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## **Recommendations for European Decision-Makers on Social Inclusion of Migrants and Ethnic Minorities in Mainstream Sport**

Sport can help Europe to address some of the challenges related to the integration of people from less privileged groups, such as migrants and persons of foreign origin. “Creating a Level Playing Field” was a project on social inclusion steered by ENGSO, the European Non-Governmental Sport Organisation. This project received an EU grant in 2010 as part of the preparatory actions in the field of sport under the theme of social inclusion in and through sport. It was implemented in cooperation with 11 organisations across Europe during the period from January 2011 to April 2012.

These recommendations will serve politicians and public authorities at European level in developing their own policies or programmes in order to promote social inclusion of immigrants and persons of a foreign origin in a coherent and sustainable manner.

## General Recommendations

- > Prioritise **equal opportunities, diversity management and non-discrimination** regarding migrants and ethnic minorities in sport
  - *with regard to specific groups, in particular female migrants and ethnic minorities in sport*
- > Consider social inclusion of migrants and ethnic minorities as a **specific, incorporated and essential** part of sport policy
  - *in relation to policy planning and documents, action plans, implementation and supervision, sport provision, organisational context, facilities, subsidies, communication, guidance, coaches formation etc.*
- > Recognise the **added social value** of sport, but without disregarding the importance of the necessary and sufficient **conditions**
  - *organisational format, e.g. one person in charge of social inclusion in each organisation*
  - *quality of guidance, e.g. quality control measurements*
  - *social context, structural qualities of the sport, characteristics of participants, intercultural training programmes*
- > Stimulate the use of a **multi-actor approach** through an optimal collaboration and partnership between relevant stakeholders and between different policy domains (e.g., sport, education, welfare, health, equal opportunities etc.)
  - *e.g., establishing a working group taking into account relevancy, positioning and objectives, complementarities of stakeholders and different policy areas*
- > Stimulate **active involvement** of migrants and ethnic minorities in the planning, organisation and evaluation of sport activities and programs
  - *e.g., coaches, volunteers, board members etc.*
- > Include **systematic and objective monitoring and evaluation** relating to diversity issues of sport programs and organisations as an essential part of policy and planning
  - *e.g., make use of clearly defined process and outcome indicators*
- > Stimulate sustainable and successful sport programs that are **'value driven'** (instead of 'money driven')
- > Promote **diversity management and training** in sport organisations
  - *provide intercultural learning, e.g. organize workshops and cultural exchanges*

## Specific Recommendations for European Level

- > Prioritise social inclusion of migrants and ethnic minorities in **EU sports policy** enabling specific initiatives and inclusive sport-for-all initiatives
- > Increase the possibility that sports programs can **subscribe to European programs and funds** that promote social inclusion and fight discrimination and racism regarding migrants and ethnic minorities
- > Stimulate **knowledge exchange and development** regarding social inclusion of migrants and ethnic minorities in and through sport, e.g.:
  - *enable **systematic monitoring and evaluation** of participation, active involvement and racist and discriminatory practices*
    - develop standardized methods for data collection
  - *guarantee strategic policy preparation*
  - *promote systematic **communication** between different levels*
    - establish a **European Network for Social Inclusion and Sport**
  - *Support and promote **awareness-raising campaigns** to fight racism and discrimination in sport and promote diversity trainings in sport management structures*
  - ***Education and competence training** for coaches, leaders, referees, trainers etc. to develop intercultural skills*
    - promoting and supporting an **Expertise Centre for Social Inclusion and Sport**
- > Put in place and harmonise regulations **allowing complaint and sanction mechanisms** towards racist and discriminatory practices in sport
- > Launch a European initiative to **fight the “glass-ceiling” in sport** and to improve the representation of migrants and ethnic minorities in sport and sport organisations
  - *Demand a quota and data collection of the given situation*