



Leveling the Field

A Practical Guide
to Combating Racism
Through Sport

Manual for Youth Workers
by Sport Against Racism (SAR) Project



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Manual Overview:

Part I: Understanding the Playing Field – Racism in Our Communities.

This section provides the essential context for youth workers, helping them understand the multifaceted nature of racism in Europe and its specific local manifestations.

- **Chapter 1: Introduction – Why Sport? Why Now?**
 - Welcome to the Manual: Our Mission and Goals.
 - The Power of Sport: A Tool for Inclusion and Social Change.
 - Who This Manual Is For: Empowering Youth Workers and Young Leaders.
 - How to Use This Guide for Maximum Impact.
- **Chapter 2: The State of Play – Racism Across Europe**
 - A Pan-European Overview: Common Themes and Manifestations (hate speech, systemic discrimination, etc.).
 - **Country Spotlights:** Understanding the Local Context.
 - **Spain:** The legacy of historical events on contemporary racism and the impact on groups like those of African, Maghrebi, and Romani descent.
 - **Czech Republic:** Post-communist nationalism, challenges for Roma and Vietnamese communities, and the context of a historically homogenous society.
 - **Guadeloupe:** The deep roots of colonialism and slavery, colorism, and the unique dynamics of a French overseas department.
 - **Poland:** The context of historical homogeneity, the impact of World War II, and challenges faced by new immigrant communities.
 - Racism in Key Sectors Affecting Youth: Housing, Employment, and Education.
- **Chapter 3: Racism on the Sidelines – Discrimination in Sport**
 - How Racism Manifests in Sport: From Fan Chants to Institutional Bias.
 - Who is Most Affected? Experiences of Minority Athletes.
 - The Intersection of Sports and Culture: Case studies from football-dominant cultures (Spain, Czechia, Poland) and unique contexts (water sports in Guadeloupe).
 - Why Water Sports? A Special Focus on Addressing Exclusion in Sailing, Surfing, and Swimming.

Part II: The Playbook – Strategies and Best Practices

This core section will be a catalogue of the best practices gathered, organized thematically to provide youth workers with a range of ideas and adaptable models. Each practice will be presented as a concise, actionable case study.

● Chapter 4: Building the Team – Fostering Inclusion and Participation

- **Best Practice Model:** Creating Welcoming Spaces for All.
 - *Case Study (Spain):* Parres Water Sport Club - Offering accessible courses for immigrants and refugees.
 - *Case Study (Czechia):* Ice Hockey and Roma Inclusion - Breaking down economic and social barriers in an exclusive sport.
 - *Case Study (Italy/Referenced):* UISP Swimming Courses - Creating culturally sensitive, female-only sessions for migrant women.
- **Actionable Takeaways for Youth Workers:**
 - How to conduct a community needs assessment.
 - Tips for removing financial and logistical barriers.
 - Strategies for culturally sensitive outreach.

● Chapter 5: Changing the Rules – Education and Awareness Campaigns

- **Best Practice Model:** Using Sport as a Platform for Education.
 - *Case Study (Guadeloupe):* Tournoi Métis - Combining a football tournament with workshops on colonial history and Creole identity.
 - *Case Study (Czechia):* KICK Racism - Engaging clubs, schools, and youth teams in anti-racism education.
 - *Case Study (Poland/International):* The 'NEVER AGAIN' Association's "Let's Kick Racism out of the Stadiums" campaign.
- **Actionable Takeaways for Youth Workers:**
 - Guide to organizing an anti-racism workshop.
 - Template for a social media awareness campaign.
 - How to engage local athletes as role models and ambassadors.

● Chapter 6: Healing and Empowerment – Sport as a Therapeutic Tool

- **Best Practice Model:** Overcoming Trauma and Building Confidence.

- *Case Study (Spain):* Proyecto Agua - Helping migrants overcome traumatic sea-crossing experiences through swimming.
- *Case Study (Greece/Referenced):* Sea Exposure Therapy - Using stand-up paddleboarding to heal refugees from shipwreck trauma.
- *Case Study (Turkey/Referenced):* Dreams Academy - Offering scuba diving to empower individuals with disabilities and from disadvantaged groups.
- **Actionable Takeaways for Youth Workers:**
 - Principles of a trauma-informed approach in sports coaching.
 - Techniques for creating safe and supportive learning environments.
 - Partnering with mental health professionals and NGOs.
- **Chapter 7: The Power of Partnership – Building Strong Alliances**
- **Best Practice Model:** Leveraging Collaboration for Greater Impact.
 - *Case Study (Spain):* UNESCO 'Fit for Life' Network - A high-level partnership with Barça Foundation.
 - *Case Study (Spain):* Crew Together - Collaborating with NGOs like Accem to support refugees through canoeing.
 - *Case Study (Poland):* 'NEVER AGAIN' Association - Working with UN, EU, and OSCE to advocate for change.
- **Actionable Takeaways for Youth Workers:**
 - How to identify and approach potential partners (local clubs, schools, businesses, NGOs).
 - Checklist for building successful, mutually beneficial collaborations.
 - Tips for engaging with local government and sports federations.

Part III: Your Game Plan – A Toolkit for Action

This final section provides practical, ready-to-use resources to help youth workers design and implement their own "Sport Against Racism" initiatives.

- **Chapter 8: Designing Your Initiative**
- Step-by-Step Project Planner: From Idea to Implementation.
- Worksheet: Defining Your Objectives and Target Group.
- Template: Budgeting and Fundraising for Your Project.
- Guide: Measuring Your Impact – Simple and Effective Evaluation Methods.

- **Chapter 9: Facilitator's Toolkit**

- Icebreakers and Team-Building Exercises for Diverse Groups.
- Sample Workshop Outlines (e.g., "Understanding Unconscious Bias," "Becoming an Ally," "Local Histories of Racism").
- Discussion Prompts and Conversation Starters for engaging youth on sensitive topics.
- A Glossary of Key Terms (e.g., Systemic Racism, Intersectionality, Microaggression).

- **Chapter 10: Resources and Further Support**

- Directory of Partner Organizations (Contact details for the organizations featured in the best practices).
- List of Key European and National Anti-Racism Networks and Human Rights Organizations.
- Recommended Reading, Documentaries, and Online Resources.
- Contact Information for the "Sport Against Racism" Project Consortium.

Part I:

Understanding the Playing Field – Racism in Our Communities.

This section provides the essential context for youth workers, helping them understand the multifaceted nature of racism in Europe and its specific local manifestations.



Chapter 1: Introduction – Why Sport? Why Now?

Welcome to the Manual: Our Mission and Goals

Welcome to "Leveling the Field," a practical guide for youth workers, community leaders, and young people dedicated to creating a more inclusive and just society. This manual is a core component of the "Sport Against Racism" project, born from a collective commitment to address the pressing issues of racism, discrimination, and social exclusion across Europe.

Our mission is to provide you with detailed, consistent, and actionable resources to combat racism effectively within your communities. We have gathered exemplary practices from partner countries—Spain, Guadeloupe, the Czech Republic, and Poland—that showcase how sport can be a powerful and positive force for change.

The primary goals of this manual are to:

- **Equip** youth association workers with specific, proven methods and resources to address racism and promote inclusion among young people.
- **Translate** successful best practices from diverse sports and cultural contexts into adaptable strategies that can increase support and opportunities for local youth.
- **Serve** as the foundation for developing impactful, inclusive, and innovative programs that can be implemented at the grassroots level to create lasting change.

The Power of Sport: A Tool for Inclusion and Social Change

In a world often divided by social, economic, and racial lines, sport holds a unique power to unite. It provides a common language and a neutral ground where individuals from different backgrounds can come together, fostering teamwork, mutual respect, and understanding. As seen across our partner countries, sport is more than just a game; it is a dynamic tool for social transformation.

Throughout this manual, you will see this power in action:

- In **Guadeloupe**, the *Tournoi Métis* uses the immense popularity of football to bring together diverse ethnic communities, mandating mixed-race teams to actively break down segregation and foster collaboration.
- In **Spain**, initiatives like *Proyecto Agua* use swimming and water sports not only for recreation but as a therapeutic tool to help migrants heal from the trauma of perilous sea journeys, rebuilding their confidence and relationship with the water.
- In the **Czech Republic**, the "Ice Hockey and Roma Inclusion" program challenges stereotypes in a traditionally exclusive sport, providing access and creating positive role models within the marginalized Roma community.
- In **Poland**, the 'NEVER AGAIN' Association's long-standing "Let's Kick Racism out of the Stadiums" campaign demonstrates the power of sustained, organized action within the sports community to monitor and combat hate speech and discrimination.

These examples, and many others in this guide, prove that when intentionally designed, sports programs can dismantle barriers, challenge prejudices, and build more cohesive, equitable communities.

Who This Manual Is For: Empowering Youth Workers and Young Leaders

This manual is specifically designed for you—the youth workers, coaches, educators, volunteers, and young leaders who are on the front lines of community engagement. You are the key to translating the ideas within these pages into meaningful action. Whether you work for a local sports club, a community center, an NGO, or a youth association, this guide is intended to support your efforts to create safe, inclusive, and empowering environments for all young people.

This resource will be most valuable for those who are looking to:

- Develop new programs or adapt existing ones to address racism and promote inclusion.
- Find inspiration and practical models for using sport to engage marginalized or at-risk youth.
- Gain a deeper understanding of the specific cultural and historical contexts of racism in different European communities in order to create more relevant and effective interventions.

How to Use This Guide for Maximum Impact

We have structured this manual to be a practical and user-friendly toolkit. We encourage you to use it in the following ways:

1. **Understand the Context (Part 1):** Begin by reading the analysis of racism in our partner countries. This will help you recognize common themes and local differences, providing a solid foundation for your work.
2. **Explore the Best Practices (Part 2):** Dive into the playbook of case studies. Don't just look for practices in your specific sport or country. An idea from a Guadeloupean football tournament could be adapted for a sailing club in Spain, or a Czech ice hockey program could inspire an athletics project in Poland.
3. **Adapt and Innovate (Part 3):** Use the toolkit to design your own initiatives. The worksheets, templates, and facilitator guides are meant to be starting points. The most successful programs will be those that are adapted to meet the unique needs of your local community.
4. **Connect and Collaborate:** Use the resource directory to connect with the organizations featured in this manual and build partnerships. The fight against racism is a team sport, and collaboration is key to our collective success.

Thank you for your commitment to fostering a more inclusive world. Let's get started.

Chapter 2: The State of Play – Racism Across Europe

To effectively combat racism, we must first understand it. This chapter provides a snapshot of the challenges we face, starting with the common forms of racism seen across Europe and then diving into the unique historical and social contexts of our four partner regions: Spain, the Czech Republic, Guadeloupe, and Poland. Finally, we will examine how these issues specifically impact the lives of young people in the critical sectors of housing, employment, and education.

A Pan-European Overview: Common Themes and Manifestations

While each country has its unique history, the manifestations of racism across Europe share troubling similarities. For youth workers, recognizing these common forms is the first step toward addressing them. Based on the findings from our partner countries, the most prevalent issues include:

- **Hate Speech:** A significant problem both online and offline, hate speech often targets minorities with verbal abuse, offensive graffiti, and online harassment.
- **Systemic Discrimination:** This occurs when individuals are denied equal access to employment, housing, education, and public services based on their racial or ethnic background. It can be overt and intentional or the result of seemingly neutral policies that disproportionately harm minority groups.
- **Racial Profiling:** A practice where law enforcement disproportionately targets individuals for identity checks or surveillance based on their ethnic or racial characteristics.
- **Xenophobia:** A fear and hatred of foreigners, often fueled by negative stereotypes, political rhetoric, and misinformation, which affects immigrants, refugees, and even long-standing minority communities.

Country Spotlights: Understanding the Local Context

Spain: The Legacy of History on Contemporary Racism

Spain's struggle with racism is deeply intertwined with a history of enforced religious and cultural homogenization. Historical events continue to shape contemporary attitudes and structural inequalities.

- **Historical Roots:** The 15th-century "Blood Purity Statutes" discriminated against Jewish and Muslim converts. This was followed by the expulsion of Jews (1492) and Moriscos (1609). In the 18th century, the "Great Gypsy Round-Up" was an attempt to exterminate the Romani population in Spain. Repressive policies during the Franco dictatorship (1939-1975) further marginalized the Romani community by banning their language and culture.
- **Most Affected Groups Today:**
 - **People of African and Maghrebi origin** face significant discrimination in housing and employment. One study revealed that one in two people of non-Mediterranean African or Maghrebi descent has faced housing discrimination.
 - **The Romani community** continues to be historically marginalized, facing high illiteracy rates and educational disadvantages.
 - **Muslim communities** report incidents of Islamophobia.

- Racism is estimated to cost the Spanish economy €17 billion annually due to the underutilization of immigrant talent.

Czech Republic: Homogeneity, Nationalism, and New Diversity

The Czech Republic's experience with racism is shaped by a history of relative ethnic homogeneity and the social shifts that followed the fall of Communism.

- **Historical Roots:** Anti-Roma sentiment has existed for centuries, with marginalization continuing through the Austro-Hungarian, WWII, and Communist eras. The communist period (1948-1989) limited interactions with different ethnic groups, fostering the idea of a "homogeneous society". The post-communist rise of nationalism in the 1990s brought negative stereotypes about foreigners "taking jobs".
- **Most Affected Groups Today:**
 - **Roma people** face significant discrimination in all key sectors, and many Roma children are segregated into schools for those with "mild disabilities," limiting their future opportunities.
 - **Migrants and foreigners**, particularly people from Africa, the Middle East, and Asia, experience prejudice and xenophobia.
 - **The Vietnamese community**, while often perceived as well-integrated small business owners, still faces discrimination, particularly younger generations in schools.
 - A perceived lack of diversity, especially outside major cities, leads to stereotypes and fear of the unknown, often reinforced by media and populist politicians.

Guadeloupe: The Deep Roots of Colonialism and Slavery

Racism in Guadeloupe is inseparable from its colonial past and the social hierarchies established during slavery, which continue to influence society today.

- **Historical Roots:** Colonized by France in 1635, Guadeloupe's economy was built on the transatlantic slave trade. The "Code Noir" (1685) institutionalized the brutal treatment of enslaved Africans, creating a rigid racial hierarchy with white colonists (Békés) at the top. After slavery was abolished in 1848, indentured laborers, primarily from India, were brought over and also faced harsh discrimination.
- **Most Affected Groups Today:**
 - **People of African and Indian descent** continue to face economic disparities and cultural marginalization. The Békés, a tiny fraction of the population, still control a significant portion of the island's economy.
 - **Immigrant communities**, particularly from Haiti and the Dominican Republic, are affected by racism and social exclusion.
 - **Colorism**, a prejudice based on skin tone that favors lighter skin, is a direct legacy of colonialism and remains deeply ingrained in society. This affects social interactions, employment opportunities, and self-esteem.

Poland: Historical Homogeneity and Emerging Challenges

Poland's experience with racism is influenced by its 20th-century history, which transformed it from a diverse nation into a relatively homogenous one, and the new challenges that have come with recent immigration.

- **Historical Roots:** Before World War II, Poland was a diverse country with large Jewish, Ukrainian, and German minorities. The Holocaust, perpetrated by Nazi Germany, devastated this diversity. The subsequent communist era fostered a national identity that emphasized Polish ethnicity, and the fall of communism saw a resurgence of nationalism. Poland's accession to the EU in 2004 brought new immigration, presenting new challenges of integration.
- **Most Affected Groups Today:**
 - **People of Color**, including individuals of African, Asian, and Middle Eastern descent, are often targets of discrimination.
 - **The Roma community** has historically faced significant prejudice.
 - **The Jewish community** still experiences instances of antisemitism.
 - A strong cultural emphasis on a shared national identity and traditions can sometimes create an "us vs. them" mentality, viewing "outsiders" with suspicion.

Racism in Key Sectors Affecting Youth

For young people, racism is not an abstract concept; it is a barrier that can define their future. Across our partner countries, discrimination in housing, employment, and education creates a cycle of inequality that is difficult to break.

Housing

- In **Spain**, racial discrimination in housing access is a significant issue, with 31% of respondents in a 2020 report stating they had experienced it. This disproportionately affects people of non-Mediterranean African origin, Maghrebis, and the Romani community.
- In the **Czech Republic**, many landlords refuse to rent to Roma families, and foreigners from outside Europe also face difficulties, leading to segregation in socially excluded localities.
- In **Guadeloupe**, people of African descent and immigrants may face higher rental rates or outright refusal from landlords, leading to informal segregation where certain neighborhoods are predominantly inhabited by specific ethnic groups.
- In **Poland**, minorities report difficulties renting or buying property, and informal patterns of segregation can emerge.

Employment

- In **Spain**, 74.82% of people of Arab origin perceive discrimination when job hunting.
- In the **Czech Republic**, studies show that candidates with non-Czech names receive fewer job interview invitations, and some foreign workers face exploitation and lower wages.
- In **Guadeloupe**, discrimination occurs in hiring, and those who are employed may face a hostile work environment, unequal pay, and limited opportunities for advancement.

- In **Poland**, discrimination can manifest as refusal to hire or not shortlisting candidates with foreign-sounding names, as well as workplace bias.

Education

- In **Spain**, discrimination in the education sector affects access and academic outcomes for students from ethnic minorities, limiting their future opportunities.
- In the **Czech Republic**, many Roma students are placed in segregated schools, and minority children, including Vietnamese and African students, report experiencing racism from classmates.
- In **Guadeloupe**, the underfunded public education system creates disparities, with private schools mainly attended by descendants of colonists. Minority students may face discrimination from both peers and educators.
- In **Poland**, students from minority groups can face verbal abuse, bullying, and social exclusion, and the curriculum may not adequately represent the history of minority groups, contributing to a sense of exclusion

Chapter 3: Racism on the Sidelines – Discrimination in Sport

Sport has the power to unite, but it can also be a mirror that reflects society's deepest divisions. Stadiums, locker rooms, and playing fields are not immune to the racism that exists in our communities. This chapter explores how discrimination manifests in sport, who it affects most, and why a special focus on often-overlooked sports like sailing, surfing, and swimming is crucial for building a truly inclusive environment.

How Racism Manifests in Sport: From Fan Chants to Institutional Bias

Racism in sport is not always as simple as a single, hateful incident. It exists on multiple levels, from overt hostility to hidden, systemic barriers. Understanding these different forms is key to dismantling them.

- **Direct Discrimination:** This is the most visible form of racism. It includes racial slurs, taunts, and abuse from fans, opponents, and even teammates. In Poland and the Czech Republic, racist chants from fans during football matches are a serious concern. These acts can also escalate to physical assaults and harassment based on an athlete's race, ethnicity, or national origin.
- **Indirect Discrimination:** This form is more subtle and often unintentional, but it can be just as harmful. It involves seemingly neutral rules or practices that disproportionately disadvantage racialized athletes. Examples include a lack of consideration for religious observances (like fasting during training), language barriers in coaching, or the absence of protocols to manage diversity within a team.
- **Structural and Institutional Bias:** This refers to systemic inequalities embedded within sports institutions themselves. It is evident in:
 - **Leadership:** A lack of diversity in leadership positions within federations, clubs, and sports organizations contributes to the reproduction of institutional racism.
 - **Opportunities:** Minority athletes may face bias in team selection, fewer coaching opportunities, and limited access to resources and career advancement. In the

Czech Republic, there is a noted underrepresentation of athletes from minority backgrounds in high-level professional teams.

- **Internal Culture:** Even in private spaces like locker rooms, racism can thrive through jokes, exclusionary language, and microaggressions that often go unreported or unaddressed.
- **Media Representation:** Media coverage and online commentary often perpetuate racial stereotypes and biases, creating a negative and hostile environment for racialized athletes. The way athletes are portrayed can shape public perception and fuel discriminatory attitudes.

Who is Most Affected? Experiences of Minority Athletes

While any athlete from a minority background can experience racism, the reports from our partner countries show that certain groups are particularly vulnerable.

In **Spain**, research highlights a clear hierarchy in the experience of racism. While athletes of Latin American descent report discrimination, Black African athletes are described as facing the "heaviest racial burden". Furthermore, migrants in irregular situations face significant barriers to participation, such as difficulties obtaining federation licenses, which excludes them from organized sports and their social benefits.

In the **Czech Republic**, Black and Roma football players frequently face racist chants from fans. In **Poland**, athletes from various minority groups report experiencing bias from within their teams and abuse from spectators. And in **Guadeloupe**, minority athletes often contend with stereotypes and biases from both within their sport and the broader community.

The Intersection of Sports and Culture

To understand racism in sport, we must look at the culture surrounding it.

- **Case Studies in Football-Dominant Cultures (Spain, Czechia, Poland)** In countries where football is deeply woven into the national identity, the sport can be a flashpoint for both racism and anti-racism efforts. In **Spain**, the 42 clubs of LaLiga have joined campaigns against racism, acknowledging the scale of the problem. In the **Czech Republic**, the country's strong football culture is the backdrop for numerous best practices, including "Football for Development" and "KICK Racism," which use the sport's popularity to promote social inclusion. Similarly, **Poland's** 'NEVER AGAIN' Association has focused its highly visible "Let's Kick Racism out of the Stadiums" campaign on football, recognizing it as a key arena for social change.
- **A Unique Context: Water Sports in Guadeloupe** In Guadeloupe, the island's colonial history directly shapes participation in certain sports. For many years, nautical sports like sailing and surfing were considered a "white privilege," a perception held by both the white colonist descendants and by Black and other minority communities who subsequently excluded themselves from practicing. This cultural context creates a significant barrier to entry, where unequal access to resources like training facilities and coaching is reinforced by a deep-seated, historical belief about who belongs on the water.

Why Water Sports? A Special Focus on Addressing Exclusion in Sailing, Surfing, and Swimming

This project places a special emphasis on water sports because they present both unique challenges and powerful opportunities for inclusion.

The Challenge of Exclusion: Unlike football, which can be played almost anywhere with minimal equipment, water sports like sailing, surfing, and even swimming often come with significant barriers. These can include:

- **Economic Barriers:** The high cost of equipment, lessons, and access to facilities can be prohibitive for many families.
- **Geographic and Cultural Barriers:** As seen in Guadeloupe, access to coastlines and pools can be racialized or gentrified, making people from marginalized communities feel like they don't belong. Cultural myths can also reinforce the idea that certain sports are only for certain racial groups.
- **Practical Barriers:** Issues that may seem small can be significant hurdles, such as the lack of appropriate hair care products or knowledge for Black swimmers at public pools.

The Opportunity for Inclusion and Healing: Because of these barriers, creating inclusive water sports programs is a powerful act of anti-racism. It directly challenges exclusion and reclaims spaces for communities that have been shut out. The best practices show how:

- **Water sports can be a direct tool for integration.** The Parres Water Sports Club in Spain actively uses a variety of water sports—from sailing to paddle surfing—to create welcoming programs for immigrants and refugees.
- **Water sports can be uniquely therapeutic.** For migrants and refugees who have survived traumatic sea crossings, guided and safe re-engagement with the water can be a profound tool for healing. Initiatives like *Proyecto Agua* in Spain and the sea exposure therapy in Greece use swimming and paddleboarding to help participants overcome fear and rebuild their confidence.

By focusing on water sports, we can address some of the most subtle yet powerful forms of exclusion and create programs that not only teach a skill but also heal trauma, build community, and reclaim the water as a space for everyone.

Part II:

The Playbook – Strategies and Best Practices

This core section will be a catalogue of the best practices gathered, organized thematically to provide youth workers with a range of ideas and adaptable models. Each practice will be presented as a concise, actionable case study.



Chapter 4: Building the Team – Fostering Inclusion and Participation

The foundation of any successful "Sport Against Racism" initiative is the creation of a truly welcoming and inclusive environment. Before we can tackle complex issues like discrimination and prejudice, we must first ensure that everyone feels safe, respected, and valued enough to show up and participate. This chapter showcases best practices from across our partner network that excel at breaking down barriers and creating spaces where all young people, regardless of their background, have the opportunity to belong. These models demonstrate that true inclusion requires intentional design, cultural sensitivity, and a commitment to removing the economic and social obstacles that keep people off the field, out of the water, and on the sidelines.

Best Practice Model: Creating Welcoming Spaces for All

Case Study (Spain): Parres Water Sport Club - Offering Accessible Courses for Immigrants and Refugees

- **The Practice:** Based in Santa Pola, a seaside city in Spain, the Parres Water Sport Club actively promotes the inclusion of immigrants and refugees by offering a wide variety of open water sports activities and free courses. Their programs include windsurfing, kitesurfing, kayaking, surfing, paddleboarding, and sailing, ensuring that people with diverse interests and abilities can participate. Through initiatives like summer camps, school programs, and large-scale events such as the World SUP Festival Costa Blanca, the club creates accessible opportunities for individuals to experience water sports, promoting social integration and breaking down racial and cultural barriers.
- **Why It Works:** The club's success lies in its welcoming and supportive environment where individuals from diverse cultural backgrounds can interact, learn, and grow together. By offering accessible training and fostering intercultural coexistence through team-based activities, the club helps break down barriers between communities and encourages a sense of unity and solidarity. Their emphasis goes beyond sports to promote social values, inclusion, and non-discrimination, making water sports a powerful tool for social integration.

Case Study (Czechia): Ice Hockey and Roma Inclusion - Breaking Down Economic and Social Barriers

- **The Practice:** In the Czech Republic, where ice hockey is a popular but traditionally expensive and exclusive sport, the "Ice Hockey and Roma Inclusion" program was launched by the club HC Kladno to involve Roma youth. The program specifically targets children from low-income families by providing free training, equipment, and access to facilities, directly addressing the economic barriers that prevent their participation. The initiative aims to challenge stereotypes about who can play hockey and to foster inclusivity and diversity within the sport.
- **Why It Works:** The program's success is attributed to its direct approach to breaking down socioeconomic barriers, offering free access to a high-cost sport. Strong community support through partnerships with local NGOs and the deep commitment of local coaches helped build trust and engagement with the Roma



community. By creating this opportunity, the program has produced positive role models, with some participants advancing to play in Czech junior leagues, demonstrating that talent exists in all communities when barriers are removed.

Case Study (Italy/Referenced): UISP Swimming Courses - Creating Culturally Sensitive, Female-Only Sessions

- **The Practice:** The Massari Swimming Pool Project in Turin, Italy, organized by the Unione Italiana Sport Per Tutti (UISP), is a groundbreaking initiative promoting the inclusion of refugee, migrant, and local Italian women. Its key feature is the organization of weekly female-only swimming sessions, creating a safe, private, and culturally sensitive environment where women from diverse backgrounds can engage in sports, many for the first time.
- **Why It Works:** This practice is highly successful because it directly addresses cultural and religious norms that may prevent women from conservative backgrounds from participating in mixed-gender sports activities. By offering exclusive sessions for women, the project removes these significant barriers, allowing participants to engage freely without fear of judgment or discomfort. This culturally sensitive approach, combined with strong partnerships with local migrant support organizations and a focus on safe and welcoming facilities, fosters trust and encourages long-term participation.

Actionable Takeaways for Youth Workers:

These case studies offer a clear blueprint for creating your own inclusive sports programs. Here are the key lessons translated into actionable steps.

1. How to Conduct a Community Needs Assessment: Before launching any program, you must first understand the specific community you aim to serve. A needs assessment is the crucial first step.

- **Start with Conversations:** Talk directly to young people and their families from the target community. Ask them what they enjoy, what they need, and what prevents them from participating in sports or other activities.
- **Identify the Barriers:** Is the primary barrier economic, as with hockey in Czechia? Is it cultural, like the need for female-only spaces for migrant women in Italy? Is it a lack of welcoming opportunities, as addressed by the water sports club in Spain? Be specific in identifying the obstacles.
- **Partner with Community Leaders and NGOs:** Collaborate with local organizations that already have the trust of the community. They can provide invaluable insights and help you connect with your target audience. The Czech and Italian programs succeeded because they worked closely with local NGOs.

2. Tips for Removing Financial and Logistical Barriers: Inclusion often comes down to addressing practical problems.

- **Reduce or Eliminate Costs:** Whenever possible, offer programs for free or at a very low cost, as seen in the Czech hockey program and the Spanish water sports

club. Seek grants, local business sponsorships, or partnerships to cover equipment, facility rentals, and coaching fees.

- **Provide Essential Resources:** Think beyond the sport itself. Can you partner with organizations to offer transportation for participants from rural or underserved areas? Is childcare needed for parents to attend or bring their children? Removing these logistical hurdles can dramatically increase participation.
- **Make it Accessible:** Hold activities in locations that are easy to reach for your target community. Ensure facilities are physically accessible for people with disabilities.

3. Strategies for Culturally Sensitive Outreach: A program isn't truly inclusive if it doesn't respect the cultural backgrounds of its participants.

- **Listen and Learn:** Take the time to understand the cultural, social, and religious norms of the communities you want to engage. The success of the female-only swimming sessions in Italy was based on a deep respect for cultural traditions.
- **Co-Design Your Program:** Involve members of the target community in the planning and design of your initiative. This ensures the program is not only respectful but also genuinely appealing and relevant to them.
- **Create Tailored and Safe Spaces:** Be prepared to create specific programs that cater to unique needs, such as the women-only swim sessions. This demonstrates a real commitment to inclusion and builds trust.
- **Promote Diverse Leadership:** Recruit coaches, volunteers, and mentors who come from the same backgrounds as your participants. Seeing themselves reflected in leadership positions can be incredibly inspiring and helps build a sense of belonging and trust

Chapter 5: Changing the Rules – Education and Awareness Campaigns

Participation is only the beginning. To create lasting change, we must move beyond simply playing together and actively challenge the attitudes and beliefs that fuel racism. This chapter focuses on proactive strategies that use sport as a powerful platform for education and awareness. The following best practices demonstrate how to combine athletic activity with educational content to foster deeper understanding, change mindsets, and empower young people to become advocates for equality. By educating participants and the wider community, we can begin to change the rules of the game, both on and off the field.

Best Practice Model: Using Sport as a Platform for Education

Case Study (Guadeloupe): Tournoi Métis - Combining Football with Cultural Education

- **The Practice:** The *Tournoi Métis* is an annual community football tournament that intentionally merges sport with anti-racism education. A key highlight is the inclusion of mandatory educational workshops for players and spectators, focusing

on Guadeloupe's colonial history, systemic racism, and the importance of Creole identity. These sessions are led by a credible mix of scholars, local activists, and respected athletes. To reinforce a sense of pride and cultural identity, the event prominently features

Gwoka music, Creole language commentary, and local traditions, making the anti-racism message feel authentic and deeply rooted in the community's heritage.

- **Why It Works:** This model succeeds because it doesn't treat education as an afterthought. It is woven into the very fabric of the event. The impact is significant: from 2015 to 2023, over 1,200 young people attended the workshops, and an external study found that 89% of them reported having a better understanding of systemic discrimination afterward. By connecting sport directly to cultural identity and history, the tournament empowers participants with knowledge and pride, turning a football match into a powerful lesson in decolonization and social unity.

Case Study (Czechia): KICK Racism - Engaging the Entire Football Community

- **The Practice:** The KICK Racism initiative in the Czech Republic focuses on combating discrimination by engaging the entire football ecosystem—including youth, local communities, and clubs—in anti-racism education. The program's core activities include workshops, public awareness campaigns, and events designed to promote positive behavior and challenge discriminatory attitudes both on and off the field. The primary goal is to create a widespread cultural shift by raising awareness and empowering players, coaches, and fans with the knowledge to stand against racism.
- **Why It Works:** The strength of this practice lies in its broad, community-wide approach. Instead of focusing only on players, it recognizes that fans, coaches, and club administrators all have a role to play in fostering an inclusive environment. By providing educational tools and creating visible anti-racism campaigns, the initiative encourages a collective responsibility for kicking racism out of Czech football culture.

Case Study (Poland/International): The 'NEVER AGAIN' Association's "Let's Kick Racism out of the Stadiums" Campaign

- **The Practice:** The 'NEVER AGAIN' Association is a leading independent anti-racism organization in Poland. One of its most influential initiatives is the "Let's Kick Racism out of the Stadiums" campaign, which takes a systematic and multifaceted approach to combating discrimination in sport, particularly football. The association meticulously monitors and documents racist incidents and hate crimes, publishing its findings in a comprehensive register known as the 'Brown Book'. This research is then used to raise public awareness through media engagement and to advocate for stronger legal measures against racism.
- **Why It Works:** This campaign is successful because it is comprehensive and sustained. It combines grassroots awareness with high-level advocacy. By systematically monitoring and reporting on racist incidents, 'NEVER AGAIN' holds institutions accountable and ensures the problem cannot be ignored. This approach demonstrates the importance of moving from isolated events to a

long-term, structured campaign that builds a broad, inclusive movement against discrimination in sports.

Actionable Takeaways for Youth Workers:

These powerful examples show that sport and education are a winning combination. Here is how you can adapt these strategies for your own community.

1. Guide to Organizing an Anti-Racism Workshop

Inspired by the *Tournoi Métis*, a workshop attached to a sporting event can be incredibly effective.

- **Step 1: Define Your Goal & Audience.** Be clear about what you want to achieve. Is your goal to raise general awareness of racism, teach the specific local history of a marginalized group, or train young people to be active allies? Tailor your content to your audience (e.g., a workshop for 12-year-olds will be different from one for 17-year-olds).
- **Step 2: Partner with Experts.** You don't have to be the expert. Invite local historians, anti-racism NGOs, or respected community elders to lead or co-facilitate the session. This adds credibility and brings in valuable knowledge, just as the *Tournoi Métis* involved scholars and activists.
- **Step 3: Make it Interactive.** Avoid a long lecture. Use activities like small group discussions, role-playing scenarios about discrimination, or a "privilege walk" to get participants actively involved and thinking critically.
- **Step 4: Connect to Local Context.** Make the issue relevant. Discuss the history of immigration in your town, the experiences of local minority communities, or recent events in the news. A local focus makes the topic more immediate and impactful.
- **Step 5: Attach it to a Fun Event.** Host your workshop right before a tournament, a special practice, or a team-building day. This ensures good attendance and connects the educational message directly to the positive experience of playing sport.

2. Template for a Social Media Awareness Campaign

A simple social media campaign can amplify your message far beyond your immediate participants.

- **Campaign Title:** Create something catchy and local (e.g., *#FairPlay[YourCity]*, *#[YourTeamName]ForDiversity*).
- **Core Message:** Craft a clear, positive, and concise statement. For example: "Sport is for everyone. Our club is proud to stand for diversity, respect, and inclusion."
- **Key Hashtags:** Use a mix of general and specific hashtags (*#SportAgainstRacism*, *#InclusionInSport*, *#ActiveLifestyle4All*).
- **Content Plan – A Week of Action:**
 - **Monday (Launch):** Post your core message with a team photo.

- **Tuesday (Educate):** Share a simple graphic explaining a key term (e.g., "What is a microaggression?").
- **Wednesday (Personal Story):** Post a short video or quote from a player or coach on why diversity makes the team stronger.
- **Thursday (Partner Spotlight):** Thank a partner organization or sponsor.
- **Friday (Call to Action):** Encourage followers to attend your event, sign an online pledge for respectful behavior, or share your campaign.

3. How to Engage Local Athletes as Role Models and Ambassadors

The involvement of respected athletes lends powerful credibility to your cause, as seen with football stars supporting the *Tournoi Métis*.

- **Step 1: Identify Potential Ambassadors.** Think about local athletes—they don't have to be world-famous! A captain of the local high school team or a well-respected amateur league player can be very influential. Look for individuals who are passionate about your community and social justice.
- **Step 2: Make a Clear and Respectful "Ask".** Athletes are busy, so be specific. Do you need them to give a 10-minute speech at your opening ceremony? Participate in one game during your tournament? Record a short video message for your social media? Making the request clear and manageable increases your chances of a "yes."
- **Step 3: Leverage Their Personal Story.** Encourage ambassadors to speak from the heart. A personal story about their own experiences with discrimination, or why they believe in inclusion, is far more powerful than a generic speech. Ask them to share a lesson they learned from sport about teamwork and respect.
- **Step 4: Celebrate Their Contribution.** Always thank your ambassadors publicly. Tag them on social media, mention them in your newsletter, and give them a small token of appreciation. This shows other athletes that getting involved is a valued and positive experience, encouraging more to step up in the future.

Chapter 6: Healing and Empowerment – Sport as a Therapeutic Tool

For many young people, especially those who are refugees, migrants, or members of marginalized communities, the impact of racism and social exclusion goes far beyond the surface. It can leave deep psychological scars, including trauma, anxiety, low self-esteem, and a profound sense of isolation. In these situations, sport can play a unique and powerful role—not just as a form of recreation, but as a therapeutic tool for healing and empowerment. This chapter explores transformative best practices where physical activity is intentionally used to help individuals overcome trauma, rebuild confidence, and reclaim a sense of control over their lives and bodies. These models show us that sport, when delivered with care and empathy, can be a vital part of the healing process.

Best Practice Model: Overcoming Trauma and Building Confidence

Case Study (Spain): Proyecto Agua - Healing Traumatic Sea Crossings Through Swimming

- **The Practice:** The *Proyecto Agua* initiative in the Canary Islands is aimed at migrants who have endured the hardship and trauma of a dangerous sea crossing to reach Spain. The core purpose is to help participants overcome their fear of the water in a safe and supportive environment. The program, a collaboration between the migrant support NGO Accem and the humanitarian rescue organization ProemAID, provides practical swimming instruction and recreational beach activities. The goal is to transform the sea from a source of fear into a source of recreation and empowerment.
- **Why It Works:** The project's success is built on a foundation of trust and safety. By creating a non-threatening and structured environment, trained instructors use gentle, step-by-step approaches to help participants gradually build confidence in the water. The partnership is crucial: one organization provides culturally sensitive psychosocial support while the other brings professional water safety expertise, ensuring participants' holistic needs are met. Integrating group-based games and activities also fosters social bonding and community, helping to reduce the social isolation many migrants feel.

Case Study (Greece/Referenced): Sea Exposure Therapy - Using Paddleboarding to Heal Shipwreck Trauma

- **The Practice:** The NGO Refugym offers aquatic activities, specifically stand-up paddleboarding (SUP), to help refugees in Greece confront and overcome their deep-rooted fears associated with the sea. Many participants have survived shipwrecks, near-drownings, or the loss of loved ones during their migration journeys. The program uses gradual exposure therapy techniques in calm and controlled environments to help them regain a sense of security and confidence around water.
- **Why It Works:** This practice is highly effective because it is therapeutic by design. It uses a low-impact and accessible sport (SUP) that allows individuals to engage at their own pace, promoting mindfulness and a sense of control. Sessions are held in quiet, peaceful settings away from crowded tourist areas to create a calming environment conducive to healing. Critically, each participant receives personalized support from experienced instructors trained to recognize signs of trauma and adapt sessions to individual comfort levels, fostering the trust required for participation.

Case Study (Turkey/Referenced): Dreams Academy - Empowering Through Scuba Diving

- **The Practice:** The Dreams Academy in Turkey offers a diverse range of artistic and athletic workshops, including scuba diving, to individuals with disabilities and socially disadvantaged groups, including migrants. The academy's objective is to use these activities to enhance social inclusion, empower participants by helping them develop new skills, and boost their self-confidence and resilience. The

program is built on strategic partnerships with major organizations like Vodafone Turkey and the UNDP to ensure it is well-resourced and sustainable.

- **Why It Works:** Dreams Academy succeeds by focusing on empowerment and potential. It provides a welcoming and supportive space where individuals often defined by their limitations or disadvantages can discover new talents and strengths. By offering challenging yet achievable activities like scuba diving, the program helps participants overcome personal challenges and take on leadership roles. This focus on ability and skill development is highly effective in boosting self-esteem and motivating individuals to engage more fully in their communities.

Actionable Takeaways for Youth Workers:

These case studies provide a powerful blueprint for using sport as a tool for healing. Here are the key principles and techniques you can apply in your work.

1. Principles of a Trauma-Informed Approach in Sports Coaching

A trauma-informed approach means shifting your focus from "What's wrong with you?" to "What happened to you?" It's a framework built on the following principles:

- **Prioritize Safety First:** Your number one priority must be creating an environment where participants feel emotionally and physically safe. This means no surprises, clear instructions, and giving participants control over their level of involvement.
- **Build Trust Through Consistency and Support:** Trust is essential, especially for individuals who have experienced trauma. Be patient, empathetic, and consistent. The personalized support from trained instructors in the Greek program was key to building the trust needed for refugees to get back in the water.
- **Empower Through Choice and Control:** Trauma can make people feel powerless. Sport can help restore a sense of control. Allow participants to engage at their own pace and make their own choices. This empowers them and helps them regain confidence in their bodies and abilities.
- **Focus on Strengths:** Frame your coaching around building skills and celebrating achievements, no matter how small. The Dreams Academy model shows that focusing on developing new talents helps participants overcome personal challenges and boosts self-esteem.

2. Techniques for Creating Safe and Supportive Learning Environments

- **Use Gradual Exposure:** When dealing with fear, introduce activities in a slow, step-by-step manner. The sea therapy programs did not start with deep water swimming; they began with just getting comfortable near the water, using techniques like slow immersion and breathing exercises.
- **Create Calm and Controlled Settings:** Whenever possible, hold sessions in quiet spaces away from external stressors like loud noises or large crowds. The paddleboarding program specifically chose peaceful locations to create a calming atmosphere.

- **Integrate Fun and Social Connection:** Combine skill-building with recreational, team-based activities. The beach games in *Proyecto Agua* were just as important as the swimming lessons because they fostered social bonding and helped reduce feelings of isolation.
- **Encourage Peer Support:** Design activities where participants need to work together and encourage one another. This builds a supportive social network, reduces feelings of exclusion, and reinforces a sense of belonging and mutual understanding.

3. Partnering with Mental Health Professionals and NGOs

This is one of the most critical factors for success in all the case studies.

- **Know Your Role and Its Limits:** As a youth worker or coach, you are a mentor and a facilitator, not a therapist. It is vital to recognize the boundaries of your role and to not try to handle complex psychological trauma on your own.
- **Identify and Connect with Expert Partners:** Before you start, identify local NGOs that specialize in supporting your target group (e.g., refugee services, mental health charities, disability advocates). The success of *Proyecto Agua* depended on its partnership with Accem, which provided essential psychosocial support.
- **Build a Holistic, Collaborative Model:** Create a program where you and your partners work together. The NGO can manage outreach, provide culturally sensitive guidance, and offer professional support, while you deliver the sports expertise. This ensures that the participants' complex needs are fully met.
- **Establish Clear Referral Pathways:** Work with your partners to create a simple and confidential process for referring a young person who may need more intensive mental health support. This ensures that every participant gets the level of care they need to thrive.

Chapter 7: The Power of Partnership – Building Strong Alliances

No single coach, club, or organization can dismantle systemic racism alone. The most impactful and sustainable initiatives are those built on strong, strategic partnerships. Collaboration is the key to amplifying your message, reaching more young people, securing vital resources, and creating the kind of broad-based movement that leads to real and lasting change. This chapter explores different models of partnership—from high-level international alliances to vital grassroots collaborations—that demonstrate how working together multiplies impact. These case studies show that whether you are partnering with a global brand, a local NGO, or a government body, building strong alliances is essential for leveling the playing field.

Best Practice Model: Leveraging Collaboration for Greater Impact

Case Study (Spain): UNESCO 'Fit for Life' Network - A High-Level Partnership with Barça Foundation

- **The Practice:** This initiative represents a powerful, high-level alliance between UNESCO, a global leader in education and culture, and the Barça Foundation, the social arm of one of the world's most recognized football clubs. Launched in Barcelona, the "Fit for Life Network Against Racism" brings together athletes and organizations to fight racism in sports by emphasizing inclusion and equality across all disciplines.
- **Why It Works:** The success of this model lies in its ability to merge global expertise with massive public influence. UNESCO provides the framework and credibility in education and policy, while the Barça Foundation brings its enormous brand recognition and cultural reach. This synergy allows the anti-racism message to achieve far wider visibility and impact than either organization could achieve alone. It demonstrates how partnering with an influential, mainstream entity can elevate a social cause to a global stage.

Case Study (Spain): Crew Together - Collaborating with NGOs to Support Refugees

- **The Practice:** The *Crew Together* project in Seville, Spain, is a perfect example of a grassroots partnership. The initiative uses canoeing to facilitate the integration and improve the mental and physical well-being of refugees and asylum-seekers. A key factor in its success is the strong collaboration with Accem, a local NGO that specializes in supporting refugees and migrants.
- **Why It Works:** This partnership is effective because each partner brings essential expertise to the table. *Crew Together* provides the sports instruction and activities, while Accem manages the crucial outreach to the refugee community, ensures the program is accessible, and provides tailored social and logistical support for participants. This division of labor ensures that the complex needs of the refugees are met holistically. The project also secured backing from local and regional government institutions, which helped provide facilities and funding, showing how grassroots efforts can leverage public sector support.

Case Study (Poland): 'NEVER AGAIN' Association - Working with International Bodies to Advocate for Change

- **The Practice:** The 'NEVER AGAIN' Association in Poland showcases a powerful model of partnership for advocacy and systemic change. Beyond its grassroots campaigns, the organization actively collaborates with major international bodies, including the United Nations (UN), the European Union (EU), the Council of Europe, and the Organization for Security and Co-operation in Europe (OSCE).
- **Why It Works:** This strategy is successful because it uses international partnerships to influence national policy and create structural change. By aligning its work with international human rights frameworks and collaborating with these powerful bodies, 'NEVER AGAIN' can advocate for stronger legal measures against racism, hold public institutions accountable, and address the root causes of discrimination on a broader scale. This model shows that partnerships can be used not just for delivering local programs, but for changing the very systems that allow racism to persist.

Actionable Takeaways for Youth Workers

These case studies prove that the right partners can transform your work. Here is how you can build your own strong alliances.

1. How to Identify and Approach Potential Partners (Local Clubs, Schools, Businesses, NGOs)

- **Step 1: Map Your Community Assets.** Before you ask for help, know who is out there. Brainstorm a list of potential partners in your area:
 - **NGOs & Community Groups:** Who already works with your target audience? (Like Accem in Seville).
 - **Schools & Universities:** Who has facilities (pools, fields, gyms) and access to young people?
 - **Local Businesses:** Who might offer funding, in-kind donations (equipment, food), or volunteers as part of their corporate social responsibility?
 - **Sports Clubs & Federations:** Who can provide coaching expertise, equipment, and a direct link to the sports world?
- **Step 2: Think "What's In It For Them?"** A partnership is a two-way street. Before you approach someone, think about the mutual benefit. Can you offer a local business positive media attention? Can you help a school provide a valuable new activity for its students? Can you help a sports club reach a new and diverse audience?
- **Step 3: Do Your Homework.** Research your potential partner. Understand their mission, values, and recent activities. Make sure their values align with yours.
- **Step 4: Craft a Clear and Confident Proposal.** When you make contact (whether by email or phone), be prepared. Introduce your organization, clearly and concisely explain your project, highlight the potential for a mutually beneficial partnership, and make a specific "ask." For example: "We are running a sailing program for newcomer youth and would like to partner with your club to use your facilities on Tuesday afternoons. In return, we would feature your club as our primary partner in all our community outreach."

2. Checklist for Building Successful, Mutually Beneficial Collaborations

Use this checklist to ensure your partnerships are built on a solid foundation.

[] **Shared Vision:** Do we agree on the ultimate goal of the project? Do our organizational values align?

[] **Clear Roles and Responsibilities:** Have we clearly defined who is responsible for what? (e.g., One partner handles logistics, the other handles coaching).

[] **Defined Communication Plan:** How often will we meet? How will we handle disagreements or challenges?

[] **Written Agreement:** Have we formalized the key aspects of our partnership in writing? This doesn't need to be a complex legal document; a simple Memorandum of Understanding (MOU) can prevent future misunderstandings.

[] **Mutual Benefit Confirmed:** Have we explicitly discussed what each partner will gain from the collaboration?

[] **Joint Promotion:** Do we have a plan to publicly acknowledge our partnership and celebrate our successes together?

3. Tips for Engaging with Local Government and Sports Federations

Engaging with official bodies can be intimidating, but their support can provide crucial funding, facilities, and credibility.

- **Align with Their Strategic Goals:** Research the stated priorities of your local municipality or regional sports federation. Do they have goals related to youth engagement, social inclusion, or public health? Frame your project proposal to show how it helps them achieve their own objectives.
- **Use Data to Make Your Case:** Official bodies respond to evidence. Use data from this manual and other reports to demonstrate the need for your project. Track your own data—number of participants, attendance rates, testimonials—to prove your impact. The 'NEVER AGAIN' Association's 'Brown Book' is a powerful example of using documentation to advocate for change.
- **Start with a Pilot Project:** Instead of asking for a large, long-term commitment upfront, propose a smaller, time-limited pilot project. A successful pilot builds trust and provides concrete evidence of your program's value, making it easier to secure more significant support later.
- **Build Relationships Over Time:** Attend public meetings, introduce yourself to local officials, and invite them to your events. Building a positive relationship before you ask for something is always more effective. Show them the great work you are doing, and let them become champions for your cause

Part III:

Your Game Plan – A Toolkit for Action

This final section provides practical, ready-to-use resources to help youth workers design and implement their own "Sport Against Racism" initiatives.



Chapter 8: Designing Your Initiative

Inspiration is powerful, but a plan is what turns that inspiration into impact. The previous chapters have showcased what is possible when sport is used to combat racism. This final section of the manual is your toolkit to make it happen. Here, we move from theory to practice, providing the step-by-step guides, worksheets, and templates you need to design, fund, and measure your own "Sport Against Racism" initiative. Good intentions are the starting point; a solid plan is the road to success. Let's start building.

Step-by-Step Project Planner: From Idea to Implementation

Use this five-phase planner as a roadmap to guide you from your initial concept to a sustainable program.

Phase 1: Discovery & Foundation (First 4 Weeks) *This is where you lay the essential groundwork.*

- **Week 1: Identify the Need.** Talk to young people and community leaders. What are the specific challenges and barriers related to racism and inclusion in your local area? (See Chapter 4: Needs Assessment).
- **Week 2: Brainstorm Your Core Idea.** Based on the need, what is your core concept? Is it a tournament, a weekly workshop, a skills camp?
- **Week 3: Map Potential Partners.** Who can help you? List local NGOs, schools, sports clubs, and businesses that align with your mission (See Chapter 7: Identifying Partners).
- **Week 4: Define Your Mission.** Complete the "Defining Your Objectives and Target Group" worksheet in this chapter. Get your core goals down on paper.

Phase 2: Design & Planning (Next 4 Weeks) *This is where your idea takes shape.*

- **Week 5: Develop Program Activities.** What will you do each day or week? Plan your sports activities, educational workshops, and social events.
- **Week 6: Create Your Budget.** Use the template in this chapter to estimate all your expenses and potential income.
- **Week 7: Secure Initial Partnerships.** Approach your top-priority partners with your clear plan and make your "ask" for funding, facilities, or other support.
- **Week 8: Develop Your Evaluation Plan.** How will you measure success? Use the guide in this chapter to decide which simple methods you will use.

Phase 3: Preparation & Outreach (4 Weeks Before Launch) *This is about getting everything and everyone ready.*

- **Week 9: Recruit and Train Your Team.** Secure your coaches, volunteers, and workshop facilitators. Ensure they are trained on your mission and on trauma-informed principles if necessary (See Chapter 6).
- **Week 10: Create Outreach Materials.** Design simple flyers, social media posts, and registration forms.
- **Week 11: Launch Your Outreach.** Spread the word through your partners, schools, and community centers. Launch your social media campaign (See Chapter 5: Social Media Template).

- **Week 12: Finalize Logistics.** Confirm bookings, purchase equipment, and create your schedule for the launch day and beyond.

Phase 4: Implementation & Monitoring (Launch Day & Onwards) *This is the active phase of your project.*

- **Run Your Program!** Host your launch event and regular activities.
- **Collect Data As You Go.** Keep attendance records and use your chosen evaluation tools (e.g., surveys, observation notes).
- **Gather Feedback.** Regularly check in with participants and partners. Be flexible and ready to make small adjustments to improve the program.

Phase 5: Evaluation & Sustainability (After the Program Ends) *This is where you learn and plan for the future.*

- **Analyze Your Impact.** Review the data and feedback you collected. What worked well? What could be improved?
- **Create Your Impact Report.** Summarize your achievements using numbers and stories. Share this with your funders, partners, and participants to celebrate your collective success.
- **Plan Your Next Steps.** Will you run the program again? How can you make it sustainable? Use your impact report to seek continued funding and support.

Worksheet: Defining Your Objectives and Target Group

A clear plan starts with clear goals. Use this worksheet to focus your vision.

Section 1: The Big Picture (Our Mission)

1. **The Problem We Are Solving (in one sentence):** (e.g., "Young refugee women in our city have no access to safe, culturally appropriate sports activities.") _____
2. **Our Vision for Success (in one sentence):** (e.g., "To create a welcoming, female-only swimming program that improves the physical and mental well-being of refugee women.") _____

Section 2: Defining Our Target Group

1. **Who is our PRIMARY target group?** (Be specific about age, background, location, etc.) (e.g., "Roma youth aged 12-16 from the Kladno area who are from low-income families.") _____
2. **What specific barriers does this group face?** (Check all that apply)
 - ☐ Financial Costs
 - ☐ Lack of Access to Facilities
 - ☐ Cultural or Religious Norms
 - ☐ Language Barriers
 - ☐ Past Trauma or Fear
 - ☐ Lack of Welcoming Spaces
 - ☐ Social Exclusion/Isolation

[] Other: _____

Section 3: Setting Your SMART Objectives

(SMART = **S**pecific, **M**easurable, **A**chievable, **R**elevant, **T**ime-bound)

- **Participation/Inclusion Objective:** (e.g., "To recruit 15 young migrants who have experienced traumatic sea journeys into our 8-week swimming program by September 2025.") _____
- **Education/Awareness Objective:** (e.g., "To deliver an anti-racism workshop to all 50 participants of our summer football camp, with 80% reporting they are more confident in identifying and challenging discrimination afterward.") _____
- **Empowerment/Healing Objective:** (e.g., "By the end of our 12-week program, at least 75% of participants will report an increase in their self-confidence and a stronger sense of belonging in the community.") _____

Template: Budgeting and Fundraising for Your Project

Project Name: _____ **Project Duration:** _____

A. Projected Expenses (What will it cost?)	Estimated Cost (€)	Notes (e.g., calculation)
1. Venue & Facilities (e.g., pool/field rental)		
2. Equipment (e.g., balls, cones, life vests)		
3. Personnel (e.g., stipends for coaches/facilitators)		
4. Marketing & Outreach (e.g., flyers, ads)		
5. Administration & Insurance (e.g., liability)		
6. Participant Support (e.g., snacks, transport)		
TOTAL EXPENSES	€	

B. Projected Income (Where will money come from?)	Confirmed? (Y/N)	Amount (€)
1. Grants (e.g., City Council, EU Fund)		
2. Corporate Sponsorship (e.g., Local Bank)		

3. Community Fundraising (e.g., Crowdfunder)		
4. In-Kind Donations (e.g., Free venue use - assign value)		
5. Participation Fees (if applicable)		
TOTAL INCOME		€

Funding Gap (Total Expenses - Total Income) = € _____

Guide: Measuring Your Impact – Simple and Effective Evaluation Methods

Measuring your impact is not about complex academic research; it's about understanding if your project is working and proving its value to others.

1. Quantitative Methods (The Numbers)

- **Attendance Sheets:** The simplest and most fundamental tool. Track how many people come to each session. This helps you calculate your reach and retention rate (the percentage of people who keep coming back).
- **Pre- and Post-Program Surveys:** Ask participants to fill out a short, anonymous survey at the very beginning and very end of your program. Use a simple 1-5 scale.
 - *Example Questions:* "On a scale of 1 (not at all) to 5 (very confident), how confident do you feel identifying and challenging racism?" or "On a scale of 1 (not at all) to 5 (very much), how much do you feel you belong in our community?" Comparing the "before" and "after" scores shows your impact.

2. Qualitative Methods (The Stories)

- **Testimonials:** At the end of your program, ask participants to share their experience in a few sentences. A powerful quote can be more persuasive than a page of numbers.
 - *Example Prompts:* "What was the most important thing you learned in this program?" or "Describe a moment during this program that made you feel proud or happy."
- **Focus Groups:** Host an informal group chat with 5-8 participants at the end of the project (provide pizza!). Ask open-ended questions to get detailed feedback for improvement.
 - *Example Questions:* "What was the best part of this program? What was the most challenging part? What is one thing we should change for next time?"
- **Observation Notes:** Ask your coaches and volunteers to keep a simple journal, jotting down observations after each session.

- *What to note:* Did they notice new friendships forming between participants from different backgrounds? Did a shy participant speak up for the first time? These stories provide rich evidence of your impact.

Putting It Together: Your One-Page Impact Report Combine your best data into a simple, visual, one-page report.

- **Start with Key Numbers:** "We engaged 45 young people over 10 weeks, with an 85% retention rate."
- **Show the Change:** "Participants' self-reported confidence in challenging racism increased by an average of 40%."
- **Add a Powerful Quote:** Feature a powerful testimonial from a participant.
- **Include a Great Photo:** A picture of your participants smiling and engaged is worth a thousand words.

Share this report with your funders, partners, and the participants themselves to celebrate what you have achieved together.

Chapter 9: Facilitator's Toolkit.

This chapter is your hands-on guide to leading engaging, impactful, and safe conversations about racism and diversity. Here, you will find practical tools you can use directly in your next practice, team meeting, or workshop. From icebreakers that build connection to outlines for entire workshops, these resources are designed to help you move from theory to action and facilitate the brave conversations that lead to real change.

Icebreakers and Team-Building Exercises for Diverse Groups

1. The Human Knot of Cooperation

- **Objective:** To physically demonstrate the importance of communication, patience, and cooperation in solving a complex problem as a diverse team.
- **Instructions:**
 - Have the *group stand in a circle, shoulder to shoulder.*
 - *Tell everyone to reach their right hand across the circle and grab the hand of someone opposite them.*
 - *Then, tell them to reach their left hand across and grab the hand of a different person.*
 - *The challenge: The group must now untangle themselves to form one single circle without letting go of hands. They will need to talk, strategize, and help each other by turning, ducking under arms, and stepping over hands.*
- **Debrief Questions:**
 - What was your first reaction when you saw the knot?
 - What kind of communication worked best to solve the problem?
 - Who emerged as a leader? Why?

- How is this challenge similar to creating an inclusive team with people from different backgrounds?

2. Common Ground

- **Objective:** To help participants discover unexpected similarities with people from different backgrounds, breaking down stereotypes and building personal connections.
- **Instructions:**
 - Divide participants into small, diverse groups of 4-5 people.
 - The challenge: Each group has five minutes to find five things they all have in common. The first three things should be simple (e.g., "We all love pizza"), but the last two should be more unique or unusual (e.g., "We have all travelled to another country," or "None of us knows how to ski").
 - Have each group share their most surprising commonality with the larger group.
- **Debrief Questions:**
 - What surprised you during this activity?
 - Did you make any assumptions about your group members that turned out to be wrong?
 - Why do you think it's often easier for us to see our differences than our similarities?

3. Step In, Step Out (Privilege Circle) *Disclaimer:* *This is a powerful but sensitive activity. It should only be used with groups that have already built a foundation of trust. Emphasize that participation is voluntary, and anyone can choose not to step in or to "pass" at any time. The goal is not to shame anyone but to create empathy by visualizing different life experiences.*

- **Objective:** To create a visual representation of how different life experiences related to identity can create advantages or disadvantages, fostering empathy.
- **Instructions:**
 - Have everyone stand in a large circle.
 - Explain the goal: "We are going to visualize our collective experiences. I will read a statement. If it is true for you, take one step into the circle. Look around, and then after a moment, step back into the main circle."
 - Read a series of statements. Start with more general ones and move to more specific ones.
 - *Examples:* "Step in if your parents attended university." "Step in if you have ever been followed or watched closely in a store." "Step in if you can find bandages that match your skin tone easily." "Step in if you have never been told your name is 'too difficult to pronounce'." "Step in if you see people who look like you represented positively in movies and media."
- **Debrief Questions:**
 - How did it feel to be in the center of the circle? How did it feel to be on the outside?
 - What did you notice about who was in the center or on the outside at different times?
 - How might these different experiences give someone an advantage or disadvantage in life or in sport?

Sample Workshop Outlines (60-Minute Sessions)

Workshop 1: "Understanding Unconscious Bias"

- **Goal:** To introduce participants to the concept of unconscious bias and how it can affect their actions in sport and in life.
- **Outline:**
 - **(5 min) Welcome & Icebreaker:** "Quick Questions" - Ask fun, rapid-fire questions (e.g., "What is a better pet, a cat or a dog?"). Use this to show how quickly our brains make judgments.
 - **(15 min) What is Unconscious Bias?:** Explain that it's our brain's way of making mental shortcuts. We all have them, and they are formed by our culture and experiences. Show a short, engaging video on the topic.
 - **(20 min) Small Group Activity:** Show images of different people (e.g., a person in a wheelchair, a person with tattoos, a person wearing a hijab). In small groups, have them discuss: "What are some common stereotypes about this person? How might those stereotypes be wrong?"
 - **(15 min) Discussion:** How can unconscious bias show up in our sport (e.g., a coach assuming a player of a certain race is 'naturally' athletic but not 'strategic'; a referee making a quick call)? How can we pause and question our own biases?
 - **(5 min) Wrap-up:** Ask everyone to share one thing they learned.

Workshop 2: "Becoming an Active Ally"

- **Goal:** To give participants practical tools to safely stand up against racism and discrimination.
- **Outline:**
 - **(5 min) Welcome & Goal Setting:** Explain that today is about moving from awareness to action.
 - **(15 min) What is an Ally?:** Define allyship as an *action*, not an identity. An ally is someone who uses their position to support and stand in solidarity with a marginalized group. Discuss the difference between being "non-racist" (passive) and "anti-racist" (active).
 - **(25 min) Role-Playing Scenarios:** In small groups, provide scenarios on cards. For example:
 - *Scenario A:* "You hear a teammate use a racial slur in the locker room."
 - *Scenario B:* "A friend posts a 'joke' on social media that relies on a racist stereotype."
 - Have groups brainstorm and practice how they could respond safely. Introduce simple intervention strategies (e.g., Distract, Delegate, Direct).
 - **(10 min) Group Sharing:** Have groups share which strategies they chose and why.
 - **(5 min) Personal Pledge:** Ask participants to write down one concrete, small action they will take this week to be an active ally.

Discussion Prompts and Conversation Starters

Use these open-ended questions to spark meaningful dialogue during a team meeting or after an activity.

- "What does the word 'respect' look like in action on our team?"
- "Can you share a time when you felt like you truly belonged to a group? What made you feel that way?"
- "Why do you think it's sometimes hard to talk about topics like race and racism?"
- "What is one thing our club/team does well to make everyone feel welcome? What is one thing we could do better?"
- "How can stereotypes about different groups of people affect how we play our sport?"
- "What is the difference between treating everyone 'equally' and treating everyone 'equitably'?"

A Glossary of Key Terms

- **Systemic Racism:** The systems and policies in a society that have procedures or processes that disadvantage racialized people. It's not just about individual prejudice; it's about how racism is built into institutions. For example, a school system that consistently underfunds schools in minority neighborhoods is a form of systemic racism.
- **Intersectionality:** The idea that different aspects of a person's identity—like race, gender, disability, and sexual orientation—can overlap and create unique, combined experiences of discrimination or privilege. For example, a Black woman with a disability may face racism, sexism, and ableism all at once, in a way that a white woman or a Black man might not.
- **Microaggression:** The small, everyday, often subtle comments or actions that communicate hostile or negative messages to someone based on their marginalized group status. They are often unintentional but still hurtful. Examples include asking a person of color, "Where are you *really* from?" or saying, "You're so articulate" in a surprised tone.
- **Unconscious Bias (or Implicit Bias):** The automatic stereotypes and attitudes we have about groups of people. We are not consciously aware of them, but they can influence our decisions and actions. Everyone has unconscious biases, formed by our life experiences and what we see in the media.
- **Allyship:** An active, consistent, and lifelong practice of using one's privilege and position to stand in solidarity with and support marginalized groups in the fight for equality. Allyship is a verb—it is something you *do*, not something you *are*.

Chapter 10: Resources and Further Support

List of Key European and National Anti-Racism Networks and Human Rights Organizations:

European

- **FARE Network (Football Against Racism in Europe)**

A pan-European umbrella organization that unites groups and individuals to combat inequality in football and use the sport for social change. It coordinates the annual Football People action weeks and supports grassroots projects.

Website: www.farenet.org

Email: info@farenet.org

- **Council of Europe**

An international organization focused on upholding human rights, democracy, and the rule of law across its 46 member states. It runs campaigns and programs specifically targeting racism and intolerance. The 'NEVER AGAIN' Association collaborates with them on advocacy3333.

Website: www.coe.int

Email: Use the contact form on their website for specific departments.

- **Organization for Security and Co-operation in Europe (OSCE)**

The world's largest regional security-oriented intergovernmental organization. Its Office for Democratic Institutions and Human Rights (ODIHR) works to combat hate crimes, racism, and xenophobia through monitoring and capacity-building for member states.

Website: www.osce.org

Email: pm@osce.org

- **European Network Against Racism (ENAR)**

A pan-European network of anti-racism NGOs that advocates for racial equality and justice, lobbies EU policymakers, and works to strengthen the anti-racism movement across Europe.

Website: www.enar-eu.org

Email: info@enar-eu.org

- **Amnesty International**

A global human rights movement that campaigns against injustice and inequality. Its European institutions office in Brussels lobbies the EU to protect human rights and monitors issues like racial profiling, hate crimes, and the rights of migrants and refugees across the continent.

Website: www.amnesty.eu

Email: info@amnesty.eu

- **Human Rights Watch**

An international organization that investigates and reports on abuses happening in all corners of the world. In Europe, it frequently reports on discrimination against ethnic and religious minorities, asylum seekers, and migrants.

Website: www.hrw.org

Email: Use the contact form on their website.

National

Poland

- **'NEVER AGAIN' Association**

A leading independent anti-racism organization in Poland. It combats racism, antisemitism, and xenophobia by monitoring hate crimes in its 'Brown Book' register and running high-visibility campaigns like "Let's Kick Racism out of the Stadiums".

Website: www.nigdywiecej.org

Email: info@neveragainassociation.org

- **Helsinki Foundation for Human Rights**

One of the most experienced non-governmental organizations in Poland dealing with the protection of human rights. It provides legal support, monitors legislation, and runs educational programs on human rights and anti-discrimination.

Website: www.hfhr.pl

Email: hfhr@hfhr.pl

- **Association for Legal Intervention (SIP)**

A Warsaw-based public interest law organization that provides free legal assistance to migrants, refugees, and asylum seekers in Poland, working to ensure their rights are protected.

Website: interwencjaprawna.pl

Email: biuro@interwencjaprawna.pl

Spain

- **Accem**

A non-profit NGO dedicated to improving the living conditions of refugees, migrants, and other vulnerable groups. It is a key partner in sports integration projects, providing crucial outreach and psychosocial support for participants.

Website: www.accem.es

Email: accem@accem.es

- **Barça Foundation**

The social arm of the FC Barcelona football club. It partners with global organizations like UNESCO to launch high-level initiatives, such as the "Fit for Life Network Against Racism," using its brand recognition to promote inclusion and equality in sports.

Website: foundation.fcbarcelona.com

Email: fundacio@fcbarcelona.cat

- **Fundación Secretariado Gitano (FSG)**

The largest Romani-led non-governmental organization in Spain. It works to promote the full citizenship of the Romani community, fighting discrimination and inequality in areas like education, employment, and housing, which are identified as key challenges in the manual.

Website: www.gitanos.org

Email: fsg@gitanos.org

- **SOS Racismo Madrid**

A branch of the national SOS Racismo federation, this NGO works to fight racism and xenophobia in the Madrid region. It runs an office for reporting discrimination, provides legal assistance to victims, and organizes public awareness campaigns.

Website: www.sosracismomadrid.es

Email: info@sosracismomadrid.es

Czech Republic

- **ROMEA**

A Czech non-profit organization focused on supporting the Roma community. It works to combat racism and xenophobia through journalism, scholarships for Roma students, and educational campaigns that promote a positive image of Roma culture and history, addressing the deep-seated discrimination mentioned in the manual.

Website: www.romea.cz

Email: romea@romea.cz

- **Organization for Aid to Refugees (OPU)**

A non-governmental organization that has been helping refugees and foreigners in the Czech Republic since 1991. It provides legal and social counseling, runs educational programs, and works to promote the successful integration of newcomers into Czech society.

Website: www.opu.cz

Email: opu@opu.cz

- **In IUSTITIA**

A Czech NGO that specializes in providing legal and social support to victims of hate violence and hate speech. It also monitors hate crimes and advocates for policy changes to better protect victims.

Website: www.in-iustitia.cz

Email: info@in-iustitia.cz

France

- **SOS Racisme**

A prominent French anti-racism organization known for its "testing" campaigns to expose racial discrimination in housing, employment, and access to public spaces. It provides legal support for victims and runs public awareness campaigns.

Website: www.sos-racisme.org

Email: national@sos-racisme.org

- **LICRA (Ligue Internationale Contre le Racisme et l'Antisémitisme)**

One of the oldest anti-racism organizations in France, LICRA fights against all forms of racism, antisemitism, and discrimination through legal action, education in schools, and cultural and sporting events.



Website: www.licra.org

Email: Use the contact form on their website.

- **La Cimade**

A French NGO that provides solidarity and support to migrants, refugees, and asylum seekers. It offers legal assistance in detention centers and advocates for more humane and just migration policies, relevant to the migrant communities in both mainland France and overseas departments like Guadeloupe¹³.

Website: www.lacimade.org

Email: Use the contact form on their website for regional offices.

Recommended Reading, Documentaries, and Online Resources:

1. **Reading** - "Why I'm No Longer Talking to White People About Race" by Reni Eddo-Lodge. This book provides a crucial analysis of systemic racism and the historical context of racial inequality, making it an essential read for understanding the deep-rooted nature of the issue.

2. **Documentary**: "I am Bolt" (2016). This film showcases the journey of a globally successful Black athlete, offering a powerful counter-narrative to common stereotypes and serving as an inspirational resource for discussions on representation and minority athletes' experiences in sport.

3. **Online Resource**: The FARE Network website (farenet.org). As a key European network that partners with organizations like Poland's 'NEVER AGAIN' Association, the site offers a wealth of case studies, news, and resources on anti-racism campaigns in football.

Contact Information for the "Sport Against Racism" Project Consortium:

ASocaicion USIT

Address Poligono 1 79
Country Spain
Comunidad Valenciana
Post code 03139
City El Altet
Website www.usit.es
Email usit08@gmail.com

InEurope

Address U Vlečky 7
Country Czech Republic
Postal Code 14300
City Praha 4
Email: ineuropespolek@gmail.com
<https://www.facebook.com/profile.php?id=61574866383216>

3.

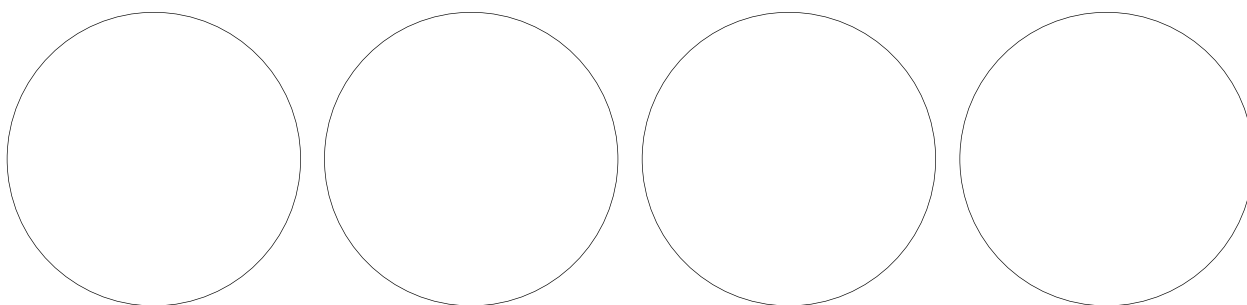
Klub Zeglarski HORN Kraków (HORN Krakow Sailing Club)

Ul. Kozia 22, 30-733 Kraków, Poland
Webpage: www.hornkrakow.pl,
Email: biuro@hornkrakow.pl
Tel: +48 510 459 596



PROJECT PARTNERS

- USIT - SPAIN,
- RIDE IN 971 - FRANCE,
- HORN KRAKOW SAILING CLUB - POLAND)
- INEUROPE - CZECH REPUBLIC



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Best Practices Report

Part 1

Analysis of the situation on racism in:

- Spain
- Poland
- Czechia
- Guadelupe (France)



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Analysis of the situation on racism in:

1. SPAIN



Prevalence and Manifestations:

- In Spain, the most common forms of racism include:
 - Institutional discrimination: This occurs in areas such as employment, housing, education, and access to public services. People of Arab, African, or Romani descent often face significant obstacles in these sectors. (newtral.es)
 - Racial profiling: A practice in which law enforcement officers conduct identity checks based on ethnic or racial characteristics, disproportionately affecting minorities such as Romani people, Maghrebis, and people of sub-Saharan African descent. (es.wikipedia.org)
 - Hate speech: The spread of stereotypes and prejudices through media and social networks, particularly against immigrants and refugees. (huffingtonpost.es)
 - Everyday racism: Discriminatory attitudes and behaviors in daily life, such as insults, derogatory treatment, and social exclusion of people from different ethnic backgrounds. (elpais.com)
 - Structural racism: Systems and structures that perpetuate racial inequality, affecting entire communities in aspects such as political representation and access to economic opportunities. (es.amnesty.org)
- Which groups are most affected by racism and discrimination?

In Spain, various groups face racism and discrimination in multiple areas. The most affected include:

- People of African and Maghrebi origin: This group experiences discrimination in access to housing, employment, and essential services. A 2020 study revealed that one in two people of non-Mediterranean African or Maghrebi descent has faced discrimination when trying to rent or buy a home. (newtral.es)
 - The Romani community: Historically marginalized, the Romani population faces discrimination in education, employment, and housing. The illiteracy rate among Romani women is 14%, and only 15.5% complete compulsory secondary education. (es.wikipedia.org)
 - Muslim communities: The Muslim community, particularly in regions such as Murcia, reports incidents of Islamophobia and calls for stricter laws against hate crimes. (cadenaser.com)
 - LGTBIQ+ community: Although Spain is recognized for its progressive legislation, LGTBIQ+ individuals still face discrimination and violence. Hate speech against this community on social media has increased by 130% in recent times. (huffingtonpost.es)
 - Women with disabilities: This group experiences double discrimination. A study by the CREER center in Burgos found that 80% of women with disabilities have been victims of gender-based violence. (cadenaser.com)
- How prevalent is racism in different sectors (e.g., housing, employment, education, sports)?

1. Housing

Racial discrimination in access to housing is a significant issue in Spain. According to a report by the Council for the Elimination of Racial or Ethnic Discrimination (CEDRE), 31% of respondents in 2020 reported experiencing discrimination when searching for housing, an increase from 16% in 2013. The most affected groups include people of non-Mediterranean African origin, Maghrebis, and the Romani community. Discrimination in this sector includes refusal to show or rent properties and imposing stricter conditions. (lamoncloa.gob.es)

Recently, in the municipality of Salt (Girona), around 500 people protested, demanding solutions to the housing crisis, highlighting the lack of access to dignified and affordable housing, especially for immigrant communities. (elpais.com)

2. Employment

In the labor market, racial discrimination is evident in difficulties accessing jobs and unfavorable working conditions. A UGT union report states that 74.82% of people of Arab origin perceive discrimination when job hunting, facing obstacles such as biases based on their name or accent. (poruntrabajodignoug.org)

Additionally, racism is estimated to cost Spain €17 billion annually, representing 1.3% of GDP, due to the underutilization of talent and the exclusion of immigrants from the labor market. (cadenaser.com)

3. Education

Discrimination in education affects access, academic trajectories, and outcomes for students from ethnic minorities. This educational exclusion contributes to perpetuating inequalities and limiting future opportunities. (cadenaser.com)

4. Sports

Racism in sports is a serious concern in Spain. Recently, the 42 clubs of LaLiga joined a special campaign against racism, using a symbolic ball and jerseys with anti-discrimination messages. (as.com)

Moreover, in youth categories, incidents have been reported where parents teach discriminatory attitudes from the stands, perpetuating racism among new generations. (cadenaser.com)

Historical and Cultural Context:

1. Blood Purity Statutes

In the 15th century, the blood purity statutes were introduced, discriminating against converts of Jewish and Muslim origin by preventing them from accessing certain positions and privileges. These statutes were based on the belief that blood transmitted moral qualities, perpetuating the exclusion of these groups. (es.wikipedia.org)

2. Expulsion of Religious Minorities

The expulsion of the Jews in 1492 and the expulsion of the Moriscos in 1609 reflected policies of religious and cultural homogenization, deeply affecting diversity in the Iberian Peninsula. (es.wikipedia.org)

3. The Great Gypsy Round-Up of 1749

In the 18th century, the Great Gypsy Round-Up, also known as the "General Imprisonment of Gypsies," was an attempt to exterminate the Romani population in

Spain. Thousands of Romani people were arrested and subjected to forced labor, in an episode that remains largely unrecognized in official history. (elpais.com)

4. Scientific Racism in the 19th Century

During the 19th century, scientific racism influenced nationalist ideologies in Spain, promoting the idea of racial superiority and justifying discrimination against various communities. (es.wikipedia.org)

5. Repression During the Franco Dictatorship

The Franco dictatorship (1939-1975) implemented repressive policies that affected multiple groups, including the Romani community. Their language and culture were banned, and forced assimilation policies aimed to marginalize them further. (es.wikipedia.org)

6. Contemporary Racism

Today, various forms of racism and xenophobia persist in Spain, affecting immigrants and ethnic minorities in sectors such as housing, employment, and education. Despite legal progress, discrimination remains a social challenge. (rightsinternationalspain.org)

Impact:

Social Consequences

Racial discrimination negatively impacts social cohesion and community integration. For example, discriminatory practices in the labor and education sectors towards the foreign population lead to segregation and exclusion, making it difficult to build an inclusive society. (inclusion.gob.es)

Economic Consequences

Labor and educational discrimination against the foreign population has a notable economic impact. It is estimated that these practices result in an annual loss of €17 billion, equivalent to 1.3% of Spain's GDP. This figure reflects the underutilization of talent and the exclusion of immigrants from the labor market, limiting the country's economic growth and productivity. (inclusion.gob.es)

Psychological Consequences

People who suffer from racism and racial discrimination may experience various psychological effects, such as:

- Stress and anxiety
- Depression
- Low self-esteem
- Feelings of social isolation
- These consequences can severely affect the mental health and overall well-being of affected individuals. (psicologiamadrid.es)

Impact on Social Cohesion and Integration

Racism and discrimination make it difficult for immigrants and ethnic minorities to integrate, which can lead to social tensions and community fragmentation. The perception of discrimination may reduce these groups' active participation in society, harming social cohesion and limiting the development of a diverse and harmonious community. (es.amnesty.org)

Challenges and Opportunities:

Main Challenges:

- Structural and Institutional Racism:

Racism is deeply embedded in social and political structures, manifesting in policies and practices that perpetuate inequality. It is both institutional and structural, present in various aspects of life, culture, and social relationships. (laadministracionaldia.inap.es)

- Underreporting of Discrimination Cases:

Many individuals who experience racial discrimination do not file complaints due to a lack of trust in institutions and the perception that reporting will not lead to change or may even cause further problems. (accem.es)

- Setbacks in Civil Rights Protection:

Recent reports highlight a decline in the protection of civil rights in Spain, pointing out the lack of reforms in the judicial system and the persistence of structures inherited from past eras. (cadenaser.com)

Opportunities for Progress and Positive Change

- Implementation of Strategic Frameworks:

The approval of the "Strategic Framework for Citizenship and Inclusion, Against Racism and Xenophobia, 2023 – 2027" represents a commitment to a more cohesive and inclusive society, setting clear guidelines to combat racism and xenophobia. (inclusion.gob.es)

- Active Participation of Civil Society:

Civil society organizations play a crucial role in the fight against racism by promoting educational, cultural, and awareness initiatives that foster tolerance and equality. (fiapp.org)

- Legislative Reforms and Public Policies:

The enforcement of new regulations ensuring universal accessibility in buildings, public spaces, and transportation demonstrates progress towards a more inclusive and equitable society. (cadenaser.com)

- Anti-Racism Initiatives in Sports:

The collective efforts of LaLiga clubs in anti-racism campaigns highlight the role of sports in promoting diversity and respect, serving as an example for other sectors of society. (as.com)

Analysis of the situation on racism in:

2. POLAND



Prevalence and Manifestations:

- **Hate Speech:** Hate speech is a significant problem, both online and offline. It often targets minority groups and can manifest in verbal abuse, offensive graffiti, and online harassment.
- **Discrimination:** Discrimination occurs in various areas, including employment, housing, education, and access to services. This can range from subtle biases to overt denial of opportunities.
- **Racial Profiling:** There are concerns about racial profiling, particularly by law enforcement, although comprehensive data on this is sometimes limited.
- **Xenophobia:** Xenophobia, or fear and hatred of foreigners, is present in some segments of society. This can be fueled by negative stereotypes and misinformation.

Which groups are most affected by racism and discrimination?

Several groups in Poland face racism and discrimination:

- **People of Color:** Individuals with visible non-European heritage, including those of African, Asian, and Middle Eastern descent, are often targets.
- **Roma Community:** The Roma community has historically faced significant prejudice and discrimination in Poland.
- **Jewish Community:** While smaller in number, the Jewish community still experiences instances of antisemitism.
- **LGBTQ+ Community:** While not exclusively a racial issue, it's important to note that this community faces discrimination and hate, which can intersect with racism when individuals belong to both groups.
- **Immigrants and Foreigners:** People from other countries, particularly those from outside Europe, can experience xenophobia and discrimination.

Important Considerations:

- It's crucial to acknowledge that while Poland is becoming more diverse, it has historically been a relatively homogenous society. This context can contribute to challenges in integrating newcomers and accepting diversity.
- Research and data collection on racism can be complex, and there may be variations in how incidents are reported and recorded.
- There are ongoing efforts by NGOs, activists, and some government bodies to combat racism and promote tolerance.

To get the most comprehensive understanding, I recommend exploring reports from organizations like:

- **The Helsinki Foundation for Human Rights:** They publish reports on human rights issues in Poland, including discrimination.
- **The European Union Agency for Fundamental Rights (FRA):** The FRA conducts research on discrimination and hate crime across the EU, including Poland.
- **Government institutions:** Reports from the Polish government and ombudsman can provide valuable insights.

Racism in Different Sectors in Poland

1. Housing

- **Challenges in Access:** Discrimination in housing often involves difficulties in



renting or buying property. Landlords or sellers might refuse to deal with individuals based on their ethnicity, race, or perceived origin.

- **Segregation:** While not always overt, there can be patterns of informal segregation, where minority groups find it harder to live in certain areas.
- **Online Sources:** Reports from organizations like the Helsinki Foundation for Human Rights have documented cases of housing discrimination in Poland. These reports highlight instances where individuals face prejudice when seeking accommodation.

2. Employment

- **Hiring Discrimination:** This occurs when employers refuse to hire qualified candidates due to their race or ethnicity. It can manifest in explicit rejection or more subtle forms, such as not shortlisting candidates with foreign-sounding names.
- **Workplace Bias:** Even when employed, individuals may face unequal treatment, limited opportunities for promotion, or harassment from colleagues or superiors.
- **Wage Gap:** There might be disparities in pay between different ethnic groups for similar work, indicating systemic inequalities.
- **Reference Document and Online Sources:** Both the reference document and reports from the European Union Agency for Fundamental Rights (FRA) confirm that employment is a sector where racism is a significant concern. FRA surveys often show that minorities in Poland report experiencing discrimination when seeking jobs or at work.

3. Education

- **Harassment and Bullying:** As noted in the reference document, students from minority groups can face verbal abuse, bullying, and social exclusion from peers.
- **Unequal Treatment:** Teachers might hold unconscious biases that affect how they interact with students from different backgrounds, leading to unequal attention or opportunities.
- **Curriculum Bias:** The curriculum might not adequately represent the history and experiences of minority groups, contributing to a sense of exclusion.
- **Reference Document and Research:** Studies in Poland have shown that discrimination in education is a persistent issue. Organizations focused on children's rights also report on instances of racism in schools.

4. Sports

- **Fan Behavior:** Racism in sports often manifests as racist chants, insults, and symbols directed at athletes from minority groups by spectators.
- **Discrimination in Teams:** Athletes might face bias in team selection, coaching decisions, or access to resources.
- **Underrepresentation:** Some minority groups might be underrepresented in certain sports due to systemic barriers.
- **Media Representation:** The media might perpetuate stereotypes or provide unequal coverage of athletes from different backgrounds.
- **Reference Document and News:** The reference document's focus on "Sport Against Racism" highlights the concern in this sector. News reports and monitoring organizations frequently document incidents of racism in Polish sports, particularly football.

Historical and Cultural Context

What is the historical context of racism in Poland?

- **Historical Homogeneity:** Historically, Poland has been a relatively homogenous country, particularly in terms of ethnicity and religion. This historical context is crucial because it means that large-scale, long-term interaction with diverse populations is a more recent phenomenon compared to some Western European nations. This can sometimes lead to a lack of familiarity and understanding of different cultures, which can be exploited or misunderstood.
- **Pre-War Diversity and the Holocaust:** It's essential to acknowledge that pre-World War II Poland was a much more diverse country, with significant Jewish, Ukrainian, Belarusian, and German minorities. The Holocaust, perpetrated by Nazi Germany, had a devastating impact on Poland's Jewish population, which was one of the largest in Europe. This historical trauma has left deep scars and continues to shape discussions about identity and belonging.
- **Communism and Nationalism:** The communist era, while promoting ideas of equality, also fostered a sense of national identity that, in some cases, emphasized Polish ethnicity and culture. After the fall of communism, there was a resurgence of nationalism, which, in certain instances, has been associated with xenophobic or exclusionary attitudes.
- **Post-Accession Immigration:** Poland's accession to the European Union in 2004 led to increased immigration, particularly from other Eastern European countries and, more recently, from further afield. This relatively new influx of diverse populations has presented challenges in terms of integration and has, unfortunately, also been accompanied by instances of racism and xenophobia.
- **Complex History with Neighbors:** Poland's history is marked by complex relationships with its neighbors, including Ukraine, Russia, and Germany. These historical relationships can sometimes influence contemporary attitudes towards people from those countries.

2. Are there any specific cultural factors that contribute to racism or discrimination?

- **Emphasis on National Identity:** Polish culture places a strong emphasis on national identity, history, and traditions. While this is a source of pride and unity, it can sometimes lead to an "us vs. them" mentality, where those perceived as "outsiders" are viewed with suspicion or hostility.
- **Catholicism:** Catholicism is a dominant force in Polish culture, and while it often promotes values of compassion and tolerance, in some cases, it has been associated with conservative social views that can contribute to intolerance towards certain groups, such as the LGBTQ+ community or those with different religious beliefs.
- **Stereotypes and Prejudices:** Like any society, Poland has its share of stereotypes and prejudices about different ethnic, racial, and religious groups. These stereotypes can be perpetuated in families, communities, and the media, contributing to discriminatory attitudes and behaviors.
- **Language:** The Polish language, while rich and expressive, can sometimes be used to express prejudice or discrimination. Slurs and derogatory terms exist, and the way language is used can reflect underlying biases.
- **Lack of Diversity Education:** Some sources point to a need for more comprehensive education about diversity, multiculturalism, and the history of minority groups in Poland. A lack of knowledge and understanding can contribute to prejudice and discrimination.
- **Homogeneity as a Norm:** As mentioned earlier, the historical homogeneity of Polish society has meant that there hasn't always been a strong emphasis on

developing intercultural competence or skills for navigating diversity. This can make it more challenging to address racism and discrimination effectively.

It is really important to stress that Poland is a diverse country, and many Poles are open-minded, tolerant, and actively work against racism and discrimination. However, it is also crucial to acknowledge the historical and cultural factors that can contribute to these issues in order to address them effectively.

Impact:

An analysis of the social, economic, and psychological consequences of racism, and how it affects social cohesion and integration in Poland:

Impact of Racism

1. Social Consequences

- **Increased Social Inequality:** Racism creates and perpetuates unequal access to opportunities and resources based on race or ethnicity. This can lead to disparities in education, healthcare, housing, and the justice system.
- **Social Fragmentation:** Racism divides communities, fostering distrust and hostility between different groups. This undermines social cohesion and weakens the fabric of society.
- **Erosion of Trust:** When individuals experience or witness racism, it erodes their trust in social institutions and other people. This can lead to social isolation and disengagement.
- **Increased Conflict:** Racism can escalate into social unrest, protests, and even violence. This instability can disrupt communities and harm everyone.
- **Normalization of Prejudice:** In societies where racism is prevalent, discriminatory attitudes and behaviors can become normalized, making it harder to challenge and change them.

2. Economic Consequences

- **Reduced Economic Productivity:** Racism prevents individuals from reaching their full potential, limiting their contributions to the economy. This results in a loss of talent, skills, and innovation.
- **Limited Market Participation:** Discrimination in hiring and promotion restricts access to employment for minority groups, reducing their purchasing power and their ability to contribute to the economy as consumers.
- **Increased Poverty:** Racism contributes to higher rates of poverty among minority groups, leading to increased reliance on social welfare programs and straining public resources.
- **Damage to Economic Growth:** Social instability and conflict caused by racism can deter investment and hinder economic growth.
- **Brain Drain:** Talented individuals from minority groups may choose to leave countries where they experience discrimination, leading to a loss of human capital.

3. Psychological Consequences

- **Mental Health Problems:** Experiencing racism can lead to significant psychological distress, including anxiety, depression, low self-esteem, and trauma.



- **Internalized Racism:** Individuals from minority groups may internalize negative stereotypes and beliefs about themselves, leading to self-doubt and self-destructive behaviors.
- **Stress and Physical Health:** The chronic stress of dealing with racism can have negative impacts on physical health, contributing to conditions like hypertension, heart disease, and weakened immune systems.
- **Reduced Well-being:** Racism diminishes overall well-being and quality of life for both victims and those who witness or perpetrate it.
- **Intergenerational Trauma:** The psychological effects of racism can be passed down through generations, creating a cycle of trauma and disadvantage.

Impact on Social Cohesion and Integration in Poland

- **Hindered Integration of Immigrants:** Racism creates barriers to the successful integration of immigrants and foreigners into Polish society. Discrimination in housing, employment, and social life makes it difficult for newcomers to feel welcome and build a sense of belonging.
- **Marginalization of Minorities:** Racism leads to the marginalization and exclusion of minority groups, preventing them from fully participating in society. This can create feelings of alienation and resentment.
- **Weakened National Identity:** A society divided by racism cannot fully embrace a shared national identity. Instead, it fosters divisions and undermines the sense of unity and common purpose.
- **Increased Social Tensions:** Racism can fuel social tensions and conflict between different groups, leading to instability and hindering cooperation on common goals.
- **Erosion of Values:** Racism contradicts core values of equality, justice, and respect for human dignity. Its presence erodes the moral fabric of society.

Challenges and Opportunities:

Challenges and Opportunities: Addressing Racism and Promoting Equality in Poland

1. What are the main challenges in addressing racism and promoting equality in Poland?

- **Historical Legacy and Mindsets:**
 - As discussed earlier, Poland's historical homogeneity can contribute to a lack of familiarity and understanding of diverse cultures. This can make it more challenging to overcome ingrained prejudices and stereotypes.
 - Nationalistic narratives that emphasize ethnic Polish identity can sometimes create an exclusionary environment for those perceived as "outsiders."
- **Data Collection and Reporting:**
 - There can be challenges in accurately collecting and reporting data on racist incidents. Many incidents go unreported, either due to fear, lack of trust in authorities, or a perception that nothing will be done.
 - Official statistics may not fully capture the extent of the problem, making it difficult to assess the true prevalence of racism and discrimination.
- **Legal Framework and Enforcement:**
 - While Poland has laws against discrimination, there can be challenges in their effective enforcement.
 - Victims of racism may face barriers in seeking legal redress, such as a lack

of awareness of their rights or a fear of retaliation.

- **Public Discourse and Media Representation:**
 - Hate speech and discriminatory rhetoric can be present in public discourse, both online and offline.
 - Media representation of minority groups may sometimes perpetuate stereotypes or contribute to negative perceptions.
- **Lack of Diversity Education:**
 - There is a need for more comprehensive education about diversity, multiculturalism, and human rights in schools and in society at large.
 - Addressing prejudice requires challenging stereotypes and promoting empathy and understanding.
- **Political Will and Leadership:**
 - Effective action against racism requires strong political will and leadership.
 - Public statements and policies from government officials can either promote or hinder efforts to combat discrimination.
- **Intersectionality:**
 - Recognizing the intersectionality of discrimination is crucial. Individuals may face multiple forms of prejudice based on their race, ethnicity, gender, sexual orientation, religion, or other factors.

2. What are the potential opportunities for progress and positive change?

- **Growing Awareness:**
 - There is increasing awareness of the issue of racism in Poland, both within the country and internationally.
 - This growing awareness can create momentum for change and pressure to address discrimination.
- **Civil Society Organizations:**
 - Numerous NGOs and activists are working to combat racism, promote equality, and support victims of discrimination.
 - These organizations play a vital role in raising awareness, providing education, and advocating for policy change.
- **EU Framework and International Cooperation:**
 - Poland's membership in the European Union provides a framework for addressing discrimination and promoting equality.
 - EU directives and initiatives can support national efforts to combat racism.
 - International cooperation and exchange of best practices can also be valuable.
- **Education and Awareness-Raising Campaigns:**
 - Investing in education and awareness-raising campaigns can help to challenge stereotypes, promote empathy, and foster a culture of tolerance
 - These initiatives can target schools, workplaces, communities, and the general public.
 - **Promoting Intercultural Dialogue:**
 - Creating opportunities for intercultural dialogue and exchange can help to break down barriers and build understanding between different groups.
 - This can involve cultural events, community projects, and initiatives that bring people from diverse backgrounds together.
 - **Empowerment of Minority Communities:**
 - Empowering minority communities to participate fully in society is essential.
 - This can involve supporting community organizations, promoting leadership development, and ensuring access to resources.
 - **Positive Role Models:**
 - Highlighting positive role models from minority groups can challenge stereotypes and inspire young people.

- This can involve showcasing achievements in various fields, such as sports, arts, science, and business.
- **Technology and Social Media:**
 - Technology and social media can be powerful tools for raising awareness, mobilizing support, and challenging hate speech.
 - However, it is also important to address online hate speech and promote responsible use of technology.

It's important to emphasize that addressing racism and promoting equality is an ongoing process that requires sustained effort and commitment from individuals, communities, and institutions. While there are significant challenges, there are also opportunities for positive change and progress towards a more inclusive and just society in Poland.

Analysis of the situation on racism in:

3. CZECHIA



Prevalence and Manifestations:

In the Czech Republic, some of the most common forms of racism include:

- **Hate speech** – Online and offline hate speech targeting minorities, especially Roma people, migrants, and other ethnic groups.
- **Discrimination** – Unequal access to jobs, housing, and education for Roma people and other marginalized communities.
- **Racial profiling** – Some minorities, particularly Roma individuals, report being disproportionately targeted by police checks.
- **Far-right extremism** – Nationalist groups promoting anti-immigrant and racist ideologies.
- **Everyday prejudice** – Negative stereotypes and biases that affect social interactions and opportunities.

In the Czech Republic, the groups most affected by racism and discrimination include:

- **Roma people** – They face significant discrimination in employment, housing, education, and access to services. Segregation in schools and negative stereotypes are widespread.
- **Migrants and foreigners** – Particularly people from Africa, the Middle East, and Asia may experience prejudice, xenophobia, and difficulties in integration.
- **Muslims** – Islamophobia has been growing, with negative perceptions and discrimination in public and private life.
- **People of African descent** – They often report racial profiling, verbal abuse, and discrimination in employment and housing.
- **Ukrainian refugees** – While many Czechs have supported Ukrainian refugees, there have also been cases of discrimination, particularly in employment and housing.
- **Vietnamese Community** – Many Czechs view the Vietnamese primarily as small business owners (e.g., running convenience stores and markets) and often fail to recognize their broader contributions to society. While younger generations of Vietnamese are well-integrated and often excel in school, they still face occasional discrimination from teachers and classmates.

Racism in the Czech Republic exists in various sectors, though its severity differs depending on the group affected and the context.

Housing

- **Discrimination Against Roma** – Many landlords refuse to rent apartments to Roma families.
- **Challenges for Foreigners** – Non-European foreigners, including some Vietnamese and Africans, may also face difficulties finding housing, especially in smaller towns.
- **Segregation** – In some areas, Roma families are pushed into socially excluded localities with poor living conditions.

Employment

- **Racial Discrimination in Hiring** – Studies show that candidates with non-Czech names (especially Roma and Africans) receive fewer job interview invitations.
- **Exploitation of Foreign Workers** – Some Vietnamese, Ukrainians, and Mongolians working in manual labor face poor working conditions, lower wages, and contract violations.
- **Stereotyping of Professions** – The Vietnamese are often associated with small businesses, while Roma are assumed to be unemployed or working in low-wage jobs.

Education

- **Segregation of Roma Children** – Many Roma students are placed in schools for children with "mild disabilities," limiting their educational opportunities.
- **Bullying and Discrimination** – Some minority children, including Vietnamese

and African students, experience racism from classmates.

- **Barriers for Foreign Students** – Children of immigrants sometimes struggle due to language barriers and lack of targeted support.

Healthcare

- **Language Barriers** – Some Vietnamese and Ukrainian immigrants face difficulties accessing healthcare due to a lack of translation services.
- **Unequal Treatment** – Roma patients have reported cases of doctors refusing to treat them or providing lower-quality care.

Sports

- **Racism in Football** – Some Black and Roma players face racist chants from fans during matches.
- **Underrepresentation in Professional Sports** – While sports should be inclusive, there are few high-level athletes from minority backgrounds in Czech teams.

Historical and Cultural Context

Historical Context of Racism in Czechia

Anti-Roma Sentiment (Centuries of Marginalization)

The Roma people have lived in the Czech lands for centuries but have faced discrimination since medieval times. Under **Austro-Hungarian rule**, Roma communities were labeled as "criminal" and faced forced assimilation. During **World War II**, many Roma were deported to concentration camps and killed in the Holocaust. Under **Communism (1948–1989)**, the state tried to integrate Roma by banning their nomadic lifestyle and placing them in state housing, but discrimination remained. Today, Roma still face **social exclusion, job discrimination, and segregation in education**.

Communist-Era Attitudes Toward Foreigners (1948–1989)

Czechoslovakia was relatively closed to the world, and interactions with different ethnic groups were limited. Some **Vietnamese, Cubans, and Africans** came as part of socialist "worker exchange programs," but they were a small minority. The idea of a "homogeneous society" persisted, making later immigration more challenging.

Post-Communist Nationalism and Immigration (1990s–Today)

After 1989, the country opened up, and new ethnic groups (Vietnamese, Ukrainians, Arabs, Africans) became more visible. The **rise of nationalism** after the fall of Communism brought negative stereotypes about foreigners "taking jobs" or "not integrating." The **2015 refugee crisis** worsened xenophobic attitudes, even though very few refugees settled in Czechia.

Cultural Factors Contributing to Racism & Discrimination

Perceived Homogeneity

Many Czechs see their country as **ethnically homogenous**, despite growing diversity. This belief makes some people view **foreigners or minorities as outsiders** who do not "belong."

Lack of Exposure to Diversity

Outside major cities (Prague, Brno, Ostrava), many Czechs have little contact with foreigners. This leads to **stereotypes and fear of the unknown**, reinforced by media narratives.

Negative Media Representation

Roma are often portrayed as criminals or welfare abusers. **Muslims and migrants** are sometimes linked to terrorism in tabloid media. **Vietnamese and Ukrainians** are seen as "hardworking but closed-off," reinforcing separation.

Political Populism & Far-Right Movements

Some politicians use **anti-immigrant rhetoric** to gain support, especially against Roma and Muslims. Far-right parties (e.g., SPD) promote **Czech-first policies** and fear of multiculturalism.

Strong Cultural Identity & Traditions

Czech culture places a strong emphasis on **shared language and customs**. This creates pressure for **assimilation** rather than multicultural coexistence.

Impact

Social, Economic, and Psychological Consequences of Racism in Czechia

Social Consequences

- **Segregation & Social Exclusion:** Many Roma communities live in **socially excluded areas** with limited access to good housing, education, and healthcare.
- **Hate Crimes & Violence:** There have been violent attacks on Roma and other minorities, including **arson attacks** on Roma homes.
- **Stereotyping & Stigmatization:** Minorities, especially Roma and Vietnamese, often face **negative stereotypes** (e.g., Roma as criminals, Vietnamese as "outsiders").
- **Limited Political Representation:** Minorities have **little voice in politics**, making it harder to fight discrimination.

Economic Consequences

- **Discrimination in Employment:** Many employers **refuse to hire Roma**, and some **pay foreign workers less** than Czech employees.
- **Educational Barriers:** Roma children are often placed in **"special schools"**, reducing their chances of better jobs.
- **Housing Discrimination:** Landlords often **refuse to rent** to Roma or foreigners, forcing them into poorer areas.
- **Unequal Opportunities:** Structural racism prevents some minorities from **accessing higher-paying jobs**, keeping them in a cycle of poverty.

Psychological Consequences

- **Lower Self-Esteem & Identity Struggles:** Constant discrimination can make minorities feel **unwanted** or **inferior**.
- **Mental Health Issues:** Studies show that victims of racism are more likely to suffer from **anxiety, depression, and stress**.
- **Trauma & Fear:** Repeated racial abuse, bullying, or hate crimes cause long-term **emotional trauma**, especially in children.
- **Internalized Racism:** Some minorities may start believing negative stereotypes about themselves, affecting their confidence and success.

Social Cohesion & Integration in Czechia

Weaker Social Trust

Racism creates **divisions between ethnic groups**, reducing trust between **Czechs and**



minorities. Minorities may feel they are **not truly accepted**, leading to **parallel communities** (e.g., Vietnamese communities staying separate from mainstream Czech society).

Reduced Integration of Minorities

Discrimination discourages minorities from **fully participating in society** (e.g., in politics, public life, or cultural events). Some minorities **avoid contact with the Czech majority** to protect themselves from racism.

Rise of Nationalism & Populism

Anti-immigrant rhetoric strengthens **right-wing political parties**, leading to more xenophobic policies. Fear of cultural change makes people **resist immigration** and multiculturalism.

Intergenerational Cycle of Exclusion

If minorities face racism in education and work, their children are also **less likely to succeed**, continuing the cycle of **poverty and exclusion**.

Challenges and Opportunities:

Challenges in Addressing Racism and Promoting Equality in Czechia

Deep-Rooted Prejudices and Stereotypes

Many Czechs still hold negative views of Roma, Vietnamese, and other minorities due to **long-standing stereotypes**. Media often portrays Roma in a **negative light**, reinforcing public bias. Public awareness of **systemic racism** is low, and many deny that racism is a serious problem.

Discrimination in Key Areas

Employment: Many employers refuse to hire Roma, and foreign workers sometimes face **wage discrimination**.

Housing: Roma and other minorities often **struggle to rent apartments** due to racial bias from landlords.

Education: Roma children are often placed in **"special schools"** or segregated classes, limiting their opportunities.

Policing & Racial Profiling: Roma and other minorities **face more police checks** and are often treated unfairly.

Weak Enforcement of Anti-Discrimination Laws

Although Czechia has **laws against discrimination**, enforcement is often **weak**. Victims of racism often **don't report discrimination**, either because they don't trust the system or fear consequences. **Hate crimes** are sometimes not properly investigated or punished.

Political and Social Resistance

Some politicians use **anti-immigrant and anti-Roma rhetoric** to gain support. Right-wing parties and nationalist groups **oppose policies that promote diversity and inclusion**. Some Czechs believe that **minorities "should integrate better"**, ignoring systemic barriers that make integration difficult.

Lack of Representation & Voice

Minorities have **little representation in government**, making it harder to push for change. Media and public debates often **exclude voices from minority communities**. There is no strong **national movement** against racism like in some Western countries.

Opportunities for Progress and Positive Change

Education & Awareness Campaigns

Schools can include **more lessons on racism, history, and diversity** to challenge stereotypes from a young age.

Public awareness campaigns (e.g., **anti-racism ads, workshops, cultural events**) can change perceptions.

Stronger Anti-Discrimination Policies

The government can **increase penalties for discrimination** in employment, housing, and public services.

Police reforms can **reduce racial profiling** and improve trust between law enforcement and minorities.

More **diverse hiring practices** can promote workplace equality.

Supporting Minority Communities

Creating **mentorship programs** and scholarships can help Roma and other minorities access better education and jobs.

More funding for **community centers** and organizations that support integration.

Encouraging **intercultural dialogue** through events, festivals, and school programs.

Increasing Representation

More **minority voices in politics, media, and business** can help promote equality.

Encouraging young Roma, Vietnamese, and other minorities to **become journalists, politicians, or activists**.

EU Pressure & International Influence

The EU has criticized Czechia for **discrimination against Roma**, which can push the government to act.

International human rights organizations can help **monitor racism** and promote better policies.

Analysis of the situation on racism in:

4. GUADALUPE (FRANCE)



Prevalence and Manifestations:

In Guadeloupe, as in many other outermost regions, racism and discrimination can affect various groups. Due to the slavery effects the most impacted tend to be those of African descent originally. Additionally, people of Indian descent, whose ancestors were brought to the island as indentured laborers, have also experienced discrimination. Nowadays, immigrant communities, particularly those from Haiti and the Dominican Republic are affected by racism. These groups often face systemic inequalities, social exclusion, and economic disadvantages.

Racism and discrimination in Guadeloupe, can manifest across various sectors, including housing, employment, education, and sports. Here's a general overview of how these issues might manifest in each sector:

Housing

- **Discrimination in Housing:** People of African descent, as well as immigrants, particularly those from Haiti and the Dominican Republic, may face difficulties in accessing housing. This can include higher scrutiny from landlords, higher rental rates, or even outright refusal to rent or sell properties based on racial or ethnic background.
- **Segregation:** There may be informal segregation where certain neighborhoods are predominantly inhabited by specific racial or ethnic groups, often due to economic disparities and historical patterns of settlement.

Employment

- **Hiring Practices:** Discrimination can occur during the hiring process, where candidates from certain racial or ethnic backgrounds may be overlooked in favor of others. This can be due to implicit biases or outright prejudice.
- **Workplace Environment:** Even when employed, individuals from minority groups may face a hostile work environment, including microaggressions, unequal pay, and limited opportunities for advancement.
- **Economic Disparities:** Structural racism can lead to significant economic disparities, with minority groups often having higher unemployment rates and lower-paying jobs.

Education

- **Access to Quality Education:** the french public educational system is less and less funded. This situation leads to a lot of disparities between public and private schools. Those private schools are mainly frequented by kids from colons descent or kids from mainland (France) recently installed.
- **Discrimination in Schools:** Students from minority backgrounds may face discrimination from peers and even educators, which can affect their academic performance and self-esteem.

Sports

- **Representation:** While sports can be a unifying activity, there can still be issues of representation and discrimination. Minority athletes may face stereotypes and biases, both from within the sport and from the broader community.
- **Nautical sports** is a glaring example, for many years they were considered as a white privilege by white colons descent and by african descent and other minorities excluding themselves from practicing.
- **Access to Resources:** Access to training facilities, coaching, and other resources

may be uneven, with minority athletes sometimes having less access to high-quality training and development opportunities.

- **Racist Incidents:** Instances of racial abuse, both on and off the field, can occur, affecting the mental health and performance of athletes.

Efforts to Combat Racism

- **Legislation and Policies:** There are laws and policies in place aimed at combating racism and discrimination, but enforcement can be inconsistent.
- **Community Organizations:** Various NGOs and community groups work to support affected communities and advocate for systemic change.
- **Awareness Campaigns:** Efforts to raise awareness about racism and promote inclusivity are ongoing, though their impact can vary.

Overall, while progress has been made in some areas, racism and discrimination remain significant issues in Guadeloupe, affecting various aspects of life for minority groups. Continued efforts are needed to address these challenges and promote equality and justice for all

Historical and Cultural Context

The historical context of racism in Guadeloupe is deeply rooted in its colonial past, slavery, and the social hierarchies established during and after colonization. Here are the key historical factors that have shaped racism and discrimination in Guadeloupe:

Colonialism and Slavery

- **French Colonization:** Guadeloupe was colonized by France in 1635, and the indigenous Kalinago people were nearly exterminated or displaced. The French established a plantation economy based on enslaved labor.
- **Transatlantic Slave Trade:** Between the 17th and 19th centuries, hundreds of thousands of Africans were forcibly brought to Guadeloupe to work on sugar, coffee, and tobacco plantations. Slavery created a rigid racial hierarchy, with white colonists at the top, mixed-race (mulatto) individuals in the middle, and enslaved Africans at the bottom.
- **Code Noir:** Enacted in 1685, the Code Noir was a set of laws that institutionalized the brutal treatment of enslaved people and reinforced racial hierarchies. It legally defined the inferior status of Black people and justified their exploitation.

Abolition of Slavery and Its Aftermath

- **Abolition in 1848:** Slavery was abolished in Guadeloupe in 1848, following the decree by the French Second Republic. However, the end of slavery did not erase racial inequalities. Former enslaved people were often left in poverty, while the plantation economy continued to dominate, now relying on indentured laborers from India and other parts of the world.
- **Indentured Labor:** After abolition, French authorities brought indentured workers, primarily from India, to work on plantations. These workers faced harsh conditions and racial discrimination, further complicating the racial and social dynamics on the island.

Post-Slavery Racial Hierarchies

- **Colorism:** A legacy of colonialism and slavery, colorism—prejudice based on skin tone—became deeply ingrained in Guadeloupean society. Lighter skin was often associated with higher social status, while darker skin was stigmatized. This persists today and influences social interactions, employment, and opportunities.
- **Economic Disparities:** The descendants of enslaved Africans and indentured laborers often remained economically disadvantaged, while the descendants of white colonists (known as Békés) retained control over much of the island's wealth and resources.

Departmentalization and Continued Inequality

- **Departmentalization in 1946:** Guadeloupe became an overseas department of France, which granted it formal equality with mainland France. However, this did not address deep-seated racial and economic inequalities. Many Guadeloupeans felt that departmentalization reinforced their dependency on France and failed to address systemic racism.
- **Social Movements:** In the 20th century, movements for greater autonomy and equality emerged, such as the protests of the 1960s and 1970s. These movements highlighted the persistence of racial and economic disparities, as well as the marginalization of Black and mixed-race Guadeloupeans.

Contemporary Context

- **Economic Inequality:** Today, racial and ethnic minorities, particularly those of African and Indian descent, continue to face economic disparities. The Békés, who make up a small percentage of the population, still control a significant portion of the island's economy.
- **Cultural Marginalization:** The dominance of French culture and language has often marginalized Afro-Caribbean and Indian cultural expressions, though efforts to reclaim and celebrate these identities have grown in recent decades.
- **Immigration and Xenophobia:** Immigrants, particularly from Haiti and the Dominican Republic, often face discrimination and xenophobia, as they are perceived as competing for limited resources.

Specific Cultural Factors Contributing to Racism and Discrimination

- **Colorism:** The preference for lighter skin tones, rooted in colonial hierarchies, continues to affect social interactions, media representation, and self-esteem.
- **Economic Control by the Békés:** The disproportionate economic power held by the descendants of white colonists perpetuates racial and class inequalities.
- **Cultural Hegemony:** The dominance of French culture and language often marginalizes local Creole culture and Afro-Caribbean traditions, reinforcing a sense of inferiority among Black and mixed-race Guadeloupeans.
- **Xenophobia:** Tensions between Guadeloupeans and immigrant communities, particularly Haitians, contribute to discrimination and social exclusion.

Impact

Racism in Guadeloupe, as in other societies, has profound social, economic, and psychological consequences. These effects not only harm individuals and communities but also undermine social cohesion and integration.

Social Consequences

1. **Social Fragmentation:** Racism divides communities along racial and ethnic lines, creating mistrust and tension between groups. This fragmentation weakens the sense of unity and shared identity in Guadeloupe. Immigrant communities, particularly Haitians and Dominicans, often face social exclusion and stigmatization, which hinders their integration into Guadeloupean society.
2. **Cultural Marginalization:** Afro-Caribbean and Indian cultural expressions are often marginalized in favor of French cultural norms, leading to a loss of cultural pride and identity among minority groups. The dominance of French language and culture can alienate those who primarily identify with Creole or other cultural traditions.
3. **Intergenerational Trauma:** The legacy of slavery and colonialism has left deep scars, with the trauma of racial oppression being passed down through generations. This affects family dynamics, community relationships, and collective self-esteem.

Economic Consequences

- Economic Inequality:

Racial and ethnic minorities, particularly those of African and Indian descent, often face systemic barriers to economic advancement. This includes limited access to quality education, employment discrimination, and fewer opportunities for upward mobility.

The Békés (descendants of white colonists) continue to control a significant portion of the island's economy, perpetuating wealth disparities along racial lines.

- Unemployment and Underemployment:

Minority groups, including immigrants, often experience higher rates of unemployment and underemployment. They are more likely to work in low-paying, informal, or precarious jobs.

Discrimination in hiring practices and workplace environments further limits economic opportunities for marginalized groups.

- Poverty and Housing Inequality:

Racial minorities are disproportionately affected by poverty, which impacts their access to housing, healthcare, and other essential services.

Discrimination in housing markets can lead to segregation, with minority groups concentrated in poorer, underdeveloped neighborhoods.

Psychological Consequences

- Mental Health Issues:

Experiencing racism and discrimination can lead to chronic stress, anxiety, depression, and other mental health issues. This is particularly true for individuals who face daily



microaggressions or overt acts of racism.

The internalization of racial stereotypes can lead to low self-esteem and a diminished sense of self-worth.

- Identity Struggles:

Racism can create conflicts in cultural and racial identity, particularly for mixed-race individuals or those who feel caught between multiple cultural worlds.

The pressure to conform to dominant cultural norms can lead to a loss of connection with one's heritage and traditions.

- Interpersonal Relationships:

Racism can strain relationships within families and communities, particularly when individuals have differing experiences or perceptions of racial discrimination.

It can also create barriers to forming meaningful relationships across racial and ethnic lines, further fragmenting society.

Impact on Social Cohesion and Integration

- Erosion of Trust:

Racism undermines trust between different racial and ethnic groups, making it difficult to build a cohesive and inclusive society. This lack of trust can manifest in social, economic, and political spheres.

Immigrant communities, in particular, may feel alienated and unwelcome, reducing their willingness or ability to integrate fully into Guadeloupean society.

- Political and Social Tensions:

Racial inequalities and discrimination can fuel social unrest and political tensions. For example, protests and strikes in Guadeloupe have often highlighted issues of racial and economic injustice.

These tensions can hinder efforts to address broader social and economic challenges, as divisions along racial lines take precedence over collective action.

- Barriers to Integration:

Racism creates barriers to the integration of minority groups, including immigrants, into the broader society. This can lead to the formation of parallel societies, where marginalized groups live and interact primarily within their own communities.

The lack of integration perpetuates stereotypes and prejudices, creating a vicious cycle of discrimination and exclusion.

- Impact on Youth:

Young people from minority backgrounds may feel disillusioned and disconnected from society, particularly if they face discrimination in schools or the job market. This can lead to social alienation and, in some cases, involvement in criminal activities as a means of coping or survival.

Efforts to Address Racism and Promote Social Cohesion

- Education and Awareness:

Initiatives to educate the public about the history and impact of racism, as well as the



value of diversity, can help reduce prejudice and promote understanding.

Schools and media play a crucial role in challenging stereotypes and promoting inclusive narratives.

- **Policy and Legislation:**

Strengthening anti-discrimination laws and ensuring their enforcement can help address systemic racism in employment, housing, and other sectors.

Affirmative action policies may be necessary to address historical inequalities and promote economic and social equity.

- **Community Building:**

Programs that bring together people from different racial and ethnic backgrounds can foster mutual understanding and solidarity.

Supporting cultural events and initiatives that celebrate Afro-Caribbean, Indian, and other minority cultures can help reclaim and affirm these identities.

- **Mental Health Support:**

Providing accessible mental health services for those affected by racism is crucial for addressing the psychological consequences of discrimination.

Community-based support groups can offer a safe space for individuals to share their experiences and heal collectively.

Conclusion

Racism in Guadeloupe has far-reaching consequences that affect individuals, communities, and society as a whole. It undermines social cohesion, perpetuates economic inequality, and inflicts psychological harm. Addressing these issues requires a multifaceted approach that includes education, policy reform, community building, and mental health support. By tackling racism and promoting inclusivity, Guadeloupe can move toward a more equitable and united society.

Challenges and Opportunities

Three main challenges can be underlined:

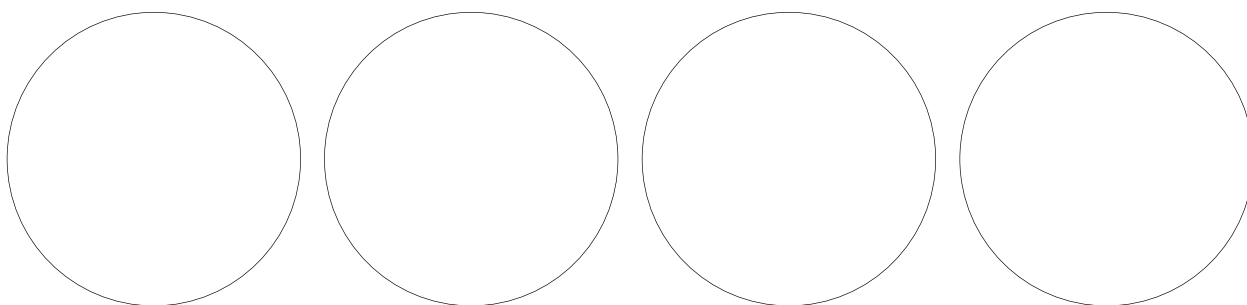
- **Fear of Reprisals:** Activists face surveillance, stigmatization, or job loss for challenging the status quo.
 - **Internalized Racism:** Some Guadeloupeans accept racial hierarchies as "normal," hindering collective action.
 - **French Resistance to Change:** Paris dismisses calls for reparations, autonomy, or systemic reform.
 - **Grassroots Movements** (e.g., LKP, Mouvman Nasyonal Gwadeloupéyen) demanding economic justice, cultural reclamation (Creole-language media, Afro-Caribbean history programs).
 - **Local Cooperatives** (to reduce reliance on French imports).
- International Solidarity (linking with other Caribbean nations and diaspora movements) are some opportunities for progress.





PROJECT PARTNERS

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Best Practices Report

Part 2

GOOD PRACTICES



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List of Good Practices

1st. Practice: Parres Water Sport Club	1
2nd Practice: UNESCO 'Fit for Life' Network Against Racism	3
3rd Practice: Crew Together	6
4th Practice - Proyecto Agua	8
5th Practice - Sea exposure therapy to heal refugees from shipwreck trauma	11
6th Practice - UISP Swimming Courses	15
7th Practice - Dreams Academy	18
8th Practice - Football for Development	21
9th Practice - KICK Racism	22
10th Best Practice: Slavia Prague's "No to Racism" Campaign	24
11th Practice: Ice Hockey and Roma Inclusion	25
12th Practice: "Unity on the Court" – Tennis Workshop for Youth	27
13th Practice: "Respect and Equality in Basketball" – Anti-Racism Initiatives by the Czech Basketball Federation	29
14th Practice: Race for Equality	31
15th Practice: Tournoi Métis – Football for Anti-Racism & Social Unity	33
16th Practice: Racism and discrimination in sport - research and report	38
17th Practice: FARE Network (Football Against Racism in Europe)	46
18th Practice: Show Racism the Red Card (SRtRC)	47
19th Practice: Etnoliga (Ethno-league)	49
20st Best practice Title: Mondiali Antirazzisti (Anti-Racist World Cup)	51

1st. Practice: Parres Water Sport Club

Details: This club based in Santa Pola promotes different courses and activities for immigrants and refugees to be able to improve their situation regarding inclusion and to fight the stereotypes that they might suffer or racism.

Objectives: Parres Water Sports actively promotes inclusion and combats racism by offering a variety of open water sports activities and free courses designed to engage individuals from diverse backgrounds. Their comprehensive programs include sports such as windsurfing, kitesurfing, kayaking, surfing, stand-up paddleboarding (SUP), sailing, and catamaran sailing, ensuring that people with varying interests and abilities can participate.

A notable initiative is the World SUP Festival Costa Blanca, organized by Parres Water Sports, which is scheduled to take place from May 15 to 18, 2025. This event invites participants worldwide to engage in SUP competitions and other disciplines like sea kayaking, wingfoil, and SUPfoil. By bringing together a diverse group of athletes and enthusiasts, the festival fosters a sense of community and mutual respect among individuals of different cultural backgrounds.

Additionally, Parres Water Sports offers various courses and activities, such as summer camps, school programs, and group events, tailored to different age groups and skill levels. These programs provide accessible opportunities for individuals to experience water sports, promoting social integration and breaking down racial and cultural barriers.

Through these inclusive initiatives, Parres Water Sports creates environments where participants can connect, learn, and grow together, using water sports as a medium to promote diversity, inclusion, and the fight against racism.

Target Group: Young immigrants

Country/Cultural Context: Spain, in this city (Santa Pola) water sports are the main sport to practice due to the fact that it is a city with seaside and a lot of competitions are done there.

Sport Context: Different water sports like: WINGSURF, WINDSURF, KITESURF, SURF, PADDLE SURF, FOIL, LIGHT SAILING

Who Implemented It? Parres Water Sport

Why Was It Successful? The activities organized by Parres Water Sports Club have played a pivotal role in promoting the inclusion of immigrants and fighting against racism through water sports education and recreational programs. By offering accessible training in disciplines such as windsurfing, kitesurfing, sailing, and paddleboarding, the club provides a platform where individuals from diverse cultural backgrounds can interact, learn, and grow together in a welcoming and supportive environment.

Beyond the physical and recreational benefits, these initiatives foster intercultural coexistence, helping participants develop mutual understanding, respect, and empathy.



By engaging in team-based and cooperative activities, barriers between different communities are broken down, encouraging a sense of unity and solidarity.

Moreover, Parres Water Sports Club places a strong emphasis on education and awareness, ensuring that their programs go beyond sports by promoting social values, inclusion, and non-discrimination. Through partnerships with local organizations, schools, and community groups, the club actively works to expand its reach, making water sports a powerful tool for social integration.

By creating safe and inclusive spaces, Parres Water Sports Club contributes to building a more inclusive society, free from prejudice and discrimination, where individuals of all backgrounds can thrive, connect, and develop lifelong friendships through shared experiences in water sports.

Impact and Outcomes: By providing inclusive and accessible water sports programs, Parres Water Sports Club creates a space where individuals from diverse cultural, ethnic, and social backgrounds can come together to share experiences, learn new skills, and engage in meaningful interactions. Through activities such as windsurfing, kitesurfing, sailing, paddleboarding, and kayaking, participants not only develop technical abilities but also build connections with others in a welcoming and supportive environment.

These programs serve as bridges for social integration, helping newcomers, including immigrants and refugees, to feel accepted and included within the local community. By encouraging teamwork, cooperation, and mutual respect, the club fosters intercultural coexistence, breaking down barriers and promoting understanding between different cultural groups.

Lessons Learned: To replicate and adapt Parres Water Sports Club's success, youth organizations, schools, and community groups can:

- Develop inclusive water sports programs that are financially and physically accessible to all youth.
- Partner with local water sports clubs to introduce young people to activities such as kayaking, sailing, and paddleboarding.
- Integrate intercultural workshops and mentorship programs into sports training to promote diversity and understanding.
- Offer leadership roles to young participants, encouraging them to teach and mentor newcomers, further strengthening the sense of community.
- Create awareness campaigns that showcase the positive social impact of water sports on integration, inclusion, and personal development.

2nd Practice: UNESCO 'Fit for Life' Network Against Racism

Best Practice Details: Launched by UNESCO in collaboration with the Barça Foundation, this initiative brings together athletes and organizations to fight racism in sports. Although not exclusive to aquatic sports, its focus on inclusion and equality across all disciplines makes it a relevant project for fostering diversity in sports.

Objectives of the Best Practice: UNESCO's **Fit for Life Network Against Racism**, launched in collaboration with the Barça Foundation, is a significant initiative aimed at combating racism and promoting equality in sports. By emphasizing inclusion and equality across all disciplines, the network seeks to foster diversity within the sports community. This comprehensive approach ensures that athletes, regardless of their background, have equal opportunities to participate and excel. Such initiatives are crucial in addressing systemic biases and creating an environment where diversity is celebrated, thereby enriching the sports world and promoting social cohesion. The network's commitment to these principles makes it a relevant and impactful project for advancing diversity in sports.

Target Group: Young immigrants

Country/Cultural Context: The Fit for Life Network Against Racism was launched in Spain, specifically in Barcelona, during a joint event between UNESCO and the Barça Foundation, reflecting the country's commitment to combating racism in sports.

Sport Context: The initiative originates from the sport of football (soccer), leveraging the global influence and cultural significance of FC Barcelona to promote inclusivity and equality.

Who Implemented It? FC Barcelona and UNESCO

Why It Was Successful: Strong Collaborative Efforts Between UNESCO and a Leading Sports Organization

The partnership between UNESCO and Barça Foundation brings together global expertise in education, culture, and sports with the influence and reach of one of the world's most recognized football clubs.

By working together, these organizations leverage their respective strengths to amplify the message against racism in sports, ensuring wider visibility and stronger impact.

The support of international governing bodies, local organizations, and policymakers further strengthens the initiative by promoting long-term structural changes.

Engagement with Renowned Athletes Sharing Personal Experiences

The involvement of high-profile athletes who have personally faced discrimination in their careers helps to humanize the issue and encourage open conversations about racism in sports.

These athletes act as role models, inspiring younger generations to embrace diversity, challenge prejudices, and stand against discrimination.

Their personal testimonies provide a real-world perspective, making the initiative more relatable and impactful for athletes, fans, and sports organizations alike.

A Strong Focus on Education and Awareness





The project integrates educational campaigns, workshops, and training sessions designed to raise awareness about racism, unconscious bias, and discrimination within the sports community.

It emphasizes grassroots education, ensuring that young athletes, coaches, and sports administrators receive anti-racism training to create inclusive sports environments.

The initiative also utilizes media and digital platforms to reach a broader audience, fostering global discussions on racism, equality, and inclusion in sports.

Impact and Outcomes: The Fit for Life Network Against Racism has successfully established a dedicated and collaborative network that brings together athletes, sports organizations, policymakers, and advocacy groups with a shared mission to eradicate racism in sports. By uniting these key stakeholders, the initiative has created a platform for dialogue, education, and concrete action, ensuring that anti-racism efforts extend beyond

individual sports and into the broader community.

This network fosters greater inclusion and equality by promoting fair policies, diverse representation, and equal opportunities for athletes of all backgrounds. It also encourages sports clubs, federations, and institutions to implement long-term strategies that address systemic discrimination. Through campaigns, awareness programs, and athlete-led activism, the initiative is driving a cultural shift within the sporting world, advocating for a more inclusive, respectful, and discrimination-free environment.

Lessons Learned: Collaborative Partnerships: The initiative's success stems from partnerships between international organizations, sports entities, and local communities. Similarly, youth water sports programs can collaborate with schools, community centers, and sports clubs to create inclusive environments.

Educational Focus: Emphasizing education and awareness about racism and discrimination is central to the initiative. Incorporating workshops and discussions on diversity and inclusion within water sports programs can sensitize youth to these issues.

Role Models and Mentorship: Engaging renowned athletes to share personal experiences has proven effective in the initiative. In youth water sports, involving mentors from diverse backgrounds can inspire participants and challenge stereotypes.

Accessible Programs: Ensuring that programs are financially and physically accessible encourages participation from all socio-economic backgrounds, fostering diversity.

Community Engagement: Creating a supportive community around water sports activities can promote social integration and mutual respect among participants.



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3rd Practice: Crew Together

Best Practice Details: This initiative utilizes canoeing to facilitate the integration of refugees, enhancing both their physical and mental well-being. By engaging in team-based water activities, participants build social connections and a sense of community, aiding their adjustment to a new environment.

Objectives of the Best Practice: The Crew Together project in Seville, Spain, utilizes canoeing as a means to facilitate the integration of refugees, thereby enhancing both their physical and mental well-being. By engaging refugees and asylum-seekers in canoeing activities along the Guadalquivir River, the initiative provides a platform for participants from diverse backgrounds to connect, share experiences, and build supportive communities. This engagement in physical activity not only improves fitness but also fosters a sense of belonging and mental resilience, aiding in the adjustment to new environments and reducing feelings of isolation.

Target Group: Refugees

Country/Cultural Context: The Crew Together project was implemented in Seville, Spain, utilizing canoeing to promote the integration and well-being of refugees and asylum-seekers from diverse backgrounds, including Ukraine, Belarus, Colombia, Venezuela, and Peru.

Sport Context: Canoeing

Who Implemented It? - Crew Together NGO

Why Was It Successful? - Strong Partnerships with Local NGOs and Community Organizations

The involvement of Accem, a key NGO supporting refugees and migrants, has been essential in coordinating outreach efforts, ensuring accessibility, and providing tailored support for participants.

Collaboration with other local organizations and sports clubs has helped create a structured and welcoming environment, encouraging long-term participation and sustainability.

Institutional and Public Sector Support

Backing from local and regional government institutions has enabled the project to secure safe and appropriate facilities, access funding, and integrate canoeing into broader refugee inclusion policies.

Public-sector endorsement enhances the program's credibility, helping to engage more participants and expand its reach.

Active Involvement of Volunteers and Skilled Instructors

Trained volunteers and sports instructors play a crucial role in fostering an inclusive and encouraging atmosphere by leading sessions and providing personalized support to participants.

Beyond technical canoeing skills, these instructors organize warm-up games, team-building exercises, and interactive activities, all designed to break social barriers, encourage trust, and enhance communication among refugees.



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Impact and Outcomes: The Crew Together initiative has had a profound and multifaceted impact on participants, significantly improving their physical and mental well-being, fostering social connections, and supporting their integration into the local community.

Enhanced Physical and Mental Health

Engaging in canoeing and water-based activities provides participants with an opportunity for regular exercise, which improves cardiovascular health, muscle strength, and overall fitness levels.

Beyond the physical benefits, the experience of paddling on the Guadalquivir River offers a therapeutic escape, reducing stress, anxiety, and symptoms of trauma often experienced by refugees and asylum seekers.

The program fosters self-confidence and resilience, empowering individuals to overcome fears, set personal goals, and develop a positive outlook in their new environment.

Building Strong Social Connections

By participating in team-based activities, refugees interact with fellow migrants, local community members, and volunteers, creating a supportive social network that reduces feelings of isolation and exclusion.

Through shared experiences in canoeing, participants develop mutual trust, teamwork, and communication skills, which help them navigate daily life in a new country.

Facilitating Community Integration

The initiative serves as a bridge between refugees and local residents, promoting intercultural dialogue and understanding.

By engaging in structured activities within the broader social and recreational landscape, participants feel more welcomed and included, helping them adapt to their new surroundings.

This sense of belonging encourages them to participate in other community programs, seek employment, and contribute to society, ultimately supporting their long-term integration.

Lessons Learned: Leveraging Water Sports for Social Integration: Canoeing serves as a neutral platform where participants from diverse backgrounds can engage in shared activities, fostering camaraderie and mutual understanding.

Collaborative Partnerships:

The project's success is bolstered by collaborations with local NGOs, public institutions, and volunteers, ensuring comprehensive support for participants.

Holistic Well-being Focus:

Engaging in physical activities like canoeing enhances both physical fitness and mental health, aiding in trauma recovery and boosting self-esteem.

Adaptation to Youth Work and Water Sports:

Program Development: Design inclusive water sports programs that encourage participation from youth of diverse backgrounds, promoting social cohesion.

Community Engagement:

Partner with local organizations and volunteers to provide mentorship and support, creating a welcoming environment for all participants.

Well-being Integration:

Incorporate activities that address both physical and mental health, fostering resilience and personal growth among youth.

4th Practice - Proyecto Agua

Best Practice Details: To be able to navigate the water without fear and overcome the traumatic experience of a dangerous sea crossing from the west coast of Africa to the Canary Islands. This is the aim of the 'Proyecto Agua' initiative, aimed at migrants who have experienced the hardship of a journey aboard precarious boats to reach the Spanish coast.

Objectives of the Best Practice: Overcoming fear of water and healing traumatic experiences: Many participants have experienced extreme situations during their sea voyage, which have generated fears and traumas associated with the sea. The project provides them with the opportunity to be in the water without fear, helping them to overcome these negative experiences.

-Teaching basic swimming techniques and promoting water safety: Through practical sessions, participants acquire swimming skills that enable them to move safely in the water, building their confidence and physical well-being.

-Promoting social integration through recreational and sporting activities: Beach activities are not only for learning, but also as a means for social interaction, facilitating the integration of migrants into the local community.

Target Group: Migrants

Country/Cultural Context: The Proyecto Agua was implemented in Spain, specifically in the Canary Islands, focusing on cultural sensitivity by addressing the traumatic experiences of migrants who endured perilous sea journeys to reach Spanish shores.

Sport Context: The initiative centers around swimming and aquatic activities, aiming to help participants overcome their fear of water and reconcile with the sea after their harrowing experiences.

Who Implemented It? - ProemAID

Why Was It Successful? - The Proyecto Agua initiative in the Canary Islands has been highly successful in promoting social inclusion, trauma recovery, and physical well-being for migrants and refugees. Several key factors have contributed to its impact and effectiveness:

Strong Collaboration Between NGOs and Specialized Organizations

The partnership between Accem, which supports migrants and refugees, and ProemAID, a humanitarian rescue organization, has been instrumental in ensuring both technical expertise and social integration support.

Accem provides culturally sensitive guidance and ensures that participants feel welcomed and supported, while ProemAID contributes professional knowledge in swimming instruction and water safety.

This interdisciplinary collaboration ensures that both psychosocial and practical needs of participants are met.

Safe and Supportive Learning Environment



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Many participants arrive in Spain with traumatic experiences related to the sea, having faced dangerous migration journeys and near-drowning incidents.

The program creates a non-threatening, structured environment where individuals can gradually build confidence in the water, allowing them to overcome fears and trauma.

Trained instructors use gentle, step-by-step approaches to teach basic swimming techniques, helping participants feel empowered and in control.

Integration of Recreational Beach Activities for Social Connection

Beyond learning to swim, the initiative incorporates group-based recreational activities, such as beach games, team-building exercises, and mindfulness sessions, to enhance social bonding and community engagement.

These activities provide opportunities for migrants, refugees, and local volunteers to interact in a relaxed and enjoyable setting, fostering intercultural dialogue, mutual respect, and friendship.

By making water sports a shared experience rather than an individual challenge, the project reinforces a sense of belonging and emotional well-being.

Impact and Outcomes: Overcoming Trauma and Restoring Confidence

Many participants have suffered distressing experiences at sea, including life-threatening crossings, shipwrecks, and prolonged exposure to harsh conditions during their migration journey.

The initiative provides a safe and controlled environment where they can rebuild their relationship with the sea, shifting their perception from a source of fear and danger to one of empowerment and recreation.

By learning basic swimming techniques and engaging in guided water activities, individuals gain a renewed sense of control, confidence, and resilience.

Fostering Social Integration and Community Bonding

Proyecto Agua serves as a bridge between migrants, refugees, and the local community, fostering intercultural dialogue and inclusion.

Through group-based beach activities, teamwork exercises, and shared learning experiences, participants interact with local volunteers, NGOs, and community members, helping them feel welcomed and valued.

These interactions reduce social isolation, encourage language exchange, and create support networks that extend beyond the program.

Promoting Physical Well-being and Water Safety Skills

Many migrants arrive without formal swimming skills, increasing their vulnerability near coastal areas. By equipping them with basic water safety knowledge and swimming proficiency, the program enhances their ability to navigate water environments safely. Regular participation in water sports and physical activities improves cardiovascular health, muscle strength, and overall fitness, promoting long-term physical well-being.

Lessons Learned: Addressing Trauma Through Familiarization with Water:

Many migrants endure perilous sea journeys, leading to traumatic associations with water. Proyecto Agua provides a safe environment where participants can rebuild a positive relationship with the sea, aiding in overcoming past traumas.

Collaborative Efforts:

The partnership between organizations like Accem and ProemAID ensures comprehensive support, combining expertise in emergency response and humanitarian aid to create a holistic program.

Skill Development and Recreation:



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Participants learn basic swimming techniques and engage in recreational beach activities, promoting physical health and offering enjoyment, which is crucial for mental well-being.

Adaptation to Youth Work and Water Sports:

Trauma-Informed Approach: Recognize and address potential water-related traumas in youth by creating supportive environments that encourage positive experiences with water activities.

Community Partnerships:

Collaborate with local NGOs, emergency services, and community organizations to provide multifaceted support and resources for participants.

Comprehensive Programming:

Combine skill-building in water sports with recreational activities to enhance both physical and mental health, fostering a sense of community among participants.



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5th Practice - Sea exposure therapy to heal refugees from shipwreck trauma

Best Practice Details: The NGO Refugym offers aquatic activities, specifically stand-up paddleboarding (SUP), to refugees to help them confront and overcome their fears associated with the sea after traumatic experiences during their migration journeys.

Objectives of the Best Practice: Helping Refugees Overcome Trauma and Fear of Water

Many refugees arriving in Greece have survived dangerous sea crossings, often experiencing shipwrecks, near-drownings, or loss of loved ones during their journeys. The program is designed to gradually expose them to water in a controlled and safe setting, allowing them to regain trust in their own ability to interact with the sea without fear.

By using therapeutic techniques, such as slow immersion, breathing exercises, and positive reinforcement, the initiative helps participants reduce symptoms of PTSD, anxiety, and phobias related to water.

Promoting Mental and Physical Well-Being Through Water Sports

The physical movement involved in stand-up paddleboarding (SUP) helps to reduce stress, improve mood, and enhance physical fitness, all of which are crucial for refugees recovering from traumatic experiences.

Exercise has been scientifically proven to release endorphins (hormones that help alleviate stress and depression), which is particularly beneficial for refugees who may struggle with isolation, grief, and uncertainty about their future.

Learning a new sport empowers participants, allowing them to regain control over their bodies and develop a positive relationship with the sea.

Fostering Social Inclusion and Community Building

The program serves as a bridge between refugees and local communities, helping them feel welcome and accepted in their new environment.

Many refugees face social isolation due to language barriers, cultural differences, and discrimination. By engaging in group water activities, they have opportunities to interact with locals, form friendships, and integrate into society.

Team-based exercises encourage participants to support and encourage one another, reinforcing a sense of belonging and mutual understanding.

Target Group - Migrants

Country/Cultural Context: The practice is implemented in Greece, considering the cultural sensitivities of refugees, many of whom have experienced traumatic sea crossings, by providing supportive and understanding environments during aquatic activities.

Sport Context: The practice originates from stand-up paddleboarding (SUP), a form of aquatic sport involving paddling while standing on a board.

Who Implemented It? - Refugym

Why Was It Successful?

Utilization of exposure therapy techniques to address trauma-related fears.



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- The initiative applies gradual exposure therapy to help refugees overcome their deep-rooted fear of the sea. Many of the participants have endured life-threatening situations during their migration journeys, often involving shipwrecks, near-drownings, or perilous crossings.

-By introducing them to stand-up paddleboarding (SUP) in calm and controlled environments, they can regain a sense of security and confidence around water.

-This approach not only aids in psychological healing but also reduces symptoms of post-traumatic stress disorder (PTSD) and anxiety.

Provision of accessible and engaging physical activities suitable for individuals with varying fitness levels.

- Stand-up paddleboarding (SUP) is chosen because it is low-impact, relatively easy to learn, and does not require prior experience.

-The sport allows participants to engage at their own pace, ensuring that they are not overwhelmed by the activity but instead develop a gradual sense of control over their movements on the water.

-This type of activity also promotes mindfulness, as balancing on the board requires focus and presence, which can be beneficial for individuals dealing with stress and trauma.

Creation of safe and peaceful settings, away from crowded tourist areas, to facilitate healing.

- Sessions are held in quiet, controlled areas away from crowded beaches and tourist zones, ensuring participants feel at ease.

-By removing external stressors such as noise, waves, and large crowds, the program fosters a calming environment where participants can reconnect with the sea in a positive way.

-The peaceful setting also encourages group bonding, helping refugees build new social connections and support networks.

Personalized support and encouragement from trained instructors, fostering trust and participation.

- Each participant receives individual attention from experienced instructors, ensuring they feel supported throughout the process.

-Many of the trainers understand refugee experiences and are trained to recognize signs of trauma and emotional distress, offering reassurance and adapting the sessions to each individual's comfort level.

-The presence of patient and empathetic mentors fosters trust, making it easier for refugees to participate without fear of judgment or failure.

Impact and Outcomes: Confronting Water-Related Trauma and Building Confidence

Many refugees participating in the program have endured dangerous sea crossings, often experiencing life-threatening situations, shipwrecks, or loss of loved ones during their migration journey.

By providing structured, supervised exposure to water, the initiative helps individuals gradually regain trust in their ability to navigate aquatic environments safely.

Learning basic swimming techniques and participating in group-based water activities instills a sense of accomplishment, self-efficacy, and personal empowerment, enabling participants to reframe their relationship with the sea in a positive way.
Promoting Social Cohesion and Community Integration

Beyond individual trauma recovery, the initiative fosters social connections by bringing together refugees, local residents, volunteers, and instructors in a supportive and collaborative environment.

Through shared recreational activities, teamwork exercises, and mutual encouragement, participants build relationships based on trust, respect, and shared experiences, breaking down barriers of isolation and cultural misunderstanding.

The presence of locals and community members in the program facilitates intercultural dialogue, encouraging greater empathy and acceptance of refugees within the host society.

Challenging Xenophobic Attitudes Through Inclusion and Representation

Programs like Proyecto Agua demonstrate that refugees are not merely victims, but resilient individuals capable of learning, adapting, and contributing positively to society. By providing equal access to sports, recreational spaces, and skill-building opportunities, the initiative breaks stereotypes and challenges negative perceptions associated with displaced communities.

The visibility of refugees engaging confidently in water sports alongside locals sends a powerful message of inclusion and shared humanity, helping combat xenophobia and discrimination at a grassroots level.

Lessons Learned: Using Water Sports as a Tool for Trauma Recovery

Many migrants and refugees have endured dangerous and traumatic sea journeys, leading to a deep fear of water.

Proyecto Agua demonstrates that gradual, structured exposure in safe and supportive environments can help individuals rebuild confidence, shifting their perception of water from one of danger and trauma to one of empowerment and recreation.

Promoting Social Integration Through Shared Experiences

The initiative brings together migrants, volunteers, and local residents through team-based water activities, fostering mutual understanding and cultural exchange. Recreational beach activities, group challenges, and skill-building exercises help participants form social bonds, creating a sense of belonging and reducing isolation.
Creating Inclusive and Accessible Sports Programs

Proyecto Agua is free and open to diverse participants, ensuring that economic barriers do not prevent access.

Programs for youth should prioritize accessibility, affordability, and cultural inclusivity, making sure that everyone, regardless of background, feels welcomed and encouraged to participate.

Collaboration with Organizations and Experts

The success of Proyecto Agua is due in part to strong partnerships with organizations like Accem and ProemAID, which provide expertise in refugee support and water safety training.

Youth programs can strengthen their impact by partnering with NGOs, schools, sports federations, and community centers to offer holistic support beyond just the sport itself.
Enhancing Psychological and Emotional Well-Being Through Water Sports

Water activities, such as swimming, kayaking, paddleboarding, and sailing, not only improve physical fitness but also have significant mental health benefits.

Proyecto Agua has shown that engaging in structured, supportive water sports activities can help individuals reduce stress, rebuild confidence, and foster resilience.



6th Practice - UISP Swimming Courses

Best Practice Details: The Italian Union of Sport for All (UISP) offers swimming courses and aqua fitness activities tailored for migrants and refugees. The facilities ensure privacy and cultural sensitivity, providing a welcoming environment that encourages social cohesion and community building.

Objectives of the Best Practice: The Massari Swimming Pool Project in Turin, Italy, is a groundbreaking initiative designed to promote social inclusion, community integration, and personal empowerment among refugee, migrant, and local Italian women. By organizing weekly female-only swimming sessions, the project creates a safe, welcoming, and culturally sensitive environment, where women from diverse backgrounds can engage in sports, build social connections, and enhance their physical and mental well-being.

Breaking Social Isolation and Promoting Community Bonds

One of the core objectives of this initiative is to break down the barriers of social isolation that many refugee and migrant women face due to language differences, cultural constraints, and systemic discrimination. By providing an inclusive and supportive space, the program encourages participants to interact, share experiences, and form meaningful relationships, fostering a strong sense of belonging within the local community.

Through shared learning experiences in the pool, women develop trust and camaraderie, reducing feelings of marginalization and exclusion while reinforcing the idea that sports can be a unifying force regardless of nationality, religion, or socioeconomic status.

Enhancing Physical and Mental Well-Being Through Swimming

Beyond social integration, the program also prioritizes health and wellness, recognizing that many refugee and migrant women have limited access to recreational and fitness activities. Swimming is known for its stress-reducing, confidence-building, and relaxation-enhancing properties, making it an ideal sport for improving both physical and mental health.

By encouraging regular swimming practice, the initiative helps women:

Improve cardiovascular fitness and muscle strength, enhancing overall well-being.

Reduce stress and anxiety, particularly among women who have experienced displacement, trauma, or major life transitions.

Increase self-confidence and personal independence, enabling participants to feel more empowered in other areas of life.

Ensuring Cultural Sensitivity and Removing Barriers to Participation

A unique and critical feature of the Massari Swimming Pool Project is its female-only structure, which ensures cultural sensitivity and respect for personal comfort levels. For many women from conservative cultural backgrounds, religious or social norms may prevent them from participating in mixed-gender sports activities.

By offering exclusive sessions for women, the program effectively removes these barriers, allowing participants to engage freely without fear of judgment, discomfort, or social restrictions. This inclusive approach makes aquatic sports more accessible and helps broaden opportunities for migrant and refugee women to participate in public life and leisure activities.

Target Group - Migrants, Refugees



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Country/Cultural Context: Implemented in Italy, the project addresses cultural sensitivities by offering female-only sessions, ensuring privacy and comfort for participants from diverse backgrounds.

Sport Context: The practice originates from swimming, focusing on aquatic activities to promote inclusion and well-being.

Who Implemented It? - Unione Italiana Sport Per Tutti (UISP)

Why Was It Successful?

1. Cultural Sensitivity and Respect for Diverse Backgrounds

One of the most critical aspects of the program is its female-only structure, which ensures cultural sensitivity and respects religious and social norms that may otherwise prevent certain women from participating in sports.

Many refugee and migrant women, particularly from Muslim, Middle Eastern, and North African backgrounds, often face gender-based restrictions on public recreational activities.

By offering exclusive women-only sessions, the project eliminates these barriers and allows participants to engage in physical activity freely, without fear of judgment or discomfort.

This safe and private setting fosters trust, confidence, and enthusiasm, encouraging more women to explore swimming as a form of recreation and empowerment.

2. Strong Collaborative Partnerships with Local Organizations

The initiative is led by Unione Italiana Sport Per Tutti (UISP), an organization dedicated to promoting social inclusion through sports.

UISP collaborates with local NGOs, community groups, and migrant support organizations, ensuring that outreach efforts are comprehensive and effectively reach women who might benefit most from the program.

These partnerships help provide additional support services, such as language assistance, childcare options, and transportation support, removing logistical barriers that could otherwise hinder participation.

By working hand-in-hand with local communities, the program builds a strong network of allies and resources, ensuring long-term sustainability and continued success.

3. Ensuring Accessibility and Providing Safe, Welcoming Facilities

Access to safe and comfortable facilities is essential in encouraging consistent participation and making sports accessible to all women.

The Massari Swimming Pool is designed to be welcoming, inclusive, and accommodating, ensuring that women from diverse backgrounds feel safe and at ease when engaging in swimming activities.

Special attention is given to privacy, separate changing rooms, and culturally appropriate swimming attire options, allowing women to participate comfortably without compromising their personal or religious beliefs.

Having a well-equipped, well-maintained facility that is easy to access fosters a sense of belonging and security, encouraging regular attendance and long-term engagement.

Impact and Outcomes: The Massari Swimming Pool Project has successfully established a supportive and inclusive community, where women from diverse cultural, ethnic, and social backgrounds can connect, interact, and build relationships. By providing a safe and welcoming space, the initiative has helped to reduce social isolation, particularly among refugee and migrant women, who often face barriers to social participation due to language differences, cultural norms, or systemic discrimination.



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Through shared experiences in swimming sessions, teamwork, and recreational activities, participants develop trust and a sense of belonging, enabling them to engage with others beyond their own cultural circles. These interactions help foster mutual understanding, breaking down stereotypes, misconceptions, and social prejudices that can contribute to discrimination or exclusion.

While the initiative does not provide quantifiable data on racism reduction, its strong emphasis on inclusion, intercultural dialogue, and interaction naturally contributes to challenging biases and promoting a more cohesive, accepting community. By encouraging positive exchanges between women of different backgrounds, the project reinforces the idea that diversity is a strength, helping to reshape perceptions and cultivate a more integrated and harmonious society.

Beyond the swimming pool, the confidence, friendships, and cross-cultural understanding gained through this program have the potential to influence wider community relationships, inspiring greater acceptance, respect, and social unity.

Lessons Learned: Holistic Program Design:

Effective initiatives address both the physical and social needs of participants, fostering integration and personal development.

Capacity Building and Training:

Educating coaches and staff on cultural competencies ensures a supportive environment for migrants and refugees.

Community Engagement:

Collaborations with local organizations and communities enhance outreach and support for participants.

Adaptation to Youth Work and Water Sports:

Inclusive Program Development:

Design water sports activities that cater to diverse cultural backgrounds, ensuring accessibility and relevance.

Training for Instructors:

Provide cultural sensitivity training to coaches and staff to better support migrant and refugee youth.

Community Partnerships:

Collaborate with local organizations to create a supportive network for participants.

7th Practice - Dreams Academy

Best Practice Details: This organization offers various workshops, including scuba diving, to individuals with disabilities and socially disadvantaged groups, including migrants. By engaging participants in water sports, Dreams Academy fosters social inclusion and personal development.

Objectives of the Best Practice: Enhancing Social Inclusion Through Arts and Sports. The program aims to bridge social divides by integrating disabled individuals, migrants, and refugees into society through creative arts and sports-based activities. By offering inclusive and accessible opportunities, participants from diverse backgrounds can engage in shared experiences, fostering a sense of belonging and mutual understanding. The initiative promotes cultural exchange and social interaction, helping to reduce isolation and encourage integration within the broader community.
Empowering Participants by Developing Skills and Self-Confidence

The project provides structured training in artistic expression and sports, allowing participants to acquire new skills, enhance their talents, and discover their potential. By setting achievable goals and offering mentorship, the program boosts self-esteem, resilience, and motivation, enabling individuals to overcome personal challenges and take on leadership roles within their communities. Through teamwork and collaboration, participants learn to trust themselves and others, reinforcing their ability to navigate social and professional environments with confidence.
Raising Societal Awareness to Promote Inclusion and Combat Discrimination

The initiative actively works to challenge stereotypes and break down barriers by promoting disability awareness and anti-racism education. Public events, performances, and exhibitions showcase participants' talents, demonstrating that diversity is an asset and that all individuals deserve equal opportunities regardless of physical ability or background.

By engaging local communities, media, and policymakers, the program fosters a more inclusive and accepting society, inspiring systemic changes that support diversity and equal rights.

Target Group: Migrants, Refugees and Disabled people

Country/Cultural Context: Implemented in Turkey, the academy addresses cultural sensitivities by offering diverse programs that respect participants' backgrounds and needs.

Sport Context: The practice incorporates various sports, notably scuba diving, to promote inclusion and personal development.

Who Implemented It? - Dreams Academy

Why Was It Successful?

Comprehensive Programs:

The Dreams Academy provides a diverse range of activities, including scuba diving, dance, drama, arts, and foreign language courses, ensuring that participants with different interests and abilities can find opportunities for personal growth and social engagement.



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Strategic Partnerships:

The academy collaborates with Vodafone Turkey, AYDER, and the UNDP, among other organizations, to secure financial, logistical, and infrastructural support. These partnerships help sustain the program, expand its reach, and provide better resources for participants.

Inclusive Environment:

By fostering a welcoming and supportive space, the initiative encourages participation, confidence-building, and empowerment, allowing socially disadvantaged individuals as migrants or refugees and people with disabilities to engage in enriching activities that promote integration and self-development.

Impact and Outcomes: The Dreams Academy has had a transformative impact on the lives of over 6,000 individuals, providing them with opportunities for skill-building, self-expression, and social engagement. Through a holistic approach that combines arts, culture, and sports, the academy has successfully enhanced social integration, personal development, and community participation among people with disabilities, migrants, and other socially disadvantaged groups.

Enhancing Social Integration and Community Belonging

The academy creates an inclusive and welcoming environment, allowing participants to interact with peers, mentors, and local communities.

By engaging in shared activities such as theater, music, dance, and adaptive sports, individuals develop meaningful connections that foster friendships and mutual understanding.

These interactions help break down barriers, reducing feelings of isolation and marginalization while reinforcing the importance of diversity and inclusion in society.

Promoting Personal Development and Self-Empowerment

Through structured training programs and mentorship, participants are encouraged to explore their talents, develop new skills, and gain confidence in their abilities.

The academy's emphasis on artistic and athletic expression enables individuals to overcome personal limitations, set goals, and achieve a sense of accomplishment.

Many participants gain leadership roles within the academy or their communities, demonstrating that people with disabilities and socially excluded groups can actively contribute to society when given the right opportunities.

Addressing Broader Social Exclusion Issues and Challenging Prejudices

While the primary focus of the academy is disability inclusion, it also works to combat discrimination and social exclusion affecting migrants, refugees, and other marginalized communities.

By bringing together people from different cultural, ethnic, and socioeconomic backgrounds, the academy fosters intercultural dialogue and cross-community collaboration.

Public showcases, performances, and events help challenge stereotypes, change perceptions, and raise awareness about the value of inclusivity and diversity.

Lessons Learned:

Holistic Approach to Inclusion:

By integrating arts, culture, and sports, the academy addresses various aspects of personal development, fostering social integration and empowerment.

en.wikipedia.org



Collaborative Partnerships:

The success of the academy is bolstered by collaborations with organizations like Vodafone Turkey, AYDER, and UNDP, providing financial support and resources.

en.wikipedia.org

Inclusive Programming:

Offering a wide range of activities caters to diverse interests and abilities, ensuring broader participation.

Adaptation to Youth Work and Water Sports:

Comprehensive Programs:

Develop water sports initiatives that include various activities such as swimming, kayaking, and sailing to engage youth with different interests and skill levels.

Strategic Partnerships:

Collaborate with local businesses, NGOs, and international organizations to secure funding, expertise, and facilities for water sports programs.

Creating Inclusive Environments:

Ensure that programs are accessible and welcoming to all youth, including those with disabilities or from marginalized communities, by providing necessary accommodations and support.



8th Practice - Football for Development

Best Practice Details: Football for Development is a Czech initiative that uses football as a tool to promote social inclusion, fair play, and tolerance, particularly among marginalized youth, including Roma communities. Organized by **INEX – Association for Voluntary Activities**, the program brings together young people from different backgrounds through **football tournaments, workshops, and educational activities**.

The project follows the "**Football3**" methodology, where matches emphasize respect and teamwork rather than just goals. Teams discuss fair play before and after games, earning points for sportsmanship. By fostering dialogue and breaking down stereotypes, **Football for Development helps reduce social exclusion and build mutual understanding between diverse communities in Czechia**.

Objectives of the Best Practice: The **main goal** of *Football for Development* is to use football as a tool for **social inclusion, intercultural understanding, and youth empowerment**. The initiative aims to **reduce discrimination** and promote **tolerance** among diverse groups, particularly marginalized communities like the Roma population and young migrants in Czechia.

By organizing **inclusive football matches, workshops, and discussions**, the program fosters **mutual respect, teamwork, and fair play**. It encourages young people to challenge stereotypes, develop life skills, and build self-confidence. Additionally, *Football for Development* seeks to strengthen **community ties** and create a safe environment where youth from different backgrounds can interact, learn, and grow together.

Target Group: Primarily Roma youth and socially disadvantaged children.

Country/Cultural Context: Football for Development programs in Czechia leverage the country's strong football culture, focus on youth development, and community engagement to promote social inclusion and personal growth.

Sport Context: Football

Who Implemented It? - INEX – Association for Voluntary Activities

Why Was It Successful?

The success of Football for Development can be attributed to several factors: the universal appeal of football, which engages diverse communities; its ability to foster teamwork, discipline, and leadership; strong partnerships with local organizations; and tailored programs that align with cultural values and youth aspirations.

Impact and Outcomes: The impacts and outcomes correspond with goals: The activity helps **reduce stereotypes** and break social barriers. And it encourages **mutual understanding between Roma and non-Roma youth**.



Lessons Learned: From Football for Development, we learn the importance of using sport as a tool for social inclusion, community building, and skill development. These principles can be adapted to youth work and water sports by creating inclusive, team-oriented environments that focus on personal growth, leadership, and community engagement. Water sports can offer similar benefits by promoting discipline, teamwork, and environmental stewardship while also addressing local cultural values and needs. By integrating these elements, youth programs can use water sports to foster a sense of belonging and equip participants with transferable life skills.



9th Practice - KICK Racism (Kopeme za rozmanitost / KICK It Out CZ)

Best Practice Details: KICK Racism (Kopeme za rozmanitost / KICK It Out CZ) is a Czech initiative focused on combating racism and discrimination through football. The program aims to promote diversity, inclusion, and equality within the sport by raising awareness about the harmful effects of racism and providing a platform for marginalized groups. It engages youth, local communities, and football clubs in anti-racism education, as well as promoting respect for different cultures and backgrounds. Key highlights include workshops, campaigns, and events that encourage positive behavior on and off the field, fostering a more inclusive sporting environment and challenging discriminatory attitudes in Czech football culture.

Objectives of the Best Practice: The primary goals of the KICK Racism (Kopeme za rozmanitost / KICK It Out CZ) initiative are to combat racism and discrimination in football, promote diversity, and create a more inclusive and respectful environment both within the sport and in society. The program intends to raise awareness about the negative impact of racism, challenge harmful stereotypes, and encourage players, coaches, and fans to actively contribute to a positive cultural shift. It aims to empower marginalized communities, particularly youth, by providing education on diversity, fostering understanding, and creating safe spaces where everyone can enjoy football free from discrimination and bias.

Target Group: Football clubs, schools, youth teams

Country/Cultural Context: The KICK Racism initiative was implemented in the Czech Republic, where cultural considerations include addressing the country's historical challenges with ethnic diversity, promoting inclusivity in a traditionally homogeneous society, and fostering mutual respect in football, a widely followed and influential sport.

Sport Context: Football

Who Implemented It? FARE Network (Football Against Racism in Europe)

Why Was It Successful? The success of the *KICK Racism* initiative can be attributed to its strong community involvement, partnerships with local football clubs, and engaging educational programs targeting youth. The use of football as a universal language helps in reaching diverse audiences, while media campaigns and visible role models effectively raise awareness and encourage behavioral change.

Impact and Outcomes: The KICK Racism initiative has had a significant impact on Czech football by raising awareness about racism and fostering a more inclusive environment within the sport. It has led to increased dialogue around diversity and inclusion, with measurable outcomes such as a rise in anti-racism campaigns by local clubs, greater representation of marginalized communities in youth teams, and a noticeable decrease in racist incidents during matches and fan interactions. The initiative



has also inspired similar projects in other regions, amplifying its impact on broader sports culture in the Czech Republic.

Lessons Learned: From the KICK Racism initiative, we learn the power of sports in promoting social change and inclusivity. By adapting this approach to water sports, we can create programs that challenge discrimination and foster teamwork, respect, and diversity. Water sports like rowing and sailing provide a natural setting for inclusion, where participants from diverse backgrounds can collaborate. Integrating anti-discrimination workshops, community events, and campaigns into these activities can promote social values and life skills, using the sport as a platform to address broader societal issues and create positive cultural shifts among youth.

10th Best Practice: Slavia Prague's "No to Racism" Campaign

Best Practice Details: Slavia Prague, a prominent Czech football club, launched the "No to Racism" campaign to combat racism in football and promote inclusivity. The campaign primarily targets football fans and young players. As part of the initiative, Slavia's players wear "No to Racism" shirts during matches to raise awareness. The club also collaborates with schools and youth teams to encourage diversity and respect both on and off the field. With this initiative, Slavia became one of the first major Czech clubs to take a vocal stance against racism, inspiring other clubs to follow suit and adopt similar anti-racism efforts in their communities.

Objectives of the Best Practice: The primary goal of *Slavia Prague's "No to Racism" campaign* was to foster a more inclusive and respectful environment within Czech football. The initiative aimed to raise awareness about racism in the sport and promote diversity, both among fans and young players. It sought to challenge discriminatory attitudes and behaviors by publicly taking a stand against racism. By engaging with local schools and youth teams, the club also aimed to educate the next generation of players and fans on the importance of respect and tolerance. Ultimately, the campaign intended to create lasting social change, inspiring other clubs to adopt similar anti-racism measures.

Target Group: Football fans and young players

Country/Cultural Context: The "No to Racism" campaign was implemented in the Czech Republic, a country where football has historically faced issues with racial discrimination, particularly among fans.

Sport Context: Football

Who Implemented It? SK Slavia Prague (Football Club)



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Why Was It Successful? The success of Slavia Prague's "No to Racism" campaign can be attributed to its strong leadership and commitment from the club's management, visible support from players, and strategic collaboration with schools and youth teams. By taking a clear stance against racism, the club inspired widespread awareness and motivated other teams to follow suit.

Impact and Outcomes: Slavia Prague's "No to Racism" campaign significantly raised awareness about racial discrimination in Czech football, fostering a broader dialogue on inclusivity within the sport. The initiative led to a reduction in racist incidents at matches and encouraged other clubs to adopt similar campaigns. While specific measurable outcomes are difficult to quantify, the campaign's success in inspiring a nationwide movement against racism was widely recognized in the Czech football community.

Lessons Learned: Slavia Prague's campaign highlights the power of leadership and visible support in addressing social issues. In youth work, this underscores the importance of adult role models and mentors who actively promote diversity and inclusion.

Engaging with schools and youth teams proved effective in promoting positive values early on. This approach can be applied in youth work by integrating anti-racism education and creating safe spaces for open discussions on diversity. In water sports, similar strategies can challenge discrimination by organizing inclusive events, fostering teamwork, and partnering with schools to ensure all young people feel welcome. A united stance against discrimination can help create a more inclusive environment, both in youth work and water sports, by celebrating diversity and equality.

11th Practice: Ice Hockey and Roma Inclusion

Best Practice Details: The "Ice Hockey and Roma Inclusion" program, organized by HC Kladno in collaboration with local NGOs, aims to involve Roma youth in ice hockey and promote inclusivity within the sport. Targeting children from low-income families, the program provides free training to Roma youth in Kladno, a city with a significant Roma population. By offering these opportunities, the initiative has not only introduced Roma children to hockey but also created positive role models within the community, with some players advancing to Czech junior leagues. The program emphasizes that hockey is accessible to all, regardless of background, and has inspired similar projects in Czechia, drawing from the success of international campaigns like "Show Racism the Red Card" in the UK, which uses professional athletes to raise awareness about racism.

Objectives of the Best Practice: The primary goals of the "Ice Hockey and Roma Inclusion" program were to break down social and economic barriers for Roma youth by providing access to ice hockey, a traditionally exclusive sport, and to challenge stereotypes about who can participate in hockey. The program aimed to foster inclusivity, promote diversity, and create positive role models within the Roma community. By offering free training to children from low-income families, the initiative intended to provide Roma youth with opportunities for personal growth, team-building, and career advancement in sports. Ultimately, the program sought to integrate marginalized groups into Czech sports culture, showcasing that talent and passion for hockey exist across all communities.

Target Group: Roma youth interested in hockey

Country/Cultural Context: The "Ice Hockey and Roma Inclusion" program was implemented in the Czech Republic, where cultural considerations include addressing the historical marginalization of Roma communities and promoting social integration through access to sports like ice hockey, which has traditionally been associated with wealthier, predominantly white Czech populations.

Sport Context: Ice-hockey

Who Implemented It? HC Kladno (Hockey Club, supported by local NGOs)

Why Was It Successful? The success of the "Ice Hockey and Roma Inclusion" program can be attributed to several factors: offering free access to a traditionally exclusive sport, providing strong community support through local NGOs, and creating positive role models within the Roma community. By focusing on inclusivity and breaking down socio-economic barriers, the program empowered Roma youth, offering them opportunities for personal development and integration into mainstream sports culture. Additionally, local coaches' commitment to the program helped foster trust and engagement with the target group.

Impact and Outcomes: The "Ice Hockey and Roma Inclusion" program had a significant impact by challenging stereotypes about who can participate in hockey and promoting social inclusion for Roma youth. It addressed issues of discrimination and



racism by showing that ice hockey is accessible to everyone, regardless of background. Measurable outcomes include Roma players progressing to Czech junior leagues and the creation of positive role models within the Roma community. The program also contributed to a shift in attitudes, making hockey a more inclusive sport and inspiring similar initiatives across the Czech Republic.

Lessons Learned: From the "Ice Hockey and Roma Inclusion" program, we can learn the importance of breaking down barriers to access in sports and the power of inclusion in creating opportunities for marginalized youth. This practice highlights the role sports can play in combating discrimination, promoting diversity, and providing a platform for personal growth, all while challenging societal norms.

In youth work and water sports, similar strategies can be applied by making water-based activities, such as rowing, sailing, or swimming, more accessible to underrepresented groups. Offering free or low-cost programs, particularly in communities with limited access to these sports, can help combat the social and economic barriers that prevent youth from participating. By fostering inclusive environments that emphasize teamwork, discipline, and personal development, water sports programs can mirror the impact of the hockey program, empowering young people to break through societal expectations and achieve their full potential.

Additionally, using local role models and mentors who come from similar backgrounds can help inspire participants and demonstrate that success in water sports is attainable for everyone. Promoting diversity in coaching and leadership roles also strengthens the impact, ensuring that young people see themselves reflected in the sport. Adapted programs could include collaboration with local NGOs to ensure outreach and support, making sure that the core values of inclusion, teamwork, and respect are central to the experience.

12th Practice: "Unity on the Court" – Tennis Workshop for Youth

Best Practice Details: This interactive workshop brings together young tennis players from diverse backgrounds to participate in drills, friendly matches, and discussions centered around respect and equality. The key activity involves mixed doubles games where players of different ethnic backgrounds are paired together. The focus is on teamwork and communication, showing how collaboration and respect for one another on and off the court transcend racial differences.

Objectives of the Best Practice: The primary goal of the "Unity on the Court" tennis workshop was to foster an environment of inclusion, respect, and equality among young tennis players from diverse backgrounds. It aimed to raise awareness about racism in tennis and other sports, promoting understanding of how diversity can enhance teamwork and collaboration. By pairing players from different racial and ethnic groups for drills and matches, the workshop sought to break down barriers and encourage mutual respect. Additionally, the activity was intended to empower young athletes with the tools to recognize and confront discrimination, both on and off the court, creating a more inclusive tennis community.

Target Group: Youth tennis players (ages 12-18), coaches, and parents

Country/Cultural Context: The "Unity on the Court" tennis workshop was implemented in the Czech Republic, a country where sports are an important part of the culture, but racial diversity in athletics, particularly tennis, is still growing, requiring efforts to promote inclusivity and combat discrimination.

Sport Context: Tennis

Who Implemented It? Czech Tennis Association in collaboration with local tennis clubs and youth development programs

Why Was It Successful? The success of the "Unity on the Court" workshop can be attributed to its hands-on, interactive approach, where players directly engaged in mixed doubles matches, fostering teamwork and mutual respect. Additionally, the inclusion of diverse voices through discussions and personal stories helped raise awareness, making the event relatable and impactful for young players. The commitment of the Czech Tennis Association and local clubs in promoting inclusivity was also crucial in ensuring the workshop's success.

Impact and Outcomes: The "Unity on the Court" tennis workshop significantly raised awareness about racism and promoted inclusivity within the sport, particularly among young players. It fostered positive interactions between athletes from diverse backgrounds, helping to challenge stereotypes and reduce discriminatory attitudes. While specific measurable outcomes like reduced incidents of racism are hard to track, the initiative was widely regarded as an important step in creating a more welcoming environment for all players in Czech tennis. Additionally, it set a precedent for other sports programs to adopt similar inclusive practices.



Lessons Learned: The key lesson from the "Unity on the Court" workshop is the value of fostering intentional interactions between young people from diverse backgrounds. By pairing players from different ethnic groups, the workshop showed how diversity can enhance teamwork and communication, promoting mutual respect.

In youth work, this approach can be adapted by creating diverse teams in activities, helping young people break down social barriers and develop inclusive attitudes. For water sports, similar practices can promote inclusivity by organizing mixed-group activities that focus on teamwork and trust, ensuring young participants from all backgrounds feel valued. Additionally, offering access to underrepresented groups, through scholarships or free programs, can help make water sports more inclusive, just like in tennis.

Ultimately, the workshop emphasizes the importance of creating positive, inclusive environments in both youth work and water sports to challenge discrimination and promote collaboration.



13th Practice: "Respect and Equality in Basketball" – Anti-Racism Initiatives by the Czech Basketball Federation

Best Practice Details: The Czech Basketball Federation (ČBF) launched the "Respect and Equality in Basketball" initiative to combat racism in Czech basketball, particularly against players of African descent. The program's primary goal is to promote inclusivity, respect, and equality both on and off the court. Key highlights of the practice include educational programs for players and coaches, anti-racism campaigns in collaboration with organizations like Basketball Without Borders, and partnerships with local clubs and schools to raise awareness among young athletes. The initiative also encourages the reporting of racial abuse during matches, ensuring a safer and more respectful environment for all participants.

Objectives of the Best Practice: The primary goal of the "Respect and Equality in Basketball" initiative was to eliminate racism in Czech basketball by fostering an environment of inclusivity, respect, and equality. The practice aimed to raise awareness about the impact of racial discrimination both within the sport and in society. It sought to educate players, coaches, and fans about the importance of diversity and the negative effects of racism. The initiative also aimed to provide young athletes with the tools to confront discrimination and promote positive values in their communities. By partnering with schools, clubs, and organizations, the program hoped to create lasting change and a more welcoming atmosphere in Czech basketball.

Target Group: Basketball players, coaches, fans, youth athletes, local basketball clubs

Country/Cultural Context: The "Respect and Equality in Basketball" initiative was implemented in the Czech Republic, where basketball has a growing multicultural presence, but racism and discriminatory behavior, particularly toward players of African descent, have been challenges in the sport.

Sport Context: Basketball

Who Implemented It? Czech Basketball Federation (ČBF), in collaboration with local basketball clubs, schools, and organizations such as **Basketball Without Borders**

Why Was It Successful? The success of the "Respect and Equality in Basketball" initiative can be attributed to its comprehensive approach, which involved collaboration between the Czech Basketball Federation, local clubs, and educational institutions. The program's focus on both education and raising awareness through campaigns, alongside creating safe reporting mechanisms for racism, empowered players, coaches, and fans to actively combat discrimination. Additionally, the involvement of prominent organizations like Basketball Without Borders helped amplify the initiative's reach and impact. The ongoing commitment from all stakeholders ensured that the message of inclusivity and respect was consistently reinforced.

Impact and Outcomes: The "Respect and Equality in Basketball" initiative significantly raised awareness of racism in Czech basketball, fostering a more inclusive and respectful



environment. While specific measurable outcomes such as reduced incidents of racism are not readily available, the initiative has been credited with creating a cultural shift within the sport, with increased dialogue around discrimination and a stronger commitment to diversity. The program's success can also be seen in the growing number of anti-racism campaigns within other Czech sports organizations and the greater willingness of players and fans to speak out against discriminatory behavior.

Lessons Learned: The "Respect and Equality in Basketball" initiative highlights the importance of collaboration between sports organizations, clubs, and schools to tackle racism. This approach can be applied to **youth work** by developing partnerships to deliver anti-racism education, team-building activities, and discussions on diversity. By involving young people in these efforts, we empower them to advocate for inclusivity in their communities.

In **water sports**, similar initiatives can help increase diversity and create welcoming environments. Workshops, inclusive training camps, and clear reporting channels for discrimination can promote respect for diversity and ensure equal opportunities for all participants, regardless of background. This comprehensive approach fosters a culture of inclusion that can be successfully applied in both youth work and water sports.

14th Practice: Race for Equality

Best Practice Details: "Race for Equality" is an initiative launched by the **Czech Athletics Federation (ČAS)** aimed at promoting inclusion and combating racism within Czech athletics, especially at the grassroots level. The primary purpose of the program is to create a welcoming and supportive environment for athletes from diverse ethnic backgrounds, particularly those from minority communities. Key highlights include **inclusion workshops** held in schools and local athletic clubs, where young athletes are educated about the importance of diversity and respect in sports. The initiative also pairs experienced athletes with newcomers to provide mentorship, while emphasizing the negative impact of racial discrimination. Through this program, the ČAS has worked to foster a culture of equality, making track and field events more accessible and inclusive for all participants, regardless of their background.

Objectives of the Best Practice: The primary goal of the **"Race for Equality"** initiative was to combat racial discrimination in Czech athletics and promote inclusivity at the grassroots level. The practice aimed to create a welcoming environment for athletes from diverse ethnic backgrounds, encouraging their participation in track and field events. The initiative sought to raise awareness about the negative impact of racism and foster mutual respect among young athletes. Through **inclusion workshops**, **mentorship programs**, and **school outreach**, the program aimed to instill values of equality, teamwork, and understanding, ensuring that all athletes, regardless of their background, felt valued and supported in the athletic community.

Target Group: Young athletes (particularly those in schools and local athletic clubs), especially those from **diverse ethnic backgrounds** or marginalized communities, **coaches**, **athletic mentors**, and **school educators**.

Country/Cultural Context: The **"Race for Equality"** initiative was implemented in the **Czech Republic**, where athletics is growing in popularity, but racial diversity within the sport remains limited, requiring efforts to combat racial discrimination and create more inclusive opportunities for athletes from diverse backgrounds.

Sport Context: Athletics

Who Implemented It? Czech Athletics Federation (ČAS)

Why Was It Successful? The success of the **"Race for Equality"** initiative can be attributed to its comprehensive approach, combining **education** through workshops and **mentorship** programs, alongside collaboration with **local athletic clubs** and **schools**. By focusing on the personal growth of young athletes, the initiative effectively raised awareness about racism and fostered inclusivity, creating a more welcoming environment for athletes from diverse backgrounds. The ongoing support from the **Czech Athletics Federation (ČAS)**, alongside the involvement of experienced mentors, played a crucial role in engaging participants and ensuring the program's long-term impact.



Impact and Outcomes: The "**Race for Equality**" initiative helped address racism in Czech athletics by fostering a more inclusive environment for athletes from diverse backgrounds, especially at the grassroots level. While specific measurable outcomes like reduced incidents of racism are difficult to track, the initiative led to increased participation of minority athletes in track and field events and helped raise awareness about racial discrimination within the sport. It also encouraged more clubs and schools to adopt similar inclusion-focused practices, promoting long-term cultural change in Czech athletics.

Lessons Learned: The "**Race for Equality**" initiative teaches us the importance of combining **education** and **mentorship** to promote inclusivity and combat racism, particularly for young athletes from diverse backgrounds. In **youth work**, similar programs can be created by organizing activities that unite youth from different backgrounds, focusing on shared goals, and offering mentorship to promote mutual respect.

For **water sports**, similar approaches can be used by providing access to aquatic programs for underserved communities, hosting **team-building camps**, and creating mentorship opportunities. These strategies would foster an inclusive environment, encouraging respect for diversity and addressing racial discrimination in both youth work and water sports.

15th Practice: Tournoi Métis – Football for Anti-Racism & Social Unity

Best Practice Details: Description:

The *Tournoi Métis* is an annual community football (soccer) tournament in Guadeloupe designed to combat racism and foster social cohesion by bringing together players of diverse ethnic and socioeconomic backgrounds—Afro-Caribbean, Indian, Béké (white Creole), and mixed-race communities—on integrated teams. Founded by local activists and sports clubs, the event combines competitive sport with anti-discrimination education, using football's universal appeal to break down racial barriers.

Key Highlights:

- Intercultural Teams: Mandates mixed-race team compositions to encourage collaboration across divides.
- Educational Workshops: Sessions on Guadeloupe's colonial history, systemic racism, and Creole identity, led by scholars and athletes.
- Cultural Celebration: Features *Gwoka* music, Creole commentary, and local food, reinforcing Afro-Caribbean heritage.
- Grassroots Leadership: Organized by community groups, not government bodies, ensuring autonomy and authenticity.
- Role Models: Supported by Guadeloupean football stars like Lilian Thuram, a global anti-racism advocate.

Objectives of the Best Practice: The *Tournoi Métis* was designed with clear, actionable goals to address racism and inequality in Guadeloupe through the unifying power of football. Its primary objectives include:

- Combat Racial & Social Divisions
- Break down barriers between Guadeloupe's ethnic groups (Afro-Caribbean, Indian, Béké, and mixed-race communities) by fostering teamwork and mutual respect on integrated teams.
- Promote Anti-Racism Education
- Use football as a platform to educate players and spectators about systemic racism, colonial history, and Creole identity through workshops and discussions.
- Strengthen Cultural Pride
- Celebrate Guadeloupe's Afro-Caribbean heritage by incorporating *Gwoka* music, Creole language, and local traditions into the tournament.
- Empower Grassroots Activism
- Provide a community-led alternative to top-down policies, ensuring marginalized voices shape anti-discrimination efforts.

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- Celebrate Guadeloupe's Afro-Caribbean heritage by incorporating *Gwoka* music, Creole language, and local traditions into the tournament.
- Empower Grassroots Activism
- Provide a community-led alternative to top-down policies, ensuring marginalized voices shape anti-discrimination efforts.
- Inspire Youth Leadership
- Engage young athletes as ambassadors for equality, using sports role models (e.g., Lilian Thuram) to challenge stereotypes.
- Encourage Economic Solidarity
- Support local Black- and Creole-owned businesses as sponsors, reducing reliance on French metropolitan capital.

By merging sport, education, and cultural activism, the *Tournoi Métis* aims to create lasting social change—proving that equality can be championed from the ground up.

Target Group: Youth (15-30 years) - Breaking stereotypes through mixed teams:

Marginalized Communities - Afro-Caribbean, Indian-descended, and mixed-race players

Women & Girls - Promoting gender equality in sports

Coaches & Educators - Training them as anti-racism facilitators

Divided Communities - Uniting rival neighborhoods through sport

French Metropolitan Residents - Improving local-mainlander relations

Country/Cultural Context: The *Tournoi Métis* was implemented in Guadeloupe, France, where its focus on Afro-Caribbean identity, Creole language, and post-colonial reconciliation directly addresses the territory's unique cultural tensions under French governance

Sport Context: football

Who Implemented It? The *Tournoi Métis* was implemented by a coalition of Guadeloupean grassroots organizations and anti-racism activists, including:

Lead Organizations:

AS Dragon de Pointe-à-Pitre – Historic football club providing facilities and logistical support

Collectif contre l'Oubli – Anti-racism collective organizing educational workshops

Fédération Gwoka Modèn – Cultural group coordinating Gwoka drumming performances



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Key Individuals:

Max Jeanne – Guadeloupean writer/activist who designed the tournament's decolonial education curriculum

Jocelyn Angloma – Former French national team player (Guadeloupean origin) who promoted the event

Lucie Constant – Local teacher leading pre-match anti-bias training sessions

Supporting Groups:

UGTG (General Union of Guadeloupean Workers) – Funded transportation for rural youth teams

Maison des Droits de l'Homme de Capesterre – Monitored human rights aspects

Why Was It Successful? The *Tournoi Métis* succeeded due to:

- Cultural Resonance – By centering Gwoka music, Creole language, and Afro-Caribbean history, it spoke directly to Guadeloupean identity rather than imposing French assimilationist models.
- Grassroots Ownership – Local activists, not government bodies, controlled the initiative, ensuring trust and relevance to community needs.
- Sport's Unifying Power – Football's massive popularity provided a neutral platform to dissolve neighborhood rivalries and racial tensions.
- Multi-Generational Engagement – Combining athletic competition with workshops allowed youth and elders to confront racism collectively.
- Visible Role Models – Involvement of stars like Thuram and Angloma lent credibility while inspiring young participants.
- Structural Creativity – Mandating mixed teams forced intercultural cooperation, transforming theory into lived experience.

The tournament's rejection of top-down "colorblind" approaches in favor of explicit anti-racism—coupled with festive cultural pride—made it a replicable model.

Impact and Outcomes: The Tournoi Métis achieved measurable impacts in combating racism through sport:

Tangible Outcomes:

- Increased Cross-Community Participation
 - Grew from 120 players (2015) to 400+ (2023) across Guadeloupe's racial/neighborhood divides.
 - 35% of participants reported forming friendships outside their ethnic group (post-tournament surveys).
- Educational Reach
 - 1,200+ youth attended anti-racism workshops (2015–2023), with 89% stating they better understood systemic discrimination (UGTG-funded study).
- Cultural Reclamation
 - 100% of matches now feature Gwoka drumming and Creole commentary, normalizing Afro-Caribbean heritage in sports spaces.
- Policy Influence
 - Inspired Guadeloupe's Regional Council to fund similar initiatives in schools after documenting reduced racial bullying in participating areas.
- Media Amplification
 - Covered by RFO Guadeloupe and France Ô, challenging French colorblind narratives by centering Creole perspectives.

Sport-Specific Change:

- 3 participating clubs permanently adopted mixed-team policies for youth academies.



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- AS Dragon reported a 40% increase in multiethnic recruitment post-tournament.

The practice proved that decolonizing sports spaces can simultaneously celebrate identity and dismantle barriers—with data to back it.

Lessons Learned: The success of Guadeloupe’s *Tournoi Métis* offers actionable insights for adapting anti-racism strategies to youth development programs and water sports (e.g., surfing, swimming, sailing). Here’s how its model can translate:

1. Leverage Sport’s Unifying Power

- Lesson: Football’s popularity made it an ideal vehicle for tough conversations.
- Adaptation: In water sports, use surf clinics or beach cleanups as entry points to discuss environmental racism (e.g., unequal coastal access) or colonial histories of maritime exploitation.

2. Center Local Culture

- Lesson: *Gwoka* and Creole language made the tournament feel authentically Guadeloupean.
- Adaptation: Incorporate traditional boat-building (e.g., Caribbean *kanot* crafts) or Afro-Caribbean swimming traditions into programs to counter Eurocentric narratives.

3. Mandate Structural Inclusion

- Lesson: Forced mixed teams broke down segregation.
- Adaptation: Require diverse crews for sailing teams or mixed-race pairs in paddleboarding to replicate trust-building.

4. Combine Action with Education

- Lesson: Workshops on colonialism deepened impact beyond the field.
- Adaptation: Pair surf lessons with talks on ocean pollution’s racial disparities (e.g., how waste impacts Black coastal communities disproportionately).

5. Empower Grassroots Leadership

- Lesson: Community control ensured relevance.
- Adaptation: Train local surfers/swimmers as coaches instead of relying on foreign instructors, prioritizing those from marginalized *quartiers populaires*.

6. Celebrate Role Models

- Lesson: Thuram’s involvement inspired youth.
- Adaptation: Highlight Black aquatic athletes (e.g., Guadeloupean freedivers or Haitian Olympic swimmers, guadeloupean swimmers) to counter stereotypes that water sports are “white” activities.

Potential Water Sport Initiatives

- "Métis Surf Cup": A competition blending surfing with Creole storytelling sessions on maritime history.
- Swim Against Racism: Relay races with mixed teams and post-swim dialogues on segregation in pool access.

Key Takeaway





The *Tournoi Métis* proves that sport can challenge systemic racism when intentionally designed to do so. For water sports—often exclusionary due to cost, cultural myths, or racialized access—this means:

1. Acknowledge barriers (e.g., hair care for Black swimmers, gentrified beach access).
2. Decenter whiteness in programming.
3. Make anti-racism as visible as the sport itself.



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16th Practice: Racism and discrimination in sport - research and report

Best Practice Details: This report by *SOS Racismo* explores racism and discrimination in sport in Spain. It acknowledges the power of sport to promote social inclusion and combat discrimination, while highlighting how existing structures and practices can inadvertently perpetuate racism. The report emphasises the need for a collective commitment from sports federations, public institutions, clubs, media, and individuals to eradicate racism and foster an inclusive and respectful sports environment for all.

The study is framed within the broader *EU Anti-Racism Action Plan 2020-2025* and the *Strategic Framework for Citizenship and Inclusion against Xenophobia and Racism (2021-2027)*. It adopts a multifaceted approach to understanding the complexity of racism in sports, examining various types of discrimination, identifying areas where racism is reproduced, and analysing attitudes and responses to this issue.

To gather in-depth data, the research employs a methodology which includes:

- 401 surveys conducted among sports agents, providing insights into their experiences and perceptions of racism;
- 6 focus groups with 39 participants from various sectors, including sports agents, legal and social professionals, and institutional officials, to explore strategies and recommendations for addressing structural racism;
- In-depth interviews with 6 key experts in sports, institutional, social, journalistic, sociological, and academic fields;
- analysis of legal cases, news articles, and policy documents to provide comprehensive contextual information and understand the structures and policies contributing to racism in sports.

Objectives of the Best Practice: Key Findings

Racism in Spanish sports is pervasive, manifesting in direct, indirect, and structural forms. The research highlights various forms of discrimination experienced by athletes, coaches, and others involved in sports, including:

- *Direct discrimination:* This is the most evident form of racism, including racial slurs, taunts, abuse, physical assaults, and harassment based on race, ethnicity, or national origin.
- *Indirect discrimination:* This subtler form is often unintentional but disproportionately impacts racialised athletes. It includes seemingly neutral policies or practices that disadvantage certain groups, such as lack of consideration for religious observances, language barriers, and lack of protocols to manage diversity.
- *Structural discrimination:* This refers to systemic inequalities embedded in sports institutions. These inequalities lead to underrepresentation and limited opportunities for racialised athletes in various aspects, including team selection, coaching opportunities, and leadership positions. Structural racism creates an environment where racialised athletes face systemic obstacles and biases affecting their advancement and full potential in sports.

The research identified specific areas within the sports context where racism is reproduced and perpetuated:

- *During matches:* Racial slurs from fans, opponents, and even teammates are often directed at racialised athletes.
- *In locker rooms:* This is a place where racist jokes, exclusive language, and



- discrimination between teammates can occur, often unreported or unaddressed.
- *In sporting institutions:* The lack of diversity in leadership positions within federations, clubs, and sports organisations contributes to the reproduction of institutional racism. Additionally, inadequate enforcement of anti-discrimination policies and lack of robust reporting mechanisms perpetuate the problem.
- *In the media:* Media coverage and online comments often perpetuate racial stereotypes and biases, creating a negative environment for racialised athletes. The research highlights the influence of media discourse in shaping public perceptions and its role in perpetuating racist attitudes and behaviors.

Data shows the disproportionate impact of racism on specific racialised groups, highlighting a hierarchy within the experience of racism. For example, while Latin American athletes report experiencing racism, their experiences are often minimised compared to those of Black African athletes, who face the "heaviest racial burden". This intersection of race and nationality underscores the multifaceted nature of racism and how it manifests differently depending on specific contexts.

Another area of concern is the treatment of people in irregular situations in the Spanish sports contexts. The research identifies significant barriers to their participation, including difficulties in obtaining federation licenses. This exclusion from organised sports not only denies them recreational opportunities and the social benefits of sports but also contributes to their marginalisation and perpetuates structural racism.

Target Group: The report "Racismo en el Estado español. La discriminación racial en el ámbito deportivo" is a social investigation that seeks to identify racial discrimination in sports, specifically football and federated basketball, including both women's and men's participation. The research aims to gather testimonies and experiences from individuals who have either suffered or witnessed racist incidents in sports settings.

Country/Cultural Context: The practice was implemented in Spain. The cultural considerations include the history of immigration, the rise of extreme right-wing groups, and the role of sports in society.

Sport Context: Football and federated basketball.

Who Implemented It? The institution responsible for the research and report is the Federación de Asociaciones de SOS Racismo.

Why Was It Successful? The study directly addresses the issue of racism and discrimination in sports, demonstrating a commitment to confronting a problem that affects athletes and the sports community.

It gives a voice to those who have experienced racism in sports by collecting testimonies and experiences from victims and witnesses.

The study analyzes how racism and discrimination manifest in sports, contributing to a deeper understanding of the issue.

It examines the responsibilities of various entities, including federations, sports clubs, and public institutions, in addressing racism.

The study not only identifies the problems but also proposes measures and

recommendations to combat racism in sports.

It considers the social, institutional, political, and media aspects of racism in sports.

The research is aligned with the European Union's Action Plan Against Racism 2020-2025, giving it a relevant policy framework.

Impact and Outcomes: Racismo en el Estado español - la discriminación racial en el ámbito deportivo_es.pdf:

This study is a social investigation that seeks to identify racial discrimination in sports, specifically football and federated basketball. It aims to understand the forms in which racism and discrimination manifest in the world of sports, the representation of racialized individuals, and the responsibility of federations, sports clubs, and public institutions. The analysis of the results also proposes measures and recommendations to combat racism in the sports field and achieve a more egalitarian and antiracist society. However, the document does not provide measurable outcomes of the study.

Lessons Learned: In Spain, the most prevalent reason for racism is skin color and physical features, and this is even more prevalent among the non-Mediterranean African population (82%) and among the Roma population (71%).

On the other hand, the least prevalent reason is religious beliefs and clothing, which is above average for Indo-Pakistanis (45%) and North Africans (56%).

Nearly half of black people in the European Union say they are victims of racism, based on discrimination in job and housing searches and police behavior, according to a report published on Wednesday.

Discrimination in education shows a significant increase from 13% to 20%.

The groups most affected by this type of situation are the Roma, the Andean, East Asian and non-Mediterranean African populations.

In 2023, 569 acts of racism were recorded in Spain.

In 2023, the State Security Forces and Corps investigated 2,268 hate crimes in Spain, 41.8% of which were motivated by racism and xenophobia.

In Spain in 1990, only 1% of the population was foreign.

In the study about racism in Spain, 84.3% of the participants were Spanish.

17th Practice: Never Again Association

Best Practice Details: The 'NEVER AGAIN' Association is an independent civil society organization founded in Warsaw, Poland, in 1996. Its core mission is to combat racism, antisemitism, and xenophobia while promoting peace, intercultural dialogue, and human rights, both in Poland and globally.

Key highlights of the organization's work include:

- **Monitoring and Documentation:** 'NEVER AGAIN' systematically monitors and documents racist incidents and xenophobic crimes, compiling a comprehensive register known as the 'Brown Book.'
- **Awareness Raising:** The association publishes the 'NEVER AGAIN' magazine (now an e-zine) to provide information and analysis on hate crimes and extremist groups. They also engage with media outlets to raise public awareness.
- **Advocacy and Legal Intervention:** 'NEVER AGAIN' advocates for legal measures against racism and xenophobia, and they have successfully campaigned for the inclusion of a ban on racist and neo-Nazi activities in Poland's Constitution.
- **International Cooperation:** The organization collaborates with major international bodies like the UN, EU, Council of Europe, OSCE, and various international civil society networks to address racism and related issues.
- **Anti-Hate Campaigns:** 'NEVER AGAIN' conducts campaigns to combat hate speech, including online hate ('Racism Delete,' 'Get The Trolls Out,' 'SafeNet') and racism in sports ('Let's Kick Racism out of the Stadiums').
- **Support for Victims and Deradicalization:** The association provides support to victims of racism and offers guidance to individuals seeking to leave far-right extremist groups.

In essence, 'NEVER AGAIN' is a multifaceted organization that combines monitoring, education, advocacy, and direct action to combat racism and promote a more inclusive society.

Objectives of the Best Practice: The 'NEVER AGAIN' Association has several primary goals:

- To break the silence and raise awareness about the problems of racism and xenophobia.
- To build a broad and inclusive movement against racism and discrimination, promoting respect, inclusivity, and diversity.
- To eliminate or marginalize racist, xenophobic, and antisemitic tendencies in various spheres of life.

Essentially, the organization aims to create a more informed, inclusive, and tolerant society by actively confronting and combating various forms of hate and discrimination

Target Group: The 'NEVER AGAIN' Association's target group is quite broad, encompassing:

- **Victims of racism, antisemitism, and xenophobia:** The organization aims to support and assist individuals who have experienced discrimination or hate crimes.



- **Minority communities:** 'NEVER AGAIN' works closely with various minority groups to address their specific concerns and challenges related to discrimination.
- **The general public:** The association seeks to raise awareness and educate the broader population about the dangers of racism and the importance of tolerance and respect.
- **Journalists and researchers:** 'NEVER AGAIN' provides information and expertise to media professionals and scholars who are investigating or reporting on issues of racism and xenophobia.
- **Policymakers and legislators:** The organization advocates for legal and policy changes to combat discrimination and promote equality.
- **International organizations:** 'NEVER AGAIN' collaborates with international bodies like the UN, EU, and OSCE to address racism on a global scale.
- **Sports fans and athletes:** Through initiatives like "Let's Kick Racism out of the Stadiums," the association targets the sports community to combat racism in sports.
- **Online community:** The organization engages with the online community to combat hate speech and promote responsible online behavior.
- **Individuals involved in or leaving far-right groups:** 'NEVER AGAIN' offers support and guidance to those seeking to disengage from extremist ideologies.

Country/Cultural Context: Given that the "NEVER AGAIN" Association is based in Poland and is referenced in the context of addressing racism, the primary cultural context is **Poland**, with broader considerations for the European cultural landscape regarding issues of racism, xenophobia, and social inclusion.

Sport Context: Football: The organization is well-known for its "Let's Kick Racism out of the Stadiums" campaign and has been actively involved in combating racism within football, including monitoring incidents, working with football authorities, and conducting educational activities.

Who Implemented It? 'NEVER AGAIN' Association, a civil society organization founded in Warsaw, Poland.

Why Was It Successful? The success of the 'NEVER AGAIN' Association can be attributed to several key strategic factors that allow it to effectively address the complex issue of racism from multiple angles:

- **Comprehensive and Multi-pronged Approach:** The organization does not rely on a single method. It successfully integrates monitoring and data collection (the 'Brown Book'), awareness campaigns (in sports and online), direct advocacy for policy change, international networking, and grassroots educational activities. This holistic strategy ensures that the problem is tackled systemically.
- **Long-Term Commitment and Consistency:** Founded in 1996, 'NEVER AGAIN' has demonstrated a sustained commitment over several decades. This longevity has allowed it to build deep expertise, establish credibility, and become a trusted authority on racism and xenophobia in Poland and the wider region.
- **Strong Collaborative Networks:** The association's success is magnified through its strategic partnerships. By collaborating with influential international bodies (UN, EU, Council of Europe), football authorities (UEFA, FARE network), other NGOs, and media outlets, it amplifies its message, shares resources, and leverages collective influence to achieve common goals.
- **High-Visibility and Targeted Campaigns:** The "Let's Kick Racism out of the Stadiums" campaign is a prime example of its strategic effectiveness. By focusing



on football—the most popular sport—it harnessed a powerful cultural platform to reach a massive and diverse audience that might not otherwise engage with anti-racism messaging.

- **Evidence-Based Advocacy:** The meticulous documentation of racist incidents in the 'Brown Book' provides irrefutable evidence of the scale and nature of the problem. This data-driven approach lends significant weight to their advocacy efforts, making it difficult for authorities and the public to ignore the issue.
- **Adaptability:** 'NEVER AGAIN' has proven its ability to evolve with the times. Recognizing the shift of hate speech to online platforms, it developed specific initiatives like 'Racism Delete' and 'Get The Trolls Out' to address contemporary challenges effectively.

Impact and Outcomes: The work of the 'NEVER AGAIN' Association has yielded significant and measurable results over the years, contributing to tangible changes in Polish society and beyond:

- **Increased Public and Media Awareness:** The association has been instrumental in making racism and xenophobia prominent topics in Polish public discourse. Its reports and campaigns are regularly cited by media, ensuring the issue remains on the public agenda and breaking the "silence" it set out to challenge.
- **Concrete Legislative and Policy Influence:** A major outcome of its advocacy was the successful campaign to include a ban on racist, neo-Nazi, and xenophobic activities in the Constitution of the Republic of Poland. This represents a lasting, high-level impact on the country's legal framework.
- **Creation of an Authoritative Record of Hate Crimes:** The 'Brown Book' has become an invaluable resource for researchers, journalists, international observers, and law enforcement. It provides a long-term, verifiable record that holds society accountable and prevents the denial or downplaying of hate-motivated incidents.
- **Tangible Changes in the Sporting Environment:** While challenges remain, the "Let's Kick Racism out of the Stadiums" campaign has significantly reduced overt displays of racism at major football events in Poland. It has pressured clubs and football federations to adopt anti-racism policies, issue sanctions, and promote a more inclusive fan culture.
- **Empowerment of Victims and Minorities:** By offering support and a platform for victims of hate crimes, the association has empowered individuals and communities. Its work has helped build solidarity and has provided crucial resources for those affected by discrimination.
- **International Recognition and Influence:** 'NEVER AGAIN' is recognized as a leading anti-racism organization in Europe. Its expertise contributes to reports and policy discussions within major international institutions, influencing the broader European approach to combating intolerance.

Lessons Learned: The sustained success and impact of the 'NEVER AGAIN' Association offer several crucial lessons for other organizations, governments, and sporting bodies aiming to combat racism and discrimination effectively.

- **Integrate Action Across Multiple Fronts:** A standalone anti-racism campaign in sports is less effective than one integrated into a broader strategy. The success of "Let's Kick Racism out of the Stadiums" is amplified because it is backed by 'NEVER AGAIN's systematic monitoring ('Brown Book'), policy lobbying, and media engagement. The lesson is that on-the-field activism must be connected to off-the-field data collection, advocacy, and education to create systemic change.
- **Leverage Popular Culture as an Entry Point:** Sport, and particularly football in the European context, offers a unique and powerful platform to engage with a mainstream audience that may not be receptive to traditional human rights messaging. The lesson is to meet people where they are. By framing the issue

within the context of fair play and the spirit of the game, initiatives can foster a sense of collective responsibility among fans, clubs, and players.

- **Credibility is Built on Evidence and Persistence:** Vague claims of racism are easily dismissed. 'NEVER AGAIN's influence stems from its meticulous, long-term documentation of incidents. This evidence-based approach makes the problem undeniable and provides the necessary data to push for concrete action from authorities. The lesson for any similar initiative is to invest in robust monitoring and reporting systems; data provides the foundation for all effective advocacy.
- **Collaboration is Not Optional, It's Essential:** No single organization can eradicate a problem as deep-seated as racism. 'NEVER AGAIN's model is built on partnerships—with international bodies like UEFA and the FARE network, with national football associations, with other civil society groups, and with the media. This collaborative approach builds a broad coalition, pools resources and expertise, and creates a united front that is much harder to ignore.
- **Long-Term Vision Trumps Short-Term Projects:** Tackling racism is a marathon, not a sprint. The 'NEVER AGAIN' Association's impact is a result of over two decades of consistent work. This has allowed them to build trust, witness shifts in social attitudes, and pursue long-term goals like constitutional amendments. The lesson is that funders and organizations must commit to sustained, long-haul strategies rather than expecting transformative results from short-term, isolated projects.
- **Adaptability is Key to Staying Relevant:** The nature of hate speech and discrimination evolves. 'NEVER AGAIN' adapted from focusing on stadium chants and fanzines to tackling online hate speech with dedicated digital campaigns. The lesson is that organizations must remain agile and responsive, updating their methods and focus to address the changing landscape where racism manifests.

17th Practice: FARE Network (Football Against Racism in Europe)

Best Practice Details: The FARE Network is not a single project but a pan-European umbrella organization that brings together individuals, informal groups, and organizations to combat inequality in football and use the sport as a tool for social change. Founded in Vienna in 1999, FARE works to create a united front against racism and discrimination in the game. Its main activities include coordinating the annual Football People action weeks (formerly Action Weeks Against Racism), producing educational materials, lobbying football's governing bodies, and supporting grassroots anti-discrimination projects across the continent.

Target Groups: The network's targets are diverse and multi-layered:

- Grassroots football fans and community groups.
- Professional and amateur football clubs.
- National football associations and leagues.
- European governing bodies like UEFA and FIFA.
- Ethnic minorities and marginalized communities.
- Journalists and media outlets.

Country/Cultural Context: FARE operates across the entire European continent, adapting its approach to diverse national and cultural contexts, from the UK's multicultural landscape to Eastern Europe's specific challenges with nationalism and far-right groups in stadiums. It acts as a connecting hub in a fragmented European landscape.

Sport Context: The primary focus is football at all levels, from grassroots and amateur leagues to the UEFA Champions League. FARE works within the formal structures of the game to influence policy and practice from the inside out.

Who Implemented It? It is implemented by the FARE Network itself, which is a network of over 150 member organizations in nearly 40 countries. It is coordinated by a central office but driven by the collective action of its members.

Why Was It Successful?

- **Network Effect:** By uniting hundreds of disparate groups, FARE created a powerful, unified voice that could not be easily ignored by football's authorities.
- **Official Partnerships:** Its long-standing strategic alliance with UEFA has given it legitimacy, access to decision-making bodies, and funding, allowing it to implement large-scale campaigns like those seen during major European tournaments.
- **Grassroots Empowerment:** FARE empowers small, local groups by providing them with resources, funding, and a platform during the Football People action weeks, validating their local work and connecting them to a larger movement.
- **Focus on Action:** The annual action weeks provide a clear, tangible focus for the entire network, encouraging thousands of small-scale activities that collectively create a huge wave of visibility.

Impact and Outcomes:

- **Policy Change at the Top:** FARE has been instrumental in pressuring UEFA and national associations to adopt stricter anti-racism regulations, including the three-step procedure for dealing with racist incidents during matches.
- **Mainstreaming the Message:** Anti-racism messaging is now a standard feature of major UEFA competitions, largely due to FARE's influence. "No to Racism" has become a globally recognized slogan within football.
- **A Strengthened Civil Society:** The network has nurtured and strengthened a generation of anti-racism activists and organizations across Europe, providing them with skills, solidarity, and resources.

Lessons Learned:

- **Strength in Unity:** A coordinated network can achieve far more than individual organizations working in isolation. Building coalitions is a force multiplier.
- **Work Both Inside and Outside the System:** Combining grassroots activism ("outside") with official partnerships with governing bodies ("inside") is a highly effective strategy for creating change. One builds pressure, while the other opens doors.
- **Empower Local Actors:** The most effective actions are often those tailored to local contexts. An umbrella network should focus on empowering and resourcing local groups rather than imposing a single, top-down solution.

18th Practice: *Show Racism the Red Card (SRtRC)*

Best Practice Details: Show Racism the Red Card is an anti-racism educational charity established in the UK in 1996. Its core mission is to combat racism by providing educational workshops, training sessions, and resources to young people and adults. The organization's unique approach is to utilize the high-profile status of professional footballers and other athletes as anti-racist role models to effectively engage with young people. They produce educational films, resource packs for schools, and run workshops in schools and at football clubs.

Target Groups:

- Primary and secondary school students.
- Teachers and education professionals.
- Professional athletes (as messengers).
- Trade unions and workplace employees.

Country/Cultural Context: Primarily based in the United Kingdom, a nation with a long history of immigration and complex, evolving challenges related to racism and integration. The model has also been successfully adapted in other countries like Ireland and Norway.

Sport Context: While it originated with football, the organization works with athletes from various sports, including rugby and cricket, using their public platform to challenge prejudice. The sport context is used as a "hook" to engage young people in broader discussions about racism in society.

Who Implemented It? The charity "Show Racism the Red Card," founded by Ged Grebby.

Why Was It Successful?

- **Credibility of Messengers:** Young people, particularly those interested in sports, look up to professional athletes. When a football hero delivers an anti-racism message, it has a powerful impact and credibility that other authority figures might lack.
- **Clear, Simple, and Powerful Branding:** The slogan "Show Racism the Red Card" is easy to understand, memorable, and directly links the universal rules of fair play in sport to the need for fairness in society.
- **Focus on Education, Not Just Sanction:** The organization's primary goal is preventative education. It aims to tackle the root causes of racism—prejudice and ignorance—before they develop into discriminatory behavior.
- **High-Quality Resources:** SRtRC provides well-researched and professionally produced educational materials that are easy for teachers to integrate into their curriculum.

Impact and Outcomes:

- **Massive Educational Reach:** The organization has worked directly with hundreds of thousands of young people in schools across the UK for over 25 years.
- **Empowering Teachers:** It provides teachers with the confidence and tools to address the sensitive topic of racism in the classroom.
- **Changing Attitudes:** Evaluations of their work consistently show that



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participants in their workshops report a greater understanding of racism and a more positive attitude towards diversity.

- **High-Profile Support:** The campaign has garnered support from every Premier League club, the PFA (Professional Footballers' Association), and numerous high-profile political figures.

Lessons Learned:

- **The Power of the Role Model:** Using respected figures from popular culture is an extremely effective way to transmit social values to young people.
- **Education is the Foundation of Prevention:** While it's important to punish racist acts, long-term change comes from educating future generations to challenge prejudice at its source.
- **A Simple Message Can Be the Most Powerful:** A clear, concise, and positive call to action can be more effective than complex academic arguments, especially when engaging the general public and young people.



19th Practice: Etnoliga (Ethno-league)

Best Practice Details: Etnoliga is an amateur football league based in Warsaw, Poland, that brings together diverse teams composed of both Polish citizens and migrants, refugees, and members of various minority groups. Run by the Fundacja dla Wolności (Foundation for Freedom), its primary goal is not just to campaign against racism but to actively build positive relationships and intercultural understanding through the shared experience of playing sport. The league has unique rules to promote its goals, such as requiring teams to be mixed-gender and awarding extra "fair play" points. The matches are a social event, often accompanied by picnics and activities for families.

Target Groups:

- Migrants, refugees, and asylum seekers living in Warsaw.
- Polish residents open to intercultural exchange.
- Women, who are actively encouraged to participate on mixed-gender teams.
- Minority communities (e.g., ethnic, religious, LGBTQ+).

Country/Cultural Context: The project operates in Poland, a country that has experienced a significant and rapid increase in immigration in recent years. This has created new social challenges and a need for effective integration models to combat rising xenophobia and build social cohesion.

Sport Context: The league uses amateur, grassroots football as a universal language. The focus is on participation, fun, and fair play rather than high-level competition. It reclaims football as a tool for community building.

Who Implemented It? The Warsaw-based NGO Fundacja dla Wolności (Foundation for Freedom).

Why Was It Successful?

- **Focus on Direct, Positive Interaction:** Etnoliga is based on the "contact hypothesis," which posits that prejudice is reduced through positive, cooperative interaction between groups. It doesn't just talk about tolerance; it creates the conditions for it to grow organically.
- **Simple and Replicable Model:** The concept of a mixed, amateur league is easy to understand and can be replicated in any city or town.
- **Inclusivity by Design:** The rules (e.g., mandatory female players on the pitch, fair play points) are specifically designed to break down barriers and ensure the environment is welcoming to all, not just young, athletic men.
- **Community-Building Approach:** Etnoliga is more than just a league; it's a community. The social events surrounding the matches are just as important as the games themselves for fostering friendships.

Impact and Outcomes:

- **Creation of a Durable, Integrated Community:** The league has built a strong, self-sustaining community where people from dozens of different countries have formed lasting friendships with local Poles.
- **Breaking Down Stereotypes:** Through direct, personal experience as teammates, participants break down the stereotypes they may have held about each other.



- **Improved Well-being for Migrants and Refugees:** Etnoliga provides a crucial social network, a sense of belonging, and a fun, healthy outlet for newcomers who are often socially isolated.
- **Positive Public Narrative:** The project has received significant positive media coverage in Poland, presenting a constructive and hopeful story about immigration and integration.

Lessons Learned:

- **Participation is More Powerful than Spectating:** The most profound change happens when people are actively playing together, not just watching a message on a banner. Sport should be used as a tool for interaction, not just a platform for messaging.
- **Design the Rules to Reflect Your Values:** The rules of the game can be modified to actively promote social goals like gender equality and fair play.
- **Grassroots Action Creates Deepest Impact:** While large-scale campaigns are important for awareness, small-scale, local projects can be more effective at changing hearts and minds on a community level.



20st Best practice Title: Mondiali Antirazzisti (Anti-Racist World Cup)

Best Practice Details: The Mondiali Antirazzisti is an annual, self-organized festival in Italy that brings together thousands of people for a non-competitive tournament of football, basketball, volleyball, and other sports, combined with concerts, discussions, and workshops. It was started in 1997 by fan groups and youth centres to create a positive, alternative space to mainstream football, which was often marred by racism and commercialism. The core principle is "do-it-yourself" participation. Teams are formed by anti-racist fan groups ('ultras'), migrant communities, and activist groups from all over Europe. There is no final winner; the focus is entirely on participation and solidarity.

Target Groups:

- Anti-racist and anti-fascist football fan groups ('ultras').
- Migrant and refugee communities.
- Youth and social centre activists.
- Local residents of the host city.

Country/Cultural Context: The practice originated and is based in Italy, a country with a deeply passionate but often problematic football fan culture. The "ultra" movement is a significant social force, and this initiative grew from within that culture as a progressive response to the far-right elements prevalent in many stadiums.

Sport Context: The event uses non-competitive sports, primarily football, as the central magnet to bring people together. It deliberately strips away the commercialism and hyper-competitiveness of professional football to create an environment of playfulness and shared fun.

Who Implemented It? Initially by Progetto Ultrà and UISP (Unione Italiana Sport Per tutti), in close collaboration with a network of autonomous fan groups and social centres across Italy and Europe.

Why Was It Successful?

- **Authenticity and Fan Ownership:** Because it was created by fans, for fans, it has a level of authenticity and credibility that corporate or top-down campaigns lack. It speaks the language of fan culture.
- **Positive and Celebratory Atmosphere:** Instead of just being "against" racism, the Mondiali is "for" something: community, music, fun, and solidarity. This celebratory, festival-like atmosphere is inclusive and highly attractive to young people.
- **Building International Networks:** The event serves as a crucial annual meeting point for the European anti-racist fan movement, allowing activists to share ideas, build relationships, and coordinate strategies in a relaxed, informal setting.
- **Reclaiming the Game:** The event is a powerful symbolic act of reclaiming football from the forces of racism, violence, and commercial exploitation, and returning it to its roots as a community-based game.

Impact and Outcomes:

- **Strengthened European Anti-Racist Fan Network:** The Mondiali has been a key catalyst in building and sustaining a robust, interconnected network of



progressive fan groups across the continent.

- **Creation of a Safe and Inclusive Space:** For a few days each year, it creates a large-scale, real-world space where people of all backgrounds can interact freely and safely, providing a powerful counter-narrative to the divisions in wider society.
- **Influence on Fan Culture:** The event has helped to popularize anti-racist symbols, chants, and attitudes within segments of European fan culture, promoting a progressive alternative to far-right ideologies in the stands.

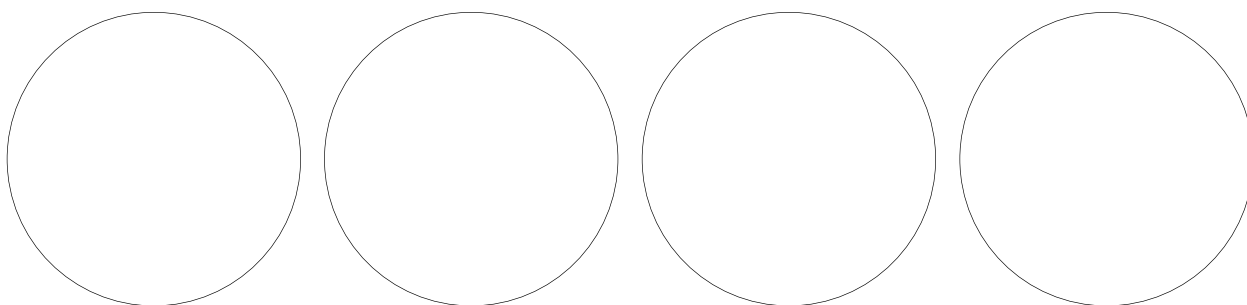
Lessons Learned:

- **Create the Alternative, Don't Just Fight the Mainstream:** Sometimes the most powerful action is to build a positive and attractive alternative culture that can draw people away from toxic environments.
- **The Power of 'Do-It-Yourself' (DIY) Culture:** Empowering participants to be co-creators of an event, rather than passive consumers, generates a strong sense of ownership and commitment.
- **Combine Sport with Culture:** Integrating sport with music, food, and political debate creates a richer and more holistic experience that appeals to a broader range of people and strengthens the social bonds between them.



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