

## **Sport Inclusion Network (SPIN): Involving migrants in mainstream sport institutions**

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### **Final Evaluation Report**

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## 1. EXECUTIVE SUMMARY

This final evaluation report has as its goal the analysis of the Sport Inclusion Network project (SPIN), Involving Migrants in Mainstream Sport Institutions, which was the responsibility of seven partners: the lead VIDC-FairPlay (Austria), Camino (Germany), UISP (Italy); FAI (Ireland), Liikkukaa (Finland), MGHRO (Hungary), and SJPF (Portugal). The project was funded by the European Commission Sport Unit with a duration of 14 months, occurring between March 2011 and April 2012.

The criteria considered for the evaluation were the relevance, adequacy/effectiveness and impact/efficiency of the actions undertaken as related to the completion of the main objectives of the SPIN Project. Quantitative methods for the gathering of information were used (specifically, four evaluation questionnaires designed for each action) as well as qualitative analytical methods (such as observation, responses to scripts and reports, and analysis of documents). Seven actions undertaken by the SPIN Project were analysed in this final evaluation report.

The main objectives of the SPIN Project were to promote and share good practices across Europe on the inclusion and involvement of migrants and other third country nationals (including refugees) in and through mainstream sport, and to raise awareness of the potential positive role of sport in terms of social inclusion of migrants and of intercultural dialogue. This report concluded that the actions undertaken were of enormous relevance in achieving the main goals of the project as well as demonstrating adequacy and effectiveness in their particular goals. The evidence analysed in this report also concludes that the project achieved its main objectives, revealing efficiency and a *very good impact*, the assessment also given by the participants responding to the actions' evaluation questionnaires.

The actions undertaken required great organisational skill and the mobilisation of resources, and took into consideration the participation of a large number of stakeholders across Europe. The outlined project was accomplished, with 28 actions completed (one on the worldwide web, four European and 23 national in scope) in seven of the SPIN Project partners' countries. The Good Practice Guide gathered 45 positive initiatives on the social inclusion of migrants and minorities in 8 European countries.

The European Networking Conference gathered together 107 participants in Vienna, including NGO activists, football and sport managers, ethnic minorities, players, coaches, fans and researchers, representing 79 organisations from 22 countries, as well as UEFA, FIFPro, ENGSO, European Commission (sport unit) and the Council of Europe. On the occasion of the Winter Youth Olympic Games (WYOG), the Multiplier Seminar in Innsbruck brought together approximately 40 participants from 14 countries, including members of NGOs, sports organisations, associations, youth trainers and workers, migrant self-organisation groups and researchers.

The information subject to analysis concluded that the expected results of the SPIN Project were obtained, specifically: i) An increase in networking and sharing of best practices among European and national sport stakeholders (of special focus in the European Networking Conference and the European Multiplier Seminar); ii) Greater awareness and knowledge of the appropriate methods among sport managers with a focus on football and other popular team sports as well as winter sports (of particular emphasis at the European Seminar Involving Young Migrants in Winter Sports and the Good Practice Guide on Inclusion of Migrants in and through Sport); iii) Learning from football and transferring knowledge to other sports on mainstreaming intercultural actions (as was the focus in the national Inclusion Workshops for Clubs & Associations); iv) Empowering and capacity-building migrant football teams and initiatives which include refugees and asylum seekers (as was the focus of the Football Refugee Day action).

## 2. INTRODUCTION

The subject of this final evaluation report is the project Sport Inclusion Network (SPIN) – Involving Migrants in Mainstream Sport Institutions, funded by the European Commission Sport Unit (EAC-2010-1322) <sup>1</sup>. The project lasted 14 months, beginning in March 2011 and ending in April 2012.

The project included the participation of seven partners from seven countries: the lead VIDC-FairPlay-Vienna Institute for International Dialogue and Cooperation (Austria), Camino (Germany), UISP-Emilia Romagna Unione Italiana Sport per Tutti (Italy); FAI-Football Association of Ireland (Ireland), Liikkukaa org. (Finland), MGHRO-Mahatma Gandhi Human Rights Organisation (Hungary), and SJPF-Professional Football Players' Union (Portugal).

With an awareness of the under-representation of migrants and their exclusion from positions of authority in the European sport, and the lack of advancement of minorities in non-playing positions, the SPIN project was designed to promote and share good practices across Europe on the inclusion and involvement of migrants and other third country nationals (including refugees) through and in mainstream sport. The project aimed to raise awareness about the potential positive role of sport in terms of social inclusion of migrants and intercultural dialogue.

The seven actions provided by the SPIN project were examined in this final evaluation report: Train the Trainers Workshop on Sport and Social Inclusion, Inclusion Workshops for Sport Clubs & Associations, Football Refugee Day, the European Conference - Sport and Integration: Challenging social exclusion in and through sport (European Networking Conference), European Seminar Involving Young Migrants in Winter Sports (European Multiplier Seminar), the Good Practice Guide on Inclusion of Migrants in and through Sport, and the website and project information.

Using as a reference the guide from the European Commission for the evaluation of projects <sup>2</sup>, the type of evaluation proposed is the participatory evaluation. Thus, the evaluation objectives are: i) Assessment of the objectives to be achieved by the project; ii) Assessment of the operational objectives expected by the planned actions/activities, and; iii) Assessment of the added value of community involvement (impact of actions).

Adequacy/effectiveness and impact/efficiency of the untaken actions were chosen as criterion for the evaluation, the successful completion of which relies on their ability to fulfil the main objectives of the SPIN Project. In implementing this report's evaluation criteria, the following was considered:

- i) Relevance of the implementation of planned actions. The specific objectives of each action and the extent to which each one contributed to the achievement of the main objectives of the SPIN Project.
- ii) Adequacy and efficacy of the planned actions in achieving the desired or expected results for each and the extent to which each action was suited to the operational aims defined for each one in particular.
- iii) Impact and efficiency of the SPIN Project results. This concerns various aspects, such as how the resources are transformed into the expected results and could be achieved by the assessment of type and number of organisations and target groups involved, the degree of satisfaction and number of participants involved, if there were mobilised/shared resources, the degree and quality of information disseminated to the key stakeholders, what future results (actions/measures) are expected, if there was media impact, and were there any unplanned outputs that arose from the activities.

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<sup>1</sup> Under the Call for Proposals in the field of Sport (EAC/22/2010) Preparatory Action (Area of intervention: Social inclusion in and through sport).

<sup>2</sup> [http://ec.europa.eu/europeaid/evaluation/methodology/index\\_en.htm](http://ec.europa.eu/europeaid/evaluation/methodology/index_en.htm)

Quantitative methods for gathering information were used, in particular, the design of four evaluation questionnaires, each adapted to the individual actions (cf. Annexes). The forms were submitted to the partners for approval prior to their use during the actions, and participants were given the option to complete them online after the event with the use of the Google docs/forms platform, which was created for this effect. The questionnaires were then statistically handled using SPSS-Statistical Package for the Social Sciences. Additionally, qualitative analytical methods were used such as observation, responses to scripts and reports, and analysis of documents.

In accordance with the objectives of this evaluation report, the following collected information was provided: i) Information about the implementation of each action among the partners (organisation of the actions, participants/stakeholder, involvement and media impact/dissemination of information, etc.); ii) Evaluation questionnaires given to the participants of the conference, seminar and workshop actions; iii) Qualitative monitoring of SPIN website data throughout the duration of the project; iv) Qualitative analysis of shared knowledge/experiences (Good Practice Guide, programmes, pedagogical material and bibliography, approach to inclusion issues at the conference, seminar and workshops, debate and conclusions/decisions); v) Focus group for the partners to discuss the assessment tools and reports.

### **3. RELEVANCE**

The relevance of the Sport Inclusion Network Project, founded on the implementation of the planned actions, cannot be separated from the social reality from which its principal objectives were taken.

Despite knowing of the existence of the low sports participation by migrants or minorities in European countries, there are no studies or research that allows us to correctly evaluate the present situation. It has also been made clear that the presence of migrants or ethnic minorities are almost completely absent in the roles of trainer, club managers, or positions in sport federations, even though many top athletes come from these communities.

Understanding this reality needs to be seen within the context of the larger reality of European societies, namely, the direct and indirect forms of exclusion to which migrant and ethnic minority communities are subject. Also, the degree of intolerance that is shown in the different European societies has created barriers to changing of the status quo in the social field of sport.

In July of 2008, the European Commission published a special Eurobarometer, Discrimination in the European Union: Perceptions, Experiences and Attitudes, based on a survey undertaken in March of the same year <sup>3</sup>. The survey concluded that 62% of the Europeans believed that there was discrimination in their country due to ethnic origin, 51% due to sexual orientation, 45% due to disability, 42% each due to age and religion or beliefs, and 36% due to gender. Such statistical evidence demonstrates that discrimination and social exclusion of migrants and ethnic minorities undeniably exists across Europe.

In order to safeguard the principals of dignity, liberty, equality and solidarity consecrated in the Charter of Fundamental Rights of the European Union in 2000 <sup>4</sup>, challenging any form of discrimination such as the promotion of tolerance and social inclusion falls under the auspices of the political agenda of the EU. The multicultural nature found in the member states of the European Union, combined with the economic crisis has contributed to a sharp increase in the number of unemployed and in criminality, has worsened the problems of discrimination, exclusion and poverty in migrant communities or ethnic minorities, witnessing an increase in the resurgence of ethnic, religious, and racial intolerance, which threatens the cohesion and security of European citizens.

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<sup>3</sup> [http://ec.europa.eu/public\\_opinion/archives/ebs/ebs\\_296\\_en.pdf](http://ec.europa.eu/public_opinion/archives/ebs/ebs_296_en.pdf)

<sup>4</sup> Official Journal of the European Union (2010/C 83/02) March 30:

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:C:2010:083:0389:0403:EN:PDF>

It is with this in mind that the European Union Agency for Fundamental Rights (FRA), founded in 2007, launched, the following year, an observatory on racism, xenophobia and related intolerance through the creation of RAXEN NFPs in each one of the EU member states. As a result, in 2009 the study *Racism, Ethnic Discrimination and Exclusion of Migrants and Minorities in Sport: A Comparative Overview of the Situation in the European Union*<sup>5</sup> was completed (published in October of 2010), the goal of which was the identification of discriminatory practices present in sport as well as initiatives of good practices for prevention<sup>6</sup>.

As a result, the study identified several forms of discrimination: structural (intentional or non-intentional) conducive to the exclusion in sport of migrants and ethnic minorities such as rules, norms and patterns of attitudes and behaviour; and direct such as aggression, or other acts offensive to the dignity of the athletes, in particular racist behaviour and xenophobia with larger visibility in amateur football. No less important was the conclusion that the lack of awareness of these phenomena on the part of the sport stakeholders and the few and credible data available demands the need for continued study and research.

As the facts show, if, on the one hand, intolerance, discrimination and social exclusion are present in the social sport field, on the other hand, identified cases of good practice taken from the study cited above reveal that sport is a tool for social inclusion when developed in accordance to its ethical principles of fair play and truth in sport, presenting positive potentialities in informal learning of socio-affective, relationship and motor skills.

In this context, the promotion and dissemination of the examples of good practice are of enormous importance in that, on the one hand, they contribute to raising awareness of the social problems of exclusion and social discrimination in sport and, on the other, they create examples for the improvement or creation of new projects of social inclusion in and through sport, thus challenging the status quo.

Considering existing problems, the state-of-the-art knowledge base and a reflection of the means or strategic actions needed to challenge them, the SPIN Project was designed to promote and share good practices across Europe for the inclusion and involvement of migrants and other third country nationals (including refugees) in and through mainstream sport. The project aimed to raise awareness of the potential of sport in having a positive role in terms of social inclusion of migrants or ethnic minorities and in promoting intercultural dialogue.

The implementation of promoting and raising awareness implicit in the goals defined can be broken down into guiding concepts, and, in this way, analytically evaluated as to their relevance in actions in attaining the expected goals. Although it is not possible to completely isolate these guiding concepts directed at promotion and awareness-raising, and given that the fine line between them does, at times, overlap, we can identify five, namely: i) Intervention (performed in the field); ii) Reflection (the sharing of experiences and discussion); iii) Knowledge (the production of research and narratives); iv) Training (teaching and learning); and v) Communication (the dissemination of information).

As table 1 shows, the seven planned and executed actions comprise the guiding concepts inherent in the preconceived goals of the promotion of good practices of social inclusion of migrants and minorities in and through sport, and in raising awareness of the potential of sport in social intervention, with a view to challenging exclusion and social discrimination in this target population.

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<sup>5</sup> [http://fra.europa.eu/fraWebsite/attachments/Report-racism-sport\\_EN.pdf](http://fra.europa.eu/fraWebsite/attachments/Report-racism-sport_EN.pdf)

<sup>6</sup> Including the 27 EU member states and the most representative sports in each one of them, for a total of 12, for the time period between 2003 and 2008, this study's comparative analysis, conclusions and recommendations were conducted by a group of experts from VIDC-FairPlay, FARE Network and researchers from the Universities of Vienna and Coimbra.

**Table 1. SPIN Project actions by guiding concept, for promoting and raising awareness of social inclusion in and through sport for migrants and minorities.**

|                                                                   | Intervention | Reflection | Knowledge | Training | Communication |
|-------------------------------------------------------------------|--------------|------------|-----------|----------|---------------|
| Train the Trainers Workshop Sport and Social Inclusion            |              | X          |           | X        | X             |
| Inclusion Workshops for Sport Clubs & Associations                |              | X          |           | X        | X             |
| Football Refugee Day                                              | X            |            |           |          | X             |
| European Conference Sport and Integration                         |              | X          |           | X        | X             |
| European Seminar Involving Young Migrants in Winter Sports        |              | X          |           | X        | X             |
| Good Practice Guide on Inclusion of Migrants in and through Sport |              |            | X         | X        | X             |
| Website and Information                                           |              |            |           | X        | X             |

The actions focused on the promotion of communication, training and reflection (the sharing of experiences and discussion). Existing knowledge was mobilised and shared by trans-national platforms across Europe: conference; seminar; training workshop; workshop actions took place on a national level in each of the seven partner countries; up-to-date information placed on the project website; in addition to posters and informative flyers.

The production of studies and narratives of good practices sought to increase the promotion of knowledge and to raise awareness of the role that sport plays as a tool of social inclusion and had as its focus the conception of the Good Practices Guide, which brought together 45 examples of positive initiatives in a variety of sports, either completed or underway in 8 European countries.

Finally, practical intervention in the field was also represented by the Football Refugee Day action, a part of the celebration of World Refugee Day, precisely a target group where exclusion and discrimination tends to be greater and more or less absent in programmes on social inclusion in and through sport. Nine events took place in the seven SPIN partner countries, mobilising local refugee and asylum seeking communities to participate in tournaments or friendly football matches organised for the effect. Parallel cultural initiatives were also undertaken, with the involvement of representatives of government bodies and municipalities, thereby establishing an extended network of partnerships with NGOs in the organisation of the actions. Under the auspices of the UN High Commissioner for Refugees, António Guterres left the following message:

*“Sport is an amazing way to break down barriers and build bridges between communities. It gives young people a sense of self worth and focus and lets them set aside cultural differences in a constructive, non-violent way.”<sup>7</sup>*

We can thus conclude that the actions of the Sport Inclusion Network were performed coherently and that they articulated enormous relevance in reaching the desired results, having demonstrated the project's adequacy/effectiveness and impact/efficiency through the following items of this report.

<sup>7</sup> <http://www.sportinclusion.net/>

## 4. ADEQUACY AND EFFECTIVENESS

The adequacy and efficacy of the national and international actions undertaken by the SPIN project are evaluated in this report through evidence that reveals the reach of the desired or expected results for each action in particular, as well as through the link is shown in regards to their operational objectives.

### 4.1. Train the Trainers Workshop on Sport and Social Inclusion

With the objective of promoting the training of trainers involved in the organisation of the two national Inclusion Workshops for clubs and associations, the Train the Trainers Workshop on Sport and Social Inclusion created a platform for the dissemination and the exchange of knowledge and experiences. The action was organised by partner UISP Emilia Romagna (Italy) in Ca Vecchia in Sasso Marconi, Bologna, from 26 to 29 April, 2011, with 18 participants from the different partner countries of the SPIN Project <sup>8</sup>.

This action's programme was aimed at articulating theoretical approaches, promoting an exchange of experiences and a debate of ideas, as well as deepening practices and techniques of social inclusion, which had as its basis the kinetics and body dimensions of sports interaction (*sociomotricité* <sup>9</sup>). This approach, beyond the pedagogical and didactical aspects of its application, had as its goal the inclusion of the group itself in a friendly environment.

Historical-theoretical aspects of social inclusion and discrimination in Europe were addressed, namely understanding the ways in which migrants and ethnic minorities in sport are excluded, as well as the theoretical-practical aspects of the bodily relationships inherent to social interaction in the recreational space of the game or in the field of sport practices.

Through the application of an evaluation questionnaire (cf. Annex 1) <sup>10</sup>, we can conclude that, on average, the participants were very satisfied with the workshop (Q6; cf. item 5.1), denoting that the action achieved the aims, contributing towards the promotion of knowledge and the exchange of experiences between trainers who would be involved in the organisation of the national workshops for clubs and associations.

The responses to the questionnaire also reveal that the participants were critical and enthusiastic towards the deepening of their knowledge, thereby very aware of the potential of sport as a tool of social inclusion. In suggestions for future actions, the participants demonstrated their desire to be shown practical examples of interventions directed at the different key stakeholders and types of target groups. (cf. Annex 1; responses Q8 & Q9). Several participants also noted the importance of being provided support documentation on the subjects analysed.

According to the evidence analysed, we can conclude that the Train the Trainers Workshop on Sport and Social Inclusion adequately and effectively achieved the objectives expected for this action, even though the differentiation of social intervention practices could have been better explored and in more depth, as well as the provision of written support documents for the participants.

### 4.2. Inclusion Workshops for Sport Clubs & Associations

As has been noted, the action to train the trainers aimed to give trainers information in order to lead or support their organisations in providing the action "Inclusion Workshops for Clubs

<sup>8</sup> With the exception of Portugal which could not be present due to problems with the flight.

<sup>9</sup> This concept was introduced by Pierre Parlebas (Parlebas, P. (1999). *Jeux, sports et sociétés, lexique de praxéologie motrice*. Paris: INSEP; Parlebas, P. (1986). *Éléments de sociologie du sport*. Paris: PUF).

<sup>10</sup> 9 respondents, 50% of the participants.

& Associations" in their respective countries, in which one of the workshops should be for football and the other for other sports. In this way, positive initiatives of social inclusion in football could be transferred to other sports, since football is the most representative and popular sport in European countries and for this reason has the largest number of good practice examples.

Taking into account the information provided by the partners, the planned workshops had been given, although in different formats. Strictly speaking, it is only possible for us to come to conclusions about the adequacy and effectiveness of the actions given in Ireland, Hungary and Portugal, since the remaining countries did not supply their respective reports in time.<sup>11</sup>

In Ireland, the FAI partner working with Community Games, organised the "Sport Integration and Social Inclusion Open Forum Conference" on the 5th of October 2011. The conference work integrated four workshops dedicated to deepening awareness and the debate of the theoretical and practical issues related to social inclusion: WSA – Inclusion and Integration in sport: How do we know it when we see it? Barriers and Challenges; WSB – Cultural Competency; WSC – Understanding Racism and Discrimination; WSD – Summary of issues key points: Open Forum Exploring the perceived roles of agencies and self in empowering groups from migrant/ethnic minority backgrounds to engage in sport. A session about sport and inclusion in an Irish context was also included: Good Practice examples. The event included an ample representation of sport organisations from a variety of sports (athletics, rugby, martial arts, etc.) including football (e.g. PFAI-Player Football Union), social workers, NGOs (e.g. SARI-Ireland Sport Against Racism Member), migrants or minorities (e.g. Afghan Community of Ireland), and academics and students for a total of 96 participants. The FAI and Community Games also organised the "Cork Schoolboys/girls League Workshop" on the 17th of November 2011, which included the participation of approximately 100 people.

In Hungary, the SPIN partner MGHRO organised two workshops in two different schools in Budapest with a large presence of migrant students and refugees, in May and November 2011, respectively. The actions included games (e.g. basketball, football and tennis) as well as lectures and cultural activities for students, teachers and the administrative staff and families, with open access for youth and spectators, marginalized groups and local communities. In collaboration with the Hungarian Football Association they organised the "SPIN conference - Sport for Social Inclusion and for the Elimination of Racism in Football", which included local football authorities and UEFA, as well as representatives of clubs with teams that are predominately comprised of migrants or minorities (e.g. the Hungarian Roma Team Club or the Club Maccabi Vac, which is connected to the Jewish community). The event had broad media coverage.

In Portugal, the SPIN partner SJPF joined the two workshops into a single event: "Workshops for Social Inclusion in and through Sport", which took place March 2nd, 2012, of which one was directed towards football (including street and women's football), and the other towards other sports (e.g. judo and bodyboard). The event was attended by representatives of various governmental bodies, in particular the Secretary of State of Sport and Youth, the High Commissary for Immigration and Intercultural Dialogue and the Portuguese Refugee Council, NGOs, ethnic minorities and refugees, sport clubs, social

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<sup>11</sup> In Finland Liikkukaa hosted two inclusion workshops for migrant sport clubs in the Helsinki capital area (7 July & 16 August 2011). In addition, a workshop on "Muslim doing sports" was held on 23 March 2012. UISP organised with the Serie A club Genoa CFC a round table meeting in Genoa, which addressed coaches, managers, schools, youth workers and experts (6 December 2011, 700 participants). In addition two inclusion workshops were organised in Bologna together with the cricket league (20 & 28 April 2011). In Berlin Camino held two inclusion workshops in collaboration with the sport for all association Pfeffersport and with the women's & lesbian sport club Seitenwechsel (25 February & 25 March 2012). On 19 March FairPlay-VIDC held at the Vienna Ernst-Happel stadium an inclusion workshop for youth coaches of the Vienna Football Federation (WFV). A second sport & inclusion workshop was held on 21 April 2012 in Graz. The reports of these workshops can be viewed on [www.sportinclusion.net](http://www.sportinclusion.net)

workers and researchers. The action took place during the "FARE Week Against Racism and Violence in Sport" and had in attendance of former international football player Abel Xavier, with a broad media coverage that included television <sup>12</sup>.

From the responses of the evaluation questionnaire designed for this action (Q4; cf. Annex 2) we can conclude that, on average, the participants were very satisfied with the initiatives of the Inclusion Workshops for Sport Clubs & Associations actions (see table 2) <sup>13</sup>.

**Table 2. Overall satisfaction with the Inclusion Workshop for Sport Clubs & Associations by action and SPIN partner/country**

|                                                                                                                   | SPIN Partner<br>(country)  | Overall Satisfaction                          |
|-------------------------------------------------------------------------------------------------------------------|----------------------------|-----------------------------------------------|
| <i>Conference Sport Integration and Social Inclusion Open Forum</i><br>(n=66)                                     | FAI<br>(Ireland)           | Very satisfied<br>(mean=4,18; st. dev.=0,763) |
| <i>SPIN – Sport for Social Inclusion and for the Elimination of Racism in Football</i><br>(n=51)                  | MGHRO<br>(Hungary)         | Very satisfied<br>(mean=4,42; st. dev.=0,638) |
| Workshop Social Inclusion in and through Sport for Clubs and Associations<br>(football & others sports)<br>(n=23) | SJPF<br>Portugal           | Very satisfied<br>(mean=4,22; st. dev.=0,902) |
| Inclusion Workshops for Clubs & Associations<br>(football & other sports)<br>(n=7)                                | VIDC-FairPlay<br>(Austria) | Very satisfied<br>(mean=4,29; st. dev.=0,756) |
| Inclusion Workshops for Clubs & Associations<br>(football & other sports)<br>(n=11)                               | Camino<br>(Germany)        | Very satisfied<br>(mean=4,18; st. dev.=0,405) |

Source: Evaluation questionnaire for the Inclusion Workshop for Sport Clubs & Association

Scale: 5=*completely satisfied*; 4=*very satisfied*; 3=*fairly well satisfied*; 2=*somewhat dissatisfied*; 1=*very dissatisfied*

Based on the information that was provided above, we can conclude that – in the case of Ireland, Hungary and Portugal – the actions were effective, even though they strayed from the initial action design of the SPIN project. They were adequate in reaching the aims expected for this action, contributing to the promotion of knowledge and the examples of good practices of social inclusion in and through sport (football and other sports) for migrants and ethnic minorities, and having created platforms for reflection, discussion and networking on a national level.

<sup>12</sup> One of the public television channels covered the event on a weekly program about immigration. The video can be seen on youtube:

<http://www.youtube.com/watch?feature=endscreen&NR=1&v=Uu7TM1oDMiw>

<sup>13</sup> Evaluation of the participants in the actions organised by Liikkukaa (Finland) were not referred, as the completed forms were not given, nor statistical outputs from SPSS undertaken. SPIN partners of UISP (Italy) did not deliver the evaluation questionnaires from their workshops, therefore, no information was available.

### 4.3. Football Refugee Day

The action entitled "Football Refugee Day" planned to address the goals of the SPIN Project towards the refugees and asylum seekers as part of its target group, since these communities are culturally diversified, tending to carry with them social stigmas and are little addressed in inclusion programmes of social intervention.

The action aimed to highlight the World Refugee Day in the countries of the seven SPIN Project partners, by creating a social place of interaction through football, and in this way contributing to the promotion and awareness-raising role of sport in inclusion and intercultural dialogue. It is of note that this action involved the participation of widespread international representation, including the auspices of the UN High Commissioner for Refugees, António Guterres, who released a brief statement that was communicated in several online platforms.

Nine actions were then undertaken in each of the SPIN Project partner countries, with the aim of raising awareness of the potential of football in promoting intercultural dialogue and social inclusion of refugees or asylum seekers. To do so, local communities with the target groups were involved, as well as governmental bodies, migrant or ethnic minority associations, sport clubs and other organisations connected to football. The interest of this report is to evaluate the adequacy and efficacy of the actions performed in relation to the particular objectives.

In following the requirements of the programme of the seven planned events, games or football tournaments were organised in each of the SPIN Project partner countries, involving the participation of refugee or asylum seeker players and their respective communities, as well as the governmental bodies that are involved in providing support for these populations.

In the case of Austria, the SPIN Project partner VIDC-FairPlay organised a football tournament between young asylum seekers and refugees in the Viennese park Augarten on June 18, 2011. Promotion of this action was undertaken by the partners Austrian Asylum Coordination, House of Integration, Caritas, and other refugee organisations, as well as the Vienna Football Association (WFV), which provided the referees for the tournament games involving eight teams.

On the same day, in Halberstadt, Germany, SPIN Project partner Camino organised a football tournament involving refugee and asylum seeker teams in ZAST's facilities (which coordinates incoming asylum seekers). The football clubs that participated with teams of amateur players supported the tournament.

Also on the same day, June 18, 2011, in Italy, World Refugee Day was celebrated with an event organised by the SPIN Project partner UISP in the sports facilities of Liberi Nantes, a sport club in a neighbourhood in Rome with the same name, which since 2007 has a football team composed by refugees and asylum seekers. The action involved both sport and cultural initiatives, including street performers, who went through the neighbourhood in order to attract public for the event. The club's "25 Aprile" pitch was open for free football practice, with ad-hoc training and games led by Liberi Nantes players.

In Ireland, SPIN Project partner Football Association, through their intercultural programme, decentralised the action into three locations, having events in Dublin, and County Clare (Ennis Town) on the 18th of June and in Limerick City on the 20th of June, 2011. In the organisation of the events, which consisted of football tournaments and cultural activities, partnerships were established with NGOs of asylum seekers and refugees to deliver football events and was supported by the participation of several government agencies and municipalities, all together gathering over 350 people.

The event in Dublin involved a partnership with SARI-Sports Against Racism Ireland (Sports NGO) and the UNHCR Ireland Office in the organisation of the soccer tournament FairPlay Cup. The 7-a-side tournament featured teams drawn from refugee and community groups, government agencies and members of the media with players from a host of different countries including Angola, South Africa, and the Democratic Republic of Congo, Zimbabwe and Ireland competing in the men's and women's competitions. The teams included Hot Press (a music and political magazine based in Dublin and appearing fortnightly), SARI Insaka, Horn of Africa People's Aid (HAPA), the Department of Justice, Cross Care (Migrant NGO), Camfoot (representing the Cameroon community), Newstalk FM (a National broadcaster), mixed NGO men's and women's teams and Mosney Asylum Seekers/Refugee accommodations Centre in North County Dublin.

The event at County Clare, Ennis Town, was supported by the Clare Sport Partnership, Clare Immigrant Support Centre, Clare care, Ennis Community Development Project, The Garda (Police), and the Clare Local Development Company. The football match was organized at the Fair Green Sporting and Leisure Park located in the middle of Ennis town, by two teams comprised of members of the Garda (the Police Service) from County Clare and residents of Knockalisheen (the centre housing asylum seekers in County Clare).

The NGO Doras Luimni partnered up for the event in Limerick City, which took place June 20th, 2011 at Galvone Industrial Estate. Limerick, on the site of the Limerick District Futsal League, featured a friendly match between the Midwest Interfaith Network and a Doras refugee team. The Midwest Interfaith Network team included players from the Catholic, Anglican, Hindu, Sikh, Zoroastrian, Baha'i and Jewish faiths. The match signified the protection and sheltering of values stressed in all faith traditions.

Also on June 20th, 2011, SPIN Project partner MGHRO celebrated World Refugee Day with the organisation of an event in the Bicske Refugee Camp, the largest refugee camp in the country. The event included a friendly football tournament and related cultural events and involved the participation of several personalities and government agencies, refugee NGOs, such as the director of UNHCR Hungary and the African Hungarian Organisation, the president of the Hungarian-Ethiopian Organisation, among other representative bodies.

The following day, on 21st of June, 2011, SPIN Project partner Liikkukaa organised a youth club tournament in Espoo, Finland, in partnership with Cosmos Juniors and the Al-Aalda associations. The event brought together mostly young refugees from Somalia and Russia as well as one team from the local refugee centre. The event took place in the facilities of the Liikkukaa club (mostly consisting of refugees). The action included social events and debates, and was attended by invited guests from three clubs from the private sector and partners of regular activities of the club organiser.

Finally, in Portugal, the SPIN Project partner SJPF connected the action to the 2012 edition of the FARE-Week Against Racism and Violence in Sport, by organising a friendly match March 2nd. The match took place in Martim Moniz, one of the largest squares in the Lisbon city centre, with a portable 7-a-side football pitch supplied for the event and two mixed teams composed of young refugees and other players. The event was attended by former international football player Abel Xavier and representatives of government agencies including the Secretary of Sport and Youth, ACIDI-The High Commission for Immigration and Intercultural Dialogue, the Portuguese Council for Refugees, NGOs and people from the refugee community in the country.

As we have seen, nine football events comprised the SPIN Project action Football Refugee Day, connected to the celebration of the World Refugee Day in seven partner countries of the SPIN Project, creating a large network of partnerships between public and private stakeholders that are directly involved with the refugee communities, proving the complete adequacy and efficacy of the actions related to the expected goals.

#### 4.4. European Networking Conference Sport and Integration

The European Networking Conference "Sport and Integration. Challenging social exclusion in and through sport", organized by VIDC-FairPlay (lead partner) in cooperation with all other SPIN Project partners, took place between the 19th and 20th of September, 2011 in Vienna, Austria. The action emphasized the SPIN Project's objectives, which seeks to promote knowledge, exchange experiences, and bring awareness of the potential of using sport as a means of inclusion and the prevention of social exclusion for migrants and ethnic minorities.

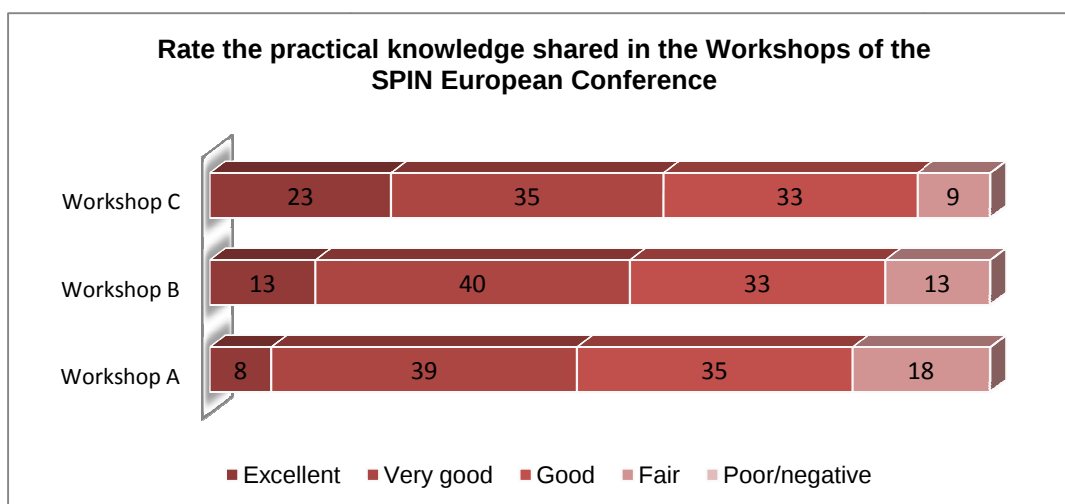
The programme and the work followed the expected goals, which were the creation of a larger international network for promotion and knowledge sharing, reflection and the exchange of experiences between the different stakeholders. Attending the conference were NGO activists, football and sport managers, ethnic minorities, players, coaches, fans, researchers, representatives of the European Commission (sport unit), Council of Europe, UEFA, FIFPro and ENGSO (European Non-Governmental Sport Organisations). Representatives of 79 organisations from 22 countries and a total of 107 participants attended the conference, which reveals the effectiveness of the action in reaching its specific goals.

The conference sessions was adequate to the specific aims, and was attended by a large number of representatives of NGOs and sports organizations among the speakers and panelists, as well as the representatives of invited governmental agencies. In order to facilitate an exchange of experiences and debate, the programme added three workshops, which repeated for each of the two sessions (morning and afternoon on the first day).

By way of an evaluation questionnaire given to the participants (cf. Annex 3) <sup>14</sup>, we can conclude that they were on average very satisfied with the conference (Q8; cf. item 5.4), a fact which reveals that the action attained the envisaged goals of building an ample network for the promotion of knowledge, reflection and debate, and awareness of the role of sport in integration as a way of challenging social exclusion within the European framework.

Workshop C, under the subject "Self-organisation & empowerment of migrant groups and minorities in and through sport", attained the highest classification by the participants (Q4/6): 23% considered it excellent, 35% very good, 33% good, and 9% fair (see figure 1).

**Figure 1**



Source: Evaluation questionnaire for the European Conference 'Sport and Integration. Challenging social exclusion in and through sport'

<sup>14</sup> 38 respondents, 36% of the participants.

Workshop B: "New approaches, tools and campaigns against exclusion and discrimination in sport", was considered excellent by 13% of the participants and very good for 40%, 33% good and 13% fair. Lastly, Workshop A: "Crackling the Glass ceiling: The role of clubs, associations and public bodies in promoting inclusion of ethnic minorities and migrants", obtained the lowest scores among the participants, albeit satisfactory: 8% excellent, 39% very good, 35% good and 18% fair.

Of the suggestions made by some of the participants (Q10-11; cf. Annex 3), of note is the recommendation to organise new editions of the conference and a lengthening of the time of the workshops, allowing more space for the assimilation and reflection of the enormous amount of supplied information. In order to increase the theoretical background of social intervention in sport, it was suggested that specialists participate in the areas of inclusion and social discrimination in future conferences.

Some participants also suggested that there should be more examples of sports other than football, and that the various forms of exclusion and discrimination, in particular sexist, homophobic and with people with disabilities should be addressed in future conferences.

These observations clearly show that social inclusion in and through sport as a means of challenging exclusion and social discrimination, in particular for migrants and ethnic minorities, is an area of social intervention that is complex and thus deserving of further observations, analysis, and reflection.

Therefore, the facts and evidence analysed allow us to conclude that the European Conference "Sport and Integration: Challenging social exclusion in and through sport" not only reached its particular aims adequately and effectively, but also proved to be extremely relevant in contributing to the achievement the SPIN Project goals. It also asserted itself as the first European conference on the subject, promoting awareness, analysis and debate, and evidencing the relevance of its continuity in future editions for the deepening, developing and promotion of social inclusion in and through sport within the EU.

#### **4.5. European Multiplier Seminar Involving Young Migrants in Winter Sports**

The "European Seminar Involving Young Migrants in Winter Sports", also entitled Multiplier Seminar, was organised by the anti-discrimination initiative "FairPlay. Different Colours. One Game" of the VIDC-FairPlay, as well as being a part of the SPIN Project. The Seminar took place on the 12th of January 2012 in Innsbruck, Austria. The date and place of the event was chosen to coincide with the first Winter Youth Olympic Games (WYOG), the opening of which was the following day.

The seminar focused on winter sports and was planned as an action in-line with the project's objectives. The aims of the Multiplier Seminar were: i) Raising awareness of the problems of exclusion and ethnic discrimination in European winter sports and fostering equal rights in sports (nationality, ethnic origin, religion, sexual orientation, disability, gender or economic status); ii) The promotion of dialogue between various sport institutions and federations, migrant sport organisations and public authorities in order to make full use of the potential integrative and intercultural power of winter sports for young migrants and ethnic minorities, and; iii) To make mainstream sport institutions (clubs, associations, federations) more accessible and open for the needs of young members of migrant communities.

By reaching these goals it was hoped that young coaches and youth sport managers would gain current knowledge regarding intercultural methods and that they would learn and extend their knowledge about good practices to other countries or sport federations, thus raising awareness of the athletic talents of young immigrants in winter sports and simultaneously the socialization of the fundamental values of sport, highlighting the social responsibility of sport stakeholders.

The programme and the work conducted were found to be completely adequate to the planned goals: the creation of an international network for the dissemination and sharing of knowledge, reflection and exchange of experiences between the different stakeholders. The seminar included representatives of the European Commission (sport unit), Austrian governmental and municipal agencies, representatives of NGOs, sports organisations and researchers for a total of approximately 40 participants from 14 countries, which underscores the effectiveness of the action in reaching its specific goals.

The programme of the Multiplier Seminar was adequate in reaching its particular goals, as it involved an elevated number of representatives of NGOs and sport organisations as speakers and panelists, along with representatives of invited governmental agencies. The programme also included a keynote speech given by one of the authors of the study *Racism, Ethnic Discrimination and Exclusion of Migrants and Minorities in Sport. A Comparative Overview of the Situation in the European Union*, by the FRA-European Fundamental Rights Agency, which presented the principal conclusions, with a specific emphasis on winter sports.

In order to facilitate the exchange of experiences and the debate, the programme included two workshops taking place simultaneously, given that the seminar was a one-day event. To leverage the spread of knowledge and sharing of experiences between the participants, the programme planned a group session after the workshops in which the respective reporters presented the main conclusions of the concluded work.

Through the evaluation questionnaire (cf. Annex 4) <sup>15</sup>, it can be concluded that, on average, participants were very satisfied with the Multiplier Seminar (Q6; cf. item 5.5). On average, they also considered the practical knowledge shared during the workshops to be very good (Q4: mean=3,88; std deviation=0,947), whereby 33% considered it to be excellent, 25% to be very good, 28% good and 4% fair.

Workshop A: "Status quo of initiatives to involve migrants in winter sports", obtained the best rating by the participants: 40% considered it to be excellent and 30% for both very good and good (see figure 2 on the next page). Of the participants of Workshop B: "Encouraging migrants and minorities to patronise winter sport an effective and participatory strategy", 29% considered it excellent, 21% very good, 43% good and 7% fair.

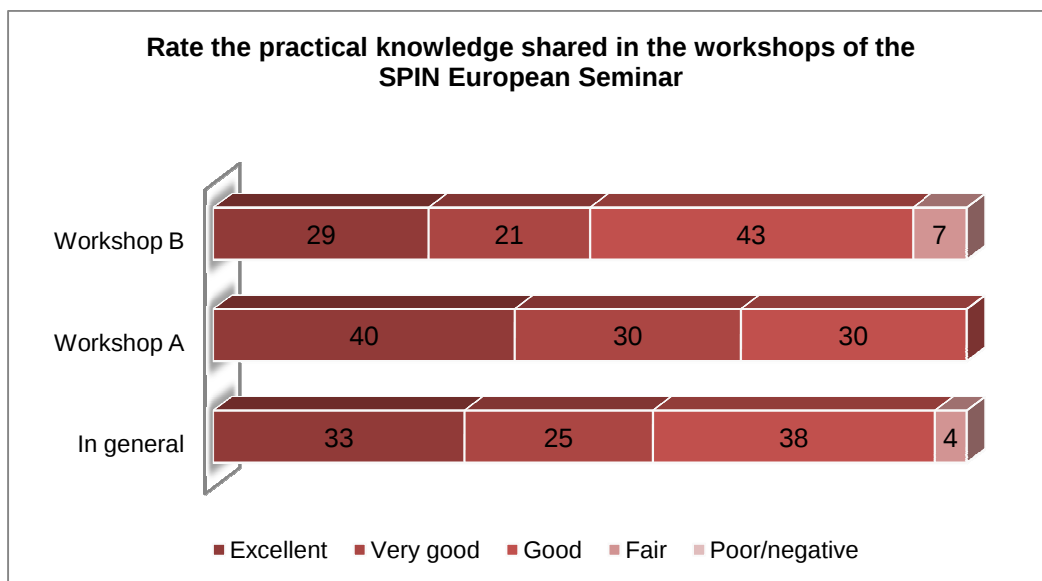
The closing plenary session, undertaking the reflection of a collective strategy for the inclusion of minorities and migrants in winter sports, was adequate to the particular goals of the Multiplier Seminar, namely in regards to future actions with the goal of raising awareness of the problem to the different key stakeholders.

The evaluation by participants who responded to the evaluation questionnaire reinforce the conclusion that the Multiplier Seminar reached its expected objectives, that is, to build a network for the promotion of knowledge, an exchange of experiences, reflection and debate about social inclusion in and through winter sports, as well as the planning of future actions of raising awareness of the different key stakeholders towards its potential as a means of challenging exclusion and social discrimination.

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<sup>15</sup> 24 respondents, 60% of the participants.

**Figure 2**



Source: Evaluation questionnaire for the European Seminar Involving Young Migrants in Winter Sports

The suggestions left by some participants (Q8-9; cf. Annex 4) reinforce the recommendation of having future editions, as well as increasing the length of time given to the work in order to create room for the assimilation and reflection of the large amount of information provided, at the same time permitting more networking among participants.

It was also suggested that, in future editions, the invitation be extended to African, South American, Turkish, and Serbian associations, among others, in order to heighten parent awareness of the need to involve their children in the practice of winter sports. It was also commented that there was a need for a more diverse representation of operators of winter sports such as the tourism board and ski-lift companies, as well as a larger attendance by federations of various winter sports and better coverage of the event by the media.

The recommendations of the SPIN European Seminar participants underscore the fact that the involvement of migrant youth in winter sports is fraught with severe constraints which demand a search for awareness-raising strategies towards its potential as a way of challenging exclusion and social discrimination, thus underscoring the importance of the work and the conclusions of this action.

The analysis of the facts and evidence gathered allows us to conclude that the European Multiplier Seminar reached its particular goals, being both adequate and effective in the creation of a broader network for the sharing of knowledge and experiences with a view to reinforcing social inclusion in and through winter sports in Europe. It is also of note that this action, performed under the SPIN Project, was the first of its kind in Europe to inform, create awareness, analyse and debate the involvement of migrant youth in winter sports, and as such, participants stressed the need to continue the project with future editions.

#### **4.6. Good Practice Guide on Inclusion of Migrants in and through Sport**

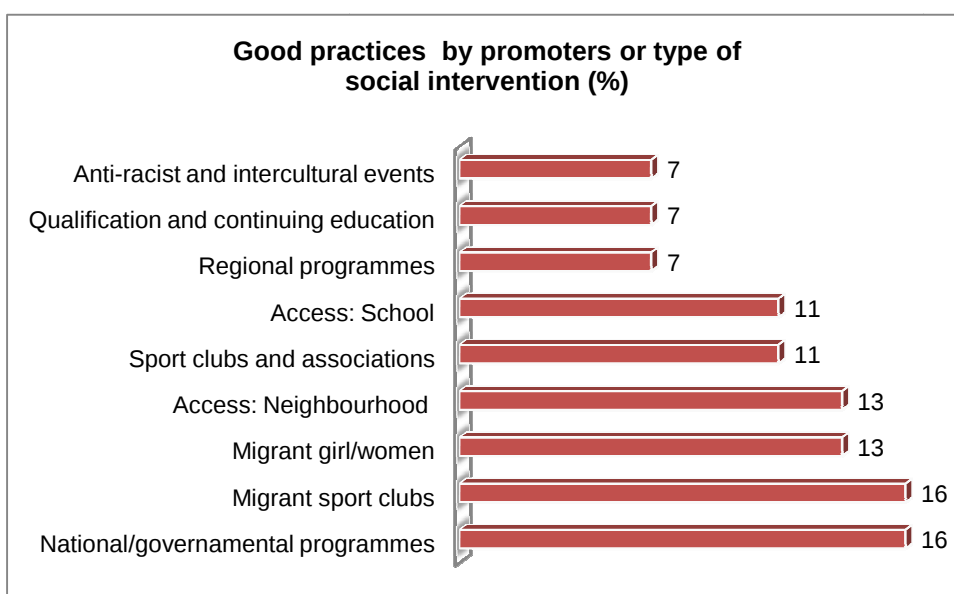
Given the nature of the present evaluation report, it is not our objective to evaluate the quality of the examples of good practice and their respective narratives collected in the Good Practice Guide, but the adequacy and efficacy of this action as it relates to particular goals inserted into the general goals of the SPIN Project.

SPIN partner Camino (Germany) was responsible for the document's final designed, which defined the guidelines and concepts for the information to be gathered in the case studies by the respective SPIN partners, along with examples from the UK, which were carried out by Camino.

The production and publication of a Good Practice Guide for the inclusion of migrants in and through sport is undeniably an added value to the SPIN Project, adequately encompassing the expected aims of the project, which sought to identity and present good practice case studies. Even so, some of the chosen examples are more informative rather than results of a case study, which makes the narrative less homogeneous.

The final document of the Good Practice Guide followed the previously defined guidelines (cf. figure 3), which were directed towards the gathering of examples of good practice according to the agencies that promote the identified positive initiatives– national/governmental and regional programmes, projects promoted by sport clubs and associations, migrant sport clubs and activities in neighbourhoods and schools – and also by the type of social intervention, in particular qualification and continuing education, migrant girls and women and anti-racist and intercultural events, and finally, the accuracy of concepts of social inclusion in and through sport.

**Figure 3**



Source: *Good Practice Guide – Inclusion of Migrants in and through Sport*

The SPIN partner Camino also gathered abstracts on the situation of immigration in each of the countries where the examples of good practices were taken, although they were not included in the final document as they exceeded the predefined space. This information has been saved for future placement on the SPIN homepage.

Of the total number of items, 45 examples of good practices on the inclusion of migrants in and through sport were compiled, as either completed or still underway, in eight countries across Europe, as is demonstrated in the table below:

**Table 3. Good Practices by promoters or type of intervention and the countries where they took place.**

|                                        | AT | DE | F | HL | IE | IT | PT | UK | Total |
|----------------------------------------|----|----|---|----|----|----|----|----|-------|
| National/governmental programmes       | 1  | 1  | 1 |    | 1  | 1  | 1  | 1  | 7     |
| Regional programmes                    |    | 1  |   |    | 1  |    | 1  |    | 3     |
| Sport clubs and associations           |    |    | 1 |    |    | 1  |    | 3  | 5     |
| Qualification and continuing education |    | 2  |   |    |    | 1  |    |    | 3     |
| Migrant sport clubs                    |    | 1  |   | 1  |    | 3  |    | 2  | 7     |
| Migrant girl/women                     | 1  | 3  |   |    |    | 1  |    | 1  | 6     |
| Access: Neighbourhood                  |    |    |   |    |    | 1  | 2  | 3  | 6     |
| Access: School                         |    | 1  |   |    |    | 2  | 1  | 1  | 5     |
| Anti-racist and intercultural events   |    |    |   | 1  |    | 2  |    |    | 3     |
| Total                                  | 3  | 8  | 2 | 2  | 5  | 9  | 5  | 11 | 45    |

Source: *Good Practice Guide – Inclusion of Migrants in and through Sport*

In actual fact, knowing the real impact of this action needs time for a broad dissemination. Even so, of the 45 positive initiatives identified in the Good Practice Guide, it is possible to find structured information in the examples of good practices, which can guide or serve as a reference for future similar actions or projects. As such, it denotes effectiveness when viewed in light of the particular goals of the action and efficiency in the achievement of SPIN Project goals, which are precisely to raise awareness of the potential of sport in social inclusion and intercultural dialogue and in promoting and sharing good practices across Europe about inclusion and the involvement of migrants in and through sport.

## 5. IMPACT AND EFFICIENCY

The impact of the results of the SPIN project can be evaluated according to the efficiency of the national and international actions developed by the partner organisations, with the goal of reaching the general objectives that were defined prior.

Among these objectives are the promotion and sharing of good practices across Europe on the inclusion and involvement of migrants and other third country nationals (including refugees) through and in mainstream sport, and, in this way, contributing towards a raising of awareness of the potential positive role played by sport in terms of social inclusion of migrants and with intercultural dialogue.

It is important to provide evidence in that the completed actions, promoted and shared good practices of social inclusion in and through sport, and if these contributed to a better awareness of the potential role of sport in the challenge of exclusion and discrimination across Europe.

### 5.1. Train the Trainers Workshop on Sport and Social Inclusion

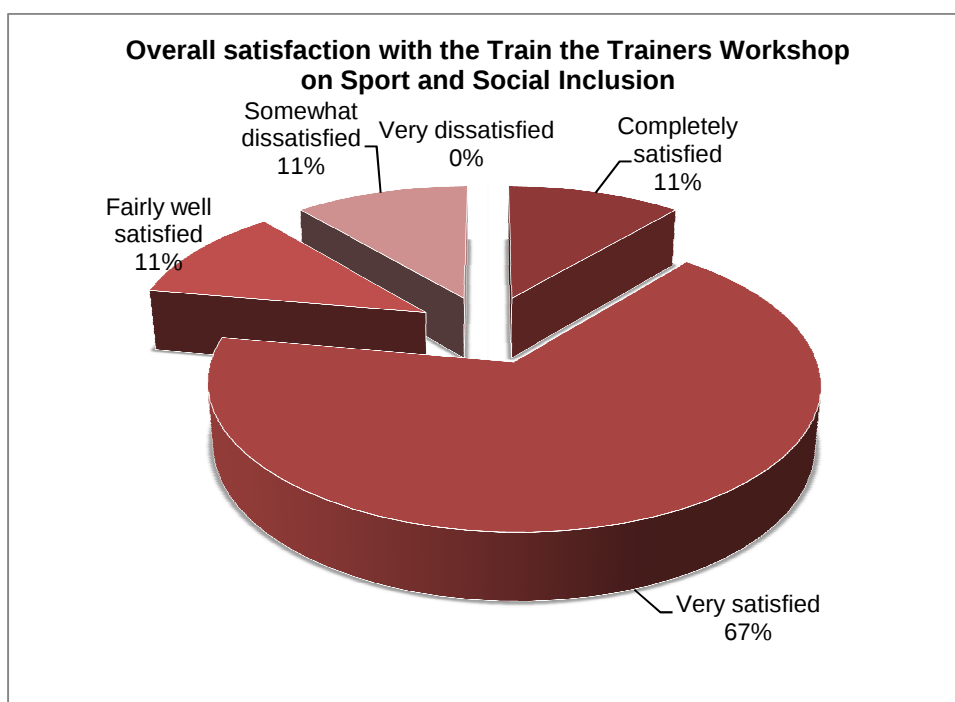
The training action "Train the Trainers Workshop" focused on the SPIN Project's main objectives. The action was also aimed at preparing the two national inclusion workshops already mentioned.

With the objective of evaluating the level of satisfaction with the action, participants were asked to fill-out a questionnaire – either online or on paper – (cf. Annex 1), which gathered the opinions of 50% of the participants. The questionnaire asked about the theoretical content discussed regarding sport and social inclusion, discrimination and the barriers to social inclusion in migrant populations and ethnic minorities, the practical knowledge and the sharing of experiences, the organisation of the workshop, the aspects that were missing, and suggestions for future actions.

The majority of the participants were said to be very satisfied with the action (67%) <sup>16</sup> as shown in figure 4, while the remainder were divided between being completely satisfied, fairly well satisfied and somewhat dissatisfied.

The approach to the topics of discrimination in sport and the barriers to social inclusion in migrant populations and ethnic minorities acquired the highest level of satisfaction, with an average of very good (Q2: mean=3,89; std. deviation=0,601).

**Figure 4**



Source: Evaluation questionnaire for the Train the Trainers Workshop on Sport and Social Inclusion

The level of satisfaction of the participants regarding the theoretical approach on sport and social inclusion and the practical knowledge shared was also considered very good (respectively Q1: mean=3,67; std. deviation=0,707; Q3: mean=3,56; std deviation=1,014).

<sup>16</sup> The average level of overall satisfaction with the workshop given by the participants who responded to the evaluation questionnaire (Q6) is 3,78 (mean), with a standard deviation of 0,833 (cf. table 5 of Annex 1).

The participants revealed a lesser degree of satisfaction regarding the amount of time given to the debate and exchange of experiences for their previous knowledge and teaching resources used, namely, the supporting material, audio-visual support and bibliography, even though on average they were satisfied (respectively Q4: mean=3,33; std. deviation=1,000; Q5: 3,22; std. deviation=0,833).

From the opinions collected, it is clear that the action attained the objectives of the training and the sharing of knowledge together with the target group responsible for the promoting of good practices and inclusion in and through sport.

It is worthy to note the appreciative comments regarding the techniques used, namely the audio-visuals: "DVDs are a very useful tool in schools and should be included in cultural sports"; and the use of the body: "The practical workshops on the body on the first day and on socio-kinetics on the second day were very interesting and offered new approaches and perspectives." (R7 in Annex 1).

However, some suggestions for improving the action were made that require attention. Among these is the need for more theoretical inputs, analysis, discussion, evaluation of intervention techniques, the adequacy of these to the diversity of ages, and the methods of implementation (Q7 in Annex 1).

Even though there was only one comment regarding the lack of information on the inclusion of migrant women, it should be noted, as it reveals a gap to be overcome in future actions:

*I would have welcomed it if we could have talked about how we can include female migrants into sport. If there is a different approach needed to include female migrants. All the examples and also the film were only about men.* (R9; cf. Annex 1)

As we have seen in the previous item, the comments, suggestions and proposals given by the participants reveal the relevancy of the training actions for the trainers, whereby the gaps identified seem to be more a question of a weak theoretical-practical base of reference in this area of social intervention, a fragility that the SPIN Project hopes to address.

## **5.2. Inclusion Workshops for Sport Clubs & Associations**

In order to evaluate the level of satisfaction of this action with the goal of measuring the reach of its efficacy and impact in regards to the SPIN Project objectives, participants were asked to respond to an evaluation questionnaire online or on paper (cf. Annex 2), as was mentioned in item 4.2.

The level of satisfaction was evaluated based on: i) The impact of the workshops as an awareness raising agent on social inclusion in and through sport in general (Q1); The impact that the workshops had in raising the awareness of the participants themselves to the potential of sport as a means for challenging social exclusion in and through sport (Q2); iii) If the time dedicated to the debate and exchange of experiences contributed to their existing knowledge (Q3).

Table below shows the participants' responses to the evaluation questionnaires obtained of the actions concerning the Inclusion Workshops for Clubs & Associations.

**Table 4. Satisfaction with the Impact of the Inclusion Workshop for Sport Clubs & Associations by action and SPIN partner/country (mean)**

|                                                                                                                                                                                              | AT<br>(n=7)              | DE<br>(n=11)                    | HU<br>(n=51)             | IE<br>(n=66)             | PT<br>(n=23)             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------------|--------------------------|--------------------------|--------------------------|
| Q1. How do you rate the impact of the Inclusion Workshop as an awareness-raising agent on social inclusion in and through sport?                                                             | Very satisfied<br>(4,14) | Very satisfied<br>(4,00)        | Very satisfied<br>(4,25) | Very satisfied<br>(4,23) | Very satisfied<br>(4,48) |
| Q2. How do you rate the impact of the Inclusion Workshop for contributing to your awareness of the potentialities of sport as a means for challenging social exclusion in and through sport? | Very satisfied<br>(4,00) | Fairly well satisfied<br>(3,45) | Very satisfied<br>(4,24) | Very satisfied<br>(4,15) | Very satisfied<br>(3,96) |
| Q3. Do you believe the time dedicated to debate and the exchange of experiences has contributed to your existing knowledge?                                                                  | Very satisfied<br>(4,29) | Very satisfied<br>(3,91)        | Very satisfied<br>(4,24) | Very satisfied<br>(3,95) | Very satisfied<br>(3,91) |

Source: Evaluation questionnaire for the Inclusion Workshop for Sport Clubs & Association

Scale: 5=*completely satisfied*; 4=*very satisfied*; 3=*fairly well satisfied*; 2=*somewhat dissatisfied*; 1=*very dissatisfied*

In almost all of the cases, the participants were very satisfied with the results obtained in the three categories, with the exception of Camino (Germany), in which participants were fairly well satisfied with the impact that the workshops had in raising their self-awareness of the potential of sport as a means for challenging social exclusion in and through sport.

In truth, due to a lack of information, it was not possible to correctly evaluate if all 14 actions undertaken in the seven SPIN partner countries were effective or made an impact on the achievement of the expected goals. As far as was observable, the data suggest that the goals had not been entirely reached in the case of Germany, since the number of completed questionnaires had been very small (seven in football and four in other sports). It was also impossible to evaluate the cases of the actions done in Finland and Italy, by the SPIN partners Liikkukaa and UISP, respectively <sup>17</sup>.

However, in the case of the actions in Ireland, Hungary and Portugal, there was strong evidence that revealed their efficacy and broad impact in the pursuit of the objectives of the SPIN Project, not only by the satisfaction of the participants in the actions, but also by their quantity, by the number of organisations represented, and by the media coverage, which contributed to raising the awareness of a larger public to the potential of sport as an agent for social inclusion and for challenging exclusion and discrimination of migrants and ethnic minorities in their respective countries.

### 5.3. Football Refugee Day

The SPIN Project action Football Refugee Day, connected with the celebrations of the World Refugee Day, is part of the objectives of the SPIN Project.

The message regarding Football Refugee Day by the UN High Commissioner for Refugees, António Guterres, which was disseminated on the SPIN website and other websites,

<sup>17</sup> Our evaluation analysis does not include the evaluations of the participants of the actions organised by UISP (Italy) and Liikkukaa (Finland) for lack of information.

underscores the relevance of the action as has previously been noted in item 3, and the impact it has made.

As has been noted in item 4.3, SPIN Project partners organised nine events in seven countries to launch the celebrations of the World Refugee Day with football matches, with a view to raise awareness in the different stakeholders to the potential of sport in inclusion and intercultural dialogue towards refugee and asylum seeking communities. The network of partners mobilised in order to organise the events in each of the seven countries reveals the impact and the efficiency of this action in reaching the objectives expected by the initiative.

The choice of location for the events also reveals the impact and the efficiency of the actions in the pursuit of the expected goals, since it reinforced the participation of a large number of people in the events.

The events took place in sport club facilities, in some cases with actions attracting people in the area towards the events, as in the case of Liberi Nantes in Roma; In open urban spaces, such as the Viennese park Augarten, the Fair Green Sporting and Leisure Park in the middle of Ennis town in Ireland, and the central square in Lisbon, Martim Moniz; Or even in the facilities of the associations or agencies directly related to the refugees, as in the case of the events in Bicske Refugee Camp in Hungary, in the Liikkukaa club in Finland, which was mostly comprised of refugees, or in the ZAST facilities in Halberstadt, Germany, which coordinate incoming asylum seekers.

Also of note is the fact that the majority of the events included social and cultural initiatives around the football matches, creating an inclusive atmosphere for intercultural dialogue among participants of the various refugee communities and local population, and in this way making it clear that there is a potential of using sport in order to challenge exclusion and social stigmas.

Finally, the publicizing of the events both with the dissemination of posters (in paper and digitally) and flyers promoting the events, as well as the media coverage (press and television), are also evidence of the broad impact and efficiency of this action in the fulfilment of SPIN Project's objectives.

#### **5.4. European Networking Conference Sport and Integration**

The European Networking Conference "Sport and Integration: Challenging social exclusion in and through sport" proved to be of enormous relevance in the pursuit of the SPIN Project's objectives, namely, in the action's impact on a wider and diverse audience, given that 107 delegates from 79 organisations from 22 countries met in Vienna, and attended by representatives from the European Commission (sport unit), the Council of Europe, UEFA, FIFPro and ENGSO.

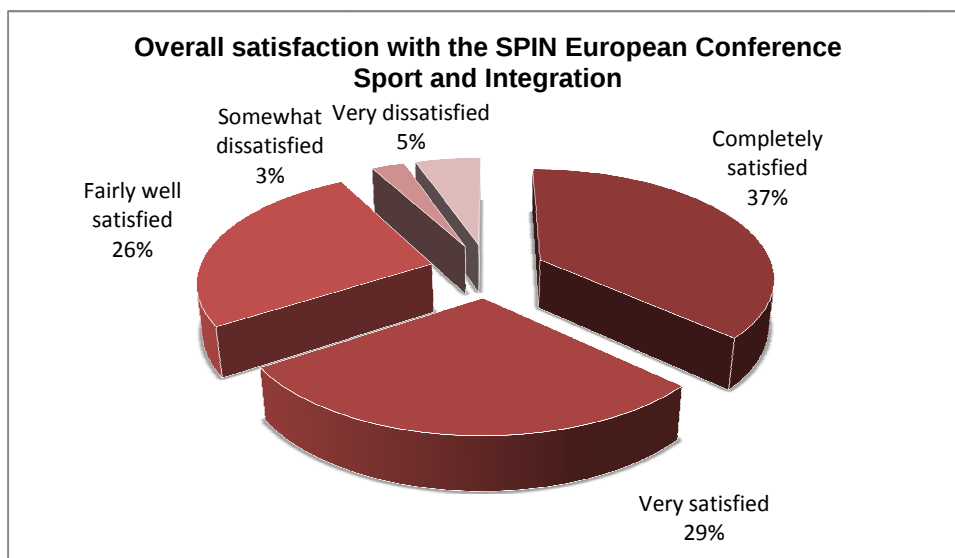
In order to evaluate the level of satisfaction of the participants in this action (NGO activists, football and sport managers, ethnic minorities, players, coaches, fans and researchers) were asked to fill out a paper evaluation questionnaire, with the possibility to complete an online version after the conference (cf. Annex 3). The opinion of 38 participants was collected, representing 36% of the total.

The majority of the participants said they were satisfied with the action (Q8): 37% said that they were completely satisfied and 29% very satisfied <sup>18</sup>, as shown in figure 5. 26% were fairly well satisfied, 5% were very dissatisfied and 3% somewhat dissatisfied.

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<sup>18</sup> The average level of overall satisfaction with the conference given by the participants who responded to the evaluation questionnaire (Q8) is 3,89 (mean), with a standard deviation of 1,110 (cf. table 11 of Annex 3).

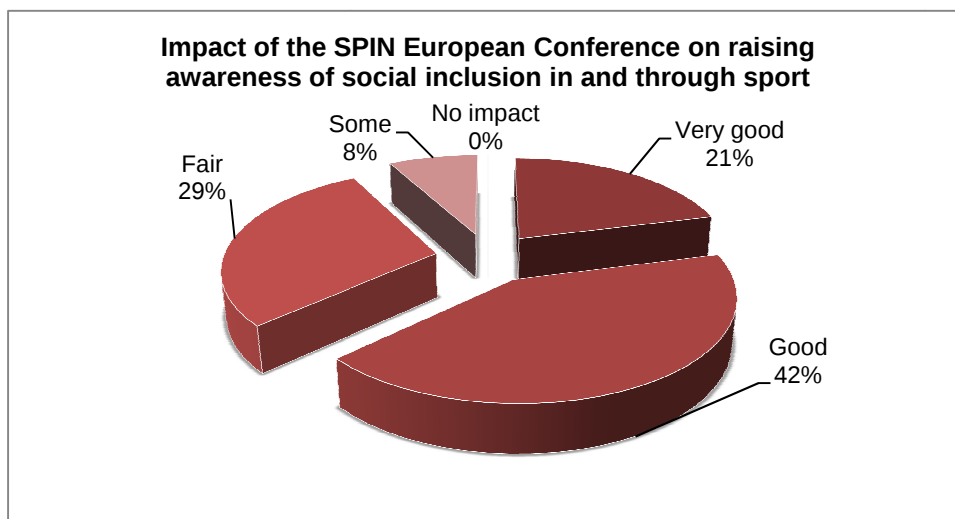
**Figure 5**



Source: Evaluation questionnaire for the European Conference Sport and Integration. Challenging social exclusion in and through sport

On average, participants considered that the SPIN European Conference had a good impact on raising awareness of social inclusion in and through sport (Q1: mean=3,74; std deviation=0,883). 21% affirmed it had a very good impact and 42% a good impact while 29% considered it had only a fair impact and 8% some impact (see figure 6).

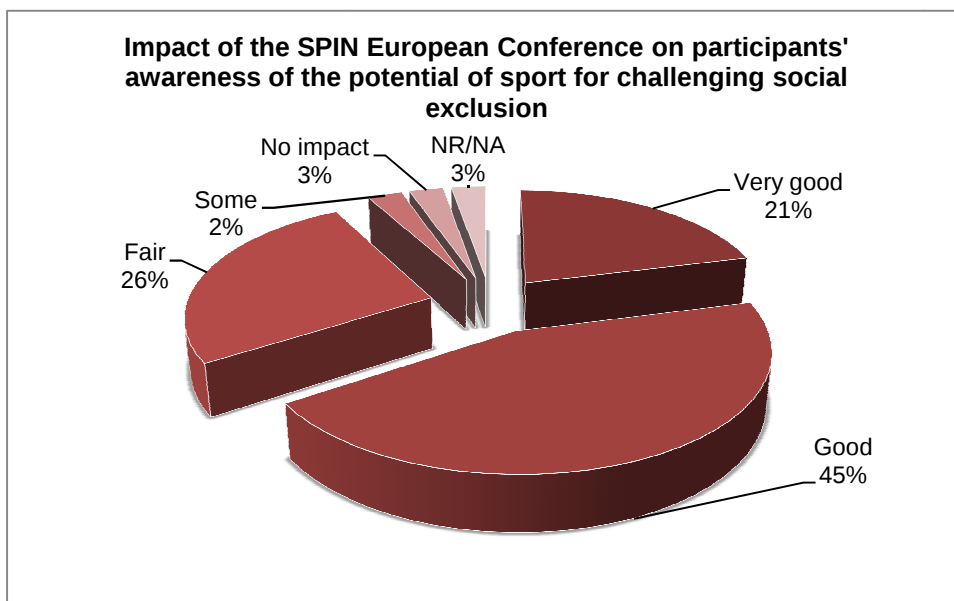
**Figure 6**



Source: Evaluation questionnaire for the European Conference Sport and Integration. Challenging social exclusion in and through sport

When questioned about how they rate the impact of the SPIN European Conference on their self-awareness of the potential of sport for challenging social exclusion, the participants, on average, considered it had a good impact (Q2: mean=3,81; std deviation=0,908). 21% considered it had a very good impact, 45% a good impact, 26% a fair impact and 2% some impact (see figure 7). Only 3% claimed it had no impact.

**Figure 7**



Source: Evaluation questionnaire for the European Conference Sport and Integration. Challenging social exclusion in and through sport

On average, participants were very satisfied with the contribution of the debates and exchange of experiences to their previous knowledge about the subjects discussed (Q7: mean=3,71; std deviation=0,984).

According to the opinion of some participants (cf. Q9 in Annex 3), there should have been more theoretical approaches, which would have given added value to the analysis of the case studies, more data and statistics, documentation with practical applications, and more diversity in the sports under analysis, given the emphasis on football. Once again, the participants that contributed their critique of the action pointed out that they thought the conference was relevant in promoting knowledge, the exchange of experiences and creating awareness of the potential of sport as a tool for social inclusion, demanding continued reflection, research, and monitoring of the reality and the programmes of intervention.

The diversity of the topics discussed at the conference, the personalities and the panellists invited, the number of organisations, countries and participants, and the satisfaction level shown in response to the evaluation questionnaire, allow us to conclude that the European Conference had a broad impact and efficiency, thus contributing clearly to reaching the expected goals by the SPIN Project.

### **5.5. European Multiplier Seminar Involving Young Migrants in Winter Sports**

The European Multiplier Seminar "Involving Young Migrants in Winter Sports" fits entirely in the SPIN Project's objectives, and it should be emphasised that it was the first time that the subject of inclusion of migrant youth or ethnic minorities in and through winter sports has been analysed and debated in a European scope event.

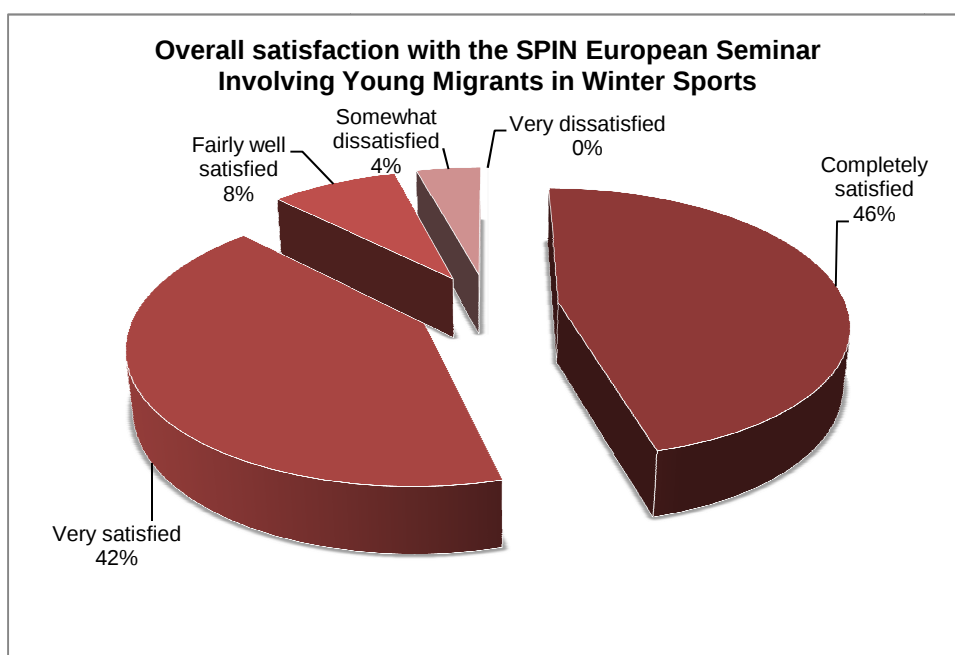
In order to increase the impact of the action, the choice of day and location was selected to coincide with the first Winter Youth Olympic Games (WYOG), the opening of which took place the day following the event, January 12, 2012 in Innsbruck. It was hoped that this would give visibility to the action at a large winter sporting event (ice hockey, skiing (Alpine

and Nordic), ski jumping, snowboarding, biathlon, bobsleigh, curling, luge, figure skating etc.), bringing together more than 1000 young athletes (ages 14 to 18 years) and hundreds of youth coaches and sport managers to Innsbruck.

In order to evaluate the level of satisfaction, participants of the European Seminar (youth coaches and social workers, sport managers, researchers and other multipliers and stakeholders), were asked to complete a paper evaluation questionnaire, with the possibility of filling out an online questionnaire after the event (cf. Annex 4). Of these, 24 participants gave their opinion, representing 60% of the total.

The majority of the participants showed their satisfaction with the action (Q6)<sup>19</sup> : 46% were completely satisfied and 42% very satisfied (see figure 8). 8% were fairly well satisfied and 4% somewhat dissatisfied.

**Figure 8**

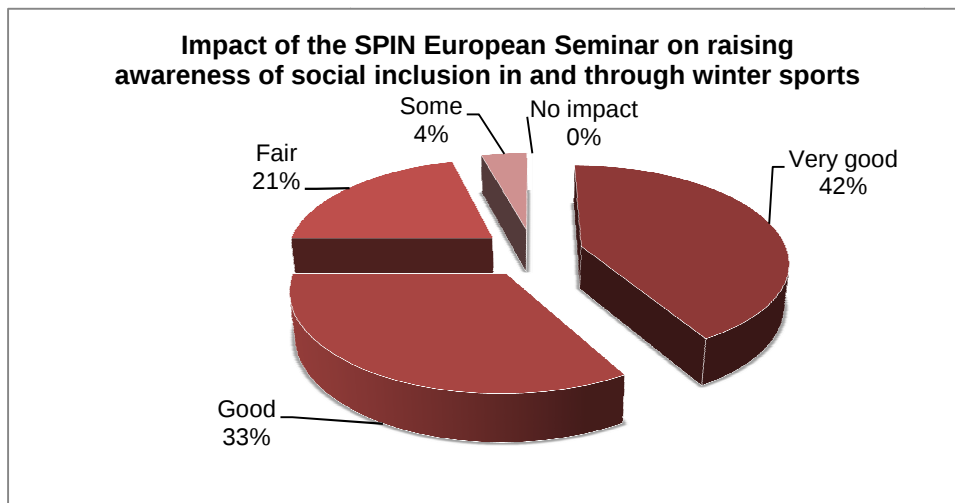


Source: Evaluation questionnaire for the European Seminar Involving Young Migrants in Winter Sports

On average, the participants considered that the European Seminar had a good impact on raising awareness of social inclusion in and through winter sports (Q1: mean=4,13; std deviation=0,900). 42% claimed it had a very good impact and 33% a good impact, while 21% considered it had a fair impact and 4% some impact (see figure 9).

<sup>19</sup> The average level of overall satisfaction with the seminar given by the participants who responded to the evaluation questionnaire (Q6) is 4,29 (mean), with a standard deviation of 0,806 (cf. table 12 do Annex 4).

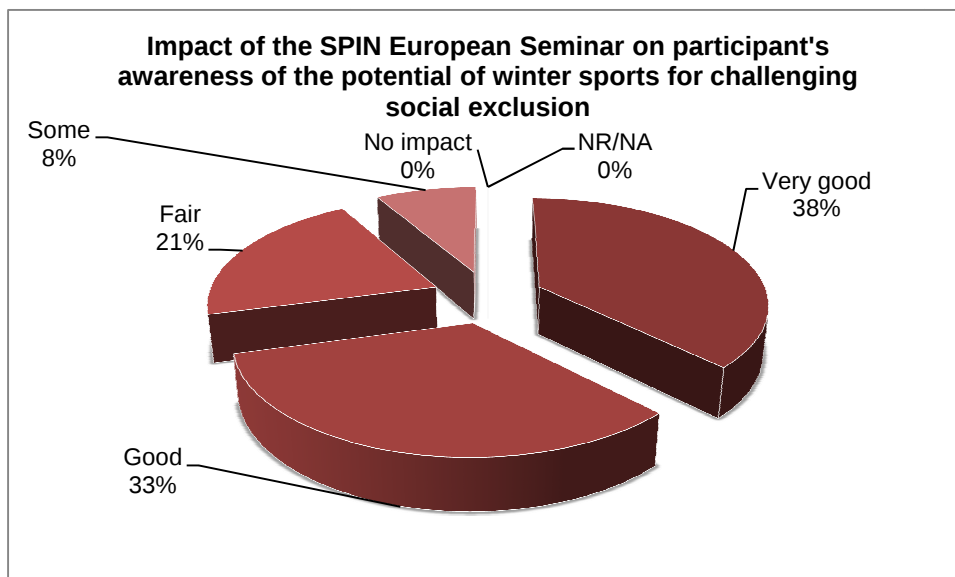
**Figure 9**



Source: Evaluation questionnaire for the European Seminar Involving Young Migrants in Winter Sports

When questioned about how they rate the impact of the contribution of the SPIN European Seminar towards raising self-awareness of the potentialities of winter sports in challenging social exclusion, on average the participants considered it had a good impact (Q2: mean=4,00; std deviation=0,978). 38% considered it had a very good impact, 33% a good impact, 21% a fair impact and 8% some impact (see figure 10).

**Figure 10**



Source: Evaluation questionnaire for the European Seminar Involving Young Migrants in Winter Sports

On average, participants were very satisfied with the contribution the debates and exchange of experiences made to their existing knowledge (Q5: mean=3,71; std deviation=0,955).

Some participants (cf. Q7), commented that several winter sports had not been represented in the seminar, although these observations had referred to the case of the Austrian federations, namely the Ski Federation. Of all the comments given by the participants who

completed the evaluation questionnaire, the suggestion to introduce a topic related to increasing awareness of the migrant or ethnic minority parents towards winter sports seemed to be an important contribution for future editions, deserving thus of the following reference:

*Children and the youth can't be empowered without their parents' involvement. Let's bring the topic of parenting! (R20; cf. Annex 4)*

In fact, the seminar was the first European-wide platform for the deepening of knowledge, reflection and debate about the inclusion of young migrants in and through winter sports, precisely a sports practice field where one encounters an under-representation or absence of the participation of young migrants or ethnic minorities. Frequently, the issues under analysis and their implementation in strategies of future interventions, which aim to counteract the existing stereotypes in winter sports, constituted the main focus of the comments given by the participants who responded to the evaluation questionnaire. These facts alone denote the impact and efficiency of the European Seminar in reaching the goals of the SPIN Project, which specifically seeks to increase awareness of the potentialities of winter sports as a tool in challenging exclusion.

The diversity of the issues addressed in the European Seminar programme, the number of organisations and countries represented, the diversity of the participants, and the degree of satisfaction shown in response to the evaluation questionnaire give clear evidence that the European Seminar had a broad impact and was efficient in reaching the goals defined by the SPIN Project.

## **5.6. Dissemination of information**

For broad dissemination of the actions of the SPIN Project, the VIDC-FairPlay as lead partner created a website <http://www.sportinclusion.net/><sup>20</sup>, linked to the sites of the other partners.

The website has pages for each SPIN action: Sport & Integration Conference, Good Practice Guide, Inclusion Workshops, Football Refugee Day and Seminar on Winter Sports, which were updated as the actions were underway. Some documents give information on the actions and the final reports are still posted.

Given that the internet is a great means for the broad dissemination of information, it is of note that the sportinclusion.net increased the impact and the efficiency of the SPIN Project on raising awareness, promoting and sharing good practices across Europe, and in this way contributed towards reaching the expected goals.

## **5. FINAL REMARKS**

The actions previously established and completed during the 14 month period of the project Sport Inclusion Network (SPIN) – Involving Migrants in Mainstream Sport Institutions (March 2011 – April 2012), involved enormous organisational skill and the mobilisation of resources, counting on a large stakeholder participation across Europe.

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<sup>20</sup> Sportinclusion.net is created as a sub-site of the webpage of the initiative "Football for Equality – Challenging racist and homophobic stereotypes in and through football", a European project co-funded by the Fundamental Rights and Citizenship programme of the European Commission and carried out by various partner organisations of the FARE-Football Against Racism in Europe Network and led by VIDC-FairPlay in Vienna.

The project's plan was fulfilled, having undertaken 28 actions (one on the worldwide web, four international and 23 national in scope) in the seven SPIN Project partners' countries.

The European Conference in Vienna brought together representatives of 79 organisations from 22 countries, with a total of 107 participants (NGO activists, football and sport managers, ethnic minorities, players, coaches, fans, researchers), and representatives from UEFA, FIFPro, ENGSO, European Commission (sport unit) and the Council of Europe. 40 participants attended the European Seminar in Innsbruck (NGOs, sports organisations, associations, youth trainers and workers, groups of migrant self-organisation and researchers) from 14 countries, and representatives of European Commission (sport unit) and Austrian governmental and municipal bodies. The Good Practice Guide gathered 45 initiatives of good practice in social inclusion of migrants and ethnic minorities in 8 European countries.

As a result of the methodology defined for the analysis of the present evaluation report, it can be concluded that the actions performed were of enormous relevance in reaching the project's goals and the expected results, as well as revealing the adequacy and efficacy of each to achieve its particular goals.

In achieving the particular objectives outlined by the SPIN Project, all of the actions were focused on the promotion of good practices of social inclusion in and through sport, as well as in raising awareness of the potential of sport as a tool for social intervention, aimed at the strengthening of social inclusion of migrants through an increase in their involvement and active participation in mainstream sports.

The partnerships celebrated by the SPIN Project partners in their respective countries and representatives of national sport organisations (clubs, associations and federations) and governmental agencies in its actions, contributed to raising stakeholders' awareness of the potential of sport as a tool of social inclusion, thus becoming more open towards migrant communities.

The attendance of representatives of the national and European sport organisations, of ethnic minority associations or related NGOs, as well as the sport unit of the European Commission in international events, and governmental or municipal bodies on the national level, as well as the conclusions and recommendations produced in the actions undertaken, have without a doubt contributed to promoting dialogue between long-standing sport institutions, migrant sport organisations and national/local authorities, making full use of the integrating potential and intercultural power of sports.

The need to raise awareness of the equal rights of sport independent of nationality, ethnic origin, religion, sexual orientation, disability, gender or economic condition was in evidence in all the actions, especially since the target groups of the SPIN Project – young immigrant athletes and players, migrant communities from third countries, female migrants, refugees and asylum seekers – are all underrepresented in sport and in roles as trainers and sport managers. In this sense, all the actions contributed to raising awareness of the problems of ethnic discrimination and racism in European sport and in fostering equal rights in sports.

In conclusion and according to the information collected, it can be affirmed that the expected results of the SPIN Project were reached, specifically:

- i) An increase in networking and sharing of best practices among European and national sport stakeholders;
- ii) Greater awareness and knowledge about appropriate methods among sport managers on how to challenge the social exclusion of migrants;

iii) Learning from football and transferring knowledge to other sport disciplines on mainstreaming intercultural actions.

iv) Empowering and enabling migrant football teams and initiatives by including refugees and asylum seekers.

The evidence analysed in this report also allows us to conclude that the Sport Inclusion Network Project fulfilled its main previously established objectives, revealing efficiency and having an broad impact or a very good (such as the opinions given by the participants who responded to the actions' evaluation questionnaires) on the promotion and sharing of good practices across Europe on the inclusion and involvement of migrants and other third country nationals (including refugees) in and through mainstream sport, and to raise awareness of the positive potential role of sport in terms of social inclusion of migrants and in promoting intercultural dialogue.

## **ANNEXES**

**TRAIN THE TRAINERS ON SPORT AND SOCIAL INCLUSION**

**2011 May 26<sup>th</sup> – May 29<sup>th</sup>**

Ca' Vecchia/Sasso Marconi – Bologna

**EVALUATION QUESTIONNAIRE FORM**



Involving migrants in mainstream  
sport institutions  
[www.sportinclusion.net](http://www.sportinclusion.net)

- 1) How do you rate the theoretical knowledge provided in the approach to the topic of Sport and Social Inclusion?

Scale 1-5: 1=poor/negative, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 2) How do you rate the approach to the topics of discrimination in sport and barriers to social inclusion in migrant populations and ethnic minorities?

Scale 1-5: 1=poor/negative, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 3) How do you rate the practical knowledge that was shared (experiences/examples)?

Scale 1-5: 1=poor/negative, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 4) Do you believe the time dedicated to debate and the exchange of experiences has contributed to your existing knowledge?

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

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 5) How satisfied were you with the teaching resources that were used (extra materials, audio-visual support, bibliography, etc)?

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

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 6) Overall, how satisfied were you with the Training to Trainers Workshop on Sport and Social Inclusion?

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

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 7) In your opinion, do you think there were any aspects or approaches missing from the Train the trainers on sport and social inclusion workshop?

|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2 | - more theoretical inputs<br>- more analysis/discussion/development of political and structural action/change                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 3 | More offerings for stakeholders (football associations, several institutions) dealing with "older" people                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 4 | I found these theoretical and practical workshops very useful, I've already put some of them in practice in my job.                                                                                                                                                                                                                                                                                                                                                                                                             |
| 6 | DVDs are a very useful tool in schools to get included in cultural sports.                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 7 | The practical workshops on the body on the first day and on socio kinetics on the second day were very interesting and offered new approaches and perspectives. The question remains if these methods can be of help/use when we address our initial target groups: key staff of football and sport associations. It seems that the methods and approaches offered work better with children and maybe youth coaches but maybe are less suitable for while, male, senior sport administrators. Anyway, that needs to be tested. |
| 8 | In the end of the Training we didn't talk about how we would implement what we learned in our workshops in our countries. I wished there would have been an exchange about our different ideas about implementing.                                                                                                                                                                                                                                                                                                              |
| 9 | I would have liked if we could have talked about how we can include female migrants into sport. If there is a different approach needed to include female migrants. All the examples and also the film were only about men.                                                                                                                                                                                                                                                                                                     |

- 8) Please share your proposals/suggestions for future training seminars:

|   |                                                                                                                                                                                                                                                                                                                                                                          |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Greater focus on practical examples of activities to be used to raise the issue of inclusion and discrimination with various stakeholders (e.g. government, national sports associations, sports clubs, sports practitioners etc...)<br>Greater distinction between how to work with various stakeholders.                                                               |
| 4 | Because of some difficulties of understanding deep psychological and philosophical ideas, explanations were not given in the mother tongue of the speakers and listeners thus these should be accessible in written form.                                                                                                                                                |
| 5 | Ideas for delivering topics- sharing of training methods, ideas, resources and materials, e.g. The Iceberg approach to culture.                                                                                                                                                                                                                                          |
| 7 | Would have been good to leave the workshop with some sort of guideline or practical manual for facilitators so that each partner could adapt these guidelines in their national contexts.<br>Since one of the workshops was held in Italian and also the Power Point slides were in Italian, it would have been good to have had some sort of pre-information available. |
| 8 | More time for discussion and exchange, because during the informal conversation, I recognized there were different experiences and ideas about migrants in sport or diversity theories.                                                                                                                                                                                  |
| 9 | Include female migrants into the discussion about migrants in sports. Female migrants should also be visible in every visual example.<br>It might be helpful when all facilitators are translated into English so the whole content of the theoretical parts can be grasped.                                                                                             |

9) Please make use of the space below to write any other comment or recommendation:

|   |                                                                                                                                                                                                                                                                                     |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2 | The practical training on the second day was much better and I think that it is possible and very good to use this part for the WS with coaches.<br>Overall, I don't think that the practical parts are useful for the work with people in higher positions (structural dimension). |
| 3 | Good location. Group has been able to focus completely on the topic.<br>Program included a good way to create a group dynamic which helps working together during the whole project - Very important!<br>Offerings of the training are very practical for youth groups, kids etc.!  |
| 4 | I would find it more successful to write the conclusion together right after the training.                                                                                                                                                                                          |
| 5 | Some of the concepts were difficult to understand. I am still not 100% sure about the session entitled "Invasion of the body." I know that other people were also unsure as I was asked to explain it afterwards.                                                                   |
| 7 | In terms of group dynamics and interactivity, the workshop in Sasso Marconi was one of the best I have been to. Good to have met in a quite place outside Bologna.                                                                                                                  |
| 9 | The accommodation was fabulous. And thank you to Layla for the organization, the translation and the care given.                                                                                                                                                                    |

**Thanks!**

**Table 5: Evaluation Questionnaire Output for the Train the Trainers on Sport and Social Inclusion**

|                |         | Statistics |      |       |       |      |      |
|----------------|---------|------------|------|-------|-------|------|------|
|                |         | Q1         | Q2   | Q3    | Q4    | Q5   | A6   |
| N              | Valid   | 9          | 9    | 9     | 9     | 9    | 9    |
|                | Missing | 0          | 0    | 0     | 0     | 0    | 0    |
| Mean           |         | 3,67       | 3,89 | 3,56  | 3,33  | 3,22 | 3,78 |
| Std. Deviation |         | ,707       | ,601 | 1,014 | 1,000 | ,833 | ,833 |

## INCLUSION WORKSHOPS FOR SPORT CLUBS &amp; ASSOCIATIONS

## EVALUATION QUESTIONNAIRE FORM



Involving migrants in mainstream  
sport institutions  
www.sportinclusion.net

- 1) How do you rate the impact of the Inclusion Workshop as an awareness raising agent on social inclusion in and through 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 Inclusion Workshop for contributing to your awareness of the potentialities of sport as a means for challenging social exclusion in and through sport?  
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 3) Do you believe the time dedicated to debate and the exchange of experiences has contributed to your existing knowledge?  
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 4) Overall, how satisfied have you been with the Inclusion Workshop for Sport Clubs & Associations?  
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 5) In your opinion were there aspects missing from the workshop?

- 6) Any other comment or recommendation?

**Many thanks!**

**Table 6: Evaluation Questionnaire Output for Inclusion Workshops–VIDC-FairPlay (Austria)**

| Statistics     |         | Q1    | Q2    | Q3   | Q4   |
|----------------|---------|-------|-------|------|------|
| N              | Valid   | 7     | 7     | 7    | 7    |
|                | Missing | 0     | 0     | 0    | 0    |
| Mean           |         | 4,14  | 4,00  | 4,29 | 4,29 |
| Std. Deviation |         | 1,069 | 1,000 | ,488 | ,756 |

**Table 7: Evaluation Questionnaire Output for Inclusion Workshops–Camino (Germany)**

| Statistics     |         | Q1   | Q2   | Q3   | Q4   |
|----------------|---------|------|------|------|------|
| N              | Valid   | 11   | 11   | 11   | 11   |
|                | Missing | 0    | 0    | 0    | 0    |
| Mean           |         | 4,00 | 3,45 | 3,91 | 4,18 |
| Std. Deviation |         | ,775 | ,934 | ,944 | ,405 |

**Table 8: Evaluation Questionnaire Output for Inclusion Workshops–MGHRO (Hungary)**

| Statistics     |         | Q1   | Q2   | Q3   | Q4   |
|----------------|---------|------|------|------|------|
| N              | Valid   | 51   | 51   | 51   | 51   |
|                | Missing | 0    | 0    | 0    | 0    |
| Mean           |         | 4,25 | 4,24 | 4,24 | 4,41 |
| Std. Deviation |         | ,688 | ,681 | ,619 | ,638 |

**Table 9: Evaluation Questionnaire Output for Inclusion Workshops–FAI (Ireland)**

| Statistics     |         | Q1   | Q2   | Q3   | Q4   |
|----------------|---------|------|------|------|------|
| N              | Valid   | 66   | 66   | 65   | 66   |
|                | Missing | 0    | 0    | 1    | 0    |
| Mean           |         | 4,23 | 4,15 | 3,95 | 4,18 |
| Std. Deviation |         | ,697 | ,638 | ,891 | ,763 |

**Table 10: Evaluation Questionnaire Output for Inclusion Workshops–SJPF (Portugal)**

| Statistics     |         | P1   | P2    | P3   | P4   |
|----------------|---------|------|-------|------|------|
| N              | Valid   | 23   | 23    | 23   | 23   |
|                | Missing | 0    | 0     | 0    | 0    |
| Mean           |         | 4,48 | 3,96  | 3,91 | 4,22 |
| Std. Deviation |         | ,947 | 1,107 | ,900 | ,902 |

## European Conference

## Sport and Integration: Challenging social exclusion in and through sport

Vienna, 19-20 September 2011

## EVALUATION QUESTIONNAIRE FORM



Involving migrants in mainstream  
sport institutions  
www.sportinclusion.net

- 1) How do you rate the impact of the SPIN European Conference as an awareness raising event on social inclusion in and through 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 SPIN European Conference for contributing to your awareness of the potentialities of sport as a means for challenging social exclusion in and through sport?  
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 3) Which workshop did you participate in at Session I?

1 ☐ Workshop A

2 ☐ Workshop B

3 ☐ Workshop C

- 4) How do you rate the practical knowledge that was shared (experiences/examples) in the Session I workshop referred to in question 3?  
scale 1-5: 1=poor/negative, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 5) Which workshop did you participate in at Session II?

1 ☐ Workshop A

2 ☐ Workshop B

3 ☐ Workshop C

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

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 7) Do you believe the time dedicated to debate and the exchange of experiences has contributed to your existing knowledge?  
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 8) Overall, how satisfied were you with the SPIN European Conference *Sport and Integration: Challenging social exclusion in and through sport*?  
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 9) In your opinion, if there were any aspects or approaches on sport and integration missing during the European conference programme, please make use the space below to describe them:

|    |                                                                                                                                                                                                      |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6  | How to move forward with initiatives or encouraging increased participation.                                                                                                                         |
| 7  | Data and statistics.                                                                                                                                                                                 |
| 12 | Obviously there were missing elements, but who can cover such a huge field in 1.5 days? Suggestion: the Network should make this conference an annual event.                                         |
| 14 | The title sport and integration is a bit too overall. The focus was clear on football, so the use of the title sport and integration without using "football" in the title.                          |
| 15 | Expanse of conception on 'social inclusion'. Is it just 'preventing exclusion'? I missed the search for the added value of sports. Where does sport make the difference?                             |
| 16 | There should be a Platform set up to monitor matches both amateur & Professional levels to bring to book all the perpetrators of Racism and discrimination.                                          |
| 18 | More emphasis in other sports as well.                                                                                                                                                               |
| 19 | Good practical examples regarding woman and integration and sport!                                                                                                                                   |
| 22 | These occasions should be used for more real discussions and critical thinking. They should lead to some more tangible recommendations or initiatives, something more concrete to take home with us. |
| 23 | The conference has focused on some applications on practical cases. Some theoretical approaches can contribute additional values.                                                                    |
| 24 | Not enough involvement, not enough women or inc people.                                                                                                                                              |
| 35 | Considering more kinds of sport for the future. Considering the present restrictions made by laws in different countries.                                                                            |
| 36 | More interaction with the government.                                                                                                                                                                |

- 10) Please share your proposals/suggestions for future conferences or events on sport and social inclusion and challenging social exclusion in and through sport:

|    |                                                                                                                                                                                                                                                                                                       |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3  | The conference focused too much on football.                                                                                                                                                                                                                                                          |
| 6  | Have the big players e.g.: UEFA, FARE etc stay for the end of the conference so they can hear the recommendations.                                                                                                                                                                                    |
| 7  | Concept is very fine.                                                                                                                                                                                                                                                                                 |
| 15 | A lot of Football, which is quite commercialized and marginalizes other sports. Sometimes seems like they don't count. Makes it sound so easy, though other sports don't share these budgets.                                                                                                         |
| 15 | Future Conferences should have participation of Kids in its workshop to capture an early-age awareness as well as build a formidable foundation against Racism and Discrimination                                                                                                                     |
| 17 | Less project organization, prevention. More land swale, workshops or better working groups.                                                                                                                                                                                                           |
| 18 | Longer confluence, 1.5 days aren't enough for the workshop.                                                                                                                                                                                                                                           |
| 19 | Contact EWS (European Woman Sport Organization), invite good practical examples of other sports, as well as project regarding woman, integration and sport. Invite more sport organizations, also clubs that are not yet working on projects regarding disadvantages groups. Get more women on board. |
| 23 | It can be added presentations from speakers who are professional in the topic of diversity and integration.                                                                                                                                                                                           |
| 24 | More forums bringing fans and player, together to discuss discriminations                                                                                                                                                                                                                             |
| 25 | In some countries nationalism is a big problem, maybe add this component on and international scale.                                                                                                                                                                                                  |

|    |                                                                                                                                         |
|----|-----------------------------------------------------------------------------------------------------------------------------------------|
| 32 | Better time keeping.                                                                                                                    |
| 35 | Which kind of sports can use minorities? What are the big restrictions made by laws, what can we do?                                    |
| 37 | Too much input from panel exp., first sessions Monday, workshop session in the morning would have been better. Too few women on panels. |

11) Please make use of the space below to write any other comment or recommendation:

|    |                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4  | Interesting guests, presentations - very good for sharing experience                                                                                                                                                                                                                                                                                                                                                          |
| 6  | Great work and hope to attend the next set of sessions                                                                                                                                                                                                                                                                                                                                                                        |
| 8  | Perfectly organized.                                                                                                                                                                                                                                                                                                                                                                                                          |
| 12 | I appreciate that there was no registration fee. There are many factors that influence the future of this work, and no wonder, making it available for everyone makes a big difference. We already support this movement with our volunteer work and direct/indirect financial contribution. More and more organization, especially GO have complete stop on extra expenses, including professional trips. Every Euro counts. |
| 16 | Awareness through campaigns in schools and training camps.                                                                                                                                                                                                                                                                                                                                                                    |
| 17 | -There was not enough time and space to develop and discuss/share ideas.<br>-It feels that a lot of people/organization prevented themselves but that we didn't go to the roots in order to develop news project ideas to work together on.<br>-Very nice location.                                                                                                                                                           |
| 18 | Give lesson's suggestions. Conference organization should be followed.                                                                                                                                                                                                                                                                                                                                                        |
| 19 | Interesting conference, good news input, good job!                                                                                                                                                                                                                                                                                                                                                                            |
| 21 | Conference was very interesting and organized very well. Thank you!                                                                                                                                                                                                                                                                                                                                                           |
| 22 | I would welcome more time for workgroups, which should also be smaller and more to the topic. As Clive Lesson said, more power to the workgroups.                                                                                                                                                                                                                                                                             |
| 24 | Would be good to discuss sexism and homophobia.                                                                                                                                                                                                                                                                                                                                                                               |
| 25 | Well done, excellent finish!                                                                                                                                                                                                                                                                                                                                                                                                  |
| 29 | Good recommendation from Clive: do organize the next meeting the other way around.                                                                                                                                                                                                                                                                                                                                            |
| 31 | Very well organized conference. Thank you. Exciting contributions and interesting speakers.                                                                                                                                                                                                                                                                                                                                   |
| 37 | Great speech by William Gaillard. Great food for lunch/dinner.                                                                                                                                                                                                                                                                                                                                                                |

**Many thanks for your collaboration!**

**Table 11: Evaluation Questionnaire Output for the European Conference Sport and Integration: Challenging social exclusion in and through sport**

|                |         | Statistics |      |      |      |      |       |
|----------------|---------|------------|------|------|------|------|-------|
|                |         | Q1         | Q2   | Q4   | Q6   | Q7   | Q8    |
| N              | Valid   | 38         | 37   | 35   | 36   | 38   | 38    |
|                | Missing | 0          | 1    | 3    | 2    | 0    | 0     |
| Mean           |         | 3,76       | 3,81 | 3,71 | 3,44 | 3,71 | 3,89  |
| Median         |         | 4,00       | 4,00 | 4,00 | 3,00 | 4,00 | 4,00  |
| Mode           |         | 4          | 4    | 4    | 3    | 4    | 5     |
| Std. Deviation |         | ,883       | ,908 | ,860 | ,939 | ,984 | 1,110 |
| Variance       |         | ,780       | ,824 | ,739 | ,883 | ,968 | 1,232 |

European Seminar  
Involving Young Migrants in Winter Sports  
Innsbruck, 12th of January 2012



### EVALUATION QUESTIONNAIRE FORM

- 1) How do you rate the impact of the SPIN European Seminar as an awareness raising event on social inclusion in and through winter sports ?  
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 2) How do you rate the impact of the SPIN European Seminar for contributing to your awareness of the potentialities of winter sports as a means for challenging social exclusion in and through sport?  
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 3) Which workshop did you participate?

1 ☐ Workshop Group A

2 ☐ Workshop Group B

- 4) How do you rate the practical knowledge that was shared (experiences/examples) in the workshop referred to in question 3?  
scale 1-5: 1=poor/negative, 5=excellent

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 5) Do you believe the time dedicated to debate and the exchange of experiences has contributed to your existing knowledge?  
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 6) Overall, how satisfied were you with the SPIN European Seminar *Involving Young Migrants in Winter Sports*?  
scale 1-5: 1=not at all, 5=very much

1 ☐ – 2 ☐ – 3 ☐ – 4 ☐ – 5 ☐

- 7) In your opinion, if there were any aspects or approaches on involving young migrants in winter sports missing during the European Seminar programme, please make use the space below to describe them:

|    |                                                                                                                                                                                                                                                                                                                                                                                          |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3  | More practical ideas for solutions.                                                                                                                                                                                                                                                                                                                                                      |
| 5  | Recreational opportunities to participate in adapted Winter Sports in urban areas.                                                                                                                                                                                                                                                                                                       |
| 6  | Me as a migrant I would be delighted to see young migrants participate, missing out on winter sports makes me feel very badly in the heart.                                                                                                                                                                                                                                              |
| 9  | Participation of Austrian ski federations.                                                                                                                                                                                                                                                                                                                                               |
| 10 | It has been a pity that no one from the official Austrian ski-association has been here and even no one from the YOG! Represents this the status quo?                                                                                                                                                                                                                                    |
| 12 | Unfortunately the invited politicians and officials weren't present.                                                                                                                                                                                                                                                                                                                     |
| 14 | I would have liked to have heard about programs on how it is done in praxis to mix migrants with non-migrant projects. Exclusion seemed to be enforced by support of migrant only projects. Missing brand representations, more media representations. Those two sectors shape, in my opinion, "the image" and it would be great to have a platform to exchange from those perspectives. |
| 15 | It's a pity that in the "centre of winter sport" with the huge federation only one relevant federation/organization took part. No Austrian ski federation...But that's the federation's mistake, not the mistake of the organizers.                                                                                                                                                      |
| 20 | Children and the youth can't be empowered without their parents' involvement. Let's bring the topic of parenting!                                                                                                                                                                                                                                                                        |
| 23 | Migrants need to be involved in every function on EVERY level, all migrant sports initiatives should be supported.                                                                                                                                                                                                                                                                       |
| 24 | Too much reporting of the situations. Too little exchange of ideas and ways to change.                                                                                                                                                                                                                                                                                                   |

- 8) Please share your proposals/suggestions for future seminars or events on sport and social inclusion and challenging social exclusion in and through winter sports:

|    |                                                                                                                                                                                                                                                                                   |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1  | Participation of governing bodies in winter sports.                                                                                                                                                                                                                               |
| 3  | Coubertin - Olympic games idea was summer! Do winter sports apply to everyone?                                                                                                                                                                                                    |
| 6  | Motivates more associations and organizations in Africa and Latin America for leaders to motivate parents to engage their children in winter sports.                                                                                                                              |
| 8  | This is first event in this field, We are expecting continuity and next level of this kind of conference with same participants.                                                                                                                                                  |
| 10 | More time or a little less input.                                                                                                                                                                                                                                                 |
| 11 | Next time more time for debate and interactivity.                                                                                                                                                                                                                                 |
| 12 | Media presence should be ensured. More interactive points (workshops, etc.)                                                                                                                                                                                                       |
| 14 | Most people here today and also speakers. I'm wondering on how to captivate the interest of more "listeners". May this come down to PR communication? It would be great to have people from other sectors of winter sports, such as tourism board, ski-lift companies, the media. |
| 16 | More time for presentation and informal contact.                                                                                                                                                                                                                                  |
| 19 | More African and Latin-American associations/organizations should be invited to motivate parents to engage their children in winter sports or other sports/activities.                                                                                                            |
| 20 | Seminars on stakeholders to effectively improve migrant organizations in these common communities.                                                                                                                                                                                |
| 22 | I would invite migrants, African organizations, Turkish, Serbs, etc., next time to speak for themselves.                                                                                                                                                                          |
| 23 | They can be similar and build on this one, but should involve more decision-makers.                                                                                                                                                                                               |
| 24 | Funding for strong media support at projects, evaluation of the projects.                                                                                                                                                                                                         |

9) Please make use of the space below to write any other comment or recommendation:

|    |                                                                                                                                                                                                                                            |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3  | Great event and good organization.                                                                                                                                                                                                         |
| 6  | I propose that we first sensitize whole in schools racism and discrimination - because if a black or a black that makes the winter games there are always teasing in Africa it is called, not the snow or is it here?                      |
| 8  | Just perfect.                                                                                                                                                                                                                              |
| 9  | Too many presentations in the morning sessions.                                                                                                                                                                                            |
| 10 | Thanks for organization.                                                                                                                                                                                                                   |
| 12 | Thank you for that interesting seminar and the (almost) perfect organization.                                                                                                                                                              |
| 13 | An important question remaining is whether it is really important to "integrate" migrants into winter sports. Otherwise if migrants do feel effectively excluded.                                                                          |
| 14 | Overall great concept and I'm grateful that I can be here. Thank you! Suggestion for improvement would be to set up films not behind the panel as they when difficult to see. Panel left + night of the screen?                            |
| 15 | The time pressure in workshop was a little bit too much.                                                                                                                                                                                   |
| 16 | Thank you very much for the interesting seminar!                                                                                                                                                                                           |
| 19 | Work with schools in anti-racism awareness. If a black boy or girls makes a winter sport there will always be other children making fun of that, saying that if in Africa there is no snow why are they making those kinds of sports here. |
| 20 | (itlegible)                                                                                                                                                                                                                                |
| 21 | More time to talk with the participants and exchange experiences. Thanks!                                                                                                                                                                  |
| 22 | Thanks!                                                                                                                                                                                                                                    |
| 23 | Thanks to the organizers!                                                                                                                                                                                                                  |
| 24 | Great organization! Thank you!                                                                                                                                                                                                             |

**Many thanks for your collaboration!**

**Table 12: Evaluation Questionnaire Output for the European Seminar Involving Young Migrants in Winter Sports**

| Statistics     |         | Q1   | Q2   | Q3   | Q4   | Q5   | Q6   |
|----------------|---------|------|------|------|------|------|------|
| N              | Valid   | 24   | 24   | 24   | 24   | 24   | 24   |
|                | Missing | 0    | 0    | 0    | 0    | 0    | 0    |
| Mean           |         | 4,13 | 4,00 | 1,58 | 3,88 | 3,71 | 4,29 |
| Median         |         | 4,00 | 4,00 | 2,00 | 4,00 | 4,00 | 4,00 |
| Mode           |         | 5    | 5    | 2    | 3    | 3    | 5    |
| Std. Deviation |         | ,900 | ,978 | ,504 | ,947 | ,955 | ,806 |
| Variance       |         | ,810 | ,957 | ,254 | ,897 | ,911 | ,650 |