

# MOPAC Transgender Athlete Policy Survey, 2025

USA Curling's Competition  
Category Policy Impact  
Assessment



# Survey Methodology and Response Profile



This survey was conducted in Fall 2025 to assess membership perspectives regarding USA Curling's transgender athlete eligibility policy and inform MoPac Board decision-making on organizational response and member support. This policy establishes sex-based eligibility criteria for Women's and Men's championship events, with immediate effect for the 2025-2026 competitive season and beyond.

This survey aimed to gather member perspectives to inform Board decision-making on organizational response, member support mechanisms, and communication strategies. Given the sensitive nature of this issue and the diversity of perspectives within the membership, the survey was designed to capture both quantitative data and detailed qualitative feedback across multiple dimensions of the policy's impact.

## Editing Note

USA Curling and USCA (United States Curling Association) are used interchangeably in this document depending on available space.

# Survey Administration

- **Distribution:** Emails to MoPac members via Club Representatives
- **Timeline:** 1 October - 15 October
- **Question Count:** 8 questions, 4 free comment
- **Total Responses:** 93

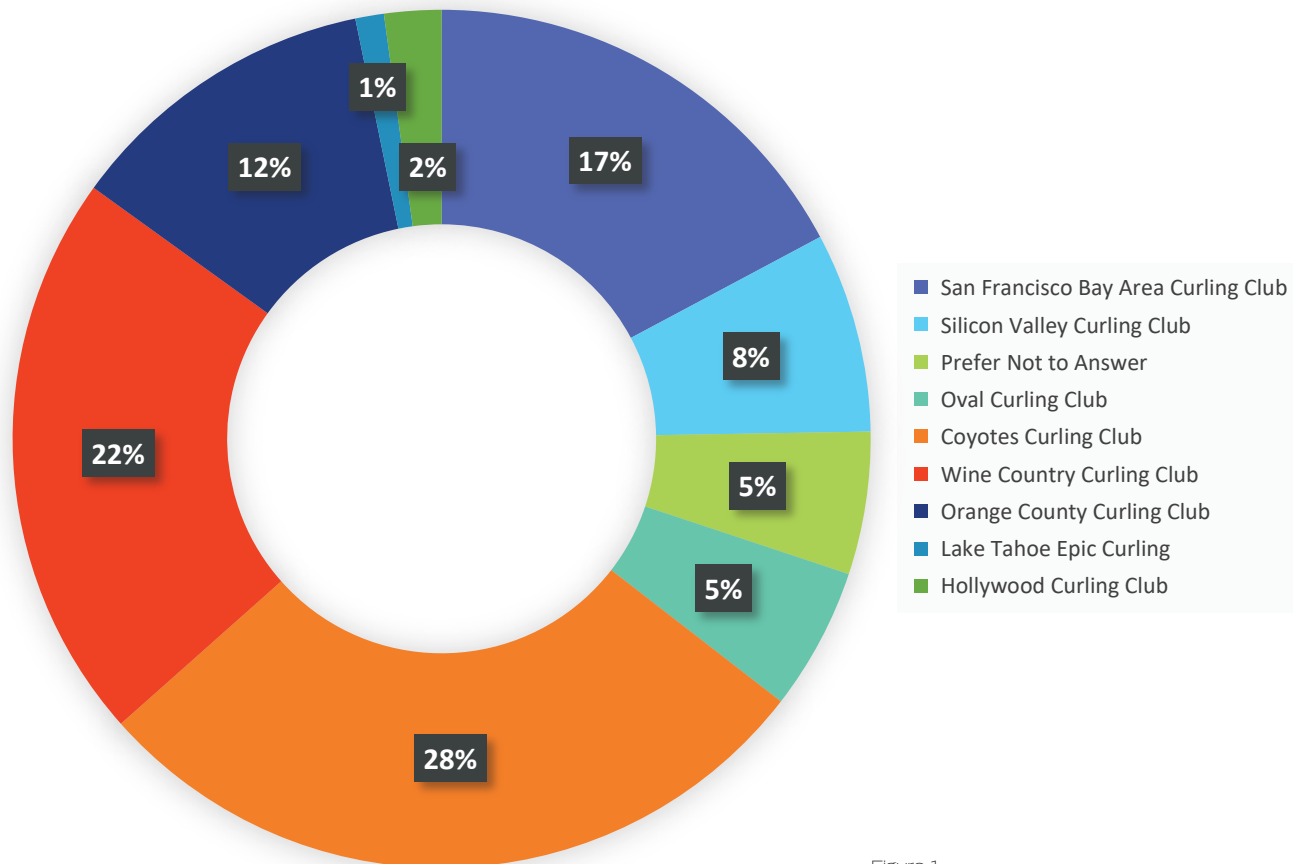


Figure 1

## Key Takeaways

- Special thank you to Coyotes, Wine Country, and SFBACC for the exceptional turnout. Though these clubs were over-represented, their respondents displayed a diversity of opinions that echoed others in the region.
- Despite a small sample size, we received diverse responses from members and clubs across the region.
- This survey was completed on a compressed timeline, limiting responses to a 15 day period.

# Additional Demographics

What types of events do you typically participate in? Select all that apply.

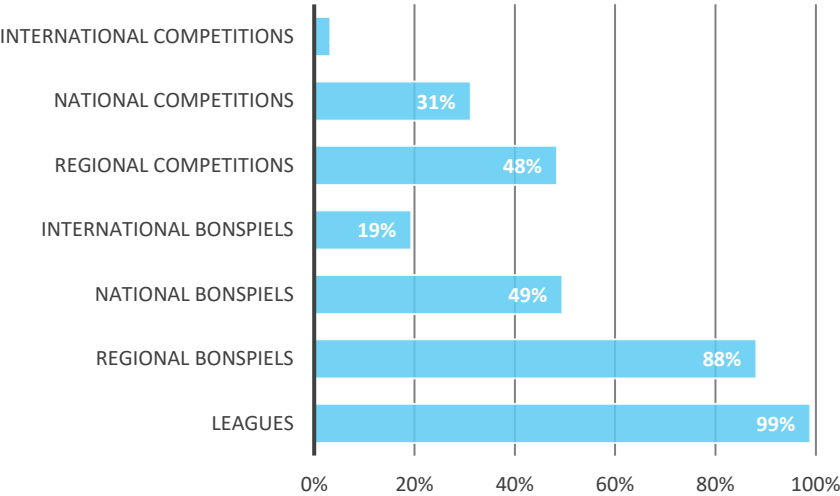


Figure 2

How familiar are you with the current situation regarding transgender athlete participation policies?

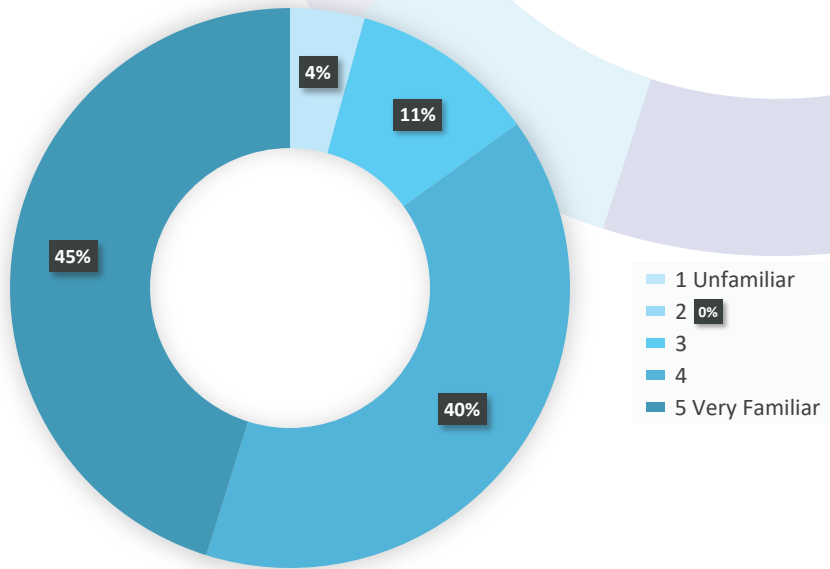


Figure 3

## Key Takeaways

- A vast majority (85%) of surveyed members consider themselves very familiar with Transgender Athlete Participation Policies.
- Only 4% of members rated themselves 1 (unfamiliar).

# Member Concern of Policy Impact on the Region

On a scale of 1-5, how concerned are you about the potential negative impact of this policy on the curling community in our region?

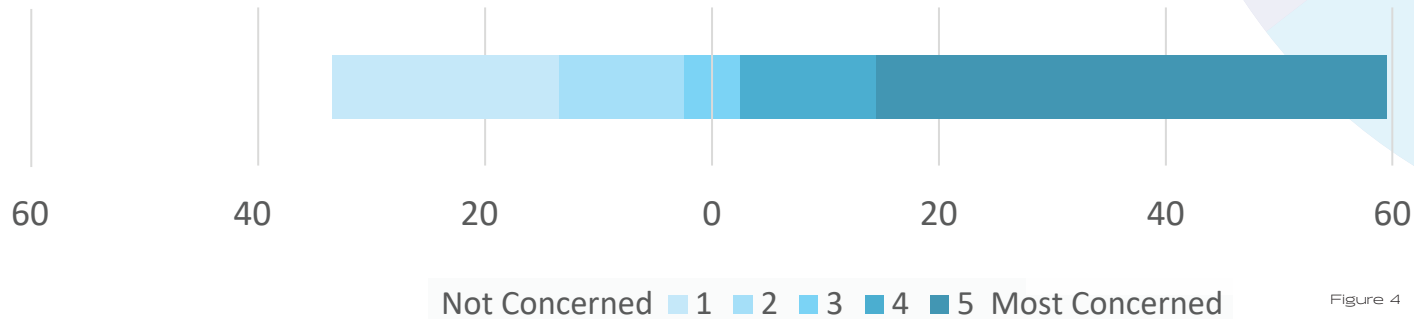


Figure 4

The membership demonstrates significant polarization on this issue, with respondents concentrated at the high and low ends of the concern spectrum rather than clustering around moderate positions. The 61%-33% split indicates this is not a marginal disagreement but reflects divergent fundamental perspectives within the membership.

Open-ended responses to "How do you think this policy will affect the curling community in our region?" (86 responses, 92% response rate) mirror this divide: approximately 45-50% anticipate negative impacts through reduced inclusivity and community division, while 40-45% anticipate minimal or positive impacts through protection of competitive fairness, with only 10% expressing uncertainty.

## Key Takeaways

This qualitative distribution confirms that member polarization is not an artifact of survey design but reflects genuinely divergent perspectives on the policy's implications for the regional curling community.

# Guiding Principles for MoPac Decision-Making

When navigating this policy's impact, which principle should guide MoPac's decisions?

## Notable Observations:

While maximum inclusion within policy constraints receives plurality support, it does not constitute a majority position. The substantial minority favoring consistent rule application (33%) may hold priorities that conflict with inclusion-focused approaches.

The high write-in response rate (18%) is particularly significant. Analysis of these 17 responses reveals that approximately 65% (11 responses) advocate for inclusion that extends beyond policy constraints—many explicitly suggesting MoPac should maintain fully inclusive regional practices while deferring enforcement to USA Curling. Approximately 18% (3 responses) favor strict compliance with USA Curling or federal policy, while 12% (2 responses) express uncertainty about navigating conflicting values.

If the inclusion-focused write-ins are combined with those who selected "maximum inclusion within policy constraints," the adjusted distribution would show 54 responses (58%) favoring inclusion-prioritized approaches, versus 31 responses (33%) favoring rule consistency and 3 responses (3%) favoring strict compliance. However, this represents a meaningful internal division within the inclusion-focused group: those willing to work within policy constraints (43 responses) versus those advocating for policies that exceed or ignore USCA constraints (11 responses). This 4:1 ratio among inclusion supporters suggests that while inclusion is valued, most members recognize the necessity of operating within organizational constraints.

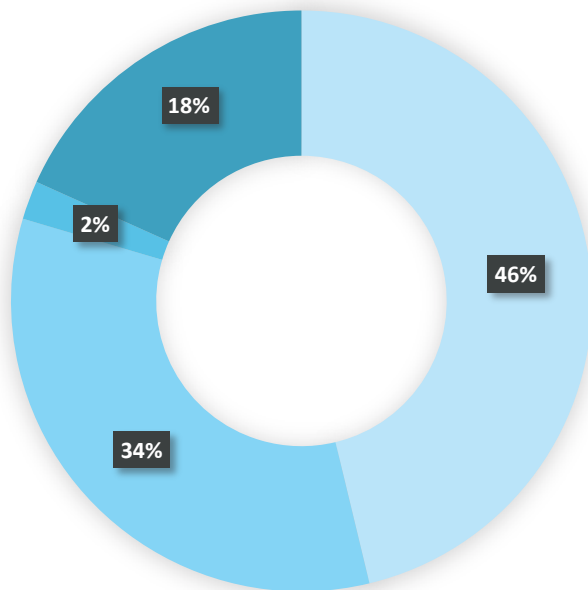


Figure 5

- Prioritize maximum inclusion within policy constraints
- Prioritize clear, consistent rule application
- Prioritize avoiding conflict and controversy
- Other / Write-in responses

# Level of Advocacy Against USA Curling Policy

What level of advocacy should MoPac pursue regarding this policy?

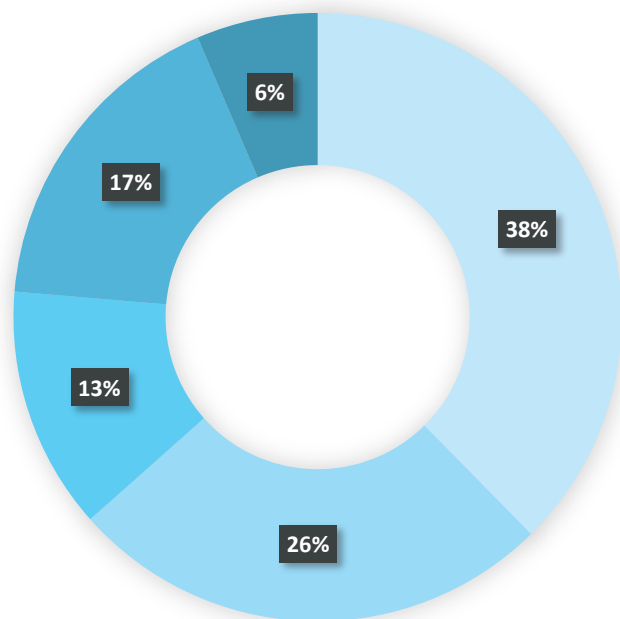


Figure 6

- Strong advocacy - actively push back against restrictive policies through all available channels
- Moderate advocacy - work within the system to seek more inclusive interpretations
- Minimal advocacy - focus on compliance while quietly supporting affected members
- No advocacy - strict compliance with whatever policies are required
- Unsure/Other

## Notable Observations:

The membership is distributed across the full spectrum of advocacy positions, from strong opposition to strict compliance. While strong advocacy commands plurality support (38%), a clear majority (62%) favor moderate, minimal, or no advocacy approaches.

This distribution presents a challenge for Board decision-making, as any advocacy position adopted will conflict with the preferences of a substantial portion of the membership. There is no clear mandate for aggressive organizational positioning, nor is there consensus for passive compliance.

The 6% "unsure" category, while small, indicates some members remain undecided on how MoPac should position itself institutionally.

The 6 "Unsure/Other" responses include only 1 truly unsure respondent. The remaining 5 write-ins align closely with existing categories: 2 favor moderate advocacy (principled but measured inclusion), 1 favors minimal advocacy (quiet compliance with inclusive club culture), 1 rejects advocacy entirely (favoring "athletic principles"), and 1 straddles moderate/minimal positions. Reclassifying these would yield: Strong (38%), Moderate (28%), Minimal (14%), None (18%), Truly Unsure (1%)—not materially changing the conclusion that membership is divided across the full spectrum without consensus.

# Preferred Modifications to USCA Competitive Structure

How do you believe this policy will affect the curling community in our region?

The membership is nearly evenly distributed between maintaining current structure (27%), adding an Open division (26%), and converting the Men's division to an Open division (17%). The statistical near-equivalence of the top two responses indicates no preferred path forward.

The substantial "unsure" percentage (16%) is notable for a policy question, suggesting many members have not formed opinions on structural alternatives or find the tradeoffs too complex to evaluate definitively.

The thirteen write-in responses (14%) reveal significant diversity: four advocate maintaining current structure with changed eligibility rules; three support alternative inclusive pathways (mixed-gender formats, non-USCA championships, or non-Olympic tracks); two favor converting all divisions to Open; two support Open divisions but cite resource or "othering" concerns; and two oppose changes. The write-ins demonstrate that structural solutions cannot resolve underlying tensions: inclusion advocates view added divisions as exclusionary, while sex-based category supporters view eligibility changes as unfair—reinforcing that no structural modification satisfies competing values simultaneously.

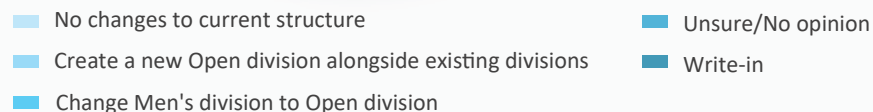
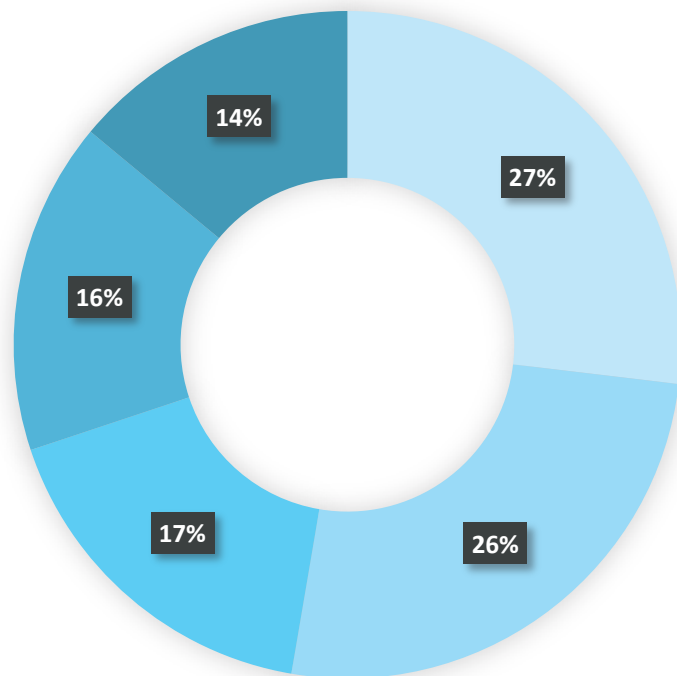


Figure 7



# Recommended Actions to Support Affected Members

What steps should MoPac take to support members affected by this policy?

**Response Count:** 78 Responses (84% response rate)

## Areas of broad agreement

Maintain connections with affected members throughout any review process

Make clear that any USCA challenges are not MoPac-initiated

Shield affected members from unnecessary scrutiny or harassment

Ensure clear communication that MoPac values all members

Provide moral and emotional support to any affected member

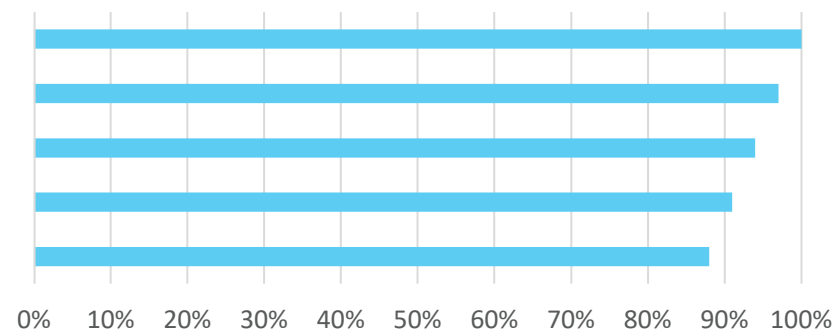


Figure 8

## Areas Without Consensus

Whether to maintain regional events using pre-policy eligibility rules

Whether to provide legal resources or policy guidance to affected members

Whether to publicly oppose the policy or quietly comply

Whether to create alternative non-USCA competitive opportunities

Whether MoPac should actively advocate against USCA policy

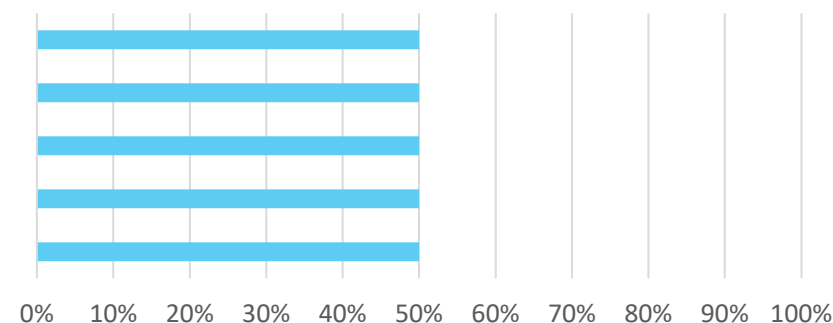


Figure 9

## Notable Observations:

Multiple respondents suggested MoPac should defer enforcement to USA Curling rather than proactively policing eligibility. Others proposed expanding non-playdown competitive opportunities where policy does not apply. Significant tension exists between members preferring visible, vocal support and those favoring quiet, practical assistance.

# Maintaining an Inclusive Environment

Should a MoPac member athlete be affected by this policy, what steps should MoPac take to support affected members?

## Strong Areas of Agreement

### Welcome All Members

- Continue emphasizing that all members are welcome and valued at the club and regional level

### Zero Tolerance

- Make clear that harassment or discrimination towards any member will not be tolerated

### Focus on Social Aspects

- Focus on the social, recreational aspects of curling where policies do not apply

### Transparent Communication

- Maintain open, honest communication with membership about constraints MoPac faces

## Areas of Broad Support

- Host inclusive bonspiels and events outside USA Curling jurisdiction
- Provide education about the policy and its limited scope
- Emphasize that most curling (leagues, bonspiels, non-playdown events) remain inclusive per individual club policies
- Support club-level decisions on inclusivity
- Create alternative competitive pathways not subject to USA Curling restrictions

## Areas Without Consensus

**Whether to publicly state opposition to USA Curling policy**

**How visible MoPac's inclusive stance should be**

**Whether to create formal support structures or rely on informal mechanisms**

**How to handle potential conflicts between members with opposing views**

## Key Insight & Bottom Line

### 4 Core Values

- Strong agreement on foundational principles

### 5 Action Items

- Make clear that harassment or discrimination towards any member will not be tolerated

### 4 Open Questions

- Areas requiring further discussion

Members unite around maintaining welcoming club culture and clear anti-harassment policies, but diverge on the visibility and formality of organizational responses to policy implementation.

Figure 10

# Additional Board Considerations

Are there other considerations or concerns you'd like the MoPac Board to be aware of as we navigate this situation?

The 54 responses (58% response rate) to this question reflect the full spectrum of member concerns and priorities without consensus. For ease of presentation, these comments have been grouped into themes, followed by pan-spectrum practical considerations, and additional concerns of note.

## Themes from Inclusion-Focused Respondents

- Concern that compliance appears to endorse discrimination
- Worry about losing transgender members and allies
- Fear that neutral stances will be interpreted as agreement with exclusion
- Request for MoPac to adopt positions aligned with inclusive values
- Emphasis that curling's fundamental spirit is inclusive
- Concern about precedent for future identity-based exclusions

## Themes from Policy-Supportive or Cautious Respondents

- Concern that vocal opposition will create controversy and internal division
- Belief that sex-based competitive categories are appropriate
- Worry about volunteer board members facing personal attacks
- Emphasis on compliance over political positioning
- Concern that advocacy efforts will prove ineffective while creating unnecessary conflict
- Desire to avoid making MoPac a target for external political attention

# Additional Board Considerations Cont'd



## Practical and Procedural Concerns Across the Spectrum

- Uncertainty about USA Curling enforcement mechanisms
- Questions about consequences if eligibility challenge occurs
- Concern about inadequate guidance from USA Curling
- Worry about volunteer board members being placed in untenable positions
- Recognition that MoPac has limited influence over national policy
- Acknowledgment that this situation has no universally satisfactory solutions

## Additional Notable Concerns

- Several respondents noted particular impact on intersex individuals
- Multiple concerns about "othering" effects of creating new divisions
- Some suggested policy may violate state non-discrimination laws
- Several noted significant emotional toll this issue is taking on community

# Summary

The membership demonstrates significant division on this issue without clear mandate in any single direction.

## Critical Findings

- 1. Substantial polarization exists:** 61% express high concern about negative policy impacts while 33% express low concern. This represents fundamental disagreement, not marginal differences.
- 2. Plurality, not majority, supports inclusion within constraints:** 46% prioritize maximum inclusion within policy limits. However, 33% prioritize consistent rule application, which may conflict with inclusion-focused approaches.
- 3. No advocacy consensus:** The membership spans from strong advocacy (38%) to no advocacy (17%), with the majority distributed across intermediate positions.
- 4. No structural solution commands support:** Proposed modifications to competitive structure are nearly evenly distributed among options, with high uncertainty (16% unsure).
- 5. Agreement on values, divergence on tactics:** Broad agreement exists that MoPac should maintain welcoming club culture and support affected members. However, no agreement exists on visibility or assertiveness of that support.

# Board Implications

**Decision-Making:** Any stance adopted will align with some members and disappoint others. The task is not to find consensus where none exists, but to make principled decisions that balance competing values while minimizing harm. Member satisfaction will depend more on transparent process and clear rationale than on specific positions adopted.

**Communication:** Clearly distinguish what MoPac controls (regional events, communication, member support) from what USA Curling controls (national eligibility, enforcement) and what clubs control (league policies, local culture). This clarity may reduce misdirected frustration.

**Immediate Action:** Strong consensus around direct member support provides clear direction: provide emotional support, communicate member value, shield from harassment, clarify USA Curling responsibility, maintain connections. Implement these promptly regardless of contested issues.

**Ongoing Process:** This survey is a snapshot. As policy implementation proceeds, perspectives may evolve. Establish mechanisms for ongoing member input rather than treating this as definitive guidance.



# Thank you

MoPac would like to extend a special thank you to everyone who took part in this survey. Our entire organization is run by volunteers like you, and your input is critical to guiding MoPac's decisions and mission. If you'd like to get involved, visit [www.mopacca.org](http://www.mopacca.org) to learn more.

