DIVISION**

Naming the division is important, especially for those who have been made invisible in the sport, and in the larger community.

First, ensure that your classification approach is based on gender identity, and not sex. If your categories are based on sex (male, female, etc.), you will need to change this to gender identity (man, woman, non-binary, etc.). This will have no impact on cisgender participants (who typically use sex and gender identity



interchangeably); however, it will make an important difference for non-binary and transgender participants.

Second, decide on a name for the division. It is understandable that race organizers gravitate toward existing divisions in their event or in the industry to address the issue of non-binary exclusion. However, those quick solutions end up being exclusionary. The following table summarizes the acceptable and non-acceptable division names, including rationale explaining why.

TYPE	DIVISION NAME	RATIONALE
<b>NON-ACCEPTABLE</b> These diminish the identity of non-binary individuals and/or miss the point	<b>Open</b>	Some events have “open” as an existing division, in which any gender identity can register for. This option is usually created for individuals who are looking to participate but not interested in competition. Race organizers will often suggest this division to non-binary participants. However, it is not an adequate solution for non-binary participants who wish to compete in an affirming division that compliments the specificity of the women’s and men’s divisions. Without a proper non-binary division, the event is not inclusive of all gender identities, only some of them.
	<b>Other</b>	This name implies that men and women are the default, or normal, and that non-binary individuals are subhuman.
	<b>Not Specified/ Unspecified</b>	In addition to the rationale above, this name does not account for the non-binary individuals who want to specifically be named and seen with a proper division.
<b>ACCEPTABLE</b> Recommend using both to meet nuanced needs of non-binary individuals	<b>Non-binary</b> Alternatives: Gender Diverse or Gender Expansive	Often used as an umbrella term, this label pertains to all participants who identify beyond the gender binary of men and women. It is a specific, proper, and inclusive name to be used in running events. It is also easily recognizable to those who already know it and to those who are reading it for the first time (especially when listed in conjunction with the women’s and men’s divisions).
	<b>Participant</b> Similar to “Open,” as stated above	This is an important option and/or division for those who don’t want their gender identity, or other parts of their identity (age, hometown, etc.), made public. This option is also ideal for those who don’t want to participate at a competitive level, as it is generally understood that this division will not have any prizes or awards associated with it. Those in this division will only have their name and finishing time listed in a general results list, preferably sorted alphabetically by name (not chronologically by time).

## **POLICING GENDER IDENTITY & CREATING INCLUSION POLICIES**

When establishing different divisions, questions about how someone qualifies will come up. Gender identity is such a personal and fluid identifier, and therefore becomes very hard to gauge, measure, and check (from the outside, or externally). To be completely inclusive and to respect the experience and rights of all individuals, participants must be allowed to self-designate their gender identity, which should then be accepted

at face value. The best practice is to create an inclusion policy that encapsulates the previous sentence. It's very important to make the policy public if you wish to be transparent with the participants and the greater community.

As stated earlier in this guide, non-binary individuals are at different points of the coming out process. Know that some non-binary individuals feel much more comfortable identifying and participating in the men's or women's division, instead of the non-binary division. This should be allowed, as it's a matter of emotional and physical safety.

One of the main arguments is that participants, namely cisgender men, will register as a non-binary participant to take advantage of the system. This is not a valid argument, as there is no evidence to date of this happening, and it should not be used to deny non-binary participants their much-needed visibility.

### **REVIEW USE OF GOVERNMENT IDS**

Some races require government-issued identification to verify participants which may serve as a barrier for non-binary individuals. One's legal name may be different than their chosen first name. In addition, just over half the states in the U.S. don't yet recognize non-binary as a gender identity on their IDs. Will an individual who identifies as non-binary be denied entry to your event just because they live in a state where they aren't given a non-binary option? Consider either removing the verification requirement completely, providing the possibility to opt-out, or allowing participants to use other forms of verification (e.g. utility bill, school ID with a photo, newspaper article with a photo). However you choose to proceed, it's important to add a note about this in the registration process along with the inclusion policy discussed in the previous section.

### **ADD TO SYSTEMS**

One of the more complicated challenges for adding a non-binary division is making sure the systems that are responsible for registration, timing, scoring, and results have the capacity to incorporate an additional division.

For the organizations that host and manage these systems in-house, you'll have to find the resources to make the change, whether that's information, time, and/or money. Incorporating the new division into the coding can take time, but it's a one-time process that must happen if you want to make the option available for your event. Consider partnering with a local computer science club to create an internship to recode the timing system. There are organizations out there, such as New York Road Runners and NYC RUNS, who have successfully completed this process already.

For those that don't host these systems in-house, contact the company that you partner with to see if they've already added the necessary functions. There are companies, such as Haku, Race Roster, Run the Day, and RunSignup, that have already done this work. The non-binary option that some platforms provide may not be automatic, so you'll need to make sure the option is enabled. If the company you're currently working with won't make the change, consider switching to one that does.

Whichever situation you're in, know that the existing systems were built with a binary goal in mind. Undoing that work will take time and patience. As that work begins, remember the more flexible the systems are, the better.

### **IDENTIFYING PARTICIPANTS**

For so long, race organizers and announcers have made assumptions on which participants were men or women. This might include taking into consideration participants' ability, body size and structure, hair length, clothing, or even color of shoes. Whether there's a non-binary division or not, this practice is outdated and offensive. There are cisgender women and men who don't dress according to gender roles, but that doesn't make them any less of a woman or man. Simultaneously, trans individuals should not be evaluated on the validity of their gender identity based on whether someone can "tell" if they are trans or not. Eliminating the assumption of gender identity based on appearance is imperative.

Your first instinct may be to have different colored bibs to identify each division. This is a potentially harmful solution, as it could call attention to non-binary participants and put them at risk of verbal or physical harassment. With that option out, you'll have to rely on bib numbers. Prioritize the placement of volunteers at the start and finish lines, with the primary focus of reading bib numbers of participants, so that timers and announcers are made aware of each divisions' frontrunners.

If possible, collect anticipated paces/finish times during the registration process so that you have an idea of who might be a frontrunner in each division. If need be, connect with those participants before the start of the race and introduce them to any volunteers and/or lead cyclists who will be closely following their progress.

### **INCLUDE DAY-OF EXPECTATIONS WITH REGISTRATION**

This is something you probably already do. After a participant completes their registration, they most likely are directed to a page or receive an email with more information about package pick-up and race day logistics. Consider expanding upon that

and communicating some of that information before they even register for the event.

The objective here is to make ALL potential participants aware of the day-of expectations. If a participant registers to compete in a certain division, how might they be identified on the day of? How might that participant have to verify their identity? Might that participant's name be called if they are in the top three of their category or division? Might that participant be asked to stand on a podium? Will the race results be made public afterwards, either online or in local publications? There are multiple ways we are accustomed to identifying participants of an event. Making those instances known ahead of time provides an opportunity for someone who isn't comfortable being identified to raise a concern and ask for an accommodation.

In addition, this is an opportunity to share what type of restrooms (i.e. All Gender) and/or changing facilities will be available.

### **AWARDS /PRIZES**

If your event provides awards and/or prize money to the existing men's and/or women's divisions, then the same should be done for the non-binary division. To be completely equitable, no division should receive more or less than the other. Yes, you may have fewer participants in a certain division and therefore less awards to distribute overall, but each participant should be given equal opportunity to win each award and/or amount of prize money.

Identifying winners of the overall event, divisions, or age groups typically includes an announcement, the posting of names, or podium appearances. This pertains to the previous section, where it was made clear the need to share in advance what participants can anticipate should they place at the event. The best practice is transparency and making sure that participants are given contact information should they have any concerns about their name and/or gender identity being made public.

### **LEAD CYCLISTS**

Some events will engage lead cyclists. To navigate this, you'll have to first decide what your objective is with lead cyclists. Are they leading the frontrunners of the overall race to the finish line? Or are they there to support and guide the frontrunners of each division, while also serving as an additional tool for announcers to help them identify the frontrunners of each division? If the answer to the first question is yes, then however many cyclists you have should be stationed with the frontrunners of the race, no matter their division. If the objective pertains more to the latter scenario, then there should be a lead cyclist for each division, no matter where that frontrunner may be in the overall race.

# After adding a non-binary division

AS YOU START TO IMPLEMENT the solutions from this guide, there are a few necessary follow-up steps to consider:

Collect and monitor feedback, specifically from non-binary participants (make sure to allow for anonymous submissions).

Use feedback to improve inclusion efforts in future events.

Manage possible public criticism and misinformation.

Advocate for (if third-party) or complete (if in-house) the addition of the non-binary division to the filtering function on results webpages (see example below from New York City Marathon).

The screenshot shows the NYRR Race Results website for the TCS New York City Marathon 2021. The page features a search bar and a filter dropdown menu. The filter menu is open, showing options for 'ALL GENDERS', 'MEN', 'WOMEN', and 'NON-BINARY'. The 'ALL GENDERS' option is selected. Below the filter menu, a table of runner results is displayed, including Albert M27 MEN and Mohan M31 NON-BINARY. The table columns are Place, Pace, and Time. Albert M27 MEN is listed as Place 1, Pace 04:54, and Time 2:08:22. Mohan M31 NON-BINARY is listed as Place 2, Pace 04:56, and Time 2:09:06.

Runner Name	Place	Pace	Time
Albert M27 MEN	1	04:54	2:08:22
Mohan M31 NON-BINARY	2	04:56	2:09:06

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# Conclusion

TAKE A DEEP BREATH. That was a lot of information. Remember, this work won't happen overnight. It will take time and dedication. As long as you identify intentions and center yourself and your organization around a set of goals, you'll have a foundation to return to when it gets challenging. Know that there is help out there from local LGBTQIA+ groups and questions are always welcome.

By establishing a non-binary division, you're creating a space for an entire group of individuals to be seen. This representation is monumental and entirely necessary. The journey toward equity in the sport of running is ongoing and won't stop after you implement each solution in this guide. We need to continue listening to, learning from, and advocating for those whose voices are continually silenced.

## **ADDITIONAL RESOURCES**

Road Races Have Begun to Add Nonbinary Divisions. But Is That Enough?

Runner's World — 04.2022

Non-binary Runners Have Been Here the Whole Time

New York Times — 04.2022

Non-Binary Option for Race Registration

Ultrasignup — 12.2021

This non-binary runner made history at the NYC Marathon

OutSports — 11.2021

Olympics changing trans-athlete policy, will leave inclusion up to individual sports

OutSports — 11.2021

How Should Nonbinary Athletes Navigate the Gendered World of Sports?

them — 10.2021

Sports Is Where Trans Nonbinary Runner Nikki Hiltz Found Themselves

Forbes — 09.2021

Olympic officials nudge sports federations toward greater inclusion for transgender and nonbinary athletes

19th — 09.2021

Portland Marathon includes non-binary athletes thanks to local runner

Spokesman — 09.2021

Will the Olympics ever truly welcome nonbinary athletes?

PBS — 07.2021

Redesigning the System: How Trans and Non-Binary Athletes Are Transforming Sport

Global Sport Matters — 06.2021

The Philadelphia Distance Run Is Establishing a Nonbinary Division.

Here's Why That Matters

Runner's World — 05.2021

The Life of a Non-Binary Runner

Runner's World — 05.2021

Living Nonbinary in a Binary Sports World

Sports Illustrated — 04.2021

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## ACKNOWLEDGEMENTS

Thank you to the following for your time and energy:

**Nas Allmomen**

London Frontrunners, Co-President

**Michael Ambrose**

Palm Springs Front Runners & Walkers, President; and International Front Runners, Western US Regional Representative

**James Barron**

Brighton & Hove FrontRunners, Communications and Marketing Officer

**Greg Barton**

Chicago Frontrunners

**Shane Bauer**

Grandma's Marathon, Executive Director

**Addie Bracy**

OUTrun, Co-Founder

**Remy Bullimore**

Newcastle Frontrunners, Communications Lead

**Michael Clemons**

Louisville Running Company, Owner

**Carol Coram**

USATF Committee for Diversity & Leadership, Secretary

**Ian Dobson**

Eugene Marathon, Race Director

**Bobby Duggleby**

Tallahassee Front Runners, Founder

**Erica Edwards-O'Neal**

New York Road Runners, SVP of DEI

**Chris Fain**

Frontrunners and Frontwalkers Phoenix, President

**Patti Flynn**

Proud to Run Chicago, Race Director and Board Chair; and DEI consultant, TransRockies Run

**Kate Foggo**

Edinburgh Frontrunners, Learn to Run Officer

**Gilbert Gaona**

Front Runners New York, President

**Iber González-Vidals**

New York Road Runners, Director, Planning and Project Management

**Sam Grotewold**

NYRR, Director, Professional Athletes

**Gabe Gunnink**

Seattle Frontrunners, Secretary

**Brandi Harrington**

Vancouver Frontrunners, Vancouver Pride Run & Walk Director

**Al Hopkins**

Edinburgh Frontrunners, Diversity & Equality Officer

**Philipp Kreyenmeier**

Vancouver Frontrunners, Vice President

**Steve Lastoe**

New York City Runs, Founder

**Sara Long**

San Francisco FrontRunners, VP & Race Director of SF Pride Run

**Lauren Lubin**

non-binary athlete, activist, "WE EXIST: Beyond the Binary" documentary

**Rach McBride**

non-binary triathlete

**Mikah Meyer**

travel expert, speaker, advocate

**Josh Miller**

Hartford Marathon Foundation, VP & Race Director

**Ryan Nicoll**

Frontrunners Boston

**Jenna Pantin**

New York Road Runners, Head of DEI, and Internal Communications

**Brent Radeke**

San Francisco FrontRunners, President

**Norman Reich**

DC Front Runners, Race Director

**Geoff Roest**

Flagstaff Front Runners & Front Walkers

**Darwin Marengo Romero**

Seattle Frontrunners

**Eric Runyan**

Front Runners & Walkers Fort Lauderdale, President

**Kai Scott**

TransFocus, President and Gender Strategist; and former board member of the Vancouver Frontrunners

**C.C. Téllez**

Lez Run, Founder

**Arjun Viray**

Portland Frontrunners, Communications Officer

**Jordan Washington**

Portland Frontrunners, President

**Assaf Weinberg**

Shoreline Frontrunners of Long Beach, Secretary

**Hayley Yocum**

gender based violence activist and researcher

**Mike Watkins**

Vancouver Frontrunners, President

**Leifka Vissers**

Vancouver Frontrunners, Past President

**Ken Pierce**

Honolulu FrontRunners/FrontWalkers