

**TOUGH ON TURF SURVEY**  
**REPORT**

**DISCRIMINATION FACED BY MASCULINE-  
PRESENTING WOMXN IN SPORT**

**Introduction of the survey**

Football is a powerful tool for social development. Social development is about improving the well-being of every individual in society so they can reach their full potential. Success of a community is linked to the well-being of each and every citizen. football is not just physical activity, it promotes health (physical and mental) and education, fosters cognitive development, teaches social behaviour and helps social cohesion. football can be used to increase the social capital and social integration of LBQITGNC into the wider community, as well as empowering them and giving them skills that will help them give back to the community.

**Justification**

LBQITGNC Womxn in sport still face barriers when trying to enter and participate in Soccer. They face discrimination and harrasment at all levels from the community and recreational levels to the professional and elite levels based on their sexual orientation and gender identity aand/or expression from Coaches, Team Managers ,Team mates and Fans.

**Purpose of the survey**

The findings of the survey seek to integrate and change norms that are specific to trans, or non-binary LBQT Womxn in sport in the process debunking myths and misconceptions that LBQT\* Womxn in sport face amongst the key decision and policy makers and in the soccer arena in Western Kenya. This will then ignite discussions on attitude change and gender sensitivity as well as the Impact of discrimination LBQT\* Womxn face.

**Methodology**

The sample size was derived from LBQ Womxn and ITGNC persons from 8 football teams in Vihiga,Kakamega and Kisumu of 43 respondents (20 from Vihiga and Kakamega 23 from Kisumu) using key informants, questionnaires and focus group discussions (FGDs) with an administration of an online and offline questionnaires of 19 questions

A consultant was engaged over a 6 month period from March 2021 to August 2021 to develop the survey and collate the data as per their terms of

Reference in partnership with the WKLFF staff and the University of Michigan Intern based in the school of public health.

To realize the outcomes of the survey in the onsite project, the survey was administered over a 6 month period. All data was entered and analyzed by Qualtrics XM Platform which takes feedback from insight to action and enabled us Collect, analyses and act on real time feedback collected effortlessly across every touch point.

Qualtrics uses (artificial intelligence) AI-powered analytical tools to uncover deep insights and predict what's coming with no special skills required to turn knowledge into results with automated actions that flowed directly into the findings

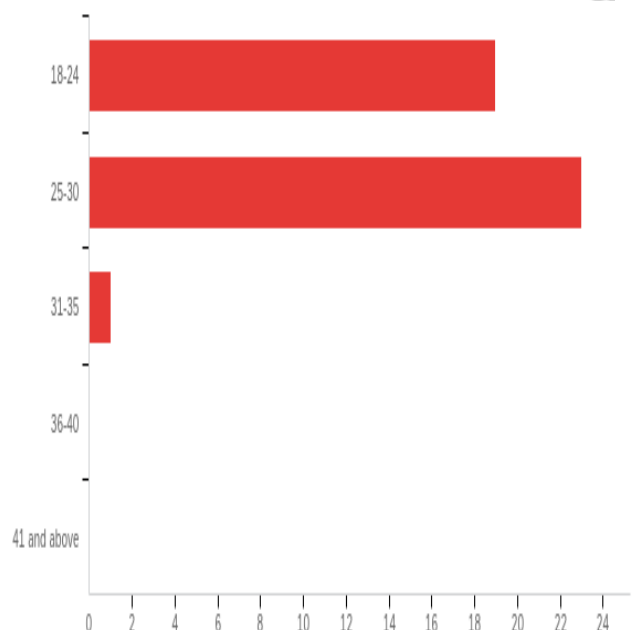
**Dissemination**

This survey findings will be displayed graphically so that it can be easier for everyone to understand and process it, analyze relationships and discover trends by comparing the variables in a dataset

**SURVEY FINDINGS**

**1. DEMOGRAHIC QUESTIONS**

**AGE OF RESPONDENTS**



44% of the respondents were between the ages of 18-

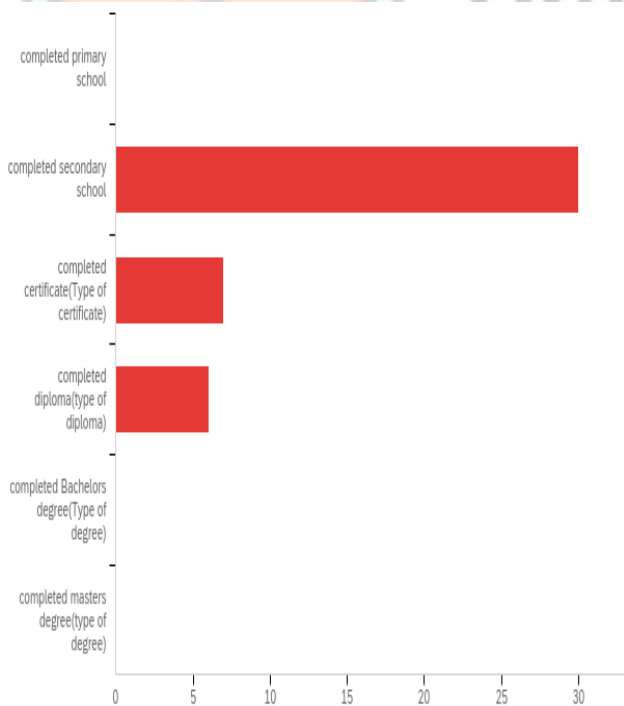
24 and 53% made a majority of the respondents as they were still at the peak of their football career with only 1 respondent in the age bracket of 36-40 as demonstrated in the table below:

Respondents Answers	%	Count
18-24	44.19%	19
25-30	53.49%	23
31-35	2.33%	1
36-40	0.00%	0
41 and above	0.00%	0
Total	100%	43

Respondents Answers	%	Count
completed primary school	0.00%	0
completed secondary school	69.77%	30
completed certificate	16.28%	7
completed diploma	13.95%	6
completed Bachelor's degree	0.00%	0
completed master's degree	0.00%	0
Total	100%	43

## 2. LEVEL OF EDUCATION OF RESPONDENTS

This section sought to identify the level of education of the respondents. 30 respondents have completed secondary school, while 7 have completed certificate programs and 6 in Diploma level programs and 1 respondent did not specify the type of diploma completed. It is evident that none of the respondents have a bachelors or Master's degree as stipulated in the bar graph below:



### RESPONDENTS WHO COMPLETED CERTIFICATE TRAINING COURSES

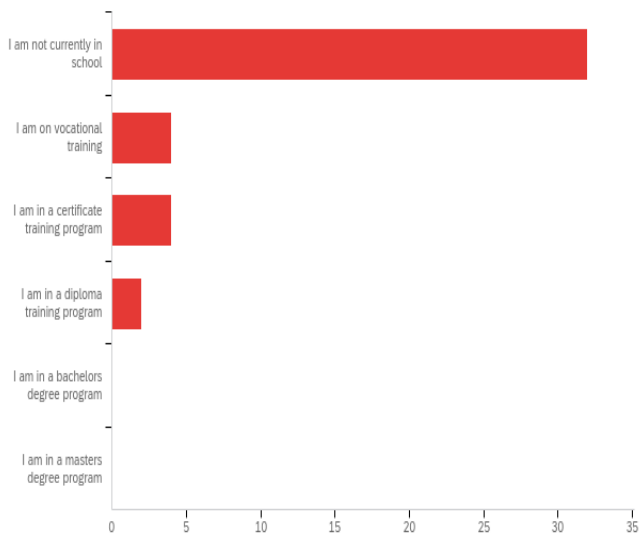
7 respondents who completed certificate (Type of certificate)
Purchasing and supplies
Certificate in general agriculture
Food and beverage
Information technology
ECD CERTIFICATE
Electronics and electrical engineering, life skills programming
Electrical and electronics

### RESPONDENTS WHO COMPLETED DIPLOMA TRAINING COURSES

completed diploma (type of diploma)
Procurement
Electronics
Supply chain management
Sales and marketing
Higher diploma

### 3. TYPE OF SCHOOL THE RESPONDENTS ARE ATTENDING CURRENTLY

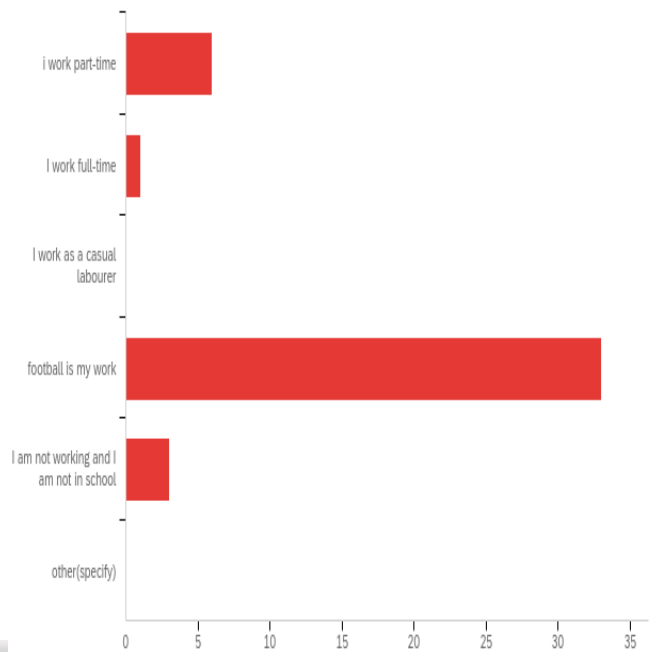
76% of respondents are currently not in school with 9% of the respondents in Vocational training with 9% in a certificate training and 4% in a diploma training course. it is evident that none of the respondents are perusing any degree or masters programme



Responses on the school they are currently attending	%	Count
I am not currently in school	76.19%	32
I am on vocational training	9.52%	4
I am in a certificate training program	9.52%	4
I am in a diploma training program	4.76%	2
I am in a bachelors degree program	0.00%	0
I am in a master's degree program	0.00%	0
Total	100%	42

### 4. RESPONDENTS CURRENT EMPLOYMENT STATUS

The survey highlighted that 76% of the respondents consider football as their full time work which then becomes their main source of income.13% play football on a part time basis and 3% having no work and are not in school,2% of the respondents has a full time Job none of the respondents being casual workers as illustrated below.

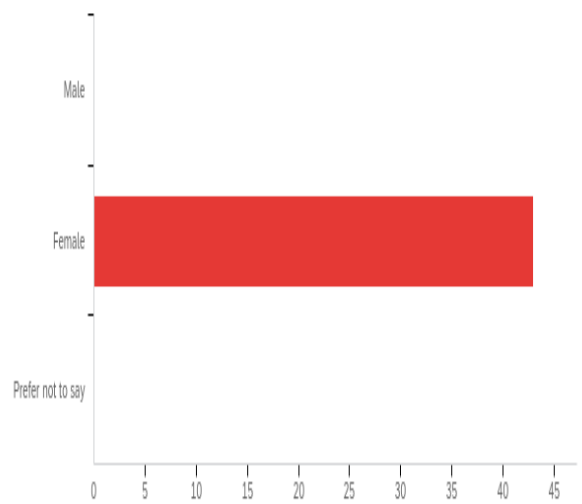
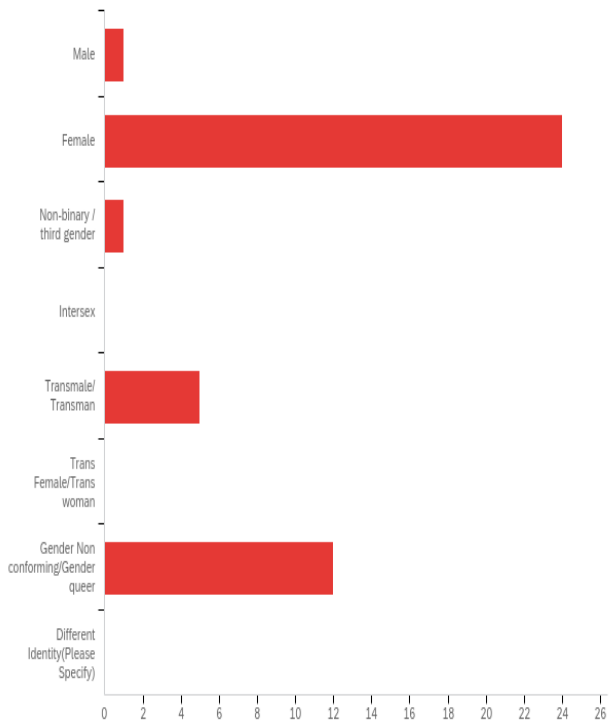


Respondents employability	%	Count
I work part-time	13.95%	6
I work full-time	2.33%	1
I work as a casual laborer	0.00%	0
football is my work	76.74%	33
I am not working and I am not in school	6.98%	3
other(specify)	0.00%	0
Total	100%	43

### 5. RESPONDENTS CURRENT GENDER IDENTITY

Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex at birth or can differ from it.

55% of the respondents identify as female conforming to sex assigned at birth, 2% identifying as Male 11% being Trans Men, 27% identifying as Gender Non-Conforming. The bar graph depicts a visual representation of the data distribution



As observed in the table below 100% of the respondents were assigned Female at Birth.

#	Sex assigned at Birth	%	Count
1	Male	0.00%	0
2	Female	100.00%	43
3	Prefer not to say	0.00%	0
	Total	100%	43

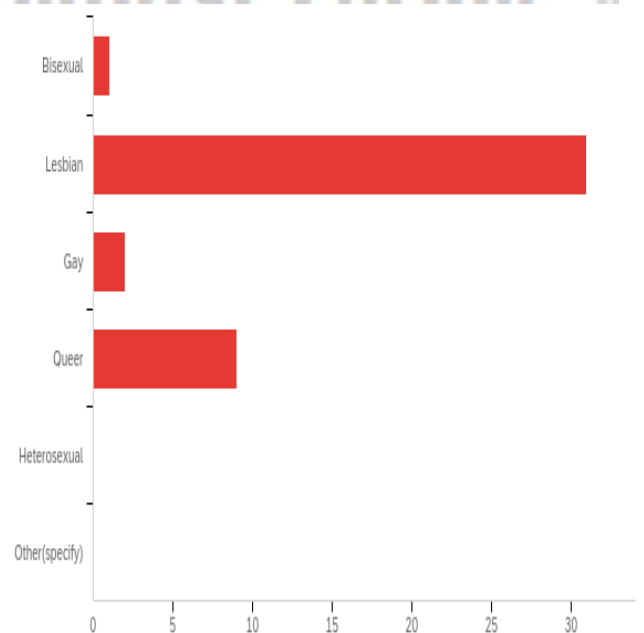
Below is a depiction of the percentages:

#	Respondents answers on Current Gender Identity	%	Count
1	Male	2.33%	1
2	Female	55.81%	24
3	Non-binary / third gender	2.33%	1
4	Intersex	0.00%	0
5	Transmale/ Transman	11.63%	5
6	Trans Female/Trans woman	0.00%	0
7	Gender Non-conforming/Gender queer	27.91%	12
8	Different Identity(Please Specify)	0.00%	0
	Total	100%	43

#### 6. RESPONDENTS SEX ASSIGNED AT BIRTH ON ORIGINAL BIRTH CERTIFICATE

<sup>1</sup>Sex assignment is the discernment of an infant's sex at birth. Assignment may be done prior to birth through prenatal sex discernment. In the majority of births, a relative, midwife, nurse or physician inspects the genitalia when the baby is delivered and sex is assigned without ambiguity. The following graph depicts the respondents Sex assigned at birth

#### RESPONDENTS SEXUAL ORIENTATION IDENTITY



<sup>1</sup> Rathus SA, Nevid JS, Rathus LF (2010). *Human Sexuality in a World of Diversity*. Allyn & Bacon. p. 168. ISBN 978-0205786060.

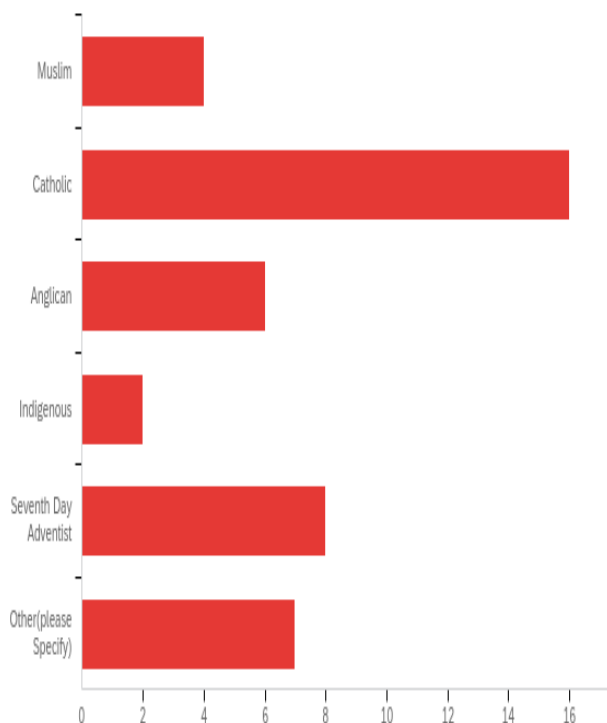
#	RESPONDENTS ANSWERS ON SEXUAL ORIENTATION IDENTITY	%	Count
1	Bisexual	2.33%	1
2	Lesbian	72.09%	31
3	Gay	4.65%	2
4	Queer	20.93%	9
5	Heterosexual	0.00%	0
6	Other(specify)	0.00%	0
	Total	100%	43

<sup>2</sup>Sexual orientation is an enduring pattern of romantic or sexual attraction to persons of the opposite sex or gender, the same sex or gender, or to both sexes and more than one gender. As depicted in the table and graph above 72% of the respondents identify as Lesbian, 20% as Queer and 2% as a Bisexual.

### 7. RESPONDENTS RELIGIOUS IDENTITY

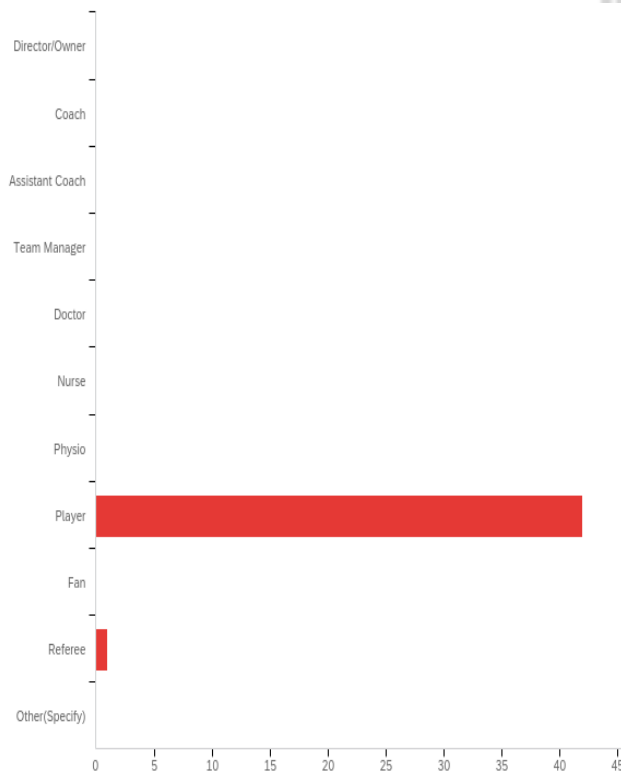
Religious identity is a specific type of identity formation. Particularly, it is the sense of group membership to a religion and the importance of this group membership as it pertains to one's self-concept. 91% of the respondents are predominantly Christian and 9% being Muslim.

#	Respondents answers	%	Count
1	Muslim	9.30%	4
2	Catholic	37.21%	16
3	Anglican	13.95%	6
4	Indigenous	4.65%	2
5	Seventh Day Adventist	18.60%	8
6	Other(please Specify)	16.28%	7
	Total	100%	43



### 8. POSITIONS OR AFFILIATION OF RESPONDENTS TO THE TEAM

42 respondents were players in 5 various teams with 1 respondent being a referee

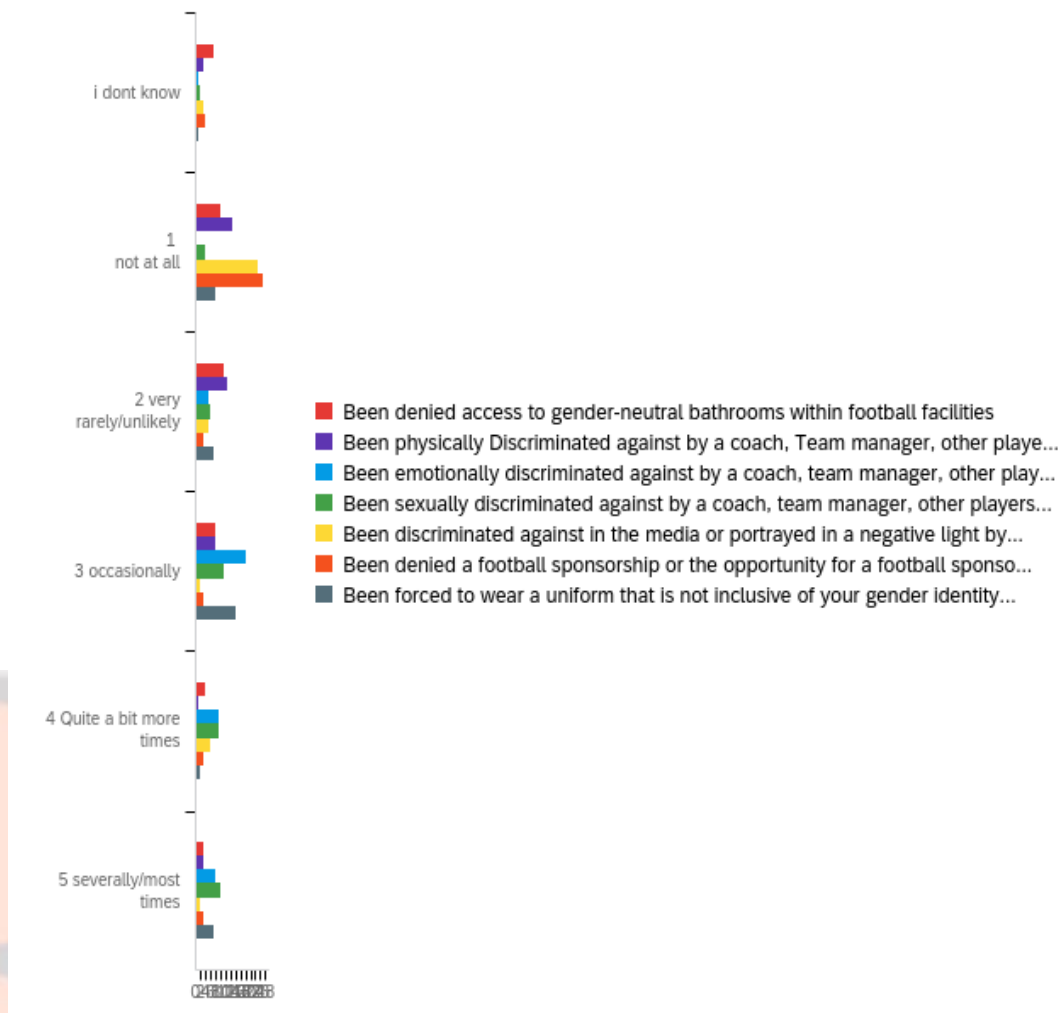


<sup>2</sup> "Sexual Orientation & Homosexuality". American Psychological Association. 2020. Retrieved February 6, 2020.

**QUESTIONS PERTAINING TO HOW MASCULINE PRESENTING WOMEN ARE BEING DISCRIMINATED AGAINST IN SPORTS:**

9. Below are Respondents list of incidents experienced in football because of peoples assumptions made about their gender identity, gender expression and /or sexual orientation.

Question	I don't know	1 not at all	2 very rarely/unlikely	3 occasionally	4 Quite a bit more times	5 severally/most times	Total						
Been denied access to gender-neutral bathrooms within football facilities	16.28%	7	23.26%	10	25.58%	11	18.60%	8	9.30%	4	6.98%	3	43
Been physically Discriminated against by a coach, Team manager, other players or fans(e.g. being harassed, kicked,undressed,beaten	6.98%	3	34.88%	15	30.23%	13	18.60%	8	2.33%	1	6.98%	3	43
Been emotionally discriminated against by a coach, team manager, other players or fans (For example been called names or insulted) *	2.33%	1	0.00%	0	11.63%	5	46.51%	20	20.93%	9	18.60%	8	43
Been sexually discriminated against by a coach, team manager, other players or fans	4.76%	2	9.52%	4	14.29%	6	26.19%	11	21.43%	9	23.81%	10	42
Been discriminated against in the media or portrayed in a negative light by the media	6.98%	3	58.14%	25	11.63%	5	4.65%	2	13.95%	6	4.65%	2	43
Been denied a football sponsorship or the opportunity for a football sponsorship	9.30%	4	62.79%	27	6.98%	3	6.98%	3	6.98%	3	6.98%	3	43
Been forced to wear a uniform that is not inclusive of your gender identity or gender expression	2.44%	1	19.51%	8	17.07%	7	39.02%	16	4.88%	2	17.07%	7	41



This was ranked on a scale of (1-5) 1 being not at all. 2 being very little or rarely, 3 being occasionally, 4 being quite a bit more times. 5 being severally or most times please indicate how often you have experienced this in the past year. Respondents choose "i don't know". The following table is a graphical representation of the responses,

- 25% of respondents have not been denied access to gender-neutral bathrooms within football facilities, 16% do not know whether they have been denied access, 18% have been denied access, 8% a bit more often have been denied access and 6% have severally been denied access
- 34% of respondents have not been physically Discriminated against by a coach, Team manager, other players or fans (e.g. being harassed, kicked, undressed, beaten), 30% of the respondents have rarely experienced such, 18% of the respondents have experienced such, 2% of the respondents have experienced such a bit more often and 6% of the respondents have experienced such severally.
- 46% of respondents (20 out of 43 respondents) been emotionally discriminated against by a coach, team manager, other players or fans (For example been called names or insulted) 2% of the respondents do not know whether they have experienced such, 11% of the respondents rarely experience such, 20% of the respondents have experienced such a bit more often and 18% have experienced such severally
- A majority of 58% of the respondents have not Been discrimination against in the media or portrayed in a negative light by the media and 62% of the respondents have not been denied a football sponsorship or the opportunity for a football sponsorship this was reflective in the focus group discussions prominently as their various teams rarely receive sponsorship or sponsors. 5 of the respondents in the FGDs said that whenever they play matches, they may not know when the media coverage is taking place and since they do not have brand sponsors their visibility is minimal.
- A majority of 39% of the respondents have been forced to wear a uniform that is not inclusive of your gender identity or gender expression, 19% do not know if they have experienced such and 17% of the respondents have severally felt severally that they have been forced to wear a uniform that is nit inclusive.

**10. Respondents List of feelings experienced while playing football. This was ranked on a scale from (1-5) 1 being not at all, 2 being very little or rarely, 3 being occasionally, 4 being quite a bit more times, 5 being severally or most times please indicate how often you have experienced this in the past year. If you are unsure, choose "I don't know"**

Question	1 not at all		2 very little/rarely		3 occasionally		4 quite a bit more times		5 severally/most times		Total
Felt uncomfortable sharing sleeping quarters or arrangements while traveling for or engaging in football related activities	9.52%	4	23.81%	10	52.38%	22	4.76%	2	9.52%	4	42
Felt uncomfortable utilizing sport changing facilities	12.20%	5	14.63%	6	58.54%	24	9.76%	4	4.88%	2	41
Felt you had to hide your chosen gender identity, gender expression, or sexual orientation because of expectations from coaches, team managers, other players, or fans	7.14%	3	4.76%	2	19.05%	8	45.24%	19	23.81%	10	42
Felt you had to work harder than other players at practice	5.00%	2	7.50%	3	40.00%	16	22.50%	9	25.00%	10	40
Felt you were not recognized, congratulated, or appreciated for your hard work or achievements relating to football	9.52%	4	14.29%	6	40.48%	17	28.57%	12	7.14%	3	42
Felt that stress from discrimination and stigma has impacted your capacity to perform your best as a football player.	5.26%	2	10.53%	4	39.47%	15	34.21%	13	10.53%	4	38
Fear of shaming the football team you play on or are associated with because of your chosen gender identity, gender expression or sexual orientation.	5.00%	2	7.50%	3	27.50%	11	35.00%	14	25.00%	10	40
Felt unsafe or feared for your safety while engaging in football related activities	12.20%	5	39.02%	16	31.71%	13	7.32%	3	9.76%	4	41
Felt you had less access to medical and physio resources than other players on your team	2.50%	1	32.50%	13	27.50%	11	20.00%	8	17.50%	7	40
Felt pressured to uphold social expectations/norms of heterosexuality and femininity while engaging in football related activities	5.13%	2	5.13%	2	10.26%	4	12.82%	5	66.67%	26	39

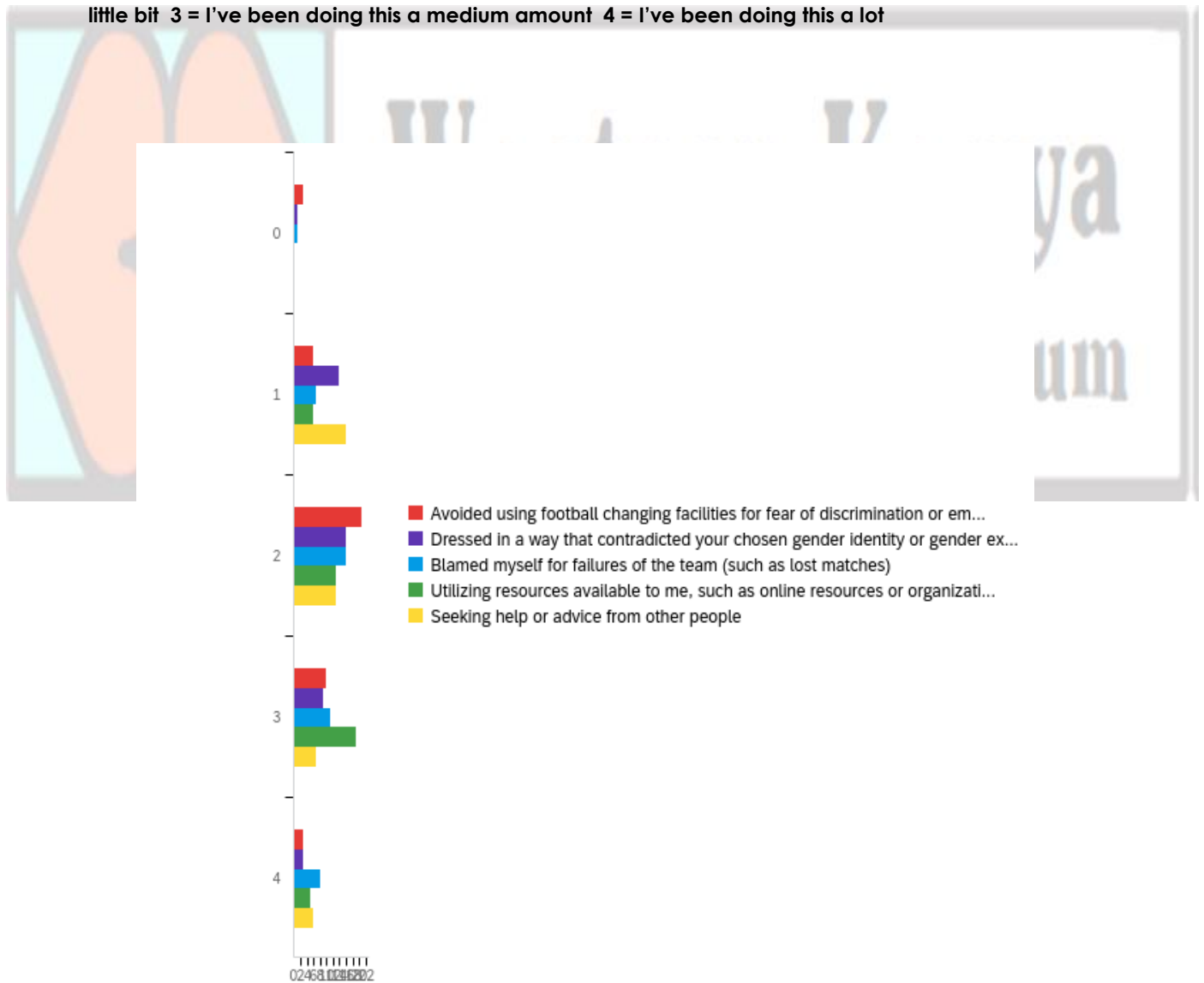
- 22 participants who make up 52% of the respondents have felt uncomfortable sharing sleeping quarters or arrangements while traveling for or engaging in football related activities
- 24 participants who make up 58% of the respondents felt uncomfortable utilizing sport changing facilities.
- 40% of the players felt that they had to work extra hard than their counterparts in practice
- 19 respondents who make up 45% Felt that they had to hide their gender identity, gender expression, or sexual orientation because of expectations from coaches, team managers, other players, or fans 19% occasionally hid theirs as well as 23% of the respondents severally hid theirs



- 17 of the respondents who make up 40% Felt that they were not recognized, congratulated, or appreciated for their hard work or achievements relating to football and 39% of the respondents felt that Felt that stress from discrimination and stigma has impacted on their capacity to perform their best as a football player
- 35% of the respondents Feared shaming the football team they play on or are associated with because of their chosen gender identity, gender expression or sexual orientation.25% of the respondents also felt that they severally felt that they feared shaming their football team
- 39% Felt unsafe or feared for your safety while engaging in football related activities,31% felt occasionally unsafe, while 12% did not know whether they felt unsafe or not
- 32% of the respondents Felt that they rarely felt that they had less access to medical and physio resources than other players on the team,27 % of the respondents felt that they occasionally felt that they had less access to such resources.17% severally felt that they had less access to the resources,
- 66% of the respondent who make up 39 respondents felt pressured to uphold social expectations/norms of heterosexuality and femininity while engaging in football related activities, 12 %felt the same a little more times and 10 % of the respondents felt that they felt the same.

**QUESTIONS PERTAINING TO HOW THE RESPONDENTS NAVIGATE THE EXPERIENCED DISCRIMINATION**

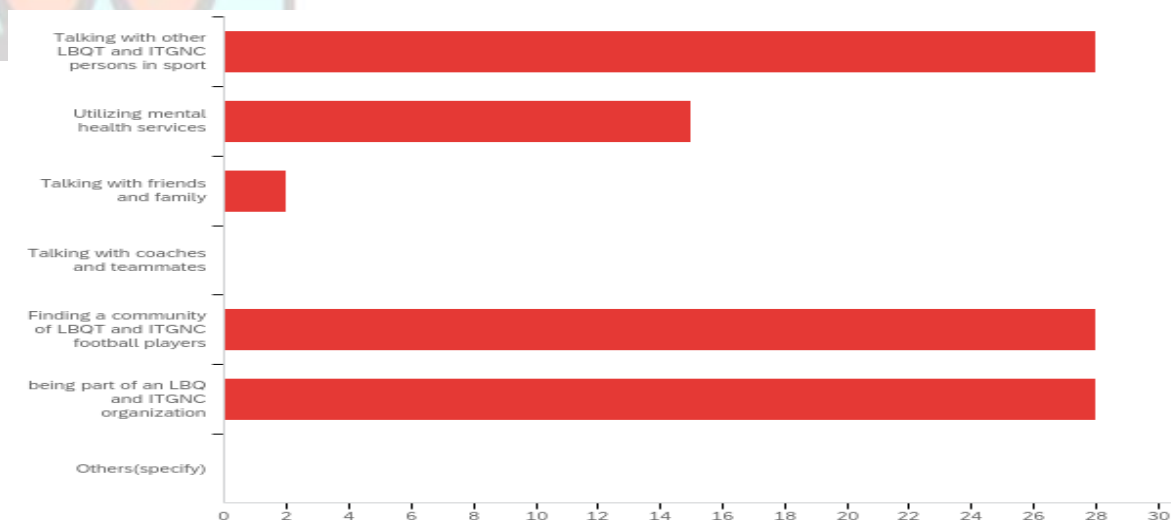
**11. Respondents' navigation and management of the discrimination and/or stigma you experience while participating in football because of their gender identity, gender expression, and/or sexual orientation. Ranking of the choices was done 0 = prefer not to answer 1= I haven't been doing this at all 2 = I've been doing this a little bit 3 = I've been doing this a medium amount 4 = I've been doing this a lot**



Question	0	1	2	3	4	Total					
Avoided using football changing facilities for fear of discrimination or embarrassment from team mates/others	6.98%	3	13.95%	6	48.84%	21	23.26%	10	6.98%	3	43
Dressed in a way that contradicted your chosen gender identity or gender expression while participating in football related activities	2.33%	1	32.56%	14	37.21%	16	20.93%	9	6.98%	3	43
Blamed myself for failures of the team (such as lost matches)	2.33%	1	16.28%	7	37.21%	16	25.58%	11	18.60%	8	43
Utilizing resources available to me, such as online resources or organizations that aid gender minorities or football players	0.00%	0	13.95%	6	30.23%	13	44.19%	19	11.63%	5	43
Seeking help or advice from other people	0.00%	0	38.10%	16	30.95%	13	16.67%	7	14.29%	6	42

- 48% of the respondents Avoided using football changing facilities for fear of discrimination or embarrassment from team mates/others while 23% of the respondents have moderately avoided the facilities,6% of the respondents have been avoiding use of the facilities a lot
- 37% have dressed in a way that contradicted their gender identity or gender expression while participating in football related activities a little bit and 20% have been doing such moderately, 6% of the respondents have doing this a lot.
- 37% of the respondents have a little bit been Blaming themselves for failures of the team (such as lost matches) 13% hasn't been feeling this all ,25% have been feeling such moderately and 18% have been feeling such a lot more often.
- 44% of the respondents have been moderately Utilizing resources available to them such as online resources or organizations that aid gender minorities or football players,30% have been utilizing resources a little bit,13% of the respondents have not been utilizing the resources,11% have been utilizing such resources
- 38% of the respondents Seek help or advice from other people, 30% of the respondents seek help a little, 16% have moderately been seeking help and 14% of the respondents seek help from other people.

**12. What Respondents might found helpful in navigating the discrimination they face while participating in football.**

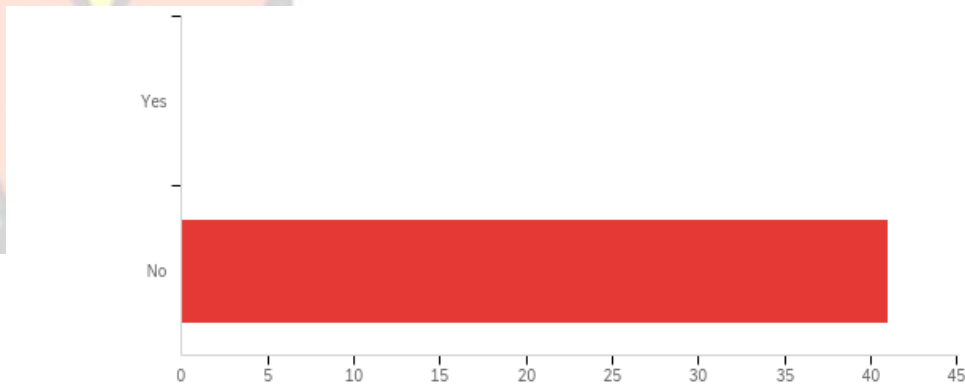


Answer	%	Count out of 43 respondents
Talking with other LBQT and ITGNC persons in sport	27.72%	28
Utilizing mental health services	14.85%	15
Talking with friends and family	1.98%	2
Talking with coaches and teammates	0.00%	0
Finding a community of LBQT and ITGNC football players	27.72%	28
being part of an LBQ and ITGNC organization	27.72%	28
Others(specify)	0.00%	0
Total	100%	

- 28 % of the respondents felt comfortable navigating the stigma they faced by talking to other LBQT\* persons in sports
- 15% of the respondents seek mental health services
- 28% of the respondents find themselves in community with other LBQT and ITGNC persons in sport and also being part of an LBQ and ITGNC organization,1% talk to family and friends and none other respondents talk to their coaches and team mates.

#### QUESTIONS PERTAINING TO ACCESS

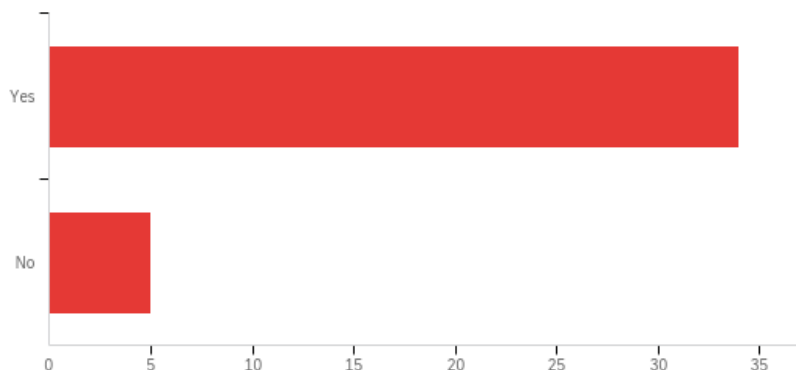
#### 13. Respondents reflections to Access to the need for gender-neutral changing rooms within football facilities they practice in daily



Answer	%	Count
Yes	0.00%	0
No	100.00%	41
Total	100%	41

- 100 of the respondents have a need for gender neutral changing rooms

#### 14. The respondents use for gender neutral changing room facilities



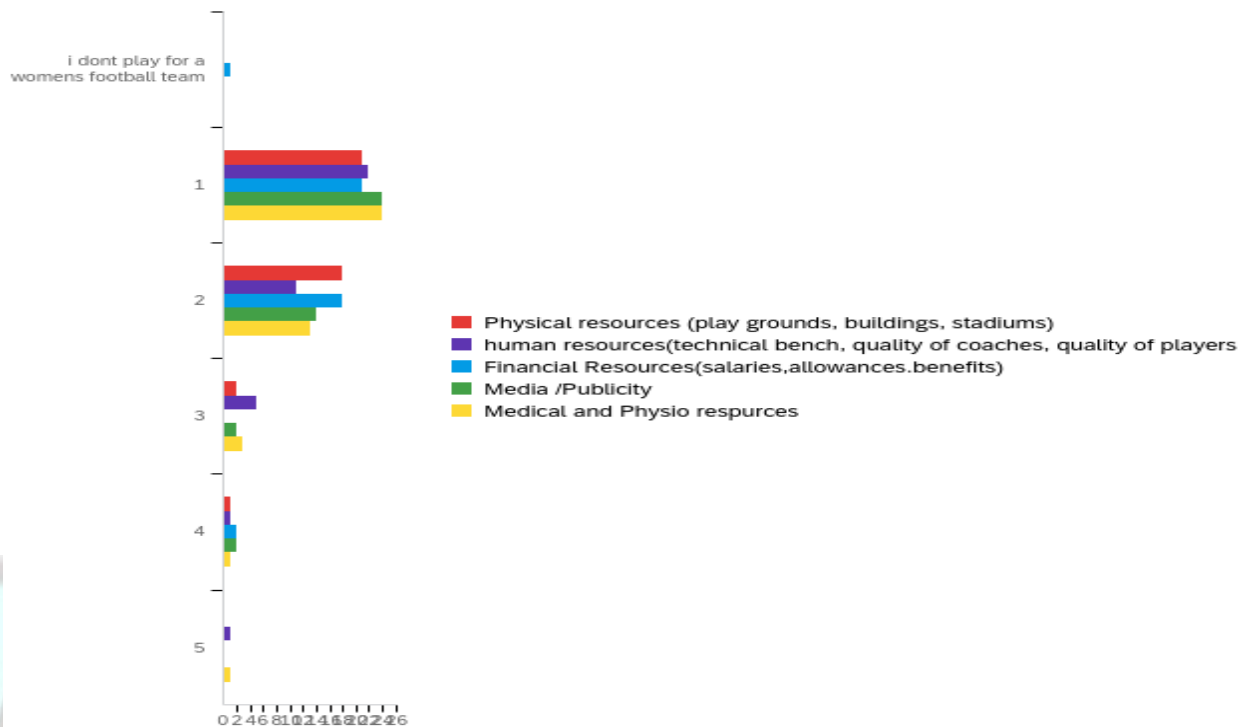
Answer	%	Count
Yes	87.18%	34
No	12.82%	5
Total	100%	39

- 87% of the respondents will use gender neutral changing facilities if available and 12% would not

**15. Respondents' reflections on the availability of resources for women football teams compared to male football teams. For this question, they thought about the resources of your their teams or teams you have participated with in the past. For each of the following resources, they selected a number between 1-5. 1 being much worse than, 2 being worse than, 3 being the same as, 4 being better than, 5 being much better than. If any of the respondents did not participate in participate on a women's football team, they checked the option last option of (I do not participate on a women's football team**

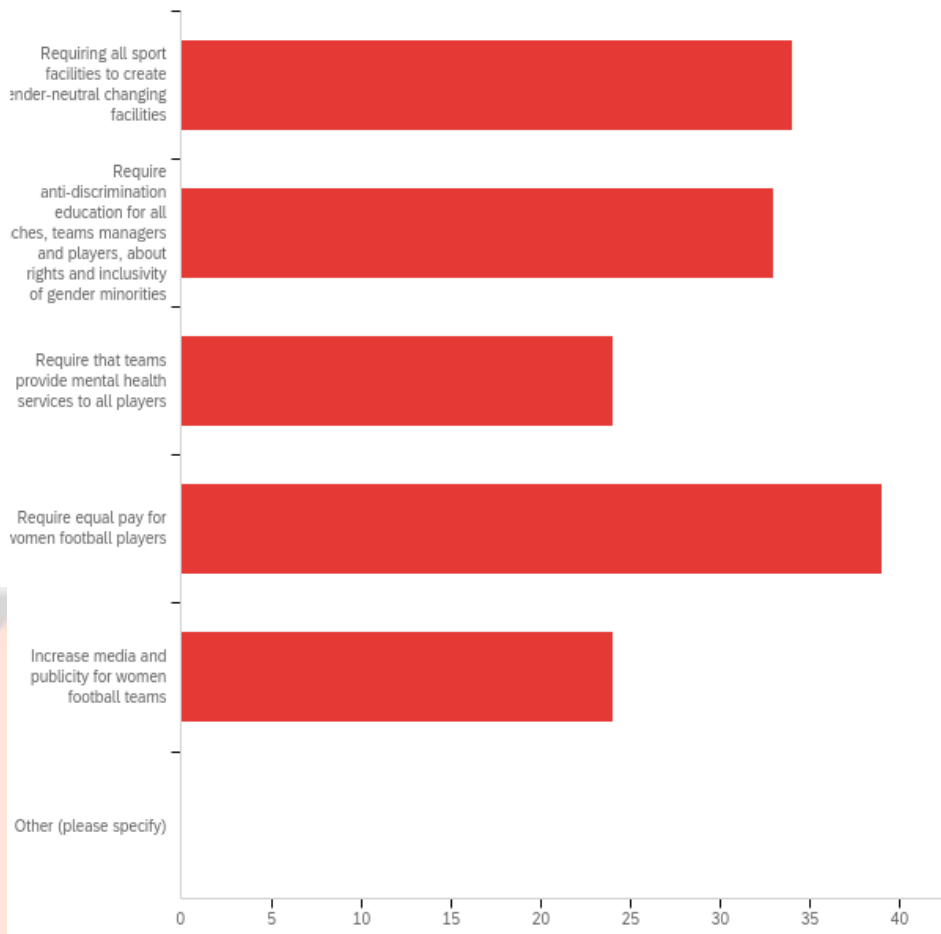
Question	i dont play for a womens football team	1	2	3	4	5	Total						
Physical resources (play grounds, buildings, stadiums)	0.00%	0	50.00%	21	42.86%	18	4.76%	2	2.38%	1	0.00%	0	42
human resources(technical bench, quality of coaches, quality of players)	0.00%	0	55.00%	22	27.50%	11	12.50%	5	2.50%	1	2.50%	1	40
Financial Resources(salaries,allowances,benefits)	2.38%	1	50.00%	21	42.86%	18	0.00%	0	4.76%	2	0.00%	0	42
Media /Publicity	0.00%	0	57.14%	24	33.33%	14	4.76%	2	4.76%	2	0.00%	0	42
Medical and Physio respurces	0.00%	0	57.14%	24	30.95%	13	7.14%	3	2.38%	1	2.38%	1	42

- 50% of the respondents feel that they have the worst access to physical resources(playgrounds and buildings compared to their male counter parts,55% of the respondents have worse access to human resources(technical bench, quality of coaches, quality of players,50% felt that they have the worst access to Financial resources,55% felt that they have the worst media visibility and 57% felt that they have the worst available resources on medical and physio resources compared to their male counterparts.



## 16. RESPONDENTS RECOMMENDATIONS FOR THE MINISTRY OF SPORTS AND THE FEDERATION OF KENYAN FOOTBALL

	Answer	%	Count
Requiring all sport facilities to create gender-neutral changing facilities		22.08%	34
Require anti-discrimination education for all coaches, teams managers and players, about rights and inclusivity of gender minorities		21.43%	33
Require that teams provide mental health services to all players		15.58%	24
Require equal pay for women football players		25.32%	39
Increase media and publicity for women football teams		15.58%	24
Other (please specify)		0.00%	0
Total		100%	154



- 25% Require equal pay for women football players
- 21% of the respondents Require anti-discrimination education for all coaches, teams managers and players, about rights and inclusivity of gender minorities
- 22% of the respondents require all sport facilities to create gender-neutral changing facilities
- 15% of the respondents need an Increase in media and publicity for women football teams as well as provision of mental health services to all players at 15%

## CONCLUSION

- 30 respondents have completed secondary school, while 7 have completed certificate programs and 6 in Diploma level programs and 1 respondent did not specify the type of diploma completed. It is clearly evident that none of the respondents have a bachelor's or Master's degree
- 53% a majority of the respondents are still at the peak between 18-30 years of their football career with only 1 respondent in the age bracket of 36-40. 76% of the respondents are not in school and 76% of the respondents consider football their main source of employment.
- 55% of the respondents identify as female conforming to sex assigned at birth, 2% identifying as Male 11% being Trans Men, 27% identifying as Gender Non-Conforming. The bar graph depicts a visual representation of the data distribution
- With 100% of the respondents assigned female at birth. This can be concluded that a majority of the respondents are aware of their gender identity as female and are aware of their gender expression as masculine presenting expression in sport.
- 91% of the respondents are predominantly Christian and 9% being Muslim making Catholics a majority, this means that the catholic denomination is most accommodating of masculine presenting Womxn

- 46% of respondents (20 out of 43 respondents) been emotionally discriminated against by a coach, team manager, other players or fans
- participants who make up 52% of the respondents have felt uncomfortable sharing sleeping quarters or arrangements while traveling for or engaging in football related activities
- 24 participants who make up 58% of the respondents felt uncomfortable utilizing sport changing facilities.
- 40% of the players felt that they had to work extra hard than their counterparts in practice
- 19 respondents who make up 45% Felt that they had to hide their gender identity, gender expression, or sexual orientation because of expectations from coaches, team managers, other players, or fans 19% occasionally hid theirs as well as 23% of the respondents severally hid theirs
- 17% of the respondents who make up 40% Felt that they were not recognized, congratulated, or appreciated for their hard work or achievements relating to football and 39% of the respondents felt that stress from discrimination and stigma has impacted on their capacity to perform their best as a football player
- 35% of the respondents Feared shaming the football team they play on or are associated with because of their chosen gender identity, gender expression or sexual orientation.25% of the respondents also felt that they severally felt that they feared shaming their football team
- 39% Felt unsafe or feared for your safety while engaging in football related activities,31% felt occasionally unsafe, while 12% did not know whether they felt unsafe or not
- 32% of the respondents Felt that they rarely felt that they had less access to medical and physio resources than other players on the team,27 % of the respondents felt that they occasionally felt that they had less access to such resources.17% severally felt that they had less access to the resources,
- 66% of the respondent who make up 39 respondents felt pressured to uphold social expectations/norms of heterosexuality and femininity while engaging in football related activities, 12 %felt the same a little more times and 10 % of the respondents felt that they felt the same.
- 48% of the respondents Avoided using football changing facilities for fear of discrimination or embarrassment from team mates/others while 23% of the respondents have moderately avoided the facilities,6% of the respondents have been avoiding use of the facilities a lot
- 37% have dressed in a way that contradicted their gender identity or gender expression while participating in football related activities a little bit and 20% have been doing such moderately, 6% of the respondents have doing this a lot.
- 37% of the respondents have a little bit been Blaming themselves for failures of the team (such as lost matches) 13% hasn't been feeling this all ,25% have been feeling such moderately and 18% have been feeling such a lot more often.
- 44% of the respondents have been moderately Utilizing resources available to them such as online resources or organizations that aid gender minorities or football players,30% have been utilizing resources a little bit,13% of the respondents have not been utilizing the resources,11% have been utilizing such resources
- 38% of the respondents Seek help or advice from other people, 30% of the respondents seek help a little, 16% have moderately been seeking help and 14% of the respondents seek help from other people. However, 28 % of the respondents felt comfortable navigating the stigma they faced by talking to other LBQT\* persons in sports,15% of the respondents seek mental health services, 28% of the respondents find themselves in community with other LBQT and ITGNC persons in sport and also being part of an LBQ and ITGNC organizations, 1% talk to family and friends and none of the respondents talk to their coaches and team mates.
- 100% of the respondents have a dire need for gender neutral changing rooms and 87% of the respondents will use gender neutral changing facilities if made available
- 50% of the respondents feel that they have the worst access to physical resources(playgrounds and buildings compared to their male counter parts,55% of the respondents have worse access to human resources(technical bench, quality of coaches, quality of players,50% felt that they have the worst access to Financial resources,55% felt that they have the worst media visibility and 57% felt that they have the worst available resources on medical and physio resources compared to their male counterparts
- The respondents recommendations to FKF and ministry of sports, equal pay for women football players,anti-discrimination education for all coaches, teams managers and players, about rights and inclusivity of gender minorities, all sport facilities to create gender-neutral changing facilities an Increase in media and publicity for women football teams as well as provision of mental health services to all players.