

European Sport Inclusion Network (ESPIN): Equal Opportunities of Migrants and Minorities through Volunteering in Sport

Grant Decision/Agreement No. 2014-3140/024-001

Project Erasmus + Sport

Implemented by: Vienna Institute for International Dialogue and Cooperation - VIDC
Reporting Period: January 2015 – December 2016

Final Evaluation Report

January, 2017

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1. EXECUTIVE SUMMARY

The object of this Evaluation Report is the European Commission (Sport Unit) funded Project, entitled "*European Sport Inclusion Network (ESPIN) - Promoting Equal Opportunities of Migrants and Minorities through Volunteering in Sport*" (EAC/S11/13), under the Call for Proposals in the field of Sport ERASMUS+ Sport 2014, with the Grant Decision/Agreement No. 2014-3140/024-001. The duration of the ESPIN Project was 24 months, starting in January 2015 and ending in December 2016.

The ESPIN Project involves the partnership of seven organisations from different EU countries-members of the European Union: VIDC-fairplay (Austria) (Lead Organisation); Camino (Germany); UISP Emilia Romagna (Italy); FAI – Football Association of Ireland (Rep. of Ireland); Liikkukaa (Finland); Mahatma Gandhi Human Rights Organisation (Hungary); SJPF- Portuguese Players Union (Portugal).

The main objective of the ESPIN Project has been to involve the most disadvantaged groups of population at risk of exclusion, such as migrants and ethnic minorities (including asylum seekers, refugees and Roma communities, with particular attention to women), in organised sport.

In the methodology of the present report, the following criteria were considered: i) Assessment of the objectives to be achieved by the project (relevance); ii) Assessment of the operational objectives anticipated by the planned actions/activities (adequacy and effectiveness); iv) Assessment of the added value of community involvement (impact and efficiency).

The actions carried out by the ESPIN Project focused on: public awareness about the exclusion of migrants, ethnic minorities, refugees and asylum seekers, alongside the training of stakeholders for the inclusion of the above-mentioned disadvantaged groups in sports organisations through volunteering; the promotion and development of networking between sports organisations and migrant volunteers; and the production and dissemination of knowledge and support tools in order to reinforce this objective, having the analysis of the observed experience as a reference. In the project design, the actions are structured in five Workstreams (WS) that interconnect and complement each other in order to reach the main objectives of the ESPIN Project.

In the seven partner countries of the ESPIN Project, actions concerning raising public awareness about the exclusion of migrants, ethnic minorities, refugees and asylum seekers, and the promotion of their inclusion through sports volunteering were realised, with a special focus cast during FARE Action Weeks 2015 (WSC) .

During the European Week of Sport 2016 (WSD), in addition to raising public awareness through the realised actions, the development of networking among stakeholders also took place through the involvement of sports organisations with migrant volunteers in the organisation of 23 actions, which were supported by the partners of ESPIN Sport, from Austria (VIDC-fairplay), Germany (Camino) and Rep. of Ireland (FAI) respectively. The sports organisations that were involved in these actions of promoting sport activities and public awareness about inclusion through the

volunteering of migrants in sport, obtained the Quality Mark accreditation (QMARK), implemented and developed by these three pilot partners in this action planned by the ESPIN Project (WSB).

Several actions of the WSB and their respective Milestones (M) have also contributed to the promotion, support and development of networking between sports organisations and migrant volunteers. In particular: i) the National Round Tables held between February and June 2015 (M1); ii) the recruitment call for clubs and volunteers launched between February and August 2015 (M2); iii) the European Training Seminar that took place in Dublin, 13 and 14 of June 2015 (M3); iv) and the National Training Workshops for clubs and migrant volunteers, held between September 2015 and November 2016 (M6).

The collection of information and analysis of reported experiences can be found in the production of knowledge and dissemination, which resulted in two publications widely disseminated to public authorities, sports organisations and migrants, as well as the European Networking Conference, held at the end of the works of the ESPIN Project. The publications "*Equal access for migrant volunteers to sports clubs in Europe. A baseline study*", in digital format and in a booklet, published in November 2016 (WSA), and the "*Handbook on Volunteering of Migrants in Sport Clubs and Organisations*", published in pdf and hardcopy, in July 2016 (WSB) respectively, were disseminated at the European Networking Conference: *Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport*, which took place in Budapest, 25 and 26 of November 2016 (WSE).

The Baseline study provided an overview of equal access participation and exclusion of migrants and ethnic minorities in European Sport, and identified a large number of good practices and recommendations to overcome a set of barriers, also identified. The Handbook is a guide about the recruitment of migrant volunteers and voluntary management, addressed primarily to migrants and sports clubs or organisations, that can be used as an instrument to implement interculturality in organised sport, thereby increasing social inclusion in and through sport.

As demonstrated in the present report, the ESPIN Project's foreseen actions are of great relevance in the context of the known reality, as well as in European sports policies about the inclusion of migrants through sport and volunteering. Also, the various actions planned in each Workstream showed adequacy and effectiveness in achieving the expected objectives for each of them, as well as impact and efficiency in fulfilling the main objectives of the ESPIN Project.

In conclusion, as evidenced in the present report, both the objectives and the results anticipated in the initial planning of the ESPIN Project have been reached and achieved. As far as we can observe, the results accomplished by the ESPIN Project constitute an added value for the promotion, implementation and development of the inclusion of migrants, ethnic minorities, refugees and asylum seekers in sports organisations through volunteering.

2. INTRODUCTION

The object of this Evaluation Report is the European Commission (Sport Unit) funded Project, entitled "*European Sport Inclusion Network (ESPIN) - Promoting Equal Opportunities of Migrants and Minorities through Volunteering in Sport*"(EAC/S11/13), under the Call for Proposals in the field of Sport E+Sport 2014, with the Grant Decision/Agreement No. 2014-3140/024-001. The duration of the ESPIN Project was 24 months, starting in January 2015 and ending in December 2016.

The ESPIN Project involves the partnership of seven organisations from different EU countries-members of the European Union: VIDC-fairplay (Austria) (Lead Organisation); Camino (Germany); UISP Emilia Romagna (Italy); FAI – Football Association of Ireland (Rep. of Ireland); Liikkukaa (Finland); Mahatma Gandhi Human Rights Organisation (Hungary); SJPf- Portuguese Players Union (Portugal).

The main objective of the ESPIN Project has been to involve the most disadvantaged groups of population at risk of exclusion, such as migrants and ethnic minorities (including asylum seekers, refugees and Roma community, with particular attention to women), in organised sport.

The aim has been to safeguard equal access to sport for everyone and, in that manner, to challenge discriminatory and xenophobic practices which, as they occur within societies, also have an impact on sports clubs and associations.

In the project design, the actions are structured in five Workstreams (WS) that interconnect and complement each other in order to reach the main objectives of the ESPIN Project, and are the following:

WSA – Baseline Study-Access, Participation & Exclusion of migrants and minorities in European sport

WSB – Supporting Volunteering of Migrants in Sports: Developing a European Quality Mark Scheme and Trainings

WSC – FARE Action Weeks 2015: Raising public awareness on exclusion

WSD – European Week of Sport 2016: Facilitating inclusive partnership events

WSE – European Networking Conference: Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport

The subsequent evaluation objectives are therefore established: i) Assessment of the objectives to be reached by the project; ii) Assessment of the operational objectives anticipated in the planned actions/activities; iii) Assessment of the added value of community involvement (impact of actions). Taking as a reference the guide formulated by the European Commission with regard to the evaluation of projects¹, a participatory evaluation approach has been employed.

¹ http://ec.europa.eu/europeaid/evaluation-approach-and-methodology_en

As far as the evaluation methodology is concerned, the criteria of Relevance of the ESPIN Project (point 3), the Adequacy and Effectiveness of the foreseen actions to reach the objectives defined in each Workstream in the Initial Application Form (point 4), and the Impact and Efficiency of each Workstream in achieving the main objectives of the ESPIN Project (point 5) were all kept in mind.

Methods of quantitative (e.g. evaluation questionnaires applied to the participants of the two major events), and qualitative analysis (interviews, focus groups, observation and documentary analysis) were utilised. The tools for collecting information in the context of the evaluation of the realised actions were previously discussed with the project coordinator Kurt Wachter, of the partner VIDC-fairplay, and the opinion and suggestions received were also taken into consideration.

For the needs of the evaluation methodology of the present project and its adopted methods, the following information was collected and analysed:

- i) Interviews with the project partners to collect information on the actions carried out in each Workstream, throughout the work of the project;
- ii) Qualitative monitoring of sport inclusion-website and Facebook data- throughout the project duration²;
- iii) Focus groups during the meetings of the ESPIN partners, via SKYPE or in person, to discuss the assessment tools and reports.
- iv) Evaluation questionnaire survey (including online survey) addressed to the participants at the *European Training Seminar* (Workstream B), held in Dublin, 13-14 June 2015; and in the *European Networking Conference: Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport*, held in Budapest, 25-26 November 2016 (Workstream E);
- v) Outputs of the two largest public events (programmes, oral presentations, participants, debates and conclusions), the European Training Seminar (Workstream B) and the European Networking Conference (Workstream E), respectively;
- vi) Qualitative analysis of shared knowledge/experiences; in particular, the *Equal access for migrant volunteers to sports clubs in Europe; a Baseline study* booklet published in November 2016, 63 pages (Workstream A); and the *Handbook on Volunteering of Migrants in Sport Clubs and Organisations*, booklet published in May 2016, 54 pages (Workstream B).

Finally, some final considerations are presented in this Evaluation Report of the ESPIN Project, and Annexes are included with information considered relevant to the methodological objectives of the evaluation.

² <http://www.sportinclusion.net/>
<https://pt-br.Facebook.com/SpinProject/>

3. RELEVANCE

The ESPIN Project defined its main objectives as involving groups at risk of exclusion in organised sport, focusing in particular on migrants, ethnic minorities, refugees, asylum seekers and, within these groups, paying special attention to women.

Arising from the safeguarding of the principles of dignity, freedom, equality and solidarity enshrined in the Charter of Fundamental Rights of the European Union, which has been in force since 2000³, the fight against any form of discrimination, as well as the promotion of tolerance and social inclusion has entered the political agenda of the European Union.

During the European Year of Education through Sport in 2004, the European Commission published the Final Report entitled *Studies on Education and Sport. Sport and Multiculturalism*⁴, which rightfully recommended the need to undertake public policies for the inclusion and prevention of discrimination, abuse and social exclusion.

Three years later (2007), in the White Paper on Sport⁵, which defines a common European sport policy as a result of the Treaty of Lisbon, considering sport to be a matter of common interest to the EU, we find that the social role of sport is emphasised, encouraging the use of the potentialities of sport to promote social inclusion, establish equal opportunities, and prevent and combat racism and violence or any other forms of discrimination.

In the following year (2008), the European Commission published the Eurobarometer *Discrimination in the European Union: Perceptions, Experiences and Attitudes*⁶, with the results of the survey carried out in March of that year. The data revealed that: - 62% of Europeans believed there was discrimination in their countries due to ethnicity; 51% due to sexual orientation; 45% due to disability; 42% due to age and religion or belief respectively; and 36% due to gender. As we see, the perception of Europeans regarding discrimination provides evidence that there is still a long way to go in order for fundamental rights to be truly effective in countries of the European Union.

Also in 2008, the newly created European Agency for Fundamental Rights (FRA), which constitutes the European Union's institution whose mission is to observe and prevent breaches of these principles, launched the Observatory on Racism, Xenophobia and Related Intolerance (RAXEN Network); the following year, in 2009, it

³ *Charter of Fundamental Rights of the European Union* (2000/C 364/01, 18.12.2000). Official Journal of the European Communities C 364/1. Retrieved from: http://www.europarl.europa.eu/charter/pdf/text_en.pdf

⁴ *Studies on Education and Sport. Sport and Multiculturalism (Lot 3). Final Report*, A Report by PMP in partnership with the Institute of Sport and Leisure Policy Loughborough University, European Commission DG Education & Culture, August 2004. Retrieved from: <http://www.isca-web.org/files/Sport%20and%20Multiculturalism%20EU%202004.pdf>

⁵ *WP on sport*, European Commission (COM (2007) 391 final, 11.07.2007). Retrieved from: <http://eur-lex.europa.eu/legal-content/PT/TXT/PDF/?uri=CELEX:52007DC0391&from=EN>

⁶ *Discrimination in the European Union: Perceptions, Experiences and Attitudes, Special Eurobarometer 296*, European Commission, Fieldwork February – March 2008, Publication July 2008. Retrieved from: http://ec.europa.eu/public_opinion/archives/ebs/ebs_296_en.pdf

promoted a study entitled *Racism, Ethnic Discrimination and Exclusion of Migrants and Minorities in Sport*, which aimed at identifying these discriminatory practices in sport. The *Comparative Overview of the Situation in the European Union* was published in October 2010 by FRA⁷, with the participation of a team of researchers led by VIDC-fairplay of Vienna. In the conclusions of this study, forms of structural or normative discrimination conducive to exclusion and to direct discrimination, i.e. aggression or other acts that threaten the athletes' dignity, in particular racist and xenophobic behaviour, were identified. The study also aimed at identifying the good practices of prevention and social inclusion through sport and published the *Guide of Promising Practices*⁸.

Certainly, the discriminatory, racist and xenophobic attitudes that are found in societies are also manifested in sports clubs and organisations, but, even so, inclusive clubs and good practices of social inclusion in and through sport can also be found, as shown in the *Inclusion of Migrants in and through Sports. A Guide to Good Practice*, published during the first SPIN Project entitled "Involving migrants in mainstream sport institutions (2011-2012)"⁹. Furthermore, academic studies have revealed that sport presents itself as a space with enormous potential for the creation of social networks, social capital and empowerment, mobilising in other social spaces, and can therefore serve as a motor of social inclusion¹⁰.

It thus becomes important to develop supportive knowledge on how to promote intercultural environments in sports clubs, starting from the knowledge of existing good practices and of the know-how of the stakeholders, exactly as the ESPIN Project has managed to do, which effort can now be found in the publication *Equal access for migrant volunteers to sports clubs in Europe. A baseline study*¹¹.

⁷ *Racism, Ethnic Discrimination and Exclusion of Migrants and Minorities in Sport. A Comparative Overview of the Situation in the European Union*, FRA - European Union Agency for Fundamental Rights, October 2010. Retrieved from: http://fra.europa.eu/fraWebsite/attachments/Report-racism-sport_EN.pdf

⁸ *Tackling racism and discrimination in sport, Guide of Promising Practices, Initiatives and Activities*, FRA, 2013. Retrieved from: <http://fra.europa.eu/en/publication/2013/tackling-racism-and-discrimination-sport-guide-promising-practices-initiatives-and>

⁹ *Inclusion of Migrants in and through Sports. A Guide to Good Practice*, SPIN, 2011. Retrieved from: <http://www.footballforequality.org/fileadmin/mediapool/pdf/spin/SPIN-GPG-sc.pdf>

¹⁰ Conner. N. (2016). Sports and the social integration of migrants: Gaelic football, rugby football, and Association football in South Dublin. In N. Koch (Ed.). *Critical Geographies of Sport. Space, power and sport in global perspective*. London: Routledge. Retrieved from: https://books.google.pt/books?hl=en&lr=&id=XhgxDQAAQBAJ&oi=fnd&pg=PT176&ots=rW1V5Yzln0&sig=V9N0abTkxHzqoQG9IG4AFhPwHwQ&redir_esc=y#v=onepage&q&f=false

Spieß. C. K., Westermaier. F. & Marcus.J. (2016). Children and adolescents with refugee background less likely to participate in voluntary educational programs-with exception of extracurricular school activities. *DIW Economic Bulletin*, 6 (34/35), 422-430.

Marivoet, S. (2014). Challenge of Sport Towards Social Inclusion and Awareness Raising Against any Discrimination. *Physical Culture and Sport. Studies and Research*, vol. LXIII, 3-11. Retrieved from: <https://www.degruyter.com/view/j/pcssr.2014.63.issue-1/pcssr-2014-0017/pcssr-2014-0017.xml>

Haudenhuyse, R., Theeboom, M. & Nols, Z. (2012). Sports-based interventions for socially vulnerable youth: Towards well-defined interventions with easy-to-follow outcomes?. *International Review for the Sociology of Sport*, n.º 48, vol 4, 471-484.

Aggergaard. S. (2011). Development and appropriation of an integration policy for sport: how Danish sports clubs have become arenas for ethnic integration. *International journal of sport policy and politics*, 3 (3), 341-353.

¹¹ Schwenzer, V. (2016). *Equal access for migrant volunteers to sports clubs in Europe. A baseline study*. Berlin: Camino ESPIN partner. Retrieved from:

The lack of information and practical knowledge about how migrants can be recruited, what the latter can expect from their involvement in a sports club as volunteers, and how to create networking and manage migrant volunteers, can be easily accessed in the *Handbook on Volunteering of Migrants in Sport Clubs and Organisations*¹², a significant outcome of the ESPIN Project that is extremely important and relevant not only to the ability of promoting inclusion through sport, but also to the increase of sports participation through the creation of genuine equality of access to minorities as practitioners, athletes, coaches, officers, etc.

Despite the fact that sport is currently established as a citizen's right in most EU28, the latest Eurobarometer on *Sport and Physical Activity*, published in 2014¹³, concludes that on average just over half of Europeans that belong to the EU28 practise sport (58%, 41% on a regular basis). Studies on sports participation, including Eurobarometers, continue to show that participation is fairly low among the most disadvantaged groups and among women¹⁴.

The increase in sports participation will only become effective if sport becomes inclusive. For this purpose, policies aimed at equality of access must be defined in order to offer sport practices that are adequate for the different segments of the population that are kept outside sport activities, namely migrants, ethnic minorities, and groups where women are absent; these are precisely the target audiences of the ESPIN Project.

The relevance of the ESPIN Project to the creation of tools for action in the field, as well as its work to promote networking, becomes even more relevant and pertinent with the recent crisis of the migratory flow of refugees, a crisis that has not been seen in Europe since the Second World War. The instability created by religious fundamentalisms and terrorist acts has forced the necessity in the European political agenda to redefine policies about the inclusion of permanent or residing migrants in the countries of EU28, especially since there has been a resurgence of intolerances based on ethnic origin, which is of concern for the cohesion and security of European citizens within the framework of multiculturalism in the countries of the European Union¹⁵.

http://www.footballforequality.org/fileadmin/mediapool/pdf/spin/ESPIN_Baseline_Study_Equal_access_for_migrant_volunteers_to_sports.pdf

¹² Tomlinson, D. (Ed.) (2016). *Handbook on Volunteering of Migrants in Sport Clubs and Organisations*. Vienna: VIDC & FAI ESPIN partners. Retrieved from:

http://www.footballforequality.org/fileadmin/mediapool/pdf/spin/2016_Migrants_Booklet_3_.pdf

¹³ Special Eurobarometer on *Sport and Physical Activity* (survey 2013), European Commission, March 2014. Retrieved from: http://ec.europa.eu/public_opinion/archives/ebs/ebs_412_en.pdf

¹⁴ Llopis Goig, R. (Ed.) (2016). *Participación Deportiva en Europa*. Barcelona: Editorial UOC. Retrieved from: <http://www.editorialuoc.cat/participacion-deportiva-en-europa>

¹⁵ Zunes, S. (2017). Europe's Refugee Crisis. Terrorism and Islamophobia. *Peace Review*, 29 (1), 1-6.

Gudrun J. T., Weibel, K. & Vitus, K. (2017). 'There is no racism here': public discourses on racism, immigrants and integration in Denmark. *Patterns of Prejudice*, 51(1), 51-68.

Benedikter, R. & Karolewski, I. P. (2016). "We Can Handle This"—How the Refugee and Migration Crisis is Changing the German Political Landscape. *Israel Journal of Foreign Affairs*, 10(3), 423-435.

Josifovic, I. (2016). *European Union Migration/Refugee Crisis: opening the pandora's box?*. *Svjetska izbjegličakriza: izazovi i perspektive*, 145-157. Retrieved from: <http://eprints.ugd.edu.mk/17047/>

The inclusion through sport and volunteering within sports clubs or associations is an innovative field of action with great potential to include a population at risk of exclusion such as migrants, ethnic minorities, refugees and asylum seekers; this exactly is the main objective achieved by the ESPIN Project, as shown in the present evaluation report.

4. ADEQUACY AND EFFECTIVENESS

The adequacy and effectiveness of the national and international actions undertaken by the ESPIN Project are evaluated in this report through evidence that reveals the reach of the desired or expected results for each particular action, as well as through the link that is shown concerning their operational objectives of each Workstream.

4.1. WSA – Baseline Study-Access Participation & Exclusion of migrants and minorities in European sport

The objective of Workstream A of the ESPIN Project was to carry out research on equal access to sports for migrants and minorities in Europe. By and large, this access signified sports participation through different roles: players, volunteering, coaches or club officials. One of the purposes of the study was the evaluation of the situation and the identification of barriers or enablers that might exist within mainstream as well as internal factors in migrant or ethnic minority communities.

The ESPIN partner Camino (Germany) was the one responsible for carrying out the guideline research of the Baseline study and compiling the results in the final report, published as booklet in November 2016 (see Annex 1). The aims of the analysis were to describe the situation in Europe in general, to identify gaps between law and reality, to identify barriers which prevent equal access, and to look for strategies to improve the situation.

The adopted research methods consisted of interviews with experts in different countries, analysis of relevant data in English and German (literature, media and internet, EU-documents, existing Surveys carried out by EU-agencies). 10 experts from 7 countries (Austria, Finland, Italy, Portugal, Hungary, Ireland and Germany), who were recommended by the ESPIN Project partners, were interviewed via Skype or phone. This selection took into account various arenas of social intervention, covering a wide range of different perspectives (science, politics, sports clubs and associations and migrant organisations).

In addition, three case studies, conducted in three different European countries, were comprised in the Baseline research methods, and provided conclusions about successful strategies and recommendations for promoting the access of migrants and minorities to sport. Data concerning the overall strategies were adopted and concrete measures were collected that took into account different actors and were based on personal interviews with representative members of SG Egelsbach 1874 e. V. (Germany)¹⁶, Liberi Nantes in Rome (Italy)¹⁷ and Mahatma Gandhi FC in Budapest

¹⁶ SG Egelsbach 1874 e. V. is a sports club in Germany (Schwenzer, 2016, pp. 38-44). This sports club has approximately 3,080 members playing sports in 15 sections. The club is integrated in a metropolitan area that has a long history of immigration, characterised by the influx of migrant workers from Spain, Italy, Greece and Turkey. It is a traditional sports club that trains refugees as volunteers, and it sets an example of good and effective implementation of measures for intercultural openness and active encouragement of the migrants, refugees and asylum seekers to acquire inclusion through sports programmes and in management positions. It also establishes cooperation with a variety of professional experts and qualified health and housing facilities, and offers membership fees in order to allow individuals from different social backgrounds to play sports, establishing multilingual PR.

(Hungary)¹⁸. Furthermore, participant observation during sports events or club activities, face-to-face-interviews with members of the target groups and the analysis of media and websites were also carried out.

The selection of the sports clubs where the case studies were carried out was in accordance to the ESPIN Project partners. These sports clubs were selected based on whether they had been successful in their inclusive mission and initiatives identified as good practice, which could be transferable to other countries, and whether they had the potential to be an inspiration for others in developing further strategies. This work took place over a period of 12 months.

The printed baseline booklet was developed in three parts: the first part focused on the evaluation of the situation in Europe; the second one reported the good examples of inclusive initiatives collected in the three case studies; the third part listed the recommendations (including a brief description of each one) for improving inclusive sports clubs, "not only aimed at recruiting and supporting migrants volunteers, but also measure aimed at establishing and furthering a general attitude of intercultural openness within the club" (Schwenzer, 2016, p. 55).

Description of the general situation

The findings of the study underline the fact that quantitative data on pan-European surveys related to the participation of migrants and ethnic minorities in organised sports structures are not available. However, the remaining pan-European studies reveal that individuals who have lower levels of qualification and education have less access to voluntary positions in sport. This could point out that socially disadvantaged groups, which include a large number of migrant communities, have difficulties in accessing voluntary commitment. Furthermore, women are under-represented in sports, with regard to access to sports clubs, the activities they offer and voluntary commitment. It should also be noted that the proportion of volunteering in sport varies greatly from country to country in the European Union.

¹⁷ The second case study carried out and included in the Baseline booklet is on Liberi Nantes, a sports club in Rome, Italy (Schwenzer, 2016, pp. 45-49). This sports club aims to offer everyone the opportunity to play sports and has the particular mission of offering activities designed for the empowerment of refugees and asylum seekers (e.g. organised tours in the city and region, free language classes). The majority of members are refugees and asylum seekers, mostly from Sub-Saharan countries (Senegal, Gambia, Mali, Burkina Faso, Ivory Coast, Nigeria etc.). The club draws the attention of the population to racism inside and outside of sports structures and attaches to its activities the objective of claiming the refugees' right to play sports. PR and networking play a major role among the club's activities. The results of the joint efforts are clearly evident, since social workers who are in contact with the refugee homes report that the refugees become more self-confident, more communicative and more open-minded.

¹⁸ Mahatma Gandhi FC in Budapest, one of the ESPIN Project partners, is the third carried-out case study (Schwenzer, 2016, pp. 50-54). This sports club is managed by the Mahatma Gandhi Human Rights Organisation that promotes inclusion and equal opportunities in sports and society. Club objectives include claiming the rights of refugees and asylum seekers, fighting racism and discrimination and facilitating social inclusion at all levels of society. The MGHRO has approximately 200 members all over Hungary. Currently, six volunteers are working for the organisation on a permanent basis. The volunteers include native Hungarians as well as migrants and former asylum seekers. The club provides legal advice and legal representation for migrants, refugees and asylum seekers; it raises awareness and implements anti-racist campaigns in football stadiums; it spreads the Tolerance Education Project, and cooperates with five partner schools – elementary as well as secondary schools – providing education about tolerance; it makes use of sports to promote acceptance for the inclusion of migrants and refugees.

However, the Baseline study pointed out that there are data gathered from individual national surveys on volunteering and sport for a small number of Member States. These data specify that the sports sector, compared to other social spheres, is one of the areas in which migrant volunteers are quite strongly represented. The findings of the individual surveys are difficult to compare, since they address different issues and examine different groups. They nevertheless reveal differences between migrants and non-migrants at various levels in the sports sector and in voluntary commitment. Different studies show that migrants are under-represented in relation to sports activities, membership in sports clubs, voluntary commitment to sport and/or voluntary commitment to formal structures in general.

Interviews with experts reveal differences in relation to different types of sports and voluntary commitment. Some evidence indicates that, in specific countries, migrants and minorities are more present in men's football (as voluntary trainers and training supervisors, in multicultural urban areas, at least) than in other types of sports. The interviews' testimonies show that migrants and minorities are still under-represented at the management level, even in sports that have a large number of migrant athletes or players. An analysis of interviews with experts also emphasizes upon the differences in the meaning attributed to sport and volunteering in their respective countries. In addition, some countries stated that there are general difficulties in recruiting volunteers to the sports sector, regardless of their origin.

In general, the available research seems to indicate the existence of a number of barriers that severely restrict the access of migrants and minorities to volunteer in sports. It is therefore necessary to ask whether equality of access of migrants and minorities to organised sports structures in Europe – as proclaimed in the White Paper on Sports published by the EC in 2007 – is actually guaranteed.

Benefits of equal access of migrants and minorities in sports clubs

Regardless of their origin or possible migratory origin, the benefits that migrants enjoy by participating in sports clubs include the development of social and professional skills, personal growth, new contacts and friendships, access to some resources and support networks and gains in terms of social recognition and appreciation. Participation in sports clubs is a matter of equal opportunities, which means that equal access must be ensured so that migrants can reap the benefits of volunteer engagement and contribute their skills and experience for the good of society at large.

Because of their experiences of exclusion and discrimination, migrants benefit greatly from recognition and social appreciation stemming from their voluntary commitment. Compared to non-migrants, they are more exposed to greater social disadvantages. Access to resources, support networks and employment opportunities become even more meaningful for them. In addition, participation in sports clubs gives newly arrived migrants the opportunity to learn, to actively use the language of the country and to acquire basic knowledge about their society (e.g. on organised sports).

Sports clubs also benefit from volunteers. First, they gain new members and supporters, which signifies an expansion of new skills and foreground, as well as access to additional networks (e.g. for sponsorship). By incorporating migrant

volunteers into their structures, clubs can also create new intercultural experiences, expand their horizons and sharpen their intercultural awareness. A diverse club reflects the social reality. The benefits of diversity are not limited to their internal structures; diversity can also become a crucial aspect of one's public image. Given the obvious demographic problems in many regions, sports clubs should increasingly rely on migrant volunteers to maintain their structures.

Barriers which prevent equal access of migrants in sports clubs

The Baseline study identified barriers based on both individuals assuming a volunteer position and on sports clubs; these barriers are listed in the table below:

Table 1 - Barriers which prevent equal access to migrant volunteers in sports clubs

From the persons	From the sports clubs	General barriers
Potential volunteers' fear of assuming responsibility	General lack of appreciation regarding the treatment of volunteers	Legal and administrative
Fear of making mistakes and rejection	Generational differences	Social
Doubts regarding their qualification for the task	Lack of contact persons for volunteers	Gender
Fear of excessive demands	Lack of clearly delimited tasks	Language
Necessity of earning one's sustenance	An overburdened management (often consisting of volunteers as well)	Sports affinities and skills
Lack of planning security	A traditional club culture which often implies a lack of openness towards newcomers	Sports club culture
Lack of time		Discrimination and lack of intercultural openness

Source: Schwenzer, V. (2016). *Equal access for migrant volunteers to sports clubs in Europe. A baseline study*. Berlin: Camino ESPIN partner.

Strategies to overcome barriers and improve the interculturality in sports clubs

The Baseline study also described the strategies to overcome the traditional sports clubs culture and to lead towards a more intercultural openness, that is comprised by: promoting debates and reflection regarding values, mission and statutes; recruitment of migrants and members of ethnic minorities; providing intercultural officers; promoting a welcoming ambience; further education and intercultural awareness; and cooperation with migrant organisations.

Outreach strategies were envisaged and described, along with empirical cases reported by the interviewed; namely, assistance from migrant key players and mentors, networking and cooperation at the local level, intercultural events, campaigns supporting participation and empowerment on the part of refugees and asylum seekers, education and qualification of volunteers.

In conclusion, the Baseline study provided an overview of equal access participation and exclusion of migrants and minorities in European Sport, and identified a large number of good practices and recommendations to overcome barriers. It is a relevant tool to improve equal access in sports and to increase volunteering of migrants and ethnic minorities, refugees and asylum seekers in sports clubs, promoting social inclusion through sport. For all of these reasons, the Baseline study shows adequacy

and effectiveness with regard to the achievement of the expected results of Workstream A.

4.2. WSB – Supporting Volunteering of Migrants in Sports: Developing a European Quality Mark Scheme and Trainings

Workstream B of the ESPIN Project had three main aims: first, to create knowledge about how to build the capacity of minority communities and mainstream sports clubs so that connections are formed and volunteering opportunities are increased; second, to support and build up the capacity of minority lead as well as mainstream sports clubs so as to engage volunteers; third, to encourage and support migrants so that they engage in volunteering.

The ESPIN partner FAI (Rep. of Ireland), and its representative Des Tomlinson, was responsible for the coordination of the European task of Workstream B. In particular, FAI organised the European Training Seminar that took place in Dublin, 13-14 June 2015 (M3), and edited the electronic version of the hard copy of the *Handbook on Volunteering of Migrants in Sport Clubs and Organisations* (published in July 2016; see Annex 1).

Workstream B was designed according to the following five Milestones (M), with a set of complementary tasks included in each:

M1: National Round Table Meeting (February 2015 – April 2015)

M2: Recruitment of clubs and volunteers (February – August 2015)

M3: European Training Seminar (13-14 June 2015, Dublin)

M4: National Training Workshops (September 2015 to June 2016)

M5: Conclusions, in particular reference to the publication of the *Handbook on Volunteering of Migrants in Sport Clubs and Organisations* (October – December 2016)

Workstream B intervened in sports and migrant clubs of the seven countries of the ESPIN Project partners, raise awareness and promoting networking capable of producing knowledge based on the experience of the stakeholders involved. This knowledge subsequently became operational and contributed to the support and build of minority lead as well as to the capacity of mainstream sports clubs to engage volunteers.

All ESPIN Project partners were involved in this action of intervention in their different countries through the organisation of a National Round Table (M1). For the recruitment of clubs (M2), a call was made in six languages (English, German, Hungarian, Italian, Finnish and Portuguese). The European Training Seminar (M3) established the networking among the ESPIN Project partners, sports clubs and migrant volunteers, providing knowledge that could be operational as a form of training at the National Training Workshops (M4).

In the two days that the works of the *European Training Seminar* (June 13-14, 2015) took place, an expert researcher developed the theme "Cultural competency awareness" and practical information was provided on volunteering (including a workshop on 'volunteer management'). Also good practice examples in football were presented by representatives of sports clubs or associations. At the end of the event, the participants completed the evaluation questionnaire form (see Annexes 2 & 6), or its online version at a later stage (analysed in item 5.2, part of Impact and Efficiency).

In the conclusions (M5) of the collection and analysis of the information collected and produced in the planned actions of Workstream B, the Framework European Quality Mark Scheme and Trainings to Supporting Volunteering of Migrants in Sports ("*Your Club, Your Community - European migrants volunteering in sports*") was developed. The quality mark scheme is a tool to increase participation of marginalised groups in sport and to introduce standards for the volunteering of migrants and minorities in sport organisations. Also, the publication of the *Handbook on Volunteering of Migrants in Sport Clubs and Organisations* is a relevant tool that resulted from Workstream B.

Handbook on Volunteering of Migrants in Sport Clubs and Organisations

Different types of knowledge and good practices, associated with the different stages of the processes of recruitment, integration and exercise of activities when it comes to either the volunteer or the club, are transmitted in the Handbook.

With regard to the information addressed to volunteers, it is made explicit: i) what is volunteering; ii) what is expected of the volunteers; iii) what they should expect from the practice of volunteering in a sports organisation; iv) what clubs can expect from their volunteering work and what volunteers can expect from clubs; v) the reason why one should volunteer in a sports organisation; vi) if one must have training in a particular sport; vii) the modes with which clubs are structured; viii) what kind of roles one can play in a sports club; ix) the time one will spend on his/her activity and; x) what steps one has to take in order to be a volunteer, and to which institutions or organisations should be directed.

The handbook provides tools in order to encourage and support migrants to be engaged in suitable kinds of volunteering in sports clubs; namely it provides checklists that allow for the identification of the roles played within a sports club, so that one or more roles that best fit the different profiles can be identified in turn. For example: i) what can be expected of the act of volunteering; ii) what is expected of the provision as a volunteer; iii) what is expected of the organisation that recruits him, and; iii) finally what the organisation can request in the exercise of volunteer functions. In the tools directed to sports clubs, there are the so-called Orientation checklists ('Top Tips'), which point out what is the best direction of the club's activity towards volunteering. In addition, the examples of six Volunteer Portraits (from Austria, Germany and Ireland), the helpful contact between the European or national authorities of the different countries involved in the ESPIN project, as well as the general information and publication references constitute valuable tools to support recruitment and to increase migrant volunteering in sports organisations.

In general, the Handbook compiles information and knowledge that provide a set of good practices directed to sports organisations and to volunteers, which help in the

process of being a volunteer and of managing volunteering, and which practices are made explicit in a mode of advice, recommendations and mutual expectations.

With reference to sports clubs, recommendations and explicit advice are given on how they should proceed in the recruitment process of migrant volunteers, volunteer management, and other aspects related to the creation of an inclusive sports club culture, namely: i) How to create a welcoming atmosphere for migrants; ii) What are the benefits of involving migrants; iii) How to find volunteers and process recruitment; iv) How to select and monitor volunteers; v) How to manage volunteers (involvement and motivation); vi) How to deal with misunderstandings about volunteer work; vii) How to deal with discrimination and racism; viii) How to deal with communication difficulties.

Regarding to the migrant volunteers, information and advice on how to proceed are also provided, further explaining the expectations of themselves and the clubs vis-à-vis their work, as well as the duties of both parties, as described in the following table:

Table 2 – Expectations and duties of volunteers and sports clubs

Expectations of volunteers	What is expected of volunteers' work	What is expected of clubs	What clubs can ask
Know if, and how, they are being selected	Respect the values and aims of the organisation	Ensure the volunteering experience is a rewarding one	For certain qualities and skills in volunteers
Be given meaningful volunteering tasks to do	Be committed	Ensure equal access and not to discriminate	To understand and take on the organisation's ethos
Know what is expected from them	Be reliable and give the organisation sufficient warning if unable to turn up	Define clear, meaningful roles for volunteers	To sign a volunteer agreement or 'contract'
Be offered appropriate training	Be punctual	Have policies and procedures for volunteers	For tasks to be done in a particular way, to a certain standard & within certain timeframes
Be thanked and to have their voluntary contribution recognised	Attend essential training and support sessions	Provide all necessary information to volunteers	To see through their time commitment
Receive supervision/ mentoring and support	Undertake the work to a high standard	Be available for volunteers	For reliability
Get something out of the work for themselves	Be honest if issues or difficulties arise	Provide training where necessary	For punctuality
Know who to go to if there is a problem		Thank and value volunteers	To leave if their involvement hinders the organisation achieving its goals
Make mistakes and learn from them		Provide insurance cover	
Be made aware of how issues or difficulties will be dealt with		Inform volunteers of any legal liabilities	
Be treated fairly and not to experience discrimination		Supervise and to provide support	
Have safe working conditions, including insurance cover		Reimburse out-of-pocket expenses, if feasible	
Be informed about, and given the opportunity to play an active part in the sports club as a whole		Provide a safe working environment	
Be able to say 'no' and to leave without feeling guilty		Have procedures in place for dealing with difficulties complaints and grievances	
		Have procedures in place for dealing with issues or difficulties that may arise	

Source: Tomlinson, D. (Ed.) (2016). *Handbook on Volunteering of Migrants in Sport Clubs and Organisations*. Vienna: VIDC & FAI ESPIN partners.

As evidenced, Workstream B constituted a process of interconnected actions, that involved the stakeholders in the production of information and knowledge based on the experience of the sports clubs that have been integrating an intercultural environment in their mission i.e. that present themselves as inclusive sports clubs of migrants with experience in volunteering in connection of the ESPIN Project partners' expertise.

The *Handbook on Volunteering of Migrants in Sport Clubs and Organisations* is presented as the main outcome of the whole process of actions included in Workstream B. It provides the know-how, i.e. a guide for migrants and sports clubs or organisations about the recruitment of migrant volunteers and voluntary management; above all, it can be considered as a tool to implement interculturality in organised sport, and thereby increase social inclusion in and through sport in truly inclusive sports clubs, particularly inclusion of the most disadvantaged groups including migrants, ethnic minorities, refugees and asylum seekers.

The analysis of the actions inserted in the six Milestones and outcomes produced provide evidence that the expected results of Workstream B were largely achieved, thus demonstrating that they have been adequate and effective.

4.3. WSC – FARE Action Weeks 2015: Raising public awareness on exclusion

The planned actions in Workstream C implemented the expected result of the ESPIN Project, the aim of which was to raise awareness among sports stakeholders about the need to take action against discrimination and exclusion in football, with particular reference to the exclusion of women and ethnic minorities in football.

The Action Weeks of the FARE Network, held every October, constitute one of Europe's largest social initiatives in sports, where hundreds of events, initiatives and activities take place across the European countries in a unified stand against racism, discrimination and exclusion. It is a period where Europe's footballing family – from professional clubs, national associations, leagues and players' unions to fans, minority groups, schools and local football teams – come together to celebrate the diversity of cultures and the power of the game.

During the FARE Action Weeks, the aim of the activities planned by the ESPIN Project was to boost public awareness about the problems of exclusion and the need for proactive measures against discrimination and exclusion in football across Europe, and, additionally, to highlight initiatives that tackle the exclusion of female ethnic minority and migrants in football. The actions planned by the ESPIN Project had the disadvantaged migrants and ethnic minority groups in particular refugees, but also including asylum seekers and Roma as their target group, and focused on the participation of female groups and young people.

For the implementation of the actions of Workstream C, the ESPIN Project focused on facilitating and supporting local grass-root events organised by disadvantaged migrant and ethnic minority groups. The lead of the ESPIN Project, VIDC-fairplay, produced the materials for the European campaign, namely T-Shirts, stickers and banners (see Annex 3) that carried the slogan: "Football Welcomes Refugees". Each partner received

at the least 30 T-shirts indifferent sizes (S,M/L/XL), in order to be sold to activists for the price of 15 Euros; out of these 15 Euros 10 went back to local sport projects with the participation of refugees and asylum seekers.

According to the plan, each partner had to organise at least 2 grass-root actions in their respective countries. In total, 27 initiatives were organised by the 6 partners: Camino (Germany), UISP (Italy), FAI (Rep. of Ireland), Liikkukaa (Finland), MGHRO (Hungary), SJPF (Portugal), as described in the following table:

Table 3 - Actions carried out during the FARE Action Weeks 2015 by ESPIN Project partners

VIDC (AT)	Camino (DE)	UISP (IT)	FAI (IRL)	Liikkukaa (FIN)	MGHRO (HU)	SJPF (PT)
All over Austria Oct. 8- 22. Info leaflet campaign at with all 20 Bundes liga clubs & womens' league	Berlin 6 actions: Marienfelde; Spandau; Kreuzberg; Wedding; Lichtenberg; Südkreuz; Oct. 19-23	Genova Oct. 10	All over Ireland Campaign promotion attend two national league club matches	Helsinki Oct. 3 Pallokenttä, Football tournament "Against Racism Team" vs. "New Refugees"	Budapest Oct. 14 Xantus János high-school	Lisbon Memorandum of understanding Oct.19-26
Vienna Oct. 9 Vienna Sportklub Supporters "FreundInnen der Friedhofstribüne" hosted 200 refugees at stadium	Wassmannsdorf / Potsdam, Nov. 22	Voghera (Pavia) Oct. 17	Cork Refugee/ Asylum Seeker Centre	Oulunkylän Urheilupuisto Oct. 3 Football tournament "Solidar Team" - Police vs. Monik's multicultural youth.	Budapest Oct. 11 Vasas stadium	Lisbon Actions in schools and Round table in Lusophone University
Ferlach DSG Ferlach (Carinthia) organisiert Pilottrainings		Voghera (Pavia) Oct. 17	Dublin Refugee/ Asylum Seeker Centre		Miskolc Oct. 24 DVTK Stadium	Action in stadiums (1st and 2nd League)
Linz Oct. 17 BW Linz supporters "Arge ToR" staged massive choreography "Refugees Welcome"		Campobellodi Mazzara (Palermo) Oct.17-18				Football Match CPR (Portuguese Refugee Council) vs Friends SPJP

In general, these initiatives involved different stakeholders, most of whom were ethnic minorities, migrants, refugees and sports clubs, but also organisations that hosted refugees, public bodies, the police, schools and media. The initiatives were largely addressed to adults, youth and children, and to both men and women (e.g. Berlin grassroots women football club "Kickerinhas").

The outlines of the initiatives were diverse, ranging from sports activities, such as football matches or tournaments with migrants and refugees, to workshops that were focused on the rise of awareness about the exclusion and discrimination against

migrants and minorities, and the important role sports play in prompting social inclusion. They also involved campaigns in stricto sensu with the slogan "Football Welcomes Refugees" in banners or t-shirts, which was shown during football matches with a very large audience.

The activities developed by the ESPIN Project partners during the FARE Action Weeks 2015 clearly indicate that the aims and outputs set for Workstream C were achieved. This allows us to conclude that Workstream C was adequate and effective in promoting actions with regard to raising public awareness about issues of exclusion in the countries of the ESPIN Project partners.

4.4. WSD – European Week of Sport 2016: Facilitating inclusive partnership events

The main goal of the ESPIN Project was to involve disadvantaged groups in risk of exclusion, like ethnic minorities, migrants and refugees, by promoting equal access to organised sport and consequently increasing sports participation. The European Week of Sport is the biggest event to raise awareness about the health-enhancing and social inclusion benefits of sport and physical activity sports among the 28 State Members of the European Union.

In Workstream D, the planned actions carried out during the 2nd EWoS 2016, in the second week of September, put emphasis on the participation and mobilisation of marginalised migrant groups. It aimed at enhancing the capacity of migrant sport clubs and mainstream sport clubs to organise inclusive sporting events with the participation of marginalised groups.

The goal of EWoS planned actions was to create a platform that promotes equal access to sport for all residents within the EU28 and to connect mainstream and minority sport actors in an effort to promote social inclusion and volunteering.

The activities were planned so as to address the specific target groups of marginalised migrant and minority groups, including refugees, asylum seekers and other potentially discriminated groups, but also mainstream sport clubs and associations. For the implementation of Workstream D, the planned actions had as an objective to promote networking between sport clubs and migrant associations in order to host joint inclusive events, and to then make such partnerships visible through these same public events¹⁹.

As show in table 4 in next page, 23 actions were carried out by the ESPIN partners, which involved different activities that covered the two types of the planned events;

¹⁹ Two types of inclusive partnership events were envisaged, out of a total of 18, and at least 2 events were organised per partner. The first event was prepared as a means of promoting a football tournament with clubs and volunteers involved, and the second one as a way of promoting workshops, information sessions on volunteering and/or public training sessions, such as an open clubs day, to the community.

these were sporting events or physical sports activities that promoted a wider participation of disadvantaged people at risk of exclusion, namely refugees, migrants and ethnic minorities, in a partnership frame between sports clubs, the target group and the stakeholders associated, with the purpose to increase networking, partnership and meetings or information sessions.

Table 4 - Actions carried out during the 2nd EWoS 2016 by ESPIN Project partners

VIDC-fairplay (AT)	Camino (DE)	FAI (IRL)
Playtogethernow ASBO – Refugee Football	Day for Women and Girls, Aug 31, Berlin-Kreuzberg, Neukölln und Wedding (International Discover Football Festival - Berlin, training sessions, discussions)	3 meetings (Ballyhaunis F.C. club, FAI development officer, Mayo Intercultural action group who outreach to the Convent Asylum seekers, Mayo sports partnership)
Tournament Diakonie Flüchtlingsdienst - Refugee Football Tournament	Intercultural Sports Events, Sep 10, Wedding (football tournament with refugees from the club and from the nearby refugees hostels)	3 meetings (globe house, Sligo Rovers F.C., FAI local development officer and Sligo local sports partnership)
Delta Cultura – Cup (Football) DSG Ferlach – Doors open days GOAL Open – active Network meeting	European Fitness Day, Sep 15, Niederdorfelden (sport activities and intercultural games in various sport clubs of Schöneck)	2 meetings Galway sport partnership sports development offices (local councillor, Merlin Woods community tennis group, football club, local residents, ard family resource centre, local faith based organisations Muslim Imam).
Twentyone FC – Interviews and Trainings with refugees	Inclusion Sport Week, Sep 12-17, Graben-Neudorf (integrate refugees of different ages in sport activities of the club)	6 meetings (Nigeria Community Cork, Africa Ireland Supporters Club, FAI, Carrigaline United AFC, Hungarian Community in Carrigaline)
KickenohneGrenzen – Friendly Games (Football)		

Football sports clubs and associations, NGOs for migrants and/or ethnic minorities, host centres for refugees, faith organisations, public authorities, and community people were involved in the above-mentioned actions, as planned.

One of the objectives of Workstream D was to collect data with reference to the experience and good practice gathered at a local level. These data were inserted in the final Baseline study under the category of recommendations, and, as the tables 5, 6 and 7 show below, point towards three areas of intervention:

Table 5 - General recommendations for building a diverse member base

Developing a mission statement based on diversity and respect
Promoting the club's intercultural openness in public relations activities
Adopting statutes denouncing racism and discrimination
Engaging in campaigns against racism
Bolstering the sense of community by way of joint activities and festivities
Targeting women and girls, offering gender-specific activities
Identifying the cultural particularities of all members and taking them into account (whenever possible)
Cooperating with large sports clubs on inclusion and participation
Introducing graded fees based on members' age and income

Source: Schwenzer, V. (2016). *Equal access for migrant volunteers to sports clubs in Europe A baseline study*. Berlin: Camino ESPIN partner.

Table 6 - Recommendations for recruitment and support of migrant volunteers

Consulting migrant experts
Identifying barriers impeding migrants' access and creating opportunities for encounter
Appointing volunteer officers and mentors for new volunteers
Avoiding excessive demands on volunteers, clearly delimiting tasks
Furthering the recognition of volunteer work
Training migrants as coaches, training supervisors and referees and entrusting them with responsibility
Cooperating with (migrant) organisations, initiatives and facilities from the same social environment to recruit volunteers outside the club
Including migrant volunteers at all levels

Source: Schwenzer, V. (2016). *Equal access for migrant volunteers to sports clubs in Europe. A baseline study*. Berlin: Camino ESPIN partner.

Table 7 - Recommendations for the inclusion and participation of refugees

Developing patience, intercultural awareness and an understanding for the situation of refugees, adapting offers accordingly
Consulting the refugees and developing special offers based on their requirements
Persisting in the face of setbacks
Avoiding paternalistic attitudes, ensuring that communication takes place on an equal footing
Encouraging refugees to engage while recognizing the limitations of volunteer work
Providing transport to and from sports events and training facilities, if necessary
Providing sportswear and equipment
Treating refugees as normal members
Creating shared experiences
Combining sports with educational opportunities
Promoting inclusion both within and without the club and avoiding rivalries

Source: Schwenzer, V. (2016). *Equal access for migrant volunteers to sports clubs in Europe. A baseline study*. Berlin: Camino ESPIN partner.

The wide specificity of the situations described, from the signalling of barriers to the good practices that go beyond them in an attempt to promote more inclusive sports clubs, with a greater participation of ethnic minorities, migrants and refugees, provides evidence that the actions of the ESPIN Project partners reach the Workstream D objectives when it comes to collecting information, capable of producing recommendations based on empirical facts.

4.5. WSE – European Networking Conference: Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport

The European Networking Conference: Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport took place at the Central European University Conference Centre in Budapest (Kerepesiút 87), 25-26 November 2016 (see Annex 4). The NGO Mahatma Gandhi Human Rights Organisation (MGHRO) was the partner of the ESPIN Project responsible for the conference organisation, with assistance from VIDC-fairplay.

This event was addressed to specific target groups, such as representatives of grassroots groups, civic society, organisations, including Roma and other minority organisations, sport governing bodies, public authorities, athletes, researchers in the subject and fans. The two-day event gathered more than 70 participants (from 23

countries), including speakers, experts and activists. The profiles of the invited speakers were diverse, ranging from experts and/or representatives of sports clubs and associations and Non-Governmental migrant organisations to researchers, social workers and public bodies. Additionally, the ESPIN Project partners led by VIDC-fairplay and their coordinator Kurt Wachter and Gibril Deen from MGHRO (co-responsible for the Conference organisation) were actively involved.

The programme was structured in six Plenary Sessions and three Workshops with two Sessions each. In the first day, the opening session focused on the *"Inclusion in and through sport - opportunities and challenges across Europe"*, the Panel Session I on *"Europe and the Refugee Crisis - what role can sport organisations play in the integration of newly arrived refugees and migrants?"*, and the Panel II on *"Reports from the workshops and open discussion"*. In the second day, the remaining three plenary sessions were dedicated to *"Minority-focused Sport Programmes: Local Hungarian Initiatives"*, *"Presentations: The Inclusive Role of Sport Clubs"*, and, finally, the Closing Session's topic was: *"Towards a European Sport Inclusion Network - which way forward?"*

During the three interactive workshops that took place in the first day of the Conference, themes such as: *"Sports Volunteering of Migrants and Minorities: Barriers and Good Practice in the EU"* (Workshop A), *"Empowerment of Refugees, Migrants and Minority Groups in Sport: Where are we and what is needed?"* (Workshop B), and *"Intolerance and Nationalism on the Rise? Innovative approaches to challenge exclusion and discrimination in sports"* (Workshop C) were actively discussed. The participants had the opportunity to attend two Workshops.

A crucial discussion, originating from the recommendation that was published in the Baseline Study booklet and was concerned with ways to improve social inclusion through sport and volunteering of migrants and ethnic minorities, was developed; this discussion also covered the common barriers, discourses, regulations and exclusionary "cultures" that hinder equality and inclusion.

A Conference Report was prepared, which included important findings and recommendations (A4 format). Also, the participants were invited to fill in an evaluation questionnaire (see Annexes 5 & 6) during the conference, with the possibility to fill it in after the conference via the online questionnaire (analysed in 5.5, part of Impact and Efficiency).

In conclusion, the goals of Workstream D were reached, since: networking among the stakeholders was improved; participation and reflection about the issue of inequality access to sport was promoted; ways of how this reality could be improved were discussed, along with the identification of barriers and recommendations to overcome them; awareness about the necessity to improve the equal access of migrants and ethnic minorities in sports clubs among people and organisations was raised; the benefits of increasing social inclusion and challenging exclusion became clear; exchange of experiences and knowledge was promoted; and, finally, a proposal about the next steps of taking further actions was produced. All the above points allow us to conclude that, in terms of adequacy and effectiveness, the European Networking Conference was as successful as planned in Workstream D.

5. IMPACT AND EFFICIENCY

In this part of the present evaluation report evidence is presented with regard to the mode in which the results achieved in each Workstream (A, B, C, D and E) contribute to the realisation of the main objective of the ESPIN Project. The impact and efficiency of the results achieved compared to the anticipated outcomes of each Workstream of the ESPIN Project is thereby evaluated.

5.1. WSA – Baseline Study-Access Participation & Exclusion of migrants and minorities in European sport

This study placed access participation and exclusion of migrants and minorities in European sports clubs at the centre of its analysis. As a result, it contributed significantly to the advancement of the ESPIN Project's aim: namely, the involvement of those who are at risk of social exclusion with increasing sports participation of disadvantaged groups (migrants & minorities) by promoting equal access to organised sport.

Moreover, the good practice and recommendations had the anticipated results, as proposed by the ESPIN Project, in that they generated evidence-based knowledge about the situation of migrants and minorities in European sport regarding access, participation and volunteering; and in that they developed educational tools and ways to improve social inclusion in sport organisations.

The recommendations inserted in the third part of the Baseline booklet were developed by different resources and a large participation of stakeholders: first, by the data collected during the Baseline study, including the results of three case studies of good practice of European inclusive sports clubs – SG Egelsbach 1874 e. V. (Germany), Liberi Nantes in Rome (Italy) and Mahatma Gandhi FC in Budapest (Hungary) –; second, by the actions carried out during the European Week of Sport 2016 that involved representatives of sports clubs, migrant organisations, public authorities, and migrants and ethnic minorities themselves (cf. 4.4; Workstream D); finally, by the exchange of expertise between the ESPIN Project partners.

The Baseline Study booklet, entitled "*Equal access for migrants volunteers to sports clubs in Europe*" was published in November 2016 (A4, 63 pages; 31 pages more than the 32 foreseen), and sent by post to sports clubs and associations, migrant organisations and public authorities in various European countries.

The results of the study were presented at the European Networking Conference "*Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport*", in Budapest, 25-26 November 2016, an event that had a large media coverage (cf. 4.5 and 5.5, Workstream E).

The knowledge produced filled in the gap in information with regard to measures of improving equal access of migrants, ethnic minorities, refugees and asylum seekers in

sports clubs, which was one of the barriers identified in the research. The potentialities of transferring good practice and implementing the recommendations that were pre-covered in the Baseline study reinforced the impact of Workstream A in reaching the objectives of the ESPIN Project, thereby demonstrating the effectiveness of the planned action.

5.2. WSB – Supporting Volunteering of Migrants in Sports: Developing a European Quality Mark Scheme and Trainings

Workstream B constitutes the core module of the ESPIN Project, and is therefore central to the achievement of the main objectives of the ESPIN project in involving groups at risk of exclusion through organised sport, increasing the act of volunteering for migrants, ethnic minorities and refugees in sports clubs or associations. The actions foreseen in Workstream B and its respective Milestones involved the stakeholders in actions of training and dissemination of knowledge in support of the recruitment of migrant volunteers by sports clubs.

The Workstream B actions showed interconnections between them, as well as with actions inserted in other Workstreams; in particular: i) with the WSA (Baseline Study), in the provision of information and consultation; ii) the WSD, in the selection of clubs for the planned actions of the ESPIN Project during the European Week of Sport (EWoS) in 2016 and; iii) with the WSE, in the presentation of results, in particular the *Handbook on Volunteering of Migrants in Sport Clubs and Organisations*, and proposals for future actions of development of the Sport Inclusion Network during the European Networking Conference *Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport*, held in Budapest, 25-26 December 2016.

In the action of training and recruitment of sports clubs and volunteering migrants, the *European Training Seminar* (train the trainers) was held in Dublin, on June 13-14, 2015. This event served as a preparation for the national workshops held in the different countries of the ESPIN Project's partners. The Quality Mark (QMARK) Scheme was also tested in three countries by the respective ESPIN partners: FAI (Rep. of Ireland), CAMINO (Germany) and VIDC-fairplay (Austria).

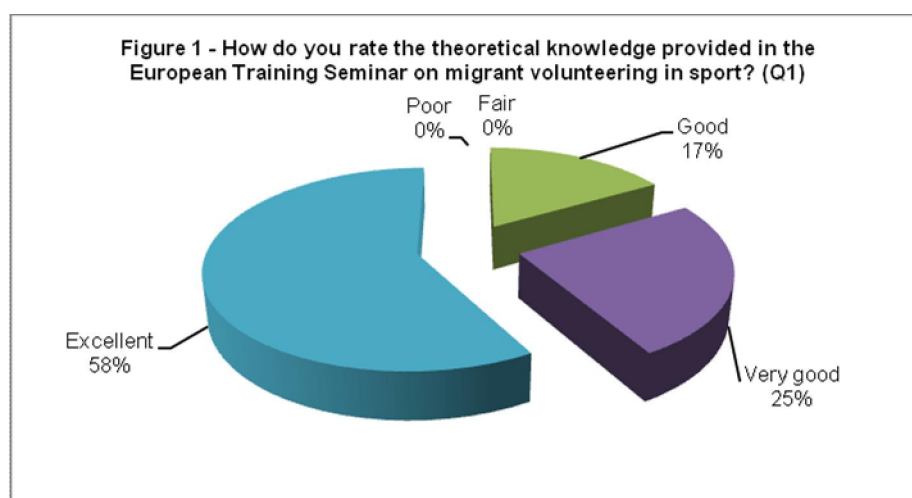
The quality mark scheme is a tool to increase participation of marginalised groups in sport and to introduce standards for volunteering of migrants and minorities in sport organisations. Participating clubs had to meet certain criteria in order to attain one of the three levels of the Quality Mark accreditation. Volunteers were required to give a time commitment, and training was provided to support both clubs and volunteers by the partners' pilot. The three levels were "Entry, Standard and Advanced". The clubs and volunteers involved with QMARK participated in their respective national training workshops, they were assisted with information, material, and received limited funds to run inclusive events during the EWoS 2016.

6 National Round Table Meetings (Milestone 1) were realised, between February and June 2015, in the Rep. of Ireland (FAI), Austria (VIDC-fairplay) Germany (Camino), Hungary (MGHRO), Italy (UISP) and Finland (Likkuakaa), where 43 organisations of

sports and of migrants or public bodies participated. To facilitate the partners in managing the action in each country, a list of themes was sent by FA, the ESPIN partner responsible for the WSB. The themes encompassed issues of recruitment, training or retention of volunteers. In average, each partner gathered around 10 different organisations. To inform and mobilise sports clubs to participate in the QMARK scheme and the national training workshops, each partner produced a one-page “Call for participation” electronic PDF in each of the 6 languages respectively, in order to disseminate within each country (Milestone 2, February - August 2015).

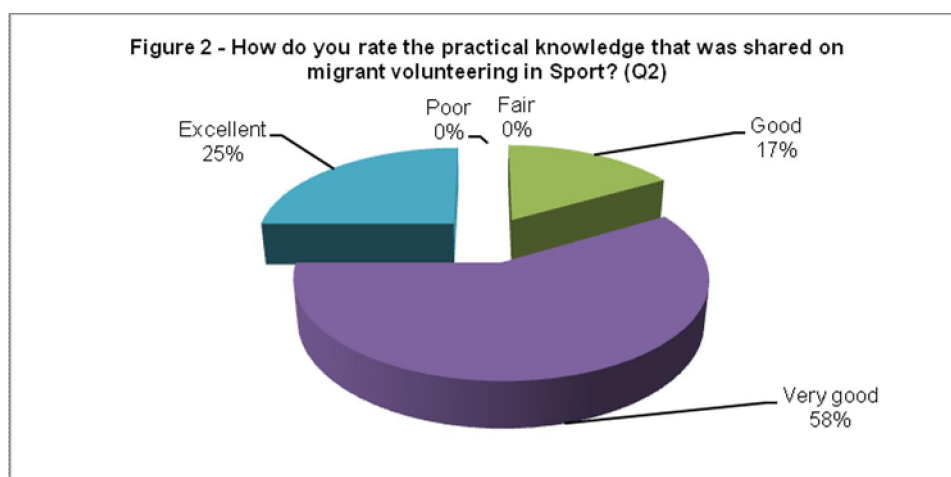
The European Training Seminar (Milestone 3), which took place on the 13th–14th of June 2015 in Dublin, brought together 20 people, including the ESPIN partners, representatives of sports clubs and migrant volunteers. 12 answered the questionnaire evaluation (60%). In the collected sample, 58% were female and 42% male. 50% stated that they worked directly in clubs with the involvement of migrant volunteers, and the remaining 50% stated that they did not.

On average, the participants classified the theoretical knowledge provided in the European Training Seminar on migrant volunteering as 'very'. In a scale between 1 to 5, where 1 is 'poor' and 5 is 'excellent', the average was 4,42 in a StdD of 0,793 [3; 5]. As Figure 1 indicates, 58% classified the experience as 'excellent', 25% as 'very good' and 17% as 'good'.



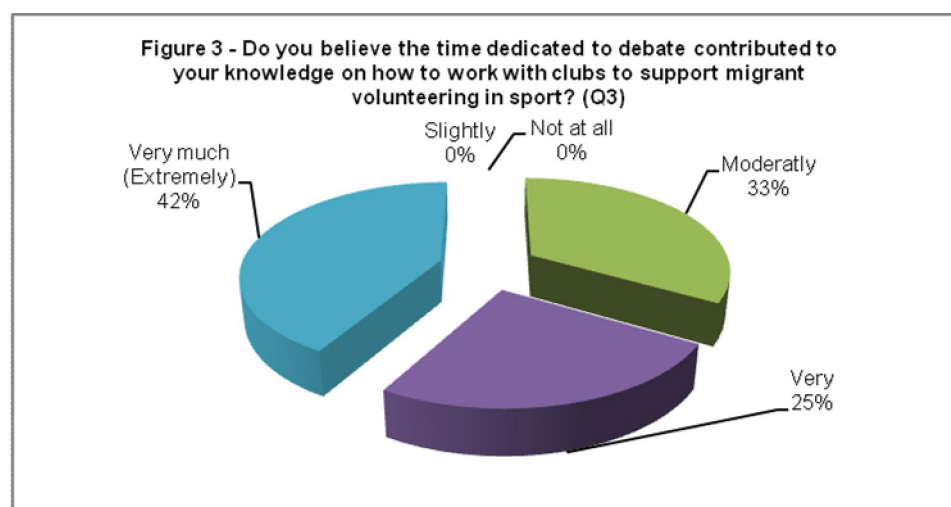
Source: Evaluation questionnaire of the *European Training Seminar* (Dublin, 13 - 14 June 2015)

Furthermore, with regard to shared practical knowledge (examples, experiences), participants in our sample rated it as 'good' (4,08 in a StdD of 0,669 [3; 5]), 58% as 'very good', 25% as 'excellent' and 17% as 'good' (see Figure 2).



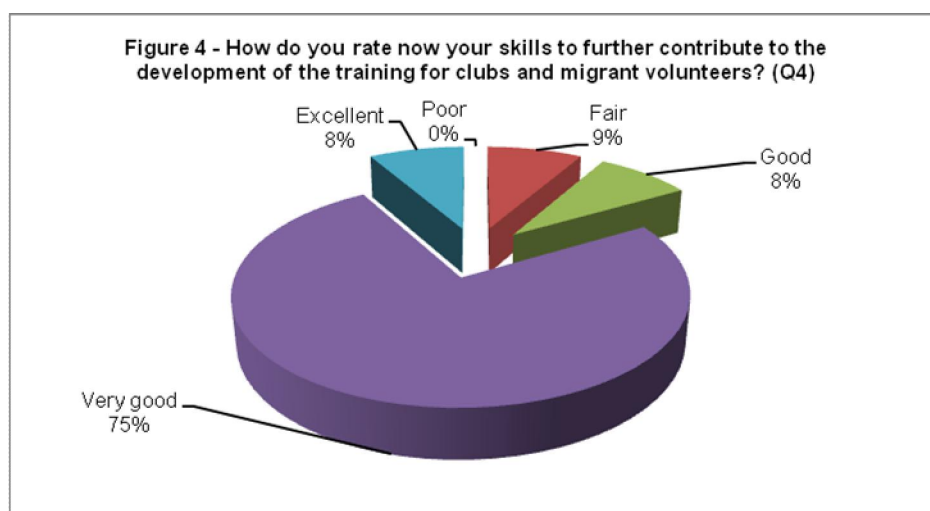
Source: Evaluation questionnaire of the *European Training Seminar* (Dublin, 13 - 14 June 2015)

When asked if the time dedicated to the debate during the Seminar contributed to their knowledge of how to work with clubs to support migrant volunteers in sport, on average they considered it 'good' (4,08 in a StdD of 0,900 [3; 5]), 42% considered it as 'very much', 25% as 'very' and 33% as 'moderately' (see Figure 3).



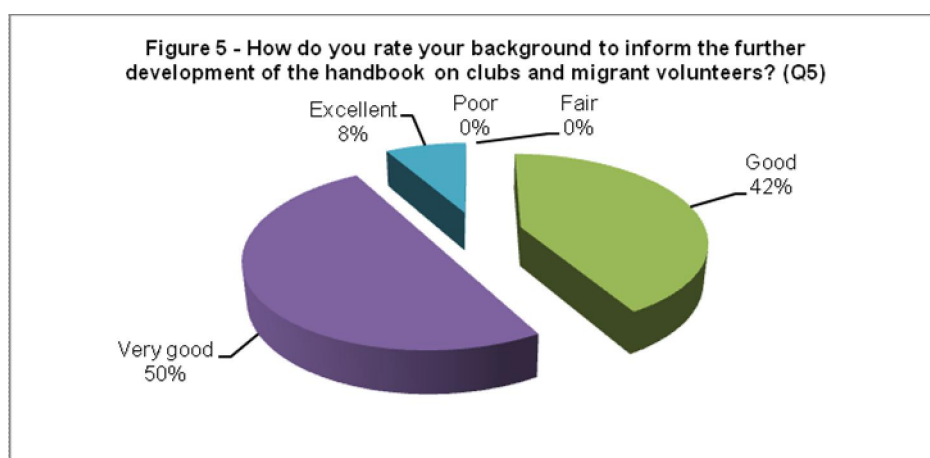
Source: Evaluation questionnaire of the *European Training Seminar* (Dublin, 13 - 14 June 2015)

On average, the participants in our sample rated the acquired knowledge as 'good' (average 3,83 in a StdD of 0,718 [2; 5]). 75% rated it as 'very good', 9% as 'fair' and 8% as 'good' and 'excellent' respectively (see Figure 4).



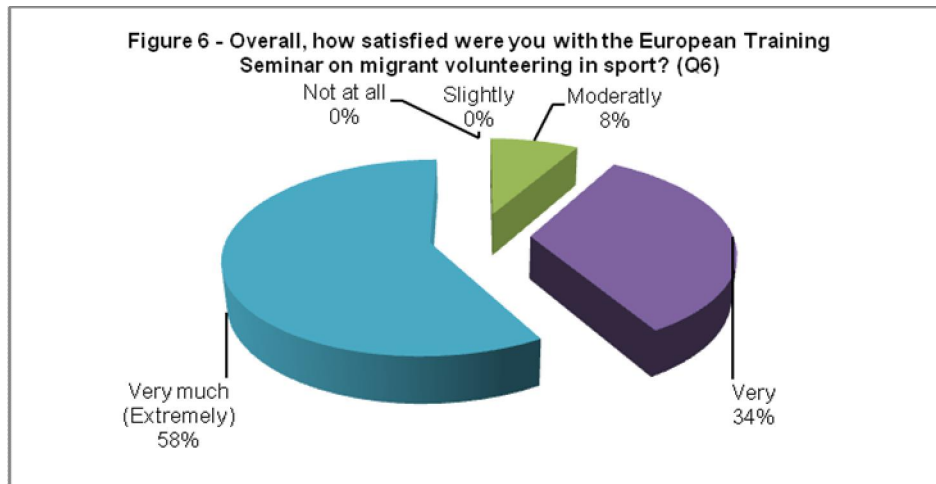
Source: Evaluation questionnaire of the *European Training Seminar* (Dublin, 13 - 14 June 2015)

When asked how they would rate their background to inform or contribute to the development of the handbook on clubs and migrant volunteers, on average they considered it 'good' (average 3,67 in a StdD of 0,651 [3; 5]). 50% considered it 'very good', 42% 'good' and 8% 'excellent' (see Figure 5).



Source: Evaluation questionnaire of the *European Training Seminar* (Dublin, 13 - 14 June 2015)

Overall, the participants in our sample expressed their satisfaction with the European Training Seminar on migrant volunteering (in fact very close to 'very much satisfied', as the average was 4,50 in a StdD of 0,674 [3; 5]). As shown in Figure 6, 58% stated that they were 'very much' satisfied, 34% 'very', and 8% 'moderately' satisfied.



Source: Evaluation questionnaire of the *European Training Seminar* (Dublin, 13 - 14 June 2015)

Some participants left comments or suggestions for future events (cf. Annex 6), namely deepening theoretical approaches to inclusive culture in sports and volunteer clubs, communication, and more practical methods, bringing the experience of migrant volunteers into the field. Several of them expressed great satisfaction for the organisation of the Seminar.

The training received at the Training Seminar was mobilised to the National Training Workshops (Milestone 4) in the different countries, with sports organisations and their volunteers recruited in Milestone 1 & 2. There were 15 National Training Workshops for sports clubs and volunteers in Austria (VIDC-fairplay), Rep. of Ireland (FAI), Germany (Camino), Hungary (MGHRO) and Finland (Likkuakaa) respectively, attended by approximately 150 members from 20 sports clubs, including migrants.

The *Handbook on Volunteering of Migrants in Sport Clubs and Organisations* published in a PDF version and a hardcopy for wide distribution and dissemination (Milestone 5), including at the European Networking Conference at the end of the works of the ESPIN Project in December 2016, constitutes a relevant end-product of Workstream B. Therefore, together with the networking implemented in Workstream B as an added value for interculturality in sports clubs, there was also knowledge produced on how to do, how to recruit migrant volunteers in sports clubs, and what is like to be a volunteer at a sports club.

In this way, Workstream B contributed greatly to the achievement of the ESPIN Project's objectives through the impact and efficiency of the realised actions, namely through the concretisation of the three main anticipated results: i) To increase volunteering and sports participation of migrants and minorities via the establishment of equal partnerships and training of mainstream sport organisations; ii) To capacity-build and empower migrants and ethnic minorities to challenge exclusion and discrimination and harness their role as volunteers in sport clubs; iii) To develop educational tools and raise awareness among sport stakeholders about issues of exclusion and discrimination and how to improve social inclusion in sport organisations.

5.3. WSC – FARE Action Weeks 2015: Raising public awareness on exclusion

The FARE Action Week is the biggest event in Europe to raise awareness about discrimination, racism and xenophobia in sport – football, in particular; and as the matches usually involve a large amount of fans and extensive media coverage, they too have an important impact on civic societies.

Consequently, the actions planned by the ESPIN partners during the football matches at the 16th FARE Action Weeks 2015, which included, more specifically, banners and t-shirts with the slogan "*Football Welcomes Refugees*", had a large impact on the societies at the ESPIN partners' respective countries. In addition, it is important to underline at this point that these actions occurred during the most critical period of refugee migration flows since World War II, given that the most recent socio-economic crisis has resulted in an increase of intolerance against migrants by some segments of the population.

The 27 actions carried out involved a broad participation of ethnic minorities, migrants and refugees, as well as organisations hosting them, and/or public authorities directly involved in migration. It was thus possible to raise awareness people and organisations to the potential and the important role of sports in promoting social inclusion, by the involvement of disadvantaged people at risk of exclusion as volunteers in sports clubs, thereby bringing people together and creating networking.

The actions and the sticker have been posted to the Facebook page of the partners' organisations, and some initiatives have also had media coverage. Partners were encouraged to inform the media about their initiatives with the following message:

European network launches Football Welcomes Refugees campaign

The European Sport Inclusion Network (ESPIN) project marks the 16th edition of the Football People Action Weeks. ESPIN Partners in Hungary, Italy, Germany, Finland, Portugal and Austria have developed the "Football Welcomes Refugees" initiatives using the power of football to support refugees across Europe.

The evidences provided allow us to conclude that the planned actions of Workstream C and the subsequent initiatives carried out during the 16th FARE Action Weeks had a large impact. The actions efficiently raised public awareness about issues of exclusion, and made clear how important is the role of sport in the act of promoting social inclusion and networking.

5.4. WSD – European Week of Sport 2016: Facilitating inclusive partnership events

The ESPIN Project considered the EWoS as a platform to promote equal access to sport for all residents within the EU28 and to connect mainstream and minority sport actors in an effort to promote social inclusion and volunteering, in particular of disadvantaged people at risk of exclusion, such as refugees, asylum seekers, ethnic

minorities and migrants.

23 actions were carried out by partners, which encompassed different events and/or physical sports activities, in order to promote a wider participation of disadvantaged people at risk of exclusion, and/or to involve sports clubs in the organisation of information sessions on volunteering and training. A large number of clubs and institutions was involved and connected in order to envisage partnerships and networking. A large number of migrants or minorities was also involved; for example, the 6 actions supported by VIDC-fairplay in Austria included the participation of approximately 1200 people.

From the information gathered at the meetings or information sessions held, subsequent knowledge emerged from empirical data, namely from facts and experiences, which supported the recommendations of measures with a view to establish and develop a general attitude of intercultural openness within sports clubs.

The recommendations addressed three main dimensions of the subject: first, the building of a diverse member base; second, the acquisition and support of migrant volunteers; third, the inclusion and participation of refugees. All the recommendations developed in brief details can be found in the Baseline Study booklet entitled "*Equal access for migrants to sports clubs in Europe*", which has been widely disseminated in different countries, sports organisations, migrant organisations and public authorities.

The events carried out also had media coverage and were included in internet websites and Facebook pages of the ESPIN Project partners, sports organisations, NGO of migrants and public authorities.

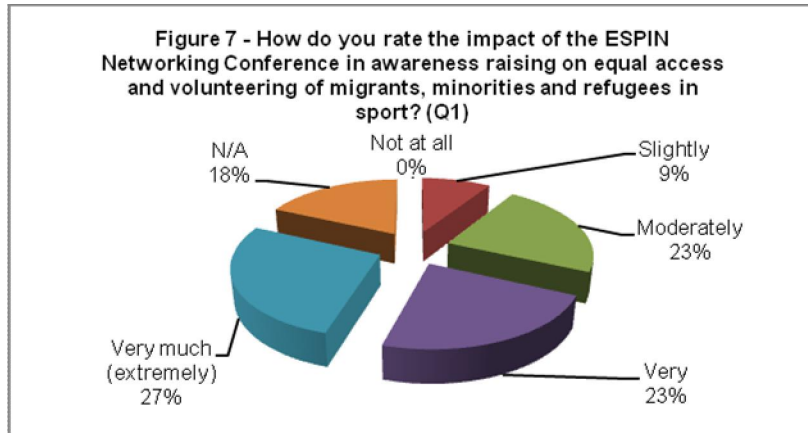
These outcomes allow us to conclude that Workstream D, which focused on events and/or actions during the 2nd EWoS 2016, had a large impact and achieved the objective of the project with regard to: i) promoting equal access to organised sport; ii) increasing volunteering and sports participation of migrants and minorities through the establishment of equal partnerships and training of mainstream sport organisations; iii) facilitating inclusive partnership events; iv) creating evidence-based knowledge in order to develop a European quality framework in increasing volunteering and equal opportunities for migrants and minorities in sport clubs.

5.5. WSE – European Networking Conference: Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport

Out of the 75 participants at the European Networking Conference, 22 responded to the evaluation questionnaire (29 %).

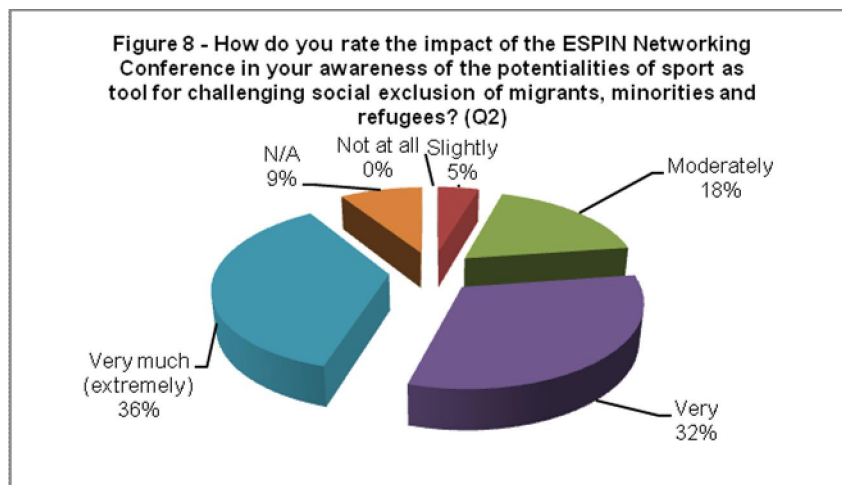
On average, the participants ranked the impact of the ESPIN Networking Conference as 'very', in terms of raising awareness about equal access and the volunteering of migrants, minorities and refugees in sport – in a scale from 1 to 5, where 1 refers to 'not at all' and 5 to 'Very much (extremely)' the average was 3,83 in a StdD of 1,043 [2; 5].

As shown in Figure 7, 27% corresponded to 'extremely', 23% to 'very' and 'moderately', 9% to 'slightly' and 18% to 'N/A' (No answer or Not Applicable).



Source: Evaluation questionnaire of the *European Networking Conference* (Budapest, 25 - 26 November 2016)

When asked about how they rated the impact of the Conference on their awareness of potentialities of sport as a tool to challenge the social exclusion of migrants, minorities and refugees, on average they stated 'very' (4,10 in a StdD of 0,912 [2; 5]). As Figure 8 illustrates, 36% chose 'very much (extremely)', 32% 'very', 18% 'moderately', 5% 'slightly', and 9% N/A.



Source: Evaluation questionnaire of the *European Networking Conference* (Budapest, 25 - 26 November 2016)

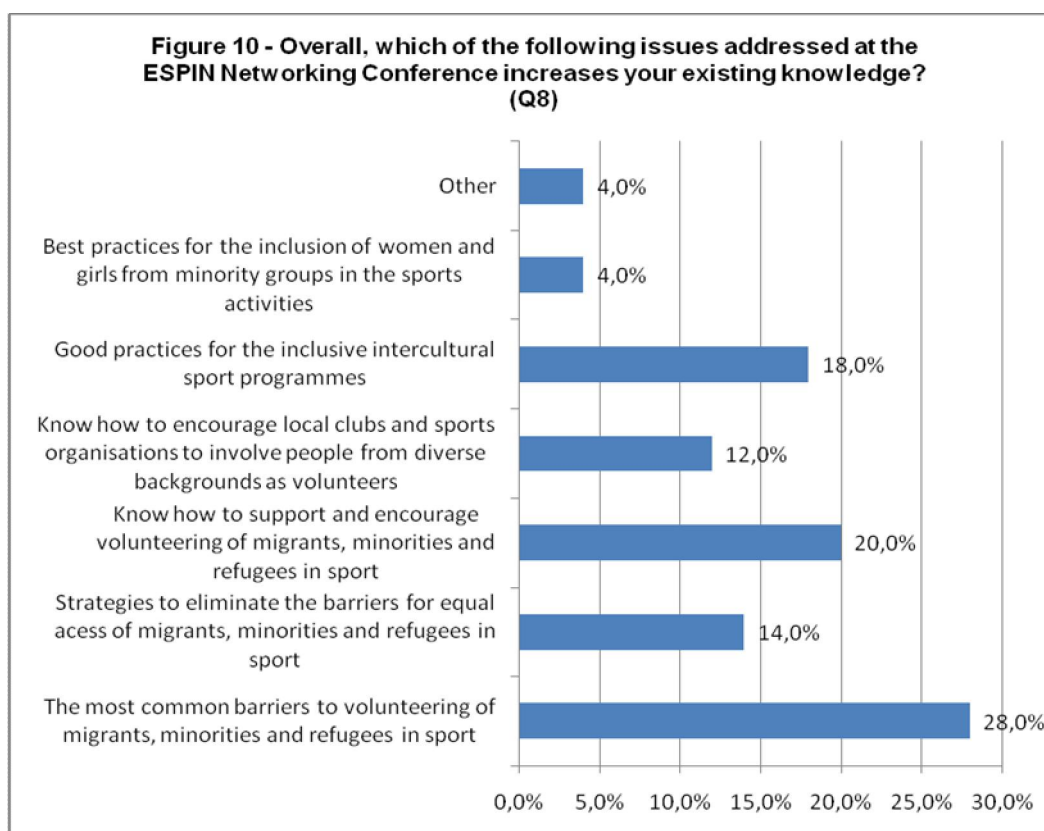
The conference consisted of three Workshops repeated in sessions, so that each participant could attend two. Most participants who completed the evaluation questionnaire participated in Workshop B - *Empowerment of Refugee, Migrants and Minority Groups in Sport: Where are we and what is needed?* (82%), followed by Workshop A - *Sports Volunteering of Migrants and Minorities: Barriers and Good Practice in the EU* (45%), and then - with the less participation out of the three - Workshop C, - *Intolerance and Nationalism on the Rise? Innovative approaches to challenge exclusion and discrimination in sports* (27%).

When asked how they would classify the practical knowledge shared in the workshops in which they participated, the majority considered it to be 'very good' (see Figure 9)



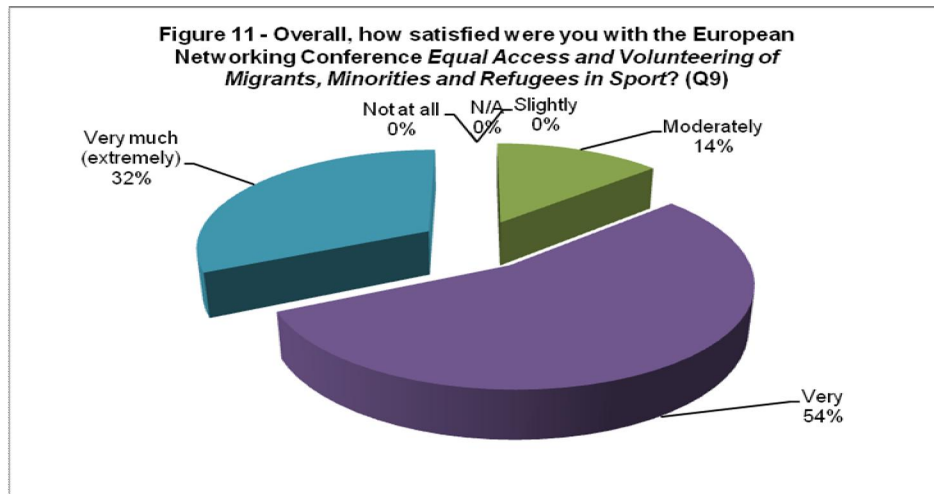
Source: Evaluation questionnaire of the *European Networking Conference* (Budapest, 25 - 26 November 2016)

As explained in Figure 10, in the set of issues addressed at the Conference, those that contributed the most to the development of the existing knowledge of the participants were the most common barriers to volunteering of migrants, minorities and refugees in sport (28%), followed by the know how to support and encourage volunteering of migrants, minorities and refugees in sport (20%), good practices for the inclusive intercultural sport programmes (18%), and the strategies to eliminate the barriers for equal access of migrants, minorities and refugees in sport (14%).



Source: Evaluation questionnaire of the *European Networking Conference* (Budapest, 25 - 26 November 2016)

Overall, the participants considered themselves to be very satisfied with the Conference (4,18 in a StdD of 0,64 [3; 5]). 54% affirmed that they felt very satisfied, 32% very much satisfied and 14% moderately satisfied (see Figure 11).



Source: Evaluation questionnaire of the *European Networking Conference* (Budapest, 25 - 26 November 2016)

Some participants gave a more detailed opinion about the conference, leaving comments and suggestions with regard to future actions (see Annex 6). Considering the subjects that they would like to see more developed in future actions, the theme of the inclusion of women and girls, the empowerment of minorities and a closer encounter with sports in school and in universities, with the aim of the exchange of knowledge and experiences, was pointed out.

A number of suggestions were also given about future events in reference to the access and volunteering of migrants, minorities and refugees in sport: in particular, the diversification of other sports beyond football, events with longer duration, specifically for workshops, more time for debate, greater involvement of representatives of EU bodies, of sports organisations and of academia, improvement of communication tools, addition of social events so that participants can get to know each other and exchange experiences and contacts. Several comments were given about the satisfaction and appreciation for the opportunity to participate in the Conference provided by the ESPIN Project.

In spite of the time constraints regarding the reinforcement of the expected networking at the Conference, the event brought together a large number of stakeholders from different countries, where a range of issues was addressed and the results of the ESPIN Project were presented – in particular, the *Baseline Study on Equal Access for Migrant Volunteers to Sports Clubs in Europe* and the *Handbook on Volunteering of Migrants in Sport Clubs and Organisations* –, and the future development of the European Sport Inclusion Network was further discussed.

In conclusion, the impact of the *European Networking Conference on Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport* of Workstream E contributed to the development of the ESPIN Project's objectives, thereby showing efficiency.

6. FINAL REMARKS

By initiative of the partner VIDC-fairplay, coordinator of the ESPIN Project, four meetings of the ESPIN partners were held in person, and their proceedings were compiled, respectively: the first was the Kick-off meeting in Vienna on the 23rd and 24th of January 2015; the second occurred during the European Training Seminar, organised locally by the partner FA (Rep. of Ireland) in Dublin, 12 June 2015; the third was held in Rome, on 15th and 16th of June 2016, organised locally by the partner UISP (Italy); and during the European Networking Conference in Budapest on the 24th of November 2016, a fourth meeting was hosted locally by the partner MGHRO (Hungary).

21 ESPIN-SKYPE meetings were also realised, with compilation of the respective proceedings: 9 in 2015 (March 25th; April 22nd; May 27th; June 25th; September 9th and 30th; October 14th; November 4th; December 2nd); and 12 in 2016 (January 13th; January 27th; February 24th; March 30th; May 3rd and 10th; July 6th; July 27th; and September 7th; September 14th and October 3rd and 25th).

As evidenced by the number of meetings held by the ESPIN Project, there was an enormous involvement of the partners in the fulfilment of the work planned in each of the Workstreams, under the coordination of Kurt Wachter and David Hudelist with the support of Markus Pinter, Waltraut Wageneder and Marcela Buchschwenter of the VIDC-fairplay partner (Austria). It is also noteworthy to mention the work of Victoria Schwenzer, of the Camino partner (Germany), for the coordination of Workstream A; of Des Tomlinson, responsible for the coordination of Workstream B, of the FA partner (Rep. of Ireland); of Gibril Deen, responsible for the local organisation of WSE, with the support of Junaid Olekan, Emma Pándy-Szekeres and Katalin Gellért of the MGHRO partner (Hungary), in collaboration with VIDC-fairplay; and of Layla Mousa of the UISP partner, local responsible for the organisation of the ESPIN Partners meeting, held on the 15th and 16th of June 2016.

The dissemination of information of the ESPIN Project's actions was performed by all the ESPIN partners, via their own means – websites and Facebook pages, in particular. As mentioned in the introduction of the present report, as part of the coordination of the ESPIN Project, the VIDC-fairplay partner provided the creation of a website and a Facebook page for general dissemination of the project's actions²⁰, as well as a pdf flyer written and disseminated in all six languages of the partners, which was entitled: *European Sport Inclusion Network (ESPIN) - Promoting Equal Opportunities of Migrants and Minorities through Volunteering in Sport*.

The evidence mobilised in this report confirms that the ESPIN Project has achieved its objectives and expected results. We are therefore convinced that this project is valuable not only because of the knowledge produced and disseminated, but also because of the direct intervention in the sports organisations and the societies of its partners, raising awareness about the social inclusion of migrants, ethnic minorities, refugees and asylum seekers through volunteering in sports organisations.

²⁰ <http://www.sportinclusion.net/>
<https://pt-br.Facebook.com/SpinProject/>

Sport constitutes a cultural manifestation with a great potential to bring people together, in provide education for the development of relational, affective and motor skills, promote values of fair play, equality and respect for others, and produce socio-cultural identities, based on the feeling of belonging, of being part of a society, indispensable for the construction of an active citizenship. Such feeling tends to be scarce among ethnic minorities in those countries where migrants, ethnic minorities, asylum seekers and refugees are more or less transitional residents, especially when faced with intolerance, ethnic discrimination, racism and xenophobic behaviour, as it is shown unfortunately by the Eurobarometer *Discrimination in the European Union: Perceptions, Experiences and Attitudes*, published by the European Commission in 2008, and referred to the analysis of relevance of the ESPIN Project (item 3 of this evaluation report).

It is therefore imperative to give effect to the common values set out in the Preamble of the Charter of Fundamental Rights of the European Union²¹, of 2000:

Conscious of its spiritual and moral heritage, the Union is founded on the indivisible, universal values of human dignity, freedom, equality and solidarity; it is based on the principles of democracy and the rule of law. It places the individual at the heart of its activities, by establishing the citizenship of the Union and by creating an area of freedom, security and justice.

The Union contributes to the preservation and to the development of these common values while respecting the diversity of the cultures and traditions of the peoples of Europe as well as the national identities of the Member States and the organisation of their public authorities at national, regional and local levels; it seeks to promote balanced and sustainable development and ensures free movement of persons, goods, services and capital, and the freedom of establishment.

To this end, it is necessary to strengthen the protection of fundamental rights in the light of changes in society, social progress and scientific and technological developments by making those rights more visible in a Charter.

As far as we can observe and conclude in this report, the relevance and impact of the ESPIN Project is rightly inserted into the Charter objectives mentioned above, in particular in its contribution with regard to raising awareness about the non-exclusion of disadvantaged groups such as migrants, ethnic minorities, refugees and asylum seekers, providing to sports organisations and migrants the essential knowledge and tools for their inclusion through sports volunteering.

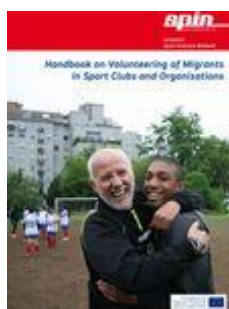
²¹ *Charter of Fundamental Rights of the European Union* (2000/C 364/01, 18.12.2000). Official Journal of the European Communities C 364/1. Retrieved from: http://www.europarl.europa.eu/charter/pdf/text_en.pdf

ANNEXES

Annex 1

– Front page of published outcomes (PDF and hardcopy for large-scale dissemination)

Handbook on Volunteering of Migrants in Sport Clubs and Organisations, booklet published in July 2016, 54 pages (Workstream B).



Equal access for migrant volunteers to sports clubs in Europe. A Baseline study, booklet published in November 2016, 63 pages (Workstream A)





Co-funded by the
Erasmus+ Programme
of the European Union



ESPIN Supporting Migrant Volunteering in Sport

Annex 2

EUROPEAN TRAINING SEMINAR

National Sports Campus, Abbotstown/Football Association of Ireland Head Office

13-14 June 2015, Dublin

EVALUATION QUESTIONNAIRE FORM

1. How do you rate the theoretical knowledge provided in the European Training Seminar on migrant volunteering in sport?

scale 1-5: 1=poor, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

2. How do you rate the practical knowledge that was shared (experiences/examples) on migrant volunteering in Sport?

scale 1-5: 1=poor, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

3. Do you believe the time dedicated to debate contributed to your knowledge on how to work with clubs to support migrant volunteering in sport?

scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

4. How do you rate now your skills to further contribute to the development of the training for clubs and migrant volunteers?

scale 1-5: 1=poor, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

5. How do you rate your background to inform/contribute to the further development of the handbook on clubs and migrant volunteers?

scale 1-5: 1=poor, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

6. Overall, how satisfied were you with the European Training Seminar on migrant volunteering in sport?

scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐



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7. Do you think there were any aspects or approaches missing in the European Training Seminar on migrant volunteering in sport? If yes, which are the aspects or contents?

8. Do you have some proposals/suggestions for future training seminars on migrant volunteering in sport?

9. Other comment or recommendation?

10. Do you actively involve migrant volunteers in your organisation?

1 ☐ Yes 2 ☐ No

11. 1 ☐ Male 2 ☐ Female

Thank you for your collaboration!

Annex 3

- Images of the ESPIN materials for the European campaign "Football Welcomes Refugees" at the FARE Action Weeks 2015

T-shirt



Banner



Sticker



Stadium Action Hungarian Premier League DVTK v. Ferencvárosi TC, 25 Oct 2015, DVTK stadium (Miskolc)



– Poster of the *European Networking Conference: Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport* (25 - 26 November 2016, Budapest)



European Networking Conference:
Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport

Budapest, 25 – 26 November 2016
Central European University Conference Center
1106 Budapest, Kerepesiút 87

Annex 5

EVALUATION QUESTIONNAIRE FORM

1 - How do you rate the impact of the ESPIN Networking Conference in awareness raising on equal access and volunteering of migrants, minorities and refugees in sport?
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

2 - How do you rate the impact of the ESPIN Networking Conference in your awareness of the potentialities of sport as tool for challenging social exclusion of migrants, minorities and refugees?
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

3 - Which workshop did you attend in Session I (13:45)?

- 1 ☐ Workshop A
2 ☐ Workshop B
3 ☐ Workshop C

4 - How do you rate the practical knowledge that was shared (experiences/examples) in the Workshop Session I (pointed Q3)?
scale 1-5: 1=poor/negative, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

5 - Which workshop did you attend in Session II (15:30)?

- 1 ☐ Workshop A
2 ☐ Workshop B
3 ☐ Workshop C

6 - How do you rate the practical knowledge that was shared (experiences/examples) in the Workshop Session II (pointed Q5)?
scale 1-5: 1=poor/negative, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

7 - In your opinion, the time dedicated to debate and the exchange of experiences during the workshops that you attended has contributed to improve your knowledge about the intercultural sport programmes on equal access and volunteering of migrants, minorities and refugees in sport?

scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

8 - Overall, which of the following issues addressed at the ESPIN Networking Conference increases your existing knowledge:

- 1 ☐ The most common barriers to volunteering of migrants, minorities and refugees in sport
- 2 ☐ Strategies to eliminate the barriers for equal access of migrants, minorities and refugees in sport
- 3 ☐ Know how to support and encourage volunteering of migrants, minorities and refugees in sport
- 4 ☐ Know how to encourage local clubs and sports organisations to involve people from diverse backgrounds as volunteers
- 5 ☐ Good practices for the inclusive intercultural sport programmes
- 6 ☐ Best practices for the inclusion of women and girls from minority groups in the sports activities
- 7 ☐ Other, which one(s)? _____

9 - Overall, how satisfied were you with the European Networking Conference *Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport*?

scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

10 - If you identify some issues or approaches on equal access and volunteering of migrants, minorities and refugees in sport that wasn't pointed or developed during the European Networking Conference programme, please make use the space below to describe them:

11 - Please share your proposals/suggestions for future conferences or events on equal access and volunteering of migrants, minorities and refugees in sport:

12 - Please make use of the space below to write any other comment or recommendation:

MANY THANKS FOR YOUR COLLABORATION!

Annex 6

**– Outputs of the evaluation questionnaires for participants
(European Training Seminar and Networking Conference)**

European Training Seminar

Statistics								
	Q1	Q2	Q3	Q4	Q5	Q6	Q10	Q11
N Valid	12	12	12	12	12	12	12	12
N Missing	0	0	0	0	0	0	0	0
Mean	4,42	4,08	4,08	3,83	3,67	4,50	1,50	1,58
Mode	5	4	5	4	4	5	1 ^a	2
Std. Deviation	,793	,669	,900	,718	,651	,674	,522	,515
Minimum	3	3	3	2	3	3	1	1
Maximum	5	5	5	5	5	5	2	2

a. Multiple modes exist. The smallest value is shown

1. How do you rate the theoretical knowledge provided in the European Training Seminar on migrant volunteering in sport?

Q1				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Good	2	16,7	16,7	16,7
Valid Very good	3	25,0	25,0	41,7
Valid Excellent	7	58,3	58,3	100,0
Total	12	100,0	100,0	

2. How do you rate the practical knowledge that was shared (experiences/examples) on migrant volunteering in Sport?

Q2				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Good	2	16,7	16,7	16,7
Valid Very good	7	58,3	58,3	75,0
Valid Excellent	3	25,0	25,0	100,0
Total	12	100,0	100,0	

3. Do you believe the time dedicated to debate contributed to your knowledge on how to work with clubs to support migrant volunteering in sport?

Q3

	Frequency	Percent	Valid Percent	Cumulative Percent
Moderately	4	33,3	33,3	33,3
Valid Very	3	25,0	25,0	58,3
Very much (Extremely)	5	41,7	41,7	100,0
Total	12	100,0	100,0	

4. How do you rate now your skills to further contribute to the development of the training for clubs and migrant volunteers?

Q4

	Frequency	Percent	Valid Percent	Cumulative Percent
Fair	1	8,3	8,3	8,3
Good	1	8,3	8,3	16,7
Valid Very good	9	75,0	75,0	91,7
Excellent	1	8,3	8,3	100,0
Total	12	100,0	100,0	

5. How do you rate your background to inform/contribute to the further development of the handbook on clubs and migrant volunteers?

Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
Good	5	41,7	41,7	41,7
Valid Very good	6	50,0	50,0	91,7
Excellent	1	8,3	8,3	100,0
Total	12	100,0	100,0	

6. Overall, how satisfied were you with the European Training Seminar on migrant volunteering in sport?

Q6

	Frequency	Percent	Valid Percent	Cumulative Percent
Moderately	1	8,3	8,3	8,3
Valid Very	4	33,3	33,3	41,7
Very much (Extremely)	7	58,3	58,3	100,0
Total	12	100,0	100,0	

7. Do you think there were any aspects or approaches missing in the European Training Seminar on migrant volunteering in sport? If yes, which are the aspects or contents?

(EQ-A1)	At this point I believe that base is well covered as something to give basic strategy
(EQ-A2)	Future discussion about culture of inclusion of a club/ what does cultural openness mean for a club?
(EQ-A3)	Could be interesting to spend more time to talk about first recruitment: where to find people who want to be volunteers, especially among migrant community
(EQ-A4)	A volunteering experience exposes in the seminar by a migrant volunteer in a sport association, like a certain example of volunteering
(EQ-A5)	How to find new volunteers, not only migrants
(EQ-A6)	Self-organisation of ethnic minority sport clubs (for who volunteer)
(EQ-A7)	Critical reflection over the concept of volunteering (state vs. civil society)
(EQ-A8)	Little more practical methods

8. Do you have some proposals/suggestions for future training seminars on migrant volunteering in sport?

(EQ-A1)	Maybe more practical skills trainings that can be directly implemented
(EQ-A2)	Keep the intercultural training part shorter
(EQ-A3)	Invite ethnic minority volunteers to game, first hold information
(EQ-A4)	To allow even more time to pilot practical lessons
(EQ-A5)	Being more focused on time-schedule
(EQ-A6)	Ask/remind participants to be sharper at the beginning of the meeting (special on Friday)

9. Other comment or recommendation?

(EQ-A1)	Great Seminar – thank you!
(EQ-A2)	For each country to organize save event locally with local volunteer center, to help organisations began and improve communication
(EQ-A3)	Workshop room without bug tables to facilitate the discussion
(EQ-A4)	Windows to open
(EQ-A5)	Great speakers/facilitators
(EQ-A6)	Good idea to go to match
(EQ-A7)	In some sessions no smartphones
(EQ-A8)	Provided a lot of ideas and useful tools
(EQ-A9)	Livingston's session was very inspiring

10. Do you actively involve migrant volunteers in your organisation?

Q10

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	6	50,0	50,0	50,0
Valid No	6	50,0	50,0	100,0
Total	12	100,0	100,0	

11. Participants by gender

Q11

	Frequency	Percent	Valid Percent	Cumulative Percent
Male	5	41,7	41,7	41,7
Valid Female	7	58,3	58,3	100,0
Total	12	100,0	100,0	

European Networking Conference

Statistics

	Q1	Q2	Q7	Q9
N Valid	18	20	22	22
Missing	4	2	0	0
Mean	3,83	4,10	3,86	4,18
Mode	5	5	4	4
Std. Deviation	1,043	,912	,941	,664
Minimum	2	2	2	3
Maximum	5	5	5	5

1 - How do you rate the impact of the ESPIN Networking Conference in awareness raising on equal access and volunteering of migrants, minorities and refugees in sport?

Q1

	Frequency	Percent	Valid Percent	Cumulative Percent
Slightly	2	9,1	11,1	11,1
Moderately	5	22,7	27,8	38,9
Valid Very	5	22,7	27,8	66,7
Very much (extremely)	6	27,3	33,3	100,0
Total	18	81,8	100,0	
Missing System	4	18,2		
Total	22	100,0		

2 - How do you rate the impact of the ESPIN Networking Conference in your awareness of the potentialities of sport as tool for challenging social exclusion of migrants, minorities and refugees?

Q2

	Frequency	Percent	Valid Percent	Cumulative Percent
Slightly	1	4,5	5,0	5,0
Moderately	4	18,2	20,0	25,0
Valid Very	7	31,8	35,0	60,0
Very much (extremely)	8	36,4	40,0	100,0
Total	20	90,9	100,0	
Missing System	2	9,1		
Total	22	100,0		

3 - Which workshop did you attend in Session I (13:45)? | 4 - How do you rate the practical knowledge that was shared (experiences/examples) in the Workshop Session I (pointed Q3)?
 5 - Which workshop did you attend in Session II (15:30)? | 6 - How do you rate the practical knowledge that was shared (experiences/examples) in the Workshop Session II (pointed Q5)?

Case Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
\$Q3_Q5*\$Q4_Q6	22	100,0%	0	0,0%	22	100,0%

\$Q3_Q5*\$Q4_Q6 Crosstabulation

			Works_Rate ^a			Total
			Good	Very good	Excellent	
Workshops ^a	Workshop A	Count	4	9	3	10
	Workshop B	Count	8	15	6	18
	Workshop C	Count	2	5	2	6
	Total	Count	8	17	7	22

Percentages and totals are based on respondents.

a. Group

7 - In your opinion, the time dedicated to debate and the exchange of experiences during the workshops that you attended has contributed to improve your knowledge about the intercultural sport programmes on equal access and volunteering of migrants, minorities and refugees in sport?

Q7

	Frequency	Percent	Valid Percent	Cumulative Percent
Slightly	2	9,1	9,1	9,1
Moderately	5	22,7	22,7	31,8
Valid Very	9	40,9	40,9	72,7
Very much (extremely)	6	27,3	27,3	100,0
Total	22	100,0	100,0	

8 - Overall, which of the following issues addressed at the ESPIN Networking Conference increases your existing knowledge:

Case Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
\$Q8 ^a	22	100,0%	0	0,0%	22	100,0%

a. Group

\$Q8 Frequencies

		Responses		Percent of Cases
		N	Percent	
IncK_Knowledge ^a	The most common barriers to volunteering of migrants, minorities and refugees in sport	14	28,0%	63,6%
	Strategies to eliminate the barriers for equal access of migrants, minorities and refugees in sport	7	14,0%	31,8%
	Know how to support and encourage volunteering of migrants, minorities and refugees in sport	10	20,0%	45,5%
	Know how to encourage local clubs and sports organisations to involve people from diverse backgrounds as volunteers	6	12,0%	27,3%
	Good practices for the inclusive intercultural sport programmes	9	18,0%	40,9%
	Best practices for the inclusion of women and girls from minority groups in the sports activities	2	4,0%	9,1%
	Other	2	4,0%	9,1%
Total		50	100,0%	227,3%

a. Group

9 - Overall, how satisfied were you with the European Networking Conference *Equal Access and Volunteering of Migrants, Minorities and Refugees in Sport*?

Q9

	Frequency	Percent	Valid Percent	Cumulative Percent
Moderately	3	13,6	13,6	13,6
Valid Very	12	54,5	54,5	68,2
Very much (extremely)	7	31,8	31,8	100,0
Total	22	100,0	100,0	

Q10 - If you identify some issues or approaches on equal access and volunteering of migrants, minorities and refugees in sport that wasn't pointed or developed during the European Networking Conference programme, please make use the space below to describe them:

(EQ5)	<i>To have more representatives from other EU/non-EU-countries Practical advice on how to overcome the barriers (but maybe we just would have needed more time?)</i>
(EQ9)	<i>Inclusion of woman and Girls and empowerment of minorities.</i>
(EQ15)	<i>Cooperate with Poland, never again association!</i>
(EQ22)	<i>I don't think that there were any presentations emphasizing sports and academics, as a matter of fact, there were no P.E. teachers present at the conference. The school districts where the students arrive have a great role to play, may be they are already doing the same work that the grass roots organisations are engaged on, they may have less freedom to experiment with the issue of sports and integration but they do have a lot of resources to count on. Perhaps there are some great programs within the schools that we can learn from, or, on the other hand, it could be that the school sport programs need help realizing the potential of sports for integration. P.E. Teachers, University sport programs and public school programs could definitely add something new to the next conference.</i>

Q11 - Please share your proposals/suggestions for future conferences or events on equal access and volunteering of migrants, minorities and refugees in sport:

(EQ3)	<i>When is the next conference?</i>
(EQ5)	<i>"More time? (2-3 days?); More time for Workshops in smaller groups; More ideas on Sport disciplines that are used beyond Football :); Is it just a European Problem? Should we Exchange with organisations from outside Europe?; Maybe it can even be more participatory-> the final discussion could be longer and in smaller Groups but we would have needed more time"</i>
(EQ7)	<i>One more day, so there is no need to rush. Or the second day should be longer</i>
(EQ9)	<i>"- Presentation of Partners in spin project - Maybe a member of Parliament to see the view of government about asylum seekers refugees or former migrants.(Change in Society)"</i>
(EQ10)	<i>"Conference should finish a bit earlier latest 17:00 because after that the Attention and participation is very low. Also a tour of about 2 hours in the City would be appreciated, keeping People 12 hours or more in a conference Center is not a good practice."</i>
(EQ11)	<i>"- Real Workshops -> less participants and more Change to Exchange knowledge, practices and experiences. - More time for open debate after conference - Make sure presentation are Quality wise and according to the Topic in discussion - Space for questions use for that, not for General comments -> use coffee breaks for that"</i>
(EQ12)	<i>Think it was better to make it more practical not only ideas exchanging. Make ----- program to be more in these Areas.</i>
(EQ13)	<i>I think you need to increase the awareness of this network and then it will be seen as a professional body that represents the grassroots initiatives</i>
(EQ15)	<i>cooperate with Poland NEVER AGAIN ASSOCIATION</i>

	<i>It may sound incidental, but the shortness of the breaks was annoying. At conferences often the best and most useful element is the informal conversations that take place in breaks and lunch. The ever-shifting timetable meant it was hard for this to properly get going. 30 minute coffee breaks and maybe a 90 minute lunch would be my recommendation. (EQ 17) I believe study visits or a conference specifically on the role of grassroots clubs and helping to empower them to take responsibility for their local community would be very beneficial. (EQ 20)</i>
(EQ22)	<i>Please share your proposals/suggestions for future conferences or events on equal access and volunteering of migrants, minorities and refugees in sport: It should be formed network for implementation of future projects and dealing with prevention as with already existing grass roots activities as most important pillar of our job. Coaching and referee certification are a good idea but how can the network accomplish this in practice. Finding a way to support, finance and develop future coaches, referees and program directors will be a practical step to levelling the field. If a selected number of future coaches and referees could be supported to start or further develop their capabilities that would be great.</i>

Q12 - Please make use of the space below to write any other comment or recommendation:

(EQ5)	<i>Academia might play role in all the bubbles!!! (friend of mine is doing Research on migrants and sport in Vienna at the University. more time needed for the whole process and discussion more strict time - Management? :) chairs can be more strict maybe more activities to get to know each others at the beginning!!!! Thanks for the Networking, guests, Organisation,...everything :)</i>
(EQ7)	<i>It was a very good conference. The accommodation (Hotel Eben) was ok. the Food was very good. For the next time, one more day would be nice.</i>
(EQ9)	<i>How can volunteering work for migrant turn into actual work opportunity</i>
(EQ10)	<i>When translating, make sure the volume at the audience hall is NOT too loud, otherwise the Translation on the headphone is VERY difficult to listen..</i>
(EQ11)	<i>Less massive photographer. seems like People have lost their manners</i>
(EQ15)	<i>Excellent event, good vibe, in future cooperate with Poland NEVER AGAIN ASSOCIATION</i>
(EQ19)	<i>Thanks for your precious organisational work and support</i>
(EQ20)	<i>Very informative and enjoyable conference - great to see so many organisations across Europe working towards the same goals with similar passion for using sport as the vehicle for social change.</i>
(EQ22)	<i>It will be nice to have a session focusing on academics and specifically language learning through sports. There is a need for language tools, language barriers are a big obstacle and developing tools that address this issue from an athletic point of view could make a contribution to the discourse on language learning methodologies. The representative from SG Egelsbach in Germany and the representative from the Scottish Football Association had interesting materials, each one had developed a sort of personalized vocabulary set used during training; one had traditional memory cards and the other an Ipad with the most common words in football. These two examples are not the only ones, there are even emerging curriculums structuring language learning through sports, using not just football, but also running and swimming, etc., such approaches have not been sufficiently researched and analysed but they seem to be very effective tools for the organisations that use them. What if the vocabulary set could be further developed as a practical, high quality educational tool to aid sport practitioners everywhere: as software, for example.</i>