

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: FOOT-
BALL FOR EQUALITY – ANTIDISCRIMINATION INITIATIVES
AND ACTIVITIES ACROSS EUROPE – LGBTIQ & SPORTS IN

FREEKICK FOR EQUALITY

CONFERENCE REPORT

PANELS – WORKSHOPS – ACTION PLAN

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BALL 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-MEM-
BER STATES – ANTIDISCRIMINATION LAWS AND POLICIES IN
RUSSIA – MASCULINITIES, HOMOPHOBIA AND FOOTBALL –
MULTIPLE DISCRIMINATION – CRITICAL VIEWS ON CURRENT
POLICIES

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FOOTBALL FOR EQUALITY

A BEGINNING AND AN END

From 26 to 28 April 2013 the Free Kick for Equality-Conference took place in Bratislava. 135 people had an interesting weekend filled with discussions, input, networking, debates and exchange. The Football for Equality network gained a lot of new members and friends.

The conference *Free Kick for Equality – Moving to the next step in combating racism and homophobia together in sports* was the closing event of the project “Football for Equality – Tackling racism and homophobia with a focus on Central and Eastern Europe”, co-funded by the European Commission.

During a weekend of exchange and gathering of new partners in a great atmosphere, the main outputs of the conference were: an action plan that was adopted on Sunday and a working group that will soon start to implement the first steps. The working group will be coordinated by FairPlay-VIDC (Vienna) and Institut pre medzikulturny dialog (Bratislava). During the conference, initiatives from Central and Eastern European countries and from the Balkans participated and found space and time for important exchanges.

Another essential point – and also the main goal of the conference – was to bring together LGBT-groups, minority organisations, community centers and initiatives tackling racism, homophobia, sexism and anti-ziganism not only, but mainly, in football. This is an important step and we are going to follow this cross-organisational approach towards discrimination and continue to find similarities in the fight against different kinds of discrimination.

For FairPlay-VIDC, L'udia Proti Rasizmu and all other Football for Equality partners, the conference, as well as the FfE-project in general, was a great success and the organisers want to thank all participants, speakers, helpers and facilitators for their commitment and participation at the Free Kick for Equality conference. It was a pleasure to meet about 80 different initiatives and to share ideas for further joint activities and best practice examples, as well as information about all the represented initiatives.

As it was the closing event of the EU-funded project “Football for Equality – Tackling Racism and Homophobia with a focus on Central and Eastern Europe” the partner organisations are looking for ways to continue this important work in the future... perhaps in a follow-up project.

Until then the Football for equality-network will keep in touch and hopefully grow further.

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WELCOME EVENING

EXHIBITION VISIT & TALK –
OPEN SOCIETY FOUNDATION



18:30 – 20:00
EXHIBITION VISIT & TALK
ABOUT LGBTI PEOPLE IN
SPORTS IN SLOVAKIA

The conference began with an informal meeting at the exhibition “Against the Rules - Lesbian and Gays in Sports” on the premises of the Open Society Foundation in Bratislava. The exhibition was organised by Ľudia Proti Rasizmu and Iniciatíva Inakosť and ran from 15 to 26 April 2013. “Against the Rules” is a touring exhibition initiated by the European Gay and Lesbian Sport Federation that has already been shown in five different cities (Ljubljana, Wrocław, Budapest, Bosco Alberghetti (Italy) and Vienna) and translated into four different languages (Slovenian, Polish, Italian and Slovakian) within the framework of the project Football for Equality.

Andrej Kuruc from Iniciatíva Inakosť (support and monitoring of LGBT rights in Slovakia) welcomed the participants and gave a short introduction into the local situation of LGBT people in sports: According to him, LGBT in sports is still a social taboo in Slovakia. Also public authorities silence LGBT in sports LGBT; the recommendations of his initiative “Iniciatíva Inakosť” haven't been implemented. He expressed his hope that the exhibition will be a first step towards awareness of LGBT in sports. After Andrej Kuruc's introduction, **Lubomír Lábaj** and **Roman Samotný** presented their sports club “Lotosové Kvety/ Lotus Flowers”, the first official LGBT sports club in Slovakia. The club was founded two years ago and their sport of choice is volleyball, but they are planning to extend the range of sports in the near future.

After visiting the exhibition, the participants had dinner at the Austria Trend Hotel, where they again had the opportunity for informal exchange.



DAY ONE

“STATUS QUO” – ANALYSIS, CAMPAIGNS
AND NETWORKING



9.30 – 10.10
OPENING SPEECHES

In the morning **Michal Zalesak**, co-organiser from the NGO Ľudia Proti Rasizmu (Slovakia), officially welcomed the conference participants and introduced the opening speakers **Ivana Hubinska**, **Armelle Maze**, **Ján Budai**.

Ivana Hubinska, Zalesak's colleague at Ľudia Proti Rasizmu (Slovakia), started by introducing their organisation. She said that they have been fighting intolerance by focusing on activities of integration in football and the support of minorities for 10 years. The organisation offers and promotes different activities: it provides a hotline for victims of racism, makes suggestions for policy changes, carries out monitoring and tries to raise public awareness. The organisation is part of

the FARE network (Football Against Racism in Europe) amongst others.

Armelle Maze, Co-President of European Gay and Lesbian Sport Federation (EGLSF) was the second speaker at the conference. She also gave an introduction about the work of her organisation: EGLSF is a network of more than 150 LGBT clubs across Europe with over 10,000 individuals participating. For almost 10 years, EGLSF has been a co-partner of the “Football for Equality” project.

Maze called the conference a very important step towards combating all forms of discrimination – sexual discrimination, discrimination against gender identities, homophobia and racism. She stressed that the large number of participants at the conference is already a big success and stated the importance of looking at all forms of discrimination together.

¹ LGBTIQ: Acronym for Lesbian/Gay/Bisexual/Transgender



There is already a growing awareness towards the issue of racism and football clubs are being put under pressure to act against it. This awareness is also becoming visible in official policies: In 2005/06, the UEFA executive committee underlined a zero-tolerance policy towards racism. Homophobia is, by contrast, the last taboo in football and is only slowly coming into focus for the stakeholders.

As a first step, a UEFA strategy review published in 2012 stated that UEFA was becoming a front-runner in tackling homophobia. A few actions have also taken place at the grassroots level and in professional sports. EURO 2012 provided an opportunity for a number of events, e.g. a Pride House and educational programs on discrimination in Poland. These events helped to connect LGBT sport clubs with more experienced NGOs.

Maze stated that such activities were carried forward after the European Football Championship (e.g. at the Olympic Games in London) and need to continue. She mentioned problems in Russia and Ukraine, but also in so called "Western countries". At the same time, she pointed out the success of the LGBT championships 2012 in Hungary where more than 2000 people participated. Maze also mentioned campaigning as a strategy for LGBT tolerance. In 2010, EGLS launched a European-wide campaign with the title "Be Visible" and a LGBT campaign in France with the slogan "Just be yourself".

Ján Budai, deputy mayor of Bratislava, was next to welcome the conference participants. He stressed that Bratislava is a historically tolerant and multi-cultural city at the border of three states. Yet, in the course of World War II, intolerant and racist behaviour was also institutionalised in Bratislava. Now, the city carries on by referring to the positive humanistic legacy of the 21st century. Budai stated that he is proud that the conference participants have created a community that fights intolerance and follows humanistic principles. He thanked the participants for supporting people who were victims of hatred and intolerance.

10.10 – 10.30 FOOTBALL FOR EQUALITY – A EUROPEAN PROJECT

Nikola Staritz from FairPlay-VIDC and Michal Zalesak from L'udia proti Rasizmu introduced the work of the project "Football for Equality – Tackling Racism and Homophobia" (FFE). FFE is a network of several initiatives and NGOs from all over Europe, which was founded in 2009 with the aim of fighting racism and homophobia in football. The first project took place from 2009–2011 and was carried forward by a follow-up project focusing on Central and Eastern Europe in 2011–2013. Staritz and Zalesak stressed that FFE, co-funded by the European Commission, serves as an ideal forum to act against common discriminatory practices and taboos. Zalesak stressed that, due to similar approaches, strategies and activities, it can be very fruitful to combine the fight against racism and homophobia.

Zalesak then presented the aims and areas of focus of the conference, which were:

- Finding cross-organisational approaches to tackle homophobia
- Building networks
- Sharing good practices from different countries and backgrounds
- Education (human rights education and anti-discriminatory education, especially at the grassroots level)

Michal Zalesak expressed his delight about the large number of participants (120 registered people took part plus some walk-ins) at the conference and hoped for productive conversations and the exchange of ideas.

Nikola Staritz continued to present the work of FFE by explaining that the project's focus on Eastern and Central Europe was chosen as a result of two major events that recently took place in Eastern and Central European countries for the first time: The UEFA EURO 2012 and the Euro Games 2012 in Bu-

dapest (Lesbian and Gay Sports Championships). She stated that major sport events help to raise awareness for anti-discriminatory actions.

During these events FFE had five main objectives:

- To raise awareness through anti-discriminatory campaigns
- The recognition of sport as a social tool to fight for inclusion and to tackle discrimination
- To bridge information gaps between new and old EU member states and between grassroots initiatives and NGOs
- To think together about different forms of discrimination (intersectionality). Staritz stated that it is still rare for initiatives to try and combine their activities in their fight against a certain type of discrimination. One aim of the project and conference is, therefore, to look at the similarities (and also the differences) of struggles against discrimination.
- To connect LGBTIQ, anti-racist and Roma-grassroots activists, football people and authorities to create a sustainable network



Krobitzsch, Andreis, Wurbs and Thaljeih discussing cross-sectional approaches



Sunday-panel:
Bardoż-Bencsik,
Erti, Hosta, Urban,
Zhuk and
Heissenberger

On a practical level, during the last few years, many activities were already put into practice. Staritz named **four sets of activities**:

- **Anti-discrimination campaigns** (e.g. anti-discriminatory campaigns, art contests and exhibitions about gender and football during the Women's World Cup in Germany 2011; activities focussing on homophobia during the FARE action weeks 2011 & 2012; Mondiali Antirazzisti 2011 & 2012; the Football-for-Equality Tournament in Ljubljana in May)
- **Bridging the information gap** (e.g. a discussion event in Hamburg about the situation of LGBTIQS in different European countries; EuroGames 2011 & 2012: Successful knowledge-exchange between the host cities Rotterdam and Budapest; Conference at EuroGames Budapest – "Institutions against homophobia")
- **Creating visibility for minorities** (e.g. the touring exhibition "Against the Rules – Lesbians and Gays in Sports")
- **Activities at UEFA EURO 2012**, which mainly took place in Poland (e.g. Pride House, which is a safe space and meeting point for LGBTIQ fans, sport-speople and friends in Warsaw; Fans' Embassies with anti-discrimination training and Fan Guides with LGBTIQ agenda and information)

While the "Free Kick for Equality" conference officially formed the closing event of FFE, Staritz made it clear that this is not the end of the project: FFE is hoping to continue its activities in 2014, by maintaining contact through newsletters and mailing lists and supporting grassroots initiatives and networks. Staritz also referred to their Facebook page and pointed out the regular events: Mondiali Antirazzisti, the FARE Action Weeks and EuroGames.

Further, Staritz stressed that an Action Plan will be developed during the conference and invited participants to write down their ideas and put them in a box at the registration or to fill out a conference evaluation sheet.

10:45 – 12:15 PANEL DISCUSSION CROSS-SECTIONAL APPROACHES TO FIGHT DISCRIMINATION

CHAIR

Daniela Wurbs,
Football Supporters Europe

PANELLISTS

Honey Thaljieh, *former captain of the Palestinian women's national team, now working in the Development Division of FIFA, Champion for Peace*
Suzi Andreis, *activist in several groups of the Polish LGBTIQ and feminist movements, currently involved in the female football team 'Chrzęszczyki'*
Vladimír Sendrei, *Coach & Roma Activist, Futbal nas spaja, Slovakia*
Claudia Krobitzsch, *FARE network (Football Against Racism in Europe)*

Daniela Wurbs ("Football Supporters Europe") welcomed participants to the first Panel Discussion, addressing "Cross-sectional approaches to fight discrimination". She expressed her delight with today's panel and briefly introduced herself and her background. Wurbs works for the European Fan's Organisation Football Supporters Europe (FSE), which is a network of football fans, individuals, local fan groups and national fan organisations. She pointed out that fans are often seen as the major discriminatory group in football and are a target group of anti-discrimination activities. She argued that fans should not be perceived as a general problem but also as a solution. She was therefore happy to welcome representatives from fan groups to the conference. Working with fan groups in Poland and Ukraine, her organisation had broken a taboo especially with regard to the problem of homophobia.

Suzi Andreis, activist in several groups of the Polish LGBTIQ¹ and feminist movement, continued by presenting her work in the female football team 'Chrzęszczyki'.

'Chrzęszczyki' has been active since 1999 and acts as an informal group. All decisions are made collectively, there is no official membership, the collective is open to any women and their activities are focused on counteracting sexual discrimination and homophobia on the basis of their own experiences of discrimination. The team was formed in an LGBTIQ context. Over the first few years, they focused primarily on creating a meeting point for non-heterosexual women interested in football. While they were initially concerned with challenging gender discrimination and homophobia in general, they changed their policy in 2007. By organising a football tournament in 2007, football became the priority for their anti-discriminatory actions and they opened 'Chrzęszczyki' for heterosexual women. Since then, they have organised 13 non-profit or low budget tournaments with 1000 players participating. They keep the participation fee low, to avoid excluding people on a financial basis.

Andreis pointed to the situation in Poland, where the acceptance of women's football is still very low. Although LGBTIQ people are, in her opinion, already visible (UEFA EURO 2012 campaign by FARE, et al.) she stated that the barriers are still very high and that it is difficult to get money for female football tournaments. There are very few initiatives in Poland and the right wing parties still promote homophobia.

'Chrzęszczyki's' strategy is to introduce and promote anti-discriminatory issues by organising events using anti-discriminatory labels (FARE/Never Again association, Euro Pride, etc), by raising anti-discriminatory consciousness in mainstream women's football and by contributing to create an LGBTIQ sports movement. Their latest project is a women's Football Academy for beginners, staffed by female instructors. The academy was founded during the lesbian culture festival "O'Less", but attracted women with both lesbian and heterosexual orientations. Andreis stated that women's football is majorly underdeveloped in Poland. There are no structures, informal teams, clubs or leagues that exist with the exception of training within a club (restricted to women under 25).

¹ LGBTIQ: Acronym for Lesbian/Gay/Bisexual/Transgender/Intersex/Queer.

'Chrzęszczyki' has furthermore joined other initiatives, e.g. "Etnoliga", a multi-cultural football league against racism, xenophobia and gender discrimination. Thanks to their input, they have succeeded in improving football tournament rules for more effective actions against the exclusion of women in football: Now, at least one woman must be on the pitch in every team.

'Chrzęszczyki' now receives more recognition, also from the mainstream conservative football environment: Mainstream teams have joined their tournaments and coaches and observers have come to look for players.

Vladimír Sendrei, Coach & Roma Activist, presented the initiative "Futbal nas spaja" (Football Unites Us) in Slovakia.

In Slovakia, Sendrei stated, Roma live under difficult conditions and more than 4,000 people live in poor, segregated villages.

The project "Futbal nas spaja" is part of the Roma Organisation "Kvož Lacho Drom" and Sendrei stated difficulties in setting up the organisation, but it has since achieved visibility. The organisation includes educational and cultural activities to improve the lives of the Roma involved. According to Sendrei, this goal is difficult to reach, as their funding is limited to a period of 18 months. After this period, the organisation has to wait for further project approval. Alongside their main program, they offer extra curricular activities in the community centre, such as the support of pupils, job counselling, sport and singing courses, etc. A group of Roma children spend their free time in the community centre where they also have the option of participating in different activities.

"Futbal nas spaja" uses football as a tool to fight racism. Sendrei explained that only a few Roma play in the Slovakian first league, but these few are important role models. The same applies for Roma referees: Due to assaults on and outside the pitch only very few Roma become referees and courage and patience are necessary to become a referee. Sendrei stressed that, for Roma people in general, it is still a risk to go to football matches due to aggressive behaviour of other fans.

"Futbal nas spaja" is a football team in a challenging environment, which consists of 20 Roma boys and one Roma girl. The team has participated in many tournaments, took part in the FARE action week and won the "Fair Play" award. At the Championships, the organisation represents Roma culture – not only through football, but also through music.

Honey Thaljieh, former captain and co-founder of the Palestinian women's national team, presented her life-story and work. She grew up in the second intifada and decided to play football in 2003 because she saw it as a way to promote peace, justice and gender equality. Thaljieh pointed out that building up a football team could bring hope to people living there, change the image of Palestinians and even change nations. They started with only one team - now Palestine has 19 local women's teams and four national teams (different age groups). Thaljieh said that they not only lack infrastructure, financial support and expertise but also the possibility to travel freely. But despite all the difficulties they face in their lives and all differences between nations, people don't matter anymore once you are at the pitch: When you play football, all people are equal. She now works for the Development Division of FIFA, Champion for Peace as an ambassador for women, Arabs, football and peace and tries to tackle all kinds of discrimination. In her opinion, poor infrastructure, bad equipment and minimal travel opportunities should not prevent people from realising their dreams.

Claudia Krobitzsch, the program coordinator of FARE ("Football Against Racism in Europe"), was the next to introduce the work of her organisation. Since 1999, FARE has existed as a network for bringing together different stakeholders (NGOs, fan clubs, clubs, ethnic minority groups) from 45, predominantly European countries. Their initiative started because of the prevalence of racism in football. Now they focus on all forms of discrimination. FARE follows a cross-organisational approach by encouraging social inclusion, raising awareness and encouraging self-

regulation among fans. Serving as a platform, FARE brings together member organisations to exchange good practices and support the work in their local community – bearing in mind that strategies need to be adapted for every individual environment. Moreover, FARE works not only with grassroots groups and initiatives but also takes action with public campaigns and the involvement of players as role models.

Krobitzsch stressed that people are often unaware of homophobia and racism in football. Furthermore, FARE organises the FAIR ACTION WEEKS, which take place over two weeks in October to celebrate success stories, to tackle discrimination and exclusion and to promote "Football for all". Within the ACTION WEEKS, FARE supports grassroots activities with funding, involves football clubs, etc. All of these activities are then published in a brochure.

Regarding fan work, FARE sends monitors to UEFA but also supports activities at a local level. FARE generally advocates a bottom-up rather than top-down approach and makes a case for broader fan involvement in anti-discriminatory work to support self-regulation. Krobitzsch stated that fan clubs often deny the existence of racist fans – they prefer not to consider them as part of their club or describe them "only" as hooligans.

DISCUSSION

In the following discussion, the participants agreed on a multiple strategies approach, acknowledging that if e.g. a whole stadium chants racist slogans, self-regulation alone won't work. In this case, collaboration with the club is necessary. However, dealing with racism at multiple levels is not easy: **Tamás Dóczi** (Semmelweis University of Budapest) mentioned that a Hungarian football club got rewarded for a film promoting tolerance, but at the same time got punished for racist chanting. Some agreed that a lot depends on the contact of fans and the club. Therefore, closer examination of this point was considered to be useful. Further, it was mentioned that punishment is an ineffective strategy: While it can be helpful in case of an

agreement with the concerned club, it might also cause opposition of fans and create solidarity with the perpetrators.

Therefore, **Henri Erti** (Croatia, Estonia) argued for a reward-based rather than a punishment-based system, a suggestion that was also questioned. Objections were raised as rewards do not necessarily change the mindset of people and cannot reach all fan groups, as not all of them want to be anti-racist or anti-fascist. **Adjei Adu** (Switzerland) added that neither punishment nor rewards have long lasting consequences and proposed addressing schools (primary schools up to university level) as target groups to raise awareness. Furthermore, visibility of discriminated groups was mentioned once again but participants agreed that visibility alone would also not provide a remedy for discrimination.

Further criticism was raised that there is great emphasis on homophobia and racism in East and Central European football, but not in Western Europe. Rob Stoop (Netherlands) stated that there is a lot of "fake" tolerance in Western Europe, as homophobia and racism also occur in Western European football.





14:00 – 16:15 WORKSHOPS

Conference participants could choose two out of three workshops and change workshops during the break between session I and session II. After the two sessions, the results of the workshops were presented and discussed.

WORKSHOP 1 BRIDGING THE GAP: NETWORKING AMONG STAKEHOLDERS

FACILITATORS

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

The workshop tried to bridge the gaps between different stakeholders by providing a platform for exchange and networking. The workshop facilitators suggested that while information exchange is considered to be a key factor of anti-discriminatory work in theory, in practice it faces a set of challenges: Grass-

root groups are still faced with ignorance from governing bodies and the joint fight across different forms of discrimination is a relatively new concept. Furthermore, networking across national borders often remains rhetoric and the divide between “Western” and “Eastern” Europe is still a reality. Therefore, participants were asked to write down the name of their initiative/ NGO/group/network, their target group and their goals. They then tried to think about barriers they encounter in their networking activities and to find solutions and measures to support networking.

Target groups of the workshop were: Fans, LGBT people, minorities, associations, students, women, children and other sports players. The participants' goals were quite similar and were subsumed under “using sport as a tool for social inclusion”. Concerning the search of cooperation partners, some of the participants were already in the process of finding cooperation partners in the workshop, while others expressed their aim to work with FIFA, UEFA, the UN or funding organisations. The facilitators identified the wish to act locally, to cooperate with the local municipality and to connect and work with people from the same country, as an important outcome.

After the presentation of the workshop, a short discussion on the funding of grassroots organisations evolved. While some agreed that grassroots organisations have difficulty raising money for their activities and that a lot of resources need to be spent on correct accounting according to the guidelines of funded projects, others emphasised the importance of transparency. Further, participants expressed the wish to connect local fan networks with the UEFA to help them to sustain work carried out beyond the length of a project.

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

FACILITATORS

Des Tomlinson, Football Association
of Ireland (Republic of Ireland)
Maurizio Pratesi, Football Association
of Finland (Finland), NGO “Walter”
Tracy Litterick, Football Unites Racism
Divides (UK)

The second workshop discussed questions of exclusion in sport and other fields. The facilitators stated that the under-representation of migrants and other marginalised groups remains an open secret. They introduced their work and then discussed questions on exclusion with the workshop's participants.

At first, **Tracy Litterick** gave a short introduction into the work of Football Unites Racism Divides (Sheffield, UK). Their organisation works with young people, asylum seekers and refugees using football as a tool for inclusion. Several coaches at Football Unites are refugees themselves. Football Unites Racism Divides provides young refugees and asylum seekers with role models and helps to build links with the local communities of the city.

Des Tomlinson briefly spoke about the Football Association of Ireland. The Association runs an intercultural football programme within the department of justice, supported by a governmental policy paper underlining the importance of sport in the process of integration and the EU “White paper”, which also stresses the social function of sport.

Part of their agenda is to work at the grassroots level and offer programmes in schools, clubs and the national league teams to bring people of all backgrounds together to play football. Their goal is to have at least 15% of participants from a minority background in their agenda. To reach this goal they collaborate with local groups and NGOs.

Maurizio Pratesi presented the “Walter” foundation, founded in 2004 – a basketball club that provides activities for over 1,000 children in the Helsinki region and conducts tolerance workshops. He further introduced the work of the Football Association of Finland, which started an antiracist after-school programme in four different schools, involving 3,000 children. Pratesi stated that many junior clubs are organised around people's ethnic backgrounds. To counteract separation tendencies, the association is trying to include these children in existing mainstream clubs and to get them involved in the programmes that they offer (e.g. tolerance workshops).

After the presentation of the facilitators work, the following points and questions were discussed by the workshop participants:

- *Common barriers to inclusion, in sports and in general – particularly from your own experience/perspective, as well as that of others (people you work with)*
- *Do you think that these barriers impact specific groups of people – women, men, youths, children – and have an internal or external focus on specific groups (Internal: attitudes, assumptions, norms/beliefs/customs/ language of majority and minority groups; External focus: societal, structural, financial)?*



The participants exchanged their experiences and opinions, the results were summarised in a table and presented by the facilitators. The questions about internal and external focus of the barriers could not be answered due to the lack of time. Although these questions could not be answered during the workshop, the facilitators pointed out the importance of keeping them in mind in order to find adequate strategies to tackle discrimination.

COMMON BARRIERS

- Financial – socioeconomic backgrounds
- Discrimination (open/covert)
- Societal/cultural values (perceived gender roles) Stereotypes
- Legal status
- Language
- Accessibility (training facilities, accessibility to mainstream clubs/facilities)
- Lack of awareness
- Organisational culture/attitudes
- competitive vs. recreational focus

GROUP IMPACT

- Low income (e.g. People from migrant backgrounds).
- Migrants, LGBTIQ, females
- Females/males
- Asylum seekers
- People from migrant backgrounds, organisations
- Transgender, disability, socioeconomic backgrounds
- Asylum Seekers, LGBTIQ, people from migrant backgrounds
- Organisations, specific groups/ cultures

WORKSHOP 3 CAMPAIGNING AND EDUCATIONAL WORK AGAINST DISCRIMINATION

FACILITATORS

Sergej Danilov, *Institut pre medzikulturny dialog – IPMD (Slovakia)*

Francesca D'Ercole, *Unione Italiane Sport per Tutti (Italy)*

Megan Worthington-Davies, *Football vs. Homophobia and Justin Campaign (UK)*

The workshop discussed different practices to tackle discrimination, focusing on educational work and campaigning. The facilitators first presented their organisations and then invited the participants to share their views.

Francesca D'Ercole introduced the work of the NGO Unione Italiane Sport per Tutti, Italy (UISP). UISP consists of a local committee and a "league of activity" (football, basketball, etc). Between 2011–2013 their main objective was to plan an awareness campaign focused on homophobia in sport within the framework of the Football for Equality project and with funding from the European Commission. The campaign was launched at a national and international level and different tools were used to spread their message. They launched, for example, a leaflet about homophobia in sport with the slogan "The 'difference' in equality" and a poster and postcard campaign showing two pairs of football shoes with the text "Homosexual" – "Heterosexual" – Now you know, what has changed?" to remind people that sexual orientation does not change athletic performance. UISP also launched a video against homophobia on YouTube (<https://www.youtube.com/watch?v=viAC6vLiYHM>).

D'Ercole also named other activities of UISP, such as the Action Weeks that took place all over Italy in 2011 and 2012 and Mondiali Antirazzisti, which involved a non-competitive football, basketball and volleyball tournament with discussions and workshops that dealt with LGBT and gender equality in 2011.

Sergej Danilov from the Institut pre medzikulturny dialog (IPMD; Slovakia) presented the work of his organisation. IPMD launched the Campaign "SPORT UNITES" (in cooperation with other organisations) in December 2012 and also uses the slogan "Diversity makes us stronger", quoting the German football captain Philipp Lahm. Their core activities are to organise tournaments (e.g. the Bratislava mini league against racism during the FARE action weeks) and other cultural and sporting events and discussions where they invite coaches, football players and the media. For three years they have had a multi-cultural, multi-ethnic football team consisting of asylum seekers and people from various ethnic and religious minorities.

Furthermore, IPMD monitors racism, homophobia and all other kinds of intolerant behaviour in sport, collects evidence and reports various incidents. Danilov expressed his delight in the successful cooperation with the police and FARE in these cases. He explained that the media is not always aware of these incidents. Among other activities, IPMD also runs a buddy project with a children's shelters in cooperation with Provida Foundation.





DISCUSSION

In the **following discussion**, different approaches towards campaigning and educational work were discussed. The participants agreed that the issue of homophobia and racism needs to be looked at from different angles. They pointed out that racism is often connected to a lack of education. To avoid excuses, racism should be defined through examples. Programmes and educational tools need to be improved, starting with elementary school education and education in sports clubs. It was proposed that small initiatives should hold workshops in schools, which should not only convey sports skills but also values like tolerance and respect. Also, working with parents needs to be included.

Secondly, cooperation with other grass-roots initiatives and communities was identified as an important tool to increase political pressure for actions against homophobia and racism. Minorities should be united when it comes to the communication of anti-discriminatory messages. As a third point, a top-down approach was mentioned. It was suggested that UEFA should introduce a programme for anti-discriminatory education within UEFA licence trainings of future football coaches, which would be supported by multipliers at the national level. This anti-discriminatory training should be compulsory for all coaches

and should be implemented with the help of other initiatives e.g. FSE and FARE. It was proposed that this demand be combined with the proposal of a thorough agenda worked out by an initiative group. At the same time, (youth) coaches with no licence training should be addressed. Anti-discriminatory messages should also be spread through ambassadors with minority and non-minority backgrounds, in schools and to the public using different media. Further, fan involvement in anti-discriminatory work was discussed. Daniela Wurbs (Football Supporters Europe) stated that even in the most racist clubs there are fans that disagree with racist behaviour. These fans need to be empowered and included. Also, the need for improvement at the legislative level was highlighted.

Talking about campaigning, a database of good practice examples was suggested, e.g. a campaigning guide or an internet based collection of campaigns and campaigning strategies to be an inspiration to take home.



DAY TWO

“MOVING FORWARD” – NEW IDEAS AND FUTURE ACTIVITIES

09:30 – 10:00
OPENING WORDS

In his opening speech, **Alias Lembakoali**, FARE ambassador and former player with Inter Bratislava and Central African Republic expressed his delight about the fact that so many people engage in fighting racism in football. Lembakoali is involved in the tournament “Football against racism” organised by Ludia Proti Rasizmu (Slovakia), which brings people together from different ethnic and social backgrounds. He underlined that although there is already a big debate on racism, homophobia still remains a social taboo. He also stressed the importance of a cross-organisational approach and enforcement of anti-discriminatory education.

10:00 – 11:30 PANEL
MOVING TO THE NEXT STEP
IN COMBATING RACISM &
HOMOPHOBIA IN SPORT

CHAIR

Milan Hosta, *Spolint (Slovenia)*

COMMENTATOR AND RESPONDER

Marcus Urban, *former German professional football player, coach and diversity trainer*

PANELLISTS

Elizaveta Zhuk (Russia): “*Racism in Russian Football: the policy of combat or the policy of denial? Antidiscrimination Laws and the situation in Russia before World Cup 2018*”
Stefan Heissenberger (Austria): *Raw fair play. Football, masculinities, dimensions of homophobia and examples of how to overcome it.*

Mariann Bardocz-Bencsik (Hungary): *Honey makes the difference. A role model for multiple minorities. Multiple discriminations and sport as a tool of inclusion.*
Henri Erti (Croatia, Estonia): *Remove and Reform: Racism in Europe. Critical analysis of current punishment strategies.*

Milan Hosta from Spolint (Slovenia) and partner of FFE Project introduced the panelists, who were chosen in a European wide essay competition where they presented their thoughts and analysis on how to take action in the fight against discrimination in sports across Europe.

Marcus Urban, a former German professional football player, introduced himself as a commentator and responder. Urban is known as the first German football player with a professional background who came out after he ended his career. In 2008, a journalist interviewed him and published a book about his life story, “Versteckspieler (hidden player) – Story of the Gay Footballer Marcus Urban”. Urban started his career at the age of seven in the GDR (former German Democratic Republic) where he went to a special boarding school for football. He wanted to become a “big player”. Becoming aware of his homosexuality in puberty reinforced his feeling of being an outsider. Urban stated that he had to hide himself 24 hours a day. As a 20-year old, he stopped his promising professional career due to rising pressure. He now works as a coach and diversity trainer. In his speech, Urban again emphasised the need to not only talk about one form of discrimination, but all forms together. Furthermore, he stressed the potential of a diverse group.



Elizaveta Zhuk (Russia) then presented her paper “Racism in Russian Football: the policy of combat or the policy of denial? Antidiscrimination laws and the situation in Russia before World Cup 2018”. Zhuk stated that Russia is considered a multinational country with a high percentage of people of a non-Russian background. Its history could theoretically point towards tolerance, but unfortunately, she said, that is not the case. Based on her research, Zhuk stated that racism in Russia differs from racisms in other countries:

- Specific nationalities/ethnicities are confronted with racial abuse (above all people from Central Asia and Caucasus, e.g. Tadzhikistan, Kyrgyzstan due to the fact that many of them are illegal immigrants and are not protected by the state).
- Immigrants are predominantly illegal residents (they don't usually register)
- Common public manifestations of racism (e.g. racist jokes are quite accepted in Russian TV shows)
- Relative impunity (racist abuse is often qualified as hooliganism, punishment for hooliganism is less strict)

- Interaction of different forms of discrimination (above all LGBTIQ discrimination and intolerance)
- Geographical factor (racism mostly occurs in Saint-Petersburg and Moscow)

Zhuk mentioned various racist incidents (racist slogans on banners, racist chants etc.) that occurred in Russian stadiums within the last few years. The St. Petersburg football team Zenit is well known for its racist and homophobic Ultras, who even published a manifesto against black and homosexual players. As Zhuk stated, for a long time the Russian authorities were ignoring racism, but since the decision that Russia will host the World Cup 2018, the situation has improved. In October 2010, the executive committee of the Russian Football Union (RFU) adopted a special memorandum with a prevention campaign to tackle racism within football, consisting of a programme (2010-2015) that was implemented or is currently in practice:

- Advertising campaigns
- Adaptations of new regulations
- Anti-racism handbooks
- Project promoting tolerance through football

Russian football authorities used FIFA and UEFA experiences to implement these measures, e.g. in the case of disciplinary regulations. Discrimination on the grounds of sexual orientation and gender identity was however not directly mentioned. The wording, Zhuk said, could be more precise, although the wording “all forms of discrimination” presumes discrimination on the grounds of sexual orientation and gender identity as well. Also, RFU launched the campaign “Footballian: the movement for a nation’s respect of diversity”. Her view of the situation is thus quite positive, but a lot still remains to be done. Zhuk pointed out that Zenit St. Petersburg remains a serious problem, since the far right fans have a powerful position in the club.

Stefan Heissenberger (Austria) was the next one to present his paper “Raw fair play. Football, masculinities, dimensions of homophobia and examples of how to overcome it”, focussing on men’s football teams in Western Europe and based on his research and experience as a football player and trainer in non-professional football teams including a gay football team.

Heissenberger stressed that an anonymous interview in 2012 with a German gay football player from the German Bundesliga caused a stir and started the discussion of whether football is ready for an outing. Racist incidents are already often addressed, mostly in specific cases that allow for personal identification. In contrast, homophobic insults are located on more of a symbolic level and often lack specific victims. Not one active and internationally known male European player has come out.

Heissenberger pointed out that an outing could create a positive new dynamic in this field but he doubts that a single player will find an outing reasonable due to football’s image:

- Football is the male sport par excellence. At times of failure, traditional male cardinal virtues such as toughness and fighting spirit are especially in demand. Traits that gay men are

not expected to have because of their alleged weakness.

- What should a player who comes out “look like”? Maybe he should be an excellent player, perhaps even a member of a national team. Masculine and tough to make him less vulnerable.
- According to Heissenberger’s analysis, teams, media, sports associations and fans are ready for an outing. However, he expressed his doubts that football clubs are also ready. He therefore recommended putting more focus on clubs (professional and non-professional).
- Awareness and acceptance of the coaches are important
- The key for acceptance in each team is the performance on the pitch and general popularity of the player
- Responsibility - some football teams promote themselves as gay friendly without having gay players; clubs should collectively promote an anti-discriminatory approach.

Heissenberger underlined the importance of solidarity and alliance between stakeholders through the sharing of emotions and, above all, a collective goal of more diversity in football. He said that positive actions are already taking place, but nevertheless a discussion with the major associations, officials, NGOs and initiatives would be necessary.

The next speaker, **Mariann Bardocz-Bencsik** (Hungary) based her paper “Honey makes the difference. A role model for multiple minorities. Multiple discriminations and sport as a tool of inclusion” on Honey Thaljieh’s work and life story. As Honey Thaljieh already presented the story of her life herself yesterday, Bardocz-Bencsik decided to focus her presentation on the need to support further development of anti-discriminatory work. She pointed out that funding is necessary, but that ‘dissemination’, spreading the message, promotion and campaigning are even more important: “Don’t be afraid to promote your

message”. She underlined the importance of using new medias: “Create a Facebook page of your project, spread your message via Twitter and connect to each other”. Messages could then be spread in a more effective way and synergies could be created, e.g. by developing of a common logo.

Henri Erti (Croatia, Estonia) introduced his paper “Remove and Reform: Racism in Europe. Critical analysis of current punishment strategies” based on the hypothesis that the UEFA anti-racism programme doesn’t act upon its intentions:

A system that punishes bad behaviour and doesn’t reward good behaviour, encourages more bad behaviour, stated Erti. Erti claimed that UEFA has not taken the unintended effects of financial punishment into consideration: “One of the greatest mistakes is to judge policies and programmes by their intentions rather than their results”. As a case study, Erti used the U-21 European Championship Qualification match between Serbia and England, which led to an 80,000 Euro fine for the Serbian football association, games behind closed doors and individual penalties. Fines for bad behaviour, Erti stated, encourage the same behaviour because one buys permission to behave badly again.

Racist offences can then be excused and legitimised with money. Also, games behind closed doors “create enormous opportunity costs”. This “lost money” could have been invested in empowerment, infrastructure upgrade or poverty reduction policies instead. In the case of Serbia, the state is accepted as an authority rather than an international organisation. Therefore, fines just encourage resentment towards UEFA. At the end, there are no benefits. Erti suggested rewarding good behaviour instead and using envy as a motor to push good behaviour.

People want to have something for their actions; UEFA should create a fund to reward the football teams, which can then invest in their local development. Working against any form of discrimination is all about economics, Erti concluded.

DISCUSSION

In a **subsequent debate**, Erti’s approach was criticised for not taking into consideration that a reward system doesn’t change the attitudes of teams, fan groups and individuals and that it doesn’t consider the quality of the work. It was argued that it is instead the non-transparency of a punishment system that leads to bad reactions. While a reward system was considered as part of a greater strategy, the work on a different mind-set was favoured by a larger number of the participants.



Alias Lembakoali opens day two



ACTION PLAN

THE FOLLOWING ACTION PLAN WAS ADOPTED AT THE CONFERENCE “FREE KICK FOR EQUALITY! MOVING TO THE NEXT STEP IN COMBATING RACISM AND HOMOPHOBIA TOGETHER” IN BRATISLAVA ON SUNDAY, 28 APRIL 2013

SECTION I RECOMMENDATIONS FOR GOVERNING BODIES AND SOCIETY

- The idea of using sport as a tool for social inclusion has to be spread.
- Top Down Approach: Implement regulations like anti-discrimination work as a licensing requirement for clubs and special ongoing training for coaches and referees – on a national, regional and local level.
- Different forms of discrimination must be defined to avoid excuses based on unclear codices of behavior and terminology (e.g. clear definitions in guide books considered national codes). In addition, governing bodies should promote tolerance values.
- Transparent budget: Transparency of organisation/network budgets to its members has to be guaranteed.
- Long-Term Funding needs to be secured to help grassroots initiatives survive and guarantee the sustainability of their projects.

ity of their projects.

- Institutional barriers like the restriction on foreign players have to be removed.
- Schools and educational institutions need to be identified as institutions for raising awareness. Awareness increasing activities ideally start at primary level. Actions targeting homophobia, sexism, racism, nationalism etc. should be implemented using grassroots initiatives expertise.
- Changing values and proprieties: Support for non-competitive sports is one example.

SECTION II ACTIONS ON A GRASSROOTS LEVEL

- Coordination of actions at different levels: Lobbying, policymaking, networking
- Education: Focus on educational work in schools and clubs. Teaching values

and not just technical skills in sports an early age is required.

- There is a need for more coaches from ethnic minorities; actions need to be taken to include these coaches.
- Parents should also be educated/sensitized to these issues.
- Connecting initiatives: Grassroots initiatives need to be connected on a broader level. It is important that all organizations, communities, clubs, groups etc. work together to broaden their view and help them combine their strengths to increase pressure on public authorities.
- Role Models: Role models play a specific part. For example, role models can be ambassadors, sportsman and women (everyone should support this topic, not only migrants), parents, etc.
- Communication tools: A variety of communications tools are required to reach different target groups.
- Research: There is a need for more research on the topic “sport and inclusion”. Sport is often seen as a cure for social problems. But, sport can also increase tension. Therefore it is necessary to have more research about what sport can really do. Further research on what motivates discrimination has to be done (e.g. on the level of fans).
- FIFA and UEFA: Representatives of both associations have to be invited to conferences, etc. to increase their awareness of grassroots challenges.

- Training: Institutions like the media (and others) need to provide training to sensitize their staff to these issues.
- Sharing Experiences: Sharing experiences through good practice guides, common databases, special newsletters, etc. need to increase. These experiences need to be shared more easily and people need to be able to use them for their work by adopting them to specific situations/cases.
- Inclusion: Target groups (e.g. youth, fans, migrants etc.) need to get more involved in campaigning and project work.
- Internal barriers: Internal barriers, like cultural background for example, need to be examined.

SECTION III NEXT STEPS

- Keeping up the Network
- Keeping each other informed through the FFE Website, Newsletters and Mailing lists.
- Looking forward to a follow up project.
- Strengthening the Football for equality-network and increasing the network.
- Forming a working group – to be coordinated by FairPlay-VIDC (Vienna) and Institut pre medzikulturny dialog (Bratislava). Contact: sergio.danilov@gmail.com and staritz@vidc.org



LET'S KEEP IN TOUCH!

www.footballforequality.org
www.facebook.com/footballforequality
fairplay@vidc.org

NEWSLETTER

sign up on www.footballforequality.org

TOURING EXHIBITION

Against the Rules – Lesbians and Gays in Sport
www.eglsf.info or exhibition@eglsf.info

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Football for Equality



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



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