

Erasmus + Monitora

- Workshop Seminar: Monitoring Racism in Sports
- Date: 24.01.2024
- Time: 11:30 – 13:30
- Place: Diaconia University of Applied Sciences (Diak) Kyläsaarencuja 2, 00580 Helsinki, Finland



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Monitoring discrimination and racism in sport



Program

Welcome and presentations

Expert presentation: Racism in Finland and the impact of racism on participation in sports

Brunch

What are the forms of discrimination in sports

Why addressing discrimination in sports is key

Monitoring and reporting discrimination – Real life examples

How to monitor and report discrimination in sports

Workshop results/feedback

Physical fitness
Mental health / Confidence
Community & friends
Positive leisure activities
Career opportunities
Travel & education
Safety, hygiene & survival skills



The benefits of participation in sports

Being excluded from sports lets young people miss out on opportunities!

Watch: <https://vimeo.com/895554474/cc309a4388?share=copy>

Racism in Finland and the impact of racism on participation in sports



What are the forms of discrimination in sports

GLOSSARY OF KEY TERMS	
Name of the term	Definition and source (max 1 to 3 lines)
Structural and institutional Racism	A systemic form of discrimination embedded in societal structures and institutions that perpetuates unequal opportunities and treatment based on race.
Micro Agressions	Subtle, often unintentional, verbal or behavioral expressions of prejudice that marginalize or demean individuals based on their race or other characteristics.
Implicit Bias	Unconscious attitudes or stereotypes that influence judgments and actions, leading to unintentional discrimination.
Verbal Abuse	The use of harmful or offensive language to degrade, insult, or intimidate someone based on their race.
Physical Abuse	The act of causing harm or injury to someone based on their race through physical force or violence.
Online Hate Speech	Discriminatory and offensive expressions targeting individuals or groups based on their race, disseminated through digital platforms.

What are the forms of discrimination in sports

[resources for hotspot](#)

[Title for the visual] Top 5 key indicators of a potentially problematic context			
	<i>Key words (on the visual)</i>	<i>Add on info (on the visual)</i>	<i>Content for Hotspot ONLY AVAILABLE IN EN version (can be text or a video or another picture / or mix of them – brings more detailed info to the fist short elements)</i>
Fact 1	Low percentage in participation	Can be used as an indicator for structural racism	e.g. low percentage because of socio-economic situation of one group, low percentage of leadership positions held by different ethnicities
Fact 2	Use of images, internal (insider) slang, slurs, jokes, while invalidating diverse identities, experiences, opinions and feelings.	Part of <u>micro-aggressions</u>	If only one gender or one type of people (ethnicities) is represented and idealized in the communication, images, awards, leadership, others feel left out
Fact 3	Verbal aggression	Racism	e.g. an environment where trigger words or phrases are freely used and make diverse groups feel unsafe.
Fact 4	Racist symbols	Organized Racism	Symbols which stand for racist organizations and ideologies used in public space to promote those organizations and ideas and to intimidate the perceived “others”.
Fact 5	Assumptions based on ethnicity	Implicit bias	For example saying to a native citizen “Oh, you speak our language very well.” based on diverse ethnic features from the assumed majority.

What are the forms of discrimination in sports

- 1. Stereotyping and prejudice: Preconceived notions and unfair judgments based on characteristics such as race, gender, or nationality.
- 2. Limited access: Barriers that prevent certain individuals or groups from participating in sports, often due to economic, social, or cultural factors.
- 3. Unequal opportunities: Disparities in resources, training facilities, and coaching that hinder equal access and development in sports.
- 4. Discrimination in leadership: Underrepresentation or biased treatment of certain groups in leadership positions within sports organizations.
- 5. Pay disparities: Unequal compensation based on gender, race, or other factors, especially prominent in professional sports.
- 6. Lack of inclusivity: Exclusionary practices and closed circles marginalize individuals from sports decision making.

What are the forms of discrimination in sports

- 7. Lack of transparency: Decisions and finance are managed behind closed doors, without accountability
- 8. Limited role models: Scarcity of diverse role models in sports, hindering the inspiration and motivation for individuals from underrepresented groups.
- 9. Biased media coverage: Stereotypical portrayals and biased coverage that reinforce discriminatory attitudes and perceptions.
- 10. Lack of equity: There is a perceived fair and equal meritocracy, but in reality, there is a lack of equity measures on the grassroots and thus promote discrimination.
- 11. Sportswashing: Influential dictatorships with homophobia, gender discrimination, and racist issues use international sports to promote themselves and thus affect the sports DNA globally, even on the grassroots.
- 12. Nationalism: National interests such as to promote talents who can represent a state internationally lead to programs such as the "homegrown rule" in football, which discriminates especially against immigrant youth.

Exercise: Fill the “missing” words:

Sport discrimination indicators include low percentages among ethnic groups due to socio-economic factors and limited ethnic in leadership roles.

Toxic environments may involve role model images, slang, and verbal aggression that make diverse groups feel

Racist symbols and ethnic assumptions further promote discrimination and hostile climate. Sports culture contributes through, access, and unequal, affecting leadership, pay, and media representation.

Lack of, harassment, and bullying exacerbate the issue. The lack of on the grassroots level reinforces discrimination.

Additionally, global issues like and nationalism contribute to discrimination in international sports, impacting even grassroots levels.

List of “missing words”:

Participation, Sportswashing, Limited acces, unsafe, Stereotypes
Opportunities, One-sided, Inclusivity, Equity, Representation

Why
addressing
discrimination
in sports is key



Excercise

- ❑ **Why is it key to monitor discrimination in sport:** - focus on the fact that monitoring and reporting help to facilitate their visibility and to identify strategic actions aimed to preventing and countering them. MIN 7 lines
- ❑ **Make a list of all actions** that have been done so far in your organisation to address the topic of discrimination. Take some time to discuss with all stakeholders involved to capture what was learnt from those initiatives.
- ❑ **Can you identify any pattern?** Is there something that you need to keep in mind for further action

Answer in mentimeter:

<https://www.menti.com/alpwtugjw8xm>

Monitoring and reporting discrimination – Real life examples

Watch the Sentry video:

- https://youtu.be/LaGQ8Q9u_fY?feature=shared
- https://www.youtube.com/watch?v=LaGQ8Q9u_fY

Having watched the video – can you think of any similar stories you have experienced or witnessed?

What was similar in your response, and what was new for me?

What are currently the potential “facilitators” of discrimination in your organisation and/or local context?

Example from Finland:

<https://vimeo.com/900815475/9ab74a8b7b?share=copy>

What did you learn from this example?

How to monitor and report discrimination in sports

Exercise:

What are the skills and knowledge did you gain in the workshop?

Which of the skills did you already have?

Which of these skills do you wish to develop further?

Workshop results and feedback

What needs to be done?

- **Local Networking**
- **Antiracist nodes**
- **Monitoring observatory**
- **Antidiscrimination support service**
- **What else?**

Workshop results and feedback

Where did you find out about this course?

How satisfied are you with this seminar? (1-5)

What was the most useful content?

- What part was so valuable you will use every day?
- What are the learnings you will use every now and then?
- Which content shall go to the garbage can, what is the material you will never use again?

To what extent do you agree/disagree with the following statements? (y/n)

- The language was easy to understand
- I'm likely to participate again in the future
- The instructional materials complemented each other.
- The workshop was organised in a manner that helped me understand the underlying concepts.
- The material was easy to understand
- The flow was well organised (felt like natural learning path).

How likely is it that you would recommend this to a friend or colleague? (1-10)