



## 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: implementing regulations like anti-discrimination work as licensing requirements for clubs and special ongoing training for coaches and referees – on a national, regional and local level.

Different forms of discrimination have to be defined for not allowing excuses that live from unclear codices of behavior and terminology (e.g. through guide books considering national codes). In addition, governing bodies should come out with tolerance values.

Transparent budget of organisations/networks to its members has to be guaranteed

Long-Term Funding enables the survival of grassroots initiatives and guarantees the sustainability of projects.

Institutional barriers like the restriction on foreign players have to be removed.

Schools and education in general has to be realized as institutions for raising awareness, ideally starting at the primary level. The issues of targeting homophobia, sexism, racism, nationalism etc. should be implemented with the expertise of the grassroots initiatives.

Changing values and proprieties: Supporting non-competitive sport for example

### Section II: Actions on a Grassroots Level

Inclusion of different levels of action: Lobbying, policy making, networking

Education: focus on educational work in schools and clubs. Need to start at an early age, teach as well values of sport and not only technical.

There is a need for more ethnic minority coaches, have to be more included  
Parents should as well be educated/sensitized



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

**Connecting initiatives:** Grassroot Initiatives need to be connected on a broad level, it is relevant to work together with all organizations, communities, clubs, groups etc. to broaden the view and as well to generate a bigger pressure on the public authority.

**Role Models:** role models play a particular role. For example ambassadors, sportsman and – women (not only people with migration background, everyone should stand up for this topic), parents etc.

**Communication tools:** various communications tools are needed for reaching different target groups

**Research:** there is a need for more research on the topic “sport and inclusion” cause sport is often seen as a medicine to cure all social problems but sport can as well create a lot of tensions. Therefore it is necessary to have more research about what sport can really do. Furthermore as well more research on the motivation of discriminating behavior has to be done (e.g. on the level of fans)

**FIFA and UEFA:** Representatives of both associations have to be invited more often to conferences etc. for getting to know the grassroots challenges in a better way.

**Trainings:** Institutions like for example the media need to have trainings to sensitize their staff

**Sharing Experiences:** for example through a good practice guide, a common data box, special newsletter etc., but not forget to adopt it to every specific situation/case

**Inclusion:** the target groups (e.g. youths, fans, migrants etc.) need to be more involved in campaigning and project work

**Internal barriers:** There is a need to look as well on internal barriers like for example on the cultural backgrounds etc.

## Section III: Next steps

Keeping up the Network

Keeping each other informed through FFE Website, Newsletter and Mailinglists

Looking forward to a follow up project

Strengthening the Football for equality-network and increasing the network

Forming a working group – coordinated by FairPlay-VIDC (Vienna) and Institut pre medzikulturny dialog (Bratislava). Contact: [sergio.danilov@gmail.com](mailto:sergio.danilov@gmail.com) and [staritz@vidc.org](mailto:staritz@vidc.org)

