

Accessible sports organisations

ASPIRE



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What is ASPIRE?

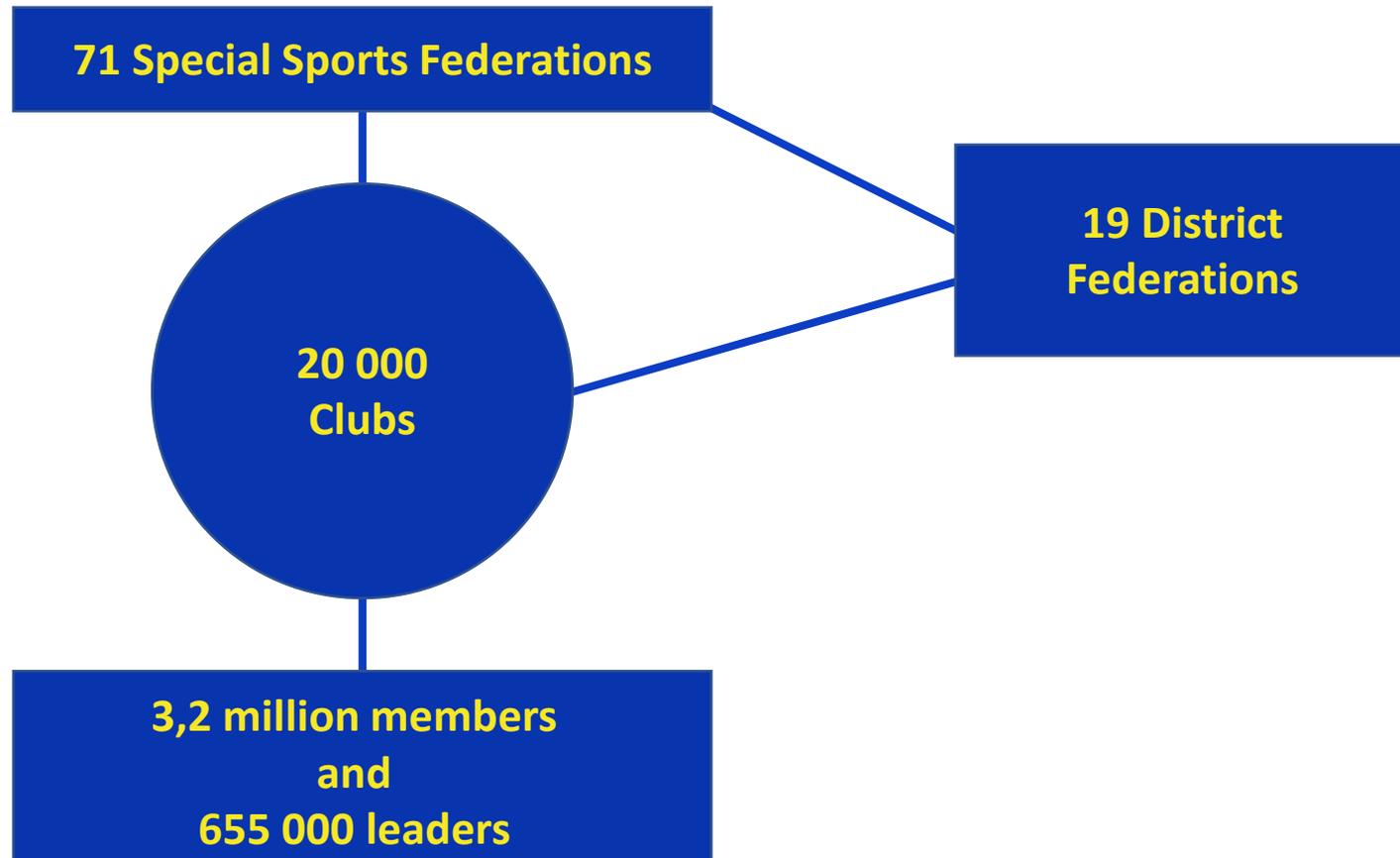
ASPIRE: Activity, Sport, Play for the Inclusion of Refugees in Europe.

ASPIRE seeks to establish how sports clubs can best support the inclusion of migrants and refugees building on the wide popularity of sports and other forms of physical activity.



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The Swedish Sports Confederation



Norms in Sport

Sports is like the rest of our society: governed by norms and structures.



A norm is an unwritten rule that most people relate to in one way or another and which assign power between people.

A norm, sometimes referred to as a standard, sets the frames which will include some but exclude others.

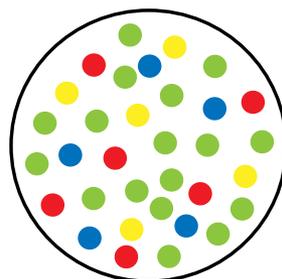
We might not be aware of the norms in place until someone crosses the line for what is “expected” and wanted.

The Teflon-test

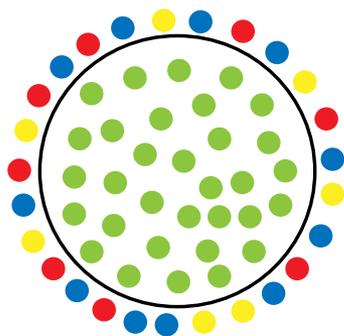
	Often	Sometimes	Rarely	Never
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social group/background	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Body shape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Be aware of what norms and privileges are at play in your organisation!

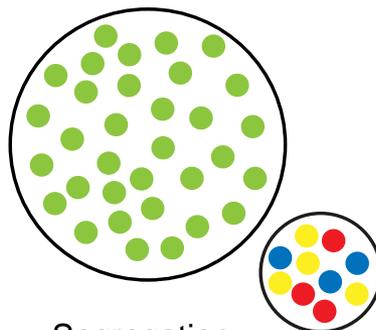
Inclusion vs integration



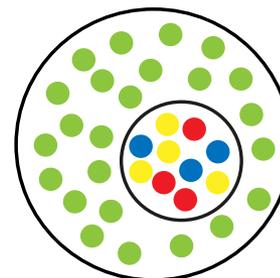
Inclusion



Exclusion



Segregation



Integration



Understanding change

Example: Cultural or ethnic organisations with no connection to the national confederation organises sports activities for their members.

Segregation
Alienation

Example: LGBTQ or ethnic clubs founded by the same people who will join, only open to those who belong to the same group.

Exclusion
Alienation

Example: Local clubs arranges special teams/groups who train separate from the core organisation or under different conditions.

Integration
Alienation

Clubs open up a “trial session” or accepting a small group of people into the existing team but with no long-term solution or without norm awareness.

“Inbetweenship”

The club’s activities are carried out so that everyone, regardless of skills/norms can participate. Beginner groups, competitive groups, elite groups etc.

Inclusion



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Natural meeting places

Looking for accessible sports organizations

1

Training / practice sessions

2

Locker room

3

The board room

4

The competitions / games / matches

5

The stands / crowd

Start where you are

This is meant to help your group explore your own organization and find out where your starting point is. Taking a bird view, you will try to create an image of what you see, hear, feel and experience in the different meeting places. With the help of these open questions you can start mapping the current situation in your organization. It is a way to discover the norms and traditions at play and also to find out what is inclusive or exclusive in your environment.

Instructions:
Take one meeting place at a time and don't rush anything. Take time to reflect and discuss using the questions below. Make sure that everyone in the group has a chance to say what is on their mind. Don't forget to write down your answers.

Start with these questions:

What do you see?

What do you hear?

What do you feel?

Describe the meeting place as vividly as you can:

- Who is here?
- What do they look like? Age, gender, background, appearance, clothing, etc.
- Who fits in with us?
- What does the relationship look like between our participants?
- What are the conditions for those who are active? Rules, training plans, times, equipment, etc. Is it equal to all?
- Is there anyone who has special privileges in the group?
- How is power distributed in our group?
- Is there anyone attracts more attention than others? If so, what does that mean?
- What language and which jargons are used?
- Is there anything which can be perceived as exclusive/limiting to some? What does that mean?
- Is there something that you need to change or develop? If so, what? What will be your next step?

DENNA SAMFUNDEN ÄR ETT VERKTYG för att utvärdera hur du som idrottsutbildare arbetar. Se gärna filmen Normer och traditioner som finns på denna webbplats innan du börjar ditt sporting samt avsluta arbetet med att göra en handlingsplan för att ta större steg.

Idrottsutbildarna

A change of perspective



YES / NO – a practical exercise

Listen to each of the statements.

If you agree: Stand up

If you don't agree: Remain seated.



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YES / NO – a practical exercise

Listen to each of the statements.

If you agree: Stand up

If you don't agree: Remain seated.

Everyone in this country
has the same opportunity
to practice sport



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YES / NO – a practical exercise

Listen to each of the statements.

If you agree: Stand up

If you don't agree: Remain seated.

Everyone (regardless of gender, ethnicity, religion or sexual orientation) is welcome in our sports movement



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YES / NO – a practical exercise

Listen to each of the statements.

If you agree: Stand up

If you don't agree: Remain seated.

It's financially possible for everyone to practice the sport they want



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YES / NO – a practical exercise

Listen to each of the statements.

If you agree: Stand up

If you don't agree: Remain seated.

Our sports movement is equal and anyone can participate, affect and become a leader.



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YES / NO – a practical exercise

Listen to each of the statements.

If you agree: Stand up

If you don't agree: Remain seated.

It's natural for our sports movement to be visible during PRIDE



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What do we do now?

1. Identify your current situation
2. Create a target
3. Identify your lack of knowledge
4. Take action
5. Identify support and resistance

Practical exercise: People in boxes

- Gather at one end of the room
- If a statement apply to you, take two steps forwards



People are people

"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."

- *Barack Obama*

Thank you!



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