

PANEL DISCUSSIONS – WORKSHOPS – EXHIBITION VISIT – PRESENTATIONS – NETWORKING – JOINT DEVELOPMENT OF AN ACTION PLAN – SPEECHES – INFORMATION MARKET AND OPEN FLOOR – INTERSECTIONAL APPROACHES TO TACKLE DISCRIMINATION – PROJECT PRESENTATION: FOOTBALL FOR EQUALITY – ANTIDISCRIMINATION INITIATIVES AND ACTIVITIES ACROSS EUROPE – LGBTIQ & SPORTS IN

FREEKICK FOR EQUALITY

CONFERENCE MAGAZINE

ESSAYS – PROGRAMME – BIOGRAPHIES

PANEL DISCUSSIONS – WORKSHOPS – EXHIBITION VISIT – PRESENTATIONS – NETWORKING – JOINT DEVELOPMENT OF AN ACTION PLAN – SPEECHES – INFORMATION MARKET AND OPEN FLOOR – INTERSECTIONAL APPROACHES TO TACKLE DISCRIMINATION – PROJECT PRESENTATION: FOOTBALL FOR EQUALITY – ANTIDISCRIMINATION INITIATIVES AND ACTIVITIES ACROSS EUROPE – LGBTIQ & SPORTS IN SLOVAKIA – EXHIBITION: PROTI PRAVIDLÁM – LESBIAN AND GAYS IN SPORT – SPORT AND INCLUSION – CAMPAIGNING AND EDUCATION – NETWORKING AMONG STAKEHOLDERS – BRIDGING THE GAPS BETWEEN "OLD" AND "NEW" EU-MEMBER STATES – ANTIDISCRIMINATION LAWS AND POLICIES IN RUSSIA – MASCULINITIES, HOMOPHOBIA AND FOOTBALL – MULTIPLE DISCRIMINATION – CRITICAL VIEWS ON CURRENT POLICIES

WWW.FOOTBALLFOREQUALITY.ORG

EDITORIAL

WELCOME TO THE CONFERENCE **FREE KICK FOR EQUALITY!** MOVING TO THE NEXT STEP IN COMBATING RACISM AND HOMOPHOBIA TOGETHER IN SPORTS!

The conference is the closing event of the project “Football for Equality – Tackling racism and homophobia with a focus on Central and Eastern Europe”. Together with many interesting speakers and facilitators as well as more than 100 participants from grass roots initiatives, football communities and sports associations, we will discuss cross-sectional approaches and share good practice on how to fight discrimination.

ABOUT THIS MAGAZINE

This small conference magazine provides information about the programme and venues of the conference, the biographies of speakers and facilitators and some information about the city of Bratislava, our hosts and local initiatives. Following a European-wide essay competition, about 20 texts were submitted. Four of these authors were chosen to present their analyses on how to move forward in the fight against discrimination in sports across Europe on a panel on Sunday. Three essays are published in a shortened version in this magazine (pages 4–6). All essays will be available in full length on our website in June 2013.

GET ACTIVE! ACTION PLAN

A main aim of the project and the conference is to take further steps towards building up a network between grass roots initiatives and other stakeholders to seriously challenge homophobia, racism and other forms of discrimination. That's why an Action Plan will be developed during the conference. Your pre-

sent ideas, critiques and recommendations for further activities will be collected and the product, the Action Plan, will be discussed and presented on Sunday.

PLACE HOMOPHOBIA AND RACISM OFFSIDE!

Since 2009 several organisations throughout Europe have been working together in the “Football for Equality” project which is funded by the European Commission under the Fundamental Rights and Citizenship Programme. The second part of the project, which emphasises the promotion of football without homophobia, racism and ethnic discrimination, started in June 2011. Read more about the activities and partners of the project on pages 14–15!

We are pleased to welcome you here at the project's closing conference in Bratislava and hope you will enjoy the debates. We are looking forward to jointly develop ideas for further activities to tackle discrimination in sports now and in the future!

*Nikola Staritz, FairPlay-VIDC
Michal Zálešák, L'udia Proti Rasizmu*

IMPRINT © 2013 – Publisher: Vienna Institute for International Dialogue and Cooperation (VIDC) | Möllwaldplatz 5/3, 1040 Vienna, Austria | Editor: Nikola Staritz | Proof reading: Hanna Stepanik | Graphic design: Patricia Enig | Print: Resch Druck

This document has been produced with the financial assistance of the European Union. The contents of this document are the sole responsibility of VIDC and can under no circumstances be regarded as reflecting the position of the European Union.



WHAT TO SEE IN BRATISLAVA

Bratislava is a city with approximately 450.000 inhabitants. It is located in South-Western Slovakia, on both banks of the river Danube and next to the Slovak borders with Austria and Hungary. Between 1536 and 1783, Bratislava was the capital of the Kingdom of Hungary. It became the capital of Slovakia in 1993 and is the seat of the president, the parliament and the government.

SIGHTSEEING

Bratislava is a very hospitable city. Despite not always being at the centre of historic events, it offers several interesting places worthy of visiting. The most famous landmark of the city is the Bratislava Castle, which was first built in the 10th century.

Bratislava's Old Town is a nice place for walks. The most visited places include the Square of Hviezdoslav (the National Opera House is situated here), the Main Square, St. Martin's Cathedral (kings and queens of the Hungarian Kingdom were crowned here) and the Michal's Gate. The Old Town is also famous for unique statues that are spread around its streets.

STADIUMS, SPORT FACILITIES

As is usual with capital cities, Bratislava has plenty of stadiums and other facilities for sports. The biggest football stadium in Slovakia – Tehelné pole (capacity of about 30.000) – was abandoned by the most famous Slovak football club “Slovan Bratislava” (winner of the Cup Winners' Cup in 1969). The demolition of Tehelné pole has been planned for years now and these plans include the construction of a new national stadium. The no. 1 sport in Slovakia, however, is probably ice-hockey. In 2011, the Stadium of Ondrej Nepela was built for the purpose of the Ice Hockey WC. The tennis tournaments are played in National Tennis Centre (Aegon Arena).

Michal Zálešák

HOSTS AND LOCAL INITIATIVES

LUDIA PROTI RASIZMU
(PEOPLE AGAINST RACISM, LPR)

Football for Equality partner organisation.

Ludia proti rasizmu is a non-profit organisation located in Bratislava. LPR is a member of the FARE network, has been a partner of the Football for Equality project since 2009 and both co-organised and hosts this conference. People Against Racism was formed in the interest of creating a tolerant, multicultural and open society that respects human rights and individuality of every human being without distinction between sex, race, nationality, religion, sexual orientation, age or education. Since its formation in 2003, LPR has been raising awareness particularly by monitoring racism and issuing immediate responses to racist violence and issues of discrimination in Slovakia.

www.rasizmus.sk

INICIATÍVA INAKOSŤ

Iniciatíva Inakosť is a civic association, which was founded in 2006 on the basis of an informal platform which incorporated several LGBT activists. The aim of the association is to advocate and promote the rights of LGBTI people, the detection and elimination of all forms of discrimination based on sexual orientation and gender identity as well as liberation from homophobia and transphobia. In its activities and projects attention is paid to the support of same-sex couples' partnerships, the education regarding the rights of LGBTI people and the creation equitable and non-stereotypical images of LGBTI people in society.

www.inakost.sk/

LOTUS FLOWERS SPORTS CLUB

Lotus Flowers is gay sports club, consisting of people who want to play volleyball, improve in it and meet other gay people. It is a space for people who like to move, but it is also a safe place, where they don't have to hide their sexual orientation and transgender identity. The Lotus Flowers Sports Club also takes part in international competitions and it is quite successful.

www.lotosovekvety.sk/

RACISM IN RUSSIAN FOOTBALL

THE POLICY OF COMBAT OR DENIAL?

The Russian Federation has always been and is still considered to be a multinational country. Together with the country's history, this could theoretically promote and imply tolerance, but unfortunately, it doesn't. According to the surveys of the Moscow Bureau for Human Rights, xenophobia is prevalent in 50% of Russians nowadays.

The reasons of racism have been explained by Max Weber ("Economy and society"), Anthony King ("The European ritual: football in the new Europe") and other scholars through concepts of collective identity formation, the idea of hierarchy in the society and, globalization. and, as a part of it, migration, etc. Racism intruded into all spheres of life, including sport in general and football in particular. Nowadays, football is not only the most popular sport in the world but also a social, cultural and political phenomenon, which football nowadays takes a unique position in different settings of identity formation and can play both inclusive and exclusive roles.

FIFA, UEFA, Football Against Racism in Europe network (FARE) and many other different organisations launch campaigns to tackle discrimination. Nevertheless, racist incidents continue to occur. And Russia is not an exception. Neither the strategy of football development in the Russian Federation for 2006–2016 nor the concept of the preliminary program "Development of football in the Russian Federation for 2008–2015" contained any provisions on racism or discrimination prevention. The problem was denied. However, in October 2010 the Executive Committee of the Russian Football Union (RFU) adopted a memorandum which approved a complex program of prevention and combating of racism. The program presumes a few stages, each

shall be fulfilled by the time fixed in the Memorandum (the common term of the program is 2011–2015). And the new RFU Handbook on football clubs' licensing stipulates that in order to get a license a football club is obliged to pursue a policy of combat against racism and discrimination in accordance with the UEFA Ten point plan of action.

At the moment it's possible to make a few conclusions. First, after the collapse of the USSR, racism in Russia became quite a common phenomenon and is often combined with other forms of discrimination, one of which is a strong intolerance toward LGBT people. Secondly, officials tried to deny the existence of racism in Russian football and the scope of the problem for quite a long time. Things would probably stay the same for much longer if it were not for the World Cup 2018, which has made it absolutely necessary to take measures to combat racism without any further delay. The perspective to host the championship and further selection of Russia as the location for the World Cup 2018 gave a powerful incentive to launch the campaign against racism in Russian football. Thirdly, even though relevant provisions have been included into the main football regulatory acts in compliance with UEFA and FIFA rules and in accordance with a new anti-discrimination policy, the actual and current state of things is unfortunately still very disturbing. Fourthly, while racism in Russian football is being addressed and fought against, the crucial problem of homophobia is still pending and usually ignored or avoided by the officials. Hopefully, positive changes will occur over time.

Elizaveta Zhuk

Shortened and edited version. Full version will be available in June 2013 on www.footballforequality.org

WE DON'T NEED ANOTHER HERO?

HOMOPHOBIA IN PROFESSIONAL GERMAN MALE SOCCER AND STRATEGIES TO OVERCOME IT

"Capital of the gays, you are the capital of the gays!" Ten thousand supporters of the German first league club FC Schalke 04 shouted this phrase during a game against the 1.FC Köln. Phrases like this seem to make it impossible for a professional male soccer player in Germany to have a coming out as a gay man. While politicians like Guido Westerwelle, the German minister for foreign affairs, and female soccer stars like Steffi Jones, are able to show themselves with their same-sex partners in public, male soccer stars have to incarnate the merits of ancient gladiators, including a conservative family ideal. This conclusion leads to the larger question on how the acceptance of homosexuality in the world of professional German male soccer can be achieved.

One thesis is that soccer needs a gay hero. This thesis was announced by Anders Lindgaard, the goalkeeper of Manchester United, in November 2012. Even if we have to wait a little longer until the gay soccer hero is found, the examples of other sports show that acceptance for homosexuals in sports can be achieved this way. Gareth Thomas is a highly accepted gay rugby player, Oscar Cruz is a gay boxing star. Both rugby and boxing are dominated by masculine adjectives, both sports are one step ahead, even if homosexuality is not yet fully accepted.

But we realize that there have to be additional ways to reach acceptance and overcome stereotypes in sports. Female soccer, of all things, can be a role model in this regard. In the seventies, female soccer players had to face a whole cluster of stereotypes. In Germany, however, the sexuality of female soc-

cer stars is mainly private today. A study of the German institute Statista proved that 86% of people don't care about the sexual preferences of the female German national players. It needed time and fights to overcome sexuality-related stereotypes in female soccer in Germany but it was possible. Nevertheless, homophobia still exists worldwide.

The German soccer federation is now looking for a gay hero. But the discourse is currently headed in the wrong direction. People are waiting for a player to come out and are trying to force this step to happen. Instead of waiting for a star to come out, we should cooperate with the more than twenty gay and lesbian supporter clubs, which are present in the German first and second league stadiums to open the discussion, not only about homosexuality in male soccer, but also about the acceptance of homosexuality in the global community. Only if homosexuals are accepted in general, will we have pioneered for a soccer star to come out in public. Only if people don't care if men are gay or straight, if discussions about homosexuality are trivial, soccer stars can live openly about their sexuality. It will take some time and will need discourse within the national and global community.

Hermann Schlenker & Marisa Brown

Shortened and edited version.
Full version will be available in June 2013 on
www.footballforequality.org

PLAYERS AS DRIVERS OF CHANGE

SOME PRACTICAL INSIGHTS

Football players are media stars who attract media attention almost regardless of what they do. In the recent past, we have experienced the world of football as an arena for various racism- and discrimination-related incidents. Remember the John Terry trial, the Luis Suarez racism case and the attention Robbie Rogers received for ending his football career and publicly coming out. Repeatedly, we can observe the impact the behaviour of professional players has on the discussion in media and in society. This is why football players can be powerful communicators of the anti-racism message, and it was the idea of utilizing this potential that motivated the foundation of Show Racism the Red Card in 1996. Show Racism the Red Card Germany educates children between the ages of 9 and 14 against racism, but also against discrimination and exclusion in a broader sense. We deliver our workshops in schools as well as in football stadiums, which we use as innovative learning sites.

However, working with professional footballers comes with its own challenges, which I want to share with you in more detail: No doubt, it is the most famous players who will get the most media attention, and will also attract the most participants, to the event. However, it is highly difficult to get in touch with players and one might easily waste a lot of time and energy trying. Keep in mind that not only does every footballer from a professional team have the potential to be introduced as a role model – it is also not necessarily the latest goal he or she scored that defines the best person to work within your campaign, but his or her personal experience with and readiness to talk about the issue at hand. You

want to work with the player who is most interested in the topic, not the one who is the most famous.

Especially former professional players or female players, who receive less media attention, have participated very effectively in our workshops, leaving great impressions on the participants. The more experienced players often have the strongest stories to tell and you have to compromise between the media attention you want for your event, and the privacy you need to create for your participants.

And even though professional players are often used to speaking publicly, working with children can be a challenge. In order to participate in the public discourse and be able to impact public opinion, football players need to be prepared for such a role. I am convinced that the work of all NGO's working in the nexus of sports and societal values would benefit from a higher level of preparedness of professional sportsmen to speak out against misconduct. Trainings on issues such as diversity awareness or the importance of language with regards to "race" and ethnicity would be highly helpful. This way, professional sportsmen and – women can be drivers of change.

Andreas Hellstab

Shortened and edited version.
Full version will be available in June 2013 on
www.footballforequality.org

IS FOOTBALL COMING OUT?

ABOUT THE EXHIBITION AGAINST THE RULES – LESBIANS AND GAYS IN SPORT

Martina Navratilova, Amelie Mauresmo or Marcus Urban – just to drop a few names of sportspeople most of you know. What do they have in common? They came out, live their homosexuality openly and challenge the ignorance of homosexuality in the sports world.

Portraying these and many other queer athletes and drawing attention to the various forms of discrimination against sexual minorities in sport as well as moments of resistance through self-organisation, the touring exhibition Against the Rules not only tries to fight ignorance but also aims to help remove the taboos from the subject of homosexuality and sport.

There is hardly a single area of society in which the participation of homosexuals seems as abnormal as in sport. Even though society's attitudes to sexuality have changed, the assumption still remains that sport and homosexuality do not mix; lesbians and gay men are still largely ignored or openly rejected in sport. Gender, sex and sexuality play a central role in the arena of sport and are on the other hand constructed through it; masculinity and femininity as norms of "physical" appearance and bodies as well as behaviour and attitude are formed and learned.

The German original version of the exhibition was organised by SC Janus, Cologne's Centrum Schwule Geschichte (Gay History Centre) and others, and was updated by the European Gay & Lesbian Sport Federation (EGLSF) in 2009 and translated into English. As part of the Football for Equality project the exhibition has been updated and translated into Slovenian, Polish, Italian and Slovak in 2012 and will be shown in seven European cities. Furthermore, the exhibition is available

in Hungarian and other languages are coming soon! (EGLSF/ NiSta)

Facts

Exhibition Against the Rules – Lesbians and Gays in Sport (languages: German, English, Slovenian, Polish, Italian, Slovak, Hungarian)

→ More Information: www.eglsf.info

→ You want to host it yourself?

Write an Email to: exhibition@eglsf.info

DETAILS PROGRAMME

WELCOME EVENING AND EXHIBITION

Friday, 18:30 – 20:00 | Exhibition visit & talk about LGBTI-people in sport in Slovakia

Open Society Foundation, Nadácia otvorenej spoločnosti, Bašťová 5, Staré Mesto, 81103 Bratislava

For the first time ever the exhibition is shown in Slovakian Language. As part of the Football for Equality-project the exhibition can be seen from 15 – 26 April 2013 in the rooms of the Slovakian Open Thoughts Society in the City Center. All participants are invited to start the conference with a visit of the exhibition (English texts will be provided) and hear about the situation of Lesbian, Gay, Bisexual and Transgender People in Slovakian Sports. Wine and Snacks will be served!

19:00 | Ľubomír Lábaj & Roman Samotný (LGBT sport club Lotosové Kvety/ Lotus Flowers) and Andrej Kuruc (Iniciatíva Inakosť) will give **insights about the situation of LGBTI people in Slovakia and homophobia in sports.**

CONFERENCE

PROGRAMME

WELCOME EVENING – FRIDAY, 26 APRIL 2013

- 16:00 – 18:00 **Registration**
- 18:30 – 20:00 **Exhibition visit & talk** about LGBTI-people in sport in Slovakia (Details p. 7)
- 20:00 – 21:00 *Dinner at the hotel*

DAY ONE – SATURDAY, 27 APRIL 2013 “STATUS QUO” – ANALYSES, CAMPAIGNS AND NETWORKING

- 08:00 – 10:00 **Registration**
- 09:30 – 10:10 **Opening Speeches**
Zuzana Palosova (Deputy Director of Ľudia proti Rasizmu)
Armelle Maze (Co-President of European Gay and Lesbian Sport Federation)
- 10:10 – 10:30 **Football for Equality – A European Project**
Presentation: Nikola Staritz (FairPlay-VIDC)
Michal Zalesak (Ľudia proti Rasizmu)
- 10:30 – 10:45 *coffee break*
- 10:45 – 12:15 **Panel Discussion: „Cross-sectional approaches to fight discrimination“**
Chair: Daniela Wurbs (Football Supporters Europe)
Panelists: Honey Thaljieh, Suzi Andreis, Vladimír Sendrei,
Claudia Krobotzsch (Representative of Slovak Football Association)
- 12:15 – 12:30 **Introduction** of Workshops and Facilitators
- 12:30 – 14:00 *lunch break*
- 14:00 – 16:15 **Workshops** (Details p. 10)
- 14:00 – 15:00 **Workshop Session I**
- 15:00 – 15:15 *coffee break and workshop change*
- 15:15 – 16:15 **Workshop Session II**
- 16:15 – 16:30 *coffee break*
- 16:30 – 17:30 **Presentation and Discussion of the Workshops**
- 20:00 *Dinner in the City Center | venue: tba*

DAY TWO – SUNDAY, 28 APRIL 2013

“MOVING FORWARD” – NEW IDEAS AND FUTURE ACTIVITIES

- 09:30 – 10:00 **Opening Words**
Alias Lembakoali (FARE ambassador and former player Inter Bratislava and Central African Republic)
- 10:00 – 11:30 **Panel: „Moving to the next step in combating racism & homophobia in sport“**
After a European wide essay competition, four authors are chosen to present their thoughts and analyses how to move forward in the fight against discrimination in sports across Europe.
Chair: Milan Hosta (Spolint, Slovenia)
Panelists: Elizaveta Zhuk (Russia), Stefan Heissenberger (Austria), Bardocz-Bencsik Mariann (Hungary), Henri Erti (Croatia, Estonia)
Commentators and Responders:
Marcus Urban, former German professional football player, coach and diversity trainer
- 11:30 – 11:45 *coffee break*
- 11:45 – 13:00 **Action Plan, Outcomes and Future Perspectives | Presentation & Discussion**
Chair: Manuela Engleitner (FairPlay-VIDC), Martin Kainz (FairPlay-VIDC)
- 13:00 – 14:00 *Lunch*

DURING THE WHOLE CONFERENCE THERE WILL BE AN OPEN SPACE TO **PRESENT YOUR INITIATIVE OR ORGANISATION**

VENUES

- | | |
|-------------------------------|-----------------------------|
| Exhibition | Hotel and Conference |
| Open Society Foundation | Austria Trend Hotel |
| Nadácia otvorenej spoločnosti | Vysoká 2A, |
| Baštová 5, Staré Mesto, | Staré Mesto, |
| 811 03 Bratislava | 81106 Bratislava |

CONTACT

for urgent questions call
+ 421 905 502 785

DETAILS PROGRAMME

WORKSHOPS, SATURDAY 14:00 – 16:15

WORKSHOP 1 – BRIDGEING THE GAP: NETWORKING AMONG STAKEHOLDERS

To address discrimination and exclusion in sport the creation of viable partnerships and networks among a range of stakeholders is a key. These include grass-root activists, minority groups, sport governing bodies, clubs, athletes and policy makers. But in practice this poses a set of challenges: grass-root groups are still faced with ignorance on part of governing bodies and also the joint fight across different grounds of discrimination is a relatively new concept. Furthermore, networking across national borders remains often rhetoric and the divide between “Western” and “Eastern” Europe is still a reality. How can we bridge these gaps, what are the roles and responsibilities of the stakeholders?

FACILITATORS

Nikola Staritz, *FairPlay-VIDC (Austria)*
Enikő Várhelyi, *Organisation for Fresh Ideas and EuroGames organiser (Hungary)*

WORKSHOP 2 – SPORT AND INCLUSION: UNDERREPRESENTATION OF MARGINALISED GROUPS & MINORITIES

The under-representation of migrants and other marginalised groups from positions of authority is an open secret in European sports. The lack of advancement of ethnic minorities in non-playing positions remains an issue to be tackled. Lesbian, gay and transgender athletes and players are still not seen as an integral and equal part of many mainstream sports. What can sport bodies do

to introduce an inclusive culture which actively includes and involves marginalised groups in sport and through sport? What needs to be done on part of the discriminated groups?

FACILITATORS

Des Tomlinson, *Football Association of Ireland (Republic of Ireland)*
Maurizio Pratesi, *Football Association of Finland (Finland)*
Tracy Litterick, *Football Unites Racism Divides (UK)*

WORKSHOP 3 – CAMPAIGNING AND EDUCATIONAL WORK AGAINST DISCRIMINATION

Prejudice and stereotypes are often deep-rooted and underpinned by long-standing ideologies. To impose sanctions and penalties as the only response will not solve the problem. To tackle discrimination effectively perceptions, values and attitudes have to be altered. But which kind of educational work and campaigning is most effective? What constitutes good practice in football and other sports? Which types of interventions have worked and why?

FACILITATORS

Sergej Danilov, *L'Institut pre medzikulturny dialog (Institute for Intercultural Dialogue, Slovakia)*
Francesca D'Ercole, *Unione Italiane Sport per Tutti (Italy)*
Megan Worthington-Davies, *Football vs. Homophobia and Justin Campaign (UK)*

BIOGRAPHIES SPEAKERS AND FACILITATORS

HONEY THALJIEH

(CHAMPION FOR PEACE, FIFA)

Honey Thaljieh is the co-founder and captain of the first ever Palestinian Women's National Football Team. Throughout her sports career and her work, Thaljieh has contributed to encouraging and empowering other women and girls to play football. Thaljieh gained her bachelor's degree in Business Administration from Bethlehem University and the FIFA International MA in Management, Law and Humanities. She is currently serving as a Project Management Intern at FIFA, where she is working at the Women's Football Development Section. Most recently, Thaljieh was chosen as a champion for peace.

SUZI ANDREIS (CHRZĄSZCZYKI)

Suzi (Susanna) Andreis. After studying Slavic languages and literatures at Turin University, she moved to Warsaw where she engaged in LGBTIQ and feminist causes. Acting mainly in informal groups of the queer/radical wing of the movement, she has coordinated cultural and political projects and events aimed to counteract homophobia and gender discrimination. She is the author of the research “Kobiety a piłka nożna w Polsce” (Women and football in Poland). Currently, she's involved primarily in the female football team 'Chrzyszczyki'.

VLADIMÍR SENDREI (FUTBAL NAS SPAJA)

Vladimír Sendrei is a community worker, activist and musician and is actively involved in several NGOs. His main activities focus on improving the quality of life of the Roma community and fighting against poverty,

social exclusion and various manifestations of racism and prejudice. He initiated the football initiative Futbal nas spaja (Civil Association Football Unites Us) in Slovakia. (source: European Commission)

SERGEJ DANILOV (IPMD)

Danilov studied Journalism at the Comenius University in Bratislava and worked as a radio reporter, covering mostly domestic politics, for six years. In 2007 he started blogging and expressing his activist opinions towards racism and football hooliganism in his posts. He contributed to several studies, publications and discussions and was co-author, co-editor and coordinator of the study *Loved and Hated – Commonalities and Differences between Slovak and Hungarian Far Right*. He currently acts as chairman of the Institute for Intercultural dialogue (IPMD). In December 2012 he co-founded the campaign "Sport unites – different colours, one game" by IMDP and other partners.

CLAUDIA KROBITZSCH (FOOTBALL AGAINST RACISM IN EUROPE, FARE)

Claudia Krobitzsch is the programme co-ordinator at the FARE Network. Before joining the organisation to tackle discrimination and promote social inclusion on the European level of the game, she worked for Kick it Out in London. She has been an anti-racist campaigner with Roter Stern Leipzig in Germany for more than 10 years.

MARIANN BARDOCZ-BENCSIK

Mariann Bardocz-Bencsik holds a Master's degree in International Studies and a Bachelor's degree in Sport Management.

She is currently enrolled in the PhD program of Semmelweis University Faculty of Physical Education and Sport Sciences, where she works in the international directorate. During her undergraduate years, her research focus was on the sport legislation in the European Union. Currently, her interest is on the potential of sport to act as a tool for teaching values such as non-discrimination, peace and fairplay. She was the programme coordinator of the International Peace and Sport Forum in 2012 and is currently involved in the management of a social sport school in Hungary.

HENRI ERTI

Henri Erti is a 25-year old Economic Policy Analyst and Ambassador to Croatia at the European Student Think Tank. He was born in Estonia and is currently finishing his graduate school studies at Dubrovnik International University, where he is majoring in International Political Economy. Erti played professional football in Finland and the United States and played 22 games for the Estonian U-19, U-20 and U-21 national teams between the years 2004-2007. In 2009, Henri had the opportunity to travel to Ghana for humanitarian assistance work. After graduation, Henri plans to pursue a PhD in Economics and Public Policy.

MEGAN WORTHING-DAVIES (FOOTBALL V HOMOPHOBIA)

Worthing-Davies has had a diverse career working with corporate clients in a management consulting firm, as a teacher with the Teach First scheme and as a trainer for Amnesty International. Her original studies were in Politics, Philosophy and Economics. She is trained in community mediation, facilitation and is currently completing an MSc in Gender Studies. Over the last two years Megan has taken part in education and campaigning work concerned with tackling homophobia and transphobia in sport. She is co-director of the international initiative Football v Homophobia. She has also managed the European Gay and Lesbian Sports Federation's 'Pride in Sport' project funded by the EU.

MARCUS URBAN

Born in 1971 in Weimar in the former German Democratic Republic, Urban was a professional football player for FC Rot Weiß Erfurt and played for the National Team. He studied Urban and Regional Planning at Bauhaus University Weimar. The book "Versteckspieler – Story of the gay footballer Marcus Urban", written by Ronny Blaschke, was published in 2008. In this book Urban processes his experience of being gay in the football arena and having to hide his identity. He currently works as diversity adviser and coach for different initiatives, companies and sport organisations such as the German Football Association. Moreover, he does educational work to prevent prejudices.

DANIELA WURBS (FSE)

Daniela Wurbs (33), coordinator/CEO of Football Supporters Europe, was involved in the field of professional football supporters work on a national level in Germany and on a local level in a fans' project for several years before she started to co-found FSE in 2007. Throughout her career within football, she has been involved in fan-driven projects on anti-racism, European fans' exchange programmes, lobbying and the management of integrative community football initiatives organised by supporters. As an activist and supporter of the German Bundesliga side FC St. Pauli, she is also an elected board member of the fans' department at her club.

ELIZAVETA ZHUK

Zhuk graduated from the Faculty of Law at Lomonosov Moscow State University (MSU). She is the author of a publication on crucial issues of European and international sports law and participant of several international and All-Russian conferences and short courses abroad. Zhuk has working experience in legal departments of both public and private organisations as well as teaching experience at MSU. She is currently working on her interdisciplinary Ph.D. research project on international legal cooperation in human rights protection in the field of sport at the Faculty of Law at MSU. Her main research interests include sports law, sport

and human rights, public international and European law.

ALIAS LEMBAKOALI

Lembakoali was born in 1971 and was a Central African-Slovak football striker for the Slovak champion club FK Inter Bratislava. Lembakoali became the "face" of the civic association People Against Racism (LPR) and the International Football Against Racism in Europe (FARE). Currently, since ending his active football career, he is a FARE ambassador for football in Slovakia.

STEFAN HEISSENBERGER

Stefan Heissenberger (born 1982) is a cultural- and social anthropologist from Austria. His main research areas are gender, sexuality and football. He did his doctorate on gay football teams with a scholarship from the Austrian Academy of Sciences. stefan.heissenberger@gmx.at

ENIKŐ VARHÉLY

Besides playing football Varhélyorganised various tournaments and worked as a trainer. Until recently, she worked at FRIGO (Organisation for Fresh Ideas), which was responsible for the organisation of the EuroGames 2012 in Budapest. Varhély coordinated the football tournaments and the communication group. The EuroGames were a great success and new contacts were built, preferably in Central-Eastern Europe, which was one of the main aims: To build bridges between the Western side of the continent and CEE. Last July Varhély completed a grassroots organisers course presented by the MLSZ (Hungarian Football Federation – Hungary joined the UEFA Grassroots Programme in 2009). In the 'civil life' Varhély is an architect but is always looking for opportunities to work in a football-related field.

TRACY LITTERICK

Tracy Litterick has a background as an artist, health- and community worker, activist and teacher with a diverse range of communities in Sheffield, South Yorkshire, UK. Her current work within the football community is for

Football Unites Racism Divides (FURD). FURD is an anti-racist educational trust that uses football as a tool to break down ignorance in the community. As Volunteer Manager Litterick recruits, supervises, and motivates asylum seekers and refugees to take part in a research project entitled 'Football a Shared Sense of Belonging?'. So far, the project has proven a great success in enhancing inclusion, raising the profile, developing confidence and motivation among Sheffield's most vulnerable community.

MAURIZIO PRATESI (FOOTBALL ASSOCIATION OF FINLAND)

Pratesi was a professional basketball player. He currently acts as multicultural advisor at the Football Association of Finland and works as a freelance sports journalist. The Finish FA launched a Racism Programme which was established after a research on racism in Finnish football. A central aim has been to entrench the issue in all activities of FA of Finland with a special emphasis on training and education (e.g. education and awareness programme as part of the existing coaching courses).

DES TOMLINSON

Tomlinson is the international coordinator for the Football Association of Ireland's Intercultural Football programme that was established in 2006. It encourages greater participation in sport by people from diverse ethnic, cultural, and/or national minority backgrounds, and educates on the issue of discrimination by conducting workshops and supporting anti-discrimination campaigns. Tomlinson has worked in the leisure, sports and health/wellness industries for 25 years, with the last 15 years spent developing and running inclusion strategies and programmes for marginalised groups. He has a particular interest in group and individual behaviour and attitudes as these relate to a range of social topics and issues. He holds a masters degree in exercise, health and behaviour and several coaching qualifications.

FOOTBALL FOR EQUALITY

ACTIVITIES AND PARTNERS

UISP UNIONE ITALIANA SPORT PER TUTTI, ITALY

UISP fights against every kind of discrimination and, among many other activities, UISP has started an anti-homophobia campaign called The “differences” in equality. The campaign is part of the Football for Equality-project and aims to challenge the stereotypes that exist around LGBT people because homophobia is still prevalent in grassroots and professional football. For the campaign, posters and postcards with the slogan “Heterosexual – Homosexual. Now you know, what's changed?!” were produced, for example. With campaigns like this, a message against homophobia is sent to initiatives, sport clubs and all UISP member associations. UISP collaborates with relevant public authorities such as Ufficio Nazionale Antidiscriminazioni Razziali (National Antidiscrimination Office, UNAR) or Arci lesbian and gay and Gay Net Roma. Every year, UISP organises the well known Mondiali Antirazzisti and supports grassroots activities during the Action Weeks Against Racism in Europe. UISP is a national sports association that aims to extend the right to sports practice and participation in society to everyone.

EGLSF EUROPEAN GAY AND LESBIAN SPORT FEDERATION

EGLSF supports a network of over 100 member clubs focusing on the needs of the lesbian, gay, bisexual, trans, intersex and queer population. Together with other partners and local LGBTIQ clubs and NGOs working in the field of human rights, several activities were carried out within the Football for Equality project, starting with an arts

exhibition in Berlin during the FIFA Women's World Cup 2011. Another important landmark was the partner project of the EuroGames, a multi-sports event combining sports, culture and human rights with a clear focus on LGBTIQ athletes but a general sports-for-all concept. They took place for the first time in Central and Eastern Europe – in Budapest, Hungary – in 2012. During the EuroGames in Budapest a mini-conference was organised as well. EGLSF is also very excited to see its touring exhibition “Against the Rules – Lesbians and Gays in Sport” adopted, updated and translated into several languages; making it available to a wider audience in various local languages.

One of the focal points of EGLSF's involvement in this project was the ground-breaking initiative of setting up a Pride House, a safe venue for LGBTIQ athletes, fans and supporters at the UEFA EURO 2012 in Poland. The concept of a Pride House at a major international sporting event was first introduced at the Olympic Games in Vancouver. This concept was adopted during the EURO 2012 with the physical Pride House in Warsaw and an online “Your Pride House” with several activities held during the time of the Championships. For more information please see www.eglsf.info, www.facebook.com/eglsf or www.twitter.com/eglsf.

FSE FOOTBALL SUPPORTERS EUROPE

Football Supporters Europe (FSE) is an independent, democratic network of football supporters, locally active fans' groups and national and transnational fans' organisations from across Europe. FSE currently represents members in 42 countries across Europe and is the main dialog partner of the

UEFA regarding fans' issues. Moreover, FSE works with the European Commission and the Council of Europe on a range of issues in this field. As partner in the Football For Equality II Project, FSE organised various activities such as training and awareness raising activities against discrimination with a focus on anti-homophobia around the fans' embassies, which are information and support services by fans for fans, at EURO 2012 in Poland and Ukraine, and facilitated several fan-driven projects for the FARE Action Weeks 2011 and 2012.

SPOLINT INSTITUTE OF SPORT DEVELOPMENT, SLOVENIA

SPOLINT offers a neutral platform for reflection, network building, policy formulation, leadership development, research and resource mobilisation in the fields of physical culture and sport. It was established by joint efforts of the institutions “Institute of Fair Play and Tolerance in Sport”, the “Asthma and Sport Organization” and the “International Institute of Sustainable Development, Policy and Diplomacy in Sport”. Within the framework of Football for Equality, SPOLINT organised the Football Tournament “Football Family Rules” in May 2012 in Ljubljana. A round table discussion accompanied the exhibition “Against the Rules”, which was translated into Slovenian and shown at the Faculty of Sport in Ljubljana. Grassroots and LGBT initiatives were supported during these action weeks. www.spolint.org

FAIRPLAY-VIDC, VIENNA

The initiative FairPlay. Different Colours. One Game. is part of the Vienna Institute for International Dialogue and Cooperation (VIDC). The initiative was founded in 1997 in the course of the EU-Year Against Racism with support by the European Commission and the Austrian Ministry for Sports. Since then, FairPlay has organised various activities against discrimination in Austrian football and sport in cooperation with associations, clubs, fanclubs, as well as migrant-, LGBTIQ- and

youth-organisations. Furthermore, FairPlay monitors incidents of discrimination in Austrian football and raises awareness towards issues of sexism, racism and homophobia in sports. FairPlay also works on public and education projects in sport and development. A section for social preventive work with fans and fan groups, which coordinates and supports the formation of fan projects in Austria, was initiated in 2012.

FairPlay is the lead organisation of the Football for Equality project and thereby responsible for the overall coordination, including financial administration, partner communication, project management, support to upcoming problems and assistance for partners. FairPlay supported grassroots initiatives during the Action Weeks and edited a well received Fanzine before the European Championships in Poland and Ukraine in 2012. The Exhibition “Against the Rules – Lesbians and Gays in Sport” was first shown in Austria and accompanied by a range of events – a lecture, a panel discussion and a speech by Klaus Sator. Together with Ludia proti rasizmu, FairPlay organised the closing conference in Bratislava. And here we are.

LUDIA PROTI RASIZMU PEOPLE AGAINST RACISM

see page 3

UPCOMING EVENTS

12 – 13 May 2013 | **Play Pride**

UISP | www.uisp.it/arezzo

3 – 4 June 2013 | **European Pro Supporters Seminar in Vienna**

FairPlay | www.prosupporters.net

4 – 7 July 2013 | **Mondiali Antirazzisti 2013 |**

UISP | www.mondialiantirazzisti.org

19 – 21 July 2013 | **European Football Fans' Congress in Amsterdam**

FSE | www.fanseurope.org/en/fans-congress.html

August 2013 | **3rd World Outgames in Antwerp, Belgium**

www.world.outgames.org

October 2013 | **FARE Action weeks Against Racism in Europe**

www.farenet.org

March 2014 | **EGLSF Building Bridges Conference**

Details tba on www.eglsf.info

August 2014 | **9th Gay Games** in Cleveland & Akron, USA

www.gg9cle.com

LET'S KEEP IN TOUCH!

www.footballforequality.org

www.facebook.com/footballforequality

fairplay@vidc.org

TOURING EXHIBITION

Against the Rules – Lesbians and Gays in Sport

www.eglsf.info or exhibition@eglsf.info

NEWSLETTER

sign up on www.footballforequality.org

FURTHER CONTACTS / NOTES



Football for Equality  **Tackling Homophobia and Racism with a Focus on Central and Eastern Europe**



The action is partly funded by the European Commission (DG Justice) under the Fundamental Rights and Citizenship Programme.