



Tackling racism and discrimination in sport

Guide of Promising Practices, Initiatives and Activities

Foreword

Sport brings together millions of people, regardless of their sex, colour, gender, age, nationality or religion, and has thus the potential to play an important role in creating an inclusive society. Sports activities ranging from the local to the national and international level, embracing leisure as well as competitive sport, can support the integration of migrants, and the inclusion and participation in society of persons belonging to minorities. In other words, engaging and participating in sport events can be an ideal platform to foster inclusion, acceptance of diversity and mutual respect while combating racism, discrimination and exclusion.

This potential of sports to convey human values is of increasing interest for the European Union. With the entry into force of the Treaty of Lisbon in December 2009, the European Union holds now an explicit competence in the field of sport.

Against this background, the European Union Agency for Fundamental Rights (FRA) has carried out research in the field of racism, discrimination and exclusion in sport, focusing on different sports and levels of practice. The findings of this research reveal that there is still a long way to go until sport will fulfil its potentially positive function and convey the values of diversity and social inclusion.

A number of measures can be taken by relevant stakeholders at EU and national level in order to fight and prevent racism, ethnic discrimination and social exclusion in sport and to support and utilise the inclusive potential of sport. These measures can be of legislative nature or they can include the establishing of effective monitoring systems, the launching of awareness-raising campaigns, the implementation of diversity management programmes, the critical assessment of legal and administrative barriers to equal participation in sport, and the encouragement of athletes, players, officials and fans to take a public stance against racism and related intolerances.

This Guide of Promising Practices, Initiatives and Activities provides examples of successful action in the field that are transferable, in some cases inexpensive and can give inspiration to those who engage in the activities and those who support, organise and manage them. While not all the examples could be published by the Agency for reasons of space and balance in the examples, we hope that the examples in this Guide reflect the wide ranging and excellent work being carried out by many organisations and individuals throughout Europe, many of which go unrecognised, many of which impact positively on the communities involved and many of which we are sure will get greater recognition in the future. Hopefully this Guide in some small way will ignite wider interest and encourage individuals and organisations to seek out and support promising practices, initiatives and activities to combat racism and discrimination in sport.

Morten Kjaerum

Director, European Union Agency for Fundamental Rights

"As a professional footballer in a multi-cultural country with people of many different religious faiths, nationalities and ethnic backgrounds, I am proud to be able to play my sport in an environment which can showcase the capacity of human beings to live together.

But here in England, as in many other countries of Europe, racism is still a problem. We still see players from an ethnic minority, members of their families or fans, abused not because of something they have done, or a human trait they have exhibited, but because of their background.

The big sporting events you can watch on TV or at stadiums often include the most diverse athletes you can imagine, from every part of the world and from many different ethnicities. But they are also a reflection of our societies, of an unstoppably changing face of Europe that has been underway for over a generation and will continue.

As a human being I am against all forms of discrimination. As a sports person who has been privileged to play at the highest level, I support all actions that challenge racism and therefore welcome this Promising Practice Guide produced by the Fundamental Rights Agency that I hope will be used by stakeholders as a call to action.

I am sure that you will join me in agreeing that racism and discrimination is morally wrong; we should also ask ourselves what we are doing to contribute to challenging it."

Darren Bent

Football Striker, Aston Villa FC and England

1. Introduction

- [1]. The European Football Championships in Poland and Ukraine in 2012 brought to fore once again the issues of racism, xenophobia and anti-Semitism in football. These phenomena persist in many sports, but tend to be most visible in football due to its popularity, its coverage and the number of people engaged in the sport at all levels. The other hidden challenges that many sports confront are the roles and representation of minorities and women in the administration and technical aspects of the sport. Though less likely to catch the headlines unequal treatment and barriers to opportunities in sport may prevent change taking place in the sport, change which can influence the culture and attitudes inherent in a particular sport which in themselves may unwittingly be causing discrimination and inequality. Sport can only be enhanced both socially and in terms of its long term future if it embraces the diversity inherent in the society in which it is based, likewise sport can play a key role in inclusion given the social context of sport particularly at the school and in extra-curricular activities.
- [2]. The European Union Agency for Fundamental Rights has compiled a Guide of Promising Practices, Initiatives and Activities from its sport and equality work which seek to offer guidance to combat racism and related intolerance, empower fans, and tackle structural issues which may be holding back equality and inadvertently embedding discrimination in the administration of the sport. The Guide covers sport with an emphasis on football at all levels and the examples are drawn from different countries in Europe. While this Guide provides some guidance and identifies key areas for action, users should follow up with the responsible organisations as they can provide additional information and may be able to provide different levels of support. The Guide is by no means exhaustive and a selection of examples of action by other organisations can be found in Annex 1- Selected Resources.
- [3]. The Guide can be read in conjunction with the Agency's research on discrimination and sport. The agency and its predecessor the European Monitoring Centre on racism and Xenophobia have been active on the issue of sport and racism since 1999. During that time it has partnered, supported and participated in a host of events, conferences, seminars and activities at the national, European and international level. It has worked with civil society organisations such as FARE and Kick It Out, football authorities such as UEFA and FIFA and with the EU institutions in particular the European Parliament and Commission. The research publication by the agency can be accessed on http://fra.europa.eu/fraWebsite/research/publications/publications_per_year/2010/pub-racism-in-sport_en.htm
- [4]. Many people and organisations gave their valuable time, provided input, contributed to the compilation and undertook the important task of evaluating and whittling down to nine the over one hundred examples that the Agency examined. Special mention goes to Piara Powar and Alison Vaughan of Kick It Out and FARE and the consultants who are listed in Annex 2 of the Guide.
- [5]. The FRA has provided information related to the websites, social media and contact of the organisations represented in the case studies. The content, accessibility and links to the websites and social media of the organisations remain the responsibility of the organisations themselves. Equally FRA bears no responsibility for any updating or change in the information related to the promising practices, initiatives and activities on the websites of the organisations responsible, they remain the sole responsibility of the organisations. The information provided in this Guide was accurate at the time of its publication.

As part of the FRA's work on racism and ethnic discrimination in sport, a number of promising practice examples were collected from across the European Union member states. The examples cover a wide range of projects, from those organised by sport federations to fans projects, targeting both men and women, and including a number of different sports at the professional and amateur level.

The examples of issues to be tackled include both open forms of racism, for example, racist abuse from fans within a football stadium, and the more hidden, structural forms of discrimination. This might include addressing the under-representation of minority communities from playing, coaching or managing sports teams.

A number of promising practice examples illustrate how sport can be used as a way of integrating communities, promoting intercultural understanding both within a sporting context and extending its benefit to support integration and inclusion policies. For many of the projects, sport was only the starting point, and the main aim of the work undertaken was to use the powerful effect that sport can have in bringing people together to highlight and address wider issues of racism and discrimination, and contribute to greater social inclusion and participation.

What makes a project a model of a promising practice? What makes it unique, dynamic, and successful? And what factors should you consider, if you want to transfer a project to your sport, your country or your organisation?

In compiling the Guide of Promising Practices, Initiatives and Activities, attention was given to a number of elements to help define the individual case studies as a model of promising practice, like a clear focus on anti-racism and anti-discrimination, measureable impact and sustainability, and the involvement of beneficiaries and other stakeholders in the design, planning, evaluation, review, assessment and implementation of the project.

The case studies can be grouped into three areas:

1. Preventing and combating racist incidents
2. Combating the under-representation of minorities and promoting inclusiveness
3. Action by Equality Bodies

Each of the case studies presented in this Guide of Promising Practices has been considered and assessed by a practitioner or leading academic with expertise and experience within the field. A full list of the consultants can be found in Annex 2 of this Guide.

The Case Studies provide a list of the key actors who should take action. What sort of action and how that action complements or supplements the action of others can be varied, requires different levels of investment in terms of coordination, time, finance, human resources, reporting, monitoring and developing relations. For example in the Case Study on the Racial Equality Standard for football clubs, clubs had to undergo a three stage accreditation process with different requirements and action at each level. Users are therefore encouraged to follow up with the organisations responsible for the promising practices, initiatives and activities to discuss the types of action the key actors can take and in what ways they can continue receiving specific information related to the practices, initiatives and activities set out in this Guide. It is natural that some of the practices, initiatives and activities will continue to develop as part of their sustainability and as the environment in which they are operating changes.

The Guide therefore provides summary information which acts as an entry to a series of practices, initiatives and activities – it is only by contacting the organisations responsible will users be able to get a real feel for the work and be able to ask and react to information related to the practice, initiative and activity.

2. Case Studies

2.1. Preventing and combating racist incidents

How to successfully raise awareness: The Football Against Racism in Europe (FARE) Action Weeks – Portuguese example

Key Elements of Case Study	Contact Details
<ol style="list-style-type: none">1. Participation of Players Union2. Support of former and current players3. Support of the Local Authority4. Commercial Sponsorship5. Support of the media	FARE Secretariat PO Box 67536, London, EC2P 2HY Tel: +44 20 7193 0156 Websites: http://sjpf.pt and http://www.farenet.org/ Facebook: http://www.facebook.com/farenetwork http://www.facebook.com/sjpf.official?sk=wall http://www.youtube.com/user/sindicatojpf

Why the project is a promising practice

The FARE Action Week is an example of how to raise awareness of racism, xenophobia, homophobia, sexism and related issues of discrimination in sports. It aims to create a united front by bringing together everyone in football and develop ideas and new practices that challenge exclusion. This can help to open up a debate and implement measures to tackle the phenomena. It takes place at the European and national level which aids knowledge transfer and a sense of a wider solidarity.

The FARE Action Week has demonstrated its sustainability and importance. It has taken place annually since 2001 and has grown from raising awareness of racism and xenophobia in football to encompass issues such as homophobia and gender discrimination. For example, in 2011 during the FARE Action week around 250 groups including fan clubs, ethnic minority organisations, football clubs and NGOs applied to participate and the FARE Action week took place in 41 countries.

The FARE Action Week is Europe wide and involves different levels of participation at the European and national level. It offers numerous national promising practices which can be replicated in other countries.

A National Example - Portugal

In Portugal, the Portuguese Week Against Racism and Violence in Sport, which is part of the FARE (Football Against Racism in Europe) Action Week, incorporates a number of elements that help make it a model of promising practice. The main strength of the Portuguese action week was the involvement of the players' union and the support that is given to the full range of activities by both current and ex-players, with wider ambassadors drawn from music, fashion and television.

The campaign also benefited from the support of partners that may not necessarily have a connection with football such as the Municipality of Lisbon and the University of Lisbon. This means that activities can be widened out from those which are taking place within the football stadia. The events that took place in the city centre helped ensure that the anti-racism message could be communicated to the wider general public.

The project also benefited from the support of commercial organisations and partners. All the costs of undertaking activities were funded by sponsors and non-sporting institutions. The money that was received

from these organisations also helped the project to employ an events company to manage the wide range of activities taking place.

Finally, the project also worked closely with the Portuguese media. Matches were broadcast on television and radio from the city centre tent and newspapers supported the campaign through the inclusion of anti-racism statements and messages of support from footballing personalities. This helped to widen the reach of the campaign. A major success was in 2008 when it was estimated that over one million people in Portugal were aware of the initiative.

Background and objective of project

The Week Against Racism and Violence in Sport has taken place in Portugal on an annual basis since 2003. The project is organised by the SJPF - Sindicato dos Jogadores Profissionais de Futebol, the professional footballers' players' union, with additional support from external partners, including commercial sponsors. The main objective of the project is to raise awareness of racism in sport and society. This is defined by the motto, 'Dentro e fora do campo ... NÃO AO RACISMO' - 'On and off the pitch ... NO TO RACISM'.

Activities organised as part of the initiative

The project is made up of a number of different elements, which all involve the support of the country's professional players. This includes events within football stadiums, including all Primeira Liga games. As part of these match day activities, players, coaches match officials and ball boys and girls wear anti-racism t-shirts, displaying the slogan 'Which of them plays better? SAY NO TO RACISM' and 'STOP RACISM'. Caps and other promotional merchandise displaying the same key messages are also worn by players and coaches during post-match interviews particularly during televised games.

To lend further support to the campaign, the SJPF nominate key 'anti-racism ambassadors'. Alongside current and former players, such as Nuno Gomes and Eusebio, ambassadors are also chosen from the world of fashion, entertainment and music.

In 2008, the project partnered with the Municipality of Lisbon and the University of Lisbon to erect a giant tent and a small football pitch within one of the main squares in Lisbon city centre. This helped to increase the visibility of the campaign, particularly amongst the general public. The tent and pitch were used to hold a series of events including a launch party, workshops on racism and violence; autograph sessions with famous players, a meeting to raise awareness among *cliques* (*ultras* groups of supporters) and indoor football (Futsal) tournaments and games, particularly involving primary and secondary schools. The tent was also used to broadcast sports programmes on the radio and on TV, in partnership with the Portuguese media.

Awareness raising programmes also took place at schools throughout the country, involving players, ex-players and other personalities working with the SJPF. The aim of the sessions was to show how sport could be used to promote anti-racism messages. A number of prizes were awarded to participating students including tickets, balls, t-shirts, and other objects autographed by the players.

In partnership with SOS RACISM (a Portuguese NGO), a Futsal tournament took place for teams of young people from deprived areas, with each team having a famous professional player to act as their 'mentor'.

Which elements of the project could be transferred to other countries and/or other sports?

Activities are organised in many countries with professional clubs, fans and migrant groups as part of the yearly FARE action week in October. What other countries could copy from the Portuguese model is the

broad support from additional partners and professional players, who bring in new partners such as commercial sponsors to help increase the profile of activities taking place. Football institutions should be more closely involved in the weeks of action by organising their own activities with groups such as fans and local NGO's.

Other sports could follow the example of the FARE action week and establish their own day or week of anti-racist action – linked to sports events and with sports institutions and professional athletes as ambassadors and partners.

Who should take action?

All sports stakeholders: including national sports federations and sports governing bodies, professional and amateur sports clubs, sportspersons, fans, governmental institutions, municipalities, media, civil society organizations, sponsors.

How to successfully tackle anti-Gypsyism in sports: Racism Breaks the Game (Romania)

Key Elements of Case Study	Contact Details
<ol style="list-style-type: none">1. Support of the Romanian Football Association2. Involvement of Roma Community3. Support of Roma NGOs4. Support of Government Ministries5. Support of Trades Union	Policy Center for Roma and Minorities Str. Franceză nr. 52, scara C, Ap. 33 030106, Sector 3, București, România Email: office@policycenter.eu Tel: +40 21 311 36 88, Fax: +40 31 817 70 92 Website: www.policycenter.eu Facebook: http://www.facebook.com/PolicyCenter?ref=ts

Why the project is a promising practice

Football's governing bodies in Romania are at the forefront of some of the work to tackle racism, with many players particularly vocal in their support of initiatives. There are activities some related to UEFA's Respect campaign such as the Respect Cup tournament which took place in June 2011 and continues to tackle issues of racism, but the Racism Breaks the Game campaign in 2007 was pivotal in creating momentum and building a template for an on-going series of activities and initiatives to tackle anti-Gypsyism in sports.

The Racism Breaks the Game project led to a fundamental change in the way the Romanian media reported incidents of racism. Previously, the media paid little or no attention to racism; however, the media is now at the forefront of efforts targeting the elimination of racism from the stadiums.

In addition to gaining support from the Romanian Football Federation (RFF), and other footballing stakeholders, the project also sought input and involvement from the Roma community. Roma NGOs played an important role at all stages of the project as did a number of organisations, such as government ministries and trade unions that historically have never been involved in anti-discrimination issues. Celebrities were also asked to lend their backing to the activities undertaken.

Background and objective of project

Racism Breaks the Game was an innovative campaign in Romania designed to raise awareness about racism in football. The campaign contained a visible, but not always explicit Roma element, to help ensure the mainstreaming of the message.

The campaign was developed as a partnership with the Romanian Football Federation and national and international stakeholders, alongside celebrities and trade unions, in the hope that it would have the potential to be supported by a large majority of people. This is in contrast with previous campaigns that have generally been more focussed on Roma issues, and subsequently have caused defensive reactions from the majority of the population.

The main concept of the project was to tackle the issue of racism within football, before broadening the project to include activities aimed at the wider society. The project utilised specific opportunities to challenge racist attitudes within sport. This included curbing racism and violence within stadiums, promoting social dialogue, developing a social responsibility component aimed at targeted institutions, changing legislation and promoting awareness about the effects of discrimination.

Activities organised as part of the initiative

The main starting point of the campaign was to ensure that there was full buy in from the Romanian Football Federation, European Union, UEFA, Romanian Government, United Nations Development Programme (UNDP), the National Council Against Discrimination, and over 20 civil organisations. The project also received the full backing of the Romanian media.

Many activities were organised as part of the campaign. This included collecting evidence about anti-Gypsyism attitudes and discrimination. Practical events were also undertaken such as anti-racism days at matches, children's tournaments (which involved around 300,000 young people), seminars and poster campaigns. By the end of 2006, it is estimated that the campaign had reached a minimum of three million Romanian citizens.

These activities helped to change attitudes of many officials within Romania who previously denied the existence of racism within sport. This resulted in a change of legislation in 2008 which was aimed at preventing racism and violence in the stadiums. The new act meant that tough fines and stadium bans could be imposed upon those convicted of racism within a football stadium.

The campaign was also extended to other countries, like Hungary, Slovakia, and Bulgaria, and also beyond football. In April 2008, approximately 900 people participated in a 'Run Against Racism and Discrimination' on the streets of Bucharest. The event was part of Vivicitta, the largest intercultural run in the world.

Reading projects for young people have also been introduced, in conjunction with trade unions. The 'Read with me' campaign was run under the banner of the 'Racism breaks the game' project and was focussed on promoting reading amongst children from deprived backgrounds, particularly amongst the Roma community.

Which elements of the project could be transferred to other countries and/or other sports?

The interlinked campaign could be easily transferred to other European countries, and similar projects are already now in place in Bulgaria, Hungary and Slovakia. However, for the project to be successful in other countries, support needs to be given at an early stage from the football federation, and other key stakeholders, both sporting and non-sporting, such as government, the media and key NGOs working with the Roma community.

Other sports could get integrated into the Racism Breaks the Game initiative or follow its example.

Who should take action?

All sports stakeholders: Including national sports federations and sports governing bodies, professional and amateur sports clubs, sportspersons, fans, governmental institutions, municipalities, media, civil society organizations, sponsors.

Fan initiatives / Working with organised fan groups: Progetto Ultra (Italy)

Key Elements of Case Study	Contact Details
<ol style="list-style-type: none">1. Participation of Ultra fans2. Support of fan networks3. Mediation and facilitation resources of Progetto Ultra4. Fan to fan peer support	Progetto Ultra/ Italy Via Riva Reno 75/3, I-40121, Bologna Tel: +39 051 236634, Fax: +39 051 225203 info@progettoultra.it Website: http://www.mondialiantirazzisti.org http://www.progettoultra.it

Why the project is a promising practice

Effective work with Ultras fans is challenging to undertake, but the continuing success of Progetto Ultra demonstrates that by adopting certain approaches one can be effective. One of the key reasons of Progetto Ultra's success is its effectiveness in promoting solidarity amongst rival Ultras groups and their assistance as mediators between different groups (and institutions).

The most visible indicators of the success of this approach are the number of fan groups that have set up anti-racism activities following their involvement with Progetto Ultra. This is illustrated by the example of Lazio fans who helped to create the refugee team 'Liberi Nantes' which was admitted to the third division of Rome's amateur football league.

Progetto Ultra has developed a good reputation amongst fans and is seen as a respected partner for other groups in Italy and across Europe. For example, an anti-racist tournament was set up by the fan network Alerta, using the networks they established at a previous *Mondiali Antirazzisti* annual event that is co-organised by Progetto Ultra. The Mondiali like many activities launched initially to tackle racism has widened its range of issues to tackle other forms of discrimination and diversity matters.

Background and objective of project

Progetto Ultra was founded in 1995 in Bologna, Northern Italy, with the aim of establishing a network of organised football fans. The organisation is part of the Emilia-Romagna regional branch of the Unione Italiana Sport per Tutti (Uisp) - a nationwide non-profit organisation that promotes popular sports.

Progetto Ultra is also an Italian member, and a co-founder, of the anti-racist network FARE (Football Against Racism in Europe) and co-founder of the FSE (Football Supporters Europe) network.

The main target group of Progetto Ultra's activities are football fans, particularly members of Ultra groups. Progetto Ultra's main aims are to raise awareness and carrying out research on the Ultra movement, to advocate fan interests and the prevention of violence amongst Ultra groups.

Progetto Ultra aims to addresses many different forms of racism in sport and society, including open racism, such as racist chants in the stadiums, as well as work to challenge stereotypes, such as discrimination against the Gypsy and Roma communities, and to address structural racism, in particular participation restrictions in amateur sports or anti-migration policies.

Activities organised as part of the initiative

Progetto Ulrà's anti-racism initiatives range from educational programmes to cultural activities and projects promoting intercultural dialogue. The organisation also seeks to encourage participation at the grassroots level and non-organised amateur sport.

The most visible initiative is the co-organisation (together with the history institute, Istoreco) of the Mondiali Antirazzisti, the Anti-racist World Cup, which has taken place annually since 1997 in the Emilia-Romagna region. The tournament is defined as a 'non-commercialised football tournament of politically interested football fans and fan organisations.'

In recent years, the five-day tournament has seen up to 204 participating teams involving a total of approximately 8.000 players. Participants come from the local region and across Italy and Europe. Amongst them are migrant and refugee teams as well as the original target group, Ultras (fans), political organisations, NGOs and amateur clubs.

The main aim of the Mondiali is to raise awareness of anti-racism. This is achieved using a number of methods including the non-competitive tournaments that use sporting activities as a means of bringing people together to help promote cultural dialogue. For example, there are two tournaments one with men and mixed teams and a women-only football tournament. Both are held to overcome gender discrimination, and sports that are more commonly played in migrant communities, such as rugby and cricket are included to help increase their popularity and as a means of further integration.

Additional events take place at the main gathering point of the tournament, the Piazza Antirazzista, the Anti-racist Square. This is where participants are encouraged to get involved in workshops and discussions, and which provides a space to give out information about anti-racist topics and activities.

Besides the Mondiali Antirazzisti, Progetto Ulrà also organises 'A scuola di antirazzismo: il calcio come strumento di mediazione interculturale' - At the anti-racist school: football as an instrument of intercultural mediation - which focuses on secondary school students. The school lessons use football as a medium to engage pupils. Students are encouraged to discuss recent incidents of racist discrimination and to highlight the integrative role of sport.

Aside from their anti-racism initiatives, Progetto Ulrà is also involved on a day-to-day basis with consulting with fans and providing legal advice and mediation between different fan groups and between fans and official organisations.

This work is supported by a large archive of approximately 20,000 publications on football and fan culture. Whilst these materials are not entirely focussed on anti-racism they are important in helping to build up a network of Ulrà groups.

Which elements of the project could be transferred to other countries and/or other sports?

Many of the Progetto Ulrà initiatives, such as the anti-racist fan tournaments are transferable to other countries or sports.

The Ultras movement is a (continental) European phenomenon and networks of fan-clubs are built throughout Europe. The work of Progetto Ulrà has already been noticed in other countries (e.g. via the Mondiali Antirazzisti) and could be complemented by other national anti-racist Ultra-projects.

Who should take action?

Organised fan groups and institutions close to fans such as social workers or youth initiatives; municipal authorities working with fans.

The Fan Project Coordination Centre (KOS, Germany)

Key Elements of Case Study	Contact Details
<ol style="list-style-type: none">1. Dedicated Project Coordination Centre provides resourcing to support training, monitoring, network support, outreach and campaigning2. Support and participation of fan networks – inter-fan exchanges, fan volunteering etc.3. Financial support by Football Federation, state government, municipalities4. Wide range of outreach and campaigning activities	Koordinationsstelle Fanprojekte Deutsche Sportjugend Otto-Fleck-Schniese 12, 60528, Frankfurt/Main, Deutschland Tel: +49 (069) 6700 357, Fax: +49 (069) 67 730000 Email: kos.fanprojekte@dsj.de Website: http://www.kos-fanprojekte.info/

Why the project is a promising practice

The German system of fan projects is quite unique and offers many opportunities for anti-racist actions. The main strength of this form of anti-racist fan work is the close connection that exists with the target group, a connection that is built up through football and fan culture.

This connection helps to ensure a strong involvement from the fans which is essential for sustainable anti-racist activities. It also provides the opportunity to introduce a topic which may otherwise be met by resistance or indifference. Finally, it also provides a platform to reach out to the broader public, for example, at the ground and at different public events.

In order to introduce the subject of anti-racism, particularly amongst hard to reach fans, it is important that both trust and credibility is established with the fans. In the majority of cases, the social worker is perceived to be on the fans' side which puts him or her in a strong position to suggest activities that may often initially be met with scepticism.

Many social workers may previously have worked with the fans in other settings such as youth centres, which also help to build up trust.

Background and objective of project

The German fan project initiative offers the opportunity to carry out specific pieces of 'social work' with young football fans across the country. The first fan projects were established in the 1980s, mainly as a result of increasing violence within stadiums.

In addition to the general social work element, fan work includes assisting fans with specific issues such as help with stadium bans, organising away tours, general support for fan groups and individuals, and in most cases providing a fan house as a meeting point.

Many fan projects also use the fans love for football to undertake work to address issues of racism and right wing extremism within a football context.

The Fan Project Coordination Centre (KOS) was set up in 1993 to coordinate and support the fan projects, and has helped to provide training for fan workers on the topic of right-wing extremism.

One of the main objectives for fan projects which address issues of racism and discrimination is the 'reduction of extremist views' and providing backing and support for a positive and democratic fan culture. Different fan projects will however use different approaches, methods and activities to address anti-racist work depending on the local situation.

It is important that anti-racist fan action works equally with fans that are displaying racist and/or extremist attitudes and helps support or encourage further involvement of fans already involved in anti-racist fan groups.

Activities organised as part of the initiative

In June 2009, there were fan projects at 40 locations across Germany. The projects are financed by the German Football Federation, state government bodies such as the Federal Ministry for Family Affairs and municipalities, and are overseen by a specific Fan Project Co-ordination Centre which employs four staff.

The different activities undertaken by the different fan projects based at clubs such as Bremen, Dresden, Halle can be divided into different areas of action:

A variety of events are organised to raise awareness amongst fans about this issue. This can include discussion events and lectures on topics of racism and right-wing extremism, providing information flyers on right-wing extremism to supporters, and the development of a specific exhibition around football and migration, sustainable anti-racist work with and by fans and fan groups, including establishing anti-racist working groups. This can help develop ground rules for fan houses that include anti-racist statements, and the development and support of self-regulation in the stands by supporters.

Campaigning activities instigated by fan project and/or fans: involvement in the FARE Action Week, including the display of banners, leaflets, other anti-racist fan merchandise (t-shirts, music sampler, flyers etc.) and an exhibition on racism/anti-Semitism in areas where fans congregate.

International/intercultural exchange instigated by fan projects and/or fans: arranging meetings with supporters of a multi-ethnic club, support of refugees projects, international fan festivals at UEFA matches, international fan exchange programmes and involvement in the *Mondiali Antirazzisti* in Italy.

The training organised by KOS also helps to raise awareness about how anti-racism and right wing extremism can be manifested in football, to discuss strategies about how to work with fans displaying racist/right-wing attitudes, and to develop action plans for fan project activities.

One of the main tasks of the Fan Project Co-ordination Centre is to train the staff who work on the different fan projects. Specific training courses are organised on issues such as racism in football, anti-Semitism and right-wing extremism.

Which elements of the project could be transferred to other countries and/or other sports?

In countries that do not have a system of educational fan projects, methods and modules of anti-racism work with fans might be implemented via other agents and institutions, including youth centres, schools, cultural and educational institutes.

An important element is the involvement of the target group, particularly young football fans. This is helped by the involvement of the fan project, as often mutual trust has already been established between the social worker and the fans.

Who should take action?

Football federations and Leagues, football clubs, organisations and institutions implementing social work, fans, local authorities, regional and state governments.

2.2. Combating the under-representation of minorities and promoting inclusiveness

Increasing diversity and inclusiveness in sport associations and clubs (Integration & Fritid, Denmark)

Key Elements of Case Study	Contact Details
<ol style="list-style-type: none">1. Participation of local sports associations2. Support of family3. Involvement of sport and culture guides4. Support of Local authority5. Requires limited resources	ForeningsGuiderne+: Integration og Fritid Nyropsgade 1, 3.sal, 162 KBH V Contact Person: Amma +45 26 34 46 12 Email: aasare@kff.kk.dk Website: http://www.foreningsguiderne.dk Facebook: http://www.facebook.com/ForeningsGuiderne

Why the project is a promising practice

The project promotes more inclusive sports associations with a more diverse group of members, thereby preventing racism and exclusion through sports as well as working against racism in sports. Some sports associations are poorly equipped to include children with an ethnic minority background and are not always aware of how difficult it may be for these new members to get properly included in the association, having no knowledge of implicit rules and systems while at the same time often having to deal with a range of prejudices.

Sports and the active membership of sports associations have a great potential for furthering dialogue and network across different societal groups. When children with different ethnic backgrounds meet on a basis of a common interest prejudices and barriers can be broken down and new forms of peer solidarity created - thereby acting as a support mechanism to tackle racism and promote inclusion. The focus is on the sport, leaving ethnic differences aside, creating a rather unique platform for mutual understanding and tolerance.

To ease the inclusion of children and young people with an ethnic minority background in local sports associations, volunteer Sport and Culture Guides function as a link between the child and family and the relevant association. Through dialogue with both the family and the association the Guide helps to overcome barriers for a successful inclusion. A local foundation in specific multi-ethnic areas of Copenhagen makes a close cooperation possible.

The project is a success in the Copenhagen area, where in 2009 more than 500 children were successfully guided to and included in a sport association. At the same time the presence of the Guides in combination with consulting from the “Integration and Activities” unit of Copenhagen municipality, results in the fact that former very ethnically homogeneous sports associations have now developed a more inclusive culture and are much better equipped to meet the demands of a new more diverse group of members.

The project’s simplicity and its ability to make a big difference for both child, family and sports association using very limited resources are the main reasons why the project is a model of good practice.

Background and objective of project

The Sport- and Culture Guides is a partnership project between the Copenhagen municipality and the Danish Refugee Council, a private humanitarian organization. Local community work agencies sponsor the project and are in varying degree stakeholders as well. The project was first initiated in 2003. Very few children with an ethnic minority background are engaged in Danish sports associations, as compared to children with a Danish background. This is unfortunate, as sports associations are an essential element in Danish society and have a great potential for furthering integration and dialogue between members of different societal groups.

The aim of the project is thereby twofold: First of all the Guides are working on making sports associations more accessible for children with an ethnic minority background. At the same time, through constructive dialogue with the Guides, sports associations are made aware of their social responsibility concerning ethnic integration and their obligation to prevent discrimination against members with an ethnic minority background.

Activities organised as part of the initiative

The volunteer Guides are connected to specific children and families, helping them to get properly introduced to and included in local sports associations. This is done by identifying a sports association that matches the wishes of the child and family, collecting relevant information concerning the association and delivering it to the family, finally following the family to the association to insure a good meeting. Furthermore the Guide is in contact with the sports association and the relevant coach, equipping these to include the child in a proper manner.

In each of the local areas where the Sport- and Culture Guides work a local project coordinator maintains the primary contact to and consulting of the sports associations, disseminates knowledge of the project to families with ethnic minority background, and coordinates the volunteer work.

At the same time the “Integration and Activities” unit of the public administration of Copenhagen municipality provides the sports associations with very professional assistance in including members with ethnic minority backgrounds and initiate dialogues concerning their responsibility to be included.

The local project coordinator furthermore assists the sports associations in raising financial support for families, who are unable to afford the membership fee of the association, thereby preventing this from becoming a barrier for involvement.

Which elements of the project could be transferred to other countries and/or other sports?

A major strength of the project is its simple form and the fact that relatively few resources are needed to initiate and run the project and its connected activities. This makes every element of the Sport- and Culture Guides project transferable to other countries. The most important preconditions are engaged volunteers and open-mindedness from the local sports associations.

It is essential that a coordinating body, be it a municipality or an NGO, assists the local project coordinators and volunteers with consulting and overall project management. Furthermore it strengthens the project to cooperate with a local community work agency to insure that essential local knowledge and experiences are transferred to the project coordinator.

The project furthermore works across all sports depending on the interests of the child and family. Once again, only a lack of willingness from the associations to engage themselves in the constructive dialogue with the volunteers and project coordinator potentially limits the projects range.

Who should take action?

Local authorities, grassroots sports clubs, migrant and ethnic communities and their organizations, civil society organizations and members of mainstream sports clubs, volunteer Guides, sports associations, refugee support organisations, National Sports Federations.

Integration of marginalized communities through sport / Working with migrant communities through football: Internationale Club de Football (Hungary)

Key Elements of Case Study	Contact Details
<ol style="list-style-type: none">1. Proactive approach to migrant membership of football club2. Football as an entry point into broader integration and inclusion3. Football club as a catalyst for educational activities4. Football club as hub for social networks and community cohesion	<p>Internationale Club de Football SE 1084 Budapest, Tolnai Lajos utca 16, Budapest</p> <p>Email: info@magyarfutball.hu http://www.magyarfutball.hu/en/csapat/84 www.intercdf.com</p>

Why the project is a promising practice

The Internationale Club de Football (ICF) in Hungary has benefited participants by offering footballing opportunities with the aim of assisting integration into Hungarian society.

This project enables participants to combine sport with life skills, and makes an impact on their lives beyond merely providing them with access to football.

An important aspect of the project is to challenge the negative stereotypes that many Hungarians have of migrants and refugees, and to use the success of the football club to raise awareness of the talent and achievements of the participants.

The ICF challenges the view that many European countries have, in that clubs that are mainly for ethnic minorities are a threat and part of an emerging 'parallel society'. The ICF, however, believe that clubs that are targeted at minorities are 'part of the journey' towards integration, not a sign of segregation.

Background and objective of project

The Internationale Club de Football is a football team playing in the Amateur Budapest Football League. The majority of the club members are refugees of African origin.

The club was initially established and registered with the Hungarian Football Federation in 2006 as Afrique Internationale Club de Football. The name of the club was changed to Internationale Club de Football to illustrate the openness of the club in welcoming participants from all cultures and countries.

The main objective of the Internationale Club de Football is to help the social integration of refugees and migrants living in Hungary.

In addition to the footballing activities, the project also seeks to provide legal help and support for the club's members, particularly those related to social integration.

The club also aims to use its membership to help challenge and change attitudes outside of the club, amongst people who generally view migrant communities with negativity, portraying those involved with ICF as successful and talented people.

Activities organised as part of the initiative

The main focus of the club is on footballing activities. Training sessions are held at least three times a week, and league matches are played on a weekly basis. On occasion, the club also organises friendly matches with top professional clubs.

The club is enrolled in the Hungarian Amateur League and has been extremely successful, winning their respective league each year and gaining promotion up through the league system. The team currently play in the fifth division of the official Hungarian League.

ICF currently has around 60 members, who are mainly of African origin, alongside some Hungarians. The club also has a supporter base of 2,000-3,000 fans who attend league matches.

In 2008, ICF established a Football Academy. The ambitious aim of the academy is to help inspire young boys to develop their skills on and off the football pitch, with a combination of sporting and educational activities. The club hopes that this will help prepare those involved to take on more responsibility within their communities and to improve their own futures.

In addition to the footballing activities, ICF has also developed an important network for social integration and cohesion within the community. This helps the participants to establish real and lasting relationships with members of Hungarian society.

Which elements of the project could be transferred to other countries and/or other sports?

In sum, the project is transferable in all its elements, particularly in countries that have a high rate of immigration and where football can be used to promote social integration.

The encouragement and support of initiatives like ICF is particularly important in countries where immigrants and refugees are the subject of widespread racist discrimination.

Who should take action?

Governing bodies of sport, sports clubs, especially football clubs, local authorities, ethnic and migrant communities and their clubs and organizations.

Under-representation in the structure of sport: Encouraging ethnic minority women to get involved in sport - START Sport Programmes (Germany)

Key Elements of Case Study	Contact Details
<ol style="list-style-type: none">1. Network of contacts within ethnic minority communities2. Support of regional government3. Participation by ethnic minorities4. Partnership with local authorities, schools and relevant institutions	<p>START-Stiftung GmbH Friedrichstr. 34, 60323 Frankfurt Tel.: +49 (69) 300 388 - 400 Fax: +49 (69) 300 388 - 499 E-Mail: info@start-stiftung.de Web: www.start-stiftung.de</p>

Why the project is a promising practice

The strength and success of the START sport programmes targeting women and girls with a migrant background has been attributed to the network of contacts and structures that have been built up amongst ethnic minority communities.

Targeted courses held within local communities, at schools community centres and places of worship have shown how the group with the lowest level of participation in sport can be involved. The sports the participants take part is self-determined. Provision is determined through an understanding and consideration of cultural/religious needs.

START programmes have been taken up in Austria in Vienna, Vorarlberg and Salzburg.

Background and objective of project

The START project was established in 2002 in the German state of Hesse. The aim of the project is to encourage inter alia women and girls from migrant backgrounds to participate in a variety of subjects and activities including sport.

The START sport programmes, which are mostly funded by the state government, also encourages participants to become involved with organised sporting structures with the long-term aim of increased integration of migrant communities.

The sport programme was established specifically to tackle the issue of under-representation of migrant women and girls in organised amateur sport, as active members, volunteers and officials in German sport clubs.

As a result of participating in a START programme, it is hoped that participants will increase their self-confidence, skills and qualifications, and will be able to gain employment within a sporting organisation.

Activities organised as part of the initiative

START is built on a modular concept with several 'micro programmes' that are carried out in different locations of the region, in partnership with cities in Hesse, schools and other institutions. The projects are mostly situated in neighbourhoods with a high migrant population.

Sports clubs that take part in the programme are motivated by the desire to find new qualified coaches to work with their members. Activities carried out by START include the provision of different sports courses

(fitness, dance, gymnastics, football) for both girls and women, combined with language courses, courses that encourage mothers to come along and participate with their children, health courses and public relations and information events, including conferences and neighbourhood festivals.

The project also runs a coach education programme to help women to qualify as coaches in order that they can work as licensed part-time coaches in sports clubs. This helps build capacity in the local community and encourages those involved to act as role models for other females, particularly those within migrant communities. All participants on the coaching courses are also expected to attend German language courses, in order to increase their ability to seek paid employment.

The programme does not offer a separate module of inter-cultural training, instead social integration is achieved as a result of general social encounters, for example, migrant and non-migrant women will mix whilst attending a course.

Which elements of the project could be transferred to other countries and/or other sports?

As with many projects, the transferability of this scheme depends on key local factors such as the structures of organised sport in the given setting, whether there any existing sports clubs, how they work with voluntary structures and how their membership is organised etc.

In order to facilitate the increased integration of migrant women and girls into sport, and sports organisations, projects should ensure that they work with different partners including sporting and non-sporting organisations, and with both migrant and host communities.

It is also important to ensure that contacts within the community are already established and that work is done to build on existing networks and structures. Since the engagement of women/girls is often based on personal contacts and trust, credible and intercultural mediators are crucially important.

Finally, the success of the project also depends on help from volunteers. However, the amount of available volunteers will vary between contexts and between sports.

Who should take action?

Sport clubs and associations, women and girls from a migrant background, ethnic and migrant communities and clubs, sport governing bodies, municipalities and regional and State governments

Going beyond symbolic actions to tackle discrimination – The Racial Equality Standard for Professional Football Clubs (England)

Key Elements of Case Study	Contact Details
<ol style="list-style-type: none"> 1. Racial Equality Standard (RES) based on Race Equality legislation 2. Racial equality standard developed together with football family therefore buy in and acceptance of RES by football authorities (Premier League and FA), supporters groups and Equality and Human Rights Commission 3. Financial support from Premier league to ensure adequate resourcing 4. Global approach to football from local community to elite level, addressing areas such as supporter behaviour, administrative representation by minorities, leadership positions access to minorities, equal opportunities across the full range of football related activities, equality auditing etc. 5. Monitoring and evaluation built into process 	Kick It Out, 4th Floor South 1-5 Clerkenwell Road London, EC1M 5PA T: 020 7253 0162 , F: 020 7253 5579 Email: info@kickitout.org Website: www.kickitout.org Twitter: http://twitter.com/kickitout

Why the project is a promising practice

The Racial Equality Standard (RES) had a number of distinctive features which positioned it as a unique model of promising practice. The format of the document, as a set of key objectives, helped professional clubs address racial discrimination across the whole club's operation, including their own internal policies. This included a strong emphasis on work to address issues of under-representation amongst fans, players and staff, to encourage greater engagement with minority communities and to ensure there is a more open, transparent and inclusive approach to recruitment.

Whilst English football's equality group Kick It Out were the key drivers of the design and implementation of the RES, the initiative was fully supported by a wide range of stakeholders. The project received financial support from the Premier League, which allowed dedicated staff to be employed on the project on a full time basis. Kick It Out conducted seminar based workshops with staff at Premier League clubs to help encourage communication between clubs and to promote transferable models of good practice.

The Racial Equality Standard was so successful that it progressed to an Equality Standard which encompasses all six areas of diversity ie. race, religion, age, gender, disability and sexual orientation. The Equality Standard was officially launched in 2009 and is based on the blue print of the Racial Equality Standard. A Racial Equality Standard can therefore be a starting point on the road to an Equality standard.

Background and objective of project

The Racial Equality Standard (RES) was a framework document developed by Kick It Out in 2004. The Standard sets out a series of objectives and measures to encourage and support the development of racial equality practices at professional football clubs in England and Wales, with the aim of helping to make football accessible to all communities.

The RES was developed specifically for use by professional football clubs, in partnership between Kick It Out and governing bodies, to help clubs tackle racism within the stadia, address issues of the under-representation in the game from minority communities and establish a culture and practice of equal opportunities within clubs.

Activities organised as part of the initiative

The RES was an evidence gathering, and portfolio building exercise, designed to formalise a football club's commitment to racial equality. The evidence that was submitted by clubs was verified by an independent accreditation panel and clubs were supported in this work by dedicated staff based within Kick It Out. Guidance notes were also available to clubs to help them compile the necessary evidence.

The Standard was based on three levels of achievement, Preliminary, Intermediate and Advanced and the document covers three main areas of action at each level, Stadium and outreach: Policy and planning, and Administration and management.

The RES encouraged professional clubs to engage in a range of activities, including the following key areas of focus:

- Promoting the club's anti-racist stance through stadium focused publicity, including: perimeter hoardings, match-day programmes, PA announcements and hosting an annual anti-racism (match) day of action, and also through external publicity, including: local, regional and national television, radio, print and the internet.
- The standard assisted the development of internal club policies and procedures around racial equality, in terms of employment and recruitment practices and also the establishment of regular external consultation with key partners and stakeholders to help inform and review the work of the club around racial equality.
- A comprehensive audit exercise to identify the age, gender and ethnic background of staff across all departments at clubs, the make-up of both fans and participants involved in club community out-reach work, an assessment of training needs and the delivery of racial equality training to all staff.
- Development of locally specific and culturally relevant initiatives designed to engage minority communities in the activities of the club and encourage increased community use of stadium facilities on non-match-days.

Between 2004 and 2009, 32 professional clubs had achieved the Preliminary level of the RES and a further nine clubs had achieved Intermediate level. With the incorporation of the RES into the Equality Standard in 2009 clubs had to achieve the new standard across the five additional grounds related to diversity. By 2012 8 professional clubs had achieved the preliminary level of the Equality Standard, one had achieved the intermediate level and two had achieved the advanced level.

Which elements of the project could be transferred to other countries and/or other sports?

The RES has significant potential for transferability to other football settings within European Union member states. The clarity of the main objectives and actions within the RES framework document and the appropriately graded scales of accreditation significantly increase the appeal and potential for senior level 'buy-in' at professional clubs.

However, the transferability of the RES as a template for concerted action against racism, and the promotion of racial inclusion in the professional game across Europe will depend on a number of important and highly localised factors, including the stance that different football federations take on the importance of addressing race equality. To this end, the strength of the RES as a template for positive action is probably best understood in terms of its capacity to be flexibly adapted to suit national and sporting circumstance, rather than as a template which is statically adopted without reference to local knowledge and cultural sensitivities.

Who should take action?

Professional football clubs, Football Associations and professional Leagues, non-governmental groups and equality bodies.

2.3. Action by Equality Bodies

Role of specialised bodies in discrimination and sport - Centre for Equal Opportunities and Opposition to Racism (Belgium)

Key Elements of Case Study	Contact Details
<ol style="list-style-type: none">1. Authority of the CEOOR means that it can bring the full force of its powers to bear on the issue (legal, mediation facilitation, monitoring, reporting, training and education etc.)2. Sends a signal nationally of the importance of the issue3. Raises awareness of the issue4. Possibility to internationalise the issue through UN CERD which may act as a catalyst for concerted action at the national level5. Dedicated resources can be made available	CEOOR, Koningsstraat 138, 1000, Brussel, Belgium T: +32 2 212 3000, Fax: +32 2 212 3030 Email: epost@cntr.be Website: http://www.diversiteit.be/ Facebook: http://www.facebook.com/pages/Centrum-voor-gelijkheid-van-kansen-en-voor-racismebestrijding/136040279782688 Twitter: http://twitter.com/diversitybel

Why the project is a promising practice

The Centre for Equal Opportunities and Opposition to Racism (CEOOR) in Belgium has undertaken more work in sport than the majority of other Equality Bodies in Europe.

Whilst the centre has focused on the prevention of racist behaviour and dealing with racist incidents, it has also undertaken a number of proactive projects, for example, developing supporter charters, disseminating examples of best practice and organising steward training. This has helped ensure that the issue of racism is addressed comprehensively. As these tasks are covered within the remit of the equality body, it has meant that clubs have not had to seek external funding to carry out this work.

The CEOOR has also actively developed a strong communication network between itself and the country's professional football clubs. This has helped identify problems and needs within the football community. It has also established strong relationships with other key stakeholders such as the Royal Belgium Football Association, the media and a number of migrant community organisations.

Background and objective of project

The European Community's *Racial Equality Directive* of 2000 states that all EU Member States are required to maintain a 'National Equality Body' for the promotion of equality and to fight racial discrimination. Each of the bodies has a mandate to address racism and xenophobia, anti-Semitism, Islamophobia, anti-Gypsyism and other forms of discrimination.

Whilst the problem of racism and discrimination in professional sport and the access to services do fall within this mandate, there is no official requirement for these bodies to address equality issues within a sporting context. Each Equality Body is therefore free to devise its own approach to this issue. Unfortunately, this has meant that many Equality Bodies do not have any specific arrangements or projects in place directly addressing racism and discrimination in sport.

There are currently only twelve equality bodies that are directly actively engaged with addressing issues of racism and discrimination in sport. One of the most proactive of these is the Belgium Equality Body, the Centre for Equal Opportunities and Opposition to Racism (CEOOR), situated in Brussels.

One of the main aims of the Centre for Equal Opportunities and Opposition to Racism is to eradicate racism and discrimination amongst supporters in both professional and amateur football. Other related issues, such as racism within other sports or the diversity of players, club officials and spectators are addressed, although not given the same level of priority.

Activities organised as part of the initiative

The CEOOR receives, registers and processes all complaints made of discrimination in sport in Belgium. The centre also mediates between different parties such as the football club and the person who made the complaint. In certain cases, the CEOOR may also decide to take a club to court when it believes that club policies on supporters' behaviour violate existing anti-racist legislation.

In addition to this general duty, the CEOOR has undertaken additional specific activities. For example, the centre generated and disseminated an anti-discriminatory code of conduct for Belgium football clubs. In 2004/2005 a 'circulatory letter OOP40' was designed in conjunction with the Ministry of Internal Affairs concerning football racism and discrimination. This letter contained guidelines and procedures to deal with racist or discriminatory chanting during matches.

In addition, a charter was developed for clubs to sign up to highlighting their stance on tackling racism and the CEOOR has also assisted a number of clubs to formalise their commitment to equality through the creation of a step-by-step action plan.

The centre has also set up and carried out a large number of training sessions for stewards and security personnel at semi-professional and professional matches. As part of these sessions, stewards are given information about anti-racist and anti-discriminatory legislation and given instructions on how to recognise inappropriate behaviour amongst spectators and how to respond to any incidents effectively.

Which elements of the project could be transferred to other countries and/or other sports?

In theory, the practices of the CEOOR do not appear to be specific to its respective national context. Therefore, it should be easily transferred to other countries. However, some of these activities do require a level of funding which may not be available to all equality bodies.

For example, the sport related activities of CEOOR are only possible because of the external funding provided by the national government.

Who should take action?

National Equality Bodies, national governments, sports organisations and the European Commission.

ANNEX 1 SELECTED RESOURCES

Resource	Organisation	Contact Details
White paper on Sport and other publications	European Commission	http://ec.europa.eu/sport/index_en.htm http://ec.europa.eu/sport/pub/publications_en.htm
Sport for All	International Sports Federations	http://www.sportaccord.com/en/services/index.php?idIndex=33&idContent=14523 Ms. Ingrid BEUTLER, Sports' Social Responsibility Unit Manager ingrid.beutler@sportaccord.com
Special Rapporteur on Racism	United Nations	http://www.ohchr.org/EN/Issues/Racism/SRRacism/Pages/IndexSRRacism.aspx Mr. Mutuma Ruteere Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance Palais des Nations, CH-1211 Geneva 10, Switzerland Fax: +41 22 917 9006, Email: racism@ohchr.org
Media, Diversity & Sport (MARS) programme	Council of Europe	http://www.coe.int/t/dg4/cultureheritage/mars/default_en.asp Reynald Blion Tel: +33 3 90 21 53 69 Reynald.blion@coe.int
Unite against Racism – UEFA guide to good practice Respect Campaign	UEFA	http://www.uefa.com/uefa/socialresponsibility/antiracism/index.html http://www.uefa.com/uefa/socialresponsibility/respect/index.html Route de Genève 46 Tel: +41 (0) 848 00 2727 Case postale Fax: +41 (0) 848 01 2727 CH-1260 Nyon 2 Web: UEFA.com Switzerland Media desk: Tel: +41 (0) 848 04 2727
Equality Standard	Kick It Out	http://www.kickitout.org/298.php 4th Floor South 1-5 Clerkenwell Road, London, EC1M 5PA T: 020 7253 0162 , F: 020 7253 5579 Email: info@kickitout.org
Anti-homophobia resource for sport	The Justin Campaign	http://www.thejustincampaign.com/ Contact: alan@thejustincampaign.com
Football for Equality resources	FARE	http://www.farenet.org/default.asp?intPageID=6 FARE secretariat, PO Box 67536, London, EC2P 2HY, United Kingdom T: +44 20 7193 0156 E: info@farenet.org
Inclusion of Migrants in and through Sports – a Guide to Good Practice	SPIN (Sport Inclusion Network)	www.sportinclusion.net FairPlay-VIDC, Moellwaldplatz 5/3, A-1040 Vienna, Austria Contact: Wachter@vidc.org
Football For All	The English FA	http://www.thefa.com/~link.aspx?_id=06F48A3CE783435C81812DC9FBE58253&z=z Contact: FootballForAll@TheFA.com
Respekt! Kein Platz fuer Rassismus	DFB (Deutscher Fussball-Bund)	http://www.dfb.de/index.php?id=511741 Contact: Gül Keskinler Integration adviser or info@dfb.de
Gegen Extremismus, Rassismus und Fremdenfeindlichkeit in Fußballstadien Für Toleranz und Fairness		http://www.respekt.tv/ Email: info@respekt.tv http://www.dfb.de/uploads/media/Broschuere-gegen-Extremismus-Rassismus-Fremdenfeindlichkeit_01.pdf
MCC Spirit of Cricket	The MCC	http://www.lords.org/laws-and-spirit/spirit/ Marylebone Cricket Club Lord's Cricket Ground, St John's Wood, London NW8 8QN Tel: +44 20 7616 8500

ANNEX 2 – LIST OF CONSULTANTS INVOLVED IN EVALUATING THE GUIDE

Case study	Consultant
Week against racism and violence in sport (Portugal)	Salomé Marivoet, Tânia Nogueira (University of Coimbra)
Progetto Ulrà (Italy)	Jakob Rosenberg (University of Vienna)
Racism Breaks the game (Romania)	Valeriu Nicolae (Roma Initiatives - Open Society Institute)
Integration & Fritid Danish Refugee Council and Copenhagen Municipality (Denmark)	Siv Behrendt Wøller Ane Sommer Knudsen
Internationale Club de Football (Hungary)	Miklos Hadas (Corvinus University Budapest)
The Racial Equality Standard (UK)	Steve Bradbury (University of Loughborough)
Centre for Equal Opportunities and Opposition to Racism (Belgium)	Jacco van Sterkenburg (Utrecht University) Floris Müller (Amsterdam School of Communications Research, ASCoR)
KOS – Coordination of the fan work-projects (Germany)	Nicole Selmer (F_in Frauen im Fußball)
START – ‘Sport jumps over cultural barriers’ (Germany)	Nicole Selmer (F_in Frauen im Fußball)