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Sport Inclusion Network

Plenary Session 2:

Reports from the Workshops and Open Discussion

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Preparatory Action in the Field of Sport

Photo: Antonio Marcello/UISP

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Stadt Wien



MAHATMA GANDHI EMBERI HUMAN RIGHTS ORGANIZATION



Workshop A: Cracking the Glass ceiling



- Research project to gather quantitative data on minority representation at administrative level
 - Set of indicators required
- Crack the glass ceiling from above
 - Training for CEOs and members of the Executive Committee
 - Business case for addressing minority issues
- Engagement with ethnic minorities
 - Case studies from different countries
- Targets for change need to be set by leaders
- Quota introduced for coaches from minority backgrounds
- Structural funding to support research projects
 - Funding for existing projects

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Workshop B: New approaches tools and campaigns



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- Promote benefits and positive aspects of migration/ diversity and challenge racism
- Working with media on challenging stereotypes
- Increase multistakeholder partnership with a common approach (all levels: migrant communities, trade unions, government level, European Commission)
- Engage a prominent high profile partner (ambassador for diversity)
- Focus also on other sports (not just football)
- Promote an equal representation of migrant groups in media (not just for negative aspects)
- Promotion of activities mixing sport and culture
- Every club should have a diversity programme supported and funded by European and national government
- Consultation with target groups in planning and developing campaigns and tools
- Providing opportunities for interaction between and within communities/groups

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Workshop C: Self-organisation & empowerment of minorities



Recommendations

Key principles for social inclusion of migrant youth through sports and physically activity

- Consider legal situation (in specific contextes)
- Proper funding (transparent guidelines / equal access)
- Networking (migrant / ethnic communities/ different organizations)
- Transfer of know how & ressources (scientific research / grass roots expertises)
- Publicity / media work (make visible / combat stereotypes / promote respect and tolerance)
- Awareness-raising (differences, diversity / chances & gains)
- Specific offers for different target groups (eg. Women / dancing & youth & parents) – access / opening
- Empowerment

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